SCALED FACTORS FOR HYPOTHETICAL EARNINGS EXAMPLES UNDER THE 2023 TRUSTEES REPORT ASSUMPTIONS

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1. Introduction

The Office of the Chief Actuary (OCACT) has traditionally used hypothetical earnings patterns to illustrate a range of benefit levels, replacement rates, money's worth measures, and internal rates of return under the Social Security program. OCACT has long used these illustrations to evaluate the program under current law. In addition, in recent years, these hypothetical earnings patterns have formed the basis for illustrating the effects of possible program changes on benefit levels.¹

Between 2001 and 2004, OCACT developed *scaled worker* hypothetical earnings patterns for four different career-average earnings levels. These patterns express the hypothetical earnings at each age as a percent of the Social Security Administration's national average wage index (AWI).² Each of the four scaled patterns derives from one set of raw scaled factors based on average work and earnings of actual insured workers over their careers. At each age, the raw scaled factor reflects both the average earnings level of those who worked at that age and the percent of insured workers who actually worked at that age.

This note presents the four sets of scaled worker factors recently updated for the hypothetical very low, low, medium, and high lifetime earnings examples used in table V.C7 of the 2023 Trustees Report. Table 6 shows these final scaled factors. In many office publications, OCACT also includes a hypothetical "maximum" earner with earnings equal to the OASDI maximum taxable earnings level for each year. The scaled worker hypothetical earnings patterns and the maximum earner pattern provide a wide range of career taxable earnings levels under the Social Security program. Prior to the development of *scaled workers*, OCACT generally used hypothetical *steady workers*, who earn a constant percentage of the AWI each year throughout their careers. These hypothetical steady earnings patterns tended to over-represent the proportion of actual lifetime earnings received at younger and older ages, and under-represent the proportion received at prime working ages for most workers.

In developing these four sets of scaled factors, we initially develop one set of *raw scaled factors* using earnings from the Continuous Work History Sample (CWHS). We make a preliminary adjustment to these raw factors for ages 62 and older to account for the select nature of these workers who continue working at such ages. Then, these *preliminary adjusted scaled factors* are further adjusted so that the resulting *career-average earnings levels*³ are 25 percent, 45 percent, 100 percent, and 160 percent of the AWI for the very low, low, medium, and high hypothetical workers, respectively. We select these career-average earnings levels in order to provide both a representative range of examples and continuity with previous estimates for hypothetical workers.

Table 1 compares overall earnings for these hypothetical workers to those of actual retiring workers.⁴ We use the Average Indexed Monthly Earnings⁵ (AIME), which is based on a worker's earnings, as a measure of overall earnings. We develop the distribution of actual workers retiring in 2017 through 2022 from 1 percent samples of Social Security administrative records.

¹ Refer to the February 2, 2011 letter from Stephen C. Goss for an example of this illustrative benefits analysis. This letter is located at: <u>http://www.ssa.gov/OACT/solvency/BowlesSimpsonRivlinDomenici</u> <u>20110202.pdf</u>.

² For more information on the national average wage index, including historical values, see: <u>http://www.ssa.gov/OACT/COLA/AWI.html</u>.

³ We define *career-average earnings* as the average of the highest 35 years of earnings, indexed for growth in average wages to the year prior to benefit entitlement. See further discussion under subsection 3.b. We introduced the *career-average earnings* concept with the 2002 Trustees Report.

⁴ For purposes of this Actuarial Note, "actual retiring workers" are workers who begin receiving their retired worker benefit.

⁵ See <u>http://www.ssa.gov/OACT/COLA/Benefits.html#aime</u> for more details on how to calculate the AIME.

_	Percent with AIME less than AIME for hypothetical case		Percent with AIME closest to AIME for hypothetical case ³			
Hypothetical worker ¹ (Career-average earnings) ²	All	All	Total, all workers	All	All	Total, all workers
Very Low (\$15,068)	7.8	15.1	11.4	12.2	23.0	17.5
Low (\$27,123)	16.3	31.1	23.6	16.1	29.2	22.6
Medium (\$60,274)	42.6	69.7	56.1	30.0	30.7	30.3
High (\$96,438)	71.5	90.7	81.0	27.0	13.8	20.4
Maximum (\$149,006)	100.0	100.0	100.0	14.7	3.3	9.1

Table 1.---Distribution of AIMEs of Actual Workers Retiring in Years 2017 to 2022, Relative to AIMEs for Hypothetical Workers Retiring in 2022

¹ See text for definition of hypothetical workers.

