

2025 PLAN YEAR

Retirement Savings Guide

Learn about

Savings Basics | 457(b) and 403(b) Plans | TRS Benefits
Rollover Options | Social Security Provisions



Enrollment Assistance is Available

Schedule a TeleWealth Meeting* today
at www.ramsretirement.com/telewealth

*TeleWealth services offered through TCG Advisors, a HUB International company.



WELCOME!

Let's prepare you for the retirement you deserve.

Though the idea of retirement can seem daunting at first, it's important to start saving as early as possible. Even if you're far away from being able to retire, there are many things you can do now that will make the transition easier down the line.

This retirement plan guide will walk you through key elements of the plans available to you as an employee. Having a clear understanding of 457(b) and 403(b) Retirement Saving Plans and how they all come together as a whole in terms of your personal finances can bring peace-of-mind when it comes time to retire from work.

Did you know...

40%

of American workers don't have the necessary funds to retire comfortably.¹

Together, we can help you avoid becoming part of this statistic.

How to Prepare

At TCG, a HUB International company we are here to help you prepare for a successful retirement.

Here are some ideas to help you get started.



Discover how your pension works and how much you can expect



Calculate how much you might need at retirement and what your gap is



Understand how retirement plans can help you fill your retirement income gap



Meet with a Retirement Plan Specialist to help you tackle your unique goals

General Information

What is RAMS?

The Retirement Asset Management Services (RAMS) program is a national multi-employer cooperative that provides participating organizations retirement plan services designed to help employees save for a successful future. By joining this multi-employer plan, participants can access lower fees and more comprehensive plan features.

Who is TCG Administrators?

TCG Administrators, a HUB International company is retirement plan administrator based in Austin, Texas. RAMS has chosen TCG Administrators as the primary retirement plan partner for administering the program. TCG Administrators will help manage any questions pertaining to your 457(b) retirement account and can help process certain transactions for your 403(b) account.

How do I register for a new plan?

Check each plan page for specific instructions how to register.

How do I request a distribution or a loan?

Visit www.ramsretirement.com for a list of all available plan forms and requirements. Please fill in the required information and send via fax to 888-989-9247 or by email to info@tcgservices.com.

What are the eligibility requirements?

Eligibility for plans depend on your status as an employee. Please consult with your Human Resources department for specific requirements and eligibility questions.

How much can I contribute?

For 2025, you may contribute \$23,500, or up to \$31,000 if you are age 50 or over. Additionally, you may contribute up to \$34,750 if you are ages 60-63.

Can you contribute to both 403(b) and 457(b) accounts?

Yes, you may contribute to both accounts at the same time.

Important Contacts

Plan	Provider	Phone Number	Website
457(b) Retirement Savings Plan	TCG Administrators	(800) 943-9179	www.ramsretirement.com
403(b) Retirement Savings Plan	TCG Administrators	(800) 943-9179	www.ramsretirement.com
TRS	Teacher Retirement System	(800) 223-8778	www.trs.texas.gov
Social Security	Social Security	(800) 772-1213	www.ssa.gov



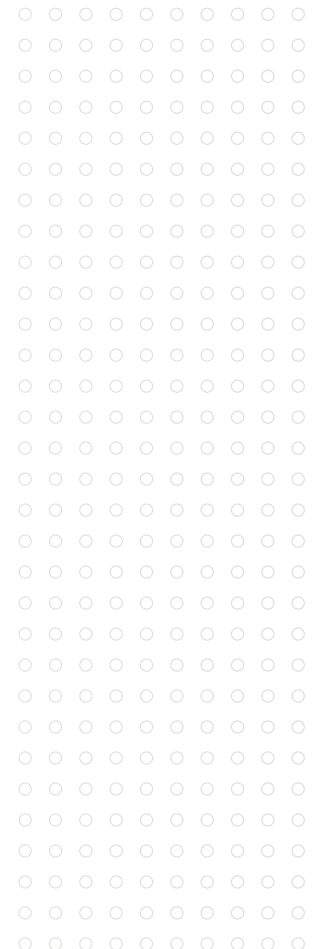
Looking for a Salary Agreement Reduction Form?

