

## SCALED FACTORS FOR HYPOTHETICAL EARNINGS EXAMPLES UNDER THE 2021 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.<sup>1</sup>

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).<sup>2</sup> 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 2021 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.

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<sup>1</sup> Refer to the February 2, 2011 letter from Stephen C. Goss for an example of this illustrative benefits analysis. This letter is located at: [http://www.ssa.gov/OACT/solvency/BowlesSimpsonRivlinDomenici\\_20110202.pdf](http://www.ssa.gov/OACT/solvency/BowlesSimpsonRivlinDomenici_20110202.pdf).

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

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 (CWS). 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*<sup>3</sup> 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.<sup>4</sup> We use the Average Indexed Monthly Earnings<sup>5</sup> (AIME), which is based on a worker's earnings, as a measure of overall earnings. We develop the distribution of actual workers retiring in 2015 through 2020 from 1 percent samples of Social Security administrative records.

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<sup>3</sup> 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.

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

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

**Table 1.---Distribution of AIMEs of Actual Workers Retiring in Years 2015 to 2020,  
Relative to AIMEs for Hypothetical Workers Retiring in 2020**

Hypothetical worker <sup>1</sup> (Career-average earnings) <sup>2</sup>	Percent with AIME less than AIME for hypothetical case			Percent with AIME closest to AIME for hypothetical case <sup>3</sup>		
	All men	All women	Total, all workers	All men	All women	Total, all workers
Very Low (\$13,473).....	7.8	15.8	11.8	12.2	23.9	18.0
Low (\$24,252).....	16.3	32.0	24.0	16.0	29.2	22.5
Medium (\$53,892).....	42.3	70.6	56.2	29.9	30.7	30.3
High (\$86,228).....	71.4	91.5	81.2	27.1	13.2	20.3
Maximum (\$132,868).....	100.0	100.0	100.0	14.9	2.9	9.0

<sup>1</sup> See text for definition of hypothetical workers.

<sup>2</sup> Career-average earnings of hypothetical scaled workers retiring at age 62 in 2020. Earnings are wage indexed to 2019 in this calculation.

<sup>3</sup> 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 32.0 percent of female workers retiring in 2015 through 2020 have AIMEs below that of a hypothetical low wage scaled worker and that about 40 percent of all workers retiring in 2015 through 2020 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 2018. 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)<sup>6</sup> at least equal to the number of years after attainment of age 21 through the last year considered in the analysis (in this case 2017). 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.

<sup>6</sup> The QC is the basic unit for determining whether a worker is insured for Social Security benefits. In 2021, for example, a worker needed to have \$1,470 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 <http://www.ssa.gov/OACT/COLA/QC.html> 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 2018. Due to posting delays, the earnings for 2018 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 2017 (based on all earnings after 1950), our analysis includes earnings for the most recent 20-year period (1998 through 2017) 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 deceased<sup>7</sup> or receiving a retired-worker or disabled-worker 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 1998 through 2017. 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 2---Raw Scaled Worker Factors for the 2021 Trustees Report**

Age	Percent with Earnings	Average earnings as % of AWI for those with earnings	Factor
21	0.830	0.289	0.240
22	0.842	0.347	0.293
23	0.851	0.434	0.369
24	0.854	0.514	0.439
25	0.854	0.579	0.494
26	0.854	0.636	0.543
27	0.854	0.689	0.588
28	0.855	0.737	0.630
29	0.854	0.779	0.665
30	0.852	0.818	0.697
31	0.851	0.851	0.724
32	0.850	0.880	0.748
33	0.849	0.906	0.769
34	0.849	0.928	0.788
35	0.849	0.947	0.804
36	0.850	0.964	0.819
37	0.851	0.978	0.832
38	0.851	0.991	0.844
39	0.852	1.003	0.854
40	0.852	1.013	0.863
41	0.852	1.022	0.871
42	0.852	1.031	0.879
43	0.852	1.039	0.885
44	0.852	1.046	0.891
45	0.851	1.053	0.896
46	0.849	1.060	0.900
47	0.848	1.065	0.902
48	0.845	1.068	0.902
49	0.842	1.072	0.902
50	0.839	1.076	0.902
51	0.835	1.079	0.901
52	0.830	1.080	0.897
53	0.825	1.079	0.890
54	0.819	1.077	0.882
55	0.813	1.072	0.871
56	0.804	1.060	0.852
57	0.793	1.047	0.831
58	0.782	1.032	0.807
59	0.767	1.016	0.780
60	0.749	0.995	0.745
61	0.723	0.968	0.700
62	0.780	1.091	0.851
63	0.779	1.125	0.877
64	0.764	1.131	0.864

<sup>7</sup> 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	0.852	-0.019
57	0.831	-0.022
58	0.807	-0.024
59	0.780	-0.027
60	0.745	-0.035
61	0.700	-0.045
62	0.851	0.151
63	0.877	0.026
64	0.864	-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 2021 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.

