

2021 IRS Benefit and Compensation Limits

	2021 Limitations	2020 Limitations
Annual Additions Maximum (415 Limit)	\$58,000	\$57,000
Employee 401(k) Contributions (402(g) Limit)	\$19,500	\$19,500
Catch-up Contributions (Age 50 or Older)	\$6,500	\$6,500
Highly Compensated Employee Threshold	\$130,000	\$130,000
Key Employee Threshold	\$185,000	\$185,000
Annual Compensation (401(a)(17)) Limit	\$290,000	\$285,000
Social Security Wage Base	\$142,800	\$137,700

Annual Notices

The Annual Notices listed below must be sent to plan participants 30 to 90 days prior to the beginning of the next plan year

- Safe Harbor
- Qualified Default Investment Arrangement (QDIA)
- Qualified Automatic Contribution Arrangement (QACA)
- Eligible Automatic Contribution Arrangement (EACA)
- Participant Fee Disclosure (404(a)(5))

The Annual Notice(s) listed below must be sent to plan sponsors 30 to 90 days prior to the beginning of the next plan year

- Plan Sponsor Fee Disclosure (408(b)(2))

Note: Mid-year changes to any of the provisions reported in the above referenced notices must be distributed at least 30 days in advance of change

Key Dates

March

- 15** IRS deadline to process corrective refunds without incurring 10% excise tax. (non-EACA Plans)

April

- 15** Deadline to process 402(g) refunds

June

- 30** Deadline to process corrective refunds for EACA Plans

July

- 31** Deadline to file Form 5500 without Form 5558 Application for Extension of Time to File
Deadline to file Form 5558 Application for Extension of Time to File (provides a 2 ½ month extension to file Form 5500)

September

- 15** Form 5500 due to the Employee Benefits Security Administration (EBSA) from plans eligible for an automatic extension linked to a corporate tax extension.
30 Summary annual reports due to participants from plans that end December 31, 2020 – nine months after that date, or two months after filing Form 5500.

October

- 15** Deadline to file Form 5500 with Form 5558 Application for Extension of Time to File

November

- 15** Summary annual reports due to participants if the Form 5500 deadline was extended because of a corporate tax filing extension.

December

- 1** Last date to distribute Annual Safe Harbor Notice for the upcoming plan year
Last date to distribute Annual Auto-Enrollment Notice for the upcoming plan year
Last date to distribute Annual Qualified Default Investment Alternative Notice for the upcoming plan year
15 Summary annual reports due to participants if the Form 5500 deadline was extended because of filing Form 5558.
31 Deadline for ADP/ACP test refunds of excess 401(k)/(m) contributions and allocable income or re-characterization of pretax contributions as after-tax (if not done by March 15 to avoid 10% excise tax), or corrective contributions (if not made by Oct. 15 to have them count as 2020 annual additions)
31 IRS Deadline to fund Top Heavy Minimum contributions