

Frequently Asked Questions (FAQs)

Overview

Sunrun provides an Adoption & Surrogacy Assistance Program (ASAP) to enable an equitable path to parenthood for all Sunrunners. The program provides a one-time maximum reimbursement of up to \$25,000 toward eligible adoption and/or surrogacy expenses.

The FAQs below provide a general overview of common questions you might have. Please refer to the ASAP guidelines ([click here](#)) for complete details.

Can I use the same reimbursement for both an adopted child and a child born via surrogacy?

Yes, you may submit a claim for both types of reimbursement for the same child, if needed. Please note that the one-time maximum of \$25,000 (including the \$5,000 maximum for eligible travel expenses) still applies.

I am in the process of adopting/finding a surrogate. When can I get reimbursed?

Adoption and/or surrogacy arrangements must be legally finalized to be eligible for reimbursement. The adoption and/or surrogacy arrangement must be completed in the U.S. on or after January 1, 2023, and meet all requirements as described in the Adoption & Surrogacy Assistance Program guidelines, available [here](#).

All eligible receipts and reimbursement forms must be submitted in their entirety as a single submission. Individual reimbursement requests or receipts will not be considered or reimbursed.

How do I submit a reimbursement claim?

Instructions for submitting a claim can be found in the Adoption & Surrogacy Assistance Program guidelines, available [here](#).

I have recently expanded my family via adoption and/or surrogacy and am expecting to expand my family again via adoption and/or surrogacy. Does this program cover expenses for both children?

No, this program covers eligible adoption and/or surrogacy reimbursement for one child you welcome into your family on or after January 1, 2023.

How do I determine whether my surrogacy agreement is valid?

State laws and court decisions regarding surrogacy are complex and varied. It is recommended that you consult with your personal legal advisor before you start your surrogacy journey. A number of states do not recognize or permit surrogacy contracts, arrangements or payment of fees to surrogates. In other states, the laws related to surrogacy arrangements may be less developed and the absence of this framework could result in unanticipated problems. Please consult your legal advisor.

Does the surrogacy reimbursement cover employees who want to be a surrogate?

No. Sunrun employees, their spouses/domestic partners or their children who are acting as a surrogate are not eligible for reimbursement under this program.

Does this policy cover embryo adoption?

No. This policy does not cover any or all costs related to embryo adoption or any costs incurred by egg or sperm donors. No expenses related to embryo adoption are eligible for reimbursement.

Why are medical expenses not included?

Sunrun's medical coverage is available to its employees and their eligible dependents only. This program does not cover the surrogate's medical expenses.

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Does surrogacy reimbursement cover compensation if compensation is paid to the surrogate?

No. This program does not reimburse compensation to surrogates.

Are foreign arrangements covered under this policy?

No. This program covers eligible domestic expenses only. All expenses associated with adoption and/or surrogacy arrangements and/or contracts outside of the 50 U.S. states and D.C. are not eligible for reimbursement.

When will I receive the reimbursement?

You will be reimbursed via payroll within two to three pay periods after your claim has been fully approved. Any claim approved after November 30 will be reimbursed on the first payroll cycle in January of the following year.

Is reimbursement under this program taxable?

Yes, this reimbursement will be added to your W-2 as taxable income. As tax laws are complex and individual situations vary, please consult your personal legal and/or tax advisor for assistance related to your situation.

Does Sunrun's medical plans provide any family planning benefits?

Yes! Please contact the phone number on the back of your medical ID card to learn about the family planning benefits that are available to you.

Whom should I contact if I have additional questions?

If you have questions, please contact the Sunrun Benefits Center at (844) 632-2197 or visit [Workday](#) to open a ticket or chat live with a representative.

The Adoption & Surrogacy Assistance program provided by Sunrun Inc. is subject to local and state laws and regulations. In the event of any conflict between a provision of this guideline and a provision of laws and regulations, the applicable provision of laws and regulations should prevail. The Adoption & Surrogacy Assistance Program is separate and independent from all Sunrun Inc. health and welfare plans. It is also not an ERISA plan. Additional documentation and certification may be required for verification purposes.

Reimbursements under this program are payable only to eligible employees. The right to reimbursement cannot be transferred or assigned, in whole or in part, either directly or by operation of law or otherwise. Benefits are payable solely from the general assets of Sunrun Inc. Sunrun reserves the right to make changes or eliminate this program at any time and for any reason.

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