

The Communicator

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Foxx Says OMB has Cleared Rule to Reduce Driver Paperwork

WASHINGTON — Transportation Secretary Anthony Foxx Thursday said the Office of Management and Budget had cleared the proposed rulemaking to eliminate what most drivers consider a burdensome daily paperwork requirement. This will reduce costs to the industry by an estimated \$1.7 billion annually while still maintaining the department's high safety standards.

The proposed rulemaking would eliminate the necessity for drivers to complete and motor carriers to retain paperwork when a pre- and/or post-trip inspection reveals no defects or deficiencies. The proposed rulemaking does not eliminate the requirement for the pre- and post-trip inspection.

Currently, drivers must complete a form whether or not defects or deficiencies are found.

The proposed rulemaking, which is part of President Barack Obama's paperwork reduction initiative launched in January 2011 by executive order, has been underway since January 2012.

The proposed rulemaking will now be published in the Federal Register, initiating a 60-day comment period.

"President Obama challenged his admin-

istration to find ways to cut waste and red tape, a challenge I pledged to meet during my confirmation hearing," Foxx said during a news conference, his first formal meeting with reporters since becoming secretary. "With today's proposal, we are delivering

on that pledge, saving business billions of dollars while maintaining our commitment to safety. It's the kind of win-win solution that I hope our department will continue to find over the coming months."

Office of Management and Budget Director Sylvia Mathews Burwell called the proposal an example of progress made under the administration's regulatory lookback initiative.

"The administration is carefully examining rules on the books to see where we can streamline, modify or repeal regulations to reduce unnecessary burdens and costs on businesses and consumers," Burwell said. "By making

this common-sense change to the DVIR process, the Department of Transportation is dramatically reducing paperwork burdens on the trucking industry, while continuing to protect public safety."



(Driver Paperwork cont. on page 6)



Chairman's Corner

By: PJ Welch

Reading the July 23, 2013, edition of *AMSA Today*, I found myself focused on two topics: containerized shipments and Surface Deployment and Distribution Command's (SDDC) Open Season. I help my father run a mov-

ing company in a small town providing origin and destination services to the local Marine Corps base and providing domestic interstate relocations services as a Transportation Service Provider (TSP) to all military services. While I do believe that containerizing shipments will become an industry standard, there are many obstacles that have to be overcome in order to provide consistent and quality service. I also believe that as the economy continues to improve, SDDC should be using its Open Season to welcome new service providers rather than attempt to limit participation or potentially downsize current participants.

If containerizing shipments is to become a viable alternative to traditional van service, then carriers and agents will have to adapt and provide service for these shipments. Ideally, a containerized shipment is a small shipment, 5,000 pounds or less, that could be packed and loaded in one day. These are also the shipments that drivers would prefer to pack and haul during the off season. As a TSP and a local agent, I understand the need for van operators; I understand the need for local crews. TSPs and SDDC need to consider the need for both drivers and local crews, and provide opportunities during the winter months to guarantee capacity during the busy summer season. What about the actual containers? One of the few advantages of operating in a small town is that I have a lot of space and I can store many empty containers during the winter months. I still have to worry about the occasional code enforcement officer and the wind and rain, but I have not had to reject an offer for a crated shipment because I did not have any liftvans. What about liability, compensation and workload? Containerized shipments are expensive to service for both

(Chairman's Corner cont. on page 4)

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President's Comments

By: Steve Weitekamp

I appreciate the opportunity to visit with members and observe their businesses in action. As one who speaks on behalf of our industry, time spent in the field is invaluable. Recently, I was standing at a mover's dispatch counter, watching the

activity that was bustling around me. The day was going to be warm and the work load heavy, but everyone seemed to be on the same page and effectively pursuing their duties. A warehouseman noted that a supplier had dropped off a shipment and that after opening, it was discovered that the largest part of the delivery was different than ordered. Not to worry! The supplier had been contacted and would correct the error today. The morning was hectic and the mover needed the missing items, but they were making do. Then the supplier representative walked in, who seemed in a hurry and more than a little annoyed that his customer didn't have the item that his company had delivered in error, prepped and ready to go. Our member, taking this encounter in stride, made sure the vendor's representative was taken care of so he could get on his way. The rep seemed appeased and, as he walked out, stated that he was assigned cleanup jobs and that he had a busy day.

