



Please contact any of the attorneys in our Employee Benefits & Executive Compensation Group if you have any questions regarding this Alert.

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2009 Dollar Limits on Compensation and Benefits

On October 16th, the IRS announced the 2009 annual limits on compensation and benefits. The limits for 2009, and the prior year, are as follows:

	2009	2008
Annual Compensation Limit (§401(a)(17))	\$245,000	\$230,000
Dollar Limitation on Annual Benefits Under a Defined Benefit Plan (§415(b)(1)(A))	\$195,000	\$185,000
Dollar Limit on Annual Additions to a Defined Contribution Plan (§415(c)(1)(A))	\$49,000	\$46,000
Definition of Highly Compensated Employees (§414(q)(1)(B))	\$110,000	\$105,000
Definition of Key Employee Under Top Heavy Plans (§416(i)(1)(A)(i))	\$160,000	\$150,000
Limit on Elective Deferrals under §401(k) and §403(b) Plans	\$16,500	\$15,500
Dollar Limit on Deferrals under a §457(b) "Eligible" Deferred Compensation Plan (§457(e)(15))	\$16,500	\$15,500
Age 50+ Catch-Up Contributions (§414(v)(2)(B)(i))	\$5,500	\$5,000
Health Savings Accounts-New Annual Contribution Levels (§223(b)(2))		
Individual	\$3,000	\$2,900
Family	\$5,950	\$5,800

For more information about the IRS 2009 dollar limits on compensation and benefits, or other employee benefits matters, please contact any member of the Employee Benefits and Executive Compensation Group.

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