

IRS Retirement Plan Contribution and Compensation Limits for 2015

Below is a listing of the 2015 IRS retirement plan contribution and compensation limits. Included for comparison is a listing of the 2014 limits. It is recommended that the 2015 contribution limits be communicated to employees, and that the Plan Compensation Limit be considered in administering the employer contribution program for 2015.

CONTRIBUTION LIMITS

	<u>2015</u>	<u>2014</u>
Salary Deferral Contributions *	\$18,000	\$17,500
Catch-Up Contributions (age 50+) *	\$6,000	\$5,500
Maximum Annual Plan Contribution Total (Employee + Employer Contributions)	\$53,000	\$52,000

* The IRS requires that employee salary deferral contributions be deposited to the retirement plan within 7 business days of the payroll withholding date. Please review your payroll procedures to ensure that the funding of salary deferral contributions satisfies the minimum IRS timing standards.

COMPENSATION LIMITS

	<u>2015</u>	<u>2014</u>
Plan Compensation Limit	\$265,000	\$260,000
Highly Compensated Employee (HCE) (or a 5%+ owner of the Plan Sponsor)	\$120,000	\$115,000
Key Employee – Company Officer (or a 5%+ owner of the Plan Sponsor)	\$170,000	\$170,000
Key Employee – 1% owner of the Plan Sponsor	\$150,000	\$150,000
Social Security Taxable Wage Base	\$118,500	\$117,000
Maximum Deductible Employer Contribution Limit (as a percentage of aggregate eligible participant compensation)	25%	25%