My takeaway from this encounter is that anyone and sometimes everyone in an organization, from initial contact through billing, has the opportunity to impact their company's relationship, present and future, with a customer. Is the customer always right? Anyone who has spent time dealing directly with the public already has an opinion. In our industry, by this time of year, dealing with difficult situations can take even greater self-control. This philosophy does not require one to tolerate abuse or disrespect, but empathy and understanding of the issues facing your customer can go a long way toward creating positive experiences that build loyalty.

It is important for leaders to regularly share their organization's philosophy on customer service with their team. This process can require more finesse than a discussion that preceded

(President's Comments cont. on page 5)

(Chairman's Corner cont. from page 2)

TSPs and local agents. Packing and loading the shipment essentially cuts the capacity of a local crew in half; when warehousing and distribution of the loaded containers is added, a containerized shipment could take two to three times as long to service compared to a shipment loaded by a van operator. I have spoken with many agents who will not service a containerized shipment simply because they have no control for loss or damage once the crates leave their warehouses. So long as the Defense Department is willing to pay for the added costs of containerized shipments, the moving industry will adapt and containers will not be considered a work-around, but will be viewed as a valuable addition to current capacity that can and should be used all year long.

As the industry looks for new ways to transport military shipments, SDDC's announcement for an Open Season for new participants to provide moving services directly to the Defense Department is a good sign that additional capacity will be offered and increased service levels will be made to those who serve our country. Unfortunately, I feel that the Open Season is geared more toward limiting the number of new

participants and the planned re-qualification of existing carriers will be geared toward eliminating or downsizing the services provided by current participants. As the Defense Department struggles to find capacity, limiting and potentially eliminating TSPs seem to counter the goals of increasing service levels and maintaining costs. Our industry is complex and complicated, but we must not forget that providing quality relocation services to our customers, especially those who serve our country, is our primary goal.

As AMSA President and CEO Linda Bauer Darr states, "it's important that for all of us to be aware of the rising trends and make strategic calculations – both for our own companies and for the good of our industry." Containerizing shipments does add flexibility and capacity to our customers, but there are many obstacles that have to be overcome both in the slow and busy seasons before TSPs and local agents are able to provide increased levels of service. So long as containerizing shipments is profitable and adds value to our companies, the industry will adapt and provide this service. If the SDDC's goal is to provide quality relocation services to military members, then the Open Season must be used

(Chairman's Corner cont. on page 5)



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(President's Comments cont. from page 3)

generations might have begun and ended with "the customer is always right." The-client-is-always-right philosophy can lead to employees feeling minimized by the company they work for, and subject to ridicule and abuse by a customer given a green light to vent. What is important to remember is that whenever we are in front of a customer (in person, over the phone or electronically), we are an ambassador for our company, impacting not only our own reputation, but that of our entire organization. I am frequently impressed by the way hardworking men and women in our industry meet this challenge on a daily basis.

(Chairman's Corner cont. from page 4)

to welcome new participants and the services they provide. If the Defense Department wants to guarantee capacity will be available for its shipments during the peak season, then the current program will have to be adjusted to provide fair compensation and even distribution of shipments to all current and new participants.

Calendar of Events

San Diego Chapter Meeting
Wednesday, September 11, 2013

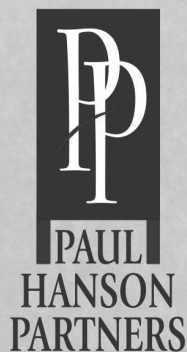
**Northern Region Chapter
Golf Tournament**
Tuesday, September 17, 2013

**Monterey Bay Chapter
Golf & Bocce Ball Tournament**
Friday, October 4, 2013

San Diego Chapter Meeting
Wednesday, October 23, 2013

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The Driver Vehicle Inspection Reports (DVIRs) that drivers complete after each inspection are the 19th-highest paperwork burden based on the number of hours needed to comply, imposed across all federal agencies and only 5 percent of reports filed include defects. Monday's announcement represents the largest paperwork reduction achieved since Obama's May 2012 Executive Order to reduce regulatory burdens on the private sector, the DOT said in a news release.

