

Helping Employees Understand and Navigate the Public Service Loan Forgiveness (PSLF) Program

Tuesday, June 29, 2022 | 1:00 p.m. ET

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CUPA-HR Webinar





Ashley Harrington Senior Advisor to the Chief Operating Officer, Office of Federal Student Aid, Department of Education

- Do you have student loans?
- o Yes
- **No**

What percentage of the employees you work with have student loans?

- Less than 10%
- o **10 25%**
- o **25 50%**
- More than 50%

Do you know about the Public Service Loan Forgiveness program?

- o Yes
- **No**

Do you know about the Limited PSLF waiver?
Yes

• **No**



PUBLIC SERVICE LOAN FORGIVENESS (PSLF) PROGRAM

TARGETED STUDENT LOAN RELIEF

THE DEPARTMENT HAS APPROVED MORE THAN \$25 BILLION IN DEBT CANCELLATION FOR 1.3 MILLION BORROWERS

- Over \$8 billion for more than 144,690 public servants through improvements to PSLF;
- Over \$8.5 billion for more than 400,000 borrowers who have a total and permanent disability;
- \$7.9 billion for 690,000 borrowers whose institutions took advantage of them through discharges related to borrower defense and school closures.

LIMITED PSLF WAIVER

THE LIMITED PSLF WAIVER HAS IMPACTED HUNDREDS OF THOUSANDS OF BORROWERS

- To date, the Department has approved over \$8 billion in forgiveness for 144, 690 borrowers through the Limited PSLF Waiver.
- The waiver has brought another 1.1 million borrowers closer to forgiveness, with the average borrower picking up a year's worth of credit.
- More than a quarter of a million borrowers got 2 years or more of additional credit toward forgiveness.
- These numbers will all continue to grow as the Department continues to process paperwork and review files.



AGENDA

- 1. PSLF Basics
- 2. Limited PSLF Waiver
- **3.** PSLF Help Tool
- 4. PSLF Resources



PSLF BASICS

WHAT IS PSLF?

The PSLF Program forgives the remaining balance on your Direct Loans* after you have made 120 qualifying monthly payments under a qualifying repayment plan while working full-time for a qualifying employer.

The PSLF servicer (currently PHEAA/FedLoan Servicing) administers PSLF for all Direct Loan* borrowers. As of July 1, the PSLF servicer will be MOHELA.

As a result, if you submit a PSLF form and the PSLF servicer determines that your employment qualifies, all of your Direct Loans* as well as any of your FFEL Program loans that are held by the U.S. Department of Education will be transferred to the PSLF servicer.

*On Oct. 6, 2021, the U.S. Department of Education announced a temporary period during which borrowers may receive credit for payments that previously did not qualify for PSLF or TEPSLF.

PSLF BASICS

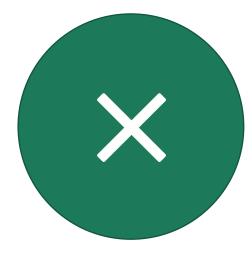




PSLF BASICS: ELIGIBLE LOAN TYPES



- Direct Loans, including:
 - Consolidation Loans
 - Parent PLUS Loans



- FFEL Program Loans
- Perkins Loans
- Any other federal or private student loan



NOTE ON PARENT PLUS LOANS

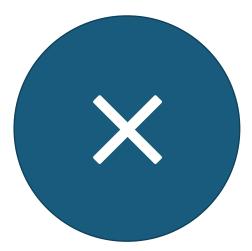
- Parent PLUS Loans are not excluded from PSLF, but they are not eligible for all income-driven repayment plans.
- Parent PLUS borrowers can consolidate their debt to access the ICR plan and thus, PSLF. ICR is the least generous of the IDR plans.
- Parent Plus borrowers should use the Loan Simulator to compare how an ICR payment on a consolidation loan would compare to a graduated or extended payment they may currently be making.





