

Employee Benefits Update

IRS Benefit Plan Limitations



	2016	2015	2014	2013	2012
Elective Deferrals-401(k) and 403(b) Plans (§402(g)(1))	\$18,000	\$18,000	\$17,500	\$17,500	\$17,000
Over Age 50 Catch-up (§414(v)(2)(b)(i))	\$6,000	\$6,000	\$5,500	\$5,500	\$5,500
Compensation limit (§401(a)(17))	\$265,000	\$265,000	\$260,000	\$255,000	\$250,000
415 Limits					
• Defined Contribution Plans (§415(c)(1)(A))	\$53,000	\$53,000	\$52,000	\$51,000	\$50,000
• Defined Benefit Plans (§415(b)(1)(A))	\$210,000	\$210,000	\$210,000	\$205,000	\$200,000
Highly Compensated Employee (§414(q)(1)(B))	\$120,000	\$120,000	\$115,000	\$115,000	\$115,000
Social Security/Medicare Wage Limits					
• OASDI (Social Security) Wage Base	\$118,500	\$118,500	\$117,000	\$113,700	\$110,100
• Hospital Insurance Wage Base	No Limit	No Limit	No Limit	No Limit	No Limit
Other Plans					
• 457 Plans (§457(e)(15))	\$18,000	\$18,000	\$17,500	\$17,500	\$17,000
• SEP Coverage/Eligibility Pay Minimum	\$600	\$600	\$550	\$550	\$550
• SEP Compensation Limit	\$265,000	\$265,000	\$260,000	\$255,000	\$250,000
IRS Authority for Limits	IR-2015-118	IR-2014-99	IR-2013-86	IR-2012-77	IR-2011-103

In order to comply with Treasury Circular 230, we are required to disclose that unless we have specifically stated otherwise in writing, any advice we provide in this communication or any attachment concerning federal tax issues is not intended or written to be used, and cannot be used, to avoid federal tax penalties, or to promote, market, or recommend to another person any tax advice addressed herein.