



New IRS Indexed Limits For 2015

The IRS indexed dollar limits to qualified retirement plans for 2015 are provided in the table below. This update is provided for informational purposes to The Richard's Group retirement plan clients and advisors and is not intended as legal advice.

Item	IRC Reference	2014 Limit	2015 Limit
401(k) and 403(b) Employee Deferral Limit ¹	402(g)(1)	\$17,500	\$18,000
457 Employee Deferral Limit	457(e)(15)	\$17,500	\$18,000
Catch-up Contribution ²	414(v)(2)(B)(i)	\$5,500	\$6,000
Defined Contribution Dollar Limit	415(c)(1)(A)	\$52,000	\$53,000
Defined Benefit Dollar Limit	415(b)(1)(A)	\$210,000	\$210,000
Compensation Limit ³	401(a)(17); 404(l)	\$260,000	\$265,000
Highly Compensated Employee Income Limit ⁴	414(q)(1)(B)	\$115,000	\$120,000
Key Employee Officer	416(i)(1)(A)(i)	\$170,000	\$170,000
Social Security Taxable Wage Base		\$117,000	\$118,500

1. Employee deferrals to all 401(k) and 403(b) plans must be aggregated for purposes of this limit. A lower limit applies to SIMPLE plans.
2. Available to employees age 50 or older during the calendar year. A lower limit applies to SIMPLE plans.
3. All compensation from a single employer (including all members of a controlled group) must be aggregated for purposes of this limit.
4. For the 2015 plan year, an employee who earned more than \$115,000 in 2014 is an HCE. For the 2016 plan year, an employee who earns more than \$120,000 in 2015 is an HCE.