

2024 BENEFIT HIGHLIGHTS

Mainland Sunrunners



Who's Eligible for Benefits

Full-time employees working 30 hours or more per week are eligible for medical coverage. Benefits are effective on your date of hire. All employees are eligible to participate in the 401(k) on the first of the month following 60 days of service.

How to Enroll

- Log in to OKTA Single Sign-On (sunrun.okta.com) and click on the Workday tile.
- Go to your inbox, then click on "Benefit Event – New Hire."
- Make your benefit elections or waive coverage. You must click "Submit" for your changes to be saved. Your healthcare benefits go into effect on your date of hire.
- Save a copy of your enrollment confirmation for your records.

Changing Your Benefits Midyear

If you experience a qualifying life event (e.g., marriage, divorce, birth or adoption of a child, etc.) during the year, you must make the appropriate changes to your benefits within 30 days of the event. In addition, you must upload the appropriate documentation through Workday at sunrun.okta.com.

401(k) Plan & Company Match

- Employees 18 and up will be automatically enrolled in the Empower Retirement 401(k) Plan at a contribution rate of 4% on the first of the month following 60 days of employment.
- Sunrun will match your contributions up to 3.5%. You receive the full company match by contributing 6% or more in total between the pre-tax and post-tax (Roth) deferral options.

Find Covered Prescriptions

The prescription drug formulary is a list of drugs your plan covers. It is divided into separate levels, called tiers. In general, you will pay less for lower-tier drugs, such as generics. To check whether your prescription is covered:

- Log on to express-scripts.com and register for an account or log on with an existing account
- Once logged on, click on prescription tab and select "Price a Medication"
- Enter the name of your drug

Finding an In-Network Provider

In general, you will lower your out-of-pocket healthcare costs when you use in-network healthcare providers (doctors, clinics, hospitals, etc.).

How to Search for In-Network Providers	
Medical: Cigna	<ul style="list-style-type: none">• Go to cigna.com• Select "Find a Doctor"• Select "Employer or School" under "How are you covered?"• Enter your zip code, city or state and select the "Doctor by Type, Doctor by Name, or Health Facilities" button• Select "Open Access Plus, OA Plus, Choice Fund OA Plus" under Medical plan at the top of the search. If you live in Utah, you must select the "PPO, Choice Fund PPO" plan
Medical: Kaiser	<ul style="list-style-type: none">• Go to kp.org• Select "Doctors & Locations"• Select "Northern or Southern California"• Search by doctor or location• Enter your zip code, city or health plan (HMO)
Prescription Drugs: Rx Benefits	<ul style="list-style-type: none">• Log on to express-scripts.com• First-time users must register• Once logged on, go to the Prescriptions tab and click "Find a Pharmacy"
Dental: MetLife	<ul style="list-style-type: none">• Go to metlife.com and select "Find a Dentist," then select "PDP Plus"• Enter your zip code, city or state and select "Find a Dentist"
Vision: VSP	<ul style="list-style-type: none">• Go to vsp.com and click "Find a Doctor"• Search by location, office or doctor• Select "Choice Network" under "Advanced Search"

Your 2024 Benefits-at-a-Glance

The following chart outlines the many benefit options available to you. For details on your benefit options, visit the Sunrun Benefits Website (sunrun.gobenefits.net).

Health	Financial	Work-Life
Medical <ul style="list-style-type: none">Cigna PPO PlanCigna Consumer Directed Health Plan (CDHP) Option 1Cigna Consumer Directed Health Plan (CDHP) Option 2 with Hospital Indemnity InsuranceKaiser Permanente HMO Base & Buy-Up Plans (California residents in certain geographic areas only) Dental <ul style="list-style-type: none">MetLife Core PlanMetLife Buy-Up Plan Vision <ul style="list-style-type: none">VSP Basic PlanVSP Buy-Up Plan	Health Savings Accounts (HSAs) Flexible Spending Accounts (FSAs)* <ul style="list-style-type: none">Health Care FSALimited-Purpose FSA (CDHP members only)Dependent Care FSACommuter Benefit Account Sunrun 401(k) Plan + Company Match Employee Stock Purchase Plan (ESPP) Basic Life (100% company-paid) Voluntary Life and Accidental Death and Dismemberment (AD&D) (you pay) Short-Term & Long-Term Disability (100% company-paid)	Employee Assistance Program (EAP) Voluntary Benefits <ul style="list-style-type: none">Accident InsuranceCritical Illness InsuranceHospital Indemnity InsuranceLegal PlanAuto & Home InsuranceIdentity Theft Insurance WinFertility Maternity Program (for Cigna members only) Leaves of Absence PowerU Education Benefit Rewards Gateway Nationwide Pet Discount Program Surrogacy and Adoption Assistance Care.com Caregiver Resources

