



Alexander & Baldwin, Inc. SAVINGS SOLUTIONS

January 2017

2017 LIMITS FOR BENEFIT PLANS

Each year the IRS reviews the limits for defined benefit and defined contribution plans to reflect cost-of-living adjustments (COLA).

The 2017 limits are as follows:

	2016	2017
Maximum 401(k) Salary Deferrals (including Roth)	\$18,000	\$18,000
<p>You may elect to contribute, pre-tax and/or after-tax, between 1% and 50% of your eligible earnings up to \$270,000 (see Maximum Compensation Limit below) in any whole percentage up to the \$18,000 annual IRS maximum dollar amount.</p>		
Catch-up Deferral Contributions (including Roth)	\$6,000	\$6,000
<p>If you are age 50 or older during 2015 and are making the maximum plan or IRS pre-tax and/or after-tax contribution, you may make an additional "catch-up" contribution up to \$6,000.</p>		
Maximum Compensation Limit	\$265,000	\$270,000
<p>This is the maximum amount of compensation that can be considered in calculating benefits and contributions under the qualified plans. This means if your compensation is over \$270,000, you will not be able to defer the amount exceeding the \$270,000. Likewise, under the pension plans your benefits for 2016 will be computed up to the \$265,000 limit.</p>		

Company Matching Contributions - A&B Individual Deferred Compensation and Profit Sharing Plan for Salaried Non- Bargaining Employees ("Plan"): The Compensation Committee of the Board has approved a **3% match for 2017**. If you have at least one year of service, the company will match 100% of each pre-tax or after-tax dollar on the first 3% of your eligible earnings that you contribute to the Plan. *To ensure you receive the maximum company match, contribute at least 3% per pay period and spread your pre-tax contributions over the year rather than contributing the maximum deferral amount early in the year. The 2017 Match Calculator is posted on www.flexab.com/tools.htm to assist you in maximizing your contributions and company match.*

You may change your deferral percentage at any time by logging onto NetBenefits at www.401k.com or calling the Fidelity Retirement Benefits Line at 1-800-835-5098.