



OFFICE OF RISK SERVICES—  
INTERIM ASSOCIATE VICE PRESIDENT & CHIEF RISK OFFICER

OFFICE OF THE PRESIDENT  
1111 Franklin Avenue, 6<sup>th</sup> Floor  
Oakland, California 94607-5200

April 7, 2022

Dear Colleagues,

Please find the attached FY 2022-23 Premium Schedules for the Risk Services programs including, but not limited to:

- Workers' Compensation
- General, Auto (liability & physical damage), and Employment Practices Liability
- Property
- Cyber
- Professional Liability

### **Insurance Market**

Similar to last year, the insurance market continues to be a challenging environment where capacity and coverage are not as robust as in past years. While the magnitude of rate increases has decelerated for some lines of insurance, it is uncertain how the lingering effects of the pandemic, recent world events and persistent global inflation will affect the insurance market going forward.

As always, the University's insurance program continues to adapt to the ever-changing insurance market to help support stability in our operations. Notable changes this year include:

- Increased retentions in Cyber and Property
- New Sexual Misconduct Liability program developed by Fiat Lux.

### **Premiums/Rates**

As the University's operations continue to grow, it is worth noting that our insurance premiums are many times affected in large part by the changes in exposures that our growing operations bring. Year over year changes in premium must contemplate changes in exposures in order to adequately fund for potential losses. While we can glean insights from changes in premium, it may not necessarily show how well our programs are performing compared to prior years. In addition to focusing on premium changes, we want to highlight the changes in our insurance net rates. Net rates are calculated by using the simple formula of Premium/Exposure. Changes in net rates can give us a better picture of how a program performs year over year.

For example, if last year a location had \$1M in exposure at a rate \$1.00 per \$100 of value, their premium would be \$10,000. If this year that same location now has \$2M in exposure at a rate of \$0.75 per \$100 of value, their premium would be \$15,000. Although the location has a 50% increase in premium due to a 100% increase in exposure (i.e., built more buildings, increased staff, purchased more cars, etc.) the location actually realizes a 25% rate decrease which is more indicative of improved program performance.

Accordingly, effectively evaluating the overall performance and state of our insurance programs necessitates a holistic approach that considers both net rates and premium amounts and should not be limited to either individually.

Changes in net rates are something we have traditionally highlighted in our work comp program, where we look at rates per \$100 of payroll. Units of exposure vary by line of business and are based on the following:

- Workers' Compensation - per \$100 of payroll
- General Liability/Employment Liability/Sexual Misconduct Liability/Cyber – Full-Time Equivalent Employee (FTE)
- Auto – Number of autos
- Property - Per \$100 of Total Insured Values (TIV)
- Professional Liability – Risk-Adjusted FTE

### **Workers' Compensation**

The University's Workers' Compensation program continues to benefit from favorable claims development. Our net rate decreased 3.6% from \$1.03 per \$100 of payroll last year to \$0.99 per \$100 of payroll this year. While the work comp premium increased by \$4.37MM (2.3%) from last year's report, this is primarily due to a 6.2% increase in payroll exposure that grew by the same amount over last year.

The above premium amount does not include the accounting of the continued closeout of our legacy workers' compensation program and transition from our traditional banking model to the University's captive insurance company, Fiat Lux. As a reminder, we are now in year four of the seven-year closeout plan that in total, provides rate reductions of \$19.7 MM and deficit forgiveness of \$43.9 MM. Our ability to provide this relief directly results from our transition to Fiat Lux.

### **General Liability**

The General Liability program realized a 6.4% rate decrease resulting in a \$1.9MM decrease in premium (-4.1%). This is a large improvement over the 21/22 year where we saw an 11.2% increase in premium from the 20/21 levels.

### **Employment Practices Liability**

The Employment Practices Liability program has a \$7.5MM increase in premium driven primarily by a 7.5% increase in rate. The increase in rate is in part due to an increase in the frequency of new claims, the correlating increase in open inventory, and the required increase in program expense to effectively monitor this increase in matters.

### **Sexual Misconduct Liability**

The market-imposed exclusion of sexual misconduct liability coverage in our casualty program along with the University's inability to purchase a commercial alternative, necessitated the development of a stand-alone program in Fiat Lux. As a result, this program saw a 138.2% increase in rate leading to a \$7.3MM increase in premium over the prior year.

