



Our mission is to inspire young people to be science and technology leaders, by engaging them in exciting Mentor-based programs that build science, engineering and technology skills, that inspire innovation, and that foster well-rounded life capabilities. Make a difference in thousands of students' lives. Create an impact on the workforce of tomorrow. Become a member of our passionate employee base working to make science, technology, engineering and math (STEM) education accessible to all students around the world.

Take the first step--apply today!

The *FIRST* 401(k) Retirement Savings Plan

△ Eligibility

- All employees classified as regular full-time, or regular part-time

△ Type of Employee Contributions

- Pre-Tax Deferral: 0-100% of bi-weekly earning following IRS guidelines/max limit
- Post-Tax Roth: 0-100% of bi-weekly earning subject to federal income taxes in the year of the deferral

△ Type of Employer Contributions

- Elective Deferral Discretionary Match is 100% on the first 2% contributed and 50% on the 3% and 4%
- Each year, *FIRST* may make a discretionary non-elective contribution to eligible participants that would be “allocated” or divided among participants eligible to share in the contribution for the Plan Year

△ Qualified Incoming Rollovers Accepted

△ Vesting Schedule

- Employee Contributions are always 100% vested for your own deferrals including Roth deferrals and rollover contributions
- Discretionary Matching- 100% vested after completing 2 years of service (a year of service is defined as working 1000 hours or greater in a calendar year)

General Overview-Not intended to replace the Summary Plan Description or Legal Plan Document. If any information in this overview conflicts with the legal plan document, the legal plan document will be the governing document.

Stay connected with *FIRST*®

