Table of Contents

About My Benefit

NVIDIA has partnered with EdAssist by Bright Horizons to administer the NVIDIA Student Loan Repayment Program. This partnership brings the following opportunities:

- A simple web-based approach to directing employer contributions to your qualifying student loan.
- Access to complimentary Student Loan Advice & Tools that help broaden understanding of repayment strategies and add value to your financial health.
- Access to educational finance coaches who provide direct, personalized guidance on your student loan repayment plan, in the context of your broader student loan goals.
- The ability to schedule coaching sessions with coaches online at no cost to you.

If your question is not answered below, you can contact EdAssist by submitting a support ticket. This will connect you directly to an administrator.

How Do I Participate?
- Login to EdAssist and add the student loan you'd like to direct your employer contributions towards.
- Follow the application process to set up your loan and start requesting payments.
- While you may add any loan to your account, you'll need to provide documentation to go along with it. You need, proof of degree completion and proof of loan. Prepare your documents before setting up your loan in the system.

Documentation Requirements
1. Proof of Graduation
   Documentation can be obtained from the college/university from which employee graduated. (NSLDS download also indicates student status – graduated and graduation date would be included on documentation.) Proof of graduation is required to verify against program requiring number of years since graduation and should also include the degree received.
   Examples:
   - Copy of transcript
   - Copy of diploma
   - Confirmed graduation date on student loan documentation

2. Student Loan Documentation/Proof of Student Loan/Proof of Payment:
   Proof of student loan and loan payment must include:
   - Total student loan balance
   - Proof of monthly payment (last payment) — with date and amount (payment period)
   - Proof of amount paid
   - Student loan servicer
   - Address to which your payments must be sent

Required document formats are pdf or jpg; png and word document formats will not be accepted. Documents provided must be legible and in a format that can in no way be altered. Highly confidential information such as Social Security Number (SSN) or Credit Card Number should not be displayed. Documentation that is not legible or that has been altered in any way (except the removal of SSN or Credit Card Number) will not be accepted. Please select one Document Type at a time. Only upload file(s) for that Document Type before submitting.

What is the application process?
Follow an easy 4-step form process to enter your student loan information and upload required documentation. Applications must be submitted online using the EdAssist Student Loan Repayment website. EdAssist will review the application against the program policy. If all requirements are met, requested payments can be sent to the student loan servicer.

- Step 1: Add a Student Loan
  - Begin by entering your student loan into the system by choosing "Add a Student Loan Now".

- o Enter your loan details by selecting the servicer of the loan you wish to add. Only one loan can be added to the system at a time.
  - ▪ If you don't see your Loan Servicer available in the list, please contact Support and EdAssist will work to add the loan servicer to the system.
  - o If the Loan Servicer you selected integrates with EdAssist, you will see the option *LINK YOUR ONLINE ACCOUNT*. Select this option to link your student loan account online so that EdAssist automatically receives the most up to date information on your student loan. If you opt to link your account online, recurring payment requests can be elected and your monthly payment requests will be automatically generated in the system on your behalf.
  - o If the Loan Servicer you selected does not integrate with EdAssist you will be alerted that linking your account online is not available at this time. You will need to continue on and manually add your loan information. Loan servicers that cannot be linked online require monthly payment request submission and documentation must be uploaded with each payment request. Until your servicer integrates, you will need to return each month to make payments. Recurring payment requests cannot be enabled if your loan has not been linked online.
  - o You have the option to enter your information manually even if your Loan Servicer can be linked online. However, recurring payment requests cannot be enabled if your loan has not been linked online. You will be required to submit monthly payment requests and documentation must be uploaded with each payment request.
- Step 2: Enter Your Loan Details
  - o If your loan has been linked online, account information will be pre-populated. Some information may still require manual entry on your first application.
  - o If you are adding your loan manually, enter the details outlined on your loan documentation.
- Step 3: Enter Payment Details
  - o Select your student loan type to prepopulate a billing address the system. Confirm the address on file is the correct payment address. Alternative payment address details can be indicated if the address on file does not match your records.
    - ▪ If you have a different payment address than what the system displays, submit proof of payment address as part of your loan documentation.
  - o Upload documents required per the policy (proof of loan and proof of graduation).
  - o Indicate payment frequency and amount. Recurring payments are only available to loans that have been linked online with your loan servicer.
  - o Indicate payment amount.
  - o Activate payments to start making payments against the loan. You can also elect to save the loan for later. If you select 'Yes', you will be asked to confirm payment frequency and the payment amount.
    - ▪ Payment Amount is the amount you are requesting (up to your monthly cap limit), not the monthly payment amount you are responsible for paying your loan servicer.
    - ▪ You may only elect payment frequency beyond 'one time' if you have enabled recurring payments by linking your account online.
    - ▪ The system allows only one active student loan for payment at a time. A student loan can be inactivated and saved for later if you want to request payments on a different student loan.
- Step 4: Sign Program Agreement language.
  - o Sign off on the company's agreement language. You will not be allowed to submit without agreement signoff.

