



BOSTON COLLEGE

Boston College Retiree Medical Savings Account Plan

Plan Highlights

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Note: *This Plan Highlights brochure should not be regarded as constituting a contractual arrangement with Boston College, and the University reserves the right to amend, modify, or terminate the Plan, in whole or in part, at any time.*

In addition, Boston College reserves the right to analyze a RMSA balance at any time, including upon an employee's retirement, to verify that the balance reflects only RMSA credits the employee was eligible to receive, and to make any necessary adjustments.

Plan Overview and Eligibility

1. What is the Boston College Retiree Medical Savings Account Plan?

The Boston College Retiree Medical Savings Account (RMSA) Plan (“the Plan”) is designed to help eligible employees pay for qualified medical expenses incurred in retirement.

2. When did the Retiree Medical Savings Account Plan become effective?

The Plan was effective on January 1, 2012.

3. How does the Retiree Medical Savings Account Plan work?

The Plan allows Boston College to make monthly Retiree Medical Savings Account Plan credits for each eligible employee. Boston College intends to make a \$215 monthly credit for full-time employees over age 50 who are regularly scheduled to work 35 or more hours per week. Additional employee statuses are listed in the next question.

A credit is not an actual cash contribution to an account; no dollar amounts are held in your name. Rather, a credit is made to a “notional” account that provides a “bookkeeping” method for you and Boston College to track amounts you may be able to use for eligible expenses in retirement. Employees must also meet initial and ongoing eligibility requirements.

4. Who is eligible to receive credits?

Full-time benefits-eligible employees over age 50 who are regularly scheduled to work 35 or more hours per week receive a \$215 monthly credit.

Participants on Paid Leave or Short-Term Disability (STD) status receive monthly credits as though they were on Active status.

Participants on Unpaid Leave, Long-Term Disability (LTD) and Workers' Compensation status will receive up to 12 months of contribution credits. After 12 months participants on such status will receive credit for service only.

Participants on Short Work Break status receive \$215 per month for up to four months from the start of the break.

If a participant transitions from Unpaid Leave, Workers' Compensation, Paid Leave, or STD status to LTD status, the months of credits will start over.

A maximum of 240 months count towards the credit calculation from the date an eligible participant turns age 50 or, if later, the date an employee who is age 50 or over enters into a full-time, benefits-eligible position. The 240-month period is an elapsed time period that does not adjust for breaks in service.

5. What medical expenses are eligible for reimbursement?

Eligible medical expenses include the following expenses incurred after you become a participant in the plan:

- Deductibles
- Copayments
- Out-of-pocket medical expenses not covered, or partially covered, by medical, dental or other group health plans.
- Medicare premiums, including Part B, Part C (Medicare Advantage), and Part D premiums for individuals over age 65
- Pre-age 65 medical plan premiums (for spouses of deceased participants only)

For a complete list of qualified eligible expenses, go to www.irs.gov and refer to IRS publications 502 or 969. (Note: Premiums for long-term care, dental, and vision insurance plans are not eligible expenses under this plan.)

6. When can I use my Plan credits?

When you become a participant in the Plan, you can use your Plan credits when you meet all of the following criteria:

1. You are terminated from employment from Boston College.
2. You are credited with at least 12 years of post-age 50 eligible service.
3. You are at least age 65.

Plan Credits

7. What is the value of each credit?

Each credit is the equivalent of one dollar. Although there are no actual dollar amounts held in your name, you can track the credit balance that you may be eligible to use in the future. Visit Fidelity NetBenefits® at www.netbenefits.com/atwork and click on your **BC RMSA Plan**.

8. Can I contribute to the Retiree Medical Savings Account Plan?

No. Only Boston College can make credits to the Plan.

9. Do the credits earn interest?

Yes. While you are an active eligible employee of Boston College, interest is earned during the accumulation phase. The credits earn a fixed interest rate that is determined annually. Interest is credited on a daily basis and posted following the end of each month. The interest rate through Plan Years 2012 and 2013 was 4.5% per annum and for Plan Years 2014 through 2018, the interest rate was 5% per annum. Each October the College will set the interest rate for the next following Plan Year based on the long-term medical trend rate as determined by the Plan Administrator.

10. Can I invest the credits?

No. Eligible employees may not direct the investment of the credits that accumulate in the Plan on their behalf. Instead, a fixed interest rate is credited each month that you meet the ongoing eligibility criteria.

