

Retirement Management Services, LLC

301 Townepark Circle
Louisville, KY 40243
(502) 429-0767
www.consultRMS.com

ROUTE TO:

To: Friends of RMS

BENCHMARKS, BENEFITS & MORE



- 1) Samhainophobia refers to a persistent fear of Halloween. This may also stir up other phobias such as the fear of: cats (ailurophobia), witches (wiccaphobia), ghosts (phasmophobia), spiders (arachnophobia), the dark (nyctophobia), and cemeteries (coimetrophobia).
- 2) Jack O'Lanterns originated in Ireland where people placed candles in hollowed-out turnips to keep away spirits and ghosts on the Samhain holiday.
- 3) Tootsie Rolls were the first wrapped penny candy in America.
- 4) Halloween candy sales average about two billion dollars per year.
- 5) Some people believe that if you see a spider on Halloween, it is the spirit of a loved one watching over you.
- 6) The North American common brown bat has the longest life-span of any mammal it's size, about 32 years.
- 7) The tradition of bobbing for apples came from the Romans.
- 8) According to superstition, if you stare into a mirror at midnight on Halloween, you will see your future spouse.
- 9) Signs of a werewolf are a unibrow, hairy palms, tattoos, and a long middle finger.
- 10) Chocolate bars top the list as the most popular Halloween treat with Snickers being number one.

October, 2008

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REMEMBER

Daylight Savings ends on November 2nd.

Be sure to set your clocks back !!!

For more information of interest to employers, plan participants, and other retirement advisors, visit our website at:

<http://www.consultRMS.com>

If you currently receive our Newsletter by regular mail, but would prefer to receive it by email, please contact cherbig@consultRMS.com or (502) 429-0767.

