



PeopleSoft 8.00.01 Payroll Interface Reports PeopleBook

PeopleSoft 8.00.01 Payroll Interface Reports PeopleBook

SKU MAPIr8SP1R 1200

PeopleBooks Contributors: Teams from PeopleSoft Product Documentation and Development.

Copyright © 2001 by PeopleSoft, Inc. All rights reserved.

Printed in the United States of America.

All material contained in this documentation is proprietary and confidential to PeopleSoft, Inc. and is protected by copyright laws. No part of this documentation may be reproduced, stored in a retrieval system, or transmitted in any form or by any means, including, but not limited to, electronic, graphic, mechanical, photocopying, recording, or otherwise without the prior written permission of PeopleSoft, Inc.

This documentation is subject to change without notice, and PeopleSoft, Inc. does not warrant that the material contained in this documentation is free of errors. Any errors found in this document should be reported to PeopleSoft, Inc. in writing.

The copyrighted software that accompanies this documentation is licensed for use only in strict accordance with the applicable license agreement which should be read carefully as it governs the terms of use of the software and this documentation, including the disclosure thereof.

PeopleSoft, the PeopleSoft logo, PeopleTools, PS/nVision, PeopleCode, PeopleBooks, and Vantive are registered trademarks, and *PeopleTalk* and "People power the internet." are trademarks of PeopleSoft, Inc. All other company and product names may be trademarks of their respective owners.

Contents

PeopleSoft 8.00.01 Payroll Interface Reports PeopleBook

- Related Documentation v
- Documentation on CD-ROM..... v
- Hardcopy Documentation..... v
 - Hard-copy Visual Cues vi
- Comments and Suggestions..... vi

Chapter 1

Overview of Payroll Interface Reports

- PeopleSoft Reporting Tools..... 1-1
 - PeopleSoft Query 1-1
 - Structured Query Reports (SQRs)..... 1-2
 - Process Scheduler..... 1-2
- Alphabetic List of Payroll Interface Reports 1-3
- Numeric List of Payroll Interface Reports..... 1-14

PEOPLESOFT 8.00.01 PAYROLL INTERFACE REPORTS PEOPLEBOOK

This book provides you with the information you will need for using the PeopleSoft 8.00.01 Payroll Interface Reports PeopleBook. You can order the online version by requesting SKU HRB8SP1R0, or the hard-copy version by requesting SKU MAPIr8SP1R 1200.

This following section contains the information you need to begin working with PeopleSoft products and documentation, including PeopleSoft-specific documentation conventions, how to order additional copies of our documentation, and so on.

Related Documentation

To add to your knowledge of PeopleSoft applications and tools, you may want to refer to the documentation of other PeopleSoft applications. You can access additional documentation for this and previous releases online from PeopleSoft Customer Connection (www.peoplesoft.com).

Through the Documentation section of Customer Connection, you can download files to add to your PeopleBook library. You'll find a variety of useful and timely materials, including updates to the full PeopleSoft documentation delivered on your PeopleBooks CD.



Important! Before upgrading, it is *imperative* that you check PeopleSoft Customer Connection for updates to the upgrade instructions. We continually post updates as we refine the upgrade process.

Documentation on CD-ROM

Complete documentation for this release is provided on the CD-ROM PeopleSoft 8.00.01 HRMS and PeopleTools 8.12 PeopleBooks, SKU CD HRB8SP1R0.

Hardcopy Documentation

To order hard-copy of the PeopleSoft documentation delivered on your PeopleBooks CD-ROM, visit the PeopleSoft Press Web site from the Documentation section of PeopleSoft Customer Connection. The PeopleSoft Press Web site is a joint venture between PeopleSoft and CPI, our book print vendor.

We print documentation for each major release shortly after the software is shipped. Customers and partners can order printed PeopleSoft documentation using any of the following methods:

Internet	From the main PeopleSoft Internet site, go to the Documentation section of Customer Connection. You can find order information under the Ordering PeopleBooks topic. Use a Customer Connection ID, credit card, or purchase order to place your order. PeopleSoft Internet site: http://www.peoplesoft.com/
Telephone	Contact Consolidated Publishing Incorporated (CPI) at 800 888 3559.
Email	Email CPI at callcenter@conpub.com .

Hard-copy Visual Cues

To help you locate and interpret information, we use several visual cues for notes, more information, and warnings.



Text in this bar indicates information that you should pay particular attention to as you work with your PeopleSoft system. If the note is preceded by **Important!**, the note is crucial and includes information that concerns what you need to do for the system to function properly.



Text in this bar indicates For more information cross-references to related or additional information.



Text within this bar indicates a crucial configuration consideration. Pay very close attention to these warning messages.

Comments and Suggestions

Your comments are important to us. We encourage you to tell us what you like, or what you would like changed about our documentation, PeopleBooks, and other PeopleSoft reference and training materials. Please send your suggestions to:

PeopleSoft HRMS Product Documentation Manager
PeopleSoft, Inc.
4460 Hacienda Drive
Pleasanton, CA 94588

Or send comments by email to the authors of the PeopleSoft documentation at:

DOC@PEOPLESOFT.COM

While we cannot guarantee to answer every email message, we pay careful attention to your comments and suggestions. We are always improving our product communications for you.

CHAPTER 1

Overview of Payroll Interface Reports

PeopleSoft applications offer a wide range of query and reporting possibilities, including our standard reports and reporting tools that you can use to create new reports. When it comes to reporting, you couldn't ask for more versatility.

Your database contains a wealth of information that you've carefully entered, maintained, and secured for the ultimate purpose of generating timely, meaningful, presentation-quality reports. Our reporting capabilities enable you to access the data that you need and present it in the form that is most useful for those who depend on you for financial and management information.

The tools are easy to use. You no longer have to rely on technical support staff to create queries or reports for you, which means that you can get all the information you need, when *you* need it.

This section will cover the following information:

- A brief discussion of PeopleSoft reporting tools.
- Names and descriptions of the reports provided with PeopleSoft Payroll Interface.



For more information about how to run individual Payroll Interface reports, see [Running Payroll Interface Reports](#).

PeopleSoft Reporting Tools

We deliver PeopleSoft applications with a set of standard reports that are designed to provide companies with the kind of business information they need. Running a report is as easy as selecting it from a menu and entering any necessary parameters. We offer a variety of reporting tools for those of you who want to modify our standard reports, create your own reports, or format report output.

PeopleSoft Query

We designed PeopleSoft Query to help you create and run database queries without having to write SQL statements. You can extract the precise data that you want by using visual representations of your PeopleSoft database. Depending on your needs, the queries can be simple or complex, and they can be single ad hoc queries or queries that you'll use repeatedly.

Query is more than just a reporting tool. You can use it to create queries for a variety of purposes:

- To display data in a list box. You can run queries within Query itself, displaying the result set in a list box for review. This option is useful as you are refining your queries.
- To provide input to a spreadsheet or Crystal report. Query can seamlessly pass data to Microsoft Excel, Lotus 1-2-3, or Crystal Reports Pro. From there, you can use the features of these products to create polished reports.
- To search for records. Many of the search dialog boxes in PeopleSoft applications enable you to select a predefined query or create a new one, rather than enter search criteria for the records that you want to find.
- To check the database for conditions that trigger workflow events. Using PeopleSoft Workflow, you can specify that certain conditions, for example, the presence of overdue receivables, cause the system to send an email to someone or put an entry on someone's worklist. You write queries to detect these conditions, and then you schedule database agents to run them periodically.

Structured Query Reports (SQRs)

One of the most versatile approaches to reporting is the MITI Structured Query Report Writer. This tool can extract data from any SQL-based relational database and print or display it in a prescribed format. We've created a variety of standard SQRs that summarize table information and data. You can use these reports as they appear, modify them, or create your own. You can create tabular, single or multi-page reports, and form letters. You can also use SQR to make global updates to your database, load and unload tables, and perform interactive queries.

Process Scheduler

The Process Scheduler is not a reporting tool by itself, but it plays an important role in PeopleSoft reporting because it is the part of the system that actually runs most of the reports. When you request one of the standard reports, you're really asking the Process Scheduler to run the report for you.

The Process Scheduler is a PeopleTool that performs several tasks with your application. It can run several kinds of processes, such as COBOL programs, database queries, and reports, on a regular schedule or at your request. Furthermore, it can run the processes at your workstation or on a server. The Process Scheduler can generate reports while you continue to work on something else. It also enables you to track the status of the report.

Alphabetic List of Payroll Interface Reports

<i>Report Name</i>	<i>Report ID</i>	<i>Description</i>	<i>Report Type</i>
Bank	PAY701	The Bank Table is an edit table for Federal Reserve transit numbers. It identifies every banking institution where your company has accounts established for paychecks and direct deposits. You must create at least one entry in this table for the bank where your company draws paychecks and direct deposits.	SQR
Bond	PAY706	You specify bond types in the Bond Table. Bond types are set up as one type of benefit that employees can purchase through payroll deductions.	SQR
Company	PAY702	You establish all the individual companies within your corporate structure in the Company Table. Typically each company has a separate Federal ID number. At least one company must exist in this table before you use PeopleSoft Payroll Interface applications.	SQR
Company Local Tax	TAX705	TAX705 lists entries in the Company Local Tax Table, which identifies the localities for which your company collects and pays taxes.	SQR

Report Name	Report ID	Description	Report Type
Ded/Benefits Register	PAY031	For each Company/Pay Group, this report lists the type of deduction for each employee, along with the calculated amount of the deduction.	SQR
Deduction Class	PAY705	This report comes in two parts, one for U.S. companies and one for Canadian companies. Both reports print the classification codes that you set up in the Deduction Table for each plan type. You must request each report separately by its ID number.	SQR
Deduction/Deduction Frequency	PAY704	In PeopleSoft Payroll, deductions refer to all non-tax amounts, such as benefits and general deductions, that will be taken out of an employee's paycheck. You store deduction priority, tax effect, and frequency of both benefit and non-benefit deductions in the Deduction Table.	SQR

Report Name	Report ID	Description	Report Type
Default Tax Data	TAX016	When you hire an employee using PeopleSoft HRMS, the system automatically sets up tax records for the employee, including federal, state (multiple if necessary), and local (multiple if necessary). The system picks up information such as the employee's home address and job location from their personal data and job data records, and makes this information the default on their tax data record, with a marital status of Single and withholding allowances of zero. As a safeguard against incorrect default data slipping through unchecked, you can run SQR TAX016, the Default Tax Data Report - U.S. This report tells you which employees have such default data on their tax records. The report looks at records within a date range you specify.	SQR

Report Name	Report ID	Description	Report Type
Default Tax Data	TAX016CN	When you hire an employee using PeopleSoft HRMS, the system automatically sets up tax records for the employee. The system picks up information such as the employee's home address and job location from their personal data and job data records and makes this information the default on their tax data record, with a marital status of Single and withholding allowances of zero.	SQR
Earnings	PAY712	The Earnings Table holds the various earnings categories your company uses for employee payroll calculations, such as regular, overtime, or sick pay. You can maintain different versions using separate Earnings Table ID numbers. The report prints all the earnings types established along with the payroll calculation characteristics you assign to each. It comes in three parts.	SQR
Earnings Program	PAY717	This table is where you define your earnings programs.	SQR

Report Name	Report ID	Description	Report Type
Employee Tax Information	TAX019	This report provides an individual listing of the employee's tax withholding information. This includes company, effective date, state, local, resident, special status, additional amount/annual exempt, additional percent, marital status, allowances, additional allowances, SUT exempt, FICA status, EIC status and SDI status.	SQR
Exemption	TAX100CN	This report lists all employees whose Canada/Quebec tax data records indicate that they are exempt from income tax withholding, exempt from unemployment insurance payments, or have less than 12 months subject to pension plan contributions.	SQR
Export Changes Report	PI001	This reports lists detailed information for employees who will be included in the export file, including both old and new values for fields that changed since the last export file was created.	SQR

Report Name	Report ID	Description	Report Type
Federal/State Tax Table	TAX702	TAX702 prints information found in two tables: the State Tax Table, and the State Other Tax Table. These tables store the most current tax rates and other parameters used in calculating state and federal withholding, disability, and unemployment taxes.	SQR
File Handle Listing	PI715	This report displays each instance of a PeopleSoft record to be exported to the external Payroll system.	SQR
General Deduction/Deduction Frequency	PAY703	The General Deduction Table contains all payroll deductions that do not fit into a category covered by a benefit table, such as United Way, union dues, or parking fees. It defines the deductions and the calculation routine or amount. The report lists valid general deduction codes and their effective dates.	SQR
Local Tax Table	TAX703	TAX703 lists the entries in the Local Tax Table, which contains calculations for local income taxes.	SQR

Report Name	Report ID	Description	Report Type
Pay Calendar	PAY714	This report lists the contents of the Pay Calendar Table. The Pay Calendar Table stores the cycles that you create for payroll processing by pay group. Each entry in the table corresponds to a specific pay period for a pay group. For example, a weekly pay group has 52 entries in the Pay Calendar Table, and represents one year of processing.	SQR
Pay Group	PAY711	You use the Pay Group Table to establish pay groups within a company. A pay group is a set of employees grouped together in the same payroll processing frequency because they share the same earnings and deductions and use the same check or direct deposit stock.	SQR
PI Config Listing	PI712	This report displays processing groups, file names, and descriptions needed for the external Payroll system.	SQR
PI Definition – Field	PI711	This report lists the layout and content of each field for every record on each file used in the interface process.	SQR
PI Definition – File	PI709	This report lists each file used in the interface process.	SQR

Report Name	Report ID	Description	Report Type
PI Definition – Record	PI710	This report lists the layout of each record that is used to format the interface files for both import and export processing.	SQR
PI Employee Listing	PI714	This report lists each PeopleSoft Employee ID along with the external Payroll system's Employee ID when they differ.	SQR
PI Field Listing	PI704	This report shows the fields of the defined external Payroll system and shows how PeopleSoft fields are mapped to them for both import and export processing.	SQR
PI Field - Xlat Listing	PI705	For each System ID that is defined, this report lists the specific external system's fields along with the PeopleSoft source for that field. When conversion/translation from the value stored in PeopleSoft is required, this report lists all the pertinent information for the defined field.	SQR
PI Group Listing	PI713	This report lists Group IDs that represent multiple fields that must be processed together in the export file.	SQR
PI Instance Listing	PI706	This report displays each instance of a PeopleSoft record to be exported to the external Payroll system.	SQR

Report Name	Report ID	Description	Report Type
PI Process Listing	PI707	This report displays descriptions for each special (COBOL) process that has been defined to filter data before creating the export file.	SQR
PI Process Values	PI708	This report displays the values returned from a special COBOL process. These values are used in the field translation process.	SQR
Presheet Audit Report	PAY034	This paysheet audit report scans all the tables that are required by the paysheet process and identifies any orphan records and codes.	SQR
PS Record Listing	PI702	This report lists the PeopleSoft tables and views that are available to use in the Interface Process.	SQR
PS Record-Field Listing	PI703	This report lists each field on the PeopleSoft tables and views that are available to use in the Interface Process.	SQR
Reset W-4 Exempt Employees	TAX103	When run in Report mode, TAX103 identifies employees who, although notified by the W-4 Exempt Notification process, have not yet filed a new W-4 form by the due date in order to continue their exemption status.	SQR

Report Name	Report ID	Description	Report Type
Reset W-5 EIC Employees	TAX113	When run in Report mode, TAX113 identifies employees who, although notified by the W-5 EIC Notification process, did not refile by the due date to continue their Advance Payments of Earned Income Credit.	SQR
Shift	PAY708	You use this table to identify the different work shifts to which an employee may be assigned. Because it contains the rate or factor that you want the system to use to calculate shift differential, this table works together with the Earnings and Special Accumulator Table to calculate earnings.	SQR
State Tax Rate	TAX707	TAX707 lists the contents of the State Tax Rate Table, which contains bracket rates needed for calculation of state and federal taxes.	SQR
System Table Listing	PI701	This report shows each system ID, its description and effective date, along with other data that is entered on the System Interface Table.	SQR
Update Source Deductions	TAX103CN	This process generates new CAN_TAX_DATA records for all employees who are active as of the Effective Date specified. This process is usually run at the beginning of the year for preparation of the new year's processing. This process generates a report of all records created.	SQR

Report Name	Report ID	Description	Report Type
W-4 Audit	TAX107	This report produces a list of all employees who either created and/or updated their W4 (Employee's Withholding Allowance Certificate) information by way of the Web.	SQR
W-4 Exemptions	TAX100	This report lists all employees within each company who are exempt from federal income tax withholding. You indicate this exemption by selecting the Exempt radio button on the Federal Tax Data 1 panel.	SQR
W-4 IRS	TAX106	When an employee claims either exemption from Federal withholding or more than ten allowances, the Form W-4 (Employee's Withholding Allowance Certificate) must be sent to the IRS (Internal Revenue Service). This report will produce a one-page per employee listing of all information on the W-4 Form along with the Employer's name, address, and ID number.	SQR
Wage Loss Plan	PAY709	This report prints the contents of the Wage Loss Plan Table for Canadian employers.	SQR

Numeric List of Payroll Interface Reports

Report ID	Report Name	Description	Report Type
PAY031	Ded/Benefits Register	For each Company/Pay Group, this report lists the type of deduction for each employee, along with the calculated amount of the deduction.	SQR
PAY034	Presheet Audit Report	This paysheet audit report scans all the tables required by the paysheet process and identifies any orphan records and codes.	SQR
PAY701	Bank	The Bank Table is an edit table for Federal Reserve transit numbers. It identifies every banking institution where your company has accounts established for paychecks and direct deposits. You must create at least one entry in this table for the bank where your company draws paychecks and direct deposits.	SQR
PAY702	Company	You establish all the individual companies within your corporate structure in the Company Table. Typically each company has a separate Federal ID number. At least one company must exist in this table before you use PeopleSoft Payroll applications.	SQR

Report ID	Report Name	Description	Report Type
PAY703	General Deduction/Deduction Frequency	The General Deduction Table contains all payroll deductions that do not fit into a category covered by a benefit table, such as United Way, union dues, or parking fees. It defines the deductions and the calculation routine or amount. The report lists valid general deduction codes and their effective dates.	SQR
PAY704	Deduction/Deduction Frequency	In PeopleSoft Payroll, deductions refer to all non-tax amounts, such as benefits and general deductions, that will be taken out of an employee's paycheck. You store deduction priority, tax effect, and frequency of both benefit and non-benefit deductions in the Deduction Table.	SQR
PAY705	Deduction Class	This report comes in two parts, one for U.S. companies and one for Canadian companies. Both reports print the classification codes that you set up in the Deduction Table for each plan type. You must request each report separately by its ID number:	SQR
PAY706	Bond	You specify bond types in the Bond Table. Bond types are set up as one type of benefit that employees can purchase through payroll deductions.	SQR

Report ID	Report Name	Description	Report Type
PAY708	Shift	You use this table to identify the different work shifts to which an employee may be assigned. Because it contains the rate or factor that you want the system to use to calculate shift differential, this table works together with the Earnings and Special Accumulator Table to calculate earnings.	SQR
PAY709	Wage Loss Plan	This report prints the contents of the Wage Loss Plan Table for Canadian employers.	SQR
PAY711	Pay Group	You use the Pay Group Table to establish pay groups within a company. A pay group is a set of employees grouped together in the same payroll processing frequency because they share the same earnings and deductions and use the same check or direct deposit stock.	SQR

Report ID	Report Name	Description	Report Type
PAY712	Earnings	The Earnings Table holds the various earnings categories that your company uses for employee payroll calculations, such as regular, overtime, or sick pay. You can maintain different versions using separate Earnings Table ID numbers. The report prints all the earnings types that are established, along with the payroll calculation characteristics that you assign to each. It comes in three parts.	SQR
PAY714	Pay Calendar	This report lists the contents of the Pay Calendar Table. The Pay Calendar Table stores the cycles that you create for payroll processing by pay group. Each entry in the table corresponds to a specific pay period for a pay group. For example, a weekly pay group has 52 entries in the Pay Calendar Table and represents one year of processing.	SQR
PAY717	Earnings Program	This table is where you define your earnings programs.	SQR
PI001	Export Changes Report	This reports lists detailed information for employees who will be included in the export file, including both old and new values for fields that changed since the last export file was created.	SQR

Report ID	Report Name	Description	Report Type
PI701	System Table Listing	This report shows each system ID, its description and effective date, along with other data that is entered on the System Interface Table.	SQR
PI702	PS Record Listing	This report lists the PeopleSoft tables and views that are available to use in the Interface Process.	SQR
PI703	PS Record-Field Listing	This report lists each field on the PeopleSoft tables and views that are available to use in the Interface Process.	SQR
PI704	PI Field Listing	This report shows the fields of the defined external Payroll system and how PeopleSoft fields are mapped to them for both import and export processing.	SQR
PI705	PI Field - Xlat Listing	For each System ID that is defined, this report lists the specific external system's fields along with the PeopleSoft source for that field. When conversion/translation from the value stored in PeopleSoft is required, this report lists all pertinent information for the defined field.	SQR
PI706	PI Instance Listing	This report displays each instance of a PeopleSoft record to be exported to the external Payroll system.	SQR

Report ID	Report Name	Description	Report Type
PI707	PI Process Listing	This report displays descriptions for each special (COBOL) process that has been defined to filter data before creating the export file.	SQR
PI708	PI Process Values	This report displays the values returned from a special COBOL process. These values are used in the field translation process.	SQR
PI709	PI Definition – File	This report lists each file used in the interface process.	SQR
PI710	PI Definition – Record	This report lists the layout of each record that is used to format the interface files for both import and export processing.	SQR
PI711	PI Definition – Field	This report lists the layout and content of each field for every record on each file used in the interface process.	SQR
PI712	PI Config Listing	This report displays processing groups, file names, and descriptions needed for the external Payroll system.	SQR
PI713	PI Group Listing	This report lists Group IDs that represent multiple fields that must be processed together in the export file.	SQR
PI714	PI Employee Listing	This report lists each PeopleSoft Employee ID along with the external Payroll system's Employee ID when they differ.	SQR

Report ID	Report Name	Description	Report Type
PI715	File Handle Listing	This report displays each instance of a PeopleSoft record to be exported to the external Payroll system.	SQR
TAX016	Default Tax Data	When you hire an employee using PeopleSoft HRMS, the system automatically sets up tax records for the employee: federal, state (multiple if necessary), and local (multiple if necessary). The system picks up information such as the employee's home address and job location from their personal data and job data records, and makes this information the default on their tax data record, with a marital status of Single and withholding allowances of zero. As a safeguard against incorrect default data slipping through unchecked, you can run SQR TAX016, the Default Tax Data Report - U.S. This report tells you which employees have such default data on their tax records. The report looks at records within a date range that you specify.	SQR

Report ID	Report Name	Description	Report Type
TAX016CN	Default Tax Data	When you hire an employee using PeopleSoft HRMS, the system automatically sets up tax records for the employee. The system picks up information such as the employee's home address and job location from their personal data and job data records and makes this information the default on their tax data record, with a marital status of Single and withholding allowances of zero.	SQR
TAX019	Employee Tax Information	This report provides an individual listing of the employee's tax withholding information. This includes company, effective date, state, local, resident, special status, additional amount/annual exempt, additional percent, marital status, allowances, additional allowances, SUT exempt, FICA status, EIC status and SDI status.	SQR
TAX100	W-4 Exemptions	This report lists all employees within each company who are exempt from federal income tax withholding. You indicate this exemption by selecting the Exempt radio button on the Federal Tax Data 1 panel.	SQR

Report ID	Report Name	Description	Report Type
TAX100CN	Exemption	This report lists all employees whose Canada/Quebec tax data records indicate that they are exempt from income tax withholding, exempt from unemployment insurance payments, or have less than 12 months subject to pension plan contributions.	SQR
TAX103	Reset W-4 Exempt Employees	When run in Report mode, TAX103 identifies employees who, although notified by the W-4 Exempt Notification process, have not yet filed a new W-4 form by the due date to continue their exemption status.	SQR
TAX103CN	Update Source Deductions	This process generates new CAN_TAX_DATA records for all employees who are active as of the Effective Date specified. This process is usually run at the beginning of the year for preparation of the new year's processing. This process generates a report of all records created.	SQR

Report ID	Report Name	Description	Report Type
TAX106	W-4 IRS	When an employee claims either exemption from Federal withholding or more than ten allowances, the Form W-4 (Employee's Withholding Allowance Certificate) must be sent to the IRS (Internal Revenue Service). This report will produce a one-page per employee listing of all information on the W-4 Form along with the Employer's name, address, and Identification number.	SQR
TAX107	W-4 Audit	This report produces a list of all employees who either created and/or updated their W4 (Employee's Withholding Allowance Certificate) information by way of the Web.	SQR
TAX113	Reset W-5 EIC Employees	When run in Report mode, TAX113 identifies employees who, although notified by the W-5 EIC Notification process, did not refile by the due date to continue their Advance Payments of Earned Income Credit.	SQR
TAX702	Federal/State Tax Table	TAX702 prints information found in two tables: the State Tax Table, and the State Other Tax Table. These tables store the most current tax rates and other parameters used in calculating state and federal withholding, disability, and unemployment taxes.	SQR

Report ID	Report Name	Description	Report Type
TAX703	Local Tax Table	TAX703 lists the entries in the Local Tax Table, which contains calculations for local income taxes.	SQR
TAX705	Company Local Tax	TAX705 lists entries in the Company Local Tax Table, which identifies the localities for which your company collects and pays taxes.	SQR
TAX707	State Tax Rate	TAX707 lists the contents of the State Tax Rate Table, which contains bracket rates needed for calculation of state and federal taxes.	SQR



For more information about running PeopleSoft reports, see Introduction to PeopleSoft Reporting in your *PeopleSoft PeopleTools* PeopleBook.

PeopleSoft
Deductions & Benefits Register

Report ID: PAY031
Company: GBI Global Business Institute
Pay Period End:01/02/2000
Pay Group KU7 US PI Wkly 1

Deduction Type KUHMOK Kaiser HMO
10 Medical

Employee ID	Name	Current Before Tax	Current After Tax	Current Taxable	Current NonTaxable	Calculated Benefit Base
KUI001	Wicker, Frank	59.77			60.00	
KUI003	Dacio, Margaret	41.31			41.31	
KUI005	Yoder, Michael	14.08			14.31	
KUI007	Di Benedetto, Rhonda	14.08			14.31	
KUI009	Vandernoot, Dirk	14.08			14.31	
Deduction Total		143.32	0.00	0.00	144.24	0.00

PeopleSoft
Deductions & Benefits Register

Report ID: PAY031
Company: GBI Global Business Institute
Pay Period End:01/02/2000
Pay Group KU7 US PI Wkly 1

Deduction Type KUMED9 Medical Deductions
10 Medical

Employee ID	Name	Current Before Tax	Current After Tax	Current Taxable	Current NonTaxable	Calculated Benefit Base
KUI002	Baranski,Jerome	12.69			12.69	
KUI004	Baranski,Jerome	12.69			12.69	
KUI008	Thomas,Victoria	16.15			16.15	
KUI010	Hubball,John	12.69			12.69	
KUI016	Chandler,Kody	12.69			12.69	
KUI016	Chandler,Kody					
Deduction Total		66.91	0.00	0.00	66.91	0.00

PeopleSoft
Deductions & Benefits Register

Report ID: PAY031
Company: GBI Global Business Institute
Pay Period End:01/02/2000
Pay Group KU7 US PI Wkly 1

Deduction Type KU7 US PI Wkly 1
Deduction Type 11 Dental
Deduction Type KUDEN9 Dental Plan

Employee ID	Name	Current Before Tax	Current After Tax	Current Taxable	Current NonTaxable	Calculated Benefit Base
KUI001	Wicker, Frank	7.79				
KUI001	Wicker, Frank				1.85	
KUI004	Peevy, Lance	4.15				
KUI004	Peevy, Lance				1.85	
KUI005	Yoder, Michael	4.73				
KUI005	Yoder, Michael				1.85	
KUI007	Di Benedetto, Rhonda	4.15				
KUI007	Di Benedetto, Rhonda				1.85	
KUI009	Vandernoot, Dirk	4.73				
KUI009	Vandernoot, Dirk				1.85	
Deduction Total		25.55	0.00	0.00	9.25	0.00

PeopleSoft
Deductions & Benefits Register

Report ID: PAY031
Company: GBI Global Business Institute
Pay Period End:01/02/2000
Pay Group KU7 US PI Wkly 1

Deduction Type KU7EN9 Dental Plan
11 Dental

Employee ID	Name	Current Before Tax	Current After Tax	Current Taxable	Current NonTaxable	Calculated Benefit Base
	Pay Group Total	235.78	0.00	0.00	220.40	0.00
	Pay Period Total	235.78	0.00	0.00	220.40	0.00
	Company Total	235.78	0.00	0.00	220.40	0.00
	Grand Total	235.78	0.00	0.00	220.40	0.00

Company Emplid Empl Rcd # Message

0	General Deduction Not On Deduction Table	UHOUSE	
0	Deduction Not on General Deduction Table	00	KN0001
0	Deduction Not on General Deduction Table	00	KN0002
0	Deduction Not on General Deduction Table	00	KU401K
0	Deduction Not on General Deduction Table	00	KU4DU1
0	Deduction Not on General Deduction Table	00	KU4SDM
0	Deduction Not on General Deduction Table	00	KU4UN1
0	Deduction Not on General Deduction Table	00	KU4UW1
0	Deduction Not on General Deduction Table	00	KUAVPB
0	Deduction Not on General Deduction Table	00	KUBFMD
0	Deduction Not on General Deduction Table	00	KUBTX1
0	Deduction Not on General Deduction Table	00	KUBTX2
0	Deduction Not on General Deduction Table	00	KUBTX3
0	Deduction Not on General Deduction Table	00	KUBTXA
0	Deduction Not on General Deduction Table	00	KUEXTX
0	Deduction Not on General Deduction Table	00	KUHYTX
0	Deduction Not on General Deduction Table	00	KUINCM
0	Deduction Not on General Deduction Table	00	KULON2
0	Deduction Not on General Deduction Table	00	KUPRKG
0	Deduction Not on General Deduction Table	00	KUSTK2
0	Deduction Not on General Deduction Table	00	KUTCAF
0	Deduction Not on General Deduction Table	00	KUUDUE
0	Deduction Not on General Deduction Table	00	KUUSBD
0	Deduction Not on General Deduction Table	00	KUVAC1
0	Deduction Not on General Deduction Table	00	PUCBB1
0	Deduction Not on General Deduction Table	00	PUCBB2
0	Deduction Not on General Deduction Table	00	PUCSVP
0	Deduction Not on General Deduction Table	00	TPRKNG
0	Deduction Not on General Deduction Table	00	TRGPB
0	Deduction Not on General Deduction Table	00	TUNION
0	Deduction Not on General Deduction Table	00	TUSBND
0	Deduction Not on General Deduction Table	00	TUWAY
0	Holiday Schedule is not valid	KJ1	
0	Advice Form ID is invalid or missing	KB1	
0	Advice Form ID is invalid or missing	KG1	
0	Advice Form ID is invalid or missing	KN1	
0	Advice Form ID is invalid or missing	KN2	
0	Check Form ID is invalid or missing	KB1	
0	Check Form ID is invalid or missing	KG1	
0	Check Form ID is invalid or missing	KN1	
0	Check Form ID is invalid or missing	KN2	
KBN001	0	Birth Date is missing	
KCN002	0	Birth Date is missing	
KUN001	0	Birth Date is missing	
KUN007	0	Birth Date is missing	
KUN008	0	Birth Date is missing	
KUN009	0	Birth Date is missing	
KBN001	0	Service Date is missing	
KC0005	1	Service Date is missing	
KCN001	0	Service Date is missing	
KCN002	0	Service Date is missing	
KF0018	1	Service Date is missing	
KF0023	0	Service Date is missing	
KF0024	0	Service Date is missing	
KF0025	1	Service Date is missing	
KG0001	0	Service Date is missing	
KNN001	0	Service Date is missing	
KU0032	1	Service Date is missing	
KUN001	0	Service Date is missing	
KUN002	0	Service Date is missing	
KUN003	0	Service Date is missing	
KUN004	0	Service Date is missing	
KUN005	0	Service Date is missing	
KUN006	0	Service Date is missing	
KUN007	0	Service Date is missing	
KUN008	0	Service Date is missing	
KUN009	0	Service Date is missing	
GBI K0G001	0	Pay Group is invalid	
GBI K0G002	0	Pay Group is invalid	
GBI K0G003	0	Pay Group is invalid	
GBI K0G004	0	Pay Group is invalid	
GBI K0G005	0	Pay Group is invalid	
GBI K0G006	0	Pay Group is invalid	
GBI K0G007	0	Pay Group is invalid	

Transit#	Description	Short Descriptn	Street1	Street2	City	State
00001	UBS	UBS	Bahnhofstr. 45		Zurich	ZH 8098
00002	Credit Suisse	CS	Paradeplatz 8	Postfach 100	Zürich	ZH 8070
0063	Banco Mapfre, S.A.	Mapfre	De Pozuelo a Majadahonda	Edificio Mapfire	Majadahonda	28 28220
0073	Open Bank, S.A.	Open B	Manuel Gómz Moreno		Madrid	28 28020
008	Royal Bank of Canada	Royal Bank	Royal Bank Plaza	121 Front Street	Toronto	ON M2P 1K4
009824567	State Bank	State Bnk	56 Montgomery St.		San Francisco	CA 94123
01096845	Kredietbank	KBC			Leuven	3000
01506801	ABN AMRO	ABN AMRO				
02006372	ING Bank International	ING				
02903765	General Bank Belgium	GB				
04088	Banque Nationale de Paris	BNP	54 Boulevard des Italiens		Paris	75 75009
049	Toronto Dominion Bank	TD Bank	Toronto Dominion Tower	180 Bay Street	Toronto	ON M5J 2O9
04972	Credit Lyonnais	CL	12 Rue de Versailles	BP232	Paris	75 75008
04973	Societe Generale	Soc. Gen.	127 Avenue Thiers		Paris	75 75015
062	Bank of Montreal	BMO	Toronto Dominion Tower	180 Bay Street	Toronto	ON M6P 5N8
070	Bank of Nova Scotia	BofNS	Scotia Tower	400 Church Street	Toronto	ON M5A 8G7
1000	Instituto de Crédito Oficial	ICO	Del Padre		Madrid	28 28014
10207	Banque Populaire	BICS	12 rue Popincourt		Paris	75 75005
121782676	CitiBank	CitiBank	102 West Mount Diablo		Walnut Creek	CA 94596
122000218	West America Bank	W America	1300 Ynacio Valley Road		Walnut Creek	CA 94596
123434566	Chase Manhattan	CMB	100 Grand Central Station		New York	NY 37654
200000	Barclays	Barclays	2 Eastcheap			GT LON EC24YH
234567890	Retiree Bank	Ret Bank	2371 Civic Dr		Walnut Creek	CA 94596
300000	LloydsTSB	LLDS	72 Lombard Street			GT LON EC24TT
345687544	Seafirst Bank	Seafirst	476 Soleil Boulevard		Seattle	WA 94596
390489053	Wells Fargo Bank	WFB	1678 N Main St	PO Box 460	Walnut Creek	CA 94596
400000	Midland Bank	Midland Ba	56 Cornhill			GT LON EC15SD
50070024	Deutsche Bank	Deutsche B	Rosmarkt 18		Frankfurt	HE 60311
600000	National Westminster	NATWEST	5 Threadneedle Street			GT LON EC42OK
648945280	Bank of America	BofA	2068 N California Blvd		Walnut Creek	CA 94596
70040038	Commerzbank	Co Bk	Maximiliansplatz 19		München	BY 80333

Report ID: PAY702

*** AA Admin Conference of the US Effective Date: 02/01/1996I Fed EIN: 00-

FICA Status - EE: Subject FICA Status - ER: Subject FUT Exempt: N SUT Exempt: N SDI Status: Subject

GL_NBR FWT	GL_NBR Net Pay :
GL_NBR FICA EE M	GL_NBR Dir Deposits :
GL_NBR FICA ER M	GL_NBR FICA Exp Med :
GL_NBR FICA EE O	GL_NBR FICA Exp Oasdi:
GL_NBR FICA ER O	GL_NBR SUT Expense :
GL_NBR FUT	GL_NBR FUT Expense :
GL_NBR EIC	

*** AA Admin Conference of the US Effective Date: 01/01/1980 Fed EIN: 00-

FICA Status - EE: Subject FICA Status - ER: Subject FUT Exempt: N SUT Exempt: N SDI Status: Subject

GL_NBR FWT	GL_NBR Net Pay :
GL_NBR FICA EE M	GL_NBR Dir Deposits :
GL_NBR FICA ER M	GL_NBR FICA Exp Med :
GL_NBR FICA EE O	GL_NBR FICA Exp Oasdi:
GL_NBR FICA ER O	GL_NBR SUT Expense :
GL_NBR FUT	GL_NBR FUT Expense :
GL_NBR EIC	

*** AB American Battle Monuments Comm Effective Date: 01/01/1980 Fed EIN: 00-

FICA Status - EE: Subject FICA Status - ER: Subject FUT Exempt: N SUT Exempt: N SDI Status: Subject

GL_NBR FWT	GL_NBR Net Pay :
GL_NBR FICA EE M	GL_NBR Dir Deposits :
GL_NBR FICA ER M	GL_NBR FICA Exp Med :
GL_NBR FICA EE O	GL_NBR FICA Exp Oasdi:
GL_NBR FICA ER O	GL_NBR SUT Expense :
GL_NBR FUT	GL_NBR FUT Expense :
GL_NBR EIC	

*** AC Advisory Coms on Intrgvn Reltn Effective Date: 01/01/1980 Fed EIN: 00-

FICA Status - EE: Subject FICA Status - ER: Subject FUT Exempt: N SUT Exempt: N SDI Status: Subject

GL_NBR FWT	GL_NBR Net Pay :
GL_NBR FICA EE M	GL_NBR Dir Deposits :
GL_NBR FICA ER M	GL_NBR FICA Exp Med :
GL_NBR FICA EE O	GL_NBR FICA Exp Oasdi:
GL_NBR FICA ER O	GL_NBR SUT Expense :
GL_NBR FUT	GL_NBR FUT Expense :
GL_NBR EIC	

*** ACC State of Accord Effective Date: 01/01/1990 Fed EIN: 00-

FICA Status - EE: Subject FICA Status - ER: Subject FUT Exempt: N SUT Exempt: N SDI Status: Subject

GL_NBR FWT	GL_NBR Net Pay :
GL_NBR FICA EE M	GL_NBR Dir Deposits :
GL_NBR FICA ER M	GL_NBR FICA Exp Med :
GL_NBR FICA EE O	GL_NBR FICA Exp Oasdi:
GL_NBR FICA ER O	GL_NBR SUT Expense :
GL_NBR FUT	GL_NBR FUT Expense :
GL_NBR EIC	

*** AD U.S. Arms Control and Disarmam Effective Date: 01/01/1980 Fed EIN: 00-

FICA Status - EE: Subject FICA Status - ER: Subject FUT Exempt: N SUT Exempt: N SDI Status: Subject

GL_NBR FWT	GL_NBR Net Pay :
GL_NBR FICA EE M	GL_NBR Dir Deposits :
GL_NBR FICA ER M	GL_NBR FICA Exp Med :
GL_NBR FICA EE O	GL_NBR FICA Exp Oasdi:
GL_NBR FICA ER O	GL_NBR SUT Expense :
GL_NBR FUT	GL_NBR FUT Expense :

PeopleSoft
General Deductions

Report ID: PAY703

Page No. 1
Run Date 08/30/2000
Run Time 15:46:23

Deduction Code	Eff Date	Calc Type	Rate/Percent	Spcl Accum	Set Id	Vendor Id	Pay Mode	Payment Date	Payment Type	Sep. AP Payment	Pay Freq Type	Additional Amount
KCAGRN	01/01/1980	A Amount							C	N		
KCAVPB	01/01/1980	N % Net Pay							C	N		
KCBGRN	01/01/1980	A Amount							C	N		
KCCRUN	01/01/1980	A Amount							C	N		
KCCSB1	01/01/1980	D Ded Table							C	N		
KCHILD	01/01/1980	A Amount							C	N		
KCHOUS	01/01/1980	A Amount							C	N		
KCIDMT	01/01/1980	E % Spcl Ern	1.000	KC1					C	N		
KCLOAN	01/01/1980	A Amount							C	N		
KCPARK	01/01/1980	A Amount			SHARE	CANKC00008	S		C	Y	B M S W	40.00 100.00 50.00 20.00
KCPYS1	01/01/1980	A Amount							C	N		
KCPYS2	01/01/1980	A Amount							C	N		
KCUNON	01/01/1980	G % Ttl Grs	2.500						C	N		
KCUWAY	01/01/1980	A Amount			SHARE	CANKC00007	D		C	Y		
KUAVPY	01/01/1980	A Amount							C	N		
KUAVTV	01/01/1980	A Amount							C	N		
KUBOND	01/01/1980	A Amount			SHARE	USAKU00014	B		C	N		
KUCAFE	01/01/1980	A Amount							C	N		
KUCHLD	01/01/1980	A Amount							C	N		
KUCOFE	01/01/1980	F % Fed Grs	1.000						C	N		
KUCRUN	01/01/1980	A Amount							C	N		
KUDRAW	01/01/1980	A Amount							C	N		
KUGARN	01/01/1980	A Amount							C	N		
KUHLTH	01/01/1980	A Amount							C	N		
KULON1	01/01/1980	A Amount							C	N		
KUMNT1	01/01/1980	W Rt x HrWkd	0.050						C	N		
KUNTPY	01/01/1980	A Amount							C	N		
KUPARK	01/01/1980	A Amount							C	N		
KUPHRM	01/01/1980	A Amount							C	N		
KUPRLC	01/01/1980	P Rtx SpclHr	0.065	IWK					C	N		
KUPYAJ	01/01/1980	A Amount							C	N		
KUSTK1	01/01/1980	A Amount							C	N		
KUUNIN	01/01/1980	N % Net Pay	100.000						C	N		
KUUNON	01/01/1980	A Amount			SHARE	USAKU00015	S		C	N		
KUWAY1	01/01/1980	A Amount			SHARE	USAKU00016	D		C	N		
LALOT1	01/01/1980	A Amount							C	N		
LALOT2	01/01/1980	A Amount							C	N		
LBOND	01/01/1980	A Amount							C	N		
LCFC	01/01/1980	A Amount							C	N		
LCHILD	01/01/1980	A Amount							C	N		
LCHRTY	01/01/1980	A Amount							C	N		
LCRDUN	01/01/1980	A Amount							C	N		
LGARNL	01/01/1980	A Amount							C	N		
LMILDP	01/01/1980	A Amount							C	N		
LNTPY	01/01/1980	A Amount							C	N		
LPRKNG	01/01/1980	A Amount							C	N	M	20.00
LUNION	01/01/1980	A Amount							C	N	M	75.00
NETPAY	01/01/1980	A Amount							C	N		
PREPAY	01/01/1980	A Amount							C	N		
UHOUSE	01/01/1980	A Amount							C	N		

PeopleSoft
Deductions Table

Report ID: PAX704

Page No. 1
Run Date 08/30/2000
Run Time 15:31:44

Plan Type	Deduct Code	Eff Date	Description	Short Descriptn	Prio- rity	Max Payback?	Max Arrears Payback	Max Arrears Factor	Pay Freq Type	** Deduct in Period **
										1 2 3 4 5
00	KCAGRN	01/01/1980	Garnishment	Garnishmnt	225	N			W	Y Y Y Y Y
00	KCAVPB	01/01/1980	Advance Payback	AdvPayBack	500	N				
00	KCBGRN	01/01/1980	Before-tax Garnishment	B-Tax Garn	225	N				
00	KCCRUN	01/01/1980	Credit Union	Cred Union	500	N				
00	KCCSB1	01/01/1980	Canada Savings Bonds	CSB	500	N				
00	KCHILD	01/01/1980	Child Care Center On-site	Child Care	500	N				
00	KCHOUS	01/01/1980	Company Housing	Co Housing	500	N				
00	KCIDMT	01/01/1980	Company ID Materials	Co ID	500	N				
00	KCLOAN	01/01/1980	Loan Payback	Loan Pybck	500	N				
00	KCPARK	01/01/1980	Parking	Parking	800	N				
00	KCPYS1	01/01/1980	Canada Payroll Savings	CPS1	700	N				
00	KCPYS2	01/01/1980	Canada Payroll Savings - RRSPP	CPS2	300	N				
00	KCUNON	01/01/1980	Union Dues	Union Dues	500	N				
00	KCUWAY	01/01/1980	Donations - United Way	United Way	500	N				
00	KN0001	01/01/1980	Staff Association Contribution	Staff Assc	500	N				
00	KN0002	01/01/1980	Stock Purchase	Stock	500	N				
00	KU401K	01/01/1980	General - Pretax 401k	General -	500	N				
00	KU4DU1	01/01/1980	Health Club Dues	HealthClub	450	N				
00	KU4SDM	01/01/1980	Administration of 401(k)	Admin 401k	200	N				
00	KU4UN1	01/01/1980	Union Dues	Union Dues	420	N				
00	KU4UW1	01/01/1980	United Way	United Way	440	N				
00	KUAVPB	01/01/1980	Advance Payback	Advance	500	N				
00	KUAVPY	01/01/1980	Vacation Advance Payback	VacAdvance	170	N				
00	KUAVTV	01/01/1980	Travel Advance	Travel Adv	125	N				
00	KUBFMD	01/01/1980	Before Tax Medical General Ded	Before Tax	500	N				
00	KUBOND	01/01/1980	Savings Bond Deduction	US Bond	410	N				
00	KUBTX1	01/01/1980	Before Tax Gen'l %accum	BTax Accum	205	N				
00	KUBTX2	01/01/1980	Before Tax Gen'l %gross	BTax Gross	205	N				

PeopleSoft
Deduction Classes (Part 1)

Report ID: PAX705A

Page No. 1
Run Date 08/30/2000
Run Time 15:22:39

Plan Type	Deduct Code	Deduction Cls	SlstX	Eff Date	Tax Grs Compt	WithHold FWT	Partial Ded Allow?	Ded Arrs?	Stop at Term?	Sep Chk Deduct?	Deduction YTD Max	GL# - Expense	GL# - Liability
00	KCAGRN	A		01/01/1980		N	N	N	N	N			P210009
00	KCAVPB	A		01/01/1980		N	Y	Y	N	N			P210020
00	KCBGRN	B		01/01/1980		N	N	N	N	N			P210009
00	KCCRUN	A		01/01/1980		N	Y	Y	N	N			P210005
00	KCCSB1	A		01/01/1980		N	Y	Y	N	N			P210006
00	KCHILD	A		01/01/1980		N	Y	Y	Y	N			P210011
00	KCHOUS	T		01/01/1980		Y	Y	Y	N	N	P610012		P210012
00	KCIDMT	N		01/01/1980		N	Y	Y	N	N	350.00		P210013
00	KCIDMT	N	G	01/01/1980		Y	Y	Y	N	N	P610013		P210013
00	KCIDMT	N	H	01/01/1980		Y	Y	Y	N	N	P610013		P210013
00	KCLOAN	A		01/01/1980		N	Y	Y	N	N			P210008
00	KCPARK	A		01/01/1980		N	Y	Y	N	N	P610008		P210008
00	KCPARK	A	G	01/01/1980		N	Y	Y	N	N			P210015
00	KCPARK	A	H	01/01/1980		N	Y	Y	N	N			P210015
00	KCPARK	A	P	01/01/1980		N	Y	Y	N	N			P210015
00	KCPYS1	A		01/01/1980		N	Y	Y	N	N			P210016
00	KCPYS2	B		01/01/1980		N	Y	Y	N	N			P210017
00	KCUNON	B		01/01/1980		N	Y	Y	N	N			P210018
00	KCUWAY	B		01/01/1980		N	Y	Y	N	N			P210019
00	KU401K	B		01/01/1980		N	Y	Y	N	N			LIA-UNKNOWN
00	KU4DU1	A		01/01/1980		N	Y	Y	N	N	EXP-UNKNOWN		LIA-UNKNOWN
00	KU4SDM	B		01/01/1980		N	Y	Y	Y	Y	P610030		P210030
00	KU4UN1	A		01/01/1980		N	Y	Y	N	N	EXP-UNKNOWN		LIA-UNKNOWN
00	KU4UW1	A		01/01/1980		N	Y	Y	N	N	P610018	250.00	P210018
00	KUAVPB	A		01/01/1980		N	Y	Y	N	N	P610041	250.00	P210041
00	KUAVFY	A		01/01/1980		N	Y	Y	N	N			P210020
00	KUAVTV	A		01/01/1980		N	Y	Y	N	N			P210020
00	KUBFMD	B		01/01/1980		N	Y	Y	N	N	P610021		P210021
00	KUBFMD	F		01/01/1980		N	Y	Y	N	N	P610047		P210047
00	KUBOND	A		01/01/1980		N	Y	Y	N	N	G		L
00	KUBTX1	B		01/01/1980		N	Y	Y	N	N	P610022		P210022
00	KUBTX2	B		01/01/1980		N	Y	Y	N	N	EXP-UNKNOWN		LIA-UNKNOWN
00	KUBTX3	B		01/01/1980		N	Y	Y	N	N	EXP-UNKNOWN		LIA-UNKNOWN
00	KUBTXA	B		01/01/1980		N	Y	Y	N	N	EXP-UNKNOWN		LIA-UNKNOWN
00	KUCAFE	A		01/01/1980		N	Y	Y	N	N	P610023		P210023
00	KUCHLD	A		01/01/1980		N	Y	Y	Y	N	P610024		P210024
00	KUCOFE	A		01/01/1980		N	Y	Y	Y	N	P610025		P210025
00	KUCRUN	A		01/01/1980		N	Y	Y	N	N	P610026		P210026
00	KUDRAW	B		01/01/1980		N	Y	Y	N	N	P610027		P210027
00	KUEITX	A		01/01/1980		N	Y	Y	N	N	EXP-UNKNOWN		LIA-UNKNOWN
00	KUGARN	A		01/01/1980		N	Y	Y	N	N	P610028		P210028
00	KUHLTH	A		01/01/1980		N	Y	Y	N	N	P610030		P210030
00	KUHYTX	A		01/01/1980		N	Y	Y	N	N	EXP-UNKNOWN		LIA-UNKNOWN
00	KUINCM	A		01/01/1980		N	Y	Y	N	N	EXP-UNKNOWN		LIA-UNKNOWN
00	KULON1	A		01/01/1980		N	Y	Y	N	N	P610031		P210031
00	KULON2	A		01/01/1980		N	Y	Y	N	N	P610031		P210031

Bond ID	Eff Date	Description	Short Description	Purchase Amount	Value At Maturity
100	03/03/1980	Series EE \$100	EE \$100	50.00	100.00
10K	03/03/1980	Series EE \$10,000	EE \$10,000	5000.00	10000.00
1K	03/01/1980	Series EE \$1,000	EE \$1,000	500.00	1000.00
200	01/01/1900	Series EE \$200	EE \$200	100.00	200.00
500	01/01/1900	Series EE \$500	EE \$500	250.00	500.00
5K	01/01/1900	Series EE \$5,000	EE \$5000	2500.00	5000.00
I50	09/01/1998	Series I \$50	I \$50	50.00	50.00
I75	09/01/1998	Series I \$75	I \$75	75.00	75.00
IC1	09/01/1998	Series I \$100	I \$100	100.00	100.00
IC2	09/01/1998	Series I \$200	I \$200	200.00	200.00
IC5	09/01/1998	Series I \$500	I \$500	500.00	500.00
IK1	09/01/1998	Series I \$1000	I \$1000	1000.00	1000.00
IK5	09/01/1998	Series I \$5000	I \$5000	5000.00	5000.00
IKX	09/01/1998	Series I \$10000	I \$10000	10000.00	10000.00
NO	01/01/1900	No Bond Specifications Found	No Bnd Spc		

PeopleSoft
Shift Table

Report ID: PAX708

Page No. 1
Run Date 08/30/2000
Run Time 15:53:09

SETID	Shift	Eff Date	Description	Short Description	Shift Diff	Shift Rate	Shift Factor	Time In Hr	Time In Min	Time Out Hr	Time Out Min
LBH	1	01/01/1980	First Shift	1st shift	Y			8	0	15	59
LBH	2	01/01/1980	Second Shift	2nd Shift	N	0.500000		16	0	23	0
LBH	3	01/01/1980	Third Shift	Third Shift	N	1.000000		11	0	7	59
LBH	N	01/01/1980	Not Applicable	Not Applic	N			0	0	0	0
LBS	N	01/01/1980	Not Applicable	N/A	N			0	0	0	0
LMS	N	01/01/1980	Not Applicable	N/A	N			0	0	0	0
LNP	N	01/01/1980	Not Applicable	N/A	N			0	0	0	0
SHARE	1	01/01/1980	Shift 1 - ee level	Shift 1	Y			8	0	17	0
SHARE	2	01/01/1980	Shift 2	Shift 2	N	1.000000		0	0	0	0
SHARE	3	01/01/1980	Shift 3 - rate + factor	Shift 3	N	1.000000	0.100	0	0	0	0
SHARE	N	01/01/1980	ST - No Shift	No Shift	N			0	0	0	0

End of Report

*** GBI Effective Date: 01/01/2000 RCT NO: Business No: 123456789RP0002

Wage Loss Plan: KLO EFF Tax Year : 2000 UI Rates ER: 1.2981 QC ER: 1.2981

Liability ACCOUNT_NUM	Canadian Income Tax (T4)	P220009
Liability ACCOUNT_NUM	Canada Pension Plan Employee	P220011
Liability ACCOUNT_NUM	Canada Pension Plan Employer	P220012
Liability ACCOUNT_NUM	Employment Insurance Employee	P220013
Liability ACCOUNT_NUM	Employment Insurance Employer	P220014
Liability ACCOUNT_NUM	Provincial Health Tax	P220015
Liability ACCOUNT_NUM	Payroll Tax	P220016
Liability ACCOUNT_NUM	Quebec Bonus Tax	P220017
Liability ACCOUNT_NUM	Quebec Income Tax (RL-1)	P220018
Liability ACCOUNT_NUM	Quebec Pension Plan Employee	P220019
Liability ACCOUNT_NUM	Quebec Pension Plan Employer	P220020
Liability ACCOUNT_NUM	Quebec Income Tax (RL-2)	P220021
Liability ACCOUNT_NUM	Canadian Income Tax (T4A)	P220022
Expense ACCOUNT_NUM	Canada Pension Plan Employer	P620011
Expense ACCOUNT_NUM	Employment Insurance Employer	P620013
Expense ACCOUNT_NUM	Provincial Health Tax	P620014

*** GBI Effective Date: 01/01/1999 RCT NO: Business No: 123456789RP0002

Wage Loss Plan: KLO EFF Tax Year : 1999 UI Rates ER: 1.2981 QC ER: 1.2981

Liability ACCOUNT_NUM	Canadian Income Tax (T4)	P220009
Liability ACCOUNT_NUM	Canada Pension Plan Employee	P220011
Liability ACCOUNT_NUM	Canada Pension Plan Employer	P220012
Liability ACCOUNT_NUM	Employment Insurance Employee	P220013
Liability ACCOUNT_NUM	Employment Insurance Employer	P220014
Liability ACCOUNT_NUM	Provincial Health Tax	P220015
Liability ACCOUNT_NUM	Payroll Tax	P220016
Liability ACCOUNT_NUM	Quebec Income Tax (RL-1)	P220018
Liability ACCOUNT_NUM	Quebec Pension Plan Employee	P220019
Liability ACCOUNT_NUM	Quebec Pension Plan Employer	P220020
Liability ACCOUNT_NUM	Quebec Income Tax (RL-2)	P220021
Liability ACCOUNT_NUM	Canadian Income Tax (T4A)	P220022
Expense ACCOUNT_NUM	Canada Pension Plan Employer	P620011
Expense ACCOUNT_NUM	Employment Insurance Employer	P620013
Expense ACCOUNT_NUM	Provincial Health Tax	P620014

*** GBI Effective Date: 01/01/1980 RCT NO: ABC123457 Business No: 123456789RP0002

Wage Loss Plan: KLO EFF Tax Year : 1980 UI Rates ER: 1.2100 QC ER: 1.2100

Liability ACCOUNT_NUM	Canadian Income Tax (T4)	P220009
Liability ACCOUNT_NUM	Canada Pension Plan Employee	P220011
Liability ACCOUNT_NUM	Canada Pension Plan Employer	P220012
Liability ACCOUNT_NUM	Employment Insurance Employee	P220013
Liability ACCOUNT_NUM	Employment Insurance Employer	P220014
Liability ACCOUNT_NUM	Provincial Health Tax	P220015
Liability ACCOUNT_NUM	Payroll Tax	P220016
Liability ACCOUNT_NUM	Quebec Income Tax (RL-1)	P220018
Liability ACCOUNT_NUM	Quebec Pension Plan Employee	P220019
Liability ACCOUNT_NUM	Quebec Pension Plan Employer	P220020
Liability ACCOUNT_NUM	Quebec Income Tax (RL-2)	P220021
Liability ACCOUNT_NUM	Canadian Income Tax (T4A)	P220022
Expense ACCOUNT_NUM	Canada Pension Plan Employer	P620011
Expense ACCOUNT_NUM	Employment Insurance Employer	P620013
Expense ACCOUNT_NUM	Provincial Health Tax	P620014

*** GBI Effective Date: 01/01/2000 RCT NO: Business No: 123456789RP0001

Wage Loss Plan: KRG EFF Tax Year : 2000 UI Rates ER: 1.4000 QC ER: 1.4000

Liability ACCOUNT_NUM	Canadian Income Tax (T4)	P220009
Liability ACCOUNT_NUM	Canada Pension Plan Employee	P220011
Liability ACCOUNT_NUM	Canada Pension Plan Employer	P220012
Liability ACCOUNT_NUM	Employment Insurance Employee	P220013
Liability ACCOUNT_NUM	Employment Insurance Employer	P220014
Liability ACCOUNT_NUM	Provincial Health Tax	P220015
Liability ACCOUNT_NUM	Payroll Tax	P220016

Earn Code	Eff Date	Description	Short Description	Earn Seq	PerUnit /Ovr Rte	Hrly Rt Maximum	Subj FWT?	Subj FICA?	Subj FUT?	Subj Reg Rate?	Tax Grs Compt	Factor Mult	Factor Rate Adj	Factor Hrs Adj	Factor Ern Adj
A05	01/01/1980	Admin Uncontrollable OT 5%	AUO 05%	500			Y	Y	Y	Y		0.0500			
A10	01/01/1980	Admin Uncontrollable OT 10%	AUO 10%	500			Y	Y	Y	Y		0.1000			
AAL	01/01/1980	Automobile Allowance	Auto Allow	500			Y	Y	Y	N		1.0000			
ADJ	01/01/1980	Adjustments	Adjust	500			N	N	N	N		1.0000			
ADV	01/01/1980	Advance	Advance	500			N	N	N	N		1.0000			
ALL	01/01/1980	Allocated Tips	Alloc Tips	500			N	N	N	N		1.0000			
ANA	01/01/1980	Annual Leave Adjustment	AnLeaveAdj	102			Y	Y	Y	Y		1.0000			
ANL	01/01/1980	Annual Leave	Annl Leave	102			Y	Y	Y	Y		1.0000			
AUT	01/01/1980	Automobile Allowance	Auto Allow	500			N	N	N	N		1.0000			
AVL	01/01/1980	Availability Pay	Avail Pay	500			Y	Y	Y	Y		0.2500			
AWA	01/01/1980	Award -- Cash	Award -- C	500			Y	Y	Y	Y		1.0000			
AWD	01/01/1980	Award - Non Cash	Awd-N/Cash	500			Y	Y	Y	N		1.0000			
BNS	01/01/1980	Bonus	Bonus	500		50.0000	Y	Y	Y	Y		1.0000			
C01	01/01/1980	General Credits	Gen Cred	500			Y	Y	Y	Y		1.0000			
C10	01/01/1980	Medical Credits	Med Cred	500			Y	Y	Y	Y		1.0000			
C11	01/01/1980	Dental Credits	Den Cred	500			Y	Y	Y	Y		1.0000			
C20	01/01/1980	Life Credits	Life Cred	500			Y	Y	Y	Y		1.0000			
C31	01/01/1980	LTD Credits	LTD Cred	500			Y	Y	Y	Y		1.0000			
CAD	01/01/1980	Pay Advance	Advance	500			N	N	N	N		1.0000			
CBN	01/01/1980	Bonus	Bonus	500			N	N	N	N		1.0000			
CLA	01/01/1980	Cost of Living Adjustment	COLA	900			Y	Y	Y	N		0.0300			
CMA	01/01/1980	Compensatory Time Off Adjust	Comp TO Adj	104			Y	Y	Y	Y		1.0000			
CMP	01/01/1980	Compensatory Time Off	Comp Time	104			Y	Y	Y	Y		1.0000			
CMS	01/01/1980	Commission	Commission	500			N	N	N	N		1.0000			
CNP	01/01/1980	Charge Nurse Pay	Chg Nurse	500			Y	Y	Y	Y		1.0000			
COM	01/01/1980	Commission	Commission	500		50.0000	Y	Y	Y	Y		1.0000			
CRG	01/01/1980	Contract Earnings	CRG	500			Y	Y	Y	Y		1.0000			
CTE	01/01/1980	Comp Time Earned	Comp Earn	500			Y	Y	Y	Y		1.0000			
DBT	01/01/1980	Double Time	DoubleTime	500			Y	Y	Y	Y		2.0000			
ENP	01/01/1980	Earned not Paid	ENP	500			Y	Y	Y	Y		1.0000			
ESP	01/01/1980	RESP Educational Assistance	RESP Educ	500			Y	Y	Y	Y		1.0000			
EXP	01/01/1980	Expense Reimbursement	Expenses	500			N	N	N	N		1.0000			
HLP	01/01/1980	Holiday Pay	Holiday Pa	101			Y	Y	Y	Y		1.0000			
HNS	01/01/1980	Holiday (Non-Statutory)	Holiday NS	500			N	N	N	N		1.0000			
HOL	01/01/1980	Holiday (Statutory)	Holiday	500			Y	Y	Y	Y		1.0000			
HOW	01/01/1980	Holiday Worked	Hol Worked	105			Y	Y	Y	Y		2.0000			
IOI	01/01/1980	ISO Ordinary Income	ISO Income	500			N	N	N	N		1.0000			
JUR	01/01/1980	Jury Pay	Jury Pay	500			Y	Y	Y	Y		1.0000			
KU1	01/01/1980	Vacation Buy	Vac Buy	500			N	N	N	N					
KU2	01/01/1980	Vacation Sell	Vac Sell	500			N	N	N	N					
LPO	01/01/1980	Leave Balance for Payout	Lve Payout	500			Y	Y	Y	Y		1.0000			
LTD	01/01/1980	Long Term Disability	LTD	550			Y	Y	Y	Y		0.5000			
MIL	01/01/1980	Mileage Reimbursement	Mileage	500	0.3100		N	N	N	N		1.0000			
NQ1	01/01/1980	NQ Option Income	NQ	500			Y	Y	Y	Y		1.0000			
OCF	01/01/1980	On-Call Pay	OnCall Pay	500			Y	Y	Y	Y		1.0000			
OTP	01/01/1980	Overtime	Overtime	500			Y	Y	Y	Y		1.5000			
OTS	01/01/1980	Straight Overtime	StraightOT	500		50.0000	Y	Y	Y	Y		1.0000			

Earn Code	Eff Date	Short Descrptn	Maint Bdgts?	Bdgt Effct	Allow Empl	Pymnt Type	Add to Gross?	Shift Spcl	Calc	GL#	Expense	Hours Only?	Tax Method	Subj Garn?	Subtr From	Erns Draw?	PayBck Ded	Spcl Eff	Spcl Cat	Tips Cat	
A05	01/01/1980	AUO 05%	Y	O	S	E	Y	N	N			N	P	Y	N					N	
A10	01/01/1980	AUO 10%	Y	O	S	E	Y	N	N			N	P	Y	N					N	
AAL	01/01/1980	Auto Allow	Y	R	A	A	Y	N	N			N	P	Y	N					N	
ADJ	01/01/1980	Adjust	Y	R	A	E	Y	N	N			N	P	Y	N		KUPIAJ 401	A		N	
ADV	01/01/1980	Advance	Y	X	A	A	Y	N	N			N	P	Y	N		KUAVPB	SVG	A	N	
ALL	01/01/1980	Alloc Tips	Y	R	A	A	N	N	N			N	P	Y	N					A	
ANA	01/01/1980	AnLeaveAdj	N	N	A	E	N	N	N			N	P	N	N					N	
ANL	01/01/1980	Annl Leave	Y	N	A	E	Y	Y	N			Y	P	Y	N		LBP	A		N	
																		LPL	A		
																		LRE	A		
																		LTS	A		
AUT	01/01/1980	Auto Allow	Y	R	A	A	Y	N	N			N	P	Y	N					N	
AVL	01/01/1980	Avail Pay	Y	R	S	E	Y	N	N			N	P	Y	N					N	
AWA	01/01/1980	Award -- C	Y	R	A	E	Y	N	N			N	S	Y	N					N	
AWD	01/01/1980	Awd-N/Cash	Y	R	A	A	N	N	N			N	P	Y	N					N	
BNS	01/01/1980	Bonus	Y	N	A	A	Y	N	N			N	S	N	N		401	A		N	
																	KC2	A		N	
																	SVG	A		N	
C01	01/01/1980	Gen Cred	Y	R	A	E	Y	N	N			N	P	Y	N					N	
C10	01/01/1980	Med Cred	Y	R	A	E	Y	N	N			N	P	Y	N					N	
C11	01/01/1980	Den Cred	Y	R	A	E	Y	N	N			N	P	Y	N					N	
C20	01/01/1980	Life Cred	Y	R	A	E	Y	N	N			N	P	Y	N					N	
C31	01/01/1980	LTD Cred	Y	R	A	E	Y	N	N			N	P	Y	N					N	
CAD	01/01/1980	Advance	Y	R	A	A	Y	N	N			N	P	Y	N		KCAVPB			N	
CBN	01/01/1980	Bonus	Y	N	A	A	Y	N	N	614000		N	B	Y	N			KC2	A	N	
CLA	01/01/1980	COLA	Y	R	A	A	Y	N	N			N	P	Y	N			401	A	N	
																		KC1	A	N	
																		KC2	A	N	
																		SVG	A	N	
CMA	01/01/1980	Cmp TO Adj	Y	N	A	E	Y	Y	N			Y	P	Y	N					N	
CMP	01/01/1980	Comp Time	Y	N	A	E	Y	N	N			Y	P	Y	N			KC1	A	N	
																		KC2	A	N	
CMS	01/01/1980	Commission	Y	R	A	E	Y	N	N	614000		N	M	Y	N			KC1	A	N	
																		KC2	A	N	
CNP	01/01/1980	Chg Nurse	Y	R	A	E	Y	N	N			N	P	Y	N			KC1	A	N	
COM	01/01/1980	Commission	Y	R	A	E	Y	N	N			N	S	Y	N			KC1	A	N	
CRG	01/01/1980	CRG	Y	R	A	B	Y	Y	N			N	P	Y	N			KC1	A	N	
CTE	01/01/1980	Comp Earn	Y	R	A	H	N	N	N			N	P	N	N			KC2	A	N	
DBT	01/01/1980	DoubleTime	Y	R	A	E	Y	Y	N			N	P	Y	N			KC2	A	N	
																		K04	A	N	
ENP	01/01/1980	ENP	Y	R	A	E	Y	Y	N			N	P	Y	N					N	
ESP	01/01/1980	RESP Educ	Y	R	A	A	Y	N	N			N	P	Y	N					N	
EXP	01/01/1980	Expenses	Y	R	A	A	Y	N	N			N	P	Y	N					N	
HLP	01/01/1980	Holiday Pa	Y	N	A	E	Y	Y	N			Y	P	Y	N					N	
HNS	01/01/1980	Holiday NS	Y	R	A	H	Y	N	N			Y	P	Y	N			KC1	A	N	

PeopleSoft
Earnings Program Table

Page No. 1
Run Date 08/30/2000
Run Time 15:33:15

Report ID: PAY717

Earn Pgm ID	Effective Date	Description	Short Descr	Earn Code	Earnings Description
GS	01/01/1980	General Schedule	GS	A05	Admin Uncontrollable OT 5%
				A10	Admin Uncontrollable OT 10%
				ANA	Annual Leave Adjustment
				ANL	Annual Leave
				AVL	Availability Pay
				CMA	Compensatory Time Off Adjust
				CMP	Compensatory Time Off
				HLP	Holiday Pay
				HOL	Holiday (Statutory)
				HOW	Holiday Worked
				LPO	Leave Balance for Payout
				OTP	Overtime
				R05	Retention Allowance 5%
				R10	Retention Allowance 10%
				REG	Regular
				S05	Supervisory Differential 5%
				SCK	Sick Leave
				TOA	Time-Off Award Granted
				TOT	Time Off Award Taken
				KB1	01/01/1980
EXP	Expense Reimbursement				
HOL	Holiday (Statutory)				
MIL	Mileage Reimbursement				
OTP	Overtime				
REG	Regular				
KC1	01/01/1980	Canadian Earnings Program	Cdn Earns	AUT	Automobile Allowance
				AWD	Award - Non Cash
				C01	General Credits
				C10	Medical Credits
				C11	Dental Credits
				C20	Life Credits
				C31	LTD Credits
				CAD	Pay Advance
				CBN	Bonus
				CLA	Cost of Living Adjustment
				CMP	Compensatory Time Off
				CMS	Commission
				CTE	Comp Time Earned
				DBT	Double Time
				ESP	RESP Educational Assistance
				EXP	Expense Reimbursement
				HNS	Holiday (Non-Statutory)
				HOL	Holiday (Statutory)
				IOI	ISO Ordinary Income
				JUR	Jury Pay
				LTD	Long Term Disability
				MIL	Mileage Reimbursement
				NQI	NQ Option Income
				OCF	On-Call Pay
				OTP	Overtime
				OTS	Straight Overtime
				PRT	Phased Retirement - QPP TopUp
				PWK	Piecework
				REG	Regular
				RES	Research Grant
				ROP	Retro Overtime Pay
				RRP	Retro Regular Pay
				RSI	RSA Ordinary Income
SCH	Scholarship Award				
SCK	Sick Leave				
SEN	Non-Elig. Retiring Allowance				
SEV	Eligible Retiring Allowance				
SOI	Stock - Ordinary Income				
SPO	Statutory Holiday Payout				
STD	Short Term Disability				
STP	Stock - Tax Payment				
TVL	Travel Assistance - Pres Zone				
UNR	Lump-sum Tsf Unreg Pen Plan				
UPP	Unreg Pen Pln Life Annuity Pay				
VAC	Vacation Time-off				
VAM	Visits Pay A.M.				

