

## Important Employee Benefit Plan (and other...) Limitations

	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
1 Sec 415(b)(1) limit for Def Benefit Plans	<b>275,000</b>	265,000	245,000	230,000	230,000	225,000	220,000	215,000	210,000	210,000
2 Sec 415(c)(1)(A) limit for Def Contrib Plans	<b>69,000</b>	66,000	61,000	58,000	57,000	56,000	55,000	54,000	53,000	53,000
3 "Compensation Limit" Sec.401(a)(17)	<b>345,000</b>	330,000	305,000	290,000	285,000	280,000	275,000	270,000	265,000	265,000
4 401(k) & 403(b) Elective Deferral Amt under age 50	<b>23,000</b>	22,500	20,500	19,500	19,500	19,000	18,500	18,000	18,000	18,000
5 Catch-Up Deferrals:401k,403(b), 457 plans age 50 & over	<b>7,500</b>	7,500	6,500	6,500	6,500	6,000	6,000	6,000	6,000	6,000
6 Highly Compensated Threshold-comp alone--414(q)(1)	<b>155,000</b>	150,000	135,000	130,000	130,000	125,000	120,000	120,000	120,000	120,000
7 SEP-compensation amount triggering participation	<b>750</b>	750	650	650	600	600	600	600	600	600
8 SIMPLE-maximum elective salary reduction	<b>16,000</b>	15,500	14,000	13,500	13,500	13,000	12,500	12,500	12,500	12,500
9 Catch-Up Deferrals for SIMPLEs age 50 & over	<b>3,500</b>	3,500	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000
10 Elective Deferrals under Sec. 457	<b>23,000</b>	22,500	20,500	19,500	19,500	19,000	18,500	18,000	18,000	18,000
11 Profit-Sharing Plan Contribution-Maximum Pct of Payroll	<b>25%</b>	25%	25%	25%	25%	25%	25%	25%	25%	25%
12 Definition of Key Employee for Top Heavy	<b>220,000</b>	215,000	200,000	185,000	185,000	180,000	175,000	175,000	170,000	170,000
13 IRA Deductible Contribution Limit-below age 50	<b>7,000</b>	6,500	6,000	6,000	6,000	6,000	5,500	5,500	5,500	5,500
14 Catch-Up Deferrals for IRAs age 50 & over	<b>1,000</b>	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
15 HSA Deductible Contribution Limit (single)-below age 55	<b>4,150</b>	3,850	3,650	3,600	3,550	3,500	3,450	3,400	3,350	3,350
16 HSA Deductible Contribution Limit (family) below age 55	<b>8,300</b>	7,750	7,300	7,200	7,100	7,000	6,900	6,750	6,750	6,650
17 HSA Catchup Contribution (family)-above age 54	<b>1,000</b>	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
18 Dollar Limit on Qual Longevity Annuity Contract ("QLAC")	<b>200,000</b>	155,000	145,000	135,000	135,000	130,000	130,000	125,000	125,000	125,000
19 Annual Gift Tax Exclusion	<b>18,000</b>	17,000	16,000	15,000	15,000	15,000	15,000	14,000	14,000	14,000
20 Lifetime Gift Exemption	<b>13,610,000</b>	12,920,000	12,060,000	11,700,000	11,580,000	11,400,000	11,180,000	5,490,000	5,450,000	5,430,000
21 Estate Tax "Exemption Equivalent"	<b>13,610,000</b>	12,920,000	12,060,000	11,700,000	11,580,000	11,400,000	11,180,000	5,490,000	5,450,000	5,430,000
22 Maximum Estate & Gift tax rate	<b>40%</b>	40%	40%	40%	40%	40%	40%	40%	40%	40%
23 Generation Skipping Lifetime Exemption	<b>13,610,000</b>	12,920,000	12,060,000	11,700,000	11,580,000	11,400,000	11,180,000	5,490,000	5,450,000	5,430,000
24 Basic Social Security Wage Base	<b>168,600</b>	160,200	147,000	142,800	137,700	132,900	128,400	127,200	118,500	118,500
25 Maximum Employee FICA tax (Soc.Security only)	<b>10,453.20</b>	9,932.40	9,114.00	8,853.60	8,537.40	8,239.80	7,960.80	7,886.40	7,347.00	7,347.00
26 Special Wage Base for Medicare 1.45% tax	<b>all wages</b>	all wages	all wages	all wages	all wages	all wages	all wages	all wages	all wages	all wages

**Consult your tax professional for the applicability of these rates to your situation. We do not provide tax advice.**

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