

Key Maximums

Table 1 (rounded) and Table 2 (unrounded) below show various key retirement plan limits from 1987 forward. Contact the Buck Knowledge Center for earlier data.

Explanations of certain amounts can be found at the bottom of each table after the footnotes.

TABLE 1 (Rounded Amounts)

(1) Year	(2) Sec. 415 Def. Ben. Maximum	(3) Sec. 415 Def. Con. Maximum	(4) 401(k) Elec. Def. Max	(5) 401(a)(17) Annual Comp. Limit	(6) 414(q) \$80,000** HCE Limit	(7) 403(b) Elec. Def. Max.	(8) 457(b) Def. Max.	(9) 414(v) Catch- up Contrib. Limit	(10) 416(i) Top Heavy key employee definition
2012	\$200,000	\$50,000	\$17,000	\$250,000	\$115,000	\$17,000	\$17,000	\$5,500	\$165,000
2011	195,000	49,000	16,500	245,000	110,000	16,500	16,500	5,500	160,000
2010*	195,000	49,000	16,500	245,000	110,000	16,500	16,500	5,500	160,000
2009	\$195,000	\$49,000	\$16,500	\$245,000	\$110,000	\$16,500	\$16,500	\$5,500	\$160,000
2008	185,000	46,000	15,500	230,000	105,000	15,500	15,500	5,000	150,000
2007	180,000	45,000	15,500	225,000	100,000	15,500	15,500	5,000	145,000
2006	175,000	44,000	15,000	220,000	100,000	15,000	15,000	5,000	140,000
2005	170,000	42,000	14,000	210,000	95,000	14,000	14,000	4,000	135,000
2004	\$165,000	\$41,000	\$13,000	\$205,000	\$90,000	\$13,000	\$13,000	\$3,000	\$130,000
2003	160,000	40,000	12,000	200,000	90,000	12,000	12,000	2,000	130,000
2002^	160,000	40,000	11,000	200,000	90,000	11,000	11,000	1,000	130,000
2001	140,000	35,000	10,500	170,000	85,000	10,500	8,500	-	&
2000	135,000	30,000	10,500	170,000	85,000	10,500	8,000	-	&
1999	\$130,000	\$30,000	\$10,000	\$160,000	\$80,000	\$10,000	\$8,000	-	&
1998	130,000	30,000	10,000	160,000	80,000	10,000	8,000	-	&
1997	125,000	30,000	9,500	160,000	80,000	9,500	7,500	-	&
1996	120,000	30,000	9,500	150,000	-	9,500	7,500	-	&
1995	120,000	30,000	9,240	150,000	-	9,500	7,500	-	&
1994	\$118,800	\$30,000	\$9,240	\$150,000#	-	\$9,500	\$7,500	-	&
1993	115,641	30,000	8,994	235,840	-	9,500	7,500	-	&
1992	112,221	30,000	8,728	228,860	-	9,500	7,500	-	&
1991	108,963	30,000	8,475	222,220	-	9,500	7,500	-	&
1990	102,582	30,000	7,979	209,200	-	9,500	7,500	-	&
1989	\$98,064	\$30,000	\$7,627	\$200,000	-	\$9,500	\$7,500	-	&
1988	94,023	30,000	7,313	200,000@	-	9,500	7,500	-	&
1987	90,000	30,000	7,000	200,000@	-	9,500	7,500	-	&

* Cost-of-living adjustments to the primary retirement plan limits follow the procedures under Internal Revenue Code Section 415(d), which are similar to those used to adjust benefit amounts under the Social Security Act. The cost-of-living index for the quarter ended September 30, 2009 was less than for the quarter ended September 30, 2008. However, following the procedures under the Social Security Act for adjusting benefit amounts, a decline in an index cannot result in a reduced limitation. Therefore, the rounded 2010 retirement plan limits that are adjusted by reference to Section 415(d) will remain unchanged from 2009.

**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 (see Note 1 below) and a \$75,000 limit were used. The \$75,000 limit for the years 1987 through 1996 was \$75,000, \$78,353, \$81,720, \$85,485, \$90,803, \$93,518, \$96,368, \$99,000, \$100,000 and \$100,000.

OBRA '93 reduced the Section 401(a)(17) annual limit to \$150,000 effective for plan years beginning in 1994 except for (i) collectively bargained plans (for which the lower limit is fully applicable for plan years beginning in 1997), and (ii) certain grandfathered governmental employees. For these plans, the indexed amounts (rounded) for years 1995 through 2012 are \$245,000, \$250,000, \$260,000, \$265,000, \$270,000, \$275,000, \$285,000, \$295,000, \$300,000, \$305,000, \$315,000, \$325,000, \$335,000, \$345,000, \$360,000, \$360,000, \$360,000, and \$375,000 respectively.

