

Individual Income Tax Planning	2008	2009
<b>Adoption Credit</b>		
*Maximum credit	\$11,650	\$12,150
Phaseout threshold amount	\$174,730	\$182,180
Completed phaseout amount after	\$214,730	\$222,180
<b>Alternative Minimum Tax (AMT)</b>		
*Maximum AMT exemption amount		
Married filing jointly or surviving spouse	\$69,950	\$70,950
Single or head of household	\$46,200	\$46,700
Married filing separately	\$34,975	\$35,475
*AMT income exemption phaseout threshold		
Married filing jointly or surviving spouse	\$150,000	\$150,000
Single or head of household	\$112,500	\$112,500
Married filing separately	\$75,000	\$75,000
<b>Charitable deductions:</b>		
*Use of auto for charitable purposes (deductible standard mileage rate)	\$0.14 <sup>1</sup>	\$0.14
<b>Charitable fundraising contributions "insubstantial benefit" limitations:</b>		
*Low-cost article (re: unrelated business income)	\$9.10	\$9.50
*Other insubstantial benefits (re: gifts to donor in return for contribution). Contribution is fully deductible if minimum contribution amount is met and cost of token gift does not exceed maximum.		
Token gift maximum cost	\$9.10	\$9.50
Minimum contribution amount	\$45.50	\$47.50
*Charitable contribution is fully deductible if the benefit received by the donor doesn't exceed the lesser of the threshold amount or 2% of the amount of the contribution		
Threshold amount	\$91	\$95
<b>Child tax credit</b>		
*Maximum credit per qualifying child	\$1,000	\$1,000
*Phaseout-- credit reduced by \$50 for each \$1,000 or fraction thereof of MAGI over:		
Single	\$75,000	\$75,000
Married Filing Jointly	\$110,000	\$110,000
Married Filing Separately	\$55,000	\$55,000
*Refundability -- up to specified percentage of earned income in excess of specified amount		
Percentage	15%	15%
Amount	\$8,500	\$3,000

<sup>1</sup> As a result of the Emergency Economic Stabilization Act of 2008, for charitable use of a motor vehicle in providing relief to the Midwestern disaster area, the standard mileage rate was increased to \$.36 per mile for periods before July 1, 2008, and \$.41 per mile from July 1, 2008, to December 1, 2008.

<b>Individual Income Tax Planning</b>	<b>2008</b>	<b>2009</b>
<b>Classroom expenses of elementary and secondary school teachers (maximum above-the-line deduction)</b>	\$250	\$250
<b>Earned income tax credit (EITC):</b>		
*Excessive investment income limit ("disqualified income limit")	\$2,950	\$3,100
*Maximum amount of EITC per number of children		
0 children	\$438	\$457
1 child	\$2,917	\$3,043
2 children	\$4,824	\$5,028
3 or more children	\$4,824	\$5,657
*Maximum amount of earned income on which EITC is based (earned income over this amount but under the threshold phaseout amount will not change the amount of the credit received)		
0 children	\$5,720	\$5,970
1 child	\$8,580	\$8,950
2 or more children	\$12,060	\$12,570
*Threshold phaseout amount for joint filers per number of children		
0 children	\$10,160	\$12,470
1 child	\$18,740	\$21,420
2 children	\$18,740	\$21,420
3 or more children	\$18,740	\$21,420
*Threshold phaseout amount for other filers per number of children		
0 children	\$7,160	\$7,470
1 child	\$15,740	\$16,420
2 children	\$15,740	\$16,420
3 or more children	\$15,740	\$16,420
*Completed phaseout amount for joint filers per number of children		
0 children	\$15,880	\$18,440
1 child	\$36,995	\$40,463
2 children	\$41,646	\$45,295
3 or more children	\$41,646	\$48,279
*Completed phaseout amount for other filers per number of children		
0 children	\$12,880	\$13,440
1 child	\$33,995	\$35,463
2 children	\$38,646	\$40,295
3 or more children	\$38,646	\$43,279
<b>Expatriation</b>		
*An individual with "average annual net income tax" of more than this amount for the five taxable years ending before his or her loss of citizenship is a covered expatriate for purposes of IRC §877A(g)(1)	\$139,000	\$145,000
*IRC §877A(3) exclusion amount	\$600,000	\$626,000
<b>Foreign earned income exclusion:</b>	\$87,600	\$91,400
<b>Itemized Deductions<sup>1</sup></b>		
*Itemized deductions threshold phaseout amount for MFS:	\$79,975	\$83,400
*Itemized deductions threshold phaseout amount for all others:	\$159,950	\$166,800

<sup>1</sup> The phaseout of itemized deductions for individuals with higher AGIs is itself being phased out. In 2008 and 2009, only 1/3 of the calculated reduction will be used to reduce allowable itemized deductions.

