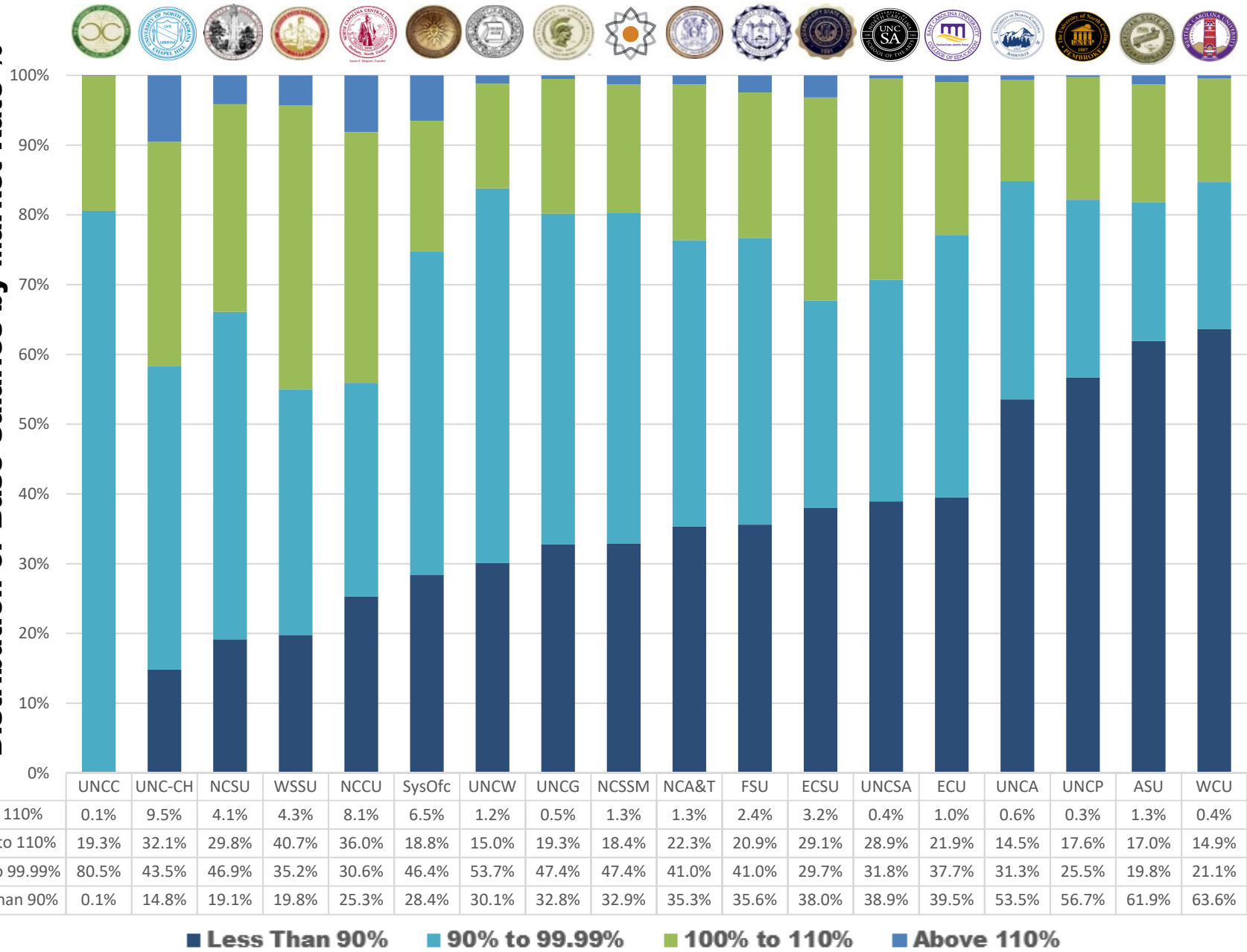


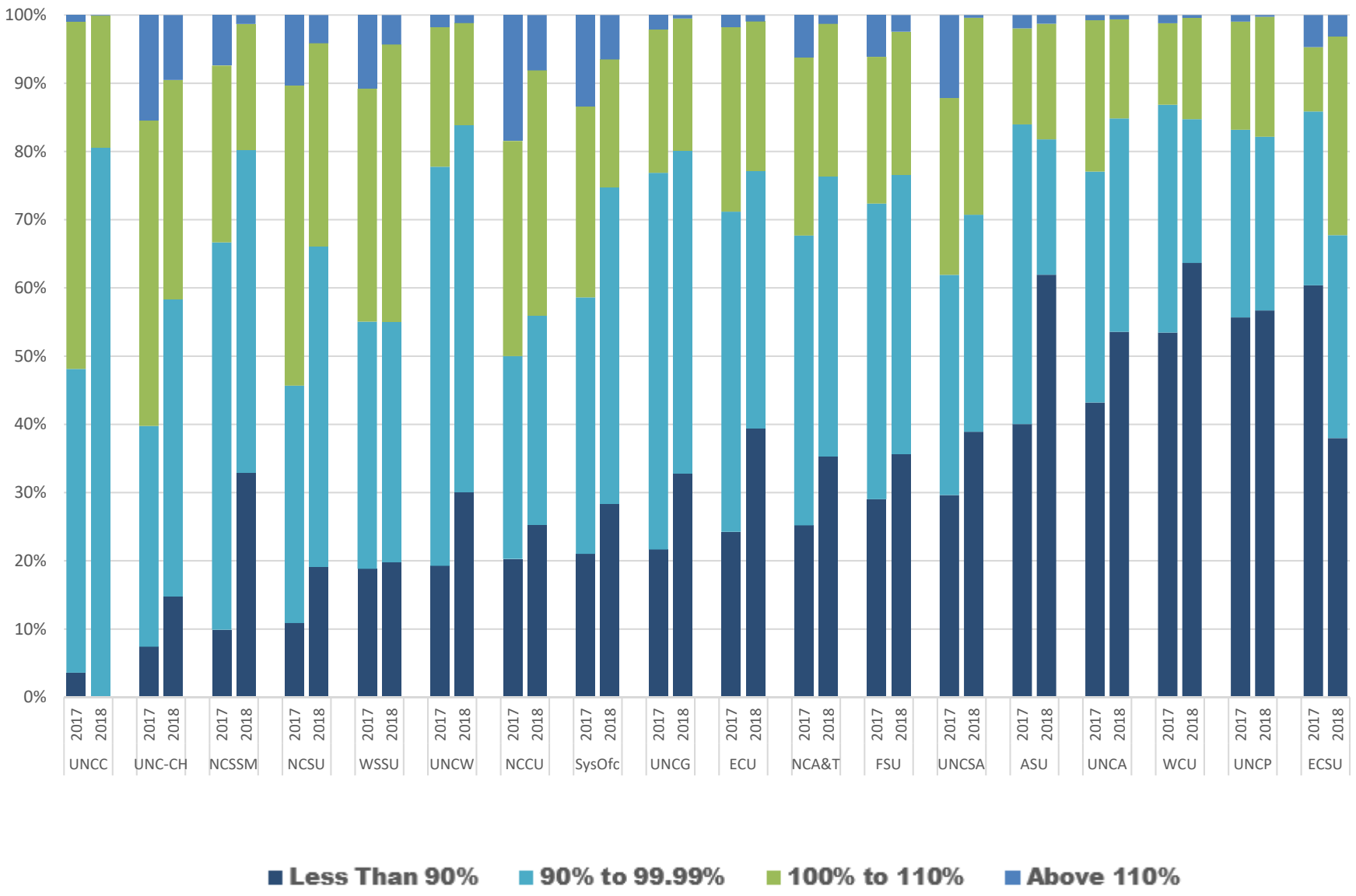
SHRA Compensation Scorecard

Distribution of Base Salaries by Market Rate %





SHRA Compensation Scorecard
Distribution of Base Salaries by Market Rate %



SHRA Compensation Scorecard Data Table

Distribution of Base Salaries by Market Rate %

2017

	UNCC	UNC-CH	NCSSM	NCSU	WSSU	UNCW	NCCU	SysOfc	UNCG	ECU	NCA&T	FSU	UNCSA	ASU	UNCA	WCU	UNCP	ECSU
Less than 90% (2017)	3.59%	7.41%	9.88%	10.87%	18.82%	19.27%	20.26%	21.02%	21.66%	24.23%	25.19%	29.01%	29.63%	40.03%	43.19%	53.44%	55.66%	60.38%
90% to 99.99% (2017)	44.53%	32.36%	56.79%	34.79%	36.24%	58.48%	29.74%	37.58%	55.20%	46.94%	42.48%	43.34%	32.28%	43.93%	33.85%	33.40%	27.51%	25.47%
100% to 110% (2017)	50.92%	44.77%	25.93%	43.98%	34.15%	20.49%	31.54%	28.03%	21.04%	27.10%	26.13%	21.50%	25.93%	14.09%	22.18%	11.94%	15.86%	9.43%
