

American Pension Services, LLC

2012 RETIREMENT PLAN LIMITS

	2010	2011	2012
401(k)/403(b) Employee Elective Deferral Limit	\$16,500	\$16,500	\$17,000
Catch-Up Contribution Limits for Participants age 50 and older:			
401(k)/403(b) Plans	\$5,500	\$5,500	\$5,500
SIMPLE Plans	\$2,500	\$2,500	\$2,500
Individual Retirement Accounts	\$1,000	\$1,000	\$1,000
Defined Contribution Plan Contribution Limits (The maximum 'annual addition' is the lesser of 100% of compensation or this dollar amount).	\$49,000	\$49,000	\$50,000
Highly Compensated Employee Income Limit Any person who owns more than 5% of the company or who earned more than this limit in the prior year. Covered Compensation Limit	\$110,000 \$245,000	\$110,000 \$245,000	\$115,000 \$250,000
SIMPLE Elective Deferral Limit	\$11,500	\$11,500	\$11,500
Individual Retirement Account Contribution Limit	\$5,000	\$5,000	\$5,000
Defined Benefit Plan Limit The maximum annual benefit allowed at Social Security Retirement Age if the lesser of the highest three-year average compensation or this adjusted limit.	\$195,000	\$195,000	\$200,000
FICA Taxable Wage Base	\$106,800	\$106,800	\$110,100

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