

The Phoenix Benefits Group, Inc.

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IRS Limits on Benefits and Compensation

	2012	2011	2010	2009	2008	2007	2006	2005	2004	2003
Defined contribution plan maximum annual addition [415(c)]	\$ 50,000	\$ 49,000	\$ 49,000	\$ 49,000	\$ 46,000	\$ 45,000	\$ 44,000	\$ 42,000	\$ 41,000	\$ 40,000
Elective deferral maximums										
for 401(k), 403(b), and SARSEP plans	17,000	16,500	16,500	16,500	15,500	15,500	15,000	14,000	13,000	12,000
for SIMPLE plans	11,500	11,500	11,500	11,500	10,500	10,500	10,000	10,000	9,000	8,000
Catch-up contributions (age 50 or older)										
for 401(k), 403(b), and SARSEP plans	5,500	5,500	5,500	5,500	5,000	5,000	5,000	4,000	3,000	2,000
for SIMPLE plans	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,000	1,500	1,000
Defined benefit plan maximum annual benefit [415(b)]	200,000	195,000	195,000	195,000	185,000	180,000	175,000	170,000	165,000	160,000
Compensation maximums										
for 401(a)(17) compensation limit	250,000	245,000	245,000	245,000	230,000	225,000	220,000	210,000	205,000	200,000
for 401(a)(17) limit for eligible participants in certain governmental plans	375,000	360,000	360,000	360,000	345,000	335,000	325,000	315,000	305,000	300,000
Highly Compensated Employee (HCE) compensation threshold [414(q)]	115,000	110,000	110,000	110,000	105,000	100,000	100,000	95,000	90,000	90,000
Officer compensation threshold for Top Heavy Key Employee definition [416(i)]	165,000	160,000	160,000	160,000	150,000	145,000	140,000	135,000	130,000	130,000
Taxable wage base	110,100	106,800	106,800	106,800	102,000	97,500	94,200	90,000	87,900	87,000

For more information on these limits, contact Doug Goelz
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