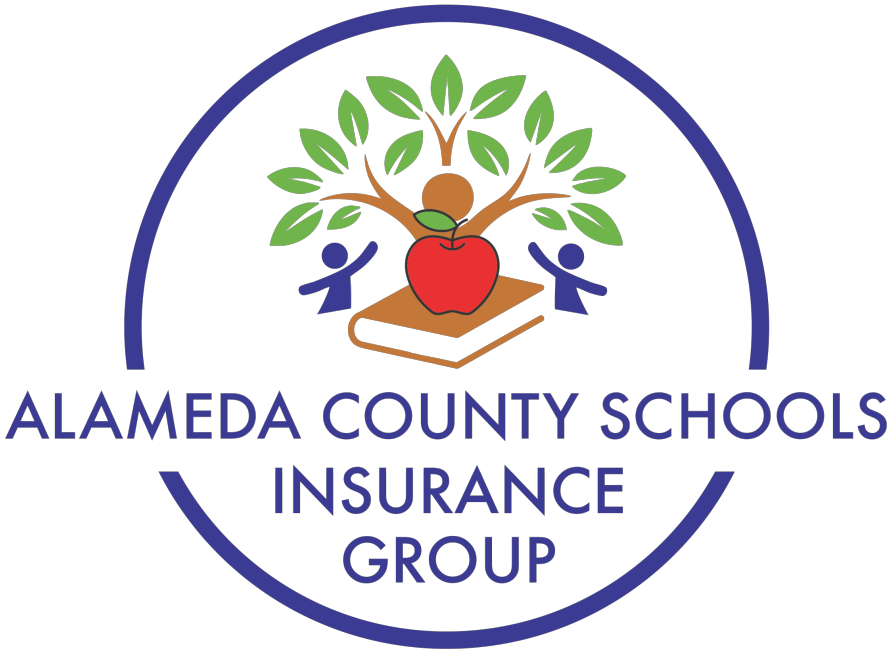


ACSIG

Full Board Meeting

Thursday, May 21, 2026

1:00PM

Alameda County Schools Insurance Group (ACSIG)
Po Box 2487 Dublin, CA 94568

AGENDA
Full Board Meeting

Date: Thursday, May 21, 2026
Time: 1:00PM
Location: Video Meeting
Join Zoom Meeting
https://us02web.zoom.us/j/7358807014?pwd=YewSnQ2U8aWL4HhOEeIu3WdgFbZ6wz.1&omn=81999610238

Meeting ID: 735 880 7014
Passcode: acsig26

1. **Call to order 1:00 PM**

2. **Roll call**

Board Members

Danielle Krueger	President	Alameda USD
Chris Hobbs	Vice President	Dublin USD
Bryan Wakefield	Secretary	Mission Valley ROP
Charity Hastings	Board Member	Alameda County Office of Education
Linda Wu	Board Member	Albany USD
Suzy Chan	Board Member	Castro Valley USD
Anthony Oum	Board Member	Eden Area ROP
Dora Siu	Board Member	Emery USD
Robert Pascual	Board Member	Fremont USD
Kayla Wasley	Board Member	Livermore Valley Joint USD
Kimberly Jokela	Board Member	Mountain House USD
Kevin Franklin	Board Member	New Haven USD
Victoria Knutson	Board Member	Newark USD
Ruth Alahydoian	Board Member	Piedmont USD
Ahmad Sheikholeslami	Board Member	Pleasanton USD
Larry Simon	Board Member	San Leandro USD
Dr. Roberto Perez Jr.	Board Member	San Lorenzo USD
Shay Galletti	Board Member	Sunol Glen USD
Julie Duncan	Board Member	Tri-Valley ROP

Jackie Kim	Executive Director	ACSIG
Celina Flotte	Executive Assistant	ACSIG
Kyle McKibbin	Guest	Keenan & Associates
Julio Villegas	Guest	Keenan & Associates
Patrice Grant	Guest	Keenan & Associates
Rowena Cowan	Guest	Keenan & Associates
Bridgett Jordan	Guest	Keenan & Associates

3. **Acceptance of the Agenda**
   The Full Board will vote on the acceptance of the agenda.

4. **Public Comment on Open Session Agenda Items**
   Pursuant to the Brown Act, each public agency must provide the public with an opportunity to speak on any matter within the subject matter jurisdiction of the agency and which is on the agency's agenda for that meeting. The Board of Directors allows speakers to speak on agendized and non-agendized matters under public comment. Comments are limited to no more than 3 minutes per speaker. By law, no action may be taken on any item raised during the public comment periods and matters may be referred to staff for placement on a future agenda of the Board of Directors

Consent Calendar

5. **Items for Consent**
   The below listed routine items are presented by staff for acceptance under a single vote.

- **Executive Committee Minutes from February 12, 2026**
- **2nd Quarter Investment Report**
- **2nd Quarter Financials**
- **Actuarial Study – Ultimate Loss**
- **3rd Quarter Investment Report**
- **Investment Policy**
- **3rd Quarter Financials**
- **ACSIG Salaries & Benefits**
- **EAP Contract Renewal**
- **P&L Actuarial Study**
- **AB 218 PLCA Agreement Amendment No.1**
- **PLCA Agreement Amendment No. 2**
- **RASP Agreement**
- **Loss Control – ReLief Inspection Agreement Renewal**
- **Dispute Resolution Policy**

- **Underwriting Policy**
- **Conflict of Interest Code**
- **Posting and Mailing Address**

General

6. Executive Committee Membership ***(page 354)***
Due to Danielle Krueger, Chris Hobbs and Bryan Wakefield's terms expiring, the Board will elect 3 members to the Executive Committee.
Recommendation: For action

7. Meeting Calendar ***(page 355)***
The Board will review the 2026-27 meeting calendar.
Recommendation: For discussion

Workers' Compensation

8. Actuarial Study – Ex-Mods ***(page 357)***
The Executive Director will present the Actuarial Study that determines the 2026-27 workers' compensation program year experience modification factors.
Recommendation: For action

9. Workers' Compensation Rates 2026-27 ***(page 359)***
The Executive Director will present 2026-27 workers' compensation rates.
Recommendation: For action

10. Employee Assistance Program Update ***(page 367)***
The Executive Director will review the utilization of the EAP with the Board.
Recommendation: For discussion

11. Claims Trends – 5 year Point in Time ***(page 464)***
A representative from Keenan will update the Committee regarding current claim trends by Job Classification, Age, and Month.
Recommendation: For discussion

12. Shoe Program Update ***(page 480)***

The Executive Director will discuss an update regarding the shoe program.
Recommendation: For discussion

13. PIPS Incentive Program ***(page 498)***
A representative from Dublin USD will discuss a PIPS incentive program with the Board.
Recommendation: For discussion

Dental

14. Dental Program & Rates 2026-27 ***(page 500)***
The Executive Director will present the 2026-27 Dental program proposed rates.
Recommendation: For action

Vision

15. Vision Program & Rates 2026-27 ***(page 514)***
The Executive Director will present the 2026-27 Vision proposed rates.
Recommendation: For action

Property & Liability

16. Property & Liability Rates 2026-27 ***(page 522)***
The Executive Director will present 2026-27 Property and Liability rates.
Recommendation: For action

17. Property & Liability Incentive Program 2026-27 ***(page 526)***
The Executive Director will discuss a new incentive program with the Executive Committee.
Recommendation: For action

General II

18. Budget 2026-27 ***(page 528)***
The Executive Director will present the 2026-27 Budget to the Board.

Recommendation: For action

19. Future Planning

20. Adjournment

ALAMEDA COUNTY SCHOOLS INSURANCE GROUP

LOCATION CALL- IN SHEET
Full Board Meeting
May 21, 2026 —1:00 PM

Join Zoom Meeting
https://us02web.zoom.us/j/7358807014?pwd=YewSnQ2U8aWL4HhOEeIu3WdgFbZ6wz.1&omn=81999610238
Meeting ID: 735 880 7014 Passcode: acsig26

This meeting will be conducted by teleconferencing in accordance with Government Code Section 54953(b). Members of the public may address the Committee from any teleconference location shown below:

Alameda County Office of Education
313 W Winton Ave.
Hayward, CA 94544
Charity Hastings (510) 670-4268

Alameda Unified School District
2060 Challenger Drive #100
Alameda, CA 94501
Danielle Krueger (510) 337-7066

Albany Unified School District
819 Bancroft Way
Berkeley, CA 94710
Linda Wu (510) 318-2802

Castro Valley Unified School District
4400 Alma Avenue
Castro Valley, CA 94546
Suzy Chan (510) 537-3000 ext 1230

Dublin Unified School District
7471 Lakedale Avenue
Dublin, CA 94568
Chris Hobbs (925) 828-2551 ext 8041

Eden Area ROP
26316 Hesperian Blvd.
Hayward, CA 94545
Anthony Oum (510) 293-2906

Emery Unified School District
4727 San Pablo Ave.
Emeryville, CA 94608
Dora Siu (510) 601-4902

Fremont Unified School District
4210 Technology Drive
Fremont, CA 94539
Robert Pascual (510) 659-2577 ext 12235

Livermore Unified School District
685 East Jack London Blvd.
Livermore, CA 94501
Kayla Wasley (925) 606-3253

Mission Valley ROP
5019 Stevenson Blvd.
Fremont, CA 94538
Bryan Wakefield (510) 492-5145

Mountain House School District
3950 Mountain House Road
Byron, CA 94546
Kimberly Jokela (209) 835-2283

New Haven Unified School District
34200 Alvarado-Niles Rd.
Union City, CA 94587
Kevin Franklin (510) 471-1100 ext 62659

Newark Unified School District
5715 Musick Avenue
Newark, CA 94560
Victoria Knutson (510) 818-4114

Piedmont Unified School District
760 Magnolia Ave
Piedmont, CA 94611
Ruth Alahydoian (510) 594-2608

Pleasanton Unified School District
5758 W Las Positas Blvd
Pleasanton, CA 94566
Ahmad Sheikholeslami (925) 426-4307

San Leandro Unified School District
835 E 14th Street, Suite 200
San Leandro, CA 94577
Larry Simon (510) 667-3504

San Lorenzo Unified School District
15510 Usher Street
San Lorenzo, CA 94580
Dr. Roberto Perez Jr (510) 317-4641

Sunol Glen School District
11601 Main Street
Sunol, CA 94586
Shay Galletti (925) 862-0127

Tri-Valley ROP
1040 Florence Road
Livermore, CA 94550
Julie Duncan (925) 455-4800 ext 104

Alameda County Schools Insurance Group (ACSIG)
Po Box 2487 Dublin, CA 94568

MINUTES
Executive Committee

Date: Thursday, February 12, 2026
Time: 9:30AM
Location: The Atrium
5776 Stoneridge Mall Road
Pleasanton, CA 94588

1. **Danielle Krueger called the meeting to order at 9:34 AM**

2. **Roll call**

Executive Committee Members

Danielle Krueger	President	Alameda USD
Chris Hobbs	Vice President	Dublin USD
Bryan Wakefield	Secretary	Mission Valley ROP
Ruth Alahydoian	Board Member	Piedmont USD
Ahmad Sheikholeslami	Board Member	Pleasanton USD
Jackie Kim	Executive Director	Alameda County Schools Insurance
Celina Flotte	Executive Assistant	Alameda County Schools Insurance
Patrice Grant	Guest	Keenan & Associates
Kyle Mckibbin	Guest	Keenan & Associates
Bridgett Jordan	Guest	Keenan & Associates
Rowena Cowan	Guest	Keenan & Associates
Julio Villegas	Guest	Keenan & Associates
Mark Payne	Guest	Morgan Stanley
Dan Tichenor	Guest	Morgan Stanley
Laurena Grabert	Guest	SETECH

3. **Acceptance of the Agenda**

It was moved by Ruth Alahydoian and seconded by Chris Hobbs to approve the agenda as presented.
Ayes: Krueger, Hobbs, Wakefield, Alahydoian, Sheikholeslami
Nays: None
Abstain: None

4. Public Comment on Closed Session Agenda Items

No public present to comment.

Closed Session
Closed session began at 9:37am

A. Settlement Authorization

- **Claim Numbers: None**

B. Settlement Notification

- **Claim Numbers:**

490387 Matera	601817 Watson	621324 Del Toro	637187 Rajendran	647826 Trujillo
509670 Matera	612616 Gallegos	623959 Srinivasan	638909 Jones	650024 Tenney
549267 Flores	617493 Crisologo	625874 Merchant	639944 Yousfi	655856 Murray
572340 Leal	621194 Stevens	628066 Hashimoto	646462 Stout	590690 Wilson
573464 Stoneham	629930 Hansen	646588 Sharma		

Open Session
Open session began at 9:44am

5. Public Comment on Open Session Agenda Items
No public present to comment

6. Report of Action Taken in Closed Session
There was no action taken in closed session

7. **Approval of Minutes**
It was moved by Ruth Alahydoian and seconded by Bryan Wakefield to approve the meeting minutes from the November 13, 2025 Executive Committee Meetings and November 13, 2025 Full Board Meeting.
Ayes: Krueger, Hobbs, Wakefield, Alahydoian, Sheikholeslami
Nays: None
Abstain: None

General Business I

8. **Second Quarter Investment Report**
Mark Payne and Dan Tichenor presented the 2025/26 Second Quarter Investment Report.
It was moved by Ahmad Sheikholeslami and seconded by Bryan Wakefield to approve the second quarter investment report.
Ayes: Krueger, Hobbs, Wakefield, Alahydoian, Sheikholeslami
Nays: None
Abstain: None

Time Weighted Performance Summary (Net of fees) – December 31, 2025

Total Ending Value	**$30,282,873.33**
Rolling Periods	
Quarter to Date	1.11%
Year to Date	5.65%
Last 12 Months	5.65%
Last 3 Years	4.63%
Last 5 Years	1.67%
Last 10 Years	1.85%
Since 7/12/10 Inception (annualized %)	1.61%
Calendar Years	
2025 (YTD)	5.65%
2024	3.56%
2023	4.69%
2022	-4.11%
2021	-1.13%
2020	3.92%
2019	3.69%
2018	1.01%
2017	0.59%
2016	0.99%
2015	0.87%
2014	1.01%
2013	-0.03%
2012	2.44%
2011	1.91%
2010 (partial year)	0.29%

9. Second Quarter Financial Report

Laurena Grabert from SETECH presented the 2025/2026 Second Quarter Financial Report.

It was moved by Chris Hobbs and seconded by Ahmad Sheikholeslami to approve the second quarter financial report.

Ayes: Krueger, Hobbs, Wakefield, Alahydoian, Sheikholeslami

Nays: None

Abstain: None

Alameda County Schools Insurance Group (ACSIG)
Treasurer's Report- Statement of Net Position
Consolidated
As of 06/30/2025 and 12/31/2025

	Audited As of 06/30/2025	Activity 07/01/2025 - 12/31/2025	As of 12/31/2025
Assets:			
Current Assets			
Workers Compensation	$ 18,644,062	(2,203,032)	$ 16,441,030
Dental	10,517,100	449,205	10,966,305
Vision	4,995,250	(135,744)	4,859,506
Property and Liability	6,807,786	(1,720,416)	5,087,370
Operations	171,448	(94,807)	76,641
Cash and Cash Equivalents	$ 41,135,646	(3,704,794)	$ 37,430,852
Investments Morgan Stanley - current	291,450	(136,824)	154,626
Accounts Receivable	10,923,495	(396,699)	10,526,796
Prepaid Expense	- -	1,535,934	1,535,934
Interfund Receivable/(payable) (1)	- -	- -	- -
Subtotal Current Assets	52,350,591	(2,702,383)	49,648,208
Noncurrent Assets			
Investments @ FMV - Morgan Stanley (3)	29,098,952	752,763	29,851,715
Capital - Equipment, net of depreciation	- -	- -	- -
	29,098,952	752,763	29,851,715
Total Assets	**$ 81,449,543**	**$ (1,949,620)**	**$ 79,499,923**
Deferred Outflow of Resources:			
Deferred outflow of resources - pension	$ 214,455	$ - -	$ 214,455
Liabilities:			
Current Liabilities			
Accounts Payable	$ 4,532,508	$ (2,502,423)	$ 2,030,085
Prefunding deposits (2)	5,304,786	- -	5,304,786
Advance Contributions	- -	- -	- -
Other Claim Liabilities - Castlepoint Reinsurance Insolvency	473,116	- -	473,116
Current Portion of claims and claim adjustment	2,913,611	19,883	2,933,494
Subtotal Current Liabilities	13,224,021	(2,482,540)	10,741,481
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	1,921,791	216,642	2,138,433
Unallocated Loss Adjustment Expense (ULAE)	243,986	(6,555)	237,431
Subtotal Noncurrent Claim Liabilities	2,165,777	210,087	2,375,864
Net Pension Liability (NPL)	812,648	- -	812,648
Total Liabilities	$ 16,202,446	$ (2,272,453)	$ 13,929,993
Deferred Inflow of Resources:			
Deferred inflow of resources - pension	360,523	- -	360,523
Net Position:			
Undesignated Net Position - Net Assets/(Deficit)	65,101,029	322,833	65,423,862
Designated - Capital Assets	- -	- -	- -
Total Net Position	$ 65,101,029	$ 322,833	$ 65,423,862
Total Liabilities, Deferred Pension, and Ending Net Position	**$ 81,449,543**	**$ (1,949,620)**	**$ 79,499,923**

Footnote:

(1) Interfund transfers net to zero on consolidated financial statements. This is a internal function used to transfer or allocate expense and income from one program to another without transfer of cash.
(2) Estimated six weeks of dental claims funded by each member to maintain positive cash flow.
(3) Morgan Stanley Smith Barney Investment shown at Fair Market Value, accrued interest shown as accounts receivable.

Alameda County Schools Insurance Group (ACSIG)
Workers' Compensation
Statement of Revenues, Expenditures and Changes in Net Fund Assets
As of 12/31/2025 and For The Six Months Then Ended

	2024/2025		2025/2026			
	Budget	Actuals	Budget	Activity 07/01/2025 - 12/31/2025	Variance	Percentage of Budget
Operating Revenue:						
Premiums Paid by Members	$ 28,615,302	$ 28,615,294	$ 28,024,876	$ 14,012,438	$ 14,012,438	50.00 %
Return of Premiums	- -	- -	- -	- -	- -	- -
PIPS - Accelerated Profit Commissi	- -	- -	- -	- -	- -	- -
Total Operating Revenue	28,615,302	28,615,294	28,024,876	14,012,438	14,012,438	50.00
Operating Expenditures:						
Classified Salaries	113,527	136,799	91,868	45,174	46,694	49.17
Statutory Benefits	17,029	2,193	13,780	5,169	8,611	37.51
Health & Welfare	18,900	15,698	13,000	7,222	5,778	55.55
Employer Tax Expense	1,947	2,527	1,507	869	638	57.66
Net Pension Expense	61,886	108,891	56,440	17,173	39,267	30.43
Telephone & Internet	1,060	1,339	950	493	457	51.89
Supplies Office	900	207	900	18	882	2.00
Supplies - Other	1,200	1,051	1,200	620	580	51.67
Eligibility Processing	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-ACSIG	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-MD	- -	- -	- -	- -	- -	- -
Travel and Conferences	3,000	437	1,500	114	1,386	7.60
Mileage	1,200	1,275	600	450	150	75.00
Dues & Memberships	900	544	900	71	829	7.89
Postage & Meter	280	95	280	53	227	18.93
Insurance Expense-PIPS	24,387,002	24,378,001	25,706,100	12,853,050	12,853,050	50.00
Insurance Expense-PY Adj	1,000,000	1,499,984	1,500,000	1,325,456	174,544	88.36
Utility - Operating-Rent	4,786	3,084	4,200	2,099	2,101	49.98
Advertising	- -	- -	- -	- -	- -	- -
Contract Services - Actuarial	12,000	10,040	12,000	- -	12,000	- -
Contract Services -Claim Audit	- -	- -	- -	- -	- -	- -
Contract Services	3,183	- -	2,483	- -	2,483	- -
Audit Fees	2,328	2,310	2,000	2,805	(805)	140.25
Other Services/Operating Expense	1,000	2,272	1,000	387	613	38.70
Capital Equipment/Depreciation	2,000	- -	800	- -	800	- -
Repairs & Maintenance	500	- -	- -	- -	- -	- -
Legal	500	- -	500	- -	500	- -
Accounting Services	2,000	2,623	2,000	- -	2,000	- -
County Courier	320	259	200	287	(87)	143.50
Shredding	150	250	150	22	128	14.67
Copier & Scanner	400	464	400	189	211	47.25
Claims Admin/Consult Services	85,000	63,750	85,000	62,156	22,844	73.12
Self-Insurance Fee	700,000	440,544	500,000	406,454	93,546	81.29
Claims Paid-WC	500,000	644,490	500,000	109,363	390,637	21.87
Claims Paid-PL	- -	- -	- -	- -	- -	- -
Physical Abilities Testing	50,000	7,952	50,000	7,524	42,476	15.05
Training	10,000	- -	10,000	- -	10,000	- -
First-Aid Prog&Responder fees	5,000	4,560	5,000	1,764	3,236	35.28
Food Service/Sp Ed Training	- -	- -	- -	- -	- -	- -
Risk Mgmt Prevention Prog	300,000	292,500	260,000	139,100	120,900	53.50
EAP Program	250,000	136,051	180,000	68,026	111,974	37.79
Safety Inspections	- -	- -	- -	- -	- -	- -
Misc Bank Fees & WC Penalty Rei	1,000	- -	1,000	- -	1,000	- -
Cobra Premiums	- -	- -	- -	- -	- -	- -
Dental Insurance Premiums	- -	- -	- -	- -	- -	- -
Vision Insurance Premiums	- -	- -	- -	- -	- -	- -
Claim Development Expense	(509,748)	(912,191)	(500,000)	86,055	(586,055)	(17.21)
Adjustment to Prefund Deposit	- -	- -	- -	- -	- -	- -
Total Operating Expenditures	27,029,249	26,847,998	28,505,757	15,142,163	13,363,594	53.12 %
Net Increase/(Decrease) from Operations	1,586,053	1,767,296	(480,881)	(1,129,725)	648,844	234.93 %
Non Operating Income/(Expense)						
Interest Income	415,724	1,121,163	424,761	624,271	(199,510)	146.97
Net Increase/(Decrease) in Fair Value	- -	763,466	- -	156,714	(156,714)	- -
Realized Gain/(Loss) on Investments	- -	(171,881)	- -	(51,331)	51,331	- -
Cumulative effect of GASB 68	- -	- -	- -	- -	- -	- -
Interfund Transfer, Other Income	- -	- -	- -	- -	- -	- -
Total Non Operating Income/(Expense)	415,724	1,712,748	424,761	729,654	(304,893)	171.78 %
Net Increase/(Decrease) in Net Position	2,001,776	3,480,044	(56,121)	(400,071)	343,950	712.88 %
Beginning Balance Prior Year End	36,420,196	36,420,196	39,900,240	39,900,240	- -	100.00 %
Ending Balance, as of 12/31/2025	**$ 38,421,972**	**$ 39,900,240**	**$ 39,844,119**	**$ 39,500,169**	**$ 343,950**	

44

Workers Compensation

10. Actuarial Study – Ex Mods

The Executive Director presented the Ex-Mods as determined by the Actuarial by Jack Joyce.

MEMBER	NEW EX-MOD 12/31/25	OLD EX-MOD 12/31/24
ACOE	0.750	0.750
ALAMEDA	0.917	1.086
ALBANY	0.998	1.001
CASTRO VALLEY	0.772	0.813
DUBLIN	1.083	1.070
EDEN ROP	1.092	0.863
EMERY	0.750	0.867
FREMONT	1.025	0.894
LIVERMORE	0.916	1.035
MISSION ROP	0.791	0.750
MT. HOUSE	0.750	1.250
NEW HAVEN	1.082	1.216
NEWARK	1.226	1.250
PIEDMONT	0.750	0.750
PLEASANTON	0.846	0.816
SAN LEANDRO	1.250	1.250
SAN LORENZO	1.250	1.250
SUNOL GLEN	0.750	0.750
TRI VALLEY ROP	0.813	0.750
WTD AVG	**1.000**	
CORRELATION COEFFICIENT:		**0.713**

It was moved by Ruth Alahydoian and seconded by Bryan Wakefield to approve the Ex-Mods as presented.
Ayes: Krueger, Hobbs, Wakefield, Alahydoian, Sheikholeslami
Nays: None
Abstain: None

11. Actuarial Study – Ultimate Loss

The Executive Director presented Actuarial study of the ultimate loss of the self-insured portion of the ACSIG Workers Compensation program. Bay Actuarial estimates that ACSIG's liability for unpaid losses were $2.6M on December 31, 2025.

It was moved by Ahmad Sheikholeslami and seconded by Ruth Alahydoian to approve the Ultimate Loss Actuarial Study as presented.
Ayes: Krueger, Hobbs, Wakefield, Alahydoian, Sheikholeslami
Nays: None
Abstain: None

12. EAP Update

The Executive Director discussed an update on the EAP Program with the Executive Committee.

13. Workers Compensation Program Decisions for 2026-27

The Executive Committee had the opportunity to review existing programs and explore new ones for the 2026-2027 year. The committee has made a motion to approve Shoes for Crews as the new provider for the shoe program.
Ayes: Krueger, Hobbs, Wakefield, Alahydoian, Sheikholeslami
Nays: None
Abstain: None

14. Preliminary Workers Compensation Rates 2026-27

The Executive Director reviewed 2026-27 preliminary worker's compensation rates with the base rate of 2.33. The workers compensation program continues to maintain a positive fund balance, therefore the committee recommends that the base rate be lowered by .23 to 2.10.

It was moved by Ahmad Sheikholeslami and seconded by Chris Hobbs to approve the motion of buying down the WC base rate by $.23.
Ayes: Krueger, Hobbs, Wakefield, Alahydoian, Sheikholeslami
Nays: None
Abstain: None

2026/27
Workers' Compensation Rates

	2023/2024 Actual Payroll	2024/2025 Actual Payroll	Base Rate	Ex Mod	Rate per $100 Payroll	2026/2027 PREMIUMS
ACOE	$ 28,868,991	$ 40,603,383	2.33	0.750	1.75	$711,051
ALAMEDA	$ 92,749,702	$ 95,404,763	2.33	1.086	2.54	$2,419,231
ALBANY	$ 37,831,502	$ 38,166,610	2.33	1.001	2.34	$892,062
CASTRO VALLEY	$ 92,799,385	$ 101,044,879	2.33	0.813	1.90	$1,918,149
DUBLIN	$ 122,010,477	$ 124,784,587	2.33	1.070	2.50	$3,117,612
EDEN ROP	$ 5,491,843	$ 6,194,677	2.33	0.863	2.02	$124,827
EMERY	$ 6,873,626	$ 8,570,958	2.33	0.867	2.02	$173,511
FREMONT	$ 327,376,201	$ 344,329,384	2.33	0.894	2.09	$7,187,684
LIVERMORE	$ 130,372,876	$ 130,316,062	2.33	1.035	2.42	$3,149,312
MISSION ROP	$ 5,576,591	$ 5,957,834	2.33	0.750	1.75	$104,334
MT. HOUSE	$ 302,631	$ 350,657	2.33	1.250	2.92	$10,235
NEWARK	$ 44,138,869	$ 43,699,235	2.33	1.250	2.92	$1,275,443
NEW HAVEN	$ 100,152,552	$ 106,355,638	2.33	1.216	2.84	$3,019,753
PIEDMONT	$ 30,584,782	$ 30,800,521	2.33	0.750	1.75	$539,382
PLEASANTON*	$ 143,690,629	$ 144,204,855	2.33	0.816	1.91	$2,747,561
SAN LEANDRO	$ 99,341,631	$ 107,120,289	2.33	1.250	2.92	$3,126,505
SAN LORENZO	$ 87,567,649	$ 97,542,234	2.33	1.250	2.92	$2,846,952
SUNOL GLEN	$ 2,919,681	$ 2,938,726	2.33	0.750	1.75	$51,463
TRI VALLEY ROP	$ 2,790,428	$ 3,083,731	2.33	0.750	1.75	$54,003
TOTAL PREMIUMS	1,361,440,046	1,431,469,023				$33,469,070

Average Ex Mod	1.00000

Payrolls based upon 2024/25 Unaudited Actuals Reports provided by ACOE
* includes apprentice program

Property & Liability

15. Preliminary Property & Liability Rates 2026-27

The Executive Director provided details on the Property & Liability Rates for the 2026-27 year. It's early in the budget development process, but early indications are that the program is going to see another year of significant increases. This item was to inform the Executive Committee about the market condition and the preliminary Property & Liability rates.

General Business II

16. 2026-27 Budget

This budget was developed using year- to-date 2025-26 data and preliminary estimates for 2026-27 rates and costs. Because all rates are not firm at this time, estimates were used for this report.

17. Future Planning

18. This meeting was adjourned by Danielle Krueger at 11:41 AM

Alameda County Schools Insurance Group
P.O. Box 2487
Dublin, CA 94568
Phone (925) 225-1030
Fax (925) 225-0653
www.acsig.com

Executive Summary

TO: ACSIG Board of Directors
FROM: Jackie Kim
DATE: May 21, 2026
SUBJECT: 2025-2026 Second Quarter Investment Report

Enclosed is ACSIG's 2024-25 second quarter investment report. For the quarter ending 12/31/25, the portfolio finished +1.11% for the quarter, bringing the calendar year return for 2025 to +5.65%. The strong 2025 performance was a combination of stabilizing fixed income yields as well as higher overall coupon rates across the fixed income landscape.

This report was reviewed in detail with the Executive Committee at its February 12, 2026 meeting.

January 15, 2025

Mark C. Payne
Financial Advisor
U.S. Government Entity Specialist

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ACSIG – Alameda County Schools Insurance Group

Dear Board:

Please find attached your portfolio summary. Based on information available to the undersigned as of the date of this report the portfolio is compliant with your investment policy statement.

Time Weighted Performance Summary (Net of fees) – December 31, 2025

Total Ending Value	**$30,282,873.33**

Rolling Periods

Quarter to Date	1.11%
Year to Date	5.65%
Last 12 Months	5.65%
Last 3 Years	4.63%
Last 5 Years	1.67%
Last 10 Years	1.85%
Since 7/12/10 Inception (annualized %)	1.61%

Calendar Years

2025 (YTD)	5.65%
2024	3.56%
2023	4.69%
2022	-4.11%
2021	-1.13%
2020	3.92%
2019	3.69%
2018	1.01%
2017	0.59%
2016	0.99%
2015	0.87%
2014	1.01%
2013	-0.03%
2012	2.44%
2011	1.91%
2010 (partial year)	0.29%

Fiscal Years (June 30)

2025-26 YTD	2.24%
2024-25	5.95%
2023-24	4.38%
2022-23	0.09%
2021-22	-4.11%
2020-21	-0.13%
2019-20	4.83%
2018-19	1.31%
2017-18	-0.42%
2016-17	-0.35%
2015-16	2.13%
2014-15	1.09%
2013-14	1.32%
2012-13	0.48%
2011-12	1.75%

Please see the projected cash flows by month for the portfolio shown on page 7 of the Western Asset report. In the next 12 months we anticipate $4,012,000 of cash flow.

Morgan Stanley uses *Intercontinental Exchange*, formerly *Interactive Data*, for its bond pricing services. More details on the portfolio summary are attached and can also be found in the monthly statements. Please contact me with any questions.

Sincerely,

Mark C. Payne
Financial Advisor
U.S. Government Entity Specialist
www.morganstanley.com
mark.c.payne@morganstanley.com

The information and data contained in this report are from sources considered reliable, but their accuracy and completeness are not guaranteed. This report has been prepared for illustrative purposes only and is not intended to be used as a substitute for monthly transaction statements you receive on a regular basis. Please compare the data on this document carefully with your custodial monthly statements to verify its accuracy. The Company strongly encourages you to consult with your own accountants or other advisors with respect to any tax questions.

Morgan Stanley

WEALTH MANAGEMENT

Custom Report

Prepared on January 15, 2026 for:

ACSIG Consolidated

Graystone San Francisco

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Table of Contents

ACSIG Consolidated

Investment Summary	3
Time Weighted Performance Summary	4
Time Weighted Performance By Period	5
Account(s) Included In This Report w/ Performance Since Inception	6
Disclosures	7

Please see the important disclosures and definitions throughout this Document. For more information or questions, please contact your Financial Advisor.
Various sub-sections of this Document may not contain information on all accounts/positions covered in this Document and will be denoted on the page.

Investment Summary

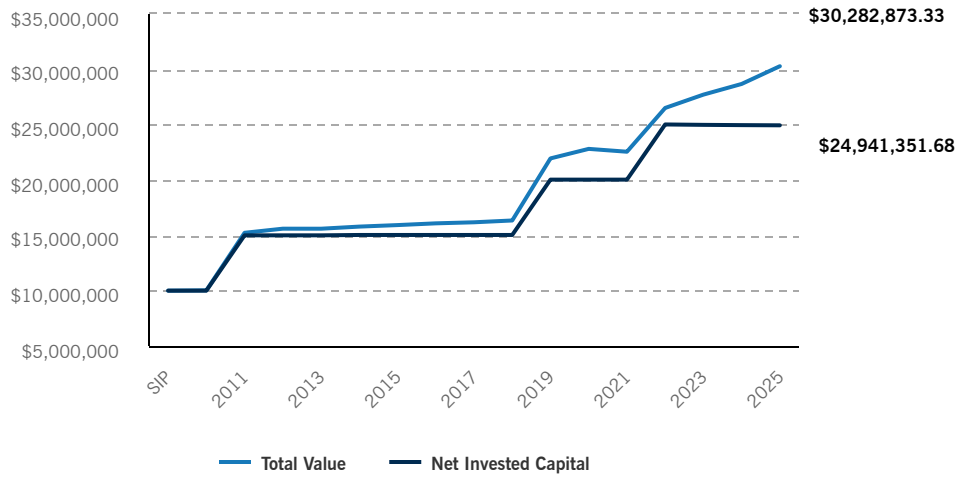
ACSIG Consolidated

Data as of December 31, 2025

TWR % (NET OF FEES)‡

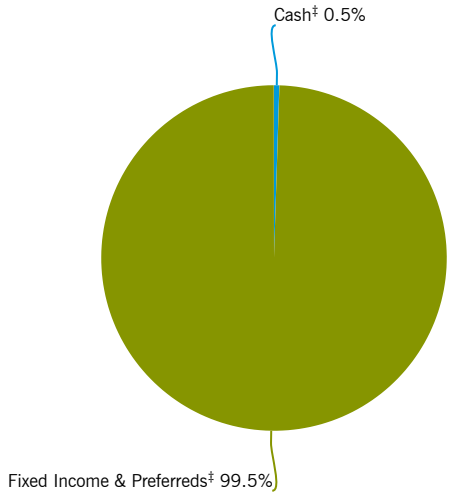
	Quarter to Date ($) 09/30/25-12/31/25	Last 12 Months ($) 12/31/24-12/31/25	Performance Inception ($) 07/12/10-12/31/25
Beginning Total Value	**29,956,942**	**28,679,025**	**9,999,850**
Net Contributions/Withdrawals	-5,759	-17,026	14,941,502
Investment Earnings	331,690	1,620,875	5,341,522
Ending Total Value	**30,282,873**	**30,282,873**	**30,282,873**
TIME WEIGHTED RATE OF RETURN (%) (Annualized for periods over 12 months)			
Return % (Net of Fees)	1.11	5.65	1.61
FTSE Treasury Bill 3 Month	1.02	4.40	1.46
Bloomberg US Government 1-3 Y	1.14	5.17	1.46
BB US Gov/Credit 1-5 Y	1.18	6.11	1.99

TOTAL VALUE VS. NET INVESTED CAPITAL‡



Does not include Performance Ineligible Assets.

ASSET ALLOCATION

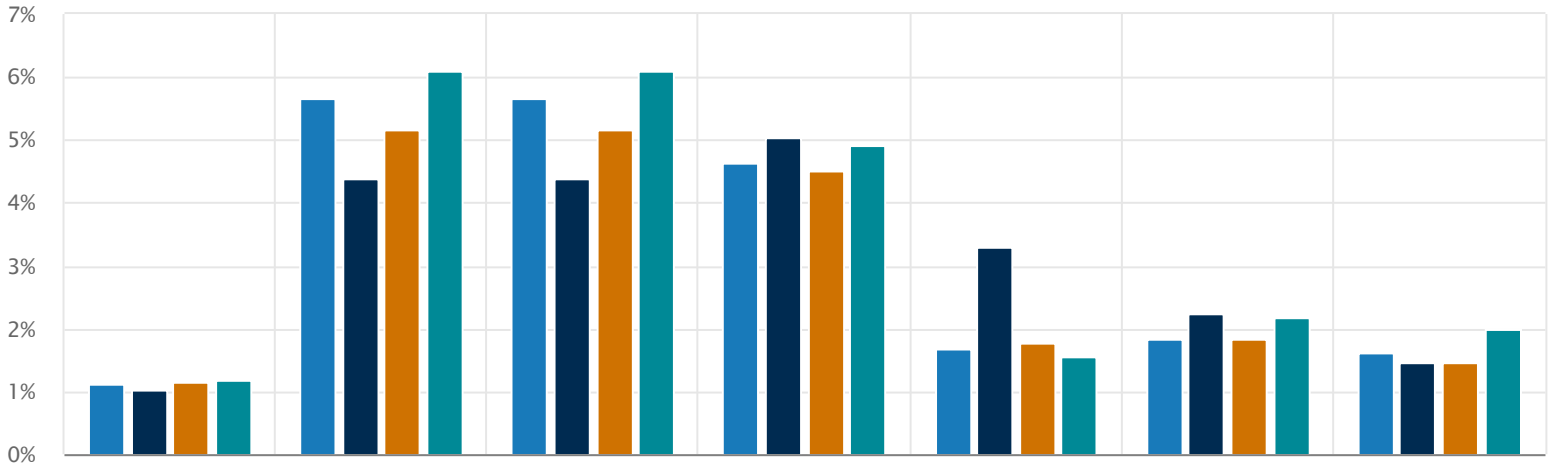


‡Includes manually added, external accounts, assets, and/or liabilities, not held at Morgan Stanley Wealth Management.

Time Weighted Performance Summary

ACSIG Consolidated | Data as of December 31, 2025

RETURN % (NET OF FEES) VS. BENCHMARKS (ANNUALIZED)‡



	Quarter to Date 09/30/25 - 12/31/25	Year to Date 12/31/24 - 12/31/25	Last 12 Months 12/31/24 - 12/31/25	Last 3 Years 12/31/22 - 12/31/25	Last 5 Years 12/31/20 - 12/31/25	Last 10 Years 12/31/15 - 12/31/25	Performance Inception 07/12/10 - 12/31/25
Beginning Total Value ($)	29,956,942.32	28,679,024.97	28,679,024.97	26,509,843.66	22,811,869.36	15,926,083.41	9,999,850.00
Net Contributions/Withdrawals ($)	-5,759.07	-17,026.21	-17,026.21	-77,350.55	4,908,459.23	9,908,475.93	14,941,501.68
Investment Earnings ($)	331,690.08	1,620,874.57	1,620,874.57	3,850,380.22	2,562,544.74	4,448,314.00	5,341,521.65
Ending Total Value ($)	30,282,873.33	30,282,873.33	30,282,873.33	30,282,873.33	30,282,873.33	30,282,873.33	30,282,873.33
Return % (Net of Fees)	1.11	5.65	5.65	4.63	1.67	1.85	1.61
FTSE Treasury Bill 3 Month (%)	1.02	4.40	4.40	5.04	3.31	2.23	1.46
Bloomberg US Government 1-3 Y (%)	1.14	5.17	5.17	4.51	1.76	1.84	1.46
BB US Gov/Credit 1-5 Y (%)	1.18	6.11	6.11	4.92	1.56	2.17	1.99

The investment returns shown on this page are time-weighted measurements which exclude the effect of the timing and amount of your contributions and withdrawals.
‡Includes manually added, external accounts, assets, and/or liabilities, not held at Morgan Stanley Wealth Management.

Time Weighted Performance by Period

ACSIG Consolidated | Data as of December 31, 2025

RETURN % (NET OF FEES) VS. BENCHMARKS‡

Period	Beginning Total Value ($)	Net Contributions/ Withdrawals ($)	Investment Earnings ($)	Ending Total Value ($)	Period Returns% Portfolio (Net Of Fees)	FTSE Treasury Bill 3 Month	Bloomberg US Government 1-3 Y	BB US Gov/Credit 1-5 Y
2025	28,679,024.97	-17,026.21	1,620,874.57	30,282,873.33	5.65	4.40	5.17	6.11
2024	27,714,904.40	-24,196.52	988,317.09	28,679,024.97	3.56	5.45	4.04	3.76
2023	26,509,843.66	-36,127.82	1,241,188.56	27,714,904.40	4.69	5.26	4.32	4.89
2022	22,554,842.03	4,985,809.78	-1,030,808.15	26,509,843.66	-4.11	1.50	-3.81	-5.50
2021	22,811,869.36	0.00	-257,027.33	22,554,842.03	-1.13	0.05	-0.60	-0.97
2020	21,950,284.82	9.71	861,574.83	22,811,869.36	3.92	0.58	3.14	4.71
2019	16,342,539.30	5,000,006.99	607,738.52	21,950,284.82	3.69	2.25	3.59	5.01
2018	16,178,410.09	0.00	164,129.22	16,342,539.30	1.01	1.86	1.58	1.38
2017	16,082,980.87	0.00	95,429.22	16,178,410.09	0.59	0.84	0.45	1.27
2016	15,926,083.41	0.00	156,897.47	16,082,980.87	0.99	0.27	0.87	1.56
2015	15,789,357.87	0.00	136,725.54	15,926,083.41	0.87	0.03	0.57	0.97
2014	15,597,806.94	32,875.75	158,675.18	15,789,357.87	1.01	0.03	0.64	1.42
2013	15,600,964.10	0.00	-3,157.16	15,597,806.94	-0.03	0.05	0.37	0.28
2012	15,229,289.11	0.00	371,674.99	15,600,964.10	2.44	0.07	0.51	2.24
2011	10,028,996.97	5,000,000.00	200,292.14	15,229,289.11	1.91	0.08	1.56	3.14
2010 Performance Inception: 07/12/2010	9,999,850.00	150.00	28,996.97	10,028,996.97	0.29	0.07	0.53	1.03

The investment returns shown on this page are time-weighted measurements which exclude the effect of the timing and amount of your contributions and withdrawals.
‡Includes manually added, external accounts, assets, and/or liabilities, not held at Morgan Stanley Wealth Management.

Account(s) Included in this Report by Custodial Relationship

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MORGAN STANLEY WEALTH MANAGEMENT

Account Name	Account Number	Account Type/ Manager Name	Date Opened	Perf Inception Date Perf (%) Incept - 01/14/26	Total Value ($) 01/14/26	% of Portfolio 01/14/26
Morgan Stanley Wealth Management Total					**0.00**	**0.00**

EXTERNALLY HELD‡

Account Name	Account Number/ Custodian	Account Type	Exclusions	Last Updated	Perf Inception Date Perf (%) Incept - 01/14/26	Total Value ($) 01/14/26	% of Portfolio 01/14/26
UD - ACSIG ACSIG	838-XXX340 *COMERICA*	REG	P	09/30/25	12/21/2020 -	29,956,942.32	100.00
Externally Held Total						**29,956,942.32**	**100.00**
Total Portfolio						**29,956,942.32**	**100.00**

The investment returns shown on this page are Net of Fees, time-weighted measurements which exclude the effect of the timing and amount of your contributions and withdrawals. Investment, insurance and annuity products offered through Morgan Stanley Smith Barney LLC are: NOT FDIC INSURED | MAY LOSE VALUE | NOT BANK GUARANTEED | NOT A BANK DEPOSIT | NOT INSURED BY ANY FEDERAL GOVERNMENT AGENCY. All content within this Document applies to the accounts listed above or a subset thereof, unless otherwise indicated. AA=Asset Allocation, P=Performance, POS=Positions & Balances, TW=Total Wealth, Q=Morgan Stanley Impact Quotient

‡Includes manually added, external accounts, assets, and/or liabilities, not held at Morgan Stanley Wealth Management.

Disclosures

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For convenience purposes, your Financial Advisor may have assigned a designated name for this document. The list of the accounts covered in this document is noted herein and may not include all of your accounts with us or external custodians. Furthermore, the information included in this document may not include all asset classes/securities/liabilities held by you at the firm or external custodians. Please review this document carefully and discuss any questions you may have with your Financial Advisor. If you do not understand an entry, suspect an error, or want more details on current values or other information, contact your Financial Advisor. This document is based upon your Morgan Stanley account holdings and may include other holdings/information that you or a third party provided about assets custodied elsewhere. Morgan Stanley will not verify any other holdings/information. If any information reflects assets held away from Morgan Stanley that will be indicated.

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Consulting Group Advisory Accounts: Consulting Group is a business of Morgan Stanley Smith Barney LLC.

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Important Information About Auction Rate Securities: For certain Auction Rate Securities there is no or limited liquidity. Therefore, the price(s) for these Auction Rate Securities are indicated as not available by a dash "-". There can be no assurance that a successful auction will occur or that a secondary market exists or will develop for a particular security.

Important Pricing Information: Prices of securities not actively traded may not be available, and are indicated by a dash "-". Account values are based on the most recent security pricing available and may be prior to the date of this material.

Asset Classification: We classify assets based on general characteristics such as: income generation, underlying capital structure, or exposure to certain market sectors. As many assets contain characteristics of more than one asset class, allocations may be under or over inclusive. These classifications do not constitute a recommendation and may differ from the classification of instruments for regulatory or tax purposes. In addition, the Other asset class contains securities that are not included in the various asset class classifications. This can include, but is not limited to, non-traditional investments such as some Equity Unit Trusts, Index Options and Structured Investments issued outside of Morgan Stanley. Additionally, investments for which we are unable to procure market data to properly classify them will appear in the Other category.

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Assets not custodied with Morgan Stanley are not covered by SIPC protection at Morgan Stanley or by additional protection under Morgan Stanley's excess insurance coverage plans. However, these assets may be subject to SIPC coverage at the entity at which they are custodied.

Timing of Feeds: Account and Position data for Morgan Stanley & Co. and External Accounts is obtained from sources that we believe to be reliable. However, Morgan Stanley Wealth management does not guarantee its accuracy or timeliness as such information may be incomplete, condensed, or based on differing points of time. Please refer to the "Last Update Date" for information regarding when the data was last refreshed. You should not take any action relying upon this information without confirming its accuracy and completeness.

Performance: Performance results are annualized for time periods greater than one year and include all cash and cash equivalents, realized and unrealized capital gains and losses, dividends, interest and income. Depending on the opening or closing date of the account or position, the performance referenced may be for a portion of the time period identified. The investment results depicted herein represent historical performance. As a result of recent market activity, current performance may vary from the figures shown. Please contact your Financial Advisor for up-to-date performance information. Past performance is not a guarantee of future results. Quotations of performance appearing in this report may include performance experienced in legacy accounts which have been closed and purged, and as such are not included on the Accounts Included in This Report page.

Market values used for performance calculation do not include Performance Ineligible Assets and thus may differ from asset allocation market values. Common examples of Performance Ineligible Assets include liabilities, life insurance and annuities as well as Manually Added and External accounts for which Morgan Stanley does not receive data necessary to calculate performance.
Unless otherwise indicated, performance is an aggregated composite calculation of the entire portfolio and may include brokerage and investment advisory accounts as well as assets for different accounts included in this report. The accounts included in the composite may have (or have had) different investment objectives and strategies, been subject to different restrictions, and incurred different types of fees, markups, commissions and other charges. Accordingly, performance results may blend the performance of assets and strategies that may not have been available in all of the accounts at all times during the reporting period. In addition, accounts in the composite may have changed from brokerage to advisory or vice versa. Accounts may also have moved from one advisory program to another (including from a discretionary program to a non-discretionary program).
For Morgan Stanley Smith Barney LLC accounts, performance information may cover the full history of the account(s) or just the performance of an account(s) since the inception of the current program(s). Performance results on individual accounts will vary and may differ from the composite returns. Your Financial Advisor can provide you with individual account portfolio composition and performance information. For investment advisory accounts, please see the Morgan Stanley Smith Barney LLC Form ADV Part 2 or applicable disclosure brochure. For brokerage accounts, please speak to your Financial Advisor for more information on commissions and other account fees and expenses. Performance inception date does not necessarily correspond to the account opening date. Where multiple accounts are included in performance calculations, the inception date is the oldest performance inception. Performance data may not be available for all periods as some accounts included in performance may have more recent performance inception dates. Consequently, the actual performance for a group of accounts may differ from reported performance. Please ask your Financial Advisor for the performance inception date for each account.

Indices: Benchmark indices and blends included in this material are for informational purposes only, are provided solely as a comparison tool and may not reflect the underlying composition and/or investment objective(s) associated with the account(s). In some circumstances, the benchmark index may not be an appropriate benchmark for use with the specific composite portfolio. For instance, an index may not take into consideration certain changes that may have occurred in the portfolio since the inception of the account(s), (e.g., changes from a brokerage to an advisory account or from one advisory program to another, asset class changes, or index changes for individual managers). The volatility of the index used for comparison may be materially different from that of the performance shown. Indices are unmanaged and not available for direct investment. Index returns do not take into account fees or other charges. Such fees and charges would reduce performance. Please see the Benchmark Definitions section of this material for additional information on the indices used for comparison.

Closed or Purged Accounts: Data from accounts which have been closed and/or purged may be included in this report, for example in performance, asset allocation, or other attributes for periods when these accounts were open. If this report does contain data from any closed or purged accounts not identified earlier in the report, those accounts are identified below.

Disclosures

Closed Accounts: 171-XXX349

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In addition, each account that is invested in a program that is eligible to purchase certain investment products, such as mutual funds, will also pay a Platform Fee (which is subject to a Platform Fee offset) as described in the applicable ADV brochure. Accounts invested in the Select UMA program may also pay a separate Sub-Manager fee, if applicable.

If your account is invested in mutual funds or exchange traded funds (collectively "funds"), you will pay the fees and expenses of any funds in which your account is invested. Fees and expenses are charged directly to the pool of assets the fund invests in and are reflected in each fund's share price. These fees and expenses are an additional cost to you and would not be included in the Fee amount in your account statements. The advisory program you choose is described in the applicable Morgan Stanley Smith Barney LLC ADV Brochure, available at www.morganstanley.com/ADV.

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GENERAL DEFINITIONS

Dollar-Weighted Return (Internal Rate of Return): A return calculation that measures the actual performance of a portfolio over the reporting period. Since dollar weighted returns include the impact of client contributions and withdrawals, they should not be compared to market indices or used to evaluate the performance of a manager, but can be used to evaluate progress toward investment goals. The investment returns shown within this report are dollar-weighted measurements where indicated.

Investment Earnings: A combination of the income received and total portfolio value increase or decrease, excluding net contributions and withdrawals, over the reporting period.

Net Contributions/Withdrawals: The net value of cash and securities contributed to or withdrawn from the account(s) during the reporting period. Net contributions and withdrawals may include advisory fees for advisory accounts.

Net of Fees: Performance results depicted as "net" of fees shall mean that any wrap fee, investment management fees, trade commissions, and/or other account fees have been deducted. Any other fees or expenses associated with the account, such as third party custodian fees, may not have been deducted. Please see the Morgan Stanley Smith Barney LLC Form ADV Part 2 Brochure for advisory accounts and/or any applicable brokerage account trade confirmation statements for a full disclosure of the applicable charges, fees and expenses. Your Financial Advisor will provide those documents to you upon request.

Performance ineligible assets: Performance returns are not calculated for certain assets because accurate valuations and transactions for these assets are not processed or maintained by Morgan Stanley Smith Barney LLC. Common examples of Performance Ineligible Assets include liabilities, life insurance and annuities as well as Manually Added and External accounts for which Morgan Stanley does not receive data necessary to calculate performance.

Disclosures

ACSIG Consolidated

Time-Weighted Return: A return calculation that measures the investment performance of a portfolio over the reporting period. Time weighted returns do not include the impact of client contributions and withdrawals and therefore, may not reflect the actual rate of return the client received. Time weighted returns isolate investment actions and can be compared to benchmarks and used to evaluate the performance of a manager.

Total Value: "Total Value" represents the Market Value of the portfolio or Asset Class referenced and includes the accrual of interest and dividends. Total Value in the Asset Allocation view prior to January 2014 does not reflect the accrual of interest and dividends. Total Value for Morgan Stanley & Co. and External accounts also does not include accrued interest and dividends.

BENCHMARK DEFINITIONS

Bloomberg US Government 1-3 Y: The Bloomberg US Government Bond 1-3 Year Index is a broad-based benchmark that measures the non-securitized component of the US Aggregate Index. It includes investment grade, US dollar-denominated, fixed-rate Treasuries, and government-related securities with maturities between 1 and 2.9999 years.

FTSE Treasury Bill 3 Month: The FTSE 3-Month US T Bill Index Series is intended to track the daily performance of 3-month US Treasury bills. The indexes are designed to operate as a reference rate for a series of funds. The FTSE 3-Month US T Bill Index Series does not take account of ESG factors in its index design.

BB US Gov/Credit 1-5 Y: The Bloomberg 1-5 Yr Gov/Credit Index tracks the subset of bonds in the flagship Bloomberg US Government/Credit Index with at least one year and up to, but not including, five years until final maturity.

WESTERN ASSET
A Franklin Templeton Company

December 31, 2025

Alameda County Schools Insurance Group

Western Asset Enhanced Cash

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12/20

Alameda County Schools Insurance Group

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BENCHMARK: The Bloomberg 1-3 Year Government Bond Index is a broad measure of the performance of short-term government bonds. The index is not managed and not subject to management or brokerage commission. Income from coupon is subject to reinvestment. The FTSE 3-Month U.S. Treasury Bill Index is an index based upon the average monthly yield of the 90-day Treasury bills. U.S. Treasury bills are secured by the "full faith and credit" of the U.S. government and offer a fixed rate of return. The portfolio composition typically varies from that of the above-noted, unmanaged indices. Investors cannot invest directly in an index and unmanaged index returns do not reflect any fees, expenses or sales charges.

Characteristics

Alameda County Schools Insurance Group

Client Account	
Duration (yrs)	2.41
Average Maturity (yrs)	2.62
Yield to Worst (%)	3.66

Benchmark Characteristics	
Duration (yrs)	2.60
Average Maturity (yrs)	2.79
Yield to Worst (%)	3.57

Source: BondEdge, Western Asset
Swaps are not included in maturity years, effective duration years and coupon distribution. Forward Rate Agreements are excluded from all categories except sector.
Yield to worst (YTW) is based on a portfolio's current holdings on one specific day, is gross of all fund expenses, and calculated based on assumption that prepayment occurs if the bond has call or put provisions and the issuer can offer a lower coupon rate based on current market rates. If market rates are higher than the current yield of a bond, the YTW calculation will assume no prepayments are made, and YTW will equal the yield to maturity. The YTW will be the lowest of yield to maturity or yield to call (if the bond has prepayment provisions). The YTW of a bond fund is the market-weighted average of the YTWs of all the bonds in the portfolio.
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Past performance is no guarantee of future results.

Holdings (1/2)

Alameda County Schools Insurance Group

Sector 1	Par (000)	Identifier	Issuer Name	Coupon	Maturity	Moody's	S&P	Price	Curr Yield	YTW	YTM	Avg Life	Eff Dur (Par)	Mkt Value	% Held (MV)
CASH	155			3.69	0.09			100.00	3.69	3.69	3.69	0.08	0.08	155,000	0.51
	155	000000CM9	CASH & EQUIVALENTS	3.69	01/31/2026	Aaa	AAA	100.00	3.69	3.69	3.69	0.08	0.08	155,000	0.51
TSY	19,571			3.56	2.75			100.50	3.54	3.56	3.56	2.75	2.55	19,829,462	65.46
	1,851	91282CCW9	UNITED STATES TREAS NTS	0.75	08/31/2026	TSY	TSY	98.17	0.76	3.57	3.57	0.67	0.66	1,821,824	6.01
	1,799	91282CMY4	UNITED STATES TREAS NTS	3.75	04/30/2027	TSY	TSY	100.32	3.74	3.50	3.50	1.33	1.28	1,816,053	6.00
	1,779	91282CFM8	UNITED STATES TREAS NTS	4.13	09/30/2027	TSY	TSY	101.08	4.08	3.48	3.48	1.75	1.66	1,816,796	6.00
	1,419	91282CGH8	UNITED STATES TREAS NTS	3.50	01/31/2028	TSY	TSY	100.04	3.50	3.48	3.48	2.08	1.97	1,440,145	4.75
	2,000	91282CHA2	UNITED STATES TREAS NTS	3.50	04/30/2028	TSY	TSY	100.00	3.50	3.50	3.50	2.33	2.21	2,011,876	6.64
	2,203	91282CHQ7	UNITED STATES TREAS NTS	4.13	07/31/2028	TSY	TSY	101.52	4.06	3.50	3.50	2.58	2.39	2,274,267	7.51
	1,629	91282CJR3	UNITED STATES TREAS NTS	3.75	12/31/2028	TSY	TSY	100.61	3.73	3.54	3.54	3.00	2.82	1,638,872	5.41
	2,041	91282CKX8	UNITED STATES TREAS NTS	4.25	06/30/2029	TSY	TSY	102.16	4.16	3.59	3.59	3.50	3.23	2,085,167	6.88
	1,300	91282CGQ8	UNITED STATES TREAS NTS	4.00	02/28/2030	TSY	TSY	101.35	3.95	3.65	3.65	4.17	3.77	1,335,049	4.41
	1,000	91282CMZ1	UNITED STATES TREAS NTS	3.88	04/30/2030	TSY	TSY	100.86	3.84	3.66	3.66	4.33	3.94	1,015,120	3.35
	2,550	91282CNX5	UNITED STATES TREAS NTS	3.63	08/31/2030	TSY	TSY	99.73	3.64	3.69	3.69	4.67	4.22	2,574,294	8.50
AGY	1,525			4.06	1.45			100.68	4.03	3.53	3.53	1.42	1.37	1,545,823	5.10
	675	3130AUU36	FEDERAL HOME LOAN BANKS	4.13	03/13/2026	Aa1	AA+	100.10	4.12	3.56	3.56	0.17	0.20	684,055	2.26
	850	3130AWC24	FEDERAL HOME LOAN BANKS	4.00	06/09/2028	Aa1	AA+	101.14	3.96	3.51	3.51	2.42	2.30	861,768	2.84
IND	4,612			3.87	2.87			99.89	3.88	3.87	3.88	2.81	2.59	4,661,060	15.39
	145	254687FV3	DISNEY WALT CO	1.75	01/13/2026	A2	A	99.94	1.75	3.46	3.46	0.04	0.04	146,100	0.48
	296	67066GAE4	NVIDIA CORPORATION	3.20	09/16/2026	Aa2	AA-	99.62	3.21	3.75	3.75	0.75	0.63	297,623	0.98
	206	023135CP9	AMAZON COM INC	4.55	12/01/2027	A1	AA	101.67	4.48	3.60	3.64	1.83	1.76	210,213	0.69
	454	20030NCA7	COMCAST CORP NEW	3.15	02/15/2028	A3	A-	98.44	3.20	3.92	3.92	2.17	1.96	452,302	1.49
	276	24422EWV7	JOHN DEERE CAPITAL CORPOR/	4.90	03/03/2028	A1	A	102.36	4.79	3.76	3.76	2.17	2.02	286,941	0.95
	285	369550BC1	GENERAL DYNAMICS CORP	3.75	05/15/2028	A2	A	100.20	3.74	3.65	3.66	2.17	2.12	286,924	0.95

Source: BondEdge, Western Asset
Current Yield is defined as the coupon of a bond divided by its price.
Credit quality is a measure of a bond issuer's ability to repay interest and principal in a timely manner. The credit ratings shown are based on each portfolio security's rating as provided by one of the following Nationally Recognized Statistical Rating Organizations ("NRSRO"): Standard and Poor's ("S&P"), Moody's Investors Service ("Moody's"), Fitch Ratings, Ltd. In the event a portfolio security is rated by more than one NRSRO, the higher rating is shown. In the case where a security is not rated by an NRSRO, these are listed as "Non Rated". The credit quality of the investments in the Portfolio does not apply to the stability or safety of the Portfolio. These ratings may change over time. The Portfolio itself has not been rated by an NRSRO.
Yield to worst (YTW) is based on a portfolio's current holdings on one specific day, is gross of all fund expenses, and calculated based on assumption that prepayment occurs if the bond has call or put provisions and the issuer can offer a lower coupon rate based on current market rates. If market rates are higher than the current yield of a bond, the YTW calculation will assume no prepayments are made, and YTW will equal the yield to maturity. The YTW will be the lowest of yield to maturity or yield to call (if the bond has prepayment provisions). The YTW of a bond fund is the market-weighted average of the YTWs of all the bonds in the portfolio.
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Holdings (2/2)

December 31, 2025

Alameda County Schools Insurance Group

Sector 1	Par (000)	Identifier	Issuer Name	Coupon	Maturity	Moody's	S&P	Price	Curr Yield	YTW	YTM	Avg Life	Eff Dur (Par)	Mkt Value	% Held (MV)
	274	24422EXB0	JOHN DEERE CAPITAL CORPOR/	4.95	07/14/2028	A1	A	102.73	4.82	3.81	3.81	2.50	2.32	287,764	0.95
	448	29379VBT9	ENTERPRISE PRODS OPER LLC	4.15	10/16/2028	A3	A-	100.63	4.12	3.89	3.91	2.58	2.47	454,700	1.50
	360	00287YBF5	ABBVIE INC	4.25	11/14/2028	A3	A-	101.14	4.20	3.79	3.83	2.58	2.54	366,087	1.21
	291	882508CG7	TEXAS INSTRS INC	4.60	02/08/2029	Aa3	A+	102.23	4.50	3.81	3.83	3.00	2.79	302,807	1.00
	279	94106LBV0	WASTE MGMT INC DEL	4.88	02/15/2029	A3	A-	102.63	4.75	3.95	3.97	3.08	2.79	291,487	0.96
	380	166756AS5	CHEVRON USA INC	3.25	10/15/2029	Aa2	AA-	97.69	3.33	3.91	3.91	3.83	3.46	373,822	1.23
	290	11135FCK5	BROADCOM INC	4.60	07/15/2030	A3	A-	101.68	4.52	4.18	4.19	4.50	3.96	301,171	0.99
	293	539830CL1	LOCKHEED MARTIN CORP	4.40	08/15/2030	A2	A-	101.05	4.35	4.14	4.15	4.58	4.06	301,544	1.00
	335	375558BY8	GILEAD SCIENCES INC	1.65	10/01/2030	A3	A-	89.61	1.84	4.08	4.08	4.75	4.48	301,575	1.00
FIN	**3,867**			**3.98**	**2.26**			**101.07**	**3.95**	**3.99**	**4.11**	**2.21**	**2.05**	**3,957,436**	**13.06**
	147	74432QCH6	PRUDENTIAL FINL INC	1.50	03/10/2026	A3	A	99.53	1.51	3.95	3.95	0.17	0.19	146,990	0.49
	300	084670BS6	BERKSHIRE HATHAWAY INC DEL	3.13	03/15/2026	Aa2	AA	99.84	3.13	3.88	3.88	0.25	0.18	302,274	1.00
	299	808513BR5	CHARLES SCHWAB CORP	1.15	05/13/2026	A2	A-	99.02	1.16	3.87	3.87	0.33	0.36	296,513	0.98
	300	857477BS1	STATE STR CORP	2.20	02/07/2028	Aa3	A	98.19	2.24	3.89	4.15	1.08	1.07	297,220	0.98
	362	91324PEP3	UNITEDHEALTH GROUP INC	5.25	02/15/2028	A2	A+	102.78	5.11	3.82	3.87	2.08	1.90	379,232	1.25
	145	06051GGR4	BANK AMERICA CORP	3.59	07/21/2028	A1	A-	99.32	3.62	4.04	4.51	1.58	1.47	146,334	0.48
	296	571748BG6	MARSH & MCLENNAN COS INC	4.38	03/15/2029	A3	A-	101.05	4.33	4.00	4.02	3.00	2.81	302,909	1.00
	510	46647PAR7	JPMORGAN CHASE & CO	4.01	04/23/2029	A1	A	99.93	4.01	4.03	4.32	2.33	2.18	513,522	1.70
	300	025816CW7	AMERICAN EXPRESS CO	4.05	05/03/2029	A2	A-	100.35	4.04	3.93	3.94	3.17	3.02	302,999	1.00
	562	17325FBK3	CITIBANK N A	4.84	08/06/2029	Aa3	A+	102.41	4.72	4.09	4.11	3.50	3.19	586,512	1.94
	357	06051GLS6	BANK AMERICA CORP	5.82	09/15/2029	A1	A-	104.34	5.58	4.10	4.40	2.67	2.47	378,603	1.25
	289	91159HJS0	US BANCORP	5.10	07/23/2030	A3	A	103.07	4.95	4.16	4.32	3.58	3.18	304,327	1.00
UTIL	**144**			**2.95**	**0.92**			**99.27**	**2.97**	**3.76**	**3.76**	**0.92**	**0.85**	**143,309**	**0.47**
	144	26442CAS3	DUKE ENERGY CAROLINAS LLC	2.95	12/01/2026	Aa3	A	99.27	2.97	3.76	3.76	0.92	0.85	143,309	0.47
Total:	**29,874**			**3.68**	**2.62**			**100.48**	**3.67**	**3.66**	**3.68**	**2.60**	**2.41**	**30,292,090**	**100.00**

Source: BondEdge, Western Asset

Current Yield is defined as the coupon of a bond divided by its price.

Credit quality is a measure of a bond issuer's ability to repay interest and principal in a timely manner. The credit ratings shown are based on each portfolio security's rating as provided by one of the following Nationally Recognized Statistical Rating Organizations ("NRSRO"): Standard and Poor's ("S&P"), Moody's Investors Service ("Moody's"), Fitch Ratings, Ltd. In the event a portfolio security is rated by more than one NRSRO, the higher rating is shown. In the case where a security is not rated by an NRSRO, these are listed as "Non Rated". The credit quality of the investments in the Portfolio does not apply to the stability or safety of the Portfolio. These ratings may change over time. The Portfolio itself has not been rated by an NRSRO.

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Cash Flow (1/4)

Alameda County Schools Insurance Group

Date	Maturity Cash Flow	Call Cash Flow	Total Interest Cash Flow	Total Principal Cash Flow	Total Cash Flow
12/31/2025	0	0	0	0	0
01/31/2026	300	0	95	300	395
02/28/2026	0	0	133	0	133
03/31/2026	1,122	0	85	1,122	1,207
04/30/2026	0	0	117	0	117
05/31/2026	299	0	21	299	320
06/30/2026	0	0	98	0	98
07/31/2026	0	0	94	0	94
08/31/2026	1,851	0	133	1,851	1,984
09/30/2026	296	0	65	296	361
10/31/2026	0	0	117	0	117
11/30/2026	0	0	19	0	19
12/31/2026	144	0	98	144	242
01/31/2027	0	0	94	0	94
02/28/2027	300	0	126	300	426
03/31/2027	0	0	60	0	60
04/30/2027	1,799	0	117	1,799	1,916
05/31/2027	0	0	19	0	19
06/30/2027	0	0	96	0	96
07/31/2027	0	145	94	145	239

Source: BondEdge, Western Asset

The Maturity Principal column does not include sinking fund payments or other future principal payments before maturity on Muni Housing Bonds or on Structured security types. It does, however, include principal payments that have been recorded in history. The Sale Principal, Sale Interest, Buy Principal, and Buy Interest columns do not include cash flows for portfolios in which beginning cash is adjusted to reflect transactions. All cash flows are positive amounts unless preceded by a minus sign. Cash, Muni Var Rate Demand Obligs, Corp Var Rate Demand Obligs, Corp FRNs, Corp CPI-Notes, Muni CPI-Notes, Corp Floating Rate MTNs, US Agency Floating Rate MTNs, Muni Auction Rate Bonds, Muni Auction Rate Pfd, and Corp Auction Rate Pfd par as of the beginning date (note: all cash flows from these securities are excluded from the report). Cash Flow reports exclude periodic interest on Other Asset and/or Interest Rate Swap and/or Credit Default Swap and/or Structured CMO Other securities.

Yield to worst (YTW) is based on a portfolio's current holdings on one specific day, is gross of all fund expenses, and calculated based on assumption that prepayment occurs if the bond has call or put provisions and the issuer can offer a lower coupon rate based on current market rates. If market rates are higher than the current yield of a bond, the YTW calculation will assume no prepayments are made, and YTW will equal the yield to maturity. The YTW will be the lowest of yield to maturity or yield to call (if the bond has prepayment provisions). The YTW of a bond fund is the market-weighted average of the YTWs of all the bonds in the portfolio.

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Past performance is no guarantee of future results.

Cash Flow (2/4)

Alameda County Schools Insurance Group

Date	Maturity Cash Flow	Call Cash Flow	Total Interest Cash Flow	Total Principal Cash Flow	Total Cash Flow
03/31/2027	0	0	60	0	60
04/30/2027	1,799	0	117	1,799	1,916
05/31/2027	0	0	19	0	19
06/30/2027	0	0	96	0	96
07/31/2027	0	145	94	145	239
08/31/2027	0	0	122	0	122
09/30/2027	1,779	0	60	1,779	1,839
10/31/2027	0	0	83	0	83
11/30/2027	0	206	23	206	229
12/31/2027	0	0	91	0	91
01/31/2028	1,419	362	99	1,781	1,880
02/29/2028	454	285	116	739	855
03/31/2028	276	0	24	276	300
04/30/2028	2,510	0	83	2,510	2,593
05/31/2028	0	0	14	0	14
06/30/2028	850	0	91	850	941
07/31/2028	2,477	448	71	2,925	2,996
08/31/2028	0	360	110	360	470
09/30/2028	357	0	17	357	374
10/31/2028	0	0	28	0	28

Source: BondEdge, Western Asset

The Maturity Principal column does not include sinking fund payments or other future principal payments before maturity on Muni Housing Bonds or on Structured security types. It does, however, include principal payments that have been recorded in history. The Sale Principal, Sale Interest, Buy Principal, and Buy Interest columns do not include cash flows for portfolios in which beginning cash is adjusted to reflect transactions. All cash flows are positive amounts unless preceded by a minus sign. Cash, Muni Var Rate Demand Obligs, Corp Var Rate Demand Obligs, Corp FRNs, Corp CPI-Notes, Muni CPI-Notes, Corp Floating Rate MTNs, US Agency Floating Rate MTNs, Muni Auction Rate Bonds, Muni Auction Rate Pfd, and Corp Auction Rate Pfd par as of the beginning date (note: all cash flows from these securities are excluded from the report). Cash Flow reports exclude periodic interest on Other Asset and/or Interest Rate Swap and/or Credit Default Swap and/or Structured CMO Other securities.

Yield to worst (YTW) is based on a portfolio's current holdings on one specific day, is gross of all fund expenses, and calculated based on assumption that prepayment occurs if the bond has call or put provisions and the issuer can offer a lower coupon rate based on current market rates. If market rates are higher than the current yield of a bond, the YTW calculation will assume no prepayments are made, and YTW will equal the yield to maturity. The YTW will be the lowest of yield to maturity or yield to call (if the bond has prepayment provisions). The YTW of a bond fund is the market-weighted average of the YTWs of all the bonds in the portfolio.

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Cash Flow (3/4)

Alameda County Schools Insurance Group

Date	Maturity Cash Flow	Call Cash Flow	Total Interest Cash Flow	Total Principal Cash Flow	Total Cash Flow
06/30/2028	850	0	91	850	941
07/31/2028	2,477	448	71	2,925	2,996
08/31/2028	0	360	110	360	470
09/30/2028	357	0	17	357	374
10/31/2028	0	0	28	0	28
11/30/2028	0	0	6	0	6
12/31/2028	1,629	296	77	1,925	2,002
01/31/2029	0	570	25	570	595
02/28/2029	0	0	92	0	92
03/31/2029	0	300	4	300	304
04/30/2029	0	0	28	0	28
05/31/2029	0	0	0	0	0
06/30/2029	2,041	0	43	2,041	2,084
07/31/2029	289	562	25	851	876
08/31/2029	0	0	79	0	79
09/30/2029	0	0	0	0	0
10/31/2029	380	0	28	380	408
11/30/2029	0	0	0	0	0
12/31/2029	0	0	0	0	0
01/31/2030	0	0	7	0	7

Source: BondEdge, Western Asset

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Cash Flow (4/4)

Alameda County Schools Insurance Group

Date	Maturity Cash Flow	Call Cash Flow	Total Interest Cash Flow	Total Principal Cash Flow	Total Cash Flow
09/30/2029	0	0	0	0	0
10/31/2029	380	0	28	380	408
11/30/2029	0	0	0	0	0
12/31/2029	0	0	0	0	0
01/31/2030	0	0	7	0	7
02/28/2030	1,300	0	79	1,300	1,379
03/31/2030	0	0	0	0	0
04/30/2030	1,000	0	22	1,000	1,022
05/31/2030	0	0	0	0	0
06/30/2030	0	290	6	290	296
07/31/2030	0	293	5	293	298
08/31/2030	2,550	0	46	2,550	2,596
09/30/2030	0	0	0	0	0
10/01/2030	335	0	3	335	338
	25,757	4,117	3,285	29,874	33,159

Source: BondEdge, Western Asset

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Alameda County Schools Insurance Group
P.O. Box 2487
Dublin, CA 94568
Phone (925) 225-1030
Fax (925) 225-0653
www.acsig.com

Executive Summary

TO: ACSIG Board of Directors
FROM: Jackie Kim
DATE: May 21, 2026
SUBJECT: 2025-2026 Second Quarter Financials

Enclosed are the 2025-26 Second Quarter financial statements for review. ACSIG is progressing in alignment with its budget. Some funds are showing improvement in their financial position, while others are not.

These financials were reviewed in detail with the Executive Committee at its February 12, 2026 meeting.

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ALAMEDA COUNTY SCHOOLS INSURANCE GROUP

TREASURER'S REPORT

AS OF DECEMBER 31, 2025 AND FOR THE SIX MONTHS THEN ENDED

As mandated by Section 53646 of the California Government Code, Alameda County Schools Insurance Group is required to disclose that it is able to meet its pool's expenditure requirements for the next six months and is in complete compliance with the current Investment Policy as of the date of this report.

_____

President



SETECH (Service Enhancement Technologies)

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For the Board Meeting of February 12, 2026

Alameda County Schools Insurance Group (ACSIG)

Table of Contents

	Page
Distribution and Use of Report	I
Financial Statements by Program:	
By Program:	
Consolidated	1
Workers Compensation	2
Dental	3
Vision	4
Property and Liability	5
Operations	6
A) Statement of Net Position	
As of 06/30/2025 and 12/31/2025	
B) Statement of Revenues, Expenditures and Changes in Net Position	
Adopted Budget Versus Actual	
For The Six Months Ended 12/31/2025 -	
Schedule of Discounted Claim Liabilities	
For The Six Months Ended 12/31/2025 -	
Workers Compensation	7, 7A, 7B
Property Liability	8

Distribution and Use of Report

This financial management information report (Report) prepared by Service Enhancement Technologies (SETECH), a Division of Keenan & Associates, is intended solely for internal use by the Authority's Officers, Board Members, Advisory Committee Members, and for internal decision making purposes only in regards to the Authority's insurance program.

SETECH makes no representations or warranties regarding the use of this Report for any other purpose other than for the Authority's insurance program. The official version of the Report is finalized only upon approval by the Authority's Board of Directors and/or Advisory Committee in accordance with the Authority's Agreement and Bylaws following presentation by SETECH or Keenan & Associates. We understand that members may wish to provide a copy of this Report to auditors and regulatory authorities on the conditions that:

A) The official approved Report is used,

B) The entire Report be distributed rather than any excerpts,

C) All recipients be made aware that a SETECH staff member is available to answer any questions regarding the contents of the Report,

D) The recipients recognize that the furnishing of this Report is not a substitute for their own due diligence, and they place no undue reliance on the Report or the data for purposes other than for which it was created. No creation of any duty or liability of SETECH to the recipient is owed if the Report is used for purposes other than for which it was created.

SETECH may utilize actuarial projections as an integral component of this Report, as provided by the Authority's actuary and in the case of some Benefit Groups, by a staff member of the Keenan & Associates Technical Department. We may also rely upon financial data provided by the Authority's Treasurer, Accountant or County Office of Education. We have not audited this data and are not responsible for its accuracy. With any financial analysis, the accuracy and relevance of the conclusions as well as the reasonableness of the recommendations depend upon the accuracy and relevance of the underlying data. Financial information provided in this Report is subject to an annual independent financial audit.

SETECH strives to maintain the strictest confidentiality of any information for our clients. The pages of this Report indicate that the information contained in the Report is for "Client Confidential Use Only." This indicates that SETECH will only disclose information contained in these Reports to our intended clients, their members or their contracted parties.

Alameda County Schools Insurance Group (ACSIG)
Treasurer's Report- Statement of Net Position
Consolidated
As of 06/30/2025 and 12/31/2025

	Audited As of 06/30/2025	Activity 07/01/2025 - 12/31/2025	As of 12/31/2025
Assets:			
Current Assets			
Workers Compensation	$ 18,644,062	(2,203,032)	$ 16,441,030
Dental	10,517,100	449,205	10,966,305
Vision	4,995,250	(135,744)	4,859,506
Property and Liability	6,807,786	(1,720,416)	5,087,370
Operations	171,448	(94,807)	76,641
Cash and Cash Equivalents	$ 41,135,646	(3,704,794)	$ 37,430,852
Investments Morgan Stanley - current	291,450	(136,824)	154,626
Accounts Receivable	10,923,495	(396,699)	10,526,796
Prepaid Expense	- -	1,535,934	1,535,934
Interfund Receivable/(payable) (1)	- -	- -	- -
Subtotal Current Assets	52,350,591	(2,702,383)	49,648,208
Noncurrent Assets			
Investments @ FMV - Morgan Stanley (3)	29,098,952	752,763	29,851,715
Capital - Equipment, net of depreciation	- -	- -	- -
	29,098,952	752,763	29,851,715
Total Assets	$ 81,449,543	$ (1,949,620)	$ 79,499,923
Deferred Outflow of Resources:			
Deferred outflow of resources - pension	$ 214,455	$ - -	$ 214,455
Liabilities:			
Current Liabilities			
Accounts Payable	$ 4,532,508	$ (2,502,423)	$ 2,030,085
Prefunding deposits (2)	5,304,786	- -	5,304,786
Advance Contributions	- -	- -	- -
Other Claim Liabilities - Castlepoint Reinsurance Insolvency	473,116	- -	473,116
Current Portion of claims and claim adjustment	2,913,611	19,883	2,933,494
Subtotal Current Liabilities	13,224,021	(2,482,540)	10,741,481
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	1,921,791	216,642	2,138,433
Unallocated Loss Adjustment Expense (ULAE)	243,986	(6,555)	237,431
Subtotal Noncurrent Claim Liabilities	2,165,777	210,087	2,375,864
Net Pension Liability (NPL)	812,648	- -	812,648
Total Liabilities	$ 16,202,446	$ (2,272,453)	$ 13,929,993
Deferred Inflow of Resources:			
Deferred inflow of resources - pension	360,523	- -	360,523
Net Position:			
Undesignated Net Position - Net Assets/(Deficit)	65,101,029	322,833	65,423,862
Designated - Capital Assets	- -	- -	- -
Total Net Position	$ 65,101,029	$ 322,833	$ 65,423,862
Total Liabilities, Deferred Pension, and Ending Net Position	$ 81,449,543	$ (1,949,620)	$ 79,499,923

Footnote:

(1) Interfund transfers net to zero on consolidated financial statements. This is a internal function used to transfer or allocate expense and income from one program to another without transfer of cash.
(2) Estimated six weeks of dental claims funded by each member to maintain positive cash flow.
(3) Morgan Stanley Smith Barney Investment shown at Fair Market Value, accrued interest shown as accounts receivable.

Alameda County Schools Insurance Group (ACSIG)
Consolidated
Statement of Revenues, Expenditures and Changes in Net Position
As of 12/31/2025 and For The Six Months Then Ended

	2024/2025		2025/2026			
	Budget	Actuals	Budget	Activity 07/01/2025 - 12/31/2025	Variance	Percentage of Budget
Operating Revenue:						
Premiums Paid by Members	$ 196,086,770	$ 194,691,133	$ 196,536,692	$ 90,988,054	$ 105,548,638	46.30 %
Return of Premiums/Rebate	- -	- -	- -	- -	- -	- -
PIPS - Accelerated Profit Commission		- -	- -	- -	- -	- -
Total Operating Revenue	196,086,770	194,691,133	196,536,692	90,988,054	105,548,638	46.30
Operating Expenditures:						
Classified Salaries	477,404	559,213	409,509	202,221	207,288	49.38
Statutory Benefits	71,611	(729)	61,426	13,209	48,217	21.50
Health & Welfare	85,750	79,354	70,750	37,781	32,969	53.40
Employer Tax Expense	8,647	10,701	6,980	3,903	3,077	55.92
Net Pension Expense	234,001	432,271	217,052	57,244	159,808	26.37
Telephone & Internet	10,600	8,927	9,500	3,287	6,213	34.60
Supplies Office	9,000	1,379	9,000	123	8,877	1.36
Supplies - Other	12,000	7,006	12,000	4,134	7,866	34.45
Eligibility Processing	265,000	236,132	280,000	127,311	152,689	45.47
Brokerage Fees-Dental-ACSIG	340,000	326,391	350,000	161,795	188,205	46.23
Brokerage Fees-Dental-MD	800,000	931,618	950,000	472,817	477,183	49.77
Travel and Conferences	30,000	2,914	15,000	763	14,237	5.09
Mileage	12,000	8,500	6,000	3,000	3,000	50.00
Dues & Memberships	8,550	3,625	9,000	474	8,526	5.27
Postage & Meter	7,000	1,907	7,000	1,068	5,932	15.26
Insurance Expense-PIPS&NCR	27,402,303	27,271,324	29,075,616	14,388,984	14,686,632	49.49
Insurance Expense-PY Adj	1,000,000	1,499,984	1,500,000	1,325,456	174,544	88.36
Utility - Operating-Rent	47,856	30,841	42,000	20,990	21,010	49.98
Advertising	- -	- -	- -	- -	- -	- -
Contract Services - Actuarial	33,274	20,840	20,241	- -	20,241	- -
Contract Services -Claim Audit	- -	- -	- -	- -	- -	- -
Contract Services	29,051	- -	25,585	- -	25,585	- -
Audit Fees	23,275	15,400	20,000	18,700	1,300	93.50
Other Services/Operating Expenses	10,000	15,148	10,000	2,578	7,422	25.78
Capital Equipment/Depreciation	20,000	- -	8,000	- -	8,000	- -
Repairs & Maintenance	5,000	- -	- -	- -	- -	- -
Legal	5,000	- -	5,000	- -	5,000	- -
Accounting Services	20,000	17,484	20,000	- -	20,000	- -
County Courier	3,040	1,726	1,900	1,916	(16)	100.85
Shredding	1,500	1,670	1,500	149	1,351	9.91
Copier & Scanner	10,000	9,283	10,000	3,778	6,222	37.78
Claims Administration Services	117,000	88,123	115,000	70,880	44,120	61.63
Self-Insurance Fee	700,000	440,544	500,000	406,454	93,546	81.29
Claims Paid-WC	500,000	644,490	500,000	109,363	390,637	21.87
Claims Paid-PL	110,000	136,701	110,000	17,568	92,432	15.97
Physical Abilities Testing	50,000	7,952	50,000	7,524	42,476	15.05
Training	10,000	- -	29,000	- -	29,000	- -
First-Aid Prog&Responder Fees	5,000	4,560	5,000	1,764	3,236	35.28
Food Service Training	- -	- -	- -	- -	- -	- -
Risk Mgmt Prev Program	300,000	292,500	260,000	139,100	120,900	53.50
EAP Program	250,000	136,051	180,000	68,026	111,974	37.79
Safety Inspections	22,000	13,600	22,000	- -	22,000	- -
Bank Charge & WC Penalty Reimb	6,000	9,911	6,000	- -	6,000	- -
Cobra Premiums	300,000	138,070	300,000	96,656	203,344	32.22
Dental Insurance Premiums	152,768,550	151,133,633	153,148,550	69,064,028	84,084,522	45.10
Vision Insurance Premiums	8,480,000	8,742,094	8,756,800	4,734,037	4,022,763	54.06
Claim Development Expense	80,252	(756,007)	(385,000)	229,970	(614,970)	(59.73)
Adjustment to Prefund Deposit	- -	- -	- -	- -	- -	- -
Total Operating Expenditures	194,680,663	192,525,129	196,750,407	91,797,051	104,953,356	46.66 %
Net Increase/(Decrease) from Operations	1,406,107	2,166,004	(213,715)	(808,997)	595,282	378.54 %
Non Operating Income/(Expense)						
Interest Income	692,873	1,805,611	707,934	991,870	(283,936)	140.11
Net Increase/(Decrease) in Fair Value	- -	1,013,962	- -	208,132	(208,132)	- -
Realized Gain/(Loss) on Investments	- -	(228,276)	- -	(68,172)	68,172	- -
Cumulative effect of GASB 68	- -	- -	- -	- -	- -	- -
Interfund Trans, Other Inc/Exp	- -	- -	- -	- -	- -	- -
Total Non Operating Income/(Expense)	692,873	2,591,297	707,934	1,131,830	(423,896)	159.88 %
Net Increase/(Decrease) in Net Position	$ 2,098,980	$ 4,757,301	494,219	$ 322,833	$ 171,386	65.32 %
Beginning Balance Prior Year End	$ 60,343,728	$ 60,343,728	65,101,029	$ 65,101,029	$ - -	100.00 %
Ending Balance, as of 12/31/2025	$ 62,442,708	$ 65,101,029	$ 65,595,248	$ 65,423,862	$ 171,386	

Alameda County Schools Insurance Group (ACSIG)
Treasurer's Report- Statement of Net Assets
Workers' Compensation
As of 06/30/2025 and 12/31/2025

	Audited As of 06/30/2025	Activity 07/01/2025 - 12/31/2025	As of 12/31/2025
Assets:			
Current Assets			
Funds with County - WC - #44906	$ 14,205,833	(2,914,966)	$ 11,290,867
Funds in Transit - #44906 to Morgan Stanley Investments	- -	- -	- -
Funds with County - Retention Fund #44904	20,408	414	20,822
US Bank Checking - #1290	424,638	439,457	864,095
US Bank Claims Trust Account - #8963	231,521	189,308	420,829
Local Agency Investment Funds (L.A.I.F.)	3,761,662	82,755	3,844,417
Money Market - Morgan Stanley	0	0	0
Cash and Cash Equivalents	$ 18,644,062	(2,203,032)	$ 16,441,030
Investments Morgan Stanley - current	291,450	(136,824)	154,626
Accounts Receivable	355,837	2,773,152	3,128,989
Prepaid Expense	- -	- -	- -
Interfund Receivable/(payable)	1,811,511	(22,453)	1,789,058
Subtotal Current Assets	21,102,860	410,843	21,513,703
Noncurrent Assets			
Investments Morgan Stanley	21,838,151	600,597	22,438,748
Capital - Equipment, net of depreciation	- -	- -	- -
	21,838,151	600,597	22,438,748
Total Assets	$ 42,941,011	$ 1,011,440	$ 43,952,451
Deferred Outflow of Resources:			
Deferred outflow of resources - pension	$ 54,022	$ - -	$ 54,022
Liabilities:			
Current Liabilities			
Accounts Payable	$ - -	$ 1,325,456	$ 1,325,456
Prefunding deposits	- -	- -	- -
Advance Contributions	- -	- -	- -
Other Claim Liabilities - Castlepoint Reinsurance Insolvency	473,116	- -	473,116
Current Portion of claims and claim adjustment	374,137	(59,270)	314,867
Subtotal Current Liabilities	847,253	1,266,186	2,113,439
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	1,787,222	151,880	1,939,102
Unallocated Loss Adjustment Expense (ULAE)	164,792	(6,555)	158,237
Subtotal Noncurrent Claim Liabilities	1,952,014	145,325	2,097,339
Net Pension Liability (NPL)	204,708	- -	204,708
Total Liabilities	$ 3,003,975	$ 1,411,511	$ 4,415,486
Deferred Inflow of Resources:			
Deferred inflow of resources - pension	$ 90,818	$ - -	$ 90,818
Net Position:			
Undesignated Net Position - Net Assets/(Deficit)	39,900,240	(400,071)	39,500,169
Designated - Capital Assets	- -	- -	- -
Total Net Position	$ 39,900,240	$ (400,071)	$ 39,500,169
Total Liabilities, Deferred Pension, and Ending Net Position	$ 42,941,011	$ 1,011,440	$ 43,952,451

Alameda County Schools Insurance Group (ACSIG)
Workers' Compensation
Statement of Revenues, Expenditures and Changes in Net Fund Assets
As of 12/31/2025 and For The Six Months Then Ended

	2024/2025		2025/2026			
	Budget	Actuals	Budget	Activity 07/01/2025 - 12/31/2025	Variance	Percentage of Budget
Operating Revenue:						
Premiums Paid by Members	$ 28,615,302	$ 28,615,294	$ 28,024,876	$ 14,012,438	$ 14,012,438	50.00 %
Return of Premiums	- -	- -	- -	- -	- -	- -
PIPS - Accelerated Profit Commissi	- -	- -	- -	- -	- -	- -
Total Operating Revenue	28,615,302	28,615,294	28,024,876	14,012,438	14,012,438	50.00
Operating Expenditures:						
Classified Salaries	113,527	136,799	91,868	45,174	46,694	49.17
Statutory Benefits	17,029	2,193	13,780	5,169	8,611	37.51
Health & Welfare	18,900	15,698	13,000	7,222	5,778	55.55
Employer Tax Expense	1,947	2,527	1,507	869	638	57.66
Net Pension Expense	61,886	108,891	56,440	17,173	39,267	30.43
Telephone & Internet	1,060	1,339	950	493	457	51.89
Supplies Office	900	207	900	18	882	2.00
Supplies - Other	1,200	1,051	1,200	620	580	51.67
Eligibility Processing	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-ACSIG	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-MD	- -	- -	- -	- -	- -	- -
Travel and Conferences	3,000	437	1,500	114	1,386	7.60
Mileage	1,200	1,275	600	450	150	75.00
Dues & Memberships	900	544	900	71	829	7.89
Postage & Meter	280	95	280	53	227	18.93
Insurance Expense-PIPS	24,387,002	24,378,001	25,706,100	12,853,050	12,853,050	50.00
Insurance Expense-PY Adj	1,000,000	1,499,984	1,500,000	1,325,456	174,544	88.36
Utility - Operating-Rent	4,786	3,084	4,200	2,099	2,101	49.98
Advertising	- -	- -	- -	- -	- -	- -
Contract Services - Actuarial	12,000	10,040	12,000	- -	12,000	- -
Contract Services -Claim Audit	- -	- -	- -	- -	- -	- -
Contract Services	3,183	- -	2,483	- -	2,483	- -
Audit Fees	2,328	2,310	2,000	2,805	(805)	140.25
Other Services/Operating Expense	1,000	2,272	1,000	387	613	38.70
Capital Equipment/Depreciation	2,000	- -	800	- -	800	- -
Repairs & Maintenance	500	- -	- -	- -	- -	- -
Legal	500	- -	500	- -	500	- -
Accounting Services	2,000	2,623	2,000	- -	2,000	- -
County Courier	320	259	200	287	(87)	143.50
Shredding	150	250	150	22	128	14.67
Copier & Scanner	400	464	400	189	211	47.25
Claims Admin/Consult Services	85,000	63,750	85,000	62,156	22,844	73.12
Self-Insurance Fee	700,000	440,544	500,000	406,454	93,546	81.29
Claims Paid-WC	500,000	644,490	500,000	109,363	390,637	21.87
Claims Paid-PL	- -	- -	- -	- -	- -	- -
Physical Abilities Testing	50,000	7,952	50,000	7,524	42,476	15.05
Training	10,000	- -	10,000	- -	10,000	- -
First-Aid Prog&Responder fees	5,000	4,560	5,000	1,764	3,236	35.28
Food Service/Sp Ed Training	- -	- -	- -	- -	- -	- -
Risk Mgmt Prevention Prog	300,000	292,500	260,000	139,100	120,900	53.50
EAP Program	250,000	136,051	180,000	68,026	111,974	37.79
Safety Inspections	- -	- -	- -	- -	- -	- -
Misc Bank Fees & WC Penalty Rei	1,000	- -	1,000	- -	1,000	- -
Cobra Premiums	- -	- -	- -	- -	- -	- -
Dental Insurance Premiums	- -	- -	- -	- -	- -	- -
Vision Insurance Premiums	- -	- -	- -	- -	- -	- -
Claim Development Expense	(509,748)	(912,191)	(500,000)	86,055	(586,055)	(17.21)
Adjustment to Prefund Deposit	- -	- -	- -	- -	- -	- -
Total Operating Expenditures	27,029,249	26,847,998	28,505,757	15,142,163	13,363,594	53.12 %
Net Increase/(Decrease) from Operations	1,586,053	1,767,296	(480,881)	(1,129,725)	648,844	234.93 %
Non Operating Income/(Expense)						
Interest Income	415,724	1,121,163	424,761	624,271	(199,510)	146.97
Net Increase/(Decrease) in Fair Value	- -	763,466	- -	156,714	(156,714)	- -
Realized Gain/(Loss) on Investments	- -	(171,881)	- -	(51,331)	51,331	- -
Cumulative effect of GASB 68	- -	- -	- -	- -	- -	- -
Interfund Transfer, Other Income	- -	- -	- -	- -	- -	- -
Total Non Operating Income/(Expense)	415,724	1,712,748	424,761	729,654	(304,893)	171.78 %
Net Increase/(Decrease) in Net Position	2,001,776	3,480,044	(56,121)	(400,071)	343,950	712.88 %
Beginning Balance Prior Year End	36,420,196	36,420,196	39,900,240	39,900,240	- -	100.00 %
Ending Balance, as of 12/31/2025	$ 38,421,972	$ 39,900,240	$ 39,844,119	$ 39,500,169	$ 343,950	

Alameda County Schools Insurance Group (ACSIG)
Treasurer's Report- Statement of Net Assets
Dental
As of 06/30/2025 and 12/31/2025