### **Auto**

Auto Liability and Auto Property Damage had a nominal rate increase of 1.2%. However, we saw an almost 7% decrease in exposure resulting in a premium decrease of \$847,000 from last year.

### **Property**

Our robust construction pipeline continues to add new buildings to our schedule, which increased our exposures by 8% over the prior year. Coupled with a property rate increase of 4.27%, we saw a premium increase of \$7.8MM over last year. One important note is that the 4.27% rate increase is based on last year's property premiums that received a \$3.5MM subsidy from Fiat Lux. If we were to remove the Fiat Lux subsidy, the

property program would actually see a 1.34% rate decrease over last year's rates. Fiat Lux is able to provide 50% of the subsidy it provided last year.

### **Cyber**

After two consecutive years of flat premiums, the Cyber program saw a 137.3% rate increase, resulting in a \$12.7M increase in premium year over year. This rate increase is driven by commercial market conditions, which resulted in nearly a 70% increase in our cyber liability reinsurance premium, a 300% increase in our retention from \$5MM to \$20MM, and an increase in claims experience. Additionally, the rate increase includes a new Be Smart About Safety program specifically for Cyber related prevention and mitigation efforts.

### **Professional Liability**

The Professional Liability program saw a nominal decrease in exposure of -0.8% and a minor rate increase of 4.7%, resulting in a premium increase of \$3.4MM. The increase in rate was due to higher program expenses including increased reinsurance costs, and additional third party administrator costs.

As stated above, the University's insurance program continues to face many challenges and uncertainties due to the lingering effects of the pandemic, recent world events, and persistent global inflation. Unfortunately, no organization is immune to these forces, and we will continue to monitor their progression and ultimate repercussions. In response, we will continue to evaluate our insurance structure and financing to ensure we provide the University maximum value and protection.

Despite continuing uncertainty, the greatest positive effect we can have on our insurance program continues to be our ability to affect our own experience through the prevention and mitigation of losses. Our loss prevention and mitigation efforts are most effective when developed from individual location loss analysis to identify and respond to those areas producing the greatest loss and potential liability. The Be Smart About Safety program continues to be an integral component of those loss prevention and mitigation efforts. We are pleased to offer funding in our Cyber and Professional Liability programs. We eagerly await receipt of your FY22/23 BSAS applications for all lines of coverage.

As always, we look forward to continuing to partner with you and your teams and Fiat Lux to further reduce the University's cost of risk and create a safe environment for our students, faculty, staff, and the public. Individual location reports will be sent to your risk manager and workers' compensation manager, separately.

If you have any questions, please do not hesitate to contact me or Gabby Jung, Director, Operations and Risk Finance (gabby.jung@ucop.edu).

Sincerely,

Kevin Confetti  
Interim Associate Vice President & Chief Risk Officer

cc: Vice Chancellors for Administration  
Executive Vice President Byington  
Vice President, Lloyd  
Associate Vice President Cevallos  
Campus/Health Controllers  
Executive Director Baltaxe

Executive Vice President Brostrom  
Executive Vice President Nava  
Associate Vice President Alcocer  
Associate Vice President Nelson  
Chief of Staff to the CFO Werdick  
Executive Director Claflin

Executive Director Leonard  
Executive Director Smith  
Budget Directors  
Director Jung  
Director Powers  
Director Satorre  
Health System Finance Directors  
Campus & Health Risk Managers  
Program Manager Burley  
Program Manager Gustavson  
Program Manager Quijano  
Workers' Compensation Managers  
Manager Won  
Analyst Espinoza

Executive Director Lillington  
Planning & Budget Officers  
Director Goode  
Director Parker  
Director Reicher  
Environment Health & Safety Directors  
Accounting Managers  
Payroll Managers  
Program Manager DeBortoli  
Program Manager Hsi  
Program Manager Zee Williams  
Manager Ruiz  
Accounting Supervisor Tam  
Analyst Tsai

Attachments (6)

