



2016 Annual Benefit Plan Amounts

Contribution & Benefit Limits	2015 Limit	2016 Limit
Section 401(k), 403(b), or 457(b) annual deferral	\$18,000	\$18,000
SIMPLE IRA plan annual deferral	\$12,500	\$12,500
Section 415 maximums		
• annual benefit from defined benefit plan	\$210,000	\$210,000
• annual additions to defined contribution plan	\$53,000	\$53,000
Maximum IRA contribution	\$5,500	\$5,500
Catch-up contribution limits		
• retirement plan	\$6,000	\$6,000
• SIMPLE IRA plan	\$3,000	\$3,000
• IRA	\$1,000	\$1,000
Compensation Amounts		
Annual compensation limit	\$265,000	\$265,000
Grandfathered governmental plan participants	\$395,000	\$395,000
Highly compensated employees		
• any employee*	\$120,000 [❖]	\$120,000 [❖]
• 5-percent owner	no minimum	no minimum
<i>*Employer may elect to limit to top-paid 20%.</i>		
<i>❖Applies when determining HCEs during following year.</i>		
Key employees		
• officer	\$170,000	\$170,000
• 1-percent owner	\$150,000	\$150,000
• 5-percent owner	no minimum	no minimum
Social Security wage base	\$118,500	\$118,500