<b>Individual Income Tax Planning</b>	<b>2008</b>	<b>2009</b>
<b>Kiddie tax:</b>		
*Unearned income limit		
Amount exempt from tax	\$900	\$950
Additional amount taxed at child's rate	\$900	\$950
Unearned income over this amount taxed at parent's rate	\$1,800	\$1,900
*Election to include child's income on parent's return--child's gross income requirement	\$900 - \$9,000	\$950 - \$9,500
*AMT exemption for child subject to kiddie tax:	Lesser of \$6,400 + child's earned income or \$46,200	Lesser of \$6,700 + child's earned income or \$46,700
<b>Making Work Pay tax credit</b>		
*Maximum credit		
Filing status other than married filing jointly	N/A	\$400
Married filing joint	N/A	\$800
*Income phaseout: Other than married filing jointly		
Phaseout threshold amount	N/A	\$75,000
Completed phaseout amount after	N/A	\$95,000
*Income phaseout: Married filing jointly		
Phaseout threshold amount	N/A	\$150,000
Completed phaseout amount after	N/A	\$190,000
<b>Nanny tax (domestic employee coverage threshold)</b>	\$1,600	\$1,700
<b>Personal exemption amount:</b>	\$3,500	\$3,650
*Personal exemption amount for taxpayers with AGI exceeding maximum phaseout threshold	\$2,333	\$2,433
*Married filing jointly		
Phaseout threshold amount	\$239,950	\$250,200
Completed phaseout amount after	\$362,450	\$372,700
*Head of household		
Phaseout threshold amount	\$199,950	\$208,500
Completed phaseout amount after	\$322,450	\$331,000
*Single		
Phaseout threshold amount	\$159,950	\$166,800
Completed phaseout amount after	\$282,450	\$289,300
*Married filing separately		
Phaseout threshold amount	\$119,975	\$125,100
Completed phaseout amount after	\$181,225	\$186,350
<b>"Saver's Credit" (Elective Deferrals and IRA Contributions by Certain Individuals)</b>		
*Maximum credit amount	\$1,000	\$1,000
*Applicable percentage of 50% applies to AGI		
Joint Return	\$0 - \$32,000	\$0 - \$33,000
Head of Household	\$0 - \$24,000	\$0 - \$24,750
Other	\$0 - \$16,000	\$0 - \$16,500
*Applicable percentage of 20% applies to AGI		
Joint Return	\$32,000 - \$34,500	\$33,000 - \$36,000
Head of Household	\$24,000 - \$25,875	\$24,750 - \$27,000
Other	\$16,000 - \$17,250	\$16,500 - \$18,000
*Applicable percentage of 10% applies to AGI		
Joint Return	\$34,500 - \$53,000	\$36,000 - \$55,500
Head of Household	\$25,875 - \$39,750	\$27,000 - \$41,625
Other	\$17,250 - \$26,500	\$18,000 - \$27,750
*Applicable percentage of 0% applies to AGI		
Joint Return	Over \$53,000	Over \$55,500
Head of Household	Over \$39,750	Over \$41,625
Other	Over \$26,500	Over \$27,750

Individual Income Tax Planning	2008	2009
<b>Standard deductions:<sup>1</sup></b>		
*Married filing jointly or surviving spouse	\$10,900	\$11,400
*Head of household	\$8,000	\$8,350
*Single	\$5,450	\$5,700
*Married filing separately	\$5,450	\$5,700
*Dependent	Greater of \$900, or \$300 + earned income	Greater of \$950, or \$300 + earned income
*Additional deduction for aged or blind (single or head of household)	\$1,350	\$1,400
* Additional deduction for aged or blind (all other filing statuses)	\$1,050	\$1,100
* Additional standard deduction for state and local real property taxes (maximum additional deduction) <sup>2</sup>		
Married filing jointly	\$1,000	\$1,000
All other filing statuses	\$500	\$500
<b>Standard mileage rates:</b>		
*Use of auto for business purposes (cents per mile)	\$0.505 for first half of 2008; \$0.585 for second half	\$0.55
*Use of auto for medical purposes (cents per mile)	\$0.190 for first half of 2008; \$0.270 for second half	\$0.24
*Use of auto for moving purposes (cents per mile)	\$0.190 for first half of 2008; \$0.270 for second half	\$0.24

<sup>1</sup> Qualifying individuals who do not itemize deductions are allowed to deduct state sales tax and excise tax attributable to the purchase of a qualified motor vehicle on or after 2/17/09 and before 1/1/10 as part of the standard deduction. A purchase price cap and a modified adjusted gross income phaseout apply.

