



Employment Benefits Value at First Light Technologies, Inc.*

***(For Information only: This is not an Employment Contract)**

Base starting wage at \$14.00 per hour	\$560 per week	\$29,120.00 per year															
Average incentive rate is \$1.85 per hour (after training is completed) <i>Incentives range from \$.16 to \$8.27 per hour based on current employee ranges</i>	\$74.00 per week <i>\$6.40-\$330.80 per week</i>	\$3,848.00 per year <i>\$332.80-\$17,201.60</i>															
End of the year bonus** <i>**This is a 5 year average</i>		\$1,859.51 per year															
2 weeks of vacation/sick time which start accruing immediately <ul style="list-style-type: none"> • 3 weeks of vacation/sick time after 3 years of employment • 4 weeks of vacation/sick time after 7 years of employment 	\$21.54 per week (value)	\$1,120.00 per year (value)															
MVP Health Insurance*** <table style="width: 100%; border: none;"> <tr> <td style="width: 30%;">Cost to employee</td> <td style="width: 30%;"></td> <td style="width: 40%;">Employer Cost - monthly</td> </tr> <tr> <td>Single:</td> <td>\$ 1.76</td> <td>\$ 682.62</td> </tr> <tr> <td>Employee + Spouse</td> <td>\$ 15.06</td> <td>\$1,365.24</td> </tr> <tr> <td>Employee + Child(ren)</td> <td>\$ 9.80</td> <td>\$1,317.46</td> </tr> <tr> <td>Family:</td> <td>\$ 38.81</td> <td>\$1,918.16</td> </tr> </table> *** Eligible the 1st day of the month immediately following hire	Cost to employee		Employer Cost - monthly	Single:	\$ 1.76	\$ 682.62	Employee + Spouse	\$ 15.06	\$1,365.24	Employee + Child(ren)	\$ 9.80	\$1,317.46	Family:	\$ 38.81	\$1,918.16		\$8,099.92 per year (value) At the single rate
Cost to employee		Employer Cost - monthly															
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Dental & Vision Insurance* <table style="width: 100%; border: none;"> <tr> <td style="width: 30%;">Cost to employee</td> <td style="width: 30%;"></td> <td style="width: 40%;">Employer Cost - monthly</td> </tr> <tr> <td>Single:</td> <td>\$ 0.01</td> <td>\$ 46.21</td> </tr> <tr> <td>Employee + Spouse</td> <td>\$ 2.50</td> <td>\$ 92.42</td> </tr> <tr> <td>Employee + Child(ren)</td> <td>\$ 0.02</td> <td>\$ 83.18</td> </tr> <tr> <td>Family:</td> <td>\$ 2.51</td> <td>\$ 129.39</td> </tr> </table>	Cost to employee		Employer Cost - monthly	Single:	\$ 0.01	\$ 46.21	Employee + Spouse	\$ 2.50	\$ 92.42	Employee + Child(ren)	\$ 0.02	\$ 83.18	Family:	\$ 2.51	\$ 129.39		\$554.00 per year (value) At the single rate
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401k Retirement Account 10% match up to 100% of your salary <i>Vesting Schedule: 0-1 yr-0%; 2 yrs-20%; 3 yrs-40%; 4 yrs-60%; 5 yrs-80%; 6 yrs-100%</i>	\$56.00 per week	\$2,912.00 per year															
10 paid holidays per year		\$1,120.00 per year (value)															
Total Compensation Value		\$48,633.43 per year															