Interface Export Change Report

Report ID: PI001
System ID: CSV CSV Sample Layout
Company/Paygrp: GBI KU7
Config ID: CSV

PI Emplid	Employee Name	File	Rec	Field Name (ID)	Current Value	Old Value
USA001	Wicker, Frank	KUI001	MSTR	(C001) (J001) (P001) (P002) (P003) (P004) (P005) (P006) (P007) (P008) (P009) (P010) (P011) (J002) (E001) (E002) (E003) (N001) (J006) (J007) (J003) (E004) (J004A) (T001) (T002) (T003) (T004) (T005) (T006)	CSV USA001 Frank Wicker 31 Jefferson St. Napa CA 94558 M 01/08/1951 A 03/05/1990 550555000 40.00 KU031 S 01538.46 S 000 75 CA S 000	CSV USA001 Frank Wicker 31 Jefferson St. Napa CA 94558 M 01/08/1951 A 03/05/1990 550555000 40.00 KU031 S 01538.46 S 000 75 CA S 000
USA003	Dacio, Margaret	KUI003	MSTR	(C001) (J001) (P001) (P002) (P003) (P004) (P005) (P006) (P007) (P008) (P009) (P010) (P011) (J002) (E001) (E002)	CSV USA003 Margaret Dacio 1074 Copperfield Ln. Schaumberg IL 60193 415 2984556 F 01/10/1953 A 05/24/1990	CSV USA003 Margaret Dacio 1074 Copperfield Ln. Schaumberg IL 60193 415 2984556 F 01/10/1953 A 05/24/1990

Sid	Description Long	Short	EffDt	Eff Stat	PI Ver	Sid Code	Conv Empl	File Type	Chg Ind	Ext Fld	Ext Flen	Hist Mth	PI Emp Field	Conv Case	Empl Stat
CSV	CSV Sample Layout	CSV	01/01/1980	A	3.0	A	C	C	F	N	0	0	J001	N	A L P Q U V W
LOG	Logical File Sample	Logical	01/01/1980	A		O	N	L	F	Y	10	0	EMPLID	Y	A D L P Q R S T U V W X
PHY	Physical File Format	Physical	01/01/1980	A		O	C	P	R	N	0	0	EMPLID	N	A

Record Name	Description	Prcls Type	Where Type	Incl Co	Incl Cntry	Data Req	Job Data	Ded Calc
CSV ADDL_PAY_DATA	PeopleSoft Addition Pay Data	E	ES					
CSV DED_CALC	PeopleSoft Calculated Deduction	E	ED					Y
CSV DIR_DEP_VW	PeopleSoft Direct Despoist data	E	EE					
CSV DIVERSITY		E	EI					
CSV EMPLOYMENT	PeopleSoft Employment data	E	EI			Y		
CSV FED_ST_TAX_VW	View of FED_TAX_DATA, STATE_TAX_DATA and TAX_DISTRIB	E	EE	Y				
CSV GENL_DEDUCTION	PeopleSoft General Deduction Data	E	EE					
CSV JOB	PeopleSoft Job data and pay frequency	E	ES	Y		Y	Y	
CSV LOCAL_TAX_DATA	PeopleSoft Local Tax data	E	EE					
CSV PAYROLL_DATA	Payroll Data Fields	E	EI					
CSV PERSONAL_DATA	PeopleSoft Employee Personal data	E	EI			Y		
CSV PERSONAL_PHONE		E	EI					
CSV PERS_NID	Employee's National ID table	E	EI			Y		
CSV PI_CHECK	Import Payroll Check Data Record	I	EI					
CSV PI_DED_BAL	Interface Import Deduction balance table	I	EI					
CSV PI_DED_DETAIL	Import Payroll Check Deduction Detail	I	EI					
CSV PI_EARN_BAL	Interface Import Earnings Table	I	EI					
CSV PI_EARN_DETAIL	Import Payroll Check Earnings	I	EI					

Syst ID	Record Name	Proc type	Field Name	Key Field	Effdt Ind	Effseq Ind	Order by	Collate
CSV	ADDL_PAY_DATA	E	ACCT_CD					
		E	ADDLPAY_REASON					
		E	ADDL_PAY_FREQUENCY					
		E	ADDL_PAY_SHIFT					
		E	ADDL_SEQ			Y		
		E	DED_SUBSET_ID					
		E	DED_TAKEN					
		E	DEPTID					
		E	DISABLE_DIR_DEP					
		E	EARNINGS_END_DT					
		E	EFFDT	Y	Y		4	A
		E	EMPLID	Y			1	A
		E	EMPL_RCD	Y			2	A
		E	ERNCD	Y			3	A
		E	GL_PAY_TYPE					
		E	GOAL_AMT					
		E	GOAL_BAL					
		E	HOURLY_RT					
		E	JOBCODE					
		E	LOCALITY					
		E	OK_TO_PAY					
		E	OTH_HRS					
		E	OTH_PAY					
		E	PAY_PERIOD1					
		E	PAY_PERIOD2					
		E	PAY_PERIOD3					
		E	PAY_PERIOD4					
		E	PAY_PERIOD5					
		E	PLAN_TYPE					
		E	POSITION_NBR					
		E	PRORATE_ADDL_PAY					
		E	PRORATE_CUI_WEEKS					
		E	SEPCHK					
		E	STATE					
		E	TAX_METHOD					
		E	TAX_PERIODS					
	DED_CALC	E	BENEFIT_PLAN				4	A
		E	CALCULATED_BASE					
		E	COMPANY					
		E	DEDCD				5	A
		E	DED_CLASS					
		E	DED_CUR					
		E	DED_CUR_PAYBK					
		E	EMPLID	Y			1	A
		E	EMPL_RCD	Y			2	A
		E	PAYGROUP					
		E	PAY_END_DT			Y		
		E	PLAN_TYPE				3	A
	DIR_DEP_VW	E	ACCOUNT_NUM					
		E	ACCOUNT_TYPE					
		E	AMOUNT_PCT					
		E	BRANCH_EC_CD					
		E	DEPOSIT_AMT					
		E	EFFDT	Y	Y			
		E	EFF_STATUS					
		E	EMPLID	Y			1	A
		E	PRENOTE_DATE					
		E	PRENOTE_REQD					
		E	PRENOTE_STATUS					
		E	PRIORITY				3	A
	DIVERSITY	E	EMPLID	Y			1	A
		E	ETHNIC_GROUP					
	EMPLOYMENT	E	BENEFIT_RCD_NBR					
		E	EMPLID	Y			1	A
		E	EMPL_RCD	Y			2	A
		E	EXPECTED_RETURN_DT					
		E	HIRE_DT					
		E	LAST_DATE_WORKED					
		E	LAST_INCREASE_DT					
		E	PROBATION_DT					
		E	REHIRE_DT					
		E	SUPERVISOR_ID					
		E	TERMINATION_DT					

PeopleSoft
INTERFACE FIELD TABLE

Report ID: PI704

Page No. 1
Run Date 08/28/2000
Run Time 11:11:08

Sid	Sid Descr	Fld Desc	File No	Ext Col Nm	T P F D i D R S n S S i i t u d a P	S S n I i t u d a P	D R S n I i t u d a P	J a P	PS Record Name	PS Field 1.....	Procid	InstId	Default Value.....
CSV 1W2	01/01/1980 A C 1W2	File No			B 6 0 N . N L N - L 0								N
CSV 3E1	01/01/1980 A S	Fwt Ytd			I 1 1 2 N L N - L				PI_TAX_BAL	PI_TAX_YTD			N N N N
CSV 3E2	01/01/1980 A S	Ss/Med			I 1 1 2 N L N - L				PI_TAX_BAL	PI_TAX_YTD			N N N N
CSV 3E3	01/01/1980 A S	Suisdi Ytd			I 1 1 2 N L N - L				PI_TAX_BAL	PI_TAX_YTD			N N N N
CSV 3E4	01/01/1980 A S	St 1 Ytd			I 1 1 2 N L N - L				PI_TAX_BAL	PI_TAX_YTD			N N N N
CSV 3E5	01/01/1980 A S	YTD Tax			I 8 2 N L N - L				PI_TAX_BAL	PI_TAX_YTD			N N N N
CSV 3E6	01/01/1980 A S	YTD Whld			I 1 1 2 N L N - L				PI_TAX_BAL	PI_TAX_YTD			N N N N
CSV 3E7	01/01/1980 A S	YTD Wthd			I 1 1 2 N L N - L				PI_TAX_BAL	PI_TAX_YTD			N N N N
CSV 3EA	01/01/1980 A C	Ded Code 1			I 3 0 N L N - L				PI_DED_BAL	PI_DED_CD			N N N N
CSV 3EC	01/01/1980 A S	Ded Goal 1			I 8 2 N L N - L				PI_DED_BAL	PI_DED_YTD			N N N N
CSV 3ED	01/01/1980 A C	Ded Code 2			I 3 0 N L N - L				PI_DED_BAL	PI_DED_CD			N N N N

PeopleSoft
INTERFACE FIELD XLAT TABLE

Page No. 1
Run Date 08/28/2000
Run Time 11:15:40

Report ID: PI705

Sid	Description	PI Field Id	Fld Descr	Effdt	PS Field 1	PS Field 2	PS Field 3	PI Field
CSV	CSV Sample Layout	AP001	Add Pay EC	01/01/1980	ADJ			20
		AP001		01/01/1980	AUT			21
		AP001		01/01/1980	BNS			23
		AP001		01/01/1980	CBN			24
		AP001		01/01/1980	CLA			26
		AP001		01/01/1980	CRG			25
		AP001		01/01/1980	EXP			28
		AP001		01/01/1980	FLX			29
		AP001		01/01/1980	OCF			33
		AP001		01/01/1980	STD			35
		AP001		01/01/1980	VAO			37
		D001	Ded Cd	01/01/1980	KUDEN9	B		D1
		D001		01/01/1980	KUHMOK	B		M1
		D001		01/01/1980	KUMED9	B		M2
		J003	Rate Type	01/01/1980	E			H
		P010	Gender	01/01/1980	U			M
		SP001	Ded Cd	01/01/1980	401A	401A		81
		SP001		01/01/1980	401K	401K		81
		SP001		01/01/1980	FIDLTY	401K		81
		SP001		01/01/1980	VNBPRF	PROFIT		81
		SP001		01/01/1980	WELLS	WELLS		81
		SP001A		01/01/1980	401A	401A		K
		SP001A		01/01/1980	401K	401K		K
		SP001A		01/01/1980	FIDLTY	401K		K
		SP001A		01/01/1980	VNBPRF	PROFIT		K
		SP001A		01/01/1980	WELLS	WELLS		K
		T003	SUI Code	01/01/1980	AK			10
		T003		01/01/1980	AL			14
		T003		01/01/1980	AR			18
		T003		01/01/1980	AZ			37
		T003		01/01/1980	CA			75
		T003		01/01/1980	CO			15
		T003		01/01/1980	CT			27
		T003		01/01/1980	DC			07
		T003		01/01/1980	DE			08
		T003		01/01/1980	FL			42
		T003		01/01/1980	GA			23
		T003		01/01/1980	GU			16
		T003		01/01/1980	HI			39
		T003		01/01/1980	IA			86
		T003		01/01/1980	ID			94
		T003		01/01/1980	IL			43
		T003		01/01/1980	IN			89
		T003		01/01/1980	KS			44
		T003		01/01/1980	KY			31
		T003		01/01/1980	LA			24
		T003		01/01/1980	MA			02
		T003		01/01/1980	MD			05
		T003		01/01/1980	ME			45
		T003		01/01/1980	MI			60
		T003		01/01/1980	MN			20
		T003		01/01/1980	MO			90
		T003		01/01/1980	MS			46
		T003		01/01/1980	MT			41
		T003		01/01/1980	NC			12
		T003		01/01/1980	ND			92
		T003		01/01/1980	NE			47
		T003		01/01/1980	NH			58
		T003		01/01/1980	NJ			21
		T003		01/01/1980	NM			33
		T003		01/01/1980	NV			48
		T003		01/01/1980	NY			19
		T003		01/01/1980	OH			30
		T003		01/01/1980	OK			36
		T003		01/01/1980	OR			93
		T003		01/01/1980	PA			59
		T003		01/01/1980	PR			29
		T003		01/01/1980	RI			32
		T003		01/01/1980	SC			35
		T003		01/01/1980	SD			51
		T003		01/01/1980	TN			52
		T003		01/01/1980	TX			53
		T003		01/01/1980	UT			28

Sid	Instance Id	EffDt	Inst Ind	Row	Record Name	I/E Ind	Field1 Name	Inst Seq	Field1 Val
CSV	401AMT	01/01/1980	V	0	SAVINGS_PLAN_VW	E	FLAT_DED_AMT	1	ZERO
	401PCT	01/01/1980	V	0	SAVINGS_PLAN_VW	E	PCT_GROSS	1	ZERO
	APNT-0	01/01/1980	V	0	ADDL_PAY_DATA	E	OTH_PAY	1	ZERO
	DEDCLC	01/01/1980	V	0	DED_CALC	I	DED_CLASS	1	A
								2	B
	HM-PH	01/01/1980	V	0	PERSONAL_PHONE	I	PHONE_TYPE	1	HOME
								2	E
	HOURLY	01/01/1980	V	0	JOB	I	EMPL_TYPE	1	H
								2	S
	LOG	SALARY	01/01/1980	V	0	JOB	I	EMPL_TYPE	1
ANLSAL		01/01/1980	V	0	JOB	I	EMPL_TYPE		
DEDCLS		01/01/1980	V	0	DED_CALC	I	DED_CLASS		
HRLYRT		01/01/1980	V	0	JOB	E	EMPL_TYPE		
PREAMT		01/01/1980	V	0	SAVINGS_PLAN_VW	E	FLAT_DED_AMT		
PREPCT		01/01/1980	V	0	SAVINGS_PLAN_VW	E	PCT_GROSS		
PSTAMT		01/01/1980	V	0	SAVINGS_PLAN_VW	E	FLAT_DED_AMT_ATA		
PSTPCT		01/01/1980	V	0	SAVINGS_PLAN_VW	E	PCT_GROSS_ATA		

Proc Id	Proc Phase	Desc Short	Ptype	User Exit	Description
000001	C	Ded End Dt	R		Deduction End Date. When the primary PeopleSoft source for the transaction is Additional Earnings, the earnings end date is matched against the Pay End Date to determine if the Additional Earnings should be stopped.
000001	E	ON1 Change	R	PIXPADP	To stop a deduction exporting a field with the External Field ID equal to 'ON1'. When amount changes to zero this field must be a lower case 'x', otherwise it is blank. When ON2 is zero and change code is greater than zero, this process sets the change code of the field ON2 to '0' and set its own change code to '2'. Data in PI_PARTIC_EXPT for this field will always be 'x'. This process occurs within the Export program.
000002	B	Area Code	F		Extract the US Area Code from the PHONE number field is the field contains 10 characters. If the field contains less than 10 characters, spaces is returned.
000003	B	City Code1	F	PIPSPADP	This process will return the Locality Code for the City 1 field. If the employee has more than one Locality Code defined, the Locality Code returned is the Locality Code where they work.
000004	B	City Code2	F	PIPSPADP	City 2 Code. Value is used only if resident state and work state are different. Uses the translate entries, but only when needed.
000005	B	Cnt Deduct	F	PIPSPADP	Count Deductions. This special processes adds one to a counter for deductions using fields mapped to the ON1 field. It will issue a warning message when the employee have more than 24 deductions.
000005	E	Tilde Chr	F	PIXPXPCS	For 'Delimited Data' File structures only. Insert a delete character as defined in the working storage of the COBOL program PIPXPCS.CBL(default of a tilde (~)) following the value of the field when it should be deleted). This process will only work when invoked from a 'Process Control' record definition.
000006	C	Co change	R		Company ID has changed. This process recognizes that the Peoplesoft Company ID for this employee has changed. When using this process, the Peoplesoft Company ID must be mapped to a field within the record. If the converted value for the Peoplesoft Company ID changes, the record containing this Process ID is formatted.
000008	A	Excess	F	PIPSPADP	This process will return the translated Deduction Code for the direct deposit bank account identified to contain the 'excess' within Peoplesoft.
000008	E	Skip Blank	F	PIXPADP	Do not write this field to the output file if the 'Export Full' option is selected and the field is blank.
000009	B	Lcl recip	F	PIPSPADP	ADP Local reciprocity. Creates values to apply to the translate table. Only if Local 2 exists, then Field 1 will be resident local and Field 02 will be work local.
000010	B	First Name	F		String manipulation to extract first name from Peoplesoft name field on Personal Data

Report ID: PI708

Proc Id	Proc Phase	Desc Short	Prct Type	Return Value	Description
000001	C	Ded End Dt	R		
	E	0N1 Change	R		
000002	B	Area Code	F		
000003	B	City Code1	F		
000004	B	City Code2	F		
000005	B	Cnt Deduct	F		
	E	Tilde Chr	F		
000006	C	Co change	R		
000008	A	Excess	F		
	E	Skip Blank	F		
000009	B	Lcl recip	F		
000010	B	First Name	F		
000011	B	Last Name	F		
000012	A	New Hire	F		
000013	B	Old PI ID	F		
000014	B	Old value	F		
000015	B	Pct or Amt	F	00	Both fields zero
				01	Amount only
				02	Percent only
				03	Both amount and percent
000016	E	Bypass Rec	R		
	I	Bypass Rec	R		
000017	B	Phone No	F		
000018	C	Pygrp chg	R		
000019	A	Rehire Cd	F		
000020	B	RmSlsh/Dsh	F		
000021	B	State 2 Cd	F		
000022	B	Std Hours	F		
000023	C	Stop DirDp	R		
000024	C	Stop AdPay	R		
000025	B	Stop Code	F	Y	The event occurred
000026	C	Stop Ded	R		
000027	C	Stop Goals	R		
000028	B	Stop Date	F		
000029	C	Stop Save	R		
000030	B	ST Recip	F		
000031	C	Transfer	R		
	E	Transfer	R		
000032	B	MD Local %	F		
000033	A	SUI/SDI	F		
000034	B	>3 DirDep	F		
000035	A	New PI ID	F		
000036	I	DPA09	F		
000037	I	DPA10	F		
000038	I	DPA11	F		
000039	I	DPA12	F		
000040	I	DPB11	F		
000041	I	PCX 3E8	F		
000042	I	PCX 3E9	F		
000043	A	Goal Amts	F		
000044	A	Goal Code	F		
000045	B	Middle Int	F		
000046	B	Middle Nme	F		
000047	E	Skip Field	F		
000048	E	Bypass Fld	F		
000049	C	Eff Status	R		
000050	C	CSV File	R		
000200	B	GVT Remark	F		
000201	B	Tang Amt	F		
000202	B	Intang Amt	F		
000203	E	Geo Code	F		
000204	B	Hire Date	F		
000205	B	Posn Title	F		

PeopleSoft
INTERFACE DEFINITION TABLE (FILE)

Report ID: PI709

Page No. 1
Run Date 08/28/2000
Run Time 11:18:30

FileId	EffDt	Eff Stat	Description	Short	Sid	Proc Type	File Type	Rec Len	Ext Fld	Conv Case	Max Flds	Incl Hdr	Data Delim
BALI	01/01/1980	A	Employee Cumulative Data	EC Data	CSV	I	P	133				Y	
CSVAP	01/01/1980	A	Additional Earnings Data	Add Pay	CSV	E	C					Y	
CSVETS	01/01/1980	A	Savings - Before Tax	Sav B4 Tax	CSV	E	C					Y	
CSVDED	01/01/1980	A	CSV - Ded_Calc -Sample File	CSV - Ded	CSV	E	C					Y	
CSVX	01/01/1980	A	CSV Export Master File Layout	CSV Mstr	CSV	E	C					Y	
DETI	01/01/1980	A	Direct Payroll Pay Detail File	Direct Pay	CSV	I	P	120					
LOGEXP	01/01/1980	A	Logical Export Sample	Logical	LOG	E	L	80	Y	Y	5		
PHY	01/01/1980	A	Physical File Layout	Physical F	PHY	E	P	111			30		

End of Report

PeopleSoft
INTERFACE DEFINITION TABLE (RECORD)

FileId	File Descr	EffDt	Seq	Id	Record Description	Type	Occ	Primary PS Rec	InstId	Proci	Proc Descr	Val	Len	Recor
BALI	EC Data	01/01/1980	10	ECD	Employee Cumulative Data Head	H	S	PI_EARN_BAL		00001	I	Bypass Rec		
BALI	EC Data	01/01/1980	20	ECE	Employee Cumulative Data E	D	S	PI_DED_BAL						
BALI	EC Data	01/01/1980	30	ECG	Employee Cumulative Type G	D	S	PI_TAX_BAL						
BALI	EC Data	01/01/1980	40	ECS	Employee Cumulative Type "S"	D	S	PI_DED_BAL						
BALI	EC Data	01/01/1980	50	ECT	Employee Cumulative Type "T"	D	M	PI_EARN_BAL						
BALI	EC Data	01/01/1980	70	ECU	Employee Cumulative Type U	D	M	ADDL_PAY_DATA						
CSVAP	Add Pay	01/01/1980	10	APAY	Additional Earnings Record	D	M	ADDL_PAY_DATA						
CSVAP	Add Pay	01/01/1980	20	SAPY	Stop Additional Pay Earnings	F	M	ADDL_PAY_DATA		00002	C	Stop AdPay		10
CSVETS	Sav B4 Tax	01/01/1980	10	SAVE	Before Tax Savings Record	D	M	SAVINGS_PLAN_VW						
CSVETS	Sav B4 Tax	01/01/1980	20	SSVP	Before Tax Savings - Stop Rec	P	M	SAVINGS_PLAN_VW		00002	C	Stop Save		10
CSVDED	CSV - Ded	01/01/1980	10	PDED	Deduction Record	D	M	DED_CALC	DEDCLC					
CSVDED	CSV - Ded	01/01/1980	20	SDED	Stop Deduction Record	P	M	DED_CALC	DEDCLC	00002	C	Stop Ded		10
CSVX	CSV Mstr	01/01/1980	10	MSTR	Master File Data	D	S	JOB						
DETI	Direct Pay	01/01/1980	1	DP1	Data Pool	H	S			00001	I	Bypass Rec		
DETI	Direct Pay	01/01/1980	2	DPA	Header Record	H	S							
DETI	Direct Pay	01/01/1980	5	DPB	Check Information Record	D	S	PI_CHECK						
DETI	Direct Pay	01/01/1980	10	DPB	Department Record (w\Earnings)	D	S	PI_CHECK						
DETI	Direct Pay	01/01/1980	15	DPD	Taxes Record	D	S	PI_CHECK						
DETI	Direct Pay	01/01/1980	20	DPE	Coded Hours Record	D	N	PI_CHECK						
DETI	Direct Pay	01/01/1980	25	DPF	Earnings Record	D	N	PI_CHECK						
DETI	Direct Pay	01/01/1980	30	DPG	Deductions Record	D	N	PI_CHECK						
DETI	Direct Pay	01/01/1980	35	DPH	Memo record	D	N	PI_CHECK						
DETI	Direct Pay	01/01/1980	90	DPZ	Trailer Record	T	S							
LOGEXP	Logical	01/01/1980	10	PERS	Personal Data	D	S	PERS_DATA_EFFDT						1
LOGEXP	Logical	01/01/1980	20	EMPL	Employment Data	D	S	EMPLOYMENT						1
LOGEXP	Logical	01/01/1980	30	JOB	JOB	D	S	JOB						1
LOGEXP	Logical	01/01/1980	40	DED	Deduction Data	D	M	DED_CALC	DEDCLS	00000	C	Ded End Dt		1
LOGEXP	Logical	01/01/1980	50	SDED	Stop Deductions	P	M	DED_CALC		E	ON1 Change			
LOGEXP	Logical	01/01/1980	60	SAVE	Savings Plans	D	M	SAVINGS_PLAN_VW		00002	C	Stop Ded		1
LOGEXP	Logical	01/01/1980	70	SSAV	Stop Savings	P	M	SAVINGS_PLAN_VW						
LOGEXP	Logical	01/01/1980	80	APAY	Additional Earnings	D	M	ADDL_PAY_DATA		00002	C	Stop Save		60
LOGEXP	Logical	01/01/1980	90	SPAY	Stop Additional Pay	P	M	ADDL_PAY_DATA		00002	C	Ded End Dt		1
PHY	Physical F	01/01/1980	9	HEAD	Header for Personal Data	H	S	JOB						1
PHY	Physical F	01/01/1980	10	PERS	Personal Data	D	S	JOB						1
PHY	Physical F	01/01/1980	20	DED	Deductions	D	M	DED_CALC						1

FileId	File Descr	EffDt	Rec Seq	Record Description	Fld Seq	Fld Id	Key	Grp Id	Grp Descr	Rev Sign	Conv Case	Redef Ind	
BALI	EC Data	01/01/1980	10	Employee Cumulative Data E	10	ECD01	R			N	N	N	
			20		ECD08	N					N	N	N
			30		ECD09	N					N	N	N
			40		ECD02	N					N	N	N
			50		ECD03	N					N	N	N
			60		ECD10	N					N	N	N
			70		ECD05	N					N	N	N
			80		ECD06	N					N	N	N
			90		ECD07	N					N	N	N
			100		ECD04	N					N	N	N
	Employee Cumulative Data E		10	ECE01	R					N	N	N	
			20	1W2	R						N	N	N
			30	ECE02	N						N	N	N
			40	ECE03	N						N	N	N
			50	ECE04	N						N	N	N
			60	ECE05	N						N	N	N
			70	ECE06	N						N	N	N
			80	ECE07	N						N	N	N
			90	ECE08	N						N	N	N
			100	ECE09	N						N	N	N
	Employee Cumulative Type G		110	ECE10	N					N	N	N	
			120	ECE11	N						N	N	N
			130	3F1	N		TOT				N	N	N
			140	ECE12	N						N	N	N
			10	ECG01	R						N	N	N
			20	1W2	R						N	N	N
			30	3EJ	O		GL4				N	N	N
			40	ECG04	N		GL4				N	N	N
			50	3EL	N		GL4				N	N	N
			60	3EM	O		GL5				N	N	N
		70	ECG05	N		GL5				N	N	N	
		80	3EO	N		GL5				N	N	N	
		90	3EP	O		GL6				N	N	N	
		100	ECG06	N		GL6				N	N	N	
		110	3ER	N		GL6				N	N	N	
		120	3ES	O		GL7				N	N	N	
		130	ECG07	N		GL7				N	N	N	
		140	3EU	N		GL7				N	N	N	
		150	3EY	O		GL8				N	N	N	
		160	ECG08	N		GL8				N	N	N	
		170	3EX	N		GL8				N	N	N	
		180	3EY	O		GL9				N	N	N	
		190	ECG09	N		GL9				N	N	N	
		200	3F0	N		GL9				N	N	N	
		210	ECG10	N						N	N	N	
	Employee Cumulative Type "S"		10	ECS01	R					N	N	N	
			20	1W2	R						N	N	N

Config Id	Description	EffDt	Status	Sys Id	File Id	File Descr	File Handle
CSV	CSV Sample Config ID	01/01/1980	A	CSV	CSVAP	Add Pay	C4
					CSVBTS	Sav B4 Tax	C3
					CSVDED	CSV - Ded	C2
					CSVX	CSV Mstr	C1
LOG	Sample Logical Config ID	01/01/1980	A	LOG	LOGEXP	Logical	L1
PHY	Physical File Format	01/01/1980	A	PHY	PHY	Physical F	P1

SIId	Group Id	Description	Short
CSV	01	Group 1	Group1
CSV	3E1	Federal YTD Withholding	FWT YTD
CSV	3E2	FICA YTD Withholding	FICA YTD
CSV	3E3	SUI/SDI YTD Withholding	UI/DI YTD
CSV	3E4	State 1 YTD Withholding	SWT1 YTD
CSV	3E5	State 2 YTD Withholding	SWT 2 YTD
CSV	3E6	City 1 YTD Withholding	LWT 1 YTD
CSV	3E7	City 2 YTD Withholding	LWT 2 YTD
CSV	D02	Federal Tax Withheld	FWT
CSV	D03	Soc Security Tax (OASDI)	OASDI
CSV	D04	Medicare Tax	MHI
CSV	D05	SUI/SDI Withheld	SUI/SDI
CSV	D07	State 1 Withholding	State 1
CSV	D09	City 1 Tax Withholding	City 1 Tax
CSV	D11	State 2 Tax Withholding	State 2 Ta
CSV	D13	City 2 Tax Withholding	City 2 Tax
CSV	D15	Ohio School District Tax	Ohio Schl
CSV	DED	Deduction Group	Ded Grp
CSV	ERN	Coded Earnings	Earnings
CSV	OT	Overtime Earnings	OT
CSV	PAY	Pay Rate Group ID	Pay
CSV	REG	Regular Earnings	REG
LOG	001	Group By 001	Grp 001
LOG	002	Group By 002	Grp 002
LOG	003	Group By 003	Grp 003
PHY	DED	Deduction Code and Amount	Deds

Emplid	Emp Rcd#	Effdt	Sid	Descr	PI Emplid
KCI001	0	01/01/1980	PHY	Physical	CAN001
KCI002	0	01/01/1980	PHY	Physical	CAN002
KCI003	0	01/01/1980	PHY	Physical	CAN003
KCI004	0	01/01/1980	PHY	Physical	CAN004
KCI005	0	01/01/1980	PHY	Physical	CAN005
KCI006	0	01/01/1980	PHY	Physical	CAN006
KCI006	1	01/01/1980	LOG	Logical	CAN106
KCI007	0	01/01/1980	PHY	Physical	CAN007
KCI007	1	01/01/1980	PHY	Physical	CAN107
KCI008	0	01/01/1980	PHY	Physical	CAN008
KCI009	0	01/01/1980	PHY	Physical	CAN009
KCI010	0	01/01/1980	PHY	Physical	CAN010
KUI001	0	01/01/1980	CSV	CSV	USA001
KUI002	0	01/01/1980	CSV	CSV	USA002
KUI003	0	01/01/1980	CSV	CSV	USA003
KUI004	0	01/01/1980	CSV	CSV	USA004
KUI005	0	01/01/1980	CSV	CSV	USA005
KUI006	0	01/01/1980	CSV	CSV	USA006
KUI006	1	01/01/1980	LOG	Logical	USA106
KUI007	0	01/01/1980	CSV	CSV	USA007
KUI007	1	01/01/1980	CSV	CSV	USA107
KUI009	0	01/01/1980	CSV	CSV	USA009
KUI010	0	01/01/1980	CSV	CSV	USA010
KUI012	0	01/01/1980	LOG	Logical	USA012
KUI013	0	01/01/1980	LOG	Logical	USA013
KUI014	0	01/01/1980	LOG	Logical	USA014
KUI015	0	01/01/1980	LOG	Logical	USA015
KUI016	0	01/01/1980	LOG	Logical	USA016
KUI016	1	01/01/1980	CSV	CSV	USA116
KUI017	0	01/01/1980	LOG	Logical	USA017
KUI017	1	01/01/1980	LOG	Logical	USA117
KUI018	0	01/01/1980	LOG	Logical	USA018
KUI019	0	01/01/1980	LOG	Logical	USA019
KUI020	0	01/01/1980	LOG	Logical	USA020

FHandle	Description	File Name
C1	Sample CSV Master File	C:\TEMP\MASTER.CSV
C2	Sample CSV Deduction File	C:\TEMP\DEDUCTION.CSV
C3	Sample Before Tax Savings File	C:\TEMP\BEFORE-TAX-SAVINGS.CSV
C4	Sample Addl Pay File	C:\TEMP\ADDITIONAL-PAY.CSV
C9	Check Detail	C:\TEMP\PDXYZ.DET
L1	Sample Logical file	C:\TEMP\LOGICAL1.txt
P1	Sample Physical File	C:\TEMP\PHYSICAL.TXT

PeopleSoft
 DEFAULT TAX DATA REPORT - U.S.

Page No. 1
 Run Date 09/01/2000
 Run Time 07:25:02

Report ID: TAX016
 Company GBI Global Business Institute
 For the period 01/01/00 through 05/01/00
 Pay Group KU2 US Biweekly

Employee ID Name	Hire Date	-- Fed Data -- Marital Status Allow	State Data Marital Status Allow Resident?	Local Data Local Resident? Locality	Exceptions
KU0118 Hafferty, Shirley	2000-05-01	00:00S00.0000	CA S 0 Y		
KU0119 Hoinck, Susan	2000-05-01	00:00S00.0000	OH S 0 Y		
KUTR05 Masterson, Marie	2000-04-11	00:00S00.0000	CA S 0 Y		

Report ID: TAX016CN
 Company: GBI Global Business Institute
 For the period 01/01/1997 through 12/31/1997
 Pay Group KC2 Canadian Biweekly

Employee ID	Name	Hire Date	----- Canada ----- Net Claim Amount	----- Province ----- Net Claim Amount	----- Quebec ----- Net Claim Amount	----- Exceptions -----
KC0010	Howe,Anthony R	09/07/1997	6456	Newfoundland	0	

EmpId: KU0020 Name: Stevenson,Christelle Pay Run ID: KU2-00-04 Pay End Date: 02/25/2000

Company	Eff Dt	State	Local	Resident?	Declared	Special Status	Addl Amt/ Annl Exempt	Addl %/ % of FWT	Marital Status Addl Amt Adj	Allow/ Addl Allow	F/SUT Exempt/ Addl Allow	Fica Stat/ Wage Plan	EIC Status/ SDI Status
GBI	09/25/1982					N	0.00 0	0.000 0.000	M --	0	N --	N --	N --
GBI	09/25/1982	AK		Y	N	N	0.00 0	0.000 0.000	N I	0	N 0	-- S	-- Y

Report ID: TAX100
Company SCA Contra Costa Bank
As Of Date: 12/31/1999

PeopleSoft
W-4 EXEMPTIONS REPORT

Page No. 1
Run Date 09/06/2000
Run Time 15:27:06

Employee ID	Name	Effective Date	Dept. ID	Dept. Name	SSN	Full-time Student?	Federal Taxable Gross YTD	Federal Exemptions	FWT Status
S777	Junk EE, Laurus	01/01/1998	S10200	HR	541-21-3444		0.00	1	Exempt

PeopleSoft
Exemption Report

Report ID: TAX100CN
Company: GBI Global Business Institute
As Of Date:08/01/2000

Page No. 1
Run Date 08/10/2000
Run Time 16:27:30

Employee ID	Name	Dept. ID	Dept. Name	SIN	Subject Months	CIT Exempt	QIT Exempt	EI Exempt	Payroll Exempt
KC0004	Reid,Charles M	KC005	Finance	596-744-656	12			Yes	
KC0004	Reid,Charles M	KC001	HR	596-744-656	12			Yes	

REPORT MODE: Identify employees that need to have their federal tax records modified to revert them to Single status and 0 FWT allowances because they failed to file a new W-4 form by a user-specified date to continue their Exempt status.

SCOPE: All Employees

Employee ID	Company	Effective Date	Special FWT Status	FWT Marital Status	FWT Allowances
-------------	---------	----------------	--------------------	--------------------	----------------

Employee ID	Employee Name	Company	Prev Eff Date	Prev Net Claim CIT	Prev Net Claim QIT	New Eff Date	New Net Claim CIT	New Net Claim QIT
KC0027	Andrews, Fred	GBI	01/01/2000	7,131.00	0.00	02/01/2000	7,141.00	0.00
KCI002	Baar, John	GBI	09/16/1990	6,280.00	0.00	02/01/2000	6,290.00	0.00
KC0025	Brown, Jennifer L	GBI	01/01/2000	7,131.00	0.00	02/01/2000	7,141.00	0.00
KC0017	Brown, Jessica	GBI	01/01/2000	7,131.00	0.00	02/01/2000	7,141.00	0.00
KC0033	Chan, Diana E	GBI	01/01/2000	7,131.00	0.00	02/01/2000	7,141.00	0.00
KCI003	D'amato, Michelle	GBI	05/24/1990	6,169.00	0.00	02/01/2000	6,179.00	0.00
KC0021	Davies, Craig R	GBI	01/01/2000	7,131.00	0.00	02/01/2000	7,141.00	0.00
KC0019	Desmarais, Jean-Pierre	GBI	01/01/2000	7,131.00	8,330.00	02/01/2000	7,141.00	8,330.00
KCI007	Diacon, Rebecca	GBI	10/11/1990	6,280.00	0.00	02/01/2000	6,290.00	0.00
KC0002	Dunbar, Kirby	GBI	01/01/2000	7,131.00	0.00	02/01/2000	7,141.00	0.00
KC0023	Duvall, David	GBI	01/01/2000	7,131.00	0.00	02/01/2000	7,141.00	0.00
KC0001	Griffiths, Martina Rae	GBI	01/01/2000	7,131.00	0.00	02/01/2000	7,141.00	0.00
KC0020	Hawkins, Allan M	GBI	01/01/2000	7,131.00	0.00	02/01/2000	7,141.00	0.00
KC0014	Henderson, David M	GBI	01/01/2000	7,131.00	0.00	02/01/2000	7,141.00	0.00
KC0010	Howe, Anthony R	GBI	01/01/2000	7,131.00	0.00	02/01/2000	7,141.00	0.00
KCI010	Hu, Jason	GBI	08/30/1990	6,280.00	0.00	02/01/2000	6,290.00	0.00
KC0028	Jacobs, Lisa Leigh	GBI	01/01/2000	7,131.00	0.00	02/01/2000	7,141.00	0.00
KC0026	Johnson, Carol L	GBI	01/01/2000	7,131.00	0.00	02/01/2000	7,141.00	0.00
KC0006	Jubinville, Pierre	GBI	01/01/2000	7,131.00	8,330.00	02/01/2000	7,141.00	8,330.00
KCI006	Konig, Calvin	GBI	04/13/1990	6,169.00	0.00	02/01/2000	6,179.00	0.00
KC0011	Lau, Patrick	GBI	01/01/2000	7,131.00	0.00	02/01/2000	7,141.00	0.00
KC0024	Maissoneuve, Louise	GBI	01/01/2000	7,131.00	8,330.00	02/01/2000	7,141.00	8,330.00
KC0030	Millier, Joseph G	GBI	01/01/2000	7,131.00	8,330.00	02/01/2000	7,141.00	8,330.00
KC0009	Mills, Stephanie A	GBI	01/01/2000	7,131.00	0.00	02/01/2000	7,141.00	0.00
KC0005	Moore, Catherine J	GBI	01/01/2000	7,131.00	0.00	02/01/2000	7,141.00	0.00
KCI004	Peabody, Larry	GBI	07/18/1990	6,280.00	0.00	02/01/2000	6,290.00	0.00
KC0012	Quency, Nancy J	GBI	01/01/2000	7,131.00	0.00	02/01/2000	7,141.00	0.00
KC0004	Reid, Charles M	GBI	01/01/2000	7,131.00	0.00	02/01/2000	7,141.00	0.00
KC0003	Rogers, Cynthia A	GBI	01/01/2000	7,131.00	0.00	02/01/2000	7,141.00	0.00
KC0036	Rudniski, Karen	GBI	01/10/2000	7,131.00	0.00	02/01/2000	7,141.00	0.00
KC0031	Saint-Amand, Marcel	GBI	01/01/2000	7,131.00	8,330.00	02/01/2000	7,141.00	8,330.00
KC0022	Sinclair, Betty Anne	GBI	01/01/2000	7,131.00	0.00	02/01/2000	7,141.00	0.00
KC0032	Smith, Conrad T	GBI	01/01/2000	7,131.00	0.00	02/01/2000	7,141.00	0.00
KCI008	Taben, Valerie	GBI	06/29/1990	6,169.00	0.00	02/01/2000	6,179.00	0.00
KC0007	Trudeau, Susan	GBI	01/01/2000	7,131.00	0.00	02/01/2000	7,141.00	0.00
KC0013	Tucker, Margaret	GBI	01/01/2000	7,131.00	0.00	02/01/2000	7,141.00	0.00
KC0035	Turner, Gina	GBI	01/01/2000	7,131.00	0.00	02/01/2000	7,141.00	0.00
KCI009	Vaca, Dennis	GBI	12/17/1990	6,280.00	0.00	02/01/2000	6,290.00	0.00
KC0016	Vaillancourt, Paulette	GBI	01/01/2000	7,131.00	8,330.00	02/01/2000	7,141.00	8,330.00
KC0029	Valade, Claudia A	GBI	01/01/2000	7,131.00	0.00	02/01/2000	7,141.00	0.00
KC0034	Walters, Julie Ann	GBI	01/01/2000	7,131.00	0.00	02/01/2000	7,141.00	0.00
KC0008	Wilson, Kenneth John	GBI	01/01/2000	7,131.00	0.00	02/01/2000	7,141.00	0.00
KCI005	Yoakum, Marshall	GBI	11/21/1990	6,280.00	0.00	02/01/2000	6,290.00	0.00

Signed On 01/13/2000

Employee Name : Fisher,Gabriel
Social Security No : 233-22-4475
Address : 345 Fairbanks Way
Anchorage
AK, 22356
USA
Marital Status : Single
Total Number Of Allowances Claimed : 0.00
Additional Amount : 0.00
Exemption Status : None
Employer : Global Business Institute
Employer id : 994123456
Address : 500 George Washington Pkway
New York
NY, 07666
USA

List Of W4 updated via the web from 01/01/2000 to 10/31/2000

Employee Id and Name	Marital Status	Total No Of Allowances	Addl Amount	Exempt Status
TZ122 Crane,George W	Married	6.00	0.00	None

REPORT MODE: Identify employees that need to have their federal tax records modified to set EIC status to None because they failed to file a new W-5 form by a user-specified date.

SCOPE: All Employees

Employee ID	Company	Effective Date	EIC Status
-------------	---------	----------------	------------

PeopleSoft
LOCAL TAX TABLE

Report ID: TAX703

St- Locality	Eff Date	Locality Name	Loca. Abbr	County	MaintTax Resp Type	RptDtl Coll P. Ind	IntReqCode	Resident Tax Rate	NonResident Tax Rate	Low Gross Tax	Minimum Tax	Maximum Tax	Exemptn Amount
AL 03028	01/01/1900	ATTALLA		ETOWAH	PSft W/H			0.02000	0.02000				
					Rt x TaxGr		N						
03076	01/01/1900	AUBURN		LEE	PSft W/H			0.01000	0.01000				
					Rt x TaxGr		N						
04852	01/01/1981	BEAR CREEK		MARION	PSft W/H			0.01000	0.01000				
					Rt x TaxGr		N						
05980	02/01/1992	BESSEMER		JEFFERSON	PSft W/H			0.01000	0.01000				
					Rt x TaxGr		N						
07000	01/01/1900	BIRMINGHAM		JEFFERSON	PSft W/H			0.01000	0.01000				
					Rt x TaxGr		N						
09424	01/01/1900	BRILLIANT		MARION	PSft W/H			0.01000	0.01000				
					Rt x TaxGr		N						
011	07/01/1991	BULLOCK CO		BULLOCK CO	PSft W/H			0.01000	0.01000				
					Rt x TaxGr		N						
28696	01/01/1900	GADSDEN		ETOWAH	PSft W/H			0.02000	0.02000				
					Rt x TaxGr		N						
29992	01/01/1900	GLENCOE		ETOWAH	PSft W/H			0.02000	0.02000				
					Rt x TaxGr		N						
30640	04/01/1986	GOODWATER		COOSA	PSft W/H			0.00750	0.00750			150.00	
					Rt x TaxGr		N						
32224	01/01/1992	GUIN		MARION	PSft W/H			0.01000	0.01000				
					Rt x TaxGr		N						
32704	01/01/1993	HALEYVILLE		WINSTON	PSft W/H			0.01000	0.01000				
					Rt x TaxGr		N						
32848	04/01/1997	HAMILTON		MARION	PSft W/H			0.01000	0.01000				
					Rt x TaxGr		N						
	10/01/1986	HAMILTON		MARION	PSft W/H			0.00500	0.00500				
					Rt x TaxGr		N						
073	01/01/1900	JEFFERSON CO		JEFFERSON	PSft W/H			0.00500	0.00500				
					Rt x TaxGr		N						
44800	10/19/1992	LYNN		WINSTON	PSft W/H			0.00500	0.00500				
					Rt x TaxGr		N						
	01/01/1900	LYNN		WINSTON	PSft W/H			0.00500	0.00500				
					Rt x TaxGr		N						
51696B	01/01/2000	MOUNTAIN BROOK		JEFFERSON	PSft W/H			0.00500	0.00500				
					Rt x TaxGr		N						
	01/01/1900	MOUNTAIN BROOK		JEFFERSON	PSft W/H			0.01000	0.01000				
					Rt x TaxGr		N						
57048	09/01/1991	OPELIKA		LEE	PSft W/H			0.01500	0.01500				
					Rt x TaxGr		N						
	01/01/1900	OPELIKA		LEE	PSft W/H			0.01000	0.01000				
					Rt x TaxGr		N						
63288	01/01/1900	RAINBOW CITY		ST. CLAIR	PSft W/H			0.02000	0.02000				
					Rt x TaxGr		N						

Company	State	Locality	Eff Date	Employer ID (LWT)	GL_NBR - LWT
ACC	NY	84000	01/01/1990	PAC-NY-SWT	
ACC	NY	P0001	01/01/1990	PAC-NY-SWT	
DC	AL	07000	01/01/1992	AL1234567	
DC	DE	77580	01/01/1992	953856571	
DC	IN	097	01/01/1980	953856571	
DC	KY	015A	01/01/1980	1298765443	
DC	KY	015B	01/01/1980	1298765443	
DC	KY	015C	01/01/1980	1298765443	
DC	KY	27982	01/01/1980	1298765443	
DC	KY	27982A	01/01/1980	1298765443	
DC	MD	001	01/01/1980	3333333	
DC	MD	007	01/01/1980	3333333	DC-BA7320
DC	NM	NM0001	01/01/1980	953856571	
DC	NY	84000	01/01/1992	3333333	
DC	NY	P0001	01/01/1980	3333333	DC-NY3939
GBI	AL	03028	01/01/1980	TCI-AL-SWT	TC1-CO-LIA-LWT
GBI	AL	07000	01/01/1980	ALSTATEWITH	TC1-CO-LIA-LWT
GBI	AL	073	01/01/1980	TCI-AL-SWT	TC1-CO-LIA-LWT
GBI	AL	44800	01/01/1980	TCI-AL-LWT	TC1-CO-LIA-LWT
GBI	AL	57048	01/01/1980	TCI-AL-LWT	TC1-CO-LIA-LWT
GBI	CO	04000	01/01/1980	TC1-CO-SWT	TC1-CO-LIA-LWT
GBI	CO	20000	01/01/1980	TC1-CO-SWT	
GBI	CO	33035	03/07/1997	TC1-CO-SWT	
GBI	DE	77580	01/01/1980	TC1-DE-SWT	
GBI	IL	14000	01/01/1994	TC1-IL-SWT	
GBI	IN	001	01/01/1980	TC1-IN-SWT	TC1-CO-LIA-LWT
GBI	IN	001CE	01/01/1980	TC1-IN-SWT	TC1-CO-LIA-LWT
GBI	IN	003	01/01/1994	TC1-IN-SWT	TC1-CO-LIA-LWT
GBI	IN	007	01/01/1980	TC1-IN-SWT	TC1-CO-LIA-LWT
GBI	IN	039	01/01/1980	TC1-IN-SWT	TC1-CO-LIA-LWT
GBI	IN	081	01/01/1980	TC1-IN-SWT	TC1-CO-LIA-LWT
GBI	IN	097	01/01/1980	TC1-IN-SWT	
GBI	KY	015A	01/01/1980	TC1-KY-SWT	TC1-CO-LIA-LWT
GBI	KY	015B	01/01/1980	TC1-KY-SWT	TC1-CO-LIA-LWT
GBI	KY	015C	01/01/1980	TC1-KY-SWT	TC1-CO-LIA-LWT
GBI	KY	041	01/01/1980	TC1-KY-LWT	TC1-CO-LIA-LWT
GBI	KY	111	01/01/1980	TC1-KY-SWT	TC1-CO-LIA-LWT
GBI	KY	145	01/01/1980	TC1-KY-LWT	TC1-CO-LIA-LWT
GBI	KY	155	01/01/1994	TC1-KY-SWT	TC1-CO-LIA-LWT
GBI	KY	24274	01/01/1980	TC1-KY-LWT	TC1-CO-LIA-LWT
GBI	KY	30700	01/01/1980	TC1-KY-SWT	TC1-CO-LIA-LWT
GBI	KY	48000	01/01/1980	TC1-KY-LWT	TC1-CO-LIA-LWT
GBI	KY	58836	01/01/1980	TC1-KY-LWT	TC1-CO-LIA-LWT
GBI	KY	70284	01/01/1980	TC1-KY-LWT	TC1-CO-LIA-LWT
GBI	KY	P0001	01/01/1980	TC1-KY-SWT	
GBI	MD	007	01/01/1980	TC1-MD-SWT	TC1-CO-LIA-LWT
GBI	MD	009	01/01/1980	TC1-MD-SWT	TC1-CO-LIA-LWT
GBI	MD	011	01/01/1980	TC1-MD-LWT	TC1-CO-LIA-LWT
GBI	MD	031	01/01/1980	TC1-MD-LWT	TC1-CO-LIA-LWT
GBI	MD	033	01/01/1980	TC1-MD-LWT	TC1-CO-LIA-LWT
GBI	MD	039	01/01/1980	TC1-MD-SWT	TC1-CO-LIA-LWT
GBI	MD	047	01/01/1980	TC1-MD-SWT	
GBI	MI	05920	01/01/1980	TC1-MI-LWT	TC1-CO-LIA-LWT
GBI	MI	22000	01/01/1980	TC1-MI-SWT	TC1-CO-LIA-LWT
GBI	MI	46000	01/01/1980	TC1-MI-LWT	TC1-CO-LIA-LWT
GBI	MO	38000	01/01/1980	TC1-MO-SWT	TC1-CO-LIA-LWT
GBI	MO	65000	01/01/1980	TC1-MO-SWT	
GBI	MT	MT0001	01/01/1980	TC1-MT-SWT	TC1-CO-LIA-LWT
GBI	MT	MT0001R	01/01/1980	TC1-MT-SWT	TC1-CO-LIA-LWT
GBI	NM	NM0001	01/01/1980	TC1-NM-SWT	TC1-CO-LIA-LWT
GBI	NY	84000	01/01/1980	TC1-NY-SWT	TC1-CO-LIA-LWT
GBI	NY	P0001	01/01/1980	TC1-NY-SWT	TC1-CO-LIA-LWT
GBI	OH	12000	01/01/1980	OHSTATEWITH	TC1-CO-LIA-LWT
GBI	OH	15000	01/01/1980	TC1-OH-SWT	TC1-CO-LIA-LWT
GBI	OH	16000	01/01/1980	TC1-OH-LWT	TC1-CO-LIA-LWT
GBI	OH	16014	01/01/1980	TC1-OH-LWT	TC1-CO-LIA-LWT
GBI	OH	18000	01/01/1980	TC1-OH-LWT	TC1-CO-LIA-LWT
GBI	OH	19806	01/01/1980	TC1-OH-LWT	TC1-CO-LIA-LWT
GBI	OH	20114	01/01/1980	TC1-OH-SWT	TC1-CO-LIA-LWT
GBI	OH	25704	01/01/1980	TC1-OH-LWT	TC1-CO-LIA-LWT
GBI	OH	3122	01/01/1994	TC1-OH-SWT	TC1-CO-LIA-LWT
GBI	OH	54040	01/01/1980	TC1-OH-SWT	
GBI	OH	77000	01/01/1980	OHSTATEWITH	TC1-CO-LIA-LWT

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 1
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
\$E 01/01/2000	6345.00	706.00	0.095880-	0.00	Married
	3460.00	706.00	0.000000	0.00	
	0.00	0.00	0.204000	0.00	Single
	12690.00	1412.00	0.095880-	0.00	
	6920.00	1412.00	0.000000	0.00	
01/01/1999	0.00	0.00	0.204000	0.00	Married
	6230.00	694.00	0.095880-	0.00	
	3400.00	694.00	0.000000	0.00	Single
	0.00	0.00	0.204000	0.00	
	12460.00	1387.00	0.095880-	0.00	
01/01/1998	6800.00	1387.00	0.000000	0.00	Married
	0.00	0.00	0.204000	0.00	
	6130.00	681.00	0.095880-	0.00	Single
	3340.00	681.00	0.000000	0.00	
	0.00	0.00	0.204000	0.00	
01/01/1997	12260.00	1363.00	0.095880-	0.00	Married
	6680.00	1363.00	0.000000	0.00	
	0.00	0.00	0.204000	0.00	Single
	5965.00	663.00	0.095880-	0.00	
	3250.00	663.00	0.000000	0.00	
01/01/1996	0.00	0.00	0.204000	0.00	Married
	11930.00	1326.00	0.095880-	0.00	
	6500.00	1326.00	0.000000	0.00	Single
	0.00	0.00	0.204000	0.00	
	5805.00	646.00	0.095880-	0.00	
01/01/1995	3165.00	646.00	0.000000	0.00	Married
	0.00	0.00	0.204000	0.00	
	11610.00	1291.00	0.095880-	0.00	Single
	6330.00	1291.00	0.000000	0.00	
	0.00	0.00	0.204000	0.00	
01/01/1994	5645.00	628.00	0.095880-	0.00	Married
	3080.00	628.00	0.000000	0.00	
	0.00	0.00	0.204000	0.00	Single
	11290.00	1257.00	0.095880-	0.00	
	6160.00	1257.00	0.000000	0.00	
01/01/1993	0.00	0.00	0.204000	0.00	Married
	5500.00	611.00	0.095880-	0.00	
	3875.00	611.00	0.000000	0.00	Single
	0.00	0.00	0.157800	0.00	
	11000.00	1223.00	0.095880-	0.00	
01/01/1992	7750.00	1223.00	0.000000	0.00	Married
	0.00	0.00	0.157800	0.00	
	6100.00	717.00	0.132100-	0.00	Single
	3875.00	717.00	0.000000	0.00	
	0.00	0.00	0.185000	0.00	
01/01/1991	12200.00	1434.00	0.132100-	0.00	Married
	7750.00	1434.00	0.000000	0.00	
	0.00	0.00	0.185000	0.00	Single
	5925.00	661.00	0.125700-	0.00	
	3755.00	661.00	0.000000	0.00	
01/01/1990	0.00	0.00	0.176000	0.00	Married
	11844.00	1323.00	0.125700-	0.00	
	7517.00	1323.00	0.000000	0.00	Single
	0.00	0.00	0.176000	0.00	
	5626.00	596.00	0.119300-	0.00	
01/01/1989	3568.00	596.00	0.000000	0.00	Married
	0.00	0.00	0.167000	0.00	
	11253.00	1192.00	0.119300-	0.00	Single
	7137.00	1192.00	0.000000	0.00	
	0.00	0.00	0.167000	0.00	
01/01/1988	5372.00	476.00	0.100000-	0.00	Married
	3400.00	476.00	0.000000	0.00	
	0.00	0.00	0.140000	0.00	Single
	10734.00	953.00	0.100000-	0.00	
	6807.00	953.00	0.000000	0.00	
01/01/1987	0.00	0.00	0.140000	0.00	Married
	5120.00	455.00	0.100000-	0.00	
	3250.00	455.00	0.000000	0.00	Single
	0.00	0.00	0.140000	0.00	
	10240.00	910.00	0.100000-	0.00	
01/01/1986	6500.00	910.00	0.000000	0.00	Married
	0.00	0.00	0.140000	0.00	
	0.00	0.00	0.140000	0.00	Single

