



# Student Loan Repayment

The New "WOW" Employee Benefit



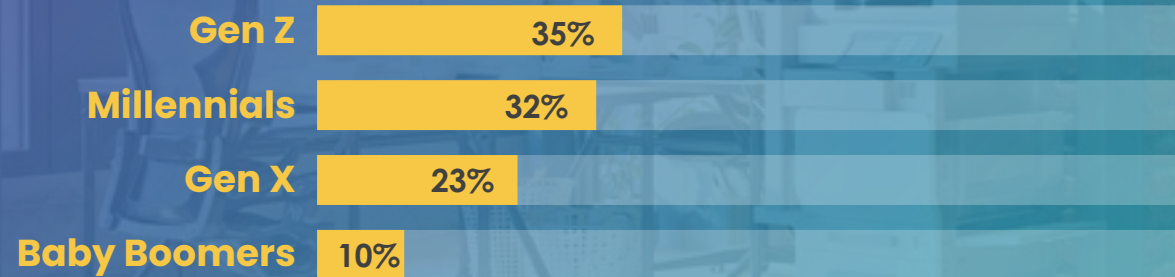
# Student Loans in America

**\$1,725,000,000,000** | **45M Americans**  
TOTAL STUDENT DEBT TODAY | HAVE STUDENT LOAN DEBT

DEFAULTED LOANS

**\$112B** or **5.1M Borrowers**

GENERATION BREAKDOWN



Sources: [https://blog.shrm.org/sites/default/files/reports/YC\\_SummaryReport\\_Final.pdf](https://blog.shrm.org/sites/default/files/reports/YC_SummaryReport_Final.pdf)  
Hanson, Melanie. "Student Loan Debt by Age" EducationData.org, April 19, 2022,  
<https://educationdata.org/student-loan-debt-by-age>





# Emergency Savings: The Weakest Link in Financial Wellness

## ► Current Status

**62%** of adults cannot cover a \$400 emergency with liquid savings

**45%** of workers have less than \$1,000 in emergency savings.

## ► Why It Matters

Lack of emergency funds leads **to high-interest credit card debt and early 401(k) withdrawals.**

**37%** of employees withdrew from retirement savings in the last year due to financial shocks.

# 529 College Savings Plans: Reduces future debt and worry.

## ► Current Status

Less than **20%** of families are actively using a 529 plan.

Median 529 account balance = **\$30,652**, while average college costs = **\$35K–\$58K per year**.

## ► Why It Matters

Without 529 savings, families increasingly turn to student loans.

Many parents prioritize retirement or debt repayment over college savings, contributing to the **cycle of intergenerational debt**.





What if your **Retirement Match** could help employees crush debt, build savings, and still retire strong?

# Offering Flexible Benefits

Student Loan **Repayment**

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**Health Savings**

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529 College **Funding**

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Emergency **Savings**

**One Benefit Budget!**

# Student Loans + Financial Wellness:

## Emergency Savings

In 2025, 43% of Americans would pay for an Emergency expense of \$1,000 or more from their savings.

## 529 College Savings

A 529 plan is a tax-advantaged account that can pay for a beneficiary's qualified education expenses.

## Health Savings Account

Tax-free savings for medical expenses and retirement.



# Tax Incentive for Employers

Employers can now offer student loan payments **up to \$5,250** per year per employee (**permanently!**)

## **EMPLOYER:**

No Payroll Taxes (7.65%)

Tax Deductible

## **EMPLOYEE:**

Income Tax Free



# Recruitment

Elevate by offering a “WOW” benefit

A circular infographic with a teal background and a dark blue border. The number '75%' is displayed in white. The background image shows a piggy bank wearing a graduation cap.

75%

surveyed ranked **529 college savings & student loan benefits** amongst the top 3 desired benefits overall.

A circular infographic with a teal background and a light teal border. The number '58%' is displayed in white. The background image shows a stack of papers.

