MEMORANDUM

To: Distribution List

From: Beth S. Whitfield

Date: December 22, 2018

Re: Fringe Benefit Rates

Preliminary fringe benefit rates for FY 19/20 have been calculated and delivered but have not been negotiated with the Department of Health and Human Services (DHHS). The FY 20 rates were reviewed by senior leadership. Please note, the FY 21 and FY 22 rates are projections and will likely change. These fringe rates (shown below) should be used for budgeting and long range planning purposes. A notification will be sent as soon as the FY 20 rates have been approved by DHHS.

<table>
<thead>
<tr>
<th></th>
<th>Faculty/ Monthly Staff</th>
<th>House Staff/ Postdocs</th>
<th>Hourly Staff</th>
<th>Students</th>
<th>PhD Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 19/20 Projected Non-Federal</td>
<td>25.0%</td>
<td>17.3%</td>
<td>22.2%</td>
<td>7.7%</td>
<td>14.3%</td>
</tr>
<tr>
<td>FY 19/20 Projected Federal</td>
<td>23.5%</td>
<td>17.3%</td>
<td>21.8%</td>
<td>7.7%</td>
<td>14.3%</td>
</tr>
<tr>
<td>FY 20/21 Projected Non-Federal</td>
<td>25.5%</td>
<td>18.3%</td>
<td>23.1%</td>
<td>7.7%</td>
<td>14.7%</td>
</tr>
<tr>
<td>FY 20/21 Projected Federal</td>
<td>23.9%</td>
<td>18.3%</td>
<td>22.6%</td>
<td>7.7%</td>
<td>14.7%</td>
</tr>
<tr>
<td>FY 21/22 Projected Non-Federal</td>
<td>25.7%</td>
<td>18.9%</td>
<td>24.0%</td>
<td>7.7%</td>
<td>15.0%</td>
</tr>
<tr>
<td>FY 21/22 Projected Federal</td>
<td>24.1%</td>
<td>18.9%</td>
<td>23.5%</td>
<td>7.7%</td>
<td>15.0%</td>
</tr>
</tbody>
</table>

Notes:

1) The “Federal” rates will be used for federal grants and contracts, Duke Regional Hospital (Co 0050), Duke Raleigh Hospital (Co 0060), and Associated Health Systems (Co 0051). The difference between Federal and Non-Federal reflects elimination of participation and reimbursement of the child tuition grant benefit program for the afore-mentioned entities and funding sources.

2) The “Non-Federal” rates will be used for all other entities including non-federal grants, contracts, departments, etc.

This announcement will soon be on the Duke Finance web page at https://finance.duke.edu/resources/docs.php#fringe. Please distribute this information as appropriate.
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