

## Common Threshold/Limitation Changes

YEAR	2008	2009
Annual benefit limitation for defined benefit plans.	\$180,000	\$195,000
Defined contribution plan contribution limit	\$46,000	\$49,000
Annual compensation limit for qualified plan computations	\$230,000	\$245,000
Maximum 401-K deferral limit (under age 50)	\$15,500	\$16,500
Maximum 401-K deferral limit (over age 50)	\$20,500	\$22,000
Simple IRA deferral limit (under age 50)	\$10,500	\$11,500
Simple IRA deferral limit (over age 50)	\$13,000	\$14,000
IRA contribution limit (under age 50)	\$5,000	\$5,000
IRA contribution limit (over age 50)	\$6,000	\$6,000
Standard business mileage rate	1/1/08 - 6/30/08: \$0.505 7/1/08-12/31/08: \$0.585	\$0.55
Medical or moving mileage rate	1/1/08 - 6/30/08: \$0.19 7/1/08-12/31/08: \$0.27	\$0.24
Charitable mileage rate	\$0.14	\$0.14
Maximum earnings subject to social security	\$102,000.00	\$106,800