We have moved to a fully online-based enrollment system and no longer provide paper SRA forms.

Visit the websites in the contact section for steps on how to enroll.

Contact us at

800-943-9179 for assistance.



Retirement Planning 101

Depending on your desired retirement lifestyle, you may need anywhere from 60% to 100% of your current income to maintain your current standard of living. But this is only a general guideline. To determine your needs, begin by estimating your projected annual retirement expenses.

Use your current expenses as a starting point, but note that your expenses may change by the time you retire. If you're nearing retirement, the gap between your current expenses and your retirement expenses may be small. If retirement is many years away, the gap may be significant, and projecting your future expenses may be more difficult.

Remember to take inflation into account. The purchasing power of a dollar declines each year as prices rise. Keep in mind that your annual expenses may fluctuate.

Other expenses, such as health-related expenses, may increase in your later retirement years. A realistic estimate of your expenses will tell you about how much annual income you may need to live comfortably.

Figure out how much you'll need to save

By the time you retire, you'll need a nest egg that will provide you with enough income to fill the gap left by your other income sources. But exactly how much is enough? The following questions may help you find the answer:

- o At what age do you plan to retire? The younger you retire, the longer your retirement will be, and the more money you'll need to carry you through it.
- o What kind of lifestyle do you hope to maintain during your retirement years?
- o What is your life expectancy?
- o What rate of growth can you expect from your savings now and during retirement? Be conservative when projecting rates of return.
- o Do you expect to dip into your principal? If so, you may deplete your savings faster than if you just live off investment earnings. Consider building in a cushion to guard against these risks.

Calculate your pension plan and/or Social Security benefit

One of the many benefits of working for a public organization is the possibility of qualifying for a pension plan upon retirement. If you've paid into TRS and/or Social Security, you will likely qualify for some type of retirement benefit. While this is extremely valuable, keep in mind you likely won't receive 100% of your pre-retirement income. This is why building additional savings through voluntary retirement plans is important to your financial health.

Speak to a retirement planning professional

You don't have to figure things out on your own. For assistance calculating how much you will need to save to retire comfortably, schedule a free meeting with a Retirement Plan Specialist by visiting www.ramsretirement.com/telewealth or call 512-600-5304.*



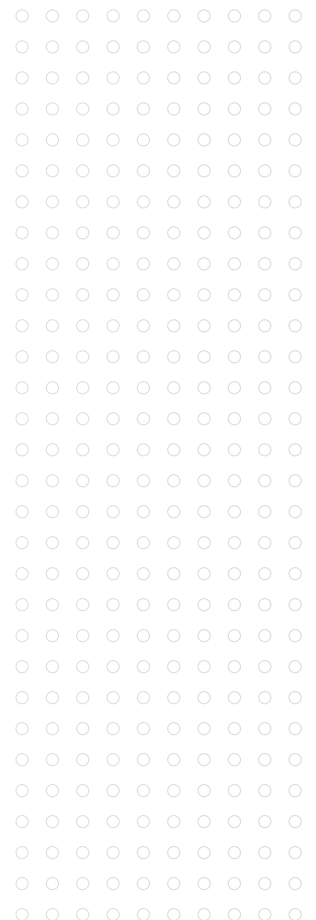
Need help?

We're standing by to provide the assistance you need.

Schedule a free TeleWealth™ virtual meeting and a Retirement Plan Specialist will help you plan for life beyond your working years.*



Scan QR Code



Tax Benefits

Taxes can take a big bite out of your total investment returns, so it's encouraging to know that your employer-sponsored retirement savings plan may offer a variety of tax benefits. Depending on the type of plan your employer offers, you may be able to benefit from current tax savings.

Traditional/Pre-Tax: For those who want lower taxes now

With pre-tax contributions, the money is deducted from your paycheck before taxes, which helps reduce your taxable income and the amount of taxes you pay now. In addition, any earnings made on pre-tax contributions grow on a tax-deferred basis. That means you don't have to pay taxes on any gains each year as you would in a taxable investment account.