The EdAssist Compliance Team will review the documentation for adherence to the program policy. You will be notified via your work email of your application's approval or denial. You can update your email preferences in the profile section of the EdAssist Portal.

Using Student Loan Coaching & Tools
Student Loan Coaching
EdAssist Student Loan Coaches are education finance professionals. The coaches will help you to develop and refine your repayment strategies to align with your financial goals. Areas of discussion and guidance may include:

- Identifying loan repayment goals and understanding the rights and responsibilities for each loan program
- Evaluating repayment and refinancing plans and choosing the right one

- Sourcing cash flow that can be used to pay education debt
- Developing and maintaining a repayment strategy
- Reducing monthly payments
- Reducing total debt
- Simplifying the loan repayment process
- Evaluating consolidation and refinance options
- Avoiding or rehabilitating a loan in default

Schedule your **free** appointment by visiting the Advice & Tools page within EdAssist. Student Loan Coaches can create and deliver a customized action plan based on your loan repayment needs.

What is Student Loan Coaching?
The Student Loan Coaching benefit provides you with an individualized assessment of your current education loan situation as well as repayment guidance. In addition, there are complementary tools and calculators that show you in real time how advanced repayment strategies can add value to your financial health.

Unsure of where to start and overwhelmed by the student loan repayment space? EdAssist offers educational content where you can learn more about your student loans, access repayment strategies, and discover what it means to consolidate or refinance.

How Do I Access Guidance Tools?
- Login to EdAssist
- Upon log in select the *Advice & Tools* tab to view details. Under *Advice & Tools* there will be three main buttons: *Schedule Free Coaching*, *Message an Expert* and *Browse Helpful Content.*
- View basic amortization calculators, access external links to calculators, and detailed informative articles and additional resources can be accessed under *Browse Helpful Content.*

How can I schedule a Student Loan Coaching Session?
Select the *Schedule Free Coaching* button to book a session using the following steps:

- Step 1: Provide details on your current student loan
- Step 2: Provide your preferred contact information
- Step 3: Select a date and time from the appointment calendar that works for you
- Step 4: Upload any loan documentation you care to share with the coach or any goals for your session
- Step 5: Select Submit Appointment Request

You will receive email confirmation once your appointment has been scheduled.

How can I reschedule or cancel a scheduled session?
From the Advice & Tools tab, there is a section labeled Coaching Appointments that allows you to view completed or upcoming appointments. You can cancel the session by selecting the cancel button or update to reschedule the session.

What if I have a quick question?
From the Advice & Tools tab, select the *Message an Expert* button to ask our coaches questions that may not require a full personalized session.

Eligibility
What Are the Eligibility Requirements?
You must meet the following criteria to be eligible for the benefit:
- Active full-time and part-time U.S. employees working twenty or more hours per week at NVIDIA are eligible to participate in the Program.

- Participants who transfer to an international work assignment may continue to participate in the Program for up to 90 days from the date of transfer.
- Interns and other temporary employees are not eligible to participate in the Program.
- Employees are not eligible to participate in the Program when on a Personal Leave of Absence.
- Repayment is only available for completed undergraduate or graduate degrees where (1) the degree was earned/obtained within the three full calendar years preceding receipt of assistance under the Program; and (2) the degree was earned at a national or regional accredited institution. Note that educational programs that result in a certificate that is not a degree are not eligible for repayment assistance under the Program.
  - *Example*: An eligible employee may receive assistance in 2023 in connection with a degree earned at any time after January 1, 2020.
- Employees whose employment with NVIDIA terminates for any reason, whether voluntarily or involuntarily, cease to be eligible to participate in the Program on the effective date of the termination of employment.

What are the Student Loan Repayment Limits?

You can request up to the amounts listed below, but never more than your remaining loan balance.

