

Summary of Employee Benefit and Related Limits (2011-2010)

	<u>2011</u>	<u>2010</u>		<u>2011</u>	<u>2010</u>
Elective Deferral Limits			SEP Eligibility Compensation Floor	\$550	\$550
401(k), 403(b), and SARSEP	\$16,500	\$16,500	Coverdell ESA Contribution limit	\$2,000*	\$2,000
457(b) plan	\$16,500	\$16,500	Traditional IRA & Roth IRA		
SIMPLE IRA and SIMPLE 401(k)	\$11,500	\$11,500	Annual contribution limit	\$5,000	\$5,000
Catch-Up Contributions (age 50)			Catch-up contribution limit (age 50)	\$1,000	\$1,000
401(k), 403(b), 457, and SARSEP	\$5,500	\$5,500	Roth conversion income limit	None	None
Simple IRA and Simple 401(k)	\$2,500	\$2,500	HSA - Health Savings Accounts		
Maximum Plan Compensation Cap	\$245,000	\$245,000	Individual contribution limit	\$3,050	\$3,050
§415 Annual Limits			Family contribution limit	\$6,150	\$6,150
Defined contribution plan	\$49,000	\$49,000	Catch-up contribution limit (age 55)	\$1,000	\$1,000
Defined benefit plan	\$195,000	\$195,000	Bankruptcy Exemptions		
Highly Compensated Employees	\$110,000	\$110,000	IRA exemption [§522(n)]	\$1,171,650	\$1,171,650
Key Employees			Homestead exemption [§522(p)]	\$146,650	\$146,650
Officer compensation	\$160,000	\$160,000	Social Security		
1% Owners	\$150,000	\$150,000	OASDI rate (Employee/Employer)	4.2% / 6.2%	6.2% / 6.2%
Gov't Plan Compensation Limit	\$360,000	\$360,000	Medicare rate (Employee/Employer)	1.45% / 1.45%	1.45% / 1.45%
Controlled Employee Limits			FICA (Employee/Employer)	5.65% / 7.65%	7.65% / 7.65%
§1.62-21(f)(5)(i)	\$95,000	\$95,000	SECA	13.3%	15.3%
§1.62-21(f)(5)(iii)	\$195,000	\$195,000	Taxable wage base (TWB)	\$106,800	\$106,800
ESOP Limits			Social Security Earnings Limit		
Threshold account balance	\$985,000	\$985,000	Under full retirement age (\$1 for \$2 reduction)	\$14,160 /yr.	\$14,160 /yr.
Normal/additional periods	5	5	Attains full retirement age (\$1 for \$3 reduction)	\$37,680 /yr.	\$37,680 /yr.
One year extension threshold	\$195,000	\$195,000	Over full retirement age	Unlimited	Unlimited
IRA, Roth-IRA, and ESA Phase-out Ranges	<u>Single 2011</u>	<u>Single 2010</u>	<u>Married Filing Jointly 2011</u>	<u>Married Filing Jointly 2010</u>	<u>Married Filing Separately 2010 and 2011</u>
Traditional IRA - active participant	\$56,000 – \$66,000	\$56,000 – \$66,000	\$90,000 - \$110,000	\$89,000 - \$109,000	\$0 - \$10,000
Traditional IRA – only spouse active	n/a	n/a	\$169,000-\$179,000	\$167,000-\$177,000	\$0 - \$10,000
Roth IRA – contributions	\$107,000 - \$122,000	\$105,000 - \$120,000	\$169,000 - \$179,000	\$167,000 - \$177,000	\$0 - \$10,000
Coverdell ESA – contributions	\$95,000 - \$110,000	\$95,000 - \$110,000	\$190,000 - \$220,000	\$190,000 - \$220,000	n/a
HSA Limitations	<u>2011 Self-Only Coverage</u>	<u>2011 Family Coverage</u>	<u>2010 Self-Only Coverage</u>	<u>2010 Family Coverage</u>	
HSA maximum contribution	\$3,050	\$6,150	\$3,050	\$6,150	
HSA catch-up (age 55 by end of year)	\$1,000	\$1,000	\$1,000	\$1,000	
HDHP minimum annual deductible	\$1,200	\$2,400	\$1,200	\$2,400	
HDHP maximum out-of-pocket	\$5,950	\$11,900	\$5,950	\$11,900	

* As extended by the Tax Relief, Unemployment Insurance Reauthorization, and Job Creation Act of 2010.

