## 2021 Annual Benefit Plan Amounts

<table>
<thead>
<tr>
<th>Contribution &amp; Benefit Limits</th>
<th>2020 Limit</th>
<th>2021 Limit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Section 401(k), 403(b), or 457(b) annual deferral</td>
<td>$19,500</td>
<td>$19,500</td>
</tr>
<tr>
<td>SIMPLE IRA plan annual deferral</td>
<td>$13,500</td>
<td>$13,500</td>
</tr>
</tbody>
</table>

### Section 415 maximums

- **annual benefit from defined benefit plan**: $230,000
- **annual additions to defined contribution plan**: $57,000
- **Maximum IRA contribution**: $6,000

### Catch-up contribution limits

- **retirement plan**: $6,500
- **SIMPLE IRA plan**: $3,000
- **IRA**: $1,000

### Compensation Amounts

- **Annual compensation limit**: $285,000
- **Grandfathered governmental plan participants**: $425,000

### Highly compensated employees

- **any employee**: $130,000
- **5-percent owner**: no minimum

*Employer may elect to limit to top-paid 20%.

^Applies when determining HCEs during following year.

### Key employees

- **officer**: $185,000
- **1-percent owner**: $150,000
- **5-percent owner**: no minimum

### Social Security wage base

- $137,700
- $142,800