

# Employee Benefit Limits: 2004–2008

	2004	2005	2006	2007	2008
Maximum annual benefit earned under a Defined Benefit Plan (IRC Sec. 415)	\$165,000	\$170,000	\$175,000	\$180,000	\$185,000
Maximum contribution to participant's account in one or more Defined Contribution Plans (IRC Sec. 415)	\$41,000	\$42,000	\$44,000	\$45,000	\$46,000
Maximum salary deferral –401(k)/403(b) Plans (IRC Sec. 402(g) limit) –457 Plans	\$13,000	\$14,000	\$15,000	\$15,500	\$15,500
Maximum salary deferral SIMPLE 401(k) Plans	\$9,000	\$10,000	\$10,000	\$10,500	\$10,500
Minimum compensation amount –SEPs	\$450	\$450	\$450	\$500	\$500
Maximum compensation amount –401(a) Plans –SEPs	\$205,000	\$210,000	\$220,000	\$225,000	\$230,000
Catch-up contribution –401(k) Plans –403(b) Plans –457(b) Governmental	\$3,000	\$4,000	\$5,000	\$5,000	\$5,000
Catch-up contribution –SIMPLE 401(k) Plans	\$1,500	\$2,000	\$2,500	\$2,500	\$2,500
Highly compensated employee salary definition	\$90,000	\$95,000	\$100,000	\$100,000	\$105,000
Key employee in top-heavy plan salary definition	\$130,000	\$135,000	\$140,000	\$145,000	\$150,000
Social Security taxable wage base	\$87,900	\$90,000	\$94,200	\$97,500	\$102,000
Age 50 catch-up elective deferrals	\$3,000	\$4,000	\$5,000	\$5,000	\$5,000

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