Chapter 2: Small Business Issues

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Corrections were made to this workbook through January of 2014. No subsequent modifications were made.

SIMPLIFIED OPTION FOR CLAIMING HOME OFFICE DEDUCTION¹

In January 2013, the IRS announced a new method for claiming home office expenses. This new method is expected to save taxpayers 1.6 million hours of recordkeeping annually.²

Previously, the only method of deducting qualified home office expenses required determining the applicable business percentage. This can be calculated by comparing the total square footage of the home office with the square footage of the entire home. The business percentage is then applied to the applicable household expenses to determine the expenses attributable to the business area of the home.

Under the new method, taxpayers may deduct \$5 per square foot of home office space, up to a maximum of \$1,500 per year. One of the key benefits of the method is that taxpayers are not required to substantiate the expenses incurred for their home.

This simplified method is also referred to as a **safe harbor method** by the IRS. The use of this method is **an election** available to taxpayers with qualifying home offices.

Note. The new simplified method is for determining the **amount** of the deduction. It does not change the requirements that must be met for a home office to be a considered a **qualified** home office. For more information on these requirements, see the 2012 *University of Illinois Federal Tax Workbook*, Volume C, Chapter 7: Office in Home.

For tax years starting on or after January 1, 2013, taxpayers may elect to use the safe harbor method to determine the amount of deductible expenses for their home offices. For 2013, taxpayers may choose to deduct \$5 per square foot of home office space instead of using actual expenses. The \$5 rate may be adjusted in the future if the IRS deems that the rate is no longer appropriate.

The election to use the safe harbor method must be made on a **timely filed original return using Schedule C**. See the following page for a draft version of the bottom portion of page 1 of 2013 Schedule C. The election is made simply by using this method. **However, once made, the election is irrevocable for the tax year.**

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^{1.} Rev. Proc. 2013-13, 2013-6 IRB 478.

^{2.} IRS News Rel. IR-2013-5 (Jan. 15, 2013).

- 6-		$ \longrightarrow $
17	Legal and professional services 17 b Reserve or future use	27b
28	Total expenses before expenses for business use of home. Add lines 8 through 27a	28
29	Tentative profit or (loss). Subtract line 28 from line 7	29
30	Expenses for business use of your home. Do not report these expenses elsewhere. Attach Form 8829	
	unless using the simplified method (see instructions).	
	Simplified method filers only: enter the total square footage of: (a) your home:	
	and (b) the part of your home used for business:	
	Method Worksheet in the instructions to figure the amount to enter on line 30	30
31	Net profit or (loss). Subtract line 30 from line 29.	
	• If a profit, enter on both Form 1040, line 12 (or Form 1040NR, line 13) and on Schedule SE, line 2.	
	(If you checked the box on line 1, see instructions). Estates and trusts, enter on Form 1041, line 3.	31
	If a loss, you must go to line 32.	
32	If you have a loss, check the box that describes your investment in this activity (see instructions).	
	• If you checked 32a, enter the loss on both Form 1040, line 12, (or Form 1040NR, line 13) and	
	on Schedule SE, line 2. (If you checked the box on line 1, see the line 31 instructions). Estates and	32a All investment is at risk.
	trusts, enter on Form 1041, line 3.	32b Some investment is not
	If you checked 32b, you must attach Form 6198. Your loss may be limited.	at risk.
For Pa	aperwork Reduction Act Notice, see your tax return instructions. Cat. No. 11334P	Schedule C (Form 1040) 201

AVERAGE SQUARE FOOTAGE CALCULATION

The maximum number of square feet that may be used for this calculation is 300. For purposes of determining the allowable square footage, a taxpayer with a qualified business use of a home for a portion of the tax year or a taxpayer who changes the square footage for a qualified business use during the tax year must determine the average of the monthly allowable square footage for the year. In determining the average monthly allowable square footage, no more than 300 square feet may be taken into account for any month. For the purposes of this calculation, if the taxpayer uses the home office for at least 15 days, it is counted as being used for the entire month.

Example 1. Trista starts a business as a wedding planner on June 1, 2013. She uses 108 square feet of her home as a qualified home office. In 2013, she did not track her applicable home expenses, so she computes her home office deduction using the optional safe harbor method, as follows.

	Square Feet Used		Applicable Months		Total			
January-May	0	×	5	=	0			
June-December	108	×	7	=	756			
Total use over 12 n	nonths				756			
					÷12			
Average monthly s	quare foot usage				63			
Multiplied by the standard square footage allowance								
Home office deduction								

DEPRECIATION ISSUES RELATED TO THE SAFE HARBOR METHOD

Taxpayers who use the safe harbor method **cannot** deduct any depreciation for the qualified home office for that tax year. The depreciation deduction **allowable** for that portion of the home for that tax year is deemed to be zero.

If a taxpayer uses the safe harbor method for one year and uses the actual expense method for any subsequent year, the taxpayer must calculate the depreciation deduction allowable in the subsequent year by using the appropriate optional depreciation table applicable for the property. This is true regardless of whether the taxpayer used an optional depreciation table for the property in the year it was placed in service. The optional depreciation tables for MACRS property are provided in IRS Pub. 946, *How To Depreciate Property*. The appropriate optional depreciation table is based on the depreciation system, depreciation method, recovery period, and convention applicable to the property at the time it was placed in service.

The allowable depreciation deduction is calculated in the subsequent year by multiplying the remaining adjusted depreciable basis of the home office by the annual depreciation rate specified in the appropriate optional depreciation table. The applicable year to use in the table is the year that corresponds with the current tax year based on the placed-in-service date of the property.

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Example 2. Use the same facts as **Example 1.** In 2014, Trista tracks the expenses and determines that using the actual expense method will be more beneficial. To calculate the depreciation portion of the 2014 deduction, she first determines her remaining adjusted basis of the home office portion of the home. In 2013, when she placed the home office in service, the portion of the home's basis allocable to the home office was \$10,000. Under the safe harbor method, the allowed or allowable depreciation for 2013 is \$0. Therefore, her remaining adjusted basis at the beginning of 2014 is still \$10,000.

The appropriate optional depreciation table in IRS Pub. 946 is A-7a, which follows. It shows that the depreciation rate for year two is 2.564%. Accordingly, Trista's 2014 depreciation deduction for the home office is \$256 $(\$10,000 \times .02564)$. Her adjusted depreciable basis at the end of 2014 is \$9,744 (\$10,000 - \$256).

	Straight Line – 39 Years											
Year	Month property placed in service											
rear	1	2	3	4	5	6	7	8	9	10	11	12
1 2–39 40	2.461% 2.564 0.107	2.247% 2.564 0.321	2.033% 2.564 0.535	1.819% 2.564 0.749	1.605% 2.564 0.963	1.391% 2.564 1.177	1.177% 2.564 1.391	0.963% 2.564 1.605	0.749% 2.564 1.819	0.535% 2.564 2.033	0.321% 2.564 2.247	0.107% 2.564 2.461

Mid-Month Convention

Table A-7a. Nonresidential Real Property

Note. Taxpayers who sell their homes after claiming depreciation for a home office may have to pay taxes on the depreciation portion of any gain realized.³ However, if they have used the safe harbor method of calculating their home office deductions for the entire time that they had a home office, there is **no** allowed or allowable depreciation to recapture.

QUESTIONS AND ANSWERS

Question 1. Once a taxpayer elects to use the safe harbor method, may they use the actual method in future years?⁴

Answer 1. Yes. The election is made on a year-by-year basis.

Question 2. May employers use the safe harbor method to reimburse employees for qualified employee home offices?⁵

Answer 2. No. The IRS will not allow employers to use this method for reimbursing employees.

Question 3. Does using the safe harbor method reduce the amount of itemized deductions allowed on Schedule A, Itemized Deductions?⁶

Answer 3. No. Mortgage interest and real estate taxes are deductible on Schedule A in full without any adjustment for having used the safe harbor method to determine the deduction for the business use of the home.

Note. This may be one of the most taxpayer-friendly provisions under the new method. In addition to the home office business deduction, taxpayers are allowed to deduct 100% of their otherwise allowable mortgage interest and real estate taxes.

^{3.} IRC §121(d)(6).

^{4.} Rev. Proc. 2013-13 §4.03, 2013-6 IRB 478.

Rev. Proc. 2013-13 §4.02, 2013-6 IRB 478. 5.

^{6.} Rev. Proc. 2013-13 §4.04, 2013-6 IRB 478.

Question 4. What happens if the deduction is more than a taxpayer's net income from the business prior to the deduction?⁷

Answer 4. The deductible amount of home office expenses under the safe harbor method is limited to the net income of the business before accounting for these expenses. Any excess is disallowed and **cannot** be carried over to any other tax year.

Question 5. If a taxpayer has a carryforward of excess home office expenses from previous years and elects to use the safe harbor method, may the taxpayer use the carryforward in the current year?⁸

Answer 5. No. Home office expenses that were disallowed in previous years due to income limitations that have carried forward to the current tax year may **not** be used if the taxpayer uses the safe harbor method in the current year.

Question 6. Once the taxpayer uses the safe harbor method, are the home office expenses that were carried forward lost forever?⁹

Answer 6. No. The amounts carried forward may be used in any tax year that the taxpayer uses the traditional actual expense method assuming that all other conditions are met.

Question 7. May a husband and wife both use the safe harbor method?¹⁰

Answer 7. Yes. However, they may not use it for the same portion of the home.

Question 8. Does the 300-square-foot limitation apply separately to each of the spouses on a joint return or to the home?¹¹

Answer 8. The 300-square-foot limitation applies to each taxpayer separately, regardless of filing status.

Question 9. What if a taxpayer has two activities, each with a qualified home office?¹²

Answer 9. The taxpayer must use the same method for both activities. In addition, no more than 300 square feet may be used by the taxpayer in calculating their deductible home office expenses. The taxpayer may, however, allocate the square footage between the two activities using any reasonable method that does not allocate more square footage to any venture than actually used in that activity.

Question 10. May a taxpayer use the safe harbor method to calculate expenses related to rental use of the home?¹³

Answer 10. No. The safe harbor method may not be used to calculate rental expenses.

Question 11. May a taxpayer use the safe harbor method for more than one home?¹⁴

Answer 11. No. The safe harbor method may only be used for one home in any given tax year. However, actual expenses may be used to calculate the deductible business-use portion of the other home.

Note. Rev. Proc. 2013-13 does not provide any examples for taxpayers who have home offices in more than one home. Presumably, this rule applies in both of the following situations.

- 1. The taxpayer moves during the year from one principal residence to another.
- 2. The taxpayer owns two homes simultaneously.
- ^{7.} Rev. Proc. 2013-13 §4.08(2), 2013-6 IRB 478.
- ^{8.} Rev. Proc. 2013-13 §4.08(3), 2013-6 IRB 478.
- ^{9.} Rev. Proc. 2013-13 §4.08(3), 2013-6 IRB 478.
- ^{10.} Rev. Proc. 2013-13 §4.08(5), 2013-6 IRB 478.
- ^{11.} Rev. Proc. 2013-13 §4.08(6), 2013-6 IRB 478.
- ^{12.} Rev. Proc. 2013-13 §4.08(6), 2013-6 IRB 478.
- ^{13.} Rev. Proc. 2013-13 §4.04, 2013-6 IRB 478.
- ^{14.} Rev. Proc. 2013-13 §4.08(7), 2013-6 IRB 478.

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SELF-EMPLOYED HEALTH INSURANCE ISSUES

Starting in 2014, the individual mandate provision of the Affordable Care Act $(ACA)^{15}$ of 2010 calls for each individual to either:

- 2. Qualify for an exemption, or
- **3.** Make a payment when filing their federal income tax return.

Due to this requirement, tax practitioners may find that more of their self-employed clients will have deductible self-employed health insurance. This may be an important factor in the planning that is done in 2013 for the 2014 tax year.

Note. For more information about the individual mandate and other provisions of the ACA, see the 2013 *University of Illinois Federal Tax Workbook,* Volume A, Chapter 2: Affordable Care Act Update.

QUALIFYING FOR THE SELF-EMPLOYED HEALTH INSURANCE DEDUCTION

Taxpayers may be able to deduct premiums paid for medical, dental, and qualified long-term care insurance that covers themselves, their spouses, and their dependents. The insurance may also cover a taxpayer's child who was under age 27 at the end of the tax year, even if the child was **not** the taxpayer's dependent.

To qualify for the deduction, **one** of the following statements must be true.¹⁶

- 1. The taxpayer was self-employed and had a net profit for the year.
- **2.** The taxpayer used one of the optional methods on Schedule SE, *Self-Employment Tax*, to figure their net earnings from self-employment.
- **3.** The taxpayer was a partner with net earnings from self-employment for the year as reported in box 14 of Schedule K-1, *Partner's Share of Income, Deductions, Credits, etc.*
- **4.** The taxpayer received wages for the year from an S corporation in which they owned more than 2% of the outstanding stock. The health insurance premiums paid or reimbursed by the S corporation must be shown as wages on the taxpayer's Form W-2, *Wage and Tax Statement*.

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^{15.} PL 111-148.

^{16.} IRS Pub. 535, *Business Expenses*.

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The insurance plan must be established, or considered to be established, under the business in one of the following ways.¹⁷

- 1. For self-employed individuals, a policy can be either in the name of the business or in the name of the individual.
- 2. For partners, a policy may be either in the name of the partnership or in the name of the partner. Premiums may be paid either by the partner or the partnership. However, if the policy is in the partner's name and the partner pays the premiums personally, the partnership must reimburse the partner for the premiums paid. Regardless of who initially pays, the partnership must report the premium amounts on Schedule K-1 as guaranteed payments to be included in the partner's gross income. Otherwise, the insurance plan is **not** considered to be established under a business.
- **3.** For more than 2% shareholders, a policy may be either in the name of the S corporation or in the name of the shareholder. The taxpayer can pay the premiums personally or the S corporation can pay them. However, if the policy is in the taxpayer's name and they pay the premiums personally, the S corporation must reimburse them for the premiums paid. Regardless of who initially pays, the premium amounts must be included on Form W-2 as wages. Otherwise, the insurance plan will **not** be considered to be established under a business.

Note. For S corporation owner-employees, these premiums are included in wages subject to withholding, but are **not** included in wages subject to social security and Medicare taxes.¹⁸

In addition to these requirements, the taxpayer does not qualify for the self-employed health insurance deduction for any month **in which they were eligible to participate** under an employer's **subsidized** plan maintained by any employer of the taxpayer, the taxpayer's spouse, or the taxpayer's dependent.¹⁹

SPECIAL TYPES OF INSURANCE PLANS

Medicare

Medicare premiums that taxpayers voluntarily pay to obtain insurance are included in self-employed health insurance premiums. Deductible premiums include Medicare Part A, B, C, or D. Historically, the IRS position on this has fluctuated. In 2012, the IRS Chief Counsel issued a memorandum authorizing the deduction of Medicare premiums for the taxpayer, the taxpayer's spouse, and any qualified children.²⁰

Note. Most people do **not** pay for Medicare Part A insurance. However, there are people who did not earn enough social security or railroad retirement credits while they were working to qualify for Medicare. These people must pay for coverage if they want Medicare insurance. In 2013, the maximum monthly premium is \$441.²¹

Retirement Plans

Health insurance premiums paid by the taxpayer via deductions from their taxable retirement income can be included in their self-employed health insurance costs. However, premiums paid from **nontaxable** retirement plans covering retired public safety officers **cannot** be included in the costs.

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^{17.} Ibid.

^{18.} S Corporation Compensation and Medical Insurance Issues. [www.irs.gov/Businesses/Small-Businesses-%26-Self-Employed/S-Corporation-Compensation-and-Medical-Insurance-Issues] Accessed on Jun. 3, 2013.

^{19.} IRC §162(l)(2)(B).

^{20.} CCA 201228037 (May 1, 2012).

^{21.} Part A Costs. Centers for Medicare & Medicaid Services. [www.medicare.gov/your-medicare-costs/part-a-costs.html] Accessed on Jun. 14, 2013.

Qualified Long-Term Care Insurance

Premiums paid for a qualified long-term care insurance policy may be included as self-employed health insurance. However, for each person covered, only the smaller of the following amounts is included.

- **1.** The amount paid for that person
- **2.** The amount shown in the following table, using the person's age at the end of 2013^{22} (These amounts are adjusted annually for inflation.)

