Tax Sheltered Annuity

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WEA Member Benefits™

Every member financially secure.

Valuable Information Portfolio

This TSA 403(b) program information document is for informational purposes only and is designed to provide general information about the WEA TSA Trust and our 403(b) administration services. Your 403(b) plan is governed by the terms of your employer's plan document. Your rights as a participant in the WEA TSA 403(b) program are controlled by the underlying WEA TSA Trust document and the underlying investment contracts. This document is a general description of the WEA TSA program as of January 2016. All program features and fees are subject to change in a manner consistent with federal and state law and the Trust document. Nothing in this document should be interpreted as providing legal or tax advice. You should consult with your legal or tax advisor regarding your personal legal or tax issues.

1. WEA TSA Trust

The WEA TSA Trust program was created in 1978 by the Wisconsin Education Association, Inc., as a service for its members. The WEA TSA Trust enables employers to join together to obtain TSA benefits for their employees in accordance with Section 403(b) of the Internal Revenue Code (IRC). The grantors of the WEA TSA Trust are the school districts that participate in the TSA program by making contributions on behalf of their employees or pursuant to salary reduction agreements with their employees. Contributions are promptly forwarded to either an insurance company for investment in a group annuity contract or to a custodial account investing in products by regulated investment companies (i.e., mutual funds) according to the instructions of the participant/employee. The WEA TSA Trust is, in effect, a pass-through entity that, through its massed volume, allows participants to obtain the most favorable guaranteed annual rate of return from the insurer of the group annuity contract and to gain access to otherwise unavailable mutual fund investment opportunities.

2. Group 403(b) Contracts

All contributions received from grantors or participants are held in trust for the exclusive benefit of the participants and their beneficiaries and for the payment of the expenses of the WEA TSA Trust. All contributions are timely invested in either a group annuity contract or in the shares of an investment company (mutual fund) held in a custodial account. The group annuity contract investment option, referred to as the Prudential Guaranteed Investment, is issued to the WEA TSA Trust by a licensed insurance company. (Please request the fact sheet for additional information on the Prudential Guaranteed Investment contract.) Mutual funds are available with differing investment strategies. The contract with the insurance company issuing the group annuity contract is referred to as a 403(b) group annuity contract. The mutual fund investments are referred to as group 403(b)(7) custodial accounts.

The WEA TSA Trust agreement authorizes the Trustees to use more than one 403(b) group annuity contract or 403(b)(7) custodial account, if doing so will benefit the WEA TSA Trust's participants, and to allocate contributions between or among group 403(b) annuity contracts and 403(b)(7) custodial accounts pursuant to established and communicated procedures. The WEA TSA Trust agreement reserves to the Trustees the right to change any or all of the provisions of the group 403(b) contracts or the WEA TSA Trust agreement at any time. Changes may be retroactive to the extent necessary to meet the requirements of any law or regulation issued by any governmental agency to which the WEA TSA Trust is subject.

3. Eligibility and Participation

Participants in the program must be employed by a grantor (i.e., a school district that has signed a Joinder Agreement accepted by the WEA TSA Trust's Trustees). If your employer does not have a collective bargaining relationship with an affiliate of Wisconsin Education Association Council (WEAC), you may still participate if you are a member of WEAC and your employer is willing to sign a Joinder Agreement. If you are not an employee of a grantor but are a current member of WEAC, you may transfer TSA account balances into a WEA TSA Trust account; however, you may not make contributions into your account through salary reduction.

If you cease to be an employee of a grantor (e.g., due to retirement, change in occupation, or change in employment to an employer without a WEAC-affiliated bargaining unit), you may leave your accumulated contributions and earnings in the WEA TSA Trust.

4. Contributions

Generally, the WEA TSA Trust can accept contributions made on behalf of a participant through a salary reduction agreement (referred to as employee or elective contributions) and contributions made by the employer as a benefit for the employee (referred to as employer or nonelective contributions). Contributions of either type can be made while you are an employee of a school district or other employer authorized to participate in the WEA TSA Trust program. Nonelective contributions for retirees are permissible for up to five years following the year of retirement.

The WEA TSA Trust will allocate all amounts received in good order from your employer to accounts selected by you. Such allocation received in good order shall generally occur within three business days of receipt from your employer or your employer's designee unless circumstances beyond the control of the WEA TSA Trust justify a later transmittal.

