

IRS Limits on Benefits and Compensation for Qualified Retirement Plans, SEPs and SIMPLEs

	2009	2008	2007	2006	2005
Defined Contribution <i>Annual Additions Limit</i>	\$49,000	\$46,000	\$45,000	\$44,000	\$42,000
Defined Benefit <i>Annual Benefit Limit</i>	\$195,000	\$185,000	\$180,000	\$175,000	\$170,000
Social Security <i>Taxable Wage Base</i>	\$106,800	\$102,000	\$97,500	\$94,200	\$90,000
Qualified Retirement Plan <i>Compensation Limit</i>	\$245,000	\$230,000	\$225,000	\$220,000	\$210,000
401(k)/403(b) <i>Calendar Year Deferral Limit</i>	\$16,500	\$15,500	\$15,500	\$15,000	\$14,000
SIMPLE Plan <i>Calendar Year Deferral Limit</i>	\$11,500	\$10,500	\$10,500	\$10,000	\$10,000
457(b) Plan <i>Calendar Year Deferral Limit</i>	\$16,500	\$15,500	\$15,500	\$15,000	\$14,000
Catch-up Deferral Limit (age 50+) <i>401(k)/403(b)/457(b)</i>	\$5,500	\$5,000	\$5,000	\$5,000	\$4,000
<i>SIMPLE</i>	\$2,500	\$2,500	\$2,500	\$2,500	\$2,000
SEP Contribution Eligibility <i>Minimum Compensation Requirement</i>	\$550	\$500	\$500	\$450	\$450
Highly Compensated Definition <i>Compensation Test</i>	\$110,000	\$105,000	\$100,000	\$100,000	\$95,000
Top-Heavy Key EE Definition <i>Top Ten Owner Test</i>	N/A	N/A	N/A	N/A	N/A
<i>Officer Test</i>	\$160,000	\$150,000	\$145,000	\$140,000	\$135,000
<i>1% Owner Test</i>	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000