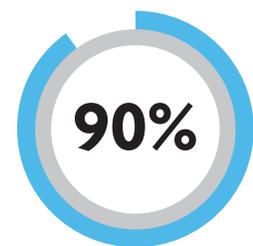




# Strengthen your retirement plan to improve benefit outcomes

A well-rounded benefits package includes tax-free healthcare reimbursement benefits in addition to a retirement plan.

Comprehensive retirement plan design brings together income replacement vehicles like lifetime annuities with healthcare savings programs such as retirement healthcare reimbursement accounts and health savings accounts. The tax efficiencies derived by offering a **Retirement Healthcare Program** and the **TIAA Health Savings Account (HSA)** in addition to your TIAA retirement plans can help you and your employees achieve better outcomes.



Plan sponsors foresee rising medical costs as a significant concern for employee retirement security<sup>1</sup>; employers need new ways to design their retirement benefits and take full advantage of the tax-free nature of healthcare reimbursement benefits for employees and retirees.

## Collective RHP and HSA benefits for employees

- Pre-tax contributions, investment gains are tax-free and tax-free withdrawals for qualified medical expenses
- Increased retirement readiness
- Ability to manage healthcare savings for today, tomorrow and in retirement
- Increased confidence to meet healthcare expenses
- Dedicated account(s) to pay for qualified medical expenses

## Collective RHP and HSA benefits for employers

- Increases ROI of your benefits spend
- Improves the competitiveness of your benefits package
- Reduces payroll taxes
- Increases benefit outcomes
- Customizable designs to meet your needs
- Support workforce management objectives
- Increased employee appreciation, confidence and morale

## Strengthen your retirement plan to improve benefit outcomes



of employees are significantly concerned about the rising cost of healthcare affecting their financial security in retirement.<sup>1</sup>

### TIAA Health Savings Account administered by HealthEquity

The TIAA HSA provides employees with a simple way to pay for current and/or save for future healthcare expenses in a very tax-efficient way. Employees (and employers) make tax deductible contributions, account earnings grow tax-free and any withdrawals now or in the future for qualified medical expenses are tax free.

1. Requires enrollment in a qualified high deductible health plan (HDHP).
2. Individually owned and portable, all contributions immediately fully vested.
3. Pre-tax contributions, investment gains are tax free and tax free withdrawals for qualified medical expenses.
4. Spend now or save and invest for future healthcare expenses; no “use it or lose it” stipulations.
5. HSA information is viewable within MyTIAA online/mobile platforms and within the overall financial wellness programs provided by TIAA.
6. Standard HSA investment menu.

### Retirement Healthcare Program (RHP)

The RHP is a unique health and welfare benefit plan that allows employers to allocate funds toward a tax-free healthcare reimbursement account. All eligible healthcare expenses reimbursed from the account are tax-free and thus the employer’s benefit spend is significantly enhanced compared to funding a retirement plan solely.

1. Defined contribution healthcare reimbursement account funded during the working career of employees similar to a 403(b) or 401(k) plan.
2. Utilizes a VEBA or governmental trust to hold the assets.
3. Pre-tax contributions, investment gains are tax free and tax free withdrawals for qualified medical expenses.
4. Customizable plan design; eligibility, contribution amount, vesting can all be modified to meet the employer’s specific needs.
5. Benefits can be used to pay health plan premiums such as COBRA, Medicare Part B, C or D, Medicare Supplement Plans, co-pays, deductibles, dental, vision, hearing aids and much more.

### Maximize your retirement benefits

TIAA healthcare savings solutions allow you to optimize your benefits spend and help employees save and pay for their healthcare expenses with tax-free dollars.



**Retirement  
income**



**Healthcare  
security**



**Better outcomes**

**To learn more about our suite of healthcare savings solutions,  
please visit our [plan sponsor webpage](#) or contact your TIAA  
relationship manager.**



<sup>1</sup> **Timely insights improve retirement outcomes.** 2018 TIAA Plan Sponsor Retirement Survey Executive Summary, April 2018.

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Distributions for qualified medical expenses are tax free. State and local tax treatment of health savings accounts and distributions may vary. Health savings account holders should discuss their specific situation with their legal, tax or financial professional.

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

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**BUILT TO PERFORM.**

**CREATED TO SERVE.**