Public Service Loan Forgiveness (PSLF)



Pennsylvania Higher Education Assistance Agency

Agenda

- Program Overview
- Eligibility/Qualification
 - » Full Time Public Service Employment

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- » Eligible Repayment Plans
- » Qualifying Repayment
- Borrower Experience
- School Support
- FAQs and Resources

Overview

The Public Service Loan Forgiveness Program (PSLF) was created to encourage individuals to enter and continue to work full-time in public service jobs.

- Enacted as part of College Cost Reduction and Access Act (CCRAA) of 2007
- Public Law 110-84, 9/27/2007
- Final Rule published 10/23/2008 http://ifap.ed.gov/fregisters/FR10232008.html



What is Public Service Loan Forgiveness?



The Public Service Loan Forgiveness (PSLF) Program allows eligible borrowers to cancel the remaining balance of their **Direct Loans** after serving **full time at a public service organization** for at least 10 years while making **120 qualifying monthly** payments after **October 1, 2007**.



Definition of Public Service Organization

- A federal, state, local, or Tribal government organization, agency, or entity (includes most public schools, colleges and universities);
- A public child or family service agency;
- A non-profit organization under section 501(c)(3) of the Internal Revenue Code that is exempt from taxation under section 501(a) of the Internal Revenue Code (includes most not-for-profit private schools, colleges, and universities);
- A Tribal college or university; or
- A private non-profit organization (that is not a labor union or a partisan political organization) that provides a specific public service.



Qualified Employment

- Full-time employment in any position with a public service organization
 - » Not including staff of for-profit contractors working for public service organizations
 - Job duties DO NOT matter (except for time spent participating in religious instruction, worship services, or any form of proselytizing)
 - » Borrowers can work at multiple organizations while making the required 120 payments
- Full-time AmeriCorps or Peace Corps position



Definition of "Full-time" Employment

For purposes of eligibility for PSLF, full-time employment is defined as:

Working in qualifying employment in one or more jobs for the greater of:

- » An annual average of at least 30 hours per week (or for a contractual or employment period of at least 8 months, an average of 30 hours per week); or
- » Unless the employment is with two or more employers, the number of hours the employer considers full-time

Employer-provided vacation or leave time is equivalent to hours worked in determining whether you meet the full-time employment requirement. This includes leave taken for a qualifying condition under the Family and Medical Leave Act of 1993.



Identifying Qualifying Employers

- Check with the employer regarding their classification (government, non-profit, etc.)
- Depending on employer type, public websites are available:

Government	http://usa.gov/Agencies.shtml
Tribal College/University	https://nces.ed.gov/globallocator/
Non-Profit 501(c)(3)	https://apps.irs.gov/app/eos/?
Private Non-Profit	http://irs.gov/Charities-%26-Non-Profits/Charitable-Organizations/Private- Foundations

• Contact FedLoan Servicing if unsure



Eligible Loans

Only Federal Direct loans are eligible for PSLF, only those payments made on Federal Direct loans count toward the required 120 qualifying payments -- and only these Federal Direct loans will be forgiven.

- Direct Subsidized Loans
- Direct Unsubsidized Loans
- Direct PLUS Loans (for parents and graduate or professional students)
- Direct Consolidation Loans
 - » Borrowers may choose to consolidate loans to establish eligibility for PSLF

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- Special Direct Consolidation Loans
- TEACH Loans

Eligible Repayment Plans

Qualifying monthly payments must be made under these plans:

Income-Contingent Repayment (ICR) Plan (not available on Direct PLUS Loans for parents or Direct PLUS Consolidation Loans)

Income-Based Repayment (IBR) Plan*

Pay As You Earn Repayment (PAYE) Plan*

Revised Pay As You Earn (REPAYE) Plan*

* (not available on Direct PLUS Loans for parents or Direct Consolidation Loans that paid a PLUS Loan for a parent)

Standard Repayment Plan (based on a 10 year schedule)

Any other Direct Loan Program Repayment Plan (with payments that are at least equal to the monthly payment amount that would have been required under the 10-year Standard Repayment Plan)

To maximize the amount forgiven, borrowers should use an Income-Driven Repayment Plan.

