



EQUITABLE

# IRS Benefit & Contribution Limits

Category	2025	2024	2023	2022	2021
Annual Compensation Limit	350,000	345,000	330,000	305,000	290,000
Annual Contribution Limit*	70,000	69,000	66,000	61,000	58,000
401(k) Elective Deferrals**	23,500	23,000	22,500	20,500	19,500
401(k) Catch-up	7,500	7,500	7,500	6,500	6,500
Enhanced Catch-Up (Ages 60-63)	11,250	-	-	-	-
SIMPLE 401(k) Deferrals***	16,500	16,000	15,500	14,000	13,500
SIMPLE 401(k) Catch-up***	3,500	3,500	3,500	3,000	3,000
SIMPLE 401(k) Enhanced Catch-Up (Ages 60-63)	5,250	-	-	-	-
SIMPLE 401(k) Non-Elective	7,000	6,900	6,600	6,100	5,800
SIMPLE 401(k) Match†	10,500	10,350	9,900	9,150	8,700
Starter Only 401(k) Deferrals	6,000	6,000	-	-	-
Starter Only Catch-Up	1,000	1,000	-	-	-
SIMPLE IRA Deferrals***	16,500	16,000	15,500	14,000	13,500
SIMPLE IRA Catch-up***	3,500	3,500	3,500	3,000	3,000
SIMPLE IRA Enhanced Catch-Up (Ages 60-63)	5,250	-	-	-	-
SIMPLE IRA Non-Elective	7,000	6,900	6,600	6,100	5,800
SIMPLE IRA Match†	16,500	16,000	15,500	14,000	13,500
Traditional or Roth IRA Limit	7,000	7,000	6,500	6,000	6,000
IRA Catch-up	1,000	1,000	1,000	1,000	1,000
Highly Compensated Employee	160,000	155,000	150,000	135,000	130,000
Key Employee Officer Compensation	230,000	220,000	215,000	200,000	185,000
Key Employee 1% Owner Compensation	150,000	150,000	150,000	150,000	150,000
Social Security Taxable Wage Base	176,100	168,600	160,200	147,000	142,800

\*100% of compensation if less than dollar limit.

\*\*Always on an individual's tax year basis (generally calendar-year basis), not a plan year basis. Salary deferral limit includes both pre-tax salary deferrals and after-tax Roth salary deferrals.

†Does not include effect of the 10% boost or catch-up contributions.

\*\*\* The SECURE 2.0 Act provides a 10% boost for the SIMPLE regular deferrals and catch-up limit for 2025 so the regular limit increase to \$17,600 and the catch-up limit for plans with 25 or fewer employees is \$3,850. This limit applies to plans with more than 25 employees if they increase the match level to 4% of compensation or the nonelective rate to 3% of compensation.

Source: Notice 2024-80, 2025 Limitations Adjusted as Provided in Section 415(d), etc.

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