

## 2016 Indexed Dollar Figures For Employee Benefit Plans

Current 2016 and previous 2015 IRS indexed dollar limits  
for tax qualified employee benefit plans:

<b>DEFINED CONTRIBUTION 403(b) RETIREMENT PLANS</b>	<b>2016</b>	<b>2015</b>
Maximum elective deferral by employee	\$18,000	\$18,000
Catch-up contribution limit (age 50 and over during year)	6,000	6,000
Limit on 403(b) lifetime catch-up *	3,000	3,000
Annual defined contribution maximum (employer & employee combined) **	53,000	53,000
Employee annual compensation limit for calculating contributions	265,000	265,000
* Available to employees with 15 or more years of service who have contributed, on average, no more than \$5,000 a year to their 403(b) plan. This catch-up provision allows participants to contribute up to \$3,000 per year (up to a lifetime catch-up limit of \$15,000) in addition to the regular contribution limit.		
** This is the limit on tax-deferred contributions made on behalf of an individual from all sources.		
<b>OTHER LIMITS</b>	<b>2016</b>	<b>2015</b>
Highly compensated employee annual compensation threshold	120,000	120,000
Soc. Sec. (FICA) taxable wage base (6.2% OASDI tax)	118,500	118,500

*Note: There were no changes for 2016 from 2015 amounts.*