As the leading private conservation organization in the world and one of the largest non-profits in the United States, the Conservancy’s work-environment is extremely supportive of our staff we provide:

- A purpose behind your paycheck and the opportunity to be proud of your contribution to our mission success;
- Strong values and culture that support teamwork and collaborative problem-solving approaches;
- Professional development opportunities throughout your career and a strong history of promoting from within;
- Flexible policies in support of work-life balance issues including telecommuting, flextime, and compressed work weeks for eligible high performing employees.

Additionally, this list highlights many of the benefits for all TNC employees in a regular position.

- 35-hour work week (full-time employees)
- Liberal annual and sick leave
- Paid holidays (all federal holidays and the day after Thanksgiving)
- 2 weeks paid Parental Leave
- 401(k): The Nature Conservancy’s Savings and Retirement plan (Employees may enroll after one month of employment, with matching contribution of up to 8% of an employee’s earnings after one year of service, subject to IRS regulations and maximums.)

In addition to the above, employees in a regular position who work 20 or more hours per week are eligible for the following:

- Comprehensive medical/vision/dental insurance; \(^1\) (voluntary and effective the first day of the month following one full month of eligible employment) \(^3\)
- Pre-tax health and dependent day-care flexible spending accounts (FSA)
- Health Savings Account if electing the High Deductible Health Plan (CDHP/HDHP)
- Life and accidental death and dismemberment insurance, paid in full by TNC
- Short-term and long-term disability insurance, paid in full by TNC
- Travel and accident insurance, paid in full by TNC
- Health insurance for domestic partners
- Adoption, Surrogacy and Assisted Conception taxable benefit
- Pretax transit pass program administered through Wageworks
- Employee Mortgage Program
- Employee Assistance Program
- Optional Pre- Paid Legal Service

\(^1\) Annual leave for full time employees: 1st year=10 days/year; 2nd-4th years=15 days/year; 5th year and thereafter=20 days/year. Sick leave: 12 days/year. \(^2\) Bi-weekly premiums (2019): Medical: Lowest premium option example – Aetna 80/60 High Deductible Health Plan $46.04 for individual; $119.54 for employee plus one; $148.77 for family. Dental: $9.53 for individual; $17.13 for employee plus one; $26.69 for family. Vision benefit is through VSP and included with medical election only. \(^3\) Healthcare effective date example: If you are hired on June 2 healthcare will go into effect on August 1. If you are a rehire, a rehire credit may apply for medical enrollment, and for retirement matching eligibility and vesting rules. Please discuss the effective date of healthcare with the hiring representative.