



DEPARTMENT OF THE NAVY
 OFFICE OF NAVAL RESEARCH
 875 NORTH RANDOLPH STREET
 SUITE 1425
 ARLINGTON, VA 22203-1995

Agreement Date: May 20, 2016
 [Supersedes Agreement Dated: October 16, 2014]

NEGOTIATION AGREEMENT

**INSTITUTION: MASSACHUSETTS INSTITUTE OF TECHNOLOGY
 CAMBRIDGE, MASSACHUSETTS 02139**

The Fringe Benefits rates contained herein are for use on grants, contracts and/or other agreements issued or awarded to The Massachusetts Institute of Technology by all Federal Agencies of the United States of America, in accordance with the cost principles mandated by 2 CFR 200. These rates shall be used for forward pricing and billing purposes for the Massachusetts Institute of Technology Fiscal Years 2016 through 2017. This rate agreement supersedes all previous rate agreements/determinations for Fiscal Years 2016 and 2017.

Section I: RATES - TYPE: FIXED (FIXED)

Employee Benefits Rates:

<u>TYPE</u>	<u>FROM</u>	<u>TO</u>	<u>RATE</u>	<u>BASE</u>	<u>APPLICABLE TO</u>	<u>LOCATION</u>
Fixed	7/1/15	6/30/16	23.0%	(a)	Full Time Non-Student Employees	On Campus
Fixed	7/1/15	6/30/16	20.0%	(b)	Full Time Non-Student Employees	Off Campus
Fixed	7/1/15	6/30/16	8.5%	(c)	Part Time Employees and non-Registered MIT Students	On/Off Campus

Vacation Leave Rates:

Fixed	7/1/15	6/30/16	10.0%	(d)	Full Time Research Employees	On Campus
Fixed	7/1/15	6/30/16	10.0%	(e)	Full Time Research Employees	Off Campus

Employee Benefits Rates:

<u>TYPE</u>	<u>FROM</u>	<u>TO</u>	<u>RATE</u>	<u>BASE</u>	<u>APPLICABLE TO</u>	<u>LOCATION</u>
Fixed	7/1/16	6/30/17	25.0%	(a)	Full Time Non-Student Employees	On Campus
Fixed	7/1/16	6/30/17	22.0%	(b)	Full Time Non-Student Employees	Off Campus
Fixed	7/1/16	6/30/17	8.0%	(c)	Part Time Employees and non-Registered MIT Students	On/Off Campus

Vacation Leave Rates:

Fixed	7/1/16	6/30/17	7.5%	(d)	Full Time Research Employees	On Campus
Fixed	7/1/16	6/30/17	12.0%	(e)	Full Time Research Employees	Off Campus

DISTRIBUTION BASES

- (a) The MIT On-campus salary base consists of salaries and wages of all full time non-student MIT employees charged to MIT general (not research) accounts and MIT Research On-campus accounts.
- (b) The MIT Off-campus salary base consists of salaries and wages of all full time non-student MIT employees charged to MIT Research Off-campus accounts and Lincoln Laboratory.
- (c) The MIT salary base consists of salaries and wages of all part time employees and non-registered MIT students (on and off campus).

- (d) The MIT Vacation Leave On campus base consists of salaries and wages of all full time non-student, non-faculty MIT research personnel (Research Staff, Hourly Personnel, Project Support Staff, and Tech/Admin Support) charged to MIT Research On-campus accounts.
- (e) The MIT Vacation Leave Off campus salary base consists of salaries and wages of all full time non-student, non-faculty MIT research personnel (Research Staff, Hourly Personnel, Project Support Staff, and Tech/Admin Support) charged to MIT Research Off-campus accounts and Lincoln Laboratory.

