### Non-salary Benefits FY 2012

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Funding Source</th>
<th>Salary (09/01/11)</th>
<th>Percentage Salary Increase Over FY 2011</th>
<th>Cash Bonuses</th>
<th>Practice Plan Benefits</th>
<th>Housing Allowance</th>
<th>Car Allowance</th>
<th>Other (Notes 1-7)</th>
<th>Non-Cash Compensation</th>
<th>Total Compensation</th>
<th>Explanation / Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bettersworth, Michael A.</td>
<td>Associate Vice Chancellor</td>
<td>General Revenue</td>
<td>$108,348.00</td>
<td>0.00%</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$1,400.00</td>
<td>$0.00</td>
<td>$122,663.96</td>
<td>(1) Longevity (4) ORP/TRS Match (5) Insurance Match</td>
</tr>
<tr>
<td>Carnahan, Donna F.</td>
<td>Associate Vice Chancellor (New in Position)</td>
<td>General Revenue</td>
<td>$114,375.00</td>
<td>NA</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$2,520.00</td>
<td>$0.00</td>
<td>$133,224.24</td>
<td>(1) Longevity (4) ORP/TRS Match (5) Insurance Match</td>
</tr>
<tr>
<td>Grulick, Lawrence E.</td>
<td>Associate Vice Chancellor</td>
<td>General Revenue</td>
<td>$94,128.00</td>
<td>0.00%</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$1,200.00</td>
<td>$0.00</td>
<td>$107,248.56</td>
<td>(1) Longevity (4) ORP/TRS Match (5) Insurance Match</td>
</tr>
<tr>
<td>Harder, Michael D.</td>
<td>Executive Director - Development (New in Position)</td>
<td>General Revenue</td>
<td>$113,448.00</td>
<td>NA</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$680.00</td>
<td>$0.00</td>
<td>$132,381.44</td>
<td>(1) Longevity (4) ORP/TRS Match (5) Insurance Match</td>
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<tr>
<td>Hendricks, John G.</td>
<td>Vice Chancellor</td>
<td>General Revenue</td>
<td>$140,904.00</td>
<td>0.00%</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$2,600.00</td>
<td>$0.00</td>
<td>$164,967.08</td>
<td>(1) Longevity (4) ORP/TRS Match (5) Insurance Match</td>
</tr>
<tr>
<td>Herrera, Ricardo</td>
<td>Vice Chancellor &amp; Chief Technical Officer (New in Position)</td>
<td>General Revenue</td>
<td>$104,004.00</td>
<td>NA</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$240.00</td>
<td>$0.00</td>
<td>$119,053.08</td>
<td>(1) Longevity (4) ORP/TRS Match (5) Insurance Match (6) Telecommunication</td>
</tr>
<tr>
<td>Hoekstra, Jonathan A.</td>
<td>Vice Chancellor &amp; Chief of Staff</td>
<td>General Revenue</td>
<td>$118,896.00</td>
<td>0.00%</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$960.00</td>
<td>$0.00</td>
<td>$138,874.48</td>
<td>(1) Longevity</td>
</tr>
</tbody>
</table>

**Total Compensation:**

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<tr>
<th>Name</th>
<th>Position</th>
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<th>Salary (09/01/11)</th>
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<td>$0.00</td>
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<td>$0.00</td>
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<td>$0.00</td>
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<td>$0.00</td>
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<td>(1) Longevity (4) ORP/TRS Match (5) Insurance Match (6) Telecommunication</td>
</tr>
<tr>
<td>Hoekstra, Jonathan A.</td>
<td>Vice Chancellor &amp; Chief of Staff</td>
<td>General Revenue</td>
<td>$118,896.00</td>
<td>0.00%</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$960.00</td>
<td>$0.00</td>
<td>$138,874.48</td>
<td>(1) Longevity</td>
</tr>
</tbody>
</table>