Extended Repayment Plans **do not** qualify for PSLF

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Qualifying Payments*

The required 120 payments do not have to be consecutive, but must be:

Must have been made after October 1, 2007

Must be on-time

(no later than 15 days after the scheduled due date)

Reduced and/or zero dollar monthly payments under an IDR plan qualify.

> Lump sum payments that exceed the scheduled payment amount do not count as separate payments.

Must be made each month

(satisfying the full monthly installment amount that was due for that month)



Must be made when the loan is not in a default status

Forgiveness

Loans became eligible for Public Service Loan Forgiveness on 10/01/2017.

Eligibility for forgiveness of an outstanding balance on an eligible Direct Loan occurs if the borrower:

- Is not in default
- Makes 120 separate, full monthly payments (after 10/1/07), within 15 days of due date
- Makes payments under one or more of the eligible repayment plans (referenced on slide 10)
- Is a full-time employee of public service organization while making required payments and at time forgiveness is requested and granted

Meet Aaron

• Graduated in 2009



- Employed full-time as a social worker for a county agency since 2010
- Earned \$35,000 in the last year
 - » (AGI expected to increase 5% annually)
- Federal loan debt \$50,000
 - » (6% interest rate)
 - » (\$23,000 of debt is unsubsidized)
 - » (Borrowed for grad school)
- Single, family size of 1



Examples

Without PSLF	Standard	ICR	IBR	PAYE	REPAYE
Time In Repayment	10 yrs.	14 yrs., 8 mos.	18 yrs., 9 mos.	20 yrs.	25 yrs.
Total Paid	\$66,612	\$76,339	\$91,713	\$71,782	\$108,426
Total Forgiven	\$0	\$0	\$0	\$36,538	\$0

With PSLF	Standard	ICR	IBR	PAYE	REPAYE
Time In Repayment	10 yrs.	10 years	10 years	10 years	10 years
Total Paid	\$66,612	\$50, 501	\$36,927	\$24,618	\$24,618
Total Forgiven	\$0	\$22,459	\$45,065	\$55,333	\$51,746
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PSLF Awareness



Borrower Process Flow

- Borrower receives form packet, which is standard with all servicers, and includes a cover letter, Employment Certification Form (ECF) and instructions.
- Borrower submits Employment Certification Form.
- Employer is approved public service organization.
 - Borrower receives approval notification.
 - Eligible loans are transferred to FedLoan Servicing, if applicable.
 - Borrower receives notification of qualifying payments made with all prior servicers.
- The borrower will be reminded annually, via email, to submit a new ECF if employed with a qualifying public service organization since the last ECF was submitted.



Employment Certification Form

It is recommended to submit the ECF **annually** to provide an update on your employment status for the prior year of employment.

The form is available at MyFedLoan.org/PSLF and <u>StudentAid.gov</u>

Section 1: Borrower Identification

Section 2:

Borrower Authorizations, Understandings and Certifications



PUBLIC SERVICE LOAN FORGIVENESS (PSLF): EMPLOYMENT CERTIFICATION FORM

OMB No. 1845-0110 Form Approved Exp. Date 12/31/2017

William D. Ford Federal Direct Loan (Direct Loan) Program

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 IDENTIFICATION

	orrect the following information.
Check this bo	x if any of your information has changed.
SSN	· · ·
Date of Birth	·
Name	
Former Name (if any)	
Address	
City, State, Zip	
Telephone – Primary	()
Telephone – Alternate	()
E-mail (optional)	
SECTION 2: BORROWER AUTHORIZATIONS, UNDERSTANDINGS,	AND CERTIFICATIONS

Before signing, carefully read the entire form. For more information about PSLF, visit <u>StudentAid.gov/publicservice</u>. I authorize:

- My employer or other entity having records about the employment that is the basis of my request to make information from those records available to the U.S. Department of Education (the Department) or its agents or contractors.
- The Department (and its agents or contractors) to contact me regarding my request or my loan(s), including
 repayment of my loan(s), at the telephone number that I provide on this form or any future number that I provide
 for my cellular telephone or other wireless device using automated telephone dialing equipment or artificial or
 prerecorded voice or text messages.

