



2009 Pocket Tables

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**2008 Federal
Individual Income Tax Rates**

Unmarried Individuals

Taxable Income		Tax	+	% on Excess	Of the Amount Over
Over	But Not Over				
\$0	\$8,025	\$0.00		10%	\$0
8,025	32,550	802.50		15%	8,025
32,550	78,850	4,481.25		25%	32,550
78,850	164,550	16,056.25		28%	78,850
164,550	357,700	40,052.25		33%	164,550
357,700	.....	103,791.75		35%	357,700

Joint Returns and Surviving Spouses

Taxable Income		Tax	+	% on Excess	Of the Amount Over
Over	But Not Over				
\$0	\$16,050	\$0.00		10%	\$0
16,050	65,100	1,605.00		15%	16,050
65,100	131,450	8,962.50		25%	65,100
131,450	200,300	25,550.00		28%	131,450
200,300	357,700	44,828.00		33%	200,300
357,700	.....	96,770.00		35%	357,700

Heads of Households

Taxable Income		Tax	+	% on Excess	Of the Amount Over
Over	But Not Over				
\$0	\$11,450	\$0.00		10%	\$0
11,450	43,650	1,145.00		15%	11,450
43,650	112,650	5,975.00		25%	43,650
112,650	182,400	23,225.00		28%	112,650
182,400	357,700	42,755.00		33%	182,400
357,700	.....	100,604.00		35%	357,700

Married Filing Separate Returns

Taxable Income		Tax	+	% on Excess	Of the Amount Over
Over	But Not Over				
\$0	\$8,025	\$0.00		10%	\$0
8,025	32,550	802.50		15%	8,025
32,550	65,725	4,481.25		25%	32,550
65,725	100,150	12,775.00		28%	65,725
100,150	178,850	22,414.00		33%	100,150
178,850	.....	48,385.00		35%	178,850

Estates and Trusts

Taxable Income		Tax	+	% on Excess	Of the Amount Over
Over	But Not Over				
\$0	\$2,200	\$0.00		15%	\$0
2,200	5,150	330.00		25%	2,200
5,150	7,850	1,067.50		28%	5,150
7,850	10,700	1,823.50		33%	7,850
10,700	.....	2,764.00		35%	10,700

**2009 Federal
Individual Income Tax Rates**

Unmarried Individuals

Taxable Income		Tax	+	% on Excess	Of the Amount Over
Over	But Not Over				
\$0	8,350	\$0		10%	\$0
8,350	33,950	835.00		15%	8,350
33,950	82,250	4,675.00		25%	33,950
82,250	171,550	16,750.00		28%	82,250
171,550	372,950	41,754.00		33%	171,550
372,950	.....	108,216.00		35%	372,950

Joint Returns and Surviving Spouses

Taxable Income		Tax	+	% on Excess	Of the Amount Over
Over	But Not Over				
\$0	16,700	\$0		10%	\$0
16,700	67,900	1,670.00		15%	16,700
67,900	137,050	9,350.00		25%	67,900
137,050	208,850	26,637.50		28%	137,050
208,850	372,950	46,741.50		33%	208,850
372,950	.....	100,894.50		35%	372,950

Heads of Households

Taxable Income		Tax	+	% on Excess	Of the Amount Over
Over	But Not Over				
\$0	11,950	\$0		10%	\$0
11,950	45,500	1,195.00		15%	11,950
45,500	117,450	6,227.50		25%	45,500
117,450	190,200	24,215.00		28%	117,450
190,200	372,950	44,585.00		33%	190,200
372,950	.....	104,892.50		35%	372,950

Married Filing Separate Returns

Taxable Income		Tax	+	% on Excess	Of the Amount Over
Over	But Not Over				
\$0	8,350	\$0		10%	\$0
8,350	33,950	835.00		15%	8,350
33,950	68,525	4,675.00		25%	33,950
68,525	104,425	13,318.75		28%	68,525
104,425	186,475	23,370.75		33%	104,425
186,475	.....	50,447.25		35%	186,475

Estates and Trusts

Taxable Income		Tax	+	% on Excess	Of the Amount Over
Over	But Not Over				
\$0	2,300	\$0		15%	\$0
2,300	5,350	345.00		25%	2,300
5,350	8,200	1,107.50		28%	5,350
8,200	11,150	1,905.50		33%	8,200
11,150	.....	2,879.00		35%	11,150

**2009
Standard Deductions**

Unmarried Individuals	\$5,700
Joint Returns or Surviving Spouses	11,400
Heads of Households	8,350
Married Individuals Filing Separate Returns	5,700

Taxpayers who are age 65 or older or are blind receive an additional standard deduction amount. For 2009, the additional amount is \$1,100 for married taxpayers (filing jointly or separately) and surviving spouses, and \$1,400 for single individuals. Taxpayers who are both elderly and blind can claim two times these amounts (\$2,200 and \$2,800).

For 2009, the standard deduction amount for an individual who can be claimed as a dependent by another taxpayer cannot exceed the greater of \$950 or the sum of \$300 and the individual's earned income.

**2009
Personal and Dependency Exemptions**

Individuals	\$3,650
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In 2009, personal exemptions are reduced if adjusted gross income (AGI) exceeds the following amounts:

Unmarried Individuals	\$166,800
Joint Returns or Surviving Spouses	250,200
Heads of Households	208,500
Married Individuals Filing Separate Returns	125,100

The amount of the reduction is 2% for each \$2,500 of AGI that exceeds the amounts listed above (\$1,250 for married filing separately) times one-third. When AGI exceeds these amounts by \$122,500 or more (\$61,250 for married filing separately), personal exemptions are reduced by a straight one-third.