However, those tax benefits won't go on forever. Any money withdrawn from a tax-deferred account is subject to ordinary income taxes, and if the withdrawal takes place prior to age 59½ (or in some cases, age 55), you may be subject to a 10% penalty on the total amount of the distribution, unless an exception applies.

Roth: For those who prefer tax-free income later

On the other hand, contributing to a Roth account offers different benefits. Roth contributions are considered "after-tax," so you won't reduce the amount of current income subject to taxes.

However, distributions of Roth contributions are always tax-free because they were made on an after-tax basis. And distributions of earnings on those contributions are tax-free as long as they're qualified. Nonqualified distributions of earnings are subject to regular income taxes and a possible 10% penalty tax. If, at some point, you need to take a nonqualified withdrawal from a Roth account — due to an unexpected emergency, for example — only a portion of the total amount representing earnings will be taxable.

Choosing Traditional or Roth

The decision of whether to contribute to a traditional pre-tax plan, a Roth plan, or both depends on your personal situation. If you think you'll be in a similar or higher tax bracket when you retire, you may find Roth contributions more appealing since qualified income from a Roth account is tax free.

However, if you think you'll be in a lower tax bracket in retirement, then contributing to a traditional pre-tax account may be more appropriate. A tax advisor can help you decide.

Note: Not all employer plans qualify for Roth contributions. To learn if your employer offer Roth savings accounts, please visit www.ramsretirement.com/documents.

Tax break now



Traditional/Pre-Tax

You get your tax break up front and pay no taxes on the money you put in until you withdraw it.

Tax break later



Roth

The money you deposit has already been taxed. You pay no taxes when you make withdrawals after age 59½.



457(b) Retirement Savings Plan

A Section 457(b) plan is a special type of employer-sponsored retirement plan that certain governmental employers, and other tax-exempt organizations can establish for their employees.

Your employer offers the **RAMS 457(b)** plan as a way to help you save for life beyond your full-time working years. Contributing regularly to a 457(b) can help give you the power and confidence to retire with more in your pocket and cover housing, health care, vacations, bills, and other expenses upon retirement.

Getting started with a 457(b) is easy and takes only a few minutes.



Scan this QR code to find more plan details and begin enrollment



Plan Highlights

- o Plan is overseen by Superintendents, HR Directors, and Chief Financial Officers—bringing peace of mind public employee interests are represented
- o Low, transparent fees
- o No 10% early distribution tax penalty
- o No surrender charges or hidden fees
- o No product commissions
- o You control starting/pausing contributions
- o Access to financial education resources through **FinPath Wellness**, including 1:1 financial coaching, online financial health tools and monthly opportunities to win prizes*†
- o Access to basic tax preparation and estate planning services† ‡

457(b) Plan Details

Investment Options

The following investment options are available in your 457(b) plan:



Risk-Based Funds

Investment portfolios are adjusted to your desired risk tolerance and retirement readiness. Portfolios have different objectives with various degrees of risk-and-return potential. You can choose from low-risk/low-return to high-risk/high-return portfolios.



Target Date Funds

Target date funds are an easy way to invest. You begin by picking a fund with a target year that is closest to the year you anticipate retiring. Investment professionals then handle adjusting the fund to be more conservative as you near retirement.



Self Directed Options

If you are a hands-on type of investor, you can customize your own set of investment strategies based on your own risk profile. Please note this option is best left for experienced investors, so we recommend consulting with a professional for assistance.

If you need help choosing an investment strategy, please schedule a meeting with a Retirement Plan Specialist at www.ramsretirement.com/telewealth to review your individual situation.**

Exclusive RAMS 457(b) Account Holder Perks



FinPath Financial Wellness

If you've ever felt like you're living paycheck to paycheck or like your dollar can go farther, we have just the tools to make a difference. FinPath* is a financial wellness program designed to help you build better financial habits through powerful online tools and help from financial coaches. Here's what you get:

