
Welcome!	Welcome to the University of Florida! While employed in a temporary position we are pleased to offer you a retirement plan called the FICA Alternative Plan .
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What is the FICA Alternative Plan?	<p>The FICA Alternative Plan is:</p> <ul style="list-style-type: none">• Mandatory for all employees in eligible positions (including OPS, Faculty, Postdocs and Housestaff) who are not covered by one of the State of Florida retirement plans• A private retirement plan instead of participating in Social Security• A tax-qualified plan for purposes of determining your ability to make before-tax contributions to an individual retirement account (IRA)• Administered by VALIC
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How much is contributed?	You contribute 7.5% of pre-tax wages to your investment account. These contributions are in lieu of Social Security (FICA) taxes.
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What are the provisions of the FICA Alternative Plan?	<p>Plan highlights:</p> <ul style="list-style-type: none">• Contributions are deposited into an account in your name.• You are immediately vested.• Contributions are pre-tax meaning your taxable income is reduced.• You control how the funds are invested.• You are not subject to Social Security taxes while covered by this plan and you do not earn Social Security credit.• Benefits you have earned under any other retirement plan, as well as Social Security benefits, will not be reduced.• Your funds are portable if you terminate employment or move to a position not eligible for the plan.
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How can I access my account?	Contributions are placed in an account at VALIC. Once the initial contribution is made, access your account online at www.valic.com/uf . Click on FICA Alternative Plan , then select Log In box and follow the prompts to create your personalized user ID and password. The website offers many useful services, including managing your account, designating a beneficiary and signing up for e-statements.
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How are my contributions invested?	You can direct how your contributions are invested among the available funds by accessing your account online at www.VALIC.com/uf and making investment allocation elections. Contact VALIC at 1-800-448-2542 for more information about investment choices and rates. If you do not make an allocation election your contributions will be directed to a target date fund based on your date of birth.
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I still have questions, where can I learn more?	<p>Contact VALIC:</p> <ul style="list-style-type: none">• Call and speak to a VALIC Client Care Center representative at 1-800-448-2542.• Contact your local VALIC financial advisor at (352)367-2409 (Gainesville) or (904)244-8160 (Jacksonville).• Visit our web site at http://www.hr.ufl.edu/retirement/other/FICA.asp.
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