Employee (Elective) Contributions

Elective contributions, either before-tax or after-tax, to the WEA TSA Trust are made pursuant to a salary reduction agreement by which you authorize your employer to reduce your salary by a specified amount and to remit that amount as a contribution to your WEA TSA Trust account. You may enter into as many salary reduction agreements each year as your employer allows. A salary reduction agreement is required whenever an employee opens an elective 403(b) account, increases an existing elective contribution amount, adds a lump-sum amount, decreases an existing elective contribution, or resumes elective contributions after terminating a previous salary reduction agreement. You may stop elective contributions at any time during a taxable year by terminating your salary reduction agreement. (Some school districts have imposed restrictions on when and how often a salary reduction agreement may be changed during the year. You must check with your district's business office on its requirements.)

You may be eligible to make before- and/or after-tax elective contributions. Please check with your employer.

Employer (Nonelective) Contributions

The WEA TSA Trust can accept nonelective contributions made on your behalf. All nonelective contributions are before-tax contributions.

Limitations on Contributions

The IRC imposes two limits on contributions to your WEA TSA Trust accounts. Your contributions in a tax year are limited to the lesser of the items explained in paragraphs A and B below:

A. ***402(g) Limitation on Elective Contributions.*** Calendar-year salary reduction contributions to your WEA TSA Trust account, other 403(b) plans, any 401(k) plans, SIMPLE plans, and simplified employee pensions (SEP) may not exceed the annual Internal Revenue Code limits.

In addition to those limits, a catch-up contribution for persons with 15 or more years of service with their current employer may be permitted. Those people eligible for the catch-up provision may increase the annual elective contributions from the limit described above by the lesser of the following amounts:

- $3,000
- $15,000 less amounts excluded in prior years from this catch-up
- The excess of $5,000 multiplied by the years of service with all employers minus the total salary reduction contributions from all employers in prior years

B. A second annual catch-up contribution is permitted for an individual who is age 50 or older. Your employer may not allow this provision. Please check your employer's plan.

If eligible, an individual may combine the increased contribution amounts allowed through both the 15-year catch-up and the age 50 catch-up. However, the IRS requires that, when an employee is eligible for both, the additional contributions apply first to the 15-year catch-up.

The combined total of your before- and after-tax elective contributions cannot exceed the IRC limits.

Any salary reduction contributions in excess of these limits are referred to as excess contributions. Excess contributions must be included in your taxable income for the year in which the excess contributions were made. If you do not request a withdrawal of excess contributions and the income earned thereon by March 1 of the following year, the excess must be included in your taxable income in both the year of contribution and the year the excess contribution is distributed to you as a benefit. To avoid these harsh tax consequences, all excess contributions should be withdrawn from your account on a timely basis. It is your obligation to notify the WEA TSA Trust of any excess contributions. Distributions will be made prior to April 15 of the year following the year in which the contributions were made. If you do not remove the excess by April 15, the excess will be reclassified and deemed a contribution for the next calendar year.

C. ***415 Limitation on Employer Contributions.*** An additional limit imposed by the IRC on contributions to your WEA TSA Trust account is a combined limit on the amount that may be contributed by both the employer and the employee to many retirement vehicles (i.e., the WEA TSA Trust and qualified retirement plans, including SEPs, but not IRAs). This limitation does not apply to additions to your account from rollovers or from transfers. The combined limit that may be contributed to your account in any one tax year is the lesser of the following amounts:

- 100% of your compensation
- Limit stated in the Internal Revenue Code, including adjustments which may be obtained at www.irs.gov

If a timely, corrective distribution is not made, contributions in excess of this annual limit must be included in your gross income for income tax purposes. In addition, contributions to the mutual funds in excess of this limit are subject to a possible 6% excise tax.

The limits on contributions to your WEA TSA Trust account are complicated and subject to change from year to year. If you have questions, we recommend you consult with one of our TSA service representatives. We will calculate your contribution limitations if you provide the required data.

Exchanges, Transfers, and Rollovers to Your Account

If you have accumulated contributions and earnings in another 403(b), 401(a), 401(k), governmental deferred compensation 457(b), traditional deductible IRA, or SEP-IRA contract that you would like to deposit into your before-tax WEA TSA Trust account, you can arrange for the exchange, transfer, or rollover of your account balance, or a portion of it, to the WEA TSA Trust. The same is true for after-tax funds; however, Roth IRA funds cannot be rolled into your after-tax (Roth) TSA. The IRC limits some of these transactions unless a distributable event has occurred. Funds rolled into your account from non-403(b) plans will become subject to the general rules regarding 403(b) accounts. Contact the WEA TSA Trust for more information and assistance regarding exchanges, transfers, and rollovers from another 403(b), 401(a), 401(k), governmental deferred compensation 457(b), traditional deductible IRA, or SEP-IRA account to your WEA TSA Trust account.

