



Can you believe it's November?

Almost time for that New Year's resolution! Remember, the Commonwealth reimburses eligible employees 50% of the cost of [Weight Watchers](#). Anthem members can also enroll in the [Jenny Craig](#) program and save 15%.



The Department of Athletics is offering faculty and staff two free football tickets for the game tomorrow, November 10, at 7 pm against Methodist. You can pick your tickets up today in the Freeman Center ticket office from 9 am to 4 pm.

Catch the Spirit—Go Captains!

Do you have a tax-sheltered annuity 403(b) or deferred compensation account 457(d)?

Maximum Deferral Limits for 2013

The annual maximum deferral limit for the 403(b) Supplemental Retirement Account and the 457 Deferred Compensation Plan will increase in 2013 to **\$17,500.00** for employees under age 50 and **\$23,500.00** for employees age 50 or older.

Employees in the 403(b) plans wishing to make changes to increase their deferrals for the first check in 2013 should submit their changes before the close of business on December 19. We need to fax these forms to our third party administrator prior to leaving on the holiday break. Employees in the 457 Deferred Compensation Plan must make their changes via the internet or via the phone prior to the December holiday break. If you have any questions, please call our benefits team at 594-7145.

Are you familiar with the [Emergency Disaster Leave](#) policy for Classified Employees?

The policy permits agencies to grant up to 80 hours of paid leave annually to qualifying employees who are called away from their regular jobs to provide specific kinds of emergency services during defined times of state and/or national disaster.

This policy also permits agencies to grant up to 80 hours of paid leave annually to employees who are victims of disasters that meet the criteria specified in this policy.

If you have any questions, give us a call at 4-7145.

Several provisions of legislation that affect your paycheck may expire December 31, 2012:

Income Tax Cuts – Income tax brackets will increase. The lowest bracket is currently 10%. This will revert to 15%. All other brackets will increase with the highest bracket reverting to 35%.

Payroll Tax “Holiday” - This “holiday”, enjoyed by employees for the past two years, provided for a 4.2% Social Security tax withholding rate. The Social Security tax rate will revert to 6.2% and the OASDI will remain 1.45%. (See note below.)

Educational Assistance – Non-job-related educational assistance becomes fully taxable to the employee.

We'll keep you informed as soon as we know.



... connecting the CNU community

Don't Miss These Great Training Opportunities!



- Wed., Nov. 14: [Understanding Administrative Professional Leave](#) 2:30pm - 3:30pm
Presenter: Brittney Shivers, HR Leave Coordinator ~ Location: Human Resources
This training will discuss the different forms of leave including sick, disability, recognition, annual and various other types of leave. All questions welcomed!
- Thursday, Nov 15: [Money Management in Today's World](#) 12:00pm - 1:00pm
Presenter: Van Nolan, Wells Fargo ~ Location: Human Resources
Tips on how to budget, save and manage your credit in today's uncertain financial world.
- Friday, Nov. 16: [Strategies for a Successful Retirement - Session III - Qualified Plan/Estate](#)
Presented by Don Hannahs, CFP, Planning Solutions Group
1:00pm - 2:00pm ~ Location: Human Resources
Learn how to minimize the Double Taxation on large retirement plans and how to delay income taxation of your retirement plan over 2 generations. Find out why your will or trust will not distribute the majority of your assets at your death, regardless of how sophisticated the document is.

VRS Defined Contribution Plans –

Do you have questions about the Deferred Compensation and Cash Match Plans?



A Registered Representative* will be on location to meet with individuals on an appointment only basis.



Date:	Thursday Nov. 15th
Time:	By Appointment
Location:	CNU Human Resources (SunTrust) Building
To Schedule an Appointment:	
Contact:	Mackenzie Moss
Phone:	757-951-7885
Email:	Mackenzie.moss@us.ing.com

*Registered Representatives cannot provide financial, legal, or tax advice. Registered Representative of ING Investment Advisors, LLC (Member SIPC). CN0814-4093-0914



TIAA-CREF Representative, Maria Kersey, will be on campus Tuesday, November 13 in the Office of Human Resources from 8:30am until 4:00pm. To schedule an appointment, please call her at (866) 843-5640.