<sup>2</sup> Housing Assistance Tax Act of 2008 and the Emergency Economic Stabilization Act of 2008

## 2008 Marginal Income Tax Rates

### Unmarried taxpayers

If taxable income is:	Your tax is:
Not over \$8,025	10% of taxable income
Over \$8,025 to \$32,550	\$802.50 + 15% of the excess over \$8,025
Over \$32,550 to \$78,850	\$4,481.25 + 25% of the excess over \$32,550
Over \$78,850 to \$164,550	\$16,056.25 + 28% of the excess over \$78,850
Over \$164,550 to \$357,700	\$40,052.25 + 33% of the excess over \$164,550
Over \$357,700	\$103,791.75 + 35% of the excess over \$357,700

### Married filing jointly and surviving spouses

If taxable income is:	Your tax is:
Not over \$16,050	10% of taxable income
Over \$16,050 to \$65,100	\$1,605 + 15% of the excess over \$16,050
Over \$65,100 to \$131,450	\$8,962.50 + 25% of the excess over \$65,100
Over \$131,450 to \$200,300	\$25,550 + 28% of the excess over \$131,450
Over \$200,300 to \$357,700	\$44,828 + 33% of the excess over \$200,300
Over \$357,700	\$96,770 + 35% of the excess over \$357,700

### Married individuals filing separately

If taxable income is:	Your tax is:
Not over \$8,025	10% of taxable income
Over \$8,025 to \$32,550	\$802.50 + 15% of the excess over \$8,025
Over \$32,550 to \$65,725	\$4,481.25 + 25% of the excess over \$32,550
Over \$65,725 to \$100,150	\$12,775 + 28% of the excess over \$65,725
Over \$100,150 to \$178,850	\$22,414 + 33% of the excess over \$100,150
Over \$178,850	\$48,385 + 35% of the excess over \$178,850

### Heads of household

If taxable income is:	Your tax is:
Not over \$11,450	10% of taxable income
Over \$11,450 to \$43,650	\$1,145 + 15% of the excess over \$11,450
Over \$43,650 to \$112,650	\$5,975 + 25% of the excess over \$43,650
Over \$112,650 to \$182,400	\$23,225 + 28% of the excess over \$112,650
Over \$182,400 to \$357,700	\$42,775 + 33% of the excess over \$182,400
Over \$357,700	\$100,604 + 35% of the excess over \$357,700

### Trusts and estates

If taxable income is:	Your tax is:
Not over \$2,200	15% of taxable income
Over \$2,200 to \$5,150	\$330 + 25% of the excess over \$2,200
Over \$5,150 to \$7,850	\$1,067.50 + 28% of the excess over \$5,150
Over \$7,850 to \$10,700	\$1,823.50 + 33% of the excess over \$7,850
Over \$10,700	\$2,764 + 35% of the excess over \$10,700

## 2009 Marginal Income Tax Rates

### Unmarried taxpayers

If taxable income is:	Your tax is:
Not over \$8,350	10% of taxable income
Over \$8,350 to \$33,950	\$835 + 15% of the excess over \$8,350
Over \$33,950 to \$82,250	\$4,675 + 25% of the excess over \$33,950
Over \$82,250 to \$171,550	\$16,750 + 28% of the excess over \$82,250
Over \$171,550 to \$372,950	\$41,754 + 33% of the excess over \$171,550
Over \$372,950	\$108,216 + 35% of the excess over \$372,950

### Married filing jointly and surviving spouses

If taxable income is:	Your tax is:
Not over \$16,700	10% of taxable income
Over \$16,700 to \$67,900	\$1,670 + 15% of the excess over \$16,700
Over \$67,900 to \$137,050	\$9,350 + 25% of the excess over \$67,900
Over \$137,050 to \$208,850	\$26,637.50 + 28% of the excess over \$137,050
Over \$208,850 to \$372,950	\$46,741.50 + 33% of the excess over \$208,850
Over \$372,950	\$100,894.50 + 35% of the excess over \$372,950

### Married individuals filing separately

If taxable income is:	Your tax is:
Not over \$8,350	10% of taxable income
Over \$8,350 to \$33,950	\$835 + 15% of the excess over \$8,350
Over \$33,950 to \$68,525	\$4,675 + 25% of the excess over \$33,950
Over \$68,525 to \$104,425	\$13,318.75 + 28% of the excess over \$68,525
Over \$104,425 to \$186,475	\$23,370.75 + 33% of the excess over \$104,425
Over \$186,475	\$50,447.25 + 35% of the excess over \$186,475

### Heads of household

If taxable income is:	Your tax is:
Not over \$11,950	10% of taxable income
Over \$11,950 to \$45,500	\$1,195 + 15% of the excess over \$11,950
Over \$45,500 to \$117,450	\$6,227.50 + 25% of the excess over \$45,500
Over \$117,450 to \$190,200	\$24,215 + 28% of the excess over \$117,450
Over \$190,200 to \$372,950	\$44,585 + 33% of the excess over \$190,200
Over \$372,950	\$104,892.50 + 35% of the excess over \$372,950

