

# 2008 Annual Report

Tax-Sheltered Annuity 403(b) Program  
University of Wisconsin  
April 24, 2009



Human Resources  
University of Wisconsin System Administration  
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# UNIVERSITY OF WISCONSIN TAX-SHELTERED ANNUITY PROGRAM

## 2008 ANNUAL REPORT

### EXECUTIVE SUMMARY

In 2008, in spite of the dramatic downturn in the economy, total contributions to the UW TSA 403(b) Plan were able to hold their own. University employees contributed over \$77 million to investments available under the Program – increasing very slightly from 2007. In spite of the additional contributions, accumulated assets dropped decidedly, however – by more than 26%. Assets declined to \$1.18 billion in 2008, from \$1.6 billion in 2007.

The UW TSA Program offers a wide array of investment options. Most contributions go to a relatively small number of funds; however, the variety ensures that employees are able to select the type of investment they want. In 2008, the top ten funds accounted for more than 43% of all contributions, and the top 50 funds for almost 70% of contributions. Two hundred fifteen funds each attracted less than \$10,000 in contributions. Of those, 33 attracted \$1,000 or less and another 33 had no contributions.

In 2008 mutual fund companies drew almost 44% of contributions, slightly outpacing contributions to TIAA-CREF at a little more than 41% of contributions. Other insurance companies received 12% – slightly less than last year and the WRS a solid 2% – just a bit more than last year.

This past year the TSA Review Committee and staff focused their efforts on implementing the Final 403(b) Regulations, which were issued in July of 2007. The committee reviewed and revised the UW TSA Plan Document to ensure it is in agreement with the IRS Final 403(b) Regulations. The UW TSA 403(b) Plan Document has been revised to:

- 1) integrate the Economic Growth and Tax Relief Reconciliation Act of 2001 (EGTRRA) provisions that had been at the end of the document in a separate Article XI into the body of the Document
- 2) incorporate the changes from the Pension Protection Act of 2006 that the TSARC had already adopted, but that had not been stipulated in the Plan Document
- 3) incorporate the changes from the Final 403(b) Regulations, effective on January 1, 2009, so that the Plan is fully compliant with IRS regulations.

The Final 403(b) Regulations resulted in major changes regarding hardship withdrawals and loans. The TSARC decided that under the regulations, hardship withdrawals could no longer be provided. In order to be able to offer our participants the ability to access their funds in case of emergency, the TSARC decided to offer loans, which must be approved and monitored by UW System TSA staff; however, only one loan can be outstanding at a time.

Changes to the Plan Document were approved by the University President.

The Final 403(b) Regulations contain new reporting, accounting and other requirements for providers as well. During the fall, staff worked on negotiating new record keeping and custodial agreements with our TSA providers to incorporate these changes. In addition, the Department of Employee Trust Funds (ETF), which administers the Wisconsin Retirement System (WRS) – one of the fund choices in our Plan – determined that it was unable to comply with the new requirements. ETF therefore no longer accepted WRS pre-tax 403(b) funds as of January 1, 2009. During the fall, staff worked on coordinating this change with the institutions and with the Service Center.

Program staff, company representatives, and TSARC members participated in campus presentations, as well as many benefits fairs. Earning statement messages to all employees, including most student hourlies, appeared three times during the year.

TSA Review Committee members Kevin Bahr, Bob Kunkel, David Porter and Kate Kelley volunteered their time to participate in campus workshops. Benefits staff at the campuses organized TSA events and made arrangements for presentations by UW System staff and TSA companies.

Our authorized TSA investment companies, in particular TIAA-CREF, continued to offer very popular individual counseling sessions. In 2008 a total of over 150 days of counseling were provided at all the UW institutions, reaching more than 2,500 employees.

### **Participation**

In 2008, the UW 403(b) Program saw a slight drop in the total number of contributors. Total participation decreased from 11,420 in 2007 to 11,412 in 2008. The decrease in participation was not nearly as severe as in other years in which there has been an economic downturn. Perhaps this is because the deep downturn in the economy took place toward the end of the year. Education and communication will be a major concentration for Program staff in the coming year, in order to try to counteract the depressing effect of down markets on participation.

### **Contribution Patterns**

Slightly more than 33% of all permanent employees, and over 42% of those between age 50 and 69, participated in the Program. On average, participants contributed 10.25% of salary. However, there were marked differences among groups of contributors. Although the average TSA contribution was \$6,779, 13.6% of participants contributed \$1,000 or less, and over 55% – well over half of our participants – contributed \$5,000 or less. The median contribution was \$4,200. Over half (53%) of all our 2008 contributions came from the 20.5% of contributors who deferred over \$13,000 in the year.

### **Asset Allocation**

In 2008 TSA participants continued the pattern of slightly decreased exposure to Large-cap funds and had less exposure to equities in general, with decreased contributions to Mid-cap, Small-cap and Foreign funds. Large-cap stock funds attracted 32.65% of current contributions – compared to 34.44% in 2007, 34.71% in 2006, 38.36% in 2005, and 41.21% in 2004. With the down markets, assets have dropped dramatically: large-caps now make up 29.27% of plan assets, down from 37.41% in 2007, 38.57% in 2006, 39.18% in 2005, and 40.89% in 2004.

In an apparent flight to stable investments, contributions to fixed annuities increased somewhat as did contributions to money market funds. Fixed annuities now make up almost 14% of contributions; contributions to money market funds constitute 4.1%. Together these very conservative investments attract almost 18% of current contributions and represent 34.7% of assets.

Contributions to bond funds increased as well, accounting for 7.35% of contributions. Balanced funds, which include many lifecycle or target date funds, increased to 16.29% of all contributions.

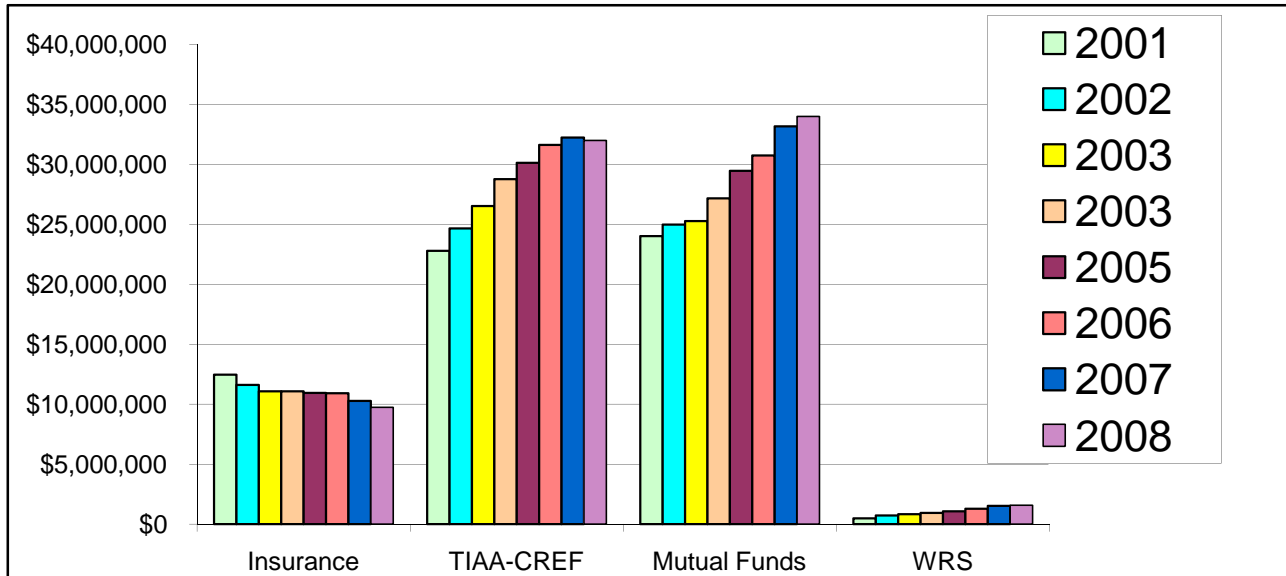
In 2008, contributions to specialty or sector funds declined along with other equity contributions. Although Real Estate funds continue to be the most popular specialty fund by far, contributions to these funds also dropped last year. Yet, again in 2008 – as in the past three years – there were more contributions to Real Estate funds than there were to all Small-cap funds combined.