Above 110% (2017)	0.96%	15.46%	7.41%	10.36%	10.80%	1.76%	18.46%	13.38%	2.10%	1.73%	6.20%	6.14%	12.17%	1.95%	0.78%	1.21%	0.97%	4.72%

2018

	UNCC	UNC-CH	NCSSM	NCSU	WSSU	UNCW	NCCU	SysOfc	UNCG	ECU	NCA&T	FSU	UNCSA	ASU	UNCA	WCU	UNCP	ECSU
Less Than 90% (2018)	0.11%	14.80%	32.89%	19.15%	19.78%	30.09%	25.28%	28.35%	32.75%	39.48%	35.34%	35.60%	38.91%	61.92%	53.55%	63.65%	56.69%	37.97%
90% to 99.99% (2018)	80.48%	43.54%	47.37%	46.94%	35.23%	53.72%	30.63%	46.36%	47.42%	37.66%	41.02%	41.03%	31.80%	19.84%	31.29%	21.07%	25.46%	29.75%
100% to 110% (2018)	19.31%	32.13%	18.42%	29.77%	40.65%	15.00%	35.98%	18.77%	19.30%	21.90%	22.34%	20.92%	28.87%	16.96%	14.52%	14.85%	17.59%	29.11%
Above 110% (2018)	0.11%	9.53%	1.32%	4.14%	4.34%	1.19%	8.12%	6.51%	0.52%	0.96%	1.30%	2.45%	0.42%	1.28%	0.65%	0.42%	0.26%	3.16%