### Trusts and estates

If taxable income is:	Your tax is:
Not over \$2,300	15% of taxable income
Over \$2,300 to \$5,350	\$345 + 25% of the excess over \$2,300
Over \$5,350 to \$8,200	\$1,107.50 + 28% of the excess over \$5,350
Over \$8,200 to \$11,150	\$1,905.50 + 33% of the excess over \$8,200
Over \$11,150	\$2,879 + 35% of the excess over \$11,150

<b>Business Planning</b>	<b>2008</b>	<b>2009</b>
<b>Adoption Assistance Programs</b>		
*Maximum amount that can be excluded from employee's gross income	\$11,650	\$12,150
Phaseout threshold amount	\$174,730	\$182,180
Completed phaseout amount after	\$214,730	\$222,180
<b>Earnings subject to FICA taxes (taxable wage base):</b>		
*Maximum annual earnings subject to Social Security taxes	\$102,000	\$106,800
*Social Security and Medicare combined tax rate	15.30%	15.30%
OASDI portion (Social Security)	12.40%	12.40%
Hospital Insurance portion (Medicare)	2.90%	2.90%
<b>Health insurance deduction for self-employed:</b>		
*Deduction for health insurance premiums paid by self-employed persons	100%	100%
<b>Qualified transportation fringe benefits:</b>		
*Commuter vehicles and transit pass monthly exclusion amount	\$115	\$230 <sup>1</sup>
*Qualified parking monthly exclusion amount	\$220	\$230
*Qualified bicycle commuting reimbursement fringe benefit (monthly amount)	N/A	\$20
<b>Section 179 expensing</b>		
*Maximum amount that may be deducted under section 179	\$250,000	\$250,000
*Deduction reduced by the amount by which the cost of §179 property placed in service during the year exceeds this amount	\$800,000	\$800,000
<b>Special additional first-year depreciation allowance</b>		
"Bonus" depreciation for qualified property acquired and placed in service during specified time periods	50%	50%
<b>Standard mileage rate (per mile):</b>		
*Use of auto for business purposes	\$0.505 for first half of 2008; \$0.585 for second half	\$0.55
<b>Tax on accumulated earnings and personal holding company income</b>		
*Maximum tax on these items (prior to the 2003 Tax Act, these items were taxed at the highest marginal personal income tax rate).	15%	15%

<sup>1</sup> The monthly exclusion amount for January and February of 2009 was \$120

<b>Education Planning</b>	<b>2008</b>	<b>2009</b>
<b>Coverdell education savings accounts (formerly known as education IRAs):</b>		
*Annual contribution limit	\$2,000	\$2,000
*MAGI phaseout range for Coverdell education savings accounts		
Single--phaseout threshold amount	\$95,000	\$95,000
Single--completed phaseout amount after	\$110,000	\$110,000
Married filing jointly--phaseout threshold amount	\$190,000	\$190,000
Married filing jointly--completed phaseout threshold amount	\$220,000	\$220,000
<b>Deduction for qualified higher education expenses</b>		
*Maximum deduction	\$4,000	\$4,000
*MAGI maximum for full \$4,000 deduction		
Single	\$65,000	\$65,000
Married filing jointly	\$130,000	\$130,000
*Reduced deduction available		
Single	\$2,000	\$2,000
*MAGI range for \$2,000 deduction		
Single--MAGI greater than this amount:	\$65,000	\$65,000
Single--MAGI does not exceed this amount:	\$80,000	\$80,000
Married filing jointly--MAGI greater than this amount:	\$130,000	\$130,000
Married filing jointly--MAGI does not exceed this amount:	\$160,000	\$160,000
<b>Education loans--interest deduction</b>		
*Maximum deduction for interest paid on qualified education loans	\$2,500	\$2,500
*MAGI phaseout range		
Single--phaseout threshold amount	\$55,000	\$60,000
Single--completed phaseout amount after	\$70,000	\$75,000
Married filing jointly--phaseout threshold amount	\$115,000	\$120,000
Married filing jointly--completed phaseout amount after	\$145,000	\$150,000
<b>Gift tax exclusion</b>		
Annual gift tax exclusion-- <i>single individual</i>	\$12,000	\$13,000
Annual gift tax exclusion-- <i>joint gift</i>	\$24,000	\$26,000
Lump-sum gift to 529 plan-- <i>single individual</i>	\$60,000	\$65,000
Lump-sum gift to 529 plan-- <i>joint gift</i>	\$120,000	\$130,000
<b>Kiddie tax</b>		
Generally, children <sup>1</sup> pay federal income tax at their parents' rate on any investment income over...	\$1,800	\$1,900
<b>U.S. savings bonds--interest exclusion for higher education expenses:</b>		
*Joint returns		
Phaseout threshold for joint returns	\$100,650	\$104,900
Completed phaseout amount after	\$130,650	\$134,900
*Other returns		
Phaseout threshold for other returns	\$67,100	\$69,950
Completed phaseout amount after	\$82,100	\$84,950

<sup>1</sup> For tax years beginning after May 25, 2007, the kiddie tax rules apply to children under age 19 and full-time students over age 18 but under age 24 unless an exception applies.

