

Davey Administration Group Cromwick & Davey Retirement Planners

Employee Benefits Design and Administration

(559) 436-6606 / (702) 445-6958

Annual Dollar Limitations	2009	2008	2007
Annual 415 Compensation Limit	\$245,000	\$230,000	\$225,000
Elective Deferral Limit for 401(k), 403(b), and 457(b) plans	\$16,500	\$15,500	\$15,500
Catch-up Contribution Limit for 401(k), 403(b) and 457(b) plans	\$5,500	\$5,000	\$5,000
Annual Additions Limit for Defined Contribution Plans <small>The maximum annual addition is the lesser of 100% of compensation or the \$ limit</small>	\$49,000	\$46,000	\$45,000
Annual Benefit Limit for Defined Benefit Pension Plans <small>The maximum annual benefit allowed between the ages of 62-65 is the lesser of 100% of compensation or the \$ limit</small>	\$195,000	\$185,000	\$180,000
Highly Compensated Employee Compensation Threshold <small>A highly compensated employee is any person who either owns more than 5% of the company(ies) or earned more than the \$ limit in the prior plan year</small>	\$110,000	\$105,000	\$100,000
Key Employee Compensation Threshold <small>A key employee for top-heavy plan purposes is any person who is more than a 5% owner, a 1% owner earning more than \$150,000, or an officer who earned more than the \$ limit in the current year</small>	\$160,000	\$150,000	\$145,000
SIMPLE Plan Contribution Limit	\$11,500	\$10,500	\$10,500
SIMPLE Plan Catch-Up Amount	\$2,500	\$2,500	\$2,500
SEP Coverage	\$550	\$500	\$500
Social Security Taxable Wage Base	\$106,800	\$102,000	\$97,500