- **Unlimited 1:1 Financial Coaching** - Confidential sessions tailored to your financial goals.
- **Financial Health Tools** - Dozens of tools to help you budget, reduce debt, plan for emergencies, explore student loan forgiveness, and more!
- **FinPath University** - Participate in live and self-paced courses accessible anytime, anywhere
- **Rewards & Prizes** - Get rewarded by building better financial habits through monthly gift card giveaways, including a \$1,000 sweepstakes



Estate Planning

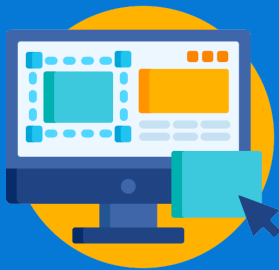
Spending a bit of time creating a solid estate plan can help you prepare for the expected and unexpected. **Redeem a complimentary Will†** (valued at \$259) to help you secure your legacy and your loved ones.



Tax Preparation

We can help you take the stress away from your tax bill. Our team can assist with **filing your W-2 tax returns** and other tax preparation services.‡

RAMS 457(b) Enrollment Instructions



Create your account in minutes!

1. Start at www.ramsretirement.com/enroll and click **Enroll**.
2. Type your employer's name and choose the **457(b) Savings Plan**.
3. Follow the steps on screen to select your salary contribution and investment options. Don't forget to designate an account beneficiary.

Note: If you're unsure about which investment option to select, please schedule TeleWealth virtual meeting at www.ramsretirement.com/telewealth or call 512-600-5304.

4. Continue until you get a confirmation notice, and you're done!

More Resources



Video Tutorial

Watch a video guide on how to enroll in a 457(b) plan and how to make plan elections.

[Click here →](#)



Summary Plan Description

View important information about your plan and access key forms.

[Click here →](#)



1:1 Virtual Meeting

Talk to a Retirement Plan Specialist* who can help answer your questions.

[Click here →](#)

View more plan details at www.ramsretirement.com/457b.



403(b) Retirement Savings Plan

Another option you may consider when planning for retirement is a voluntary 403(b) Savings Plan. A 403(b) plan is a special type of employer-sponsored retirement plan designed for eligible public education, religious, and other tax-exempt organizations.

Saving with a 403(b) plan gives you the ability to defer a portion of your paycheck and invest funds in a portfolio of your choosing. By participating, you can take advantage of tax savings, reduce your retirement income gap, and get one step closer to achieving financial independence.

To establish a 403(b) account, you must first select an investment provider from a list of approved vendors, and then elect contributions on a pre-tax or Roth basis.

Please note that early withdrawals from a 403(b) account are subject to a 10% early withdrawal penalty.



Why Contribute?

- o Avoid a gap in your income during retirement
- o Take advantage of tax benefits
- o Improve your financial wellbeing
- o Automatic payroll deductions take stress out of planning
- o Decrease your dependency on government-funded pension plans

403(b) Plan Details

Investment Options

When you choose to save with a 403(b) plan, your investments are managed with a vendor/provider of your choosing. Vendors are the entities that register and offer their 403(b) products containing fixed annuities, variable annuities, and/or mutual funds. When deciding who to invest with, it's important to research vendor experience, financial strength and services offered. A 403(b) product is only as good as the vendor offering it.

When selecting a vendor, do your research and compare annual fees, surrender charges, sales loads, redemption fees, and any commissions paid to investment representatives. Shop around for your best fit before deciding who to invest with.

Once you decide who to invest with, you will need to establish an account directly with the vendor and you will direct any questions on investments and performance directly to them.

Plan Administration

Your employer has chosen TCG Administrators to handle the logistics of sending your salary deferrals to the investment vendor you provided. When you open an administration account with TCG Administrators, you can elect how much to contribute per paycheck and make adjustments as needed. TCG Administrators will also help you with any rollovers, loans, distributions, and other transactions related to your 403(b) account.

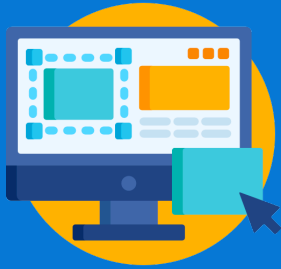


Can you contribute to both a 403(b) and a 457(b) plan at the same time?

