

# 2021 Plan Limits

The IRS announced the new plan limits beginning January 1, 2021. Plan limits are typically changed each year to account for cost-of-living increases. The new limits for 2021 were announced earlier this year and are provided to you below. You can find additional information on the IRS website. Limits may be subject to other design features and terms.

Plan Limits	2021	2020
401(k) and 457 Deferrals	\$19,500	\$19,500
401(k) Catch-Up Contributions	\$6,500	\$6,500
SIMPLE Deferrals	\$13,500	\$13,500
SIMPLE Plan Catch-Up Contributions	\$3,000	\$3,000
IRA Contributions	\$6,000	\$6,000
IRA Catch-Up Contributions	\$1,000	\$1,000
Defined Contribution Limit	\$58,000	\$57,000
Defined Benefit Maximum	\$230,000	\$230,000
Includible Compensation	\$290,000	\$285,000
Social Security Taxable Wage Base	\$142,800	\$137,700
SEP Maximum Participation	\$290,000	\$285,000
Key Employee Salary Threshold	\$185,000	\$185,000
Highly Compensated Employee Salary	\$130,000	\$130,000
HSA Individual Contribution	\$3,600	\$3,550
HSA Family Contribution	\$7,200	\$7,100
FSA Contribution Limit	\$2,750	\$2,750
FSA Carry-Over Limit	\$550	\$550
SEP Compensation Threshold	\$650	\$600