Federal regulations require that every commercial vehicle in the U.S. undergo a thorough annual safety inspection conducted by a certified commercial vehicle mechanic. In addition, state and federal inspectors conduct unannounced, random inspections of commercial ve-

The FMCSA will collect and review comments on the proposed rule, which is available at: www.fmcsa.dot.gov/rules-regulations/administration/rulemakings/proposed/Driver-Vehicle-Inspection-Report-NPRM.pdf.

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6

Five Things Employees Think They are Entitled to at Work ... But Aren't

My employees often tell me they are legally entitled to certain things at work, but I can't find any laws that prove them right or wrong. How can I handle these demands?

It's not uncommon for employees to insist there are laws giving them certain workplace rights, when in fact no such laws exist. Here are some common examples:

- **Cellphones:** Have you noticed employees are suddenly spending a great deal of work time texting or using social media on their cellphones?

Employees have no legal right to possess or use personal cellphones in the workplace. Employers may prohibit employees from bringing cellphones to work entirely, or may require that they be turned off and/or put away during the work day. Of course during meal breaks, when employees do have the right to leave the premises, they may use their cellphones.

- **Smoke Breaks:** Smokers may insist they have a right to more (or longer) breaks in order to satisfy their nicotine habit.

Employees are of course entitled to a certain number of 10-minute paid breaks based on the number of hours they work, but during those breaks they may be required to remain on the employer's premises.

Since smoking indoors in the workplace is generally prohibited, and an employer may ban smoking anywhere on its property, employees may be limited to smoking only during their meal breaks and only off the property.

- **Bereavement Leave:** What do you do when your receptionist tells you her husband's Great-Uncle Joe has passed away, and she'll be taking three days of bereavement leave to go to the out-of-town funeral?

There is no federal or state law giving

(Workplace Rights cont. on page 8)

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(Workplace Rights cont. from page 7)

employees a right to any bereavement leave in any situation, no matter how close a relative has passed away. Most employers do choose to give bereavement leave, but each employer may determine what degree of relation is required to use such leave.

(Note: In California, if an employer offers bereavement leave for the death of a spouse, it must also offer the same for the death of a registered domestic partner.)

- **Choice of Vacation Days:** Your busiest month of the year is coming up, and an employee tells you he'll be taking a two-week vacation to Tahiti right in the middle of it.

Although your employee may have plenty of vacation time in his vacation bank, he has no legal right to demand to take vacation at any particular time. As an employer, you may always approve or deny vacation requests based on legitimate business needs.

Be careful not to deny vacation requests that may be seen as illegal retaliation,

such as telling a woman who has recently returned from pregnancy disability leave that she can't take a vacation because she has already taken too much time away from work.

- **Paid Family Leave:** You have 20 employees and one announces he'll be taking his six weeks of Paid Family Leave when his baby is born next month.

The Paid Family Leave program is simply an insurance policy that the state of California requires employees to buy through a mandatory payroll deduction (which provides wage replacement when an employee takes a leave when bonding or to care for an ill family member), but it does not give any employee a right to take a protected leave for baby bonding.

Unless an employee has a legal right to baby bonding leave under the California Family Rights act or the federal Family and Medical Leave Act, an employer is not required to give an employee time off simply because wage replacement insurance exists through the Paid Family Leave insurance program.

Source: California Chamber of Commerce, *Alert*



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New \$100 Million Interstate 80 Truck Scales Complex will Fast-Track Inspections, Increase Safety

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According to the CalTrans' website, the new scales will be constructed with newly designed traffic lanes using a system of braided ramps, which will improve the safety of all vehicles entering and exiting the facility as well as improve traffic flow along the I-80/I-680/Highway 12 corridor.

SOLANO COUNTY, Calif. – The newest and one of the largest truck inspection facilities in the state is set to open later this week along eastbound Interstate 80 near Fairfield in Solano County. The \$100 million Cordelia Truck Scales will have greater capacity and improved technology to handle more than 2 million trucks annually that travel from the Port of Oakland on I-80 through northern California and on to the rest of the nation.

