

# ANNUAL IRS LIMITS - 2023

PLAN LIMIT	CODE	AMOUNT \$	DESCRIPTION
Annual Defined Benefit Plan	DB 415(b)(1)(A)	265,000	This is the maximum annual benefit that can be paid to a participant in a Defined Benefit Plan
Annual Defined Contribution Plan - All Sources	DC 415(c)(1)(A)	66,000	The maximum annual combined (employee and employer) contribution plus forfeiture limit for an individual
401(k) Plan Annual Maximum Employee Salary Deferral	401(k) & 402(g)(1)	22,500	This is the annual limit on an individual's salary deferrals
401(k) Plan Annual Employee Salary Deferral - Catch-up	Over 50 Catch-up Contribution	7,500	The year you turn age 50, you may make additional deferrals known as 'catch up' contributions
403(b) Plan Annual Maximum Employee Salary Deferral	403(b)	22,500	This is the annual limit an individual can contribute to their 403(b) plan
Simple Plan Annual Maximum Employee Salary Deferral	SIMPLE	15,500	A SIMPLE 401(k) has a lower individual annual deferral limit
Simple Plan Annual Employee Salary Deferral - Catch-up	SIMPLE Over 50 Catch-up Contribution	3,500	A SIMPLE 401(k) has a lower individual annual Catch-up limit
457 Plan Annual Maximum Employee Salary Deferral	457 Plan	22,500	The individual salary deferral limit for a 457 Plan
Compensation Threshold for HCE - Lookback Year	414(q)	150,000	Employees earning this amount or above in the prior year are considered Highly Compensated Employees
Maximum Compensation	Annual Comp Limit 401(a)(17)	330,000	This is the maximum compensation that is considered for plan purposes
Taxable Wage Base	TWB	160,200	Maximum compensation subject to Social Security