

Annual Limits

401(k) plan participants may defer (contribute) from 1% to 80% of their plan eligible compensation each pay period. Below are the current and prior tax year annual plan limits set by the Internal Revenue Service (IRS).

	2019	2018
401(k) and 403(b) Contribution Limit*	\$19,000	\$18,500
401(k) and 403(b) Catch-up Contribution Limit	\$6,000	\$6,000
SIMPLE 401(k) Contribution Limit	\$13,000	\$12,500
SIMPLE 401(k) Catch-Up Contribution Limit	\$3,000	\$3,000
Annual Compensation Limit	\$280,000	\$275,000
Top-Heavy Plan Key Employee Compensation Limit	\$180,000	\$175,000
414 Highly Compensated Employee Threshold	\$125,000	\$120,000
415 Defined Contribution Limit*	\$56,000	\$55,000
404 Employer Deduction Limit	25%	25%

* For participants who are considered "highly compensated," as defined by the Internal Revenue Code (IRC), this limit may be affected by annual nondiscrimination testing.