

2013 BENEFIT LIMITS FOR HEALTH & WELFARE PLANS

Every year, the United States Government sets new limits for various benefit programs to reflect inflation and changes in the law. Following are the limits announced for 2013. Employers should review their benefit plans to ensure they reflect these new limits.

| RETIREMENT PLANS | 2012 | 2013 |
|--|-----------|-----------|
| Limits On Benefits And Contributions: | | |
| • Defined Benefit Plan, Basic Limit | \$200,000 | \$205,000 |
| • Defined Contribution Plan, Basic Limit | \$50,000 | \$51,000 |
| • 401(k) And 403(b) Plans, Elective Deferrals | \$17,000 | \$17,500 |
| • 457(b) Plans, Elective Deferrals | \$17,000 | \$17,500 |
| • SIMPLE Plans, Elective Deferrals | \$11,500 | \$12,000 |
| • Annual Compensation Limit | \$250,000 | \$255,000 |
| Catch-Up Contributions: | | |
| • 401(k), 403(b) Or Governmental 457 Plans | \$5,500 | \$5,500 |
| • SIMPLE Plans | \$2,500 | \$2,500 |
| "Highly Compensated" Definition | \$115,000 | \$115,000 |
| "Officer" For "Key Employee" Definition | \$165,000 | \$165,000 |

| HEALTH SAVINGS ACCOUNTS | 2012 | 2013 |
|-------------------------------|----------|----------|
| Contributions | | |
| • Individual | \$3,100 | \$3,250 |
| • Family | \$6,250 | \$6,450 |
| Deductible | | |
| • Self-Only | \$1,200 | \$1,250 |
| • Family | \$2,400 | \$2,500 |
| Out-Of-Pocket | | |
| • Self-Only | \$6,050 | \$6,250 |
| • Family | \$12,100 | \$12,500 |
| Post-55 Catch-Up Limit | \$1,000 | \$1,000 |

| MEDICARE | 2012 | 2013 |
|--|--------------------------------|--------------------------------|
| Part A (Hospital Insurance): | | |
| • Inpatient Deductible | \$1,156 | \$1,184 |
| • Daily Coinsurance, Days 61-90 | \$289 | \$296 |
| • Daily Coinsurance, Days 90-150 Lifetime Reserve | \$578 | \$592 |
| • Daily Coinsurance, Skilled Nursing Facility | \$144.50 | \$148 |
| Part B (Supplementary Medical Insurance): | | |
| • Monthly Premium ¹ | \$99.90 | \$104.90 |
| • Deductible | \$140 | \$147 |
| Part D (Prescription Drug Benefit) | | |
| • Base Part D Premium | \$31.08 | \$31.17 |
| • Annual Deductible | \$320 | \$325 |
| • Initial Coverage Limit | \$2,930 | \$2,970 |
| • Annual Out-Of-Pocket Threshold | \$4,700 | \$4,750 |
| • Minimum Copayment For Costs Above The Annual Out-Of-Pocket Threshold | \$2.60 generic \$6.50 other | \$2.65 generic \$6.60 other |

| MEDICAL SAVINGS ACCOUNTS | 2012 | 2013 |
|---|-------------------|-------------------|
| Individual Deductible Range | \$2,100 – \$3,150 | \$2,150 – \$3,200 |
| Individual Out-Of-Pocket Maximum | \$4,200 | \$4,300 |
| Family Deductible Range | \$4,200 – \$6,300 | \$4,300 – \$6,450 |
| Family Out-Of-Pocket Maximum | \$7,650 | \$7,850 |

| LONG TERM CARE INSURANCE DEDUCTIBLE PREMIUMS | 2012 | 2013 |
|---|---------|---------|
| Age: | | |
| • 40 or less | \$350 | \$360 |
| • 41-50 | \$660 | \$680 |
| • 51-60 | \$1,310 | \$1,360 |
| • 61-70 | \$3,500 | \$3,640 |
| • Over 70 | \$4,370 | \$4,550 |

¹ For single persons with an income of above \$85,000 and married persons with an income of above \$170,000, the Medicare Part B premium may be higher

| FLEXIBLE SPENDING ACCOUNTS | 2012 | 2013 |
|-----------------------------------|-----------------------------|-------------|
| Dependent Care | \$5,000 | \$5,000 |
| Medical | Not Applicable ² | \$2,500 |

| QUALIFIED TRANSPORTATION FRINGE BENEFIT | 2012 | 2013 |
|--|-------------|-------------|
| Parking | \$240 | \$240 |
| Transit Pass/Commuter Vehicle | \$125 | \$125 |

| CONTROL EMPLOYEE DEFINITION FOR COMMUTING VALUATION | 2012 | 2013 |
|--|-------------|-------------|
| Officer Compensation | \$100,000 | \$100,000 |
| Employee Compensation | \$205,000 | \$205,000 |

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² Effective 2013 for the first time, there will be a federally set limit on medical FSAs. This is a provision of the Affordable Care Act that goes into effect for plan years beginning on or after January 1, 2013.