



# First National Wealth Management

Located at The First National Bank in Sioux Falls®

## Retirement Plans Division

### 2025 Qualified Retirement Plan Limitations

IRS Limits on Benefits and Compensation – Effective January 1, 2025

Description	2025	2024	2023
Maximum calendar year elective deferral to 401(k)/403(b) – 402(g)	<b>\$23,500</b>	\$23,000	\$22,500
Maximum base catch-up deferral to 401(k)/403(b) for those ages 50-59 and ages 64 or older	<b>\$7,500</b>	\$7,500	\$7,500
Maximum NEW catch-up deferral to 401(k)/403(b) for those ages 60-63	<b>\$3,750</b>	N/A	N/A
Maximum calendar year elective deferral to SIMPLE IRA	<b>\$16,500</b>	\$16,000	\$15,500
Maximum base catch-up deferral to SIMPLE IRA for those ages 50-59 and ages 64 or older	<b>\$3,500</b>	\$3,500	\$3,500
Maximum NEW catch-up deferral to SIMPLE IRA for those ages 60-63	<b>\$1,750</b>	N/A	N/A
Maximum annual additions (excluding catch-up contributions for those age 50 or older) to a participant's account in a defined contribution plan – lesser of 100% of compensation or	<b>\$70,000</b>	\$69,000	\$66,000
Maximum compensation considered for plan purposes	<b>\$350,000</b>	\$345,000	\$330,000
Key employee - officer with annual compensation	<b>\$230,000</b>	\$220,000	\$200,000
An employee is a Highly Compensated Employee (HCE) if in the “top-paid 20%” (optional) of all employees and receives annual compensation (in the prior plan year or calendar year) of more than	<b>\$160,000 for 2026</b>	\$155,000 for 2025	\$150,000 for 2024
Social Security Taxable Wage Base	<b>\$176,100</b>	\$168,600	\$160,200

