



FARMER & BETTS

Table of Various Limits and Thresholds

	2015	2016	2017	2018
<u>COMPENSATION LIMIT</u> <i>(plan year beginning)</i>	265,000	265,000	270,000	275,000
<u>DC ANNUAL ADDITION LIMIT</u> <i>(plan year ending)</i>	53,000	53,000	54,000	55,000
<u>401(k) DEFERRAL LIMIT</u> <i>(calendar not plan year)</i>	18,000	18,000	18,000	18,500
<u>CATCH-UP DEFERRAL LIMIT</u> <i>(calendar not plan year)</i>	6,000	6,000	6,000	6,000
<u>DB BENEFIT LIMIT</u> <i>(plan year beginning)</i>	210,000	210,000	215,000	220,000
<u>HIGHLY COMPENSATED EMPLOYEE</u> <i>Employee is considered HCE of owner in current or prior year Compensation definition based on prior plan year</i>				
1) Over 5% owner				
2) Any employee (may limit to top 20%)	115,000	120,000	120,000	120,000
3) Spouse or linear relation				
<u>KEY EMPLOYEE</u> <i>Employee is considered key if meets definition in current year</i>				
1) Over 5% owner				
2) Over 1% owner	150,000	150,000	150,000	150,000
3) Officer (count at least 1)	170,000	170,000	175,000	175,000
4) Spouse or linear relation				
<u>TAXABLE WAGE BASE</u>	118,500	118,500	127,200	128,400