

RECRUIT & RETAIN WITH STUDENT LOAN BENEFITS

Student Loan & Financial Wellness Benefit Overview

Why Student Loan Benefits?

By 2030, Millennials & Gen Z will make up **68% of the workforce.**

- Millennials carry an **average of \$34,770** in student loan debt.
- **54% of Millennials and Gen Z** have student debt.
- 86% of employees surveyed would **commit to a company for 5+ years if they received student loan benefits**

The **impact of student loan debt** on your employees:

- **56% worry about repaying their loans** either all the time or often. 40% report that worrying about their **student loans has impacted their health. 55% would like to go to grad school** but couldn't take on any additional student loans.
- 61% have **considered getting a second job** to help pay of their student loans.

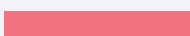


Our Solutions

Offering a student loan and financial wellness benefit significantly elevates a company's benefit package in the eyes of existing, and prospective, employees.

Student Loan Repayment Benefit

Thrive is an employee benefit platform that empowers employees to allocate their employer benefit dollars towards their retirement account, student loans, 529 college account, and/or emergency savings account. With over \$1.75 trillion in student loan debt, employees are looking for employer assistance in paying down their student loan debt. **Student loan benefit dollars are tax free up to \$5,250/year.**



Student Loan Advisors

Thrive Student Loan Advisors helps individuals with Federal Student Loan Debt. We offer Free Loan Reviews and Analysis to determine if borrowers, and their loans, are eligible for an Income Driven Repayment Program and/or Loan Forgiveness.

We offer advisory services on all Department of Education loan programs including: Loan Consolidation, Income Driven Repayment Plan Enrollment, Loan Forgiveness, Public Service Loan Forgiveness, Parent Plus Loans, Default & Garnishment Relief, and more.

Repayment Program:

Innovative & Budget Friendly

Flexible Match Program

Employees allocate their unused Employer matching dollars to their student loan, emergency savings, 529 college savings or a combination of all three.

Employer Pay

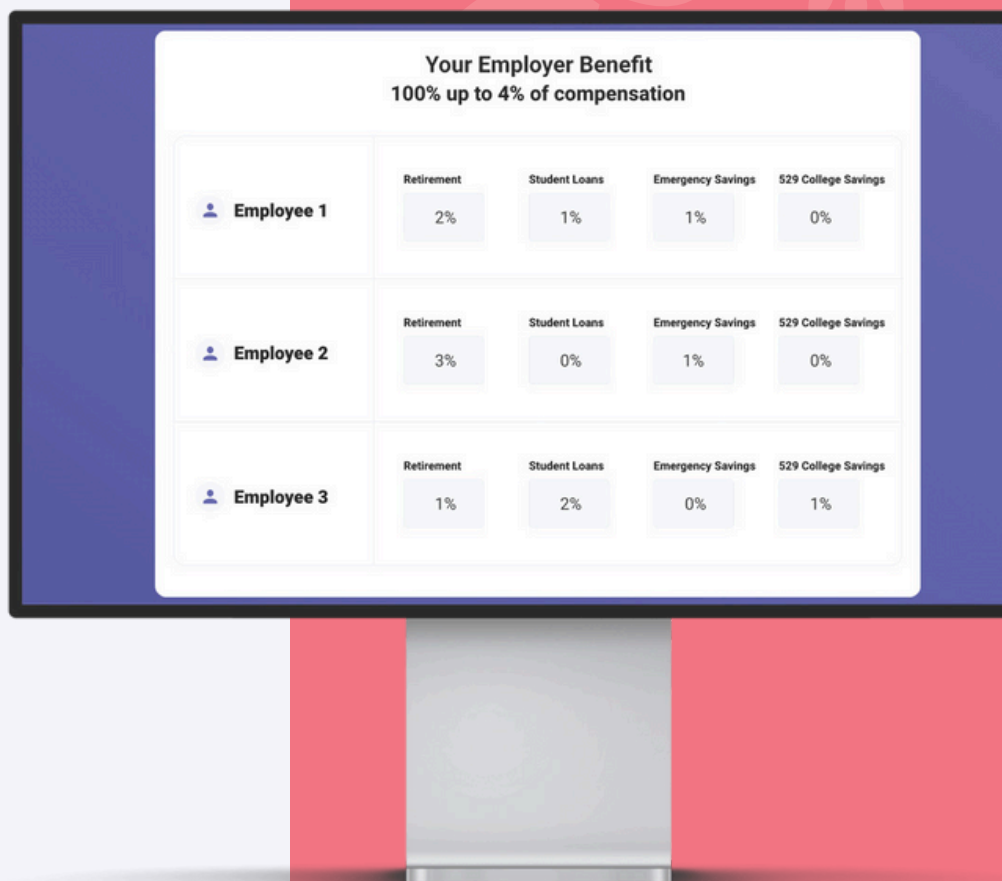
Employers set a dollar amount limit (i.e. \$100/month) and Employees enroll to allocate the benefit to their student loans, emergency savings, 529 college savings.