² Career-average earnings of hypothetical scaled workers retiring at age 62 in 2022. Earnings are wage indexed to 2021 in this calculation.

³ Rounded values do not necessarily sum to 100 percent. The percentage of workers with AIME values closest to that of the hypothetical maximum worker is expected to decline in future years. This is due to a significant increase in the OASDI maximum taxable earnings, relative to the AWI, in 1981 and a smaller increase in 1990.

Note: Worker distributions include individuals who are dually entitled, or may become dually entitled to a higher benefit in the future, based on another worker's account.

Table 1 shows that 31.1 percent of female workers retiring in 2017 through 2022 have AIMEs below that of a hypothetical low wage scaled worker and that about 40 percent of all workers retiring in 2017 through 2022 have AIMEs closest to that of hypothetical low or very low wage scaled workers.

Dually entitled workers are insured for worker benefits, but are entitled to a larger benefit as a dependent on another worker's account (generally as a spouse or widow(er)) than they are entitled to as a worker beneficiary only. A significant proportion of entitled female workers, especially those with lower earnings, will be entitled to higher benefits as aged spouse or aged widow beneficiaries. If we excluded such dually entitled workers from this analysis, a higher percentage of the remaining workers would have earnings closer to the higher-level hypothetical workers.

2. Developing Raw Scaled Factors from Earnings in the CWHS

The raw scaled factors are developed in three steps:

- Select workers in the CWHS for computing the factors;
- Tabulate the earnings for these workers; and
- Develop the raw scaled factors from the tabulated earnings.

a. Select Workers in the CWHS for Computing the Factors

The CWHS is a 1-percent sample of workers with some OASDI taxable earnings during their lifetime. The Office of Systems updates it annually based on specifications from the Office of Research, Evaluation, and Statistics. We develop the factors in this actuarial note using the CWHS containing earnings data through 2020. The CWHS contains earnings for all workers in the sample. It is important to limit analysis to the following groups of workers: those who are likely to be eligible for retirement or disability benefits, and those who are likely to have dependents eligible for survivor benefits. To include only those workers, we used the status of *fully insured*. A worker is considered fully insured if he or she has a total number of quarters of coverage $(QCs)^6$ at least equal to the number of years after attainment of age 21 through the last year considered in the analysis (in this case 2019). A further requirement is that the worker must have a minimum of 6 QCs. Because a worker achieves permanent insured status with 40 QCs, any worker with 40 QCs is fully insured no matter how many years have elapsed since age 21. Any fully insured worker is likely to become eligible for a Social Security retirement benefit if he or she survives to eligibility age.

⁶ The QC is the basic unit for determining whether a worker is insured for Social Security benefits. In 2023, for example, a worker needed to have \$1,640 in covered earnings to obtain a QC. Workers can earn up to 4 QCs per calendar year. Since 1978, the amount of covered earnings required to obtain a QC has been automatically indexed each year with the growth in the AWI. See <u>http://www.ssa.gov/OACT/COLA/QC.html</u> for more information, including a list of historical QC amounts.

b. Tabulate Earnings for These Workers

The updated CWHS file contains taxable earnings for years 1951 through 2020. Due to posting delays, the earnings for 2020 in this file are less complete than for earlier years and were not used in our analysis. For each of the workers classified as fully insured as of 2019 (based on all earnings after 1950), our analysis includes earnings for the most recent 20-year period (2000 through 2019) for ages 21 and older. We classify earnings by age of worker, and express earnings as their ratio to the AWI for the specific year.

OCACT develops scaled factors taking into account both the variations in earnings by age and the probabilities that workers may have years with zero earnings. The earnings records selected include years with zero earnings, but not years in which the worker was deceased⁷ or receiving a retired-worker or disabledworker Social Security benefit.

c. Develop Raw Scaled Factors from the Tabulated Earnings

To normalize earnings from different years, annual earnings amounts for each year are divided by the AWI for that year. For each fully insured worker, normalized earnings are tabulated by age for each age 21 and older for years 2000 through 2019. The normalized earnings are summed by age and a corresponding worker count is kept. The raw scaled factors are determined by dividing the tabulated sum for each age, including years with zero earnings, by the corresponding numbers of workers. Table 2 displays the results.

