



Legislative Brief

2008 Indexed Figures for Qualified Retirement Plans



Qualified Retirement Plans must take various dollar limits into consideration. Some of these are indexed and can therefore change on occasion. Below are the new figures for 2008, as well as the figures for the past three years.

LIMITS	2008	2007	2006	2005
401(k) Contribution Limit (Calendar Year)	\$15,500	\$15,500	\$15,000	\$14,000
401(k) Catch-up Contribution Limit	\$5,000	\$5,000	\$5,000	\$4,000
Annual Contribution Limit (Money Purchase, Profit Sharing, Target Plans)	\$46,000	\$45,000	\$44,000	\$42,000
Annual Benefit Limit (Defined Benefit Plans)	\$185,000	\$180,000	\$175,000	\$170,000
Plan Compensation Limit	\$230,000	\$225,000	\$220,000	\$210,000
Social Security Wage Base	\$102,000	\$97,500	\$94,200	\$90,000

Determination of Highly Compensated Employees

1. Employees owning more than 5% of a company, as well as an employee who is a spouse, child, parent or grandparent of an employee owning more than 5% of a company will always be considered highly compensated.
2. Employees who earn more than \$105,000 (up from \$100,000 in 2007) in 2008 will be considered highly compensated in the following year.

Please contact your FAS representative with any questions.