

RETIREMENT PLAN LIMITS

LIMIT	2012	2011	2010	2009	2008	2007	2006
Elective Deferrals: 401(k), SARSEP, 403(b)	\$ 17,000	\$ 16,500	\$ 16,500	\$ 16,500	\$ 15,500	\$ 15,500	\$ 15,000
401(k), 403(b) Catch up over 50	5,500 *	5,500 *	5,500 *	5,500 *	5,000 *	5,000 *	5,000 *
457 Plan deferrals	17,000	16,500	16,500	16,500	15,500	15,500	15,000
457 Catch up over 50	5,500 **	5,500 **	5,500 **	5,500 **	5,000 **	5,000 **	5,000 **
SIMPLE Plan Deferrals	11,500	11,500	11,500	11,500	10,500	10,500	10,000
Simple Catch up over 50	2,500	2,500	2,500	2,500	2,500	2,500	2,500
Highly Compensated EE (HCE Definition)	115,000	110,000	110,000	110,000	105,000	100,000	100,000
Defined Benefit 415 Limit	200,000	195,000	195,000	195,000	185,000	180,000	175,000
Defined Contribution 415 Limit	100% of gross compensation up to \$50,000 ***	100% of gross compensation up to \$49,000 ***	100% of gross compensation up to \$49,000 ***	100% of gross compensation up to \$49,000 ***	100% of gross compensation up to \$46,000 ***	100% of gross compensation up to \$45,000 ***	100% of gross compensation up to \$44,000 ***
Qualified Plan/SEP Compensation Limit	250,000 ****	245,000 ****	245,000 ****	245,000 ****	230,000 ****	225,000 ****	220,000 ****
SEP Participation Compensation Amount	550	550	550	550	500	500	450
FICA Taxable Wage Base	110,100	106,800	106,800	106,800	102,000	97,500	94,200
Traditional & Roth IRA Contribution Limits	5,000	5,000	5,000	5,000	5,000	4,000	4,000
IRA Catch up over 50	1,000	1,000	1,000	1,000	1,000	1,000	1,000

* Verify use of 403(b) & 457 catch up provisions with the employer's plan expert.

** No aggregation with other elective deferrals required beginning 2002.

*** For plan years ending in the calendar year shown.

**** Compensation for matching contributions in a SIMPLE IRA plan is not limited under this regulation. Compensation up to \$466,666.66 for a person over 50 can be used to calculate a match. The match cannot be higher than the permitted deferral/catch-up amount of \$14,000. ($\$466,666.66 \times .03 = \$14,000$)