



## 2021 Maximum Benefit and Contribution Limits

The updated IRS Maximum Benefit and Contribution Limits for qualified plans for 2021 are provided in the table below. This update is provided for informational purposes and is not intended as legal advice.

Contribution/Benefit Limit	IRC Reference	2021 Limit	2020 Limit	2019 Limit
<i>401(k) and 403(b) Elective Deferral Limit (Includes Roth Contributions)</i>	402(g)(1)	\$19,500	\$19,500	\$19,000
457 Employee Deferral Limit	457(e)(15)	\$19,500	\$19,500	\$19,000
Catch-Up Contribution Limit <sup>1</sup>	414(v)(2)(B)(i)	\$6,500	\$6,500	\$6,000
Elective Deferral Limit (Simple Plans)	408(p)(2)(E)	\$13,500	\$13,500	\$13,000
Defined Contribution Dollar Limit	415(c)(1)(A)	\$58,000	\$57,000	\$56,000
Defined Benefit - Dollar Limit	415(b)(1)(A)	\$230,000	\$230,000	\$225,000
Compensation Limit <sup>2</sup>	401(a)(17); 404(l)	\$290,000	\$285,000	\$280,000
Highly Compensated Employee <sup>3</sup>	414(q)(1)(B)	\$130,000	\$130,000	\$125,000
Key Employee Compensation Threshold	416(i)(1)(A)(i)	\$185,000	\$185,000	\$180,000
Social Security Taxable Wage Base		\$142,800	\$137,700	\$132,900

1 Available to employees age 50 or older during the calendar year.

2 All compensation from a single employer (including all members of a controlled group) must be aggregated for purposes of this limit.

3 For the 2021 plan year, an employee who earns more than \$130,000 in 2020 is an HCE.  
For the 2022 plan year, an employee who earns more than \$130,000 in 2021 is an HCE.