

# SPENCER FANE

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## 2015 Annual Benefit Plan Amounts

<b>Contribution &amp; Benefit Limits</b>	<b>2014 Limit</b>	<b>2015 Limit</b>
Section 401(k), 403(b), or 457(b) annual deferral	\$17,500	\$18,000
SIMPLE IRA plan annual deferral	\$12,000	\$12,500
Section 415 maximums		
• annual benefit from defined benefit plan	\$210,000	\$210,000
• annual additions to defined contribution plan	\$52,000	\$53,000
Maximum IRA contribution	\$5,500	\$5,500
Catch-up contribution limits		
• retirement plan	\$5,500	\$6,000
• SIMPLE IRA plan	\$2,500	\$3,000
• IRA	\$1,000	\$1,000
<b>Compensation Amounts</b>		
Annual compensation limit	\$260,000	\$265,000
Grandfathered governmental plan participants	\$385,000	\$395,000
Highly compensated employees		
• any employee*	\$115,000 <sup>❖</sup>	\$120,000 <sup>❖</sup>
• 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	\$117,000	\$118,500