



# LGBTQIA+ Benefits & Resources



# Be You. Be Real. Be Sunrun.

We are proud of the depth of our diverse workforce. It's our differences and unique experiences that make our organization great.

We are committed to creating an affirming and inclusive work environment, one in which all Sunrunners feel comfortable bringing their authentic selves to work.

A key part of this commitment is to offer a comprehensive suite of benefits and resources for all Sunrunners, with tailored offerings for the LGBTQIA+ community.

We encourage you to review the information in this guide. We look forward to continuing to build our existing benefits so that you can be your most authentic self, both in and outside of the workplace.

Last updated on December 12, 2022.

## Who's eligible?

You are eligible for the benefits outlined in this guide if you are a full-time employee and scheduled to work at least 30 hours per week.

### In addition, you may enroll your:

- Legally married spouse
- Certified domestic partner
- Children (including adopted and biological children, domestic partner's children and stepchildren)

Benefits are effective on the first of the month following your date of hire. You may also update your dependents to coverage if you get married or enter a domestic partnership.

Please note that this document is not a guarantee that all services listed will be rendered. Instead, this document captures the covered healthcare services and treatment options, as well as resources to clarify these offerings. Consult the resources and summary plan descriptions provided for additional requirements and procedures for gaining access to covered services. If there is any discrepancy between this document and the Summary Plan Descriptions (SPDs), the SPDs will prevail.



# Family Building

Family planning is different and unique for everyone. However you're choosing to build your family, our benefits are here to make the process of forming a family a little easier.

## Medical Benefits

Our medical plans may provide coverage for the following services. As always, consult with a reproductive specialist to decide which options are right for you.

- **Cryopreservation (Kaiser)** – The process of using freezing technology to preserve biological reproductive material at extremely low temperatures. Cryopreservation techniques are used to freeze eggs and embryos, for example.
- **Fertility treatment (Cigna, Kaiser and HMSA)** – Fertility treatments are used to treat a condition in which a clinical pregnancy fails to take hold after 12 months of regular, unprotected sex between genetically defined males and

females. Interventions may be started in less than one year based on your medical, sexual, and reproductive history, age, physical findings and diagnostic testing.

- **In-vitro fertilization (IVF) (Cigna and HMSA)** – A series of procedures that involves the fertilization of gametes outside the body.

## Paid Parental Leave & Pregnancy Recuperation

Once your new family member arrives, you may be eligible for a parental leave benefit of up to eight weeks of paid time off to bond with your child.

In addition, birth parents on approved short-term disability (STD) leave may be eligible for a pregnancy recuperation benefit. This benefit “tops off” the STD benefit so that employees who are birth parents can receive 100% of their income while on leave.

If you plan to go on a leave of absence due to the birth or adoption of a child, please contact Broadspire to initiate the leave request and provide necessary documentation.



Employees in states that are eligible for wage replacement must apply for the state benefit. It is your responsibility to contact the state or appropriate vendor to apply and provide the necessary documentation.

To learn more about parental leave and other leaves of absence, visit the Sunrun Benefits Website ([sunrun.gobenefits.net](https://sunrun.gobenefits.net)).

## Prepaid Legal Plan

MetLaw (Hyatt Legal), a prepaid legal plan, allows unlimited access to a nationwide network of more than 14,000 attorneys who can be used for a wide range of services, including will and estate planning.



# Healthcare

Our medical plans provide coverage for a range of services and treatments to help you achieve your well-being goals. For a complete description of your medical coverage, refer to the Summary Plan Description (SPD).

## Gender Affirming Services & Treatment Options

Our medical plans provide the following healthcare services and treatments. Our health benefits can help you and your covered dependents by providing coverage for:

- Gender-affirming reconstructive surgery
- Hormone replacement therapy
- Medical visits and lab services
- Puberty blockers
- Short-term medical leave

In addition, your insurance plan may provide coverage for the following, if considered medically necessary:

- Facial feminization surgery
- Hair removal (electrolysis, laser treatment, etc.)
- Hair removal required for reconstructive surgery
- Lipoplasty (body fat removal or filling) for masculinization or feminization of the body
- Tracheal (windpipe) shave/reduction
- Travel and lodging expenses
- Voice modification surgery and/or therapy

## HIV Services and Treatment

Our medical plans provide coverage for:

- **Human Immunodeficiency Virus (HIV) testing** – Can include antibody tests, antigen/antibody tests and nucleic acid tests (NAT)
- **Pre-exposure prophylaxis (PrEP)**, including the injectable treatment – Taken to prevent getting HIV
- **Post-exposure prophylaxis (PEP)** – Must be taken within 72 hours of exposure to HIV and can prevent the virus from taking hold
- **Antiretroviral therapy (ART)** – Involves using two or more antiretroviral drugs to suppress the virus to undetectable levels in the blood and slow the progression of the disease



## Resources at Your Fingertips

### Pre-authorization Process

You may need prior approval from your insurance provider to receive coverage for healthcare services and treatments. More information can be found in the Summary Plan Descriptions (SPDs).

### Claims Denial Appeal Process

If you file a medical claim and it is denied, you may appeal. For information on the claims appeal process, refer to the Summary Plan Descriptions (SPDs).

