



2008 Plan Year IRS Limits

***Note: There is no change to the deferral and catch-up limits to 401(k) or SIMPLE plans**

	2008 ^{1/}	2007 ^{2/}	2006 ^{3/}	2005 ^{4/}	2004 ^{5/}	2003
Elective Deferrals (401(k) and 403(b); not including adjustments and catch-ups)	\$15,500	\$15,500	\$15,000	\$14,000	\$13,000	\$12,000
457(b)(2) and 457(c)(1) Limits (not including catch-ups)	\$15,500	\$15,500	\$15,000	\$14,000	\$13,000	\$12,000
Section 414(v) Catch-Up Deferrals to 401(k), 403(b), 457(b), or SARSEP Plans ^{6/}	\$5,000	\$5,000	\$5,000	\$4,000	\$3,000	\$2,000
Defined Benefit Plans	\$185,000	\$180,000	\$175,000	\$170,000	\$165,000	\$160,000
Defined Contribution Plans	\$46,000	\$45,000	\$44,000	\$42,000	\$41,000	\$40,000
Annual Compensation Limit	\$230,000	\$225,000	\$220,000	\$210,000	\$205,000	\$200,000
Annual Compensation Limit for Grandfathered Participants in Governmental Plans Which Followed 401(a)(17) Limits (With Indexing) on July 1, 1993	\$345,000	\$335,000	\$325,000	\$315,000	\$305,000	\$300,000
Highly Compensated Employee ("HCEs")	\$105,000	\$100,000	\$100,000	\$95,000	\$90,000	\$90,000
Individual Retirement Accounts ("IRAs"), for individuals 49 and below	\$5,000	\$4,000	\$4,000	\$4,000	\$3,000	\$3,000
Individual Retirement Accounts ("IRAs"), for individuals 50 and above	\$6,000	\$5,000	\$5,000	\$4,500	\$3,500	\$3,500
SIMPLE Retirement Accounts	\$10,500	\$10,500	\$10,000	\$10,000	\$9,000	\$8,000
SEP Coverage	\$500	\$500	\$450	\$450	\$450	\$450
SEP Compensation	\$230,000	\$225,000	\$220,000	\$210,000	\$205,000	\$200,000
Tax Credit ESOP Maximum Balance	\$935,000	\$915,000	\$850,000	\$850,000	\$830,000	\$810,000
Amount for Lengthening of 5-Year ESOP Period	\$185,000	\$180,000	\$175,000	\$170,000	\$165,000	\$160,000
IRA	\$4,000	\$4,000	\$4,000	\$3,000	\$3,000	\$2,000
IRA Catch-up	\$1,000	\$1,000	\$500	\$500	\$500	\$500