MUTUAL FUND PERFORMANCE FIGURES

Periods Ending: September 30, 2008

Taken from the New York Times, Sunday

10/12/2008

Data source: Morningstar

Fund Type	Quarterly Returns			12-Month Returns			5-Year Returns		
	Bottom Quarter	Median	Top Quarter	Bottom Quarter	Median	Top Quarter	Bottom Quarter	Median	Top Quarter
Domestic General Stock Funds									
Large Growth	-16.4 %	-14.0 %	-11.7 %	-26.0 %	-23.3 %	-20.4 %	3.0 %	4.0 %	5.9 %
Mid-Cap Growth	-20.5	-16.1	-13.2	-28.2	-24.1	-20.8	4.9	7.0	8.6
Small Growth	-11.5	-9.3	-7.2	-25.3	-21.5	-17.9	4.7	6.6	8.5
Large Blend	-12.3	-9.4	-8.3	-24.1	-22.2	-20.3	4.3	5.1	6.3
Mid-Cap Blend	-14.3	-11.7	-7.9	-25.4	-20.5	-17.3	6.0	8.0	8.8
Small Blend	-8.9	-5.2	-1.9	-21.1	-17.5	-14.3	6.6	8.0	9.7
Large Value	-9.6	-7.4	-5.7	-26.0	-22.9	-19.7	4.8	6.1	7.4
Mid-Cap Value	-11.7	-8.8	-6.2	-24.3	-21.5	-17.8	6.3	8.2	9.6
Small Value	-4.6	-1.2	1.0	-17.7	-14.8	-11.9	7.6	8.9	10.5
Moderate Allocation	-10.6	-8.7	-7.2	-19.4	-16.4	-13.9	3.9	4.8	5.6
Conservative Allocation	-8.4	-6.4	-4.9	-13.0	-10.4	-7.5	3.0	3.8	4.5
Target-Date 2000-2014	-8.9	-7.7	-5.7	-15.4	-12.5	-9.4	3.4	3.7	4.1
Target-Date 2015-2029	-11.4	-9.9	-8.7	-20.9	-18.5	-16.1	4.2	4.6	4.9
Target-Date 2030+	-13.3	-12.0	-11.2	-23.7	-22.6	-21.4	4.8	5.1	5.4
Total	-13.1	-9.7	-7.0	-24.4	-21.3	-17.3	4.1	5.5	7.5
Domestic Specialized Stock Funds									
Communication	-18.5 %	-17.0 %	-14.4 %	-40.8 %	-32.1 %	-29.5 %	2.9 %	9.5 %	12.9 %
Financial	-6.8	-0.7	9.3	-37.0	-32.4	-26.1	-1.8	2.0	2.8
Health	-3.8	-1.5	1.2	-12.3	-10.7	-7.8	5.5	6.7	8.7
Natural Res	-38.2	-35.3	-32.7	-23.2	-16.6	-12.5	17.5	20.9	24.0
Precious Metals	-35.1	-32.0	-29.7	-28.8	-23.4	-18.8	10.6	13.8	15.8
Real Estate	2.2	3.6	5.0	-14.8	-13.1	-11.3	11.4	13.2	14.1
Technology	-17.1	-15.0	-12.5	-29.7	-27.9	-24.0	1.5	4.3	6.1
Utilities	-24.2	-20.3	-17.3	-22.6	-19.5	-15.6	11.0	12.1	15.3
Bear Market	-2.7	1.4	10.6	2.0	19.5	44.6	-7.9	-3.0	-0.9
Long-Short	-7.4	-4.2	-1.7	-9.1	-5.7	1.3	2.6	3.7	5.5
Total	-24.1	-8.9	1.2	-24.3	-15.2	-10.4	4.5	9.8	13.8
International Stock Funds									
Foreign Large Value	-20.9 %	-18.7 %	-16.3 %	-31.7 %	-28.9 %	-26.4 %	8.5 %	10.1 %	11.6 %
Foreign Large Blend	-22.0	-20.5	-18.9	-32.0	-29.8	-27.7	8.6	9.7	11.1
Foreign Large Growth	-24.3	-22.3	-19.3	-32.5	-30.6	-29.8	9.0	10.1	10.8
Foreign Small/Mid Value	-25.7	-24.0	-19.6	-37.1	-33.4	-32.1	9.7	11.1	12.1
Foreign Small/Mid Growth	-28.1	-24.9	-23.9	-37.8	-34.7	-32.1	10.9	12.0	14.8
World Stock	-18.6	-15.2	-12.4	-30.3	-26.1	-23.1	6.3	8.7	9.7
Europe Stock	-24.0	-20.5	-19.4	-34.9	-32.8	-30.0	10.8	12.4	13.8
Divers. Pacific Asia	-21.1	-19.9	-17.5	-33.0	-31.2	-29.7	7.2	9.1	10.6
Pacific Asia ex-Japan	-24.3	-21.8	-18.9	-44.9	-40.7	-35.8	12.4	14.1	16.4
Japan Stock	-18.2	-17.9	-16.3	-29.5	-27.2	-26.4	1.2	4.2	7.5
Divers. Emerg. Mkt	-29.6	-26.5	-22.4	-35.4	-33.0	-27.8	16.8	18.1	20.1
Latin America Stock	-35.3	-34.8	-34.3	-27.0	-26.4	-26.3	28.3	31.2	32.6
World Allocation	-14.6	-11.8	-10.6	-20.9	-19.0	-11.6	6.5	7.7	9.5
Global Real Estate	-14.9	-10.0	-7.4	-35.8	-30.4	-27.6	9.6	12.6	13.1
Currency	-8.8	-5.4	1.6	-0.9	0.5	0.8	5.8	5.8	6.1
Total	-23.2	-19.9	-16.3	-33.2	-29.7	-25.9	8.2	10.2	12.6