**2009
Phaseout of Itemized Deductions**

Itemized deductions are reduced when AGI exceeds the following threshold amounts:

Joint Returns, Surviving Spouses, Single Taxpayers, and Heads of Households	\$166,800
Married Individuals Filing Separate Returns	83,400

The reduction is equal to one-third times the lesser of (1) 3% of the amount by which AGI exceeds the threshold amounts or (2) 80% of the itemized deductions. Medical expenses, investment interest, and casualty, theft, and wagering losses are not subject to the reduction.

Child Tax Credit

Families with dependent children under age 17 (son, daughter, stepchild, grandchild, or eligible foster child) can claim a \$1,000 per child annual tax credit. The credit is reduced once certain income limits are exceeded. For every \$1,000 of modified adjusted gross income (AGI) or fraction thereof exceeding \$110,000 of modified AGI for joint filers (\$75,000 for single taxpayers or heads of households; \$55,000 for married taxpayers filing separately), the credit is reduced by \$50. Some low-income taxpayers who qualify for this credit may also qualify for a refundable credit called the supplemental credit. Taxpayers with three or more children may also qualify for an additional credit.

**Federal Tax on Capital Gains and
Qualified Dividends
Rates for Individuals**

Type of Gain	Holding Period	Top Rate for Taxpayer In 25% and Above Marginal Tax Bracket	Top Rate for Taxpayer In 10% or 15% Marginal Tax Bracket
Short-term	12 months or less	Taxed at the same rate as ordinary income	Taxed at the same rate as ordinary income
Long-term	More than 12 months	15%	0%
Qualified dividends	N/A	15%	0%

Federal Tax on Corporate Income

Taxable Corporate Income		Tax	Rate on Excess
From	To		
\$0	\$50,000	\$0	15%
50,000	75,000	7,500	25%
75,000	100,000	13,750	34%
100,000	335,000	22,250	39%
335,000	10,000,000	113,900	34%
10,000,000	15,000,000	3,400,000	35%
15,000,000	18,333,333	5,150,000	38%
18,333,333		6,416,667	35%

The American Jobs Creation Act of 2004 instituted a deduction for a portion of a corporation's income that is attributable to US production activities. This deduction is limited to 6% in 2009 (scheduled to increase to 9% in 2010).

The taxable income of certain personal services corporations is taxed at a flat rate of 35% regardless of the level of taxable income.

The alternative tax rate of 35% applies to the lesser of the corporation's net capital gain or its taxable income. This has no current impact on corporations because the top corporate tax rate is currently 35%.

Federal Alternative Minimum Tax

Individuals: An alternative minimum tax (AMT) is imposed on items of income that would otherwise receive advantageous tax treatment. A 26% rate applies to the first \$175,000 of alternative minimum taxable income (AMTI) and a 28% rate applies to AMTI greater than \$175,000. Taxpayers must pay the greater of (1) the AMT or (2) the regular income tax. Income subject to the AMT is the sum of AGI, modified to take into account adjustments and preference items, minus AMT itemized deductions and minus an exemption amount based on filing status (single or head of household—\$46,200; married filing jointly or surviving spouse—\$69,950; and married filing separately—\$34,975).

Corporations: A corporate AMT must be paid instead of the corporation's regular tax if the AMT amount is higher. There is a \$40,000 exemption amount. The exemption phases out at the rate of \$.25 for each \$1 of income subject to AMT that exceeds \$150,000 and reduces to zero when AMTI reaches \$310,000.

Small Corporations: Small corporations are exempt from the alternative minimum tax. A corporation that has average gross receipts of less than \$5 million for its first three-year period is deemed a small corporation. The exemption from AMT continues for every year in which gross receipts do not exceed \$7.5 million annually for the prior three-year period.

Qualified Long-Term Care Premiums

Premiums paid for qualified long-term care insurance are deductible as medical expenses, subject to the 7.5% limitation that applies to medical expenses generally. Deductions for qualified long-term care premiums are subject to additional dollar amount limitations that vary depending on the insured's age. The maximum deductible amounts for 2009 appear below.

Age	Maximum Deduction
40 or less	\$320
more than 40 through 50	600
more than 50 through 60	1,190
more than 60 through 70	3,180
older than 70	3,980

Federal Estate Tax Formula 2009

A. Gross Estate		\$ _____
B. Subtract:		
Claims Against Estate	_____	
Administration Expenses	_____	
Funeral Expenses	_____	
Marital Deduction	_____	
Charitable Deductions	_____	
State Death Tax Deduction ¹	_____	
Total Deductions	_____	
C. Taxable Estate		\$ _____
D. Add:		
All Post-1976 Adjusted Taxable Gifts	_____	
E. Adjusted Taxable Estate		\$ _____
F. Calculate Tentative Tax on "E" ²		\$ _____
G. Subtract:		
Total Gift Taxes Payable on Post-1976 Gifts	_____	
H. Gross Estate Tax Payable Before Credits		\$ _____
I. Subtract:		
Estate Tax Credit	_____	
Credit for Foreign Death Taxes	_____	
Credit for Tax on Prior Transfers	_____	
Total Credits	_____	
J. Net Estate Tax		\$ _____
K. Add:		
Generation-Skipping Transfer Tax	_____	
L. Federal Transfer (Estate and Generation-Skipping) Tax Payable		\$ _____

¹ Before 2005, state death taxes were taken as an estate tax credit. Beginning in 2005, the credit has been replaced by a deduction.

² Calculate tentative tax using the Federal Gift and Estate Tax table at the right.