Age	Amount
40 or younger	\$ 360
41 to 50	680
51 to 60	1,360
61 to 70	3,640
71 or older	4,550

A qualified long-term care insurance contract is one that provides coverage only for qualified long-term care services. Qualified long-term care services are necessary diagnostic, preventive, therapeutic, curing, treating, mitigating, and rehabilitative services, and maintenance and personal care services that are:

- Required by a chronically ill individual, and
- Provided pursuant to a plan of care prescribed by a licensed health care practitioner.²³

A qualified long-term care insurance contract must meet all the following requirements.²⁴

- **1.** It must be guaranteed renewable.
- **2.** It must provide that refunds (other than refunds on the death of the insured or complete surrender or cancellation of the contract) and dividends under the contract may be used only to reduce future premiums or increase future benefits.
- 3. It must not provide for a cash surrender value or other money that can be paid, assigned, pledged, or borrowed.
- **4.** It generally must not pay or reimburse expenses incurred for services or items that would be reimbursed under Medicare, except when Medicare is a secondary payer or the contract makes per diem or other periodic payments without regard to expenses.

Note. For more information about long-term care insurance, see the 2011 *University of Illinois Federal Tax Workbook,* Chapter 2: Long-Term Care. This can be found at **www.taxschool.illinois.edu/taxbookarchive.**

Self-Insurance Reserve Funds

Amounts credited to a reserve set up for self-insurance are not deductible as self-employed health insurance costs. This applies even if the taxpayer is unable to obtain any other form of health insurance.

24. Ibid.

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^{22.} Rev. Proc. 2012-41, 2012-45 IRB 539.

^{23.} IRS Pub. 502, *Medical and Dental Expenses*.

Disability Insurance

Premiums for a policy that pays for lost earnings due to sickness or disability are not deductible as self-employed health insurance costs.

CALCULATING THE DEDUCTION

In general, the total self-employed health insurance deduction is limited to the self-employment (SE) income from the business under which the insurance is established. For these purposes, SE income is determined as follows.

- For individuals with **coverage under their own name**, SE income for this purpose is equal to the net income from their businesses less the deductible part of SE tax.
- If the insurance is **established under a specific business** and not under the individual's name, the deduction is limited to the income of only that business less the portion of the SE tax attributable to that business.
- For **individuals who elect to use one of the optional methods of calculating SE tax,** net income is equal to the amount of the optional SE income (shown on Schedule SE, section B, line 4b) less the portion of the SE tax attributable to that business.
- For **partners**, SE income is the amount reported on Schedule K-1, box 14, code A, less the portion of the SE tax attributable to that business.
- For **shareholders** of an S corporation who own 2% or more of the company, SE income is the amount of Medicare wages reported on the Form W-2 from that corporation for the current year.
- Taxpayers who **exclude foreign earned income** from their adjusted gross income (AGI) must also adjust their SE income in determining the maximum amount of SE health insurance that they may deduct. Any excluded foreign income from the business under which the insurance is established must also be excluded from SE income in making this calculation.

Example 3. Glen is a 60% member-partner in Morgan Lawn, LLC. As part of his compensation, the partnership pays Glen guaranteed payments of \$65,000 and reimburses him for all of his health-related insurance premiums. Glen's share of the partnership's net nonfarm income for the year is \$12,000.

Glen received the following payments from the LLC during 2012.

Direct guaranteed payments to Glen		\$65,000
Reimbursement for Medicare supplement premiums	\$4,000	
Reimbursement for Medicare Parts B and D premiums	2,000	
Reimbursement for dental insurance	1,000	
Subtotal of health insurance reimbursements	\$7,000	7,000
Total guaranteed payments and health insurance premiums		\$72,000

Prior to accounting for these payments to Glen, the LLC's 2012 net income is \$100,000. The LLC deducts the entire \$72,000 as a guaranteed payment to a partner, leaving ordinary business income of \$28,000. Glen's portion is \$16,800 (60% of \$28,000). The other members of the LLC do not receive any guaranteed payments in 2012. Glen receives a Schedule K-1 from the company for 2012.

Glen is able to deduct 100% of the health insurance premiums reimbursed by the LLC. The first page of his Form 1040 and the worksheet showing how his deductible premiums were calculated are shown after the following Schedule K-1.

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For Example 3

				Г] Final K	(-1	Amended	K-1	65112 OMB No. 1545-0099
	nedule K-1 rm 1065)		2012	Pa	art III	Partner	's Share of	Cur	rent Year Income, nd Other Items
	rtment of the Treasury nal Revenue Service	year be	ndar year 2012, or tax ginning, 2012	1		ry business ir	ncome (loss) 16,800	15	
Pai	rtner's Share of I		ling, 20 uctions,	2		net rental inc	e income (loss)	16	Foreign transactions
_	edits, etc.		orm and separate instructions.						
		About the Pa	rtnership	4	Guarar	nteed payme	nts 72,000		
A	Partnership's employer ide	26-1001001		5	Interes	t income	72,000		
в	Partnership's name, addre		IP code	1					
	rgan Lawn LLC			6a	Ordina	ry dividends			
)5 El Camino Rd bia, IA 52531			6b	Qualifie	ed dividends			
c Og	IRS Center where partners den, UT	ship filed return		7	Royalti	es			
	Check if this is a publi	icly traded partnersh	p (PTP)	8	Net she	ort-term capi	tal gain (loss)		
E	Part II Information		rtner	9a	Net lon	ng-term capit	al gain (loss)	17	Alternative minimum tax (AMT) items
F	Partner's name, address, o	222-22-2222		9b	Collect	ibles (28%) (gain (loss)		
Gle	en Morgan	city, state, and zir c	Jue	9c	Unreca	aptured section	on 1250 gain		
)5 El Camino Rd bia, IA 52531			10	Net see	ction 1231 ga	ain (loss)	18	Tax-exempt income and nondeductible expenses
G	General partner or LLC member-manager		ited partner or other LLC mber	11	Other i	ncome (loss)			
н	X Domestic partner	E For	eign partner						
11	What type of entity is this p		·					10	Distributions
12				12	Section	n 179 deduct	ion	19	Distributions
J	Partner's share of profit, lo Beginning		Ending	13	Other of	deductions			
	Profit	60 %	60 %	М			7,000	20	Other information
	Loss Capital	60 % 60 %	<u>60 %</u> 60 %						
	Partner's share of liabilities Nonrecourse	\$		14 A	Self-en	nployment ea	arnings (loss) 88,800		
	Recourse	·		c			120,000		
L	Partner's capital account a	analysis:		*Se	e attac	ched state		litiona	al information.
	Beginning capital account								
	Capital contributed during	the year \$							
	Current year increase (dec								
	Withdrawals & distributions	<u> </u>)						
	Ending capital account .	\$		se (
	Tax basis Other (explain)	GAAP 🗌 S	Section 704(b) book	For IRS Use Only					
м		No	-						
For F	If "Yes," attach statem			ov/form	1065	(at. No. 11394R		Schedule K-1 (Form 1065) 2012

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For Example 3

his list id	dentifies the codes used on Sc	hedule K-1 for all partners and pro	vides sum	marized reporting information for	Page r partners who file Form 1040.
		tion, see the separate Partner's Ins	structions	for Schedule K-1 and the instruct	tions for your income tax retur
	ry business income (loss). Determ			Code J Work opportunity credit	Report on
passive of	or nonpassive and enter on your re	eturn as follows. Report on		 Work opportunity credit Disabled access credit 	
Passiv	ive loss	See the Partner's Instructions		Empowerment zone and	
	ive income	Schedule E, line 28, column (g)		renewal community	
Nonpa	assive loss	Schedule E, line 28, column (h)		employment credit	
	assive income	Schedule E, line 28, column (j)	N	Credit for increasing research	See the Partner's Instructions
	ental real estate income (loss)	See the Partner's Instructions		activities	
	r net rental income (loss)	Cabadula E lina 00. aalumaa (a)		 Credit for employer social security and Medicare taxes 	
Net In	ncome	Schedule E, line 28, column (g) See the Partner's Instructions	(D Backup withholding	
	anteed payments	Schedule E, line 28, column (j)		P Other credits	
	est income	Form 1040, line 8a		Foreign transactions	
	nary dividends	Form 1040, line 9a		A Name of country or U.S.	
o. Qualif	ified dividends	Form 1040, line 9b		possession	
. Royal		Schedule E, line 4		B Gross income from all sources	Form 1116, Part I
	short-term capital gain (loss)	Schedule D, line 5	(Gross income sourced at	
	ong-term capital gain (loss) ectibles (28%) gain (loss)	Schedule D, line 12 28% Rate Gain Worksheet, line 4	1	partner level Foreign gross income sourced at partn	ershin level
	cubies (20 %) gain (1033)	(Schedule D instructions)		D Passive category	
. Unrec	captured section 1250 gain	See the Partner's Instructions		General category	Form 1116, Part I
	section 1231 gain (loss)	See the Partner's Instructions	,	F Other	
	r income (loss)		I	Deductions allocated and apportioned	
Code				Interest expense	Form 1116, Part I
	ther portfolio income (loss)	See the Partner's Instructions		H Other	Form 1116, Part I
	voluntary conversions	See the Partner's Instructions		Deductions allocated and apportioned	at partnership level to foreign source
	ec. 1256 contracts & straddles	Form 6781, line 1	i		
	lining exploration costs recapture ancellation of debt	See Pub. 535 Form 1040, line 21 or Form 982		Passive category General category	Form 1116, Part I
	other income (loss)	See the Partner's Instructions		Other	Form TTTO, Fait T
	ion 179 deduction	See the Partner's Instructions		Other information	
	r deductions		ļ	L Total foreign taxes paid	Form 1116, Part II
	ash contributions (50%)		Ν	Total foreign taxes accrued	Form 1116, Part II
	ash contributions (30%)			 Reduction in taxes available for credit 	
	oncash contributions (50%)			D Foreign trading gross receipts	Form 8873
	loncash contributions (30%)	See the Partner's		P Extraterritorial income exclusion	Form 8873
	capital gain property to a 50%	Instructions		Other foreign transactions	See the Partner's Instructions
	rganization (30%) apital gain property (20%)			Alternative minimum tax (AMT) item A Post-1986 depreciation adjustment	5
	Contributions (100%)			B Adjusted gain or loss	See the Partner's
	ivestment interest expense	Form 4952, line 1		Depletion (other than oil & gas)	Instructions and
	eductions-royalty income	Schedule E, line 19		O Oil, gas, & geothermal-gross income	the Instructions for
	ection 59(e)(2) expenditures	See the Partner's Instructions		Oil, gas, & geothermal – deductions	Form 6251
	eductions-portfolio (2% floor)	Schedule A, line 23		F Other AMT items	
	eductions—portfolio (other)	Schedule A, line 28		Tax-exempt income and nondeducti	
		Schedule A, line 1 or Form 1040, line 29		A Tax-exempt interest income	Form 1040, line 8b
	ducational assistance benefits	See the Partner's Instructions		B Other tax-exempt incomeC Nondeductible expenses	See the Partner's Instructions See the Partner's Instructions
	ependent care benefits reproductive period expenses	Form 2441, line 12 See the Partner's Instructions		Distributions	See the Faither's instructions
	commercial revitalization deduction			A Cash and marketable securities	
	om rental real estate activities			B Distribution subject to section 737	See the Partner's Instructions
R Pe	ensions and IRAs	See the Partner's Instructions	(C Other property	
	eforestation expense deduction	See the Partner's Instructions		Other information	
	omestic production activities	See Form 8903 instructions		A Investment income	Form 4952, line 4a
	Iformation	Forme 8000 line Zh		B Investment expenses	Form 4952, line 5 Form 4136
	ualified production activities income mployer's Form W-2 wages	Form 8903, line 7b Form 8903, line 17		 Fuel tax credit information Qualified rehabilitation expenditure 	
	other deductions	See the Partner's Instructions		(other than rental real estate)	s See the Partner's Instructions
	employment earnings (loss)			Basis of energy property	See the Partner's Instructions
		any partner-level deductions, see the		F Recapture of low-income housing	
	nave a section 179 deduction of a nstructions before completing Sche			credit (section 42(j)(5))	
A Ne	let earnings (loss) from	Schedule SE, Section A or B	C	Recapture of low-income housing	Form 8611, line 8
se	elf-employment			credit (other)	0
	iross farming or fishing income	See the Partner's Instructions	-	Recapture of investment credit	See Form 4255
	iross non-farm income	See the Partner's Instructions		i noouptaro or other oreane	See the Partner's Instructions See Form 8697
Credi				long-term contracts	000101110007
	ow-income housing credit			C Look-back interest—income forecast	See Form 8866
	section 42(j)(5)) from pre-2008 uildings		•	method	
	ow-income housing credit		ļ	L Dispositions of property with	
	other) from pre-2008 buildings			section 179 deductions	
C Lo	ow-income housing credit			Recapture of section 179 deduction	
(se	section 42(j)(5)) from		N		
- ·	ost-2007 buildings	See the Partner's Instructions	c	partners D Section 453(I)(3) information	
	ow-income housing credit		F		
	other) from post-2007			Section 1260(b) information	See the Partner's
	uildings pualified rehabilitation			Interest allocable to production	Instructions
	xpenditures (rental real estate)		•	expenditures	1
	other rental real estate credits		5	6 CCF nonqualified withdrawals	h
	other rental credits			Depletion information-oil and gas	
	Indistributed capital gains credit	Form 1040, line 71; check box a		J Amortization of reforestation costs	
I Ale	Icohol and cellulosic biofuel fuels	See the Partner's Instructions		Unrelated business taxable income	
cre	redit		v		
				 Section 108(i) information Other information 	

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For Example 3

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For the year Jan. 1-Dec	c. 31, 2012	, or other tax year beginnin	g		, 2012	2, ending		, 20		Se	e separate instructi	ons.
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Income	7	Wages, salaries, tip	s, etc. Atta	ch Form(s) W	-2				· ·	7		
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please use	20a	Social security bene	fits 20a			b Ta	axable a	mount .	[20b		
Form 1040-V.	21	Other income. List	• •							21		
	22	Combine the amounts	s in the far ri	ght column for	lines 7 throu	-		r total incom	e 🕨	22	88,800	リ
Adjusted	23	Educator expenses				23			+			
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	26 27	Moving expenses. Deductible part of sel				· 26		6,27				
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	34	Tuition and fees. At				. 34			+			
	35	Domestic production										
	36	Add lines 23 throug								36	13,273	3
	••											

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For Example 3

te. Use a separate worksheet for each trade or business under which an insurance plan is	cotabilorioa.	
 Enter the total amount paid in 2012 for health insurance coverage established under your business for 2012 for you, your spouse, and your dependents. Your insurance can also cover your child who was under age 27 at the end of 2012, even if the child was not your dependent. But do not include the following. Amounts for any month you were eligible to participate in a health plan subsidized by your o your spouse's employer of the employer of either your dependent or your child who was 	r	
 under the age of 27 at the end of 2012. Any amounts paid from retirement plan distributions that were nontaxable because you are retired public safety officer. Any amounts you included on Form 8885, line 4. 		
 Any qualified health insurance premiums you paid to "U.S. Treasury-HCTC." 		
 Any health coverage tax credit advance payments shown in box 1 of Form 1099-H. 		
Any payments for qualified long-term care insurance (see line 2)	1.	7.0
 2. For coverage under a qualified long-term care insurance contract, enter for each person covered the <i>smaller</i> of the following amounts. a) Total payments made for that person during the year. 		
 b) The amount shown below. Use the person's age at the end of the tax year. \$350— if that person is age 40 or younger \$660— if age 41 to 50 		
\$1,310— if age 51 to 60 \$3,500— if age 61 to 70 \$4,370— if age 71 or older		
Do not include payments for any month you were eligible to participate in a long-term care insurance plan subsidized by your or your spouse's employer or the employer of either you dependent or your child who was under the age of 27 at the end of 2012. If more than one person is covered, figure separately the amount to enter for each person. Then enter the total of those amounts	r . 2.	
3. Add lines 1 and 2	· 2	7,0
4. Enter your net profit* and any other earned income** from the trade or business under which the	· 3	.,.
insurance plan is established. Do not include Conservation Reserve Program payments exempt from self-employment tax. If the business is an S corporation, skip to line 11	4	88,8
5. Enter the total of all net profits* from: Schedule C (Form 1040), line 31; Schedule C-EZ (Form 1040), line 3; Schedule F (Form 1040), line 34; or Schedule K-1 (Form 1065), box 14, code A; plus any other income allocable to the profitable businesses. Do not include Conservation Reserve Program payments exempt from self-employment tax. See the Instructions for		00.0
Schedule SE (Form 1040). Do not include any net losses shown on these schedules.	5	88,8
6. Divide line 4 by line 5	6	1.0
7. Multiply Form 1040, line 27, by the percentage on line 6	7	6,2 82,5
8. Subtract line 7 from line 4	8	ŏ2,5
9. Enter the amount, if any, from Form 1040, line 28, attributable to the same trade or business in which the insurance plan is established	9	
10. Subtract line 9 from line 8	10	82,5
11. Enter your Medicare wages (Form W-2, box 5) from an S corporation in which you are a more-than-2% shareholder and in which the insurance plan is established	11	
12. Enter any amount from Form 2555, line 45, attributable to the amount entered on line 4 or 11 above, or any amount from Form 2555-EZ, line 18, attributable to the amount entered on line 11 above	. 12.	
13. Subtract line 12 from line 10 or 11, whichever applies	13.	82,5
14 Enter the smaller of line 3 or line 13 here and on Form 1040 line 29 Do not include this amoun	t	
when figuring any medical expense deduction on Schedule A (Form 1040).	14	7,0

* * Earned income includes net earnings and gains from the sale, transfer, or licensing of property you created. However, it does not include capital gain income.