MUTUAL FUND PERFORMANCE FIGURESPeriods Ending: **September 30, 2008**

Taken from the New York Times, Sunday

10/12/2008

Data source: Morningstar

Fund Type	Quarterly Returns			12-Month Returns			5-Year Returns		
	Bottom Quarter	Median	Top Quarter	Bottom Quarter	Median	Top Quarter	Bottom Quarter	Median	Top Quarter
Long-Term Bond	-8.6 %	-5.2 %	-3.6 %	-8.1 %	-5.2 %	0.1 %	2.2 %	2.5 %	3.2 %
Interm-Term Bond	-5.2	-3.2	-1.6	-5.1	-1.8	2.0	1.9	2.7	3.4
Short-Term Bond	-3.3	-2.0	-0.7	-2.3	-0.5	1.8	1.7	2.2	2.7
Total	-4.9	-2.9	-1.3	-4.7	-1.1	1.9	1.8	2.5	3.2
Government Bond Funds									
Long Government	-1.5 %	2.1 %	2.9 %	5.3 %	9.4 %	10.3 %	4.3 %	5.2 %	6.0 %
Interm. Government	0.1	1.1	1.5	2.9	5.6	6.5	3.0	3.6	4.1
Short Government	0.6	1.0	1.4	4.3	5.3	6.1	2.9	3.1	3.4
Inflation-Protected Bond	-5.0	-3.8	-3.6	3.4	5.5	6.2	3.7	4.2	4.6
Total	-1.6	0.8	1.4	3.5	5.5	6.5	3.0	3.5	4.1
Specialized Bond Funds									
Convertibles	-16.1 %	-15.4 %	-13.6 %	-22.0 %	-20.4 %	-19.3 %	3.5 %	3.8 %	4.4 %
Ultrashort Bond	-2.4	-0.7	0.3	-6.0	1.1	3.0	1.8	2.6	3.0
High Yield Bond	-9.6	-8.0	-6.6	-12.5	-10.7	-8.9	3.5	4.1	4.8
Multisector Bond	-7.8	-5.8	-4.2	-9.8	-4.8	-2.9	4.0	4.6	5.1
World Bond	-6.9	-5.5	-2.9	-2.0	-0.8	0.4	3.3	4.1	5.2
Emerging Market Bond	-8.5	-7.2	-6.6	-6.9	-6.2	-4.6	7.0	7.7	8.6
Bank Loan	-8.1	-6.7	-5.5	-12.6	-8.9	-8.0	1.4	2.0	2.6
Total	-9.0	-6.8	-5.2	-11.9	-8.2	-3.0	2.9	4.0	4.9
Municipal Bond Funds									
Muni National Long	-5.4 %	-4.2 %	-3.6 %	-5.8 %	-4.2 %	-3.1 %	1.6 %	2.2 %	2.5 %
Muni National Int.	-3.5	-2.3	-1.5	-2.7	-1.0	0.0	2.0	2.3	2.5
Muni Single St. Long	-5.2	-4.4	-3.7	-5.1	-3.7	-2.8	1.9	2.2	2.4
Muni Single St. Int.	-3.4	-2.4	-1.6	-2.8	-1.5	0.1	2.0	2.2	2.4
Muni Single St. Shrt.	-0.7	-0.7	-0.5	1.2	1.5	1.7	1.8	2.0	2.1
Muni National Shrt.	-0.6	0.2	0.5	1.2	2.2	3.3	2.0	2.2	2.5
Muni New York Long	-6.0	-4.3	-3.7	-6.3	-3.4	-2.8	1.8	2.1	2.4
Muni California Long	-5.3	-4.5	-3.7	-5.9	-4.6	-3.6	2.0	2.3	2.6
Muni New York Int/Sh	-3.5	-2.0	-1.3	-3.3	-0.4	0.9	2.0	2.3	2.4
Muni California Int/Sh	-3.6	-2.3	-0.5	-5.1	-1.1	0.5	1.9	2.1	2.4
Muni Pennsylvania	-5.4	-4.5	-2.8	-5.9	-3.8	-2.4	1.7	2.3	2.4
Muni Massachusetts	-3.9	-3.3	-3.0	-3.3	-1.9	-1.5	2.1	2.5	2.6
Muni New Jersey	-4.1	-3.5	-3.1	-3.8	-2.6	-1.9	2.0	2.4	2.6
Muni Ohio	-3.8	-3.1	-1.6	-3.2	-2.3	0.3	2.1	2.3	2.6
Muni Minnesota	-3.8	-3.4	-2.3	-3.4	-1.9	-0.4	2.2	2.6	2.9
High Yield Muni	-6.7	-5.8	-4.8	-13.2	-8.8	-7.6	1.4	2.1	2.7
Total	-4.8	-3.7	-2.3	-5.2	-3.1	-1.0	1.9	2.2	2.5

