



2009 Benefit Facts

2009 COVERED COMPENSATION	
YEAR OF BIRTH	AMOUNT
1935	35,100
1936	37,212
1937	39,444
1938	43,992
1939	46,344
1940	48,816
1941	51,348
1942	53,952
1943	56,628
1944	59,268
1945	61,884
1946	64,464
1947	67,008
1948	69,408
1949	71,724
1950	73,920
1951	76,044
1952	78,084
1953	80,052
1954	81,972
1955	85,620
1956	87,384
1957	89,064
1958	90,660
1959	92,184
1960	93,648
1961	95,052
1962	96,372
1963	97,680
1964	98,940
1965	100,116
1966	101,220
1967	102,192
1968	103,068
1969	103,824
1970	104,448
1971	105,012
1972	105,552
1973	106,032
1974	106,392
1975	106,656
1976 and later	106,800

2009 QUALIFIED PLAN DOLLAR LIMITATIONS			
	2009	2008	IRC REF.
Salary Deferral (Pre-Tax) Limits			
• §401(k)/elective deferrals	\$16,500	\$15,500	§402(g)(1)
• §403(b) tax sheltered annuities	16,500	15,500	§403(b)
• §457(b) deferred compensation	16,500	15,500	§457(b)
* Catch up contributions for employees age 50 by December 31, 2009 for 401(k), 403(b), governmental 457(b)	5,500	5,000	§414(v)
• SIMPLE plan deferrals	11,500	10,500	§408(p)(2)(e)
Section 415 Limits			
• defined benefit maximum annual benefit	\$195,000	\$185,000	§415(b)(1)(A)
• defined contribution maximum annual benefit	49,000	46,000	§415(c)(1)(A)
Comp Limit for Qualified Plans	\$245,000	\$230,000	§401(a)(17)
Comp Limit for Grandfathered Government plans	360,000	345,000	§401(a)(17)
Highly Compensated Rules			
• 5% owner Top Paid Group	No Minimum	No Minimum	§414(q)
• Employees with compensation for preceding plan year in excess of (may be limited to employees who were in the top 20%)	\$110,000	\$105,000	§414(q)
• Top Heavy "Key Employee" Definition	\$160,000	\$150,000	§416(i)(1)(a)(i)
PBGC Maximum Insured Benefit			
• Age 65	\$4,500.00	\$4,312.50	§4022.22(b)
• Age 62	\$3,555.00	\$3,406.88	
ESOP			
• threshold for exception to 5-year distribution requirement	\$985,000	\$935,000	§409(o)(1)(C)(ii)
• increment amount for distribution	195,000	185,000	§409(o)(1)(C)(ii)
2009 SOCIAL SECURITY			
Tax Amounts	2009 TAX BASE	2008 TAX BASE	TAX RATE
• Social Security old age	\$106,800	\$102,000	6.20%
• Medicare benefits	No Limit	No Limit	1.45%
Benefit Amounts			
• Maximum annual PIA benefit at social security retirement age	\$27,876	\$26,220	

2009 DATES TO REMEMBER *(for calendar year plans/employers)* *(New Under PPA)*

DUE DATE	GOVERNMENT FORMS/FILINGS	QUALIFIED PLAN CONTRIBUTIONS	COMMUNICATIONS TO PARTICIPANTS
January 15		Fourth quarterly installment for 2008 defined benefit plans.	
February 27	Estimated PBGC premium payment (500 or more participants).		
March 16		Remaining 2008 plan contributions due if no extension.	2008 excess ADP/ACP savings returned to HCEs.
April 1	<i>Trigger date for possible benefit restrictions in underfunded plans.</i>		Minimum benefit distribution from retirement plan if participant is 70 ^{1/2} in 2008 and either 5% owner or retired.
April 15		First quarterly installment for 2009 for defined benefit plans.	Excess over 2008 401(k) dollar limit (or \$15,500 TSA Limit) returned to participant.
May 15			<i>Participant Benefit Statements Due for Participant Directed DC Plans</i>
July 15		Second quarterly installment for 2009 plan year for defined benefit plans.	
July 31	2008 Form 5500 annual report to IRS (if no extension).		Summary of material modifications for plan changes adopted in 2008 to participants and beneficiaries.
August 14			<i>Participant Benefit Statements Due for Participant Directed DC Plans</i>
September 15	Due date for Form 5500 extended by Corporate Tax Return Extension.	Last date (including extensions), for tax deduction purposes for all remaining 2008 retirement plan contributions.	
October 1	<i>Enrolled Actuary certification of plan's Adjusted Funding Target Attainment Percentage (AFTAP)</i> Final filing date for Form 5500 annual reports extended by 5558 filings. 2009 PGBC Form 1 along with balance of premium.		Summary Annual Report (SAR) to participants (if no extension).
October 15		Third quarterly installment for 2009 plan year for defined benefit plans.	
November 13			<i>Participant Benefit Statements Due for Participant Directed DC Plans</i>
December 15			SAR to participants (last date, including extensions).
January 15, 2010		Fourth quarterly installment for 2009 plan year for defined benefit plans.	

On request, MWM Consulting Group will provide a 2009 Dates to Remember for non-calendar year plans/employers.

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