## General Questions

For general questions on your benefits and what your medical plan covers, contact the Sunrun Benefits Center:

- (844) 632-2197, Monday–Friday, 9 a.m. to 6 p.m. CT
- Chat with a representative or open a ticket in [Workday](#)
- Sunrun Benefits Website ([sunrun.gobenefits.net](https://sunrun.gobenefits.net))

# Mental Health Support

We understand that each of us have our own set of challenges, which is why we have invested in a series of confidential resources to help you and your loved ones address your mental health needs.

## Employee Assistance Program (EAP)

The GuidanceResources EAP offers a series of confidential services and resources:

- **Up to three free and confidential counseling sessions per person, per year, per issue** – Talk with a licensed professional by phone or video about bullying, gender identity, body dysmorphia and other issues causing mental and emotional distress.

- **Adoption assistance** – Find referrals for adoption attorneys, agencies, infertility specialists and support groups.
- **Free, 30-minute legal consultation and 25% off subsequent legal fees** – Discuss legal matters such as adopting a child, guardianships, name changes, prenuptial agreements and more.
- **Online library of articles on LGBTQIA+ issues** – Visit [GuidanceResources.com](https://www.guidanceresources.com) (Web ID: GEN311) to access.

## Additional Resources

### National Alliance on Mental Illness (NAMI)

NAMI is the nation's largest grassroots mental health organization. This service is free to use—you will only incur fees for services received as the result of a referral. NAMI can help you:

- Access a local support group
- Find outside assistance and services, such as adoption and surrogacy services and resources
- Compare treatment options and outcomes
- Prepare for all your appointments

### National Center for Transgender Equality

Find mental health and healthcare resources for people who are transgender, including information on the right access to health care. This service is free to use.

### The Trevor Project

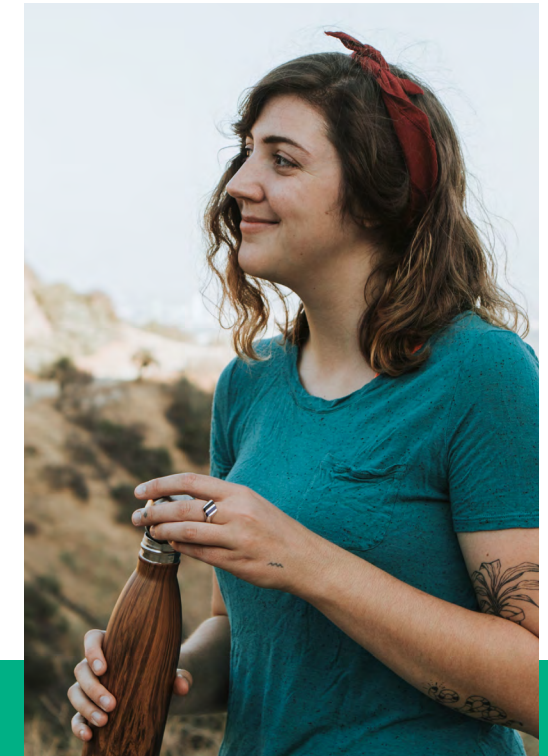
The Trevor Project provides crisis and suicide intervention for LGBTQIA+ youth. If you know an LGBTQIA+ youth who is in danger of harming themselves, text “START” to 678678.

### LGBTQIA+ National Help Center

The Center offers confidential, peer support connections for LGBTQIA+ youth, adults and seniors over the phone, by text or through online chat. Connect with other LGBTQIA+ peers for free at [GLBTNationalHelpCenter.org](https://www.GLBTNationalHelpCenter.org).

### Gay and Lesbian Medical Association's Provider Directory

Use this search tool to locate an LGBTQIA+ inclusive health care provider at [glma.org](https://www.glma.org).



# Getting in Touch

Find the resources you need to live your most authentic self at work, home—and in life.

Resource	Web / Email	Phone #
Benefit Advocate Center	<a href="#">myapps.sunrun.com</a> (click on the Workday link)	(844) 632-2197, Monday–Friday, 9 a.m. to 6 p.m. CT
Sunrun Benefits Website	<a href="#">sunrun.gobenefits.net</a>	N/A
Pride+ Employee Resource Group (ERG)	<a href="mailto:pride@sunrun.com">pride@sunrun.com</a>	N/A
Leave & Disability		
Broadspire	<a href="#">www.myleavetech.com</a>	(888) 398-0079
Sunrun Benefits Website Leave of Absence Information	<a href="#">sunrun.gobenefits.net/benefits-home/time-off/leaves-of-absence/</a>	N/A
Healthcare Coverage		
Cigna	<a href="#">www.mycigna.com</a>	(800) 244-6224
Kaiser Permanente	<a href="#">www.kp.org</a>	(800) 464-4000
HMSA	<a href="#">www.hmsa.com</a>	(800) 776-4672
Mental Health Support		
Employee Assistance Program (EAP)	<a href="#">www.guidanceresources.com</a> (Web ID: GEN311)	(800) 311-4327   (TDD: (800) 697-0353)
Gay and Lesbian Medical Association’s Provider Directory	<a href="#">glma.org</a>	N/A
LGBTQIA+ National Help Center	<a href="#">GLBTTNationalHelpCenter.org</a>	N/A
The Trevor Project	<a href="#">TheTrevorProject.org</a>	Text “START” to 678678
Miscellaneous		
Prepaid Legal Plan (MetLaw)	<a href="#">metlife.com/mybenefits</a>	(800) GET-MET8 (438-6388)