Benefits received. For information on excluding benefits you receive from a long-term care contract from gross income, see Publication 525.

Other coverage. You cannot take the deduction for any month you were eligible to participate in any employer (including your spouse's) subsidized health plan at any time during that month, even if you did not actually participate. In addition, if you were eligible for any month or part of a month to participate in any subsidized health plan maintained by the employer of either your dependent or your child who was under age 27 at the end of 2012, do not use amounts paid for coverage for that month to figure the deduction. These rules are applied separately to plans that provide long-term care insurance and plans that do not provide long-term care insurance. However, any medical insurance payments not deductible on Form 1040, line 29, can be included as medical expenses on Schedule A (Form 1040), Itemized Deductions, if you itemize deductions.

Effect on itemized deductions. Subtract the health insurance deduction from your medical insurance when figuring medical expenses on Schedule A (Form 1040) if you itemize deductions.

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SMALL BUSINESS RETIREMENT PLANS

Small businesses have many different options when considering which type of retirement plans they want to establish. Each type of plan comes with its own rules and limitations. There are three basic types of plans.

- **1.** Individual retirement arrangements (IRAs)
- **2.** Defined contribution plans
- **3.** Defined benefit plans

IRA plans allow employees to have certain amounts deducted from their wages and remitted to their personal IRA accounts. In addition to traditional IRAs, plans under this category include Roth IRAs, SIMPLE IRAs, and SEP IRAs. SIMPLE and SEP plans incorporate aspects of defined contribution plans in addition to the employee deferrals.

In **defined contribution plans**, a specified amount or percentage of wages is paid into accounts for the benefit of the recipients. Plans in this category include 401(k) accounts and profit-sharing arrangements. These plans **may** include employee deferrals in addition to employer contributions.

Defined benefit plans promise to pay out a certain amount in the future after the recipient retires. Defined benefit plans are becoming less popular because the company bears the investment risks. These plans are **not** covered in this chapter.

The appendix to this chapter contains charts that summarize the key provisions and differences between the plans.

ESTABLISHING A PLAN²⁵

Sponsoring a retirement plan has four stages.

- **1.** Choosing
- 2. Establishing
- 3. Operating
- 4. Terminating

A plan sponsor should choose a plan by considering the retirement goals of its participants and learning about the specific ways that money can be put aside for retirement, including types of tax-qualified retirement plans.

Depending on the type of plan chosen, the steps necessary to establish a plan may include the following.

- **1.** Adopting a written plan
- **2.** Arranging a fund for the plan's assets
- 3. Notifying eligible employees about the terms of the plan
- 4. Developing a recordkeeping system

2

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^{25.} Lots of Benefits — When You Set Up an Employee Retirement Plan. [www.irs.gov/Retirement-Plans/Plan-Sponsor/Lots-of-Benefits---whenyou-set-up-an-employee-retirement-plan] Accessed on Jun. 3, 2013.

It is important for plan sponsors to operate the retirement plan so that the assets in the plan continue to grow and the tax benefits of the plan are preserved. The ongoing steps needed to operate the plan may vary depending on the type of plan established. The basic steps usually include the following.

- 1. Covering eligible employees
- 2. Making contributions
- 3. Keeping the plan up to date with retirement plan laws
- 4. Managing the plan assets
- 5. Providing information to employees participating in the plan
- 6. Distributing benefits

When the plan no longer suits the business, the sponsor may terminate the plan. At that time, it must notify the appropriate parties that the plan has been discontinued.

TOP-HEAVY PROVISIONS²⁶

The Code requires that **most** qualified retirement plans meet additional conditions when the plans are found to be topheavy. A top-heavy plan is one that mainly favors partners, sole proprietors, and other key employees.

The term **key employee** means an employee who, at any time during the plan year, may be described in one of the following ways.

- 1. An officer of the employer having an annual compensation greater than 165,000 in 2013^{27}
- **2.** A 5% owner of the employer (If the employer is a corporation, a 5% owner is any employee who owns more than 5% of the value or combined voting power of the corporation's stock. For noncorporate employers, a 5% owner is any employee who owns more than 5% of the capital or profits interest in the employer.²⁸)
- **3.** A 1% owner of the employer having an annual compensation from the employer of more than \$150,000 (The rules used to determine which employees are 1% owners are the same as those listed in item 2, substituting "1%" for "5%.")

For employees, the term **"compensation"** must be defined in the plan documents. The regulations allow for four specific definitions. Alternatively, employers can adopt any definition that is "reasonable."²⁹

- 1. Compensation includes all wages, salaries, and other amounts received that are includible in the employee's gross income without subtracting elective deferrals.
- **2.** Under the "traditional safe harbor" definition,³⁰ compensation includes all gross wages, plus fringe benefits and reimbursements or other expense allowances under nonaccountable plans. However, the specific items listed under Treas. Reg. §1.415-2(d)(2)(ii)–(vi) **may** be excluded from the safe harbor definition of compensation.
- **3.** The second safe harbor definition³¹ generally allows a plan to use the compensation reported in box 1 of Form W-2, *Wage and Tax Statement*, plus elective deferrals to retirement plans.
- **4.** The third safe harbor definition³² only includes wages subject to federal income tax withholding plus elective deferrals to retirement plans. This is a less inclusive definition of compensation than the other two safe harbors, because it excludes all taxable reimbursements and the taxable cost of group-term life insurance coverage.

- ^{30.} Treas. Reg. §1.415-2(d)(10).
- ^{31.} Treas. Reg. §1.415-2(d)(11)(i).
- ^{32.} Treas. Reg. §1.415-2(d)(11)(ii).

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^{26.} IRC §416.

^{27.} IRS News Rel. IR-2012-77 (Oct. 18, 2012).

^{28.} Treas. Reg. §1.416-1.

^{29.} Compensation. [www.irs.gov/pub/irs-tege/epchd304.pdf] Accessed on Jun. 4, 2013.

For self-employed individuals, compensation is defined differently, depending on the plan. The two basic methods are described in this text as the **SEP method** and the **SIMPLE method**. These are defined later in this section.

Annual Testing³³

Plan sponsors must test certain tests each year to ensure that the amount of contributions made by and for **non-highly-compensated** employees (NHCE) are proportional to contributions made for **highly-compensated** employees (HCE). These nondiscrimination tests are known as the **actual deferral percentage (ADP)** and **actual contribution percentage (ACP)** tests.

The **ADP** test counts **elective deferrals** (both pretax and Roth deferrals, but **not** catch-up contributions) of the HCEs and NHCEs. Dividing a participant's elective deferrals by the participant's compensation determines each participant's actual deferral ratio (ADR). The average ADR for all NHCEs (even those who chose **not** to defer) is the ADP for the NHCE group. The same type of calculation is done for the HCEs to determine their ADP.

The ADP test is met if the ADP for the eligible HCEs does not exceed the greater of the following.

- **1.** 125% of the ADP for the group of NHCEs
- **2.** The lesser of:
 - **a.** 200% of the ADP for the group of all NHCEs, or
 - **b.** 102% of the ADP for the participating NHCEs

The **ACP** is calculated in the same manner, except that that it uses **the matching and after-tax contributions** for each participant, rather than the elective deferrals used in the ADP test. The ACP test is met if the ACP for the eligible HCEs does not exceed the **greater** of the following.

- **1.** 125% of the ACP for the group of NHCEs
- **2.** The lesser of:
 - **a.** 200% of the ACP for the group of NHCEs, or
 - **b.** 102% of the ACP for the participating NHCEs.

The ADP and ACP percentages for NHCEs may be based on either the current- or prior-year contributions. The election to use current- or prior-year data is contained in the plan document. Under limited circumstances, the election may be changed.

Note. These calculations can be complex and must be done in accordance with the definitions found in the plan documents as well as in the Code and regulations. Practitioners are advised to consult with professional plan administrators whenever possible. Additional information, including how to fix common errors, may be found at www.irs.gov/Retirement-Plans/IRC-401(k)-Plans-Additional-Resources.

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^{33.} 401(k) Plan Fix-It Guide — The Plan Failed the 401(k) ADP and ACP Nondiscrimination Tests. [www.irs.gov/Retirement-Plans/401(k)-Plan-Fix-It-Guide---The-plan-failed-the-401(k)-ADP-and-ACP-nondiscrimination-tests.] Accessed on Jun. 11, 2013.

IRA-BASED PLANS³⁴

Payroll Deduction IRAs

Even if an employer does not want to adopt a retirement plan, the employer can allow its employees to contribute to an IRA through payroll deductions. This provides the employees with a simple and direct way to save for retirement. In this type of arrangement, the employee always makes the decisions about whether, when, and how much to contribute to the IRA. The maximum contributions for 2013 are \$5,500 for individuals under age 50 and \$6,500 for individuals who are age 50 or older.

This type of arrangement is not considered a retirement plan.³⁵ Therefore, the employees' gross wages are not reduced by the amounts the employer withheld on behalf of the employee. In addition, the retirement plan box in box 13 of Form W-2 should not be checked. For the employees' convenience, employers may indicate in box 14 the amount and type of payroll deduction IRA contributions withheld for the year, but this is not required.

Simplified Employee Pensions (SEP)³⁶

A SEP plan allows employers to set up SEP IRAs for themselves and their employees. The employer always contributes to this type of plan. Employees are only given the option to make voluntary contributions under SARSEP plans established prior to 1997.

Employers must contribute a uniform percentage of pay for each employee. However, under this type of plan, employers are not required to make contributions every year. Because the employer can decide how much to put into a SEP each year, this plan gives the company the flexibility to deal with fluctuating business conditions.

Most employers, including individuals who are self-employed, can establish a SEP plan. SEPs have low start-up and operating costs and can be established using Form 5305-SEP, *Simplified Employee Pension* — *Individual Retirement Accounts Contribution Agreement*.

SEP IRA plans **are** subject to top-heavy requirements. However, if the total employer contributions are at least 3% of the non-key employees' wages, the employer qualifies for an exception to the top-heavy restrictions.³⁷ If total employer contributions are less than 3%, the employer may elect to use either an aggregate employer contributions test or an aggregate account values test to determine whether the plan is subject to additional top-heavy requirements.³⁸

Employers have until the due date of the return, including extensions, to make contributions to the plan. The contributions are deductible on the return for the year for which the contributions are made, even if the taxpayer uses the cash basis for tax reporting.

Employer contributions are not taxable to the employees until withdrawn. In addition, they are not reported on the employees' Forms W-2. However, the retirement plan box must be checked. **Elective deferrals** by employees in a SARSEP plan reduce the wages reported in box 1 of Form W-2 and are reported in box 12 using code "F."³⁹

- ^{37.} IRC §408(k)(1)(B), referencing IRC §416(c)(2).
- ^{38.} IRC §416(i)(6)(B).
- ^{39.} General Instructions for Forms W-2 and W-3.

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^{34.} IRS Pub. 3998, Choosing a Retirement Solution for Your Small Business, and IRS Pub. 560, Retirement Plans for Small Business.

^{35.} 2013 General Instructions for Forms W-2 and W-3.

^{36.} IRC §408(k).

The most significant downside to the SEP plan is the broad eligibility requirements. It must cover all employees who:

- **1.** Are at least 21 years of age,
- 2. Were employed by the employer for three of the last five years, and
- **3.** Received compensation of \$550 or more in 2013.

Note. Employees who meet the above three requirements in the year in question must be covered regardless of whether the employee was temporary, part time, or not employed at yearend.

Employer contributions are limited to the **lesser** of 25% of the employee's pay (limited to \$255,000 per participant) or \$51,000 in 2013.⁴⁰ The effective limit for self-employed individuals is their net profit after contributions to employees' accounts less the deductible portion of SE taxes, multiplied by 20%.

Example 4. Doris is the sole proprietor of a very successful insurance business, which reports its income and expenses on the cash basis. She has one employee, Fred. The company has a SEP plan in place.

In 2013, Fred earns \$20,000 in gross wages. Doris's net income shown on Schedule C, *Profit or Loss from Business*, is \$150,000 before considering any SEP contributions. After projecting her 2013 tax liability, Doris decides to make the maximum contribution to the SEP accounts for each of them.

The amount that she may contribute to Fred's SEP IRA is 25% of \$20,000, or \$5,000. She **may deduct** this contribution on her 2013 Schedule C even though she does not remit the money until after the end of the year. She has until the deadline of her return, including extensions, to make the contribution.

The amount that she will contribute to her SEP IRA is \$27,202, as calculated below.

Rate:			
	Α.	Plan contribution rate (not reduced rate)	25%
		Plan contribution rate on line A plus one	÷ 125%
	Β.	Self-employed reduced rate	20%
Steps:			
·		Net profit from self-employment before SEP contributions Contribution to Fred's SEP	\$150,000 (5,000)
		Net profit from self-employment after SEP contributions Deduction for employer's portion of SE tax	\$145,000 (8,991)
		Net profit after adjustment for SE taxes Multiply by self-employed reduced rate from line B above	\$136,009 × 20%
	C.	Result	\$ 27,202
		Maximum wage amount Multiplied by plan contribution rate from line A above	\$255,000 × 25%
	D.	Result	\$ 63,750
	E.	Enter the lesser of C or D	\$ 27,202
	F.	Contribution dollar limit for 2013	\$ 51,000
		SEP IRA contribution (lesser of E or F)	\$ 27,202

^{40.} IRS Pub. 560, *Retirement Plans for Small Business*.

SIMPLE IRA Plans⁴¹

A SIMPLE IRA plan is a retirement plan option for employers with 100 or fewer employees. This plan allows **employees** to contribute a percentage of their salary each pay period. It also requires that **employers** contribute certain minimum amounts.

Under SIMPLE IRA plans, employees can contribute up to \$12,000 in 2013 (\$14,500 if age 50 or older) by payroll deduction. Employers must either:

- 1. Match employee contributions dollar-for-dollar up to 3% of an employee's compensation, or
- 2. Make a fixed contribution of 2% of compensation for all eligible employees, even if the employees choose not to contribute.

If the employer chooses a matching contribution of less than 3%, the percentage **cannot** be less than 1%. In addition, the employees must be notified of the lower match within a reasonable period of time before the employees must determine their elective deferrals for the calendar year. Furthermore, employers **cannot** choose a percentage less than 3% for more than two years during the 5-year period that ends with the year for which the choice is effective.

The eligibility requirements for SIMPLE IRA plans are more employer-friendly than those for the SEP IRA plans. Any employee who received at least \$5,000 in compensation during any two years preceding the current calendar year and who is reasonably expected to receive at least \$5,000 during the current calendar year is eligible to participate. Here, the term "employee" includes a self-employed individual who realizes a profit from their sole proprietorship.

If the plan provides for it, employers may choose to automatically enroll employees in SIMPLE IRA plans. However, the employees must be allowed to choose the amount of their salary reduction contributions or to contribute nothing.

SIMPLE IRA plans are easy to set up. Form **5304**-SIMPLE, *Savings Incentive Match Plan for Employees of Small Employers (SIMPLE)* — *Not for Use With a Designated Financial Institution,* is used if the employees are allowed to select the financial institution where the SIMPLE IRA is established. Form **5305**-SIMPLE, *Savings Incentive Match Plan for Employees of Small Employers (SIMPLE)*—*for Use With a Designated Financial Institution,* is used if all contributions under the plan are deposited initially at a designated financial institution of the employer's choosing.

The SIMPLE IRA contributions made by the employer are not taxable to the employees until withdrawn. On the employee's Form W-2, voluntary salary deferrals are deducted from the wages reported in box 1. The deferral amount is reported in box 12 using code "S."⁴²

SIMPLE IRA contributions are deductible in the tax year within which the calendar year for which contributions were made ends. Matching and nonelective contributions for a particular tax year must be made by the due date, including extensions, of the employer's income tax return for that year.

Example 5. Sammie Jo is a sole proprietor whose tax year is the calendar year. Contributions made under a SIMPLE IRA plan for the calendar year 2012 (including contributions made in 2013 by April 15, 2013) are deductible by Sammie Jo in the 2012 tax year.

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^{41.} IRC §408(p).

^{42.} General Instructions for Forms W-2 and W-3.

