

**WATKINS ROSS**  
**COST-OF-LIVING ADJUSTMENTS TO DOLLAR LIMITS UNDER EMPLOYEE BENEFIT PLANS**

ITEM	2013	2014	2015	2016	2017	2018	2019	2020
Defined Contribution – 415 limit	\$ 51,000 or 100% of eligible comp. P	\$ 52,000 or 100% of eligible comp. P	\$ 53,000 or 100% of eligible comp. P	\$ 53,000 or 100% of eligible comp. P	\$ 54,000 or 100% of eligible comp. P	\$ 55,000 or 100% of eligible comp. P	\$ 56,000 or 100% of eligible comp. P	\$ 57,000 or 100% of eligible comp. P
Defined Benefit – 415 limit	205,000	210,000	210,000	210,000	215,000	220,000	225,000	230,000
Maximum Compensation	255,000	260,000	265,000	265,000	270,000	275,000	280,000	285,000
401(k) / SARSEP / 403(b) Deferrals Catch-up Contributions – > age 50	17,500 5,500 C	17,500 5,500 C	18,000 6,000 C	18,000 6,000 C	18,000 6,000 C	18,500 6,000 C	19,000 6,000 C	19,500 6,500 C
Simple Deferrals Catch-up Contributions – > age 50	12,000 2,500 C	12,000 2,500 C	12,500 3,000 C	12,500 3,000 C	12,500 3,000 C	12,500 3,000 C	13,000 3,000 C	13,500 3,000 C
Highly Compensated Employees	115,000 L	115,000 L	120,000 L	120,000 L	120,000 L	120,000 L	125,000 L	130,000 L
Key Employee – Officer Key Employee – Owner of more than 1%	165,000 150,000 L	170,000 150,000 L	170,000 150,000 L	170,000 150,000 L	175,000 150,000 L	175,000 150,000 L	180,000 150,000 L	185,000 150,000 L
Social Security Wage Base	113,700	117,000	118,500	118,500	127,200	128,400	132,900	137,700
Maximum amount company can deduct for contributions to all defined contribution plans	25% for combined contributions to all defined contribution plans							

P Plan year end (if no 'P', plan year beginning)  
C Calendar limit  
L Look-back year