

IRS 2019 Limits

401(K) RETIREMENT SAVINGS PLAN		
	2019	2018
Maximum 401(k) Elective Deferral Contributions		
401(k) deferral contribution limit	\$19,000	\$18,500
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 2019 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	\$3,500	\$3,450
• Family	\$7,000	\$6,850
HSA Catch-Up Contribution Limit (Participants 55+ years)	\$1,000	\$1,000
MMC, INC. - FLEXIBLE SPENDING ACCOUNT LIMITS *IRS HAS NOT RELEASED 2019 LIMITS		
Medical Reimbursement	*\$2,650/year	\$2,650
Dependent Care	*\$5,000/year	\$5,000
Transit Passes & Vanpooling	*\$260/month	\$260/month
Parking Reimbursement	*\$260/month	\$260/month
<i>Medical Reimbursement plan does not offer the carry-over option. Annual enrollment is required.</i>		
HIGHLY COMPENSATED EMPLOYEES		
Salary used for definition of HCE	\$125,000	\$120,000
AFFORDABLE CARE ACT PENALTY (“ACA”)		
<p>Effective January 1st, 2019, “ACA” eliminates the individual mandate penalties. Beginning in 2019, the government will no longer attempt to collect the individual mandate penalties if an individual or family does not obtain healthcare coverage in 2019 and thereafter. The elimination of the penalties does not technically remove the requirement to obtain healthcare coverage, only the penalty.</p> <p style="text-align: center;">The employer mandate has not been modified for employers with 50 or more employees, to provide affordable coverage that meets minimum value for all full-time employees.</p>		