“Every investment we make in infrastructure will help California’s economy,” said Caltrans Director Malcolm Dougherty. “Truckers, businesses, and motorists will all benefit from this state-of-the-art facility. It’s a winning combination for all.”

In 2012, more than 2.4 million trucks traveled through the old facility, and more than 40,000 inspections were performed. The new facility features multiple inspection bays and weigh-in-motion scales, which do not require trucks to come to a full stop to be weighed, making inspections more efficient.

“The new facility will help the CHP carry out our mission of saving lives, and improve our ability to inspect trucks and protect our roads for many years to come,” said CHP Commander Mike Ferrell. “Although the facility may seem large and have a lot of technology, it was designed with truck traffic estimates for the year

2035 in mind.”

As part of the safety improvements, trucks will have longer exits and entrances onto I-80 and state Route 12, and new ramps that will make it safer for trucks entering and exiting the facility.

“The old facility was built in 1958, and could no longer handle the current levels of truck traffic,” said Caltrans District 4 Director Bijan Sarti. “By contrast, this new facility will not only handle today’s demands, but the projected increases for the next 30 years.”

Caltrans, the California Highway Patrol, the Metropolitan Transportation Commission and the Solano Transportation Authority (STA) were partners in the project, which received 50 percent of its funding from the State Highway Operation and Protection Program and 50 percent from regional/local funds.

Steve Hardy, Vacaville Mayor and member of the Solano Transportation Authority said, “It’s not only an improvement for truck and transport safety. The new scales will help drivers spend less time tied-up in traffic. It’s an improvement we’ve needed for a long time.”

The new scales will officially open to truck traffic later this week. Once truck traffic is routed through the new scales, the demolition of the old scales will begin and should be completed by this fall.

New Member Spotlight



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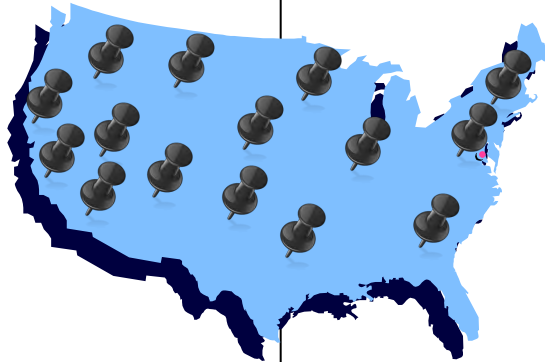


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Atlas Van Lines Welcomes CMSA Member to its Network; Two CMSA Members to Expand Footprint into New Markets

(EVANSVILLE, Ind., July 11, 2013) — Despite being one of the nation's leading movers, Atlas Van Lines has an eye toward the future with an aggressive strategy that continues to increase market share and strengthen its agency network across the United States and Canada. With the addition of one CMSA member agency and two CMSA member agencies expanding their footprints, Atlas is enhancing its reach through its agency partners and top-tier moving services.

Atlas now welcomes Modesto Transfer and Storage to its network. Based in Modesto, Calif., Modesto Transfer and Storage services California's Central Valley area and adds another quality agent to Atlas' San Francisco-Oakland regional coverage.



Atlas' footprint enters new markets as well through expanding agencies and their new branch openings. Expanding agents and their new markets include CMSA members Daniel's Moving & Storage Inc. of Long Beach, Calif. and Omaha, Neb.; and Atlantic Relocation Systems of Anaheim and Seattle-Tacoma Wash. and Colorado Springs, Colo.

In addition to continuing to strengthen its agency network and through its most recent agency acquisitions, Atlas has also added 25 owner operators to its Atlas agency fleet. In a time when driver recruiting is increasingly more challenging, the addition of drivers provides a significant advantage to the van line and its agents, who facilitate approximately 80,000 moves worldwide each year.



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Barstow Transfer & Storage Enjoys the Limelight in America's Home TV Pilot

CMSA member Barstow Transfer & Storage Inc., agent of National Van Lines, was filmed in a TV series pilot titled America's Home last June. The filming took place at National Training Center (NTC), Fort Irwin. Located in northern San Bernardino County, NTC-Fort Irwin is known for its "realistic training [and] unforgiving terrain" for U.S. armed forces, according to Fort Irwin's website.

