

2010 Benefit Plan Dollar Limitations

Effective January 1, 2010, the dollar limitations that apply to qualified retirement and other benefit plans are as follows:

| Description | 2010 | 2009 | 2008 | 2007 | 2006 |
|---|---------------------|--------------|--------------|--------------|--------------|
| 401(k)/403(b) deferral maximum | \$16,500 | \$16,500 | \$15,500 | \$15,500 | \$15,000 |
| 401(k), 403(b), 457 catch-up contribution limit | 5,500 | 5,500 | 5,000 | 5,000 | 5,000 |
| Defined benefit maximum | 195,000 | 195,000 | 185,000 | 180,000 | 175,000 |
| Defined contribution maximum | 49,000 | 49,000 | 46,000 | 45,000 | 44,000 |
| 457 deferral maximum | 16,500 | 16,500 | 15,500 | 15,500 | 15,000 |
| Highly compensated employee compensation limit | 110,000 | 110,000 | 105,000 | 100,000 | 100,000 |
| Key employee compensation | | | | | |
| - Officer | 160,000 | 160,000 | 150,000 | 145,000 | 140,000 |
| - 1% owner | 150,000 | 150,000 | 150,000 | 150,000 | 150,000 |
| Compensation cap | 245,000 | 245,000 | 230,000 | 225,000 | 220,000 |
| ESOP 5-year distribution extension | | | | | |
| - Account minimum | 985,000 | 985,000 | 935,000 | 915,000 | 885,000 |
| - Additional amount for 1 year extension | 195,000 | 195,000 | 185,000 | 180,000 | 175,000 |
| Social Security taxable wage bases | | | | | |
| - Social Security | 106,800 | 106,800 | 102,000 | 97,500 | 94,200 |
| - Medicare | no limit | no limit | no limit | no limit | no limit |
| Social Security tax rates | | | | | |
| - Social Security | 6.20% | 6.20% | 6.20% | 6.20% | 6.20% |
| - Medicare | 1.45% | 1.45% | 1.45% | 1.45% | 1.45% |
| Combined rate | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% |
| - Self-employed combined rate | 15.30% | 15.30% | 15.30% | 15.30% | 15.30% |
| Transportation plan maximums | | | | | |
| - Parking | \$230 | \$230 | 220 | 215 | 205 |
| - Transit pass/commuter vehicle | \$230 | \$120* | 115 | 110 | 105 |
| Health Savings Accounts | | | | | |
| - Contributions (single/family) | 3,050/6,150 | 3,000/5,950 | 2,900/5,800 | 2,850/5,650 | 2,700/5,450 |
| - HDHP Deductible (single/family) | 1,200/2,400 | 1,150/2,300 | 1,100/2,200 | 1,100/2,200 | 1,050/2,100 |
| - Out-of-Pocket Expenses (single/family) | 5,950/11,900 | 5,800/11,600 | 5,600/11,200 | 5,500/11,000 | 5,250/10,500 |

* \$120 was the limit through February of 2009. Effective March 1, 2009, the limit was increased to \$230 by the American Recovery and Reinvestment Act of 2009.

2010 IRA Limitations

Effective January 1, 2010, the contribution limits and adjusted gross income ("AGI") phase-out limits for IRAs are as follows:

| Description | 2010 | 2009 | 2008 |
|---|-----------------|-----------------|-----------------|
| Traditional IRA | | | |
| Deductible contribution maximum | \$5,000 | \$5,000 | \$4,000 |
| Age 50+ | 6,000 | 6,000 | 6,000 |
| AGI phase-out ¹ | | | |
| Active participant ² | | | |
| - Joint return | 89,000-109,000 | 89,000-109,000 | 85,000-105,000 |
| - Single taxpayer | 56,000-66,000 | 55,000-65,000 | 53,000-63,000 |
| Spouse of active participant | 167,000-177,000 | 166,000-176,000 | 159,000-169,000 |
| Roth IRA | | | |
| Nondeductible contribution maximum ³ | 5,000 | 5,000 | 5,000 |
| Age 50+ ³ | 6,000 | 6,000 | 6,000 |
| AGI phase-out ¹ | | | |
| - Joint return | 167,000-177,000 | 166,000-176,000 | 159,000-169,000 |
| - Single taxpayer | 105,000-120,000 | 105,000-120,000 | 101,000-116,000 |

¹ The maximum IRA deduction for a traditional IRA and maximum contribution to a Roth IRA are reduced proportionately over the phaseout ranges listed above.

² There are no AGI limits for non-active participants.

³ The Roth IRA contribution maximum is reduced by the taxpayer's contributions to other IRAs for the same taxable year.