March 10, 2021

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 $137,700 - Effective January 1, 2020

2. **Retirement Contributions**
   TIAA (Optional Retirement) - 13.61% Effective July 1, 2020
   TSERS (State Retirement) – 21.68% Effective July 1, 2020

3. **Health Insurance**
   $521.96 per month per eligible employee Effective January 1, 2021

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

Robert Pompey, Jr.
Vice Chancellor for Business & Finance