



**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**

A handwritten signature in black ink, appearing to read 'Robert Pompey, Jr.'.

Robert Pompey, Jr.  
Vice Chancellor for Business & Finance