



Theresa Conley, MPA, CEBS, CPSP

Senior Manager of Benefits Design
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Theresa Conley is the Senior Manager of Benefits Design within Ferguson's Total Rewards Center of Excellence, where she leads the strategic development of scalable, innovative benefit programs supporting a workforce of more than 32,000 associates and driving business performance. She brings over 20 years of employee benefits experience, providing enterprise-level leadership across complex benefit offerings.

Theresa has overseen comprehensive benefits programs with substantial financial and organizational impact and is recognized for translating data, market insights and benchmarking into actionable strategies that balance employee experience, fiscal responsibility and regulatory compliance. Earlier in her career, she spent over 15 years as a benefits consultant, partnering with organizations to develop long-term total rewards strategies aligned with business objectives.

She is particularly passionate about expanding access to mental health resources and integrating well-being into the overall employee experience. She is focused on developing innovative, practical solutions that support a diverse and geographically dispersed workforce. Looking ahead, she is taking the next step by leveraging benefits strategy, data and integrated health solutions to drive measurable improvements in mental health outcomes, overall health risks and claims costs across the organization.

Theresa holds a Master of Public Administration from the University of South Florida and is a Certified Employee Benefit Specialist (CEBS). When she's not working, she can usually be found spending time with her family—soaking up the Florida sun, beach trips and traveling to experience new places and cultures.