

IRS 2021 Limits

401(k) RETIREMENT SAVINGS PLAN		
	2021	2020
Maximum 401(k) Elective Deferral Contributions		
401(k) deferral contribution limit	\$19,500	\$19,500
401(k) deferral Catch-Up Contribution (Participants 50+ years)	\$6,500	\$6,500
<p><u>ANNUAL FSA/HSA ENROLLMENTS ARE REQUIRED.</u> <i>Failure to complete a new enrollment form will disqualify your participation in the 2021 plan year.</i> (A \$5.80/MONTHLY ADMINISTRATIVE FEE WILL BE APPLIED TO THE PARTICIPANT'S ACCOUNT)</p>		
HEALTH SAVINGS ACCOUNT		
HSA Maximum Annual Contribution Limit		
• Self Only	\$3,550	\$3,550
• Family	\$7,100	\$7,100
HSA Catch-Up Contribution Limit (Participants 55+ years)	\$1,000	\$1,000
MMC, INC. - FLEXIBLE SPENDING ACCOUNT LIMITS		
Medical Reimbursement	\$2,750	\$2,750
Dependent Care	\$5,000	\$5,000
Transit Passes & Vanpooling	\$270/mo	\$270/mo
Parking Reimbursement	\$270/mo	\$270/mo
<i>Medical Reimbursement plan does not offer the carry-over option. Annual enrollment is required.</i>		
HIGHLY COMPENSATED EMPLOYEES		
Salary used for definition of HCE	\$130,000	\$130,000

**** IRS has not released Annual Limits for 2021. MMC will advise if limits change.**