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

Presenter

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Office of Federal Student Aid,
Department of Education
Poll Question

Do you have student loans?

- Yes
- No
Poll Question

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

- Less than 10%
- 10 - 25%
- 25 - 50%
- More than 50%
Poll Question

Do you know about the Public Service Loan Forgiveness program?

- Yes
- No
Poll Question

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

120 qualifying payments… While working for a qualifying employer

…on Direct Loans… …when applying for and receiving PSLF

Forgiven amount is not taxable income
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 or until IDR plan recertification date, whichever comes first
  • Exceptions for Americorps, Peace Corps, and DoD still apply
PSLF BASICS: ELIGIBLE EMPLOYMENT

- Full-time (30 hours/week) or equivalent
- 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 *only* because some or all their qualifying payments were made on non-qualifying 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
- Alternative
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
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)

Employment requirements still apply

- Must have been employed
  - full-time and
  - for a qualifying employer when prior payments were made

Borrowers must act now

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 underlying 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 are eligible for PSLF but are not 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 can 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

In November 2020, FSA launched a single form for PSLF, TEPSLF, and employment certification
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. 4, 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 the new PSLF Waiver document 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 check out the limited PSLF waiver announcement.

Learn more about PSLF and TEPSLF.
SECTION 1: EMPLOYMENT HISTORY

Using the Employer Search Feature

Public Service Loan Forgiveness (PSLF) Help Tool

My Employers
Add your past and current employers below to determine whether they qualify for PSLF and TEPSLF during the time of your employment.

Note: 1) Only add your employment history since your last approved employment certification (if applicable). If you've certified an employment period in the past, then you do not need to do so again.

2) If at least one day of your employment falls within a period during which we determined your employer to be eligible, you will be able to complete the PSLF Help Tool even if the employer was not an eligible employer for the entire period you entered. However, the PSLF Servicer will conduct a comprehensive review of the specific dates of your employment for eligibility with the submission of a PSLF form. Please note that periods of employment prior to October 2, 2007, cannot qualify for PSLF even if they were with a qualifying employer.

You have not added any employers.

+ Add Employer
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.
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.
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.

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.
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.
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

<table>
<thead>
<tr>
<th>Signature Type</th>
<th>Yes/No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hand drawn from signature pad, mouse, or finger</td>
<td>✔</td>
</tr>
<tr>
<td>Typed using a cursive font or any other font</td>
<td>✗</td>
</tr>
<tr>
<td>A scanned photo of a signature that was hand-drawn on paper</td>
<td>✔</td>
</tr>
<tr>
<td>Digital certificate-based signature</td>
<td>✗</td>
</tr>
<tr>
<td>A wet signature that was drawn in ink and sent to us in its original format</td>
<td>✔</td>
</tr>
</tbody>
</table>

### 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, you may upload your PSLF form on their website.
PAYMENT COUNTS ON MYFEDLOAN.ORG

Public Service Loan Forgiveness (PSLF)

Track your loan forgiveness progress
Find out if your payments qualify for PSLF and the Temporary Expanded Public Service Loan Forgiveness (TEPSLF) opportunity.

CHECK MY PROGRESS

Public Service Loan Forgiveness (PSLF) Payment Tracking

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.

<table>
<thead>
<tr>
<th>Payment Counts</th>
<th>Eligible Payments</th>
<th>Ineligible Payments</th>
</tr>
</thead>
</table>

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# PAYMENT COUNTS ON MYFEDLOAN.ORG

<table>
<thead>
<tr>
<th>Loan</th>
<th>Period</th>
<th>Amount Due</th>
<th>Program</th>
<th>Status</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 DIRECT SUB STAFFORD</td>
<td>10/2021</td>
<td>--</td>
<td>PSLF, TEPSLF</td>
<td>Employment Not Certified</td>
<td>Hide Details</td>
</tr>
<tr>
<td>LOAN</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>This payment period is eligible but requires approved employment in order to qualify.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 DIRECT SUB STAFFORD</td>
<td>09/2021</td>
<td>--</td>
<td>PSLF, TEPSLF</td>
<td>Employment Not Certified</td>
<td>View Details</td>
</tr>
<tr>
<td>LOAN</td>
<td></td>
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### PAYMENT COUNTS ON MYFEDLOAN.ORG

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</tr>
</thead>
<tbody>
<tr>
<td>2 DIRECT SUB STAFFORD LOAN</td>
<td>03/2014</td>
<td>--</td>
<td>PSLF, TEPSLF</td>
<td>You Do Not Have A Bill Due For This Payment Period</td>
<td>Hide Details</td>
</tr>
</tbody>
</table>

In order for a payment to qualify, it must have been a payment you were required to make.

**You were not required to make any payments during the following periods:**

- In your grace period
- In a deferment
- In a forbearance

**Note:** A payment period may have multiple reasons for not qualifying, however, only the primary reason is listed. If you have any additional questions, please contact us.

<table>
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<th>Status</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 DIRECT SUB STAFFORD LOAN</td>
<td>02/2014</td>
<td>--</td>
<td>PSLF, TEPSLF</td>
<td>You Do Not Have A Bill Due For This Payment Period</td>
<td>View Details</td>
</tr>
</tbody>
</table>
PAYMENT COUNTS ON STUDENTAID.GOV

Direct Graduate PLUS

- **Total Balance**: $23,000
- **$20,000** Principal
- **$3,000** Interest

**Loan Information as of 05/03/2019**

- **Loan Period**: 06/01/2014 - 06/01/2015
- **Loan Status**: In Repayment
- **PSLF Cumulative Match Months**: 60 months

**Reaffirmation Date**
- N/A

**Interest Rate**
- 5.00% (fixed)

**View loan status history**

**Learn more about loan forgiveness**
PSLF INFORMATION AND RESOURCES
PSLF INFORMATION AND RESOURCES

LIMITED PSLF WAIVER
StudentAid.gov/pslfwaiver

PSLF HELP TOOL
StudentAid.gov/pslf

GENERAL PSLF INFORMATION
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?

- Yes
- No
Poll Question

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

- Yes
- No
Poll Question

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

- Yes
- No
Thank You

Please complete your event evaluation

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