Yes, you may contribute to both savings plan at the same time. IRS contribution limits still apply. In 2025, you can contribute up to \$23,500 per plan (or up to \$31,000 if you are over the age of 50, and \$34,750 if ages 60-63).

If you need help choosing an investment strategy, please schedule a meeting with a Retirement Plan Specialist at www.ramsretirement.com/telewealth to review your individual situation.*

RAMS 403(b) Enrollment Instructions



There are two steps in establishing your 403(b) account. First, you must research and choose an investment provider from a list of 403(b) Approved Vendors. They will hold your money and investments. TCG Administrators is the plan administrator for the account and will manage your salary contributions, loans, distributions, etc.

Step One: Create an account with an approved vendor

1. Visit www.ramsretirement.com/documents.
2. Search for your employer and open the [403\(b\) Approved Vendor List](#).
3. Do your research and [contact a vendor](#) on the list directly to establish your retirement account.

Step Two: Set up your administration account

1. Visit www.ramsretirement.com/enroll.
2. Enter your employer's name and select the [403\(b\) Admin Plan](#).
3. Follow each step until you get a completion notice.
4. You're done! Login your account any time you wish to make contribution adjustments.

More Resources



Video Tutorial

Watch a video guide on how to enroll in a 457(b) plan and how to make plan elections.

[Click here →](#)



Summary Plan Description

View important information about your plan and access key forms.

[Click here →](#)



1:1 Virtual Meeting

Talk to a Retirement Plan Specialist* who can help answer your questions.

[Click here →](#)

View more plan details at www.ramsretirement.com/403b.



457(b) vs 403(b) Plan Comparison

Feature	457(b)	403(b)
Contribution maximum limits (can contribute to both plans)	2025: \$23,500 or \$31,000 if over age 50, \$34,750 if ages 60-63	2025: \$23,500 or \$31,000 if over age 50, \$34,750 if ages 60-63
Retirement Contributions Tax Credit	Up to \$1,000 (\$2,000 if filing jointly)	Up to \$1,000 (\$2,000 if filing jointly)
Early withdrawal penalty tax	None	10% unless qualified exception
Investment options	Target date funds, risk-based managed portfolios, or self-directed mutual funds	Fixed/Variable interest annuities or mutual funds/custodial accounts
Employer Investment Oversight	Yes, managed by HUB Investment Partners (<i>f.k.a. TCG Advisors</i>) & Investment Advisory Committee (made of school Supts & CFOs)	No
Distribution restrictions	Funds can be requested upon: <ul style="list-style-type: none"> • Age 59 1/2 • Separation from service • Disability • Death • Unforeseeable emergency 	Funds can be requested upon: <ul style="list-style-type: none"> • Age 59 1/2 • Separation of service • Disability • Death • Financial hardship
Financial Hardship/Unforeseeable Emergency Distributions	<ul style="list-style-type: none"> • Must be an unforeseeable Emergency. Can include the following if they meet the criteria: <ul style="list-style-type: none"> » Medical expenses » Funeral expenses » Foreclosure/eviction » Certain hurricanes and natural disasters 	<ul style="list-style-type: none"> • Medical care • Foreclosure/eviction • Tuition payment • Buying a home • Funeral costs • Home repair costs • Disaster relief
Loans	Permitted with loans from all qualified plans limited to the lesser of \$50,000 or one half of vested benefits (or \$10,000 if greater)	Permitted with loans from all qualified plans limited to the lesser of \$50,000 or one half of vested benefits (or \$10,000 if greater)
Required minimum distributions	RMD rules apply at age of 72 or if later, severance from employment or death	RMD rules apply at age of 72 or if later, severance from employment or death

What are my rollover options if I leave my employer?

One of the important decisions you must make when leaving an employer is what to do with any open retirement accounts. Whether it is keeping the account as-is or rolling the funds into a new account, it is important for you to understand all your available options.

Option 1: Leave money in previous employer's plan (if permitted)

- Benefits:** No immediate action is required. Earnings remain tax-deferred.
- Disadvantages:** Can no longer contribute through payroll contribution. It's more complicated managing multiple plans from different employers.