PSLF BASICS: ELIGIBLE PAYMENTS

- On-time
- In a Standard Plan or any IDR plan
- For at least the amount due
- Can be non-consecutive



- More than 15 days late
- In a Graduated, Extended, or Alternative plan
- For less than the amount due
- Made when not required (e.g. in-school deferment)



CHANGES TO PAYMENT COUNTS

- Multiple payments in less than the amount due may be counted *only if all smaller payments:*
 - Add up to the amount due and
 - Are paid within 15 days of the due date
- Lump sum payments will be counted as eligible
 - Limited to 12 months or payments <u>or</u> until IDR plan recertification date, whichever comes first
 - Exceptions for Americorps, Peace Corps, and DoD still apply



PSLF BASICS: ELIGIBLE EMPLOYMENT



- Government (including military)
- All 501(c)3 non-profits
- Some limited exceptions



- Part-time work that does not add up to full-time
- Volunteer work
- For-profit entities
 - Including those that employ essential workers
- Labor unions



PSLF BASICS: ELIGIBLE EMPLOYMENT

- It's all about the employer...
 - All federal, state, and local governments, including public schools and military branches
 - All 501(c)3 non-profit organizations
 - Other non-profit organizations that provide a qualifying service (e.g. public safety)
- Multiple part-time jobs can add up to full-time employment
- 2020 regulatory change means time spent on religious activities (e.g. proselytizing) now count toward the full-time allocation
- Must be employed at an eligible employer when forgiveness is granted



TEMPORARY EXPANDED PSLF

Provides loan forgiveness to those who do not qualify for PSLF <u>only</u> because some or all their qualifying payments were made on nonqualifying plans



- Extended and Graduated, if:
 - In the 12 months before applying for TEPLSF, the borrower paid at least the amount they would have paid under an IDR plan



COVID-19 FLEXIBILITIES

StudentAid.gov/Coronavirus

- Loans in forbearance due to the payment pause are eligible for PSLF and TEPSLF
- Borrowers do not have to be in an eligible repayment plan if they are in forbearance due to the payment pause
- Borrowers need to submit a PSLF form to receive PSLF credit for any time during the payment pause

Repayment Time and the **Payment Pause**

Standard, Graduated, or Extended Repayment Plans

The payment pause paused your repayment schedule. You will still pay the same total number of months, but the date when you were scheduled to complete repayment has been delayed.

Income-Driven Repayment (IDR) Plans

The payment pause has not delayed your progress toward IDR forgiveness because the suspended payments have counted towards your forgiveness. Therefore, the suspension period may make it more likely that your balance will be forgiven than it might otherwise have been.

Federal Student Aid



NEW UPDATES to Public Service Loan Forgiveness







LIMITED PSLF WAIVER: THROUGH 10/31/22



Payments made prior to consolidation are now eligible

- No matter the loan program (DL, FFEL, Perkins)
- No matter the repayment plan
- No matter the loan type (with the exception of Parent PLUS)



Must have been employed

- full-time and
- for a qualifying employer when prior payments were made



Borrowers who still have FFEL and Perkins Loans can only get credit for past payments if they consolidate into DL and file PSLF Forms for prior employment before Oct. 31, 2022. After Oct. 31, 2022, normal PSLF/TEPSLF requirements will apply.



PSLF LIMITED WAIVER: BORROWER GROUPS

StudentAid.gov/PSLFWaiver



IF YOU ONLY BORROWED DIRECT LOANS...

File a PSLF Form for each eligible employer you had since you borrowed the loan (or since Oct. 1, 2007, whichever is later)



IF YOU PREVIOUSLY CONSOLIDATED INTO DIRECT LOAN(S)

File a PSLF Form for each eligible employer you had since you borrowed any loans <u>underlying</u> the Direct Consolidation Loan (or since Oct. 1, 2007, whichever is later)



IF YOU STILL HAVE FFEL OR PERKINS LOANS...

