



BROWN

University Human Resources
Brown University, Box 1879
Providence, RI 02912
Phone: 401-863-2141
Fax: 401-863-3158

2019 Retirement Plan Contribution Limits

All Brown employees may contribute to a Brown University 403(b) account. If you are not now contributing, consider doing so in 2019 to reduce your taxes and save for retirement.

LIMITS ON CONTRIBUTIONS

IRS regulations limit the amount you and Brown can contribute each year. The dollar limits for 2019 are as follows:

The maximum amount you may contribute if you are under age 50 is \$19,000. If you are age 50 or above in 2019, you may contribute up to \$25,000. The combined limit on all contributions, both employee and employer, is \$56,000 for employees under age 50 and \$62,000 for age 50 and above.

The mandatory 2% contribution under Brown’s Legacy Retirement Plan does not count toward these employee contribution limits.

The same limits apply if you are making retirement contributions pre-tax to a 403(b) account and/or post-tax to a 403(b) Roth account.

We encourage all employees to periodically review their contributions. If you are a participant in the Deferred Vesting Plan, remember that in any month in which you do not contribute, there is no University “matching” 1% or 2% contribution (the “basic” University contribution continues as long as your eligible compensation does not exceed the IRS limit on compensation for plan purposes, which is \$280,000 in 2019).

VESTING IN UNIVERSITY CONTRIBUTIONS

Your contributions to any of the Brown retirement plans are always fully vested, or nonforfeitable.

If you are a participant in the Brown University **Legacy Retirement Plan**, you are fully vested in Brown’s contributions. The vesting schedule for the University’s contributions to the **Deferred Vesting Plan** is shown in the following table.

Completed Years of Brown University Service	Vested Percentage of University Contributions
Less than two	0%
Two but less than three	20%
Three but less than four	50%
Four but less than five	75%
Five or more	100%