

RETIREMENT PLAN LIMITS 2012 – 2008

Description	2012	2011	2010	2009	2008
401(k) Elective Salary Deferral Limit	\$17,000	\$16,500	\$16,500	\$16,500	\$15,500
403(b) Elective Salary Deferral Limit	\$17,000	\$16,500	\$16,500	\$16,500	\$15,500
457(b) Annual Deferral Limit	\$17,000	\$16,500	\$16,500	\$16,500	\$15,500
SIMPLE Elective Deferral Limit ⁽¹⁾	\$11,500	\$11,500	\$11,500	\$11,500	\$10,500
Age 50 Catch-Up Limit ⁽¹⁾⁽²⁾	\$5,500	\$5,500	\$5,500	\$5,500	\$5,000
403(b) Lifetime Catch-Up Limit ⁽³⁾⁽⁴⁾	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
457(b) Special Catch-Up Limit ⁽⁵⁾	\$17,000	\$16,500	\$16,500	\$16,500	\$15,500
SIMPLE Age 50 Catch-Up Limit ⁽¹⁾	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500
Annual Addition Limit – DC Plans	\$50,000	\$49,000	\$49,000	\$49,000	\$46,000
Annual Benefit Limit – DB Plans	\$200,000	\$195,000	\$195,000	\$195,000	\$185,000
Maximum MAGI - Rollover to Roth IRA ⁽⁶⁾	NA	NA	NA	\$100,000	\$100,000
Compensation Limit ⁽⁷⁾	\$250,000	\$245,000	\$245,000	\$245,000	\$230,000
Social Security Wage Base	\$110,100	\$106,800	\$106,800	\$106,800	\$102,000
Highly Compensated Employee Comp	\$115,000	\$110,000	\$110,000	\$110,000	\$105,000
Key Employee Compensation	\$165,000	\$160,000	\$160,000	\$160,000	\$150,000
IRA Limit ⁽¹⁾	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
IRA Age 50 Catch-Up Limit ⁽⁴⁾	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000

The 401(k), 403(b), and 457(b) Salary Deferral Limits also apply to Roth 401(k), Roth 403(b) and governmental 457(b) Roth contributions. The 457(b) limit applies to both employee and employer contributions.

⁽¹⁾ Cost of Living formula did not result in an increase for 2012.

⁽²⁾ Applies to 401(k), 403(b) and governmental 457(b) plans. Does not apply to nongovernmental 457(b) plans.

⁽³⁾ May be used in addition to the Age 50 Catch-Up for Elective Salary Deferral or Roth 403(b) contributions, but does not increase the Annual Addition Limit. Lifetime Catch-Up when available must be used before the Age 50 Catch-Up may be used. There is a \$15,000 lifetime maximum.

⁽⁴⁾ 403(b) \$3,000 Lifetime Catch-Up and the IRA \$1,000 Age 50 Catch-Up are not subject to Cost Of Living Adjustments.

⁽⁵⁾ May not be used in same year as the Age 50 Catch-Up.

⁽⁶⁾ Starting in 2010 the \$100,000 MAGI limit had been eliminated for rollovers and conversions to Roth IRAs.

⁽⁷⁾ Certain employees in governmental plans in effect on 7/1/1993 may be subject to a 2012 limit of \$375,000.