



PA Retirement Solutions, Inc.

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Plan Limitations Table

| Limitation | Code Section | 2025 | 2024 | 2023 |
|--------------------------------------|-----------------------|---------|---------|---------|
| Compensation | 401(a)(17) | 350,000 | 345,000 | 330,000 |
| HCE Compensation | 414(q) | 160,000 | 155,000 | 150,000 |
| Key/Officer | 416 | 230,000 | 220,000 | 215,000 |
| Social Security Taxable Wage Base | | 176,100 | 168,600 | 160,200 |
| 401(k) / 457 / 403(b) Deferrals | 401(k) / 457 / 403(b) | 23,500 | 23,000 | 22,500 |
| Catch-Up Deferrals | 414(v) | 7,500 | 7,500 | 7,500 |
| Catch-Up Deferrals (Age 60-63) | | 11,250 | n/a | n/a |
| Annual Additions | 415(c) | 70,000 | 69,000 | 66,000 |
| Defined Benefit Annual Benefit Limit | 415(b) | 280,000 | 275,000 | 265,000 |
| SIMPLE Deferrals | 408(p) | 16,500 | 16,000 | 15,500 |
| SIMPLE Catch-up | 408(p) | 3,500 | 3,500 | 3,500 |

Limitation Descriptions:

Compensation – Maximum amount of compensation that may be used for retirement plan calculations (contributions, testing, etc.)

HCE (Highly Compensated Employee) Compensation – Amount of compensation earned in the look-back year to deem an individual highly compensated in the next plan year

Key / Officer – Amount of compensation earned by an officer to deem an individual a Key employee for top heavy purposes

SSTWB (Social Security Taxable Wage Base) – Maximum earned gross income on which the full Social Security tax is imposed

401(k) / 457 / 403(b) Deferrals – Maximum amount an individual may defer to a 401(k), 457, or 403(b) plan for the calendar year

Catch-Up Deferrals – Maximum amount an individual (50 or older) may defer over the normal deferral limits

Annual Additions – Maximum amount allocated to an individual in a retirement plan (including employee deferrals, employer contributions, and forfeiture reallocations)

Annual Benefit – Maximum amount an individual can receive in a defined benefit plan calculated as an annual benefit at retirement

SIMPLE Deferrals – Maximum amount an individual may defer to a SIMPLE 401(k) plan or IRA

SIMPLE Catch-Up – Maximum amount an individual (50 or older) may defer over the normal SIMPLE deferral limit