	Audited As of 06/30/2025	Activity 07/01/2025 - 12/31/2025	As of 12/31/2025
Assets:			
Current Assets			
Cash with County ACSIG #44901	$ 5,291,844	132,449	$ 5,424,293
US Bank - Eligibility #9382	5,052,151	285,614	5,337,765
US - Expense #8536	110,386	22,514	132,900
US Bank - Cobra Trust	62,719	8,628	71,347
US Bank - zero balance accounts	- -	- -	- -
Cash and Cash Equivalents	$ 10,517,100	449,205	$ 10,966,305
Investments Morgan Stanley - current	- -	- -	- -
Accounts Receivable	9,674,068	(3,875,731)	5,798,337
Prepaid Expense	- -	- -	- -
Interfund Receivable/(payable)	3,013,234	(18,418)	2,994,816
Subtotal Current Assets	23,204,402	(3,444,944)	19,759,458
Noncurrent Assets			
Investments - Morgan Stanley	6,085,185	127,528	6,212,713
Capital - Equipment, net of depreciation	- -	- -	- -
	6,085,185	127,528	6,212,713
Total Assets	$ 29,289,587	$ (3,317,416)	$ 25,972,171
Deferred Outflow of Resources:			
Deferred outflow of resources - pension	$ 123,374	- -	$ 123,374
Liabilities:			
Current Liabilities			
Accounts Payable	$ 3,669,031	(3,669,031)	$ - -
Prefunding deposits	4,606,615	- -	4,606,615
Advance Contributions	- -	- -	- -
Other Claim Liabilities	- -	- -	- -
Current Portion of claims and claim adjustment	1,887,000	- -	1,887,000
Subtotal Current Liabilities	10,162,646	(3,669,031)	6,493,615
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	- -	- -	- -
Subtotal Noncurrent Claim Liabilities	- -	- -	- -
Net Pension Liability (NPL)	467,510	- -	467,510
Total Liabilities	$ 10,630,156	(3,669,031)	$ 6,961,125
Deferred Inflow of Resources:			
Deferred inflow of resources - pension	$ 207,405	$ - -	$ 207,405
Net Position:			
Undesignated Net Position - Net Assets/(Deficit)	18,575,400	351,615	18,927,015
Designated - Capital Assets	- -	- -	- -
Total Net Position	$ 18,575,400	$ 351,615	$ 18,927,015
Total Liabilities, Deferred Pension, and Ending Net Position	$ 29,289,587	$ (3,317,416)	$ 25,972,171

Alameda County Schools Insurance Group (ACSIG)
Dental
Statement of Revenues, Expenditures and Changes in Net Fund Assets
As of 12/31/2025 and For The Six Months Then Ended

	2024/2025		2025/2026			
	Budget	Actuals	Budget	Activity 07/01/2025 - 12/31/2025	Variance	Percentage of Budget
Operating Revenue:						
Premiums Paid by Members	$ 155,500,000	$ 153,478,795	$ 155,880,000	$ 70,295,806	$ 85,584,194	45.10 %
Return of Premiums/Rebate	- -	- -	- -	- -	- -	- -
Other Income	- -	- -	- -	- -	- -	- -
Total Operating Revenue	155,500,000	153,478,795	155,880,000	70,295,806	85,584,194	45.10
Operating Expenditures:						
Classified Salaries	285,298	328,198	253,376	125,422	127,954	49.50
Statutory Benefits	42,795	(4,150)	38,006	4,713	33,293	12.40
Health & Welfare	53,600	52,418	48,300	25,353	22,947	52.49
Employer Tax Expense	5,341	6,424	4,412	2,423	1,989	54.92
Net Pension Expense	130,048	248,682	122,140	28,622	93,518	23.43
Telephone & Internet	7,950	6,249	7,125	2,301	4,824	32.29
Supplies Office	6,750	965	6,750	86	6,664	1.27
Supplies - Other	9,000	4,904	9,000	2,894	6,106	32.16
Eligibility Processing	265,000	236,132	280,000	127,311	152,689	45.47
Brokerage Fees-Dental-ACSIG	340,000	326,391	350,000	161,795	188,205	46.23
Brokerage Fees-Dental-MD	800,000	931,618	950,000	472,817	477,183	49.77
Travel and Conferences	22,500	2,040	11,250	534	10,716	4.75
Mileage	9,000	5,950	4,500	2,100	2,400	46.67
Dues & Memberships	6,750	2,538	6,750	332	6,418	4.92
Postage & Meter	6,300	1,717	6,300	962	5,338	15.27
Insurance Expense	- -	- -	- -	- -	- -	- -
Insurance Expense - PY Adj	- -	- -	- -	- -	- -	- -
Net, Operating-Rent	35,892	23,131	31,500	15,742	15,758	49.97
Advertising	- -	- -	- -	- -	- -	- -
Contract Services - Actuarial	5,000	5,000	- -	- -	- -	- -
Contract Services -Claim Audit	- -	- -	- -	- -	- -	- -
Contracted Services	23,869	- -	18,619	- -	18,619	- -
Audit Fees	17,456	10,780	15,000	13,090	1,910	87.27
Other Services/Operating Expenses	7,500	10,603	7,500	1,805	5,695	24.07
Capital Equipment/Depreciation	15,000	- -	6,000	- -	6,000	- -
Repairs & Maintenance	3,750	- -	- -	- -	- -	- -
Legal	3,750	- -	3,750	- -	3,750	- -
Accounting Services	15,000	12,239	15,000	- -	15,000	- -
County Courier	2,400	1,208	1,500	1,341	159	89.42
Shredding	1,125	1,169	1,125	104	1,021	9.24
Copier & Scanner	9,000	8,355	9,000	3,400	5,600	37.78
Claims Administration Services	- -	- -	- -	- -	- -	- -
Self-Insurance Fee	- -	- -	- -	- -	- -	- -
Claims Paid-WC	- -	- -	- -	- -	- -	- -
Claims Paid-PL	- -	- -	- -	- -	- -	- -
Physical Abilities Testing	- -	- -	- -	- -	- -	- -
Training	- -	- -	- -	- -	- -	- -
First-Aid Program	- -	- -	- -	- -	- -	- -
Food Service Training	- -	- -	- -	- -	- -	- -
Special Ed Training	- -	- -	- -	- -	- -	- -
Incentives	- -	- -	- -	- -	- -	- -
Safety Inspections	- -	- -	- -	- -	- -	- -
Bank Charge	5,000	9,911	5,000	- -	5,000	- -
Cobra Premiums	300,000	138,070	300,000	96,656	203,344	32.22
Dental Insurance Premiums	152,768,550	151,133,633	153,148,550	69,064,028	84,084,522	45.10
Vision Insurance Premiums	- -	- -	- -	- -	- -	- -
Claim Development Expense	300,000	129,000	- -	- -	- -	- -
Adjustment to Prefund Deposit	- -	- -	- -	- -	- -	- -
Total Operating Expenditures	155,503,623	153,633,175	155,660,453	70,153,832	85,506,621	45.07 %
Net Increase/(Decrease) from Operations	(3,623)	(154,380)	219,547	141,974	77,573	64.67 %
Non Operating Income/(Expense)						
Interest Income	138,575	333,130	141,587	180,663	(39,076)	127.60
Net Increase/(Decrease) in Fair Value	- -	209,938	- -	43,093	(43,093)	- -
Realized Gain/(Loss) on Investments	- -	(47,265)	- -	(14,115)	14,115	- -
Cumulative effect of GASB 68	- -	- -	- -	- -	- -	- -
I Transfer, YE Close, Rebate	- -	- -	- -	- -	- -	- -
Total Non Operating Income/(Expense)	138,575	495,803	141,587	209,641	(68,054)	148.07 %
Net Increase/(Decrease) in Net Position	134,951	341,423	361,134	351,615	9,519	97.36 %
Beginning Balance Prior Year End	18,233,976	18,233,976	18,575,400	18,575,400	- -	100.00 %
Ending Balance, as of 12/31/2025	$ 18,368,928	$ 18,575,400	$ 18,936,534	$ 18,927,015	$ 9,519	

Alameda County Schools Insurance Group (ACSIG)
Treasurer's Report- Statement of Net Assets
Vision
As of 06/30/2025 and 12/31/2025

	Audited As of 06/30/2025	Activity 07/01/2025 - 12/31/2025	As of 12/31/2025
Assets:			
Current Assets			
Cash with County #44902	$ 4,995,250	(135,744)	$ 4,859,506
Funds in Transit - #44902 to Morgan Stanley Investments	- -	- -	- -
Cash and Cash Equivalents	4,995,250	(135,744)	4,859,506
Investments Morgan Stanley - current	- -	- -	- -
Accounts Receivable	873,634	202,029	1,075,663
Prepaid Expense	- -	- -	- -
Interfund Receivable/(payable)	(5,326)	(14,427)	(19,753)
Subtotal Current Assets	5,863,558	51,858	5,915,416
Noncurrent Assets			
Investments - Morgan Stanley	1,175,616	24,638	1,200,254
Capital - Equipment, net of depreciation	- -	- -	- -
	1,175,616	24,638	1,200,254
Total Assets	$ 7,039,174	76,496	$ 7,115,670
Deferred Outflow of Resources:			
Deferred outflow of resources - pension	$ 20,098	$ - -	$ 20,098
Liabilities:			
Current Liabilities			
Accounts Payable	$ 817,435	(112,737)	$ 704,698
Prefunding deposits	698,171	- -	698,171
Advance Contributions	- -	- -	- -
Other Claim Liabilities	- -	- -	- -
Current Portion of claims and claim adjustment	488,000	- -	488,000
Subtotal Current Liabilities	2,003,606	(112,737)	1,890,869
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	- -	- -	- -
Subtotal Noncurrent Claim Liabilities	- -	- -	- -
Net Pension Liability (NPL)	76,159	- -	76,159
Total Liabilities	$ 2,079,765	(112,737)	$ 1,967,028
Deferred Inflow of Resources:			
Deferred inflow of resources - pension	$ 33,787	$ - -	$ 33,787
Net Position:			
Undesignated Net Position - Net Assets/(Deficit)	4,945,720	189,233	5,134,953
Designated - Capital Assets	- -	- -	- -
Total Net Position	$ 4,945,720	$ 189,233	$ 5,134,953
Total Liabilities, Deferred Pension, and Ending Net Position	$ 7,039,174	76,496	$ 7,115,670

Alameda County Schools Insurance Group (ACSIG)
Vision
Statement of Revenues, Expenditures and Changes in Net Fund Assets
As of 12/31/2025 and For The Six Months Then Ended

	2024/2025		2025/2026			
	Budget	Actuals	Budget	Activity 07/01/2025 - 12/31/2025	Variance	Percentage of Budget
Operating Revenue:						
Premiums Paid by Members	$ 8,683,520	$ 9,172,824	$ 8,960,300	$ 4,844,052	$ 4,116,248	54.06 %
Retrun of Premiums	- -	- -	- -	- -	- -	- -
Other Income	- -	- -	- -	- -	- -	- -
Total Operating Revenue	8,683,520	9,172,824	8,960,300	4,844,052	4,116,248	54.06
Operating Expenditures:						
Classified Salaries	34,949	51,634	27,604	18,077	9,527	65.49
Statutory Benefits	5,242	262	4,141	1,488	2,653	35.93
Health & Welfare	5,650	6,777	3,550	3,191	359	89.89
Employer Tax Expense	588	974	445	350	95	78.65
Net Pension Expense	19,819	40,510	17,968	5,724	12,244	31.86
Telephone & Internet	1,060	893	950	329	621	34.63
Supplies Office	900	138	900	12	888	1.33
Supplies - Other	1,200	701	1,200	413	787	34.42
Eligibility Processing	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-ACSIG	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-MD	- -	- -	- -	- -	- -	- -
Travel and Conferences	3,000	291	1,500	76	1,424	5.07
Mileage	1,200	850	600	300	300	50.00
Dues & Memberships	900	363	900	47	853	5.22
Postage & Meter	210	95	210	53	157	25.24
Insurance Expense	- -	- -	- -	- -	- -	- -
Insurance Expense - PY Adj	- -	- -	- -	- -	- -	- -
Utility - Operating-Rent	4,786	3,084	4,200	2,099	2,101	49.98
Advertising	- -	- -	- -	- -	- -	- -
Contract Services - Actuarial	6,183	- -	- -	- -	- -	- -
Contract Services -Claim Audit	- -	- -	- -	- -	- -	- -
Contract Services	- -	- -	2,483	- -	2,483	- -
Audit Fees	2,328	1,540	2,000	1,870	130	93.50
Other Services/Operating Expense	1,000	1,515	1,000	258	742	25.80
Capital Equipment/Depreciation	2,000	- -	800	- -	800	- -
Repairs & Maintenance	500	- -	- -	- -	- -	- -
Legal	500	- -	500	- -	500	- -
Accounting Services	2,000	1,748	2,000	- -	2,000	- -
County Courier	160	173	100	192	(92)	192.00
Shredding	150	167	150	15	135	10.00
Copier & Scanner	300	464	300	189	111	63.00
Claims Administration Services	- -	- -	- -	- -	- -	- -
Self-Insurance Fee	- -	- -	- -	- -	- -	- -
Claims Paid-WC	- -	- -	- -	- -	- -	- -
Claims Paid-PL	- -	- -	- -	- -	- -	- -
Physical Abilities Testing	- -	- -	- -	- -	- -	- -
Training	- -	- -	- -	- -	- -	- -
First-Aid Program	- -	- -	- -	- -	- -	- -
Food Service Training	- -	- -	- -	- -	- -	- -
Special Ed Training	- -	- -	- -	- -	- -	- -
Incentives	- -	- -	- -	- -	- -	- -
Safety Inspections	- -	- -	- -	- -	- -	- -
Bank Charge & WC Penalty Reimb	- -	- -	- -	- -	- -	- -
Cobra Premiums	- -	- -	- -	- -	- -	- -
Dental Insurance Premiums	- -	- -	- -	- -	- -	- -
Vision Insurance Premiums	8,480,000	8,742,094	8,756,800	4,734,037	4,022,763	54.06
Claim Development Expense	175,000	(57,000)	- -	- -	- -	- -
Adjutstment to Prefund Deposit	- -	- -	- -	- -	- -	- -
Total Operating Expenditures	8,749,623	8,797,273	8,830,300	4,768,720	4,061,579	54.00 %
Net Increase/(Decrease) from Operations	(66,103)	375,551	130,000	75,332	54,669	57.95 %
Non Operating Income/(Expense)						
Interest Income	69,287	186,793	70,793	108,302	(37,509)	152.98
Net Increase/(Decrease) in Fair Value	- -	40,558	- -	8,325	(8,325)	- -
Realized Gain/(Loss) on Investments	- -	(9,130)	- -	(2,726)	2,726	- -
Cumulative effect of GASB 68	- -	- -	- -	- -	- -	- -
Interfund Transfer	- -	- -	- -	- -	- -	- -
Total Non Operating Income/(Expense)	69,287	218,221	70,793	113,901	(43,108)	160.89 %
Net Increase/(Decrease) in Net Position	3,184	593,772	200,794	189,233	11,561	94.24 %
Beginning Balance Prior Year End	4,351,948	4,351,948	4,945,720	4,945,720	- -	100.00 %
Ending Balance, as of 12/31/2025	$ 4,355,132	$ 4,945,720	$ 5,146,514	$ 5,134,953	$ 11,561	

Alameda County Schools Insurance Group (ACSIG)
Treasurer's Report- Statement of Net Assets
Property and Liability
As of 06/30/2025 and 12/31/2025

	Audited As of 06/30/2025	Activity 07/01/2025 - 12/31/2025	As of 12/31/2025
Assets:			
Current Assets			
Cash with County - #44903	$ 6,644,317	(1,703,296)	$ 4,941,021
Funds in Transit - #44903 to Morgan Stanley Investments	- -	- -	- -
US Bank - Checking #2777	162,532	(36,798)	125,734
US Bank - Claims Trust #9045	937	19,678	20,615
Cash and Cash Equivalents	$ 6,807,786	(1,720,416)	$ 5,087,370
Investments Morgan Stanley - current	- -	- -	- -
Accounts Receivable	19,956	503,851	523,807
Prepaid Expense	- -	1,535,934	1,535,934
Interfund Receivable/(payable)	(4,676,142)	(5,938)	(4,682,080)
Subtotal Current Assets	2,151,600	313,431	2,465,031
Noncurrent Assets			
Investments - Morgan Stanley	- -	- -	- -
Capital - Equipment, net of depreciation	- -	- -	- -
	- -	- -	- -
Total Assets	$ 2,151,600	$ 313,431	$ 2,465,031
Deferred Outflow of Resources:			
Deferred outflow of resources - pension	$ 16,961	$ - -	$ 16,961
Liabilities:			
Current Liabilities			
Accounts Payable	$ 12,540	(12,540)	$ - -
Prefunding deposits	- -	- -	- -
Advance Contributions	- -	- -	- -
Other Claim Liabilities	- -	- -	- -
Current Portion of claims and claim adjustment	164,474	79,153	243,627
Subtotal Current Liabilities	177,014	66,613	243,627
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	134,569	64,762	199,331
Unallocated Loss Adjustment Expense (ULAE)	79,194	- -	79,194
Subtotal Noncurrent Claim Liabilities	213,763	64,762	278,525
Net Pension Liability (NPL)	64,271	- -	64,271
Total Liabilities	$ 455,048	131,375	$ 586,423
Deferred Inflow of Resources:			
Deferred inflow of resources - pension	$ 28,513	$ - -	$ 28,513
Net Position:			
Undesignated Net Position - Net Assets/(Deficit)	1,685,000	182,056	1,867,056
Designated - Capital Assets	- -	- -	- -
Total Net Position	$ 1,685,000	$ 182,056	$ 1,867,056
Total Liabilities, Deferred Pension, and Ending Net Position	$ 2,151,600	$ 313,431	$ 2,465,031

Alameda County Schools Insurance Group (ACSIG)
Property and Liability
Statement of Revenues, Expenditures and Changes in Net Fund Assets
As of 12/31/2025 and For The Six Months Then Ended

	2024/2025		2025/2026			
	Budget	Actuals	Budget	Activity 07/01/2025 - 12/31/2025	Variance	Percentage of Budget
Operating Revenue:						
Premiums Paid by Members	$ 3,287,948	$ 3,424,220	$ 3,671,516	$ 1,835,758	$ 1,835,758	50.00 %
Return of Premiums	- -	- -	- -	- -	- -	- -
Other Income	- -	- -	- -	- -	- -	- -
Total Operating Revenue	3,287,948	3,424,220	3,671,516	1,835,758	1,835,758	50.00
Operating Expenditures:						
Classified Salaries	43,629	42,582	36,661	13,548	23,113	36.95
Statutory Benefits	6,544	966	5,499	1,839	3,660	33.44
Health & Welfare	7,600	4,461	5,900	2,015	3,885	34.16
Employer Tax Expense	771	776	616	261	355	42.42
Net Pension Expense	22,249	34,188	20,504	5,725	14,779	27.92
Telephone & Internet	530	446	475	164	311	34.46
Supplies Office	450	69	450	7	443	1.50
Supplies - Other	600	350	600	207	393	34.44
Eligibility Processing	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-ACSIG	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-MD	- -	- -	- -	- -	- -	- -
Travel and Conferences	1,500	146	750	39	711	5.21
Mileage	600	425	300	150	150	50.00
Dues & Memberships	- -	180	450	24	426	- -
Postage & Meter	210	- -	210	- -	210	- -
Insurance Expense-NCR	3,015,301	2,893,323	3,369,516	1,535,934	1,833,582	45.58
Insurance Expense-PY Adj	- -	- -	- -	- -	- -	- -
Utility - Operating-Rent	2,393	1,542	2,100	1,050	1,050	49.99
Advertising	- -	- -	- -	- -	- -	- -
Contract Services - Actuarial	10,091	5,800	8,241	- -	8,241	- -
Contract Services -Claim Audit	- -	- -	- -	- -	- -	- -
Contract Services	2,000	- -	2,000	- -	2,000	- -
Audit Fees	1,164	770	1,000	935	65	93.50
Other Services/Operating Expense	500	758	500	128	372	25.60
Capital Equipment/Depreciation	1,000	- -	400	- -	400	- -
Repairs & Maintenance	250	- -	- -	- -	- -	- -
Legal	250	- -	250	- -	250	- -
Accounting Services	1,000	874	1,000	- -	1,000	- -
County Courier	160	86	100	96	4	95.86
Shredding	75	84	75	8	67	10.10
Copier & Scanner	300	- -	300	- -	300	- -
Claims Administration Services	32,000	24,373	30,000	8,724	21,276	29.08
Self-Insurance Fee	- -	- -	- -	- -	- -	- -
Claims Paid-WC	- -	- -	- -	- -	- -	- -
Claims Paid-PL	110,000	136,701	110,000	17,568	92,432	15.97
Physical Abilities Testing	- -	- -	- -	- -	- -	- -
RASP	- -	- -	19,000	- -	19,000	- -
First-Aid Program	- -	- -	- -	- -	- -	- -
Food Service Training	- -	- -	- -	- -	- -	- -
Special Ed Training	- -	- -	- -	- -	- -	- -
Incentives	- -	- -	- -	- -	- -	- -
Safety Inspections	22,000	13,600	22,000	- -	22,000	- -
Bank Charge & WC Penalty Reimb	- -	- -	- -	- -	- -	- -
Cobra Premiums	- -	- -	- -	- -	- -	- -
Dental Insurance Premiums	- -	- -	- -	- -	- -	- -
Vision Insurance Premiums	- -	- -	- -	- -	- -	- -
Claim Development Expense	115,000	84,184	115,000	143,915	(28,915)	125.14
Adjustment to Prefund Deposit	- -	- -	- -	- -	- -	- -
Total Operating Expenditures	3,398,168	3,246,683	3,753,897	1,732,336	2,021,561	46.15 %
Net Increase/(Decrease) from Operations	(110,220)	177,537	(82,381)	103,422	(185,803)	(125.54) %
Non Operating Income/(Expense)						
Interest Income	69,287	164,524	70,793	78,634	(7,841)	111.08
Net Increase/(Decrease) in Fair Value	- -	- -	- -	- -	- -	- -
Realized Gain/(Loss) on Investments	- -	- -	- -	- -	- -	- -
Cumulative effect of GASB 68	- -	- -	- -	- -	- -	- -
Interfund Transfer, Other Income	- -	- -	- -	- -	- -	- -
Total Non Operating Income/(Expense)	69,287	164,524	70,793	78,634	(7,841)	111.08 %
Net Increase/(Decrease) in Net Position	(40,932)	342,061	(11,588)	182,056	(193,644)	(1,571.08) %
Beginning Balance Prior Year End	1,342,939	1,342,939	1,685,000	1,685,000	- -	100.00 %
Ending Balance, as of 12/31/2025	$ 1,302,006	$ 1,685,000	$ 1,673,412	$ 1,867,056	$ (193,644)	

Alameda County Schools Insurance Group (ACSIG)
Treasurer's Report- Statement of Net Assets
Operations
As of 06/30/2025 and 12/31/2025

	Audited As of 06/30/2025	Activity 07/01/2025 - 12/31/2025	As of 12/31/2025
Assets:			
Current Assets			
US Bank - Payroll #1768	$ 66,032	(32,312)	$ 33,720
US Bank Operating Checking Account #8536	105,416	(62,495)	42,921
Cash and Cash Equivalents	$ 171,448	(94,807)	$ 76,641
Investments Morgan Stanley - current	- -	- -	- -
Accounts Receivable	- -	- -	- -
Prepaid Expense	- -	- -	- -
Interfund Receivable/(payable)	(143,277)	61,236	(82,041)
Subtotal Current Assets	28,171	(33,571)	(5,400)
Noncurrent Assets			
Investments - Morgan Stanley	- -	- -	- -
Capital - Equipment, net of depreciation	- -	- -	- -
	- -	- -	- -
Total Assets	$ 28,171	$ (33,571)	$ (5,400)
Deferred Outflow of Resources:			
Deferred outflow of resources - pension	$ - -	$ - -	$ - -
Liabilities:			
Current Liabilities			
Accounts Payable	$ 33,502	$ (33,571)	$ (69)
Prefunding deposits	- -	- -	- -
Advance Contributions	- -	- -	- -
Other Claim Liabilities	- -	- -	- -
Current Portion of claims and claim adjustment	- -	- -	- -
Subtotal Current Liabilities	33,502	(33,571)	(69)
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	- -	- -	- -
Subtotal Noncurrent Claim Liabilities	- -	- -	- -
Net Pension Liability (NPL)	- -	- -	- -
Total Liabilities	$ 33,502	$ (33,571)	$ (69)
Deferred Inflow of Resources:			
Deferred inflow of resources - pension	$ - -	$ - -	$ - -
Net Position:			
Undesignated Net Position - Net Assets/(Deficit)	(5,331)	- -	(5,331)
Designated - Capital Assets	- -	- -	- -
Total Net Position	$ (5,331)	$ - -	$ (5,331)
Total Liabilities, Deferred Pension, and Ending Net Position	$ 28,171	$ (33,571)	$ (5,400)

Alameda County Schools Insurance Group (ACSIG)
Operations
Statement of Revenues, Expenditures and Changes in Net Fund Assets
As of 12/31/2025 and For The Six Months Then Ended

	2024/2025		2025/2026			
	Budget	Actuals	Budget	Activity 07/01/2025 - 12/31/2025	Variance	Percentage of Budget
Operating Revenue:						
Contributions	$ --	$ --	$ --	$ --	$ --	-- %
	--	--	--	--	--	--
Offset to Rent - Sub Lease	--	--	--	--	--	--
Total Operating Revenue	--	--	--	--	--	--
Operating Expenditures:						
Classified Salaries	--	--	--	--	--	--
Statutory Benefits	--	--	--	--	--	--
Health & Welfare	--	--	--	--	--	--
Employer Tax Expense	--	--	--	--	--	--
Net Pension Expense	--	--	--	--	--	--
Telephone & Internet	--	--	--	--	--	--
Supplies Office	--	--	--	--	--	--
Supplies - Other	--	--	--	--	--	--
Eligibility Processing	--	--	--	--	--	--
Brokerage Fees-Dental-ACSIG	--	--	--	--	--	--
Brokerage Fees-Dental-MD	--	--	--	--	--	--
Travel and Conferences	--	--	--	--	--	--
Mileage	--	--	--	--	--	--
Dues & Memberships	--	--	--	--	--	--
Postage & Meter	--	--	--	--	--	--
Insurance Expense	--	--	--	--	--	--
	--	--	--	--	--	--
Utility - Operating-Rent	--	--	--	--	--	--
Advertising	--	--	--	--	--	--
Contract Services - Actuarial	--	--	--	--	--	--
Contract Services -Claim Audit	--	--	--	--	--	--
Contract Services	--	--	--	--	--	--
Audit Fees	--	--	--	--	--	--
Other Services/Operating Expenses	--	--	--	--	--	--
Capital Equipment/Depreciation	--	--	--	--	--	--
Repairs & Maintenance	--	--	--	--	--	--
Legal	--	--	--	--	--	--
Accounting Services	--	--	--	--	--	--
County Courier	--	--	--	--	--	--
Shredding	--	--	--	--	--	--
Copier & Scanner	--	--	--	--	--	--
Claims Administration Services	--	--	--	--	--	--
Self-Insurance Fee	--	--	--	--	--	--
Claims Paid-WC	--	--	--	--	--	--
Claims Paid-PL	--	--	--	--	--	--
Physical Abilities Testing	--	--	--	--	--	--
Training	--	--	--	--	--	--
First-Aid Program	--	--	--	--	--	--
Food Service Training	--	--	--	--	--	--
Special Ed Training	--	--	--	--	--	--
Incentives	--	--	--	--	--	--
Safety Inspections	--	--	--	--	--	--
Bank Charge & WC Penalty Reimb	--	--	--	--	--	--
Cobra Premiums	--	--	--	--	--	--
Dental Insurance Premiums	--	--	--	--	--	--
Insurance - Vision	--	--	--	--	--	--
Claim Development Expense	--	--	--	--	--	--
ACA Fees	--	--	--	--	--	--
Total Operating Expenditures	--	--	--	--	--	-- %
Net Increase/(Decrease) from Operations	--	--	--	--	--	-- %
Non Operating Income/(Expense)						--
Interest Income	--	--	--	--	--	--
Net Increase/(Decrease) in Fair Value	--	--	--	--	--	--
Realized Gain/(Loss) on Investments	--	--	--	--	--	--
Cumulative effect of GASB 68	--	--	--	--	--	--
Interfund Transfer & YE Close	--	--	--	--	--	--
Total Non Operating Income/(Expense)	--	--	--	--	--	-- %
Net Increase/(Decrease) in Net Position	--	--	--	--	--	-- %
Beginning Balance Prior Year End	(5,331)	(5,331)	(5,331)	(5,331)	--	100.00 %
Ending Balance, as of 12/31/2025	$ (5,331)	$ (5,331)	$ (5,331)	$ (5,331)	$ --	

Alameda County Schools Insurance Group (ACSIG)
Schedule of Claim Liabilities for Workers' Compensation
As of 12/31/2025

	Self-Insured Program Years												Totals to Page 7A
	1978/1979-1983/1984	1984/1985	1985/1986	1986/1987	1987/1988	1988/1989	1989/1990	1990/1991	1991/1992	1992/1993	1993/1994	1994/1995	
Paid Claims	$ 6,927,951	$ 1,828,533	$ 2,877,484	$ 2,721,542	$ 2,895,548	$ 4,027,206	$ 2,948,835	$ 5,563,787	$ 5,166,999	$ 4,282,745	$ 3,732,667	$ 4,818,232	$ 47,791,529
Reserves	- -	- -	19,855	8,138	- -	26,325	- -	2,111	- -	- -	13,061	115,749	185,239
Incurred Claims	6,927,951	1,828,533	2,897,339	2,729,680	2,895,548	4,053,531	2,948,835	5,565,898	5,166,999	4,282,745	3,745,728	4,933,981	47,976,768
Incurred But Not Reported (IBNR)	1,431	- -	2,661	320	452	9,469	1,165	24,102	3,001	3,255	24,272	74,019	144,147
Non- Discounted Estimated Ultimate Incurred (1)	6,929,382	1,828,533	2,900,000	2,730,000	2,896,000	4,063,000	2,950,000	5,590,000	5,170,000	4,286,000	3,770,000	5,008,000	48,120,915
Anticipated Investment Income (Discount) (2)	- -	- -	- -	- -	(7)	(859)	(51)	(1,442)	(228)	(267)	(3,808)	(21,254)	(27,916)
Discounted Estimated Ultimate (1-2)	6,929,382	1,828,533	2,900,000	2,730,000	2,895,993	4,062,141	2,949,949	5,588,558	5,169,772	4,285,733	3,766,192	4,986,746	48,092,999
Paid Claims	(6,927,951)	(1,828,533)	(2,877,484)	(2,721,542)	(2,895,548)	(4,027,206)	(2,948,835)	(5,563,787)	(5,166,999)	(4,282,745)	(3,732,667)	(4,818,232)	(47,791,529)
Remaining Estimated Unpaid Claim Liabilities	$ 1,431	$ - -	$ 22,516	$ 8,458	$ 445	$ 34,935	$ 1,114	$ 24,771	$ 2,773	$ 2,988	$ 33,525	$ 168,514	$ 301,470

(1) Per Bay Actuarial Consultants actuarial study dated January 2026.

(2) Discounted at 2%, 06/30/2012, 1.5%, 2014, 2015, 2016, 2017, 2018 1.75%, 2019 1.50%, 2020 .75%, 2021-2022 1.5%, 2022-2023, 2023-2024, 2024-2025 3.5%,2025-2026 3%.

Historical Discounted Estimated Ultimate Incurred:														
As of 06/30/2017	10	6,958,996	1,828,378	2,876,895	2,952,342	2,907,650	4,084,897	2,985,063	5,734,186	5,316,245	4,408,281	3,947,076	5,151,520	49,151,529
As of 06/30/2018	9	6,958,693	1,828,378	2,876,710	2,988,624	2,945,002	4,094,286	2,994,624	5,743,707	5,315,284	4,422,773	3,926,130	5,110,111	49,204,322
As of 06/30/2019	8	6,927,951	1,828,533	2,887,520	3,031,167	2,934,013	4,038,122	2,940,000	5,678,821	5,314,160	4,358,612	4,009,428	5,051,755	49,000,082
As of 06/30/2020	7	6,927,951	1,828,533	2,887,952	2,996,520	2,916,419	4,056,820	2,958,440	5,698,048	5,288,270	4,370,463	3,958,606	4,958,067	48,846,089
As of 06/30/2021	6	6,927,951	1,828,533	2,879,283	2,974,319	2,918,168	4,058,164	2,951,436	5,655,461	5,274,915	4,294,424	3,796,118	4,979,092	48,537,864
As of 06/30/2022	5	6,927,951	1,828,533	2,869,705	2,975,766	2,909,009	4,024,862	2,951,508	5,626,654	5,189,704	4,307,451	3,758,617	4,975,724	48,345,484
As of 06/30/2023	4	6,927,951	1,828,533	2,870,331	2,739,122	2,909,277	4,024,781	2,951,785	5,578,416	5,186,668	4,304,089	3,791,589	4,972,203	48,084,745
As of 06/30/2024	3	6,927,951	1,828,533	2,879,091	2,738,379	2,896,828	4,024,792	2,950,853	5,605,686	5,178,622	4,294,409	3,782,972	4,956,275	48,064,391
As of 06/30/2025	2	6,929,451	1,828,533	2,898,604	2,729,365	2,895,934	4,050,281	2,949,915	5,587,510	5,170,600	4,285,619	3,765,060	4,919,801	48,010,673
As of 12/31/2025	1	6,929,382	1,828,533	2,900,000	2,730,000	2,895,993	4,062,141	2,949,949	5,588,558	5,169,772	4,285,733	3,766,192	4,986,746	48,092,999
Increase/Decrease		(69)	- -	1,396	635	59	11,860	34	1,048	(828)	114	1,132	66,945	82,326

Alameda County Schools Insurance Group (ACSIG)
Schedule of Claim Liabilities for Workers' Compensation
As of 12/31/2025

	Totals From Page 7	Self-Insured Program Years							Totals To Page 7B
		1995/1996	1996/1997	1997/1998	1998/1999	1999/2000	2000/2001	2001/2002	
Paid Claims	$ 47,791,529	$ 5,419,966	$ 7,298,130	$ 6,834,355	$ 9,502,516	$ 7,740,464	$ 11,090,471	$ 12,046,037	$ 107,723,468
Reserves	185,239	63,811	30,379	36,852	419,429	194,247	160,393	30,371	1,120,721
Incurred Claims	47,976,768	5,483,777	7,328,509	6,871,207	9,921,945	7,934,711	11,250,864	12,076,408	108,844,189
Incurred But Not Reported (IBNR)	144,147	26,223	41,491	48,793	78,055	45,289	109,136	133,592	626,726
Non- Discounted Estimated Ultimate Incurred (1)	48,120,915	5,510,000	7,370,000	6,920,000	10,000,000	7,980,000	11,360,000	12,210,000	109,470,915
Anticipated Investment Income (Discount) (2)	(27,916)	(11,344)	(9,990)	(12,504)	(79,253)	(37,607)	(40,968)	(24,758)	(244,340)
Discounted Estimated Ultimate (1-2)	48,092,999	5,498,656	7,360,010	6,907,496	9,920,747	7,942,393	11,319,032	12,185,242	109,226,575
Paid Claims	(47,791,529)	(5,419,966)	(7,298,130)	(6,834,355)	(9,502,516)	(7,740,464)	(11,090,471)	(12,046,037)	(107,723,468)
Remaining Estimated Unpaid Claim Liabilities	$ 301,470	$ 78,690	$ 61,880	$ 73,141	$ 418,231	$ 201,929	$ 228,561	$ 139,205	$ 1,503,107

(1) Per Bay Actuarial Consultants actuarial study dated January 2026.
(2) Discounted at 2%, 06/30/2012, 1.5%, 2014, 2015, 2016, 2017, 2018 1.75%, 2019 1.50%, 2020 .75%, 2021-2022 1.5%, 2022-2023, 2023-2024, 2024-2025 3.5%,2025-2026 3%.

Historical Discounted Estimated Ultimate Incurred:										
As of 06/30/2017	10	49,151,529	5,583,200	7,705,812	7,670,526	10,717,018	8,299,131	11,947,119	13,121,523	114,195,858
As of 06/30/2018	9	49,204,322	5,757,037	7,747,776	7,706,207	10,642,853	8,365,742	11,833,334	12,979,529	114,236,800
As of 06/30/2019	8	49,000,082	5,664,384	7,601,234	7,424,100	10,662,982	8,032,099	11,618,299	13,001,162	113,004,342
As of 06/30/2020	7	48,846,089	5,634,661	7,480,498	7,198,242	10,419,193	7,937,956	11,512,128	12,486,864	111,515,631
As of 06/30/2021	6	48,537,864	5,588,222	7,517,698	7,234,673	10,272,484	7,884,610	11,507,738	12,494,816	111,038,105
As of 06/30/2022	5	48,345,484	5,564,872	7,341,123	7,019,957	10,163,012	7,936,810	11,185,494	12,371,630	109,928,382
As of 06/30/2023	4	48,084,745	5,561,662	7,351,993	7,013,725	10,093,338	7,906,054	11,271,672	12,275,325	109,558,514
As of 06/30/2024	3	48,064,391	5,469,383	7,362,079	6,958,018	9,904,178	7,862,392	11,180,237	12,197,051	108,997,729
As of 06/30/2025	2	48,010,673	5,452,682	7,348,337	6,937,510	9,890,795	7,894,394	11,244,621	12,238,365	109,017,377
As of 12/31/2025	1	48,092,999	5,498,656	7,360,010	6,907,496	9,920,747	7,942,393	11,319,032	12,185,242	109,226,575
Increase/Decrease		82,326	45,974	11,673	(30,014)	29,952	47,999	74,411	(53,123)	209,198

Alameda County Schools Insurance Group (ACSIG)
Schedule of Claim Liabilities for Workers' Compensation
As of 12/31/2025

	Totals From Page 7A	Self-Insured Program Years							As of 12/31/2025 Totals	Activity	
		2002/2003	2003/2004	2004/2005	2005/2006	2006/2007	2007/2008	2008/2009		As of 06/30/2025 Totals	07/01/2025 - 12/31/2025
Paid Claims	$ 107,723,468	$ 10,356,176	$ 6,114,865	$ 5,795,958	$ 8,909,458	$ 8,829,940	$ 8,809,599	$ 9,035,169	$ 165,574,633	$ 165,432,892	$ 141,741
Reserves	1,120,721	7,467	112,704	52,739	62,265	53,349	19,736	100,025	1,529,006	1,533,936	(4,930)
Incurred Claims	108,844,189	10,363,643	6,227,569	5,848,697	8,971,723	8,883,289	8,829,335	9,135,194	167,103,639	166,966,828	136,811
Incurred But Not Reported (IBNR)	626,726	46,357	62,431	71,303	108,277	56,711	70,665	84,806	1,127,276	1,104,159	23,117
Non- Discounted Estimated Ultimate Incurred (1)	109,470,915	10,410,000	6,290,000	5,920,000	9,080,000	8,940,000	8,900,000	9,220,000	168,230,915	168,070,987	159,928
Anticipated Investment Income (Discount) (2)	(244,340)	(8,397)	(27,496)	(20,467)	(30,015)	(20,031)	(16,634)	(34,933)	(402,313)	(476,736)	74,423
Discounted Estimated Ultimate (1-2)	109,226,575	10,401,603	6,262,504	5,899,533	9,049,985	8,919,969	8,883,366	9,185,067	167,828,602	167,594,251	234,351
Paid Claims	(107,723,468)	(10,356,176)	(6,114,865)	(5,795,958)	(8,909,458)	(8,829,940)	(8,809,599)	(9,035,169)	(165,574,633)	(165,432,892)	(141,741)
Remaining Estimated Unpaid Claim Liabilities	$ 1,503,107	$ 45,427	$ 147,639	$ 103,575	$ 140,527	$ 90,029	$ 73,767	$ 149,898	$ 2,253,969	$ 2,161,359	$ 92,610
Estimated Current Portion /Short-Term Liability (1)									(314,867)		
Estimated Non-Current portion of Claim Liabilities									$ 1,939,102		

(1) Per Bay Actuarial Consultants actuarial study dated January 2026.

(2) Discounted at 2%, 06/30/2012, 1.5%, 2014, 2015, 2016, 2017, 2018 1.75%, 2019 1.50%, 2020 .75%, 2021-2022 1.5%, 2022-2023, 2023-2024, 2024-2025 3.5%,2025-2026 3%.

As of 06/30/2017	10	114,195,858	10,716,918	6,817,755	5,896,649	10,214,975	9,198,996	9,520,490	9,943,375	176,505,016
As of 06/30/2018	9	114,236,800	10,697,201	6,689,784	6,028,771	10,128,423	9,250,450	9,475,767	9,593,861	176,101,057
As of 06/30/2019	8	113,004,342	10,865,794	6,590,938	6,129,435	9,825,431	9,213,395	9,194,958	9,526,850	174,351,143
As of 06/30/2020	7	111,515,631	10,632,710	6,438,165	6,018,634	9,707,983	9,117,968	9,129,259	9,527,330	166,119,058
As of 06/30/2021	6	111,038,105	10,875,378	6,415,468	6,291,921	9,629,398	9,091,729	9,158,853	9,558,695	166,047,869
As of 06/30/2022	5	109,928,382	10,734,521	6,229,163	6,219,994	9,353,771	9,031,538	9,058,613	9,362,025	163,906,329
As of 06/30/2023	4	109,558,514	10,367,271	6,244,921	6,161,995	9,255,903	8,982,904	9,017,075	9,312,106	162,889,011
As of 06/30/2024	3	108,997,729	10,467,997	6,231,417	5,925,885	9,162,590	8,874,582	8,940,886	9,194,993	167,796,079
As of 06/30/2025	2	109,017,377	10,383,979	6,255,600	5,917,300	9,100,477	8,880,049	8,861,306	9,178,163	167,594,251
As of 12/31/2025	1	109,226,575	10,401,603	6,262,504	5,899,533	9,049,985	8,919,969	8,883,366	9,185,067	167,828,602
Increase/Decrease		209,198	17,624	6,904	(17,767)	(50,492)	39,920	22,060	6,904	234,351

Claim Development Expense	
Claim Liabilities	$ 92,610
ULAE	(6,555)
Castlepoint Reinsurance Insolvency	0
	$ 86,055

Alameda County Schools Insurance Group (ACSIG)
Schedule of Claim Liabilities for Property Liability
As of 12/31/2025

	Program Years										As of	Activity	
	10 2016/2017	9 2017/2018	8 2018/2019	7 2019/2020	6 2020/2021	5 2021/2022	4 2022/2023	3 2023/2024	2 2024/2025	1 2025/2026	12/31/2025	As of 06/30/2025	07/01/2025 - 12/31/2025
Paid Claims	$ 20,000	$ 44,853	$ 82,301	$ 40,000	$ 20,000	$ 118,516	$ 158,461	$ 76,447	$ 57,692	$ (0)	$ 618,270	$ 600,702	$ 17,568
Reserves	- -	- -	- -	- -	- -	- -	(6,183)	81,144	207,231	20,646	302,837	281,101	21,736
Incurred Claims	20,000	44,853	82,301	40,000	20,000	118,516	152,278	157,591	264,923	20,646	921,107	881,803	39,304
Incurred But Not Reported (IBNR)	- -	- -	- -	- -	- -	- -	6,183	1,463	(3) 65,416	(3) 94,354	(3) 167,417	36,038	131,379
Non- Discounted Estimated Ultimate Incurred (1)	20,000	44,853	82,301	40,000	20,000	118,516	158,461	159,054	330,339	115,000	1,088,524	917,840	170,684
Anticipated Investment Income (Discount) (2)	- -	- -	- -	- -	- -	- -	- -	(4,157)	(16,274)	(6,864)	(27,296)	(18,095)	(9,201)
Discounted Estimated Ultimate (1-2)	20,000	44,853	82,301	40,000	20,000	118,516	158,461	154,897	314,065	108,136	1,061,228	899,745	161,483
Paid Claims	(20,000)	(44,853)	(82,301)	(40,000)	(20,000)	(118,516)	(158,461)	(76,447)	(57,692)	0	(618,270)	(600,702)	(17,568)
Remaining Estimated Unpaid Claim Liabilities	$ - -	$ - -	$ - -	$ - -	$ - -	$ - -	$ - -	$ 78,450	$ 256,373	$ 108,136	$ 442,958	$ 299,043	$ 143,915
Estimated Current Portion /Short-Term Liability (1), paid claims factor of .65								ims factor of .65		ns factor of .65	(243,627)		
Estimated Non-Current portion of Claim Liabilities	timated Non-Current portion of Claim Liabilities							Current portion of Claim Liabilities		Claim Liabilities	Claim Liabilities	$ 199,331	

(1) Per Bay Actuarial Consultants actuarial study dated April 25, 2025.
(2) Discounted at 1.0% 06/30/2020, .2% at 06/30/2021, & 1.5% at 06/30/2022, 2023, 2024 & 2025.
(3) Increased for negative IBNR, Actuarial report Ultimate numbers are less than Incurred Claims, causing negative IBNR.

Historical Estimated Ultimate Incurred:											
As of 06/30/2015	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
As of 06/30/2016	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
As of 06/30/2017	54,069	- -	- -	- -	- -	- -	- -	- -	- -	- -	54,069
As of 06/30/2018	40,968	63,000	- -	- -	- -	- -	- -	- -	- -	- -	103,968
As of 06/30/2019	20,000	94,492	99,010	- -	- -	- -	- -	- -	- -	- -	213,502
As of 06/30/2020	20,000	64,491	79,010	70,000	- -	- -	- -	- -	- -	- -	233,501
As of 06/30/2021	20,000	44,853	62,301	85,130	53,843	- -	- -	- -	- -	- -	266,127
As of 06/30/2022	20,000	44,853	62,301	40,000	49,595	109,640	- -	- -	- -	- -	326,389
As of 06/30/2023	20,000	44,853	69,144	40,000	53,595	200,000	140,000	- -	- -	- -	567,592
As of 06/30/2024	20,000	44,853	69,144	40,000	29,798	170,000	153,000	90,797	- -	- -	617,592
As of 06/30/2025	20,000	44,853	82,301	40,000	20,000	118,516	165,000	149,054	230,339	115,000	985,063
As of 09/30/2025	20,000	44,853	82,301	40,000	20,000	118,516	158,461	159,054	330,339	115,000	1,088,524
Increase/Decrease	- -	- -	13,157	- -	(9,798)	(51,484)	12,000	58,257	230,339	115,000	252,471

Claim Development Expense	
Claim Liabilities and ULAE	$ 143,915
Increase	$ 143,915

California State Treasurer
Fiona Ma, CPA



Local Agency Investment Fund
P.O. Box 942809
Sacramento, CA 94209-0001
(916) 653-3001

January 06, 2026

LAIF Home
PMIA Average Monthly Yields

ALAMEDA COUNTY SCHOOLS INSURANCE GROUP

RISK MANAGER
P.O. BOX 2487
DUBLIN, CA 94568

Tran Type Definitions

Account Number: 35-01-001

December 2025 Statement

Account Summary

Total Deposit:	0.00	Beginning Balance:	3,844,417.03
Total Withdrawal:	0.00	Ending Balance:	3,844,417.03

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A Keenan Solution
A Division of Keenan & Associates

January 30, 2026

State Controller's Office
Division of Accounting & Reporting
RDA-SD Reporting Section
P. O. Box 942850
Sacramento, CA 94250-5875

RE: Special Districts Financial Transactions Report

To Whom It May Concern:

By notice received by Alameda County Schools Insurance Group (ACSIG) regarding the filing of the 2024/2025 Special Districts Financial Transactions Report, I am hereby enclosing the signed cover page. The actual report was filed electronically via File Transfer Protocol.

If you have any questions regarding information in this report, please call me at (310) 212-0363 extension 2550.

Sincerely,

Mary T. Boyer
Vice President

MB/jbm
Enclosures

cc: ACSIG Board of Directors
Laurena Grabert

P.O. Box 4328
Torrance, CA 90510
Phone: (310) 212-2550
Fax: (310) 212-0300
License No. 0451271

SPECIAL DISTRICT FINANCIAL TRANSACTIONS REPORT
COVER PAGE

Special District Name: Alameda County Schools Insurance Group

Fiscal Year: **2025** ID Number: **12500100800**

Certification:
I hereby certify that, to the best of my knowledge and belief, the report forms fairly reflect the financial transactions of the special district in accordance with the requirements as prescribed by the California State Controller.

Special District Fiscal Officer

Signature	Treasurer's Agent Title
Mary T. Boyer Name (Please Print)	01/30/2026 Date

Per Government Code section 53891(a), this report is due within seven months after the close of the fiscal year or within the time prescribed by the Controller, whichever is later. The report shall contain underlying data from audited financial statements prepared in accordance with generally accepted accounting principles, if this data is available.

If submitted manually, please complete, sign, and mail this cover page to either address below:

Mailing Address:
Local Government Reporting Section - Special District
Local Government Programs and Services Division
California State Controller's Office
P.O. Box 942850
Sacramento, CA 94250

Express Mailing Address:
Local Government Reporting Section - Special District
Local Government Programs and Services Division
California State Controller's Office
3301 C Street, Suite 740
Sacramento, CA 95816

The Financial Transactions Report was successfully submitted to the State Controller's Office on 1/30/2026 3:20:56 PM

Alameda County Schools Insurance Group
P.O. Box 2487
Dublin, CA 94568
Phone (925) 225-1030
Fax (925) 225-0653
www.acsig.com

Executive Summary

TO: ACSIG Board of Directors
FROM: Jackie Kim
DATE: May 21, 2026
SUBJECT: 2025/2026 Actuarial Report for Workers' Compensation Ultimate Loss

There are many things that the actuary looks at when determining the ultimate loss calculation. Essentially, the prior years' information regarding ultimate claim value, payout patterns, pending litigation changes and other known or anticipated changes within the market are considered when determining estimate, ultimate loss numbers.

ACSIG obtained a new actuarial report from Bay Actuarial based on the 12/31/25 claims data. The actuary estimates that the remaining unpaid self-insured losses from the old self-insurance program that ended back on 6/30/09 were $2,654,851 on 12/31/25. Last year this number was $2,884,606 so it came down over the last twelve months as some of the old claims were settled.

Bay actuarial also estimated what ACSIG's rate of loss will be in 2026-27. That rate is $1.67 of workers comp loss per $100 of ACSIG's 2026-27 payroll. The total WC loss for 2026-27 is projected at $24,512,273. Bay actuarial used a 3.0% and 3.5% interest rate to discount the unpaid losses for the 2026-27 and 2025-26, respectively. Interest rates have come down over the last year.

This report was reviewed in detail with the Executive Committee at its February 12, 2026 meeting.

Alameda County Schools Self Insurance Group

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An Actuarial Review of the Workers' Compensation Program

BAY ACTUARIAL CONSULTANTS
Moraga, California
January 30, 2026

Bay Actuarial Consultants

January 30, 2026

Ms. Jackie Kim
Executive Director
Alameda County Schools Insurance Group
P.O. Box 2487
Dublin, CA 94568

DRAFT

Dear Ms. Kim:

This report documents our actuarial review of the Alameda County Schools Insurance Group's workers' compensation program. We appreciate the opportunity to serve the Group.

Please call me at (925) 377-5269 if you have any questions.

Respectfully,

BAY ACTUARIAL CONSULTANTS

Jack Joyce, FCAS, MAAA
Principal

346 Rheem Blvd., Suite 204, Moraga, California 94556
Tel 925.377.5269 • Fax 925.377.5270 • www.bayactuarial.com

Alameda County Schools Insurance Group

An Actuarial Review of the Workers' Compensation Program

Table of Contents

	Page
Introduction	2
Background & Purpose	3
Conditions & Limitations	3
Structure of the Report	4
Management Summary	5
Self-Insured Unpaid Losses @ 12/31/25	6
Projected 6/30/26 Liability	7
Short-Term Liability	8
Reconciling the 12/31/24 & 12/31/25 Liabilities	8
Projected 2026-27 Losses & Rates of Loss	8
ACSIG's Past Rates of Loss	9
Indemnity Claim Frequency	10
Average Indemnity Claim Amount ("Severity")	10
Comparison with Prior Estimates	11
Lifetime Medical Claim Exposure	11
Interest Rates	12
Technical Approach	13
Summary Exhibits	16
ULAE Exhibit	20
Fiscal Year End Exhibits	22
Limited Loss Exhibits	26
Gross Loss Exhibits	32
Future Loss Exhibits	47
Discounting Exhibits	49
Claims Data	56

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Alameda County Schools Insurance Group

An Actuarial Review of the Workers' Compensation Program

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Introduction

Alameda County Schools Insurance Group

An Actuarial Review of the Workers' Compensation Program

Introduction

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Background & Purpose

The Alameda County Schools Insurance Group ("ACSIG") self-insured its workers' compensation claims until 6/30/09. ACSIG joined the *Protected Insurance Program for Schools* ("*PIPS*") on 7/1/09 and has not been actively self-insuring new claims.

ACSIG has asked Bay Actuarial Consultants to provide an actuarial report on its workers' compensation program. This report covers the following topics:

1) **Unpaid Losses.** It includes an estimate of the unpaid self-insured losses as of 12/31/25 and a projection of the 6/30/26 liability.
2) **Benchmark 2026-27 Rates.** It includes a projection the losses expected to be incurred during 2026-27 and expresses it as a rate of loss per $100 of payroll.
3) **Discounting.** The estimated liability and the projected 2026-27 rates of loss are discounted to present value. Discounting recognizes that there is often a substantial length of time between the occurrence of a loss and the final settlement of that loss.
4) **Quantification of Variability.** It includes an analysis of items (1) and (2) in terms of "probability levels."

Conditions & Limitations

This report is for ACSIG's internal use. ACSIG may provide a copy to its financial auditors. Bay Actuarial does not authorize any other use. In particular, those considering providing ACSIG with workers' compensation coverage must perform their own actuarial analysis and may not rely upon this report.

Keenan & Associates (“K&A”) and ACSIG provided the loss and payroll data.

The term “losses” refers to all costs that can be tied to a specific claim. These include loss payments, attorney’s fees, and other expenses linked to a specific claim. The actuarial projections in this report are estimates. Uncertainty is unavoidable because many of the events that will determine future claims costs have not yet taken place. These events include, but are not limited to, future legislation or ballot initiatives that may change statutory benefit levels or the workers’ compensation laws, changes in the rate of inflation, and the outcomes of future administrative proceedings and litigation. Our projections are based upon ACSIG’s historical experience. We did not anticipate any extraordinary changes in the various factors that might affect the future cost of claims. We used methods that should produce reasonable results given current information. There is no guarantee, express or implied, that losses will develop as projected in this report.

The term “limited losses” means that any claims that exceeded the stated SIR have been limited in this analysis exactly to the stated amount of the SIR. The data that the TPA provided does not indicate whether or not the excess insurer has actually paid the full amount of every claim that has exceeded the SIR. We assume, of necessity, that they have reimbursed, and will continue to reimburse, the full amount of each claim that exceeds the SIR. In addition, the data was provided on a per-claim basis and not on a per-occurrence basis. Therefore it was necessary to assume that each claim will be treated as a single occurrence in applying the SIR. The SIR normally applies to each occurrence and not to each claim. This is a very mildly conservative assumption because multi-claimant losses are extremely rare.

Structure of the Report

The rest of this report comprises ten sections: the *Management Summary*, the *Technical Approach* section, the *Summary Exhibits*, the *ULAE Exhibits*, the *Fiscal Year End Exhibits*, the *Limited Loss Exhibits*, the *Gross Loss Exhibits*, the *Future Loss Exhibits*, the *Discounting Exhibits,* and the *Claims Data*.

The *Management Summary* gives an overview of the results. The *Technical Approach* section explains and discusses the assumptions and details. The *Exhibits* document the calculations.

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Alameda County Schools Insurance Group

An Actuarial Review of the Workers' Compensation Program

Management Summary

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Alameda County Schools Insurance Group

An Actuarial Review of the Workers' Compensation Program

Management Summary

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Unpaid Self-Insured Losses @ 12/31/25

The self-insurance program terminated on 6/30/09. We estimate that ACSIG's remaining liability for unpaid self-insured losses was **$2,654,851** on 12/31/25. The discounted liability is about **15.1%** lower, assuming a **3.0%** interest rate. These unpaid losses have been limited to the self-insured retention ("SIR") that was in place at the time of the loss. Table I shows these actuarial "central estimates" and additional estimates at a wide range of "probability levels."

Table I: Estimated Liability at 12/31/25 (excluding ULAE)

Probability Level	Undiscounted	Discounted @ 3.0%
10%	1,699,105	1,442,540
20%	1,858,396	1,577,778
30%	2,017,687	1,713,016
40%	2,176,978	1,848,254
50%	2,389,366	2,028,572
60%	2,601,754	2,208,889
Central Estimate	**$2,654,851**	**$2,253,969**
70%	2,893,788	2,456,826
80%	3,292,015	2,794,921
90%	3,955,728	3,358,413
95%	4,619,441	3,921,905
98%	5,442,445	4,620,635

ACSIG also has a liability for future claims handling costs ("unallocated loss adjustment expense," or "ULAE"). We project that this ULAE liability will be **$186,380** on 6/30/26. The ULAE liability estimate also falls by **15.1%** when discounting at **3.0%** interest.

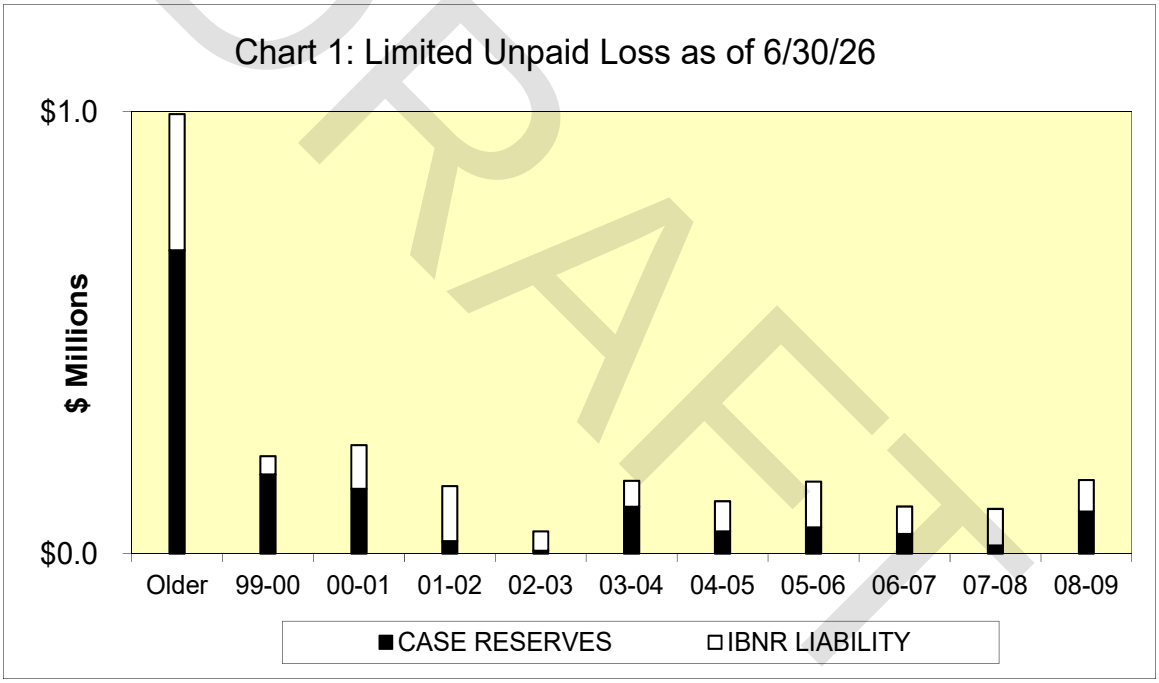
Projected 6/30/26 Liability

Table II shows that the liability is projected to drop by about **$169,780**, to **$2,485,071**, as claims are paid during the first six months of 2026.

Table II: Projected Liability at 6/30/26 (excluding ULAE)

Probability Level	Undiscounted	Discounted @ 3.0%
Central Estimate	$2,485,071	$2,109,386

The following chart breaks down the unpaid losses from the self-insurance period into their two components: the case loss reserves and the incurred-but-not-reported ("IBNR") liability. At 6/30/26 we project roughly **$0.75** of IBNR liability for every **$1.00** in case reserves for known self-insured claims. The "Older" years cover 1978-79 through 1998-99.



The term "Limited" in the title of the chart means that these data represent only the losses retained by ACSIG after the excess insurance pays its portion of any large "excess" losses. Excess losses are losses that exceed ACSIG's self-insured retention ("SIR"). ACSIG's SIR was $250,000 per loss when self-insurance ended on 6/30/09. These estimates are based on the assumption that the excess insurer will make good on its contractual obligations and fully pay the portion of any loss that exceeds the stated SIR.

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Short-Term Liability

The short-term liability is the portion of the 6/30/26 liability that will be discharged during 2026-27. We estimate the short-term liability at **$314,867**. The rest of the **$2,485,071** 6/30/26 liability is long-term. Actual self-insured claims expenditures during calendar year 2025 were **$389,683**. Projected self-insured expenditures for the first six months of 2026 are **$169,780**.

Reconciling the 12/31/24 Liability

Last year the central estimate of the liability was **$2,884,606** on 12/31/24. Table III reconciles that estimate with the new 12/31/25 central estimate of **$2,654,851**.

Table III: Reconcile 12/31/24 & 12/31/25 Liabilities	
Estimated 12/31/24 Liability	**$2,884,606**
Payments in 2025	-389,683
Change in Estimates	+159,928
Estimated 12/31/25 Liability	**$2,654,851**

Projected 2026-27 Losses & Rates of Loss

Table IV shows ACSIG's projected losses for 2026-27 at various self-insured retentions: $250,000, $500,000, $1,000,000, and unlimited. This is management information only since ACSIG currently participates in the PIPS Program.

Table IV: Projected 2026-27 Losses				
Probability Level	$250K SIR	$500K SIR	$1M SIR	Unlimited SIR
Central Estimate	**$19,925,296**	**$22,604,585**	**$23,728,070**	**$24,512,273**
70%	21,790,919	24,736,924	25,876,394	26,740,866
80%	23,147,639	26,290,094	27,427,823	28,351,633
90%	25,119,490	28,548,318	29,678,939	30,689,333

The projected losses in Table IV convert into discounted rates of loss by dividing by the projected 2026-27 payroll and multiplying by a present value factor. The projected payroll for 2026-27 is **$1,465,928,966**. The present value factors at **3.0%** interest range between **0.869** for unlimited losses and **0.891** at the $250K SIR. Table V shows projected rates of loss.

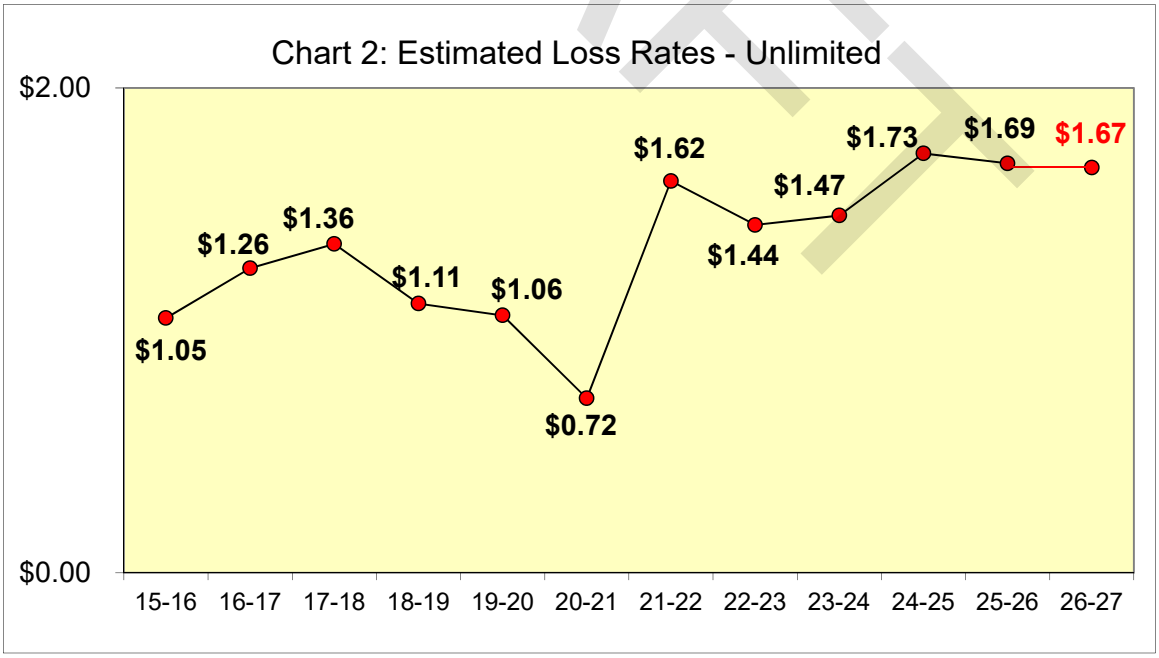
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Table V: Projected 2026-27 Discounted Rates of Loss (3.0% Interest Rate)				
Probability Level	$250K SIR	$500K SIR	$1,000K SIR	Unlimited SIR
Central Estimate	**$1.21**	**$1.36**	**$1.41**	**$1.45**
70%	1.32	1.48	1.54	**$1.59**
80%	1.41	1.58	1.64	1.68
90%	1.53	1.71	1.77	1.82

Both Tables IV and V show, in addition to the "actuarial central estimates," additional rows showing rates at higher probability levels. These higher probabilities amounts are more likely to turn out to have been adequate. For example, we estimate that there is a 70% probability that the actual 2026-27 discounted unlimited loss rate will be less than **$1.59**. Last year our corresponding projection for 2025-26 was **$1.28**, so this benchmark rate level rose by **24.2%** during 2024. The main factor behind this increase in the loss rate is the increasing number of claims that are being reported, but the drop in the interest rate also contributed. Chart 3 on the next page shows the trend in the number of claims.

ACSIG's Past Rates of Loss

Chart 2 shows the program's estimated past rates of loss. The loss rate is equal to the estimated unlimited losses for the year divided by the payroll.

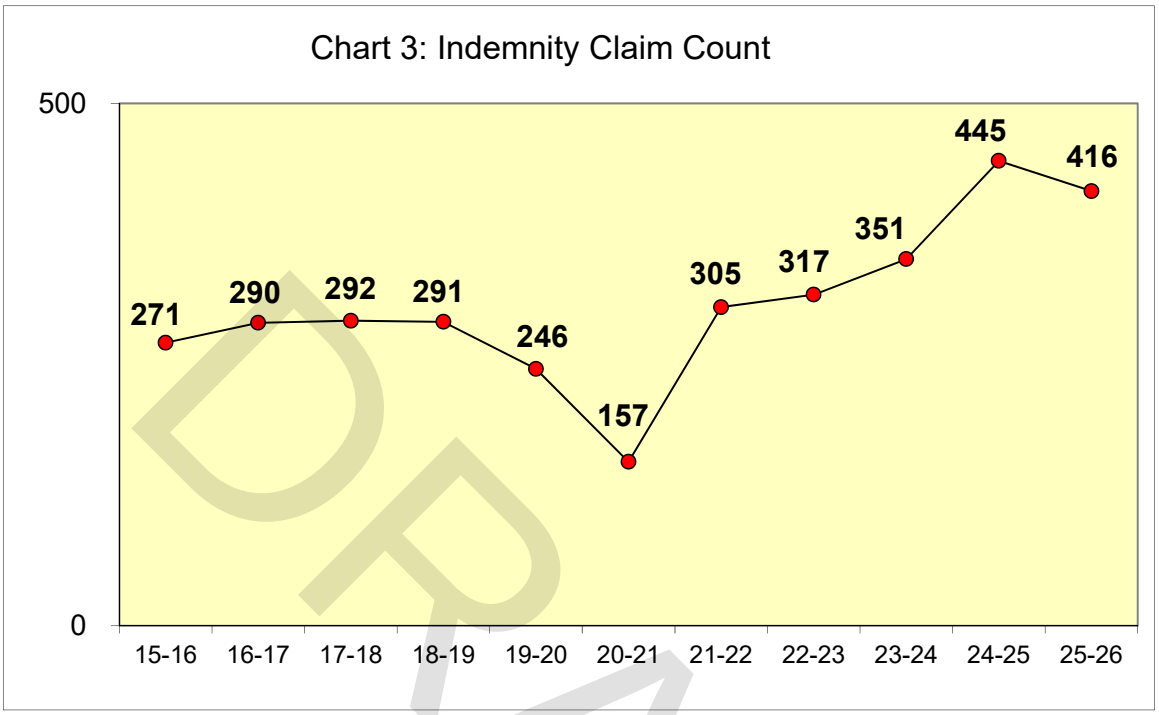


The *undiscounted* rate of **$1.67** for 2026-27 corresponds to the *discounted* unlimited central estimate of **$1.45** in Table V.

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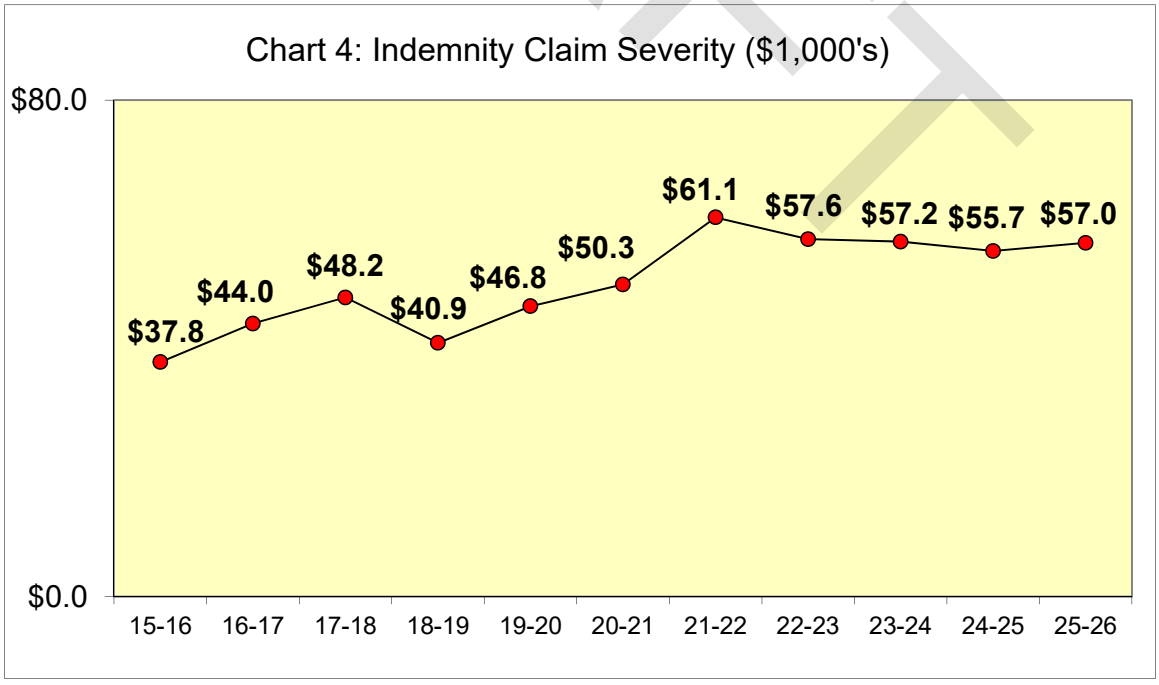
Indemnity Claim Frequency

Chart 3 shows that the number of claims received annually has been increasing rapidly. The dramatic drop in 20-21 was due to COVID.



Average Indemnity Claim Amount ("Severity")

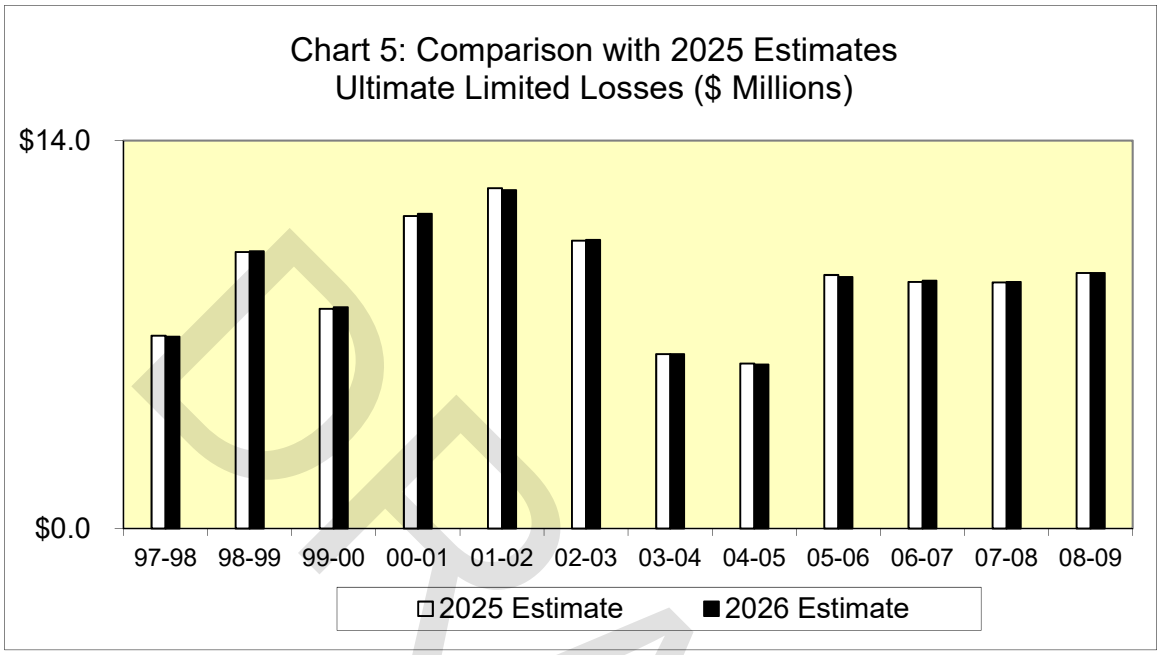
Severity has been stable showing a moderate inflationary trend.



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Comparison with 2025 Estimates

Chart 5 returns to the old self-insurance program. It compares the new estimates of the self-insured losses with those from the 2025 report. The total change, covering 1978-79 through 2008-09, was +**$159,928**.



Lifetime Medical Claim Exposure

Workers' compensation provides lifetime treatment for covered injuries. The claims examiners set a reserve of $0.00 and "close" a claim file if here have been no expenditures over the past twelve months and they don't foresee any future expenses. However, some of these closed claims do eventually re-open and generate additional medical expenses. The examiners have given a "future medical" designation to **427** closed claim files that they believe have the potential to reopen. **418** of these have paid less than the SIR and represent an ACSIG exposure should they reopen.

We estimate of the probability that a "future medical" designated claim will eventually reopen on the basis of the age of the claimant. Younger claimants have many years ahead of them to reopen their claims so their reopening probabilities are much higher. The ages of the potential reopeners range from 43 to 101 and the average eventual reopen probability across all ages is estimated at **5.1**%.

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Interest Rates

The liabilities and rates in Tables I, II and V are discounted at **3.0%** interest. Table VI provides adjustment factors that convert those discounted rates and liabilities to their equivalents if a different interest rate is used. These are multiplicative factors, applicable to rates and liabilities discounted at **3.0%** interest, so all the factors in the **3.0%** interest column are **1.000**.

Table VI: Interest Rate Adjustment Factors					
Interest Rate	**0.0%**	**3.0%**	**3.5%**	**3.71%**	**3.75%**
UNL Rate	**1.151**	**1.000**	**0.979**	**0.971**	**0.969**
1M Rate	**1.144**	**1.000**	**0.981**	**0.973**	**0.971**
500K Rate	**1.138**	**1.000**	**0.982**	**0.974**	**0.973**
250K Rate	**1.122**	**1.000**	**0.982**	**0.975**	**0.974**
6/30/26 Liability	**1.178**	**1.000**	**0.975**	**0.965**	**0.962**

The timing and amounts of the projected future loss payments are one of the products of the actuarial analysis. Combining these with interest rate information from the US Treasury, one can evaluate the reasonableness of the **3.0%** interest rate used in this report. In order to test that **3.0%** interest rate we constructed two "virtual portfolios" of zero coupon US Treasury bonds ("strips") as available on 12/31/25. The first comprised securities that would mature just as the funds would be needed to make the projected claim payments on the 6/30/26 liability. That virtual portfolio had an overall yield to maturity of **3.71%**. The second was designed to match the future payments on the 2026-27 losses. That portfolio had a yield to maturity of **3.75%**. We concluded, since **3.0%** is well below **3.71%** and **3.75%**, that **3.0%** was a very reasonable interest rate to use in this report.

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Alameda County Schools Insurance Group

An Actuarial Review of the Workers' Compensation Program

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Technical Approach

Alameda County Schools Insurance Group

An Actuarial Review of the Workers' Compensation Program

Technical Approach

This section describes the actuarial calculations. This report is based on claims data evaluated as of 12/31/25.

Exhibits

Summary Exhibits

These exhibits summarize the analysis and conclusions. Summary Exhibit 1 shows the estimated liability for unpaid losses as of 12/31/25. Summary Exhibit 2 shows projected rates of loss for 2026-27. Summary Exhibit 3 shows the projected unpaid losses by program year from the self-insurance program on both discounted and non-discounted bases, as of 6/30/26.

ULAE Exhibit

This exhibit shows the projected ULAE liability as of 6/30/26.

Fiscal Year End Exhibits

These exhibits show the estimated unpaid losses as of 12/31/25 and the projection to 6/30/26.

Limited Loss Exhibits

These exhibits show the estimation of the limited ultimate losses for each program year. We start with the gross (unlimited) loss estimates and adjust them to a limited basis to reflect the effect of excess insurance. We assume that excess insurance has in the past and will continue in the future to pay all losses that exceed the stated SIR.

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Gross Loss Exhibits

These exhibits show the various actuarial projection methods and summarize the results for each program year, on a gross (unlimited loss) basis.

We used five different actuarial methods:

1) Reported loss projection method;
2) Paid loss projection method;
3) IBNR to Case Reserves Ratio method;
4) Bornhuetter-Ferguson method using reported losses; and
5) Frequency times Severity method.

Gross Loss Exhibit 1 summarizes the results of these methods.

Future Loss Exhibit

This exhibit shows the projection of the 2026-27 losses.

Discounting Exhibits

These exhibits show the discounting of the remaining unpaid losses and the projected future loss rate. They also include the Program Information Exhibit.

Claims Data

These exhibits show the gross development triangles for reported losses, paid losses, and number of claims reported. The latest data (lowest diagonal) is evaluated as of 12/31/25.

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Alameda County Schools Insurance Group
Workers' Compensation Program

Actuarial Analysis of the
Workers' Compensation Program

Summary Exhibits

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Alameda County Schools Insurance Group
Workers' Compensation Program

Estimated Unpaid Losses as of 12/31/25

Self-Insured Losses Limited to Stated SIR

(1) Estimated Unpaid Losses: $2,654,851

(2) Discounted Value of Unpaid Losses: $2,253,969
(Assuming 3.00% Interest Rate)

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Probability Levels

Probability Level (3)	Probability Factor (4)	Undiscounted Liability (5)	Discounted at 3.00% Interest (6)
10%	0.64	$1,699,105	$1,442,540
20%	0.70	1,858,396	1,577,778
30%	0.76	2,017,687	1,713,016
40%	0.82	2,176,978	1,848,254
50%	0.90	2,389,366	2,028,572
60%	0.98	2,601,754	2,208,889
Central Estimate	**1.00**	**$2,654,851**	**$2,253,969**
70%	1.09	2,893,788	2,456,826
80%	1.24	3,292,015	2,794,921
90%	1.49	3,955,728	3,358,413
95%	1.74	4,619,441	3,921,905
98%	2.05	5,442,445	4,620,635

Notes:

(1) Page 25, Column (6).
(2) (1), discounted at 3.00% interest.
(3) Estimated probability that funding will be adequate.
(4) Estimated by BAC.
(5) (1) x (4).
(6) (2) x (4).

Alameda County Schools Insurance Group
Workers' Compensation Program

Projected Unlimited Rate for 2026-27

	Loss Rate
(1) Discounted Loss Rate: (as of 7/1/26, 3.00% interest rate)	$1.45

Probability Levels

Probability Level (2)	Probability Factor (3)	Discounted * Rate (4)
0.30	0.89	$1.29
0.40	0.94	1.37
0.50	0.99	1.44
Central Estimate	**1.00**	**$1.45**
0.60	1.04	1.51
0.70	1.09	1.58
0.80	1.16	1.69
0.90	1.25	1.82

* Multiply by 1.151 to obtain undiscounted rates.

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Notes:

(1) [Page 48, Item (12)] x [Page 51, Item (4)].
(2) Estimated probability that funding will be adequate.
(3) Estimated by BAC.
(4) (1) x (3).

Alameda County Schools Insurance Group
Workers' Compensation Program

6/30/26 Summary
Self-Insured Losses Limited to Stated SIR

Program Year	Undiscounted Value: Claims Liabilities as of 6/30/26 (1)	Discounted (3.00% Interest) Claims Liabilities as of 6/30/26 (2)	Estimated Ultimate Losses (3)
1978-79	$727	$727	$917,000
1979-80	0	0	485,988
1980-81	704	704	777,000
1981-82	0	0	946,249
1982-83	0	0	1,746,217
1983-84	0	0	2,056,928
1984-85	0	0	1,828,533
1985-86	22,516	22,516	2,900,000
1986-87	4,228	4,228	2,730,000
1987-88	452	446	2,896,000
1988-89	28,335	27,648	4,063,000
1989-90	1,165	1,113	2,950,000
1990-91	23,657	22,356	5,590,000
1991-92	3,001	2,775	5,170,000
1992-93	3,255	2,988	4,286,000
1993-94	34,005	30,552	3,770,000
1994-95	170,258	151,242	5,008,000
1995-96	85,842	75,064	5,510,000
1996-97	68,131	58,668	7,370,000
1997-98	80,714	68,892	6,920,000
1998-99	467,324	395,545	10,000,000
1999-00	220,691	185,982	7,980,000
2000-01	245,918	208,647	11,360,000
2001-02	152,733	129,677	12,210,000
2002-03	50,283	42,415	10,410,000
2003-04	164,676	138,750	6,290,000
2004-05	118,611	98,990	5,920,000
2005-06	162,904	134,189	9,080,000
2006-07	106,814	87,422	8,940,000
2007-08	101,425	82,722	8,900,000
2008-09	166,702	135,128	9,220,000
Total	$2,485,071	$2,109,386	

Notes:
(1) Page 50, Column (1).
(2) Page 50, Column (3).
(3) Page 27, Column (6).

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Alameda County Schools Insurance Group
Workers' Compensation Program

Actuarial Analysis of the
Workers' Compensation Program

Unallocated Loss Adjustment Expenses

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Alameda County Schools Insurance Group
Workers' Compensation Program

Estimated ULAE Ratio

(1) Selected Ratio of ULAE to Loss: 15.0%

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	Case Reserves	True IBNR Liability	Total
(2) Ratio of Unpaid ULAE to Unpaid Loss:	7.5%	15.0%	
(3) Unpaid Loss as of 6/30/26 ($1,000's):	$2,485,071	$0	$2,485,071
(4) Unpaid ULAE as of 6/30/26 ($1,000's):	$186,380	$0	$186,380
(5) Ratio for Different Evaluation Dates:			7.5%

Notes:

(1) Estimated by BAC.
(2) Case Reserves: 50% x (1); IBNR Liability: 100% x (1).
(3) Net Liability as of 06/30/26.
(Self-Insured years only.)
100% of IBNR was treated as future development on case reserves.
(4) (2) x (3).
(5) [Sum of (4)] / [Sum of (3)].

Alameda County Schools Insurance Group
Workers' Compensation Program

Actuarial Analysis of the
Workers' Compensation Program

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Fiscal Year End Exhibits

Alameda County Schools Insurance Group
Workers' Compensation Program

Projected Unpaid Losses as of 6/30/26
Self-Insured Losses Limited to Stated SIR

Program Year	Estimated Ultimate Losses (1)	Projected Limited Losses Paid as of 6/30/26 (2)	Projected Limited Case Reserves 6/30/26 (3)	Projected Limited Reported Losses as of 6/30/26 (4)	Projected Limited IBNR as of 6/30/26 (5)	Projected Limited Unpaid Losses as of 6/30/26 (6)
1978-79	$917,000	$916,273	$0	$916,273	$727	$727
1979-80	485,988	485,988	0	485,988	0	0
1980-81	777,000	776,296	0	776,296	704	704
1981-82	946,249	946,249	0	946,249	0	0
1982-83	1,746,217	1,746,217	0	1,746,217	0	0
1983-84	2,056,928	2,056,928	0	2,056,928	0	0
1984-85	1,828,533	1,828,533	0	1,828,533	0	0
1985-86	2,900,000	2,877,484	19,855	2,897,339	2,661	22,516
1986-87	2,730,000	2,725,772	4,068	2,729,840	160	4,228
1987-88	2,896,000	2,895,548	0	2,895,548	452	452
1988-89	4,063,000	4,034,665	20,839	4,055,505	7,495	28,335
1989-90	2,950,000	2,948,835	0	2,948,835	1,165	1,165
1990-91	5,590,000	5,566,343	1,905	5,568,248	21,752	23,657
1991-92	5,170,000	5,166,999	0	5,166,999	3,001	3,001
1992-93	4,286,000	4,282,745	0	4,282,745	3,255	3,255
1993-94	3,770,000	3,735,995	12,328	3,748,323	21,677	34,005
1994-95	5,008,000	4,837,742	108,885	4,946,627	61,373	170,258
1995-96	5,510,000	5,424,158	60,840	5,484,998	25,002	85,842
1996-97	7,370,000	7,301,869	28,799	7,330,668	39,332	68,131
1997-98	6,920,000	6,839,286	34,730	6,874,017	45,983	80,714
1998-99	10,000,000	9,532,676	394,000	9,926,676	73,324	467,324
1999-00	7,980,000	7,759,309	178,965	7,938,274	41,726	220,691
2000-01	11,360,000	11,114,082	146,920	11,261,003	98,997	245,918
2001-02	12,210,000	12,057,267	28,291	12,085,558	124,442	152,733
2002-03	10,410,000	10,359,717	6,976	10,366,693	43,307	50,283
2003-04	6,290,000	6,125,324	105,973	6,231,297	58,703	164,676
2004-05	5,920,000	5,801,389	50,430	5,851,819	68,181	118,611
2005-06	9,080,000	8,917,096	59,476	8,976,572	103,428	162,904
2006-07	8,940,000	8,833,186	44,398	8,877,584	62,416	106,814
2007-08	8,900,000	8,798,575	18,717	8,817,291	82,709	101,425
2008-09	9,220,000	9,053,298	95,132	9,148,430	71,570	166,702
Total	$168,230,915	$165,745,844	$1,421,530	$167,167,374	$1,063,541	$2,485,071

Notes:
(1) Page 27, Column (6).
(2) Page 24, Column (3).
(3) (4) - (2).
(4) Page 24, Column (6).
(5) (1) - (4).
(6) (1) - (2).

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Alameda County Schools Insurance Group
Workers' Compensation Program

Projected Paid and Reported Losses between 1/1/26 and 6/30/26
Self-Insured Losses Limited to Stated SIR

Program Year	Losses Paid as of 12/31/25 (1)	Projected Losses Paid 1/1/26 - 6/30/26 (2)	Projected Losses Paid as of 6/30/26 (3)	Losses Reported as of 12/31/25 (4)	Projected Losses Reported 1/1/26 - 6/30/26 (5)	Projected Losses Reported as of 6/30/26 (6)
1978-79	$916,273	$0	$916,273	$916,273	$0	$916,273
1979-80	485,988	0	485,988	485,988	0	485,988
1980-81	776,296	0	776,296	776,296	0	776,296
1981-82	946,249	0	946,249	946,249	0	946,249
1982-83	1,746,217	0	1,746,217	1,746,217	0	1,746,217
1983-84	2,056,928	0	2,056,928	2,056,928	0	2,056,928
1984-85	1,828,533	0	1,828,533	1,828,533	0	1,828,533
1985-86	2,877,484	0	2,877,484	2,897,339	0	2,897,339
1986-87	2,721,542	4,229	2,725,772	2,729,680	160	2,729,840
1987-88	2,895,548	0	2,895,548	2,895,548	0	2,895,548
1988-89	4,027,207	7,458	4,034,665	4,053,532	1,973	4,055,505
1989-90	2,948,835	0	2,948,835	2,948,835	0	2,948,835
1990-91	5,563,787	2,556	5,566,343	5,565,898	2,350	5,568,248
1991-92	5,166,999	0	5,166,999	5,166,999	0	5,166,999
1992-93	4,282,745	0	4,282,745	4,282,745	0	4,282,745
1993-94	3,733,972	2,023	3,735,995	3,747,033	1,290	3,748,323
1994-95	4,827,010	10,733	4,837,742	4,942,758	3,869	4,946,627
1995-96	5,419,965	4,193	5,424,158	5,483,777	1,221	5,484,998
1996-97	7,298,130	3,739	7,301,869	7,328,509	2,158	7,330,668
1997-98	6,834,355	4,932	6,839,286	6,871,207	2,810	6,874,017
1998-99	9,502,516	30,161	9,532,676	9,921,944	4,732	9,926,676
1999-00	7,740,464	18,844	7,759,309	7,934,711	3,563	7,938,274
2000-01	11,091,532	22,550	11,114,082	11,251,925	9,078	11,261,003
2001-02	12,046,037	11,230	12,057,267	12,076,408	9,150	12,085,558
2002-03	10,356,176	3,541	10,359,717	10,363,644	3,050	10,366,693
2003-04	6,114,865	10,459	6,125,324	6,227,569	3,728	6,231,297
2004-05	5,795,958	5,431	5,801,389	5,848,697	3,122	5,851,819
2005-06	8,909,458	7,638	8,917,096	8,971,723	4,849	8,976,572
2006-07	8,827,220	5,966	8,833,186	8,874,098	3,486	8,877,584
2007-08	8,793,051	5,523	8,798,575	8,812,787	4,504	8,817,291
2008-09	9,044,724	8,574	9,053,298	9,144,749	3,681	9,148,430
Total	$165,576,064	$169,780	$165,745,844	$167,098,600	$68,774	$167,167,374

Notes:
(1) Page 29, Column (1).
(2) Projected by BAC.
(3) (1) + (2).
(4) Page 28, Column (1).
(5) Projected by BAC.
(6) (4) + (5).

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Alameda County Schools Insurance Group
Workers' Compensation Program

Estimated Unpaid Losses as of 12/31/25
Self-Insured Losses Limited to Stated SIR

Program Year	Estimated Ultimate Losses (1)	Limited Losses Paid as of 12/31/25 (2)	Limited Case Reserves 12/31/25 (3)	Limited Reported Losses as of 12/31/25 (4)	Limited IBNR as of 12/31/25 (5)	Limited Unpaid Losses as of 12/31/25 (6)
1978-79	$917,000	$916,273	$0	$916,273	$727	$727
1979-80	485,988	485,988	0	485,988	0	0
1980-81	777,000	776,296	0	776,296	704	704
1981-82	946,249	946,249	0	946,249	0	0
1982-83	1,746,217	1,746,217	0	1,746,217	0	0
1983-84	2,056,928	2,056,928	0	2,056,928	0	0
1984-85	1,828,533	1,828,533	0	1,828,533	0	0
1985-86	2,900,000	2,877,484	19,855	2,897,339	2,661	22,516
1986-87	2,730,000	2,721,542	8,138	2,729,680	320	8,458
1987-88	2,896,000	2,895,548	0	2,895,548	452	452
1988-89	4,063,000	4,027,207	26,325	4,053,532	9,468	35,793
1989-90	2,950,000	2,948,835	0	2,948,835	1,165	1,165
1990-91	5,590,000	5,563,787	2,111	5,565,898	24,102	26,213
1991-92	5,170,000	5,166,999	0	5,166,999	3,001	3,001
1992-93	4,286,000	4,282,745	0	4,282,745	3,255	3,255
1993-94	3,770,000	3,733,972	13,061	3,747,033	22,967	36,028
1994-95	5,008,000	4,827,010	115,749	4,942,758	65,242	180,990
1995-96	5,510,000	5,419,965	63,811	5,483,777	26,223	90,035
1996-97	7,370,000	7,298,130	30,379	7,328,509	41,491	71,870
1997-98	6,920,000	6,834,355	36,852	6,871,207	48,793	85,645
1998-99	10,000,000	9,502,516	419,429	9,921,944	78,056	497,484
1999-00	7,980,000	7,740,464	194,247	7,934,711	45,289	239,536
2000-01	11,360,000	11,091,532	160,393	11,251,925	108,075	268,468
2001-02	12,210,000	12,046,037	30,371	12,076,408	133,592	163,963
2002-03	10,410,000	10,356,176	7,467	10,363,644	46,356	53,824
2003-04	6,290,000	6,114,865	112,704	6,227,569	62,431	175,135
2004-05	5,920,000	5,795,958	52,739	5,848,697	71,303	124,042
2005-06	9,080,000	8,909,458	62,265	8,971,723	108,277	170,542
2006-07	8,940,000	8,827,220	46,878	8,874,098	65,902	112,780
2007-08	8,900,000	8,793,051	19,736	8,812,787	87,213	106,949
2008-09	9,220,000	9,044,724	100,025	9,144,749	75,251	175,276
Total	$168,230,915	$165,576,064	$1,522,536	$167,098,600	$1,132,315	$2,654,851

Notes:
(1) Page 27, Column (6).
(2) Page 29, Column (1).
(3) (4) - (2).
(4) Page 28, Column (1).
(5) (1) - (4).
(6) (1) - (2).