Example 6. Use the same facts as **Example 4**, except that Doris has a SIMPLE IRA plan instead of a SEP. In October 2012, Doris notified Fred that she planned to match employee contributions up to 3% of compensation in 2013. Fred chooses to contribute the maximum amount allowed; he is under age 50 in 2013, so his voluntary payroll deduction is \$12,000 for 2013.

Fred's 2013 wages are \$20,000. Doris's 3% match into Fred's SIMPLE IRA is capped at \$600. Doris has 30 days after withholding Fred's voluntary contributions to deposit them into his account. She has until the due date of her return, including extensions, to deposit the matching contribution of \$600.

Doris is over age 50, so her maximum deferral for 2013 is \$14,500. The calculation of her matching contribution of \$4,139 follows.

Net profit from self-employment before SIMPLE matching contributions Less: contribution to Fred's SIMPLE	\$150,000 (600)
Net profit from self-employment after SIMPLE matching Multiplied by taxable SE percentage	$$149,400 \\ imes$ 92.35%
Net earnings from self-employment Multiplied by matching percentage	137,971 imes 3.00%
Matching contribution	\$ 4,139

Observations

- 1. SE income is determined differently in **Example 4** and **Example 6**. SE income under the SEP plan is based on IRC §401(c)(2), while SE income under the SIMPLE plan is based on IRC §1402(a).⁴³ There are two distinguishing factors in the calculations.
 - **a.** The SEP calculation subtracts the self-employed person's IRA contribution from qualified earnings, while the SIMPLE calculation does not.
 - **b.** The SEP calculation includes a deduction for the employer's portion of SE taxes, while the SIMPLE calculation adjusts for this factor by multiplying earnings by 92.35%.
- **2.** In **Example 4**, Doris saves approximately \$9,000 in federal income and SE taxes by contributing to her and Fred's SEP IRAs. After consideration of the \$5,000 paid to fund Fred's SEP, she saves approximately \$4,000. This observation does not consider the contribution to her SEP as an expense because the money belongs to her and is under her control.
- **3.** In **Example 6**, Doris saves approximately \$5,400 in federal income and SE taxes by contributing to her and Fred's SIMPLE IRAs. After consideration of the \$600 paid to match Fred's voluntary contributions, she saves approximately \$4,800. As explained in **observation 2**, this does not consider the contributions to her SIMPLE IRA as an expense.
- **4.** In **Example 4**, Doris is permitted to contribute **\$27,202** to her own retirement funds, while in **Example 6**, her maximum contribution is only **\$18,639** (\$14,500 elective deferral + \$4,139 matching contribution). Which plan is better for Doris depends in part on how much available cash she has each year to fund the plan.
- 5. The SEP plan is subject to top-heavy requirements, but the SIMPLE plan is not.

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^{43.} IRC §408(p)(6)(A)(ii).

DEFINED CONTRIBUTION PLANS⁴⁴

A defined contribution plan provides an individual account for each plan participant. It provides benefits to a participant largely based on the amount contributed to that participant's account. The two basic types of employer-funded plans are the following.

- 1. Profit-sharing plans, in which the employer has the option of whether to contribute to the plan
- 2. Money purchase plans, in which the contribution is set each year

In addition to the employer-funded plans, many small businesses also offer 401(k) plans, which let the employees elect to defer some of their current compensation into the plan. Some employers use a combination of these types of plans.

Under both types of plans, contributions made by the employer are not taxable to the employees until withdrawn. On Form W-2, voluntary salary deferrals are deducted from the wages reported in box 1. The deferral amount is reported in box 12 of Form W-2 using code "D."⁴⁵

Qualification Rules

To qualify for the tax benefits available to qualified plans, most plans must meet certain requirements, such as the following.

- **1.** Plan assets must not be diverted. The plan must prohibit its assets from being used for, or diverted to, purposes other than the benefit of employees and their beneficiaries.
- 2. Minimum coverage requirements must be met. The plan must benefit at least the lesser of the following.
 - a. 50 employees
 - **b.** The greater of:
 - i. 40% of all employees
 - ii. Two employees

If there is only one employee, the plan must benefit that employee.

- **3.** Contributions must not discriminate in favor of HCEs.
- 4. Annual contributions must not be more than certain limits.
- **5.** Minimum vesting standards must be met. A benefit is vested when it becomes nonforfeitable. Special rules apply to forfeited benefit amounts. In defined contribution plans, forfeitures can be allocated to the accounts of remaining participants in a nondiscriminatory way, or they can be used to reduce the employer's contributions.
- **6.** In general, an employee must be allowed to participate in the plan if the employee has:
 - **a.** Reached age 21, and
 - **b.** Provided at least one year of service. This eligibility requirement can be modified to two years if the plan is **not** a 401(k) plan and if it provides 100% vesting after **not more than** two years.
- 7. A plan cannot exclude employees because they have reached a specified age.
- **8.** For 2013, no more than \$255,000 of the employee's compensation can be taken into account when calculating matching contributions and nonelective contributions.

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^{44.} IRS Pub. 3998, *Choosing a Retirement Solution for Your Small Business*, and IRS Pub. 560, *Retirement Plans for Small Business*.

^{45.} General Instructions for Forms W-2 and W-3.

Profit-Sharing Plans

Employer contributions to a profit-sharing plan can be discretionary. Depending on the plan terms, there is often no set amount that an employer needs to contribute each year.

The plan must have a set formula for determining how the contributions are allocated among plan participants. The funds are accounted for separately for each employee.

Profit-sharing plans can vary greatly in complexity. Many financial institutions offer prototype profit-sharing plans that can reduce the administrative burden on individual employers.

The term "profit-sharing plan" can be misleading. The business does not actually have to show a profit for the year in order to make a contribution to employees' accounts. However, contributions by self-employed taxpayers to their own accounts are limited to adjusted SE income from the business under which the plan is established.

Money Purchase Plans

Contributions to a money purchase plan are fixed and not discretionary. For example, if the plan requires that contributions be 10% of the participants' compensation, the plan is a money purchase plan. The 10% also applies to the net profits from the business of a self-employed individual as adjusted for contributions and SE taxes.

401(k) Plans

Section 401(k) plans have become a widely accepted retirement savings vehicle for small businesses. Under these plans, employees can choose to defer up to a certain portion of their salary. These deferrals are accounted for separately for each employee. Generally, deferrals are made on a pretax basis but, if the plan allows, they can also be made on an after-tax (Roth) basis at the employee's option.

Many 401(k) plans provide for employer matching or other contributions. Depending on the terms of the plan, 401(k) contributions may include elective deferrals, profit sharing, and/or money purchase components.

Unless specified differently, the following provisions apply to all types of 401(k) plans.

- 1. Limit on elective deferrals. For 2013, the basic limit on elective deferrals is \$17,500. This limit applies to all salary reduction contributions and elective deferrals. If, in conjunction with other plans, the deferral limit is exceeded, the difference is included in the employee's gross income.
- 2. Catch-up contributions. A 401(k) plan can permit participants who are age 50 or over at the end of the calendar year to make additional catch-up contributions. The catch-up contribution limit for 2013 is \$5,500. Elective deferrals are not treated as catch-up contributions for 2013 until they exceed the \$17,500 limit, the application of participation and discrimination standards (ADP) test limit,⁴⁶ or the plan limit (if any). However, the catch-up contribution a participant can make for a year cannot exceed the lesser of the following amounts.
 - **a.** The catch-up contribution limit
 - **b.** The excess of the participant's compensation over the elective deferrals that are not catch-up contributions

^{46.} IRC §401(k)(3).

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Like most profit-sharing plans, 401(k) plans can vary significantly in their complexity. However, under IRS provisions, the plans can be classified into four basic types.

- **1.** Traditional 401(k)
- 2. SIMPLE
- **3.** Safe harbor 401(k)
- **4.** Automatic enrollment 401(k)

Note. A "solo 401(k)" is a 401(k) whose only participant is the owner of the business (or general partners of a partnership). A solo 401(k) plan may incorporate the rules for any of the four types of 401(k) plans. One significant benefit of choosing to establish a solo 401(k) over any of the IRA-based plans is the ability to borrow from the account.

Traditional 401(k).⁴⁷ A traditional 401(k) plan offers the maximum flexibility among the various types of plans. Employers have discretion over whether to make contributions for all participants, to match employees' deferrals, to do both, or to do neither. In addition, the contributions can be subject to a vesting schedule, which provides that an employee's right to employer contributions becomes nonforfeitable only after a certain period of time.

However, annual testing must be done to ensure that the benefits for rank-and-file employees (NHCEs) are proportional to benefits for owners/managers (HCEs). The required ADP and ACP tests are discussed earlier in this chapter.

SIMPLE 401(k).⁴⁸ Employers may adopt a SIMPLE 401(k) plan if there are 100 employees or fewer. The key benefit is that a SIMPLE 401(k) plan is not subject to the nondiscrimination and top-heavy rules if the following conditions are met.

- 1. Under the plan, employees can elect to defer a certain percentage of their compensation but not more than \$12,000 for 2013. If permitted under the plan, an employee who is age 50 or over can also make a catch-up contribution of up to \$2,500 for 2013.
- **2.** The employer must either make:
 - a. Matching contributions up to 3% of compensation for the year, or
 - **b.** Nonelective contributions of 2% of compensation on behalf of each eligible employee who has at least \$5,000 of compensation for the year.
- **3.** No other contributions can be made to the assets under the plan.
- **4.** No contributions are made, and no benefits accrue, **under any other** qualified retirement plan sponsored by the employer on behalf of any employee eligible to participate in the SIMPLE 401(k) plan.
- 5. All contributions vest immediately to the employees.

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^{47.} IRS Pub. 4222, 401(k) Plans for Small Businesses.

^{48.} IRS Pub. 560, *Retirement Plans for Small Business; Choosing a Retirement Plan: SIMPLE 401(k) Plan.* [www.irs.gov/Retirement-Plans/ Choosing-a-Retirement-Plan:-SIMPLE-401%28k%29-Plan] Accessed on Jun. 12, 2013.

Safe Harbor 401(k). If the plan meets the requirements for a safe harbor 401(k) plan, it does not have to satisfy either the ADP test or the ACP test. For the plan to be a safe harbor plan, it must meet the following conditions.

- **1.** Matching or nonelective contributions. The employer must make either matching or nonelective contributions according to one of the following formulas.
 - **a.** Matching contributions. The employer must make the following matching contributions and the matching funds must vest immediately.
 - i. The employer must contribute an amount equal to 100% of each NHCE's elective deferrals, up to 3% of compensation.
 - **ii.** The employer must contribute an amount equal to 50% of each NHCE's elective deferrals that exceed 3% but do not exceed 5% of compensation.
 - iii. The rate of matching contributions for HCEs, including a self-employed owner, must **not** exceed the rates for NHCEs.
 - **b.** Nonelective contributions. The employer must make nonelective contributions, without regard to whether the employee made elective deferrals, on behalf of all NHCEs eligible to participate in the plan, equal to at least 3% of the employee's compensation.
- **2.** Notice requirement. The employer must give eligible employees written notice of their rights and obligations with regard to contributions under the plan within a reasonable period before the plan year.

Automatic Enrollment 401(k). An employer's 401(k) plan may have an eligible automatic contribution arrangement (EACA). Under this feature, the employer automatically enrolls all qualifying employees as participants in the plan. Each participant is treated as having elected to make contributions in an amount equal to a uniform percentage of compensation. This automatic election remains in place until the participant specifically elects not to have such deferral percentage made or elects a different percentage. These automatic contributions are still considered elective deferrals. The automatic enrollment feature encourages employees' saving for retirement and helps the plan pass nondiscrimination testing, if applicable.

Note. For more information, see IRS Pub. 4674, Automatic Enrollment 401(k) Plans for Small Businesses.

Under an EACA, the plan may allow participants to **withdraw their automatic contributions** to the plan if both of the following conditions are met.

- 1. The participant elects to withdraw no later than 90 days after the date of the first elective contributions under the EACA.
- 2. The participant withdraws the entire amount of EACA default contributions, including any earnings thereon.

If the plan allows withdrawals under the EACA, the amount of the withdrawal, other than the amount of any designated Roth contributions, must be included in the employee's gross income for the tax year in which the distribution is made. The additional 10% tax on early distributions does **not** apply to the distribution.

Employees must be given written notice of the terms of the EACA within a reasonable period of time before each plan year. The notice must be written in a manner calculated to be understood by the average employee and be sufficiently accurate and comprehensive in order to apprise the employee of their rights and obligations under the EACA. The notice must include an explanation of the employee's right to elect **not** to have elective contributions made on their behalf or to elect a different percentage, and the employee must be given a reasonable period of time after receipt of the notice before the first elective contribution is made. The notice also must explain how contributions will be invested in the absence of an investment election by the employee.

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A qualified automatic contribution arrangement (QACA) is a new type of safe harbor plan that also has the EACA feature. In addition to the automatic enrollment feature, mandatory employer contributions are required. If the plan includes a QACA, it is not subject to the ADP test. Additionally, the plan is not subject to the ACP test if certain other requirements are met. Under a QACA, each employee who is eligible to participate in the plan is treated as having elected to make elective deferral contributions equal to a certain default percentage of compensation. In order to **not** have default elective deferrals made, an employee must make an affirmative election specifying a deferral percentage (which can be zero, if desired). If an employee does not make an affirmative election, the default deferral percentage must meet the following conditions.

- **1.** It must be applied uniformly.
- **2.** It must not exceed 10%.
- 3. It must be at least 3% in the first plan year it applies to an employee and through the end of the following year.
- 4. It must increase to at least 4% in the following plan year.
- 5. It must increase to at least 5% in the following plan year.
- 6. It must increase to at least 6% in subsequent plan years.

Under the terms of the QACA, the employer must make **either** matching or nonelective contributions according to the following terms.

- **1. Matching contributions.** The employer must make matching contributions on behalf of each NHCE in the following amounts.
 - **a.** 100% of elective deferrals, up to 1% of compensation
 - **b.** 50% of elective deferrals that exceed 1% but do not exceed 6% of compensation

Other formulas may be used as long as they are at least as favorable to NHCEs. The rate of matching contributions for HCEs, including a self-employed owner, must not exceed the rates for NHCEs.

2. Nonelective contributions. The employer must make nonelective contributions on behalf of every NHCE eligible to participate in the plan, regardless of whether they elected to participate, in an amount equal to at least 3% of their compensation.

All accrued benefits attributed to matching or nonelective contributions under the QACA must be 100% vested for all employees who complete two years of service. These contributions are subject to special withdrawal restrictions not covered in this text.

Each employee eligible to participate in the QACA must receive **written notice** of their rights and obligations under the QACA within a reasonable period before each plan year. The notice is subject to the same requirements as those specified previously for the EACA.

NOL CARRYFORWARDS

The rules governing net operating loss (NOL) carrybacks and carryforwards generally apply to all taxpayers regardless of whether the taxpayer is an individual, corporation, partnership, trust, or estate. If the carryback period is waived or if there is any NOL remaining after the carryback is applied, the NOL carryforward is entered on the following year's return. If there is any NOL remaining at that time, it continues to carry forward until it is completely depleted or until it expires at the end of 20 years. When losses from more than one NOL year are carried forward, the earliest year is utilized first.

INDIVIDUALS

Calculating the NOL Carryforward

If an individual's taxable income before subtracting exemptions is positive, the taxpayer does not have an NOL. If this number is negative, the taxpayer **may** have an NOL.

The income and losses on the return must be analyzed to determine whether the taxpayer actually has an NOL and, if so, the amount of the NOL. The first step is to separate the taxpayer's current-year return into business and nonbusiness activities.

Tax preparation software can categorize some of the activities; however, most programs require that the user manually allocate some of the income and expenses. The worksheets in **Example 7** show how the income and deductions are classified when computing the amount of the NOL. They also show which items the software may classify automatically and which items may require user intervention. On the worksheets, "xxxxxxx" means that an amount **cannot** be entered on that line.

Example 7. Amy is a neuroscientist who left her job at a prominent state university in 2011, where she earned \$7,000 in wages, to open a high-end fashion boutique at the behest of her best friend, Penny. In 2011, her retail establishment, a sole proprietorship, incurred a net loss of \$100,000.

Amy funded the venture with money she had set aside in 2007 after selling a patent for a drug that cures social anxiety. She also sold some stocks, incurring a \$5,000 loss on the sale. During 2011, Amy used \$12,000 in alimony and \$6,350 of interest income to fund her frugal lifestyle.

Excerpts from her 2011 Form 1040 and the classification worksheets follow.

