

# Benefit and Contribution Limits

2008 – 2012

Qualified Retirement Plans	2012	2011	2010	2009	2008
<b>Elective Deferral to 401(k) / 403(b) Plan</b> <i>(always on a calendar year basis)</i>	\$17,000	\$16,500	\$16,500	\$16,500	\$15,500
<b>Catch-Up Contribution to 401(k) / 403(b) Plan</b> <i>(Age 50 or over)</i>	\$5,500	\$5,500	\$5,500	\$5,500	\$5,000
<b>Defined Contribution Plans</b> <i>(annual contributions including deferral)</i>	\$50,000	\$49,000	\$49,000	\$49,000	\$46,000
<b>Annual Compensation Limit</b> <i>(100% of compensation if less than dollar limit )</i>	\$250,000	\$245,000	\$245,000	\$245,000	\$230,000
<b>Taxable Wage Base</b> <i>(income subject to Social Security Tax)</i>	\$110,100	\$106,800	\$106,800	\$106,800	\$102,000
<b>Highly Compensated Employee</b>	\$115,000	\$110,000	\$110,000	\$110,000	\$105,000
<b>Key Employee Comp Threshold in 401(k)/PS Plan</b>	\$165,000	\$160,000	\$160,000	\$160,000	\$150,000

Source: "COLA Increased for Dollar Limitations on Benefits and Contributions", IR-2001-103, October 20, 2011 – The Internal Revenue Service announced the cost-of-living adjustments applicable to dollar limitations for pension plans and other items for tax year 2012.



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