

BUILDING A
BRIGHTER FUTURE,
TOGETHER



FirstEnergy[®]

We're working each day to bring customers a brighter energy future, and we want you to be a part of this exciting movement.

OUR MISSION

We are a forward-thinking electric utility centered on integrity, powered by a diverse team of employees committed to making customers' live brighter, the environment better and our communities stronger.

OUR VALUES

- Safety
- Integrity
- Diversity, Equity & Inclusion
- Performance Excellence
- Stewardship



We are the Future of Energy



GET TO KNOW US

As one of the nation's largest electric utilities, we depend on our highly trained, dedicated and motivated employees to generate and deliver electricity safely and reliably to our customers.

We're committed to attracting and retaining a high-performing team that reflects the diversity of our customers and communities. We are fostering a culture where we work together in a truly inclusive manner that allows everyone to fully contribute.

Be a part of our next generation of electric utility professionals.



SUPPORTING THE FUTURE OF ENERGY

As part of our customer-focused growth strategy, we are leading and enabling the energy transition to a clean, resilient and secure electric grid with clean energy storage and other emerging technologies.

We are modernizing the grid to provide enhanced reliability, and we are actively supporting the shift to electric vehicles and development of a robust infrastructure. In addition, we are focused on delivering a superior customer experience through the implementation of new digital upgrades such as system integration, automation and mobility tools that will also help drive performance excellence.

Our Center for Advanced Energy Technology, among the most comprehensive grid technology testing and training facilities of its kind in the nation, is a key location for carrying out these initiatives.

We're focused on reducing the environmental impact of our operations as we continue to build, strengthen and modernize our vast transmission and distribution system.

TOP
RANKING

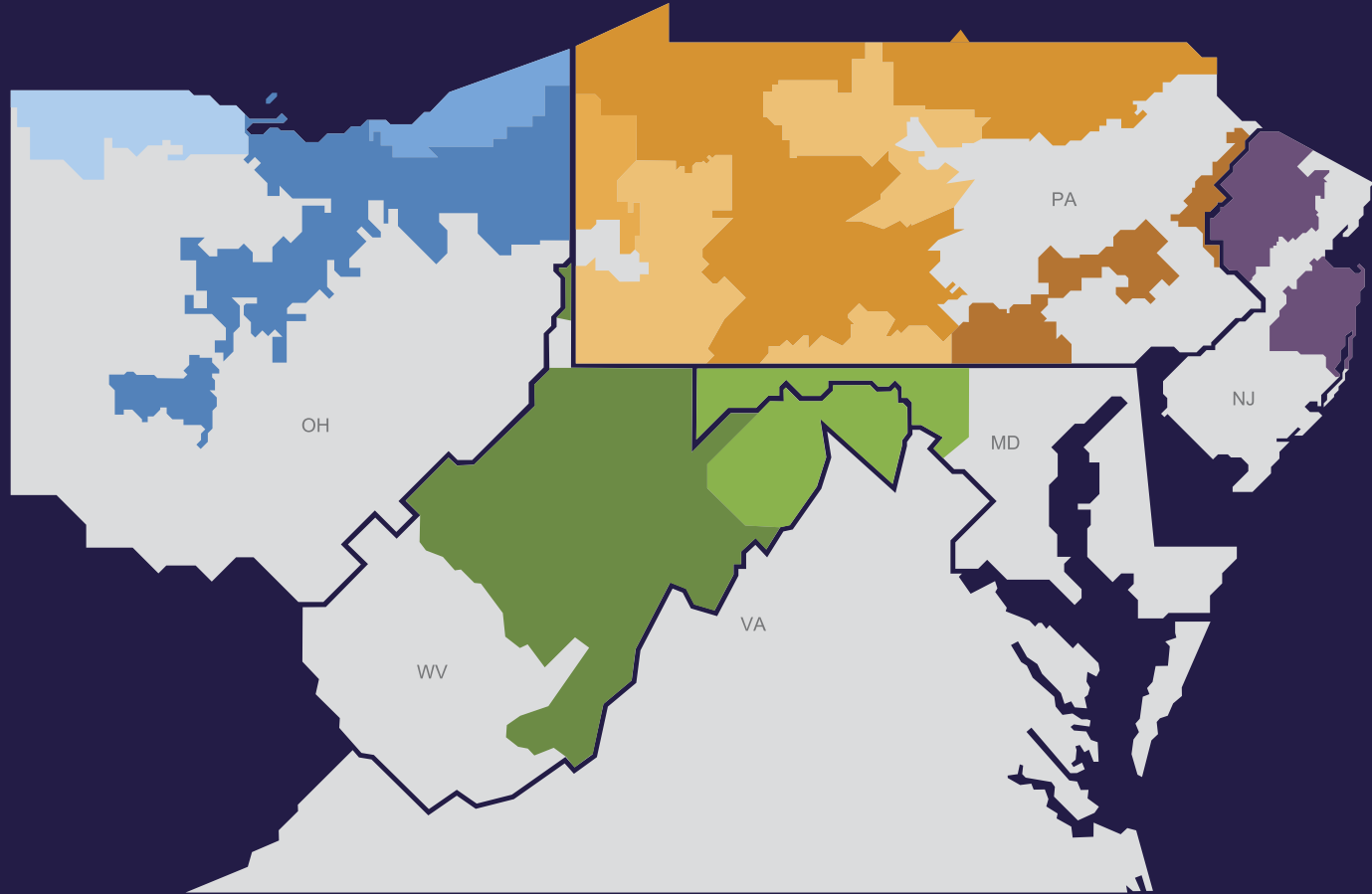
In 2021 FirstEnergy was recognized by Diversity Inc. – Top Utilities List, Top Philanthropy List and ESG (Environmental, Social and Governance) List.