**UNIVERSITY OF CALIFORNIA  
AUTOMOBILE PROGRAM  
2022/2023 Premiums**

	PREMIUM			PREMIUM			Auto Liability & Auto Phys. Damage Premium <sup>(2)</sup>
	Automobile Liability (AL)			Automobile Physical Damage (APD)			
	Premium	BSAS <sup>(1)</sup>	Total	Premium	BSAS <sup>(1)</sup>	Total	
<b>Berkeley</b>	\$1,083,000	\$58,000	\$1,141,000	\$156,000	\$10,000	\$166,000	\$1,307,000
<b>Davis</b>	2,122,000	113,000	2,235,000	500,000	33,000	533,000	2,768,000
<b>Irvine</b>	593,000	31,000	624,000	128,000	8,000	136,000	760,000
<b>Los Angeles</b>	2,287,000	121,000	2,408,000	319,000	21,000	340,000	2,748,000
<b>Merced</b>	123,000	7,000	130,000	42,000	3,000	45,000	175,000
<b>Riverside</b>	496,000	26,000	522,000	112,000	7,000	119,000	641,000
<b>San Diego</b>	2,103,000	112,000	2,215,000	318,000	21,000	339,000	2,554,000
<b>San Francisco</b>	1,452,000	77,000	1,529,000	112,000	7,000	119,000	1,648,000
<b>Santa Barbara</b>	321,000	17,000	338,000	87,000	6,000	93,000	431,000
<b>Santa Cruz</b>	528,000	28,000	556,000	212,000	14,000	226,000	782,000
<b>Office of the Pres.</b>	4,000	-	4,000	2,000	-	2,000	6,000
<b>ANR</b>	107,000	6,000	113,000	6,000	-	6,000	119,000
<b>GRAND TOTAL</b>	\$11,219,000	\$596,000	\$11,815,000	\$1,994,000	\$130,000	\$2,124,000	\$13,939,000

(1) BSAS-Be Smart About Safety Loss Prevention Program

(2) Allocation is based upon actuarial methodology. Total premium of the annual cost for the program for the fiscal year.

**UNIVERSITY OF CALIFORNIA  
CYBER LIABILITY  
2022/2023 Premiums**

<u>Location</u>	Premium	BSAS	Total
<b>Berkeley</b>	\$2,568,000	\$50,000	\$2,618,000
<b>Davis</b>	1,002,000	50,000	1,052,000
<b>UC Davis Health</b>	1,586,000	50,000	1,636,000
<b>Irvine Campus</b>	820,000	50,000	870,000
<b>UCI Health</b>	818,000	50,000	868,000
<b>Los Angeles Campus</b>	3,633,000	50,000	3,683,000
<b>UCLA Health</b>	3,338,000	48,000	3,386,000
<b>UCLA Santa Monica</b>	36,000	-	36,000
<b>UCLA NPH</b>	96,000	2,000	98,000
<b>Merced Campus</b>	97,000	50,000	147,000
<b>Riverside Campus</b>	487,000	50,000	537,000
<b>San Diego Campus</b>	1,090,000	50,000	1,140,000
<b>UC San Diego Health</b>	1,098,000	50,000	1,148,000
<b>San Francisco Campus</b>	1,183,000	50,000	1,233,000
<b>UCSF Health</b>	1,876,000	49,000	1,925,000
<b>UCSF LPPI</b>	24,000	1,000	25,000
<b>Santa Barbara</b>	889,000	50,000	939,000
<b>Santa Cruz</b>	547,000	50,000	597,000
<b>Office of the President</b>	137,000	50,000	187,000
<b>ANR</b>	174,000	50,000	224,000
<b>GRAND TOTAL</b>	\$21,499,000	\$850,000	\$22,349,000

(1) Allocation is based upon actuarial methodology.

Includes insurance premiums, uninsured direct costs, and loss prevention.

**UNIVERSITY OF CALIFORNIA**  
**GENERAL LIABILITY (GL) & EMPLOYMENT PRACTICES LIABILITY (EPL)**  
**2022/2023 Premiums**

