

## QUALIFIED RETIREMENT PLAN 2017 - 2021 DOLLAR LIMITATIONS AND OTHER DATA

Description	2021	2020	2019	2018	2017
Maximum 401(k) Contribution	\$19,500	\$19,500	\$19,000	\$18,500	\$18,000
Maximum 403(b) Contribution	\$19,500	\$19,500	\$19,000	\$18,500	\$18,000
Maximum 457 Contribution	\$19,500	\$19,500	\$19,000	\$18,500	\$18,000
401(k), 403(b), 457(b) Catchup Contribution <sup>1</sup>	\$6,500	\$6,500	\$6,000	\$6,000	\$6,000
Defined Contribution Annual Addition Limit	\$58,000	\$57,000	\$56,000	\$55,000	\$54,000
SIMPLE Elective Deferral Limit	\$13,500	\$13,500	\$13,000	\$12,500	\$12,500
SIMPLE Catchup Contribution <sup>1</sup>	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Individual Retirement Account Contribution	\$6,000	\$6,000	\$6,000	\$5,500	\$5,500
Individual Retirement Account Catchup <sup>1</sup>	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
Defined Benefit Maximum Annual Benefit	\$230,000	\$230,000	\$225,000	\$220,000	\$215,000
Flat Rate PBGC Premium Per Participant	\$86	\$83	\$80	\$74	\$69
Variable Rate PBGC Premium (% of Unfunded Liability)	\$46/\$1,000	\$45/\$1,000	\$43/\$1,000	\$38/\$1,000	\$34/\$1,000
PBGC Per-Participant Variable Rate Cap	\$582	\$561	\$541	\$523	\$517
Highly Compensated Threshold	\$130,000	\$130,000	\$125,000	\$120,000	\$120,000
<b>Key Employees</b>					
Officer Compensation	\$185,000	\$185,000	\$180,000	\$175,000	\$175,000
10 Largest Owners	Repealed	Repealed	Repealed	Repealed	Repealed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	\$650	\$600	\$600	\$600	\$600
ESOP Threshold for 5 Year Distribution Period	\$1,165,000	\$1,150,000	\$1,130,000	\$1,105,000	\$1,080,000
ESOP Incremental Threshold for Extending the 5-Year Distribution Period (Maximum 5 Years)	\$230,000	\$230,000	\$225,000	\$220,000	\$215,000
Compensation Cap	\$290,000	\$285,000	\$280,000	\$275,000	\$270,000
<b>Social Security Taxable Wage Bases</b>					
Social Security	\$142,800	\$137,700	\$132,900	\$128,400	\$127,200
Medicare	No Limit	No Limit	No Limit	No Limit	No Limit
<b>Social Security Tax Rates (Employee)</b>					
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	1.30%	1.60%	2.80%	2.00%	0.30%

<sup>1</sup>Catchup contribution available for participants age 50 or older.