SECTION II: GENERAL TERMS AND CONDITIONS

A. LIMITATIONS: Use of the rates set forth under Section I is subject to any statutory or administrative limitations and is applicable to a given grant, contract or other agreement only to the extent that funds are available and consistent with any and all limitations of cost clauses or provisions, if any, contained therein. Acceptance of any or all of the rates agreed to herein is predicated upon all the following conditions: (1) that no costs other than those incurred by the grantee/contractor were included in its indirect cost pool as finally accepted and that all such costs are legal obligations of the grantee/contractor and allowable under governing cost principles; (2) that the same costs that have been treated as indirect costs are not claimed as direct costs; (3) that similar types of costs, in like circumstances, have been accorded consistent accounting treatment; (4) that the information provided by the contractor/grantee, which was used as the basis for the acceptance of the rates agreed to herein and expressly relied upon by the Government in negotiating the said rates, is not subsequently found to be materially incomplete or inaccurate.

B. ACCOUNTING CHANGES: The rates contained in Section I of this agreement are based on the accounting system in effect at the time this agreement was negotiated. Changes to the method(s) of accounting for costs, which affects the amount of reimbursement resulting from the use of these rates, require the written approval of the authorized representative of the cognizant negotiating agency for the Government prior to implementation of any such changes. Such changes include but are not limited to changes in the charging of a particular type of cost from indirect to direct. Failure to obtain such approval may result in subsequent cost disallowances.

C. FIXED RATES WITH CARRY-FORWARD PROVISIONS: The fixed rates contained in this agreement are based on estimates of the costs for FY 2016 and FY 2017. When actual costs for this fiscal year are determined, adjustments will be applied to the next subsequent rate negotiation to recognize the difference between the FY 2016 and FY 2017 estimated costs used to establish the fixed rates and the negotiated actual FY 2016 and FY 2017 costs.

D. CARRY-FORWARD AMOUNTS: The following estimated carry-forward amounts were considered in the establishment of the FY 2016 through 2017 rates. () Represents over-recovery.

Rate	MIT Under/(Over) Recovery		
	On Campus	Off Campus	Part-Time
FY 2016 Employee Benefits			
FY 2012	(\$1,330,000)	(\$6,272,000)	\$105,000
FY 2013	(\$1,287,000)	(\$2,638,000)	\$36,000
FY 2014	(\$404,000)	(\$2,517,000)	\$45,000

Rate	On Campus	Off Campus	Part-Time
FY 2016 Vacation Leave			
FY 2012	\$400,000		
FY 2013	\$605,000		
FY 2014	\$390,000		
FY 2015	(\$190,000)		
FY 2017 Employee Benefits			
FY 2015	\$450,000	\$1,950,000	
FY 2017 Vacation Leave			
FY 2013		\$3,621,000	
FY 2014		\$3,395,000	
FY 2015	(\$458,000)		

E. USE BY OTHER FEDERAL AGENCIES: The rates set forth in Section I hereof were negotiated in accordance with and under the authority set forth in 2 CFR 200. Accordingly, such rates shall be applied to the extent provided in such regulations to grants, contracts and other transactions to which 2 CFR 200 is applicable, subject to any limitations in part A of this section. Copies of this document may be provided by either party to otherwise provide such agencies with documentary notice of this agreement and its terms and conditions.

F. SPECIAL REMARKS:

1. Off Campus rates are used when the preponderance of effort is performed at Lincoln Laboratory, Haystack Observatory or other off-site locations.
2. The Government's agreement with the rates set forth in Section I is not an acceptance of the MIT's accounting practices or methodologies. Any reliance by the Government on cost data or methodologies submitted by MIT is on a non-precedence-setting basis and does not imply Government acceptance.

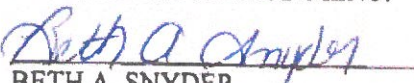
Accepted:

FOR MASSACHUSETTS INSTITUTE OF TECHNOLOGY:


MICHELLE D. CHRISTY
Director, Office of Sponsored Programs

MAY 23, 2016
Date

FOR THE U.S. GOVERNMENT:


BETH A. SNYDER
Contracting Officer

5/23/2016
Date

For information concerning this agreement contact:

Beth Snyder
Office of Naval Research

Phone: (703) 696-5755
E-mail: beth.snyder@navy.mil