**PROGRAM SUMMARY**

The Secure Act 2.0, passed in 2022, included a provision that allows an employer to use employee student loan payment as the basis for matching 401k contributions.

**ELIGIBILITY**

Any borrower who works for an employer with an existing matching program for a 401k, 403b, or SIMPLE IRA plan.

**PROGRAM CRITERIA**

- Employer must have an existing retirement contribution and matching program;
- The student loan match is only available after January 1, 2024;
- Employer can consider any qualifying student loan payment an elective deferral that qualifies for a matching contribution from the employer;
- Matching contributions cannot be made on more than the maximum annual deferral amount allowed;
  - Example: A 35-year old employee is allowed to defer no more than $23,000/year into retirement accounts. If the employee defers $10,000 and makes student loan payments totaling $15,000, only $13,000 of those student loan payments can receive a matching contribution;
- Employer’s matching percentage must be the same as for all other contributions and deferrals.