SavvyFi

PSLF Under Pressure: An Update for Qualifying Organization Leadership

APRIL 22, 2025

© 2025 SavvyFi. All rights reserved. Private and confidential.

SavvyFi

We offer benefit programs that address the challenges of student debt and future education expenses.



Jason DiLorenzo
jdilorenzo@savvyfi.co

- Employer consultant and student loan borrower advocate.
- Expert in student loan best practices, with experience teaching at top U.S. schools and hospitals.
- Organizations under his leadership have managed over $5 billion in federal student debt since 2010.

© 2025 SavvyFi. All rights reserved. Private and confidential.

SavvyFi

Our Agenda

- PSLF Overview
- PSLF Limited Waiver Impact
- Recent Legislation & Impact to PSLF
- Expectations Under Trump
- New Benefits Available (SLR, SLRM, 529)
- Available Resources, Q&A

© 2025 SavvyFi. All rights reserved. Private and confidential.

SavvyFi

Public Service Loan Forgiveness

- FEDERAL program to encourage work in public service
- Tax-free forgiveness granted after 10 years of qualifying payments
- Three requirements:
  - Direct loans
  - Qualifying repayment plan
  - Qualifying employer



© 2025 SavvyFi. All rights reserved. Private and confidential.

CASE STUDY

PSLF Savings for Undergraduate Degree

How does PSLF improve the economics of a non-profit job?

Payments to PSLF:	**$35k**
10-Year Standard:	**$95k**
PSLF SAVINGS :	**$60k+**



Original Debt:	**$80,000** (6.5%)
Non-Profit Salary Offer:	**$60,000**
For-Profit Salary Offer:	**$65,000**

SavvyFi

© 2025 SavvyFi. All rights reserved. Private and confidential.



Original Debt:	**$300,000** (6.5%)
Non-Profit Salary Offer:	**$200,000**
For-Profit Salary Offer:	**$225,000**

CASE STUDY

PSLF Savings for Graduate Degrees

After 4 years of training,
a doctor is transitioning to practice.

How does PSLF improve the economics of a non-profit job?

Payments to PSLF:	**$78k**
10-Year Standard:	**$380k**
PSLF SAVINGS :	**$300k+**

SavvyFi

© 2025 SavvyFi. All rights reserved. Private and confidential.

SavvyFi

For many employees, PSLF **still** represents a **life-changing** debt forgiveness opportunity, at **no cost** to their employer.

© 2025 SavvyFi. All rights reserved. Private and confidential.

PSLF Limited Waiver Impact

1M+

borrowers have received debt forgiveness

$95B

in student loan debt has been forgiven

2.3M

borrowers in active pursuit of PSLF

$100k

average forgiveness opportunity of those pursuing PSLF

- U.S. Department of Education Public Service Loan Forgiveness (PSLF) Program Data

© 2025 SavvyFi. All rights reserved. Private and confidential.

SavvyFi



XYZ Hospital

NON-PROFIT HOSPITAL

1,800
Employees

$27M
Total Estimated Student Debt

$15+M
PSLF-Appropriate Debt

200+
Potential PSLF Candidates

???
Debt Currently Positioned for PSLF

SavvyFi

© 2025 SavvyFi. All rights reserved. Privat

PSLF: Where Things Stand Today

Existing PSLF Certification is On



Existing participants can certify & progress

- PSLF
  Public Service Loan Forgiveness
- Eligibility limited
- PSLF boosts non-profit entities' compensation packages

CARES Act



Counts towards PSLF

- CARES Act
  Coronavirus Aid, Relief, and Economic Security
- March '22 – Oct '23 paused payments still count toward 10 yr criteria

IDR Reopened



Applications reopened for IDR March 2025

- IDR
  Income-Driven Repayment
- IBR
  Income-Based Repayment
- PAYE
  Pay As You Earn
- ICR
  Income-Contingent Repayment

SAVE on Hold



SAVE plan on hold due to court rulings

- SAVE
  Saving on a Valuable Education
- Biden administration initiative
- Could impact borrowers but likely DOA

Negotiated Rulemaking



Process for Regulatory Changes Related to Title IV

- Public comment period begins soon
- IDR plan overhaul
- Treatment of spousal income
- Definition of Qualifying Employment for PSLF

SavvyFi

© 2025 SavvyFi. All rights reserved. Private and confidential.

