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## Detect and Prevent Fraud: Personal Purchases with Company Money

There can be far-reaching consequences of not setting up controls in a business to detect and prevent seemingly immaterial fraud – the use of company money for personal purchases of employees. Personal purchase schemes consist of an employee ordering personal merchandise and charging it to the company. In some instances, the crook keeps the merchandise; other times, he or she returns it for a cash refund. The business owner must maintain standards on routine business tasks or suffer the consequences.

Here are some simple procedures and ways to prevent and detect personal purchases:

1. Ensure that company policy clearly prohibits all personal purchases with company funds.
2. Do not permit the same employee to originate purchases and approve them.
3. Separate the invoice approval function from the payment and receiving function.
4. Establish maximum purchasing limits for each employee.
5. Install controls to detect multiple purchases just below employees' approval limits.
6. Establish procedures to routinely check for deliveries of company-ordered goods to external addresses. Look for matches between invoice delivery addresses and employees' home addresses.
7. Examine shipment-receiving reports for merchandise ordered and paid for but not delivered.
8. Check invoices for vendors that are not usually associated with the company's business.
9. Routinely examine individual employees' buying habits, looking for increases in the amount or frequency of purchases.
10. Carefully control access to, and purchases that are made from, company credit cards. Be especially alert to purchases in round amounts, which might indicate false or inappropriate charges.

*RaeLynn Jordan, CPA - Billings Office*

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***“Personal purchase schemes consist of an employee ordering personal merchandise and charging it to the company.”***

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## Payroll Reminders

**New-Hire Reporting:** Employers are required to report any new employee to a designated state new-hire registry. Many states accept a copy of Form W-4 with employer information added. For Montana's requirements and forms go to: [www.state.mt.us/revenue/css/3forbusiness/08newhire.asp](http://www.state.mt.us/revenue/css/3forbusiness/08newhire.asp).

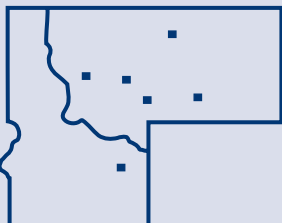
**W-4 Forms Required to Be Sent to IRS:** Copies of W-4 forms are to be sent to the IRS when the employee claims more than 10 withholding allowances or exemption from withholding, and his or her wages would normally be more than \$200 per week. Send the form to the IRS office where you file your Form 941.

**Final 941 Forms/ W-2s:** When you file a final Form 941 you are required to file Forms W-2 and W-3 with the SSA by the last day of the month that follows the due date of your final Form 941 return. Further information can be found in the instructions for Forms W-2 and W-3.

*Kathie Chapel, Accountant - Billings Office*

*THE GALUSHA REPORT  
presents information on  
tax and business matters  
of general interest. Since  
the information is presented  
in summary form, we urge  
you to consult your tax  
or business advisor  
before taking action.*

BILLINGS, BOZEMAN, HAVRE,  
HELENA & MISSOULA, MT  
IDAHO FALLS, ID





# Financial Planning - *When should you start taking your Social Security benefits?*

C. Wayne Smith, CPA  
Shareholder - Helena

According to the Social Security Administration (SSA), 60 percent of U.S. workers elect to begin Social Security retirement benefits at age 62. Until the year 2000, early retirement at age 62 meant a 20 percent reduction from the full Social Security (SS) retirement benefits at age 65.

Thanks to declining birth rates, greater life expectancies, increase in retirees receiving benefits compared to the tax-paying workforce, and the compounding effect of cost-of-living adjustments, the government has moved the year you are eligible for full benefits back a bit. In the year 2000, the full retirement age began to gradually increase and will continue to increase until it reaches age 67 in the year 2027. Consequently, the reduction in bene-

fits for early retirement (age 62) is scheduled to gradually increase to 30 percent by the year 2022. The table below shows the SS early retirement reduction. Once an individual elects to begin receiving SS, the reduction in benefits is permanent.

Here are some things to consider when making the decision to take SS early or wait until you reach full retirement:

1. Your health and life expectancy. Delaying SS could be beneficial if you are healthy and your family routinely lives a long life.
2. Your work situation. If you keep working after you retire, taking benefits could cost you. Individuals under 65 years of age lose one dollar in benefits for every two dollars of earnings over \$11,280 for 2002. Once you reach full retirement age, you can earn as much as you want without anything being deducted from your SS benefits.
3. Your marital status. If you have a younger spouse with a low earnings history, waiting as long as possible to draw SS could ensure a greater income source, since spousal benefits are typically calculated as a percentage of the primary wage earner's benefits.
4. Your standard of living. You could increase the SS benefits you eventually receive and other sources of income if you delay retirement.

