

Important Employee Benefit Plan (and other...) Limitations

	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012
1 Sec 415(b)(1) limit for Def Benefit Plans	230,000	230,000	225,000	220,000	215,000	210,000	210,000	210,000	205,000	200,000
2 Sec 415(c)(1)(A) limit for Def Contrib Plans	58,000	57,000	56,000	55,000	54,000	53,000	53,000	52,000	51,000	50,000
3 "Compensation Limit" Sec.401(a)(17)	290,000	285,000	280,000	275,000	270,000	265,000	265,000	260,000	255,000	250,000
4 401(k) & 403(b) Elective Deferral Amt under age 50	19,500	19,500	19,000	18,500	18,000	18,000	18,000	17,500	17,500	17,000
5 Catch-Up Deferrals:401k,403(b), 457 plans age 50 & over	6,500	6,500	6,000	6,000	6,000	6,000	6,000	5,500	5,500	5,500
6 Highly Compensated Threshold-comp alone--414(q)(1)	130,000	130,000	125,000	120,000	120,000	120,000	120,000	115,000	115,000	115,000
7 SEP-compensation amount triggering participation	650	600	600	600	600	600	600	550	550	550
8 SIMPLE-maximum elective salary reduction	13,500	13,500	13,000	12,500	12,500	12,500	12,500	12,000	12,000	11,500
9 Catch-Up Deferrals for SIMPLEs age 50 & over	3,000	3,000	3,000	3,000	3,000	3,000	3,000	2,500	2,500	2,500
10 Elective Deferrals under Sec. 457	19,500	19,500	19,000	18,500	18,000	18,000	18,000	17,500	17,500	17,000
11 Profit-Sharing Plan Contribution-Maximum Pct of Payroll	25%	25%	25%	25%	25%	25%	25%	25%	25%	25%
12 Definition of Key Employee for Top Heavy	185,000	185,000	180,000	175,000	175,000	170,000	170,000	170,000	165,000	165,000
13 IRA Deductible Contribution Limit-below age 50	6,000	6,000	6,000	5,500	5,500	5,500	5,500	5,500	5,500	5,000
14 Catch-Up Deferrals for IRAs age 50 & over	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
15 HSA Deductible Contribution Limit (single)-below age 55	3,600	3,550	3,500	3,450	3,400	3,350	3,350	3,300	3,250	3,100
16 HSA Deductible Contribution Limit (family) below age 55	7,200	7,100	7,000	6,900	6,750	6,750	6,650	6,550	6,450	6,250
17 HSA Catchup Contribution (family)-above age 54	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
18 Dollar Limit on Qual Longevity Annuity Contract ("QLAC")	135,000	135,000	130,000	130,000	125,000	125,000	125,000	125,000		
19 Annual Gift Tax Exclusion	15,000	15,000	15,000	15,000	14,000	14,000	14,000	14,000	14,000	13,000
20 Lifetime Gift Exemption	11,700,000	11,580,000	11,400,000	11,180,000	5,490,000	5,450,000	5,430,000	5,340,000	5,250,000	5,120,000
21 Estate Tax "Exemption Equivalent"	11,700,000	11,580,000	11,400,000	11,180,000	5,490,000	5,450,000	5,430,000	5,340,000	5,250,000	5,120,000
22 Maximum Estate & Gift tax rate	40%	40%	40%	40%	40%	40%	40%	40%	40%	35%
23 Generation Skipping Lifetime Exemption	11,700,000	11,580,000	11,400,000	11,180,000	5,490,000	5,450,000	5,430,000	5,340,000	5,250,000	5,120,000
24 Basic Social Security Wage Base	142,800	137,700	132,900	128,400	127,200	118,500	118,500	117,000	113,700	110,100
25 Maximum Employee FICA tax (Soc.Security only)	8,853.60	8,537.40	8,239.80	7,960.80	7,886.40	7,347.00	7,347.00	7,254.00	7,049.40	4,624.20
26 Special Wage Base for Medicare 1.45% tax	all wages	all wages	all wages	all wages	all wages	all wages	all wages	all wages	all wages	all wages

Consult your tax professional for the applicability of these rates to your situation. We do not provide tax advice.

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