

IRS PENSION PLAN LIMITS FOR 2012

Each year, the Internal Revenue Service (IRS) publishes updated dollar limitations for tax-qualified defined benefit and defined contribution plans (including 401(k) plans). Changes to these limitations have been announced for the 2012 plan year and are effective January 1, 2012.

2010 QUALIFIED PLAN LIMITS						
	2007	2008	2009	2010	2011	2012
Elective Deferrals	\$15,500	\$15,500	\$16,500	\$16,500	\$16,500	\$17,000
Elective Deferrals – SIMPLE	\$10,500	\$10,500	\$11,500	\$11,500	\$11,500	\$11,500
Catch-Up Contributions	\$5,000	\$5,000	\$5,500	\$5,500	\$5,500	\$5,500
Catch-Up Contributions – SIMPLE	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500
DB Plan Annual Benefit Limit	\$180,000	\$185,000	\$195,000	\$195,000	\$195,000	\$200,000
DC Plan 415 Limit	\$45,000	\$46,000	\$49,000	\$49,000	\$49,000	\$50,000
Compensation Limit	\$225,000	\$230,000	\$245,000	\$245,000	\$245,000	\$250,000
Top Heavy Key Employee	\$145,000	\$150,000	\$160,000	\$160,000	\$160,000	\$165,000
ESOP 5-Year Distribution Max	\$915,000	\$935,000	\$985,000	\$985,000	\$985,000	\$1,015,000
ESOP 5-Year Lengthening Amount	\$180,000	\$180,000	\$195,000	\$195,000	\$195,000	\$200,000
Highly Compensated Employee	\$100,000	\$105,000	\$110,000	\$110,000	\$110,000	\$115,000

We encourage participants to call Soltis Investment Advisors with questions or concerns regarding their account. Soltis can be reached at (800) 735-1601.

SOLTIS INVESTMENT ADVISORS

