



**FRINGE BENEFIT RATE  
FOR RESEARCH AND SPONSORED PROGRAMS**

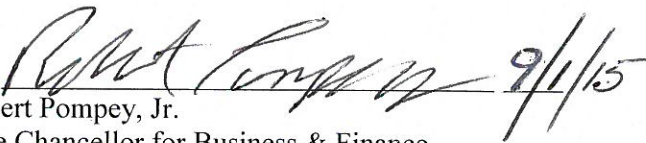
This is to confirm that the Fringe Benefit Rate of 36% used by North Carolina A & T State University for budgeting purposes is based on an average of the following actual expenditure rates:

1. **Social Security**  
7.65% on the first \$118,500 - Effective January 1, 2015
2. **Retirement Contributions**  
TIAA (Optional Retirement) - 12.74% Effective July 1, 2014  
TSERS (State Retirement) - 15.21% Effective July 1, 2014
3. **Health Insurance**  
\$448.12 per month per eligible employee Effective January 1 2014

Actual fringe benefits are direct charged as salaries are expended. Therefore, the rate of 36% is used for budgeting purposes only and is the standard rate used consistently for research and sponsored program proposals.

The rate of 7.65% for social security is charged for part-time and temporary employees.

**NORTH CAROLINA A & T STATE UNIVERSITY**

By:  9/1/15  
Robert Pompey, Jr.  
Vice Chancellor for Business & Finance