

**NATIONAL BENEFIT SERVICES, LLC**

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**Retirement Plan Benefit and Contribution Limits (updated for 2010)**

Code Section & Type of Limitation	Explanation	*2010	2009	2008	2007
402(g)(1) Elective Deferral	Maximum amount employees can contribute to a 401(k) or 403(b) Plan; not including adjustments and catch ups	\$16,500	\$16,500	\$15,500	\$15,500
457(b)(2) and 457(c)(1) Limit	Maximum amount an employee and/or employer can contribute to a 457 Plan; not including catch ups	\$16,500	\$16,500	\$15,500	\$15,500
414(v)(2)(B)(i) Catch-up Contributions	Additional amount those over age 50 can contribute to a 401(k) or 403(b) plan	\$5,500	\$5,500	\$5,000	\$5,000
414(q)(1)(B) Highly Compensated Employee (HCE) Threshold	Compensation amount used to determine Highly Compensated Employees (Lookback year)	\$110,000	\$110,000	\$105,000	\$100,000
415(c)(1)(A) Defined Contribution Limits	Annual limit on all contributions (employee and employer) for 401(k) and 403(b) plans	\$49,000	\$49,000	\$46,000	\$45,000
Taxable Wage Base	Social Security wage base	\$106,800	\$106,800	\$102,000	\$97,500
416(i)(1)(A)(i) Key Employee Officer Threshold	Compensation threshold for determining whether an officer is a "key employee" for top-heavy testing	\$160,000	\$160,000	\$150,000	\$145,000
401(a)(17)/404(l) Annual Compensation Limit	Maximum compensation that can be taken into account under a qualified retirement plan	\$245,000	\$245,000	\$230,000	\$225,000
415(b)(1)(A) Defined Benefit Plan 415 Limit	The annual benefit limit under an employer's defined benefit plan	\$195,000	\$195,000	\$185,000	\$180,000
408(p)(2)(E) SIMPLE Plans Maximum Deferral Limit	Limit on salary reduction contributions by employees under a SIMPLE	\$11,500	\$11,500	\$10,500	\$10,500
414(v)(2)(B)(ii) SIMPLE Plan Catch Up Amount	Additional amount those over age 50 can contribute	\$2,500	\$2,500	\$2,500	\$2,500
408(k)(3)© SEP Minimum Compensation	Employers must make a contribution under a SEP for employees earning above this amount	\$550	\$550	\$500	\$500
408(k)(3)© SEP Maximum Compensation	Maximum compensation that can be taken into account under a SEP	\$245,000	\$245,000	\$230,000	\$225,000
219(b)(5)(A) IRA Contribution Limit	Maximum amount that can be contributed across both Traditional and Roth IRAs	\$5,000	\$5,000	\$5,000	\$4,000
219(b)(5)(B) IRA Catch-up Limit	Additional amount those over age 50 can contribute	\$1,000	\$1,000	\$1,000	\$1,000

\*2010 limits reflect issuance of [\[change link to read\]](http://www.irs.gov/newsroom/article/0,,id=214321,00.html) IRS News Release IR-2009-94, Oct. 15, 2009 <http://www.irs.gov/newsroom/article/0,,id=214321,00.html>.