@ Affects only top-heavy plans in 1987 and 1988.

^ All of these plan limits, with the exception of the \$80,000 highly compensated limit, were increased by the Economic Growth and Tax Relief Reconciliation Act of 2001 (EGTRRA). EGTRRA increased the 401(k), 403(b) and 457(b) limits to \$11,000 for 2002, and provided for \$1,000 annual increases in this limit until it reached \$15,000 in 2006. In addition, EGTRRA introduced catch-up contributions for participants age 50 and older of 401(k), 403(b), and 457(b) plans. EGTRRA set the limit on catch-up contributions at \$1,000 for 2002 and provided for \$1,000 annual increases in this limit until it reached \$5,000 in 2006. Thereafter, the 401(k), 403(b), and 457(b) limits and the 414(v) catch-up contribution limit are adjusted for inflation. All other limits affected by EGTRRA are adjusted for inflation beginning in 2003.

& For years before 2002, the top heavy key employee compensation amount was defined as 50% of the Section 415 defined benefit dollar limit (column 1).

Ignoring EGTRRA - The following table shows the rounded maximums going forward beginning with 2002 without regard to the changes to the limits made by EGTRRA.

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Year	Sec. 415 Def. Ben. Maximum	Sec. 415 Def. Con. Maximum	401(k) Elec. Def. Max	401(a)(17) Annual Comp. Limit	414(q) \$80,000 HCE Limit	403(b) Elec. Def. Max.	457(b) Def. Max.
2012	\$180,000	\$45,000	\$14,000	\$230,000	\$115,000	\$14,000	\$11,000
2011	175,000	45,000	13,500	220,000	110,000	13,500	11,000
2010	175,000	45,000	13,500	220,000	110,000	13,500	11,000
2009	175,000	45,000	13,500	220,000	110,000	13,500	11,000
2008	165,000	40,000	13,000	210,000	105,000	13,000	10,000
2007	165,000	40,000	12,500	200,000	100,000	12,500	10,000
2006	160,000	40,000	12,000	200,000	100,000	12,000	9,500
2005	150,000	35,000	12,000	190,000	95,000	12,000	9,500
2004	150,000	35,000	11,500	180,000	90,000	11,500	9,000
2003	145,000	35,000	11,000	180,000	90,000	11,000	9,000
2002	140,000	35,000	11,000	180,000	90,000	11,000	8,500

Notes

1. The special early retirement benefit floor for qualified police and firefighters (under IRC Section 415(b)(2)(G)) was eliminated by the Taxpayer Relief Act of 1997. Beginning with years after December 31, 1996, there is no reduction of the Section 415 dollar limit maximum for benefits commencing before age 65. This floor (the \$50,000 limit) for the years 1987 through 1996 was \$50,000, \$52,235, \$54,480, \$56,990, \$60,535, \$62,345, \$64,245, \$66,000, \$66,000, and \$66,000.

2. The Taxpayer Relief Act of 1997 eliminated the 15% excise tax on excess distributions from tax-favored plans effective for payments received after December 31, 1996. For the years 1987 through 1996 the amounts were \$112,500, \$117,529, \$122,580, \$128,228, \$136,204, \$140,276, \$144,551, \$148,500, \$150,000, \$155,000.

3. In applying these maximums, you should be careful to apply them to the appropriate period. For example, the 401(k) elective deferral maximum is applicable to an individual's taxable year, which is almost always the calendar year.