58%

**of Millennials** would prefer a student loan benefit over additional vacation days.

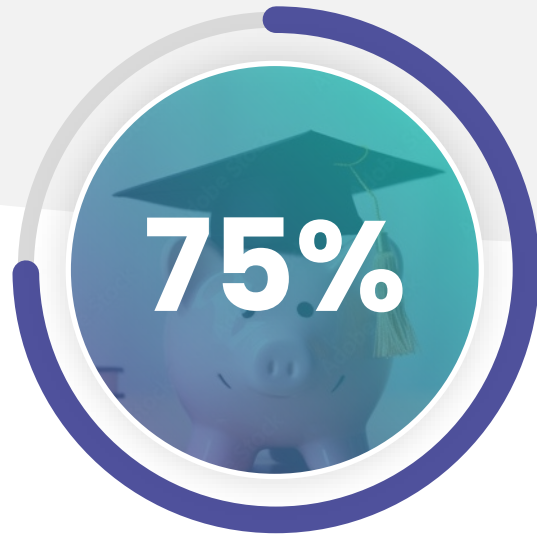
A circular infographic with a blue background and a light blue border. The number '57%' is displayed in white. The background image shows hands holding papers over a laptop.

57%

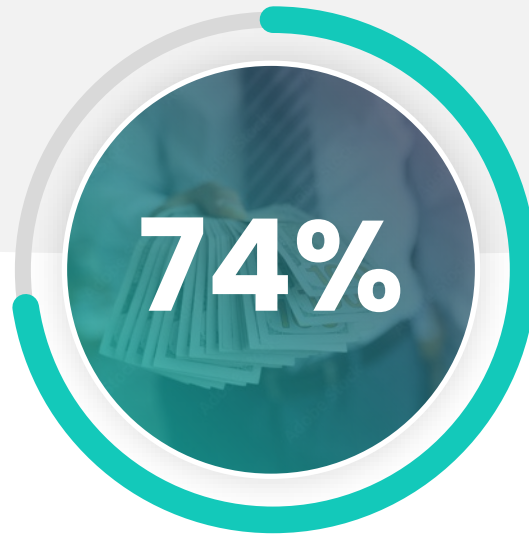
**of Employees** believe their bosses should help pay their Student Loans.

# Retention

Good Talent is hard to find & can be even harder to keep



of the **US Labor force**  
**in 2035** will be made up of  
Millennials & Gen Z.\*



of Employees **would leave**  
**their job** for one that offered  
better financial benefits.



of Employees would  
leave **for Student Loan**  
**Benefits.**

Sources:

\*The Impact of The Great Resignation on Benefits Needs and Expectations



## Differentiating Benefit

**17%** of Employers offer a Student Loan Benefit with **38%** planning to offer it within the next 5 years.

# Flexible Matching Program

**Retirement Match:** 100% up to 5%

		Retirement Account	Student Loans, 529 College Savings, Emergency Savings
Bobbi	<b>Employee Contribution</b>	5%	0%
	<b>Employer Match</b>	5%	0%
Lyla	<b>Employee Contribution</b>	0%	5%
	<b>Employer Match</b>	0%	5%
Donovan	<b>Employee Contribution</b>	3%	2%
	<b>Employer Match</b>	3%	2%

**\$5,250** Student Loan Benefit Dollars (TAX FREE)

## Employer Pay

Student Loans, 529 college savings, Emergency Savings	
<b>Employee</b>	\$0
<b>Employer</b>	\$100

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<b>Carvana</b>	\$1,000/year
<b>Estee Lauder</b>	\$100/month
<b>Google</b>	\$2,500/year
<b>Hulu</b>	\$100/month
<b>Staples</b>	\$100/month

## Employer Match

Student Loans, 529 college savings, Emergency Savings	
<b>Employee</b>	2%
<b>Employer</b>	2%

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<b>Employee</b>	\$100
<b>Employer</b>	\$100

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<b>Sports Apparel</b>	\$100/month
<b>Law Firm</b>	100% up to 3% comp
<b>Engineering Firm</b>	100% up to \$3,000/year
<b>Hospital</b>	50\$ up to \$5,250/year

