

## PowerU: Sunrun Education Benefit Policy

Sunrun is unlocking opportunities for employees to pursue their educational and career aspirations through our education benefit. We believe in the power of you and your growth. Eligible employees can enroll in various accredited educational programs from High School completion to Bachelor's degrees and more. Eligible employees will receive 100% funding for select programs and access to an education coach from a third-party, Guild Education, to support them on their educational journey.

### Benefit Information

Sunrun's education benefits provider, Guild Education ("Guild"), will administer support for all eligible employees, including managing tuition payments, benefit interest forms, applications, and educational coaching services.

To be eligible for the benefits, employees must apply, complete required forms, provide the required information, and ensure all stated employee eligibility requirements are met. To apply, employees will need to access their Guild account via [sunrun.guildeducation.com](https://sunrun.guildeducation.com).

### Qualifying Program

Sunrun provides the following education support program:

- Fully-Funded Tuition Assistance program: 100% tuition coverage for in-network academic programs including select high school completion, college preparatory courses, certificates, and undergraduate and graduate degrees

### Employee Eligibility

To participate in Fully-Funded Tuition Assistance, employees are eligible provided they meet the following criteria:

- Active employment with Sunrun
- Be employed for one day with Sunrun
- Be a regular full time employee or part-time employee (working 20 hours or more a week)
- Be a US-based employee

D2H and Fusion employees, independent contractors, interns, and temporary employees are not eligible to participate in this program. For further clarifications on your eligibility, please refer to [FAQs](#) here. And if you still need more information related to your eligibility you may contact [HR Connect](#).

## Sunrun Fully-Funded Tuition Assistance Program

### Program Overview

Sunrun's Fully-Funded Tuition Assistance program provides employees access to a curated network of academic programs and degrees aligned with Sunrun's strategic priorities and targeted to develop business skills and enhance job performance. Available through the Guild program catalog, Sunrun's fully funded offerings include high school completion, college preparatory courses,

certificates, and select undergraduate and graduate degrees. A complete list of curated programs can be found at [sunrun.guildeeducation.com](https://sunrun.guildeeducation.com).

## Enrollment Requirements

Employees are required to meet all of Sunrun's eligibility requirements on the date of the initial program application and the start date of each academic term.

If entering a program eligible for Federal Financial Aid, the employee must complete a FAFSA form and complete the Financial Aid awarding process to determine grant eligibility. This should occur before program enrollment and annually after that. If eligible for any Federal or State Grants, employees must accept grant aid, and grants will be applied to tuition and mandatory fees before payment of benefits.

## Academic Performance Requirements

Employees must maintain a cumulative Grade Point Average (GPA) of 2.0 or better for undergraduate degree programs and a 3.0 cumulative GPA for graduate programs. An employee's GPA is confirmed on the first day of each term. Failure to maintain the required GPA will result in loss of eligibility until the employee can improve their GPA to the necessary threshold. Students enrolled in non-university programs must meet mandatory minimum academic performance requirements to gain credit and/or complete the program.

## Simultaneous Enrollments and Transition Between Programs

Employees are permitted to participate in only one Fully-Funded degree program at a time; however, employees are allowed to enroll in a double major or major/minor within a specific program. Employees may also choose to enroll in a degree program and a non-degree program (e.g., certificate program) simultaneously. Employees may switch between programs subject to Sunrun's eligibility requirements articulated above and relevant university admissions requirements.

## Qualifying Expenses

Sunrun will cover 100% of tuition and mandatory fees (e.g., registration fees, technology fees, lab fees) for all employees that are accepted into, enrolled in, and meet all eligibility criteria for Sunrun's curated programs available through the Guild program catalog. When applicable, grants and scholarships will be applied to tuition and mandatory fees before payment of benefits by Sunrun.

If an employee loses eligibility before the term start date, the employee will not be eligible for the benefit, and the employee must assume the entire cost of the term/semester. Payment requirements for ineligible employees are determined by the learning provider or university.

