



UNIVERSITY
MEDICAL ASSOCIATES

An affiliate of the
UNIVERSITY of NORTH TEXAS
HEALTH SCIENCE CENTER at Fort Worth

FAQ Regarding UMA 401(k) Profit Sharing Plan For Transferring Employees

1. Am I vested?

Yes, all UMA employees that transfer to UNTHSC on 9/1/2009 will be 100% vested in the UMA 401(k) Profit Sharing Plan.

2. How do I close my UMA 401(k) Profit Sharing Plan?

You will receive a Participant Distribution Election Form which you will complete and return. Once completed, America's 401(k) will request your funds that are being held at Nationwide be processed and sent to Chris Moonen in UMA Human Resources for distribution.

3. What can I do with my retirement money?

You can roll over your balance and pay no penalty tax, take a lump sum payment and pay a 20% mandatory withholding, or roll over some of the balance and take the rest of the balance as a lump sum payment. You will pay a 20% mandatory withholding on only the portion that is a lump sum payment. If you are not 59 ½ years old you will also be subject to a 10% penalty at the end of the year or you can elect to have it withheld at the time of distribution.

4. Where can I roll over my money?

Anywhere that accepts roll over payments from a 401(k) Profit Sharing plan. To assist you in setting up an IRA, UMA is scheduling presentations with our investment advisor, Brad Ward, in July and August. In the mean time Brad can be contacted at 817-913-7720 or by email, brad@kingfinancialpartners.com. Another option is to transfer your funds into UNTHSC's 403(b) plan which accepts roll over payments from 401(k) profit sharing plans.

5. What's the difference between UNTHSC's 403(b) and 457 plans?

Please read the information provided on the UMA Transition Information link under Tax Sheltered Annuities. If you need further assistance ask specific questions of the Benefits team at UNTHSC.

6. When can I close my UMA 401(k) Profit Sharing Plan?

UMA must wait until after all contributions are deposited into your UMA 401(k) Profit Sharing Plan before closing your account. The last deposit is scheduled for the end of September. UMA is asking that you complete the paperwork the first part of September and submit it to Chris Moonen in UMA Human Resources before October 13, 2009 in order for your funds transfer to be processed in the current calendar year.

7. What happens if I don't turn in the forms by October 13, 2009?

Because the UMA 401(k) Profit Sharing Plan will not be funded by the company anymore, all balances will be removed to properly close the plan. If you do not designate where to place your funds, and your account is above \$1,000.00 UMA will open an IRA account on your behalf with Nationwide funds and transfer your balance. If your account is below \$1,000.00 you will receive a lump sum distribution.

8. What if I have a loan?

Any remaining loan balance you have not paid back into your 401(k) Profit Sharing Plan will be considered by the IRS as income for the current year and you will receive a 1099 at the end of the year to file with your taxes.

9. Can I have the rest of my loan balance taken out of my distribution payment before it is paid?

No, because a condition of having a loan was payments would be made by payroll deduction.