In an Association of the United States Army (AUSA) meeting at Fort Irwin, Col. Pinkerton, Garrison Commander at NTC-Fort Irwin, asked Barstow Transfer & Storage President Rusty

Layton if he would like his company to participate in the shooting. Layton agreed, and his long-haul driver, Dennis Snyder, volunteered to drive a truck to the filming at NTC-Fort Irwin.

"[This pilot will show] how well the [moving] industry takes care of military members," Layton said.

According to its producer, Brent Nelson, America's Home is about the challenges of military families in a

mobile lifestyle. His reality show centers on how families cope with relocating to a new home and helps transform their new house into a home with budget-friendly design changes.



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Republic Moving & Storage Ranked as One of City's Fastest Growing Companies by San Diego Business Journal

(SAN DIEGO, July 23, 2013) San Diego Business Journal has announced that Republic Moving & Storage, a leading service provider in moving and storage services for commercial businesses and private residences both locally and internationally, has ranked 47 on the 2013 San Diego Business Journal's 100 Fastest Growing Private Companies.

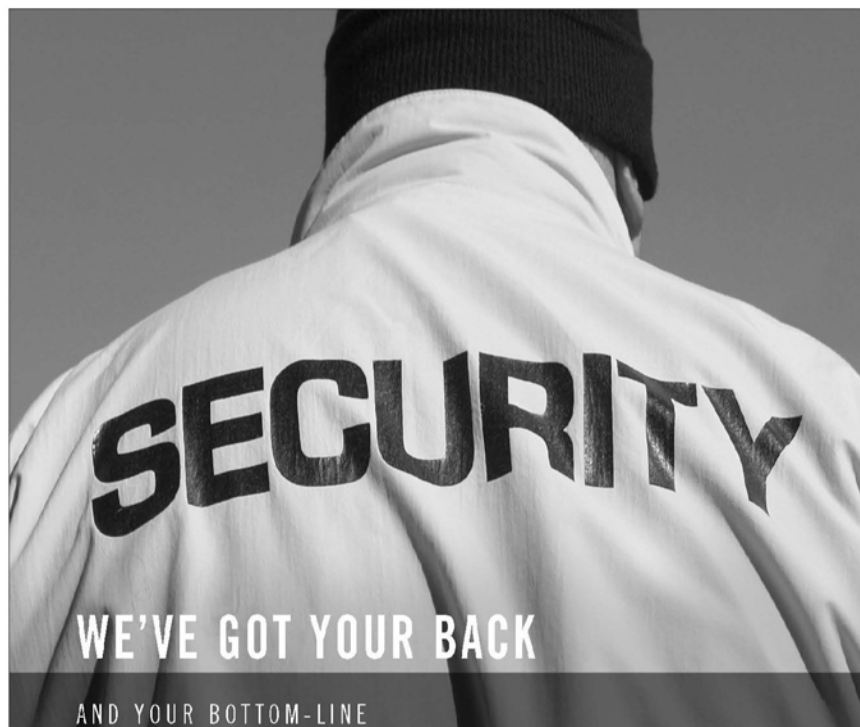
Republic Moving & Storage has experienced growth from under \$1 million in 2008 to an expected \$15 million for 2013. Republic has also been recognized on a national level due to its quality of service over the past few years by organizations, such as the American Moving and

Storage Association (AMSA) where they were named "2010 Agent of the year for Service Excellence".



To qualify for the San Diego Business Journal's list, organizations were required to have generated revenues in excess of \$200,000 in 2010, the starting point for the comparison. The financial details of each organization's business operations in 2010, 2011 and 2012 were reviewed and

extensively analyzed. Qualifying businesses were also required to be San Diego-based, independent and privately held, but not a division or subsidiary of another organization, public or private.



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Business Identity Theft

By: Thomas L. Broderick, CPA/CGMA

Business identity theft involves the theft or impersonation of a business's identity and can have crippling federal tax consequences. This article summarizes the problems of business taxpayer identity theft, some of the methods employed by thieves and the means by which you can protect your business. In addition, the second part of this article will attempt to "open the door" regarding some federal tax filing statistics and how that information might be used by Congress for income tax reform.

