

# 2025 Tax Reference Guide



## IRAs & Qualified Plans

### Contribution Limits

|  |         |
|--|---------|
| IRA or Roth IRA contribution limit         | \$7,000 |
| IRA or Roth IRA catch-up (age 50 or older) | \$1,000 |

### Traditional IRA deduction phaseout

|                                   |                       |
|-----------------------------------|-----------------------|
| Participants in a retirement plan |                       |
| Single                            | \$79,000 - \$89,000   |
| Married filing jointly            | \$126,000 - \$146,000 |
| Married filing separately         | \$0 - \$10,000        |
| Spousal IRA                       | \$236,000 - \$246,000 |

### Roth IRA phaseout

|                        |                       |
|------------------------|-----------------------|
| Single                 | \$150,000 - \$165,000 |
| Married filing jointly | \$236,000 - \$246,000 |

### Qualified Plans

|  |           |
|--|-----------|
| Elective deferrals to 401(k), 403(b), 457, and SARSEPs | \$23,500  |
| Catch-up contribution (age 50+)                        | \$7,500   |
| Special Catch-up contribution (age 60-63)              | \$11,250  |
| Defined contribution plan limit (Section 415(c)(1)(A)) | \$70,000  |
| Defined benefit plan limit (Section 415(b)(1)(A))      | \$280,000 |

## Simple IRA & SEP IRA

|   |   |
|---|---|
| SEP IRA contribution limit                      | Lesser of \$70,000 or 25% of compensation |
| SIMPLE Plan contribution limit                  | \$16,500                                  |
| Catch-up contribution (age 50+)                 | \$3,500                                   |
| Special Catch-up contribution (age 60-63)       | \$5,250                                   |
| Maximum compensation limit for retirement plans | \$350,000                                 |
| Key employee (top-heavy plans)                  | Above \$230,000                           |
| Highly compensated employee                     | \$160,000                                 |

## Health Savings Account

### Minimum Deductible Amount

|        |         |
|--------|---------|
| Single | \$1,650 |
| Family | \$3,300 |

### Maximum Out-of-Pocket Amount

|        |          |
|--------|----------|
| Single | \$8,300  |
| Family | \$16,600 |

### Contribution Limit

|                                 |         |
|---------------------------------|---------|
| Single                          | \$4,300 |
| Family                          | \$8,550 |
| Catch-up contribution (age 55+) | \$1,000 |

## Education

### Coverdell Education Savings Accounts

|                                 |                       |
|---------------------------------|-----------------------|
| Contribution limit              | \$2,000               |
| Single phaseout                 | \$95,000 - \$110,000  |
| Married filing jointly phaseout | \$190,000 - \$220,000 |

### Lifetime Learning Credit - 20% of qualified expenses

|                                 |                       |
|---------------------------------|-----------------------|
| Expense limit                   | \$10,000              |
| Single phaseout                 | \$80,000 - \$90,000   |
| Married filing jointly phaseout | \$160,000 - \$180,000 |

### 529 Plans

Eligible for college, apprenticeship, and trade school expenses, and up to \$10,000/year for private K-12 tuition. A lifetime limit of \$10,000 each can be used to repay the student loans of the beneficiary and each of his/her siblings.

## Capital Gains & Qualified Dividends

For 2025, rates are applied to taxable income levels:

| Tax Rate | Single             | Married Filing Jointly | Trusts & Estates |
|----------|--------------------|------------------------|------------------|
| 0%       | \$48,350 or less   | \$96,700 or less       | \$3,250 or less  |
| 15%      | \$48,351-\$533,400 | \$96,701-\$600,050     | \$3,251-\$15,900 |
| 20%      | Above \$533,400    | Above \$600,050        | Above \$15,900   |

(Short-term capital gains are taxed at income tax rates)

Medicare contribution tax on investment income\*: 3.8%

\*Tax is applied to the lower of net investment income or modified adjusted gross income over certain thresholds (\$250,000 joint filers/\$200,000 single/\$15,200 Trusts and Estates).

