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Sunrun Raises the Bar with Pay Parity

Sunrun achieves 100% pay parity for employees across the organization

SAN FRANCISCO, July 23, 2018 (GLOBE NEWSWIRE) -- Sunrun Inc. (Nasdaq:RUN), America's leading residential solar, storage and energy services company, has achieved 100% pay parity for its employees, regardless of gender, who perform similar work in similar locations across the United States.

"Fair and equal pay for all genders and races is a fundamental human right and integral to the Sunrun ethos," said Lynn Jurich, Sunrun's co-founder and Chief Executive Officer. "In the United States today, the workplace inequity that exists is unacceptable. On average, women are paid 80 cents on the dollar compared to men. Taking real action to address the issue is the right thing for our business, our communities, and our society."

"Integrity is one of Sunrun's pivotal values spanning across the entire organization. It permeates how we engage with customers and local communities, to how we pay our people," said Ms. Jurich.

Sunrun is the first national solar company to achieve this goal. The company committed to The White House Equal Pay Pledge in 2016 and completed a comprehensive annual review of compensation practices across all roles in all locations. In 2016, the company voluntarily stopped asking candidates nationwide for salary history, more than a year before AB 168 was enacted in California, making it illegal for an employer to rely on past salary history when making compensation decisions for new hires. Sunrun also provides equal parental leave for both male and female employees, and leads the industry in gender diversity at its executive and board levels, with women composing 50% of its senior leadership team and approximately 40% of its Board of Directors.

"We are building a company that furthers the greater good of environmental stewardship, smart, profitable growth, local community enrichment, and creating an employment experience that advances the lives of all of our team members. The issue of fair and equal pay is as important to men as it is to women at Sunrun," said Chris Dawson, Sunrun's Chief Operating Officer.

"This is a continuous journey. Achieving pay parity is not the end game and we will continue to evaluate the fairness of all of our employment practices, and look for ways to be at the forefront of corporate America to ensure all people are treated equally. Our values extend to everyone we engage with on our journey to create a planet run by the sun—our employees, partners, and our customers."

The solar industry is quickly becoming a leader in the energy sector, with the fastest growing job in the United States being a solar panel installer. As American households continue to demand clean, affordable and reliable energy, rooftop solar services will continue to grow, together with jobs, throughout the country.

About Sunrun
Sunrun (Nasdaq:RUN) is the nation's leading residential solar, storage and energy services company. With a mission to create a planet run by the sun, Sunrun has led the industry since 2007 with its solar-as-a-service model, which provides clean energy to households with little to no upfront cost and at a saving compared to traditional electricity. The company designs, installs, finances, insures, monitors and maintains the systems, while families receive predictable pricing for 20 years or more. The company also offers a home solar battery service, Sunrun Brightbox, that manages household solar energy, storage and utility power with smart inverter technology. For more information, please visit: www.sunrun.com.

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