



IRS Cost of Living Adjustments to Retirement Plan Limitations

MAXIMUM DOLLAR 2020 LIMITATIONS

Benefit Limit	2020	2019	2018	2017	2016
Defined Benefit and Defined Contribution Plan Limits for Year					
401(k) & 403(b) Elective Deferrals	\$19,500	\$19,000	\$18,500	\$18,000	\$18,000
Catch-up Elective Deferrals	\$6,500	\$6,000	\$6,000	\$6,000	\$6,000
Defined Benefit Plan Benefit	\$230,000	\$225,000	\$220,000	\$215,000	\$210,000
Defined Contribution Plan Limit	\$57,000	\$56,000	\$55,000	\$54,000	\$53,000
Annual Compensation Limit	\$285,000	\$280,000	\$275,000	\$270,000	\$265,000
Highly Compensated Employee	\$130,000	\$125,000	\$120,000	\$120,000	\$120,000
Other Related Limits					
Traditional and Roth IRA Contribution Limits	Up to \$6,000*	Up to \$6,000*	Up to \$5,500*	Up to \$5,500*	Up to \$5,500*
Traditional and Roth IRA Catch-Up Limits	Additional \$1,000	Additional \$1,000	Additional \$1,000	Additional \$1,000	Additional \$1,000
SIMPLE Plan Deferral	\$13,500	\$13,000	\$12,500	\$12,500	\$12,500
SIMPLE Plan Catch-up Elective Deferrals	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
SEP Minimum Compensation	\$600	\$600	\$600	\$600	\$600
SEP Maximum Compensation	\$285,000	\$280,000	\$275,000	\$270,000	\$265,000
Tax Credit ESOP Maximum Balance	\$1,150,000	\$1,130,000	\$1,105,000	\$1,080,000	\$1,070,000
Social Security Tax Wage Base	\$137,700	\$132,900	\$128,400	\$127,200	\$118,500

*Must have employment compensation

As a reminder, elective deferral contributions and loan payments must be segregated from corporate assets as soon as administratively possible and should not exceed 7 business days. If you are not sending in contributions on a per payroll basis, please contact Alliance Benefit Group to discuss the arrangements to avoid any potential penalties.