## Income Tax Rate Schedules

If Taxable Income Is: Then the Gross Tax Payable Is:

|                               | Amount       | Plus (%)              | Of the amount over |
|-------------------------------|--------------|-----------------------|--------------------|
| <b>Single Taxpayers</b>       |              |                       |                    |
| \$11,925 or less              | -----        | 10% of taxable income | -----              |
| \$11,926-\$48,475             | \$1,192.50   | 12%                   | \$11,925           |
| \$48,476-\$103,350            | \$5,578.50   | 22%                   | \$48,475           |
| \$103,351-\$197,300           | \$17,651     | 24%                   | \$103,350          |
| \$197,301-\$250,525           | \$40,199     | 32%                   | \$197,300          |
| \$250,526-\$626,350           | \$57,231     | 35%                   | \$250,525          |
| Above \$626,350               | \$188,769.75 | 37%                   | \$626,350          |
| <b>Married Filing Jointly</b> |              |                       |                    |
| \$23,850 or less              | -----        | 10% of taxable income | -----              |
| \$23,851-\$96,950             | \$2,385      | 12%                   | \$23,850           |
| \$96,951-\$206,700            | \$11,157     | 22%                   | \$96,950           |
| \$206,701-\$394,600           | \$35,302     | 24%                   | \$206,700          |
| \$394,601-\$501,050           | \$80,398     | 32%                   | \$394,600          |
| \$501,051-\$751,600           | \$114,462    | 35%                   | \$501,050          |
| Above \$751,600               | \$202,154.50 | 37%                   | \$751,600          |

The income tax brackets for Married Filing Separately are half of the amounts for Married Filing Jointly. The brackets for Heads of Households generally fall between the brackets for single and joint filers.

### Trusts & Estates

|                   |         |                       |          |
|-------------------|---------|-----------------------|----------|
| \$3,150 or less   | -----   | 10% of taxable income | -----    |
| \$3,151-\$11,450  | \$315   | 24%                   | \$3,150  |
| \$11,451-\$15,650 | \$2,307 | 35%                   | \$11,450 |
| Above \$15,650    | \$3,777 | 37%                   | \$15,650 |

Kiddie tax: In 2025, the parent's marginal tax rate is used for a dependent child's unearned income over their deduction amount.

## Income Tax Deductions and Credits

|                           |          |
|---------------------------|----------|
| Single                    | \$15,000 |
| Married filing jointly    | \$30,000 |
| Head of household         | \$22,500 |
| Married filing separately | \$15,000 |

### Child Tax Credit

|  |           |
|--|-----------|
| Qualifying Child (Children under age 17)     | \$2,000   |
| Dependents not eligible for Qualifying Child | \$500     |
| Single phase out begins at                   | \$200,000 |
| Married filing jointly phase out begins at   | \$400,000 |

### Elderly (over age 65) or blind additional deduction

|         |         |
|---------|---------|
| Single  | \$2,000 |
| Married | \$1,600 |

# 2025 Tax Reference Guide

## Estate & Gift Tax

|  |              |
|--|--------------|
| Individual estate tax exclusion (Federal) (Any unused amount can transfer to a surviving spouse) | \$13,990,000 |
| Maximum estate tax rate  | 40%          |
| Gift tax exclusion   | \$13,990,000 |
| Generation-skipping exclusion  | \$13,990,000 |
| Annual gift tax exclusion (per recipient)  | \$19,000     |
| Lump sum accelerated gift to a 529 plan (5-year rule)  | \$95,000     |
| Qualified Charitable Distribution  | \$108,000    |

States with an estate tax and/or inheritance tax: CT, DC, HI, IA, IL, KY, MA, MD, ME, MN, NE, NJ, NY, OR, PA, RI, VT, and WA

## Alternative Minimum Tax (AMT)

| Status                 | Exemption | Phaseout    |
|------------------------|-----------|-------------|
| Single                 | \$88,100  | \$626,350   |
| Married filing jointly | \$137,000 | \$1,252,700 |

### Alternative Minimum Tax Rates

|                                 |
|---------------------------------|
| 26% up to \$239,100 of AMT base |
| 28% over \$239,100 of AMT base  |

