



A New Way To Save For Retirement With West Virginia University

West Virginia University is introducing the Roth option September 1, 2011 as another way to contribute to your 403(b) Supplemental Plan. With this option, you may:

- Contribute after-tax dollars.
- Enjoy tax-free distributions, without penalty, when you are age 59½ or older and you take a distribution five years after you made the first Roth contribution to the contract. Withdrawals of earnings prior to age 59½ are subject to ordinary income tax and a 10% penalty may apply.
- Roll over assets into a Roth IRA, or from another Roth 403(b) Supplemental Plan that accepts such assets. (Rollovers and withdrawals are subject to the provisions of your retirement plan.)

How Will I Benefit From Making Roth 403(b) Supplemental Plan Contributions

It depends. If you expect your tax rate to be higher in retirement than it is now, then the Roth 403(b) Supplemental Plan can provide you with significant tax advantages. On the other hand, if you expect your tax rate to be higher now than in retirement, the pretax 403(b) Supplemental Plan option may be the right choice for you.

The chart below shows the benefits of contributing to the Roth 403(b) Supplemental Plan option.

You May Benefit From Contributing to the Roth 403(b) Supplemental Plan if you:	Benefits
Are not eligible to make Roth IRA contributions because of high income.	The Roth 403(b) Supplemental Plan does not have adjusted gross income (AGI) limits.
Want to make Roth contributions greater than the Roth IRA limit.	Roth 403(b) Supplemental Plan contribution limits are higher than those of the Roth IRA, allowing you to maximize your after-tax retirement savings.
Are near retirement and believe you will have more savings than required to meet your immediate needs for retirement income.	Assets may be passed along to your beneficiaries income tax free.
Believe that your income tax rates are likely to rise in the future.	You may enjoy a tax-free benefit at retirement when you expect a higher tax rate. However, you give up the immediate tax benefit of making pretax contributions now.
Want tax diversification of retirement assets.	Having both pretax and after-tax assets in your retirement accounts allows you to hedge against the uncertainty of future tax rates.
Are just starting out and in a lower tax bracket.	By making after-tax contributions that are based on a lower income, you pay less taxes now rather than at retirement when you are more likely to be earning more. Also, the earlier you start, the more time you give your money to work for you.

Now that your retirement plan offers two savings options, pretax and Roth 403(b) Supplemental Plan, your contribution choices are:

- Roth after-tax contributions to your 403(b) Supplemental Plan.
- Pretax contributions to your 403(b) Supplemental Plan.
- Both pretax and Roth after-tax contributions to your 403(b) Supplemental Plan.

Roth 403(b) Supplemental Plan contributions are included in your maximum contribution limits, plus any catch-up limits, if applicable.

Getting Started

Adding the Roth contributions to your 403(b) Supplemental Plan is easy. You simply need to complete and submit a new Salary Reduction Agreement. If you are enrolling for the first time, you will also need to complete an enrollment application. For more information please log in to www.tiaa-cref.org/wvu to review your investment choices, performance and, if available, to download a Salary Reduction Agreement.

To learn more about the advantages of the Roth 403(b) Supplemental Plan option:

Call TIAA-CREF at 800 842-2252, Monday through Friday, 8 a.m. to 10 p.m., and Saturday, 9 a.m. to 6 p.m. (ET) or visit www.tiaa-cref.org/wvu. We look forward to helping you as you plan for - and live well in - retirement.

The tax information contained herein is not intended to be used, and cannot be used by any taxpayer, for the purpose of avoiding tax penalties that may be imposed on the taxpayer. It was written to support the promotion of the products and services addressed herein. Taxpayers should seek advice based on their own particular circumstances from an independent tax advisor.

Investment, insurance and annuity products are not FDIC insured, are not bank guaranteed, are not deposits, are not insured by any federal government agency, are not a condition to any banking service or activity and may lose value.

You should consider the investment objectives, risks, charges and expenses carefully before investing. Please call 877 518-9161, or go to tiaa-cref.org for a prospectus that contains this and other information. Please read the prospectus carefully before investing.

TIAA-CREF products may be subject to market and other risk factors. See the applicable product literature, or visit tiaa-cref.org.

TIAA-CREF Individual & Institutional Services, LLC and Teachers Personal Investors Services, Inc., members FINRA, distribute securities products. Annuity contracts and certificates are issued by Teachers Insurance and Annuity Association (TIAA) and College Retirement Equities Fund (CREF), New York, NY.

©2011 Teachers Insurance and Annuity Association – College Retirement Equities Fund (TIAA-CREF), 730 Third Avenue, New York, NY 10017

