



# Tuition Reimbursement Account

## Recruit Top Talent

Education assistance is a highly valued benefit that can help you recruit top performers.

Directly investing in employee development sends a strong message to prospective hires about your company's culture and values.

## Maximize Employee Engagement

Investing in your employees attracts and retains top talent. A Tuition Reimbursement program helps boost employee engagement while growing your talent pool.

## Increase Employee Retention

Offering tuition assistance also reduces employee turnover. Employees who are offered tuition reimbursement usually stay longer with your company.

## Tax Savings

Under Internal Revenue Code Section 127, employers can deduct up to \$5,250 per employee for tuition reimbursements made through qualified education assistance programs (EAPs).

MMA offers a streamlined, efficient experience for both employers and employees, for managing tuition reimbursement.

Our robust portal provides a seamless experience for consumers who view balances and submit tuition expenses online. All of their accounts are viewable in one place.



[Learn more](#)

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# MMA Advantage

The rapid pace of federal and state regulatory changes is increasing, leaving employers and their already-stretched human resources teams scrambling to keep up with the latest information, rules, and requirements—resulting in confusion, frustration, and risk. There are more than nine types of spending and reimbursement accounts in the marketplace with nuances that vary from claim processing, discrimination testing and IRS updates, to name a few. Our specialists provide services you can count on:

- In-house resources including service managers, employee advocates, ERISA attorneys, and compliance specialists;
- Robust employer/participant portal and mobile app with real-time access to account information including account summary, claims history, and tracking, and print version of notices and letters;
- Daily claims management for fast reimbursement;
- 24/7 Participant IVR System for Frequently Asked Questions, and Participant-focused Call Center;
- Service Guarantees;
- Real-time access to account information including account summary, payment history, paid-to dates, and print version of notices and letters.

## MMA by the Numbers



**365+** Employers trust MMA's Spending Accounts Team



**110K+** Participants Supported



**160+** Spending Accounts Team Combined Years of Experience



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Your future  
is limitless.<sup>SM</sup>

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Business Insurance

Employee Health & Benefits

Private Client Services

Retirement Services

MarshMMA.com

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