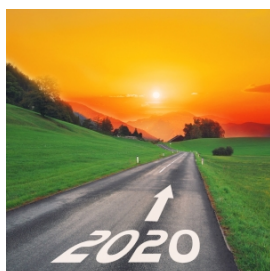




E2E Financial, LLC
 Andres M. Romero, ChFC, CFP®
 Personal CFO
 5555 Glenridge Connector
 Suite 200
 Atlanta, GA 30342
 Phone: 678-664-9745
 Fax: 404-793-0377
 andres.romero@e2efinancial.com
 www.e2efinancial.com



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 2020. Some of the key numbers for 2020 are listed below, with the corresponding limit for 2019. (The source for these 2020 numbers is IRS Notice 2019-59.)

Elective deferral limits	2019	2020
401(k) plans, 403(b) plans, 457(b) plans, and SAR-SEPs ¹ (includes Roth contributions)	Lesser of \$19,000 or 100% of participant's compensation (\$25,000 if age 50 or older) ²	Lesser of \$19,500 or 100% of participant's compensation (\$26,000 if age 50 or older) ²
SIMPLE 401(k) plans and SIMPLE IRA plans ¹	Lesser of \$13,000 or 100% of participant's compensation (\$16,000 if age 50 or older)	Lesser of \$13,500 or 100% of participant's compensation (\$16,500 if age 50 or older)

IRA contribution limits	2019	2020
Traditional and Roth IRAs	Lesser of \$6,000 or 100% of earned income (\$7,000 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	2019	2020
Annual benefit limit per participant	Lesser of \$225,000 or 100% of average compensation for highest three consecutive years	Lesser of \$230,000 or 100% of average compensation for highest three consecutive years

Defined contribution plan limits (qualified plans, 403(b) plans, and SEP plans)	2019	2020
Annual addition limit per participant (employer contributions; employee pre-tax, after-tax, and Roth contributions; and forfeitures)	Lesser of \$56,000 or 100% (25% for SEP) of participant's compensation	Lesser of \$57,000 or 100% (25% for SEP) of participant's compensation

¹ 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).

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

Retirement plan compensation limits	2019	2020
Maximum compensation per participant that can be used to calculate tax-deductible employer contribution (qualified plans/SEPs)	\$280,000	\$285,000
Compensation threshold used to determine a highly compensated employee	\$125,000 (when 2019 is the look-back year)	\$130,000 (when 2020 is the look-back year)
Compensation threshold used to determine a key employee in a top-heavy plan	\$1 for more-than-5% owners \$180,000 for officers \$150,000 for more-than-1% owners	\$1 for more-than-5% owners \$185,000 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

Income phaseout range for determining deductibility of traditional IRA contributions for taxpayers:	2019	2020
1. Covered by an employer-sponsored plan and filing as:		
Single/Head of household	\$64,000 - \$74,000	\$65,000 - \$75,000
Married filing jointly	\$103,000 - \$123,000	\$104,000 - \$124,000
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	\$193,000 - \$203,000	\$196,000 - \$206,000

Income phaseout range for determining ability to fund a Roth IRA for taxpayers filing as:	2019	2020
Single/Head of household	\$122,000 - \$137,000	\$124,000 - \$139,000
Married filing jointly	\$193,000 - \$203,000	\$196,000 - \$206,000
Married filing separately	\$0 - \$10,000	\$0 - \$10,000

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The information provided is not intended to be a substitute for specific individualized tax planning or legal advice. We suggest that you consult with a qualified tax or legal advisor.

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