	PREMIUM				PREMIUM			GL & EPL Premium <sup>(3)</sup>
	General Liability Premium	Sexual Misconduct Premium	BSAS <sup>(1)</sup>	Total	Employment Practices Liability Premium	BSAS <sup>(1)</sup>	Total <sup>(2)</sup>	
<b>Berkeley</b>	\$7,135,000	\$1,718,000	\$352,000	\$9,205,000	\$5,645,000	\$366,000	\$6,011,000	\$15,216,000
<b>Davis</b>	2,785,000	670,000	137,000	3,592,000	5,302,000	343,000	5,645,000	9,237,000
<b>UC Davis Health</b>	1,234,000	707,000	69,000	2,010,000	5,777,000	383,000	6,160,000	8,170,000
<b>Irvine Campus</b>	2,279,000	549,000	112,000	2,940,000	4,631,000	300,000	4,931,000	7,871,000
<b>UCI Health</b>	636,000	365,000	36,000	1,037,000	3,953,000	262,000	4,215,000	5,252,000
<b>Los Angeles Campus</b>	10,095,000	2,431,000	497,000	13,023,000	17,230,000	1,116,000	18,346,000	31,369,000
<b>UCLA Health</b>	2,597,000	1,489,000	146,000	4,232,000	6,178,000	410,000	6,588,000	10,820,000
<b>UCLA Santa Monica</b>	27,000	16,000	2,000	45,000	51,000	3,000	54,000	99,000
<b>UCLA NPH</b>	74,000	43,000	4,000	121,000	193,000	13,000	206,000	327,000
<b>Merced Campus</b>	270,000	65,000	13,000	348,000	715,000	46,000	761,000	1,109,000
<b>Riverside Campus</b>	1,354,000	326,000	67,000	1,747,000	2,326,000	151,000	2,477,000	4,224,000
<b>San Diego Campus</b>	3,030,000	729,000	149,000	3,908,000	2,496,000	162,000	2,658,000	6,566,000
<b>UC San Diego Health</b>	854,000	490,000	48,000	1,392,000	5,041,000	334,000	5,375,000	6,767,000
<b>San Francisco Campus</b>	3,287,000	791,000	162,000	4,240,000	7,620,000	493,000	8,113,000	12,353,000
<b>UCSF Health</b>	1,459,000	837,000	82,000	2,378,000	2,923,000	194,000	3,117,000	5,495,000
<b>UCSF LPPI</b>	19,000	11,000	1,000	31,000	33,000	2,000	35,000	66,000
<b>Santa Barbara</b>	2,471,000	595,000	122,000	3,188,000	3,235,000	209,000	3,444,000	6,632,000
<b>Santa Cruz</b>	1,520,000	366,000	75,000	1,961,000	1,150,000	74,000	1,224,000	3,185,000
<b>Office of the President</b>	380,000	91,000	19,000	490,000	1,501,000	97,000	1,598,000	2,088,000
<b>ANR</b>	484,000	117,000	24,000	625,000	346,000	22,000	368,000	993,000
<b>GRAND TOTAL</b>	<u>\$41,990,000</u>	<u>\$12,406,000</u>	<u>\$2,117,000</u>	<u>\$56,513,000</u>	<u>\$76,346,000</u>	<u>\$4,980,000</u>	<u>\$81,326,000</u>	<u>\$137,839,000</u>

(1) BSAS-Be Smart About Safety Loss Prevention Program

(2) The Premium includes funding to cover Non-Litigated Employment Practices Liability claims.

(3) Allocation is based upon actuarial methodology. Total premium of the annual cost for general liability and employment practices liability for the fiscal year.