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
\$U 01/01/2000	292900.00	86854.50	0.396000	0.00	Married
	166000.00	41170.50	0.360000	0.00	
	101000.00	21020.50	0.310000	0.00	Single
	48400.00	6292.50	0.280000	0.00	
	6450.00	0.00	0.150000	0.00	
	289950.00	91857.00	0.396000	0.00	
	134200.00	35787.00	0.360000	0.00	
	59900.00	12754.00	0.310000	0.00	
	27850.00	3780.00	0.280000	0.00	Married
	2650.00	0.00	0.150000	0.00	
01/01/1999	287600.00	85288.50	0.396000	0.00	Married
	163000.00	40432.50	0.360000	0.00	
	98500.00	20437.50	0.310000	0.00	Single
	47500.00	6157.50	0.280000	0.00	
	6450.00	0.00	0.150000	0.00	
	284700.00	90200.50	0.396000	0.00	
	131800.00	35156.50	0.360000	0.00	
	58500.00	12433.50	0.310000	0.00	
	27300.00	3697.50	0.280000	0.00	Married
	2650.00	0.00	0.150000	0.00	
01/01/1998	282850.00	83870.00	0.396000	0.00	Married
	160350.00	39770.00	0.360000	0.00	
	96450.00	19961.00	0.310000	0.00	Single
	46750.00	6045.00	0.280000	0.00	
	6450.00	0.00	0.150000	0.00	
	280000.00	88699.50	0.396000	0.00	
	129650.00	34573.50	0.360000	0.00	
	57450.00	12191.50	0.310000	0.00	
	26900.00	3637.50	0.280000	0.00	Married
	2650.00	0.00	0.150000	0.00	
09/01/1997	275300.00	81646.50	0.396000	0.00	Married
	156000.00	38698.50	0.360000	0.00	
	92850.00	19122.00	0.310000	0.00	Single
	45450.00	5850.00	0.280000	0.00	
	6450.00	0.00	0.150000	0.00	
	272550.00	86348.50	0.396000	0.00	
	126150.00	33644.50	0.360000	0.00	
	55500.00	11743.00	0.310000	0.00	
	26150.00	3525.00	0.280000	0.00	Married
	2650.00	0.00	0.150000	0.00	
01/01/1997	275300.00	81646.50	0.396000	0.00	Married
	156000.00	38698.50	0.360000	0.00	
	92850.00	19122.00	0.310000	0.00	Single
	45450.00	5850.00	0.280000	0.00	
	6450.00	0.00	0.150000	0.00	
	272550.00	86348.50	0.396000	0.00	
	126150.00	33644.50	0.360000	0.00	
	55500.00	11743.00	0.310000	0.00	
	26150.00	3525.00	0.280000	0.00	Married
	2650.00	0.00	0.150000	0.00	
01/01/1996	267900.00	79445.00	0.396000	0.00	Married
	151850.00	37667.00	0.360000	0.00	
	89675.00	18392.75	0.310000	0.00	Single
	44250.00	5673.75	0.280000	0.00	
	6425.00	0.00	0.150000	0.00	
	265200.00	84020.50	0.396000	0.00	
	122750.00	32738.50	0.360000	0.00	
	53725.00	11340.75	0.310000	0.00	
	25450.00	3423.75	0.280000	0.00	Married
	2625.00	0.00	0.150000	0.00	
01/01/1995	260550.00	77262.50	0.396000	0.00	Married
	147650.00	36618.50	0.360000	0.00	
	86550.00	17677.50	0.310000	0.00	Single
	43050.00	5497.50	0.280000	0.00	
	6400.00	0.00	0.150000	0.00	
	257900.00	81710.50	0.396000	0.00	
	119350.00	31832.50	0.360000	0.00	
	51950.00	10938.50	0.310000	0.00	
	24750.00	3322.50	0.280000	0.00	Married
	2600.00	0.00	0.150000	0.00	
01/01/1994	253900.00	75304.50	0.396000	0.00	Married

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 3
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	143900.00	35704.50	0.360000	0.00	
	83500.00	16980.50	0.310000	0.00	
	41900.00	5332.50	0.280000	0.00	
	6350.00	0.00	0.150000	0.00	
	251350.00	79639.50	0.396000	0.00	Single
	116350.00	31039.50	0.360000	0.00	
	50325.00	10571.75	0.310000	0.00	
	24100.00	3228.75	0.280000	0.00	
	2575.00	0.00	0.150000	0.00	
01/01/1993	81250.00	16522.50	0.310000	0.00	Married
	40750.00	5182.50	0.280000	0.00	
	6200.00	0.00	0.150000	0.00	
	48975.00	10285.75	0.310000	0.00	Single
	23450.00	3138.75	0.280000	0.00	
	2525.00	0.00	0.150000	0.00	
03/01/1992	78700.00	16001.00	0.310000	0.00	Married
	39500.00	5025.00	0.280000	0.00	
	6000.00	0.00	0.150000	0.00	
	47450.00	9961.00	0.310000	0.00	Single
	22750.00	3045.00	0.280000	0.00	
	2450.00	0.00	0.150000	0.00	
01/01/1992	90200.00	19566.00	0.310000	0.00	Married
	39500.00	5370.00	0.280000	0.00	
	3700.00	0.00	0.150000	0.00	
	53200.00	11743.50	0.310000	0.00	Single
	22750.00	3217.50	0.280000	0.00	
	1300.00	0.00	0.150000	0.00	
01/01/1991	85700.00	18582.00	0.310000	0.00	Married
	37550.00	5100.00	0.280000	0.00	
	3550.00	0.00	0.150000	0.00	
	50550.00	11158.00	0.310000	0.00	Single
	21600.00	3052.50	0.280000	0.00	
	1250.00	0.00	0.150000	0.00	
01/01/1990	200610.00	56940.80	0.280000	0.00	Married
	81800.00	17733.50	0.330000	0.00	
	35850.00	4867.50	0.280000	0.00	
	3400.00	0.00	0.150000	0.00	
	110300.00	31122.00	0.280000	0.00	Single
	48250.00	10645.50	0.330000	0.00	
	20650.00	2917.50	0.280000	0.00	
	1200.00	0.00	0.150000	0.00	
01/01/1989	192120.00	54577.60	0.280000	0.00	Married
	78050.00	16934.50	0.330000	0.00	
	34150.00	4642.50	0.280000	0.00	
	3200.00	0.00	0.150000	0.00	
	105430.00	29772.40	0.280000	0.00	Single
	46000.00	10160.50	0.330000	0.00	
	19650.00	2782.50	0.280000	0.00	
	1100.00	0.00	0.150000	0.00	
AL 01/01/1999	6000.00	220.00	0.050000	0.00	Married
	1000.00	20.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	
	3000.00	110.00	0.050000	0.00	Single
	500.00	10.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	
09/01/1997	6000.00	220.00	0.050000	0.00	Married
	1000.00	20.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	
	3000.00	110.00	0.050000	0.00	Single
	500.00	10.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	
01/01/1990	6000.00	220.00	0.050000	0.00	Married
	1000.00	20.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	
	3000.00	110.00	0.050000	0.00	Single
	500.00	10.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	
01/01/1989	6000.00	220.00	0.050000	0.00	Married
	1000.00	20.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	
	3000.00	110.00	0.050000	0.00	Single

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 4
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	500.00	10.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	
AR 01/02/1999	25000.00	1080.00	0.070000	0.00	Tax Status Not Applicable
	15000.00	480.00	0.060000	0.00	
	9000.00	210.00	0.045000	0.00	
	6000.00	105.00	0.035000	0.00	
	3000.00	30.00	0.025000	0.00	
	0.00	0.00	0.010000	0.00	
	25000.00	1080.00	0.070000	0.00	Single - Special
	15000.00	480.00	0.060000	0.00	
	11400.00	318.00	0.045000	0.00	
	9000.00	140.00	0.030000	0.00	
	8476.00	127.77	0.023333	0.00	
	6000.00	35.00	0.011667	0.00	
	5500.00	30.83	0.008333	0.00	
	3000.00	10.00	0.008333	0.00	
	0.00	0.00	0.003333	0.00	
	25000.00	1080.00	0.070000	0.00	Married - Special
	16200.00	552.00	0.060000	0.00	
	15000.00	320.00	0.040000	0.00	
	13100.00	263.03	0.030000	0.00	
	10000.00	85.00	0.015000	0.00	
	9000.00	70.00	0.015000	0.00	
	6000.00	35.00	0.011667	0.00	
	3000.00	10.00	0.008333	0.00	
	0.00	0.00	0.003333	0.00	
	25000.00	1080.00	0.070000	0.00	Head of Household - Special
	16200.00	552.00	0.060000	0.00	
	15000.00	320.00	0.040000	0.00	
	11676.00	220.28	0.030000	0.00	
	9000.00	70.00	0.030000	0.00	
	7150.00	48.41	0.011667	0.00	
	6000.00	35.00	0.011667	0.00	
	3000.00	10.00	0.008667	0.00	
	0.00	0.00	0.003333	0.00	
01/01/1999	25000.00	1080.00	0.070000	0.00	No Personal Exemptions
	15000.00	480.00	0.060000	0.00	
	9000.00	210.00	0.045000	0.00	
	6000.00	105.00	0.035000	0.00	
	3000.00	30.00	0.025000	0.00	
	0.00	0.00	0.010000	0.00	
	25000.00	1080.00	0.070000	0.00	Married-Both
	15000.00	480.00	0.060000	0.00	
	9000.00	210.00	0.045000	0.00	
	6000.00	105.00	0.035000	0.00	
	3000.00	30.00	0.025000	0.00	
	0.00	0.00	0.010000	0.00	
	25000.00	1080.00	0.070000	0.00	Head of Household
	15000.00	480.00	0.060000	0.00	
	9000.00	210.00	0.045000	0.00	
	6000.00	105.00	0.035000	0.00	
	3000.00	30.00	0.025000	0.00	
	0.00	0.00	0.010000	0.00	
	25000.00	1080.00	0.070000	0.00	Married
	15000.00	480.00	0.060000	0.00	
	9000.00	210.00	0.045000	0.00	
	6000.00	105.00	0.035000	0.00	
	3000.00	30.00	0.025000	0.00	
	0.00	0.00	0.010000	0.00	
	25000.00	1080.00	0.070000	0.00	Single
	15000.00	480.00	0.060000	0.00	
	9000.00	210.00	0.045000	0.00	
	6000.00	105.00	0.035000	0.00	
	3000.00	30.00	0.025000	0.00	
	0.00	0.00	0.010000	0.00	
	25000.00	1080.00	0.070000	0.00	Single - Special
	15000.00	480.00	0.060000	0.00	
	10400.00	273.00	0.045000	0.00	
	9000.00	140.00	0.030000	0.00	
	7627.50	107.98	0.023333	0.00	
	6000.00	35.00	0.011667	0.00	

PeopleSoft
STATE TAX RATE TABLE

Page No. 5
Run Date 08/31/2000
Run Time 10:30:40

Report ID: TAX707

Eff

State	Date	Low Gross	Low Tax	Rate	Credit	Tax Status
		4995.00	26.63	0.008333	0.00	
		3000.00	10.00	0.008333	0.00	
		0.00	0.00	0.003333	0.00	
		25000.00	1080.00	0.070000	0.00	Married - Special
		15200.00	492.00	0.060000	0.00	
		15000.00	320.00	0.040000	0.00	
		12000.00	230.00	0.030000	0.00	
		9000.00	70.00	0.015000	0.00	
		6000.00	35.00	0.011667	0.00	
		3000.00	10.00	0.008333	0.00	
		0.00	0.00	0.003333	0.00	
		25000.00	1080.00	0.070000	0.00	Married-Both - Special
		15700.00	522.00	0.060000	0.00	
		15000.00	320.00	0.040000	0.00	
		12500.00	245.00	0.030000	0.00	
		9500.00	77.50	0.015000	0.00	
		9000.00	70.00	0.015000	0.00	
		6000.00	35.00	0.011667	0.00	
		3000.00	10.00	0.008333	0.00	
		0.00	0.00	0.003333	0.00	
		25000.00	1080.00	0.070000	0.00	Head of Household - Special
		15200.00	492.00	0.060000	0.00	
		15000.00	320.00	0.040000	0.00	
		10676.00	190.28	0.030000	0.00	
		9000.00	70.00	0.030000	0.00	
		6435.00	40.07	0.011667	0.00	
		6000.00	35.00	0.011667	0.00	
		3000.00	10.00	0.008667	0.00	
		0.00	0.00	0.003333	0.00	
10/01/1997		25000.00	1080.00	0.070000	0.00	No Personal Exemptions
		15000.00	480.00	0.060000	0.00	
		9000.00	210.00	0.045000	0.00	
		6000.00	105.00	0.035000	0.00	
		3000.00	30.00	0.025000	0.00	
		0.00	0.00	0.010000	0.00	
		25000.00	1080.00	0.070000	0.00	Married-Both
		15000.00	480.00	0.060000	0.00	
		9000.00	210.00	0.045000	0.00	
		6000.00	105.00	0.035000	0.00	
		3000.00	30.00	0.025000	0.00	
		0.00	0.00	0.010000	0.00	
		25000.00	1080.00	0.070000	0.00	Head of Household
		15000.00	480.00	0.060000	0.00	
		9000.00	210.00	0.045000	0.00	
		6000.00	105.00	0.035000	0.00	
		3000.00	30.00	0.025000	0.00	
		0.00	0.00	0.010000	0.00	
		25000.00	1080.00	0.070000	0.00	Married
		15000.00	480.00	0.060000	0.00	
		9000.00	210.00	0.045000	0.00	
		6000.00	105.00	0.035000	0.00	
		3000.00	30.00	0.025000	0.00	
		0.00	0.00	0.010000	0.00	
		25000.00	1080.00	0.070000	0.00	Single
		15000.00	480.00	0.060000	0.00	
		9000.00	210.00	0.045000	0.00	
		6000.00	105.00	0.035000	0.00	
		3000.00	30.00	0.025000	0.00	
		0.00	0.00	0.010000	0.00	
		25000.00	1080.00	0.070000	0.00	Single - Special
		15000.00	480.00	0.060000	0.00	
		10400.00	273.00	0.045000	0.00	
		9000.00	140.00	0.030000	0.00	
		7627.50	107.98	0.023333	0.00	
		6000.00	35.00	0.011667	0.00	
		4995.00	26.63	0.008333	0.00	
		3000.00	10.00	0.008333	0.00	
		0.00	0.00	0.003333	0.00	
		25000.00	1080.00	0.070000	0.00	Married - Special
		15200.00	492.00	0.060000	0.00	
		15000.00	320.00	0.040000	0.00	
		12000.00	230.00	0.030000	0.00	
		9000.00	70.00	0.015000	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	6000.00	35.00	0.011667	0.00	
	3000.00	10.00	0.008333	0.00	
	0.00	0.00	0.003333	0.00	
	25000.00	1080.00	0.070000	0.00	Married-Both - Special
	15700.00	522.00	0.060000	0.00	
	15000.00	320.00	0.040000	0.00	
	12500.00	245.00	0.030000	0.00	
	9500.00	77.50	0.015000	0.00	
	9000.00	70.00	0.015000	0.00	
	6000.00	35.00	0.011667	0.00	
	3000.00	10.00	0.008333	0.00	
	0.00	0.00	0.003333	0.00	
	25000.00	1080.00	0.070000	0.00	Head of Household - Special
	15200.00	492.00	0.060000	0.00	
	15000.00	320.00	0.040000	0.00	
	10676.00	190.28	0.030000	0.00	
	9000.00	70.00	0.030000	0.00	
	6435.00	40.07	0.011667	0.00	
	6000.00	35.00	0.011667	0.00	
	3000.00	10.00	0.008667	0.00	
	0.00	0.00	0.003333	0.00	
09/01/1997	25000.00	1080.00	0.070000	0.00	No Personal Exemptions
	15000.00	480.00	0.060000	0.00	
	9000.00	210.00	0.045000	0.00	
	6000.00	105.00	0.035000	0.00	
	3000.00	30.00	0.025000	0.00	
	0.00	0.00	0.010000	0.00	
	25000.00	1080.00	0.070000	0.00	Married-Both
	15000.00	480.00	0.060000	0.00	
	9000.00	210.00	0.045000	0.00	
	6000.00	105.00	0.035000	0.00	
	3000.00	30.00	0.025000	0.00	
	0.00	0.00	0.010000	0.00	
	25000.00	1080.00	0.070000	0.00	Head of Household
	15000.00	480.00	0.060000	0.00	
	9000.00	210.00	0.045000	0.00	
	6000.00	105.00	0.035000	0.00	
	3000.00	30.00	0.025000	0.00	
	0.00	0.00	0.010000	0.00	
	25000.00	1080.00	0.070000	0.00	Married
	15000.00	480.00	0.060000	0.00	
	9000.00	210.00	0.045000	0.00	
	6000.00	105.00	0.035000	0.00	
	3000.00	30.00	0.025000	0.00	
	0.00	0.00	0.010000	0.00	
	25000.00	1080.00	0.070000	0.00	Single
	15000.00	480.00	0.060000	0.00	
	9000.00	210.00	0.045000	0.00	
	6000.00	105.00	0.035000	0.00	
	3000.00	30.00	0.025000	0.00	
	0.00	0.00	0.010000	0.00	
	25000.00	1080.00	0.070000	0.00	Single - Special
	15000.00	480.00	0.060000	0.00	
	10400.00	273.00	0.045000	0.00	
	9000.00	140.00	0.030000	0.00	
	7627.50	107.98	0.023333	0.00	
	6000.00	35.00	0.011667	0.00	
	4995.00	26.63	0.008333	0.00	
	3000.00	10.00	0.008333	0.00	
	0.00	0.00	0.003333	0.00	
	25000.00	1080.00	0.070000	0.00	Married - Special
	15200.00	492.00	0.060000	0.00	
	15000.00	320.00	0.040000	0.00	
	12000.00	230.00	0.030000	0.00	
	9000.00	70.00	0.015000	0.00	
	6000.00	35.00	0.011667	0.00	
	3000.00	10.00	0.008333	0.00	
	0.00	0.00	0.003333	0.00	
	25000.00	1080.00	0.070000	0.00	Married-Both - Special
	15700.00	522.00	0.060000	0.00	
	15000.00	320.00	0.040000	0.00	
	12500.00	245.00	0.030000	0.00	
	9500.00	77.50	0.015000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Page No. 7
Run Date 08/31/2000
Run Time 10:30:40

Report ID: TAX707

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	9000.00	70.00	0.015000	0.00	
	6000.00	35.00	0.011667	0.00	
	3000.00	10.00	0.008333	0.00	
	0.00	0.00	0.003333	0.00	
	25000.00	1080.00	0.070000	0.00	Head of Household - Special
	15200.00	492.00	0.060000	0.00	
	15000.00	320.00	0.040000	0.00	
	10676.00	190.28	0.030000	0.00	
	9000.00	70.00	0.030000	0.00	
	6435.00	40.07	0.011667	0.00	
	6000.00	35.00	0.011667	0.00	
	3000.00	10.00	0.008667	0.00	
	0.00	0.00	0.003333	0.00	
01/01/1994	25000.00	1080.00	0.070000	0.00	No Personal Exemptions
	15000.00	480.00	0.060000	0.00	
	9000.00	210.00	0.045000	0.00	
	6000.00	105.00	0.035000	0.00	
	3000.00	30.00	0.025000	0.00	
	0.00	0.00	0.010000	0.00	
	25000.00	1080.00	0.070000	0.00	Married-Both
	15000.00	480.00	0.060000	0.00	
	9000.00	210.00	0.045000	0.00	
	6000.00	105.00	0.035000	0.00	
	3000.00	30.00	0.025000	0.00	
	0.00	0.00	0.010000	0.00	
	25000.00	1080.00	0.070000	0.00	Head of Household
	15000.00	480.00	0.060000	0.00	
	9000.00	210.00	0.045000	0.00	
	6000.00	105.00	0.035000	0.00	
	3000.00	30.00	0.025000	0.00	
	0.00	0.00	0.010000	0.00	
	25000.00	1080.00	0.070000	0.00	Married
	15000.00	480.00	0.060000	0.00	
	9000.00	210.00	0.045000	0.00	
	6000.00	105.00	0.035000	0.00	
	3000.00	30.00	0.025000	0.00	
	0.00	0.00	0.010000	0.00	
	25000.00	1080.00	0.070000	0.00	Single
	15000.00	480.00	0.060000	0.00	
	9000.00	210.00	0.045000	0.00	
	6000.00	105.00	0.035000	0.00	
	3000.00	30.00	0.025000	0.00	
	0.00	0.00	0.010000	0.00	
	25000.00	1080.00	0.070000	0.00	Single - Special
	15000.00	480.00	0.060000	0.00	
	10400.00	273.00	0.045000	0.00	
	9000.00	140.00	0.030000	0.00	
	7627.50	107.98	0.023333	0.00	
	6000.00	35.00	0.011667	0.00	
	4995.00	26.63	0.008333	0.00	
	3000.00	10.00	0.008333	0.00	
	0.00	0.00	0.003333	0.00	
	25000.00	1080.00	0.070000	0.00	Married - Special
	15200.00	492.00	0.060000	0.00	
	15000.00	320.00	0.040000	0.00	
	12000.00	230.00	0.030000	0.00	
	9000.00	70.00	0.015000	0.00	
	6000.00	35.00	0.011667	0.00	
	3000.00	10.00	0.008333	0.00	
	0.00	0.00	0.003333	0.00	
	25000.00	1080.00	0.070000	0.00	Married-Both - Special
	15700.00	522.00	0.060000	0.00	
	15000.00	320.00	0.040000	0.00	
	12500.00	245.00	0.030000	0.00	
	9500.00	77.50	0.015000	0.00	
	9000.00	70.00	0.015000	0.00	
	6000.00	35.00	0.011667	0.00	
	3000.00	10.00	0.008333	0.00	
	0.00	0.00	0.003333	0.00	
	25000.00	1080.00	0.070000	0.00	Head of Household - Special
	15200.00	492.00	0.060000	0.00	
	15000.00	320.00	0.040000	0.00	
	10676.00	190.28	0.030000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 8
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	9000.00	70.00	0.030000	0.00	
	6435.00	40.07	0.011667	0.00	
	6000.00	35.00	0.011667	0.00	
	3000.00	10.00	0.008667	0.00	
	0.00	0.00	0.003333	0.00	
01/01/1993	25000.00	1080.00	0.070000	0.00	No Personal Exemptions
	15000.00	480.00	0.060000	0.00	
	9000.00	210.00	0.045000	0.00	
	6000.00	105.00	0.035000	0.00	
	3000.00	30.00	0.025000	0.00	
	0.00	0.00	0.010000	0.00	
	25000.00	1080.00	0.070000	0.00	Married-Both
	15000.00	480.00	0.060000	0.00	
	9000.00	210.00	0.045000	0.00	
	6000.00	105.00	0.035000	0.00	
	3000.00	30.00	0.025000	0.00	
	0.00	0.00	0.010000	0.00	
	25000.00	1080.00	0.070000	0.00	Head of Household
	15000.00	480.00	0.060000	0.00	
	9000.00	210.00	0.045000	0.00	
	6000.00	105.00	0.035000	0.00	
	3000.00	30.00	0.025000	0.00	
	0.00	0.00	0.010000	0.00	
	25000.00	1080.00	0.070000	0.00	Married
	15000.00	480.00	0.060000	0.00	
	9000.00	210.00	0.045000	0.00	
	6000.00	105.00	0.035000	0.00	
	3000.00	30.00	0.025000	0.00	
	0.00	0.00	0.010000	0.00	
	25000.00	1080.00	0.070000	0.00	Single
	15000.00	480.00	0.060000	0.00	
	9000.00	210.00	0.045000	0.00	
	6000.00	105.00	0.035000	0.00	
	3000.00	30.00	0.025000	0.00	
	0.00	0.00	0.010000	0.00	
	25000.00	1080.00	0.070000	0.00	Single - Special
	15000.00	480.00	0.060000	0.00	
	10400.00	273.00	0.045000	0.00	
	9000.00	140.00	0.030000	0.00	
	7627.50	107.98	0.023333	0.00	
	6000.00	35.00	0.011667	0.00	
	4995.00	26.63	0.008333	0.00	
	3000.00	10.00	0.008333	0.00	
	0.00	0.00	0.003333	0.00	
	25000.00	1080.00	0.070000	0.00	Married - Special
	15200.00	492.00	0.060000	0.00	
	15000.00	320.00	0.040000	0.00	
	12000.00	230.00	0.030000	0.00	
	9000.00	70.00	0.015000	0.00	
	6000.00	35.00	0.011667	0.00	
	3000.00	10.00	0.008333	0.00	
	0.00	0.00	0.003333	0.00	
	25000.00	1080.00	0.070000	0.00	Married-Both - Special
	15700.00	522.00	0.060000	0.00	
	15000.00	320.00	0.040000	0.00	
	12500.00	245.00	0.030000	0.00	
	9500.00	77.50	0.015000	0.00	
	9000.00	70.00	0.015000	0.00	
	6000.00	35.00	0.011667	0.00	
	3000.00	10.00	0.008333	0.00	
	0.00	0.00	0.003333	0.00	
	25000.00	1080.00	0.070000	0.00	Head of Household - Special
	15200.00	492.00	0.060000	0.00	
	15000.00	320.00	0.040000	0.00	
	10676.00	190.28	0.030000	0.00	
	9000.00	70.00	0.030000	0.00	
	6435.00	40.07	0.011667	0.00	
	6000.00	35.00	0.011667	0.00	
	3000.00	10.00	0.008667	0.00	
	0.00	0.00	0.003333	0.00	
07/01/1991	25000.00	1080.00	0.070000	0.00	No Personal Exemptions
	15000.00	480.00	0.060000	0.00	
	9000.00	210.00	0.045000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Page No. 9
Run Date 08/31/2000
Run Time 10:30:40

Report ID: TAX707

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	6000.00	105.00	0.035000	0.00	
	3000.00	30.00	0.025000	0.00	
	0.00	0.00	0.010000	0.00	
	25000.00	1080.00	0.070000	0.00	Married-Both
	15000.00	480.00	0.060000	0.00	
	9000.00	210.00	0.045000	0.00	
	6000.00	105.00	0.035000	0.00	
	3000.00	30.00	0.025000	0.00	
	0.00	0.00	0.010000	0.00	
	25000.00	1080.00	0.070000	0.00	Married
	15000.00	480.00	0.060000	0.00	
	9000.00	210.00	0.045000	0.00	
	6000.00	105.00	0.035000	0.00	
	3000.00	30.00	0.025000	0.00	
	0.00	0.00	0.010000	0.00	
	25000.00	1080.00	0.070000	0.00	Single
	15000.00	480.00	0.060000	0.00	
	9000.00	210.00	0.045000	0.00	
	6000.00	105.00	0.035000	0.00	
	3000.00	30.00	0.025000	0.00	
	0.00	0.00	0.010000	0.00	
	25000.00	1080.00	0.070000	0.00	Single - Special
	15000.00	480.00	0.060000	0.00	
	10400.00	273.00	0.045000	0.00	
	9000.00	140.00	0.030000	0.00	
	7627.50	107.98	0.023333	0.00	
	6000.00	35.00	0.011667	0.00	
	4995.00	26.63	0.008333	0.00	
	3000.00	10.00	0.008333	0.00	
	0.00	0.00	0.003333	0.00	
	25000.00	1080.00	0.070000	0.00	Married - Special
	15200.00	492.00	0.060000	0.00	
	15000.00	320.00	0.040000	0.00	
	12000.00	230.00	0.030000	0.00	
	9000.00	70.00	0.015000	0.00	
	6000.00	35.00	0.011667	0.00	
	3000.00	10.00	0.008333	0.00	
	0.00	0.00	0.003333	0.00	
	25000.00	1080.00	0.070000	0.00	Married-Both - Special
	15700.00	522.00	0.060000	0.00	
	15000.00	320.00	0.040000	0.00	
	12500.00	245.00	0.030000	0.00	
	9500.00	77.50	0.015000	0.00	
	9000.00	70.00	0.015000	0.00	
	6000.00	35.00	0.011667	0.00	
	3000.00	10.00	0.008333	0.00	
	0.00	0.00	0.003333	0.00	
01/01/1991	25000.00	1080.00	0.070000	0.00	Tax Status Not Applicable
	15000.00	480.00	0.060000	0.00	
	9000.00	210.00	0.045000	0.00	
	6000.00	105.00	0.035000	0.00	
	3000.00	30.00	0.025000	0.00	
	0.00	0.00	0.010000	0.00	
01/01/1990	25000.00	1080.00	0.070000	0.00	Tax Status Not Applicable
	15000.00	480.00	0.060000	0.00	
	9000.00	210.00	0.045000	0.00	
	6000.00	105.00	0.035000	0.00	
	3000.00	30.00	0.025000	0.00	
	0.00	0.00	0.010000	0.00	
01/01/1989	25000.00	1080.00	0.070000	0.00	Tax Status Not Applicable
	15000.00	480.00	0.060000	0.00	
	9000.00	210.00	0.045000	0.00	
	6000.00	105.00	0.035000	0.00	
	3000.00	30.00	0.025000	0.00	
	0.00	0.00	0.010000	0.00	
AS 01/01/1994	0.00	0.00	0.999999	0.00	Tax Status Not Applicable
01/01/1992	0.00	0.00	0.999999	0.00	Tax Status Not Applicable
CA 04/01/2000	47025.00	1717.99	0.093000	0.00	Head of Household
	39812.00	1140.95	0.080000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Page No. 10
Run Date 08/31/2000
Run Time 10:30:40

Report ID: TAX707

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	32168.00	682.31	0.060000	0.00	
	24955.00	393.79	0.040000	0.00	
	10531.00	105.31	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	69096.00	3042.16	0.093000	0.00	Married
	54674.00	1888.40	0.080000	0.00	
	39384.00	971.00	0.060000	0.00	
	24954.00	393.80	0.040000	0.00	
	10528.00	105.28	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	34548.00	1521.08	0.093000	0.00	Single
	27337.00	944.20	0.080000	0.00	
	19692.00	485.50	0.060000	0.00	
	12477.00	196.90	0.040000	0.00	
	5264.00	52.64	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
01/01/2000	47025.00	1717.99	0.093000	0.00	Head of Household
	39812.00	1140.95	0.080000	0.00	
	32168.00	682.31	0.060000	0.00	
	24955.00	393.79	0.040000	0.00	
	10531.00	105.31	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	69096.00	3042.16	0.093000	0.00	Married
	54674.00	1888.40	0.080000	0.00	
	39384.00	971.00	0.060000	0.00	
	24954.00	393.80	0.040000	0.00	
	10528.00	105.28	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	34548.00	1521.08	0.093000	0.00	Single
	27337.00	944.20	0.080000	0.00	
	19692.00	485.50	0.060000	0.00	
	12477.00	196.90	0.040000	0.00	
	5264.00	52.64	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
01/01/1999	45833.00	1674.42	0.093000	0.00	Head of Household
	38803.00	1112.02	0.080000	0.00	
	31353.00	665.02	0.060000	0.00	
	24323.00	383.82	0.040000	0.00	
	10264.00	102.64	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	67346.00	2965.14	0.093000	0.00	Married
	53288.00	1840.50	0.080000	0.00	
	38386.00	946.38	0.060000	0.00	
	24322.00	383.82	0.040000	0.00	
	10262.00	102.62	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	33673.00	1482.57	0.093000	0.00	Single
	26644.00	920.25	0.080000	0.00	
	19193.00	473.19	0.060000	0.00	
	12161.00	191.91	0.040000	0.00	
	5131.00	51.31	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
03/01/1998	44803.00	1636.81	0.093000	0.00	Head of Household
	37931.00	1087.05	0.080000	0.00	
	30648.00	650.07	0.060000	0.00	
	23776.00	375.19	0.040000	0.00	
	10033.00	100.33	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	65832.00	2898.48	0.093000	0.00	Married
	52090.00	1799.12	0.080000	0.00	
	37522.00	925.04	0.060000	0.00	
	23776.00	375.20	0.040000	0.00	
	10032.00	100.32	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	32916.00	1449.24	0.093000	0.00	Single
	26045.00	899.56	0.080000	0.00	
	18761.00	462.52	0.060000	0.00	
	11888.00	187.60	0.040000	0.00	
	5016.00	50.16	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
01/01/1998	44803.00	1636.81	0.093000	0.00	Head of Household
	37931.00	1087.05	0.080000	0.00	
	30648.00	650.07	0.060000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 11
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	23776.00	375.19	0.040000	0.00	
	10033.00	100.33	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	65832.00	2898.48	0.093000	0.00	Married
	52090.00	1799.12	0.080000	0.00	
	37522.00	925.04	0.060000	0.00	
	23776.00	375.20	0.040000	0.00	
	10032.00	100.32	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	32916.00	1449.24	0.093000	0.00	Single
	26045.00	899.56	0.080000	0.00	
	18761.00	462.52	0.060000	0.00	
	11888.00	187.60	0.040000	0.00	
	5016.00	50.16	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
09/01/1997	43839.00	1601.63	0.093000	0.00	Head of Household
	37114.00	1063.63	0.080000	0.00	
	29988.00	636.07	0.060000	0.00	
	23264.00	367.11	0.040000	0.00	
	9817.00	98.17	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	64414.00	2836.04	0.093000	0.00	Married
	50968.00	1760.36	0.080000	0.00	
	36714.00	905.12	0.060000	0.00	
	23264.00	367.12	0.040000	0.00	
	9816.00	98.16	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	32207.00	1418.02	0.093000	0.00	Single
	25484.00	880.18	0.080000	0.00	
	18357.00	452.56	0.060000	0.00	
	11632.00	183.56	0.040000	0.00	
	4908.00	49.08	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
01/01/1997	43839.00	1601.63	0.093000	0.00	Head of Household
	37114.00	1063.63	0.080000	0.00	
	29988.00	636.07	0.060000	0.00	
	23264.00	367.11	0.040000	0.00	
	9817.00	98.17	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	64414.00	2836.04	0.093000	0.00	Married
	50968.00	1760.36	0.080000	0.00	
	36714.00	905.12	0.060000	0.00	
	23264.00	367.12	0.040000	0.00	
	9816.00	98.16	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	32207.00	1418.02	0.093000	0.00	Single
	25484.00	880.18	0.080000	0.00	
	18357.00	452.56	0.060000	0.00	
	11632.00	183.56	0.040000	0.00	
	4908.00	49.08	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
01/01/1996	43149.00	1576.42	0.093000	0.00	Head of Household
	36530.00	1046.90	0.080000	0.00	
	29516.00	626.06	0.060000	0.00	
	22898.00	361.34	0.040000	0.00	
	9662.00	96.62	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	63400.00	2791.38	0.093000	0.00	Married
	50166.00	1732.66	0.080000	0.00	
	36136.00	890.86	0.060000	0.00	
	22898.00	361.34	0.040000	0.00	
	9662.00	96.62	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	31700.00	1395.69	0.093000	0.00	Single
	25083.00	866.33	0.080000	0.00	
	18068.00	445.43	0.060000	0.00	
	11449.00	180.67	0.040000	0.00	
	4831.00	48.31	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
01/01/1995	292550.00	25849.43	0.110000	0.00	Head of Household
	146274.00	11221.83	0.100000	0.00	
	42179.00	1540.99	0.093000	0.00	
	35709.00	1023.39	0.080000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 12
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	28852.00	611.97	0.060000	0.00	
	22383.00	353.21	0.040000	0.00	
	9445.00	94.45	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	429858.00	38446.28	0.110000	0.00	Married
	214928.00	16953.28	0.100000	0.00	
	61974.00	2728.56	0.093000	0.00	
	49038.00	1693.68	0.080000	0.00	
	35324.00	870.84	0.060000	0.00	
	22384.00	353.24	0.040000	0.00	
	9444.00	94.44	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	214929.00	19223.14	0.110000	0.00	Single
	107464.00	8476.64	0.100000	0.00	
	30987.00	1364.28	0.093000	0.00	
	24519.00	846.84	0.080000	0.00	
	17662.00	435.42	0.060000	0.00	
	11192.00	176.62	0.040000	0.00	
	4722.00	47.22	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
01/01/1994	289081.00	25542.88	0.110000	0.00	Head of Household
	144540.00	11088.78	0.100000	0.00	
	41679.00	1522.71	0.093000	0.00	
	35286.00	1011.27	0.080000	0.00	
	28510.00	604.71	0.060000	0.00	
	22118.00	349.03	0.040000	0.00	
	9333.00	93.33	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	424760.00	37990.30	0.110000	0.00	Married
	212380.00	16752.30	0.100000	0.00	
	61240.00	2696.28	0.093000	0.00	
	48456.00	1673.56	0.080000	0.00	
	34906.00	860.56	0.060000	0.00	
	22118.00	349.04	0.040000	0.00	
	9332.00	93.32	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	212380.00	18995.15	0.110000	0.00	Single
	106190.00	8376.15	0.100000	0.00	
	30620.00	1348.14	0.093000	0.00	
	24228.00	836.78	0.080000	0.00	
	17453.00	430.28	0.060000	0.00	
	11059.00	174.52	0.040000	0.00	
	4666.00	46.66	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
01/01/1993	282030.00	24919.86	0.110000	0.00	Head of Household
	141015.00	10818.36	0.100000	0.00	
	40662.00	1485.53	0.093000	0.00	
	34425.00	986.57	0.080000	0.00	
	27815.00	589.97	0.060000	0.00	
	21579.00	340.53	0.040000	0.00	
	9105.00	91.05	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	414000.00	37063.74	0.110000	0.00	Married
	207200.00	16343.74	0.100000	0.00	
	59746.00	2630.52	0.093000	0.00	
	47274.00	1632.76	0.080000	0.00	
	34054.00	839.56	0.060000	0.00	
	21578.00	340.52	0.040000	0.00	
	9104.00	91.04	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	207200.00	18531.87	0.110000	0.00	Single
	103600.00	8171.87	0.100000	0.00	
	29873.00	1315.26	0.093000	0.00	
	23637.00	816.38	0.080000	0.00	
	17027.00	419.78	0.060000	0.00	
	10789.00	170.26	0.040000	0.00	
	4552.00	45.52	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
01/01/1992	272230.00	24053.95	0.110000	0.00	Head of Household
	136115.00	10442.45	0.100000	0.00	
	39249.00	1433.91	0.093000	0.00	
	33229.00	952.31	0.080000	0.00	
	26848.00	569.45	0.060000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Page No. 13
Run Date 08/31/2000
Run Time 10:30:40

Report ID: TAX707

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	20829.00	328.69	0.040000	0.00	
	8789.00	87.89	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	400000.00	35775.81	0.110000	0.00	Married
	200000.00	15775.81	0.100000	0.00	
	57670.00	2539.12	0.093000	0.00	
	45632.00	1576.08	0.080000	0.00	
	32870.00	810.36	0.060000	0.00	
	20828.00	328.68	0.040000	0.00	
	8788.00	87.88	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	200000.00	17887.91	0.110000	0.00	Single
	100000.00	7887.91	0.100000	0.00	
	28835.00	1269.56	0.093000	0.00	
	22816.00	788.04	0.080000	0.00	
	16435.00	405.18	0.060000	0.00	
	10414.00	164.34	0.040000	0.00	
	4394.00	43.94	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
01/01/1991	37631.00	1374.81	0.093000	0.00	Head of Household
	31859.00	913.05	0.080000	0.00	
	25741.00	545.97	0.060000	0.00	
	19970.00	315.13	0.040000	0.00	
	8427.00	84.27	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	55292.00	2434.42	0.093000	0.00	Married
	43750.00	1511.06	0.080000	0.00	
	31514.00	776.90	0.060000	0.00	
	19970.00	315.14	0.040000	0.00	
	8426.00	84.26	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	27646.00	1217.21	0.093000	0.00	Single
	21875.00	755.53	0.080000	0.00	
	15757.00	388.45	0.060000	0.00	
	9985.00	157.57	0.040000	0.00	
	4213.00	42.13	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
01/01/1990	35907.00	1311.81	0.093000	0.00	Head of Household
	30400.00	871.25	0.080000	0.00	
	24562.00	520.97	0.060000	0.00	
	19055.00	300.69	0.040000	0.00	
	8041.00	80.41	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	52760.00	2322.96	0.093000	0.00	Married
	41746.00	1441.84	0.080000	0.00	
	30070.00	741.28	0.060000	0.00	
	19056.00	300.72	0.040000	0.00	
	8040.00	80.40	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	26380.00	1161.48	0.093000	0.00	Single
	20873.00	720.92	0.080000	0.00	
	15035.00	370.64	0.060000	0.00	
	9528.00	150.36	0.040000	0.00	
	4020.00	40.20	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
01/01/1989	34100.00	1245.80	0.093000	0.00	Head of Household
	28870.00	827.40	0.080000	0.00	
	23326.00	494.76	0.060000	0.00	
	18096.00	285.56	0.040000	0.00	
	7636.00	76.36	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	50104.00	2206.04	0.093000	0.00	Married
	39644.00	1369.24	0.080000	0.00	
	28556.00	703.96	0.060000	0.00	
	18096.00	285.56	0.040000	0.00	
	7636.00	76.36	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	25052.00	1103.02	0.093000	0.00	Single
	19822.00	684.62	0.080000	0.00	
	14278.00	351.98	0.060000	0.00	
	9048.00	142.78	0.040000	0.00	
	3818.00	38.18	0.020000	0.00	
	0.00	0.00	0.010000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 14
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
CO 01/01/1999	4450.00	0.00	0.047500	0.00	Married
	1550.00	0.00	0.047500	0.00	Single
09/01/1997	3850.00	0.00	0.050000	0.00	Married
	1350.00	0.00	0.050000	0.00	Single
01/01/1993	3850.00	0.00	0.050000	0.00	Married
	1350.00	0.00	0.050000	0.00	Single
01/01/1990	3400.00	0.00	0.050000	0.00	Married
	1200.00	0.00	0.050000	0.00	Single
01/01/1989	2100.00	0.00	0.050000	0.00	Married
	1050.00	0.00	0.050000	0.00	Single
CT 07/01/2000	10000.00	300.00	0.045000	0.00	No Personal Exemptions
	0.00	0.00	0.030000	0.00	
	78500.01	3292.50	0.045000	0.00	Head of Household
	78000.01	3237.30	0.044550	0.00	
	77500.01	3182.55	0.044100	0.00	
	77000.01	3128.25	0.043650	0.00	
	76500.01	3074.40	0.043200	0.00	
	76000.01	3021.00	0.042750	0.00	
	75500.01	2968.05	0.042300	0.00	
	75000.01	2915.55	0.041850	0.00	
	74500.01	2863.50	0.041400	0.00	
	74000.01	2811.90	0.040950	0.00	
	73500.01	2760.75	0.040500	0.00	
	73000.01	2740.50	0.040500	0.00	
	72500.01	2720.25	0.040500	0.00	
	72000.01	2700.00	0.040500	0.00	
	71500.00	2679.75	0.040500	0.00	
	71000.01	2659.50	0.040500	0.00	
	70500.01	2639.25	0.040500	0.00	
	70000.01	2619.00	0.040500	0.00	
	69500.01	2598.75	0.040500	0.00	
	69000.01	2578.50	0.040500	0.00	
	68500.01	2558.25	0.040500	0.00	
	68000.01	2538.00	0.040500	0.00	
	67500.01	2517.75	0.040500	0.00	
	67000.01	2497.50	0.040500	0.00	
	66500.01	2477.25	0.040500	0.00	
	66000.01	2457.00	0.040500	0.00	
	65500.01	2436.75	0.040500	0.00	
	65000.01	2416.50	0.040500	0.00	
	64500.01	2396.25	0.040500	0.00	
	64000.01	2376.00	0.040500	0.00	
	63500.01	2355.75	0.040500	0.00	
	63000.01	2335.50	0.040500	0.00	
	62500.01	2315.25	0.040500	0.00	
	62000.01	2295.00	0.040500	0.00	
	61500.01	2274.75	0.040500	0.00	
	61000.01	2254.50	0.040500	0.00	
	60500.01	2234.25	0.040500	0.00	
	60000.01	2214.00	0.040500	0.00	
	59500.01	2193.75	0.040500	0.00	
	59000.01	2173.50	0.040500	0.00	
	58500.01	2153.25	0.040500	0.00	
	58000.01	2133.00	0.040500	0.00	
	57500.01	2112.75	0.040500	0.00	
	57000.01	2092.50	0.040500	0.00	
	56500.01	2072.25	0.040500	0.00	
	56000.01	2052.00	0.040500	0.00	
	55500.01	1991.25	0.040500	0.00	
	55000.01	1971.00	0.040500	0.00	
	54500.01	1910.25	0.040500	0.00	
	54000.01	1890.00	0.040500	0.00	
	53500.01	1829.25	0.040500	0.00	
	53000.01	1809.00	0.040500	0.00	
	52500.01	1748.25	0.040500	0.00	
	52000.01	1728.00	0.040500	0.00	
	51500.01	1667.25	0.040500	0.00	
	51000.01	1647.00	0.040500	0.00	
	50500.01	1586.25	0.040500	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	50000.01	1566.00	0.040500	0.00	
	49500.01	1505.25	0.040500	0.00	
	49000.01	1485.00	0.040500	0.00	
	48500.01	1424.25	0.040500	0.00	
	48000.01	1404.00	0.040500	0.00	
	47500.01	1343.25	0.040500	0.00	
	47000.01	1323.00	0.040500	0.00	
	46500.01	1262.25	0.040500	0.00	
	46000.01	1242.00	0.040500	0.00	
	45500.01	1168.13	0.040050	0.00	
	45000.01	1135.20	0.039600	0.00	
	44500.01	1063.58	0.039150	0.00	
	44000.01	1032.00	0.038700	0.00	
	43500.01	962.63	0.038250	0.00	
	43000.01	943.50	0.038250	0.00	
	42500.01	886.13	0.038250	0.00	
	42000.01	867.00	0.038250	0.00	
	41500.01	809.63	0.038250	0.00	
	41000.01	790.50	0.038250	0.00	
	40500.01	733.13	0.038250	0.00	
	40000.01	714.00	0.038250	0.00	
	39500.01	656.63	0.038250	0.00	
	39000.01	637.50	0.038250	0.00	
	38500.01	580.13	0.038250	0.00	
	38000.01	561.00	0.038250	0.00	
	37500.01	503.63	0.038250	0.00	
	37000.01	484.50	0.038250	0.00	
	36500.01	465.38	0.038250	0.00	
	36000.01	446.25	0.038250	0.00	
	35500.01	427.13	0.038250	0.00	
	35000.01	384.00	0.036000	0.00	
	34500.01	348.75	0.022500	0.00	
	34000.01	315.00	0.021000	0.00	
	33500.01	282.75	0.019500	0.00	
	33000.01	273.00	0.019500	0.00	
	32500.01	263.25	0.019500	0.00	
	32000.01	253.50	0.019500	0.00	
	31500.01	243.75	0.019500	0.00	
	31000.01	234.00	0.019500	0.00	
	30500.01	224.25	0.019500	0.00	
	30000.01	214.50	0.019500	0.00	
	29500.01	204.75	0.019500	0.00	
	29000.01	195.00	0.019500	0.00	
	28500.01	185.25	0.019500	0.00	
	28000.01	175.50	0.019500	0.00	
	27500.01	165.75	0.019500	0.00	
	27000.01	144.00	0.018000	0.00	
	26500.01	123.75	0.016500	0.00	
	26000.01	105.00	0.015000	0.00	
	25500.01	87.75	0.013500	0.00	
	25000.01	72.00	0.012000	0.00	
	24500.01	57.75	0.010500	0.00	
	24000.01	45.00	0.009000	0.00	
	23500.01	33.75	0.007500	0.00	
	23000.01	30.00	0.007500	0.00	
	22500.01	26.25	0.007500	0.00	
	22000.01	22.50	0.007500	0.00	
	21500.01	18.75	0.007500	0.00	
	21000.01	15.00	0.007500	0.00	
	20500.01	11.25	0.007500	0.00	
	20000.01	7.50	0.007500	0.00	
	19500.01	3.75	0.007500	0.00	
	19000.01	0.00	0.007500	0.00	
	100500.01	4222.50	0.045000	0.00	Married
	100000.01	4158.00	0.044550	0.00	
	99500.01	4093.95	0.044100	0.00	
	99000.01	4030.35	0.043650	0.00	
	98500.01	3967.20	0.043200	0.00	
	98000.01	3904.50	0.042750	0.00	
	97500.01	3842.25	0.042300	0.00	
	97000.01	3780.45	0.041850	0.00	
	96500.01	3719.10	0.041400	0.00	
	96000.01	3658.20	0.040950	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	95500.01	3597.75	0.040500	0.00	
	95000.01	3577.50	0.040500	0.00	
	94500.01	3557.25	0.040500	0.00	
	94000.01	3537.00	0.040500	0.00	
	93500.01	3516.75	0.040500	0.00	
	93000.01	3496.50	0.040500	0.00	
	92500.01	3476.25	0.040500	0.00	
	92000.01	3456.00	0.040500	0.00	
	91500.01	3435.75	0.040500	0.00	
	91000.01	3415.50	0.040500	0.00	
	90500.01	3395.25	0.040500	0.00	
	90000.01	3375.00	0.040500	0.00	
	89500.01	3354.75	0.040500	0.00	
	89000.01	3334.50	0.040500	0.00	
	88500.01	3314.25	0.040500	0.00	
	88000.01	3294.00	0.040500	0.00	
	87500.01	3273.75	0.040500	0.00	
	87000.01	3253.50	0.040500	0.00	
	86500.01	3233.25	0.040500	0.00	
	86000.01	3213.00	0.040500	0.00	
	85500.01	3192.75	0.040500	0.00	
	85000.01	3172.50	0.040500	0.00	
	84500.01	3152.25	0.040500	0.00	
	84000.01	3132.00	0.040500	0.00	
	83500.01	3111.75	0.040500	0.00	
	83000.01	3091.50	0.040500	0.00	
	82500.01	3071.25	0.040500	0.00	
	82000.01	3051.00	0.040500	0.00	
	81500.01	3030.75	0.040500	0.00	
	81000.01	3010.50	0.040500	0.00	
	80500.01	2990.25	0.040500	0.00	
	80000.01	2970.00	0.040500	0.00	
	79500.01	2949.75	0.040500	0.00	
	79000.01	2929.50	0.040500	0.00	
	78500.01	2909.25	0.040500	0.00	
	78000.01	2889.00	0.040500	0.00	
	77500.01	2868.75	0.040500	0.00	
	77000.01	2848.50	0.040500	0.00	
	76500.01	2828.25	0.040500	0.00	
	76000.01	2808.00	0.040500	0.00	
	75500.01	2787.75	0.040500	0.00	
	75000.01	2767.50	0.040500	0.00	
	74500.01	2747.25	0.040500	0.00	
	74000.01	2727.00	0.040500	0.00	
	73500.01	2706.75	0.040500	0.00	
	73000.01	2686.50	0.040500	0.00	
	72500.01	2666.25	0.040500	0.00	
	72000.01	2646.00	0.040500	0.00	
	71500.01	2625.75	0.040500	0.00	
	71000.01	2605.50	0.040500	0.00	
	70500.01	2585.25	0.040500	0.00	
	70000.01	2565.00	0.040500	0.00	
	69500.01	2544.75	0.040500	0.00	
	69000.01	2524.50	0.040500	0.00	
	68500.01	2504.25	0.040500	0.00	
	68000.01	2484.00	0.040500	0.00	
	67500.01	2463.75	0.040500	0.00	
	67000.01	2443.50	0.040500	0.00	
	66500.01	2423.25	0.040500	0.00	
	66000.01	2403.00	0.040500	0.00	
	65500.01	2382.75	0.040500	0.00	
	65000.01	2362.50	0.040500	0.00	
	64500.01	2342.25	0.040500	0.00	
	64000.01	2322.00	0.040500	0.00	
	63500.01	2301.75	0.040500	0.00	
	63000.01	2281.50	0.040500	0.00	
	62500.01	2261.25	0.040500	0.00	
	62000.01	2241.00	0.040500	0.00	
	61500.01	2220.75	0.040500	0.00	
	61000.01	2200.50	0.040500	0.00	
	60500.01	2180.25	0.040500	0.00	
	60000.01	2160.00	0.040500	0.00	
	59500.01	2139.75	0.040500	0.00	
	59000.01	2119.50	0.040500	0.00	
	58500.01	2099.25	0.040500	0.00	
	58000.01	2079.00	0.040500	0.00	
	57500.01	2058.75	0.040500	0.00	
	57000.01	2038.50	0.040500	0.00	
	56500.01	2018.25	0.040500	0.00	
	56000.01	1998.00	0.040500	0.00	
	55500.01	1977.75	0.040500	0.00	
	55000.01	1957.50	0.040500	0.00	
	54500.01	1937.25	0.040500	0.00	
	54000.01	1917.00	0.040500	0.00	
	53500.01	1896.75	0.040500	0.00	
	53000.01	1876.50	0.040500	0.00	
	52500.01	1856.25	0.040500	0.00	
	52000.01	1836.00	0.040500	0.00	
	51500.01	1815.75	0.040500	0.00	
	51000.01	1795.50	0.040500	0.00	
	50500.01	1775.25	0.040500	0.00	
	50000.01	1755.00	0.040500	0.00	
	49500.01	1734.75	0.040500	0.00	
	49000.01	1714.50	0.040500	0.00	
	48500.01	1694.25	0.040500	0.00	
	48000.01	1674.00	0.040500	0.00	
	47500.01	1653.75	0.040500	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	59000.01	1633.50	0.040500	0.00	
	58500.01	1572.75	0.040500	0.00	
	58000.01	1552.50	0.040500	0.00	
	57500.01	1491.75	0.040500	0.00	
	57000.01	1471.50	0.040500	0.00	
	56500.01	1410.75	0.040500	0.00	
	56000.01	1390.50	0.040500	0.00	
	55500.01	1329.75	0.040500	0.00	
	55000.01	1309.50	0.040500	0.00	
	54500.01	1248.75	0.040500	0.00	
	54000.01	1228.50	0.040500	0.00	
	53500.01	1167.75	0.040500	0.00	
	53000.01	1147.50	0.040500	0.00	
	52500.01	1086.75	0.040500	0.00	
	52000.01	1066.50	0.040500	0.00	
	51500.01	994.58	0.040050	0.00	
	51000.01	963.60	0.039600	0.00	
	50500.01	893.93	0.039150	0.00	
	50000.01	864.30	0.038700	0.00	
	49500.01	796.88	0.038250	0.00	
	49000.01	777.75	0.038250	0.00	
	48500.01	720.38	0.038250	0.00	
	48000.01	701.25	0.038250	0.00	
	47500.01	643.88	0.038250	0.00	
	47000.01	624.75	0.038250	0.00	
	46500.01	605.63	0.038250	0.00	
	46000.01	586.50	0.038250	0.00	
	45500.01	567.38	0.038250	0.00	
	45000.01	548.25	0.038250	0.00	
	44500.01	529.13	0.038250	0.00	
	44000.01	510.00	0.038250	0.00	
	43500.01	497.25	0.025500	0.00	
	43000.01	484.50	0.025500	0.00	
	42500.01	471.75	0.025500	0.00	
	42000.01	459.00	0.025500	0.00	
	41500.01	446.25	0.025500	0.00	
	41000.01	408.00	0.024000	0.00	
	40500.01	371.25	0.022500	0.00	
	40000.01	336.00	0.021000	0.00	
	39500.01	302.25	0.019500	0.00	
	39000.01	292.50	0.019500	0.00	
	38500.01	282.75	0.019500	0.00	
	38000.01	273.00	0.019500	0.00	
	37500.01	263.25	0.019500	0.00	
	37000.01	253.50	0.019500	0.00	
	36500.01	243.75	0.019500	0.00	
	36000.01	234.00	0.019500	0.00	
	35500.01	224.25	0.019500	0.00	
	35000.01	214.50	0.019500	0.00	
	34500.01	204.75	0.019500	0.00	
	34000.01	195.00	0.019500	0.00	
	33500.01	185.25	0.019500	0.00	
	33000.01	162.00	0.018000	0.00	
	32500.01	140.25	0.016500	0.00	
	32000.01	120.00	0.015000	0.00	
	31500.01	101.25	0.013500	0.00	
	31000.01	84.00	0.012000	0.00	
	30500.01	68.25	0.010500	0.00	
	30000.01	54.00	0.009000	0.00	
	29500.01	41.25	0.007500	0.00	
	29000.01	37.50	0.007500	0.00	
	28500.01	33.75	0.007500	0.00	
	28000.01	30.00	0.007500	0.00	
	27500.01	26.25	0.007500	0.00	
	27000.01	22.50	0.007500	0.00	
	26500.01	18.75	0.007500	0.00	
	26000.01	15.00	0.007500	0.00	
	25500.01	11.25	0.007500	0.00	
	25000.01	7.50	0.007500	0.00	
	24500.01	3.75	0.007500	0.00	
	24000.01	0.00	0.007500	0.00	
	53500.00	2257.50	0.045000	0.00	Single
	53000.01	2212.65	0.044550	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	52500.01	2168.25	0.044100	0.00	
	52000.01	2124.30	0.043650	0.00	
	51500.01	2080.80	0.043200	0.00	
	51000.01	2037.75	0.042750	0.00	
	50500.01	1995.15	0.042300	0.00	
	50000.01	1953.00	0.041850	0.00	
	49500.01	1911.30	0.041400	0.00	
	49000.01	1870.05	0.040950	0.00	
	48500.01	1829.25	0.040500	0.00	
	48000.01	1809.00	0.040500	0.00	
	47500.01	1788.75	0.040500	0.00	
	47000.01	1768.50	0.040500	0.00	
	46500.01	1748.25	0.040500	0.00	
	46000.01	1728.00	0.040500	0.00	
	45500.01	1707.75	0.040500	0.00	
	45000.01	1687.50	0.040500	0.00	
	44500.01	1667.25	0.040500	0.00	
	44000.01	1647.00	0.040500	0.00	
	43500.01	1626.75	0.040500	0.00	
	43000.01	1606.50	0.040500	0.00	
	42500.01	1586.25	0.040500	0.00	
	42000.01	1566.00	0.040500	0.00	
	41500.01	1545.75	0.040500	0.00	
	41000.01	1525.50	0.040500	0.00	
	40500.01	1505.25	0.040500	0.00	
	40000.01	1485.00	0.040500	0.00	
	39500.01	1464.75	0.040500	0.00	
	39000.01	1444.50	0.040500	0.00	
	38500.01	1424.25	0.040500	0.00	
	38000.01	1404.00	0.040500	0.00	
	37500.01	1383.75	0.040500	0.00	
	37000.01	1363.50	0.040500	0.00	
	36500.01	1343.25	0.040500	0.00	
	36000.01	1312.88	0.040500	0.00	
	35500.01	1292.63	0.040500	0.00	
	35000.01	1231.88	0.040500	0.00	
	34500.01	1211.63	0.040500	0.00	
	34000.01	1150.88	0.040500	0.00	
	33500.01	1130.63	0.040500	0.00	
	33000.01	1069.88	0.040500	0.00	
	32500.01	1049.63	0.040500	0.00	
	32000.01	988.88	0.040500	0.00	
	31500.01	968.63	0.040500	0.00	
	31000.01	907.88	0.040500	0.00	
	30500.01	887.63	0.040500	0.00	
	30000.01	826.88	0.040500	0.00	
	29500.01	806.63	0.040500	0.00	
	29000.01	745.88	0.040500	0.00	
	28500.01	725.63	0.040500	0.00	
	28000.01	664.88	0.040500	0.00	
	27500.01	644.63	0.040500	0.00	
	27000.01	577.39	0.040050	0.00	
	26500.01	551.10	0.039600	0.00	
	26000.01	486.11	0.039150	0.00	
	25500.01	461.18	0.038700	0.00	
	25000.01	398.44	0.038250	0.00	
	24500.01	379.31	0.038250	0.00	
	24000.01	321.94	0.038250	0.00	
	23500.01	302.81	0.038250	0.00	
	23000.01	283.69	0.038250	0.00	
	22500.01	264.56	0.038250	0.00	
	22250.01	255.00	0.038250	0.00	
	21900.01	246.08	0.025500	0.00	
	21400.01	219.60	0.024000	0.00	
	20900.01	194.63	0.022500	0.00	
	20400.01	171.15	0.021000	0.00	
	18800.01	127.73	0.019500	0.00	
	18300.01	108.90	0.018000	0.00	
	17800.01	91.58	0.016500	0.00	
	17300.01	75.75	0.015000	0.00	
	16800.01	61.43	0.013500	0.00	
	16300.01	48.60	0.012000	0.00	
	15800.01	37.28	0.010500	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	15300.01	27.45	0.009000	0.00	
	12250.01	0.00	0.007500	0.00	
	52500.01	2212.50	0.045000	0.00	Married - Special
	52000.01	2168.10	0.044550	0.00	
	51500.01	2124.15	0.044100	0.00	
	51000.01	2080.65	0.043650	0.00	
	50500.01	2037.60	0.043200	0.00	
	50000.01	1995.00	0.042750	0.00	
	49500.01	1952.85	0.042300	0.00	
	49000.01	1911.15	0.041850	0.00	
	48500.01	1869.90	0.041400	0.00	
	48000.01	1829.10	0.040950	0.00	
	47500.01	1788.75	0.040500	0.00	
	47000.01	1768.50	0.040500	0.00	
	46500.01	1748.25	0.040500	0.00	
	46000.01	1728.00	0.040500	0.00	
	45500.01	1707.75	0.040500	0.00	
	45000.01	1687.50	0.040500	0.00	
	44500.01	1667.25	0.040500	0.00	
	44000.01	1647.00	0.040500	0.00	
	43500.01	1626.75	0.040500	0.00	
	43000.01	1606.50	0.040500	0.00	
	42500.01	1586.25	0.040500	0.00	
	42000.01	1566.00	0.040500	0.00	
	41500.01	1545.75	0.040500	0.00	
	41000.01	1525.50	0.040500	0.00	
	40500.01	1505.25	0.040500	0.00	
	40000.01	1485.00	0.040500	0.00	
	39500.01	1464.75	0.040500	0.00	
	39000.01	1444.50	0.040500	0.00	
	38500.01	1424.25	0.040500	0.00	
	38000.01	1404.00	0.040500	0.00	
	37500.01	1383.75	0.040500	0.00	
	37000.01	1363.50	0.040500	0.00	
	36500.01	1343.25	0.040500	0.00	
	36000.01	1323.00	0.040500	0.00	
	35500.01	1302.75	0.040500	0.00	
	35000.01	1282.50	0.040500	0.00	
	34500.01	1221.75	0.040500	0.00	
	34000.01	1201.50	0.040500	0.00	
	33500.01	1140.75	0.040500	0.00	
	33000.01	1120.50	0.040500	0.00	
	32500.01	1059.75	0.040500	0.00	
	32000.01	1039.50	0.040500	0.00	
	31500.01	978.75	0.040500	0.00	
	31000.01	958.50	0.040500	0.00	
	30500.01	897.75	0.040500	0.00	
	30000.01	877.50	0.040500	0.00	
	29500.01	816.75	0.040500	0.00	
	29000.01	796.50	0.040500	0.00	
	28500.01	735.75	0.040500	0.00	
	28000.01	715.50	0.040500	0.00	
	27500.01	654.75	0.040500	0.00	
	27000.01	634.50	0.040500	0.00	
	26500.01	567.38	0.040050	0.00	
	26000.01	541.20	0.039600	0.00	
	25500.01	476.33	0.039150	0.00	
	25000.01	451.50	0.038700	0.00	
	24500.01	388.88	0.038250	0.00	
	24000.01	369.75	0.038250	0.00	
	23500.01	312.38	0.038250	0.00	
	23000.01	293.25	0.038250	0.00	
	22500.01	274.13	0.038250	0.00	
	22000.01	255.00	0.038250	0.00	
	21500.01	242.25	0.025500	0.00	
	21000.01	216.00	0.024000	0.00	
	20500.01	191.25	0.022500	0.00	
	20000.01	168.00	0.021000	0.00	
	19500.01	146.25	0.019500	0.00	
	19000.01	136.50	0.019500	0.00	
	18500.01	126.75	0.019500	0.00	
	18000.01	108.00	0.018000	0.00	
	17500.01	90.75	0.016500	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	17000.01	75.00	0.015000	0.00	
	16500.01	60.75	0.013500	0.00	
	16000.01	48.00	0.012000	0.00	
	15500.01	36.75	0.010500	0.00	
	15000.01	27.00	0.009000	0.00	
	12000.01	0.00	0.007500	0.00	
01/01/2000	10000.00	300.00	0.045000	0.00	No Personal Exemptions
	0.00	0.00	0.030000	0.00	
	78500.01	3292.50	0.045000	0.00	Head of Household
	78000.01	3237.30	0.044550	0.00	
	77500.01	3182.55	0.044100	0.00	
	77000.01	3128.25	0.043650	0.00	
	76500.01	3074.40	0.043200	0.00	
	76000.01	3021.00	0.042750	0.00	
	75500.01	2968.05	0.042300	0.00	
	75000.01	2915.55	0.041850	0.00	
	74500.01	2863.50	0.041400	0.00	
	74000.01	2811.90	0.040950	0.00	
	73500.01	2760.75	0.040500	0.00	
	73000.01	2740.50	0.040500	0.00	
	72500.01	2720.25	0.040500	0.00	
	72000.01	2700.00	0.040500	0.00	
	71500.00	2679.75	0.040500	0.00	
	71000.01	2659.50	0.040500	0.00	
	70500.01	2639.25	0.040500	0.00	
	70000.01	2619.00	0.040500	0.00	
	69500.01	2598.75	0.040500	0.00	
	69000.01	2578.50	0.040500	0.00	
	68500.01	2558.25	0.040500	0.00	
	68000.01	2538.00	0.040500	0.00	
	67500.01	2517.75	0.040500	0.00	
	67000.01	2497.50	0.040500	0.00	
	66500.01	2477.25	0.040500	0.00	
	66000.01	2457.00	0.040500	0.00	
	65500.01	2436.75	0.040500	0.00	
	65000.01	2416.50	0.040500	0.00	
	64500.01	2396.25	0.040500	0.00	
	64000.01	2376.00	0.040500	0.00	
	63500.01	2355.75	0.040500	0.00	
	63000.01	2335.50	0.040500	0.00	
	62500.01	2315.25	0.040500	0.00	
	62000.01	2295.00	0.040500	0.00	
	61500.01	2274.75	0.040500	0.00	
	61000.01	2254.50	0.040500	0.00	
	60500.01	2234.25	0.040500	0.00	
	60000.01	2214.00	0.040500	0.00	
	59500.01	2193.75	0.040500	0.00	
	59000.01	2173.50	0.040500	0.00	
	58500.01	2153.25	0.040500	0.00	
	58000.01	2133.00	0.040500	0.00	
	57500.01	2112.75	0.040500	0.00	
	57000.01	2092.50	0.040500	0.00	
	56500.01	2072.25	0.040500	0.00	
	56000.01	2052.00	0.040500	0.00	
	55500.01	1991.25	0.040500	0.00	
	55000.01	1971.00	0.040500	0.00	
	54500.01	1910.25	0.040500	0.00	
	54000.01	1890.00	0.040500	0.00	
	53500.01	1829.25	0.040500	0.00	
	53000.01	1809.00	0.040500	0.00	
	52500.01	1748.25	0.040500	0.00	
	52000.01	1728.00	0.040500	0.00	
	51500.01	1667.25	0.040500	0.00	
	51000.01	1647.00	0.040500	0.00	
	50500.01	1586.25	0.040500	0.00	
	50000.01	1566.00	0.040500	0.00	
	49500.01	1505.25	0.040500	0.00	
	49000.01	1485.00	0.040500	0.00	
	48500.01	1424.25	0.040500	0.00	
	48000.01	1404.00	0.040500	0.00	
	47500.01	1343.25	0.040500	0.00	
	47000.01	1323.00	0.040500	0.00	
	46500.01	1262.25	0.040500	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	46000.01	1242.00	0.040500	0.00	
	45500.01	1168.13	0.040050	0.00	
	45000.01	1135.20	0.039600	0.00	
	44500.01	1063.58	0.039150	0.00	
	44000.01	1032.00	0.038700	0.00	
	43500.01	962.63	0.038250	0.00	
	43000.01	943.50	0.038250	0.00	
	42500.01	886.13	0.038250	0.00	
	42000.01	867.00	0.038250	0.00	
	41500.01	809.63	0.038250	0.00	
	41000.01	790.50	0.038250	0.00	
	40500.01	733.13	0.038250	0.00	
	40000.01	714.00	0.038250	0.00	
	39500.01	656.63	0.038250	0.00	
	39000.01	637.50	0.038250	0.00	
	38500.01	580.13	0.038250	0.00	
	38000.01	561.00	0.038250	0.00	
	37500.01	503.63	0.038250	0.00	
	37000.01	484.50	0.038250	0.00	
	36500.01	465.38	0.038250	0.00	
	36000.01	446.25	0.038250	0.00	
	35500.01	427.13	0.038250	0.00	
	35000.01	384.00	0.036000	0.00	
	34500.01	348.75	0.022500	0.00	
	34000.01	315.00	0.021000	0.00	
	33500.01	282.75	0.019500	0.00	
	33000.01	273.00	0.019500	0.00	
	32500.01	263.25	0.019500	0.00	
	32000.01	253.50	0.019500	0.00	
	31500.01	243.75	0.019500	0.00	
	31000.01	234.00	0.019500	0.00	
	30500.01	224.25	0.019500	0.00	
	30000.01	214.50	0.019500	0.00	
	29500.01	204.75	0.019500	0.00	
	29000.01	195.00	0.019500	0.00	
	28500.01	185.25	0.019500	0.00	
	28000.01	175.50	0.019500	0.00	
	27500.01	165.75	0.019500	0.00	
	27000.01	144.00	0.018000	0.00	
	26500.01	123.75	0.016500	0.00	
	26000.01	105.00	0.015000	0.00	
	25500.01	87.75	0.013500	0.00	
	25000.01	72.00	0.012000	0.00	
	24500.01	57.75	0.010500	0.00	
	24000.01	45.00	0.009000	0.00	
	23500.01	33.75	0.007500	0.00	
	23000.01	30.00	0.007500	0.00	
	22500.01	26.25	0.007500	0.00	
	22000.01	22.50	0.007500	0.00	
	21500.01	18.75	0.007500	0.00	
	21000.01	15.00	0.007500	0.00	
	20500.01	11.25	0.007500	0.00	
	20000.01	7.50	0.007500	0.00	
	19500.01	3.75	0.007500	0.00	
	19000.01	0.00	0.007500	0.00	
	100500.01	4222.50	0.045000	0.00	Married
	100000.01	4158.00	0.044550	0.00	
	99500.01	4093.95	0.044100	0.00	
	99000.01	4030.35	0.043650	0.00	
	98500.01	3967.20	0.043200	0.00	
	98000.01	3904.50	0.042750	0.00	
	97500.01	3842.25	0.042300	0.00	
	97000.01	3780.45	0.041850	0.00	
	96500.01	3719.10	0.041400	0.00	
	96000.01	3658.20	0.040950	0.00	
	95500.01	3597.75	0.040500	0.00	
	95000.01	3577.50	0.040500	0.00	
	94500.01	3557.25	0.040500	0.00	
	94000.01	3537.00	0.040500	0.00	
	93500.01	3516.75	0.040500	0.00	
	93000.01	3496.50	0.040500	0.00	
	92500.01	3476.25	0.040500	0.00	
	92000.01	3456.00	0.040500	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	91500.01	3435.75	0.040500	0.00	
	91000.01	3415.50	0.040500	0.00	
	90500.01	3395.25	0.040500	0.00	
	90000.01	3375.00	0.040500	0.00	
	89500.01	3354.75	0.040500	0.00	
	89000.01	3334.50	0.040500	0.00	
	88500.01	3314.25	0.040500	0.00	
	88000.01	3294.00	0.040500	0.00	
	87500.01	3273.75	0.040500	0.00	
	87000.01	3253.50	0.040500	0.00	
	86500.01	3233.25	0.040500	0.00	
	86000.01	3213.00	0.040500	0.00	
	85500.01	3192.75	0.040500	0.00	
	85000.01	3172.50	0.040500	0.00	
	84500.01	3152.25	0.040500	0.00	
	84000.01	3132.00	0.040500	0.00	
	83500.01	3111.75	0.040500	0.00	
	83000.01	3091.50	0.040500	0.00	
	82500.01	3071.25	0.040500	0.00	
	82000.01	3051.00	0.040500	0.00	
	81500.01	3030.75	0.040500	0.00	
	81000.01	3010.50	0.040500	0.00	
	80500.01	2990.25	0.040500	0.00	
	80000.01	2970.00	0.040500	0.00	
	79500.01	2949.75	0.040500	0.00	
	79000.01	2929.50	0.040500	0.00	
	78500.01	2909.25	0.040500	0.00	
	78000.01	2889.00	0.040500	0.00	
	77500.01	2868.75	0.040500	0.00	
	77000.01	2848.50	0.040500	0.00	
	76500.01	2828.25	0.040500	0.00	
	76000.01	2808.00	0.040500	0.00	
	75500.01	2787.75	0.040500	0.00	
	75000.01	2767.50	0.040500	0.00	
	74500.01	2747.25	0.040500	0.00	
	74000.01	2727.00	0.040500	0.00	
	73500.01	2706.75	0.040500	0.00	
	73000.01	2686.50	0.040500	0.00	
	72500.01	2666.25	0.040500	0.00	
	72000.01	2646.00	0.040500	0.00	
	71500.01	2625.75	0.040500	0.00	
	71000.01	2605.50	0.040500	0.00	
	70500.01	2544.75	0.040500	0.00	
	70000.01	2524.50	0.040500	0.00	
	69500.01	2463.75	0.040500	0.00	
	69000.01	2443.50	0.040500	0.00	
	68500.01	2382.75	0.040500	0.00	
	68000.01	2362.50	0.040500	0.00	
	67500.01	2301.75	0.040500	0.00	
	67000.01	2281.50	0.040500	0.00	
	66500.01	2220.75	0.040500	0.00	
	66000.01	2200.50	0.040500	0.00	
	65500.01	2139.75	0.040500	0.00	
	65000.01	2119.50	0.040500	0.00	
	64500.01	2058.75	0.040500	0.00	
	64000.01	2038.50	0.040500	0.00	
	63500.01	1977.75	0.040500	0.00	
	63000.01	1957.50	0.040500	0.00	
	62500.01	1896.75	0.040500	0.00	
	62000.01	1876.50	0.040500	0.00	
	61500.01	1815.75	0.040500	0.00	
	61000.01	1795.50	0.040500	0.00	
	60500.01	1734.75	0.040500	0.00	
	60000.01	1714.50	0.040500	0.00	
	59500.01	1653.75	0.040500	0.00	
	59000.01	1633.50	0.040500	0.00	
	58500.01	1572.75	0.040500	0.00	
	58000.01	1552.50	0.040500	0.00	
	57500.01	1491.75	0.040500	0.00	
	57000.01	1471.50	0.040500	0.00	
	56500.01	1410.75	0.040500	0.00	
	56000.01	1390.50	0.040500	0.00	
	55500.01	1329.75	0.040500	0.00	

