

ERISA PENSION SYSTEMS at ONE FINANCIAL PLAZA

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Annual Limits

Retirement Plans Related Limits	2024	2025
Deferral Limit [402(g)(1)]	\$23,000	\$23,500
Catch-up Contribution Limits - AGE >= 50 IN YEAR SHOWN [414(v)(2)(B)(i)]	\$7,500	\$7,500
CATCH-UP CONTRIB - AGE >= 60-63 IN YEAR SHOWN 414(v)(2)(B)(ii)	\$0	\$11,250
DC Annual Addition Limit [415(c)(1)(A)]	\$69,000	\$70,000
Annual Compensation Cap [401(a)(17)]	\$345,000	\$350,000
Taxable Wage Base	\$168,600	\$176,100
DB Annual Limit [415(b)(1)(A)]	\$275,000	\$280,000
457(b) Contribution Limit [457(e)(15)]	\$23,000	\$23,500
HCE Threshold [414(q)(1)(B)]	\$155,000	\$160,000
SIMPLE 401(k) Limit [408(p)(2)(E)]	\$16,000	\$16,500
SIMPLE 401(k) Catch-up [414(v)(2)(B)(ii)]	\$3,500	\$3,500
Key Employee [416(i)(1)(A)(i)]	\$220,000	\$230,000

- For any participant born after 1975, the maximum dollar amount of employee Pre-Tax and/or Roth After-Tax 401(k) contribution is **\$23,500**.
- For any participant born in 1975 or earlier, an additional \$7,500 “catch-up” contribution may be made, for a total Pre-Tax and/or Roth After-Tax 401(k) contribution of **\$31,000**
- The annual compensation limit has been increased from \$345,000 to **\$350,000** for plan years beginning in 2025.