**UNIVERSITY OF CALIFORNIA  
PROFESSIONAL MEDICAL & HOSPITAL LIABILITY  
2022/2023 Premiums**

		Premium <sup>(1)</sup>
<b>Berkeley</b>	Student Health Services	\$166,000
<b>Berkeley</b>	Campus Other	9,000
<b>Berkeley</b>	School of Optometry	39,000
	Total	214,000
<b>Davis</b>	School of Medicine	7,029,000
<b>Davis</b>	Medical Center	<u>7,029,000</u>
	Subtotal	14,058,000
<b>Davis</b>	Student Health Services	98,000
<b>Davis</b>	Campus Other	18,000
<b>Davis</b>	Veterinary	67,000
	Total	14,241,000
<b>Irvine</b>	School of Medicine	4,982,500
<b>Irvine</b>	Medical Center	<u>4,982,500</u>
	Subtotal	9,965,000
<b>Irvine</b>	Student Health Services	57,000
<b>Irvine</b>	CAPS	16,000
	Total	10,038,000
<b>Los Angeles</b>	School of Medicine	11,159,500
<b>Los Angeles</b>	School of Nursing	13,000
<b>Los Angeles</b>	Medical Center	11,159,500
<b>Los Angeles</b>	Santa Monica	3,626,000
<b>Los Angeles</b>	Neuropsychiatric Inst.	<u>625,000</u>
	Subtotal	26,583,000
<b>Los Angeles</b>	Student Health Services	154,000
<b>Los Angeles</b>	Campus Other	9,000
<b>Los Angeles</b>	CAPS	49,000
	Total	26,795,000
<b>Merced</b>	Student Health Services	10,000
<b>Merced</b>	CAPS	<u>6,000</u>
	Total	16,000
<b>Riverside</b>	School of Medicine	898,000
<b>Riverside</b>	Student Health Services	35,000
<b>Riverside</b>	CAPS	11,000
	Total	944,000
<b>San Diego</b>	School of Medicine	6,925,500
<b>San Diego</b>	Rady's Hospitals	1,952,000
<b>San Diego</b>	Medical Center	<u>6,925,500</u>
	Subtotal	15,803,000
<b>San Diego</b>	Student Health Services	62,000
<b>San Diego</b>	Campus Other	-
<b>San Diego</b>	CAPS	<u>27,000</u>
	Total	15,892,000
<b>San Francisco</b>	School of Medicine	7,068,000
<b>San Francisco</b>	School of Nursing	11,000
<b>San Francisco</b>	Dental School	262,000
<b>San Francisco</b>	Affiliated Hospitals-Other	1,607,000
<b>San Francisco</b>	Fresno	2,451,000
<b>San Francisco</b>	SF General	3,729,000
<b>San Francisco</b>	Medical Center	7,068,000
<b>San Francisco</b>	Langley Porter Institute	<u>125,000</u>
	Subtotal	22,321,000
<b>San Francisco</b>	Student Health Services	13,000
<b>San Francisco</b>	CAPS	<u>-</u>
	Total	22,334,000
<b>Santa Barbara</b>	Student Health Services	65,000
<b>Santa Barbara</b>	Campus Other	2,000
<b>Santa Barbara</b>	CAPS	<u>29,000</u>
	Total	96,000
<b>Santa Cruz</b>	Student Health Services	57,000
<b>Santa Cruz</b>	CAPS	<u>-</u>
	Total	57,000
<b>GRAND TOTAL</b>		<u>\$90,627,000</u>

(1) Generally based on the "Medical Malpractice Guidelines"



**UNIVERSITY OF CALIFORNIA  
PROPERTY PROGRAM  
2022/2023 Premiums**

<u>Location</u>	Property Premium <sup>(1)</sup>	Crime/Fidelity Premium	Environmental Premium	Equipment Breakdown Prem.	Be Smart About Safety <sup>(2)</sup>	Total Premium <sup>(3)</sup>
Berkeley	\$7,807,000	\$559,000	\$82,000	\$55,000	\$439,000	\$8,942,000
Davis	7,695,000	551,000	80,000	54,000	433,000	8,813,000
UC Davis Health						Incl. in Campus
Irvine	5,240,000	375,000	55,000	37,000	295,000	6,002,000
UCI Health						Incl. in Campus
Los Angeles	9,295,000	665,000	97,000	65,000	523,000	10,645,000
UCLA Health						Incl. in Campus
Merced	2,497,000	179,000	26,000	18,000	140,000	2,860,000
Riverside	1,517,000	109,000	16,000	11,000	85,000	1,738,000
San Diego	11,909,000	930,000	136,000	91,000	731,000	13,797,000
UC San Diego Health						Incl. in Campus
San Francisco	5,738,000	411,000	60,000	40,000	323,000	6,572,000
UCSF Health						Incl. in Campus
Santa Barbara	3,649,000	282,000	41,000	28,000	222,000	4,222,000
Santa Cruz	4,616,000	357,000	52,000	35,000	281,000	5,341,000
Office of the President	352,000	25,000	4,000	2,000	20,000	403,000
ANR	-	-		-		<i>Incl. in various locations</i>
<b>Total</b>	<b>\$60,315,000</b>	<b>\$4,443,000</b>	<b>\$649,000</b>	<b>\$436,000</b>	<b>\$3,492,000</b>	<b>\$69,335,000</b>

(1) Property Program includes premiums/coverage for Parametric Earthquake insurance.

(2) BSAS-Be Smart About Safety Loss Prevention Program

(3) Allocation is based upon actuarial methodology.

