



## **2009 EMPLOYEE BENEFIT PLAN LIMITS**

The IRS recently released employee benefit plan benefit and contribution limits for 2009 (Release IR 2008-118). Many of the Pension Plan limitations will change for 2009. For most of the limitations, the increase in the cost-of-living index met the statutory thresholds that trigger their adjustments. Furthermore, several limitations, set by the Economic Growth and Tax Relief Reconciliation Act of 2001 (EGTRRA) reset many of the statutory dollar amounts previously adjusted on an annual basis under Section 415 of the Internal Revenue Code.

PLAN LIMITATIONS	2007	2008	2009
Annual Compensation Limit	\$225,000	\$230,000	\$245,000
Defined Contribution Maximum Annual Contribution	\$45,000	\$46,000	\$49,000
Annual §401(k) Employee Deferral Limit	\$15,500	\$15,500	\$16,500
Age 50 Catch-up Contributions to §401(k) Plan	\$5,000	\$5,000	\$5,500
Highly Compensated Employee Threshold	\$100,000	\$105,000	\$110,000
Income subject to Social Security Wage Base	\$97,500	\$102,000	\$106,800

Please share this information with your payroll personnel so they are aware of these limits.

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