

TABLE OF VARIOUS LIMITS AND THRESHOLDS

	2019	2020
<u>COMPENSATION LIMIT</u> - <i>plan year beginning</i>	280,000	285,000
<u>DC ANNUAL ADDITION LIMIT</u> - <i>plan year ending</i>	56,000	57,000
<u>401(k) DEFERRAL LIMIT</u> - <i>calendar not plan year</i>	19,000	19,500
<u>CATCH-UP DEFERRAL LIMIT</u> - <i>calendar not plan year</i>	6,000	6,500
<u>DB ANNUAL BENEFIT LIMIT</u>	225,000	230,000
<u>HIGHLY COMPENSATED EMPLOYEE</u> <i>Employee is considered highly compensated if owner in current or prior plan year. Compensation definition only required to be met in prior plan year.</i>		
1) Over 5% owner		
2) Any employee (may limit to top 20%)	125,000	130,000
3) Spouse or linear relation		
<u>KEY EMPLOYEE</u> <i>Employee is considered key if meets definition in current plan year.</i>		
1) Over 5% owner		
2) Over 1% owner	150,000	150,000
3) Officer (count at least 1)	180,000	185,000
4) Spouse or linear relation		
<u>TAXABLE WAGE BASE</u>	132,900	137,700