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 23
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	55000.01	1309.50	0.040500	0.00	
	54500.01	1248.75	0.040500	0.00	
	54000.01	1228.50	0.040500	0.00	
	53500.01	1167.75	0.040500	0.00	
	53000.01	1147.50	0.040500	0.00	
	52500.01	1086.75	0.040500	0.00	
	52000.01	1066.50	0.040500	0.00	
	51500.01	994.58	0.040050	0.00	
	51000.01	963.60	0.039600	0.00	
	50500.01	893.93	0.039150	0.00	
	50000.01	864.30	0.038700	0.00	
	49500.01	796.88	0.038250	0.00	
	49000.01	777.75	0.038250	0.00	
	48500.01	720.38	0.038250	0.00	
	48000.01	701.25	0.038250	0.00	
	47500.01	643.88	0.038250	0.00	
	47000.01	624.75	0.038250	0.00	
	46500.01	605.63	0.038250	0.00	
	46000.01	586.50	0.038250	0.00	
	45500.01	567.38	0.038250	0.00	
	45000.01	548.25	0.038250	0.00	
	44500.01	529.13	0.038250	0.00	
	44000.01	510.00	0.038250	0.00	
	43500.01	497.25	0.025500	0.00	
	43000.01	484.50	0.025500	0.00	
	42500.01	471.75	0.025500	0.00	
	42000.01	459.00	0.025500	0.00	
	41500.01	446.25	0.025500	0.00	
	41000.01	408.00	0.024000	0.00	
	40500.01	371.25	0.022500	0.00	
	40000.01	336.00	0.021000	0.00	
	39500.01	302.25	0.019500	0.00	
	39000.01	292.50	0.019500	0.00	
	38500.01	282.75	0.019500	0.00	
	38000.01	273.00	0.019500	0.00	
	37500.01	263.25	0.019500	0.00	
	37000.01	253.50	0.019500	0.00	
	36500.01	243.75	0.019500	0.00	
	36000.01	234.00	0.019500	0.00	
	35500.01	224.25	0.019500	0.00	
	35000.01	214.50	0.019500	0.00	
	34500.01	204.75	0.019500	0.00	
	34000.01	195.00	0.019500	0.00	
	33500.01	185.25	0.019500	0.00	
	33000.01	162.00	0.018000	0.00	
	32500.01	140.25	0.016500	0.00	
	32000.01	120.00	0.015000	0.00	
	31500.01	101.25	0.013500	0.00	
	31000.01	84.00	0.012000	0.00	
	30500.01	68.25	0.010500	0.00	
	30000.01	54.00	0.009000	0.00	
	29500.01	41.25	0.007500	0.00	
	29000.01	37.50	0.007500	0.00	
	28500.01	33.75	0.007500	0.00	
	28000.01	30.00	0.007500	0.00	
	27500.01	26.25	0.007500	0.00	
	27000.01	22.50	0.007500	0.00	
	26500.01	18.75	0.007500	0.00	
	26000.01	15.00	0.007500	0.00	
	25500.01	11.25	0.007500	0.00	
	25000.01	7.50	0.007500	0.00	
	24500.01	3.75	0.007500	0.00	
	24000.01	0.00	0.007500	0.00	
	52500.01	2212.50	0.045000	0.00	Single
	52000.01	2168.10	0.044550	0.00	
	51500.01	2124.15	0.044100	0.00	
	51000.01	2080.65	0.043650	0.00	
	50500.01	2037.60	0.043200	0.00	
	50000.01	1995.00	0.042750	0.00	
	49500.01	1952.85	0.042300	0.00	
	49000.01	1911.15	0.041850	0.00	
	48500.01	1869.90	0.041400	0.00	
	48000.01	1829.10	0.040950	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	47500.01	1788.75	0.040500	0.00	
	47000.01	1768.50	0.040500	0.00	
	46500.01	1748.25	0.040500	0.00	
	46000.01	1728.00	0.040500	0.00	
	45500.01	1707.75	0.040500	0.00	
	45000.01	1687.50	0.040500	0.00	
	44500.01	1667.25	0.040500	0.00	
	44000.01	1647.00	0.040500	0.00	
	43500.01	1626.75	0.040500	0.00	
	43000.01	1606.50	0.040500	0.00	
	42500.01	1586.25	0.040500	0.00	
	42000.01	1566.00	0.040500	0.00	
	41500.01	1545.75	0.040500	0.00	
	41000.01	1525.50	0.040500	0.00	
	40500.01	1505.25	0.040500	0.00	
	40000.01	1485.00	0.040500	0.00	
	39500.01	1464.75	0.040500	0.00	
	39000.01	1444.50	0.040500	0.00	
	38500.01	1424.25	0.040500	0.00	
	38000.01	1404.00	0.040500	0.00	
	37500.01	1383.75	0.040500	0.00	
	37000.01	1363.50	0.040500	0.00	
	36500.01	1343.25	0.040500	0.00	
	36000.01	1323.00	0.040500	0.00	
	35500.01	1302.75	0.040500	0.00	
	35000.01	1282.50	0.040500	0.00	
	34500.01	1221.75	0.040500	0.00	
	34000.01	1201.50	0.040500	0.00	
	33500.01	1140.75	0.040500	0.00	
	33000.01	1120.50	0.040500	0.00	
	32500.01	1059.75	0.040500	0.00	
	32000.01	1039.50	0.040500	0.00	
	31500.01	978.75	0.040500	0.00	
	31000.01	958.50	0.040500	0.00	
	30500.01	897.75	0.040500	0.00	
	30000.01	877.50	0.040500	0.00	
	29500.01	816.75	0.040500	0.00	
	29000.01	796.50	0.040500	0.00	
	28500.01	735.75	0.040500	0.00	
	28000.01	715.50	0.040500	0.00	
	27500.01	654.75	0.040500	0.00	
	27000.01	634.50	0.040500	0.00	
	26500.01	567.38	0.040050	0.00	
	26000.01	541.20	0.039600	0.00	
	25500.01	476.33	0.039150	0.00	
	25000.01	451.50	0.038700	0.00	
	24500.01	388.88	0.038250	0.00	
	24000.01	369.75	0.038250	0.00	
	23500.01	312.38	0.038250	0.00	
	23000.01	293.25	0.038250	0.00	
	22500.01	274.13	0.038250	0.00	
	22000.01	255.00	0.038250	0.00	
	21500.01	242.25	0.025500	0.00	
	21000.01	216.00	0.024000	0.00	
	20500.01	191.25	0.022500	0.00	
	20000.01	168.00	0.021000	0.00	
	19500.01	146.25	0.019500	0.00	
	19000.01	136.50	0.019500	0.00	
	18500.01	126.75	0.019500	0.00	
	18000.01	108.00	0.018000	0.00	
	17500.01	90.75	0.016500	0.00	
	17000.01	75.00	0.015000	0.00	
	16500.01	60.75	0.013500	0.00	
	16000.01	48.00	0.012000	0.00	
	15500.01	36.75	0.010500	0.00	
	15000.01	27.00	0.009000	0.00	
	12000.01	0.00	0.007500	0.00	
01/01/1999	10000.00	300.00	0.045000	0.00	No Personal Exemptions
	0.00	0.00	0.030000	0.00	
	78500.01	3292.50	0.045000	0.00	Head of Household
	78000.01	3237.30	0.044550	0.00	
	77500.01	3182.55	0.044100	0.00	
	77000.01	3128.25	0.043650	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	76500.01	3074.40	0.043200	0.00	
	76000.01	3021.00	0.042750	0.00	
	75500.01	2968.05	0.042300	0.00	
	75000.01	2915.55	0.041850	0.00	
	74500.01	2863.50	0.041400	0.00	
	74000.01	2811.90	0.040950	0.00	
	73500.01	2760.75	0.040500	0.00	
	73000.01	2740.50	0.040500	0.00	
	72500.01	2720.25	0.040500	0.00	
	72000.01	2700.00	0.040500	0.00	
	71500.00	2679.75	0.040500	0.00	
	71000.01	2659.50	0.040500	0.00	
	70500.01	2639.25	0.040500	0.00	
	70000.01	2619.00	0.040500	0.00	
	69500.01	2598.75	0.040500	0.00	
	69000.01	2578.50	0.040500	0.00	
	68500.01	2558.25	0.040500	0.00	
	68000.01	2538.00	0.040500	0.00	
	67500.01	2517.75	0.040500	0.00	
	67000.01	2497.50	0.040500	0.00	
	66500.01	2477.25	0.040500	0.00	
	66000.01	2457.00	0.040500	0.00	
	65500.01	2436.75	0.040500	0.00	
	65000.01	2416.50	0.040500	0.00	
	64500.01	2396.25	0.040500	0.00	
	64000.01	2376.00	0.040500	0.00	
	63500.01	2355.75	0.040500	0.00	
	63000.01	2335.50	0.040500	0.00	
	62500.01	2315.25	0.040500	0.00	
	62000.01	2295.00	0.040500	0.00	
	61500.01	2274.75	0.040500	0.00	
	61000.01	2254.50	0.040500	0.00	
	60500.01	2234.25	0.040500	0.00	
	60000.01	2214.00	0.040500	0.00	
	59500.01	2193.75	0.040500	0.00	
	59000.01	2173.50	0.040500	0.00	
	58500.01	2153.25	0.040500	0.00	
	58000.01	2133.00	0.040500	0.00	
	57500.01	2112.75	0.040500	0.00	
	57000.01	2092.50	0.040500	0.00	
	56500.01	2072.25	0.040500	0.00	
	56000.01	2052.00	0.040500	0.00	
	55500.01	1991.25	0.040500	0.00	
	55000.01	1971.00	0.040500	0.00	
	54500.01	1910.25	0.040500	0.00	
	54000.01	1890.00	0.040500	0.00	
	53500.01	1829.25	0.040500	0.00	
	53000.01	1809.00	0.040500	0.00	
	52500.01	1748.25	0.040500	0.00	
	52000.01	1728.00	0.040500	0.00	
	51500.01	1667.25	0.040500	0.00	
	51000.01	1647.00	0.040500	0.00	
	50500.01	1586.25	0.040500	0.00	
	50000.01	1566.00	0.040500	0.00	
	49500.01	1505.25	0.040500	0.00	
	49000.01	1485.00	0.040500	0.00	
	48500.01	1424.25	0.040500	0.00	
	48000.01	1404.00	0.040500	0.00	
	47500.01	1343.25	0.040500	0.00	
	47000.01	1323.00	0.040500	0.00	
	46500.01	1262.25	0.040500	0.00	
	46000.01	1242.00	0.040500	0.00	
	45500.01	1168.13	0.040050	0.00	
	45000.01	1135.20	0.039600	0.00	
	44500.01	1063.58	0.039150	0.00	
	44000.01	1032.00	0.038700	0.00	
	43500.01	962.63	0.038250	0.00	
	43000.01	943.50	0.038250	0.00	
	42500.01	886.13	0.038250	0.00	
	42000.01	867.00	0.038250	0.00	
	41500.01	809.63	0.038250	0.00	
	41000.01	790.50	0.038250	0.00	
	40500.01	733.13	0.038250	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	40000.01	714.00	0.038250	0.00	
	39500.01	656.63	0.038250	0.00	
	39000.01	637.50	0.038250	0.00	
	38500.01	580.13	0.038250	0.00	
	38000.01	561.00	0.038250	0.00	
	37500.01	503.63	0.038250	0.00	
	37000.01	484.50	0.038250	0.00	
	36500.01	465.38	0.038250	0.00	
	36000.01	446.25	0.038250	0.00	
	35500.01	427.13	0.038250	0.00	
	35000.01	384.00	0.036000	0.00	
	34500.01	348.75	0.022500	0.00	
	34000.01	315.00	0.021000	0.00	
	33500.01	282.75	0.019500	0.00	
	33000.01	273.00	0.019500	0.00	
	32500.01	263.25	0.019500	0.00	
	32000.01	253.50	0.019500	0.00	
	31500.01	243.75	0.019500	0.00	
	31000.01	234.00	0.019500	0.00	
	30500.01	224.25	0.019500	0.00	
	30000.01	214.50	0.019500	0.00	
	29500.01	204.75	0.019500	0.00	
	29000.01	195.00	0.019500	0.00	
	28500.01	185.25	0.019500	0.00	
	28000.01	175.50	0.019500	0.00	
	27500.01	165.75	0.019500	0.00	
	27000.01	144.00	0.018000	0.00	
	26500.01	123.75	0.016500	0.00	
	26000.01	105.00	0.015000	0.00	
	25500.01	87.75	0.013500	0.00	
	25000.01	72.00	0.012000	0.00	
	24500.01	57.75	0.010500	0.00	
	24000.01	45.00	0.009000	0.00	
	23500.01	33.75	0.007500	0.00	
	23000.01	30.00	0.007500	0.00	
	22500.01	26.25	0.007500	0.00	
	22000.01	22.50	0.007500	0.00	
	21500.01	18.75	0.007500	0.00	
	21000.01	15.00	0.007500	0.00	
	20500.01	11.25	0.007500	0.00	
	20000.01	7.50	0.007500	0.00	
	19500.01	3.75	0.007500	0.00	
	19000.01	0.00	0.007500	0.00	
	100500.01	4222.50	0.045000	0.00	Married
	100000.01	4158.00	0.044550	0.00	
	99500.01	4093.95	0.044100	0.00	
	99000.01	4030.35	0.043650	0.00	
	98500.01	3967.20	0.043200	0.00	
	98000.01	3904.50	0.042750	0.00	
	97500.01	3842.25	0.042300	0.00	
	97000.01	3780.45	0.041850	0.00	
	96500.01	3719.10	0.041400	0.00	
	96000.01	3658.20	0.040950	0.00	
	95500.01	3597.75	0.040500	0.00	
	95000.01	3577.50	0.040500	0.00	
	94500.01	3557.25	0.040500	0.00	
	94000.01	3537.00	0.040500	0.00	
	93500.01	3516.75	0.040500	0.00	
	93000.01	3496.50	0.040500	0.00	
	92500.01	3476.25	0.040500	0.00	
	92000.01	3456.00	0.040500	0.00	
	91500.01	3435.75	0.040500	0.00	
	91000.01	3415.50	0.040500	0.00	
	90500.01	3395.25	0.040500	0.00	
	90000.01	3375.00	0.040500	0.00	
	89500.01	3354.75	0.040500	0.00	
	89000.01	3334.50	0.040500	0.00	
	88500.01	3314.25	0.040500	0.00	
	88000.01	3294.00	0.040500	0.00	
	87500.01	3273.75	0.040500	0.00	
	87000.01	3253.50	0.040500	0.00	
	86500.01	3233.25	0.040500	0.00	
	86000.01	3213.00	0.040500	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	85500.01	3192.75	0.040500	0.00	
	85000.01	3172.50	0.040500	0.00	
	84500.01	3152.25	0.040500	0.00	
	84000.01	3132.00	0.040500	0.00	
	83500.01	3111.75	0.040500	0.00	
	83000.01	3091.50	0.040500	0.00	
	82500.01	3071.25	0.040500	0.00	
	82000.01	3051.00	0.040500	0.00	
	81500.01	3030.75	0.040500	0.00	
	81000.01	3010.50	0.040500	0.00	
	80500.01	2990.25	0.040500	0.00	
	80000.01	2970.00	0.040500	0.00	
	79500.01	2949.75	0.040500	0.00	
	79000.01	2929.50	0.040500	0.00	
	78500.01	2909.25	0.040500	0.00	
	78000.01	2889.00	0.040500	0.00	
	77500.01	2868.75	0.040500	0.00	
	77000.01	2848.50	0.040500	0.00	
	76500.01	2828.25	0.040500	0.00	
	76000.01	2808.00	0.040500	0.00	
	75500.01	2787.75	0.040500	0.00	
	75000.01	2767.50	0.040500	0.00	
	74500.01	2747.25	0.040500	0.00	
	74000.01	2727.00	0.040500	0.00	
	73500.01	2706.75	0.040500	0.00	
	73000.01	2686.50	0.040500	0.00	
	72500.01	2666.25	0.040500	0.00	
	72000.01	2646.00	0.040500	0.00	
	71500.01	2625.75	0.040500	0.00	
	71000.01	2605.50	0.040500	0.00	
	70500.01	2544.75	0.040500	0.00	
	70000.01	2524.50	0.040500	0.00	
	69500.01	2463.75	0.040500	0.00	
	69000.01	2443.50	0.040500	0.00	
	68500.01	2382.75	0.040500	0.00	
	68000.01	2362.50	0.040500	0.00	
	67500.01	2301.75	0.040500	0.00	
	67000.01	2281.50	0.040500	0.00	
	66500.01	2220.75	0.040500	0.00	
	66000.01	2200.50	0.040500	0.00	
	65500.01	2139.75	0.040500	0.00	
	65000.01	2119.50	0.040500	0.00	
	64500.01	2058.75	0.040500	0.00	
	64000.01	2038.50	0.040500	0.00	
	63500.01	1977.75	0.040500	0.00	
	63000.01	1957.50	0.040500	0.00	
	62500.01	1896.75	0.040500	0.00	
	62000.01	1876.50	0.040500	0.00	
	61500.01	1815.75	0.040500	0.00	
	61000.01	1795.50	0.040500	0.00	
	60500.01	1734.75	0.040500	0.00	
	60000.01	1714.50	0.040500	0.00	
	59500.01	1653.75	0.040500	0.00	
	59000.01	1633.50	0.040500	0.00	
	58500.01	1572.75	0.040500	0.00	
	58000.01	1552.50	0.040500	0.00	
	57500.01	1491.75	0.040500	0.00	
	57000.01	1471.50	0.040500	0.00	
	56500.01	1410.75	0.040500	0.00	
	56000.01	1390.50	0.040500	0.00	
	55500.01	1329.75	0.040500	0.00	
	55000.01	1309.50	0.040500	0.00	
	54500.01	1248.75	0.040500	0.00	
	54000.01	1228.50	0.040500	0.00	
	53500.01	1167.75	0.040500	0.00	
	53000.01	1147.50	0.040500	0.00	
	52500.01	1086.75	0.040500	0.00	
	52000.01	1066.50	0.040500	0.00	
	51500.01	994.58	0.040050	0.00	
	51000.01	963.60	0.039600	0.00	
	50500.01	893.93	0.039150	0.00	
	50000.01	864.30	0.038700	0.00	
	49500.01	796.88	0.038250	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	49000.01	777.75	0.038250	0.00	
	48500.01	720.38	0.038250	0.00	
	48000.01	701.25	0.038250	0.00	
	47500.01	643.88	0.038250	0.00	
	47000.01	624.75	0.038250	0.00	
	46500.01	605.63	0.038250	0.00	
	46000.01	586.50	0.038250	0.00	
	45500.01	567.38	0.038250	0.00	
	45000.01	548.25	0.038250	0.00	
	44500.01	529.13	0.038250	0.00	
	44000.01	510.00	0.038250	0.00	
	43500.01	497.25	0.025500	0.00	
	43000.01	484.50	0.025500	0.00	
	42500.01	471.75	0.025500	0.00	
	42000.01	459.00	0.025500	0.00	
	41500.01	446.25	0.025500	0.00	
	41000.01	408.00	0.024000	0.00	
	40500.01	371.25	0.022500	0.00	
	40000.01	336.00	0.021000	0.00	
	39500.01	302.25	0.019500	0.00	
	39000.01	292.50	0.019500	0.00	
	38500.01	282.75	0.019500	0.00	
	38000.01	273.00	0.019500	0.00	
	37500.01	263.25	0.019500	0.00	
	37000.01	253.50	0.019500	0.00	
	36500.01	243.75	0.019500	0.00	
	36000.01	234.00	0.019500	0.00	
	35500.01	224.25	0.019500	0.00	
	35000.01	214.50	0.019500	0.00	
	34500.01	204.75	0.019500	0.00	
	34000.01	195.00	0.019500	0.00	
	33500.01	185.25	0.019500	0.00	
	33000.01	162.00	0.018000	0.00	
	32500.01	140.25	0.016500	0.00	
	32000.01	120.00	0.015000	0.00	
	31500.01	101.25	0.013500	0.00	
	31000.01	84.00	0.012000	0.00	
	30500.01	68.25	0.010500	0.00	
	30000.01	54.00	0.009000	0.00	
	29500.01	41.25	0.007500	0.00	
	29000.01	37.50	0.007500	0.00	
	28500.01	33.75	0.007500	0.00	
	28000.01	30.00	0.007500	0.00	
	27500.01	26.25	0.007500	0.00	
	27000.01	22.50	0.007500	0.00	
	26500.01	18.75	0.007500	0.00	
	26000.01	15.00	0.007500	0.00	
	25500.01	11.25	0.007500	0.00	
	25000.01	7.50	0.007500	0.00	
	24500.01	3.75	0.007500	0.00	
	24000.01	0.00	0.007500	0.00	
	52500.01	2212.50	0.045000	0.00	Single
	52000.01	2168.10	0.044550	0.00	
	51500.01	2124.15	0.044100	0.00	
	51000.01	2080.65	0.043650	0.00	
	50500.01	2037.60	0.043200	0.00	
	50000.01	1995.00	0.042750	0.00	
	49500.01	1952.85	0.042300	0.00	
	49000.01	1911.15	0.041850	0.00	
	48500.01	1869.90	0.041400	0.00	
	48000.01	1829.10	0.040950	0.00	
	47500.01	1788.75	0.040500	0.00	
	47000.01	1768.50	0.040500	0.00	
	46500.01	1748.25	0.040500	0.00	
	46000.01	1728.00	0.040500	0.00	
	45500.01	1707.75	0.040500	0.00	
	45000.01	1687.50	0.040500	0.00	
	44500.01	1667.25	0.040500	0.00	
	44000.01	1647.00	0.040500	0.00	
	43500.01	1626.75	0.040500	0.00	
	43000.01	1606.50	0.040500	0.00	
	42500.01	1586.25	0.040500	0.00	
	42000.01	1566.00	0.040500	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	41500.01	1545.75	0.040500	0.00	
	41000.01	1525.50	0.040500	0.00	
	40500.01	1505.25	0.040500	0.00	
	40000.01	1485.00	0.040500	0.00	
	39500.01	1464.75	0.040500	0.00	
	39000.01	1444.50	0.040500	0.00	
	38500.01	1424.25	0.040500	0.00	
	38000.01	1404.00	0.040500	0.00	
	37500.01	1383.75	0.040500	0.00	
	37000.01	1363.50	0.040500	0.00	
	36500.01	1343.25	0.040500	0.00	
	36000.01	1323.00	0.040500	0.00	
	35500.01	1302.75	0.040500	0.00	
	35000.01	1282.50	0.040500	0.00	
	34500.01	1221.75	0.040500	0.00	
	34000.01	1201.50	0.040500	0.00	
	33500.01	1140.75	0.040500	0.00	
	33000.01	1120.50	0.040500	0.00	
	32500.01	1059.75	0.040500	0.00	
	32000.01	1039.50	0.040500	0.00	
	31500.01	978.75	0.040500	0.00	
	31000.01	958.50	0.040500	0.00	
	30500.01	897.75	0.040500	0.00	
	30000.01	877.50	0.040500	0.00	
	29500.01	816.75	0.040500	0.00	
	29000.01	796.50	0.040500	0.00	
	28500.01	735.75	0.040500	0.00	
	28000.01	715.50	0.040500	0.00	
	27500.01	654.75	0.040500	0.00	
	27000.01	634.50	0.040500	0.00	
	26500.01	567.38	0.040050	0.00	
	26000.01	541.20	0.039600	0.00	
	25500.01	476.33	0.039150	0.00	
	25000.01	451.50	0.038700	0.00	
	24500.01	388.88	0.038250	0.00	
	24000.01	369.75	0.038250	0.00	
	23500.01	312.38	0.038250	0.00	
	23000.01	293.25	0.038250	0.00	
	22500.01	274.13	0.038250	0.00	
	22000.01	255.00	0.038250	0.00	
	21500.01	242.25	0.025500	0.00	
	21000.01	216.00	0.024000	0.00	
	20500.01	191.25	0.022500	0.00	
	20000.01	168.00	0.021000	0.00	
	19500.01	146.25	0.019500	0.00	
	19000.01	136.50	0.019500	0.00	
	18500.01	126.75	0.019500	0.00	
	18000.01	108.00	0.018000	0.00	
	17500.01	90.75	0.016500	0.00	
	17000.01	75.00	0.015000	0.00	
	16500.01	60.75	0.013500	0.00	
	16000.01	48.00	0.012000	0.00	
	15500.01	36.75	0.010500	0.00	
	15000.01	27.00	0.009000	0.00	
	12000.01	0.00	0.007500	0.00	
07/01/1998	10000.00	300.00	0.045000	0.00	No Personal Exemptions
	0.00	0.00	0.030000	0.00	
	78500.01	3292.50	0.045000	0.00	Head of Household
	78000.01	3237.30	0.044550	0.00	
	77500.01	3182.55	0.044100	0.00	
	77000.01	3128.25	0.043650	0.00	
	76500.01	3074.40	0.043200	0.00	
	76000.01	3021.00	0.042750	0.00	
	75500.01	2968.05	0.042300	0.00	
	75000.01	2915.55	0.041850	0.00	
	74500.01	2863.50	0.041400	0.00	
	74000.01	2811.90	0.040950	0.00	
	73500.01	2760.75	0.040500	0.00	
	73000.01	2740.50	0.040500	0.00	
	72500.01	2720.25	0.040500	0.00	
	72000.01	2700.00	0.040500	0.00	
	71500.00	2679.75	0.040500	0.00	
	71000.01	2659.50	0.040500	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	70500.01	2639.25	0.040500	0.00	
	70000.01	2619.00	0.040500	0.00	
	69500.01	2598.75	0.040500	0.00	
	69000.01	2578.50	0.040500	0.00	
	68500.01	2558.25	0.040500	0.00	
	68000.01	2538.00	0.040500	0.00	
	67500.01	2517.75	0.040500	0.00	
	67000.01	2497.50	0.040500	0.00	
	66500.01	2477.25	0.040500	0.00	
	66000.01	2457.00	0.040500	0.00	
	65500.01	2436.75	0.040500	0.00	
	65000.01	2416.50	0.040500	0.00	
	64500.01	2396.25	0.040500	0.00	
	64000.01	2376.00	0.040500	0.00	
	63500.01	2355.75	0.040500	0.00	
	63000.01	2335.50	0.040500	0.00	
	62500.01	2315.25	0.040500	0.00	
	62000.01	2295.00	0.040500	0.00	
	61500.01	2274.75	0.040500	0.00	
	61000.01	2254.50	0.040500	0.00	
	60500.01	2234.25	0.040500	0.00	
	60000.01	2214.00	0.040500	0.00	
	59500.01	2193.75	0.040500	0.00	
	59000.01	2173.50	0.040500	0.00	
	58500.01	2153.25	0.040500	0.00	
	58000.01	2133.00	0.040500	0.00	
	57500.01	2112.75	0.040500	0.00	
	57000.01	2092.50	0.040500	0.00	
	56500.01	2072.25	0.040500	0.00	
	56000.01	2052.00	0.040500	0.00	
	55500.01	1991.25	0.040500	0.00	
	55000.01	1971.00	0.040500	0.00	
	54500.01	1910.25	0.040500	0.00	
	54000.01	1890.00	0.040500	0.00	
	53500.01	1829.25	0.040500	0.00	
	53000.01	1809.00	0.040500	0.00	
	52500.01	1748.25	0.040500	0.00	
	52000.01	1728.00	0.040500	0.00	
	51500.01	1667.25	0.040500	0.00	
	51000.01	1647.00	0.040500	0.00	
	50500.01	1586.25	0.040500	0.00	
	50000.01	1566.00	0.040500	0.00	
	49500.01	1505.25	0.040500	0.00	
	49000.01	1485.00	0.040500	0.00	
	48500.01	1424.25	0.040500	0.00	
	48000.01	1404.00	0.040500	0.00	
	47500.01	1343.25	0.040500	0.00	
	47000.01	1323.00	0.040500	0.00	
	46500.01	1262.25	0.040500	0.00	
	46000.01	1242.00	0.040500	0.00	
	45500.01	1168.13	0.040050	0.00	
	45000.01	1135.20	0.039600	0.00	
	44500.01	1063.58	0.039150	0.00	
	44000.01	1032.00	0.038700	0.00	
	43500.01	962.63	0.038250	0.00	
	43000.01	943.50	0.038250	0.00	
	42500.01	886.13	0.038250	0.00	
	42000.01	867.00	0.038250	0.00	
	41500.01	809.63	0.038250	0.00	
	41000.01	790.50	0.038250	0.00	
	40500.01	733.13	0.038250	0.00	
	40000.01	714.00	0.038250	0.00	
	39500.01	656.63	0.038250	0.00	
	39000.01	637.50	0.038250	0.00	
	38500.01	580.13	0.038250	0.00	
	38000.01	561.00	0.038250	0.00	
	37500.01	503.63	0.038250	0.00	
	37000.01	484.50	0.038250	0.00	
	36500.01	465.38	0.038250	0.00	
	36000.01	446.25	0.038250	0.00	
	35500.01	427.13	0.038250	0.00	
	35000.01	384.00	0.036000	0.00	
	34500.01	348.75	0.022500	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	34000.01	315.00	0.021000	0.00	
	33500.01	282.75	0.019500	0.00	
	33000.01	273.00	0.019500	0.00	
	32500.01	263.25	0.019500	0.00	
	32000.01	253.50	0.019500	0.00	
	31500.01	243.75	0.019500	0.00	
	31000.01	234.00	0.019500	0.00	
	30500.01	224.25	0.019500	0.00	
	30000.01	214.50	0.019500	0.00	
	29500.01	204.75	0.019500	0.00	
	29000.01	195.00	0.019500	0.00	
	28500.01	185.25	0.019500	0.00	
	28000.01	175.50	0.019500	0.00	
	27500.01	165.75	0.019500	0.00	
	27000.01	144.00	0.018000	0.00	
	26500.01	123.75	0.016500	0.00	
	26000.01	105.00	0.015000	0.00	
	25500.01	87.75	0.013500	0.00	
	25000.01	72.00	0.012000	0.00	
	24500.01	57.75	0.010500	0.00	
	24000.01	45.00	0.009000	0.00	
	23500.01	33.75	0.007500	0.00	
	23000.01	30.00	0.007500	0.00	
	22500.01	26.25	0.007500	0.00	
	22000.01	22.50	0.007500	0.00	
	21500.01	18.75	0.007500	0.00	
	21000.01	15.00	0.007500	0.00	
	20500.01	11.25	0.007500	0.00	
	20000.01	7.50	0.007500	0.00	
	19500.01	3.75	0.007500	0.00	
	19000.01	0.00	0.007500	0.00	
	100500.01	4222.50	0.045000	0.00	Married
	100000.01	4158.00	0.044550	0.00	
	99500.01	4093.95	0.044100	0.00	
	99000.01	4030.35	0.043650	0.00	
	98500.01	3967.20	0.043200	0.00	
	98000.01	3904.50	0.042750	0.00	
	97500.01	3842.25	0.042300	0.00	
	97000.01	3780.45	0.041850	0.00	
	96500.01	3719.10	0.041400	0.00	
	96000.01	3658.20	0.040950	0.00	
	95500.01	3597.75	0.040500	0.00	
	95000.01	3577.50	0.040500	0.00	
	94500.01	3557.25	0.040500	0.00	
	94000.01	3537.00	0.040500	0.00	
	93500.01	3516.75	0.040500	0.00	
	93000.01	3496.50	0.040500	0.00	
	92500.01	3476.25	0.040500	0.00	
	92000.01	3456.00	0.040500	0.00	
	91500.01	3435.75	0.040500	0.00	
	91000.01	3415.50	0.040500	0.00	
	90500.01	3395.25	0.040500	0.00	
	90000.01	3375.00	0.040500	0.00	
	89500.01	3354.75	0.040500	0.00	
	89000.01	3334.50	0.040500	0.00	
	88500.01	3314.25	0.040500	0.00	
	88000.01	3294.00	0.040500	0.00	
	87500.01	3273.75	0.040500	0.00	
	87000.01	3253.50	0.040500	0.00	
	86500.01	3233.25	0.040500	0.00	
	86000.01	3213.00	0.040500	0.00	
	85500.01	3192.75	0.040500	0.00	
	85000.01	3172.50	0.040500	0.00	
	84500.01	3152.25	0.040500	0.00	
	84000.01	3132.00	0.040500	0.00	
	83500.01	3111.75	0.040500	0.00	
	83000.01	3091.50	0.040500	0.00	
	82500.01	3071.25	0.040500	0.00	
	82000.01	3051.00	0.040500	0.00	
	81500.01	3030.75	0.040500	0.00	
	81000.01	3010.50	0.040500	0.00	
	80500.01	2990.25	0.040500	0.00	
	80000.01	2970.00	0.040500	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	79500.01	2949.75	0.040500	0.00	
	79000.01	2929.50	0.040500	0.00	
	78500.01	2909.25	0.040500	0.00	
	78000.01	2889.00	0.040500	0.00	
	77500.01	2868.75	0.040500	0.00	
	77000.01	2848.50	0.040500	0.00	
	76500.01	2828.25	0.040500	0.00	
	76000.01	2808.00	0.040500	0.00	
	75500.01	2787.75	0.040500	0.00	
	75000.01	2767.50	0.040500	0.00	
	74500.01	2747.25	0.040500	0.00	
	74000.01	2727.00	0.040500	0.00	
	73500.01	2706.75	0.040500	0.00	
	73000.01	2686.50	0.040500	0.00	
	72500.01	2666.25	0.040500	0.00	
	72000.01	2646.00	0.040500	0.00	
	71500.01	2625.75	0.040500	0.00	
	71000.01	2605.50	0.040500	0.00	
	70500.01	2544.75	0.040500	0.00	
	70000.01	2524.50	0.040500	0.00	
	69500.01	2463.75	0.040500	0.00	
	69000.01	2443.50	0.040500	0.00	
	68500.01	2382.75	0.040500	0.00	
	68000.01	2362.50	0.040500	0.00	
	67500.01	2301.75	0.040500	0.00	
	67000.01	2281.50	0.040500	0.00	
	66500.01	2220.75	0.040500	0.00	
	66000.01	2200.50	0.040500	0.00	
	65500.01	2139.75	0.040500	0.00	
	65000.01	2119.50	0.040500	0.00	
	64500.01	2058.75	0.040500	0.00	
	64000.01	2038.50	0.040500	0.00	
	63500.01	1977.75	0.040500	0.00	
	63000.01	1957.50	0.040500	0.00	
	62500.01	1896.75	0.040500	0.00	
	62000.01	1876.50	0.040500	0.00	
	61500.01	1815.75	0.040500	0.00	
	61000.01	1795.50	0.040500	0.00	
	60500.01	1734.75	0.040500	0.00	
	60000.01	1714.50	0.040500	0.00	
	59500.01	1653.75	0.040500	0.00	
	59000.01	1633.50	0.040500	0.00	
	58500.01	1572.75	0.040500	0.00	
	58000.01	1552.50	0.040500	0.00	
	57500.01	1491.75	0.040500	0.00	
	57000.01	1471.50	0.040500	0.00	
	56500.01	1410.75	0.040500	0.00	
	56000.01	1390.50	0.040500	0.00	
	55500.01	1329.75	0.040500	0.00	
	55000.01	1309.50	0.040500	0.00	
	54500.01	1248.75	0.040500	0.00	
	54000.01	1228.50	0.040500	0.00	
	53500.01	1167.75	0.040500	0.00	
	53000.01	1147.50	0.040500	0.00	
	52500.01	1086.75	0.040500	0.00	
	52000.01	1066.50	0.040500	0.00	
	51500.01	994.58	0.040050	0.00	
	51000.01	963.60	0.039600	0.00	
	50500.01	893.93	0.039150	0.00	
	50000.01	864.30	0.038700	0.00	
	49500.01	796.88	0.038250	0.00	
	49000.01	777.75	0.038250	0.00	
	48500.01	720.38	0.038250	0.00	
	48000.01	701.25	0.038250	0.00	
	47500.01	643.88	0.038250	0.00	
	47000.01	624.75	0.038250	0.00	
	46500.01	605.63	0.038250	0.00	
	46000.01	586.50	0.038250	0.00	
	45500.01	567.38	0.038250	0.00	
	45000.01	548.25	0.038250	0.00	
	44500.01	529.13	0.038250	0.00	
	44000.01	510.00	0.038250	0.00	
	43500.01	497.25	0.025500	0.00	

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 33
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	43000.01	484.50	0.025500	0.00	
	42500.01	471.75	0.025500	0.00	
	42000.01	459.00	0.025500	0.00	
	41500.01	446.25	0.025500	0.00	
	41000.01	408.00	0.024000	0.00	
	40500.01	371.25	0.022500	0.00	
	40000.01	336.00	0.021000	0.00	
	39500.01	302.25	0.019500	0.00	
	39000.01	292.50	0.019500	0.00	
	38500.01	282.75	0.019500	0.00	
	38000.01	273.00	0.019500	0.00	
	37500.01	263.25	0.019500	0.00	
	37000.01	253.50	0.019500	0.00	
	36500.01	243.75	0.019500	0.00	
	36000.01	234.00	0.019500	0.00	
	35500.01	224.25	0.019500	0.00	
	35000.01	214.50	0.019500	0.00	
	34500.01	204.75	0.019500	0.00	
	34000.01	195.00	0.019500	0.00	
	33500.01	185.25	0.019500	0.00	
	33000.01	162.00	0.018000	0.00	
	32500.01	140.25	0.016500	0.00	
	32000.01	120.00	0.015000	0.00	
	31500.01	101.25	0.013500	0.00	
	31000.01	84.00	0.012000	0.00	
	30500.01	68.25	0.010500	0.00	
	30000.01	54.00	0.009000	0.00	
	29500.01	41.25	0.007500	0.00	
	29000.01	37.50	0.007500	0.00	
	28500.01	33.75	0.007500	0.00	
	28000.01	30.00	0.007500	0.00	
	27500.01	26.25	0.007500	0.00	
	27000.01	22.50	0.007500	0.00	
	26500.01	18.75	0.007500	0.00	
	26000.01	15.00	0.007500	0.00	
	25500.01	11.25	0.007500	0.00	
	25000.01	7.50	0.007500	0.00	
	24500.01	3.75	0.007500	0.00	
	24000.01	0.00	0.007500	0.00	
	52500.01	2212.50	0.045000	0.00	Single
	52000.01	2168.10	0.044550	0.00	
	51500.01	2124.15	0.044100	0.00	
	51000.01	2080.65	0.043650	0.00	
	50500.01	2037.60	0.043200	0.00	
	50000.01	1995.00	0.042750	0.00	
	49500.01	1952.85	0.042300	0.00	
	49000.01	1911.15	0.041850	0.00	
	48500.01	1869.90	0.041400	0.00	
	48000.01	1829.10	0.040950	0.00	
	47500.01	1788.75	0.040500	0.00	
	47000.01	1768.50	0.040500	0.00	
	46500.01	1748.25	0.040500	0.00	
	46000.01	1728.00	0.040500	0.00	
	45500.01	1707.75	0.040500	0.00	
	45000.01	1687.50	0.040500	0.00	
	44500.01	1667.25	0.040500	0.00	
	44000.01	1647.00	0.040500	0.00	
	43500.01	1626.75	0.040500	0.00	
	43000.01	1606.50	0.040500	0.00	
	42500.01	1586.25	0.040500	0.00	
	42000.01	1566.00	0.040500	0.00	
	41500.01	1545.75	0.040500	0.00	
	41000.01	1525.50	0.040500	0.00	
	40500.01	1505.25	0.040500	0.00	
	40000.01	1485.00	0.040500	0.00	
	39500.01	1464.75	0.040500	0.00	
	39000.01	1444.50	0.040500	0.00	
	38500.01	1424.25	0.040500	0.00	
	38000.01	1404.00	0.040500	0.00	
	37500.01	1383.75	0.040500	0.00	
	37000.01	1363.50	0.040500	0.00	
	36500.01	1343.25	0.040500	0.00	
	36000.01	1323.00	0.040500	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	35500.01	1302.75	0.040500	0.00	
	35000.01	1282.50	0.040500	0.00	
	34500.01	1221.75	0.040500	0.00	
	34000.01	1201.50	0.040500	0.00	
	33500.01	1140.75	0.040500	0.00	
	33000.01	1120.50	0.040500	0.00	
	32500.01	1059.75	0.040500	0.00	
	32000.01	1039.50	0.040500	0.00	
	31500.01	978.75	0.040500	0.00	
	31000.01	958.50	0.040500	0.00	
	30500.01	897.75	0.040500	0.00	
	30000.01	877.50	0.040500	0.00	
	29500.01	816.75	0.040500	0.00	
	29000.01	796.50	0.040500	0.00	
	28500.01	735.75	0.040500	0.00	
	28000.01	715.50	0.040500	0.00	
	27500.01	654.75	0.040500	0.00	
	27000.01	634.50	0.040500	0.00	
	26500.01	567.38	0.040050	0.00	
	26000.01	541.20	0.039600	0.00	
	25500.01	476.33	0.039150	0.00	
	25000.01	451.50	0.038700	0.00	
	24500.01	388.88	0.038250	0.00	
	24000.01	369.75	0.038250	0.00	
	23500.01	312.38	0.038250	0.00	
	23000.01	293.25	0.038250	0.00	
	22500.01	274.13	0.038250	0.00	
	22000.01	255.00	0.038250	0.00	
	21500.01	242.25	0.025500	0.00	
	21000.01	216.00	0.024000	0.00	
	20500.01	191.25	0.022500	0.00	
	20000.01	168.00	0.021000	0.00	
	19500.01	146.25	0.019500	0.00	
	19000.01	136.50	0.019500	0.00	
	18500.01	126.75	0.019500	0.00	
	18000.01	108.00	0.018000	0.00	
	17500.01	90.75	0.016500	0.00	
	17000.01	75.00	0.015000	0.00	
	16500.01	60.75	0.013500	0.00	
	16000.01	48.00	0.012000	0.00	
	15500.01	36.75	0.010500	0.00	
	15000.01	27.00	0.009000	0.00	
	12000.01	0.00	0.007500	0.00	
01/01/1998	4500.00	135.00	0.045000	0.00	No Personal Exemptions
	0.00	0.00	0.030000	0.00	
	78500.01	3427.50	0.045000	0.00	Head of Household
	78000.01	3370.95	0.044550	0.00	
	77500.01	3314.85	0.044100	0.00	
	77000.01	3259.20	0.043650	0.00	
	76500.01	3204.00	0.043200	0.00	
	76000.01	3149.25	0.042750	0.00	
	75500.01	3094.95	0.042300	0.00	
	75000.01	3041.10	0.041850	0.00	
	74500.01	2987.70	0.041400	0.00	
	74000.01	2934.75	0.040950	0.00	
	56000.01	2173.50	0.040500	0.00	
	55000.01	2092.50	0.040500	0.00	
	54000.01	2011.50	0.040500	0.00	
	53000.01	1930.50	0.040500	0.00	
	52000.01	1849.50	0.040500	0.00	
	51000.01	1768.50	0.040500	0.00	
	50000.01	1687.50	0.040500	0.00	
	49000.01	1606.50	0.040500	0.00	
	48000.01	1525.50	0.040500	0.00	
	47000.01	1444.50	0.040500	0.00	
	46000.01	1363.50	0.040500	0.00	
	45500.01	1288.28	0.040050	0.00	
	45000.01	1254.00	0.039600	0.00	
	44500.01	1181.03	0.039150	0.00	
	44000.01	1148.10	0.038700	0.00	
	43000.01	1058.25	0.038250	0.00	
	42000.01	981.75	0.038250	0.00	
	41000.01	905.25	0.038250	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	40000.01	828.75	0.038250	0.00	
	39000.01	752.25	0.038250	0.00	
	38000.01	675.75	0.038250	0.00	
	35500.01	541.88	0.038250	0.00	
	35000.01	492.00	0.036000	0.00	
	34500.01	444.38	0.033750	0.00	
	34000.01	399.00	0.031500	0.00	
	27500.01	180.38	0.029250	0.00	
	27000.01	153.00	0.027000	0.00	
	26500.01	127.88	0.024750	0.00	
	26000.01	105.00	0.022500	0.00	
	25500.01	87.75	0.013500	0.00	
	25000.01	72.00	0.012000	0.00	
	24500.01	57.75	0.010500	0.00	
	24000.01	45.00	0.009000	0.00	
	19000.01	0.00	0.007500	0.00	
	100500.01	4387.50	0.045000	0.00	Married
	100000.01	4321.35	0.044550	0.00	
	99500.01	4255.65	0.044100	0.00	
	99000.01	4190.40	0.043650	0.00	
	98500.01	4125.60	0.043200	0.00	
	98000.01	4061.25	0.042750	0.00	
	97500.01	3997.35	0.042300	0.00	
	97000.01	3933.90	0.041850	0.00	
	96500.01	3870.90	0.041400	0.00	
	96000.01	3808.35	0.040950	0.00	
	71000.01	2754.00	0.040500	0.00	
	70000.01	2673.00	0.040500	0.00	
	69000.01	2592.00	0.040500	0.00	
	68000.01	2511.00	0.040500	0.00	
	67000.01	2430.00	0.040500	0.00	
	66000.01	2349.00	0.040500	0.00	
	65000.01	2268.00	0.040500	0.00	
	64000.01	2187.00	0.040500	0.00	
	63000.01	2106.00	0.040500	0.00	
	62000.01	2025.00	0.040500	0.00	
	61000.01	1944.00	0.040500	0.00	
	60000.01	1863.00	0.040500	0.00	
	59000.01	1782.00	0.040500	0.00	
	58000.01	1701.00	0.040500	0.00	
	57000.01	1620.00	0.040500	0.00	
	56000.01	1539.00	0.040500	0.00	
	55000.01	1458.00	0.040500	0.00	
	54000.01	1377.00	0.040500	0.00	
	53000.01	1296.00	0.040500	0.00	
	52000.01	1215.00	0.040500	0.00	
	51500.01	1141.43	0.040050	0.00	
	51000.01	1108.80	0.039600	0.00	
	50500.01	1037.48	0.039150	0.00	
	50000.01	1006.20	0.038700	0.00	
	49000.01	918.00	0.038250	0.00	
	48000.01	841.50	0.038250	0.00	
	41500.01	554.63	0.038250	0.00	
	41000.01	504.00	0.036000	0.00	
	40500.01	455.63	0.033750	0.00	
	40000.01	409.50	0.031500	0.00	
	33500.01	190.13	0.029250	0.00	
	33000.01	162.00	0.027000	0.00	
	32500.01	140.25	0.016500	0.00	
	32000.01	120.00	0.015000	0.00	
	31500.01	101.25	0.013500	0.00	
	31000.01	84.00	0.012000	0.00	
	30500.01	68.25	0.010500	0.00	
	30000.01	54.00	0.009000	0.00	
	24000.01	0.00	0.007500	0.00	
	52500.01	2295.00	0.045000	0.00	Single
	52000.01	2249.78	0.044550	0.00	
	51500.01	2205.00	0.044100	0.00	
	51000.01	2160.68	0.043650	0.00	
	50500.01	2116.80	0.043200	0.00	
	50000.01	2073.38	0.042750	0.00	
	49500.01	2030.40	0.042300	0.00	
	49000.01	1987.88	0.041850	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	48500.01	1945.80	0.041400	0.00	
	48000.01	1904.18	0.040950	0.00	
	35000.01	1356.75	0.040500	0.00	
	34000.01	1275.75	0.040500	0.00	
	33000.01	1194.75	0.040500	0.00	
	32000.01	1113.75	0.040500	0.00	
	31000.01	1032.75	0.040500	0.00	
	30000.01	951.75	0.040500	0.00	
	29000.01	870.75	0.040500	0.00	
	28000.01	789.75	0.040500	0.00	
	27000.01	708.75	0.040500	0.00	
	26500.01	640.80	0.040050	0.00	
	26000.01	613.80	0.039600	0.00	
	25500.01	548.10	0.039150	0.00	
	25000.01	522.45	0.038700	0.00	
	24000.01	439.88	0.038250	0.00	
	21500.01	306.00	0.038250	0.00	
	21000.01	270.00	0.036000	0.00	
	20500.01	236.25	0.033750	0.00	
	20000.01	204.75	0.031500	0.00	
	18500.01	146.25	0.029250	0.00	
	18000.01	121.50	0.027000	0.00	
	17500.01	99.00	0.024750	0.00	
	17000.01	78.75	0.022500	0.00	
	16500.01	60.75	0.020250	0.00	
	16000.01	48.00	0.012000	0.00	
	15500.01	36.75	0.010500	0.00	
	15000.01	27.00	0.009000	0.00	
	12000.01	0.00	0.007500	0.00	
09/01/1997	4500.00	135.00	0.045000	0.00	No Personal Exemptions
	0.00	0.00	0.030000	0.00	
	78500.01	3427.50	0.045000	0.00	Head of Household
	78000.01	3370.95	0.044550	0.00	
	77500.01	3314.85	0.044100	0.00	
	77000.01	3259.20	0.043650	0.00	
	76500.01	3204.00	0.043200	0.00	
	76000.01	3149.25	0.042750	0.00	
	75500.01	3094.95	0.042300	0.00	
	75000.01	3041.10	0.041850	0.00	
	74500.01	2987.70	0.041400	0.00	
	74000.01	2934.75	0.040950	0.00	
	56000.01	2173.50	0.040500	0.00	
	55000.01	2092.50	0.040500	0.00	
	54000.01	2011.50	0.040500	0.00	
	53000.01	1930.50	0.040500	0.00	
	52000.01	1849.50	0.040500	0.00	
	51000.01	1768.50	0.040500	0.00	
	50000.01	1687.50	0.040500	0.00	
	49000.01	1606.50	0.040500	0.00	
	48000.01	1525.50	0.040500	0.00	
	47000.01	1444.50	0.040500	0.00	
	46000.01	1363.50	0.040500	0.00	
	45500.01	1288.28	0.040050	0.00	
	45000.01	1254.00	0.039600	0.00	
	44500.01	1181.03	0.039150	0.00	
	44000.01	1148.10	0.038700	0.00	
	43000.01	1058.25	0.038250	0.00	
	42000.01	981.75	0.038250	0.00	
	41000.01	905.25	0.038250	0.00	
	40000.01	828.75	0.038250	0.00	
	39000.01	752.25	0.038250	0.00	
	38000.01	675.75	0.038250	0.00	
	35500.01	541.88	0.038250	0.00	
	35000.01	492.00	0.036000	0.00	
	34500.01	444.38	0.033750	0.00	
	34000.01	399.00	0.031500	0.00	
	27500.01	180.38	0.029250	0.00	
	27000.01	153.00	0.027000	0.00	
	26500.01	127.88	0.024750	0.00	
	26000.01	105.00	0.022500	0.00	
	25500.01	87.75	0.013500	0.00	
	25000.01	72.00	0.012000	0.00	
	24500.01	57.75	0.010500	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	24000.01	45.00	0.009000	0.00	
	19000.01	0.00	0.007500	0.00	
	100500.01	4387.50	0.045000	0.00	Married
	100000.01	4321.35	0.044550	0.00	
	99500.01	4255.65	0.044100	0.00	
	99000.01	4190.40	0.043650	0.00	
	98500.01	4125.60	0.043200	0.00	
	98000.01	4061.25	0.042750	0.00	
	97500.01	3997.35	0.042300	0.00	
	97000.01	3933.90	0.041850	0.00	
	96500.01	3870.90	0.041400	0.00	
	96000.01	3808.35	0.040950	0.00	
	71000.01	2754.00	0.040500	0.00	
	70000.01	2673.00	0.040500	0.00	
	69000.01	2592.00	0.040500	0.00	
	68000.01	2511.00	0.040500	0.00	
	67000.01	2430.00	0.040500	0.00	
	66000.01	2349.00	0.040500	0.00	
	65000.01	2268.00	0.040500	0.00	
	64000.01	2187.00	0.040500	0.00	
	63000.01	2106.00	0.040500	0.00	
	62000.01	2025.00	0.040500	0.00	
	61000.01	1944.00	0.040500	0.00	
	60000.01	1863.00	0.040500	0.00	
	59000.01	1782.00	0.040500	0.00	
	58000.01	1701.00	0.040500	0.00	
	57000.01	1620.00	0.040500	0.00	
	56000.01	1539.00	0.040500	0.00	
	55000.01	1458.00	0.040500	0.00	
	54000.01	1377.00	0.040500	0.00	
	53000.01	1296.00	0.040500	0.00	
	52000.01	1215.00	0.040500	0.00	
	51500.01	1141.43	0.040050	0.00	
	51000.01	1108.80	0.039600	0.00	
	50500.01	1037.48	0.039150	0.00	
	50000.01	1006.20	0.038700	0.00	
	49000.01	918.00	0.038250	0.00	
	48000.01	841.50	0.038250	0.00	
	41500.01	554.63	0.038250	0.00	
	41000.01	504.00	0.036000	0.00	
	40500.01	455.63	0.033750	0.00	
	40000.01	409.50	0.031500	0.00	
	33500.01	190.13	0.029250	0.00	
	33000.01	162.00	0.027000	0.00	
	32500.01	140.25	0.016500	0.00	
	32000.01	120.00	0.015000	0.00	
	31500.01	101.25	0.013500	0.00	
	31000.01	84.00	0.012000	0.00	
	30500.01	68.25	0.010500	0.00	
	30000.01	54.00	0.009000	0.00	
	24000.01	0.00	0.007500	0.00	
	52500.01	2295.00	0.045000	0.00	Single
	52000.01	2249.78	0.044550	0.00	
	51500.01	2205.00	0.044100	0.00	
	51000.01	2160.68	0.043650	0.00	
	50500.01	2116.80	0.043200	0.00	
	50000.01	2073.38	0.042750	0.00	
	49500.01	2030.40	0.042300	0.00	
	49000.01	1987.88	0.041850	0.00	
	48500.01	1945.80	0.041400	0.00	
	48000.01	1904.18	0.040950	0.00	
	35000.01	1356.75	0.040500	0.00	
	34000.01	1275.75	0.040500	0.00	
	33000.01	1194.75	0.040500	0.00	
	32000.01	1113.75	0.040500	0.00	
	31000.01	1032.75	0.040500	0.00	
	30000.01	951.75	0.040500	0.00	
	29000.01	870.75	0.040500	0.00	
	28000.01	789.75	0.040500	0.00	
	27000.01	708.75	0.040500	0.00	
	26500.01	640.80	0.040050	0.00	
	26000.01	613.80	0.039600	0.00	
	25500.01	548.10	0.039150	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	25000.01	522.45	0.038700	0.00	
	24000.01	439.88	0.038250	0.00	
	21500.01	306.00	0.038250	0.00	
	21000.01	270.00	0.036000	0.00	
	20500.01	236.25	0.033750	0.00	
	20000.01	204.75	0.031500	0.00	
	18500.01	146.25	0.029250	0.00	
	18000.01	121.50	0.027000	0.00	
	17500.01	99.00	0.024750	0.00	
	17000.01	78.75	0.022500	0.00	
	16500.01	60.75	0.020250	0.00	
	16000.01	48.00	0.012000	0.00	
	15500.01	36.75	0.010500	0.00	
	15000.01	27.00	0.009000	0.00	
	12000.01	0.00	0.007500	0.00	
01/01/1997	4500.00	135.00	0.045000	0.00	No Personal Exemptions
	0.00	0.00	0.030000	0.00	
	78500.01	3427.50	0.045000	0.00	Head of Household
	78000.01	3370.95	0.044550	0.00	
	77500.01	3314.85	0.044100	0.00	
	77000.01	3259.20	0.043650	0.00	
	76500.01	3204.00	0.043200	0.00	
	76000.01	3149.25	0.042750	0.00	
	75500.01	3094.95	0.042300	0.00	
	75000.01	3041.10	0.041850	0.00	
	74500.01	2987.70	0.041400	0.00	
	74000.01	2934.75	0.040950	0.00	
	56000.01	2173.50	0.040500	0.00	
	55000.01	2092.50	0.040500	0.00	
	54000.01	2011.50	0.040500	0.00	
	53000.01	1930.50	0.040500	0.00	
	52000.01	1849.50	0.040500	0.00	
	51000.01	1768.50	0.040500	0.00	
	50000.01	1687.50	0.040500	0.00	
	49000.01	1606.50	0.040500	0.00	
	48000.01	1525.50	0.040500	0.00	
	47000.01	1444.50	0.040500	0.00	
	46000.01	1363.50	0.040500	0.00	
	45500.01	1288.28	0.040050	0.00	
	45000.01	1254.00	0.039600	0.00	
	44500.01	1181.03	0.039150	0.00	
	44000.01	1148.10	0.038700	0.00	
	43000.01	1058.25	0.038250	0.00	
	42000.01	981.75	0.038250	0.00	
	41000.01	905.25	0.038250	0.00	
	40000.01	828.75	0.038250	0.00	
	39000.01	752.25	0.038250	0.00	
	38000.01	675.75	0.038250	0.00	
	35500.01	541.88	0.038250	0.00	
	35000.01	492.00	0.036000	0.00	
	34500.01	444.38	0.033750	0.00	
	34000.01	399.00	0.031500	0.00	
	27500.01	180.38	0.029250	0.00	
	27000.01	153.00	0.027000	0.00	
	26500.01	127.88	0.024750	0.00	
	26000.01	105.00	0.022500	0.00	
	25500.01	87.75	0.013500	0.00	
	25000.01	72.00	0.012000	0.00	
	24500.01	57.75	0.010500	0.00	
	24000.01	45.00	0.009000	0.00	
	19000.01	0.00	0.007500	0.00	
	100500.01	4387.50	0.045000	0.00	Married
	100000.01	4321.35	0.044550	0.00	
	99500.01	4255.65	0.044100	0.00	
	99000.01	4190.40	0.043650	0.00	
	98500.01	4125.60	0.043200	0.00	
	98000.01	4061.25	0.042750	0.00	
	97500.01	3997.35	0.042300	0.00	
	97000.01	3933.90	0.041850	0.00	
	96500.01	3870.90	0.041400	0.00	
	96000.01	3808.35	0.040950	0.00	
	71000.01	2754.00	0.040500	0.00	
	70000.01	2673.00	0.040500	0.00	

