



Services

[Employee Benefits and Executive Compensation](#)

[Fiduciary Duties and Governance](#)

[Qualified Retirement Plans](#)

[Taft-Hartley Plans](#)

[Health and Welfare Plans](#)

[Government Plans](#)

[Higher Education](#)

[Employee Stock Ownership Programs \(ESOPs\)](#)

[Executive Compensation and Nonqualified Plans](#)

[ERISA and Benefits Litigation](#)

[College Savings and ABL Plans](#)

[Mandatory Paid and Unpaid Leave](#)

[Audits and Investigations](#)

Summary of Selected Indexed Employee Benefit Related Limits

	2018	2019	2020	2021	2022	2023	2024	2025
Annual Elective Deferral Limits								
401(k), 403(b) and SEPs	18,500	19,000	19,500	19,500	20,500	22,500	23,000	23,500
457 plans	18,500	19,000	19,500	19,500	20,500	22,500	23,000	23,500
SIMPLE IRAs and 401(k)s	12,500	13,000	13,500	13,500	14,000	15,500	16,000	16,500
Catch-up Contributions (≥ age 50)								
401(k), 403(b), 457 and SEPs	6,000	6,000	6,500	6,500	6,500	7,500	7,500	7,500
SIMPLE IRAs and 401(k)s	3,000	3,000	3,000	3,000	3,000	3,500	3,500	3,500
Special Catch-up Contributions (ages 60–63)								
401(k), 403(b), and governmental 457(b)								11,250
SIMPLE IRAs and SIMPLE 401(k)s								5,250
Maximum Annual Compensation								
401(a)(17)	275,000	280,000	285,000	290,000	305,000	330,000	345,000	350,000
415 Maximum Annual Additions								
Defined benefit plan dollar limit	220,000	225,000	230,000	230,000	245,000	265,000	275,000	280,000
Defined contribution plan dollar limit	55,000	56,000	57,000	58,000	61,000	66,000	69,000	70,000
Highly Compensated Employees								
414(a)	120,000	125,000	130,000	130,000	135,000	150,000	155,000	160,000
Key Employees (Top Heavy)								
Officers	175,000	180,000	185,000	185,000	200,000	215,000	220,000	230,000
1% owner	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000
Employee Stock Ownership Plans								
Five-year distribution threshold	1,105m	1,130m	1,150m	1,165m	1,230m	1,330m	1,380m	1,415m
Step-up	220,000	225,000	230,000	230,000	245,000	265,000	275,000	280,000
IRAs								
Annual contribution limit	5,500	6,000	6,000	6,000	6,000	6,500	7,000	7,000
Catch-up contributions (≥ age 50)	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
PBGC								
Monthly maximum guaranteed benefit	5,607.95	5,607.95	5,812.50	6,034.09	6,204.55	6,750.00	7,107.95	7,431.82
Annual maximum guaranteed benefit	65,045	67,295	69,750	72,409	74,455	81,000	85,295	89,182
Flat Premium Per Participant (single-employer)	74	80	83	86	88	96	101	106
Flat Premium Per Participant (multi-employer)	28	29	30	31	32	35	37	39
Transportation Fringe Benefits								
Employer-provided parking (monthly)	260	265	270	270	280	300	315	325
Mass transit pass & vanpool (monthly)	260	265	270	270	280	300	315	325
Social Security								
Taxable wage base	128,400	132,900	137,700	142,800	147,000	160,200	168,600	176,100

Contacts

John E. Schembari

Omaha
402.231.8886
john.schembari@kutakrock.com

Michelle M. Ueding

Omaha
402.661.8613
michelle.ueding@kutakrock.com

William C. McCartney

Omaha
949.852.5052
william.mccartney@kutakrock.com

P. Brian Bartels

Omaha
402.231.8897
brian.bartels@kutakrock.com

Ruth S. Marcott

Minneapolis
612.334.5044
ruth.marcott@kutakrock.com

Sevawn Foster Holt

Little Rock
501.975.3120
sevawn.holt@kutakrock.com

John J. Westerhaus

Omaha
402.231.8830
john.westerhaus@kutakrock.com

Marcus Zelzer

Minneapolis
612.334.5037
marcus.zelzer@kutakrock.com

Emma Franklin

Omaha
402.231.8842
emma.franklin@kutakrock.com

Aaron Schuster

Kansas City
816.960.0090
aaron.schuster@kutakrock.com

Jacob Gray

Minneapolis
612.334.5053
jacob.gray@kutakrock.com

Jason Kotlyarov

Kansas City
816.502.4622
jason.kotlyarov@kutakrock.com

We're here to help. If you have questions or need advice, please contact a member of our Employee Benefits and Executive Compensation group.