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

Age	61	62	63	64
Raw scaled factor	0.700	0.851	0.877	0.864
Ultimate AWI increase since age 61, based on 2021 Trustees Report, Intermediate Assumptions	1	1.0355	(1.0355) <sup>2</sup>	(1.0355) <sup>3</sup>
Preliminary adjusted scaled factor (age 61 raw scaled factor) / (Ultimate AWI increase)	0.700	0.676	0.653	0.630

***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 0.292616 (rounded to 0.293 in Table 4) is multiplied by the 1982 AWI of \$14,531.34 to obtain annual earnings of \$4,252.10. Table 4 shows

the preliminary adjusted scaled factors, AWI amounts, and corresponding hypothetical earnings for the 1960-born preliminary scaled worker.

The last line of table 4 shows career-average earnings of \$54,355 (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.

**Table 4.---Computation 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**

Year	Age	Preliminary adjusted scaled factors (1)	AWI for current year (2)	Estimated earnings for current year (1)*(2) (3)	Earnings wage indexed to 2024 (4)
1981	21	0.240	\$13,773.10	\$3,304.46	\$15,835.01
1982	22	0.293	14,531.34	4,252.10	19,312.90
1983	23	0.369	15,239.24	5,624.99	24,361.73
1984	24	0.439	16,135.07	7,082.13	28,969.61
1985	25	0.494	16,822.51	8,316.58	32,628.99
1986	26	0.543	17,321.82	9,404.05	35,832.00
1987	27	0.588	18,426.51	10,839.80	38,826.46
1988	28	0.630	19,334.04	12,172.03	41,551.81
1989	29	0.665	20,099.55	13,374.60	43,918.15
1990	30	0.697	21,027.98	14,654.29	45,995.66
1991	31	0.724	21,811.60	15,797.97	47,803.90
1992	32	0.748	22,935.42	17,162.39	49,387.91
1993	33	0.769	23,132.67	17,797.91	50,780.02
1994	34	0.788	23,753.53	18,726.45	52,032.76
1995	35	0.804	24,705.66	19,875.70	53,097.68
1996	36	0.819	25,913.90	21,227.53	54,065.01
1997	37	0.832	27,426.00	22,822.60	54,922.75
1998	38	0.844	28,861.44	24,345.35	55,673.38
1999	39	0.854	30,469.84	26,027.28	56,377.81
2000	40	0.863	32,154.82	27,750.51	56,960.59
2001	41	0.871	32,921.92	28,669.96	57,476.66
2002	42	0.879	33,252.09	29,215.35	57,988.48
2003	43	0.885	34,064.95	30,147.79	58,411.36
2004	44	0.891	35,648.55	31,772.20	58,824.06
2005	45	0.896	36,952.94	33,117.78	59,150.96
2006	46	0.900	38,651.41	34,784.61	59,397.94
2007	47	0.902	40,405.48	36,456.17	59,549.81
2008	48	0.902	41,334.97	37,302.62	59,562.28
2009	49	0.902	40,711.61	36,736.77	59,556.93
2010	50	0.902	41,673.83	37,602.80	59,553.37
2011	51	0.901	42,979.61	38,713.15	59,449.15
2012	52	0.897	44,321.67	39,738.85	59,176.43
2013	53	0.890	44,888.16	39,962.72	58,758.79
2014	54	0.882	46,481.52	41,007.16	58,227.61
2015	55	0.871	48,098.63	41,917.57	57,519.22
2016	56	0.852	48,642.15	41,457.51	56,252.27
2017	57	0.831	50,321.89	41,793.84	54,815.70
2018	58	0.807	52,145.80	42,064.71	53,241.24
2019	59	0.780	54,099.99	42,182.36	51,461.60
2020	60	0.745	55,576.94	41,389.15	49,152.03
2021	61	0.700	59,064.67	41,344.80	46,200.08
2022	62	0.676	61,600.90	41,641.85	44,616.20
2023	63	0.653	63,849.67	41,682.29	43,086.63
2024	64	0.630	66,000.86	41,609.49	41,609.49

Career-Average Earnings..... \$54,355.00

Note: We base career-average earnings on the highest 35 years of indexed earnings (column 4). Years 1981 through 1988 and 2024 are excluded because they are not among the highest 35 years of indexed earnings.

