

Annual Limits

Below are the current and prior tax year annual plan limits set by the Internal Revenue Service (IRS). 401(k) plan participant deferrals (contributions) are also subject to the limits and provisions of their respective plan.

	2024	2025
401(k) and 403(b) Contribution Limit*	\$23,000	\$23,500
401(k) and 403(b) Catch-up Contribution Limit**	\$7,500	\$7,500
60-63 Catch-up Contribution Limit***	-	\$11,250
Annual Compensation Limit	\$345,000	\$350,000
Top-Heavy Plan Key Employee Compensation Limit	\$220,000	\$230,000
414 Highly Compensated Employee Threshold	\$155,000	\$160,000
415 Defined Contribution Limit*	\$69,000	\$70,000

* For participants who are considered "highly compensated," as defined by the Internal Revenue Code (IRC), this limit may be affected by annual nondiscrimination testing.

** For participants who are age 50 or over at the end of the calendar year.

*** For participants who will be age 60-63 at the end of the calendar year.