

2020 & 2021 Retirement Plan Limits

Annual Limits	2020	2021
Elective Deferrals/ Roth Deferrals	\$19,500	\$19,500
Catch-Up Contribution Limit	\$6,500	\$6,500
Annual Compensation Limit	\$285,000	\$290,000
457 Maximum Deferrals	\$19,500	\$19,500
Annual Employer Deduction Limit - % of eligible payroll	25%	25%

Testing	2020	2021
Annual Defined Contribution Limit	\$57,000	\$58,000
Highly Compensated Employees (Determination)	\$130,000	\$130,000
Key Employees Officer Compensation (Determination)	\$185,000	\$185,000
Key Employees - 1% Owners (Determination)	\$150,000	\$150,000
Key Employees (Determination)	> 5% Owners	> 5% Owners
Highly Compensated Employees (Determination)	> 5% Owners	> 5% Owners

Taxation	2020	2021
Social Security Wage Base	\$137,700	\$142,800
FICA Tax	7.65%	7.65%
Social Security Tax	6.20%	6.20%
Medicare Tax	1.45%	1.45%
FICA Tax for Self-Employed	15.30%	15.30%
Social Security Tax for Self-Employed	12.40%	12.40%
Medicare Tax for Self-Employed	2.90%	2.90%



Please contact us at: Alliance Benefit Group of Houston, Inc. | 7425 Hollister | Houston, Texas 77040
 Phone: 713.690.9898 | Fax: 713.690.1712 | CustomerService@abghouston.com