

2025 Plan Limits Released

The 2025 cost-of-living adjustments for various qualified plan limits have been announced. **Note the new Catch-Up deferrals for individuals who attain age 60-63 in 2025 for 401(k), 403(b), and SIMPLE.** If you have any questions, the Retirement Plan Services Group will be happy to assist you at [\(847\) 392-2999](tel:8473922999) or RSAdmin@firstambank.com.

Purpose	2025 Limit	2024 Limit
Defined Benefit	\$280,000	\$275,000
Defined Contribution	\$70,000	\$69,000
Compensation	\$350,000	\$345,000
Highly Compensated Employee	\$160,000	\$155,000
Social Security Taxable Wage Base	\$176,100	\$168,600
401(k) Elective Deferral	\$23,500	\$23,000
401(k) Catch-Up Deferral*	\$7,500	\$7,500
403(b) Elective Deferral	\$23,500	\$23,000
403(b) Catch-Up Deferral*	\$7,500	\$7,500
SIMPLE Elective Deferral	\$16,500	\$16,000
SIMPLE Catch-Up Deferral**	\$3,500	\$3,500
457 Compensation Deferral	\$23,500	\$23,000
457 Catch-Up Deferral	\$7,500	\$7,500
IRA	\$7,000	\$7,000
IRA Catch-Up	\$1,000	\$1,000

*Individuals who attain age 60, 61, 62, or 63 in 2025 may contribute a higher Catch-Up of up to \$11,250.

**Individuals in a SIMPLE who attain age 60, 61, 62, or 63 in 2025 may contribute a higher Catch-Up of up to \$5,250.

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