



# 2013 Benefit Facts

2013 Covered Compensation		2013 Qualified Plan Dollar Limitations				
Year of Birth	Amount			2013	2012	IRC Ref.
1939	46,344	<b>Salary Deferral (Pre-Tax) Limits</b>				
1940	48,816	<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>		\$17,500	\$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	<b>Section 415 Limits</b>				
1947	67,308	<ul style="list-style-type: none"> <li>• defined benefit maximum annual benefit</li> <li>• defined contribution maximum annual benefit</li> </ul>		\$205,000	\$200,000	§415(b)(1)(A)
1948	69,900			\$51,000	\$50,000	§415(c)(1)(A)
1949	72,408	<b>Comp Limit for Qualified Plans</b>		\$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	<b>Highly Compensated Rules</b>				
1952	79,356	<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)
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	<b>PBGC Maximum Insured Benefit</b>				
1956	89,652	<ul style="list-style-type: none"> <li>• Age 65</li> <li>• Age 62</li> </ul>		\$4,789.77	\$4,653.41	§4022.22(b)
1957	91,524			\$3,783.92	\$3,676.19	
1958	93,312	<b>ESOP</b>				
1959	95,040	<ul style="list-style-type: none"> <li>• threshold for exception to 5-year distribution requirement</li> <li>• increment amount for distribution</li> </ul>		\$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					
<b>2013 Social Security</b>						
<b>Tax Amounts</b>		<b>2013 Tax Base</b>	<b>2012 Tax Base</b>	<b>Tax Rate</b>		
• Social Security old age		\$113,700	\$110,100	6.20%		
• Medicare benefits		No Limit	No Limit	1.45%		
<b>Benefit Amounts</b>						
• 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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