TABLE 2 (Unrounded Amounts)*

(1) Year	(2) Sec. 415 Def. Ben. Maximum	(3) Sec. 415 Def. Con. Maximum	(4) 401(k) Elec. Def. Max	(5) 401(a)(17) Annual Comp. Limit**	(6) 414(q) \$80,000 HCE Limit	(7) 403(b) Elec. Def. Max.	(8) 457(b) Def. Max.	(9) 414(v) Catch- up Contrib. Limit	(10) 416(i) Top Heavy key employee definition
2012	\$203,824	\$50,956	\$17,255	\$254,780	\$115,120	\$17,255	\$17,255	\$5,752	\$165,607
2011	196,448	49,112	16,629	245,560	110,952	16,629	16,629	5,543	159,614
2010 [^]	194,160	48,540	16,437	242,700	109,664	16,437	16,437	5,479	157,755
2009	\$197,360	\$49,340	\$16,707	\$246,700	\$111,472	\$16,707	\$16,707	\$5,569	\$160,355
2008	187,424	46,856	15,866	234,280	105,856	15,866	15,866	5,289	152,282
2007	183,104	45,776	15,501	228,880	103,416	15,501	15,501	5,167	148,772
2006	177,184	44,296	15,000	221,480	100,080	15,000	15,000	5,000	143,962
2005	170,656	42,664	14,000	213,320	96,384	14,000	14,000	4,000	138,658
2004	\$166,128	\$41,532	\$13,000	\$207,660	\$93,824	\$13,000	\$13,000	\$3,000	134,979
2003	162,544	40,636	12,000	203,180	91,808	12,000	12,000	2,000	132,067
2002 ^{^^}	160,000	40,000	11,000	200,000	90,368	11,000	11,000	1,000	130,000
2001	141,075	35,625	10,973	178,125	88,000	10,973	8,717	-	&
2000	136,287	34,419	10,600	172,095	85,016	10,600	8,422	-	&
1999	\$133,164	\$33,630	\$10,357	\$168,150	\$83,064	\$10,357	\$8,228	-	&
1998	131,076	33,102	10,195	165,510	81,760	10,195	8,099	-	&
1997	128,250	32,388	9,975	161,940	80,000	9,975	7,925	-	&
1996	124,578	31,461	9,689	157,305	-	9,689	7,500	-	&
1995	121,374	30,651	9,440	153,255	-	9,500	7,500	-	&
1994	\$118,800	\$30,000	\$9,240	\$150,000	-	\$9,500	\$7,500	-	&
1993	115,641	30,000	8,994	N/A	-	9,500	7,500	-	&

* Certain numbers in columns (2), (3), (4) and (5) for years 1995, 1996 and 1997 have been changed slightly to conform to the methodology outlined in an IRS General Information letter.

** OBRA '93 reduced the Section 401(a)(17) annual limit to \$150,000 effective for plan years beginning in 1994 except for collectively bargained plans for which the lower limit is fully applicable for plan years beginning in 1997. Had the \$200,000 limit remained in effect beyond 1993, the indexed amounts (unrounded) for years 1994 through 2012 would have been \$242,280, \$247,540, \$254,080, \$261,560, \$267,320, \$271,580, \$277,960, \$287,700, \$295,460, \$300,160, \$306,760, \$315,120, \$327,200, \$338,120, \$346,100, \$364,460, \$358,540, \$362,740, and \$376,380, respectively.

[^] Cost-of-living adjustments to the primary retirement plan limits follow the procedures under Internal Revenue Code Section 415(d), which are similar to those used to adjust benefit amounts under the Social Security Act. The cost-of-living index for the quarter ended September 30, 2009 was less than for the quarter ended September 30, 2008. However, following the procedures under the Social Security Act for adjusting benefit amounts, a decline in an index cannot result in a reduced limitation. Therefore,

the rounded 2010 retirement plan limits that are adjusted by reference to Section 415(d) will remain unchanged from 2009. However, the unrounded limits are not routinely issued by the IRS (although the IRS did publish a white paper showing the 415(d) calculations for 2009, including unrounded amounts). Our belief is that the unrounded 2010 limits are not restricted from decreasing and are reflected here as such.

^^ All of these plan limits, with the exception of the \$80,000 highly compensated limit, were increased by the Economic Growth and Tax Relief Reconciliation Act of 2001 (EGTRRA). EGTRRA increased the 401(k), 403(b) and 457(b) limits to \$11,000 for 2002, and provided for \$1,000 annual increases in this limit until it reached \$15,000 in 2006. In addition, EGTRRA introduced catch-up contributions for participants age 50 and older of 401(k), 403(b), and 457(b) plans. EGTRRA set the limit on catch-up contributions at \$1,000 for 2002 and provided for \$1,000 annual increases in this limit until it reached \$5,000 in 2006. Thereafter, the 401(k), 403(b), and 457(b) limits and the 414(v) catch-up contribution limit are adjusted for inflation. All other limits affected by EGTRRA are adjusted for inflation beginning in 2003.

& For years before 2002, the top heavy key employee compensation amount was defined as 50% of the Section 415 defined benefit dollar limit (column 1).

Ignoring EGTRRA - The following table shows the unrounded maximums going forward beginning with 2002 without regard to the changes to the limits made by EGTRRA.

