

## Retirement Planning - Key Numbers New Hampshire Residents Need to Know

Consumers should be aware of a few adjustments to the retirement account parameters for 2025. Understanding these changes is crucial to ensuring your savings plan remains strategically on track with your retirement goals.

Certain retirement plans and IRA limits rose for 2025. These tables offer an overview of the changes.

We encourage you to review these changes and assess their implications for your financial planning and how they may affect your retirement savings strategy.

Elective deferral limits	2024	2025
401(k) plans, 403(b) plans, 457(b) plans, and SAR-SEPs <sup>1</sup> (includes Roth contributions)	Lesser of \$23,000 or 100% of compensation (\$30,500 if age 50 or older) <sup>2</sup>	Lesser of \$23,500 or 100% of compensation (\$31,000 if age 50 or older; \$34,750 if age 60 to 63) <sup>2</sup>
SIMPLE 401(k) plans and SIMPLE IRA plans <sup>1</sup>	Lesser of \$16,000 or 100% of compensation (\$19,500 if age 50 or older)	Lesser of \$16,500 or 100% of compensation (\$20,000 if age 50 or older; \$21,750 if age 60 to 63)

IRA contribution limits	2024	2025
Traditional and Roth IRAs	Lesser of \$7,000 or 100% of earned income (\$8,000 if age 50 or older)	Lesser of \$7,000 or 100% of earned income (\$8,000 if age 50 or older)

Defined benefit plan annual benefit limits	2024	2025
Annual benefit limit per participant	Lesser of \$275,000 or 100% of average compensation for highest three consecutive years	Lesser of \$280,000 or 100% of average compensation for highest three consecutive years

Defined contribution plan limits	2024	2025
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[qualified plans, 403(b) plans, and SEP plans]		
Annual addition limit per participant (employer contributions; employee pre-tax, after-tax, and Roth contributions; and forfeitures)	Lesser of \$69,000 or 100% (25% for SEP) of participant's compensation	Lesser of \$70,000 or 100% (25% for SEP) of participant's compensation
Pension-linked emergency savings accounts (maximum amount attributable to employee deferrals)	\$2,500	\$2,500

Income phase-out range for determining deductibility of traditional IRA contributions for taxpayers:	2024	2025
1. Covered by an employer-sponsored plan and filing as:		
Single/Head of household	\$77,000 - \$87,000	\$79,000 - \$89,000
Married filing jointly	\$123,000 - \$143,000	\$126,000 - \$146,000
Married filing separately	\$0 - \$10,000	\$0 - \$10,000
2. Not covered by an employer-sponsored retirement plan, but filing joint return with a spouse who is covered by a plan	\$230,000 - \$240,000	\$236,000 - \$246,000

Income phase-out range for determining ability to fund a Roth IRA for taxpayers filing as:	2024	2025
Single/Head of household	\$146,000 - \$161,000	\$150,000 - \$165,000

Married filing jointly	\$230,000 - \$240,000	\$236,000 - \$246,000
Married filing separately	\$0 - \$10,000	\$0 - \$10,000