Maximum Benefit and Contribution Limits

Type of Limitation	2012	2011	2010	2009	2008	2007	2006	2005	2004	2003	2002 [1]	2001	2000	1999	1998	1997	1996	1995	1994	1993	1992	1991	1990	1989	1988	1987	1986	1985	1984	1983	1982	1981	1980	1979	1978	1977	1976	1975
401(k) and SARSEP maximum deferral (402(g))	$17,000	$16,500	$16,500	$16,500	$15,500	$15,500	$15,000	$14,000	$13,000	$12,000	$11,000	$10,500	$10,500	$10,000	$10,000	$9,500	$9,500	$9,240	$9,240	$8,994	$8,728	$8,474	$7,979	$7,627	$7,313	$7,000												
403(b) maximum deferral	$17,000	$16,500	$16,500	$16,500	$15,500	$15,500	$15,000	$14,000	$13,000	$12,000	$11,000	$10,500	$10,500	$10,000	$10,000	$9,500	$9,500	$9,500	$9,500	$9,500	$9,500	$9,500	$9,500	$9,500	$9,500	$9,500												
457(b)(2) and 457(c)(1) maximum deferral	$17,000	$16,500	$16,500	$16,500	$15,500	$15,500	$15,000	$14,000	$13,000	$12,000	$11,000	$8,500	$8,000	$8,000	$8,000	$7,500	$7,500	$7,500	$7,500	$7,500	$7,500	$7,500	$7,500	$7,500	$7,500	$7,500	$7,500	$7,500	$7,500	$7,500	$7,500	$7,500	$7,500	$7,500				
SIMPLE Election maximum deferral	$11,500	$11,500	$11,500	$11,500	$10,500	$10,500	$10,000	$10,000	$9,000	$8,000	$7,000	$6,500	$6,000	$6,000	$6,000	$6,000																						
"Catch-up" contributions for 401(k), 403(b), SARSEP and 457	$5,500	$5,500	$5,500	$5,500	$5,000	$5,000	$5,000	$4,000	$3,000	$2,000	$1,000	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SIMPLE catch-ups	$2,500	$2,500	$2,500	$2,500	$2,500	$2,500	$2,500	$2,000	$1,500	$1,000	$500	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
[2] Defined Benefit Plan annual benefit	$200,000	$195,000	$195,000	$195,000	$185,000	$180,000	$175,000	$170,000	$165,000	$160,000	$160,000	$140,000	$135,000	$130,000	$130,000	$125,000	$120,000	$120,000	$118,800	$115,641	$112,221	$108,963	$102,582	$98,064	$94,023	$90,000	$90,000	$90,000	$90,000	$90,000	$90,000	$136,425	$124,500	$110,625	$98,100	$90,150	$84,525	$80,475	$75,000
[2] Defined Contribution Plan annual contribution	$50,000	$49,000	$49,000	$49,000	$46,000	$45,000	$44,000	$42,000	$41,000	$40,000	$40,000*	$35,000**	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$45,475	$41,500	$36,875	$32,700	$30,050	$28,175	$26,825	$25,000
[3] Annual Compensation Limit	$250,000	$245,000	$245,000	$245,000	$230,000	$225,000	$220,000	$210,000	$205,000	$200,000	$200,000	$170,000 [5]	$170,000 [5]	$160,000 [5]	$160,000 [5]	$160,000 [5]	$150,000 [5]	$150,000 [5]	$150,000 [5]	$235,840	$228,860	$222,220	$209,200	$200,000	$200,000@	$200,000@												
SEP Compensation	$250,000	$245,000	$245,000	$245,000	$230,000	$225,000	$220,000	$210,000	$205,000	$200,000	$200,000	$170,000	$170,000	$160,000	$160,000	$160,000	$150,000	$150,000	$150,000	$160,000	$160,000	$160,000	$150,000	$150,000														
SEP annual comp. floor	$550	$550	$550	$550	$500	$500	$450	$450	$450	$450	$450	$450	$450	$400	$400	$400	$400	$400	$396	$385	$374	$363	$342	$327	$313	$300												
[4] Highly Compensated Employees																																						
Any employee compensation	$115,000	$110,000	$110,000	$110,000	$105,000	$100,000	$100,000	$95,000	$90,000	$90,000	$90,000	$85,000	$85,000	$80,000	$80,000	$80,000	$100,000	$100,000	$99,000	$96,368	$93,518	$90,803	$85,485	$81,720	$78,353	$75,000												