Table 2Raw Scaled Worker Factors									
	for the 2023 Trustees Report								
		Average							
		earnings as							
		% of AWI							
	Percent with	for those							
Age	Earnings	with earnings	Factor						
21	0.823	0.283	0.233						
22	0.837	0.342	0.286						
23	0.847	0.429	0.364						
24	0.851	0.509	0.433						
25	0.852	0.573	0.488						
26	0.853	0.629	0.537						
27	0.853	0.681	0.581						
28	0.854	0.728	0.622						
29	0.853	0.771	0.658						
30	0.852	0.811	0.691						
31	0.851	0.844	0.719						
32	0.850	0.875	0.743						
33	0.849	0.901	0.765						
34	0.849	0.924	0.785						
35	0.849	0.945	0.802						
36	0.849	0.962	0.816						
37	0.849	0.976	0.829						
38	0.850	0.990	0.841						
39	0.851	1.001	0.852						
40	0.851	1.011	0.861						
41	0.851	1.021	0.869						
42	0.851	1.030	0.876						
43	0.851	1.036	0.882						
44	0.851	1.044	0.888						
45	0.850	1.051	0.894						
46	0.849	1.057	0.897						
47	0.847	1.062	0.900						
48	0.845	1.066	0.901						
49	0.842	1.069	0.900						
50	0.839	1.072	0.900						
51	0.836	1.074	0.898						
52	0.832	1.074	0.893						
53	0.827	1.075	0.888						
54	0.821	1.074	0.881						
55	0.815	1.069	0.871						
56	0.806	1.058	0.853						
57	0.796	1.046	0.833						
58	0.785	1.034	0.811						
59	0.771	1.020	0.786						
60	0.753	0.999	0.752						
61	0.728	0.974	0.710						
62	0.782	1.086	0.850						
63	0.781	1.118	0.874						
64	0.767	1.123	0.862						

⁷ Data concerning worker deaths appears in the CWHS. However, death data in the CWHS does not include all state-reported death data. Therefore, we also used Social Security's NUMIDENT file to identify deaths of individuals in the CWHS. The NUMIDENT file contains, among other things, death data including state-reported deaths.

3. Adjust Raw Scaled Factors to Match Selected Career-Average Earnings Levels

The raw scaled factors are adjusted in three steps:

- Calculate preliminary adjusted scaled factors from the raw scaled factors by overriding the scaled factors at ages 62 through 64;
- Construct the earnings pattern and calculate the career-average earnings for a hypothetical scaled worker using the preliminary adjusted scaled factors; and
- Calculate very low, low, medium, and high *final* scaled factors from the preliminary adjusted scaled factors such that the career-average earnings for these hypothetical workers match the selected percentages of the AWI for the year prior to entitlement (25, 45, 100 and 160 percent).

a. Calculate Preliminary Adjusted Scaled Factors from Raw Scaled Factors

The following values, based on table 2, show that there is an accelerating decline in raw factors at ages 60 and 61, followed by increases at ages 62 and 63:

Age	Raw Scaled Factor	Difference
55	0.871	
56	0.853	-0.018
57	0.833	-0.020
58	0.811	-0.022
59	0.786	-0.025
60	0.752	-0.034
61	0.710	-0.043
62	0.850	0.140
63	0.874	0.024
64	0.862	-0.012

We do not have definitive information on the reasons for these changes after age 59. However, it seems reasonable to assume that some of the decline in the raw factors at ages 60 and 61 is due to the retirement (total or partial) of some workers before they became entitled to their OASDI retirement benefits at age 62. The increases in the raw factors at ages 62 and 63 may well occur because healthier, higher-wage workers, and workers who have maintained consistent employment at older ages, are more likely to delay entitlement to OASDI benefits until after age 62. Our methodology removes the earnings of many non-workers, low-wage workers, and less-healthy workers from the tabulated group starting at age 62 because they started to receive Social Security retirement benefits.

Due to the differences between the groups of workers represented in data for ages just before versus just after reaching age 62, we develop a smoother set of "adjusted" raw factors for ages 62 through 64. Here we assume that earnings for workers older than age 61 will stay constant in nominal dollars, thus decreasing relative to the AWI.

