

2025 EMPLOYEE BENEFIT INDEXED LIMITATIONS

		FOR PLAN YEARS BEGINNING IN						
		<u>2025</u>	<u>2024</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>Code Section</u>	<u>Unrounded</u>
1)	401(k) Elective Deferrals (calendar year limit)	23,500	23,000	22,500	20,500	19,500	402(g)(1)	23,972
2)	403(b) Elective Deferrals (calendar year limit)	23,500	23,000	22,500	20,500	19,500	403(b)	23,972
3)	401(k) Catch Up Contributions (calendar year limit)	7,500	7,500	7,500	6,500	6,500	414(v)(2)(B)(i)	7,697
4)	401(k) Super Catch Up Ages 60-63 (calendar year limit)	11,250					414(v)(2)(E)(i)	11,250
5)	Compensation Cap	350,000	345,000	330,000	305,000	290,000	401(a)(17)	354,274
6)	Required Roth Catch Up Compensation	145,000	145,000				414(v)(7)(A)	
7)	Defined Contribution Plans - Contribution	*70,000	*69,000	*66,000	*61,000	*58,000	415(c)(1)(A)	
8)	Highly Compensated Employee Definition						414(q)(1)(B)	
	Employees owning over 5% or having							
	Prior year Compensation exceeding	155,000	150,000	135,000	130,000	130,000		160,088
9)	Key Employee Definition						416(i)(1)(A)(i)	
	Officer making over	230,000	220,000	215,000	200,000	185,000		
	More than 1% owner, making over	150,000	150,000	150,000	150,000	150,000		
	More than 5% owner, regardless of pay level							
10)	Social Security Taxable Wage Base	176,100	168,600	160,200	147,000	142,800		
11)	FICA (Employee) Tax Rate:							
	Social Security (OASDI)**	6.20%	6.20%	6.20%	6.20%	6.20%		
	Medicare (HI)	1.45%	1.45%	1.45%	1.45%	1.45%		
	Total	7.65%	7.65%	7.65%	7.65%	7.65%		
12)	SECA (Self-employed) Tax rate, total	15.30%	15.30%	15.30%	15.30%	15.30%		
13)	SIMPLE Deferrals	16,500	16,000	15,500	14,000	13,500	408(p)(2)(E)	16,651
14)	SIMPLE Catch-up Limit	3,500	3,500	3,500	3,000	3,000	414(v)(2)(B)(ii)	
15)	SIMPLE Super Catch-up Limit Ages 60-63	5,250						
16)	SEP Coverage	750	750	750	650	650	408(k)(2)(C)	
17)	IRA Maximum Deductible Amount	7,000	7,000	6,500	6,000	6,000	219(b)(5)(A)	
18)	IRA Catch-up Limit	1,000	1,000	1,000	1,000	1,000	219(b)(1)(B)	
19)	Social Security Exempt Amounts - ages							
	Under Full Retirement Age	23,400	22,320	21,240	19,560	18,960		
	After Full Retirement Age	N/A	N/A	N/A	N/A	N/A		
20)	Eligible 457(b) Plan Deferral Limit (calendar year limit)	23,500	23,000	22,500	20,500	19,500	457(e)(15)	23,972
21)	Maximum ESOP Balance for 5-year installments	1,415,000	1,380,000	1,330,000	1,230,000	1,165,000	409(o)(1)(C)(ii)	
	Amount for Lengthening of 5-year ESOP distribution	280,000	275,000	265,000	245,000	230,000		283,201
22)	Defined Benefit Plans - Annual Benefit	280,000	275,000	265,000	245,000	230,000	415(b)(1)(A)	283,201

**The limitation is effective for plan years ending in the designated calendar year.*