Top-Paid group compensation	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	$66,000	$66,000	$66,000	$64,245	$62,345	$60,535	$56,990	$54,480	$52,235	$50,000												
Officer compensation	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	$60,000	$60,000	$59,400	$57,821	$56,111	$54,482	$51,291	$49,032	$47,012	$45,000												
[2] Key Employees																																						
Any Officer compensation	$165,000	$160,000	$160,000	$160,000	$150,000	$145,000	$140,000	$135,000	$130,000	$130,000	$130,000	$70,000	$67,500	$65,000	$65,000	$62,500	$60,000	$60,000	$59,400	$57,821	$56,111	$54,482	$51,291	$49,032	$47,012	$45,000	$45,000	$45,000	$45,000	$45,000								
10 largest owners compensation	N/A	N/A	N/A	N/A	N/A	N/A	NA	NA	N/A	N/A	N/A	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000	$30,000								
5% owner compensation	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum	no minimum								
1% owner compension	$150,000	$150,000	$150,000	$150,000	$150,000	$150,000	$150,000	$150,000	$150,000	$150,000	$150,000	$150,000	$150,000	$150,000	$150,000	$150,000	$150,000	$150,000	$150,000	$150,000	$150,000	$150,000	$150,000	$150,000	$150,000	$150,000	$150,000	$150,000	$150,000	$150,000								
Lump Sum limit for exess dist. Tax	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	$800,000	$750,000	$750,000	$742,500	$722,755	$701,380	$681,020	$641,140	$612,900	$587,645	$562,500												
Annual limit for exess dist. Tax	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	$160,000	$155,000	$150,000	$148,500	$144,551	$140,276	$136,204	$128,228	$122,580	$117,529	$112,500												
Qualified Police and Firefighters' DB Benefit Limit	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	$70,000	$66,000																					
[3] Social Security Tax																																						
Taxable Wage Base - Social Security	$110,100	$106,800	$106,800	$106,800	$102,000	$97,500	$94,200	$90,000	$87,900	$87,000	$84,900	$80,400	$76,200	$72,600	$68,400	$65,400	$62,700	$61,200	$60,600	$57,600	$55,500	$53,400	$51,300	$48,000	$45,000	$43,800	$42,000	$39,600	$37,800	$35,700	$32,400	$29,700	$25,900	$22,900	$17,700	$16,500	$15,300	$14,100
Taxable Wage Base - Medicare	no limit	no limit	no limit	no limit	no limit	no limit	no limit	no limit	no limit	no limit	no limit	no limit	no limit	no limit	no limit	no limit	no limit	no limit	no limit	$135,000	$130,200	$125,000	$51,300	$48,000	$45,000	$43,800	$42,000	$39,600	$37,800	$35,700	$32,400	$29,700	$25,900	$22,900	$17,700	$16,500	$15,300	$14,100
Social Security Rate	4.20%	4.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.06%	6.06%	5.70%	5.70%	5.70%	5.70%	5.40%	5.40%	5.35%	5.08%	5.08%	5.05%	4.95%	4.95%	4.95%
Medicare Rate	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.35%	1.30%	1.30%	1.30%	1.05%	1.05%	1.00%	0.90%	0.90%	0.90%
Combined Rate	5.65%	5.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.51%	7.51%	7.15%	7.15%	7.05%	7.00%	6.70%	6.70%	6.65%	6.13%	6.13%	6.05%	5.85%	5.85%	5.85%
Self-Employement Tax	10.40%	10.40%	12.40%	12.40%	12.40%	12.40%	12.40%	12.40%	12.40%	12.40%	12.40%	12.40%	12.40%	12.40%	12.40%	12.40%	12.40%	12.40%	12.40%	12.40%	12.40%	12.40%	12.40%	12.12%	12.12%	11.40%	11.40%	11.40%	11.40%	8.05%	8.05%	8.00%	7.05%	7.05%	7.10%	7.00%	7.00%	7.00%
