

# 2011 At-A-Glance

# TAX REFERENCE GUIDE

## General Income Tax

Joint Returns/Surviving Spouse			
Min	Max	Tax on Min. I	Rate on Excess
\$0	\$17,000	\$0	10%
17,000	69,000	1,700	15%
69,000	139,350	9,500	25%
139,350	212,300	27,087.50	28%
212,300	379,150	47,513.50	33%
379,150	-	102,574	35%

Head of Household			
Min	Max	Tax on Min. I	Rate on Excess
\$0	\$12,150	\$0	10%
12,150	46,250	1,215	15%
46,250	119,400	6,330	25%
119,400	193,350	24,617.50	28%
193,350	379,150	45,323.50	33%
379,150	-	106,637.50	35%

Single Individuals			
Min	Max	Tax on Min. I	Rate on Excess
\$0	8,500	\$0	10%
8,500	34,500	850	15%
34,500	83,600	4,750	25%
83,600	174,400	17,025	28%
174,400	379,150	42,449	33%
379,150	-	110,016.50	35%

Married Filing Separate			
Min	Max	Tax on Min. I	Rate on Excess
\$0	\$8,500	\$0	10%
8,500	34,500	850	15%
34,500	69,675	4,750	25%
69,675	106,150	13,543.75	28%
106,150	189,575	23,756.75	33%
189,575	-	51,287	35%

Estates and Trusts			
Min	Max	Tax on Min. I	Rate on Excess
\$0	\$2,300	\$0	15%
2,300	5,450	345	25%
5,450	8,300	1,132.50	28%
8,300	11,350	1,930.50	33%
11,350	-	2,937	35%

## Hope Scholarship/ American Opportunity Tax Credit

<b>Contribution Limit:</b> 100% amount/ 25% amount	<b>\$2,000/\$2,000</b>
Hope/Lifetime Learning Phaseout	
Joint Return	\$160,000-\$102,000
All Other	\$80,000-\$51,000

## Employee Benefits and IRAs

Defined Benefit Plans Limit (Q 3716)	\$195,000, or 100% of pay from highest 3 years of service
Defined Contribution Plans Limit (Q 3716)	\$49,000 or 100% of pay
Elective Deferral Limit for 401(k) Plans, Roth 401(k) Plans, SAR-SEPs, and 457 Plans (Qs 3598, 3642, 3675)	\$16,500
Catch-up for 401(k) Plans (Q 3674)	\$5,500
Elective Deferral Limit for SIMPLE IRAs and SIMPLE 401(k) Plans (Qs 3643, 3675)	\$11,500
Catch-up for SIMPLE IRAs and SIMPLE 401(k) Plans (Qs 3643, 3676)	\$2,500
Minimum Compensation Amount for SEPs (Q 3641)	\$550
Maximum Compensation Amount for VEBAs, SEPs, TSAs, and Qualified Plans (Qs 3641, 3715, 3737F, 3800, 3838)	\$245,000
Highly Compensated Employee Definition Limit (Q 3740)	\$110,000, or is 5% owner at any time during look-back year
ESOP Payout Limits (Q 3695)	\$195,000, \$985,000
Contribution Limit for Traditional & Roth IRAs	\$5,000
Catch-up for Traditional & Roth IRAs (Qs 3621, 3622)	\$1,000

## IRA Contribution – Income Phaseout Ranges

Traditional IRA Deductible Contributions (Q 3621)	
Active Participant	
Married Filing joint (active spouse)	\$90,000 - \$110,000
Married Filing Joint (nonactive spouse)	\$169,000 - \$179,000
Married Filing Separate	\$0 - \$10,000
All Other	\$56,000 - \$66,000
Roth IRA Contributions (Q 3622)	
Married Filing Joint	\$169,000 - \$179,000
Married Filing Separate	\$0 - \$10,000
All Other	\$107,000 - \$122,000

## Capital Gain/Qualified Dividends Rates

Regular Tax Bracket	CG Rate
10% or 15%	0%
25% or higher	15%

Q numbers reference questions in *Tax Facts on Insurance & Employee Benefits, 2011*

## Social Security

OASDI Earnings Base	\$106,800	
OASDI Rate (employee/ employer)	4.2%/6.2%	
HI (Medicare) Rate (each)	1.45%	
Earnings Test – Under NRA	\$14,160	
Earnings Test – Reach NRA	\$37,680	
Average Benefits		
All Retired Workers	\$1,164	
All Disabled Workers	\$1,064	
Aged Couple	\$1,892	
Widowed Parent and 2 Children	\$2,392	
Aged Widow(er) Only	\$1,123	
Disabled Worker, Spouse, and Child(ren)	\$1,803	
Portion of SS Benefits Taxable where MAGI Exceeds Limits		
Married – Joint	50%	\$32,000
	85%	\$44,000
Married – Separate	50%	\$0
	85%	\$0
All Other	50%	\$25,000
	85%	\$34,000

## Estate Planning

Gift Tax Annual Exclusion	\$13,000
Annual Exclusion: Non-U.S. Spouse	\$136,000
Gift Tax Unified Credit	\$1,730,800
Shelters	\$5,000,000
Estate Tax Unified Credit	\$1,730,800
Shelters	\$5,000,000
Top Gift Tax Rate	35%
GST Exemption (Q 58)	\$5,000,000

