



BENEFITS OVERVIEW

At Chaberton Energy, we are driven by our values of creativity, excellence, and humanity. These underpin our work, how we interact with each other, and how the company takes care of its employees.

We are very thoughtful and intentional when it comes to Chaberton's culture. With more than half the team fully remote (and the majority of the team largely remote), we have crafted a blend of in-person and virtual experiences at a cadence that optimizes our ability to be creative while bonding together and sharing best practices.

While still a small company, Chaberton is able to offer a full suite of benefits by partnering with Insperty, a Professional Employer Organization, including healthcare, a generous time off policy, a 401k plan, and flexibility when the work allows for it. Chabertonians are diverse professionals who have fun together and are committed to working together to further the clean energy transition.

Employee Health and Wellness:

- Medical Insurance (HSA and FSA options)
- Dental and Vision Package
- Life Insurance
- AD&D Insurance
- Short-Term Disability Insurance
- Long-Term Disability Insurance
- Employee Assistance Program (EAP)

Commitment to Work-Life Balance:

- Hybrid Working
- Flexible Working Hours
- 15-day Annual PTO Target
- 12 Company Holidays
- 4 Weeks Paid Parental Leave
- Adoption Assistance Program
- Half-day summer Fridays between Memorial Day and Labor Day
- Offices closed between Christmas and New Year's Day

401(k):

- Roth and Traditional 401(k) Plans
- Automatic 3% Employer Safe-Harbor Contribution
- New Employees Eligible After 4 Months
- Administered Through John Hancock

Other Benefits:

- \$300 Certification Maintenance Stipend
- Home Office Expense Stipend (\$1,000 in the first 6 months, \$300 annually)
- Commuter Benefits Program
- MarketPlace Benefits Program
- Professional Development Resources and \$2,000 Stipend
- \$5,000 Employee Referral Bonus Program
- \$500 Company Match for Employee Donations to Eligible 501(c)(3) Non-Profit Organizations