The tables include Nasdaq funds with at least \$30 million in assets. Return figures assume the reinvestment of all dividends. Figures for five-year returns are annualized. The top-quarter figures show the return needed for a fund to rank in the top 25%.

NEWS ABOUT EMPLOYEE STOCK OWNERSHIP PLANS

October 2008

- 1) "A 2008 survey by the Employee Ownership Foundation found that 92.4% of respondents reported that kicking off an ESOP was "a good business decision that has helped the company" - the highest percentage ever reported in the 17 years the survey has been conducted." (Source: http://www.plansponsor.com/pi_type10/?RECORD_ID=42849)
- 2) A new study of 328 majority ESOP-owned members of the ESOP Association by Brent Kramer found that these companies have sales per employee that are 8.8% greater than comparable non-ESOP companies. (Source: <http://www.nceo.org/columns/cr259.html>)
- 3) "Most workers report that cash incentives, stock options, ESOP stock, and employee stock purchase plan participation motivate them to work harder." From a study by Joseph R. Blasi, Richard B. Freeman, Chris Mackin, and Douglas L. Kruse. (Source: National Bureau of Economic Research, <http://papers.nber.org/papers/w14230>)
- 4) If you are relatively new to ESOPs and you want to learn more about them, consider the web sites of these two major national organizations --- The National Center for Employee Ownership (<http://www.nceo.org>) and The ESOP Association (<http://www.esopassociation.org>).
- 5) Not all ESOPs are success stories. Employees of Fannie Mae have had an ESOP for a number of years. At the end of 2006 it was worth about \$116 million. Late August, 2008, it was worth about \$18 million. (Source: NY Times, 8/28/08)
- 6) IRS Private Letter Ruling 200827018 allowed two selling shareholders of a C Corporation to include the time period that they owned a predecessor LLC (that was merged into a newly created C Corporation) in the 3-year holding period required by Internal Revenue Code Section 1042. This section of the Code spells out the requirements to delay the capital gains on the sale of shares to an ESOP.
- 7) Revere Copper Company, founded in 1801 by Paul Revere, is now 100% owned by its ESOP. (Source: NCEO's Employee Ownership Report, Sep-Oct, 2008)
- 8) If you would like to receive a free subscription to "Owners at Work", send an e-mail to oeoc@kent.edu. This is a publication of the Ohio Employee Ownership Center, part of Kent State University. The OEOC's website is <http://www.kent.edu/oeoc>.
- 9) October each year is "Employee Ownership Month". For additional ideas on promoting ESOPs, check out http://www.esopassociation.org/resources/resources_month.asp.





New Disclosure Regimen For Fees

By Anne Keehn, QKA

The Department of Labor has recently focused its attention on disclosure initiatives designed to ensure that plan participants and plan fiduciaries understand plan investment alternatives, fees and expenses charged to the plan. Within the past year, the DOL has issued a three-part series of new regulations dealing with fee and expense disclosure rules.

First, a final rule was issued requiring Form 5500 reporting of direct and indirect compensation paid by the plan and received by service providers. Compensation includes such items as gifts, awards, custody fees, 12b-1 fees, and commissions that service providers receive from the plan or a third party for services to the plan. The information must be disclosed on Schedule C of large plans (more than 100 participants) effective for plan years beginning on or after January 1, 2009. See http://www.dol.gov/ebsa/faqs/faq_schedulec.html.

