



Retirement Benefits Designs, LLC
Administration & Compliance

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Annual Limits Applicable to Retirement Plans

<u>Contribution Limits:</u>	2012	2011	2010
401(k), 403(b) and Roth 401(k) , Roth 403(b) limit	\$17,000	\$16,500	\$16,500
457 plans maximum deferral limit	\$17,000	\$16,500	\$16,500
SIMPLE plans Election maximum deferral	\$11,500	\$11,500	\$11,500
Catch-up limit for 401(k), 403(b), SARSEP and 457 plans	\$5,500	\$5,500	\$5,500
Catch-Up for SIMPLE 401(k) plans and IRAs	\$2,500	\$2,500	\$2,500
Defined Benefit plans annual benefit limit	\$200,000	\$195,000	\$195,000
Defined Contribution plans annual contribution limit (401(k) Profit Sharing, SEP, SAR SEP without the Catch-up)	\$50,000	\$49,000	\$49,000
IRA /Roth IRA contribution limit	\$5,000	\$5,000	\$5,000
IRA Catch-Up limit	\$1,000	\$1,000	\$1,000
<u>Compensation Limits:</u>			
Highly compensated employees threshold	\$115,000	\$110,000	\$110,000
Eligible Compensation limit	\$250,000	\$245,000	\$245,000
Social Security Covered Compensation	\$110,100	\$106,800	\$106,800
Medicare Covered Compensation	no limit	no limit	no limit
<u>Key Employees</u>			
Officer compensation (minimum)	\$165,000	\$160,000	\$160,000
10 largest owners	no minimum	no minimum	no minimum
1% owners	\$150,000	\$150,000	\$150,000
<u>Social Security Taxes (may change for 2012)</u>			
Social Security/OASDI Rate Employer/Employee:	6.2%/ 4.2%	6.2%/ 4.2%	6.20%
Medicare Rate - Employer and Employee each:	1.45%	1.45%	1.45%
Combined Rate:	7.65%/ 5.65%	7.65%/ 5.65%	7.65%
<u>Self-Employment Taxes (may change for 2012)</u>			
Self-employment rate	10.40%	10.40%	12.40%
Medicare rate	2.90%	2.90%	2.90%
Combined rate	13.30%	13.30%	15.30%

For any question please contact Kalinka Petrova, QPA, QKA
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