The SSA now has on its Web site three different calculators to estimate future SS benefits. Using these calculators and the earnings history from your annual SS statement, you can make different assumptions to determine what is best for you. The three calculators are at [www.ssa.gov/retire2/calculators.htm](http://www.ssa.gov/retire2/calculators.htm). For assistance, contact your local Social Security Administration office or your accountant at Galusha, Higgins & Galusha, PC.

## Social Security Early Retirement Deduction

Year of Birth	Early Retirement Year	Reduction Percentage of Full Benefits (If Retirement Is Age 62)	Age Needed For Full Benefits
1938	2000	20.833%	65 and 2 mo.
1939	2001	21.666%	65 and 4 mo.
1940	2002	22.500%	65 and 6 mo.
1941	2003	23.333%	65 and 8 mo.
1942	2004	24.166%	65 and 10 mo.
1943-1954	2005-2016	25.000%	66
1955	2017	25.883%	66 and 2 mo.
1956	2018	26.666%	66 and 4 mo.
1957	2019	27.500%	66 and 6 mo.
1958	2020	28.333%	66 and 8 mo.
1959	2021	29.166%	66 and 10.
1960 and later	2022 and after	30.000%	67

Source: Social Security Administration



## New Nonresident Partner / Shareholder Requirements

Even though pass-through entities generating Montana source income – such as partnerships, Subchapter S corporations, limited liability companies and disregarded entities – are not subject to state income tax, each partner, shareholder, manager, member or other owner of such entities is subject to state income taxes, regardless of their state of residency. At the request of the Montana Department of Revenue (DOR), the 2001 Montana Legislative session passed HB 143. This law revised and clarified the income tax laws for such pass-through entities.

Partnerships, S-corps and disregarded organizations receiving Montana source income are required to file an information return with DOR, providing the names, addresses and Social Security numbers of owners, each owner's percentage of ownership, and each owner's distributive share of Montana source income.

New sections of the law provide that all owners of pass-through entities that have Montana source income are required to include their distributive share of income when filing a Montana tax return. The bill allows for a partnership or S-corp to elect to file a composite return and pay a composite tax on behalf of all nonresident owners. The electing unit will be responsible for any assessment for additional tax, penalties and interest, and will be required to remit quarterly estimated tax payments for each participant included in the filing of the composite return. The pass-through entity may also, in lieu of filing the composite return and paying the composite tax, file an agreement of the nonresident owners to file a Montana return and pay all taxes due on the Montana source income of the pass-through entity. This option is available to organizations meeting certain requirements. Should the entity not meet these requirements, it must pay tax equal to the highest marginal income tax rate currently in effect (11 percent), multiplied by each nonresident's distributive share of Montana income. These pass-through entities are allowed recovery of any tax paid from the individual owners of the entity.

The section of HB 143 providing for taxpayer consent or withholding applies to tax years beginning after December 31, 2002. Noncompliance could result in penalties.

The DOR will be notifying current and new registrants of the new filing requirements. Copies of the new 2002 partnership return, composite return and consent agreement are available on the Montana Department of Revenue's Web site ([www.discoveringmontana.com/revenue/](http://www.discoveringmontana.com/revenue/)). Consult your Galusha, Higgins & Galusha account manager for additional details.

*Cindy Shewey, CPA - Bozeman Office*

Visit the GH&G Web site at [www.ghg-cpa.com](http://www.ghg-cpa.com)

# Job Creation and Worker Assistance Act of 2002

In an additional effort to stimulate business and economy in light of the September 11, 2001 attacks during an already slow economy, several incentives were created in March as part of the Job Creation and Worker Assistance Act of 2002 (JCWAA). Some incentives are focused at the individual level, others at the business and investment level, and still others at the retirement and benefit plan level.