I understand that:

- To qualify for PSLF, I must make 120 qualifying payments on my Direct Loan(s) while employed full-time by a qualifying employer or employers. Neither the 120 qualifying payments nor employment have to be consecutive.
- To qualify for PSLF, I must be employed full-time by a qualifying employer or employers when I apply for PSLF and when my loan is forgiven.
- 3. If I qualify for forgiveness, only the remaining balance on my Direct Loan(s) will be forgiven.
- 4. By submitting this form, my student loan(s) held by the Department will be transferred to FedLoan Servicing.
- 5. The Department may request supplemental documentation substantiating my employment.
- The Department will notify me in writing or electronically of the number of qualifying payments I have made while employed full-time by a qualifying employer or employers and the remaining number of qualifying payment must make before I am eligible to apply for PSLF.
- The Department will notify me in writing or electronically if the form that I su
 determines that my employment or payments do not qualify for PSLF. The De,
 the determination and the steps I need to take to correct the form or make qu
- 8. The Department will retain this certification form until I submit my application

I certify that all of the information I have provided on this form and in any accompany and correct to the best of my knowledge and belief.

Check this box if you cannot obtain certification from your employer because the or the organization has refused to certify your employment. The Department will follo documentation of your employment. Complete Section 3, but do not complete Sec

Borrower Signature

Date

Page 1 of 6

Employment Certification Form

Section 3: Certification of Employment must be completed by the Borrower or the Authorized Official.

- Provide all requested information for Items 1-14.
- The form cannot be processed if the information requested in this section is missing.

Forrower Name	Borrower SSN
ECTION 3: EMPLOYER INFORMATION (TO BE COMPLETED	BY THE BORROWER OR EMPLOYER)
Employer Name:	 Is your employer tax-exempt under Section 501(c)(3) of the Internal Revenue Code? Yes - Skip to Section 4.
Federal Employer Identification Number (FEIN)	No - Continue to Item 11.
Your employer's EIN may be found on your Wage and Tax Statement (W-2).	 11. Is your employer a not-for-profit organization? Yes - Continue to Item 12. No - Your employer does not qualify.
Employer Address:	 12. Is your employer a partisan political organization? Yes - Your employer does not qualify.
Employer Website (if any):	No - Continue to Item 13. 13. Is your employer a labor union?
Employment Begin Date:	Yes - Your employer does not qualify.
Employment End Date:	14. Indicate which service or services your employer provides and then continue to Section 4, if appropriate: Emergency management
Still Employed Employment Status: Full-Time Part-Time	 Military service (See Section 6) Public safety
Hours Per Week (Average)	Law enforcement
Include vacation, leave time, or any leave taken under the Family Medical Leave Act of 1993. If your employer is a 501(c)(3) or a not-for-profit organization, do not include any hours you spent on religious instruction , worship services , or proselytizing .	 Public interest legal services (See Section 6) Early childhood education (See Section 6) Public service for individuals with disabilities Public service for the elderly Public health (See Section 6)
Is your employer a governmental organization?	Public education (See Section 6)
A governmental organization is a Federal, State, local, or Tribal government organization, agency, or entity, a public child or family service agency, a Tribal college or university, or the Peace Corps or AmeriCorps.	 Public library services School library services Other school-based services
	— ,

Employment Certification Form

Section 4: Employer Certification must be completed by the <u>Authorized Official</u>.

- Provide all requested information.
- Complete the employer's certification at the bottom of the page.
- The form **cannot** be processed if the information requested in this section is missing.

d that I am an authorized official (see Section	ion 3 is true, complete, and correct to the best of my knowledge and belief 6) of the organization named in Section 3. Complete the rest of this Section.	
te: If any of the information is crossed out or a	altered in Section 3, you must initial those changes.	
Authorized Official's Name	Authorized Official's Phone	
Authorized Official's Title	Authorized Official's Email	
Authorized Official's Signature	Date	
	Page 2 of 6	

Forgiveness Application

The Public Service Loan Forgiveness Application is now available on our website.

