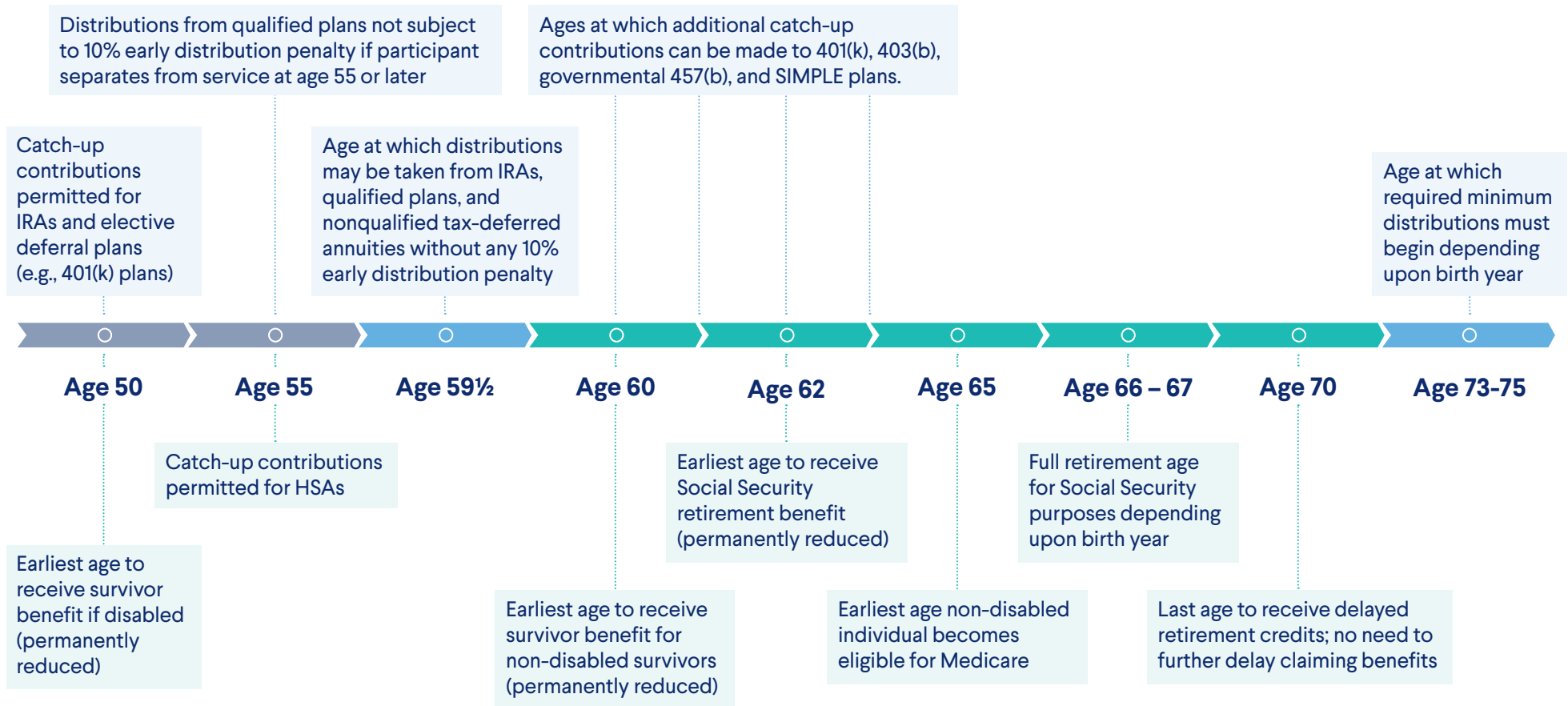


Key Retirement Age Milestones

IRAs and qualified plans



Social Security, Medicare, and Health Savings Accounts (HSAs)

IRAs and qualified plans

Contribution and catchup limits for 2025

Traditional or Roth IRA	\$7,000
Catch-up—age 50 or older	\$1,000
SIMPLE IRA/SIMPLE 401(k)	
Employee contribution	\$16,500
Catch-up—age 50 or older	\$3,500
Catch-up—ages 60, 61, 62, or 63	\$5,250
401(k)/403(b) TSA/457 plan/existing SAR-SEP plan	
Elective employee deferral	\$23,500
Catch-up—age 50 or older	\$7,500
Catch-up—ages 60, 61, 62, or 63	\$11,250

10% early distribution penalty

Generally applies to distributions taken from IRAs, qualified plans, and nonqualified annuities prior to age 59½, death, or disability. Additional exceptions may apply, including age-55-and-separation from service for qualified plan distributions and higher education expenses and first-time homebuyer distributions (\$10,000 lifetime limit) for IRAs.

Lifetime RMDs

Distributions generally must begin from qualified plans and traditional IRAs by RMD age. RMD age is:

Born in 1950 – 1959	Age 73
Born in 1960 or later	Age 75

An IRA owner's required beginning date (RBD) is April 1 of the year following the year they attain RMD age. The RBD for a participant in a qualified plan may be delayed until April 1 of the year following the year the participant retires if later and the participant is not a more-than-5% owner of the employer sponsoring the plan.

RMDs must be distributed by 12/31 except that the RMD for the first year may be delayed until their RBD. Thus, if the first RMD is not taken until April 1 of the following year, a second RMD must be taken by 12/31 of that same year.

Social Security, Medicare, and Health Savings Accounts (HSAs)

Social Security

Year of birth	FRA
1943–1954	66
1955	66 and 2 months
1956	66 and 4 months
1957	66 and 6 months
1958	66 and 8 months
1959	66 and 10 months
1960 and later	67

Medicare

Eligible for Medicare:

- 65 and older
- Under 65 with certain disabilities
- Any age with end-stage renal disease (permanent kidney failure)

HSA contribution limits for 2025

Health Savings Account (HSA)

- \$4,300 individual
- \$8,550 family
- \$1,000 additional catch-up contribution for age 55+

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