

2020 Retirement Plan Contribution Limits and Reporting Data

	Defined Benefit	Defined Contribution ¹	Health Care Savings Program	457						IRA			
				Pre-Tax Account			Deemed Roth Account			Traditional		Roth	
				Normal Contributions ³	AGE 50 Catch-Up Contributions ⁴	Special 457 "Pre-Retirement" Catch-Up ⁵	Normal Contributions ³	AGE 50 Catch-Up Contributions ⁴	Special 457 "Pre-Retirement" Catch-Up ⁵	Normal Contributions	AGE 50 Catch-Up Contributions	Normal Contributions	AGE 50 Catch-Up Contributions
2019 Contribution and Wage Limits	Annual Compensation Limit to be used to calculate a benefit: \$280,000 (non-grandfather)/\$415,000 (grandfather)	Annual Contributions ² : \$56,000 Annual Compensation Limit: \$280,000 (non-grandfather)/\$415,000 (grandfather)	N/A	Annual Contributions: \$19,000	Annual Contributions: \$6,000	Annual Contributions: \$38,000	Annual Contributions: \$19,000	Annual Contributions: \$6,000	Annual Contributions: \$38,000	Annual Contributions: \$6,000	Annual Contributions: \$1,000	Annual Contributions: \$6,000	Annual Contributions: \$1,000
2020 Contribution and Wage Limits	Annual Compensation Limit to be used to calculate a benefit: \$285,000 (non-grandfather)/\$425,000 (grandfather)	Annual Contributions ² : \$57,000 Annual Compensation Limit: \$285,000 (non-grandfather)/\$425,000 (grandfather)	N/A	Annual Contributions: \$19,500	Annual Contributions: \$6,500	Annual Contributions: \$39,000	Annual Contributions: \$19,500	Annual Contributions: \$6,500	Annual Contributions: \$39,000	Annual Contributions: \$6,000	Annual Contributions: \$1,000	Annual Contributions: \$6,000	Annual Contributions: \$1,000
Plan Type	401(a)	401(a)	115 Trust and 105-106 HRA	457(b)						IRA			
Are Contributions exempt from Federal tax withholding?	Exempt	Picked-up Contributions: Exempt Non-Picked-up Contributions: Not Exempt	Exempt	Exempt			Employee Contributions: Not Exempt Employer Matching Contributions: Exempt			Not Exempt		Not Exempt	
Are Contributions exempt from State tax?	Exempt	Picked-up Contributions: Exempt Non-Picked-up Contributions: Not Exempt	Exempt	Exempt			Employee Contributions: Not Exempt Employer Matching Contributions: Exempt			Not Exempt		Not Exempt	
Contributions exempt from Security & Medicare withholding?	Employee Contributions: Not Exempt Employer Contributions: Exempt		Exempt	Not Exempt						Not Exempt			
Are contributions required to be reported on Form W-2?	No reporting required. Box 14 is an optional box that can be used if reporting is preferred. There isn't a specific code required, however we suggest 414(h)(2).			Box 12 Code G			Box 12 Code EE			No reporting required. Box 14 is an optional box that can be used if reporting is preferred. There isn't a specific code required, however we suggest IRA Traditional and/or IRA Roth.			
Should Form W-2, Box 13, be checked?	Check	Check	Do Not Check	Do Not Check						Do Not Check			

¹For any DC employee contributions "picked up" by the employer, the contributions are characterized as employer contributions and fall under IRC section 414(h)(2).

²Includes both employer and employee contributions for all qualified employer defined contribution plans combined (excludes 457(b) and IRAs).

³Includes all combined employee and employer contributions to a 457(b) pre-tax or deemed Roth account.

⁴Must be 50 or older, and not doing the "Pre-Retirement" Catch-Up contributions in same year.

⁵Up to twice the annual limit for 3 years prior to a declared one-time Normal Retirement Age. Limitations apply depending on pension eligibility for retirement, public safety employees, and total 457(b) contributions during work history. The Age 50+ Catch-Up and Special Catch-Up provisions may not be used in the same year.