

CONSERVATION
INTERNATIONAL



CONTINENTAL US BENEFITS-AT-A-GLANCE

© Robin Moore/ILCP

Conservation International (CI) offers competitive salaries with comprehensive benefits, including an unmatched health and wellness package, retirement contributions, professional development courses, and a generous leave policy. We take pride in outdoing our counterparts with outstanding benefits. We are also proud to attract and hire top talent, and with offices in 30 countries, we are committed to building a truly global workforce of the future. Our employees enjoy a flexible, family-friendly work culture with high staff retention rates.

Conservation International is proud to offer enriched benefits to our employees*. A benchmarking study of 279 non-profits revealed that both Aetna plans offered ranked at 99% compared to other non-profit employer plans. Also, monthly contributions on our medical plans were more than 50% less expensive than with peer organizations.

MEDICAL INSURANCE — AETNA

- Nationwide in-network coverage.
- NO in-network deductible! You are 100% covered from the start.
- NO primary care physician referrals necessary. See a specialist anytime.
- 100% of hospital care COVERED.
- Low out-of-network deductible.
- \$15 copay for primary care and \$20 for a specialist.
- Teladoc – Board certified doctors and pediatricians available 24/7 by phone or online video for a \$5 copay. Behavioral Health Specialists are available 24/7 by video for a \$15 copay.
- Low monthly contributions – please see our chart below.

DENTAL INSURANCE — METLIFE

- Preventative Services: 100% in-network coverage. No deductible.
- Basic Services: 90% in-network coverage after deductible.
- Major Services: 60% in-network coverage after deductible.
- A \$25 annual deductible for an individual and a \$75 annual deductible for a family.

VISION INSURANCE — VSP

- 100% coverage for eye exams and basic lens exams after \$20 copay.
- 100% coverage for contact lens exams after \$60 copay.
- Up to a \$130 allowance for frames or corrective lenses.

2024 MONTHLY PREMIUM CONTRIBUTIONS

CI employees contribute 5-10% of the monthly premiums for medical, dental and vision coverage. CI sets employee contributions based on position tiers to ensure that staff are paying equitable amounts based upon income.

Position Level and Tiers	Medical EPO (100/50 Plan)	Medical PPO (100/80 Plan)	Dental	Vision
Associate + Coordinator + Senior Coordinator Positions				
Employee Only	\$38.90	\$116.69	\$8.00	\$2.00
Employee + Spouse/Domestic Partner	\$89.23	\$265.41	\$14.00	\$3.00
Employee + Child(ren)	\$64.06	\$192.19	\$14.00	\$3.00
Family	\$122.41	\$362.65	\$21.00	\$5.00
Manager + Senior Manager + Director Positions				
Employee Only	\$59.49	\$160.16	\$11.00	\$2.00
Employee + Spouse/Domestic Partner	\$134.99	\$364.94	\$18.00	\$3.00
Employee + Child(ren)	\$97.24	\$264.26	\$21.00	\$3.00
Family	\$184.18	\$499.93	\$28.00	\$5.00
Senior Director + Above Positions				
Employee Only	\$77.79	\$201.34	\$14.00	\$2.00
Employee + Spouse/Domestic Partner	\$178.46	\$459.89	\$25.00	\$3.00
Employee + Child(ren)	\$129.27	\$332.90	\$28.00	\$3.00
Family	\$243.67	\$629.20	\$35.00	\$5.00

FLEXIBLE SPENDING

Our flexible spending accounts (FSA) are a great way to save money when paying for out-of-pocket health care and dependent care expenses. We offer two FSAs that allow you to set aside up to \$5,000 each year tax-free to help pay for dependent day care and \$3,200 each year tax-free for health care expenses. The money you set aside is excluded from Social Security, Federal and State Income Taxes, except in Pennsylvania and New Jersey.

US LEAVE POLICY

CI offers a generous leave policy of 15 paid vacation days accrued annually in your first three years of employment and 20 vacation days accrued annually in your fourth year and beyond. Additionally, employees receive 3 personal days, 12 sick days and 14 holidays each year. So, in your first three years of employment, you could receive 32 vacation days a year. Leave accrual rates for employees working less than 35-hours per week are prorated based on the number of hours the employee is scheduled to work each week.