Next, the DOL issued proposed regulations requiring plan service providers to disclose all direct and indirect compensation received for their services from either the plan or from third parties dealing with the plan. Service providers include any provider who is a fiduciary under ERISA; provides banking, consulting, insurance services, investment advice or management, recordkeeping services, or brokerage services; or receives indirect compensation, such as accountants, lawyers, auditors, etc. These providers must disclose payment arrangements, relationships and compliance processes in writing. The department intends with this regulation to ensure that plan fiduciaries have sufficient information to determine if there are relationships or interests on the part of the service provider that may call into question the objectivity of the service provider in providing services to the plan. This regulation is proposed to be effective 90 days after it is finalized and could require revisions to many existing service contracts and arrangements. Failure to conform contracts to the new rule would result in the determination that the provider has committed a prohibited transaction.

Most recently, in the last installment of this initiative, the DOL issued proposed regulations concerning fee and investment information that must be disclosed to participants in participant-directed account plans, like 401(k) plans. Under the proposed regulations, it will be the direct responsibility of plan fiduciaries to ensure that participants are regularly provided ongoing information regarding fees and expenses. If adopted in its current form, the proposed rule will be effective for plan years beginning on or after January 1, 2009. The rule specifies certain plan-related and investment-related information that must be disclosed, including -

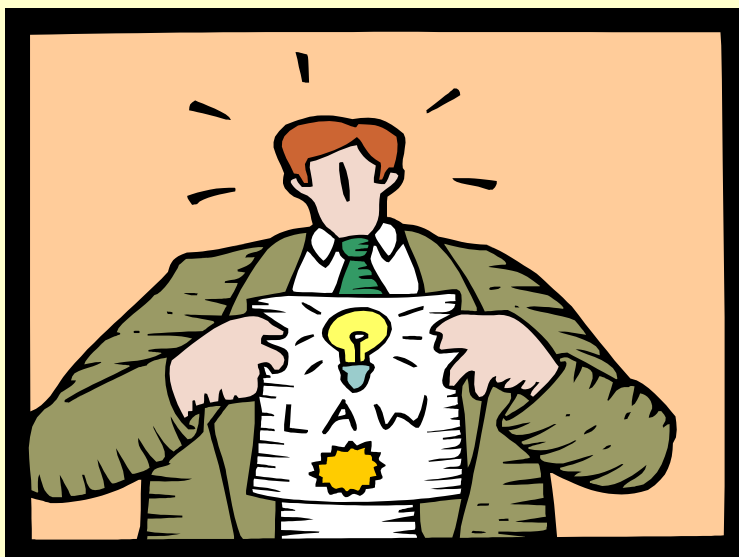
- Annual explanation of fees and expenses for administrative services that may be charged to the plan (legal, accounting, recordkeeping) and the basis on which the charges will be allocated (pro rata, per capita, etc).
- Quarterly disclosure of the dollar amount charged to a participant's account for administrative services and a description of the service provided.
- Quarterly disclosure of any expenses that were assessed on an individual basis, rather than a plan-wide basis (QDROs, loans, hardship withdrawals, investment advisory services, etc).
- Annual description of investment-related information, in chart form, that contains for each investment:
 - Name and type of investment and whether it is passively or actively managed (not applicable for self-directed brokerage accounts).

New Disclosure Regimen For Fees
(continued)

- Internet address for supplemental information.
- Average annual return for 1-year, 5-year and 10-year periods, when available.
- For comparative purposes, historical performance data for an appropriate broad-based benchmark.
- Sales loads, sales charges, redemption fees, deferred sales charges, and expense ratios.

The proposed regulation indicates that 404(c) will be amended to make clear that 404(c) relief does not extend to a fiduciary's duty to prudently select and monitor the funds. 404(c) rules would also be amended to provide the welcome change of eliminating the requirement to provide a copy of each mutual fund's current prospectus. Instead, a prospectus must only be made available if specifically requested.