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Alameda County Schools Insurance Group
Workers' Compensation Program

Actuarial Analysis of the
Workers' Compensation Program

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Limited Losses

Alameda County Schools Insurance Group
Workers' Compensation Program

Selected Ultimate Losses
Self-Insured Losses Limited to Stated SIR

Program Year	Limited Reported Loss Development (1)	Lim Paid Loss Development (2)	Limited IBNR to Case Ratio (3)	Based on Future Medical Re-Opens (4)	Selected Ultimate Limited Losses (6)
1978-79	$916,273	$916,273	$916,273	$916,550	$917,000
1979-80	485,988	485,988	485,988	485,988	485,988
1980-81	776,296	776,296	776,296	776,381	777,000
1981-82	946,249	946,249	946,249	946,249	946,249
1982-83	1,746,217	1,746,217	1,746,217	1,746,217	1,746,217
1983-84	2,056,928	2,056,928	2,056,928	2,056,928	2,056,928
1984-85	1,828,533	1,828,533	1,828,533	1,828,533	1,828,533
1985-86	2,897,339	2,877,484	2,897,339	2,897,869	2,900,000
1986-87	2,729,680	2,722,338	2,729,680	2,731,087	2,730,000
1987-88	2,897,964	2,901,335	2,895,548	2,895,773	2,896,000
1988-89	4,062,149	4,041,022	4,096,573	4,053,575	4,063,000
1989-90	2,958,506	2,962,635	2,948,835	2,949,185	2,950,000
1990-91	5,589,464	5,596,165	5,571,568	5,566,813	5,590,000
1991-92	5,194,475	5,203,521	5,166,999	5,169,665	5,170,000
1992-93	4,309,075	4,318,468	4,282,745	4,285,600	4,286,000
1993-94	3,770,136	3,769,095	3,772,124	3,747,405	3,770,000
1994-95	4,973,321	4,878,586	5,103,417	4,946,092	5,008,000
1995-96	5,514,396	5,476,229	5,558,819	5,486,296	5,510,000
1996-97	7,369,652	7,382,801	7,357,309	7,332,151	7,370,000
1997-98	6,916,472	6,924,114	6,908,796	6,876,953	6,920,000
1998-99	9,996,998	9,644,821	10,356,472	9,933,936	10,000,000
1999-00	8,005,660	7,870,555	8,159,260	7,939,857	7,980,000
2000-01	11,358,383	11,316,454	11,394,996	11,267,675	11,360,000
2001-02	12,190,666	12,330,146	12,097,243	12,096,490	12,210,000
2002-03	10,461,697	10,640,270	10,367,684	10,382,766	10,410,000
2003-04	6,286,490	6,344,083	6,267,015	6,241,044	6,290,000
2004-05	5,904,033	6,034,912	5,865,046	5,864,572	5,920,000
2005-06	9,049,650	9,274,427	8,989,157	8,987,678	9,080,000
2006-07	8,907,551	9,044,428	8,882,770	8,906,414	8,940,000
2007-08	8,846,214	9,041,920	8,815,925	8,857,788	8,900,000
2008-09	9,180,481	9,337,486	9,158,953	9,174,056	9,220,000
Total	$168,126,936	$168,689,779	$168,400,758	$167,347,585	$168,230,915

Notes:
(1) Page 28, Column (3).
(2) Page 28, Column (3).
(3) Page 30, Column (6).
(4) Page 31, Column (3).
(6) Selected on the basis of (1) - (4).

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Alameda County Schools Insurance Group
Workers' Compensation Program

Reported Loss Development
Self-Insured Losses Limited to Stated SIR

Program Year	Cumulative Reported Losses as of 12/31/25 (1)	Reported Development Factor as of 12/31/25 (2)	Projected Ultimate Losses (3)
1978-79	$916,273	1.000	$916,273
1979-80	485,988	1.000	485,988
1980-81	776,296	1.000	776,296
1981-82	946,249	1.000	946,249
1982-83	1,746,217	1.000	1,746,217
1983-84	2,056,928	1.000	2,056,928
1984-85	1,828,533	1.000	1,828,533
1985-86	2,897,339	1.000	2,897,339
1986-87	2,729,680	1.000	2,729,680
1987-88	2,895,548	1.001	2,897,964
1988-89	4,053,532	1.002	4,062,149
1989-90	2,948,835	1.003	2,958,506
1990-91	5,565,898	1.004	5,589,464
1991-92	5,166,999	1.005	5,194,475
1992-93	4,282,745	1.006	4,309,075
1993-94	3,747,033	1.006	3,770,136
1994-95	4,942,758	1.006	4,973,321
1995-96	5,483,777	1.006	5,514,396
1996-97	7,328,509	1.006	7,369,652
1997-98	6,871,207	1.007	6,916,472
1998-99	9,921,944	1.008	9,996,998
1999-00	7,934,711	1.009	8,005,660
2000-01	11,251,925	1.009	11,358,383
2001-02	12,076,408	1.009	12,190,666
2002-03	10,363,644	1.009	10,461,697
2003-04	6,227,569	1.009	6,286,490
2004-05	5,848,697	1.009	5,904,033
2005-06	8,971,723	1.009	9,049,650
2006-07	8,874,098	1.004	8,907,551
2007-08	8,812,787	1.004	8,846,214
2008-09	9,144,749	1.004	9,180,481

Notes:
(1) Provided by Keenan & Associates.
(2) Page 34, Column (2), tempered for SIR.
(3) (1) x (2), rounded.

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Alameda County Schools Insurance Group
Workers' Compensation Program

Paid Loss Development
Self-Insured Losses Limited to Stated SIR

Program Year	Cumulative Paid Losses as of 12/31/25 (1)	Paid Development Factor as of 12/31/25 (2)	Projected Ultimate Losses (3)
1978-79	$916,273	1.000	$916,273
1979-80	485,988	1.000	485,988
1980-81	776,296	1.000	776,296
1981-82	946,249	1.000	946,249
1982-83	1,746,217	1.000	1,746,217
1983-84	2,056,928	1.000	2,056,928
1984-85	1,828,533	1.000	1,828,533
1985-86	2,877,484	1.000	2,877,484
1986-87	2,721,542	1.000	2,722,338
1987-88	2,895,548	1.002	2,901,335
1988-89	4,027,207	1.003	4,041,022
1989-90	2,948,835	1.005	2,962,635
1990-91	5,563,787	1.006	5,596,165
1991-92	5,166,999	1.007	5,203,521
1992-93	4,282,745	1.008	4,318,468
1993-94	3,733,972	1.009	3,769,095
1994-95	4,827,010	1.011	4,878,586
1995-96	5,419,965	1.010	5,476,229
1996-97	7,298,130	1.012	7,382,801
1997-98	6,834,355	1.013	6,924,114
1998-99	9,502,516	1.015	9,644,821
1999-00	7,740,464	1.017	7,870,555
2000-01	11,091,532	1.020	11,316,454
2001-02	12,046,037	1.024	12,330,146
2002-03	10,356,176	1.027	10,640,270
2003-04	6,114,865	1.037	6,344,083
2004-05	5,795,958	1.041	6,034,912
2005-06	8,909,458	1.041	9,274,427
2006-07	8,827,220	1.025	9,044,428
2007-08	8,793,051	1.028	9,041,920
2008-09	9,044,724	1.032	9,337,486

Notes:
(1) Provided by Keenan & Associates.
(2) Page 35, Column (2), tempered for SIR.
(3) (1) x (2), rounded.

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Alameda County Schools Insurance Group
Workers' Compensation Program

IBNR to Case Reserves Ratio Method
Self-Insured Losses Limited to Stated SIR

Program Year	Cumulative Reported Loss Development Factors (1)	Cumulative Paid Loss Development Factors (2)	IBNR to Case Reserves Ratio (3)	Limited Case Reserves (4)	Estimated IBNR as of 12/31/25 (5)	Estimated Ultimate Losses (6)
1978-79	1.000	1.000	0.000	$0	$0	$916,273
1979-80	1.000	1.000	0.000	0	0	485,988
1980-81	1.000	1.000	0.000	0	0	776,296
1981-82	1.000	1.000	0.000	0	0	946,249
1982-83	1.000	1.000	0.000	0	0	1,746,217
1983-84	1.000	1.000	0.000	0	0	2,056,928
1984-85	1.000	1.000	0.000	0	0	1,828,533
1985-86	1.000	1.000	0.000	19,855	0	2,897,339
1986-87	1.000	1.000	0.000	8,138	0	2,729,680
1987-88	1.001	1.002	0.718	0	0	2,895,548
1988-89	1.002	1.003	1.635	26,325	43,041	4,096,573
1989-90	1.003	1.005	2.353	0	0	2,948,835
1990-91	1.004	1.006	2.686	2,111	5,670	5,571,568
1991-92	1.005	1.007	3.059	0	0	5,166,999
1992-93	1.006	1.008	2.827	0	0	4,282,745
1993-94	1.006	1.009	1.921	13,061	25,091	3,772,124
1994-95	1.006	1.011	1.388	115,749	160,659	5,103,417
1995-96	1.006	1.010	1.176	63,811	75,042	5,558,819
1996-97	1.006	1.012	0.948	30,379	28,800	7,357,309
1997-98	1.007	1.013	1.020	36,852	37,589	6,908,796
1998-99	1.008	1.015	1.036	419,429	434,528	10,356,472
1999-00	1.009	1.017	1.156	194,247	224,549	8,159,260
2000-01	1.009	1.020	0.892	160,393	143,071	11,394,996
2001-02	1.009	1.024	0.686	30,371	20,835	12,097,243
2002-03	1.009	1.027	0.541	7,467	4,040	10,367,684
2003-04	1.009	1.037	0.350	112,704	39,446	6,267,015
2004-05	1.009	1.041	0.310	52,739	16,349	5,865,046
2005-06	1.009	1.041	0.280	62,265	17,434	8,989,157
2006-07	1.004	1.025	0.185	46,878	8,672	8,882,770
2007-08	1.004	1.028	0.159	19,736	3,138	8,815,925
2008-09	1.004	1.032	0.142	100,025	14,204	9,158,953
Total				$1,522,536	$1,302,158	$168,400,758

(1) Page 28, Column (2).
(2) Page 29, Column (2).
(3) [(1) - 1.000] x (2)/ [(2) - (1)].
(4) [Page 28, Column (1)] - [Page 29, Column (1)].
(5) (3) x (4), rounded.
(6) (5) + Page 28, Column (1).

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Alameda County Schools Insurance Group
Workers' Compensation Program

Based on Projected Future Medical Only
Self-Insured Losses Limited to Stated SIR

Program Year	Losses Reported as of 12/31/25 (1)	Projected Future Medical Re-opens (2)	Estimated Ultimate Losses (3)
1978-79	$916,273	$277	$916,550
1979-80	485,988	0	485,988
1980-81	776,296	85	776,381
1981-82	946,249	0	946,249
1982-83	1,746,217	0	1,746,217
1983-84	2,056,928	0	2,056,928
1984-85	1,828,533	0	1,828,533
1985-86	2,897,339	530	2,897,869
1986-87	2,729,680	1,407	2,731,087
1987-88	2,895,548	225	2,895,773
1988-89	4,053,532	43	4,053,575
1989-90	2,948,835	349	2,949,185
1990-91	5,565,898	916	5,566,813
1991-92	5,166,999	2,666	5,169,665
1992-93	4,282,745	2,855	4,285,600
1993-94	3,747,033	372	3,747,405
1994-95	4,942,758	3,333	4,946,092
1995-96	5,483,777	2,520	5,486,296
1996-97	7,328,509	3,642	7,332,151
1997-98	6,871,207	5,746	6,876,953
1998-99	9,921,944	11,992	9,933,936
1999-00	7,934,711	5,146	7,939,857
2000-01	11,251,925	15,750	11,267,675
2001-02	12,076,408	20,082	12,096,490
2002-03	10,363,644	19,122	10,382,766
2003-04	6,227,569	13,475	6,241,044
2004-05	5,848,697	15,875	5,864,572
2005-06	8,971,723	15,955	8,987,678
2006-07	8,874,098	32,316	8,906,414
2007-08	8,812,787	45,000	8,857,788
2008-09	9,144,749	29,307	9,174,056

Notes:
(1) Page 28, Column (1).
(2) Estimated by BAC based on ages of potential claimants.
(3) (1) + (2).

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Alameda County Schools Insurance Group
Workers' Compensation Program

Actuarial Analysis of the
Workers' Compensation Program

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Gross Loss Exhibits

Alameda County Schools Insurance Group
Workers' Compensation Program

Selected Ultimate Losses - Unlimited

Program Year	Reported Projection (1)	Paid Projection (2)	IBNR to Case Reserves Ratio (3)	B-F Method Using Reported (4)	Frequency Times Severity (5)	Selected Ultimate Losses (6)
2009-10	$10,711,215	$10,885,634	$10,684,418	$10,725,375	$11,354,880	10,760,000
2010-11	10,497,762	11,116,803	10,408,705	10,507,530	12,191,121	10,510,000
2011-12	9,641,782	10,390,946	9,549,058	9,661,469	11,424,899	9,660,000
2012-13	8,256,213	8,652,417	8,207,166	8,289,281	10,664,950	8,360,000
2013-14	9,472,847	10,035,259	9,348,775	9,529,978	11,665,721	9,600,000
2014-15	13,059,092	14,003,999	12,884,371	13,038,780	12,806,028	13,250,000
2015-16	10,118,982	10,742,824	9,892,686	10,234,210	10,023,488	10,250,000
2016-17	12,588,103	13,606,856	12,188,124	12,627,020	10,904,992	12,760,000
2017-18	13,995,602	14,546,530	13,705,791	14,044,706	11,784,196	14,080,000
2018-19	11,692,193	11,888,493	11,580,697	12,090,595	12,319,999	11,900,000
2019-20	11,613,343	10,566,064	12,298,202	11,548,063	10,925,803	11,510,000
2020-21	8,218,148	6,303,757	9,544,132	8,078,176	7,315,070	7,900,000
2021-22	18,700,637	15,972,997	20,423,055	18,559,323	14,907,995	18,630,000
2022-23	18,151,914	14,545,933	20,187,112	18,334,193	16,254,710	18,250,000
2023-24	20,116,558	16,888,599	21,797,453	20,004,008	18,881,116	20,070,000
2024-25	25,661,066	22,710,481	26,870,407	23,460,924	25,111,991	24,770,000
2025-26	28,784,104	20,492,722	30,190,057	23,675,700	24,627,200	23,700,000
Total	$241,279,561	$223,350,314	$249,760,207	$234,409,329	$233,164,159	$235,960,000

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Notes:
(1) Page 34, Column (3).
(2) Page 35, Column (3).
(3) Page 36, Column (6).
(4) Page 37, Column (6).
(5) Page 41, Column (4).
(6) Selected on the basis of (1) - (5).

Alameda County Schools Insurance Group
Workers' Compensation Program

Reported Loss Development - Unlimited

Program Year	Cumulative Reported Losses as of 12/31/25 (1)	Reported Development Factor as of 12/31/25 (2)	Projected Ultimate Losses (3)
2009-10	10,609,191	1.010	$10,711,215
2010-11	10,391,726	1.010	10,497,762
2011-12	9,546,044	1.010	9,641,782
2012-13	8,174,233	1.010	8,256,213
2013-14	9,267,508	1.022	9,472,847
2014-15	12,778,971	1.022	13,059,092
2015-16	9,682,538	1.045	10,118,982
2016-17	11,921,894	1.056	12,588,103
2017-18	12,894,151	1.085	13,995,602
2018-19	10,516,603	1.112	11,692,193
2019-20	10,133,774	1.146	11,613,343
2020-21	6,893,095	1.192	8,218,148
2021-22	15,122,823	1.237	18,700,637
2022-23	13,747,604	1.320	18,151,914
2023-24	13,509,325	1.489	20,116,558
2024-25	14,154,932	1.813	25,661,066
2025-26	7,724,391	3.726	28,784,104

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Notes:
(1) Provided by Keenan & Associates.
(2) Page 57.
(3) (1) x (2), rounded.

Alameda County Schools Insurance Group
Workers' Compensation Program

Paid Loss Projection - Unlimited

Program Year	Cumulative Paid Losses as of 12/31/25 (1)	Paid Development Factor as of 12/31/25 (2)	Projected Ultimate Losses (3)
2009-10	$10,153,269	1.072	$10,885,634
2010-11	10,282,884	1.081	11,116,803
2011-12	9,523,715	1.091	10,390,946
2012-13	7,930,284	1.091	8,652,417
2013-14	8,938,491	1.123	10,035,259
2014-15	12,279,443	1.140	14,003,999
2015-16	9,186,905	1.169	10,742,824
2016-17	11,356,649	1.198	13,606,856
2017-18	11,656,894	1.248	14,546,530
2018-19	9,092,112	1.308	11,888,493
2019-20	7,718,117	1.369	10,566,064
2020-21	4,288,932	1.470	6,303,757
2021-22	9,916,308	1.611	15,972,997
2022-23	7,706,790	1.887	14,545,933
2023-24	6,952,262	2.429	16,888,599
2024-25	5,988,281	3.792	22,710,481
2025-26	1,034,198	19.815	20,492,722

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Notes:
(1) Provided by Keenan & Associates.
(2) Page 58.
(3) (1) x (2), rounded.

Alameda County Schools Insurance Group
Workers' Compensation Program

IBNR to Case Reserves Ratio Method

Program Year	Reported Development Factor as of 12/31/25 (1)	Paid Development Factor as of 12/31/25 (2)	IBNR to Case Reserves Ratio (3)	Case Reserves as of 12/31/25 (4)	Estimated IBNR as of 12/31/25 (5)	Estimated Ultimate Losses (6)
2009-10	1.010	1.072	0.165	$455,922	$75,227	$10,684,418
2010-11	1.010	1.081	0.156	108,842	16,979	10,408,705
2011-12	1.010	1.091	0.135	22,329	3,014	9,549,058
2012-13	1.010	1.091	0.135	243,949	32,933	8,207,166
2013-14	1.022	1.123	0.247	329,017	81,267	9,348,775
2014-15	1.022	1.140	0.211	499,528	105,400	12,884,371
2015-16	1.045	1.169	0.424	495,633	210,148	9,892,686
2016-17	1.056	1.198	0.471	565,245	266,230	12,188,124
2017-18	1.085	1.248	0.656	1,237,257	811,640	13,705,791
2018-19	1.112	1.308	0.747	1,424,490	1,064,094	11,580,697
2019-20	1.146	1.369	0.896	2,415,656	2,164,428	12,298,202
2020-21	1.192	1.470	1.018	2,604,163	2,651,037	9,544,132
2021-22	1.237	1.611	1.018	5,206,515	5,300,232	20,423,055
2022-23	1.320	1.887	1.066	6,040,814	6,439,508	20,187,112
2023-24	1.489	2.429	1.264	6,557,063	8,288,128	21,797,453
2024-25	1.813	3.792	1.557	8,166,651	12,715,475	26,870,407
2025-26	3.726	19.815	3.358	6,690,192	22,465,666	30,190,057

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Notes:

(1) Page 34, Column (2).
(2) Page 35, Column (2).
(3) [(1) - 1.000] x (2)/ [(2) - (1)].
(4) Page 34, Column (1) - Page 35, Column (1).
(5) (3) x (4), rounded.
(6) (5) + Page 34, Column (1).

Alameda County Schools Insurance Group
Workers' Compensation Program

Bornhuetter-Ferguson Using Reported Losses

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Program Year	*A Priori* Ultimate Losses (1)	Cumulative Reported Loss Development Factors (2)	Percentage of Losses Not Yet Reported (3)	Expected Unreported Losses (4)	Losses Reported as of 12/31/25 (5)	Estimated Ultimate Losses (6)
2009-10	$11,618,388	1.010	1.0%	$116,184	$10,609,191	$10,725,375
2010-11	11,580,398	1.010	1.0%	115,804	10,391,726	10,507,530
2011-12	11,542,533	1.010	1.0%	115,425	9,546,044	9,661,469
2012-13	11,504,791	1.010	1.0%	115,048	8,174,233	8,289,281
2013-14	11,930,446	1.022	2.2%	262,470	9,267,508	9,529,978
2014-15	12,371,850	1.022	2.1%	259,809	12,778,971	13,038,780
2015-16	12,829,585	1.045	4.3%	551,672	9,682,538	10,234,210
2016-17	13,304,256	1.056	5.3%	705,126	11,921,894	12,627,020
2017-18	14,563,993	1.085	7.9%	1,150,555	12,894,151	14,044,706
2018-19	15,584,082	1.112	10.1%	1,573,992	10,516,603	12,090,595
2019-20	11,136,131	1.146	12.7%	1,414,289	10,133,774	11,548,063
2020-21	7,360,751	1.192	16.1%	1,185,081	6,893,095	8,078,176
2021-22	17,992,145	1.237	19.1%	3,436,500	15,122,823	18,559,323
2022-23	18,874,851	1.320	24.3%	4,586,589	13,747,604	18,334,193
2023-24	19,800,862	1.489	32.8%	6,494,683	13,509,325	20,004,008
2024-25	20,772,304	1.813	44.8%	9,305,992	14,154,932	23,460,924
2025-26	21,791,406	3.726	73.2%	15,951,309	7,724,391	23,675,700

Notes:
(1) Page 38, Column (4).
(2) Page 34, Column (2).
(3) 100% - [1.000 / (2)].
(4) (1) x (3).
(5) Page 34, Column (1).
(6) (4) + (5).

Alameda County Schools Insurance Group
Workers' Compensation Program

A Priori Losses for Bornhuetter-Ferguson

Program Year	*A Priori* Loss Rate (1)	Factor to Remove Trend (2)	Exposure Index (3)	*A Priori* Ultimate Losses (4)
2009-10	$21,791,406	0.566	0.942	$11,618,388
2010-11	21,791,406	0.575	0.924	11,580,398
2011-12	21,791,406	0.585	0.906	11,542,533
2012-13	21,791,406	0.595	0.888	11,504,791
2013-14	21,791,406	0.604	0.906	11,930,446
2014-15	21,791,406	0.615	0.924	12,371,850
2015-16	21,791,406	0.625	0.942	12,829,585
2016-17	21,791,406	0.635	0.961	13,304,256
2017-18	21,791,406	0.682	0.980	14,563,993
2018-19	21,791,406	0.715	1.000	15,584,082
2019-20	14,843,550	0.750	1.000	11,136,131
2020-21	9,352,442	0.787	1.000	7,360,751
2021-22	21,791,406	0.826	1.000	17,992,145
2022-23	21,791,406	0.866	1.000	18,874,851
2023-24	21,791,406	0.909	1.000	19,800,862
2024-25	21,791,406	0.953	1.000	20,772,304
2025-26	21,791,406	1.000	1.000	21,791,406

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Notes:
(1) Page 39, Item (5).
(2) Estimated by BAC.
(3) Page 39, Column (3).
(4) (1) x (2) x (3).

Alameda County Schools Insurance Group
Workers' Compensation Program

A Priori Loss Rate for Bornhuetter-Ferguson Method

Program Year	*A Priori* Ultimate Losses (1)	Estimated Pure Premium Trend (2)	Exposure Index (3)	Constant Dollar, Constant Exposure Losses (4)
2009-10	$10,795,805	1.767	0.942	$20,248,573
2010-11	10,796,790	1.738	0.924	20,316,852
2011-12	10,001,918	1.710	0.906	18,882,845
2012-13	8,446,675	1.682	0.888	15,998,981
2013-14	9,740,871	1.654	0.906	17,792,065
2014-15	13,505,650	1.627	0.924	23,788,447
2015-16	10,413,396	1.601	0.942	17,687,442
2016-17	13,065,331	1.574	0.961	21,400,065
2017-18	14,251,885	1.467	0.980	21,324,414
2018-19	11,782,400	1.398	1.000	16,475,470
2019-20	11,136,131	1.333	1.000	14,843,550
2020-21	7,360,751	1.271	1.000	9,352,442
2021-22	17,516,048	1.211	1.000	21,214,775
2022-23	16,667,642	1.155	1.000	19,243,138
2023-24	18,889,827	1.101	1.000	20,788,786
2024-25	24,706,795	1.049	1.000	25,918,925
2025-26	27,471,657	1.000	1.000	27,471,657
Average				$18,623,856
ex 19/20-20/21, 25/26				$20,077,198
			(5) Selected A Priori 2025-26 Loss Level:	$21,791,406

Notes:
(1) Page 40, Column (3).
(2) Estimated by BAC.
(3) Page 46, Column (2).
(4) (1) x (2) / (3).
(5) Selected on the basis of (4).

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Alameda County Schools Insurance Group
Workers' Compensation Program

A Priori Ultimate losses - Unlimited

Program Year	Reported Loss Projection (1)	Paid Loss Projection (2)	*A Priori* Selection (3)
2009-10	$10,711,215	$10,885,634	$10,795,805
2010-11	10,497,762	11,116,803	10,796,790
2011-12	9,641,782	10,390,946	10,001,918
2012-13	8,256,213	8,652,417	8,446,675
2013-14	9,472,847	10,035,259	9,740,871
2014-15	13,059,092	14,003,999	13,505,650
2015-16	10,118,982	10,742,824	10,413,396
2016-17	12,588,103	13,606,856	13,065,331
2017-18	13,995,602	14,546,530	14,251,885
2018-19	11,692,193	11,888,493	11,782,400
2019-20	11,613,343	10,566,064	11,136,131
2020-21	8,218,148	6,303,757	7,360,751
2021-22	18,700,637	15,972,997	17,516,048
2022-23	18,151,914	14,545,933	16,667,642
2023-24	20,116,558	16,888,599	18,889,827
2024-25	25,661,066	22,710,481	24,706,795
2025-26	28,784,104	20,492,722	27,471,657
Total	$241,279,561	$223,350,314	$236,549,572

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Notes:
(1) Page 34, Column (3).
(2) Page 35, Column (3).
(3) Selected on the basis of (1) and (2).

Alameda County Schools Insurance Group
Workers' Compensation Program

Frequency Times Severity Method

Program Year	Selected Indemnity Claim Severity (1)	Factor to Remove Trend (2)	Selected Ultimate Indemnity Claims (3)	Estimated Ultimate Losses (4)
2009-10	$59,200	0.566	339	$11,354,880
2010-11	59,200	0.575	358	12,191,121
2011-12	59,200	0.585	330	11,424,899
2012-13	59,200	0.595	303	10,664,950
2013-14	59,200	0.604	326	11,665,721
2014-15	59,200	0.615	352	12,806,028
2015-16	59,200	0.625	271	10,023,488
2016-17	59,200	0.635	290	10,904,992
2017-18	59,200	0.682	292	11,784,196
2018-19	59,200	0.715	291	12,319,999
2019-20	59,200	0.750	246	10,925,803
2020-21	59,200	0.787	157	7,315,070
2021-22	59,200	0.826	305	14,907,995
2022-23	59,200	0.866	317	16,254,710
2023-24	59,200	0.909	351	18,881,116
2024-25	59,200	0.953	445	25,111,991
2025-26	59,200	1.000	416	24,627,200

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Notes:
(1) Page 42, Item (5).
(2) Estimated by BAC.
(3) Page 43, Column (3).
(4) (1) x (2) x (3).

Alameda County Schools Insurance Group
Workers' Compensation Program

Calculation of Expected Indemnity Claim Severity
Frequency Times Severity Method

Program Year	*A Priori* Ultimate Losses (1)	Estimated Severity Trend (2)	Selected Indemnity Claim Count (3)	Trended Indemnity Claim Severity (4)
2009-10	$10,795,805	1.767	339	$56,285
2010-11	10,796,790	1.738	358	52,429
2011-12	10,001,918	1.710	330	51,827
2012-13	8,446,675	1.682	303	46,887
2013-14	9,740,871	1.654	326	49,432
2014-15	13,505,650	1.627	352	62,434
2015-16	10,413,396	1.601	271	61,503
2016-17	13,065,331	1.574	290	70,928
2017-18	14,251,885	1.467	292	71,597
2018-19	11,782,400	1.398	291	56,617
2019-20	11,136,131	1.333	246	60,340
2020-21	7,360,751	1.271	157	59,570
2021-22	17,516,048	1.211	305	69,557
2022-23	16,667,642	1.155	317	60,704
2023-24	18,889,827	1.101	351	59,227
2024-25	24,706,795	1.049	445	58,245
2025-26	27,471,657	1.000	416	66,038
Average				$59,625
09/10-24/25				$59,224
			(5) Selected Severity:	$59,200

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Notes:
(1) Page 40, Column (3).
(2) Estimated by BAC.
(3) Page 43, Column (3).
(4) (1) x (2) / (3).
(5) Selected on the basis of (4).

Alameda County Schools Insurance Group
Workers' Compensation Program

Selected # of Indemnity Claims

Program Year	Reported Indemnity Claim Count Projection (1)	Bornhuetter-Ferguson Method (2)	Selected Indemnity Claim Count (3)
2009-10	339		339
2010-11	358		358
2011-12	330		330
2012-13	303		303
2013-14	326		326
2014-15	352		352
2015-16	271		271
2016-17	290		290
2017-18	292		292
2018-19	291		291
2019-20	246		246
2020-21	157		157
2021-22	305		305
2022-23	317		317
2023-24	351		351
2024-25	445		445
2025-26	453	416	416

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Notes:
(1) Page 44, Column (3).
(2) Page 45, Column (6).
(3) Selected on the basis of (1) and (2).

Alameda County Schools Insurance Group
Workers' Compensation Program

Projection of Ultimate # of Indemnity Claims
Projection of Reported Claims

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Program Year	Total Indemnity Claims Reported 12/31/25 (1)	Development Factors as of 12/31/25 (2)	Projected Ultimate Indemnity Claims (3)
2009-10	339	1.000	339
2010-11	358	1.000	358
2011-12	330	1.000	330
2012-13	303	1.000	303
2013-14	326	1.001	326
2014-15	352	1.001	352
2015-16	270	1.002	271
2016-17	289	1.003	290
2017-18	291	1.004	292
2018-19	289	1.007	291
2019-20	244	1.010	246
2020-21	155	1.015	157
2021-22	298	1.022	305
2022-23	308	1.030	317
2023-24	335	1.049	351
2024-25	404	1.101	445
2025-26	149	3.038	453

Notes:
(1) Provided by Keenan & Associates.
(2) Page 59.
(3) (1) x (2), rounded.

Alameda County Schools Insurance Group
Workers' Compensation Program

Projection of Ultimate # of Indemnity Claims
Bornhuetter-Ferguson Method

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Program Year	A Priori Claim Count (1)	Claim Development Factor (2)	Estimated Percentage of Claims Unreported (3)	Estimated Unreported Claims (4)	Reported Claims as of 12/31/25 (5)	Projected Ultimate Claims (6)
2025-26	398	3.038	67.1%	267	149	416

Notes:
(1) Page 46, Item (6).
(2) Page 44, Column (2).
(3) 100% - [1.000 / (2)].
(4) (1) x (3).
(5) Page 44, Column (1).
(6) (4) + (5).

Alameda County Schools Insurance Group
Workers' Compensation Program

Calculation of Expected # of Indemnity Claims
A Priori Claim Count

Program Year	Projected Ultimate Indemnity Claims (1)	Exposure Index (2)	Indicated Indemnity Claim Frequency (3)
2009-10	339	0.942	360
2010-11	358	0.924	388
2011-12	330	0.906	364
2012-13	303	0.888	341
2013-14	326	0.906	360
2014-15	352	0.924	381
2015-16	271	0.942	288
2016-17	290	0.961	302
2017-18	292	0.980	298
2018-19	291	1.000	291
2019-20	246	1.000	246
2020-21	157	1.000	157
2021-22	305	1.000	305
2022-23	317	1.000	317
2023-24	351	1.000	351
2024-25	445	1.000	445
2025-26	453	1.000	453
Average			332
ex 19/20-20/21, 25/26			342

(4) Selected Claim Frequency:	398
(5) 2025-26 Exposure Index:	1.000
(6) 2025-26 A Priori Claim Count:	398

Notes:
(1) Page 44, Column (3).
(2) Estimated by BAC.
(3) (1) / (2).
(4) Selected on the basis of (3).
(5) (2).
(6) (4) x (5).

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Alameda County Schools Insurance Group
Workers' Compensation Program

Actuarial Analysis of the
Workers' Compensation Program

Future Loss Exhibits

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Alameda County Schools Insurance Group
Workers' Compensation Program
Projected 2026-27 Unlimited Loss Rate

Program Year	Estimated Ultimate Losses (1)	Pure Premium Trend (2)	Exposure Indexed to 2026-27 (3)	Trended Loss @ 2026-27 Exposure Level (4)
2009-10	$10,760,000	1.854	0.942	$21,171,529
2010-11	10,510,000	1.824	0.924	20,747,466
2011-12	9,660,000	1.794	0.906	19,132,065
2012-13	8,360,000	1.764	0.888	16,611,673
2013-14	9,600,000	1.736	0.906	18,395,025
2014-15	13,250,000	1.707	0.924	24,483,137
2015-16	10,250,000	1.679	0.942	18,264,050
2016-17	12,760,000	1.652	0.961	21,925,320
2017-18	14,080,000	1.539	0.980	22,100,801
2018-19	11,900,000	1.467	1.000	17,456,275
2019-20	11,510,000	1.398	1.000	16,094,569
2020-21	7,900,000	1.333	1.000	10,530,053
2021-22	18,630,000	1.271	1.000	23,670,953
2022-23	18,250,000	1.211	1.000	22,103,710
2023-24	20,070,000	1.155	1.000	23,171,231
2024-25	24,770,000	1.101	1.000	27,260,082
Average				$20,194,871
ex 19/20-20/21				$21,178,094

(5) Selected 2026-27 Level Losses: $24,051,494

Program Year	Maximum Claim (6)	LDF (7)	Sev trend (8)	Trended, Developed (9)
2009-10	$1,040,690	1.010	1.794	$1,885,555
2010-11	504,240	1.010	1.764	898,623
2011-12	414,754	1.022	1.736	735,761
2012-13	688,428	1.022	1.707	1,200,954
2013-14	863,771	1.045	1.679	1,515,720
2016-17	772,156	1.056	1.652	1,346,527

(10) Factor for Unlimited Retention: 1.019

(11) Unlimited 2026-27 Level Losses: **$24,512,273**

(12) Unlimited 2026-27 Level Rate: **$1.67**

Notes:

(1) Page 33, Column (6).
(2) Estimated by BAC.
(3) Estimated by BAC.
(4) (1) x (2) / (3).
(5) Selected on the basis of (4).
(6) Provided by Keenan & Associates.
(7) Page 34, Column (2).
(8) Estimated by BAC.
(9) (6) x (7) x (8).
(10) Estimated by BAC.
(11) (5) x (10).
(12) (6) / 2026-27 payroll.

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Alameda County Schools Insurance Group
Workers' Compensation Program

Actuarial Analysis of the
Workers' Compensation Program

Discounting Exhibits

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Alameda County Schools Insurance Group
Workers' Compensation Program

Discounted Value of Unpaid Losses as of 6/30/26
Assuming a 3.00% Interest Rate
Self-Insured Losses Limited to Stated SIR

Program Year	Projected Unpaid Losses (1)	Discount Factor (2)	Discounted Unpaid Losses (3)
1978-79	$727	1.000	$727
1979-80	0	1.000	0
1980-81	704	1.000	704
1981-82	0	1.000	0
1982-83	0	1.000	0
1983-84	0	1.000	0
1984-85	0	1.000	0
1985-86	22,516	1.000	22,516
1986-87	4,228	1.000	4,228
1987-88	452	0.985	446
1988-89	28,335	0.976	27,648
1989-90	1,165	0.956	1,113
1990-91	23,657	0.945	22,356
1991-92	3,001	0.924	2,775
1992-93	3,255	0.918	2,988
1993-94	34,005	0.898	30,552
1994-95	170,258	0.888	151,242
1995-96	85,842	0.874	75,064
1996-97	68,131	0.861	58,668
1997-98	80,714	0.854	68,892
1998-99	467,324	0.846	395,545
1999-00	220,691	0.843	185,982
2000-01	245,918	0.848	208,647
2001-02	152,733	0.849	129,677
2002-03	50,283	0.844	42,415
2003-04	164,676	0.843	138,750
2004-05	118,611	0.835	98,990
2005-06	162,904	0.824	134,189
2006-07	106,814	0.818	87,422
2007-08	101,425	0.816	82,722
2008-09	166,702	0.811	135,128
Total	$2,485,071		$2,109,386

(4) Indicated Discount Factor: 0.849

Notes:
(1) Page 23, Column (6).
(2) Based upon a 3.00% interest rate.
(3) (1) x (2).
(4) [Sum of Column (3)] / [Sum of Column (1)].

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Alameda County Schools Insurance Group
Workers' Compensation Program

Discounted Value of 2026-27 Losses as of 7/1/26
Assuming a 3.00% Interest rate

Program Year	Projected Loss Payments (1)	Discount Factor (2)	Discounted Value of Payments (3)
2026-27	$3,891,513	0.985	$3,834,422
2027-28	4,795,225	0.957	4,587,258
2028-29	3,440,751	0.929	3,195,657
2029-30	2,592,524	0.902	2,337,720
2030-31	1,948,103	0.875	1,705,471
2031-32	1,484,753	0.850	1,261,971
2032-33	1,002,298	0.825	827,094
2033-34	803,524	0.801	643,754
2034-35	596,825	0.778	464,227
2035-36	462,640	0.755	349,373
2036-37	384,848	0.733	282,162
2037-38	353,780	0.712	251,828
2038-39	305,126	0.691	210,870
2039-40	286,588	0.671	192,289
2040-41	235,388	0.651	153,336
2041-42	178,909	0.632	113,150
2042-43	200,274	0.614	122,973
2043-44	152,421	0.596	90,865
2044-45	135,403	0.579	78,368
2045-46	138,748	0.562	77,965
2046-47	113,219	0.546	61,767
2047-48	77,625	0.530	41,115
48-49 & later	931,789	0.436	405,849
Total	$24,512,273		$21,289,484
	(4) Indicated Discount Factor:		0.869

Notes:
(1) Based upon the observed payment pattern.
(2) Based upon a 3.00% interest rate.
(3) (1) x (2).
(4) [Sum of Column (3)] / [Sum of Column (1)].

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Alameda County Schools Insurance Group
Workers' Compensation Program

Discounted Value of 2026-27 Losses as of 7/1/26
Assuming a 3.00% Interest rate

$1,000,000 SIR

Program Year	Projected Loss Payments (1)	Discount Factor (2)	Discounted Value of Payments (3)
2026-27	$3,913,818	0.985	$3,856,400
2027-28	4,776,573	0.957	4,569,415
2028-29	3,389,346	0.929	3,147,914
2029-30	2,526,905	0.902	2,278,551
2030-31	1,880,528	0.875	1,646,313
2031-32	1,420,571	0.850	1,207,419
2032-33	954,809	0.825	787,906
2033-34	760,454	0.801	609,248
2034-35	563,089	0.778	437,986
2035-36	435,324	0.755	328,745
2036-37	360,588	0.733	264,375
2037-38	328,756	0.712	234,016
2038-39	281,942	0.691	194,847
2039-40	262,346	0.671	176,024
2040-41	214,699	0.651	139,859
2041-42	163,432	0.632	103,362
2042-43	179,810	0.614	110,408
2043-44	136,949	0.596	81,641
2044-45	120,958	0.579	70,007
2045-46	122,328	0.562	68,738
2046-47	99,595	0.546	54,334
2047-48	68,969	0.530	36,530
48-49 & later	766,281	0.437	334,787
Total	$23,728,070		$20,738,825

(4) Indicated Discount Factor: 0.874

Notes:
(1) Based upon the observed payment pattern.
(2) Based upon a 3.00% interest rate.
(3) (1) x (2).
(4) [Sum of Column (3)] / [Sum of Column (1)].

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Alameda County Schools Insurance Group
Workers' Compensation Program

Discounted Value of 2026-27 Losses as of 7/1/26
Assuming a 3.00% Interest rate

$500,000 SIR

Program Year	Projected Loss Payments (1)	Discount Factor (2)	Discounted Value of Payments (3)
2026-27	$3,846,513	0.985	$3,790,081
2027-28	4,680,066	0.957	4,477,093
2028-29	3,299,050	0.929	3,064,050
2029-30	2,437,581	0.902	2,198,005
2030-31	1,796,576	0.875	1,572,816
2031-32	1,343,694	0.850	1,142,078
2032-33	899,052	0.825	741,895
2033-34	456,462	0.801	365,700
2034-35	583,370	0.778	453,761
2035-36	450,883	0.755	340,494
2036-37	370,854	0.733	271,902
2037-38	331,653	0.712	236,078
2038-39	280,755	0.691	194,027
2039-40	255,070	0.671	171,142
2040-41	206,931	0.651	134,799
2041-42	158,139	0.632	100,014
2042-43	165,965	0.614	101,907
2043-44	126,583	0.596	75,461
2044-45	109,932	0.579	63,626
2045-46	107,160	0.562	60,215
2046-47	86,583	0.546	47,236
2047-48	61,369	0.530	32,505
48-49 & later	550,345	0.441	242,582
Total	$22,604,585		$19,877,467

(4) Indicated Discount Factor: 0.879

Notes:
(1) Based upon the observed payment pattern.
(2) Based upon a 3.00% interest rate.
(3) (1) x (2).
(4) [Sum of Column (3)] / [Sum of Column (1)].

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Alameda County Schools Insurance Group
Workers' Compensation Program

Discounted Value of 2026-27 Losses as of 7/1/26
Assuming a 3.00% Interest rate

$250,000 SIR

Program Year	Projected Loss Payments (1)	Discount Factor (2)	Discounted Value of Payments (3)
2026-27	$3,893,922	0.985	$3,836,796
2027-28	4,075,040	0.957	3,898,307
2028-29	3,022,464	0.929	2,807,166
2029-30	2,188,926	0.902	1,973,789
2030-31	1,579,901	0.875	1,383,128
2031-32	1,156,954	0.850	983,357
2032-33	871,719	0.825	719,340
2033-34	558,419	0.801	447,385
2034-35	407,238	0.778	316,761
2035-36	310,649	0.755	234,594
2036-37	252,878	0.733	185,404
2037-38	224,163	0.712	159,564
2038-39	188,315	0.691	130,143
2039-40	169,950	0.671	114,030
2040-41	137,087	0.651	89,301
2041-42	104,291	0.632	65,958
2042-43	109,015	0.614	66,938
2043-44	82,848	0.596	49,389
2044-45	71,741	0.579	41,522
2045-46	69,745	0.562	39,191
2046-47	56,219	0.546	30,670
2047-48	39,775	0.530	21,067
48-49 & later	354,038	0.441	156,136
Total	$19,925,296		$17,749,936

(4) Indicated Discount Factor: 0.891

Notes:
(1) Based upon the observed payment pattern.
(2) Based upon a 3.00% interest rate.
(3) (1) x (2).
(4) [Sum of Column (3)] / [Sum of Column (1)].

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Alameda County Schools Insurance Group
Workers' Compensation Program

Program Information

Program Year	SIR (1)	Potential Future Medical Reopenings Under SIR (2)	Program Year	Payroll ($00's) (3)	Total Exposure Indexed to 2025-26 (4)
1978-79	$250,000	2	2009-10	$7,983,289	0.942
1979-80	250,000	0	2010-11	7,698,192	0.924
1980-81	250,000	1	2011-12	7,873,713	0.906
1981-82	250,000	0	2012-13	7,928,199	0.888
1982-83	250,000	0	2013-14	8,039,488	0.906
1983-84	10,000,000	1	2014-15	9,079,586	0.924
1984-85	250,000	0	2015-16	9,753,745	0.942
1985-86	250,000	1	2016-17	10,155,693	0.961
1986-87	500,000	6	2017-18	10,376,783	0.980
1987-88	10,000,000	1	2018-19	10,714,776	1.000
1988-89	10,000,000	1	2019-20	10,834,451	1.000
1989-90	10,000,000	1	2020-21	10,972,332	1.000
1990-91	10,000,000	5	2021-22	11,525,644	1.000
1991-92	10,000,000	6	2022-23	12,716,118	1.000
1992-93	10,000,000	5	2023-24	13,614,400	1.000
1993-94	10,000,000	3	2024-25	14,314,690	1.000
1994-95	10,000,000	8	2025-26	14,031,227	1.000
1995-96	2,000,000	9	2026-27	14,659,290	1.000
1996-97	2,000,000	11			
1997-98	2,000,000	14			
1998-99	2,000,000	22			
1999-00	1,000,000	15			
2000-01	1,000,000	30			
2001-02	1,000,000	31			
2002-03	1,000,000	28			
2003-04	10,000,000	27			
2004-05	10,000,000	26			
2005-06	3,000,000	30			
2006-07	250,000	41			
2007-08	250,000	56			
2008-09	250,000	37			

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Notes:
(1) Provided by Keenan & Associates.
(2) Provided by Keenan & Associates.
(3) Provided by Keenan & Associates.
(4) Estimated by BAC.

Alameda County Schools Insurance Group
Workers' Compensation Program

Actuarial Analysis of the
Workers' Compensation Program

Claims Data Exhibits

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Alameda County Schools Insurance Group
Workers' Compensation Program
Cumulative Reported Losses - Unlimited ($000's)

Program	Months of Development														
	6	18	30	42	54	66	78	90	102	114	126	138	150	162	174
1992															4,559
1993														3,939	3,946
1994													3,584	3,526	3,600
1995												4,458	4,440	4,626	4,932
1996											4,767	4,863	5,152	5,311	5,536
1997										5,711	5,884	6,435	6,728	6,877	6,719
1998									5,742	5,923	6,548	6,420	6,465	7,402	7,185
1999								7,696	8,065	9,823	9,884	10,287	10,497	10,818	10,672
2000							6,224	6,409	7,200	7,162	7,465	8,278	8,284	8,446	8,480
2001						7,909	8,710	11,125	10,953	13,502	13,997	13,873	11,154	11,281	11,384
2002					7,525	8,186	10,233	11,254	11,695	11,853	11,938	14,419	14,614	14,435	14,444
2003				6,070	7,110	9,059	8,593	8,775	8,504	10,093	10,236	9,873	10,052	10,009	10,245
2004			3,527	4,604	5,652	5,700	6,236	6,346	6,147	6,297	6,174	6,335	6,350	6,382	6,334
2005		2,278	3,069	4,738	5,249	5,021	5,794	5,518	5,457	5,419	5,470	5,651	5,629	5,659	5,799
2006	647	2,754	6,344	6,936	6,441	7,085	6,960	7,811	9,259	9,219	9,463	9,400	9,486	9,303	9,275
2007	1,014	5,880	7,487	8,423	9,310	8,770	9,098	11,194	12,933	13,014	13,401	14,483	13,285	13,220	13,235
2008	2,355	7,633	8,644	9,340	8,524	8,755	9,056	9,421	9,999	10,293	10,382	10,251	10,038	9,732	9,748
2009	2,843	7,418	7,830	8,612	8,778	9,120	9,190	9,347	10,045	9,975	9,666	9,591	9,560	9,582	9,602
2010	1,627	5,942	7,779	9,403	9,807	10,367	10,540	10,414	10,282	10,351	10,137	10,048	10,160	10,252	10,258
2011	3,232	6,935	8,678	9,125	9,352	9,851	9,948	9,947	9,782	9,663	9,837	10,395	10,252	10,320	10,334
2012	2,238	6,594	7,919	8,706	9,348	9,537	10,196	9,736	9,601	9,557	9,623	9,584	9,590	9,560	9,546
2013	1,615	5,128	6,306	7,455	8,114	8,262	8,165	8,017	8,145	8,147	8,129	8,139	8,135	8,174	
2014	1,674	5,369	6,920	7,968	8,733	8,665	8,991	8,803	8,963	9,181	9,182	9,303	9,268		
2015	1,954	8,202	9,976	11,009	11,727	12,364	12,440	13,198	12,708	12,493	12,759	12,779			
2016	2,080	6,587	8,186	8,518	8,905	9,210	9,557	9,662	9,777	9,968	9,683				
2017	2,539	9,110	9,832	10,333	11,336	11,435	12,069	11,990	12,159	11,922					
2018	4,244	9,796	12,391	12,308	12,304	12,675	12,784	12,807	12,894						
2019	2,864	7,520	8,962	9,398	10,023	10,144	10,466	10,517							
2020	3,541	6,657	7,348	8,082	9,171	9,616	10,134								
2021	1,821	4,481	4,988	5,786	6,148	6,893									
2022	4,663	8,261	11,702	13,871	15,123										
2023	3,882	9,798	11,329	13,748											
2024	5,772	12,324	13,509												
2025	7,351	14,155													
2026	7,724														

	6 - 18	18 - 30	30 - 42	42 - 54	54 - 66	66 - 78	78 - 90	90 - 102	102 - 114	114 - 126	126 - 138	138 - 150	150 - 162	162 - 174	174 - Ult.
ALL YR VOL	2.598	1.220	1.120	1.061	1.041	1.041	1.038	1.027	1.034	1.012	1.030	0.984	1.008	1.003	
4 YR VOL	2.056	1.191	1.173	1.090	1.045	1.036	1.002	0.997	0.999	0.999	1.003	0.995	1.004	1.001	
EX HI LO	2.891	1.217	1.128	1.068	1.037	1.040	1.031	1.024	1.028	1.010	1.023	1.000	1.007	1.005	
REFERENCE	2.769	1.223	1.092	1.044	1.025	1.015	1.006	1.004	1.005	1.006	1.006	1.002	1.001	1.001	1.010
SELECT	2.056	1.217	1.128	1.068	1.037	1.040	1.031	1.024	1.028	1.010	1.023	1.000	1.007	1.005	1.010
CUMULATIVE	3.726	1.813	1.489	1.320	1.237	1.192	1.146	1.112	1.085	1.056	1.045	1.022	1.022	1.015	1.010

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Alameda County Schools Insurance Group
Workers' Compensation Program
Cumulative Paid Losses - Unlimited ($000's)

Program	Months of Development														
	6	18	30	42	54	66	78	90	102	114	126	138	150	162	174
1992															4,457
1993														3,925	3,938
1994													3,491	3,500	3,513
1995												4,472	4,502	4,555	4,603
1996											4,758	4,886	4,932	4,980	5,015
1997										5,579	5,671	5,836	5,930	6,152	6,318
1998									5,495	5,632	5,881	5,946	6,017	6,340	6,387
1999								7,206	7,505	7,816	8,053	8,200	8,559	8,650	8,755
2000							5,899	6,067	6,310	6,466	6,544	6,724	6,808	6,905	6,962
2001						7,245	7,872	8,443	9,060	9,523	9,888	10,176	10,269	10,551	10,581
2002					6,922	7,442	8,167	8,716	9,134	9,439	9,632	11,042	11,173	11,464	11,551
2003				5,218	6,109	6,836	7,033	7,265	7,573	8,479	9,325	9,430	9,644	9,802	9,834
2004			3,009	3,693	4,254	4,720	4,959	5,271	5,496	5,644	5,731	5,755	5,791	5,831	5,948
2005		1,826	2,408	2,993	3,685	3,962	4,368	4,513	4,755	4,890	4,974	5,374	5,405	5,482	5,534
2006	209	1,697	2,912	3,826	4,642	5,006	5,904	6,525	6,893	7,999	8,358	8,537	8,585	8,630	8,691
2007	254	2,003	3,945	5,021	6,004	6,564	7,436	7,704	8,444	8,877	9,284	9,623	9,785	10,010	10,837
2008	244	2,909	5,028	6,166	6,851	7,496	7,807	8,108	8,593	8,811	8,884	8,981	9,079	9,626	9,676
2009	463	3,335	4,881	6,133	7,477	7,838	8,177	8,513	8,809	8,975	9,218	9,236	9,335	9,362	9,411
2010	439	3,070	4,873	6,411	7,061	7,563	8,376	8,615	9,120	9,434	9,610	9,773	9,853	9,864	10,006
2011	607	3,403	5,458	6,424	7,115	7,686	8,353	8,668	8,757	9,188	9,253	9,360	10,160	10,251	10,262
2012	531	3,826	5,019	5,994	7,566	8,086	8,625	9,147	9,367	9,380	9,464	9,487	9,494	9,500	9,524
2013	831	2,414	3,752	5,254	6,225	7,086	7,414	7,628	7,792	7,859	7,884	7,911	7,919	7,930	
2014	367	2,680	4,123	5,543	6,544	7,308	7,651	8,131	8,447	8,597	8,659	8,757	8,938		
2015	593	3,626	6,115	7,692	8,783	9,765	10,525	11,169	11,839	11,996	12,205	12,279			
2016	413	3,094	4,534	5,619	6,707	7,346	7,804	8,216	8,320	9,102	9,187				
2017	482	3,953	6,079	7,519	8,391	9,542	9,868	10,302	11,296	11,357					
2018	750	4,162	6,440	8,335	9,487	10,360	10,875	11,149	11,657						
2019	458	3,208	4,988	7,034	7,843	8,465	8,913	9,092							
2020	706	2,804	4,253	5,337	6,444	7,155	7,718								
2021	307	1,708	2,442	3,171	3,816	4,289									
2022	697	3,780	5,939	8,331	9,916										
2023	576	3,419	5,604	7,707											
2024	908	4,686	6,952												
2025	1,239	5,988													
2026	1,034														

	6 - 18	18 - 30	30 - 42	42 - 54	54 - 66	66 - 78	78 - 90	90 - 102	102 - 114	114 - 126	126 - 138	138 - 150	150 - 162	162 - 174	174 - Ult.
ALL YR VOL	5.939	1.554	1.288	1.166	1.095	1.070	1.046	1.048	1.040	1.025	1.025	1.017	1.017	1.013	
4 YR VOL	5.225	1.540	1.346	1.174	1.097	1.052	1.035	1.056	1.029	1.010	1.006	1.028	1.003	1.006	
EX HI LO	6.422	1.552	1.286	1.171	1.096	1.070	1.045	1.047	1.037	1.022	1.020	1.013	1.015	1.009	
REFERENCE	3.428	1.634	1.286	1.168	1.109	1.071	1.048	1.036	1.026	1.020	1.017	1.015	1.014	1.012	1.091
SELECT	5.225	1.561	1.287	1.172	1.096	1.074	1.047	1.048	1.042	1.025	1.025	1.016	1.017	1.012	1.091
CUMULATIVE	19.815	3.792	2.429	1.887	1.611	1.470	1.369	1.308	1.248	1.198	1.169	1.140	1.123	1.104	1.091

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Alameda County Schools Insurance Group
Workers' Compensation Program
Cumulative # of Indemnity Losses Reported

Program	Months of Development														
	6	18	30	42	54	66	78	90	102	114	126	138	150	162	174
1992															423
1993														397	397
1994													406	406	408
1995												403	403	404	405
1996											416	416	416	416	416
1997										377	377	379	380	380	381
1998									302	302	303	303	304	304	304
1999								317	320	323	324	324	324	324	324
2000							306	308	315	316	321	321	321	321	321
2001						290	293	312	314	316	317	318	319	319	319
2002					282	284	307	309	313	314	316	318	318	318	318
2003				283	286	316	322	324	326	326	326	326	326	326	326
2004			215	220	244	249	253	253	255	255	255	255	255	255	254
2005		160	166	196	201	212	213	213	213	213	213	213	213	214	215
2006	74	187	238	247	248	249	248	249	250	250	250	250	250	250	250
2007	85	257	274	280	279	278	280	280	280	280	280	280	279	280	280
2008	95	303	314	316	316	316	316	317	317	318	318	318	318	318	318
2009	123	309	321	322	327	326	329	329	329	330	330	331	331	331	331
2010	97	310	326	336	338	336	336	337	338	338	338	338	339	339	339
2011	116	330	351	353	355	356	357	359	360	358	358	358	358	358	358
2012	135	314	325	328	328	328	330	331	330	330	330	330	330	330	330
2013	98	278	294	301	302	302	304	303	303	303	303	303	303	303	
2014	106	298	314	321	324	327	326	326	326	326	326	326	326		
2015	113	326	339	345	349	352	352	352	352	352	352	352			
2016	93	243	258	265	266	269	269	270	270	270	270				
2017	86	264	280	284	287	288	288	288	288	289					
2018	106	266	281	287	288	290	290	291	291						
2019	99	272	282	285	287	287	288	289							
2020	124	226	235	241	241	243	244								
2021	42	141	151	154	154	155									
2022	114	277	292	294	298										
2023	97	296	307	308											
2024	131	323	335												
2025	153	404													
2026	149														

	6 - 18	18 - 30	30 - 42	42 - 54	54 - 66	66 - 78	78 - 90	90 - 102	102 - 114	114 - 126	126 - 138	138 - 150	150 - 162	162 - 174	174 - Ult.
ALL YR VOL	2.695	1.056	1.022	1.011	1.011	1.008	1.005	1.004	1.001	1.002	1.001	1.000	1.000	1.001	
4 YR VOL	2.626	1.046	1.012	1.006	1.005	1.002	1.003	1.000	1.001	1.000	1.000	1.000	1.000	1.000	
EX HI LO	2.760	1.050	1.018	1.007	1.008	1.005	1.003	1.003	1.001	1.001	1.001	1.000	1.000	1.001	
SELECT	2.760	1.050	1.018	1.007	1.008	1.005	1.003	1.003	1.001	1.001	1.001	1.000	1.000	1.001	1.000
CUMULATIVE	3.038	1.101	1.049	1.030	1.022	1.015	1.010	1.007	1.004	1.003	1.002	1.001	1.001	1.001	1.000

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Alameda County Schools Insurance Group
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Executive Summary

To: ACSIG Board of Directors
From: Jackie Kim
Date: May 21, 2026
Subj.: 2025-2026 Third Quarter Investment Report

Enclosed is ACSIG's 2025-2026 Third Quarter Investment Report. ACSIG's portfolio has benefited from current market conditions with an increase in value this quarter.

Following the Strategic Planning meeting, the Executive Director worked with Morgan Stanley to move additional cash into the portfolio.

A representative from Morgan Stanley Wealth Management reviewed this report in detail with the Executive Committee.

The Executive Committee reviewed and approved the report, along with the transfer of $5 million dollars to investment portfolio at its May 14, 2026 meeting.

Mark C. Payne
Financial Advisor
U.S. Government Entity Specialist

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April 20, 2025

ACSIG – Alameda County Schools Insurance Group

Dear Board:

Please find attached your portfolio summary. Based on information available to the undersigned as of the date of this report the portfolio is compliant with your investment policy statement.

Time Weighted Performance Summary (Net of fees) – March 31, 2025

Total Ending Value	**$30,347,794.79**

Rolling Periods

Quarter to Date	0.23%
Year to Date	0.23%
Last 12 Months	3.91%
Last 3 Years	4.12%
Last 5 Years	1.83%
Last 10 Years	1.73%
Since 7/12/10 Inception (annualized %)	1.60%

Calendar Years

2026 (YTD)	0.23%
2025	5.65%
2024	3.56%
2023	4.69%
2022	-4.11%
2021	-1.13%
2020	3.92%
2019	3.69%
2018	1.01%
2017	0.59%
2016	0.99%
2015	0.87%
2014	1.01%
2013	-0.03%
2012	2.44%
2011	1.91%
2010 (partial year)	0.29%

Fiscal Years (June 30)

2025-26 YTD	2.48%
2024-25	5.95%
2023-24	4.38%
2022-23	0.09%
2021-22	-4.11%
2020-21	-0.13%
2019-20	4.83%
2018-19	1.31%
2017-18	-0.42%
2016-17	-0.35%
2015-16	2.13%
2014-15	1.09%
2013-14	1.32%
2012-13	0.48%
2011-12	1.75%

Please see the projected cash flows by month for the portfolio shown on page 7 of the Western Asset report. In the next 12 months we anticipate $1,119,000 of cash flow.

Morgan Stanley uses *Intercontinental Exchange*, formerly *Interactive Data*, for its bond pricing services. More details on the portfolio summary are attached and can also be found in the monthly statements. Please contact me with any questions.

Sincerely,

Mark C. Payne
Financial Advisor
U.S. Government Entity Specialist
www.morganstanley.com
mark.c.payne@morganstanley.com

The information and data contained in this report are from sources considered reliable, but their accuracy and completeness are not guaranteed. This report has been prepared for illustrative purposes only and is not intended to be used as a substitute for monthly transaction statements you receive on a regular basis. Please compare the data on this document carefully with your custodial monthly statements to verify its accuracy. The Company strongly encourages you to consult with your own accountants or other advisors with respect to any tax questions.

Morgan Stanley

WEALTH MANAGEMENT

Custom Report

Prepared on April 20, 2026 for:

ACSIG Consolidated

Graystone San Francisco

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Table of Contents

ACSIG Consolidated

Investment Summary	3
Time Weighted Performance Summary	4
Time Weighted Performance By Period	5
Account(s) Included In This Report w/ Performance Since Inception	6
Disclosures	7

Please see the important disclosures and definitions throughout this Document. For more information or questions, please contact your Financial Advisor.
Various sub-sections of this Document may not contain information on all accounts/positions covered in this Document and will be denoted on the page.

Investment Summary

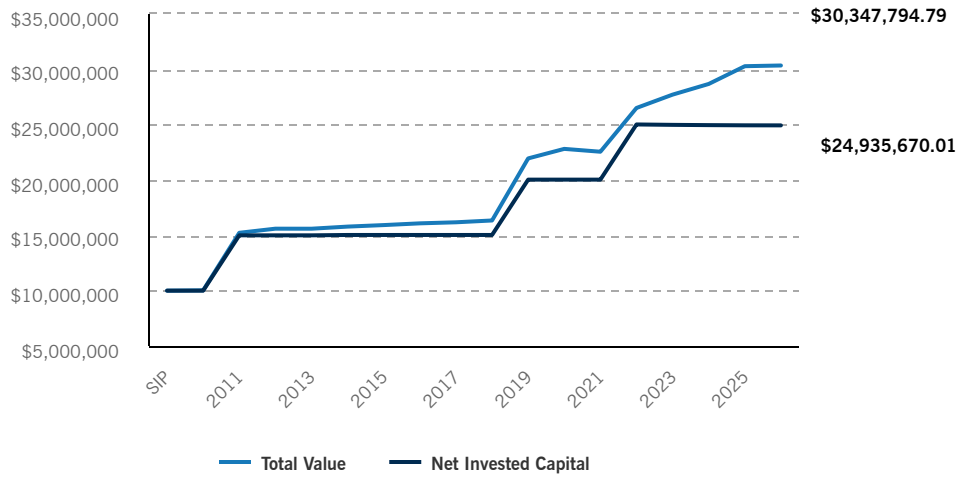
ACSIG Consolidated

Data as of March 31, 2026

TWR % (NET OF FEES)‡

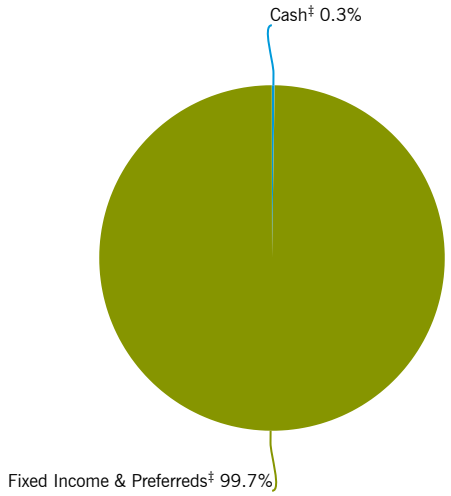
	Quarter to Date ($) 12/31/25-03/31/26	Year to Date ($) 12/31/25-03/31/26	Performance Inception ($) 07/12/10-03/31/26
Beginning Total Value	**30,282,873**	**30,282,873**	**9,999,850**
Net Contributions/Withdrawals	-5,682	-5,682	14,935,820
Investment Earnings	70,603	70,603	5,412,125
Ending Total Value	**30,347,795**	**30,347,795**	**30,347,795**
TIME WEIGHTED RATE OF RETURN (%) (Annualized for periods over 12 months)			
Return % (Net of Fees)	0.23	0.23	1.60
FTSE Treasury Bill 3 Month	0.93	0.93	1.49
Bloomberg US Government 1-3 Y	0.27	0.27	1.45
BB US Gov/Credit 1-5 Y	0.14	0.14	1.96

TOTAL VALUE VS. NET INVESTED CAPITAL‡



Does not include Performance Ineligible Assets.

ASSET ALLOCATION

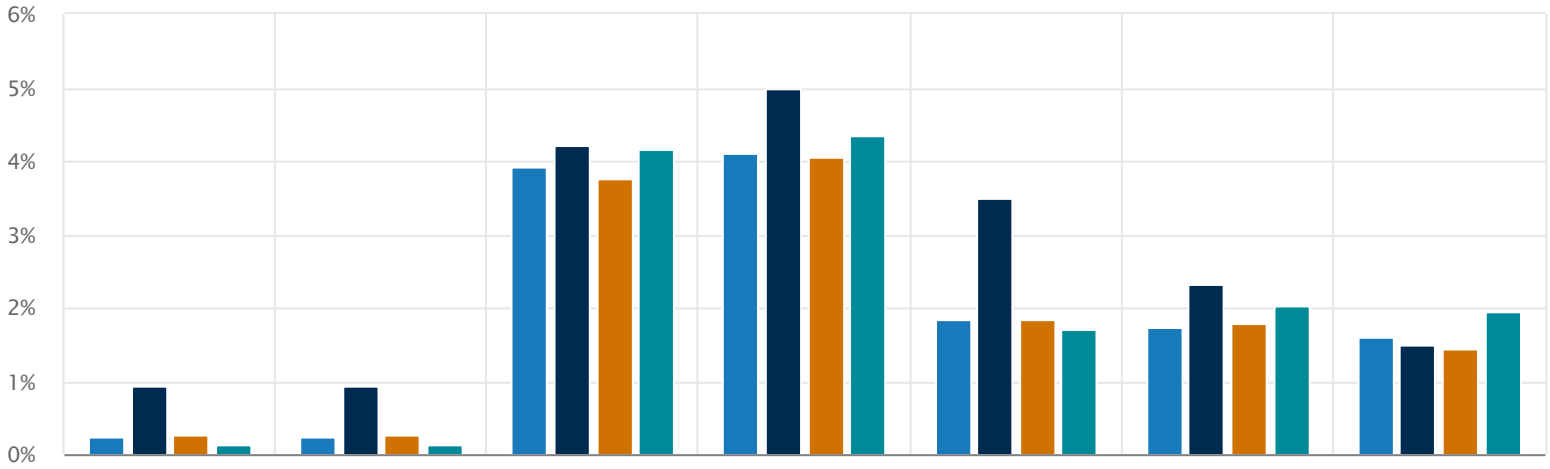


‡Includes manually added, external accounts, assets, and/or liabilities, not held at Morgan Stanley Wealth Management.

Time Weighted Performance Summary

ACSIG Consolidated | Data as of March 31, 2026

RETURN % (NET OF FEES) VS. BENCHMARKS (ANNUALIZED)‡



	Quarter to Date 12/31/25 - 03/31/26	Year to Date 12/31/25 - 03/31/26	Last 12 Months 03/31/25 - 03/31/26	Last 3 Years 03/31/23 - 03/31/26	Last 5 Years 03/31/21 - 03/31/26	Last 10 Years 03/31/16 - 03/31/26	Performance Inception 07/12/10 - 03/31/26
Beginning Total Value ($)	30,282,873.33	30,282,873.33	29,228,048.01	26,961,814.45	22,683,322.79	16,150,162.43	9,999,850.00
Net Contributions/Withdrawals ($)	-5,681.67	-5,681.67	-22,635.28	-78,129.71	4,902,777.56	9,902,794.26	14,935,820.01
Investment Earnings ($)	70,603.13	70,603.13	1,142,382.06	3,464,110.05	2,761,694.44	4,294,838.11	5,412,124.78
Ending Total Value ($)	30,347,794.79	30,347,794.79	30,347,794.79	30,347,794.79	30,347,794.79	30,347,794.79	30,347,794.79
Return % (Net of Fees)	0.23	0.23	3.91	4.12	1.83	1.73	1.60
FTSE Treasury Bill 3 Month (%)	0.93	0.93	4.22	4.98	3.49	2.32	1.49
Bloomberg US Government 1-3 Y (%)	0.27	0.27	3.77	4.06	1.83	1.78	1.45
BB US Gov/Credit 1-5 Y (%)	0.14	0.14	4.15	4.34	1.71	2.02	1.96

The investment returns shown on this page are time-weighted measurements which exclude the effect of the timing and amount of your contributions and withdrawals.
‡Includes manually added, external accounts, assets, and/or liabilities, not held at Morgan Stanley Wealth Management.

Time Weighted Performance by Period

ACSIG Consolidated | Data as of March 31, 2026

RETURN % (NET OF FEES) VS. BENCHMARKS‡

From 07/12/2010 - 03/31/2026

Period	Beginning Total Value ($)	Net Contributions/ Withdrawals ($)	Investment Earnings ($)	Ending Total Value ($)	Period Returns %			
					Portfolio (Net Of Fees)	FTSE Treasury Bill 3 Month	Bloomberg US Government 1-3 Y	BB US Gov/Credit 1-5 Y
2026 (YTD)	30,282,873.33	-5,681.67	70,603.13	30,347,794.79	0.23	0.93	0.27	0.14
2025	28,679,024.97	-17,026.21	1,620,874.57	30,282,873.33	5.65	4.40	5.17	6.11
2024	27,714,904.40	-24,196.52	988,317.09	28,679,024.97	3.56	5.45	4.04	3.76
2023	26,509,843.66	-36,127.82	1,241,188.56	27,714,904.40	4.69	5.26	4.32	4.89
2022	22,554,842.03	4,985,809.78	-1,030,808.15	26,509,843.66	-4.11	1.50	-3.81	-5.50
2021	22,811,869.36	0.00	-257,027.33	22,554,842.03	-1.13	0.05	-0.60	-0.97
2020	21,950,284.82	9.71	861,574.83	22,811,869.36	3.92	0.58	3.14	4.71
2019	16,342,539.30	5,000,006.99	607,738.52	21,950,284.82	3.69	2.25	3.59	5.01
2018	16,178,410.09	0.00	164,129.22	16,342,539.30	1.01	1.86	1.58	1.38
2017	16,082,980.87	0.00	95,429.22	16,178,410.09	0.59	0.84	0.45	1.27
2016	15,926,083.41	0.00	156,897.47	16,082,980.87	0.99	0.27	0.87	1.56
2015	15,789,357.87	0.00	136,725.54	15,926,083.41	0.87	0.03	0.57	0.97
2014	15,597,806.94	32,875.75	158,675.18	15,789,357.87	1.01	0.03	0.64	1.42
2013	15,600,964.10	0.00	-3,157.16	15,597,806.94	-0.03	0.05	0.37	0.28
2012	15,229,289.11	0.00	371,674.99	15,600,964.10	2.44	0.07	0.51	2.24
2011	10,028,996.97	5,000,000.00	200,292.14	15,229,289.11	1.91	0.08	1.56	3.14
2010 Performance Inception: 07/12/2010	9,999,850.00	150.00	28,996.97	10,028,996.97	0.29	0.07	0.53	1.03

The investment returns shown on this page are time-weighted measurements which exclude the effect of the timing and amount of your contributions and withdrawals.
‡Includes manually added, external accounts, assets, and/or liabilities, not held at Morgan Stanley Wealth Management.

Account(s) Included in this Report by Custodial Relationship

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MORGAN STANLEY WEALTH MANAGEMENT

Account Name	Account Number	Account Type/ Manager Name	Date Opened	Perf Inception Date Perf (%) Incept - 04/17/26	Total Value ($) 04/17/26	% of Portfolio 04/17/26
Morgan Stanley Wealth Management Total					**0.00**	**0.00**

EXTERNALLY HELD‡

Account Name	Account Number/ Custodian	Account Type	Exclusions	Last Updated	Perf Inception Date Perf (%) Incept - 04/17/26	Total Value ($) 04/17/26	% of Portfolio 04/17/26
UD - ACSIG ACSIG	838-XXX340 *COMERICA*	REG	P	03/31/26	12/21/2020 -	30,347,794.79	100.00
Externally Held Total						**30,347,794.79**	**100.00**
Total Portfolio						**30,347,794.79**	**100.00**

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Assets not custodied with Morgan Stanley are not covered by SIPC protection at Morgan Stanley or by additional protection under Morgan Stanley's excess insurance coverage plans. However, these assets may be subject to SIPC coverage at the entity at which they are custodied.

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Market values used for performance calculation do not include Performance Ineligible Assets and thus may differ from asset allocation market values. Common examples of Performance Ineligible Assets include liabilities, life insurance and annuities as well as Manually Added and External accounts for which Morgan Stanley does not receive data necessary to calculate performance.
Unless otherwise indicated, performance is an aggregated composite calculation of the entire portfolio and may include brokerage and investment advisory accounts as well as assets for different accounts included in this report. The accounts included in the composite may have (or have had) different investment objectives and strategies, been subject to different restrictions, and incurred different types of fees, markups, commissions and other charges. Accordingly, performance results may blend the performance of assets and strategies that may not have been available in all of the accounts at all times during the reporting period. In addition, accounts in the composite may have changed from brokerage to advisory or vice versa. Accounts may also have moved from one advisory program to another (including from a discretionary program to a non-discretionary program).
For Morgan Stanley Smith Barney LLC accounts, performance information may cover the full history of the account(s) or just the performance of an account(s) since the inception of the current program(s). Performance results on individual accounts will vary and may differ from the composite returns. Your Financial Advisor can provide you with individual account portfolio composition and performance information. For investment advisory accounts, please see the Morgan Stanley Smith Barney LLC Form ADV Part 2 or applicable disclosure brochure. For brokerage accounts, please speak to your Financial Advisor for more information on commissions and other account fees and expenses. Performance inception date does not necessarily correspond to the account opening date. Where multiple accounts are included in performance calculations, the inception date is the oldest performance inception. Performance data may not be available for all periods as some accounts included in performance may have more recent performance inception dates. Consequently, the actual performance for a group of accounts may differ from reported performance. Please ask your Financial Advisor for the performance inception date for each account.

Indices: Benchmark indices and blends included in this material are for informational purposes only, are provided solely as a comparison tool and may not reflect the underlying composition and/or investment objective(s) associated with the account(s). In some circumstances, the benchmark index may not be an appropriate benchmark for use with the specific composite portfolio. For instance, an index may not take into consideration certain changes that may have occurred in the portfolio since the inception of the account(s), (e.g., changes from a brokerage to an advisory account or from one advisory program to another, asset class changes, or index changes for individual managers). The volatility of the index used for comparison may be materially different from that of the performance shown. Indices are unmanaged and not available for direct investment. Index returns do not take into account fees or other charges. Such fees and charges would reduce performance. Please see the Benchmark Definitions section of this material for additional information on the indices used for comparison.

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Disclosures

Closed Accounts: 171-XXX349

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Dollar-Weighted Return (Internal Rate of Return): A return calculation that measures the actual performance of a portfolio over the reporting period. Since dollar weighted returns include the impact of client contributions and withdrawals, they should not be compared to market indices or used to evaluate the performance of a manager, but can be used to evaluate progress toward investment goals. The investment returns shown within this report are dollar-weighted measurements where indicated.

Investment Earnings: A combination of the income received and total portfolio value increase or decrease, excluding net contributions and withdrawals, over the reporting period.

Net Contributions/Withdrawals: The net value of cash and securities contributed to or withdrawn from the account(s) during the reporting period. Net contributions and withdrawals may include advisory fees for advisory accounts.

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Total Value: "Total Value" represents the Market Value of the portfolio or Asset Class referenced and includes the accrual of interest and dividends. Total Value in the Asset Allocation view prior to January 2014 does not reflect the accrual of interest and dividends. Total Value for Morgan Stanley & Co. and External accounts also does not include accrued interest and dividends.

BENCHMARK DEFINITIONS

Bloomberg US Government 1-3 Y: The Bloomberg US Government Bond 1-3 Year Index is a broad-based benchmark that measures the non-securitized component of the US Aggregate Index. It includes investment grade, US dollar-denominated, fixed-rate Treasuries, and government-related securities with maturities between 1 and 2.9999 years.

FTSE Treasury Bill 3 Month: The FTSE 3-Month US T Bill Index Series is intended to track the daily performance of 3-month US Treasury bills. The indexes are designed to operate as a reference rate for a series of funds. The FTSE 3-Month US T Bill Index Series does not take account of ESG factors in its index design.

BB US Gov/Credit 1-5 Y: The Bloomberg 1-5 Yr Gov/Credit Index tracks the subset of bonds in the flagship Bloomberg US Government/Credit Index with at least one year and up to, but not including, five years until final maturity.

WESTERN ASSET
by Franklin Templeton

March 31, 2026

Alameda County Schools Insurance Group

Western Asset Enhanced Cash

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03/26

Alameda County Schools Insurance Group

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Characteristics

Alameda County Schools Insurance Group

Client Account	
Duration (yrs)	2.55
Average Maturity (yrs)	2.77
Yield to Worst (%)	3.97

Benchmark Characteristics	
Duration (yrs)	2.59
Average Maturity (yrs)	2.79
Yield to Worst (%)	3.88

Source: BondEdge, Western Asset
Swaps are not included in maturity years, effective duration years and coupon distribution. Forward Rate Agreements are excluded from all categories except sector.
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Holdings (1/2)

Alameda County Schools Insurance Group

Sector 1	Par (000)	Identifier	Issuer Name	Coupon	Maturity	Moody's	S&P	Price	Curr Yield	YTW	YTM	Avg Life	Eff Dur (Par)	Mkt Value	% Held (MV)
CASH	80			3.73	0.082			100.00	3.73	3.73	3.73	0.08	0.08	80,000	0.26
	80	000000CM9	CASH & EQUIVALENTS	3.73	04/30/2026	Aaa	AAA	100.00	3.73	3.73	3.73	0.08	0.08	80,000	0.26
TSY	20,511			3.82	2.883			99.82	3.82	3.85	3.85	2.88	2.67	20,643,928	68.02
	1,799	91282CMY4	UNITED STATES TREAS NTS	3.75	04/30/2027	TSY	TSY	99.97	3.75	3.77	3.77	1.08	1.04	1,826,655	6.02
	1,779	91282CFM8	UNITED STATES TREAS NTS	4.13	09/30/2027	TSY	TSY	100.41	4.11	3.84	3.84	1.50	1.44	1,786,223	5.89
	1,444	91282CGH8	UNITED STATES TREAS NTS	3.50	01/31/2028	TSY	TSY	99.42	3.52	3.83	3.83	1.83	1.75	1,443,891	4.76
	2,035	91282CHA2	UNITED STATES TREAS NTS	3.50	04/30/2028	TSY	TSY	99.37	3.52	3.82	3.82	2.08	1.96	2,051,828	6.76
	2,253	91282CHQ7	UNITED STATES TREAS NTS	4.13	07/31/2028	TSY	TSY	100.68	4.10	3.82	3.82	2.33	2.20	2,283,467	7.52
	1,654	91282CJR3	UNITED STATES TREAS NTS	3.75	12/31/2028	TSY	TSY	99.79	3.76	3.83	3.83	2.75	2.57	1,665,997	5.49
	911	91282CPT2	UNITED STATES TREAS NTS	3.50	01/15/2029	TSY	TSY	99.14	3.53	3.83	3.83	2.83	2.62	909,781	3.00
	2,071	91282CKX8	UNITED STATES TREAS NTS	4.25	06/30/2029	TSY	TSY	101.21	4.20	3.85	3.85	3.25	2.99	2,117,963	6.98
	1,200	91282CGQ8	UNITED STATES TREAS NTS	4.00	02/28/2030	TSY	TSY	100.38	3.99	3.89	3.89	3.92	3.59	1,208,640	3.98
	1,050	91282CMZ1	UNITED STATES TREAS NTS	3.88	04/30/2030	TSY	TSY	99.90	3.88	3.90	3.90	4.08	3.69	1,065,901	3.51
	2,600	91282CNX5	UNITED STATES TREAS NTS	3.63	08/31/2030	TSY	TSY	98.78	3.67	3.93	3.93	4.42	4.04	2,576,245	8.49
	1,715	91282CPR6	UNITED STATES TREAS NTS	3.63	12/31/2030	TSY	TSY	98.65	3.68	3.94	3.94	4.75	4.29	1,707,338	5.63
AGY	850			4.00	2.193			100.35	3.99	3.83	3.83	2.17	2.06	863,536	2.85
	850	3130AWC24	FEDERAL HOME LOAN BANKS	4.00	06/09/2028	Aa1	AA+	100.35	3.99	3.83	3.83	2.17	2.06	863,536	2.85
IND	4,693			3.91	2.774			98.93	3.95	4.18	4.19	2.75	2.52	4,688,661	15.45
	296	67066GAE4	NVIDIA CORPORATION	3.20	09/16/2026	Aa1	AA-	99.70	3.21	3.86	3.86	0.50	0.41	295,507	0.97
	221	023135CP9	AMAZON COM INC	4.55	12/01/2027	A1	AA	100.88	4.51	3.97	4.00	1.58	1.52	226,297	0.75
	454	20030NCA7	COMCAST CORP NEW	3.15	02/15/2028	A3	A-	98.12	3.21	4.20	4.20	1.92	1.76	447,283	1.47
	296	24422EWV7	JOHN DEERE CAPITAL CORPOR/	4.90	03/03/2028	A1	A	101.69	4.82	3.98	3.98	1.92	1.82	302,133	1.00
	285	369550BC1	GENERAL DYNAMICS CORP	3.75	05/15/2028	A1	A	99.35	3.77	4.07	4.07	2.17	1.91	287,191	0.95
	294	24422EXB0	JOHN DEERE CAPITAL CORPOR/	4.95	07/14/2028	A1	A	101.90	4.86	4.07	4.07	2.25	2.13	302,708	1.00

Source: BondEdge, Western Asset
Current Yield is defined as the coupon of a bond divided by its price.
Credit quality is a measure of a bond issuer's ability to repay interest and principal in a timely manner. The credit ratings shown are based on each portfolio security's rating as provided by one of the following Nationally Recognized Statistical Rating Organizations ("NRSRO"): Standard and Poor's ("S&P"), Moody's Investors Service ("Moody's"), Fitch Ratings, Ltd. In the event a portfolio security is rated by more than one NRSRO, the higher rating is shown. In the case where a security is not rated by an NRSRO, these are listed as "Non Rated". The credit quality of the investments in the Portfolio does not apply to the stability or safety of the Portfolio. These ratings may change over time. The Portfolio itself has not been rated by an NRSRO.
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Holdings (2/2)

Alameda County Schools Insurance Group

Sector 1	Par (000)	Identifier	Issuer Name	Coupon	Maturity	Moody's	S&P	Price	Curr Yield	YTW	YTM	Avg Life	Eff Dur (Par)	Mkt Value	% Held (MV)
	448	29379VBT9	ENTERPRISE PRODS OPER LLC	4.15	10/16/2028	A3	A-	99.79	4.16	4.24	4.24	2.58	2.25	455,598	1.50
	370	00287YBF5	ABBVIE INC	4.25	11/14/2028	A2	A-	100.28	4.24	4.12	4.13	2.33	2.31	377,031	1.24
	291	882508CG7	TEXAS INSTRS INC	4.60	02/08/2029	Aa3	A+	101.31	4.54	4.09	4.11	2.75	2.60	296,783	0.98
	279	94106LBV0	WASTE MGMT INC DEL	4.88	02/15/2029	A3	A-	101.68	4.80	4.23	4.25	2.83	2.61	285,422	0.94
	380	166756AS5	CHEVRON USA INC	3.25	10/15/2029	Aa2	AA-	96.51	3.37	4.33	4.33	3.58	3.22	372,418	1.23
	290	11135FCK5	BROADCOM INC	4.60	07/15/2030	A3	A-	100.45	4.58	4.48	4.48	4.25	3.80	294,124	0.97
	293	539830CL1	LOCKHEED MARTIN CORP	4.40	08/15/2030	A2	A-	100.08	4.40	4.38	4.38	4.42	3.90	294,885	0.97
	335	375558BY8	GILEAD SCIENCES INC	1.65	10/01/2030	A3	A-	89.07	1.85	4.35	4.35	4.50	4.22	301,158	0.99
	161	254687FX9	DISNEY WALT CO	2.65	01/13/2031	A2	A	92.67	2.86	4.36	4.36	4.75	4.41	150,123	0.49
FIN	**3,885**			**4.16**	**2.455**			**100.28**	**4.15**	**4.39**	**4.47**	**2.42**	**2.24**	**3,927,080**	**12.94**
	299	808513BR5	CHARLES SCHWAB CORP	1.15	05/13/2026	A2	A-	99.60	1.16	4.60	4.60	0.08	0.11	299,113	0.99
	300	857477BS1	STATE STR CORP	2.20	02/07/2028	Aa3	A	98.27	2.24	4.28	4.32	0.83	0.83	295,795	0.97
	362	91324PEP3	UNITEDHEALTH GROUP INC	5.25	02/15/2028	A2	A+	101.75	5.16	4.22	4.26	1.83	1.71	370,778	1.22
	150	06051GGR4	BANK AMERICA CORP	3.59	07/21/2028	A1	A-	98.92	3.63	4.44	4.81	1.33	1.25	149,428	0.49
	296	571748BG6	MARSH & MCLENNAN COS INC	4.38	03/15/2029	A3	A-	100.22	4.37	4.29	4.29	2.75	2.63	297,230	0.98
	510	46647PAR7	JPMORGAN CHASE & CO	4.01	04/23/2029	A1	A	99.21	4.04	4.41	4.61	2.08	1.93	514,910	1.70
	300	025816CW7	AMERICAN EXPRESS CO	4.05	05/03/2029	A2	A-	99.66	4.06	4.17	4.17	3.08	2.77	303,969	1.00
	562	17325FBK3	CITIBANK N A	4.84	08/06/2029	Aa3	A+	101.32	4.78	4.40	4.41	3.25	3.01	573,578	1.89
	357	06051GLS6	BANK AMERICA CORP	5.82	09/15/2029	A1	A-	103.15	5.64	4.45	4.65	2.50	2.28	369,165	1.22
	160	74432QCG8	PRUDENTIAL FINL INC	2.10	03/10/2030	A3	A	92.10	2.28	4.30	4.30	3.92	3.71	147,550	0.49
	289	91159HJS0	US BANCORP	5.10	07/23/2030	A3	A	101.74	5.01	4.52	4.60	3.33	3.01	296,824	0.98
	300	693475CB9	PNC FINL SVCS GROUP INC	5.22	01/29/2031	A3	A-	102.01	5.12	4.64	4.65	3.83	3.44	308,740	1.02
UTIL	**144**			**2.95**	**0.671**			**99.27**	**2.97**	**4.06**	**4.06**	**0.67**	**0.63**	**144,366**	**0.48**
	144	26442CAS3	DUKE ENERGY CAROLINAS LLC	2.95	12/01/2026	Aa3	A	99.27	2.97	4.06	4.06	0.67	0.63	144,366	0.48
Total:	**30,163**			**3.88**	**2.773**			**99.76**	**3.88**	**3.97**	**3.99**	**2.77**	**2.55**	**30,347,571**	**100.00**

Source: BondEdge, Western Asset

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Cash Flow (1/3)

Alameda County Schools Insurance Group

Date	Maturity Cash Flow	Call Cash Flow	Total Interest Cash Flow	Total Principal Cash Flow	Total Cash Flow
03/31/2026	0	0	0	0	0
04/30/2026	80	0	118	80	198
05/31/2026	299	0	21	299	320
06/30/2026	0	0	130	0	130
07/31/2026	0	0	122	0	122
08/31/2026	0	0	125	0	125
09/30/2026	296	0	67	296	363
10/31/2026	0	0	118	0	118
11/30/2026	0	0	19	0	19
12/31/2026	144	0	130	144	274
01/31/2027	0	0	122	0	122
02/28/2027	300	0	125	300	425
03/31/2027	0	0	62	0	62
04/30/2027	1,799	0	118	1,799	1,917
05/31/2027	0	0	19	0	19
06/30/2027	0	0	128	0	128
07/31/2027	0	150	122	150	272
08/31/2027	0	0	121	0	121
09/30/2027	1,779	0	62	1,779	1,841
10/31/2027	0	0	84	0	84

Source: BondEdge, Western Asset

The Maturity Principal column does not include sinking fund payments or other future principal payments before maturity on Muni Housing Bonds or on Structured security types. It does, however, include principal payments that have been recorded in history. The Sale Principal, Sale Interest, Buy Principal, and Buy Interest columns do not include cash flows for portfolios in which beginning cash is adjusted to reflect transactions. All cash flows are positive amounts unless preceded by a minus sign. Cash, Muni Var Rate Demand Obligs, Corp Var Rate Demand Obligs, Corp FRNs, Corp CPI-Notes, Muni CPI-Notes, Corp Floating Rate MTNs, US Agency Floating Rate MTNs, Muni Auction Rate Bonds, Muni Auction Rate Pfd, and Corp Auction Rate Pfd par as of the beginning date (note: all cash flows from these securities are excluded from the report). Cash Flow reports exclude periodic interest on Other Asset and/or Interest Rate Swap and/or Credit Default Swap and/or Structured CMO Other securities.

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Cash Flow (2/3)

Alameda County Schools Insurance Group

Date	Maturity Cash Flow	Call Cash Flow	Total Interest Cash Flow	Total Principal Cash Flow	Total Cash Flow
11/30/2027	0	221	23	221	244
12/31/2027	0	0	123	0	123
01/31/2028	1,444	362	127	1,806	1,933
02/29/2028	454	0	112	454	566
03/31/2028	296	0	26	296	322
04/30/2028	2,545	0	84	2,545	2,629
05/31/2028	285	0	19	285	304
06/30/2028	850	0	123	850	973
07/31/2028	2,547	0	94	2,547	2,641
08/31/2028	0	370	109	370	479
09/30/2028	357	0	19	357	376
10/31/2028	448	0	39	448	487
11/30/2028	0	0	6	0	6
12/31/2028	1,654	296	109	1,950	2,059
01/31/2029	911	570	51	1,481	1,532
02/28/2029	0	0	91	0	91
03/31/2029	0	0	2	0	2
04/30/2029	0	0	29	0	29
05/31/2029	300	0	6	300	306
06/30/2029	2,071	0	75	2,071	2,146

Source: BondEdge, Western Asset

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Cash Flow (3/3)

Alameda County Schools Insurance Group

Date	Maturity Cash Flow	Call Cash Flow	Total Interest Cash Flow	Total Principal Cash Flow	Total Cash Flow
07/31/2029	289	562	35	851	886
08/31/2029	0	0	78	0	78
09/30/2029	0	0	2	0	2
10/31/2029	380	0	29	380	409
11/30/2029	0	0	0	0	0
12/31/2029	0	0	31	0	31
01/31/2030	300	0	17	300	317
02/28/2030	1,200	0	78	1,200	1,278
03/31/2030	160	0	2	160	162
04/30/2030	1,050	0	23	1,050	1,073
05/31/2030	0	0	0	0	0
06/30/2030	0	290	37	290	327
07/31/2030	0	0	2	0	2
08/31/2030	2,893	0	54	2,893	2,947
09/30/2030	0	0	0	0	0
10/31/2030	335	0	3	335	338
11/30/2030	0	0	0	0	0
12/31/2030	1,715	0	31	1,715	1,746
01/29/2031	161	0	2	161	163
	27,342	2,821	3,504	30,163	33,667

Source: BondEdge, Western Asset

The Maturity Principal column does not include sinking fund payments or other future principal payments before maturity on Muni Housing Bonds or on Structured security types. It does, however, include principal payments that have been recorded in history. The Sale Principal, Sale Interest, Buy Principal, and Buy Interest columns do not include cash flows for portfolios in which beginning cash is adjusted to reflect transactions. All cash flows are positive amounts unless preceded by a minus sign. Cash, Muni Var Rate Demand Obligs, Corp Var Rate Demand Obligs, Corp FRNs, Corp CPI-Notes, Muni CPI-Notes, Corp Floating Rate MTNs, US Agency Floating Rate MTNs, Muni Auction Rate Bonds, Muni Auction Rate Pfd, and Corp Auction Rate Pfd par as of the beginning date (note: all cash flows from these securities are excluded from the report). Cash Flow reports exclude periodic interest on Other Asset and/or Interest Rate Swap and/or Credit Default Swap and/or Structured CMO Other securities.

Yield to worst (YTW) is based on a portfolio's current holdings on one specific day, is gross of all fund expenses, and calculated based on assumption that prepayment occurs if the bond has call or put provisions and the issuer can offer a lower coupon rate based on current market rates. If market rates are higher than the current yield of a bond, the YTW calculation will assume no prepayments are made, and YTW will equal the yield to maturity. The YTW will be the lowest of yield to maturity or yield to call (if the bond has prepayment provisions). The YTW of a bond fund is the market-weighted average of the YTWs of all the bonds in the portfolio.

This information does not constitute, and under no circumstances is to be construed as, investment advice or recommendations with respect to the securities listed and should not be the sole basis for any investment decision. The above summary/prices/quotes/statistics have been obtained from sources we believe to be reliable, but we cannot guarantee its accuracy or completeness. Your Client Statement is the official record of your account. Therefore, if there are any discrepancies between this report and your client statement, you should rely upon the Client Statement and call your financial professional with any questions.

Past performance is no guarantee of future results.

Alameda County Schools Insurance Group
P.O. Box 2487
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Phone (925) 225-1030
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www.acsig.com

Executive Summary

To: ACSIG Board of Directors
From: Jackie Kim
Date: May 21, 2026
Subj.: Investment Policy

The California Association of Joint Powers Authorities ("CAJPA") Accreditation Standards require that a JPA's Board of Directors review and affirm its JPA's investment Policy annually.1 ACSIG's Investment Policy was discussed and reviewed with Morgan Stanley at the Strategic Planning meeting. The recommended revised Investment Policy is included in this packet and was reviewed in detail by the Executive Committee.

The Executive Committee approved this policy with the investment advisor at its May 14, 2026 meeting.