Option 2: Rollover your money to your new employer's plan

- Benefits:** The plan remains tax-deferred; you can continue to contribute; your plans are now consolidated.
- Disadvantages:** Requires paperwork and approvals; this process can be somewhat time-consuming

Option 3: Rollover your money into an IRA

- Benefits:** The plan remains tax-deferred; you may have access to more investment providers and investment options.
- Disadvantages:** You cannot borrow money from these accounts.

When we provide investment advice to you regarding your retirement plan account or individual retirement account, we are fiduciaries within the meaning of Title I of the Employee Retirement Income Security Act and/or the Internal Revenue Code, as applicable, which are laws governing retirement accounts. The way we make money creates some conflicts with your interests, so we operate under a special rule that requires us to act in your best interest and not put our interest ahead of yours.

Under this special rule's provisions, we must: (1) Meet a professional standard of care when making investment recommendations (give prudent advice), (2) Never put our financial interests ahead of yours when making recommendations (give loyal advice), (3) Avoid misleading statements about conflicts of interest, fees, and investments, (4) Follow policies and procedures designed to ensure that we give advice that is in your best interest, (5) Charge no more than is reasonable for our services, and (6) Give you basic information about conflicts of interest.

Social Security Provisions

Social Security and TRS

The first and most important thing for you to know is that your TRS Pension is never reduced by Social Security. However, the opposite may be true—your Social Security benefit may be reduced by your TRS Pension. There are two important Social Security regulations to consider: the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP).

Government Pension Offset (GPO)

The GPO applies to member's spousal Social Security benefits. This regulation uses a two-thirds offset rule, meaning two-thirds of your TRS Pension benefit will be subtracted from your spousal Social Security benefit. This does not reduce TRS Pension benefits.

A current law exemption exists requiring employment by a Social Security-covered district for your last 60 months to be eligible.

Example:

TRS Pension: \$2,100

Spousal SS Benefit: \$1,000

↑ Must subtract 2/3 of TRS benefit from eligible SS benefit

SS BENEFIT	\$1,000
- (2/3 of \$2,100)	\$1,400
	-\$400

TRS Member is not eligible for spousal benefit but receives full TRS annuity

TRS Pension: \$2,100

Spousal SS Benefit: \$1,600

↑ Must subtract 2/3 of TRS benefit from eligible SS benefit

SS BENEFIT	\$1,600
- (2/3 of \$2,100)	\$1,400
	\$200

TRS Member is eligible for spousal benefit of \$200 plus full TRS annuity

Social Security Provisions

Windfall Elimination Provision (WEP)

The WEP affects employees who are eligible for their own government/state pension and Social Security benefit. While the WEP does not reduce your governmental pension, the regulation uses a factor to calculate your Social Security benefit income based on “Years of Substantial Earnings.” It’s important to note that this is different from “Service Credits” under Social Security.

Service Credits under Social Security

- o Eligible for 4 credits per year (\$1,810 per credit)
- o Total of 40 credits to qualify for a benefit
- o For 2025, you can receive 4 credits if you earned \$7,240

Year of Substantial Earnings

To determine your number of substantial earning years use the chart below and mark each substantial earnings year on your official Social Security Earnings Report. Then count up the number of substantial earnings years and use the chart on the right to determine the amount that your payment will be reduced.

1968-1971	\$1,950				
1972	\$2,250	1990	\$9,525	2008	\$18,975
1973	\$2,700	1991	\$9,900	2009	\$19,800
1974	\$3,300	1992	\$10,350	2010	\$19,800
1975	\$3,525	1993	\$10,725	2011	\$19,800
1976	\$3,825	1994	\$11,250	2012	\$20,475
1977	\$4,125	1995	\$11,325	2013	\$21,075
1978	\$4,425	1996	\$11,625	2014	\$21,750
1979	\$4,725	1997	\$12,150	2015	\$22,050
1980	\$5,100	1998	\$12,675	2016	\$22,050
1981	\$5,550	1999	\$13,425	2017	\$23,625
1982	\$6,075	2000	\$14,175	2018	\$23,850
1983	\$6,675	2001	\$14,925	2019	\$24,675
1984	\$7,050	2002	\$15,750	2020	\$25,575
1985	\$7,425	2003	\$16,125	2021	\$26,550
1986	\$7,875	2004	\$16,275	2022	\$27,300
1987	\$8,175	2005	\$16,725	2023	\$29,700
1988	\$8,400	2006	\$17,475	2024	\$31,275
1989	\$8,925	2007	\$18,150	2025	\$32,700