## Social Security

|  |                  |
|--|------------------|
| <b>Social Security wage base</b>                   | <b>\$176,100</b> |
| Social Security cost-of-living adjustment          | 2.5%             |
| Quarter of coverage (earnings for Social Security) | \$1,810          |
| Maximum benefit (worker retiring at FRA)           | \$4,018          |
| Estimated average monthly benefit                  | \$1,976          |

Social Security benefits are reduced if someone receives benefits and continues to work. The benefit is reduced \$1 for every \$2 or \$3 earned above \$23,400 (\$1,950/mo) in years prior to FRA and \$62,160 (\$5,180/mo) in the year FRA is reached, respectively. There is no reduction at FRA.

## Businesses/Business Owners

**For 2025, net business income is taxed at the following rates:**

### Corporations (C-Corps and similarly treated LLCs)

|  |       |
|--|-------|
| Corporate income tax rate:                     | 21%** |
| Accumulated Earnings tax rate (plus interest): | 20%*  |

Dividends paid to shareholders are taxable to them at ordinary income or capital gains tax rate(s), depending on the type of dividend.  
\*On retained earnings in excess of \$250,000 (\$150,000 for personal service corps.), except if to meet reasonable business needs.  
\*\*Large corporations (income >\$1Billion) subject to new CAMT rate of 15%.

### Pass Through Entities

#### (Sole Props, Partnerships, S-Corps, and similarly treated LLCs)

Net business income is reported by the owner(s) and is taxed at his/her tax rates

|   |       |
|---|-------|
| Self-Employment Tax on wages, tips and net earnings |       |
| Medicare Tax (on total amount)*:                    | 2.9%  |
| Social Security Tax (on the first \$176,100):       | 12.4% |
| Deduction for qualified business income**:          | 20.0% |

\*An Additional Medicare Tax of 0.9% is applied to amounts over certain thresholds (\$250,000 joint filers/\$200,000 single filer).

\*\*The deduction is limited to the lesser of 20% of QBI or 20% of the owner's taxable income. Subject to phase out depending on the type of services provided if income is over \$394,600 (joint) or \$197,300 (single) as of 2025.



Subscribe to our website to receive updates on the progress of proposed legislation changes, including if any are likely to apply retroactively for all of 2025.

## Important Dates & Deadlines

### Deadlines for Traditional IRAs, Roth IRAs, and SEP IRAs

|                           |                   |
|---------------------------|-------------------|
| 2024 Contributions        | April 15, 2025    |
| 2025 Contributions        | April 15, 2026    |
| 2025 Roth IRA Conversions | December 31, 2025 |

### Required Minimum Distributions (RMDs)

New RMD age of 73 applies to all individuals as of 2023

|                           |                            |
|---------------------------|----------------------------|
| <b>Age of IRA holder:</b> | <b>First RMD Deadline:</b> |
| Turned 73 in 2025         | April 1, 2026*             |

\*Subsequent RMDs must be taken by December 31 of each year.

### 2024 Tax Form Mailing Deadlines for Custodians

|  |                    |
|--|--------------------|
| Form 1099-R (Retirement Account Distributions) | January 31, 2025   |
| Consolidated Form 1099s (Taxable Accounts)     | February 18, 2025* |

\*Extended deadline for accounts holding certain securities (REITs, WHFITs, CMOs) March 17, 2025

|  |              |
|--|--------------|
| Form 5498 (Retirement Account Contributions) | June 2, 2025 |
|--|--------------|

### 2025 Estimated Tax Payments

| For the period            | Due date           |
|---------------------------|--------------------|
| January 1 - March 31      | April 15, 2025     |
| April 1 - May 31          | June 16, 2025      |
| June 1 - August 31        | September 15, 2025 |
| September 1 - December 31 | January 15, 2026   |

### Tax Cuts and Jobs Act (TCJA) Sunset and Tax Agenda for 2025

The TCJA of 2017 was one of the most significant tax overhauls in decades. It aimed to simplify the tax code, reduce corporate and individual tax rates, and encourage economic growth. The TCJA is scheduled to sunset at the end of 2025. While some provisions are expected to be extended, 2025 legislation will shape the future of the U.S. tax environment for years to come.

