



**Compensation:** the amount determined in accordance with these provisions, except as otherwise provided in your Adoption Agreement.

\*Includes but is not limited to: salary, bonus, overtime, commissions, vacation, sick pay, tips, elective deferrals, taxable group term life insurance, taxable fringe benefits, taxable expense reimbursements, taxable moving expenses, taxable disability benefits, taxable stock grants

**1. W-2**

- Wages, salaries, tips and other compensation as reported on Form W-2 and all other payments of compensation to an Employee by an Employer for which the Employer is required to furnish the Employee a written statement. (Severance Pay and/or Leave Pay-outs may not be included for Plan purposes)
- Excludes certain tips – depending on the amount and how they are paid

**2. Code 3401(a)**

- Wages. Employee wages **subject to income tax withholding**.
- Excludes certain fringe benefits, certain tips and taxable group term life insur.

**3. 415 Safe Harbor compensation**

- Wages, salaries, and fees for services rendered while employed: **cludable in gross income**. (Used by self-employed individuals and partners)
- May exclude: expense reimbursements, fringe benefits, moving expenses, non-qualified unfunded deferred compensation, medical or disability benefits

**\*See your Plan Adoption Agreement for any exclusions**

***IF YOU HAVE QUESTIONS REGARDING THE TYPE OF COMPENSATION TO USE  
PLEASE CONTACT YOUR ACCOUNTING PROFESSIONAL***

**Compensation paid during the Determination Period:**

**Compensation shall include:** only that Compensation which is paid to the Participant during the “determination period” **except** as otherwise provided in your Adoption Agreement. (see “Employee Deferrals”: Adoption Agreement page 11, Item #23 – Adjustments, option m.)

**If your plan excludes Compensation while not a Participant in the component of the Plan for which the definition applies, please provide only the compensation from the date the employee became eligible for participation. (Plan Compensation)**