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**.

What is the FICA Alternative Plan?
The FICA Alternative Plan is:
- 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

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.

What are the provisions of the FICA Alternative Plan?
Plan highlights:
- 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.

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.

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.

I still have questions, where can I learn more?
Contact VALIC:
- 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](http://www.hr.ufl.edu/retirement/other/FICA.asp).