

IRS 2018 Limits

401(k) RETIREMENT SAVINGS PLAN		
	2018	2017
Maximum 401(k) Elective Deferral Contributions		
401(k) deferral contribution limit	\$18,500	\$18,000
401(k) deferral Catch-Up Contribution (Participants 50+ years)	\$6,000	\$6,000
<u>ANNUAL FSA/HSA ENROLLMENTS ARE REQUIRED.</u>		
<i>Failure to complete a new enrollment form will disqualify your participation in the 2018 plan year. (A \$5.50/MONTHLY ADMINISTRATIVE FEE WILL BE APPLIED TO THE PARTICIPANTS ACCOUNT)</i>		
HEALTH SAVINGS ACCOUNT		
HSA Maximum Annual Contribution Limit		
• Self Only	\$3,450	\$3,350
• Family	\$6,900	\$6,750
HSA Catch-Up Contribution Limit (Participants 55+ years)	\$1,000	\$1,000
MMC, INC. ~ FLEXIBLE SPENDING ACCOUNT LIMITS		
Medical Reimbursement	\$2,650/year	<i>Medical Reimbursement plan does not offer the carry-over option. Annual Re-enrollment is required.</i>
Dependent Care	\$5,000/year	
Transit Passes & Vanpooling	\$260/month	
Parking Reimbursement	\$260/month	
HIGHLY COMPENSATED EMPLOYEES		
Salary used for definition of HCE	\$120,000	\$120,000
ACA PENALTY (FOR NO MEDICAL INSURANCE COVERAGE)		
Annual Fees <i>(calculated as percentage of your household income, and per person – You'll pay whichever is higher)</i>	\$695 per adult, \$347.50 per child under 18 \$2,085 max per family	\$695 per adult, \$347.50 per child under 18 \$2,085 max per family
<i>2.5% of your yearly household income. The fee rises with inflation. (Only the amount of income above the tax filing threshold, about \$10,150 for an individual, is used to calculate the penalty.)</i>		