Consolidate your loans into the Direct Loan Program and file a PSLF Form for each eligible employer since you borrowed the loans you are consolidating (or since Oct. 1, 2007, whichever is later)



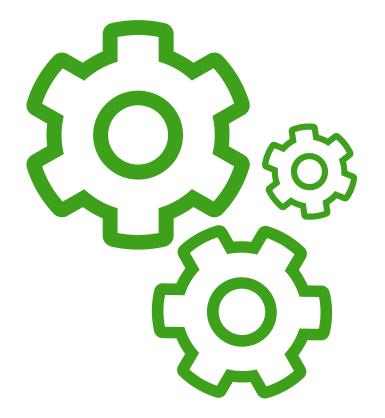
PARENT PLUS LOANS & PSLF WAIVER

- Parent PLUS Loans are eligible for PSLF but are <u>not</u> eligible to receive additional credits under the waiver.
- Direct Consolidation Loans that include only Parent PLUS Loans are eligible to receive additional credit under the waiver based on time in repayment on the Direct Consolidation Loan but not the time in repayment from the Parent PLUS Loan.
- Direct Consolidation Loans that include Parent PLUS Loans and other loan types are eligible to receive additional credit under the waiver on the Direct Consolidation Loan and the other loan types but not the time in repayment from the Parent PLUS Loan.



TO TAKE ADVANTAGE OF THE WAIVER:

- Confirm your employer is qualified.
- Consolidate your loans if you need to.
- Submit your PSLF form(s).
- By Oct. 31, 2022



FOUR THINGS TO KNOW ABOUT CONSOLIDATION

- 1. Your monthly payment may go down, but you may have to pay longer.
- 2. If you have unpaid interest, your principal balance will go up.
- 3. Your new consolidation loan will generally have a new interest rate.
- 4. You don't have to consolidate all your federal student loans.

Keep in mind that once your loans are combined into a Direct Consolidation Loan, you can't undo it.

UPDATE: IDR AND PSLF ACCOUNT ADJUSTMENTS

In the coming months, FSA will:

- Conduct a One-Time Revision of IDR Payments to Address Past Inaccuracies
 - Any months in which borrowers made payments will count toward IDR, regardless of repayment plan
 - Any borrower who has made the required number of payments for IDR forgiveness based on this payment-count revision will receive loan cancellation automatically.
 - Count months spent in deferment prior to 2013 toward IDR forgiveness (excluding in-school deferment)
- Conduct a One-Time Account Adjustment to Count Long-Term Forbearances toward IDR and PSLF Forgiveness
 - Count forbearances of more than 12 months consecutive and more than 36 months cumulative toward forgiveness under IDR and PSLF
 - Borrowers who were steered into shorter-term forbearances csn seek account review by filing a complaint with the FSA Ombudsman at StudentAid.gov/feedback

FSA will begin work on implementing these changes immediately, but borrowers may not see the effect in their accounts until the last quarter of 2022.

WHAT TO EXPECT WHEN YOU'RE EXPECTING

(a servicing transfer or loan forgiveness)

FEDLOAN SERVICING TRANSITION

- As of May 1, no new borrowers will be transferred to FedLoan servicing and borrowers who consolidate for PSLF will be directed to choose MOHELA as their loan servicer.
- FedLoan will continue to process PSLF forms and identify borrowers for transfer to MOHELA.
- FedLoan is expected to transfer all borrower accounts to MOHELA by September 2022.

PSLF EMPLOYMENT CERTIFICATION AND FORGIVENESS

- We strongly encourage borrowers to complete a PSLF Form using the PSLF Help Tool.
- If a borrower manually enters an employer using the PSLF Help Tool they will experience delays in receiving their form.
- Borrowers will continue to receive targeted emails about the PSLF Limited Waiver.
- Forgiveness will be automatically processed when possible.



PSLF HELP TOOL OVERVIEW

COUNTING QUALIFYING PAYMENTS

Eligible payments become qualifying payments when a borrower submits a PSLF Form



PUBLIC SERVICE LOAN FORGIVENESS (PSLF) & TEMPORARY EXPANDED PSLF (TEPSLF) CERTIFICATION & APPLICATION William D. Ford Federal Direct Loan (Direct Loan) Program

OMB No. 1845-0110 Form Approved Exp. Date 08/31/2023 PSFAP - XBCR

WARNING: Any person who knowingly makes a false statement or misrepresentation on this form or on any accompanying document is subject to penalties that may include fines, imprisonment, or both, under the U.S. Criminal Code and 20 U.S.C. 1097.

