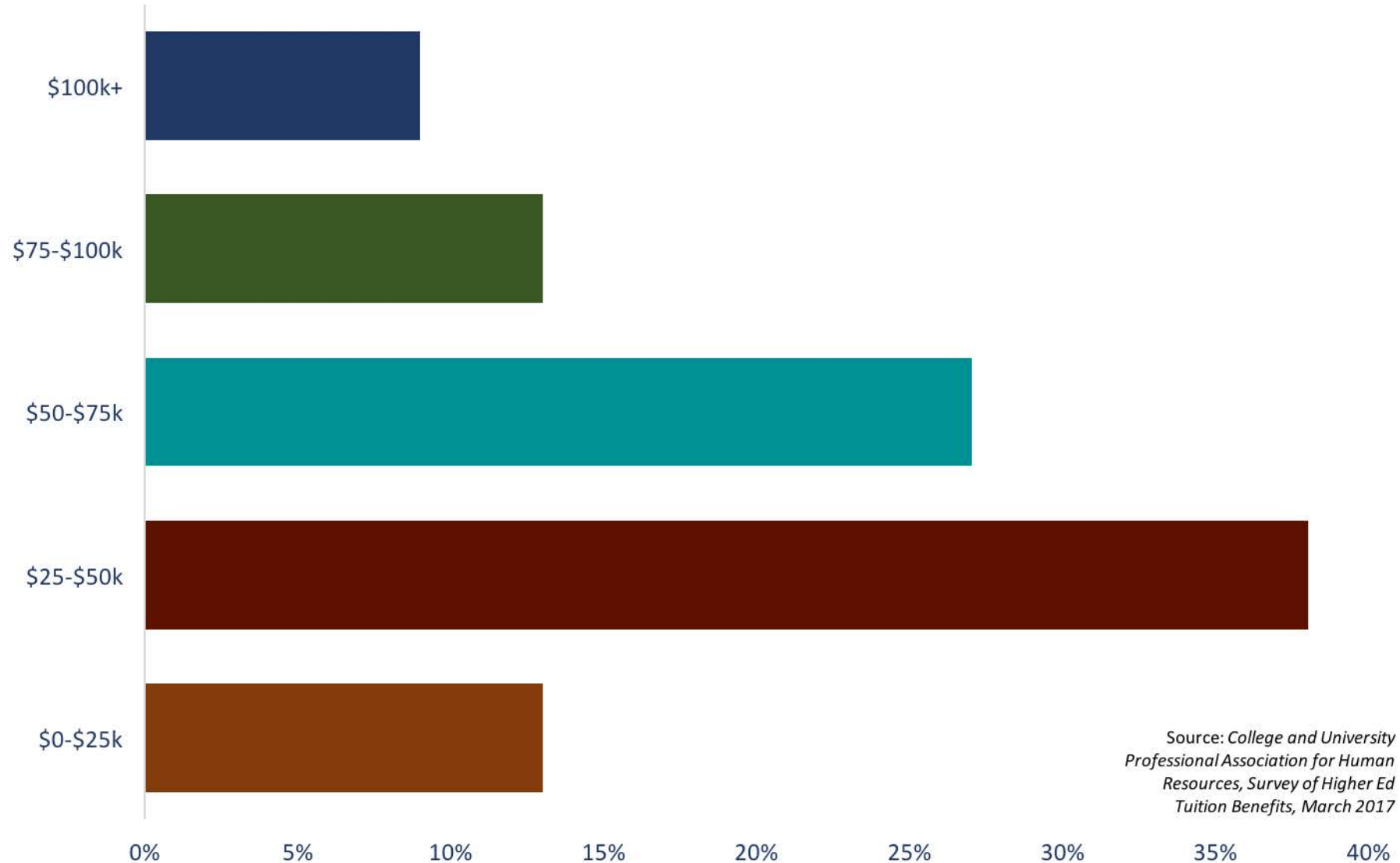


GROSS INCOME BRACKET OF EMPLOYEES UTILIZING TUITION REDUCTIONS



Source: College and University
Professional Association for Human
Resources, Survey of Higher Ed
Tuition Benefits, March 2017