If you receive a partial or total distribution from a 403(b) account, you may, under certain circumstances prescribed in the IRC and subject to a number of restrictions, continue the tax-deferred status of that distribution by properly rolling it over into a WEA TSA Trust account. Again, you should contact the WEA TSA Trust for assistance with the rollover of 403(b) account balances to your WEA TSA Trust account.

Exchanges, transfers, and rollovers are also restricted as described in Sections 15 and 16 of this portfolio.

5. Roth 403(b)

Roth 403(b) contributions are made with elective after-tax money. If the funds are distributed as a qualified distribution, both the contribution and the investment earnings are free from taxes. A Roth 403(b) distribution is considered qualified if it is made after age 59½ and the Roth 403(b) account has been in existence for at least five years.

6. Investments

Your WEA TSA Trust account balance and contributions may be invested in the Prudential Guaranteed Investment, mutual funds, Target Retirement Funds, or any combination of the investments.

Prudential Guaranteed Investment

The Prudential Guaranteed Investment is designed for the individual seeking financial security and safety of principal. The credited annual rate of return is the prevailing current rate announced by the WEA TSA Trust. This rate is the effective annual yield earned by your account before any administrative fees are deducted.

Interest is compounded daily to produce the current annual yield prior to the deduction of administrative fees of the WEA TSA Trust and the WEAC IRA program. Principal and net credited interest are fully guaranteed by Prudential Retirement Insurance and Annuity Company (PRIAC). Such guarantees are based solely upon the financial strength and claims-paying ability of PRIAC.

The Prudential Guaranteed Investment is a group annuity product issued by PRIAC. Amounts contributed to the contract are deposited in PRIAC's general account. Payment obligations and the fulfillment of any guarantees specified in the group annuity contract are insurance claims supported by the full faith and credit of PRIAC. PRIAC periodically resets the interest rate credited on contract balances, subject to a minimum rate specified in the group annuity contract and subject to change. Past interest rates are not indicative of future rates.

PRIAC is compensated in connection with this product by deducting an amount for investment expenses and risk from the investment experience of certain assets held in PRIAC's general account. PRIAC uses a portion of its aggregate revenue to reimburse WEA TSA Trust and WEA Member Benefit Trust for record-keeping expenses incurred in connection with the WEA TSA Trust and WEAC IRA programs.

Mutual Funds

You may direct the WEA TSA Trust to allocate all or a portion of your contributions and/or account balances to one or several mutual funds. We do not guarantee the investment performance of any amounts allocated to the mutual funds.

Mutual fund investments are subject to the risks of changing economic conditions and the ability of the fund's management to administer such changes. The value of each mutual fund account will vary. Shares of the mutual funds specified by the participant are purchased by the WEA TSA Trust at their net asset value. We reserve the right to change the available mutual funds.

Target Retirement Funds, also known as lifecycle funds, invest in mutual funds using an asset allocation strategy designed with a specific target date in mind. The fund will invest more in stock the further away it is from the target date and transition from stocks to fixed income investments as it approaches the stated target date. While Target Retirement Funds are diversified investments, they do not protect against losses in a declining market.

For more information on the available mutual funds, download a prospectus at weabenefits.com/investments.

Keep in mind that mutual fund investments are not guaranteed and may gain or lose value. Past performance is no guarantee for future results. Future performance may be lower or higher than past performance.

Before investing in any mutual fund, call WEA Trust Member Benefits at 1-800-279-4030 to request a prospectus. We advise you to read it carefully and consider the fund's investment objectives, risks and charges and expenses carefully before investing. The prospectus contains this and other information about the investment company.

The mutual funds that are offered by WEA Trust Member Benefits may charge a redemption fee. These fees are applied to shares that are acquired through purchases, including, but not limited to, contributions, trades, exchanges, transfers, and rollovers, and the subsequent sale occurring with the specified time frame. For more information about redemption fees, please refer the to mutual fund prospectus.

Target retirement funds invest in a mix of stock and bond funds that steadily become more conservative as they approach their target date. The principal value of a target retirement fund is not guaranteed and may gain or lose value now and after its target date.

