



LEGISLATIVE BRIEF

2012 Indexed Figures for Qualified Retirement Plans

Qualified Retirement Plans must take various dollar limits into consideration. Some of these are indexed and can therefore change on occasion. The IRS has announced benefit plan limits for 2012. Below are the figures for 2012 along with the previous 2011 limits, for comparison.

LIMITS	2012	2011
401(k) Plan Elective Deferral Limit (Calendar Year)	\$17,000	\$16,500
401(k) Plan Catch-up Contribution Limits	\$5,500	\$5,500
Maximum Annual Contribution Limits (Money Purchase, Profit Sharing, Target Plans)	\$50,000	\$49,000
Maximum Annual Benefit Limit Defined Benefit Plans	\$200,000	\$195,000
Maximum Annual Compensation Limit	\$250,000	\$245,000
Compensation Limit for Highly Compensated Employees ¹	\$115,000	\$110,000
Social Security Taxable Wage Base Limit	\$110,100	\$106,800

¹Employees owning more than 5 percent of a company, as well as an employee who is a spouse, child, parent or grandparent of an employee owning more than 5 percent of a company will always be considered highly compensated. Determinations in 2013 are based on 2012 pay.

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