

# Client Update



**To:** All Mesirow Financial Compensation Strategies Clients  
**From:** Jennifer M. Fabri  
**Date:** October 23, 2008  
**Re:** 2009 Employee Benefits Plan Limitations

The Internal Revenue Service has announced the inflation-adjusted retirement plan limits for 2009. Below is a list of the new limits along side the 2008 limits for your reference:

	<b>2008 Limit</b>	<b>2009 Limit</b>
<b>Qualified Retirement Plans</b>		
Annual compensation limit §401(a)(17)	\$230,000	\$245,000
<b>Defined Benefit Plans</b>		
Annual benefit limit §415(b)(1)(A)	\$185,000	\$195,000
<b>Defined Contribution Plans</b>		
Annual Additions limit §415(c)(1)(A)	\$46,000	\$49,000
<b>HCE Definition</b>		
Compensation threshold §414(q)(1)(B)	\$105,000	\$110,000
<b>Top Heavy Plan – Key Employees</b>		
Officer compensation threshold §416(i)(A)(i)	\$150,000	\$160,000
<b>Annual Deferral Limits</b>		
401(k) plans §402(g)(1)	\$15,500	\$16,500
<b>Annual Age 50 Catch-Up Limit</b>		
401(k) plans §414(v)(2)(B)(i)	\$5,000	\$5,500
<b>Social Security</b>		
Taxable wage base (OASDI only)	\$102,000	\$106,800

If you have questions or concerns regarding the above, please call or email your contact at Mesirow Financial Compensation Strategies.

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Vice President

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