Individually, teachers who were unable to claim unreimbursed expenses for the classroom due to a limitation on miscellaneous itemized deductions, or standard deductions, are now allowed a deduction for classroom expenses up to \$250. This is an "above-the-line" deduction, treated as an adjustment to income, similar to an IRA deduction. Allowable expenses include books, most supplies, computer equipment, other equipment and supplementary materials used in the classroom. An eligible "teacher" includes K-12 teachers, instructors, counselors, principals or aides who work at least 900 hours during a school year. This deduction is currently effective for individuals for their 2002 and 2003 tax returns.

For businesses, there was an increase in the Section 179 deduction from \$20,000 in 1999, to \$24,000 for tax years 2001 and 2002, increasing to \$25,000 in 2003. Now, with the JCWAA, there is an additional 30 percent depreciation allowed on new business property acquired after September 10, 2001, and before September 11, 2004, and placed in service between September 10, 2001, and January 1, 2005. In some cases this additional depreciation may not be to your advantage, in which case you must make an election not to claim this additional deduction. As the JCWAA was passed in March, if your return was filed in January or February before this act was passed, you can amend your 2001 return to claim this additional deduction.

Another change relates to net operating losses and the period of time to which they can be applied. Previously, a net operating loss (NOL) could be carried back two years (three years in certain circumstances) and/or carried forward 20 years to offset income and reduce tax liability. With the JCWAA, that carry-back period has been extended to five years. If the previous five years had been more profitable than your net operating loss, you could receive an entire refund in the current year, rather than rolling the unapplied loss forward to future years. As every situation is different, this may not be the most advantageous option for you. If not, you must make an irrevocable election to waive the extended five-year carry-back period and carry back the NOL only two years, or you may choose to carry forward the entire loss if you are anticipating increased taxable income in future years.

Due to the many specifics of these topics and others created or modified by the Job Creation and Worker Assistance Act of 2002, you should contact your local GH&G advisor if you have any questions.

*Linda Leslie, CPA - Bozeman Office*

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*"Some incentives are focused at the individual level, others at the business and investment level, and still others at the retirement and benefit plan level."*

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Jan Hubber  
Enrolled Actuary  
MAAA, MSPA  
Helena Office

## Pension-Planning Amendments

On June 7, 2001, the Economic Growth and Tax Relief Recovery Act of 2001 (EGTRRA) was enacted. The pension law modifications made by this act included many substantial changes to the contribution, vesting and deduction limits for qualified plans. Some of the changes follow.

- Increasing the total contributions and forfeitures that can be allocated to a participant's account each year, from the lesser of \$35,000 or 25 percent of compensation to the lesser of \$40,000 or 100 percent of compensation.
- Increasing the dollar limit for 401(k) and 403(b) plan deferrals from \$10,500 in 2001 to \$11,000 in 2002, with an increase of \$1,000 per year until the limit reaches \$15,000 in 2006.
- Increasing the maximum annual benefit for defined benefit plans from \$140,000 to \$160,000 and providing that this dollar limit is only reduced for benefits beginning before age 62, instead of benefits beginning earlier than Social Security retirement age.
- Increasing the deduction for profit-sharing plans from 15 percent of compensation to 25 percent of compensation and changing the definition of compensation used in the calculation of plan deduction limits to include elective deferrals (i.e. 401(k), SARSEP, 403(b), SIMPLE or cafeteria plan deferrals).

- Removing 401(k) deferrals from the contributions subject to the deduction limits.
- Eliminating the multiple-use test from 401(k) and matching testing requirements.
- Permitting the use of matching contributions to meet top-heavy minimum contribution requirements.
- Changing the maximum compensation that can be used in determining an employee's benefit or contribution from \$170,000 to \$200,000.
- Simplifying the definition of Highly Compensated Employee.
- Allowing rollovers between all types of employers-sponsored plans.
- Allowing rollovers between IRAs and employer-sponsored plans.
- Increasing the minimum vesting requirements for matching contributions.
- Simplifying the definition of Key Employee.
- Permitting participant loans for owners of S Corporations, sole proprietors and partners.

Most of these provisions became effective for the first plan year beginning after December 31, 2001. According to IRS Notice 2001-42, plans that adopt a "timely good faith amendment" must conform to the changes in the law no later than the end of the plan year that begins in 2005. The "good faith amendment" is only an interim amendment. A final amendment will be required when the IRS issues the

final language that each plan must contain. The IRS has provided some sample language for the good faith amendments in Notice 2001-57, but most document services have modified the sample amendments to fit their plans. In order to be "timely" adopted, these amendments must be signed no later than the last day of the plan year to which a law change applies (usually the last day of the first plan year beginning after December 31, 2001) or the last day of the GUST remedial amendment period for the plan.