The 403(b) retirement program is offered by the WEA TSA Trust. TSA program registered representatives are licensed through WEA Investment Services, Inc., member FINRA.

Investment Allocations

You may direct the WEA TSA Trust to invest your current account balances and future contributions in any combination of the Prudential Guaranteed Investment and available mutual funds.

All allocations must be made in whole numbers and not in fractions of a percent.

7. Trades Between Investments Within the WEA TSA Trust Program

As your needs and market conditions change, you may make changes to your account at no charge.

The mutual funds that are offered by WEA Trust Member Benefits may charge a redemption fee. These fees are applied to shares that are acquired through purchases, including, but not limited to, contributions, trades, exchanges, transfers, and rollovers, and the subsequent sale occurring with the specified time frame. For more information about redemption fees, please refer to the mutual fund prospectus.

You may authorize the WEA TSA Trust to act upon your voice telephone instructions to licensed staff to execute trades among investments. For your protection, we record all transaction-related telephone calls.

In addition, trades may be initiated through the *your* **MONEY**™ portal on our Web site (weabenefits.com). *your* **MONEY**™ requires a confidential password as part of the process.

The WEA TSA Trust will not be liable for acting upon instructions believed to be genuine.

8. Changing Your Future Contribution Allocation

If your investment objectives change, you may change the allocation of your future contributions among the Prudential Guaranteed Investment and the mutual funds. This may be done for both elective and nonelective contributions. To access your account, go to our Web site at weabenefits.com. Click on *Access Your Account* under the Retirement tab to access *your* **MONEY**™. You may also contact one of our consultants to reallocate your future contributions.

9. Account Records and Reports

We will establish and maintain individual records of your contributions and your earnings. We will also maintain separate individual records for your before-tax and after-tax employee (elective) contributions, any qualified voluntary employee contributions (QVEC) that you made to the WEA TSA Trust, and employer-paid (nonelective) contributions made to the WEA TSA Trust on your behalf.

Approximately 25 days after the end of each calendar quarter, you will receive a statement from us showing the beginning and ending balances of your accounts and a summary of all transactions during the quarter, including contributions, service fees, earnings, exchanges, and withdrawals.

You always have a fully vested interest in your elective contributions of your account. Your employer may impose a vesting schedule on the nonelective portion of your account.

Vesting is the process in which you accrue nonforfeitable rights, benefits that belong to you, over employer (nonelective) contributions that are made to your 403(b) account. Nonforfeitable rights accrue based on the number of years of service you have obtained. Please consult with your employer's plan document for information about the vesting schedule associated with your nonelective contributions.

The account is owned solely by you. WEA TSA Trust accounts are nontransferable and nonforfeitable. They may not be sold, assigned, or pledged as collateral for a loan, as security for the performance of an obligation, or for any other purpose.

10. Service Fees

The WEA TSA Trust agreement authorizes the Trustees to establish reasonable service fees to pay the operational expenses incurred by the WEA TSA Trust. For additional information on service fees, please refer to the current ***Fee Schedule*** available upon request.

While service fees and charges are subject to change by the Trustees, any change in service fees will be prospective in effect, and you will be provided with at least 30-days' written notice.

11. Surrender Fees

We do not charge surrender fees or penalties.

12. Loans

As of January 15, 2016, WEA TSA Trust has the ability for in-service distributions in the form of plan loans. Loan value may be up to 50% of the vested account balance or $50,000, whichever is less, with a minimum loan amount of $1,000. Members who elect to take a loan will need to pay the loan back within 5 years through automated withdrawals (debits) from a financial institution that are electronically transmitted through the Automated Clearing House to be paid on the 20th of each month. If a member decides they want to proceed with a loan, there will be a $200 loan origination fee and the effective interest rate will be calculated using Prime +1 percent. Upon termination of employment, the loan will need to be paid back in full within 90 days or it will be deemed a premature distribution and subject to the IRS 10% early withdrawal penalty. Please contact us to see if your 403(b) is eligible for an in-service loan as not all employers are allowing loans at this time.

