

Physicians Endoscopy LLC 401(k) Retirement Plan  
 Important Retirement Plan Limitations and Thresholds  
 Plan Year: 2012

	<b>2012</b>	<b>2011 2010 2009</b>
<b>401(k) Contribution</b>	\$17,000	\$16,500
<b>Additional Catch-Up Contribution</b> <i>Employees who will reach age 50 by 12/31/12 can defer an additional \$5,500.</i>	\$5,500	\$5,500
<b>Annual Compensation</b> <i>Maximum compensation recognized for plan purposes.</i>	\$250,000	\$245,000