



## 2012 LIMITATIONS FOR QUALIFIED PENSION PLANS

The 2012 annual cost-of-living adjustments to certain benefit limitations applicable to tax-qualified employee pension plans under the Internal Revenue Code were released by the Internal Revenue Service on October 20, 2011. The limitations for 2012 are set forth below:

| Code Section                                       | 2012                     | 2011                   | 2010                   | 2009                   | 2008                   | 2007                   | 2006                   | 2005                   |
|--|--------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|
| 401(a)17/<br>404(1) Annual<br>Compensation         | \$250,000                | \$245,000              | \$245,000              | \$245,000              | \$230,000              | \$225,000              | \$220,000              | \$210,000              |
| 402(g)(1)<br>Elective 401(k)<br>Deferrals          | \$17,000                 | \$16,500               | \$16,500               | \$16,500               | \$15,500               | \$15,500               | \$15,000               | \$14,000               |
| 408(k)(2)(C)<br>SEP Minimum<br>Compensation        | \$550                    | \$550                  | \$550                  | \$550                  | \$500                  | \$500                  | \$450                  | \$450                  |
| 408(k)(3)(C)<br>SEP<br>Maximum<br>Compensation     | \$250,000                | \$245,000              | \$245,000              | \$245,000              | \$230,000              | \$225,000              | \$220,000              | \$210,000              |
| 408(p)(2)(E)<br>SIMPLE<br>Maximum<br>Contributions | \$11,500                 | \$11,500               | \$11,500               | \$11,500               | \$10,500               | \$10,500               | \$10,000               | \$10,000               |
| 409(o)(1)(C)<br>ESOP Limits                        | \$1,015,000<br>\$200,000 | \$985,000<br>\$195,000 | \$985,000<br>\$195,000 | \$985,000<br>\$195,000 | \$935,000<br>\$185,000 | \$915,000<br>\$180,000 | \$885,000<br>\$175,000 | \$850,000<br>\$170,000 |
| 414(q)(1)(B)<br>HCE<br>Threshold                   | \$115,000                | \$110,000              | \$110,000              | \$110,000              | \$105,000              | \$100,000              | \$100,000              | \$95,000               |
| 414(v)(2)(B)(i)<br>Catch-up<br>Contributions       | \$5,500                  | \$5,500                | \$5,500                | \$5,500                | \$5,000                | \$5,000                | \$5,000                | \$4,000                |
| 414(v)(2)(B)(ii)<br>Catch-up<br>Contributions      | \$2,500                  | \$2,500                | \$2,500                | \$2,500                | \$2,500                | \$2,500                | \$2,500                | \$2,000                |
| 415(b)(1)(A)<br>DB Limits                          | \$200,000                | \$195,000              | \$195,000              | \$195,000              | \$185,000              | \$180,000              | \$175,000              | \$170,000              |
| 415(c)(1)(A)<br>DC Limits                          | \$50,000                 | \$49,000               | \$49,000               | \$49,000               | \$46,000               | \$45,000               | \$44,000               | \$42,000               |
| 416(i)(1)(A)(i)<br>Key Employee                    | \$165,000                | \$160,000              | \$160,000              | \$160,000              | \$150,000              | \$145,000              | \$140,000              | \$135,000              |
| 457(e)(15)<br>Deferral Limits                      | \$17,000                 | \$16,500               | \$16,500               | \$16,500               | \$15,500               | \$15,500               | \$15,000               | \$14,000               |