**\$5,250** Student Loan Benefit Dollars (TAX FREE)

# SECURE ACT 2.0



With the passage of SECURE ACT 2.0, companies will be able to **match their employee's student loan payments** with retirement contributions starting January 2024

	Retirement Account	Student Loans
<b>Employee</b>	5%	
<b>Employer</b>	5%	
<b>Employee</b>	0%	5%
<b>Employer</b>	5%	
<b>Employee</b>	3%	2%
<b>Employer</b>	5%	



# Why Thrive?

- ❖ Invite your employees to enroll
- ❖ Reports enrollment to Employer
- ❖ Administer & Calculate benefit
- ❖ Reports benefit dollars to Employer
- ❖ Transfer benefit dollars from Employer to Employees' Registered Accounts
- ❖ Communicates benefit payment to employee

### Simple Fee Structure

<b>Implementation Fee</b>	\$2,500
<b>Per Enrolled Participant Fee</b>	\$6.95/month* (7.65% x \$92.00 = \$7.00)

\*\$300/monthly minimum

# Thrive Student Loan Advisors

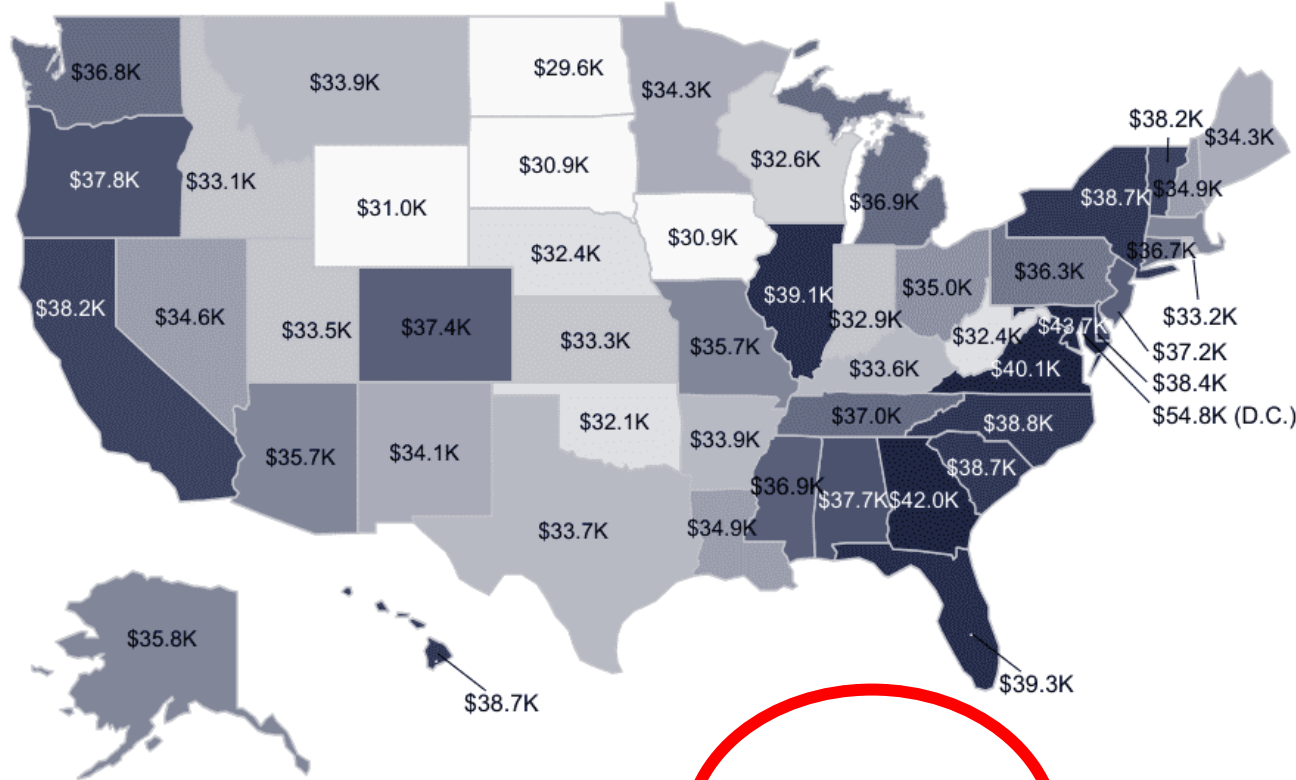


Crush Debt. Live Well. Thrive.



