b. Fringe Benefits

INSTRUCTIONS - PLEASE READ!!!
1. Fill out the table below by position title. If all employees receive the same fringe benefits, you can show "Total Personnel" in the Labor Type column instead of listing out all position titles.
2. The rates and how they are applied should not be averaged to get one fringe cost percentage. Complex calculations should be described/provided in the Additional Explanation section below.
3. The fringe benefit rates should be applied to all positions, regardless of whether those funds will be supported by Federal Share or Recipient Cost Share.
4. Each budget period is rounded to the nearest dollar.

Labor Type	Budget Period 1			Budget Period 2			Budget Period 3			Budget Period 4			Budget Period 5			Total Project
	Personnel Costs	Rate	Total	Personnel Costs	Rate	Total	Personnel Costs	Rate	Total	Personnel Costs	Rate	Total	Personnel Costs	Rate	Total	
EXAMPLE!!! Sr. Engineer	$170,000	20%	$34,000	$10,000	20%	$2,000	$10,000	20%	$2,000	$10,000	20%	$2,000	$10,000	20%	$2,000	$38,000
Total Personnel	611,528	35.00%	$214,035	581,033	35.00%	$203,362	539,468	35.00%	$188,814	499,988	35.00%	$174,996	329,738	35.00%	$115,408	$896,614
			$0			$0			$0			$0			$0	$0
			$0			$0			$0			$0			$0	$0
			$0			$0			$0			$0			$0	$0
			$0			$0			$0			$0			$0	$0
Total:	**$611,528**		**$214,035**	**$581,033**		**$203,362**	**$539,468**		**$188,814**	**$499,988**		**$174,996**	**$329,738**		**$115,408**	**$896,614**

A federally approved fringe benefit rate agreement, or a proposed rate supported and agreed upon by DOE for estimating purposes is required at the time of award negotiation if reimbursement for fringe benefits is requested. Please check (X) one of the options below and provide the requested information if not previously submitted.

_____ **A fringe benefit rate has been negotiated with, or approved by, a federal government agency. A copy of the latest rate agreement is/was included with the project application.***

_____ **There is not a current federally approved rate agreement negotiated and available.****

*Unless the organization has submitted an indirect rate proposal which encompasses the fringe pool of costs, please provide the organization's benefit package and/or a list of the components/elements that comprise the fringe pool and the cost or percentage of each component/element allocated to the labor costs identified in the Budget Justification (Form EERE 335.1).

**When this option is checked, the entity preparing this form shall submit an indirect rate proposal in the format provided in the Sample Rate Proposal at http://www1.eere.energy.gov/financing/resources.html, or a format that provides the same level of information and which will support the rates being proposed for use in the performance of the proposed project.

Additional Explanation (as necessary): Please use this box (or an attachment) to list the elements that comprise your fringe benefits and how they are applied to your base (e.g. Personnel) to arrive at your fringe benefit rate.