

**Michigan Independent Colleges & Universities
Robert LeFevre Compensation and Benefits**

	Salary	Bonus	Medical Reimbursement			457(f) Plan Benefit	Total Comp Package	
			Retirement at 12%	3%	6%			
FYE13 (Start Feb 2103)	225,000		27,000	6,750			258,750	Represents annualized amounts, not totals paid
FYE14	225,000		27,000	6,750			258,750	
FYE15	225,000	30,000	27,000		13,500	15,000	310,500	
FYE16	250,000		30,000		15,000	15,000	310,000	
FYE17	250,000		30,000		15,000	40,000	335,000	
FYE18	250,000		30,000		15,000	40,000	335,000	
FYE19	285,000		34,200		17,100	40,000	376,300	
FYE20	285,000	28,500	34,200		17,100	40,000	404,500	