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Year	Sec. 415 Def. Ben. Maximum	Sec. 415 Def. Con. Maximum	401(k) Elec. Def. Max	401(a)(17) Annual Comp. Limit	414(q) \$80,000 HCE Limit	403(b) Elec. Def. Max.	457(b) Def. Max.
2012	\$184,554	\$46,605	\$14,354	\$233,025	\$115,120	\$14,354	\$11,404
2011	\$177,867	\$44,919	\$13,834	\$224,595	\$110,952	\$13,834	\$10,991
2010	175,806	44,397	13,674	221,985	109,664	13,674	10,863
2010	175,806	44,397	13,674	221,985	109,664	13,674	10,863
2009	178,704	45,129	13,899	225,645	111,472	13,899	11,042
2008	169,704	42,858	13,199	214,290	105,856	13,199	10,487
2007	165,789	41,868	12,895	209,340	103,416	12,895	10,244
2006	160,443	40,518	12,479	202,590	100,080	12,479	9,914
2005	154,521	39,021	12,018	195,105	96,384	12,018	9,548
2004	150,417	37,986	11,699	189,930	93,824	11,699	9,295
2003	147,186	37,170	11,448	185,850	91,808	11,448	9,095
2002	144,873	36,585	11,268	182,925	90,368	11,268	8,952

Notes

OBRA '93 incorporated the concept of rounding down a cost-of-living adjustment to the next lower multiple of a particular amount (i.e., for the 401(a)(17) annual compensation limit). The GATT financing legislation expanded this concept to various retirement plan limits, and changed the period for calculating the COL adjustments to the 3rd quarter. EGTRRA set various plan limits for 2002, and changed the base period for COL adjustments.

COL Increases-

Years beginning with 2003.

For items (2), (3) and (5), the amount for year X equals the 2002 base year limit times the ratio (rounded to 4 decimal places) of the sum of the year X-1 third quarter CPI-U over the sum of the 2001 third quarter CPI-U (533.3).

For items (4), (7) and (8), EGTRRA mandates the increases to \$12,000 for 2003, \$13,000 for

2004, \$14,000 for 2005, and \$15,000 for 2006. For 2007 and later years, the amount for year X equals \$15,000 times the ratio (rounded to 4 decimal places) of the sum of the year X-1 third quarter CPI-U over the sum of the 2005 third quarter CPI-U.

For item (9), EGTRRA increases the limit to \$2,000 for 2003, \$3,000 for 2004, \$4,000 for 2005, and \$5,000 for 2006. For 2007 and later years, the amount for year X equals the ratio (rounded to 4 decimal places) of the sum of the year X-1 third quarter CPI-U over the sum of the 2005 third quarter CPI-U.

For item (6), the amount for year X equals the 1997 base year limit times the ratio (rounded to 4 decimal places) of the sum of the year X-1 third quarter CPI-U over the sum of the 1996 third quarter CPI-U (472.1).

Year 2002.

Items (2), (3), (4), (5), (7) and (8) have been increased to an amount set by EGTRRA. Item (6) is increased as in prior years.

Years 1995 through 2001.

For items (2) and (4), the amount for year X equals the 1986 base year limit times the ratio (rounded to 4 decimal places) of the sum of the year X-1 third quarter CPI-U over the sum of the 1986 fourth quarter CPI-U (331.3).

For items (3) and (5), the amount for year X equals the 1993 base year limit times the ratio (rounded to 4 decimal places) of the sum of the year X-1 third quarter CPI-U over the sum of the 1993 fourth quarter CPI-U (437.3).

For item (6), the amount for year X equals the 1997 base year limit times the ratio (rounded to 4 decimal places) of the sum of the year X-1 third quarter CPI-U over the sum of the 1996 third quarter CPI-U (472.1).

For item (7), in accordance with TRA '86, this limit will equal the 401(k) elective deferral limit (column 4) once the 401(k) limit reaches \$9,500.

For item (8), the amount for year X equals the \$7,500 base limit times the ratio (rounded to 4 decimal places) of the sum of the year X-1 third quarter CPI-U over the sum of the 1994 third quarter CPI-U (446.8).

Rounding-

Below is a summary of the rounding rules used to derive the Table 1 (rounded) limits from the Table 2 (unrounded) limits.

Years beginning with 2003.

For the Section 401(k), 403(b) and 457(b) limits, and the Section 414(v) limit, rounding is to the next lower multiple of \$500.

For the Section 415(c) defined contribution limit, rounding is to the next lower multiple of \$1,000.

For all other amounts, rounding is to the next lower multiple of \$5,000.

Year 2002.

Items (2), (3), (4), (5), (7), (8) and (9) have been increased to an amount set by EGTRRA. Item (6) is rounded as in prior years.

Years 1995 through 2001.

For the Section 401(a)(17) annual compensation limit, rounding is to the next lower multiple of

\$10,000.

For the Section 401(k), 403(b) and 457(b) limits, rounding is to the next lower multiple of \$500.

For all other amounts, rounding is to the next lower multiple of \$5,000.