## 2016 Annual Benefit Plan Amounts

<table>
<thead>
<tr>
<th>Contribution &amp; Benefit Limits</th>
<th>2015 Limit</th>
<th>2016 Limit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Section 401(k), 403(b), or 457(b) annual deferral</td>
<td>$18,000</td>
<td>$18,000</td>
</tr>
<tr>
<td>SIMPLE IRA plan annual deferral</td>
<td>$12,500</td>
<td>$12,500</td>
</tr>
</tbody>
</table>

### 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 |

*Employer may elect to limit to top-paid 20%.

**Applies when determining HCEs during following year.**

**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 |