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**2008 COST-OF-LIVING  
ADJUSTMENTS FOR RETIREMENT PLANS**

Effective January 1, 2008, the following retirement plan limits will apply as recently announced by the Internal Revenue Service. The 2007 limits are also listed below.

Limit	I.R.C. §	2008	2007
<b>Defined Benefit Plan</b>	415(b)(1)(A)	\$185,000	\$180,000
<b>Defined Contribution Plan</b>	415(c)(1)(A)	\$46,000	\$45,000
<b>401(k)/403(b)/457(b)/ Elective Deferrals</b>	402(g)(1), 457(e)(15)	\$15,500	\$15,500
<b>401(k)/403(b)/457(b)/ SEP Catch-Up</b>	414(v)(2)(B)(i)	\$5,000	\$5,000
<b>Annual Compensation</b>	401(a)(17), 404(l)	\$230,000	\$225,000
<b>Highly Compensated Employee</b>	414(q)(1)(B)	\$105,000	\$100,000
<b>Key Employee Officer</b>	416(i)(1)(A)(i)	\$150,000	\$145,000

For more information, please contact Haynes Benefits PC at 816-875-1919 or visit [www.haynesbenefits.com](http://www.haynesbenefits.com).