## 2005-2008 PLAN ASSETS AND ANNUAL CONTRIBUTIONS BY INVESTMENT COMPANY

	TOTAL ASSETS (Company Reported)				ANNUAL CONTRIBUTIONS (UW Payroll Records)				
	2008	2007	2006	2005	2008	2008 - Vendor Reported	2007	2006	2005
<b>INSURANCE</b>									
AULIC			\$ 12,573,419.69	\$ 20,015,176.90				\$ 639,776.56	\$ 719,029.66
RiverSource (IDS)	\$ 55,880,262.29	\$ 99,957,048.45	\$ 85,311,252.54	\$ 76,581,038.10	\$ 5,476,699.69	\$ 5,308,864.02	\$ 5,752,049.88	\$ 5,637,908.95	\$ 5,496,467.79
LINCOLN	\$ 101,931,532.60	\$ 174,179,605.88	\$ 175,030,364.11	\$ 166,830,562.22	\$ 4,258,780.25	\$ 5,142,650.69	\$ 4,525,824.06	\$ 4,648,096.98	\$ 4,730,585.23
TIAA-CREF	\$ 612,311,140.00	\$ 713,086,061.00	\$ 691,216,469.74	\$ 621,392,428.00	\$ 32,029,290.44	\$ 31,972,089.00	\$ 32,268,885.56	\$ 31,641,246.46	\$ 30,148,167.03
<b>Sub-Total</b>	\$ 770,122,934.89	\$ 987,222,715.33	\$ 964,131,506.08	\$ 884,819,205.22	\$ 41,764,770.38	\$ 42,423,603.71	\$ 42,546,759.50	\$ 42,567,028.95	\$ 41,094,249.71
WRS CORE	\$ 21,790,592.55	\$ 21,575,885.62	\$ 19,460,478.74	\$ 17,825,003.00	\$ 1,550,207.77	\$ 1,377,742.48	\$ 1,469,068.39	\$ 1,235,741.73	\$ 1,046,181.25
WRS VARIABLE	\$ 3,714,576.87	\$ 6,852,375.50	\$ 8,624,286.04	\$ 8,472,210.00	\$ 14,450.49	\$ 182,515.78	\$ 65,998.60	\$ 40,090.04	\$ 20,800.69
<b>Sub-Total</b>	\$ 25,505,169.42	\$ 28,428,261.12	\$ 28,084,764.78	\$ 26,297,213.00	\$ 1,564,658.26	\$ 1,560,258.26	\$ 1,535,066.99	\$ 1,275,831.77	\$ 1,066,981.94
<b>MUTUAL FUNDS</b>									
DREYFUS	\$ 4,680,924.53	\$ 7,055,779.21	\$ 6,924,079.04	\$ 6,264,716.23	\$ 438,903.15	\$ 632,510.02	\$ 459,917.98	\$ 439,926.91	\$ 395,649.26
FIDELITY	\$ 286,575,748.44	\$ 437,267,896.51	\$ 384,974,986.50	\$ 366,661,243.80	\$ 24,100,893.67	\$ 24,833,182.99	\$ 23,494,671.28	\$ 21,839,800.17	\$ 20,024,395.50
SCUDDER			\$ 7,239,947.34	\$ 8,337,619.47				\$ 375,150.00	\$ 477,081.66
STRONG/WELLS FARGO				\$ 12,468,361.90					\$ 1,348,592.41
T ROWE PRICE	\$ 96,408,505.04	\$ 142,716,142.95	\$ 125,036,187.88	\$ 105,425,450.11	\$ 9,491,474.14	\$ 1,021,450.26	\$ 9,235,084.96	\$ 8,112,694.84	\$ 7,225,086.10
<b>Sub-Total</b>	\$ 387,665,178.01	\$ 587,039,818.67	\$ 524,175,200.76	\$ 499,157,391.51	\$ 34,031,270.96	\$ 26,487,143.27	\$ 33,189,674.22	\$ 30,767,571.92	\$ 29,470,804.93
<b>TOTAL</b>	\$ 1,183,293,282.32	\$ 1,602,690,795.12	\$ 1,516,391,471.62	\$ 1,410,273,809.73	\$ 77,360,699.60	\$ 70,471,005.24	\$ 77,271,500.71	\$ 74,610,432.64	\$ 71,632,036.58

Note: American United Life, DWS (Scudder), and Wells Fargo (Strong) are no longer investment options, but past records have been retained for comparison.

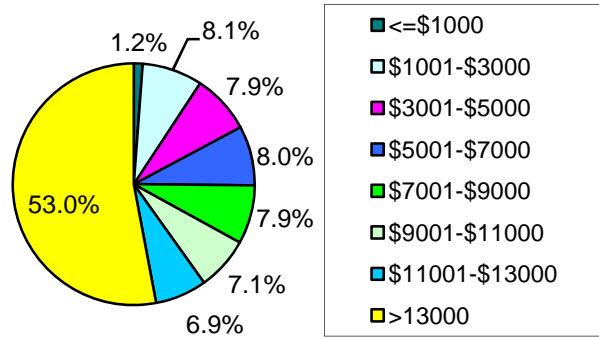
## Annual Contributions by Investment Company Type - 2001-2008



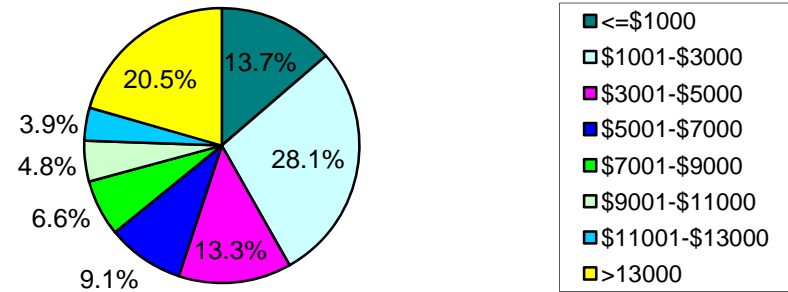
	2001	2002	2003	2004	2005	2006	2007	2008
Insurance	\$ 12,477,205.64	\$ 11,607,894.95	\$ 11,070,814.35	\$ 11,081,152.07	\$ 10,946,082.68	\$ 10,925,782.49	\$ 10,277,873.94	\$ 9,735,479.94
TIAA-CREF	\$ 22,791,623.74	\$ 24,671,510.50	\$ 26,535,832.23	\$ 28,782,327.79	\$ 30,148,167.03	\$ 31,641,246.46	\$ 32,268,885.56	\$ 32,029,290.44
Mutual Funds	\$ 24,035,932.66	\$ 24,998,862.98	\$ 25,293,909.16	\$ 27,185,452.48	\$ 29,470,804.93	\$ 30,767,571.92	\$ 33,189,674.22	\$ 34,031,270.96
WRS	\$ 471,940.02	\$ 715,325.60	\$ 827,864.82	\$ 942,799.76	\$ 1,066,981.94	\$ 1,275,831.77	\$ 1,535,066.99	\$ 1,564,658.26
	<b>\$ 59,776,702.06</b>	<b>\$ 61,993,594.03</b>	<b>\$ 63,728,420.56</b>	<b>\$ 67,991,732.10</b>	<b>\$ 71,632,036.58</b>	<b>\$ 74,610,432.64</b>	<b>\$ 77,271,500.71</b>	<b>\$ 77,360,699.60</b>

