



Your Plan Design

Student Loan Contributions Program

Implement a Plan that speaks to your organization. Whether it is all-inclusive or a targeted program, you have the ability to design your plan to meet your recruitment and retention needs.

Plan Checklist

Tuition.io Best Practices

Your Plan

Step 1: Identify Eligible Employees

Inclusive Eligibility	Full Scale Launch. 20-25% Avg. Participation	$\text{Your EE Count} \times 20\% = \text{Participation}$
Targeted Eligibility	Geography, Business Group, Hire Group or Skill Level	
Individual Offering	Sign On Bonus Offering - case by case	
Tiered Eligibility	Key skill groups with higher contribution New Hire Incentive, diminishing contribution	

Step 2: Identify Contributions

Contribution Level	\$50 - \$200 Monthly or % of salary (401(k) like)
Contribution Frequency	Monthly, Quarterly or Annual Contributions
Maximum of Benefit	Example: Up to \$10,000 lifetime earned benefit
Wait Period for Eligibility	3, 6 or 12 month wait
Parent PLUS Inclusion	Include loans in employee's name for their child
Leave of Absence Hold	Yes or No
Performance Based	Must meet performance minimums to remain eligible
Benefit Taxation	40% of clients gross up pay to cover taxation

Step 3: Identify Launch Timeline

Target Launch Timing	Open Enrollment, Off Cycle, Holiday, Summer
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Step 4: Identify Payment Facilitation

Payment Facilitation	ACH or Wire Transfer
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Client Plan Designs & Strategy Examples

Government Entity 4,500 employees

Program Design

- Regular or part-time employees below the Director level at a graduated contribution level.
- Monthly contribution for 5 years and annual bonus that is doubled if performance review is exemplary.

Why? Retention. Also highlighted as an engagement and performance incentive

Fortune 100 Financial Services Companies 40,000 employees

Program Design

- \$2,000 per year for 5 years. \$167 per month payments made. 6 month eligibility wait.
- Associate level eligible, excludes management level employees. Satisfactory performance review mandatory.

Why? Retention. Reduce employee turnover at the year and two-year mark.

Fortune 500 Large Bank 65,000 employees

Program Design

- All interns that graduate with a full time offer from the Summer Intake Program.
- \$100 per month up to \$5,000 lifetime benefit.

Why? Retention. Millennial focus.

Enterprise Retail Company 80,000 employees

Program Design

- \$100 per month with \$10,000 lifetime maximum.
- Offered to existing employees in the "Rising Star" category. 2017 to offer to all new hires.

Why? Retention and Recruitment.

Midsize Children's Hospital 2,400 employees

Program Design

- \$1,000 or \$2,000 per year, paid monthly for employees with 6 months service determined by role description.
- 2 year claw back term. 5 year maximum benefit.
- Offered to employees in roles requiring a degree or certification only, focusing on the nurse population.

Why? Recruitment. Competitive hiring advantage for hard to fill roles, specifically Nurses.

Government Research Agency 8,000 employees

Program Design

- Regular or part-time employees receive \$150 per month for 36 months (prorated for part-time).
- Only applies to loans taken out prior to joining the firm. Excludes ParentPLUS loans

Why? Recruitment. Innovation in an industry perceived to be extremely traditional.

Midsize Internet Education Company 600 employees

Program Design

- \$1,000 annual contribution at the end of year to all employees with student debt.

Why? Engagement.