

10-Year COLA Summary

| | 2006 | 2005 | 2004 | 2003 | 2002 | 2001 | 2000 | 1999 | 1998 | 1997 |
|---|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Qualified Plan Limits | | | | | | | | | | |
| 401(k), 403(b) and SARSEP maximum deferral [402(g)] | \$15,000 | \$14,000 | \$13,000 | \$12,000 | \$11,000 | \$10,500 | \$10,500 | \$10,000 | \$10,000 | \$9,500 |
| 457 maximum deferral | 15,000 | 14,000 | 13,000 | 12,000 | 11,000 | 8,500 | 8,000 | 8,000 | 8,000 | 7,500 |
| Catch-Up for 401(k), 403(b), SARSEP, and 457 | 5,000 | 4,000 | 3,000 | 2,000 | 1,000 | - | - | - | - | - |
| SIMPLE election maximum deferral | 10,000 | 10,000 | 9,000 | 8,000 | 7,000 | 6,500 | 6,000 | 6,000 | 6,000 | 6,000 |
| Catch-Up for SIMPLE | 2,500 | 2,000 | 1,500 | 1,000 | 500 | - | - | - | - | - |
| DB – annual benefit | 175,000 | 170,000 | 165,000 | 160,000 | 160,000 | 140,000 | 135,000 | 130,000 | 130,000 | 125,000 |
| DC – annual contributions | 44,000 | 42,000 | 41,000 | 40,000 | 40,000 | 35,000 | 30,000 | 30,000 | 30,000 | 30,000 |
| Compensation Limits | | | | | | | | | | |
| Maximum compensation | 220,000 | 210,000 | 205,000 | 200,000 | 200,000 | 170,000 | 170,000 | 160,000 | 160,000 | 160,000 |
| SEP annual compensation floor | 450 | 450 | 450 | 450 | 450 | 450 | 450 | 400 | 400 | 400 |
| Highly Compensated Employees | | | | | | | | | | |
| Any employee compensation | 100,000 | 95,000 | 90,000 | 90,000 | 90,000 | 85,000 | 85,000 | 80,000 | 80,000 | 80,000 |
| Key Employees | | | | | | | | | | |
| Officer compensation | 140,000 | 135,000 | 130,000 | 130,000 | 130,000 | 70,000 | 67,500 | 65,000 | 65,000 | 62,500 |
| 10 largest owners | - | - | - | - | - | 35,000 | 30,000 | 30,000 | 30,000 | 30,000 |
| 1% owner | 150,000 | 150,000 | 150,000 | 150,000 | 150,000 | 150,000 | 150,000 | 150,000 | 150,000 | 150,000 |
| Covered Compensation Limits | | | | | | | | | | |
| Social Security | 94,200 | 90,000 | 87,900 | 87,000 | 84,900 | 80,400 | 76,200 | 72,600 | 68,400 | 65,400 |
| Medicare | no limit | no limit | no limit | no limit | no limit | no limit | no limit | no limit | no limit | no limit |



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10-Year COLA Summary (continued)

| | 2006 | 2005 | 2004 | 2003 | 2002 | 2001 | 2000 | 1999 | 1998 | 1997 |
|---|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Self-Employment Tax | | | | | | | | | | |
| Self-employment rate | 12.40% | 12.40% | 12.40% | 12.40% | 12.40% | 12.40% | 12.40% | 12.40% | 12.40% | 12.40% |
| Medicare rate | 2.90% | 2.90% | 2.90% | 2.90% | 2.90% | 2.90% | 2.90% | 2.90% | 2.90% | 2.90% |
| Combined rate | 15.30% | 15.30% | 15.30% | 15.30% | 15.30% | 15.30% | 15.30% | 15.30% | 15.30% | 15.30% |
| Social Security Tax | | | | | | | | | | |
| Social Security rate | 6.20% | 6.20% | 6.20% | 6.20% | 6.20% | 6.20% | 6.20% | 6.20% | 6.20% | 6.20% |
| Medicare rate | 1.45% | 1.45% | 1.45% | 1.45% | 1.45% | 1.45% | 1.45% | 1.45% | 1.45% | 1.45% |
| Combined rate | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% |
| ESOP Distribution | | | | | | | | | | |
| Normal dist. period (years) | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Threshold account balance IRC 409(o)(1)(C) | 885,000 | 850,000 | 830,000 | 810,000 | 800,000 | 780,000 | 755,000 | 735,000 | 725,000 | 710,000 |
| One year extension threshold IRC 409(o)(1)(C)(ii) | 175,000 | 170,000 | 165,000 | 160,000 | 160,000 | 155,000 | 150,000 | 145,000 | 145,000 | 140,000 |
| Max. additional distribution periods allowable (years) | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Maximum PBGC-Insured Annuity ERISA Reg. 4022.23(c) | | | | | | | | | | |
| Age 65 / 100% Paid | 3,971.59 | 3,801.14 | 3,698.86 | 3,664.77 | 3,579.55 | 3,392.05 | 3,221.59 | 3,051.44 | 2,880.68 | 2,761.36 |
| Age 64 / 93% | 3,639.58 | 3,535.06 | 3,439.94 | | | | | | | |
| Age 63 / 86% | 3,415.57 | 3,268.98 | 3,181.02 | | | | | | | |
| Age 62 / 79% | 3,137.56 | 3,002.90 | 2,922.10 | 2,895.17 | 2,827.85 | 2,679.72 | 2,545.06 | 2,410.40 | 2,275.74 | 2,181.47 |
| Age 61 / 72% | 2,859.54 | 2,736.82 | 2,663.18 | | | | | | | |
| Age 60 / 65% | 2,581.53 | 2,470.74 | 2,404.26 | 2,382.10 | 2,326.71 | 2,204.83 | 2,094.03 | 1,983.24 | 1,872.44 | 1,794.88 |
| Age 59 / 61% | 2,422.67 | 2,318.70 | 2,256.30 | | | | | | | |
| Age 58 / 57% | 2,263.81 | 2,166.65 | 2,108.35 | | | | | | | |
| Age 57 / 53% | 2,104.94 | 2,014.60 | 1,960.40 | | | | | | | |
| Age 56 / 49% | 1,946.08 | 1,862.56 | 1,812.44 | | | | | | | |
| Age 55 / 45% | 1,787.22 | 1,710.51 | 1,664.49 | 1,649.15 | 1,610.80 | 1,526.42 | 1,449.72 | 1,373.01 | 1,296.31 | 1,242.61 |