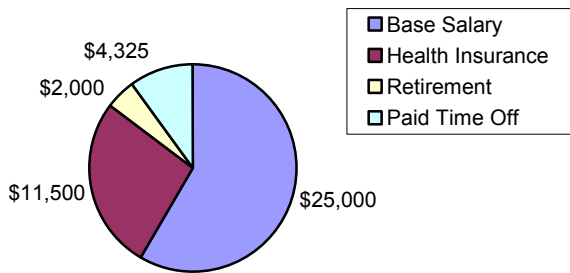


TOTAL COMPENSATION AT BROWN UNIVERSITY

Salary is only one component of an employee’s total compensation package. The pie charts below illustrate the total compensation package for Brown employees at representative salary levels. Please note that the first three charts reflect only full-time base salary and core benefits (i.e., the University’s annual contributions toward health insurance for an employee electing family coverage with UnitedHealthcare, towards retirement, and for paid time off). However, in reality Brown’s benefits include much more, such as contributions towards dental coverage, group life insurance, long-term disability, the Tuition Aid Program (TAP), the Employee Education Program (EEP), the Faculty/Staff Assistance Program (FSAP) and Business Travel Accident coverage.

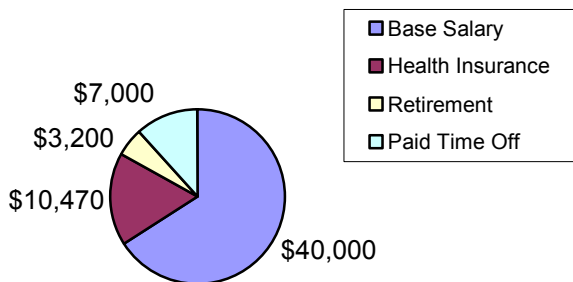
Administrative Assistant:



For an employee earning \$25,000 per year, Brown contributes an additional \$17,825 per year towards retirement, health insurance and paid time off.

The employee’s total compensation package comes to \$42,825 per year.

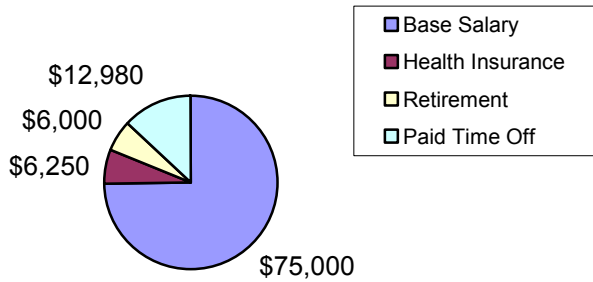
Manager:



For an employee earning \$40,000 per year, Brown contributes an additional \$21,000 per year towards retirement, health insurance and paid time off.

The employee’s total compensation package comes to \$61,000 per year.

Director:

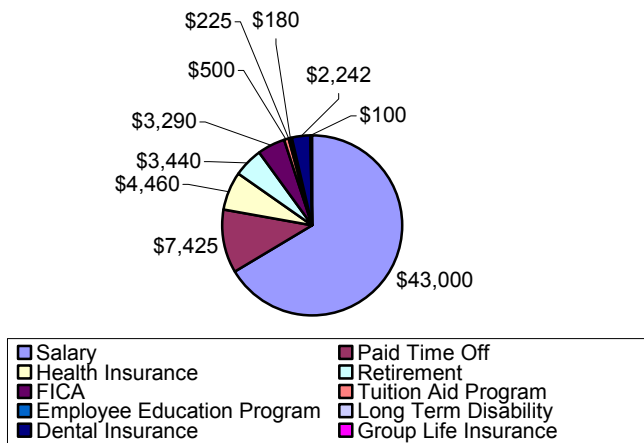


For an employee earning \$75,000 per year, Brown contributes an additional \$25,230 per year towards retirement, health insurance and paid time off.

The employee's total compensation package comes to \$100,230 per year.

Average Total Compensation (Including all benefits):

Once again, since Brown's package includes significant additional benefits beyond the core ones depicted above, the final pie chart illustrates the full average total compensation package for non-union staff at Brown University, including base salary and *all* benefits.



Brown staff members earn an average full-time base salary of \$43,000 per year. Brown contributes up to an additional \$19,780 per year towards benefits.

The average total compensation package comes to \$62,780 per year.

SUMMARY

Brown staff enjoy significant benefit programs, learning & development opportunities and a work-life environment that includes cultural enrichment events and special services. Brown's retirement contributions remain competitive and its enhanced tuition assistance benefit of up to \$10,000 per year per child for eligible staff is unique. Moreover, the University continues to absorb the majority of the rising costs of health insurance. Last year, for example, a new formula-based calculation for employee health insurance contributions reduced the average employee contribution by 5 percent. Summer hours and a special winter break for employees, offered in addition to staff vacation benefits, has been approved again this year.

As you think about Brown's salary increase program this year, consider as well the current economic climate, the difficult business decisions that continue to be required everywhere, and the commitment that Brown has made to its programs, students, faculty and staff. Look beyond the paycheck and evaluate your total compensation package. When taken as a whole, you can take pride in the generous portfolio of total compensation Brown offers its staff.