

2021 RATES

YMPE	\$ 61,600
ITA LIMIT (MAX EARNINGS)	\$ 177,678

Effective date	Plan				Supplementary Plan (ESPP)	
	EE			ER	EE	ER
	Up to YBE (\$3500)	Between YBE and YMPE	Between YMPE and Max Earnings	% of EE conts	Over Max Earnings	% of EE conts
January 1, 2020	7.0%	5.2%	7.0%	286.3%	7.0%	100.0%
July 1, 2020	5.8%		7.6%	250.8%		
January 1, 2021	6.4%		8.2%	256.9%		
July 1, 2021	7.0%		8.8%	229.6%	TBC	TBC
July 1, 2022	7.6%		9.4%	TBC	TBC	TBC