



## Annual Contribution and Benefit Limits – 2020

IRS tax law places limits on the dollar amount of contributions to retirement plans and the amount of benefits under a pension plan. IRC Section 415 requires the limits to be adjusted annually for cost-of-living increases.

	2020	2019	2018
<b>401(k), 403(b), Profit-Sharing Plans, etc.</b>			
Annual Compensation	\$285,000	\$280,000	\$275,000
Elective Deferrals (contributions)	\$19,500	\$19,000	\$18,500
Catch-up Contributions <sup>(1)</sup>	\$6,500	\$6,000	\$6,000
Defined Contribution Limits	\$57,000	\$56,000	\$55,000
<b>Other</b>			
Social Security Taxable Wage Base	\$137,700	\$132,900	\$128,400
HCE Threshold	\$130,000	\$125,000	\$120,000
Defined Benefit Limits	\$230,000	\$225,000	\$220,000
Key Employee: Officer	\$185,000	\$180,000	\$175,000
Key Employee: 1% Owner	\$150,000	\$150,000	\$150,000
457 Elective Deferrals	\$19,500	\$19,000	\$18,000

HCE = Highly Compensated Employee

- (1) If permitted by your Plan, participants who are age 50 or over at the end of the calendar year can make catch-up contributions. You don't need to be "behind" in your plan contributions in order to be eligible to make these additional elective deferrals.