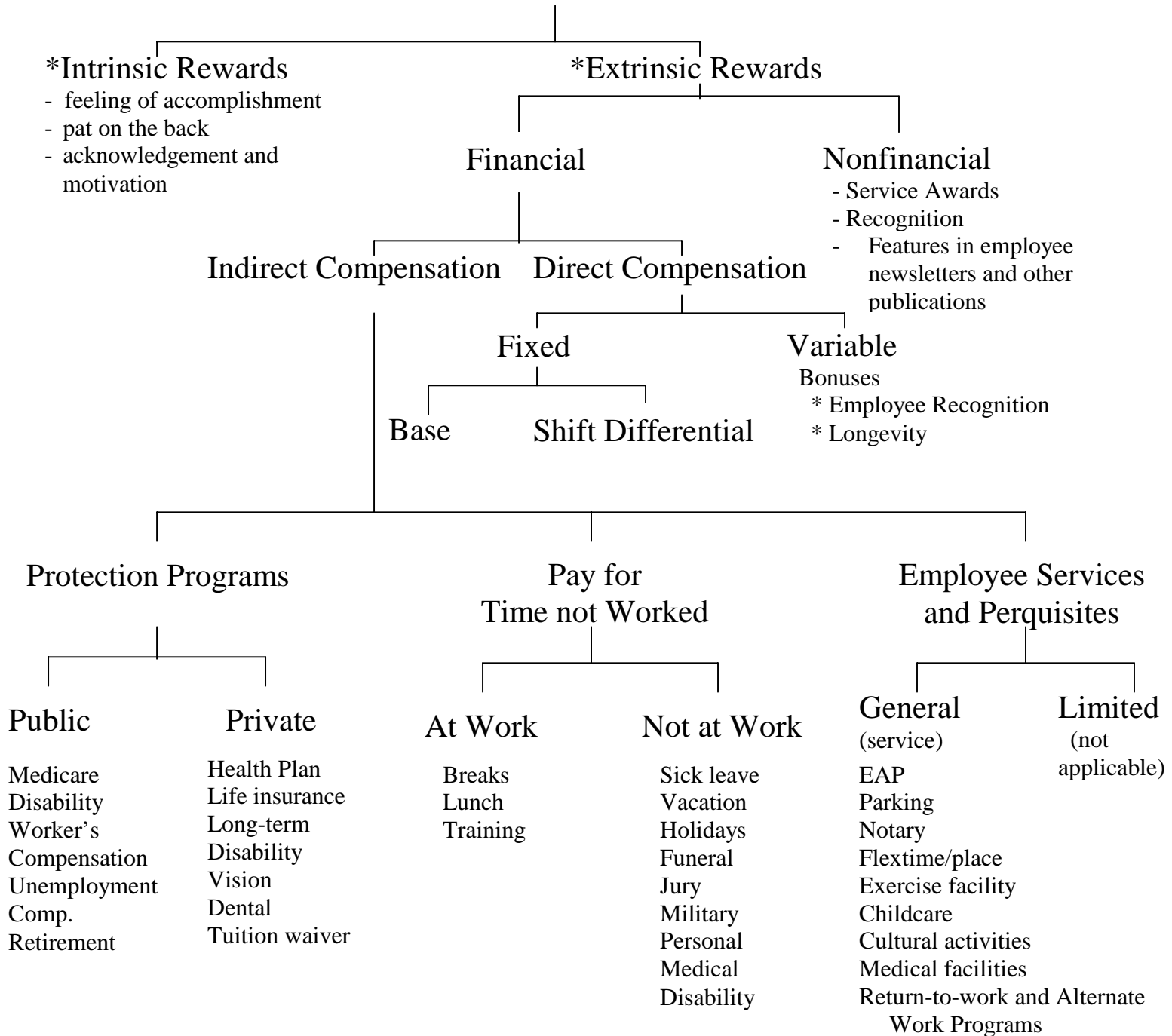


THE CONCEPT OF TOTAL COMPENSATION

The University Reward/Compensation System



*** Compensation creates a standard of living; benefits protect the standard of living.**