

## Tax Sheltered Annuities (TSA - 403b Plans)

### Supplemental Retirement Plans: Tax Sheltered Annuity (403B) Vendors

To help you focus on your retirement and savings, UWHC Employees can choose to set aside additional money for retirement on a pre-tax basis in a tax sheltered annuity account (TSA). You may choose from a list of investment companies established by UWHC, and you decide the amount you want to invest each pay check.

**Eligibility:** All regular full-time, part-time and temporary employees of UWHC

**Enrollment:** You may enroll in this program at any time. Payroll deductions will begin as soon as administratively possible.

### Benefits Summary

This program allows you to shelter a portion of your earnings by deferring it pre-tax to purchase supplemental retirement benefits. The deferred amount, with accumulated interest and dividends, is not subject to federal or state income taxes until it is withdrawn (usually at retirement). Contributions are made through the payroll deduction process only. Your wage and tax statement will be reduced by the total amount of your TSA contributions during the calendar year. Your Wisconsin Retirement System contributions and the amount withheld for Social Security taxes are not affected.

- Maximum annual deferral for 2016 is \$18,000
- For employees 50 years of age or older, an additional \$6,000 can be invested in 2016 for an annual maximum of \$24,000
- The deferred amount can be changed or stopped at any time by submitting a [Tax Sheltered Annuity \(TSA\) Salary Reduction Agreement \(pdf\)](#) to Human Resources
- Rollovers between retirement plans; 403b, 401k, 457, and IRA's are allowed
- Employees are also eligible to participate in the Wisconsin Deferred Compensation program
- For specific plan rules, please review the [UWHC 403\(b\) Plan Document \(pdf\)](#)

### Account Setup

- Choose a vendor from the [Investment Vendor List \(pdf\)](#)
- Contact the vendor of choice. Identify yourself as a University of Wisconsin Hospital and Clinics employee and use the account number listed on the Investment Vendor List. Request a 403b enrollment kit (be sure to identify yourself as a UWHC employee, and not a UW employee).
- Submit the completed enrollment application (from the enrollment kit) directly to the vendor
- When you received confirmation that your account has been established, submit a [Tax Sheltered Annuity \(TSA\) Salary Reduction Agreement \(pdf\)](#) to Human Resources.

### Learn More

Further information can be found at:

- [Tax Sheltered Annuity \(TSA\) Salary Reduction Agreement \(pdf\)](#)
- [Investment Vendor List \(pdf\)](#)
- [UWHC 403\(b\) Plan Document \(pdf\)](#)