<b>Education Planning</b>	<b>2008</b>	<b>2009</b>
<b>Hope<sup>1</sup> and Lifetime Learning credits</b>		
*Maximum Lifetime Learning credit	\$2,000	\$2,000
*Maximum Lifetime Learning credit--Midwestern disaster area	\$4,000	\$4,000
*Maximum Hope credit	\$1,800	\$2,500
*Maximum Hope credit--Midwestern disaster area	\$3,600	\$3,600
*MAGI phaseout range for Lifetime Learning credit		
Single--phaseout threshold amount	\$48,000	\$50,000
Single--completed phaseout amount after	\$58,000	\$60,000
Married filing jointly--phaseout threshold amount	\$96,000	\$100,000
Married filing jointly--completed phaseout amount after	\$116,000	\$120,000
*MAGI phaseout range for Hope Credit		
Single--phaseout threshold amount	\$48,000	\$80,000
Single--completed phaseout amount after	\$58,000	\$90,000
Married filing jointly--phaseout threshold amount	\$96,000	\$160,000
Married filing jointly--completed phaseout amount after	\$116,000	\$180,000

<sup>1</sup> For 2009 and 2010, the American Recovery and Reinvestment Act of 2009 modifies the Hope credit and renames it the American Opportunity tax credit.

<b>Protection Planning</b>	<b>2008</b>	<b>2009</b>
<b>Eligible long-term care premium deduction limits:</b>		
*Age 40 or under	\$310	\$320
*Age 41-50	\$580	\$600
*Age 51-60	\$1,150	\$1,190
*Age 61-70	\$3,080	\$3,180
*Over age 70	\$3,850	\$3,980
<b>Per diem limit: periodic payments for qualified long-term care insurance/ certain life insurance:</b>	\$270	\$280
<b>Archer Medical Savings Accounts</b>		
*High deductible health plan--self-only coverage		
Annual deductible--minimum	\$1,950	\$2,000
Annual deductible--maximum	\$2,900	\$3,000
Annual out-of-pocket expenses required to be paid (other than for premiums) can't exceed	\$3,850	\$4,000
*High deductible health plan--family coverage		
Annual deductible--minimum	\$3,850	\$4,000
Annual deductible--maximum	\$5,800	\$6,050
Annual out-of-pocket expenses required to be paid (other than for premiums) can't exceed	\$7,050	\$7,350

<b>Protection Planning</b>	<b>2008</b>	<b>2009</b>
<b>Health Savings Accounts (HSAs)</b>		
*Annual contribution limit		
Self-only coverage	\$2,900	\$3,000
Family coverage	\$5,800	\$5,950
*High deductible health plan--self-only coverage		
Annual deductible--minimum	\$1,100	\$1,150
Annual out-of-pocket expenses required to be paid (other than for premiums) can't exceed	\$5,600	\$5,800
*High deductible health plan--family coverage		
Annual deductible--minimum	\$2,200	\$2,300
Annual out-of-pocket expenses required to be paid (other than for premiums) can't exceed	\$11,200	\$11,600
*Annual catch up contribution limit for individuals age 55 or older	\$900	\$1,000

<b>Estate Planning</b>	<b>2008</b>	<b>2009</b>
<b>Annual gift exclusion:</b>	\$12,000	\$13,000
<b>Estate tax applicable exclusion amount:</b>	\$2,000,000	\$3,500,000
<b>Gift tax applicable exclusion amount:</b>	\$1,000,000	\$1,000,000
<b>Noncitizen spouse annual gift exclusion:</b>	\$128,000	\$133,000
<b>GSTT exemption:</b>	\$2,000,000	\$3,500,000
<b>Special use valuation limit (qualified real property in decedent's gross estate):</b>	\$960,000	\$1,000,000
<b>Qualified conservation easement exclusion:</b>		
*Dollar cap amount (exclusion of up to 40% of land value)	500,000	500,000
<b>Qualified funeral trusts:</b>		
*Maximum contribution to a qualified funeral trust (aggregate contribution limit)	\$9,000	N/A <sup>1</sup>

<sup>1</sup> Dollar limit repealed for tax years beginning after August 29, 2008.