SECTION 1: BORROWER INFORMATION

	ter or correct the following information. • this box if any of your information has changed.
SSN	
Date of Birth	
Name	
Address	
City	State Zip Code
Telephone - Primary	
Telephone - Alternate	
Email	
For more information on PSLF, visit <u>StudentAid.gov/publicservice</u> . To	apply online, visit <u>StudentAid.gov/PSLF</u> .
SECTION 2: BORROWER REQUEST, UNDERSTANDINGS, AND CERT	IFICATION

In November 2020, FSA launched a single form for PSLF, TEPSLF, and employment certification

PSLF HELP TOOL LANDING PAGE

An official website of the United States government.
 Help Center Submit a Complaint English | Español

 Definition of the United States government.
 Help Center Submit a Complaint Complaint English | Español

 Definition of the United States government.
 Help Center Submit a Complaint Complaint English | Español

 Definition of the United States government.
 Help Center Submit a Complaint Complaint English | Español

 Definition of the United States government.
 Help Center Submit a Complaint Complaint English | Español

Complete the Public Service Loan Forgiveness (PSLF) Form With the PSLF Help Tool

The PSLF Help Tool helps determine whether you work for a qualifying employer for the PSLF or Temporary Expanded Public Service Loan Forgiveness (TEPSLF) programs, suggests actions you can take to become eligible for PSLF, and guides you through the PSLF form and submission process.

Important Limited PSLF Waiver Opportunity

On Oct. 6, 2021, the U.S. Department of Education (ED) announced a temporary period during which borrowers may receive credit for payments that previously did not qualify for PSLF or TEPSLF.

Learn More About this limited PSLF waiver.

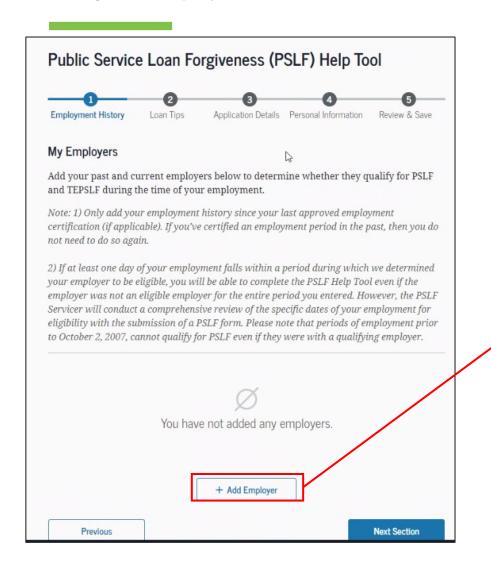
Using the PSLF Help Tool

Use the PSLF Help Tool to search for a qualifying employer, learn what actions you may need to take to become eligible for PSLF or TEPSLF, and generate the form you need. Each time you submit a form, we will evaluate your eligibility for forgiveness, and provide that forgiveness to you if you are eligible. After you submit your form, if you have Direct Loans and work for a qualifying employer, you will receive a count of the number of qualifying payments you have made toward both PSLF and TEPSLF from FedLoan Servicing. For the best experience using this tool, we strongly recommend that you read Become a Public Service Loan Forgiveness (PSLF) Help Tool Ninja before getting started.

The PSLF Help Tool has been modified to align with the conditions under COVID-19 relief measures and the limited PSLF waiver through Oct. 31, 2022. To get the most accurate information, make sure to carefully read any section titled "Special Notice for the COVID-19 Emergency" and <u>check out the limited PSLF waiver</u> <u>announcement</u>. Start

SECTION 1: EMPLOYMENT HISTORY

Using the Employer Search Feature



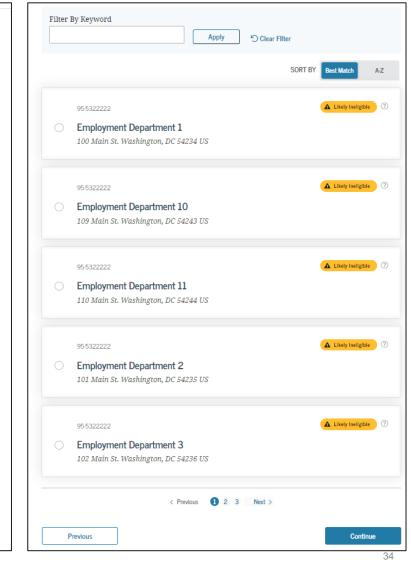
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PSLF HELP TOOL IMPROVEMENTS

