

# A smarter way to offer healthcare in retirement

Customized options designed especially for your retirees



# Help your future retirees manage medical costs with Emeriti Retirement Health

Get up to  
**50%**  
more value  
from your  
benefit spend\*

## Invest in a better quality of life for your retirees

Any solutions regarding retirement readiness need to include healthcare. That's because medical costs continue to rise—and disproportionately affect older Americans who have a greater need for care and fewer resources to pay for it. The ability to rely on a tax-free savings plan exclusively for healthcare—apart from any other retirement savings—gives retirees an extraordinary advantage in creating the kind of life they want.

## Cost-effective, in a higher-cost world

To help meet the growing need for healthcare-only investing, Emeriti is working with TIAA, a leader in long-term asset management, to develop highly cost-effective defined contribution solutions for both employers and employees.

## A leader in helping achieve healthier tomorrows

Large nonprofits—including some of America's most prestigious colleges and universities—rely on Emeriti Retirement Health for retiree medical benefit programs. As you manage anything from plan design to ongoing monitoring, you work with a dedicated team of experienced benefits specialists who can help you customize plan features that make the most sense for your employees.

## Give your employees greater control in retirement

Our signature retiree health plans provide choice, convenience and flexibility in helping your employees prepare for their future medical expenses. You get efficient, effective ways to enhance your retirement benefits without adding significant cost or headcount.

# “Must-have” characteristics of effective retiree healthcare plans



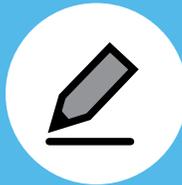
**Flexible**



**Affordable**



**Tax-friendly**



**Easy-to-administer**



**Easy-to-use**

# **Emeriti offers full healthcare for your retirees**

**Affordable national coverage, combined with powerful  
tax advantages and dedicated member services**



To help employees address Medicare gaps and better enjoy their post-working years, more employers are choosing Emeriti to provide end-to-end retiree healthcare.

### Customized programs to cover tomorrow's health costs

Emeriti combines a defined contribution plan with optional group retiree health insurance. Our customizable solutions go far beyond tax-advantaged healthcare savings and Medicare by giving participants an easy way to invest for their future care, as well as choose exactly the kind of retirement health coverage they want.

### How the plan is funded

Participation is funded through employer contributions. Adding direct after-tax employee contributions makes the plan even more tax-efficient, since all contributions are totally exempt from all income taxes.

#### Your employees get the benefits of:

- Tax-advantaged savings in plan accounts
- Tax-free withdrawals for qualified medical expenses
- Affordable retiree health insurance options (nationally provided through Aetna)

## Three powerful tax-saving benefits



### Employer contributions

Tax-free employer contributions for participants during active service



### Investment earnings

Tax-free investment earnings for participants



### Participant reimbursement

Tax-free participant reimbursement for qualified medical expenses in retirement

# Enhance your retirement benefits: quickly...efficiently...now

## Emeriti's programs are easy to implement and administer

Emeriti offers a turnkey healthcare program that works in conjunction with your benefits, finance and payroll operations. Your Emeriti service team will work with you to customize plan features to match your institution's goals and culture.

### Choose the building blocks of your plan

- Participant and dependent eligibility
- Contribution timing and limits
- Investment choices
- Vesting
- Benefit start date (e.g., age 65)
- Direction of forfeitures

## It works smarter—every single day

Emeriti moves day-to-day plan administration from your office to ours. Our full service approach encompasses billing, premium collection, as well as payments and reimbursements for qualified medical expenses. We also monitor plan usage, schedule periodic reviews to assess progress, and make any needed adjustments.

## It's compliant—every step of the way

Emeriti ensures that your plan complies with applicable laws and regulations. Our team will handle:

- Filing** required federal and state applications and forms
- Preparation** of Forms 5500 and 990
- Sample** Summary Plan Descriptions and Annual Reports
- Adherence** to applicable accounting rules and standards

In addition, our goal is to make initial plan setup as fast, efficient and thorough as possible, with easy-to-customize sample plan documents, forms and agreements.

# Triple tax-free investing for a lifetime of care

## How contributions are allocated

Contributions to your Emeriti-administered program are directed to trusts set up specifically for the benefit of your employees. These trusts are overseen by TIAA-CREF Trust Company, FSB.

You can choose an investment menu tailored to your institution's goals. Any investment earnings grow tax free. Distributions are also tax free if used for qualified medical expenses, including health insurance premiums, co-payments, prescriptions, deductibles, long-term care expenses, and more.





## Optional health insurance for a new chapter of life

### More complete coverage for a more complete retirement

With the Aetna Retiree Healthcare Insurance option as part of your program, your eligible participants can enjoy a range of affordable coverage, including:

- Medicare Advantage
- Medicare Part D prescription drug
- Dental
- Pre-65 retiree and dependent coverage

These options are designed to work with Medicare Parts A and B. In addition, each autumn during annual enrollment, participants may change their coverage with no medical examination.

# We help participants make the most of your plan

Emeriti makes it easy for your employees to save for future medical costs, and use all of the plan's features. They get access to a wide array of resources and services including:



Simplified online and telephone enrollment



Dedicated toll-free service center



Easy-to-navigate, secure website and benefits dashboard



Clear, easy-to-understand insurance enrollment kits



Quarterly statements—including combined statements for those who have retirement plan investments with TIAA



Wide variety of health- and plan-related education, information, and targeted communications

At launch and periodically as desired, your Emeriti and TIAA service teams will conduct on-site meetings to explain the plan features and answer any questions. We'll also conduct periodic surveys to gauge employee satisfaction and opportunities for improvement.

# Discover how Emeriti can help maximize these powerful retiree healthcare advantages

**An Emeriti consultant can offer guidance on which program is best suited to your institution's needs and goals.**

- Defined contribution retirement healthcare savings
- Customized plan design
- Open investment architecture
- Reimbursement of qualified medical expenses in retirement
- Compliance and regulatory support
- Pre- and post-65 health insurance coverage

## **When you add it all up...**

Emeriti's retirement healthcare program works in conjunction with your existing retirement benefits, regardless of provider. We help simplify benefits administration while giving your employees more options and better control of their retirement healthcare, planning, saving and preparation. In fact, our customized approach can help you get up to nearly 50% more value for your benefit spend.\*

# Contact us today for more information

on how Emeriti can help your institution and your employees

**Call**  
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\*Based on the results of a hypothetical illustration where \$2,000/year was contributed into both a Retiree Health Care Account and a 403(b) plan for 30 years. The assets in both accounts grew at a 6% interest rate each year and this resulted in an after-tax total accumulation amount of \$162,419 from the RHCA compared to \$108,821 from a tax-advantaged retirement savings plan. This assumes a 33% tax rate. Individual rates will vary.

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