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TCRS 2007-05: 2008 COLAS

PENSION PLAN LIMITATIONS FOR 2004 - 2008

Benefit Limit	2004	2005	2006	2007	2008
Sec. 415 Defined Benefit Dollar Limit IRC Sec. 415(b)(1)(A)	\$165,000 ¹	\$170,000 ¹	\$175,000 ¹	\$180,000 ¹	\$185,000 ¹
Sec. 415 Defined Contribution Dollar Limit IRC Sec. 415(c)(1)(A)	\$ 41,000 ²	\$42,000 ²	\$44,000 ²	\$45,000 ²	\$46,000 ²
Elective Deferral Limit for 401(k) & 403(b) Plans IRC Sec. 402(g)(1)	\$ 13,000 ³	\$14,000 ³	\$15,000 ³	\$15,500 ³	\$15,500 ³
Catch-Up Limits for 401(k) & 403(b) Plans (age 50+)	\$ 3,000 ⁴	\$4,000 ⁴	\$5,000 ⁴	\$5,000 ⁴	\$5,000 ⁴
Minimum Compensation Amount for SEPs (Non-SIMPLE) IRC Sec. 408(k)(2)(C)	\$ 450	\$ 450	\$450	\$500	\$500
Maximum Compensation Limit for SEPs - IRC Sec. 408(k)(3)(C), 408(k)(6)(D)(ii), Qualified Plans, IRC Secs. 401(a)(17), 404(l)	\$205,000 ⁵	\$210,000 ⁵	\$220,000 ⁵	\$225,000 ⁵	\$230,000 ⁵
Highly Compensated Employee Definitional Limits IRC Sec. 414(q)(1)(B)	\$ 90,000	\$ 95,000 ⁶	\$100,000 ⁶	\$100,000 ⁶	\$105,000 ⁶
ESOP Payout Limits IRC Sec. 409(o)(1)(C)(ii)	\$165,000 ⁷ \$830,000 ⁸	\$170,000 ⁷ \$850,000 ⁸	\$175,000 ⁷ \$885,000 ⁸	\$180,000 ⁷ \$915,000 ⁸	\$185,000 ⁷ \$935,000 ⁸
SS Taxable Wage Base	\$87,900	\$90,000	\$94,200	\$97,500	\$102,000
Contribution Limit for SIMPLE IRC Sec. 408(p)(2)(E)	\$ 9,000 ⁹	\$10,000 ⁹	\$10,000 ⁹	\$10,500 ⁹	\$10,500 ⁹
Catch-Up Limits for SIMPLE 401(k) Plan (Age 50+)	\$ 1,500 ¹⁰	\$2,000 ¹⁰	\$2,500 ¹⁰	\$2,500 ¹⁰	\$2,500 ¹⁰
Key Employee Officer Compensation IRC Sec. 416(i)(1)(A)(i)	\$130,000	\$135,000	\$140,000	\$145,000	\$150,000

Legend:

- ¹ EGTRRA provides the lesser of \$160,000 with Cost of Living Adjustment (COLA) increase, if any, in \$5,000 increments after 2002 or 100% of the employee's average compensation for his high 3 years.
- ² EGTRRA provides the lesser of \$40,000 with COLA increase, if any, in \$1,000 increments after 2002 or 100% of employee compensation. NOTE: 1. The 100% is reduced to 25% for SEPs by the contribution limitations of IRC §402(h)(2)(A), and 2. SIMPLEs are not subject to IRC §415.
- ³ Increasing by \$1,000 each year in 2004-6; thereafter COLA increase, if any, in \$500 increments.
- ⁴ Increasing by \$1,000 each year in 2004-6; thereafter, COLA increase, if any, in \$500 increments.
- ⁵ COLA increase, if any, in \$5,000 increments after 2002.
- ⁶ \$100,000 is '07 Comp for HCE's in '08, \$105,000 is '08 Comp for HCE's in '09
- ⁷ Amount used to determine the lengthening of the 5-year distribution period.
- ⁸ Amount used for determining the maximum account balance in an ESOP subject to a 5-year distribution period.
- ⁹ Increasing by \$1,000 each year in 2004-5; thereafter, COLA increase, if any, in \$500 increments.
- ¹⁰ Increasing by \$500 each year in 2004-6; thereafter, COLA increase, if any, in \$500 increments.

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