

SUMMARY OF **BENEFITS LIMITS**

| CONTRIBUTION LIMITS | 2025 | 2024 | 2023 | 2022 | 2021 |
|-------------------------------------------------------------------------------|-------------|-------------|-------------|-------------|-------------|
| 401(k)/403(b) and 457 Elective Deferrals (402(g)) | \$23,500 | \$23,000 | \$22,500 | \$20,500 | \$19,500 |
| Catch up amount (414 (v)) | \$7,500 | \$7,500 | \$7,500 | \$6,500 | \$6,500 |
| Special Catch up amount (414 (v) Age 60-63) | \$11,250 | N/A | N/A | N/A | N/A |
| Defined Contribution Plans (415 limit) | \$70,000 | \$69,000 | \$66,000 | \$61,000 | \$58,000 |
| SIMPLE plans | \$16,500 | \$16,000 | \$15,500 | \$14,000 | \$13,500 |
| SIMPLE plan catch up | \$3,500 | \$3,500 | \$3,500 | \$3,000 | \$3,000 |
| Special SIMPLE plan catch up (Age 60-63) | \$5,250 | N/A | N/A | N/A | N/A |
| IRA | \$7,000 | \$7,000 | \$6,500 | \$6,000 | \$6,000 |
| IRA Catchup | \$1,000 | \$1,000 | \$1,000 | \$1,000 | \$1,000 |
| HEALTH SAVINGS ACCOUNT CONTRIBUTION LEVELS | 2025 | 2024 | 2023 | 2022 | 2021 |
| Individual | \$4,300 | \$4,150 | \$3,850 | \$3,650 | \$3,600 |
| Family | \$8,550 | \$8,300 | \$7,750 | \$7,300 | \$7,200 |
| Catch up limits (age 55 or older) | \$1,000 | \$1,000 | \$1,000 | \$1,000 | \$1,000 |
| COMPENSATION LIMITS | 2025 | 2024 | 2023 | 2022 | 2021 |
| Annual Compensation Limit | \$350,000 | \$345,000 | \$330,000 | \$305,000 | \$290,000 |
| Highly Compensated (\$80,000 index) (414(q)) Lookback year calculation | \$160,000 | \$155,000 | \$150,000 | \$135,000 | \$130,000 |
| Key employee officer threshold | \$230,000 | \$220,000 | \$215,000 | \$200,000 | \$185,000 |
| Income Subject to Social Security Tax | \$176,100 | \$168,600 | \$160,200 | \$147,000 | \$142,800 |

Source: IRS.gov

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