The preliminary adjusted scaled factors equal the raw scaled factors for ages up to 61. Table 3 calculates factors for ages 62 and older so that earnings in nominal dollars stay constant at the level for age 61. For example, we calculate the preliminary adjusted factor for age 62 by dividing the factor for age 61 by the *ultimate* assumed annual increase in average wages under the intermediate assumptions of the 2023 Trustees Report. Table 3 shows the calculation of the preliminary adjusted scaled factors for ages 62 through 64.

Though it provides an imperfect approximation for all types of workers, we adopted this approach in order to avoid having different scaled factors for workers who become entitled to OASDI benefits at different ages.

Age	61	62	63	64
Raw scaled factor	0.710	0.850	0.874	0.862
Ultimate AWI increase since age 61, based on 2023 Trustees Report, Intermediate Assumptions	1	1.0357	$(1.0357)^2$	$(1.0357)^3$
Preliminary adjusted scaled factor (age 61 raw scaled factor) / (Ultimate AWI increase)	0.710	0.685	0.661	0.639

 Table 3.---Scaled Factor Adjustments Made for Ages After 61

b. Construct the Earnings Pattern and Calculate the Career-Average Earnings for a Selected Hypothetical Scaled Worker Using the Preliminary Adjusted Scaled Factors

The selected hypothetical scaled worker (referred to as the *1960-born preliminary scaled worker*) was born on January 2, 1960, has earnings from age 21 through 64, and retires at age 65. We calculate earnings for each year by multiplying the preliminary adjusted scaled factor for that age by the AWI value for the corresponding year. This worker turns age 22 in 1982, so the age 22 preliminary adjusted factor 0.286090 (rounded to 0.286 in Table 4) is multiplied by the 1982 AWI of \$14,531.34 to obtain annual earnings of \$4,157.27. Table 4 shows the preliminary adjusted scaled factors, AWI amounts, and corresponding hypothetical earnings for the 1960born preliminary scaled worker.

The last line of table 4 shows career-average earnings of \$56,452 (wage indexed to 2024) for the 1960-born preliminary scaled worker. This is a slightly different calculation than the AIME because (1) earnings are indexed to the year prior to entitlement rather than to two years prior to eligibility, and (2) earnings are averaged on an annual basis instead of a monthly basis. For the 1960-born preliminary scaled worker, who retires at age 65 in 2025, the indexing year used to compute career-average earnings is 2024.

		Preliminary		Estimated earnings	
		adjusted scaled		for current year	Earnings wag
		factors	AWI for current year	(1)*(2)	indexed to 202
ear	Age	(1)	(2)	(3)	(4
981	21	0.233	\$ 13,773.10	\$ 3,211.72	\$ 16,003.1
982	22	0.286	14,531.34	4,157.27	19,633.6
983	23	0.364	15,239.24	5,543.01	24,962.1
984	24	0.433	16,135.07	6,991.37	29,736.5
985	25	0.488	16,822.51	8,212.46	33,502.8
986	26	0.537	17,321.82	9,296.36	36,831.3
987	27	0.581	18,426.51	10,712.12	39,896.1
988	28	0.622	19,334.04	12,017.27	42,656.1
989	29	0.658	20,099.55	13,223.21	45,149.1
990	30	0.691	21,027.98	14,522.13	47,394.8
91	31	0.719	21,811.60	15,674.80	49,318.8
92	32	0.743	22,935.42	17,049.09	51,014.4
93	33	0.765	23,132.67	17,691.52	52,485.3
94	34	0.785	23,753.53	18,637.42	53,846.3
95	35	0.802	24,705.66	19,806.40	55,018.3
996	36	0.816	25,913.90	21,158.44	56,033.7
97	37	0.829	27,426.00	22,744.57	56,913.3
98	38	0.841	28,861.44	24,274.20	57,719.9
999	39	0.852	30,469.84	25,951.44	58,450.7
000	40	0.861	32,154.82	27,676.01	59,068.5
001	41	0.869	32,921.92	28,622.48	59,665.1
002	42	0.876	33,252.09	29,136.68	60,133.9
003	43	0.882	34,064.95	30,054.89	60,548.8
)04	44	0.888	35,648.55	31,667.50	60,963.0
005	45	0.894	36,952.94	33,018.63	61,320.9
)06	46	0.897	38,651.41	34,681.49	61,578.
007	47	0.900	40,405.48	36,346.02	61,732.7
)08	48	0.900	41,334.97	37,225.53	61,804.7
)09	49	0.900	40,711.61	36,653.60	61,786.9
)10	50	0.900	41,673.83	37,490.69	61,738.8
)11	51	0.898	42,979.61	38,574.72	61,594.0
)12	52	0.893	44,321.67	39,600.53	61,317.3
)13	53	0.888	44,888.16	39,872.58	60,959.4
)14	54	0.888	46,481.52	40,953.61	60,465.9
)15	55	0.871	48,098.63	41,900.26	59,783.6
)16	56	0.853		41,499.44	
			48,642.15		58,550.
)17	57	0.833	50,321.89	41,910.03	57,155.
)18	58	0.811	52,145.80	42,291.55	55,658.0
)19	59	0.786	54,099.99	42,519.67	53,937.5
)20	60	0.752	55,628.60	41,850.45	51,629.8
)21	61	0.710	60,575.07	42,978.07	48,691.3
)22	62	0.685	63,467.98	43,478.42	47,012.9
)23	63	0.661	66,147.17	43,751.84	45,392.4
024	64	0.639	68,627.58	43,827.81	43,827.8

