

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.