

EMPLOYEE BENEFIT LIMITS

Employee Benefit Limit	1999	2000	2001	2002	2003
Sec. 415 Defined Benefit Dollar Limit IRC Sec. 415(b)(1)(A)	\$130,000	\$135,000	\$140,000	\$160,000	\$160,000 ¹
Sec. 415 Defined Contribution Dollar Limit IRC Sec. 415(c)(1)(A)	\$ 30,000 ²	\$ 30,000 ²	\$35,000 ²	\$ 40,000 ³	\$ 40,000 ³
Elective Deferral Limit for 401(k) Plans IRC Sec. 402(g)(1)	\$ 10,000	\$ 10,500	\$10,500	\$ 11,000	\$ 12,000 ⁴
Catch-Up Limits for 401(k) Plans (age 50+)	N/A	N/A	N/A	\$ 1,000	\$ 2,000 ⁵
Minimum Compensation Amount for SEPs (Non-SIMPLE) IRC Sec. 408(k)(2)(C)	\$ 400	\$ 450	\$ 450	\$ 450	\$ 450
Maximum Compensation Limit for SEPs - IRC Sec. 408(k)(3)(C), Qualified Plans, IRC Secs. 401(a)(17), 404(l)	\$160,000	\$170,000	\$170,000	\$200,000	\$200,000 ⁶
Highly Compensated Employee Definitional Limits IRC Sec. 414(q)(1)(B)	\$ 80,000	\$ 85,000	\$ 85,000	\$ 90,000	\$ 90,000
ESOP Payout Limits IRC Sec. 409(o)(1)(C)(ii)	\$145,000 ⁷ \$735,000 ⁸	\$150,000 ⁷ \$755,000 ⁸	\$155,000 ⁷ \$780,000 ⁸	\$160,000 ⁷ \$800,000 ⁸	\$160,000 ⁷ \$810,000 ⁸
SS Taxable Wage Base	\$ 72,600	\$76,200	\$80,400	\$84,900	\$87,000
Contribution Limit for SIMPLE IRC Sec. 408(p)(2)(A)	\$ 6,000	\$ 6,000	\$ 6,500	\$ 7,000	\$ 8,000 ⁹
Catch-Up Limits for SIMPLE 401(k) Plan (Age 50+)	N/A	N/A	N/A	\$ 500	\$ 1,000 ¹⁰

Legend:

- ¹ EGTRRA provides the lesser of \$160,000 with COLA increase in \$5,000 increments after 2002 or 100% of the employee's average compensation for his high 3 years.
- ² Lesser of dollar limit shown or 25% of employee compensation.
- ³ EGTRRA provides the lesser of \$40,000 with Cost of Living Adjustment (COLA) increase in \$1,000 increments after 2002 or 100% of employee compensation.
- ⁴ Increasing by \$1,000 each year in 2004-6; thereafter COLA increase in \$500 increments.
- ⁵ Increasing by \$1,000 each year in 2004-6; thereafter, COLA increase in \$500 increments.
- ⁶ COLA increase in \$5,000 increments after 2002.
- ⁷ Amount used to determine the lengthening of the 5-year distribution period.
- ⁸ Amount used for determining the maximum account balance in an ESOP subject to a 5-year distribution period.
- ⁹ Increasing by \$1,000 each year in 2004-5; thereafter, COLA increase in \$500 increments.
- ¹⁰ Increasing by \$500 each year in 2004-6; thereafter, COLA increase in \$500 increments.