PenSys
QUALIFIED RETIREMENT PLANS

Annual Plan Limits

	2012	2011	2010	2009	2008	2007
Maximum Considered Compensation	$250,000	$245,000	$245,000	$245,000	$230,000	$225,000
Limits on benefits and contributions:						
Defined contribution plans	$50,000	$49,000	$49,000	$49,000	$46,000	$45,000
Defined benefit plans	$200,000	$195,000	$195,000	$195,000	$185,000	$180,000
401(k), 403(b) and 457 plan elective deferrals	$17,000	$16,500	$16,500	$16,500	$15,500	$15,500
SIMPLE plan elective deferrals	$11,500	$11,500	$11,500	$11,500	$10,500	$10,500
IRA	$5,000	$5,000	$5,000	$5,000	$5,000	$4,000
Catch-up contributions:						
401(k), 403(b) and 457 plans	$5,500	$5,500	$5,500	$5,500	$5,000	$5,000
SIMPLE plans	$2,500	$2,500	$2,500	$2,500	$2,500	$2,500
IRA	$1,000	$1,000	$1,000	$1,000	$1,000	$1,000
"Highly Compensated" definition	$115,000	$110,000	$110,000	$110,000	$105,000	$100,000
"Key Employee" definition:						
Officer	$165,000	$160,000	$160,000	$160,000	$150,000	$145,000
1% owner	$150,000	$150,000	$150,000	$150,000	$150,000	$150,000
Social Security:						
Taxable wage base	$110,100	$106,800	$106,800	$106,800	$102,000	$97,500

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