

## 2019 Annual Benefit Plan Amounts

Contribution & Benefit Limits	2018 Limit	2019 Limit
Section 401(k), 403(b), or 457(b) annual deferral	\$18,500	\$19,000
SIMPLE IRA plan annual deferral	\$12,500	\$13,000
Section 415 maximums		
• annual benefit from defined benefit plan	\$220,000	\$225,000
• annual additions to defined contribution plan	\$55,000	\$56,000
Maximum IRA contribution	\$5,500	\$6,000
Catch-up contribution limits		
• retirement plan	\$6,000	\$6,000
• SIMPLE IRA plan	\$3,000	\$3,000
• IRA	\$1,000	\$1,000
<b>Compensation Amounts</b>		
Annual compensation limit	\$275,000	\$280,000
Grandfathered governmental plan participants	\$405,000	\$415,000
Highly compensated employees		
• any employee*	\$120,000❖	\$125,000❖
• 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	\$175,000	\$180,000
• 1-percent owner	\$150,000	\$150,000
• 5-percent owner	no minimum	no minimum
Social Security wage base	\$128,400	\$132,900