Federal Gift Tax Formula

A. Aggregate of all prior and present taxable gifts		\$ _____
B. Tentative gift tax on "A" (from current tax table)		\$ _____
C. Aggregate of all prior (only) taxable gifts		_____
D. Tentative gift tax on "C" (from current tax table)		_____
E. Tentative gift tax on present gift ("B" less "D")		\$ _____
F. Gift tax credit	\$ 345,800	_____
G. Aggregate gift tax credit taken for prior post-1976 gifts (but not more than "C")		_____
H. Gift tax credit available for current gift ("F" less "G" but not more than "E")		_____
I. Gift tax payable for current gift ("E" less "H")		\$ _____

In 2009, \$13,000 per donee is excluded from taxable gifts.

Federal Gift and Estate Tax 2009

Taxable Gift or Estate		Tentative Tax		Taxable Gift or Estate		Tentative Tax	
From	To	Tax	Rate on Excess	From	To	Tax	Rate on Excess
\$0	\$10,000	\$0	18%	\$1,250,000	\$1,500,000	\$448,300	43%
10,000	20,000	1,800	20%	1,500,000		555,800	45%*
20,000	40,000	3,800	22%	Gift and Estate Exempt Amount/Credit			
40,000	60,000	8,200	24%				
60,000	80,000	13,000	26%				
80,000	100,000	18,200	28%				
100,000	150,000	23,800	30%				
150,000	250,000	38,800	32%				
250,000	500,000	70,800	34%				
500,000	750,000	155,800	37%				
750,000	1,000,000	248,300	39%				
1,000,000	1,250,000	345,800	41%				
				Credit		Exempt Amount	
				Estate Tax		\$1,455,800**	
				Gift Tax		\$345,800***	

* The Economic Growth and Tax Relief Reconciliation Act of 2001 sets a maximum estate tax rate that decreases each year according to a schedule shown below. The rates above apply only for 2009. (The same rates applied for 2008, but the estate tax exemption amount was \$2 million.)

** The Economic Growth and Tax Relief Reconciliation Act of 2001 sets a schedule for increasing the exempt amount/credit shown below. The amounts shown above apply to 2009.

*** The gift tax exempt amount/credit became different from the estate tax amounts beginning in 2004.

Phaseout of Federal Estate Tax

The Economic Growth and Tax Relief Reconciliation Act of 2001 (EGTRRA) phases out the federal estate tax through 2009 and repeals it for 2010. EGTRRA expires, however, in 2011, so the estate tax will be restored unless Congress acts. The main elements of the phaseout are a cap on the top estate tax rate and an increase in the exemption amount, as shown below.

Year	Top Estate Tax Rate	Exemption Amount
2001	55%	\$675,000
2002	50%	1,000,000
2003	49%	1,000,000
2004	48%	1,500,000
2005	47%	1,500,000
2006	46%	2,000,000
2007	45%	2,000,000
2008	45%	2,000,000
2009	45%	3,500,000
2010	No estate tax	N/A
2011	55%	1,000,000

Gift and Estate Tax Valuation Tables

IRS Table S (Extract) for 4% Valuation Rate

Table showing the present worth of a life annuity, life estate, and remainder interest taken from Table S is based on IRS Life Table 90CM.*

Age (1)	Annuity (2)	Life Estate (3)	Remainder (4)	Age (1)	Annuity (2)	Life Estate (3)	Remainder (4)
21	21.5402	.86161	.13839	61	12.7904	.51162	.48838
22	21.4257	.85703	.14297	62	12.4743	.49897	.50103
23	21.3072	.85229	.14771	63	12.1553	.48621	.51379
24	21.1843	.84737	.15263	64	11.8339	.47336	.52664
25	21.0566	.84226	.15774	65	11.5104	.46042	.53958
26	20.9241	.83696	.16304	66	11.1843	.44737	.55263
27	20.7861	.83145	.16855	67	10.8550	.43420	.56580
28	20.6434	.82574	.17426	68	10.5231	.42092	.57908
29	20.4957	.81983	.18017	69	10.1896	.40758	.59242
30	20.3432	.81373	.18627	70	9.8560	.39424	.60576
31	20.1859	.80744	.19256	71	9.5236	.38094	.61906
32	20.0236	.80094	.19906	72	9.1932	.36773	.63227
33	19.8559	.79423	.20577	73	8.8655	.35462	.64538
34	19.6829	.78732	.21268	74	8.5395	.34158	.65842
35	19.5040	.78016	.21984	75	8.2142	.32857	.67143
36	19.3196	.77278	.22722	76	7.8889	.31556	.68444
37	19.1293	.76517	.23483	77	7.5637	.30255	.69745
38	18.9327	.75731	.24269	78	7.2393	.28957	.71043
39	18.7300	.74920	.25080	79	6.9175	.27670	.72330
40	18.5206	.74082	.25918	80	6.6006	.26403	.73597
41	18.3042	.73217	.26783	81	6.2908	.25163	.74837
42	18.0809	.72324	.27676	82	5.9892	.23957	.76043
43	17.8507	.71403	.28597	83	5.6958	.22783	.77217
44	17.6137	.70455	.29545	84	5.4085	.21634	.78366
45	17.3707	.69483	.30517	85	5.1258	.20503	.79497
46	17.1215	.68486	.31514	86	4.8501	.19400	.80600
47	16.8668	.67467	.32533	87	4.5845	.18338	.81662
48	16.6064	.66426	.33574	88	4.3291	.17317	.82683
49	16.3405	.65362	.34638	89	4.0839	.16336	.83664
50	16.0685	.64274	.35726	90	3.8490	.15396	.84604
51	15.7910	.63164	.36836	91	3.6277	.14511	.85489
52	15.5087	.62035	.37965	92	3.4238	.13695	.86305
53	15.2217	.60887	.39113	93	3.2364	.12946	.87054
54	14.9304	.59722	.40278	94	3.0626	.12251	.87749
55	14.6347	.58539	.41461	95	2.8985	.11594	.88406
56	14.3348	.57339	.42661	96	2.7448	.10979	.89021
57	14.0308	.56123	.43877	97	2.6030	.10412	.89588
58	13.7238	.54895	.45105	98	2.4701	.09881	.90119
59	13.4146	.53658	.46342	99	2.3410	.09364	.90636
60	13.1036	.52414	.47586	100	2.2159	.08864	.91136