Source: UW Payroll records

**2008 Contributions by Size of Deferral**



**2008 Participants by Size of Deferral**



**Number of Contributors**

	2003	2004	2005	2006	2007	2008	2003	2004	2005	2006	2007	2008
<=\$1000	\$ 937,293	\$ 938,220	\$ 952,084	\$ 853,911	\$ 911,336	\$ 904,429	1,580	1,606	1,621	1,495	1,545	1,559
\$1001-\$3000	\$ 6,723,708	\$ 6,597,321	\$ 6,619,715	\$ 6,456,818	\$ 6,183,314	\$ 6,250,418	3,509	3,436	3,444	3,367	3,202	3,210
\$3001-\$5000	\$ 6,842,978	\$ 6,648,217	\$ 6,584,332	\$ 6,310,600	\$ 6,245,585	\$ 6,133,050	1,695	1,642	1,624	1,548	1,553	1,515
\$5001-\$7000	\$ 6,263,919	\$ 5,955,554	\$ 6,104,231	\$ 6,067,615	\$ 6,224,667	\$ 6,159,888	1,058	1,013	1,032	1,022	1,049	1,038
\$7001-\$9000	\$ 6,547,580	\$ 6,618,616	\$ 6,297,185	\$ 5,828,533	\$ 5,896,138	\$ 6,094,993	817	825	785	725	731	757
\$9001-\$11000	\$ 10,429,985	\$ 8,433,796	\$ 7,120,324	\$ 6,214,060	\$ 5,433,385	\$ 5,505,237	1,022	831	704	615	537	544
\$11001-\$13000	\$ 11,190,369	\$ 12,801,966	\$ 8,281,707	\$ 6,745,273	\$ 6,203,835	\$ 5,345,401	930	1,035	679	555	512	444
>13000	\$ 14,648,479	\$ 19,913,941	\$ 29,739,821	\$ 36,133,623	\$ 40,173,242	\$ 40,967,283	1,012	1,275	1,835	2,105	2,291	2,345
<b>Total</b>	<b>\$ 63,584,311</b>	<b>\$ 67,907,631</b>	<b>\$ 71,699,399</b>	<b>\$ 74,610,433</b>	<b>\$ 77,271,501</b>	<b>\$ 77,360,700</b>	<b>11,623</b>	<b>11,663</b>	<b>11,724</b>	<b>11,432</b>	<b>11,420</b>	<b>11,412</b>

Further breakdown for 2008

<b>\$13001-\$15000</b>	\$ 8,394,412	590
<b>\$15001-\$17000</b>	\$ 9,462,812	604
<b>\$17001-\$23500</b>	\$ 23,110,059	1,151

<b>Average</b>	\$ 5,471	\$ 5,824	\$ 6,115	\$ 6,526	\$ 6,766	\$ 6,779
<b>Median</b>	\$ 3,900	\$ 3,900	\$ 3,986	\$ 4,200	\$ 4,200	\$ 4,200

In 2007, 920 participants contributed \$19,000 or more.  
 In 2008, 922 participants contributed \$19,000 or more.  
 291 contributed over \$20,500

## PARTICIPANT CHARACTERISTICS 2000-2008

### NUMBER

	Unclassified		Executives		Classified		Protectives		No WRS		Total	
	TSA Part.	All Emp.	TSA Part.	All Emp.	TSA Part.	All Emp.	TSA Part.	All Emp.	TSA Part.	All Emp.	TSA Part.	All Emp.
2000	8,523	19,104	24	36	3,372	12,392	64	167	212	18,896	12,195	50,595
2001	8,580	19,658	26	42	3,348	12,472	62	168	179	18,807	12,195	51,147
2002	8,496	19,996	24	39	3,267	12,454	59	176	137	18,224	11,983	50,889
2003	8,317	20,283	24	36	3,120	12,431	60	182	112	17,201	11,633	50,133
2004	8,309	20,496	25	35	3,158	12,495	57	182	122	17,642	11,671	50,850
2005	8,407	20,636	22	31	3,102	12,337	62	193	131	17,861	11,724	51,058
2006	8,308	20,772	22	31	2,904	12,325	66	191	132	17,504	11,432	50,823
2007	8,213	20,986	22	31	2,998	12,153	62	191	125	17,023	11,420	50,384
2008	8,202	21,473	22	33	2,988	12,270	70	203	130	14,857	11,412	48,836

### AVERAGE SALARY

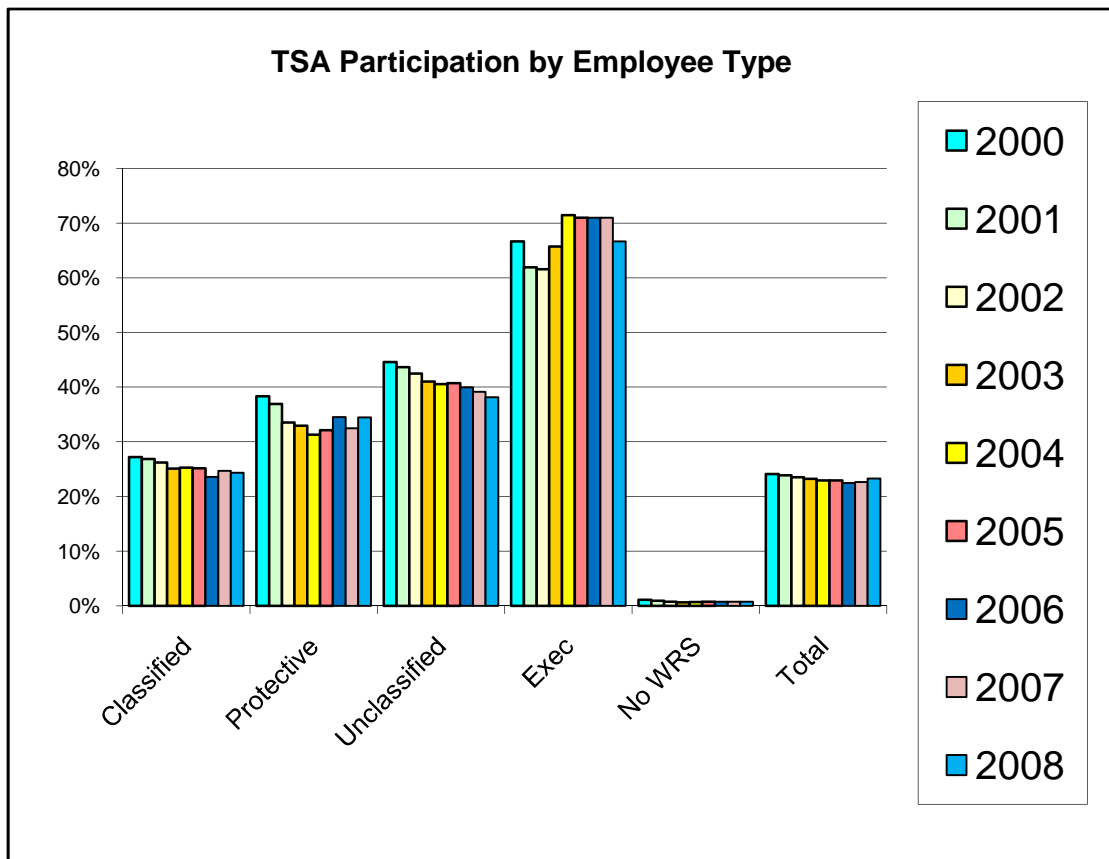
	Unclassified		Executives		Classified		Protectives		No WRS		Total	
	TSA Part.	All Emp.	TSA Part.	All Emp.	TSA Part.	All Emp.	TSA Part.	All Emp.	TSA Part.	All Emp.	TSA Part.	All Emp.
2000	\$ 59,351	\$ 46,998	\$ 137,453	\$ 135,344	\$ 32,424	\$ 24,743	\$ 45,349	\$ 39,538	\$ 19,268	\$ 4,458	\$ 51,299	\$ 26,995
2001	\$ 62,266	\$ 49,086	\$ 127,818	\$ 129,209	\$ 34,598	\$ 26,233	\$ 50,931	\$ 43,099	\$ 20,339	\$ 4,125	\$ 54,170	\$ 29,176
2002	\$ 64,219	\$ 50,594	\$ 149,742	\$ 143,768	\$ 35,189	\$ 26,815	\$ 51,013	\$ 43,551	\$ 19,611	\$ 4,276	\$ 55,949	\$ 30,545
2003	\$ 66,468	\$ 51,774	\$ 161,895	\$ 160,550	\$ 38,351	\$ 29,050	\$ 54,691	\$ 46,652	\$ 19,786	\$ 4,589	\$ 58,838	\$ 32,313
2004	\$ 66,835	\$ 52,121	\$ 163,099	\$ 161,202	\$ 38,932	\$ 29,067	\$ 54,625	\$ 45,829	\$ 16,271	\$ 4,602	\$ 59,009	\$ 29,617
2005	\$ 67,454	\$ 52,914	\$ 174,528	\$ 168,629	\$ 39,079	\$ 30,141	\$ 56,195	\$ 44,175	\$ 19,511	\$ 4,785	\$ 59,501	\$ 32,956
2006	\$ 69,053	\$ 53,879	\$ 174,919	\$ 178,377	\$ 41,735	\$ 31,743	\$ 60,699	\$ 47,862	\$ 20,292	\$ 4,174	\$ 61,520	\$ 32,517
2007	\$ 70,820	\$ 55,359	\$ 191,384	\$ 188,095	\$ 42,977	\$ 33,093	\$ 64,527	\$ 50,621	\$ 18,936	\$ 4,418	\$ 63,120	\$ 33,775
2008	\$ 73,788	\$ 57,314	\$ 185,140	\$ 176,603	\$ 46,440	\$ 35,729	\$ 68,105	\$ 54,040	\$ 20,314	\$ 4,763	\$ 66,261	\$ 35,970

