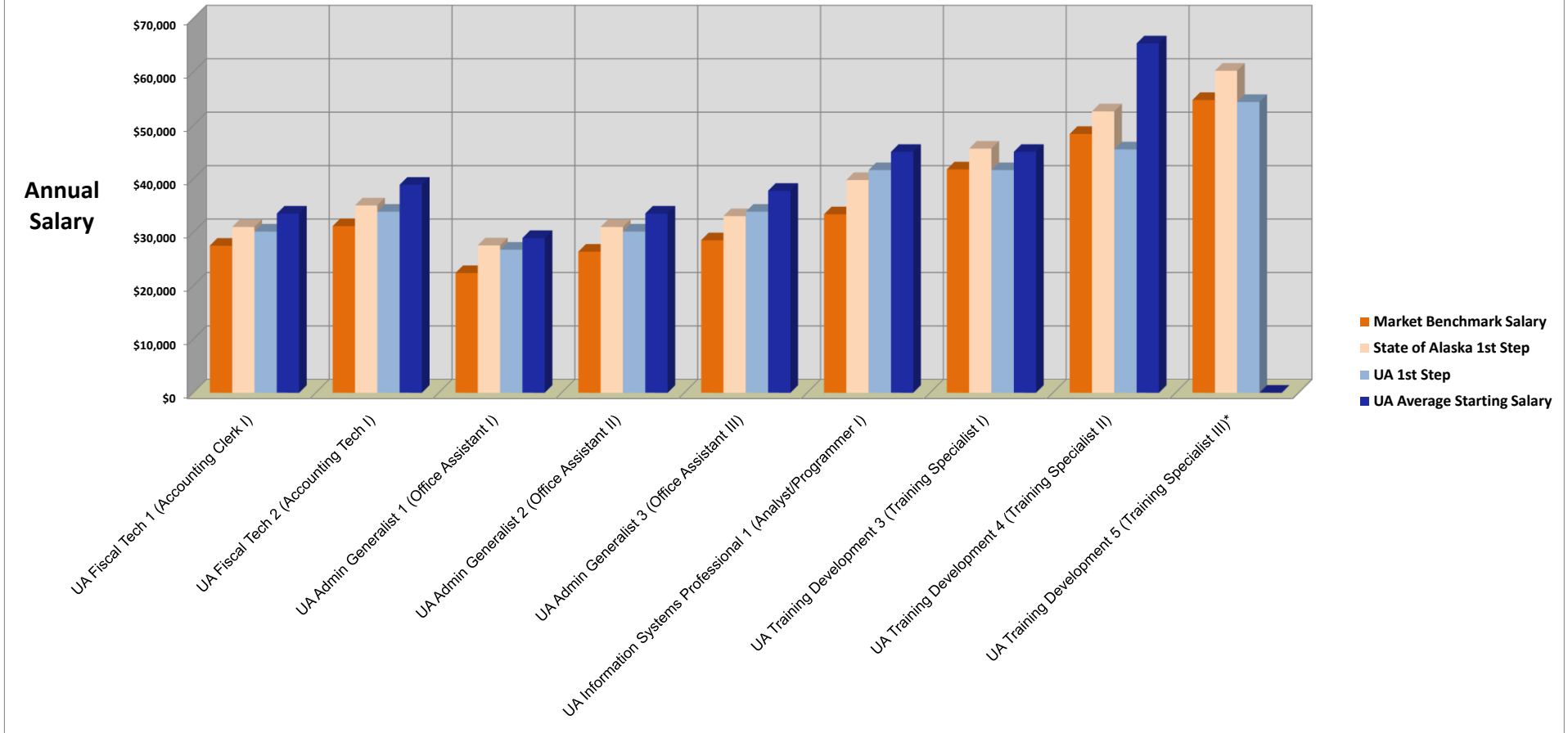


University of Alaska Starting Salaries Compared to State of Alaska and to Market Rates



*There was no new hire activity in the Training Development V Classification.

State of Alaska determined Market Benchmark to be 65th percentile - benchmark comparisons as indicated in the 2009 Salary Survey completed by the State of Alaska in conjunction with Fox Lawson and Assoc.

<http://doa.alaska.gov/dop/salaryStudy/survey>

State of Alaska Base Wages based on 2009 ASEA GG Salary Schedule (Effective July 2009).

http://fin.admin.state.ak.us/dof/payroll/payroll_current_sal.jsp

UA New Hire Average Starting Salary based on 2008 and 2009 calendar years.