

Cost Of Living Adjusted Limits For 2022

Limits for Qualified Plans and 403(b) Plans	2022	2021	2020
401(k) Deferral Limit	\$20,500	\$19,500	\$19,500
Catch Up Limit (age 50 or older)	\$6,500	\$6,500	\$6,500
Social Security Taxable Wage Base	\$147,000	\$142,800	\$137,700
Compensation Limits	\$305,000	\$290,000	\$285,000
Highly Compensated Determination Limit (HCE)*	\$135,000	\$130,000	\$130,000
Key employee officer threshold	\$200,000	\$185,000	\$185,000
Key employee 1% owner threshold	\$150,000	\$150,000	\$150,000
Simple Deferral Limit	\$14,000	\$13,500	\$13,500
Simple Catch Up Limit (age 50 or older)	\$3,000	\$3,000	\$3,000
Individual Annual Additions Contribution Limit (not including catch-up)	\$61,000	\$58,000	\$57,000
Defined Benefit Limitation "415 Limit"	\$245,000	\$230,000	\$230,000
Combined Traditional and Roth IRA Contribution Limits	\$6,000	\$6,000	\$6,000
Combined Traditional and Roth IRA Catch Up Limits	\$1,000	\$1,000	\$1,000

*Employees with compensation over this threshold will be considered highly compensated in the following year.

Note: The above limits do not reflect all limits in place for 2022. Please refer to <https://www.irs.gov/pub/irs-drop/n-21-61.pdf> for all 2022 applicable limits.

