

February 19, 2019

STARS Committee
AASHE

To Whom It May Concern:

This letter serves to confirm that Chatham meets the 1:15 compensation scale ratio for credit IN20, Pay Scale Equity of the STARS report.

In 2018, our lowest paid full-time employee makes \$31,824. This position is equal to \$15.30 per hour, as well as additional benefits budgeted at 25% of salary. Our highest paid employee is paid \$400,000 in salary, equal to \$192.31 hourly, and also includes additional benefits budgeted at 25% of salary.

Chatham also provides a complete tuition-free education benefit for each full-time employee, their spouse or partner and any children, that allows them to earn a degree from the university. This tuition remission benefit covers the entire cost of tuition and fees. This academic year (2018-19) 20 employees, their spouses or dependents are participating.

I confirm that this data has been calculated by me and is accurate.

Sincerely,



Frank M. Greco
Assistant Vice President of Human Resources