

2012 ANNUAL IRS LIMITS

The following are the Employee Benefit Plans 2012 dollar limits published on 10/20/11 by the IRS:

Provision	2012	2011	2010	2009	2008	2007
Contribution Limit for Defined Contribution Plans	\$ 50,000	\$ 49,000	\$ 49,000	\$ 49,000	\$ 46,000	\$ 45,000
Maximum 401(k), 403(b) & 457(b) Contribution	17,000	16,500	16,500	16,500	15,500	15,500
Age 50 and Older Catch-Up Contribution Limit	5,500	5,500	5,500	5,500	5,000	5,000
Annual Benefit Limit for Defined Benefit Plans	200,000	195,000	195,000	195,000	185,000	180,000
Maximum Compensation Limit	250,000	245,000	245,000	245,000	230,000	225,000
Highly Compensated Employees <i>Earning (in previous year) more than</i>	115,000	110,000	110,000	110,000	105,000	100,000
Key Employee Officer Compensation Threshold	165,000	160,000	160,000	160,000	150,000	145,000
Income Subject to Social Security Tax	110,100	106,800	106,800	106,800	102,000	97,500
ESOP:						
Maximum account balance subject to five-year distribution period	\$ 1,015,000	\$ 985,000	\$ 985,000	\$ 85,000	\$ 935,000	\$ 915,000
Amount used to determine the lengthening of the five-year distribution period	200,000	195,000	195,000	195,000	185,000	180,000
SIMPLE Plans:						
<i>Contribution limits</i>	\$ 11,500	\$ 11,500	\$ 11,500	\$ 11,500	\$ 10,500	\$ 10,500
<i>Age 50 and Older Catch-Up Contribution Limit</i>	2,500	2,500	2,500	2,500	2,500	2,500