

RETIREMENT PLAN LIMITATIONS

	2014	2015	2016	2017	2018
Annual 401(k)/403(b)/457 Deferral Limit	\$17,500	\$18,000	\$18,000	\$18,000	\$18,500
Age 50 401(k) / 403(b) Catch-Up	\$5,500	\$6,000	\$6,000	\$6,000	\$6,000
Maximum SIMPLE IRA Contribution	\$12,000	\$12,500	\$12,500	\$12,500	\$12,500
Age 50 SIMPLE IRA Catch-Up	\$2,500	\$3,000	\$3,000	\$3,000	\$3,000
IRA/Roth IRA Limit	\$5,500	\$5,500	\$5,500	\$5,500	\$5,500
Age 50 IRA Catch-Up	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
IRA Deduction Phase-Out Range MFJ	\$96,000- \$116,000	\$98,000- \$118,000	\$98,000- \$118,000	\$99,000- \$119,000	\$101,000- \$121,000
Roth IRA Eligibility Phase-Out Range MFJ	\$181,000- \$191,000	\$183,000- \$193,000	\$184,000- \$194,000	\$186,000- \$196,000	\$189,000- \$199,000
Annual Compensation Limit	\$260,000	\$265,000	\$265,000	\$270,000	\$275,000
Defined Contribution 415 Limit	\$52,000 + \$5,500 401(k) Catch-Up	\$53,000 + \$6,000 401(k) Catch-Up	\$53,000 + \$6,000 401(k) Catch-Up	\$54,000 + \$6,000 401(k) Catch-Up	\$55,000 + \$6,000 401(k) Catch-Up
Defined Benefit 415 Limit	\$210,000	\$210,000	\$210,000	\$215,000	\$220,000
Highly Compensated Employee*	\$115,000	\$120,000	\$120,000	\$120,000	\$120,000
Key Employee Officer	\$170,000	\$170,000	\$170,000	\$175,000	\$175,000
Social Security Wage Base Tax Rate %	\$117,000 6.20%	\$118,500 6.20%	\$118,500 6.20%	\$127,200 6.20%	\$128,400 6.20%

* Highly Compensated Employee status is determined by gross compensation in the prior year

K&C Employee Benefits Practice Group

Richard C. Mapp III, Chair	(757) 624.3285	rcmapp@kaufcan.com
Robert Q. Johnson	(757) 873.6318	rjohnson@kaufcan.com
Christopher L. McLean	(757) 624.3171	clmclean@kaufcan.com
John M. Peterson	(757) 624.3003	jmpeterson@kaufcan.com