

## CURRENT STATUTORY QUALIFIED PLAN LIMITS

|   | Plan years beginning in: |              |              |              |                        |              |
|---|--------------------------|--------------|--------------|--------------|------------------------|--------------|
|   | <u>2020</u>              | <u>2019</u>  | <u>2018</u>  | <u>2017</u>  | <u>2015 &amp; 2016</u> | <u>2014</u>  |
| Basic compensation limit  | <b>\$285,000.00</b>      | \$280,000.00 | \$275,000.00 | \$270,000.00 | \$265,000.00           | \$260,000.00 |
| Social Security Taxable Wage Base   | <b>\$137,700.00</b>      | \$132,900.00 | \$128,400.00 | \$127,200.00 | \$118,500.00           | \$117,000.00 |
| Personal annual addition limit -- DC plans*                               | <b>\$57,000.00</b>       | \$56,000.00  | \$55,000.00  | \$54,000.00  | \$53,000.00            | \$52,000.00  |
| Personal annual addition limit -- DB plans                                | <b>\$230,000.00</b>      | \$225,000.00 | \$220,000.00 | \$215,000.00 | \$210,000.00           | \$210,000.00 |
| 401(k)/403(b)/457(b) personal salary deferral limit (excluding catch-up)* | <b>\$19,500.00</b>       | \$19,000.00  | \$18,500.00  | \$18,000.00  | \$18,000.00            | \$17,500.00  |
| Catch-up salary deferral limit (age 50 & older)                           | <b>\$6,500.00</b>        | \$6,000.00   | \$6,000.00   | \$6,000.00   | \$6,000.00             | \$5,500.00   |
| SIMPLE plan personal salary deferral limit*                               | <b>\$13,500.00</b>       | \$13,000.00  | \$12,500.00  | \$12,500.00  | \$12,500.00            | \$12,000.00  |
| SIMPLE plan catch-up salary deferral limit (age 50 & older)               | \$3,000.00               | \$3,000.00   | \$3,000.00   | \$3,000.00   | \$3,000.00             | \$2,500.00   |
| "Highly Compensated Employee" compensation threshold                      | <b>\$130,000.00</b>      | \$125,000.00 | \$120,000.00 | \$120,000.00 | \$120,000.00           | \$115,000.00 |
| Officer compensation threshold for "Key Employee" determination           | <b>\$185,000.00</b>      | \$180,000.00 | \$175,000.00 | \$175,000.00 | \$170,000.00           | \$170,000.00 |
| IRA contribution limit, individual (traditional or Roth)                  | \$6,000.00               | \$6,000.00   | \$5,500.00   | \$5,500.00   | \$5,500.00             | \$5,500.00   |
| IRA contribution limit, married filing jointly (traditional or Roth)      | \$11,000.00              | \$11,000.00  | \$11,000.00  | \$11,000.00  | \$11,000.00            | \$11,000.00  |
| IRA catch-up limit (age 50 & older)                                       | \$1,000.00               | \$1,000.00   | \$1,000.00   | \$1,000.00   | \$1,000.00             | \$1,000.00   |

\* -- These limits are the lesser of the statutory amounts indicated or 100% of the employee's compensation