

Retirement Plan Limitations 2007-2009

| | Internal Revenue Code Section | 2009 | 2008 | 2007 |
|--|-------------------------------------|-----------|------------|-----------|
| 401(k) & 403(b) Elective Deferrals | §402(g)(1) | \$16,500 | \$15,500 | \$15,500 |
| Catch-Up Elective Deferrals | §414(v)(2)(B)(i) | \$5,500 | \$5,000 | \$5,000 |
| Defined Benefit Plan Benefit | §415(b)(1)(A) | \$195,000 | \$185,000 | \$180,000 |
| Defined Contribution Plan Contribution | §415(c)(1)(A) | \$49,000 | \$46,000 | \$45,000 |
| Annual Compensation Limit | §§401(a)(17) and 404(l) | 245,000 | \$230,000 | \$225,000 |
| 457(b) Deferral | §457(e)(15) | \$16,500 | \$15,500 | \$15,500 |
| Highly Compensated Employees* | §414(q)(1)(B) | \$110,000 | \$105,000 | \$100,000 |
| Key Employee Officer Compensation | §416(i)(1)(A)(i) | \$160,000 | \$150,000 | \$145,000 |
| SIMPLE Plan Deferral | §408(p)(2)(E) | \$11,500 | \$10,500 | \$10,500 |
| SIMPLE Plan Catch-Up Elective Deferral | §414(v)(2)(B)(ii) | \$2,500 | \$2,500 | \$2,500 |
| SEP Coverage | §408(k)(2)(C) | \$550 | \$500 | \$500 |
| SEP Compensation | §§408(k)(3)(C) and 408(k)(6)(D)(ii) | \$245,000 | \$230,000 | \$225,000 |
| Tax Credit ESOP Maximum Balance | §409(o)(1)(C)(ii) | \$985,000 | \$935,000 | \$915,000 |
| PBGC Monthly Maximum Guarantee** | N/A | \$4,500 | \$4,312.50 | \$4,125 |

* Highly compensated employee determination uses a "look-back" approach. For example, an employee is highly compensated for the 2009 plan year if the employee's compensation was \$105,000 or greater in 2008.

** Assumes a single life annuity beginning at age 65. The maximum is adjusted downward for retirees younger than age 65 and upward for retirees older than age 65. Separate figures apply for joint and 50% survivor annuities. For a full detailing of benefits for participants of different ages and plans with different termination dates, please refer to the Pension Benefit Guaranty Corporation. A link is provided on our website for this information.



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