

2025 Tax Reference Guide



Securian Financial Group

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Employer plan/IRA contributions

Employer plans	2024	2025
Elective deferral for 401(k), 403(b), 457	\$23,000	\$23,500
Catch-up contributions for 401(k), 403(b), 457	\$7,500	\$7,500 ¹
Defined contribution plan limit	\$69,000	\$70,000
SEP IRA annual addition limit	\$69,000	\$70,000
SIMPLE IRA & 401(k) limit	\$16,000	\$16,500 ²
SIMPLE IRA & 401(k) catch-up	\$3,500	\$3,500 ³
Max includible compensation	\$345,000	\$350,000
Annual benefit limit	\$275,000	\$280,000
Highly compensated employee	\$155,000	\$160,000
Key employee	\$220,000	230,000
SEP minimum earnings limit	\$750	\$750

Employer plan/IRA distributions

Uniform life expectancy table (ULET)			
Age	Distribution Period	%	Age
72	27.4	3.65%	95
73	26.5	3.77%	96
74	25.5	3.92%	97
75	24.6	4.07%	98
76	23.7	4.22%	99
77	22.9	4.37%	100
78	22	4.55%	101
79	21.1	4.74%	102
80	20.2	4.95%	103
81	19.4	5.15%	104
82	18.5	5.41%	105
83	17.7	5.65%	106
84	16.8	5.95%	107
85	16	6.25%	108
86	15.2	6.58%	109
87	14.4	6.94%	110
88	13.7	7.30%	111
89	12.9	7.75%	112
90	12.2	8.20%	113
91	11.5	8.70%	114
92	10.8	9.26%	115
93	10.1	9.90%	116
94	9.5	10.53%	117

IRS life expectancy tables					
Age	Single	Joint	Age	Single	Joint
50	36.2	42.3	71	18	22.5
51	35.3	41.3	72	17.2	21.6
52	34.3	40.3	73	16.4	20.7
53	33.4	39.4	74	15.6	19.8
54	32.5	38.4	75	14.8	18.9
55	31.6	37.4	76	14.1	18.1
56	30.6	36.5	77	13.3	17.2
57	29.8	35.5	78	12.6	16.4
58	28.9	34.5	79	11.9	15.6
59	28	33.6	80	11.2	14.7
60	27.1	32.6	81	10.5	14
61	26.2	31.7	82	9.9	13.2
62	25.4	30.8	83	9.3	12.4
63	24.5	29.8	84	8.7	11.7
64	23.7	28.9	85	8.1	11
65	22.9	28	86	7.6	10.4
66	22	27	87	7.1	9.7
67	21.2	26.1	88	6.6	9.1
68	20.4	25.2	89	6.1	8.5
69	19.6	24.3	90	5.7	8
70	18.8	23.4			

Traditional and Roth IRA contributions	2024	2025
Traditional and Roth IRA contribution limit	\$7,000	\$7,000
Catch-up contribution	\$1,000	\$1,000

Use ULET for calculating RMDs during account holder's life.
 RMD formula = $\frac{\text{Prior year 12/31 account balance}}{\text{Life expectancy}}$
 1. Life expectancy = distribution period for age you will turn in the distribution year.

Joint = Joint life expectancy of male and female of the same age.
Long-term care
 Long-term care insurance deduction
 Attained age before the close of the taxable year

Traditional IRA deduction phaseouts	2024	2025
Single or H of H	\$77,000-87,000	\$79,000-89,000
MFI	\$123,000-143,000	\$126,000-146,000
MFS	\$0-10,000	\$0-10,000
Spousal contributions	\$230,000-240,000	\$236,000-246,000

Required distribution options after death
 Beneficiary
 Spouse: Treat as your own or inherited IRA. Life Expectancy
 Non-spouse: 10-year rule: (10-years + RMDs when death was after RBD). Exceptions for: disabled, chronically ill, minor child, individuals not more than 10 years younger than deceased.
 None: Death prior to required beginning date (RBD).
 Plans may require faster payout than RMD rules require.
 Life expectancy of account holder.
 Early retirement - Exceptions to the 10% penalty for distributions prior to age 59½

Attained age before the close of the taxable year	2024	2025
Maximum deduction for 40 or less	\$470	\$480
More than 40 but not more than 50	\$880	\$900
More than 50 but not more than 60	\$1,760	\$1,800
More than 60 but not more than 70	\$4,710	\$4,810
More than 70	\$5,880	\$6,020