NOTE: 2000 salaries are understated because 1999 unclassified staff salary increases were delayed until March, 2000.

### AVERAGE AGE

	Unclassified		Executives		Classified		Protectives		No WRS		Total	
	TSA Part.	All Emp.	TSA Part.	All Emp.	TSA Part.	All Emp.	TSA Part.	All Emp.	TSA Part.	All Emp.	TSA Part.	All Emp.
2000	48.3	45.4	57.2	56.4	48.2	45.5	40.6	37.6	45.0	35.7	48.2	42.2
2001	48.3	45.4	57.7	56.8	48.5	45.6	39.6	37.9	46.1	36.4	48.3	42.7
2002	48.6	45.5	57.0	57.1	48.8	46.0	39.5	37.9	49.1	36.5	48.6	43.0
2003	48.9	45.8	57.1	57.2	49.3	46.3	38.9	38.0	46.7	36.7	48.9	43.4
2004	49.1	45.9	58.1	58.1	49.5	46.6	39.4	37.9	44.0	34.3	49.2	42.1
2005	53.8	49.4	61.7	61.8	54.1	50.3	44.9	40.9	57.2	37.6	53.9	45.5
2006	53.1	48.6	61.0	60.4	53.4	49.5	44.3	40.1	56.6	36.9	53.2	44.8
2007	52.3	47.8	59.5	59.7	52.8	49.0	44.3	39.8	55.1	36.3	52.4	44.2
2008	51.4	46.8	58.5	58.7	52.0	48.2	43.6	38.8	52.3	38.8	51.6	43.4

NOTE: 2000 salaries are understated because 1999 unclassified staff salary increases were delayed until March, 2000.



	<b>Classified</b>	<b>Protective</b>	<b>Unclassified</b>	<b>Exec</b>	<b>No WRS</b>	<b>Total</b>	<b>N</b>
2000	27.21%	38.32%	44.61%	66.67%	1.12%	24.10%	50,595
2001	26.84%	36.90%	43.66%	61.90%	0.95%	23.85%	51,147
2002	26.23%	33.52%	42.49%	61.54%	0.76%	23.55%	50,889
2003	25.10%	32.97%	41.02%	65.70%	0.65%	23.21%	50,133
2004	25.27%	31.32%	40.54%	71.43%	0.69%	22.95%	50,850
2005	25.14%	32.12%	40.74%	70.97%	0.73%	22.96%	51,058
2006	23.56%	34.55%	40.00%	70.97%	0.75%	22.49%	50,823
2007	24.67%	32.46%	39.14%	70.97%	0.73%	22.67%	50,384
2008	24.32%	34.48%	38.14%	66.67%	0.77%	23.30%	48,836

	<b>Percent of Salary Deferred</b>					<b>All Employees</b>
	<b>Classified</b>	<b>Protective</b>	<b>Unclassified</b>	<b>Exec</b>	<b>No WRS</b>	
2008	8.77%	6.86%	10.58%	7.39%	23.52%	10.25%

Source: UW Payroll records

Please note: those not eligible for WRS include short-term academic staff, rehired annuitants, graduate assistants and others not likely to participate in the 403(b) plan.

## 2008 UW TSA Program Participation by Unit and Age

WRS-Covered Employees Only														2008	2007	2006	2005
	<20	20-29	30-39	40-49	50-59	60-69	70-79	80+	2008 Total	2007 Total	2006 Total	2005 Total	All WRS Employees	2008 Percent	2007 Percent	2006 Percent	2005 Percent
Madison		107	775	1409	2110	959	82	3	5,445	5,441	5,466	5,631	16,178	33.66%	34.66%	34.31%	35.45%
Milwaukee		20	170	267	461	229	16		1,163	1,156	1,157	1,166	3,694	31.48%	32.32%	32.80%	33.28%
Eau Claire		9	61	120	236	104	4		534	525	521	519	1,374	38.86%	39.68%	39.86%	40.05%
Green Bay		18	35	63	98	35	3		252	248	253	261	708	35.59%	37.86%	37.82%	38.21%
La Crosse		6	42	102	153	91			394	401	410	426	1,073	36.72%	37.72%	38.75%	41.12%
Oshkosh		10	63	116	177	108	7		481	472	477	495	1,571	30.62%	30.73%	31.65%	32.80%
Parkside		6	22	50	75	38	5		196	198	190	199	648	30.25%	31.48%	29.50%	31.54%
Platteville		7	38	58	114	45	6		268	268	265	269	956	28.03%	29.13%	29.22%	30.19%
River Falls		5	27	55	119	52		1	259	261	250	259	836	30.98%	32.18%	32.09%	33.72%
Stevens Point		12	55	97	180	86	2		432	430	439	451	1,250	34.56%	35.77%	36.74%	37.99%
Stout		3	35	77	136	61	2		314	314	329	345	1,178	26.66%	27.02%	28.76%	30.64%
Superior		3	13	37	47	35	1		136	136	139	142	427	31.85%	32.00%	32.63%	32.79%
Whitewater		8	68	98	157	93	5		429	423	412	414	1,207	35.54%	36.37%	35.61%	35.11%
Colleges		4	42	83	92	77	4	1	303	322	305	299	1,243	24.38%	26.61%	25.25%	24.31%
Extension		8	62	126	212	79	2		489	490	494	496	1,412	34.63%	35.90%	35.11%	36.96%
System		5	11	24	29	13	1		83	73	67	71	129	64.34%	59.84%	58.26%	57.72%
System-wide			7	12	25	10			54	53	62	69	116	46.55%	51.46%	45.93%	45.10%
	-	231	1,526	2,794	4,421	2,115	140	5	11,232	11,211	11,236	11,512	34,000	33.04%	34.01%	33.93%	34.91%

