

MARKET DIFFERENTIAL RATES

Date	EC Adj %	NURSING		LAW	ADMIN (NOT Fin &Acc) , & ENG, FOR ENG	ADMIN (Fin &Acc) & COMP. SCI	ADMIN (NOT Fin & Acc)	ADMIN (Fin &Acc)	ENG, FOR ENG	COMP. SCI*	ECON
		MSCN	PhD	LLM	MASTERS	MASTERS	PhD	PhD	PhD	PhD	PhD
Jan-93	0.00%	4,334		4,695	4,428	5,725	8,224	10,629	5,694	7,358	3,135
Jul-93	3.00%	4,464		4,695	4,428	5,897	8,224	10,948	5,694	7,579	3,135
Apr-94	0.00%	4,464	6,964	4,695	4,428	5,897	8,224	10,948	5,694	7,579	3,135
Jul-94	0.00%	4,464	6,964	4,695	4,428	5,897	8,224	10,948	5,694	7,579	3,135
Jan-95	0.00%	4,464	6,964	4,695	4,428	5,897	8,224	10,948	5,694	7,579	3,135
Jul-95	0.00%	4,464	6,964	4,695	4,428	5,897	8,224	10,948	5,694	7,579	3,135
Jan-96	0.00%	4,464	6,964	4,695	4,428	5,897	8,224	10,948	5,694	7,579	3,135
Jul-96	0.00%	4,464	6,964	4,695	4,428	5,897	8,224	10,948	5,694	7,579	3,135
Jan-97	0.00%	4,464	6,964	4,695	4,428	5,897	8,224	10,948	5,694	7,579	3,135
Jul-97	0.00%	4,464	6,964	4,695	4,428	5,897	8,224	10,948	5,694	7,579	3,135
Jan-98	0.00%	4,464	6,964	4,695	4,428	5,897	8,224	10,948	5,694	7,579	3,135
Jul-98	0.00%	4,464	6,964	4,695	4,428	5,897	8,224	10,948	5,694	7,579	3,135
Jan-99	0.00%	4,464	6,964	4,695	4,428	5,897	8,224	10,948	5,694	7,579	3,135
Jul-99	0.00%	4,464	6,964	4,695	4,428	5,897	8,224	10,948	5,694	7,579	3,135
Jan-00	0.00%	4,464	6,964	4,695	4,428	5,897	8,224	10,948	5,694	7,579	3,135
Jul-00	0.00%	4,464	6,964	4,695	4,428	5,897	8,224	10,948	5,694	7,579	3,135
Jan-01	0.00%	4,464	6,964	4,695	4,428	5,897	8,224	10,948	5,694	7,579	3,135
Jul-01	0.00%	4,464	6,964	4,695	4,428	5,897	8,224	10,948	5,694	7,579	3,135
Jan-02	0.00%	4,464	6,964	4,695	4,428	5,897	8,224	10,948	5,694	7,579	3,135
Jul-02	0.00%	4,464	6,964	4,695	4,428	5,897	8,224	10,948	5,694	7,579	3,135
Jan-03	0.00%	4,464	6,964	4,695	4,428	5,897	8,224	10,948	5,694	7,579	3,135
Jul-03	0.00%	4,464	6,964	4,695	4,428	5,897	8,224	10,948	5,694	7,579	3,135
Jan-04	0.00%	4,464	6,964	4,695	4,428	5,897	8,224	10,948	5,694	7,579	3,135
Jul-04	0.00%	4,464	6,964	4,695	4,428	5,897	8,224	10,948	5,694	7,579	3,135
Jan-05	0.00%	4,464	6,964	4,695	4,428	5,897	8,224	10,948	5,694	7,579	3,135
Jul-05	3.25%	4,609	7,190	4,848	4,572	6,089	8,491	11,304	5,879	7,825	3,237
Nov-05	1.00%	4,655	7,262	4,896	4,618	6,150	8,576	11,417	5,938	7,903	3,269
Jul-06	2.25%	4,760	7,425	5,006	4,722	6,288	8,769	11,674	6,072	8,081	3,343
Jan-07	1.25%	4,820	7,518	5,069	4,781	6,367	8,879	11,820	6,147	8,182	3,385
Jul-07	2.25%	4,928	7,687	5,183	4,889	6,510	9,079	12,086	6,286	8,366	3,461
Jan-08	1.25%	4,990	7,783	5,248	4,950	6,591	9,192	12,237	6,364	8,471	3,504
Jul-08	2.50%	5,115	7,978	5,379	5,074	6,756	9,422	12,543	6,523	8,683	3,592
Jan-09	1.25%	5,179	8,078	5,446	5,137	6,840	9,540	12,700	6,605	8,792	3,637
Jul-09	0.00%	5,179	8,078	5,446	5,137	6,840	9,540	12,700	6,605	8,792	3,637
Jan-10	0.00%	5,179	8,078	5,446	5,137	6,840	9,540	12,700	6,605	8,792	3,637
Jul-10	1.75%	5,270	8,219	5,541	5,227	6,960	9,707	12,922	6,721	8,946	3,701
Jan-11	0.75%	5,310	8,281	5,583	5,266	7,012	9,780	13,019	6,771	9,013	3,729
Jul-11	1.75%	5,403	8,426	5,681	5,358	7,135	9,951	13,247	6,889	9,171	3,794
Jan-12	1.75%	5,498	8,573	5,780	5,452	7,260	10,125	13,478	7,010	9,331	3,860
Jul-12	1.75%	5,594	8,723	5,881	5,547	7,387	10,302	13,714	7,133	9,494	3,928
Jan-13	1.75%	5,692	8,876	5,984	5,644	7,516	10,482	13,954	7,257	9,660	3,997
Jul-13	1.75%	5,792	9,031	6,089	5,743	7,648	10,665	14,198	7,384	9,829	4,067
Jan-14	1.75%	5,893	9,189	6,196	5,844	7,782	10,852	14,446	7,513	10,001	4,138
Jul-14	2.00%	6,011	9,373	6,320	5,961	7,938	11,069	14,735	7,663	10,201	4,221
Jan-15	2.00%	6,131	9,560	6,446	6,080	8,097	11,290	15,030	7,816	10,405	4,305
Jul-15	2.50%	6,284	9,799	6,607	6,232	8,299	11,572	15,406	8,011	10,665	4,413
Jan-16	2.50%	6,441	10,044	6,772	6,388	8,506	11,861	15,791	8,211	10,932	4,523