Roth IRA contribution phaseouts	2024	2025
Single or H of H	\$146,000-161,000	\$150,000-165,000
MFI	\$230,000-240,000	\$236,000-246,000
MFS	\$0-10,000	\$0-10,000

Death	NO annuity	Qualified plans	IRAs
Disability	X	X	X
Substantially equal pmts. (72t)	X	X	X
Medical Exp. (limited to ded. amt.)	X	X	X
College, birth, adoption exp.	X	X	X
Health ins. prem. for unemployed	X	X	X
Qualified first-time homebuyers/retirees/sthurricane	X	X	X
Age 55 and separated from service/CDRO	X	X	X
Immediate annuity	X		

Net investment income tax
 3.8% on the lesser of net investment income or MAGI over the following thresholds:
 Single: \$200,000
 MFI: \$250,000
 HOH: \$200,000
 MFS: \$125,000
 Please refer to Securian Financial's Social Security Quick Guide for Social Security tax topics.

Not a deposit - Not FDIC/NCUA insured - Not insured by any federal government agency - Not guaranteed by any bank or credit union - May go down in value

2024 income tax rates

Taxable income over	Not over	Tax is	Plus	Of amount over
Single				
\$0	\$11,600	\$0	10%	\$0
\$11,600	\$47,150	\$1,160	12%	\$11,600
\$47,150	\$100,525	\$5,426	22%	\$47,150
\$100,525	\$191,950	\$17,169	24%	\$100,525
\$191,950	\$243,725	\$39,111	32%	\$191,950
\$243,725	\$609,350	\$55,679	35%	\$243,725
\$609,350		\$183,647	37%	\$609,350

Married filing joint (MFJ)

\$0	\$23,200	\$0	10%	\$0
\$23,200	\$94,300	\$2,320	12%	\$23,200
\$94,300	\$201,050	\$10,852	22%	\$94,300
\$201,050	\$383,900	\$34,337	24%	\$201,050
\$383,900	\$487,450	\$78,221	32%	\$383,900
\$487,450	\$731,200	\$111,357	35%	\$487,450
\$731,200		\$198,670	37%	\$731,200

Head of households (H of H)

\$0	\$16,550	\$0	10%	\$0
\$16,550	\$63,100	\$1,655	12%	\$16,550
\$63,100	\$100,500	\$7,241	22%	\$63,100
\$100,500	\$191,950	\$15,469	24%	\$100,500
\$191,950	\$243,700	\$37,417	32%	\$191,950
\$243,700	\$609,350	\$53,977	35%	\$243,700
\$609,350		\$181,955	37%	\$609,350

Married filing separate returns (MFS)

\$0	\$11,600	\$0	10%	\$0
\$11,600	\$47,150	\$1,160	12%	\$11,600
\$47,150	\$100,525	\$5,426	22%	\$47,150
\$100,525	\$191,950	\$17,169	24%	\$100,525
\$191,950	\$243,725	\$39,111	32%	\$191,950
\$243,725	\$365,600	\$55,679	35%	\$243,725
\$365,600		\$98,335	37%	\$365,600

Estate and trusts

\$0	\$3,100	\$0	10%	\$0
\$3,100	\$11,150	\$310	24%	\$3,100
\$11,150	\$15,200	\$2,242	35%	\$11,150
\$15,200		\$3,660	37%	\$15,200



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2025 income tax rates

Taxable income over	Not over	Tax is	Plus	Of amount over
Single				
\$0	\$11,925	\$0	10%	\$0
\$11,925	\$48,475	\$1,193	12%	\$11,925
\$48,475	\$103,350	\$5,579	22%	\$48,475
\$103,350	\$197,300	\$17,651	24%	\$103,350
\$197,300	\$250,525	\$40,199	32%	\$197,300
\$250,525	\$626,350	\$57,231	35%	\$250,525
\$626,350		\$188,770	37%	\$626,350

Married filing joint (MFJ)

\$0	\$23,850	\$0	10%	\$0
\$23,850	\$96,950	\$2,385	12%	\$23,850
\$96,950	\$206,700	\$11,157	22%	\$96,950
\$206,700	\$394,600	\$35,302	24%	\$206,700
\$394,600	\$501,050	\$80,998	32%	\$394,600
\$501,050	\$751,600	\$114,462	35%	\$501,050
\$751,600		\$202,155	37%	\$751,600

Head of households (H of H)

