

2009 & 2010 FIGURES

RETIREMENT	2009	2010
Defined Benefit Maximum Limit	\$195,000	\$195,000
Defined Contribution Plan Maximum Limit:		
• Dollars	\$49,000	\$49,000
• Percentage - Employee's Compensation	100%	100%
SEP Max Limit:		
• Dollars	\$49,000	\$49,000
• Percentage - Employee's Compensation	25%	25%
SEP Earnings Eligibility - 408(k)(2)(c)	\$550	\$550
401(k), SARSEP, 457, 403(b) Employee Deferral Limit	\$16,500	\$16,500
IRA Contribution Limit	\$5,000	\$5,000
SIMPLE Employee Deferral Limit	\$11,500	\$11,500
Catch-Up Provision (age 50 and older):		
• IRA Catch-up Contribution	\$1,000	\$1,000
• 401(k), SARSEP, 457, 403(b)	\$5,500	\$5,500
• SIMPLE	\$2,500	\$2,500
HC Employee – 414(q)	\$110,000	\$110,000
Key Employee – 416(i)	\$160,000	\$160,000
Covered Compensation for Qualified Plans	\$245,000	\$245,000
Traditional IRA Contribution Phaseouts:		
• MFJ - One spouse is active participant (in 1,000s)	\$166 - \$176	\$167 - \$177
• MFJ - Taxpayer is active participant (in 1,000s)	\$89 - \$109	\$89 - \$109
• Single - Taxpayer is active participant (in 1,000s)	\$55 - \$65	\$56 - \$66
• MFS (in 1,000s)	\$0 - \$10	\$0 - \$10
Roth IRA Contribution Phaseouts:		
• MFJ (in 1,000s)	\$166 - \$176	\$167 - \$177
• Single (in 1,000s)	\$105 - \$120	\$105 - \$120
• MFS (in 1,000s)	\$0 - \$10	\$0 - \$10
Converting Traditional IRA to Roth IRA Maximum MAGI:		
• Single, HH, MFJ	\$100,000	N/A
• MFS	Disallowed	N/A
FRINGE BENEFITS	2009	2010
Qualified Parking Exclusion	\$230	\$230
Transit Pass Exclusion	\$230 ¹	\$230
Adoption Assistance	\$12,150	\$12,170
Adoption Assistance AGI Phaseout	\$182,180 - \$222,180	\$182,520 - \$222,520
SOCIAL SECURITY	2009	2010
Maximum Earnings Taxable	\$106,800	\$106,800
One Quarter of Coverage (up to 4 per year)	\$1,090	\$1,120
Retirement Earnings Limit:		
• Under full retirement age	\$14,160	\$14,160
• Year reaching full retirement age	\$37,680	\$37,680
Social Security Disability Thresholds:		
• Maximum Earnings - Blind (monthly)	\$1,640	\$1,640
• Maximum Earnings - Nonblind (monthly)	\$980	\$1,000
Maximum Monthly Social Security Benefit	\$2,323	\$2,346
PBGC Limit (monthly)	\$4,500	\$4,500

1. Note that for January and February 2009, the amount that can be excluded from gross income for transit passes and commuter highway vehicle use is \$120 per month.

Worker, Retiree, and Employer Recovery Act of 2008

For 2009, the required minimum distribution has been suspended that is generally applicable to retirement plans, with respect to defined contribution arrangements, including IRAs. An individual may still withdraw needed funds from his/her retirement plan or IRA, however, he/she is not required to do so for 2009. **Please Note:** The 2008 Act did not suspend the requirement that a taxpayer, who turned 70½ in 2008, must make a required minimum distribution no later than April 1, 2009.