

Internal Revenue Service Limits 2019 to 2021



	2019	2020	2021
401(k) Maximum Annual Elective Deferrals	\$19,000	\$19,500	\$19,500
401(k) Catch-up Contributions*	\$6,000	\$6,500	\$6,500
Maximum Contributions	The lesser of \$56,000 or 100% of compensation	The lesser of \$57,000 or 100% of compensation	The lesser of \$58,000 or 100% of compensation
Compensation for Highly Compensated Employee**	\$120,000 in 2018	\$125,000 in 2019	\$130,000 in 2020
Compensation for Key Employee Officer**	\$180,000	\$185,000	\$185,000
Compensation Limit for Testing and Contribution Determination	\$280,000	\$285,000	\$290,000
Social Security Taxable Wage Base	\$132,900	\$137,700	\$142,800

*Participants who are age 50 or older, or who will reach age 50 during the calendar year, are allowed to make additional "catch-up" elective deferrals over and above the current elective deferral limit.

**See Chapter 2 of the Administration Manual for the full definition of Highly Compensated Employee and Key Employee.

If you have any questions regarding the new IRS limits, please contact your ADP Client Services Team.