**Freedom Policy for Exempt Employees\* & Above (effective 1/1/18)**

Sunrun provides regular, full-time employees whose position is Exempt Status (\*level 11 and above) with an opportunity to take paid days out of the office (the Sunrun “Freedom Policy”). The Company expects each Exempt employee to act professionally, to manage their workload to determine for himself or herself, consistent with his or her responsibilities, how much time can reasonably be spent away from the office for purposes such as, personal vacation, relaxation, or personal or family needs. Because of the nature of our business, the Company cannot guarantee how much time employee will be able to take away from work and there is no set number of days to which Exempt employees are entitled to take time away from the office. However, time away and/or out of office time is subject to the approval of your manager and the Company reserves the right to deny any request for time away or out of office.

During periods in which you are away from the office, the Company may expect, from time to time, that you remain reasonably accessible and able to respond appropriately to the demands of business.

You do not participate in the PTO program, so you do not earn days off by your length of service with Sunrun. Consequently, there are no accruals of hours or days that can be calculated and paid out to you if your employment with Sunrun terminates. Instead, you may request a number of paid days out of the office limited only by your judgment that you will timely complete your job assignments and achieve your performance goals. Sunrun reserves the right to characterize your leave as unpaid if, for example, the reason for your leave qualifies for a job-protected leave such as FMLA leave. However, Sunrun will permit you to take paid days off for the first 15 days of what would otherwise be an unpaid leave as provided by law (additional examples of this type of leave are leaves under the California Family Rights Act, the Americans with Disabilities Act, California’s Pregnancy Disability Act, and/or the California’s Fair Employment and Housing Act etc.)