



## 2020 Plan Limits

**401(k) Elective Deferrals** **\$19,500**

*This is the maximum that each employee may defer in total (including Roth 401(k), if applicable) from all employers for the 2020 calendar year.*

**Catch-Up Contribution Limit** **\$6,500**

*Employees who have attained or will attain age 50 on or before December 31, 2020 may defer this additional amount.*

**Annual Defined Contribution Limit** **\$57,000**  
(or 100% of Compensation, if less)

*This is the maximum plan benefit that each employee may receive from each unrelated employer for the plan year that **ends** in 2020. All plan contributions received by the employee, including pre-tax and Roth deferrals (but not including catch-ups), match, profit sharing and reallocated forfeitures, are considered in determining whether the participant has exceeded this limit.*

**Annual Compensation Limit** **\$285,000**

*Compensation in excess of this amount must be disregarded for plan purposes.*

**Highly Compensated Employees** **\$130,000**

*Employees who earn greater than this amount for the plan year beginning in 2020 will be considered Highly Compensated Employees for the plan year beginning in 2021. Employees who own more than 5% of the company at any time during the 2019 or 2020 plan year will be considered Highly Compensated for the 2020 plan year.*

**SIMPLE Elective Deferral Limit** **\$13,500**

**SIMPLE Catch-Up Limit** **\$3,000**

**Taxable Wage Base (Social Security Limit)** **\$137,700**