Years of Substantial Earnings Percentage

30 or more:	90%
29:	85%
28:	80%
27:	75%
26:	70%
25:	65%
24:	60%
23:	55%
22:	50%
21:	45%
20 or less:	40%

Maximum WEP Reduction for Workers Who Become Eligible in 2025, by Years of Substantial Coverage

		Years of Social Security Coverage										
		20 or less	21	22	23	24	25	26	27	28	29	30+
First factor in formula		40%	45%	50%	55%	60%	65%	70%	75%	80%	85%	90%
Maximum Dollar amount of monthly WEP reduction for workers who first become eligible for Social Security in 2025.		\$613	\$552	\$491	\$430	\$369	\$305	\$244	\$184	\$122	\$61	\$0

2025 Key IRS Numbers



Income Tax (2025 tax rate tables)

Taxable income	Tax due	plus	% of income*
Single			
Up to \$11,925	\$0	+	10%
\$11,926 to \$48,475	\$1,192.50	+	12%
\$48,476 to \$103,350	\$5,578.50	+	22%
\$103,351 to \$197,300	\$17,651	+	24%
\$197,301 to \$250,525	\$40,199	+	32%
\$250,526 to \$626,350	\$57,231	+	35%
Over \$626,351	\$188,769.75	+	37%
Married filing jointly			
Up to \$23,850	\$0	+	10%
\$23,851 to \$96,950	\$2,385	+	12%
\$96,951 to \$206,700	\$11,157	+	22%
\$206,701 to \$394,600	\$35,302	+	24%
\$394,601 to \$501,050	\$80,398	+	32%
\$501,051 to \$751,600	\$114,462	+	35%
Over \$751,601	\$202,154.50	+	37%
Married filing separately			
Up to \$11,925	\$0	+	10%
\$11,926 to \$48,475	\$1,192.50	+	12%
\$48,476 to \$103,350	\$5,578.50	+	22%
\$103,351 to \$197,300	\$17,651	+	24%
\$197,301 to \$250,525	\$40,199	+	32%
\$250,526 to \$375,800	\$57,231	+	35%
Over \$375,801	\$101,077.25	+	37%
Head of household			
Up to \$17,000	\$0	+	10%
\$17,001 to \$64,850	\$1,700	+	12%
\$64,851 to \$103,350	\$7,442	+	22%
\$103,351 to \$197,300	\$15,912	+	24%
\$197,301 to \$250,500	\$38,460	+	32%
\$250,501 to \$626,350	\$55,484	+	35%
Over \$626,351	\$187,031.50	+	37%

*The percentage applies to each dollar of taxable income within the range until the next income threshold is reached.



Standard Deduction

Single	\$15,000	Additional deduction for blind or aged (age 65+)	
Married filing jointly	\$30,000		
Married filing separately	\$15,000	Single or head of household	\$2,000
Head of household	\$22,500	Married filing jointly or separately	\$1,600
Dependent*	\$1,350*		

*Dependent standard deduction can't exceed the greater of \$1,350 or \$450 plus earned income.



Alternative Minimum Tax (AMT)

	Maximum exemption amount	Exemption phaseout threshold
Single or head of household	\$88,100	\$626,350
Married filing jointly	\$137,000	\$1,252,700
Married filing separately	\$68,500	\$626,350
	26% rate applies to AMT income up to \$239,100* 28% rate applies to AMT income over \$239,100*	

*\$119,550 if married filing separately.