#### Key provisions set to sunset include:

- Tax Brackets: scheduled to increase for individuals for every marginal bracket
- Standard Deduction: will cut in half, reverting to 2017 levels and reintroducing personal exemptions
- Child Tax Credit: scheduled to cut in half down to \$1,000
- Estate Exemption: scheduled to cut in half to approx. \$7M/person
- Qualified Business Income deduction: scheduled to sunset completely
- Salt Deduction: currently capped at \$10,000 but may become unlimited
- Pease Limitations on itemized deductions: eliminated under TCJA but may be reintroduced
- Alternative Minimum Tax Thresholds: set to be lowered, reverting back to 2017 phase in levels

### IRS and Treasury Final IRA Regulation Updates (July 2024)

- Beneficiaries inheriting retirement accounts subject to the 10-year rule will also be subject to annual RMDs during the 10 years if the account owner had reached their Required Beginning Date (RBD) prior to death
- Beneficiaries inheriting any retirement account that is 100% Roth (after-tax) at the time of the owner's death will not be subject to RMDs

#### Planning Consideration:

- Ensure any Roth (after-tax) balances in employer retirement plans (401(k), 403(b), etc.) are rolled into a Roth IRA prior to death

### Secure Act 2.0: Major Provisions and Changes Going into Effect

- RMD starting age is now 73 and will increase to 75 in 2033
- The 50% penalty for a missed RMD is reduced to 25%, or 10% if fixed in a timely manner
- Employers may add a Roth option to SEPs and SIMPLE IRAs
- 529 Plans open for 15+ years can be rolled into a Roth IRA. Subject to annual IRA contribution limits and a lifetime max of \$35,000
- Plan start-up costs credit increased from 50% to 100% for employers with less than 50 employees with a phased-out credit for 51-100 employees
- 2025 starts a 10% bonus contribution system for employers who give more than the 2% required compensation match for Simple IRAs. This would increase the 2025 contribution amounts to \$17,600 with an increased catch-up contribution of \$3,850 for those 50+

# 2025 Medicare Reference Guide



Medicare is a government-run health insurance system for Americans over 65 years old or disabled. The system is funded through employee and employer payroll contributions and provides coverage for portions of certain health care costs, depending on level of coverage selected.

For most people, Medicare Part B premiums increased by approximately 5.89% from 2024 and Part D premiums have increased by 6% from 2024.

Medicare coverage is split into four Parts:

## Part A (Hospital Insurance)

Covers inpatient hospital care, skilled nursing facility, hospice, lab tests, surgery, home health care

|  |                  |
|--|------------------|
| <b>Monthly Premium*:</b>                                     | \$0.00           |
| First 60 days of hospitalization - patient pays a deductible | \$1,676          |
| Next 30 days - patient pays                                  | \$419 per day    |
| Next 60 days (lifetime reserve days)                         | \$838 per day    |
| <b>Skilled Nursing Facility:</b>                             |                  |
| First 20 days - patient pays                                 | \$0.00           |
| Next 80 days - patient pays                                  | \$209.50 per day |
| Over 100 days - patient pays                                 | All costs        |

\*Most individuals over age 65 receive Part A free ("premium-free Part A") as a result of paying Medicare taxes while working. For those who have not sufficiently paid Medicare taxes (rare), you can buy Medicare Part A and pay a premium of either \$285 or \$518 per month.

## Part B (Medical Insurance)

Doctor and other health care providers' services, home and outpatient care, durable medical equipment, ambulance services, and some preventive services

| Premium Rates* | If your 2023 income was**      |                        |
|----------------|--------------------------------|------------------------|
|                | Single                         | Married Filing Jointly |
| \$185.00       | \$106,000 or less              | \$212,000 or less      |
| \$259.00       | \$106,001 - \$133,000          | \$212,001 - \$266,000  |
| \$370.00       | \$133,001 - \$167,000          | \$266,001 - \$334,000  |
| \$480.90       | \$167,001 - \$200,000          | \$334,001 - \$400,000  |
| \$591.90       | \$200,001 - \$500,000          | \$400,001 - \$750,000  |
| \$628.90       | Above \$500,000                | Above \$750,000        |
| Deductible:    | \$257 per year                 |                        |
| Coinsurance:   | 20% of amount after deductible |                        |

\*Most people will pay this amount; however, a small number of people who pay premiums out of monthly Social Security benefits will pay less than this amount due to Social Security's "Hold Harmless" provision that prevents a decline in Social Security benefits for most people.

