

---

# SECURE 2.0 STUDENT LOAN MATCH



## *Decrease Student Loan Debt AND Build Retirement Savings*

It's no secret that student loan debt weighs heavy on the minds and pocketbooks of many employees. Changes in the law give employers a new approach for helping ease this burden.

### **OVERVIEW OF SECURE 2.0**

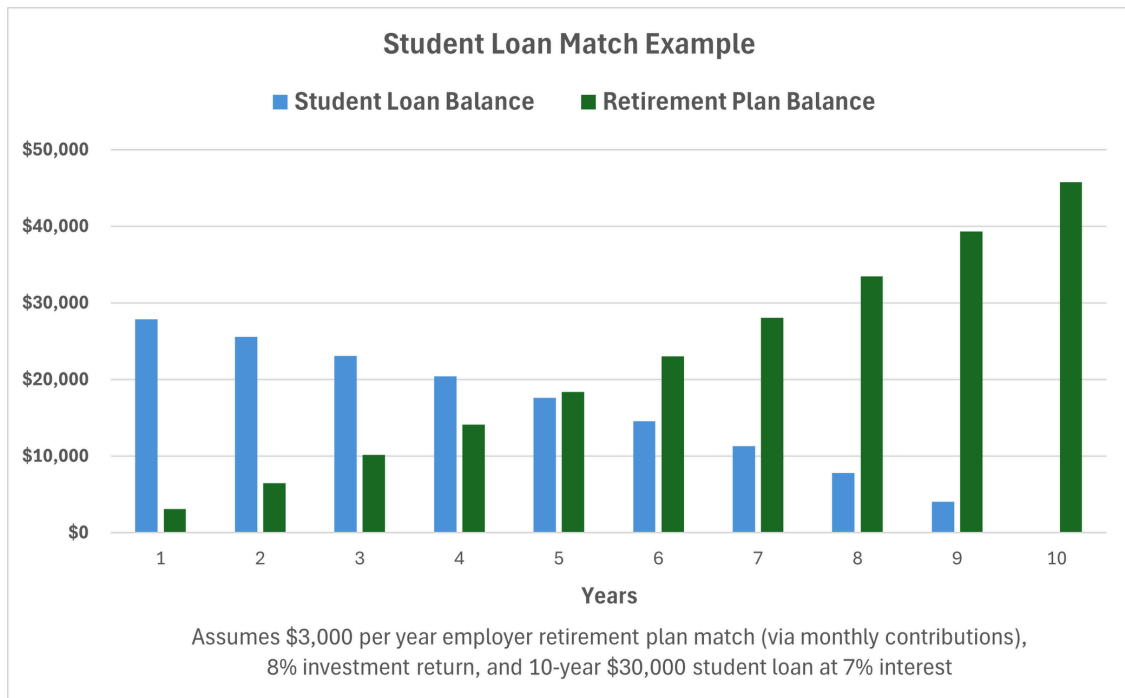
- Prior to SECURE 2.0, employers could only make matching contributions to a retirement plan based on the employee's own contributions to the plan.
- Many employees are unable to contribute because of their student loan obligations.
- Under SECURE 2.0, an employer can treat those student loan payments as employee contributions for matching purposes.



## BENEFITS TO EMPLOYERS & EMPLOYEES

Offering a student loan match for employees can provide a competitive advantage in recruiting and retaining top talent. Employees are rewarded for making their loan payments and are introduced to retirement plan participation early in their careers.

The following example demonstrates how the new rule allows employees to receive a match to grow their retirement plans if they actively pay their student loans. It assumes the employee is not contributing to their retirement plan, is making payments on a 10-year \$30,000 student loan at 7% interest, and is receiving a \$3,000 per year employer match via monthly contributions with an 8% return.



## ADOPT AVIBEN'S STUDENT LOAN MATCH SOLUTION

Rest assured, Aviben has developed a solution that makes administering the student loan match simple. Employers can choose between a payroll deduction model integrated into Aviben's existing retirement plan administration system and an employee certification model in which employees certify their student loan payments on an annual basis. Either way, Aviben will ensure that the student loan match program is effective and compliant. Contact Aviben to see how you can leverage this benefit.

[www.aviben.com](http://www.aviben.com)

Phone: 763-645-1391 | Email: [info@aviben.com](mailto:info@aviben.com)