



2013 Benefit Facts

| 2013 Covered Compensation | | 2013 Qualified Plan Dollar Limitations | | | | |
|--|---------|---|----------------------|-----------------|-------------|-------------------|
| Year of Birth | Amount | | | 2013 | 2012 | IRC Ref. |
| 1939 | 46,344 | Salary Deferral (Pre-Tax) Limits | | | | |
| 1940 | 48,816 | <ul style="list-style-type: none"> • §401(k)/elective deferrals • §403(b) tax sheltered annuities • §457(b) deferred compensation | | \$17,500 | \$17,000 | §402(g)(1) |
| 1941 | 51,348 | * Catch up contributions for employees age 50 by December 31, 2013 for 401(k), 403(b), governmental 457(b) | | \$17,500 | \$17,000 | §403(b) |
| 1942 | 53,952 | | | \$17,500 | \$17,000 | §457(b) |
| 1943 | 56,628 | • SIMPLE plan deferrals | | \$5,500 | \$5,500 | §414(v) |
| 1944 | 59,268 | | | | | |
| 1945 | 61,884 | | | \$12,000 | \$11,500 | §408(p)(2)(e) |
| 1946 | 64,560 | Section 415 Limits | | | | |
| 1947 | 67,308 | <ul style="list-style-type: none"> • defined benefit maximum annual benefit • defined contribution maximum annual benefit | | \$205,000 | \$200,000 | §415(b)(1)(A) |
| 1948 | 69,900 | | | \$51,000 | \$50,000 | §415(c)(1)(A) |
| 1949 | 72,408 | Comp Limit for Qualified Plans | | \$255,000 | \$250,000 | §401(a)(17) |
| 1950 | 74,808 | Comp Limit for Grandfathered Government plans | | \$380,000 | \$375,000 | §401(a)(17) |
| 1951 | 77,124 | Highly Compensated Rules | | | | |
| 1952 | 79,356 | <ul style="list-style-type: none"> • 5% owner Top Paid Group • Employees with compensation for preceding plan year in excess of (may be limited to employees who were in the top 20%) | | No Minimum | No Minimum | §414(q) |
| 1953 | 81,528 | • Top Heavy "Key Employee" Definition | | \$115,000 | \$115,000 | §414(q) |
| 1954 | 83,640 | | | \$165,000 | \$165,000 | §416(i)(1)(a)(i) |
| 1955 | 87,684 | PBGC Maximum Insured Benefit | | | | |
| 1956 | 89,652 | <ul style="list-style-type: none"> • Age 65 • Age 62 | | \$4,789.77 | \$4,653.41 | §4022.22(b) |
| 1957 | 91,524 | | | \$3,783.92 | \$3,676.19 | |
| 1958 | 93,312 | ESOP | | | | |
| 1959 | 95,040 | <ul style="list-style-type: none"> • threshold for exception to 5-year distribution requirement • increment amount for distribution | | \$1,035,000 | \$1,015,000 | §409(o)(1)(C)(ii) |
| 1960 | 96,696 | | | \$205,000 | \$200,000 | §409(o)(1)(C)(ii) |
| 1961 | 98,304 | | | | | |
| 1962 | 99,816 | | | | | |
| 1963 | 101,316 | | | | | |
| 1964 | 102,780 | | | | | |
| 1965 | 104,160 | | | | | |
| 1966 | 105,444 | | | | | |
| 1967 | 106,620 | | | | | |
| 1968 | 107,700 | | | | | |
| 1969 | 108,648 | | | | | |
| 1970 | 109,464 | | | | | |
| 1971 | 110,232 | | | | | |
| 1972 | 110,964 | | | | | |
| 1973 | 111,648 | | | | | |
| 1974 | 112,200 | | | | | |
| 1975 | 112,668 | | | | | |
| 1976 | 113,004 | | | | | |
| 1977 | 113,184 | | | | | |
| 1978 | 113,376 | | | | | |
| 1979 | 113,580 | | | | | |
| 1980 and later | 113,700 | | | | | |
| 2013 Social Security | | | | | | |
| Tax Amounts | | 2013 Tax Base | 2012 Tax Base | Tax Rate | | |
| <ul style="list-style-type: none"> • Social Security old age • Medicare benefits | | \$113,700 | \$110,100 | 6.20% | | |
| | | No Limit | No Limit | 1.45% | | |
| Benefit Amounts | | | | | | |
| <ul style="list-style-type: none"> • Maximum annual PIA benefit at Social Security Retirement Age | | \$30,396 | \$30,156 | | | |

2013 Dates To Remember *(for calendar year plans/employers)*

| DUE DATE | Government Forms/Filings | Qualified Plan Contributions | Communications To Participants |
|------------------|---|---|--|
| January 15 | | Fourth quarterly installment for 2012 defined benefit plans. | |
| February 14 | | | <i>Participant Benefit Statements Due for Participant Directed DC Plans</i> |
| February 28 | Estimated PBGC premium payment (500 or more participants). | | |
| March 15 | | Remaining 2012 plan contributions due if no extension (for deductibility). | 2012 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 2012 and either 5% owner or retired. |
| April 15 | | First quarterly installment for 2013 for defined benefit plans. | Excess Over 2012 401(k) dollar limit (or \$17,000 TSA Limit) returned to participant. |
| April 30 | Final 2012 PBGC filing and premium due for small plans (fewer than 100 participants) | | <i>Annual Funding Notice Distribution for DB Plans</i> |
| May 15 | | | <i>Participant Benefit Statements Due for Participant Directed DC Plans</i> |
| July 15 | | Second quarterly installment for 2013 plan year for defined benefit plans. | |
| July 29 | | | Summary of material modifications for plan changes adopted in 2012 to participants and beneficiaries. |
| July 31 | 2012 Form 5500 annual report and Form 8955-SSA to IRS (if no extension). | | |
| August 14 | | | <i>Participant Benefit Statements Due for Participant Directed DC Plans</i> |
| September 13 | | Last date (including extensions), for minimum contribution requirement and for tax deduction purposes for all remaining 2012 retirement plan contributions. | |
| September 16 | Due date for 2012 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-DE participants (if no extension). |
| October 15 | Final filing date for 2012 Form 5500 annual reports and 8955-SSA extended by 5558 filings. Final 2013 PGBC filing along with balance of premium for midsize and large plans. | Third quarterly installment for 2013 plan year for defined benefit plans. | |
| November 14 | | | <i>Participant Benefit Statements Due for Participant Directed DC Plans</i> |
| December 16 | | | SAR to participants (last date, including extensions). |
| January 15, 2014 | | Fourth quarterly installment for 2013 plan year for defined benefit plans. | |

On request, MWM Consulting Group will provide a 2013 Dates to Remember for non-calendar year plans/employers.
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