13. Beneficiary Changes

You have the right to designate the beneficiary(ies) who will receive your account in the event of your death. You may designate one or more beneficiaries and contingent beneficiaries, and any such designation may be changed or revoked by a new, written designation signed by the participant on a form acceptable to and filed with the WEA TSA Trust. Each designation will completely revoke all prior designations. Beneficiary designations will be effective only if delivered to the WEA TSA Trust during your lifetime. If no designation of beneficiary is on file with the WEA TSA Trust or if no designated beneficiary is living at the time of your death, we will pay out in accordance with your employer's plan. If you are married at the time of your death, your spouse may have an enforceable claim on your account pursuant to Wisconsin's marital property law even if you have designated other parties as your beneficiaries. You may wish to consult your attorney on this matter.

Your beneficiary may choose to disclaim all or a portion of his or her inherited account to other named beneficiaries. For example, if you named your spouse as beneficiary and your children as contingent beneficiaries, your spouse has the right to disclaim all or a portion of his or her interest in the account, and the account proceeds would pass to your children. Your children would then be able to take distributions over their individual life expectancies. Disclaiming is not for everyone, but it could be a valuable estate-planning tool. You may want to consult your tax advisor or attorney.

14. Distributions and Withdrawals

Retirement Benefits

The withdrawal of money from your account is subject to various restrictions and limitations described in the following paragraphs. Subject to those restrictions, upon your retirement and at your written direction, the WEA TSA Trust will pay the amount in your account to you in any of the following ways:

- ***Scheduled Payment Option***—You may elect to receive a fixed dollar amount, $100.00 minimum, (monthly, quarterly, semiannually, or annually). The length of time these distributions continue (unless you stop or change them) may vary according to the performance of your investment options.
- ***Partial Withdrawals***—You may take up to three withdrawals each year (minimum of $500 each).
- ***Exchange/Transfer/Rollover***—You may exchange/transfer/rollover your before-tax 403(b) account balance to another 403(b), 401(a), 401(k), governmental deferred compensation 457(b) plan, SEP-IRA, or traditional deductible IRA if eligible. You may also exchange/transfer/rollover your Roth 403(b) to another Roth 403(b), Roth 401(k), or a Roth IRA if eligible and if permitted under the terms of your employer's plan.
- ***Total Withdrawal***—You may withdraw your entire account balance and pay regular income taxes on the distribution.
- ***Declining Balance Withdrawal***—You can choose to have your account balance paid to you over a specific period of time. You must be under 70½ to select this option.

Annuity Options: A variety of annuity options are available to you at the time of your retirement, including:

- ***Period Certain and Life***—This option offers 5-, 10-, 15-, and in some cases, 20-year certain and life payments. It provides for annuity payments for your life with a specific number of payments guaranteed. Should you die before the specified number of payments is exhausted, the remainder of the payments will be paid to your beneficiaries.

- ***Lifetime Income/No Refund***—You receive monthly payments for life with no death benefit.
- ***Joint and Survivor Annuity***—This option provides specified monthly payments jointly to you and your designated joint annuitant (one check, both payees named) for life. When either of the joint annuitants dies, the monthly payments continue to the survivor.
- ***Period Certain Only Annuity***—This option provides a specified monthly payment for whatever fixed period of time you choose (i.e., 10 years, 15 years) but not for life. If you die prior to receiving all of the annuity payments, the remaining payments are made to your beneficiary.

General Restrictions

Section 403(b)(11) of the IRC restricts distributions attributable to elective contributions to the Prudential Guaranteed Investment and the mutual funds and nonelective contributions to the mutual funds and the earnings thereon. These restrictions prohibit distributions except when you attain age 59½, separate from employment, die, become permanently disabled, or encounter severe financial hardship. Exceptions are also made for distributions required by a court order, used to purchase certain types of lifetime annuities, or received after either separation from service or retirement during the year in which a participant turns age 55 or older.

In the case of hardship withdrawals, please see your employer's plan document for availability. If hardships are available, please contact us for additional information on restrictions and possible tax implications.

WEA TSA Trust Withdrawal Policy

As indicated above, there are legal restrictions on withdrawals. In certain circumstances, the group 403(b) contract may impose further limits. The WEA TSA Trust agreement also authorizes the WEA TSA Trust to impose reasonable limitations on the withdrawal of less than all of an account and to establish reasonable rules governing participants' requests for withdrawals. Currently, the WEA TSA Trust permits you to make three withdrawals from your account each calendar year. In general, each withdrawal must be at least $500 or 100% of your combined account value. Withdrawals of less than $500 are permitted with the required minimum distribution (RMD) option. The minimum withdrawal option amount is $100.