IRS Table B (Extract) for 4% Valuation Rate

Table showing the present worth at 4% of a term certain annuity, term certain income interest, and a remainder interest postponed for a term certain.*

Number of Years (1)	Annuity (2)	Income Interest (3)	Remainder (4)	Number of Years (1)	Annuity (2)	Income Interest (3)	Remainder (4)
1	.9615	.038462	.961538	21	14.0292	.561166	.438834
2	1.8861	.075444	.924556	22	14.4511	.578045	.421955
3	2.7751	.111004	.888996	23	14.8568	.594274	.405726
4	3.6299	.145196	.854804	24	15.2470	.609879	.390121
5	4.4518	.178073	.821927	25	15.6221	.624883	.375117
6	5.2421	.209685	.790315	26	15.9828	.639311	.360689
7	6.0021	.240082	.759918	27	16.3296	.653183	.346817
8	6.7327	.269310	.730690	28	16.6631	.666523	.333477
9	7.4353	.297413	.702587	29	16.9837	.679349	.320651
10	8.1109	.324436	.675564	30	17.2920	.691681	.308319
11	8.7605	.350419	.649581	31	17.5885	.703540	.296460
12	9.3851	.375403	.624597	32	17.8736	.714942	.285058
13	9.9856	.399426	.600574	33	18.1476	.725906	.274094
14	10.5631	.422525	.577475	34	18.4112	.736448	.263552
15	11.1184	.444735	.555265	35	18.6646	.746585	.253415
16	11.6523	.466092	.533908	36	18.9083	.756331	.243669
17	12.1657	.486627	.513373	37	19.1426	.765703	.234297
18	12.6593	.506372	.493628	38	19.3679	.774715	.225285
19	13.1339	.525358	.474642	39	19.5845	.783379	.216621
20	13.5903	.543613	.456387	40	19.7928	.791711	.208289

*The value of any annuity, interest for life or term of years, and remainder or reversionary interest must be determined under formulas prescribed by the Treasury Department and by using an interest rate equal to 120% of the federal midterm rate in effect under I.R.C. §1274(d)(1) for the month in which the valuation date falls. The rate for each month is published on or shortly after the 20th day of the previous month and is carried in *The Wall Street Journal*. The Table S and Table B figures shown above will furnish a reasonable approximation if 120% of the monthly rate remains close to 4%. Exact figures may need to be computer generated.

2009 Self-Employment Tax

In lieu of the tax under FICA imposed on individual employees, a self-employment tax is imposed on the income of individuals who are self-employed. The income subject to tax is the net earnings from self-employment. Like the FICA tax, the self-employment tax is composed of two elements: (1) a Medicare hospital insurance portion (HI) and (2) an old age, survivor, and disability insurance portion (OASDI). The OASDI cap rate on income for self-employment tax purposes is the same as the FICA maximum covered wage base. No cap rate applies to self-employment income when computing the HI portion of the tax.

	OASDI		HI		Combined Tax Rate
	Tax Rate	Cap Rate	Tax Rate	Cap Rate	
Self-employed individuals	12.40%	\$106,800	2.90%	All earned income	15.30%

Monthly Interest Income at Various Annual Interest Rates

Principal	3%	4%	5%	6%	7%	8%	9%	10%
\$20,000	\$50	\$66	\$83	\$100	\$117	\$133	\$150	\$167
40,000	100	133	166	200	233	266	300	333
60,000	150	200	250	300	350	400	450	500
80,000	200	266	333	400	466	533	600	666
100,000	250	333	416	500	583	666	750	833

Results of \$1,000 Single Sum Invested at Various Annual Interest Rates for Various Periods of Time (Investment Made at Beginning of Year 1)

Years	4%	6%	8%	10%
1	\$1,040	\$1,060	\$1,080	\$1,100
2	1,082	1,124	1,166	1,210
3	1,125	1,191	1,260	1,331
4	1,170	1,262	1,360	1,464
5	1,217	1,338	1,469	1,611
6	1,265	1,419	1,587	1,772
7	1,316	1,504	1,714	1,949
8	1,369	1,594	1,851	2,144
9	1,423	1,689	1,999	2,358
10	1,480	1,791	2,159	2,594
11	1,539	1,898	2,332	2,853
12	1,601	2,012	2,518	3,138
13	1,665	2,133	2,720	3,452
14	1,732	2,261	2,937	3,797
15	1,801	2,397	3,172	4,177
16	1,873	2,540	3,426	4,595
17	1,948	2,693	3,700	5,054
18	2,026	2,854	3,995	5,560
19	2,107	3,026	4,316	6,116
20	2,191	3,207	4,661	6,722
21	2,279	3,400	5,034	7,400
22	2,370	3,604	5,437	8,140
23	2,465	3,820	5,871	8,954
24	2,563	4,049	6,341	9,850
25	2,666	4,292	6,848	10,835
26	2,772	4,549	7,396	11,918
27	2,883	4,822	7,988	13,110
28	2,999	5,112	8,627	14,421
29	3,119	5,418	9,317	15,863
30	3,243	5,743	10,063	17,449
35	3,946	7,686	14,785	28,102
40	4,801	10,286	21,725	45,259
45	5,841	13,765	31,920	72,890
50	7,107	18,420	46,902	117,391

Benefit, Contribution, and Compensation Limits for Qualified Plans

The Internal Revenue Code (the Code) provides dollar limitations on benefits and contributions under qualified plans. The Code also limits the amount of compensation that can be taken into account when computing benefits and contributions. The 2009 limits appear below. Limits on employee elective contributions are provided in a separate table.