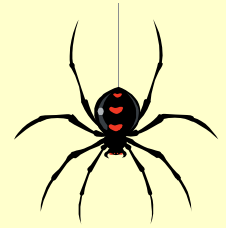
With these new rules, the department has taken several steps to ensure 401(k) fee transparency and to help employers and workers get the information they need to make informed decisions. Members of Congress have already suggested that these new rules are just the beginning of a coordinated effort intended to have a real impact on the quantity and quality of information available to plan sponsors and their participants. According to House Education and Labor Committee spokesman Aaron Albright, "There is more to be done here". RMS expects that we will continue to see action in this arena and we will keep you informed of any new regulations.





NEWS & RETIREMENT TIDBITS

October, 2008



- 1) "For the year ended June 2008, compensation costs rose 3.1 percent; the June 2007 12-month percent increase was 3.3 percent." (Source: U.S. Bureau of Labor Statistics --- <http://www.bls.gov/news.release/eci.nr0.htm>)
- 2) "In a recent survey by Cowden Associates, 25% of defined contribution plan sponsors reported not having an investment policy statement (IPS)." (Source: <http://www.planadviser.com/selling/article.php/2655>)
- 3) A study by T. Rowe Price shows that some individuals postponing retirement from 62 to 65 can increase annual retirement income by 22%, assuming that individual saves 15% of his pay. (Source: Kiplinger Retirement Report, Sep, 2008)
- 4) According to the Society of Actuaries, Hartford Financial Services Group, Inc. and the MIT AgeLab, once people reach age 65, here are their approximate chances of living to various older ages:

Men at age 65:	One out of two will live to at least 86
	One out of four will live to at least 92
Women at age 65:	One out of two will live to at least 89
	One out of four will live to at least 95
Couple at age 65:	One out of two couples will have at least one spouse live to 93
	One out of four couples will have at least one spouse live to 97.
- 5) An Aon study described in their July/August publication says that 22% of the employers they surveyed now offer Roth 401(k) accounts.
- 6) Diversified Investment Advisors has material encouraging 401(k) participants to adopt "Personal Investment Policies" --- (1) What will I need in order to retire? (2) How much do I need to save each year? (3) What should be my asset allocation to most efficiently get there? (4) Annually monitor how I'm doing.
- 7) With the latest change in the Social Security Administration's benefit estimator, you can now enter your name, birth date, Social Security number, place of birth, and mother's maiden name, and then the calculator lets you view expected benefit levels for all possible retirement ages. You can even assume retirement before 62, with benefits commencing later. See <http://www.socialsecurity.gov/estimator>.

NEWS & RETIREMENT TIDBITS

(continued)

- 8) A recent study by Ibbotson Associates found that a combined portfolio containing a variable annuity, with a guaranteed withdrawal benefit and traditional non-annuity products had higher average total income return over a 30-year investment period than a diversified, non-annuity traditional portfolio (such as mutual funds)." (Source: July/August 2008 issue of Plan Adviser magazine)
- 9) Effective for partnership tax years ending on or after 9/30/08, tax return extensions will now be only five months (instead of six months). Consequently, for all entities, the latest extended tax filing deadline will be 8-1/2 months after fiscal year-end. However, the Form 5500 for retirement plan annual filings can still be extended from the usual seven month deadline to get an additional 2-1/2 months.
- 10) For a good online calculator that helps you decide whether to contribute to a 401(k) or 403(b) plan on a pre-tax basis or a Roth basis, see http://scrs.schwab.com/tools/schwab_roth_401k_calc.htm.
- 11) Savings by age --- Of people age 55 and above, 17% have saved \$500,000 or more for retirement, according to the Employee Benefit Research Institute. To compare your savings with that of people your age, see the chart at <http://www.latimes.com/business/la-013008-fi-2401k-g.l.4981517.graphic>.
- 12) National Save for Retirement Week is October 19-25 this year. For details and promotional ideas, see <http://www.nagdca.org/retirementWeek/>.



