

RETIREMENT PLAN LIMITATIONS

	2024	2025	2026
Annual 401(k)/403(b)/457 Deferral Limit	\$23,000	\$23,500	\$24,500
Age 50 401(k) / 403(b) Catch-Up	\$7,500	\$7,500	\$8,000
Age 60-63 401(k) / 403(b) Catch-Up	n/a	\$11,250	\$11,250
Maximum SIMPLE IRA Contribution	\$16,000	\$16,500	\$17,000
Age 50 SIMPLE IRA Catch-Up	\$3,500	\$3,500	\$4,000
IRA/Roth IRA Limit	\$7,000	\$7,000	\$7,500
Age 50 IRA Catch-Up	\$1,000	\$1,000	\$1,100
Roth Catch-up FICA wage threshold*	N/A	\$150,000	To be determined
Annual Compensation Limit	\$345,000	\$350,000	\$360,000
Defined Contribution 415 Limit	\$69,000 + 401(k) Catch-Up	\$70,000 + 401(k) Catch-Up	\$72,000 + 401(k) Catch-Up
Max Defined Benefit Limit**	\$275,000	\$280,000	\$290,000
Highly Compensated Employee***	\$155,000	\$160,000	\$160,000
Key Employee Officer	\$220,000	\$230,000	\$235,000
Social Security Wage Base Tax Rate %	\$168,600 6.20%	\$176,100 6.20%	\$184,500 6.20%

*Roth catch-up wage threshold is determined by FICA wages in the prior year.

**Figures expressed reflect maximum annual benefit accruals under a Defined Benefit Plan. Actual required contributions may vary and require annual contributions to determine.

***Highly compensated Employee status is determined by gross compensation in the prior year.