

2022 Annual Plan Limits



The new 2022 limits provide increased opportunities for retirement plan sponsors and their employees.

	2022	2021	2020
Contributions and Benefit Limits			
Defined Contribution Plans	\$61,000	\$58,000	\$57,000
Defined Benefit/Cash Balance Plan Annuity	\$245,000	\$230,000	\$230,000
Cash Balance Maximum Lump Sum	\$3,150,000	\$3,000,000	\$3,000,000
401(k), 403(b), and 457 Plan Elective Deferrals	\$20,500	\$19,500	\$19,500
SIMPLE Plan Elective Deferrals	\$14,000	\$13,500	\$13,500
IRA (Traditional and Roth)	\$6,000	\$6,000	\$6,000
Qualified Longevity Annuity Contract (QLAC)	\$145,000	\$135,000	\$135,000
ESOP amount to determine lengthening of the 5-year Distribution Period	\$245,000	\$230,000	\$230,000
ESOP Maximum Balance subject to the 5-year Distribution Rule	\$1,230,000	\$1,165,000	\$1,150,000
Catch-Up Contributions			
401(k), 403(b), and 457 Plans	\$6,500	\$6,500	\$6,500
SIMPLE Plans	\$3,000	\$3,000	\$3,000
IRA	\$1,000	\$1,000	\$1,000
Other			
Maximum Considered Compensation	\$305,000	\$290,000	\$285,000
Social Security Taxable Wage Base (TWB)	\$147,000	\$142,800	\$137,700
Definition of Highly Compensated Employee	\$135,000	\$130,000	\$130,000
Definition of Key Employee	\$200,000	\$185,000	\$185,000
SEP Minimum Compensation	\$650	\$650	\$600
Defined Benefit Plan Single Employer Flat PBGC Rate Premium	\$88	\$86	\$83
Defined Benefit Plan Single Employer Variable Rate Premiums/\$1,000 UVB	\$48	\$46	\$45