[1] CAJPA Accreditation Manual, Appendix P (https://www.cajpa.org/page/accreditation-documents)

Graystone Consulting
from Morgan Stanley



ACSIG – IPS Comparison

April 2026

GRAYSTONE SAN FRANCISCO – Foundations & Endowment Practice Group

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ACSIG INVESTMENT POLICY STATEMENT UPDATES

STRUCTURAL CHANGES

- Inserted a Table of Contents to provide a clear summary of the document
- Moved objectives detailed in the "Policy" section to the "Investment Objectives" section to avoid repetition
- Reformatted "Investment Guidelines" and moved sub-sections that better fit under this heading →
  - Authorized & Suitable Investments
  - Collateralization
  - Diversification
  - Maximum Maturities
- Select cosmetic formatting edits throughout the document for a clearer and cleaner IPS

CONTENT CHANGES

- Added a Responsibilities Matrix to clearly define the roles of the Board, Executive Committee, Investment Consultant, Investment Manager, and Custodian
  - Clearly delegates responsibilities of all parties
- Removed references to "Investment Committee" in favor of "Executive Committee"
- Removed "Authorized Financial Dealers and Institutions" following a review of similar IPS policies that did not include this section

ALAMEDA COUNTY SCHOOLS INSURANCE GROUP

POLICY AND PROCEDURES MANUAL

Table of Contents

ALAMEDA COUNTY SCHOOLS INSURANCE GROUP POLICY AND PROCEDURES MANUAL....1
1.0 POLICY....3
2.0 SCOPE....3
2.1 Funds....3
3.0 PRUDENCE....3
4.0 OBJECTIVE....4
4.1 Safety....4
4.2 Liquidity....4
4.3 Return on Investment....4
5.0 DELEGATION OF AUTHORITY....4
5.1 Responsibilities Matrix....5
6.0 ETHICS AND CONFLICTS OF INTEREST....6
7.0 INVESTMENT GUIDELINES....6
7.1 Authorized & Suitable Investments....6
7.2 Collateralization....6
7.3 Diversification....7
7.4 Maximum Maturities....7
8.0 SAFEKEEPING & CUSTODY....7
9.0 INTERNAL CONTROL....7
10.0 PERFORMANCE STANDARDS....7
10.1 Market Yield (Benchmark)....7
11.0 REPORTING....8
12.0 INVESTMENT POLICY ADOPTION....8

1.0 POLICY

It shall be the policy of Alameda County Schools Insurance Group (Authority), that the Executive Committee shall have the power to invest or cause to be invested in compliance with Section 6509.5 of the California Government Code such funds as are not necessary for the immediate operation of the Schools Insurance Group in such securities as allowed by Section 53601 of the California Government Code.

The amount of money to be retained for the day-to-day operation of the Schools Insurance Group shall be determined by the Executive Committee.

2.0 SCOPE

This investment policy applies to all financial assets of the Authority. These funds are accounted for in the Authority's annual financial report and include:

2.1 Funds

- 2.1.1 Dental
- 2.1.2 Operations
- 2.1.3 Property/Liability
- 2.1.4 Workers' Compensation
- 2.1.5 Vision

3.0 PRUDENCE

Investments shall be made with same judgment and care, under circumstances then prevailing, which persons of prudence, discretion and intelligence exercise in the management of their own affairs, not for speculation, but for investment, considering the probable safety of capital as well as the probable income to be derived.

The standard of prudence to be used by the Authority's investment officials shall be the **"**prudent person**"** standard and shall be applied in the context of managing an overall portfolio. The Executive Committee, acting in accordance with written procedures and their investment policy and exercising due diligence, shall be relieved of personal responsibility for an individual security's credit risk or market price changes, provided deviations from expectations are reported in a timely fashion and appropriate action is taken to control adverse developments.

4.0 OBJECTIVE

All funds shall be invested in a manner which will 1) preserve principal; 2) meet the Authority's daily cash flow needs; and 3) optimize returns while conforming to all federal, state, and local statutes governing the investment of public funds. The Authority's investment portfolio shall be a suitable blend of investment strategies which achieve the desired objectives of the Authority as stated above.

The primary objectives, in priority order, of the Authority's investment activities shall be:

4.1 Safety

Safety of principal is a primary objective of the investment program. Investments of the Authority shall be undertaken in a manner that seeks to ensure the preservation of capital in the overall portfolio. To attain this objective diversification is required in order that potential losses on individual securities do not exceed the income generated from the remainder of the portfolio.

4.2 Liquidity

The Authority's investment portfolio will remain sufficiently liquid to enable the Authority to meet all operating requirements which can be reasonably anticipated.

4.3 Return on Investment

The Authority's investment portfolio shall be designed with the objective of attaining a market rate of return throughout budgetary and economic cycles, taking into account the Authority's investment risk constraints and the cash flow characteristics of the portfolio.

5.0 DELEGATION OF AUTHORITY

Authority to manage the Authority's investment program is derived from Government Code Sections 53601 & 53601.1. In accordance with Government Code Section 53607, Management responsibility for the investment program is hereby delegated to the Executive Committee, subject to annual review.The Executive Committee shall establish a written investment program consistent with this investment policy. Procedures should include reference to: safekeeping, PSA repurchase agreements, wire transfer agreements, collateral/depository agreements and banking service contracts. Such procedures shall include explicit delegation of authority to persons responsible for investment transactions, except as provided under the terms of this policy, and procedures established by the Executive

Committee. The Executive Committee shall be responsible for directing and monitoring the investment management of assets. As such, the Executive Committee is authorized to delegate certain responsibilities and may employ or arrange for the services of other persons, agents, or assistants as in its opinion are necessary or desirable for the proper administration of the Authority. The Executive Committee expects that any such parties association with the Authority will discharge their respective responsibilities in accordance with normal fiduciary standards.

5.1 Responsibilities Matrix

The responsibilities matrix below is set forth to assist in the coordination and delineation of responsibilities related to the investment of Foundation assets. The roles are categorized and defined as follows:

- **Accountable** – Holds primary fiduciary duty; requires oversight of action taken by others.
- **Responsible** – Approves, recommends, or takes action to fulfill a responsibility.
- **Consulted** – Certain responsibilities require collaboration across multiple parties. Consulted parties are a resource to ensure the Responsible party has all pertinent information to fulfill the responsibility, but do not have authority to approve or take action on these responsibilities.
- **Informed** – Notified of decisions or action taken. Informed parties do not have authority to approve or take action on these responsibilities.

Responsibilities	Board	Executive Committee	Investment Consultant	Investment Manager(s)	Custodian
Investment Policy	Accountable	Responsible	Consulted	Informed	Informed
Investment Consultant Search/Hire/Replace	Accountable	Responsible	Informed	Informed	Informed
Asset Allocation Policy	Accountable	Responsible	Consulted	Informed	Informed
Investment Manager Search/Hire/Replace	Accountable	Responsible	Informed	Informed	Informed
Performance Reporting & Monitoring	Accountable	Informed	Consulted	Responsible	Consulted
Sign Manager Contracts	Informed	Accountable & Responsible	Responsible	Consulted	Informed
Custodial Transfers	Informed	Accountable	Consulted	Informed	Responsible
Instruct Managers to Raise Cash	Informed	Accountable	Responsible	Informed	Consulted
Pay Investment Manager Fees	Informed	Accountable	Responsible	Informed	Consulted

6.0 ETHICS AND CONFLICTS OF INTEREST

Officers and employees involved in the investment process shall refrain from personal business activity that could conflict with proper execution of the investment program, or which could impair their ability to make impartial investment decisions. Employees and investment officials shall disclose to the Governing Board of Directors, any material financial interests in financial institutions that conduct business within this jurisdiction, and they shall further disclose any large personal financial/investment positions that could be related to the performance of the Authority's portfolio. Employees and officers shall subordinate their personal investment transactions to those of the Authority particularly with regard to the time of purchases and sales.

7.0 INVESTMENT GUIDELINES

The guidelines to invest the Authority's funds shall be in accordance with Government Code Section 53601. Investments made directly, or on behalf of the Authority by its officers or other authorized parties, shall be restricted by the following:

7.1 Authorized & Suitable Investments

Deposit up to a maximum of 30% of the portfolio, a.) Repurchase Agreements, b.) Reverse Repurchase Agreement, c.) Corporate Obligations, d.) Money Market Accounts, e.) Local Agency Investment Fund, f.) County Treasurer. Securities eligible for investment shall be rated "A" or better at the time of purchase.*If an investment is subsequently downgraded below "A" the Manager/Consultant shall notify the Executive Committee upon learning of the downgrade. After review, the Manager/Consultant shall make a recommendation to the Executive Committee, and a determination shall be made as to the action to be taken at either a special meeting or regular Executive Committee meeting.

7.2 Collateralization

Collateralization will be required on two types of investments: certificates of deposit and repurchase (and reverse) agreements. In order to anticipate market changes and provide a level of security for all funds, the collateralization level will be (102%) of market value of principal and accrued interest. The entity chooses to limit collateral to the following:

- Treasuries under ten years
- Agencies under ten years
- A1/P1 Commercial Paper/Bankers Acceptance

Collateral will always be held by an independent third party with whom the entity has a current custodial agreement. A clearly marked evidence of ownership (safekeeping receipt) must be supplied to the Authority and retained. The right of collateral substitution is granted.

7.3 Diversification

The Authority will diversify its investments by security type, maturity, and institution. With the exception of U.S. Treasury securities and authorized pools, no more than 50% of the entity's total investment portfolio will be invested in a single security type or with a single financial institution.

7.4 Maximum Maturities

To the extent possible, the Authority will attempt to match its investments with anticipated cash flow requirements. In accordance with Government Code Section 53601, the Board of Directors authorizes investments in U.S. Treasuries or Agencies of up to 20% of the investment portfolio in maturities over 5 years but not over 7 years. Any investment with a maturity over 5 years must be approved by two members of the Executive Committee no less than three months prior to the investment.

8.0 SAFEKEEPING & CUSTODY

All security transactions, including collateral for repurchase agreements, entered into by the authority, shall be conducted on a delivery-versus-payment (DVP) basis. Securities will be held by a third party custodian designated by the Executive Committee and evidenced by safekeeping receipts.

9.0 INTERNAL CONTROL

A system of internal controls shall be established and documented in writing. The controls shall be designed to prevent losses of public funds arising from fraud, misrepresentation of third parties, or imprudent actions by ACSIG employees or officers.

10.0 PERFORMANCE STANDARDS

The investment portfolio will be designed to obtain a market average rate of return during budgetary and economic cycles, taking into account the Authority's investment risk constraints and cash flow needs.

10.1 Market Yield (Benchmark)

The Authority's investment strategy is passive. Given this strategy, the basis used by the Executive Committee to determine whether market yields are being achieved shall be the six-month U.S. Treasury Bill and the average Fed Funds rate.

11.0 REPORTING

The Investment Consultant shall provide the Executive Director with a quarterly report for broader distribution to the Board. This report will comply with the requirements of Government Code Sections 53646 (b) and (c). Reports will include performance, market sector breakdown, interest earnings, portfolio market value, etc.

12.0 INVESTMENT POLICY ADOPTION

The Authority's investment policy shall be adopted by the Board of Directors. The Policy shall reviewed on an annual basis by the Executive Committee and any modifications made thereto must be approved by the Board of Directors.

Approved: 12/11/08
Revised: TBD
Reviewed: TBD

ALAMEDA COUNTY SCHOOLS INSURANCE GROUP

POLICY AND PROCEDURES MANUAL

Table of Contents

1.0 POLICY 3
2.0 SCOPE 3
2.1 Funds 3
3.0 PRUDENCE 4
4.0 OBJECTIVE 4
4.1 Safety 4
4.2 Liquidity 5
4.3 Return on Investment 5
5.0 DELEGATION OF AUTHORITY 5
5.1 Responsibilities Matrix 6
6.0 ETHICS AND CONFLICTS OF INTEREST 7
7.0 INVESTMENT GUIDELINES 7
7.1 AUTHORIZED & SUITABLE INVESTMENTS 7
7.2 COLLATERALIZATION 8
7.3 DIVERSIFICATION 8
7.4 MAXIMUM MATURITIES 9
8.0 SAFEKEEPING AND CUSTODY 9
9.0 INTERNAL CONTROL 10
10.0 PERFORMANCE STANDARDS 10
10.1 Market Yield (Benchmark) 10
11.0 REPORTING 10
12.0 INVESTMENT POLICY ADOPTION 11

~~**SUBJECT: INVESTMENT OF FUNDS**~~

1.0 POLICY

It shall be the policy of Alameda County Schools Insurance Group (Authority), that the Executive Committee shall have the power to invest or cause to be invested in compliance with Section 6509.5 of the California Government Code such funds as are not necessary for the immediate operation of the Schools Insurance Group in such securities as allowed by Section 53601 of the California Government Code.

The amount of money to be retained for the day-to-day operation of the Schools Insurance Group shall be determined by the Executive Committee.

~~All funds shall be invested in a manner which will 1) preserve principal; 2) meet the Authority's daily cash flow needs; and 3) optimize returns while conforming to all federal, state, and local statutes governing the investment of public funds. The Authority's investment portfolio shall be a suitable blend of investment strategies which achieve the desired objectives of the Authority as stated above.~~

Commented [CC1]: Moved to "Objective"

2.0 SCOPE

This investment policy applies to all financial assets of the Authority. These funds are accounted for in the Authority's annual financial report and include:

2.1 Funds

- 2.1.1 Dental
- 2.1.2 Operations
- 2.1.3 Property
- 2.1.4 Workers' Compensation
- 2.1.5 Vision

3.0 PRUDENCE

Investments shall be made with same judgment and care, under circumstances then prevailing, which persons of prudence, discretion and intelligence exercise in the management of their own affairs, not for speculation, but for investment, considering the probable safety of capital as well as the probable income to be derived.

~~POLICY: 3.2~~
~~Investment Policy~~
~~Page 2 of 5~~

Commented [JM2]: Removed / reformatted numbers

The standard of prudence to be used by the Authority's investment officials shall be the "prudent person" standard and shall be applied in the context of managing an overall portfolio. The ~~Investment~~ Executive Committee, acting in accordance with written procedures and their investment policy and exercising due diligence, shall be relieved of personal responsibility for an individual security's credit risk or market price changes, provided deviations from expectations are reported in a timely fashion and appropriate action is taken to control adverse developments. ~~The Executive Committee serves as the Investment Committee.~~

4.0 OBJECTIVE

All funds shall be invested in a manner which will 1) preserve principal; 2) meet the Authority's daily cash flow needs; and 3) optimize returns while conforming to all federal, state, and local statutes governing the investment of public funds. The Authority's investment portfolio shall be a suitable blend of investment strategies which achieve the desired objectives of the Authority as stated above.

Commented [CC3]: Moved from "Policy" to "Objective"

The primary objectives, in priority order, of the Authority's investment activities shall be:

4.1 Safety

Commented [CC4]: Adjusted to order of priority --> Safety, Liquidity, and Return on Investment.

Safety of principal is a primary objective of the investment program. Investments of the Authority shall be undertaken in a manner that seeks to ensure the preservation of capital in the overall portfolio. To attain this objective diversification is required in order that potential losses on individual securities do not exceed the income generated from the remainder of the portfolio.

~~4.1~~4.2 **Liquidity**

The Authority's investment portfolio will remain sufficiently liquid to enable the Authority to meet all operating requirements which can be reasonably anticipated.

~~**4.24.1 Safety**~~

~~Safety of principal is a primary objective of the investment program. Investments of the Authority shall be undertaken in a manner that seeks to ensure the preservation of capital in the overall portfolio. To attain this objective diversification is required in order that potential losses on individual securities do not exceed the income generated from the remainder of the portfolio.~~

4.3 Return on Investment

The Authority's investment portfolio shall be designed with the objective of attaining a market rate of return throughout budgetary and economic cycles, taking into account the Authority's investment risk constraints and the cash flow characteristics of the portfolio.

5.0 DELEGATION OF AUTHORITY

Commented [CC5]: Minor edits in this section. Added Responsibilities Matrix.

Authority to manage the Authority's investment program is derived from Government Code Sections 53601 & 53601.1. In accordance with Government Code Section 53607, Management responsibility for the investment program is hereby delegated to the Executive Committee, subject to annual review. The Executive Committee shall establish written investment program consistent with this investment policy.

Procedures should include reference to: safekeeping, PSA repurchase agreements, wire transfer agreements, collateral/depository agreements and banking service contracts. Such procedures shall include explicit delegation of authority to persons responsible for investment transactions, except as provided under the terms of this policy, and the procedures established by the Executive Committee. The Executive Committee shall be responsible ~~for all transactions undertaken and shall establish a system of control to regulate the activities of subordinate officials~~ for directing and monitoring the investment management of assets.

As such, the Executive Committee is authorized to delegate certain responsibilities and may employ or arrange for the services of other persons, agents, or assistants as in its opinion are necessary or desirable for the proper administration of the Authority. The Executive Committee expects that any such parties association with the Authority will discharge their respective responsibilities in accordance with normal fiduciary standards.

5.1 Responsibilities Matrix

The responsibilities matrix below is set forth to assist in the coordination and delineation of responsibilities related to the investment of Foundation assets. The roles are categorized and defined as follows:

- **Accountable** – Holds primary fiduciary duty; requires oversight of action taken by others.
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- **Consulted** – Certain responsibilities require collaboration across multiple parties. Consulted parties are a resource to ensure the Responsible party has all pertinent information to fulfill the responsibility, but do not have authority to approve or take action on these responsibilities.
- **Informed** – Notified of decisions or action taken. Informed parties do not have authority to approve or take action on these responsibilities.

Commented [JM6]: Inserted Responsibilities Matrix

Responsibilities	Board	Executive Committee	Investment Consultant	Investment Manager(s)	Custodian
Investment Policy	Accountable	Responsible	Consulted	Informed	Informed
Investment Consultant Search/Hire/Replace	Accountable	Responsible	Informed	Informed	Informed
Asset Allocation Policy	Accountable	Responsible	Consulted	Informed	Informed
Investment Manager Search/Hire/Replace	Accountable	Responsible	Informed	Informed	Informed
Performance Reporting & Monitoring	Accountable	Informed	Consulted	Responsible	Consulted
Sign Manager Contracts	Informed	Accountable & Responsible	Responsible	Consulted	Informed
Custodial Transfers	Informed	Accountable	Consulted	Informed	Responsible
Instruct Managers to Raise Cash	Informed	Accountable	Responsible	Informed	Consulted
Pay Investment Manager Fees	Informed	Accountable	Responsible	Informed	Consulted

6.0 ETHICS AND CONFLICTS OF INTEREST

Officers and employees involved in the investment process shall refrain from personal business activity that could conflict with proper execution of the investment program, or which could impair their ability to make impartial investment decisions. Employees and investment officials shall disclose to the Governing Board of Directors, any material financial interests in financial institutions that conduct business within this jurisdiction, and they shall further disclose any large personal financial/investment positions that could be related to the performance of the Authority's portfolio. Employees and officers shall subordinate their personal investment transactions to those of the Authority particularly with regard to the time of purchases and sales.

~~7.0 AUTHORIZED FINANCIAL DEALERS AND INSTITUTIONS~~

~~The ACSIG treasurer will maintain a list of financial institutions authorized to provide investment services. In addition, a list will also be maintained of approved security broker/dealers selected by credit worthiness who are authorized to provide investment services in the State of California. These may include "primary" dealers or regional dealers that qualify under Securities & Exchange Commission Rule 15C3-1. No public deposit shall be made except in a qualified public depository as established by state laws. All financial institutions and/or broker/dealers who desire to be placed on the list of financial institutions for investment transactions must supply the Treasurer with the following: 1.) audited financial statements, 2.) proof of National Association of Security Dealers certification, 3.) trading resolution, 4.) proof of state registrations, 5.) complete broker/dealer questionnaire, 6.) certification of having read Authority's investment policy and depository contracts). A current audited financial statement is required to be on file for each financial institution and broker/dealer through which ACSIG invests.~~

Commented [CC7]: Based on review of other JPA Investment Policies and Government Code, it appears that this is more appropriate for a portfolio that is self managed by the treasurer of the executive committee and less relevant for ACSIG. Removed from policy.

~~8.0~~7.0 INVESTMENT GUIDELINES

The guidelines to invest the Authority's funds shall be in accordance with Government Code Section 5301. Investments made directly, or on behalf of the Authority by its officers or other authorized parties, shall be restricted by the following:

Commented [CC8]: Streamlined existing sections related to investments by organizing under one new section titled "Investment Guidelines" including: Authorized & Suitable Investments, Collateralization, Diversification, and Maximum Maturities.

~~8.1~~7.1 AUTHORIZED & SUITABLE INVESTMENTS

Deposit up to a maximum of 30% of the portfolio, a~~b~~.) Repurchase Agreements,

bc.) Reverse Repurchase Agreement, cd.) Corporate Obligations ~~up to a maximum of 30% of the portfolio~~, de.) Money Market Accounts, ef.) Local Agency Investment Fund, fg.) County Treasurer. Securities eligible for investment shall be rated "A" or better at the time of purchase. *If an investment is subsequently downgraded below "A" the ~~Executive Director~~Manager/Consultant shall notify the Executive Committee upon learning of the downgrade. After review, the ~~Executive Director~~Manager/Consultant shall make a recommendation to the

Executive Committee and a determination shall be made as to the action to be taken at either a special meeting or regular Executive Committee meeting.

~~8.2~~7.2 COLLATERALIZATION

Collateralization will be required on two types of investments: certificates of deposit and repurchase (and reverse) agreements. In order to anticipate market changes and provide a level of security for all funds, the collateralization level will be (102%) of market value of principal and accrued interest. The entity chooses to limit collateral to the following:

- Treasuries under ten years
- Agencies under ten years
- A1/P1 Commercial Paper/Bankers Acceptance

Collateral will always be held by an independent third party with whom the entity has a current custodial agreement. A clearly marked evidence of ownership (safekeeping receipt) must be supplied to the Authority and retained. The right of collateral substitution is granted.

7.3 DIVERSIFICATION

The Authority will diversify its investments by security type, maturity, and institution.

With the exception of U.S. Treasury securities and authorized pools, no more than 50% of the entity's total investment portfolio will be invested in a single security type or with a single financial institution.

7.4 MAXIMUM MATURITIES

To the extent possible, the Authority will attempt to match its investments with anticipated cash flow requirements. In accordance with Government Code Section 53601, the Board of Directors authorizes investments in U.S. Treasuries or Agencies of up to 20% of the investment portfolio in maturities over 5 years but not over 7 years. Any investment with a maturity over 5 years must be approved by two members of the Executive Committee.

~~10.0~~8.0 SAFEKEEPING AND CUSTODY

All security transactions, including collateral for repurchase agreements, entered into by the authority, shall be conducted on a delivery-versus-payment (DVP) basis. Securities will be held by a third-party custodian designated by the Executive Committee and evidenced by safekeeping receipts.

~~11.0 DIVERSIFICATION~~

~~The Authority will diversify its investments by security type, maturity, and institution. With the exception of U.S. Treasury securities and authorized pools, no more than 50% of the entity's total investment portfolio will be invested in a single security type or with a single financial institution.~~

~~12.0 MAXIMUM MATURITIES~~

~~To the extent possible, the Authority will attempt to match its investments with anticipated cash flow requirements. In accordance with Government Code Section 53601, the Board of Directors authorizes investments in U.S. Treasuries or Agencies of up to 20% of the investment portfolio in maturities over 5 years but not over 7 years. Any investment with a maturity over 5 years must be approved by two members of the Executive Committee.~~

~~13.0~~9.0 INTERNAL CONTROL

A system of internal controls shall be established and documented in writing. The controls shall be designed to prevent losses of public funds arising from fraud, misrepresentation of third parties, or imprudent actions by ACSIG employees or officers.

~~14.0~~10.0 PERFORMANCE STANDARDS

The investment portfolio will be designed to obtain a market average rate of return during budgetary and economic cycles, taking into account the Authority's investment risk constraints and cash flow needs.

~~14.1~~10.1 Market Yield (Benchmark)

The Authority's investment strategy is passive. Given this strategy, the basis used by the Executive Committee to determine whether market yields are being achieved shall be the six-month U.S. Treasury Bill and the average Fed Funds rate.

~~15.0~~11.0 REPORTING

The Investment Consultant shall provide the Executive Director ~~shall submit~~with a quarterly report for broader distribution to the Board. This report will comply ~~which complies~~ with the requirements of Government Code Sections 53646 (b) and (c). Reports will include performance, market sector breakdown, interest earnings, portfolio market value, etc.

~~16.0~~12.0 INVESTMENT POLICY ADOPTION

The Authority's investment policy shall be adopted by the Board of Directors. The Policy shall be reviewed on an annual basis by the Executive Committee and any modifications made thereto must be approved by the Board of Directors.

Approved: 12/11/08
Revised: TBD
Reviewed: TBD

Alameda County Schools Insurance Group
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Executive Summary

To: ACSIG Board of Directors
From: Jackie Kim
Date: May 21, 2026
Subj.: 3rd Quarter Financials

Enclosed are the 2025-2026 Third Quarter Financial Statements for review. ACSIG's overall financial position is progressing in alignment with its budget. Most funds are showing improvement; however, the Workers' Compensation fund reflects a decline due to the rate buydown impacting its financial positions. This trend may provide the Executive Committee and Board with an opportunity to consider potential program adjustments in the future.

The Executive Committee reviewed these financials in detail at its May 14, 2026 meeting.

ALAMEDA COUNTY SCHOOLS INSURANCE GROUP

TREASURER'S REPORT

AS OF MARCH 31, 2026 AND FOR THE NINE MONTHS THEN ENDED

As mandated by Section 53646 of the California Government Code, Alameda County Schools Insurance Group is required to disclose that it is able to meet its pool's expenditure requirements for the next six months and is in complete compliance with the current Investment Policy as of the date of this report.

_____

President

SETECH (Service Enhancement Technologies)

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License No. 0451271

For the Executive Committee Meeting of May 14, 2026
For the Board Meeting of May 21, 2026

Alameda County Schools Insurance Group (ACSIG)

Table of Contents

Page

Distribution and Use of Report. I

Financial Statements by Program:

By Program:

Consolidated. 1
Workers Compensation. 2
Dental. 3
Vision. 4
Property and Liability. 5
Operations. 6

A) Statement of Net Position
As of 06/30/2025 and 03/31/2026

B) Statement of Revenues, Expenditures and Changes in Net Position
Adopted Budget Versus Actual
For The Nine Months Ended 03/31/2026 -

Schedule of Discounted Claim Liabilities
For The Nine Months Ended 03/31/2026 -
Workers Compensation. 7, 7A, 7B
Property Liability. 8

Distribution and Use of Report

This financial management information report (Report) prepared by Service Enhancement Technologies (SETECH), a Division of Keenan & Associates, is intended solely for internal use by the Authority's Officers, Board Members, Advisory Committee Members, and for internal decision making purposes only in regards to the Authority's insurance program.

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Alameda County Schools Insurance Group (ACSIG)
Treasurer's Report- Statement of Net Position
Consolidated
As of 06/30/2025 and 03/31/2026

	Audited As of 06/30/2025	Activity 07/01/2025 - 03/31/2026	As of 03/31/2026
Assets:			
Current Assets			
Workers Compensation	$ 18,644,062	(7,116,722)	$ 11,527,340
Dental	10,517,100	(719,060)	9,798,040
Vision	4,995,250	968,035	5,963,285
Property and Liability	6,807,786	(1,347,308)	5,460,478
Operations	171,448	(31,845)	139,603
Cash and Cash Equivalents	$ 41,135,646	(8,246,900)	$ 32,888,746
Investments Morgan Stanley - current	291,450	(214,258)	77,192
Accounts Receivable	10,923,495	4,605,247	15,528,742
Prepaid Expense	- -	767,967	767,967
Interfund Receivable/(payable) (1)	- -	- -	- -
Subtotal Current Assets	52,350,591	(3,087,944)	49,262,647
Noncurrent Assets			
Investments @ FMV - Morgan Stanley (3)	29,098,952	910,401	30,009,353
Capital - Equipment, net of depreciation	- -	- -	- -
	29,098,952	910,401	30,009,353
Total Assets	$ 81,449,543	$ (2,177,543)	$ 79,272,000
Deferred Outflow of Resources:			
Deferred outflow of resources - pension	$ 214,455	$ - -	$ 214,455
Liabilities:			
Current Liabilities			
Accounts Payable	$ 4,532,508	$ (3,827,934)	$ 704,574
Prefunding deposits (2)	5,304,786	- -	5,304,786
Advance Contributions	- -	- -	- -
Other Claim Liabilities - Castlepoint Reinsurance Insolvency	473,116	- -	473,116
Current Portion of claims and claim adjustment	2,913,611	(58,412)	2,855,199
Subtotal Current Liabilities	13,224,021	(3,886,346)	9,337,675
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	1,921,791	80,554	2,002,345
Unallocated Loss Adjustment Expense (ULAE)	243,986	(6,555)	237,431
Subtotal Noncurrent Claim Liabilities	2,165,777	73,999	2,239,776
Net Pension Liability (NPL)	812,648	- -	812,648
Total Liabilities	$ 16,202,446	$ (3,812,347)	$ 12,390,099
Deferred Inflow of Resources:			
Deferred inflow of resources - pension	360,523	- -	360,523
Net Position:			
Undesignated Net Position - Net Assets/(Deficit)	65,101,029	1,634,804	66,735,833
Designated - Capital Assets	- -	- -	- -
Total Net Position	$ 65,101,029	$ 1,634,804	$ 66,735,833
Total Liabilities, Deferred Pension, and Ending Net Position	$ 81,449,543	$ (2,177,543)	$ 79,272,000

Footnote:

(1) Interfund transfers net to zero on consolidated financial statements. This is a internal function used to transfer or allocate expense and income from one program to another without transfer of cash.
(2) Estimated six weeks of dental claims funded by each member to maintain positive cash flow.
(3) Morgan Stanley Smith Barney Investment shown at Fair Market Value, accrued interest shown as accounts receivable.

Alameda County Schools Insurance Group (ACSIG)
Consolidated
Statement of Revenues, Expenditures and Changes in Net Position
As of 03/31/2026 and For The Nine Months Then Ended

	2024/2025		2025/2026			
	Budget	Actuals	Budget	Activity 07/01/2025 - 03/31/2026	Variance	Percentage of Budget
Operating Revenue:						
Premiums Paid by Members	$ 196,086,770	$ 194,691,133	$ 196,536,692	$ 141,846,909	$ 54,689,783	72.17 %
Return of Premiums/Rebate	- -	- -	- -	- -	- -	- -
PIPS - Accelerated Profit Commission		- -	- -	- -	- -	- -
Total Operating Revenue	196,086,770	194,691,133	196,536,692	141,846,909	54,689,783	72.17
Operating Expenditures:						
Classified Salaries	477,404	559,213	409,509	304,848	104,661	74.44
Statutory Benefits	71,611	(729)	61,426	7,116	54,310	11.59
Health & Welfare	85,750	79,354	70,750	49,615	21,135	70.13
Employer Tax Expense	8,647	10,701	6,980	5,501	1,479	78.81
Net Pension Expense	234,001	432,271	217,052	76,325	140,726	35.16
Telephone & Internet	10,600	8,927	9,500	4,995	4,505	52.58
Supplies Office	9,000	1,379	9,000	123	8,877	1.36
Supplies - Other	12,000	7,006	12,000	4,209	7,791	35.07
Eligibility Processing	265,000	236,132	280,000	204,053	75,947	72.88
Brokerage Fees-Dental-ACSIG	340,000	326,391	350,000	222,388	127,612	63.54
Brokerage Fees-Dental-MD	800,000	931,618	950,000	472,809	477,191	49.77
Travel and Conferences	30,000	2,914	15,000	2,878	12,122	19.19
Mileage	12,000	8,500	6,000	4,500	1,500	75.00
Dues & Memberships	8,550	3,625	9,000	8,224	776	91.38
Postage & Meter	7,000	1,907	7,000	1,995	5,005	28.50
Insurance Expense-PIPS&NCR	27,402,303	27,271,324	29,075,616	21,583,476	7,492,140	74.23
Insurance Expense-PY Adj	1,000,000	1,499,984	1,500,000	1,325,456	174,544	88.36
Utility - Operating-Rent	47,856	30,841	42,000	38,634	3,366	91.99
Advertising	- -	- -	- -	- -	- -	- -
Contract Services - Actuarial	33,274	20,840	20,241	13,222	7,019	65.32
Contract Services -Claim Audit	- -	- -	- -	- -	- -	- -
Contract Services	29,051	- -	25,585	- -	25,585	- -
Audit Fees	23,275	15,400	20,000	18,700	1,300	93.50
Other Services/Operating Expenses	10,000	15,148	10,000	4,453	5,547	44.53
Capital Equipment/Depreciation	20,000	- -	8,000	- -	8,000	- -
Repairs & Maintenance	5,000	- -	- -	- -	- -	- -
Legal	5,000	- -	5,000	- -	5,000	- -
Accounting Services	20,000	17,484	20,000	9,005	10,995	45.02
County Courier	3,040	1,726	1,900	1,916	(16)	100.85
Shredding	1,500	1,670	1,500	149	1,351	9.91
Copier & Scanner	10,000	9,283	10,000	6,558	3,442	65.58
Claims Administration Services	117,000	88,123	115,000	98,226	16,774	85.41
Self-Insurance Fee	700,000	440,544	500,000	406,454	93,546	81.29
Claims Paid-WC	500,000	644,490	500,000	212,300	287,700	42.46
Claims Paid-PL	110,000	136,701	110,000	14,436	95,564	13.12
Physical Abilities Testing	50,000	7,952	50,000	8,944	41,056	17.89
Training	10,000	- -	29,000	1,604	27,396	5.53
First-Aid Prog&Responder Fees	5,000	4,560	5,000	2,551	2,449	51.02
Food Service Training	- -	- -	- -	- -	- -	- -
Risk Mgmt Prev Program	300,000	292,500	260,000	139,100	120,900	53.50
EAP Program	250,000	136,051	180,000	102,276	77,724	56.82
Safety Inspections	22,000	13,600	22,000	13,600	8,400	61.82
Bank Charge & WC Penalty Reimb	6,000	9,911	6,000	- -	6,000	- -
Cobra Premiums	300,000	138,070	300,000	96,656	203,344	32.22
Dental Insurance Premiums	152,768,550	151,133,633	153,148,550	109,523,124	43,625,426	71.51
Vision Insurance Premiums	8,480,000	8,742,094	8,756,800	6,448,261	2,308,539	73.64
Claim Development Expense	80,252	(756,007)	(385,000)	15,587	(400,587)	(4.05)
Adjustment to Prefund Deposit	- -	- -	- -	- -	- -	- -
Total Operating Expenditures	194,680,663	192,525,129	196,750,407	141,454,266	55,296,141	71.90 %
Net Increase/(Decrease) from Operations	1,406,107	2,166,004	(213,715)	392,643	(606,358)	(183.72) %
Non Operating Income/(Expense)						
Interest Income	692,873	1,805,611	707,934	1,307,759	(599,826)	184.73
Net Increase/(Decrease) in Fair Value	- -	1,013,962	- -	2,576	(2,576)	- -
Realized Gain/(Loss) on Investments	- -	(228,276)	- -	(68,174)	68,174	- -
Cumulative effect of GASB 68	- -	- -	- -	- -	- -	- -
Interfund Trans, Other Inc/Exp	- -	- -	- -	- -	- -	- -
Total Non Operating Income/(Expense)	692,873	2,591,297	707,934	1,242,161	(534,228)	175.46 %
Net Increase/(Decrease) in Net Position	$ 2,098,980	$ 4,757,301	494,219	$ 1,634,804	$ (1,140,586)	330.79 %
Beginning Balance Prior Year End	$ 60,343,728	$ 60,343,728	65,101,029	$ 65,101,029	$ - -	100.00 %
Ending Balance, as of 03/31/2026	$ 62,442,708	$ 65,101,029	$ 65,595,248	$ 66,735,833	$ (1,140,586)	

Alameda County Schools Insurance Group (ACSIG)
Treasurer's Report- Statement of Net Assets
Workers' Compensation
As of 06/30/2025 and 03/31/2026

	Audited As of 06/30/2025	Activity 07/01/2025 - 03/31/2026	As of 03/31/2026
Assets:			
Current Assets			
Funds with County - WC - #44906	$ 14,205,833	(7,716,519)	$ 6,489,314
Funds in Transit - #44906 to Morgan Stanley Investments	- -	- -	- -
Funds with County - Retention Fund #44904	20,408	414	20,822
US Bank Checking - #1290	424,638	369,243	793,881
US Bank Claims Trust Account - #8963	231,521	106,736	338,257
Local Agency Investment Funds (L.A.I.F.)	3,761,662	123,404	3,885,066
Money Market - Morgan Stanley	0	0	0
Cash and Cash Equivalents	$ 18,644,062	(7,116,722)	$ 11,527,340
Investments Morgan Stanley - current	291,450	(214,258)	77,192
Accounts Receivable	355,837	6,749,381	7,105,218
Prepaid Expense	- -	- -	- -
Interfund Receivable/(payable)	1,811,511	(12,268)	1,799,243
Subtotal Current Assets	21,102,860	(593,867)	20,508,993
Noncurrent Assets			
Investments Morgan Stanley	21,838,151	738,421	22,576,572
Capital - Equipment, net of depreciation	- -	- -	- -
	21,838,151	738,421	22,576,572
Total Assets	$ 42,941,011	$ 144,554	$ 43,085,565
Deferred Outflow of Resources:			
Deferred outflow of resources - pension	$ 54,022	$ - -	$ 54,022
Liabilities:			
Current Liabilities			
Accounts Payable	$ - -	$ - -	$ - -
Prefunding deposits	- -	- -	- -
Advance Contributions	- -	- -	- -
Other Claim Liabilities - Castlepoint Reinsurance Insolvency	473,116	- -	473,116
Current Portion of claims and claim adjustment	374,137	(59,270)	314,867
Subtotal Current Liabilities	847,253	(59,270)	787,983
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	1,787,222	79,852	1,867,074
Unallocated Loss Adjustment Expense (ULAE)	164,792	(6,555)	158,237
Subtotal Noncurrent Claim Liabilities	1,952,014	73,297	2,025,311
Net Pension Liability (NPL)	204,708	- -	204,708
Total Liabilities	$ 3,003,975	$ 14,027	$ 3,018,002
Deferred Inflow of Resources:			
Deferred inflow of resources - pension	$ 90,818	$ - -	$ 90,818
Net Position:			
Undesignated Net Position - Net Assets/(Deficit)	39,900,240	130,527	40,030,767
Designated - Capital Assets	- -	- -	- -
Total Net Position	$ 39,900,240	$ 130,527	$ 40,030,767
Total Liabilities, Deferred Pension, and Ending Net Position	$ 42,941,011	$ 144,554	$ 43,085,565

Alameda County Schools Insurance Group (ACSIG)
Workers' Compensation
Statement of Revenues, Expenditures and Changes in Net Fund Assets
As of 03/31/2026 and For The Nine Months Then Ended

	2024/2025		2025/2026			
	Budget	Actuals	Budget	Activity 07/01/2025 - 03/31/2026	Variance	Percentage of Budget
Operating Revenue:						
Premiums Paid by Members	$ 28,615,302	$ 28,615,294	$ 28,024,876	$ 21,018,657	$ 7,006,219	75.00 %
Return of Premiums	- -	- -	- -	- -	- -	- -
PIPS - Accelerated Profit Commiss	- -	- -	- -	- -	- -	- -
Total Operating Revenue	28,615,302	28,615,294	28,024,876	21,018,657	7,006,219	75.00
Operating Expenditures:						
Classified Salaries	113,527	136,799	91,868	68,216	23,652	74.25
Statutory Benefits	17,029	2,193	13,780	3,944	9,836	28.62
Health & Welfare	18,900	15,698	13,000	8,715	4,285	67.04
Employer Tax Expense	1,947	2,527	1,507	1,207	300	80.09
Net Pension Expense	61,886	108,891	56,440	22,898	33,542	40.57
Telephone & Internet	1,060	1,339	950	749	201	78.84
Supplies Office	900	207	900	18	882	2.00
Supplies - Other	1,200	1,051	1,200	631	569	52.58
Eligibility Processing	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-ACSIG	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-MD	- -	- -	- -	- -	- -	- -
Travel and Conferences	3,000	437	1,500	432	1,068	28.80
Mileage	1,200	1,275	600	675	(75)	112.50
Dues & Memberships	900	544	900	1,234	(334)	137.11
Postage & Meter	280	95	280	100	180	35.71
Insurance Expense-PIPS	24,387,002	24,378,001	25,706,100	19,279,576	6,426,524	75.00
Insurance Expense-PY Adj	1,000,000	1,499,984	1,500,000	1,325,456	174,544	88.36
Utility - Operating-Rent	4,786	3,084	4,200	3,863	337	91.98
Advertising	- -	- -	- -	- -	- -	- -
Contract Services - Actuarial	12,000	10,040	12,000	13,222	(1,222)	110.18
Contract Services -Claim Audit	- -	- -	- -	- -	- -	- -
Contract Services	3,183	- -	2,483	- -	2,483	- -
Audit Fees	2,328	2,310	2,000	2,805	(805)	140.25
Other Services/Operating Expense	1,000	2,272	1,000	668	332	66.80
Capital Equipment/Depreciation	2,000	- -	800	- -	800	- -
Repairs & Maintenance	500	- -	- -	- -	- -	- -
Legal	500	- -	500	- -	500	- -
Accounting Services	2,000	2,623	2,000	1,351	649	67.55
County Courier	320	259	200	287	(87)	143.50
Shredding	150	250	150	22	128	14.67
Copier & Scanner	400	464	400	328	72	82.00
Claims Admin/Consult Services	85,000	63,750	85,000	82,875	2,125	97.50
Self-Insurance Fee	700,000	440,544	500,000	406,454	93,546	81.29
Claims Paid-WC	500,000	644,490	500,000	212,300	287,700	42.46
Claims Paid-PL	- -	- -	- -	- -	- -	- -
Physical Abilities Testing	50,000	7,952	50,000	8,944	41,056	17.89
Training	10,000	- -	10,000	- -	10,000	- -
First-Aid Prog&Responder fees	5,000	4,560	5,000	2,551	2,449	51.02
Food Service/Sp Ed Training	- -	- -	- -	- -	- -	- -
Risk Mgmt Prevention Prog	300,000	292,500	260,000	139,100	120,900	53.50
EAP Program	250,000	136,051	180,000	102,276	77,724	56.82
Safety Inspections	- -	- -	- -	- -	- -	- -
Misc Bank Fees & WC Penalty Rei	1,000	- -	1,000	- -	1,000	- -
Cobra Premiums	- -	- -	- -	- -	- -	- -
Dental Insurance Premiums	- -	- -	- -	- -	- -	- -
Vision Insurance Premiums	- -	- -	- -	- -	- -	- -
Claim Development Expense	(509,748)	(912,191)	(500,000)	14,027	(514,027)	(2.81)
Adjustment to Prefund Deposit	- -	- -	- -	- -	- -	- -
Total Operating Expenditures	27,029,249	26,847,998	28,505,757	21,704,924	6,800,833	76.14 %
Net Increase/(Decrease) from Operations	1,586,053	1,767,296	(480,881)	(686,267)	205,386	142.71 %
Non Operating Income/(Expense)						
Interest Income	415,724	1,121,163	424,761	866,186	(441,425)	203.92
Net Increase/(Decrease) in Fair Value	- -	763,466	- -	1,940	(1,940)	- -
Realized Gain/(Loss) on Investments	- -	(171,881)	- -	(51,332)	51,332	- -
Cumulative effect of GASB 68	- -	- -	- -	- -	- -	- -
Interfund Transfer, Other Income	- -	- -	- -	- -	- -	- -
Total Non Operating Income/(Expense)	415,724	1,712,748	424,761	816,794	(392,033)	192.30 %
Net Increase/(Decrease) in Net Position	2,001,776	3,480,044	(56,121)	130,527	(186,648)	(232.58) %
Beginning Balance Prior Year End	36,420,196	36,420,196	39,900,240	39,900,240	- -	100.00 %
Ending Balance, as of 03/31/2026	$ 38,421,972	$ 39,900,240	$ 39,844,119	$ 40,030,767	$ (186,648)	

Alameda County Schools Insurance Group (ACSIG)
Treasurer's Report- Statement of Net Assets
Dental
As of 06/30/2025 and 03/31/2026

	Audited As of 06/30/2025	Activity 07/01/2025 - 03/31/2026	As of 03/31/2026
Assets:			
Current Assets			
Cash with County ACSIG #44901	$ 5,291,844	(526,323)	$ 4,765,521
US Bank - Eligibility #9382	5,052,151	(147,170)	4,904,981
US - Expense #8536	110,386	(54,195)	56,191
US Bank - Cobra Trust	62,719	8,628	71,347
US Bank - zero balance accounts	- -	- -	- -
Cash and Cash Equivalents	$ 10,517,100	(719,060)	$ 9,798,040
Investments Morgan Stanley - current	- -	- -	- -
Accounts Receivable	9,674,068	(2,281,489)	7,392,579
Prepaid Expense	- -	- -	- -
Interfund Receivable/(payable)	3,013,234	31,261	3,044,495
Subtotal Current Assets	23,204,402	(2,969,288)	20,235,114
Noncurrent Assets			
Investments - Morgan Stanley	6,085,185	144,134	6,229,319
Capital - Equipment, net of depreciation	- -	- -	- -
	6,085,185	144,134	6,229,319
Total Assets	$ 29,289,587	$ (2,825,154)	$ 26,464,433
Deferred Outflow of Resources:			
Deferred outflow of resources - pension	$ 123,374	- -	$ 123,374
Liabilities:			
Current Liabilities			
Accounts Payable	$ 3,669,031	(3,669,031)	$ - -
Prefunding deposits	4,606,615	- -	4,606,615
Advance Contributions	- -	- -	- -
Other Claim Liabilities	- -	- -	- -
Current Portion of claims and claim adjustment	1,887,000	- -	1,887,000
Subtotal Current Liabilities	10,162,646	(3,669,031)	6,493,615
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	- -	- -	- -
Subtotal Noncurrent Claim Liabilities	- -	- -	- -
Net Pension Liability (NPL)	467,510	- -	467,510
Total Liabilities	$ 10,630,156	(3,669,031)	$ 6,961,125
Deferred Inflow of Resources:			
Deferred inflow of resources - pension	$ 207,405	$ - -	$ 207,405
Net Position:			
Undesignated Net Position - Net Assets/(Deficit)	18,575,400	843,877	19,419,277
Designated - Capital Assets	- -	- -	- -
Total Net Position	$ 18,575,400	$ 843,877	$ 19,419,277
Total Liabilities, Deferred Pension, and Ending Net Position	$ 29,289,587	$ (2,825,154)	$ 26,464,433

Alameda County Schools Insurance Group (ACSIG)
Dental
Statement of Revenues, Expenditures and Changes in Net Fund Assets
As of 03/31/2026 and For The Nine Months Then Ended

	2024/2025		2025/2026			
	Budget	Actuals	Budget	Activity 07/01/2025 - 03/31/2026	Variance	Percentage of Budget
Operating Revenue:						
Premiums Paid by Members	$ 155,500,000	$ 153,478,795	$ 155,880,000	$ 111,476,502	$ 44,403,498	71.51 %
Return of Premiums/Rebate	- -	- -	- -	- -	- -	- -
Other Income	- -	- -	- -	- -	- -	- -
Total Operating Revenue	155,500,000	153,478,795	155,880,000	111,476,502	44,403,498	71.51
Operating Expenditures:						
Classified Salaries	285,298	328,198	253,376	188,891	64,485	74.55
Statutory Benefits	42,795	(4,150)	38,006	718	37,288	1.89
Health & Welfare	53,600	52,418	48,300	34,501	13,799	71.43
Employer Tax Expense	5,341	6,424	4,412	3,445	967	78.08
Net Pension Expense	130,048	248,682	122,140	38,163	83,977	31.25
Telephone & Internet	7,950	6,249	7,125	3,497	3,628	49.08
Supplies Office	6,750	965	6,750	86	6,664	1.27
Supplies - Other	9,000	4,904	9,000	2,946	6,054	32.73
Eligibility Processing	265,000	236,132	280,000	204,053	75,947	72.88
Brokerage Fees-Dental-ACSIG	340,000	326,391	350,000	222,388	127,612	63.54
Brokerage Fees-Dental-MD	800,000	931,618	950,000	472,809	477,191	49.77
Travel and Conferences	22,500	2,040	11,250	2,015	9,235	17.91
Mileage	9,000	5,950	4,500	3,150	1,350	70.00
Dues & Memberships	6,750	2,538	6,750	5,757	993	85.29
Postage & Meter	6,300	1,717	6,300	1,795	4,505	28.50
Insurance Expense	- -	- -	- -	- -	- -	- -
Insurance Expense - PY Adj	- -	- -	- -	- -	- -	- -
Net, Operating-Rent	35,892	23,131	31,500	28,975	2,525	91.98
Advertising	- -	- -	- -	- -	- -	- -
Contract Services - Actuarial	5,000	5,000	- -	- -	- -	- -
Contract Services -Claim Audit	- -	- -	- -	- -	- -	- -
Contracted Services	23,869	- -	18,619	- -	18,619	- -
Audit Fees	17,456	10,780	15,000	13,090	1,910	87.27
Other Services/Operating Expenses	7,500	10,603	7,500	3,117	4,383	41.56
Capital Equipment/Depreciation	15,000	- -	6,000	- -	6,000	- -
Repairs & Maintenance	3,750	- -	- -	- -	- -	- -
Legal	3,750	- -	3,750	- -	3,750	- -
Accounting Services	15,000	12,239	15,000	6,303	8,697	42.02
County Courier	2,400	1,208	1,500	1,341	159	89.42
Shredding	1,125	1,169	1,125	104	1,021	9.24
Copier & Scanner	9,000	8,355	9,000	5,902	3,098	65.58
Claims Administration Services	- -	- -	- -	- -	- -	- -
Self-Insurance Fee	- -	- -	- -	- -	- -	- -
Claims Paid-WC	- -	- -	- -	- -	- -	- -
Claims Paid-PL	- -	- -	- -	- -	- -	- -
Physical Abilities Testing	- -	- -	- -	- -	- -	- -
Training	- -	- -	- -	- -	- -	- -
First-Aid Program	- -	- -	- -	- -	- -	- -
Food Service Training	- -	- -	- -	- -	- -	- -
Special Ed Training	- -	- -	- -	- -	- -	- -
Incentives	- -	- -	- -	- -	- -	- -
Safety Inspections	- -	- -	- -	- -	- -	- -
Bank Charge	5,000	9,911	5,000	- -	5,000	- -
Cobra Premiums	300,000	138,070	300,000	96,656	203,344	32.22
Dental Insurance Premiums	152,768,550	151,133,633	153,148,550	109,523,124	43,625,426	71.51
Vision Insurance Premiums	- -	- -	- -	- -	- -	- -
Claim Development Expense	300,000	129,000	- -	- -	- -	- -
Adjustment to Prefund Deposit	- -	- -	- -	- -	- -	- -
Total Operating Expenditures	155,503,623	153,633,175	155,660,453	110,862,826	44,797,627	71.22 %
Net Increase/(Decrease) from Operations	(3,623)	(154,380)	219,547	613,676	(394,129)	279.52 %
Non Operating Income/(Expense)						
Interest Income	138,575	333,130	141,587	243,784	(102,197)	172.18
Net Increase/(Decrease) in Fair Value	- -	209,938	- -	533	(533)	- -
Realized Gain/(Loss) on Investments	- -	(47,265)	- -	(14,115)	14,115	- -
Cumulative effect of GASB 68	- -	- -	- -	- -	- -	- -
I Transfer, YE Close, Rebate	- -	- -	- -	- -	- -	- -
Total Non Operating Income/(Expense)	138,575	495,803	141,587	230,202	(88,615)	162.59 %
Net Increase/(Decrease) in Net Position	134,951	341,423	361,134	843,878	(482,744)	233.67 %
Beginning Balance Prior Year End	18,233,976	18,233,976	18,575,400	18,575,400	- -	100.00 %
Ending Balance, as of 03/31/2026	$ 18,368,928	$ 18,575,400	$ 18,936,534	$ 19,419,277	$ (482,744)	

Alameda County Schools Insurance Group (ACSIG)
Treasurer's Report- Statement of Net Assets
Vision
As of 06/30/2025 and 03/31/2026

	Audited As of 06/30/2025	Activity 07/01/2025 - 03/31/2026	As of 03/31/2026
Assets:			
Current Assets			
Cash with County #44902	$ 4,995,250	968,035	$ 5,963,285
Funds in Transit - #44902 to Morgan Stanley Investments	- -	- -	- -
Cash and Cash Equivalents	4,995,250	968,035	5,963,285
Investments Morgan Stanley - current	- -	- -	- -
Accounts Receivable	873,634	(877,563)	(3,929)
Prepaid Expense	- -	- -	- -
Interfund Receivable/(payable)	(5,326)	(15,346)	(20,672)
Subtotal Current Assets	5,863,558	75,126	5,938,684
Noncurrent Assets			
Investments - Morgan Stanley	1,175,616	27,846	1,203,462
Capital - Equipment, net of depreciation	- -	- -	- -
	1,175,616	27,846	1,203,462
Total Assets	$ 7,039,174	102,972	$ 7,142,146
Deferred Outflow of Resources:			
Deferred outflow of resources - pension	$ 20,098	$ - -	$ 20,098
Liabilities:			
Current Liabilities			
Accounts Payable	$ 817,435	(112,737)	$ 704,698
Prefunding deposits	698,171	- -	698,171
Advance Contributions	- -	- -	- -
Other Claim Liabilities	- -	- -	- -
Current Portion of claims and claim adjustment	488,000	- -	488,000
Subtotal Current Liabilities	2,003,606	(112,737)	1,890,869
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	- -	- -	- -
Subtotal Noncurrent Claim Liabilities	- -	- -	- -
Net Pension Liability (NPL)	76,159	- -	76,159
Total Liabilities	$ 2,079,765	(112,737)	$ 1,967,028
Deferred Inflow of Resources:			
Deferred inflow of resources - pension	$ 33,787	$ - -	$ 33,787
Net Position:			
Undesignated Net Position - Net Assets/(Deficit)	4,945,720	215,709	5,161,429
Designated - Capital Assets	- -	- -	- -
Total Net Position	$ 4,945,720	$ 215,709	$ 5,161,429
Total Liabilities, Deferred Pension, and Ending Net Position	$ 7,039,174	102,972	$ 7,142,146

Alameda County Schools Insurance Group (ACSIG)
Vision
Statement of Revenues, Expenditures and Changes in Net Fund Assets
As of 03/31/2026 and For The Nine Months Then Ended

	2024/2025		2025/2026			
	Budget	Actuals	Budget	Activity 07/01/2025 - 03/31/2026	Variance	Percentage of Budget
Operating Revenue:						
Premiums Paid by Members	$ 8,683,520	$ 9,172,824	$ 8,960,300	$ 6,598,113	$ 2,362,187	73.64 %
Retrun of Premiums	- -	- -	- -	- -	- -	- -
Other Income	- -	- -	- -	- -	- -	- -
Total Operating Revenue	8,683,520	9,172,824	8,960,300	6,598,113	2,362,187	73.64
Operating Expenditures:						
Classified Salaries	34,949	51,634	27,604	27,268	336	98.78
Statutory Benefits	5,242	262	4,141	963	3,178	23.26
Health & Welfare	5,650	6,777	3,550	4,081	(531)	114.96
Employer Tax Expense	588	974	445	491	(46)	110.34
Net Pension Expense	19,819	40,510	17,968	7,633	10,335	42.48
Telephone & Internet	1,060	893	950	500	450	52.63
Supplies Office	900	138	900	12	888	1.33
Supplies - Other	1,200	701	1,200	421	779	35.08
Eligibility Processing	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-ACSIG	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-MD	- -	- -	- -	- -	- -	- -
Travel and Conferences	3,000	291	1,500	288	1,212	19.20
Mileage	1,200	850	600	450	150	75.00
Dues & Memberships	900	363	900	822	78	91.33
Postage & Meter	210	95	210	100	110	47.62
Insurance Expense	- -	- -	- -	- -	- -	- -
Insurance Expense - PY Adj	- -	- -	- -	- -	- -	- -
Utility - Operating-Rent	4,786	3,084	4,200	3,863	337	91.98
Advertising	- -	- -	- -	- -	- -	- -
Contract Services - Actuarial	6,183	- -	- -	- -	- -	- -
Contract Services -Claim Audit	- -	- -	- -	- -	- -	- -
Contract Services	- -	- -	2,483	- -	2,483	- -
Audit Fees	2,328	1,540	2,000	1,870	130	93.50
Other Services/Operating Expense	1,000	1,515	1,000	445	555	44.50
Capital Equipment/Depreciation	2,000	- -	800	- -	800	- -
Repairs & Maintenance	500	- -	- -	- -	- -	- -
Legal	500	- -	500	- -	500	- -
Accounting Services	2,000	1,748	2,000	900	1,100	45.01
County Courier	160	173	100	192	(92)	192.00
Shredding	150	167	150	15	135	10.00
Copier & Scanner	300	464	300	328	(28)	109.33
Claims Administration Services	- -	- -	- -	- -	- -	- -
Self-Insurance Fee	- -	- -	- -	- -	- -	- -
Claims Paid-WC	- -	- -	- -	- -	- -	- -
Claims Paid-PL	- -	- -	- -	- -	- -	- -
Physical Abilities Testing	- -	- -	- -	- -	- -	- -
Training	- -	- -	- -	- -	- -	- -
First-Aid Program	- -	- -	- -	- -	- -	- -
Food Service Training	- -	- -	- -	- -	- -	- -
Special Ed Training	- -	- -	- -	- -	- -	- -
Incentives	- -	- -	- -	- -	- -	- -
Safety Inspections	- -	- -	- -	- -	- -	- -
Bank Charge & WC Penalty Reimb	- -	- -	- -	- -	- -	- -
Cobra Premiums	- -	- -	- -	- -	- -	- -
Dental Insurance Premiums	- -	- -	- -	- -	- -	- -
Vision Insurance Premiums	8,480,000	8,742,094	8,756,800	6,448,261	2,308,539	73.64
Claim Development Expense	175,000	(57,000)	- -	- -	- -	- -
Adjutstment to Prefund Deposit	- -	- -	- -	- -	- -	- -
Total Operating Expenditures	8,749,623	8,797,273	8,830,300	6,498,903	2,331,397	73.60 %
Net Increase/(Decrease) from Operations	(66,103)	375,551	130,000	99,210	30,790	76.32 %
Non Operating Income/(Expense)						
Interest Income	69,287	186,793	70,793	119,123	(48,330)	168.27
Net Increase/(Decrease) in Fair Value	- -	40,558	- -	103	(103)	- -
Realized Gain/(Loss) on Investments	- -	(9,130)	- -	(2,727)	2,727	- -
Cumulative effect of GASB 68	- -	- -	- -	- -	- -	- -
Interfund Transfer	- -	- -	- -	- -	- -	- -
Total Non Operating Income/(Expense)	69,287	218,221	70,793	116,499	(45,706)	164.56 %
Net Increase/(Decrease) in Net Position	3,184	593,772	200,794	215,709	(14,916)	107.43 %
Beginning Balance Prior Year End	4,351,948	4,351,948	4,945,720	4,945,720	- -	100.00 %
Ending Balance, as of 03/31/2026	$ 4,355,132	$ 4,945,720	$ 5,146,514	$ 5,161,429	$ (14,916)	

Alameda County Schools Insurance Group (ACSIG)
Treasurer's Report- Statement of Net Assets
Property and Liability
As of 06/30/2025 and 03/31/2026

	Audited As of 06/30/2025	Activity 07/01/2025 - 03/31/2026	As of 03/31/2026
Assets:			
Current Assets			
Cash with County - #44903	$ 6,644,317	(1,322,825)	$ 5,321,492
Funds in Transit - #44903 to Morgan Stanley Investments	- -	- -	- -
US Bank - Checking #2777	162,532	(30,309)	132,223
US Bank - Claims Trust #9045	937	5,826	6,763
Cash and Cash Equivalents	$ 6,807,786	(1,347,308)	$ 5,460,478
Investments Morgan Stanley - current	- -	- -	- -
Accounts Receivable	19,956	1,014,918	1,034,874
Prepaid Expense	- -	767,967	767,967
Interfund Receivable/(payable)	(4,676,142)	(1,866)	(4,678,008)
Subtotal Current Assets	2,151,600	433,711	2,585,311
Noncurrent Assets			
Investments - Morgan Stanley	- -	- -	- -
Capital - Equipment, net of depreciation	- -	- -	- -
	- -	- -	- -
Total Assets	$ 2,151,600	$ 433,711	$ 2,585,311
Deferred Outflow of Resources:			
Deferred outflow of resources - pension	$ 16,961	$ - -	$ 16,961
Liabilities:			
Current Liabilities			
Accounts Payable	$ 12,540	(12,540)	$ - -
Prefunding deposits	- -	- -	- -
Advance Contributions	- -	- -	- -
Other Claim Liabilities	- -	- -	- -
Current Portion of claims and claim adjustment	164,474	858	165,332
Subtotal Current Liabilities	177,014	(11,682)	165,332
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	134,569	702	135,271
Unallocated Loss Adjustment Expense (ULAE)	79,194	- -	79,194
Subtotal Noncurrent Claim Liabilities	213,763	702	214,465
Net Pension Liability (NPL)	64,271	- -	64,271
Total Liabilities	$ 455,048	(10,980)	$ 444,068
Deferred Inflow of Resources:			
Deferred inflow of resources - pension	$ 28,513	$ - -	$ 28,513
Net Position:			
Undesignated Net Position - Net Assets/(Deficit)	1,685,000	444,691	2,129,691
Designated - Capital Assets	- -	- -	- -
Total Net Position	$ 1,685,000	$ 444,691	$ 2,129,691
Total Liabilities, Deferred Pension, and Ending Net Position	$ 2,151,600	$ 433,711	$ 2,585,311

Alameda County Schools Insurance Group (ACSIG)
Property and Liability
Statement of Revenues, Expenditures and Changes in Net Fund Assets
As of 03/31/2026 and For The Nine Months Then Ended

	2024/2025		2025/2026			
	Budget	Actuals	Budget	Activity 07/01/2025 - 03/31/2026	Variance	Percentage of Budget
Operating Revenue:						
Premiums Paid by Members	$ 3,287,948	$ 3,424,220	$ 3,671,516	$ 2,753,637	$ 917,879	75.00 %
Return of Premiums	- -	- -	- -	- -	- -	- -
Other Income	- -	- -	- -	- -	- -	- -
Total Operating Revenue	3,287,948	3,424,220	3,671,516	2,753,637	917,879	75.00
Operating Expenditures:						
Classified Salaries	43,629	42,582	36,661	20,473	16,188	55.85
Statutory Benefits	6,544	966	5,499	1,491	4,008	27.12
Health & Welfare	7,600	4,461	5,900	2,318	3,582	39.29
Employer Tax Expense	771	776	616	358	258	58.07
Net Pension Expense	22,249	34,188	20,504	7,631	12,873	37.22
Telephone & Internet	530	446	475	249	226	52.47
Supplies Office	450	69	450	7	443	1.50
Supplies - Other	600	350	600	211	389	35.10
Eligibility Processing	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-ACSIG	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-MD	- -	- -	- -	- -	- -	- -
Travel and Conferences	1,500	146	750	143	607	19.07
Mileage	600	425	300	225	75	75.00
Dues & Memberships	- -	180	450	411	39	- -
Postage & Meter	210	- -	210	- -	210	- -
Insurance Expense-NCR	3,015,301	2,893,323	3,369,516	2,303,900	1,065,616	68.37
Insurance Expense-PY Adj	- -	- -	- -	- -	- -	- -
Utility - Operating-Rent	2,393	1,542	2,100	1,933	167	92.03
Advertising	- -	- -	- -	- -	- -	- -
Contract Services - Actuarial	10,091	5,800	8,241	- -	8,241	- -
Contract Services -Claim Audit	- -	- -	- -	- -	- -	- -
Contract Services	2,000	- -	2,000	- -	2,000	- -
Audit Fees	1,164	770	1,000	935	65	93.50
Other Services/Operating Expense	500	758	500	223	277	44.58
Capital Equipment/Depreciation	1,000	- -	400	- -	400	- -
Repairs & Maintenance	250	- -	- -	- -	- -	- -
Legal	250	- -	250	- -	250	- -
Accounting Services	1,000	874	1,000	451	550	45.05
County Courier	160	86	100	96	4	95.86
Shredding	75	84	75	8	67	10.10
Copier & Scanner	300	- -	300	- -	300	- -
Claims Administration Services	32,000	24,373	30,000	15,351	14,649	51.17
Self-Insurance Fee	- -	- -	- -	- -	- -	- -
Claims Paid-WC	- -	- -	- -	- -	- -	- -
Claims Paid-PL	110,000	136,701	110,000	14,436	95,564	13.12
Physical Abilities Testing	- -	- -	- -	- -	- -	- -
RASP	- -	- -	19,000	1,604	17,396	8.44
First-Aid Program	- -	- -	- -	- -	- -	- -
Food Service Training	- -	- -	- -	- -	- -	- -
Special Ed Training	- -	- -	- -	- -	- -	- -
Incentives	- -	- -	- -	- -	- -	- -
Safety Inspections	22,000	13,600	22,000	13,600	8,400	61.82
Bank Charge & WC Penalty Reimb	- -	- -	- -	- -	- -	- -
Cobra Premiums	- -	- -	- -	- -	- -	- -
Dental Insurance Premiums	- -	- -	- -	- -	- -	- -
Vision Insurance Premiums	- -	- -	- -	- -	- -	- -
Claim Development Expense	115,000	84,184	115,000	1,560	113,440	1.36
Adjustment to Prefund Deposit	- -	- -	- -	- -	- -	- -
Total Operating Expenditures	3,398,168	3,246,683	3,753,897	2,387,613	1,366,284	63.60 %
Net Increase/(Decrease) from Operations	(110,220)	177,537	(82,381)	366,024	(448,405)	(444.31) %
Non Operating Income/(Expense)						
Interest Income	69,287	164,524	70,793	78,667	(7,874)	111.12
Net Increase/(Decrease) in Fair Value	- -	- -	- -	- -	- -	- -
Realized Gain/(Loss) on Investments	- -	- -	- -	- -	- -	- -
Cumulative effect of GASB 68	- -	- -	- -	- -	- -	- -
Interfund Transfer, Other Income	- -	- -	- -	- -	- -	- -
Total Non Operating Income/(Expense)	69,287	164,524	70,793	78,667	(7,874)	111.12 %
Net Increase/(Decrease) in Net Position	(40,932)	342,061	(11,588)	444,691	(456,279)	(3,837.51) %
Beginning Balance Prior Year End	1,342,939	1,342,939	1,685,000	1,685,000	- -	100.00 %
Ending Balance, as of 03/31/2026	$ 1,302,006	$ 1,685,000	$ 1,673,412	$ 2,129,691	$ (456,279)	

Alameda County Schools Insurance Group (ACSIG)
Treasurer's Report- Statement of Net Assets
Operations
As of 06/30/2025 and 03/31/2026

	Audited As of 06/30/2025	Activity 07/01/2025 - 03/31/2026	As of 03/31/2026
Assets:			
Current Assets			
US Bank - Payroll #1768	$ 66,032	76,023	$ 142,055
US Bank Operating Checking Account #8536	105,416	(107,868)	(2,452)
Cash and Cash Equivalents	$ 171,448	(31,845)	$ 139,603
Investments Morgan Stanley - current	- -	- -	- -
Accounts Receivable	- -	- -	- -
Prepaid Expense	- -	- -	- -
Interfund Receivable/(payable)	(143,277)	(1,781)	(145,058)
Subtotal Current Assets	28,171	(33,626)	(5,455)
Noncurrent Assets			
Investments - Morgan Stanley	- -	- -	- -
Capital - Equipment, net of depreciation	- -	- -	- -
	- -	- -	- -
Total Assets	$ 28,171	$ (33,626)	$ (5,455)
Deferred Outflow of Resources:			
Deferred outflow of resources - pension	$ - -	$ - -	$ - -
Liabilities:			
Current Liabilities			
Accounts Payable	$ 33,502	$ (33,626)	$ (124)
Prefunding deposits	- -	- -	- -
Advance Contributions	- -	- -	- -
Other Claim Liabilities	- -	- -	- -
Current Portion of claims and claim adjustment	- -	- -	- -
Subtotal Current Liabilities	33,502	(33,626)	(124)
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	- -	- -	- -
Subtotal Noncurrent Claim Liabilities	- -	- -	- -
Net Pension Liability (NPL)	- -	- -	- -
Total Liabilities	$ 33,502	$ (33,626)	$ (124)
Deferred Inflow of Resources:			
Deferred inflow of resources - pension	$ - -	$ - -	$ - -
Net Position:			
Undesignated Net Position - Net Assets/(Deficit)	(5,331)	- -	(5,331)
Designated - Capital Assets	- -	- -	- -
Total Net Position	$ (5,331)	$ - -	$ (5,331)
Total Liabilities, Deferred Pension, and Ending Net Position	$ 28,171	$ (33,626)	$ (5,455)

Alameda County Schools Insurance Group (ACSIG)
Operations
Statement of Revenues, Expenditures and Changes in Net Fund Assets
As of 03/31/2026 and For The Nine Months Then Ended

	2024/2025		2025/2026			
	Budget	Actuals	Budget	Activity 07/01/2025 - 03/31/2026	Variance	Percentage of Budget
Operating Revenue:						
Contributions	$ --	$ --	$ --	$ --	$ --	-- %
	--	--	--	--	--	--
Offset to Rent - Sub Lease	--	--	--	--	--	--
Total Operating Revenue	--	--	--	--	--	--
Operating Expenditures:						
Classified Salaries	--	--	--	--	--	--
Statutory Benefits	--	--	--	--	--	--
Health & Welfare	--	--	--	--	--	--
Employer Tax Expense	--	--	--	--	--	--
Net Pension Expense	--	--	--	--	--	--
Telephone & Internet	--	--	--	--	--	--
Supplies Office	--	--	--	--	--	--
Supplies - Other	--	--	--	--	--	--
Eligibility Processing	--	--	--	--	--	--
Brokerage Fees-Dental-ACSIG	--	--	--	--	--	--
Brokerage Fees-Dental-MD	--	--	--	--	--	--
Travel and Conferences	--	--	--	--	--	--
Mileage	--	--	--	--	--	--
Dues & Memberships	--	--	--	--	--	--
Postage & Meter	--	--	--	--	--	--
Insurance Expense	--	--	--	--	--	--
	--	--	--	--	--	--
Utility - Operating-Rent	--	--	--	--	--	--
Advertising	--	--	--	--	--	--
Contract Services - Actuarial	--	--	--	--	--	--
Contract Services -Claim Audit	--	--	--	--	--	--
Contract Services	--	--	--	--	--	--
Audit Fees	--	--	--	--	--	--
Other Services/Operating Expenses	--	--	--	--	--	--
Capital Equipment/Depreciation	--	--	--	--	--	--
Repairs & Maintenance	--	--	--	--	--	--
Legal	--	--	--	--	--	--
Accounting Services	--	--	--	--	--	--
County Courier	--	--	--	--	--	--
Shredding	--	--	--	--	--	--
Copier & Scanner	--	--	--	--	--	--
Claims Administration Services	--	--	--	--	--	--
Self-Insurance Fee	--	--	--	--	--	--
Claims Paid-WC	--	--	--	--	--	--
Claims Paid-PL	--	--	--	--	--	--
Physical Abilities Testing	--	--	--	--	--	--
Training	--	--	--	--	--	--
First-Aid Program	--	--	--	--	--	--
Food Service Training	--	--	--	--	--	--
Special Ed Training	--	--	--	--	--	--
Incentives	--	--	--	--	--	--
Safety Inspections	--	--	--	--	--	--
Bank Charge & WC Penalty Reimb	--	--	--	--	--	--
Cobra Premiums	--	--	--	--	--	--
Dental Insurance Premiums	--	--	--	--	--	--
Insurance - Vision	--	--	--	--	--	--
Claim Development Expense	--	--	--	--	--	--
ACA Fees	--	--	--	--	--	--
Total Operating Expenditures	--	--	--	--	--	-- %
Net Increase/(Decrease) from Operations	--	--	--	--	--	-- %
Non Operating Income/(Expense)						--
Interest Income	--	--	--	--	--	--
Net Increase/(Decrease) in Fair Value	--	--	--	--	--	--
Realized Gain/(Loss) on Investments	--	--	--	--	--	--
Cumulative effect of GASB 68	--	--	--	--	--	--
Interfund Transfer & YE Close	--	--	--	--	--	--
Total Non Operating Income/(Expense)	--	--	--	--	--	-- %
Net Increase/(Decrease) in Net Position	--	--	--	--	--	-- %
Beginning Balance Prior Year End	(5,331)	(5,331)	(5,331)	(5,331)	--	100.00 %
Ending Balance, as of 03/31/2026	$ (5,331)	$ (5,331)	$ (5,331)	$ (5,331)	$ --	

Alameda County Schools Insurance Group (ACSIG)
Schedule of Claim Liabilities for Workers' Compensation
As of 03/31/2026

	Self-Insured Program Years												
	1978/1979-1983/1984	1984/1985	1985/1986	1986/1987	1987/1988	1988/1989	1989/1990	1990/1991	1991/1992	1992/1993	1993/1994	1994/1995	Totals to Page 7A
Paid Claims	$ 6,927,951	$ 1,828,533	$ 2,877,484	$ 2,721,769	$ 2,895,548	$ 4,028,357	$ 2,948,835	$ 5,563,787	$ 5,166,999	$ 4,282,745	$ 3,732,667	$ 4,820,680	$ 47,795,355
Reserves	- -	- -	19,855	7,911	- -	25,174	- -	6,619	- -	- -	13,061	113,301	185,921
Incurred Claims	6,927,951	1,828,533	2,897,339	2,729,680	2,895,548	4,053,531	2,948,835	5,570,406	5,166,999	4,282,745	3,745,728	4,933,981	47,981,276
Incurred But Not Reported (IBNR)	1,431	- -	2,661	320	452	9,469	1,165	19,594	3,001	3,255	24,272	74,019	139,639
Non- Discounted Estimated Ultimate Incurred (1)	6,929,382	1,828,533	2,900,000	2,730,000	2,896,000	4,063,000	2,950,000	5,590,000	5,170,000	4,286,000	3,770,000	5,008,000	48,120,915
Anticipated Investment Income (Discount) (2)	- -	- -	- -	- -	(7)	(831)	(51)	(1,442)	(228)	(267)	(3,808)	(20,980)	(27,614)
Discounted Estimated Ultimate (1-2)	6,929,382	1,828,533	2,900,000	2,730,000	2,895,993	4,062,169	2,949,949	5,588,558	5,169,772	4,285,733	3,766,192	4,987,020	48,093,301
Paid Claims	(6,927,951)	(1,828,533)	(2,877,484)	(2,721,769)	(2,895,548)	(4,028,357)	(2,948,835)	(5,563,787)	(5,166,999)	(4,282,745)	(3,732,667)	(4,820,680)	(47,795,355)
Remaining Estimated Unpaid Claim Liabilities	$ 1,431	$ - -	$ 22,516	$ 8,231	$ 445	$ 33,812	$ 1,114	$ 24,771	$ 2,773	$ 2,988	$ 33,525	$ 166,340	$ 297,946

(1) Per Bay Actuarial Consultants actuarial study dated January 2026.

(2) Discounted at 2%, 06/30/2012, 1.5%, 2014, 2015, 2016, 2017, 2018 1.75%, 2019 1.50%, 2020 .75%, 2021-2022 1.5%, 2022-2023, 2023-2024, 2024-2025 3.5%,2025-2026 3%.

Historical Discounted Estimated Ultimate Incurred:														
As of 06/30/2017	10	6,958,996	1,828,378	2,876,895	2,952,342	2,907,650	4,084,897	2,985,063	5,734,186	5,316,245	4,408,281	3,947,076	5,151,520	49,151,529
As of 06/30/2018	9	6,958,693	1,828,378	2,876,710	2,988,624	2,945,002	4,094,286	2,994,624	5,743,707	5,315,284	4,422,773	3,926,130	5,110,111	49,204,322
As of 06/30/2019	8	6,927,951	1,828,533	2,887,520	3,031,167	2,934,013	4,038,122	2,940,000	5,678,821	5,314,160	4,358,612	4,009,428	5,051,755	49,000,082
As of 06/30/2020	7	6,927,951	1,828,533	2,887,952	2,996,520	2,916,419	4,056,820	2,958,440	5,698,048	5,288,270	4,370,463	3,958,606	4,958,067	48,846,089
As of 06/30/2021	6	6,927,951	1,828,533	2,879,283	2,974,319	2,918,168	4,058,164	2,951,436	5,655,461	5,274,915	4,294,424	3,796,118	4,979,092	48,537,864
As of 06/30/2022	5	6,927,951	1,828,533	2,869,705	2,975,766	2,909,009	4,024,862	2,951,508	5,626,654	5,189,704	4,307,451	3,758,617	4,975,724	48,345,484
As of 06/30/2023	4	6,927,951	1,828,533	2,870,331	2,739,122	2,909,277	4,024,781	2,951,785	5,578,416	5,186,668	4,304,089	3,791,589	4,972,203	48,084,745
As of 06/30/2024	3	6,927,951	1,828,533	2,879,091	2,738,379	2,896,828	4,024,792	2,950,853	5,605,686	5,178,622	4,294,409	3,782,972	4,956,275	48,064,391
As of 06/30/2025	2	6,929,451	1,828,533	2,898,604	2,729,365	2,895,934	4,050,281	2,949,915	5,587,510	5,170,600	4,285,619	3,765,060	4,919,801	48,010,673
As of 03/31/2026	1	6,929,382	1,828,533	2,900,000	2,730,000	2,895,993	4,062,169	2,949,949	5,588,558	5,169,772	4,285,733	3,766,192	4,987,020	48,093,301
Increase/Decrease		(69)	- -	1,396	635	59	11,888	34	1,048	(828)	114	1,132	67,219	82,628

Alameda County Schools Insurance Group (ACSIG)
Schedule of Claim Liabilities for Workers' Compensation
As of 03/31/2026

		Totals From Page 7	Self-Insured Program Years							Totals To Page 7B
			1995/1996	1996/1997	1997/1998	1998/1999	1999/2000	2000/2001	2001/2002	
Paid Claims		$ 47,795,355	$ 5,427,494	$ 7,299,824	$ 6,834,355	$ 9,508,412	$ 7,776,451	$ 11,100,477	$ 12,047,061	$ 107,789,429
Reserves		185,921	56,283	28,685	36,852	413,533	167,598	157,641	29,347	1,075,860
Incurred Claims		47,981,276	5,483,777	7,328,509	6,871,207	9,921,945	7,944,049	11,258,118	12,076,408	108,865,289
Incurred But Not Reported (IBNR)		139,639	26,223	41,491	48,793	78,055	35,951	101,882	133,592	605,626
Non- Discounted Estimated Ultimate Incurred (1)		48,120,915	5,510,000	7,370,000	6,920,000	10,000,000	7,980,000	11,360,000	12,210,000	109,470,915
Anticipated Investment Income (Discount) (2)		(27,614)	(10,396)	(9,754)	(12,504)	(78,345)	(31,957)	(39,447)	(24,604)	(234,621)
Discounted Estimated Ultimate (1-2)		48,093,301	5,499,604	7,360,246	6,907,496	9,921,655	7,948,043	11,320,553	12,185,396	109,236,294
Paid Claims		(47,795,355)	(5,427,494)	(7,299,824)	(6,834,355)	(9,508,412)	(7,776,451)	(11,100,477)	(12,047,061)	(107,789,429)
Remaining Estimated Unpaid Claim Liabilities		$ 297,946	$ 72,110	$ 60,422	$ 73,141	$ 413,243	$ 171,592	$ 220,076	$ 138,335	$ 1,446,865
Historical Discounted Estimated Ultimate Incurred:										
As of 06/30/2017	10	49,151,529	5,583,200	7,705,812	7,670,526	10,717,018	8,299,131	11,947,119	13,121,523	114,195,858
As of 06/30/2018	9	49,204,322	5,757,037	7,747,776	7,706,207	10,642,853	8,365,742	11,833,334	12,979,529	114,236,800
As of 06/30/2019	8	49,000,082	5,664,384	7,601,234	7,424,100	10,662,982	8,032,099	11,618,299	13,001,162	113,004,342
As of 06/30/2020	7	48,846,089	5,634,661	7,480,498	7,198,242	10,419,193	7,937,956	11,512,128	12,486,864	111,515,631
As of 06/30/2021	6	48,537,864	5,588,222	7,517,698	7,234,673	10,272,484	7,884,610	11,507,738	12,494,816	111,038,105
As of 06/30/2022	5	48,345,484	5,564,872	7,341,123	7,019,957	10,163,012	7,936,810	11,185,494	12,371,630	109,928,382
As of 06/30/2023	4	48,084,745	5,561,662	7,351,993	7,013,725	10,093,338	7,906,054	11,271,672	12,275,325	109,558,514
As of 06/30/2024	3	48,064,391	5,469,383	7,362,079	6,958,018	9,904,178	7,862,392	11,180,237	12,197,051	108,997,729
As of 06/30/2025	2	48,010,673	5,452,682	7,348,337	6,937,510	9,890,795	7,894,394	11,244,621	12,238,365	109,017,377
As of 03/31/2026	1	48,093,301	5,499,604	7,360,246	6,907,496	9,921,655	7,948,043	11,320,553	12,185,396	109,236,294
Increase/Decrease		82,628	46,922	11,909	(30,014)	30,860	53,649	75,932	(52,969)	218,917

(1) Per Bay Actuarial Consultants actuarial study dated January 2026.

(2) Discounted at 2%, 06/30/2012, 1.5%, 2014, 2015, 2016, 2017, 2018 1.75%, 2019 1.50%, 2020 .75%, 2021-2022 1.5%, 2022-2023, 2023-2024, 2024-2025 3.5%,2025-2026 3%.

Alameda County Schools Insurance Group (ACSIG)
Schedule of Claim Liabilities for Workers' Compensation
As of 03/31/2026

	Totals From Page 7A	Self-Insured Program Years							As of 03/31/2026 Totals	Activity: As of 06/30/2025 Totals	Activity: 07/01/2025 - 03/31/2026
		2002/2003	2003/2004	2004/2005	2005/2006	2006/2007	2007/2008	2008/2009			
Paid Claims	$ 107,789,429	$ 10,356,176	$ 6,115,493	$ 5,806,694	$ 8,910,277	$ 8,835,880	$ 8,809,599	$ 9,036,104	$ 165,659,652	$ 165,432,892	$ 226,760
Reserves	1,075,860	7,467	112,076	42,003	61,446	67,709	19,736	72,592	1,458,889	1,533,936	(75,047)
Incurred Claims	108,865,289	10,363,643	6,227,569	5,848,697	8,971,723	8,903,589	8,829,335	9,108,696	167,118,541	166,966,828	151,713
Incurred But Not Reported (IBNR)	605,626	46,357	62,431	71,303	108,277	36,411	70,665	111,304	1,112,374	1,104,159	8,215
Non- Discounted Estimated Ultimate Incurred (1)	109,470,915	10,410,000	6,290,000	5,920,000	9,080,000	8,940,000	8,900,000	9,220,000	168,230,915	168,070,987	159,928
Anticipated Investment Income (Discount) (2)	(234,621)	(8,397)	(27,398)	(18,695)	(29,871)	(18,950)	(16,634)	(34,756)	(389,322)	(476,736)	87,414
Discounted Estimated Ultimate (1-2)	109,236,294	10,401,603	6,262,602	5,901,305	9,050,129	8,921,050	8,883,366	9,185,244	167,841,593	167,594,251	247,342
Paid Claims	(107,789,429)	(10,356,176)	(6,115,493)	(5,806,694)	(8,910,277)	(8,835,880)	(8,809,599)	(9,036,104)	(165,659,652)	(165,432,892)	(226,760)
Remaining Estimated Unpaid Claim Liabilities	$ 1,446,865	$ 45,427	$ 147,109	$ 94,611	$ 139,852	$ 85,170	$ 73,767	$ 149,140	$ 2,181,941	$ 2,161,359	$ 20,582
Estimated Current Portion /Short-Term Liability (1)									(314,867)		
Estimated Non-Current portion of Claim Liabilities									$ 1,867,074		

(1) Per Bay Actuarial Consultants actuarial study dated January 2026.

(2) Discounted at 2%, 06/30/2012, 1.5%, 2014, 2015, 2016, 2017, 2018 1.75%, 2019 1.50%, 2020 .75%, 2021-2022 1.5%, 2022-2023, 2023-2024, 2024-2025 3.5%,2025-2026 3%.

As of 06/30/2017	10	114,195,858	10,716,918	6,817,755	5,896,649	10,214,975	9,198,996	9,520,490	9,943,375	176,505,016
As of 06/30/2018	9	114,236,800	10,697,201	6,689,784	6,028,771	10,128,423	9,250,450	9,475,767	9,593,861	176,101,057
As of 06/30/2019	8	113,004,342	10,865,794	6,590,938	6,129,435	9,825,431	9,213,395	9,194,958	9,526,850	174,351,143
As of 06/30/2020	7	111,515,631	10,632,710	6,438,165	6,018,634	9,707,983	9,117,968	9,129,259	9,527,330	166,119,058
As of 06/30/2021	6	111,038,105	10,875,378	6,415,468	6,291,921	9,629,398	9,091,729	9,158,853	9,558,695	166,047,869
As of 06/30/2022	5	109,928,382	10,734,521	6,229,163	6,219,994	9,353,771	9,031,538	9,058,613	9,362,025	163,906,329
As of 06/30/2023	4	109,558,514	10,367,271	6,244,921	6,161,995	9,255,903	8,982,904	9,017,075	9,312,106	162,889,011
As of 06/30/2024	3	108,997,729	10,467,997	6,231,417	5,925,885	9,162,590	8,874,582	8,940,886	9,194,993	167,796,079
As of 06/30/2025	2	109,017,377	10,383,979	6,255,600	5,917,300	9,100,477	8,880,049	8,861,306	9,178,163	167,594,251
As of 03/31/2026	1	109,236,294	10,401,603	6,262,602	5,901,305	9,050,129	8,921,050	8,883,366	9,185,244	167,841,593
Increase/Decrease		218,917	17,624	7,002	(15,995)	(50,348)	41,001	22,060	7,081	247,342

Claim Development Expense	
Claim Liabilities	$ 20,582
ULAE	(6,555)
Castlepoint Reinsurance Insolvency	0
	$ 14,027

Alameda County Schools Insurance Group (ACSIG)
Schedule of Claim Liabilities for Property Liability
As of 03/31/2026

	Program Years											Activity	
	10 2016/2017	9 2017/2018	8 2018/2019	7 2019/2020	6 2020/2021	5 2021/2022	4 2022/2023	3 2023/2024	2 2024/2025	1 2025/2026	As of 03/31/2026	As of 06/30/2025	07/01/2025 - 03/31/2026
Paid Claims	$ 20,000	$ 64,853	$ 62,301	$ 40,000	$ 20,000	$ 118,516	$ 107,278	$ 61,447	$ 57,692	$ 15,274	$ 567,361	$ 552,925	$ 14,436
Reserves	- -	- -	- -	- -	- -	- -	6,362	58,122	145,065	35,284	244,832	281,101	(36,269)
Incurred Claims	20,000	64,853	62,301	40,000	20,000	118,516	113,640	119,568	202,757	50,557	812,193	834,026	(21,833)
Incurred But Not Reported (IBNR)	- -	- -	- -	- -	- -	- -	1,326 (3)	5,343 (3)	15,382 (3)	45,541 (3)	67,592	36,038	31,554
Non- Discounted Estimated Ultimate Incurred (1)	20,000	64,853	62,301	40,000	20,000	118,516	114,966	124,911	218,139	96,098	879,784	870,063	9,721
Anticipated Investment Income (Discount) (2)	- -	- -	- -	- -	- -	- -	(290)	(2,192)	(5,676)	(3,661)	(11,820)	(18,095)	6,275
Discounted Estimated Ultimate (1-2)	20,000	64,853	62,301	40,000	20,000	118,516	114,676	122,719	212,463	92,437	867,964	851,968	15,996
Paid Claims	(20,000)	(64,853)	(62,301)	(40,000)	(20,000)	(118,516)	(107,278)	(61,447)	(57,692)	(15,274)	(567,361)	(552,925)	(14,436)
Remaining Estimated Unpaid Claim Liabilities	$ - -	$ - -	$ - -	$ - -	$ - -	$ - -	$ 7,398	$ 61,272	$ 154,771	$ 77,163	$ 300,603	$ 299,043	$ 1,560
										Estimated Current Portion /Short-Term Liability (1), paid claims factor of .65	ims factor of .65	ns factor of .65	(165,332)
										Estimated Non-Current portion of Claim Liabilities	timated Non-Current portion of Claim Liabilities	Current portion of Claim Liabilities	Claim Liabilities	Claim Liabilities	$ 135,271

(1) Per Bay Actuarial Consultants actuarial study dated April, 2026.
(2) Discounted at 1.0% 06/30/2020, .2% at 06/30/2021, & 1.5% at 06/30/2022, 2023, 2024 & 2025, 3% 2026.
(3) Increased for negative IBNR, Actuarial report Ultimate numbers are less than Incurred Claims, causing negative IBNR.

Historical Estimated Ultimate Incurred:											
As of 06/30/2015	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
As of 06/30/2016	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
As of 06/30/2017	54,069	- -	- -	- -	- -	- -	- -	- -	- -	- -	54,069
As of 06/30/2018	40,968	63,000	- -	- -	- -	- -	- -	- -	- -	- -	103,968
As of 06/30/2019	20,000	94,492	99,010	- -	- -	- -	- -	- -	- -	- -	213,502
As of 06/30/2020	20,000	64,491	79,010	70,000	- -	- -	- -	- -	- -	- -	233,501
As of 06/30/2021	20,000	44,853	62,301	85,130	53,843	- -	- -	- -	- -	- -	266,127
As of 06/30/2022	20,000	44,853	62,301	40,000	49,595	109,640	- -	- -	- -	- -	326,389
As of 06/30/2023	20,000	44,853	69,144	40,000	53,595	200,000	140,000	- -	- -	- -	567,592
As of 06/30/2024	20,000	44,853	69,144	40,000	29,798	170,000	153,000	90,797	- -	- -	617,592
As of 06/30/2025	20,000	44,853	82,301	40,000	20,000	118,516	165,000 (3)	149,054 (3)	230,339 (3)	- -	870,063
As of 03/31/2026	20,000	64,853	62,301	40,000	20,000	118,516	114,966	124,911	218,139	96,098	879,784
Increase/Decrease	- -	20,000	(20,000)	- -	- -	- -	(50,034)	(24,143)	(12,200)	96,098	9,721

Claim Development Expense	
Claim Liabilities and ULAE	$ 1,560
Increase	$ 1,560

SETECH
A Keenan Solution
A Division of Keenan & Associates

April 27, 2026

State Controller's Office
Division of Accounting & Reporting
Local Government Reporting Section
P. O. Box 942850
Sacramento, CA 94250

RE: Special Districts Compensation Report

To Whom It May Concern:

By notice received by Alameda County Schools Insurance Group (ACSIG) regarding the filing of the Calendar Year 2025 Special Districts Compensation Report. The actual report was filed electronically via Data Exchange Portal (DEP).

If you have any questions regarding information in this report, please call me at (916) 859-7160 extension 4250.

Sincerely,

Laurena Grabert
Vice President

LG/jbm
Enclosures

cc: ACSIG Board of Directors

P.O. Box 4328
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California State Treasurer
Fiona Ma, CPA



Local Agency Investment Fund
P.O. Box 942809
Sacramento, CA 94209-0001
(916) 653-3001

April 10, 2026

LAIF Home
PMIA Average Monthly Yields

ALAMEDA COUNTY SCHOOLS INSURANCE GROUP

RISK MANAGER
P.O. BOX 2487
DUBLIN, CA 94568

Tran Type Definitions

Account Number: 35-01-001

March 2026 Statement

Account Summary

Total Deposit:	0.00	Beginning Balance:	3,885,066.49
Total Withdrawal:	0.00	Ending Balance:	3,885,066.49

Alameda County Schools Insurance Group
P.O. Box 2487
Dublin, CA 94568
Phone (925) 225-1030
Fax (925) 225-0653
www.acsig.com

Executive Summary

To: ACSIG Board of Directors
From: Jackie Kim
Date: May 21, 2026
Subject: ACSIG Salaries & Benefits

In 2019, the Executive Committee established the following formula for annual ACSIG compensation schedule increases:

> *The schedule will be adjusted each July 1 at a minimum of 50% of the State funded Cost of Living Adjustment ("COLA") in the Governor's budget for that fiscal year. At April 30 of each fiscal year, the weighted average of the salary/benefit increases settled with the teachers' union by member agencies will be calculated. If the annualized weighted average is greater than the previously calculated increase (50% of the State Funded COLA), the schedule will be adjusted to match the annualized weighted average calculation retroactive to July 1 of that program year. Prior year certified enrollment count will be used in the weighted average calculation.*

For 2025-26, the Governor's COLA is 3.09%, and the member's weighted average is 2.61%.

Based on those numbers, ACSIG Staff recommends 2.61% increase. The proposed pay schedules are included in this packet.

This was reviewed in detail with the Executive Committee and approved at its May 14, 2026 meeting.

