

2020 PLAN CONTRIBUTION LIMITS



	Who Can Contribute	2020 Contribution Limits	Catch Up Provisions for Employees Over Age 50
Payroll Deduction IRA	Employee only.	Employees: up to \$6,000.	Additional \$1,000.
SEP Plans	Employer only; employee contributions not allowed.	Employer: Up to 25% of compensation or a maximum of \$57,000 (if self-employed, 25% of compensation reduced by one-half of the self-employment tax).	Not available.
SIMPLE Plans	Employer mandatory, employee discretionary.	Employer (two options): Matching: dollar-for-dollar of employee contribution up to 3%. Non-elective: A flat 2% of compensation for all employees regardless of employee contribution up to the annual limit of \$285,000. Employees: up to \$13,500.	Additional \$3,000.
Solo 401(k) Plans	Employer and employee contributions are discretionary.	Employer: Total contribution per employee is a maximum of \$57,000 (employer + employee) or 100% of compensation. This amount includes employee contribution. Employer can deduct up to 25% of aggregate compensation for all participants (if self-employed, 25% of compensation reduced by one-half of the self-employment tax). Employees: up to \$19,500.	Additional \$6,500.
Safe Harbor 401(k) Plans	Employer mandatory (matching only or for all employees) and employee discretionary.	Employer: Total contribution per employee is a maximum of \$57,000 (employer + employee) or 100% of compensation. This amount includes employee contribution. Employer can deduct up to 25% of aggregate compensation for all participants (if self-employed, 25% of compensation reduced by one-half of the self-employment tax). Employees: up to \$19,500.	Additional \$6,500.
401(k) Plans	Employer and employee, fully discretionary.	Employer: Total contribution per employee is a maximum of \$57,000 (employer + employee) or 100% of compensation. This amount includes employee contribution. Employer can deduct up to 25% of aggregate compensation for all participants (if self-employed, 25% of compensation reduced by one-half of the self-employment tax). Employees: up to \$19,500.	Additional \$6,500.
Profit-Sharing Plans	Employer only; employee contributions not allowed.	Employer: Total contribution per employee is a maximum of \$57,000 or 100% of compensation. Employer can deduct up to 25% of aggregate compensation for all participants (if self-employed, 25% of compensation reduced by one-half of the self-employment tax).	Not available.
Defined Benefit Plans	Employer only; employee contributions generally not allowed (though plan design can permit or require employee contributions).	Employer: Deduction limit is any amount up to the plan's unfunded current liability based on actuarial computations. Employees: Employer can permit or require employee contributions based on plan design.	Not available.

As of 11/6/2019. Source: www.irs.gov

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