



ALEXANDER & BALDWIN  
PARTNERS FOR HAWAII'

December 2017

## 2018 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 2018 limits are as follows:

	2017	2018
<b>Maximum 401(k) Salary Deferrals (including Roth)</b>	<b>\$18,000</b>	<b>\$18,500</b>
You may elect to contribute, pre-tax and/or after-tax, between 1% and 50% of your eligible earnings up to \$275,000 (see Maximum Compensation Limit below) in any whole percentage up to the \$18,500 annual IRS maximum dollar amount.		
<b>Catch-up Deferral Contributions (including Roth)</b>	<b>\$6,000</b>	<b>\$6,000</b>
If you are age 50 or older during 2018 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.		
<b>Maximum Compensation Limit</b>	<b>\$270,000</b>	<b>\$275,000</b>
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 \$275,000, you will not be able to defer the amount exceeding the \$275,000. Likewise, under the pension plan your benefits for 2018 will be computed up to the \$275,000 limit.		

**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 2018**. 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 2018 Match Calculator is posted on [www.flexab.com/savings.htm](http://www.flexab.com/savings.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](http://www.401k.com) or calling the Fidelity Retirement Benefits Line at 1-800-835-5098.