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SECTION 1: BO

A M M a		IVENESS (Direct Loan) Program y makes a false statement or misrepres t to penalties that may include fines, i	
RRC	OWER INFORMATION		
		Please enter or correct the followin Check this box if any of your in	

Check	this box if any of your information has changed.
SSN	
Date of Birth	
Name	
Address	
City	State Zip Code
Telephone - Primary	
Telephone - Alternate	
Email (Optional)	

Before signing, carefully read the entire form. For more information on PSLF, visit this form only if you (1) have Direct Loans, (2) made 120 qualifying payments on the Direct Loans for which you are seeking orgiveness, and (3) worked, and continue to work, full-time at a qualifying employer when you made the qualifying payments. If the employment certified in Sections 3 and 4 of this application does not cover all 120 qualifying payments, you must submit a copy of Section 3 and 4 (page 2) for each qualifying employer that covers the rest of your qualifying payments. SECTION 2: BORROWER REQUEST, UNDERSTANDINGS, CERTIFICATION, AND AUTHORIZATION

I request (1) that the U.S. Department of Education (the Department) forgive the remaining balance of my Direct Loans and (2) if I submit employment certification covering 10 years of qualifying employment after October 1, 2007, a forbearance on my Direct Loans while the Department determines my eligibility for forgiveness, unless I indicate otherwise below.

- By checking this box, I am indicating that I do not want a forbearance while my application is being processed I understand that:
- 1. To qualify for PSLF, I must have made 120 qualifying payments on my Direct Loans while employed full-time by a qualifying employer or employers. Neither the 120 qualifying payments nor employment have to be consecutive
- To gualify for PSLF, I must be employed full-time by a gualifying employer when I apply for and receive PSLF.
- з. By submitting this form, my student loans held by the Department will be transferred to FedLoan Servicing.
- 4. If the Department determines that I appear to be eligible for forgiveness, the Department may contact my employe before granting forgiveness to ensure that I continue to work for the employer
- If I am eligible for forgiveness, the amount forgiven will be the principal and interest that was due on my eligible Direct Loans when I made my final gualifying payment. Any amount that I pay on those loans after I have made my final qualifying payment will be treated as an overpayment. I must continue to make payments on any of my other loans.
- If I am not eligible for forgiveness, I will be notified of the determination and why it was made, my forbearance will end, and unpaid interest may be capitalized (added to my loan's principal balance).

I certify that all of the information I have provided on this form and in any accompanying document is true, complete, and correct to the best of my knowledge and belief and that if I cease to be employed by a qualifying employer after I submit this application, but before forgiveness is granted. I will notify the Department (see Section 7) immediately. I authorize my employer or other entity having records about the employment that is the basis of my request to make

information from those records available to the U.S. Department of Education (the Department) or its agents or contractors. Check this box if you cannot obtain certification from your employer because the organization is closed or because the organization has refused to certify your employment. The Department will follow up to assist you in getting documentation of your employment. Complete Section 3, but do not complete Section 4.

Borrower's Signature

Please allow at least 60 days for D.O.E to review the application.

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Payment Tracking for Eligible Borrowers