## Qualifying Books and Supplies

Sunrun will reimburse students for the cost of all required books for enrolled classes only, as specified in class syllabi. Employees must submit receipts for reimbursement and a course syllabus through their Guild account via [sunrun.guildeeducation.com](https://sunrun.guildeeducation.com). Failure to submit the required paperwork and receipts within the term may delay or deny reimbursement.

## Program Considerations

### **Income tax implications**

Section 127 of the Internal Revenue Code provides an exclusion of up to \$5,250 per calendar year from an employee's gross income for qualified educational assistance amounts received by the employee. Education assistance (tuition, books, and fees) in excess of \$5,250 in a calendar year will be treated as taxable to the employee for income tax purposes. Sunrun will pay federal and applicable state income tax on behalf of the employee for taxable portions of qualified education assistance<sup>1</sup>. Employees should contact a tax advisor for additional information or questions.

### **How to apply**

Employees can browse program offerings and apply at [sunrun.guildeducation.com](https://sunrun.guildeducation.com). Guild can assist with any questions employees have regarding the enrollment process and aid in program selection; you can reach the Guild Education team [here](#). In addition to eligibility requirements, acceptance is at the discretion of the learning provider or university. Learning providers and universities will also enforce their own academic standards policies for continued enrollment.

### **Confidentiality**

Sunrun will make every reasonable effort to maintain the confidentiality of all information related to employee's requests for payment of education expenses. Sunrun will disclose the information to only those who need to know to review and process your request.

## Additional programs

### **Annexure 1: Exemptions related to in-flight tuition reimbursement claims**

Legacy blue (Sunrun) employees who are actively enrolled in an academic program and leveraging Sunrun's current Tuition Reimbursement benefit before the effective date of this policy should continue to use the existing reimbursement process until the completion of their program. Please refer to [Annexure 1 here](#) for a form declaration to submit in connection with requests for tuition reimbursement for a currently enrolled program.

### **Annexure 2: Participation in external educational events**

Employees who want to attend educational programs, seminars, conferences, lectures, meetings, or other outside activities should refer to [Annexure 2 here](#) on eligibility and process logistics related to such attendance.

### **Annexure 3: Electrician Licensure certification program**

This program supports employees who want to keep their journeyworker licenses current, enroll in test preparation courses for electrician certification examinations, pay exam fees, apply and keep their Electrical trainee (ET) cards current in California, and apply for similar documentation in other states to become a licensed journeyworker and other related expenses. Please refer to [Annexure 3](#)

---

<sup>1</sup> The full amount of education assistance for employees residing in AL, PA, NJ and Puerto Rico is taxable for state or territory income tax purposes. Please consult with your tax advisor for additional information.

[here](#) for additional eligibility requirements and process logistics.

## Other Provisions

This information does not create an express or implied contract of employment or any other contractual commitment between Sunrun and participating employees. Sunrun may modify this information at its sole discretion without notice, at any time, consistent with applicable law. Nothing in this Education Benefit Policy is intended to alter the at-will relationship between Sunrun and its employees.

Sunrun may take disciplinary action against any employee who abuses this policy, including through fraud or misrepresentation, up to and including termination of employment.

This policy supersedes any previously published communication or presentation regarding tuition reimbursement.

## Additional Information

Please refer to the Sunrun Education Benefits Policy [FAQs](#) for additional clarifications. For more information, please contact:

- Sunrun HR Team – [HR Connect](#) for eligibility and all policy related clarifications.
- Sunrun Field Operations training team - [opsPowerU@sunrun.com](mailto:opsPowerU@sunrun.com) for journeyworker licensure programs.
- Guild Education - [sunrun@guildeducation.com](mailto:sunrun@guildeducation.com) for policy administration.

Policy Effective Date: 08/24/2021

Policy Owner: VP - Talent

Policy Approver: CHRO