



2024-2025 RETIREMENT PLAN CONTRIBUTION LIMITS

For more information or if you would like to get in touch, contact us at: info@greystonefg.com | 248.267.1270 | greystonefg.com

2025 Contribution Limit Increases

Contribution	2024 Limit	2025 Limit	Change
401(k)/403(b) Employee Contribution	\$23,000	\$23,500	\$500
401(k)/403(b) Catch-up Contribution	\$7,500	\$7,500	\$0
401(k)/403(b) Total Contribution <50	\$69,000	\$70,000	\$1,000
401(k)/403(b) Total Contribution 50+	\$76,500	\$77,500	\$1,000
457(b) Contribution	\$23,000	\$23,500	\$500
Traditional IRA Contribution	\$7,000	\$7,000	\$0
Traditional IRA Catch-up Contribution	\$1,000	\$1,000	\$0
Roth IRA Contribution	\$7,000	\$7,000	\$0
Roth IRA Catch-up Contribution	\$1,000	\$1,000	\$0
SEP-IRA Contribution	\$69,000	\$70,000	\$1,000
SIMPLE IRA/SIMPLE 401(k) Contribution	\$16,000	\$16,500	\$500
Annual Compensation Limit	\$345,000	\$350,000	\$5,000
Highly Compensated Employee Threshold	\$155,000	\$160,000	\$5,000
Key Employee Threshold	\$220,000	\$230,000	\$10,000
Social Security Wage Base	\$168,600	\$176,100	\$7,500
H.S.A. Contribution (Single)	\$4,150	\$4,300	\$150
H.S.A. Contribution (Family)	\$8,300	\$8,550	\$250
Healthcare F.S.A. Contribution	\$3,200	\$3,300	\$100
Cash Balance/Defined benefit Annual Limit	\$275,000	\$280,000	\$5,000

General Deadlines

Form 5500 and Schedules Due to DOL	7 Months after plan year end unless an extension is filed
Form 5558 Extension Due to DOL (if necessary)	7 Months after plan year end
Form 5500 and Schedules Due to DOL on Extension	9 1/2 Months after plan year end
Form 1099-R Mailed to Participants	January 31
Form 945 Due to IRS	February 10
Form 1096 Due to IRS	February 28
Return of Excess Deferrals in case of a Failed ADP Test	Without penalty - 2 1/2 months after plan year end
Employer Contributions Due to Plan	Same date as Plan Sponsor's tax filing deadline including extensions
Safe Harbor Notices to Employees (Existing 401(k) Plans)	At least 30 days prior to start of plan year
Safe Harbor Notices to Employees (New Plans or Existing Profit Sharing Plans only)	Anytime on or before the Plan Effective Date
Required Minimum Distributions	December 31 - Exceptions May Apply

2025 Catch-Up Contribution Limits (SECURE 2.0 Impact)

Contribution	Standard Catch-Up (Age 50+)	Enhanced Catch-Up (Ages 60-63)
401(k) / 403(b) / 457(b)	\$7,500	\$11,250
SIMPLE IRA / SIMPLE 401(k)	\$3,500	\$5,250

UNIFORM LIFETIME TABLE

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Age	Life Expectancy Factor	Age	Life Expectancy Factor	Age	Life Expectancy Factor	Age	Life Expectancy Factor
72	27.4	84	16.8	96	8.4	109	3.7
73	26.5	85	16.0	97	7.8	110	3.5
74	25.5	86	15.2	98	7.3	111	3.4
75	24.6	87	14.4	99	6.8	112	3.3
76	23.7	88	13.7	100	6.4	113	3.1
77	22.9	89	12.9	101	6.0	114	3.0
78	22.0	90	12.2	102	5.6	115	2.9
79	21.1	91	11.5	103	5.2	116	2.8
80	20.2	92	10.8	104	4.9	117	2.7
81	19.4	93	10.1	105	4.6	118	2.5
82	18.5	94	9.5	106	4.3	119	2.3
83	17.7	95	8.9	107	4.1	120 and older	2.0
				108	3.9		