CO-OP/INTERN PROGRAMS

Our robust, nationally recognized co-op/intern programs help connect students with our experienced people. We'll provide the resources and support needed to help expand valuable skills and map out long-term professional goals.

THE FIRSTENERGY TEAM

FirstEnergy hired more than 700 new full-time employees in 2021. Covering a wide range of skillsets, these positions included more than 200 professional hires and 500 craft, administrative and technical employees.



- OHIO**
 - Ohio Edison
 - The Illuminating Company
 - Toledo Edison
- PENNSYLVANIA**
 - Met-Ed
 - Penelec
 - Penn Power
 - West Penn Power
- WEST VIRGINIA/MARYLAND**
 - Mon Power
 - Potomac Edison
- NEW JERSEY**
 - Jersey Central Power & Light

EMPLOYEE-CENTERED BENEFITS

We offer competitive health plans, a 401(k), flexible work schedules and a relocation package (when certain conditions are met). Our comprehensive compensation and benefits package helps to keep you healthy and rewards you for being part of a successful company.

- **Pay and Performance:** Our compensation programs are designed to motivate and reward employees. We support pay-for-performance in base compensation and incentive pay.
- **Health and Wellness:** Good health for employees and family members is essential to overall well-being. We offer a wide range of flexible and affordable health benefits and wellness programs.
- **Financial Future:** We offer a defined pension benefit, which when combined with our 401(k) option, offers strong retirement value.
- **Work/Life Programs:** We offer several programs that help balance work and personal responsibilities, including Family Care Leave, adoption assistance and educational assistance, paid time off as well as volunteer time off.
- **Flexible Work Options:** We offer a flexible workplace which includes On-site and Mobile work arrangements depending on the business need. Other flexible work options may include flextime, compressed work schedules, part-time work and job sharing.
- **Employee Business Resource Groups:** Our employee-driven EBRGs build inclusivity and connect employees by providing education, professional development and volunteering opportunities to their members and allies.



COMMUNITY FOCUSED

Our employees share a strong commitment to supporting the development of our neighborhoods and reaching out to those in need. We know that the success of our company is directly linked to the investments and commitments we make to our communities.

We work with community leaders to cultivate and execute initiatives for civic, economic and social well-being, and our employees enthusiastically volunteer their time and contribute financial support to a variety of community efforts.



FIRSTENERGY FOUNDATION

Our FirstEnergy Foundation awarded \$64 million in grants over the past decade to qualified not-for-profit, tax-exempt organizations across our service area.



POWER UP YOUR CAREER

Your career is just beginning, and we want to help you thrive. Visit [firstenergycorp.com/careers](https://www.firstenergycorp.com/careers) and start your FirstEnergy career search today. If there is not a position in your area of interest available today, please register your information with us. We'll contact you if an employment opportunity arises that lines up with your background.

We are an equal employment opportunity/affirmative action employer (M/F/Disability/Veteran). If you need assistance submitting an application or creating an applicant profile, please call 1-888-888-9690 or email webinfo@firstenergycorp.com.