### The University of Texas at Austin

#### Fringe Benefits Rates

**FY 2009-2010**

<table>
<thead>
<tr>
<th>Fringe Benefits</th>
<th>Object Code</th>
<th>Employee Contributions</th>
<th>Employer Matching</th>
<th>Limit</th>
</tr>
</thead>
<tbody>
<tr>
<td>OASI (Social Security)</td>
<td>1176</td>
<td>6.20%</td>
<td>6.20%</td>
<td>Up to $106,800</td>
</tr>
<tr>
<td>OASI (Medicare)</td>
<td>1176</td>
<td></td>
<td>1.45%</td>
<td>All wages</td>
</tr>
<tr>
<td>Unemployment Compensation Insurance (UCI)</td>
<td>1180</td>
<td>1.45%</td>
<td>1.45%</td>
<td>up to $9,000 (UT Austin)</td>
</tr>
<tr>
<td>Unemployment Compensation Insurance (UCI)</td>
<td>1180</td>
<td>0.322%</td>
<td></td>
<td>up to $9,000 (UT System)</td>
</tr>
<tr>
<td>Vacation and Sick Leave Assessment</td>
<td>1190</td>
<td>0.80%</td>
<td></td>
<td>UT Austin</td>
</tr>
<tr>
<td>Worker's Compensation Insurance (WCI)</td>
<td>1185</td>
<td>0.116%</td>
<td></td>
<td>UT Austin</td>
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<tr>
<td>Worker's Compensation Insurance (WCI)</td>
<td>1185</td>
<td>0.123%</td>
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<td>UT System</td>
</tr>
<tr>
<td>Teacher Retirement</td>
<td>1195</td>
<td>6.40%</td>
<td>6.40%</td>
<td>pay periods 9/1/09 - 12/31/09</td>
</tr>
<tr>
<td>Teacher Retirement</td>
<td>1195</td>
<td>6.40%</td>
<td>6.644%</td>
<td>pay periods beginning 1/1/2010</td>
</tr>
<tr>
<td>Teacher Retirement Pension Surcharge</td>
<td>1146</td>
<td>12.80%</td>
<td></td>
<td>pay periods 9/1/09 - 12/31/09</td>
</tr>
<tr>
<td>TRS Working Retirees in a benefits eligible position</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ORP rates in effect from 09/01 - 12/31/09:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Optional Retirement</td>
<td>1196</td>
<td>6.65%</td>
<td>8.50%</td>
<td>UT System employees enrolled at any time</td>
</tr>
<tr>
<td>Optional Retirement</td>
<td>1196</td>
<td>6.65%</td>
<td>8.50%</td>
<td>If enrolled in ORP on or before 8/31/95 (UT-Aus)</td>
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<td>6.65%</td>
<td>8.00%</td>
<td>If enrolled in ORP on or after 9/1/95 (UT-Aus)</td>
</tr>
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<td>ORP rates in effect as of 01/01/2010:</td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tbody>
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<table>
<thead>
<tr>
<th>Level of Coverage</th>
<th>Object Code</th>
<th>UT Select Full Time</th>
<th>UT Select Part Time</th>
<th>Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Premium Sharing - Employee Coverage</td>
<td>1170</td>
<td>$393.08</td>
<td>$196.54</td>
<td></td>
</tr>
<tr>
<td>Premium Sharing - Emp/Spouse Coverage</td>
<td>1170</td>
<td>$599.14</td>
<td>$299.57</td>
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<tr>
<td>Premium Sharing - Emp/Child Coverage</td>
<td>1170</td>
<td>$524.91</td>
<td>$262.46</td>
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</tr>
<tr>
<td>Premium Sharing - Emp/Family Coverage</td>
<td>1170</td>
<td>$732.19</td>
<td>$366.10</td>
<td></td>
</tr>
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</table>

Gross, Longevity, Hazardous Duty, and University Salary Supplement pay are included as part of an employee's salary for all fringe benefit calculations.

OASI calendar year limits are set by the IRS. New rates take effect on checks issued on or after 1st January.