For Example 7

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	b	Tax-exempt intere	st. Do no	t include on	line 8a .	[8b						
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1099-R if tax was withheld.	11	Alimony received									11	12,000	_
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	30	Penalty on early wi					30						
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	33 34	Tuition and fees. At				- F	34						
	34 35	Domestic production				- F	34 35						
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	30	Subtract line 36 fro						 е	· · ·	 	30	(77,650)	<u></u>
	5.			n Act Notice	-	-					20B	Form 1040	

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For Example 7

	38	Amount from line 37 (adjusted gross income)	38	(77,650)					
Tax and			30	(11,030)					
Credits	39a	Check I You were born before January 2, 1947, I Blind. Total boxes							
oreans		if: I Spouse was born before January 2, 1947, I Blind. J checked ► 39a							
Standard	b	If your spouse itemizes on a separate return or you were a dual-status alien, check here > 39b							
Deduction for—	40	Itemized deductions (from Schedule A) or your standard deduction (see left margin)	temized deductions (from Schedule A) or your standard deduction (see left margin) 40						
 People who 	41	Subtract line 40 from line 38	41	(83,450)					
check any box on line	42	Exemptions. Multiply \$3,700 by the number on line 6d	42	3,700					
39a or 39b or who can be	43	Taxable income. Subtract line 42 from line 41. If line 42 is more than line 41, enter -0	43	0					
claimed as a	44	Tax (see instructions). Check if any from: a 🗌 Form(s) 8814 b 🗌 Form 4972 c 🗌 962 election	44						
dependent, see	45	Alternative minimum tax (see instructions). Attach Form 6251	45						
nstructions.	46	Add lines 44 and 45	46	0					

NOL Worksheet 1

Allocation of Income between Business Income and Nonbusiness Income

Location on 2011 Form 1040	ltem	Amount on Tax Return	Disposition	Amount as Business	Amount as Nonbusiness	AMT Nonbusiness
A. Line 7	Wages,					
	salary, etc.	7,000	Business	7,000	XXXXXXXX	XXXXXXXX
B. Line 8a	Taxable interest	6,350	Nonbusiness	XXXXXXXX	6,350	
C. Line 8b	Tax-exempt interest		Nonbusiness ^a	XXXXXXXX	XXXXXXXX	
D. Line 9a	Ordinary dividends		Nonbusiness	XXXXXXXX		
E. Line 10	Taxable refunds		Allocate ^b			
F. Line 11	Alimony	12,000	Nonbusiness	XXXXXXXX	12,000	
G. Line 12	Business					
	income (loss)					
	Schedule C	(100,000)	Business	(100,000)	XXXXXXXX	XXXXXXXX
H. Line 14	Form 4797 gain (loss)		Business		XXXXXXXX	XXXXXXXX
I. Line 15b	Taxable amount of					
	IRA distributions		Nonbusiness	XXXXXXXX		
J. Line 16b	Taxable amount					
	of pensions		Nonbusiness	XXXXXXXX		
K. Line 17	Rents, royalties, and					
	partnership income		Usually business			
L. Line 18	Farm income (loss)		Business		XXXXXXXX	XXXXXXXX
M. Line 19	Unemployment compensation		Business		XXXXXXXX	XXXXXXXX
N. Line 20b	Taxable social					
	security benefits		Nonbusiness	XXXXXXXX		
0. Line 21	Other income		Allocate			
P. Total		(74,650)		(93,000)	18,350	

^a Nontaxable interest is nonbusiness income for AMT purposes only.

^b The state and local income tax refund is to be allocated between business and nonbusiness income according to the income of the year that created the refund. For this allocation, salaries and wages are treated as business income. State and local income tax refunds are not included when calculating AMT.

NOTE: "xxxxxxxx" means that an amount cannot be added on that line.

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For Example 7

NOL Worksheet 2

Allocation of **Deductions** between Business Deductions and Nonbusiness Deductions

Location on 2011 Form 1040	ltem	Amount on Tax Return	Disposition	Amount as Business	Amount as Nonbusiness	AMT Nonbusiness
A. Line 23	Educator expenses		Business		xxxxxxxx	XXXXXXXX
B. Line 24	Business expense of					
	reservists, etc. ^a		Business		XXXXXXXX	XXXXXXXX
C. Line 25	HSA & MSA ded.		Nonbusiness	XXXXXXXX		
D. Line 26	Moving expenses		Business		XXXXXXXX	XXXXXXXX
E. Line 27	SE tax deduction		Business		XXXXXXXX	XXXXXXXX
F. Line 28	SEP, SIMPLE, &					
	qualified plans		Nonbusiness	XXXXXXXX		
G. Line 29	SE health					
	insurance		Business		XXXXXXXX	XXXXXXXX
H. Line 30	Penalty, early					
	withdrawal		Nonbusiness	XXXXXXXX		
I. Line 31a	Alimony		Nonbusiness	XXXXXXXX		
J. Line 32	IRA deduction		Nonbusiness	XXXXXXXX		
K. Line 33	Student loan					
	interest ded.		Nonbusiness	XXXXXXXX		
L. Line 34	Tuition & fee deduction		Nonbusiness	XXXXXXXX		
M. Line 40a	Standard deduction					
	(if claimed)	5,800	Nonbusiness	XXXXXXXX	5,800	<u> </u>
Schedule A (I	Form 1040) (Itemized deducti	ons, if claime	d)			
N. Line 4	Medical		Nonbusiness	XXXXXXXX		С
O. Line 9	Taxes		Allocate ^d			XXXXXXXX
P. Line 15	Interest		Nonbusiness	XXXXXXXX		е
Q. Line 19	Contributions		Nonbusiness	XXXXXXXX		
R. Line 20	Casualty		Business		XXXXXXXX	XXXXXXXX
S. Line 27	Misc. (2% floor)		Allocate ^f			XXXXXXXX
T. Line 28	Other misc.		Allocate ^g			

U. Total

^a Include only "other" items such as unreimbursed expenses of artists (IRC §62(b)). Do not include amounts reported on lines 23 through 35.

5,800

^b If the standard deduction was claimed for the regular tax, neither the standard deduction nor the itemized deductions can be claimed for the AMT.

5,800

^c The medical deduction floor is 10% of the adjusted gross income for AMT purposes.

^d The state and local income taxes paid are allocated between business and nonbusiness deductions according to the income of the year that created the taxes. For this allocation, salaries and wages are treated as business income. Taxes are not allowed as a deduction when calculating AMT.

^e The alternative minimum tax interest deduction is the same as the regular tax interest deduction except for the following adjustments: (1) if debt on a personal residence has been refinanced, interest on debt in excess of the debt before refinancing cannot be deducted for AMT purposes; and (2) the investment interest deduction must be recalculated to include income from private activity bonds in investment income and the expenses on those bonds in investment expenses.

^f Because the amount on line 27, Schedule A, is reduced by 2% of AGI, the amounts allocated to business and nonbusiness must be reduced on a pro-rata basis. Therefore, the amount in the business column should be the amount from line 27, Schedule A, multiplied by the total business miscellaneous deductions subject to the 2% floor and divided by the total miscellaneous deductions subject to the 2% floor and divided by the total nonbusiness deductions subject to the 2% floor and divided by the total miscellaneous itemized deductions subject to the 2% floor and divided by the total miscellaneous deductions subject to the 2% floor and divided by the total nonbusiness deductions are not allowed as a deduction when calculating AMT.

^g Deductions allowable for impairment-related work expenses are business deductions. Other deductions reported on line 28, Schedule A, are nonbusiness deductions.

NOTE: "xxxxxxxx" means that an amount cannot be entered on that line.

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On the classification worksheet (shown next), the \$5,000 capital loss is allocated to the nonbusiness column. This is because the stock sale was not related to the business operation. For this purpose, the full \$5,000 is used, not just the \$3,000 capital loss that appears on Form 1040, line 13.

NOL Worksheet 3

Allocation of Capital Losses between Business Capital Losses and Nonbusiness Capital Losses

Where Loss Is Reported on 2011 Sched. D (Form 1040) ^a	Amount Reported on Tax Return	Disposition	Business	Nonbusiness
A. Lines 1, 2, and 3, column h		Allocate ^b		
B. Line 4, column h		Allocate ^b		
C. Line 5, column h		Allocate ^c		
D. Line 6, column h		Allocate ^d		
E. Lines 8, 9, and 10, column h	5,000	Allocate ^b		5,000
F. Line 11, column h		Allocate ^b		
G. Line 12, column h		Allocate ^c		
H. Line 14, column h		Allocate ^d		
I. Total	5,000			5,000

^a Enter the amount from the designated lines on Schedule D only if they are losses. Enter the amounts as positive numbers.

^b In most cases, losses reported on lines 1, 2, 3, 4, 8, 9, 10, and 11 of Schedule D (Form 1040) are nonbusiness capital losses for purposes of the NOL calculation, since losses from property used in a trade or business are reported on Form 4797 and are treated as ordinary deductions. However, losses reported on those lines can be business capital losses if the asset on which the loss was realized was an IRC §1221 asset rather than an IRC §1231 asset but was purchased for a trade or business reason rather than for investment. For example, loss realized on stock in another company that is purchased to enhance the taxpayer's business would be reported on one of those lines but would be treated as a business capital loss for purposes of the NOL calculation. See *Trammel Crow*, 79 TC 541 (1982).

^c The character of the loss reported on line 5 or 12 of Schedule D (Form 1040) is determined by the character of the loss to the partnership, S corporation, or fiduciary. In most cases, losses reported on lines 5 and 12 of Schedule D (Form 1040) are nonbusiness capital losses, but see footnote "b" for a discussion of when losses from an IRC §1221 asset may be treated as a business capital loss for purposes of the NOL calculation.

^d Capital loss carryovers must be allocated between business and nonbusiness capital losses according to the proportionate contribution of business and nonbusiness capital losses to the capital loss carryover.

For Example 7

NOL Worksheet 4

Allocation of Capital Gains between Business Capital Gains and Nonbusiness Capital Gains

Where Gain Is Reported on 2011 Sched. D (Form 1040) ^a	Amount Reported on Tax Return	Disposition	Business	Nonbusiness
A. Line 1, column h		Allocate ^b		
B. Line 2, column h		Allocate ^b		
C. Line 3, column h		Allocate ^b		
D. Line 4, column h		Allocate ^b		
E. Line 5, column h		Allocate ^c		
F. Line 8, column h		Allocate ^b		
G. Line 9, column h		Allocate ^b		
H. Line 10, column h		Allocate ^b		
I. Line 11, column h		Allocate ^d		
J. Line 12, column h		Allocate ^c		
K. Line 13, column h		Allocate ^b		
L. Total				

^a Enter the amounts from the designated lines only if they are gains.

^b In most cases, gains reported on lines 1, 2, 3, 4, 8, 9, 10, and 13 of Schedule D (Form 1040) are nonbusiness capital gains for purposes of the NOL calculation, because gains from property used in a trade or business are reported on Form 4797 and are carried to Line 11 of Schedule D (Form 1040) if they are treated as long-term capital gain. However, gains reported on lines 1, 2, 3, 4, 8, 9, 10, and 13 of Schedule D (Form 1040) if they are treated as long-term capital gain. However, gains reported on lines 1, 2, 3, 4, 8, 9, 10, and 13 of Schedule D (Form 1040) can be business capital gains if the asset on which the gain was realized was an IRC §1221 asset rather than an IRC §1231 asset but was purchased for a trade or business reason rather than for investment. For example, gain realized on stock in another company that is purchased to enhance the taxpayer's business would be reported on one of those lines but would be treated as a business capital gain for purposes of the NOL calculation. See *Trammel Crow*, 79 TC 541 (1982).

^c The character of the gain reported on line 5 or 12 of Schedule D (Form 1040) is determined by the character of the gain to the partnership, S corporation, or fiduciary. In most cases, gains reported on lines 5 and 12 of Schedule D (Form 1040) are nonbusiness capital gains, but see footnote "b" for a discussion of when gains from an IRC §1221 asset may be treated as a business capital gain for purposes of the NOL calculation.

^d Gain from Form 4797, Part I, is business gain. Gain from Form 2439, Form 4684, Form 6252, Form 6781, or Form 8824 is nonbusiness gain in most cases. See footnote "b" for a discussion of when gains from an IRC §1221 asset may be treated as a business capital gain for purposes of the NOL calculation.

Once the income and expenses are properly classified, Schedule A–NOL of Form 1045, *Application for Tentative Refund*, is used to calculate the amount of the 2011 NOL to carry forward to 2012.

Example 8. Use the same facts as **Example 7.** Amy's accountant, Wyatt, prepared Form 1045, Schedule A–NOL, and was surprised that the amount of the NOL (\$80,450) was **not** equal to Form 1040, line 41 (\$83,450).

After reviewing the schedule, he realized that the allowed capital loss of \$3,000 shown on Form 1040 was **not** included in the NOL. This makes sense because the entire capital loss of \$5,000 carries over to 2012.⁴⁹

On Amy's 2011 return, she elected to forgo the NOL carryback and carry the NOL forward to 2012. The calculation on Schedule A–NOL follows.

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^{49.} IRC §1212(b).

For Example 8

che	edule A-NOL (see instructions)		
1	Enter the amount from your 2011 Form 1040, line 41, or Form 1040NR, line 39. Estates and trusts,		
	enter taxable income increased by the total of the charitable deduction, income distribution		
	deduction, and exemption amount	1	(83,450
2	Nonbusiness capital losses before limitation. Enter as a positive number 2 5,000		
3	Nonbusiness capital gains (without regard to any section 1202 exclusion) 3	-	
4	If line 2 is more than line 3, enter the difference. Otherwise, enter -0 4 5,000	-	
5	If line 3 is more than line 2, enter the difference. Otherwise, enter -0-		
~			
6 7	Nonbusiness deductions (see instructions)	-	
'	Nonbusiness income other than capital gains (see instructions)		
8	1 10,000		
8 9		9	
9 0	If line 6 is more than line 8, enter the difference. Otherwise, enter -0	9	
0	Otherwise, enter -0 But do not enter more		
	than line 5		
1	Business capital losses before limitation. Enter as a positive number 11		
2	Business capital gains (without regard to any		
_	section 1202 exclusion)		
3	Add lines 10 and 12		
4	Subtract line 13 from line 11. If zero or less, enter -0		
5	Add lines 4 and 14		
6	Enter the loss, if any, from line 16 of your 2011 Schedule D (Form 1040).		
•	(Estates and trusts, enter the loss, if any, from line 15, column (3), of		
	Schedule D (Form 1041).) Enter as a positive number. If you do not have a		
	loss on that line (and do not have a section 1202 exclusion), skip lines 16		
	through 21 and enter on line 22 the amount from line 15		
7	Section 1202 exclusion. Enter as a positive number	17	
8	Subtract line 17 from line 16. If zero or less, enter -0- 18 5,000	-	
9	Enter the loss, if any, from line 21 of your 2011 Schedule D (Form 1040).		
	(Estates and trusts, enter the loss, if any, from line 16 of Schedule D (Form		
~	1041).) Enter as a positive number	-	
0	If line 18 is more than line 19, enter the difference. Otherwise, enter -0 20 2,000	01	
1 2	If line 19 is more than line 18, enter the difference. Otherwise, enter -0	21	2.00
2 3	Subtract line 20 from line 15. If zero or less, enter -0	22	3,00
3	34 (or included on Form 1041, line 15a)	23	
4	NOL deduction for losses from other years. Enter as a positive number	23	
4 5	NOL deduction for losses from other years. Enter as a positive number	24	
	page 1, line 1a. If the result is zero or more, you do not have an NOL	25	(80,450
		20	Form 1045 (201

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Using the Individual NOL Carryforward

For individuals, the NOL carryforward is entered as a negative amount on Form 1040, line 21 (other income). After the return is completed, Table 1 and the worksheet instructions in IRS Pub. 536, *Net Operating Losses (NOLs) for Individuals, Estates, and Trusts*, are used to calculate the remaining portion, if any, to carry forward to the next year.

Caution. Tax software may **not** perform this calculation correctly. Practitioners are advised to manually complete the Table 1 worksheet in IRS Pub. 536 to verify the calculation of the carryforward. Another way to verify the calculation is to complete Form 1045, Schedule B–NOL Carryover, for the carryforward year.

Example 9. Use the same facts as **Example 8.** In 2012, Amy adds comic books and memorabilia to the merchandise for sale in her establishment. The new line of products allows the venture to attract a new market base, and the store starts to turn a profit. By the end of 2012, Amy's profit is \$10,000 for the year. Portions of her 2012 return and the worksheet to calculate the NOL carryforward to 2013 follow.

Note. NOLs that carry back or forward do **not** reduce SE income in the carry year. Therefore, Amy must pay SE taxes on her 2012 profit.

