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“Knowing the rules and remembering the rules are two completely different things.”

— Simon Travaglia

2011 Annual Benefit Plan Amounts

Contribution & Benefit Limits	2010 Limit	2011 Limit
Section 401(k), 403(b), or 457(b) annual deferral	\$16,500	\$16,500
SIMPLE plan annual deferral	\$11,500	\$11,500
Section 415 maximums		
• annual benefit from defined benefit plan	\$195,000	\$195,000
• annual additions to defined contribution plan	\$49,000	\$49,000
Maximum IRA contribution	\$5,000	\$5,000
Catch-up contribution limits		
• retirement plan	\$5,500	\$5,500
• SIMPLE plan	\$2,500	\$2,500
• IRA	\$1,000	\$1,000
Compensation Amounts		
Annual compensation limit	\$245,000	\$245,000
Grandfathered governmental plan participants	\$360,000	\$360,000
Highly compensated employees		
• any employee*	\$110,000	\$110,000
• 5-percent owner	no minimum	no minimum
*Employer may elect to limit to top-paid 20%		
Key employees		
• officer	\$160,000	\$160,000
• 1-percent owner	\$150,000	\$150,000
• 5-percent owner	no minimum	no minimum

Social Security/HSA Limits

Social Security	2010 Limit	2011 Limit
• OASDI taxable wage base	\$106,800	\$106,800
• OASDI tax rate	6.2%	6.2%
• maximum monthly benefit at SSRA*	\$2,346	\$2,366
• cost of living adjustment	0%	0%
Maximum income without reducing Social Security retirement benefits		
• SSRA* or over	no limit	no limit
• year individual attains SSRA*	\$3,140/mo^	\$3,140/mo^
• under SSRA*	\$14,160/yr	\$14,160/yr
*Social Security Retirement Age (age at which an individual may receive an unreduced monthly benefit). ^No limit on earnings beginning the month an individual attains SSRA.		
HSA Limits		
Maximum HSA contribution		
• individual	\$3,050	\$3,050
• family	\$6,150	\$6,150
Minimum HDHP deductible		
• individual	\$1,200	\$1,200
• family	\$2,400	\$2,400
Catch-up contribution limit	\$1,000	\$1,000

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