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INTERNAL REVENUE SERVICE	2021	2020	IRC REF.
Salary Deferral (pretax) Limits	1.4600.5		
 §403(k)/§403(b)/SEP 	5 19,500	\$ 19,500	§-902(g0(1)
SIMPLE Plans	\$ 13,500 \$ 19,500		5-408(p)(2)(E)
 State/local govt.; tax exempts 640100 catch-up contributions 	\$ 19,500 \$ 6,500	\$ 19,500	5457 5414WWZWB000
Other catch-up contributions	\$ 3,000	5 3,000	5414(v)(2)(B)(ii)
Section 415 Annual Benefits Limits		224 24 114	
 Defined benefit plans 	\$ 230,000	\$ 230,000	5-415(b)(10(A)
 Defined contribution plans 	\$ 58,000	\$ 57,000	5-415(c)(10(A)
Compensation Limits	Portario di cialità della comi		
 Qualified plans 	\$ 219/01/0/0/0	\$ 285,000	5-4010a0007)
 Collectively bargained 	\$ 290,000	\$ 285,000	5-901(a)(17)
 Governmental plans. 	\$ 430,000	\$ 425,000	5-401(a)(17)
Highly Compensated Levels	000000000000000000000000000000000000000	100000000000000000000000000000000000000	
 At any time 5% owner 	No limit	No limit	5-41-4(q)(T)(A)
Any employee	\$ 130,000	\$ 130,000	5-41-4(q)(T)(B)
 One of top-paid employees 	Optional	Optional	6-41-4(q)(1)(B)
Key Employee Levels			
 Highly compensated 	5 185,000	\$ 185,000	5-4145-60470-6A360
 10 highest paid employees with 			
Largest interest	N/OA:	PALCA.	5-41600000A300
* 5% owner	No timit \$ 150,000	No limit	5-41600(00A)0H)
* T% owner	5 150,000	\$ 150,000	§41680(106A)(IV)
SEP Plans			
 Mandatory plan participation 	5 650	5 600	§4080x3623(C)
 Compensation amount 	\$ 290,000	5 285,000	\$4080x3(3)8C)
Collectively bargained	\$ 290,000	\$ 285,000	\$408(k)(3)(C)
ESOP			
 Threshold for exception to 5-yr. 			
distribution requirement	\$ 1,165,000	\$1,150,000	5-4090 comecon
 Incremental amt. for distribution 	\$ 235,000	\$ 230,000	§409(c)(1)(C)(i)
Control Employees			
Private sector			
Board or shareholder-appointed	The second second	A CAMPAGE AND A CAMPAGE	
or elected official	5 115,000	5 115,000	Reg. 51.61-2100
- Any employee Governmental employee	\$ 235,000		Reg. §1.63-2101
 Covernmental employee 	\$ 161,700	\$ 160,100	Reg. 51.51-2101

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| Wage | Max. | Year Fund | Limit | Rate | Tax | 2021 | 0ASDI | 5142,800 | 6.20% | \$8,853.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60 | 148.60

340 2.35% No limit All wages. 340 Talebrace ... Note: Develop 2020 DASDI \$137,700 6.20% 58,537,40 200 21.000000 Não Bresit. 940 All wieges 1.45%** Não Siresia.

 The employee HI rate is 1.45% on all wages plus an additional 0.9% on wages over \$200,000.

** The employer HI rate is 1-45% on all wages.

Wage Maximum Deposit Limit Rate Credit Rate \$7,000 6.0% 5.4% 0.60%

TAX-PREE COMMUTING B	Charles in 12 fts	a but is propertied	
	210/21	2020	
Employee Parking	\$ 270	5 270	
Transit Passes/Vian Poots	\$ 270	\$ 220	
Bicycle	5 0	0	

PEDERAL MILEAGE BATE	5	
	2021	2020
Business mileage	56.04	57.54
Moving	16.00	17.04
Charitable	14.04	14.04
Medical	36.0¢	12.00

PEDERAL MINIBALIM WAGE

\$7.25 per hour

LIDURY CAR Vehicles not eligible for cents-per-mile rule*

* If the cents per-inde method connot be used, the employer must use the armuel lates -value method or a general valuation standard to determine the value of an employer's personal use of a company provided vehicle.



^{*} Based on into available as of January 31, 2021.

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