Business vs. Individual Identity Theft

Businesses generally deal with larger transactions, have larger account balances and credit lines than individual taxpayers, and can set up and accept merchant credit card payments with numerous banks. Business information regarding tax identification numbers, officers, etc. might be public information and easily accessed. At the same time, remedies and enforcement tend to focus more on individual

identity theft. Thus, business identity theft can be more lucrative and arguably less dangerous to engage in than individual taxpayer identity theft.

Individual ID theft sometimes shows up when somebody files a tax return, and it is rejected because there is already a tax return for that person on file with the Internal Revenue Service (IRS). Business ID theft is much more subtle than individual ID theft.

Methods Used

Only some of the many business identity theft schemes relate to tax. Nevertheless, such schemes can be devastating for businesses resulting in massive employment tax liabilities for fictitious wages or huge deficiencies in reported income. Identity thieves can use a business's employer identification number (EIN) to initiate merchant card payment schemes, file false tax returns and even generate hundreds of fake W-2 Forms in furtherance of more individual taxpayer ID theft. Some examples of schemes are

(Business Identity Theft cont. on page 16)

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(Business Identity Theft cont. from page 15)

described below, but they are by no means an exhaustive list:

1. The owners of a business discontinued their business. Subsequently, identity thieves reinstated the business and filed a tax return in its name, on which they claimed a large tax credit and obtained that tax refund. The actual business owner discovered the scheme after the IRS sought the return of that refund.
2. Criminals stole a restaurant's EIN and used it to create 100 fake W-2 Forms reporting to the IRS approximately \$4 million paid in salaries. The thieves used the fake W-2 forms to file individual tax returns and claim fraudulent refunds. Meanwhile, after the IRS saw the W-2 Forms, it assessed a deficiency against the restaurant for \$800,000 in unpaid payroll taxes.
3. Criminals set up more than 100 fake businesses with names similar to legitimate businesses and mailing addresses locat-

ed within the same vicinity to avert suspicion. After establishing merchant payment accounts with local banks, the criminals began making thousands of small charges from stolen credit cards. When it came time for the local banks to prepare their 1099-K Forms (Payment Card and Third Party Network Transactions), the thieves produced the legitimate business's name, address and EIN. Since the actual business had no knowledge of what turned into more than \$9.5 million in total credit card income generated over a four-year period, none of the legitimate businesses included those amounts on their tax returns for the applicable years.

How They Do It

Business identity theft can require less effort than individual identity theft because less information may be required to establish a business or open a line of credit than is required of individuals. In general, the thief needs to obtain the business's EIN, which is easy to acquire.

(Business Identity Theft cont. on page 17)

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(Business Identity Theft cont. from page 16)

Common sources for an EIN include:

1. Filings made to the Securities and Exchange Commission, such as the Form 10-K
2. Public databases that enable users to search for business entities sometimes also display the employer's EIN
3. Websites specifically designed to search for EINs, such as EINFinder.com
4. Businesses' own websites sometimes openly display the EIN
5. Federal Forms W-2, W-9 or 1099

Once a thief has the EIN, the thief may file reports with the Illinois Secretary of State (or any other applicable state) to change registered business addresses, registered agents' names or even appoint new officers. In some cases, the thief will apply for a line of credit using this new information. Since the Secretary of State records display the changed information, potential creditors will not be alerted to the fraud. Once an identity thief has established a busi-

ness name, EIN and address information, the thief has all the basic tools necessary to perpetuate business identity theft.

Best Practices

Businesses should review their bank's policies and recommendations regarding fraud protection. They should know what security measures are being offered and, if commercially reasonable, adopt those security measures. Here are a few other suggestions:

1. Monitor your business bank accounts on a daily basis or at least more than once a week.
2. Consider enrolling in email alerts so that you would immediately be apprised of any change in your account name, address or other information.
3. Monitor the information on your business's registration at the Secretary of State frequently.
4. If you decide to discontinue your business, go through the formal dissolution process which terminates all of the corporate authority. If the business charter is left to

(Business Identity Theft cont. on page 18)

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(Business Identity Theft cont. from page 17)

forfeiture, that forfeited charter is easy to reinstate and is the most susceptible to hijacking.

