

2021 Qualified Retirement Plan Limits

	2021	2020	2019
401(k) & 403(b) Deferrals ¹	\$19,500	\$19,500	\$19,000
Catch-Up Limit ¹	\$6,500	\$6,500	\$6,000
Defined Contribution ² (Deferrals & Employer combined – minus catch-up)	\$58,000	\$57,000	\$56,000
Defined Benefit ²	\$230,000	\$230,000	\$225,000
Maximum Compensation ³	\$290,000	\$285,000	\$280,000
Highly Compensated Employee ⁴	\$130,000	\$130,000	\$125,000
Key Employee (Officer) Compensation ⁵	\$185,000	\$185,000	\$180,000
Key Employee (1% Owner) Compensation ⁵	\$150,000	\$150,000	\$150,000
Social Security Taxable Wage Base ²	\$142,800	\$137,700	\$132,900

¹ Applies to the Calendar Year

² Based on the year in which the Limitation Year Ends

³ Based on the year in which the Plan Year begins

⁴ Based on the year in which the preceding plan year begins

⁵ At any time during the plan year