For Example 9

-	0.5.	Individual Inc	ome ra	x Return			OMB No. 154	15-0074	IRS Use O	nly—D	o not write or staple in this	s space
For the year Jan. 1-Dec	c. 31, 2012	, or other tax year beginni	ng		, 2012, e	nding	,	20		Se	e separate instructio	ons.
Your first name and	initial		Last na	ne						Yo	ur social security nun	nber
Amy			Birde	r						3	5 5 5 5 5 5	5 5
If a joint return, spou	use's first	name and initial	Last nai	ne						Spo	ouse's social security n	umber
Home address (num	ber and s	treet). If you have a P.C). box, see in	structions.					Apt. no.		Make sure the SSN(s)	
123 Green St											and on line 6c are co	orrect.
		nd ZIP code. If you have a	a foreign addre	ss, also complete s	paces below (s	see instru	ctions).				residential Election Can	
Urbana, IL 618								F			k here if you, or your spouse y, want \$3 to go to this fund.	
Foreign country nam	ne			Foreign pro	vince/state/co	ounty		Foreign p	ostal code	a box refun	below will not change your	
						4 [Spous
Filing Status		➤ Single)	4 [person). (See instructio	
Check only one	2 3	Married filing join	•	-			the quality child's nai	•		a but r	not your dependent, en	ter this
box.	3	Married filing sep and full name her		er spouse's 53	above	5 [epen	dent child	-
	6a	X Yourself. If sor		claim vou as a	denendent			-	-)	Boxes checked	_
Exemptions	b	Spouse .	neone can	claim you as a	acpendent,	40 1101		04 .		• }	on 6a and 6b	_1
	C	Dependents:		(2) Dependent's	s (3)	Depende			nder age 17		No. of children on 6c who:	
	(1) First	•	ame	social security nun		tionship to		ifying for cl see instru)	nild tax cred actions)	it	 lived with you did not live with 	
											you due to divorce or separation	
If more than four											(see instructions)	
dependents, see instructions and											Dependents on 6c not entered above	
check here ►											Add numbers on	1
	d	Total number of ex	emptions c	aimed							lines above 🕨	Ľ
Income	7	Wages, salaries, tip	os, etc. Atta	ch Form(s) W-2	!			• • •	· -	7		
	8a	Taxable interest. A		•		1			F	8a	5,000	リ
Attach Form(s)	b	Tax-exempt intere				8b						
W-2 here. Also	9a	Ordinary dividends		•		1			1 ·	9a		<u> </u>
attach Forms	b	Qualified dividends								40		
W-2G and 1099-R if tax	10	Taxable refunds, ci						• • •	· -	10	12,000	. _
was withheld.	11 12	Alimony received Business income o						• • •	·	11 12	10,000	
	12	Capital gain or (los	• •						in F	13	(3,000)	
lf you did not	14	Other gains or (loss	,			requir	eu, check i		┙┟	14	(3,000)	4—
get a W-2,	15a	IRA distributions	<u> 1</u>		· · · · ·	 b Тах	 able amoun	t		15b		+
see instructions.	16a	Pensions and annuit					able amoun		- F	16b		+
	17	Rental real estate,		artnerships, S c	orporations.				- F	17		+
Enclose, but do	18	Farm income or (lo	ss). Attach	Schedule F .					. [18		
not attach, any payment. Also,	19	Unemployment cor	npensation						. [19		
please use	20a	Social security bene	fits 20a			b Tax	able amoun	it		20b		
Form 1040-V.	21	Other income. List								21	(80,450)	
	22	Combine the amount		-	-		s is your tot a	al incom	e ►	22	(56,450)	4
Adjusted	23	Educator expenses				23			+			
Gross	24	Certain business exp			,							
Income	05	fee-basis government				24			+			
	25 26	Health savings acc				25 26			+			
	20 27	Moving expenses. Deductible part of se				20		70				
	27	Self-employed SEF				27		70	+			
	29	Self-employed hea				29			+			
	30	Penalty on early wi				30			+			
	31a	Alimony paid b Re		Ŭ I		31a						
	32	IRA deduction .				32						
	33	Student loan intere				33						
	34	Tuition and fees. A	ttach Form	8917		34						
	35	Domestic production	activities de	eduction. Attach	Form 8903	35						
	36	Add lines 23 throug	ah 35							36	706	;
	37		,								(57,156)	

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For Example 9

Form 1040 (2012	2)			Page 2
	38	Amount from line 37 (adjusted gross income)	38	(57,156)
Tax and	39a	Check You were born before January 2, 1948, Blind. Total boxes		(01,100)
Credits		if: □ Spouse was born before January 2, 1948, □ Blind. checked > 39a		
Standard	b	If your spouse itemizes on a separate return or you were a dual-status alien, check here 39b		
Deduction for—	40	Itemized deductions (from Schedule A) or your standard deduction (see left margin)	40	5,950
 People who check any 	41	Subtract line 40 from line 38	41	(63,106)
box on line 39a or 39b or	42	Exemptions. Multiply \$3,800 by the number on line 6d.	42	3,800
who can be	43	Taxable income. Subtract line 42 from line 41. If line 42 is more than line 41, enter -0-	43	0
claimed as a dependent,	44 45	Tax (see instructions). Check if any from: a Form(s) 8814 b Form 4972 c 962 election Alternative minimum tax (see instructions). Attach Form 6251	44 45	0
see instructions.	45	Add lines 44 and 45	45	0
All others:	47	Foreign tax credit. Attach Form 1116 if required 47		
Single or Married filing	48	Credit for child and dependent care expenses. Attach Form 2441 48		
separately, \$5,950	49	Education credits from Form 8863, line 19	1	
Married filing	50	Retirement savings contributions credit. Attach Form 8880 50	1	
jointly or Qualifying	51	Child tax credit. Attach Schedule 8812, if required 51		
widow(er), \$11,900	52	Residential energy credits. Attach Form 5695 52		
Head of	53	Other credits from Form: a 3800 b 8801 c 53		
household, \$8,700	54	Add lines 47 through 53. These are your total credits	54	
	55	Subtract line 54 from line 46. If line 54 is more than line 46, enter -0	55	0
Other	56	Self-employment tax. Attach Schedule SE	56	1,228
Taxes	57 50	Unreported social security and Medicare tax from Form: a 4137 b 8919	57	
	58 59a	Additional tax on IRAs, other qualified retirement plans, etc. Attach Form 5329 if required Household employment taxes from Schedule H	58 59a	
	b	First-time homebuyer credit repayment. Attach Form 5405 if required	59b	
	60	Other taxes. Enter code(s) from instructions	60	
	61	Add lines 55 through 60. This is your total tax	61	1,228
Payments	62	Federal income tax withheld from Forms W-2 and 1099 62		,
-	63	2012 estimated tax payments and amount applied from 2011 return 63		
If you have a qualifying	<u>64</u> a	Earned income credit (EIC)		
child, attach	b	Nontaxable combat pay election 64b		
Schedule EIC.	65	Additional child tax credit. Attach Schedule 8812 65		
	66	American opportunity credit from Form 8863, line 8 66		
	67	Reserved		
	68 60	Amount paid with request for extension to file 68 Excess social security and tier 1 RRTA tax withheld 69		
	69 70	Excess social security and tier 1 RRTA tax withheld 69 Credit for federal tax on fuels. Attach Form 4136 70		
	71	Credit of rederat tax of ridels. Attach rom 4150		
	72	Add lines 62, 63, 64a, and 65 through 71. These are your total payments	72	
Refund	73	If line 72 is more than line 61, subtract line 61 from line 72. This is the amount you overpaid	73	
	74a	Amount of line 73 you want refunded to you. If Form 8888 is attached, check here	74a	
Direct deposit?	► b	Routing number Savings		
See instructions.	► d	Account number		
	75	Amount of line 73 you want applied to your 2013 estimated tax 75		
Amount You Owe	76	Amount you owe. Subtract line 72 from line 61. For details on how to pay, see instructions	76	1,228
	77	Estimated tax penalty (see instructions)	Com	plete below. X No
Third Party				plete below. X No
Designee		signee's Phone Personal identifi me ▶ no. ▶ number (PIN)	cation	
Sign		der penalties of perjury, I declare that I have examined this return and accompanying schedules and statements, and to the	he best	of my knowledge and belief,
Here	the	y are true, correct, and complete. Declaration of preparer (other than taxpayer) is based on all information of which prepa	rer has a	any knowledge.
Joint return? See	Yo	ur signature Date Your occupation	Daytir	ne phone number
instructions.				
Keep a copy for your records.	Sp	ouse's signature. If a joint return, both must sign. Date Spouse's occupation	If the IF PIN, en	RS sent you an Identity Protection
			here (s	ee inst.)
Paid	Prir	nt/Type preparer's name Preparer's signature Date		< □ if PTIN
Preparer			self-e	mployed
Use Only		n's name ► Firm's EIN ►		
	Fiff	n's address ► Phone no.		Form 1040 (2012)

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For Example 9

Table 1. Worksheet for NOL Carryover From 2012 to 2013 (For an NOL Year Before 2012)*

For Use by Individuals, Estates, and Trusts (Keep for your records.)

See the instructions under NOL Carryover From 2012 to 2013.



2

NOL YEAR:	
USE YOUR 2012 FORM 1040, FORM 1040NR (OR FORM 1041) TO COMPLETE THIS WORKSH	IEET:
1. Enter as a positive number your NOL deduction for the NOL year entered above from line 21 (F 1040 or Form 1040NR) or line 15a (Form 1041)	80,450
2. Enter your taxable income without the NOL deduction for 2012 (see instructions)	
3. Enter as a positive number any net capital loss deduction	•
4. Enter as a postive number any gain excluded on the sale or exchange of qualified small busines	
5. Enter the amount of any domestic production activities deduction	
6. Enter any adjustments to your adjusted gross income (see instructions)	• · ·
7. Enter any adjustments to your itemized deductions from line 33 below (see instructions)	·
8. Enter your deduction for exemptions from line 42 (Form 1040), line 40 (Form 1040NR), or line 20	
(Form 1041)	20,344
10. NOL carryover to 2013. Subtract line 9 from line 1. Enter the result (but not less than zero) here	and
on the "other income" line of Form 1040 or Form 1040NR (or the line on Form 1041 for deduction	
NOT subject to the 2% floor) in 2013	
ADJUSTMENTS TO ITEMIZED DEDUCTIONS (INDIVIDUALS ONLY):	
11. Enter your adjusted gross income without the NOL deduction for the NOL year entered above of	or later
years. (see instructions) . <td>·</td>	·
13. Modified adjusted gross income. Combine lines 11 and 12 above	•
	•
ADJUSTMENT TO MEDICAL EXPENSES:	
14. Enter your medical expenses from Schedule A (Form 1040), line 4	• •
15. Enter your medical expenses from Schedule A (Form 1040), line 1 16. Multiply line 13 above by 7.5% (.075)	•
16. Multiply line 13 above by 7.5% (.075) 17. Subtract line 16 from line 15. Enter the result (but not less than zero)	•
18. Subtract line 17 from line 14	•
ADJUSTMENT TO MORTGAGE INSURANCE PREMIUMS:	
19. Enter your mortgage insurance premiums deduction from Schedule A (Form 1040), line 13	
20. Refigure your mortgage insurance premiums deduction using line 13 above as your adjusted gr income (see instructions)	
21. Subtract line 20 from line 19	-
ADJUSTMENT TO CHARITABLE CONTRIBUTIONS:	
22. Enter your charitable contributions deduction from Schedule A (Form 1040), line 19, or Schedul (Form 1040NR), line 5	
23. Refigure your charitable contributions deduction using line 13 above as your adjusted gross inc	
(see instructions)	• *
ADJUSTMENT TO CASUALTY AND THEFT LOSSES:	
25. Enter your casualty and theft losses from Form 4684, line 18	
26. Multiply line 13 above by 10% (.10)	
27. Subtract line 26 from line 25. Enter the result (but not less than zero)	
ADJUSTMENT TO MISCELLANEOUS DEDUCTIONS:	
 Enter your miscellaneous deductions from Schedule A (Form 1040), line 27, or Schedule A (Form 1040NR), lin Enter your miscellaneous deductions from Schedule A (Form 1040), line 24, or Schedule A (Form 1040NR), lin 	
30. Multiply line 13 above by 2% (.02) 31. Subtract line 30 from line 29. Enter the result (but not less than zero)	•
	• •
	•
TENTATIVE TOTAL ADJUSTMENT: 33. Combine lines 18, 21, 24, 27, and 32, and enter the result here	

*Note: If you choose to waive the carryback period, and instead you choose to only carry your 2012 NOL forward, use Schedule A, Form 1045 to compute your 2012 NOL that will be carried over to 2013. Report your 2012 NOL from line 25, Schedule A, Form 1045, on the "other income" line of your 2013 Form 1040 or Form 1040NR, or the line on Form 1041 for deductions NOT subject to the 2% floor in 2013.

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C CORPORATIONS

Calculating the NOL Carryforward

Calculating the NOL for a C corporation is easier than calculating the NOL for an individual. The income and expenses of the corporation are **not** separated between business and nonbusiness transactions.⁵⁰ However, there are a few adjustments that must be made when calculating the NOL, including the following.

- 1. The domestic production activities deduction (DPAD) under IRC §199 is **not** included in the NOL.⁵¹
- 2. The deductions for dividends received are computed without regard to the limits based on taxable income that normally apply.⁵²
- **3.** Interest expense on corporate equity reduction transactions is **not** included in the NOL.⁵³

Note. In general, a **corporate equity reduction** transaction is a major stock acquisition or an excess distribution. The interest portion of an NOL created by such a transaction is subject to its own carryback and carryforward rules. However, under the de minimis rules, only interest in excess of \$1 million is subject to these provisions.

Example 10. Leonard's Lasers, Ltd., manufactures missile defense lasers, and is taxed as a C corporation. The company has invested the cash that management believes will not be needed immediately into dividend-producing stocks, which paid \$20,000 of dividends in 2011. However, after operating expenses, the enterprise realized a loss of \$230,000 before the dividends received deduction. In the previous two years, the profit was minimal and Leonard expects 2012 to be extremely profitable. Therefore, he chooses to forgo the carryback period and carry the loss forward. The corporation's 2011 NOL is \$244,000.

^{53.} IRC §172(h).

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^{50.} IRC §172(d)(4).

^{51.} IRC §172(d)(7).

^{52.} IRC §172(d)(5).

For Example 10

erm epa	rtment o	For calend		, 2011	, endin	g		, 20		20 1
rr		ue Service	► See separate	e instructions.						
C	onsolidat	ed return	ame					BEr		identification nu -88888888
	ttach For		Leonard's Lasers Ltd umber, street, and room or suite no. If a P.O. be	ov soo instruction				C Do	te incorp	
da	ated retu	n 🗌 OR	2311 N Los Robles Apt 4A	ox, see instructions				U Da		9/24/2007
	ersonal h ttach Scl		ity or town, state, and ZIP code					DTo		s (see instructions
Pe	ersonal se	rvice corp.	Pasadena, CA 91101					\$		670,000
	ee instruc chedule N		(1) Initial return (2) Final re	turn (3)	Nar	ne change		(4) (4) □	Addres	ss change
Τ	1a	Merchant card and third-	party payments. For 2011, enter -0		1a		0			
	b		ot reported on line 1a (see instructions) .		1b	800	,000			
	c	•	b		1c		,000			
	d		olus any other adjustments (see instructio		1d		,			
	e	Subtract line 1d from line							1e	800,000
	2		Form 1125-A, line 8 (attach Form 1125-A)						2	400,000
	3	e e	e 2 from line 1e						3	400,000
	4	Dividends (Schedule C, li							4	20,000
	5	Interest							5	-,
	6	Gross rents							6	
	7	Gross royalties							7	
	8	,	attach Schedule D (Form 1120))						8	
	9		orm 4797, Part II, line 17 (attach Form 479						9	
	10	•	ctions-attach schedule)						10	
	11		3 through 10					. 🕨	11	420,000
	12	Compensation of officers	from Form 1125-E, line 4 (attach Form 1	125-E)				. ►	12	200,000
	13	Salaries and wages (less	employment credits)						13	400,000
	14	Repairs and maintenance							14	
	15	Bad debts							15	
	16	Rents							16	
	17	Taxes and licenses .							17	50,000
	18	Interest							18	
	19	Charitable contributions							19	
	20	Depreciation from Form 4	1562 not claimed on Form 1125-A or else	where on return	(attach	Form 456	62).		20	
	21	Depletion							21	
	22	Advertising							22	
	23	Pension, profit-sharing, e	tc., plans						23	
	24	Employee benefit program	ms						24	
	25	Domestic production act	vities deduction (attach Form 8903)						25	0
	26	Other deductions (attach	schedule)						26	
	27	Total deductions. Add	ines 12 through 26					. ►	27	650,000
	28	Taxable income before n	et operating loss deduction and special d	eductions. Subtr	act line	e 27 from	line 11	l.	28	(230,000)
	29a	Net operating loss deduc	tion (see instructions)		29a					
	b	Special deductions (Sche	dule C, line 20)		29b	14	,000,			
	с	Add lines 29a and 29b	<u> </u>						29c	14,000
	30		act line 29c from line 28 (see instructions)			• •		•	30	(244,000)
	31	Total tax (Schedule J, Pa						•	31	
	32		ndable credits (Schedule J, Part II, line 21)						32	
	33		e instructions). Check if Form 2220 is atta		• •		. ►	\Box	33	
-	34		is smaller than the total of lines 31 and 3					•	34	
	35		is larger than the total of lines 31 and 33,		erpaid				35	
	36		5 you want: Credited to 2012 estimated are that I have examined this return, including accompany		tatomari		unde		36	d boliof it is true
	n		parer (other than taxpayer) is based on all information o				Desi Of	_ _		
_			I							RS discuss this reture reparer shown belo
e	re	Signature of officer	Data	- Title						ctions)? X Yes
		Signature of officer Print/Type preparer's nar	Date Preparer's signature	v iitle		ate				PTIN
ai	id							Chec		
e	epare	r 📙							mployed	1
30	e Onl	y							•	
									Firm's EIN Phone no.	Firm's EIN ► Phone no.

