MEMORANDUM

To: Distribution List
From: Beth S. Whitfield
Date: December 11, 2015
Re: Fringe Benefit Rates

Preliminary fringe benefit rates for FY 16/17 have been calculated and delivered but have NOT yet been approved by the Department of Health and Human Services (DHHS). The FY 16/17 rates were reviewed by senior leadership. These fringe rates (shown below) should be used for budgeting and long range planning purposes. Please note, the FY18 and FY19 rates are projections and will likely change. I will send a notification as soon as the FY16/17 rates have been approved by DHHS.

<table>
<thead>
<tr>
<th></th>
<th>Faculty/</th>
<th>House Staff/</th>
<th>Hourly</th>
<th>PhD</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Monthly Staff</td>
<td>Postdocs</td>
<td>Staff</td>
<td>Students</td>
</tr>
<tr>
<td>FY 16/17 Projected Non-Federal</td>
<td>26.5%</td>
<td>18.3%</td>
<td>23.2%</td>
<td>7.7%</td>
</tr>
<tr>
<td>FY 16/17 Projected Federal</td>
<td>24.5%</td>
<td>18.3%</td>
<td>22.7%</td>
<td>7.7%</td>
</tr>
<tr>
<td>FY 17/18 Projected Non-Federal</td>
<td>26.4%</td>
<td>19.2%</td>
<td>24.0%</td>
<td>7.7%</td>
</tr>
<tr>
<td>FY 17/18 Projected Federal</td>
<td>24.6%</td>
<td>19.2%</td>
<td>23.4%</td>
<td>7.7%</td>
</tr>
<tr>
<td>FY 18/19 Projected Non-Federal</td>
<td>26.6%</td>
<td>19.6%</td>
<td>25.5%</td>
<td>7.7%</td>
</tr>
<tr>
<td>FY 18/19 Projected Federal</td>
<td>24.8%</td>
<td>19.6%</td>
<td>24.9%</td>
<td>7.7%</td>
</tr>
</tbody>
</table>

Note:
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 differentiation 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 placed on the Duke Financial Services website at https://finance.duke.edu/resources/docs.php#fringe. Please distribute this information as appropriate.
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