

QUALIFIED PLAN BULLETIN

OCTOBER, 2011

2012 Retirement Plan Limits

Type of Limitation	Application of Limit	2012	2011	2010	2009	2008	2007
Maximum Considered Compensation:	Plan Year Beginning in:	\$250,000	\$245,000	\$245,000	\$245,000	\$230,000	\$225,000
IRC 415 Annual Additions Maximum (DC Plans):	Plan Year Ending in:	\$50,000	\$49,000	\$49,000	\$49,000	\$46,000	\$45,000
IRC 415 Maximum Benefit (DB Plans):	Plan Year Ending in:	\$200,000	\$195,000	\$195,000	\$195,000	\$185,000	\$180,000
Highly Compensated Employee Definition (wages in excess of):	Beginning of "Look-Back" Year	\$115,000	\$110,000	\$110,000	\$110,000	\$105,000	\$100,000
Key Employee – Officer Compensation (wages in excess of):	Beginning of "Look-Back" Year	\$165,000	\$160,000	\$160,000	\$160,000	\$150,000	\$145,000
Key Employee – more-than-1% Owner Compensation (wages in excess of):	Beginning of "Look-Back" Year Not COLA adjusted	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000
Social Security Taxable Wage Base:	Plan Year Beginning in:	\$110,100	\$106,800	\$106,800	\$106,800	\$102,000	\$97,500

Deferral Limits

401(k) Plan – Base 402(g) Maximum:	Calendar Year	\$17,000	\$16,500	\$16,500	\$15,500	\$15,500	\$15,000
401(k) Plan – Catch-up Contribution:	Calendar Year	\$5,500	\$5,500	\$5,500	\$5,000	\$5,000	\$5,000
SIMPLE-IRA – Base Maximum:	Calendar Year	\$11,500	\$11,500	\$11,500	\$10,500	\$10,500	\$10,000
SIMPLE-IRA – Catch-up Contribution:	Calendar Year	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500

Benetech, Inc. does not provide tax or legal advice. The above overview of qualified retirement plan limits is provided for general information purposes only, and should not be construed as advice regarding legal or tax issues.