

Executive Summary

Student loan debt is at historic highs and is negatively impacting the financial health of many Americans. Employers can gain a competitive advantage in attracting and retaining talent by helping employees pay off their student loans with a student loan assistance employee benefit.

U.S. STUDENT DEBT

\$1.3T

U.S. Student debt is larger than auto and credit card debt

BORROWERS

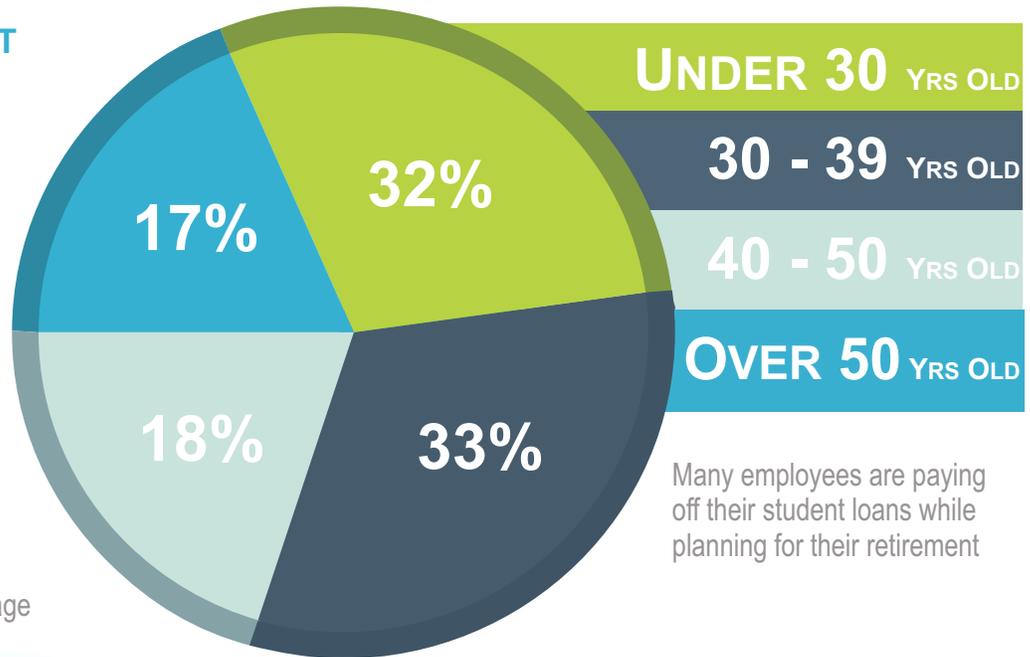
43M

~28% of the U.S. Workforce has student loan debt

AVG. BALANCE

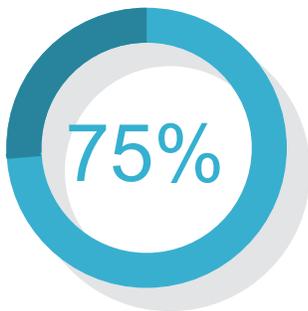
\$26,700

Recent college graduates average \$35,000 in student loan debt



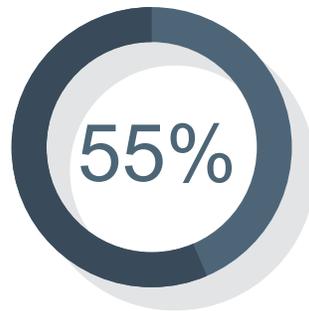
Many employees are paying off their student loans while planning for their retirement

Source: Federal Reserve Bank of New York, Student Loan Borrowing and Repayment Trends, 2015



Employer

75% of student loan holders would prefer to work for an employer that offered a Student Loan Assistance benefit



Medical

55% of student loan holders would prefer to allocate funds to pay down their student loans versus contributing to health benefits



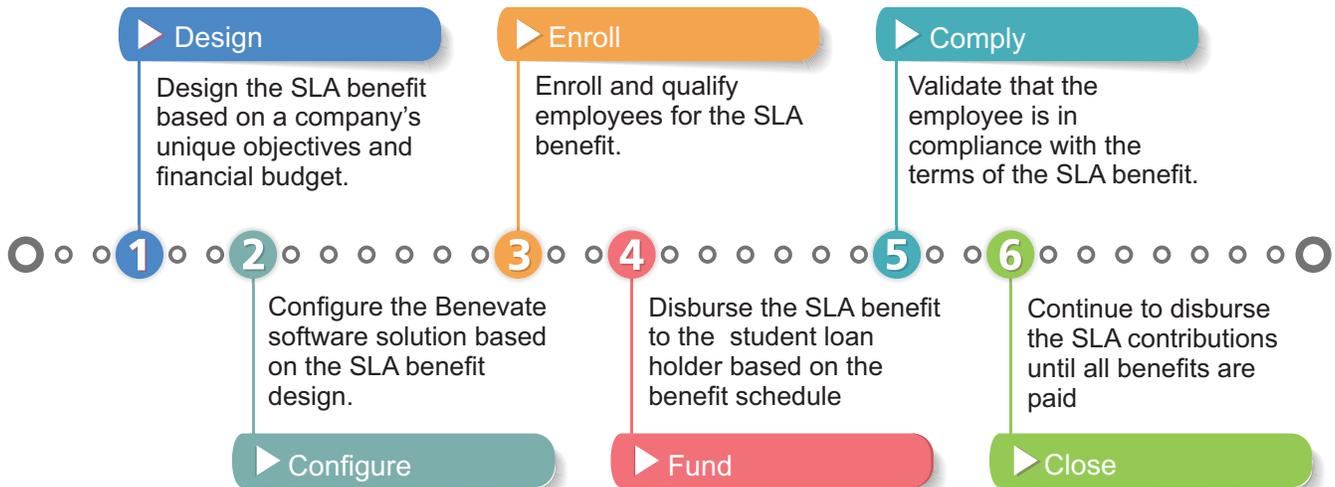
401K

49% of student loan holders would prefer to allocate funds to pay down their student loans versus contributing to a 401k plan

WHAT IS A STUDENT LOAN ASSISTANCE (SLA) BENEFIT?

An employer provides periodic contributions, typically increasing in value over time, to an employee's student loan account. If an employee leaves the company, they forfeit all future employer contributions.

HOW DOES AN SLA BENEFIT WORK?



WHAT ARE THE BENEFITS OF AN SLA PROGRAM?