Employer Match

Employers match a set percentage of Employees' payroll contribution (i.e. 2%) to their student loan, emergency savings, 529 college savings.

Secure Act Match

Employers match employees student loan payments into the employees retirement account.



"I can't believe the amount I owed is completely forgiven—it's incredible! You guys really came through, especially since I'm starting my PhD in September. This opens up amazing financial opportunities for me moving forward. Honestly, it's such an accomplishment to get \$258,000 and change forgiven, that's enough to buy a house in some places! The process seemed complicated at first; I would look at the paperwork and think, 'Ugh, what is this?' It's great to have had assistance. It all happened a lot faster and was much easier than I expected" Marc L., NY Hospital System



\$1.75 TRILLION
STUDENT LOAN DEBT

44MILLION
BORROWERS

5.1 MILLION BORROWERS
HAVE DEFAULTED LOANS

Student Loan Advisors

We serve as your employees' personal Student Loan Advisor helping navigate the DOE Income Driven Repayment and Loan Forgiveness programs.



Why student loan borrowers need help:

Total loan forgiveness forms submitted (through 3/31/2023):

5,462,098

Forms processed that met eligibility requirements:

2.2%

Forms processed that did NOT meet eligibility requirements:

97.8%

How we help:

- Complete Loan Review & Analysis for federal student loans
- Determine the best program that suits borrower's goal
- Confirm eligibility
- Provide program payment projection and path to loan forgiveness
- Consolidate loans into eligible Direct Loan
- Double Consolidate Parent Plus Loans, as needed
- Enroll Loans into Income Driven Repayment Plans
- Help return defaulted loans back to good standing
- We specialize in Garnishment Relief
- Handle all enrollment and administration
- Recertification and Income Verification

"My Student loans have been paid in full YAY! So I no longer need to contribute through the Thrive program. Thank you so much! Thrive truly has been a life saver and I am so happy that I participated." Amanda G., Credit Union

Employee Success Stories



Reduced Monthly Payments by 60%

Sarah was struggling to manage her monthly payments of \$500 while supporting her family. She had been making standard payments on her federal loans for years but was unaware of the income-driven repayment (IDR) options available to her.

Our Advisors reviewed her loan details and discovered she was eligible for an IDR plan that would adjust her monthly payments based on her income and family size. After applying, her payments were reduced to \$200 per month, saving her \$3,600 annually. With her new payment plan, Sarah is now on track to have the remainder of her loans forgiven through the Public Service Loan Forgiveness (PSLF) program in just 8 years. She no longer feels overwhelmed by her payments and is excited about a debt-free future.

Qualifying for PSLF and Eliminating \$120,000 in Student Debt

James had been making payments on his student loans for nearly a decade, but he was uncertain whether he was on the right track to qualify for PSLF. He had multiple loans and was unaware that not all payment plans qualified for forgiveness.

We identified that some of his payments were not qualifying due to his repayment plan. We helped him consolidate his loans and enroll in a qualifying repayment plan. We also worked with him to ensure his employer certification forms were correctly filed. James successfully completed his 120 qualifying payments and had his remaining \$120,000 in student loans forgiven. He is now debt-free and can focus on expanding his career in the non-profit sector.

Single Parent Finds Relief with Deferment and Forbearance Options

David, a single father, faced unexpected financial hardships due to a medical emergency. With mounting bills and no room in his budget, he was at risk of defaulting on his student loans. Our team quickly assessed David's financial situation and helped him apply for a temporary forbearance, pausing his loan payments for 12 months. During this time, we helped him enroll in an IDR plan to reduce his payments once the forbearance period ended. He's now enrolled in an IDR plan that has reduced his payments by nearly 50%. He's no longer worried about default and feels more confident managing his finances.

Reducing Payments for Healthcare Professionals

Maria was overwhelmed by her student debt, paying \$750 each month on her Graduate PLUS loans. Despite working in a public hospital, she was unaware that she could reduce her payments through a federal repayment plan. We enrolled her in an Income-Based Repayment (IBR) plan. After recalculating her payments based on her adjusted gross income, we were able to reduce her monthly payments to \$300, saving her \$5,400 annually. Maria is now on track for PSLF, with her reduced monthly payments allowing her to save for a down payment on a home. She's relieved to have a clear path forward and is thankful for the financial breathing room.

Thrive helped me pay down my consolidated loans within 6 years rather than 10 years, and my federal loans paid off 3 years ahead of schedule as well. So, I'm extremely thankful to be able to utilize the program and get them paid off! Jeff G., Engineering Firm



Who's Ready to **Thrive**?

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