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 39
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	69000.01	2592.00	0.040500	0.00	
	68000.01	2511.00	0.040500	0.00	
	67000.01	2430.00	0.040500	0.00	
	66000.01	2349.00	0.040500	0.00	
	65000.01	2268.00	0.040500	0.00	
	64000.01	2187.00	0.040500	0.00	
	63000.01	2106.00	0.040500	0.00	
	62000.01	2025.00	0.040500	0.00	
	61000.01	1944.00	0.040500	0.00	
	60000.01	1863.00	0.040500	0.00	
	59000.01	1782.00	0.040500	0.00	
	58000.01	1701.00	0.040500	0.00	
	57000.01	1620.00	0.040500	0.00	
	56000.01	1539.00	0.040500	0.00	
	55000.01	1458.00	0.040500	0.00	
	54000.01	1377.00	0.040500	0.00	
	53000.01	1296.00	0.040500	0.00	
	52000.01	1215.00	0.040500	0.00	
	51500.01	1141.43	0.040050	0.00	
	51000.01	1108.80	0.039600	0.00	
	50500.01	1037.48	0.039150	0.00	
	50000.01	1006.20	0.038700	0.00	
	49000.01	918.00	0.038250	0.00	
	48000.01	841.50	0.038250	0.00	
	41500.01	554.63	0.038250	0.00	
	41000.01	504.00	0.036000	0.00	
	40500.01	455.63	0.033750	0.00	
	40000.01	409.50	0.031500	0.00	
	33500.01	190.13	0.029250	0.00	
	33000.01	162.00	0.027000	0.00	
	32500.01	140.25	0.016500	0.00	
	32000.01	120.00	0.015000	0.00	
	31500.01	101.25	0.013500	0.00	
	31000.01	84.00	0.012000	0.00	
	30500.01	68.25	0.010500	0.00	
	30000.01	54.00	0.009000	0.00	
	24000.01	0.00	0.007500	0.00	
	52500.01	2295.00	0.045000	0.00	Single
	52000.01	2249.78	0.044550	0.00	
	51500.01	2205.00	0.044100	0.00	
	51000.01	2160.68	0.043650	0.00	
	50500.01	2116.80	0.043200	0.00	
	50000.01	2073.38	0.042750	0.00	
	49500.01	2030.40	0.042300	0.00	
	49000.01	1987.88	0.041850	0.00	
	48500.01	1945.80	0.041400	0.00	
	48000.01	1904.18	0.040950	0.00	
	35000.01	1356.75	0.040500	0.00	
	34000.01	1275.75	0.040500	0.00	
	33000.01	1194.75	0.040500	0.00	
	32000.01	1113.75	0.040500	0.00	
	31000.01	1032.75	0.040500	0.00	
	30000.01	951.75	0.040500	0.00	
	29000.01	870.75	0.040500	0.00	
	28000.01	789.75	0.040500	0.00	
	27000.01	708.75	0.040500	0.00	
	26500.01	640.80	0.040050	0.00	
	26000.01	613.80	0.039600	0.00	
	25500.01	548.10	0.039150	0.00	
	25000.01	522.45	0.038700	0.00	
	24000.01	439.88	0.038250	0.00	
	21500.01	306.00	0.038250	0.00	
	21000.01	270.00	0.036000	0.00	
	20500.01	236.25	0.033750	0.00	
	20000.01	204.75	0.031500	0.00	
	18500.01	146.25	0.029250	0.00	
	18000.01	121.50	0.027000	0.00	
	17500.01	99.00	0.024750	0.00	
	17000.01	78.75	0.022500	0.00	
	16500.01	60.75	0.020250	0.00	
	16000.01	48.00	0.012000	0.00	
	15500.01	36.75	0.010500	0.00	
	15000.01	27.00	0.009000	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	12000.01	0.00	0.007500	0.00	
07/01/1996	4500.00	135.00	0.045000	0.00	No Personal Exemptions
	0.00	0.00	0.030000	0.00	
	78500.01	3427.50	0.045000	0.00	Head of Household
	78000.01	3370.95	0.044550	0.00	
	77500.01	3314.85	0.044100	0.00	
	77000.01	3259.20	0.043650	0.00	
	76500.01	3204.00	0.043200	0.00	
	76000.01	3149.25	0.042750	0.00	
	75500.01	3094.95	0.042300	0.00	
	75000.01	3041.10	0.041850	0.00	
	74500.01	2987.70	0.041400	0.00	
	74000.01	2934.75	0.040950	0.00	
	56000.01	2173.50	0.040500	0.00	
	55000.01	2092.50	0.040500	0.00	
	54000.01	2011.50	0.040500	0.00	
	53000.01	1930.50	0.040500	0.00	
	52000.01	1849.50	0.040500	0.00	
	51000.01	1768.50	0.040500	0.00	
	50000.01	1687.50	0.040500	0.00	
	49000.01	1606.50	0.040500	0.00	
	48000.01	1525.50	0.040500	0.00	
	47000.01	1444.50	0.040500	0.00	
	46000.01	1363.50	0.040500	0.00	
	45500.01	1288.28	0.040050	0.00	
	45000.01	1254.00	0.039600	0.00	
	44500.01	1181.03	0.039150	0.00	
	44000.01	1148.10	0.038700	0.00	
	43000.01	1058.25	0.038250	0.00	
	42000.01	981.75	0.038250	0.00	
	41000.01	905.25	0.038250	0.00	
	40000.01	828.75	0.038250	0.00	
	39000.01	752.25	0.038250	0.00	
	38000.01	675.75	0.038250	0.00	
	35500.01	541.88	0.038250	0.00	
	35000.01	492.00	0.036000	0.00	
	34500.01	444.38	0.033750	0.00	
	34000.01	399.00	0.031500	0.00	
	27500.01	180.38	0.029250	0.00	
	27000.01	153.00	0.027000	0.00	
	26500.01	127.88	0.024750	0.00	
	26000.01	105.00	0.022500	0.00	
	25500.01	87.75	0.013500	0.00	
	25000.01	72.00	0.012000	0.00	
	24500.01	57.75	0.010500	0.00	
	24000.01	45.00	0.009000	0.00	
	19000.01	0.00	0.007500	0.00	
	100500.01	4387.50	0.045000	0.00	Married
	100000.01	4321.35	0.044550	0.00	
	99500.01	4255.65	0.044100	0.00	
	99000.01	4190.40	0.043650	0.00	
	98500.01	4125.60	0.043200	0.00	
	98000.01	4061.25	0.042750	0.00	
	97500.01	3997.35	0.042300	0.00	
	97000.01	3933.90	0.041850	0.00	
	96500.01	3870.90	0.041400	0.00	
	96000.01	3808.35	0.040950	0.00	
	71000.01	2754.00	0.040500	0.00	
	70000.01	2673.00	0.040500	0.00	
	69000.01	2592.00	0.040500	0.00	
	68000.01	2511.00	0.040500	0.00	
	67000.01	2430.00	0.040500	0.00	
	66000.01	2349.00	0.040500	0.00	
	65000.01	2268.00	0.040500	0.00	
	64000.01	2187.00	0.040500	0.00	
	63000.01	2106.00	0.040500	0.00	
	62000.01	2025.00	0.040500	0.00	
	61000.01	1944.00	0.040500	0.00	
	60000.01	1863.00	0.040500	0.00	
	59000.01	1782.00	0.040500	0.00	
	58000.01	1701.00	0.040500	0.00	
	57000.01	1620.00	0.040500	0.00	
	56000.01	1539.00	0.040500	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	55000.01	1458.00	0.040500	0.00	
	54000.01	1377.00	0.040500	0.00	
	53000.01	1296.00	0.040500	0.00	
	52000.01	1215.00	0.040500	0.00	
	51500.01	1141.43	0.040050	0.00	
	51000.01	1108.80	0.039600	0.00	
	50500.01	1037.48	0.039150	0.00	
	50000.01	1006.20	0.038700	0.00	
	49000.01	918.00	0.038250	0.00	
	48000.01	841.50	0.038250	0.00	
	41500.01	554.63	0.038250	0.00	
	41000.01	504.00	0.036000	0.00	
	40500.01	455.63	0.033750	0.00	
	40000.01	409.50	0.031500	0.00	
	33500.01	190.13	0.029250	0.00	
	33000.01	162.00	0.027000	0.00	
	32500.01	140.25	0.016500	0.00	
	32000.01	120.00	0.015000	0.00	
	31500.01	101.25	0.013500	0.00	
	31000.01	84.00	0.012000	0.00	
	30500.01	68.25	0.010500	0.00	
	30000.01	54.00	0.009000	0.00	
	24000.01	0.00	0.007500	0.00	
	52500.01	2295.00	0.045000	0.00	Single
	52000.01	2249.78	0.044550	0.00	
	51500.01	2205.00	0.044100	0.00	
	51000.01	2160.68	0.043650	0.00	
	50500.01	2116.80	0.043200	0.00	
	50000.01	2073.38	0.042750	0.00	
	49500.01	2030.40	0.042300	0.00	
	49000.01	1987.88	0.041850	0.00	
	48500.01	1945.80	0.041400	0.00	
	48000.01	1904.18	0.040950	0.00	
	35000.01	1356.75	0.040500	0.00	
	34000.01	1275.75	0.040500	0.00	
	33000.01	1194.75	0.040500	0.00	
	32000.01	1113.75	0.040500	0.00	
	31000.01	1032.75	0.040500	0.00	
	30000.01	951.75	0.040500	0.00	
	29000.01	870.75	0.040500	0.00	
	28000.01	789.75	0.040500	0.00	
	27000.01	708.75	0.040500	0.00	
	26500.01	640.80	0.040050	0.00	
	26000.01	613.80	0.039600	0.00	
	25500.01	548.10	0.039150	0.00	
	25000.01	522.45	0.038700	0.00	
	24000.01	439.88	0.038250	0.00	
	21500.01	306.00	0.038250	0.00	
	21000.01	270.00	0.036000	0.00	
	20500.01	236.25	0.033750	0.00	
	20000.01	204.75	0.031500	0.00	
	18500.01	146.25	0.029250	0.00	
	18000.01	121.50	0.027000	0.00	
	17500.01	99.00	0.024750	0.00	
	17000.01	78.75	0.022500	0.00	
	16500.01	60.75	0.020250	0.00	
	16000.01	48.00	0.012000	0.00	
	15500.01	36.75	0.010500	0.00	
	15000.01	27.00	0.009000	0.00	
	12000.01	0.00	0.007500	0.00	
01/01/1996	0.00	0.00	0.045000	0.00	No Personal Exemptions
	78500.01	3532.50	0.045000	0.00	Head of Household
	78000.01	3474.90	0.044550	0.00	
	77500.01	3417.75	0.044100	0.00	
	77000.01	3361.05	0.043650	0.00	
	76500.01	3304.80	0.043200	0.00	
	76000.01	3249.00	0.042750	0.00	
	75500.01	3193.65	0.042300	0.00	
	75000.01	3138.75	0.041850	0.00	
	74500.01	3084.30	0.041400	0.00	
	74000.01	3030.30	0.040950	0.00	
	56000.01	2268.00	0.040500	0.00	
	55000.01	2187.00	0.040500	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	54000.01	2106.00	0.040500	0.00	
	53000.01	2025.00	0.040500	0.00	
	52000.01	1944.00	0.040500	0.00	
	51000.01	1863.00	0.040500	0.00	
	50000.01	1782.00	0.040500	0.00	
	49000.01	1701.00	0.040500	0.00	
	48000.01	1620.00	0.040500	0.00	
	47000.01	1539.00	0.040500	0.00	
	46000.01	1458.00	0.040500	0.00	
	45500.01	1381.73	0.040050	0.00	
	45000.01	1346.40	0.039600	0.00	
	44500.01	1272.38	0.039150	0.00	
	44000.01	1238.40	0.038700	0.00	
	43000.01	1147.50	0.038250	0.00	
	42000.01	1071.00	0.038250	0.00	
	41000.01	994.50	0.038250	0.00	
	40000.01	918.00	0.038250	0.00	
	39000.01	841.50	0.038250	0.00	
	38000.01	765.00	0.038250	0.00	
	35500.01	631.13	0.038250	0.00	
	35000.01	576.00	0.036000	0.00	
	34500.01	523.13	0.033750	0.00	
	34000.01	472.50	0.031500	0.00	
	27500.01	248.63	0.029250	0.00	
	27000.01	216.00	0.027000	0.00	
	26500.01	185.63	0.024750	0.00	
	26000.01	157.50	0.022500	0.00	
	25500.01	131.63	0.020250	0.00	
	25000.01	108.00	0.018000	0.00	
	24500.01	86.63	0.015750	0.00	
	24000.01	67.50	0.013500	0.00	
	19000.01	0.00	0.011250	0.00	
	100500.01	4522.50	0.045000	0.00	Married
	100000.01	4455.00	0.044550	0.00	
	99500.01	4387.95	0.044100	0.00	
	99000.01	4321.35	0.043650	0.00	
	98500.01	4255.20	0.043200	0.00	
	98000.01	4189.50	0.042750	0.00	
	97500.01	4124.25	0.042300	0.00	
	97000.01	4059.45	0.041850	0.00	
	96500.01	3995.10	0.041400	0.00	
	96000.01	3931.20	0.040950	0.00	
	71000.01	2875.50	0.040500	0.00	
	70000.01	2794.50	0.040500	0.00	
	69000.01	2713.50	0.040500	0.00	
	68000.01	2632.50	0.040500	0.00	
	67000.01	2551.50	0.040500	0.00	
	66000.01	2470.50	0.040500	0.00	
	65000.01	2389.50	0.040500	0.00	
	64000.01	2308.50	0.040500	0.00	
	63000.01	2227.50	0.040500	0.00	
	62000.01	2146.50	0.040500	0.00	
	61000.01	2065.50	0.040500	0.00	
	60000.01	1984.50	0.040500	0.00	
	59000.01	1903.50	0.040500	0.00	
	58000.01	1822.50	0.040500	0.00	
	57000.01	1741.50	0.040500	0.00	
	56000.01	1660.50	0.040500	0.00	
	55000.01	1579.50	0.040500	0.00	
	54000.01	1498.50	0.040500	0.00	
	53000.01	1417.50	0.040500	0.00	
	52000.01	1336.50	0.040500	0.00	
	51500.01	1261.58	0.040050	0.00	
	51000.01	1227.60	0.039600	0.00	
	50500.01	1154.93	0.039150	0.00	
	50000.01	1122.30	0.038700	0.00	
	49000.01	1032.75	0.038250	0.00	
	48000.01	956.25	0.038250	0.00	
	41500.01	669.38	0.038250	0.00	
	41000.01	612.00	0.036000	0.00	
	40500.01	556.88	0.033750	0.00	
	40000.01	504.00	0.031500	0.00	
	33500.01	277.88	0.029250	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	33000.01	243.00	0.027000	0.00	
	32500.01	210.38	0.024750	0.00	
	32000.01	180.00	0.022500	0.00	
	31500.01	151.88	0.020250	0.00	
	31000.01	126.00	0.018000	0.00	
	30500.01	102.38	0.015750	0.00	
	30000.01	81.00	0.013500	0.00	
	24000.01	0.00	0.011250	0.00	
	52500.01	2362.50	0.045000	0.00	Single
	52000.01	2316.60	0.044550	0.00	
	51500.01	2271.15	0.044100	0.00	
	51000.01	2226.15	0.043650	0.00	
	50500.01	2181.60	0.043200	0.00	
	50000.01	2137.50	0.042750	0.00	
	49500.01	2093.85	0.042300	0.00	
	49000.01	2050.65	0.041850	0.00	
	48500.01	2007.90	0.041400	0.00	
	48000.01	1965.60	0.040950	0.00	
	35000.01	1417.50	0.040500	0.00	
	34000.01	1336.50	0.040500	0.00	
	33000.01	1255.50	0.040500	0.00	
	32000.01	1174.50	0.040500	0.00	
	31000.01	1093.50	0.040500	0.00	
	30000.01	1012.50	0.040500	0.00	
	29000.01	931.50	0.040500	0.00	
	28000.01	850.50	0.040500	0.00	
	27000.01	769.50	0.040500	0.00	
	26500.01	700.88	0.040050	0.00	
	26000.01	673.20	0.039600	0.00	
	25500.01	606.83	0.039150	0.00	
	25000.01	580.50	0.038700	0.00	
	24000.01	497.25	0.038250	0.00	
	21500.01	363.38	0.038250	0.00	
	21000.01	324.00	0.036000	0.00	
	20500.01	286.88	0.033750	0.00	
	20000.01	252.00	0.031500	0.00	
	18500.01	190.13	0.029250	0.00	
	18000.01	162.00	0.027000	0.00	
	17500.01	136.13	0.024750	0.00	
	17000.01	112.50	0.022500	0.00	
	16500.01	91.13	0.020250	0.00	
	16000.01	72.00	0.018000	0.00	
	15500.01	55.13	0.015750	0.00	
	15000.01	40.50	0.013500	0.00	
	12000.01	0.00	0.011250	0.00	
01/01/1995	0.00	0.00	0.045000	0.00	No Personal Exemptions
	78500.01	3532.50	0.045000	0.00	Head of Household
	78000.01	3474.90	0.044550	0.00	
	77500.01	3417.75	0.044100	0.00	
	77000.01	3361.05	0.043650	0.00	
	76500.01	3304.80	0.043200	0.00	
	76000.01	3249.00	0.042750	0.00	
	75500.01	3193.65	0.042300	0.00	
	75000.01	3138.75	0.041850	0.00	
	74500.01	3084.30	0.041400	0.00	
	74000.01	3030.30	0.040950	0.00	
	56000.01	2268.00	0.040500	0.00	
	55000.01	2187.00	0.040500	0.00	
	54000.01	2106.00	0.040500	0.00	
	53000.01	2025.00	0.040500	0.00	
	52000.01	1944.00	0.040500	0.00	
	51000.01	1863.00	0.040500	0.00	
	50000.01	1782.00	0.040500	0.00	
	49000.01	1701.00	0.040500	0.00	
	48000.01	1620.00	0.040500	0.00	
	47000.01	1539.00	0.040500	0.00	
	46000.01	1458.00	0.040500	0.00	
	45500.01	1381.73	0.040050	0.00	
	45000.01	1346.40	0.039600	0.00	
	44500.01	1272.38	0.039150	0.00	
	44000.01	1238.40	0.038700	0.00	
	43000.01	1147.50	0.038250	0.00	
	42000.01	1071.00	0.038250	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	41000.01	994.50	0.038250	0.00	
	40000.01	918.00	0.038250	0.00	
	39000.01	841.50	0.038250	0.00	
	38000.01	765.00	0.038250	0.00	
	35500.01	631.13	0.038250	0.00	
	35000.01	576.00	0.036000	0.00	
	34500.01	523.13	0.033750	0.00	
	34000.01	472.50	0.031500	0.00	
	27500.01	248.63	0.029250	0.00	
	27000.01	216.00	0.027000	0.00	
	26500.01	185.63	0.024750	0.00	
	26000.01	157.50	0.022500	0.00	
	25500.01	131.63	0.020250	0.00	
	25000.01	108.00	0.018000	0.00	
	24500.01	86.63	0.015750	0.00	
	24000.01	67.50	0.013500	0.00	
	19000.01	0.00	0.011250	0.00	
	100500.01	4522.50	0.045000	0.00	Married
	100000.01	4455.00	0.044550	0.00	
	99500.01	4387.95	0.044100	0.00	
	99000.01	4321.35	0.043650	0.00	
	98500.01	4255.20	0.043200	0.00	
	98000.01	4189.50	0.042750	0.00	
	97500.01	4124.25	0.042300	0.00	
	97000.01	4059.45	0.041850	0.00	
	96500.01	3995.10	0.041400	0.00	
	96000.01	3931.20	0.040950	0.00	
	71000.01	2875.50	0.040500	0.00	
	70000.01	2794.50	0.040500	0.00	
	69000.01	2713.50	0.040500	0.00	
	68000.01	2632.50	0.040500	0.00	
	67000.01	2551.50	0.040500	0.00	
	66000.01	2470.50	0.040500	0.00	
	65000.01	2389.50	0.040500	0.00	
	64000.01	2308.50	0.040500	0.00	
	63000.01	2227.50	0.040500	0.00	
	62000.01	2146.50	0.040500	0.00	
	61000.01	2065.50	0.040500	0.00	
	60000.01	1984.50	0.040500	0.00	
	59000.01	1903.50	0.040500	0.00	
	58000.01	1822.50	0.040500	0.00	
	57000.01	1741.50	0.040500	0.00	
	56000.01	1660.50	0.040500	0.00	
	55000.01	1579.50	0.040500	0.00	
	54000.01	1498.50	0.040500	0.00	
	53000.01	1417.50	0.040500	0.00	
	52000.01	1336.50	0.040500	0.00	
	51500.01	1261.58	0.040050	0.00	
	51000.01	1227.60	0.039600	0.00	
	50500.01	1154.93	0.039150	0.00	
	50000.01	1122.30	0.038700	0.00	
	49000.01	1032.75	0.038250	0.00	
	48000.01	956.25	0.038250	0.00	
	41500.01	669.38	0.038250	0.00	
	41000.01	612.00	0.036000	0.00	
	40500.01	556.88	0.033750	0.00	
	40000.01	504.00	0.031500	0.00	
	33500.01	277.88	0.029250	0.00	
	33000.01	243.00	0.027000	0.00	
	32500.01	210.38	0.024750	0.00	
	32000.01	180.00	0.022500	0.00	
	31500.01	151.88	0.020250	0.00	
	31000.01	126.00	0.018000	0.00	
	30500.01	102.38	0.015750	0.00	
	30000.01	81.00	0.013500	0.00	
	24000.01	0.00	0.011250	0.00	
	52500.01	2362.50	0.045000	0.00	Single
	52000.01	2316.60	0.044550	0.00	
	51500.01	2271.15	0.044100	0.00	
	51000.01	2226.15	0.043650	0.00	
	50500.01	2181.60	0.043200	0.00	
	50000.01	2137.50	0.042750	0.00	
	49500.01	2093.85	0.042300	0.00	

PeopleSoft
STATE TAX RATE TABLE

Page No. 45
Run Date 08/31/2000
Run Time 10:30:40

Report ID: TAX707

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	49000.01	2050.65	0.041850	0.00	
	48500.01	2007.90	0.041400	0.00	
	48000.01	1965.60	0.040950	0.00	
	35000.01	1417.50	0.040500	0.00	
	34000.01	1336.50	0.040500	0.00	
	33000.01	1255.50	0.040500	0.00	
	32000.01	1174.50	0.040500	0.00	
	31000.01	1093.50	0.040500	0.00	
	30000.01	1012.50	0.040500	0.00	
	29000.01	931.50	0.040500	0.00	
	28000.01	850.50	0.040500	0.00	
	27000.01	769.50	0.040500	0.00	
	26500.01	700.88	0.040050	0.00	
	26000.01	673.20	0.039600	0.00	
	25500.01	606.83	0.039150	0.00	
	25000.01	580.50	0.038700	0.00	
	24000.01	497.25	0.038250	0.00	
	21500.01	363.38	0.038250	0.00	
	21000.01	324.00	0.036000	0.00	
	20500.01	286.88	0.033750	0.00	
	20000.01	252.00	0.031500	0.00	
	18500.01	190.13	0.029250	0.00	
	18000.01	162.00	0.027000	0.00	
	17500.01	136.13	0.024750	0.00	
	17000.01	112.50	0.022500	0.00	
	16500.01	91.13	0.020250	0.00	
	16000.01	72.00	0.018000	0.00	
	15500.01	55.13	0.015750	0.00	
	15000.01	40.50	0.013500	0.00	
	12000.01	0.00	0.011250	0.00	
01/01/1994	0.00	0.00	0.045000	0.00	No Personal Exemptions
	74000.49	3330.00	0.045000	0.00	Head of Household
	56000.49	2268.00	0.040500	0.00	
	55000.49	2187.00	0.040500	0.00	
	54000.49	2106.00	0.040500	0.00	
	53000.49	2025.00	0.040500	0.00	
	52000.49	1944.00	0.040500	0.00	
	51000.49	1863.00	0.040500	0.00	
	50000.49	1782.00	0.040500	0.00	
	49000.49	1701.00	0.040500	0.00	
	48000.49	1620.00	0.040500	0.00	
	47000.49	1539.00	0.040500	0.00	
	46000.49	1458.00	0.040500	0.00	
	45000.49	1377.00	0.040500	0.00	
	44000.49	1296.00	0.040500	0.00	
	43000.49	1147.50	0.038250	0.00	
	42000.49	1071.00	0.038250	0.00	
	41000.49	994.50	0.038250	0.00	
	40000.49	918.00	0.038250	0.00	
	39000.49	841.50	0.038250	0.00	
	38000.49	765.00	0.038250	0.00	
	34000.49	573.75	0.038250	0.00	
	24000.49	146.25	0.029250	0.00	
	19000.49	0.00	0.011250	0.00	
	96000.49	4320.00	0.045000	0.00	Married
	71000.49	2875.50	0.040500	0.00	
	70000.49	2794.50	0.040500	0.00	
	69000.49	2713.50	0.040500	0.00	
	68000.49	2632.50	0.040500	0.00	
	67000.49	2551.50	0.040500	0.00	
	66000.49	2470.50	0.040500	0.00	
	65000.49	2389.50	0.040500	0.00	
	64000.49	2308.50	0.040500	0.00	
	63000.49	2227.50	0.040500	0.00	
	62000.49	2146.50	0.040500	0.00	
	61000.49	2065.50	0.040500	0.00	
	60000.49	1984.50	0.040500	0.00	
	59000.49	1903.50	0.040500	0.00	
	58000.49	1822.50	0.040500	0.00	
	57000.49	1741.50	0.040500	0.00	
	56000.49	1660.50	0.040500	0.00	
	55000.49	1579.50	0.040500	0.00	
	54000.49	1498.50	0.040500	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	53000.49	1417.50	0.040500	0.00	
	52000.49	1336.50	0.040500	0.00	
	51000.49	1255.50	0.040500	0.00	
	50000.49	1174.50	0.040500	0.00	
	49000.49	1032.75	0.038250	0.00	
	48000.49	956.25	0.038250	0.00	
	40000.49	612.00	0.038250	0.00	
	30000.00	175.50	0.029250	0.00	
	24000.49	0.00	0.011250	0.00	
	48000.49	2160.00	0.045000	0.00	Single
	35000.49	1417.50	0.040500	0.00	
	34000.49	1336.50	0.040500	0.00	
	33000.49	1255.50	0.040500	0.00	
	32000.49	1174.50	0.040500	0.00	
	31000.49	1093.50	0.040500	0.00	
	30000.49	1012.50	0.040500	0.00	
	29000.49	931.50	0.040500	0.00	
	28000.49	850.50	0.040500	0.00	
	27000.49	769.50	0.040500	0.00	
	26000.49	688.50	0.040500	0.00	
	25000.49	607.50	0.040500	0.00	
	24000.49	497.25	0.038250	0.00	
	20000.49	306.00	0.038250	0.00	
	15000.49	87.75	0.029250	0.00	
	12000.49	0.00	0.011250	0.00	
01/01/1992	0.00	0.00	0.045000	0.00	No Personal Exemptions
	74000.49	3330.00	0.045000	0.00	Head of Household
	56000.49	2268.00	0.040500	0.00	
	55000.49	2187.00	0.040500	0.00	
	54000.49	2106.00	0.040500	0.00	
	53000.49	2025.00	0.040500	0.00	
	52000.49	1944.00	0.040500	0.00	
	51000.49	1863.00	0.040500	0.00	
	50000.49	1782.00	0.040500	0.00	
	49000.49	1701.00	0.040500	0.00	
	48000.49	1620.00	0.040500	0.00	
	47000.49	1539.00	0.040500	0.00	
	46000.49	1458.00	0.040500	0.00	
	45000.49	1377.00	0.040500	0.00	
	44000.49	1296.00	0.040500	0.00	
	43000.49	1147.50	0.038250	0.00	
	42000.49	1071.00	0.038250	0.00	
	41000.49	994.50	0.038250	0.00	
	40000.49	918.00	0.038250	0.00	
	39000.49	841.50	0.038250	0.00	
	38000.49	765.00	0.038250	0.00	
	34000.49	573.75	0.038250	0.00	
	24000.49	146.25	0.029250	0.00	
	19000.49	0.00	0.011250	0.00	
	96000.49	4320.00	0.045000	0.00	Married
	71000.49	2875.50	0.040500	0.00	
	70000.49	2794.50	0.040500	0.00	
	69000.49	2713.50	0.040500	0.00	
	68000.49	2632.50	0.040500	0.00	
	67000.49	2551.50	0.040500	0.00	
	66000.49	2470.50	0.040500	0.00	
	65000.49	2389.50	0.040500	0.00	
	64000.49	2308.50	0.040500	0.00	
	63000.49	2227.50	0.040500	0.00	
	62000.49	2146.50	0.040500	0.00	
	61000.49	2065.50	0.040500	0.00	
	60000.49	1984.50	0.040500	0.00	
	59000.49	1903.50	0.040500	0.00	
	58000.49	1822.50	0.040500	0.00	
	57000.49	1741.50	0.040500	0.00	
	56000.49	1660.50	0.040500	0.00	
	55000.49	1579.50	0.040500	0.00	
	54000.49	1498.50	0.040500	0.00	
	53000.49	1417.50	0.040500	0.00	
	52000.49	1336.50	0.040500	0.00	
	51000.49	1255.50	0.040500	0.00	
	50000.49	1174.50	0.040500	0.00	
	49000.49	1032.75	0.038250	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	48000.49	956.25	0.038250	0.00	
	40000.49	612.00	0.038250	0.00	
	30000.00	175.50	0.029250	0.00	
	24000.49	0.00	0.011250	0.00	
	48000.49	2160.00	0.045000	0.00	Single
	35000.49	1417.50	0.040500	0.00	
	34000.49	1336.50	0.040500	0.00	
	33000.49	1255.50	0.040500	0.00	
	32000.49	1174.50	0.040500	0.00	
	31000.49	1093.50	0.040500	0.00	
	30000.49	1012.50	0.040500	0.00	
	29000.49	931.50	0.040500	0.00	
	28000.49	850.50	0.040500	0.00	
	27000.49	769.50	0.040500	0.00	
	26000.49	688.50	0.040500	0.00	
	25000.49	607.50	0.040500	0.00	
	24000.49	497.25	0.038250	0.00	
	20000.49	306.00	0.038250	0.00	
	15000.49	87.75	0.029250	0.00	
	12000.49	0.00	0.011250	0.00	
10/01/1991	0.00	0.00	0.060000	0.00	No Personal Exemptions
	56000.49	3360.00	0.060000	0.00	Head of Household
	55000.49	3240.00	0.060000	0.00	
	54000.49	3120.00	0.060000	0.00	
	53000.49	3000.00	0.060000	0.00	
	52000.49	2880.00	0.060000	0.00	
	51000.49	2760.00	0.060000	0.00	
	50000.49	2640.00	0.060000	0.00	
	49000.49	2520.00	0.060000	0.00	
	48000.49	2400.00	0.060000	0.00	
	47000.49	2280.00	0.060000	0.00	
	46000.49	2160.00	0.060000	0.00	
	45000.49	2040.00	0.060000	0.00	
	44000.49	1920.00	0.060000	0.00	
	43000.49	1800.00	0.060000	0.00	
	42000.49	1680.00	0.060000	0.00	
	41000.49	1560.00	0.060000	0.00	
	40000.49	1440.00	0.060000	0.00	
	39000.49	1320.00	0.060000	0.00	
	38000.49	1200.00	0.060000	0.00	
	19000.00	0.00	0.060000	0.00	
	71000.49	4260.00	0.060000	0.00	Married
	70000.49	4140.00	0.060000	0.00	
	69000.49	4020.00	0.060000	0.00	
	68000.49	3900.00	0.060000	0.00	
	67000.49	3780.00	0.060000	0.00	
	66000.49	3660.00	0.060000	0.00	
	65000.49	3540.00	0.060000	0.00	
	64000.49	3420.00	0.060000	0.00	
	63000.49	3300.00	0.060000	0.00	
	62000.49	3180.00	0.060000	0.00	
	61000.49	3060.00	0.060000	0.00	
	60000.49	2940.00	0.060000	0.00	
	59000.49	2820.00	0.060000	0.00	
	58000.49	2700.00	0.060000	0.00	
	57000.49	2580.00	0.060000	0.00	
	56000.49	2460.00	0.060000	0.00	
	55000.49	2340.00	0.060000	0.00	
	54000.49	2220.00	0.060000	0.00	
	53000.49	2100.00	0.060000	0.00	
	52000.49	1980.00	0.060000	0.00	
	51000.49	1860.00	0.060000	0.00	
	50000.49	1740.00	0.060000	0.00	
	49000.49	1620.00	0.060000	0.00	
	48000.49	1500.00	0.060000	0.00	
	24000.00	0.00	0.060000	0.00	
	35000.49	2100.00	0.060000	0.00	Single
	34000.49	1980.00	0.060000	0.00	
	33000.49	1860.00	0.060000	0.00	
	32000.49	1740.00	0.060000	0.00	
	31000.49	1620.00	0.060000	0.00	
	30000.49	1500.00	0.060000	0.00	
	29000.49	1380.00	0.060000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 48
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	28000.49	1260.00	0.060000	0.00	
	27000.49	1140.00	0.060000	0.00	
	26000.49	1020.00	0.060000	0.00	
	25000.49	900.00	0.060000	0.00	
	24000.49	780.00	0.060000	0.00	
	12000.00	0.00	0.060000	0.00	
DC 01/01/2000	20000.00	1200.00	0.095000	0.00	Married-Both
	10000.00	450.00	0.075000	0.00	
	1000.00	0.00	0.050000	0.00	
	20000.00	1150.00	0.095000	0.00	Head of Household
	10000.00	400.00	0.075000	0.00	
	2000.00	0.00	0.050000	0.00	
	20000.00	1150.00	0.095000	0.00	Single
	10000.00	400.00	0.075000	0.00	
	2000.00	0.00	0.050000	0.00	
09/01/1997	20000.00	1340.00	0.095000	0.00	Married-Both
	10000.00	540.00	0.080000	0.00	
	1000.00	0.00	0.060000	0.00	
	20000.00	1280.00	0.095000	0.00	Head of Household
	10000.00	480.00	0.080000	0.00	
	2000.00	0.00	0.060000	0.00	
	20000.00	1280.00	0.095000	0.00	Single
	10000.00	480.00	0.080000	0.00	
	2000.00	0.00	0.060000	0.00	
01/01/1997	20000.00	1340.00	0.095000	0.00	Married-Both
	10000.00	540.00	0.080000	0.00	
	1000.00	0.00	0.060000	0.00	
	20000.00	1280.00	0.095000	0.00	Head of Household
	10000.00	480.00	0.080000	0.00	
	2000.00	0.00	0.060000	0.00	
	20000.00	1280.00	0.095000	0.00	Single
	10000.00	480.00	0.080000	0.00	
	2000.00	0.00	0.060000	0.00	
01/01/1995	20000.00	1340.00	0.095000	0.00	Married-Both
	10000.00	540.00	0.080000	0.00	
	1000.00	0.00	0.060000	0.00	
	20000.00	1280.00	0.095000	0.00	Head of Household
	10000.00	480.00	0.080000	0.00	
	2000.00	0.00	0.060000	0.00	
	20000.00	1280.00	0.095000	0.00	Single
	10000.00	480.00	0.080000	0.00	
	2000.00	0.00	0.060000	0.00	
01/01/1994	20000.00	1340.00	0.095000	0.00	Married-Both
	10000.00	540.00	0.080000	0.00	
	1000.00	0.00	0.060000	0.00	
	20000.00	1280.00	0.095000	0.00	Head of Household
	10000.00	480.00	0.080000	0.00	
	2000.00	0.00	0.060000	0.00	
	20000.00	1280.00	0.095000	0.00	Single
	10000.00	480.00	0.080000	0.00	
	2000.00	0.00	0.060000	0.00	
01/01/1993	20000.00	1340.00	0.095000	0.00	Married-Both
	10000.00	540.00	0.080000	0.00	
	1000.00	0.00	0.060000	0.00	
	20000.00	1280.00	0.095000	0.00	Head of Household
	10000.00	480.00	0.080000	0.00	
	2000.00	0.00	0.060000	0.00	
	20000.00	1280.00	0.095000	0.00	Single
	10000.00	480.00	0.080000	0.00	
	2000.00	0.00	0.060000	0.00	
01/01/1991	20000.00	1340.00	0.095000	0.00	Married-Both
	10000.00	540.00	0.080000	0.00	
	1000.00	0.00	0.060000	0.00	
	20000.00	1280.00	0.095000	0.00	Head of Household
	10000.00	480.00	0.080000	0.00	
	2000.00	0.00	0.060000	0.00	
	20000.00	1280.00	0.095000	0.00	Single
	10000.00	480.00	0.080000	0.00	
	2000.00	0.00	0.060000	0.00	
01/01/1990	20000.00	1340.00	0.095000	0.00	Married-Both
	10000.00	540.00	0.080000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 49
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	1000.00	0.00	0.060000	0.00	
	20000.00	1280.00	0.095000	0.00	Head of Household
	10000.00	480.00	0.080000	0.00	
	2000.00	0.00	0.060000	0.00	
	20000.00	1280.00	0.095000	0.00	Single
	10000.00	480.00	0.080000	0.00	
	2000.00	0.00	0.060000	0.00	
01/01/1989	20000.00	1340.00	0.095000	0.00	Married-Both
	10000.00	540.00	0.080000	0.00	
	1000.00	0.00	0.060000	0.00	
	20000.00	1280.00	0.095000	0.00	Head of Household
	10000.00	480.00	0.080000	0.00	
	2000.00	0.00	0.060000	0.00	
	20000.00	1280.00	0.095000	0.00	Single
	10000.00	480.00	0.080000	0.00	
	2000.00	0.00	0.060000	0.00	
DE 01/01/2000	60000.00	2943.50	0.059500	0.00	Tax Status Not Applicable
	25000.00	1001.00	0.055500	0.00	
	20000.00	741.00	0.052000	0.00	
	10000.00	261.00	0.048000	0.00	
	5000.00	66.00	0.039000	0.00	
	2000.00	0.00	0.022000	0.00	
	0.00	0.00	0.000000	0.00	
05/01/1999	60000.00	3175.50	0.064000	0.00	Tax Status Not Applicable
	25000.00	1093.00	0.059500	0.00	
	20000.00	813.00	0.056000	0.00	
	10000.00	293.00	0.052000	0.00	
	5000.00	78.00	0.043000	0.00	
	2000.00	0.00	0.026000	0.00	
	0.00	0.00	0.000000	0.00	
01/01/1999	60000.00	3175.50	0.064000	0.00	Tax Status Not Applicable
	25000.00	1093.00	0.059500	0.00	
	20000.00	813.00	0.056000	0.00	
	10000.00	293.00	0.052000	0.00	
	5000.00	78.00	0.043000	0.00	
	2000.00	0.00	0.026000	0.00	
	0.00	0.00	0.000000	0.00	
09/01/1997	30000.00	1545.50	0.069000	0.00	Tax Status Not Applicable
	25000.00	1223.00	0.064500	0.00	
	20000.00	915.50	0.061500	0.00	
	10000.00	335.50	0.058000	0.00	
	5000.00	93.00	0.048500	0.00	
	2000.00	0.00	0.031000	0.00	
	0.00	0.00	0.000000	0.00	
01/01/1997	30000.00	1545.50	0.069000	0.00	Tax Status Not Applicable
	25000.00	1223.00	0.064500	0.00	
	20000.00	915.50	0.061500	0.00	
	10000.00	335.50	0.058000	0.00	
	5000.00	93.00	0.048500	0.00	
	2000.00	0.00	0.031000	0.00	
	0.00	0.00	0.000000	0.00	
01/01/1996	30000.00	1596.00	0.071000	0.00	Tax Status Not Applicable
	25000.00	1263.50	0.066500	0.00	
	20000.00	946.00	0.063500	0.00	
	10000.00	346.00	0.060000	0.00	
	5000.00	96.00	0.050000	0.00	
	2000.00	0.00	0.032000	0.00	
	0.00	0.00	0.000000	0.00	
01/01/1989	40000.00	2386.00	0.077000	0.00	Tax Status Not Applicable
	30000.00	1626.00	0.076000	0.00	
	25000.00	1276.00	0.070000	0.00	
	20000.00	946.00	0.066000	0.00	
	10000.00	346.00	0.060000	0.00	
	5000.00	96.00	0.050000	0.00	
	2000.00	0.00	0.032000	0.00	
GA 05/01/1998	5000.00	170.00	0.060000	0.00	Married-Both
	3500.00	95.00	0.050000	0.00	
	2500.00	55.00	0.040000	0.00	
	1500.00	25.00	0.030000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Page No. 50
Run Date 08/31/2000
Run Time 10:30:40

Report ID: TAX707

Eff

State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	500.00	5.00	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	10000.00	340.00	0.060000	0.00	Married
	7000.00	190.00	0.050000	0.00	
	5000.00	110.00	0.040000	0.00	
	3000.00	50.00	0.030000	0.00	
	1000.00	10.00	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	7000.00	230.00	0.060000	0.00	Single
	5250.00	142.50	0.050000	0.00	
	3750.00	82.50	0.040000	0.00	
	2250.00	37.50	0.030000	0.00	
	750.00	7.50	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	15000.00	0.00	0.060000	0.00	Special Supplemental Rates
	12000.00	0.00	0.050000	0.00	
	10000.00	0.00	0.040000	0.00	
	8000.00	0.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
09/01/1997	5000.00	170.00	0.060000	0.00	Married-Both
	3500.00	95.00	0.050000	0.00	
	2500.00	55.00	0.040000	0.00	
	1500.00	25.00	0.030000	0.00	
	500.00	5.00	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	10000.00	340.00	0.060000	0.00	Married
	7000.00	190.00	0.050000	0.00	
	5000.00	110.00	0.040000	0.00	
	3000.00	50.00	0.030000	0.00	
	1000.00	10.00	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	7000.00	230.00	0.060000	0.00	Single
	5250.00	142.50	0.050000	0.00	
	3750.00	82.50	0.040000	0.00	
	2250.00	37.50	0.030000	0.00	
	750.00	7.50	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	15000.00	0.00	0.060000	0.00	Special Supplemental Rates
	12000.00	0.00	0.050000	0.00	
	10000.00	0.00	0.040000	0.00	
	8000.00	0.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
07/01/1994	5000.00	170.00	0.060000	0.00	Married-Both
	3500.00	95.00	0.050000	0.00	
	2500.00	55.00	0.040000	0.00	
	1500.00	25.00	0.030000	0.00	
	500.00	5.00	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	10000.00	340.00	0.060000	0.00	Married
	7000.00	190.00	0.050000	0.00	
	5000.00	110.00	0.040000	0.00	
	3000.00	50.00	0.030000	0.00	
	1000.00	10.00	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	7000.00	230.00	0.060000	0.00	Single
	5250.00	142.50	0.050000	0.00	
	3750.00	82.50	0.040000	0.00	
	2250.00	37.50	0.030000	0.00	
	750.00	7.50	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	15000.00	0.00	0.060000	0.00	Special Supplemental Rates
	12000.00	0.00	0.050000	0.00	
	10000.00	0.00	0.040000	0.00	
	8000.00	0.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
01/01/1990	5000.00	170.00	0.060000	0.00	Married-Both
	3500.00	95.00	0.050000	0.00	
	2500.00	55.00	0.040000	0.00	
	1500.00	25.00	0.030000	0.00	
	500.00	5.00	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	10000.00	340.00	0.060000	0.00	Married
	7000.00	190.00	0.050000	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	5000.00	110.00	0.040000	0.00	
	3000.00	50.00	0.030000	0.00	
	1000.00	10.00	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	7000.00	230.00	0.060000	0.00	Single
	5250.00	142.50	0.050000	0.00	
	3750.00	82.50	0.040000	0.00	
	2250.00	37.50	0.030000	0.00	
	750.00	7.50	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	15000.00	900.00	0.060000	0.00	Special Supplemental Rates
	12000.00	600.00	0.050000	0.00	
	10000.00	400.00	0.040000	0.00	
	8000.00	240.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
01/01/1989	5000.00	170.00	0.060000	0.00	Married-Both
	3500.00	95.00	0.050000	0.00	
	2500.00	55.00	0.040000	0.00	
	1500.00	25.00	0.030000	0.00	
	500.00	5.00	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	10000.00	340.00	0.060000	0.00	Married
	7000.00	190.00	0.050000	0.00	
	5000.00	110.00	0.040000	0.00	
	3000.00	50.00	0.030000	0.00	
	1000.00	10.00	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	7000.00	230.00	0.060000	0.00	Single
	5250.00	142.50	0.050000	0.00	
	3750.00	82.50	0.040000	0.00	
	2250.00	37.50	0.030000	0.00	
	750.00	7.50	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	15000.00	900.00	0.060000	0.00	Special Supplemental Rates
	12000.00	600.00	0.050000	0.00	
	10000.00	400.00	0.040000	0.00	
	8000.00	240.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
GU 01/01/1994	0.00	0.00	0.999999	0.00	Tax Status Not Applicable
01/01/1992	0.00	0.00	0.999999	0.00	Tax Status Not Applicable
HI 01/01/2000	32000.00	1940.00	0.078000	0.00	Married
	24000.00	1340.00	0.075000	0.00	
	16000.00	764.00	0.072000	0.00	
	8000.00	220.00	0.068000	0.00	
	4000.00	64.00	0.039000	0.00	
	0.00	0.00	0.016000	0.00	
	16000.00	970.00	0.078000	0.00	Single
	12000.00	670.00	0.075000	0.00	
	8000.00	382.00	0.072000	0.00	
	4000.00	110.00	0.068000	0.00	
	2000.00	32.00	0.039000	0.00	
	0.00	0.00	0.016000	0.00	
01/01/1999	32000.00	1940.00	0.078000	0.00	Married
	24000.00	1340.00	0.075000	0.00	
	16000.00	764.00	0.072000	0.00	
	8000.00	220.00	0.068000	0.00	
	4000.00	64.00	0.039000	0.00	
	0.00	0.00	0.016000	0.00	
	16000.00	970.00	0.078000	0.00	Single
	12000.00	670.00	0.075000	0.00	
	8000.00	382.00	0.072000	0.00	
	4000.00	110.00	0.068000	0.00	
	2000.00	32.00	0.039000	0.00	
	0.00	0.00	0.016000	0.00	
01/01/1998	11000.00	550.00	0.080000	0.00	Married
	7000.00	260.00	0.072500	0.00	
	5000.00	140.00	0.060000	0.00	
	3000.00	60.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 52
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	5500.00	275.00	0.080000	0.00	Single
	3500.00	130.00	0.072500	0.00	
	2500.00	70.00	0.060000	0.00	
	1500.00	30.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	
09/01/1997	11000.00	550.00	0.080000	0.00	Married
	7000.00	260.00	0.072500	0.00	
	5000.00	140.00	0.060000	0.00	
	3000.00	60.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	
	5500.00	275.00	0.080000	0.00	Single
	3500.00	130.00	0.072500	0.00	
	2500.00	70.00	0.060000	0.00	
	1500.00	30.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	
01/01/1997	11000.00	550.00	0.080000	0.00	Married
	7000.00	260.00	0.072500	0.00	
	5000.00	140.00	0.060000	0.00	
	3000.00	60.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	
	5500.00	275.00	0.080000	0.00	Single
	3500.00	130.00	0.072500	0.00	
	2500.00	70.00	0.060000	0.00	
	1500.00	30.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	
09/01/1996	11000.00	550.00	0.080000	0.00	Married
	7000.00	260.00	0.072500	0.00	
	5000.00	140.00	0.060000	0.00	
	3000.00	60.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	
	5500.00	275.00	0.080000	0.00	Single
	3500.00	130.00	0.072500	0.00	
	2500.00	70.00	0.060000	0.00	
	1500.00	30.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	
01/01/1996	41000.00	3175.00	0.100000	0.00	Married
	31000.00	2225.00	0.095000	0.00	
	21000.00	1350.00	0.087500	0.00	
	11000.00	550.00	0.080000	0.00	
	7000.00	260.00	0.072500	0.00	
	5000.00	140.00	0.060000	0.00	
	3000.00	60.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	
	20500.00	1587.50	0.100000	0.00	Single
	15500.00	1112.50	0.095000	0.00	
	10500.00	675.00	0.087500	0.00	
	5500.00	275.00	0.080000	0.00	
	3500.00	130.00	0.072500	0.00	
	2500.00	70.00	0.060000	0.00	
	1500.00	30.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	
01/01/1995	41000.00	3175.00	0.100000	0.00	Married
	31000.00	2225.00	0.095000	0.00	
	21000.00	1350.00	0.087500	0.00	
	11000.00	550.00	0.080000	0.00	
	7000.00	260.00	0.072500	0.00	
	5000.00	140.00	0.060000	0.00	
	3000.00	60.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	
	20500.00	1587.50	0.100000	0.00	Single
	15500.00	1112.50	0.095000	0.00	
	10500.00	675.00	0.087500	0.00	
	5500.00	275.00	0.080000	0.00	
	3500.00	130.00	0.072500	0.00	
	2500.00	70.00	0.060000	0.00	
	1500.00	30.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	
01/01/1994	41000.00	3175.00	0.100000	0.00	Married
	31000.00	2225.00	0.095000	0.00	
	21000.00	1350.00	0.087500	0.00	
	11000.00	550.00	0.080000	0.00	
	7000.00	260.00	0.072500	0.00	
	5000.00	140.00	0.060000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 53
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	3000.00	60.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	
	20500.00	1587.50	0.100000	0.00	Single
	15500.00	1112.50	0.095000	0.00	
	10500.00	675.00	0.087500	0.00	
	5500.00	275.00	0.080000	0.00	
	3500.00	130.00	0.072500	0.00	
	2500.00	70.00	0.060000	0.00	
	1500.00	30.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	
01/01/1993	11000.00	550.00	0.080000	0.00	Married
	7000.00	260.00	0.072500	0.00	
	5000.00	140.00	0.060000	0.00	
	3000.00	60.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	
	5500.00	275.00	0.080000	0.00	Single
	3500.00	130.00	0.072500	0.00	
	2500.00	70.00	0.060000	0.00	
	1500.00	30.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	
01/01/1992	11000.00	550.00	0.080000	0.00	Married
	7000.00	260.00	0.072500	0.00	
	5000.00	140.00	0.060000	0.00	
	3000.00	60.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	
	5500.00	275.00	0.080000	0.00	Single
	3500.00	130.00	0.072500	0.00	
	2500.00	70.00	0.060000	0.00	
	1500.00	30.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	
01/01/1991	11000.00	550.00	0.080000	0.00	Married
	7000.00	260.00	0.072500	0.00	
	5000.00	140.00	0.060000	0.00	
	3000.00	60.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	
	5500.00	275.00	0.080000	0.00	Single
	3500.00	130.00	0.072500	0.00	
	2500.00	70.00	0.060000	0.00	
	1500.00	30.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	
01/01/1990	11000.00	550.00	0.080000	0.00	Married
	7000.00	260.00	0.072500	0.00	
	5000.00	140.00	0.060000	0.00	
	3000.00	60.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	
	5500.00	275.00	0.080000	0.00	Single
	3500.00	130.00	0.072500	0.00	
	2500.00	70.00	0.060000	0.00	
	1500.00	30.00	0.040000	0.00	
	0.00	0.00	0.020000	0.00	
01/01/1989	11000.00	567.50	0.080000	0.00	Married
	7000.00	277.50	0.072500	0.00	
	5000.00	152.50	0.062500	0.00	
	3000.00	67.50	0.042500	0.00	
	0.00	0.00	0.022500	0.00	
	5500.00	283.75	0.080000	0.00	Single
	3500.00	138.75	0.072500	0.00	
	2500.00	76.25	0.062500	0.00	
	1500.00	33.75	0.042500	0.00	
	0.00	0.00	0.022500	0.00	
IA 01/01/2000	49000.00	3328.84	0.089800	0.00	Tax Status Not Applicable
	33000.00	1981.64	0.084200	0.00	
	22000.00	1154.44	0.075200	0.00	
	16250.00	753.09	0.069800	0.00	
	9750.00	328.64	0.065300	0.00	
	4300.00	63.77	0.048600	0.00	
	2150.00	11.52	0.024300	0.00	
	1100.00	3.96	0.007200	0.00	
	0.00	0.00	0.003600	0.00	
01/01/1999	49000.00	3328.84	0.089800	0.00	Tax Status Not Applicable
	33000.00	1981.64	0.084200	0.00	

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 54
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	22000.00	1154.44	0.075200	0.00	
	16250.00	753.09	0.069800	0.00	
	9750.00	328.64	0.065300	0.00	
	4300.00	63.77	0.048600	0.00	
	2150.00	11.52	0.024300	0.00	
	1100.00	3.96	0.007200	0.00	
	0.00	0.00	0.003600	0.00	
01/01/1998	49000.00	3328.84	0.089800	0.00	Tax Status Not Applicable
	33000.00	1981.64	0.084200	0.00	
	22000.00	1154.44	0.075200	0.00	
	16250.00	753.09	0.069800	0.00	
	9750.00	328.64	0.065300	0.00	
	4300.00	63.77	0.048600	0.00	
	2150.00	11.52	0.024300	0.00	
	1110.00	3.96	0.007200	0.00	
	0.00	0.00	0.003600	0.00	
09/01/1997	47700.00	3599.76	0.099800	0.00	Tax Status Not Applicable
	31800.00	2113.11	0.093500	0.00	
	21200.00	1228.01	0.083500	0.00	
	15900.00	817.26	0.077500	0.00	
	9540.00	356.16	0.072500	0.00	
	4240.00	69.96	0.054000	0.00	
	2120.00	12.72	0.027000	0.00	
	1060.00	4.24	0.008000	0.00	
	0.00	0.00	0.004000	0.00	
01/01/1997	47700.00	3599.76	0.099800	0.00	Tax Status Not Applicable
	31800.00	2113.11	0.093500	0.00	
	21200.00	1228.01	0.083500	0.00	
	15900.00	817.26	0.077500	0.00	
	9540.00	356.16	0.072500	0.00	
	4240.00	69.96	0.054000	0.00	
	2120.00	12.72	0.027000	0.00	
	1060.00	4.24	0.008000	0.00	
	0.00	0.00	0.004000	0.00	
01/01/1996	47700.00	3599.76	0.099800	0.00	Tax Status Not Applicable
	31800.00	2113.11	0.093500	0.00	
	21200.00	1228.01	0.083500	0.00	
	15900.00	817.26	0.077500	0.00	
	9540.00	356.16	0.072500	0.00	
	4240.00	69.96	0.054000	0.00	
	2120.00	12.72	0.027000	0.00	
	1060.00	4.24	0.008000	0.00	
	0.00	0.00	0.004000	0.00	
07/01/1995	47700.00	3599.76	0.099800	0.00	Tax Status Not Applicable
	31800.00	2113.11	0.093500	0.00	
	21200.00	1228.01	0.083500	0.00	
	15900.00	817.26	0.077500	0.00	
	9540.00	356.16	0.072500	0.00	
	4240.00	69.96	0.054000	0.00	
	2120.00	12.72	0.027000	0.00	
	1060.00	4.24	0.008000	0.00	
	0.00	0.00	0.004000	0.00	
01/01/1995	45720.00	3493.51	0.099800	0.00	Tax Status Not Applicable
	30480.00	2045.71	0.095000	0.00	
	20320.00	1182.11	0.085000	0.00	
	15240.00	788.41	0.077500	0.00	
	9144.00	346.45	0.072500	0.00	
	4064.00	67.05	0.055000	0.00	
	2032.00	12.19	0.027000	0.00	
	1016.00	4.06	0.008000	0.00	
	0.00	0.00	0.004000	0.00	
01/01/1994	45720.00	3493.51	0.099800	0.00	Tax Status Not Applicable
	30480.00	2045.71	0.095000	0.00	
	20320.00	1182.11	0.085000	0.00	
	15240.00	788.41	0.077500	0.00	
	9144.00	346.45	0.072500	0.00	
	4064.00	67.05	0.055000	0.00	
	2032.00	12.19	0.027000	0.00	
	1016.00	4.06	0.008000	0.00	
	0.00	0.00	0.004000	0.00	
01/01/1993	45720.00	3493.51	0.099800	0.00	Tax Status Not Applicable
	30480.00	2045.71	0.095000	0.00	
	20320.00	1182.11	0.085000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Page No. 55
Run Date 08/31/2000
Run Time 10:30:40

