



Benefit Limitations for 2008

	2005	2006	2007	2008
401(k)/403(b) plan maximum elective deferral	\$14,000	\$15,000	\$15,500	\$15,500
457 deferral limit	\$14,000	\$15,000	\$15,500	\$15,500
401(k)/403(b)/457 catch-up	\$4,000	\$5,000	\$5,000	\$5,000
Defined contribution maximum annual addition	\$42,000 ¹	\$44,000 ¹	\$45,000 ¹	\$46,000 ¹
Defined benefit maximum annual pension	\$170,000 ¹	\$175,000 ¹	\$180,000 ¹	\$185,000 ¹
Qualified plans maximum compensation limit	\$210,000	\$220,000	\$225,000	\$230,000

¹ Applies to limitation years ending within the calendar year

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	2005	2006	2007	2008
Highly compensated	\$95,000	\$100,000	\$100,000	\$105,000
Transit pass limit	\$105	\$105	\$110	\$115
Parking benefit limit	\$200	\$205	\$215	\$220
IRA limit	\$4,000	\$4,000	\$4,000	\$5,000
IRA catch-up	\$500	\$1,000	\$1,000	\$1,000
SIMPLE limit	\$10,000	\$10,000	\$10,500	\$10,500
SIMPLE catch-up	\$2,000	\$2,500	\$2,500	\$2,500
Taxable wage base				
Social Security	\$90,000	\$94,200	\$97,500	\$102,000
Medicare	no limit	no limit	no limit	no limit
Payroll tax rate				
Social Security	6.20%	6.20%	6.20%	6.20%
Medicare	1.45%	1.45%	1.45%	1.45%