

Introduction

BrightLeaf Solar views employee well-being as inseparable from long-term innovation. Our benefits program is designed to help each team member thrive both professionally and personally. We aim to attract and retain diverse talent through flexibility, transparency, and care. This policy outlines the health, financial, and growth-oriented support BrightLeaf provides to its employees.

Health, Vision, and Wellness

BrightLeaf partners with Blue Cross to offer comprehensive medical insurance that includes preventive care, hospitalization, telemedicine, and mental health services. Vision benefits provide annual exams and substantial allowances for lenses and frames. Employees also have access to company-sponsored wellness programs such as fitness memberships, mindfulness sessions, and nutrition counseling. Our Wellness Reimbursement Plan allows staff to expense up to \$600 annually for approved activities that promote physical and mental health.

Financial Security and Retirement

BrightLeaf provides financial security through robust life, disability, and retirement benefits. Life insurance coverage begins on the first day of employment, with optional supplemental plans available. Short- and long-term disability insurance are provided at no cost. Our 401(k) retirement plan offers a dollar-for-dollar company match up to five percent of base salary. Employees are encouraged to attend quarterly financial-planning seminars that cover budgeting, investing, and long-term goal setting.

Parental Leave and Work Flexibility

All new parents, regardless of gender, marital status, or family structure, receive twelve weeks of paid leave. Additional unpaid leave can be arranged as needed. Flexible scheduling and hybrid work options allow employees to balance personal and professional responsibilities. BrightLeaf recognizes that flexibility improves morale and productivity, so managers are trained to support varied working arrangements without stigma.

Learning, Inclusion, and Career Growth

Each employee receives an annual professional development stipend to pursue certifications or coursework in sustainability, leadership, and technology. The company's internal mentorship network pairs junior engineers and analysts with senior project leads. BrightLeaf's Diversity, Equity, and Inclusion Council advises leadership on hiring and promotion practices, ensuring that opportunity is shared equitably. In addition, BrightLeaf's Learning Hub provides free access to curated online courses. By investing in continuous education, BrightLeaf ensures its workforce evolves alongside the renewable energy sector.