

State of Arizona

Withholding Tax Rates:

<i>Previous Rate</i>	<i>New Rate Effective January 1, 2005</i>
a. 10%	10% (earnings less than \$15,000)
b. 18.2%	19%
c. 21.3%	23%
d. 23.3%	25%
e. 29.4%	31%
f. 34.4%	37%