Self-Employment Rate																																						
Medicare Rate	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	2.70%	2.60%	1.30%	1.30%	1.30%	1.05%	1.05%	1.00%	0.90%	0.90%	0.90%
Combined Rate	13.30%	13.30%	15.30%	15.30%	15.30%	15.30%	15.30%	15.30%	15.30%	15.30%	15.30%	15.30%	15.30%	15.30%	15.30%	15.30%	15.30%	15.30%	15.30%	15.30%	15.30%	15.30%	15.30%	15.02%	15.02%	14.30%	14.30%	14.10%	14.00%	9.35%	9.35%	9.30%	8.10%	8.10%	8.10%	7.90%	7.90%	7.90%
ESOP Distribution																																						
Normal distribution period (in years)	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5												
Threshold account balance	$1,015,000	$985,000	$985,000	$985,000	$935,000	$915,000	$885,000	$850,000	$830,000	$810,000	$800,000	$780,000	$755,000	$735,000	$725,000	$710,000	$690,000	$670,000	$660,000	$642,450	$623,450	$605,350	$569,900	$544,800	$522,350	$500,000												
One-year extension threshold IRC 409(o)(1)(C)(ii)	$200,000	$195,000	$195,000	$195,000	$185,000	$180,000	$175,000	$170,000	$165,000	$160,000	$160,000	$155,000	$150,000	$145,000	$145,000	$140,000	$132,000	$132,000	$132,000	$128,490	$124,690	$121,070	$113,980	$108,960	$104,470	$100,000												
Max. additional dist. Periods allowable	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5												
Maximum PBGC-Insured Annuity																																						
Age 65	$4,653.41	$4,500.00	$4,500.00	$4,500.00	$4,312.50	$4,125.00	$3,971.59	$3,801.14	$3,698.86	$3,664.77	$3,579.55	$3,392.05	$3,221.59	$3,051.44	$2,880.68	$2,761.36	$2,642.05	$2,573.86	$2,556.82	$2,437.50	$2,352.27	$2,250.00	$2,164.77	$2,028.41	$1,909.09	$1,857.95	$1,789.77	$1,687.50	$1,602.27	$1,517.05	$1,380.68	$1,261.36	$1,159.09	$1,073.86	$1,005.68	$937.50	$869.32	$801.14
Age 64	$4,327.67	$4,185.00	$4,185.00	$4,185.00	$4,010.63	$3,836.25	$3,693.58	$3,535.06	$3,439.94	$3,408.24	$3,328.98	$3,154.61	$2,996.08	$2,837.56	$2,679.03	$2,568.06	$2,457.11	$2,393.69	$2,377.84	$2,266.88	$2,187.61	$2,092.50	$2,013.24	$1,886.42	$1,775.45	$1,727.89	$1,664.49	$1,569.38	$1,490.11	$1,410.86	$1,284.03	$1,173.06	$1,077.95	$998.69	$935.28	$871.88	$808.47	$745.06
Age 63	$4,001.93	$3,870.00	$3,870.00	$3,870.00	$3,708.75	$3,547.50	$3,415.57	$3,268.98	$3,181.02	$3,151.70	$3,078.41	$2,917.16	$2,770.57	$2,623.98	$2,477.38	$2,374.77	$2,272.16	$2,213.52	$2,198.87	$2,096.25	$2,022.95	$1,935.00	$1,861.70	$1,744.43	$1,641.82	$1,597.84	$1,539.20	$1,451.25	$1,377.95	$1,304.66	$1,187.38	$1,084.77	$996.82	$923.52	$864.88	$806.25	$747.62	$688.98
Age 62	$3,676.19	$3,555.00	$3,555.00	$3,555.00	$3,406.88	$3,258.75	$3,137.56	$3,002.90	$2,922.10	$2,895.17	$2,827.84	$2,679.72	$2,545.06	$2,410.40	$2,275.74	$2,181.47	$2,087.22	$2,033.35	$2,019.89	$1,925.63	$1,858.29	$1,777.50	$1,710.17	$1,602.44	$1,508.18	$1,467.78	$1,413.92	$1,333.13	$1,265.79	$1,198.47	$1,090.74	$996.47	$915.68	$848.35	$794.49	$740.63	$686.76	$632.90
Age 61	$3,350.46	$3,240.00	$3,240.00	$3,240.00	$3,105.00	$2,970.00	$2,859.54	$2,736.82	$2,663.18	$2,638.63	$2,577.28	$2,442.28	$2,319.54	$2,196.82	$2,074.09	$1,988.18	$1,902.28	$1,853.18	$1,840.91	$1,755.00	$1,693.63	$1,620.00	$1,558.63	$1,460.46	$1,374.54	$1,337.72	$1,288.63	$1,215.00	$1,153.63	$1,092.28	$994.09	$908.18	$834.54	$773.18	$724.09	$675.00	$625.91	$576.82
