



# 2012 Benefit Facts

2012 Covered Compensation		2012 Qualified Plan Dollar Limitations				
Year of Birth	Amount			2012	2011	IRC Ref.
1938	43,992	<b>Salary Deferral (Pre-Tax) Limits</b>				
1939	46,344	<ul style="list-style-type: none"> <li>• §401(k)/elective deferrals</li> <li>• §403(b) tax sheltered annuities</li> <li>• §457(b) deferred compensation</li> </ul>		\$17,000	\$16,500	§402(g)(1)
1940	48,816	* Catch up contributions for employees age 50 by December 31, 2012 for 401(k), 403(b) governmental 457(b)		\$17,000	\$16,500	§403(b)
1941	51,348	• SIMPLE plan deferrals		\$17,000	\$16,500	§457(b)
1942	53,952			\$5,500	\$5,500	§414(v)
1943	56,628					
1944	59,268			\$11,500	\$11,500	§408(p)(2)(e)
1945	61,884					
1946	64,560	<b>Section 415 Limits</b>				
1947	67,200	<ul style="list-style-type: none"> <li>• defined benefit maximum annual benefit</li> <li>• defined contribution maximum annual benefit</li> </ul>		\$200,000	\$195,000	§415(b)(1)(A)
1948	69,696			\$50,000	\$49,000	§415(c)(1)(A)
1949	72,096					
1950	74,400	<b>Comp Limit for Qualified Plans</b>		\$250,000	\$245,000	§401(a)(17)
1951	76,620	Comp Limit for Grandfathered Government plans		\$375,000	\$360,000	§401(a)(17)
1952	78,744					
1953	80,808	<b>Highly Compensated Rules</b>				
1954	82,824	<ul style="list-style-type: none"> <li>• 5% owner Top Paid Group</li> <li>• Employees with compensation for preceding plan year in excess of (may be limited to employees who were in the top 20%)</li> </ul>		No Minimum	No Minimum	§414(q)
1955	86,664	• Top Heavy "Key Employee" Definition		\$115,000	\$110,000	§414(q)
1956	88,524					
1957	90,300			\$165,000	\$160,000	§416(i)(1)(a)(i)
1958	91,980					
1959	93,600	<b>PBGC Maximum Insured Benefit</b>				
1960	95,160	<ul style="list-style-type: none"> <li>• Age 65</li> <li>• Age 62</li> </ul>		\$4,653.41	\$4,500.00	§4022.22(b)
1961	96,660			\$3,676.19	\$3,555.00	
1962	98,064					
1963	99,468	<b>ESOP</b>				
1964	100,824	<ul style="list-style-type: none"> <li>• threshold for exception to 5-year distribution requirement</li> <li>• increment amount for distribution</li> </ul>		\$1,015,000	\$985,000	§409(o)(1)(C)(ii)
1965	102,096			\$200,000	\$195,000	§409(o)(1)(C)(ii)
1966	103,284					
1967	104,364					
1968	105,324					
1969	106,176					
1970	106,896					
1971	107,556					
1972	108,192					
1973	108,768					
1974	109,224					
1975	109,584					
1976	109,812					
1977	109,896					
1978	109,992					
1979 and later	110,100					
<b>2012 Social Security</b>						
<b>Tax Amounts</b>		<b>2012 Tax Base</b>	<b>2011 Tax Base</b>	<b>Tax Rate</b>		
• Social Security old age		\$110,100	\$106,800	6.20%		
• Medicare benefits		No Limit	No Limit	1.45%		
<b>Benefit Amounts</b>						
• Maximum annual PIA benefit at Social Security Retirement Age		\$30,156	\$28,392			

## 2012 Dates To Remember *(for calendar year plans/employers)*

DUE DATE	Government Forms/Filings	Qualified Plan Contributions	Communications To Participants
January 13		Fourth quarterly installment for 2011 defined benefit plans.	
January 16	Filing date for 8955-SSA for 2009/2010 plan years		
February 14			<i>Participant Benefit Statements Due for Participant Directed DC Plans</i>
February 29	Estimated PBGC premium payment (500 or more participants).		
March 15		Remaining 2011 plan contributions due if no extension (for deductibility).	2011 excess ADP/ACP savings returned to HCEs
April 1	<i>Trigger date for possible benefit restrictions in underfunded plans.</i>		Minimum benefit distribution from retirement plan if participant is 70 1/2 in 2011 and either 5% owner or retired.
April 13		First quarterly installment for 2012 for defined benefit plans.	Excess Over 2011 401(k) dollar limit (or \$16,500 TSA Limit) returned to participant.
April 29			<i>Annual Funding Notice Distribution for DB Plans</i>
April 30	Final 2011 PBGC filing and premium due for small plans (fewer than 100 participants)		
May 15			<i>Participant Benefit Statements Due for Participant Directed DC Plans</i>
July 13		Second quarterly installment for 2012 plan year for defined benefit plans.	
July 28			Summary of material modifications for plan changes adopted in 2011 to participants and beneficiaries.
July 31	2011 Form 5500 annual report to IRS (if no extension).		
August 15			<i>Participant Benefit Statements Due for Participant Directed DC Plans</i>
September 14		Last date (including extensions), for minimum contribution requirement and for tax deduction purposes for all remaining 2011 retirement plan contributions.	
September 17	Due date for 2011 Form 5500 and 8955-SSA extended by Corporate Tax Return Extension.		
October 1	<i>Enrolled Actuary certification of plan's Adjusted Funding Target Attainment Percentage (AFTAP)</i>		Summary Annual Report (SAR) to non-DB participants (if no extension).
October 15	Final filing date for 2011 Form 5500 annual reports and 8955-SSA extended by 5558 filings.  Final 2012 PGBC filing along with balance of premium for midsize and large plans.	Third quarterly installment for 2012 plan year for defined benefit plans.	
November 15			<i>Participant Benefit Statements Due for Participant Directed DC Plans</i>
December 15			SAR to participants (last date, including extensions).
January 15, 2013		Fourth quarterly installment for 2012 plan year for defined benefit plans.	

*On request, MWM Consulting Group will provide a 2012 Dates to Remember for non-calendar year plans/employers.*

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