

Total Rewards Package



At Ripple Effect, our promise to our employees is that they will have opportunities to explore and grow, make lasting changes, and work with truly exceptional people in a progressive and engaging work environment. We believe that a fulfilling work experience is much more than the salary you earn—it's a multitude of incentives that work for you and your lifestyle. That's why we offer a tailored total rewards package, from personalized benefit structures to a variety of work statuses and compensation options: to give you choice and flexibility.



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A Closer Look



Compensation: We offer competitive salaries and incentivize great performance through bonuses. We offer flex leave for our 11 holidays plus parental leave to help balance the demands of work-life with home-life. Our internal recognition platforms celebrate staff through peer-to-peer micro-bonuses, kudos from management, and annual awards to create company-wide awareness and engagement. FT employees start at 120 hours/year of PTO and hybrid/remote workers receive home office reimbursements.



Benefits: We offer a choice of medical plans (and provide a fringe option for those who opt-out), as well as dental and vision packages, childcare benefits, employer-match HSA contributions, pre-tax dependent care FSA, and company-paid disability, life, and AD&D insurance. Our company-sponsored 401(k) retirement plan has 1:1 annual matching up to 4% of salary and no vesting requirement.



Development: We embrace 'lifelong learning' as a core value at Ripple Effect, and our managers engage in regular coaching and feedback cycles with employees to define goals, develop leadership skills, and measure progress. We offer a suite of professional development courses through eLearning, live trainings, and reimburse certification, and training programs that match career paths.



Personalization: We hire individuals to work in a variety of statuses, from full-time to part-time to on-call, and we provide maximum flexibility for work hours so employees can work when they're most productive - during the day and during the month. For employees who do not need medical coverage, we offer a semi-monthly fringe benefit. End-of-year bonuses can be redeemed in cash, PTO, or 401(k) contributions, and holiday leave can be applied at later dates within the year. Career paths are measurable and customizable, to give employees control over their journey and passions.



Well-Being: We prioritize employee health and well-being by encouraging employees to bring their whole selves to work and creating a shared Ripple community. We do this through our ongoing commitment to diversity, equity, inclusion and accessibility (DEIA), our employee-led Wellness and Empowerment committee, engagement events, and work policies that foster a 'dynamic equilibrium' to create a harmonious work-life design.



Work Environment: The essential ingredients of our work environment include access to top-notch technology, modern offices and our unique culture. Our top-notch technology helps us work efficiently, collaboratively and paperless. Our offices are designed to be accessible and meet our staff's diverse preferences, including hybrid and remote stipends for eligible staff; a lactation room; ergonomic furniture; environmentally friendly products; collaboration zones; and reservable offices. The final ingredient is our unique high-accountability culture that is built on respect, inclusion, transparency and lifelong learning.