

Hessel & Associates, L.L.C.

Pension Consultants

Annual Limits

Cost-of-Living Adjustments for Retirement Plans

	2021	2020	2019	2018
Annual Compensation	\$290,000	\$285,000	\$280,000	\$275,000
401(k) Elective Deferrals	\$19,500	\$19,500	\$19,000	\$18,500
401(k) Catch-up Contributions	\$6,500	\$6,500	\$6,000	\$6,000
Defined Contribution Limit	\$58,000	\$57,000	\$56,000	\$55,000
Defined Benefit Limit	\$230,000	\$230,000	\$225,000	\$220,000
SIMPLE Contributions	\$13,500	\$13,500	\$13,000	\$12,500
SIMPLE Catch-up	\$3,000	\$3,000	\$3,000	\$3,000
IRA Contributions	\$6,000	\$6,000	\$6,000	\$5,500
IRA Catch-up Contributions	\$1,000	\$1,000	\$1,000	\$1,000
Taxable Wage Base	\$142,800	\$137,700	\$132,900	\$128,400
HCE Threshold	\$130,000	\$130,000	\$125,000	\$120,000

Hessel & Associates, L.L.C. performs certain supportive functions for its clients and shall not be construed as a plan fiduciary, nor assume any fiduciary responsibilities with respect to the Plan. Hessel & Associates, L.L.C. shall not have nor exercise any discretionary authority, control or responsibility regarding the management or administration of the Plan, shall not exercise any authority or control with respect to the disposition and management of Plan assets, shall not render investment advice for a fee, direct or indirect, regarding the Plan assets, nor have any responsibility or authority to do so.

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