

2025

BENEFITS REFERENCE GUIDE

Contribution and Benefit Limits

	2025 Limit	2024 Limit	2023 Limit
\$401(k), §403(b), & §457(b) elective deferral limit	\$23,500	\$23,000	\$22,500
\$401(k), §403(b), & §457(b) catch-up deferral limit (Age 50-59, 64+)*	\$7,500	\$7,500	\$7,500
\$401(k), §403(b), & §457(b) catch-up deferral limit (Age 60-63)*	\$11,250	N/A	N/A
Definition of highly compensated employee (HCE)	\$160,000	\$155,000	\$150,000
Annual compensation limit for benefit purposes	\$350,000	\$345,000	\$330,000
Annual compensation limit for key employee determination	\$230,000	\$220,000	\$215,000
Defined Benefit Plan limit at age 62	\$280,000	\$275,000	\$265,000
Defined contribution plan limit	\$70,000	\$69,000	\$66,000

Individual Retirement Account Contributions

Traditional, spousal, & Roth contribution limits	\$7,000	\$7,000	\$6,500
Catch-up contribution limit	\$1,000	\$1,000	\$1,000

Health Savings Accounts

Single: Annual contribution limit	\$4,300	\$4,150	\$3,850
Minimum deductible	\$1,650	\$1,600	\$1,500
Maximum out-of-pocket expense	\$8,300	\$8,050	\$7,500
Family: Annual contribution limit	\$8,550	\$8,300	\$7,750
Minimum deductible	\$3,300	\$3,200	\$3,000
Maximum out-of-pocket expense	\$16,600	\$16,100	\$15,000
Catch-up Contributions	\$1,000	\$1,000	\$1,000

Social Security

OASDI tax rate	6.2%	6.2%	6.2%
OASDI taxable wage base	\$176,100	\$168,600	\$160,200
Cost-of-living adjustment for benefits	2.5%	3.2%	8.7%

Medicare

Part A tax rate	1.45%	1.45%	1.45%
Part A additional individual tax rate**	0.9%	0.9%	0.9%

Qualified Transportation Benefits - Monthly Limits***

Parking	\$325	\$315	\$300
Transit pass/commuter vehicle	\$325	\$315	\$300

Employee Stock Ownership Plans

Maximum balance for 5-year distribution	\$1,415,000	\$1,380,000	\$1,330,000
Amount to lengthen 5-year period	\$280,000	\$275,000	\$265,000

* Age cutoffs based on age as of December 31 for each year.

** Tax applies for married filing jointly above \$250,000; married filing separately above \$125,000; single, head of household (with qualifying person), and qualifying widow(er) with dependent child above \$200,000.

*** Although employees may receive these benefits, employers cannot take a deduction related to qualified transportation fringe benefits.



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RETIREMENT PLAN AND BENEFITS DEADLINE CALENDAR*

January 31	Distribute Form W-2 to employees and file with the SSA Distribute Form 1099-R
February 28	File Form 1099-R with IRS (paper forms)
March 15	Process corrective distributions for failed ADP/ACP tests without 10% excise tax
March 31	File Form 1099-R with the IRS (electronic filing only)
April 1	Make required minimum distributions (RMDs) for 2024 initial distributions
April 15	Process corrective distributions for excess employee deferrals
June 30	Deadline to make NQDC elections for 2025 performance-based compensation (if your plan allows) Process corrective distributions for failed ADP/ACP tests from EACA plans without 10% excise tax
July 29	Distribute Summary of Material Modifications for 2024 changes
July 31	File Form 5500 (without extension) File Form 8955-SSA (without extension)
September 30	Distribute Summary Annual Report (SAR) to participants (without extension)
October 15	File Form 5500 (with extension) File Form 8955-SSA (with extension)
December 1	Send annual 401(k) and (m) safe harbor notice Send automatic contribution arrangement annual notice Send annual qualified default investment alternative (QDIA) notice
December 15	Distribute SAR to participants (with extension)
December 31	Amend plan for most discretionary changes implemented during plan year Process RMDs (other than initial distributions) NQDC plan annual deferral elections for 2026 compensation become non-revocable

*Assuming plan operates on a calendar year

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John K. Schultz
(303) 779-2080
jschultz@alvarezandmarsal.com

Kimberly M. Schultz
(303) 779-2085
kimschultz@alvarezandmarsal.com

J.D. Ivy
(214) 438-1028
jivy@alvarezandmarsal.com

Patrick Blanchard
(303) 779-2089
pblanchard@alvarezandmarsal.com

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