

SALARY REDUCTION AGREEMENT
403(b) Tax-Sheltered Annuity (TSA) Program Wis. Stats. § 36.11(15)

Please read information on reverse side before completing				Effective Date: <input type="checkbox"/> As soon as possible <input type="checkbox"/> Later: _____ <small>See #7, p. 2 (Pay date) mm/dd/yyyy</small>	
PART I: Employee Information	Name Last	First	Middle	Employee ID or Social Security Number	
	University of Wisconsin Institution UW-		Work phone number	I want to defer the maximum this year. <input type="checkbox"/> Yes <input type="checkbox"/> No	Number of Pay Periods per Year <input type="checkbox"/> 9* <input type="checkbox"/> 12 <input type="checkbox"/> 26
	E-mail Address		Date of Birth / /	I am age 50 or older this year. <input type="checkbox"/> Yes <input type="checkbox"/> No	This year I contributed to another employer's voluntary retirement plan. <input type="checkbox"/> Yes <input type="checkbox"/> No

*For those with 9-month appointments, contributions are taken only 9 times annually; no deductions are taken during the summer.

I WANT TO:

- BEGIN or RESUME TSA contributions – Complete Parts II and III below.**
- CHANGE future contribution AMOUNTS and/or COMPANY(IES) – Complete Parts II and III below.**
- TERMINATE participation as soon as possible – Complete Part III only.**

PART II: Begin/Resume/Change	<p>I authorize the University to reduce my salary to allow for the purchase of a 403(b) supplemental retirement benefit on my behalf and to remit the designated amounts each pay period to the investment company or companies indicated below. I authorize the University to withhold the annual fee (currently \$15.00) for administration of the TSA plan from my salary.</p> <p>I have read and will abide by the Participant Obligations stated on the reverse side of this agreement. I understand that this Salary Reduction Agreement is legally binding and irrevocable with respect to salary that becomes payable to me while this agreement is in effect. I understand that I may stop, start, or change my future contribution amount at any time during the year by submitting a new Salary Reduction Agreement. I understand that it is my responsibility to monitor my earnings statement each payday to ensure that my deductions are made for the correct amounts and are sent to the correct providers.</p> <p>This Salary Reduction Agreement REPLACES AND CANCELS ALL PREVIOUS AGREEMENTS ON FILE. ONLY the contributions to the companies shown below will continue after the effective date of this agreement.</p> <p>IMPORTANT: You must have an existing UW TSA account with each company listed, or file an account application with the company, BEFORE your first contribution is taken. Two weeks' lead-time for new accounts is strongly recommended to ensure that the company promptly credits your contribution. All investment companies have online enrollment, which is effective immediately. See www.uwsa.edu/hr/benefits/retsav/tsaenroll.htm</p> <p>*For each company, choose either a set \$\$ amount or a percentage of pay. If you choose % of pay, as your salary goes up, so will your TSA deduction. WARNING: if you choose 100%, after your FICA, insurances, and other required deductions are paid, ALL of your salary will be deducted. Note: 50% pre-tax and 50% post tax = 100% of salary = \$0.00 take-home pay.</p>						
	Please Note: Dreyfus and Ameriprise do NOT offer the Roth 403(b)Option	I have a UW TSA Account with this provider.	* Choose EITHER \$\$ amt or % of pay				OFFICE USE ONLY
	Remit To		Amount per pay period	Percent of SALARY per pay period			
	Company	<input type="checkbox"/> Yes <input type="checkbox"/> No	\$ Pre-tax	\$ Roth Post-tax	% of pay Pre-tax	% Roth Post-tax	Event Date
	Company	<input type="checkbox"/> Yes <input type="checkbox"/> No			% of salary	% of salary	

PART III:	Employee Signature _____	Date Mo/Day/Year): _____
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Agent/Broker Use Only		To Be Completed By the Benefits Office		
Agent/Broker Name	Telephone Number ()	Contribution Limit		Paychec
		Year	Amount	

**SEND OR FAX ORIGINAL TO APPROPRIATE CAMPUS ADDRESS ON REVERSE SIDE.
KEEP A COPY FOR YOUR RECORDS.**

Check your earnings statement to verify that this Salary Reduction Agreement has been processed accurately.

University of Wisconsin TSA Participant Obligations

The following applies to all participants in the University of Wisconsin Tax-Sheltered Annuity (TSA) Program:

1. **Federal Contribution Limits:** TSA contributions are subject to annual limits determined under Internal Revenue Code (IRC) sec. 402(g) and 415 (c). In **2012**, your limit is **\$17,000** (or 100% of UW compensation, if less). If you are age 50 or older in 2012, you may contribute an additional **\$5,500**. The limits may be indexed annually in \$500 increments based on the Consumer Price Index. The IRS publishes the limits in the last quarter of the year for the following year.
If you have 15 years of UW employment, you may be eligible to contribute a further \$3,000: ask your staff benefits office about this option; not everyone with 15 years of service is eligible. The website www.uwsa.edu/hr/benefits/retsav/limits.htm also lists annual limits. Your TSA limit is **reduced** dollar for dollar by any voluntary contribution you make to another 403(b), 401(k), Federal Thrift Savings, salary reduction SEP, or SIMPLE plan.
Contributions to a 457 (Deferred Compensation) plan or to a traditional or Roth IRA do **NOT** affect your TSA limit.
Over-contributions may result in tax penalties. You are solely responsible for the tax consequences of authorizing any salary reduction that exceeds the amounts allowed by law. It is your responsibility to monitor your annual salary reductions to ensure that they are in compliance with the IRC provisions and bring any over-contributions or changes in employment status to the attention of your UW staff benefits office.
2. **Investment Responsibility:** You are responsible for your TSA investment decisions. This responsibility includes informing yourself of the nature and risk of the investments, monitoring your investments, and determining when a change in investments is appropriate. The University and the Board of Regents are in no way liable for gains or losses you may incur in your TSA account(s).
3. **Authorized Investment Companies (Vendors):** As long as the University of Wisconsin (UW) employs you, you may make contributions only to investment companies and products authorized under the TSA Program. You may change your future contributions to a different authorized option, or transfer all or a portion of your account balance to any other authorized investment option at any time, subject to contractual surrender charges or redemption fees. As long as the UW employs you, you may not transfer your TSA account balances to vendors or investment options not authorized by the TSA Program.
4. **Withdrawals and Loans:** Generally, you cannot withdraw or roll over your TSA account balances before you attain age 59 ½, terminate employment, die, or become disabled. Withdrawals may also be available as ordered by a court under a Qualified Domestic Relations Order (QDRO). Loans, in amounts limited by federal law, are available from authorized UW TSA providers, except Dreyfus and Lincoln National. The TSA investment company is responsible for approving loans according to IRS and UW TSA Plan provisions. Not more than two loans may be outstanding at any time. Hardship withdrawals are not available as of 1/01/2009. The investment company is responsible for determining your eligibility for other withdrawals. Tax penalties may apply to distributions before age 59 ½. You are entirely responsible for all loans and withdrawals and any resulting tax liabilities.
5. **Salary Reduction Agreement (SRA) Termination:** To stop your contributions, you must file a new copy of the SRA with your staff benefits office. If you terminate employment, your SRA terminates automatically after your last check is paid. If you later return to work, you must file a new SRA to resume contributing. The **UW reserves the right to suspend or terminate a participant's SRA** if it believes that the participant has **overcontributed** or is in violation of any applicable federal requirement or any term of this agreement.
6. **Required Distributions:** After you retire, you must take minimum distributions from your TSA account, generally beginning no later than age 70 ½. **You do not need to take Required Minimum Distributions from your UW TSA accounts as long as you are still working for the UW, even though you may be over age 70 ½.**
7. **Effective Date:** Unless you specify a later effective date, this agreement takes effect on the first payday following the employer's receipt of this form. Forms received less than 10 business days before payday may not take effect until the following pay period.
8. **Corrections:** It is your responsibility to verify that this SRA has been accurately processed by comparing it to your earnings statement. Contact your benefits office immediately if you find any discrepancy. In volatile markets, the value of your contribution may decline over time. The University will correct, at our cost, errors reported to us within two months. **The participant must bear the cost due to market decline, if any, to correct any portion of errors that are more than two months old.**

CAMPUS ADDRESSES

UW Colleges (two-year campuses) 432 N. Lake St., Room 103 Madison, WI 53706 608-262-6169 FAX: 608-263-9784	UW Milwaukee Human Resources Engelmann 125, PO Box 413 Milwaukee, WI 53201-0413 414-229-4463 FAX: 414-229-4102	UW Stevens Point, Staff Benefits Office Room 133 Main Bldg., 2100 Main Street Stevens Point, WI 54481-3897 715-346-4677 FAX: 715-346-4780
UW Eau Claire, Human Resources 105 Garfield S220 Eau Claire, WI 54701 715-836-3871 FAX: 715-836-3051	UW Oshkosh, Human Resources Dempsey 328, 800 Algoma Blvd. Oshkosh, WI 54901-8601 920-424-1037 FAX: 920-424-2021	UW Stout, Human Resources 203 Administration Bldg., PO Box 790 Menomonie, WI 54751-0790 715-232-2439 FAX: 715-232-1527
UW Extension 432 N. Lake St., Room 105 Madison, WI 53706-1498 608-262-0531 FAX: 608-265-5247	UW Parkside, Human Resources Office Tallent Hall, Room 202 Kenosha, WI 53141-2000 262-595-2220 FAX: 262-595-2693	UW Superior, Office of Payroll & Staff Benefits Old Main, Room 201, Belknap & Catlin PO Box 2000 Superior, WI 54880-4500 715-394-8367 FAX: 715-394-8171
UW Green Bay, Office of Human Resources 2420 Nicolet Dr. Green Bay, WI 54311-7001 920-465-2816 FAX: 920-465-5104	UW Platteville, Personnel Office 1 University Plaza Platteville, WI 53818-3099 608-342-1176 FAX: 608-342-1179	UW System, Human Resources 780 Regent St., Room 230 Madison, WI 53715 608-263-0105 FAX: 608-265-9834
UW La Crosse, Human Resources Room 144 Graff Main Hall, 1725 State St. La Crosse, WI 54601-3788 608-785-8013 or 785-6497 FAX: 608-785-8525	UW River Falls, Human Resources 218 North Hall, 410 S. 3rd St. River Falls, WI 54022-5013 715-425-3109 FAX: 715-425-0630	UW Whitewater, Human Resources & Diversity Hyer Hall, Suite 330, 800 W. Main St. Whitewater, WI 53190-1790 262-472-1024 FAX: 262-472-5668
UW Madison, Office of Human Resources 21 N. Park St., Suite 5101 Madison, WI 53715 608-262-5650 FAX: 608-262-8436		