### 2008 and 2009 Estate Tax Rate Schedule

<b>Taxable Estate</b>	<b>Tentative Tax Equals Base Tax of</b>	<b>Plus</b>	<b>Of Amount Over</b>
0 - \$10,000	\$0	18%	\$0
\$10,000 - \$20,000	\$1,800	20%	\$10,000
\$20,000 - \$40,000	\$3,800	22%	\$20,000
\$40,000 - \$60,000	\$8,200	24%	\$40,000
\$60,000 - \$80,000	\$13,000	26%	\$60,000
\$80,000 - \$100,000	\$18,200	28%	\$80,000
\$100,000 - \$150,000	\$23,800	30%	\$100,000
\$150,000 - \$250,000	\$38,800	32%	\$150,000
\$250,000 - \$500,000	\$70,800	34%	\$250,000
\$500,000 - \$750,000	\$155,800	37%	\$500,000
\$750,000 - \$1,000,000	\$248,300	39%	\$750,000
\$1,000,000 - \$1,250,000	\$345,800	41%	\$1,000,000
\$1,250,000 - \$1,500,000	\$448,300	43%	\$1,250,000
\$1,500,000-----	\$555,800	45%	\$1,500,000
<b>2008 credit shelter amount \$2,000,000</b>	<b>2008 credit amount \$780,800</b>		
<b>2009 credit shelter amount \$3,500,000</b>	<b>2009 credit amount \$1,455,800</b>		

<b>Government Benefits</b>	<b>2008</b>	<b>2009</b>
<b>Social Security</b>		
<b>Social Security Cost-of-living adjustment (COLA)</b>		
* For Social Security and Supplemental Security Income (SSI) beneficiaries	2.30%	5.80%
<b>Tax rate</b>		
* FICA tax -- Employee	7.65%	7.65%
Social Security (OASDI) portion of tax	6.20%	6.20%
Medicare (HI) portion of tax	1.45%	1.45%
* Self-Employed	15.30%	15.30%
Social Security (OASDI) portion of tax	12.40%	12.40%
Medicare (HI) portion of tax	2.90%	2.90%
<b>Maximum taxable earnings</b>		
* Social Security (OASDI only)	\$102,000	\$106,800
* Medicare (HI only)	No limit	No limit
<b>Quarter of coverage</b>		
* Earnings required	\$1,050	\$1,090
<b>Full retirement age <sup>1</sup></b>	65 years, 10 months	Age 66
<b>Retirement earnings test--exempt amounts</b>		
* Under full retirement age		
Benefits reduced by \$1 for each \$2 earned above:		
Yearly figure	\$13,560	\$14,160
Monthly figure	\$1,130	\$1,180
* Year individual reaches full retirement age		
Benefits reduced by \$1 for each \$3 earned above (applies only to earnings for months prior to attaining full retirement age):		
Yearly figure	\$36,120	\$37,680
Monthly figure	\$3,010	\$3,140
* Beginning the month individual attains full retirement age	No limit on earnings	No limit on earnings
<b>Social Security disability thresholds</b>		
* Substantial gainful activity (SGA): for the sighted (monthly figure)	\$940	\$980
* Substantial gainful activity: for the blind (monthly figure)	\$1,570	\$1,640
* Trial work period (TWP) (monthly figure)	\$670	\$700

<sup>1</sup> Full retirement age is 65 for those born in 1937 or earlier, 65 and 2 months for those born in 1938, 65 and 4 months for those born in 1939, 65 and 6 months for those born in 1940, 65 and 8 months for those born in 1941, 65 and 10 months for those born in 1942, and age 66 for those born 1943 through 1954.

<b>Government Benefits</b>	<b>2008</b>	<b>2009</b>
<b>SSI federal payment standard</b>		
* Individual (monthly figure)	\$637	\$674
* Couple (monthly figure)	\$956	\$1,011
<b>SSI resource limits</b>		
* Individual	\$2,000	\$2,000
* Couple	\$3,000	\$3,000
<b>SSI student exclusion limits</b>		
* Monthly limit	\$1,550	\$1,640
* Annual limit	\$6,240	\$6,600
<b>Maximum Social Security benefit</b>		
* Worker retiring at full retirement age (monthly figure)	\$2,185	\$2,323
<b>Estimated average monthly Social Security benefits payable to:</b>	<b>After 2.3% COLA</b>	<b>After 5.8% COLA</b>
* All retired workers	\$1,079	\$1,153
* Aged couple, both receiving benefits	\$1,761	\$1,876
* Widowed mother and two children	\$2,243	\$2,399
* Aged widow(er) alone	\$1,041	\$1,112
* Disabled worker, spouse, and one or more children	\$1,690	\$1,793
* All disabled workers	\$1,004	\$1,064
<b>Formula for Monthly Primary Insurance Amount (PIA)</b> (90% of first X of AIME + 32% of the AIME over X and through Y + 15% of AIME over Y)	X=\$711 Y=\$4,288	X=\$744 Y=\$4,483
<b>Medicare</b>		
<b>Medicare monthly premium amounts</b>		
* Part A (hospital insurance) premium		
Individuals with 40 or more quarters of Medicare-covered employment	\$0	\$0
Individuals with 30 to 39 quarters of Medicare-covered employment who are not otherwise eligible for premium-free hospital insurance	\$233	\$244
Individuals with less than 30 quarters of Medicare-covered employment who are not otherwise eligible for premium-free hospital insurance	\$423	\$443

