

SUNRUN 401(k) PLAN FAQ

Q. Who administers the Sunrun 401(k) Plan?

A. The Plan is administered by Empower Retirement. www.empower-retirement.com/participant, phone number is 1-800-338-4015

Q. How often can I change my 401(k) contribution?

A. Contributions can be changed at any time. Click here for instructions on how to manage your contributions. To receive the full company match, make sure to contribute 6% starting January 1st.

Q. What is the Sunrun 401(k) Match?

A. The Sunrun 401(k) match is 100% on the first 1% and 50% on your 2%-6% contribution.

- 1% = 100% match
- 1%-6% = 50% match
- 7% and up = no additional match

Example: Employee makes \$60,000 per year, assumes no bonus or commissions. Used for Illustrative Purposes Only.

Gross Bi-Weekly Paycheck	Before Tax Contribution	Employee Contribution	Employer Contribution	Total Contribution
\$2,308.00	1%	\$23.08	\$23.08	\$46.16
\$2,308.00	2%	\$46.16	\$34.62	\$80.78
\$2,308.00	3%	\$69.24	\$46.16	\$115.40
\$2,308.00	4%	\$92.32	\$57.70	\$150.02
\$2,308.00	5%	\$115.40	\$69.24	\$184.64
\$2,308.00	6%	\$138.48	\$80.78	\$219.26
\$2,308.00	10%	\$230.80	\$80.78	\$311.58

Q. When does the Company Match start?

A. The Company Match will be effective on January 1, 2018. If you are contributing to the Sunrun 401(k) Plan, you will see the Company Match Contributions in your Empower Retirement Account after the 1st paycheck in January. The Company Match Contributions will be applied to your Empower Retirement account after every pay period for the remainder of the year.

Q. When will I be vested in the Sunrun Company Match Contributions?

A. You will be vested in the Company Match Contributions on your 2 year service anniversary. If you have been with Sunrun for more than 2 years as of January 1, 2018 you will be 100% vested in

all Company Match Contributions that you will receive starting in January. Company Match Contributions are not retroactive.

Q. What happens to my Company Match Contributions if I leave Sunrun?

A. If you are vested by the time you leave Sunrun, the Company Match Contributions belong to you. If you are not vested (have not been at Sunrun for 2 years), you will forfeit all Company Match Contributions. Your contributions still belong to you.

Q. What is vesting?

A. Any funds contributed by the employee are, under the Employee Retirement Income Security Act of 1974 (ERISA), fully vested—or owned outright by the employee with no risk of forfeiture. However, contributions made by the employer on a worker’s behalf may be subject to a vesting period, which is the amount of time an employee has to work for an employer before earning the rights to the company’s contributions to his or her account. When an employee is fully vested, it means he or she has earned the rights to all of the money an employer has contributed on his or her behalf to the 401(k) plan account.

Q. What does Auto-Enrollment into the Sunrun 401(k) mean?

A. In order for Sunrun to stay compliant with Safe Harbor requirements, all eligible employees who are currently not participating in the Sunrun 401(k) Plan, will be automatically enrolled in starting January 1, 2018 at a 4% before – tax contribution rate. There is no action needed on your part, unless you would like to either opt out and not receive the Company Match Contributions, or you would like to increase/decrease the contribution rate.

Q. What does auto escalation for those auto enrolled into the Sunrun 401(k) mean?

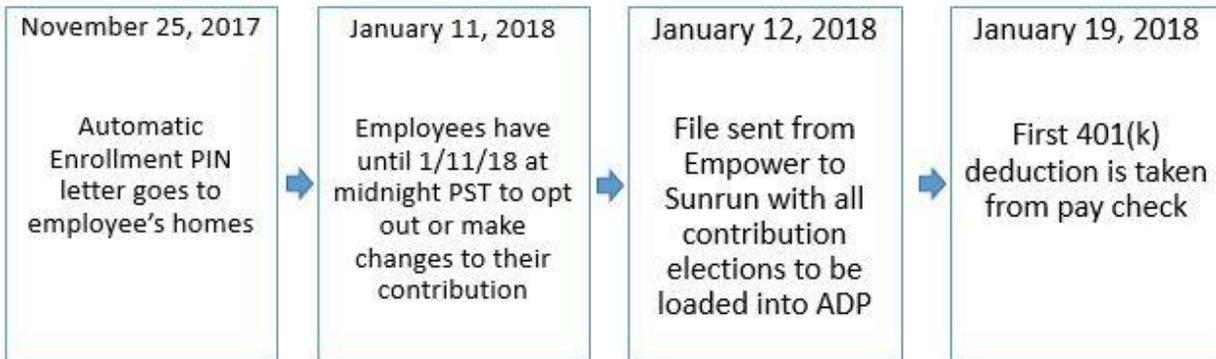
A. The amount to be automatically withheld from your pay each payroll period will be equal to 4% of your compensation, and that amount will increase by 2% each Plan Year until the amount withheld from your paycheck reaches 10% of your compensation unless the Employer amends the Plan or you enter a Salary Reduction Agreement.

The increase in the amount automatically withheld from your pay will occur each April 1 beginning with the April 1 of the Plan Year following the Plan Year in which Automatic Deferral first applies to you.

Q. Can I Opt out of Auto Enrollment?

A. Yes, you can opt out of the auto enrollment. To update your contribution rate to 0, [click here](#) for more information on how to manage your contribution.

Q. How much time will I have to update my contribution before it takes effect in my paycheck?



Q. How do I take full advantage of the Company Match Contributions?

A. Increase your 401(k) contribution election to a minimum of 6%. [Click here](#) for instructions on how to manage your contributions.

Q. Can I enroll into a Roth 401(k) instead?

A. Yes, absolutely! You can contribute to the Roth 401(k) account at any time. For more information on how to manage your contribution, [click here](#).

Q. I did not opt out and was enrolled in the Sunrun 401(k) Plan. Can I get a refund on my paycheck?

A. No, there will not be any refunds issued. You can opt out of the plan before the next pay period. You will receive many communications to ensure that you are informed of this change.

Q. What are the benefits of investing in a 401(k) plan?

A. 401(k) plans are one of the most popular and successful retirement saving tools. They offer several benefits:

- Tax planning. A traditional 401(k) plan reduces an employee's immediate taxable income because contributions are tax-deferred. Many participants anticipate being in a lower tax bracket in retirement compared to their peak earning years, which may result in lower tax rates on 401(k) plan withdrawals in retirement. The ability to set aside some of their income on a tax-deferred basis, and in some cases to determine how their own contributions are allocated between a traditional and Roth 401(k), is just one way that 401(k) plans allow plan participants flexibility in tax planning for retirement.
- Tax-deferred growth. The money saved in a 401(k) plan grows and compounds more quickly because the total balance in the account isn't taxed on a yearly basis.
- Employer match. Many 401(k) plan participants can increase their savings by taking advantage of an employer match—an additional contribution made by the employer that depends on how much the employee contributes.

Q. Is there a limit to how much an employee and employer can contribute to a 401(k) plan?

A. Yes. As of 2017, an employee can defer up to \$18,000 total to a 401(k) plan per year as pretax or Roth contributions. If an employee is 50 years or older, the employee can defer up to \$24,000 as

pretax or Roth contributions by taking advantage of a \$6,000 catch-up contribution.

If you have additional questions not covered in this FAQ, please email the Benefits team at benefits@sunrun.com.