

The Penn State Retirement Healthcare Savings Plan

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 establish and manage recurring claims online
- No additional fees when claims are submitted
- Reimbursement for qualifying expenses of your spouse, domestic partner and other dependents



Questions? Call us at **877-554-1004**, weekdays, 8 a.m. to 10 p.m. (ET)

- Select option 1 to speak with a TIAA representative regarding your account balance, asset allocations or claims activation
- Select option 2 to speak with a ConnectYourCare representative for questions related to claims processing, using your healthcare payment card or eligible expenses



Download the TIAA app or log in to the **TIAA.org** website:

- Check account balance
- View pending transactions
- Transfer funds

Save 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. Penn State established the Retirement Healthcare Savings Plan (RHSP) to help you prepare and pay for medical expenses after retirement.

This plan complements your retirement program and offers tax advantages while you accumulate savings and after you retire:

- Tax-free employer contributions
- Tax-free investment earnings
- Tax-free reimbursement for qualified medical expenses during retirement

How it works

To help you prepare and pay for your medical expenses after retirement, the program provides:

A tax-advantaged retirement healthcare account

Money is set aside now to help you pay your healthcare costs after retirement:

- Funded with tax-free employer contributions
- No annual contribution limits
- Automatic enrollment
- Contributions are allocated to an age-appropriate TIAA-CREF Lifecycle mutual fund

A tax-free reimbursement benefit

After you retire, money in your account can be used for a variety of qualified medical expenses, such as:

- Health insurance premiums
- Copayments and deductibles
- Prescription drugs
- Other expenses as defined by the Internal Revenue Service

Penn State RHSP eligibility and contributions

Full-time active employees hired on or after January 1, 2010, are automatically enrolled in the RHSP by Penn State Employee Benefits. The University will contribute \$144 per month after the first full month following your employment date. (This amount may be adjusted periodically.) Unlike your mandatory retirement plan, you will not be required to make any contributions to the RHSP.



About the plan

Eligibility	Full-time active employees hired on or after January 1, 2010, are automatically enrolled by Penn State Employee Benefits—no forms are required.
Contribution schedule	Penn State contributes \$144 per month after the first full month following your employment date. (This amount may be adjusted periodically.)
Entitlement	<p>Faculty and Staff: You are eligible to access your healthcare account when you are no longer actively employed at Penn State and have either (1) completed 25 years of continuous full-time service and are at least age 60, or (2) completed a minimum of 15 years of continuous full-time service and are at least age 65.</p> <p>Technical Service: You are eligible to access your healthcare account when you are no longer actively employed at Penn State and have either (1) completed 25 years of continuous full-time service, or (2) completed a minimum of 15 years of continuous full-time service and are at least age 60.</p>
Qualified healthcare expenses	<ul style="list-style-type: none"> • Qualified healthcare expenses are IRS section 213(d) expenses such as expenses premiums on a health insurance policy, copays, deductibles, prescription drugs and other out-of-pocket related costs. • Hospital and surgical expenses, physical therapy, psychotherapy, dental care, weight control programs, eye exams and eyeglasses, special equipment. • Premiums for Medicare supplemental plans, long-term care insurance and Medicare Parts B and D. Please refer to IRS Publication 502 for a complete list of expenses.
Benefits after death	After your death, your spouse and eligible dependents may continue to receive reimbursement for their qualified medical expenses. However, if there is no surviving spouse or eligible dependents, any unused benefits, 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. Keep in mind that, as with all mutual funds, the principal value is not guaranteed at that target retirement date or any other time. Once your account is established, you will have the opportunity to change your investment option(s) if you so choose.

After you retire, the healthcare payment card, which works like a debit card, offers a convenient way to pay qualified medical expenses directly from your plan account.

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.

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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.

Investing may not be suitable for everyone and before making any investments, you should carefully consider the investment objectives, risks, charges, and expenses of any mutual fund before investing. A prospectus and, if available, a summary prospectus containing this and other important information can be obtained by visiting the fund sponsor's website. Please read the prospectus carefully before investing.

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