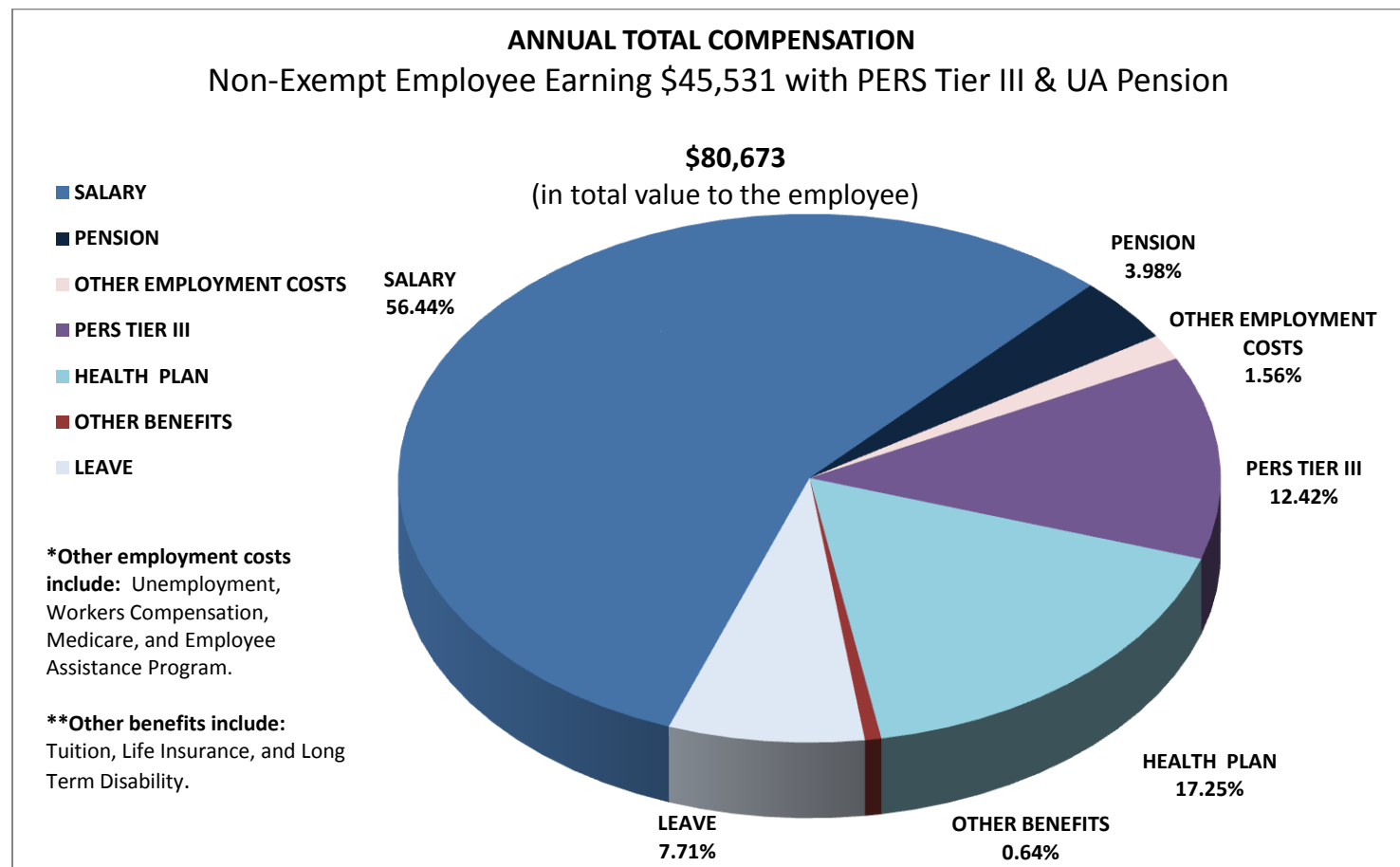


University of Alaska TOTAL COMPENSATION EXAMPLE

Total compensation shows an employee's salary combined with what an employer pays for benefits of various kinds. The chart below shows an example of total compensation paid by the university to a non-exempt employee hired in 2005, who is in PERS Tier III.

UA Benefits included in the chart include the university's contribution to retirement and the UA pension, payment for health care, annual leave, sick leave, and other valuable employee benefits such as tuition waiver. UA employees have traditionally valued their benefits but may not be aware that benefits comprise approximately 40% of their total compensation!



*UA Pension is an employer contribution of 7.65% of annual base salary with a maximum cap of \$3132 per year.