

Tax-free educational assistance benefits with Highway.

Companies can offer up to **\$5,250** per employee per year in tax-free educational assistance benefits, such as student loan repayment (SLR) or tuition reimbursement. Learn more about how it works and how to get started with Highway.

Why offer an educational assistance benefit?

With a student loan repayment and/or tuition reimbursement benefit, companies not only attract & retain top talent—they can also make a significant impact on their employees' financial, mental, and emotional well-being.

79%

of employees say they would choose a job with an employer paid educational assistance benefit.

86%

of employees would commit to a company for 5 years if the employer helped pay back their student loans

45%

of employers with an SLR benefit said it successfully increased retention and reduced employees' financial stress

Offering Educational Assistance benefits with Highway is as easy as...

1

Set up your benefit and onboard with Highway Benefits.

2

Announce the benefit plan. Employees can enroll in minutes.

3

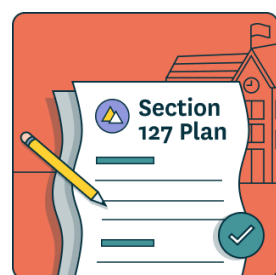
Let Highway manage the rest! Highway will verify eligibility and facilitate contributions (for SLR).

What sets Highway apart?



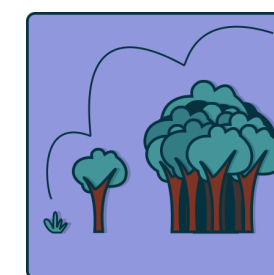
Turnkey platform.

Onboard with a single call; Maintain your benefit in **less than 5 minutes** each month.



Fully customizable rules.

Design a prescriptive benefit plan to tackle your talent goals with **100% flexible eligibility criteria**.



Built to scale with you.

Highway's platform supports companies of all sizes, **from 5 to 50,000+ employees**.

Frequently asked questions (FAQs)

How does SLR work with Tuition Assistance / Reimbursement?

SLR and tuition assistance both fall under the same part of the internal revenue code. They can be offered independently or together but it's important to note that the \$5,250 tax-free limit is a total cap across both benefits. Highway can help companies offer both SLR and tuition assistance and reimbursement benefits.

What if we want to offer SLR but not everyone has student loans?

A student loan repayment benefit will make a significant impact on the financial well-being of anyone with student debt. However we realize that many employees may not have student debt. If you'd like, you can always choose to offer tuition reimbursement alongside SLR so that anyone in the company can take advantage of your educational assistance benefit.

What if we want to assist with student loans but are not yet able to offer SLR?

Highway recently released a new Student Debt Tools product which includes educational content, helpful payment calculators, access to 1:1 coaching, and more. Our Student Debt Tools are included with SLR but are also available à la carte. They could be a great entry point solution to helping your employees with student loans.