Date	EC Adj %	NURSING		LAW	ADMIN (NOT Fin &Acc) , & ENG, FOR ENG	ADMIN (Fin &Acc) & COMP. SCI	ADMIN (NOT Fin & Acc)	ADMIN (Fin &Acc)	ENG, FOR ENG	COMP. SCI*	ECON
Jul-16	0.90%	6,499	10,134	6,833	6,445	8,583	11,968	15,933	8,285	11,030	4,564
Jan-17	0.90%	6,557	10,225	6,894	6,503	8,660	12,076	16,076	8,360	11,129	4,605
Jul-17	0.90%	6,616	10,317	6,956	6,562	8,738	12,185	16,221	8,435	11,229	4,646
Jan-18	0.90%	6,676	10,410	7,019	6,621	8,817	12,295	16,367	8,511	11,330	4,688
Jul-18	0.90%	6,736	10,504	7,082	6,681	8,896	12,406	16,514	8,588	11,432	4,730
Jan-19	0.90%	6,797	10,599	7,146	6,741	8,976	12,518	16,663	8,665	11,535	4,773
Jul-19	0.90%	6,858	10,694	7,210	6,802	9,057	12,631	16,813	8,743	11,639	4,816
Jan-20	0.90%	6,920	10,790	7,275	6,863	9,139	12,745	16,964	8,822	11,744	4,859

*Computer Science: reduction of \$2000 in level of MDC for those without PhD until time of completion of doctorate-in-effect from April 8, 1994
CA & MBA considered PhD equivalent