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SUMMARY OF SELECTED EMPLOYEE BENEFIT RELATED LIMITS

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
ELECTIVE DEFERRAL ANNUAL LIMITS										
401(k), 403(b) and SEPs	10,500	11,000	12,000	13,000	14,000	15,000	15,500	15,500	16,500	(a)
457 Plans	8,500	11,000	12,000	13,000	14,000	15,000	15,500	15,500	16,500	(a)
SIMPLE IRAs and 401(k)s	6,500	7,000	8,000	9,000	10,000	10,000	10,500	10,500	11,500	(a)
“CATCH-UP” CONTRIBUTIONS (bb)										
401(k), 403(b), 457 and SEPs	N/A	1,000	2,000	3,000	4,000	5,000	5,000	5,000	5,500	(b)
SIMPLE IRAs and 401(k)s	N/A	500	1,000	1,500	2,000	2,500	2,500	2,500	2,500	(b)
401(a)(17) MAXIMUM ANNUAL PLAN COMPENSATION	170,000	200,000	200,000	205,000	210,000	220,000	225,000	230,000	245,000	(c)
415 ANNUAL ADDITIONS										
Defined Benefit Plan Dollar Limit	140,000	160,000	160,000	165,000	170,000	175,000	180,000	185,000	195,000	(d)
Defined Contribution Plan Dollar Limit	35,000	40,000	40,000	41,000	42,000	44,000	45,000	46,000	49,000	(e)
414(q) HIGHLY COMPENSATED EMPLOYEE	85,000	90,000	90,000	90,000	95,000	100,000	100,000	105,000	110,000	(f)
KEY EMPLOYEE (Top Heavy)										
Officers	70,000	130,000	130,000	130,000	135,000	140,000	145,000	150,000	160,000	(f)
1% Owner	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000
1 of 10 Owner-Employees	35,000	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
IRAs										
Annual Contribution Limit	2,000	3,000	3,000	3,000	4,000	4,000	4,000	5,000	5,000	(g)
Catch-Up Contributions (gg)	N/A	500	500	500	500	1,000	1,000	1,000	1,000	1,000
PBGC ANNUAL GUARANTEED BENEFIT	40,705	42,955	43,977	44,386	45,614	47,659	49,500	51,750	54,000	(h)
QUALIFIED TRANSPORTATION FRINGE										
Employer-provided parking (monthly)	180	185	190	195	200	205	215	220	(i)	(i)
Mass transit pass and vanpool (monthly)	65	100	100	100	105	105	110	115	(i)	(i)
TAXABLE WAGE BASE										
Social Security	80,400	84,900	87,000	87,900	90,000	94,200	97,500	102,000	106,800	(j)
Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	(j)
HEALTH SAVINGS ACCOUNTS										
Individual Contribution Limit	N/A	N/A	N/A	2,600	2,650	2,700	2,850	2,900	3,000	(k)
Family Contribution Limit	N/A	N/A	N/A	5,150	5,250	5,450	5,650	5,800	5,950	(k)
Catch-up Contributions	N/A	N/A	N/A	500	600	700	800	900	1,000	(k)

See reverse side for footnotes.

- (a) Indexed for Inflation.
- (b) Indexed for inflation. With respect to governmental 457 plans, participants may make catch-up contributions under special rules of IRC § 457 during the three years prior to retirement which may result in greater catch-up limits than general “catch-up contributions” under IRC § 414(v).
- (bb) Catch-up contributions generally are excluded from plan limits (e.g., IRC §§ 402(g), 415, 457(b), 408(p), 401(k)(11), 402(h), 404) and testing (e.g., ADP/ACP testing, IRC § 410(b) coverage, IRC § 401(a)(4) nondiscrimination). Catch-up contributions must be available on a nondiscriminatory basis to eligible employees age 50 or older. Employers are not required to permit “catch-up contributions.”
- (c) Indexed for inflation in \$5,000 increments.
- (d) Indexed for inflation in \$5,000 increments. Annual benefit limitations are actuarially reduced for benefit commencement before age 62 and actuarially increased for benefit commencement after age 65.
- (e) Indexed for inflation in \$1,000 increments. Effective for limitation years beginning after December 31, 2001, the 25% of compensation limitation under IRC § 415(c)(1)(B) is increased to 100% of compensation.
- (f) Indexed for inflation in \$5,000 increments.
- (g) Indexed for inflation in \$500 increments.
- (gg) The IRA deductibility rules have not changed. The IRA catch-up contributions apply to individuals age 50 or older.
- (h) Indexed for inflation. For 2009, \$4,500.00 per month or \$54,000.00 per year for individuals retiring at age 65.
- (i) 2009 rates have not been released.
- (j) Indexed for inflation.
- (k) Indexed for inflation.

Sources: IR 2008-118 (10/16/08); Rev. Proc. 2008-29; Social Security Administration Press Release dated 10/16/08