



IRS-INDEXED DOLLAR LIMITATIONS
for
IRS-QUALIFIED EMPLOYEE RETIREMENT BENEFIT PLANS

Code Section	Subject	For Plan Years Beginning In:		
		2020	2019	2018
	<u>ELECTIVE SALARY DEFERRAL LIMITS:</u> <i>Maximum elective contributions that an employee can contribute to all plans in which the employee participates during a calendar year.</i>			
402(g)	401k, 403(b), 408(k)	19,500	19,000	18,500
414(v)	Catch-Up *	6,500	6,000	6,000
457(e)	457 Elective Deferrals	19,500	19,000	18,500
408(p)	SIMPLEs	13,500	13,000	12,500
414(v)	SIMPLE Catch-Up *	3,000	3,000	3,000
219(b)	<u>IRA CONTRIBUTION LIMITS:</u> <i>Maximum contributions an individual can contribute to all IRAs in a calendar year (may be subject to income limitations).</i>			
	Annual Contribution	6,000	6,000	5,500
	Catch-Up *	1,000	1,000	1,000
415(c)	<u>MAXIMUM ANNUAL ACCOUNT ADDITION: *</u> <i>Maximum contributions to an individual's account during a plan year includes a combination of employee and employer contributions that equal the lesser of 100% of the individual's compensation OR DC \$ Limit</i>			
	DC \$ Limit	57,000	56,000	55,000
415(b)	<u>MAXIMUM ANNUAL BENEFIT:</u>			
	DB Limit	230,000	225,000	220,000
414(q)	<u>HIGHLY-COMPENSATED EMPLOYEE DEFINITION:</u> <i>For testing purposes, an employee that is a greater than 5% owner OR earns more than:</i>			
	Prior Year Compensation	130,000	125,000	120,000
416	<u>KEY EMPLOYEE DEFINITION:</u> <i>For purpose of top heavy determination, an employee that is a 5% owner OR</i>			
	Officer with Compensation of	185,000	180,000	175,000
	1% Owner with Compensation of	150,000	150,000	150,000
401(a)(17)	<u>MAXIMUM ANNUAL COMPENSATION:</u> <i>Amount of an individual's compensation that can be taken into account when determining contributions and benefits.</i>			
	Compensation Limit	285,000	280,000	275,000
404(a)	<u>MAXIMUM DEDUCTIBLE EMPLOYER CONTRIBUTION:</u>			
	Defined Contribution Plan	25%	25%	25%
401(l)	<u>SOCIAL SECURITY TAXABLE WAGE BASE:</u> <i>For permitted disparity allocation of nonelective contributions as a way of recognizing the Social Security contributions.</i>			
	FICA Base	137,700	132,900	128,400

* Additional contributions that can only be made by individuals that are at least age 50 by the last day of the calendar year.
Maximum Annual Account Addition does not include 401(k) Catch-Up.