\*\*Medicare uses the modified adjusted gross income reported on your 2023 tax return to determine your 2025 premium (the most recent income information provided to Social Security by the IRS). Therefore, if your income has decreased from 2023 to 2024, Medicare premiums can remain higher than expected due to this lag.

Parts A and B do not cover long-term care (aka, custodial care) as well as dental care, eye care, and hearing aids.

## Part D (Prescription Standard Benefit Model)

Provided by private insurers. The costs and drugs covered varies by Medicare Prescription Drug Plan

|                                      |  |                               |
|--------------------------------------|--|-------------------------------|
| <b>Monthly Premium*:</b>             | Based on prescription drug plan selected       |                               |
| Initial deductible:                  | \$590 maximum (deductibles vary between plans) |                               |
| Co-payment or coinsurance on next**  | \$2,000  |                               |
| <b>Premium Rates Based on Income</b> | <b>If your 2023 income was</b>                 |                               |
|                                      | <b>Single</b>                                  | <b>Married Filing Jointly</b> |
| Plan premium                         | \$106,000 or less                              | \$212,000 or less             |
| \$13.70 + plan premium               | \$106,001 - \$133,000                          | \$212,001 - \$266,000         |
| \$35.30 + plan premium               | \$133,001 - \$167,000                          | \$266,001 - \$334,000         |
| \$57.00 + plan premium               | \$167,001 - \$200,000                          | \$334,001 - \$400,000         |
| \$78.60 + plan premium               | \$200,001 - \$500,000                          | \$400,001 - \$750,000         |
| \$85.80 + plan premium               | Above \$500,000                                | Above \$750,000               |

\*Each prescription drug plan has its own list of covered drugs (referred to as a "formulary"), with drugs assigned to different "tiers". The drugs in lower tiers will generally cost less than drugs in higher tiers.

\*\*Starting in 2025, the Inflation Reduction Act eliminates the old "donut hole" in which people had partial drug cost coverage and places a \$2,000 (2025) out-of-pocket cap on prescription drug costs for enrollees. In addition, it caps the price of insulin at \$35, and drug price increases at the rate of inflation.

## Part C (Medicare Advantage)

Part A and B coverage but through private companies instead of through Medicare. Some companies may offer additional benefits such as prescription drugs, vision, and/or Dental

Part C plans are Medicare approved but administered through private insurance companies.

Monthly premium amounts vary by plan.

Plans, not Medicare, establish the amounts they charge for premiums, deductibles, and services. Amounts can only change once per year, on January 1st.

## Medigap Policies

In addition to the four Medicare Parts above, Medigap insurance is offered by private companies to reimburse individuals for out-of-pocket medical costs resulting from gaps left by traditional Medicare benefits, such as co-payments, coinsurance, and deductibles.

Medigap policies do not provide additional coverage but rather supplement costs of original Medicare benefits.

**Medigap policies don't work with Medicare Advantage Plans (Part C). If you decide to have Part A and B coverage, determine if you need Part D, and then consider a Medigap policy. If you decide to gain coverage through a Medicare Advantage Plan, a Medigap policy is unnecessary.**

Effective as of 2020, Medigap plans which cover the Part B deductible (i.e., Plans C and F) are no longer allowed and are unavailable to those first eligible for Medicare on or after January 1, 2020. The Plans remain available to those already eligible for Medicare prior to 2020.

Must follow federal and state laws and, in most states, are limited to "standardized" policies.

