Sentinel
Plan Administration
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TABLE OF LIMITS AND THRESHOLDS

	2021	2020	2019
401(K), 403(B) & 457 GOV'T PLAN DEFERRAL LIMIT (calendar year)	**$19,500**	$19,500	$19,000
CATCH-UP DEFERRAL LIMIT – 401(k), 403(b) & 457	**$6,500**	$6,500	$6,000
SIMPLE DEFERRALS	**$13,5000**	$13,500	$13,500
CATCH-UP DEFERRAL LIMIT – SIMPLE	**$3,000**	$3,000	$3,000
COMPENSATION LIMIT	**$290,000**	$285,000	$280,000
DEFINED CONTRIBUTION ANNUAL ADDITION LIMIT (plan year) (does not include catch up contribution amounts)	**$58,000**	$57,000	$56,000
DEFINED CONTRIBUTION PLAN MAXIMUM DEDUCTIBLE EMPLOYER CONTRIBUTION	**25%**	25%	25%
HIGHLY COMPENSATED EMPLOYEE (HCE) COMPENSATION THRESHOLD* OR OWNERSHIP %	**$130,000 or greater than 5% owner**	$130,000 or greater than 5% owner	$125,000 or greater than 5% owner
KEY EMPLOYEE COMPENSATION THRESHOLD:			
5% Owner	**All**	All	All
Officer	**$185,000**	$185,000	$185,000
1% Owner	**$150,000**	$150,000	$150,000
SOCIAL SECURITY WAGE BASE (used in permitted disparity allocation of nonelective contributions to recognize Social Security contributions)	**$142,800**	$137,700	$132,900
DEFINED BENEFIT PLAN ANNUAL LIMIT under Section 415	**$230,000**	$230,000	$225,000

source: irs.gov

* For the 2021 plan year testing, an employee who earns more than $130,000 in 2020 is an HCE. For the 2022 plan year, an employee who earns more than $130,000 in 2021 is an HCE.