

PENSION LIMITATIONS ON CONTRIBUTIONS AND SOCIAL SECURITY WITHHOLDING FOR 2008 & 2009

RETIREMENT PLAN BENEFITS

| | <u>2008</u> | <u>2009</u> |
|--|-------------|-------------|
| 401(k) Deferral Dollar Limit | \$ 15,500 | \$ 16,500 |
| - Additional age 50 elective deferral | \$ 5,000 | \$ 5,500 |
| Defined contribution – maximum annual addition | \$ 46,000 | \$ 49,000 |
| Defined Benefit – maximum annual benefit | \$ 185,000 | \$ 195,000 |
| Maximum deferral under SIMPLE IRA Plan | \$ 10,500 | \$ 11,500 |
| - Additional age 50 deferral | \$ 2,500 | \$ 2,500 |

QUALIFIED PLANS – INCLUDIBLE ANNUAL COMPENSATION LIMIT

\$ 230,000 \$ 245,000

SOCIAL SECURITY WITHHOLDING

| | | |
|-------------------------------|------------|------------|
| Wage Base for Social Security | \$ 102,000 | \$ 106,800 |
| Social Security Rate | 6.2% | 6.2% |
| Medicare Wage Base | Unlimited | Unlimited |
| Medicare Rate | 1.45% | 1.45% |