



Financial Wellness is going to look a whole different in 2021.  
**We'll help your Employees Thrive.**



## About us

Thrive was formed to aid and benefit employees struggling with student loan debt. Currently, millions of employer retirement matching dollars are unused while employees are defaulting on their student loan debt at an alarming rate. Thrive is a new and innovative employee benefit program aimed at eliminating student loan debt while helping employees save for retirement.

### **CARES ACT UPDATE**

Employers can now offer up to \$5,250.00 in a Student Loan Repayment Benefit **TAX FREE**.

## Contact us



888.991.1322

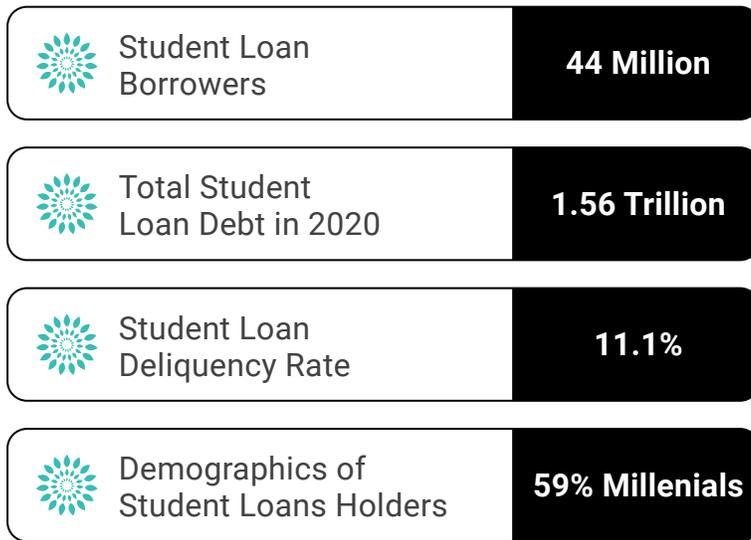


[Beth@thrivematching.com](mailto:Beth@thrivematching.com)



[thrivematching.com](http://thrivematching.com)

# Employees are asking for **student loan help**



## THE IMPACT OF STUDENT LOAN DEBT ON YOUR EMPLOYEES

- **56%** worry about repaying their loans either all the time or often.
- **40%** report that worrying about their student loans has impacted their health.
- **55%** would like to go to grad school but couldn't take on any additional student loans.
- **61%** have considered getting a second job to help pay off their student loans.



### RECRUIT

Employees are looking to employers for new and innovative employee benefits.



### RETAIN

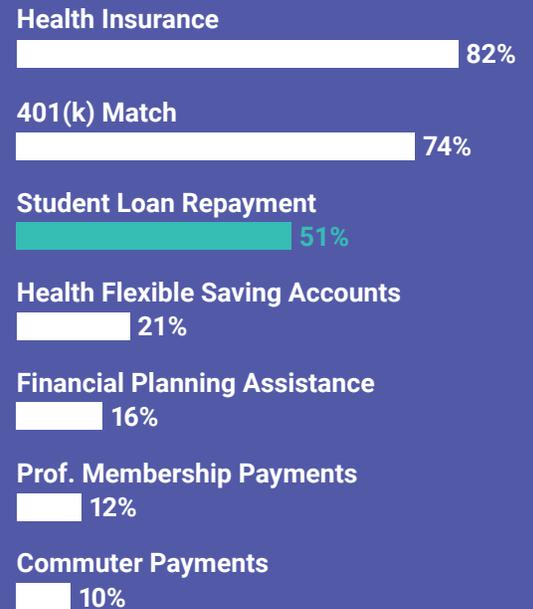
In a recent survey conducted by Laurel Road, 58% of Millennials would trade an additional vacation day for student loan repayment assistance, showing how valuable meaningful benefits are to this generation.



### STAND OUT

Companies are adding benefits to attract and retain employees – by 2021, it is estimated that 34% of companies will offer student loan assistance.

## When asked “Which two or three of the following are most important to you?”



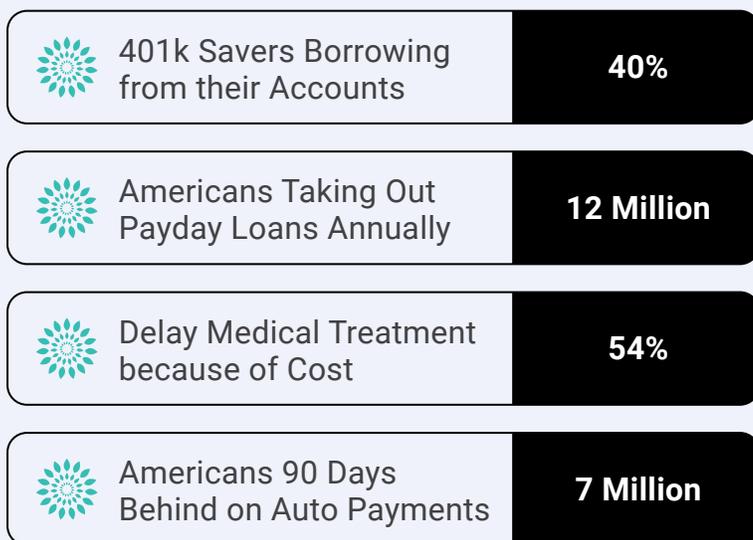
**OF EMPLOYEES** said they would commit to their employer for 5 years if they helped with student loans.