PARENTAL LEAVE

CI provides up to 8 weeks of paid parental leave for bonding time and the care of a newborn or newly adopted child, and/or the care of a recovering birth parent. Parental leave runs concurrently with Family and Medical Leave (FMLA), if eligible based on FMLA regulations. A birth parent will utilize short-term disability for the recuperation period immediately following the birth of a child, and can start parental leave after short-term disability ends. Paid parental leave is prorated during the first year of employment and is prorated based on hours worked for employees working less than 35 hours a week.

COMMUTER BENEFITS

Commuter benefits allow participants to pay for their commuting costs with pre-tax money. These benefits can be used to pay for commuter related parking and transit expenses including taking the train, bus, subway, ferries, UberPOOL, Lyft Shared, and for parking. The maximum pre-tax contribution limit for parking expenses is \$315/month and for transit expenses is \$315/month.

RETIREMENT BENEFITS

Unlike many organizations, you are fully vested in our 403(b) plan from the start and are eligible to participate in the retirement plan from your date of hire. After six months of employment, CI will match 100% of the first 6% you contribute per pay period.

PET INSURANCE

Our furry family members enjoy subsidized health insurance through CI's Nationwide pet insurance plan. Monthly premiums are based on your zip code and start as low as \$10.

GLOBAL EMPLOYEE SUPPORT PROGRAM

ComPysch is a global employee support program that can help you achieve your overall well-being from handling stress, relationships, challenges at work, parenting or caring for an older relative, to health issues like losing weight or quitting smoking. All employees and their families will have FREE, CONFIDENTIAL, 24/7 access to resource materials, webinars, or clinical support through either phone, website, or text messaging. This allows 5 free sessions, per issue, per year with a licensed counselor either in-person or over the phone.

HEALTH & WELLNESS

- Employees in the Washington, DC area receive subsidized membership to the OneLife Fitness clubs (www.onelifefitness.com). Memberships are based on your pay band and cost just \$10 - \$35 per month.
- CI subsidizes the annual membership for Capital Bikeshare (<https://capitalbikeshare.com>) for just \$25.
- Employees in the Seattle, WA area receive subsidized membership to the Seattle YMCA gym. Memberships are based on your pay band and cost just \$10 - \$33 per month.

PROFESSIONAL DEVELOPMENT

From eCornell certification courses, Rosetta Stone and LinkedIn Learning to a leadership development and global mentoring program, CI offers structured opportunities for learning and development. Please contact our People Operations team for more information.

ADDITIONAL BENEFITS

- GROUP LIFE/AD&D INSURANCE – We offer life insurance equal to two times your salary up to a maximum of \$500,000. Additional coverage is available at employee's cost.
- SHORT-TERM DISABILITY – We provide disability insurance to cover lost wages with eligible employees* receiving 100% of their pre-disability earnings for a maximum of 90 days, subject to medical necessity. CI pays the total cost of this benefit.
- LONG-TERM DISABILITY – After 90 days of disability, eligible employees receive 60% of regular earnings, up to \$10,000 per month, until no longer disabled or until Social Security retirement age. CI pays the total cost of this benefit.
- LONG TERM CARE – Provides a variety of services which help meet both the medical and non-medical needs of people with a chronic illness or disability who cannot care for themselves for long periods.
- HEALTH ADVOCATE is a free and confidential concierge-type service for all our health and welfare plans offering assistance with medical questions, second-opinions with doctors on staff as well as assistance with insurance claims or billing issues.
- SoFi: Provides FREE services to help you work towards building financial independence. These services include assistance with navigating student, homes, and personal loans, setting monthly spending targets by reviewing top spending categories, tracking credit scores, and more.

ELIGIBILITY

*Benefits are available to full-time regular, part-time regular, and fixed-term employees who are scheduled to work 21 hours or more per week and for more than 3 months. Interns who are scheduled to work 21 hours or more per week are only eligible to elect medical benefits after completing 90 days of continued employment and are eligible for CI's retirement plan after 60 days of continued employment. Volunteers, work-study students, and employees scheduled to work less than 21 hours a week and/or for less than 3 months are not eligible for benefits. Conservation International offers employees the opportunity to obtain domestic partner health benefits for both same sex or opposite sex domestic partners.

Please note that this is a snapshot of our US Continental benefits. Our People Operations team is happy to provide you with additional details. This provides a summary of the plans offered and in no way serves as the Summary Plan Description or plan document for the plans. If there are any discrepancies between this overview and the plan documents, the plan documents will govern.