### Schedule I
Revised FY 2012 Basic Fixed Health Insurance and Fringe Benefits Rates for Sponsored Agreement Budgeting
All rates apply to Annual Salary
(General Guideline: Average rate of 21.10% of annual salary plus health insurance for appropriate employee category)

#### FIXED HEALTH INSURANCE AMOUNTS

**Health Insurance for EPA/SPA Permanent**
- (effective 09/01/2011-06/30/2012)
  - HMO Health Plans (Object Code 1833) $4,931.28

**Other-Health Insurance**
- (effective 07/01/2011)
  - Postdoctoral Research Associates (Object Code 1831) $3,254.16
  - Postdoctoral Trainees (Object Code 4518) $3,254.16
  - (effective 07/01/2011)
  - Graduate Student Health Insurance (Object Codes 1836/6596) $2,590.08

#### VARIABLE RATES (PERCENTAGE)

**Social Security (Object Code 1812)**
- For the Old Age, Survivors and Disability Insurance portion (OASDI)
  - Calendar Year 2011 Taxable salary base (maximum) $106,800.00
  - *Calendar Year 2012 Taxable salary base (maximum)* $110,100.00
  - Contribution rate 6.2000%
  - Calendar Year 2011 maximum contribution $6,621.60
  - *Calendar Year 2012 maximum contribution* $6,826.20

**Social Security Medicare (Object Code 1813)**
- Calendar Year 2012 (no change from Calendar Year 2011):
  - Taxable salary base (maximum) no limit
  - Contribution rate 1.4500%

**State Retirement (Object Code 1822)**
- Salary base: Gross wages paid by UNC-CH
- Compensation subject to retirement (maximum) (effective 01/01/2011)
  - Employed prior to 01/01/1996 $360,000.00
  - Employed on or after 01/01/1996 $245,000.00
  - Employer Contribution paid to pension fund 7.4400%
  - Retiree Health, Disability, and Death Benefits 5.6800%
  - Overall Contribution rate 13.1200%

**Optional Retirement Programs**
- TIAA (Object Code 1872)
- Lincoln National (Object Code 1874)
- VALIC (Object Code 1875)
- Fidelity (Object Code 1876)
- Salary base: Gross wages paid by UNC-CH
- Compensation subject to retirement (maximum) (effective 01/01/2011)
  - Employed prior to 01/01/1996 $360,000.00
  - Employed on or after 01/01/1996 $245,000.00
  - Employer Contribution paid to ORP (effective 07/01/2011) 6.8400%
  - Retiree Health and Disability Benefits (Object Code 1873, effective 07/01/2011) 5.5200%
  - Overall Contribution rate: 12.3600%

**Severance Pay (Object Code 1251)**
- Salary base: SPA Salaries paid from Non-State Fund (Only object codes 121x)
- Contribution rate (0.6000%, effective 07/01/2011-08/31/2011; 0.7000% effective 09/01/2011) 0.7000%

**Composite Benefit Fund (Object Code 1892)**
- Covers unemployment, workers compensation, short-term disability pay, and health insurance while on professional leave. Salary base: EPA and SPA salaries paid from Non-State Funds (Object codes 11xx, 12xx, 13xx, and 14xx)
- Contribution rate (0.4000%, effective 07/01/2011-08/31/2011; 0.3500%, effective 09/01/2011) 0.3500%

**On-Campus Transit Fee (Object Code 3914)**
- Salary Base: All Salaries paid from all funds (Object Codes 11xx, 12xx, 13xx, 14xx)
- Rate (effective 07/01/2011) 0.2191%

*Note: Due to state, federal and provider adjustments, rates and premiums may change throughout the fiscal year.*

*Schedule revised 03/19/2012 as indicated by strike through items highlighted in red*
Revised FY 2012 Fixed Health Insurance and Fringe Benefits Rates for Sponsored Agreement Budgeting
All Rates apply to Annual Salary

(General Guideline: Average rate of 5.20% of Annual Salary plus $1,824.36–$1,865.52 of Supplemental Health Benefits)

FIXED HEALTH INSURANCE AMOUNTS

Supplemental Medical Insurance (Object Code 1808)  
(effective 01/01/2011)  
Annual Amount $1,271.64

Dental Insurance (Object Code 1808)  
Annual Amount (effective 01/01/2011) $457.44  
*Annual Amount (effective 01/01/2012) $498.60

Vision (Object Code 1804)  
(effective 01/01/2011)  
Annual Amount $95.28

Total Fixed Amounts for Supplemental Health Benefits (effective 01/01/2011) $1,824.36  
*Total Fixed Amounts for Supplemental Health Benefits (effective 01/01/2012) $1,865.52

VARIABLE RATES (PERCENTAGE)

Retirement (Object Code 1804)  
(effective 01/01/2011)  
Annual Rate 3.5000%

Maximum compensation subject to retirement  
Hired prior to 7/1/96 no limit  
Hired after 7/1/96 $245,000.00

Group Term Life Insurance (Object Code 1801)  
(effective 01/01/2011)  
Annual Rate 0.6720%

Coverage Amount = four times annual salary  
Minimum coverage amount $100,000.00  
Maximum coverage amount $1,000,000.00

Accidental Death and Dismemberment (Object code 1801)  
(effective 01/01/2011)  
Annual Rate 0.1152%

Coverage Amount = four times annual salary (rounded to next higher multiple of $1,000)  
Minimum coverage amount $100,000.00  
Maximum coverage amount $1,000,000.00

Long Term Disability (Object Code 1805)  
(effective 01/01/2011)  
Annual Rate 0.9000%

(up to maximum monthly salary of $25,000)  
LTD Benefit (60% of annual salary)  
Maximum Benefit (per month) $15,000.00

* Note: Due to state, federal and provider adjustments, rates and premiums may change throughout the fiscal year.

* Schedule revised 03/02/2012 as indicated by strike through items highlighted in red