# The \$1.7 Trillion Divide: Federal vs. Private Student Loan Debt

Average Student Loan Debt per Borrower by State



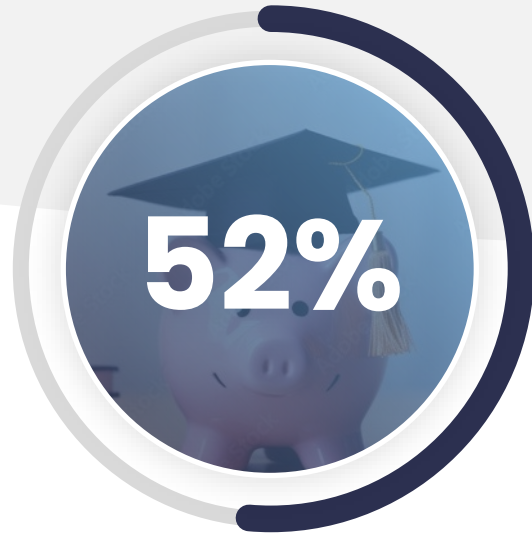
**92% Federal  
8% Private**

## Federal vs. Private Student Loan Repayment Help

Feature / Program	Federal Loans	Private Loans
<b>Income-Driven Repayment (IDR) lans</b>	SAVE, PAYE, REPAYE iBR – payments based on income and family size	Rarely offered – most private lenders do not adjust payments based on income
<b>Public Service Loan Forgiveness</b>	Up to \$17,500 for giveness for teachers in low-income scho-	Not available
<b>Teacher Loan Forgiveness</b>	Multiple options for financial hardship, unemployment, military service	Not available
<b>Deferment / Forbearance</b>	Limited – varies by lender, often shorter timeframes, more restrictions	Limited – varies by lender, often shorter times, more restrictions
<b>Temporary Expanded PSLF (TEPSLF)</b>	Fix for borrowers previously denied PSLF due to wrong repayment plan	Not available
<b>Loan Forgiveness After 20–25 Years (IDR)</b>	Forgevess remaining balance after 20–25 years in an IDR pa	⚠️ Private refinancing may lower rate but eliminates federal protections
<b>Interest Subsidy (on some loans)</b>	Subsidized loans don't accrue interest in deferment	Interest almost always accrues

# Why Offer Student Loan Advisory Services

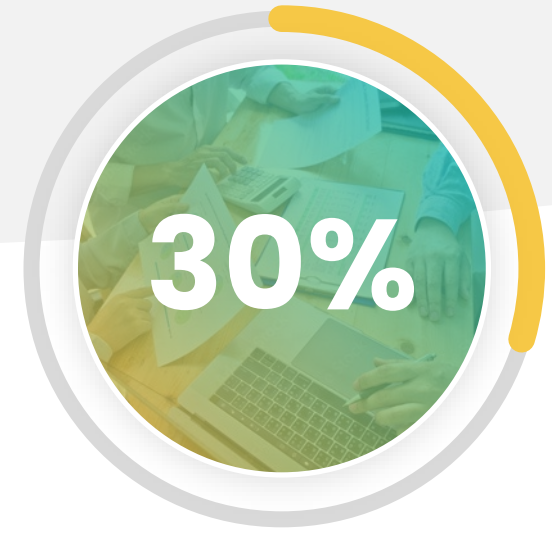
Helping your employee improve their financial wellness