ACSIG Salary Schedule
2025/2026

effective 7/1/2025

	1	2	3	4	5
Executive Director - per contract					
annual	$				283,241
monthly	$				23,603.38
Claims Assistant					
annual	$ 72,431	$ 76,051	$ 79,855	$ 83,848	$ 88,040
monthly	$ 6,035.95	$ 6,337.62	$ 6,654.60	$ 6,987.31	$ 7,336.70
Executive Assistant to Executive Director					
annual	$ 77,697	$ 80,915	$ 84,205	$ 87,568	$ 92,936
monthly	$ 6,474.78	$ 6,742.93	$ 7,017.07	$ 7,297.37	$ 7,744.66
Clerical/Office Assistant	$ 34.82	per hour			

Increase of 2.61% upon board approval (Tentative)

Alameda USD						
	2021-22	2022-23	2023-24	2024-25	2025-26	
2018-19						
2019-20						
2019-20						
2019-20 Contingency						
2020-21 Contingency						
2021-22	1.00%					
2022-23		6.53%				6.0% on schedule + .53% equivenlet benefit increase
2023-24			6.50%			6% retro to 7/1 + 1% retro to 1/1/24
2024-25				0.00%		
2025-26					3.50%	3% ongoing 7/1 and 1% ongoing 1/1/26
Total	1.00%	6.53%	6.50%	0.00%	3.50%	

Albany USD					
	2021-22	2022-23	2023-24	2024-25	2025-26
2018-19					
2019-20					
2020-21					
2021-22					
2022-23		9.50%			
2023-24					
2024-25				3.00%	
2025-26					2.00%
Total	0.00%	9.50%	0.00%	3.00%	2.00%

Castro Valley USD						
	2021-22	2022-23	2023-24	2024-25	2025-26	
2018-19						
2019-20						
2020-21						
2021-22	3.85%					
2022-23		7.00%				
2023-24			8.56%			
2024-25				3.25%		3% Jul1 st - .5% add'l in January
2025-26					0.00%	
Total	3.85%	7.00%	8.56%	3.25%	0.00%	

Dublin USD						
	2021-22	2022-23	2023-24	2024-25	2025-26	
2018-19						
2019-20						
2020-21						
2021-22						
2022-23		9.5600%				Benefit increase estimated at 1.56%
2023-24						
2024-25				0.00%		
2025-26					2.30%	
Total	0.00%	9.56%	0.00%	0.00%	2.30%	

Emery USD						
	2021-22	2022-23	2023-24	2024-25	2025-26	
2018-19						
2019-20						
2020-21						
2021-22						
2022-23		2%				
2023-24						
2024-25				10.00%		
2025-26					0.00%	
Total	0.00%	2.00%	0.00%	10.00%	0.00%	

Fremont USD						
	2021-22	2022-23	2023-24	2024-25	2025-26	
2018-19						
2018-19						1.5% Effective 1/1/19
2019-20						
2019-20						1.5% effective 1/1/20
2020-21						
2021-22						
2022-23		6.00%				
2023-24			7.22%			
2024-25						
2025-26					2.00%	7/1/25-1% and 1/1/26-2%
Total	0.00%	6.00%	7.22%	0.00%	2.00%	

Livermore Valley USD						
	2021-22	2022-23	2023-24	2024-25	2025-26	
2018-19						
2019-20						
2019-20						2% Effective 1/1/20
2020-21						
2021-22	3.00%					
2022-23		7.00%				
2023-24			9.00%			6% 3/1/23 + 3% 7/1/23
2024-25						
2025-26					4.00%	
Total	3.00%	7.00%	9.00%	0.00%	4.00%	

Mountain House USD						
	2021-22	2022-23	2023-24	2024-25	2025-26	
2018-19						
2019-20						
2020-21						
2021-22						
2022-23						
2023-24						
2024-25						
2025-26					0.00%	
Total	0.00%	0.00%	0.00%	0.00%	0.00%	

New Haven USD						
	2021-22	2022-23	2023-24	2024-25	2025-26	
2018-19						3% effective 1/1/19
2019-20						
2020-21						
2021-22	2.50%					
2022-23		7.00%				
2023-24			4.00%			
2024-25				6.00%		
2025-26					2.00%	
Total	2.50%	7.00%	4.00%	6.00%	2.00%	

Newark USD						
	2021-22	2022-23	2023-24	2024-25	2025-26	
2018-19						
2019-20						
2019-20						1% effective 2/1/20
2020-21						
2021-22	1.00%					
2021-22	0.88%					1% effective 2/1/22
2022-23		10.00%				
2023-24			4.00%			2% 7/1/23 + 4% 1/1/24
2024-25						
2025-26					0.00%	
Total	1.88%	10.00%	4.00%	0.00%	0.00%	

Piedmont USD						
	2021-22	2022-23	2023-24	2024-25	2025-26	
2018-19						
2019-20						
2020-21						
2021-22	2.50%					
2022-23		7.50%				
2023-24						
2024-25				4.00%		
2025-26					4.50%	
Total	2.50%	7.50%	0.00%	4.00%	4.50%	

Pleasanton USD						
	2021-22	2022-23	2023-24	2024-25	2025-26	
2018-19						
2019-20						
2020-21						
2021-22	4.50%					
2022-23		5.50%				3.5% on schedule + 2% equvelent benefit increase
2023-24			7.00%			4.5% 7/1/23 + 5% 1/1/24
2024-25						
2025-26					0.00%	
Total	4.50%	5.50%	7.00%	0.00%	0.00%	

San Leandro USD							
	2021-22	**2022-23**	**2023-24**	**2024-25**	**2025-26**		
2018-19							
2019-20							
2020-21							
2021-22							
2022-23		10.25%					
2023-24			10.00%				
2024-25				5.00%			
2025-26					0.00%		
Total	0.00%	10.25%	10.00%	5.00%	0.00%		

San Lorenzo USD							
	2021-22	**2022-23**	**2023-24**	**2024-25**	**2025-26**		
2018-19							
2019-20							
2020-21							
2021-22							
2022-23		15%					
2023-24			5.00%				
2024-25				6.25%			1% off-schedule +$500 H&W Increase
2025-26					2.75%		1% off-schedule
Total	0.00%	15.00%	5.00%	6.25%	2.75%		

Sunol Glen USD							
	2021-22	**2022-23**	**2023-24**	**2024-25**	**2025-26**		
2018-19							
2019-20							
2020-21							
2021-22							
2022-23							
2023-24			6.00%				
2024-25							
2025-26					0.00%		
Total	0.00%	0.00%	6.00%	0.00%	0.00%		

Salary Increases - ACSIG			
School District	**2025-26 Salary Increase Settlement**	**2024-25 District Enrollment**	**Amount**
Alameda Unified	3.50%	9,292	325
Albany City Unified	2.00%	3,694	73.88
Castro Valley Unified	0.00%		0.00
Dublin Unified	2.30%	12,808	294.58
Emery Unified	0.00%		0.00
Fremont Unified	2.00%	32,740	654.80
Livermore Valley Joint Unified	4.00%	12,968	518.72
Mountain House Unified	0.00%		0.00
New Haven Unified	2.00%	10,069	201.38
Newark Unified	0.00%		0.00
Piedmont Unified	4.50%	2,455	110.48
Pleasanton Unified	0.00%		0.00
San Leandro Unified	0.00%		0.00
San Lorenzo Unified	2.75%	7,957	218.82
Sunol Glen Unified	0.00%		0.00
Total		91,983	2,397.88
Weighted Average			2.61%

Alameda County Schools Insurance Group
P.O. Box 2487
Dublin, CA 94568
Phone (925) 225-1030
Fax (925) 225-0653
www.acsig.com

Executive Summary

TO: ACSIG Board of Directors
FROM: Jackie Kim
DATE: May 21, 2026
SUBJECT: Employee Assistance Program (EAP) Contract Renewal

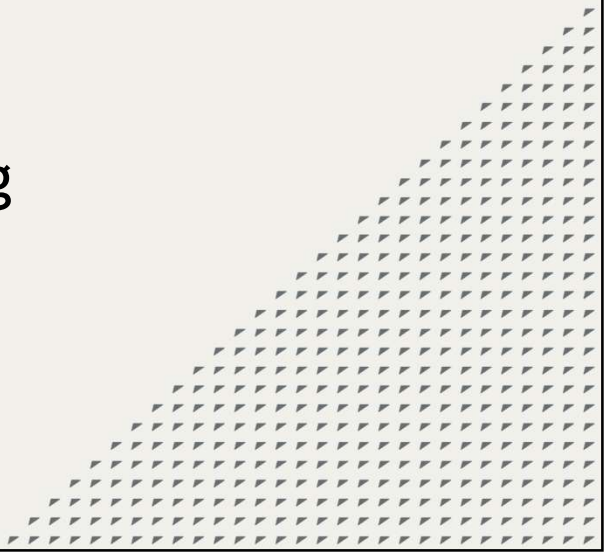
In alignment with the December 2019 Strategic Plan, ACSIG began offering an EAP program to interested members. Currently, all Workers' Compensation Program districts are participating except Emery USD, Mountain House Elementary, Newark USD, and Livermore USD.

The current contract expires June 30, 2026. A comprehensive marketing process was conducted to provide ACSIG with alternative options for the upcoming term. The review evaluated multiple vendors, focusing on maintaining or enhancing current benefits, strengthening networks, improving access to care, and ensuring overall cost efficiency. Claremont's proposed renewal includes program enhancements at no additional cost, such as expanded care navigation and scheduling capabilities. Core services (including counseling sessions and work-life support) remain unchanged, supported by a strong and culturally competent provider network, along with improved administrative ease.

The proposed renewal offers a reduced renewal rate of $0.99 per employee per month and a 3-year term. Financially, this renewal option secured through the marketing effort delivers an estimated 18% reduction in the annual premium compared to the current program, representing meaningful cost savings without reducing benefits.

The Executive Committee approved the contract with Claremont and authorized non-Alameda County Schools to join our program at its May 14, 2026 meeting.

ACSIG EAP Program Renewal & Marketing Update



ACSIG Claremont EAP Program Overview

The ACSIG EAP Program

- Implemented on March 1, 2020, the program has expanded to cover 15 participating members and 10,464 employees and is renewing July 1, 2026
- The Mental Health Benefits include 3 counseling visits per incident, per 12-month rolling period
- Utilization is lower than Claremont's typical utilization for a group this size
- To increase participation, we will work with Claremont to coordinate their participation at the district OE/health/benefits fairs this fall

EAP Rate History

	Renewal Date	Renewal Rate	Monthly Minimum	Estimated Lives	Rate Guarantee
Effective Date	March 1, 2020	$1.84 PEPM	$3.680	2,000	16 Months
Renewal	July 1, 2021	$1.64 PEPM	$7,800	5,832	24 Months
Renewal	July 1, 2023	$1.20 PEPM	$7,800	8,469	36 Months
Renewal	July 1, 2026	$0.99 PEPM	$10,359	10,464	36 Months

Benefit & Financial Analysis – Renewal

Current Program (Claremont): $1.20 PEPM with 3-year contract
- 3 Therapy and Coaching sessions
- Fee for service: $325/hour Critical Incident Response, $375/hour training, $125/hour in-person benefit fair rep

Initial Renewal: $1.23 PEPM with 3-year contract
- 3 Therapy and Coaching sessions
- Fee for service: $450/hour Critical Incident Response, $325/hour training, $125/hour in-person benefit fair rep (>2 hr)

Alternative Renewal Options from Marketing - Adds care navigation & scheduling capabilities in 2026 at no additional cost

Option 1:$0.99 PEPM with 3-year contract
- **3 Therapy and Coaching sessions**
- **Fee for service: $450/hour Critical Incident Response, $325/hour training, $125/hour in-person benefit fair rep**

Option 2: $1.23 PEPM with 3-year contract
- 3 Therapy and Coaching sessions
- Bank of hours: 20 hours Critical Incident Response, 20 training hours, 2 hours/district in-person benefit fair rep

Option 3: $1.30 PEPM with 3-year contract
- 6 Therapy and Coaching sessions
- Bank of hours: 20 hours Critical Incident Response, 20 training hours, 2 hours/district in-person benefit fair rep

ACSIG Claremont EAP Program Marketing

Marketing Initiatives

Alliant launched the EAP marketing in an effort to provide ACSIG with alternative options for the upcoming renewal.

While the Claremont EAP rates are quite competitive, they have struggled in the servicing of the ACSIG account. As we discussed, our marketing strategy serves a dual purpose:

- Comparison of rates: The marketing will help us assess whether Claremont truly offers an unmatched rate.
- Identify a stronger partner: We might identify a potential new partner who can deliver outstanding service and specialized resources, particularly in cultural competency within school districts.

RFP Workbook

The RFP workbook helps us gather competitive proposals from various vendors in the following areas:

- Cost
- Comparable services - ensuring no reduction in service quality
- Opportunity to present additional value-added services
- Services specifically tailored for schools and teachers (culturally competent)

KNOX-KEENE EAP SERVICES CONTRACT

Contract Effective Date: 7.1.2026

This Knox-Keene EAP Services Contract ("**Contract**") is made between Claremont Behavioral Services, Inc., dba Claremont EAP, an employee assistance program ("**Claremont**"), and Alameda County School Insurance Group ("**Subscriber**"). Claremont and Subscriber may each be referred to herein as a "**Party**" and collectively as the "**Parties**". The terms of the Contract between Claremont and Subscriber are as follows:

RECITALS

A. Claremont offers employee assistance program ("**EAP**") services to clients like Subscriber and is licensed as a specialized health care service plan by the California Department of Managed Health Care ("**DMHC**").

B. Subscriber desires to retain Claremont to implement and provide ongoing EAP services to Subscriber Members.

SECTION I – DEFINITIONS

1.1 The terms not otherwise defined in this Subscriber Contract shall have the meanings in the Definitions section of the Combined Evidence of Coverage/Disclosure Form ("**EOC**"). The EOC is attached to this Contract as Exhibit A and incorporated by reference into this Contract.

SECTION II – SUBSCRIBER SERVICES

2.1 Eligibility and Enrollment. All eligible Members (as defined in Section 2.3) who live or work within Claremont's Service Area will be enrolled with Claremont EAP and qualified to receive Covered Services. Coverage for eligible Members will commence at the Effective Date of this Contract and then at each open enrollment period or following a proven qualifying event, such as at birth or adoption, marriage, or creation of a domestic partnership. Subscriber shall determine and notify employees of eligibility concerning hourly requirements and any applicable waiting periods. Claremont will refer any disputes or inquiries regarding eligibility requirements or a Member's eligibility, including rights regarding employee renewal and reinstatement, to Subscriber for determination. Any minor child or spouse/former spouse who does not permanently reside with a Member and is ordered by the court that coverage be provided is also eligible for Covered Services under this Contract.

2.2 Dependent Coverage. Dependent coverage is included in Covered Services under the Contract. Dependent is defined as follows:

2.2.1 The lawful spouse or domestic partner of the Employee Member.

2.2.2 An eligible Employee Member's child, up to age twenty-six (26), irrespective of the

dependent child's place of residence, marital, financial, or student status. Adopted children, stepchildren, and foster children are covered from and after the date of placement. Except as stated above, dependents are eligible for coverage on the date the eligible Subscriber employee acquires such dependent.

2.2.3 Coverage will not terminate while a dependent child is and continues to be (1) incapable of self-sustaining employment by reason of mental or physical handicap; and (2) chiefly dependent upon the Member for support and maintenance provided the Member furnishes proof of such incapacity and dependency to Claremont Employee Assistance Program within thirty (30) days of the child attaining the limiting age set forth in paragraph 2 above, and every two (2) years thereafter, if requested by Claremont.

2.2.4 In addition to the above, all Members' parents and mothers and fathers-in-law in the immediate household are eligible for Covered Services by Claremont.

2.3 Covered Services. Claremont will provide EAP services to Subscriber's employees and dependents, referred to as "**Members**", at times and location(s) agreed to and arranged by Claremont and the Members.

2.4 Sessions. Subscriber has contracted for a three (3) session EAP plan. Each Member is entitled to receive no more than three (3) sessions per incident per Benefit Year.

2.5 Payment. Claremont will provide EAP services to Subscriber on a per-capita basis of $0.99 per eligible employee per month for the period of July 1, 2026 through June 30, 2029 ("**Initial Term**") payable in monthly installments in advance on or before the first day of each calendar month. After the Initial Term, Claremont reserves the right to renegotiate service fees and other Contract provisions on an annual basis at the Contract renewal, unless otherwise specified and agreed to between Subscriber and Claremont. All payments shall be via ACH or wire to the account listed below. Remittance advices are to be submitted to billing@uprisehealth.com.

Bank Name: Sunflower Bank
Address: 8117 Preston Rd, Suite 220, Dallas, TX 75225
Routing No: 101100621
Account No. 1100017512
Account Name: Claremont Behavioral Services

2.6 Providers. Claremont provides EAP services through its contracted Providers who have entered into written contracts with Claremont. All contracted Providers shall be appropriately licensed and/or certified to provide EAP services and shall comply with professionally recognized standards of practice and applicable state and federal laws.

2.7 EAP Services. Claremont's EAP services include clinical assessment, counseling, and referral for issues that include marital or relationship difficulties, family and child problems, stress and anxiety, depression, grief and loss, substance abuse, domestic violence, job performance issues,

Crisis Intervention, and communication or conflicts. Claremont's EAP services also include individual and/or family outpatient counseling focused on problem resolution, helping the individual and/or family develop early-stage prevention skills that improve their quality of life and family relationships, and that encourage early self-detection and resolution of personal and/or family problems before they become unmanageable, requiring professional assistance.

2.8 Emergency Health Condition.

2.8.1 Emergency Services. Subscriber shall communicate with Members that in the event of a medical emergency, the Member should call 911 or go to the nearest hospital emergency room. Medical emergencies and services for medical emergency or other medical care are not Covered Services, and Claremont will not pay for medical services or care under this Contract. Subscriber shall inform and encourage Members to appropriately use the 911 emergency response system in areas where the system is established and operating when Members have, or believe they have, an emergency psychiatric or medical condition that requires an emergency response.

2.8.2 Claremont provides twenty-four (24)-hour a day, seven (7) days a week Crisis Intervention telephone line for Members. Claremont will assess whether or not a clinical emergency exists and direct appropriate intervention, as well as assess the need for counseling or referrals for medical care and treatment.

2.8.3 Where there is no clinical emergency, but the Member has an urgent need to see a Provider to address a serious problem or condition, Claremont will schedule the Member with a Provider who will offer an appointment within an appropriate time frame.

2.8.4 Claremont will maintain a twenty-four (24)-hour a day, seven (7) days a week EAP telephone line for Members regarding EAP services. Members may call the EAP services line for confidential assistance and referral to counseling services from Claremont's network of Providers.

2.8.5 The EOC contains the full list of Benefits, limitations, and exclusions for EAP services for Members.

2.9 Member Cost-Share. There are no Co-Payments, deductibles, or other cost-shares required for a Member to access EAP services. Subscriber shall pay all fees for EAP services provided by Claremont under this Contract. Upon each call to the EAP services line, Claremont shall inform the Member of the number of visits he/she is entitled to receive under the Contract.

2.10 Supplemental Benefits. In addition to EAP services, Claremont also provides other supplemental benefits for Members that are listed and further descried in the EOC ("**Supplemental Benefits**"). If Subscriber opts to receive Supplemental Benefits under this Contract, Subscriber shall pay Claremont for these services in accordance with the pricing terms set forth in the EOC.

2.11 Subscriber-Only Benefits. Claremont also provides several Subscriber-only benefits designed for employers and their managers. The listing, description, and terms of these services for employers and managers are in Exhibit B, which is attached to this Contract and incorporated by this reference. If Subscriber opts to receive these services, Subscriber shall pay Claremont for these services in accordance with the pricing terms set forth in Exhibit B.

2.12 Additional Disclosures. Please refer to the EOC for additional disclosures that pertain to EAP services provided by Claremont.

SECTION III – TERM AND TERMINATION

3.1 Term. This Contract shall commence on the Effective Date and continue for a term of 36 months (the "**Initial Term**"). The Contract then shall automatically renew on the same terms and conditions for annual periods of 12 months (each a "**Renewal Term**") at the end of the Initial Term and each Renewal Term unless either Claremont or Subscriber give the other notice of termination not less than sixty (60) days before the end the Initial Term or Renewal Term then in effect.

3.2 For Cause Termination. Either Party may at its option, terminate this Contract by notice to the other Party if the other Party breaches one of its obligations under this Contract and fails to cure that breach or default within a period of thirty (30) days after receiving notice identifying that breach. The rights described in this Section 3.2 to terminate this Contract shall be in addition to any other remedy available to the non-breaching Party, whether under this Contract or in law or equity, on account of that breach.

3.3 Termination for Fraud. Claremont reserves the right to cancel this Contract for fraud or deception by Subscriber in obtaining this Contract or in the use of EAP services by Members. Claremont also reserves the right to cancel the coverage of any Member under this Contract for fraud or deception in the use of EAP services by that Member or person claiming to be a family member or dependent of that Member. Claremont shall send Subscriber a notice of cancellation prior to the effective date of such cancellation.

3.4 Termination for Non-Payment of Premiums. In accordance with Health & Safety Code Section 1365 and 28 CCR Section 1300.65, Claremont may terminate this Contract for cause if payment for services rendered becomes one hundred and five (105) days past due. If payment for services rendered becomes thirty (30) days past due, Claremont will provide Subscriber with a Notice of Cancellation for Nonpayment of Premiums and Grace Period. The Grace Period extends seventy-five (75) days from the date the Notice of Cancellation for Nonpayment of Premiums and Grace Period is sent and 105 days from the due date of the original payment. If payment for services rendered becomes seventy-five (75) days past due, Claremont will provide Subscriber thirty (30) days final notice of intent to terminate the contract for nonpayment. If Claremont does not receive payment within those thirty (30) days, Claremont may terminate the Contract. Member coverage will terminate as provided in the Notice of Cancellation for Nonpayment of Premiums and Grace Period. If Claremont cancels or declines to renew this Contract, Claremont shall mail a

notice of cancellation to Subscriber at Subscriber's address of record.

3.4.1 *Reinstating Contract.* Claremont may accept payment after the termination of coverage as provided in the Notice of Cancellation for Nonpayment of Premiums and Grace Period. If Claremont accepts payment, the Contract shall be reinstated as though it had never been cancelled. After termination, Claremont will permit reinstatement of the Contract as if it had not been terminated, once during any twelve (12)-month period, if Subscriber pays the delinquent fees prior to the next payment date.

3.4.2 *Subscriber's Duty to Notify Members*. Subscriber is required to promptly provide its Members a legible, true copy of any notice of cancellation received from Claremont. Subscriber will provide Claremont with proof of the date of mailing, in the form of an attestation from individual performing the mailing, within five (5) business days of the date that Claremont provided notice of cancellation. Member coverage will terminate as provided in the Notice of Cancellation for Nonpayment of Premiums and Grace Period.

3.5 Payment during Termination Period. Subscriber is responsible for payment of Premiums under Section 2.3 until the effective date of termination. Claremont shall within thirty (30) days return any pro rata portion of fees paid to Claremont by Subscriber for any payment that has been received for any unexpired period, less any amounts due Claremont.

3.6 Notice of Termination. Subscriber shall provide its Members notice of any termination under this Section III.

3.7 Review by the DMHC. If Subscriber alleges that this Contract has been or will be improperly cancelled, rescinded, or not renewed, Subscriber may request a review by the Director of the DMHC pursuant to Health & Safety Code Sections 1365 and 1368.

3.8 No Additional Referrals. Claremont will not refer or accept additional eligible Members for EAP services after the date of termination of this Contract.

3.9 No Retroactive Termination. Claremont does not engage in retroactive termination, and Members covered under this Contract will not be held retroactively responsible for any services provided to them by Claremont.

3.10 Provider Contract Termination. Upon termination of a Provider contract, Claremont will pay the Provider to complete all Member EAP sessions remaining for sessions in progress, unless Claremont makes reasonable and clinically appropriate provision for the assumption of such services by another contracting Provider. In either case, no costs will be incurred by Subscriber or any Member due to this Provider contract termination event. Claremont will provide sixty (60) days' written notice to Member/Subscriber of any termination or breach of contract by, or inability to perform of, any contracting Provider if Member/Subscriber may be materially and adversely affected thereby.

SECTION IV – CONFIDENTIALITY

4.1 Confidentiality. Subscriber shall not disclose or cause to be disclosed any Confidential Information or proprietary information, records, or other documents relating to the practice, services, operations or business of Claremont that Subscriber obtains during the term of this Contract except as necessary to perform its obligations under this Contract.

4.2 The term "**Confidential Information**" shall mean any business strategies, designs, plans and procedures, software, tools, processes, forecasts, projections, methodologies, data, reports, agreements, intellectual property, client lists, and trade secrets of Claremont and any information, including personal information, of or relating to Claremont and its affiliates, employees, clients, customers, agents, suppliers, and licensors (including their intellectual property and other proprietary information), or other proprietary information of Claremont marked confidential or identified as confidential by Claremont at the time of disclosure to Subscriber.

4.3 Member Information. The Parties shall use and disclose all patient information only in accordance with all applicable laws and regulations, including without limitation the Health Insurance Portability and Accountability Act of 1996 ("**HIPAA**"), the Health Information Technology for Economic and Clinical Health Act of 2009 ("**HITECH**"), California Civil Code § 56 *et seq*., and any implementing regulations promulgated under those statutes, including the Privacy, Security, Breach Notification, and Enforcement Rules at 45 C.F.R. Part 160 and Part 164, and any other HIPAA or HITECH amendments or implementing regulations.

4.4 Records Maintenance. Claremont will maintain confidential records regarding EAP services provided to Members for a period of seven (7) years or for a longer period otherwise required by law. All records that Claremont prepares and maintains are the sole property of Claremont, unless otherwise provided by law, and will be confidentially retained by Claremont during the term of the Contract and if the Subscriber Contract terminates or expires.

SECTION V – INDEMNITY AND INSURANCE

5.1 Indemnity. Claremont shall indemnify, defend, protect, and hold harmless Subscriber from and against any and all claims, damages, suits, judgments, liabilities, losses, court costs, and expenses, arising out of Claremont's gross negligence or intentional misconduct in performing its obligations under this Contract. Subscriber agrees to assume the risk of and liability for and shall indemnify, defend, protect, and hold harmless Claremont and its officers, agents, and employees from and against any and all claims, damages, suits, judgments, liabilities, losses, court costs, and expenses arising out of the negligence or intentional misconduct by Subscriber or its employees/representatives.

5.2 Insurance. Claremont will maintain, during the term of this Contract, general liability professional malpractice insurance in the minimum amount of one million dollars ($1,000,000) per each occurrence limit and three million dollars ($3,000,000) aggregate limit. Claremont requires its contracted Providers to maintain professional liability insurance of not less than one million dollars ($1,000,000) per claim and a three million dollars ($3,000,000) aggregate limit.

SECTION VI – MISCELLANEOUS TERMS

6.1 Proposed Changes. Claremont will not propose an increase in costs or a change in Benefits without providing thirty (30) days' advanced written notice to Subscriber.

6.2 Grievances. The "800" telephone number for use by Members for filing complaints and Grievances with Claremont is 1-800-834-3773.

6.3 Hold Harmless. No Member shall be liable for any payments due from Claremont to Providers if Claremont fails to pay Providers.

6.4 COBRA. Subscriber shall notify Claremont if EAP services are to be included in Subscriber's benefit plans subject to COBRA.

6.5 Distribution of EOC. Subscriber shall distribute the EOC in Exhibit A to Members upon enrollment and annually thereafter during the term of this Contract.

6.6 Waiver and Amendment. No waiver, modification, or amendment of this Contract is valid unless in writing and duly executed by both Parties.

6.7 Assignment. Subscriber may not assign or delegate any obligations or rights under this Contract without the prior written consent of Claremont.

6.8 Successors and Assigns. Except as otherwise expressly provided in this Contract, this Contract will be binding on, and will inure to the benefit of, the successors and permitted assigns of the Parties. Nothing in this Contract is intended to confer upon any party (other than the Parties or their respective successors and permitted assigns) any rights or obligations under or by reason of this Contract, except as expressly provided in this Contract.

6.9 Governing Law. This Contract is to be interpreted under the laws of the State of California, without regard to its conflict of laws principles, and is intended to be consistent with the requirements of the Knox-Keene Health Care Service Plan Act of 1975, as amended. The Plan is subject to the requirements of Chapter 2.2 of Division 2 of the Code and of Chapter 1 of Title 28 of the California Code of Regulations. The provisions of said Act will bind the parties regardless of any contrary wording in this Subscriber Contract. Any provision of the Act or Rules required to be in this Contract shall bind Claremont whether or not provided herein. Both Parties will comply with applicable laws in the performance of their obligations under this Contract.

6.10 Notices. All notices by either Party shall be to the addresses indicated below (or such other addresses as the parties may designate):

To Subscriber: Alameda County School Insurance Group
5776 Stoneridge Mall Dr, Suite 130
Pleasanton, CA 94588

To Claremont: Claremont EAP
2 Park Plaza, Suite 1200
Irvine, CA 92614

6.11 Language Assessment. Subscriber shall complete and return Claremont's language assessment survey for Subscriber's Members within thirty (30) days of the effective date of the Contract and every three (3) years after the effective date of the Contract during the term of this Contract, in accordance with Health & Safety Code § 1367.04 and 28 C.C.R. § 1300.67.04.

6.12 Relationship of the Parties. Claremont agrees its relationship to the Subscriber during the term of this Contract is that of an independent contractor, and as such, Claremont has no right or authority to commit or otherwise obligate Subscriber or any of its affiliates to any third party in any manner. Claremont agrees that as an independent contractor, no Social Security or federal or state income tax will be deducted by Subscriber and no retirement and unemployment benefits, disability, old age, survivors, workmen's compensation, and hospital insurance or other benefits available to Members will accrue.

6.13 Anti-Discrimination. Claremont will not refuse to enter into any contract or will not cancel or decline to renew or reinstate any contract, and will not discriminate against any Member, Provider, or applicant because of race, religion, color, sex, age, marital status, handicap status, veteran status, sexual orientation, ancestry, or national origin. Claremont agrees that to the extent applicable to this Contract, Claremont will comply with all applicable provisions and requirements of Executive Order 11246, as amended by Executive Order 11375, setting forth the rules, regulations, and relevant orders of the Secretary of Labor, as well as California Statutes 12940 (Non-Discrimination in Employment), 12945 (Pregnancy Leave Non-Discrimination), and Section 504 of the Federal Rehabilitation Act of 1973 (Non-Discrimination of Handicap).

6.14 Counterparts. This Contract may be executed in multiple counterparts, each of which shall be deemed an original and all of which together shall be deemed one and the same instrument.

6.15 Authorizations. Each Party warrants that it has the full right, power, and authority to enter into and fully perform its obligations under this Contract and that the execution, delivery, and performance of this Contract by that Party does not conflict with any other agreement to which it is a party or by which it is bound.

6.16 Interpretation. Each Party has had the opportunity to have counsel of its choice examine the

provisions of this Contract, and no implication shall be drawn against any Party by virtue of the drafting of this Contract.

6.17 Recitals and Exhibits. The recitals and exhibits set forth in this Contract are made a part of the Contract by this reference.

SECTION VII – ARBITRATION

7.1 Binding Arbitration. All disputes under this Contract that cannot be resolved informally must be submitted to binding arbitration under the commercial rules of Judicial Arbitration and Mediation Services ("**JAMS**"). By signing this Contract, Subscriber agrees that neither the Subscriber nor Members will retain any right to a trial by jury or a court trial in the case. It is understood that any dispute as to professional malpractice, that is as to whether any professional services rendered under this Contract were unnecessary or unauthorized or were improperly, negligently, or incompletely rendered, will be determined by submission to arbitration as provided by California law, and not by a lawsuit or resort to court process except as California law provides for judicial review of arbitration proceedings. Both Parties, by entering into this Contract, are giving up their constitutional right to have any such dispute decided in a court of law before a jury, and instead are accepting the use of arbitration.

7.2 Number of Arbitrators. For those disputes for which the total amount of damages claimed is $200,000 or less, the Parties to the dispute shall select a single arbitrator who shall have no jurisdiction to award more than $200,000.

7.3 Venue. The arbitration shall take place in Orange County, California, and judgment upon any award rendered by the arbitrator may be duly entered in any court in the State of California, having jurisdiction thereof. The Parties shall share the costs of arbitration equally, and each Party shall bear its own attorneys' fees and costs.

7.4 Financial Hardship. In case of financial hardship, JAMS may determine that the Member may not be required to pay for the administrative costs of arbitration. Claremont will provide the Member, upon request, with an application for relief under this requirement. If JAMS does not grant such a request, Claremont shall, in cases of extreme hardship, assume all or a part of Member's share of those administrative costs.

[*signature page follows*]

SIGNATURE PAGE

IN WITNESS WHEREOF, the parties hereby execute this Amendment.

Alameda County School Insurance Group ("**SUBSCRIBER**")	CLAREMONT BEHAVIORAL SERVICES ("**CLAREMONT**")
By:_____	By:_____
Print Name: _____	Print Name:_____
Title:_____	Title:_____
Date:_____	Date:_____

Exhibit A of EAP Services Contract

Claremont Behavioral Services

Employee Assistance Program (EAP)

Combined Evidence of Coverage and Disclosure Form

You can request an interpreter at no cost to speak with Claremont Behavioral Services EAP Plan or a counselor. To request an interpreter or ask about written information in your language, first call Claremont EAP at 1-800-834-3773.

Usted puede solicitar un interprete a no costo para hablar con Claremont Behavioral Services EAP o con un consejero. Para pedir un interprete o preguntar acerca de informacion escrita en su idioma, primero debe llamar a Claremont EAP al numero de telefono 1-800-834-3773.

PLEASE READ THE FOLLOWING INFORMATION SO YOU WILL KNOW FROM WHOM YOUR EAP SERVICES MAY BE OBTAINED.

Your employer has chosen Claremont Behavioral Services to provide Employee Assistance Program (EAP) services ("Claremont EAP"). All EAP services covered under this Plan will be provided by Claremont EAP Providers.

Claremont EAP is a private firm specializing in employee assistance programs. Claremont EAP is **not** an insurance company.

This combined Evidence of Coverage and Disclosure Form constitutes only a summary of the health plan. The health plan contract must be consulted to determine the exact terms and conditions of coverage.

Any questions? Call our Contact Center at 1-800-834-3773

Table of Contents

Welcome to Claremont Employee Assistance Program....4
Introduction to Claremont Employee Assistance Program....5
Requesting Your Confidential Medical Information....5
Organ Donation....5
Telehealth....6
Language Assistance....6
Important Terms....6
Obtaining Your EAP Benefits....9
Principal Benefits and Coverage....10
Limitations and Exclusions....10
Second Opinion....11
Choice of Providers....12
Facilities....12
Continuity of Care....12
Obtaining Emergency Services....13
Crisis Intervention....13
Independent Medical Review....13
Eligibility, Enrollment, Effective Date and Renewal Provisions....13
Eligibility....13
Enrollment....14
Effective Date of Coverage....14
Renewal Provisions....15
Supplemental Benefits....15
Confidentiality and Release of Information....17

Anti-Discrimination Notice 17

Anti-Fraud Plan 18

Termination of Benefits 18

Individual Continuation of Benefits 19

Electing COBRA Coverage 19

Liability of Subscriber or Member for Payment 19

Co-Payment 19

Prepayment of Fees 19

Other Charges 20

Liability of Sums Owed By Claremont EAP 20

Reimbursement Provisions 20

How Claremont EAP Compensates EAP Professionals 20

Complaint, Grievance and Appeals Procedures 21

Complaint/Grievance Process 21

Member Process 21

Review by the Department of Managed Health Care 23

Public Policy Committee 23

Arbitration 24

Service Area 25

COMBINED EVIDENCE OF COVERAGE AND DISCLOSURE FORM

Welcome to Claremont Employee Assistance Program

Your employer has chosen Claremont EAP to provide Employee Assistance Program ("EAP") services for you and your eligible dependents. Claremont Behavioral Services, Inc. (the "Plan") is a specialized health care service plan licensed in California under the Knox-Keene Act to provide EAP services ("Claremont EAP"). This brochure is your COMBINED EVIDENCE OF COVERAGE AND DISCLOSURE FORM. Your employer has entered into a contract with the Plan.

This Combined Evidence of Coverage and Disclosure Form provides you with important information on how to obtain Covered Services and the circumstances under which Benefits will be provided to you. PLEASE READ IT CAREFULLY.

Keep this publication in a safe place where you can easily refer to it when you need Covered Services.

Claremont Behavioral Services, Inc. Employee Assistance Program

2 Park Plaza, Suite 1200

Irvine, CA 92614

(800) 834-3773

Website: www.claremonteap.com

INTRODUCTION TO CLAREMONT EMPLOYEE ASSISTANCE PROGRAM

Claremont EAP is a Specialized California Health Care Service Plan providing an Employee Assistance Program headquartered in Irvine, CA.

When you receive Covered Services from an EAP Provider, you will not be responsible for paying any Co-Payment. You will not make Premium payments; your employer makes Premium payments on your behalf.

If you wish to know more information about any of the issues covered in this Combined Evidence of Coverage/Disclosure Form, you may request additional information from the Plan. Also, if you have any questions or concerns about Claremont EAP, call our Contact Center at the telephone number provided below. A representative in our Contact Center will be happy to assist you.

The Plan, operating as a specialized health care service plan, will provide you an appropriately qualified and licensed behavioral health care provider, acting within the scope of EAP practice and who possesses a clinical background, including training and expertise related to the delivery of employee assistance program services.

Requesting Your Confidential Medical Information

You have a right to access your Medical Information under California law, including for services received via a telehealth provider. You also may request the form and format of communications that Claremont sends to you containing your Medical Information (as defined under Important Terms below) and/or your provider's name and address by contacting Claremont online at www.claremonteap.com/contact-us, by mail at 2 Park Plaza, Suite 1200, Irvine, CA 92614, via email at compliance@uprisehealth.com, or by telephone 800-834-3773. Claremont will comply with that request if the form and format is readily producible. Your request shall remain valid until you revoke the request or submit a new request. Claremont shall implement your request within seven (7) calendar days of receiving it electronically or within fourteen (14) calendar days of receiving it by first-class mail. Claremont will acknowledge receiving your request and let you know the status of implementing such a request.

Protecting Your Confidential Medical Information

Claremont EAP will protect your Medical Information, including Medical Information regarding Sensitive Services (which includes Gender Affirming Care and abortion services), as required by law. Claremont EAP will (i) limit access to Medical Information to only those persons or entities authorized by law to access it, and (ii) prevent disclosure of Medical Information regarding abortion services to persons and entities outside of the State of California, except as required by law. If you have any questions about your Medical Information (including information regarding Sensitive Services), how to access such information, and how Claremont EAP protects such information, you can contact Claremont at compliance@uprisehealth.com or 800-834-3773.

Organ Donation

California law requires Claremont EAP to notify you that each year, organ transplants save thousands of lives. Success rates are rising but there are far more potential recipients than donors. More donations are urgently needed. Organ and tissue donations may be used for transplants and medical research. Anyone age 18 or older and of sound mind can become a donor when he or she dies. Minors can become donors with parental or guardian consent. Please discuss a decision to become a donor with your family and physician. You may register as a donor by obtaining a donor card from the Department of Motor Vehicles. In California, you may also register online at: www.donatelifecalifornia.org.

Language Assistance

If you need interpreter services when you call us or when you get covered Services, please let us know. Interpreter services are available 24 hours a day, seven days a week, at no cost to you, even when a you are accompanied by a family member or friend who can provide interpretation services. For more information on the interpreter services we offer, please call our Contact Center.

Telehealth

You may receive Covered Services on an in-person basis or via telehealth from a Provider. There is no cost to you whether those Covered Services are provided to you in person or via telehealth, and there is no difference in the cost to your Employer whether those services are provided in person or via telehealth. If you are currently receiving telehealth services from a Provider, you have the option of continuing to receive that service with your current Provider so long as your Provider remains contracted with Claremont EAP to provide those services to you.

Consent to Receive Services. Before receiving telehealth counseling services, your Provider shall inform you about the use of telehealth and obtain your verbal or written consent for the use of telehealth as an acceptable mode of delivering these counseling services. Your Provider shall document your consent to receive counseling services through telehealth.

Third-Party Corporate Telehealth Services. Claremont or your Provider should ask for your primary care provider (PCP) contact information before you receive telehealth services from a third-party corporate telehealth provider[1] like BetterHelp. If you want such records shared with your PCP, you additionally need to sign an authorization that allows the third-party corporate telehealth provider to provide those counseling records to your PCP. If you do not wish for the third-party corporate telehealth provider to share your counseling records with your PCP, you may decline to provide such PCP information to Claremont and the Provider and/or decline to sign an authorization. It is your right to protect your

[1] A "third-party corporate telehealth provider" means a corporation directly contracted with Claremont that provides health care services exclusively through a telehealth technology platform and has no physical location where you can receive counseling services.

counseling records and prevent those records from being shared with your PCP. If you decline to provide your PCP information or do you not sign and return an authorization for such a disclosure, your third-party

corporate telehealth provider will ***not*** share your counseling records with your PCP.

Records Access. You have the right to access any records related to Covered Services you receive from a telehealth Provider, pursuant to and consistent with California Health & Safety Code Division 106, Part 1, Chapter 1, starting with Section 123100. Contact Claremont if you would like to access these records, and Claremont will assist you with the process.

IMPORTANT TERMS

The following definitions apply to this Combined Evidence of Coverage and Disclosure Form:

BENEFITS mean those Covered Services a Member is entitled to receive under the applicable Claremont EAP Specialized Health Care Service Plan Contract.

BENEFIT YEAR means each twelve (12) month prior beginning on the Effective Date until the termination of the Specialized Health Care Service Plan Contract.

COBRA means Consolidated Omnibus Budget Reconciliation Act of 1985 for continued access to health insurance coverage to be provided to Members, and their dependents, of Subscribers with 20 or more eligible Members.

COMBINED EVIDENCE OF COVERAGE/DISCLOSURE FORM (EOC/DF) means this document issued to a Subscriber/Member setting forth the coverage to which the Subscriber or Member is entitled.

COMMUNITY RESOURCES are defined as publicly available behavioral health and/or chemical dependency treatment or counseling resources. Community Resources are not included under this specialized health care plan. Claremont may refer Members to Community Resources as a supplemental benefit, but any fees for such Community Resources are not included under this specialized health plan.

CO-PAYMENT means the amount, if any specified herein, which represents the Member's portion of the cost of Covered Services. There are no Co-Payments required of any Member.

COVERED SERVICES mean those services a member is entitled to receive under the Plan.

CRISIS INTERVENTION means the process of responding to a request for immediate services in order to determine whether or not a medical-psychiatric emergency or urgent situation exists and to otherwise assess the needs for counseling or referrals to medical psychiatric services.

EFFECTIVE DATE means the actual calendar date when the Specialized Health Care Service Plan Contract becomes effective. The date is found on page 1, line 1 of the Subscriber Contract.

EMERGENCY MEDICAL CONDITION means a medical condition manifesting itself by acute symptoms of sufficient severity including severe pain such that the absence of immediate medical attention could reasonably be expected to result in placing the patient's health in serious jeopardy, serious impairment,

or serious bodily or psychological harm to you or others.

EMERGENCY SERVICES includes medical screening, examination and evaluation by a physician, or other appropriate Providers under the supervision of a physician to determine if an Emergency Medical Condition exists, and if it does, the care, treatments, and surgery by a physician necessary to relieve or eliminate the Emergency Medical Condition. Emergency Services also include screening examination and evaluation by an MD psychiatrist, physician, or other applicable Providers within the scope of their licenses to determine if a psychiatric medical condition exists and the care and treatment necessary to relieve or eliminate the psychiatric Emergency Medical Condition.

EMPLOYER means an organization that has contracted with the Plan to provide employee assistance services to its eligible employees and dependents and who is responsible for payment to the Plan.

EXCLUSIONS mean services that are not covered under the Plan.

FRAUD includes the deliberate submission of false information by a Provider, Subscriber, Plan Member, Plan employee or other individual or entity, to gain an undeserved payment on a claim or false information relating to the number of Members covered under the Subscriber Contract with the Plan or false information relating to making formal management referrals or deceptive practices that violate the confidentiality of the Member and demands for confidential Member information that would violate federal and state law governing confidentiality and professional codes of ethics for employee assistance program services, Providers, and mental health professionals.

GENDER AFFIRMING CARE means medically necessary health care and gender affirming mental health care that respects the gender identity of the patient, as experienced and defined by the Member, and may include, but is not limited to: (i) interventions to suppress the development of endogenous secondary sex characteristics, (ii) interventions to align the Member's appearance or physical body with the Member's gender identity, and (iii) interventions to alleviate symptoms of clinically significant distress resulting from gender dysphoria.

GRIEVANCE means a written or oral expression of dissatisfaction regarding the Plan and/or a Provider, including quality of care concerns, and shall include a complaint, dispute, and request for reconsideration or appeal made by a Member or the Member's representative. Where the Plan is unable to distinguish between a Grievance and an inquiry, it shall be considered a Grievance.

INCIDENT means a newly emergent issue or occurrence and the related causes and consequences of such issue or occurrence that disrupt the relevant Member's personal functioning, health, state of mind, and/or quality of life. Examples include, but are not limited to, marital, family or personal relationship problems, emotional concerns, and substance abuse. A single Incident may manifest itself in multiple ways or over an extended period of time. For example, clinical depression is a single Incident that might affect or arise from several facets of a Member's life, such as his or her personal, marital, and work relationships. Claremont EAP shall make the final determination of what constitutes an Incident.

INDIVIDUALLY IDENTIFIABLE means that the Medical Information includes or contains any element of personal identifying information sufficient to allow identification of the Member, such as the Member's name, address, electronic mail address, telephone number, or social security number, or other information that, alone or in combination with other publicly available information, reveals the identity of the Member.

MEDICAL INFORMATION means any Individually Identifiable information, in electronic or physical form, in possession of or derived from a provider of health care, health care service plan, pharmaceutical company, or contractor regarding a Member's medical history, mental health application information, Reproductive or Sexual Health Application Information, mental or physical condition, or treatment.

MEMBER means (1) the covered employee of a Subscriber organization ("Employee Member"); (2) an Employee Member's (a) lawful spouse or domestic partner, (b) dependent child (whether natural, adopted, step, foster, or the child of a spouse or domestic partner—collectively "dependent child(ren)"), up to and including children twenty-six (26) years old and regardless of whether the dependent child resides in the Employee Member's household, but provided the dependent child resides within the approved Service Area, and (c) family member (including but not limited to: child (dependent or otherwise), spouse, domestic partner, parent, or parent-in-law) resident in the Employee Member's household. Those in category (2) above are collectively "Dependent Member(s)." (See "Eligibility" section, below.)

PLAN means Claremont Employee Assistance (EAP) Plan.

PREMIUM means the sum of money paid to the Plan that entitles the Member to receive the Covered Services provided by the Plan (Claremont Employee Assistance Program) as outlined in this Evidence of Coverage and Disclosure Form.

PROVIDER includes a clinical psychologist (Ph.D.), licensed clinical social worker (LCSW), marriage family and child therapist (LMFT) or Licensed Professional Clinical Counselor (LPCC) who provides Covered Services, including EAP assessment, referral and short-term counseling services, to Members under the Plan and who has agreed to accept negotiated rates as payment in full for services provided to Members.

REPRODUCTIVE OR SEXUAL HEALTH APPLICATION INFORMATION means information about an individual's reproductive health, menstrual cycle, fertility, pregnancy, pregnancy outcome, plans to conceive, or type of sexual activity collected by a Reproductive or Sexual Health Digital Service, including, but not limited to, information from which one can infer someone's pregnancy status, menstrual cycle, fertility, hormone levels, birth control use, sexual activity, or gender identity.

REPRODUCTIVE OR SEXUAL HEALTH DIGITAL SERVICE means a mobile-based application or internet website that collects reproductive or sexual health application information from a consumer, markets itself as facilitating reproductive or sexual health services to a consumer, and uses the information to facilitate reproductive or sexual health services to a consumer.

SENSITIVE SERVICES means all health care services related to mental or behavioral health, sexual and reproductive health, sexually transmitted infections, substance use disorder, Gender Affirming Care, and intimate partner violence.

SERVICE AREA means the geographic area within which the Plan will provide services. The Service Area is designated by zip codes listed within this Evidence of Coverage.

SESSION means an outpatient visit with a Provider conducted on an individual/family basis during which counseling services are delivered.

SPECIALIZED HEALTH CARE SERVICE PLAN CONTRACT means a contract for health care services in a single specialized area of health care, for Subscribers or Members, or which pays for or which reimburses any part of the cost for those services, in return for a prepaid or periodic charge paid by or on behalf of the Subscribers or Members.

SUBSCRIBER means the entity that is responsible for payment to the Plan. The employer organization contracting with the Plan for EAP services is responsible for payment to the Plan.

SUBSCRIBER CONTRACT means the contract between the Subscriber and Claremont EAP for the provision of EAP Benefits to eligible employees and dependents of employees.

OBTAINING YOUR EAP BENEFITS

Please read the remainder of this Combined Evidence of Coverage and Disclosure Form to fully understand how to use your Claremont Employee Assistance Program Benefits. Here's how to get started:

1. For confidential assistance, call our toll-free EAP number 24 hours a day: 800-834-3773.
2. An Intake Counselor will take your contact information and name of the covered employee's employer, assess your situation, and use that information to find the appropriate Provider in the area close to your home or work, as you prefer it.
3. All EAP services must be authorized prior to receiving services. Our Intake Counselors will assist you in completing the prior authorization process. It is important that you provide the Intake Counselor on the telephone with some detail regarding your concerns and preferences so that the Intake Counselor can refer you to a provider with the experience to best meets your needs.
4. The maximum number of visits provided under the Subscriber Contract are authorized by the Intake Counselor at the time of the telephone call. Once services have been authorized, Claremont EAP will provide you with the name(s) of a practitioner(s) appropriate for your issue, and you can contact the practitioner directly to schedule an appointment at a time that is convenient for you. If you do not reach the practitioner right away and have not received a call back within one business day, please call our Contact Center for assistance.
5. Claremont will notify the practitioner first so your call will be expected. There are no paperwork, claim forms or fees. This is an easy, no-cost service to help address a range of personal and

professional issues.

6. Counseling sessions are conducted in person by the referred provider, unless other arrangements are made to the satisfaction of the Member.

PRINCIPAL EAP BENEFITS AND COVERAGE

This section summarizes the Covered Services provided to Members.

The Plan provides clinical assessment, counseling and referral for a variety of Incidents including, but not limited to:

- Marital or Relationship Difficulties
- Family and Child Problems
- Stress/Anxiety
- Depression
- Grief and Loss
- Substance Abuse
- Domestic Violence
- Job Performance Issues
- Crisis Intervention
- Communication and/or Conflict Issues

The services offered by the Claremont EAP include problem assessment and counseling. Formal medical diagnoses or ongoing treatment services are not provided. EAP services provided to you may include referring you to non-covered community resources or, if applicable, your full-service health plan for ongoing assistance. You are responsible for the payment of any cost or fees for such non-covered services.

LIMITATIONS AND EXCLUSIONS

The Covered Services you are entitled to are limited to a maximum of 3 Sessions per Incident per Benefit Year. Covered Services are also limited as follows:

1. Providers do not render services that are outside of the scope of their training, abilities, or experience.
2. Services provided by non-contracted providers are not covered, unless prior written authorization has been provided by the Plan.

Some services are not covered. Claremont EAP can help you determine if exclusions apply to you. The following services are specifically excluded:

1. Any service that has not been pre-authorized by Claremont EAP.
2. Services not listed under the section entitled “Principal EAP Benefits and Coverage” are not covered.

3. Child custody determinations.
4. Legal action taken against Member's employer or any consultation related to employment law.
5. Aversion Therapy.
6. Biofeedback and hypnotherapy.
7. Court-ordered services, including services required as a condition of parole or probation, except to the extent the Member is otherwise entitled to services.
8. Services for remedial education, including evaluation or treatment of learning disabilities or minimal brain dysfunction; developmental and learning disorders; behavioral training; or cognitive rehabilitation.
9. Treatment or diagnostic testing related to learning disabilities, developmental delays, or educational testing or training.
10. Services received from a non-contracting Provider, unless prior written authorization is provided by the Plan.
11. Psychological testing.
12. Examinations and diagnostic services in connection with the following: work status, obtaining or continuing employment; obtaining or maintaining any license issued by a municipality, state, or federal government; securing insurance coverage; foreign travel or school admissions.
13. Services of a psychiatrist (M.D.), including medication management or medication consultation.
14. Prescription drugs.
15. Inpatient, Outpatient, or Residential services for behavioral health or substance abuse treatment.
16. Evaluations for emotional support animals.

SECOND OPINION

If a Member has questions about an EAP provider's assessment of their problem or the action plan developed with such provider, or if the EAP provider is unable to make an assessment, the Member may contact Claremont EAP to discuss the assessment or action plan. The Member may also contact Claremont to discuss any concerns or questions they have if their problem is not improving within an appropriate time period. The Member may contact Claremont's Intake Counselors to request a second opinion. In such cases, the Member will be referred to an appropriately qualified professional – a licensed behavioral health care provider acting within the scope of his or her practice, who has a clinical background, including training and expertise, in connection with the condition or conditions for which the Member requested a second opinion. In such circumstances, there is no cost to the Member for a second opinion.

In a case involving an imminent, serious health threat, the Member's request will be processed on an expedited basis. A second opinion will be authorized or denied within 72 hours after Claremont's receipt of the request. For additional information regarding the availability of a second opinion, the Member can call Claremont EAP's Contact Center at 800-834-3773.

If a request for a second opinion is denied, the Plan will notify the requesting Member in writing of such decision with the reasons for the denial. A Member has the right to file a Grievance with the Plan for a denial of a request for second opinion. Please see the section on "Complaint, Grievance, and Appeals

Procedures" for information regarding submission of a Grievance to the Plan.

CHOICE OF PROVIDERS

Listed services are provided through Providers who have agreed to enter into a written contract with Claremont EAP.

- All contracting Providers are appropriately licensed professionals who function as EAP counselors within the scope of employee assistance services and shall comply with professionally recognized standards of practice and all applicable state and federal laws.
- EAP Providers may be licensed as Marriage Family and Child Therapists (LMFT), Licensed Clinical Social Workers (LCSW), Licensed Professional Clinical Counselor (LPCC) and Clinical Psychologists (Ph.D.). All perform EAP counseling within the defined scope of EAP services.

If the Plan is unable to offer the Member access to a contracted Provider within reasonable accessibility and time limits, the Plan may authorize Covered Services with a non-contracted provider. The Member must obtain prior authorization. Additionally, if there is a provider that is not currently contracted with Claremont EAP, a Member may also submit a prior authorization request to see that provider. If prior authorization is obtained, Claremont EAP will arrange for payment to the non-contracted provider – you do not need to make any payment to the non-contracted provider. If prior authorization is not obtained, you may be responsible for payment to the non-contracted provider.

Some contracting Providers are capable of conducting counseling services remotely via video. Video counseling sessions are accounted in the same way and subject to the same eligibility, limitations, and exclusions as non-video counseling. If you wish to conduct your counseling sessions via video, please tell your intake counselor so you can be referred to the appropriate Provider and provided instructions on accessing secure video services.

You do not need to make payment to a provider for any Covered Services that have been pre-authorized by Claremont EAP. Notify us if your provider attempts to collect payment for pre-authorized Covered Services or if you make any such payment to a provider by calling our Contact Center.

Please ensure that you make every effort to attend all appointments on time. In the event any Member does not show up for a scheduled appointment and has not provided at least 24 hour notice prior to the appointment, one visit will be deducted from the number of visits the Member is entitled to for that Benefit Year. This shall apply to each scheduled appointment for which a Member does not show up and does not provide at least 24 hours' prior notice. A visit will not be deducted from the number of visits the Member is entitled to if the Member is unable to give 24 hours' notice due to circumstances beyond the Member's control.

FACILITIES

You may obtain information regarding the identity and location of Provider facilities by contacting Claremont EAP by telephone at (800) 834-3773.

CONTINUITY OF CARE

1. Terminated Providers – Should the Provider, or the Plan terminate a provider contract, Members may request continuity of care for assessment and referral, or counseling services that began prior to the date of termination. The Plan will authorize and cover the completion of remaining services. The Plan will provide you written notice prior to the termination of any contracting EAP Provider. The notice will include information on how to request continuity of care.
2. New Employee – any new Member involved in a current episode of short-term counseling with a prior employee assistance program (EAP) service Provider at the time their employer terminated the prior EAP contract, may request continuity of care to continue counseling with that Provider under the former plan. Such new Member will be allowed a reasonable transition period to continue his or her course of treatment with the prior EAP service Provider. The Plan will authorize and cover the completion of the remaining services, up to the limits of the number of counseling Sessions to be provided by the Plan under the new Subscriber Contract. The Plan will not attempt to offer or cover continuity of care beyond the scope of employee assistance services and its licensed capabilities.

OBTAINING EMERGENCY SERVICES

In the event that a Member is having or believes that he/she is having a medical or psychological emergency, the Member or dependent should call 911 or go to the nearest hospital emergency room. Medical/psychiatric emergencies and services for medical emergency or other medical/psychiatric care are not Covered Services and will not be paid by the EAP.

Members are encouraged to use appropriately the “911” emergency response system, in areas where the system is established and operating, when they have, or believe they have, an emergency psychiatric or medical condition that requires an emergency response.

CRISIS INTERVENTION

Your EAP provides 24-hour telephone Crisis Intervention. The EAP will provide appropriate intervention.

Where there is no Crisis, but the Member or dependent has an urgent need to see a Provider immediately to address a serious problem or condition, the EAP will schedule the Member with a Provider who will offer an immediate appointment within an appropriate time frame.

INDEPENDENT MEDICAL REVIEW

A member may request an independent medical review in accordance with the Independent Medical Review System established under Article 5.5 of the Health and Safety Code (section 1374.30 et seq.).

ELIGIBILITY, ENROLLMENT, EFFECTIVE DATE, AND RENEWAL PROVISIONS

ELIGIBILITY

To be eligible for services under the Plan, your employer must have executed a Specialized Health Care Service Plan Contract ("Subscriber Contract") with Claremont EAP.

Your employer makes the determination of who is eligible to participate and who actually participates in the Plan. Disputes or inquiries regarding eligibility, including rights regarding renewal, reinstatement and the like may be referred by Claremont Employee Assistance Program to your employer for determination.

If an Employee Member is terminated from employment and he or she returns to active employment with Subscriber, such Member and his or her eligible dependents may again become eligible.

Dependent coverage is included in the Plan. Dependent Members are defined as follows:

1. The lawful spouse or domestic partner of the Employee Member.
2. An Employee Member's dependent child, up to and including age twenty-six (26), irrespective of the dependent child's place of residence, marital, financial, or student status, providing, however, that the dependent child resides within the approved Service Area. Dependent adopted children, stepchildren, and foster children are covered from and after the date of placement and are included in all references to an Employee Member's "child(ren)" or "dependent child(ren)."
3. Coverage will not terminate while a dependent child is and continues to be (1) incapable of self-sustaining employment by reason of physically or mentally disabling injury, illness, or condition; and (2) chiefly dependent upon the Employee Member for support and maintenance, provided the Member furnishes proof of such incapacity and dependency to Claremont Employee Assistance Program within sixty (60) days of the child attaining the limiting age set forth in paragraph 2 above, and every two (2) years thereafter, if requested by the Plan.
4. In addition to the above, Employee Members' family members (including but not limited to a child (dependent or otherwise), spouse, domestic partner, parent and parent-in-law), if residing in the Employee Member's household, are eligible for Covered Services under the Plan. Dependents are eligible for coverage on the date the Employee Member becomes eligible for coverage, or as of the date a covered Employee Member acquires such dependent.

Dependent Members, as described above, who do not reside within the Plan's approved service area are not automatically enrolled in the Plan, and the Plan is not required to provide Covered Services to Dependents who do not reside within the approved Service Area. Out-of-area Dependents seeking Covered Services may request authorization from the Plan prior to obtaining such services. Any Covered Services rendered to out-of-area Dependents which have not been pre-authorized by the Plan will not be paid for by the Plan.

ENROLLMENT

All eligible Members who live or work within the Plan's Service Area are automatically enrolled with

Claremont EAP and qualified to receive Covered Services.

EFFECTIVE DATE OF COVERAGE

The beginning of eligibility coverage is determined by the Specialized Health Care Service Plan Contract Effective Date. Subscriber employees whose employment with a Subscriber begins after the effective date of the Specialized Health Care Service Plan Contract are covered as Members as determined by the contract and the Member's Subscriber employer benefit policy.

RENEWAL PROVISIONS

Your employer (the Subscriber) and the Plan will decide the continued coverage and renewal of Benefits pursuant to the terms of the Subscriber Agreement. The Plan reserves the right to modify the provisions of this contract, including provisions relating to premiums. Any notification of termination, nonrenewal, or change in Benefits will be communicated to you by the Subscriber.

SUPPLEMENTAL BENEFITS

In addition to EAP benefits, enrollees of Claremont EAP also have access to other services. Claremont EAP will provide the services described below during normal business hours at designated office locations at the request of enrollees and upon prior authorization by Claremont EAP.

Service	Description	Amount
Legal Consultations	Provide Members with one initial telephonic or in-person 30-minute legal consultation, per issue, with a qualified legal professional. A 25% discount is available for any legal services beyond the initial consultation. Attorneys have expertise in areas such as family law, consumer issues, traffic violations and personal injury, etc.	Consultations: One (1) 30-minute legal consultation per issue. Then 25% reduction from the normal hourly rate if member retains attorney.
Financial Consultations	Members will have ongoing access to money coaches and online financial resources.	Unlimited access to money coaches and online financial resources

Childcare Consultations and Referrals	Provide Members with one telephonic consultation per issue to assist with childcare and parenting issues; provide referrals to family day care homes, infant centers, pre-schools, before/after school programs, sick/emergency care, in-home options, and care for special needs children.	Unlimited Consultations and Referrals.
Elder/Disabled Care Consultations and Referrals	Provide Members with one telephonic consultation per issue to assist with elder care and disabled adult issues; provide referrals to elder/disabled care providers and/or support services for those issues.	Unlimited Consultations and Referrals.
Pet Care Referrals	Provide Members with one telephonic consultation per issue; provide referrals to vets, animal hospitals, pet services, groomers/boarders, transportation services, pet insurance, and obedience classes for their pets; provide educational materials including tip sheets and checklists also provided.	Unlimited Consultations and Referrals.
Adoption Assistance	Provide Members with telephonic consultations about adoption options and the adoption process; provide referrals to public and private adoption agencies, adoption support organizations, single parent adoptions, adopting special needs children, step-parent adoptions, and international adoptions; provide educational materials including tip sheets and resource listings.	Unlimited Consultations and Referrals.
School and College Selection Assistance	Provide Members with telephonic consultations about school and college selection issues; provide referrals to elementary and secondary public/private schools and after school programs, state/private colleges and universities, test preparation courses, financial aid, educational consultants; provide educational materials including College Guidebook, SAT information, tip sheets, checklists, and resource listings.	Unlimited Consultations and Referrals.

Community Resources Referrals	Provide referrals for Members to available Community Resources for assistance with personal- or work-related issues affecting the quality of life of the Member requesting the referral (e.g., substance abuse programs, domestic violence support groups).	Unlimited Consultations and Referrals.
Convenience Referrals	Provide referrals for Members to available daily living services such as home repair, errand services, travel, entertainment and apartment locator services.	Unlimited Consultations and Referrals.
Wellness Referrals	Provide help with physician searches, medical support groups, fitness centers, diet & nutrition resources, alternative medicine and other resources	Unlimited Consultations and Referrals.

CONFIDENTIALITY AND RELEASE OF INFORMATION

The Plan will maintain the confidentiality of all Member EAP records except to the extent that disclosure is authorized by the Member in writing or is otherwise mandated or allowed by federal and state law. Please see Claremont's Notice of Privacy Practices for a complete list of permitted disclosures. All EAP case records are maintained in compliance with all federal and state laws protecting the confidentiality and security of EAP records. The Plan maintains a comprehensive standard procedure on the confidentiality of case records that prescribes how Member case records are to be maintained.

Confidential information is maintained in accordance with the Federal Health Insurance Portability & Accountability Act of 1996 ("HIPAA") and the Health Information Technology for Economic and Clinical Health Act of 2009 ("HITECH").

A STATEMENT DESCRIBING CLAREMONT'S POLICIES AND PROCEDURES FOR PRESERVING THE CONFIDENTIALITY OF MEDICAL RECORDS IS AVAILABLE AND WILL BE FURNISHED TO YOU UPON REQUEST. You may request a paper copy of this Notice at any time by contacting the Plan at 800-834-3773. The Plan's Notice of Privacy Practices is also available on the Plan's Member website at www.claremonteap.com.

ANTI-DISCRIMINATION NOTICE

The Plan will not cancel, decline to renew, or decline to reinstate any Subscriber Contract, or refuse to enroll, accept, or renew any person as a Member, on the basis of race, color, national origin, ancestry, religion, sex, marital status, sexual orientation, age, or disability of any contracting party, prospective

contracting party, or person reasonably expected to benefit from that contract as a Subscriber, Member, dependent, or otherwise.

ANTI-FRAUD PLAN

The Plan has established an Anti-Fraud Plan to identify and reduce the risk and potential costs to the Plan, and to protect its EAP Providers, Subscriber organizations and their Members, in the delivery of employee assistance services through the timely detection, investigation, and prosecution of suspected Fraudulent activities.

Subscribers and their Members should file a report of suspected or alleged fraudulent activities to Claremont EAP. The filing of any report will be treated confidentially and should be filed with the Plan's Vice President of Operations, who can be contacted by mail at 2 Park Plaza, Suite 1200, Irvine, CA 92614 or by telephone at 800-834-3773.

Any report of suspected or alleged fraudulent activities will be immediately investigated with strict confidentiality.

TERMINATION OF BENEFITS

In most cases, your coverage will end when the contract between your employer (Subscriber) and Claremont EAP is terminated. There are also some circumstances when your coverage may end even though the Plan's contract with your employer remains in effect, for example, when you are no longer eligible to receive EAP Benefits as a Member (employee or dependent), or the Plan no longer wants to provide services to you because of your conduct as described below.

Your coverage cannot be cancelled or not renewed because of your health status or your use of EAP services. If you believe this has happened you may send us a written complaint to the attention of the Contact Center as described in the "Complaint, Grievance, and Appeals Procedure" section of this Evidence of Coverage/Disclosure Form, or online at www.claremonteap.com, or by calling 800-834-3773. You may also request a review by the Director of the California Department of Managed Health Care.

1. ***Termination by your employer (Subscriber)*** **–** Subscriber shall have the option to terminate this contract for cause upon thirty (30) days written notice to the Plan.

2. ***Termination by the Plan of contract with Subscriber for non-payment*** **–** If your employer (Subscriber) fails to pay our fees, the Plan may terminate the Subscriber Contract for non-payment. The Plan will first give your employer thirty (30) days' notice of our intent to terminate the Subscriber Contract for non-payment. If payment is not received within those thirty (30) days, we will terminate the contract, wherein your employer will furnish you notice of the termination. Ongoing treatment will not be interrupted due to non-payment or contract termination.

3. ***Termination of coverage based on your conduct*** – The Plan reserves the right to cancel your coverage for Fraud or deception in the use of EAP services. "Fraud" includes knowingly making, or causing, or permitting to be caused false statements in order for you or another person to obtain EAP services to which you or the other person is not entitled. "Fraud" also includes any act that constitutes Fraud under applicable federal or state law. Cancellation is effective thirty (30) days after receipt of notice of cancellation.

If a Member believes the contract for EAP services has been or will be improperly cancelled or not renewed, the Member may request a review by the Plan or the Director of the Department of Managed Health Care pursuant to Section 1368 of the California Health and Safety Code.

The Plan does not engage in retroactive termination, and as a Member (employee or eligible family member) under your employer's Subscriber Contract, you will not be held retroactively responsible for any services provided to you by the Plan.

INDIVIDUAL CONTINUATION OF BENEFITS

ELECTING COBRA COVERAGE

Your employer is responsible for providing you notice of your right to receive continuing coverage under COBRA. Your employer is responsible for notifying the Plan of the duration of your eligibility.

If you terminate your employment with the Subscriber, you may elect to continue your EAP benefit through your employer under COBRA to continue receiving Benefits and Covered Services pursuant to the Subscriber Contract and this Combined Evidence of Coverage and Disclosure Form.

You must notify your employer that you elect to continue the EAP benefit. Your employer will include your name on a list of employees who have selected the EAP benefit under COBRA and will provide the Plan this updated list on a regular basis. If you elect to continue this benefit, you will be responsible for the premium payment. Your employer will provide you information on the monthly premium due for your continued coverage and the process for remitting payment through the employer. You will not be responsible for filing a claim for EAP services under COBRA.

LIABILITY OF SUBSCRIBER OR MEMBER FOR PAYMENT

CO-PAYMENT

There are no Co-Payments due or payable by Members. All Covered Services are paid for by the Plan.

PREPAYMENT OF FEES

Your employer is paying the monthly Premium for your EAP services. Neither you nor your dependents have any responsibility for payment of any Premiums or Co-Payments for EAP services provided to you under the Plan. All EAP services are 100% paid for by your employer under the Subscriber Contract it

maintains with the Plan. Under the terms of the Subscriber Contract, Members are required to access all EAP services through the Plan's EAP nationwide toll-free number, 800-834-3773, available to Members 24 hours/day, 7 days/week. You do not need to make payment to a provider for Covered Services that have been pre-authorized by Claremont EAP.

OTHER CHARGES

For services approved by Claremont, there are no copayments, coinsurance, or deductible requirements. However, if you continue to seek services after exhausting the approved number of Provider visits, you may be responsible for charges for such services.

LIABILITY FOR SUMS OWED BY CLAREMONT EMPLOYEE ASSISTANCE PROGRAM

California law requires that every contract between a Plan and a Provider must contain a provision that prohibits the Plan from holding you financially responsible for sums owed to a Provider by the Plan. In the event the Plan fails to pay a Provider for Covered Services, you will not be liable to that Provider for the amount owed by the Plan. In the event the Plan fails to pay a non-contracted provider, the Member may be liable to the non-contracted provider for the cost of services.

REIMBURSEMENT PROVISIONS

In the event you render payment to a Provider in exchange for provision of pre-authorized Covered Services, the Plan will reimburse you to the extent of such payment. If you believe you have improperly rendered payment for Covered Services, contact Claremont in accordance with the Grievance policy detailed below.

HOW CLAREMONT EAP COMPENSATES EAP PROVIDERS

The Plan will pay each of the contracting EAP Providers directly for Covered Services on a negotiated fee-for-service basis.

Claremont EAP does not pay financial bonuses or other incentives to the Plan Providers. Should you wish to know more about these issues, please call our Contact Center at 800-834-3773.

Providers are allowed to self-refer for continuing services beyond the scope of EAP services in specific situations in which the clinical need is best served by the Member remaining with the Provider for ongoing treatment services. In such cases, you will be responsible for payment and the Plan will not pay for services.

COMPLAINT, GRIEVANCE, AND APPEALS PROCEDURES

COMPLAINT/GRIEVANCE PROCESS

Claremont Employee Assistance Program has established a Grievance process for receiving and resolving Member complaints. If you experience any problem with services delivered through Claremont EAP, call

the Contact Center at 800-834-3773. You may also submit a complaint or grievance online at www.claremonteap.com, or by mailing notice of your grievance to:

Claremont Behavioral Services, Inc. Employee Assistance Program
Contact Center
2 Park Plaza, Suite 1200
Irvine, CA 92614

The Clinical Director reviews any complaint involving care that has been received or denied.

A Grievance may be filed within 180 calendar days following any incident or action that is the subject of dissatisfaction.

The Plan will acknowledge in writing receipt of the Grievance within five (5) calendar days and will provide written resolution of the Grievance within thirty (30) calendar days of receipt.

If a Grievance requires urgent attention, the Plan shall expedite its review of the Grievance to be resolved no less than three calendar days of receipt of the Grievance.

Claremont EAP is committed to customer satisfaction as a key indicator of quality. Members and Providers have the right to file complaints and grievances and to attain resolution to their concerns promptly and appropriately.

A complaint is the same as a Grievance. A Grievance means a written or oral expression of dissatisfaction regarding the Plan and/or Provider, including quality of care concerns, and shall include a complaint, dispute, request for reconsideration or appeal made by a Member or Member's representative.

You may file a complaint by phone, in writing, or online at www.claremonteap.com/contactus. Our toll-free number is 800-834-3773 or address your correspondence to:

Claremont Behavioral Services, Inc. Employee Assistance Program
Attention: Contact Center
2 Park Plaza, Suite 1200
Irvine, CA 92614

Neither the Plan nor any of its participating Providers will discriminate against a Member based on the filing of a Grievance. If you believe that you have been discriminated against due to your filing a Grievance, please notify us by calling the Contact Center at 800-834-3773.

MEMBER PROCESS

Our Grievance policies and procedures have been developed to address Member complaints, quality of care and service issues, and appeals. Claremont EAP's grievance procedures will be communicated to all Members at the time of membership and annually thereafter, by way of Claremont EAP's Combined

Evidence of Coverage and Disclosure Form. The Grievance process, a printable Grievance form, and instructions for submitting Grievances online are described and available on Claremont EAP's website at www.claremonteap.com/contactus, or by calling 800-834-3773, or by writing sent to the following address:

Claremont Behavioral Services, Inc. Employee Assistance Program
Contact Center
2 Park Plaza, Suite 1200
Irvine, CA 92614

There are two categories of Member complaints. A non-clinical complaint expresses dissatisfactions that do not have a clinical component, including but not limited to interaction with staff or Provider, etc. Clinical complaints are directly related to the appropriateness of medical care, such as quality of care. All Grievances are acknowledged in writing within 5 calendar days of receipt and are handled in a manner to allow closure within 30 calendar days. Urgent Grievances involving an imminent and serious threat to the health of the patient, including but not limited to severe pain, potential loss of life, limb, or major bodily function, shall be handled on an expedited basis. In such cases, the Plan shall immediately notify the Member of the right to contact the Department regarding the grievance. The Plan will provide a written statement to the Member and the Department of Managed Health Care on the disposition or pending status of the urgent grievance within 3 calendar days of the receipt of the grievance by the Plan.

All borderline inquiries that may be complaints are treated as complaints. All quality-of-care Grievances are brought to the attention of the Clinical Director within 24 hours of receipt. A Grievance may be initiated by telephone, online, or in writing.

The Grievance system shall address the linguistic and cultural needs of its Member population. Assistance for those with limited English proficiency will be provided upon request.

The Clinical Director has responsibility for documenting Member concerns, for pursuing the resolution of issues, and for maintaining the tabulated records of the complaints. Data is aggregated monthly and reviewed by the Clinical Director and the Vice President of Operations.

After researching the issues, the Clinical Director communicates Claremont EAP's decisions to Members.

1. Claremont EAP provides Members with written responses including a clear and concise explanation of the reasons for Claremont EAP's decision.
2. In cases of delay, denial, or modification of services, the criteria used and the clinical reasons are presented to the Member.
3. If Claremont issues a decision delaying, denying, or modifying health care services based on a finding that the proposed health care services are not a covered benefit under the contract that applies to the Member, the decision shall clearly specify the provisions in the contract that exclude that coverage.

With the assistance of Claremont EAP management, and in the case of quality-of-care issues, with the guidance of the Clinical Director, Member concerns will be resolved expeditiously. All levels of resolution or appeal will be completed within thirty (30) calendar days of the Plan's receipt of the Grievance.

ARBITRATION

All Grievances that are not resolved in the above manner shall be brought to binding arbitration. Arbitration is a way to solve disputes without filing a formal lawsuit or going to court. This is disclosed to Members and Providers in the Evidence of Coverage and Disclosure Form. These second level appeals of Claremont EAP decisions are brought to the immediate attention of the Board of Directors. Claremont EAP shall cooperate in the resolution of appeals within the commercial rules of Judicial Arbitration and Mediation Services, Inc. (JAMS), and the Member's fees will be waived in the case of financial hardship, as may be determined by the JAMS. Arbitration may be initiated by following the directions on JAMS website www.jamsadr.com.

All disputes arising under the Subscriber Contract that applies to the Member, including cases of alleged medical malpractice, will be resolved through neutral arbitration and neither the Subscriber nor Member will retain any right to a trial by jury or a court trial in the case.

It is understood that any dispute as to medical malpractice, that is as to whether any medical services rendered under this contract were unnecessary or unauthorized or were improperly, negligently or incompletely rendered, will be determined by submission to arbitration as provided by California law, and not by a lawsuit or resort to court process except as California law provides for judicial review of arbitration proceedings. Both parties to the Subscriber Contract, by entering into it, are giving up their constitutional right to have any such dispute decided in a court of law before a jury, and instead are accepting the use of arbitration.

REVIEW BY THE DEPARTMENT OF MANAGED HEALTH CARE

The California Department of Managed Health Care is responsible for regulating health care services plans. If you have a grievance against your health plan, you should first telephone your health plan at **1-800-834-3773** and use your health plan's grievance process before contacting the department. Utilizing this grievance procedure does not prohibit any potential legal rights or remedies that may be available to you. If you need help with a grievance involving an emergency, a grievance that has not been satisfactorily resolved by your health plan, or a grievance that has remained unresolved for more than 30 days, you may call the department for assistance. You may also be eligible for an Independent Medical Review (IMR). If you are eligible for IMR, the IMR process will provide an impartial review of medical decisions made by a health plan related

to the medical necessity of a proposed service or treatment, coverage decisions for treatments that are experimental or investigational in nature and payment disputes for emergency or urgent medical services. The department also has a toll-free telephone number (**1-888-466-2219**) and a TDD line (**1-877-688-9891**) for the hearing and speech impaired. The department's internet website **www.dmhc.ca.gov** has complaint forms, IMR application forms, and instructions online.

PUBLIC POLICY COMMITTEE

The Plan has established a Public Policy Committee, with the majority of the committee members being Plan Members from the Subscriber groups who contract for the Plan's EAP services. This committee meets at least quarterly and assists the Plan in establishing its public policy relating to services provided by the Plan, its Members, and contract Providers, to assure the comfort, dignity, and convenience of Members seeking EAP services for themselves, their families, and the public. Committee members shall have access to information from the Plan regarding public policy, including financial information and information about the specific nature and volume of complaints received by the Plan and their disposition.

In selection of Members, Claremont shall consider the makeup of its Member population, including but not limited to factors such as ethnic extraction, demography, occupation, and geography, as well as identifiable and individual group participation. Any such selection shall be conducted on a fair and reasonable basis. This does not require the Plan to maintain supporting statistical data.

If you are interested in becoming a member of the Public Policy Committee and would like more information, please call us at 800-834-3773.

SERVICE AREA

The Claremont Behavioral Services, Inc. service area includes all 58 counties within the state of California.

CLAREMONT
uprisehealth

Exhibit B of EAP Services Contract

Services for Employers and Managers

Claremont will provide the following services during normal business hours, at the request of Managers and upon prior authorization by Claremont.

Service	Description	Amount
Employee Orientations	Provide virtual 15–30-minute orientation sessions for Employees for the purpose of educating such Employees regarding health, wellness, and work-related topics. Additional orientation materials are made available on-line.	Virtual sessions for employees available upon request, at no additional cost.
Manager Orientations	Provide virtual, one-hour, training sessions for Managers to introduce them to the assistance and consultative aspects of the EAP. Additional orientation materials are made available on-line.	Virtual sessions for managers available upon request, at no additional cost.
Critical Incident Stress Debriefing (CISD) Services	Provide onsite or virtual clinical counseling services at any one site on any one day with a trained specialist to respond to emergency situations such as an act of violence, death of a co-worker, robbery, or a natural disaster.	Fee for Service: • Standard Response Next Day: $450 per hour (2 hr. min) • Same Day Response Outside of 2 hours: $500 per hour (2 hr. min) • Immediate Response Within 2 hours: $600 per hour (2 hr. min) • Additional fees may apply for cancellations, bilingual counselors and remote locations (travel).
Management / HR Consultations	Provide telephonic consultations with Claremont staff to Managers regarding Employees with personal- and/or work-related problems that affect Employee productivity.	Unlimited Consultations.
Virtual/Onsite Seminars	Provide on-site or virtual video seminars on various health and wellness subjects.	Fee for Service: Virtual or In Person: $325 per hour
Health Fairs	Provide information about the EAP, at all ACSIG district Employer-sponsored Health Fair, on any one-day.	Virtual support requires minimum of 3 weeks' notice, at no additional cost. Digital materials included. In person attendance is fee for service: $125 per hour Print materials included.

Utilization Reports	Client Reporting Dashboard for utilization reports detailing utilization data and general observations and recommendations to Employer. Reports do not identify specific individuals accessing the program (under confidentiality laws).	Access provided to client contacts upon request.
Claremont Personal Advantage Website	Access to Claremont Personal Advantage website for Articles, Resources, Videos and Assessments about Health/Wellness, Legal/Financial, Webinars, Emotional Well-Being & Balanced Life.	Included.
Promotional Materials	Provide digital program communication materials such as flyers and newsletters.	Printed program materials can be ordered and shipped fee for service (print and ship fees priced at time of request)
Digital Mental Health Services	Access to the Platform for Members. "Platform" means the features of the Plan's web-based software platform and mobile applications that are listed below (including any modification, release or substitute as may be provided to from time to time): a. Navigation platform and digital library b. Evidenced-based clinical assessment that generates a personal well-being and stress score c. Self-direct CBT courses d. Engagement messages and material (digital) e. Individuals track their own progress f. 3 Coaching Sessions per year	Included.

Exhibit C of EAP Services Contract

BUSINESS ASSOCIATE AGREEMENT
BETWEEN CLAREMONT EAP AND ALAMEDA COUNTY SCHOOL INSURANCE GROUP

This Business Associate Agreement ("BAA") is entered into by and between **Claremont Behavioral Services, Inc., dba Claremont EAP** ("Claremont") and Alameda County School Insurance Group ("Covered Entity") and is effective as of July 1, 2026, (the "BAA Effective Date"). Claremont EAP and Covered Entity may be referred to individually as a "Party" or, collectively, as the "Parties" in this BAA.

RECITALS

A. The Parties have entered into, and may in the future enter into, one or more written service agreements pursuant to which Claremont EAP provides services to Covered Entity (together, the "Underlying Agreement"), and Covered Entity wishes to disclose certain information to Claremont EAP pursuant to the terms of such Underlying Agreement, some of which may constitute Protected Health Information ("PHI") (defined below).

B. Covered Entity and Claremont EAP intend to protect the privacy and provide for the security of PHI disclosed to Claremont EAP pursuant to the Underlying Agreement in compliance with (i) the Health Insurance Portability and Accountability Act of 1996 ("HIPAA"); (ii) Subtitle D of the Health Information Technology for Economic and Clinical Health Act (the "HITECH Act"), also known as Title XIII of Division A and Title IV of Division B of the American Recovery and Reinvestment Act of 2009; and (iii) regulations promulgated thereunder by the U.S. Department of Health and Human Services, including the HIPAA Omnibus Final Rule (the "HIPAA Final Rule").

C. The purpose of this BAA is to satisfy certain standards and requirements of HIPAA, the Privacy Rule and the Security Rule (as those terms are defined below), and the HIPAA Final Rule, including, but not limited to, Title 45, §§ 164.314(a)(2)(i), 164.502(e) and 164.504(e) of the Code of Federal Regulations ("C.F.R.").

In consideration of the mutual promises below and the exchange of information pursuant to this BAA, the Parties agree as follows:

1. Definitions.

a. Capitalized Terms. Capitalized terms used in this BAA and not otherwise defined herein shall have the meanings set forth in the Privacy Rule, the Security Rule, and the HIPAA Final Rule, which definitions are incorporated in this BAA by reference.

b. "Breach" shall have the same meaning given to such term in 45 C.F.R. § 164.402.

c. "Designated Record Set" shall have the same meaning given to such term in 45 C.F.R. § 164.501.

d. "Electronic Protected Health Information" or "Electronic PHI" shall have the same meaning given to such term under the Privacy Rule and the Security Rule, including, but not limited to, 45 C.F.R. § 160.103, as applied to the information that Claremont EAP creates, receives, maintains or transmits from or on behalf of Covered Entity.

e. "Individual" shall have the same meaning given to such term in 45 C.F.R. § 160.103 and shall include a person who qualifies as a personal representative in accordance with 45 C.F.R. § 164.502(g).

f. "Privacy Rule" shall mean the Standards for Privacy of Individually Identifiable Health Information at 45 C.F.R. Part 160 and Part 164, Subparts A and E.

g. "Protected Health Information" or "PHI" shall have the same meaning given to such term in 45 C.F.R. § 160.103, as applied to the information created, received, maintained or transmitted by Claremont EAP from or on behalf of Covered Entity.

h. "Required by Law" shall have the same meaning given to such term in 45 C.F.R. § 164.103.

i. "Secretary" shall mean the Secretary of the Department of Health and Human Services or his or her designee.

j. "Security Incident" shall have the same meaning given to such term in 45 C.F.R. § 164.304.

k. "Security Rule" shall mean the Security Standards at 45 C.F.R. Part 160 and Part 164, Subparts A and C.

l. "Unsecured Protected Health Information" or "Unsecured PHI" shall have the same meaning given to such term under 45 C.F.R. § 164.402, and guidance promulgated thereunder.

2. Permitted Uses and Disclosures of PHI.

a. Uses and Disclosures of PHI Pursuant to Underlying Agreement. Except as otherwise limited in this BAA, Claremont EAP may use or disclose PHI to perform functions, activities or services for, or on behalf of, Covered Entity as specified in the Underlying Agreement, provided that such use or disclosure would not violate the Privacy Rule if done by Covered Entity. To the extent Claremont EAP is carrying out any of Covered Entity's obligations under the Privacy Rule pursuant to the terms of the Underlying Agreement or this BAA, Claremont EAP shall comply with the requirements of the Privacy Rule that apply to Covered Entity in the performance of such obligation(s).

b. Permitted Uses of PHI by Claremont EAP. Except as otherwise limited in this BAA, Claremont EAP may use PHI for the proper management and administration of Claremont EAP or to carry out the legal responsibilities of Claremont EAP.

c. Permitted Disclosures of PHI by Claremont EAP. Except as otherwise limited in this BAA, Claremont EAP may disclose PHI for the proper management and administration of Claremont EAP, provided that the disclosures are Required by Law,

or Claremont EAP obtains reasonable assurances from the person to whom the information is disclosed that it will remain confidential and will be used or further disclosed only as Required by Law or for the purpose for which it was disclosed to the person (which purpose must be consistent with the limitations imposed upon Claremont EAP pursuant to this BAA), and that the person agrees to notify Claremont EAP of any instances of which it is aware in which the confidentiality of the information has been breached. Claremont EAP may use PHI to report violations of law to appropriate federal and state authorities, consistent with 45 C.F.R. § 164.502(j).

d. Data Aggregation. Except as otherwise limited in this BAA, Claremont EAP may use PHI to provide Data Aggregation services as permitted by 45 C.F.R. § 164.504(e)(2)(i)(B), including use of PHI for statistical compilations, reports and all other purposes allowed under applicable law.

e. De-identified Data. Claremont EAP may create de-identified PHI in accordance with the standards set forth in 45 C.F.R. § 164.514(b) and may use or disclose such de-identified data for any purpose.

3. Obligations of Claremont EAP.

a. Appropriate Safeguards. Claremont EAP shall use appropriate safeguards and shall comply with the Security Rule with respect to Electronic PHI, to prevent use or disclosure of such information other than as provided for by the Underlying Agreement and this BAA.

b. Reporting of Improper Use or Disclosure, Security Incident or Breach. Claremont EAP shall report to Covered Entity any use or disclosure of PHI not permitted under this BAA, Breach of Unsecured PHI or Security Incident, without unreasonable delay, and in any event no more than thirty (30) days following discovery; provided, however, that the Parties acknowledge and agree that this Section 3(b) constitutes notice by Claremont EAP to Covered Entity of the ongoing existence and occurrence of attempted but Unsuccessful Security Incidents (as defined below) for which notice to Covered Entity by Claremont EAP shall be provided only upon written request from Covered Entity. "Unsuccessful Security Incidents" shall include, but not be limited to, pings and other broadcast attacks on Claremont EAP' firewall, port scans, unsuccessful log-on attempts, denials of service and any combination of the above, so long as no such incident results in unauthorized access, use or disclosure of PHI. Claremont EAP' notification to Covered Entity of a Breach shall include: (i) the identification of each individual whose Unsecured PHI has been, or is reasonably believed by Claremont EAP to have been, accessed, acquired or disclosed during the Breach; and (ii) any particulars regarding the Breach that Covered Entity would need to include in its notification, as such particulars are identified in 45 C.F.R. § 164.404(c).

c. Claremont EAP' Agents. In accordance with 45 C.F.R. § 164.502(e)(1)(ii) and 45 C.F.R. § 164.308(b)(2), as applicable, Claremont EAP shall enter into a written agreement with any Subcontractor that creates, receives, maintains or transmits PHI on behalf of Claremont EAP for services provided to Covered Entity, providing that the agent agrees to restrictions and conditions that are substantially similar to those that apply through this BAA to Claremont EAP with respect to such PHI.

d. Access to PHI. To the extent Claremont EAP has PHI contained in a Designated Record Set, it agrees to make such information available to Covered Entity pursuant to 45 C.F.R. § 164.524 within ten (10) business days of Claremont EAP' receipt of a written request from Covered Entity; provided, however, that Claremont EAP is not required to provide such access where the PHI contained in a Designated Record Set is duplicative of the PHI contained in a Designated Record Set possessed by Covered Entity. If an Individual makes a request for access pursuant to 45 C.F.R. § 164.524, or inquires about his or her right to access directly to Claremont EAP, Claremont EAP shall direct the Individual to Covered Entity.

e. Amendment of PHI. To the extent Claremont EAP has PHI contained in a Designated Record Set, it agrees to make such information available to Covered Entity for amendment pursuant to 45 C.F.R. § 164.526 within twenty (20) business days of Claremont EAP' receipt of a written request from Covered Entity. If an Individual submits a written request for amendment pursuant to 45 C.F.R. § 164.526 directly to Claremont EAP, or inquires about his or her right to amendment, Claremont EAP shall direct the Individual to Covered Entity.

f. Documentation of Disclosures. Claremont EAP agrees to document such disclosures of PHI and information related to such disclosures as would be required for Covered Entity to respond to a request by an Individual for an accounting of disclosures of PHI in accordance with 45 C.F.R. § 164.528. Claremont EAP shall document, at a minimum, the following information ("Disclosure Information"): (i) the date of the disclosure, (ii) the name and, if known, the address of the recipient of the PHI, (iii) a brief description of the PHI disclosed, (iv) the purpose of the disclosure that includes an explanation of the basis for such disclosure, and (v) any additional information required under the HITECH Act and any implementing regulations.

g. Accounting of Disclosures. Claremont EAP agrees to provide to Covered Entity, within thirty (30) days of Claremont EAP' receipt of a written request from Covered Entity, information collected in accordance with Section 3(f) of this BAA, to permit Covered Entity to respond to a request by an Individual for an accounting of disclosures of PHI in accordance with 45 C.F.R. § 164.528. If an Individual makes a request for an accounting of disclosures of PHI pursuant to 45 C.F.R. § 164.528 directly to Claremont EAP, or inquires about his or her right to an accounting of disclosures of PHI, Claremont EAP shall direct the Individual to Covered Entity.

h. Governmental Access to Records. Claremont EAP shall make its internal practices, books and records relating to the use and disclosure of PHI received from, or created or received by Claremont EAP on behalf of, Covered Entity available to the Secretary for purposes of the Secretary determining Covered Entity's compliance with the Privacy Rule.

i. Mitigation. To the extent practicable, Claremont EAP will reasonably cooperate with Covered Entity's efforts to mitigate a harmful effect that is known to Claremont EAP of a use or disclosure of PHI that is not permitted by this BAA.

j. Minimum Necessary. Claremont EAP shall request, use and disclose the minimum amount of PHI necessary to accomplish the purpose of the request, use or disclosure, in accordance with 45 C.F.R. § 164.514(d), and any amendments thereto.

k. Compliance with Laws. Claremont EAP shall comply with all applicable state and federal privacy and security laws governing PHI, including but not limited to HIPAA and the HITECH Act, as such may be amended from time to time.

l. Substance Use Disorder Patient Records/Qualified Service Organization Agreement. Claremont EAP acknowledges that "patient identifying information" (as defined at 42 C.F.R. § 2.11) subject to 42 C.F.R. Part 2, regarding the confidentiality of substance use disorder patent records (the "Part 2 Rule") may be disclosed by or on behalf of Covered Entity to Claremont EAP under the terms of this BAA ("Patient Identifying Information"). In such instances, Claremont EAP shall: (a) comply with the requirements of the Part 2 Rule with respect to Patient Identifying Information; (b) implement appropriate safeguards to prevent unauthorized uses and disclosures of Patient Identifying Information; (c) report to Covered Entity any unauthorized use, disclosure, or breach of Patient Identifying Information; and (d) refrain from redisclosing Patient Identifying Information to any person or entity other than to Covered Entity or to an agent or subcontractor as necessary for Claremont EAP to provide services to Covered Entity pursuant to the Underlying Agreement, where such agent or subcontractor is subject to restrictions substantially similar to those set forth in this Section. The Parties acknowledge that this Section constitutes notice by Covered Entity to Claremont EAP that "42 CFR part 2 prohibits unauthorized disclosure of these records," with respect to Patient Identifying Information, as such notice is required under 42 C.F.R. §§ 2.32(a) and 2.33(c). To the extent relevant, this BAA shall be considered a Qualified Service Organization Agreement as required by 42 C.F.R. Part 2.

4. Obligations of Covered Entity.

a. Notice of Privacy Practices. Covered Entity shall notify Claremont EAP of any limitation(s) in its notice of privacy practices in accordance with 45 C.F.R. § 164.520, to the extent that such limitation may affect Claremont EAP' use or disclosure of PHI. Covered Entity shall provide such notice no later than fifteen (15) days prior to the effective date of the limitation.

b. Notification of Changes Regarding Individual Permission. Covered Entity shall notify Claremont EAP of any changes in, or revocation of, permission by an Individual to use or disclose PHI, to the extent that such changes may affect Claremont EAP' use or disclosure of PHI. Covered Entity shall provide such notice no later than fifteen (15) days prior to the effective date of the change. Covered Entity shall obtain any consent or authorization that may be required by the HIPAA Privacy Rule, or applicable state law, prior to furnishing Claremont EAP with PHI.

c. Notification of Restrictions to the Use or Disclosure of PHI. Covered Entity shall notify Claremont EAP of any restriction to the use or disclosure of PHI that Covered Entity has agreed to in accordance with 45 C.F.R. § 164.522, to the extent that such restriction may affect Claremont EAP' use or disclosure of PHI. Covered Entity shall provide such notice no later than fifteen (15) days prior to the effective date of the restriction. If Claremont EAP reasonably believes that any restriction agreed to by Covered Entity pursuant to this Section may materially impair Claremont EAP' ability to perform its obligations under the Underlying Agreement or this BAA, the Parties shall mutually agree upon any necessary modification of Claremont EAP' obligations under such agreements.

d. Permissible Requests by Covered Entity. Covered Entity shall not request Claremont EAP to use or disclose PHI in any manner that would not be permissible under the Privacy Rule, the

Security Rule or the HIPAA Final Rule if done by Covered Entity, except as permitted pursuant to the provisions of Section 2 of this BAA.

