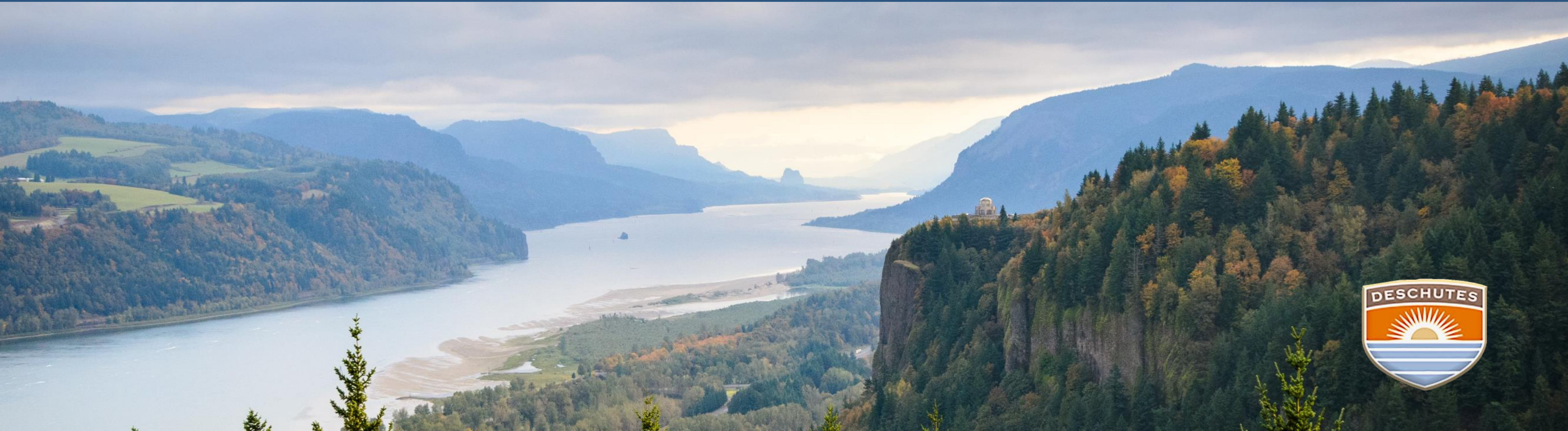
SUPER CATCH-UP & 2025 LIMITS

New changes are here for retirement plan savers!



HOW MUCH CAN I SAVE IN 2024?

2024 401(k), 403(b) & 457 Limits

Age at Year End	Deferral Limit	Catch-Up Amount
Under 50	$23,000	N/A
50-59	$23,000	$7,500
60-63	$23,000	$7,500
64 And Over	$23,000	$7,500

WHAT'S CHANGING IN 2025?

2025 401(k), 403(b) & 457 Limits

Age at Year End	Deferral Limit	Catch-Up Amount	Total $ Change
Under 50	$23,500	N/A	$500
50-59	$23,500	$7,500	$500
60-63	$23,500	$11,250	$4,250
64 And Over	$23,500	$7,500	$500

WHAT ABOUT IRAS?

Traditional & Roth IRA limits will NOT change from their 2024 limits in 2025. They are also not subject to the Super Catch-Up rule.

Age at Year End	IRA Limit (2024 & 2025)	Catch-Up Amount
Under 50	$7,000	N/A
50-59	$7,000	$1,000
60-63	$7,000	$1,000
64 And Over	$7,000	$1,000

WHAT IS THIS '*REQUIRED ROTH CATCH-UP*' I AM HEARING ABOUT?

Beginning in 2026, if your wages are higher than $145,000*, any catch-up contributions you make will have to be done after taxes to a designated Roth account, which means you won't get a tax deduction.

This does not apply to your regular employee deferrals, and you will still have the option between pre-tax and Roth on those dollars.

- Those making less than $145,000 can continue making catch-up contributions to their regular pre-tax 401(k)/403(b)/457s.
- Those making $145,000 or more will have to put their catch-up dollars in a Roth 401(k)/403(b)/457s—which means those contributions will be after-tax, though their withdrawals in retirement will be tax-free.

**This amount is indexed for inflation.*

WHAT IS THIS '*REQUIRED ROTH CATCH-UP*' I AM HEARING ABOUT?

FAQ's

- What income is used to determine if I must follow this rule? Prior year income is looked at in determining if the $145,000* income amount required Roth catch-up applies to you. (2025 income, used to determine 2026 exempt/required status).
- I am new to my company; how do they know what my income was last year? They won't and you would be exempt in this case.
- If I am required to do this one year, but then make below the threshold the next year, do I still have to follow this rule? No, this is reviewed on an annual basis, and you can flip back and forth as your income determines.

**This amount is indexed for inflation.*

QUESTIONS

www.DeschutesInvestment.com

503-548-2103

Phil@DeschutesInvestment.com