



## HighPoint Advisors, LLC

5900 N. Burdick St.  
Suite 100  
E. Syracuse, NY 13057  
315-627-0474  
info@highpointadv.com  
www.highpointadv.com

# Retirement Planning Key Numbers

Certain retirement plan and IRA limits are indexed for inflation each year, but only some of the limits eligible for a cost-of-living adjustment (COLA) have increased for 2019. Some of the key numbers for 2019 are listed below, with the corresponding limit for 2018. (The source for these 2019 numbers is IRS Notice 2018-83.)



Elective deferral limits	2018	2019
401(k) plans, 403(b) plans, 457(b) plans, and SAR-SEPs <sup>1</sup> (includes Roth contributions)	Lesser of \$18,500 or 100% of participant's compensation (\$24,500 if age 50 or older) <sup>2</sup>	Lesser of \$19,000 or 100% of participant's compensation (\$25,000 if age 50 or older) <sup>2</sup>
SIMPLE 401(k) plans and SIMPLE IRA plans <sup>1</sup>	Lesser of \$12,500 or 100% of participant's compensation (\$15,500 if age 50 or older)	Lesser of \$13,000 or 100% of participant's compensation (\$16,000 if age 50 or older)

IRA contribution limits	2018	2019
Traditional and Roth IRAs	Lesser of \$5,500 or 100% of earned income (\$6,500 if age 50 or older)	Lesser of \$6,000 or 100% of earned income (\$7,000 if age 50 or older)

Defined benefit plan annual benefit limits	2018	2019
Annual benefit limit per participant	Lesser of \$220,000 or 100% of average compensation for highest three consecutive years	Lesser of \$225,000 or 100% of average compensation for highest three consecutive years

Defined contribution plan limits (qualified plans, 403(b) plans, and SEP plans)	2018	2019
Annual addition limit per participant (employer contributions; employee pre-tax, after-tax, and Roth contributions; and forfeitures)	Lesser of \$55,000 or 100% (25% for SEP) of participant's compensation	Lesser of \$56,000 or 100% (25% for SEP) of participant's compensation

<sup>1</sup> Must aggregate employee deferrals to all 401(k), 403(b), SAR-SEP, and SIMPLE plans of all employers; 457(b) contributions are not aggregated. For SAR-SEPs, the percentage limit is 25% of compensation reduced by elective deferrals (effectively a 20% maximum contribution).

<sup>2</sup> Special catch-up limits may also apply to 403(b) and 457(b) plan participants.

<b>Retirement plan compensation limits</b>	<b>2018</b>	<b>2019</b>
Maximum compensation per participant that can be used to calculate tax-deductible employer contribution (qualified plans/SEPs)	\$275,000	\$280,000
Compensation threshold used to determine a highly compensated employee	\$120,000 (when 2018 is the look-back year)	\$125,000 (when 2019 is the look-back year)
Compensation threshold used to determine a key employee in a top-heavy plan	\$1 for more-than-5% owners \$175,000 for officers \$150,000 for more-than-1% owners	\$1 for more-than-5% owners \$180,000 for officers \$150,000 for more-than-1% owners
Compensation threshold used to determine a qualifying employee under a SIMPLE plan	\$5,000	\$5,000
Compensation threshold used to determine a qualifying employee under a SEP plan	\$600	\$600

<b>Income phaseout range for determining deductibility of traditional IRA contributions for taxpayers:</b>	<b>2018</b>	<b>2019</b>
1. Covered by an employer-sponsored plan and filing as:		
Single/Head of household	\$63,000 - \$73,000	\$64,000 - \$74,000
Married filing jointly	\$101,000 - \$121,000	\$103,000 - \$123,000
Married filing separately	\$0 - \$10,000	\$0 - \$10,000
2. Not covered by an employer-sponsored retirement plan, but filing joint return with a spouse who is covered by a plan	\$189,000 - \$199,000	\$193,000 - \$203,000

<b>Income phaseout range for determining ability to fund a Roth IRA for taxpayers filing as:</b>	<b>2018</b>	<b>2019</b>
Single/Head of household	\$120,000 - \$135,000	\$122,000 - \$137,000
Married filing jointly	\$189,000 - \$199,000	\$193,000 - \$203,000
Married filing separately	\$0 - \$10,000	\$0 - \$10,000

## IMPORTANT DISCLOSURES

Broadridge Investor Communication Solutions, Inc. does not provide investment, tax, or legal advice. The information presented here is not specific to any individual's personal circumstances.

To the extent that this material concerns tax matters, it is not intended or written to be used, and cannot be used, by a taxpayer for the purpose of avoiding penalties that may be imposed by law. Each taxpayer should seek independent advice from a tax professional based on his or her individual circumstances.

These materials are provided for general information and educational purposes based upon publicly available information from sources believed to be reliable—we cannot assure the accuracy or completeness of these materials. The information in these materials may change at any time and without notice.