



Dana Consulting Group, Ltd.
Jennings Law Firm, Ltd.

RETIREMENT PLAN LIMITS

	2012	2011	2010	2009	2008	2007
Defined Benefit Plan						
Maximum Annual Pension	200,000	195,000	195,000	195,000	185,000	180,000
<i>* Dollar limit applies to plan years ENDING in this year</i>						
Defined Contribution Plan						
Maximum Annual Addition	50,000	49,000	49,000	49,000	46,000	45,000
<i>* Dollar limit applies to plan years ENDING in this year</i>						
401k Maximum Deferral	17,000	16,500	16,500	16,500	15,500	15,500
401k Catch-up Contribution (if age 50 or older)	5,500	5,500	5,500	5,500	5,000	5,000
Maximum Compensation	250,000	245,000	245,000	245,000	230,000	225,000
Highly Compensated Employees						
Any employee OR top 20% of employees with pay over:	110,000	110,000	110,000	105,000	100,000	100,000
	in year 2011	in year 2010	in year 2009	in year 2008	in year 2007	in year 2006
Key Employee (Top Heavy Plan)						
Any officer with pay over:	165,000	160,000	160,000	160,000	150,000	145,000
Permitted Disparity (Integration)						
Rate	5.70%	5.70%	5.70%	5.70%	5.70%	5.70%
Wage Base	110,100	106,800	106,800	106,800	102,000	97,500
Social Security/Medicare						
Social Security Rate	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%
Social Security Wage Base	110,100	106,800	106,800	106,800	102,000	97,500
Medicare Rate	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
Medicare Wage Base	N/A	N/A	N/A	N/A	N/A	N/A