Beaumont from page C1

ple practices inventory complet-ed by Beaumont which included information about working condi-

objectives inventory completed by Beaumont which included information about working could information about working could information about working could information about the major of the work environment.

- Responses to the "Great Place to Work Survey" sent randomly to hospital employees who returned them confidentially. The survey asked employees to evaluate employee programs, trust in management, pride in work, pride in the company and camarderie with fellow employees.

Fortune commissioned Robert Levering and Million Moskovitz to compile the listing, using method-

ology similar to that used in their book, *100 Best Companies to Work For.* To be eligible, companies must have been in business for 10 years and have at least 500

years and have at least 500 employees.

Beaumont is the fourth-largest employer in Oakland County with 10,600 people on staff in its facilities in Troy, Royal Oak and smaller health centers throughout the arbitrary.

smaller health centers through-out the suburts.

The Beaumont hospitals, with 1.118 beds, rank among the busi-est hospitals in the nation. Association, Beaumont-Royal Oak ranks fourth in the nation for inpatient admissions, seventh nationally for surgeries per-

formed and fourth nationally for outpatient aurgeries. Beaumont Troy, in comparison with other hospitals that have less than 200 bed, ranks sixth in the nation for inpatient admis-sions, eighth nationally for aurg-eries performed and seventh nationally for outpatient surg-eries.

nationally for outpatient surg-crice.

The only other hospital system in the country to be included on the list is Baptist Health Systems based in Miami. Other Michigan companies listed were Herman Miller, a Zoeland furniture maker; Grand-Rapids based Steelcase; Donnelly, a Holland automotive supplier and Valassis Communications of Livonia.

Lear from page C1

Kevlar, will be ergonomically Jannette aid.

dosigned for team drivers "We've accumulated a large Rubens Barrichello and Jan volume of test data from our

designed for toam drivers Rubens Barrichello and Jan Magnussen. In addition to seats, Lear engineers also are designing energy absorption systems that will surround the area between the seat and the tub to provide improved side impact protection for the drivers.

"The entire seat and safety system are being designed to provide not only comfort for the drivers but to hold them in place should a shunt occur,"

volume of test data from our previous racing experiences that can be utilized into the Stewart vehicles, he continued. "We've also been working with helmet manufacturers to get additional data that in turn would be employed to form an improved safety environment for the driver."

The Lear racing system is focused on energy management, use of new materials, testing and validation methodology,

and driver imaging to provide the most secure environment

the most secure environment possible.

"Our racing seat has been designed to ensure that the energy generated during impact in a collision will be distributed across the seat and the driver's body instead of being concentrated over a single part such as the shoulders, spine, lower back or neck," said Jannetto.

A Fortune 250 Company, Lear Corporation is one of the world's largest automotive suppliers, with 1996 sales of \$6.2 billion.

Mittra from page C1

capital-gains taxes — and invest in interest- and dividend-paying securities.

in interest and dividend-paying securities.

The trust would pay you an annuity — essentially, a stream of payments — for the rest of your life or a fixed number of years. When you do, the charity gets the assets.

4. Revocable living trust. If your not worth consists mostly of securities or if you own out-of-state property, consider a revocable living trust.

This arrangement can get complicated, since you must transfer title of all your assets to the truste name.

But the payoff can be substantial: Assets in the trust will dodge probate and be divvied up as you wish even if your will is challenged.

If you form a family trust

X. Undervalue your estate

Some people simply don't know how wealthy they are; and undercounting can be costly for their heirs.

The minimum tax rate on estates over \$825,000 is 37 percent, increasing to a maximum of 55 percent for estates over \$13 million. Only spouses who are US citizens can receive unlimited bequests tax-free.

Appreciated roal estate, retirement accounts and life insurance proceeds are the assets most often un- or undercounted. They are all part of your estate unless you have taken steps to remove them.

The government views the value of your house as the difference between its market value and the outstanding mortgage; that can pump up an estate if prices have risen steeply since your purchase.

And if an insurance agent, who made you the owner of a life insurance proceeds are tax-free, he or she meant that the proceeds were free from income tax, and not from estate tax.

tax.

If you overshoot the \$625,000 by say, \$200,000, your estate will owe taxes of \$74,000.