Report ID: TAX707

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	15240.00	788.41	0.077500	0.00	
	9144.00	346.45	0.072500	0.00	
	4064.00	67.05	0.055000	0.00	
	2032.00	12.19	0.027000	0.00	
	1016.00	4.06	0.008000	0.00	
	0.00	0.00	0.004000	0.00	
01/01/1992	45720.00	3493.51	0.099800	0.00	Tax Status Not Applicable
	30480.00	2045.71	0.095000	0.00	
	20320.00	1182.11	0.085000	0.00	
	15240.00	788.41	0.077500	0.00	
	9144.00	346.45	0.072500	0.00	
	4064.00	67.05	0.055000	0.00	
	2032.00	12.19	0.027000	0.00	
	1016.00	4.06	0.008000	0.00	
	0.00	0.00	0.004000	0.00	
01/01/1991	45720.00	3493.51	0.099800	0.00	Tax Status Not Applicable
	30480.00	2045.71	0.095000	0.00	
	20320.00	1182.11	0.085000	0.00	
	15240.00	788.41	0.077500	0.00	
	9144.00	346.45	0.072500	0.00	
	4064.00	67.05	0.055000	0.00	
	2032.00	12.19	0.027000	0.00	
	1016.00	4.06	0.008000	0.00	
	0.00	0.00	0.004000	0.00	
01/01/1990	45720.00	3493.51	0.099800	0.00	Tax Status Not Applicable
	30480.00	2045.71	0.095000	0.00	
	20320.00	1182.11	0.085000	0.00	
	15240.00	788.41	0.077500	0.00	
	9144.00	346.45	0.072500	0.00	
	4064.00	67.05	0.055000	0.00	
	2032.00	12.19	0.027000	0.00	
	1016.00	4.06	0.008000	0.00	
	0.00	0.00	0.004000	0.00	
01/01/1989	45720.00	3493.51	0.099800	0.00	Tax Status Not Applicable
	30480.00	2045.71	0.095000	0.00	
	20320.00	1182.11	0.085000	0.00	
	15240.00	788.41	0.077500	0.00	
	9144.00	346.45	0.072500	0.00	
	4064.00	67.05	0.055000	0.00	
	2032.00	12.19	0.027000	0.00	
	1016.00	4.06	0.008000	0.00	
	0.00	0.00	0.004000	0.00	
ID 01/01/2000	44450.00	2775.00	0.082000	0.00	Married
	19450.00	825.00	0.078000	0.00	
	14450.00	450.00	0.075000	0.00	
	12450.00	320.00	0.065000	0.00	
	10450.00	210.00	0.055000	0.00	
	8450.00	120.00	0.045000	0.00	
	6450.00	40.00	0.040000	0.00	
	4450.00	0.00	0.020000	0.00	
	21550.00	1387.50	0.082000	0.00	Single
	9050.00	412.50	0.078000	0.00	
	6550.00	225.00	0.075000	0.00	
	5550.00	160.00	0.065000	0.00	
	4550.00	105.00	0.055000	0.00	
	3550.00	60.00	0.045000	0.00	
	2550.00	20.00	0.040000	0.00	
	1550.00	0.00	0.020000	0.00	
01/01/1999	44450.00	2775.00	0.082000	0.00	Married
	19450.00	825.00	0.078000	0.00	
	14450.00	450.00	0.075000	0.00	
	12450.00	320.00	0.065000	0.00	
	10450.00	210.00	0.055000	0.00	
	8450.00	120.00	0.045000	0.00	
	6450.00	40.00	0.040000	0.00	
	4450.00	0.00	0.020000	0.00	
	21550.00	1387.50	0.082000	0.00	Single
	9050.00	412.50	0.078000	0.00	
	6550.00	225.00	0.075000	0.00	
	5550.00	160.00	0.065000	0.00	
	4550.00	105.00	0.055000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 56
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	3550.00	60.00	0.045000	0.00	
	2550.00	20.00	0.040000	0.00	
	1550.00	0.00	0.020000	0.00	
01/01/1998	44000.00	2775.00	0.082000	0.00	Married
	19000.00	825.00	0.078000	0.00	
	14000.00	450.00	0.075000	0.00	
	12000.00	320.00	0.065000	0.00	
	10000.00	210.00	0.055000	0.00	
	8000.00	120.00	0.045000	0.00	
	6000.00	40.00	0.040000	0.00	
	4000.00	0.00	0.020000	0.00	
	21500.00	1387.50	0.082000	0.00	Single
	9000.00	412.50	0.078000	0.00	
	6500.00	225.00	0.075000	0.00	
	5500.00	160.00	0.065000	0.00	
	4500.00	105.00	0.055000	0.00	
	3500.00	60.00	0.045000	0.00	
	2500.00	20.00	0.040000	0.00	
	1500.00	0.00	0.020000	0.00	
09/01/1997	44000.00	2775.00	0.082000	0.00	Married
	19000.00	825.00	0.078000	0.00	
	14000.00	450.00	0.075000	0.00	
	12000.00	320.00	0.065000	0.00	
	10000.00	210.00	0.055000	0.00	
	8000.00	120.00	0.045000	0.00	
	6000.00	40.00	0.040000	0.00	
	4000.00	0.00	0.020000	0.00	
	21500.00	1387.50	0.082000	0.00	Single
	9000.00	412.50	0.078000	0.00	
	6500.00	225.00	0.075000	0.00	
	5500.00	160.00	0.065000	0.00	
	4500.00	105.00	0.055000	0.00	
	3500.00	60.00	0.045000	0.00	
	2500.00	20.00	0.040000	0.00	
	1500.00	0.00	0.020000	0.00	
01/01/1997	44000.00	2775.00	0.082000	0.00	Married
	19000.00	825.00	0.078000	0.00	
	14000.00	450.00	0.075000	0.00	
	12000.00	320.00	0.065000	0.00	
	10000.00	210.00	0.055000	0.00	
	8000.00	120.00	0.045000	0.00	
	6000.00	40.00	0.040000	0.00	
	4000.00	0.00	0.020000	0.00	
	21500.00	1387.50	0.082000	0.00	Single
	9000.00	412.50	0.078000	0.00	
	6500.00	225.00	0.075000	0.00	
	5500.00	160.00	0.065000	0.00	
	4500.00	105.00	0.055000	0.00	
	3500.00	60.00	0.045000	0.00	
	2500.00	20.00	0.040000	0.00	
	1500.00	0.00	0.020000	0.00	
01/01/1996	44000.00	2775.00	0.082000	0.00	Married
	19000.00	825.00	0.078000	0.00	
	14000.00	450.00	0.075000	0.00	
	12000.00	320.00	0.065000	0.00	
	10000.00	210.00	0.055000	0.00	
	8000.00	120.00	0.045000	0.00	
	6000.00	40.00	0.040000	0.00	
	4000.00	0.00	0.020000	0.00	
	21500.00	1387.50	0.082000	0.00	Single
	9000.00	412.50	0.078000	0.00	
	6500.00	225.00	0.075000	0.00	
	5500.00	160.00	0.065000	0.00	
	4500.00	105.00	0.055000	0.00	
	3500.00	60.00	0.045000	0.00	
	2500.00	20.00	0.040000	0.00	
	1500.00	0.00	0.020000	0.00	
01/01/1995	44000.00	2775.00	0.082000	0.00	Married
	19000.00	825.00	0.078000	0.00	
	14000.00	450.00	0.075000	0.00	
	12000.00	320.00	0.065000	0.00	
	10000.00	210.00	0.055000	0.00	
	8000.00	120.00	0.045000	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	6000.00	40.00	0.040000	0.00	
	4000.00	0.00	0.020000	0.00	
	21500.00	1387.50	0.082000	0.00	Single
	9000.00	412.50	0.078000	0.00	
	6500.00	225.00	0.075000	0.00	
	5500.00	160.00	0.065000	0.00	
	4500.00	105.00	0.055000	0.00	
	3500.00	60.00	0.045000	0.00	
	2500.00	20.00	0.040000	0.00	
	1500.00	0.00	0.020000	0.00	
01/01/1994	43000.00	2775.00	0.082000	0.00	Married
	18000.00	825.00	0.078000	0.00	
	13000.00	450.00	0.075000	0.00	
	11000.00	320.00	0.065000	0.00	
	9000.00	210.00	0.055000	0.00	
	7000.00	120.00	0.045000	0.00	
	5000.00	40.00	0.040000	0.00	
	3000.00	0.00	0.020000	0.00	
	21000.00	1387.50	0.082000	0.00	Single
	8500.00	412.50	0.078000	0.00	
	6000.00	225.00	0.075000	0.00	
	5000.00	160.00	0.065000	0.00	
	4000.00	105.00	0.055000	0.00	
	3000.00	60.00	0.045000	0.00	
	2000.00	20.00	0.040000	0.00	
	1000.00	0.00	0.020000	0.00	
01/01/1993	43000.00	2775.00	0.082000	0.00	Married
	18000.00	825.00	0.078000	0.00	
	13000.00	450.00	0.075000	0.00	
	11000.00	320.00	0.065000	0.00	
	9000.00	210.00	0.055000	0.00	
	7000.00	120.00	0.045000	0.00	
	5000.00	40.00	0.040000	0.00	
	3000.00	0.00	0.020000	0.00	
	21000.00	1387.50	0.082000	0.00	Single
	8500.00	412.50	0.078000	0.00	
	6000.00	225.00	0.075000	0.00	
	5000.00	160.00	0.065000	0.00	
	4000.00	105.00	0.055000	0.00	
	3000.00	60.00	0.045000	0.00	
	2000.00	20.00	0.040000	0.00	
	1000.00	0.00	0.020000	0.00	
01/01/1992	43000.00	2775.00	0.082000	0.00	Married
	18000.00	825.00	0.078000	0.00	
	13000.00	450.00	0.075000	0.00	
	11000.00	320.00	0.065000	0.00	
	9000.00	210.00	0.055000	0.00	
	7000.00	120.00	0.045000	0.00	
	5000.00	40.00	0.040000	0.00	
	3000.00	0.00	0.020000	0.00	
	21000.00	1387.50	0.082000	0.00	Single
	8500.00	412.50	0.078000	0.00	
	6000.00	225.00	0.075000	0.00	
	5000.00	160.00	0.065000	0.00	
	4000.00	105.00	0.055000	0.00	
	3000.00	60.00	0.045000	0.00	
	2000.00	20.00	0.040000	0.00	
	1000.00	0.00	0.020000	0.00	
01/01/1991	43000.00	2775.00	0.082000	0.00	Married
	18000.00	825.00	0.078000	0.00	
	13000.00	450.00	0.075000	0.00	
	11000.00	320.00	0.065000	0.00	
	9000.00	210.00	0.055000	0.00	
	7000.00	120.00	0.045000	0.00	
	5000.00	40.00	0.040000	0.00	
	3000.00	0.00	0.020000	0.00	
	21000.00	1387.50	0.082000	0.00	Single
	8500.00	412.50	0.078000	0.00	
	6000.00	225.00	0.075000	0.00	
	5000.00	160.00	0.065000	0.00	
	4000.00	105.00	0.055000	0.00	
	3000.00	60.00	0.045000	0.00	
	2000.00	20.00	0.040000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Page No. 58
Run Date 08/31/2000
Run Time 10:30:40

Report ID: TAX707

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status	
01/01/1990	1000.00	0.00	0.020000	0.00		
	43000.00	2775.00	0.082000	0.00	Married	
	18000.00	825.00	0.078000	0.00		
	13000.00	450.00	0.075000	0.00		
	11000.00	320.00	0.065000	0.00		
	9000.00	210.00	0.055000	0.00		
	7000.00	120.00	0.045000	0.00		
	5000.00	40.00	0.040000	0.00		
	3000.00	0.00	0.020000	0.00		
	21000.00	1387.50	0.082000	0.00	Single	
	8500.00	412.50	0.078000	0.00		
	6000.00	225.00	0.075000	0.00		
	5000.00	160.00	0.065000	0.00		
	4000.00	105.00	0.055000	0.00		
	3000.00	60.00	0.045000	0.00		
2000.00	20.00	0.040000	0.00			
1000.00	0.00	0.020000	0.00			
06/01/1989	43670.00	2775.00	0.082000	0.00	Married	
	18670.00	825.00	0.078000	0.00		
	13670.00	450.00	0.075000	0.00		
	11670.00	320.00	0.065000	0.00		
	9670.00	210.00	0.055000	0.00		
	7670.00	120.00	0.045000	0.00		
	5670.00	40.00	0.040000	0.00		
	3670.00	0.00	0.020000	0.00		
	22480.00	1387.50	0.082000	0.00	Single	
	9980.00	412.50	0.078000	0.00		
	7480.00	225.00	0.075000	0.00		
	6480.00	160.00	0.065000	0.00		
	5480.00	105.00	0.055000	0.00		
	4480.00	60.00	0.045000	0.00		
	3480.00	20.00	0.040000	0.00		
2480.00	0.00	0.020000	0.00			
01/01/1989	43670.00	2775.00	0.082000	0.00	Married	
	18670.00	825.00	0.078000	0.00		
	13670.00	450.00	0.075000	0.00		
	11670.00	320.00	0.065000	0.00		
	9670.00	210.00	0.055000	0.00		
	7670.00	120.00	0.045000	0.00		
	5670.00	40.00	0.040000	0.00		
	3670.00	0.00	0.020000	0.00		
	22480.00	1387.50	0.082000	0.00	Single	
	9980.00	412.50	0.078000	0.00		
	7480.00	225.00	0.075000	0.00		
	6480.00	160.00	0.065000	0.00		
	5480.00	105.00	0.055000	0.00		
	4480.00	60.00	0.045000	0.00		
	3480.00	20.00	0.040000	0.00		
2480.00	0.00	0.020000	0.00			
IL 01/01/2000	0.00	0.00	0.030000	0.00	Tax Status Not Applicable	
	01/01/1999	0.00	0.00	0.030000	0.00	Tax Status Not Applicable
	09/01/1997	0.00	0.00	0.030000	0.00	Tax Status Not Applicable
	07/01/1989	0.00	0.00	0.030000	0.00	Tax Status Not Applicable
	01/01/1989	0.00	0.00	0.025000	0.00	Tax Status Not Applicable
IN 07/01/1999	0.00	0.00	0.034000	0.00	Tax Status Not Applicable	
	03/01/1999	0.00	0.00	0.034000	0.00	Tax Status Not Applicable
	10/01/1998	0.00	0.00	0.034000	0.00	Tax Status Not Applicable
	09/01/1997	0.00	0.00	0.034000	0.00	Tax Status Not Applicable
	01/01/1989	0.00	0.00	0.034000	0.00	Tax Status Not Applicable
KS 01/01/1999	66000.00	2925.00	0.064500	0.00	Married	
	36000.00	1050.00	0.062500	0.00		
	6000.00	0.00	0.035000	0.00		
	33000.00	1462.50	0.064500	0.00	Single	
	18000.00	525.00	0.062500	0.00		
	3000.00	0.00	0.035000	0.00		
	07/01/1998	65000.00	2925.00	0.064500	0.00	Married
	35000.00	1050.00	0.062500	0.00		

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 59
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	5000.00	0.00	0.035000	0.00	
	33000.00	1387.50	0.051500	0.00	Single
	18000.00	525.00	0.057500	0.00	
	3000.00	0.00	0.035000	0.00	
01/01/1998	65000.00	2925.00	0.064500	0.00	Married
	35000.00	1050.00	0.062500	0.00	
	5000.00	0.00	0.035000	0.00	
	33000.00	1537.50	0.077500	0.00	Single
	18000.00	525.00	0.067500	0.00	
	3000.00	0.00	0.035000	0.00	
09/01/1997	65000.00	2925.00	0.064500	0.00	Married
	35000.00	1050.00	0.062500	0.00	
	5000.00	0.00	0.035000	0.00	
	33000.00	1630.00	0.077500	0.00	Single
	23000.00	880.00	0.075000	0.00	
	3000.00	0.00	0.044000	0.00	
01/01/1994	65000.00	2925.00	0.064500	0.00	Married
	35000.00	1050.00	0.062500	0.00	
	5000.00	0.00	0.035000	0.00	
	33000.00	1630.00	0.077500	0.00	Single
	23000.00	880.00	0.075000	0.00	
	3000.00	0.00	0.044000	0.00	
07/01/1992	65000.00	2925.00	0.064500	0.00	Married
	35000.00	1050.00	0.062500	0.00	
	5000.00	0.00	0.035000	0.00	
	33000.00	1630.00	0.077500	0.00	Single
	23000.00	880.00	0.075000	0.00	
	3000.00	0.00	0.044000	0.00	
07/01/1989	35000.00	1095.00	0.051500	0.00	Married
	5000.00	0.00	0.036500	0.00	
	27500.00	1102.50	0.059500	0.00	Single
	3000.00	0.00	0.045000	0.00	
01/01/1989	35000.00	1255.50	0.053000	0.00	Married
	4000.00	0.00	0.040500	0.00	
	27500.00	1176.00	0.061000	0.00	Single
	3000.00	0.00	0.048000	0.00	
KY 01/01/2000	8000.00	280.00	0.060000	0.00	Tax Status Not Applicable
	5000.00	130.00	0.050000	0.00	
	4000.00	90.00	0.040000	0.00	
	3000.00	60.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
01/01/1999	8000.00	280.00	0.060000	0.00	Tax Status Not Applicable
	5000.00	130.00	0.050000	0.00	
	4000.00	90.00	0.040000	0.00	
	3000.00	60.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
07/01/1998	8000.00	280.00	0.060000	0.00	Tax Status Not Applicable
	5000.00	130.00	0.050000	0.00	
	4000.00	90.00	0.040000	0.00	
	3000.00	60.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
01/01/1998	8000.00	280.00	0.060000	0.00	Tax Status Not Applicable
	5000.00	130.00	0.050000	0.00	
	4000.00	90.00	0.040000	0.00	
	3000.00	60.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
09/01/1997	8000.00	280.00	0.060000	0.00	Tax Status Not Applicable
	5000.00	130.00	0.050000	0.00	
	4000.00	90.00	0.040000	0.00	
	3000.00	60.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
01/01/1997	8000.00	280.00	0.060000	0.00	Tax Status Not Applicable
	5000.00	130.00	0.050000	0.00	
	4000.00	90.00	0.040000	0.00	
	3000.00	60.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
01/01/1991	8000.00	280.00	0.060000	0.00	Tax Status Not Applicable
	5000.00	130.00	0.050000	0.00	
	4000.00	90.00	0.040000	0.00	
	3000.00	60.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 60
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status	
01/01/1989	8000.00	280.00	0.060000	0.00	Tax Status Not Applicable	
	5000.00	130.00	0.050000	0.00		
	4000.00	90.00	0.040000	0.00		
	3000.00	60.00	0.030000	0.00		
	0.00	0.00	0.020000	0.00		
LA 01/01/1998	5000.00	100.00	0.030000	0.00	No Personal Exemptions	
	0.00	0.00	0.020000	0.00		
	0.00	0.00	0.030000	0.00	Special Supp with 0 Exemptions	
	9500.00	0.00	0.030000	0.00	Special Supp with 1 Exemption	
	0.00	0.00	0.020000	0.00		
	24000.00	0.00	0.030000	0.00	Special Supp with 2 Exemptions	
	0.00	0.00	0.020000	0.00		
	15000.00	300.00	0.030000	0.00	Married	
	0.00	0.00	0.020000	0.00		
	5000.00	100.00	0.030000	0.00	Single	
	0.00	0.00	0.020000	0.00		
09/01/1997	5000.00	100.00	0.030000	0.00	No Personal Exemptions	
	0.00	0.00	0.020000	0.00		
	0.00	0.00	0.030000	0.00	Special Supp with 0 Exemptions	
	9500.00	0.00	0.030000	0.00	Special Supp with 1 Exemption	
	0.00	0.00	0.020000	0.00		
	24000.00	0.00	0.030000	0.00	Special Supp with 2 Exemptions	
	0.00	0.00	0.020000	0.00		
	15000.00	300.00	0.030000	0.00	Married	
	0.00	0.00	0.020000	0.00		
	5000.00	100.00	0.030000	0.00	Single	
	0.00	0.00	0.020000	0.00		
01/01/1996	5000.00	100.00	0.030000	0.00	No Personal Exemptions	
	0.00	0.00	0.020000	0.00		
	0.00	0.00	0.030000	0.00	Special Supp with 0 Exemptions	
	9500.00	0.00	0.030000	0.00	Special Supp with 1 Exemption	
	0.00	0.00	0.020000	0.00		
	24000.00	0.00	0.030000	0.00	Special Supp with 2 Exemptions	
	0.00	0.00	0.020000	0.00		
	15000.00	300.00	0.030000	0.00	Married	
	0.00	0.00	0.020000	0.00		
	5000.00	100.00	0.030000	0.00	Single	
	0.00	0.00	0.020000	0.00		
07/01/1993	5000.00	100.00	0.030000	0.00	No Personal Exemptions	
	0.00	0.00	0.020000	0.00		
	0.00	0.00	0.030000	0.00	Special Supp with 0 Exemptions	
	9500.00	190.00	0.030000	0.00	Special Supp with 1 Exemption	
	0.00	0.00	0.020000	0.00		
	24000.00	480.00	0.030000	0.00	Special Supp with 2 Exemptions	
	0.00	0.00	0.020000	0.00		
	15000.00	300.00	0.030000	0.00	Married	
	0.00	0.00	0.020000	0.00		
	5000.00	100.00	0.030000	0.00	Single	
	0.00	0.00	0.020000	0.00		
01/01/1989	5000.00	100.00	0.030000	0.00	No Personal Exemptions	
	0.00	0.00	0.020000	0.00		
	15000.00	300.00	0.030000	0.00	Married	
	0.00	0.00	0.020000	0.00		
	5000.00	100.00	0.030000	0.00	Single	
0.00	0.00	0.020000	0.00			
MA 01/01/2000	0.00	0.00	0.058500	0.00	Tax Status Not Applicable	
	01/01/1999	0.00	0.00	0.059500	0.00	Tax Status Not Applicable
	09/01/1997	0.00	0.00	0.059500	0.00	Tax Status Not Applicable
	01/01/1996	0.00	0.00	0.059500	0.00	Tax Status Not Applicable
	01/01/1992	0.00	0.00	0.059500	0.00	Tax Status Not Applicable
	07/01/1990	0.00	0.00	0.062500	0.00	Tax Status Not Applicable
	01/01/1990	0.00	0.00	0.057500	0.00	Tax Status Not Applicable
	07/01/1989	0.00	0.00	0.057500	0.00	Tax Status Not Applicable
	01/01/1989	0.00	0.00	0.050000	0.00	Tax Status Not Applicable
MD 01/01/2000	3000.00	90.00	0.048500	0.00	Tax Status Not Applicable	
	2000.00	50.00	0.040000	0.00		
	1000.00	20.00	0.030000	0.00		

PeopleSoft
STATE TAX RATE TABLE

Page No. 61
Run Date 08/31/2000
Run Time 10:30:40

Report ID: TAX707

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	0.00	0.00	0.020000	0.00	
01/01/1999	3000.00	90.00	0.048500	0.00	Tax Status Not Applicable
	2000.00	50.00	0.040000	0.00	
	1000.00	20.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
01/01/1998	3000.00	90.00	0.048750	0.00	Tax Status Not Applicable
	2000.00	50.00	0.040000	0.00	
	1000.00	20.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
09/01/1997	3000.00	108.00	0.060000	0.00	Maryland 20% Local
	2000.00	60.00	0.048000	0.00	
	1000.00	24.00	0.036000	0.00	
	0.00	0.00	0.024000	0.00	
	3000.00	112.50	0.062500	0.00	Maryland 25% Local
	2000.00	62.50	0.050000	0.00	
	1000.00	25.00	0.037500	0.00	
	0.00	0.00	0.025000	0.00	
	3000.00	117.00	0.065000	0.00	Maryland 30% Local
	2000.00	65.00	0.052000	0.00	
	1000.00	26.00	0.039000	0.00	
	0.00	0.00	0.026000	0.00	
	3000.00	121.50	0.067500	0.00	Maryland 35% Local
	2000.00	67.50	0.054000	0.00	
	1000.00	27.00	0.040500	0.00	
	0.00	0.00	0.027000	0.00	
	3000.00	126.00	0.070000	0.00	Maryland 40% Local
	2000.00	70.00	0.056000	0.00	
	1000.00	28.00	0.042000	0.00	
	0.00	0.00	0.028000	0.00	
	3000.00	130.50	0.072500	0.00	Maryland 45% Local
	2000.00	72.50	0.058000	0.00	
	1000.00	29.00	0.043500	0.00	
	0.00	0.00	0.029000	0.00	
	3000.00	135.00	0.075000	0.00	Maryland 50% Local
	2000.00	75.00	0.060000	0.00	
	1000.00	30.00	0.045000	0.00	
	0.00	0.00	0.030000	0.00	
	3000.00	136.80	0.076000	0.00	Maryland 52% Local
	2000.00	76.00	0.060800	0.00	
	1000.00	30.40	0.045600	0.00	
	0.00	0.00	0.030400	0.00	
	3000.00	138.60	0.077000	0.00	Maryland 54% Local
	2000.00	77.00	0.061600	0.00	
	1000.00	30.80	0.046200	0.00	
	0.00	0.00	0.030800	0.00	
	3000.00	139.50	0.077500	0.00	Maryland 55% Local
	2000.00	77.50	0.062000	0.00	
	1000.00	31.00	0.046500	0.00	
	0.00	0.00	0.031000	0.00	
	3000.00	140.40	0.078000	0.00	Maryland 56% Local
	2000.00	78.00	0.062400	0.00	
	1000.00	31.20	0.046800	0.00	
	0.00	0.00	0.031200	0.00	
	3000.00	90.00	0.050000	0.00	Tax Status Not Applicable
	2000.00	50.00	0.040000	0.00	
	1000.00	20.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
	3000.00	142.20	0.079000	0.00	Maryland 58% Local
	2000.00	79.00	0.063200	0.00	
	1000.00	31.60	0.047400	0.00	
	0.00	0.00	0.031600	0.00	
	3000.00	144.00	0.080000	0.00	Maryland 60% Local
	2000.00	80.00	0.064000	0.00	
	1000.00	32.00	0.048000	0.00	
	0.00	0.00	0.032000	0.00	
	3000.00	45.00	0.025000	0.00	Maryland and Works in Delaware
	2000.00	25.00	0.020000	0.00	
	1000.00	10.00	0.015000	0.00	
	0.00	0.00	0.010000	0.00	
	0.00	0.00	0.050000	0.00	Special Supplemental Rates
01/01/1995	3000.00	108.00	0.060000	0.00	Maryland 20% Local
	2000.00	60.00	0.048000	0.00	
	1000.00	24.00	0.036000	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	0.00	0.00	0.024000	0.00	
	3000.00	112.50	0.062500	0.00	Maryland 25% Local
	2000.00	62.50	0.050000	0.00	
	1000.00	25.00	0.037500	0.00	
	0.00	0.00	0.025000	0.00	
	3000.00	117.00	0.065000	0.00	Maryland 30% Local
	2000.00	65.00	0.052000	0.00	
	1000.00	26.00	0.039000	0.00	
	0.00	0.00	0.026000	0.00	
	3000.00	121.50	0.067500	0.00	Maryland 35% Local
	2000.00	67.50	0.054000	0.00	
	1000.00	27.00	0.040500	0.00	
	0.00	0.00	0.027000	0.00	
	3000.00	126.00	0.070000	0.00	Maryland 40% Local
	2000.00	70.00	0.056000	0.00	
	1000.00	28.00	0.042000	0.00	
	0.00	0.00	0.028000	0.00	
	3000.00	130.50	0.072500	0.00	Maryland 45% Local
	2000.00	72.50	0.058000	0.00	
	1000.00	29.00	0.043500	0.00	
	0.00	0.00	0.029000	0.00	
	3000.00	135.00	0.075000	0.00	Maryland 50% Local
	2000.00	75.00	0.060000	0.00	
	1000.00	30.00	0.045000	0.00	
	0.00	0.00	0.030000	0.00	
	3000.00	136.80	0.076000	0.00	Maryland 52% Local
	2000.00	76.00	0.060800	0.00	
	1000.00	30.40	0.045600	0.00	
	0.00	0.00	0.030400	0.00	
	3000.00	138.60	0.077000	0.00	Maryland 54% Local
	2000.00	77.00	0.061600	0.00	
	1000.00	30.80	0.046200	0.00	
	0.00	0.00	0.030800	0.00	
	3000.00	139.50	0.077500	0.00	Maryland 55% Local
	2000.00	77.50	0.062000	0.00	
	1000.00	31.00	0.046500	0.00	
	0.00	0.00	0.031000	0.00	
	3000.00	140.40	0.078000	0.00	Maryland 56% Local
	2000.00	78.00	0.062400	0.00	
	1000.00	31.20	0.046800	0.00	
	0.00	0.00	0.031200	0.00	
	3000.00	90.00	0.050000	0.00	Tax Status Not Applicable
	2000.00	50.00	0.040000	0.00	
	1000.00	20.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
	3000.00	142.20	0.079000	0.00	Maryland 58% Local
	2000.00	79.00	0.063200	0.00	
	1000.00	31.60	0.047400	0.00	
	0.00	0.00	0.031600	0.00	
	3000.00	144.00	0.080000	0.00	Maryland 60% Local
	2000.00	80.00	0.064000	0.00	
	1000.00	32.00	0.048000	0.00	
	0.00	0.00	0.032000	0.00	
	3000.00	45.00	0.025000	0.00	Maryland and Works in Delaware
	2000.00	25.00	0.020000	0.00	
	1000.00	10.00	0.015000	0.00	
	0.00	0.00	0.010000	0.00	
	0.00	0.00	0.050000	0.00	Special Supplemental Rates
01/01/1993	100000.00	5928.00	0.072000	0.00	Maryland 20% Local
	3000.00	108.00	0.060000	0.00	
	2000.00	60.00	0.048000	0.00	
	1000.00	24.00	0.036000	0.00	
	0.00	0.00	0.024000	0.00	
	100000.00	6175.00	0.075000	0.00	Maryland 25% Local
	3000.00	112.50	0.062500	0.00	
	2000.00	62.50	0.050000	0.00	
	1000.00	25.00	0.037500	0.00	
	0.00	0.00	0.025000	0.00	
	100000.00	6422.00	0.078000	0.00	Maryland 30% Local
	3000.00	117.00	0.065000	0.00	
	2000.00	65.00	0.052000	0.00	
	1000.00	26.00	0.039000	0.00	
	0.00	0.00	0.026000	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	100000.00	6669.00	0.081000	0.00	Maryland 35% Local
	3000.00	121.50	0.067500	0.00	
	2000.00	67.50	0.054000	0.00	
	1000.00	27.00	0.040500	0.00	
	0.00	0.00	0.027000	0.00	
	100000.00	6916.00	0.084000	0.00	Maryland 40% Local
	3000.00	126.00	0.070000	0.00	
	2000.00	70.00	0.056000	0.00	
	1000.00	28.00	0.042000	0.00	
	0.00	0.00	0.028000	0.00	
	100000.00	7163.00	0.087000	0.00	Maryland 45% Local
	3000.00	130.50	0.072500	0.00	
	2000.00	72.50	0.058000	0.00	
	1000.00	29.00	0.043500	0.00	
	0.00	0.00	0.029000	0.00	
	100000.00	7410.00	0.090000	0.00	Maryland 50% Local
	3000.00	135.00	0.075000	0.00	
	2000.00	75.00	0.060000	0.00	
	1000.00	30.00	0.045000	0.00	
	0.00	0.00	0.030000	0.00	
	100000.00	7508.80	0.090000	0.00	Maryland 52% Local
	3000.00	136.80	0.076000	0.00	
	2000.00	76.00	0.060800	0.00	
	1000.00	30.40	0.045600	0.00	
	0.00	0.00	0.030400	0.00	
	100000.00	7607.60	0.090000	0.00	Maryland 54% Local
	3000.00	138.60	0.077000	0.00	
	2000.00	77.00	0.061600	0.00	
	1000.00	30.80	0.046200	0.00	
	0.00	0.00	0.030800	0.00	
	100000.00	7657.00	0.090000	0.00	Maryland 55% Local
	3000.00	139.50	0.077500	0.00	
	2000.00	77.50	0.062000	0.00	
	1000.00	31.00	0.046500	0.00	
	0.00	0.00	0.031000	0.00	
	100000.00	7706.40	0.090000	0.00	Maryland 56% Local
	3000.00	140.40	0.078000	0.00	
	2000.00	78.00	0.062400	0.00	
	1000.00	31.20	0.046800	0.00	
	0.00	0.00	0.031200	0.00	
	100000.00	4940.00	0.060000	0.00	Tax Status Not Applicable
	3000.00	90.00	0.050000	0.00	
	2000.00	50.00	0.040000	0.00	
	1000.00	20.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
	100000.00	7805.20	0.090000	0.00	Maryland 58% Local
	3000.00	142.20	0.079000	0.00	
	2000.00	79.00	0.063200	0.00	
	1000.00	31.60	0.047400	0.00	
	0.00	0.00	0.031600	0.00	
	100000.00	7904.00	0.090000	0.00	Maryland 60% Local
	3000.00	144.00	0.080000	0.00	
	2000.00	80.00	0.064000	0.00	
	1000.00	32.00	0.048000	0.00	
	0.00	0.00	0.032000	0.00	
	100000.00	2470.00	0.030000	0.00	Maryland and Works in Delaware
	3000.00	45.00	0.025000	0.00	
	2000.00	25.00	0.020000	0.00	
	1000.00	10.00	0.015000	0.00	
	0.00	0.00	0.010000	0.00	
	100000.00	6000.00	0.060000	0.00	Special Supplemental Rates
	0.00	0.00	0.050000	0.00	
07/01/1992	100000.00	5928.00	0.072000	0.00	Maryland 20% Local
	3000.00	108.00	0.060000	0.00	
	2000.00	60.00	0.048000	0.00	
	1000.00	24.00	0.036000	0.00	
	0.00	0.00	0.024000	0.00	
	100000.00	6175.00	0.075000	0.00	Maryland 25% Local
	3000.00	112.50	0.062500	0.00	
	2000.00	62.50	0.050000	0.00	
	1000.00	25.00	0.037500	0.00	
	0.00	0.00	0.025000	0.00	
	100000.00	6422.00	0.078000	0.00	Maryland 30% Local

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	3000.00	117.00	0.065000	0.00	
	2000.00	65.00	0.052000	0.00	
	1000.00	26.00	0.039000	0.00	
	0.00	0.00	0.026000	0.00	
	100000.00	6669.00	0.081000	0.00	Maryland 35% Local
	3000.00	121.50	0.067500	0.00	
	2000.00	67.50	0.054000	0.00	
	1000.00	27.00	0.040500	0.00	
	0.00	0.00	0.027000	0.00	
	100000.00	6916.00	0.084000	0.00	Maryland 40% Local
	3000.00	126.00	0.070000	0.00	
	2000.00	70.00	0.056000	0.00	
	1000.00	28.00	0.042000	0.00	
	0.00	0.00	0.028000	0.00	
	100000.00	7163.00	0.087000	0.00	Maryland 45% Local
	3000.00	130.50	0.072500	0.00	
	2000.00	72.50	0.058000	0.00	
	1000.00	29.00	0.043500	0.00	
	0.00	0.00	0.029000	0.00	
	100000.00	7410.00	0.090000	0.00	Maryland 50% Local
	3000.00	135.00	0.075000	0.00	
	2000.00	75.00	0.060000	0.00	
	1000.00	30.00	0.045000	0.00	
	0.00	0.00	0.030000	0.00	
	100000.00	7508.80	0.090000	0.00	Maryland 52% Local
	3000.00	136.80	0.076000	0.00	
	2000.00	76.00	0.060800	0.00	
	1000.00	30.40	0.045600	0.00	
	0.00	0.00	0.030400	0.00	
	100000.00	7607.60	0.090000	0.00	Maryland 54% Local
	3000.00	138.60	0.077000	0.00	
	2000.00	77.00	0.061600	0.00	
	1000.00	30.80	0.046200	0.00	
	0.00	0.00	0.030800	0.00	
	100000.00	7657.00	0.090000	0.00	Maryland 55% Local
	3000.00	139.50	0.077500	0.00	
	2000.00	77.50	0.062000	0.00	
	1000.00	31.00	0.046500	0.00	
	0.00	0.00	0.031000	0.00	
	100000.00	7706.40	0.090000	0.00	Maryland 56% Local
	3000.00	140.40	0.078000	0.00	
	2000.00	78.00	0.062400	0.00	
	1000.00	31.20	0.046800	0.00	
	0.00	0.00	0.031200	0.00	
	100000.00	4940.00	0.060000	0.00	Tax Status Not Applicable
	3000.00	90.00	0.050000	0.00	
	2000.00	50.00	0.040000	0.00	
	1000.00	20.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
	100000.00	7805.20	0.090000	0.00	Maryland 58% Local
	3000.00	142.20	0.079000	0.00	
	2000.00	79.00	0.063200	0.00	
	1000.00	31.60	0.047400	0.00	
	0.00	0.00	0.031600	0.00	
	100000.00	7904.00	0.090000	0.00	Maryland 60% Local
	3000.00	144.00	0.080000	0.00	
	2000.00	80.00	0.064000	0.00	
	1000.00	32.00	0.048000	0.00	
	0.00	0.00	0.032000	0.00	
	100000.00	2470.00	0.030000	0.00	Maryland and Works in Delaware
	3000.00	45.00	0.025000	0.00	
	2000.00	25.00	0.020000	0.00	
	1000.00	10.00	0.015000	0.00	
	0.00	0.00	0.010000	0.00	
	100000.00	6000.00	0.060000	0.00	Special Supplemental Rates
	0.00	0.00	0.050000	0.00	
01/01/1990	3000.00	108.00	0.060000	0.00	Maryland 20% Local
	2000.00	60.00	0.048000	0.00	
	1000.00	24.00	0.036000	0.00	
	0.00	0.00	0.024000	0.00	
	3000.00	130.50	0.072500	0.00	Maryland 45% Local
	2000.00	72.50	0.058000	0.00	
	1000.00	29.00	0.043500	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	0.00	0.00	0.029000	0.00	
	3000.00	135.00	0.075000	0.00	Maryland 50% Local
	2000.00	75.00	0.060000	0.00	
	1000.00	30.00	0.045000	0.00	
	0.00	0.00	0.030000	0.00	
	3000.00	90.00	0.050000	0.00	Tax Status Not Applicable
	2000.00	50.00	0.040000	0.00	
	1000.00	20.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
	3000.00	45.00	0.025000	0.00	Maryland and Works in Delaware
	2000.00	25.00	0.020000	0.00	
	1000.00	10.00	0.015000	0.00	
	0.00	0.00	0.010000	0.00	
	0.00	0.00	0.050000	0.00	Special Supplemental Rates
01/01/1989	3000.00	108.00	0.060000	0.00	Maryland 20% Local
	2000.00	60.00	0.048000	0.00	
	1000.00	24.00	0.036000	0.00	
	0.00	0.00	0.024000	0.00	
	3000.00	130.50	0.072500	0.00	Maryland 45% Local
	2000.00	72.50	0.058000	0.00	
	1000.00	29.00	0.043500	0.00	
	0.00	0.00	0.029000	0.00	
	3000.00	135.00	0.075000	0.00	Maryland 50% Local
	2000.00	75.00	0.060000	0.00	
	1000.00	30.00	0.045000	0.00	
	0.00	0.00	0.030000	0.00	
	3000.00	90.00	0.050000	0.00	Tax Status Not Applicable
	2000.00	50.00	0.040000	0.00	
	1000.00	20.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
	3000.00	45.00	0.025000	0.00	Maryland and Works in Delaware
	2000.00	25.00	0.020000	0.00	
	1000.00	10.00	0.015000	0.00	
	0.00	0.00	0.010000	0.00	
	0.00	0.00	0.050000	0.00	Special Supplemental Rates
ME 01/01/2000	18675.00	846.00	0.085000	0.00	Married-Both
	10425.00	268.00	0.070000	0.00	
	6300.00	83.00	0.045000	0.00	
	2175.00	0.00	0.020000	0.00	
	0.00	0.00	0.000000	0.00	
	37350.00	1691.00	0.085000	0.00	Married
	20850.00	536.00	0.070000	0.00	
	12600.00	165.00	0.045000	0.00	
	4350.00	0.00	0.020000	0.00	
	0.00	0.00	0.000000	0.00	
	17950.00	846.00	0.085000	0.00	Single
	9700.00	268.00	0.070000	0.00	
	5600.00	83.00	0.045000	0.00	
	1450.00	0.00	0.020000	0.00	
	0.00	0.00	0.000000	0.00	
01/01/1999	18675.00	846.00	0.085000	0.00	Married-Both
	10425.00	268.00	0.070000	0.00	
	6300.00	83.00	0.045000	0.00	
	2175.00	0.00	0.020000	0.00	
	0.00	0.00	0.000000	0.00	
	37350.00	1691.00	0.085000	0.00	Married
	20850.00	536.00	0.070000	0.00	
	12600.00	165.00	0.045000	0.00	
	4350.00	0.00	0.020000	0.00	
	0.00	0.00	0.000000	0.00	
	18000.00	846.00	0.085000	0.00	Single
	9750.00	268.00	0.070000	0.00	
	5650.00	83.00	0.045000	0.00	
	1500.00	0.00	0.020000	0.00	
	0.00	0.00	0.000000	0.00	
01/01/1998	18875.00	846.00	0.085000	0.00	Married-Both
	10625.00	268.00	0.070000	0.00	
	6500.00	83.00	0.045000	0.00	
	2375.00	0.00	0.020000	0.00	
	0.00	0.00	0.000000	0.00	
	37750.00	1691.00	0.085000	0.00	Married

PeopleSoft
STATE TAX RATE TABLE

Page No. 66
Run Date 08/31/2000
Run Time 10:30:40

Report ID: TAX707

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	21250.00	536.00	0.070000	0.00	
	13000.00	165.00	0.045000	0.00	
	4750.00	0.00	0.020000	0.00	
	0.00	0.00	0.000000	0.00	
	18500.00	846.00	0.085000	0.00	Single
	10250.00	268.00	0.070000	0.00	
	6150.00	83.00	0.045000	0.00	
	2000.00	0.00	0.020000	0.00	
	0.00	0.00	0.000000	0.00	
09/01/1997	18800.00	846.00	0.085000	0.00	Married-Both
	10550.00	268.00	0.070000	0.00	
	6425.00	83.00	0.045000	0.00	
	2300.00	0.00	0.020000	0.00	
	0.00	0.00	0.000000	0.00	
	37600.00	1691.00	0.085000	0.00	Married
	21100.00	536.00	0.070000	0.00	
	12850.00	165.00	0.045000	0.00	
	4600.00	0.00	0.020000	0.00	
	0.00	0.00	0.000000	0.00	
	18400.00	846.00	0.085000	0.00	Single
	10150.00	268.00	0.070000	0.00	
	6050.00	83.00	0.045000	0.00	
	1900.00	0.00	0.020000	0.00	
	0.00	0.00	0.000000	0.00	
01/01/1997	18800.00	846.00	0.085000	0.00	Married-Both
	10550.00	268.00	0.070000	0.00	
	6425.00	83.00	0.045000	0.00	
	2300.00	0.00	0.020000	0.00	
	0.00	0.00	0.000000	0.00	
	37600.00	1691.00	0.085000	0.00	Married
	21100.00	536.00	0.070000	0.00	
	12850.00	165.00	0.045000	0.00	
	4600.00	0.00	0.020000	0.00	
	0.00	0.00	0.000000	0.00	
	18400.00	846.00	0.085000	0.00	Single
	10150.00	268.00	0.070000	0.00	
	6050.00	83.00	0.045000	0.00	
	1900.00	0.00	0.020000	0.00	
	0.00	0.00	0.000000	0.00	
01/01/1996	18725.00	846.00	0.085000	0.00	Married-Both
	10475.00	268.00	0.070000	0.00	
	6350.00	83.00	0.045000	0.00	
	2225.00	0.00	0.020000	0.00	
	0.00	0.00	0.000000	0.00	
	37450.00	1691.00	0.085000	0.00	Married
	20950.00	536.00	0.070000	0.00	
	12700.00	165.00	0.045000	0.00	
	4450.00	0.00	0.020000	0.00	
	0.00	0.00	0.000000	0.00	
	18300.00	846.00	0.085000	0.00	Single
	10050.00	268.00	0.070000	0.00	
	5950.00	83.00	0.045000	0.00	
	1800.00	0.00	0.020000	0.00	
	0.00	0.00	0.000000	0.00	
01/01/1995	18625.00	846.00	0.085000	0.00	Married-Both
	10375.00	268.00	0.070000	0.00	
	6250.00	83.00	0.045000	0.00	
	2125.00	0.00	0.020000	0.00	
	37250.00	1691.00	0.085000	0.00	Married
	20750.00	536.00	0.070000	0.00	
	12500.00	165.00	0.045000	0.00	
	4250.00	0.00	0.020000	0.00	
	18200.00	846.00	0.085000	0.00	Single
	9950.00	268.00	0.070000	0.00	
	5850.00	83.00	0.045000	0.00	
	1700.00	0.00	0.020000	0.00	
01/01/1994	18500.00	846.00	0.085000	0.00	Married-Both
	10300.00	268.00	0.070000	0.00	
	6175.00	83.00	0.045000	0.00	
	2050.00	0.00	0.020000	0.00	
	37100.00	1691.00	0.085000	0.00	Married
	20600.00	536.00	0.070000	0.00	
	12350.00	165.00	0.045000	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	4100.00	0.00	0.020000	0.00	
	18100.00	845.00	0.085000	0.00	Single
	9850.00	268.00	0.070000	0.00	
	5750.00	83.00	0.045000	0.00	
	1600.00	0.00	0.020000	0.00	
01/01/1993	18450.00	846.00	0.085000	0.00	Married-Both
	10200.00	268.00	0.070000	0.00	
	6075.00	83.00	0.045000	0.00	
	1950.00	0.00	0.020000	0.00	
	36900.00	1691.00	0.085000	0.00	Married
	20400.00	536.00	0.070000	0.00	
	12150.00	165.00	0.045000	0.00	
	3900.00	0.00	0.020000	0.00	
	18000.00	845.00	0.085000	0.00	Single
	9750.00	268.00	0.070000	0.00	
	5650.00	83.00	0.045000	0.00	
	1500.00	0.00	0.020000	0.00	
01/01/1992	39300.00	2761.00	0.098900	0.00	Married-Both
	18300.00	887.00	0.089250	0.00	
	10050.00	281.00	0.073500	0.00	
	5950.00	87.00	0.047250	0.00	
	1800.00	0.00	0.021000	0.00	
	78600.00	5524.00	0.098900	0.00	Married
	36600.00	1776.00	0.089250	0.00	
	20100.00	563.00	0.073500	0.00	
	11850.00	173.00	0.047250	0.00	
	3600.00	0.00	0.021000	0.00	
	38800.00	2761.00	0.098900	0.00	Single
	17800.00	887.00	0.089250	0.00	
	9550.00	281.00	0.073500	0.00	
	5450.00	87.00	0.047250	0.00	
	1300.00	0.00	0.021000	0.00	
09/01/1991	39200.00	3037.00	0.129000	0.00	Married-Both
	17900.00	955.00	0.098000	0.00	
	9800.00	303.00	0.081000	0.00	
	5750.00	93.00	0.052000	0.00	
	1700.00	0.00	0.023000	0.00	
	78400.00	6073.00	0.129000	0.00	Married
	35800.00	1909.00	0.098000	0.00	
	19600.00	605.00	0.081000	0.00	
	11500.00	186.00	0.052000	0.00	
	3400.00	0.00	0.023000	0.00	
	38700.00	3037.00	0.129000	0.00	Single
	17400.00	955.00	0.098000	0.00	
	9300.00	303.00	0.081000	0.00	
	5250.00	93.00	0.052000	0.00	
	1200.00	0.00	0.023000	0.00	
01/01/1991	17900.00	830.00	0.085000	0.00	Married-Both
	9800.00	263.00	0.070000	0.00	
	5750.00	81.00	0.045000	0.00	
	1700.00	0.00	0.020000	0.00	
	35800.00	1661.00	0.085000	0.00	Married
	19600.00	527.00	0.070000	0.00	
	11500.00	162.00	0.045000	0.00	
	3400.00	0.00	0.020000	0.00	
	17400.00	830.00	0.085000	0.00	Single
	9300.00	263.00	0.070000	0.00	
	5250.00	81.00	0.045000	0.00	
	1200.00	0.00	0.020000	0.00	
01/01/1990	17600.00	820.00	0.085000	0.00	Married-Both
	9600.00	260.00	0.070000	0.00	
	5600.00	80.00	0.045000	0.00	
	1600.00	0.00	0.020000	0.00	
	35200.00	1640.00	0.085000	0.00	Married
	19200.00	520.00	0.070000	0.00	
	11200.00	160.00	0.045000	0.00	
	3200.00	0.00	0.020000	0.00	
	17100.00	820.00	0.085000	0.00	Single
	9100.00	260.00	0.070000	0.00	
	5100.00	80.00	0.045000	0.00	
	1100.00	0.00	0.020000	0.00	
01/01/1989	50000.00	3288.00	0.100000	0.00	Married
	32800.00	1706.00	0.092000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 68
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	21800.00	826.00	0.080000	0.00	
	17500.00	525.00	0.070000	0.00	
	13100.00	261.00	0.060000	0.00	
	8700.00	129.00	0.030000	0.00	
	4500.00	45.00	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
	25000.00	1648.00	0.100000	0.00	Single
	16300.00	848.00	0.092000	0.00	
	10900.00	416.00	0.080000	0.00	
	8700.00	262.00	0.070000	0.00	
	6500.00	130.00	0.060000	0.00	
	4500.00	70.00	0.030000	0.00	
	2000.00	20.00	0.020000	0.00	
	0.00	0.00	0.010000	0.00	
MI 01/01/2000	0.00	0.00	0.042000	0.00	Tax Status Not Applicable
01/01/1998	0.00	0.00	0.044000	0.00	Tax Status Not Applicable
09/01/1997	0.00	0.00	0.044000	0.00	Tax Status Not Applicable
01/01/1997	0.00	0.00	0.044000	0.00	Tax Status Not Applicable
01/01/1995	0.00	0.00	0.044000	0.00	Tax Status Not Applicable
05/01/1994	0.00	0.00	0.044000	0.00	Tax Status Not Applicable
01/01/1990	0.00	0.00	0.046000	0.00	Tax Status Not Applicable
01/01/1989	0.00	0.00	0.046000	0.00	Tax Status Not Applicable
MN 06/01/2000	106580.00	6757.00	0.078500	0.00	Married
	30230.00	1374.00	0.070500	0.00	
	4550.00	0.00	0.053500	0.00	
	59310.00	3770.00	0.078500	0.00	Single
	19170.00	940.00	0.070500	0.00	
	1600.00	0.00	0.053500	0.00	
01/01/2000	106580.00	6948.00	0.080000	0.00	Married
	30230.00	1412.00	0.072500	0.00	
	4550.00	0.00	0.055000	0.00	
	59310.00	3877.00	0.080000	0.00	Single
	19170.00	966.00	0.072500	0.00	
	1600.00	0.00	0.055000	0.00	
05/25/1999	104650.00	6823.00	0.080000	0.00	Married
	29670.00	1387.00	0.072500	0.00	
	4450.00	0.00	0.055000	0.00	
	58220.00	3807.00	0.080000	0.00	Single
	18800.00	949.00	0.072500	0.00	
	1550.00	0.00	0.055000	0.00	
01/01/1999	104650.00	7512.00	0.085000	0.00	Married
	29670.00	1513.00	0.080000	0.00	
	4450.00	0.00	0.060000	0.00	
	58220.00	4189.00	0.085000	0.00	Single
	18800.00	1035.00	0.080000	0.00	
	1550.00	0.00	0.060000	0.00	
01/01/1998	102940.00	7387.00	0.085000	0.00	Married
	29200.00	1488.00	0.080000	0.00	
	4400.00	0.00	0.060000	0.00	
	57280.00	4119.00	0.085000	0.00	Single
	18510.00	1018.00	0.080000	0.00	
	1550.00	0.00	0.060000	0.00	
09/01/1997	100170.00	7191.00	0.085000	0.00	Married
	28390.00	1448.00	0.080000	0.00	
	4250.00	0.00	0.060000	0.00	
	55750.00	4010.00	0.085000	0.00	Single
	18010.00	991.00	0.080000	0.00	
	1500.00	0.00	0.060000	0.00	
01/01/1997	100170.00	7191.00	0.085000	0.00	Married
	28390.00	1448.00	0.080000	0.00	
	4250.00	0.00	0.060000	0.00	
	55750.00	4010.00	0.085000	0.00	Single
	18010.00	991.00	0.080000	0.00	
	1500.00	0.00	0.060000	0.00	
01/01/1996	97490.00	6997.00	0.085000	0.00	Married
	27640.00	1409.00	0.080000	0.00	
	4150.00	0.00	0.060000	0.00	
	54240.00	3902.00	0.085000	0.00	Single
	17520.00	964.00	0.080000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Page No. 69
Run Date 08/31/2000
Run Time 10:30:40

