



Employee Benefits

Consulting and Administration to Fit Your Organization's Needs



For Your Benefit.

2010 IRS Limits Announced

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Item	2009 Limit	2010 Limit
Retirement and Social Security		
Section 401(k) elective deferrals	\$ 16,500	\$ 16,500
Section 403(b) elective deferrals	16,500	16,500
Section 457(b)(2) elective deferrals	16,500	16,500
401(k) or 403(b) "catch up" contributions	5,500	5,500
SIMPLE elective deferrals	11,500	11,500
Section 415 - Defined contribution plan maximum	49,000	49,000
Section 415 - Defined benefit plan maximum	195,000	195,000
Section 414(q)(1)(B) - Highly compensated employee definition	110,000	110,000
Section 416 - Key employee definition	160,000	160,000
Section 401(a)(17) - Maximum includible compensation	245,000	245,000
FICA Taxable Wage Base (6.20%)	106,800	106,800
Medicare Taxable Wage Base (1.45%)	Unlimited	Unlimited
Health Savings Accounts		
Annual contribution limit - Individual	3,000	3,050
Annual contribution limit - Family	5,950	6,150
Annual catch-up contribution limit (age 55 to 65)	1,000	1,000
Minimum deductible for HDHP - Individual	1,150	1,150
Minimum deductible for HDHP - Family	2,300	2,400
Maximum out-of-pocket for HDHP - Individual	5,800	5,950
Maximum out-of-pocket for HDHP - Family	11,600	11,900
Miscellaneous		
Adoption credit (phases out based on AGI)	12,150	12,170
Transportation monthly benefit - Transit and vanpooling	230*	230
Transportation monthly benefit - Parking	230	230

*Effective after 2/17/2009 as amended by ARRA

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