

State of Michigan Tax Law Changes Could Affect Your Withholding

Effective 1/1/2012, the state of Michigan will phase out the Michigan income tax exemption for private pension plans, such as your Dow Corning pension. State tax rules are based on the year of birth of the oldest spouse, regardless of who is receiving the benefit.

Read below for additional information and actions you may need to take before December 30, 2011:

If you were born prior to 1946:

Your Dow Corning pension continues to be exempt from tax in 2012 (up to \$45,842 for single filers or \$91,684 for joint filers).

If you currently do not have state tax withholding and you want this to continue, no action is required of you. If you currently have state tax withholding and you want this to continue (or would like to make a change), you must:

- Complete & return the enclosed MI W-4P form in the prepaid envelope.
- **Note:** *to be effective in January 2012, your form must be postmarked by 12/30/2011; forms received after this date will be processed for the next pension payment after receipt.*

If you were born in the years 1946-1952:

Your Dow Corning pension up to \$20,000 for single filers and \$40,000 for joint filers continues to be exempt from tax in 2012.

If you do not want state tax withholding or want to specify an amount (regardless of your current election), you must:

- Complete & return the enclosed MI W-4P form in the prepaid envelope.
- **Note:** *to be effective in January 2012, your form must be postmarked by 12/30/2011; forms received after this date will be processed for the next pension payment after receipt.*

If you do not return the MI W-4P form, 4.35% of your gross pension benefit will be withheld for MI state taxes beginning with your January 2012 pension check (Unless your withholding is currently above 4.35%. If it is currently above 4.35%, it will remain as-is and no action is required).

If you were born after 1952:

Your entire Dow Corning pension is taxable to age 67. At or after age 67, your Dow Corning pension is exempt up to \$20,000 for single filers and \$40,000 for joint filers (based on 2012 tax exemptions).

If you do not want state tax withholding or want to specify an amount (regardless of your current election), you must:

- Complete & return the enclosed MI W-4P form.
- **Note:** *to be effective in January 2012, your form must be postmarked by 12/30/2011; forms received after this date will be processed for the next pension payment after receipt.*

If you do not return the MI W-4P form, 4.35% of your gross pension benefit will be withheld for MI state taxes beginning with your January 2012 pension check (Unless your withholding is currently above 4.35%. If it is currently above 4.35%, it will remain as-is and no action is required).

Please Note: *Dow Corning cannot provide tax withholding advice. Therefore, it is recommended that you consult with your tax advisor regarding your specific state tax withholding requirements, along with any questions that might arise. This notice is intended for informational purposes only.*

Dow Corning Corporation
HR Service Center – Mail #HRSC
PO Box 994
Midland, MI 48686-0994
800-440-0772

Withholding Certificate for Michigan Pension or Annuity Payments

INSTRUCTIONS: Use Form MI W-4P to notify administrators of the correct amount of Michigan income tax to withhold from your pension or annuity payment(s). You may also use this form to choose not to have any Michigan income tax withheld from your payment(s). This does not apply to military pensions or certain pensions paid by the Railroad Retirement Board.

Significant income tax changes take effect for the 2012 tax year. Entities, over whom Michigan has jurisdiction, disbursing pension or annuity payments are required to collect withholding on those payments that are expected to be included in taxable income unless you choose to opt out by submitting this form (See instructions for line 1). Entities over which Michigan does not have jurisdiction are not required to withhold Michigan income tax from your pension or annuity payment(s). If your pension administrator does not withhold, you may need to make estimated income tax payments to avoid owing penalty and interest. For further information, see General Instructions on page two, the *Michigan Estimated Income Tax for Individuals* (MI-1040ES) or consult a tax advisor.

If you have more than one administrator, you will need to complete a form for each pension or annuity. If you do not file MI W-4P, the administrator may need to withhold even if you will not owe tax on your pension income. **See instructions on page two.**

GENERAL INFORMATION		
Name	Social Security Number	
Mailing Address (Number, Street, P.O. Box)		
City	State	ZIP Code
Marital Status <input type="checkbox"/> Single <input type="checkbox"/> Married <input type="checkbox"/> Married (withhold the same as "Single")		

For joint filers, the age of the oldest spouse determines the age category. Check only ONE box.

- 1. Check here if your pension or annuity payments are not taxable. **STOP HERE AND SIGN FORM.**
- 2. Check here if you (or your spouse) were born before 1946. See instructions for line 2.
- 3. Check here if you (or your spouse) were born during the period 1946 through 1952. See instructions for line 3.
- 4. Check here if you (and your spouse) were born after 1952. See instructions for line 4.