ENHANCED EMPLOYER SEARCH

Improved usability of the employer search function within the Help Tool by providing borrowers with the ability to filter results by name.

nployment History Loan Tips Application Details	Personal Information Review & Save
Search for Employer ③	
Employer Identification Number (EIN)	
955322222	
How do I find my EIN?	
This is my current employer	
Employment Start Date Employment	t End Date
11/09/2021 📋 To	Ö
Q Search rch Results	1-5 of 11
rch Results	
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Bottom of Page

Federal StudentAid

SECTION 2: LOAN TIPS

My Loan Actions

The Department of Education announced a limited-time change to PSLF program rules as a result of the COVID-19 national emergency.

Loan Eligibility Changes:

Now, for a limited period that goes through October 31, 2022, borrowers may receive credit for past payments made on loans that would otherwise not qualify for PSLF. As a result, we have modified the PSLF Help Tool experience for you to complete the form. Please continue to the next section, Application Details.

nlovme	2 3 5 int History Loan Tips Application Details Personal Information Review & Save					
v Loan Eligibility Rules						
R	Loan Eligibility Changes Through October 31, 2022					
•	On Oct. 6, 2021, the U.S. Department of Education (ED) announced a limited PSLF waiver period as a result of the COVID-19 national emergency. From Oct. 6, 2021, through Oct. 31, 2022, borrowers may receive credit for past payments made on loans that would otherwise not qualify for PSLF.					
Learn More About the New Rule						
	Loan Consolidation If you have Federal Family Education Loan (FFEL) Program loans, Federal Perkins Loan, or other types of federal student loans, <u>you must consolidate those loans</u> into the Direct Loan program by Oct. 31, 2022.					
റ	Employment Certification					
	You must have been employed full-time at a qualifying employer when prior payments were made. You can receive credit only for payments made after October 1, 2007, since that is when the PSLF program began. At the end of this flow, you must print, sign, and submit your PSLF form to the PSLF servicer for any period where you may receive additional qualifying payments. This employment certification must be submitted by Oct. 31, 2022.					
$\widehat{\mathbb{D}}$	COVID-19 Emergency Relief					
-	As part of the COVID-19 emergency relief, federal student loan payments were paused. Payments will restart after Jan. 31, 2022. <u>Find info about this payment pause</u> <u>and other COVID-19 emergency relief</u> for student loans. In order to qualify for PSLF during the COVID-19 payment pause, you do not need to remove your loans from deferment or forbearance. As long as you are employed full-time for a qualifying					

SECTION 3: APPLICATION DETAILS

In Section 3, the borrower is asked to provide additional details about the number of qualifying payments that he or she believes have been made.

If the information on file indicates that the borrower has not made 120 payments, the radio button will default to

No.



Have you made 120 qualifying payments? ③

If you don't know, take your best guess! We will always review to see if you are eligible for forgiveness, so your answer won't negatively impact you in any way.

Why do we ask this question?

\bigcirc Yes, I have made 120 qualifying payments and qualify for forgiveness right now.

Choose this option if you think you have made at least 120 qualifying payments on at least one of your loans while working for a qualifying employer.

No, I haven't made 120 qualifying payments.

Choose this option if you just want to find out how many qualifying payments you have made to date, or if your employer is a qualifying employer and you don't think you qualify for forgiveness right now.

Previous

Next Section

Have you made 120 qualifying payments? \odot

If you don't know, take your best guess! We will always review to see if you are eligible for forgiveness, so your answer won't negatively impact you in any way.

Why do we ask this question?

	Choose this option if you think you have made at least 120 qualifying payments on at least one of your loans while working for a qualifying employer.
•	Are You Sure? Based on your loan information, you have not been in repayment for at least 10 years and do not yet qualify for PSLF. Select "No" in response to this question to continue.
0	No, I haven't made 120 qualifying payments.
	Choose this option if you just want to find out how many qualifying payments you have made to date, or if your employer is a qualifying employer and you don't think you qualify for forgiveness right now.

If a borrower indicates that he or she has made 120 payments, but the information on file contradicts this, the borrower will not be able to continue until he or she selects **No**.

SECTION 4: PERSONAL INFORMATION

The borrower will be able to enter and edit mailing information and contact information.