**Total Compensation:**

**Notes:**

1. Longevity
2. ORP/TRS Match
3. Insurance Match
5. Total Compensation
6. Explanation / Comments
<table>
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<tr>
<th>Name</th>
<th>Position</th>
<th>Funding Source</th>
<th>Non-salary Benefits FY 2012</th>
<th>Salary (09/01/11)</th>
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<th>Total Compensation</th>
<th>Explanation / Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mallory, Jason D.</td>
<td>Director of Audit</td>
<td>General Revenue</td>
<td>$87,936.00</td>
<td>0.00%</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$7,200.00</td>
<td>$610.20</td>
<td>$0.00</td>
<td>$7,810.20</td>
<td>$105,361.48</td>
<td>(1) Longevity (4) ORP/TRS Match (5) Insurance Match</td>
</tr>
<tr>
<td>Odom, Tara Leigh</td>
<td>Associate Vice Chancellor</td>
<td>General Revenue</td>
<td>$68,784.00</td>
<td>0.00%</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$1,200.00</td>
<td>$1,200.00</td>
<td>$79,384.00</td>
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<tr>
<td>Reeser, Michael</td>
<td>Chancellor (New in Position)</td>
<td>General Revenue</td>
<td>$70,224.00</td>
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<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
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<td>$1,420.00</td>
<td>$71,644.00</td>
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<tr>
<td>Rushing, Raymond E.</td>
<td>General Counsel</td>
<td>General Revenue</td>
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<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$1,440.00</td>
<td>$0.00</td>
<td>$1,440.00</td>
<td>$91,512.00</td>
<td>(1) Longevity</td>
</tr>
</tbody>
</table>

**Institution Code:** 719   **System Operations**

**Institution Name:** Texas State Technical College System Operations

**Non-salary Benefits FY 2012**

- **Salary Increase:** $7,191.36
- **ORP/TRS Match:** $11,340.12
- **Insurance Match:** $7,810.20

**Total Compensation:** $118,896.00

**Explanation / Comments:**

- **Name:** Mallory, Jason D.
- **Position:** Director of Audit
- **Funding Source:** General Revenue
- **Salary:** $87,936.00
- **Percentage Increase:** 0.00%
- **Cash Bonuses:** $0.00
- **Practice Plan Benefits:** $0.00
- **Housing Allowance:** $7,200.00
- **Car Allowance:** $610.20
- **Other (Notes 1-7):** $0.00
- **Insurance Match:** $7,810.20
- **Total Compensation:** $105,361.48

**Total Compensation:** $146,197.68

- **Name:** Odom, Tara Leigh
- **Position:** Associate Vice Chancellor
- **Funding Source:** General Revenue
- **Salary:** $68,784.00
- **Percentage Increase:** 0.00%
- **Cash Bonuses:** $0.00
- **Practice Plan Benefits:** $0.00
- **Housing Allowance:** $0.00
- **Car Allowance:** $0.00
- **Other (Notes 1-7):** $1,200.00
- **Insurance Match:** $480.00
- **Total Compensation:** $79,384.00

- **Name:** Reeser, Michael
- **Position:** Chancellor (New in Position)
- **Funding Source:** General Revenue
- **Salary:** $70,224.00
- **Percentage Increase:** 0.00%
- **Cash Bonuses:** $0.00
- **Practice Plan Benefits:** $0.00
- **Housing Allowance:** $0.00
- **Car Allowance:** $0.00
- **Other (Notes 1-7):** $1,420.00
- **Insurance Match:** $9,958.68
- **Total Compensation:** $80,182.68

- **Name:** Rushing, Raymond E.
- **Position:** General Counsel
- **Funding Source:** General Revenue
- **Salary:** $90,072.00
- **Percentage Increase:** 0.00%
- **Cash Bonuses:** $0.00
- **Practice Plan Benefits:** $0.00
- **Housing Allowance:** $0.00
- **Car Allowance:** $0.00
- **Other (Notes 1-7):** $1,440.00
- **Insurance Match:** $8,873.88
- **Total Compensation:** $108,945.88

