

**Retirement Plan Maximum Benefit and Contribution Limits**

<b>CONTRIBUTION LIMITS</b>	<b>2021</b>	<b>2020</b>	
401(k), 403(b), 457(b) or SARSEP Salary Deferral. <i>Deferrals may be higher when paired with 457(b)</i>	\$19,500	\$19,500	
<i>*Total deferral with catch up for 50+ years of age</i>	\$26,000	\$26,000	
Defined Benefit Plan maximum benefit	\$230,000	\$230,000	
Defined Contribution Plans; Profit Sharing and Money Purchase (25% of compensation)	\$58,000	\$57,000	
<i>*Total contribution with 401(k) catch up for 50+ years of age</i>	\$64,500	\$63,500	
IRA and ROTH Maximum Contribution	\$6,000	\$6,000	
<i>*Total contribution with catch up for 50+ years of age</i>	\$7,000	\$7,000	
SEP Maximum Contribution (25% of compensation)	\$58,000	\$57,000	
SEP exclude employees with salary less than:	\$650	\$600	
SIMPLE Salary Deferral	\$13,500	\$13,500	
<i>*Total deferral with catch up for 50+ years of age</i>	\$16,500	\$16,500	
<b>MISCELLANEOUS</b>			
Cap on Compensation for qualified plans and SEPs	\$290,000	\$285,000	
Social Security Wage Base	\$142,800	\$137,700	
Qualified Longevity Annuity premium (QLAC)	\$135,000	\$135,000	
<b>KEY EMPLOYEE used for Top-Heavy Testing</b>			
Compensation greater than (\$150,000) and 1% or more owner (not indexed for inflation)	\$150,000	\$150,000	
Officer earning more than inflation adjusted amount 416(i)(1)(A)(i)	\$185,000	\$185,000	
5% or more owner (Includes spouse, children and parents of owner)	5%+	5%+	
<b>HIGHLY COMPENSATED EMPLOYEE used for discrimination testing (ADP tests)</b>			
5% or more owner (Includes spouse, children and parents of owner)	5%+	5%+	
Compensation greater than inflation adjusted amount and in top paid group 414(q)(1)(B)	\$130,000	\$130,000	
<b>IRA PHASEOUTS reflect 2021 limits</b>	<b>Single</b>	<b>Married Filing Joint</b>	
Traditional IRA	\$66,000 - \$76,000	\$105,000 - \$125,000	
Roth IRA Contribution limit	\$125,000 - \$140,000	\$198,000 - \$208,000	
Traditional IRA - One spouse covered by plan, other spouse not covered by plan. Non-covered spouse limit		\$198,000 - \$208,000	
<b>IRA PHASEOUTS reflect 2020 limits</b>	<b>Single</b>	<b>Married Filing Joint</b>	
Traditional IRA	\$65,000 - \$75,000	\$104,000 - \$124,000	
Roth IRA Contribution limit	\$124,000 - \$139,000	\$196,000 - \$206,000	
Traditional IRA - One spouse covered by plan, other spouse not covered by plan. Non-covered spouse limit		\$196,000 - \$206,000	
Married Filing Separate Traditional IRA phase-out limitation remains \$0 - \$10,000			
<b>2021 Saver's Tax Credit Rate</b>	<b>Married Joint</b>	<b>Single</b>	<b>Head of Household</b>
50% of your	AGI not more than \$39,500	AGI not more than	AGI not more than \$29,625
20% of your contribution	\$39,501 - \$43,000	\$19,751 - \$21,500	\$29,626 - \$32,250
10% of your contribution	\$43,001 - \$66,000	\$21,501 - \$33,000	\$32,251 - \$49,500
0% of your contribution	more than \$66,000	more than \$33,000	more than \$49,500

[Reference: IRS Notice 2020-79](#)

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