

401k Plan Limits for Plan Year	<u>2011</u>	<u>2010</u>	<u>2009</u>
401k Elective Deferrals	\$16,500	\$16,500	\$16,500
Annual Defined Contribution Limit	\$49,000	\$49,000	\$49,000
Annual Compensation Limit	\$245,000	\$245,000	\$245,000
Catch-Up Contribution Limit	\$5,500	\$5,500	\$5,500
Highly Compensated Employees	\$110,000	\$110,000	\$110,000

NON 401K RELATED LIMITS

403(b)/457 Elective Deferrals	\$16,500	\$16,500	\$16,500
SIMPLE Employee Deferrals	\$11,500	\$11,500	\$11,500
SIMPLE Catch-Up Deferral	\$2,500	\$2,500	\$2,500
SEP Minimum Compensation	\$550	\$550	\$550
SEP Annual Compensation Limit	\$245,000	\$245,000	\$245,000
Social Security Wage Base	\$106,800	\$106,800	\$106,800

Details of the 2011 Cost-of-Living Limits

Effective January 1, 2011, the limitation on the annual benefit under a defined benefit plan under Section 415(b)(1)(A) remains unchanged at \$195,000. For participants who separated from service before January 1, 2010, the limitation for defined benefit plans under Section 415(b)(1)(B) is remains unchanged and is computed by multiplying the participant's compensation limitation, as adjusted through 2009, by 1.000. For a participant who separated from service during 2010, the limitation under a defined benefit plan under Section 415(b)(1)(B) for 2011 is computed by multiplying the participant's 2010 compensation limitation by 1.0119 in order to reflect changes in the cost-of-living index from the quarter ended Sept. 30, 2009 to the quarter ended Sept. 30, 2010.

The limitation for defined contribution plans under Section 415(c)(1)(A) remains unchanged for 2011 at \$49,000.

The Code provides that various other dollar amounts are to be adjusted at the same time and in the same manner as the dollar limitation of Section 415(b)(1)(A). After taking in to account the applicable rounding rules, the amounts for 2011 are as follows:

The limitation under Section 402(g)(1) on the exclusion for elective deferrals described in Section 402(g)(3) remains unchanged at \$16,500.

The annual compensation limit under Sections 401(a)(17), 404(l), 408(k)(3)(C), and 408(k)(6)(D)(ii) remains unchanged at \$245,000.