

2009 Limitations For Employee Benefit Plans

| | 2008 | 2009 |
|---|--------------|---------------------|
| §401(k) Deferrals / 403(b) Deferrals (§402(g)(1)) | \$15,500 | \$16,500 |
| Catch-up Contributions for Individuals Age 50 or Older (§414(v)(2)(B)(i)) | \$5,000 | \$5,500 |
| Compensation Limit (§401(a)(17)) | \$230,000 | \$245,000 |
| Defined Benefit Limit (§415(b)(1)(A)) | \$185,000 | \$195,000 |
| Defined Contribution Limit (§415(c)(1)(A)) | \$46,000 | \$49,000 |
| Highly Compensated Employees (HCEs) Nondiscrimination Testing Threshold (414(q)(1)(B)) Pay Exceeding * | \$105,000 * | \$110,000 * |
| Key Employee Officer Compensation Threshold (§416(i)(1)(A); §409A (a)(2)(B)) | \$150,000 | \$160,000 |
| Social Security Limits | | |
| Old-Age, Survivors, and Disability Insurance (OASDI) Tax Rate | 6.2 percent | 6.2 percent |
| OASDI Taxable Wage Base | \$102,000 | \$106,800 |
| Medicare Tax Rate | 1.45 percent | 1.45 percent |
| Medicare Taxable Wage Base | All Wages | All Wages |
| Self-Employed OASDI Tax Rate | 12.4 percent | 12.4 percent |
| Self-Employed Medicare Tax Rate | 2.9 percent | 2.9 percent |
| Other Indexed Limits | | |
| §457 Deferrals (§457(e)(15)) | \$15,500 | \$16,500 |
| Simplified Employee Pension Plan (SEP) Maximum Pay (§408(k)(3)(C)) | \$230,000 | \$245,000 |
| SEP Eligibility Pay Threshold (§408(k)(2)(C)) | \$500 | \$550 |
| SIMPLE Salary Reduction Maximum (§408(p)(2)(E)) | \$10,500 | \$11,500 |
| Exclusion for Transportation in a Commuter Highway Vehicle and Any Transit Pass per Month (§132(f)(2)(A)) | \$115 | \$120 |
| Exclusion for Qualified Parking per Month (§132(f)(2)(B)) | \$220 | \$230 |
| Employee Stock Ownership Plan (ESOP) Payouts in Excess of Five Years (§409(o)(1)(C)) | | |
| One Year for Each: | \$185,000 | \$195,000 |
| In Excess of: | \$935,000 | \$985,000 |

* Current year classification is based on prior year compensation and limit. Nondiscrimination testing for 2009 will generally rely on the 2008 limitation of \$105,000 for determining HCEs, and the new limitation of \$110,000 will apply for 2010 nondiscrimination testing. Employers may, but are not required to, apply the top-paid 20 percent test in conjunction with this compensation limit.