2005 TSA Participation including those without WRS - 11,724

2006 TSA Participation including those without WRS - 11,432

2007 TSA Participation including those without WRS - 11,420

2008 TSA Participation including those without WRS - 11,412

### Participation by Age

Age	<20	20-29	30-39	40-49	50-59	60-69	70-79	80+	Birthdate missing	2008 Total	2007 Total	2006 Total	2005 Total	2004 Total	2003 Total	2002 Total
TSA Participants	-	231	1,526	2,794	4,421	2,115	140	5	50	11,282	11,211	11,236	11,512	11,549	11,518	11,845
All WRS Employees	4	2354	6381	8600	10728	4583	296	19		34,000	32,965	33,117	32,974	33,208	32,932	32,665
Percent	0.00%	9.81%	23.91%	32.49%	41.21%	46.15%	47.30%	26.32%		33.18%	34.01%	33.93%	34.91%	34.78%	34.98%	36.26%

Source: UW Payroll records

## 2008 Investment Company Selection - Employees Joining or Leaving the Program or Company

Authorized Vendors	Departing Customers			On-Going	New Customers			All TSA Deferrals* (2008)	
	All TSA Deferrals* (2007)	Terminated Employment in 2007	Discontinued All TSA Deferrals in 2007	TSA Participants, dropped vendor in 2007	TSA Deferrals continuing in 2008	New Hires, joined Program in 2008	Current Employees, joined or rejoined Program in 2008		TSA Participants, added new vendor in 2008
RiverSource	1,154	43	42	26	1,043	4	31	6	1,084
Lincoln	956	60	34	20	842	6	26	4	878
Dreyfus	113	3	2	12	96	2	6	2	106
Fidelity	3,415	163	117	30	3,105	113	197	25	3,435
T Rowe Price	1,400	77	35	17	1,272	39	102	28	1,439
TIAA-CREF SRA	5,043	235	162	54	4,592	133	264	40	5,024
TIAA-CREF RA	55	6	3	6	40		1		41
WRS - fixed	328	15	14	16	283	13	49	22	367
WRS - variable	26	1	1	3	21				21
<b>Total*</b>	<b>12,490</b>	<b>603</b>	<b>410</b>	<b>184</b>	<b>11,294</b>	<b>310</b>	<b>676</b>	<b>127</b>	<b>12,395</b>

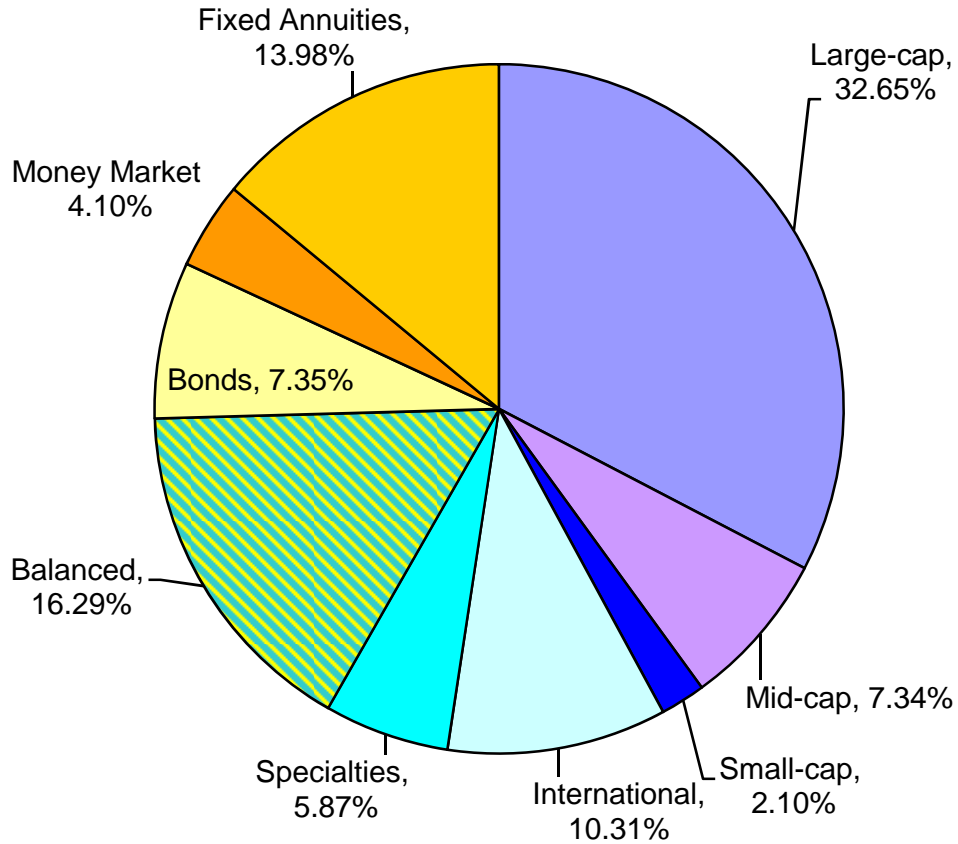
\*some participants have more than one vendor selection

Source: UW Payroll Records

Note: totals are not exact due to discrepancies in the data.

## Allocation of Contributions and Assets

### 2008 Contributions



	<b>2008 Contr.</b>	<b>2007 Contr.</b>	<b>2008 Assets</b>	<b>2007 Assets</b>
Large-cap Value	\$ 2,199,964.79	\$ 3,222,191.31	\$ 31,902,432.68	\$ 59,491,504.58
Large-cap Blend	\$ 12,574,721.88	\$ 14,654,392.45	\$ 202,993,359.21	\$ 345,728,272.62
Large-cap Growth	\$ 8,232,984.28	\$ 9,155,579.94	\$ 111,495,489.17	\$ 194,419,896.98
	32.65%	34.44%	29.27%	37.41%
Mid-cap Value	\$ 1,704,952.65	\$ 2,183,891.26	\$ 20,446,104.46	\$ 37,628,022.89
Mid-cap Blend	\$ 1,956,511.43	\$ 2,081,833.51	\$ 21,024,903.57	\$ 37,544,206.80
Mid-cap Growth	\$ 1,513,926.33	\$ 2,218,161.75	\$ 17,360,137.59	\$ 31,916,686.12
	7.34%	8.26%	4.97%	6.68%
Small-cap Value	\$ 308,864.21	\$ 708,960.27	\$ 6,687,615.68	\$ 10,475,042.75
Small-cap Blend	\$ 533,220.77	\$ 723,642.56	\$ 4,952,667.97	\$ 7,509,055.90
Small-cap Growth	\$ 637,508.47	\$ 855,456.88	\$ 8,765,040.59	\$ 16,768,639.53
	2.10%	2.92%	1.72%	2.17%
Europe Stock	\$ 208,185.30	\$ 273,913.25	\$ 1,922,907.65	\$ 4,734,260.47
Latin Amer. Stock	\$ 174,479.44	\$ 258,671.42	\$ 2,423,990.82	\$ 6,901,364.60
Divers. EmERGE. Mkts	\$ 281,030.94	\$ 439,234.70	\$ 2,927,470.22	\$ 8,028,356.68
Divers. Pacific Stock	\$ 50,345.15	\$ 57,769.46	\$ 610,554.36	\$ 1,964,755.50
Pacific ex-Japan Stock	\$ 198,861.70	\$ 227,334.10	\$ 2,439,316.22	\$ 6,654,017.11
Japan Stock	\$ 38,925.86	\$ 48,191.99	\$ 843,464.61	\$ 1,277,446.75
Foreign Stock	\$ 3,981,263.58	\$ 4,292,420.49	\$ 42,468,830.80	\$ 80,338,516.16
World Stock	\$ 2,330,565.52	\$ 2,547,233.26	\$ 28,803,071.53	\$ 49,621,836.62
	10.31%	10.38%	6.97%	9.95%

