

# STIFEL RETIREMENT PLAN/IRA LIMITS 2025

Retirement Plan Limits	2025	2024	2023
Social Security Wage Base:	\$176,100	\$168,600	\$160,200
Maximum Compensation:	\$350,000	\$345,000	\$330,000
Defined Benefit – Annual Benefit:	\$280,000	\$275,000	\$265,000
Defined Contribution Limit:	\$70,000	\$69,000	\$66,000
401(k), 403(b), 457(b) Salary Deferral Limit:	\$23,500	\$23,000	\$22,500
401(k), 403(b), 457(b) Age 50-59 and 64+ Catch-Up:*	\$7,500	\$7,500	\$7,500
401(k), 403(b), 457(b) Age 60-63 Catch-Up:*	\$11,250	N/A	N/A
SIMPLE Salary Deferral Limit:	\$16,500**	\$16,000	\$15,500
SIMPLE Age 50-59 and 64+ Catch-Up:	\$3,500	\$3,500	\$3,500
SIMPLE Age 60-63 Catch-Up:	\$5,250	N/A	N/A
SEP Minimum Compensation:	\$750	\$750	\$750
Highly Compensated Employee:	\$160,000	\$155,000	\$150,000
Key Employee/Officer:	\$230,000	\$220,000	\$215,000

\* The catch-up provision only applies to Governmental 457(b) plans.

\*\* SIMPLE IRA: Employers with 25 or less employees automatically have the option to contribute \$17,600 (additional \$3,850 if age 50 or older). Employers with 26-100 employees must disclose the option for extra deferrals in the participation notice and summary plan description

IRA Limits	2025	2024
IRA/Roth Maximum Contribution:	\$7,000	\$7,000
IRA/Roth Catch-Up Contribution:	\$1,000	\$1,000

Traditional IRA Deductibility	Single Filer's MAGI:	Married Filing Jointly MAGI:	Single Filer's MAGI:	Married Filing Jointly MAGI:
Full Deduction	< \$79,000	< \$126,000	< \$77,000	< \$123,000
Partial Deduction	\$79,000 – \$89,000	\$126,000 – \$146,000	\$77,000 – \$87,000	\$123,000 – \$143,000
No Deduction	> \$89,000	> \$146,000	> \$87,000	> \$143,000

If one spouse is covered by an employer-sponsored plan, the maximum joint compensation for a deductible contribution by the non-covered spouse in 2025: \$236,000 - \$246,000 (\$230,000 - \$240,000 for 2024).

Roth IRA Eligibility	Single Filer's MAGI:	Married Filing Jointly MAGI:	Single Filer's MAGI:	Married Filing Jointly MAGI:
Full Contribution	< \$150,000	< \$236,000	< \$146,000	< \$230,000
Partial Contribution	\$150,000 – \$165,000	\$236,000 – \$246,000	\$146,000 – \$161,000	\$230,000 – \$240,000
Not Eligible	> \$165,000	> \$246,000	> \$161,000	> \$240,000

## Withdrawals

**Age: < 59 ½** = 10% penalty applies

Penalty exceptions: death, disability, substantially equal periodic payments (Rule 72(t)), purchase of first-time home, higher education expenses, medical expenses, health insurance, and distributions for certain declared Presidential Disaster Area relief

**Age: 59 ½ – 73** = No penalty. No mandatory withdrawals.

**Age: > 73** = Required minimum distributions (RMDs)

**RMD Exceptions:** Roth IRAs, Roth 401(k)s, and Qualified Plans if still working and not a 5% or greater owner (may be determined by plan document)

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