

## 2022 Annual Benefit Plan Amounts

| <b>Contribution &amp; Benefit Limits</b>              | <b>2021 Limit</b> | <b>2022 Limit</b> |
|---|-------------------|-------------------|
| Section 401(k), 403(b), or 457(b) annual deferral     | \$19,500          | \$20,500          |
| SIMPLE IRA plan annual deferral                       | \$13,500          | \$14,000          |
| Section 415 maximums                                  |                   |                   |
| • annual benefit from defined benefit plan            | \$230,000         | \$245,000         |
| • annual additions to defined contribution plan       | \$58,000          | \$61,000          |
| Maximum IRA contribution                              | \$6,000           | \$6,000           |
| Catch-up contribution limits                          |                   |                   |
| • retirement plan                                     | \$6,500           | \$6,500           |
| • SIMPLE IRA plan                                     | \$3,000           | \$3,000           |
| • IRA   | \$1,000           | \$1,000           |
| <b>Compensation Amounts</b>                           |                   |                   |
| Annual compensation limit                             | \$290,000         | \$305,000         |
| Grandfathered governmental plan participants          | \$430,000         | \$450,000         |
| Highly compensated employees                          |                   |                   |
| • any employee*                                       | \$130,000*        | \$135,000*        |
| • 5-percent owner                                     | no minimum        | no minimum        |
| *Employer may elect to limit to top-paid 20%.         |                   |                   |
| *Applies when determining HCEs during following year. |                   |                   |
| Key employees   |                   |                   |
| • officer   | \$185,000         | \$200,000         |
| • 1-percent owner                                     | \$150,000         | \$150,000         |
| • 5-percent owner                                     | no minimum        | no minimum        |
| Social Security wage base                             | \$142,800         | \$147,000         |