

## Maximum Benefit and Contribution Limits

Type of Limitation	2011 <sup>1</sup>	2010	2009	2008	2007	2006
401(k) Elective Deferrals	\$16,500	\$16,500	\$16,500	\$15,500	\$15,500	\$15,000
Defined Benefit Plans* Section 415(b)(1)(A)	\$195,000	\$195,000	\$195,000	\$185,000	\$180,000	\$175,000
Catch-Up Contributions	\$5,500	\$5,500	\$5,500	\$5,000	\$5,000	\$5,000
Defined Contribution Plans Section 415(c)(1)(A)	\$49,000	\$49,000	\$49,000	\$46,000	\$45,000	\$44,000
Annual Compensation Limit	\$245,000	\$245,000	\$245,000	\$230,000	\$225,000	\$220,000
457(e)(15), 457(b)(2) and 457(c)(1) Limits (not including catch-ups)	\$16,500	\$16,500	\$16,500	\$15,500	\$15,500	\$15,000
Section 414(q) Highly Compensated	\$110,000	\$110,000	\$110,000	\$105,000	\$100,000	\$100,000
SIMPLE Retirement Accounts	\$11,500	\$11,500	\$11,500	\$10,500	\$10,500	\$10,000
SEP Coverage	\$550	\$550	\$550	\$500	\$500	\$450
SEP Compensation	\$245,000	\$245,000	\$245,000	\$230,000	\$225,000	\$220,000
Tax Credit ESOP Maximum Balance	\$985,000	\$985,000	\$985,000	\$935,000	\$915,000	\$885,000
Amount for Lengthening of 5-Year ESOP Period	\$195,000	\$195,000	\$195,000	\$185,000	\$180,000	\$175,000
Income Subject to Social Security Tax	\$106,800	\$106,800	\$106,800	\$102,000	\$97,500	\$94,200
FICA Tax for employees and employers	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%
Social Security Tax for employees and employers	6.2%	6.2%	6.2%	6.2%	6.2%	6.2%
Medicare Tax for employees and employers	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%

<sup>1</sup>2011 limits reflect issuance of [IRS News Release IR-2010-108 \(Oct. 28, 2010\)](#) and the corresponding [Social Security Administration News Release \(October 15, 2010\)](#).