Note: If a borrower wants to update his or her contact information, and selects the **visit your** Account Settings link, he or she will be taken to account settings to update the information.

nplayment History Loan Tips	Application Deta	 Personal Information 	on Review & Sav
Your Permanent Address			
Address Line 1			
123 Cherry Ln			
Address Line 2 - optional			
City			
Nowhere			
State			
IDAHO	~		
ZIP Code			
34243			
Country			
UNITED STATES	~		
Your Contact Infomation			
Email			
bjones9182@testcod.edu			
Mobile Phone			
(202) 377-2220		12	
		10	
Alternate Phone		1	
To update your contact informati	ion visit your Account	-	

SECTION 5: REVIEW & SAVE

In Section 5, the borrower will be able to review and make any final edits to his or her information.

Selecting **Save** will complete the Help Tool flow and save the borrower's information.

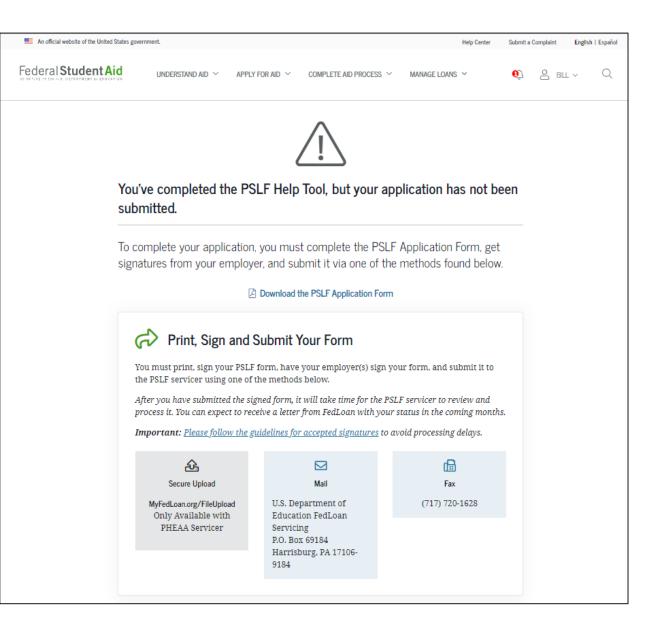
nployment History	Loan Tips	Application Details	Personal Information	Review & Save
Employment Histo	ory			🕑 Edit
Department of M	lotor Vehicles	10-3454455		\odot
Application Type				🕑 Edit
120 Qualifying Payments Yes	ŝ			
Forbearance No, I don't want a fo	rbearance			
Personal Informat	ion			🕑 Edit
Permanent Address Updated Line 1 #222 Mt Orange, CA 2022: US				
Email Address p.a.rosado.flores@a	ccenturefederal	l.com		
Mobile Phone Number (555) 282-2828				

Federal StudentAid

CONFIRMATION

After selecting Save, the borrower will be taken to a Confirmation page with a warning banner that states "You've completed the PSLF Help Tool, but your application has not been submitted." For the application to be complete, the borrower must complete the application form and submit it using one of the methods provided:

- Secure upload to MyFedLoan.org
- By Postal Mail
- Or by Fax



CONFIRMATION

Signature Examples

Signature Type	Yes/No
Hand drawn from signature pad, mouse, or finger	√
Typed using a cursive font or any other font	X
A scanned photo of a signature that was hand-drawn on paper	✓
Digital certificate-based signature	X
A wet signature that was drawn in ink and sent to us in its original format	✓

A reminder about digital signatures: Digital signatures from you or your employer must be hand drawn (from a signature pad, mouse, finger, or by taking a picture of a signature drawn on a piece of paper that you then scan and embed on the signature line of the PSLF form) to be accepted. Typed signatures, even if made to mimic a hand-drawn signature, or security certificate-based signatures are not accepted.

Send the completed form, with your employer's certification, to FedLoan Servicing, the U.S. Department of Education's federal loan servicer for the PSLF Program. You may mail the form to this address:

U.S. Department of Education FedLoan Servicing P.O. Box 69184 Harrisburg, PA 17106-9184

You may also fax your PSLF form to 717-720-1628. If FedLoan Servicing is already your servicer, <u>you may upload your PSLF</u> form on their website.



