

# Woods Hole Oceanographic Institution Defined Contribution Retirement Plan Quarterly Employee Newsletter

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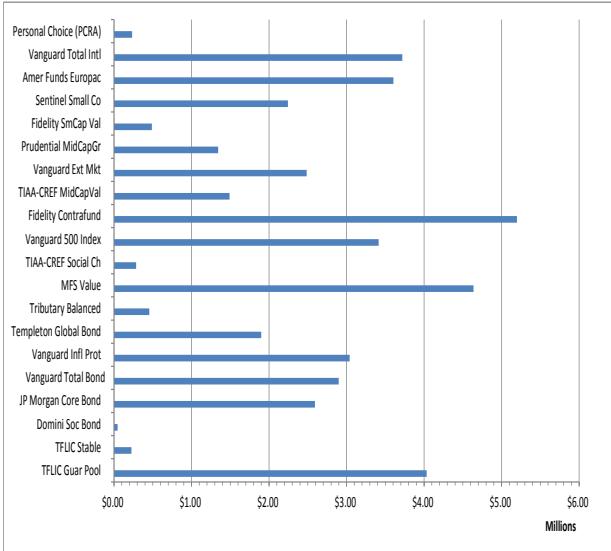
## This Issue

- Plan Statistics as of December 31, 2012
- Fund Change: Removal of Domini fund
- Pre-Tax vs. After-Tax Contributions
- Diversified Website Enhancements
- Diversified Getting a New Name

## Plan Statistics

*as of December 31, 2012*

Total Plan Assets:	\$44.3M
# Plan Participants:	910
Avg Employee Deferral Contribution:	9.52%
Avg Bi-Weekly WHOI Contribution:	\$295K
YTD Plan Rate of Return	11.84%
Total Plan Assets by Fund (see graph below):	



### One-on-One Meetings with *Diversified* in 2013

To schedule your one-on-one meeting with *Diversified*, please register online at: <http://bit.ly/woodshore>. Note, you may register in advance for future sessions available in February and March. For a listing of all upcoming meeting dates available in 2013, click on the following link:

<http://www.whoi.edu/fileserver.do?id=143624&pt=10&p=44352>

### *Diversified's* Strategies Newsletter (Winter 2013)

<http://www.divinvest.com/strategies/index.html>

### Retirement Workshops in 2013

WHOI is committed to offering additional retirement workshops in 2013 for both the 1.5 hour Retirement 101 and 2-night comprehensive Retirement Planning Workshop, both with instructor David Carbone. More information will be provided to employees as we approach the workshop dates.

### Questions about your 403(b) Defined Contribution Plan account?

Visit [www.divinvest.com/plan/whoi](http://www.divinvest.com/plan/whoi) or call *Diversified* at 800-755-5801

## Domini Fund Eliminated Effective February 7, 2013

Effective February 7, 2013, the Domini Socially Responsible Fund is being eliminated as a core fund available from the 403(b) DC Plan. Any assets in the Domini Fund will be mapped over to the Vanguard Total Bond Market Index Signal fund. This change is being made due to the Domini fund underperforming coupled with a lack of utilization (only 0.10% of assets invested in the fund). Please click on the link below to access the official notice that was mailed to all plan participants in January.

<http://www.whoi.edu/fileserver.do?id=144905&pt=10&p=44352>

## Pre-Tax vs. After-Tax Contributions into a 403(b) Plan

Under your 403(b) DC Plan, you are allowed to make your own contributions on either a pre-tax (traditional method) or after-tax (Roth 403b) basis, or even a combination of both. Contributions made on a pre-tax basis are excluded from your taxable income when contributed but are fully taxable (including any investment gains/earnings) when withdrawn. To the contrary, employee contributions made on an after-tax basis through the Roth 403(b) option are fully taxable when contributed but free from any taxes upon withdrawal (including any gains/earnings). Please note that certain conditions must be met to receive tax-free withdrawals from a Roth 403(b). Contact *Diversified* for more information.

How much can you contribute to an after-tax Roth 403(b)? The annual limits for after-tax Roth 403(b) contributions fall within the annual limit for contributions into a 403(b) plan. For 2013, the maximum amount an employee can contribute is \$17,500 (or \$23,000 if age 50+). So, whether you are contributing to just pre-tax or after-tax, or a combination of both, the maximum between all contributions cannot exceed the annual limit.

To determine what is best for you, you should seek expert advice from a financial or tax consultant.

## *Diversified* Website Enhancements

If you haven't already noticed, *Diversified* has upgraded the retirement plan website to enhance your online experience and make it easier to access your information. This will help you better manage your savings and investments. Look for further upgrades down the road!

## *Diversified* is Getting a New Name

For nearly 20 years, *Diversified* has been part of the Transamerica family of companies. To make that connection clearer, *Diversified* will be changing its name to Transamerica Retirement Solutions. In the coming weeks, you'll start to see the new name and/or logo on various plan materials and the website. Understand that while the name will be different, nothing else about the company or your retirement plan will change – you will still get the same tools, resources, and services that you've come to expect.