

# Tax Deferred Annuities

*All employees are eligible to participate in a tax-deferred investment option.*

Who can participate in a TDA plan (sometimes referred to as Supplemental Retirement Annuities or "SRAs" or Voluntary Retirement)?

Those ineligible for the UAMS matching retirement contribution, including:

- Temporary and Extra Help employees
- Student employees
- Housestaff and Residents
- Part-time employees who work less than 50%
- Employees who are in an alternative state retirement plan such as APERS or ARTRS

When you participate in a TDA, you make personal, unmatched, tax-deferred contributions to a retirement plan.

"Tax Deferred" means your contributions are deducted from your paycheck on a pre-tax basis, and are not included in your taxable income reported on your W-2 when you file your Federal and State tax returns. No taxes are due on contributions and earnings until the money is withdrawn. A post-tax Roth 403(b) option is also available. Because these plans are intended primarily for retirement, you can generally withdraw funds only after termination of employment or age 59 ½. If you withdraw funds before age 55, they may be subject to an additional 10% early-withdrawal penalty.

You can contribute to either of the two investment providers: TIAA and/or Fidelity. Each has numerous investment options so you can manage your portfolio.

Visit our website at <https://hr.uams.edu/benefits/> for additional information such as how to set up an account with TIAA or Fidelity online. You may enroll, end, increase, decrease or suspend your contributions at any time within Workday (subject to IRS limits).

**For more information call:  
UAMS Solution Center @ 686-5650**

Or visit our office in Central Hospital – 4<sup>th</sup> Floor, C Wing