The GUST remedial amendment period is the extended deadline for plans to comply with the provisions of a series of laws enacted beginning in 1994. The deadline for amending pre-approved plans to comply with GUST was recently extended to September 30, 2003, or 12 months following the date of the pre-approved plan's determination letter from the IRS. Pre-approved plans include the prototype and volume submitter plans provided by document services, investment companies and plan administration firms. If you have adopted such a plan or certified your intent to adopt one, you meet the requirements to extend the time you must amend your plan for GUST. In addition, you extend the deadline for adopting the EGTRRA good faith amendment. Most plan providers will have already contacted you about amending your plan. If you have already amended your plan for GUST, you may have completed your EGTRRA good faith amendment at the same time.

If you would like to discuss how the changes in the law offer you new plan design opportunities or to find out about the amendments required for your plan, please contact your GH&G tax advisor.

## Per Diem Rates

The Internal Revenue Service has issued Revenue Procedure 2002-63 providing new per diem rates for employee business expenses incurred while traveling away from home. The rates can be used by businesses wishing to reimburse employees for unsubstantiated lodging, meals and incidental expenses while traveling away from home. The expenses will be deemed substantiated if the employer uses the new per diem rates.

The new ruling supersedes previous per diem rates. Taxpayers may use actual expenses instead of the new per diem rates.

The Revenue Procedure also revises the definition of incidental expenses effective after December 31, 2002. The definition of incidental expenses for travel prior to January 1, 2003, includes expenses for laundry, cleaning and pressing of clothing, as well as fees and tips for services such as for porters and baggage carriers. Effective January 1, 2003, the definition of incidental expenses no longer includes

reference to expenses for laundry, cleaning and pressing of clothing.

*Susan Rose, CPA - Billings Office*

*You can find the  
new per diem rates  
on the enclosed  
2002 Tax Table  
in this newsletter.*

# Taxation of Mutual Fund Transactions

Do you hold a mutual fund in your investments? If so, there are matters to consider for tax purposes. Two main issues arise in the event of a mutual fund sale. The first consideration is the basis of the mutual fund that is being sold. This will be compared with the selling price to calculate a gain or loss on the transaction. The second consideration is the rate at which the gain will be taxed.

In the process of calculating basis, the total dollar amount originally invested in a fund and reinvested dividends that are used to purchase additional shares or other purchases of the same fund are included as basis. Any commission fees paid to a broker are also part of the basis.

In the event that only a partial sell of a fund occurs, the basis in the mutual fund can be calculated by using one of four methods. The first method is the first in, first out (FIFO) method. With the FIFO method, the first shares that were purchased become the first shares to be sold.

Another method is the specific identification method. This method is similar to FIFO in that it deals with the specific cost of a particular purchase, but instead of the first in, first out approach it identifies precise purchases at the date of sale. Using this method, you could sell any combination of the mutual fund and basis will vary.

The third and fourth methods are each based on the average cost basis of the mutual fund purchased. The single-category method determines basis according to the average of all shares, regardless of the holding period. For this method, you divide the total purchase price of all shares being sold by the total number of shares held in the fund.

The final method is the double-category method. This separates the short-term funds (held less than one year) from the long-term funds. Then it calculates basis using the same strategy as the above method. There will be a per share basis calculated for short-term and a separate basis for long-term transactions. Prior to a sale, you can specify whether or not the sale took place from the short-term or the long-term category.

Keep in mind that once either the single-category or double-category method is used, the IRS requires consistency. That means the same method must continue to be used on that particular fund until it is all sold. For consistency, it is important to communicate with the fund manager about the method being used at the time of a sale. Any additional mutual funds acquired can use any one of the four methods.

Once the basis has been calculated, compare it with the selling price. The difference will be a taxable gain or loss. In many cases, a loss can offset a gain, depending on the holding period. Short-term losses can offset short-term gains and vice versa for long-term.

To help keep this simple, the following table can be used as a general guide.