## Allocation of Contributions and Assets, cont.

	<u>2008 Contr.</u>	<u>2007 Contr.</u>	<u>2008 Assets</u>	<u>2007 Assets</u>
Conservative Allocation	\$ 86,271.21	\$ 102,900.46	\$ 1,643,344.19	\$ 1,748,601.57
Moderate Allocation	\$ 5,803,511.17	\$ 7,070,447.03	\$ 83,972,157.43	\$ 109,655,205.98
Target Retirement Date	\$ 5,465,235.96	\$ 4,790,045.16	\$ 28,983,842.56	\$ 31,524,575.49
Convertible Bond	\$ 74,056.28	\$ 61,218.22	\$ 1,051,634.74	\$ 2,190,971.91
World Allocation	\$ 52,942.31	\$ 37,467.79	\$ 207,513.67	\$ 212,019.49
	16.29%	15.37%	9.79%	9.07%
Long Government	\$ 17,930.23	\$ 32,369.75	\$ 1,449,664.14	\$ 512,338.64
Intermediate Govt	\$ 337,915.59	\$ 287,392.27	\$ 9,417,084.50	\$ 5,509,538.80
Short Government	\$ 48,949.39	\$ 23,837.61	\$ 1,490,585.53	\$ 574,278.60
Long-Term Bond	\$ 213,592.74	\$ 10,379.44	\$ 2,952,775.81	\$ 123,737.32
Intermediate-Term Bond	\$ 2,395,640.93	\$ 2,361,182.28	\$ 37,847,246.28	\$ 40,228,017.09
Short-Term Bond	\$ 132,613.37	\$ 208,644.36	\$ 3,274,627.14	\$ 3,952,545.34
Ultrashort Bond	\$ 17,655.26	\$ 19,743.89	\$ 131,113.04	\$ 262,003.31
Inflation Protected Bond	\$ 947,474.51	\$ 849,122.38	\$ 15,478,099.19	\$ 13,967,648.34
High-Yield Bond	\$ 404,381.51	\$ 324,904.21	\$ 4,198,614.39	\$ 5,810,533.11
Multisector Bond	\$ 493,565.60	\$ 459,821.08	\$ 8,288,989.10	\$ 9,549,492.23
International Bond	\$ 70,750.05	\$ 49,579.57	\$ 1,114,490.10	\$ 1,313,573.87
Emerging Mkt Bond	\$ 58,471.28	\$ 92,246.87	\$ 1,117,346.37	\$ 1,346,812.61
World Bond	\$ 2,600.77	\$ 27,048.36	\$ 565,612.76	\$ 698,652.52
Bank Loan	\$ 40,931.27	\$ 63,813.63	\$ 590,034.05	\$ 1,033,867.09
	7.35%	6.13%	7.43%	5.30%
Special.-Communications	\$ 71,265.17	\$ 144,767.66	\$ 1,374,635.52	\$ 3,050,479.31
Special.-Financial	\$ 105,898.74	\$ 135,039.92	\$ 1,746,508.26	\$ 1,929,725.06
Special.-Health	\$ 386,308.19	\$ 516,249.12	\$ 7,016,475.29	\$ 8,125,477.87
Special.-Nat. Resources	\$ 557,119.97	\$ 585,897.79	\$ 8,077,479.36	\$ 17,730,425.38
Special.-Prec. Metals	\$ 97,986.36	\$ 69,124.10	\$ 1,907,560.76	\$ 1,759,439.36
Special.-Real Estate	\$ 2,386,697.51	\$ 2,915,135.50	\$ 30,994,565.25	\$ 43,567,293.99
Special.-Technology	\$ 322,479.82	\$ 552,137.52	\$ 6,071,895.53	\$ 12,091,995.12
Special.-Utilities	\$ 208,292.97	\$ 204,187.81	\$ 3,134,223.26	\$ 5,085,978.71
	5.87%	6.53%	5.10%	5.82%
Money Market	\$ 2,892,077.70	\$ 2,829,131.84	\$ 55,141,247.10	\$ 46,823,276.01
	4.10%	3.60%	4.66%	2.92%
Fixed Annuities	\$ 9,852,077.08	\$ 9,715,286.49	\$ 355,986,559.87	\$ 331,310,407.94
	13.98%	12.38%	30.08%	20.67%
<b>Total</b>	<b>\$ 70,471,005.24</b>	<b>\$ 78,488,000.71</b>	<b>\$ 1,183,293,282.32</b>	<b>\$ 1,602,690,794.12</b>

