

Social Security/HSA Limits

2012 Annual Benefit Plan Amounts

Contribution & Benefit Limits	2011 Limit	2012 Limit
Section 401(k), 403(b), or 457(b) annual deferral	\$16,500	\$17,000
SIMPLE plan annual deferral	\$11,500	\$11,500
Section 415 maximums		
• annual benefit from defined benefit plan	\$195,000	\$200,000
• annual additions to defined contribution plan	\$49,000	\$50,000
Maximum IRA contribution	\$5,000	\$5,000
Catch-up contribution limits		
• retirement plan	\$5,500	\$5,500
• SIMPLE plan	\$2,500	\$2,500
• IRA	\$1,000	\$1,000
Compensation Amounts		
Annual compensation limit	\$245,000	\$250,000
Grandfathered governmental plan participants	\$360,000	\$375,000
Highly compensated employees		
• any employee*	\$110,000	\$115,000 [❖]
• 5-percent owner	no minimum	no minimum
*Employer may elect to limit to top-paid 20%		
❖Due to the look-back rule, first applies in determining HCEs in 2013.		
Key employees		
• officer	\$160,000	\$165,000
• 1-percent owner	\$150,000	\$150,000
• 5-percent owner	no minimum	no minimum

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Social Security	2011 Limit	2012 Limit
• OASDI taxable wage base	\$106,800	\$110,100
• OASDI tax rate — employer	6.2%	6.2%
• OASDI tax rate — employee	4.2%	6.2% [#]
• max. monthly benefit at SSRA*	\$2,366	\$2,513
• cost of living adjustment	0%	3.6%
Maximum income without reducing Social Security retirement benefits		
• SSRA* or over	no limit	no limit
• year individual attains SSRA*	\$3,140/mo [^]	\$3,240/mo [^]
• under SSRA*	\$14,160/yr	\$14,640/yr

[#]Subject to legislative change.

*Social Security Retirement Age (age at which an individual may receive an unreduced monthly benefit).

[^]No limit on earnings beginning the month an individual attains SSRA.

HSA Limits

Maximum HSA contribution		
• individual	\$3,050	\$3,100
• family	\$6,150	\$6,250
Minimum HDHP deductible		
• individual	\$1,200	\$1,200
• family	\$2,400	\$2,400
Catch-up contribution limit	\$1,000	\$1,000

Please contact any member of our Employee Benefits Group if you have questions or if we may be of assistance.

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