**In order to determine if a Medigap Policy is the right fit, contact your State Health Insurance Assistance Program. Medicare.gov can also be a resource to point you in the right direction.**

## Medicare Enrollment & Election Periods\*

Initial Enrollment Period: 7-month period beginning 3 months prior to the month you turn 65 and ending 3 months after the month you turn 65

| Coverage Begins:                     |   |
|--------------------------------------|---|
| Part A                               | 1st day of your birthday month            |
| Part B & Part D                      | Varies depending on what month you enroll |
| General Part A & Part B Enrollment:  | January 1st to March 31st                 |
| General Part D Enrollment:           | April 1st to June 30th                    |
| Annual Election/<br>Open Enrollment: | October 15th to December 7th              |

**\*Individuals already collecting Social Security as of 3 months prior to turning 65 will be automatically enrolled in Part A and Part B at 65 unless waived. You still must manually enroll in Part D.**

If an individual misses the Initial Enrollment Period then they can enroll during General Enrollment, but late enrollment penalties may apply which vary for Part A, Part B, and Part D. Under certain circumstances individuals may be eligible for a delayed Special Enrollment Period with no penalties.

Changes to existing Part A, Part B, and Part D Medicare can be made annually during the Annual Election/Open Enrollment Period. Individuals have the option to switch between Part C coverage and original Medicare coverage between January 1st to March 31st of each year.

## Planning Considerations & Preparation

Health costs are the 4th largest expense for individuals between 65 - 74 years old after housing, transportation, and food. They are the second largest expense for those over 75, after housing.

Traditional Medicare covers only about 60% of medical costs in retirement, with the rest being covered by out-of-pocket spending and private insurance.

**Estimated retirement health care costs for a couple (Medicare Part B and Part D premiums, Medigap premiums, and out-of-pocket drug expenses) starting at age 65 in 2023.**

| Chance of Personal Savings Meeting Total Expenses* | Estimated Amount Needed |
|--|-------------------------|
| 50%  | \$234,000               |
| 90%**  | \$351,000               |

\*Assuming median prescription drug expenses throughout retirement.

\*\*Couples with prescription drugs prices in the 90th percentile would require personal savings of \$413,000 based on a 90% chance of meeting total expenses.

Source: Employee Benefit Research Institute

**It's important to consider other factors when planning such as increasing life expectancies, personal health variables, and the impact of inflation. Also, Part D, Medicare Advantage Plans, and Medigap policies can vary widely based on state, so it's important to contact a specialist in your area if you have questions.**

For more information about Medicare, you can go to [medicare.gov](http://medicare.gov) or call 800-633-4227 (800-MEDICARE).

Social Security encompasses retirement benefits, disability benefits, and is intertwined with Medicare benefits. This guide focuses on Social Security retirement benefits, the most common association of the term Social Security. Currently, approximately 67 million people receive Social Security retirement benefits (i.e., Old Age and Survivor Insurance or OASI).

## Social Security Employment Tax

Social Security taxes are paid on the first \$176,100 of income (2025). While you are working, you and your employer each pay 6.2% (7.65% each including Medicare).

## Minimum Eligibility Requirements

In order to qualify for Social Security retirement benefits on your own record, you need to earn a minimum of 40 credits, equivalent to ten years of Social Security-eligible work history. You accrue one credit for each \$1,810 in earnings (2025), up to a maximum of four credits per year.

## How Benefits Are Calculated

Your Social Security benefit at Full Retirement Age (FRA) is calculated based upon indexed (inflation-adjusted) earnings of your highest 35 years, subject to annual income caps (e.g., \$176,100 in 2025). The estimated average monthly Social Security benefit of a retired worker in January 2025 is \$1,976 (\$23,712/year) after a 2.5% Cost of Living Adjustment (COLA). The average total for couples who are both receiving benefits is \$3,089 (\$37,068/year). The maximum Social Security benefit for a worker retiring at Full Retirement Age in 2025 is \$4,018 (\$48,216/year).

## How to Find Out Your Own Benefit Information

While the Social Security Administration has stopped physically mailing Social Security statements to all individuals, the Social Security website allows you to obtain your Social Security statement online by signing up for a mySocial Security account or estimate benefits using one of several tools.

