

2012 RETIREMENT PLAN LIMITS

Regulation	What is it?	Does limit apply to Calendar Year or Plan Year?	What is the 2012 Limit?	What was the Prior Limit?
Section 415(c)(1)(A) - Annual Additions Limit for Defined Contribution Plans	Maximum total contributions and forfeitures that can be allocated to a participant's account during the Plan Year	Plan Year	Lesser of \$50,000 or 100% of compensation for Plan Year ending on or after 1/1/12	Lesser of \$49,000 or 100% of compensation for Plan Year ending on or after 1/1/11
Section 401(a)(17) - Annual Compensation Limit	Maximum amount of compensation that may be considered when allocating contributions and performing discrimination testing	Plan Year	\$250,000 for Plan Year beginning on or after 1/1/12	\$245,000 for Plan Year beginning on or after 1/1/11
Section 402(g) - Elective Deferral Limit	Maximum amount individual employee may contribute to 401(k) Plans, 403(b) Plans, and SARSEP Plans	Calendar Year	\$17,000 for 2012 Calendar Year	\$16,500 for 2011 Calendar Year
Section 414(v)(2)(B)(i) - 401(k) Catch Up Contribution Limit	Maximum amount, in addition to 402(g) limit described above, that employee age 50 or older may contribute to 401(k) Plan	Calendar Year	\$5,500 for 2012 Calendar Year	\$5,500 for 2011 Calendar Year
Section 414(q)(1)(B) - Compensation Limit	Annual compensation amount used to define "Highly Compensated Employee"	Plan Year	\$115,000 for Plan Year beginning on or after 1/1/12	\$110,000 for Plan Year beginning on or after 1/1/11
Section 416(i)(1)(A)(i) - Compensation Limit	Annual compensation amount used to define "Key Employee"	Plan Year	\$165,000 for Plan Year beginning on or after 1/1/12	\$160,000 for Plan Year beginning on or after 1/1/11
Social Security Taxable Wage Base	Amount of income subject to Social Security Tax. For Retirement Plans, this amount is used when allocating a profit sharing contribution, IF the plan uses a "Permitted Disparity" (aka Integrated) formula	Plan Year for Retirement Plan Purposes (Calendar Year for Payroll Purposes)	\$110,100 for Plan Year beginning on or after 1/1/12	\$106,800 for Plan Year beginning on or after 1/1/11



**THIRD PARTY
ADMINISTRATORS**