



2023 Benefit Limits

	2022	2023		2022	2023
<u>SECTION 401(k) PLAN and SECTION 403(b) PLAN LIMITS</u>			<u>SIMPLIFIED EMPLOYEE PENSIONS (SEP's)</u>		
Aggregate Section 401(k) pre-tax and Roth salary deferrals by employees	\$20,500	\$22,500	Compensation at which plan participation is mandatory	\$650	\$750
Maximum Section 403(b) pre-tax and Roth contributions	\$20,500	\$22,500	<u>SIMPLE PLANS</u>		
Age 50 or older "catch-up" contribution dollar limit	\$6,500	\$7,500	Deferral limit	\$14,000	\$15,500
<u>COMPENSATION LIMITS</u>			Age 50 or older "catch-up" contributions	\$3,000	\$3,500
Maximum annual includible compensation limit	\$305,000	\$330,000	<u>PENSION BENEFIT GUARANTY CORPORATION</u>		
<u>STATE/LOCAL AND TAX-EXEMPT SECTION 457(b)</u>			Maximum guaranteed monthly benefit at age 65 (single life)	\$6,204.55	\$6,750.00
<u>PLAN LIMITS</u>			<u>SOCIAL SECURITY</u>		
Maximum Section 457(e)(15) elective deferral dollar limit by employees	\$20,500	\$22,500	Maximum taxable earnings subject to FICA tax:		
Age 50 or older "catch-up" contribution dollar limit (governmental)	\$6,500	\$7,500	OASDI portion	\$147,000	\$160,200
<u>ANNUAL SECTION 415 DOLLAR LIMITS</u>			Medicare portion	No Limit	No Limit
Defined benefit maximum (Section 415(b))	\$245,000	\$265,000	<u>HEALTH SAVINGS ACCOUNT ("HSA")</u>		
Defined contribution maximum (Section 415(b))	\$61,000	\$66,000	Maximum Annual Contributions Limits:		
<u>HIGHLY COMPENSATED EMPLOYEES</u>			Single	\$3,650	\$3,850
Compensation Limit (for look-back year)	\$135,000	\$150,000	Family	\$7,300	\$7,750
<u>EMPLOYEE STOCK OWNERSHIP PLANS</u>			Catch-up (55 or older)	\$1,000	\$1,000
Threshold amount for exception to five-year distribution requirement	\$1,230,000	\$1,330,000	<u>FLEXIBLE SPENDING ACCOUNTS ("FSA")</u>		
Incremental amount for distribution beyond five years	\$245,000	\$265,000	Health FSA maximum annual employee contribution	\$2,850	\$3,050
<u>KEY EMPLOYEE IN TOP HEAVY PLAN</u>			Dependent Care FSA maximum (unless married filing separately)	\$5,000	\$5,000

Please contact one of our employee benefit attorneys with any employee benefit questions: Ed Hammond at ehammond@clarkhill.com (248) 988-1821; Luke Bailey at baileyl@clarkhill.com (214) 651-4572; Jim Brophy at jbrophy@clarkhill.com (602) 440-4807; Brad Oxford at boxford@clarkhill.com (210) 250-6114; Mark Kossow at mkossow@clarkhill.com (609) 785-2916; Chris McMican at cmcmican@clarkhill.com (248) 575-4245; James R. Olson at jolson@clarkhill.com (412) 394-2339; Charles Russman at crussman@clarkhill.com (248) 988-5868; Mickey Bartlett at mbartlett@clarkhill.com (313) 309-9467.