

2015 – 2013 Cost of Living Adjustment Limits and Definitions

	2015	2014	2013
Plan/IRA Limits			
401(k), 403(b), SARSEP, 402(g) and 457 maximum deferral	18,000	17,500	17,500
Catch-Up for 401(k), 403(b), SARSEP and 457(b)	6,000	5,500	5,500
SIMPLE maximum deferral	12,500	12,000	12,000
Catch-up for SIMPLE	3,000	2,500	2,500
DB-annual benefit	210,000	210,000	205,000
DC-annual contributions	53,000	52,000	51,000
IRA limit	5,500	5,500	5,500
Catch-up for IRA	1,000	1,000	1,000
Compensation Limits			
Maximum compensation	265,000	260,000	255,000
SEP annual compensation floor	600	550	550
Highly Compensated Employees			
Prior year compensation	120,000	115,000	115,000
More than 5% shareholder in current or prior year	no limit	no limit	no limit
Spouse, child, parent or grandparent of more than 5% shareholder	no limit	no limit	no limit
Key Employees			
More than 5% shareholder in current or prior year	no limit	no limit	no limit
Officer compensation >	170,000	170,000	165,000
1% Shareholder compensation >	150,000	150,000	150,000
Spouse, child, parent or grandparent of more than 5% shareholder	no limit	no limit	no limit
Covered Compensation Limits and Rates			
Social Security compensation limit	118,500	117,000	113,700
OASDI (ER and EE, each)	6.20%	6.20%	6.20%
EE Rate (when different from ER)	**	**	**
Medicare compensation limit	no limit	no limit	no limit
Medicare rate (ER and EE, each)	1.45%	1.45%	1.45%

		2015	2014	2013
Roth IRA Deductibility				
If filing status is married filing jointly or qualifying widow(er)	Up to limit if modified AGI <	183,000	181,000	178,000
	A reduced amount if modified AGI >= but <	183,000 193,000	181,000 191,000	178,000 183,000
	None if modified AGI >=	193,000	191,000	188,000
If married filling separately (and you lived with your spouse at any time during the year)	A reduced amount if modified AGI <	10,000	10,000	10,000
	None if modified AGI >=	10,000	10,000	10,000
Single, HOH, or married filing separately (and you did not live with your spouse at any time during the year)	Up to limit if modified AGI <	116,000	114,000	112,000
	A reduced amount if modified AGI >= but <	116,000 131,000	114,000 129,000	112,000 127,000
	None if modified AGI >=	131,000	129,000	127,000
IRA Deductibility IF YOU ARE COVERED BY A RETIREMENT PLAN AT WORK				
If filing status is single or HOH	Up to limit if modified AGI <	61,000	60,000	59,000
	A reduced amount if modified AGI >= but <	61,000 71,000	60,000 70,000	59,000 69,000
	None if modified AGI >=	71,000	70,000	69,000
If filing status is married filing jointly or qualifying widow(er)	Up to limit if modified AGI <	98,000	96,000	95,000
	A reduced amount if modified AGI >= but <	98,000 118,000	96,000 116,000	95,000 115,000
	None if modified AGI >=	118,000	116,000	115,000
If married filing separately	A reduced amount if modified AGI <	10,000	10,000	10,000
	None if modified AGI >=	10,000	10,000	10,000
<p>If you file separately and did not live with your spouse at any time during the year, your IRA deduction is determined under the 'single' filing status.</p>				