



# Haverford College Retirement Healthcare Savings Plan

## Preparing today for a healthier tomorrow

### Plan features

Easy online access to account and investment information.

Dedicated, toll-free customer service center.

Online claims management.

Convenient Rx debit card.

Reimbursement for you, your spouse, your same sex or opposite sex domestic partner and other eligible dependents.

Group retiree health insurance underwritten by Aetna.



Need more information? Call the Emeriti Service Center toll-free at **866-363-7484** and press option #2, weekdays, 9 a.m. to 5:30 p.m. (ET).



Download the TIAA app or log in to the **TIAA.org** website:

- Check account balance
- View pending transactions
- Transfer funds

Haverford College established the Retirement Healthcare Savings Plan (RHSP), administered by Emeriti and TIAA, as a way to help you prepare and pay for your medical expenses in retirement. As you get older, healthcare costs are likely to take up a larger portion of your budget, and Medicare may not be enough.<sup>1</sup>

The RHSP complements your retirement plan and offers a number of tax advantages both while you are accumulating savings and later when you are retired, including:

- Tax-free employer contributions
- Tax-free investment earnings
- Tax-free reimbursement for qualified medical expenses during retirement

### What you get



#### A tax-advantaged account

Money is set aside now to help you pay your healthcare costs in retirement.

- Funded with tax-free employer contributions and your voluntary after-tax contributions
- Contributions are allocated to an age-appropriate TIAA-CREF Lifecycle mutual fund



#### A tax-free reimbursement benefit in retirement

Money in your account can be used for qualified medical expenses, such as:

- Health insurance premiums, deductibles and copays; prescription drug costs; Medicare and long-term care premiums
- Other medical expenses as defined by the Internal Revenue Service



#### Access to employer-sponsored retiree health insurance plans

If you meet your employer's RHSP eligibility when you separate from employment and qualify for Medicare, you and your eligible dependents can enroll in your choice of Medicare Advantage and Medicare-approved prescription drug and dental plans underwritten by Aetna. For pre-65 eligible dependents, there are medical and prescription drug combination plans and a dental plan available.<sup>2</sup> Calculate insurance premiums and get more information at **EmeritiHealth.org**.

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## About the plan

<b>Eligibility and contributions</b>	Your employer will begin making contributions for you starting at age 40. The amount of the contribution will be determined by your employer annually. Your employer will stop making contributions on the earliest of the following events: your employer has made 25 years of contributions to your account; your separation from employment; your death during employment.
<b>Investments</b>	Initial contributions will be invested in a TIAA-CREF Lifecycle mutual fund that has a date closest to the year you will turn age 65. Once your account is established, you will have the opportunity to change your investment option(s) if you so choose.
<b>Vesting and entitlement</b>	Your voluntary after-tax contributions are always 100% vested. Your employer's contribution is vested after seven years of continuous service. Employees who terminate employment prior to attaining eligibility will forfeit any employer contributions plus any earnings attributable to the employer contributions.
<b>Employer-sponsored retiree health insurance</b>	You will also be eligible for retiree health insurance underwritten by Aetna if you satisfy the criteria for retirement eligibility under the plan: attain age 60 while employed by the institution with at least seven years of continuous service; or become permanently disabled during active service and receive a disability determination letter from the Social Security Administration.
<b>Benefits after death</b>	After your death, your spouse or domestic partner and eligible dependents may continue to receive reimbursement for their qualified medical expenses. Eligible dependents may also stay enrolled in the Aetna health insurance. <b>However, if there is no surviving spouse or domestic partner or eligible dependents, any unused benefits, including your voluntary after-tax contributions, will be forfeited back to the plan.</b>



<sup>1</sup> [ebri.org](http://ebri.org), Employee Benefit Research Institute, Issue Brief, May 16, 2019, No. 481.

<sup>2</sup> Aetna dental plan is not available in Maryland.

Subject to the rules of your Summary Plan Description (SPD), your account assets are available to pay health insurance premiums and other qualified medical expenses for your life and the lifetime of your eligible dependents. Once you have died and once all your eligible dependents have died (or reached majority, in the case of children), any remaining balance in your account is forfeited back to the Plan for use under the terms of the Plan for other eligible participants of your Institution. This Plan Highlights Sheet is intended to provide you with a brief overview of certain key features of your Institution's Plan. Please consult your Summary Plan Description (SPD) sent separately to you for a more complete explanation of the terms of the Plan and your rights and responsibilities under the Plan. The terms of the Summary Plan Description (SPD) will prevail.

The full name of Emeriti Retirement Health Solutions is The Emeriti Consortium for Retirement Health Solutions, an Illinois Nonprofit Corporation. Emeriti Retirement Health Solutions is not an insurance company, insurance broker or insurance provider. The Emeriti Program is delivered in collaboration with TIAA, CBIZ RPS, Aetna Life Insurance Company, and HealthPartners. Emeriti, TIAA, CBIZ RPS, Aetna Life Insurance Company, and HealthPartners are independent corporations and are not legally affiliated.

Teachers Insurance and Annuity Association of America (TIAA) is Emeriti's accumulation record keeper, trust services provider, and investment manager. Teachers Insurance and Annuity Association of America (TIAA) will provide services to the plan and may issue plan communications on behalf of the plan sponsor, in its capacity as a plan record keeper.

CBIZ RPS is Emeriti's disbursement record keeper for Emeriti group insurance administration and Emeriti medical expense reimbursement processing.

Aetna Life Insurance Company is the primary health insurer for the Emeriti Program, providing fully insured medical insurance and health-related products. For over 150 years, Aetna has been an innovator in the delivery of insurance solutions and is a nationwide provider of Medicare-approved Part D prescription drug services.

For Minnesota institutions and their Minnesota-resident retirees, HealthPartners provides participants with medical insurance and health-related products. HealthPartners is the largest consumer-governed nonprofit health care organization in the nation.

The TIAA group of companies does not provide legal or tax advice. Please consult your legal or tax advisor.

Interests in any retiree healthcare plan discussed herein are offered solely by the employer.

TIAA Individual & Institutional Services, LLC serves as a broker-dealer with respect to underlying mutual funds only, and does not offer, market or sell interests in such plans or otherwise provide broker-dealer services with respect to the interests in such plans.

**Investment, insurance and annuity products are not FDIC insured, are not bank guaranteed, are not deposits, are not insured by any federal government agency, are not a condition to any banking service or activity, and may lose value.**

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