

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

| | 2010 | 2009 | 2008 | 2007 | 2006 |
|--|-----------|-----------|-----------|-----------|-----------|
| Defined Contribution <i>Annual Additions Limit</i> | \$49,000 | \$49,000 | \$46,000 | \$45,000 | \$44,000 |
| Defined Benefit <i>Annual Benefit Limit</i> | \$195,000 | \$195,000 | \$185,000 | \$180,000 | \$175,000 |
| Social Security <i>Taxable Wage Base</i> | \$106,800 | \$106,800 | \$102,000 | \$97,500 | \$94,200 |
| Qualified Retirement Plan <i>Compensation Limit</i> | \$245,000 | \$245,000 | \$230,000 | \$225,000 | \$220,000 |
| 401(k)/403(b) <i>Calendar Year Deferral Limit</i> | \$16,500 | \$16,500 | \$15,500 | \$15,500 | \$15,000 |
| SIMPLE Plan <i>Calendar Year Deferral Limit</i> | \$11,500 | \$11,500 | \$10,500 | \$10,500 | \$10,000 |
| 457(b) Plan <i>Calendar Year Deferral Limit</i> | \$16,500 | \$16,500 | \$15,500 | \$15,500 | \$15,000 |
| Catch-up Deferral Limit (age 50+) <i>401(k)/403(b)/457(b)</i> | \$5,500 | \$5,500 | \$5,000 | \$5,000 | \$5,000 |
| <i>SIMPLE</i> | \$2,500 | \$2,500 | \$2,500 | \$2,500 | \$2,500 |
| SEP Contribution Eligibility <i>Minimum Compensation Requirement</i> | \$550 | \$550 | \$500 | \$500 | \$450 |
| Highly Compensated Definition <i>Compensation Test</i> | \$110,000 | \$110,000 | \$105,000 | \$100,000 | \$100,000 |
| 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 | \$160,000 | \$150,000 | \$145,000 | \$140,000 |
| <i>1% Owner Test</i> | \$150,000 | \$150,000 | \$150,000 | \$150,000 | \$150,000 |