

The Washington and Lee University Retiree Health Reimbursement Arrangement program

Plan features

- Easy online access to account
- 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

Questions?

Call us at **877-554-1004**, weekdays, 8 a.m. to 10 p.m. and Saturday, 9 a.m. to 6 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.

Washington and Lee University established the Retiree Health Reimbursement Arrangement plan (HRA plan) as a way to help you pay for your medical expenses in retirement.

The HRA tax advantages include:

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

An HRA is an account funded only by your employer. You can use these funds to pay for certain eligible healthcare expenses. You may use these funds for eligible medical expenses such as Medicare and Medicare supplement premiums, Part D Prescription Drug premiums, copays, eye exams, glasses, etc.

How it works

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



A tax-advantaged healthcare reimbursement account

- Funded only with tax-free employer contributions
- You can access your account once you turn 65



A tax-free reimbursement benefit

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



The Washington and Lee University Retiree Health Reimbursement Arrangement program

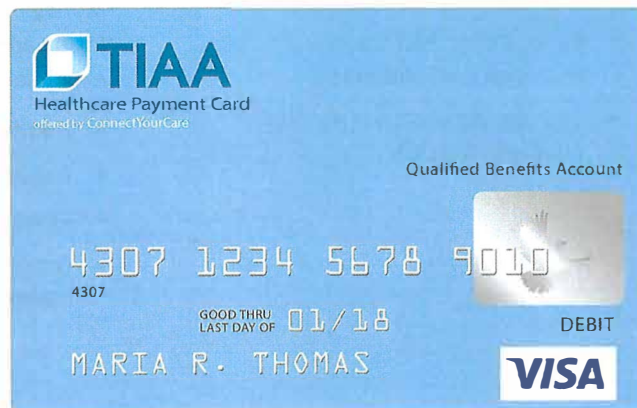
About the plan

Eligibility	Retirees can participate in this program if they were hired prior to April 1, 2003, completed ten years of service as calculated from the date of credited service maintained in the records of the Plan Administrator, and attained age 59½.
Contribution schedule	Each faculty or staff member, and their eligible spouse/partner, will receive an annual contribution from Washington and Lee University each year until the \$35,000 maximum lifetime benefit has been exhausted. These contributions will be deposited in your TIAA RHP account on January 1 of each year following your retirement and attained age 65. Your funds may be pro-rated the first year based on your, or your spouse/partner's, eligibility date.
Vesting	Washington and Lee University's contributions are 100% vested.
Entitlement	Once you have attained age 65, you may begin accessing your account to pay for qualified medical expenses. There is no expiration on the funds contributed to the HRA and unused amounts will roll to the next year.
Benefits after death	The HRA will be forfeited upon death.
Investments	Contributions will be invested in TIAA-CREF Money Market Fund-Retirement Class. Keep in mind that, as with all mutual funds, the principal value is not guaranteed.

Supplemental and prescription plans

You are responsible for purchasing a supplemental and prescription drug plan of your choice. You may use a local agent, or you may choose and enroll in a plan online. The Maury River Senior Center is also able to help you choose and enroll in supplemental and Rx plans.

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



The TIAA Healthcare Payment Card is offered by ConnectYourCare, our third-party claims administrator. To watch a video on accessing benefits with Connect Your Care, log in to TIAA.org and select **ACTIONS**, under *Retirement healthcare savings*, select *Learn about TIAA retirement healthcare*.

The Washington and Lee University Retiree Health Reimbursement Arrangement program

Questions?

Call us at **877-554-1004**, weekdays, 8 a.m. to 10 p.m. and Saturday, 9 a.m. to 6 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.

Managing your retirement healthcare account

You'll find everything you need to manage your account at **TIAA.org**. Our website allows you to view your account balance, transfer funds within accounts, change the allocation of future contributions, update your personal information, review investment performance information and access your statements. Plus, you can sign up to receive information electronically.

For secure access to your account, you'll need to create a user ID and password. We'll ask you to provide your account number, Social Security Number and date of birth to create your secure log in.

You can also call us at **877-554-1004** and select option 1 with questions or to make changes to your account. Consultants are available weekdays, 8 a.m. to 10 p.m. and Saturday, 9 a.m. to 6 p.m. (ET).

Using your online account

Your online account puts everything you need to manage your funds at your fingertips.

- Go to **TIAA.org**. Log in to secure site and find your Retirement Healthcare Program under *My Accounts*.
 - Click on the drop-down *Actions* button to manage your account.
 - View account details. Enjoy the convenience of real-time online access to your account balances and transaction history.
 - Keep in mind all claims are paid out of your TIAA-CREF Money Market Fund-Retirement Class balance. If you need to transfer funds, click on *Change My Investments* and follow the instructions.
 - **File a claim.** From your secure TIAA online account, click on *Visit Claim Center* and follow the screen prompts.
- 1 Manage your claims.** View card transactions and other claims information online in the Claims Center. When using your healthcare payment card is not an option, you can request reimbursement for an expense by clicking *Add New Claim*.
 - 2 Upload documentation.** To submit claim documentation, use the quick and easy upload feature in the online portal.
 - 3 Understand your benefits.** View information about how your account works and what types of medical expenses are eligible.

The Washington and Lee University Retiree Health Reimbursement Arrangement program

- 4 **Save time.** Your time is valuable, so don't waste it depositing paper checks. Set up Direct Deposit in your online account.
- 5 **Access a wealth of information.** Our suite of health education tools puts the information you need to make wise healthcare decisions at your fingertips.

Note: You may request paper claim forms directly from ConnectYourCare by calling 877-554-1004, weekdays, 8 a.m. to 10 p.m. and Saturday, 9 a.m. to 6 p.m. (ET).

ASSET CLASS	LAST PRICE	UNITS/SHARES	TOTAL VALUE	CHANGE(S)	CHANGE(%)
TIAA-CREF Lifecycle 2030 Fund - Institutional Class	\$10.4000	1,776.3454	\$18,473.99	-\$17.77	-0.10%



This material is for informational or educational purposes only and does not constitute investment advice under ERISA. This material does not take into account any specific objectives or circumstances of any particular investor, or suggest any specific course of action. Investment decisions should be made based on the investor's own objectives and circumstances.

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.

TIAA-CREF Individual & Institutional Services, LLC, serves as a broker-dealer with respect to underlying mutual funds only, and does not offer, market or sell interests in such plans or otherwise provide broker-dealer services with respect to the interests in such plans.

Investment products may be subject to market and other risk factors. See the applicable product literature, or visit TIAA.org for details.

Investment, insurance, and annuity products are not FDIC insured, are not bank guaranteed, are not deposits, are not insured by any federal government agency, are not a condition to any banking service or activity, and may lose value.

The TIAA group of companies does not provide legal or tax advice. Please consult your tax or legal advisor to address your specific circumstances.

©2019 Teachers Insurance and Annuity Association of America-College Retirement Equities Fund, 730 Third Avenue, New York, NY 10017