

RETIREMENT PLAN DOLLAR AND PERCENTAGE LIMITS

| | | 2021 | 2022 | 2023 |
|---|---|-----------|-----------|-----------|
| Annual compensation for plan purposes (for plan years beginning in calendar year) 401(a)(17) | Indexed in \$5,000 increments | \$290,000 | \$305,000 | \$330,000 |
| Defined benefit plan, basic limit (for limitation years ending in calendar year) 415(b) | Indexed in \$5,000 increments | \$230,000 | \$245,000 | \$265,000 |
| Defined contribution plan, basic limit (for limitation years ending in calendar year) 415(c) | Indexed in \$1,000 increments | \$58,000 | \$61,000 | \$66,000 |
| 401(k) / 403(b) plan, elective deferrals (for taxable years beginning in calendar year) 402(g) | Indexed in \$500 increments | \$19,500 | \$20,500 | \$22,500 |
| 457 plan, elective deferrals (for taxable years beginning in calendar year) | Indexed in \$500 increments | \$19,500 | \$20,500 | \$22,500 |
| 401(k) / 403(b) / 457, catch-up deferrals (for taxable years beginning in calendar year) (Age 50+) 414(v) | Indexed in \$500 increments | \$6,500 | \$6,500 | \$7,500 |
| SIMPLE plan, elective deferrals (for calendar years) 408(p) | Indexed in \$500 increments | \$13,500 | \$14,000 | \$15,500 |
| SIMPLE plan, catch-up deferrals (for taxable years beginning in calendar year) (Age 50+) 408(p) | Indexed in \$500 increments | \$3,000 | \$3,000 | \$3,500 |
| Defined contribution plan §415 percentage of compensation contribution limit 415(c) | 100% of compensation | | | |
| Profit sharing plan §404 percentage of compensation deduction limit | 25% of compensation | | | |
| Elective deferrals | Do not count against §404 deduction limits | | | |
| SEP contribution / deduction limit 408(k) | 25% of compensation | | | |
| IRA contribution limit 408(a) | | \$6,000 | \$6,000 | \$6,500 |
| IRA catch-up contribution (Age 50+) | | \$1,000 | \$1,000 | \$1,000 |
| Highly Compensated Employee 414(q) | | \$130,000 | \$135,000 | \$150,000 |
| Key Employee Officer 416(i)(1)(A) | | \$185,000 | \$200,000 | \$215,000 |
| FICA Covered Compensation | | \$142,800 | \$147,000 | \$160,200 |
| PBGC Maximum Monthly Insured Benefit (Age 65) | | \$6,034 | \$6,204 | \$6,750 |