

EQUAL EMPLOYMENT OPPORTUNITY

FirstLight is an equal opportunity employer. In accordance with state and federal laws, FirstLight's equal opportunity policy is, "All applicants and employees are treated equally by the Company with respect to employment opportunities, regardless of race, color, religion, sex, age, national origin, sexual orientation, disability, veteran status or veteran disability, or any other basis prohibited by statute." In order to provide equal employment and advancement opportunities to all individuals, employment decisions at FirstLight will be based on merit, qualifications, and abilities. FirstLight does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, age, national origin, sexual orientation, gender identity, disability, veteran status or veteran disability, or any other basis prohibited by statute. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training. Any employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of the Human Resources Department. Employees can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.