Helping Employees Improves Retention

43%

of employees surveyed didn't know if they would qualify for the program

39%

of employees surveyed did not know where to go to get help with enrollment

79%

of those with student loans would choose an employer that offered an easy way to navigate PSLF over another

78%

of employees surveyed would be more likely to stay with their current employer if they offered PSLF

-TIAA Nonprofit Student Debt Survey (2020)

© 2025 SavvyFi. All rights reserved. Private and confidential.

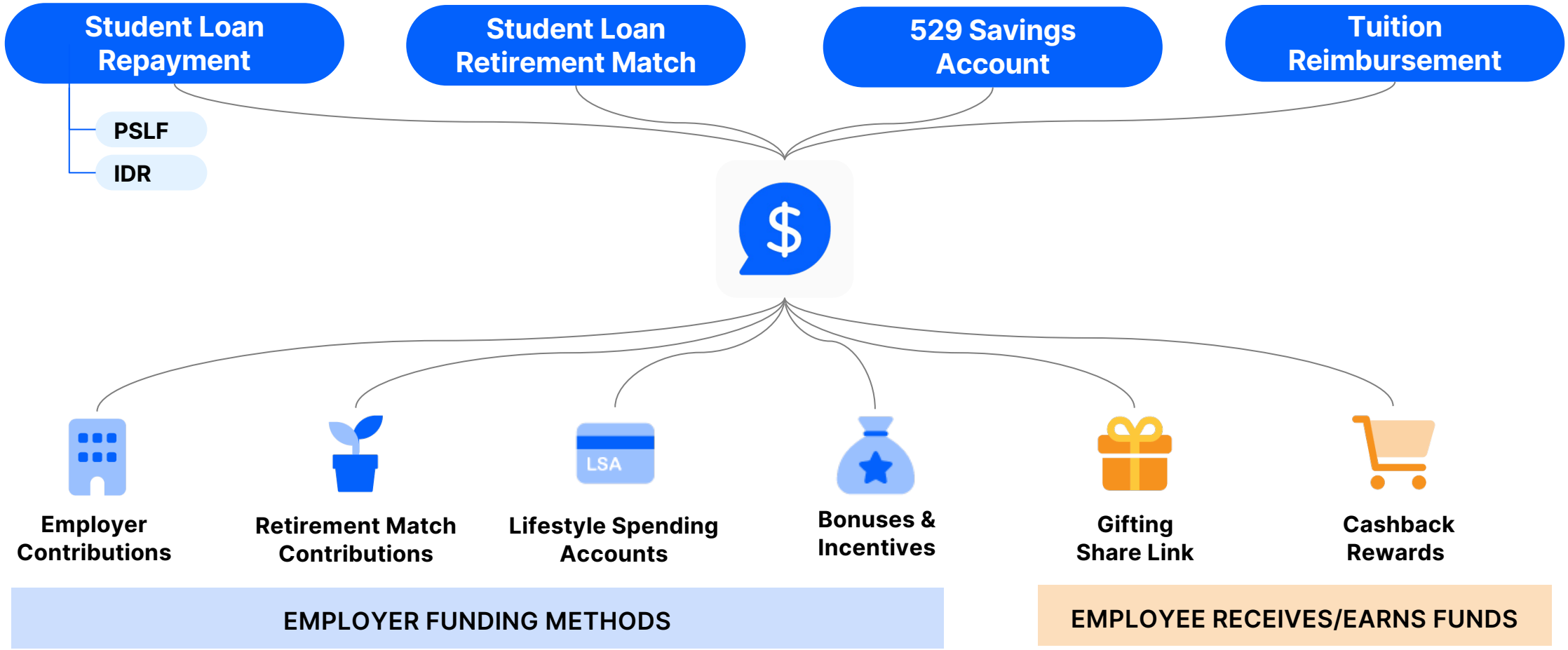
SavvyFi

SavvyFi

Evolve your strategy:
How to **complement** PSLF
and offer other education financing benefits.

© 2025 SavvyFi. All rights reserved. Private and confidential.

