



403(b) Program Changes – Effective January 1, 2009

The IRS has issued final 403(b) regulations that go into effect on January 1, 2009. As a result, Radford University complies with the regulations by having a 403(b) plan document that becomes effective on that date. Under the new regulations, the IRS seeks to make the employer more responsible, and accountable, for the administration of its 403(b) program such as monitoring loans, hardship withdrawals, distributions, etc. The regulations also tighten considerably the generous transfer rules in an effort to gain control over contract exchanges and transfers.

In order to effectively manage the new responsibilities, we have limited the number of vendors who will participate in the program. All “former vendors” have been notified, and all employees currently doing business with a “former vendor” have been notified that contributions will cease effective with the December 16, 2008 pay period. Employees may leave the funds with the “former vendor,” or they may transfer the funds to a participating vendor. The vendors who are participating in the 403(b) program are as follows:

Ameriprise
AXA/Equitable
TIAA-CREF
VALIC
VRSI

If you have questions concerning these changes to the 403(b) program, please contact Human Resources at 831-5008.