

1. Why is Advocate Health providing this student loan support program?

As we continue to face labor shortages – alongside employers nationally – and further adjust to an evolving and competitive market, we're offering this program to enable teammates to decrease their student loan debt. This program is just one aspect of our ongoing efforts to reward, recognize and retain our teammates with competitive benefits, educational opportunities and professional growth.

2. Who is eligible for the student loan support program?

Select clinical (non-physician and non-leadership) positions, including Med Surg RNs, imaging (acute and ambulatory) and respiratory therapists are eligible for the loan forgiveness program.

3. How was program eligibility determined?

This program focuses on MedSurg Nursing, Imaging and Respiratory Therapy roles. These are roles that are with high vacancy and time to fill rates and must be immediately replaced if there is a vacancy.

4. Do I have to work a minimum number of hours to be eligible?

Yes. For teammates to be eligible, you must be in a benefit-eligible position. The loan forgiveness program maximum payout is \$21,000 for full-time participants (30+ hours per week) or \$10,500 for part-time participant (20-29 hours per week).

5. Which education-based loans are eligible for repayment?

The following loans that are in good standing and not in default are eligible for repayment through the Student Loan Support program:

- 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 are not eligible for repayment:

- Direct Parent PLUS loans
- Private Parent loans
- Loans not in team member name
- Late fees
- Installment plan/deferred payment fees
- 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

6. Do I have to be employed at Advocate Health for a certain amount of time before I am eligible for the Student Loan Support program?

No. Teammates in eligible roles may apply to the program upon hire.

7. Would rehires be eligible for the program?

Yes, teammates hired into an eligible position with the appropriate FTE can participate in the student loan support program, immediately upon hire. Teammates are still limited to the same annual and lifetime cap on loan support payments (\$5,250 or \$2,625 annually; \$21,000 or \$10,500 over four years).

8. When do student loan support payments begin and when will it end?

Payments will begin after the program relaunches Jan. 15, 2026 and enrollment requirements have been met. Payments will end once program maximum payout has been reached, loan requirements have been adequately satisfied, or if/when the teammate leaves an eligible role at Advocate Health. Also note, the program is subjected to change at any time.

9. Can I enroll in the program at any time following the Jan. 15 launch?

Yes, teammates can enroll in the student loan support program as long as the benefit is offered to eligible teammates.

10. What if I change jobs or employment status during the time that I'm enrolled?

You must be in an eligible job at the time of payment. If a teammate moves from an eligible role to an ineligible role, the commitment time to remain is based on the date of transfer into the ineligible position or the last payment date of the loan forgiveness, whichever is first. If a teammate moves from an ineligible role into an eligible role, they can participate in the student loan support program, immediately upon transitioning into their new position.

11. Do I have to be active at time of payment?

Yes. Teammates who are terminated are not eligible for the loan forgiveness payment.

12. Can I still receive tuition reimbursement while participating in the Student Loan Support program?

Yes. Teammates may participate in both Student Loan Support and Education Assistance programs at the same time. Up to \$5,250 per year of combined payments is tax-free under IRC §127. Any amounts over that limit are taxable.

13. What are the tax implications for teammates who receive these payments?

Loan forgiveness payments provided by an employer are tax exempt if the amount does not exceed \$5,250. Additional tax questions should be directed to your personal tax advisor.

14. Will I be put into a higher tax bracket if I'm receiving loan support payments with tuition reimbursement or other financial support programs for school?

We encourage you to consult with your tax advisor to determine how your participation in these programs will impact your taxable outcomes.

15. Are loan payments made to the teammate or the institution/loan servicer?

Payments will be made by Advocate Health / InStride directly to the institution/loan servicer based on the terms and conditions of your loan. It is the teammate's responsibility to monitor and ensure all payments are made towards their loan(s) as required by the terms of the loan(s).

16. Is there an annual or program maximum amount for the Student Loan Support program?

Yes. There is a \$5,250 annual maximum with a \$21,000 program maximum for full-time teammates and a \$2,625 annual maximum with a \$10,500 program maximum for part-time teammates, not to exceed the total loan balance due.

17. Are the loan forgiveness payments made monthly or in a lump sum?

Payment will be made by Advocate Health / InStride directly to the loan servicer as identified by the teammate in the amount of \$5,250 per year, paid monthly over a four-year period, for full-time teammates, and \$2,625 per year, paid monthly over four-year period, for part-time teammates.

18. What if my monthly payment amount is greater than what the Student Loan Support program contributes each month?

Your loan support payment from Advocate Health / InStride is in excess of your required monthly payment and will be paid directly to your loan servicer between the first and last day of each month. You are responsible for paying any remaining amount between the first and last day of the month in which the payment is due to ensure your loan account is paid in a timely manner. Any late fees or penalties incurred due to participant missed or late payments are the sole responsibility of the participant.

Please review [example teammate scenarios](#).

19. What if my annual loan payment amounts exceed \$5,250 each year?

It is the teammate's responsibility to monitor and ensure all payments are made towards their loan(s) as required by the terms of the loan(s).

20. Is there a requirement for how long I must stay with Advocate Health after I receive my Student Loan Support payments?

Teammates must commit to staying with Advocate Health for one year past their last loan support payment, which could span four years based on the total payment amount provided through the program.

21. Will I be required to repay funds received under the Student Loan Support program if I leave my position at Advocate Health?

If a teammate voluntarily terminates employment, or is involuntarily terminated by Advocate Health, the team member must repay Advocate Health 100% of the loan contribution payments received under this policy within the one-year time period preceding the employee's termination.

22. Why aren't all teammates eligible for this program?

While every role at Advocate Health plays a vital part in patient care, this program was designed to prioritize positions that have the most direct impact on patient outcomes and are currently in highest need.

23. If this program doesn't apply to me, how am I being recognized?

At Advocate Health, we deeply value every teammate's contribution. Over the past few years, we've expanded our recognition efforts to ensure all teammates feel supported and appreciated. This includes enhanced well-being programs, merit increases, flexible and comprehensive benefits.

We're also continuing to invest in your growth—starting January 2026, we're expanding our education assistance benefits to offer even more opportunities for development.

Every teammate plays a vital role in caring for our patients, communities, and one another. That's why we remain committed to evolving our Total Rewards programs to better recognize and support you.