



Client Update



To: All clients of Compensation and Executive Benefit Strategies, a division of Mesirow Financial
From: Lynn S. Giles
Date: October 16, 2009
Re: 2010 Employee Benefits Plan Limitations

The Internal Revenue Service has announced the inflation-adjusted qualified retirement plan limits for 2010. The limits are unchanged. Below is a list of the limits for your reference:

	2010 Limit	2009 Limit	2008 Limit	2007 Limit
Qualified Retirement Plans				
Annual compensation limit §401(a)(17)/ 404(l)	\$245,000	\$245,000	\$230,000	\$225,000
Defined Benefit Plans				
Annual benefit limit §415(b)(1)(A)	\$195,000	\$195,000	\$185,000	\$180,000
Defined Contribution Plans				
Annual contribution limit §415(c)(1)(A)	\$49,000	\$49,000	\$46,000	\$45,000
HCE Definition				
Compensation threshold §414(q)(1)(B)	\$110,000	\$110,000	\$105,000	\$100,000
Top Heavy Plan – Key Employees				
Officer compensation threshold §416(i)(1)(A)(i)	\$160,000	\$160,000	\$150,000	\$145,000
Annual Elective Deferrals				
401(k) plans §402(g)(1)	\$16,500	\$16,500	\$15,500	\$15,500
Annual Age 50 Catch-Up Contributions				
401(k) plans §414(v)(2)(B)(i)	\$5,500	\$5,500	\$5,000	\$5,000
Social Security				
Taxable wage base (OASDI only)	\$106,800	\$106,800	\$102,000	\$97,500

If you have questions or concerns regarding the above, please call or email your contact at Compensation and Executive Benefit Strategies, a division of Mesirow Financial.

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 Compensation and Executive Benefit Strategies

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