



2019 Benefit Facts

2019 Covered Compensation		2019 Qualified Plan Dollar Limitations			
Year of Birth	Amount	Salary Deferral (Pre-Tax) Limits	2019	2018	IRC Ref.
1945	61,884	• §401(k)/elective deferrals	\$19,000	\$18,500	§402(g)(1)
1946	64,560	• §403(b) tax sheltered annuities	\$19,000	\$18,500	§403(b)
1947	67,308	• §457(b) deferred compensation	\$19,000	\$18,500	§457(b)
1948	69,996	* Catch up contributions for employees age 50 by December 31, 2019 for 401(k), 403(b), governmental 457(b)	\$6,000	\$6,000	§414(v)
1949	72,636	• SIMPLE plan deferrals	\$13,000	\$12,500	§408(p)(2)(E)
1950	75,180	Section 415 Limits	2019	2018	IRC Ref.
1951	77,880	• defined benefit maximum annual benefit	\$225,000	\$220,000	§415(b)(1)(A)
1952	80,532	• defined contribution maximum annual benefit	\$56,000	\$55,000	§415(c)(1)(A)
1953	83,244	Comp Limit for Qualified Plans	\$280,000	\$275,000	§401(a)(17)
1954	85,920	Comp Limit for Grandfathered Government plans	\$415,000	\$405,000	§401(a)(17)
1955	91,056	Highly Compensated Rules	2019	2018	IRC Ref.
1956	93,564	• 5% owner Top Paid Group	No Minimum	No Minimum	§414(q)
1957	96,000	• Employees with compensation for preceding plan year in excess of (may be limited to employees who were in the top 20%)	\$125,000	\$120,000	§414(q)
1958	98,328	• Top Heavy "Key Employee" Definition	\$180,000	\$175,000	§416(i)(1)(A)(i)
1959	100,596	PBGC Maximum Insured Benefit			
1960	102,804	• Age 65	\$5,607.95	\$5,420.45	§4022.22(b)
1961	104,964	• Age 62	\$4,430.28	\$4,282.16	
1962	107,028	ESOP	2019	2018	IRC Ref.
1963	109,080	• threshold for exception to 5-year distribution requirement	\$1,130,000	\$1,105,000	§409(o)(1)(C)(ii)
1964	111,084	• increment amount for distribution	\$225,000	\$220,000	§409(o)(1)(C)(ii)
1965	113,004	2019 Social Security			
1966	114,852	Tax Amounts	2019 Tax Base	2018 Tax Base	Tax Rate
1967	116,580	• Social Security old age	\$132,900	\$128,400	6.20%
1968	118,200	• Medicare benefits	No Limit	No Limit	1.45%
1969	119,700	Benefit Amounts			
1970	121,068	• Maximum annual PIA benefit at Social Security Retirement Age	\$34,332	\$33,456	
1971	122,376				
1972	123,660				
1973	124,884				
1974	126,000				
1975	127,008				
1976	127,884				
1977	128,640				
1978	129,384				
1979	130,128				
1980	130,776				
1981	131,328				
1982	131,784				
1983	132,192				
1984	132,600				
1985	132,768				
1986 and later	132,900				

2019 Dates To Remember *(for calendar year plans/employers)*

DUE DATE	Government Forms/Filings	Qualified Plan Contributions	Communications To Participants
January 15		Fourth quarterly installment for 2018 defined benefit plans.	
February 14			Participant Benefit Statements Due for Participant Directed DC Plans
March 15		Remaining 2018 plan contributions due if no extension (for deductibility).	2018 excess ADP/ACP savings returned to HCEs
April 1	Trigger date for possible benefit restrictions in underfunded plans.		Minimum benefit distribution from retirement plan if participant is 70 1/2 in 2018 and either 5% owner or retired.
April 15		First quarterly installment for 2019 for defined benefit plans.	Excess Over 2018 401(k) dollar limit (or \$18,500 TSA Limit) returned to participant.
April 30			Annual Funding Notice Distribution for DB Plans
May 15			Participant Benefit Statements Due for Participant Directed DC Plans
July 15		Second quarterly installment for 2019 plan year for defined benefit plans.	
July 29			Summary of material modifications for plan changes adopted in 2018 to participants and beneficiaries.
July 31	2018 Form 5500 annual report and Form 8955-SSA to IRS (if no extension).		
August 15			Participant Benefit Statements Due for Participant Directed DC Plans
September 13		Last date (including extensions), for minimum contribution requirement and for tax deduction purposes for all remaining 2018 retirement plan contributions.	
September 16	Due date for 2018 Form 5500 and 8955-SSA extended by Corporate Tax Return Extension.		
September 30	Enrolled Actuary certification of plan's Adjusted Funding Target Attainment Percentage (AFTAP)		Summary Annual Report (SAR) to non-DB participants (if no extension).
October 15	Final filing date for 2018 Form 5500 annual reports and 8955-SSA extended by 5558 filings. 2019 PBGC Comprehensive filing along with balance of premium for all plans.	Third quarterly installment for 2019 plan year for defined benefit plans.	
November 15			Participant Benefit Statements Due for Participant Directed DC Plans
December 15			SAR to participants for Non-PBGC Covered Plans (last date, including extensions).
January 15, 2020		Fourth quarterly installment for 2019 plan year for defined benefit plans.	

On request, MWM Consulting Group will provide a 2019 Dates to Remember for non-calendar year plans/employers.

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