Retirement Plan COLA Increases*

Code Section	2003	2002	2001	2000	1999	1998	1997	1996	1995	1994	1993	1992	1991	1990	1989
401(a)(17)/ 404(l) annual compensation	$200,000	$200,000	$170,000	$170,000	$160,000	$160,000	$160,000	$150,000	$150,000	$150,000	$235,840	$228,860	$222,220	$209,200	----
402(g)(1) Elective Deferrals	12,000	11,000	10,500	10,500	10,000	10,000	9,500	9,500	9,240	9,240	8,994	8,728	8,475	7,979	7,627
408(k)(2)(C) SEP minimum compensation	450	450	450	450	400	400	400	400	400	450	385	374	363	342	327
408(k)(3)(C) SEP maximum compensation	200,000	200,000	170,000	170,000	160,000	160,000	160,000	150,000	150,000	150,000	235,840	228,860	222,220	209,200	----
408(p)(2)(E) SIMPLE-Ret Plan max comp	8,000	7,000	6,500	6,000	6,000	6,000	6,000	----	----	----	----	----	----	----	----
409(o)(1)(C) ESOP limits	810,000 160,000	800,000 160,000	780,000 155,000	755,000 150,000	735,000 145,000	725,000 145,000	710,000 140,000	690,000 135,000	670,000 132,000	660,000 132,000	642,450 128,490	623,450 124,690	605,350 121,070	569,900 113,980	544,800 108,960
414(q)(1)(B) HCE threshold	90,000	90,000	85,000	85,000	80,000	80,000	80,000	100,000	100,000	99,000	96,368	93,518	90,803	85,485	81,720
414(q)(1)(C)	----	----	----	----	----	----	Repealed	66,000	66,000	66,000	64,245	62,345	60,535	56,990	54,480
414(v)(2)(B)(i) Catchup Contrib	2,000	1,000	----	----	----	----	----	----	----	----	----	----	----	----	----
414(v)(2)(B)(ii) Catchup Contrib	1,000	500	----	----	----	----	----	----	----	----	----	----	----	----	----
415(b)(1)(A) DB Limits	160,000	160,000	140,000	135,000	130,000	130,000	125,000	120,000	120,000	118,800	115,641	112,221	108,963	102,582	98,064
415(b)(2)(G) DB Limits	----	----	----	----	----	----	Repealed	66,000	66,000	66,000	64,245	62,345	60,535	56,990	54,480
415(c)(1)(A) DC Limits	40,000	40,000	35,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000
416(i)(1)(A)(i) Key EE	130,000	130,000	----	----	----	----	----	----	----	----	----	----	----	----	----
457(c)(15) deferral limit	12,000	11,000	8,500	8,000	8,000	8,000	7,500	----	----	----	----	----	----	----	----
4980A(c)(1) excess distributions	----	----	----	----	----	Repealed	160,000	155,000	150,000	148,500	144,551	140,276	136,204	128,228	122,580
1.62-21(f)(5)(i) Control EE	80,000	80,000	75,000	75,000	70,000	----	----	----	----	----	----	----	----	----	----
1.62-21(f)(5)(iii) Control EE	160,000	160,000	155,000	150,000	145,000	----	----	----	----	----	----	----	----	----	----
Taxable Wage Base	87,000	84,900	80,400	76,200	72,600	68,400	65,400	----	----	----	----	----	----	----	----

* This is based on a chart originally prepared and published by IRS.

The information in this Washington Bulletin is general in nature only and not intended to provide advice or guidance for specific situations.