Education Credits and Deductions

MAGI phaseout ranges	Single or head of household	Married filing jointly
Lifetime Learning credit (\$2,000 max)	\$80,000 to \$90,000	\$160,000 to \$180,000
American Opportunity credit (\$2,500 max)	\$80,000 to \$90,000	\$160,000 to \$180,000
Education loan interest deduction (\$2,500 max)	\$80,000 to \$95,000	\$165,000 to \$195,000
U.S. Savings bond interest exclusion \$85,800 to \$100,800 for higher-education expenses	\$99,500 to \$114,500	\$149,250 to \$179,250



Estate Planning

Annual gift tax exclusion	\$19,000
Non-citizen spouse annual gift tax exclusion	\$190,000
Top gift, estate, and GST tax rate	40%
Gift tax and estate tax applicable exclusion amount	\$13,990,000 + DSUEA*
Generation-skipping transfer (GST) tax exemption	\$13,990,000**

* Basic exclusion amount plus deceased spousal unused exclusion amount (exclusion is portable).

**The GST tax exemption is not portable.

2025 Key IRS Numbers

Retirement Planning

Employee contribution limits to employer plans*

401(k) plans, 403(b) plans, 457(b) plans, and SAR-SEPs (includes Roth contributions to these plans) **\$23,500**

Annual catch-up contribution (age 50+) **\$7,500**

SIMPLE 401(k) and SIMPLE IRA plans **\$16,500**

Annual catch-up IRA contribution (age 50+) **\$3,500**

IRA contribution limits**

Traditional and Roth IRAs (combined) **\$7,000**

Annual catch-up contribution (age 50+) **\$1,000**

* Lesser of these limits or 100% of participant's compensation.
** Lesser of these limits or 100% of earned income.

Traditional deductible IRA income limits — Income phase-out range for determining deductibility of traditional IRA contributions for taxpayers covered by an employer-sponsored plan and filing as:

Single or head of household **\$79,000 - \$89,000**

Married filing jointly when the spouse who makes the contribution is covered by a workplace plan **\$126,000 - \$146,000**

Married filing jointly when the spouse who makes the contribution is not covered by a workplace plan but the other spouse is covered **\$236,000 - \$246,000**

Married filing separately **Up to \$10,000**

Roth IRA compensation limits — Income phase-out range for determining ability to fund Roth IRA for taxpayers filing as:

Single or head of household **\$150,000 - \$165,000**

Married filing jointly **\$236,000 - \$246,000**

Married filing separately **\$0 - \$10,000**

Investment Taxes

Long-term capital gain & qualified dividend tax (taxable income thresholds)

Single filer	Married filing jointly	Married filing separately	Head of household	Tax rate
Up to \$48,350	Up to \$96,700	Up to \$48,350	Up to \$64,750	0%
\$48,351 to \$533,400	\$96,701 to \$600,050	\$48,351 to \$300,000	\$64,751 to \$566,700	15%
Over \$533,400	Over \$600,051	Over \$300,000	Over \$566,700	20%

Net investment income tax (MAGI thresholds)

Over \$200,000	Over \$250,000	Over \$125,000	Over \$200,000	3.8%*
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*The 3.8% net investment income tax (also referred to as the unearned income Medicare contribution tax) applies to the lesser of (a) net investment income or (b) modified adjusted gross income (MAGI) exceeding the above thresholds. It does not apply to municipal bond interest or qualified retirement plan/IRA withdrawals.

Health Care

Flexible spending account (FSA) for health care

Maximum salary reduction contribution **\$3,300**

Health savings account (HSA)

Annual contribution limit — individual coverage **\$4,300**

Annual contribution limit — family coverage **\$8,550**

Annual catch-up contribution (age 55+) **\$1,000**

High-deductible health plan (HDHP)

Minimum deductible — individual coverage **\$1,650**

Minimum deductible — family coverage **\$3,300**

Maximum out-of-pocket amount — individual **\$8,300**

Maximum out-of-pocket amount — family **\$16,600**

Social Security/Medicare

Maximum taxable earning

Social Security (OASDI only) **\$176,100**

Medicare (HI only) **No limit**

Standard Mileage Rates

Business purposes	TBD
Medical purposes	TBD
Charitable purposes	14¢ per mile
Moving purposes	TBD



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