SavvyFi's bundle is perfectly designed to capitalize on the Secure 2.0 opportunity

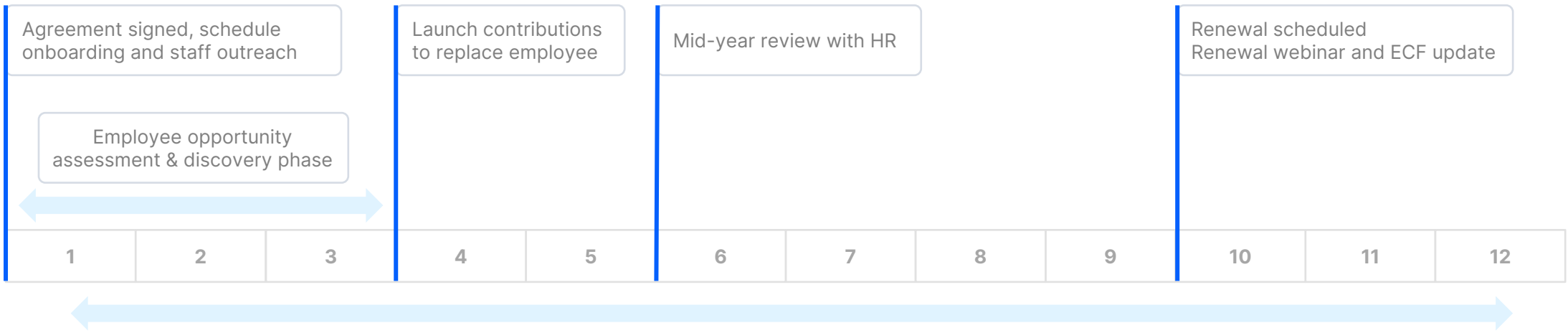


SavvyFi

© 2025 SavvyFi. All rights reserved. Private and confidential.

Enterprise Timeline

We deliver a flexible service delivery model, which is designed to maximize benefits to our enterprise clients and employees while minimizing the administrative burden of launching a new or expanded benefit.



© 2025 SavvyFi. All rights reserved. Private and confidential.

SavvyFi

What To Do Next

Identify interest in benefits

Evaluate your employee population

Set up SavvyFi in weeks

SavvyFi

© 2025 SavvyFi. All rights reserved. Private and confidential.

Q&A

Savvy Financial, Inc. (“SavvyFi”) is a web-based investment adviser. A 529 plan is a college savings plan that offers tax benefits when used to save and invest for K-12 tuition and college costs. While distributions to cover K–12 tuition are tax-free on the federal level, state tax treatment will vary, and you should check with your tax professional for details. All investments involve risk, including the possible loss of money you invest, and past performance does not guarantee future performance. Historical returns, expected returns, and probability projections are provided for informational and illustrative purposes, and may not reflect actual future performance. The investment advisory services referred to in this presentation are made available to U.S. residents only. This presentation shall not be considered a solicitation or an offer for any service or product to any person in any jurisdiction where such solicitation or offer would be unlawful.

© 2025 SavvyFi. All rights reserved. Private and confidential.



Qualifying Employment

- Any Federal, state or local government or agency (22M)
- Any 501c3 non-profit (13M)
- Direct employment and those contracted in TX and CA
- Employment must be full-time
  - *FAQ:* .90 FTE but 35 hours per week?
- At least 30 hours per week
- Cumulative, not consecutive

© 2025 SavvyFi. All rights reserved. Private and confidential.

SavvyFi



Student Loan Repayment Made Easy

- Section 127 tax-free contributions
- Integrated with payroll + servicers
- No admin burden

5% of employers offer this today
US Bureau of Labor Statistics

SavvyFi

© 2025 SavvyFi. All rights reserved. Private and confidential.

Student Loan Retirement Match

- Match student loan payments toward 401(k)
- Supports financially stressed employees

2% of employers offer this today
National Association of Plan Advisors, 2024



© 2025 SavvyFi. All rights reserved. Private and confidential.



529 Plan Flexibility for Education and Retirement

- Repay loans
- Fund private K-12 schooling, vocational training, and apprenticeships (Secure 2.0)
- Roll into Roth IRAs

2% of employers offer this today
Society for Human Resource Management (SHRM)

