



QUALIFIED PLAN DEDUCTION LIMITS - 2024

MVP Plan Administrators, Inc. is pleased to announce the newly released Pension Plan Limitations for 2024.

Elective Deferrals 402(g) for 401(k), 403(b) and 457 Plans - This limit is combined for Roth or Pre-tax deferral elections. The limit on elective deferrals (again a combined Roth or pre-tax) for participants in 401(k), 403(b) and 457 plans (excluding SIMPLE plans) is increased from \$22,500 to **\$23,000**.

Catch-up contributions 414(v)(2)(B)(i) - A participant who is at least age 50 before the end of the calendar year may be eligible to make catch-up contributions. This amount is in addition to the Elective Deferrals and can be either a Roth or Pre-tax election. The catch-up limit remains unchanged at **\$7,500**.

Simple Plans Elective Deferrals - This limit is combined for Roth or Pre-tax deferral elections. The limit on elective deferrals (again a combined Roth or pre-tax) for participants is increased from \$15,500 to **\$16,000**.

Simple Plans Catch-up contributions - This limit is combined for Roth or Pre-tax deferral elections. The limit on elective deferrals (again a combined Roth or pre-tax) remains unchanged at **\$3,500**.

Limitation for Defined Contribution Plans 415(c)(1)(A) - This limitation is a total aggregate contribution including elective deferral (Pretax or ROTH) contributions, employer contributions and forfeitures. This limit is increased from \$66,000 to **\$69,000**.

The Annual Compensation Limit under Sections 401(a)(17), 404(l) - This is the maximum amount of compensation that may be considered for plan purposes. This limit is increased from \$330,000 to **\$345,000**.

Social Security Taxable Wage Base - This is the dollar limitation that social security tax is paid. This wage amount is also used in the formula for permitted disparity (integrated) plans and is increased from \$160,200 to **\$168,600**.

The Limitation used to define a Highly Compensated Employee under Section 414(q)(1)(B) - This is the dollar limit for determining which participants will be considered Highly Compensated Employees. This limit is increased from \$150,000 to **\$155,000**.

The Limitation used to define Key Employee under Section 416(i)(1)(A)(i) - This is the dollar limit used for determining which participants will be considered a Key Employee for a top-heavy plan. This limit is increased from \$215,000 to **\$220,000**.



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QUICK REFERENCE CHART

	2023	2024
Elective Deferral limitation under 402(g)	\$22,500	\$23,000
Catch-up Contribution Limit	\$7,500	\$7,500
Simple Plans Elective Deferral Limit	\$15,500	\$16,000
Simple Plans Catch-Up Limit	\$3,500	\$3,500
Dollar limit for defined contribution Plans under Section 415	\$66,000	\$69,000
Compensation Limit under Section 401(a)(17)	\$330,000	\$345,000
Social Security Taxable Wage Base	\$160,200	\$168,600
Compensation Limit used to determine Highly Compensated Employees	\$150,000	\$155,000
Compensation Limit used to determine Key Employees	\$215,000	\$220,000

Please feel free to contact us with any questions you may have. Thanks!