

QUALIFIED RETIREMENT PLAN 2014—2018 DOLLAR LIMITATIONS AND OTHER DATA

Description	2018	2017	2016	2015	2014
Maximum 401(k) Contribution	\$18,500	\$18,000	\$18,000	\$18,000	\$17,500
Maximum 403(b) Contribution	\$18,500	\$18,000	\$18,000	\$18,000	\$17,500
Maximum 457 Contribution	\$18,500	\$18,000	\$18,000	\$18,000	\$17,500
401(k), 403(b), 457(b) Catchup Contribution ¹	\$6,000	\$6,000	\$6,000	\$6,000	\$5,500
Defined Contribution Annual Addition Limit	\$55,000	\$54,000	\$53,000	\$53,000	\$52,000
SIMPLE Elective Deferral Limit	\$12,500	\$12,500	\$12,500	\$12,500	\$12,000
SIMPLE Catchup Contribution ¹	\$3,000	\$3,000	\$3,000	\$3,000	\$2,500
Individual Retirement Account Contribution	\$5,500	\$5,500	\$5,500	\$5,500	\$5,500
Individual Retirement Account Catchup ¹	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
Defined Benefit Maximum Annual Benefit	\$220,000	\$215,000	\$210,000	\$210,000	\$210,000
Fixed Rate PBGC Premium Per Participant	\$74	\$69	\$64	\$57	\$49
Variable Rate PBGC Premium (% of Unfunded Liability)	\$38/\$1,000	\$34/\$1,000	\$30/\$1,000	\$24/\$1,000	\$14/\$1,000
PBGC Per-Participant Variable Rate Cap	\$523	\$517	\$500	\$418	\$412
Highly Compensated Threshold	\$120,000	\$120,000	\$120,000	\$120,000	\$115,000
Key Employees					
Officer Compensation	\$175,000	\$175,000	\$170,000	\$170,000	\$170,000
10 Largest Owners	Repealed	Repealed	Repealed	Repealed	Repealed
1% Owner	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000
SEP Participation Coverage Compensation Level	\$600	\$600	\$600	\$550	\$550
ESOP Threshold for 5 Year Distribution Period	\$1,105,000	\$1,080,000	\$1,070,000	\$1,070,000	\$1,050,000
ESOP Incremental Threshold for Extending the 5-Year Distribution Period (Maximum 5 Years)	\$220,000	\$215,000	\$210,000	\$210,000	\$210,000
Compensation Cap	\$275,000	\$270,000	\$265,000	\$265,000	\$260,000
Social Security Taxable Wage Bases					
Social Security	\$128,400 ²	\$127,200	\$118,500	\$118,000	\$117,700
Medicare	No Limit	No Limit	No Limit	No Limit	No Limit
Social Security Tax Rates (Employee)					
Social Security	6.20%	6.20%	6.20%	6.20%	6.20%
Medicare	1.45%	1.45%	1.45%	1.45%	1.45%
Combined Rate	7.65%	7.65%	7.65%	7.65%	7.65%
Self-Employed Combined Rate	15.30%	15.30%	15.30%	15.30%	15.30%
Social Security Cost of Living Adjustment	2.00%	0.30%	0.00%	1.70%	1.50%

¹ Catchup contribution available for participants age 50 or older.

² Revised per Social Security Administration press release dated November 27, 2017.