5. Term and Termination.

a. Term. The term of this BAA shall commence as of the BAA Effective Date, and shall terminate when all of the PHI provided by Covered Entity to Claremont EAP, or created or received by Claremont EAP on behalf of Covered Entity, is cleared or returned to Covered Entity or, if it is infeasible to return or clear PHI, protections are extended to such information, in accordance with Section 5(c).

b. Termination for Cause. Upon either Party's knowledge of a material breach by the other Party of this BAA, such Party shall provide written notice to the breaching Party stating the nature of the breach and providing an opportunity to cure the breach within thirty (30) days. Upon the expiration of such 30-day cure period, the non-breaching Party may terminate this BAA and, at its election, those portions of the Underlying Agreement that involve the disclosure of PHI to Business Associate, or if non-severable, the Underlying Agreement, if cure is not possible.

c. Effect of Termination.

i. Except as provided in paragraph (ii) of this Section 5(c), upon termination of the Underlying Agreement or this BAA for any reason, Claremont EAP shall return or destroy all PHI received from Covered Entity, or created or received by Claremont EAP on behalf of Covered Entity, and shall retain no copies of the PHI.

ii. If, based upon a reasonable determination by Claremont EAP, it is infeasible for Claremont EAP to return or destroy the PHI upon termination of the Underlying Agreement or this BAA, Claremont EAP shall: (i) extend the protections of this BAA to such PHI; and (ii) limit further uses and disclosures of such PHI to those purposes that make the return or destruction infeasible, for so long as Claremont EAP maintains such PHI.

iii. For purposes of this Section 5(c), "destroy" or "destruction" shall be satisfied by "sanitization" performed in accordance with NIST Special Publication 800-88 Revision 1. All storage media used by Claremont EAP for storage of PHI shall be sanitized in such manner upon decommissioning at the end of useful life, and no such media subject to such sanitization shall leave the possession of Claremont EAP until such sanitization occurs.

6. Cooperation in Investigations. The Parties acknowledge that certain breaches or violations of this BAA may result in litigation or investigations pursued by federal or state governmental authorities of the United States resulting in civil liability or criminal penalties. Each Party shall cooperate in good faith in all respects with the other Party in connection with any request by a federal or state governmental authority for additional information and documents or any governmental investigation, complaint, action or other inquiry.

7. Indemnification. The Parties acknowledge and agree that the Underlying Agreement shall set forth the Parties' respective indemnification obligations, including with respect to any and all losses, damages, deficiencies, judgments, settlements, interest, awards, penalties, fines, or other costs or expenses (including reasonable attorneys' fees) resulting from any claim, action, demand, lawsuit, arbitration,

inquiry, proceeding, notices of violation, citation or investigation of any nature, including civil, criminal, administrative, regulatory or otherwise, whether at law, in equity, or otherwise, of a third party with respect to the subject matter of, or otherwise in connection with, this BAA.

8. Survival. The respective rights and obligations of Claremont EAP under Section 5(c), Section 6, Section 7, and the statute of limitations in Section 10 of this BAA shall survive the termination of this BAA and the Underlying Agreement.

9. Effect of BAA. In the event of any inconsistency between the provisions of this BAA and the Underlying Agreement, the provisions of this BAA shall control with respect to protected health information. In the event of inconsistency between the provisions of this BAA and mandatory provisions of the Privacy Rule, the Security Rule or the HIPAA Final Rule, or their interpretation by any court or regulatory agency with authority over Claremont EAP or Covered Entity, such rule or interpretation shall control; provided, however, that if any relevant provision of the Privacy Rule, the Security Rule or the HIPAA Final Rule is amended in a manner that changes the obligations of Claremont EAP or Covered Entity that are embodied in terms of this BAA, then the Parties agree to negotiate in good faith appropriate non-financial terms or amendments to this BAA to give effect to such revised obligations. Where provisions of this BAA are different from those mandated in the Privacy Rule, the Security Rule, or the HIPAA Final Rule, but are nonetheless permitted by such rules as interpreted by courts or agencies, the provisions of this BAA shall control.

10. General. This BAA is governed by, and shall be construed in accordance with, the laws of the State that govern the Underlying Agreement. Any action relating to this BAA must be commenced within (1) one year after the date upon which the cause of action accrued. Covered Entity shall not assign this BAA without the prior written consent of Claremont EAP, which shall not be unreasonably withheld. If any part of a provision of this BAA is found illegal or unenforceable, it shall be enforced to the maximum extent permissible, and the legality and enforceability of the remainder of that provision and all other provisions of this BAA shall not be affected. All notices relating to the Parties' legal rights and remedies under this BAA shall be provided in writing to a Party, shall be sent to its address set forth in the signature block below, or to such other address as may be designated by that Party by notice to the sending Party, and shall reference this BAA. This BAA may be modified, or any rights under it waived, only by a written document executed by the authorized representatives of both Parties. Nothing in this BAA shall confer any right, remedy or obligation upon anyone other than Covered Entity and Claremont EAP. This BAA is the complete and exclusive agreement between the Parties with respect to the subject matter hereof, superseding and replacing all prior agreements, communications, and understandings (written and oral) regarding its subject matter.

Signature page follows

SIGNATURE PAGE

IN WITNESS WHEREOF, the Parties hereto have duly executed this BAA as of the BAA Effective Date.

COVERED ENTITY	CLAREMONT EAP
Alameda County School Insurance Group	Integrated Behavioral Health, Inc., d/b/a Claremont EAP
Address: 5776 Stoneridge Mall Dr, Suite 130 Pleasanton, CA 94588	Address: Integrated Behavioral Health, Inc., d/b/a Claremont EAP 2 Park Plaza, Suite 1200 Irvine, CA 92614 Attention: Compliance
By: _____	By: _____
Print Name: _____	Print Name: _____
Title: _____	Title: _____
Date: _____	Date: _____
	Notice to: Claremont EAP 2 Park Plaza, Suite 1200 Irvine, CA 92614 Attention: Legal Department

Alameda County Schools Insurance Group
P.O. Box 2487
Dublin, CA 94568
Phone (925) 225-1030
Fax (925) 225-0653
www.acsig.com

Executive Summary

To: ACSIG Board of Directors
From: Jackie Kim
Date: May 21, 2026
Subject: Property Liability Actuarial Study

Enclosed please find the draft of the 2024/2025 Actuarial study of the ACSIG property/liability program. This report was completed by Jack Joyce of Bay Actuarial.

The property and casualty actuarial report addresses two key areas. ACSIG self-insures the first $25,000 of each property or liability loss. Members pay the first $5,000 on each loss through their deductibles. The actuary has estimated the new losses that ACSIG will self-insure in 2026-27. He projects increases in both liability and property losses.

This report was reviewed in detail with the Executive Committee and approved at its May 14, 2026 meeting.

Alameda County Schools Self Insurance Group

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An Actuarial Review of the Property and Liability Program

BAY ACTUARIAL CONSULTANTS
Moraga, California
April 22, 2026

Bay Actuarial Consultants

April 22, 2026

Ms. Jackie Kim
Executive Director
Alameda County Schools Insurance Group
P.O. Box 2487
Dublin, CA 94568

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Dear Ms. Kim:

This report documents our actuarial review of the Alameda County Schools Insurance Group's property and liability program. We appreciate the opportunity to serve the Group.

Please call me at (925) 377-5269 if you have any questions.

Respectfully,

BAY ACTUARIAL CONSULTANTS



Jack Joyce, FCAS, MAAA
Principal

346 Rheem Blvd., Suite 204, Moraga, California 94556
Tel 925.377.5269 • Fax 925.377.5270 • www.bayactuarial.com

Alameda County Schools Insurance Group

An Actuarial Review of the Property & Liability Self-Insurance Program

Table of Contents

	Page
Introduction	2
Background & Purpose	3
Conditions & Limitations	3
Structure of the Report	4
Management Summary	5
Projected 2026-27 Losses – Net of Deductible	6
Rates at $50,000 & $100,000 Retention	7
Estimated Liability at 12/31/25	8
Projected 6/30/26 Liability	9
Liability Claim Frequency	10
$1M Claim Severity – Liability Claims	10
Past Rates of Loss	11
Interest Rates	12
Technical Approach	13
Technical Exhibits	
Property & Liability Summary	18
Liability Summary	26
Property Summary	29
Liability Exhibits	32
Property Exhibits	55
Deductible Exhibits	62

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Alameda County Schools Insurance Group

An Actuarial Review of the
Property & Liability Self-Insurance Program

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Introduction

Alameda County Schools Insurance Group

An Actuarial Review of the Property & Liability Self-Insurance Program

Introduction

Background & Purpose

The Alameda County Schools Insurance Group ("ACSIG") self-insures its members' auto, general liability, and property claims up to a limit of $25,000 per loss. The portion of any loss that exceeds these limits is covered by the Northern California Regional Liability Excess Fund ("NCR"). ACSIG asked Bay Actuarial Consultants to provide an actuarial report on program, using data evaluated as of 12/31/25. This report covers the following topics:

1) **Projected 2026-27 Losses:** A projection of the losses expected to be incurred during 2026-27, and a recommended level of funding, expressed both as a dollar amount and in terms of funding rates per ADA and per $1,000 of TIV.
2) **Liability for Unpaid Losses:** An estimate of the liability for unpaid losses as of 12/31/25 and a projection of the 6/30/26 liability. We also estimate various "probability levels" of the 12/31/25 liability.

Conditions & Limitations

This report is for ACSIG's internal use. It may provide a copy to its financial auditors. We do not authorize any other use. In particular, any provider providing ACSIG with liability or property coverage must rely only upon its own actuarial analysis instead of this work.

Keenan & Associates provided the data. We did not audit this data and are not responsible for its accuracy. In any actuarial analysis the accuracy and relevance of the conclusions and the reasonableness of the recommendations depend upon the accuracy and relevance of the underlying data.

The term "losses" refers to all costs that can be tied to a specific claim. These include loss payments, attorney's fees, and other expenses linked to a specific claim. We did not estimate the liability for unpaid ULAE. Keenan & Associates provides ACSIG with an estimate of the ULAE liability.

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We assumed that ACSIG will continue to purchase “excess” coverage attaching at $25,000 per loss in 2026-27.

The actuarial projections in this report are uncertain. Uncertainty is unavoidable because many of events that will determine the actual claims costs will take place in the future. These future events include the outcomes of future claims litigation and the amounts of future claims settlements, changes in the law and its interpretation, future rates of inflation, and the numbers and severity of the losses that will occur in 2026-27. Our projections are based upon ACSIG’s past claims experience. We used actuarial methods that should produce reasonable results given current information. We did not anticipate any extraordinary changes in the various factors that might affect the future cost of claims. There is no guarantee, express or implied, that losses will develop as projected in this report.

Structure of the Report

The remainder of this report comprises seven sections:

- the *Management Summary*,
- the *Technical Approach* section,
- the *Property & Liability Summary,*
- the *Liability Summary,*
- the *Property Summary,*
- the *Liability Exhibits, and*
- the *Property Exhibits*.

The *Management Summary* provides an overview of the results. The *Technical Approach* section discusses and explains the assumptions and details. The *Combined Property & Liability Summary* summarizes the results. The *Liability Summary* and the *Property Summary* provide summary exhibits for these two programs individually. The *Liability Exhibits* and the *Property Exhibits* document the calculations.

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Alameda County Schools Insurance Group

An Actuarial Review of the
Property & Liability Self-Insurance Program

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Management Summary

Alameda County Schools Insurance Group

An Actuarial Review of the Property & Liability Self-Insurance Program

Management Summary

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Projected 2026-27 Losses – Net of Deductibles

We project that ACSIG will incur "*net*" losses of **$141,051** from claims that will occur during 2026-27 assuming a retention of $25,000 per loss. This projection is 15.9% higher than the corresponding projection for 2025-26 that we made in last year's report. "*Net*" losses do not include the amounts that will be paid directly by the members through their deductibles of $5,000 per loss. About 28.8% of the losses fall under these deductibles. Table 1 breaks out this projection between liability and property.

Table 1: Projected 2026-27 Losses
$25K Retention - Net of $5,000 Deductible

Probability Level	Liability Losses	Property Losses	Total Losses
Central Estimate	**$125,160**	**$15,891**	**$141,051**
70%	151,174	19,194	**$170,368**
80%	179,783	22,826	202,609
90%	224,924	28,558	253,482

$141,051 is the "actuarial central estimate." It is our "best" estimate of the actual costs. There is roughly a 42% probability that the actual costs will turn out to be higher, and 58% that they will be lower. In the past the Authority has funded at the 70% probability level. That is **$170,368** in Table 1.

These projections convert into *rates of loss* by dividing by the projected exposure. The projected exposure is **19,825** of Average Daily Attendance ("ADA") in the liability program and **$1,327.030 million** of Total Insured Value ("TIV") in the property program.

The projected rates of loss are *discounted* by multiplying by "present value factors." At **3.0%** interest the present value factors are **0.935** and **0.971** for liability and property.

Tables 2 and 3 show discounted and undiscounted rates of loss for the liability and property programs.

Table 2: Projected 2026-27 Liability Funding Rates
Dollars per ADA, Net of $5,000 Deductible, $25,000 MRL

Probability Level	Undiscounted	Discounted @ 3.0% Interest
Central Estimate	**$6.31**	**$5.90**
70%	7.63	**$7.13**
80%	9.07	8.48
90%	11.35	10.61

Table 3: Projected 2026-27 Property Funding Rates
Cents per $1,000 TIV, Net of $5,000 Deductible, $25,000 MRL

Probability Level	Undiscounted	Discounted @ 3.0% Interest
Central Estimate	**1.20¢**	**1.16¢**
70%	1.45	**1.40¢**
80%	1.72	1.67
90%	2.15	2.09

Rates at $50,000 and $100,000 Retention

Tables 2 and 3 show rates at the $25,000 retention. The following tables show rates at the $50,000 and $100,000 retentions.

Table 4: Projected 2026-27 Liability Funding Rates
Dollars per ADA, $50,000 Retention, $5,000 Deductible

Probability Level	Undiscounted	Discounted @ 3.0%
Central Estimate	**$12.44**	**$11.63**
70%	15.05	**$14.07**
80%	17.96	16.80
90%	22.58	21.11

Table 5: Projected 2026-27 Property Funding Rates
Cents per $1,000 TIV, $50,000 Retention, $5,000 Deductible

Probability Level	Undiscounted	Discounted @ 3.0%
Central Estimate	**2.04¢**	**1.98¢**
70%	2.47	**2.40¢**
80%	2.95	2.86
90%	3.71	3.60

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Table 6: Projected 2026-27 Liability Funding Rates
Dollars per ADA, $100,000 Retention, $5,000 Deductible

Probability Level	Undiscounted	Discounted @ 3.0%
Central Estimate	**$22.54**	**$21.08**
70%	27.46	**$25.67**
80%	33.47	31.30
90%	43.13	40.33

Table 7: Projected 2026-27 Property Funding Rates
Cents per $1,000 TIV, $100,000 Retention, $5,000 Deductible

Probability Level	Undiscounted	Discounted @ 3.0%
Central Estimate	3.09¢	3.00¢
70%	3.76	**3.65¢**
80%	4.59	4.45
90%	5.91	5.74

Estimated Liability at 12/31/25

We estimate that ACSIG's liability was **$280,874** on 12/31/25, net of future deductible recoveries. Discounting at **3.0%** interest reduces this by about 3.9%. Table 8 shows the central estimates and a range of probability level estimates.

Table 8: Estimated Liability for Unpaid Losses as of 12/31/25

	Undiscounted		Discounted @ 3.0%	
Probability Level	**Gross of Deductibles**	**Net of Deductibles**	**Gross of Deductibles**	**Net of Deductibles**
10%	290,568	227,508	279,288	218,676
20%	301,330	235,934	289,632	226,775
30%	312,091	244,360	299,976	234,874
40%	326,440	255,595	313,768	245,673
50%	340,790	266,830	327,560	256,472
60%	355,139	278,065	341,352	267,270
Central Estimate	**$358,726**	**$280,874**	**$344,800**	**$269,970**
70%	376,662	294,918	362,040	283,469
80%	405,360	317,388	389,624	305,066
90%	451,995	353,901	434,447	340,162
85%	498,629	390,415	479,271	375,258
98%	559,612	438,163	537,887	421,153

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Projected 6/30/26 Liability

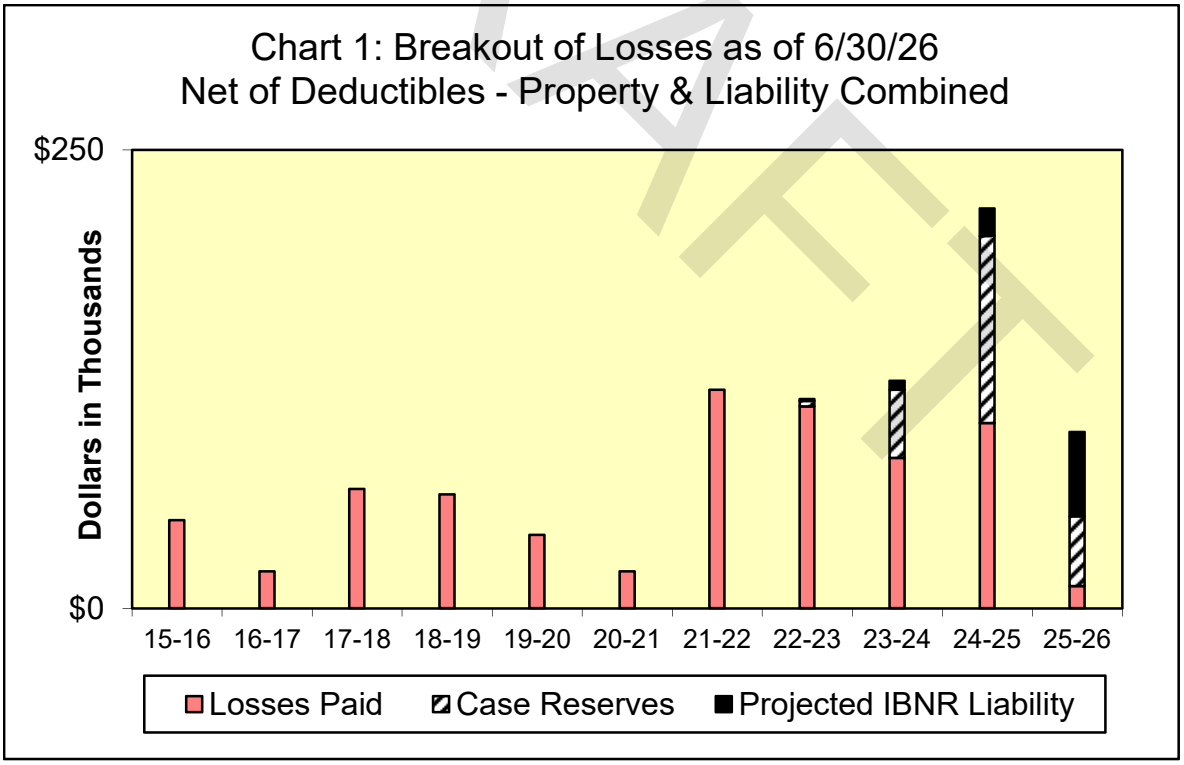
We project that ACSIG's liability will be **$248,648** on 6/30/26, net of future deductible recoveries. Table 9 shows the projected central estimates.

Table 9: Projected Liability for Unpaid Losses as of 6/30/26

	Undiscounted		Discounted @ 3.0%	
Probability Level	**Gross of Deductibles**	**Net of Deductibles**	**Gross of Deductibles**	**Net of Deductibles**
Central Estimate	$317,679	**$248,648**	$305,346	**$238,995**

Projecting probability levels six months into the future based on current data produces very high amounts that have little or no utility. However if nothing unusual happens over the next six months and the projected June 30 central estimates appear reasonable given the actual June 30 claims data, then the higher June 30 probability levels would be in proportion to the higher December 31 levels shown in Table 8.

Chart 1 shows the projected ultimate losses in terms of paid losses, case reserves, and IBNR liabilities for program years 2015-16 through 2025-26.

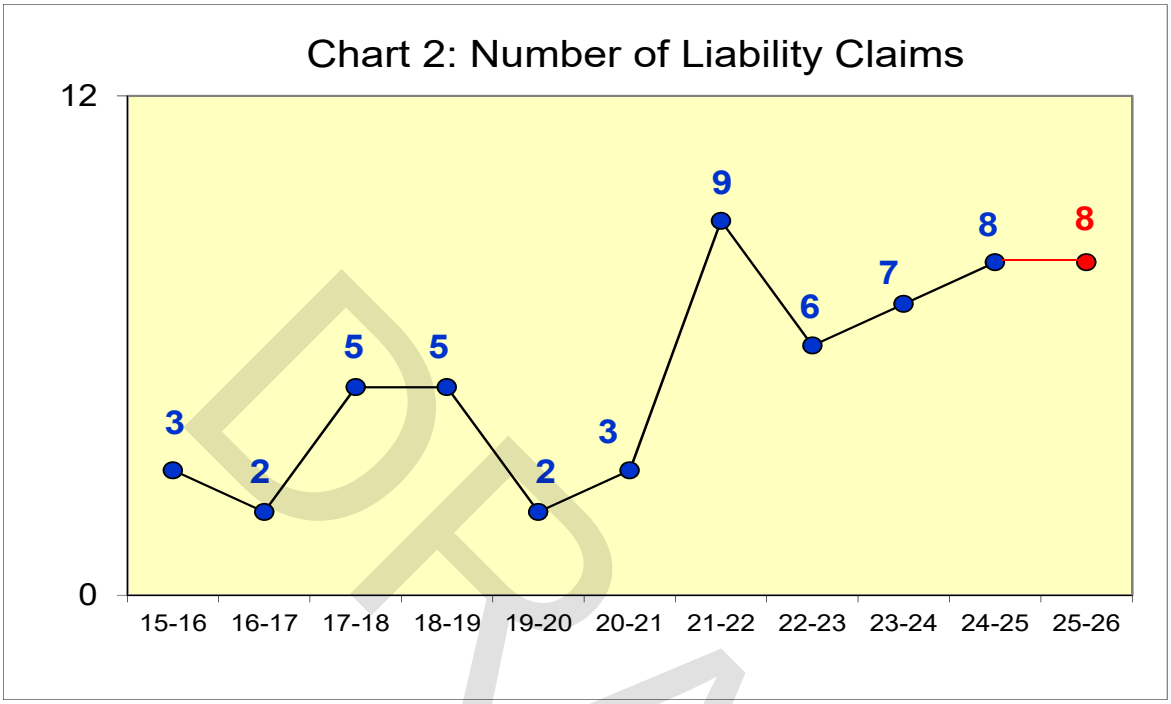


There is **37¢** of projected IBNR liability for every **$1.00** of projected case reserves.

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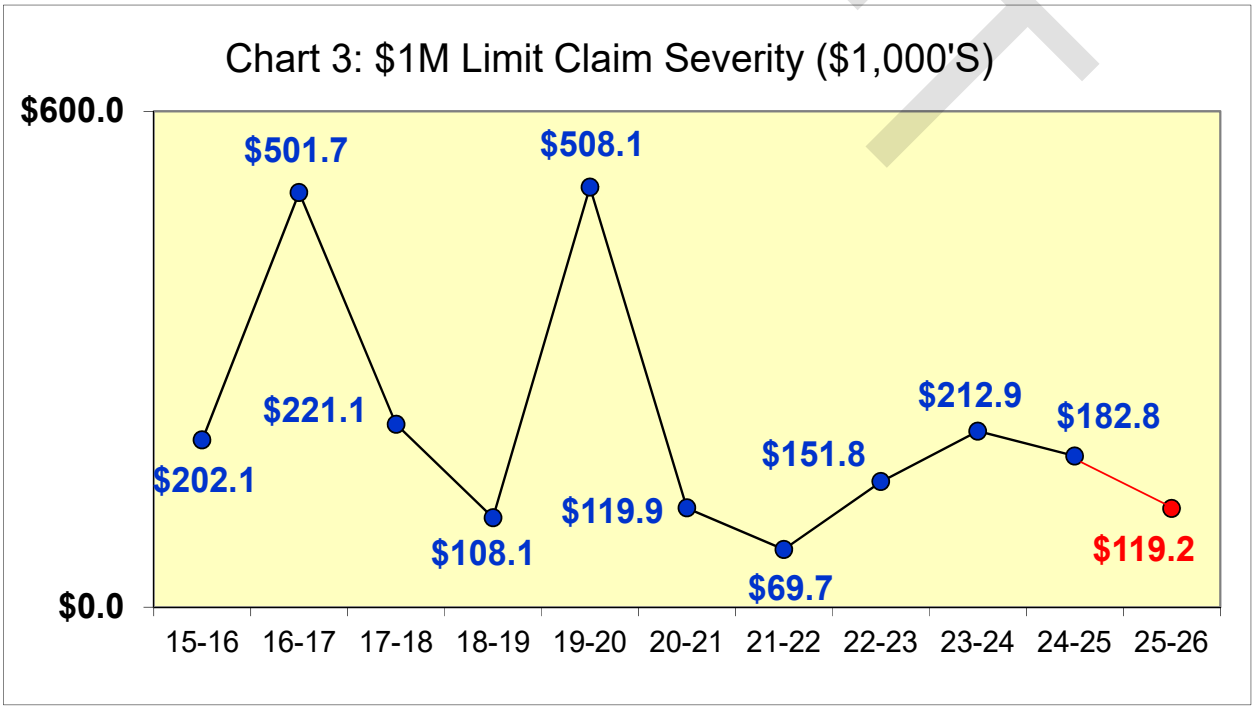
Number of Liability Claims

Chart 2 shows that claim frequency has been increasing. The projection of **8** for 25-26 is based on the **3** that had been reported through 12/31/25.



Claim Severity – Liability Claims

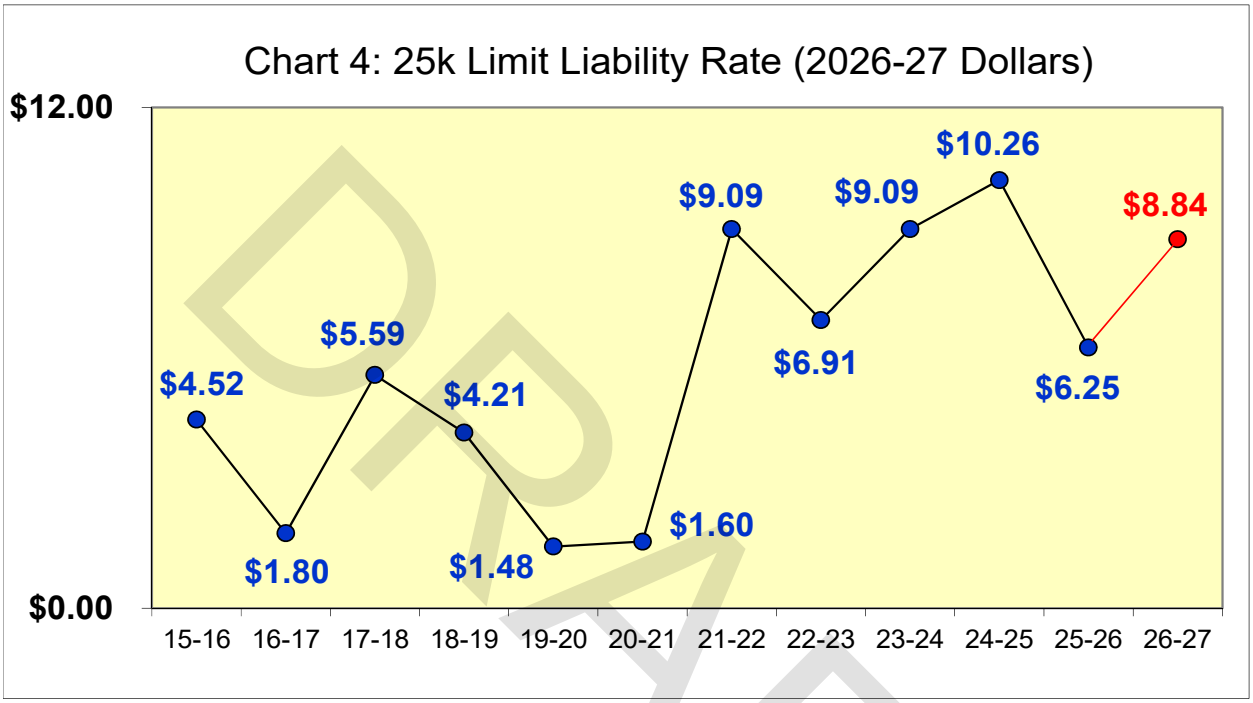
Chart 3 displays claim severity (average claim size). Claims in this Chart are limited to $1,000,000 per loss. NCR covers the portion of each loss that falls between $25,000 and $1,000,000. The projection of **$119.2** for 25-26 is baed on the 12/31/25 data.

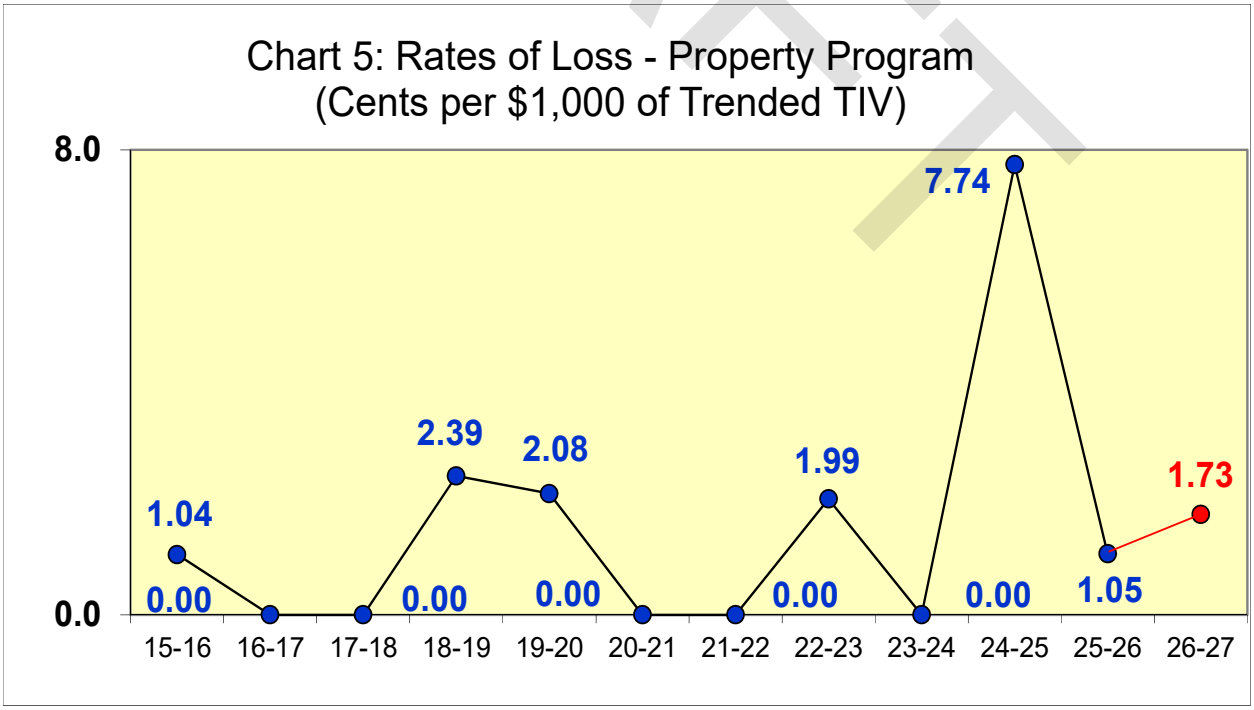


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Past Rates of Loss

The following charts show how ACSIG's basic loss costs have changed over time. Chart 4 shows the past history in the liability program (liability loss per ADA) and Chart 5 shows the property loss rate (property loss per $1,000 TIV). There was a huge jump in liability claim costs starting in 2021-22. This is a statewide trend but it is particularly obvious in the ACSIG claims data.





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Interest Rates

The discounted liabilities and rates in this report were calculated using a **3.0%** interest rate. Table 10 shows the adjustments to make to use a different interest rate:

Table 10: Factors to Adjust for Alternative Interest Rates

Interest Rate	2.5%	3.0%	3.5%	3.81%
Liability Rates	+1.2%	+0.0%	-1.1%	-1.7%
Property Rates	+0.5%	+0.0%	-0.5%	-0.8%
Liabilities	+0.6%	+0.0%	-0.6%	-1.0%

The timing and amounts of the projected future loss payments are some of the products of the actuarial analysis. Matching the projected future claims payments with maturing zero coupon US Treasury bonds (“strips”), as available on 3/31/26, produced an overall interest rate of **3.81%** for both the 6/30/26 liability and the projected 2026-27 rate of loss. Therefore, as of 3/31/25, **3.0%** was reasonable and conservative. That **3.81%** yield to maturity could have been “locked in” on that date.

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Alameda County Schools Insurance Group

An Actuarial Review of the
Property & Liability Self-Insurance Program

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Technical Approach

Alameda County Schools Insurance Group

An Actuarial Review of the Property & Liability Self-Insurance Program

Technical Approach

This section describes the actuarial calculations.

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Combined Summary

These exhibits provide an overall summary of our findings. They show the projected liabilities as of 12/31/25 and projected funding for the 2026-27 program year. These estimates represent the sum of the totals from the *Property Summary* and the *Liability Summary*.

All estimates are shown 1) on a nominal value basis, 2) discounted for investment income, and 3) discounted for investment income at 70%, 80%, and 90% probability levels. Part 3 breaks out the projected 6/30/26 liability by year between ACSIG and its members.

Liability Summary

These exhibits summarize our findings for the Liability Program only. Part 1 shows the projected liability for unpaid losses as of 6/30/26. Part 2 details the projected losses for 2026-27.

Property Summary

These exhibits summarize the statistics on the Property Program. The format is identical to that of the Liability Summary.

Liability Exhibits

Exhibit 1

Exhibit 1 shows the projection of the unpaid losses as of 6/30/26. The liability is calculated as the sum of the case reserves and an estimated incurred-but-not-reported (IBNR) liability.

Exhibit 2

This exhibit shows the results (and the calculations) of the various actuarial projection methods and our estimates of what the total gross losses will be for each program year once all the claims are settled.

We used five different actuarial methods, to avoid placing too much reliance on any given set of judgments and assumptions. Each actuarial projection method involves a specific set of assumptions regarding the claims process. Each can yield spurious results when important underlying assumptions do not hold. Multiple methods serve to check each other.

We used five standard actuarial methods:

1) Reported loss projection method,
2) Paid loss projection method,
3) IBNR to case reserves ratio projection method,
4) Bornhuetter-Ferguson method using reported losses, and
5) Frequency times severity method.

For liability claims, the actual case reserves at any given time usually understate the ultimate cost of the corresponding claims. Although some claims will settle for less than their current case reserves, this effect is usually more than offset by larger increases in the case reserves for claims that have been underestimated. The result is that the estimated total cost of the claims incurred in a given year, when computed as the sum of the case reserves and paid claims, rises over time. This is known as *loss development*. In applying the *reported loss projection method* (Part 2), we have assumed that future loss development can be reasonably predicted by analyzing past loss development.

The *paid loss projection method* (Part 3) is similar. It has the advantage of not being based on the subjective judgments of claims administrators, as well as the disadvantage that the projections are more sensitive to random variations in experience.

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The *IBNR to case reserves ratio method* (Part 4) estimates dollars of IBNR per dollar of case reserve, and often produces a reasonable result when the other methods fail to produce realistic outcomes.

The *Bornhuetter-Ferguson method using reported losses* (Part 5) uses assumptions about the underlying relationship between losses and Average Daily Attendance (ADA). They are based on the assumption that future loss payments or future loss reports can be estimated from this underlying relationship. For example, if we estimate that 46% of all losses for a given program year have been reported and that the loss rate is $10 per ADA, then we would estimate the unreported losses as 54% times $10 times the ADA for that year. This estimate of the unreported losses is then added to the losses that have been reported to produce an estimate of the total losses.

In the *frequency times severity method* (Part 9) we estimate an average claim size for each program year. The average claim amount, or *severity*, is multiplied by the projected ultimate number of claims (Exhibit 3) to produce an estimate of the total losses.

Exhibit 3

We used two actuarial techniques to project the ultimate number of claims: a *reported claim count projection technique* (Part 2), analogous to the projection methods for losses, and a *Bornhuetter-Ferguson method using the reported claim counts* (Part 3), corresponding to the Bornhuetter-Ferguson method using reported losses. Part 1 shows our selection of the ultimate claim counts based on these two techniques.

Exhibit 4

This exhibit documents our projection of the 2026-27 losses. First we estimated a loss rate for 2026-27. A loss rate is simply the expected ratio of ultimate losses to average daily attendance (ADA) for a given accident period. We estimated the loss rate on the basis of the past experience, adjusted for inflation and for the changes in ACSIG's retention over time. We then applied the selected rate to the projected ADA for 2026-27, after adjusting for inflation. This calculation is shown on Part 1.

Exhibit 5

These exhibits show the discounted value calculations for unpaid losses as of 6/30/26, and for losses expected to be incurred during 2026-27. The calculations are based on the observed claims payment pattern and a **3.0%** interest rate.

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Exhibit 6

This exhibit contains historical statistics on ADA's and self-insured retentions.

Property Exhibits

Exhibit 1 - Part 1

Part 1 shows the estimates of the liability for unpaid losses as of 6/30/26. As in the Liability exhibits, this is calculated as the sum of case basis reserves and estimated IBNR liability.

Exhibit 1 - Part 2

This exhibit documents our estimation of ultimate losses. Due to the short-tailed nature of property claims, we use only the Bornhuetter-Ferguson method to estimate ultimate losses.

Exhibit 1 - Part 3

This exhibit documents our projection of the 2026-27 losses. First we selected loss rate for 2026-27. A loss rate is simply the expected ratio of ultimate losses to TIV for a given program year. We estimated the loss rate on the basis of the past experience, adjusted for inflation and for the changes in ACSIG's retention. We then applied the selected rate to the projected TIV for 2026-27, after adjusting for inflation.

Exhibit 1 - Part 4

This exhibit contains historical information and lists the SIR and TIV for each program year.

Deductibles Exhibits

Exhibit 1

This exhibit shows our estimate of member deductibles paid and reported as of 6/30/26.

Exhibit 2

This exhibit projects paid and reported deductibles to 6/30/26.

Exhibit 3

This exhibit shows the calculation of ultimate member deductibles. We used deductible claims data evaluated as of 12/31/25.

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Alameda County Schools Insurance Group

An Actuarial Review of the
Property & Liability Self-Insurance Program

Property & Liability Summary

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Alameda County Schools Insurance Group
Property & Liability Programs

Estimated Unpaid Losses as of 12/31/25

	Gross of Deductibles	Net of Deductibles
(1) Estimated Unpaid Losses:	$358,726	**$280,874**
(2) Discounted Unpaid Losses: Assuming a 3.00% interest rate	$344,800	$269,970

		Undiscounted		Discounted at 3.00% Interest	
Probability Level (3)	Gross Probability Factor (4)	Gross of Deductibles (5)	Net of Deductibles (6)	Gross of Deductibles (7)	Net of Deductibles (8)
10%	0.81	$290,568	$227,508	$279,288	$218,676
20%	0.84	301,330	235,934	289,632	226,775
30%	0.87	312,091	244,360	299,976	234,874
40%	0.91	326,440	255,595	313,768	245,673
50%	0.95	340,790	266,830	327,560	256,472
60%	0.99	355,139	278,065	341,352	267,270
Central Estimate	**1.00**	**$358,726**	**$280,874**	**$344,800**	**$269,970**
70%	1.05	376,662	294,918	362,040	283,469
80%	1.13	405,360	317,388	389,624	305,066
90%	1.26	451,995	353,901	434,447	340,162
95%	1.39	498,629	390,415	479,271	375,258
98%	1.56	559,612	438,163	537,887	421,153

Notes:
(1) Page 23 & Page 25, Column (6).
(2) Discounted at 3.00%
(3) Estimated Probability that funding will be adequate.
(4) Estimated by BAC.
(5) - (6) (1) x (4).
(7) - (8) (2) x (4).

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Alameda County Schools Insurance Group
Property & Liability Programs

Projected Losses for the 2026-27 Program Year
$25,000 Property & $25,000 Liability Retention

	Gross of Deductibles	Net of Deductibles
(1) Projected Ultimate Losses:	$198,184	$141,051
(2) Discounted Value of Losses: (as of 7/1/26, 3.00% interest)	$186,204	$132,525

		Undiscounted		Discounted at 3.00% Interest	
Probability Level (3)	Gross Probability Factor (4)	Gross of Deductibles (5)	Net of Deductibles (6)	Gross of Deductibles (7)	Net of Deductibles (8)
Central Estimate	1.00	$198,184	$141,051	$186,204	$132,525
70%	1.21	239,803	170,672	225,307	160,355
80%	1.44	285,385	203,113	268,134	190,836
90%	1.80	356,731	253,892	335,167	238,545

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Notes:
(1) Column 1: [Page 28, Item (1)] + [Page 31, Item (1)].
Column 2: [Page 28, Item (1), net] + [Page 31, Item (1), net].
(2) Column 1: [Page 28, Item (2)] + [Page 31, Item (2)].
Column 2: Estimated by BAC.
(3) Estimated Probability that funding will be adequate.
(4) Estimated by BAC.
(5) - (6) (1) x (4).
(7) - (8) (2) x (4).

Alameda County Schools Insurance Group
Property & Liability Programs

Projected Unpaid Losses
by Member and Program

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Program Year	Undiscounted: Claims Liabilities as of 6/30/26 (1)	Undiscounted: Members' Portion (2)	Undiscounted: Program's Portion (3)	Discounted at 3.00% interest: Claims Liabilities as of 6/30/26 (4)	Discounted at 3.00% interest: Members' Portion (5)	Discounted at 3.00% interest: Program's Portion (6)	Estimated Ultimate Losses: Estimated Gross Ultimate Losses (7)	Estimated Ultimate Losses: Members' Portion (8)	Estimated Ultimate Losses: Program's Portion (9)
2015-16	$0	$0	$0	$0	$0	$0	$72,777	$25,000	$47,777
2016-17	0	0	0	0	0	0	25,600	5,600	20,000
2017-18	0	0	0	0	0	0	87,425	22,572	64,853
2018-19	0	0	0	0	0	0	97,301	35,000	62,301
2019-20	0	0	0	0	0	0	50,318	10,318	40,000
2020-21	0	0	0	0	0	0	28,646	8,646	20,000
2021-22	0	0	0	0	0	0	168,516	50,000	118,516
2022-23	12,766	8,094	4,671	12,284	7,789	4,495	155,000	40,034	114,966
2023-24	48,757	6,009	42,749	47,073	5,801	41,272	165,000	40,089	124,911
2024-25	145,004	27,812	117,192	139,874	26,828	113,046	289,917	71,777	218,139
2025-26	111,152	27,116	84,035	106,115	25,887	80,228	133,725	37,627	96,098
Total	$317,679	$69,031	$248,648	$305,346	$66,305	$239,041	$1,274,224	$346,663	$927,561

Notes:
(1) [Page 27, Column (1)] + [Page 30, Column (1)].
(2) Page 63, Column (6).
(3) (1) - (2).
(4) [Page 27, Column (2)] + [Page 30, Column (2)].
(5) Estimated by BAC.
(6) (4) - (5).
(7) Page 65, Column (1).
(8) Page 63, Column (1).
(9) (7) - (8).

Alameda County Schools Insurance Group
Combined Property & Liability Programs

Projected Unpaid Losses as of 6/30/26
Gross of Member Deductibles - Limited to the SIR

Program Year	Estimated Ultimate Losses (1)	Projected Paid Losses as of 6/30/26 (2)	Projected Case Reserves 6/30/26 (3)	Projected Reported Losses as of 6/30/26 (4)	Projected IBNR as of 6/30/26 (5)	Projected Unpaid Losses as of 6/30/26 (6)
2015-16	$72,777	$72,777	$0	$72,777	$0	$0
2016-17	25,600	25,600	0	25,600	0	0
2017-18	87,425	87,425	0	87,425	0	0
2018-19	97,301	97,301	0	97,301	0	0
2019-20	50,318	50,318	0	50,318	0	0
2020-21	28,646	28,646	0	28,646	0	0
2021-22	168,516	168,516	0	168,516	0	0
2022-23	155,000	142,234	11,423	153,657	1,343	12,766
2023-24	165,000	116,243	43,353	159,596	5,404	48,757
2024-25	289,917	144,913	128,485	273,397	16,519	145,004
2025-26	133,725	22,574	55,373	77,947	55,778	111,152
Total	$1,274,224	$956,545	$238,634	$1,195,179	$79,045	$317,679

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Notes:
(1) - (6) Sum of Page 33 + Page 56 entries.

Alameda County Schools Insurance Group
Combined Property & Liability Programs

Estimated Unpaid Losses as of 12/31/25
Gross of Member Deductibles - Limited to the SIR

Program Year	Estimated Ultimate Losses (1)	Paid Losses as of 12/31/25 (2)	Case Reserves 12/31/25 (3)	Reported Losses as of 12/31/25 (4)	Estimated IBNR as of 12/31/25 (5)	Estimated Unpaid Losses as of 12/31/25 (6)
2015-16	$72,777	$72,777	$0	$72,777	$0	$0
2016-17	25,600	25,600	0	25,600	0	0
2017-18	87,425	87,425	0	87,425	0	0
2018-19	97,301	97,301	0	97,301	0	0
2019-20	50,318	50,318	0	50,318	0	0
2020-21	28,646	28,646	0	28,646	0	0
2021-22	168,516	168,516	0	168,516	0	0
2022-23	155,000	137,278	15,000	152,278	2,722	17,722
2023-24	165,000	90,564	67,027	157,591	7,409	74,436
2024-25	289,917	87,566	177,357	264,923	24,994	202,351
2025-26	66,863	2,646	18,000	20,646	46,216	64,216
Total	$1,207,361	$848,635	$277,383	$1,126,019	$81,342	$358,726

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Notes:
(1) - (6) Sum of Page 35 + Page 58 entries.

Alameda County Schools Insurance Group
Combined Property & Liability Programs

Projected Unpaid Losses as of 6/30/26
Net of Member Deductibles - Limited to the SIR

Program Year	Estimated Ultimate Losses (1)	Projected Paid Losses as of 6/30/26 (2)	Projected Case Reserves 6/30/26 (3)	Projected Reported Losses as of 6/30/26 (4)	Projected IBNR as of 6/30/26 (5)	Projected Unpaid Losses as of 6/30/26 (6)
2015-16	$47,777	$47,777	$0	$47,777	$0	$0
2016-17	20,000	20,000	0	20,000	0	0
2017-18	64,853	64,853	0	64,853	0	0
2018-19	62,301	62,301	0	62,301	0	0
2019-20	40,000	40,000	0	40,000	0	0
2020-21	20,000	20,000	0	20,000	0	0
2021-22	118,516	118,516	0	118,516	0	0
2022-23	114,966	110,295	3,345	113,640	1,326	4,671
2023-24	124,911	82,162	37,406	119,568	5,343	42,749
2024-25	218,139	100,947	101,811	202,758	15,382	117,192
2025-26	96,098	12,063	38,495	50,557	45,541	84,035
Total	$927,561	$678,913	$181,057	$859,970	$67,591	$248,648

Notes:
(1) - (6) Page 22 entries - Page 63 entries.

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Alameda County Schools Insurance Group
Combined Property & Liability Programs

Estimated Unpaid Losses as of 12/31/25
Net of Member Deductibles - Limited to the SIR

Program Year	Estimated Ultimate Losses (1)	Paid Losses as of 12/31/25 (2)	Case Reserves 12/31/25 (3)	Reported Losses as of 12/31/25 (4)	Estimated IBNR as of 12/31/25 (5)	Estimated Unpaid Losses as of 12/31/25 (6)
2015-16	$47,777	$47,777	$0	$47,777	$0	$0
2016-17	20,000	20,000	0	20,000	0	0
2017-18	64,853	64,853	0	64,853	0	0
2018-19	62,301	62,301	0	62,301	0	0
2019-20	40,000	40,000	0	40,000	0	0
2020-21	20,000	20,000	0	20,000	0	0
2021-22	118,516	118,516	0	118,516	0	0
2022-23	114,966	107,278	5,000	112,278	2,688	7,688
2023-24	124,911	60,222	57,369	117,591	7,320	64,689
2024-25	218,139	57,692	137,605	195,296	22,843	160,448
2025-26	48,049	0	6,000	6,000	42,049	48,049
Total	$879,512	$598,638	$205,973	$804,611	$74,901	$280,874

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Notes:
(1) - (6) Page 23 entries - Page 66 entries.

Alameda County Schools Insurance Group

An Actuarial Review of the
Property & Liability Self-Insurance Program

Liability Summary

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Alameda County Schools Insurance Group
Liability Program

Projected Unpaid Losses as of 06/30/26

Program Year	Undiscounted Claims Liabilities as of 6/30/26 (1)	Discounted (3.00% Interest) Claims Liabilities as of 6/30/26 (2)	Estimated Gross Ultimate Losses (3)
2015-16	$0	$0	$61,096
2016-17	0	0	25,600
2017-18	0	0	87,425
2018-19	0	0	69,053
2019-20	0	0	25,318
2020-21	0	0	28,646
2021-22	0	0	168,516
2022-23	12,766	12,284	130,000
2023-24	48,757	47,073	165,000
2024-25	134,522	129,606	190,000
2025-26	105,268	100,361	120,000
Total	$301,313	$289,324	

Notes:
(1) Page 33, Column (6).
(2) Page 52, Column (3).
(3) Page 36, Column (6).

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Alameda County Schools Insurance Group
Liability Program

Projected $25K Limit Losses for the 2026-27 Program Year

	Gross of Member Deductibles	Net of Member Deductibles
(1) Projected Losses:	$175,253	$125,160
(2) Discounted Value of Projected Losses: (as of 7/1/26, 3.00% interest rate)	$163,947	$117,025

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Notes:
(1) Page 50, Column (3).
Net Column: Page 50, Item (5).
(2) Page 53, Column (3).
Net Column: Page 53, Item (4) x [Page 50, Item (5)].

Alameda County Schools Insurance Group

Actuarial Analysis of the
Property & Liability Self-Insurance Program

Property Summary

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Alameda County Schools Insurance Group
Property Program

Projected Unpaid Losses
Individual Losses Limited to SIR

Program Year	Undiscounted Claims Liabilities as of 6/30/26 (1)	Discounted (3.00% Interest) Liabilities as of 6/30/26 (2)	Estimated Ultimate Losses (3)
2015-16	$0	$0	$11,681
2016-17	0	0	0
2017-18	0	0	0
2018-19	0	0	28,248
2019-20	0	0	25,000
2020-21	0	0	0
2021-22	0	0	0
2022-23	0	0	25,000
2023-24	0	0	0
2024-25	10,482	10,268	99,917
2025-26	5,883	5,754	13,725
Total	$16,366	$16,022	

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Notes:
(1) Page 56, Column (6).
(2) Assuming 3.00% interest.
(3) Page 59, Column (6).

Alameda County Schools Insurance Group
Property Program

Projected Losses for the 2026-27 Program Year

	Gross of Member Deductibles	Net of Member Deductibles
(1) Projected Losses:	$22,931	$15,891
(2) Discounted Value of Losses: (as of 7/1/26, 3.00% interest rate)	$22,257	$15,424

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Notes:
(1) Page 60, Item (7).
Net Column: Page 60, Item (9).
(2) Estimated by BAC.
Net Column: Estimated by BAC.

Alameda County Schools Insurance Group

An Actuarial Review of the
Property & Liability Self-Insurance Program

Liability Exhibits

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Alameda County Schools Insurance Group
Liability Program

Projected Unpaid Losses as of 6/30/26
Gross of Member Deductibles - Limited to the SIR

Program Year	Estimated Ultimate Losses (1)	Projected Paid Losses as of 6/30/26 (2)	Projected Case Reserves 6/30/26 (3)	Projected Reported Losses as of 6/30/26 (4)	Projected IBNR as of 6/30/26 (5)	Projected Unpaid Losses as of 6/30/26 (6)
2015-16	$61,096	$61,096	$0	$61,096	$0	$0
2016-17	25,600	25,600	0	25,600	0	0
2017-18	87,425	87,425	0	87,425	0	0
2018-19	69,053	69,053	0	69,053	0	0
2019-20	25,318	25,318	0	25,318	0	0
2020-21	28,646	28,646	0	28,646	0	0
2021-22	168,516	168,516	0	168,516	0	0
2022-23	130,000	117,234	11,423	128,657	1,343	12,766
2023-24	165,000	116,243	43,353	159,596	5,404	48,757
2024-25	190,000	55,478	118,049	173,527	16,473	134,522
2025-26	120,000	14,732	54,337	69,068	50,932	105,268
Total	$1,070,653	$769,340	$227,161	$996,502	$74,152	$301,313

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Notes:
(1) Page 36, Column (6).
(2) Page 34, Column (3).
(3) (4) - (2).
(4) Page 34, Column (6).
(5) (1) - (4).
(6) (3) + (5).

Alameda County Schools Insurance Group
Liability Program

Projected Losses Paid and Reported between 1/1/26 and 6/30/26
Individual Losses Limited to SIR

Program Year	Losses Paid as of 12/31/25 (1)	Projected Losses Paid 1/1/26 - 6/30/26 (2)	Projected Losses Paid as of 6/30/26 (3)	Losses Reported as of 12/31/25 (4)	Projected Losses Reported 1/1/26 - 6/30/26 (5)	Projected Losses Reported as of 6/30/26 (6)
2015-16	$61,096	$0	$61,096	$61,096	$0	$61,096
2016-17	25,600	0	25,600	25,600	0	25,600
2017-18	87,425	0	87,425	87,425	0	87,425
2018-19	69,053	0	69,053	69,053	0	69,053
2019-20	25,318	0	25,318	25,318	0	25,318
2020-21	28,646	0	28,646	28,646	0	28,646
2021-22	168,516	0	168,516	168,516	0	168,516
2022-23	112,278	4,957	117,234	127,278	1,380	128,657
2023-24	90,564	25,679	116,243	157,591	2,005	159,596
2024-25	5,660	49,819	55,478	165,100	8,427	173,527
2025-26	0	14,732	14,732	18,000	51,068	69,068
Total	$674,155	$95,186	$769,340	$933,622	$62,880	$996,502

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Notes:
(1) Page 38, Column (1).
(2) Projected by BAC.
(3) (1) + (2).
(4) Page 37, Column (1).
(5) Projected by BAC.
(6) (4) + (5).

Alameda County Schools Insurance Group
Liability Program

Estimated Unpaid Losses as of 12/31/25
Gross of Member Deductibles - Limited to the SIR

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Program Year	Estimated Ultimate Losses (1)	Paid Losses as of 12/31/25 (2)	Case Reserves 12/31/25 (3)	Reported Losses as of 12/31/25 (4)	Estimated IBNR as of 12/31/25 (5)	Estimated Unpaid Losses as of 12/31/25 (6)
2015-16	$61,096	$61,096	$0	$61,096	$0	$0
2016-17	25,600	25,600	0	25,600	0	0
2017-18	87,425	87,425	0	87,425	0	0
2018-19	69,053	69,053	0	69,053	0	0
2019-20	25,318	25,318	0	25,318	0	0
2020-21	28,646	28,646	0	28,646	0	0
2021-22	168,516	168,516	0	168,516	0	0
2022-23	130,000	112,278	15,000	127,278	2,722	17,722
2023-24	165,000	90,564	67,027	157,591	7,409	74,436
2024-25	190,000	5,660	159,440	165,100	24,900	184,340
2025-26	60,000	0	18,000	18,000	42,000	60,000
Total	$1,010,653	$674,155	$259,467	$933,622	$77,032	$336,499

Notes:
(1) Page 33, Column (1). 50% of 2025-26 incurred through 12/31/25.
(2) Page 38, Column (1).
(3) (4) - (2).
(4) Page 37, Column (1).
(5) (1) - (4).
(6) (3) + (5).

Alameda County Schools Insurance Group
Liability Program

Estimated Ultimate Losses
Individual Losses Limited to SIR

Program Year	Reported Projection (1)	Paid Projection (2)	IBNR to Case Reserves Ratio (3)	B-F Method Using Reported (4)	Frequency Times Severity (5)	Selected Ultimate Losses (6)
2015-16	$61,096	$61,096	$61,096			$61,096
2016-17	25,600	25,600	25,600			25,600
2017-18	87,425	87,425	87,425			87,425
2018-19	69,053	69,053	69,053			69,053
2019-20	25,318	25,682	25,318			25,318
2020-21	28,646	29,637	28,646			28,646
2021-22	168,516	179,235	168,516			168,516
2022-23	127,278	129,274	127,278	$127,278	$107,436	130,000
2023-24	160,264	144,076	160,741	160,197	127,631	165,000
2024-25	182,866	21,095	189,494	180,276	148,520	190,000
2025-26	54,505	0	60,804	126,568	151,248	120,000
Total	$990,567	$772,173	$1,003,970			$1,070,653
22/23-25/26	$524,913	$294,445	$538,316	$594,318	$534,835	$605,000

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Notes:
(1) Page 37, Column (3).
(2) Page 38, Column (3).
(3) Page 39, Column (6).
(4) Page 40, Column (6).
(5) Page 44, Column (5).
(6) Selected on the basis of (1) - (5).

Alameda County Schools Insurance Group
Liability Program

Reported Loss Projection Method
Individual Losses Limited to SIR

Program Year	Cumulative Reported Losses as of 12/31/25 (1)	Reported Development Factor as of 12/31/25 (2)	Projected Ultimate Losses (3)
2015-16	$61,096	1.000	$61,096
2016-17	25,600	1.000	25,600
2017-18	87,425	1.000	87,425
2018-19	69,053	1.000	69,053
2019-20	25,318	1.000	25,318
2020-21	28,646	1.000	28,646
2021-22	168,516	1.000	168,516
2022-23	127,278	1.000	127,278
2023-24	157,591	1.017	160,264
2024-25	165,100	1.108	182,866
2025-26	18,000	3.028	54,505

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Notes:
(1) Provided by Keenan & Associates.
(2) Estimated by BAC.
(3) (1) x (2), rounded.

Alameda County Schools Insurance Group
Liability Program

Paid Loss Projection Method
Individual Losses Limited to SIR

Program Year	Cumulative Paid Losses as of 12/31/25 (1)	Paid Development Factor as of 12/31/25 (2)	Projected Ultimate Losses (3)
2015-16	$61,096	1.000	$61,096
2016-17	25,600	1.000	25,600
2017-18	87,425	1.000	87,425
2018-19	69,053	1.000	69,053
2019-20	25,318	1.014	25,682
2020-21	28,646	1.035	29,637
2021-22	168,516	1.064	179,235
2022-23	112,278	1.151	129,274
2023-24	90,564	1.591	144,076
2024-25	5,660	3.727	21,095
2025-26	0	20.603	0

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Notes:
(1) Provided by Keenan & Associates.
(2) Estimated by BAC.
(3) (1) x (2), rounded.

Alameda County Schools Insurance Group
Liability Program

IBNR to Case Reserves Ratio Method
Individual Losses Limited to SIR

Program Year	Reported Development Factor as of 12/31/25 (1)	Paid Development Factor as of 12/31/25 (2)	IBNR to Case Reserves Ratio (3)	Case Reserves as of 12/31/25 (4)	Estimated IBNR Losses as of 12/31/25 (5)	Estimated Ultimate Losses (6)
2015-16	1.000	1.000	0.000	$0	$0	$61,096
2016-17	1.000	1.000	0.000	0	0	25,600
2017-18	1.000	1.000	0.000	0	0	87,425
2018-19	1.000	1.000	0.000	0	0	69,053
2019-20	1.000	1.014	0.000	0	0	25,318
2020-21	1.000	1.035	0.000	0	0	28,646
2021-22	1.000	1.064	0.000	0	0	168,516
2022-23	1.000	1.151	0.000	15,000	0	127,278
2023-24	1.017	1.591	0.047	67,027	3,150	160,741
2024-25	1.108	3.727	0.153	159,440	24,394	189,494
2025-26	3.028	20.603	2.378	18,000	42,804	60,804
Total				$259,467	$70,348	$1,003,970

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Notes:
(1) Page 37, Column (2).
(2) Page 38, Column (2).
(3) [(1) - 1.000] x (2) / [(2) - (1)].
(4) Page 37, Column (1) - Page 38, Column (1), rounded.
(5) (3) x (4), rounded.
(6) (5) + Page 37, Column (1).

Alameda County Schools Insurance Group
Liability Program

Bornhuetter-Ferguson Method Using Reported Losses
Individual Losses Limited to SIR

Program Year	*A Priori* Ultimate Losses (1)	Cumulative Reported Loss Development Factors (2)	Percentage of Losses Not Yet Reported (3)	Expected Unreported Losses (4)	Losses Reported as of 12/31/25 (5)	Estimated Ultimate Losses (6)
2022-23	$158,855	1.000	0.0%	$0	$127,278	$127,278
2023-24	153,302	1.017	1.7%	2,606	157,591	160,197
2024-25	156,451	1.108	9.7%	15,176	165,100	180,276
2025-26	162,042	3.028	67.0%	108,568	18,000	126,568

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Notes:
(1) Page 41, Column (5).
(2) Page 37, Column (2).
(3) 100% - [1.000 / (2)].
(4) (1) x (3).
(5) Page 37, Column (1).
(6) (4) + (5).

Alameda County Schools Insurance Group
Liability Program

A Priori Loss Rate for Bornhuetter-Ferguson Method
Individual Losses Limited to SIR

Program Year	Selected Loss Rate (1)	Factor from 2026-27 Cost Levels (2)	Detrended SIR-Adjusted Loss Rate (3)	Average Daily Attendance (ADA) (4)	Expected Ultimate Losses (5)
2022-23	$8.45	0.930	$7.854	20,226	$158,855
2023-24	8.45	0.947	7.997	19,170	153,302
2024-25	8.45	0.964	8.143	19,213	156,451
2025-26	8.45	0.982	8.292	19,542	162,042

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Notes:
(1) Page 42, Item (6).
(2) Estimated using a 1.8% primary trend at the $25k limit.
(3) (1) x (2).
(4) Page 54, Column (1).
(5) (3) x (4).

Alameda County Schools Insurance Group
Liability Program

A Priori Loss Rate for Bornhuetter-Ferguson Method
Individual Losses Limited to SIR

Program Year	*A Priori* Ultimate Losses (1)	Factor to 2026-27 Cost Level (2)	Constant $ *A Priori* Losses (3)	Average Daily Attendance (ADA) (4)	Indicated Loss Rate (5)
2015-16	$61,096	1.252	$76,506	16,939	$4.52
2016-17	25,600	1.242	31,803	17,716	1.80
2017-18	87,425	1.177	102,931	18,416	5.59
2018-19	69,053	1.156	79,827	18,951	4.21
2019-20	25,499	1.135	28,946	19,397	1.49
2020-21	29,133	1.115	32,476	20,000	1.62
2021-22	173,710	1.095	190,196	20,297	9.37
2022-23	128,205	1.075	137,860	20,226	6.82
2023-24	157,591	1.056	166,417	19,170	8.68
2024-25	165,100	1.037	171,223	19,213	8.91
2025-26	47,521	1.018	48,396	19,542	2.48
Average					$5.04
ex 20/21 & 25/26					$5.71
			(6) Selected $25K Retention 2026-27 Loss Rate:		$8.45

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Notes:
(1) Page 43, Column (3).
(2) Estimated using a 1.8% primary trend at the $25k limit.
(3) (1) x (2), rounded.
(4) Page 54, Column (1).
(5) (3) / (4).
(6) Selected on the basis of (5).

Alameda County Schools Insurance Group
Liability Program

A Priori Ultimate losses
Individual Losses Limited to SIR

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Program Year	Reported Loss Projection (1)	Paid Loss Projection (2)	*A Priori* Selection (3)
2015-16	$61,096	$61,096	$61,096
2016-17	25,600	25,600	25,600
2017-18	87,425	87,425	87,425
2018-19	69,053	69,053	69,053
2019-20	25,318	25,682	25,499
2020-21	28,646	29,637	29,133
2021-22	168,516	179,235	173,710
2022-23	127,278	129,274	128,205
2023-24	160,264	144,076	157,591
2024-25	182,866	21,095	165,100
2025-26	54,505	0	47,521
Total	$990,567	$772,173	$969,933

Notes:
(1) Page 37, Column (3).
(2) Page 38, Column (3).
(3) Selected on the basis of (1) and (2).

Alameda County Schools Insurance Group
Liability Program

Frequency Times Severity Method
Individual Losses Limited to SIR

Program Year	Selected Claim Severity (1)	Factor to Remove Severity Trend (2)	De-Trended Severity (3)	Estimated Ultimate Claims (4)	Estimated Ultimate Losses (5)
2022-23	$19,254	0.930	$17,906	6	$107,436
2023-24	19,254	0.947	18,233	7	127,631
2024-25	19,254	0.964	18,565	8	148,520
2025-26	19,254	0.982	18,906	8	151,248
Total				29	$534,835

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Notes:
(1) Page 45, Item (5).
(2) Estimated by BAC.
(3) (1) x (2), rounded.
(4) Page 46, Column (3).
(5) (3) x (4).

Alameda County Schools Insurance Group
Liability Program

Calculation of Expected Claim Severity
Frequency Times Severity Method

Program Year	*A Priori* Ultimate Losses (1)	Severity Trend Factor to 2026-27 (2)	Estimated Ultimate Claim Counts (3)	Constant $ Claim Severity (4)
2015-16	$61,096	1.252	3	$25,502
2016-17	25,600	1.242	2	15,902
2017-18	87,425	1.177	5	20,586
2018-19	69,053	1.156	5	15,965
2019-20	25,499	1.135	2	14,473
2020-21	29,133	1.115	3	10,825
2021-22	173,710	1.095	9	21,133
2022-23	128,205	1.075	6	22,977
2023-24	157,591	1.056	7	23,774
2024-25	165,100	1.037	8	21,403
2025-26	47,521	1.018	8	6,049
Average				$18,054
15/16-24/25				$19,254

(5) Selected $25K SIR 2026-27 Severity: $19,254

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Notes:
(1) Page 43, Column (3).
(2) Estimated by BAC.
(3) Page 46, Column (3).
(4) [(1) x (2)] / (3).
(5) Selected on the basis of (4).

Alameda County Schools Insurance Group
Liability Program

Selected Claim Counts

Program Year	Reported Claim Count Projection (1)	Bornhuetter-Ferguson Method (2)	Selected Claim Count (3)
2015-16	3		3
2016-17	2		2
2017-18	5		5
2018-19	5		5
2019-20	2		2
2020-21	3		3
2021-22	9		9
2022-23	6		6
2023-24	7		7
2024-25	8		8
2025-26	10	8	8

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Notes:
(1) Page 47, Column (3).
(2) Page 48, Column (6).
(3) Selected on the basis of (1) and (2).

Alameda County Schools Insurance Group
Liability Program

Projection of Ultimate Claim Counts
Reported Claim Development Method

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Program Year	Total Claims Reported 12/31/25 (1)	Development Factors as of 12/31/25 (2)	Projected Ultimate Claims (3)
2015-16	3	1.000	3
2016-17	2	1.000	2
2017-18	5	1.005	5
2018-19	5	1.008	5
2019-20	2	1.011	2
2020-21	3	1.014	3
2021-22	9	1.014	9
2022-23	6	1.014	6
2023-24	7	1.022	7
2024-25	8	0.963	8
2025-26	3	3.185	10
Total	53		60

Notes:
(1) Provided by Keenan & Associates.
(2) Estumated by BAC,
(3) (1) x (2), rounded.

Alameda County Schools Insurance Group
Liability Program

Projection of Ultimate Claim Counts
Method 2: Exposure and Development Method

Program Year	A Priori Claim Count (1)	Claim Development Factor (2)	Percentage of Claims Unreported (3)	Estimated Unreported Claims (4)	Claims as of 12/31/25 (5)	Projected Ultimate Claims (6)
2025-26	7	3.185	68.6%	5	3	8

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Notes:
(1) Page 49, Item (6).
(2) Page 47, Column (2).
(3) 100% - [1.000 / (2)].
(4) (1) x (3).
(5) Page 47, Column (1).
(6) (4) + (5).

Alameda County Schools Insurance Group
Liability Program

Projection of Ultimate Claim Counts
Bornhuetter-Ferguson Method
Calculation of Expected 2025-26 Claim Counts

Program Year	Projected Ultimate Claim Counts (1)	Average Daily Attendance (ADA) (2)	Indicated Claim Frequency (3)
2015-16	3	16,939	1.8
2016-17	2	17,716	1.1
2017-18	5	18,416	2.7
2018-19	5	18,951	2.6
2019-20	2	19,397	1.0
2020-21	3	20,000	1.5
2021-22	9	20,297	4.4
2022-23	6	20,226	3.0
2023-24	7	19,170	3.7
2024-25	8	19,213	4.2
2025-26	10	19,542	5.1
Average			2.8
ex 20/21 & 25/26			2.7
		(4) Selected Claim Frequency:	3.8
		(5) 2025-26 ADA:	19,542
		(6) 2025-26 Expected Claim Count:	7

Notes:
(1) Page 47, Column (3).
(2) Page 54, Column (1).
(3) (1) x 10,000 / (2).
(4) Selected on the basis of (3).
(5) Page 54, Column (1).
(6) (4) x (5) / 10,000.

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Alameda County Schools Insurance Group
Liability Program

Projected 2026-27 Ultimate Losses
$25,000 Limit

Program Year	2026-27 Level Loss Rate (1)	Projected Average Daily Attendance (ADA) (2)	Projected Ultimate Losses (3)
2026-27	$8.84	19,825	$175,253
		(4) $5K Deductible Losses:	28.6%
		(5) Projected Losses after $5K Deductible:	$125,160
		(6) Implied Net Loss Rate:	$6.31

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Notes:
(1) Page 51, Item (6).
(2) Projected by BAC.
(3) (1) x (2), rounded.
(4) Estimated by BAC.
(5) (3) x [1.000 - (4)], rounded.
(6) (5) / (2), rounded.

Alameda County Schools Insurance Group
Liability Program

Projected 2026-27 $25k Loss Rate

Program Year	Estimated Ultimate Losses @ $25K Retention (1)	Pure Premium Trend (2)	Trended Losses (3)	Average Daily Attendance (ADA) (4)	Indicated $25K Limit Loss Rate (5)
2015-16	$61,096	1.252	$76,506	16,939	$4.52
2016-17	25,600	1.242	31,803	17,716	1.80
2017-18	87,425	1.177	102,930	18,416	5.59
2018-19	69,053	1.156	79,827	18,951	4.21
2019-20	25,318	1.135	28,740	19,397	1.48
2020-21	28,646	1.115	31,932	20,000	1.60
2021-22	168,516	1.095	184,509	20,297	9.09
2022-23	130,000	1.075	139,790	20,226	6.91
2023-24	165,000	1.056	174,241	19,170	9.09
2024-25	190,000	1.037	197,047	19,213	10.26
2025-26	120,000	1.018	122,209	19,542	6.25
Average					$5.53
ex 20/21 & 25/26					$5.88

(6) Selected 2026-27 Level Loss Rate - Limited to $25,000 per Loss: $8.84

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Notes:
(1) Page 36, Column (6), adjusted to $25K retention.
(2) Estimated using a 1.8% primary trend at the $25k limit.
(3) (1) x (2).
(4) Page 54, Column (1).
(5) (3) / (4).
(6) Selected on the basis of (5).

Alameda County Schools Insurance Group
Liability Program

Discounted Value of Unpaid Losses as of 6/30/26
Assuming a 3.00% Interest Rate

Program Year	Projected Unpaid Losses (1)	Discount Factor (2)	Discounted Unpaid Losses (3)
2015-16	$0	1.000	$0
2016-17	0	1.000	0
2017-18	0	1.000	0
2018-19	0	1.000	0
2019-20	0	0.985	0
2020-21	0	0.977	0
2021-22	0	0.966	0
2022-23	12,766	0.962	12,284
2023-24	48,757	0.965	47,073
2024-25	134,522	0.963	129,606
2025-26	105,268	0.953	100,361
Total	$301,313		$289,324

(4) Indicated Discount Factor: 0.960

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Notes:
(1) Page 33, Column (6).
(2) Estimated by BAC.
(3) (1) x (2).
(4) [Sum of Column (3)] / [Sum of Column (1)].

Alameda County Schools Insurance Group
Liability Program

Discounted Value of 2026-27 Losses as of 7/1/26
Assuming a 3.00% Interest rate

Program Year	Projected Loss Payments (1)	Discount Factor (2)	Discounted Value of Payments (3)
2026-27	$28,976	0.985	$28,551
2027-28	52,699	0.957	50,413
2028-29	50,941	0.929	47,312
2029-30	26,039	0.902	23,480
2030-31	8,460	0.875	7,406
2031-32	3,986	0.850	3,388
2032-33	2,924	0.825	2,413
2033-34	1,228	0.801	984
2034-35	0	0.778	0
2035-36	0	0.755	0
2036-37	0	0.733	0
Total	$175,253		$163,947

(4) Indicated Discount Factor: 0.935

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Notes:
(1) Based upon the observed payment pattern.
(2) Based upon a 3.00% interest rate.
(3) (1) x (2).
(4) [Sum of Column (3)] / [Sum of Column (1)].

Alameda County Schools Insurance Group
Liability Program

Program Information

Program Year	Average Daily Attendance (ADA) (1)	Self-Insured Retention (SIR) (2)	Deductible Level (3)
2015-16	16,939	$25,000	$5,000
2016-17	17,716	25,000	5,000
2017-18	18,416	25,000	5,000
2018-19	18,951	25,000	5,000
2019-20	19,397	25,000	5,000
2020-21	20,000	25,000	5,000
2021-22	20,297	25,000	5,000
2022-23	20,226	25,000	5,000
2023-24	19,170	25,000	5,000
2024-25	19,213	25,000	5,000
2025-26	19,542	25,000	5,000
2026-27	19,825	25,000	5,000

Notes:
(1) - (3) Provided by Keenan & Associates.

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Alameda County Schools Insurance Group

An Actuarial Review of the
Property & Liability Self-Insurance Program

Property Exhibits

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Alameda County Schools Insurance Group
Property Program

Projected Unpaid Losses as of 6/30/26
Individual Losses Limited to SIR

Program Year	Estimated Ultimate Losses (1)	Projected Losses Paid as of 6/30/26 (2)	Projected Case Reserves as of 6/30/26 (3)	Projected Losses Reported as of 6/30/26 (4)	Projected IBNR as of 6/30/26 (5)	Projected Losses Unpaid as of 6/30/26 (6)
2015-16	$11,681	$11,681	$0	$11,681	$0	$0
2016-17	0	0	0	0	0	0
2017-18	0	0	0	0	0	0
2018-19	28,248	28,248	0	28,248	0	0
2019-20	25,000	25,000	0	25,000	0	0
2020-21	0	0	0	0	0	0
2021-22	0	0	0	0	0	0
2022-23	25,000	25,000	0	25,000	0	0
2023-24	0	0	0	0	0	0
2024-25	99,917	89,434	10,436	99,870	47	10,482
2025-26	13,725	7,842	1,037	8,879	4,846	5,883
Total	$203,570	$187,205	$11,473	$198,677	$4,893	$16,366

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Notes:
(1) Page 59, Column (6).
(2) Page 57, Column (3).
(3) (4) - (2).
(4) Page 57, Column (6).
(5) (1) - (4).
(6) (3) + (5).

Alameda County Schools Insurance Group
Property Program

Projected Losses Paid and Reported as of 6/30/26
Individual Losses Limited to SIR

Program Year	Losses Paid as of 12/31/25 (1)	Projected Payments 1/1/26 - 6/30/26 (2)	Projected Losses Paid as of 6/30/26 (3)	Losses Reported as of 12/31/25 (4)	Projected Losses Reported 1/1/26 - 6/30/26 (5)	Projected Losses Reported as of 6/30/26 (6)
2015-16	$11,681	$0	$11,681	$11,681	$0	$11,681
2016-17	0	0	0	0	0	0
2017-18	0	0	0	0	0	0
2018-19	28,248	0	28,248	28,248	0	28,248
2019-20	25,000	0	25,000	25,000	0	25,000
2020-21	0	0	0	0	0	0
2021-22	0	0	0	0	0	0
2022-23	25,000	0	25,000	25,000	0	25,000
2023-24	0	0	0	0	0	0
2024-25	81,906	7,528	89,434	99,823	47	99,870
2025-26	2,646	5,196	7,842	2,646	6,233	8,879
Total	$174,481	$12,724	$187,205	$192,397	$6,280	$198,677

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Notes:
(1) Provided by Keenan & Associates.
(2) Based upon the observed payment pattern.
(3) (1) + (2).
(4) Page 59, Column (5).
(5) Based upon the observed reporting pattern.
(6) (4) + (5).

Alameda County Schools Insurance Group
Property Program

Estimated Unpaid Losses as of 12/31/25
Individual Losses Limited to SIR

Program Year	Estimated Ultimate Losses (1)	Losses Paid as of 12/31/25 (2)	Case Reserves as of 12/31/25 (3)	Losses Reported as of 12/31/25 (4)	Estimated IBNR as of 12/31/25 (5)	Estimated Losses Unpaid as of 12/31/25 (6)
2015-16	$11,681	$11,681	$0	$11,681	$0	$0
2016-17	0	0	0	0	0	0
2017-18	0	0	0	0	0	0
2018-19	28,248	28,248	0	28,248	0	0
2019-20	25,000	25,000	0	25,000	0	0
2020-21	0	0	0	0	0	0
2021-22	0	0	0	0	0	0
2022-23	25,000	25,000	0	25,000	0	0
2023-24	0	0	0	0	0	0
2024-25	99,917	81,906	17,917	99,823	94	18,011
2025-26	6,863	2,646	0	2,646	4,216	4,216
Total	$196,708	$174,481	$17,917	$192,397	$4,310	$22,227

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Notes:
(1) Page 59, Column (6). 2025-26 adjusted for incomplete program year @ 12/31/25.
(2) Provided by Keenan & Associates.
(3) (4) - (2).
(4) Provided by Keenan & Associates.
(5) (1) - (4).
(6) (1) - (2).

Alameda County Schools Insurance Group
Property Program

Estimated Ultimate Losses - Gross of Member Deductibles
Individual Losses Limited to SIR

Program Year	Total Insured Value (Trended) ($000's) (1)	Expected Loss Rate per $1,000 TIV (2)	Estimated Percentage of Losses Unreported (3)	Estimated Unreported Losses (4)	Reported Losses as of 12/31/25 (5)	Estimated Ultimate Losses (6)
2015-16	$1,327,030	$0.009	0.0%	$0	$11,681	$11,681
2016-17	1,327,030	0.009	0.0%	0	0	0
2017-18	1,327,030	0.005	0.0%	0	0	0
2018-19	1,327,030	0.003	0.0%	0	28,248	28,248
2019-20	1,327,030	0.008	0.0%	0	25,000	25,000
2020-21	1,327,030	0.010	0.0%	0	0	0
2021-22	1,327,030	0.009	0.0%	0	0	0
2022-23	1,327,030	0.007	0.0%	0	25,000	25,000
2023-24	1,327,030	0.009	0.0%	0	0	0
2024-25	1,327,030	0.008	0.9%	94	99,823	99,917
2025-26	1,327,030	0.015	55.7%	11,079	2,646	13,725
Total	$14,597,330			$11,173	$192,397	$203,570

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Notes:
(1) Page 61, Column (2).
(2) Estimated by BAC based on loss data.
(3) Estimated by BAC.
(4) (1) x (2) x (3).
(5) Provided by Keenan & Associates.
(6) (4) + (5).

Alameda County Schools Insurance Group
Property Program

Projected Loss Rate and Losses for 2026-27
Individual Losses Limited to SIR

Program Year	Estimated Ultimate Losses (1)	Trend Factor (2)	Trended Total Insured Value ($000's) (3)	Indicated Loss Rate (4)
2012-13	0	1.233	1,327,030	$0.000
2013-14	60,045	1.213	1,327,030	0.055
2014-15	0	1.194	1,327,030	0.000
2015-16	11,681	1.175	1,327,030	0.010
2016-17	0	1.158	1,327,030	0.000
2017-18	0	1.140	1,327,030	0.000
2018-19	28,248	1.123	1,327,030	0.024
2019-20	25,000	1.106	1,327,030	0.021
2020-21	0	1.090	1,327,030	0.000
2021-22	0	1.074	1,327,030	0.000
2022-23	25,000	1.059	1,327,030	0.020
2023-24	0	1.043	1,327,030	0.000
2024-25	99,917	1.029	1,327,030	0.077
2025-26	13,725	1.014	1,327,030	0.010
Average				$0.016
			(5) Selected 2026-27 Loss Rate:	$0.017
			(6) Projected 2026-27 TIV ($000's):	$1,327,030
			(7) Projected 2026-27 Gross Losses:	$22,931
			(8) $5K Deductible Ratio:	30.7%
			(9) Projected 2026-27 Net Losses:	$15,891

Notes:
(1) Page 59, Column (6).
(2) Estimated by BAC.
(3) Page 59, Column (1).
(4) (1) / (3).
(5) Selected on the basis of (4).
(6) Estimated by BAC from program history.
(7) (5) x (6), rounded.
(8) Estimated by BAC.
(9) (7) x [1.000 - (8)], rounded.

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Alameda County Schools Insurance Group
Property Program

Historical Summary

Program Year	Total Insured Value ($000's) (1)	Total Insured Value (Trended) ($000's) (2)	Self-Insured Retention (SIR) (3)	Member Deductible (4)
2015-16	$543,377	$1,327,030	$25,000	$5,000
2016-17	604,210	1,327,030	25,000	5,000
2017-18	613,864	1,327,030	25,000	5,000
2018-19	636,533	1,327,030	25,000	5,000
2019-20	720,546	1,327,030	25,000	5,000
2020-21	739,736	1,327,030	25,000	5,000
2021-22	796,994	1,327,030	25,000	5,000
2022-23	891,332	1,327,030	25,000	5,000
2023-24	948,712	1,327,030	25,000	5,000
2024-25	1,252,869	1,327,030	25,000	5,000
2025-26	1,283,459	1,327,030	25,000	5,000
2026-27	1,327,030	1,327,030	?	?

Notes:
(1) , (3), (4) Provided by Keenan & Associates.
(2) Estimated by BAC.

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Alameda County Schools Insurance Group

An Actuarial Review of the Property & Liability Self-Insurance Program

Deductibles Exhibits

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Alameda County Schools Insurance Group
Deductibles

Projected Unpaid Deductibles as of 6/30/26

Program Year	Estimated Ultimate Deductibles (1)	Projected Deductibles Paid as of 6/30/26 (2)	Projected Deductible Reserves as of 6/30/26 (3)	Projected Deductibles Reported as of 6/30/26 (4)	Projected Deductibles IBNR as of 6/30/26 (5)	Projected Deductibles Unpaid as of 6/30/26 (6)
2015-16	$25,000	$25,000	$0	$25,000	$0	$0
2016-17	5,600	5,600	0	5,600	0	0
2017-18	22,572	22,572	0	22,572	0	0
2018-19	35,000	35,000	0	35,000	0	0
2019-20	10,318	10,318	0	10,318	0	0
2020-21	8,646	8,646	0	8,646	0	0
2021-22	50,000	50,000	0	50,000	0	0
2022-23	40,034	31,940	8,078	40,017	17	8,094
2023-24	40,089	34,080	5,947	40,027	62	6,009
2024-25	71,777	43,966	26,674	70,640	1,137	27,812
2025-26	37,627	10,511	16,879	27,390	10,238	27,116
Total	$346,663	$277,632	$57,577	$335,209	$11,453	$69,031

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Notes:
(1) Page 65, Column (6).
(2) Page 64, Column (3).
(3) (4) - (2).
(4) Page 64, Column (6).
(5) (1) - (4).
(6) (3) + (5).

Alameda County Schools Insurance Group
Deductibles

Projected Deductibles Paid and Reported as of 6/30/26

Program Year	Deductibles Paid as of 12/31/24 (1)	Projected Payments 1/1/25 - 6/30/26 (2)	Projected Deductibles Paid as of 6/30/26 (3)	Deductibles Reported as of 12/31/24 (4)	Projected Reported 1/1/25 - 6/30/26 (5)	Projected Deductibles Reported as of 6/30/26 (6)
2015-16	$25,000	$0	$25,000	$25,000	$0	$25,000
2016-17	5,600	0	5,600	5,600	0	5,600
2017-18	22,572	0	22,572	22,572	0	22,572
2018-19	35,000	0	35,000	35,000	0	35,000
2019-20	10,318	0	10,318	10,318	0	10,318
2020-21	8,646	0	8,646	8,646	0	8,646
2021-22	50,000	0	50,000	50,000	0	50,000
2022-23	30,000	1,940	31,940	40,000	17	40,017
2023-24	30,342	3,739	34,080	40,000	27	40,027
2024-25	29,874	14,092	43,966	69,626	1,014	70,640
2025-26	2,646	7,865	10,511	14,646	12,743	27,390
Total	$249,998	$27,635	$277,632	$321,408	$13,802	$335,209

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Notes:
(1) Provided by Keenan & Associates.
(2) Based upon the observed payment pattern.
(3) (1) + (2).
(4) Page 65, Column (5).
(5) Based upon the assumed reporting pattern.
(6) (4) + (5).

Alameda County Schools Insurance Group
Deductibles

Estimated Ultimate Losses Limited to Member Deductibles

Program Year	Estimated Gross Ultimate Losses (1)	Expected Percentage of Losses Below Deductible (2)	Estimated Deductible Percentage Unreported (3)	Estimated Unreported Deductibles (4)	Reported Deductibles as of 12/31/24 (5)	Estimated Ultimate Losses Below Deductible (6)
2015-16	$72,777	34.4%	0.0%	$0	$25,000	$25,000
2016-17	25,600	34.4%	0.0%	0	5,600	5,600
2017-18	87,425	31.1%	0.0%	0	22,572	22,572
2018-19	97,301	28.6%	0.0%	0	35,000	35,000
2019-20	50,318	31.1%	0.0%	0	10,318	10,318
2020-21	28,646	29.5%	0.0%	0	8,646	8,646
2021-22	168,516	29.6%	0.0%	0	50,000	50,000
2022-23	155,000	29.6%	0.1%	34	40,000	40,034
2023-24	165,000	28.8%	0.2%	89	40,000	40,089
2024-25	289,917	27.9%	2.7%	2,151	69,626	71,777
2025-26	133,725	27.1%	63.4%	22,981	14,646	37,627
Total	$1,274,224			$25,255	$321,408	$346,663

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Notes:
(1) Page 36, Column (6) plus Page 59 ,Column (6).
(2) Estimated by BAC.
(3) Estimated by BAC.
(4) (1) x (2) x (3).
(5) Provided by Keenan & Associates.
(6) (4) + (5).

Alameda County Schools Insurance Group
P.O. Box 2487
Dublin, CA 94568
Phone (925) 225-1030
Fax (925) 225-0653
www.acsig.com

Executive Summary

To: ACSIG Board of Directors
From: Jackie Kim
Date: May 21, 2026
Subj.: AB 218 PLCA Agreement – Amendment No. 1

ACSIG has been a member of Northern California ReLiEF ("NCR") for Property and Liability coverage since July 2008. Due to AB218 legislation, previous victims of sexual abuse had a revival period to file a claim regardless of when the event occurred.

ACSIG contracts with Keenan to administer the claim (s) happened before July 2008. The current agreement (July 1, 2026-June 30, 2027) was approved last year. Amendment No. 1 reflects 3% fee increase as outlined in Exhibit B.

The Executive Committee reviewed and approved this contract at its May 14, 2026 meeting

AMENDMENT No 1 to
AB 218/CCP340.1 PROPERTY AND CASUALTY CLAIMS ADMINISTRATION SERVICES AGREEMENT

This Amendment modifies the **AB 218/CCP340.1 Property and Casualty Claims Administration Services Agreement** ("Agreement") effective on **July 1, 2025** by and between **Alameda County Schools Insurance Group** ("Client") and **Keenan & Associates** ("Keenan").

1. The effective date of this Amendment is **July 1, 2026**.

2. This Amendment amends **Exhibit B Compensation** of the Agreement for the period from **July 1, 2026** through **June 30, 2027** to read as outlined below. This Amendment supersedes any and all prior understanding between the Parties as to this matter.

   For the period **July 1, 2026– June 30, 2027**:

V.P./A.V.P./Claims Manager -	$ 114.00 per hour
Senior Claims Examiner -	$ 108.00 per hour
Claims Examiner -	$ 96.00 per hour
Expenses -	45% of hourly billings
Minimum per file charge	One hour

3. All other terms and conditions of the Agreement remain unchanged.

4. Each person signing this Amendment on behalf of a Party represents and warrants that he or she has the necessary authority to bind such Party and that this Amendment is binding on and enforceable against such Party.

Alameda County Schools Insurance Group			**Keenan & Associates**	
Signature:			**Signature:**	
By:	**Jackie Kim**		**By:**	**Eric J. Lucas, Esq.**
Title:	**Executive Director**		**Title:**	**Senior Vice President**
Address:	**PO BOX 2487** **Dublin, CA 94568**		**Address:**	**2355 Crenshaw Blvd., Ste. 200** **Torrance, CA 90501**
Attention:	**Jackie Kim**		**Attention:**	**Kyle McKibbin**
Telephone:			**Telephone:**	
E-mail:	**jkim@acsig.com**		**E-mail:**	**kmckibbin@keenan.com**

Alameda County Schools Insurance Group
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Executive Summary

To: ACSIG Board of Directors
From: Jackie Kim
Date: May 21, 2026
Subj.: PLCA Agreement Amendment No. 2

ACSIG has been a member of Northern California ReLiEF ("NCR") for Property and Liability coverage since July 2008. As an NCR member, ACSIG maintains a self-insured retention of $25,000. Keenan & Associates administers Property and Liability claims for both NCR and ACSIG. This arrangement provides excellent claims service and promotes claims consistency.

ACSIG and Keenan & Associates agreements have had 3-year term with amendment of the 3% fee increase each year. ACSIG's most recent agreement for these services from July 1, 2024, through June 30, 2027 was approved. Enclosed is the amendment No. 2 with the 3% fee increase proposed for the period from July 1, 2026, through June 30, 2027 (third year of the 3-year term).

The Executive Committee reviewed and approved this agreement at its May 14, 2026 meeting.

AMENDMENT No 2 to
PROPERTY AND CASUALTY CLAIMS ADMINISTRATION SERVICES AGREEMENT

This Amendment modifies the **Property and Casualty Claims Administration Services Agreement** ("Agreement") effective on **July 1, 2024** by and between **Alameda County Schools Insurance Group** ("Client") and **Keenan & Associates** ("Keenan").

1. The effective date of this Amendment is **July 1, 2026**.

2. This Amendment amends **Exhibit B Compensation** of the Agreement for the period from **July 1, 2026** through **June 30, 2027** to read as outlined below. This Amendment supersedes any and all prior understanding between the Parties as to this matter.

   For the period **July 1, 2026– June 30, 2027**:

V.P./A.V.P./Claims Manager -	$ 114.00 per hour
Senior Claims Examiner -	$ 108.00 per hour
Claims Examiner -	$ 96.00 per hour
Expenses -	45% of hourly billings
Minimum per file charge	One hour

3. All other terms and conditions of the Agreement remain unchanged.

4. Each person signing this Amendment on behalf of a Party represents and warrants that he or she has the necessary authority to bind such Party and that this Amendment is binding on and enforceable against such Party.

Alameda County Schools Insurance Group			**Keenan & Associates**	
Signature:			**Signature:**	
By:	**Jackie Kim**		**By:**	**Eric J. Lucas, Esq.**
Title:	**Executive Director**		**Title:**	**Senior Vice President**
Address:	**PO Box 2487** **Dublin, CA 94568**		**Address:**	**2355 Crenshaw Blvd., Ste. 200** **Torrance, CA 90501**
Attention:	**Jackie Kim**		**Attention:**	**Kyle McKibbin**
Telephone:			**Telephone:**	
E-mail:	**jkim@acsig.com**		**E-mail:**	**kmckibbin@keenan.com**

Alameda County Schools Insurance Group
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www.acsig.com

Executive Summary

To: ACSIG Board of Directors
From: Jackie Kim
Date: May 14, 2026
Subject: Rent a Safety Professional (RASP) Agreement

Enclosed are RASP agreement by Keenan & Associates. Keenan would provide the RASP program to work with the ACSIG to improve regulatory compliance, increase safety for employees, students, and campus visitors, and address property and liability loss exposures. The RASP program includes the following services on a requested basis:

- Employee Safety Training
- Forklift, Aerial Lift, Scissor Lift, Boom Lift Training
- Written Program and Regulatory Compliance
- Hazard Assessments/Onsite Consultation
- Indoor Air Quality/Industrial Hygiene Testing
- Certified Playground Safety Inspection ("CPSI")
- IMReady Services
- Other Loss Control Services as requested

It is a pay as you go agreement. ACSIG can use its reserve to set aside funds to support the RASP program for 2026-27.

The Executive Committee reviewed and approved this agreement at its May 14, 2026 meeting.

LOSS CONTROL SERVICES AGREEMENT

This **Loss Control Services Agreement** ("Agreement") is made and entered into by and between **Alameda County Schools Insurance Group** ("Client") and **Keenan & Associates** ("Keenan"), as of **June 30, 2026** ("Effective Date"). Client and Keenan may be referred to individually as "Party" and collectively as the "Parties."

RECITALS

A. Client maintains a liability insurance program ("Insurer") to protect itself against claims and losses arising out of its day-to-day operations;

B. Keenan is a specialty insurance services provider with expertise in providing insurance and loss control related services to California school districts, municipalities, health care providers and their related entities.

C. Client desires Keenan to perform certain loss control services as a complement to its Insurance program; and

D. Keenan desires to provide such loss control services, subject to the terms and conditions described in this Agreement.

AGREEMENT

The Parties agree as follows:

1. **TERM**
   The term of this Agreement is from the **Effective Date** through **July 1, 2027** ("Termination Date").

2. **KEENAN'S RESPONSIBILITIES AND SCOPE OF SERVICES**
   A. Client elects and Keenan shall provide the loss control services ("Services") described in Exhibit A, attached hereto, and incorporated herein, during the term of this Agreement.

   B. The Services are intended to (i) promote safety awareness, (ii) assist in the identification of conditions which may pose a risk of bodily injury and/or property damage, and (iii) offer recommendations and/or suggestions to help mitigate Client's risk of loss. Keenan does not represent that the Services will identify every potential risk or hazard inherent in Client's business activities or existing on Client's premises. We are confident that Keenan's loss control services will help Client to promote a safer environment, but Keenan does not represent, guaranty, or promise that the Services will eliminate all risk of injury or property damage, or result in improved loss experience.

