



St. Olaf 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 and other eligible dependents.

Group retiree health insurance underwritten by HealthPartners.



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

St. Olaf 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.¹

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 three HealthPartners Retiree National Choice (RNC) health plans that include Medicare Part D prescription drug coverage. A HealthPartners dental plan is also available. Calculate insurance premiums and get more information at **EmeritiHealth.org**.

About the plan

Eligibility and contribution schedule	Your employer will begin making contributions for you starting at age 39. 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 separation from employment; your death during employment.
Vesting and entitlement	Your voluntary after-tax contributions are always 100% vested. Your employer's contribution is vested as follows: If you were hired prior to 1/1/2018, you will be immediately vested. If you were hired after 1/1/2018, you must have three years of continuous service. If you were re-hired after 1/1/2018, and worked for the College prior to 1/1/2018, you will be immediately vested. Employees who terminate employment prior to attaining eligibility will forfeit any employer contributions plus any earnings attributable to the employer contributions.
Employer-sponsored retiree health insurance	You will also be eligible for retiree health insurance underwritten by HealthPartners if you satisfy the criteria for retirement eligibility under the plan: attain age 55 while employed by the institution with at least five years of continuous service; or become permanently disabled during active service and receive a disability determination letter from the Social Security Administration.
Benefits after death	After your death, your spouse and eligible dependents may continue to receive reimbursement for their qualified medical expenses. Eligible dependents may also stay enrolled in the HealthPartners health insurance. However, if there is no surviving spouse or eligible dependents, any unused benefits, including your voluntary after-tax contributions, will be forfeited back to the plan.
Investments	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.



¹ ebri.org, Employee Benefit Research Institute, Issue Brief, October 8, 2018, No. 460.

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 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 SPD will prevail.

Emeriti, TIAA, CBIZ RPS, Aetna Life Insurance Company, and HealthPartners are independent corporations and are not legally affiliated. 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.

CBIZ RPS is Emeriti's disbursement recordkeeper for Emeriti group insurance administration and Emeriti medical expense reimbursement processing. CBIZ RPS is a Philadelphia company with more than 40 years of experience in full-service benefits services supporting employees and retirees in organizations nationwide.

Aetna Life Insurance Company is the primary health insurer for the Emeriti Program, providing fully insured medical insurance and health-related products. For more than 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 healthcare organization in the nation.

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The TIAA group of companies cannot and does not provide tax or legal advice and recommends that plan sponsors consult their own legal and tax advisors for such advice.

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