Contact Us About Us	08/12/2005 Direct Uns	sub Stafford Loan	Repayment \$9,5	11.09 Hide Details
FOR BORROWERS FOR SCHOOLS FOR PARTNERS Account Access Make a Payment Manage Account Billing & Payment Plans	Loan Status: Disbursement Date: Loan Program: Owner: Guarantor: School: <u>Out of School Date;</u>	REPAYMENT 08/12/05 DIRECT UNSUB STAFFORD LOAN DEPT OF EDUCATION FEDERAL UNIVERSITY OF MONTAN 08/04/06	Original Balance: Late Fees: Unpaid Interest: Current Balance: Monthly Payment: Repayment Term: Expected Payoff Date: Next Due Date: Days Delinquent:	\$7,815.00 \$0.00 \$16.06 \$9,511.09 \$15.86 133 Months 07/28/22 01/28/12 0
public service loan forgiveness	Interest Rate: Interest Rate Type: Subsidy:	2.360% VARIABLE NON SUB		
	ct Us About Us Privacy 💿 Sign Out	Status Credited		Payments Until Active
Account Home View Loan Details Payments & Billing Account Prime Loan Details Loan Details	Vere here to assist you.	orgiveness Detai e Qualifying Pa 114	ils: ayments Remaining	Estimated Eligibility Date 07/05/2021
Tax Information Balance Overview Paperless Inbox Current Principal Balance: \$67,751.48 • What is Principal Balance? Late Fees: \$0.00 • How do Lavoid Late Fees? • How do Lavoid Late Fees? Unpaid Interest: \$158.93 • Accrued Interest	Do you work in public service? You may qualify for the Public Service Loan Forgiveness program.	? roqram Loan:	9 Y	What do these terms mean?
Total Current Balance: \$67,920.41 How do IPax Off mv (ban(s)? Print Al Loan Dr Date Loan Type Status Balance Action 08/28/2009 Federal Unsub Stafford Loan Repayment \$3,414.95 Vieo Patalia				15.86 \$0.00
08/28/2009 Federal Stafford Loan Repayment \$5,477.05 View Data/s 08/12/2005 Direct Unsub Stafford Loan Repayment \$9,511.09 View Data/s 08/12/2005 Direct Sub Stafford Loan Repayment \$9,481.69 View Data/s 09/03/2004 Direct Sub Stafford Loan Repayment \$9,481.67 View Data/s			• Make	a Payment on this Loan
09/03/2004 Direct Unsub Stafford Loan Repayment \$9,638.12 View Details 08/29/2003 Direct Unsub Stafford Loan Repayment \$6,953.54 View Details 10/22/2002 Direct Unsub Stafford Loan Repayment \$6,955.59 View Details 08/17/2001 Direct Unsub Stafford Loan Repayment \$4,426.34 View Details				PH
09/17/1999 Direct Unsub Stafford Loan Repayment \$2,421.44 View Details		- 10 a		

Counseling Eligible Borrowers

- The first step is to determine what the student is doing after school.
- If a career in public service is being pursued, PSLF eligibility should be explored.
- If PSLF is being considered, the borrower should:
 - Determine eligibility for income-driven repayment plans (IBR,ICR, PAYE and REPAYE)
 - » Consolidate any FFELP loans under Direct Consolidation
 - » Make payments on time



Servicer Selection

Borrowers may select **any** servicer when consolidating their loans regardless of their interest in PSLF.



Once an ECF is received from a borrower, eligible loans will be transferred to FedLoan Servicing.

Change to PSLF question flow:

- If the borrower selects "YES" to PSLF question, the servicer selection no longer defaults to FedLoan. The borrower will be provided an option to select a servicer from a random list.
- A "YES" sends the <PublicServiceFlag> tag in the response file to the servicers.
- Servicers would react to a (Y) value and generate appropriate PSLF outreach communication.

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Partnering with Schools

- Borrower Toolkits for outreach to student borrowers
- Reporting Available
 - Customized email communications showing the number of borrowers for your institution who have submitted an Employment Certification Form
- <u>Training Resources</u> and personalized support
 - » Presentations available
 - » Sector-based, personalized support



Current Student Toolkit

Considering a career in Public Service?



Contains:

- Student Handout
- Various Web and Print Ads
- Sample
 Student Email
- Sample Social Media Posts

Alumni Toolkit



FedLoan Servicing Support Center

FedLoan Servicing responsibilities include:

- Customer Support
- Processing applications and forms related to PSLF eligibility
- Tracking qualifying payments for PSLF

Customer Support

- Specialized customer service and processing team
- Dedicated toll-free number, **1.855.265.4038**
- Customer service representatives available from Monday through Friday 8:00 AM – 9:00 PM (ET)
- Dedicated site, <u>MyFedLoan.org/PSLF</u>, with ECF form
- Borrower portal to assist in tracking eligible payments



Frequently Asked Questions

Why will all of the federally-owned loans be transferred to FedLoan Servicing before the student reaches the required 120 payments?

