

# Want a glimpse of Life inside TNC?

TNC is the leading private conservation organization in the world and one of the largest non-profits in the United States. We are proud to offer a work-environment that is supportive of the health, wellness, and flexibility needs of the people we employ.

For those located in the U.S., please see a summary of our benefits below.



## HEALTH, WELLNESS, & LIFE

- Comprehensive Insurance Medical | Vision | Dental
- Same-sex spouse and domestic partner medical coverage
- Pre-tax health and dependent day care flexible spending accounts
- Health saving accounts (if electing HDHP)
- Life and accidental death and dismemberment insurance
- Adoption, surrogacy and assisted conception benefits
- Employee Assistance Program
- Pre-paid legal Service
- Business travel and accident insurance
- Long and short-term disability insurance
- Crisis fund for colleagues
- Rethink (a program to support parents and their families with children who have learning, social and behavioral challenges diagnosed or undiagnosed)
- Pre-tax transit pass program
- Resources for financial wellness
- Support for emotional and physical well-being

## FLEXIBILITY AND PAID TIME OFF

- Annual, personal, and sick leave
- Telecommuting, flextime, and compressed work weeks
  - Some teams opt into a program called Nature Fridays. This is an optional compressed workweek program where staff work longer regular hours but have every other Friday off work.
- Paid holidays that can be used flexibly
- Paid parental leave

## REWARDS

- 401(k) eligible, you can elect to defer money as soon as 30 days from hire and will be auto-enrolled after 60 days or opt-out. As well as eligible for an 8% employer match after one-year service and at 3-years of total service/100% vested.
  - Rehire Adjustment Service Date – your former periods of work, paid by TNC\*\* count towards the 1-year match & the 3-year vesting requirements to be 100% vested in the employer match. Only a regular status of former work periods applies to the annual leave SOP for earning time.
- Competitive pay
- Employee discounts on apparel, wellness vendors, fitness programs and other merchandise through partner programs
- Learning & development opportunities and classes

### We provide all employees:



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.



Resources and policies to support a positive work-life balance and emotional and physical well-being for employees.



A purpose behind your paycheck and the opportunity to be proud of your contribution to our mission success.

\*These lists are not comprehensive and are subject to detailed plan documents and may change at any time at employer discretion. Employee contributions required on some of the above.  
\*\*Does not include AmeriCorps and/or volunteer positions