

CATAWBA COLLEGE



February 28, 2024

Catawba College
2300 W Innes St.
Salisbury, NC 28144

To Whom It May Concern:

The purpose of this letter is to affirm that the College's Human Resources has affirmed a calculation of the institution's reported pay scale ratio for the AASHE STARS Report.

In order to establish the College's ratio, which falls within the range applicable for Innovation and Leadership Credit Number 28 – Pay Scale Equity, the College reviewed data on salary compensation in accordance with the guidelines of the course credit. Then, the highest compensated senior administrator's compensation and lowest compensation fill-time employee's compensation was recorded. The resulting division of highest by lowest resulted in the supplied ratio. The ratio of highest compensated senior administrator to lowest compensated fill-time employee is 1:11.248.

Catawba College values and protects the confidentiality of our employees. Any questions surrounding the ratio, or its methodological backgrounds may be submitted to the Human Resources Office of Catawba College.

Best Regards,

A handwritten signature in black ink, appearing to read 'Leigh Ellington', written in a cursive style.

Leigh Ellington
Director of Human Resources