



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