

	<u>2016</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>
<p>Annual Additions Limit This dollar limit is used for the Section 415 test and refers to the amount of contributions and forfeitures that can be credited to a participant's account during the limitation year (generally, the plan or the calendar year). It should be noted, however, that if the compensation for the limitation year were less than this amount, the annual additions limit would be 100% of compensation.</p>	\$53,000	\$53,000	\$52,000	\$51,000	\$50,000
<p>Annual Compensation Limit This dollar limit is taken into account for most contribution allocation and testing purposes. Compensation above this limit is not considered for most plan purposes.</p>	\$265,000	\$265,000	\$260,000	\$255,000	\$250,000
<p>Annual Elective Deferrals Limit This dollar limit is the maximum amount of elective deferrals that can be made to a 401(k), eligible 457(b) or 403(b) plan by a participant. If the participant participates in more than one cash or deferred arrangement, this limit applies to the aggregate of the amounts contributed (excluding eligible 457(b) plans). For eligible 457(b) plans, a participant can defer up to the full limit in that plan on a separate basis. Please note: Deferrals cannot exceed compensation.</p>	\$18,000	\$18,000	\$17,500	\$17,500	\$17,000
<p>Annual Catch-Up Contributions Limit This dollar limit applies to employees who are at least 50 years old or who will have attained age 50 by the end of the calendar year and are eligible to make elective deferral contributions to a 401(k), 457 or 403(b) plan. This is a calendar year limit.</p>	\$6,000	\$6,000	\$5,500	\$5,500	\$5,500
<p>Highly Compensated Employee (HCE) Definition This dollar limit is for the look-back year and is used to define HCEs for 2010 - 2014 testing plan years. HCEs are also defined as 5% owners in either the current or look-back year.</p>	\$120,000	\$120,000	\$115,000	\$115,000	\$115,000
<p>Key Employee Dollar Limit This dollar limit applies to an officer of the employer solely for the purpose of defining a key employee for the top-heavy test. Such an officer is considered a key employee if his or her compensation is greater than this limit, subject to the requirement that the number of officers considered key employees is limited to the greater of three or 10% of all employees.</p>	\$170,000	\$170,000	\$170,000	\$165,000	\$165,000
<p>Taxable Wage Base This dollar limit is only used by plans that use Social Security integration in their employer contribution allocations. Compensation above this limit is not subject to old age and survivor's income insurance payments.</p>	\$118,500	\$118,500	\$117,000	\$113,700	\$110,100