\$0	\$17,000	\$0	10%	\$0
\$17,000	\$64,850	\$1,700	12%	\$17,000
\$64,850	\$103,350	\$7,442	22%	\$64,850
\$103,350	\$197,300	\$15,912	24%	\$103,350
\$197,300	\$250,500	\$38,460	32%	\$197,300
\$250,500	\$626,350	\$55,484	35%	\$250,500
\$626,350		\$187,032	37%	\$626,350

Married filing separate returns (MFS)

\$0	\$11,925	\$0	10%	\$0
\$11,925	\$48,475	\$1,193	12%	\$11,925
\$48,475	\$103,350	\$5,579	22%	\$48,475
\$103,350	\$197,300	\$17,651	24%	\$103,350
\$197,300	\$250,525	\$40,199	32%	\$197,300
\$250,525	\$375,800	\$57,231	35%	\$250,525
\$375,800		\$101,077	37%	\$375,800

Estate and trusts

\$0	\$3,150	\$0	10%	\$0
\$3,150	\$11,450	\$315	24%	\$3,150
\$11,450	\$15,650	\$2,307	35%	\$11,450
\$15,650		\$3,777	37%	\$15,650

Additional income tax information

Standard deduction

	2024	2025
Single	\$14,600	\$15,000
MFJ	\$29,200	\$30,000
H of H	\$21,900	\$22,500
MFS	\$14,600	\$15,000

Child tax credit — 2025

	2024	2025
Single	\$1,550	\$1,600
MFJ	\$3,100	\$3,200
H of H	\$2,200	\$2,400
MFS	\$1,550	\$1,600

Child tax credit — 2025

\$2,000

No more than \$1,700 per child is refundable

Capital gain/dividend rates — 2025

Varies depending on maximum taxable income level under taxpayer's filing status

Short term <12 mos	Ordinary rate	Ordinary rate
Long term >12 mos	0%	15%
Qualified dividends	0%	20%

Gift tax and GST tax

	2024	2025
Single	\$13,610,000	\$13,990,000
Couples	\$27,220,000	\$27,980,000
GST exclusion	\$13,610,000	\$13,990,000
Annual gift tax exclusion	\$18,000	\$19,000

Business Entities — 2025

C corporations: taxed at 21% flat rate

Pass-through entities: 20% deduction on qualified business income through these thresholds.*

	2024	2025
Service business	\$0	\$197,300
Non-service business	\$0	\$247,300

... no deduction

... 20% with W-2 & capital limits

*For individuals, 2x for Married Filing Jointly

Estate, gift and corporate taxes

Estate and gift tax rates — 2025

Taxable gift/estate	Over	Not over	Tax on column 1	Rate on excess
\$0	\$10,000	\$10,000	\$0	18%
\$10,000	\$20,000	\$20,000	\$1,800	20%
\$20,000	\$40,000	\$40,000	\$3,800	22%
\$40,000	\$60,000	\$60,000	\$8,200	24%
\$60,000	\$80,000	\$80,000	\$13,000	26%
\$80,000	\$100,000	\$100,000	\$18,200	28%
\$100,000	\$150,000	\$150,000	\$23,800	30%
\$150,000	\$250,000	\$250,000	\$38,800	32%
\$250,000	\$500,000	\$500,000	\$70,800	34%
\$500,000	\$750,000	\$750,000	\$155,800	37%
\$750,000	\$1,000,000	\$1,000,000	\$248,300	39%
\$1,000,000	and over		\$345,800	40%

Exclusion equivalent and applicable credit

	2017	2018	2019	2020	2021	2022	2023	2024	2025
Exclusion equivalent	\$5,490,000	\$11,180,000	\$11,400,000	\$11,580,000	\$11,700,000	\$12,060,000	\$12,920,000	\$13,610,000	\$13,990,000
Top estate tax rate	40%	40%	40%	40%	40%	40%	40%	40%	40%

Subtract applicable credit from tax calculated above.

- Secure 2.0 allows larger catch-up contributions for ages 60-65: \$11,250
 - Secure 2.0 may allow for additional regular contributions into certain SIMPLE plans.
 - Secure 2.0 allows larger catch-up contributions for ages 60-63: \$5,250
- Please keep in mind that the primary reason to purchase a life insurance product is the death benefit. Includes updates from the Tax Cuts and Jobs Act (Pub. L. 115-97, H.R.I.) enacted December 22, 2017.

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