

## RETIREMENT PLAN DOLLAR LIMITATION ON BENEFITS AND CONTRIBUTIONS

The IRS has announced the 2020 cost-of-living adjustments (COLAs) with respect to retirement plan limits. Many limits are changed for 2020 since the increase in the cost-of-living index met the statutory thresholds that trigger their adjustment. However, others remain unchanged.

	2020	2019	2018
<b>IRAs</b>			
IRA Contribution Limit	6,000	6,000	5,500
IRA Catch-Up Contributions	1,000	1,000	1,000
<b>SEP</b>			
SEP Minimum Compensation	600	600	600
SEP Maximum Contribution	57,000	56,000	55,000
SEP Maximum Compensation	285,000	280,000	275,000
<b>SIMPLE Plans</b>			
SIMPLE Maximum Contributions	13,500	13,000	12,500
Catch-up Contributions	3,000	3,000	3,000
<b>401(k), 403(b), Profit-Sharing Plans, etc.</b>			
Annual Compensation	285,000	280,000	275,000
Elective Deferrals	19,500	19,000	18,500
Catch-up Contributions	6,500	6,000	6,000
Defined Contribution Limits	57,000	56,000	55,000
ESOP Limits			
For determining maximum account balance subject to the general 5-yr distribution period.	1,150,000	1,130,000	1,105,000
For determining length of the general 5-yr distribution period.	230,000	225,000	220,000
<b>Other</b>			
HCE Threshold	130,000	125,000	120,000
Defined Benefit Limits	230,000	225,000	220,000
Key Employee	185,000	180,000	175,000
457 Elective Deferrals	19,500	19,000	18,500
Control Employee (board member or officer)	115,000	110,000	110,000
Control Employee (compensation-based)	230,000	225,000	220,000
Social Security Taxable Wage Base	137,700	132,900	128,400

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