

**RETIREMENT PLAN LIMITS**

	2018	2017	2016	2015	2014	2013
<b>Defined Benefit Plan</b>						
Maximum Annual Pension	220,000	215,000	210,000	210,000	210,000	205,000
<i>* Dollar limit applies to plan years ENDING in this year</i>						
<b>Defined Contribution Plan</b>						
Maximum Annual Addition	55,000	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	18,500	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	6,000	5,500	5,500
Maximum Compensation	275,000	270,000	265,000	265,000	260,000	255,000
<b>Highly Compensated Employees</b>						
Any employee OR top 20% of employees with pay over:	120,000 in year 2017	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
<b>Key Employee (Top Heavy Plan)</b>						
Any officer with pay over:	175,000	175,000	170,000	170,000	170,000	165,000
<b>Permitted Disparity (Integration)</b>						
Rate	5.70%	5.70%	5.70%	5.70%	5.70%	5.70%
Wage Base	128,400	127,200	118,500	118,500	117,000	113,700
<b>Social Security/Medicare</b>						
Social Security Rate	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%
Social Security Wage Base	128,400	127,200	118,500	118,500	117,000	113,700
Medicare Rate	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
Medicare Wage Base	N/A	N/A	N/A	N/A	N/A	N/A