

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

ITEM	2015	2016	2017	2018	2019	2020	2021	2022
Defined Contribution - 415 limit	\$53,000 or 100% of eligible comp. <b>P</b>	\$53,000 or 100% of eligible comp. <b>P</b>	\$54,000 or 100% of eligible comp. <b>P</b>	\$55,000 or 100% of eligible comp. <b>P</b>	\$56,000 or 100% of eligible comp. <b>P</b>	\$57,000 or 100% of eligible comp. <b>P</b>	\$58,000 or 100% of eligible comp. <b>P</b>	\$61,000 or 100% of eligible comp. <b>P</b>
Defined Benefit - 415 limit	210,000	210,000	215,000	220,000	225,000	230,000	230,000	245,000
Maximum Compensation	265,000	265,000	270,000	275,000	280,000	285,000	290,000	305,000
401(k) / SARSEP / 403(b) Deferrals Catch-up Contributions → age 50	18,000 6,000 <b>C</b>	18,000 6,000 <b>C</b>	18,000 6,000 <b>C</b>	18,500 6,000 <b>C</b>	19,000 6,000 <b>C</b>	19,500 6,500 <b>C</b>	19,500 6,500 <b>C</b>	20,500 6,500 <b>C</b>
Simple Deferrals Catch-up Contributions → age 50	12,500 3,000 <b>C</b>	12,500 3,000 <b>C</b>	12,500 3,000 <b>C</b>	12,500 3,000 <b>C</b>	13,000 3,000 <b>C</b>	13,500 3,000 <b>C</b>	13,500 3,000 <b>C</b>	14,000 3,000 <b>C</b>
Highly Compensated Employees	120,000 <b>L</b>	120,000 <b>L</b>	120,000 <b>L</b>	120,000 <b>L</b>	125,000 <b>L</b>	130,000 <b>L</b>	130,000 <b>L</b>	135,000 <b>L</b>
Key Employee - Officer Key Employee - Owner of more than 1%	170,000 150,000 <b>L</b>	170,000 150,000 <b>L</b>	175,000 150,000 <b>L</b>	175,000 150,000 <b>L</b>	180,000 150,000 <b>L</b>	185,000 150,000 <b>L</b>	185,000 150,000 <b>L</b>	200,000 150,000 <b>L</b>
Social Security Wage Base	118,500	118,500	127,200	128,400	132,900	137,700	142,800	147,000
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