Kalamazoo 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, your same or opposite sex domestic partner and other eligible dependents.
Group retiree health insurance underwritten by Aetna.

Kalamazoo 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 Medicare Advantage and Medicare-approved prescription drug and dental plans underwritten by Aetna. For pre-65 eligible dependents, there are medical and prescription drug combination plans and a dental plan available.² Calculate insurance premiums and get more information at EmeritiHealth.org.

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
About the plan

Eligibility and contribution schedule
Your employer will begin making contributions for you starting at age 35. The amount of the contribution will be determined by your employer annually. Your employer will stop making its 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 when you are age 55 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 55 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.

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.