Report ID: TAX707

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
01/01/1995	1450.00	0.00	0.060000	0.00	
	94810.00	6804.00	0.085000	0.00	Married
	26890.00	1370.00	0.080000	0.00	
	4050.00	0.00	0.060000	0.00	
	52730.00	3794.00	0.085000	0.00	Single
	17020.00	937.00	0.080000	0.00	
	1400.00	0.00	0.060000	0.00	
01/01/1994	92360.00	6632.00	0.085000	0.00	Married
	26160.00	1336.00	0.080000	0.00	
	3900.00	0.00	0.060000	0.00	
	51380.00	3698.00	0.085000	0.00	Single
	16580.00	914.00	0.080000	0.00	
01/01/1993	1350.00	0.00	0.060000	0.00	
	87030.00	6247.00	0.085000	0.00	Married
	24670.00	1258.00	0.080000	0.00	
	3700.00	0.00	0.060000	0.00	
	48430.00	3483.00	0.085000	0.00	Single
01/01/1992	15650.00	861.00	0.080000	0.00	
	1300.00	0.00	0.060000	0.00	
	87030.00	6247.00	0.085000	0.00	Married
	24670.00	1258.00	0.080000	0.00	
	3700.00	0.00	0.060000	0.00	
01/01/1991	48430.00	3483.00	0.085000	0.00	Single
	15650.00	861.00	0.080000	0.00	
	1300.00	0.00	0.060000	0.00	
	176320.00	13892.00	0.080000	0.00	Married
	82610.00	5927.00	0.085000	0.00	
01/01/1990	23440.00	1193.00	0.080000	0.00	
	3550.00	0.00	0.060000	0.00	
	98630.00	7782.00	0.080000	0.00	Single
	45960.00	3305.00	0.085000	0.00	
	14860.00	817.00	0.080000	0.00	
	1250.00	0.00	0.060000	0.00	
	168200.00	13268.00	0.080000	0.00	Married
	78700.00	5660.00	0.085000	0.00	
	22200.00	1140.00	0.080000	0.00	
	3200.00	0.00	0.060000	0.00	
01/01/1989	94100.00	7432.00	0.080000	0.00	Single
	43800.00	3156.00	0.085000	0.00	
	14100.00	780.00	0.080000	0.00	
	1100.00	0.00	0.060000	0.00	
	168200.00	13268.00	0.080000	0.00	Married
	78700.00	5660.00	0.085000	0.00	
	22200.00	1140.00	0.080000	0.00	
	3200.00	0.00	0.060000	0.00	
	94100.00	7432.00	0.080000	0.00	Single
	43800.00	3156.00	0.085000	0.00	
MO 01/01/2000	14100.00	780.00	0.080000	0.00	
	1100.00	0.00	0.060000	0.00	
	9000.00	315.00	0.060000	0.00	Tax Status Not Applicable
	8000.00	260.00	0.050000	0.00	
	7000.00	210.00	0.050000	0.00	
	6000.00	165.00	0.040000	0.00	
	5000.00	125.00	0.040000	0.00	
	4000.00	90.00	0.030000	0.00	
	3000.00	60.00	0.030000	0.00	
	2000.00	35.00	0.020000	0.00	
	1000.00	15.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
	9000.00	315.00	0.060000	0.00	Tax Status Not Applicable
	8000.00	260.00	0.055000	0.00	
	7000.00	210.00	0.050000	0.00	
6000.00	165.00	0.045000	0.00		
5000.00	125.00	0.040000	0.00		
4000.00	90.00	0.035000	0.00		
3000.00	60.00	0.030000	0.00		
2000.00	35.00	0.025000	0.00		
1000.00	15.00	0.020000	0.00		
0.00	0.00	0.015000	0.00		
01/01/1998	9000.00	315.00	0.060000	0.00	Tax Status Not Applicable
	8000.00	260.00	0.055000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 70
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	7000.00	210.00	0.050000	0.00	
	6000.00	165.00	0.045000	0.00	
	5000.00	125.00	0.040000	0.00	
	4000.00	90.00	0.035000	0.00	
	3000.00	60.00	0.030000	0.00	
	2000.00	35.00	0.025000	0.00	
	1000.00	15.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
09/01/1997	9000.00	315.00	0.060000	0.00	Tax Status Not Applicable
	8000.00	260.00	0.055000	0.00	
	7000.00	210.00	0.050000	0.00	
	6000.00	165.00	0.045000	0.00	
	5000.00	125.00	0.040000	0.00	
	4000.00	90.00	0.035000	0.00	
	3000.00	60.00	0.030000	0.00	
	2000.00	35.00	0.025000	0.00	
	1000.00	15.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
01/01/1997	9000.00	315.00	0.060000	0.00	Tax Status Not Applicable
	8000.00	260.00	0.055000	0.00	
	7000.00	210.00	0.050000	0.00	
	6000.00	165.00	0.045000	0.00	
	5000.00	125.00	0.040000	0.00	
	4000.00	90.00	0.035000	0.00	
	3000.00	60.00	0.030000	0.00	
	2000.00	35.00	0.025000	0.00	
	1000.00	15.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
01/01/1996	9000.00	315.00	0.060000	0.00	Tax Status Not Applicable
	8000.00	260.00	0.055000	0.00	
	7000.00	210.00	0.050000	0.00	
	6000.00	165.00	0.045000	0.00	
	5000.00	125.00	0.040000	0.00	
	4000.00	90.00	0.035000	0.00	
	3000.00	60.00	0.030000	0.00	
	2000.00	35.00	0.025000	0.00	
	1000.00	15.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
01/01/1995	9000.00	315.00	0.060000	0.00	Tax Status Not Applicable
	8000.00	260.00	0.055000	0.00	
	7000.00	210.00	0.050000	0.00	
	6000.00	165.00	0.045000	0.00	
	5000.00	125.00	0.040000	0.00	
	4000.00	90.00	0.035000	0.00	
	3000.00	60.00	0.030000	0.00	
	2000.00	35.00	0.025000	0.00	
	1000.00	15.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
01/01/1994	9000.00	315.00	0.060000	0.00	Tax Status Not Applicable
	8000.00	260.00	0.055000	0.00	
	7000.00	210.00	0.050000	0.00	
	6000.00	165.00	0.045000	0.00	
	5000.00	125.00	0.040000	0.00	
	4000.00	90.00	0.035000	0.00	
	3000.00	60.00	0.030000	0.00	
	2000.00	35.00	0.025000	0.00	
	1000.00	15.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
01/01/1993	9000.00	315.00	0.060000	0.00	Tax Status Not Applicable
	8000.00	260.00	0.055000	0.00	
	7000.00	210.00	0.050000	0.00	
	6000.00	165.00	0.045000	0.00	
	5000.00	125.00	0.040000	0.00	
	4000.00	90.00	0.035000	0.00	
	3000.00	60.00	0.030000	0.00	
	2000.00	35.00	0.025000	0.00	
	1000.00	15.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
01/01/1992	9000.00	315.00	0.060000	0.00	Tax Status Not Applicable
	8000.00	260.00	0.055000	0.00	
	7000.00	210.00	0.050000	0.00	
	6000.00	165.00	0.045000	0.00	
	5000.00	125.00	0.040000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 71
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	4000.00	90.00	0.035000	0.00	
	3000.00	60.00	0.030000	0.00	
	2000.00	35.00	0.025000	0.00	
	1000.00	15.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
01/01/1991	9000.00	315.00	0.060000	0.00	Tax Status Not Applicable
	8000.00	260.00	0.055000	0.00	
	7000.00	210.00	0.050000	0.00	
	6000.00	165.00	0.045000	0.00	
	5000.00	125.00	0.040000	0.00	
	4000.00	90.00	0.035000	0.00	
	3000.00	60.00	0.030000	0.00	
	2000.00	35.00	0.025000	0.00	
	1000.00	15.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
01/01/1990	9000.00	315.00	0.060000	0.00	Tax Status Not Applicable
	8000.00	260.00	0.055000	0.00	
	7000.00	210.00	0.050000	0.00	
	6000.00	165.00	0.045000	0.00	
	5000.00	125.00	0.040000	0.00	
	4000.00	90.00	0.035000	0.00	
	3000.00	60.00	0.030000	0.00	
	2000.00	35.00	0.025000	0.00	
	1000.00	15.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
01/01/1989	9000.00	315.00	0.060000	0.00	Tax Status Not Applicable
	8000.00	260.00	0.055000	0.00	
	7000.00	210.00	0.050000	0.00	
	6000.00	165.00	0.045000	0.00	
	5000.00	125.00	0.040000	0.00	
	4000.00	90.00	0.035000	0.00	
	3000.00	60.00	0.030000	0.00	
	2000.00	35.00	0.025000	0.00	
	1000.00	15.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
MS 01/01/1999	10000.00	350.00	0.050000	0.00	Tax Status Not Applicable
	5000.00	150.00	0.040000	0.00	
	0.00	0.00	0.030000	0.00	
01/01/1998	10000.00	350.00	0.050000	0.00	Tax Status Not Applicable
	5000.00	150.00	0.040000	0.00	
	0.00	0.00	0.030000	0.00	
09/01/1997	10000.00	350.00	0.050000	0.00	Tax Status Not Applicable
	5000.00	150.00	0.040000	0.00	
	0.00	0.00	0.030000	0.00	
01/01/1989	10000.00	350.00	0.050000	0.00	Tax Status Not Applicable
	5000.00	150.00	0.040000	0.00	
	0.00	0.00	0.030000	0.00	
MT 01/01/2000	40000.00	1981.61	0.065000	0.00	Tax Status Not Applicable
	18250.00	654.86	0.061000	0.00	
	8230.00	213.98	0.044000	0.00	
	0.00	0.00	0.026000	0.00	
01/01/1999	40000.00	1981.61	0.065000	0.00	Tax Status Not Applicable
	18250.00	654.86	0.061000	0.00	
	8230.00	213.98	0.044000	0.00	
	0.00	0.00	0.026000	0.00	
01/01/1998	40000.00	1981.61	0.065000	0.00	Tax Status Not Applicable
	18250.00	654.86	0.061000	0.00	
	8230.00	213.98	0.044000	0.00	
	0.00	0.00	0.026000	0.00	
09/01/1997	40000.00	1981.61	0.065000	0.00	Tax Status Not Applicable
	18250.00	654.86	0.061000	0.00	
	8230.00	213.98	0.044000	0.00	
	0.00	0.00	0.026000	0.00	
01/01/1997	40000.00	1981.61	0.065000	0.00	Tax Status Not Applicable
	18250.00	654.86	0.061000	0.00	
	8230.00	213.98	0.044000	0.00	
	0.00	0.00	0.026000	0.00	
01/01/1996	40000.00	1981.61	0.065000	0.00	Tax Status Not Applicable
	18250.00	654.86	0.061000	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	8230.00	213.98	0.044000	0.00	
	0.00	0.00	0.026000	0.00	
01/01/1995	40000.00	1981.61	0.065000	0.00	Tax Status Not Applicable
	18250.00	654.86	0.061000	0.00	
	8230.00	213.98	0.044000	0.00	
	0.00	0.00	0.026000	0.00	
04/01/1994	40000.00	1981.61	0.065000	0.00	Tax Status Not Applicable
	18250.00	654.86	0.061000	0.00	
	8230.00	213.98	0.044000	0.00	
	0.00	0.00	0.026000	0.00	
01/01/1994	0.00	0.00	0.070300	0.00	Married
	0.00	0.00	0.073700	0.00	Single
07/01/1993	0.00	0.00	0.070300	0.00	Married
	0.00	0.00	0.073700	0.00	Single
01/01/1993	40000.00	2075.13	0.068000	0.00	Tax Status Not Applicable
	18250.00	683.13	0.064000	0.00	
	8230.00	222.21	0.046000	0.00	
	0.00	0.00	0.027000	0.00	
09/01/1992	32000.00	1691.99	0.070000	0.00	Tax Status Not Applicable
	14600.00	560.99	0.065000	0.00	
	6590.00	184.52	0.047000	0.00	
	0.00	0.00	0.028000	0.00	
01/01/1992	32000.00	1585.18	0.065000	0.00	Tax Status Not Applicable
	14600.00	523.78	0.061000	0.00	
	6590.00	171.34	0.044000	0.00	
	0.00	0.00	0.026000	0.00	
01/01/1991	32000.00	1585.18	0.065000	0.00	Tax Status Not Applicable
	14600.00	523.78	0.061000	0.00	
	6590.00	171.34	0.044000	0.00	
	0.00	0.00	0.026000	0.00	
01/01/1990	32000.00	1659.99	0.068000	0.00	Tax Status Not Applicable
	14600.00	546.39	0.064000	0.00	
	6590.00	177.93	0.046000	0.00	
	0.00	0.00	0.027000	0.00	
01/01/1989	32000.00	1585.18	0.065000	0.00	Tax Status Not Applicable
	14600.00	523.78	0.061000	0.00	
	6590.00	171.34	0.044000	0.00	
	0.00	0.00	0.026000	0.00	
NC 01/01/2000	80000.00	5430.00	0.077500	0.00	Head of Household
	17000.00	1020.00	0.070000	0.00	
	0.00	0.00	0.060000	0.00	
	50000.00	3393.75	0.077500	0.00	Married
	10625.00	637.50	0.070000	0.00	
	0.00	0.00	0.060000	0.00	
	60000.00	4072.50	0.077500	0.00	Single
	12750.00	765.00	0.070000	0.00	
	0.00	0.00	0.060000	0.00	
01/01/1999	80000.00	5430.00	0.077500	0.00	Head of Household
	17000.00	1020.00	0.070000	0.00	
	0.00	0.00	0.060000	0.00	
	50000.00	3393.75	0.077500	0.00	Married
	10625.00	637.50	0.070000	0.00	
	0.00	0.00	0.060000	0.00	
	60000.00	4072.50	0.077500	0.00	Single
	12750.00	765.00	0.070000	0.00	
	0.00	0.00	0.060000	0.00	
01/01/1998	80000.00	5430.00	0.077500	0.00	Head of Household
	17000.00	1020.00	0.070000	0.00	
	0.00	0.00	0.060000	0.00	
	50000.00	3393.75	0.077500	0.00	Married
	10625.00	637.50	0.070000	0.00	
	0.00	0.00	0.060000	0.00	
	60000.00	4072.50	0.077500	0.00	Single
	12750.00	765.00	0.070000	0.00	
	0.00	0.00	0.060000	0.00	
09/01/1997	80000.00	5430.00	0.077500	0.00	Head of Household
	17000.00	1020.00	0.070000	0.00	
	0.00	0.00	0.060000	0.00	
	50000.00	3393.75	0.077500	0.00	Married
	10625.00	637.50	0.070000	0.00	
	0.00	0.00	0.060000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 73
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
08/01/1997	60000.00	4072.50	0.077500	0.00	Single
	12750.00	765.00	0.070000	0.00	
	0.00	0.00	0.060000	0.00	
	80000.00	5430.00	0.077500	0.00	Head of Household
	17000.00	1020.00	0.070000	0.00	
	0.00	0.00	0.060000	0.00	
01/01/1997	50000.00	3393.75	0.077500	0.00	Married
	10625.00	637.50	0.070000	0.00	
	0.00	0.00	0.060000	0.00	
	60000.00	4072.50	0.077500	0.00	Single
	12750.00	765.00	0.070000	0.00	
	0.00	0.00	0.060000	0.00	
01/01/1996	80000.00	5430.00	0.077500	0.00	Head of Household
	17000.00	1020.00	0.070000	0.00	
	0.00	0.00	0.060000	0.00	
	50000.00	3393.75	0.077500	0.00	Married
	10625.00	637.50	0.070000	0.00	
	0.00	0.00	0.060000	0.00	
01/01/1995	60000.00	4072.50	0.077500	0.00	Single
	12750.00	765.00	0.070000	0.00	
	0.00	0.00	0.060000	0.00	
	80000.00	5430.00	0.077500	0.00	Head of Household
	17000.00	1020.00	0.070000	0.00	
	0.00	0.00	0.060000	0.00	
01/01/1994	50000.00	3393.75	0.077500	0.00	Married
	10625.00	637.50	0.070000	0.00	
	0.00	0.00	0.060000	0.00	
	60000.00	4072.50	0.077500	0.00	Single
	12750.00	765.00	0.070000	0.00	
	0.00	0.00	0.060000	0.00	
01/01/1993	80000.00	5430.00	0.077500	0.00	Head of Household
	17000.00	1020.00	0.070000	0.00	
	0.00	0.00	0.060000	0.00	
	50000.00	3393.75	0.077500	0.00	Married
	10625.00	637.50	0.070000	0.00	
	0.00	0.00	0.060000	0.00	
01/01/1992	60000.00	4072.50	0.077500	0.00	Single
	12750.00	765.00	0.070000	0.00	
	0.00	0.00	0.060000	0.00	
	80000.00	5430.00	0.077500	0.00	Head of Household
	17000.00	1020.00	0.070000	0.00	
	0.00	0.00	0.060000	0.00	
01/01/1991	50000.00	3393.75	0.077500	0.00	Married
	10625.00	637.50	0.070000	0.00	
	0.00	0.00	0.060000	0.00	
	60000.00	4072.50	0.077500	0.00	Single
	12750.00	765.00	0.070000	0.00	
	0.00	0.00	0.060000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 74
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	12750.00	765.00	0.070000	0.00	
	0.00	0.00	0.060000	0.00	
01/01/1990	17000.00	1020.00	0.070000	0.00	Head of Household
	0.00	0.00	0.060000	0.00	
	10625.00	637.50	0.070000	0.00	Married
	0.00	0.00	0.060000	0.00	
	12750.00	765.00	0.070000	0.00	Single
	0.00	0.00	0.060000	0.00	
ND 01/01/2000	0.00	0.00	0.140000	0.00	Tax Status Not Applicable
01/01/1999	0.00	0.00	0.140000	0.00	Tax Status Not Applicable
01/01/1998	0.00	0.00	0.140000	0.00	Tax Status Not Applicable
09/01/1997	0.00	0.00	0.140000	0.00	Tax Status Not Applicable
01/01/1997	0.00	0.00	0.140000	0.00	Tax Status Not Applicable
01/01/1996	0.00	0.00	0.140000	0.00	Tax Status Not Applicable
01/01/1995	0.00	0.00	0.140000	0.00	Tax Status Not Applicable
01/01/1994	0.00	0.00	0.140000	0.00	Tax Status Not Applicable
01/01/1993	0.00	0.00	0.140000	0.00	Tax Status Not Applicable
01/01/1992	0.00	0.00	0.140000	0.00	Tax Status Not Applicable
01/01/1991	0.00	0.00	0.140000	0.00	Tax Status Not Applicable
12/06/1989	0.00	0.00	0.140000	0.00	Tax Status Not Applicable
06/01/1989	0.00	0.00	0.170000	0.00	Tax Status Not Applicable
01/01/1989	0.00	0.00	0.140000	0.00	Tax Status Not Applicable
NE 01/01/1998	75250.00	4048.69	0.073600	0.00	Married
	58250.00	2821.29	0.072200	0.00	
	42950.00	1753.35	0.069800	0.00	
	35400.00	1257.31	0.065700	0.00	
	22400.00	565.71	0.053200	0.00	
	8250.00	74.70	0.034700	0.00	
	5250.00	0.00	0.024900	0.00	
	75100.00	4508.15	0.073600	0.00	Single
	54100.00	2991.95	0.072200	0.00	
	28100.00	1177.15	0.069800	0.00	
	22750.00	825.65	0.065700	0.00	
	15500.00	439.95	0.053200	0.00	
	4400.00	54.78	0.034700	0.00	
	2200.00	0.00	0.024900	0.00	
09/01/1997	75000.00	4261.43	0.077500	0.00	Married
	58000.00	2969.43	0.076000	0.00	
	42700.00	1844.88	0.073500	0.00	
	35200.00	1325.88	0.069200	0.00	
	22150.00	595.08	0.056000	0.00	
	8000.00	78.60	0.036500	0.00	
	5000.00	0.00	0.026200	0.00	
	75000.00	4746.01	0.077500	0.00	Single
	54000.00	3150.01	0.076000	0.00	
	28000.00	1239.01	0.073500	0.00	
	22650.00	868.79	0.069200	0.00	
	15400.00	462.79	0.056000	0.00	
	4300.00	57.64	0.036500	0.00	
	2100.00	0.00	0.026200	0.00	
04/01/1994	75000.00	4261.43	0.077500	0.00	Married
	58000.00	2969.43	0.076000	0.00	
	42700.00	1844.88	0.073500	0.00	
	35200.00	1325.88	0.069200	0.00	
	22150.00	595.08	0.056000	0.00	
	8000.00	78.60	0.036500	0.00	
	5000.00	0.00	0.026200	0.00	
	75000.00	4746.01	0.077500	0.00	Single
	54000.00	3150.01	0.076000	0.00	
	28000.00	1239.01	0.073500	0.00	
	22650.00	868.79	0.069200	0.00	
	15400.00	462.79	0.056000	0.00	
	4300.00	57.64	0.036500	0.00	
	2100.00	0.00	0.026200	0.00	
01/01/1994	80000.00	4772.26	0.075500	0.00	Married
	60000.00	3262.26	0.075500	20.00	
	42500.00	1976.01	0.073500	45.00	
	33000.00	1277.76	0.073500	59.00	
	23000.00	753.76	0.052400	69.00	

PeopleSoft
STATE TAX RATE TABLE

Page No. 75
Run Date 08/31/2000
Run Time 10:30:40

Report ID: TAX707

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	4000.00	60.26	0.036500	69.00	
	1700.00	0.00	0.026200	69.00	
	80000.00	5022.26	0.075500	0.00	Single
	35000.00	1714.76	0.073500	25.00	
	26500.00	1090.01	0.073500	49.00	
	15000.00	487.41	0.052400	69.00	
	2400.00	27.51	0.036500	69.00	
	1350.00	0.00	0.026200	69.00	
01/01/1993	42700.00	1846.50	0.073500	0.00	Married
	35200.00	1327.50	0.069200	0.00	
	27700.00	906.00	0.056200	0.00	
	4700.00	71.10	0.036300	0.00	
	1700.00	0.00	0.023700	0.00	
	30000.00	1378.53	0.073500	0.00	Single
	22650.00	869.91	0.069200	0.00	
	16650.00	532.71	0.056200	0.00	
	3150.00	42.66	0.036300	0.00	
	1350.00	0.00	0.023700	0.00	
07/01/1990	42535.00	1847.00	0.073500	0.00	Married
	35035.00	1328.00	0.069200	0.00	
	27535.00	906.00	0.056200	0.00	
	4535.00	71.00	0.036300	0.00	
	1535.00	0.00	0.023700	0.00	
	30000.00	1326.00	0.073500	0.00	Single
	23410.00	870.00	0.069200	0.00	
	17410.00	533.00	0.056200	0.00	
	3910.00	43.00	0.036300	0.00	
	2110.00	0.00	0.023700	0.00	
01/01/1990	43400.00	1462.00	0.062500	0.00	Married
	35000.00	1059.00	0.048000	0.00	
	32220.00	835.00	0.048000	0.00	
	7220.00	60.00	0.031000	0.00	
	4220.00	0.00	0.020000	0.00	
	30000.00	1165.00	0.062500	0.00	Single
	29020.00	991.00	0.059000	0.00	
	18820.00	501.00	0.048000	0.00	
	3820.00	36.00	0.031000	0.00	
	2020.00	0.00	0.020000	0.00	
01/01/1989	49070.00	1697.50	0.059000	0.00	Married
	32070.00	847.50	0.050000	0.00	
	7070.00	60.00	0.031500	0.00	
	4070.00	0.00	0.020000	0.00	
	28970.00	1018.50	0.059000	0.00	Single
	18770.00	508.50	0.050000	0.00	
	3770.00	36.00	0.031500	0.00	
	1970.00	0.00	0.020000	0.00	
NJ 01/01/2000	150000.00	6430.00	0.066000	0.00	New Jersey Rate Table 'C'
	60000.00	1390.00	0.056000	0.00	
	50000.00	1040.00	0.035000	0.00	
	40000.00	760.00	0.028000	0.00	
	20000.00	300.00	0.023000	0.00	
	0.00	0.00	0.015000	0.00	
	150000.00	6650.00	0.065000	0.00	New Jersey Rate Table 'D'
	60000.00	1610.00	0.056000	0.00	
	50000.00	1180.00	0.043000	0.00	
	40000.00	840.00	0.034000	0.00	
	20000.00	300.00	0.027000	0.00	
	0.00	0.00	0.015000	0.00	
	100000.00	4370.00	0.065000	0.00	New Jersey Rate Table 'E'
	35000.00	600.00	0.058000	0.00	
	20000.00	300.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
	150000.00	6100.00	0.070000	0.00	Married
	80000.00	1830.00	0.061000	0.00	
	70000.00	1440.00	0.039000	0.00	
	50000.00	900.00	0.027000	0.00	
	20000.00	300.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
	75000.00	2930.00	0.070000	0.00	Single
	40000.00	795.00	0.061000	0.00	
	35000.00	600.00	0.039000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Page No. 76
Run Date 08/31/2000
Run Time 10:30:40

Report ID: TAX707

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	20000.00	300.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
01/21/1999	150000.00	6430.00	0.066000	0.00	New Jersey Rate Table 'C'
	60000.00	1390.00	0.056000	0.00	
	50000.00	1040.00	0.035000	0.00	
	40000.00	760.00	0.028000	0.00	
	20000.00	300.00	0.023000	0.00	
	0.00	0.00	0.015000	0.00	
	150000.00	6650.00	0.065000	0.00	New Jersey Rate Table 'D'
	60000.00	1610.00	0.056000	0.00	
	50000.00	1180.00	0.043000	0.00	
	40000.00	840.00	0.034000	0.00	
	20000.00	300.00	0.027000	0.00	
	0.00	0.00	0.015000	0.00	
	100000.00	4370.00	0.065000	0.00	New Jersey Rate Table 'E'
	35000.00	600.00	0.058000	0.00	
	20000.00	300.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
	150000.00	6100.00	0.070000	0.00	Married
	80000.00	1830.00	0.061000	0.00	
	70000.00	1440.00	0.039000	0.00	
	50000.00	900.00	0.027000	0.00	
	20000.00	300.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
	75000.00	2930.00	0.070000	0.00	Single
	40000.00	795.00	0.061000	0.00	
	35000.00	600.00	0.039000	0.00	
	20000.00	300.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
01/01/1999	150000.00	6430.00	0.066000	0.00	New Jersey Rate Table 'C'
	60000.00	1390.00	0.056000	0.00	
	50000.00	1040.00	0.035000	0.00	
	40000.00	760.00	0.028000	0.00	
	20000.00	300.00	0.023000	0.00	
	0.00	0.00	0.015000	0.00	
	150000.00	6650.00	0.065000	0.00	New Jersey Rate Table 'D'
	60000.00	1610.00	0.056000	0.00	
	50000.00	1180.00	0.043000	0.00	
	40000.00	840.00	0.034000	0.00	
	20000.00	300.00	0.027000	0.00	
	0.00	0.00	0.015000	0.00	
	100000.00	4370.00	0.065000	0.00	New Jersey Rate Table 'E'
	35000.00	600.00	0.058000	0.00	
	20000.00	300.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
	150000.00	6100.00	0.070000	0.00	Married
	80000.00	1830.00	0.061000	0.00	
	70000.00	1440.00	0.039000	0.00	
	50000.00	900.00	0.027000	0.00	
	20000.00	300.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
	75000.00	2930.00	0.070000	0.00	Single
	40000.00	795.00	0.061000	0.00	
	35000.00	600.00	0.039000	0.00	
	20000.00	300.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
01/01/1998	150000.00	6430.00	0.066000	0.00	New Jersey Rate Table 'C'
	60000.00	1390.00	0.056000	0.00	
	50000.00	1040.00	0.035000	0.00	
	40000.00	760.00	0.028000	0.00	
	20000.00	300.00	0.023000	0.00	
	0.00	0.00	0.015000	0.00	
	150000.00	6650.00	0.065000	0.00	New Jersey Rate Table 'D'
	60000.00	1610.00	0.056000	0.00	
	50000.00	1180.00	0.043000	0.00	
	40000.00	840.00	0.034000	0.00	
	20000.00	300.00	0.027000	0.00	
	0.00	0.00	0.015000	0.00	
	100000.00	4370.00	0.065000	0.00	New Jersey Rate Table 'E'
	35000.00	600.00	0.058000	0.00	
	20000.00	300.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
	150000.00	6100.00	0.070000	0.00	Married

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	80000.00	1830.00	0.061000	0.00	
	70000.00	1440.00	0.039000	0.00	
	50000.00	900.00	0.027000	0.00	
	20000.00	300.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
	75000.00	2930.00	0.070000	0.00	Single
	40000.00	795.00	0.061000	0.00	
	35000.00	600.00	0.039000	0.00	
	20000.00	300.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
09/01/1997	150000.00	6430.00	0.066000	0.00	New Jersey Rate Table 'C'
	60000.00	1390.00	0.056000	0.00	
	50000.00	1040.00	0.035000	0.00	
	40000.00	760.00	0.028000	0.00	
	20000.00	300.00	0.023000	0.00	
	0.00	0.00	0.015000	0.00	
	150000.00	6650.00	0.065000	0.00	New Jersey Rate Table 'D'
	60000.00	1610.00	0.056000	0.00	
	50000.00	1180.00	0.043000	0.00	
	40000.00	840.00	0.034000	0.00	
	20000.00	300.00	0.027000	0.00	
	0.00	0.00	0.015000	0.00	
	100000.00	4370.00	0.065000	0.00	New Jersey Rate Table 'E'
	35000.00	600.00	0.058000	0.00	
	20000.00	300.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
	150000.00	6100.00	0.070000	0.00	Married
	80000.00	1830.00	0.061000	0.00	
	70000.00	1440.00	0.039000	0.00	
	50000.00	900.00	0.027000	0.00	
	20000.00	300.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
	75000.00	2930.00	0.070000	0.00	Single
	40000.00	795.00	0.061000	0.00	
	35000.00	600.00	0.039000	0.00	
	20000.00	300.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
01/01/1997	150000.00	6430.00	0.066000	0.00	New Jersey Rate Table 'C'
	60000.00	1390.00	0.056000	0.00	
	50000.00	1040.00	0.035000	0.00	
	40000.00	760.00	0.028000	0.00	
	20000.00	300.00	0.023000	0.00	
	0.00	0.00	0.015000	0.00	
	150000.00	6650.00	0.065000	0.00	New Jersey Rate Table 'D'
	60000.00	1610.00	0.056000	0.00	
	50000.00	1180.00	0.043000	0.00	
	40000.00	840.00	0.034000	0.00	
	20000.00	300.00	0.027000	0.00	
	0.00	0.00	0.015000	0.00	
	100000.00	4370.00	0.065000	0.00	New Jersey Rate Table 'E'
	35000.00	600.00	0.058000	0.00	
	20000.00	300.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
	150000.00	6100.00	0.070000	0.00	Married
	80000.00	1830.00	0.061000	0.00	
	70000.00	1440.00	0.039000	0.00	
	50000.00	900.00	0.027000	0.00	
	20000.00	300.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
	75000.00	2930.00	0.070000	0.00	Single
	40000.00	795.00	0.061000	0.00	
	35000.00	600.00	0.039000	0.00	
	20000.00	300.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
04/01/1996	150000.00	6430.00	0.066000	0.00	New Jersey Rate Table 'C'
	60000.00	1390.00	0.056000	0.00	
	50000.00	1040.00	0.035000	0.00	
	40000.00	760.00	0.028000	0.00	
	20000.00	300.00	0.023000	0.00	
	0.00	0.00	0.015000	0.00	
	150000.00	6650.00	0.065000	0.00	New Jersey Rate Table 'D'
	60000.00	1610.00	0.056000	0.00	
	50000.00	1180.00	0.043000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Page No. 78
Run Date 08/31/2000
Run Time 10:30:40

Report ID: TAX707

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	40000.00	840.00	0.034000	0.00	
	20000.00	300.00	0.027000	0.00	
	0.00	0.00	0.015000	0.00	
	100000.00	4370.00	0.065000	0.00	New Jersey Rate Table 'E'
	35000.00	600.00	0.058000	0.00	
	20000.00	300.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
	150000.00	6100.00	0.070000	0.00	Married
	80000.00	1830.00	0.061000	0.00	
	70000.00	1440.00	0.039000	0.00	
	50000.00	900.00	0.027000	0.00	
	20000.00	300.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
	75000.00	2930.00	0.070000	0.00	Single
	40000.00	795.00	0.061000	0.00	
	35000.00	600.00	0.039000	0.00	
	20000.00	300.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
01/01/1996	150000.00	6430.00	0.066000	0.00	New Jersey Rate Table 'C'
	60000.00	1390.00	0.056000	0.00	
	50000.00	1040.00	0.035000	0.00	
	40000.00	760.00	0.028000	0.00	
	20000.00	300.00	0.023000	0.00	
	0.00	0.00	0.015000	0.00	
	150000.00	6650.00	0.065000	0.00	New Jersey Rate Table 'D'
	60000.00	1610.00	0.056000	0.00	
	50000.00	1180.00	0.043000	0.00	
	40000.00	840.00	0.034000	0.00	
	20000.00	300.00	0.027000	0.00	
	0.00	0.00	0.015000	0.00	
	100000.00	4370.00	0.065000	0.00	New Jersey Rate Table 'E'
	35000.00	600.00	0.058000	0.00	
	20000.00	300.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
	150000.00	6100.00	0.070000	0.00	Married
	80000.00	1830.00	0.061000	0.00	
	70000.00	1440.00	0.039000	0.00	
	50000.00	900.00	0.027000	0.00	
	20000.00	300.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
	75000.00	2930.00	0.070000	0.00	Single
	40000.00	795.00	0.061000	0.00	
	35000.00	600.00	0.039000	0.00	
	20000.00	300.00	0.020000	0.00	
	0.00	0.00	0.015000	0.00	
01/01/1995	150000.00	7020.00	0.068000	0.00	New Jersey Rate Table 'C'
	60000.00	1710.00	0.059000	0.00	
	50000.00	1280.00	0.043000	0.00	
	40000.00	940.00	0.034000	0.00	
	20000.00	380.00	0.028000	0.00	
	0.00	0.00	0.019000	0.00	
	150000.00	7250.00	0.067000	0.00	New Jersey Rate Table 'D'
	60000.00	1940.00	0.059000	0.00	
	50000.00	1430.00	0.051000	0.00	
	40000.00	1020.00	0.041000	0.00	
	20000.00	380.00	0.032000	0.00	
	0.00	0.00	0.019000	0.00	
	100000.00	4705.00	0.067000	0.00	New Jersey Rate Table 'E'
	35000.00	740.00	0.061000	0.00	
	20000.00	380.00	0.024000	0.00	
	0.00	0.00	0.019000	0.00	
	150000.00	6920.00	0.072000	0.00	Married
	80000.00	2230.00	0.067000	0.00	
	70000.00	1760.00	0.047000	0.00	
	50000.00	1100.00	0.033000	0.00	
	20000.00	380.00	0.024000	0.00	
	0.00	0.00	0.019000	0.00	
	75000.00	3320.00	0.072000	0.00	Single
	40000.00	975.00	0.067000	0.00	
	35000.00	740.00	0.047000	0.00	
	20000.00	380.00	0.024000	0.00	
	0.00	0.00	0.019000	0.00	
05/01/1994	150000.00	7250.00	0.067000	0.00	New Jersey Rate Table 'C'

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	60000.00	1850.00	0.060000	0.00	
	50000.00	1390.00	0.046000	0.00	
	40000.00	1020.00	0.037000	0.00	
	20000.00	400.00	0.031000	0.00	
	0.00	0.00	0.020000	0.00	
	150000.00	7500.00	0.066000	0.00	New Jersey Rate Table 'D'
	60000.00	2100.00	0.060000	0.00	
	50000.00	1540.00	0.056000	0.00	
	40000.00	1100.00	0.044000	0.00	
	20000.00	400.00	0.035000	0.00	
	0.00	0.00	0.020000	0.00	
	100000.00	4820.00	0.066000	0.00	New Jersey Rate Table 'E'
	35000.00	790.00	0.062000	0.00	
	20000.00	400.00	0.026000	0.00	
	0.00	0.00	0.020000	0.00	
	150000.00	7100.00	0.071000	0.00	Married
	80000.00	2410.00	0.067000	0.00	
	70000.00	1900.00	0.051000	0.00	
	50000.00	1180.00	0.036000	0.00	
	20000.00	400.00	0.026000	0.00	
	0.00	0.00	0.020000	0.00	
	75000.00	3390.00	0.071000	0.00	Single
	40000.00	1045.00	0.067000	0.00	
	35000.00	790.00	0.051000	0.00	
	20000.00	400.00	0.026000	0.00	
	0.00	0.00	0.020000	0.00	
01/01/1994	150000.00	7850.00	0.072000	0.00	New Jersey Rate Table 'C'
	60000.00	2000.00	0.065000	0.00	
	50000.00	1500.00	0.050000	0.00	
	40000.00	1100.00	0.040000	0.00	
	20000.00	440.00	0.033000	0.00	
	0.00	0.00	0.022000	0.00	
	150000.00	8130.00	0.071000	0.00	New Jersey Rate Table 'D'
	60000.00	2280.00	0.065000	0.00	
	50000.00	1680.00	0.060000	0.00	
	40000.00	1200.00	0.048000	0.00	
	20000.00	440.00	0.038000	0.00	
	0.00	0.00	0.022000	0.00	
	100000.00	5215.00	0.071000	0.00	New Jersey Rate Table 'E'
	35000.00	860.00	0.067000	0.00	
	20000.00	440.00	0.028000	0.00	
	0.00	0.00	0.022000	0.00	
	150000.00	7650.00	0.077000	0.00	Married
	80000.00	2610.00	0.072000	0.00	
	70000.00	2060.00	0.055000	0.00	
	50000.00	1280.00	0.039000	0.00	
	20000.00	440.00	0.028000	0.00	
	0.00	0.00	0.022000	0.00	
	75000.00	3655.00	0.077000	0.00	Single
	40000.00	1135.00	0.072000	0.00	
	35000.00	860.00	0.055000	0.00	
	20000.00	440.00	0.028000	0.00	
	0.00	0.00	0.022000	0.00	
01/01/1993	150000.00	7850.00	0.072000	0.00	New Jersey Rate Table 'C'
	60000.00	2000.00	0.065000	0.00	
	50000.00	1500.00	0.050000	0.00	
	40000.00	1100.00	0.040000	0.00	
	20000.00	440.00	0.033000	0.00	
	0.00	0.00	0.022000	0.00	
	150000.00	8130.00	0.071000	0.00	New Jersey Rate Table 'D'
	60000.00	2280.00	0.065000	0.00	
	50000.00	1680.00	0.060000	0.00	
	40000.00	1200.00	0.048000	0.00	
	20000.00	440.00	0.038000	0.00	
	0.00	0.00	0.022000	0.00	
	100000.00	5215.00	0.071000	0.00	New Jersey Rate Table 'E'
	35000.00	860.00	0.067000	0.00	
	20000.00	440.00	0.028000	0.00	
	0.00	0.00	0.022000	0.00	
	150000.00	7650.00	0.077000	0.00	Married
	80000.00	2610.00	0.072000	0.00	
	70000.00	2060.00	0.055000	0.00	
	50000.00	1280.00	0.039000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Page No. 80
Run Date 08/31/2000
Run Time 10:30:40

Report ID: TAX707

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	20000.00	440.00	0.028000	0.00	
	0.00	0.00	0.022000	0.00	
	75000.00	3655.00	0.077000	0.00	Single
	40000.00	1135.00	0.072000	0.00	
	35000.00	860.00	0.055000	0.00	
	20000.00	440.00	0.028000	0.00	
	0.00	0.00	0.022000	0.00	
01/01/1992	150000.00	7850.00	0.072000	0.00	New Jersey Rate Table 'C'
	60000.00	2000.00	0.065000	0.00	
	50000.00	1500.00	0.050000	0.00	
	40000.00	1100.00	0.040000	0.00	
	20000.00	440.00	0.033000	0.00	
	0.00	0.00	0.022000	0.00	
	150000.00	8130.00	0.071000	0.00	New Jersey Rate Table 'D'
	60000.00	2280.00	0.065000	0.00	
	50000.00	1680.00	0.060000	0.00	
	40000.00	1200.00	0.048000	0.00	
	20000.00	440.00	0.038000	0.00	
	0.00	0.00	0.022000	0.00	
	100000.00	5215.00	0.071000	0.00	New Jersey Rate Table 'E'
	35000.00	860.00	0.067000	0.00	
	20000.00	440.00	0.028000	0.00	
	0.00	0.00	0.022000	0.00	
	150000.00	7650.00	0.077000	0.00	Married
	80000.00	2610.00	0.072000	0.00	
	70000.00	2060.00	0.055000	0.00	
	50000.00	1280.00	0.039000	0.00	
	20000.00	440.00	0.028000	0.00	
	0.00	0.00	0.022000	0.00	
	75000.00	3655.00	0.077000	0.00	Single
	40000.00	1135.00	0.072000	0.00	
	35000.00	860.00	0.055000	0.00	
	20000.00	440.00	0.028000	0.00	
	0.00	0.00	0.022000	0.00	
01/01/1991	150000.00	7850.00	0.072000	0.00	New Jersey Rate Table 'C'
	60000.00	2000.00	0.065000	0.00	
	50000.00	1500.00	0.050000	0.00	
	40000.00	1100.00	0.040000	0.00	
	20000.00	440.00	0.033000	0.00	
	0.00	0.00	0.022000	0.00	
	150000.00	8130.00	0.071000	0.00	New Jersey Rate Table 'D'
	60000.00	2280.00	0.065000	0.00	
	50000.00	1680.00	0.060000	0.00	
	40000.00	1200.00	0.048000	0.00	
	20000.00	440.00	0.038000	0.00	
	0.00	0.00	0.022000	0.00	
	100000.00	5215.00	0.071000	0.00	New Jersey Rate Table 'E'
	35000.00	860.00	0.067000	0.00	
	20000.00	440.00	0.028000	0.00	
	0.00	0.00	0.022000	0.00	
	150000.00	7650.00	0.077000	0.00	Married
	80000.00	2610.00	0.072000	0.00	
	70000.00	2060.00	0.055000	0.00	
	50000.00	1280.00	0.039000	0.00	
	20000.00	440.00	0.028000	0.00	
	0.00	0.00	0.022000	0.00	
	75000.00	3655.00	0.077000	0.00	Single
	40000.00	1135.00	0.072000	0.00	
	35000.00	860.00	0.055000	0.00	
	20000.00	440.00	0.028000	0.00	
	0.00	0.00	0.022000	0.00	
01/01/1990	50000.00	1280.00	0.039000	0.00	Tax Status Not Applicable
	20000.00	440.00	0.028000	0.00	
	0.00	0.00	0.022000	0.00	
03/31/1989	50000.00	1280.00	0.039000	0.00	Tax Status Not Applicable
	20000.00	440.00	0.028000	0.00	
	0.00	0.00	0.022000	0.00	
01/01/1989	50000.00	1190.00	0.035000	0.00	Tax Status Not Applicable
	20000.00	440.00	0.025000	0.00	
	0.00	0.00	0.022000	0.00	
NM 01/01/2000	104450.00	6276.00	0.082000	0.00	Married

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 81
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	68450.00	3432.00	0.079000	0.00	
	44450.00	1728.00	0.071000	0.00	
	28450.00	768.00	0.060000	0.00	
	20450.00	392.00	0.047000	0.00	
	12450.00	136.00	0.032000	0.00	
	4450.00	0.00	0.017000	0.00	
	66550.00	4057.50	0.082000	0.00	Single
	43550.00	2240.50	0.079000	0.00	
	27550.00	1104.50	0.071000	0.00	
	17550.00	504.50	0.060000	0.00	
	12550.00	269.50	0.047000	0.00	
	7050.00	93.50	0.032000	0.00	
	1550.00	0.00	0.017000	0.00	
01/01/1999	104400.00	6276.00	0.082000	0.00	Married
	68400.00	3432.00	0.079000	0.00	
	44400.00	1728.00	0.071000	0.00	
	28400.00	768.00	0.060000	0.00	
	20400.00	392.00	0.047000	0.00	
	12400.00	136.00	0.032000	0.00	
	4400.00	0.00	0.017000	0.00	
	66550.00	4057.50	0.082000	0.00	Single
	43550.00	2240.50	0.079000	0.00	
	27550.00	1104.50	0.071000	0.00	
	17550.00	504.50	0.060000	0.00	
	12550.00	269.50	0.047000	0.00	
	7050.00	93.50	0.032000	0.00	
	1550.00	0.00	0.017000	0.00	
07/01/1998	104250.00	6276.00	0.082000	0.00	Married
	68250.00	3432.00	0.079000	0.00	
	44250.00	1728.00	0.071000	0.00	
	28250.00	768.00	0.060000	0.00	
	20250.00	392.00	0.047000	0.00	
	12250.00	136.00	0.032000	0.00	
	4250.00	0.00	0.017000	0.00	
	66500.00	4057.50	0.082000	0.00	Single
	43500.00	2240.50	0.079000	0.00	
	27500.00	1104.50	0.071000	0.00	
	17500.00	504.50	0.060000	0.00	
	12500.00	269.50	0.047000	0.00	
	7000.00	93.50	0.032000	0.00	
	1500.00	0.00	0.017000	0.00	
01/01/1998	104250.00	6276.00	0.085000	0.00	Married
	68250.00	3432.00	0.079000	0.00	
	44250.00	1728.00	0.071000	0.00	
	28250.00	768.00	0.060000	0.00	
	20250.00	392.00	0.047000	0.00	
	12250.00	136.00	0.032000	0.00	
	4250.00	0.00	0.017000	0.00	
	66500.00	4057.50	0.085000	0.00	Single
	43500.00	2240.50	0.079000	0.00	
	27500.00	1104.50	0.071000	0.00	
	17500.00	504.50	0.060000	0.00	
	12500.00	269.50	0.047000	0.00	
	7000.00	93.50	0.032000	0.00	
	1500.00	0.00	0.017000	0.00	
09/01/1997	104150.00	6276.00	0.085000	0.00	Married
	68150.00	3432.00	0.079000	0.00	
	44150.00	1728.00	0.071000	0.00	
	28150.00	768.00	0.060000	0.00	
	20150.00	392.00	0.047000	0.00	
	12150.00	136.00	0.032000	0.00	
	4150.00	0.00	0.017000	0.00	
	66450.00	4057.50	0.085000	0.00	Single
	43450.00	2240.50	0.079000	0.00	
	27450.00	1104.50	0.071000	0.00	
	17450.00	504.50	0.060000	0.00	
	12450.00	269.50	0.047000	0.00	
	6950.00	93.50	0.032000	0.00	
	1450.00	0.00	0.017000	0.00	
01/01/1997	104150.00	6276.00	0.085000	0.00	Married
	68150.00	3432.00	0.079000	0.00	
	44150.00	1728.00	0.071000	0.00	
	28150.00	768.00	0.060000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 82
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	20150.00	392.00	0.047000	0.00	
	12150.00	136.00	0.032000	0.00	
	4150.00	0.00	0.017000	0.00	
	66450.00	4057.50	0.085000	0.00	Single
	43450.00	2240.50	0.079000	0.00	
	27450.00	1104.50	0.071000	0.00	
	17450.00	504.50	0.060000	0.00	
	12450.00	269.50	0.047000	0.00	
	6950.00	93.50	0.032000	0.00	
	1450.00	0.00	0.017000	0.00	
01/01/1996	91900.00	5432.00	0.085000	0.00	Married
	59900.00	2904.00	0.079000	0.00	
	43900.00	1768.00	0.071000	0.00	
	27900.00	808.00	0.060000	0.00	
	19900.00	432.00	0.047000	0.00	
	11900.00	176.00	0.032000	0.00	
	3900.00	0.00	0.022000	0.00	
	66350.00	4057.50	0.085000	0.00	Single
	43350.00	2240.50	0.079000	0.00	
	27350.00	1104.50	0.071000	0.00	
	17350.00	504.50	0.060000	0.00	
	12350.00	269.50	0.047000	0.00	
	6850.00	93.50	0.032000	0.00	
	1350.00	0.00	0.017000	0.00	
01/01/1995	91900.00	5432.00	0.085000	0.00	Married
	59900.00	2904.00	0.079000	0.00	
	43900.00	1768.00	0.071000	0.00	
	27900.00	808.00	0.060000	0.00	
	19900.00	432.00	0.047000	0.00	
	11900.00	176.00	0.032000	0.00	
	3900.00	0.00	0.022000	0.00	
	66350.00	4057.50	0.085000	0.00	Single
	43350.00	2240.50	0.079000	0.00	
	27350.00	1104.50	0.071000	0.00	
	17350.00	504.50	0.060000	0.00	
	12350.00	269.50	0.047000	0.00	
	6850.00	93.50	0.032000	0.00	
	1350.00	0.00	0.017000	0.00	
07/01/1994	67900.00	3644.00	0.085000	0.00	Married
	51900.00	2380.00	0.079000	0.00	
	39900.00	1528.00	0.071000	0.00	
	27900.00	808.00	0.060000	0.00	
	19900.00	432.00	0.047000	0.00	
	11900.00	176.00	0.032000	0.00	
	3900.00	0.00	0.022000	0.00	
	42950.00	2284.30	0.085000	0.00	Single
	32550.00	1462.70	0.079000	0.00	
	27350.00	1093.50	0.071000	0.00	
	17350.00	493.50	0.060000	0.00	
	12350.00	258.50	0.047000	0.00	
	6850.00	93.50	0.030000	0.00	
	1350.00	0.00	0.017000	0.00	
01/01/1994	67850.00	3648.00	0.085000	0.00	Married
	51850.00	2416.00	0.077000	0.00	
	39850.00	1588.00	0.069000	0.00	
	27850.00	880.00	0.059000	0.00	
	19850.00	496.00	0.048000	0.00	
	11850.00	192.00	0.038000	0.00	
	3850.00	0.00	0.024000	0.00	
	42950.00	2275.00	0.085000	0.00	Single
	32550.00	1474.20	0.077000	0.00	
	24750.00	936.00	0.069000	0.00	
	16950.00	483.60	0.058000	0.00	
	11750.00	249.60	0.045000	0.00	
	6550.00	93.60	0.030000	0.00	
	1350.00	0.00	0.018000	0.00	
01/01/1993	67700.00	3648.00	0.085000	0.00	Married
	51700.00	2416.00	0.077000	0.00	
	39700.00	1588.00	0.069000	0.00	
	27700.00	880.00	0.059000	0.00	
	19700.00	496.00	0.048000	0.00	
	11700.00	192.00	0.038000	0.00	
	3700.00	0.00	0.024000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 83
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	42900.00	2275.00	0.085000	0.00	Single
	32500.00	1474.20	0.077000	0.00	
	24700.00	936.00	0.069000	0.00	
	16900.00	483.60	0.058000	0.00	
	11700.00	249.60	0.045000	0.00	
	6500.00	93.60	0.030000	0.00	
	1300.00	0.00	0.018000	0.00	
01/01/1992	67550.00	3648.00	0.085000	0.00	Married
	51550.00	2416.00	0.077000	0.00	
	39550.00	1588.00	0.069000	0.00	
	27550.00	880.00	0.059000	0.00	
	19550.00	496.00	0.048000	0.00	
	11550.00	192.00	0.038000	0.00	
	3550.00	0.00	0.024000	0.00	
	42850.00	2275.00	0.085000	0.00	Single
	32450.00	1474.20	0.077000	0.00	
	24650.00	936.00	0.069000	0.00	
	16850.00	483.60	0.058000	0.00	
	11650.00	249.60	0.045000	0.00	
	6450.00	93.60	0.030000	0.00	
	1250.00	0.00	0.018000	0.00	
01/01/1991	67550.00	3648.00	0.085000	0.00	Married
	51550.00	2416.00	0.077000	0.00	
	39550.00	1588.00	0.069000	0.00	
	27550.00	880.00	0.059000	0.00	
	19550.00	496.00	0.048000	0.00	
	11550.00	192.00	0.038000	0.00	
	3550.00	0.00	0.024000	0.00	
	42850.00	2275.00	0.085000	0.00	Single
	32450.00	1474.20	0.077000	0.00	
	24650.00	936.00	0.069000	0.00	
	16850.00	483.60	0.058000	0.00	
	11650.00	249.60	0.045000	0.00	
	6450.00	93.60	0.030000	0.00	
	1250.00	0.00	0.018000	0.00	
01/01/1990	66000.00	3648.00	0.085000	0.00	Married
	50000.00	2416.00	0.077000	0.00	
	38000.00	1588.00	0.069000	0.00	
	26000.00	880.00	0.059000	0.00	
	18000.00	496.00	0.048000	0.00	
	10000.00	192.00	0.038000	0.00	
	2000.00	0.00	0.024000	0.00	
	42600.00	2275.00	0.085000	0.00	Single
	32200.00	1474.20	0.077000	0.00	
	24400.00	936.00	0.069000	0.00	
	16600.00	483.60	0.058000	0.00	
	11400.00	249.60	0.045000	0.00	
	6200.00	93.60	0.030000	0.00	
	1000.00	0.00	0.018000	0.00	
01/01/1989	66000.00	3648.00	0.085000	0.00	Married
	50000.00	2416.00	0.077000	0.00	
	38000.00	1588.00	0.069000	0.00	
	26000.00	880.00	0.059000	0.00	
	18000.00	496.00	0.048000	0.00	
	10000.00	192.00	0.038000	0.00	
	2000.00	0.00	0.024000	0.00	
	42600.00	2275.00	0.085000	0.00	Single
	32200.00	1474.20	0.077000	0.00	
	24400.00	936.00	0.069000	0.00	
	16600.00	483.60	0.058000	0.00	
	11400.00	249.60	0.045000	0.00	
	6200.00	93.60	0.030000	0.00	
	1000.00	0.00	0.018000	0.00	
NY 03/31/2000	150000.00	10604.00	0.070000	0.00	Tax Status Not Applicable
	100000.00	6532.00	0.080000	0.00	
	90000.00	5768.00	0.070000	0.00	
	20000.00	973.00	0.060000	0.00	
	13000.00	560.00	0.050000	0.00	
	11000.00	455.00	0.050000	0.00	
	8000.00	320.00	0.040000	0.00	
	0.00	0.00	0.040000	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
01/01/1999	150000.00	10604.00	0.073500	0.00	Tax Status Not Applicable
	100000.00	6532.00	0.081400	0.00	
	90000.00	5768.00	0.076400	0.00	
	20000.00	973.00	0.068500	0.00	
	13000.00	560.00	0.059000	0.00	
	11000.00	455.00	0.052500	0.00	
	8000.00	320.00	0.045000	0.00	
0.00	0.00	0.040000	0.00		
09/01/1997	150000.00	10604.00	0.073500	0.00	Tax Status Not Applicable
	100000.00	6532.00	0.081400	0.00	
	90000.00	5768.00	0.076400	0.00	
	20000.00	973.00	0.068500	0.00	
	13000.00	560.00	0.059000	0.00	
	11000.00	455.00	0.052500	0.00	
	8000.00	320.00	0.045000	0.00	
0.00	0.00	0.040000	0.00		
01/01/1997	150000.00	10604.00	0.073500	0.00	Tax Status Not Applicable
	100000.00	6532.00	0.081400	0.00	
	90000.00	5768.00	0.076400	0.00	
	20000.00	973.00	0.068500	0.00	
	13000.00	560.00	0.059000	0.00	
	11000.00	455.00	0.052500	0.00	
	8000.00	320.00	0.045000	0.00	
0.00	0.00	0.040000	0.00		
04/01/1996	150000.00	10805.00	0.075000	0.00	Tax Status Not Applicable
	100000.00	6805.00	0.080000	0.00	
	90000.00	6055.00	0.075000	0.00	
	11000.00	525.00	0.070000	0.00	
	8000.00	345.00	0.060000	0.00	
	5500.00	220.00	0.050000	0.00	
	0.00	0.00	0.040000	0.00	
07/01/1995	150000.00	11693.00	0.080900	0.00	Tax Status Not Applicable
	100000.00	7358.00	0.086700	0.00	
	90000.00	6541.00	0.081700	0.00	
	12500.00	659.00	0.075900	0.00	
	9500.00	462.00	0.065500	0.00	
	6500.00	296.00	0.055500	0.00	
	0.00	0.00	0.045500	0.00	
07/01/1992	150000.00	12569.00	0.083750	0.00	Tax Status Not Applicable
	100000.00	7661.00	0.098150	0.00	
	90000.00	6729.00	0.093150	0.00	
	13000.00	665.00	0.078750	0.00	
	11000.00	525.00	0.070000	0.00	
	8000.00	345.00	0.060000	0.00	
	5500.00	220.00	0.050000	0.00	
0.00	0.00	0.040000	0.00		
10/01/1991	200000.00	17476.00	0.083750	0.00	Tax Status Not Applicable
	100000.00	7661.00	0.098150	0.00	
	90000.00	6729.00	0.093150	0.00	
	13000.00	665.00	0.078750	0.00	
	11000.00	525.00	0.070000	0.00	
	8000.00	345.00	0.060000	0.00	
	5500.00	220.00	0.050000	0.00	
0.00	0.00	0.040000	0.00		
01/01/1991	13000.00	665.00	0.078750	0.00	Tax Status Not Applicable
	11000.00	525.00	0.070000	0.00	
	8000.00	345.00	0.060000	0.00	
	5500.00	220.00	0.050000	0.00	
0.00	0.00	0.040000	0.00		
01/01/1990	13000.00	665.00	0.078750	0.00	Tax Status Not Applicable
	11000.00	525.00	0.070000	0.00	
	8000.00	345.00	0.060000	0.00	
	5500.00	220.00	0.050000	0.00	
0.00	0.00	0.040000	0.00		
10/01/1989	13000.00	665.00	0.078800	0.00	Tax Status Not Applicable
	11000.00	525.00	0.070000	0.00	
	8000.00	345.00	0.060000	0.00	
	5500.00	220.00	0.050000	0.00	
0.00	0.00	0.040000	0.00		
01/01/1989	17000.00	988.00	0.083750	0.00	Tax Status Not Applicable
	12400.00	620.00	0.080000	0.00	
	9400.00	410.00	0.070000	0.00	
	7300.00	284.00	0.060000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 85
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	5100.00	174.00	0.050000	0.00	
	3000.00	90.00	0.040000	0.00	
	0.00	0.00	0.030000	0.00	
OH 09/01/1997	100000.00	5006.75	0.080750	0.00	Tax Status Not Applicable
	80000.00	3714.75	0.064600	0.00	
	40000.00	1453.55	0.056530	0.00	
	20000.00	484.55	0.048450	0.00	
	15000.00	282.65	0.040380	0.00	
	10000.00	121.15	0.032300	0.00	
	5000.00	40.40	0.016150	0.00	
	0.00	0.00	0.008080	0.00	
01/01/1995	100000.00	5006.75	0.080750	0.00	Tax Status Not Applicable
	80000.00	3714.75	0.064600	0.00	
	40000.00	1453.55	0.056530	0.00	
	20000.00	484.55	0.048450	0.00	
	15000.00	282.65	0.040380	0.00	
	10000.00	121.15	0.032300	0.00	
	5000.00	40.40	0.016150	0.00	
	0.00	0.00	0.008080	0.00	
01/01/1994	100000.00	5006.75	0.080750	0.00	Tax Status Not Applicable
	80000.00	3714.75	0.064600	0.00	
	40000.00	1453.55	0.056530	0.00	
	20000.00	484.55	0.048450	0.00	
	15000.00	282.65	0.040380	0.00	
	10000.00	121.15	0.032300	0.00	
	5000.00	40.40	0.016150	0.00	
	0.00	0.00	0.008080	0.00	
01/01/1993	100000.00	5006.75	0.080750	0.00	Tax Status Not Applicable
	80000.00	3714.75	0.064600	0.00	
	40000.00	1453.55	0.056530	0.00	
	20000.00	484.55	0.048450	0.00	
	15000.00	282.65	0.040380	0.00	
	10000.00	121.15	0.032300	0.00	
	5000.00	40.40	0.016150	0.00	
	0.00	0.00	0.008080	0.00	
01/01/1992	100000.00	5006.75	0.080750	0.00	Tax Status Not Applicable
	80000.00	3714.75	0.064600	0.00	
	40000.00	1453.55	0.056530	0.00	
	20000.00	484.55	0.048450	0.00	
	15000.00	282.65	0.040380	0.00	
	10000.00	121.15	0.032300	0.00	
	5000.00	40.40	0.016150	0.00	
	0.00	0.00	0.008080	0.00	
01/01/1989	100000.00	5006.75	0.080750	0.00	Tax Status Not Applicable
	80000.00	3714.75	0.064600	0.00	
	40000.00	1453.55	0.056530	0.00	
	20000.00	484.55	0.048450	0.00	
	15000.00	282.65	0.040380	0.00	
	10000.00	121.15	0.032300	0.00	
	5000.00	40.40	0.016150	0.00	
	0.00	0.00	0.008080	0.00	
OK 01/01/2000	22560.00	0.00	0.067500	0.00	Married-Both
	16000.00	867.50	0.100000	0.00	
	12500.00	552.50	0.090000	0.00	
	10500.00	392.50	0.080000	0.00	
	9000.00	287.50	0.070000	0.00	
	7500.00	197.50	0.060000	0.00	
	6100.00	127.50	0.050000	0.00	
	4900.00	79.50	0.040000	0.00	
	3750.00	45.00	0.030000	0.00	
	2500.00	20.00	0.020000	0.00	
	1000.00	5.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
	22560.00	0.00	0.067500	0.00	Married
	18000.00	709.50	0.090000	0.00	
	15000.00	469.50	0.080000	0.00	
	13250.00	347.00	0.070000	0.00	
	12000.00	272.00	0.060000	0.00	
	10400.00	192.00	0.050000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Page No. 86
Run Date 08/31/2000
Run Time 10:30:40

Report ID: TAX707

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	8900.00	132.00	0.040000	0.00	
	7500.00	90.00	0.030000	0.00	
	5000.00	40.00	0.020000	0.00	
	2000.00	10.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
	0.00	0.00	0.080000	0.00	Non-Resident Supplemental
	22560.00	0.00	0.067500	0.00	Single
	16000.00	867.50	0.100000	0.00	
	12500.00	552.50	0.090000	0.00	
	10500.00	392.50	0.080000	0.00	
	9000.00	287.50	0.070000	0.00	
	7500.00	197.50	0.060000	0.00	
	6100.00	127.50	0.050000	0.00	
	4900.00	79.50	0.040000	0.00	
	3750.00	45.00	0.030000	0.00	
	2500.00	20.00	0.020000	0.00	
	1000.00	5.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
06/25/1999	22560.00	0.00	0.067500	0.00	Married-Both
	16000.00	867.50	0.100000	0.00	
	12500.00	552.50	0.090000	0.00	
	10500.00	392.50	0.080000	0.00	
	9000.00	287.50	0.070000	0.00	
	7500.00	197.50	0.060000	0.00	
	6100.00	127.50	0.050000	0.00	
	4900.00	79.50	0.040000	0.00	
	3750.00	45.00	0.030000	0.00	
	2500.00	20.00	0.020000	0.00	
	1000.00	5.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
	22560.00	0.00	0.067500	0.00	Married
	18000.00	709.50	0.090000	0.00	
	15000.00	469.50	0.080000	0.00	
	13250.00	347.00	0.070000	0.00	
	12000.00	272.00	0.060000	0.00	
	10400.00	192.00	0.050000	0.00	
	8900.00	132.00	0.040000	0.00	
	7500.00	90.00	0.030000	0.00	
	5000.00	40.00	0.020000	0.00	
	2000.00	10.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
	0.00	0.00	0.080000	0.00	Non-Resident Supplemental
	22560.00	0.00	0.067500	0.00	Single
	16000.00	867.50	0.100000	0.00	
	12500.00	552.50	0.090000	0.00	
	10500.00	392.50	0.080000	0.00	
	9000.00	287.50	0.070000	0.00	
	7500.00	197.50	0.060000	0.00	
	6100.00	127.50	0.050000	0.00	
	4900.00	79.50	0.040000	0.00	
	3750.00	45.00	0.030000	0.00	
	2500.00	20.00	0.020000	0.00	
	1000.00	5.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
01/01/1999	22560.00	0.00	0.067500	0.00	Married-Both
	16000.00	867.50	0.100000	0.00	
	12500.00	552.50	0.090000	0.00	
	10500.00	392.50	0.080000	0.00	
	9000.00	287.50	0.070000	0.00	
	7500.00	197.50	0.060000	0.00	
	6100.00	127.50	0.050000	0.00	
	4900.00	79.50	0.040000	0.00	
	3750.00	45.00	0.030000	0.00	
	2500.00	20.00	0.020000	0.00	
	1000.00	5.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
	22560.00	0.00	0.067500	0.00	Married
	18000.00	709.50	0.090000	0.00	
	15000.00	469.50	0.080000	0.00	
	13250.00	347.00	0.070000	0.00	
	12000.00	272.00	0.060000	0.00	
	10400.00	192.00	0.050000	0.00	
	8900.00	132.00	0.040000	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	7500.00	90.00	0.030000	0.00	
	5000.00	40.00	0.020000	0.00	
	2000.00	10.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
	0.00	0.00	0.080000	0.00	Non-Resident Supplemental
	22560.00	0.00	0.067500	0.00	Single
	16000.00	867.50	0.100000	0.00	
	12500.00	552.50	0.090000	0.00	
	10500.00	392.50	0.080000	0.00	
	9000.00	287.50	0.070000	0.00	
	7500.00	197.50	0.060000	0.00	
	6100.00	127.50	0.050000	0.00	
	4900.00	79.50	0.040000	0.00	
	3750.00	45.00	0.030000	0.00	
	2500.00	20.00	0.020000	0.00	
	1000.00	5.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
01/01/1998	21120.00	0.00	0.070000	0.00	Married-Both
	16000.00	867.50	0.100000	0.00	
	12500.00	552.50	0.090000	0.00	
	10500.00	392.50	0.080000	0.00	
	9000.00	287.50	0.070000	0.00	
	7500.00	197.50	0.060000	0.00	
	6100.00	127.50	0.050000	0.00	
	4900.00	79.50	0.040000	0.00	
	3750.00	45.00	0.030000	0.00	
	2500.00	20.00	0.020000	0.00	
	1000.00	5.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
	21120.00	0.00	0.070000	0.00	Married
	18000.00	709.50	0.090000	0.00	
	15000.00	469.50	0.080000	0.00	
	13250.00	347.00	0.070000	0.00	
	12000.00	272.00	0.060000	0.00	
	10400.00	192.00	0.050000	0.00	
	8900.00	132.00	0.040000	0.00	
	7500.00	90.00	0.030000	0.00	
	5000.00	40.00	0.020000	0.00	
	2000.00	10.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
	0.00	0.00	0.080000	0.00	Non-Resident Supplemental
	21120.00	0.00	0.070000	0.00	Single
	16000.00	867.50	0.100000	0.00	
	12500.00	552.50	0.090000	0.00	
	10500.00	392.50	0.080000	0.00	
	9000.00	287.50	0.070000	0.00	
	7500.00	197.50	0.060000	0.00	
	6100.00	127.50	0.050000	0.00	
	4900.00	79.50	0.040000	0.00	
	3750.00	45.00	0.030000	0.00	
	2500.00	20.00	0.020000	0.00	
	1000.00	5.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
09/01/1997	21120.00	0.00	0.070000	0.00	Married-Both
	16000.00	867.50	0.100000	0.00	
	12500.00	552.50	0.090000	0.00	
	10500.00	392.50	0.080000	0.00	
	9000.00	287.50	0.070000	0.00	
	7500.00	197.50	0.060000	0.00	
	6100.00	127.50	0.050000	0.00	
	4900.00	79.50	0.040000	0.00	
	3750.00	45.00	0.030000	0.00	
	2500.00	20.00	0.020000	0.00	
	1000.00	5.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
	21120.00	0.00	0.070000	0.00	Married
	18000.00	709.50	0.090000	0.00	
	15000.00	469.50	0.080000	0.00	
	13250.00	347.00	0.070000	0.00	
	12000.00	272.00	0.060000	0.00	
	10400.00	192.00	0.050000	0.00	
	8900.00	132.00	0.040000	0.00	
	7500.00	90.00	0.030000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Page No. 88
Run Date 08/31/2000
Run Time 10:30:40

Report ID: TAX707

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	5000.00	40.00	0.020000	0.00	
	2000.00	10.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
	0.00	0.00	0.080000	0.00	Non-Resident Supplemental
	21120.00	0.00	0.070000	0.00	Single
	16000.00	867.50	0.100000	0.00	
	12500.00	552.50	0.090000	0.00	
	10500.00	392.50	0.080000	0.00	
	9000.00	287.50	0.070000	0.00	
	7500.00	197.50	0.060000	0.00	
	6100.00	127.50	0.050000	0.00	
	4900.00	79.50	0.040000	0.00	
	3750.00	45.00	0.030000	0.00	
	2500.00	20.00	0.020000	0.00	
	1000.00	5.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
01/01/1997	21120.00	0.00	0.070000	0.00	Married-Both
	16000.00	867.50	0.100000	0.00	
	12500.00	552.50	0.090000	0.00	
	10500.00	392.50	0.080000	0.00	
	9000.00	287.50	0.070000	0.00	
	7500.00	197.50	0.060000	0.00	
	6100.00	127.50	0.050000	0.00	
	4900.00	79.50	0.040000	0.00	
	3750.00	45.00	0.030000	0.00	
	2500.00	20.00	0.020000	0.00	
	1000.00	5.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
	21120.00	0.00	0.070000	0.00	Married
	18000.00	709.50	0.090000	0.00	
	15000.00	469.50	0.080000	0.00	
	13250.00	347.00	0.070000	0.00	
	12000.00	272.00	0.060000	0.00	
	10400.00	192.00	0.050000	0.00	
	8900.00	132.00	0.040000	0.00	
	7500.00	90.00	0.030000	0.00	
	5000.00	40.00	0.020000	0.00	
	2000.00	10.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
	0.00	0.00	0.080000	0.00	Non-Resident Supplemental
	21120.00	0.00	0.070000	0.00	Single
	16000.00	867.50	0.100000	0.00	
	12500.00	552.50	0.090000	0.00	
	10500.00	392.50	0.080000	0.00	
	9000.00	287.50	0.070000	0.00	
	7500.00	197.50	0.060000	0.00	
	6100.00	127.50	0.050000	0.00	
	4900.00	79.50	0.040000	0.00	
	3750.00	45.00	0.030000	0.00	
	2500.00	20.00	0.020000	0.00	
	1000.00	5.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
01/01/1996	21120.00	0.00	0.070000	0.00	Married-Both
	16000.00	867.50	0.100000	0.00	
	12500.00	552.50	0.090000	0.00	
	10500.00	392.50	0.080000	0.00	
	9000.00	287.50	0.070000	0.00	
	7500.00	197.50	0.060000	0.00	
	6100.00	127.50	0.050000	0.00	
	4900.00	79.50	0.040000	0.00	
	3750.00	45.00	0.030000	0.00	
	2500.00	20.00	0.020000	0.00	
	1000.00	5.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
	21120.00	0.00	0.070000	0.00	Married
	18000.00	709.50	0.090000	0.00	
	15000.00	469.50	0.080000	0.00	
	13250.00	347.00	0.070000	0.00	
	12000.00	272.00	0.060000	0.00	
	10400.00	192.00	0.050000	0.00	
	8900.00	132.00	0.040000	0.00	
	7500.00	90.00	0.030000	0.00	
	5000.00	40.00	0.020000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Page No. 89
Run Date 08/31/2000
Run Time 10:30:40