**of borrowers** think interest doesn't accrue while in school.



**of borrowers** (approx. 8,000,000 people) in default.



**of eligible borrowers** enroll in IDR/Loan Forgiveness

# Income Driven Repayment + Loan Forgiveness



Qualifying  
Employer



Qualifying  
Payment Plan



Qualifying  
Payments



Loan  
Forgiveness

# Non-Profit Qualifying Payment Plans\*

Adjusted Gross Income: \$55,000

Family Size: 5

Married: Yes

Total Federal Student Loans: \$50,000

Standard Repayment Plan	
First Month Payment	\$530.00
Last Month Payment	\$530.00
Total Balance Paid	<b>\$63,638.84</b>
Total Forgiveness	\$0
Repayment Term	10 years

Income Driven Repayment Plan	
First Month Payment	\$118.36
Last Month Payment	\$145.00
Total Balance Paid	\$14,160
Total Forgiveness	<b>\$49,478</b>
Repayment Term	10 years (120 payments)

\*Revised Pay As You Earn (REPAYE) \*Pay As You Earn (PAYE) \*Income-Based Repayment (IBR) \*Income-Contingent Repayment (ICR)



# Few Get the Relief They Deserve.

**Most eligible borrowers miss out on federal student loan forgiveness.**

## **Public Service Loan Forgiveness (PSLF)**

**3.3% approval overall** since inception—only a tiny fraction of applicants have been approved

As of April 2020, **only 96 approvals out of 28,000 applications**—a 99% denial rate

Out of **3.72 million eligible borrowers**, only about **75,000** have been forgiven via PSLF and TEPSLF

Although **9 million** qualify, fewer than **2% have gotten relief**

# For Profit Qualifying Payment Plans\*

Adjusted Gross Income: \$55,000

Family Size: 5

Married: Yes

Total Federal Student Loans: \$50,000

Standard Repayment Plan	
First Month Payment	\$530.00
Last Month Payment	\$530.00
Total Balance Paid	<b>\$63,638.84</b>
Total Forgiveness	\$0
Repayment Term	10 years

Income Driven Repayment Plan	
First Month Payment	\$118.36
Last Month Payment	\$145.00
Total Balance Paid	\$28,320
Total Forgiveness	<b>\$35,318</b>
Repayment Term	20 years (240 payments)

\*Revised Pay As You Earn (REPAYE) \*Pay As You Earn (PAYE) \*Income-Based Repayment (IBR) \*Income-Contingent Repayment (ICR)

# Monthly Student Loan Webinars



- Income Driven Repayment Programs
- Loan Servicers
- Defaulted Loans
- Deferment/Forbearance
- Garnishment
- Updates on Student Loan Programs
- 100-500 Registrants

# Loan Review & Enrollment

New Loan  
Program Eligibility



IDR Enrollment  
Preparation



New Loan  
Program Projection



IDR Enrollment  
Processing



Counseling  
& Support



Income  
Recertification



Loan  
Consolidation



Loan Forgiveness  
Application





# Success Stories

**\$156k**

A New Jersey mom of four had been paying on her loans since the '90s and was worried her kids would have to pay her loans when she died. **She just received her loan forgiveness letter.**

**\$287k**

University Hospital Dermatologist and married mother of 5. **Had payments reduced from \$2800 to \$1400** and reduced payment term from 20 years to 4 years.

**\$157k**

K.H. enrolled into an IDR in 2020 paying \$599/mo. After three years of submitting, resubmitting and modifying paperwork because she kept getting rejected, **she received loan forgiveness.**

# Fees

## Employer Paid Option

<b>Employer</b>		0-250* \$4.00/PEPM 251-750 \$3.50/PEPM \$300/monthly minimum
<b>Employee Loan Review &amp; Analysis</b>	\$0	
<b>Employee Program Enrollment</b>	\$0	

## Employee Paid Option

Service	Thrive Advisors	Discount
<b>Loan Review &amp; Analysis</b>		\$0
<b>Program Change</b>	\$895	\$595
<b>Loan Consolidation &amp; Enrollment</b>	\$995	\$895
<b>Loan Rehabilitation</b>	\$1595	\$1495
<b>Garnishment Relief</b>	\$1995	\$1795



# Questions?

**LET'S GO**