

NVIDIA

Student Loan Repayment Program

PURPOSE

NVIDIA is pleased to offer the Student Loan Repayment Program to attract and retain its employees by providing student loan repayment assistance to those who have completed a degree program within the past three years. The NVIDIA Student Loan Repayment Program (the "Program") is administered by EdAssist, a third-party service provider that specializes in the repayment of student loans.

EMPLOYEE ELIGIBILITY AND LOAN CRITERIA

- You are eligible to participate in the Program if you are a full-time or part-time U.S. employee working twenty or more hours per week, and you have completed 3 months of continuous service with NVIDIA.
- Reduction In Force individuals, Mutual Separation Agreement recipients and International transfers from US to global assignments are covered for up to 90 days from date of separation.
- Interns, Co-op, and other temporary employees are not eligible to participate in the Program.
- Employees are not eligible while on a Personal Leave of Absence .
- In addition, to be eligible for repayment assistance under the Program, you must have completed a degree program within the past three calendar years. Note that educational programs that result in a Certificate that is not a degree are not eligible for repayment assistance under the Program.
 - Example: In 2016, you will be eligible for the Program if you completed a degree program at any time after January 1, 2013.
- Student loans that meet the following criteria are eligible for repayment assistance :
 - You are the primary borrower and the loan is in your name
 - You used the loan to pay for your education, or it is a student loan consolidation/refinance loan
 - Loans were issued by student loan lenders in the U.S.
 - The types of U.S. Education Loans eligible for repayment assistance under the Program 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 fees or loans are not eligible for repayment assistance under the Program:
 - Late fees

- Installment plan/deferred payment fees
- Direct Parent PLUS loans
- Home Equity Lines used to repay Education
- Funds from 403(b)/401(k) or other retirement account
- Foreign Loans issued outside the U.S.

AMOUNTS OF LOAN REPAYMENT ASSISTANCE

Loan repayments will be made directly to your loan Servicer(s) in the following amounts:

Monthly Cap	The lesser of \$500 or your required total monthly payment amount.
Annual Cap	\$6,000
Lifetime Cap	\$30,000

- You should continue making minimum monthly payments to your loan servicer(s). Payments made to your loan servicer(s) are not guaranteed by the due date of your monthly payment(s).
- You are responsible for any required payment amounts in excess of the Program’s monthly cap.
- You are responsible for directing your loan servicer as to how loan repayment amounts you receive from the Program should be applied to your account(s).
- You are responsible for submitting your loan payment request prior to your monthly payment due date, requests received after a monthly due date will be applied toward the next month’s benefit period.

FINANCIAL COUNSELING

The Program includes expert education loan repayment guidance sessions. One-on-one guidance sessions are available to all Participants at no cost. Participants receive an individualized assessment of their current loan situation and can also receive an analysis & review of options to reduce debt, correct current / past issues and incorporate NVIDIA’s contributions most effectively. Information on scheduling a one-on-one counseling session with education finance experts can be accessed on the LoanRepay website.

HOW TO APPLY TO PARTICIPATE IN THE PROGRAM

Applications must be submitted online using the EdAssist LoanRepay website (www.tamsonline.org/nvidia) which can be accessed via a link on NVINFO.

- **STEP 1:** Create a LoanRepay application through the EdAssist NVIDIA LoanRepay site. The application must contain all required information about your applicable loans, such as where you earned your degree, the type of degree obtained, field of study, graduation date,

billing period dates, payment due dates, outstanding loan balance, loan servicer name and address, and account number.

- STEP 2: If your application is approved, upload official documentation required to prove and support the information entered on the application for review by EdAssist. Required documentation includes proof of graduation, proof of your outstanding loan balance.
- STEP 3: EdAssist will review your submitted documentation.
- STEP 4: You will be notified via email of approval or denial of your application.

HOW LOAN PAYMENTS ARE MADE

- Loan payments will be made directly to your Loan Servicer(s) in accordance with your application.
- You can expect loan payments to begin after EdAssist approves your application – note that the first loan payment may take longer to pay out in comparison to future loan payments. Retroactive payments requested after due date for amounts past due will not be issued. You should continue to work directly with your loan servicer to arrange any changes to your payment obligations.

TERMINATION OF PARTICIPATION

- Your participation in the Program ends when your employment ends, except that Program Participants who NVIDIA terminates due to a reduction in force or lay off will remain eligible to receive loan repayment assistance for 3 months following their termination of employment.
- If you voluntarily terminate your employment with NVIDIA after having been a Participant in the Program for at least one year, you will be required to reimburse NVIDIA for the amount of loan repayment assistance you received for the one-year period prior to your termination.

TAX IMPLICATIONS

- All amounts you receive from the Program are taxable income for you and NVIDIA will report the total paid on your behalf each year on your W-2 Form.
- All associated tax liabilities you incur due to your participation in the Program are solely your responsibility.

NVIDIA reserves the right to change or terminate this Program in any way and at any time.