



Bi-Monthly Report

November - December 2007

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2008 Pension Plan Increases and Thank You

2008 Pension Plan Increases

The Internal Revenue Service and the Social Security Administration have recently announced the 2008 Pension Plan increases. For your convenience and reference, they are listed below, along with the 2007 limits, which are shown for comparison purposes.

Item	2008	2007
1. Maximum contribution to a 401(k) Plan	\$ 15,500	\$ 15,500
2. Additional 401(k) Plan Catch-Up Contribution (for participants age 50 and over)	5,000	5,000
3. Maximum Profit Sharing Plan contribution for a participant*	46,000	45,000
4. Maximum 401(k) and Profit Sharing Plan contribution for a participant age 50 or older*	51,000	50,000
5. Maximum Defined Benefit Pension Plan Benefit (Dollar Limit payable at ages 62 to 65)	185,000	180,000
6. Maximum compensation that can be used for Plan purposes	230,000	225,000
7. Social Security Taxable Wage Base	102,000	97,500

* Please note that for a participant age 45 or older, the maximum defined benefit plan contribution will be higher than the maximum defined contribution plan amounts shown in items 3 and 4 above.

Continued on back

2008 Pension Plan Increases continued

As part of the services we provide, we will automatically incorporate any applicable increases when we prepare your 2008 valuation. These changes may increase the contributions to your Company's Plans. In addition, they may also help Employers increase the contribution for the principals relative to the other plan participants. Do not hesitate to contact us if you would like to increase your Plan's contributions, if you would like to know how these changes will affect your Plan, or if you have any questions. Let us know what you want.

Thank You

A number of clients have complimented us on the quality of our services. If you are pleased with our services, please recommend us to your friends and associates. If you are unhappy with a service that we have provided, then it is important that you let us know so that we can correct the problem and improve our services. We look forward to your input, appreciate your referrals and welcome new clients.

Thank you for giving us the opportunity to provide services on your behalf. May 2008 be better than 2007, and may you, your staff and your family enjoy a happy, healthy and prosperous 2008.



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