2024 Employee Contributions Per Pay Period

Medical Coverage										
	Cigna PPO Plan		Cigna CDHP Option 1 with HSA**		Cigna CDHP Option 2 with HSA		Kaiser HMO Base Plan (CA Only)		Kaiser HMO Buy-Up Plan (CA Only)	
	Non-Tobacco	Tobacco	Non-Tobacco	Tobacco	Non-Tobacco	Tobacco	Non-Tobacco	Tobacco	Non-Tobacco	Tobacco
Employee Only	\$72.46	\$95.54	\$62.77	\$85.85	\$36.92	\$60.00	\$58.15	\$81.23	\$75.23	\$98.31
Employee + Spouse	\$166.15	\$189.23	\$152.31	\$175.38	\$83.08	\$106.15	\$166.15	\$189.23	\$209.08	\$232.15
Employee + Child(ren)	\$150.00	\$173.08	\$138.00	\$161.08	\$75.69	\$98.77	\$134.31	\$157.38	\$169.38	\$192.46
Family	\$234.92	\$258.00	\$215.54	\$238.62	\$118.62	\$141.69	\$223.38	\$246.46	\$282.00	\$305.08

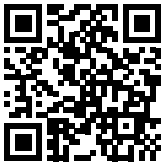
Note: If you use tobacco, you will pay a \$50 monthly surcharge on your medical premiums.

Dental Coverage	Core Plan	Buy-Up Plan
Employee Only	\$6.92	\$10.33
Employee + Spouse	\$13.85	\$21.32
Employee + Child(ren)	\$16.15	\$24.16
Family	\$23.54	\$36.16

Vision Coverage	Base Plan	Buy-Up Plan
Employee Only	\$2.69	\$6.48
Employee + Spouse	\$5.38	\$12.96
Employee + Child(ren)	\$5.76	\$13.87
Family	\$9.20	\$22.17

Benefit Resources

For general questions on your benefits, turn to the Sunrun Benefits Center throughout the year at (844) 632-2197, Monday – Friday, 9 a.m. to 6 p.m. CT or click on “Sunrun Benefits Center” in your Workday apps to chat live or open a ticket.



*Nondiscrimination Requirements: To prevent the health and/or dependent care FSA from being characterized by the IRS as discriminatory in favor of highly compensated employees—and therefore no longer eligible for favorable tax treatment—Sunrun may reject any elections or reduce contributions or benefits of the plan. This means your payroll deductions may be reduced or stopped, and/or your taxable income will be adjusted, as needed, to satisfy the nondiscrimination requirements.
**Sunrun contributes \$500 for employee-only coverage and \$1,000 for family coverage annually to the CDHP Option 1 health savings account (HSA).



2024 Medical Coverage

The following are highlights of our in-network medical coverage options for 2024. For more details, please visit the Sunrun Benefits Website (sunrun.gobenefits.net).

Plan Feature	Cigna PPO Plan	Cigna CDHP Option 1 with HSA*	Cigna CDHP Option 2 with HSA**	Kaiser HMO Base Plan (CA Only)	Kaiser HMO Buy-Up Plan (CA Only)
	In-Network	In-Network	In-Network	In-Network Only	In-Network Only
Annual Deductible					
▶ Employee Only	\$700	\$1,600	\$3,500	\$750	\$250
▶ Family	\$1,400	\$3,200	\$7,000	\$1,500	\$500
Annual Out-of-Pocket Maximum					
▶ Employee Only	\$3,500	\$4,000	\$4,500	\$3,000	\$3,000
▶ Family	\$7,000	\$8,000***	\$9,000***	\$6,000	\$6,000
Services					
▶ Preventive Care	Plan pays 100%, no deductible	Plan pays 100%, no deductible	Plan pays 100%, no deductible	Plan pays 100%	Plan pays 100%
▶ Primary Care Physician Office Visit	\$25 copay	Plan pays 80% after deductible	Plan pays 80% after deductible	\$25 copay	\$10 copay
▶ Outpatient Physician Visits (In-Person and Virtual) & MDLIVE Behavioral Health Visits	Plan pays 100%, no deductible	Plan pays 100% after deductible	Plan pays 100% after deductible	Plan pays 100%, no deductible	Plan pays 100%, no deductible
Prescription Drugs (Tier 1/Tier 2/Tier 3/Tier 4)					
▶ Preventive	Plan pays 100%, no deductible	Plan pays 100%, no deductible	Plan pays 100%, no deductible	Plan pays 100%, no deductible	Plan pays 100%, no deductible
▶ Retail (up to a 30-day supply)	\$15/\$35/\$50/30% with a maximum of \$100	After deductible, \$15/\$25/\$40/20%	Plan pays 80% after deductible	\$10/\$30/\$30/20% with a maximum of \$250	\$10/\$30/\$30/20% with a maximum of \$250
▶ Mail Order (up to a 90-day supply)	\$30/\$70/\$100/30% with a maximum of \$200	After deductible, \$30/\$50/\$80/20%	Plan pays 80% after deductible	\$20/\$60/\$60/20% with a maximum of \$250	\$20/\$60/\$60/20% with a maximum of \$250

*Sunrun contributes \$500 for employee-only coverage and \$1,000 for family coverage annually to the CDHP Option 1 health savings account (HSA).

**The CDHP Option 2 comes with hospital indemnity benefits, including admission and accident-related inpatient rehabilitation and hospital stays.

*** This out-of-pocket maximum is aggregate. With an aggregate out-of-pocket maximum, the full family out-of-pocket maximum must be met before any individual's expenses are covered at 100%.