Source: Investment company reporting

## 50 Most-Used Funds Based on 2008 Contributions

	Company	Fund Name	Ticker	Fund Type	2008 Contributions	2008 Assets
1	TIAA-CREF	TIAA Traditional Annuity		Fixed	\$ 8,733,080.00	\$ 313,534,707.00
2	TIAA-CREF	CREF Stock		Large Blend	\$ 6,568,210.00	\$ 126,664,968.00
3	Fidelity	Fidelity <i>Contrafund</i> <sup>®</sup>	FCNTX	Large Growth	\$ 2,378,877.14	\$ 34,277,760.50
4	TIAA-CREF	CREF Social Choice		Moderate Allocation	\$ 2,350,666.00	\$ 26,894,204.00
5	TIAA-CREF	CREF Global Equities		World Stock	\$ 2,096,688.00	\$ 25,659,030.00
6	TIAA-CREF	CREF Growth		Large Growth	\$ 1,999,510.00	\$ 20,374,696.00
7	TIAA-CREF	TIAA Real Estate		Specialty-Real Estate	\$ 1,970,790.00	\$ 26,494,758.00
8	TIAA-CREF	CREF Equity Index		Large Blend	\$ 1,759,224.00	\$ 18,618,002.00
9	WRS	WRS Core (Fixed)		Moderate Allocation	\$ 1,377,742.48	\$ 21,790,592.55
10	TIAA-CREF	CREF Bond		Intermediate-Term Bond	\$ 1,068,452.00	\$ 15,612,030.00
11	Fidelity	Fidelity Balanced Fund	FBALX	Moderate Allocation	\$ 883,231.83	\$ 7,789,540.99
12	Fidelity	Fidelity Low-Priced Stock Fund	FLPSX	Mid-Cap Blend	\$ 870,252.31	\$ 11,388,498.05
13	Lincoln	Delaware Fixed Account		Fixed	\$ 847,951.09	\$ 34,908,708.19
14	TIAA-CREF	CREF Inflation-linked Bond		Inflation Protected Bond	\$ 795,927.00	\$ 10,886,045.00
15	Fidelity	Fidelity Diversified International Fund	FDIVX	Foreign Large Growth	\$ 705,668.45	\$ 7,710,661.34
16	Fidelity	Fidelity Cash Reserves	FDRXX	Money Market	\$ 704,989.03	\$ 12,106,171.32
17	Fidelity	Fidelity <i>Magellan</i> <sup>®</sup> Fund	FMAGX	Large Growth	\$ 687,305.42	\$ 13,123,678.21
18	TIAA-CREF	CREF Money Market		Money Market	\$ 649,215.00	\$ 11,094,559.00
19	Fidelity	Fidelity Freedom 2020 Fund <sup>®</sup>	FFFDX	Target Date 2015-2029	\$ 645,604.57	\$ 4,062,316.65
20	TIAA-CREF	International Equity Index	TRIEX	Foreign Large Blend	\$ 585,111.00	\$ 3,564,480.00
21	Fidelity Spartan	Spartan <sup>®</sup> 500 Index Fund - Investor Class	FSMKX	Large Blend	\$ 563,937.69	\$ 4,722,850.06
22	Fidelity	Fidelity Blue Chip Growth Fund	FBGRX	Large Growth	\$ 541,961.20	\$ 6,154,179.42
23	Fidelity Select	Fidelity Select Money Market Portfolio	FSLXX	Money Market	\$ 512,904.05	\$ 4,315,035.73
24	Fidelity	Fidelity Equity-Income Fund	FEQIX	Large Value	\$ 488,737.47	\$ 7,418,657.73
25	Fidelity	Fidelity Freedom 2040 Fund <sup>®</sup>	FFFFX	Target Date 2030+	\$ 470,839.06	\$ 1,088,941.86
26	Fidelity	Fidelity Value Fund	FDVLX	Mid-Cap Value	\$ 449,225.25	\$ 5,680,398.70
27	Fidelity	Fidelity Mid-Cap Stock Fund	FMCSX	Mid-Cap Growth	\$ 436,979.39	\$ 3,221,934.92
28	Fidelity	Fidelity Freedom 2035 Fund <sup>®</sup>	FFTHX	Target Date 2030+	\$ 433,102.14	\$ 868,953.32
29	Fidelity	Fidelity Growth & Income Portfolio	FGRIX	Large Blend	\$ 423,043.68	\$ 5,482,411.07
30	Fidelity	Fidelity Growth Company Fund	FDGRX	Large Growth	\$ 396,382.43	\$ 5,448,759.14
31	Fidelity	Fidelity <i>Puritan</i> <sup>®</sup> Fund	FPURX	Moderate Allocation	\$ 394,461.73	\$ 8,349,706.43
32	TIAA-CREF	Lifecycle Fund 2020	TCLTX	Target Date 2015-2029	\$ 392,594.00	\$ 1,735,689.00
33	Fidelity	Fidelity Freedom 2015 Fund <sup>®</sup>	FFVFX	Target Date 2015-2029	\$ 388,405.90	\$ 2,436,723.65
34	Ameriprise	RiverSource <sup>®</sup> VP - Diversified Equity Income		Large Value	\$ 383,010.99	\$ 3,402,409.21
35	Fidelity	Fidelity Freedom 2030 Fund <sup>®</sup>	FFFEX	Target Date 2030+	\$ 376,369.11	\$ 1,503,347.91
36	Fidelity	Fidelity Freedom 2010 Fund <sup>®</sup>	FFFCX	Target Date 2000-2014	\$ 366,280.47	\$ 3,391,685.57
37	Fidelity	Fidelity Freedom 2025 Fund <sup>®</sup>	FFTWX	Target Date 2015-2029	\$ 358,804.34	\$ 1,724,774.84
38	Lincoln	American Funds Growth		Large Growth	\$ 355,413.14	\$ 4,590,236.63
39	Fidelity	Fidelity Leveraged Company Stock Fund	FLVCX	Mid-Cap Blend	\$ 351,932.04	\$ 1,857,153.35
40	Fidelity	Fidelity Canada Fund	FICDX	Foreign Large Blend	\$ 345,489.23	\$ 2,391,651.61
41	Fidelity	Fidelity U.S. Bond Index Fund	FBIDX	Intermediate-Term Bond	\$ 336,787.90	\$ 4,577,684.30
42	Fidelity	Fidelity International Discovery Fund	FIGRX	Foreign Large Blend	\$ 326,502.38	\$ 2,826,961.63
43	Fidelity	Fidelity <i>New Millennium Fund</i> <sup>®</sup>	FMILX	Mid-Cap Growth	\$ 324,215.83	\$ 3,682,824.44
44	Fidelity Spartan	Spartan <sup>®</sup> Total Market Index Fund - Investor Cl.	FSTMX	Large Blend	\$ 317,317.25	\$ 4,558,732.55
45	TIAA-CREF	Mid Cap Value	TRVRX	Mid-Cap Value	\$ 310,793.00	\$ 1,693,375.00
46	Fidelity Spartan	Spartan <sup>®</sup> U.S. Equity Index Fund - Investor Cl.	FUSEX	Large Blend	\$ 300,353.43	\$ 4,389,544.25
47	TIAA-CREF	Lifecycle Fund 2015	TCLIX	Target Date 2000-2014	\$ 288,547.00	\$ 1,264,018.00
48	Ameriprise	RiverSource <sup>®</sup> VP - Large Cap Equity Fund		Large Blend	\$ 288,512.54	\$ 3,067,385.86
49	Fidelity	Fidelity Dividend Growth Fund	FDGFX	Large Blend	\$ 288,461.47	\$ 2,790,230.36
50	Lincoln	Delaware VIP Diversified Income		Intermediate-Term Bond	\$ 286,085.20	\$ 5,446,842.51