   C. In providing the Services, Keenan shall act in an advisory and consultative capacity. Client shall retain the right to determine whether to act on or implement the information,

recommendations, and suggestions provided by Keenan, and the manner by which any such action or implementation shall be undertaken.

D. The relationship of Keenan and Client shall be that of an independent contractor and Keenan shall at all times remain responsible for its own operational and personnel expenses. Under no circumstance shall any employee of one Party look to the other Party for any payment or the provision of any benefit, including without exception, workers' compensation coverage. Except as may be expressly set forth in or contemplated by this Agreement, neither Party shall have the right to act on behalf of the other, or to bind the other to any contract or other obligation.

E. Keenan shall not provide any legal, tax, or accounting service, advice, or opinion, and the Services shall not be interpreted as representing any such service, advice, or opinion. Client shall consult its own attorney on all legal issues, and its own tax and accounting experts on all tax, accounting, and financial matters relating to its operations, including without limitation, the establishment and/or operation of the Plans.

F. In providing its Services, Keenan shall comply with all applicable state and federal laws and regulations, and obtain and maintain all necessary licenses, registrations, and/or permits necessary for the performance of its duties under this Agreement.

G. Keenan reserves the right to engage independent contractors and/or subcontractors to assist it in performing the Services. The use of such individuals shall not relieve either Party of any of its duties under this Agreement.

3. **CLIENT'S DUTIES AND RESPONSIBILITIES**

A. Client shall retain all authority and responsibility for the implementation of any suggestions or recommendation made by Keenan as part of the Services.

B. Client shall provide Keenan with timely access to such information and individuals, including its outside advisors and consultants, as may be necessary for Keenan to perform the Services. Keenan shall not be responsible for any delay in its performance that results from the failure of Client, or any person acting on behalf of Client, to make available any information or individual in a timely manner.

C. All information provided to Keenan by Client, in anticipation of or in relation to the Services to be provided by Keenan, shall be complete and accurate, and Keenan may rely upon such information.

D. Keenan's Loss Control services are not intended to substitute for ongoing inspection and maintenance of Client's facilities. It shall remain Client's responsibility to perform and/or secure standard inspection, maintenance and repair services for its facilities and equipment, including without limitation, any service typically performed by a licensed or certified service professional (e.g., HVAC contractor, electrician, plumber, elevator service personnel, etc.).

4. **COMPENSATION**

Keenan shall receive compensation for the services rendered under this Agreement as provided in the attached Exhibit B.

5. **INSURANCE**

Keenan shall procure and maintain during the term of this Agreement the following insurance coverages and shall provide certificates of insurance to Client upon Client's request.

(1) Workers' Compensation. Workers' Compensation Insurance in conformance with the laws of the State of California and applicable federal laws.

(2) General Liability Insurance. General Liability Insurance with a Two Million Dollar ($2,000,000) limit of liability for each occurrence and a Two Million Dollar ($2,000,000) aggregate limit of liability.

(3) Automobile Liability Insurance. Automobile Liability Insurance with a Two Million Dollar ($2,000,000) limit of liability for each occurrence and a Two Million Dollar ($2,000,000) aggregate limit of liability.

(4) Professional Liability Insurance. Professional Liability Insurance with a Two Million Dollar ($2,000,000) limit of liability for each claim and a Two Million Dollar ($2,000,000) aggregate limit of liability.

(5) Cyber Liability/Privacy Insurance. Cyber Liability Insurance with a Two Million Dollar ($2,000,000) limit of liability for each claim and a Two Million Dollar ($2,000,000) aggregate limit of liability.

6. **INDEMNIFICATION**

If either Party breaches this Agreement, then the breaching Party shall indemnify and hold harmless the non-breaching Party, its officers, agents and employees against all claims, losses, demands, actions, liabilities, and costs (including, without limitation, reasonable attorneys' fees and expenses) arising from such breach. In addition, if Keenan (i) becomes the subject of a subpoena or is otherwise compelled to testify or (ii) becomes the subject of a claim, demand, action or liability brought or asserted by any individual or entity other than the Client ("Third-Party Demand") relating to the Services and such Third-Party Demand is not a direct result of Keenan's negligence or willful misconduct, then Client shall indemnify and hold Keenan harmless from all losses, payments, and expenses incurred by Keenan in resolving such Third-Party Demand.

7. **LIMITATION OF LIABILITY**

Notwithstanding anything to the contrary in this Agreement, in no event shall either Party be liable for any punitive damages, fines, penalties, taxes or any indirect, incidental, or consequential damages incurred by the other Party, its officers, employees, agents, contractors or consultants whether or not foreseeable and whether or not based in contract or tort claims or otherwise,

arising out of or in connection with this Agreement even if advised of the possibility of such damage. Keenan's liability under this Agreement shall further be limited to, and shall not exceed, the amount of its available insurance coverage, but not exceeding the limits of coverage outlined in Section 5.

8. **DISPUTE RESOLUTION**

A. In the event of any dispute arising out of or relating to this Agreement, such dispute shall be resolved by submission to binding arbitration before Judicial Arbitration & Mediation Services ("JAMS") or ADR Services, at the claimant's choice, in Los Angeles County, California, before a retired judge or justice. If the parties are unable to agree on a retired judge or justice, the selected arbitration service (JAMS or ADR Services) will select the arbitrator.

B. In any such arbitration, the Parties shall be entitled to take discovery in accordance with the provisions of the California Code of Civil Procedure, but either Party may request that the arbitrator limit the amount or scope of such discovery, and in determining whether to do so, the arbitrator shall balance the need for the discovery against the Parties' mutual desire to resolve disputes expeditiously and inexpensively.

C. The prevailing Party in any action, arbitration, or proceeding arising out of or to enforce any provision of this Agreement will be awarded reasonable attorneys' fees and costs incurred in that action, arbitration, or proceeding, or in the enforcement of any judgment or award rendered.

9. **TERMINATION**

A. This Agreement may be terminated upon the occurrence of any of the following events:

i. By either Party upon the dissolution or insolvency of either Party;

ii. By either Party following the filing of a bankruptcy petition by or against either Party (if the petition is not dismissed within sixty (60) days in the case of an involuntary bankruptcy petition);

iii. If the application of any law, rule, regulation, or court or administrative decision prohibits the continuation of this Agreement or would cause a penalty to either Party if the Agreement is continued, and if the Agreement cannot be amended to conform to such law, rule, regulation, or court or administrative decision in a manner that would preserve the original intent of the Parties with respect to their rights and duties under this Agreement; or

iv. By the non-breaching Party if a breach of this Agreement is not cured within sixty (60) days following receipt of written notice of the breach from the non-breaching Party; and

v. Upon sixty (60) days prior written notice to the other Party of its intent not to renew this Agreement.

B. In the event of termination pursuant to Section 9A above, Keenan shall be paid for the full value of all Services rendered through the date of termination.

10. **SOLICITATION OF EMPLOYEES**

During the Term, and for a period of twelve (12) months following any termination or expiration of the Agreement, neither Party shall solicit the employment or engagement of any employee or agent of the other Party that interacted directly with the soliciting Party; provided, however, the foregoing provision shall not prevent either Party from soliciting for employment or employing an employee who responds to general solicitations or advertisements in periodicals including newspapers and trade publications, so long as such solicitations or advertisements are not specifically directed at the employee(s) of the other Party.

11. **PROPRIETARY INTERESTS**

Keenan shall retain the copyright and the sole right of ownership to the form and format of any report, tool, schedule, exhibit, assessment, analysis, or other deliverable, that is created or developed by Keenan in performing the Services and provided to Client by Keenan in any media whatsoever. Client shall, however, remain the owner of the content of any such deliverable and any Client data or information that was provided to Keenan for the performance of the Services. Any deliverable created by Keenan for Client shall be used for Client's internal purposes and shall not be used, without the written consent of Keenan, for Client's commercial gain, nor shall it be distributed to or shared by Client with any third person, except as may be necessary to accomplish the intent and purpose of this Agreement.

12. **MARKETING**

Keenan may use Client's name in its representative client list. Keenan shall obtain Client's written consent before using Client's name for any other purpose.

13. **OTHER RELATIONSHIPS**

A. Keenan or its affiliates may provide Client or others with other services or insurance coverage not provided in this Agreement and may receive compensation related to such other services which may include, without limitation, loss control services, joint powers administration, insurance brokerage services, securing reinsurance, claims administration, investigative services, financial processing, and other related services.

B. Keenan and/or its affiliate may provide services for other entities that also provide services to and/or contract with Client's insurance program (e.g., insurers and reinsurers and/or other coverage providers) and to the extent that such services are provided, Keenan will be separately compensated for those services.

C. The Services provided to Client are non-exclusive and Keenan reserves the right to provide the same or similar services to other clients who may be in the same industry, business, or service as Client.

14. **CONFIDENTIALITY**

A. As a result of their relationship under this Agreement each Party may gain access to confidential information concerning the other. For purposes of this Agreement, the term

"Confidential Information" includes, without limitation, i) any information or data about a Party's business operations, clients, employees, marketing plans, method of operation, trade secrets, and financial performance; ii) information about Client's employees, such as name, address, social security number, compensation, and medical history, and iii) any other information about a Party that is not available to the general public. Neither Party shall, without the written consent of the other release, disclose, or disseminate the other Party's Confidential Information except as is necessary for the performance of the Services.

B. In the event that either Party becomes the subject of a subpoena or court order compelling the disclosure of the other Party's Confidential information, that Party shall immediately notify the other so that the Party whose Confidential Information is being sought can take such action as may be necessary to prevent or limit the release of its Confidential Information.

C. Neither Party shall be deemed to be in breach of this Section 14 if it has notified the other before it releases the Confidential Information pursuant to a subpoena or court order, and the Party whose Confidential Information was requested fails to provide, before the deadline for disclosure, a copy of court order quashing the subpoena or otherwise limiting the original demand for the Confidential Information.

15. **GENERAL**

A. This Agreement, its recitals and all attached exhibits constitute the entire understanding of the Parties related to the subject matter of the Agreement, and supersede all prior and collateral statements, presentations, communications, reports, agreements, or understandings, if any, related to such matter(s).

B. The obligations set forth in this Agreement other than Keenan's obligation to perform the Services and Client's responsibility to pay for the Services shall survive the expiration or termination of this Agreement. Nothing in this Section 15.B. shall, however, be interpreted as relieving Client of its obligation to pay for any Services rendered by Keenan prior to the termination date of this Agreement.

C. This Agreement is made for the benefit of the Parties and is not intended to confer any third-party benefit or right. The enforcement of any remedy for a breach of this Agreement may only be pursued by the Parties to this Agreement.

D. No modification or amendment to this Agreement shall be binding unless in writing and signed by authorized representatives from both Parties. Any waiver or delay by a Party in enforcing this Agreement shall not deprive that Party of the right to take appropriate action at a later time or due to another breach. This Agreement shall be interpreted as if written jointly by the Parties.

E. Any provision determined by a court of competent jurisdiction to be partially or wholly invalid or unenforceable shall be severed from this Agreement and replaced by a valid and enforceable provision that most closely expresses the intention of the invalid or unenforceable provision. The severance of any such provision shall not affect the validity of the remaining provisions of this Agreement.

F. Neither Party shall be liable or deemed to be in default for any delay or failure in performance under this Agreement resulting, directly or indirectly, from acts of God, civil or military authority, acts of public enemy, war, accidents, fires, explosions, earthquakes, floods, power outages, failure of computer systems, machinery or supplies, vandalism, strikes, or other work interruptions, or any similar or other cause that is beyond the reasonable control of either Party. Each Party shall make a good faith effort to perform under this Agreement in the event of any such circumstances and shall resume full performance of its contract duties once the cause of the delay has abated.

G. All notices hereunder shall be in writing and shall be sent to the Parties at the addresses as set forth below, or to such other individual or address as a Party may later designate. Notices shall be sent via personal delivery, courier service, United States mail (postage pre-paid, return receipt requested), or express mail service. Notice shall be effective when delivered, or if refused, when delivery is attempted. Notices delivered during non-working hours shall be deemed to be effective as of the next business day.

If the notice relates to a legal matter or dispute, a copy shall be sent to:

Keenan and Associates
Attn: Legal Department
2355 Crenshaw Blvd., Ste. 200
Torrance, CA 90501

A courtesy copy, not sufficient notice by itself, is hereby requested to the fax number and/or e-mail referenced below.

This Agreement may be executed in counterparts and by fax signatures and each shall be deemed to be an original. Each person signing this Agreement on behalf of a Party represents and warrants that he or she has the necessary authority to bind such Party and that this Agreement is binding on and enforceable against such Party.

Alameda County Schools Insurance Group			**Keenan & Associates**	
Signature:			**Signature:**	
By:	**Jackie Kim**		**By:**	**Tim Hall**
Title:	**Executive Director**		**Title:**	**Vice President**
Address:	**PO Box 2487** **Dublin, CA 94568**		**Address:**	**2355 Crenshaw Blvd., Ste. 200** **Torrance, CA 90501**
E-mail:	**jkim@acsig.com**		**E-mail:**	**gchacon@keenan.com**
Phone:			**Phone:**	**626-310-1967**
Attention:	**Jackie Kim**		**Attention:**	**Genie Chacon**

EXHIBIT A

Keenan's Services*

Keenan will provide the Rent-A-Safety Professional ("RASP") Program to work with the Schools Insurance Group Northern Alliance ("SIGNAL II") to improve regulatory compliance, increase safety for employees, students, campus visitors, and address property and liability loss exposures. The RASP program will include the following services on a requested basis:

- Employee Safety Training
- Forklift, Aerial Lift, Scissor Lift, Boom Lift Training
- Written Program and Regulatory Compliance
- Hazard Assessments/Onsite Consultation
- Indoor Air Quality/Industrial Hygiene Testing
- Certified Playground Safety Inspection ("CPSI")
- IMReady Services
- Other Loss Control Services as requested

***The goal of Keenan's loss control services is to (i) promote safety awareness, (ii) assist in the identification of conditions which may pose a risk of injury, and (iii) provide recommendations and/or suggestions to help mitigate the risks identified. While we are confident that Keenan's loss control services will help you to create a safer environment, we do not suggest that we will be able to identify all risk exposures or that following our recommendations will eliminate all risk of injury or result in improved loss experience.

EXHIBIT B

FEE SUMMARY
Keenan's fees to provide SIGNAL II with the **Rent-A-Safety-Professional ("RASP")** program are outlined below:

Service	Fees
Employee Safety Training / Meetings	$1,664 per day *Quote available for multiple sessions $832 per virtual training
Forklift, Aerial Lift, Scissor Lift, Boom Lift Training	$1,664 per day, per lift, up to 12-15 employees per day
Ergonomic Evaluations	$1,664 per evaluation *Quote available for multiple evaluations $832 per virtual evaluation
Virtual Ergonomic Evaluations	$832 per evaluation
Written Program and Regulatory Compliance **(Office time only)**	$208 per hour
Hazard Assessments / Onsite Consultation	$1,664 minimum *Quote available upon request
Indoor Air Quality/Industrial Hygiene Testing	$1,664 + equipment fees + lab fees *Custom quote available based on scope of work
Certified Playground Safety Inspections	$1,664 per site *Quote available for multiple sites
IMReady Services	A custom security service plan and quote can be provided upon request
Hazardous Materials Services	Quote upon request
Other Loss Control Services	Quote upon request

Invoice Frequency:
Invoices will be generated and sent on a quarterly basis as services are completed.

- Alameda County Office of Education
- Albany City Unified School District
- Dublin Unified School District
- Emery Unified School District
- Piedmont Unified School District

Fee includes:

- Professional Time
- Preparation and Scheduling
- Travel Time
- Follow Up Analytical Report
- Clerical Support/Word Processing
- All Expenses Associated with Program

Payment for Services shall be due upon receipt of Keenan's invoice. Any balance not paid within thirty (30) days following the date on the invoice shall be deemed late. Interest on any late payment shall accrue, as of the date of Keenan's original invoice, at the rate of 1½ percent per month, or the maximum interest rate permitted by applicable law, whichever is lower. Keenan has the right to suspend performance of its Services if any balance remains unpaid for more than sixty (60) days from the date of the invoice.

Alameda County Schools Insurance Group
P.O. Box 2487
Dublin, CA 94568
Phone (925) 225-1030
Fax (925) 225-0653
www.acsig.com

Executive Summary

To: ACSIG Board of Directors
From: Jackie Kim
Date: May 21, 2026
Subj.: Loss Control - ReLiEF Inspection Agreement Renewal

ACSIG has been a member of Northern California ReLiEF ("NCR") for Property and Liability coverage since July 2008. Members of NCR are required to complete regular safety inspections. ACSIG contracts with Keenan & Associates to perform inspections that satisfy NCR's requirements. ACSIG's previous agreement expires on June 30, 2026.

Enclosed is a proposed agreement for services through June 30, 2028. The proposed total rate is $28,016, which represents a 3% increase over the previous agreement. ReLiEF Inspection and associated services would be performed for Alameda County Office of Education, Albany City USD, Dublin USD, Emery USD, and Piedmont USD.

The Executive Committee reviewed and approved the proposed Loss Control ReLiEF Inspection Agreement renewal.

LOSS CONTROL SERVICES AGREEMENT

This **Loss Control Services Agreement** ("Agreement") is made and entered into by and between **Alameda County Schools Insurance Group** ("Client") and **Keenan & Associates** ("Keenan"), as of **June 30, 2026** ("Effective Date"). Client and Keenan may be referred to individually as "Party" and collectively as the "Parties."

RECITALS

A. Client maintains a liability insurance program ("Insurer") to protect itself against claims and losses arising out of its day-to-day operations;

B. Keenan is a specialty insurance services provider with expertise in providing insurance and loss control related services to California school districts, municipalities, health care providers and their related entities.

C. Client desires Keenan to perform certain loss control services as a complement to its Insurance program; and

D. Keenan desires to provide such loss control services, subject to the terms and conditions described in this Agreement.

AGREEMENT

The Parties agree as follows:

1. **TERM**
   The term of this Agreement is from the **Effective Date** through **July 1, 2028** ("Termination Date").

2. **KEENAN'S RESPONSIBILITIES AND SCOPE OF SERVICES**
   A. Client elects and Keenan shall provide the loss control services ("Services") described in Exhibit A, attached hereto, and incorporated herein, during the term of this Agreement.

   B. The Services are intended to (i) promote safety awareness, (ii) assist in the identification of conditions which may pose a risk of bodily injury and/or property damage, and (iii) offer recommendations and/or suggestions to help mitigate Client's risk of loss. Keenan does not represent that the Services will identify every potential risk or hazard inherent in Client's business activities or existing on Client's premises. We are confident that Keenan's loss control services will help Client to promote a safer environment, but Keenan does not represent, guaranty, or promise that the Services will eliminate all risk of injury or property damage, or result in improved loss experience.

   C. In providing the Services, Keenan shall act in an advisory and consultative capacity. Client shall retain the right to determine whether to act on or implement the information,

recommendations, and suggestions provided by Keenan, and the manner by which any such action or implementation shall be undertaken.

D. The relationship of Keenan and Client shall be that of an independent contractor and Keenan shall at all times remain responsible for its own operational and personnel expenses. Under no circumstance shall any employee of one Party look to the other Party for any payment or the provision of any benefit, including without exception, workers' compensation coverage. Except as may be expressly set forth in or contemplated by this Agreement, neither Party shall have the right to act on behalf of the other, or to bind the other to any contract or other obligation.

E. Keenan shall not provide any legal, tax, or accounting service, advice, or opinion, and the Services shall not be interpreted as representing any such service, advice, or opinion. Client shall consult its own attorney on all legal issues, and its own tax and accounting experts on all tax, accounting, and financial matters relating to its operations, including without limitation, the establishment and/or operation of the Plans.

F. In providing its Services, Keenan shall comply with all applicable state and federal laws and regulations, and obtain and maintain all necessary licenses, registrations, and/or permits necessary for the performance of its duties under this Agreement.

G. Keenan reserves the right to engage independent contractors and/or subcontractors to assist it in performing the Services. The use of such individuals shall not relieve either Party of any of its duties under this Agreement.

3. **CLIENT'S DUTIES AND RESPONSIBILITIES**

A. Client shall retain all authority and responsibility for the implementation of any suggestions or recommendation made by Keenan as part of the Services.

B. Client shall provide Keenan with timely access to such information and individuals, including its outside advisors and consultants, as may be necessary for Keenan to perform the Services. Keenan shall not be responsible for any delay in its performance that results from the failure of Client, or any person acting on behalf of Client, to make available any information or individual in a timely manner.

C. All information provided to Keenan by Client, in anticipation of or in relation to the Services to be provided by Keenan, shall be complete and accurate, and Keenan may rely upon such information.

D. Keenan's Loss Control services are not intended to substitute for ongoing inspection and maintenance of Client's facilities. It shall remain Client's responsibility to perform and/or secure standard inspection, maintenance and repair services for its facilities and equipment, including without limitation, any service typically performed by a licensed or certified service professional (e.g., HVAC contractor, electrician, plumber, elevator service personnel, etc.).

4. **COMPENSATION**

Keenan shall receive compensation for the services rendered under this Agreement as provided in the attached Exhibit B.

5. **INSURANCE**

Keenan shall procure and maintain during the term of this Agreement the following insurance coverages and shall provide certificates of insurance to Client upon Client's request.

(1) Workers' Compensation. Workers' Compensation Insurance in conformance with the laws of the State of California and applicable federal laws.

(2) General Liability Insurance. General Liability Insurance with a Two Million Dollar ($2,000,000) limit of liability for each occurrence and a Two Million Dollar ($2,000,000) aggregate limit of liability.

(3) Automobile Liability Insurance. Automobile Liability Insurance with a Two Million Dollar ($2,000,000) limit of liability for each occurrence and a Two Million Dollar ($2,000,000) aggregate limit of liability.

(4) Professional Liability Insurance. Professional Liability Insurance with a Two Million Dollar ($2,000,000) limit of liability for each claim and a Two Million Dollar ($2,000,000) aggregate limit of liability.

(5) Cyber Liability/Privacy Insurance. Cyber Liability Insurance with a Two Million Dollar ($2,000,000) limit of liability for each claim and a Two Million Dollar ($2,000,000) aggregate limit of liability.

6. **INDEMNIFICATION**

If either Party breaches this Agreement, then the breaching Party shall indemnify and hold harmless the non-breaching Party, its officers, agents and employees against all claims, losses, demands, actions, liabilities, and costs (including, without limitation, reasonable attorneys' fees and expenses) arising from such breach. In addition, if Keenan (i) becomes the subject of a subpoena or is otherwise compelled to testify or (ii) becomes the subject of a claim, demand, action or liability brought or asserted by any individual or entity other than the Client ("Third-Party Demand") relating to the Services and such Third-Party Demand is not a direct result of Keenan's negligence or willful misconduct, then Client shall indemnify and hold Keenan harmless from all losses, payments, and expenses incurred by Keenan in resolving such Third-Party Demand.

7. **LIMITATION OF LIABILITY**

Notwithstanding anything to the contrary in this Agreement, in no event shall either Party be liable for any punitive damages, fines, penalties, taxes or any indirect, incidental, or consequential damages incurred by the other Party, its officers, employees, agents, contractors or consultants whether or not foreseeable and whether or not based in contract or tort claims or otherwise,

arising out of or in connection with this Agreement even if advised of the possibility of such damage. Keenan's liability under this Agreement shall further be limited to, and shall not exceed, the amount of its available insurance coverage, but not exceeding the limits of coverage outlined in Section 5.

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A. In the event of any dispute arising out of or relating to this Agreement, such dispute shall be resolved by submission to binding arbitration before Judicial Arbitration & Mediation Services ("JAMS") or ADR Services, at the claimant's choice, in Los Angeles County, California, before a retired judge or justice. If the parties are unable to agree on a retired judge or justice, the selected arbitration service (JAMS or ADR Services) will select the arbitrator.

B. In any such arbitration, the Parties shall be entitled to take discovery in accordance with the provisions of the California Code of Civil Procedure, but either Party may request that the arbitrator limit the amount or scope of such discovery, and in determining whether to do so, the arbitrator shall balance the need for the discovery against the Parties' mutual desire to resolve disputes expeditiously and inexpensively.

C. The prevailing Party in any action, arbitration, or proceeding arising out of or to enforce any provision of this Agreement will be awarded reasonable attorneys' fees and costs incurred in that action, arbitration, or proceeding, or in the enforcement of any judgment or award rendered.

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A. This Agreement may be terminated upon the occurrence of any of the following events:

i. By either Party upon the dissolution or insolvency of either Party;

ii. By either Party following the filing of a bankruptcy petition by or against either Party (if the petition is not dismissed within sixty (60) days in the case of an involuntary bankruptcy petition);

iii. If the application of any law, rule, regulation, or court or administrative decision prohibits the continuation of this Agreement or would cause a penalty to either Party if the Agreement is continued, and if the Agreement cannot be amended to conform to such law, rule, regulation, or court or administrative decision in a manner that would preserve the original intent of the Parties with respect to their rights and duties under this Agreement; or

iv. By the non-breaching Party if a breach of this Agreement is not cured within sixty (60) days following receipt of written notice of the breach from the non-breaching Party; and

v. Upon sixty (60) days prior written notice to the other Party of its intent not to renew this Agreement.

B. In the event of termination pursuant to Section 9A above, Keenan shall be paid for the full value of all Services rendered through the date of termination.

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During the Term, and for a period of twelve (12) months following any termination or expiration of the Agreement, neither Party shall solicit the employment or engagement of any employee or agent of the other Party that interacted directly with the soliciting Party; provided, however, the foregoing provision shall not prevent either Party from soliciting for employment or employing an employee who responds to general solicitations or advertisements in periodicals including newspapers and trade publications, so long as such solicitations or advertisements are not specifically directed at the employee(s) of the other Party.

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B. In the event that either Party becomes the subject of a subpoena or court order compelling the disclosure of the other Party's Confidential information, that Party shall immediately notify the other so that the Party whose Confidential Information is being sought can take such action as may be necessary to prevent or limit the release of its Confidential Information.

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B. The obligations set forth in this Agreement other than Keenan's obligation to perform the Services and Client's responsibility to pay for the Services shall survive the expiration or termination of this Agreement. Nothing in this Section 15.B. shall, however, be interpreted as relieving Client of its obligation to pay for any Services rendered by Keenan prior to the termination date of this Agreement.

C. This Agreement is made for the benefit of the Parties and is not intended to confer any third-party benefit or right. The enforcement of any remedy for a breach of this Agreement may only be pursued by the Parties to this Agreement.

D. No modification or amendment to this Agreement shall be binding unless in writing and signed by authorized representatives from both Parties. Any waiver or delay by a Party in enforcing this Agreement shall not deprive that Party of the right to take appropriate action at a later time or due to another breach. This Agreement shall be interpreted as if written jointly by the Parties.

E. Any provision determined by a court of competent jurisdiction to be partially or wholly invalid or unenforceable shall be severed from this Agreement and replaced by a valid and enforceable provision that most closely expresses the intention of the invalid or unenforceable provision. The severance of any such provision shall not affect the validity of the remaining provisions of this Agreement.

F. Neither Party shall be liable or deemed to be in default for any delay or failure in performance under this Agreement resulting, directly or indirectly, from acts of God, civil or military authority, acts of public enemy, war, accidents, fires, explosions, earthquakes, floods, power outages, failure of computer systems, machinery or supplies, vandalism, strikes, or other work interruptions, or any similar or other cause that is beyond the reasonable control of either Party. Each Party shall make a good faith effort to perform under this Agreement in the event of any such circumstances and shall resume full performance of its contract duties once the cause of the delay has abated.

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This Agreement may be executed in counterparts and by fax signatures and each shall be deemed to be an original. Each person signing this Agreement on behalf of a Party represents and warrants that he or she has the necessary authority to bind such Party and that this Agreement is binding on and enforceable against such Party.

Alameda County Schools Insurance Group			**Keenan & Associates**	
Signature:			**Signature:**	
By:	**Kimberly Dennis**		**By:**	**Eric Preston**
Title:	**Executive Director**		**Title:**	**Senior Vice President**
Address:	**PO Box 2487** **Dublin, CA 94568**		**Address:**	**2355 Crenshaw Blvd., Ste. 200** **Torrance, CA 90501**
E-mail:	**kdennis@acsig.com**		**E-mail:**	**gchacon@keenan.com**
Phone:			**Phone:**	**626-310-1967**
Attention:	**Kimberly Dennis**		**Attention:**	**Genie Chacon**

EXHIBIT A

Keenan's Services*

Property and Liability Inspection and Audit Program

An on-site inspection of sites owned/operated by member Districts should be conducted at least every two (2) years by a qualified third-party Loss Prevention Specialist. In addition, member Districts should conduct periodic, regular self-inspections. The self-inspection conducted by District personnel should include documentation of all findings and recommended corrective action.

The purpose of the inspection program is to identify and control hazards before people are injured or losses occur. This can help to reduce the frequency and severity of claims and to mitigate the losses resulting from known liability exposures. An inspection conducted by a knowledgeable person, with the results communicated properly to management, conveys recognition of the hazards.

Recognition alone is not enough. Following the identification of a hazard, appropriate corrective action must be taken to control the hazard. Documentation of both the identification and the control of a hazard is a critical aspect of the overall program. Keenan & Associates is prepared to assist the Contra Costa and Solano Counties School District and Self Insurance Authority JPA by offering to provide a property and liability inspection and audit program that will help the JPA ensure that any necessary corrections have been made and documented.

Inspection Services

Keenan's property and liability inspection program meets the Northern California ReLiEF (NCR) guidelines. Documentation will be provided in an inspection report that lists hazards identified.

Value

The inspection process has moved forward to focus on High Priority loss exposures and Districtwide recommendations while adhering to the NCR Guidelines regarding the number of sites inspected. Value to member Districts will be enhanced by the evolution of the process and focus on the past loss drivers and a more focused inspection process.

Report Format

Keenan has invested in report-writing software that allows us to upload findings directly from your sites during the physical inspection. An email of immediate hazards can also be sent to District personnel during the inspection process. The system is now robust enough to photograph Medium Priority findings in addition to High Priority findings, for district review as part of the physical inspection. Keenan will continue to provide reports to you in a user-friendly format. The report is Web-based and will be accessible through the P&C Bridge. It can be downloaded into a PDF file or an Excel file, which will give the capability to sort by a number of criteria.

Areas Inspected

All school sites, District Offices, and Maintenance & Operations facilities will be visually inspected.

Also included are adjacent areas to the sites for identification of any potential fire, water damage, or student injury exposure to the district. A review of recent Property & Liability claim activity will be reviewed with each District prior to the inspection. NCR JPA pool trends will be reviewed to determine areas that may be impacting individual JPA pools. Areas to be inspected include the following:

Playground Equipment
Keenan will conduct an inspection of general conditions of the playground equipment with attention to:

1. Swing chairs
2. Swing pivot connections
3. Swing seats
4. Chains on any other apparatus such as ring sets and climbers, paying attention to end links and any other point of pivot or wear.
5. Movable apparatus connection points
6. Tread surfaces of ladders on slides and any other climbing apparatus.
7. Surfaces of slide bedways, slide rails teeter-totter seats, merry-go-round seats, or any other surface that children regularly contact on the equipment.
8. Bolts and other fasteners for all connecting points on assembled equipment and checking to be sure bolts are not too long and extend into playing areas.
9. Wood equipment, especially for dry rot, deterioration, and splinters.
10. Playground fall protection

Athletic Equipment
Athletic equipment is similar in nature to playground equipment and will be inspected accordingly. Attention will be given to connections, pivot points, tread surfaces, and surfaces that regularly contact the body. Weight equipment cables will be inspected for wear or fraying, and equipment joint welds will be checked for cracking.

Facilities Housing Playground & Athletic Equipment

- Fields: Check for conditions of walkways, exposed roots, gopher holes, potholes, broken glass, or other debris.
- Outside Courts: Check all surface conditions with attention to potholes, large cracks, raised surfaces, and worn areas.
- Athletic Fields: Check for field conditions as noted under the field section. Check the condition of bleachers (seats, walkways side and back rails), player benches, field fencing, and backstops.
- Swimming Pools: Check for clearly visible lifesaving equipment, emergency telephone numbers, pool rules, and pool depth markings. Check the conditions or deck walking surfaces, bond beams, and stairs to lifeguard chairs, stairs to dive boards, dive board surfaces, pool fencing, and bleachers. Inspect wet area electrical outlets for Ground Fault Interrupters. If the pool is indoors, check the condition of exits and exit lighting.
- Gyms: Check the conditions of exits, exit ways, exit lighting, emergency lighting, bleachers and cables supporting movable basketball hoops.
- Multi-Purpose Room: Same as Gyms.

Industrial Arts
Inspect all shops with attention to:

1. Machine guarding
2. Exits
3. Housekeeping
4. Storage of flammable liquids
5. Conditions of electrical power cords
6. Conditions of hand power tools
7. Electrical equipment and connections
8. Ventilation
9. Fire extinguishers
10. Student/Guest use of personal protective equipment

Home Economics

1. Inspect cooking and sewing rooms with attention to:
2. Machinery electrical wiring and connections
3. Floor and wall electrical outlets
4. Natural gas connections
5. Dryer venting
6. Accumulation of lint and other combustible debris
7. Cooking exhaust
8. Fire extinguishers

Public Assembly Areas
Inspect multi-purpose rooms, cafeterias, theaters, gyms, and other public assembly areas. Include inspection of:

1. Exits
2. Panic hardware
3. Exit lighting
4. Emergency lighting for installation and testing
5. Posting of maximum occupancy signs

Science Labs
Special attention is given to eye protection for students and emergency response equipment such as:

1. Eyewash stations
2. Deluge showers
3. Fire blankets and fire extinguishers

Attention is also focused on overall laboratory conditions such as size and number of students regarding emergency egress, ventilation-both local and general, etc.

Follow-up Audit
Northern California ReLiEF guidelines require a follow-up audit. After the inspection has been completed and the reports delivered, there will be a follow-up audit 90-120 days after the inspection. A consultant will visit the member Districts and meet with appropriate personnel to determine the

progress being made regarding the recommended high priority corrective actions noted in the inspection report.

Self-Inspection
Documentation for self-inspections can be accomplished using inspection check sheets with a space for corrective action taken. The inspection will assist the districts in developing a self-inspection check sheet that adequately identifies areas that should be inspected by District personnel. This sheet should contain a list of items to be inspected, a rating section for each item inspected (a section for comments), and a section to list corrective action taken. The self-inspections should be performed regularly and include:

- Playground & Athletic Equipment
- Facilities Housing Playground & Athletic Equipment
- Public Assembly Areas
- Industrial Arts
- Home Economics
- Science Laboratories
- Common Areas & Grounds

Limitations
Keenan's inspection services are intended to help clients identify and mitigate hazards and potential liability exposures. While we are confident that our services will help our clients create a safer environment, we do not represent or guarantee that we will be able to identify all potential hazards or offer a fail-safe mechanism for dealing with them. Consequently, we make no promise or representation that clients will recognize improved loss experience or premium savings as a result of these services.

Keenan's inspection services are not intended to substitute for regular, ongoing inspection and maintenance of a client's premises or equipment. Nor are they intended to replace any required inspection or service that is to be routinely performed by licensed or certified service professionals (e.g., HVAC contractor, electrician, plumber, elevator service personnel, etc.).

*****The goal of Keenan's loss control services is to (i) promote safety awareness, (ii) assist in the identification of conditions which may pose a risk of injury, and (iii) provide recommendations and/or suggestions to help mitigate the risks identified. While we are confident that Keenan's loss control services will help you to create a safer environment, we do not suggest that we will be able to identify all risk exposures or that following our recommendations will eliminate all risk of injury or result in improved loss experience.

EXHIBIT B

FEE SUMMARY
Keenan will conduct the above-described ReLiEF Inspection and Follow Up Audit program for the following member Districts for two (2) years for a total fee of twenty-eight thousand sixteen dollars ($28,016.00):

- Alameda County Office of Education
- Albany City Unified School District
- Dublin Unified School District
- Emery Unified School District
- Piedmont Unified School District

An annual fee of fourteen thousand and eight dollars ($14,008.00) will be invoiced on January 1 for each year of the agreement, beginning January 1, 2027.

During the term of the agreement, if new sites open, or existing sites close, the fee will be adjusted accordingly.

Fee includes:

- Professional Time
- Preparation and Scheduling
- Travel Time
- Follow Up Analytical Report
- Clerical Support/Word Processing
- All Expenses Associated with Program

Payment for Services shall be due upon receipt of Keenan's invoice. Any balance not paid within thirty (30) days following the date on the invoice shall be deemed late. Interest on any late payment shall accrue, as of the date of Keenan's original invoice, at the rate of 1½ percent per month, or the maximum interest rate permitted by applicable law, whichever is lower. Keenan has the right to suspend performance of its Services if any balance remains unpaid for more than sixty (60) days from the date of the invoice.

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Executive Summary

To: ACSIG Board of Directors
From: Jackie Kim
Date: May 21, 2026
Subj.: Dispute Resolution Policy

The California Association of Joint Powers Authorities ("CAJPA") Accreditation Standards require that a JPA maintain a Dispute Resolution Policy.[1] That Policy should be regularly reviewed by the Executive Committee. ACSIG's Dispute Resolution Policy is included in this packet. No changes are proposed.

The Executive Committee reviewed and approved this policy at its May 14, 2026 meeting.

[1] *See* https://cdn.ymaws.com/www.cajpa.org/resource/resmgr/files/accreditation/AccrediationStandards0101202.pdf

ALAMEDA COUNTY SCHOOLS INSURANCE GROUP

DISPUTE RESOLUTION POLICY

When a dispute arises between the Authority and a member, the following procedures are followed:

a) **Request for Reconsideration.** The member will make a written request to the Authority for the appropriate Committee to reconsider their position, citing the arguments in favor of the member and any applicable case law that applies. The member can also, re quest a personal presentation to that Committee, if it so desires.

b) **Board Appeal.** The Board responsible for the program or having jurisdiction over the decision in question will review the matter and reconsider the Authority's position. This Board appeal process is an opportunity for both sides to discuss and substantiate their positions based upon legal arguments and the most complete information available. If the member requesting reconsideration is represented on the Board having jurisdiction, that Board member shall be deemed to have a conflict and shall be excluded from any vote.

c) **Executive Committee Appeal.** If the member is not satisfied with the outcome of the committee appeal, the matter will be brought to the Executive Committee for reconsideration upon request of the member. If the member requesting reconsideration is represented on the Executive Committee, that Executive Committee shall be deemed to have conflict and shall be excluded from any vote.

d) **Arbitration.** If the member is not satisfied with the outcome of the Executive Committee appeal, the next step in the appeal is arbitration. The arbitration, whether binding or non-binding, is to be mutually agreed upon by the parties. The matter will be submitted to a mutually agreed arbitrator or panel of arbitrators for a determination. If Binding Arbitration is selected, then of course the decision of the arbitration is final. Both sides agree to abide by the decision of the arbitrator. The cost of arbitration will be shared equally by the involved member and the Authority.

e) **Litigation.** If, after following the dispute resolution procedure paragraphs A – D, either party is not satisfied with the outcome of the non-binding arbitration process, either party may consider litigation as a possible remedy to the dispute.

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Executive Summary

To: ACSIG Board of Directors
From: Jackie Kim
Date: May 21, 2026
Subj.: Underwriting Policy

The California Association of Joint Powers Authorities ("CAJPA") Accreditation Standards require that a JPA maintain a process for developing and monitoring its underwriting policies and processes.[1] That Policy should be regularly reviewed by the Executive Committee. ACSIG's Underwriting Policy is included in this packet. No changes are proposed.

The Executive Committee reviewed this policy at its May 14, 2026 meeting.

[1] See https://cdn.ymaws.com/www.cajpa.org/resource/resmgr/files/accreditation/AccrediationStandards0101202.pdf

ALAMEDA COUNTY SCHOOLS INSURANCE GROUP

UNDERWRITING POLICY

OBJECTIVE

Alameda County Schools Insurance Group has established underwriting criteria for the purpose of marketing to prospective members. Underwriting information is also used for rate making/premium calculation, measuring member performance, and calculating dividends or assessments based upon equity levels. Underwriting standards and guidelines are outlined in various governing documents, including the JPA agreement, By-Laws and ACSIG Policies. This underwriting Policy provides a summary and highlights much of the criteria utilized to complete the underwriting process.

UNDERWRITING FUNTION/ MISSION

Establishing underwriting criteria ensures that all ACSIG coverage programs are analyzed for risk exposures, funding requirements, dividends and assessment calculations, risk retention levels, compatibility between members and serviceability by staff. Adherence to these Board approved standards and guidelines guarantees the continued financial viability and security of ACSIG.

NEW MEMBERS

The guidelines for admittance of new members to ACSIG are set forth in the Joint Powers Agreement and By-Laws. Membership eligibility requires the public entity be domiciled in Alameda County, or in the general geographic area reasonably serviceable from the County. Approval by two-thirds of all members of the Board is required. Applicants accepted for membership must participate in the Liability or Workers Compensation pooled coverage programs. The applicant agrees to participate as a member for a minimum of three consecutive years.

Application Process

An applicant for membership must complete ACSIG's "risk questionnaire". It solicits specific information to assess the applicants risk exposure. Included is the following financial information:

a. Underwriting data for the current year, including payroll, audited financial statements, budget and other financial data requested;
b. Payrolls for the previous five years;

c. Loss history for the previous five years;
d. Any recent claim or actuarial studies completed for the coverage programs for which the applicant applies.

In addition, the applicant must submit to an actuarial study in the format required by ACSIG and pay an application fee as determined by the Board.

Underwriting Guidelines

Any prospective member, including existing members not participating in a program, must meet the following minimum underwriting guidelines:

a. Have a loss rate calculated for the past three years that not exceed the average loss rate of the current members;
b. Demonstrate a commitment to support risk management and safety programs to control or prevent claims;
c. Accept a minimum deductible of $25,000 if joining the liability program.

RATE SETTING/ FUNDING REQUIREMENTS

The liability and Workers Compensation programs will be fully funded each year after completion of an independent actuarial study. Rates are established based upon multiple factors, including:

- Payroll exposure
- Loss rates
- Excess rates
- Administrative expense
- A margin for contingency as prescribed in ACSIG's Target Equity Policy (minimum 60% confidence level)

Although ACSIG"s coverage programs are based upon risk sharing among its members, to encourage accountability for losses, premiums are adjusted after the application of an experience modification factor calculated by the actuary. In addition, the Liability program employs a retrospective premium formula that provides for the return of premium credits, or assessment of premium debits based upon the actual claim experience of both the individual members and the entire group.

DIVIDEND/ ASSESMENT

The Joint Powers Agreement authorizes the distribution of dividends or collection of assessments based upon the financial position of each fund at the close of the fiscal year. The Board has adopted a Target Equity Policy that governs the minimum equity balances required before consideration of any dividend. The Policy also requires a program year be at least five years old before being considered for a dividend distribution.

PERIODIC REVIEW

This Underwriting Policy is hereby established as set forth above, and will be periodically reviewed by the Board at least once every three years. The Board may delegate the underwriting function as outlined in this Policy to the Executive Committee, Full Board or any other committee established for the sole purpose of addressing underwriting issues.

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Executive Summary

To: ACSIG Board of Directors
From: Jackie Kim
Date: May 21, 2026
Subj.: Conflict of Interest Code

The California Association of Joint Powers Authorities ("CAJPA") Accreditation Standards require that a JPA maintain a written conflict of interest policy that is reviewed annually by the Executive Committee.[1]

The ACSIG Conflict of Interest Code is included in this packet and reflects proposed revisions.

The Executive Committee reviewed and approved at its May 14, 2026 meeting.

[1] https://cdn.ymaws.com/www.cajpa.org/resource/resmgr/files/accreditation/20._Appendix_Q_-_Sample_Conf.pdf

ALAMEDA COUNTY SCHOOLS INSURANCE GROUP

CONFLICT OF INTEREST CODE

SECTION 1: AUTHORITY
The Political Reform Act (Government Code Section 81000 et seq.) requires state and local government agencies, including Joint Powers Authorities (JPAs), to adopt Conflict of Interest Codes. The Fair Political Practices Commission (FPPC) standard code (2 CCR §18730) is incorporated by reference.

SECTION 2: JPA-SPECIFIC GOVERNANCE CONSIDERATIONS
As a Joint Powers Authority providing risk pooling and insurance services to member public entities, ACSIG's decision-making includes insurance procurement, claims management, actuarial services, investment of pooled funds, and contractual relationships with third-party administrators, brokers, and carriers.

SECTION 3: DESIGNATED EMPLOYEES
Designated positions must file Statements of Economic Interests (Form 700) based on assigned disclosure categories.

SECTION 4: FILING OFFICER
The Executive Director (or designee) shall serve as Filing Officer. Statements shall be retained and made publicly available.

SECTION 5: CONSULTANTS
Consultants (2 CCR §18701) must disclose financial interests unless a written determination limits disclosure.

SECTION 6: BIENNIAL REVIEW
This code shall be reviewed every even-numbered year per Government Code §87306.5.

APPENDIX A: DESIGNATED POSITIONS
Board Members: Categories 1,2,3,5
Administrator/Executive Director: 1,2,4,5
Consultants: Broadest applicable

APPENDIX B: DISCLOSURE CATEGORIES
1. Vendors and suppliers to the JPA
2. Insurance and risk management service providers
3. Entities with claims against the JPA
4. Financial institutions
5. Investment entities
6. Commercial real property interests

APPENDIX C: STATEMENT OF REASONS

Positions are designated based on authority over contracts, claims, and pooled fund investments typical of JPAs.

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Executive Summary

To: ACSIG Board of Directors
From: Jackie Kim
Date: May 21, 2026
Subj.: Posting and Mailing Address

As a general administration matter, and to comply with The California Association of Joint Powers Authorities ("CAJPA") Accreditation Standards, the official ACSIG mailing and posting address must be reviewed and approved annually. No changes are proposed.

Mailing:
Alameda County Schools Insurance Group
PO Box 2487
Dublin, CA 94568

Posting:
Alameda County Office of Education
313 W. Winton Avenue
Hayward, CA 94544

Alameda County Schools Insurance Group
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Executive Summary

To: ACSIG Board of Directors
From: Jackie Kim
Date: May 21, 2026
Subj.: Executive Committee Membership

Alameda County Schools Insurance Group ("ACSIG") maintains a seven-member Executive Committee. Executive Committee members serve two-year terms, with three (3) seats expiring this year and four (4) seats expiring next year. This year there are three (3) seats up for renewal (Dani Krueger, Chris Hobbs, Bryan Wakefield). Both Dani Krueger and Bryan Wakefield would like to serve an additional term on the Executive Committee. With Chris Hobbs retiring, we will need to fill the open seat. Executive Committee recommends Charity Hastings from Alameda County Office of Education to serve on the Executive Committee.

The Board will appoint members to the Executive Committee.

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Executive Summary

To: ACSIG Board of Directors
From: Jackie Kim
Date: May 21, 2026
Subject: Meeting Calendar 2026-2027

A draft ACSIG Meeting Calendar is included in this packet for review. The Executive Director developed this Calendar based on past calendars and the ACOE's business office calendar. The Executive Committee will discuss about the meeting format and calendar. The discussion will focus on both the meeting format/structure and calendar (frequency of the meetings).

The Executive Committee reviewed this calendar at its May 14, 2026 meeting

ALAMEDA COUNTY SCHOOLS INSURANCE GROUP

2026/ 2027 DRAFT Calendar

September 24, 2026	**Executive Committee** (via Zoom)	1:00pm– 3:00pm
November 12, 2026	**Executive Committee** Lunch Break **Full Board** (In-person at ACOE)	11:30am – 12:00pm 12:00pm – 12:30pm 12:30pm – 2:00pm
February 11, 2027	**Executive Committee** ***with Strategic Planning following, if necessary,* until 12:30pm** (via Zoom or in-person TBD)	9:30am – 12:30pm
May 13, 2027	**Executive Committee** (via Zoom)	9:30am – 11:30am
May 20, 2027	**Full Board** (via Zoom)	1:00pm – 3:00pm

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Executive Summary

TO: ACSIG Board of Directors
FROM: Jackie Kim
DATE: May 21, 2026
SUBJECT: Actuarial Report for Workers' Compensation Ex-mods.

Enclosed please find the actuarially determined experience modification factors as calculated by Jack Joyce of Bay Actuarial Services, within the workers' compensation program.

Historically, ACSIG experience modification factors were not "re-benched" to 1.00. The result was program underfunding. In 2008, the Executive Committee and Board agreed to begin a multi-year funding model to begin "re-benching" ex-mods to 1.00. Program year 2009-10 was the first year of this process. It was the expectation that the rates would become more consistent due to the use of actuarially determined experience-modification rates. Prior to 2013-14, the ACSIG Board imposed a cap in the amount an ex-mod could increase/decrease in any one program year. Beginning in 2013-14 the actuarially determined ex-mod will be used with no maximum change cap. The assumption that all ex-mods will remain between 0.75 – 1.25 will continue.

This report was reviewed in detail with the Executive Committee at its February 12, 2026 meeting. The Board will be asked to adopt these experience modification factors for the 2026-27 premium calculation.

MEMBER	NEW EX-MOD 12/31/25	OLD EX-MOD 12/31/24	2026-27 PAYROLL
ACOE	0.750	0.750	52,110,054
ALAMEDA	0.917	1.086	101,469,140
ALBANY	0.998	1.001	40,795,931
CASTRO VALLEY	0.772	0.813	103,809,145
DUBLIN	1.083	1.070	125,803,458
EDEN ROP	1.092	0.863	7,000,000
EMERY	0.750	0.867	10,294,441
FREMONT	1.025	0.894	347,738,493
LIVERMORE	0.916	1.035	132,981,826
MISSION ROP	0.791	0.750	6,538,964
MT. HOUSE	0.750	1.250	399,493
NEW HAVEN	1.082	1.216	101,239,645
NEWARK	1.226	1.250	40,757,501
PIEDMONT	0.750	0.750	32,625,730
PLEASANTON	0.846	0.816	139,847,291
SAN LEANDRO	1.250	1.250	115,000,000
SAN LORENZO	1.250	1.250	101,400,000
SUNOL GLEN	0.750	0.750	2,810,545
TRI VALLEY ROP	0.813	0.750	3,307,309
WTD AVG	**1.000**		1,465,928,966
CORRELATION COEFFICIENT:		**0.713**	

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Executive Summary

TO: ACSIG Board of Directors
FROM: Jackie Kim
DATE: May 21, 2026
SUBJECT: 2026-2027 Workers' Compensation Rates

Enclosed please find the preliminary workers' compensation rates for 2026-2027. These rates have been adjusted to incorporate the actuary's estimate for experience modification factors.

ACSIG enjoys a surplus in its Workers' Compensation program so program rates are estimated based upon cost projections for the program itself with no increase to the surplus budgeted. Additionally, the Executive Committee reviews the surplus and its possible allocation within the budget development process. Training continues to be a primary focus with additions such as an EAP program and expansion of Shoes for Crews and Post-Offer/Pre-Placement programs.

The Executive Committee reviewed the rates in detail as its February 12, 2026 meeting. The Board will be asked to approve these rates.

2026/27
Workers' Compensation Rates

	2023/2024 Actual Payroll	2024/2025 Actual Payroll	Base Rate	Ex Mod	Rate per $100 Payroll	2026/2027 PREMIUMS
ACOE	$ 28,868,991	$ 40,603,383	2.10	0.750	1.58	$641,010
ALAMEDA	$ 92,749,702	$ 95,404,763	2.10	0.917	1.93	$1,841,539
ALBANY	$ 37,831,502	$ 38,166,610	2.10	0.998	2.10	$801,781
CASTRO VALLEY	$ 92,799,385	$ 101,044,879	2.10	0.772	1.63	$1,642,000
DUBLIN	$ 122,010,477	$ 124,784,587	2.10	1.083	2.28	$2,844,664
EDEN ROP	$ 5,491,843	$ 6,194,677	2.10	1.092	2.30	$142,391
EMERY	$ 6,873,626	$ 8,570,958	2.10	0.750	1.58	$135,311
FREMONT	$ 327,376,201	$ 344,329,384	2.10	1.025	2.16	$7,429,156
LIVERMORE	$ 130,372,876	$ 130,316,062	2.10	0.916	1.93	$2,512,667
MISSION ROP	$ 5,576,591	$ 5,957,834	2.10	0.791	1.67	$99,199
MT. HOUSE	$ 302,631	$ 350,657	2.10	0.750	1.58	$5,536
NEWARK	$ 44,138,869	$ 43,699,235	2.10	1.226	2.58	$1,127,732
NEW HAVEN	$ 100,152,552	$ 106,355,638	2.10	1.082	2.28	$2,422,308
PIEDMONT	$ 30,584,782	$ 30,800,521	2.10	0.750	1.58	$486,251
PLEASANTON*	$ 143,690,629	$ 144,204,855	2.10	0.846	1.78	$2,567,981
SAN LEANDRO	$ 99,341,631	$ 107,120,289	2.10	1.250	2.63	$2,818,534
SAN LORENZO	$ 87,567,649	$ 97,542,234	2.10	1.250	2.63	$2,566,518
SUNOL GLEN	$ 2,919,681	$ 2,938,726	2.10	0.750	1.58	$46,394
TRI VALLEY ROP	$ 2,790,428	$ 3,083,731	2.10	0.813	1.71	$52,773
TOTAL PREMIUMS	1,361,440,046	1,431,469,023				$30,183,745

Weighted Average Ex Mod	1.00000

Payrolls based upon 2024/25 Unaudited Actuals Reports provided by ACOE
* includes apprentice program

Buydown **0.23** (Executive Committee approved on 2/12/26)

Rate Build UP

PIPS K-12 Rate	2.54				
ACSIG Ex-mod	80.87%		2.0508	$ 30,063,383.95	2.10017705
Classified Salaries		$ 92,979.00		$ 92,979.00	0.00649536
Statutory Benefits		$ 13,947.00		$ 13,947.00	0.00097431
Health & Welfare		$ 13,300.00		$ 13,300.00	0.00092912
Employer Tax Expense		$ 1,804.00		$ 1,804.00	0.00012602
Net Pension Expense		$ 66,203.00		$ 66,203.00	0.00462483
Telephone & Internet		$ 920.00		$ 920.00	0.00006427
Supplies Office		$ 900.00		$ 900.00	0.00006287
Supplies - Other		$ 1,200.00		$ 1,200.00	0.00008383
Utility - Rent		$ 4,250.00		$ 4,250.00	0.00029690
Travel and Conferences		$ 1,000.00		$ 1,000.00	0.00006986
Mileage		$ 600.00		$ 600.00	0.00004191
Dues & Memberships		$ 550.00		$ 550.00	0.00003842
Postage & Meter		$ 200.00		$ 200.00	0.00001397
PIPS Contribution Adjustmert		$ 1,500,000.00		$ 1,500,000.00	0.10478746
Contract Services - Actuarial		$ 12,000.00		$ 12,000.00	0.00083830
Contract Services - Claims Audit		$ 16,100.00		$ 16,100.00	0.00112472
Contract Services		$ -		$ -	0.00000000
Audit Fees		$ 2,050.00		$ 2,050.00	0.00014321
Other Services/Operating Expenses		$ 2,933.00		$ 2,933.00	0.00020489
Capital Equipment/Depreciation		$ -		$ -	0.00000000
Legal		$ 500.00		$ 500.00	0.00003493
Accounting Services		$ 2,000.00		$ 2,000.00	0.00013972
County Courier		$ 200.00		$ 200.00	0.00001397
Shredding		$ 150.00		$ 150.00	0.00001048
Copier & Scanner		$ 400.00		$ 400.00	0.00002794
Claims Administration Services		$ 83,000.00		$ 83,000.00	0.00579824
Self-Insurance Fee		$ 500,000.00		$ 500,000.00	0.03492915
Claims Paid-WC		$ 500,000.00		$ 500,000.00	0.03492915
Physical Abilities Testing		$ 50,000.00		$ 50,000.00	0.00349292
Training		$ 10,000.00		$ 10,000.00	0.00069858
First-Aid Program		$ 5,000.00		$ 5,000.00	0.00034929
Risk Management Prevention Program		$ 297,500.00		$ 297,500.00	0.02078285
EAP Program		$ 180,000.00		$ 180,000.00	0.01257449
Bank Charge & WC Penalty Reimb		$ 1,000.00		$ 1,000.00	0.00006986
est. 26/27 payroll		1,465,928,966			2.33

Percentage due to payroll growth 2.41%

Assumptions:
7% increase in base rate
5% increase in ex-mod

2026/27 PIPS Program Renewal

Executive Summary

Program Purpose and Foundational Goals

California workers' compensation has entered a challenging phase, characterized by rising medical costs, longer claim duration, increased litigation, and accelerating cumulative trauma claims. PIPS was established in 2003 to deliver long-term workers' compensation rate stability, financial protection, and predictability for member districts, regardless of market cycles. The program's design emphasizes conservative risk financing, disciplined surplus management, and robust catastrophic protection.

The key goals include:

- Long-term rate stability despite volatility inherent in California workers' compensation
- Protection of member financial resources through strong frequency layer and catastrophic reinsurance, including 99% probability level protection and coverage up to $250 million
- Preservation and growth of surplus to weather hard market conditions while avoiding unnecessary short-term rate volatility
- Fiscal responsibility that balances current cost pressures with long-term sustainability

Over its 23-year history, these goals and an evolving structure position PIPS to consistently outperform the broader market, accumulating surplus while keeping member rates well below historical highs.

Long-Term Rate Stability and Track Record

PIPS' structural discipline has delivered exceptional long-term results:

- Medical inflation has increased more than 73% since PIPS' inception, yet the PIPS composite rate has declined approximately 9% over the same time period
- Current PIPS rates remain lower than rates from nearly 20 years ago and almost 13% below the program's historical peak
- Strategic use of risk retention during soft markets and risk transfer during deteriorating markets has smoothed rate cycles and preserved member equity

Most recently, a two-year rate guarantee (2024-26) intentionally insulated members from rapidly rising loss trends, producing more than $77 million in avoided cost impacts during a period of accelerating medical and indemnity severity.

Current Medical, Indemnity, and Severity Trends

While claim frequency remains stable and continues to outperform California averages, severity trends mirroring statewide experience have increased:

- Medical severity has increased sharply, driven by higher utilization, fee schedule increases, medical-legal costs, interpreter and home health services, and longer claim duration

    - PIPS medical severity has increased 18% since 2023/24 and has risen each of the past eight years
- Indemnity severity continues to rise due to wage inflation, higher temporary disability rates, longer claim duration, and significant growth in cumulative trauma (CT) claims
    - PIPS indemnity severity increased 14% since 2023/24 and 48% over the past eight years
- Total claim severity (medical + indemnity + IBNR) is up 17% since last priced in 2023/24 and more than 34% since 2020

These trends reflect systemic changes in California workers' compensation and are not unique to PIPS; however, they must be addressed to protect long-term surplus. Despite these increases, the PIPS program enjoyed a 2-year rate guarantee.

2026/27 PIPS Program Renewal
The 8.97% composite rate increase for 2026/27 represents a measured and disciplined adjustment, not an overreaction:

- Actuarial analysis indicates, based on actual claim experience, PIPS rates should be approximately 14.1% higher than the levels established at the start of the 2-year rate guarantee in 2024
- Because rates were intentionally and strategically held stable during the 2-year rate guarantee period, the program now requires an adjustment to align pricing with sustained increases in medical and indemnity severity
- The recommended increase:
    - Absorbs ongoing trend, rather than fully recapturing all deferred increases at once
    - Protects accumulated surplus, maintaining PIPS' strong financial position
    - Preserves rate stability and avoids sharper future adjustments
- Some members have rate increases well below the composite rate increase based on their claim experience

Importantly, even after this increase, PIPS rates remain low relative to long-term benchmarks and fully aligned with the program's mission of stability and predictability.

Safety Incentive Program Renewal and Equity Return
PIPS has always maintained fiscal responsibility to protect its nearly 500 school district members. Due to the favorable loss history and financial strength, the PIPS Board authorized a $10 million return. The PIPS Board additionally extended the $5 million Safety Incentive Program for the upcoming year. This means PIPS will have returned $20 million to members over the past two years.

The 2026/27 renewal maintains PIPS' conservative risk posture, preserves surplus, and responsibly adjusts rates to reflect sustained loss trends ensuring the program remains financially strong, stable, and well-positioned for this market cycle while continuing to protect member districts.

The meeting was chaired by the Protected Insurance Program for Schools & Community Colleges (PIPS) President, Christoper Peters. The significant agenda items and actions by the Board are highlighted in this Executive Summary.

WELCOME NEW MEMBERS:

The following districts will be joining PIPS July 1, 2026, with a few districts still considering joining.



- ❖ Beverly Hills Unified School District
- ❖ Culver City Unified School District
- ❖ La Canada Unified School District
- ❖ Glendale Community College District
- ❖ Santa Monica-Malibu Unified School District
- ❖ Modoc County Office of Education
- ❖ Surprise Valley Joint Unified School District
- ❖ Tulelake Basin Joint Unified School District
- ❖ Newport-Mesa Unified School District

FINANCIALS:

The following were approved by the Board:

- March 31, 2026 Treasurer's Report
- March 31, 2026 Investment Report
- 2026-2027 Preliminary Budget



MARKET OUTLOOK:

The Manager provided a report on market conditions and renewal strategies for the 2026/27 program years.

2026-2027 Forecast & Projected Renewal

- PIPS payroll is anticipated to be nearly $21 billion and 378 districts in 2026/27.
- California workers' compensation claims have seen a steady increase in frequency, severity, litigation percentage, and indemnity costs.
- The PIPS Board reviewed options to position PIPS and its members for a successful 2026/27.



New PIPS Member Representatives:

- Jessie Wang – El Camino USD
- Leann West – San Joaquin Delta USD
- Melissa Richerson -Grossmont-Cuyamaca CCD

COMPANY NURSE:

The Board approved the amendment to the Company Nurse service agreement adjusting fees for the third time since 2015 to $159 per claim, a 4.6% increase.

- 336 districts out of 378 currently participate in Company Nurse
- Triaged 81.39% of claims and 18.61% treated without triage
- 2025 triaged to self-care was 46.93%

DIRECTOR ELECTION RESULTS:

The Board ratified the 2026 election results for the term 7/1/26 - 6/30/28.

Christoper Peters (K12)
North Valley Schools Insurance Group

Jackie Kim (K12)
Alameda County Schools Insurance Group

Priya Jerome (CCD)
South Orange County CCD

DIRECTOR VACANCY:

The Board extends its sincere appreciation to the departing Directors Duetta Wasson and Jonah Nicholas for their dedicated service and valuable contributions to PIPS. Their leadership and commitment have played an important role in advancing the organization's mission and supporting its members, leaving two vacancies; one in Southern California and one in Northern California. As a result, the Board appointed the following individuals to fill the open positions:

- **Darlene Inda**, Pasadena City CCD - SoCal
- **Greg Nelson**, Peralta CCD - NorCal

OFFICER ELECTION RESULTS:

PIPS officers serve a one-year term, from 7/1-6/30 each year. The following slate of officers were approved by the Board for the 2026-27 program year.

President:
Christopher Peters
North Valley Schools Insurance Group



Vice President:
Priya Jerome
South Orange County Community College District



NEWLY ELECTED!

Treasurer:
Nancy Nien
Anaheim Union High School District



Secretary:
Tien Phan
Santa Clara County Schools Insurance Group



Thank you PIPS Board of Directors and Officers for your service and commitment to PIPS!

PIPS SafeLEARN:

Safety for Leadership, Empowerment and Resource Network (SafeLEARN). The purpose of these groups is to facilitate collaboration, education, and the sharing of resources to ultimately enhance workplace safety and mitigate work injuries.



User participation and engagement have grown significantly year over year, with **registered users increasing from 140 to 360, a 157% rise**. Monthly **meeting attendance has also surged by 133% across all four occupational groups**, demonstrating stronger ongoing engagement. While this increase can be attributed to the integration of PIPS SafeLEARN into the PIPS Safety Incentive program, many participants continue to stay actively involved even after meeting their incentive requirements, indicating sustained value and long-term program impact.

- **Monthly Meetings**
- **Open Registration: click here →**

Upcoming May SafeLEARN Meeting Dates

M&O | May 11 (Graduation Prep)
SPECIAL ED | May 14 (Playground Safety)
CUSTODIAL | May 21 (Heat Illness Prevention)
TEACHERS/FACULTY | May 26 (Classroom Clean-Up)

ALL REGISTERED SAFELEARN USERS WILL RECEIVE AN INVITE TO THE MEETING.

PIPS MEMBER EQUITY RETURN:

The PIPS Board of Directors authorized the return of $10M in equity to all 2025/26 members who remain in the program for the 2026/27 year. In doing so, the Board acknowledged the increasing financial pressures on member districts and sought to proactively support their near-term budget and long-range financial outlook.

SAFETY INCENTIVE PROGRAM UPDATE:

PIPS allocated $5 million for the 2025/2026 program year, to reward member districts for proactive risk management and safety performance. The voluntary program links financial incentives directly to measurable safety actions, enabling members to reinvest in future safety improvements.

Participation Requirements:

- ☑ Complete **Risk Improvement Action Plan (RIAP)**
- ☑ Complete **4 safety initiatives**
- ☑ Attend **at least one RMRT session**
- ☑ Ensure **at least one representative from each occupation group** registers for and attends a **SafeLEARN monthly meeting**

16 members successfully qualified, demonstrating strong engagement and commitment to safety culture.

Participating Members: Alum Rock Union ESD, Hartnell CCD, Ravendale-Termo ESD, San Marcos USD, South Bay Union SD (Imperial), Redlands USD Sylvan Union SD, Coast CCD, South Orange County CCD, Rowland USD, ACSIG, RSRMA, NCCC Pool, North Coast SIG, NVSIG, and San Joaquin County SIG.



Conditionally approved 27 members' anticipated achievement of the PIPS incentive, contingent on Loss Control's future verification of completion.

In summary, for the 2025/2026 program year, we anticipate over **40 members** completing the program, resulting in **$3,390,000 returned to participating members'** safety credit account. This reflects strong engagement across both sectors, with participation rates of 38.6% among K–12 members and 51.4% among CCD members.

Act Now–Don't Leave Money on the Table

This is a valuable opportunity to strengthen your safety program and earn funds back for your district. Be sure to complete your remaining requirements by June 30, 2026, to secure your incentive.



The PIPS Safety Incentive Program will continue for another two years (2026/2027 and 2027/2028) with $5M added into the fund for members to earn in 2026/27. Stay tuned for additional details.

DIRECTORS & OFFICERS COVERAGE RENEWAL:

The PIPS Board of Directors renewed the expiring $2 million Directors & Officers (D&O) liability coverage. This policy protects PIPS as a legal entity against claims such as breach of fiduciary duty and mismanagement, helping safeguard organizational assets and reduce financial exposure associated with governance and administrative risks.

SB 848 MANDATED REPORTER TRAINING:

Available now on Keenan Safe Schools (KSS)

Mandated Reporter Training modules as required by SB 848.

CONCLUDING REMARKS:

The next regular PIPS Board meeting will be held on August 26, 2026, at 9:00 a.m. in San Diego, CA.

Alameda County Schools Insurance Group
P.O. Box 2487
Dublin, CA 94568
Phone (925) 225-1030
Fax (925) 225-0653
www.acsig.com

Executive Summary

TO: ACSIG Board of Directors
FROM: Jackie Kim
DATE: May 21, 2026
SUBJECT: EAP Update

In alignment with the December 2019 Strategic Plan, ACSIG began offering an EAP program to interested members.

Currently, all Workers' Compensation Program districts are participating except Emery USD, Mountain House Elementary, Newark USD, and Livermore USD. Eden Area ROP joined effective 1/1/2026.

Beginning in the 2025–26 program year, member districts will have the option to invite an EAP representative to participate in open enrollment sessions or benefits fairs at no cost. This new opportunity is intended to enhance employee awareness and engagement with the program. Several districts have already taken advantage of this offering, including Dublin USD, San Leandro USD, San Lorenzo USD, and Piedmont USD.

The current overall ACSIG utilization is 2.78% among 10,543 members. The top counseling reasons were relationship and family/couple issues, stress/anxiety, and general counseling, followed by emotional/psychological support and grief. The top work-related problems categories were workplace stress, work/life balance, along with smaller volumes of workplace incidents and interpersonal conflicts.

The Executive Director will be reviewing the program and its utilization with the Board.

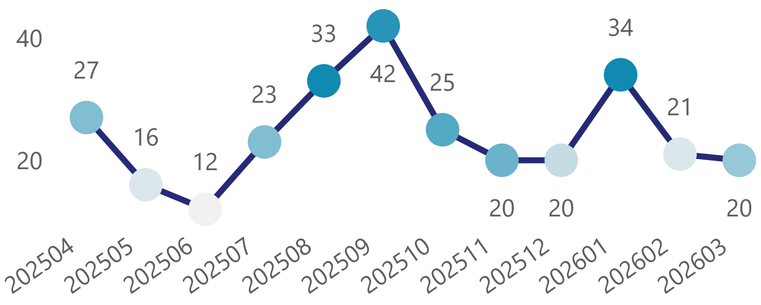
Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | Employer Services | Digital Self-Services

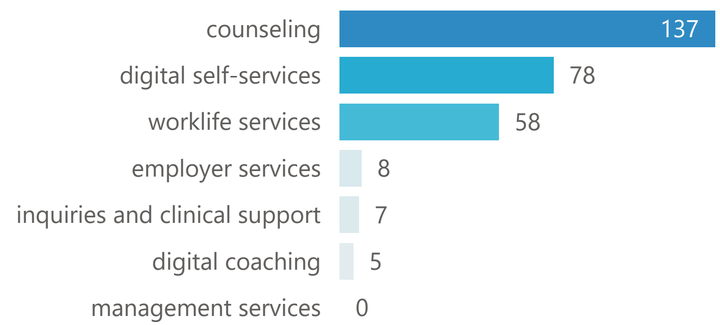
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Total Cases	Total Utilization	Average Utilization Per Month	Primary Members
293	2.78%	0.23%	10,543

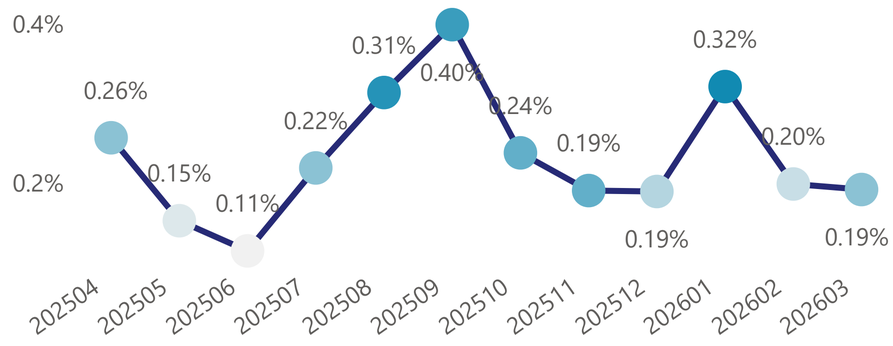
Cases by Month



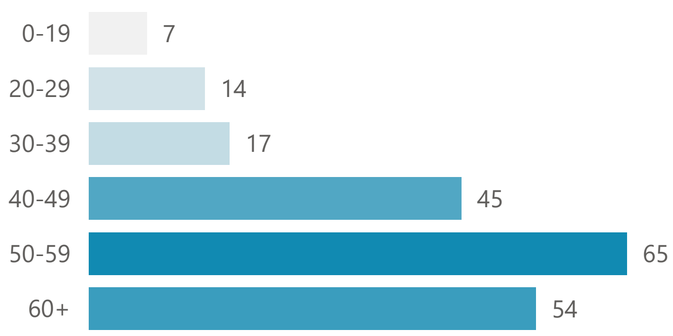
Cases by Type



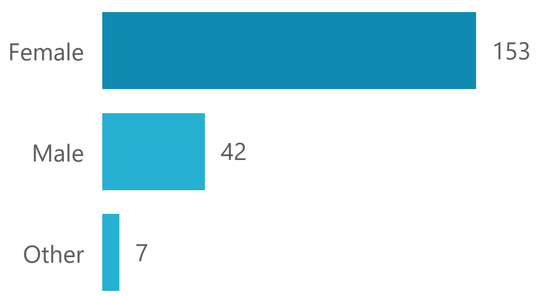
Utilization Trend



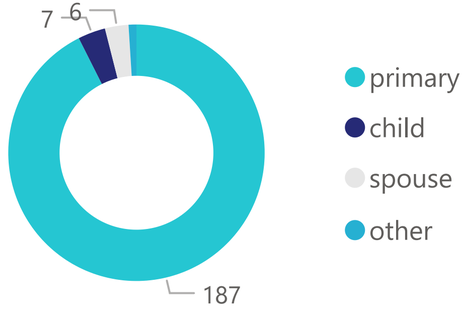
Cases by Age



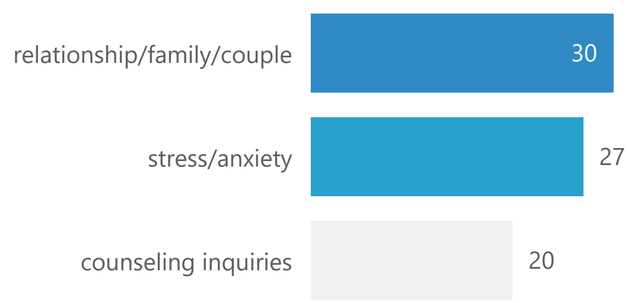
Cases by Gender



Cases by Relation



Top Counseling Cases by Reason

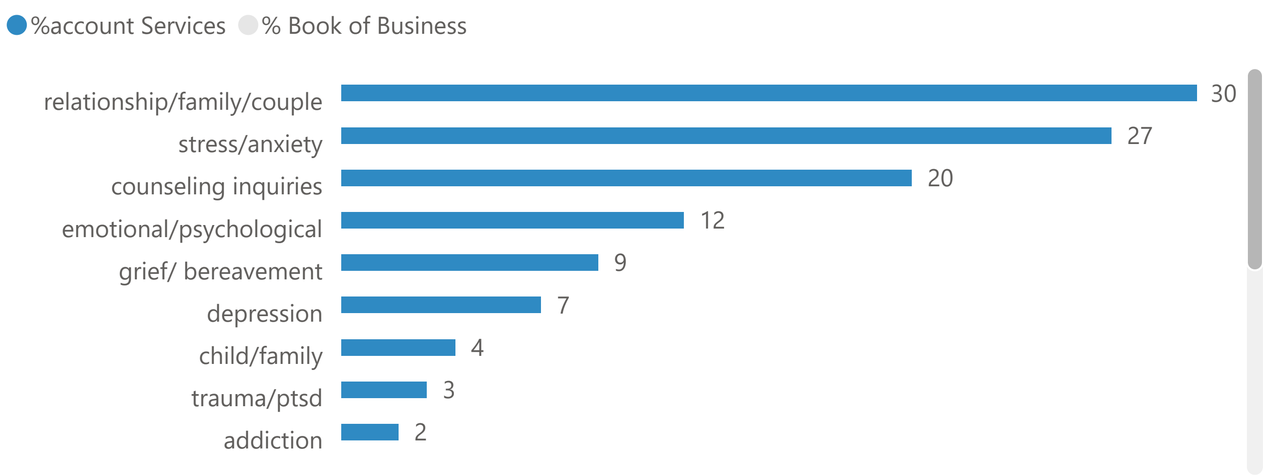


Employee Assistance Program

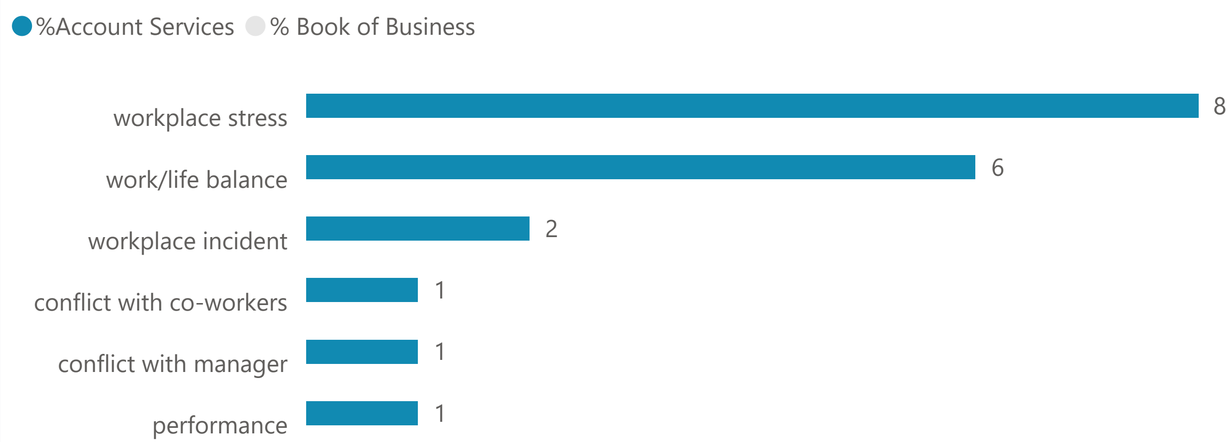
Overview | **Counseling Services** | Worklife Services | Management Services | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
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Personal problems



Work related problems



Peer support groups

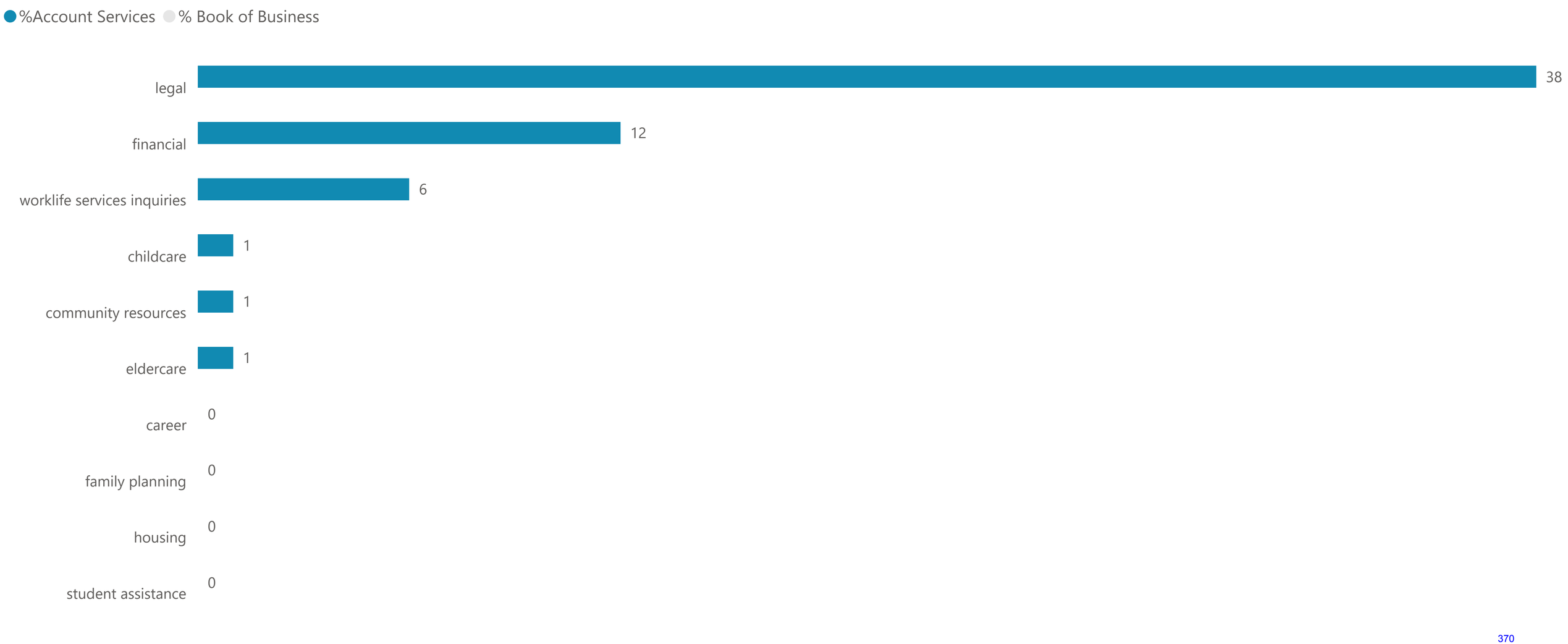
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Employee Assistance Program

Overview | Counseling Services | **Worklife Services** | Management Services | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
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Worklife Services



Employee Assistance Program

Overview | Counseling Services | Worklife Services | **Management Services** | Employer Services | Digital Self-Services

Parent Account: All

Account: All

Service type: All

Month: Multiple selectio...

Display Mode: Absolute

Reset Filters

Cases by Type

Hidden Due To Privacy Concerns

Referral problems

Services | BoB

Top 10

alcohol/drugs	0
anger management	0
conflict with co-workers	0
conflict with manager	0
management referral inquiries	0
performance	0
personal issues affecting work	0
racial/cultural concerns	0
suicidal/threat to self	0
threat to others/dangerous	0
work/life balance	0
workplace incident	0
workplace stress	0

Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | **Employer Services** | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	All	All	Multiple selectio...	Absolute	Reset Filters

Account	Date	Topic	Delivery	Duration	Attendees
SAN LORENZO UNIFIED SCHOOL DISTRICT	09/24/2025	Benefits Fair	Wellness Fair - Onsite	120	100
DUBLIN UNIFIED SCHOOL DISTRICT	09/11/2025	OE Benefits Fair	Wellness Fair - Onsite	180	60
SAN LEANDRO UNIFIED SCHOOL DISTRICT	06/25/2025	Pre-employment Orientation	Orientation - Virtual	60	18
SAN LEANDRO UNIFIED SCHOOL DISTRICT	07/17/2025	Pre-employment Orientation	Orientation - Virtual	60	1
SAN LEANDRO UNIFIED SCHOOL DISTRICT	07/22/2025	Pre-employment Orientation	Orientation - Virtual	60	1
SAN LEANDRO UNIFIED SCHOOL DISTRICT	07/31/2025	Pre-employment Orientation	Orientation - Virtual	60	1
SAN LEANDRO UNIFIED SCHOOL DISTRICT	08/12/2025	SLUSD Health & Wellness Fair	Wellness Fair - Onsite	120	900
PIEDMONT UNIFIED SCHOOL DISTRICT	11/10/2025	Wellness Fair	Wellness Fair - Onsite	480	40

Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | Employer Services | **Digital Self-Services**

Parent Account: All

Account: All

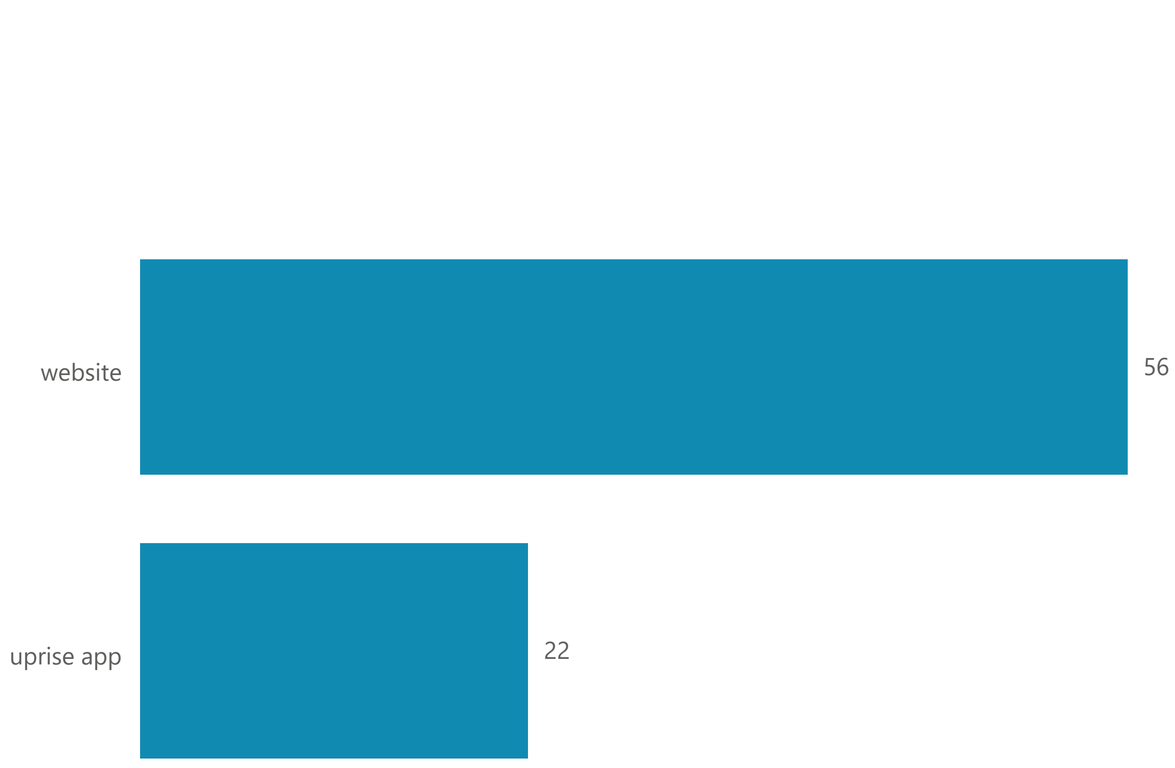
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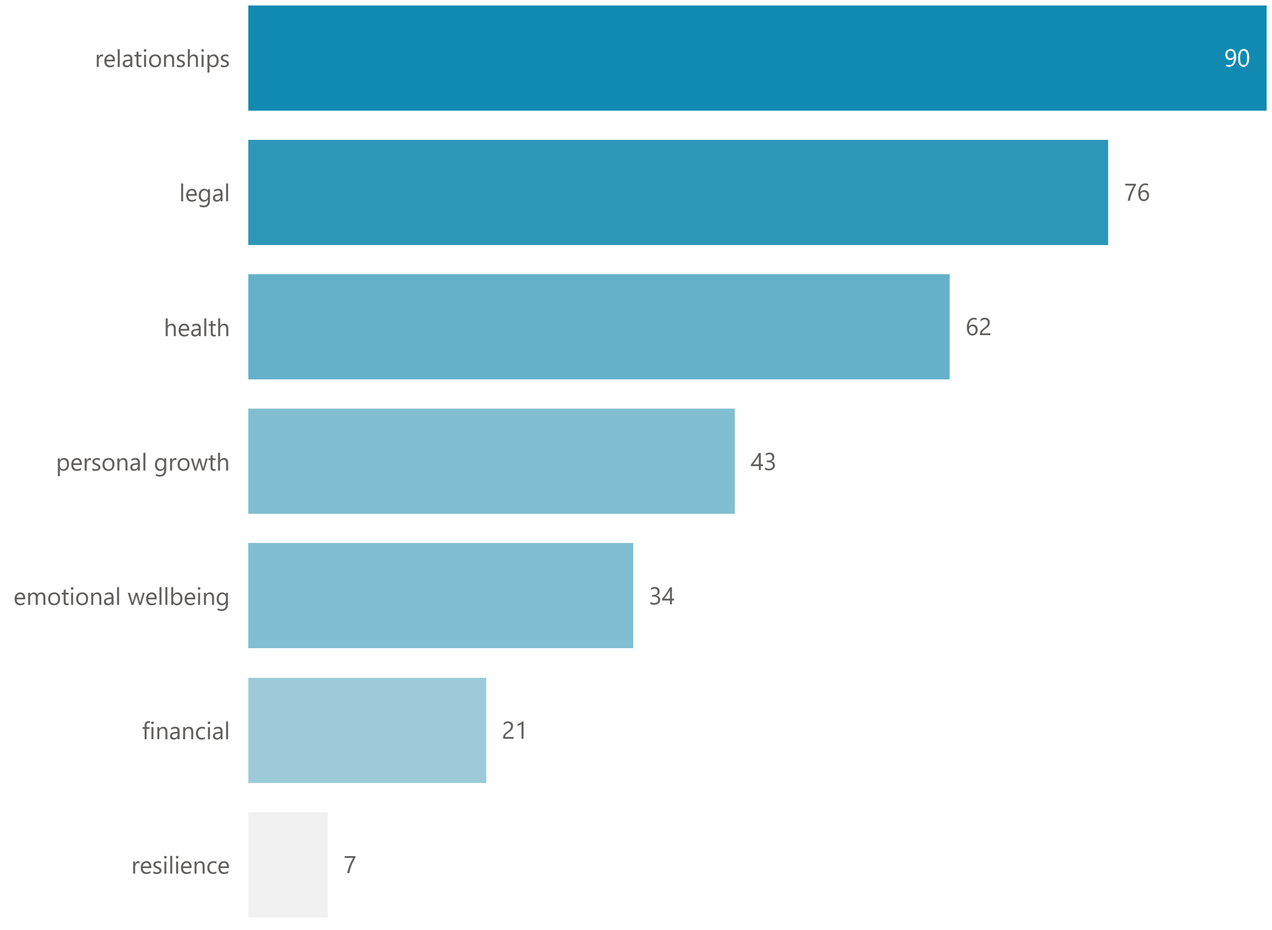
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Reset Filters

Cases by Type



Visits by website sections



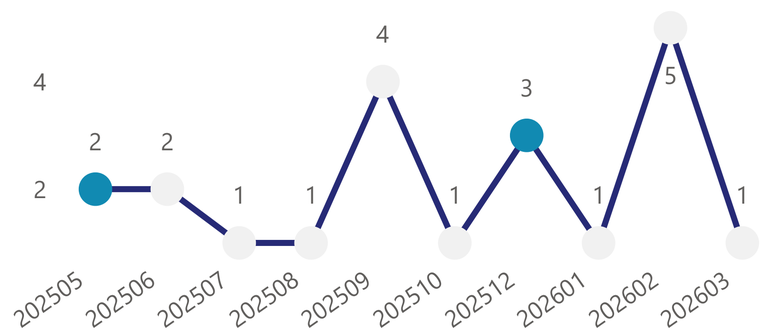
Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | Employer Services | Digital Self-Services

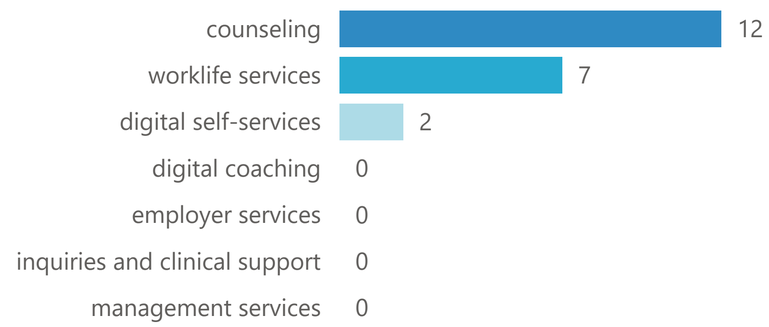
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Total Cases	Total Utilization	Average Utilization Per Month	Primary Members
21	11.62%	0.97%	181

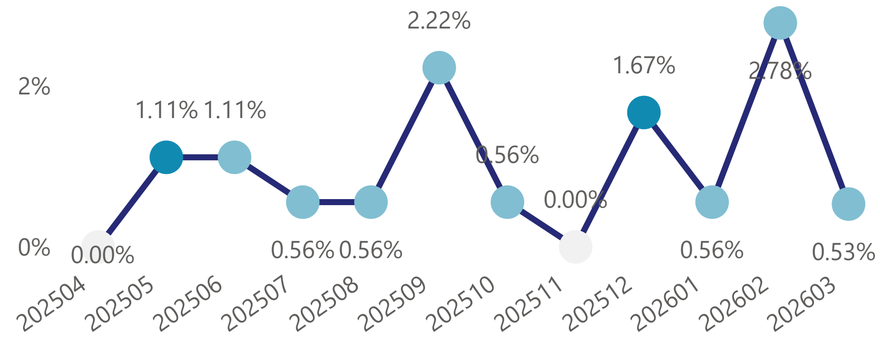
Cases by Month



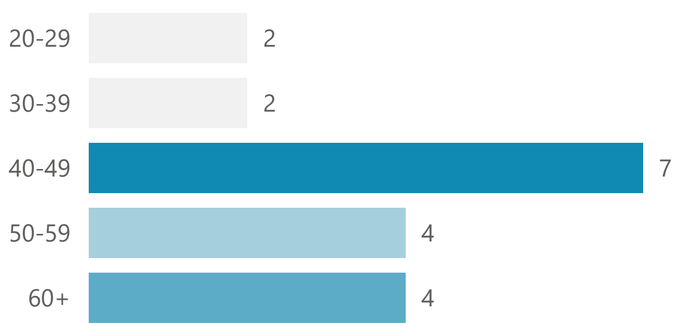
Cases by Type



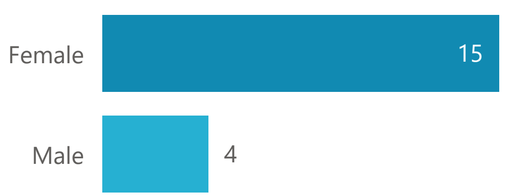
Utilization Trend



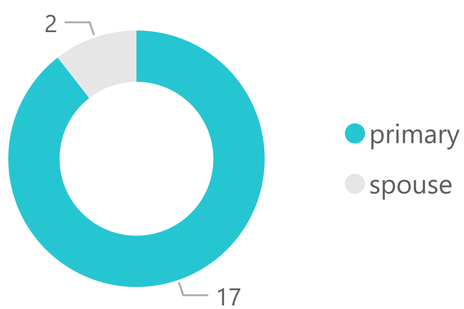
Cases by Age



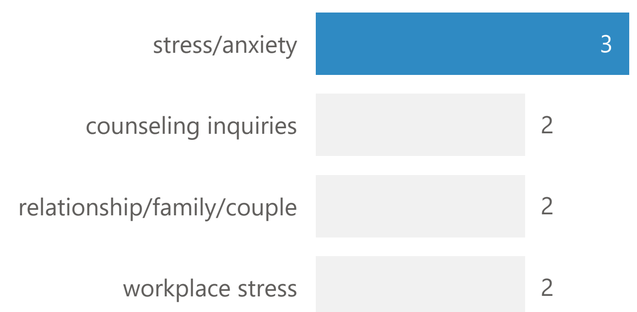
Cases by Gender



Cases by Relation



Top Counseling Cases by Reason



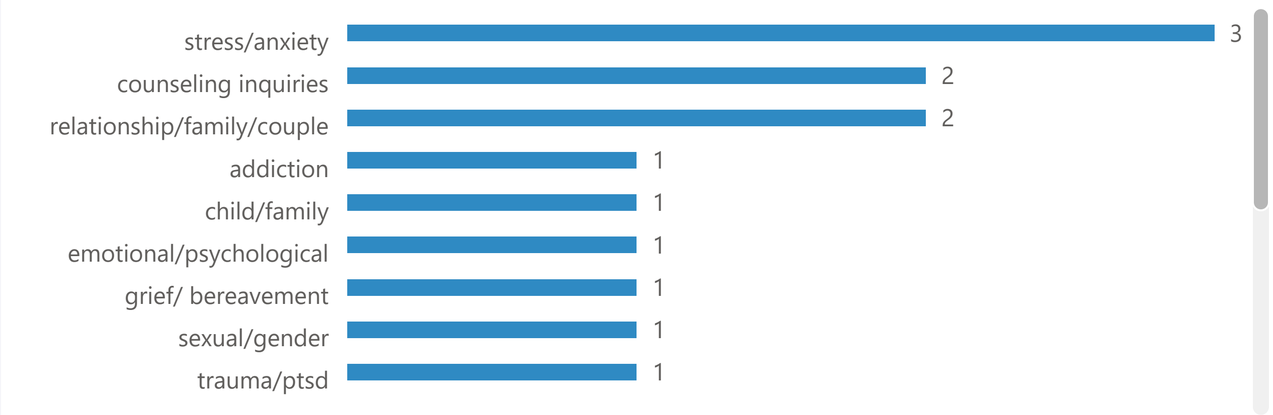
Employee Assistance Program

Overview | **Counseling Services** | Worklife Services | Management Services | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	ALAMEDA COUNTY OFFICE OF EDUCATI...	All	Multiple selectio...	Absolute	Reset Filters

Personal problems

%account Services % Book of Business



Work related problems

Hidden Due To Privacy Concerns

Peer support groups

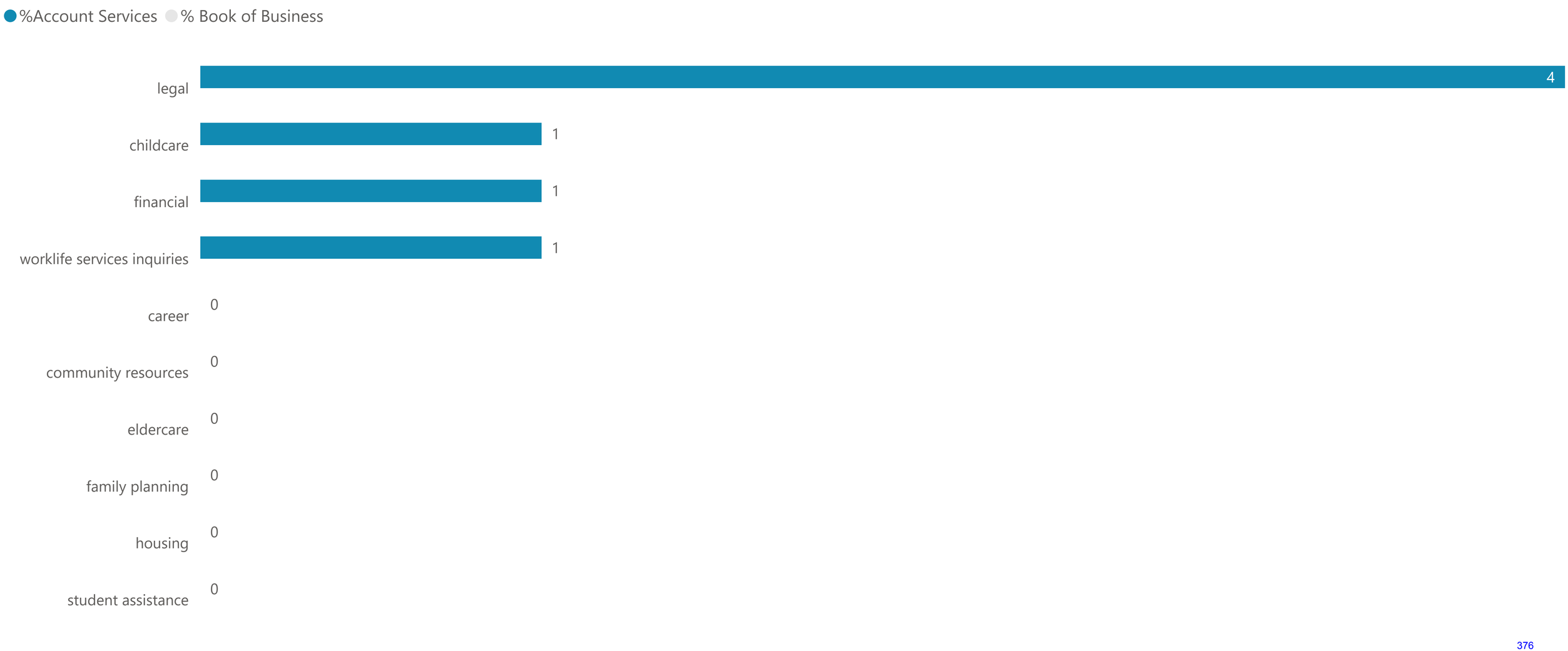
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Employee Assistance Program

Overview | Counseling Services | **Worklife Services** | Management Services | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
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Worklife Services



Employee Assistance Program

Overview | Counseling Services | Worklife Services | **Management Services** | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	ALAMEDA COUNTY OFFICE OF EDUCATI...	All	Multiple selectio...	Absolute	Reset Filters

Cases by Type

Hidden Due To Privacy Concerns

Referral problems

Services BoB

Top 10

alcohol/drugs	0
anger management	0
conflict with co-workers	0
conflict with manager	0
management referral inquiries	0
performance	0
personal issues affecting work	0
suicidal/threat to self	0
threat to others/dangerous	0
work/life balance	0
workplace incident	0
workplace stress	0

uprisehealth

Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | **Employer Services** | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	ALAMEDA COUNTY OFFICE OF EDUCATI...	All	Multiple selectio...	Absolute	Reset Filters

No Data Available

Account	Date	Topic	Delivery	Duration	Attendees

Employee Assistance Program

Parent Account: All

Account: ALAMEDA COUNTY OFFICE OF EDUCATI...