Type of Limit	2009
Annual benefit for defined benefit plans [I.R.C. §415(b)(1)(A)]	\$195,000
Annual limit on annual additions* to defined contribution plans [I.R.C. §415(c)(1)(A)]	49,000
Maximum annual compensation for each employee that can be taken into account for any plan year [I.R.C. §401(a)(17) and §408(k)(3)(C)]	245,000
Minimum compensation amount for SEP plan participation [I.R.C. §408(k)(2)(C)]	550

*Annual additions to an employee's account, which are defined as the total of employer contributions, employee contributions, and forfeitures, are limited to the lesser of the dollar amount indicated or 100% of compensation. This limit must be coordinated with a rule applicable to profit-sharing plans, SEPs, and stock bonus plans that limit contributions to 25% of compensation. This lower limitation does not apply to employee elective contributions or forfeitures, so annual additions may exceed 25% of compensation as long as employer contributions meet the 25% limit.

IRA and Employee Contribution Limits

The following are scheduled increases in contribution limits for IRAs and employee elective contributions to the indicated types of employer-sponsored retirement plans. (Inflation adjustments that follow this schedule are not shown.)

Year	IRAs	401(k), 403(b), and 457 Plans*	SIMPLE Plans
2008	\$5,000	\$15,500	\$10,500
2009	5,000	16,500	11,500

*Existing salary-reduction SEPs are also covered by this limit.

Catch-Up Contribution Limits

Individuals who are age 50 or older may increase their contributions over the regular limits shown in the IRA and Employee Contribution Limits table by the following catch-up amounts.

Year	IRAs	401(k), 403(b), and 457 Plans	SIMPLE Plans
2008	\$1,000	\$5,000	\$2,500
2009	1,000	5,500	2,500

Required Minimum Distributions

In most cases, the required minimum distribution that must be made from most retirement plan and IRA accounts after age 70½ is determined by dividing the account value at the end of the previous year by the divisor found for the account owner's age on the Uniform Distribution Table. An account owner with a beneficiary-spouse more than 10 years younger may use an IRS joint-life table to find the divisor, which in all cases is larger than the divisor shown here, resulting in smaller required distributions.

Age	Divisor	Age	Divisor
70	27.4	93	9.6
71	26.5	94	9.1
72	25.6	95	8.6
73	24.7	96	8.1
74	23.8	97	7.6
75	22.9	98	7.1
76	22.0	99	6.7
77	21.2	100	6.3
78	20.3	101	5.9
79	19.5	102	5.5
80	18.7	103	5.2
81	17.9	104	4.9
82	17.1	105	4.5
83	16.3	106	4.2
84	15.5	107	3.9
85	14.8	108	3.7
86	14.1	109	3.4
87	13.4	110	3.1
88	12.7	111	2.9
89	12.0	112	2.6
90	11.4	113	2.4
91	10.8	114	2.1
92	10.2	115 and after	1.9

Results of \$1,000 Invested Annually
at Various Annual Interest Rates
Over Various Periods of Time
(Investment Made at Beginning of Each Year)

Years	4%	6%	8%	10%
1	\$1,040	\$1,060	\$1,080	\$1,100
2	2,122	2,184	2,246	2,310
3	3,246	3,375	3,506	3,641
4	4,416	4,637	4,867	5,105
5	5,633	5,975	6,336	6,716
6	6,898	7,394	7,923	8,487
7	8,214	8,897	9,637	10,436
8	9,583	10,491	11,498	12,579
9	11,006	12,181	13,487	14,937
10	12,486	13,972	15,645	17,531
11	14,026	15,870	17,977	20,384
12	15,627	17,882	20,495	23,523
13	17,292	20,015	23,215	26,975
14	19,024	22,276	26,152	30,772
15	20,825	24,673	29,324	34,950
16	22,698	27,213	32,750	39,545
17	24,645	29,906	36,450	44,599
18	26,671	32,760	40,446	50,159
19	28,778	35,786	44,762	56,275
20	30,969	38,993	49,423	63,002
21	33,248	42,392	54,457	70,403
22	35,618	45,996	59,893	78,543
23	38,083	49,816	65,765	87,497
24	40,646	53,865	72,106	97,347
25	43,312	58,156	78,954	108,182
26	46,084	62,706	86,351	120,100
27	48,968	67,528	94,339	133,210
28	51,966	72,640	102,966	147,631
29	55,085	78,058	112,283	163,494
30	58,328	83,802	122,346	180,943
35	76,598	118,121	186,102	298,127
40	98,827	164,048	279,781	486,852
45	125,871	225,508	417,726	790,795
50	158,774	307,756	619,672	1,280,299

IRS Table 2001
One-Year Term Premiums for \$1,000
of Life Insurance Protection

The IRS currently uses Table 2001 to value the economic benefit provided to an employee when life insurance is provided by an employer. The premium listed represents the assumed cost of \$1,000 of term insurance.

