



2011 Benefit Facts

2011 Covered Compensation		2011 QUALIFIED PLAN DOLLAR LIMITATIONS			
Year of Birth	AMOUNT	Salary Deferral (Pre-Tax) Limits	2011	2010	IRC Ref.
1937	39,444	• \$401(k)/elective deferrals	\$16,500	\$16,500	§402(g)(1)
1938	43,992	• \$403(b) tax sheltered annuities	\$16,500	\$16,500	§403(b)
1939	46,344	• \$457(b) deferred compensation	\$16,500	\$16,500	§457(b)
1940	48,816	* Catch up contributions for employees age 50 by December 31, 2011 for 401(k), 403(b) governmental 457(b)	\$5,500	\$5,500	§414(v)
1941	51,348	• SIMPLE plan deferrals	\$11,500	\$11,500	§408(p)(2)(e)
1942	53,952	Section 415 Limits	2011	2010	IRC Ref.
1943	56,628	• defined benefit maximum annual benefit	\$195,000	\$195,000	§415(b)(1)(A)
1944	59,268	• defined contribution maximum annual benefit	\$49,000	\$49,000	§415(c)(1)(A)
1945	61,884	Comp Limit for Qualified Plans	\$245,000	\$245,000	§401(a)(17)
1946	64,464	Comp Limit for Grandfathered Government plan	\$360,000	\$360,000	§401(a)(17)
1947	67,008	Highly Compensated Rules	2011	2010	IRC Ref.
1948	69,408	• 5% owner Top Paid Group	No Minimum	No Minimum	§414(q)
1949	71,724	• Employees with compensation for preceding plan year in excess of (may be limited to employees who were in the top 20%)	\$110,000	\$110,000	§414(q)
1950	73,920	• Top Heavy "Key Employee" Definition	\$160,000	\$160,000	§416(i)(1)(a)(i)
1951	76,044	PBGC Maximum Insured Benefit			
1952	78,084	• Age 65	\$4,500.00	\$4,500.00	§4022.22(b)
1953	80,052	• Age 62	\$3,555.00	\$3,555.00	
1954	81,972	ESOP	2011	2010	IRC Ref.
1955	85,620	• threshold for exception to 5-year distribution requirement	\$985,000	\$985,000	§409(o)(1)(C)(ii)
1956	87,384	• increment amount for distribution	\$195,000	\$195,000	§409(o)(1)(C)(ii)
1957	89,064	2011 SOCIAL SECURITY			
1958	90,660	Tax Amounts	2011 Tax Base	2010 Tax Base	Tax Rate
1959	92,184	• Social Security old age	\$106,800	\$106,800	6.20%
1960	93,648	• Medicare benefits	No Limit	No Limit	1.45%
1961	95,052	Benefit Amounts			
1962	96,372	• Maximum annual PIA benefit at Social Security Retirement Age	\$28,152	\$28,152	
1963	97,680				
1964	98,940				
1965	100,116				
1966	101,220				
1967	102,192				
1968	103,068				
1969	103,824				
1970	104,448				
1971	105,012				
1972	105,552				
1973	106,032				
1974	106,392				
1975	106,656				
1976	106,800				
1977	106,800				
1978 and later	106,800				

2011 DATES TO REMEMBER *(for calendar year plans/employers)*

DUE DATE	GOVERNMENT FORMS/FILINGS	QUALIFIED PLAN CONTRIBUTIONS	COMMUNICATIONS TO PARTICIPANTS
January 14		Fourth quarterly installment for 2010 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 2010 plan contributions due if no extension (for deductibility).	2010 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 2010 and either 5% owner or retired.
April 15		First quarterly installment for 2011 for defined benefit plans.	Excess Over 2010 401(k) dollar limit (or \$16,500 TSA Limit) returned to participant.
April 29			<i>Annual Funding Notice Distribution for DB Plans</i>
May 16			<i>Participant Benefit Statements Due for Participant Directed DC Plans</i>
July 15		Second quarterly installment for 2011 plan year for defined benefit plans.	
July 29			Summary of material modifications for plan changes adopted in 2010 to participants and beneficiaries.
August 1	2010 Form 5500 annual report to IRS (if no extension).		
August 15			<i>Participant Benefit Statements Due for Participant Directed DC Plans</i>
September 15	Due date for Form 5500 extended by Corporate Tax Return Extension.	Last date (including extensions), for minimum contribution requirement and for tax deduction purposes for all remaining 2010 retirement plan contributions.	
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 14		Third quarterly installment for 2011 plan year for defined benefit plans.	
October 17	Final filing date for Form 5500 annual reports extended by 5558 filings. Final 2011 PGBC filing along with balance of premium.		
November 11			<i>Participant Benefit Statements Due for Participant Directed DC Plans</i>
December 15			SAR to participants (last date, including extensions).
January 13, 2012		Fourth quarterly installment for 2011 plan year for defined benefit plans.	

On request, MWM Consulting Group will provide a 2011 Dates to Remember for non-calendar year plans/employers.
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