<b>Government Benefits</b>	<b>2008</b>	<b>2009</b>	
* Part B (medical insurance) standard premium per month	\$96.40	\$96.40	
Total monthly premium amounts for high income individuals (married individuals filing jointly)			
<b>2008</b>	<b>2009</b>		
Less than or equal to \$164,000	Less than or equal to \$170,000	\$96.40	\$96.40
\$164,000.01 - \$204,000	\$170,000.01 - \$214,000	\$122.20	\$134.90
\$204,000.01 - \$306,000	\$214,000.01 - \$320,000	\$160.90	\$192.70
\$306,000.01 - \$410,000	\$320,000.01 - \$426,000	\$199.70	\$250.50
Greater than \$410,000	Greater than \$426,000	\$238.40	\$308.30
Total monthly premium amounts for high income individuals (individual filers)			
<b>2008</b>	<b>2009</b>		
Less than or equal to \$82,000	Less than or equal to \$85,000	\$96.40	\$96.40
\$82,000.01 - \$102,000	\$85,000.01 - \$107,000	\$122.20	\$134.90
\$102,000.01 - \$153,000	\$107,000.01 - \$160,000	\$160.90	\$192.70
\$153,000.01 - \$205,000	\$160,000.01 - \$213,000	\$199.70	\$250.50
Greater than \$205,000	Greater than \$213,000	\$238.40	\$308.30
Total monthly premium amounts for high income individuals (married individuals filing separate returns who lived with their spouse at some time during the taxable year )			
<b>2008</b>	<b>2009</b>		
Less than or equal to \$82,000	Less than or equal to \$85,000	\$96.40	\$96.40
\$82,000.01 - \$123,000	\$85,000.01 - \$128,000	\$199.70	\$250.50
Greater than \$123,000	Greater than \$128,000	\$238.40	\$308.30
<b>Original Medicare plan deductible and coinsurance amounts</b>			
* Part A (hospital insurance)			
Deductible per benefit period	\$1,024	\$1,068	
Coinsurance per day for 61st to 90th day of each benefit period	\$256	\$267	
Coinsurance per day for 91st to 150th day for each lifetime reserve day (total of 60 lifetime reserve days--nonrenewable)	\$512	\$534	
* Skilled nursing facility coinsurance per day for 21st to 100th day of each benefit period	\$128.00	\$133.50	
* Part B (medical insurance) annual deductible			
Individual pays 20 percent of the Medicare-approved amount for services after deductible is met	\$135	\$135	
<b>Medicaid</b>			
<b>Monthly income threshold for income-cap states ("300 percent cap limit")</b>	\$1,911	\$2,022	
<b>Monthly maintenance needs allowance for at-home spouse</b>			
*Minimum <sup>1</sup>	\$1,711.00	\$1,750.00	
*Maximum	\$2,610.00	\$2,739.00	
<b>Spousal resource allowance</b>			
*Minimum	\$20,880	\$21,912	
*Maximum	\$104,400	\$109,560	

<sup>1</sup> Amounts listed actually effective as of July of prior year; different amounts apply to Alaska and Hawaii.

<b>Retirement Planning</b>	<b>2008</b>	<b>2009</b>
<b>Employee/individual contribution limits</b>		
<b>Elective deferral limits</b>		
* 401(k) plans, 403(b) plans, 457(b) plans, and SAR-SEPs <sup>1</sup> (Includes Roth 401(k) and Roth 403(b) contributions)	Lesser of \$15,500 or 100% of participant's compensation	Lesser of \$16,500 or 100% of participant's compensation
* SIMPLE 401(k) plans and SIMPLE IRA plans <sup>1</sup>	Lesser of \$10,500 or 100% of participant's compensation	Lesser of \$11,500 or 100% of participant's compensation
<b>IRA contribution limits</b>		
*Traditional IRAs	Lesser of \$5,000 or 100% of earned income	Lesser of \$5,000 or 100% of earned income
*Roth IRAs	Lesser of \$5,000 or 100% of earned income	Lesser of \$5,000 or 100% of earned income
<b>Additional "catch-up" limits (individuals age 50 or older)</b>		
* 401(k) plans, 403(b) plans, 457(b) plans, and SAR-SEPs <sup>2</sup>	\$5,000	\$5,500
* SIMPLE 401(k) plans and SIMPLE IRA plans	\$2,500	\$2,500
* IRAs (traditional and Roth)	\$1,000	\$1,000
<b>Employer contribution/benefit limits<sup>3</sup></b>		
<b>Defined benefit plan limits</b>		
*Annual contribution limit per participant	No predetermined limit. Contributions based on amount needed to fund promised benefits	No predetermined limit. Contributions based on amount needed to fund promised benefits
*Annual benefit limit per participant	Lesser of \$185,000 or 100% of average compensation for highest three consecutive years	Lesser of \$195,000 or 100% of average compensation for highest three consecutive years