Monthly Benefit Amount	**$350**
Annual Benefit Limit	**$4,200**
Lifetime Benefit Limit	**$30,000**

EXEMPT GROUP

- Active full-time and part-time U.S. employees (a) working twenty or more hours per week at NVIDIA, and (b) who were actively receiving a loan repayment match from NVIDIA of at least $350.00 on April 5, 2023, will receive the Exempt Group Monthly Benefit Amount and are subject to the Exempt group Employee Annual Benefit Limit.

EXEMPT GROUP MONTHLY BENEFIT AMOUNT AND ANNUAL/LIFETIME BENEFIT LIMITS

Exempt Group Monthly Benefit Amount	**$500**
Exempt Group Annual Benefit Limit	**$6,000**
Lifetime Benefit Limit	**$30,000**

I had entered my loan prior to March 2023, what happened to it?

You will see your loan in a **SAVED – NOT SUBMITTED** loan under "Other Student Loans."
    Choose **ACTIONS** and "Your Loan is Not Complete. Continue Adding Loan."
    Select the one loan you would like to have your monthly contribution against in the new system.

What Types of Student Loans Qualify for this Benefit?

Loans eligible for student loan repayment assistance must be qualified, U.S.-based education loans, and:

- Incurred on behalf of the employee by the employee;
- Completely used to pay for the cost of qualified higher education expenses while the employee was an actively enrolled student;
  - The term "qualified higher education expenses" means the cost of attendance (as defined in section 472 of the Higher Education Act of 1965, 20 U.S.C. 1087ll) at an eligible educational institution.
- Attributable to education furnished during a period the recipient was an eligible student; and

- In active repayment status, or forbearance status due to the CARES ACT provision until expiration of the CARES Act forbearance provision.
    - "Active repayment status" does NOT include: Grace, Deferment, Default

Specifically, U.S.-based education loans eligible for repayment include:
- Federal Perkins Loans
- Private Student Loans
- Subsidized Stafford Loans (FFELP/Direct)
- Unsubsidized Stafford Loans (FFELP/Direct)
- Health Professional Loans
- Grad PLUS Loans (FFELP/Direct)
- Student Consolidation Loans
- Student Refinance Loans
- State Loans

The following expenses are ineligible for repayment assistance under the Program:
- Late fees
- Installment plan/deferred payment fees
- Direct Parent PLUS loans
- Private Parent loans
- Loans not in employee name
- Other methods of refinance, e.g., home equity lines used to repay education
- Other methods of repayment, e.g., funds from 403(b)/401(k) or other retirement account

Will I Have to Repay EdAssist if My Job Status Changes?
You will not have to repay your student loan reimbursement if your job status changes from full time to part time or from active to leave.

What if I do not indicate "I Agree" to the Statements Reflected in the Loan Form?
The statements reflected in the EdAssist application process are intended to ensure complete understanding of critical aspects of the student loan benefit. Your failure to reflect agreement to any of these statements will prevent your participation.

What if I can't make a payment one month?
You are required to make your minimum payment toward your loan each month. Failure to continue making such payments, or the loan otherwise going into deferment, default, or forbearance, may render you ineligible for continued payments.

Will the NVIDIA benefit replace my monthly payment?
No. The NVIDIA benefit is an addition to your required monthly payment.

Using Student Loan Repayment

How do I know my loan is approved?
The "Approval Workflow" is the route a payment request must take in order to get approved by EdAssist. In the online system, this process is fully automated and can be tracked through completion by referring to the active loan on the banner of the home page. You will also receive an email confirming approval. EdAssist payment requests do not need to go to your manager for approval.

What is Loan Servicer Integration or Linking Student Loans?

EdAssist Solutions partners with a servicer integration partner, who is a financial aggregator that connects to student loan servicers. EdAssist Solutions program participants can link their student loans via our platform via a pop-up modal. All they need to do is enter their user/password credentials and answer any additional password requirements. Once connected, EdAssist Solutions receives student loan details like your last payment and a recent student loan balance.

Will my Student Loan remain connected to servicer integration once the account is linked?

It is not guaranteed that EdAssist will have a consistent connection to your servicer for various reasons. The servicer websites could experience technical errors, password authentication changes, or global disconnects outside of EdAssist control.

Are there ways that I can be proactive to ensure my servicer integrated Payment Requests align with policy requirements?

Yes – we want you to have a positive and seamless student loan repayment experience. Every **three** months, we recommend selecting the *Ellipse (…) Menu* and prompting a refresh of your student loan by selecting "Get Updated Loan Data". Remember, if you update your Student Loan Servicer website portal security, we may need refreshed credentials to unlock loan servicer details. Every **six** months, it assists EdAssist Solutions when you provide a current student loan statement so that your latest billing remittance address, as well as a copy of your other critical loan details are available on file.