Report ID: TAX707

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	2000.00	10.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
	0.00	0.00	0.080000	0.00	Non-Resident Supplemental
	21120.00	0.00	0.070000	0.00	Single
	16000.00	867.50	0.100000	0.00	
	12500.00	552.50	0.090000	0.00	
	10500.00	392.50	0.080000	0.00	
	9000.00	287.50	0.070000	0.00	
	7500.00	197.50	0.060000	0.00	
	6100.00	127.50	0.050000	0.00	
	4900.00	79.50	0.040000	0.00	
	3750.00	45.00	0.030000	0.00	
	2500.00	20.00	0.020000	0.00	
	1000.00	5.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
01/01/1995	21120.00	0.00	0.070000	0.00	Married-Both
	16000.00	867.50	0.100000	0.00	
	12500.00	552.50	0.090000	0.00	
	10500.00	392.50	0.080000	0.00	
	9000.00	287.50	0.070000	0.00	
	7500.00	197.50	0.060000	0.00	
	6100.00	127.50	0.050000	0.00	
	4900.00	79.50	0.040000	0.00	
	3750.00	45.00	0.030000	0.00	
	2500.00	20.00	0.020000	0.00	
	1000.00	5.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
	21120.00	0.00	0.070000	0.00	Married
	18000.00	709.50	0.090000	0.00	
	15000.00	469.50	0.080000	0.00	
	13250.00	347.00	0.070000	0.00	
	12000.00	272.00	0.060000	0.00	
	10400.00	192.00	0.050000	0.00	
	8900.00	132.00	0.040000	0.00	
	7500.00	90.00	0.030000	0.00	
	5000.00	40.00	0.020000	0.00	
	2000.00	10.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
	0.00	0.00	0.080000	0.00	Non-Resident Supplemental
	21120.00	0.00	0.070000	0.00	Single
	16000.00	867.50	0.100000	0.00	
	12500.00	552.50	0.090000	0.00	
	10500.00	392.50	0.080000	0.00	
	9000.00	287.50	0.070000	0.00	
	7500.00	197.50	0.060000	0.00	
	6100.00	127.50	0.050000	0.00	
	4900.00	79.50	0.040000	0.00	
	3750.00	45.00	0.030000	0.00	
	2500.00	20.00	0.020000	0.00	
	1000.00	5.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
06/26/1994	21120.00	0.00	0.070000	0.00	Married-Both
	16000.00	867.50	0.100000	0.00	
	12500.00	552.50	0.090000	0.00	
	10500.00	392.50	0.080000	0.00	
	9000.00	287.50	0.070000	0.00	
	7500.00	197.50	0.060000	0.00	
	6100.00	127.50	0.050000	0.00	
	4900.00	79.50	0.040000	0.00	
	3750.00	45.00	0.030000	0.00	
	2500.00	20.00	0.020000	0.00	
	1000.00	5.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
	21120.00	0.00	0.070000	0.00	Married
	18000.00	709.50	0.090000	0.00	
	15000.00	469.50	0.080000	0.00	
	13250.00	347.00	0.070000	0.00	
	12000.00	272.00	0.060000	0.00	
	10400.00	192.00	0.050000	0.00	
	8900.00	132.00	0.040000	0.00	
	7500.00	90.00	0.030000	0.00	
	5000.00	40.00	0.020000	0.00	
	2000.00	10.00	0.010000	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	0.00	0.00	0.005000	0.00	
	0.00	0.00	0.080000	0.00	Non-Resident Supplemental
	21120.00	0.00	0.070000	0.00	Single
	16000.00	867.50	0.100000	0.00	
	12500.00	552.50	0.090000	0.00	
	10500.00	392.50	0.080000	0.00	
	9000.00	287.50	0.070000	0.00	
	7500.00	197.50	0.060000	0.00	
	6100.00	127.50	0.050000	0.00	
	4900.00	79.50	0.040000	0.00	
	3750.00	45.00	0.030000	0.00	
	2500.00	20.00	0.020000	0.00	
	1000.00	5.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
01/01/1994	21120.00	0.00	0.070000	0.00	Married-Both
	16000.00	867.50	0.100000	0.00	
	12500.00	552.50	0.090000	0.00	
	10500.00	392.50	0.080000	0.00	
	9000.00	287.50	0.070000	0.00	
	7500.00	197.50	0.060000	0.00	
	6100.00	127.50	0.050000	0.00	
	4900.00	79.50	0.040000	0.00	
	3750.00	45.00	0.030000	0.00	
	2500.00	20.00	0.020000	0.00	
	1000.00	5.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
	21120.00	0.00	0.070000	0.00	Married
	18000.00	709.50	0.090000	0.00	
	15000.00	469.50	0.080000	0.00	
	13250.00	347.00	0.070000	0.00	
	12000.00	272.00	0.060000	0.00	
	10400.00	192.00	0.050000	0.00	
	8900.00	132.00	0.040000	0.00	
	7500.00	90.00	0.030000	0.00	
	5000.00	40.00	0.020000	0.00	
	2000.00	10.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
	0.00	0.00	0.080000	0.00	Non-Resident Supplemental
	21120.00	0.00	0.070000	0.00	Single
	16000.00	867.50	0.100000	0.00	
	12500.00	552.50	0.090000	0.00	
	10500.00	392.50	0.080000	0.00	
	9000.00	287.50	0.070000	0.00	
	7500.00	197.50	0.060000	0.00	
	6100.00	127.50	0.050000	0.00	
	4900.00	79.50	0.040000	0.00	
	3750.00	45.00	0.030000	0.00	
	2500.00	20.00	0.020000	0.00	
	1000.00	5.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
01/01/1993	21120.00	0.00	0.070000	0.00	Married-Both
	16000.00	867.50	0.100000	0.00	
	12500.00	552.50	0.090000	0.00	
	10500.00	392.50	0.080000	0.00	
	9000.00	287.50	0.070000	0.00	
	7500.00	197.50	0.060000	0.00	
	6100.00	127.50	0.050000	0.00	
	4900.00	79.50	0.040000	0.00	
	3750.00	45.00	0.030000	0.00	
	2500.00	20.00	0.020000	0.00	
	1000.00	5.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
	21120.00	0.00	0.070000	0.00	Married
	18000.00	709.50	0.090000	0.00	
	15000.00	469.50	0.080000	0.00	
	13250.00	347.00	0.070000	0.00	
	12000.00	272.00	0.060000	0.00	
	10400.00	192.00	0.050000	0.00	
	8900.00	132.00	0.040000	0.00	
	7500.00	90.00	0.030000	0.00	
	5000.00	40.00	0.020000	0.00	
	2000.00	10.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Page No. 91
Run Date 08/31/2000
Run Time 10:30:40

Report ID: TAX707

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	0.00	0.00	0.080000	0.00	Non-Resident Supplemental
	21120.00	0.00	0.070000	0.00	Single
	16000.00	867.50	0.100000	0.00	
	12500.00	552.50	0.090000	0.00	
	10500.00	392.50	0.080000	0.00	
	9000.00	287.50	0.070000	0.00	
	7500.00	197.50	0.060000	0.00	
	6100.00	127.50	0.050000	0.00	
	4900.00	79.50	0.040000	0.00	
	3750.00	45.00	0.030000	0.00	
	2500.00	20.00	0.020000	0.00	
	1000.00	5.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
01/01/1992	21120.00	0.00	0.070000	0.00	Married-Both
	16000.00	867.50	0.100000	0.00	
	12500.00	552.50	0.090000	0.00	
	10500.00	392.50	0.080000	0.00	
	9000.00	287.50	0.070000	0.00	
	7500.00	197.50	0.060000	0.00	
	6100.00	127.50	0.050000	0.00	
	4900.00	79.50	0.040000	0.00	
	3750.00	45.00	0.030000	0.00	
	2500.00	20.00	0.020000	0.00	
	1000.00	5.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
	21120.00	0.00	0.070000	0.00	Married
	18000.00	709.50	0.090000	0.00	
	15000.00	469.50	0.080000	0.00	
	13250.00	347.00	0.070000	0.00	
	12000.00	272.00	0.060000	0.00	
	10400.00	192.00	0.050000	0.00	
	8900.00	132.00	0.040000	0.00	
	7500.00	90.00	0.030000	0.00	
	5000.00	40.00	0.020000	0.00	
	2000.00	10.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
	0.00	0.00	0.080000	0.00	Non-Resident Supplemental
	21120.00	0.00	0.070000	0.00	Single
	16000.00	867.50	0.100000	0.00	
	12500.00	552.50	0.090000	0.00	
	10500.00	392.50	0.080000	0.00	
	9000.00	287.50	0.070000	0.00	
	7500.00	197.50	0.060000	0.00	
	6100.00	127.50	0.050000	0.00	
	4900.00	79.50	0.040000	0.00	
	3750.00	45.00	0.030000	0.00	
	2500.00	20.00	0.020000	0.00	
	1000.00	5.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
01/01/1991	21120.00	0.00	0.070000	0.00	Married-Both
	16000.00	867.50	0.100000	0.00	
	12500.00	552.50	0.090000	0.00	
	10500.00	392.50	0.080000	0.00	
	9000.00	287.50	0.070000	0.00	
	7500.00	197.50	0.060000	0.00	
	6100.00	127.50	0.050000	0.00	
	4900.00	79.50	0.040000	0.00	
	3750.00	45.00	0.030000	0.00	
	2500.00	20.00	0.020000	0.00	
	1000.00	5.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
	21120.00	0.00	0.070000	0.00	Married
	18000.00	709.50	0.090000	0.00	
	15000.00	469.50	0.080000	0.00	
	13250.00	347.00	0.070000	0.00	
	12000.00	272.00	0.060000	0.00	
	10400.00	192.00	0.050000	0.00	
	8900.00	132.00	0.040000	0.00	
	7500.00	90.00	0.030000	0.00	
	5000.00	40.00	0.020000	0.00	
	2000.00	10.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
	0.00	0.00	0.080000	0.00	Non-Resident Supplemental

PeopleSoft
STATE TAX RATE TABLE

Page No. 92
Run Date 08/31/2000
Run Time 10:30:40

Report ID: TAX707

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	21120.00	0.00	0.070000	0.00	Single
	16000.00	867.50	0.100000	0.00	
	12500.00	552.50	0.090000	0.00	
	10500.00	392.50	0.080000	0.00	
	9000.00	287.50	0.070000	0.00	
	7500.00	197.50	0.060000	0.00	
	6100.00	127.50	0.050000	0.00	
	4900.00	79.50	0.040000	0.00	
	3750.00	45.00	0.030000	0.00	
	2500.00	20.00	0.020000	0.00	
	1000.00	5.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
01/01/1990	21120.00	0.00	0.070000	0.00	Married-Both
	16000.00	867.50	0.100000	0.00	
	12500.00	552.50	0.090000	0.00	
	10500.00	392.50	0.080000	0.00	
	9000.00	287.50	0.070000	0.00	
	7500.00	197.50	0.060000	0.00	
	6100.00	127.50	0.050000	0.00	
	4900.00	79.50	0.040000	0.00	
	3750.00	45.00	0.030000	0.00	
	2500.00	20.00	0.020000	0.00	
	1000.00	5.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
	21120.00	0.00	0.070000	0.00	Married
	18000.00	709.50	0.090000	0.00	
	15000.00	469.50	0.080000	0.00	
	13250.00	347.00	0.070000	0.00	
	12000.00	272.00	0.060000	0.00	
	10400.00	192.00	0.050000	0.00	
	8900.00	132.00	0.040000	0.00	
	7500.00	90.00	0.030000	0.00	
	5000.00	40.00	0.020000	0.00	
	2000.00	10.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
	0.00	0.00	0.080000	0.00	Non-Resident Supplemental
	21120.00	0.00	0.070000	0.00	Single
	16000.00	867.50	0.100000	0.00	
	12500.00	552.50	0.090000	0.00	
	10500.00	392.50	0.080000	0.00	
	9000.00	287.50	0.070000	0.00	
	7500.00	197.50	0.060000	0.00	
	6100.00	127.50	0.050000	0.00	
	4900.00	79.50	0.040000	0.00	
	3750.00	45.00	0.030000	0.00	
	2500.00	20.00	0.020000	0.00	
	1000.00	5.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
01/01/1989	20160.00	0.00	0.060000	0.00	Married-Both
	15250.00	858.00	0.100000	0.00	
	13250.00	660.00	0.090000	0.00	
	11250.00	484.00	0.080000	0.00	
	9250.00	330.00	0.070000	0.00	
	7500.00	215.00	0.060000	0.00	
	6250.00	146.00	0.050000	0.00	
	5000.00	91.00	0.040000	0.00	
	3750.00	50.00	0.030000	0.00	
	2500.00	22.00	0.020000	0.00	
	1000.00	6.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
	20160.00	0.00	0.060000	0.00	Married
	17000.00	465.00	0.080000	0.00	
	13500.00	360.00	0.070000	0.00	
	12000.00	270.00	0.060000	0.00	
	10500.00	195.00	0.050000	0.00	
	9000.00	135.00	0.040000	0.00	
	7500.00	90.00	0.030000	0.00	
	5000.00	40.00	0.020000	0.00	
	2000.00	10.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
	20160.00	0.00	0.060000	0.00	Single
	15250.00	780.00	0.100000	0.00	
	13250.00	600.00	0.090000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Page No. 93
Run Date 08/31/2000
Run Time 10:30:40

Report ID: TAX707

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	11250.00	440.00	0.080000	0.00	
	9250.00	300.00	0.070000	0.00	
	7500.00	195.00	0.060000	0.00	
	6250.00	132.50	0.050000	0.00	
	5000.00	82.50	0.040000	0.00	
	3750.00	45.00	0.030000	0.00	
	2500.00	20.00	0.020000	0.00	
	1000.00	5.00	0.010000	0.00	
	0.00	0.00	0.005000	0.00	
OR 01/01/2000	13000.00	710.00	0.090000	0.00	Married
	2860.00	0.00	0.070000	0.00	
	6800.00	400.00	0.090000	0.00	Single
	1090.00	0.00	0.070000	0.00	
01/01/1999	13000.00	710.00	0.090000	0.00	Married
	2860.00	0.00	0.070000	0.00	
	6800.00	400.00	0.090000	0.00	Single
	1090.00	0.00	0.070000	0.00	
01/01/1998	13000.00	710.00	0.090000	0.00	Married
	2860.00	0.00	0.070000	0.00	
	6800.00	400.00	0.090000	0.00	Single
	1090.00	0.00	0.070000	0.00	
09/01/1997	13000.00	710.00	0.090000	0.00	Married
	2860.00	0.00	0.070000	0.00	
	6800.00	400.00	0.090000	0.00	Single
	1090.00	0.00	0.070000	0.00	
01/01/1996	13000.00	710.00	0.090000	0.00	Married
	2860.00	0.00	0.070000	0.00	
	6800.00	400.00	0.090000	0.00	Single
	1090.00	0.00	0.070000	0.00	
01/01/1994	13000.00	710.00	0.090000	0.00	Married
	2860.00	0.00	0.070000	0.00	
	6800.00	400.00	0.090000	0.00	Single
	1090.00	0.00	0.070000	0.00	
01/01/1993	13000.00	710.00	0.090000	0.00	Married
	2860.00	0.00	0.070000	0.00	
	6800.00	400.00	0.090000	0.00	Single
	1090.00	0.00	0.070000	0.00	
01/01/1992	13000.00	710.00	0.090000	0.00	Married
	2860.00	0.00	0.070000	0.00	
	6800.00	400.00	0.090000	0.00	Single
	1090.00	0.00	0.070000	0.00	
01/01/1990	13000.00	710.00	0.090000	0.00	Married
	2860.00	0.00	0.070000	0.00	
	6800.00	400.00	0.090000	0.00	Single
	1090.00	0.00	0.070000	0.00	
01/01/1989	13000.00	710.00	0.090000	0.00	Married
	2860.00	0.00	0.070000	0.00	
	6800.00	400.00	0.090000	0.00	Single
	1090.00	0.00	0.070000	0.00	
PR 01/01/2000	50000.00	9845.00	0.330000	0.00	No Personal Exemptions
	30000.00	3945.00	0.295000	0.00	
	17000.00	1800.00	0.165000	0.00	
	2000.00	150.00	0.110000	0.00	
	0.00	0.00	0.075000	0.00	
	25000.00	4922.50	0.330000	0.00	Married-Both
	15000.00	1972.50	0.295000	0.00	
	8500.00	900.00	0.165000	0.00	
	1000.00	75.00	0.110000	0.00	
	0.00	0.00	0.075000	0.00	
	50000.00	9845.00	0.330000	0.00	Head of Household
	30000.00	3945.00	0.295000	0.00	
	17000.00	1800.00	0.165000	0.00	
	2000.00	150.00	0.110000	0.00	
	0.00	0.00	0.075000	0.00	
	50000.00	9845.00	0.330000	0.00	Married, Joint, Claim 1/2 Exmp
	30000.00	3945.00	0.295000	0.00	
	17000.00	1800.00	0.165000	0.00	
	2000.00	150.00	0.110000	0.00	
	0.00	0.00	0.075000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Page No. 94
Run Date 08/31/2000
Run Time 10:30:40

Report ID: TAX707

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	50000.00	9845.00	0.330000	0.00	Married
	30000.00	3945.00	0.295000	0.00	
	17000.00	1800.00	0.165000	0.00	
	2000.00	150.00	0.110000	0.00	
	0.00	0.00	0.075000	0.00	
	50000.00	9845.00	0.330000	0.00	Single
	30000.00	3945.00	0.295000	0.00	
	17000.00	1800.00	0.165000	0.00	
	2000.00	150.00	0.110000	0.00	
	0.00	0.00	0.075000	0.00	
09/01/1997	50000.00	10500.00	0.330000	0.00	No Personal Exemptions
	30000.00	4300.00	0.310000	0.00	
	17000.00	1960.00	0.180000	0.00	
	2000.00	160.00	0.120000	0.00	
	0.00	0.00	0.080000	0.00	
	25000.00	5250.00	0.330000	0.00	Married-Both
	15000.00	2150.00	0.310000	0.00	
	8500.00	980.00	0.180000	0.00	
	1000.00	80.00	0.120000	0.00	
	0.00	0.00	0.080000	0.00	
	50000.00	10500.00	0.330000	0.00	Head of Household
	30000.00	4300.00	0.310000	0.00	
	17000.00	1960.00	0.180000	0.00	
	2000.00	160.00	0.120000	0.00	
	0.00	0.00	0.080000	0.00	
	50000.00	10500.00	0.330000	0.00	Married, Joint, Claim 1/2 Exmp
	30000.00	4300.00	0.310000	0.00	
	17000.00	1960.00	0.180000	0.00	
	2000.00	160.00	0.120000	0.00	
	0.00	0.00	0.080000	0.00	
	50000.00	10500.00	0.330000	0.00	Married
	30000.00	4300.00	0.310000	0.00	
	17000.00	1960.00	0.180000	0.00	
	2000.00	160.00	0.120000	0.00	
	0.00	0.00	0.080000	0.00	
	50000.00	10500.00	0.330000	0.00	Single
	30000.00	4300.00	0.310000	0.00	
	17000.00	1960.00	0.180000	0.00	
	2000.00	160.00	0.120000	0.00	
	0.00	0.00	0.080000	0.00	
07/01/1995	50000.00	10500.00	0.330000	0.00	No Personal Exemptions
	30000.00	4300.00	0.310000	0.00	
	17000.00	1960.00	0.180000	0.00	
	2000.00	160.00	0.120000	0.00	
	0.00	0.00	0.080000	0.00	
	25000.00	5250.00	0.330000	0.00	Married-Both
	15000.00	2150.00	0.310000	0.00	
	8500.00	980.00	0.180000	0.00	
	1000.00	80.00	0.120000	0.00	
	0.00	0.00	0.080000	0.00	
	50000.00	10500.00	0.330000	0.00	Head of Household
	30000.00	4300.00	0.310000	0.00	
	17000.00	1960.00	0.180000	0.00	
	2000.00	160.00	0.120000	0.00	
	0.00	0.00	0.080000	0.00	
	50000.00	10500.00	0.330000	0.00	Married, Joint, Claim 1/2 Exmp
	30000.00	4300.00	0.310000	0.00	
	17000.00	1960.00	0.180000	0.00	
	2000.00	160.00	0.120000	0.00	
	0.00	0.00	0.080000	0.00	
	50000.00	10500.00	0.330000	0.00	Married
	30000.00	4300.00	0.310000	0.00	
	17000.00	1960.00	0.180000	0.00	
	2000.00	160.00	0.120000	0.00	
	0.00	0.00	0.080000	0.00	
	50000.00	10500.00	0.330000	0.00	Single
	30000.00	4300.00	0.310000	0.00	
	17000.00	1960.00	0.180000	0.00	
	2000.00	160.00	0.120000	0.00	
	0.00	0.00	0.080000	0.00	
01/01/1991	30000.00	5680.00	0.360000	0.00	No Personal Exemptions
	17000.00	2430.00	0.250000	0.00	
	2000.00	180.00	0.150000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Page No. 95
Run Date 08/31/2000
Run Time 10:30:40

Report ID: TAX707

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	0.00	0.00	0.090000	0.00	
	15000.00	2840.00	0.360000	0.00	Married-Both
	8500.00	1215.00	0.250000	0.00	
	1000.00	90.00	0.150000	0.00	
	0.00	0.00	0.090000	0.00	
	30000.00	5680.00	0.360000	0.00	Head of Household
	17000.00	2430.00	0.250000	0.00	
	2000.00	180.00	0.150000	0.00	
	0.00	0.00	0.090000	0.00	
	30000.00	5680.00	0.360000	0.00	Married, Joint, Claim 1/2 Exmp
	17000.00	2430.00	0.250000	0.00	
	2000.00	180.00	0.150000	0.00	
	0.00	0.00	0.090000	0.00	
	30000.00	5680.00	0.360000	0.00	Married
	17000.00	2430.00	0.250000	0.00	
	2000.00	180.00	0.150000	0.00	
	0.00	0.00	0.090000	0.00	
	30000.00	5680.00	0.360000	0.00	Single
	17000.00	2430.00	0.250000	0.00	
	2000.00	180.00	0.150000	0.00	
	0.00	0.00	0.090000	0.00	
01/01/1990	30000.00	6080.00	0.410000	0.00	Tax Status Not Applicable
	13000.00	1830.00	0.250000	0.00	
	2000.00	180.00	0.150000	0.00	
	0.00	0.00	0.090000	0.00	
RI 01/01/2000	292900.00	22582.17	0.103000	0.00	Married
	166000.00	10704.33	0.094000	0.00	
	101000.00	5465.33	0.081000	0.00	
	48400.00	1636.05	0.073000	0.00	
	6450.00	0.00	0.039000	0.00	
	289950.00	23882.82	0.103000	0.00	Single
	134200.00	9304.62	0.094000	0.00	
	59900.00	3316.04	0.081000	0.00	
	27850.00	982.80	0.073000	0.00	
	2650.00	0.00	0.039000	0.00	
07/01/1999	287600.00	22601.45	0.105000	0.00	Married
	163000.00	10714.61	0.095000	0.00	
	98500.00	5415.94	0.082000	0.00	
	47500.00	1631.74	0.074000	0.00	
	6450.00	0.00	0.040000	0.00	
	284700.00	23903.13	0.105000	0.00	Single
	131800.00	9316.47	0.095000	0.00	
	58500.00	3294.88	0.082000	0.00	
	27300.00	979.84	0.074000	0.00	
	2650.00	0.00	0.040000	0.00	
01/02/1999	287600.00	22601.45	0.105000	0.00	Married
	163000.00	10714.61	0.095000	0.00	
	98500.00	5415.94	0.082000	0.00	
	47500.00	1631.74	0.074000	0.00	
	6450.00	0.00	0.040000	0.00	
	284700.00	23903.13	0.105000	0.00	Single
	131800.00	9316.47	0.095000	0.00	
	58500.00	3294.88	0.082000	0.00	
	27300.00	979.84	0.074000	0.00	
	2650.00	0.00	0.040000	0.00	
01/01/1999	0.00	0.00	0.265000	0.00	Tax Status Not Applicable
01/01/1998	0.00	0.00	0.270000	0.00	Tax Status Not Applicable
09/01/1997	0.00	0.00	0.275000	0.00	Tax Status Not Applicable
01/01/1997	0.00	0.00	0.275000	0.00	Tax Status Not Applicable
01/01/1996	0.00	0.00	0.275000	0.00	Tax Status Not Applicable
01/01/1995	0.00	0.00	0.275000	0.00	Tax Status Not Applicable
01/01/1994	0.00	0.00	0.275000	0.00	Tax Status Not Applicable
01/01/1993	81250.00	4612.20	0.099000	0.00	Married
	75813.00	4125.00	0.090000	0.00	
	40750.00	1425.19	0.077000	0.00	
	6200.00	0.00	0.041000	0.00	
	64182.00	4125.00	0.099000	0.00	Single
	48975.00	2828.58	0.085000	0.00	
	23450.00	863.16	0.077000	0.00	
	2525.00	0.00	0.041000	0.00	
07/01/1992	78700.00	4400.28	0.099000	0.00	Married

PeopleSoft
STATE TAX RATE TABLE

Page No. 96
Run Date 08/31/2000
Run Time 10:30:40

Report ID: TAX707

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	75125.00	4125.00	0.090000	0.00	
	39500.00	1381.88	0.077000	0.00	
	6000.00	0.00	0.041000	0.00	
	63705.00	4125.00	0.099000	0.00	Single
	47450.00	2739.28	0.085000	0.00	
	22750.00	837.38	0.077000	0.00	
	2450.00	0.00	0.041000	0.00	
01/01/1992	0.00	0.00	0.275000	0.00	Tax Status Not Applicable
07/01/1991	0.00	0.00	0.284100	0.00	Tax Status Not Applicable
03/01/1991	0.00	0.00	0.284100	0.00	Tax Status Not Applicable
01/01/1991	0.00	0.00	0.229600	0.00	Tax Status Not Applicable
01/01/1990	0.00	0.00	0.229600	0.00	Tax Status Not Applicable
01/01/1989	0.00	0.00	0.229600	0.00	Tax Status Not Applicable
SC 01/01/1998	10000.00	400.00	0.070000	0.00	Tax Status Not Applicable
	8000.00	280.00	0.060000	0.00	
	6000.00	180.00	0.050000	0.00	
	4000.00	100.00	0.040000	0.00	
	2000.00	40.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
09/01/1997	10000.00	400.00	0.070000	0.00	Tax Status Not Applicable
	8000.00	280.00	0.060000	0.00	
	6000.00	180.00	0.050000	0.00	
	4000.00	100.00	0.040000	0.00	
	2000.00	40.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
01/01/1997	10000.00	400.00	0.070000	0.00	Tax Status Not Applicable
	8000.00	280.00	0.060000	0.00	
	6000.00	180.00	0.050000	0.00	
	4000.00	100.00	0.040000	0.00	
	2000.00	40.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
01/01/1996	10000.00	400.00	0.070000	0.00	Tax Status Not Applicable
	8000.00	280.00	0.060000	0.00	
	6000.00	180.00	0.050000	0.00	
	4000.00	100.00	0.040000	0.00	
	2000.00	40.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
01/01/1995	10000.00	400.00	0.070000	0.00	Tax Status Not Applicable
	8000.00	280.00	0.060000	0.00	
	6000.00	180.00	0.050000	0.00	
	4000.00	100.00	0.040000	0.00	
	2000.00	40.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
01/01/1994	10000.00	400.00	0.070000	0.00	Tax Status Not Applicable
	8000.00	280.00	0.060000	0.00	
	6000.00	180.00	0.050000	0.00	
	4000.00	100.00	0.040000	0.00	
	2000.00	40.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
01/01/1989	10000.00	400.00	0.070000	0.00	Tax Status Not Applicable
	8000.00	280.00	0.060000	0.00	
	6000.00	180.00	0.050000	0.00	
	4000.00	100.00	0.040000	0.00	
	2000.00	40.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
UT 01/01/2000	9590.00	297.00	0.065000	0.00	Married
	8090.00	213.00	0.056000	0.00	
	6590.00	141.00	0.048000	0.00	
	5090.00	82.00	0.039000	0.00	
	3590.00	35.00	0.031000	0.00	
	2090.00	0.00	0.023000	0.00	
	5840.00	147.00	0.065000	0.00	Single
	5090.00	105.00	0.056000	0.00	
	4340.00	69.00	0.048000	0.00	
	3590.00	40.00	0.039000	0.00	
	2840.00	17.00	0.031000	0.00	
	2090.00	0.00	0.023000	0.00	
01/01/1999	9590.00	297.00	0.065000	0.00	Married
	8090.00	213.00	0.056000	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	6590.00	141.00	0.048000	0.00	
	5090.00	82.00	0.039000	0.00	
	3590.00	35.00	0.031000	0.00	
	2090.00	0.00	0.023000	0.00	
	5840.00	147.00	0.065000	0.00	Single
	5090.00	105.00	0.056000	0.00	
	4340.00	69.00	0.048000	0.00	
	3590.00	40.00	0.039000	0.00	
	2840.00	17.00	0.031000	0.00	
	2090.00	0.00	0.023000	0.00	
01/01/1998	9590.00	297.00	0.065000	0.00	Married
	8090.00	213.00	0.056000	0.00	
	6590.00	141.00	0.048000	0.00	
	5090.00	82.00	0.039000	0.00	
	3590.00	35.00	0.031000	0.00	
	2090.00	0.00	0.023000	0.00	
	5840.00	147.00	0.065000	0.00	Single
	5090.00	105.00	0.056000	0.00	
	4340.00	69.00	0.048000	0.00	
	3590.00	40.00	0.039000	0.00	
	2840.00	17.00	0.031000	0.00	
	2090.00	0.00	0.023000	0.00	
09/01/1997	9000.00	297.00	0.065000	0.00	Married
	7500.00	213.00	0.056000	0.00	
	6000.00	141.00	0.048000	0.00	
	4500.00	82.00	0.039000	0.00	
	3000.00	35.00	0.031000	0.00	
	1500.00	0.00	0.023000	0.00	
	5250.00	147.00	0.065000	0.00	Single
	4500.00	105.00	0.056000	0.00	
	3750.00	69.00	0.048000	0.00	
	3000.00	40.00	0.039000	0.00	
	2250.00	17.00	0.031000	0.00	
	1500.00	0.00	0.023000	0.00	
01/01/1997	9000.00	297.00	0.065000	0.00	Married
	7500.00	213.00	0.056000	0.00	
	6000.00	141.00	0.048000	0.00	
	4500.00	82.00	0.039000	0.00	
	3000.00	35.00	0.031000	0.00	
	1500.00	0.00	0.023000	0.00	
	5250.00	147.00	0.065000	0.00	Single
	4500.00	105.00	0.056000	0.00	
	3750.00	69.00	0.048000	0.00	
	3000.00	40.00	0.039000	0.00	
	2250.00	17.00	0.031000	0.00	
	1500.00	0.00	0.023000	0.00	
07/01/1996	9000.00	297.00	0.065000	0.00	Married
	7500.00	213.00	0.056000	0.00	
	6000.00	141.00	0.048000	0.00	
	4500.00	82.00	0.039000	0.00	
	3000.00	35.00	0.031000	0.00	
	1500.00	0.00	0.023000	0.00	
	5250.00	147.00	0.065000	0.00	Single
	4500.00	105.00	0.056000	0.00	
	3750.00	69.00	0.048000	0.00	
	3000.00	40.00	0.039000	0.00	
	2250.00	17.00	0.031000	0.00	
	1500.00	0.00	0.023000	0.00	
01/01/1996	8950.00	310.00	0.067000	0.00	Married
	7450.00	223.00	0.058000	0.00	
	5950.00	149.00	0.049000	0.00	
	4450.00	87.00	0.041000	0.00	
	2950.00	39.00	0.032000	0.00	
	1450.00	0.00	0.026000	0.00	
	5200.00	156.00	0.067000	0.00	Single
	4450.00	112.00	0.058000	0.00	
	3700.00	75.00	0.049000	0.00	
	2950.00	44.00	0.041000	0.00	
	2200.00	20.00	0.032000	0.00	
	1450.00	0.00	0.026000	0.00	
01/01/1995	8900.00	310.00	0.067000	0.00	Married
	7400.00	223.00	0.058000	0.00	
	5900.00	149.00	0.049000	0.00	

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	4400.00	87.00	0.041000	0.00	
	2900.00	39.00	0.032000	0.00	
	1400.00	0.00	0.026000	0.00	
	5150.00	156.00	0.067000	0.00	Single
	4400.00	112.00	0.058000	0.00	
	3650.00	75.00	0.049000	0.00	
	2900.00	44.00	0.041000	0.00	
	2150.00	20.00	0.032000	0.00	
	1400.00	0.00	0.026000	0.00	
01/01/1994	8850.00	310.00	0.067000	0.00	Married
	7350.00	223.00	0.058000	0.00	
	5850.00	149.00	0.049000	0.00	
	4350.00	87.00	0.041000	0.00	
	2850.00	39.00	0.032000	0.00	
	1350.00	0.00	0.026000	0.00	
	5100.00	156.00	0.067000	0.00	Single
	4350.00	112.00	0.058000	0.00	
	3600.00	75.00	0.049000	0.00	
	2850.00	44.00	0.041000	0.00	
	2100.00	20.00	0.032000	0.00	
	1350.00	0.00	0.026000	0.00	
01/01/1993	11350.00	331.00	0.072000	0.00	Married
	9850.00	237.00	0.062500	0.00	
	8350.00	157.00	0.053500	0.00	
	6850.00	91.00	0.044000	0.00	
	5350.00	38.00	0.035000	0.00	
	3850.00	0.00	0.025500	0.00	
	5100.00	165.00	0.072000	0.00	Single
	4350.00	118.00	0.062500	0.00	
	3600.00	78.00	0.053500	0.00	
	2850.00	45.00	0.044000	0.00	
	2100.00	19.00	0.035000	0.00	
	1350.00	0.00	0.025500	0.00	
01/01/1992	11200.00	331.00	0.072000	0.00	Married
	9700.00	237.00	0.062500	0.00	
	8200.00	157.00	0.053500	0.00	
	6700.00	91.00	0.044000	0.00	
	5200.00	38.00	0.035000	0.00	
	3700.00	0.00	0.025500	0.00	
	5050.00	165.00	0.072000	0.00	Single
	4300.00	118.00	0.062500	0.00	
	3550.00	78.00	0.053500	0.00	
	2800.00	45.00	0.044000	0.00	
	2050.00	19.00	0.035000	0.00	
	1300.00	0.00	0.025500	0.00	
01/01/1991	11050.00	331.00	0.072000	0.00	Married
	9550.00	237.00	0.062500	0.00	
	8050.00	157.00	0.053500	0.00	
	6550.00	91.00	0.044000	0.00	
	5050.00	38.00	0.035000	0.00	
	3550.00	0.00	0.025500	0.00	
	5000.00	165.00	0.072000	0.00	Single
	4250.00	118.00	0.062500	0.00	
	3500.00	78.00	0.053500	0.00	
	2750.00	45.00	0.044000	0.00	
	2000.00	19.00	0.035000	0.00	
	1250.00	0.00	0.025500	0.00	
10/01/1989	10900.00	331.00	0.072000	0.00	Married
	9400.00	237.00	0.062500	0.00	
	7900.00	157.00	0.053500	0.00	
	6400.00	91.00	0.044000	0.00	
	4900.00	38.00	0.035000	0.00	
	3400.00	0.00	0.025500	0.00	
	4950.00	165.00	0.072000	0.00	Single
	4200.00	118.00	0.062500	0.00	
	3450.00	78.00	0.053500	0.00	
	2700.00	45.00	0.044000	0.00	
	1950.00	19.00	0.035000	0.00	
	1200.00	0.00	0.025500	0.00	
01/01/1989	10700.00	338.00	0.073500	0.00	Married
	9200.00	242.00	0.064000	0.00	
	7700.00	160.00	0.054500	0.00	
	6200.00	92.00	0.045000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 99
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	4700.00	39.00	0.035500	0.00	
	3200.00	0.00	0.026000	0.00	
	4870.00	169.00	0.073500	0.00	Single
	4120.00	121.00	0.064000	0.00	
	3370.00	80.00	0.054500	0.00	
	2620.00	46.00	0.045000	0.00	
	1870.00	20.00	0.035500	0.00	
	1120.00	0.00	0.026000	0.00	
VA 09/01/1997	17000.00	720.00	0.057500	0.00	Tax Status Not Applicable
	5000.00	120.00	0.050000	0.00	
	3000.00	60.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
01/01/1991	17000.00	720.00	0.057500	0.00	Tax Status Not Applicable
	5000.00	120.00	0.050000	0.00	
	3000.00	60.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
01/01/1990	17000.00	720.00	0.057500	0.00	Tax Status Not Applicable
	5000.00	120.00	0.050000	0.00	
	3000.00	60.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
01/01/1989	16000.00	670.00	0.057500	0.00	Tax Status Not Applicable
	5000.00	120.00	0.050000	0.00	
	3000.00	60.00	0.030000	0.00	
	0.00	0.00	0.020000	0.00	
VI 01/01/2000	0.00	0.00	0.999999	0.00	Tax Status Not Applicable
01/01/1999	0.00	0.00	0.999999	0.00	Tax Status Not Applicable
01/01/1998	0.00	0.00	0.999999	0.00	Tax Status Not Applicable
01/01/1997	0.00	0.00	0.999999	0.00	Tax Status Not Applicable
01/01/1996	0.00	0.00	0.999999	0.00	Tax Status Not Applicable
01/01/1995	0.00	0.00	0.999999	0.00	Tax Status Not Applicable
01/01/1994	0.00	0.00	0.999999	0.00	Tax Status Not Applicable
01/01/1993	0.00	0.00	0.999999	0.00	Tax Status Not Applicable
01/01/1992	0.00	0.00	0.999999	0.00	Tax Status Not Applicable
01/01/1991	0.00	0.00	0.999999	0.00	Tax Status Not Applicable
01/01/1990	0.00	0.00	0.999999	0.00	Tax Status Not Applicable
VT 01/01/2000	0.00	0.00	0.240000	0.00	Tax Status Not Applicable
10/01/1999	0.00	0.00	0.250000	0.00	Tax Status Not Applicable
10/01/1997	0.00	0.00	0.250000	0.00	Tax Status Not Applicable
09/01/1997	0.00	0.00	0.250000	0.00	Tax Status Not Applicable
01/01/1994	0.00	0.00	0.250000	0.00	Tax Status Not Applicable
01/01/1993	93000.00	6369.72	0.105000	0.00	Married
	67624.00	3959.00	0.095000	0.00	
	40750.00	1620.96	0.087000	0.00	
	26517.00	952.01	0.047000	0.00	
	6201.00	98.70	0.042000	0.00	
	57564.00	3958.79	0.105000	0.00	Single
	53250.00	3544.83	0.096000	0.00	
	23447.00	951.97	0.087000	0.00	
	22800.00	900.86	0.079000	0.00	
	2526.00	49.35	0.042000	0.00	
04/15/1992	90200.00	6164.91	0.105000	0.00	Married
	67107.00	3971.07	0.095000	0.00	
	39500.00	1569.26	0.087000	0.00	
	26367.00	952.01	0.047000	0.00	
	6000.00	96.60	0.042000	0.00	
	57575.00	3964.84	0.105000	0.00	Single
	53200.00	3544.84	0.096000	0.00	
	23402.00	952.41	0.087000	0.00	
	22750.00	900.90	0.079000	0.00	
	2400.00	46.20	0.042000	0.00	
01/01/1991	13100.00	-495.00	0.340000	0.00	Tax Status Not Applicable
	3400.00	-102.00	0.310000	0.00	
	0.00	0.00	0.280000	0.00	
07/01/1990	0.00	0.00	0.280000	0.00	Tax Status Not Applicable
01/01/1989	0.00	0.00	0.250000	0.00	Tax Status Not Applicable

PeopleSoft
STATE TAX RATE TABLE

Page No. 100
Run Date 08/31/2000
Run Time 10:30:40

Report ID: TAX707

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status		
WI 07/01/2000	115140.00	7307.00	0.067500	0.00	Married		
	42450.00	2582.00	0.065000	0.00			
	20067.00	836.00	0.078000	0.00			
	14950.00	458.00	0.073800	0.00			
	13470.00	367.00	0.061500	0.00			
	5500.00	0.00	0.046000	0.00	Single		
	115140.00	7307.00	0.067500	0.00			
	43953.00	2680.00	0.065000	0.00			
	18629.00	836.00	0.072800	0.00			
	11825.00	367.00	0.068880	0.00			
	10620.00	305.00	0.051540	0.00	Special Supplemental Rates		
	4000.00	0.00	0.046000	0.00			
	115140.00	0.00	0.067500	0.00			
	15590.00	0.00	0.065000	0.00			
	7970.00	0.00	0.061500	0.00			
09/01/1997	0.00	0.00	0.046000	0.00	No Personal Exemptions		
	0.00	0.00	0.025500	0.00			
	35500.00	2279.00	0.069300	0.00			
	18417.00	858.00	0.083160	0.00			
	12167.00	367.00	0.078600	0.00			
	10000.00	240.00	0.058800	0.00	Married		
	5100.00	0.00	0.049000	0.00			
	40000.00	2590.00	0.069300	0.00			
	17679.00	858.00	0.077616	0.00			
	10982.00	367.00	0.073360	0.00			
	01/01/1989	7500.00	176.00	0.054880	0.00	Single	
		3900.00	0.00	0.049000	0.00		
		15000.00	0.00	0.069300	0.00		
		7500.00	0.00	0.065500	0.00		
		0.00	0.00	0.049000	0.00		
0.00		0.00	0.025500	0.00	No Personal Exemptions		
35500.00		2279.00	0.069300	0.00			
18417.00		858.00	0.083160	0.00			
12167.00		367.00	0.078600	0.00			
10000.00		240.00	0.058800	0.00			
09/01/1998		5100.00	0.00	0.049000	0.00	Single	
		40000.00	2590.00	0.069300	0.00		
		17679.00	858.00	0.077616	0.00		
		10982.00	367.00	0.073360	0.00		
		7500.00	176.00	0.054880	0.00		
	3900.00	0.00	0.049000	0.00	Special Supplemental Rates		
	15000.00	0.00	0.069300	0.00			
	7500.00	0.00	0.065500	0.00			
	0.00	0.00	0.049000	0.00			
	0.00	0.00	0.049000	0.00			
	WV 09/01/1998	60000.00	2775.00	0.065000	0.00	Tax Status Not Applicable	
		40000.00	1575.00	0.060000	0.00		
		25000.00	900.00	0.045000	0.00		
		10000.00	300.00	0.040000	0.00		
		0.00	0.00	0.030000	0.00		
60000.00		0.00	0.065000	0.00	Special Supplemental Rates		
40000.00		0.00	0.060000	0.00			
25000.00		0.00	0.050000	0.00			
10000.00		0.00	0.040000	0.00			
0.00		0.00	0.030000	0.00			
10/01/1997		60000.00	2775.00	0.065000	0.00		Tax Status Not Applicable
		40000.00	1575.00	0.060000	0.00		
		25000.00	900.00	0.045000	0.00		
		10000.00	300.00	0.040000	0.00		
		0.00	0.00	0.030000	0.00		
	60000.00	0.00	0.065000	0.00	Special Supplemental Rates		
	40000.00	0.00	0.060000	0.00			
	25000.00	0.00	0.050000	0.00			
	10000.00	0.00	0.040000	0.00			
	0.00	0.00	0.030000	0.00			
	09/01/1997	60000.00	2775.00	0.065000	0.00	Tax Status Not Applicable	
		40000.00	1575.00	0.060000	0.00		
		25000.00	900.00	0.045000	0.00		
		10000.00	300.00	0.040000	0.00		
		0.00	0.00	0.030000	0.00		
60000.00		0.00	0.065000	0.00	Special Supplemental Rates		
40000.00		0.00	0.060000	0.00			
25000.00		0.00	0.050000	0.00			
10000.00		0.00	0.040000	0.00			
0.00		0.00	0.030000	0.00			

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 101
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	25000.00	0.00	0.050000	0.00	
	10000.00	0.00	0.040000	0.00	
	0.00	0.00	0.030000	0.00	
10/01/1991	60000.00	2775.00	0.065000	0.00	Tax Status Not Applicable
	40000.00	1575.00	0.060000	0.00	
	25000.00	900.00	0.045000	0.00	
	10000.00	300.00	0.040000	0.00	
	0.00	0.00	0.030000	0.00	
	60000.00	0.00	0.065000	0.00	Special Supplemental Rates
	40000.00	0.00	0.060000	0.00	
	25000.00	0.00	0.050000	0.00	
	10000.00	0.00	0.040000	0.00	
	0.00	0.00	0.030000	0.00	
01/01/1991	60000.00	2775.00	0.065000	0.00	Tax Status Not Applicable
	40000.00	1575.00	0.060000	0.00	
	25000.00	900.00	0.045000	0.00	
	10000.00	300.00	0.040000	0.00	
	0.00	0.00	0.030000	0.00	
04/01/1990	60000.00	2850.00	0.065000	0.00	Tax Status Not Applicable
	40000.00	1650.00	0.060000	0.00	
	25000.00	900.00	0.050000	0.00	
	10000.00	300.00	0.040000	0.00	
	0.00	0.00	0.030000	0.00	
01/01/1989	60000.00	2850.00	0.065000	0.00	Tax Status Not Applicable
	40000.00	1650.00	0.060000	0.00	
	25000.00	900.00	0.050000	0.00	
	10000.00	300.00	0.040000	0.00	
	0.00	0.00	0.030000	0.00	
Z1 01/01/2000	60000.00	2179.00	0.041500	0.00	Tax Status Not Applicable
	25000.00	762.00	0.040500	0.00	
	15000.00	377.00	0.038500	0.00	
	8700.00	175.00	0.032000	0.00	
	8000.00	156.00	0.027500	0.00	
	0.00	0.00	0.019500	0.00	
	30000.01	75.00	0.002500	0.00	Non-Resident
	20000.01	47.50	0.002500	0.00	
	10000.01	20.00	0.002500	0.00	
	0.00	-7.50	0.002500	0.00	
	0.00	0.00	0.002500	0.00	Non-Resident Supplemental
07/01/1999	60000.00	2179.00	0.041500	0.00	Tax Status Not Applicable
	25000.00	762.00	0.040500	0.00	
	15000.00	377.00	0.038500	0.00	
	8700.00	175.00	0.032000	0.00	
	8000.00	156.00	0.027500	0.00	
	0.00	0.00	0.019500	0.00	
	30000.01	135.00	0.004500	0.00	Non-Resident
	20000.01	85.50	0.004500	0.00	
	10000.01	36.00	0.004500	0.00	
	0.00	-13.50	0.004500	0.00	
	0.00	0.00	0.004500	0.00	Non-Resident Supplemental
01/01/1999	60000.00	2236.00	0.042500	0.00	Tax Status Not Applicable
	25000.00	783.00	0.041500	0.00	
	15000.00	388.00	0.039500	0.00	
	8700.00	180.00	0.033000	0.00	
	8000.00	160.00	0.028000	0.00	
	0.00	0.00	0.020000	0.00	
	30000.01	135.00	0.004500	0.00	Non-Resident
	20000.01	85.50	0.004500	0.00	
	10000.01	36.00	0.004500	0.00	
	0.00	-13.50	0.004500	0.00	
	0.00	0.00	0.004500	0.00	Non-Resident Supplemental
10/01/1991	60000.00	2461.00	0.046800	0.00	Tax Status Not Applicable
	25000.00	861.00	0.045700	0.00	
	15000.00	426.00	0.043500	0.00	
	8700.00	198.00	0.036300	0.00	
	8000.00	176.00	0.030800	0.00	
	0.00	0.00	0.022000	0.00	
	30000.01	135.00	0.004500	0.00	Non-Resident
	20000.01	85.50	0.004500	0.00	
	10000.01	36.00	0.004500	0.00	
	0.00	-13.50	0.004500	0.00	

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 102
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	0.00	0.00	0.004500	0.00	Non-Resident Supplemental
10/01/1990	60000.00	2236.00	0.042500	0.00	Tax Status Not Applicable
	25000.00	783.00	0.041500	0.00	
	15000.00	388.00	0.039500	0.00	
	8700.00	180.00	0.033000	0.00	
	8000.00	160.00	0.028000	0.00	
	0.00	0.00	0.020000	0.00	
	30000.01	135.00	0.004500	0.00	Non-Resident
	20000.01	85.50	0.004500	0.00	
	10000.01	36.00	0.004500	0.00	
	0.00	-13.50	0.004500	0.00	
	0.00	0.00	0.004500	0.00	Non-Resident Supplemental
10/01/1989	60000.00	2009.00	0.039000	0.00	Tax Status Not Applicable
	25000.00	679.00	0.038000	0.00	
	21000.00	531.00	0.037000	0.00	
	17000.00	395.00	0.034000	0.00	
	13000.00	275.00	0.030000	0.00	
	9000.00	171.00	0.026000	0.00	
	5000.00	83.00	0.022000	0.00	
	2500.00	38.00	0.018000	0.00	
	0.00	0.00	0.015000	0.00	
	30000.01	135.00	0.004500	0.00	Non-Resident
	20000.01	85.50	0.004500	0.00	
	10000.01	36.00	0.004500	0.00	
	0.00	-13.50	0.004500	0.00	
	0.00	0.00	0.004500	0.00	Non-Resident Supplemental
01/01/1989	60000.00	2044.00	0.040000	0.00	Tax Status Not Applicable
	25000.00	679.00	0.039000	0.00	
	21000.00	531.00	0.037000	0.00	
	17000.00	395.00	0.034000	0.00	
	13000.00	275.00	0.030000	0.00	
	9000.00	171.00	0.026000	0.00	
	5000.00	83.00	0.022000	0.00	
	2500.00	38.00	0.018000	0.00	
	0.00	0.00	0.015000	0.00	
	30000.01	135.00	0.004500	0.00	Non-Resident
	20000.01	85.50	0.004500	0.00	
	10000.01	36.00	0.004500	0.00	
	0.00	-13.50	0.004500	0.00	
	0.00	0.00	0.004500	0.00	Non-Resident Supplemental
Z2 01/01/2000	150000.00	10604.00	0.073500	0.00	Tax Status Not Applicable
	100000.00	6532.00	0.081400	0.00	
	90000.00	5768.00	0.076400	0.00	
	20000.00	973.00	0.068500	0.00	
	13000.00	560.00	0.059000	0.00	
	11000.00	455.00	0.052500	0.00	
	8000.00	320.00	0.045000	0.00	
	0.00	0.00	0.040000	0.00	
	30000.01	75.00	0.002500	0.00	Non-Resident
	20000.01	47.50	0.002500	0.00	
	10000.01	20.00	0.002500	0.00	
	0.00	-7.50	0.002500	0.00	
	0.00	0.00	0.002500	0.00	Non-Resident Supplemental
01/01/1999	150000.00	10604.00	0.073500	0.00	Tax Status Not Applicable
	100000.00	6532.00	0.081400	0.00	
	90000.00	5768.00	0.076400	0.00	
	20000.00	973.00	0.068500	0.00	
	13000.00	560.00	0.059000	0.00	
	11000.00	455.00	0.052500	0.00	
	8000.00	320.00	0.045000	0.00	
	0.00	0.00	0.040000	0.00	
	30000.01	150.00	0.005000	0.00	Non-Resident
	20000.01	95.00	0.005000	0.00	
	10000.01	40.00	0.005000	0.00	
	0.00	-15.00	0.005000	0.00	
	0.00	0.00	0.005000	0.00	Non-Resident Supplemental
01/01/1997	150000.00	10604.00	0.073500	0.00	Tax Status Not Applicable
	100000.00	6532.00	0.081400	0.00	
	90000.00	5768.00	0.076400	0.00	
	20000.00	973.00	0.068500	0.00	
	13000.00	560.00	0.059000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Page No. 103
Run Date 08/31/2000
Run Time 10:30:40

Report ID: TAX707

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	11000.00	455.00	0.052500	0.00	
	8000.00	320.00	0.045000	0.00	
	0.00	0.00	0.040000	0.00	
	30000.01	150.00	0.005000	0.00	Non-Resident
	20000.01	95.00	0.005000	0.00	
	10000.01	40.00	0.005000	0.00	
	0.00	-15.00	0.005000	0.00	
	0.00	0.00	0.005000	0.00	Non-Resident Supplemental
04/01/1996	150000.00	10805.00	0.075000	0.00	Tax Status Not Applicable
	100000.00	6805.00	0.080000	0.00	
	90000.00	6055.00	0.075000	0.00	
	11000.00	525.00	0.070000	0.00	
	8000.00	345.00	0.060000	0.00	
	5500.00	220.00	0.050000	0.00	
	0.00	0.00	0.040000	0.00	
	30000.01	150.00	0.005000	0.00	Non-Resident
	20000.01	95.00	0.005000	0.00	
	10000.01	40.00	0.005000	0.00	
	0.00	-15.00	0.005000	0.00	
	0.00	0.00	0.005000	0.00	Non-Resident Supplemental
07/01/1995	150000.00	11693.00	0.080900	0.00	Tax Status Not Applicable
	100000.00	7358.00	0.086700	0.00	
	90000.00	6541.00	0.081700	0.00	
	12500.00	659.00	0.075900	0.00	
	9500.00	462.00	0.065500	0.00	
	6500.00	296.00	0.055500	0.00	
	0.00	0.00	0.045500	0.00	
	30000.01	150.00	0.005000	0.00	Non-Resident
	20000.01	95.00	0.005000	0.00	
	10000.01	40.00	0.005000	0.00	
	0.00	-15.00	0.005000	0.00	
	0.00	0.00	0.005000	0.00	Non-Resident Supplemental
07/01/1992	150000.00	12569.00	0.083750	0.00	Tax Status Not Applicable
	100000.00	7661.00	0.098150	0.00	
	90000.00	6729.00	0.093150	0.00	
	13000.00	665.00	0.078750	0.00	
	11000.00	525.00	0.070000	0.00	
	8000.00	345.00	0.060000	0.00	
	5500.00	220.00	0.050000	0.00	
	0.00	0.00	0.040000	0.00	
	30000.01	150.00	0.005000	0.00	Non-Resident
	20000.01	95.00	0.005000	0.00	
	10000.01	40.00	0.005000	0.00	
	0.00	-15.00	0.005000	0.00	
	0.00	0.00	0.005000	0.00	Non-Resident Supplemental
10/01/1991	200000.00	17476.00	0.083750	0.00	Tax Status Not Applicable
	100000.00	7661.00	0.098150	0.00	
	90000.00	6729.00	0.093150	0.00	
	13000.00	665.00	0.078750	0.00	
	11000.00	525.00	0.070000	0.00	
	8000.00	345.00	0.060000	0.00	
	5500.00	220.00	0.050000	0.00	
	0.00	0.00	0.040000	0.00	
	30000.01	150.00	0.005000	0.00	Non-Resident
	20000.01	95.00	0.005000	0.00	
	10000.01	40.00	0.005000	0.00	
	0.00	-15.00	0.005000	0.00	
	0.00	0.00	0.005000	0.00	Non-Resident Supplemental
01/01/1991	13000.00	665.00	0.078750	0.00	Tax Status Not Applicable
	11000.00	525.00	0.070000	0.00	
	8000.00	345.00	0.060000	0.00	
	5500.00	220.00	0.050000	0.00	
	0.00	0.00	0.040000	0.00	
	30000.01	150.00	0.005000	0.00	Non-Resident
	20000.01	95.00	0.005000	0.00	
	10000.01	40.00	0.005000	0.00	
	0.00	-15.00	0.005000	0.00	
	0.00	0.00	0.005000	0.00	Non-Resident Supplemental
01/01/1990	13000.00	665.00	0.078750	0.00	Tax Status Not Applicable
	11000.00	525.00	0.070000	0.00	
	8000.00	345.00	0.060000	0.00	
	5500.00	220.00	0.050000	0.00	
	0.00	0.00	0.040000	0.00	

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 104
Run Date 08/31/2000
Run Time 10:30:40

Eff State Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	30000.01	150.00	0.005000	0.00	Non-Resident
	20000.01	95.00	0.005000	0.00	
	10000.01	40.00	0.005000	0.00	
	0.00	-15.00	0.005000	0.00	
10/01/1989	0.00	0.00	0.005000	0.00	Non-Resident Supplemental
	13000.00	665.00	0.078800	0.00	Tax Status Not Applicable
	11000.00	525.00	0.070000	0.00	
	8000.00	345.00	0.060000	0.00	
	5500.00	220.00	0.050000	0.00	
	0.00	0.00	0.040000	0.00	
	30000.01	150.00	0.005000	0.00	Non-Resident
	20000.01	95.00	0.005000	0.00	
	10000.01	40.00	0.005000	0.00	
	0.00	-15.00	0.005000	0.00	
01/01/1989	0.00	0.00	0.005000	0.00	Non-Resident Supplemental
	17000.00	988.00	0.083750	0.00	Tax Status Not Applicable
	12400.00	620.00	0.080000	0.00	
	9400.00	410.00	0.070000	0.00	
	7300.00	284.00	0.060000	0.00	
	5100.00	174.00	0.050000	0.00	
	3000.00	90.00	0.040000	0.00	
	0.00	0.00	0.030000	0.00	
	30000.01	150.00	0.005000	0.00	Non-Resident
	20000.01	95.00	0.005000	0.00	
	10000.01	40.00	0.005000	0.00	
	0.00	-15.00	0.005000	0.00	
	0.00	0.00	0.005000	0.00	Non-Resident Supplemental
Z3 01/01/2000	3000.00	127.50	0.061000	0.00	Tax Status Not Applicable
	2000.00	75.00	0.052500	0.00	
	1000.00	32.50	0.042500	0.00	
	0.00	0.00	0.032500	0.00	
01/01/1998	3000.00	54.00	0.030000	0.00	Tax Status Not Applicable
	2000.00	30.00	0.024000	0.00	
	1000.00	12.00	0.018000	0.00	
	0.00	0.00	0.012000	0.00	
Z4 01/01/2000	3000.00	142.50	0.066000	0.00	Tax Status Not Applicable
	2000.00	85.00	0.057500	0.00	
	1000.00	37.50	0.047500	0.00	
	0.00	0.00	0.037500	0.00	
01/01/1998	3000.00	52.20	0.029000	0.00	Tax Status Not Applicable
	2000.00	29.00	0.023200	0.00	
	1000.00	11.60	0.017400	0.00	
	0.00	0.00	0.011600	0.00	
Z5 01/01/2000	3000.00	162.30	0.072600	0.00	Tax Status Not Applicable
	2000.00	98.20	0.064100	0.00	
	1000.00	44.10	0.054100	0.00	
	0.00	0.00	0.044100	0.00	
01/01/1998	3000.00	49.50	0.027500	0.00	Tax Status Not Applicable
	2000.00	27.50	0.022000	0.00	
	1000.00	11.00	0.016500	0.00	
	0.00	0.00	0.011000	0.00	
Z6 01/01/2000	3000.00	165.30	0.073600	0.00	Tax Status Not Applicable
	2000.00	100.20	0.065100	0.00	
	1000.00	45.10	0.055100	0.00	
	0.00	0.00	0.045100	0.00	
01/01/1998	3000.00	45.00	0.025000	0.00	Tax Status Not Applicable
	2000.00	25.00	0.020000	0.00	
	1000.00	10.00	0.015000	0.00	
	0.00	0.00	0.010000	0.00	
Z7 01/01/2000	3000.00	173.10	0.076200	0.00	Tax Status Not Applicable
	2000.00	105.40	0.067700	0.00	
	1000.00	47.70	0.057700	0.00	
	0.00	0.00	0.047700	0.00	

PeopleSoft
STATE TAX RATE TABLE

Report ID: TAX707

Page No. 105
Run Date 08/31/2000
Run Time 10:31:22

Eff State	Date	Low Gross	Low Tax	Rate	Credit	Tax Status
	01/01/1998	3000.00	36.00	0.020000	0.00	Tax Status Not Applicable
		2000.00	20.00	0.016000	0.00	
		1000.00	8.00	0.012000	0.00	
		0.00	0.00	0.008000	0.00	
Z8	01/01/2000	3000.00	174.60	0.076700	0.00	Tax Status Not Applicable
		2000.00	106.40	0.068200	0.00	
		1000.00	48.20	0.058200	0.00	
		0.00	0.00	0.048200	0.00	
	01/01/1998	3000.00	18.00	0.010000	0.00	Tax Status Not Applicable
		2000.00	10.00	0.008000	0.00	
		1000.00	4.00	0.006000	0.00	
		0.00	0.00	0.004000	0.00	
Z9	01/01/2000	3000.00	177.30	0.077600	0.00	Tax Status Not Applicable
		2000.00	108.20	0.069100	0.00	
		1000.00	49.10	0.059100	0.00	
		0.00	0.00	0.049100	0.00	
	01/01/1998	3000.00	31.50	0.017500	0.00	Tax Status Not Applicable
		2000.00	17.50	0.014000	0.00	
		1000.00	7.00	0.010500	0.00	
		0.00	0.00	0.007000	0.00	
ZA	01/01/2000	3000.00	180.30	0.078600	0.00	Tax Status Not Applicable
		2000.00	110.20	0.070100	0.00	
		1000.00	50.10	0.060100	0.00	
		0.00	0.00	0.050100	0.00	
	01/01/1999	3000.00	43.20	0.024000	0.00	Tax Status Not Applicable
		2000.00	24.00	0.019200	0.00	
		1000.00	9.60	0.014400	0.00	
		0.00	0.00	0.009600	0.00	
ZB	01/01/2000	3000.00	75.30	0.025100	0.00	Tax Status Not Applicable
		2000.00	50.20	0.025100	0.00	
		1000.00	25.10	0.025100	0.00	
		0.00	0.00	0.025100	0.00	
	01/01/1999	3000.00	50.40	0.028000	0.00	Tax Status Not Applicable
		2000.00	28.00	0.022400	0.00	
		1000.00	11.20	0.016800	0.00	
		0.00	0.00	0.011200	0.00	