



October, 2009

2010 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 2010 remain unchanged:

	2010	2009
Maximum 401(k) Salary Deferrals	\$16,500	\$16,500
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.		
Catch-up Deferral Contributions	\$5,500	\$5,500
If you are age 50 or older during 2010 and are making the maximum plan or IRS pre-tax contribution, you may make an additional "catch-up" contribution up to \$5,500.		
Maximum Compensation Limit	\$245,000	\$245,000
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 2010 will be computed up to the \$245,000 limit.		

You may change your deferral percentage at any time by logging onto NetBenefits at www.401k.com or calling the Fidelity Retirement Benefits Line at 1-800-835-5098.

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