

## FAQs | Sunrun Education benefit policy

### 1. What is my reimbursement limit?

- a. Employees are not eligible for reimbursement, as for no other academic programs qualify for reimbursement. Eligible employees can use education benefits through Sunrun's education benefits provider, Guild Education, to get 100% tuition coverage for in-network academic programs. Expenses related to journeyworker licensing are scoped separately. Please refer to [Annexure 3](#) for eligibility and program logistics.

### 2. What happens if I go on leave of absence?

- a. Employees who meet the eligibility requirements but are on a company-approved leave of absence are eligible.

### 3. Will I be taxed on the tuition Sunrun pays on my behalf to my academic institution?

- a. You will not have to pay taxes on the tuition that Sunrun pays on your behalf. Sunrun's education policy is designed to ensure that employees receive the maximum amount of tax-free educational assistance available by law. To the extent that tax rules require any part of the educational assistance to be taxable to you, Sunrun will gross up your final paycheck of the year to cover any taxable education expense.
- b. Additional detail:
  - i. Sunrun may provide up to \$5,250 per calendar year in educational assistance on your behalf tax-free for federal and most state income tax purposes. Any amount in excess of \$5,250 in a calendar year will be treated as taxable to the employee for federal income tax purposes and in most states. Please be aware that the full amount of education assistance for employees residing in AL, PA, NJ and Puerto Rico is fully taxable for state or territory income tax purposes. Sunrun will pay federal and applicable state and Puerto Rico income tax on behalf of the employee for taxable portions of education assistance. Employees should contact a tax advisor for additional information.

### 4. How many courses can I take per year?

- a. Generally, you are eligible to enroll in a one-degree program at a time. However, you are allowed to simultaneously enroll:
  - i. in a double major or major/minor within a specific program, subject to university admission criteria; or
  - ii. in a degree program and a non-degree program (e.g., a certificate program)

### 5. I am already enrolled in an academic program. Will I still get reimbursement?

- a. Legacy Blue (Sunrun) employees who are actively enrolled in an academic program and leveraging Sunrun's tuition reimbursement benefit prior to the effective date of this Sunrun Education Benefit Policy will continue to receive the existing reimbursement benefit until the completion of their academic program. Please refer to process logistics [here](#). Please send an email to [HR Connect](#) by 09/23/2021 for a

declaration to be provided by you in support of existing tuition reimbursement claims.

**6. I am already enrolled in preparatory courses for electrician certification examinations.**

**Will I be reimbursed for these costs?**

- a. Please send an email to the Sunrun Field Operations training team at [opsPowerU@sunrun.com](mailto:opsPowerU@sunrun.com) to continue getting reimbursement for approved programs.

**7. What should I do if I'm interested in becoming a certified Journeyworker Electrician?**

- a. Sunrun is committed to supporting eligible employees in furthering their career as an electrician. Please refer to [Annexure 3](#) for additional eligibility requirements and process logistics. Reach out to the Sunrun Field Operations Training Team at [opsPowerU@sunrun.com](mailto:opsPowerU@sunrun.com) to start your application process.

**8. I am leaving Sunrun. What will happen to my enrollment in the program through Guild Education?**

- a. Termination of your employment with Sunrun will result in loss of eligibility under the policy. You may continue your enrollment directly with the university/academic partner to complete the academic program but you will have to secure funding for the remaining part of the program on your own. Please reach out to the Guild Education team at [sunrun@guildeducation.com](mailto:sunrun@guildeducation.com) for process details.

**9. I am interested in pursuing a program, but it is not available in the program through Guild Education?**

- a. The Sunrun education benefit has 100% tuition coverage for in-network academic programs, and we encourage you to enroll in an offered program. The qualifying programs have been curated with various accredited educational programs from High School completion to Bachelor's Degrees and more. We encourage you to choose from the offered programs to pursue your educational goals. Direct reimbursements to the employee are not eligible under the policy. If you still have questions, please contact [HR Connect](#).

**10. How do I get reimbursements for continuing education credits?**

- a. Employees who need to maintain their licenses/certifications should first explore academic providers available in the Guild Education platform to enroll in the CEU approved programs. If no respective CEU approved program is available in the Guild Education platform, please use the form [here](#) to claim reimbursement.

**11. Can I take time off for programs through Guild Education?**

- a. Programs offered through Guild Education are designed for working adults with self paced learning pathways. All classes and programs can be taken 100% online and are designed to be interactive and flexible so that you can make both work and school a priority. For self-enrolled programs, please reach out to the Guild Education coach to get tips on how to manage your schedules. For programs assigned by managers, non-exempt employees should discuss with their managers prior to submitting time on training code.

**12. Who pays for the programs through Guild Education?**

- a. All programs offered through the Guild Education are fully funded by Sunrun. There is no cost to employees.

Related policy: [Sunrun Education Benefit Policy](#)

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