***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 \$54,355, wage

indexed to 2024 (see table 4). By comparison, the average wage index for 2024 is \$66,000.<sup>8</sup> Corresponding career-average earnings levels for a very low, low, and high earner are \$16,500, \$29,700, and \$105,601, 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 career-average earnings is to provide a reasonable denominator for replacement rate calculations.<sup>9</sup>

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<sup>8</sup> The projected AWI value for 2024 appears in the 2021 Trustees Report. See <http://www.ssa.gov/OACT/TR/2021/lr6g6.html>.

<sup>9</sup> 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 2021.9 at <http://www.ssa.gov/OACT/NOTES/ran3/an2021-9.pdf>.

**Table 5.---Table of Key Ratios Used to Finalize Scaled Worker Calculations**

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 .....	\$16,500	\$54,355	0.304
Low earner .....	29,700	54,355	0.546
Medium earner .....	66,001	54,355	1.214
High earner .....	105,601	54,355	1.943

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 1.214 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.

**Table 6.---Calculation of Final Scaled Factors**

Adjustment Factors.....	Preliminary adjusted scaled factors	Final Scaled Factors by Earnings Level			
		Very low	Low	Medium	High
Age		0.304	0.546	1.214	1.943
21	0.240	0.073	0.131	0.291	0.466
22	0.293	0.089	0.160	0.355	0.568
23	0.369	0.112	0.202	0.448	0.717
24	0.439	0.133	0.240	0.533	0.853
25	0.494	0.150	0.270	0.600	0.960
26	0.543	0.165	0.297	0.659	1.055
27	0.588	0.179	0.321	0.714	1.143
28	0.630	0.191	0.344	0.764	1.223
29	0.665	0.202	0.364	0.808	1.293
30	0.697	0.212	0.381	0.846	1.354
31	0.724	0.220	0.396	0.879	1.407
32	0.748	0.227	0.409	0.909	1.454
33	0.769	0.234	0.420	0.934	1.495
34	0.788	0.239	0.431	0.957	1.532
35	0.804	0.244	0.440	0.977	1.563
36	0.819	0.249	0.448	0.995	1.591
37	0.832	0.253	0.455	1.010	1.617
38	0.844	0.256	0.461	1.024	1.639
39	0.854	0.259	0.467	1.037	1.660
40	0.863	0.262	0.472	1.048	1.677
41	0.871	0.264	0.476	1.057	1.692
42	0.879	0.267	0.480	1.067	1.707
43	0.885	0.269	0.484	1.075	1.719
44	0.891	0.271	0.487	1.082	1.732
45	0.896	0.272	0.490	1.088	1.741
46	0.900	0.273	0.492	1.093	1.748
47	0.902	0.274	0.493	1.096	1.753
48	0.902	0.274	0.493	1.096	1.753
49	0.902	0.274	0.493	1.096	1.753



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

Adjustment Factors.....		Final Scaled Factors by Earnings Level			
		Very low	Low	Medium	High
Age	Preliminary adjusted scaled factors	0.304	0.546	1.214	1.943
50	0.902	0.274	0.493	1.096	1.753
51	0.901	0.273	0.492	1.094	1.750
52	0.897	0.272	0.490	1.089	1.742
53	0.890	0.270	0.486	1.081	1.730
54	0.882	0.268	0.482	1.071	1.714
55	0.871	0.265	0.476	1.058	1.693
56	0.852	0.259	0.466	1.035	1.656
57	0.831	0.252	0.454	1.008	1.614
58	0.807	0.245	0.441	0.980	1.567
59	0.780	0.237	0.426	0.947	1.515
60	0.745	0.226	0.407	0.904	1.447
61	0.700	0.212	0.382	0.850	1.360
62	0.676	0.205	0.369	0.821	1.313
63	0.653	0.198	0.357	0.793	1.268
64	0.630	0.191	0.344	0.766	1.225