**Total of Top 50 Funds      \$49,175,944.63      \$ 856,638,505.85**

# 50 Most-Used Funds Based on 2007 Contributions

For Comparison

	Company	Fund Name	Ticker	Fund Type	2007 Contributions	2007 Assets
1	TIAA-CREF	TIAA Traditional Annuity		Fixed	\$ 8,594,823.00	\$ 271,604,913.00
2	TIAA-CREF	CREF Stock		Large Blend	\$ 7,282,932.00	\$ 211,670,002.00
3	TIAA-CREF	CREF Social Choice		Moderate Allocation	\$ 2,579,734.00	\$ 34,998,547.00
4	TIAA-CREF	CREF Global Equities		World Stock	\$ 2,353,208.00	\$ 44,925,976.00
5	Fidelity	Fidelity <i>Contrafund</i> <sup>®</sup>	FCNTX	Large Growth	\$ 2,349,246.50	\$ 55,364,467.81
6	TIAA-CREF	TIAA Real Estate		Specialty-Real Estate	\$ 2,251,348.00	\$ 35,635,744.00
7	TIAA-CREF	CREF Growth		Large Growth	\$ 2,179,405.00	\$ 33,796,148.00
8	TIAA-CREF	CREF Equity Index		Large Blend	\$ 1,890,760.00	\$ 30,032,452.00
9	WRS	WRS Core (Fixed)		Moderate Allocation	\$ 1,469,068.39	\$ 21,575,885.62
10	TIAA-CREF	CREF Bond		Intermediate-Term Bond	\$ 1,022,698.00	\$ 13,377,866.00
11	Fidelity	Fidelity Low-Priced Stock Fund (Closed)	FLPSX	Mid-Cap Blend	\$ 1,017,338.62	\$ 18,778,157.82
12	Fidelity	Fidelity Balanced Fund	FBALX	Moderate Allocation	\$ 925,440.00	\$ 11,257,390.05
13	Lincoln	Lincoln Fixed		Fixed	\$ 831,283.35	\$ 52,105,886.60
14	TRowePrice	T. Rowe Price Capital Appreciation	PRWCX	Moderate Allocation	\$ 791,885.67	\$ 8,836,384.47
15	TRowePrice	T. Rowe Price Equity Income	PRFDX	Large Value	\$ 757,510.00	\$ 12,532,635.08
16	Fidelity	Fidelity Diversified International Fund	FDIVX	Foreign Large Growth	\$ 741,677.84	\$ 14,924,131.58
17	Fidelity	Fidelity <i>Magellan</i> <sup>®</sup> Fund	FMAGX	Large Growth	\$ 732,447.21	\$ 27,855,814.62
18	TIAA-CREF	CREF Inflation-linked Bond		Inflation Protected Bond	\$ 690,820.00	\$ 9,570,701.00
19	TIAA-CREF	CREF Money Market		Money Market	\$ 641,878.00	\$ 9,674,011.00
20	Fidelity	Fidelity Blue Chip Growth Fund	FBGRX	Large Growth	\$ 608,664.96	\$ 9,786,919.62
21	TRowePrice	T. Rowe Price Mid-Cap Growth	RPMGX	Mid-Cap Growth	\$ 587,569.85	\$ 8,179,920.93
22	Fidelity	Fidelity Cash Reserves	FDRXX	Money Market	\$ 585,423.24	\$ 10,172,459.23
23	Fidelity Spartan	Spartan <sup>®</sup> 500 Index Fund - Investor Class	FSMKX	Large Blend	\$ 575,390.08	\$ 6,654,837.81
24	Fidelity	Fidelity Equity-Income Fund	FEQIX	Large Value	\$ 530,839.15	\$ 14,221,455.96
25	Fidelity	Fidelity Freedom 2020 Fund <sup>®</sup>	FFFDX	Target Date 2015-2029	\$ 530,545.27	\$ 4,989,436.62
26	Fidelity	Fidelity Growth & Income Portfolio	FGRIX	Large Blend	\$ 505,948.05	\$ 12,395,766.07
27	TIAA-CREF	International Equity Index	TRIEX	Foreign Large Blend	\$ 488,337.00	\$ 4,772,260.00
28	Fidelity	Fidelity Value Fund	FDVLX	Mid-Cap Value	\$ 480,807.78	\$ 11,072,277.10
29	Fidelity	Fidelity <i>Puritan</i> <sup>®</sup> Fund	FPURX	Moderate Allocation	\$ 465,011.05	\$ 13,468,657.41
30	Fidelity	Fidelity Mid-Cap Stock Fund	FMCSX	Mid-Cap Growth	\$ 444,926.12	\$ 5,971,810.78
31	Fidelity	Fidelity Growth Company Fund	FDGRX	Large Growth	\$ 434,073.47	\$ 10,069,161.05
32	Lincoln	American Funds Growth		Large Growth	\$ 431,460.00	\$ 9,884,559.96
33	Ameriprise	<i>RiverSource</i> <sup>®</sup> VP - Diversified Equity Income		Large Value	\$ 406,112.99	\$ 7,441,870.40
34	TRowePrice	T. Rowe Price Mid-Cap Value	TRMCX	Mid-Cap Value	\$ 404,873.39	\$ 4,101,435.50
35	Ameriprise	<i>RiverSource</i> <sup>®</sup> VP - Large Cap Equity Fund		Large Blend	\$ 404,061.91	\$ 6,863,566.87
36	TRowePrice	T. Rowe Price Retirement 2020	TRRBX	Target Date 2015-2029	\$ 395,506.72	\$ 2,036,259.60
37	TRowePrice	T. Rowe Price Small-Cap Value	PRSVX	Small Value	\$ 393,005.18	\$ 5,421,033.47
38	Fidelity	Fidelity Dividend Growth Fund	FDGFX	Large Blend	\$ 392,795.69	\$ 5,333,466.78
39	Lincoln	LVIP Delaware Social Awareness		Large Blend	\$ 367,979.05	\$ 11,139,024.43
40	TRowePrice	T. Rowe Price Blue Chip Growth	TRBCX	Large Growth	\$ 365,242.85	\$ 5,516,554.32
41	Fidelity	Fidelity Retirement Government Money Market	FGMXX	Money Market	\$ 359,829.60	\$ 2,184,857.51
42	Fidelity	Fidelity <i>New Millennium Fund</i> <sup>®</sup>	FMILX	Mid-Cap Growth	\$ 353,343.02	\$ 6,095,234.16
43	TRowePrice	T. Rowe Price Prime Reserve	PRRXX	Money Market	\$ 335,538.95	\$ 4,479,226.29
44	TRowePrice	T. Rowe Price Equity Index 500	PREIX	Large Blend	\$ 329,542.86	\$ 4,751,550.64
45	Fidelity Spartan	Spartan <sup>®</sup> U.S. Equity Index Fund	FUSEX	Large Blend	\$ 329,362.46	\$ 7,227,957.96
46	Fidelity Spartan	Spartan <sup>®</sup> Total Market Index Fund	FSTMX	Large Blend	\$ 311,716.19	\$ 6,622,894.97
47	Fidelity	Fidelity Freedom 2015 Fund <sup>®</sup>	FFVFX	Target Date 2015-2029	\$ 302,408.53	\$ 2,700,240.35
48	Fidelity	Fidelity International Discovery Fund	FIGRX	Foreign Large Blend	\$ 301,530.92	\$ 5,309,763.88
49	Fidelity	Fidelity Capital Appreciation Fund	FDCAX	Large Growth	\$ 299,078.74	\$ 4,846,017.46
50	Lincoln	American Funds International		Foreign Large Blend	\$ 289,246.03	\$ 7,628,335.43
<b>Total of Top 50 Funds</b>					<b>\$ 52,113,674.68</b>	<b>\$ 1,139,855,926.21</b>

## Educational Initiatives

In 2008 TSA Program staff continued to promote education efforts by providing support and resources for campus benefits staff, working with our investment companies, updating our written informational pieces, making more information available to employees on our web site, and emphasizing services to campuses where TSA participation is below average.

Achievements include the following:

- Encouraging investment company participation in educational efforts. Individual counseling sessions continued to be popular. In 2008 TIAA-CREF counseled 658 employees at all the campuses; Fidelity held 118 one-on-one counseling sessions; Lincoln met with 942 participants and provided seminars at Eau Claire and Milwaukee; Ameriprise (RiverSource) met with 534 participants; Dreyfus counseled 76 employees at one-on-one sessions and held seminars at Milwaukee; and T. Rowe Price counseled 60 employees.  
In 2008 a total of over 150 days of counseling were provided reaching almost 2,500 employees.
- Facilitating TSA investment companies participation in campus benefit fairs. TSA companies reached out to additional employees during benefits fairs at Green Bay, La Crosse, Madison, Milwaukee, Oshkosh, Parkside, Platteville, River Falls, Stevens Point, Stout and Whitewater. All companies attended at least five benefits fairs; most attended more.
- Coordinating TSA messages on earning statements for student hourlies, classified, and unclassified employees. Employees that receive their statements electronically can click on the link taking them directly to the TSA website.
- Coordinating delivery of the TSA *Inve\$tor*, so that all employees can receive it. With the fall 2008 issue Eau Claire, La Crosse, Madison, Green Bay, Parkside, Colleges and Extension employees received their *Inve\$tor* by email for the first time. Employees at all other campuses continued to receive their *Inve\$tor* via campus mail.
- Updating the TSA Program PowerPoint presentation designed for employees not familiar with the Program or not yet participating to include new income tax tables and contribution limits.
- Communicating directly with new employees. A packet of materials was sent to new employees encouraging them to sign up for the TSA Program. The materials were sent by email or campus inter-departmental mail.
- Presenting workshops for UW employees and families at UW institutions. UW Extension and UW Colleges staff in the area were also invited to attend.

Date	Location	Number of Sessions	Attendance
February 12	Whitewater with David Porter	1	28
February 14	Platteville	2	12
February 15	Madison	1	24
February 19	Stevens Point with Kevin Bahr	1	12
February 21	Parkside	1	13
February 26	Milwaukee	2	44
March 26	Green Bay	1	26
April 23	Madison	1	8
June 17	Madison	1	30
September 18	Madison	1	10
September 25	Stevens Point with Kevin Bahr	2	30
October 7	Oshkosh with Bob Kunkel	2	11
October 9	Platteville	2	22
October 16	LaCrosse Benefits Fair	1	14
October 28	Madison	1	25
October 29	Parkside	2	14
November 6	Whitewater with David Porter	1	15
November 18	Extension (Pyle Center, Madison)	1	26
December 12	Madison	1	15
<b>Total</b>		<b>25 sessions</b>	<b>379</b>

- Resources available on our website include present and past issues of the *TSA Inve\$tor*, current contributions limits, fund returns, updating the *How to Enroll in the TSA Program* page, the *Schedule of Individual Counseling Sessions*, the revised *Selected Returns* and *Quick Guide to the TSA Programs*, TSA Review Committee Meeting minutes, and the *Annual Report*.

The campus TSA coordinators also made presentations, organized TSA events, and made the arrangements for the presentations by investment companies and System staff. The Program is greatly enhanced by their work.