


<p>Name of Policy: Tax sheltered annuities</p> <p>Policy Number: 3364-25-42</p> <p>Approving Officer: President</p> <p>Responsible Agent: Vice President of Human Resources and Campus Safety</p> <p>Scope: The University of Toledo – All Campuses</p>	 <p>Initial effective date: July 11, 2009</p>
<input type="checkbox"/> New policy proposal	<input checked="" type="checkbox"/> Minor/technical revision of existing policy
<input type="checkbox"/> Major revision of existing policy	<input type="checkbox"/> Reaffirmation of existing policy

(A) Policy statement

The University of Toledo offers a tax sheltered annuity program in accordance with applicable federal and/or state laws.

(B) Procedure

- (1) Federal laws exempt an individual from paying taxes on a portion of their salary which they choose to defer in an annuity contract until retirement or separation from employment.
- (2) Employees of the university may elect to have part of their compensation deferred in qualified tax sheltered annuities, which may have tax advantages for some employees. This program allows employees to save a portion of their pay through convenient payroll deductions made before federal and state income taxes are calculated. Employees who avail themselves of this plan can, in addition to the benefits they accumulate through the pension plan, earn tax deferred dollars, reduce current taxable income and accumulate assets for retirement.
- (3) Neither the university nor any of its officers or employees assume any responsibility whatsoever for negligence, mistake or inadvertence, nor for computing the exclusion allowance and determining that the premiums are fully excludable from current taxable income.
- (4) No partial premium payments on individual contracts will be made.

<p>Approved by:</p> <p><u>/s/ laj</u> Lloyd A. Jacobs, M.D. President</p> <p><u>July 11, 2009</u> Date</p> <p><i>Review/Revision Completed by: Vice President of Human Resources and Campus Safety Human Resources</i></p>	<p>Policies Superseded by This Policy: <i>06-025 Tax Sheltered Annuities (Former Health Science Campus policy; last reviewed 07/01/2003)</i></p> <p>Initial effective date: July 11, 2009 Review/Revision Date: Next review date: July 11, 2012</p>
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