

IRS Contribution Limits for 2020

	457 Plan*	401(k) Plan
Annual Employee Deferral Limit <i>(including Roth contributions)</i>	\$19,500*	\$19,500**
Age 50+ Catch-Up	\$6,500	\$6,500**
Traditional Catch-Up***	up to \$39,000	—

* Combined limit for elective pre-tax, Roth, and employer contributions made to ALL 457 plans in the tax year.

** The limit takes into account all elective pre-tax and Roth contributions made by an individual to all 401(k), 403(b), SARSEP, and SIMPLE plans in the same tax year.

*** You cannot contribute to both catch-ups under the 457 Plan.

Age 50+ Catch-Up

If you are at least 50 years old by the end of this year, you are eligible to contribute up to an additional \$6,500 over the Annual Employee Deferral Limit to both the 457 and the 401(k) Plans.

Traditional 457 Catch-Up

If you have not made the maximum contribution in prior years, you may be eligible for the Special 457 Catch-Up contribution. This allows you to contribute up to twice the annual contribution limit — up to \$39,000 in 2020 — to the 457 Plan for the three calendar years prior to the year in which you reach your 457 Plan's definition of "normal retirement age" (which is as early as age 50 for the State of Michigan 457 Plan).

If you would like additional information on the 2020 IRS Contribution Limits, please contact M3 at (248) 543-3400

Coordinating Catch-ups Among Both Plans

You may not participate in the Age 50+ Catch-up and the Traditional Catch-Up during the same calendar year in the 457 Plan, but you may contribute under the Age 50+ Catch-Up to both the 457 and 401(k) Plans in the same calendar year. Alternatively, you may use the Traditional Catch-Up under the 457 Plan and the Age 50+ Catch-Up in the 401(k) Plan in the same year.

Defined Contribution Plan 415 Limit

For 2020, the Section 415 limit is \$57,000. The combination of your total employee and employer contributions may not exceed \$57,000.

401(a)(17) Compensation Limit

For 2020, the 401(a)(17) annual compensation limit is \$285,000. Employer contributions cannot be based on income that exceeds \$285,000.

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