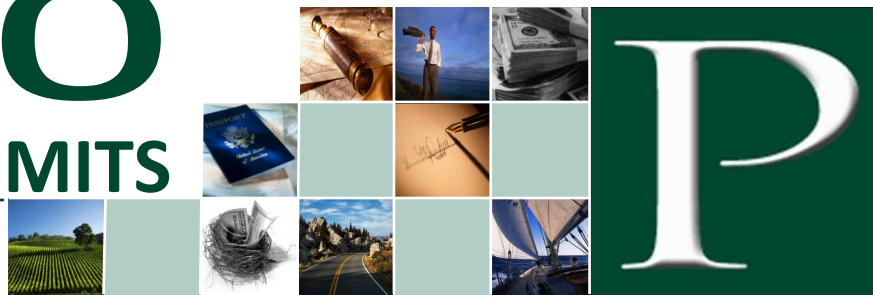


2020

ANNUAL PLAN LIMITS



Maximum 401(k) Elective Deferrals (Also applies to 403(b) and 457)	\$ 19,500
401(k) Catch-Up Limit (Age 50+)	\$ 6,500
Annual Defined Contribution Limit	\$ 57,000
Annual Defined Benefit Limitation	\$ 230,000
Annual Compensation Limit (Also applies to SEP)	\$ 285,000
Highly Compensated Employee Determination	\$ 130,000
Key Employee Compensation Determination	\$ 185,000

ESOP Threshold Account Balance Limitation	\$ 1,150,000
ESOP One-Year Extension Limitation	\$ 230,000

Maximum SIMPLE Employee Deferrals	\$ 13,500
SIMPLE Catch-Up Limit (Age 50+)	\$ 3,000
SIMPLE Minimum Compensation	\$ 600

IRA Contribution Limit	\$ 6,000
IRA Catch-Up Limit (Age 50+)	\$ 1,000

Social Security Wage Base	\$ 137,700
Self-Employment Tax Rate	12.4%
Self-Employed Medicare Tax Rate	2.9%
Combined Self-Employment Tax Rate	15.3%
Social Security Tax Rate	6.2%
Medicare Tax Rate	1.45%
Combined Social Security and Medicare Tax Rate	7.65%



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