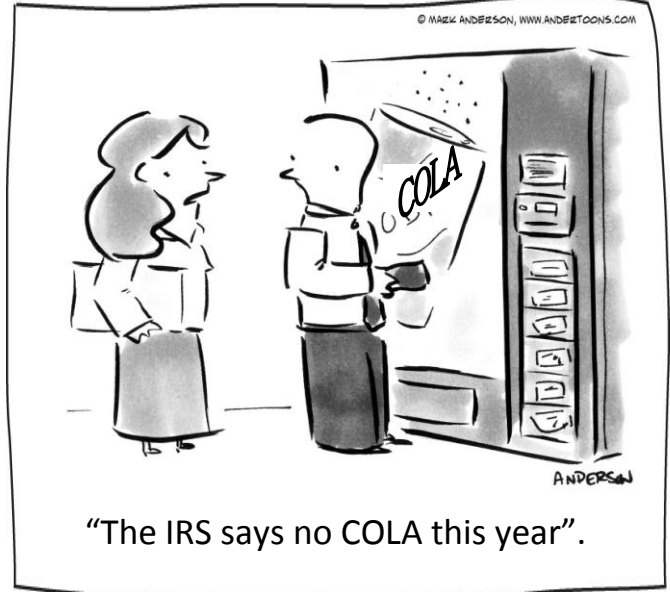




We Deliver Performance

The IRS has  
Announced the Qualified  
Plan Limitations for 2010



There will be no Cost of Living Adjustments (COLA)  
to the qualified plan limitations this year

TYPE OF LIMITATION	2010	2009
Annual Compensation ( <i>Plan years beginning</i> )	\$245,000	\$245,000
Elective Deferrals	\$16,500	\$16,500
Catch Up Contribution	\$5,500	\$5,500
Highly Compensated Employee Threshold	\$110,000	\$110,000
DC Plan Annual Addition ( <i>Limitation years ending</i> )	\$49,000	\$49,000
Key Employee ( <i>Officer threshold</i> )	\$160,000	\$160,000
Social Security Wage Base	\$106,800	\$106,800
Defined Benefit Maximum Annual Benefit	\$195,000	\$195,000

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