



The Utah State University Retirement Healthcare Savings Program

Plan features

- Easy online access to account and investment information
- Dedicated toll-free customer service center
- 24-hour access to claims representatives
- Healthcare payment card
- Ability to manage recurring claims online via “click to pay”
- No additional fees when claims are submitted
- Wide array of health and wellness tools from WebMD™

Saving today for a healthier tomorrow

As you get older, healthcare costs are likely to take up a larger portion of your budget, and Medicare may not be enough. Utah State University established the discretionary retirement healthcare savings program as a way to help you prepare and pay for health insurance plan premiums in retirement.

How it works

The program complements your retirement plan, and provides a number of tax advantages while helping you pay for health insurance premiums in retirement in a number of unique ways, including:

- The University makes a contribution on your behalf to a specialized trust fund with an individual account set up in your name
- The contribution is **not** considered taxable income to you
- The contribution is invested in a TIAA-CREF Lifecycle Mutual Fund based on your age
- Any investment earnings from your account will **not** be taxable to you
- You may transfer funds among any of the available mutual funds at anytime
- Upon retirement, you can use the account to reimburse yourself for “fully insured” health plan premiums (see graphic below for examples of fully insured health plans)
- Reimbursements from the account will **not** be considered taxable income to you



A tax-free reimbursement benefit

When you retire, money in your account can be used to pay for health insurance premiums including:

- Health insurance purchased in the public marketplace
- Medicare Part B premiums
- Medicare Part C premiums
- Medicare Part D premiums
- Other fully insured health and welfare plan premiums

You can also use your account to reimburse the cost of your spouse’s fully insured health plan premiums.

The University of Utah retirement healthcare savings program

Income Security + Healthcare Security = Retirement Readiness

We are committed to providing the resources you need to help prepare for the healthy retirement you deserve. If you have any questions or want more information regarding the retirement healthcare program, please call **877-554-1004** and choose option 1.

About the plan

Eligibility	Based on the terms reached between you and Utah State University
Contribution schedule	Based on the terms reached between you and Utah State University
Vesting	Based on the terms reached between you and Utah State University
Entitlement	Based on the terms reached between you and Utah State University, you will be entitled to benefits once you have retired or terminated employment from Utah State University.
Benefits after death	Based on the terms reached between you and Utah State University. Generally, a spouse may continue to access reimbursement of fully insured health plan premiums. Any unused benefits will remain in the trust fund.
Accessing your account	Contact TIAA at 800-842-2252 to speak with a representative or log in to your account at TIAA.org



* ebri.org, Employee Benefit Research Institute, October 2015, Vol. 36, No. 10.

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