

LIMITS AND CONTRIBUTIONS

2026 Social Security and Government Limits Table

Social Security Wage Base (SSWB)	\$184,500
Pre-Tax & Roth Employee Contribution Limit	\$24,500
Age 50+ Catch-Up Contributions Limit	\$8,000 (age 60-63 \$11,250)
Annual Compensation Limit (maximum earnings taken into account for 401(k) Savings Plan and Retirement Plan)	\$360,000
Maximum Contribution Limit (employee and employer contributions to all defined contribution plans)	\$72,000
SRP II Earnings Threshold	\$225,000

401(k) Savings Plan Maximum Contribution Table

If Your Annual Base Pay is:	Your Employee Contribution Percentage* on Base Pay is:
Under \$160,000	1.0 to 30.0%
\$160,000, up to \$360,000 annual compensation limit	1.0 to 15.0%
If You Receive an Annual Bonus	Your Employee Contribution Percentage* on Annual Bonus is:
First \$100,000 of eligible Annual Bonus	1.0 to 5.0%
	*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%