5. If a fraudulent transaction occurs in your business's name, take immediate action by contacting your bank, IRS, creditors, credit reporting agencies, local law enforcement and the Secretary of State.

Federal Tax Filing Statistics

Per the IRS, for 2010 federal individual tax returns that were filed in year 2011, there were a total of 145,320,000 tax returns. For 2011 federal individual tax returns that were filed in year 2012, there were a total of 148.39 million tax returns. For both of these years, the adjusted gross income category with the most tax returns filed (more than 14 million tax returns each year), the most adjusted gross income and the most income tax after credits was the \$100,000-to-\$200,000 income category. There were less than 300,000 tax returns filed for each of these years with adjusted gross income more than \$1 million, and many of these tax returns include significant capital gain income. If there is income tax reform adopted by Congress, although it may proclaim to target higher income tax brackets, you can expect that tax reform to in-

clude the \$100,000-to-\$200,000 income category since that is where the money is in their minds.

Below is a list of tax expenditure estimates by year developed by the Joint Committee on Taxation. Congress will review estimates such as these to develop their tax reform strategy – whereby the deduction might be reduced and/or eliminated in order to increase tax revenue for the federal government. See how many of these items you and your family use on your personal tax return.

One example of how these items can be limited is the new 2013 Medicare contribution tax of 3.8 percent on net investment income for those income thresholds of \$200,000 for single taxpayers (\$250,000 for joint filers). This new tax will reduce some of the benefit of the "Reduced Tax Rates for Investment Income" noted above. Another example is the itemized deductions phase-out (Pease limitation) that begins at the income threshold of \$250,000 for single taxpayers (\$300,000 for joint filers) in 2013. Also, tax breaks for seniors have been around since the 1940s, and these will continue to have a material effect on federal and state budget deficits.

Please consult with your tax adviser before acting on these or any income tax topics. Your tax adviser can ensure you receive the maximum tax benefits considering your filing status, income tax rates, etc.

| Billions | | | | | |
|---|-------|-------|-------|-------|-------|
| TAX EXPENDITURE | 2013 | 2014 | 2015 | 2016 | 2017 |
| Reduced Tax Rates for Investment Income | 160.8 | 91.3 | 114.9 | 120.6 | 128.5 |
| Employer Provided Health INS Exclusion | 131.7 | 143.0 | 153.0 | 161.5 | 171.2 |
| Employer Provided Retirement Plans | 101.2 | 108.5 | 119.8 | 135.0 | 147.4 |
| Home Mortgage Deduction | 69.7 | 71.7 | 75.0 | 79.2 | 83.4 |
| Exclusion of Medicare Benefits | 67.0 | 66.0 | 70.6 | 73.9 | 80.5 |
| Credit for Children under Age 17 | 57.3 | 57.9 | 58.4 | 58.9 | 59.0 |
| State & Local Income Tax Deduction | 50.3 | 51.8 | 54.9 | 58.6 | 62.0 |
| Charitable Contribution Deductions | 39.0 | 43.6 | 45.1 | 47.1 | 49.4 |
| Social Security Income Exclusion | 33.0 | 34.4 | 35.8 | 37.3 | 39.1 |
| Exclusion of Inv. Inc. for Life INS & Annuities | 27.3 | 28.0 | 28.7 | 29.4 | 30.2 |
| Property Taxes Deduction | 27.0 | 28.6 | 30.4 | 32.5 | 34.4 |
| Principal Residence Capital Gain Exclusion | 23.8 | 24.8 | 26.0 | 27.1 | 28.0 |

Note 1: Internal Revenue Service filing season statistics were used as a resource for this article. You can also visit the Internal Revenue Service website, www.irs.gov, for more information on these issues.

Note 2: CCH Federal Tax Weekly June 27,

2013, issue was used as a resource for this article.

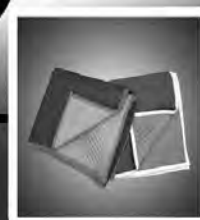
Note 3: Joint Committee on Taxation publication dated February 1, 2013, titled Estimates of Federal Tax Expenditures was used as a resource for this article.



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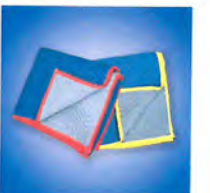
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