### 2020 Annual Benefit Plan Amounts

#### Contribution & Benefit Limits

<table>
<thead>
<tr>
<th>Plan Type</th>
<th>2019 Limit</th>
<th>2020 Limit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Section 401(k), 403(b), or 457(b) annual deferral</td>
<td>$19,000</td>
<td>$19,500</td>
</tr>
<tr>
<td>SIMPLE IRA plan annual deferral</td>
<td>$13,000</td>
<td>$13,500</td>
</tr>
</tbody>
</table>

#### Section 415 maximums

- Annual benefit from defined benefit plan: $225,000 (2019), $230,000 (2020)
- Annual additions to defined contribution plan: $56,000 (2019), $57,000 (2020)

#### Maximum IRA contribution

- $6,000 (2019), $6,000 (2020)

#### Catch-up contribution limits

- Retirement plan: $6,000 (2019), $6,500 (2020)
- SIMPLE IRA plan: $3,000 (2019), $3,000 (2020)
- IRA: $1,000 (2019), $1,000 (2020)

#### Compensation Amounts

<table>
<thead>
<tr>
<th>Plan Type</th>
<th>2019 Limit</th>
<th>2020 Limit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual compensation limit</td>
<td>$280,000</td>
<td>$285,000</td>
</tr>
<tr>
<td>Grandfathered governmental plan participants</td>
<td>$415,000</td>
<td>$425,000</td>
</tr>
</tbody>
</table>

#### Highly compensated employees

- Any employee*: $125,000* (2019), $130,000* (2020)
- 5-percent owner: no minimum (2019), no minimum (2020)

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

#### Key employees

- Officer: $180,000 (2019), $185,000 (2020)
- 1-percent owner: $150,000 (2019), $150,000 (2020)
- 5-percent owner: no minimum (2019), no minimum (2020)

#### Social Security wage base