

## 2008 & 2009 FIGURES

<b>RETIREMENT</b>	<b>2008</b>	<b>2009</b>
Defined Benefit Maximum Limit	\$185,000	\$195,000
Defined Contribution Plan Maximum Limit:		
• Dollars	\$46,000	\$49,000
• Percentage - Employee's Compensation	100%	100%
SEP Max Limit:		
• Dollars	\$46,000	\$49,000
• Percentage - Employee's Compensation	25%	25%
SEP Earnings Eligibility - 408(k)(2)(c)	\$500	\$550
401(k), SARSEP, 457, 403(b) Employee Deferral Limit	\$15,500	\$16,500
IRA Contribution Limit	\$5,000	\$5,000
SIMPLE Employee Deferral Limit	\$10,500	\$11,500
Catch-Up Provision (age 50 and older):		
• IRA Catch-up Contribution	\$1,000	\$1,000
• 401(k), SARSEP, 457, 403(b)	\$5,000	\$5,500
• SIMPLE	\$2,500	\$2,500
HC Employee – 414(q)	\$105,000	\$110,000
Key Employee – 416(i)	\$150,000	\$160,000
Covered Compensation for Qualified Plans	\$230,000	\$245,000
Traditional IRA Contribution Phaseouts:		
• MFJ - One spouse is active participant (in 1,000s)	\$159 - \$169	\$166 - \$176
• MFJ - Taxpayer is active participant (in 1,000s)	\$85 - \$105	\$89 - \$109
• Single - Taxpayer is active participant (in 1,000s)	\$53 - \$63	\$55 - \$65
• MFS (in 1,000s)	\$0 - \$10	\$0 - \$10
Roth IRA Contribution Phaseouts:		
• MFJ (in 1,000s)	\$159 - \$169	\$166 - \$176
• Single (in 1,000s)	\$101 - \$116	\$105 - \$120
• MFS (in 1,000s)	\$0 - \$10	\$0 - \$10
Converting Traditional IRA to Roth IRA Maximum MAGI:		
• Single, HH, MFJ	\$100,000	\$100,000
• MFS	Disallowed	Disallowed
<b>FRINGE BENEFITS</b>	<b>2008</b>	<b>2009</b>
Qualified Parking Exclusion	\$220	\$230
Transit Pass Exclusion	\$115	\$120
Adoption Assistance	\$11,650	\$12,150
Adoption Assistance AGI Phaseout	\$174,730 - \$214,730	\$182,180 - \$222,180
<b>SOCIAL SECURITY</b>	<b>2008</b>	<b>2009</b>
Maximum Earnings Taxable	\$102,000	\$106,800
One Quarter of Coverage (up to 4 per year)	\$1,050	\$1,090
Retirement Earnings Limit:		
• Under full retirement age	\$13,560	\$14,160
• Year reaching full retirement age	\$36,120	\$37,680
Social Security Disability Thresholds:		
• Maximum Earnings - Blind (monthly)	\$1,570	\$1,640
• Maximum Earnings - Nonblind (monthly)	\$940	\$980
Maximum Monthly Social Security Benefit	\$2,185	\$2,323
PBGC Limit (monthly)	\$4,312.50	\$4,500

### 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.

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