

IRS LIMITS ON BENEFITS & COMPENSATION

IRS Limits on Employee Contributions to Retirement Plans:

	2025	2024	2023
Deferrals - 401(k), 403(b), 457(b), SARSEP	\$ 23,500	\$ 23,000	\$ 22,500
Catch-up - 401(k), 403(b), Gov't 457(b), SARSEP	7,500	7,500	7,500
Catch-up (ages 60-63) - 401(k), 403(b), Gov't 457(b)	11,250	-	-
Deferrals - SIMPLE	16,500	16,000	15,500
Catch-up - SIMPLE	3,500	3,500	3,500
Catch-up (ages 60-63) - SIMPLE	5,250	-	-
Deferrals - Starter(k)	6,000	6,000	-
Catch-up - Starter(k)	1,000	1,000	-

IRS - 11/1/2024

IRS Limits on Distributions from Retirement Plans:

Domestic Abuse Victim Distributions	\$ 10,300	\$ 10,000	-
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IRS Limits on Benefits & Employer Contributions:

Defined Contribution - Annual Additions ("415 Limit")	\$ 70,000	\$ 69,000	\$ 66,000
Defined Benefit - Annual Benefit ("415 Limit")	280,000	275,000	265,000

IRS Limits on Compensation:

Annual Compensation	\$ 350,000	\$ 345,000	\$ 330,000
Highly Compensated Employee ("HCE")	160,000	155,000	150,000
Key Employee - Officer	230,000	220,000	215,000
Qualifying Longevity Annuity Contract (QLAC)	210,000	200,000	200,000
Social Security Taxable Wage Base	176,100	168,600	160,200

Retirement Plan Software, Documents & 5500s

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