Age 60	$3,024.72	$2,925.00	$2,925.00	$2,925.00	$2,803.13	$2,681.25	$2,581.53	$2,470.74	$2,404.26	$2,382.10	$2,326.71	$2,204.83	$2,094.03	$1,983.24	$1,872.44	$1,794.88	$1,717.33	$1,673.01	$1,661.93	$1,584.38	$1,528.98	$1,462.50	$1,407.10	$1,318.47	$1,240.91	$1,207.67	$1,163.35	$1,096.88	$1,041.48	$986.08	$897.44	$819.88	$753.41	$698.01	$653.69	$609.38	$565.06	$520.74
Age 59	$2,838.58	$2,745.00	$2,745.00	$2,745.00	$2,630.63	$2,516.25	$2,422.67	$2,318.70	$2,256.30	$2,235.51	$2,183.53	$2,069.15	$1,965.17	$1,861.20	$1,757.21	$1,684.43	$1,611.65	$1,570.05	$1,559.66	$1,486.88	$1,434.88	$1,372.50	$1,320.51	$1,237.33	$1,164.54	$1,133.35	$1,091.76	$1,029.38	$977.38	$925.40	$842.21	$769.43	$707.04	$655.05	$613.46	$571.88	$530.29	$488.70
Age 58	$2,652.44	$2,565.00	$2,565.00	$2,565.00	$2,458.13	$2,351.25	$2,263.81	$2,166.65	$2,108.35	$2,088.92	$2,040.34	$1,933.47	$1,836.31	$1,739.15	$1,641.99	$1,573.98	$1,505.97	$1,467.10	$1,457.39	$1,389.38	$1,340.79	$1,282.50	$1,233.92	$1,156.19	$1,088.18	$1,059.03	$1,020.17	$961.88	$913.29	$864.72	$786.99	$718.98	$660.68	$612.10	$573.24	$534.38	$495.51	$456.65
Age 57	$2,466.31	$2,385.00	$2,385.00	$2,385.00	$2,285.63	$2,186.25	$2,104.94	$2,014.60	$1,960.40	$1,942.33	$1,897.16	$1,797.79	$1,707.44	$1,617.10	$1,526.76	$1,463.52	$1,400.29	$1,364.15	$1,355.11	$1,291.88	$1,246.70	$1,192.50	$1,147.33	$1,075.06	$1,011.82	$984.71	$948.58	$894.38	$849.20	$804.04	$731.76	$668.52	$614.32	$569.15	$533.01	$496.88	$460.74	$424.60
Age 56	$2,280.17	$2,205.00	$2,205.00	$2,205.00	$2,113.13	$2,021.25	$1,946.08	$1,862.56	$1,812.44	$1,795.74	$1,753.98	$1,662.10	$1,578.58	$1,495.06	$1,411.53	$1,353.07	$1,294.60	$1,261.19	$1,252.84	$1,194.38	$1,152.61	$1,102.50	$1,060.74	$993.92	$935.45	$910.40	$876.99	$826.88	$785.11	$743.35	$676.53	$618.07	$567.95	$526.19	$492.78	$459.38	$425.97	$392.56
Age 55	$2,094.03	$2,025.00	$2,025.00	$2,025.00	$1,940.63	$1,856.25	$1,787.22	$1,710.51	$1,664.49	$1,649.15	$1,610.80	$1,526.42	$1,449.72	$1,373.01	$1,296.31	$1,242.61	$1,188.92	$1,158.24	$1,150.57	$1,096.88	$1,058.52	$1,012.50	$974.15	$912.78	$859.09	$836.08	$805.40	$759.38	$721.02	$682.67	$621.31	$567.61	$521.59	$483.24	$452.56	$421.88	$391.19	$360.51

@ Affects only top-heavy plans in 1987 and 1988

* For Plan Years beginning after December 31, 2001

** For Plan Years beginning before January 1, 2002

[1] not mandated by EGTRRA

[2] Effective for limitation year ending in calendar year

[3] Effective for limitation year beginning in calendar year

[4] The pension simplification provisions of the Small Business Job Protection Act of 1996 reduced the categories of highly-compensated employees to two (5% owners and those making $80,000 (indexed) or more). Prior to 1997, a $50,000 limit and a $75,000 limit were used.

[5] Pursuant to Notice 2001-56, In the case of a plan that uses annual compensation for periods prior to the first plan year beginning on or after January 1, 2002, to determine accruals or allocations for a plan year beginning on or after January 1, 2002, the plan is permitted to provide that the $200,000 compensation limit applies to annual compensation for such prior periods in determining such accruals or allocations.