

Maximum Benefit and Contribution Limits for 2020 (to 2016)

(As published by the Internal Revenue Service (IRS) and Social Security Administration (SSA))

| | 2020 \$ | 2019 \$ | 2018 \$ | 2017 \$ | 2016 \$ |
|--|---------------------|---------------------|---------------------|---------------------|---------------------|
| Elective Deferrals 401(k), 403(b) 402(g)(1) & (3)* | 19,500 | 19,000 | 18,500 | 18,000 | 18,000 |
| Catch-Up Limit 401(k), 403(B) / Gvmt 457 Plan §414(v)(2)(B)(i)* | 6,500 | 6,000 | 6,000 | 6,000 | 6,000 |
| Defined Contribution Plan Limit §415(c)(1)(A)** | 57,000 | 56,000 | 55,000 | 54,000 | 53,000 |
| Annual Defined Benefit Limit §415(b)(1)(A)*** | 230,000 | 225,000 | 220,000 | 215,000 | 210,000 |
| Annual Compensation Limit §401(a)(17) & 404(l) & 408(k)(3) | 285,000 | 280,000 | 275,000 | 270,000 | 265,000 |
| Highly Compensation Employee (HCE) §414(q)(1)(B)*** | 130,000 | 125,000 | 120,000 | 120,000 | 120,000 |
| Top-Heavy Plan Key Employee Comp §416(i)(1)(A)(i)*** | 185,000 | 180,000 | 175,000 | 175,000 | 170,000 |
| SIMPLE Employee Contribution Limit §408(p)(2)(E)* | 13,500 | 13,000 | 12,500 | 12,500 | 12,500 |
| Simple Catch-Up Limit §414(v)(2)(B)(ii)* | 3,000 | 3,000 | 3,000 | 3,000 | 3,000 |
| IRA Contribution Limit §408 (Traditional and Roth)* | 6,000 | 6,000 | 5,500 | 5,500 | 5,500 |
| Social Security Wage Base | 137,700 | 132,900 | 128,400 | 127,200 | 118,500 |
| Medicare Part B Monthly Premium (Based upon MAGI)± | 144.60 to 491.60 | 135.50 to 460.50 | 134.00 to 428.60 | 134.00 to 428.60 | 121.80 to 335.70 |
| HSA (Combined Employee & Employer) Contribution Limit for HDHP | 3,550 | 3,500 | 3,450 | 3,400 | 3,350 |
| Self: | 3,550 | 3,500 | 3,450 | 3,400 | 3,350 |
| Family: | 7,100 | 7,000 | 6,900 | 6,750 | 6,750 |
| Age 55 Catch-Up: | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 |
| FSA & Limited Purpose FSA (w/HDHP) Contribution Limit | 2,750 | 2,700 | 2,650 | 2,600 | 2,550 |

Inflation Adjustments: *\$500; **\$1,000; *\$5,000**

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