Rollover Chart 2011

ROLLOVER TO

		Qualified Plan	403(b) Plan	457(b) Plan (Governmental)	Thrift Savings Plan	Traditional IRA	SEP IRA	SIMPLE IRA	Roth IRA	Coverdell ESA	Designated Roth Account
R O L L O V E R F R O M	Qualified Plan	YES, if plan accepts. If rollover is after tax, it must be a direct rollover.	YES, if plan accepts. If rollover is after tax, it must be a direct rollover.	YES, if plan accepts. No rollover of after-tax contributions allowed.	YES. No rollover of after-tax contributions allowed.	YES. If contribution is after tax, Form 8606 is required.	YES. If contribution is after tax, Form 8606 is required.	NO	YES, after 2007, as a conversion.	NO	YES, direct internal rollover for distributions after Sept. 27, 2010, if plan accepts.
	403(b) Plan	YES, if plan accepts. If rollover is after tax, it must be a direct rollover.	YES, if plan accepts. If rollover is after tax, it must be a direct rollover.	YES, if plan accepts. No rollover of after-tax contributions allowed.	YES. No rollover of after-tax contributions allowed.	YES. If contribution is after tax, Form 8606 is required.	YES. If contribution is after tax, Form 8606 is required.	NO	YES, after 2007, as a conversion.	NO	YES, direct internal rollover for distributions after Sept. 27, 2010, if plan accepts.
	457(b) Plan (Governmental)	YES, if plan accepts. No rollover of after-tax contributions allowed.	YES, if plan accepts. No rollover of after-tax contributions allowed.	YES, if plan accepts. No rollover of after-tax contributions allowed.	YES. No rollover of after-tax contributions allowed.	YES. If contribution is after tax, Form 8606 is required.	YES. If contribution is after tax, Form 8606 is required.	NO	YES, after 2007, as a conversion.	NO	YES, direct internal rollover for distributions after 2010, if plan accepts.
	Thrift Savings Plan	YES	YES	YES	NO, see Form TSP-65	YES	YES	NO	YES, after 2007, as a conversion.	NO	NO
	Conduit IRA	YES, if plan accepts. No rollover of after-tax contributions allowed.	YES, if plan accepts. No rollover of after-tax contributions allowed.	YES, if plan accepts. No rollover of after-tax contributions allowed.	YES. No rollover of after-tax contributions allowed.	YES, but taxpayer should keep conduit IRA separate.	YES, but taxpayer should keep conduit IRA separate.	NO	YES, as a conversion.	NO	NO
	Traditional IRA and SEP IRA	YES, if plan accepts. No rollover of after-tax contributions allowed.	YES, if plan accepts. No rollover of after-tax contributions allowed.	YES, if plan accepts. No rollover of after-tax contributions allowed.	YES. No rollover of after-tax contributions allowed.	YES	YES	NO	YES, as a conversion.	NO	NO
	SIMPLE IRA	YES, if plan accepts; only after 2 years.	YES, if plan accepts; only after 2 years.	YES, if plan accepts; only after 2 years.	YES, only after 2 years.	YES, only after 2 years.	YES, only after 2 years.	YES	YES, as a conversion after 2 yrs.	NO	NO
	Roth IRA	NO	NO	NO	NO	NO	NO	NO	YES	NO	NO
	Coverdell ESA	NO	NO	NO	NO	NO	NO	NO	NO	YES	NO
	Designated Roth Account (DRA)	NO	NO	NO	NO	NO	NO	NO	YES	NO	YES