Furthermore, the WEA TSA Trust will withdraw from each of your investment types in the same proportion as they exist in your account at the time of distribution, unless otherwise specified.

Required Minimum Distributions (RMD)

Required distributions of accrued benefits from your WEA TSA Trust account must begin by April 1 of the year following the later of: (1) the calendar year in which you reach age 70½ or (2) the calendar year in which you retire. The penalty for failing to comply with these rules is a 50% excise tax on the difference between the amount that was required to be distributed and the amount actually withdrawn. As long as you maintain a WEA TSA Trust account, you will be notified of your RMD annually beginning the year you reach age 70½. Distributions must also comply with the incidental death benefit rules contained in Section 401(a)(9) of the IRC.

Unless instructed otherwise, the WEA TSA Trust will automatically disburse, prior to year-end, amounts sufficient to satisfy each participant's RMD attributable to WEA TSA Trust accounts.

Distributions After Death

In the event of your death, the beneficiary(ies) will be notified of his or her rights and options with respect to your account balance. For more information, call the WEA TSA Trust at 1-800-279-4030.

Beneficiaries may be able to keep the account at the WEA TSA Trust, choose from a number of distribution options, or they may disclaim the inherited account. They will be entitled to make investment decisions and trades with a tax-deferred account in the same manner as regular participants.

For instructions involving nonperson trusts, charities, or other complex beneficiaries, it is wise to seek appropriate legal counsel.

15. TSA Rollovers

Subject to the terms of the employer plan and the withdrawal restrictions described in Section 14 of this portfolio, the IRC allows a tax-free rollover from your before-tax account to another 403(b) account, traditional deductible IRA, SEP-IRA, 401(a), 401(k), or governmental deferred compensation 457(b) plan, if eligible. Tax-free rollovers from your WEA TSA Trust after-tax (Roth) account may be rolled over to a Roth 401(k), Roth 403(b), or Roth IRA account. However, to ensure that a rollover is not subject to current taxes, complicated rules must be followed. Please contact us for information and assistance before initiating a rollover of your account.

All distributions eligible for rollover are subject to 20% federal income tax withholding unless they are directly rolled over to another 403(b) contract, 403(b)(7) custodial account, 401(a), 401(k), governmental deferred compensation 457(b), SEP-IRA, traditional deductible IRA, or Roth IRA, if eligible. Because the direct rollover rules change the way distributions from retirement plans are handled, please contact the WEA TSA Trust before initiating a request for distribution or withdrawal.

16. TSA Exchanges or Transfers

Please check your employer's plan document to confirm that exchanges or transfers of your 403(b) account are permitted. Subject to the withdrawal restrictions described in Section 14 of this portfolio, the IRC allows a tax-free exchange or transfer from your before-tax or after-tax (Roth) account to another 403(b). An exchange is money movement within the same employer plan from one 403(b) vendor to another employer-approved 403(b) vendor. A transfer is 403(b) money movement from one employer plan to another employer plan. A transfer is still considered to occur regardless if the money is staying within the same 403(b) vendor.

17. Withdrawal Rules for WEA TSA Trust Accounts

The Tax Reform Act of 1986 created regulations governing the withdrawal of elective contributions to your Prudential Guaranteed Investment that you make pursuant to a salary reduction agreement. As a result of the Technical and Miscellaneous Revenue Act of 1988, only the contributions and interest added to the Prudential Guaranteed Investment on or after January 1, 1989, are subject to the more restrictive withdrawal rules. All contributions invested in mutual funds (elective and nonelective) are subject to the more restrictive rules. The chart below illustrates the rules and related penalties. In-service distributions are limited by the terms of the employer plan.

Elective contributions and income in your Prudential Guaranteed Investment as of December 31, 1988[1]

(Pre-1989 Account Balance)

Reason for Withdrawal	Eligible To Withdraw	10% Exise Tax
• Separated From Employment Before Age 55	Yes	Yes
• Retirement (separation from service) at Age 55 or Older*	Yes	No
• Purchase Lifetime Annuity	Yes	No
• Divorce Decree/Court Order (QDRO)	Yes	No
• Medical Expense Deductible on Tax Return	Yes	No
• Death or Disability	Yes	No
• Any Other Reason and Younger Than Age 59½	Yes	Yes
• Any Reason and Age 59½ or Older	Yes	No

Elective contributions to the Prudential Guaranteed Investment and income thereon and all amounts in mutual funds on or after January 1, 1989[2]

(Post-1989 Account Balance)

