

2019 BENEFITS REFERENCE GUIDE



Key Filing Dates and Deadlines

for **2019** Calendar-Year Defined Contribution Retirement Plans

Subject to ERISA and the Internal Revenue Code

JANUARY

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|----|---|
| 31 | Distribute IRS Forms W-2 (to recipients) |
| 31 | Distribute IRS Forms 1099-R (to recipients) |
| 31 | Form 945 due to IRS |

FEBRUARY

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|----|---------------------------------------|
| 28 | File Form 1099-R to IRS (paper forms) |
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MARCH

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|----|--|
| 15 | Process corrective distributions for failed ADP/ACP tests without 10% excise tax |
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APRIL

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| 1 | Make Required Minimum Distributions (RMDs) for participants who turned 70½ during 2018 |
| 1 | File Form 1099-R with the IRS (electronic filing only) |
| 15 | Process corrective distributions for excess employee deferral |

JULY

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| 1 | Process corrective distributions for failed ADP/ACP tests from eligible automatic contribution arrangement (EACA) plans without 10% excise tax |
| 29 | Distribute Summary of Material Modifications for 2018 plan document changes |
| 31 | File IRS Form 5500 (plan informational return) (without extension) |
| 31 | File IRS Form 8955-SSA (deferred vested benefit reporting) (without extension) |
| 31 | File IRS Form 5558, Application for Extension of Time to File Certain Employee Plan Returns |
| 31 | Distribute annual benefit statements for 403(b) and nonparticipant-directed 401(k) plans |

SEPTEMBER

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|----|--|
| 30 | Distribute Summary Annual Report (SAR) to participants (without extension) |
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OCTOBER

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| 15 | File Form 5500 (with extension) |
| 15 | File Form 8955-SSA (with extension) |

DECEMBER

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| 2 | Send Annual 401(k) and 401(m) safe harbor notice |
| 2 | Send annual auto-enrollment notice |
| 2 | Send annual qualified default investment alternative (QDIA) notice |
| 16 | Distribute SAR to participants (with extension) |
| 31 | Amend plan for most discretionary changes implemented during plan year |
| 31 | Process RMDs (other than initial distributions) |



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Annual Benefits Limits for 2019

Contribution and Benefit Limits	2019 limit	2018 limit
Elective deferrals to 401(k), 403(b), 457(b) plans	\$19,000	\$18,500
Catch-up deferrals to 401(k), 403(b), 457(b) plans	\$6,000	\$6,000
Definition of highly compensated employee	\$125,000	\$120,000
Annual compensation limit for benefit purposes	\$280,000	\$275,000
Annual compensation limit for key employee determination	\$180,000	\$175,000
Maximum defined contribution plan annual contribution	\$56,000	\$55,000
Maximum annual benefit from defined benefit pension plans	\$225,000	\$220,000
Individual Retirement Account Contributions		
Traditional, spousal, & Roth contribution limits	\$6,000	\$5,500
Catch-up contribution limit	\$1,000	\$1,000
Health Savings Accounts (HSA)		
Single: Annual contribution limit	\$3,500	\$3,450
Minimum Deductible	\$1,350	\$1,350
Maximum out-of-pocket expense	\$6,750	\$6,650
Family: Annual contribution limit	\$7,000	\$6,900
Minimum Deductible	\$2,700	\$2,700
Maximum out-of-pocket expense	\$13,500	\$13,300
Catch-up Contributions	\$1,000	\$1,000
Flexible Spending Accounts (FSA)		
Employee health FSA pretax contribution	\$2,700	\$2,650
Dependent care FSA household contribution	\$5,000	\$5,000
Social Security		
OASDI tax rate	6.2%	6.2%
AASDI taxable wage base	\$132,900	\$128,400
Cost of living adjustment for benefits	2.8%	2%
Medicare		
Part A tax rate	1.45%	1.45%
Part A additional individual tax rate*	0.9%	0.9%
Qualified transportation Benefits - Monthly Limits**		
Parking	\$265	\$260
Transit pass/commuter vehicle	\$265	\$260
Employee Stock Ownership Plans		
Maximum balance for 5-year distribution	\$1,130,000	\$1,105,000
Amount to lengthen 5-year period	\$225,000	\$220,000

*Tax applies for married filing jointly above \$250,000; married filing separately above \$125,000; single above \$200,000; head of household (with qualifying person) above \$200,000; and qualifying widow(er) with dependent child above \$200,000.

**Although employee will continue to be able to receive these benefits, employers can no longer take a deduction related to certain qualified transportation fringe benefits.

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