



Turning Energy Into Synergy

### Historical Data Chart - Employee Benefits Limitations

Effective January 1	APPROVED Limitation Percentage	Comments
1988	20%	
1989	20%	
1990	20%	
1991	19%	
1992	22%	
1993	23%	Revised
1994	22%	
1995	23%	
1996	23%	
1997	23%	
1998	22%	
1999	21%	
2000	20%	
2001	26%	
2002	26%	
2003	27%	
2004	28%	
2005	32%	
2006	32%	
2007	33%	
2008	36%	
2009	35%	
2010	30%	
2011	38%	
2012	38%	