

**Physicians Endoscopy LLC 401(k) Retirement Plan**

**Important Retirement Plan Limitations and Thresholds**

*Plan Year: 2010*

	<b>2010</b>	<b>2009</b>	<b>2008</b>
<b>401(k) Contribution</b>	\$16,500	\$16,500	\$15,500
<b>Additional Catch-Up Contribution</b> <i>Employees who will reach age 50 by 12/31/10 can defer an additional \$5,500.</i>	\$5,500	\$5,500	\$5,000
<b>Annual Compensation</b> <i>Maximum compensation recognized for plan purposes.</i>	\$245,000	\$245,000	\$230,000