



# 2025 Benefit Limits

	2025	2024		2025	2024
<u>SECTION 401(k) PLAN and SECTION 403(b) PLAN LIMITS</u>			<u>SIMPLIFIED EMPLOYEE PENSIONS (SEP's)</u>		
Aggregate Section 401(k) pre-tax and Roth salary deferrals by employees	\$23,500	\$23,000	Compensation at which plan participation is mandatory	\$750	\$750
Maximum Section 403(b) pre-tax and Roth contributions	\$23,500	\$23,000	<u>SIMPLE PLANS</u>		
Age 50 or older "catch-up" contribution dollar limit	\$7,500	\$7,500	Deferral limit	\$16,500	\$16,000
<u>COMPENSATION LIMITS</u>			Age 50 or older "catch-up" contributions	\$3,500	\$3,500
Maximum annual includible compensation limit	\$350,000	\$345,000	<u>PENSION BENEFIT GUARANTY CORPORATION</u>		
<u>STATE/LOCAL AND TAX-EXEMPT SECTION 457(b)</u>			Maximum guaranteed monthly benefit at age 65 (single life)	\$7,431.82	\$7,107.95
<u>PLAN LIMITS</u>			<u>SOCIAL SECURITY</u>		
Maximum Section 457(e)(15) elective deferral dollar limit by employees	\$23,500	\$23,000	Maximum taxable earnings subject to FICA tax:		
Age 50 or older "catch-up" contribution dollar limit (governmental)	\$7,500	\$7,500	OASDI portion	\$176,100	\$168,600
<u>ANNUAL SECTION 415 DOLLAR LIMITS</u>			Medicare portion	No Limit	No Limit
Defined benefit maximum (Section 415(b))	\$280,000	\$275,000	<u>HEALTH SAVINGS ACCOUNT ("HSA")</u>		
Defined contribution maximum (Section 415(c))	\$70,000	\$69,000	Maximum Annual Contributions Limits:		
<u>HIGHLY COMPENSATED EMPLOYEES</u>			Single	\$4,300	\$4,150
Compensation Limit (for look-back year)	\$160,000	\$155,000	Family	\$8,550	\$8,300
<u>EMPLOYEE STOCK OWNERSHIP PLANS</u>			Catch-up (55 or older)	\$1,000	\$1,000
Threshold amount for exception to five-year distribution requirement	\$1,415,000	\$1,380,000	<u>FLEXIBLE SPENDING ACCOUNTS ("FSA")</u>		
Incremental amount for distribution beyond five years	\$280,000	\$275,000	Health FSA maximum annual employee contribution	\$3,300	\$3,200
<u>KEY EMPLOYEE IN TOP HEAVY PLAN</u>			Dependent Care FSA maximum (unless married filing separately)	\$5,000	\$5,000

Please contact one of our employee benefit attorneys with any employee benefit questions: Ed Hammond at [ehammond@clarkhill.com](mailto:ehammond@clarkhill.com) (248) 988-1821; Luke Bailey at [baileyl@clarkhill.com](mailto:baileyl@clarkhill.com) (214) 651-4572; Jim Brophy at [jbrophy@clarkhill.com](mailto:jbrophy@clarkhill.com) (602) 440-4807; Brad Oxford at [boxford@clarkhill.com](mailto:boxford@clarkhill.com) (210) 250-6114; Mark Kossow at [mkossow@clarkhill.com](mailto:mkossow@clarkhill.com) (609) 785-2916; Chris McMican at [cmcmican@clarkhill.com](mailto:cmcmican@clarkhill.com) (313) 309-4276; James R. Olson at [jolson@clarkhill.com](mailto:jolson@clarkhill.com) (412) 394-2339; Ali Qamar at [aqamar@clarkhill.com](mailto:aqamar@clarkhill.com) (214) 651- 2013.