

THE FOLLOWING HIGHLIGHTS THE CHANGES BEGINNING IN 2012 FOR DOLLAR LIMITATIONS ON QUALIFIED PENSION PLANS, SOCIAL SECURITY AND MEDICARE DEDUCTIBLES/PREMIUMS.

The Internal Revenue Service provides dollar limitations on benefits and contributions under qualified retirement plans. It allows these limitations to be adjusted annually for cost-of-living increases.

The Social Security Administration (SSA) generally increases the maximum taxable earnings under the Social Security portion (OASDI) of Social Security and Medicare each year. The SSA also provides cost-of-living adjustments for Social Security beneficiaries based on the changes in the Consumer Price Index (CPI). Medicare premiums and deductibles are also adjusted annually and shown below.

	2012	2011	2010
<b>IRS Limitations</b>			
Maximum annual compensation limit	\$250,000	\$245,000	\$245,000
Maximum annual benefit under DB plan	\$200,000	\$195,000	\$195,000
Maximum annual contribution under DC plan	\$50,000	\$49,000	\$49,000
Highly compensated employee limit	\$115,000	\$110,000	\$110,000
Maximum 401(k) elective deferral limit	\$17,000	\$16,500	\$16,500
Maximum 403(b)/457(b) elective deferral limit	\$17,000	\$16,500	\$16,500
Catch-up contribution for individuals over 50	\$5,500	\$5,500	\$5,500

<b>Social Security</b>			
Maximum taxable earnings	\$110,100	\$106,800	\$106,800
Benefit Cost-of-Living Adjustment (COLA)	3.6%	0.0%	0.0%
Maximum annual benefit (age 65 retirement)	\$27,720	\$26,988	\$26,292

	2012	2011	2010
<b>Medicare</b>			
Part A deductible	\$1,156	\$1,132	\$1,100
Part B deductible	\$140	\$162	\$155

<b>Part A coinsurance</b>			
1-60 days	\$0	\$0	\$0
61-90 days	\$289	\$283	\$275
Lifetime reserve	\$578	\$566	\$550
Part B premium*	\$99.90	\$96.40	\$96.40

\* New Beneficiaries and Beneficiaries with higher incomes may be subject to a larger premium amount.

If you need additional information, please contact Bob Sanford at (804) 749-8787 or Michael Rhim at (202) 745-3721.