As the sole servicer for PSLF, FedLoan Servicing is responsible for tracking a borrower's progress toward meeting the requirement of 120 separate, on-time monthly payments while working full-time for a qualifying public service employer.

• Are all federally-owned loans eligible for PSLF?

No, it is important to note that, while the federally-owned FFELP PUT loans will be moved to FedLoan Servicing for a borrower with qualifying employment, only Direct Loans, including Direct Consolidation Loans, are eligible for forgiveness. Payments made to FedLoan Servicing on non-eligible loan types will not be tracked.

• Are Direct Loans that are in default eligible for PSLF?

No. Defaulted Direct Loans are not eligible for PSLF. However, a defaulted loan may become eligible for PSLF if you consolidate or rehabilitate the loan, and then make qualifying PSLF payments on the new Direct Consolidation Loan or the rehabilitated loan.

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Frequently Asked Questions

Under IBR, ICR, PAYE and REPAYE the scheduled payment for a borrower could be \$0. Does this payment count as towards PSLF?

Yes, this is considered a qualifying payment under that repayment plan.

• Are borrowers of PLUS Loans for parents eligible for PSLF?

Parents with PLUS loans may consolidate their Federal PLUS Loans and/or Direct PLUS loans and pay under Income-Contingent Repayment (ICR). Parents must qualify based on their own public service, not the student for whom they borrowed.

 If I have Federal Family Education Loan (FFEL) Program loans, Federal Perkins Loan (Perkins Loan) Program loans, or Health Professions Student Loans, can I take advantage of PSLF?

PSLF is available only for Direct Loans. However, borrowers with FFEL Program loans, Perkins Loan Program loans, or Health Professions Student Loans who are interested in PSLF may consolidate those ineligible loans into a Direct Consolidation Loan and then make 120 qualifying payments on the Direct Consolidation Loan while employed by a qualifying public service organization to receive PSLF.

Frequently Asked Questions

How do overpayments impact a borrower's qualifying payments?

If a borrower pays more than the installment amount on any payment, it will only count towards one qualifying payment based on program requirements.

• I consolidated my Direct Loans after I made qualifying monthly payments on those loans while working in a qualifying public service organization. Do the payments made prior to the consolidation count toward the 120 payments required for PSLF?

No. You will need to make 120 qualifying payments on the new Direct Consolidation Loan. Qualifying payments that you made on Direct Loans prior to consolidation do not count toward the 120 required payments for PSLF.

• Who is eligible to complete Section 3 of the Employment Certification Form?

The Employment Certification Form (ECF) must be completed by someone who has access to the borrower's employment or service records, is authorized by the organization to certify the employment status of a current or former employee or service member, and is able to provide all necessary data requested in Section 3 of the ECF.



School and Borrower Resources

- PSLF Fact Sheet and Q&As: <u>studentaid.ed.gov/publicservice</u>
- Borrower Information and Employment Certification Form from FedLoan Servicing: <u>MyFedLoan.org/PSLF</u>
- PSLF Borrower Toolkits: myfedloan.org/financial-aid-officers/products-tools/pslf-toolkit
- PSLF Fact Sheet for Financial Aid Professionals: <u>myfedloan.org/schools/docs/student-toolkit/fact-sheet.pdf</u>
- Income-Driven Repayment Plans: Frequently Asked Questions: <u>studentaid.ed.gov/sa/sites/default/files/income-driven-repayment-q-and-a.pdf</u>
- CFPB Public Service Toolkit: <u>files.consumerfinance.gov/f/201308_cfpb_public-service-toolkit.pdf</u>
- CFPB Action Guide for Employees: <u>files.consumerfinance.gov/f/201308_cfpb_pledge-action-guide-for-employees.pdf</u>