Age	Premium	Age	Premium	Age	Premium
31	\$.90	51	\$2.52	71	\$22.72
32	.93	52	2.81	72	25.07
33	.96	53	3.20	73	27.57
34	.98	54	3.65	74	30.18
35	.99	55	4.15	75	33.05
36	1.01	56	4.68	76	36.33
37	1.04	57	5.20	77	40.17
38	1.06	58	5.66	78	44.33
39	1.07	59	6.06	79	48.23
40	1.10	60	6.51	80	52.56
41	1.13	61	7.11	81	60.51
42	1.20	62	7.96	82	66.74
43	1.09	63	9.08	83	73.07
44	1.40	64	10.41	84	80.35
45	1.53	65	11.90	85	88.76
46	1.67	66	13.51	86	99.16
47	1.83	67	15.20	87	110.40
48	1.98	68	16.92	88	121.85
49	2.13	69	18.70	89	133.40
50	2.30	70	20.62	90	144.30

Inflation Rate History

(Based on the Annual Average Consumer Price Index)*

Year	Annual Inflation Rate	Year	Annual Inflation Rate	Period	Average Annual Inflation Rate	Total % of Inflation for Period	Period	Average Annual Inflation Rate	Total % of Inflation for Period
1951	7.9%	1981	10.3%	(5 yrs.)	2.2%	3.1%	(20 yrs.)	3.6%	97.8%
1952	1.9	1982	6.2	1951-55	2.0	8.8	1956-75	5.3	175.6
1953	.8	1983	3.2	1956-60	1.2	5.4	1961-80	6.4	232.1
1954	.7	1984	4.3	1961-65	4.3	19.8	1966-85	6.3	222.7
1955	(.4)	1985	3.6	1966-70	6.8	32.8	1971-90	5.4	167.8
1956	1.5	1986	1.9	1971-75	8.9	44.8	1976-95	3.8	101.6
1957	3.3	1987	4.1	1976-80	5.5	8.4	1981-2000	3.0	80.0
1958	2.8	1988	4.8	1981-85	4.0	19.3	1986-2005	4.4	354.6
1959	.7	1989	5.4	1986-90	3.1	11.9	(25 yrs.)	4.6	202.9
1960	1.7	1990	4.2	1991-95	2.5	13.4	1956-80	5.4	259.9
1961	1.0	1991	3.0	1996-2000	2.6	13.1	1961-85	5.9	303.4
1962	1.0	1992	3.0	2001-2005	2.8	29.8	1966-90	5.7	276.3
1963	1.3	1993	3.0	(10 yrs.)	5.5	66.0	1971-95	4.8	213.5
1964	1.3	1994	2.6	1961-70	7.9	103.5	1976-2000	3.5	228.0
1965	1.6	1995	2.8	1966-75	7.2	89.1	1981-2005	4.8	295.6
1966	2.9	1996	2.3	1971-80	4.7	43.8	(30 yrs.)	5.1	337.1
1967	3.1	1997	1.6	1976-85	3.5	39.1	1956-85	4.4	370.4
1968	4.2	1998	2.2	1981-90	2.8	30.0	1961-90	4.4	354.6
1969	5.5	1999	2.2	1986-95	2.5	28.2	1966-95	4.4	354.6
1970	5.7	2000	3.4	1991-2000	2.5	28.2	1976-2005	4.4	354.6
1971	4.4	2001	2.8	1996-2005	2.5	28.2	(35 yrs.)	4.4	313.8
1972	3.2	2002	1.6	(15 yrs.)	2.5	42.6	1951-85	4.7	380.5
1973	6.2	2003	2.3	1956-70	4.1	79.9	1956-90	4.8	409.7
1974	11.0	2004	2.7	1961-75	6.7	154.3	1961-95	5.0	447.2
1975	9.1	2005	3.4	1966-80	7.1	165.7	1966-2000	4.8	494.4
1976	5.8	2006	2.5	1971-85	6.1	129.7	1971-2005	4.6	451.8
1977	6.5	2007	3.6	1976-90	4.2	67.7	1946-85	4.4	402.7
1978	7.6	2008	4.9	1981-95	3.2	59.2	1951-90	4.5	460.3
1979	11.3			1986-2000	2.7	47.0	1956-95	4.5	480.0
1980	13.5			1991-2005			1961-2000	4.7	618.9
							1966-2005		

*The consumer price index used is the CPI-U for all urban consumers as reported by the National Bureau Labor Statistics. The figure for the most recent year includes the period September 2007 to September 2008.

Health Savings Accounts for 2009

Individuals under the age of 65 may make contributions to health savings accounts (HSAs) if they have health insurance with limits indicated below. Contributions are tax deductible. Withdrawals for qualified medical expenses are tax free. Withdrawals for other purposes after reaching age 65 are taxed. Other withdrawals are subject to tax plus 10% penalty.

	Individual	Family
Minimum required health plan deductible	\$1,150	\$2,300
Maximum allowed out-of-pocket limit	5,800	11,600
Contribution limit	3,000	5,950
Additional contribution for individuals age 55-64	1,000	2,000*

* if both spouses are in age range.

United States Life Expectancy Table

From the National Vital Statistics Reports, Centers for Disease Control and Prevention (November 10, 2004).

