

2010 EMPLOYEE BENEFIT INDEXED LIMITATIONS

	<u>FOR PLAN YEARS BEGINNING IN</u>					<u>Code Section</u>
	<u>2010</u>	<u>2009</u>	<u>2008</u>	<u>2007</u>	<u>2006</u>	
1) 401(k) Elective Deferrals (calendar year limit)	16,500	16,500	15,500	15,500	15,000	402(g)(1)
2) 403(b) Elective Deferrals (calendar year limit)	16,500	16,500	15,500	15,500	15,000	403(b)
3) 401(k) Catch-up Contributions (calendar year limit)	5,500	5,500	5,000	5,000	5,000	414(v)(2)(B)(i)
Compensation Cap	245,000	245,000	230,000	225,000	220,000	401(a)(17)
4) Defined Contribution Plans - Contribution	*49,000	49,000	46,000	45,000	44,000	415(c)(1)(A)
5) Highly Compensated Employee Definition						414(g)
Employees owning over 5% or having						
<u>Prior</u> year Compensation exceeding	110,000	105,000	100,000	100,000	95,000	
6) Key Employee Definition						416(i)
Officer making over	160,000	160,000	150,000	145,000	140,000	
More than 1% owner, making over	150,000	150,000	150,000	150,000	150,000	
More than 5% owner, regardless of pay level						
7) Social Security Taxable Wage Base	106,800	106,800	102,000	97,500	94,200	
8) 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%	
9) SECA (Self-employed) Tax rate, total	15.30%	15.30%	15.30%	15.30%	15.30%	
10) SIMPLE Deferrals	11,500	11,500	10,500	10,500	10,000	408(p)(2)(A)
11) SIMPLE Catch-up Limit	2,500	2,500	2,500	2,500	2,500	414(v)(2)(B)(ii)
12) SEP Coverage	550	550	500	500	450	408(k)(2)(C)
13) IRA Maximum Deductible Amount	5,000	5,000	5,000	4,000	4,000	219(b)(1)(A)
14) IRA Catch-up Limit	1,000	1,000	1,000	1,000	1,000	219(b)(1)(B)
15) Social Security Exempt Amounts - ages						
Under 65	14,160	14,160	13,560	12,960	12,480	
65-69	N/A	N/A	N/A	N/A	N/A	
16) Eligible 457(b) Plan Deferral Limit (calendar year limit)	16,500	16,500	15,500	15,500	15,000	457(b)(2)
17) Maximum ESOP Balance for 5-year installments	985,000	985,000	935,000	915,000	885,000	409(o)(1)(C)
Amount for Lengthening of 5-year ESOP distribution	195,000	195,000	185,000	180,000	175,000	
18) Defined Benefit Plans - Annual Benefit	195,000	195,000	185,000	180,000	175,000	415(b)(1)(A)

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