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2020 BENEFIT FACTS GUIDE

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Limits on contributions and benefits

	2020	2019	2018	2017
Elective deferrals	19,500	19,000	18,500	18,000
Catch-up deferrals	6,500	6,000	6,000	6,000
Defined benefit plan annual limit	230,000	225,000	220,000	215,000
Defined contribution plan annual limit	57,000	56,000	55,000	54,000
Annual compensation limit	285,000	280,000	275,000	270,000

Limits on contributions and benefits

	2020	2019	2018	2017
Highly compensated employee	130,000	125,000	120,000	120,000
Maximum HSA contribution for HDHP individual	3,550	3,500	3,450	3,400
Maximum HSA contribution for HDHP family	7,100	7,000	6,900	6,750
Catch-up HSA contribution for HDHP 55+	1,000	1,000	1,000	1,000
Income subject to Social Security tax	137,700	132,900	128,400	127,200