Age	Male	Female	Age	Male	Female	Age	Male	Female	Age	Male	Female
0-1	74.5	79.9	26-27	50.1	54.8	52-53	26.6	30.4	78-79	8.7	10.5
1-2	74.1	79.4	27-28	49.1	53.9	53-54	25.8	29.5	79-80	8.3	9.9
2-3	73.2	78.4	28-29	48.2	52.9	54-55	24.9	28.6	80-81	7.8	9.4
3-4	72.2	77.4	29-30	47.3	51.9	55-56	24.1	27.7	81-82	7.3	8.8
4-5	71.2	76.4	30-31	46.3	51.0	56-57	23.3	26.9	82-83	6.9	8.3
5-6	70.2	75.4	31-32	45.4	50.0	57-58	22.5	26.0	83-84	6.5	7.8
6-7	69.2	74.5	32-33	44.4	49.0	58-59	21.7	25.2	84-85	6.1	7.3
7-8	68.2	73.5	33-34	43.5	48.1	59-60	21.0	24.3	85-86	5.7	6.9
8-9	67.3	72.5	34-35	42.6	47.1	60-61	20.2	23.5	86-87	5.4	6.5
9-10	66.3	71.5	35-36	41.6	46.1	61-62	19.4	22.7	87-88	5.1	6.1
10-11	65.3	70.5	36-37	40.7	45.2	62-63	18.7	21.9	88-89	4.8	5.7
11-12	64.3	69.5	37-38	39.8	44.2	63-64	18.0	21.1	89-90	4.5	5.4
12-13	63.3	68.5	38-39	38.9	43.3	64-65	17.3	20.3	90-91	4.2	5.0
13-14	62.3	67.5	39-40	38.0	42.3	65-66	16.6	19.5	91-92	4.0	4.7
14-15	61.3	66.5	40-41	37.0	41.4	66-67	15.9	18.7	92-93	3.8	4.4
15-16	60.3	65.5	41-42	36.1	40.4	67-68	15.2	18.0	93-94	3.6	4.2
16-17	59.4	64.6	42-43	35.2	39.5	68-69	14.5	17.2	94-95	3.4	3.9
17-18	58.4	63.6	43-44	34.4	38.6	69-70	13.9	16.5	95-96	3.2	3.7
18-19	57.5	62.6	44-45	33.5	37.7	70-71	13.2	15.8	96-97	3.0	3.5
19-20	56.5	61.6	45-46	32.6	36.7	71-72	12.6	15.1	97-98	2.9	3.3
20-21	55.6	60.7	46-47	31.7	35.8	72-73	12.0	14.4	98-99	2.7	3.1
21-22	54.7	59.7	47-48	30.8	34.9	73-74	11.4	13.7	99-100	2.6	3.0
22-23	53.8	58.7	48-49	30.0	34.0	74-75	10.9	13.0	100+	2.5	2.8
23-24	52.8	57.8	49-50	29.1	33.1	75-76	10.3	12.4			
24-25	51.9	56.8	50-51	28.3	32.2	76-77	9.8	11.8			
25-26	51.0	55.8	51-52	27.4	31.3	77-78	9.3	11.1			

2009 Approximate Social Security Benefits

Monthly Benefits at Full Retirement Age (FRA)

Your Age in 2009	Who Receives Benefits	Your Present Annual Earnings				
		\$35,000	\$50,000	\$65,000	\$80,000	\$106,800 and Up
66*	You	\$1,284	\$1,653	\$1,920	\$2,082	\$2,323
	Spouse	642	826	960	1,041	1,161
65	You	1,290	1,661	1,930	2,095	2,346
	Spouse	645	830	965	1,047	1,173
64	You	1,295	1,667	1,936	2,104	2,366
	Spouse	647	833	968	1,052	1,183
63	You	1,320	1,700	1,977	2,151	2,426
	Spouse	660	850	988	1,075	1,213
62	You	1,301	1,675	1,951	2,124	2,403
	Spouse	650	837	975	1,062	1,201
61	You	1,303	1,677	1,953	2,128	2,417
	Spouse	651	838	976	1,064	1,208
55	You	1,316	1,695	1,963	2,141	2,456
	Spouse	658	847	981	1,070	1,228
50	You	1,326	1,710	1,972	2,152	2,477
	Spouse	663	855	986	1,076	1,238
45	You	1,339	1,727	1,983	2,165	2,498
	Spouse	669	863	991	1,082	1,249
40	You	1,349	1,742	1,992	2,177	2,512
	Spouse	674	871	996	1,088	1,256
35	You	1,359	1,757	2,001	2,187	2,524
	Spouse	679	878	1,000	1,093	1,262
30	You	1,364	1,764	2,006	2,193	2,528
	Spouse	682	882	1,003	1,096	1,264

SOURCE: MERCER Human Resource Consulting
*For people retiring in years 2009 through 2020, the FRA is 66.

2009 Approximate Social Security Benefits

Monthly Survivor Benefits If You Die in 2009

Your Age in 2009	Who Receives Benefits	Your Present Annual Earnings				
		\$35,000	\$50,000	\$65,000	\$80,000	\$106,800 and Up
66	Spouse at FRA*	\$1,284	\$1,653	\$1,920	\$2,082	\$2,323
	Spouse at age 60	918	1,182	1,373	1,488	1,661
	Child; spouse caring for child	963	1,240	1,440	1,561	1,742
	Family maximum	2,356	2,935	3,361	3,643	4,066
60	Spouse at FRA*	1,293	1,663	1,944	2,110	2,366
	Spouse at age 60	924	1,189	1,390	1,508	1,691
	Child; spouse caring for child	970	1,247	1,458	1,582	1,774
	Family maximum	2,359	2,963	3,403	3,694	4,141
55	Spouse at FRA*	1,293	1,663	1,944	2,117	2,411
	Spouse at age 60	925	1,189	1,390	1,514	1,724
	Child; spouse caring for child	970	1,247	1,458	1,588	1,808
	Family maximum	2,360	2,963	3,403	3,706	4,220
50	Spouse at FRA*	1,294	1,663	1,944	2,117	2,426
	Spouse at age 60	925	1,189	1,390	1,514	1,734
	Child; spouse caring for child	970	1,247	1,458	1,588	1,819
	Family maximum	2,361	2,963	3,403	3,707	4,246
45	Spouse at FRA*	1,294	1,664	1,944	2,118	2,435
	Spouse at age 60	925	1,190	1,390	1,514	1,741
	Child; spouse caring for child	970	1,248	1,458	1,588	1,826
	Family maximum	2,362	2,964	3,404	3,707	4,263
40	Spouse at FRA*	1,295	1,665	1,945	2,119	2,445
	Spouse at age 60	926	1,190	1,391	1,515	1,748
	Child; spouse caring for child	971	1,249	1,459	1,589	1,833
	Family maximum	2,363	2,966	3,405	3,709	4,279
35	Spouse at FRA*	1,297	1,668	1,947	2,121	2,445
	Spouse at age 60	927	1,192	1,392	1,516	1,748
	Child; spouse caring for child	972	1,251	1,460	1,590	1,834
	Family maximum	2,369	2,969	3,408	3,712	4,280
30	Spouse at FRA*	1,304	1,678	1,953	2,128	2,478
	Spouse at age 60	932	1,200	1,396	1,522	1,771
	Child; spouse caring for child	978	1,258	1,465	1,596	1,858
	Family maximum	2,388	2,983	3,419	3,726	4,337