Why did an EdAssist Solutions Administrator reach out to me about my Payment Request asking for recent student loan documentation?

EdAssist Solutions Administrators are tasked to execute policy compliance. Loan Servicer refresh disconnections may occur. In the event of a refresh disconnection, EdAssist Solutions will not be receiving updated information from the student loan servicer.

In an effort not to overpay or pay on a student loan out of policy compliance, the EdAssist Solutions Administrators may reach out and ask for a recent student loan statement. As outlined above, you can get ahead of these requests by sending updated loan documentation (statements) on your latest Payment Request. EdAssist Solutions may also ask that you manually attempt to refresh your student loan; some participants have seen success by taking this action.

Will I be notified if my servicer integration connection requires a refresh?

Yes, in addition to EdAssist Solutions Administrators reaching out, you will receive automated reminder emails if the system identifies your loan information has not been refreshed.

How do I setup a recurring payment?

The precursor to setting up recurring payments is first linking your loan(s) with servicer integration. See FAQ above for additional detail. After you link your loan, a recurring payment may be selected as your Payment Request frequency option. If you have linked your loan using servicer integration, recurring payment will be the default payment frequency. If you have not linked your loan with servicer integration, you are required to log in and submit a payment request on a monthly basis.

What is a Payment Request?

Payment requests are the consolidated way to request student loan benefits through the EdAssist portal. Payment requests contain the loan payment transaction details within one process.
Please note, student loan payment requests can only be facilitated for one loan per month. Loans can be added and inactivated for use at a later date, if desired.

Can I Make Payments Against More Than One Loan at a Time?

No, the site is designed to allow one loan to be active at a time. Our coaches can evaluate your loans and help you identify the best personal strategy to pay down your loans.

What is the Timeline for Submitting EdAssist Payment Requests?

Payment requests count toward the limit of the month in which they are submitted. For example, payment requests submitted Jan. 31 would count toward a January benefit period. However, the payment may not reach your loan servicer until February.

What is the Deadline for Submitting EdAssist Payment Requests?
You must submit your payment request within the benefit month in order to be eligible to receive that month's contribution.

How Do I Check the Status of My Payment Request?
You can check the status of your payment request at any time by logging into EdAssist. You will also receive email notifications when your payment request status changes; please make sure your email address in your EdAssist profile is current.

When Should I Expect to Receive My Payment?
Once a student loan repayment request is completed and documentation that meets benefit compliance is submitted within EdAssist, your payment will be sent to the loan servicer as soon as administratively possible.

When will my loan provider apply the payment?
EdAssist will send your payment as soon as administratively possible following your completion of a payment request. However, note that loan providers may take additional time to apply the funds to your loan account.

Will My EdAssist Reimbursement Be Taxed?

In compliance with IRS regulations, employer provided educational assistance is tax free up to a maximum of $5,250.00 per calendar year. Tax-free educational assistance benefits also include payments made after March 27, 2020, and before January 1, 2026, whether paid to the employee or to a lender, of principal or interest on any qualified education loan incurred by the employee for education of the employee. Taxes will be assessed if, at the time of payment processing, your total amount of payments in the calendar year exceeds the allowable non-taxable amount. Any payments received from either student loan or educational assistance benefit programs will be taxable to the participating employee after reaching the $5,250 tax-free amount in a calendar year, or upon expiration of the CARES Act provision. NVIDIA strongly encourages participants to consult with their personal tax advisor to determine tax liability for supplemental loan payments.

What if I have been taxed but my payment has not been applied?
You may see an imputed income amount on your NVIDIA pay stub for tax purposes before the payment is applied to your account by your loan provider. The time between EdAssist issuing your payment to your loan provider, and your loan servicer applying the payment to your account may vary month to month.

How Can I Learn More Information About Student Loans?
- www.myfedloan.org
- www.nslds.ed.gov
- www.studentloans.ed.gov

If I Have Additional Questions, Who Should I Contact?
You can reach support in the following ways:

- **Support Ticket:** Submit a new Support Ticket online anytime selecting "Support" from the EdAssist Home page.
- **Application Comments:** For questions or comments related to a specific application you have submitted, use the "Comments" function on the Application Review page to submit your question.
- **Live Chat:** To get real-time answers, you can connect directly with our support team via Live Chat on the website.