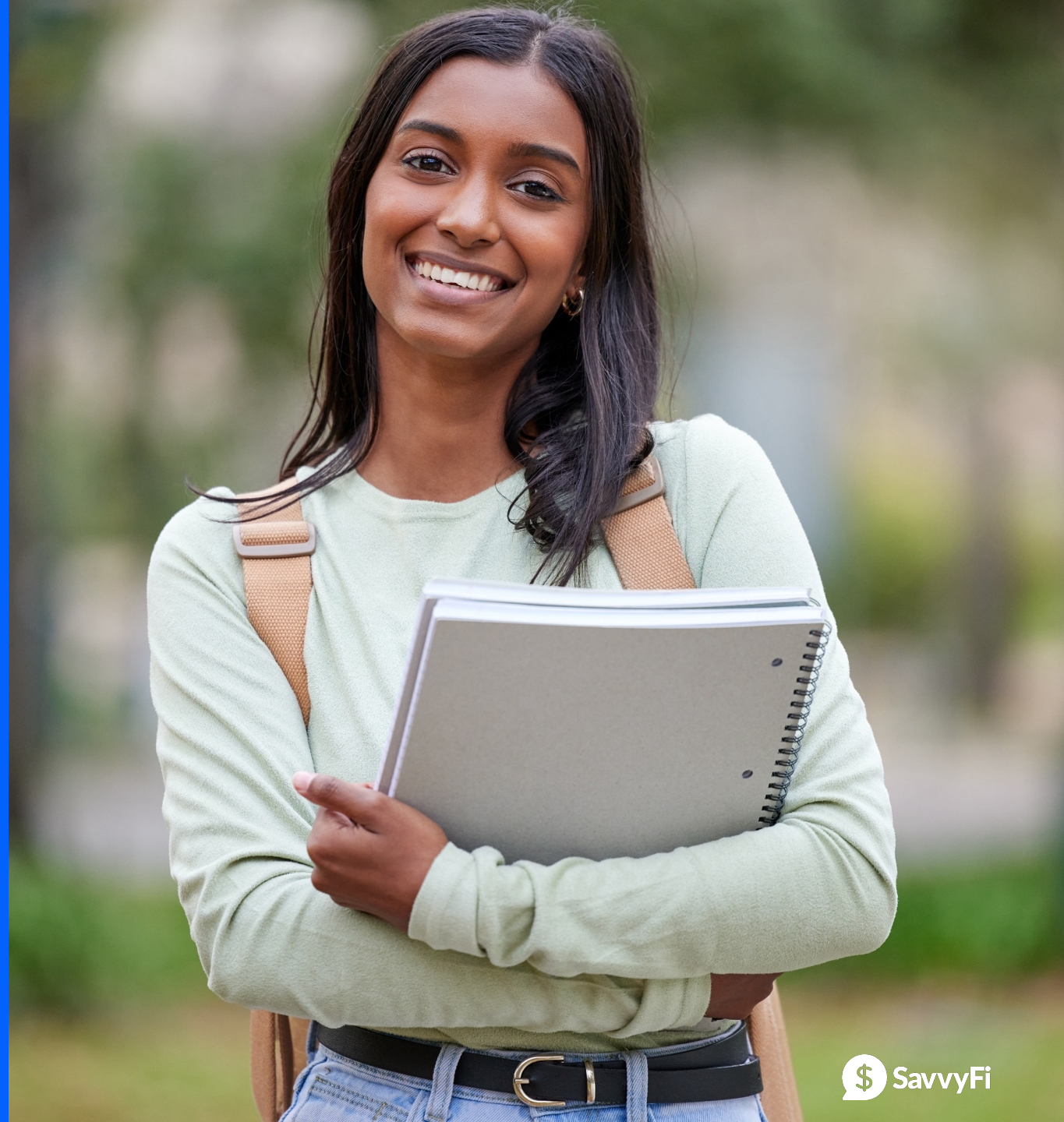
SavvyFi

© 2025 SavvyFi. All rights reserved. Private and confidential.

Tuition Reimbursement

- Section 127 tax-free contributions
- $5,250 limit in combination with any student loan repayment contributions

48% of employers offer this today
SHRM



© 2025 SavvyFi. All rights reserved. Private and confidential.

Comprehensive Solutions Overview



Student Loan Retirement Match

- Direct integration with loan servicers ensures student loan eligibility
- Little to no work required to implement this year — one easy reconciliation completed in Q1 2025



529 Savings Account

- #1 rated plan by Morningstar
- Frictionless for employees, human resources, and advisors
- 529 accounts are created on SavvyFi's platform in minutes, unlike other options



Tuition Reimbursement

- Free up HR time by allowing SavvyFi to run the tuition reimbursement program
- Consolidated recordkeeping for the $5,250 annual tax-free limit (combined limit with student loan repayment)



Student Loan Repayment

- Direct integration with loan servicers (funds are sent directly to servicers) — ensuring Section 127 compliance
- Employer contributions are tax-free up to $5,250 per year



Income Driven Repayment

- Streamlined income-drive repayment (IDR) plan selection and integration to the federal application process
- Support through the SavvyFi platform

SavvyFi

© 2025 SavvyFi. All rights reserved. Private and confidential.