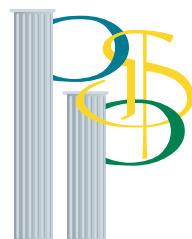


2019 Retirement Plan Limits

	2017	2018	2019
401(k)/403(b) Elective Deferral Limit	\$18,500	\$18,500	\$19,000
Catch-up Contribution Limits <i>(for Plan Participants age 50 and older):</i>			
401(k)/403(b) Plans	\$6,000	\$6,000	\$6,000
SIMPLE Plans	\$3,000	\$3,000	\$3,000
Individual Retirement Accounts	\$1,000	\$1,000	\$1,000
Defined Contribution Plan Contribution Limits <i>(The maximum 'annual addition' is the lesser of 100% of compensation or this dollar amount).</i>	\$54,000	\$55,000	\$56,000
Highly Compensated Employee Income Limits Any person who owns more than 5% of the company or who earned more than this amount in the prior year:			
	\$120,000	\$120,000	\$125,000
Covered Compensation Limit	\$270,000	\$275,000	\$280,000
SIMPLE Elective Deferral Limit	\$12,500	\$12,500	\$13,000
Individual Retirement Account Contribution Limit	\$5,500	\$5,500	\$6,000
Defined Benefit Plan Limit <i>The maximum annual benefit allowed at Social Security Retirement Age if the lesser of the highest three-year average compensation of this adjusted limit.</i>	\$215,000	\$220,000	\$225,000
FICA Taxable Wage Base	\$127,000	\$128,400	\$132,000



**Priority
Pension
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