



# 2018 Benefit Facts

2018 Covered Compensation		2018 Qualified Plan Dollar Limitations			
Year of Birth	Amount	Salary Deferral (Pre-Tax) Limits	2018	2017	IRC Ref.
1944	59,268	• §401(k)/elective deferrals	\$18,500	\$18,000	§402(g)(1)
1945	61,884	• §403(b) tax sheltered annuities	\$18,500	\$18,000	§403(b)
1946	64,560	• §457(b) deferred compensation	\$18,500	\$18,000	§457(b)
1947	67,308	* Catch up contributions for employees age 50 by December 31, 2018 for 401(k), 403(b), governmental 457(b)	\$6,000	\$6,000	§414(v)
1948	69,996	• SIMPLE plan deferrals	\$12,500	\$12,500	§408(p)(2)(e)
1949	72,636	<b>Section 415 Limits</b>	<b>2018</b>	<b>2017</b>	<b>IRC Ref.</b>
1950	75,180	• defined benefit maximum annual benefit	\$220,000	\$215,000	§415(b)(1)(A)
1951	77,880	• defined contribution maximum annual benefit	\$55,000	\$54,000	§415(c)(1)(A)
1952	80,544	<b>Comp Limit for Qualified Plans</b>	\$275,000	\$270,000	§401(a)(17)
1953	83,136	Comp Limit for Grandfathered Government plans	\$405,000	\$400,000	§401(a)(17)
1954	85,680	<b>Highly Compensated Rules</b>	<b>2018</b>	<b>2017</b>	<b>IRC Ref.</b>
1955	90,588	• 5% owner Top Paid Group	No Minimum	No Minimum	§414(q)
1956	92,976	• Employees with compensation for preceding plan year in excess of (may be limited to employees who were in the top 20%)	\$120,000	\$120,000	§414(q)
1957	95,280	• Top Heavy "Key Employee" Definition	\$175,000	\$175,000	§416(i)(1)(a)(i)
1958	97,500	<b>PBGC Maximum Insured Benefit</b>			
1959	99,648	• Age 65	\$5,420.45	\$5,369.32	§4022.22(b)
1960	101,736	• Age 62	\$4,282.16	\$4,241.76	
1961	103,764	<b>ESOP</b>	<b>2018</b>	<b>2017</b>	<b>IRC Ref.</b>
1962	105,720	• threshold for exception to 5-year distribution requirement	\$1,105,000	\$1,080,000	§409(o)(1)(C)(ii)
1963	107,640	• increment amount for distribution	\$220,000	\$215,000	§409(o)(1)(C)(ii)
1964	109,524	<b>2018 Social Security</b>			
1965	111,336	<b>Tax Amounts</b>	<b>2018 Tax Base</b>	<b>2017 Tax Base</b>	<b>Tax Rate</b>
1966	113,064	• Social Security old age	\$128,700	\$127,200	6.20%
1967	114,660	• Medicare benefits	No Limit	No Limit	1.45%
1968	116,160	<b>Benefit Amounts</b>			
1969	117,540	• Maximum annual PIA benefit at Social Security Retirement Age	\$33,456	\$32,244	
1970	118,800				
1971	119,988				
1972	121,152				
1973	122,256				
1974	123,240				
1975	124,140				
1976	124,896				
1977	125,520				
1978	126,144				
1979	126,780				
1980	127,308				
1981	127,740				
1982	128,064				
1983	128,364				
1984	128,652				
1985 and later	128,700				

## 2018 Dates To Remember *(for calendar year plans/employers)*

DUE DATE	Government Forms/Filings	Qualified Plan Contributions	Communications To Participants
January 12		Fourth quarterly installment for 2017 defined benefit plans.	
February 14			<i>Participant Benefit Statements Due for Participant Directed DC Plans</i>
March 15		Remaining 2017 plan contributions due if no extension (for deductibility).	2017 excess ADP/ACP savings returned to HCEs
March 31	<i>Trigger date for possible benefit restrictions in underfunded plans.</i>		
April 2			Minimum benefit distribution from retirement plan if participant is 70 1/2 in 2017 and either 5% owner or retired.
April 13		First quarterly installment for 2018 for defined benefit plans.	Excess Over 2017 401(k) dollar limit (or \$18,000 TSA Limit) returned to participant.
April 30			<i>Annual Funding Notice Distribution for DB Plans</i>
May 15			<i>Participant Benefit Statements Due for Participant Directed DC Plans</i>
July 13		Second quarterly installment for 2018 plan year for defined benefit plans.	
July 30			Summary of material modifications for plan changes adopted in 2017 to participants and beneficiaries.
July 31	2017 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 14		Last date (including extensions), for minimum contribution requirement and for tax deduction purposes for all remaining 2017 retirement plan contributions.	
September 17	Due date for 2017 Form 5500 and 8955-SSA extended by Corporate Tax Return Extension.		
September 28	<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 2017 Form 5500 annual reports and 8955-SSA extended by 5558 filings.  Final 2018 PGBC filing along with balance of premium for all plans.	Third quarterly installment for 2018 plan year for defined benefit plans.	
November 14			<i>Participant Benefit Statements Due for Participant Directed DC Plans</i>
December 14			SAR to participants (last date, including extensions).
January 15, 2019		Fourth quarterly installment for 2018 plan year for defined benefit plans.	

*On request, MWM Consulting Group will provide a 2018 Dates to Remember for non-calendar year plans/employers.*

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