

IRS DOLLAR LIMITATIONS ON QUALIFIED RETIREMENT PLANS

		2020	2019	2018
IRC Section	ANNUAL LIMITATIONS			
415(b)(1)(A)	Annual Benefit for Defined Benefit Plans	230,000	225,000	220,000
415(c)(1)(a)	Annual Contributions for Defined Contribution Plans	57,000	56,000	55,000
	Annual Contributions for Defined Contribution Plans (including Catch Up)	63,500	62,000	61,000
	TESTING FACTS			
401(a)(17) & 404(l)	Annual Maximum Compensation Limit	285,000	280,000	275,000
414(q)(1)(b)	Highly Compensated Employee Compensation	130,000	125,000	120,000
	Social Security Taxable Wage Base	137,700	132,900	127,400
	401(k)/403(b)/457/SARSEP PLANS			
401: 402(g)(1)	Employee Deferral Contribution Limit	19,500	19,000	18,500
457: 457(b)(2) & 457(c)(1)	Employee Catch-Up Contribution Limit (age 50+ in plan year)	6,500	6,000	6,000
	SIMPLE PLANS			
408(p)(2)(a) & 401(k)(11)	Employee Simple IRA/401(k) Contribution Limit	13,500	13,000	12,500
	Contribution Limit (employees age 50+)	3,000	3,000	3,000
	SEP PLANS			
408(k)(2)(c)	Compensation Amount	600	600	600
408(k)(3)(c)	Maximum Compensation Amount	285,000	280,000	275,000
	IRA & ROTH Contributions			
408(b)(1)	Contributions	6,000	6,000	5,500
	Catch-Up Contributions (age 50+ in given year)	1,000	1,000	1,000
	2019 HIGHLY COMPENSATED EMPLOYEE DEFINITION			
414(q)(1)(b)	Greater than 5% Owner			
	Lineal ascendant/descendant of the greater than 5% owner			
	An employee with compensation greater than \$130,000 in 2020			
	Top Paid Group- Top 20% of employees by compensation (upon election of plan sponsor)			
	2019 KEY EMPLOYEE DEFINITION			
416(i)(1)(a)(1)	Greater than 5% owner			
	Lineal ascendant/descendant of the greater than 5% owner, Officer with comp. > \$185,000 in 2020			