

## 2018 EMPLOYEE BENEFIT INDEXED LIMITATIONS

|     |  | FOR PLAN YEARS BEGINNING IN |                    |                    |                    |                    |                     |                  |
|-----|--|-----------------------------|--------------------|--------------------|--------------------|--------------------|---------------------|------------------|
|     |  | <u>2018</u>                 | <u>2017</u>        | <u>2016</u>        | <u>2015</u>        | <u>2014</u>        | <u>Code Section</u> | <u>Unrounded</u> |
| 1)  | 401(K) Elective Deferrals (calendar year limit)  | 18,500                      | 18,000             | 18,000             | 18,000             | 17,500             | 402(g)(1)           | 18,704           |
| 2)  | 403(b) Elective Deferrals (calendar year limit)  | 18,500                      | 18,000             | 18,000             | 18,000             | 17,500             | 403(b)              | 18,704           |
| 3)  | 401(k) Catch Up Contributions (calendar year limit)  | 6,000                       | 6,000              | 6,000              | 6,000              | 5,500              | 414(v)(2)(B)(i)     | 6,236            |
| 4)  | Compensation Cap   | 275,000                     | 270,000            | 265,000            | 265,000            | 260,000            | 401(a)(17)          | 276,414          |
| 5)  | Defined Contribution Plans - Contribution  | *55,000                     | *54,000            | 53,000             | 53,000             | 52,000             | 415(c)(1)(A)        | 55,244           |
| 6)  | Highly Compensated Employee Definition<br>Employees owning over 5% or having<br>Prior year Compensation exceeding                | 120,000                     | 120,000            | 120,000            | 115,000            | 115,000            | 414(q)(1)(B)        | 124,912          |
| 7)  | Key Employee Definition<br>Officer making over<br>More than 1% owner, making over<br>More than 5% owner, regardless of pay level | 175,000<br>150,000          | 175,000<br>150,000 | 170,000<br>150,000 | 170,000<br>150,000 | 170,000<br>150,000 | 416(i)(1)(A)(i)     |                  |
| 8)  | Social Security Taxable Wage Base  | 128,400                     | 127,200            | 118,500            | 118,500            | 117,000            |                     |                  |
| 9)  | FICA (Employee) Tax Rate:  |                             |                    |                    |                    |                    |                     |                  |
|     | Social Security (OASDI)**  | 6.20%                       | 6.20%              | 6.20%              | 6.20%              | 6.20%              |                     |                  |
|     | Medicare (HI)  | 1.45%                       | 1.45%              | 1.45%              | 1.45%              | 1.45%              |                     |                  |
|     | Total  | 7.65%                       | 7.65%              | 7.65%              | 7.65%              | 7.65%              |                     |                  |
| 10) | SECA (Self-employed) Tax rate, total   | 15.30%                      | 15.30%             | 15.30%             | 15.30%             | 15.30%             |                     |                  |
| 11) | SIMPLE Deferrals   | 12,500                      | 12,500             | 12,500             | 12,500             | 12,000             | 408(p)(2)(E)        | 12,992           |
| 12) | SIMPLE Catch-up Limit  | 3,000                       | 3,000              | 3,000              | 3,000              | 2,500              | 414(v)(2)(B)(ii)    | 3,127            |
| 13) | SEP Coverage   | 600                         | 600                | 600                | 600                | 550                | 408(k)(2)(C)        | 624              |
| 14) | IRA Maximum Deductible Amount  | 5,500                       | 5,500              | 5,500              | 5,500              | 5,500              | 219(b)(5)(A)        | 5,500            |
| 15) | IRA Catch-up Limit   | 1,000                       | 1,000              | 1,000              | 1,000              | 1,000              | 219(b)(1)(B)        | 1,000            |
| 16) | Social Security Exempt Amounts - ages  |                             |                    |                    |                    |                    |                     |                  |
|     | Under Full Retirement Age  | 17,040                      | 16,920             | 15,720             | 15,720             | 15,480             |                     |                  |
|     | After Full Retirement Age  | N/A                         | N/A                | N/A                | N/A                | N/A                |                     |                  |
| 17) | Eligible 457(b) Plan Deferral Limit (calendar year limit)  | 18,500                      | 18,000             | 18,000             | 18,000             | 17,500             | 457(e)(15)          | 18,705           |
| 18) | Maximum ESOP Balance for 5-year installments   | 1,105,000                   | 1,080,000          | 1,070,000          | 1,070,000          | 1,050,000          | 409(o)(1)(C)(ii)    |                  |
|     | Amount for Lengthening of 5-year ESOP distribution   | 220,000                     | 215,000            | 210,000            | 210,000            | 210,000            |                     | 220,973          |
| 19) | Defined Benefit Plans - Annual Benefit   | 220,000                     | 215,000            | 210,000            | 210,000            | 210,000            | 415(b)(1)(A)        | 220,973          |

\*The limitation is effective for plan years ending in the designated calendar year.

\*\*The Employee portion of FICA related to Social Security was reduced for 2011 and 2012. The employer portion stayed at 6.2%.

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