



## 2022 EMPLOYEE BENEFIT PLAN LIMITS

The IRS has released the plan limits for 2022. Please be certain to review the limits and update your systems accordingly.

<u>Retirement Plan Limits</u>	<u>2022</u>	<u>2021</u>
Compensation Limit	\$305,000	\$290,000
401(k)/403(b)/457(b) Elective Deferrals	\$20,500	\$19,500
401(k)/403(b) Catch-Up Contributions	\$6,500*	\$6,500
457(b) Catch-Up Contributions (Governmental Plans Only)	\$6,500*	\$6,500
SIMPLE Plan Employee Deferrals	\$14,000	\$13,500
SIMPLE Plan Catch-Up Contributions	\$3,000*	\$3,000
Annual Defined Contribution Limit	\$61,000	\$58,000
Annual Defined Benefit Limit	\$245,000	\$230,000
Highly Compensated Employee Threshold	\$135,000	\$130,000
Key Employee/Officer Threshold	\$200,000	\$185,000
Social Security Taxable Wage Base	\$147,000	\$142,800
SEP Minimum Compensation	\$650*	\$650
SEP Maximum Compensation	\$305,000	\$290,000
<u>Health and Welfare Plan Limits</u>	<u>2022</u>	<u>2021</u>
<u>High Deductible Health Plans</u>		
Maximum Annual Out of Pocket - Self-Only Coverage	\$7,050	\$7,000
Maximum Annual Out of Pocket - Family Coverage	\$14,100	\$14,000
Minimum Annual Deductible – Self-Only Coverage	\$1,400*	\$1,400
Minimum Annual Deductible – Family Coverage	\$2,800*	\$2,800
<u>Health Savings Accounts</u>		
Annual Contribution Limit – Self-Only Coverage	\$3,650	\$3,600
Annual Contribution Limit – Family Coverage	\$7,300	\$7,200
Catch-Up Contribution Limit	\$1,000*	\$1,000

\* Unchanged for 2022

If you have any questions or would like additional information, please contact a member of our Employee Benefits & Executive Compensation Team below.



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