



IRS Limits on Qualified Plan Benefits and Compensation

	2020	2019	2018	2017	2016
Maximum compensation limit	\$285,000	\$280,000	\$275,000	\$270,000	\$265,000
Defined benefit maximum annual annuity	\$230,000	\$225,000	\$220,000	\$215,000	\$210,000
Highly compensated employee pay threshold	\$130,000	\$125,000	\$120,000	\$120,000	\$120,000
401(k) and 403(b) elective deferral limit	\$19,500	\$19,000	\$18,500	\$18,000	\$18,000
Catch-up contribution limit	\$6,500	\$6,000	\$6,000	\$6,000	\$6,000
Maximum annual addition (combined)	\$57,000	\$56,000	\$55,000	\$54,000	\$53,000