**OF EMPLOYERS** offered a Student Loan Benefit in 2019.

# By 2025, Millennials will make up 75% of the workforce.

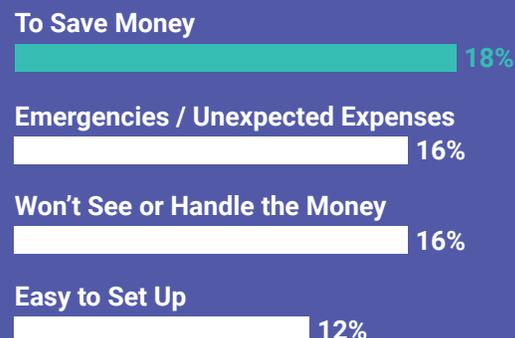
# Employees are in need of **emergency savings**



## THE IMPACT OF EMERGENCY COSTS ON YOUR EMPLOYEES

- **35%** of loans from retirement plans are a result of emergency medical expenses.
- **\$6,929** in revolving balances for the average U.S. household with credit card debt.
- **71%** of employees said they would be likely to participate in a payroll-deduction emergency savings program if offered.
- **81%** of employees experiencing a very high level of stress would be likely to enroll in a proposed benefit.

## When asked “Why would you be likely to enroll in the benefit?”



**60%** OF EMPLOYEES said they would prefer an employer match to be deposited into an emergency account.

**75%** OF EMPLOYEES who often trust their employer would enroll in an emergency savings program.

## Key Features to offering a meaningful Employee Focused Emergency Savings Benefit:

There's already enough shame around financial wellness in the U.S. so an emergency savings account solution must give employees control and discretion, and include:

- **Immediate access:** Emergency savings accounts need to offer a worker immediate access, with very low or no fees.
- **Automatic features or other ways to set aside money:** They need to have automatic features, so workers can easily sign up and every time a deposit such as a paycheck is made, some amount goes automatically into another account, or there are features that round up purchases or other actions and that amount goes into savings.
- Employees don't know when an account is accessed or why.
- **Employer contribution** would be a helpful option for motivating some workers.
- Employees want it to be their money and to be able to **take it with them** if they leave an employer.
- Employees want **control** over the ability to start or stop saving or change the amount.
- Employees want to be able to **withdraw** the money at any time, to use as they see fit.



# Thrive is a Game Changer: Offering **Three different account choices**

Thrive empowers Employees to use Employer benefit dollars **where they need it the most.** Our innovative and exciting new Employee Benefit puts your Employees in the driver seat to allocate an Employer's Benefit dollars to one or more of their accounts.

- No two employees are alike, nor do they have the same financial stressors, needs, or concerns. Employers have been offering matching dollars to retirement accounts for 40 years and Employees are still not saving enough for retirement.
- Employees aren't saving enough for retirement because they have tremendous student loan debt and are significantly under funded in their emergency savings account.
- Offering Thrive raises Employers' financial wellness program to the next level. 42% of companies surveyed are offering a Financial Wellness education but only 4% of Employers are offering a meaningful student loan and/or emergency savings benefit to support that effort.



**Student  
Loans**



**Emergency  
Savings**



**529 College  
Savings**



Thrive allows employers to provide a 'wow' benefit that is budget neutral by simply allowing employees to allocate existing matching dollars without an additional cost to an employer... **46% of employees would rather have student loan repayment assistance** than a 401(k)/403(b) match.

# Why Thrive?

## Our **Three Unique Program Options** raises our game to the next level.

### Flexible Match: How It Works

Employees allocate their unused Employer matching dollars to their Student Loan(s), Emergency Savings, 529 College Savings ("Thrive Account"), or a combination of all three.

#### 100% Retirement Plan

Employee Contributes  
Employer Match

#### Retirement Plan

5% (\$250/month)  
5% (\$250/month)

#### Thrive Account

0%  
0%

#### 100% Thrive Account

Employee Contributes  
Employer Match

#### Retirement Plan

0%  
0%

#### Thrive Account

5% (\$250/month)  
5% (\$250/month)

#### Retirement & Thrive Account

Employee Contributes  
Employer Match

#### Retirement Plan

3% (\$150/month)  
3% (\$150/month)

#### Thrive Account

2% (\$100/month)  
2% (\$100/month)

Examples are based on 5% employer match and a \$60,000 salary.