*Christi Bradbury, Accountant - Billings Office*

Current Tax Rate	Holding Period		
	Less than 12 months	More than 12 months but less than 5 years	More than 5 years
10%	Current Tax Rate	Current Tax Rate	An 8% rate may be used so long as the mutual fund was held for five years or more with no restriction on the date at which the holding period started.
15%	Current Tax Rate	10%	An 8% rate may be used so long as the mutual fund was held for five years or more with no restriction on the date at which the holding period started.
15%	Current Tax Rate	20%	An 18% rate may apply to transactions in which the fund was held for a period greater than or equal to five years and the purchase date was after Dec. 31, 2000. In the situation where a mutual fund was purchased prior to or on Dec. 31, 2000, the 18% rate may still apply if the fund was deemed sold on Jan. 1, 2001 and repurchased the same day, the tax on any gain was paid, and the new holding period would then begin on Jan. 1, 2001.

As you can see, the sale of mutual funds can be tricky. You may be best served by contacting your accountant and/or financial advisor for advice on the calculation of basis and the proper taxation of mutual funds.



- **Client:**  
*DTS Companies*
  
- **Business:**  
*Trucking and Storage*
  
- **Location:**  
*Billings, Montana*
  
- **Size:**  
*154 people*
  
- **Length of Relationship:**  
*17 years*
  
- **Services provided:**  
*Accounting, Tax Planning,  
Valuation, Advisory  
Services*

## For this trucking company, diversification is key.

You don't get anywhere in the trucking business by sitting still. Just look at DTS Companies. Since first becoming a Galusha, Higgins & Galusha client, the operation has grown from a two-person startup to a 125-employee mini-conglomerate with four different entities. They've done it in just 17 years.

"Jim Swain has really helped us with the financial and tax implications of growth, not only as we've added employees, but also as we've added business partners, financed facility expansion, and formed subsidiaries," says Jay Foley, president of DTS Companies.

Today, DTS Companies is comprised of three different companies: Diversified Trucking and Storage, DTS Logistics, and Freight Agency. According to CPA Jim Swain, "DTS is a classic example of a company that's grown up with Galusha and really taken advantage of our diversity of expertise. We've been able to respond to the growing complexity of their needs by tapping into a variety of resources."

As an example, Jay Foley cites the restructuring process that split the parent company into three entities. The companies were split in order to facilitate offering a partnership to the manager of the logistics division. By splitting the companies, Galusha was able to fairly value the cost of buy-in for the new partner. The result was an equitable solution for everyone.

"Galusha brought that option to our attention and then helped us make it happen. It's been a real win-win solution for everyone."

DTS's goals are similar to those of most companies: to improve efficiencies, to become more profitable, to grow. But the scope of their operation has also led them to emphasize risk and liability management. Here, too, Jim has been very involved, meeting with the organization's management team and their other business advisors to lay out innovative strategies.

Jay elaborates, "Without a trusted advisor like Jim Swain, I know the road we've traveled wouldn't have been nearly so smooth. He's been an important part of helping us get where we are today."

***"DTS's goals are similar to those of most companies: to improve efficiencies, to become more profitable, to grow. But the scope of their operation has also led them to emphasize risk and liability management."***

# Sarbanes-Oxley Act of 2002

The following article on the Sarbanes-Oxley Act of 2002 describes the federal legislation that was enacted on July 30, 2002. This new law applies to publicly held companies. At this time, the law does not have a direct effect on our clients nor does it mandate any change in the manner in which we practice. This comprehensive piece of legislation will fundamentally alter the manner public companies do business and how the accounting profession conducts its required audit function.

In summary, the Act's principal reforms include:

## **Creation of an independent, public-company accounting oversight board.**

The oversight board will:

- Register public accounting firms;
- Establish, or adopt, by rule, "auditing, quality control, ethics, independence, and other standards relating to the preparation of audit reports for issuers;"
- Conduct inspections of accounting firms;
- Conduct investigations and disciplinary proceedings and impose appropriate sanctions;
- Perform such other duties or functions as necessary or appropriate;
- Enforce compliance with the Act, the rules of the Board, professional standards, and securities laws relating to the preparation and issuance of audit reports, and the obligations and liabilities of accountants with respect thereto; and
- Set the budget and manage the operations of the Board and its staff.