Complete the following applicable lines:

- 5. Enter number of personal exemptions allowed on your *Michigan Income Tax Return* (MI-1040). Exemptions should only be claimed once on all MI W-4s (wages) or MI W-4P forms submitted. 5.
- 6. Additional percentage amount, if any, you want withheld from your pension or annuity payment. This amount must be a percentage. 6.

	%
--	---

AUTHORIZATION	
Signature	
Printed or Typed Name and Title	Date

Sign and return this completed form to the administrator of your pension or annuity. Keep a copy for your records.

Visit www.michigan.gov/taxes for additional information.

Instructions for Completing MI W-4P, Withholding Certificate for Michigan Pension or Annuity Payments

General Instructions

Significant income tax changes take effect for the 2012 tax year. These changes may result in a balance due if the incorrect amount is withheld from pension or annuity payment(s).

There is no change in 2012 in the tax treatment of pension and retirement benefits for taxpayers born before 1946. Recipients born during the period 1946 through 1952 are eligible to deduct pension and retirement benefits up to \$20,000 for single taxpayers or married filing separate, or \$40,000 if married filing a joint return.

Recipients born after 1952 may not deduct pension and retirement benefits on the *Michigan Income Tax Return* (MI-1040). For joint filers, the age of the oldest spouse determines the age category.

Multiple pensions: If you (and your spouse) receive multiple pension payments, your withholding on those payments may not cover your entire tax liability. Married couples where each spouse receives payments on their own pension may choose to have withholding calculated as if they were single on the MI W-4P and select one personal exemption in order to have sufficient withholding to cover their tax liability. Taxpayers with multiple pensions may need to consult the MI-1040ES or a tax advisor to ensure the proper amount is withheld or paid in estimated income tax payments.

Estimated Payments: There are penalties for not paying enough state income tax during the year, either through withholding or estimated tax payments. Taxpayers who have chosen not to have tax withheld from their pension or annuity payments may be required to make estimated tax payments. Refer to Form MI-1040ES for estimated tax requirements.

When should I complete this form? Complete Form MI W-4P and give it to the administrator of your pension or annuity payments as soon as possible.

Your tax situation may change from year to year; you may want to evaluate your withholding each year. You can change the amount to be withheld by submitting an updated Form MI W-4P to your pension or annuity administrator at any time.

Is every pension administrator required to withhold Michigan tax? Only companies over whom Michigan has taxing jurisdiction are required to withhold Michigan tax from your pension and/or annuity payment(s). If your pension administrator does not fall under Michigan jurisdiction, you may request to have Michigan tax withheld, but the company is not required to do so. If no taxes are withheld from your payments, it is likely you will be required to make estimated payments in place of the withholding. Contact your pension and/or annuity administrator to verify if tax will be withheld from your payments.

Line-by-Line Instructions

Line 1: You may opt out of withholding tax from your pension and annuity benefits if you believe you will not have a balance due on your MI-1040. If you (and your spouse) opt to have no Michigan tax withheld from your pension or retirement benefits by checking the box on line 1, it may result in a balance due on your MI-1040 as well as penalty and/or interest. If you check the box on line 1, do not complete lines 6 and 7. **STOP HERE AND SIGN THE FORM.**

Line 2: If you (or your spouse) were born prior to 1946, all benefits from public sources are exempt and benefits from private sources may be subtracted up to for \$45,842 for a single filer or married filer filing separately or \$91,684 if married filing a joint return for the 2012 tax year. In addition, benefits that will be rolled into another qualified plan or IRA will not be taxable if the amount rolled over is not included in federal adjusted gross income (AGI). Any private pension payment in excess of the limits above is taxable.

Line 3: If you (or your spouse) were born during the period 1946 through 1952, the first \$20,000 for single filers or \$40,000 for joint filers of all private and public pension and annuity benefits may be subtracted from Michigan taxable income. Benefits in excess of these limits are taxable to Michigan.

Line 4: If you (and your spouse) were born after 1952, all private and public pension and annuity benefits are fully taxable and may not be subtracted from Michigan taxable income.

Line 5: Enter personal exemptions based on box checked on lines 1-4. The total number of exemptions you claim on line 6 may not exceed the number of exemptions you are entitled to claim when you file your MI-1040.

Line 6: You may designate additional withholding if you expect to owe more than the amount withheld. This amount must be a percentage.

NOTE: If you enter a number on line 5 and/or a percentage on line 6, do not check box 1. If box 1 is checked and line(s) 5 and/or 6 are completed, this will override line 1.

Failure to have sufficient tax withheld from your pension and/or annuity payment(s) may result in a balance due on your MI-1040 as well as penalty and/or interest.