SOURCE: MERCER Human Resource Consulting
*FRA (Full Retirement Age): age 66 for retirement in years 2009 through 2020.

2009 Approximate Social Security Benefits

Monthly Benefits at Disability

Your Age in 2009	Who Receives Benefits	Your Present Annual Earnings				
		\$35,000	\$50,000	\$65,000	\$80,000	\$106,800 and Up
65	You	\$1,285	\$1,653	\$1,925	\$2,086	\$2,327
	Child, children & spouse, or spouse at FRA*	642	826	962	1,043	1,163
60	You	1,297	1,667	1,937	2,098	2,349
	Family maximum	1,293	1,663	1,944	2,110	2,366
55	You	1,307	1,677	1,947	2,108	2,359
	Child, children & spouse, or spouse at FRA*	646	831	972	1,055	1,183
50	You	1,317	1,687	1,957	2,118	2,369
	Family maximum	1,293	1,663	1,944	2,117	2,411
45	You	1,327	1,697	1,967	2,128	2,379
	Child, children & spouse, or spouse at FRA*	646	831	972	1,058	1,205
40	You	1,337	1,707	1,977	2,138	2,389
	Family maximum	1,293	1,663	1,944	2,117	2,426
35	You	1,347	1,717	1,987	2,148	2,399
	Child, children & spouse, or spouse at FRA*	647	832	972	1,059	1,216
30	You	1,357	1,727	1,997	2,158	2,409
	Family maximum	1,294	1,664	1,944	2,118	2,433
25	You	1,367	1,737	2,007	2,168	2,419
	Child, children & spouse, or spouse at FRA*	647	832	972	1,059	1,219
20	You	1,377	1,747	2,017	2,178	2,429
	Family maximum	1,294	1,664	1,944	2,118	2,433
15	You	1,387	1,757	2,027	2,188	2,439
	Child, children & spouse, or spouse at FRA*	647	832	972	1,059	1,219
10	You	1,397	1,767	2,037	2,198	2,449
	Family maximum	1,294	1,664	1,944	2,118	2,433
5	You	1,407	1,777	2,047	2,208	2,459
	Child, children & spouse, or spouse at FRA*	647	832	972	1,059	1,219
0	You	1,417	1,787	2,057	2,218	2,469
	Family maximum	1,294	1,664	1,944	2,118	2,433

SOURCE: MERCER Human Resource Consulting
*FRA (Full Retirement Age): age 66 for retirement in years 2009 through 2020.

Comparing IRA Options for 2009

Question	Traditional IRA	Roth IRA
Are there income limits on the ability to make nondeductible contributions?	No.	Yes. The phaseouts are \$105,000 to \$120,000 AGI for single filers and \$166,000 to \$176,000 for joint filers.
Is there an annual contribution limit?	Yes, \$5,000* per person to all IRAs combined.	Yes, \$5,000* per person to all IRAs combined.
Are contributions deductible?	Yes, for nonparticipants in an employer plan. For others, contributions may be deductible depending on income level, as indicated in the table below.	No. All contributions are nondeductible, after-tax contributions.
How are withdrawals taxed after age 59½?	Withdrawals are subject to tax. Exception: pro rata share of nondeductible contributions.	Withdrawals are tax free if account held five years. Contributions are withdrawn tax free at any time.
How are withdrawals taxed before age 59½?	Withdrawals are subject to tax. A 10% penalty is added except in the case of: <ul style="list-style-type: none"> • death; • disability; • life annuity; • "first" home purchase (up to \$10,000); • educational expenses; • medical expenses; or • health insurance for unemployed. 	Contributions are withdrawn tax free. Withdrawals of earnings from accounts held 5 years are tax free in the case of: <ul style="list-style-type: none"> • death; • disability; or • "first" home purchase (up to \$10,000). Withdrawals of earnings are subject to tax but no penalty in the case of: <ul style="list-style-type: none"> • life annuity; • educational expenses; • medical expenses; or • health insurance for unemployed. All other withdrawals of earnings are subject to tax plus 10% penalty.

*May be increased by \$1,000 for individuals age 50 or over

Traditional IRA Deduction Phaseout Ranges

Contributions to traditional IRAs are not deductible by individuals covered by an employer retirement plan if their income exceeds the phaseout ranges shown below. Individuals with income within the range get a reduced deduction. The range changes each year as shown.

Year	Single Individuals	Married Filing Jointly
2008	\$53,000 to \$63,000	\$85,000 to \$105,000
2009	\$55,000 to \$65,000	\$89,000 to \$109,000

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