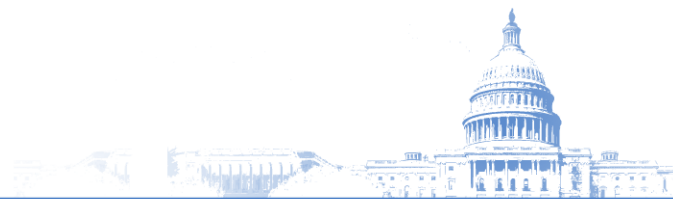


COMPLIANCE OVERVIEW



Limit	2020	2021	Change
HSA Contribution Limit			
Self-only	\$3,550	\$3,600	Up \$50
Family	\$7,100	\$7,200	Up \$100
Catch-up contributions*	\$1,000	\$1,000	No change
HDHP Minimum Deductible			
Self-only	\$1,400	\$1,400	No change
Family	\$2,800	\$2,800	No change
HDHP Out-of-Pocket Maximum			
Self-only	\$6,900	\$7,000	Up \$100
Family	\$13,800	\$14,000	Up \$200
Health FSA			
Limit on employees' pre-tax contributions	\$2,750	\$2,750	No change
Carryover limit	\$550	\$550	No change
Dependent Care FSA*			
Tax exclusion	\$5,000 (\$2,500 if married and filing taxes separately)	\$5,000 (\$2,500 if married and filing taxes separately)	No change
Transportation Fringe Benefits (Monthly Limits)			
Transit pass and vanpooling (combined)	\$270	\$270	No change
Parking	\$270	\$270	No change
401(k) Contributions			
Employee elective deferrals	\$19,500	\$19,500	No change
Catch-up contributions	\$6,500	\$6,500	No change
Adoption Assistance Benefits			
Tax exclusion	\$14,300	\$14,440	Up \$140

*Not subject to annual adjustment for inflation