<sup>1</sup> Must aggregate employee contributions to all 401(k), 403(b), SAR-SEP, and SIMPLE plans of all employers. 457(b) plan contributions are not aggregated. For SAR-SEPs, the percentage limit is 25% of compensation reduced by elective deferrals (effectively, a 20% maximum contribution).

<sup>2</sup> Special catch-up limits may also apply to 403(b) and 457(b) plan participants.

<sup>3</sup> For self-employed individuals, compensation generally means earned income. This means that, for qualified plans, deductible contributions for a self-employed individual are limited to 20% of net earnings from self-employment (net profits minus self-employment tax deduction), and special rules apply in calculating the annual additions limit.

Retirement Planning	2008	2009
<b>Defined contribution plan limits (qualified plans, 403(b) plans, SEP, and SIMPLE plans)</b>		
*Annual addition limit per participant (employer contributions; employee pretax, after-tax, and Roth contributions; and forfeitures) (does not apply to SIMPLE IRA plans)	Lesser of \$46,000 or 100% (25% for SEP) of participant's compensation	Lesser of \$49,000 or 100% (25% for SEP) of participant's compensation
*Maximum tax-deductible employer contribution (not applicable to 403(b) plans)	25% of total compensation of employees covered under the plan (20% if self employed) plus any employee pretax and Roth contributions; 100% for SIMPLE plans	25% of total compensation of employees covered under the plan (20% if self employed) plus any employee pretax and Roth contributions; 100% for SIMPLE plans
<b>Compensation limits/thresholds</b>		
<b>Retirement plan compensation limits</b>		
*Maximum compensation per participant that can be used to calculate tax-deductible employer contribution (qualified plans and SEPs)	\$230,000	\$245,000
*Compensation threshold used to determine a highly-compensated employee	\$105,000 (when 2008 is the look-back year)	\$110,000 (when 2009 is the look-back year)
*Compensation threshold used to determine a key employee in a top-heavy plan	\$1 for more-than-5% owners \$150,000 for officers \$150,000 for more-than-1% owners	\$1 for more-than-5% owners \$160,000 for officers \$150,000 for more-than-1% owners
*Compensation threshold used to determine a qualifying employee under a SIMPLE plan	\$5,000	\$5,000
*Compensation threshold used to determine a qualifying employee under a SEP plan	\$500	\$550
<b>Traditional deductible IRA income limits</b>		
*Income phase-out range for determining deductibility of traditional IRA contributions for taxpayers:		
1. Covered by an employer-sponsored plan and filing as:		
Single	\$53,000-\$63,000	\$55,000-\$65,000
Married filing jointly	\$85,000-\$105,000	\$89,000-\$109,000
Married filing separately	\$0-\$10,000	\$0-\$10,000
2. Not covered by an employer-sponsored retirement plan, but filing joint return with a spouse who is covered by an employer-sponsored retirement plan	\$159,000-\$169,000	\$166,000-\$176,000
<b>Roth IRA income limits</b>		
*Income phase-out range for determining ability to fund Roth IRA for taxpayers filing as:		
Single	\$101,000-\$116,000	\$105,000-\$120,000
Married filing jointly	\$159,000-\$169,000	\$166,000-\$176,000
Married filing separately	\$0-\$10,000	\$0-\$10,000
*Annual income limit for determining ability to convert traditional IRA to Roth IRA	\$100,000	\$100,000

<b>Investment Planning</b>	<b>2008</b>	<b>2009</b>
<b>Tax on long-term capital gains</b>		
Taxpayers in marginal tax brackets greater than 15%	15%	15%
Taxpayers in marginal tax brackets 15% or less	0%	0%
<b>Tax on dividends</b>		
*Maximum tax rate on dividends received by an individual shareholder from domestic and qualified foreign corporations		
Taxpayers in marginal tax brackets greater than 15%	15%	15%
Taxpayers in marginal tax brackets 15% or less	0%	0%
(Prior to 2003 Tax Act, dividends were taxed as ordinary income)		



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