**UNIVERSITY OF CALIFORNIA  
WORKERS' COMPENSATION PROGRAM  
2022/2023 Premiums**

LOCATION	Funding Premiums	Accrual Funding <sup>(1)</sup>		Be Smart About Safety <sup>(2)</sup>		Total Rate	Total Projected Premium	Closeout of 6/30/16 Legacy Rate Reduction or Deficit Funding <sup>(3)</sup>		UCLA Occupational Health Facility Expansion 3 Year Payment Plan <sup>(4)</sup>		Combined Total	
		Rate/\$100 of Payroll	Premium \$	Rate/\$1 of Payro	Premium \$			Rate Adj/\$100 of Payroll	Total Adjustment	Rate Adj/\$100 of Payroll	Adjustment	Total Rate	Total Premium \$
Berkeley	17,924,000	1.13	16,334,000	0.11	1,590,000	1.24	17,924,000	0.06	935,300			1.30	18,859,300
ANR-Berkeley	146,000	1.13	133,000	0.11	13,000	1.24	146,000	0.06	7,600			1.30	153,600
Davis	12,018,000	0.68	10,894,000	0.07	1,124,000	0.75	12,018,000	0.00	-			0.75	12,018,000
ANR-Davis	801,000	0.68	729,000	0.07	72,000	0.75	801,000	0.00	-			0.75	801,000
Davis MC	12,509,000	0.98	11,565,000	0.08	944,000	1.06	12,509,000	0.00	-			1.06	12,509,000
Irvine	5,832,000	0.41	5,198,000	0.05	634,000	0.46	5,832,000	0.00	-			0.46	5,832,000
ANR-Irvine	2,000	0.41	2,000	0.05	-	0.46	2,000	0.00	-			-	-
Irvine MC	6,829,000	1.13	6,124,000	0.13	705,000	1.26	6,829,000	0.00	-			1.26	6,829,000
Los Angeles	29,202,000	0.84	26,956,000	0.07	2,246,000	0.91	29,202,000	0.03	1,079,000	0.01	307,035	0.95	30,588,035
Los Angeles MC	26,256,000	2.07	24,817,000	0.12	1,439,000	2.19	26,256,000	0.00	-	0.03	333,641	2.22	26,589,641
Los Angeles NPH	872,000	1.60	754,000	0.25	118,000	1.85	872,000	0.00	-			1.85	872,000
Merced	1,621,000	0.82	1,510,000	0.06	111,000	0.88	1,621,000	0.06	104,500			0.94	1,725,500
Riverside	3,844,000	0.71	3,412,000	0.09	432,000	0.80	3,844,000	0.07	312,500			0.87	4,156,500
ANR-Riverside	159,000	0.71	141,000	0.09	18,000	0.80	159,000	0.07	43,200			0.87	202,200
San Diego Campus	14,671,000	0.63	13,592,000	0.05	1,079,000	0.68	14,671,000	0.00	-			0.68	14,671,000
San Diego MC	12,826,000	1.40	11,813,000	0.12	1,013,000	1.52	12,826,000	0.00	-			1.52	12,826,000
San Francisco Campus	12,483,000	0.51	11,575,000	0.04	908,000	0.55	12,483,000	0.00	-			0.55	12,483,000
San Francisco MC	24,447,000	1.52	22,658,000	0.12	1,789,000	1.64	24,447,000	0.00	-			1.64	24,447,000
San Francisco LPPI	342,000	1.25	301,000	0.17	41,000	1.42	342,000	0.00	-			1.42	342,000
Santa Barbara	5,415,000	0.82	4,879,000	0.09	536,000	0.91	5,415,000	(0.10)	(622,600)			0.81	4,792,400
Santa Cruz	4,121,000	0.85	3,611,000	0.12	510,000	0.97	4,121,000	0.00	-			0.97	4,121,000
Office of the President	895,000	0.31	750,000	0.06	145,000	0.37	895,000	0.00	-			0.37	895,000
ANR-OP	13,000	0.31	11,000	0.06	2,000	0.37	13,000	0.00	-			0.37	13,000
Lawrence Berkeley Lab	2,711,000	0.57	2,711,000	0.00	-	0.57	2,711,000	(0.16)	(745,400)			0.41	1,965,600
<b>TOTAL</b>	<b>195,939,000</b>		<b>180,470,000</b>		<b>15,469,000</b>		<b>195,939,000</b>		<b>1,114,100</b>		<b>640,676</b>		<b>197,691,776</b>

<sup>(1)</sup> Record as Workers' Compensation expense with object code 8500.

<sup>(2)</sup> Separate premiums for the "Be Smart About Safety" Program. To be classified as a fund balance transfer to UCOP as outlined in the "Be Smart About Safety" document (excludes labs).

<sup>(3)</sup> Workers' Compensation Closeout of Legacy Program for the period 4/1/1980 to 6/30/2016 prior to transferring liabilities to the University's Captive - Fiat Lux

<sup>(4)</sup> Currently in year 2 of 3