## **Auditor independence provisions that restrict nonaudit services that registered audit firms may provide to their public audit clients.**

Registered audit firms are prohibited from providing the following services to their publicly owned audit clients:

- Bookkeeping appraisal and actuarial services
- Financial information systems design and services
- Management functions or human resources work
- Internal audit outsourcing services
- Broker-dealer, investment advisor or investment banking services
- Legal services
- Expert services, other than tax work, unrelated to auditing

## **A heightened level of corporate governance and responsibility measures.**

The CEO and CFO of each public company must prepare a statement to accompany the audit report to certify the "appropriateness of the financial statements and disclosures contained in the periodic report, and that those financial statements and disclosures fairly present, in all material respects, the operations and financial condition of the company."

## **Expanded corporate, financial and insider disclosure requirements.**

Financial statements must disclose any material adjustment under generally accepted accounting principles identified by the registered accounting firm. Quarterly and annual reports will be required to disclose all material off-balance sheet transactions, arrangements, obligations and other relationships of the company with unconsolidated entities or other persons that may have an effect on the company's financial condition, changes in financial condition, results of operations, liquidity, capital expenditures and/or resources, or a significant component of revenues and earnings.

The company's annual report, filed with the Securities and Exchange Commission, must be accompanied by a statement from management that it is responsible for creating and maintaining adequate internal controls. The statement must set forth management's assessment of the effectiveness of these controls. The company's auditor must report on and attest to management's assessment of the effectiveness of the internal controls, which is now considered to be a core responsibility of the auditor and an integral part of the audit report.

What does all this mean in Montana and Idaho where our GH&G business clients are non-publicly held companies? It is very likely that there will be a cascade effect in the scope of the Sarbanes-Oxley Act to include engagements for privately held companies. In many state legislatures there is talk about making changes in licensing laws and in the laws governing the state boards of accountancy that could even include adopting the independence rules that are currently in place under the Act. However, we at GH&G look upon the current legislation and potential rulings as a positive opportunity to communicate with our clients about our stringent quality control procedures that have always been in place and are an integral part of the quality overall service that we provide.

*Rhonda L. Ihde, CPA - Billings Office*

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***"This comprehensive piece of legislation will fundamentally alter the manner public companies do business and how the accounting profession conducts its required audit function."***

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# IRS

## IRS Ruling May Help Retirees

The Internal Revenue Service has issued Revenue Ruling 2002-62 that may help certain taxpayers whose retirement funds are at risk of being depleted by a drop in stock values. The ruling addresses a concern of taxpayers who are required to withdraw a fixed amount from their retirement funds and who may find they are depleting retirement funds more quickly than anticipated due to a drop in the value of their investments. Taxpayers who have chosen to take distributions of substantially equal periodic payments from tax-deferred retirement savings fear a rapid depletion of their retirement savings during their life expectancies.

This new ruling permits taxpayers who chose either a fixed amortization method or a fixed annuitization method of determining annual

payments under the previous rules to make a one-time switch to the required minimum distribution method. Using the required minimum distribution method, the annual payment for each year is determined by dividing the account balance for that year by the number from the chosen life expectancy table for that year. Under this method, the account balance, the number from the chosen life expectancy table and the resulting annual payments are redetermined for each year.

Once a taxpayer chooses to change to the required minimum distribution method of determining the annual withdrawal from a retirement plan, the new method applies for all future years. This ruling applies for all tax years beginning in 2003 and thereafter, and may also be used for calculating retirement distributions in 2002.

*Jim Swain, CPA - Billings Office*

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# IRS

## IRS Announces 2003 Standard Mileage Rates

The Internal Revenue Service has announced the optional standard mileage rates to use for 2003 in computing the deductible costs of operating an automobile for business, charitable, medical or moving expense purposes.

The amounts for the various deductible costs for use of a car will be effective January 1, 2003, and are as follows:

**36¢** / The standard mileage rate for the use of a car for business purposes is 36 cents a mile

for all business miles driven, down from 36.5 cents a mile in 2002.

**14¢** / The standard mileage rate for the use of a car when giving services to a charitable organization remains at 14 cents a mile.

**12¢** / The standard mileage rate for the use of a car for medical reasons is 12 cents a mile, down from 13 cents a mile in 2002.

**12¢** / The standard mileage rate to use when computing deductible moving expenses is 12 cents a mile, down from 13 cents a mile in 2002.

*Susan Rose, CPA - Billings Office*



*Happy Holidays from all of us  
at Galusha, Higgins & Galusha.*



PRSRT STD  
US POSTAGE  
PAID  
Helena, MT 59624  
PERMIT NO. 143