

Retirement Plan Limits for 2012 and Earlier

The IRS has released the 2012 amounts for various plan-related limits. Independent Actuaries is pleased to provide this summary.

Note: The 2011 limits are the same as those for 2009 & 2010.

Limit and IRC Section	2012	2011	2010	2009	2008
Defined Benefit Plan Dollar Limit IRC §415(b)(1)(A)	\$200,000	\$195,000	\$195,000	\$195,000	\$185,000
Defined Contribution Plan Limit IRC §415(c)(1)(A)	\$50,000	\$49,000	\$49,000	\$49,000	\$46,000
401(k)/403(b) Elective Deferral Limit IRC §402(g)(1)	\$17,000	\$16,500	\$16,500	\$16,500	\$15,500
Governments/Tax-Exempts Deferral Limit IRC §457(e)(15)	\$17,000	\$16,500	\$16,500	\$16,500	\$15,500
401(k)/403(b)/457/SEP "Catch Up" Limit IRC §414(v)(2)(B)(i)	\$5,500	\$5,500	\$5,500	\$5,500	\$5,000
Annual Compensation Limit IRC §§401(a)(17), 404(l)	\$250,000	\$245,000	\$245,000	\$245,000	\$230,000
Highly Compensated Employee (HCE) Limit IRC §414(q)(1)(B) <i>(Compensation exceeding limit will make someone an HCE next year.)</i>	\$115,000	\$110,000	\$110,000	\$110,000	\$105,000
Key Employee Officer Compensation IRC §416(i)(1)(A)(i)	\$165,000	\$160,000	\$160,000	\$160,000	\$150,000
SEP Minimum Compensation IRC §408(k)(2)(C)	\$550	\$550	\$550	\$550	\$500
SEP Compensation IRC §408(k)(3)(C)	\$250,000	\$245,000	\$245,000	\$245,000	\$230,000
SIMPLE Employee Contribution Limit IRC §408(p)(2)(E)	\$11,500	\$11,500	\$11,500	\$11,500	\$10,500
SIMPLE "Catch-Up" Deferral Limit IRC §414(v)(2)(B)(ii)	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500



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