Table 4Computation of the Earnings Record and the Career-Average Earnings for the 1960-Born Preliminary Scaled
Worker Based on the Preliminary Adjusted Scaled Factors and the AWI Series

c. Calculate Very Low, Low, Medium, and High Final Scaled Factors from the Preliminary Adjusted Scaled Factors such that the Career-Average Earnings for These Selected Hypothetical Workers Match the Selected Percentages of the AWI in the Year Prior to Entitlement

The selected career-average earnings level for the medium scaled worker is the AWI in the year prior to entitlement. Similarly, the selected career-average earnings levels for the very low, low, and high scaled workers are 25 percent, 45 percent and 160 percent of the AWI in the year prior to entitlement, respectively. As noted earlier, the career-average earnings for the 1960-born preliminary scaled worker equals \$56,452, wage

indexed to 2024 (see table 4). By comparison, the projected AWI for 2024 is \$68,627.58.⁸ Corresponding career-average earnings levels for a very low, low, and high earner are \$17,157, \$30,882, and \$109,804, respectively. Table 5 summarizes this information, and provides the ratio of the selected career-average earnings levels to the career-average earnings for the 1960-born preliminary scaled worker.

A primary reason for choosing the year prior to entitlement as the indexing year in computing the careeraverage earnings is to provide a reasonable denominator for replacement rate calculations.⁹

⁸ The projected AWI value for 2024 appears in the 2023 Trustees Report. See <u>http://www.ssa.gov/OACT/TR/2023/lr6g6.html</u>.

⁹ This choice of denominator maintains consistency with replacement rates computed prior to 2001 using hypothetical steady workers. More information about replacement rates appears in recurring Actuarial Note Number 2023.9 at http://www.ssa.gov/OACT/NOTES/ran3/an2023-9.pdf.

Case	Selected career-average earnings levels for hypothetical scaled workers (1)	Career-average earnings of the 1960-born preliminary selected scaled worker (2)	Ratio (1)/(2) (3)
Very low earner	\$17,157	\$56,452	0.304
Low earner	30,882	56,452	0.547
Medium earner	68,628	56,452	1.216
High earner	109,804	56,452	1.945

The last step is to apply the ratios from table 5 to the preliminary adjusted scaled factors. This step requires four separate calculations, one each for the very low, low, medium, and high scaled worker cases. For example, we determine the scaled factors for the hypothetical medium scaled worker by multiplying:

- The preliminary adjusted scaled factors for ages 21 through 64, by
- The ratio of 1.216 shown in tables 5 and 6.

Table 6 shows the calculation of the final scaled factors, combining the preliminary adjusted scaled factors with the adjustment factors.

