

EMPLOYEE BENEFITS ALERT

2009 CHANGES IN ANNUAL RETIREMENT BENEFIT AND RELATED LIMITS

The IRS recently announced new annual qualified retirement benefit limits for 2009. The following is a *Desk Reference Summary* of the most relevant limits and how they compare with the limits for 2007 and 2008.

	2007	2008	2009
Dollar Limit for Defined Benefit Plans	\$180,000	\$185,000	\$195,000
Dollar Limit for Defined Contribution Plans	45,000	46,000	49,000
401(k) and 403(b) Maximum Deferral	15,500	15,500	16,500
Catch-up Contribution for Participants Aged 50 or over (401(k) and 403(b))	5,000	5,000	5,500
Social Security Taxable Wage Base	97,500	102,000	106,800
Maximum Compensation Allowable for Benefit Purposes	225,000	230,000	245,000
Maximum Compensation to Determine Highly Compensated Status	100,000	105,000	110,000
SIMPLE Maximum Deferral	10,500	10,500	11,500
SIMPLE Catch-up Contribution for Participants Aged 50 or over	2,500	2,500	2,500
457 Maximum Deferral	15,500	15,500	16,500

The **Employee Benefits Alert** is intended to keep readers current on matters affecting employee benefits, and is not intended to be legal advice. If you have any questions, please call **Kathryn A. English** at 412.566.1226, **Michael J. Herzog** at 412.566.6130, **Brandon Richards** at 412.566.1263, **John J. Kearns, III** at 412.566.2075, **Sandra R. Mihok** at 412.566.1903, **Paul M. Yenerall** at 412.566.1944, or any other attorney with whom you have been working.