11. Am I taxed on the amounts credited on my behalf to the Retiree Medical Savings Account (RMSA) Plan, or on amounts reimbursed for eligible medical expenses?

No. In fact, the RMSA Plan has a triple tax savings:

1. Credits Boston College makes on your behalf are not taxable.
2. Interest that accrues in the credits is tax-free.
3. Reimbursements for eligible medical expenses incurred in retirement are not taxable.

12. Both my spouse and I work for Boston College; do we each receive RMSA Plan credits?

Yes, provided you and your spouse both satisfy the initial and ongoing eligibility requirements to receive RMSA Plan credits.

13. Am I able to view the RMSA Plan credits?

Yes. You can track your RMSA Plan credits on Fidelity NetBenefits at www.netbenefits.com/atwork.

Requesting Reimbursement

14. When can I submit requests for reimbursement?

You may access credits after leaving Boston College employment if you are age 65 or older and have been credited with at least 12 years of post-age 50 service. If you have 12 years of eligible service (i.e., at least age 62) when you leave Boston College but are not age 65, you can access credits once you turn age 65.

15. How do I make a reimbursement request?

You will make your requests for reimbursement through a third-party administrator for the plan during the reimbursement stage. You will be given instructions for submitting claims when you are first eligible.

After you leave Boston College, you will be able to access your reimbursement account from the Fidelity NetBenefits[®] home page once logged on to www.netbenefits.com/atwork. You should submit the claim form with the required supporting documentation. You will receive a reimbursement check, or the amount can be directly deposited into your bank account, provided that you have sufficient available credits. Expenses must be submitted within 24 months from the date they were incurred. A Debit Card option will also be available to use for certain qualified expenses.

16. Can I receive reimbursement while I am still employed with Boston College?

No. Reimbursements under the RMSA Plan are not available while you are actively employed in a full-time, benefits-eligible position with Boston College, even if you are age 65 or older.

17. Is there a limit on the amount of credits that can be reimbursed in any given year?

No, provided the request is for eligible medical expenses, and sufficient credits are available.

Leaving Boston College Employment

18. What happens to my credits if I leave Boston College with 12 years of post-age 50 service?

If you leave Boston College *at or after age 65* and have 12 years of post-age 50 eligible service, you will be immediately eligible to participate in the Plan and to submit requests for reimbursement of eligible medical expenses.

If you leave Boston College *prior to age 65* and after you have been credited with at least 12 years of post-age 50 eligible service, you will be eligible to participate in the Plan once you reach age 65. You can then submit requests for reimbursement of eligible medical expenses.

19. What happens to my credits if I leave Boston College with less than 12 years of post-age 50 service?

If you leave Boston College and have not completed 12 years of post-age 50 eligible service, you will not be a participant in the Plan and will not be eligible to submit requests for reimbursement.

20. What happens to my credits if I leave Boston College with less than 12 years of post-age 50 eligible service and return to work at Boston College?

Your past credits will be reinstated if you are rehired by Boston College into a full-time, benefits-eligible position within 24 months.

21. When does my participation in the Plan end?

Your participation in the Plan ends when you have been reimbursed for all of the credits accumulated on your behalf under the Plan.

In the Event of Death

22. In the event of my death, what happens to my credits?

- **If you die after leaving Boston College with 12 or more years of post-age 50 eligible service, but before age 65**

Your surviving spouse will have access to your credit balance immediately. If there is no surviving spouse, the credits will be forfeited.

- **If you die while you are eligible to receive reimbursements from the Plan**

Your surviving spouse will have access to your remaining credit balance. If there is no surviving spouse, the credits will be forfeited.

- **If you die while still employed with Boston College**

Your surviving spouse is immediately eligible to begin receiving reimbursement for eligible medical expenses, regardless of your age or years of service, provided you have met the initial eligibility requirements and have a credit balance.

Does the RMSA Plan Affect Other Boston College Benefits?

23. Do the RMSA Plan credits affect the amount I can contribute to my Boston College Retirement Plans, such as the 403(b) and 401(k) Plans?

No. RMSA Plan credits have no effect on the amount you can contribute to your Boston College Retirement Plans or on the total tax-deferred contributions that may be made on your behalf in a given calendar year.

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