

Key Employer Healthcare Benefit

Add value to your total compensation program for key employers with a triple tax-free retiree healthcare benefit

With Emeriti's Key Employer Healthcare Benefit you can provide key, targeted employees with tax-free savings to pay for fully insured healthcare plan premiums in retirement, including medical, dental, vision and qualified long-term care. This valuable benefit can help you recruit and retain top talent while providing a cost-effective retiree healthcare solution with a known financial commitment.

A win for you

- **Valuable key employer compensation tool** for recruiting, retention and timely retirement of key employees
- **Innovative and cost-effective retiree healthcare solution** that helps reduce the financial liabilities associated with legacy defined benefit programs
- **Easy to establish and administer**¹
 - No nondiscrimination testing
 - No integration requirements with the pension plan
 - No IRS limit on employer contributions or minimum distribution requirements
 - No ERISA audit requirement
 - Employer-provided healthcare coverage is excluded from an employee's income²

A win for key employees

- **Employer-funded savings** to reimburse employees for premiums paid for fully insured healthcare benefits in retirement
- **Triple tax-free savings** for employer contributions, investment earnings and reimbursements for qualified medical expenses³
- **Greater confidence to retire when ready**, knowing money is set aside for healthcare expenses

How it works

1**Sign agreement with employee**

You choose eligibility, funding and vesting provisions.

2**Contribute at your discretion**

You choose either a **one-time lump sum or annual contribution** for a defined period. Assets are held in a revocable trust.

3**Employee directs investments**

Employee account holders will have access to an open architecture with mutual funds offered and managed by TIAA and other providers.

4**Retirees use assets to pay premiums for fully insured medical benefits**

Emeriti provides the administration for premium reimbursement.



¹ Although the value of employer-provided healthcare coverage is generally excluded from an employee's gross income, the IRS has not issued any regulations under IRC section 4960 to clarify whether employer-provided healthcare coverage is excludable from "remuneration" paid in excess of \$1,000,000 by a tax-exempt organization to a covered employee for purposes of the 21% excise tax.

² Form 5500 required for more than 100 participants

³ Qualified medical expenses as defined by IRC Section 213(d)

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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 recordkeeper.

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, Aetna Life Insurance Company, and Health Partners. Emeriti, TIAA, CBIZ, 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. TIAA is based in New York and has more than a century of distinguished service to the non-profit community for financial services supporting retirement income security.

CBIZ is Emeriti's disbursement record keeper for Emeriti group insurance administration and Emeriti medical expense reimbursement processing. CBIZ is a Philadelphia company with more than forty 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 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.

Medicare coverage outside the United States is limited. In most situations, Medicare won't pay for health care or supplies you get outside the U.S. The term "outside the U.S." means anywhere other than the 50 states of the U.S., the District of Columbia, Puerto Rico, the U.S. Virgin Islands, Guam, American Samoa, and the Northern Mariana Islands.

For additional information regarding Medicare coverage outside the United States, visit [Medicare.gov](https://www.Medicare.gov).