

2012 COST-OF-LIVING ADJUSTMENTS FOR RETIREMENT AND OTHER BENEFIT PLANS

The IRS has announced the 2012 indexed dollar limits applicable to qualified retirement plans and other benefit plans. This document is provided for informational purposes only and is not intended as legal advice.

ITEM	IRC REFERENCE	2011	2012
401(k) and 403(b) Employee Deferral Limit ¹	402 (g) (l)	\$16,500	\$17,000
457 Employee Deferral Limit	457 (c) (15)	\$16,500	\$17,000
Catch-Up Contribution ²	414 (v) (2) (B) (i)	\$5,500	\$5,500
Defined Contribution Dollar Limit	415 (c) (l) (A)	\$49,000	\$50,000
Defined Benefit Dollar Limit	415 (b) (l) (A)	\$195,000	\$200,000
Compensation Limit ³	401 (a) (17), 404 (l)	\$245,000	\$250,000
Highly Compensated Employee Definitional Limits ⁴	414 (q) (l) (B)	\$110,000	\$115,000
Key Employee Officer Comp.	416 (i) (l) (A) (i)	\$160,000	\$165,000
SEP Eligibility Compensation Limit		\$550	\$550
SIMPLE Deferral Limit		\$11,500	\$11,500
SIMPLE Catch-up Limit (age 50+)		\$2,500	\$2,500
Social Security Taxable Wage Base		\$106,800	\$110,000
HSA (self/family) Maximum Contributions		\$3,050/\$6,150 \$1,200/\$2,400	\$3,100/\$6,250 \$1,200/\$2,400
Maximum HDHP Deductible Maximum Out-of-Pocket Expenses		\$5,950/11,900	\$6,050/\$12,100

Legend:

- ¹ Employee deferrals to all 401(k) and 403(b) plans must be aggregated for purposes of this limit. A lower limit applies to SIMPLE plans.
- ² Available to employees age 50 or older during the calendar year. A lower limit applies to SIMPLE plans.
- ³ All compensation from a single employer (including all members of a controlled group) must be aggregated for purposes of this limit.
- ⁴ For the 2012 plan year, an employee who earned more than \$110,000 in 2011 is an HCE. For the 2013 plan year, an employee who earns more than \$115,000 in 2012 is an HCE.