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For Example 10

Sche	dule C	Dividends and Special Deductions (see instructions)	(a) Dividends received	(b) %	(c) Special deductions (a) × (b)
		m less-than-20%-owned domestic corporations (other than debt-finance	ed 20,000	70	14,000
	Dividends fro stock)	m 20%-or-more-owned domestic corporations (other than debt-finance	ed	80	
3	Dividends on	debt-financed stock of domestic and foreign corporations		See	
4	Dividends on	certain preferred stock of less-than-20%-owned public utilities		42	
5	Dividends on	certain preferred stock of 20%-or-more-owned public utilities		48	
6	Dividends fro	m less-than-20%-owned foreign corporations and certain FSCs		70	
7	Dividends fro	m 20%-or-more-owned foreign corporations and certain FSCs		80	
8	Dividends fro	m wholly owned foreign subsidiaries		100	-
10	Dividends fr	nes 1 through 8. See instructions for limitation	ent	100	14,000
11	Dividends fro	m affiliated group members		100	
12	Dividends fro	m certain FSCs		100	
13	Dividends fro	m foreign corporations not included on lines 3, 6, 7, 8, 11, or 12			
14	Income from	controlled foreign corporations under subpart F (attach Form(s) 5471) .			
15	Foreign divide	end gross-up			
16	IC-DISC and	former DISC dividends not included on lines 1, 2, or 3			
17	Other dividen	ds			
18	Deduction for	dividends paid on certain preferred stock of public utilities			
19	Total divider	ds. Add lines 1 through 17. Enter here and on page 1, line 4	▶ 20,000		
20	Total specia	deductions. Add lines 9, 10, 11, 12, and 18. Enter here and on page 1, I	line 29b	►	14,000 Form 1120 (2011

Observations.

- The dividends received deduction is normally limited by IRC §246. If this company had a 2011 profit of \$15,000 instead of a \$230,000 loss before the special dividends received deduction, the dividends received deduction would have been limited to 70% of the \$15,000 (or \$10,500) on Form 1120, U.S. Corporation Income Tax Return, page 2, Schedule C, line 9. There are no carryback or carryforwards for the unused dividends received deduction, so the additional deduction would be lost forever.
- **2.** As a manufacturer with wages, Leonard's Lasers, Ltd., might have qualified for the DPAD. However, the deduction is limited by net income from qualified activities. Therefore, the company cannot claim this deduction. In addition, IRC §172(d)(7) expressly prohibits any allowed DPAD from being included in the NOL carryforward.
- **3.** To make the election to forgo the NOL carryback period, the company marked the box on page 4 of Form 1120, line 11, as shown on the following page.

For Example 10

Form 11	20 (2011)	F	Page 4
Sche	clule K Other Information continued (see instructions)		
		Yes	No
5	At the end of the tax year, did the corporation:		
а	Own directly 20% or more, or own, directly or indirectly, 50% or more of the total voting power of all classes of stock entitled to vote of any foreign or domestic corporation not included on Form 851 , Affiliations Schedule? For rules of constructive ownership, see instructions.		✓
	If "Yes," complete (i) through (iv) below.		
	(ii) Employer (iii) Course (iv) P	ercenta	
			~
9	Enter the amount or tax exempt interest to or accrued during the tax year	\frown	
10	Enter the number of shareholders at the end of the tax year (if 100 or fewer) 1		
11	If the corporation has an NOL for the tax year and is electing to forego the carryback period, check here		
	If the corporation is filing a consolidated return, the statement required by Regulations section 1.1502-21(b)(3) must be attached		

or the election will not be valid. 12 Enter the available NOL carryover from prior tax years (do not reduce it by any deduction on line 29a.) ►\$

distrib

13	Are the corporation's total rec	eipts (line	1c plus lin	es 4 through	10 on page	1) for the tax year and	d its total assets at the end of
	the tax year less than \$250,000	0?					
_	f "Yes," the corporation is not	required to	complete	Schedules	M-1, and M-	-2 on page 5. Instead,	enter the total amount of cash

Note. Special rules apply to NOLs for real estate investment trusts (REIT), public utilities, and personal service corporations. These rules are not discussed in this chapter.

Using the C Corporation NOL Carryforward⁵⁴

NOLs may be carried forward until the entire NOL has been used for up to 20 years after the tax year in which the NOL was generated. When the available NOL is more than the taxable income for the carryforward year, the remainder is carried to the next year. The amount to carry forward is the available NOL that exceeds the modified taxable income for the carryforward year.

If a corporation carries forward its NOL, it enters the carryover on Form 1120, Schedule K, line 12. It also enters the deduction for the carryforward on line 29(a) of Form 1120, or the applicable line of the corporation's income tax return. The deduction cannot be more than the corporation's modified taxable income. Modified taxable income is the taxable income for that year with the following exceptions.

- 1. Only the NOLs for years prior to the NOL year for which the carryforward is being calculated are deducted. The earlier year NOLs are included in modified taxable income when determining what amount from the NOL year is needed to reduce taxable income to zero.
- **2.** The deduction for charitable contributions is calculated without consideration of any NOL carrybacks.

Example 11. Use the same facts as **Example 10**, except that the corporation also had an NOL carryforward from 2010 of \$11,000 for a total NOL carryforward of \$255,000. In 2012, the company had a net profit of \$90,000 before any NOL carryforwards. This includes a \$5,000 donation to a charitable foundation for preservation of Star Trek memorabilia. Excerpts from the entity's 2012 Form 1120 follow.

^{54.} IRS Pub. 542, *Corporations*.

For Example 11

	11	120		U.S. (Corporation I	ncome Ta	x Retur	n		OMB No. 1545-0123
Form			For cale	ndar year 2012 or tax	year beginning	, 2012	, ending		, 20	2012
		of the Treasury enue Service			m 1120 and its separ					
	heck i			Name					B Employ	yer identification number
		ated return form 851)		Leonard's Lase	ers Ltd					26-8888888
		ite consoli-	OR	Number, street, and ro	om or suite no. If a P.O. b	ox, see instructions	ŝ.		C Date inc	corporated
	ated ret ersonal			2311 N Los Ro	bles Apt 4A					09/24/2007
(a	ittach S	Sch. PH)		City or town, state, and	I ZIP code				D Total as	ssets (see instructions)
		service corp. uctions)		Pasadena, CA	91101				\$	760,000
			E Check	cif: (1) 🗌 Initial return	n (2) 🗌 Final re	eturn (3)	Name cha	nge (4) 🗌 Ado	dress change
	1a	Gross receipt	s or sales	s			1a 8	90,000		
	b	Returns and a	allowance	es			1b			
	с	Balance. Subt	tract line	1b from line 1a .					1c	890,000
	2	Cost of goods	s sold (att	tach Form 1125-A).					2	400,000
	3	Gross profit. S	Subtract I	line 2 from line 1c					3	490,000
ခု	4	Dividends (Sc							4	20,000
ncome	5	Interest							5	
Ĕ	6	Gross rents							6	
	7	Gross royaltie	s						7	
	8	,			(Form 1120))				8	
	9				ne 17 (attach Form 479					
	10	•	,		ement)				10	
	11				· · · · · · · ·				▶ 11	
	12				-attach Form 1125-E)					
us.)	12									
Ę			÷ .		s)					· · · ·
p	14	•							14	
- pe	15								15	
5	16								16	
su	17	Taxes and lice	enses .						17	
Ę	18	Interest .							18	
lita	19	Charitable co	ntribution	ns					19)
Ē	20	Depreciation f	from Forr	m 4562 not claimed o	n Form 1125-A or else	where on return ((attach Form	4562)	20)
for	21	Depletion .							21	
su	22	Advertising							22	2
-iti	23	Pension, profi	it-sharing	g, etc., plans					23	3
Ť	24	Employee ber	nefit prog	grams					24	۱ – ۱
ins	25	Domestic pro	duction a	activities deduction (a	ttach Form 8903) .				25	5 0
ee	26	Other deducti	ions (atta	ich statement) .					26	;
S)	27								▶ 27	415,000
ŝ	28			•	eduction and special o					
Ē	29a				ns)			81,000		
Deductions (See instructions for limitations on deductions.)	b			,				14,000		
ă	c		`	, ,	· · · · · · · ·			,	290	c 95.000
P	30				e 28 (see instructions)				30	
ts, a	31			Part I, line 11)	,				30	
s	32				edule J. Part II. line 21)			31	
Tax, Refundable Credits, a Payments	32 33	1,2		,	eck if Form 2220 is att	,		 ⊾	$\boxed{32}$	
hdab Payn	33 34			,				•	_	
lefur F					e total of lines 31 and 3				34	
ax, F	35			•	otal of lines 31 and 33			 Refunded	► 35	
μ	36				ed to 2013 estimated				00	e and belief, it is true, correct,
Sig	n				r) is based on all information of			5 310 500t Of HI		
-	-				I					ne IRS discuss this return ne preparer shown below
He	re	Signature of the	loor		Data	- Title				structions)? X Yes No
		Signature of offi		2020	Date	/ IIIIe	Dete			
Pai	id	Print/Type p	neparer s i	name	Preparer's signature		Date		Check 🗌] if PTIN
	epar	er ———							self-emplo	byed
	e Or		> ►					Firm's E	EIN 🕨	
		Firm's addre						Phone I	no.	
For	Pape	rwork Reductio	on Act No	otice, see separate i	nstructions.	С	at. No. 114500	2		Form 1120 (2012

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For Example 11

Sch	edule C Dividends and Special Deductions (see instructions)	(a) Dividends		Page 2
001		received	(b) %	(a) × (b)
1	Dividends from less-than-20%-owned domestic corporations (other than debt-financed stock)	20,000	70	14,000
2	Dividends from 20%-or-more-owned domestic corporations (other than debt-financed stock)		80	
3	Dividends on debt-financed stock of domestic and foreign corporations		see instructions	
4	Dividends on certain preferred stock of less-than-20%-owned public utilities		42	
5	Dividends on certain preferred stock of 20%-or-more-owned public utilities		48	
6	Dividends from less-than-20%-owned foreign corporations and certain FSCs		70	
7	Dividends from 20%-or-more-owned foreign corporations and certain FSCs		80	
8	Dividends from wholly owned foreign subsidiaries		100	
9 10	Total. Add lines 1 through 8. See instructions for limitation Dividends from domestic corporations received by a small business investment company operating under the Small Business Investment Act of 1958		100	14,000
11	Dividends from affiliated group members		100	
12	Dividends from certain FSCs		100	
13	Dividends from foreign corporations not included on lines 3, 6, 7, 8, 11, or 12			
14	Income from controlled foreign corporations under subpart F (attach Form(s) 5471) .			
15	Foreign dividend gross-up			
16	IC-DISC and former DISC dividends not included on lines 1, 2, or 3			
17	Other dividends			
18	Deduction for dividends paid on certain preferred stock of public utilities	00.000		
19	Total dividends. Add lines 1 through 17. Enter here and on page 1, line 4	20,000		14,000
20	Total special deductions. Add lines 9, 10, 11, 12, and 18. Enter here and on page 1, line 1	29b	🕨	Form 1120 (2012

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For Example 11

Form 1	120 (2012)				F	-age 4
Sche	edule K Other Information continued (see instruct	ctions)				
5 a	At the end of the tax year, did the corporation: Own directly 20% or more, or own, directly or indirectly, 50% or more any foreign or domestic corporation not included on Form 851, Affiliatio If "Yes," complete (i) through (iv) below.				Yes	No ✓
	(i) Name of Corporation	(ii) Employer Identification Number (if any)	(iii) Country of Incorporation	(iv) Pe Owned S		
b	Own directly an interest of 20% or more, or own, directly or indirectly, (including an entity treated as a partnership) or in the beneficial interest If "Yes," complete (i) through (iv) below.		, ,			1
	(i) Name of Entity	(ii) Employer Identification Number (if any)	(iii) Country of Organization	(iv) N Percentag	laximur ge Own ss. or o	n led in
~						
9	Enter the amount of accrued during	g the tax year	$\sim\sim$	·····	\sim	Γ
10	Enter the number of shareholders at the end of the tax year (if 100	,	1			
11	If the corporation has an NOL for the tax year and is electing to fore If the corporation is filing a consolidated return, the statement requ or the election will not be valid.	• • • •		. ►∟ e attached		
12	Enter the available NOL carryover from prior tax years (do not reduce i	t by any deduction on line 29	a.) ►\$	255,000		
13	Are the corporation's total receipts (line 1c plus lines 4 through 10 the tax year less than \$250,000?					✓
	"Vos." the corporation is not required to complete Schedules L-M	1-1, and M-2 on page 5. Ins	tead, enter the total amo	unt of each	4	

Observations.

- **1.** The dividends received deduction is calculated before the NOL carryforwards. Therefore, the company deducted the entire \$14,000 allowed under these provisions prior to calculating any adjustments for charitable contributions or NOL carryforwards.
- **2.** Because the NOL carryforwards reduce taxable income to zero, the corporation's allowed DPAD for 2012 was also zero.⁵⁵
- **3.** None of the \$5,000 charitable contribution was shown as a deduction for 2012. Furthermore, the \$5,000 contribution does not carry forward to future years.⁵⁶ However, the remaining NOL carryforward was adjusted to increase the amount available for future years.⁵⁷
- 4. The calculation of the 2012 NOL deduction is shown on the following page.

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^{55.} Instructions for Form 8903, *Domestic Production Activities Deduction*.

^{56.} IRC §170(d)(2)(B).

^{57.} IRC §172(b).

Calculation of Line 29a on Form 1120

	2012 taxable income Dividends received deduction (Line 29b "Special deductions")	\$ 95,000 (14,000)	
	Adjusted taxable income before NOL carryforwards 2010 NOL	\$ 81,000 (11,000)	\$11,000
Α.	Remaining taxable income before 2011 NOL carryforward	\$ 70,000	
	2011 NOL Lesser of lines A or B Total NOL deduction	\$244,000	70,000 \$81,000

5. The calculation of the remaining 2011 NOL carryforward follows.

2011 NOL	\$244,000
Less: carryforward used in 2012 (line C in observation 4)	(70,000)
Plus: adjustment for charitable contributions eliminated by NOL (IRC §172(b)(2))	5,000
Remaining 2011 NOL carried forward to 2013	\$179,000

ATRA DEPRECIATION CHANGES FOR 2013

Note. For comprehensive explanations of depreciation methods, see the 2011 University of Illinois Federal Tax Fundamentals, Chapter 4: Depreciation Basics; and the 2011 University of Illinois Federal Tax Workbook, Chapter 1: Depreciation. These can be found at www.taxschool.illinois.edu/taxbookarchive.

The American Taxpayer Relief Act of 2012 (ATRA), enacted on January 2, 2013, affected several depreciation options.

- 1. Bonus depreciation was extended and modified.⁵⁸
- **2.** The 15-year straight-line depreciation method was extended for qualified leasehold improvements, qualified restaurant buildings and improvements, and qualified retail improvements.⁵⁹
- 3. IRC §179 limits were increased, and the election to treat certain real property as §179 property was extended.

The following table summarizes the provisions in effect during 2013 with respect to qualified real property.

Depreciation Provisions Related to Qualified Real Property

	Leasehold Improvements	Restaurant Buildings and Improvements	Retail Improvements
15-year depreciable	Yes, if placed in service	Yes, if placed in service	Yes, if placed in service
life	before 2014	before 2014	before 2014
Bonus depreciation	Yes, if placed in service before 2014 and lease is between unrelated parties	No	No
Section 179 (limited to	Yes, if placed in service	Yes, if placed in service	Yes, if placed in service
\$250,000)	before 2014	before 2014	before 2014

^{58.} IRC §168(k).

