



Baylor College of Medicine 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 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

Baylor College of Medicine established the Retirement Healthcare Savings Plan (RHSP), which is recordkept by TIAA and offered by Emeriti, 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.

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 and pre-65 retirees, there are medical and prescription drug combination plans and a dental plan available.¹ Calculate insurance premiums and get more information at **EmeritiHealth.org**.

Baylor College of Medicine Retirement Healthcare Savings Plan

About the plan

Eligibility and contributions

Your employer will begin making contributions for you as soon as administratively possible after reaching age 40 and completion of 1 year of service. 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.

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.

Vesting and entitlement

Your voluntary after-tax contributions are always 100% vested. Your employer's contribution is vested with 10 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.

Employer-sponsored retiree health insurance

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 59½ while employed by the institution with at least 10 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 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. **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.**



GIVING LIFE TO POSSIBLE



¹ Aetna dental plan not available in Maryland.

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 Teachers Insurance and Annuity Association of America (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.

TIAA is Emeriti's accumulation recordkeeper, trust services provider, and investment manager. TIAA may issue plan communications on behalf of the plan sponsor, in its capacity as an accumulation recordkeeper.

CBIZ RPS is Emeriti's disbursement recordkeeper 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. Aetna 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.

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

This material is for informational or educational purposes only. It is not legal or tax advice. It does not constitute fiduciary investment advice under ERISA, a securities recommendation under all securities laws, or an insurance product recommendation under state insurance laws or regulations. This material does not consider any specific objectives or circumstances of any investor or suggest any specific course of action. Investors should make investment decisions based on investor's own objectives and circumstances.

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