

Emeriti Retiree Health Plan

The Emeriti program is designed as a retirement benefit for employees, hired on or after July 1, 2012, that meet the eligible criteria. Upon retirement from the University, contributions and earnings accumulated in the account(s) for an eligible retiree can be applied to pay medical expenses for the retiree and the retiree's eligible dependents.

The University will make a monthly contribution to eligible employee accounts when an employee reaches age 40. The contributions will continue for a maximum of 25 years. The 2024-2025 contribution is \$91.78 on a monthly basis (\$1,101.40 annualized) and is currently set to increase by 3% for each subsequent year.

Employees can make voluntary contributions on an after-tax basis by completing the Salary Deduction Agreement for the Emeriti program. This provides a tax-advantaged way to invest and accumulate assets to pay for your insurance premiums and other eligible health expenses in retirement.

The University contributions, along with any voluntary employee contributions, are invested through OneBridge. You can direct these investments among the available funds that closest meet your retirement goals.

Should the employee leave Colgate University prior to meeting the retirement eligibility, the funds in the account from Colgate will be returned to the University. Voluntary employee contributions will remain in the account.

Enclosed you will find additional information on how you can learn more about the program. If you have any questions, please contact the Emeriti Service Center at 1-866-363-7484 or our office at 315-228-7565. You can also visit myemeritihealth.org for more information.

Emeriti RHSP (time sensitive): Congratulations! You are now enrolled.

Dear:

Congratulations! You are now enrolled in the Emeriti RHSP. We look forward to giving you great service. We'll mail a welcome packet to you with more information as soon as a contribution or transfer is deposited to your new account.


Register now! [Click here](#) to quickly register online and create a password to help protect your privacy. Do not forward this email, and don't wait! This is your private registration link. It will expire in seven days. If that happens, just wait and follow the instructions in your welcome packet.

Already registered? No problem! Log in at myemeritihealth.org with your username and password.

Multiple accounts? In most cases, you'll be able to access any of your account-based health plans administered on our platform with a single sign on.

Everything current and accurate? After logging in, check your account information for accuracy. If needed, you can make updates to your contact information, covered individual information, investment allocation (if applicable), and account preferences.

Questions? Need help? Give us a call at 1-866-363-7484, or log in

at myemeritihealth.org and click the envelope icon () to send us a secure message. Any one of our friendly representatives will be happy to help you.

Sincerely,

Emeriti RHSP
Customer Care Center

Sample Welcome Letter



PO Box 4391
Clinton, IA 52733

Re: Participant Number: [REDACTED]

Dear Participant

Welcome to Emeriti Retirement Health! You are now enrolled in the Retiree Healthcare Savings Program. This valuable plan provides you with a convenient, tax-free **Benefits Account** you can use to pay or reimburse your family's out-of-pocket medical expenses (eligibility and other limitations may apply).

To help you get started with this plan, please do the following:

1. **Register your Participant Portal** If you haven't already, please register your **Participant Portal** account. This will help protect your privacy and allow you to make sure all your personal information is correct and up to date. Just go to <https://www.emeriti.com>, click **Account Login**, then **Register** and follow the instructions. After logging in, you should:
 - Click **My Profile** and check your **Account Preferences**. Make sure you're taking full advantage of our convenient electronic services, such as e-communication and direct deposit.
 - Click **Investments** to check your **Investment Allocation**. Your account balance has been allocated fully to your plan's default investment option unless you've already made a change. You can easily check and update your investment allocation. Changes are allowed once per month.
 - **Carefully review the Summary Plan Description** posted under the **Resources** tab (and also available from your employer or by calling the Customer Care Center).
2. **Download our mobile app**. Search "**HRAgo**" from the App Store or Google Play. HRAgoSM is a handy way to manage your **Benefits Account** "on the go."

Once your **Benefits Account** is claims eligible (once you have separated from service and met all applicable vesting requirements), you can easily submit claims online or from HRAgo. Everything else you'll need to know can be found under the **Resources** tab on your **Participant Portal Account**.

We look forward to providing you with excellent service. If you have questions call us at [REDACTED]. Any one of our friendly representatives will be happy to help you.

Sincerely,

Emeriti Plan
Customer Care Center



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**Colgate University
Salary Deduction Agreement
Voluntary Contributions to the Emeriti Health Account**

By this Agreement, made between _____ (employee) and Colgate University (the University), the parties hereto agree as follows:

Effective with respect to amounts earned on or after _____ (date), a deduction from the employee's salary will occur each pay period biweekly; monthly in the amount indicated below. The deductions will be remitted to the employee's Emeriti Health Account.

This Agreement shall be legally binding on both parties (named above) while employment continues, or until such time as the employee provides written notice of a change in his/her contribution amount or termination of his/her contributions to the Emeriti Health Account. An employee may make changes to his/her salary deduction agreement at any time, in accordance with the advanced notice procedures and other processes established by the University.

The employee elects the following option for voluntary contributions to the Emeriti Health Account by means of salary deduction:

Emeriti Retiree Health Plan For Colgate University

This plan allows voluntary employee contributions for those hired on or after July 1, 2012.

The percent of "basic University compensation": _____ (please enter whole percentages).
Maximum limit of 20% per pay period.

For this purpose, your "basic University compensation" means (a) the salary paid pursuant to the academic year appointment for faculty, and (b) for all other employees, base wages, excluding benefits and overtime.

The amount of this election will be remitted as a contribution to the employee's Emeriti Health Account.

Employee voluntary contributions to the Emeriti Health Account are made on an after-tax basis and are subject to rules established under the University's Emeriti Plan described in your Summary Plan Description.

Employee name (please print full name)

Employee Identification Number

Employee signature

Date

Human Resources Representative

Date
