

THE FLORIDA BAR FOUNDATION  
ORLANDO, FL  
LOAN REPAYMENT ASSISTANCE PROGRAM  
PROGRAM DESCRIPTION

Purpose: To strengthen and expand legal assistance for the poor by supporting the recruitment and retention of the most qualified staff attorneys by legal assistance programs funded by the Foundation.

1. Term of Assistance. The program will provide a maximum of ten years of benefits. Continued benefits and the amount and terms of such benefits are subject to the availability and allocation of annual funding for this program by the Foundation. Once admitted as a participant an attorney may remain a participant for up to a maximum of ten years, subject to continued eligible employment, bar admission, re-application and local program certification.
2. Benefits. An amount equal to 80% of annual eligible debt payments up to \$7,500 per year subject to the availability of annual funding. For example, a staff attorney paying \$9,400 or more a year on eligible law school debt will receive the maximum annual benefit of \$7,500. In the event an applicant's principal balance is equal to or less than the maximum annual benefit amount, an applicant will qualify for a loan in the amount of the principal balance, which will be payable fully on or about January 15.
3. Nature of Benefits. Benefits will be in the form of one-year loans which will be forgiven annually at the end of each year provided the staff attorney remains employed on a full time or at least part time basis by a Foundation LAP grantee and is in compliance with the LRAP requirements. Benefits are designed to be non-taxable under federal tax law by making the benefits a one-year loan forgivable at the end of the year since the Foundation, not the participant's employer, will be providing the benefits. Loans shall be for one year with loan proceeds disbursed semi annually. The loan shall be evidenced by a promissory note in a form required by the Foundation executed by the borrower (participant) and shall bear interest at a rate of 3%.
4. Eligibility Standards. Applicants and participants must meet the following eligibility standards:
  - A. Employed on a full-time basis or at least 50% FTE part time basis by a legal assistance for the poor program currently receiving a general support grant from the Foundation;
  - B. Admission to The Florida Bar by the end of the first year after having been selected as a participant and thereafter a member in good standing of The Florida Bar.
  - C. In full compliance with LRAP requirements, if a current LRAP participant.
5. Process for Selection of Participants. All staff attorneys having eligible law school debt and meeting the standards of paragraph 4 (four) above are eligible to apply. The grantee will provide application forms designed by the Foundation to these participants. The Foundation shall make final selection decisions.
6. Timing of Selection, Loan Disbursements and Forgiveness. Selection of participants will be in December of each year. Loan disbursements will be semi-annual (January and July). Loan disbursements are subject to and conditional upon participant's continuing eligible employment. Further, loan disbursements and forgiveness are subject to and conditional upon certification and proof as to the application of previous loan disbursement(s) for law school loan payments and continuing compliance with other LRAP requirements. Forgiveness will be effective in January, following the year of the applicable loan.
7. Debt Eligibility. The program would cover only law school government or private loans, such as GSL, ALAS-SLS-FISL, Law Access Loans (LAL), Law Loans and National Direct Student Loans (NDSL or Perkins Loans), or university or other private institutional loans.
8. Resourcing the Program. The Foundation will reduce a program's general support grant from the Foundation for 20% of the cost of the benefits (i.e. \$1,500 for a participant receiving \$7,500) per each LRAP participant employed by that program.

NOTE: The supplemental LRAP program has been discontinued except for those previous supplemental LRAP participants who would suffer cuts in benefits. Supplemental benefits for those participants will continue, funded 20% by the Foundation and 80% by the programs through general support grant reductions, provided they continue to be nominated by their program for supplemental LRAP benefits and remain eligible under paragraph 4 above.