Kalamazoo College offers you the Emeriti Plan, comprehensive retirement health benefits for you and your dependents. Emeriti provides access to and assets for healthcare security in retirement:

- **Save during your working years for healthcare expenses in retirement**
- **Use the tax-advantaged reimbursement benefit for qualified medical expenses after separation of service**
- **Choose from a menu of health plans to fit your individual needs and budget when you retire**

Under the Plan, your spouse, domestic partner, dependent children, and dependent relatives—as defined by IRS guidelines—may also be eligible to receive benefits while you are receiving benefits and may continue to do so after you die.

For more information, please call the Emeriti Service Center at 1-866-363-7484 and visit EmeritiHealth.org.

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**At-a-glance look at your Emeriti retirement health benefits**

<table>
<thead>
<tr>
<th>Your Health Account</th>
<th>Your Reimbursement Benefit</th>
<th>Your Retiree Health Insurance</th>
<th>Your Emeriti Participant Services</th>
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<tr>
<td>Kalamazoo College begins making contributions on your behalf at age 35.</td>
<td>Use assets from your Health Account to pay for qualified medical expenses (QME) upon separation of service.</td>
<td>Menu of portable, group medical, Part D prescription drug, and dental options for you and your dependents.</td>
<td>Personalized counseling available through Emeriti Service Center.</td>
</tr>
<tr>
<td>You can make voluntary contributions anytime.</td>
<td>Submit QME claims online, or via mail or fax.</td>
<td>“Best in Class” Medicare Advantage Plans* and other Medicare supplemental plans are available.</td>
<td>Enroll in group health insurance online* or by phone.</td>
</tr>
<tr>
<td>Earnings grow tax-free.</td>
<td>The reimbursement benefit is available for you and your dependents.</td>
<td>All plans are lifetime guaranteed issue. You may change between plan choices during each annual enrollment period.</td>
<td>Watch informational videos and presentations online.</td>
</tr>
<tr>
<td>Disbursements for qualified medical expenses (QME) after separation of service are tax-free.</td>
<td>Monitor claim status at MyEmeritiBenefits.org.</td>
<td>Monitor claim status online through Aetna.</td>
<td>Attend teleconferences and webinars.</td>
</tr>
<tr>
<td>Administration supported by TIAA-CREF.</td>
<td>QME and insurance enrollment supported by Savitz.</td>
<td>Plans underwritten by Aetna (nationally).</td>
<td>Attend on-campus meetings and workshops.</td>
</tr>
</tbody>
</table>

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*Aetna Medicare Advantage National PPO plans earned 4.5 stars from Centers for Medicare and Medicaid Services (CMS) for 2014. | Online insurance enrollment available fall of 2015.
Overview of the Emeriti Program

Your Employer’s Contributions

Kalamazoo College will begin making contributions for you upon commencement of employment and attaining age 35. The amount of the contribution will be determined by the Institution. The Institution will cease making its contributions on the earliest of the following:

- the date the Institution has made 25 years of contributions to your account
- the date you cease employment at the Institution
- the date of your death during employment

Your Own Contributions

You can begin to make a contributions to your Emeriti Health Account at any time. Voluntary contributions may be made by payroll deduction during active service, when you terminate and in retirement. Your voluntary contributions will be made on an after-tax basis, but employer contributions and all earnings will accumulate and be paid out tax free for your retiree health insurance and other qualified medical expenses.

Your Eligibility For Emeriti Plan Benefits

Using your Emeriti Reimbursement Benefit

You will be able to utilize the Emeriti Reimbursement Benefit to pay for any qualified out-of-pocket medical expenses after termination of employment with the Institution if you are age 55 with 10 years of service. You have the right to use all of your own contributions and earnings, and any vested Employer contributions in your Health Account, when you terminate employment. See Emeriti’s website www.emeritihealth.org for a list of eligible expenses.

Please read your Summary Plan Description (SPD) for further details about special conditions allowing for early withdrawal of your Emeriti assets in the case of a terminal illness or a catastrophic health situation. To check your account balance go to tiaa-cref.org, or call the Emeriti Service Center at 1-866-363-7484 and select Option #3.

Using your Emeriti Retiree Health Insurance

You will also be eligible for the Emeriti Health Insurance Plan Options if you satisfy the criteria for Retirement Eligibility under the Plan:

- attained age 55 while employed by the Institution with at least 10 years of continuous service
- became permanently disabled during active service and received a disability determination letter from Social Security

Having met the criteria for Retirement Eligibility, you will be able to enroll in the Emeriti Health Insurance after terminating service with the Institution, attaining age 65, and enrolling in Medicare Parts A and B.

If your spouse or domestic partner is also age 65 or older and is enrolled in Medicare Parts A and B, he/she may also enroll when you do in any Emeriti Health Insurance Plan Option. If your spouse, domestic partner or eligible dependents are not Medicare-eligible, they may enroll in Emeriti’s pre-65 Health Insurance Plan Options when you enroll.

Subject to the rules of your Summary Plan Description (SPD), your Emeriti Health 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 Health 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.

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

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