## Income Tax Charitable Deduction Limitations

Limit <sup>1</sup>	Gift	Charity	Value	
50% <sup>2</sup>	Cash	Public	FMV	
	Ordinary Income	Public	Basis	
	UUTPP	Public	Basis	
30% <sup>3</sup>	LTCCG	Public	FMV <sup>4</sup>	
	Ordinary Income	Public	Basis	
20% <sup>5</sup>	LTCCG	Other than LTCCG	Private	Basis
		Private	Basis <sup>6</sup>	

FMV = fair market value

LTCCG = long-term capital gains property

UUTPP = unrelated use tangible personal property

<sup>1</sup> Percentage of adjusted gross income (AGI), 5-year carryover for disallowed deductions

<sup>2</sup> Gifts to charity (not for use of charity)

<sup>3</sup> Lesser of 30% limit or unused 50% limit

<sup>4</sup> Can elect 50% limit for gifts of LTCCG to public charity if use basis as value

<sup>5</sup> Lesser of 20% limit or unused 30% limit

<sup>6</sup> FMV for qualified appreciated stock

## Required Minimum Distribution (RMD)

## RMD Table

Calculate RMD by dividing the account balance at the end of the prior year by the RMD factor for the current year. If assets are invested in a deferred annuity, the actuarial present value of additional benefits (if applicable) should be added to the contract value before dividing by the RMD factor.

Required beginning date (RBD) is generally April 1 of the year after reaching age 70 ½ (or the later year of retirement in case of some qualified plans). Distributions are not required from a Roth IRA until after the death of the owner. The Roth owner is always treated as dying before the RBD.

### Lifetime Distributions

Generally, use Uniform Lifetime Table. If the spouse is the sole designated beneficiary and more than 10 years younger, use RMD Joint and Survivor Table.

### Distributions after Death of Owner

#### Spouse Beneficiary

If the spouse is the sole designated beneficiary, the spouse can elect to treat the distributions as the spouse's own. If the spouse is the sole designated beneficiary and the owner dies before age 70 ½, the spouse can defer distributions until the owner would have reached 70 ½. If no spousal election, then use RMD Single Life Table for each year the spouse is alive. After the spouse's death, use RMD Single Life Factor for the spouse for year of death and subtract 1 from the factor for each year after death. If no spousal election and owner died on or after RBD, then can use RMD Single Life Factor for owner in year of death, reduced by 1 for each year after death, if greater than spouse's factor.

#### Nonspouse Beneficiary

If owner died before RBD, use RMD Single Life Factor for the beneficiary for year after death and subtract 1 from factor for each year thereafter. If owner died on or after RBD, then can use RMD Single Life Factor for owner in year of death, reduced by 1 for each year after death, if greater than beneficiary's factor.

#### No Beneficiary

If owner died before RBD, use five-year rule (see below). If owner died on or after RBD, use RMD Single Life Factor for owner in year of death, reduced by 1 for each year after death.

#### Five-Year Rule

If applies, entire account must be distributed by end of calendar year containing fifth anniversary of owner's death. Applies: if elected, if owner dies before RBD without a beneficiary, or if distributions over lifetime of beneficiary are not started in a timely manner (generally, by December 31 of year after owner's death). (Qs 3723-3729, 3731, and 3818-3821)

Uniform Lifetime		Single Life Expectancy			
Age	Factor	Age	Factor	Age	Factor
70	27.4	9	73.8	55	29.6
71	26.5	10	72.8	56	28.7
72	25.6	11	71.8	57	27.9
73	24.7	12	70.8	58	27.0
74	23.8	13	69.9	59	26.1
75	22.9	14	68.9	60	25.2
76	22.0	15	67.9	61	24.4
77	21.2	16	66.9	62	23.5
78	20.3	17	66.0	63	22.7
79	19.5	18	65.0	64	21.8
80	18.7	19	64.0	65	21.0
81	17.9	20	63.0	66	20.2
82	17.1	21	62.1	67	19.4
83	16.3	22	61.1	68	18.6
84	15.5	23	60.1	69	17.8
85	14.8	24	59.1	70	17.0
86	14.1	25	58.2	71	16.3
87	13.4	26	57.2	72	15.5
88	12.7	27	56.2	73	14.8
89	12.0	28	55.3	74	14.1
90	11.4	29	54.3	75	13.4
91	10.8	30	53.3	76	12.7
92	10.2	31	52.4	77	12.1
93	9.6	32	51.4	78	11.4
94	9.1	33	50.4	79	10.8
95	8.6	34	49.4	80	10.2
96	8.1	35	48.5	81	9.7
97	7.6	36	47.5	82	9.1
98	7.1	37	46.5	83	8.6
99	6.7	38	45.6	84	8.1
100	6.3	39	44.6	85	7.6
101	5.9	40	43.6	86	7.1
102	5.5	41	42.7	87	6.7
103	5.2	42	41.7	88	6.3
104	4.9	43	40.7	89	5.9
105	4.5	44	39.8	90	5.5
106	4.2	45	38.8	91	5.2
107	3.9	46	37.9	92	4.9
108	3.7	47	37.0	93	4.6
109	3.4	48	36.0	94	4.3
110	3.1	49	35.1	95	4.1
111	2.9	50	34.2	96	3.8
112	2.6	51	33.3	97	3.6
113	2.4	52	32.3	98	3.4
114	2.1	53	31.4	99	3.1
115	1.9	54	30.5	100	2.9



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