That's money your children could have pocketed rather than Uncle Sam, if you'd properly planned.

Nearly 75% of workers don't take holidays off

Results from a new national poll show that three-quarters of American workers will not take any extra time off from work to celebrate this holiday season.

The survey, conducted by Maritz Ameripoil*, also found that those who do take time off

will take an average of fourand-a-half days in addition to
company paid holidays.

According to the survey, 34
percent will take 1-2 additional days off from work, 40 percent 3-5 days, and 23 percent
six or more days.

Men seem to be most full of
5.3 days.

RA from page C1

dends, bonuses, tips, etc.) under \$95,000, you are eligible for the Contributory Roth IRA. If you file a joint tax return and your combined adjusted gross income is under \$150,000, you are eligible.

• What if you make more? There's still a little some-thing under the tree. Single people who make between \$55,000 and \$110,000, and joint filers earning between \$150,000 and \$160,000 combined can make a limited contribution.

• Okay, you say you're single and make more than \$110,000 cm, as joint filers, more than \$160,000?

Sorry, you're not eligible for this. (But you are in that rare 5 percent of tax-paying Americans.)

• Must I wait until Christmas to opon my presents? No. You probably should open these packages sooner to see if everything "fits" you, based on your personal financial situation – your income levels, age, goals and tax status. By figuring these things out early, you can beat the post-holiday rush and be ready for the start-up date of the Roth IRA, which is Jan. 1, 1998.

· How much work is involved in putting this gift

involved in putting this gift together?

There is "some assembly required." Think of the Roth IRA as a lovely package or caniter that you fill with additional goodies. You 'fill' the container with virtually any investment - a CD from your local bank, stocks, bonds or mutual funds. It all depends on

your own circumstances, such as how much time remains before you withdraw the money, your tolerance for risk and your financial goals.

• Who'll help me put this together?

All kinds of financial institu-An Ange of financial institu-tions are eager to soll you a Roth IRA. But keep in mind that you'll get varying levels of service.

It's wise to rely on more than

Its wise to rely on more than one source to get good informa-tion that fits your specific needs and tax situation. Your financial advisor can help determine your eligibility and whether the Roth IRA fits within your long-term financial

within your long-term financial strategy.

Because this can be a complex decision, it's best to consult with a professional to make sure you make an informed decision about which IRA is appropriate for you.

 Tell me how this gift keeps on giving.
You must do your part to make sure you reap the ultimate rewards from this gift. By making contributions (up to \$2,000) to your Roth IRA each year, you do end up "paying yourself." And make time your friend. yourse friend.

friend.

For example, say you're 30 and your Roth IRA investments earn 10 percent a year. If you make contributions of \$2,000 for the next 35 years, you could have nearly \$600,000 (almost \$530,000 in tax-free carnings) by the time you retire at 65.

• Is there a warranty? Well, no. Like with all investments, your money is at

risk. However, the Contributo-ry Roth IRA allows you to with-draw what you put in without paying taxes, whonever you want. (You would have to pay income taxes – and possibly penalty taxes – on any carnings withdrawn prematurely; but not on your own contributions.)

• Not to be greedy, but are there any other goodles in that stocking?

There is a little extra thrown in - Education IRA. On top of your \$2,000 contribution to your Roth IRA, you can add \$500 per year for each of your children. The money grows, and, when your child reaches age 18, it can be withdrawn to help finance the cost of higher education.

education.

• Is there anyone who should say "no thanks" to such a gift?

If you're not willing to wait at least five years – or if you don't have a specified good reason for withdrawing the money – it's best to pass on the offer. Otherwise, you'll pay penality taxes. Also, if you're close to rotirement and expect to be in a lower tax bracket when you quit working, this may not be the best savings vehicle for you. And be careful if you have that otherwise nice apportunity to edge over that \$100,000 limit in income.

If you're thinking of converting from a traditional IRA to the Roth IRA and you go over that \$100,000 mark, you may have to shut down the Roth IRA and pay penalty taxes. (Congress is working on a provision to alleviate this problem, but it is not law yet.)

to alleviate this problem vision to alleviate thi but it is not law yet.)

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