

Maximum benefits and contribution limits

Reference chart of tax rates and pension limitations

Limitation Type	2024	2023	IRC Section
Defined Benefit Plan Maximum Benefit Limit	\$275,000	\$265,000	415(b)(1)(A)
Defined Contribution Plan Maximum Contribution Limit	\$69,000	\$66,000	415(c)(1)(A)
Annual Compensation Limit All Plans	\$345,000	\$330,000	401(a)(17), 404(l), 408(k)(3)(C), 408(k)(6)(D)(ii)
Elective Deferrals Limit 401(k) and 403(B) Plans	\$23,000	\$22,500	402(g)(3)
Elective Deferrals Limit 457(B) and 457(C) Plans	\$23,000	\$22,500	457(e)(15)
Catch-Up Contribution Limit 401(k), 403(B) and 457 Plans	\$7,500	\$7,500	414(v)(2)(B)(i)
Highly Compensated Employee Compensation Breakpoint	\$155,000	\$150,000	414(q)(1)(B)
Key Employee Officer Compensation Breakpoint	\$220,000	\$215,000	416(i)(1)(A)(i)
SIMPLE Retirement Accounts Deferral Limit	\$16,000	\$15,500	408(p)(2)(E)
SIMPLE Catch-Up Contribution Limit	\$3,500	\$3,500	414(v)(2)(B)(ii)
SEP Employee Covered Compensation	\$750	\$750	408(k)(2)(C)
SEP Employer Contributions	lesser of 25% of compensation or \$69,000	lesser of 25% of compensation or \$66,000	N/A
Social Security Wage Base (No Limit For Medicare Tax)	\$168,600	\$160,200	N/A
Social Security Benefit COLA Cost-of-Living Adjustments	3.20%	8.70%	N/A
FICA Tax Employer and Employees	7.65%*	7.65%*	N/A
Social Security/Medicare Tax Employer & Employees	6.20%/1.45%*	6.20%/1.45%*	N/A
FICA Tax Self Employed Workers	15.30%*	15.30%*	N/A
Social Security/Medicare Tax Self Employed Workers	12.40%/2.90%*	12.40%/2.90%*	N/A

*An additional 0.9% Medicare withholding tax applies for both 2023 and 2024 for employee wages or self-employment income in excess of the following amounts: Married filing jointly: \$250,000; Married filing separately: \$125,000; Single: \$200,000; Head of household (with qualifying person): \$200,000; Qualifying widow(er) with dependent child: \$200,000.

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