

# Ask Kidder.

These are the official dollar limitations for 2008 and prior years as they apply to various benefit plans.

Type of Limit	2008	2007	2006	2005	2004
<b>401(k) / 403(b) / 457(b) maximum elective deferral</b> – 402(g)(1)(B)	\$15,500	\$15,500	\$15,000	\$14,000	\$13,000
<b>401(k) / 403(b) / 457(b) catch-up contribution *</b> – 414(v)(2)(B)(i)	5,000	5,000	5,000	4,000	3,000
<b>SIMPLE Plan maximum elective deferral</b> – 408(p)(2)(E)	10,500	10,500	10,000	10,000	9,000
<b>SIMPLE Plan maximum catch-up</b> – 414(v)(2)(B)(ii)	2,500	2,500	2,500	2,000	1,500
<b>Defined Benefit maximum annual benefit age 62</b> – 415(b)	185,000	180,000	175,000	170,000	165,000
<b>Defined Contribution maximum annual addition</b> – 415(c)	46,000	45,000	44,000	42,000	41,000
<b>Highly compensated employee wage threshold</b> – 414(q)(1)(B)(i)	105,000	100,000	100,000	95,000	90,000
<b>Key employee wage threshold</b> – 416(i)(1)(A)(i)	150,000	145,000	140,000	135,000	130,000
<b>Compensation limit – qualified plans</b> – 401(a)(17)	230,000	225,000	220,000	210,000	205,000
<b>Compensation limit – certain government plans</b> – 401(a)(17)	345,000	335,000	325,000	315,000	305,000
<b>ESOP maximum amount subject to 5-yr payout</b> – 409(o)(1)(C)(ii)	935,000	915,000	885,000	850,000	830,000
<b>ESOP amount for lengthening the 5-yr payout</b> – 409(o)(1)(C)(ii)	185,000	180,000	175,000	170,000	165,000
<b>Compensation minimum – SEP</b> – 408(k)(2)(C)	500	500	450	450	450
<b>Taxable wage base for Social Security tax</b> – OASDI	102,000	97,500	94,200	90,000	87,900

\* Special additional catch-up contributions may be available for 403(b) and 457(b) plans

**NOTICE:** Any tax advice expressed in this communication (including any attachments) is not intended to be used, and cannot be used, for the purpose of avoiding penalties imposed on the taxpayer by any government taxing authority or agency. If any such tax advice is made available to any person or party other than the party to whom the advice was originally directed, then such advice is to be considered as being delivered to support the promotion or marketing of the transaction or matter discussed or referenced. Each taxpayer should seek specific tax advice based on the taxpayer's circumstances from an independent tax advisor.