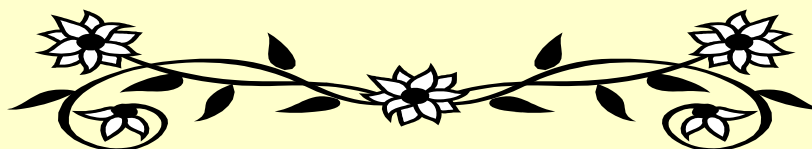


RMS Team Spotlight



Account Executive Carol Miller joined the RMS family in 2002. She has over 13 years experience in defined contribution plan administration and was employed at Benefit Actuaries and ADP Retirement Services prior to coming to RMS. Carol graduated from the University of Louisville with a Bachelor of Science in Business Administration and holds the designations of Certified Employee Benefits Specialist, Retirement Plans Associate and Compensation Management Specialist. She is also a member of the Louisville Employee Benefits Council, the International Society of Certified Employee Benefits Specialists and the Louisville Society For Human Resource Management. In her spare time Carol enjoys cheering for the Cardinals and spending time with friends and family.

Judith Rohr joined RMS as a Plan Specialist in November of 2005. Judith earned a Bachelor of Arts from Morehead State University and has received the designation of Certified Retirement Services Professional from the Institute of Certified Bankers. She has more than 20 years trust banking experience with 12 of those years spent in retirement plan administration. Judith currently resides in the Crestwood area with her husband and daughter. She enjoys spending her free time volunteering, fishing or relaxing with a good book.





WHAT PERCENT OF PAY SHOULD MY EMPLOYER AND I BE SETTING ASIDE FOR MY RETIREMENT?

Age A	Annual Income B	Factor C	Factor D	Age A	Annual Income B	Factor C	Factor D
25	\$20,000	6.9%	3.0%	45	\$50,000	31.4%	1.7%
	\$30,000	7.7%	2.0%		\$60,000	32.0%	1.4%
	\$40,000	8.4%	1.4%		\$70,000	32.6%	1.1%
30	\$20,000	9.1%	3.0%	50	\$20,000	36.1%	4.9%
	\$30,000	10.2%	2.1%		\$30,000	40.6%	3.3%
	\$40,000	11.2%	1.5%		\$40,000	45.1%	2.5%
	\$50,000	11.6%	1.2%		\$50,000	46.8%	1.9%
35	\$20,000	12.4%	3.3%	55	\$60,000	47.9%	1.8%
	\$30,000	13.8%	2.2%		\$70,000	48.9%	1.4%
	\$40,000	15.2%	1.7%		60	\$20,000	139.8%
	\$50,000	15.8%	1.4%	\$30,000		157.2%	7.9%
	\$60,000	16.1%	1.1%	\$40,000		174.6%	6.0%
	40	\$70,000	16.4%	0.9%	\$50,000	181.4%	4.7%
\$20,000		17.1%	3.6%	\$60,000	185.4%	4.0%	
\$30,000		19.1%	2.5%	\$70,000	189.4%	3.4%	
\$40,000		21.1%	1.8%				
\$50,000		21.8%	1.4%				
45	\$60,000	22.3%	1.2%				
	\$70,000	22.7%	1.0%				
	\$20,000	24.6%	4.1%				
	\$30,000	27.4%	2.7%				
	\$40,000	30.2%	2.0%				

Line INSTRUCTIONS FOR USING THIS WORKSHEET:

1 If your age, annual income, or retirement savings, are not shown above, simply interpolate between the percentages shown, as in Example 2 below. In Example 2, the individual is age 37, and the Factors in lines 6 and 7 are derived by making a rough estimate between the numbers for a 35 year old and a 40 year old.