Reason For Withdrawal	Eligible To Withdraw	10% Exise Tax
• Separated From Employment Before Age 55	Yes	Yes
• Retirement (separation from service) at Age 55 or Older*	Yes	No
• Purchase Lifetime Annuity	Yes	No
• Divorce Decree/Court Order (QDRO)	Yes	No
• Hardship as Defined by IRS (contributions only)	Yes	Yes
• Death or Disability	Yes	No
• Any Other Reason and Younger Than Age 59½	No	N/A
• Any Reason and Age 59½ or Older	Yes	No

[1] You must pay state and federal income taxes on the distributions from your 403(b) account. The 10% federal excise tax is in addition to these income taxes. Some states also impose an additional early withdrawal penalty.

[2] It will become increasingly important for you to maintain records of your pre- and post-1989 contributions and interest if you wish to make any withdrawal prior to age 591/2 or retirement at age 55 or older.

* If you are between the ages of 55 and 59½, you will need to file IRS form 5329 to claim your exception from the premature withdrawal penalty.

The regulations governing the withdrawal of employer (nonelective) contributions to the Prudential Guaranteed Investment are less restrictive than those for employee contributions through salary reduction and all contributions to mutual funds.

Reason For Withdrawal	Eligible To Withdraw	10% Exise Tax
• Separated From Employment Before Age 55	Yes	Yes
• Retirement (separation from service) at Age 55 or Older*	Yes	No
• Purchase Lifetime Annuity	Yes	No
• Divorce Decree/Court Order (QDRO)	Yes	No
• Death or Disability	Yes	No
• Any Other Reason and Younger Than Age 59½	Yes	Yes
• Any Reason and Age 59½ or Older	Yes	No

For any transfer made into or out of a 403(b) account after January 1, 1989, you should keep records that show your remaining December 31, 1986, and December 31, 1988, balances.

All materials contained herein has been carefully prepared and includes the most reliable information available to us on the date indicated. The legal rules governing or having an impact on tax-sheltered annuities are complicated and constantly changing. The information provided herein does not constitute legal advice by the WEA TSA Trust. We recommend that you consult with your tax, legal, or financial advisor before taking action with respect to your WEA TSA Trust account.

Glossary

Group annuity contract—The WEA Tax Sheltered Annuity (TSA) Trust investment choice referred to as the Prudential Guaranteed Investment.

Custodial account—Collectively, the investment choices referred to as mutual funds held on a custodial basis for all participants.

Prudential Guaranteed Investment—An investment choice only available to WEA TSA Trust participants. The principal amount is guaranteed. The annual rate of return is declared in October for the following year.

Mutual funds—Regulated investment companies owning securities of other companies for the mutual benefit of individual investors.

Elective contributions—Voluntary employee contributions to a 403(b) plan through salary reduction. Elective contributions may include pre-tax and/or after-tax (Roth) contributions.

Nonelective contributions—Employer-paid contributions to an individual's 403(b) account.

Excess contributions—Contributions to a 403(b) plan in amounts greater than allowed during a given calendar year.

Rollover—Transactions (e.g., moving money in and/or out) between tax-advantaged plans such as 403(b) to IRA or IRA to 403(b) after a qualifying event.

QVEC (Qualified Voluntary Employee Contributions)—A pre-1987 tax-deferred employee savings program. New contributions are no longer permitted; however, existing accounts follow rules similar to IRA rules.

QDRO (Qualified Domestic Relations Order)—Instructions from a court regarding 403(b) account ownership, often part of divorce proceedings.

IRC (Internal Revenue Code)—The body of laws governing taxation and related subjects.

Redemption fee—A fee collected by an investment company from traders practicing mutual fund timing. This penalty is used to discourage short-term, in-and-out trading of mutual fund shares. Generally, the fee is in effect for a holding period from 30 days to one year, but it can be in place for longer periods.

RMD (Required Minimum Distribution)—Annual IRS requirement to withdraw certain amounts from your 403(b) account, starting at the later of age 70½ or the year you retire. The amount is a function of your account balance and life expectancy.

Retirement and Investment Services
P.O. Box 7893, Madison, WI 53707-7893
1-800-279-4030 toll-free

For individual account access and information:
1-800-279-2490 toll-free

Personal Insurance Services
P.O. Box 7893, Madison, WI 53707-7893
1-800-279-4010 toll-free

Financial Planning Services
1-800-279-4030 toll-free
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