

Employee Fringe Benefit Pools

Exhibit A: Fringe Benefit Rates

Both Anschutz & Denver Campuses Fiscal Year 2017-2018

Benefit	FY 2017-2018 Rates	
Worker's Compensation	0.142%	
Unemployment Compensation	0.045%	
<i>Sub-Total Worker's Comp. & Unemployment</i>		0.187%
Termination Pay		1.011%
Retiree Health, Life, and Supplemental Ann.		0.853%
<i>Total*</i>		2.051%

Both Anschutz & Denver Campuses Fiscal Year 2016-2017

Benefit	FY 2016-2017 Rates	
Worker's Compensation	0.164%	
Unemployment Compensation	0.042%	
<i>Sub-Total Worker's Comp. & Unemployment</i>		0.206%
Termination Pay		1.175%
Retiree Health, Life, and Supplemental Ann.		0.693%
<i>Total*</i>		2.074%

* Not all job codes are charged the total fringe benefit rate; it depends on the benefits eligibility. See Exhibit B.