	Example 1	Example 2	Example 3	<u>Make your own Calculation here</u>
2 Age:	30	37	45	
3 Annual Income:	\$20,000	\$35,000	\$40,000	\$
4 Amunt already saved	\$5,000	\$15,000	\$70,000	\$
5 Line 4 divided by \$10,000	0.50	1.50	7.00	
6 Factor C from the Table above	9.1%	16.0%	30.2%	%
7 Factor D from the Table above	3.0%	2.3%	2.0%	%
8 Recommended savings (employee and employer combined) = line 6, minus (line 5 X line 7)	7.6%	12.6%	16.2%	%
9 Contribution by your EMPLOYER	3.0%	4.0%	5.0%	%
10 Percent YOU should save, equal to line 8 minus line 9	4.6%	8.6%	11.2%	%

11 Assumptions: Retirement at age 65; life expectancy is age 85; pre-retirement investment yield of 8.00%; post-retirement investment yield of 5.50%; inflation and salary increases of 3.00%; no defined benefit pension plan benefits; we are targeting to achieve a retirement income, from all sources combined, equal to 90% of final annual pay just before retirement; the individual's marital status is single; we assume future Social Security benefits are based on current laws; savings will be the same percent of pay each year, and are accumulated in a tax-deferred retirement plan.

2009 EMPLOYEE BENEFIT INDEXED LIMITATIONS

	FOR PLAN YEARS BEGINNING IN					Code Section
	2009	2008	2007	2006	2005	
1) 401(k) Elective Deferrals (calendar year limit)	16,500	15,500	15,500	15,000	14,000	402(g)(1)
2) 403(b) Elective Deferrals (calendar year limit)	16,500	15,500	15,500	15,000	14,000	403(b)
3) 401(k) Catch Up Contributions (calendar year limit)	5,500	5,000	5,000	5,000	4,000	414(v)(2)(B)(i)
4) Compensation Cap	245,000	230,000	225,000	220,000	210,000	401(a)(17)
5) Defined Contribution Plans – Contribution	**49,000	46,000	45,000	44,000	42,000	415(c)(1)(A)
6) Highly Compensated Employee Definition Employees owning over 5% or having Prior year Compensation exceeding	105,000	100,000	100,000	95,000	90,000	414(g)
7) Key Employee Definition						416(i)
Officer making over	160,000	150,000	145,000	140,000	135,000	
More than 1% owner, making over	150,000	150,000	150,000	150,000	150,000	
More than 5% owner, regardless of pay level						
8) Social Security Taxable Wage Base	106,800	102,000	97,500	94,200	90,000	
9) FICA (Employee) Tax Rate:						
Social Security (OASDI)	6.20%	6.20%	6.20%	6.20%	6.20%	
Medicare (HI)	1.45%	1.45%	1.45%	1.45%	1.45%	
Total	7.65%	7.65%	7.65%	7.65%	7.65%	
10) SECA (Self-employed) Tax rate, total	15.30%	15.30%	15.30%	15.30%	15.30%	
11) SIMPLE Deferrals	11,500	10,500	10,500	10,000	10,000	408(p)(2)(A)
12) SIMPLE Catch-up Limit	2,500	2,500	2,500	2,500	2,000	414(v)(2)(B)(ii)
13) SEP Coverage	550	500	500	450	450	408(k)(2)(C)
14) IRA Maximum Deductible Amount	5,000	5,000	4,000	4,000	4,000	219(b)(1)(A)
15) IRA Catch-up Limit	1,000	1,000	1,000	1,000	500	219(b)(1)(B)
16) Social Security Exempt Amounts - ages						
Under 65	14,160	13,560	12,960	12,480	12,000	
65-69	N/A	N/A	N/A	N/A	N/A	
17) Eligible 457(b) Plan Deferral Limit (calendar year limit)	16,500	15,500	15,500	15,000	14,000	457(b)(2)
18) Maximum ESOP Balance for 5-year installments	985,000	935,000	915,000	885,000	850,000	409(o)(1)(C)
Amount for Lengthening of 5-year ESOP distribution	195,000	185,000	180,000	175,000	170,000	
19) Defined Benefit Plans - Annual Benefit	195,000	185,000	180,000	175,000	170,000	415(b)(1)(A)

**The limitation is effective for plan years ending in the designated calendar year.