



IRS Limits on Qualified Plan Benefits and Compensation

	2024	2023	2022	2021	2020
Maximum compensation limit	\$345,000	\$330,000	\$305,000	\$290,000	\$285,000
Defined benefit maximum annual annuity	\$275,000	\$265,000	\$245,000	\$230,000	\$230,000
Highly compensated employee pay threshold	\$155,000	\$150,000	\$135,000	\$130,000	\$130,000
401(k) and 403(b) elective deferral limit	\$23,000	\$22,500	\$20,500	\$19,500	\$19,500
Catch-up contribution limit	\$7,500	\$7,500	\$6,500	\$6,500	\$6,500
Maximum annual addition (combined)	\$69,000	\$66,000	\$61,000	\$58,000	\$57,000