

CONTRIBUTION & BENEFIT LIMITS 2025

	2025	2024	Change
401(k)/403(b)/457(b) Plan Elective Deferral Limit	\$23,500	\$23,000	+\$ 500
401(k)/403(b)/457(b) Plan Catch-Up Limit*	\$7,500*	\$7,500	+\$ 0
Taxable Wage Base	\$176,100	\$168,600	+\$ 7,500
401(k)/403(b)/457(b) Plan Compensation Limit	\$350,000	\$345,000	+\$ 5,000
Defined Contribution 415 Limit	\$70,000	\$69,000	+\$ 1,000
Defined Benefit 415 Limit	\$280,000	\$275,000	+\$ 5,000
Key Employee	\$230,000	\$220,000	+\$ 10,000
Highly Compensated Employee	\$160,000	\$155,000	+\$ 5,000

*New in 2025, Participant's Age 60 to 63 are allowed a catch-up limit of \$11,250. Participant's age 50-59 and 64+ have the \$7,500 catch-up limit.

"Key employees" and "highly compensated employees" are terms used for testing purposes in the annual nondiscrimination testing of a retirement plan. The \$7,500 catch-up contribution limit for participants age 50 applies from the start of the year to those turning 50 at any time during the year. Source: IRS Notice 2022-5

This information is not intended as authoritative guidance or tax or legal advice. You should consult your advisor for guidance on your specific situation. In no way does an advisor assure that, by using the information provided, plan sponsor will be in compliance with ERISA regulations.



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