			Final Scaled Factor	rs by Earnings Level	
Adjustment Factors		Very low	Low	Medium	High
	Preliminary adjusted				
Age	scaled factors	0.304	0.547	1.216	1.945
21	0.233	0.071	0.128	0.283	0.454
22	0.286	0.087	0.157	0.348	0.556
23	0.364	0.111	0.199	0.442	0.707
24	0.433	0.132	0.237	0.527	0.843
25	0.488	0.148	0.267	0.593	0.950
26	0.537	0.163	0.294	0.652	1.044
27	0.581	0.177	0.318	0.707	1.131
28	0.622	0.189	0.340	0.756	1.209
29	0.658	0.200	0.360	0.800	1.280
30	0.691	0.210	0.378	0.840	1.343
31	0.719	0.218	0.393	0.874	1.398
32	0.743	0.226	0.407	0.904	1.446
33	0.765	0.232	0.418	0.930	1.488
34	0.785	0.238	0.429	0.954	1.526
35	0.802	0.244	0.439	0.975	1.559
36	0.816	0.248	0.447	0.993	1.588
37	0.829	0.252	0.454	1.008	1.613
38	0.841	0.256	0.460	1.022	1.636
39	0.852	0.259	0.466	1.035	1.657
40	0.861	0.262	0.471	1.046	1.674
41	0.869	0.264	0.476	1.057	1.691
42	0.876	0.266	0.479	1.065	1.704
43	0.882	0.268	0.483	1.073	1.716
44	0.888	0.270	0.486	1.080	1.728
45	0.894	0.272	0.489	1.086	1.738
46	0.897	0.273	0.491	1.091	1.745
47	0.900	0.273	0.492	1.094	1.750
48	0.901	0.274	0.493	1.095	1.752
49	0.900	0.274	0.493	1.095	1.751

Table 6.---Calculation of Final Scaled Factors

			Final Scaled Facto	rs by Earnings Level	
djustment Factors		Very low	Low	Medium	High
	Preliminary adjusted				
Age	scaled factors	0.304	0.547	1.216	1.945
50	0.900	0.273	0.492	1.094	1.750
51	0.898	0.273	0.491	1.091	1.746
52	0.893	0.272	0.489	1.086	1.738
53	0.888	0.270	0.486	1.080	1.728
54	0.881	0.268	0.482	1.071	1.714
55	0.871	0.265	0.477	1.059	1.694
56	0.853	0.259	0.467	1.037	1.659
57	0.833	0.253	0.456	1.012	1.620
58	0.811	0.246	0.444	0.986	1.578
59	0.786	0.239	0.430	0.955	1.529
60	0.752	0.229	0.412	0.915	1.463
61	0.710	0.216	0.388	0.863	1.380
62	0.685	0.208	0.375	0.833	1.332
63	0.661	0.201	0.362	0.804	1.287
64	0.639	0.194	0.349	0.776	1.242

Table 6.---Calculation of Final Scaled Factors (Cont.)

4. Developing Hypothetical Worker Earnings from Factors

Given a year of birth, and an earnings level for scaled workers, classified as either very low, low, medium, or high, one can obtain annual earnings by multiplying the relevant set of scaled factors by the AWIs in the corresponding years. For example, consider a low earnings worker born in 1970. To determine earnings for this worker at age 22, multiply the scaled factor for the low scaled worker at age 22 by the AWI in 1992, the year in which the worker turns 22. Because the hypothetical workers are born in January, a year of age corresponds to a calendar year. Therefore, a worker born on January 2, 1970 would be age 22 throughout 1992. In this way, one can develop a series of very low, low, medium, and high scaled earnings for any age and hypothetical year of birth. Table 7 carries out the calculation of hypothetical scaled worker earnings for high earnings workers for the selected years of birth 1949, 1973, and 1997.

