

# NOTICE TO EMPLOYEES REGARDING SAVER'S CREDIT:

## **This notice explains how you may be able to pay less tax by contributing to your company's 401(k) Plan (the "Plan").**

Beginning in 2002, if you make contributions to the Plan, you may be eligible for a tax credit, called the "saver's credit." This credit could reduce the federal income tax you pay dollar-for-dollar. The amount of the credit you can get is based on the contributions you make and your credit rate. The credit rate can be as low as 10% or as high as 50%, depending on your adjusted gross income -- the lower your income, the higher the credit rate. The credit rate also depends on your filing status. See the tables at the end of this notice to determine your credit rate.

The maximum contribution taken into account for the credit for an individual is \$2,000. If you are married filing jointly, the maximum contribution taken into account for the credit is \$2,000 each for you and your spouse.

The credit is available if you:

- are 18 or older,
- are not a full-time student,
- are not claimed as a dependent on someone else's return, and
- have adjusted gross income (shown on your tax return for the year of the credit) that does not exceed:
  - \$50,000 if you are married filing jointly,
  - \$37,500 if you are a head of household with a qualifying person, or
  - \$25,000 if you are single or married filing separately.

*Example:* Susan and John are married and file their federal income tax return jointly. For 2002, their adjusted gross income would have been \$34,000 if they had not made any retirement contributions. During 2002, Susan elected to have \$2,000 contributed to her employer's 401(k) plan. John made a deductible contribution of \$2,000 to an IRA for 2002. As a result of these contributions, their 2002 adjusted gross income is \$30,000. If their Federal income tax would have been \$3,000 (after applying any other credits to which they are entitled) without having made any retirement contributions, then their federal income tax as a result of making the \$4,000 retirement contributions will be only \$400 after application of the saver's credit and other tax benefits for the retirement contributions. Thus, by saving \$4,000 for their retirement, Susan and John have also reduced their taxes by \$2,600.

The annual contribution eligible for the credit may have to be reduced by any taxable distributions from a retirement plan or IRA that you or your spouse receive during the year you claim the credit, during the 2 preceding years, or during the period after the end of the year for which you claim the credit and before the due date for filing your return for that year. A distribution from a Roth IRA that is not rolled over is taken into account for this reduction, even if the distribution is not taxable. After these reductions, the maximum annual contribution eligible for the credit per person is \$2,000.

## CREDIT RATES

Individuals with up to \$15,000 a year in adjusted gross income (AGI) and couples filing jointly with AGI up to \$30,000, will be eligible for a 50 percent credit on \$2,000 in contributions.

Individuals with AGI between \$15,001 and \$16,250 and couples filing jointly with AGI between \$30,001 and \$32,500 will be eligible for a 20 percent credit.

Individuals with AGI between \$16,251 and \$25,000 and couples filing jointly with AGI between \$32,501 and \$50,000 will be eligible for a 10 percent credit.