- **Name:** Mallory, Jason D.
- **Position:** Director of Audit
- **Funding Source:** General Revenue
- **Salary:** $87,936.00
- **Percentage Increase:** 0.00%
- **Cash Bonuses:** $0.00
- **Practice Plan Benefits:** $0.00
- **Housing Allowance:** $7,200.00
- **Car Allowance:** $610.20
- **Other (Notes 1-7):** $0.00
- **Insurance Match:** $7,810.20
- **Total Compensation:** $105,361.48

- **Name:** Odom, Tara Leigh
- **Position:** Associate Vice Chancellor
- **Funding Source:** General Revenue
- **Salary:** $68,784.00
- **Percentage Increase:** 0.00%
- **Cash Bonuses:** $0.00
- **Practice Plan Benefits:** $0.00
- **Housing Allowance:** $0.00
- **Car Allowance:** $0.00
- **Other (Notes 1-7):** $1,200.00
- **Insurance Match:** $480.00
- **Total Compensation:** $79,384.00

- **Name:** Reeser, Michael
- **Position:** Chancellor (New in Position)
- **Funding Source:** General Revenue
- **Salary:** $70,224.00
- **Percentage Increase:** 0.00%
- **Cash Bonuses:** $0.00
- **Practice Plan Benefits:** $0.00
- **Housing Allowance:** $0.00
- **Car Allowance:** $0.00
- **Other (Notes 1-7):** $1,420.00
- **Insurance Match:** $9,958.68
- **Total Compensation:** $80,182.68

- **Name:** Rushing, Raymond E.
- **Position:** General Counsel
- **Funding Source:** General Revenue
- **Salary:** $90,072.00
- **Percentage Increase:** 0.00%
- **Cash Bonuses:** $0.00
- **Practice Plan Benefits:** $0.00
- **Housing Allowance:** $0.00
- **Car Allowance:** $0.00
- **Other (Notes 1-7):** $1,440.00
- **Insurance Match:** $8,873.88
- **Total Compensation:** $108,945.88

**Page 2 of 3**
### Institution Code: 719 System Operations

### Institution Name: Texas State Technical College System Operations

<table>
<thead>
<tr>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
<th>E</th>
<th>F</th>
<th>G</th>
<th>H</th>
<th>I</th>
<th>J</th>
<th>K</th>
<th>L</th>
<th>M</th>
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<tr>
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<td>Percentage Salary Increase Over FY 2011</td>
<td>Cash Bonuses</td>
<td>Practice Plan Benefits</td>
<td>Housing Allowance</td>
<td>Car Allowance</td>
<td>Other (Notes 1-7)</td>
<td>Non-Cash Compensation</td>
<td>Total Compensation</td>
<td>Explanation / Comments</td>
</tr>
<tr>
<td>Smith, Eliska</td>
<td>Associate Vice Chancellor</td>
<td>General Revenue</td>
<td>$87,540.00</td>
<td>0.00%</td>
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<td>$0.00</td>
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<td>$480.00</td>
<td>$92,899.80</td>
<td>(1) Longevity</td>
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<tr>
<td>Srubar, Albert E.</td>
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<td>$8,361.00</td>
<td>$19,228.24</td>
<td>$112,992.24</td>
<td>(1) Longevity</td>
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</tbody>
</table>

**Non-salary Benefits FY 2012**

<table>
<thead>
<tr>
<th></th>
<th>(4) ORP/TRS Match</th>
<th>(5) Insurance Match</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>$5,490.72</td>
<td>$11,662.08</td>
</tr>
</tbody>
</table>

| Total | $90,072.00 | 0.00% | $0.00 | $0.00 | $0.00 | $18,592.80 | $0.00 | $108,664.80 |

**Notes:**

1. State provided Longevity Pay.
2. Chancellor's expense offset stipend.
3. Administrative Business expense.
4. State approved Optional Retirement Program or Teacher's Retirement System matching contribution.
5. Employees Retirement System health coverage matching contribution.
6. Telecommunication Expense.
7. Tuition Expense.