



## EQUITY

### **E01. Full Time Employment Classification** (see Employee Classifications section for more detail)

Ambient Energy is committed to providing full-time employment as the primary basis of our workforce. All employees are classified as either exempt or non-exempt. Exempt employees are employees hired for an indefinite term without a specific termination date.

Employees also classified as either exempt or nonexempt according to provisions of federal, state, and local law. Ambient Energy will designate employees as exempt or nonexempt upon hiring or reassignment of duties. Exempt employees are those employees who are exempt from overtime and minimum wage standards.

Employees who work at least 30 hours per week are eligible for all regularly offered benefit programs and plans subject to established waiting periods and other plan conditions.

Employees working fewer than 30 hours per week are eligible for pro-rated holiday pay, annual and sick leave. These employees are typically non-exempt and subject to overtime rules. Part-time employees are not eligible for other benefits.

A handwritten signature in blue ink that reads "Renee Azerbegi". The signature is written in a cursive style and is positioned above a horizontal line.

Renee Azerbegi, Principal