Year	of birth	194	19	19	73	199	7
	Final scaled factors for high earner	AWI	Age-scaled earnings (1)*(2)	AWI	Age-scaled earnings (1)*(4)	AWI	Age-scaled earnings (1)*(6)
Age	(1)	(2)	(3)	(4)	(5)	(6)	(7)
21	0.454	\$6,186.24	\$2,805.90	\$23,753.53	\$10,773.92	\$52,145.80	\$23,651.84
22	0.556	6,497.08	3,615.43	24,705.66	13,747.97	54,099.99	30,105.04
23	0.707	7,133.80	5,047.11	25,913.90	18,333.90	55,628.60	39,356.84
24	0.843	7,580.16	6,388.65	27,426.00	23,114.98	60,575.07	51,053.43
25	0.950	8,030.76	7,625.68	28,861.44	27,405.64	63,467.98	60,266.60
26	1.044	8,630.92	9,009.82	30,469.84	31,807.46	66,147.17	69,051.01
27	1.131	9,226.48	10,432.97	32,154.82	36,359.50	68,627.58	77,601.56
28	1.209	9,779.44	11,823.24	32,921.92	39,802.24	71,411.99	86,336.32
29	1.280	10,556.03	13,507.99	33,252.09	42,550.92	74,348.48	95,139.76
30	1.343	11,479.46	15,420.33	34,064.95	45,759.36	77,393.67	103,962.72
31	1.398	12,513.46	17,491.67	35,648.55	49,830.54	80,510.73	112,540.15
32	1.446	13,773.10	19,914.32	36,952.94	53,429.71	83,757.03	121,103.06
33	1.488	14,531.34	21,616.45	38,651.41	57,496.85	87,106.49	129,577.38
34	1.526	15,239.24	23,257.36	40,405.48	61,664.80	90,574.48	138,230.19
35	1.559	16,135.07	25,160.51	41,334.97	64,456.41	93,995.33	146,573.27
36	1.588	16,822.51	26,716.59	40,711.61	64,655.95	97,455.02	154,772.72
37	1.613	17,321.82	27,941.40	41,673.83	67,223.03	101,026.57	162,963.47
38	1.636	18,426.51	30,144.59	42,979.61	70,311.89	104,726.27	171,325.48
39	1.657	19,334.04	32,029.72	44,321.67	73,425.46	108,561.15	179,847.75
40	1.674	20,099.55	33,649.84	44,888.16	75,149.91	112,537.34	188,405.39
41	1.691	21,027.98	35,559.78	46,481.52	78,603.48	116,649.42	197,262.28
42	1.704	21,811.60	37,174.74	48,098.63	81,977.21	120,914.15	206,080.81
43	1.716	22,935.42	39,359.85	48,642.15	83,475.59	125,312.66	215,051.12
44	1.728	23,132.67	39,970.26	50,321.89	86,949.72	129,842.92	224,351.77
45	1.738	23,753.53	41,283.60	52,145.80	90,629.33	134,513.64	233,784.53
46	1.745	24,705.66	43,118.95	54,099.99	94,421.06	139,333.70	243,180.00
47	1.750	25,913.90	45,340.75	55,628.60	97,331.65	144,301.58	252,480.03
48	1.752	27,426.00	48,042.44	60,575.07	106,110.05	149,423.47	261,746.82
49	1.751	28,861.44	50,542.38	63,467.98	111,145.62	154,703.93	270,918.73
50	1.750	30,469.84	53,317.48	66,147.17	115,747.25	160,173.47	280,278.63
51	1.746	32,154.82	56,133.96	68,627.58	119,805.92	165,831.58	289,498.85
52	1.738	32,921.92	57,214.92	71,411.99	124,106.72	171,691.12	298,381.58
53	1.728	33,252.09	57,451.43	74,348.48	128,455.88	177,750.26	307,108.71
54	1.714	34,064.95	58,379.31	77,393.67	132,634.55	184,025.21	315,375.93
55	1.694	35,648.55	60,403.93	80,510.73	136,419.69	190,524.84	322,830.76
56	1.659	36,952.94	61,322.21	83,757.03	138,992.09	197,257.17	327,341.90
57	1.620	38,651.41	62,613.18	87,106.49	141,107.76	204,222.55	330,829.39
58	1.578	40,405.48	63,740.26	90,574.48	142,882.63	211,432.09	333,537.35
59	1.529	41,334.97	63,190.19	93,995.33	143,693.90	218,892.32	334,628.22
60	1.463	40,711.61	59,574.40	97,455.02	142,608.56	226,625.91	331,627.80
61	1.380	41,673.83	57,511.64	101,026.57	139,420.92	234,650.32	323,827.33
62	1.332	42,979.61	57,269.16	104,726.27	139,544.91	242,974.68	323,757.17
63	1.287	44,321.67	57,021.75	108,561.15	139,668.62	251,610.19	323,707.39
64	1.242	44,888.16	55,759.93	112,537.34	139,793.53	260,565.06	323,673.09

Table 7 Example	· Develoning Earning	gs for the Hypothetical H	Iigh Earners Born in	1949 1973 and 1997
1 abic / Distribution		23101 the mypoincical m	ngn Darners Dorn m	1/7/, 1//J, and 1///