

BENEFIT OVERVIEW



WE'RE COMMITTED TO YOUR SUCCESS

We know that our team members are our most valuable resources and greatest assets.

We strive to provide a challenging, collegial, and rewarding workplace for everyone.

Being a part of our team is an opportunity to experience a unique, exciting, and collaborative culture.



PUTTING OUR VALUES INTO PRACTICE



RESPECT



INTEGRITY



SAFETY



EXCELLENCE



TEAM



INNOVATION

We strive to be industry-leading in both providing clean energy solutions, and in supporting our team members. Our core values are embedded in our culture.

BENEFITS & PERKS

From health and wellness to supporting your local communities, we've got you covered. FirstLight offers the highest caliber of competitive benefit offerings, including:



Health and Wellness



Financial Security



Professional Development



Paid Time Off & Family Care



Charitable Giving

BENEFIT OVERVIEW



HEALTH & WELLNESS

Medical, Dental, & Vision Insurance

Medical - Blue Cross Blue Shield

Two Medical Plan Options

- Preferred Blue PPO/Prescription
- Preferred Blue PPO Saver with HSA in-Network /Prescription

Dental - Blue Cross Blue Shield

Vision - EyeMed



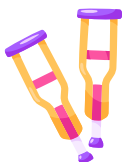
Virtual Primary Care & WellConnection

Connect with your doctor via phone or computer for virtual visits. The BCBS Well Connection app allows for visits on your device for physical and mental health care.



Life/ AD&D Insurance and Short & Long Term Disability

Employee coverage is paid 100% by FirstLight.



Additional Voluntary Benefits



Employees can add additional life insurance for themselves or their families. Aflac plans are also available for purchase, including Accident, Critical Illness, and Hospital Indemnity Insurance.

Fitness & Weight Loss Rewards

Fitness & Weight Loss Reimbursements

Save on gym memberships, fitness studios, online fitness memberships and home equipment. Save on weight loss programs too!



AHealthyMe Rewards Program

Earn free rewards, get health coaching, and more!



PillarRX Prescription Discounts

Support to help you locate discounts on expensive medication.



Total Wellbeing & Employee Assistance Programs

Resources for physical, financial, communal, emotional, and purpose wellbeing, and free, confidential support through counseling and resources.



Mental Health Care

Video and In-person visits, Brightline care for children, AWARE Recovery Solution for Substance Abuse, and a variety of online tools (NurseLine, Team Blue, and Learn to Live).



FINANCIAL SECURITY

Retirement Savings Plan

FirstLight provides a generous 401(k) match.



Health Savings Account

Reduce taxable income by contributing to this account and using the funds to purchase qualified healthcare items free of tax and earn tax-free interest



Flex Spending Account

Set aside tax-free dollars which can be used for medical or dependent care expenses.



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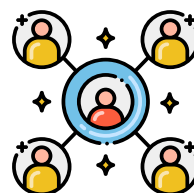
PROFESSIONAL DEVELOPMENT

Tuition Reimbursement



FirstLight supports undergraduate and graduate courses that are relevant to the duties performed as a FirstLight employee through our Tuition Reimbursement Program.

Employee Referral Program

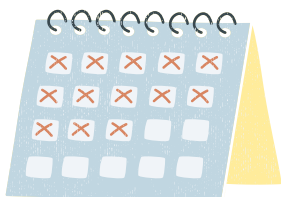


Referral rewards are given for both exempt and non-exempt positions.

PAID TIME OFF & FAMILY CARE

Paid Vacation and Sick Time

Employees receive 15 days of vacation time and 5 days of sick time per year (pro-rated based on hire date).



Paid Holidays

13 paid holidays per year.



Maternity Care

Several resources for expectant and new mothers; including Childbirth Class Reimbursement, Breast Pump Rental / Purchase Coverage, Ovia Pregnancy App, Call-In Maternity Support, Call-In Depression Care, and BCBS's Living Healthy Babies resource.

Paid Parental Leave

Becoming a parent is an exciting yet busy time!

FirstLight is here to support you with up to 12 weeks 100% paid for new parents following the birth or placement of a child through adoption or foster care.



CHARITABLE GIVING

Charitable Gift Match Program



We strive to support organizations and communities our employees are passionate about and we provide matching charitable gifts when our employees make contributions.

Volunteer Time Off



FirstLight allows FT employees up to 16 hours per year of paid time to perform volunteer services for non-profit organizations or community events and programs.