

## Limits and Contributions

### *2023 Social Security and Government Limits Table*

Social Security Wage Base (SSWB)	\$160,200
Pre-Tax Elective Deferral Limit	\$22,500
Age 50+ Catch-Up Contributions Limit	\$7,500
Annual Compensation Limit (maximum earnings taken into account for 401(k) Savings Plan and Retirement Plan)	\$330,000
Maximum Contribution Limit (employee and employer contributions to all defined contribution plans)	\$66,000
SRP II Earnings Threshold	\$180,000

### *401(k) Savings Plan Maximum Contribution Table*

<p>If Your Annual Base Pay is:</p> <p>Under \$150,000 \$150,000, up to \$330,000 annual compensation limit</p>	<p>Your Employee Contribution Percentage* on Base Pay is:</p> <p>1.0 to 30.0% 1.0 to 15.0%</p>
<p>If You Receive an Annual Bonus</p> <p>First \$100,000 of eligible Annual Bonus</p>	<p>Your Employee Contribution Percentage* on Annual Bonus is:</p> <p>1.0 to 5.0%</p>

\*Employee Contribution Percentage is combined before-tax, Roth and after-tax

### *PRA Maximum Company Contribution Percentages*

On Base Pay and Annual Bonus Up to SSWB	On Base Pay and Annual Bonus Above SSWB
7%	12%