

## SUMMARY OF SELECTED INDEXED EMPLOYEE BENEFIT RELATED LIMITS

	2017	2018	2019	2020	2021	2022	2023	2024
<b>Annual Elective Deferral Limits<sup>1</sup></b>								
401(k), 403(b) and SEPs	18,000	18,500	19,000	19,500	19,500	20,500	22,500	<b>23,000</b>
457 plans	18,000	18,500	19,000	19,500	19,500	20,500	22,500	<b>23,000</b>
SIMPLE IRAs and 401(k)s	12,500	12,500	13,000	13,500	13,500	14,000	15,500	<b>16,000</b>
<b>Catch-up Contributions (≥ age 50)<sup>1</sup></b>								
401(k), 403(b), 457 and SEPs	6,000	6,000	6,000	6,500	6,500	6,500	7,500	<b>7,500</b>
SIMPLE IRAs and 401(k)s	3,000	3,000	3,000	3,000	3,000	3,000	3,500	<b>3,500</b>
<b>Maximum Annual Compensation<sup>1</sup></b>								
401(a)(17)	270,000	275,000	280,000	285,000	290,000	305,000	330,000	<b>345,000</b>
<b>415 Maximum Annual Additions<sup>1</sup></b>								
Defined benefit plan dollar limit	215,000	220,000	225,000	230,000	230,000	245,000	265,000	<b>275,000</b>
Defined contribution plan dollar limit	54,000	55,000	56,000	57,000	58,000	61,000	66,000	<b>69,000</b>
<b>Highly Compensated Employees<sup>1</sup></b>								
414(q)	120,000	120,000	125,000	130,000	130,000	135,000	150,000	<b>155,000</b>
<b>Key Employees (Top Heavy)<sup>1</sup></b>								
Officers	175,000	175,000	180,000	185,000	185,000	200,000	215,000	<b>220,000</b>
1% owner	150,000	150,000	150,000	150,000	150,000	150,000	150,000	<b>150,000</b>
<b>Employee Stock Ownership Plans<sup>1</sup></b>								
Five-year distribution threshold	1,080m	1,105m	1,130m	1,150m	1,165m	1,230m	1,330m	<b>1,380m</b>
Step up	215,000	220,000	225,000	230,000	230,000	245,000	265,000	<b>275,000</b>
<b>IRAs<sup>1</sup></b>								
Annual contribution limit	5,500	5,500	6,000	6,000	6,000	6,000	6,500	<b>7,000</b>
Catch-up contributions (≥ age 50)	1,000	1,000	1,000	1,000	1,000	1,000	1,000	<b>1,000</b>
<b>PBGC<sup>2, 3</sup></b>								
Monthly maximum guaranteed benefit	5,369.32	5,607.95	5,607.95	5,812.50	6,034.09	6,204.55	6,750.00	<b>7,107.95</b>
Annual maximum guaranteed benefit	64,432	65,045	67,295	69,750	72,409	74,455	81,000	<b>85,295</b>
Flat Premium Per-Participant (single-employer)	69	74	80	83	86	88	96	<b>101</b>
Flat Premium Per-Participant (multiemployer)	28	28	29	30	31	32	35	<b>37</b>
<b>Transportation Fringe Benefits<sup>4</sup></b>								
Employer-provided parking (monthly)	255	260	265	270	270	280	300	<b>315</b>
Mass transit pass & vanpool (monthly)	255	260	265	270	270	280	300	<b>315</b>
<b>Social Security<sup>5</sup></b>								
Taxable wage base	127,200	128,400	132,900	137,700	142,800	147,000	160,200	<b>168,600</b>

Sources: <sup>1</sup> IRS Notice 2023-75, <sup>2</sup> PBGC Maximum Monthly Guarantee Tables *available at* [PBGC.gov](https://www.pbgc.gov) (SLA, age 65), <sup>3</sup> PBGC Premium Rates, *available at* [PBGC.gov](https://www.pbgc.gov), <sup>4</sup> Rev. Proc. 2023-34, <sup>5</sup> SSA Press Release (10/12/2023)