MySocialSecurity: [www.ssa.gov/myaccount](http://www.ssa.gov/myaccount)

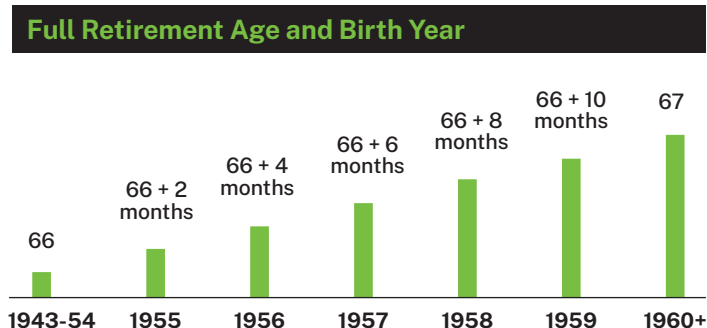
Tools: [www.ssa.gov/planners/calculators](http://www.ssa.gov/planners/calculators)

## Taxes on Benefits

Depending on your income in retirement, a portion of your Social Security benefit payment may be subject to taxes. The table below shows the percentage of your Social Security benefit that could be subject to taxation, depending on income.

| % of Social Security Subject to Taxation Based on Income |                               |                       |
|--|-------------------------------|-----------------------|
| Single Filer Income                                      | Married Filing Jointly Income | % Subject to Taxation |
| \$0 - \$25,000   | \$0 - \$32,000                | 0%                    |
| \$25,000 - \$34,000                                      | \$32,000 - \$44,000           | 50%                   |
| \$34,000+  | \$44,000+                     | 85%                   |

Your Full Retirement Age (i.e., the age that you qualify to receive full benefits), depends on the year you were born. The chart below shows the full retirement ages by year of birth.



## Early or Delayed Social Security Benefits

You can choose to begin benefits prior to your Full Retirement Age (as early as age 62) and receive a reduced Social Security benefit amount. You can also choose to delay the start of benefits in exchange for a higher benefit amount. For example, taking benefits at age 62 results in monthly benefit payments that are 25% - 30% lower than what they would have been at Full Retirement Age, but allows you to receive benefits 4-5 years sooner. Likewise, waiting until age 70 to file for benefits results in payments that are 76% - 77% higher than at age 62 and 24% - 32% higher than at Full Retirement Age. Of course, the drawback of delaying Social Security is that it means forgoing benefit payments in the interim. The following table shows the impact of taking benefits early or late for people with a Full Retirement Age of 66 or 67.

| Percent of Full Retirement Age Benefit |                           |                           |
|--|---------------------------|---------------------------|
| Age                                    | Full Retirement Age of 66 | Full Retirement Age of 67 |
| 62                                     | 75%                       | 70%                       |
| 63                                     | 80%                       | 75%                       |
| 64                                     | 86.7%                     | 80%                       |
| 65                                     | 93.3%                     | 86.7%                     |
| 66                                     | 100% (FRA)                | 93.3%                     |
| 67                                     | 108%                      | 100% (FRA)                |
| 68                                     | 116%                      | 108%                      |
| 69                                     | 124%                      | 116%                      |
| 70                                     | 132%                      | 124%                      |

## Taking Early Benefits While Continuing to Work

If you take benefits prior to Full Retirement Age and continue to work, your benefits may be reduced. For example, benefits are reduced by \$1 for every \$2 in earnings above \$23,400 in 2025. Alternatively, in the year you reach Full Retirement Age, benefits are reduced by \$1 for every \$3 you earn over \$62,160 in 2025, until the month you reach FRA. Benefits are not reduced beginning the month you reach FRA.

