



**Retirement Benefits Designs, LLC**  
*Administration & Compliance*

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**Annual Limits Applicable to Retirement Plans**

<b><u>Retirement Plans/IRAs Contribution Limits</u></b>	<b>2009</b>	<b>2008</b>	<b>2007</b>
<b>401(k), 403(b) and SARSEP maximum deferral limit</b>	<b>\$16,500</b>	<b>\$15,500</b>	<b>\$15,500</b>
457 plans maximum deferral limit	<b>\$16,500</b>	<b>\$15,500</b>	<b>\$15,500</b>
SIMPLE plans Election maximum deferral	<b>\$11,500</b>	<b>\$10,500</b>	<b>\$10,500</b>
<b>Catch-up limit for 401(k), 403(b), SARSEP and 457 plans</b>	<b>\$5,500</b>	<b>\$5,000</b>	<b>\$5,000</b>
Catch-Up for SIMPLE 401(k) plans and IRAs	<b>\$2,500</b>	<b>\$2,500</b>	<b>\$2,500</b>
Defined Benefit plans annual benefit limit	<b>\$195,000</b>	<b>\$185,000</b>	<b>\$180,000</b>
<b>Defined Contribution plans annual contribution limit (total per person without the Catch-up contribution)</b>	<b>\$49,000</b>	<b>\$46,000</b>	<b>\$45,000</b>
IRA contribution limit	<b>\$5,000</b>	<b>\$5,000</b>	<b>\$4,000</b>
IRA Catch-Up limit	<b>\$1,000</b>	<b>\$1,000</b>	<b>\$1,000</b>
<b><u>Compensation Limits</u></b>			
Highly compensated employees threshold	<b>\$110,000</b>	<b>\$105,000</b>	<b>\$100,000</b>
Eligible Compensation limit	<b>\$245,000</b>	<b>\$230,000</b>	<b>\$225,000</b>
Social Security Covered Compensation	<b>\$106,800</b>	<b>\$102,000</b>	<b>\$97,500</b>
Medicare Covered Compensation	<b>no limit</b>	<b>no limit</b>	<b>no limit</b>
<b><u>Key Employees</u></b>			
Officer compensation (minimum)	<b>\$160,000</b>	<b>\$150,000</b>	<b>\$145,000</b>
10 largest owners	<b>no minimum</b>	<b>no minimum</b>	<b>no minimum</b>
1% owners	<b>\$150,000</b>	<b>\$150,000</b>	<b>\$150,000</b>
<b><u>Social Security Tax</u></b>			
Social Security/OASDI Rate	<b>6.20%</b>	<b>6.20%</b>	<b>6.20%</b>
Medicare Rate	<b>1.45%</b>	<b>1.45%</b>	<b>1.45%</b>
Combined Rate	<b>7.65%</b>	<b>7.65%</b>	<b>7.65%</b>
<b><u>Self-Employment Tax</u></b>			
Self-employment rate	<b>12.40%</b>	<b>12.40%</b>	<b>12.40%</b>
Medicare rate	<b>2.90%</b>	<b>2.90%</b>	<b>2.90%</b>
Combined rate	<b>15.30%</b>	<b>15.30%</b>	<b>15.30%</b>

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