#### 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.

**Table 7---Example: Developing Earnings for the Hypothetical High Earners Born in 1949, 1973, and 1997**

Year of birth.....		1949		1973		1997	
Age	Final scaled factors for high earner (1)	AWI (2)	Age-scaled earnings (1)*(2) (3)	AWI (4)	Age-scaled earnings (1)*(4) (5)	AWI (6)	Age-scaled earnings (1)*(6) (7)
21	0.466	\$6,186.24	\$2,883.53	\$23,753.53	\$11,072.01	\$52,145.80	\$24,306.23
22	0.568	6,497.08	3,693.57	24,705.66	14,045.09	54,099.99	30,755.68
23	0.717	7,133.80	5,115.75	25,913.90	18,583.22	55,576.94	39,855.01
24	0.853	7,580.16	6,464.01	27,426.00	23,387.61	59,064.67	50,367.59
25	0.960	8,030.76	7,713.31	28,861.44	27,720.56	61,600.90	59,165.84
26	1.055	8,630.92	9,103.50	30,469.84	32,138.21	63,849.67	67,345.75
27	1.143	9,226.48	10,544.94	32,154.82	36,749.75	66,000.86	75,432.39
28	1.223	9,779.44	11,961.47	32,921.92	40,267.61	68,383.15	83,641.10
29	1.293	10,556.03	13,646.62	33,252.09	42,987.64	70,873.78	91,624.20
30	1.354	11,479.46	15,542.43	34,064.95	46,121.69	73,475.22	99,480.58
31	1.407	12,513.46	17,608.45	35,648.55	50,163.25	76,170.31	107,183.88
32	1.454	13,773.10	20,023.17	36,952.94	53,721.75	78,951.37	114,778.58
33	1.495	14,531.34	21,720.95	38,651.41	57,774.82	81,801.34	122,273.87
34	1.532	15,239.24	23,341.07	40,405.48	61,886.75	84,771.05	129,838.94
35	1.563	16,135.07	25,218.95	41,334.97	64,606.13	87,861.39	137,326.45
36	1.591	16,822.51	26,772.41	40,711.61	64,791.04	91,074.55	144,941.83
37	1.617	17,321.82	28,004.40	41,673.83	67,374.59	94,393.79	152,607.60
38	1.639	18,426.51	30,197.51	42,979.61	70,435.32	97,827.83	160,321.02
39	1.660	19,334.04	32,085.68	44,321.67	73,553.74	101,385.07	168,252.93
40	1.677	20,099.55	33,700.88	44,888.16	75,263.91	105,068.14	176,167.59
41	1.692	21,027.98	35,577.01	46,481.52	78,641.59	108,867.28	184,191.38
42	1.707	21,811.60	37,231.44	48,098.63	82,102.23	112,800.11	192,544.80
43	1.719	22,935.42	39,435.24	48,642.15	83,635.47	116,851.62	200,915.06
44	1.732	23,132.67	40,055.41	50,321.89	87,134.96	121,000.47	209,518.57
45	1.741	23,753.53	41,359.04	52,145.80	90,794.93	125,248.53	218,079.54
46	1.748	24,705.66	43,196.47	54,099.99	94,590.83	129,641.14	226,670.33
47	1.753	25,913.90	45,424.86	55,576.94	97,421.64	134,181.75	235,209.18
48	1.753	27,426.00	48,085.51	59,064.67	103,557.02	138,872.19	243,482.12
49	1.753	28,861.44	50,597.70	61,600.90	107,994.06	143,708.23	251,938.44
50	1.753	30,469.84	53,414.23	63,849.67	111,929.73	148,702.71	260,678.79
51	1.750	32,154.82	56,269.39	66,000.86	115,498.34	153,887.67	269,296.05
52	1.742	32,921.92	57,347.49	68,383.15	119,118.28	159,287.71	277,467.14
53	1.730	33,252.09	57,513.82	70,873.78	122,585.44	164,898.71	285,213.80
54	1.714	34,064.95	58,387.14	73,475.22	125,936.13	170,724.79	292,621.36
55	1.693	35,648.55	60,358.07	76,170.31	128,967.18	176,752.64	299,267.39
56	1.656	36,952.94	61,188.46	78,951.37	130,731.49	182,988.89	303,001.83
57	1.614	38,651.41	62,366.41	81,801.34	131,991.46	189,445.67	305,682.15
58	1.567	40,405.48	63,324.09	84,771.05	132,854.49	196,130.90	307,379.36
59	1.515	41,334.97	62,615.43	87,861.39	133,095.02	203,060.08	307,601.39
60	1.447	40,711.61	58,903.38	91,074.55	131,770.73	210,244.82	304,191.61
61	1.360	41,673.83	56,674.35	94,393.79	128,370.90	217,708.86	296,073.31
62	1.313	42,979.61	56,446.31	97,827.83	128,479.98	225,456.48	296,098.20
63	1.268	44,321.67	56,213.30	101,385.07	128,586.97	233,491.30	296,137.67
64	1.225	44,888.16	54,979.99	105,068.14	128,689.73	241,818.10	296,184.04