

Program Overview

The achievement of Carnegie Mellon Africa (CMU Africa) strategic objectives is largely dependent on its ability to attract and retain high-caliber faculty and staff. The CMU Africa Employee Retention Bonus Program (the "Program") seeks to attain this goal by making retention bonus payments to eligible faculty and staff in amounts, and subject to eligibility and vesting rules, set out herein.

Program Definitions

Eligibility

Full-time and part-time Carnegie Mellon University employees employed at CMU Africa, and who work at least 1,000 hours each Bonus Year (as defined below), are eligible to participate in the Program. Provided, however, if an employee participates in a Carnegie Mellon University retirement plan, and Carnegie Mellon is already making

Example 3 Employee B is employed at CMU Africa and participates in the Program. Employee B accepts an appointment to work at Carnegie Mellon's Pittsburgh campus. The salary paid to Employee B while working at the Pittsburgh campus is not Eligible Base Salary and is not subject to the program.