

You have student loan debt, but you also know that saving for retirement is important.

Did You Know that Compass Can Help You with Both?



STUDENT LOAN MATCHING IN THE COMPASS RETIREMENT PLAN—2026 FAQs

WHAT IS THE QUALIFIED STUDENT LOAN PROVISION IN COMPASS?

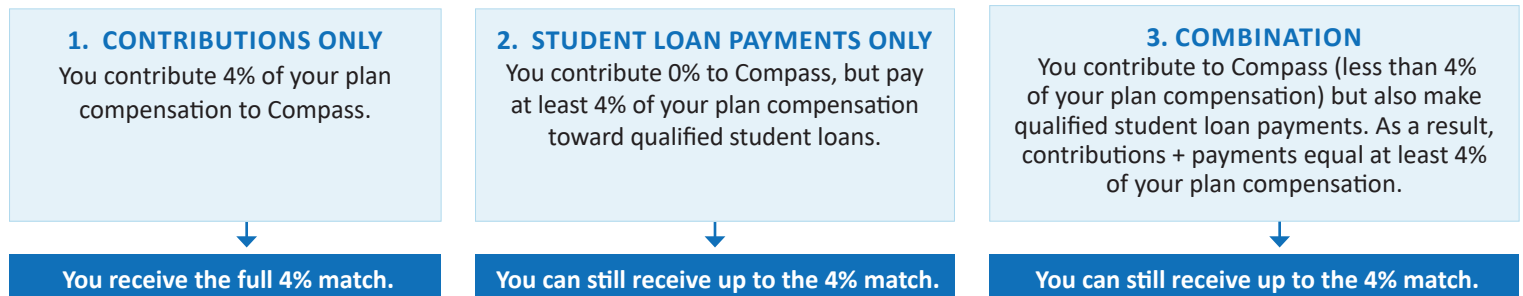
Compass includes a provision, introduced in the Secure 2.0 Act passed in 2022, that allows your qualified student loan payments to count toward earning matching contributions from the UMC. This means that if you're paying off student loans, you can still earn the full 4% match on contributions in Compass.

Even if you can't contribute the full 4% of plan compensation to Compass because you require the funds to pay your qualified student loans, **your qualifying student loan payments can "count" like retirement contributions toward the match—up to 4% of your plan compensation.**

HOW DOES IT WORK?

When you make qualified student loan payments, Compass matches that amount—**up to 4% of your plan compensation.**

You can reach that 4% in three ways:



EXAMPLE: IF YOUR ANNUAL PLAN COMPENSATION IS \$50,000

Your annual contribution to Compass:	\$1,000
Your annual payment toward student loans:	+ \$1,500
Yearly amount:	\$2,500 —which is 5% of your plan compensation.

You are *eligible* for the match maximum Compass matching contribution 4% of your plan compensation.

In this situation, you would receive the full \$2,000 match (4% of \$50,000).

WHAT COUNTS AS A “QUALIFIED” STUDENT LOAN PAYMENT?

Wespath follows IRS rules for **qualified education loans** [Internal Revenue Code §221(d)(1)].

In general, payments may qualify if:

- The loan was used **solely** to pay higher education expenses at an eligible post-secondary institution.
- The education was for **you, your spouse, or your dependent** (for example, a child you claim as a dependent).
- **The loan was incurred by you—and not, for example, by your spouse or dependent—and you repay the loan.** Co-signing on the loan is not sufficient, unless your spouse or dependent has defaulted and you are now legally responsible for repaying the debt.
- The payments are made **during the same plan year** that will be used to calculate the match (e.g., 2026 payments for the 2026 match).

NOTE: Retirement plan loans DO NOT qualify

You may be able to take loans from your Compass retirement plan (including hardship-related loans) to pay education expenses. However, loans from an employer retirement plan are not considered qualified education loans under IRS rules, even if the money is ultimately used for education.

HOW CAN I CERTIFY MY STUDENT LOAN PAYMENTS?

Under this provision, your student loan repayments will be collected in early 2027 through benefitsaccess.org. You will self-certify your student loan payments. You'll be asked to provide:

- **Loan provider name and account number**
- **Amount of each payment**
- **Date of each payment**

We strongly recommend **saving all 2026 loan statements and payment confirmations** (paper or electronic) in case documentation is needed later.

WHEN WILL I RECEIVE MY MATCHING CONTRIBUTIONS?

Matching contributions based on qualified student loan payments that you make in a given year will be calculated and credited to your Compass account as a lump sum in the following year.

Example:

- You make qualified student loan payments in 2026.
- You certify them in Benefits Access.
- The related Compass matching contribution is posted in early 2027.

WHAT SHOULD I DO RIGHT NOW?

Even though you cannot enter information yet, you can prepare to use this benefit:

- **Work with EY or a Financial Planner** to determine if there is a way for you to make some contributions into Compass. It is always a good idea to try to contribute, if you can.
- **Confirm your loans are “qualified education loans.”** Check with EY, your loan servicer and/or tax advisor if you're uncertain.
- **Make and track payments in 2026.**
- **Save your 2026 loan statements and payment records.**
- **Wespath will alert you** when the qualified student loan repayments should be entered into benefitsaccess.org for 2026.

This will position you to receive the Compass match based on your student loan payments as soon as the self-certification process opens.