



First National Wealth Management

Located at The First National Bank in Sioux Falls®

Retirement Plans

2023 Qualified Retirement Plan Limitations

IRS Limits on Benefits and Compensation – Effective January 1, 2023

Description	2023	2022	2021
Maximum compensation considered for plan purposes	\$330,000	\$305,000	\$290,000
Maximum annual additions (excluding “catch-up” contributions for those age 50 or older) to a participant’s account in a defined contribution plan – lesser of 100% of compensation or	\$66,000	\$61,000	\$58,000
Maximum calendar year elective deferral for 401(k)/403(b) – 402(g)	\$22,500	\$20,500	\$19,500
Maximum additional “catch-up” deferral for 401(k)/403(b) for those age 50 or older	\$7,500	\$6,500	\$6,500
Maximum calendar year elective deferral for SIMPLE IRA	\$15,500	\$14,000	\$13,500
Maximum additional “catch-up” deferral for SIMPLE IRA for those age 50 or older	\$3,500	\$3,000	\$3,000
Maximum annual benefit payable through a defined benefit plan	\$265,000	\$245,000	\$230,000
Key employee - officer with annual compensation	\$215,000	\$200,000	\$185,000
An employee is a Highly Compensated Employee (HCE) if in the “top-paid 20%” (optional) of all employees and receives annual compensation (in the prior plan year or calendar year) of more than	\$150,000 for 2024	\$135,000 for 2023	\$130,000 for 2022
Social Security Taxable Wage Base	\$160,200	\$147,000	\$142,800

