

Retirement Plan Contribution Limits and Reporting Data

| | Defined Benefit | Defined Contribution ¹ | Health Care Savings Program | 457 | | | | | |
|--|--|--|-----------------------------|-----------------------------------|--|--|---|--|--|
| | | | | Pre-Tax Account | | | Deemed Roth Account | | |
| | | | | Normal Contributions ³ | AGE 50 Catch-Up Contributions ⁴ | "Pre-Retirement" Catch-Up ⁵ | Normal Contributions ³ | AGE 50 Catch-Up Contributions ⁴ | "Pre-Retirement" Catch-Up ⁵ |
| 2016 Contribution and Wage Limits | Annual Compensation Limit to be used to calculate a benefit: \$265,000 (non-grandfather)/\$395,000 (grandfather) | Annual Contributions ² : \$53,000 Annual Compensation Limit: \$265,000 (non-grandfather)/\$395,000 (grandfather) | N/A | Annual Contributions: \$18,000 | Annual Contributions: \$6,000 | Annual Contributions: \$18,000 | Annual Contributions: \$18,000 | Annual Contributions: \$6,000 | Annual Contributions: \$18,000 |
| 2017 Contribution and Wage Limits | Annual Compensation Limit to be used to calculate a benefit: \$270,000 (non-grandfather)/\$400,000 (grandfather) | Annual Contributions ² : \$54,000 Annual Compensation Limit: \$270,000 (non-grandfather)/\$400,000 (grandfather) | N/A | Annual Contributions: \$18,000 | Annual Contributions: \$6,000 | Annual Contributions: \$18,000 | Annual Contributions: \$18,000 | Annual Contributions: \$6,000 | Annual Contributions: \$18,000 |
| Plan Type | 401(a) | 401(a) | 115 Trust and 105-106 HRA | 457(b) | | | | | |
| Are Contributions exempt from Federal tax withholding? | Exempt | Picked-up Contributions: Exempt Non-Picked-up Contributions: Not Exempt | Exempt | Exempt | | | Employee Contributions: Not Exempt Employer Matching Contributions: Exempt | | |
| Are Contributions exempt from State tax? | Exempt | Picked-up Contributions: Exempt Non-Picked-up Contributions: Not Exempt | Exempt | Exempt | | | Employee Contributions: Not Exempt Employer Matching Contributions: Exempt | | |
| Contributions exempt from Security & Medicare withholding? | Employee Contributions: Not Exempt Employer Contributions: Exempt | | Exempt | Not Exempt | | | | | |
| Are contributions required to be reported on Form W-2? | No reporting required. Box 14 is an optional box that can be used if reporting is preferred. There isn't a specific code required, however we suggest 414(h)(2). | | | Box 12 Code G | | | Box 12 Code EE | | |
| Should Form W-2, Box 13, be checked? | Check | Check | Do Not Check | Do Not Check | | | | | |

¹For any DC employee contributions "picked up" by the employer, the contributions are characterized as employer contributions and fall under IRC section 414(h)(2).

²Includes both employer and employee contributions for all qualified employer defined contribution plans combined (excludes 457(b) and IRAs).

³Includes all combined employee and employer contributions to a 457(b) pre-tax or deemed Roth account.

⁴Must be 50 or older, and not doing the "Pre-Retirement" Catch-Up contributions in same year.

⁵Up to twice the annual limit for 3 years prior to a declared one-time Normal Retirement Age. Limitations apply depending on pension eligibility for retirement, public safety employees, and total 457(b) contributions during work history.