



October, 2008

## 2009 LIMITS FOR BENEFIT PLANS

Each year, the federal government adjusts the limits for defined benefit and defined contribution plans to reflect cost-of-living adjustments (COLA) and changes in the law. The applicable limits for 2009 are shown in the table below:

	2009	2008
<b>Maximum 401(k) Salary Deferrals</b>	<b>\$16,500</b>	<b>\$15,500</b>
You may elect to contribute between 1% and 50% of your eligible pre-tax earnings up to \$245,000 (see Maximum Compensation Limit below) in any whole percentage up to the \$16,500 annual IRS maximum dollar amount.		
<b>Catch-up Deferral Contributions</b>	<b>\$5,500</b>	<b>\$5,000</b>
If you are age 50 or older during 2009 and are making the maximum plan or IRS pre-tax contribution, you may make an additional "catch-up" contribution up to \$5,500.		
<b>Maximum Compensation Limit</b>	<b>\$245,000</b>	<b>\$230,000</b>
This is the maximum amount of compensation that can be considered in calculating benefits and contributions under the qualified plans. This means if your compensation is over \$245,000, you will not be able to defer the amount exceeding the \$245,000. Likewise, under the Profit Sharing and the pension plans, your benefits for 2009 will be computed up to the \$245,000 limit.		

### Be Sure To Review Your IDC Contribution Amount for 2009!

If you wish to maximize your 2009 contributions and company match, the 2009 calculators (available in December) - one for semi-monthly pay frequency and the other for bi-weekly frequency - at [www.flexab.com](http://www.flexab.com) can assist you in determining the maximum percentage you may wish to contribute every pay period and the maximum company match you are eligible to receive every pay period.

*To ensure you receive the maximum company match, contribute at least 3% per pay period and spread your pre-tax contributions over the year rather than contributing the maximum deferral amount early in the year.*