

1 First Solar United States Benefits Overview

This summary provides a quick overview of First Solar's U.S. benefits program.

1.1 MEDICAL/PRESCRIPTION

First Solar maintains medical and prescription insurance for associates to elect coverage. A voluntary wellness program is available for additional benefits. There is no pre-existing condition clause and no lifetime maximum amount.

1.2 DENTAL

First Solar maintains dental insurance for associates to elect coverage. The use of an in-network dentist is not required, but extra costs may be incurred.

1.3 VISION

First Solar maintains vision insurance for associates to elect coverage. The use of an in-network vision provider is not required, but extra costs may be incurred.

1.4 FLEXIBLE SPENDING ACCOUNTS

Flexible spending accounts are available to allow you to contribute pre-tax dollars to a reimbursement account. The Dependent Care Flexible Spending Account helps make child care and elder care expenses more affordable. The Health Care Flexible Spending Account helps you pay out-of-pocket health care costs while lowering your taxable income. You must elect flexible spending every year to be in the program.

1.5 EMPLOYEE ASSISTANCE PROGRAM

First Solar provides an Employee Assistance Program (EAP) as an avenue for associates who may be struggling with personal or workplace issues. An EAP is a confidential benefit program for you and your immediate family.

1.6 LIFE INSURANCE PROGRAM

First Solar provides Basic Life (Company Paid) Insurance and Accidental Death & Dismemberment (AD&D) coverage for all associates on a competitive basis. Supplemental Life Insurance and AD&D coverage is available via payroll deduction. Supplemental Spousal Life and AD&D and Child(ren) Life Insurance coverage is also available if you are enrolled in the Associate Supplemental Life Insurance program.

First Solar provides disability coverage.

1.7 DEPENDENTS/DOMESTIC PARTNERS

Domestic partners, same-sex or opposite-sex, and the domestic partner's children are eligible for dependent coverage under First Solar's benefit plans.

Dependent children are covered up to age 26. No student status documentation is required.

1.8 401(K) RETIREMENT PLAN

First Solar has arranged for our associates to participate in a program whereby you voluntarily contribute to your retirement following Internal Revenue Service (IRS) guidelines. First Solar has one 401(k) retirement plan, but two contribution options, pre-tax and Roth.

1.9 STOCK PURCHASE PLAN (SPP)

First Solar associates have an opportunity to participate in a program to purchase shares of First Solar stock every six months at a discounted price through convenient payroll deductions.

1.10 TUITION REIMBURSEMENT

First Solar has an Educational Assistance Program designed to encourage you to improve your skills and knowledge so you are prepared for new opportunities within the Company following 1 year of employment. Course reimbursement and appropriate policies are addressed in the First Solar Handbook. The maximum reimbursement is \$5,250 per calendar year, and must be pre-approved by management-level or above and Human Resources.

1.11 AUTOMATIC BANK DEPOSIT

Associates are highly encouraged to elect “direct deposit” where pay is deposited directly into a personal bank account. You can utilize up to three different accounts (checking and/or savings).

1.12 PUBLIC TRANSPORTATION/PARKING ASSISTANCE

Transportation assistance is available to associates living in metro areas with access to public transportation/parking for their work commute.

First Solar reserves the right to adjust, amend, modify, suspend or terminate any of these Plans at any time and for any reason.