

RETIREMENT PLAN LIMITS

	2017	2016	2015	2014	2013
Defined Benefit Plan					
Maximum Annual Pension	215,000	210,000	210,000	210,000	205,000
<i>* Dollar limit applies to plan years ENDING in this year</i>					
Defined Contribution Plan					
Maximum Annual Addition	54,000	53,000	53,000	52,000	51,000
<i>* Dollar limit applies to plan years ENDING in this year</i>					
401k Maximum Deferral	18,000	18,000	18,000	17,500	17,500
401k Catch-up Contribution (if age 50 or older)	6,000	6,000	6,000	5,500	5,500
Maximum Compensation	270,000	265,000	265,000	260,000	255,000
Highly Compensated Employees					
Any employee OR top 20% of employees with pay over:	120,000 in year 2016	120,000 in year 2015	115,000 in year 2014	115,000 in year 2013	115,000 in year 2012
Key Employee (Top Heavy Plan)					
Any officer with pay over:	175,000	170,000	170,000	170,000	165,000
Permitted Disparity (Integration)					
Rate	5.70%	5.70%	5.70%	5.70%	5.70%
Wage Base	127,200	118,500	118,500	117,000	113,700
Social Security/Medicare					
Social Security Rate	6.20%	6.20%	6.20%	6.20%	6.20%
Social Security Wage Base	127,200	118,500	118,500	117,000	113,700
Medicare Rate	1.45%	1.45%	1.45%	1.45%	1.45%
Medicare Wage Base	N/A	N/A	N/A	N/A	N/A