



RAYMOND, REEVES & STOUT, LLP  
Pension and Financial Services

**The Economic Growth and Tax Relief Reconciliation Act of 2001 (EGTRRA) - maximum dollar limits**

	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>
<b>Elective deferral limit:</b>	16,500	17,000	17,500	17,500	18,000	18,000	18,000	18,500	19,000
<b>Catch-up contribution for 50+:</b>	5,000	5,500	5,500	5,500	6,000	6,000	6,000	6,000	6,000
<b>Simple IRA/401(k) limit:</b>	11,500	11,500	12,000	12,000	12,500	12,500	12,500	12,500	13,000
<b>Catch-up contribution for 50+:</b>	2,500	2,500	2,500	2,500	3,000	3,000	3,000	3,000	3,000
<b>Traditional &amp; Roth IRA contributions:</b>	5,000	5,000	5,000	5,500	5,500	5,500	5,500	5,500	6,000
<b>Catch-up contribution for 50+:</b>	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
<b>Compensation limit (years beginning):</b>	245,000	250,000	255,000	260,000	265,000	265,000	270,000	275,000	280,000
<b>Annual additions limit (DC plans, years ending):</b>	100% or 49,000	100% or 50,000	100% or 51,000	100% or 52,000	100% or 53,000	100% or 53,000	100% or 54,000	100% or 55,000	100% or 56,000
<b>Annual additions limit including Catch-up (DC plans, years ending):</b>	100% or 54,500	100% or 55,500	100% or 56,500	100% or 57,500	100% or 59,000	100% or 59,000	100% or 60,000	100% or 61,000	100% or 62,000
<b>Annual benefit limit (DB plans, years ending):</b>	195,000*	200,000*	205,000*	210,000*	210,000*	210,000*	215,000*	220,000	225,000

\* Reduced for NRA < 62

**Other - maximum dollar limits**

	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>
<b>Wage base (SS = 6.20%, Medicare = 1.45%)</b>	106,800	110,100	113,700	117,000	118,500	118,500	127,200	128,400	132,900
<b>Highly Compensated EE (lookback year)</b>	110,000	115,000	115,000	115,000	120,000	120,000	120,000	120,000	125,000
<b>Annual compensation limit for Key EE</b>	160,000	165,000	165,000	170,000	170,000	170,000	175,000	175,000	180,000
<b>Compensation limit for SEP coverage</b>	550	550	550	550	600	600	600	600	600

**Top Heavy rules:**

A Plan, including a 401(k) Plan, is Top Heavy if more than 60% of the Plan's benefits are allocated to Key Employees. A Key Employee is anyone who is 1) a more than 5% owner, 2) Any officer with compensation in excess of \$180,000 (as indexed above), or 3) A more than 1% owner with compensation in excess of \$180,000. Once a Plan becomes Top Heavy specific minimum benefits and minimum vesting must be provided to all eligible non-Key Employees.

**Hardship withdrawal criteria:**

- 1) Medical expenses of employee (EE), spouse (Sp) or dependents (Dep).
- 2) Purchase of EE's principal residence.
- 3) Payment of tuition and related education costs for next 12 months for EE, Sp or Dep.
- 4) To prevent eviction or foreclosure of EE from principal residence.
- 5) Funeral or burial expenses for EE's parents, Sp or Dep.
- 6) Expenses for repair of EE's principal residence qualifying as casualty deduction.

**Small Plan start-up credit:**

50% credit of up to \$1,000 of administration expenses per year (maximum credit of \$500) for the first three years for employers with less than 100 employees and the new Plan covers at least one employee who is not Highly Compensated.