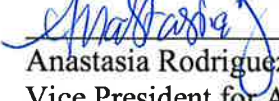




**UNIVERSITY OF MARYLAND
EASTERN SHORE**

Division of Administrative Affairs

TO: LaKeisha L. Harris, Ph.D
Dean, School of Graduate Studies and Research

FROM: 
Anastasia Rodriguez, MBA, CPA
Vice President for Administration and Finance

DATE: March 27, 2023

SUBJECT: University Fringe Rate

This letter is to inform you of the fringe benefit rate for the University of Maryland Eastern Shore. The current rate that should be used for budgeting purposes is 35% of salary and wages for faculty and staff and 8% for graduate assistants.

Employee Benefits include: FICA (Federal Insurance Contributions Act), Retirement, Unemployment Compensation, Health Insurance, Workers Compensation, Terminal Leave Payout and Employee Assistance. Tuition remission is also an employee benefit but it is not included in the Fringe Benefit Rate and for the purposes of sponsored program budgets should be budgeted separately.

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