**\$5,250**

Tax free amount Employers can provide Employees for student loan payments.



**1 Million +**

Number of borrowers who default on their loans each year.



**92%**

Would take advantage of a match for student loan repayments similar to 401(k)



## Employer Pay:

### How It Works

Employers set a dollar amount limit (i.e. \$100/month) and Employees enroll to allocate the benefit to their Thrive Account.

Employer Pay	Thrive Account
Employer Contributes	\$100
Employee Contributes	\$0

## Employer Match:

### How It Works

Employers matches a set percentage of Employees' payroll contribution (i.e. 2%) to their Thrive Account.

Employer Match	Thrive Account
Employer Contributes	2%
Employee Contributes	2%



**78%**

Agree that student loan debt has hindered their life.



**390,000**

Student loan borrowers have wages garnished for past due student loan payments.

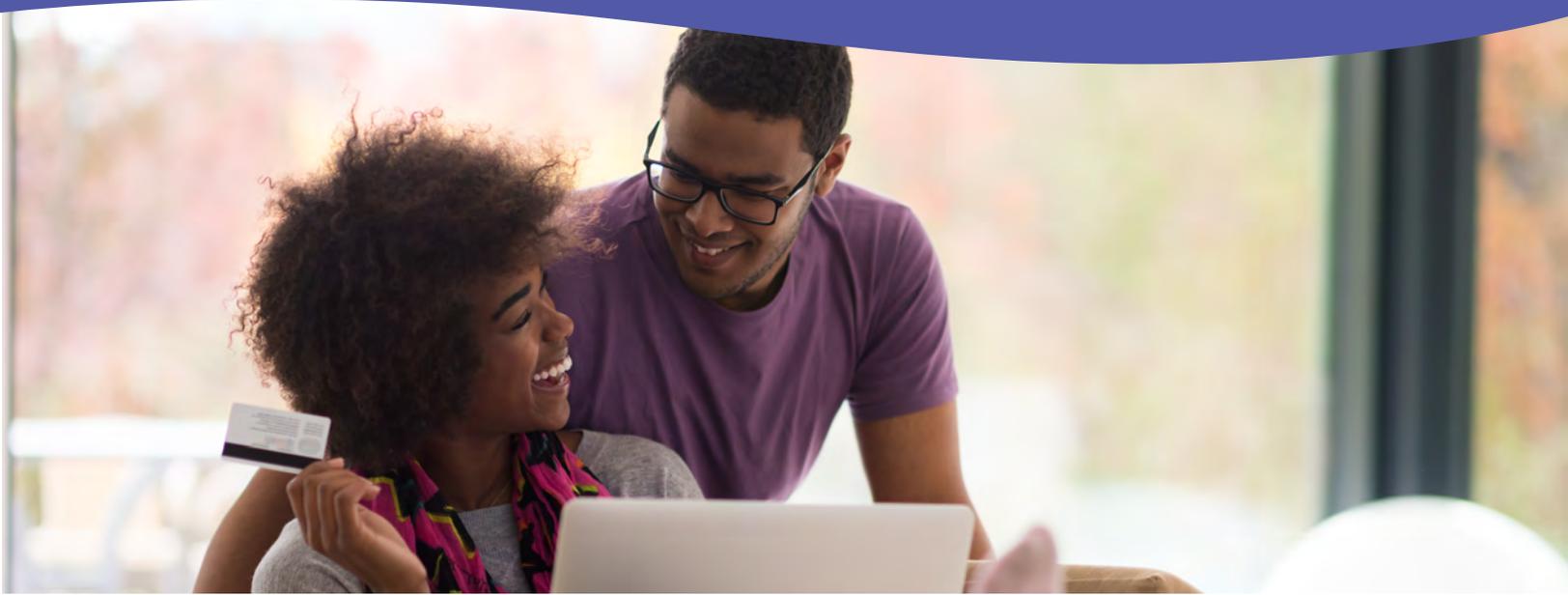


**\$400**

Average monthly student loan payment.

# Help your employees earn **cash back rewards**

Thrive has partnered with **ev.share** to enable your Employees to earn rewards from over 10,000 merchants to fund Student Loan, 529 college savings, or an Emergency Savings Account with **up to 20% cash-back on everyday purchases**.



## How It Works

1



Employees Sign Up & Register their Debit or Credit Card during the Thrive Enrollment Process

2



Shop online to receive up to 20% cash back and shop locally to receive up to 15% cash back.

3



Rewards are sent directly to your Employees' Student Loan, 529 College Savings, or Emergency Savings Account quarterly.



The best thing that's ever happened to employee benefits **has just gotten better.**

# PROGRAM FEES



Implementation Fee:

\$5,000/\$2500

Participant Fee\*:

\$7.95 per enrolled  
participant/month

Minimum Monthly Fee

\$300/month

\*special pricing available for employers over 10,000 employees