PAYMENT COUNTS ON MYFEDLOAN.ORG

Public Service Loan Forgiveness (PSLF) Track your loan forgiveness progress Find out if your payments gualify for PSLF and the **Temporary Expanded Public Service Loan** Forgiveness (TEPSLF) opportunity. Public Service Loan Forgiveness (PSLF) Payment Tracking **CHECK MY PROGRESS** A Payment assessment in progress Your payment counts may update when the following assessments have been completed: • You have at least one pre-paid payment period that will not be assessed until the payment period has passed and the next bill is generated. Please continue to make on-time monthly payments. We'll notify you when we have completed our assessment. **Ineligible Payments Eligible Payments Payment Counts**



PAYMENT COUNTS ON MYFEDLOAN.ORG

Loan	Period	Amount Due	Program	Status	Actio
2 DIRECT SUB STAFFORD LOAN	10/2021		PSLF, TEPSLF	Employment Not Certified	Hide Details
This payment period is eligib	le but requires	approved employ	ment in order	to qualify.	
2 DIRECT SUB STAFFORD LOAN	09/2021		PSLF, TEPSLF	Employment Not Certified	View Details

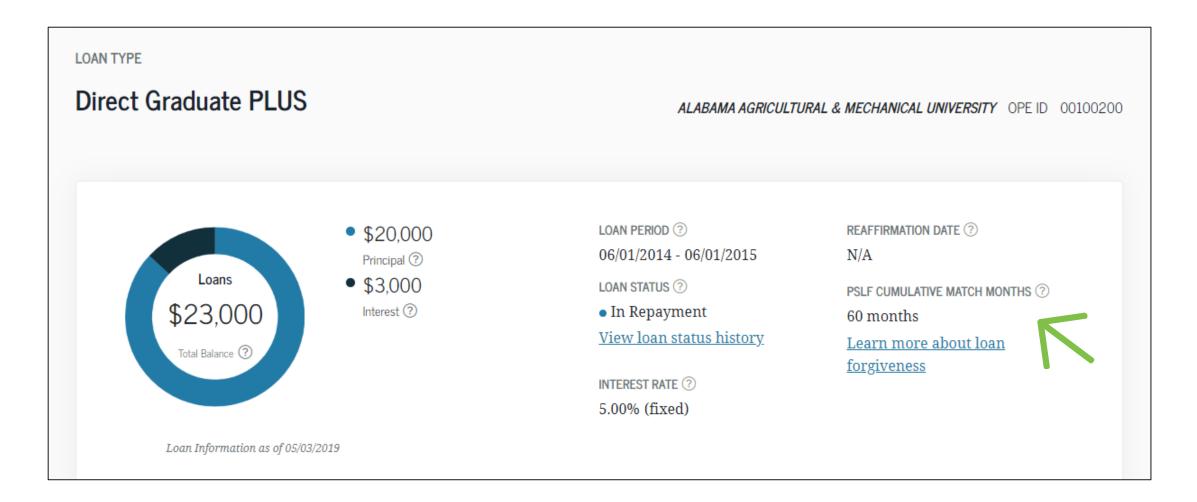


PAYMENT COUNTS ON MYFEDLOAN.ORG

PSLF, You Do Not Have A Bill Du TEPSLF This Payment Period	
a payment you were required to make.	
uring the following periods:	
for not qualifying how only the prime of the	in linted of t
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PAYMENT COUNTS ON STUDENTAID.GOV





PSLF INFORMATION AND RESOURCES



PSLF INFORMATION AND RESOURCES







StudentAid.gov/publicservice

- Make sure to review the FAQs!
- The PSLF Servicer is currently **FedLoan Servicing**, who is still managing the program. Later this year, PSLF will transition to MOHELA. More information to come!







Submit questions to our presenters using the Chat.

Poll Question

Will you share this information about Public Service Loan Forgiveness with your employees?

- o Yes
- **No**

Poll Question

Do you think PSLF will help you with employee retention and recruitment?

- o Yes
- **No**

Poll Question

If you have student loans, do you feel motivated to apply for Public Service Loan Forgiveness?

- o Yes
- **No**



Thank You

Please complete your event evaluation

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