^{59.} IRC §168(e)(3)(E).

BONUS DEPRECIATION

ATRA extended the 50% bonus depreciation for qualifying assets placed in service **before** January 1, 2014. For property with a longer production period⁶⁰ and certain noncommercial aircraft,⁶¹ this deadline is extended for one year. Therefore, this property must be placed in service before January 1, 2015. Unless Congress passes additional extensions or modifications, all provisions for bonus depreciation expire after December 31, 2014.

Qualified leasehold improvements are eligible for bonus depreciation. However, the Code specifically **excludes** restaurant buildings and improvements⁶² and retail improvements⁶³ from bonus depreciation provisions. Nonetheless, if an improvement to a restaurant or retail establishment also meets all of the requirements for qualified leasehold improvements, bonus depreciation can be used for that improvement.

QUALIFIED 15-YEAR PROPERTY⁶⁴

ATRA extended the availability of the shorter 15-year depreciation class for certain real estate improvements described below. These provisions expire December 31, 2013. Unless Congress passes additional extensions, these types of properties placed in service on or after January 1, 2014, will be depreciated over 39 years.

Qualified Leasehold Improvement Property

Generally, qualified leasehold improvement property is any improvement to an interior part of a building that is nonresidential real property, if all the following requirements are met.

- 1. The lease agreement is between **unrelated** parties. (See IRS Pub. 946, *How To Depreciate Property*, for a list of parties considered to be related for these purposes.)
- **2.** The improvement is made under the terms of the lease by the lessee (or any sublessee) or the lessor of that part of the building.
- 3. That part of the building is to be occupied exclusively by the lessee (or any sublessee) of that part.
- **4.** The improvement is placed in service more than three years after the date the building was first placed in service by any person.
- 5. The improvement is IRC §1250 property.

However, a qualified leasehold improvement does **not** include any improvement for which the expenditure is attributable to any of the following.

- The enlargement of the building
- Any elevator or escalator
- Any structural component benefiting a common area
- The internal structural framework of the building

^{64.} IRS Pub. 946, How to Depreciate Property.

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^{60.} IRC §168(k)(2)(B).

^{61.} IRC §168(k)(2)(A)(iv) and §168(k)(2)(C).

^{62.} IRC §168(e)(7)(B).

^{63.} IRC \$168(e)(8)(D).

Qualified Restaurant Property

Qualified restaurant property is any real property in which more than 50% of the building's square footage is devoted to the preparation of meals and seating for on-premise consumption of prepared meals. Both original buildings and improvements may qualify. This provision does **not** require that the lessor and lessee be unrelated parties.

Qualified Retail Improvement Property

Qualified retail improvement property is any improvement to an interior portion of nonresidential real property if it meets the following requirements. This provision does **not** require that the lessor and lessee be unrelated parties.

- 1. The portion is open to the general public and is used in a retail trade selling tangible property to the general public.
- 2. The improvement is placed in service more than three years after the date the building was first placed in service.
- **3.** The expenses are **not** for the enlargement of the building, any elevator or escalator, any structural components benefiting a common area, or the internal structural framework of the building.

IRC §179

ATRA extended the higher dollar limit and investment limit for qualified property. The maximum amount a taxpayer may elect for tax years beginning in 2013 is \$500,000 of the cost of qualifying property placed in service for the tax year. The \$500,000 amount is reduced on a dollar-for-dollar basis by the amount by which the cost of qualifying property placed in service during the tax year exceeds \$2 million. Unless Congress changes the law, these limits will revert to \$25,000 and \$200,000 (plus adjustments for inflation) for tax years beginning after December 31, 2013.

In addition to increasing the limits, ATRA allowed qualified leasehold improvement property, qualified restaurant property, and qualified retail improvement property to continue to qualify as §179 property. However, the maximum §179 expense deduction for these types of property is \$250,000. If the §179 deduction of these assets is limited by income, the excess **may not** be carried over to tax years beginning after December 31, 2013.⁶⁵ Unless modified by Congress, these types of assets will no longer qualify for §179 for tax years beginning after 2013.

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APPENDIX

Payroll Deduction IRA

Key advantage	Easy to set up and maintain.
Employer eligibility	Any employer with one or more employees.
Employer's role	Arrange for employees to make payroll deduction contribution. Transmit contributions for employees to IRA. No annual filing requirement for employer.
When to set up the plan	Any time up to the due date of the employee's return, excluding extensions.
Contributors to the plan	Employee contributions remitted through payroll deduction.
Maximum annual contribution (per participant)	\$5,500 for 2013. Participants age 50 or over can make additional contribution up to \$1,000.
Contributor's options	Employee can decide how much to contribute at any time.
Minimum employee coverage requirements	There is no requirement. Can be made available to any employee.
Withdrawals, loans and payments	Withdrawals permitted anytime subject to federal income taxes; early withdrawals subject to an additional tax (special rules apply to Roth IRAs).
Last date for employer contributions	N/A
Top-heavy restrictions	No
Vesting	Contributions are immediately 100% vested.
Compensation from self-employment defined (See Observation 1 after Example 6)	SEP method
IRC reference for calculation	IRC §219(f)(1) referencing IRC §401(c)(2)

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	SEP
Key advantage	Easy to set up and maintain.
Employer eligibility	Any employer with one or more employees.
Employer's role	May use IRS Form 5305-SEP to set up the plan. No annual filing requirement for employer.
When to set up the plan	Any time up to the due date of the employer's return, including extensions.
Contributors to the plan	Employer contributions only.
Maximum annual contribution (per participant)	Up to 25% of compensation but no more than \$51,000 for 2013. Maximum compensation on which contributions can be based is \$255,000 for 2013.
Contributor's options	Employer can decide whether to make contributions year-to-year.
Minimum employee coverage requirements	Must cover all employees who are at least 21 years of age, employed by the employer for 3 of the last 5 years and had compensation of \$550 for 2013.
Withdrawals, loans and payments	Withdrawals permitted anytime subject to federal income taxes; early withdrawls subject to an additional tax.
Last date for employer contributions	Due date of the employer's return, including extensions
Top-heavy restrictions	Yes
Vesting	Contributions are immediately 100% vested.
Compensation from self-employment defined (See Observation 1 after Example 6)	SEP method
IRC reference for calculation	IRC §408(k) which references §414(s), which references Treas. Reg. §1.414(s)-1(b)(3) and (c)(2), which reference IRC §415(c)(3)(B), which references IRC §401(c)(2)

SEP

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Key advantage	Salary reduction plan with little administrative paperwork.
Employer eligibility	Any employer with 100 or fewer employees that does not curently maintain another retirement plan.
Employer's role	May use IRS Forms 5304-SIMPLE or 5305-SIMPLE to set up the plan. No annual filing requirement for employer. Bank or financial institution handles most of the paperwork.
When to set up the plan	Any time between 1/1 and 10/1 of the calendar year. For a new employer coming into existence after 10/1, as soon as administratively possible.
Contributors to the plan	Employee salary reduction contributions and employer contributions.
Maximum annual contribution (per participant)	Employee: \$12,000 in 2013. Participants age 50 or over can make additional contributions up to \$2,500. Employer: Either match employee contributions 100% of first 3% of compensation (can be reduced to as low as 1% in any 2 out of 5 years.); or contribute 2% of each eligible employee's compensation, up to \$255,000 in 2013 wages.
Contributor's options	Employee can decide how much to contribute. Employer must make matching contributions or contribute 2% of each employee's compensation.
Minimum employee coverage requirements	Must be offered to all employees who have earned income of at least \$5,000 in any prior 2 years, and are reasonably expected to earn at least \$5,000 in the current year.
Withdrawals, loans and payments	Withdrawals permitted anytime subject to federal income taxes; early withdrawals subject to an additional tax.
Last date for employer contributions	Due date of the employer's return, including extensions.
Top-heavy restrictions	No
Vesting	Employee salary reduction contributions and employer contributions are immediately 100% vested.
Compensation from self-employment defined (See Observation 1 after Example 6)	SIMPLE method
IRC reference for calculation	IRC §408(p)(6)(A)(ii), which references IRC §1402(a)

SIMPLE IRA Plan

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Profit Sharing

Key advantage	Permits employer to make large contributions for employees.
Employer eligibility	Any employer with one or more employees.
Employer's role	No model form to establish this plan. May need advice from a financial institution or employee benefit adviser. Must file annual Form 5500.
When to set up the plan (see IRS Pub. 560)	By the end of the tax year.
Contributors to the plan	Annual employer contribution is discretionary.
Maximum annual contribution (per participant)	Up to the lesser of 100% of compensation or \$51,000 for 2013. Employer can deduct amounts that do not exceed 25% of aggregate compensation for all participants.
Contributor's options	Employer makes contribution as set by plan terms.
Minimum employee coverage requirements	Generally, must be offered to all employees at least 21 years of age who worked at least 1,000 hours in a previous year.
Withdrawals, loans and payments	Withdrawals permitted after a specified event occurs (e.g., retirement, plan termination, etc.) subject to federal income taxes. Plan may permit loans and hardship withdrawals; early withdrawals subject to an additional tax.
Last date for employer contributions (see IRS Pub. 560)	Due date of the employer's return including extensions
Top-heavy restrictions	Yes
Vesting	May vest over time according to plan terms.
Compensation from self-employment defined (See Observation 1 after Example 6)	SEP method
IRC reference for calculation	IRC §401(c)(2)

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Traditional 401(k)

Key advantage	Permits high level of salary deferrals by employees.
Employer eligibility	Any employer with one or more employees.
Employer's role	No model form to establish this plan. May need advice from a financial institution or employee benefit adviser. Must file annual Form 5500. Requires annual nondiscrimination testing to ensure that plan does not discriminate in favor of highly compensated employees.
When to set up the plan (see IRS Pub. 560)	By the end of the tax year.
Contributors to the plan	Employee salary reduction contributions and maybe employer contributions.
Maximum annual contribution (per participant)	Employee: \$17,500 in 2013. Participants age 50 or over can make additional contributions up to \$5,500. Employer/Employee Combined: Up to the lesser of 100% of compensation or \$51,000 for 2013. Employer can deduct (1) amounts that do not exceed 25% of aggregate compensation for all participants and (2) all salary reduction contributions.
Contributor's options	Employee can decide how much to contribute based on a salary reduction agreement. The employer can make additional contributions, including matching contributions as set by plan terms.
Minimum employee coverage requirements	Generally, must be offered to all employees at least 21 years of age who worked at least 1,000 hours in a previous year.
Withdrawals, loans and payments	Withdrawals permitted after a specified event occurs (e.g., retirement, plan termination, etc.) subject to federal income taxes. Plan may permit loans and hardship withdrawals; early withdrawals subject to an additional tax.
Last date for employer contributions (see IRS Pub. 560)	Due date of the employer's return including extensions
Top-heavy restrictions	Yes
Vesting	Employee salary redution contributions are immediately 100% vested. Employer contributions may vest over time according to plan terms.
Compensation from self-employment defined (See Observation 1 after Example 6)	SEP method
IRC reference for calculation	IRC §401(k)(9), which references §414(s), which references Treas. Reg. §1.414(s)-1(b)(3) and (c)(2), which reference IRC §415(c)(3)(B), which references IRC §401(c)(2)

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SIMPLE 401(k)^a

Key advantage	Avoids annual testing.
Employer eligibility	Any employer with 100 or fewer employees who make \$5,000 or more in the preceding year. The employer must not currently maintain another retirement plan.
Employer's role	No model form to establish this plan. May need advice from a financial institution or employee benefit adviser. A minimum amount of employer contributions is required. Must file annual Form 5500.
When to set up the plan (see IRS Pub. 560)	Any time between 1/1 and 10/1 of the calendar year. For a new employer coming into existence after 10/1, as soon as administratively feasible.
Contributors to the plan	Employee salary deferrals and employer contributions.
Maximum annual contribution (per participant)	Employee: \$12,000 in 2013. Participants age 50 and over can make additional contributions up to \$2,500. Employer: Either match employee contributions 100% of first 3% of compensation; or contribute 2% of each eligible employee's compensation, up to \$255,000 in 2013 wages.
Contributor's options	Employee can decide how much to contribute. Employer must make matching contributions or contribute 2% of each employee's compensation.
Minimum employee coverage requirements	Generally, must be offered to all employees at least 21 years of age who worked at least 1,000 hours in a previous year.
Withdrawals, loans and payments	Withdrawals permitted anytime subject to federal income taxes. Plan may permit loans and hardship withdrawals. Early withdrawals subject to an additional tax.
Last date for employer contributions (see IRS Pub. 560)	Due date of the employer's return including extensions
Top-heavy restrictions	No
Vesting	Employee and employer contributions are immediatey 100% vested.
Compensation from self-employment defined (see Observation 1 after Example 6)	SIMPLE Method
IRC reference for calculation	IRC §401(k)(11)(D)(i), which references IRC §408(p), which references IRC §1402(a)
^a www.irs.gov/Retirement-Plans/Choosing-	a-Retirement-Plan:-SIMPLE-401(k)-Plan

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Key advantage	Permits high level of salary deferrals by employees without annual nondiscrimination testing.
Employer eligibility	Any employer with one or more employees.
Employer's role	No model form to establish this plan. May need advice from a financial institution or employee benefit adviser. A minimum amount of employer contributions is required. Must file annual Form 5500.
When to set up the plan (see IRS Pub. 560)	By the end of the tax year.
Contributors to the plan	Employee salary reduction contributions and employer contributions.
Maximum annual contribution (per participant)	Employee: \$17,500 in 2013. Participants age 50 or over can make additional contributions up to \$5,500. Employer/Employee Combined: Up to the lesser of 100% of compensation or \$51,000 for 2013. Employer can deduct (1) amounts that do not exceed 25% of aggregate compensation for all participants and (2) all salary reduction contributions.
Contributor's options	Employee can decide how much to contribute based on a salary reduction agreement. The employer must make either specified matching contributions or a 3% contribution for all participants.
Minimum employee coverage requirements	Generally, must be offered to all employees at least 21 years of age who worked at least 1,000 hours in a previous year.
Withdrawals, loans and payments	Withdrawals permitted after a specified event occurs (e.g., retirement, plan termination, etc.) subject to federal income taxes. Plan may permit loans and hardship withdrawals; early withdrawals subject to an additional tax.
Last date for employer contributions (see IRS Pub. 560)	Due date of the employer's return including extensions
Top-heavy restrictions	No
Vesting	Employee salary reduction contribution and most employer contributions are immediately 100% vested. Some employer contribution may vest over time according to plan terms.
Compensation from self-employment defined (See Observation 1 after Example 6)	SEP method
IRC reference for calculation	IRC §401(k)(9), which references §414(s), which references Treas. Reg. §1.414(s)-1(b)(3) and (c)(2), which reference IRC §415(c)(3)(B), which references IRC §401(c)(2)

Safe Harbor 401(k)

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Automatic Enrollment 401(k)

Key advantage	Provides high level of participation and permits high level of salary deferrals by employees. Also safe harbor relief for default investments.
Employer eligibility	Any employer with one or more employees.
Employer's role	No model form to establish this plan. May need advice from a financial institution or employee benefit adviser. Must file annual form 5500. May require annual nondiscrimination testing to ensure that plan does not discriminate in favor of highly compensated employees.
When to set up the plan (see IRS Pub. 560)	By the end of the tax year.
Contributors to the plan	Employee salary reduction contributions and maybe employer contributions.
Maximum annual contribution (per participant)	Employee: \$17,500 in 2013. Participants age 50 or over can make additional contributions up to \$5,500. Employer/Employee Combined: Up to the lesser of 100% of compensation or \$51,000 for 2013. Employer can deduct (1) amounts that do not exceed 25% of aggregate compensation for all participants and (2) all salary reduction contributions.
Contributor's options	Employees, unless they opt otherwise, make salary reduction contributions specified by the employer. The employer can make additional contributions, including matching contributions as set by plan terms.
Minimum employee coverage requirements	Generally, must be offered to all employees at least 21 years of age who worked at least 1,000 hours in a previous year.
Withdrawals, loans and payments	Withdrawals permitted after a specified event occurs (e.g., retirement, plan termination, etc.) subject to federal income taxes. Plan may permit loans and hardship withdrawals; early withdrawals subject to an additional tax.
Last date for employer contributions (see IRS Pub. 560)	Due date of the employer's return including extensions
Top-heavy restrictions	Depends on plan
Vesting	Employee salary reduction contributions are immediately 100% vested. Employer contributions may vest over time according to plan terms.
Compensation from self-employment defined (See Observation 1 after Example 6)	SEP method
IRC reference for calculation	IRC §401(k)(9), which references §414(s), which references Treas. Reg. §1.414(s)-1(b)(3) and (c)(2), which reference IRC §415(c)(3)(B), which references IRC §401(c)(2)

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