

# 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 <sup>1</sup>
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 <sup>2</sup>
SIMPLE IRA & 401(k) catch-up	\$3,500	\$3,500 <sup>3</sup>
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

### Traditional and Roth IRA contributions

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

### Traditional IRA deduction phaseouts

	2024	2025
Single or H of H	\$77,000–87,000	\$79,000–89,000
MFJ	\$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

### Roth IRA contribution phaseouts

	2024	2025
Single or H of H	\$146,000–161,000	\$150,000–165,000
MFJ	\$230,000–240,000	\$236,000–246,000
MFS	\$0–10,000	\$0–10,000

## Employer plan/IRA distributions

### Uniform life expectancy table (ULET)

Age	Period	%	Age	Period	%
72	27.4	3.65%	95	8.9	11.24%
73	26.5	3.77%	96	8.4	11.90%
74	25.5	3.92%	97	7.8	12.82%
75	24.6	4.07%	98	7.3	13.70%
76	23.7	4.22%	99	6.8	14.71%
77	22.9	4.37%	100	6.4	15.63%
78	22	4.55%	101	6	16.67%
79	21.1	4.74%	102	5.6	17.86%
80	20.2	4.95%	103	5.2	19.23%
81	19.4	5.15%	104	4.9	20.41%
82	18.5	5.41%	105	4.6	21.74%
83	17.7	5.65%	106	4.3	23.26%
84	16.8	5.95%	107	4.1	24.39%
85	16	6.25%	108	3.9	25.64%
86	15.2	6.58%	109	3.7	27.03%
87	14.4	6.94%	110	3.5	28.57%
88	13.7	7.30%	111	3.4	29.41%
89	12.9	7.75%	112	3.3	30.30%
90	12.2	8.20%	113	3.1	32.26%
91	11.5	8.70%	114	3	33.33%
92	10.8	9.26%	115	2.9	34.48%
93	10.1	9.90%	116	2.8	35.71%
94	9.5	10.53%	117	2.7	37.04%

Use ULET for calculating RMDs during account holder's life.

$$\text{RMD formula} = \frac{\text{Prior year 12/31 account balance}}{\text{Life expectancy}^1}$$

1. Life expectancy = distribution period for age you will turn in the distribution year

### 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)	Death on or after RBD
	5-year rule	Life expectancy of account holder
Plans may require faster payout than RMD rules require		

### Early retirement—Exceptions to the 10% penalty for distributions prior to age 59½

	NQ annuity	Qualified plans	IRAs
Death	X	X	X
Disability	X	X	X
Substantially equal pmts. (72t)	X	X	X
Medical Exp. (limited to ded. amt.)		X	X
College, birth, adoption exp.			X
Health ins. prem. for unemployed			X
Qualified first-time homebuyer/reservist/hurricane			X
Age 55 and separated from service/QDRO		X	
Immediate annuity	X		

## Life expectancy

### 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			

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

Maximum deduction for	2024	2025
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

### Net investment income tax

3.8% on the lesser of net investment income or MAGI over the following thresholds:

Single	\$200,000
MFJ	\$250,000
HoH	\$200,000
MFS	\$125,000

Please refer to Securian Financial's Social Security Quick Guide for Social Security tax topics.

2024 income tax rates

Taxable income over	Not over	Tax is	Plus	Of amount over
<b>Single</b>				
\$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		\$196,670	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

2025 income tax rates

Taxable income over	Not over	Tax is	Plus	Of amount over
<b>Single</b>				
\$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	\$80,398	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

		Add'l \$1,600 if > 65 or blind. This amount increases to \$2,000 if also unmarried	
	2024	2025	
Single	\$14,600	\$15,000	\$1,950
MFJ	\$29,200	\$30,000	\$1,550
H of H	\$21,900	\$22,500	\$1,950
MFS	\$14,600	\$15,000	\$1,550

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	Ordinary rate
Long term >12 mos	0%	15%	20%
Qualified dividends	0%	15%	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:\*

	\$0	\$197,300	\$247,300
Service business	20%	Phase to	... no deduction
Non-service business	20%	Phase to	... 20% with W-2 & capital limits

\*For individuals, 2x for Married Filing Jointly

- 1. Secure 2.0 allows larger catch-up contributions for ages 60-63: \$11,250
- 2. Secure 2.0 may allow for additional regular contributions into certain SIMPLE plans.
- 3. 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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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	\$0	18%
	\$10,000	\$20,000	\$1,800	20%
	\$20,000	\$40,000	\$3,800	22%
	\$40,000	\$60,000	\$8,200	24%
	\$60,000	\$80,000	\$13,000	26%
	\$80,000	\$100,000	\$18,200	28%
	\$100,000	\$150,000	\$23,800	30%
	\$150,000	\$250,000	\$38,800	32%
	\$250,000	\$500,000	\$70,800	34%
	\$500,000	\$750,000	\$155,800	37%
	\$750,000	\$1,000,000	\$248,300	39%
	\$1,000,000	and over	\$345,800	40%

Exclusion equivalent and applicable credit

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



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