## Spousal Benefits

If you have never worked, or if you have worked but your own benefit amounts to less than half of your spouse's Full Retirement Age (FRA) benefit, you can receive a spousal benefit. Spousal benefits are equivalent to one-half of your spouse's FRA benefit at your own FRA, or less if taken prior to your own FRA (e.g., as early as age 62). Spousal benefits do not go up or down based on when the primary Social Security recipient files for benefits, but the primary recipient must file for benefits in order for the spouse to receive a spousal benefit. Spousal benefits do not continue to increase after you reach FRA. The table below shows the spousal benefit by percentage, depending on when benefits are taken.

| Age | Full Retirement Age of 66 | Full Retirement Age of 67 |
|-----|---------------------------|---------------------------|
| 62  | 35%                       | 32.5%                     |
| 63  | 37.5%                     | 35%                       |
| 64  | 41.7%                     | 37.5%                     |
| 65  | 45.8%                     | 41.7%                     |
| 66  | 50% (FRA)                 | 45.8%                     |
| 67  | 50%                       | 50% (FRA)                 |

## Spousal Benefits for Divorcees

You may qualify for a spousal benefit from a previous spouse. In order to qualify, you must have been married for 10 or more years, currently be unmarried, and age 62 or older. The percent of the spousal benefit is the same as for married spouses (see table above). As long as you have been divorced for at least two years, you can receive spousal benefits if your ex-spouse is eligible to receive benefits (regardless of whether they have actually filed for benefits or not).

## Survivor Benefits

Surviving spouses, surviving ex-spouses, and other family members may qualify for varying levels of Social Security survivor benefits when the primary recipient dies. Most notably, among married spouses, the higher of the two Social Security benefits lives on when one spouse passes away.

## Cost of Living Adjustment (COLA)

Social Security payments go up over time in order to keep up with inflation. COLAs are determined annually based on increases in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W). The following table shows the Social Security cost-of-living adjustment for each of the last 15 years.

| Cost of Living Adjustment (COLA) |             |             |
|----------------------------------|-------------|-------------|
| 2011 - 0.0%                      | 2016 - 0.0% | 2021 - 1.3% |
| 2012 - 3.6%                      | 2017 - 0.3% | 2022 - 5.9% |
| 2013 - 1.7%                      | 2018 - 2.0% | 2023 - 8.7% |
| 2014 - 1.5%                      | 2019 - 2.8% | 2024 - 3.2% |
| 2015 - 1.7%                      | 2020 - 1.6% | 2025 - 2.5% |

## Recent Legislation

The Bipartisan Budget Act of 2015 put an end to "File and Suspend" and "Deemed Filing" strategies. The closure of the "Deemed Filing" loophole only affects individuals who reached age 62 after January 1, 2016. Therefore, those who reached age 66 on or before January 1, 2020 can still take advantage of the deemed filing loophole (i.e., filing for spousal benefits after reaching age 66 while allowing benefits on your own work record to continue to grow). Deemed filing rules do not apply to those applying for survivor or dependent benefits.

## Potential Future Legislation

According to the Congressional Budget Office (CBO), payments have exceeded revenues each year, beginning in 2010. Based on the current trajectory, the balance of the retirement portion of the Social Security trust fund, which is used to cover any shortfall, is projected to be exhausted in 2033. Eventual change is inevitable to ensure the continuation of Social Security benefits. Future changes to Social Security could include pushing back the retirement age, reducing benefits/benefit caps, raising taxes, increasing eligibility requirements, means testing, and others.

## When to Take Social Security

While the Bipartisan Budget Act of 2015 closed glaring Social Security loopholes, there are still ways to thoughtfully strategize about how and when to take Social Security benefits. For example, given the trade-off that exists in waiting, most advisors suggest waiting until Full Retirement Age to take benefits. If nothing else, waiting provides "longevity insurance" in the event you live beyond life expectancy. For married couples, given that the higher benefit lives on when one spouse passes away, many couples choose to have one spouse take benefits earlier, while the second delays benefits. This way the couple receives some benefits at an early age, while locking in a higher benefit that will carry through their joint life expectancy.

## How to Apply

You can apply online, by phone, or in person at your local Social Security office (appointments available). In order to prepare, gather the following information: date and place of birth, marriage and divorce record (names, dates of birth, Social Security numbers, dates/places of marriage), names and dates of birth for minor or disabled children, US military service record, recent employment history, and direct deposit banking information.