

2025 Tax Changes

	2024	2025
Maximum Elective Deferrals to §401(k), §403(b), and §457(b) Plans	\$23,000	\$23,500
Maximum Catch-up Elective Deferrals to Plans (for participants ages 50-59 <i>or</i> ages 64 or older by the end of the year)	\$7,500	\$7,500
Maximum Catch-up Elective Deferrals to Plans (for participants ages 60-63 by the end of the year)	\$7,500	\$11,250
Section 415 Limits:		
- Defined Contribution Plan Annual Addition Maximum	\$69,000	\$70,000
- Defined Benefit Plan Dollar Maximum	\$275,000	\$280,000
Annual Compensation Limit under §§401(a)(17), 404(l) and 408(k)	\$345,000	\$350,000
§414(q) Highly Compensated Employee definition	\$155,000	\$160,000
§416(i) Top-Heavy Compensation – Used to determine officers as key employees	\$220,000	\$230,000
Maximum eligible distribution to victims of domestic abuse (if added to the Plan)	\$10,000	\$10,300
Maximum pension-linked emergency savings account (if added to the Plan)	\$2,500	\$2,500
Premiums paid for qualifying longevity annuity contracts	\$200,000	\$210,000
§408(o) Maximum ESOP Account Balance Subject to 5-Year Distribution Period	\$1,380,000	\$1,415,000
ESOP Amount Used to Determine Extensions of the 5-Year Distribution Period	\$275,000	\$280,000