Service type: All

Month: Multiple selectio...

Display Mode: Absolute

Reset Filters

Cases by Type



Visits by website sections



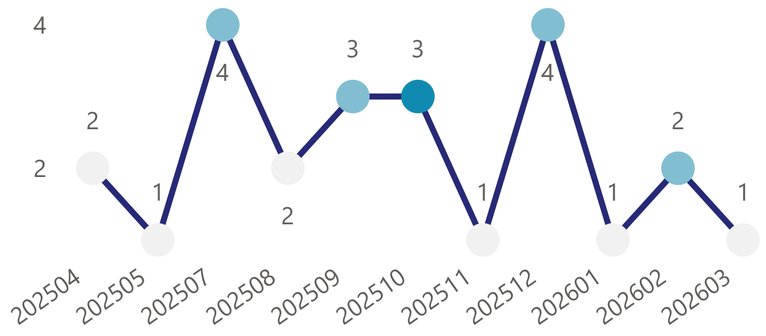
Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | Employer Services | Digital Self-Services

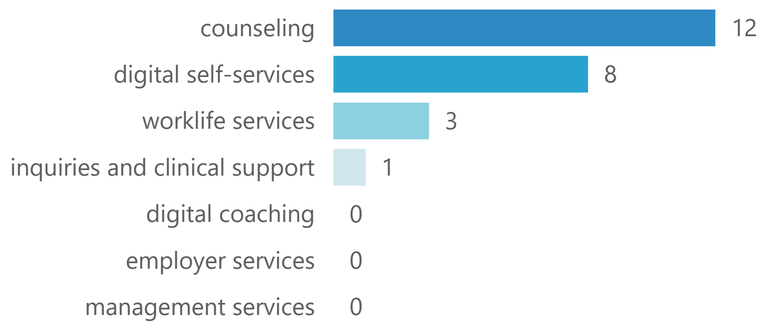
Parent Account: All
Account: ALAMEDA UNIFIED SCHOOL DISTRICT
Service type: All
Month: Multiple selectio...
Display Mode: Absolute
Reset Filters

Total Cases	Total Utilization	Average Utilization Per Month	Primary Members
24	2.34%	0.20%	1,024

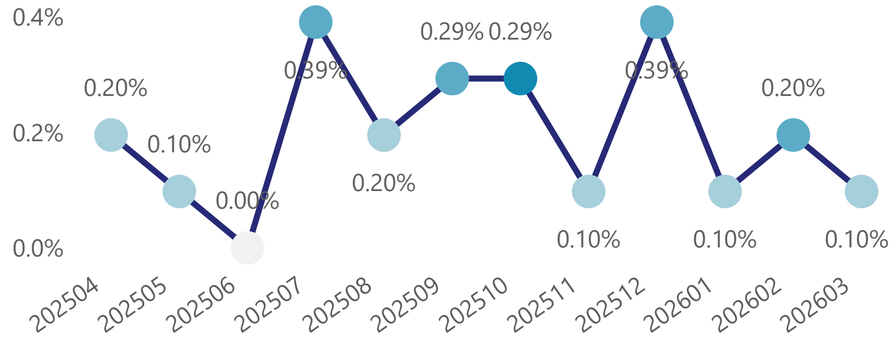
Cases by Month



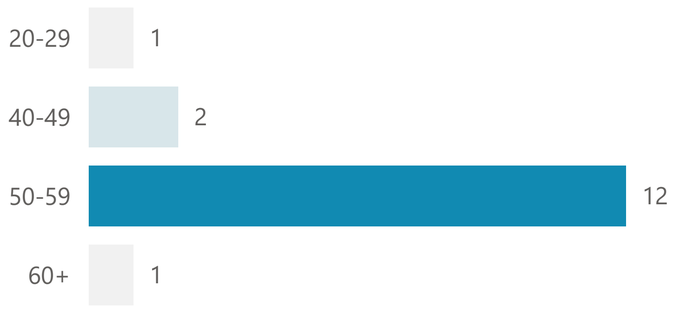
Cases by Type



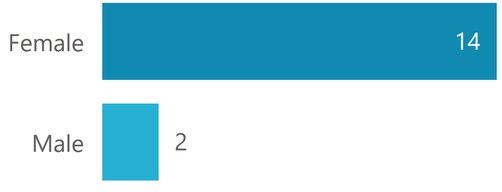
Utilization Trend



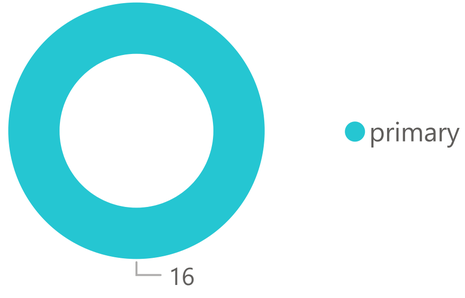
Cases by Age



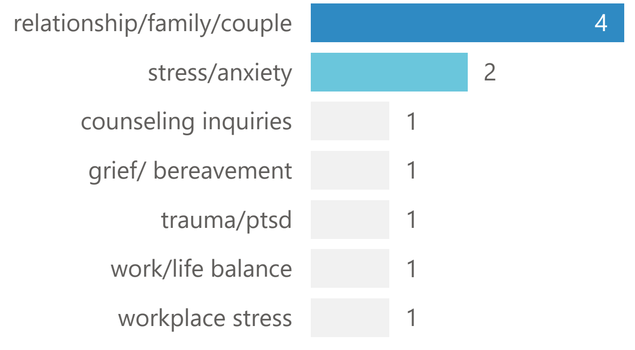
Cases by Gender



Cases by Relation



Top Counseling Cases by Reason



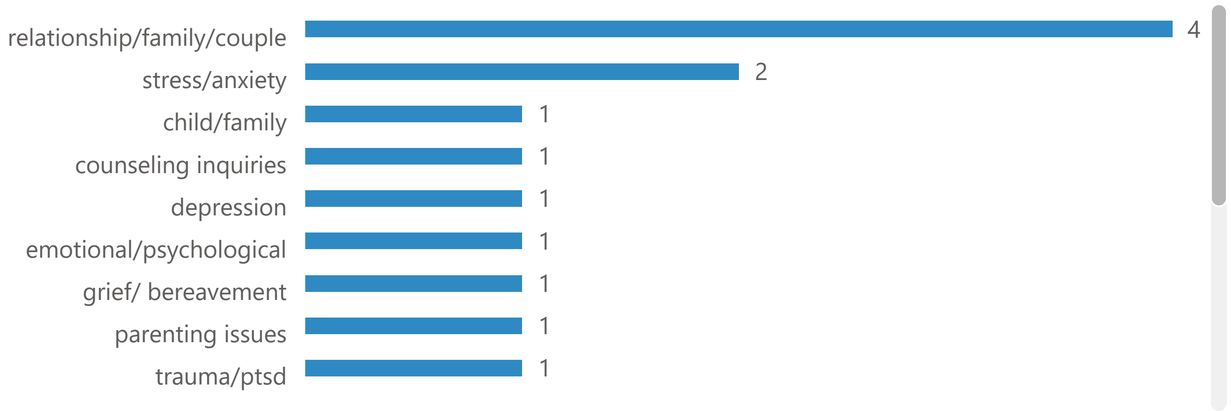
Employee Assistance Program

Overview | **Counseling Services** | Worklife Services | Management Services | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	ALAMEDA UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

Personal problems

%account Services % Book of Business



Work related problems

Hidden Due To Privacy Concerns

Peer support groups

No Data Available

Employee Assistance Program

Parent Account: All

Account: ALAMEDA UNIFIED SCHOOL DISTRICT

Service type: All

Month: Multiple selectio...

Display Mode: Absolute

Reset Filters

Worklife Services



Employee Assistance Program

Overview | Counseling Services | Worklife Services | **Management Services** | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	ALAMEDA UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

Cases by Type

Hidden Due To Privacy Concerns

Referral problems

Services BoB

Top 10

alcohol/drugs	0
anger management	0
conflict with co-workers	0
conflict with manager	0
management referral inquiries	0
performance	0
personal issues affecting work	0
suicidal/threat to self	0
threat to others/dangerous	0
work/life balance	0
workplace incident	0
workplace stress	0

uprisehealth

Employee Assistance Program

Parent Account	Account	Service type	Month	Display Mode	
All	ALAMEDA UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

No Data Available

Account	Date	Topic	Delivery	Duration	Attendees

Employee Assistance Program

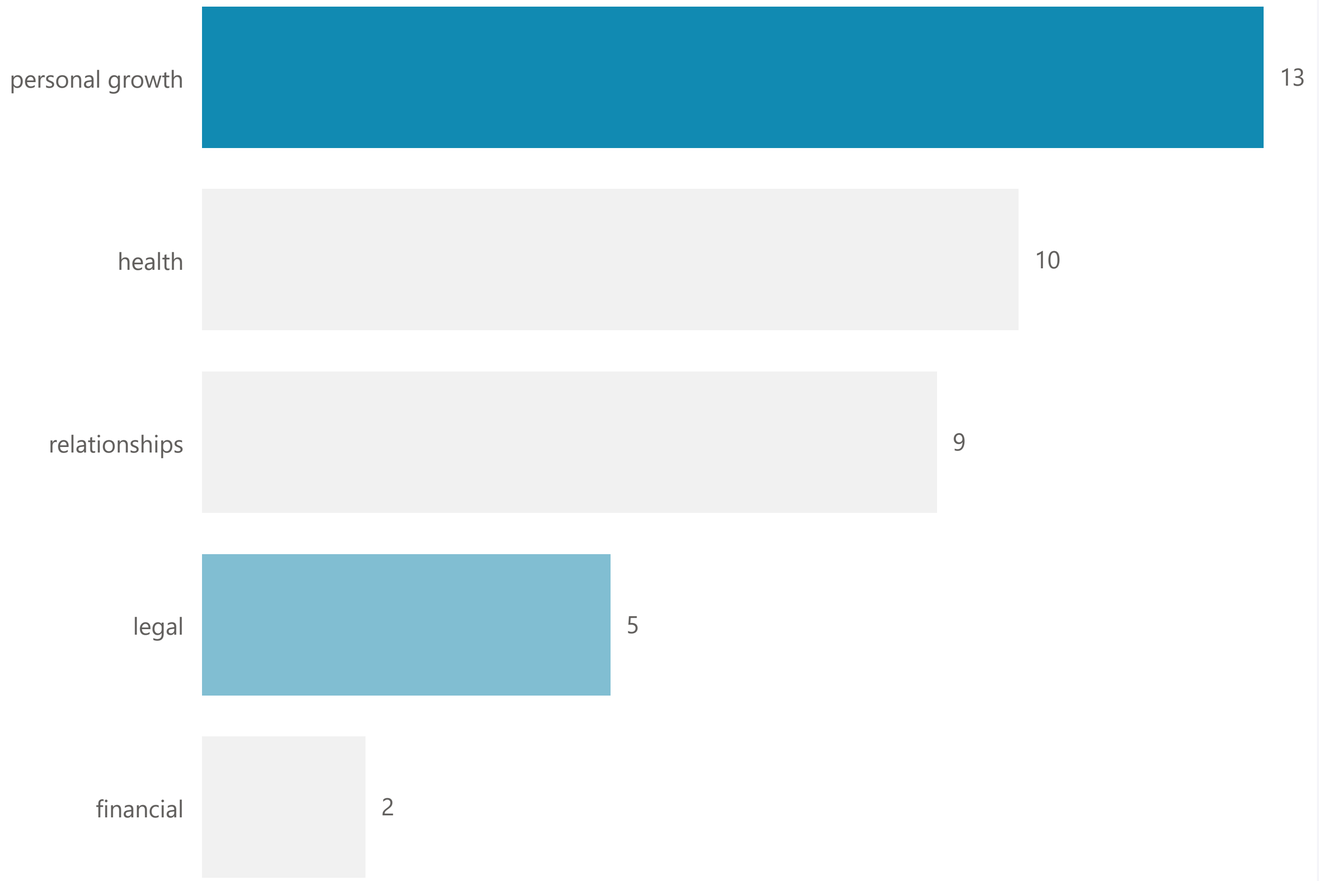
Overview | Counseling Services | Worklife Services | Management Services | Employer Services | **Digital Self-Services**

Parent Account	Account	Service type	Month	Display Mode	
All	ALAMEDA UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

Cases by Type



Visits by website sections



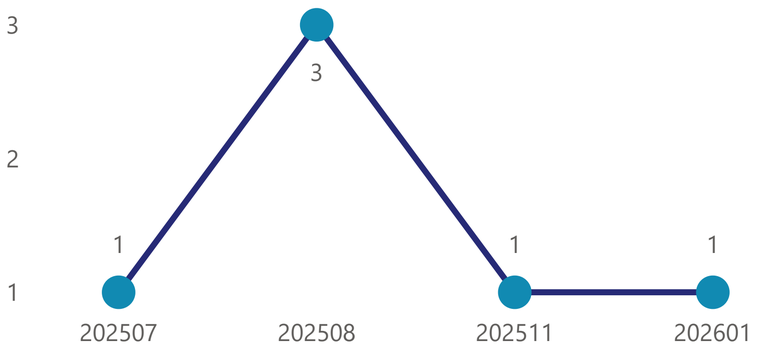
Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | Employer Services | Digital Self-Services

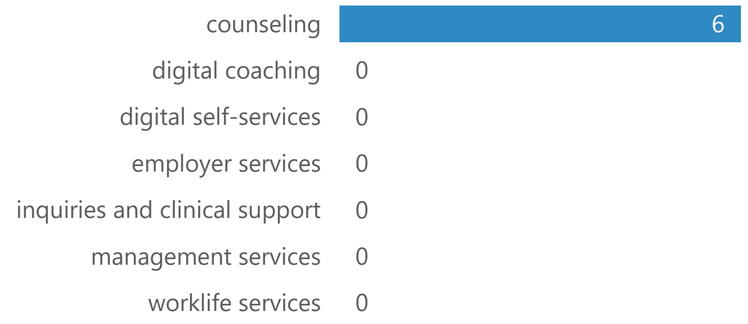
Parent Account: All | Account: ALBANY UNIFIED SCHOOL DISTRICT | Service type: All | Month: Multiple selectio... | Display Mode: Absolute | Reset Filters

Total Cases	Total Utilization	Average Utilization Per Month	Primary Members
6	1.43%	0.12%	420

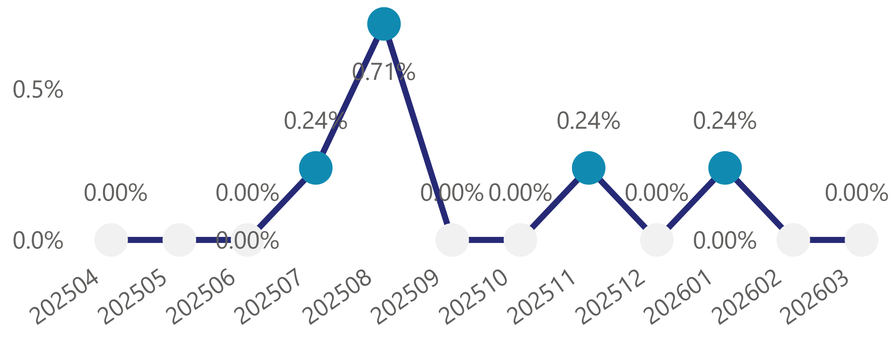
Cases by Month



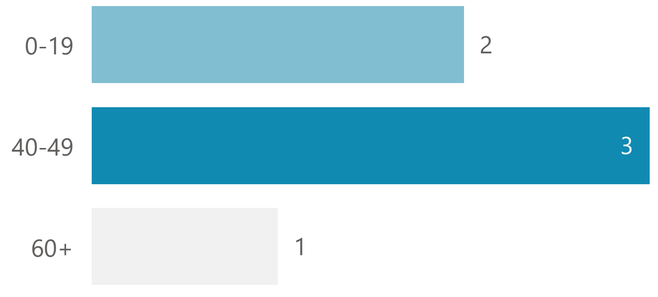
Cases by Type



Utilization Trend



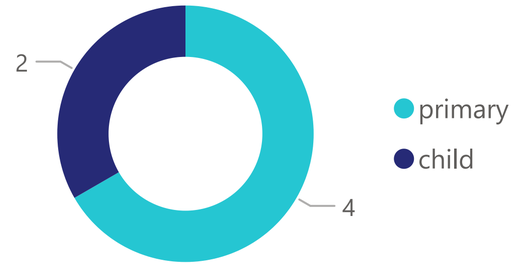
Cases by Age



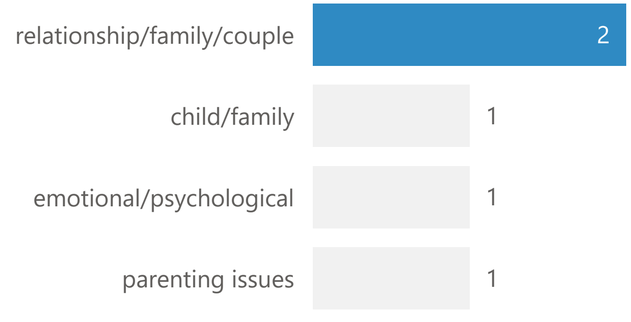
Cases by Gender



Cases by Relation



Top Counseling Cases by Reason

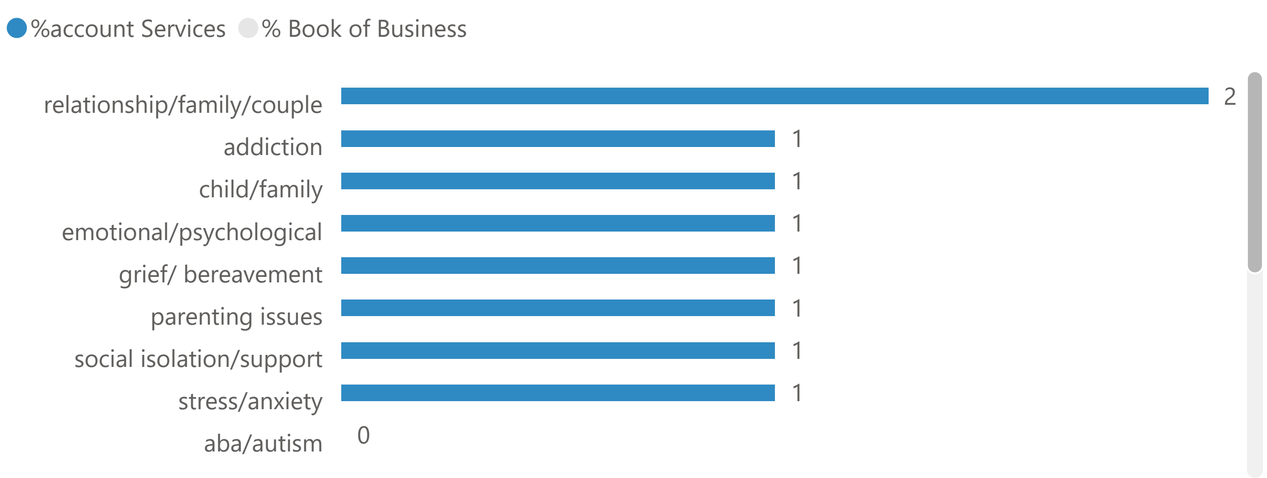


Employee Assistance Program

Overview | **Counseling Services** | Worklife Services | Management Services | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	ALBANY UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

Personal problems



Work related problems

Hidden Due To Privacy Concerns

Peer support groups

No Data Available

uprisehealth

Employee Assistance Program

Overview | Counseling Services | **Worklife Services** | Management Services | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	ALBANY UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

Worklife Services

No Data Available

Employee Assistance Program

Overview | Counseling Services | Worklife Services | **Management Services** | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	ALBANY UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

Cases by Type

Hidden Due To Privacy Concerns

Referral problems

Services BoB

Top 10



Employee Assistance Program

Parent Account	Account	Service type	Month	Display Mode	
All	ALBANY UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

No Data Available

Account	Date	Topic	Delivery	Duration	Attendees

Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | Employer Services | **Digital Self-Services**

Parent Account	Account	Service type	Month	Display Mode	
All	ALBANY UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

Cases by Type

No Data Available

Visits by website sections

No Data Available

Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | Employer Services | Digital Self-Services

Parent Account: All

Account: CASTRO VALLEY UNIFIED SCHOOL DIST...

Service type: All

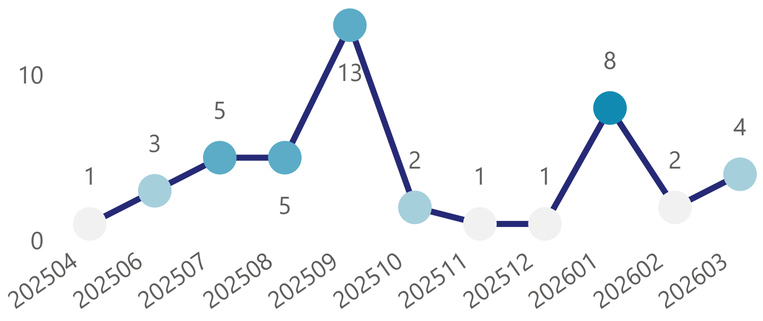
Month: Multiple selectio...

Display Mode: Absolute

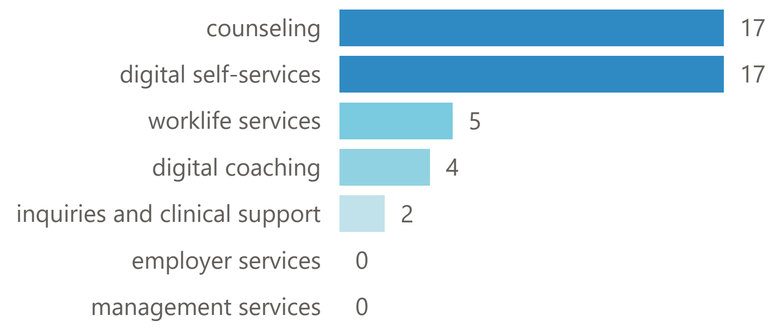
Reset Filters

Total Cases	Total Utilization	Average Utilization Per Month	Primary Members
45	4.26%	0.35%	1,056

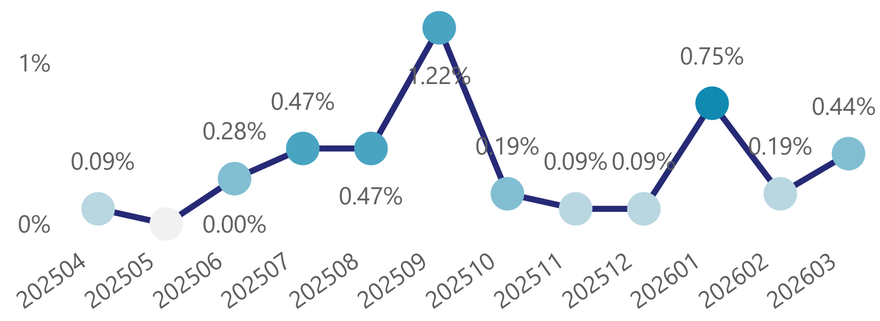
Cases by Month



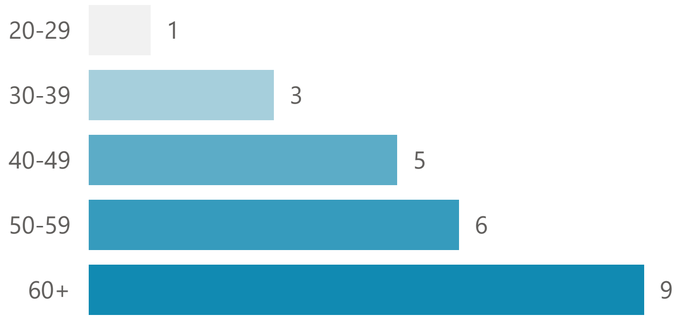
Cases by Type



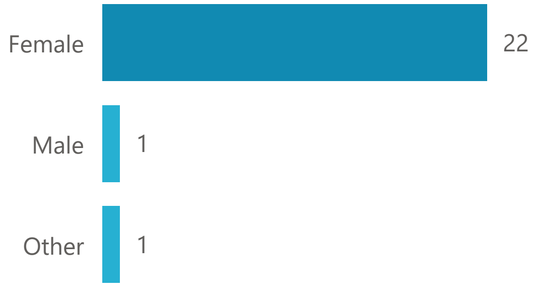
Utilization Trend



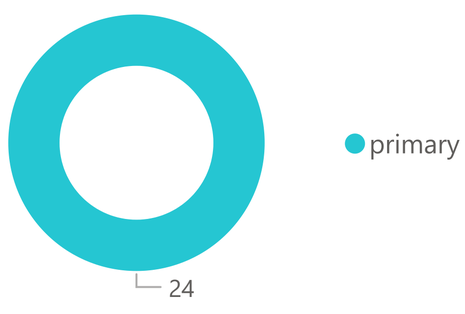
Cases by Age



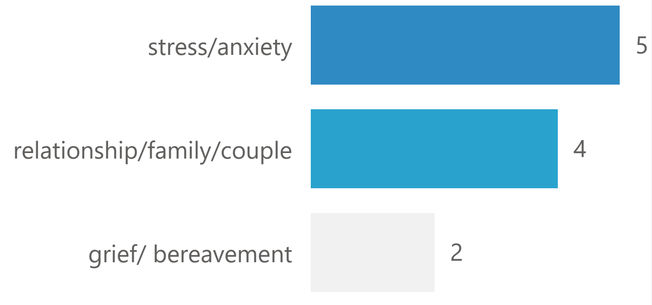
Cases by Gender



Cases by Relation



Top Counseling Cases by Reason

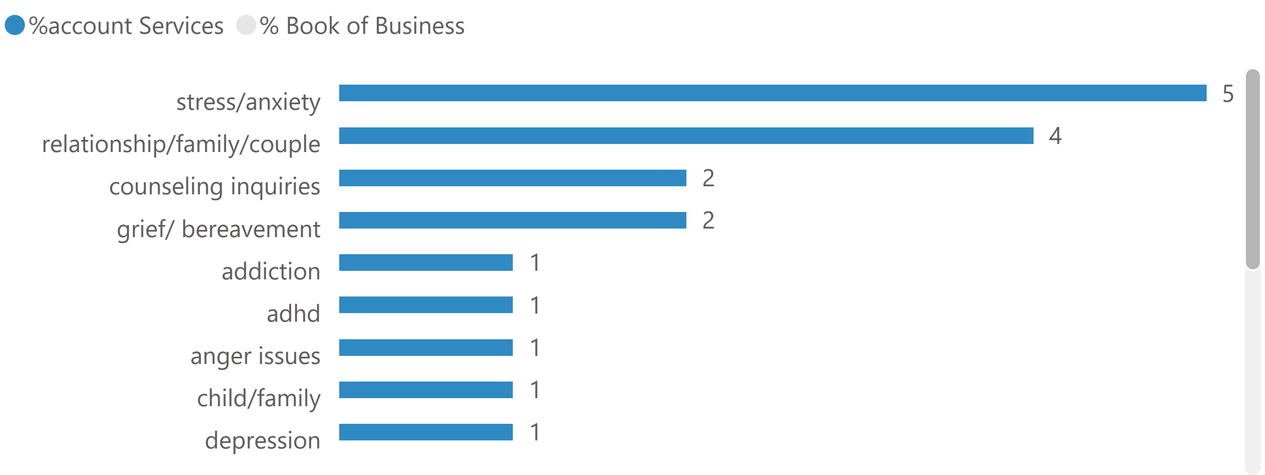


Employee Assistance Program

Overview | **Counseling Services** | Worklife Services | Management Services | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	CASTRO VALLEY UNIFIED SCHOOL DIST...	All	Multiple selectio...	Absolute	Reset Filters

Personal problems



Work related problems

Hidden Due To Privacy Concerns

Peer support groups

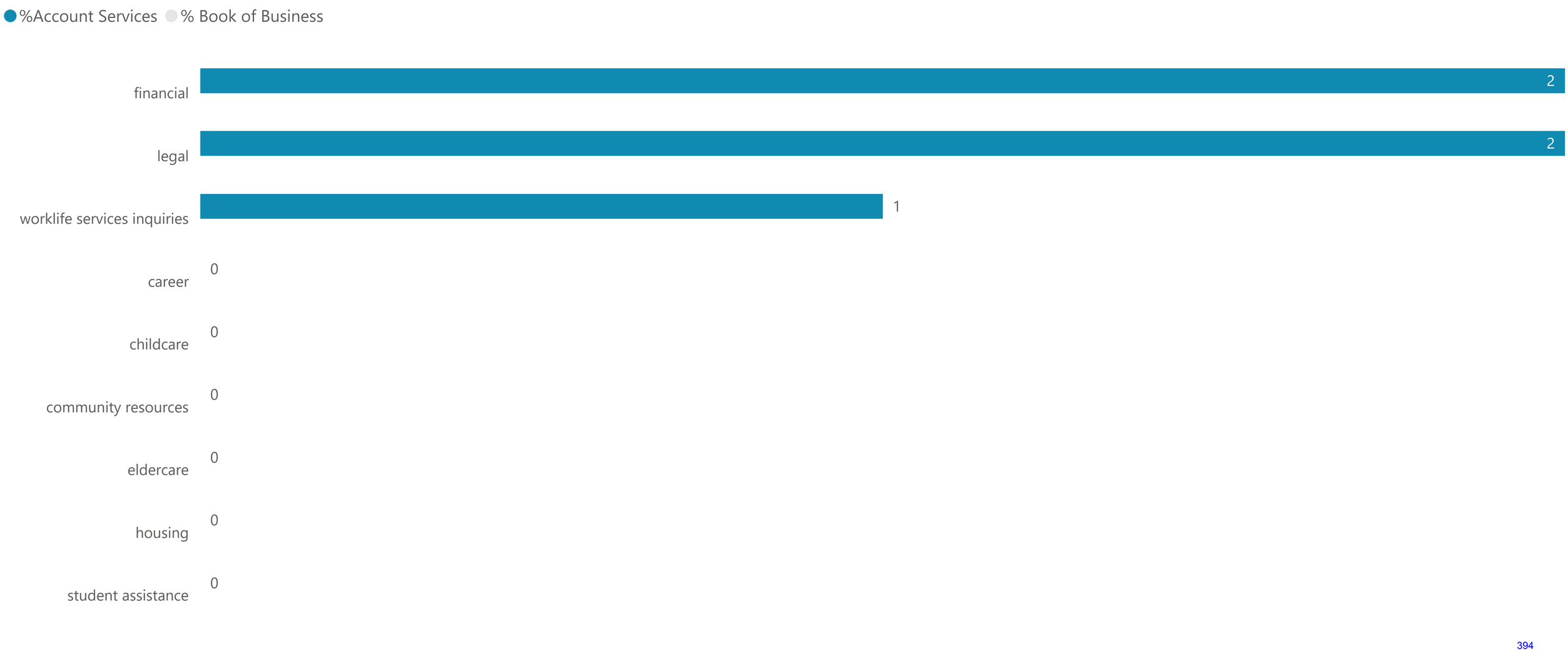
No Data Available

Employee Assistance Program

Overview | Counseling Services | **Worklife Services** | Management Services | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	CASTRO VALLEY UNIFIED SCHOOL DIST...	All	Multiple selectio...	Absolute	Reset Filters

Worklife Services



Employee Assistance Program

Overview | Counseling Services | Worklife Services | **Management Services** | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	CASTRO VALLEY UNIFIED SCHOOL DIST...	All	Multiple selectio...	Absolute	Reset Filters

Cases by Type

Hidden Due To Privacy Concerns

Referral problems

Services BoB

Top 10

alcohol/drugs	0
anger management	0
conflict with co-workers	0
conflict with manager	0
management referral inquiries	0
performance	0
personal issues affecting work	0
suicidal/threat to self	0
threat to others/dangerous	0
work/life balance	0
workplace incident	0
workplace stress	0

uprisehealth

Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | **Employer Services** | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	CASTRO VALLEY UNIFIED SCHOOL DIST...	All	Multiple selectio...	Absolute	Reset Filters

No Data Available

Account	Date	Topic	Delivery	Duration	Attendees

Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | Employer Services | **Digital Self-Services**

Parent Account	Account	Service type	Month	Display Mode	
All	CASTRO VALLEY UNIFIED SCHOOL DIST...	All	Multiple selectio...	Absolute	Reset Filters

Cases by Type



Visits by website sections



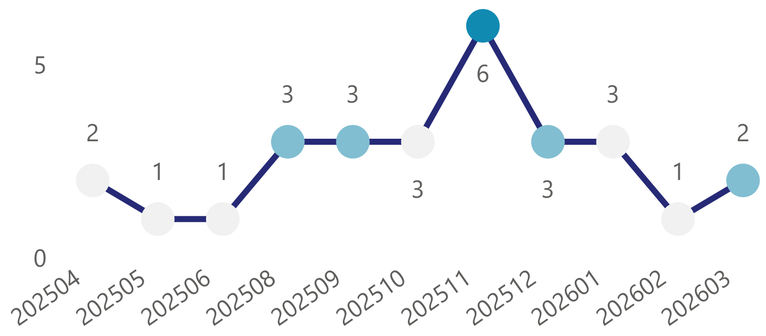
Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | Employer Services | Digital Self-Services

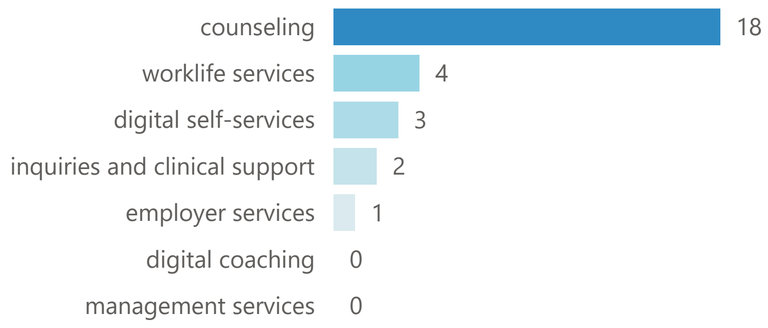
Parent Account: All | Account: DUBLIN UNIFIED SCHOOL DISTRICT | Service type: All | Month: Multiple selectio... | Display Mode: Absolute | Reset Filters

Total Cases	Total Utilization	Average Utilization Per Month	Primary Members
28	2.67%	0.22%	1,050

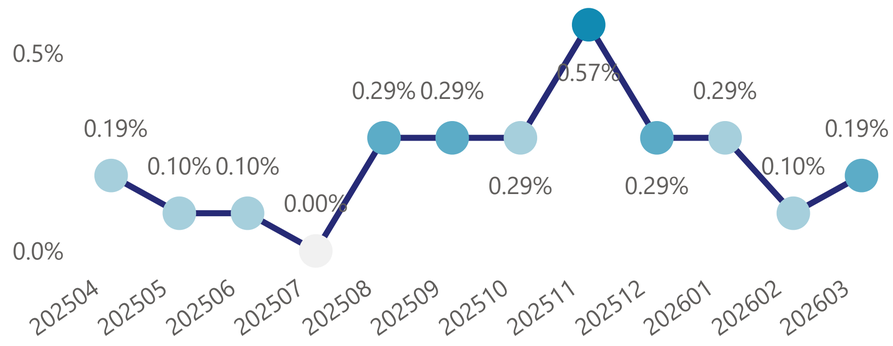
Cases by Month



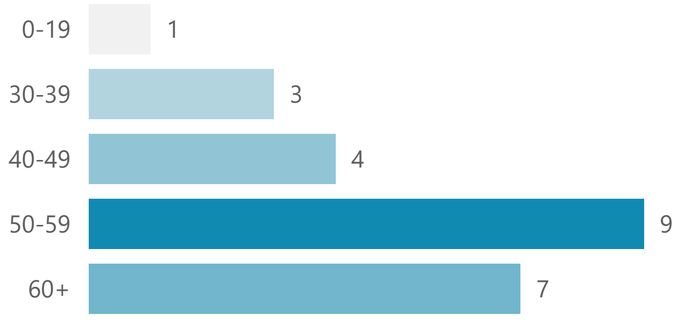
Cases by Type



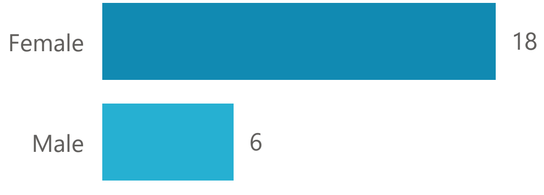
Utilization Trend



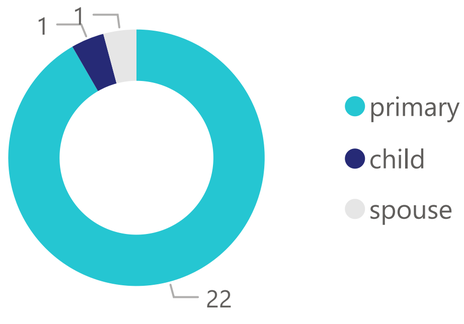
Cases by Age



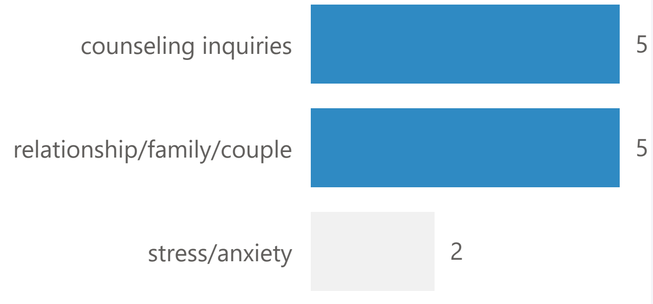
Cases by Gender



Cases by Relation



Top Counseling Cases by Reason

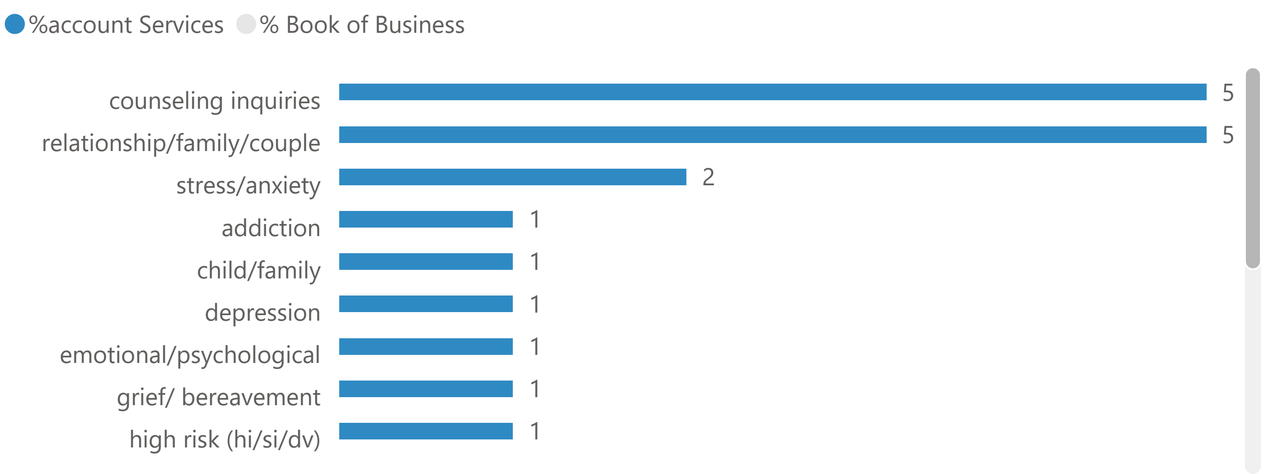


Employee Assistance Program

Overview | **Counseling Services** | Worklife Services | Management Services | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	DUBLIN UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

Personal problems



Work related problems

Hidden Due To Privacy Concerns

Peer support groups

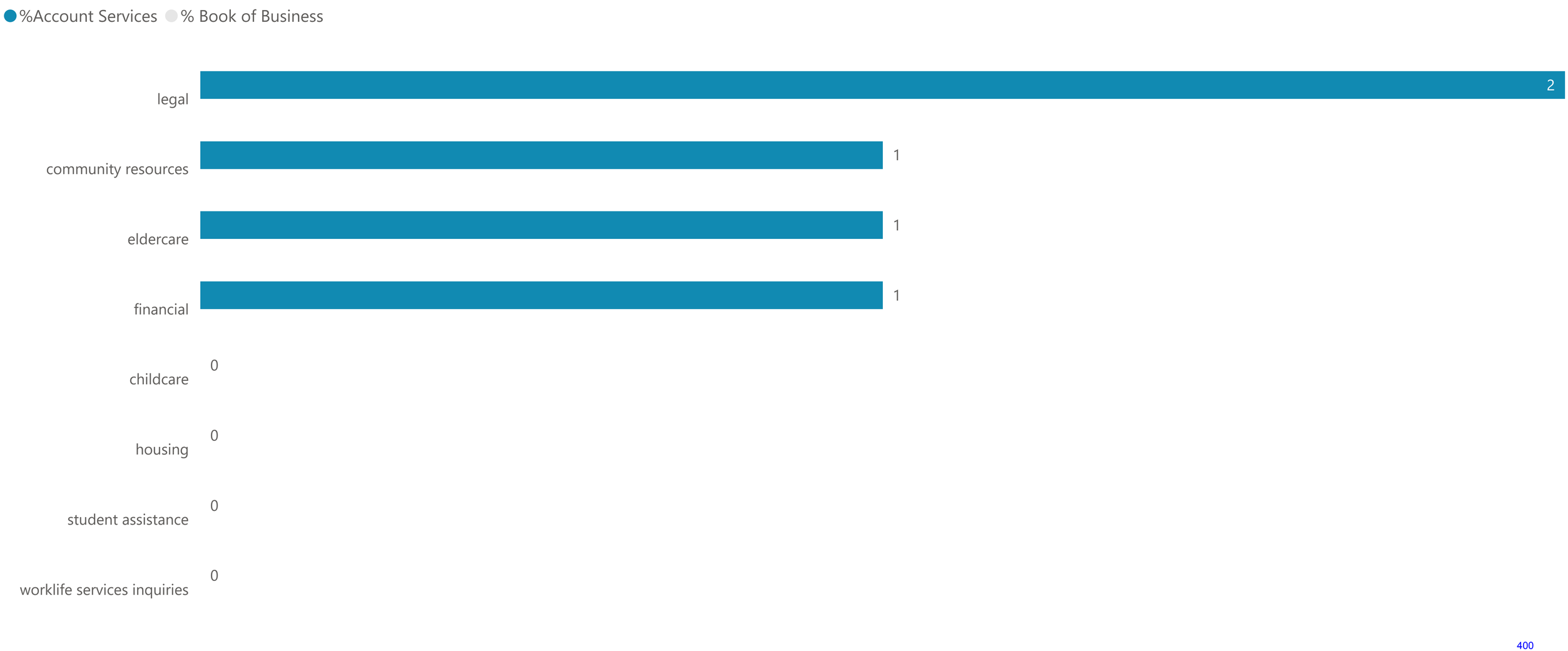
No Data Available

Employee Assistance Program

Overview | Counseling Services | **Worklife Services** | Management Services | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	DUBLIN UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

Worklife Services



Employee Assistance Program

Overview | Counseling Services | Worklife Services | **Management Services** | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	DUBLIN UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

Cases by Type

Hidden Due To Privacy Concerns

Referral problems

Services BoB

Top 10

alcohol/drugs	0
anger management	0
conflict with co-workers	0
conflict with manager	0
management referral inquiries	0
performance	0
personal issues affecting work	0
racial/cultural concerns	0
suicidal/threat to self	0
threat to others/dangerous	0
work/life balance	0
workplace incident	0
workplace stress	0

Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | **Employer Services** | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	DUBLIN UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

Account	Date	Topic	Delivery	Duration	Attendees
DUBLIN UNIFIED SCHOOL DISTRICT	09/11/2025	OE Benefits Fair	Wellness Fair - Onsite	180	60

Employee Assistance Program

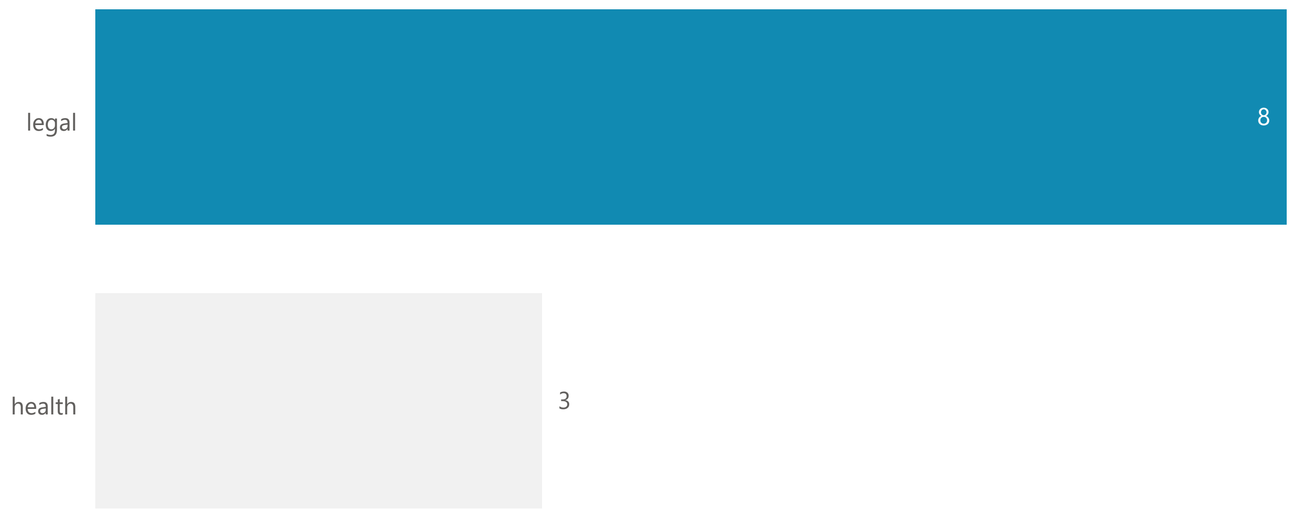
Overview | Counseling Services | Worklife Services | Management Services | Employer Services | **Digital Self-Services**

Parent Account	Account	Service type	Month	Display Mode	
All	DUBLIN UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

Cases by Type



Visits by website sections



403

Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | Employer Services | Digital Self-Services

Parent Account: All

Account: EDEN AREA REGIONAL OCCUPATIONAL ...

Service type: All

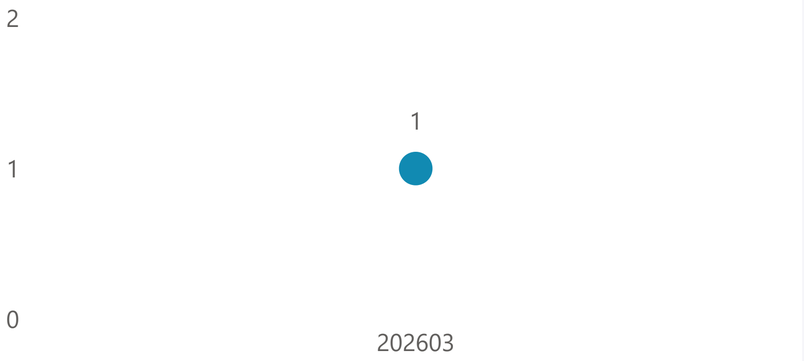
Month: Multiple selectio...

Display Mode: Absolute

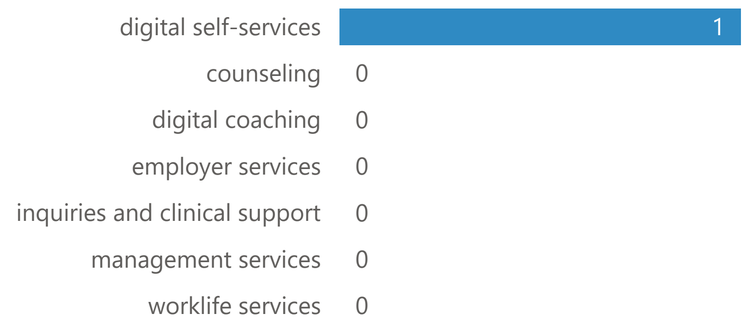
Reset Filters

Total Cases	Total Utilization	Average Utilization Per Month	Primary Members
1	1.89%	0.38%	53

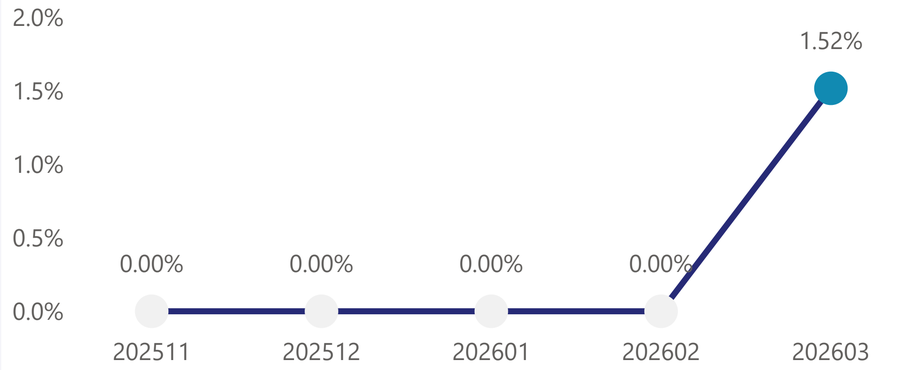
Cases by Month



Cases by Type



Utilization Trend



Cases by Age

Hidden Due To Privacy Concerns

Cases by Gender

Hidden Due To Privacy C...

Cases by Relation

No Data Available

Top Counseling Cases by Reason

No Data Available

404

Employee Assistance Program

Parent Account: All

Account: EDEN AREA REGIONAL OCCUPATIONAL ...

Service type: All

Month: Multiple selectio...

Display Mode: Absolute

Reset Filters

Personal problems

Hidden Due To Privacy Concerns

Work related problems

Hidden Due To Privacy Concerns

Peer support groups

No Data Available

Employee Assistance Program

Parent Account	Account	Service type	Month	Display Mode	
All	EDEN AREA REGIONAL OCCUPATIONAL ...	All	Multiple selectio...	Absolute	Reset Filters

Worklife Services



Employee Assistance Program

Overview | Counseling Services | Worklife Services | **Management Services** | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	EDEN AREA REGIONAL OCCUPATIONAL ...	All	Multiple selectio...	Absolute	Reset Filters

Cases by Type

Hidden Due To Privacy Concerns

Referral problems

No Data Available

Top 10

uprisehealth

Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | **Employer Services** | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	EDEN AREA REGIONAL OCCUPATIONAL ...	All	Multiple selectio...	Absolute	Reset Filters

No Data Available

Account	Date	Topic	Delivery	Duration	Attendees

Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | Employer Services | **Digital Self-Services**

Parent Account	Account	Service type	Month	Display Mode	
All	EDEN AREA REGIONAL OCCUPATIONAL ...	All	Multiple selectio...	Absolute	Reset Filters

Cases by Type



Visits by website sections



409

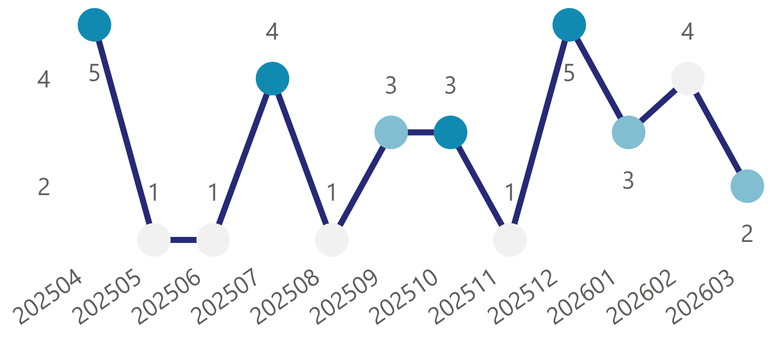
Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | Employer Services | Digital Self-Services

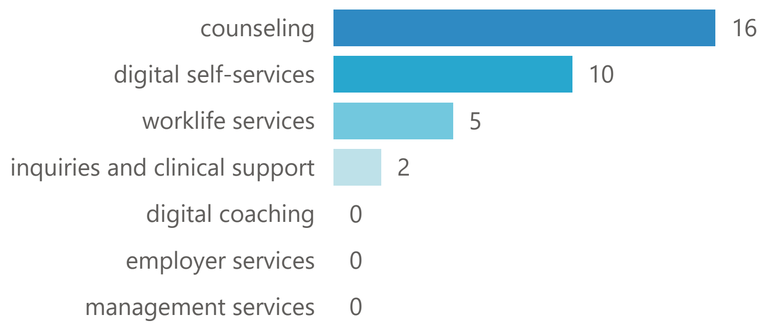
Parent Account: All | Account: FREMONT UNIFIED SCHOOL DISTRICT | Service type: All | Month: Multiple selectio... | Display Mode: Absolute | Reset Filters

Total Cases	Total Utilization	Average Utilization Per Month	Primary Members
33	1.82%	0.15%	1,815

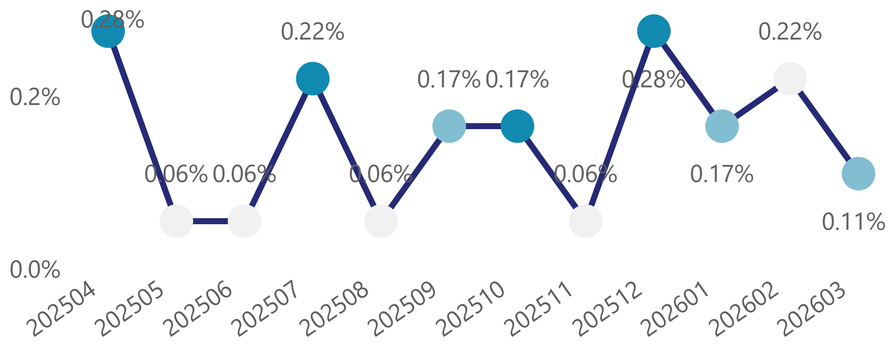
Cases by Month



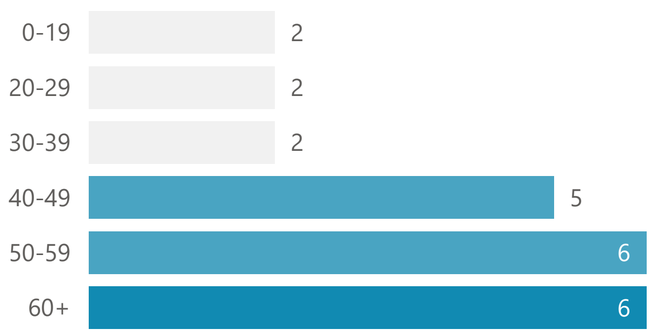
Cases by Type



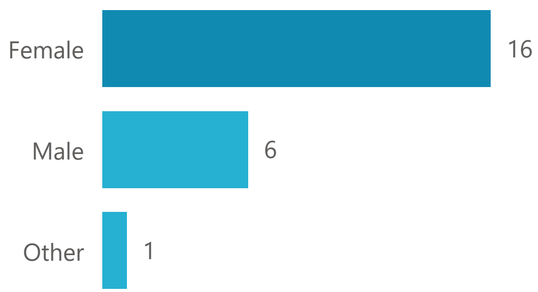
Utilization Trend



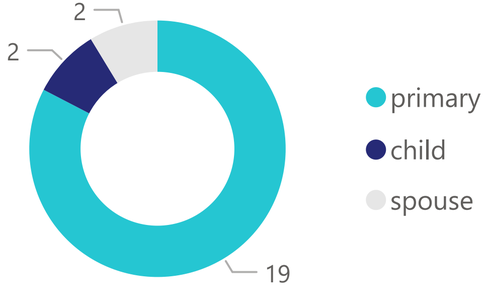
Cases by Age



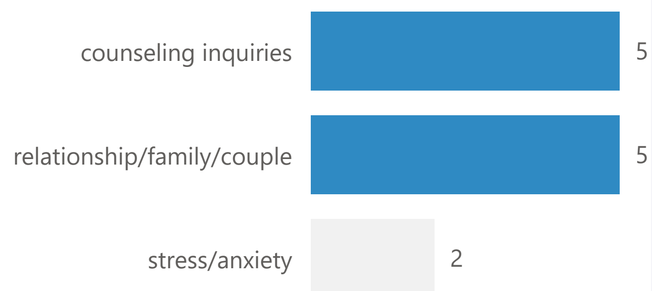
Cases by Gender



Cases by Relation



Top Counseling Cases by Reason



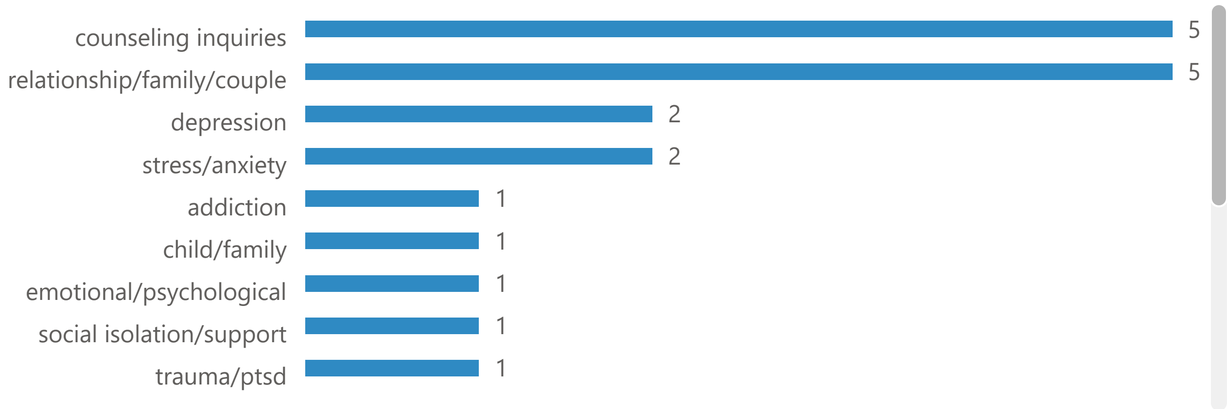
Employee Assistance Program

Overview | **Counseling Services** | Worklife Services | Management Services | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	FREMONT UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

Personal problems

%account Services % Book of Business



Work related problems

Hidden Due To Privacy Concerns

Peer support groups

No Data Available

Employee Assistance Program

Parent Account: All

Account: FREMONT UNIFIED SCHOOL DISTRICT

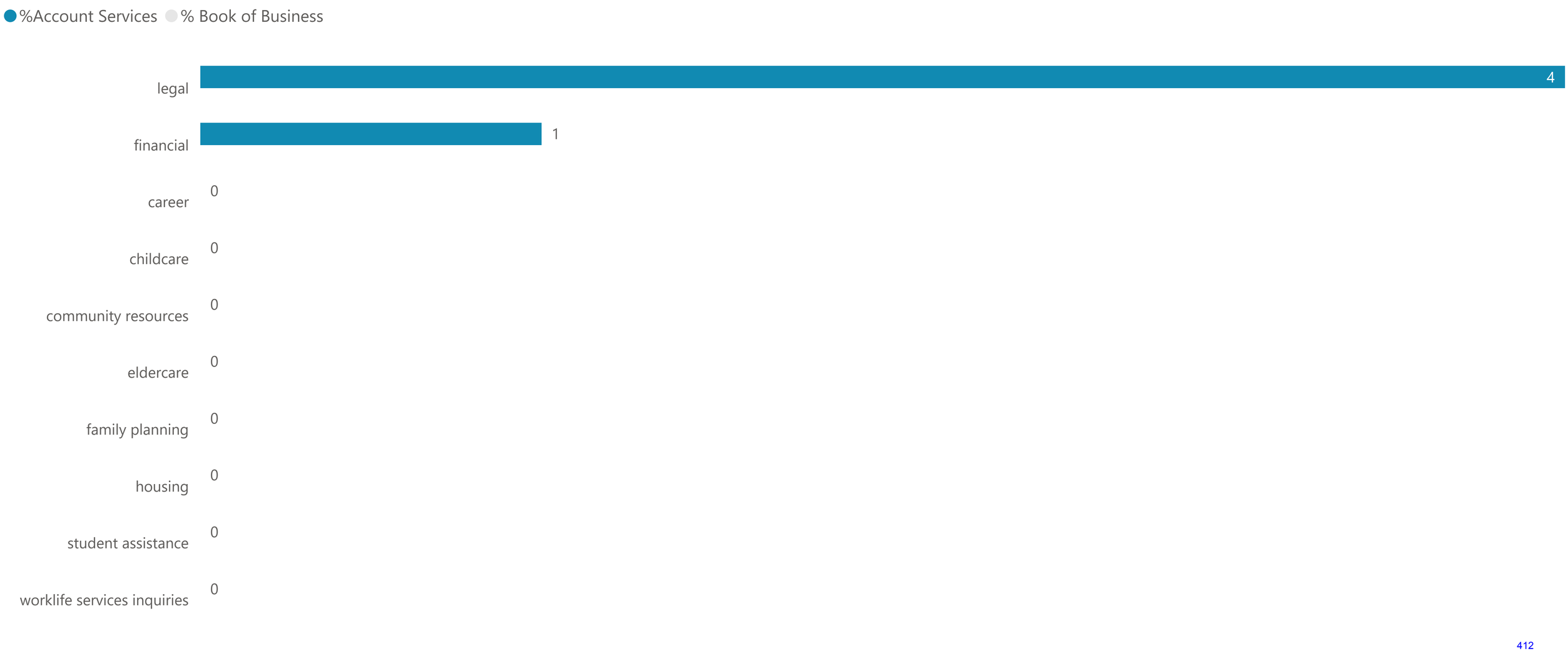
Service type: All

Month: Multiple selectio...

Display Mode: Absolute

Reset Filters

Worklife Services



Employee Assistance Program

Parent Account	Account	Service type	Month	Display Mode	
All	FREMONT UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

Cases by Type

Hidden Due To Privacy Concerns

Referral problems

Services BoB

Top 10

alcohol/drugs	0
anger management	0
conflict with co-workers	0
conflict with manager	0
management referral inquiries	0
performance	0
personal issues affecting work	0
racial/cultural concerns	0
suicidal/threat to self	0
threat to others/dangerous	0
work/life balance	0
workplace incident	0
workplace stress	0

Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | **Employer Services** | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	FREMONT UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

No Data Available

Account	Date	Topic	Delivery	Duration	Attendees

Employee Assistance Program

Parent Account: All

Account: FREMONT UNIFIED SCHOOL DISTRICT

Service type: All

Month: Multiple selectio...

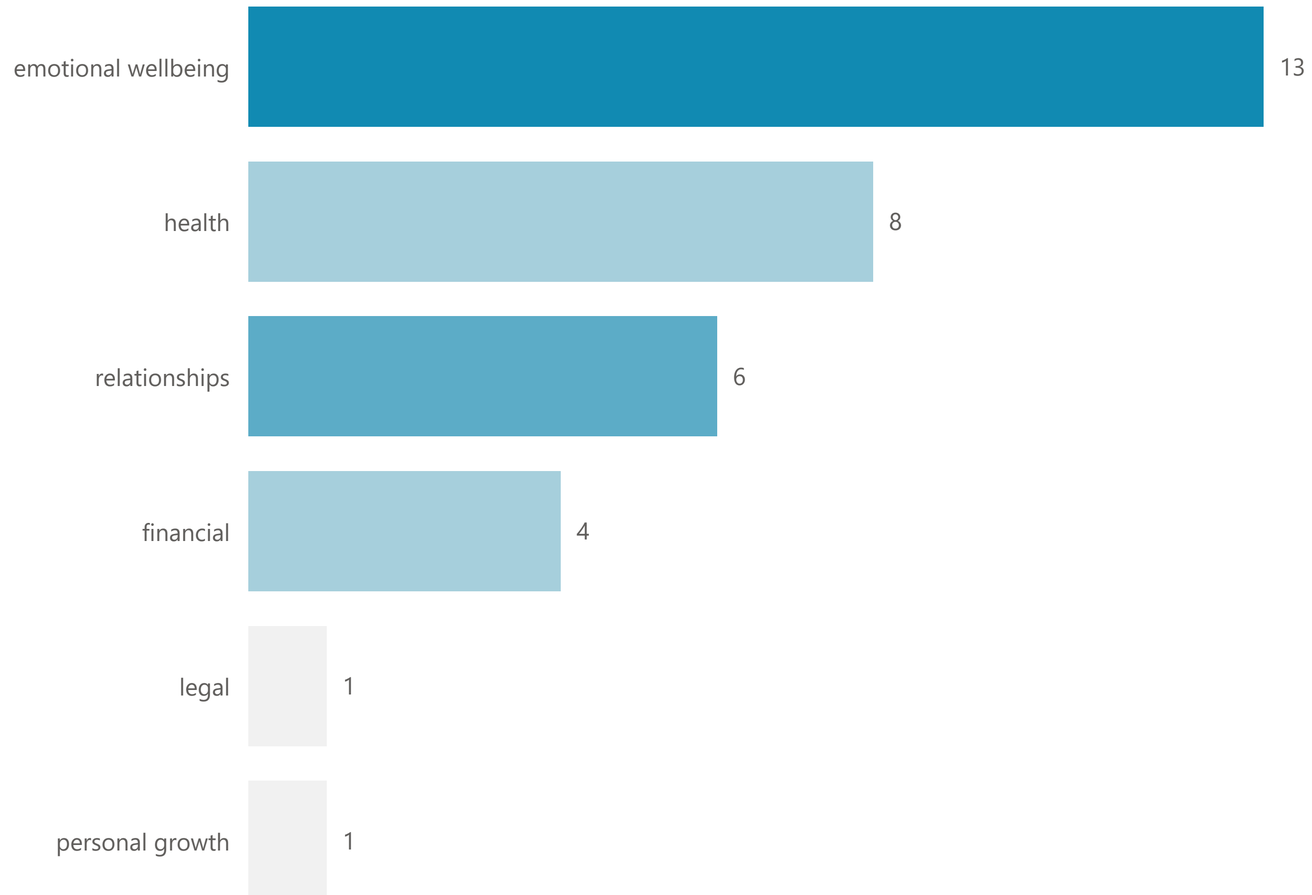
Display Mode: Absolute

Reset Filters

Cases by Type



Visits by website sections



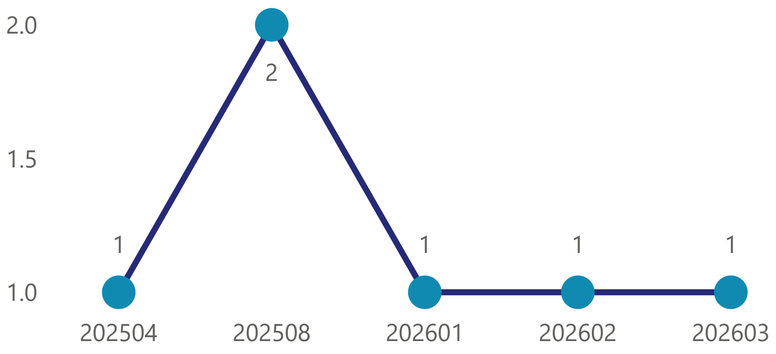
Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | Employer Services | Digital Self-Services

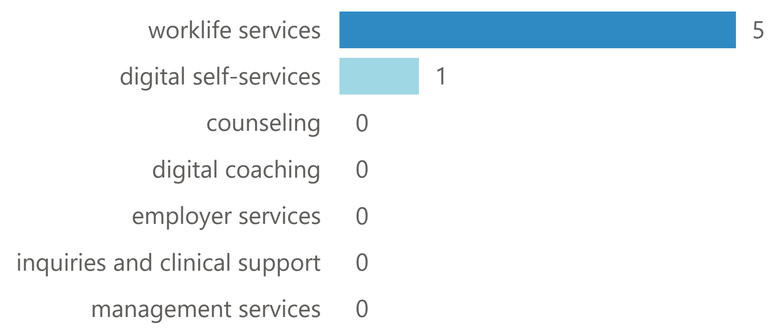
Parent Account: All | Account: MISSION VALLEY ROP | Service type: All | Month: Multiple selectio... | Display Mode: Absolute | Reset Filters

Total Cases	Total Utilization	Average Utilization Per Month	Primary Members
6	10.00%	0.83%	60

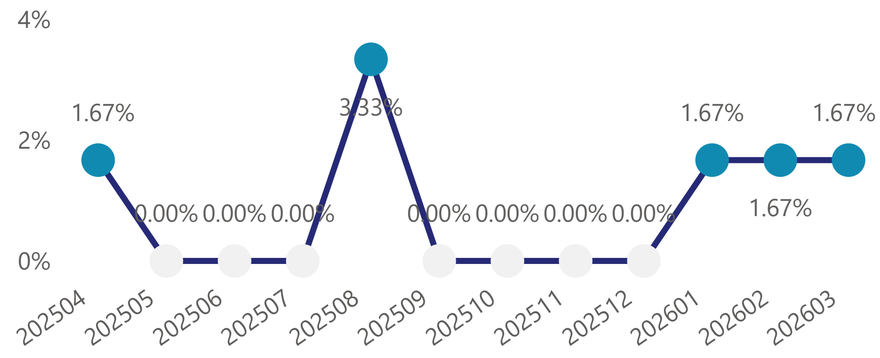
Cases by Month



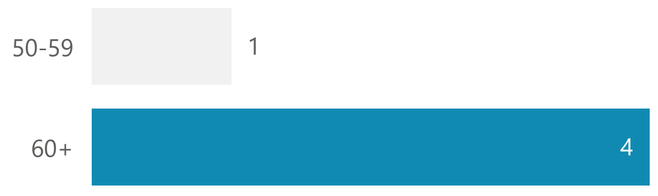
Cases by Type



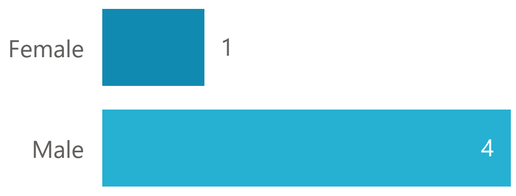
Utilization Trend



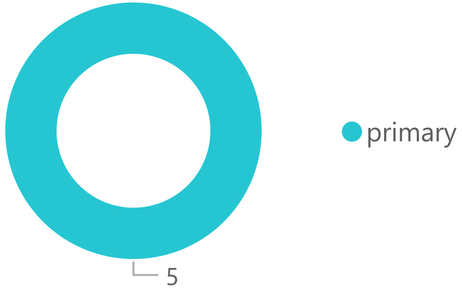
Cases by Age



Cases by Gender



Cases by Relation



Top Counseling Cases by Reason

No Data Available

Employee Assistance Program

Overview | **Counseling Services** | Worklife Services | Management Services | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	MISSION VALLEY ROP	All	Multiple selectio...	Absolute	Reset Filters

Personal problems

Hidden Due To Privacy Concerns

Work related problems

Hidden Due To Privacy Concerns

Peer support groups

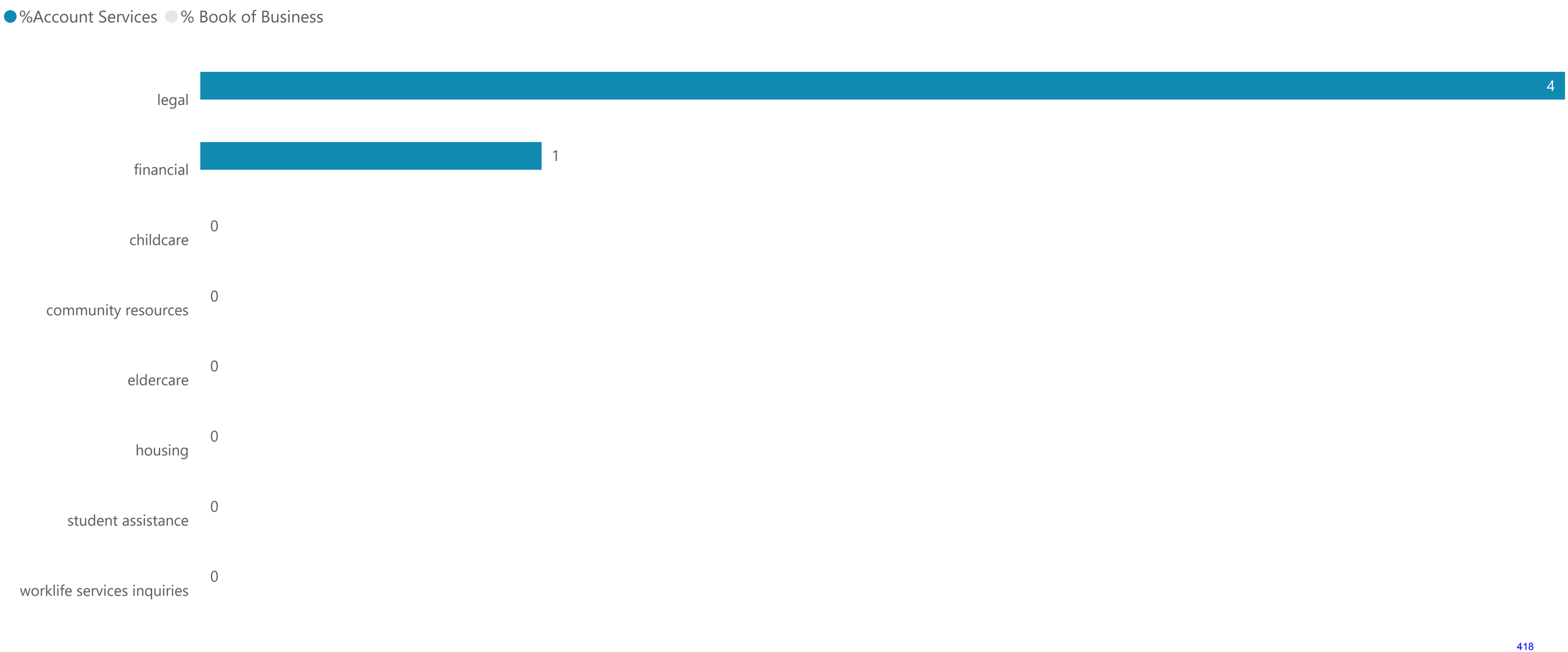
No Data Available

Employee Assistance Program

Overview | Counseling Services | **Worklife Services** | Management Services | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	MISSION VALLEY ROP	All	Multiple selectio...	Absolute	Reset Filters

Worklife Services



Employee Assistance Program

Parent Account	Account	Service type	Month	Display Mode
All	MISSION VALLEY ROP	All	Multiple selectio...	Absolute

Reset Filters

Cases by Type

Hidden Due To Privacy Concerns

Referral problems

No Data Available

Top 10

Employee Assistance Program

Parent Account	Account	Service type	Month	Display Mode	
All	MISSION VALLEY ROP	All	Multiple selectio...	Absolute	Reset Filters

No Data Available

Account	Date	Topic	Delivery	Duration	Attendees

Employee Assistance Program

Parent Account	Account	Service type	Month	Display Mode	
All	MISSION VALLEY ROP	All	Multiple selectio...	Absolute	Reset Filters

Cases by Type



Visits by website sections



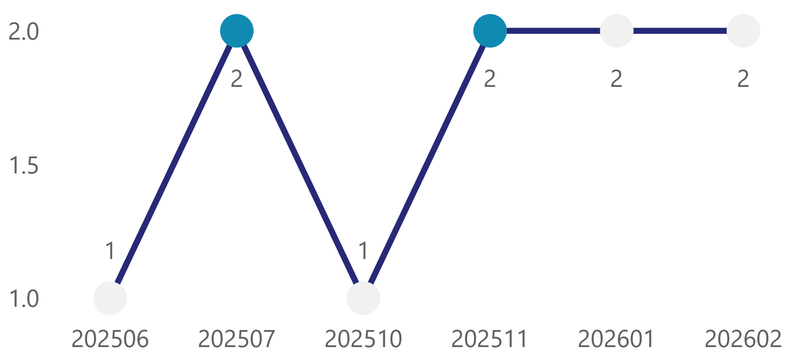
Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | Employer Services | Digital Self-Services

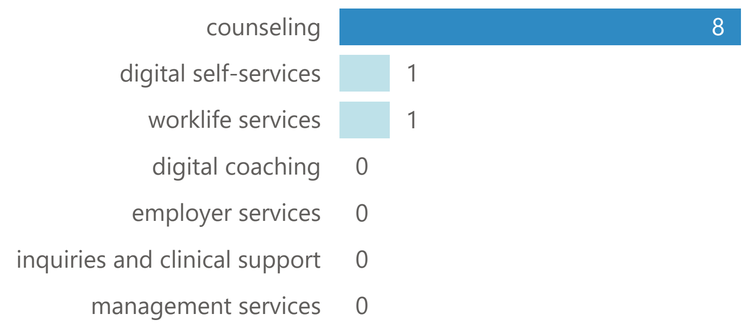
Parent Account: All | Account: NEW HAVEN UNIFIED SCHOOL DISTRICT | Service type: All | Month: Multiple selectio... | Display Mode: Absolute | Reset Filters

Total Cases	Total Utilization	Average Utilization Per Month	Primary Members
10	0.96%	0.08%	1,040

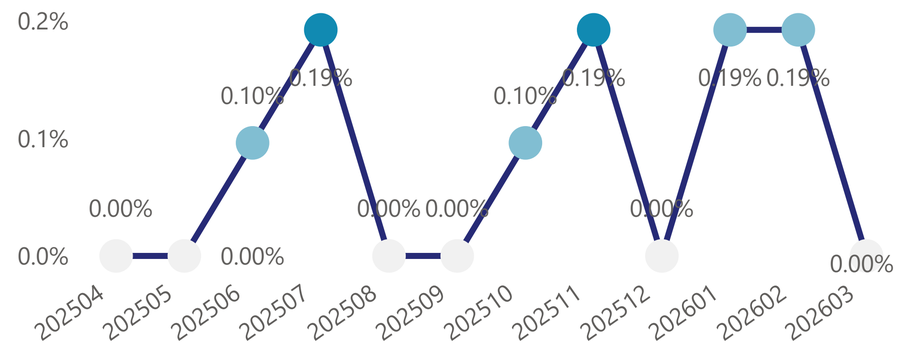
Cases by Month



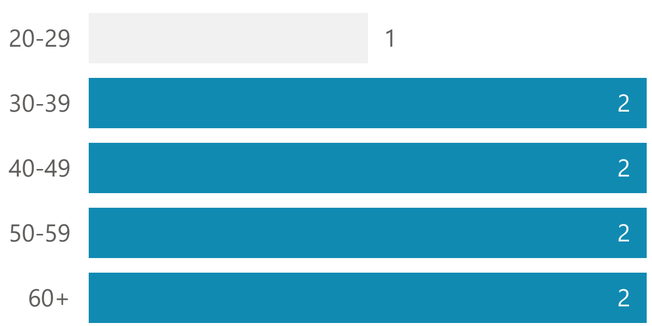
Cases by Type



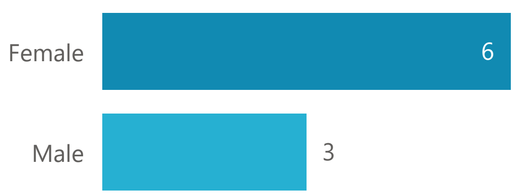
Utilization Trend



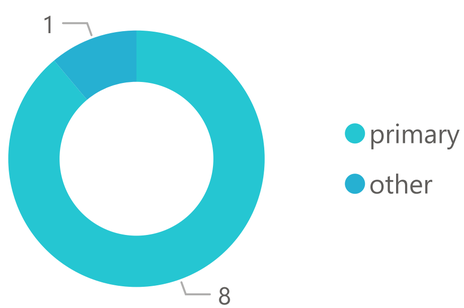
Cases by Age



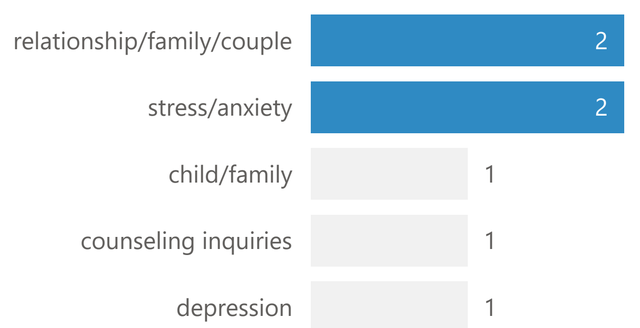
Cases by Gender



Cases by Relation



Top Counseling Cases by Reason



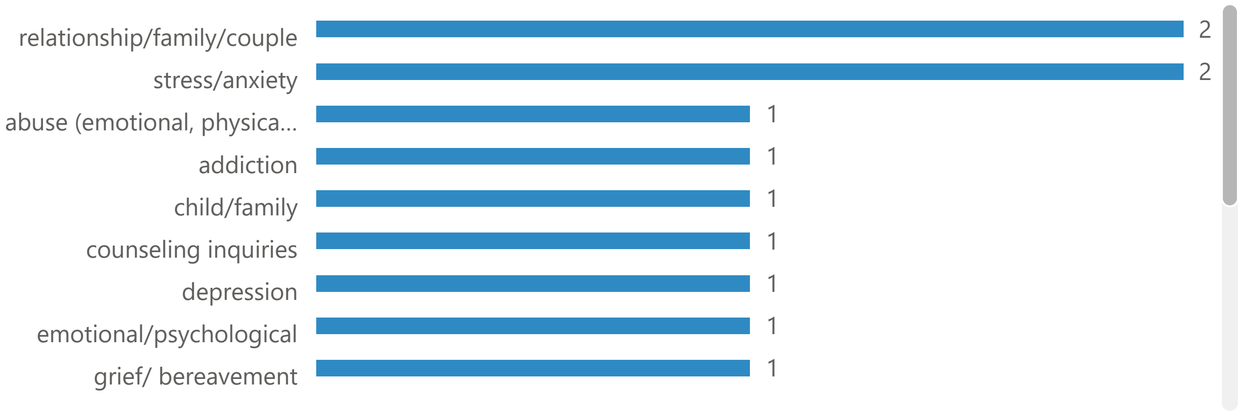
Employee Assistance Program

Overview | **Counseling Services** | Worklife Services | Management Services | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	NEW HAVEN UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

Personal problems

%account Services % Book of Business



Work related problems

Hidden Due To Privacy Concerns

Peer support groups

No Data Available

Employee Assistance Program

Parent Account	Account	Service type	Month	Display Mode	
All	NEW HAVEN UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

Worklife Services



Employee Assistance Program

Overview | Counseling Services | Worklife Services | **Management Services** | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	NEW HAVEN UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

Cases by Type

Hidden Due To Privacy Concerns

Referral problems

Services BoB

Top 10

alcohol/drugs	0
anger management	0
conflict with co-workers	0
conflict with manager	0
management referral inquiries	0
performance	0
personal issues affecting work	0
suicidal/threat to self	0
threat to others/dangerous	0
work/life balance	0
workplace incident	0
workplace stress	0

uprisehealth

Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | **Employer Services** | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	NEW HAVEN UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

No Data Available

Account	Date	Topic	Delivery	Duration	Attendees

Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | Employer Services | **Digital Self-Services**

Parent Account	Account	Service type	Month	Display Mode	
All	NEW HAVEN UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

Cases by Type



Visits by website sections



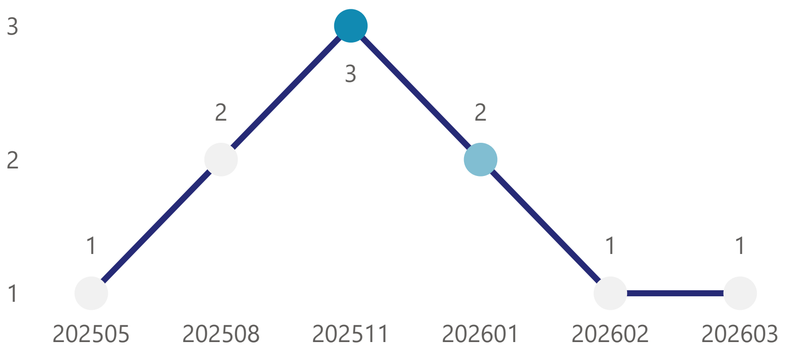
Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | Employer Services | Digital Self-Services

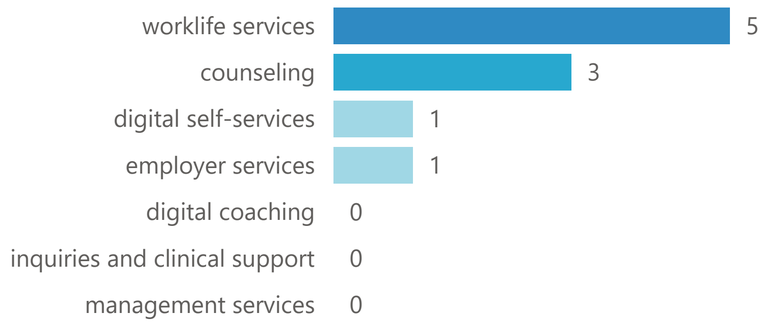
Parent Account: All | Account: PIEDMONT UNIFIED SCHOOL DISTRICT | Service type: All | Month: Multiple selectio... | Display Mode: Absolute | Reset Filters

Total Cases	Total Utilization	Average Utilization Per Month	Primary Members
10	2.79%	0.23%	359

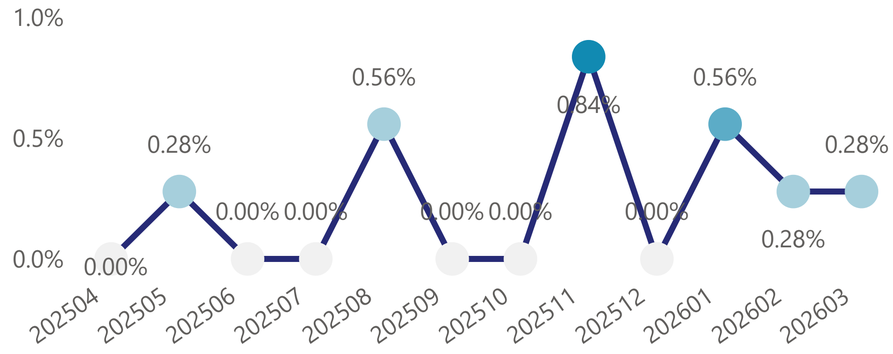
Cases by Month



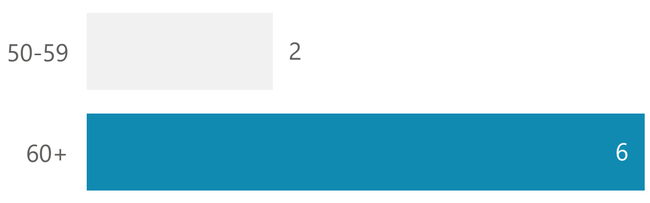
Cases by Type



Utilization Trend



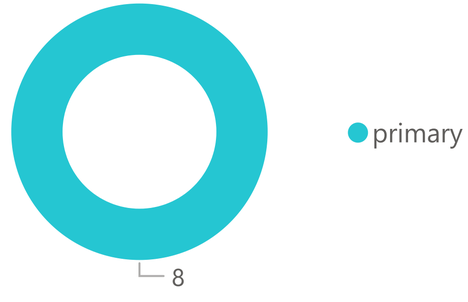
Cases by Age



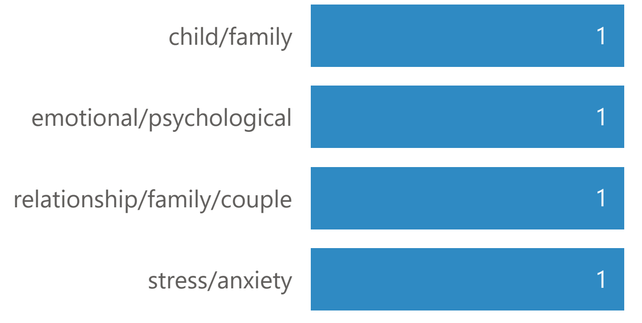
Cases by Gender



Cases by Relation



Top Counseling Cases by Reason



Employee Assistance Program

Parent Account: All

Account: PIEDMONT UNIFIED SCHOOL DISTRICT

Service type: All

Month: Multiple selectio...

Display Mode: Absolute

Reset Filters

Personal problems

Hidden Due To Privacy Concerns

Work related problems

Hidden Due To Privacy Concerns

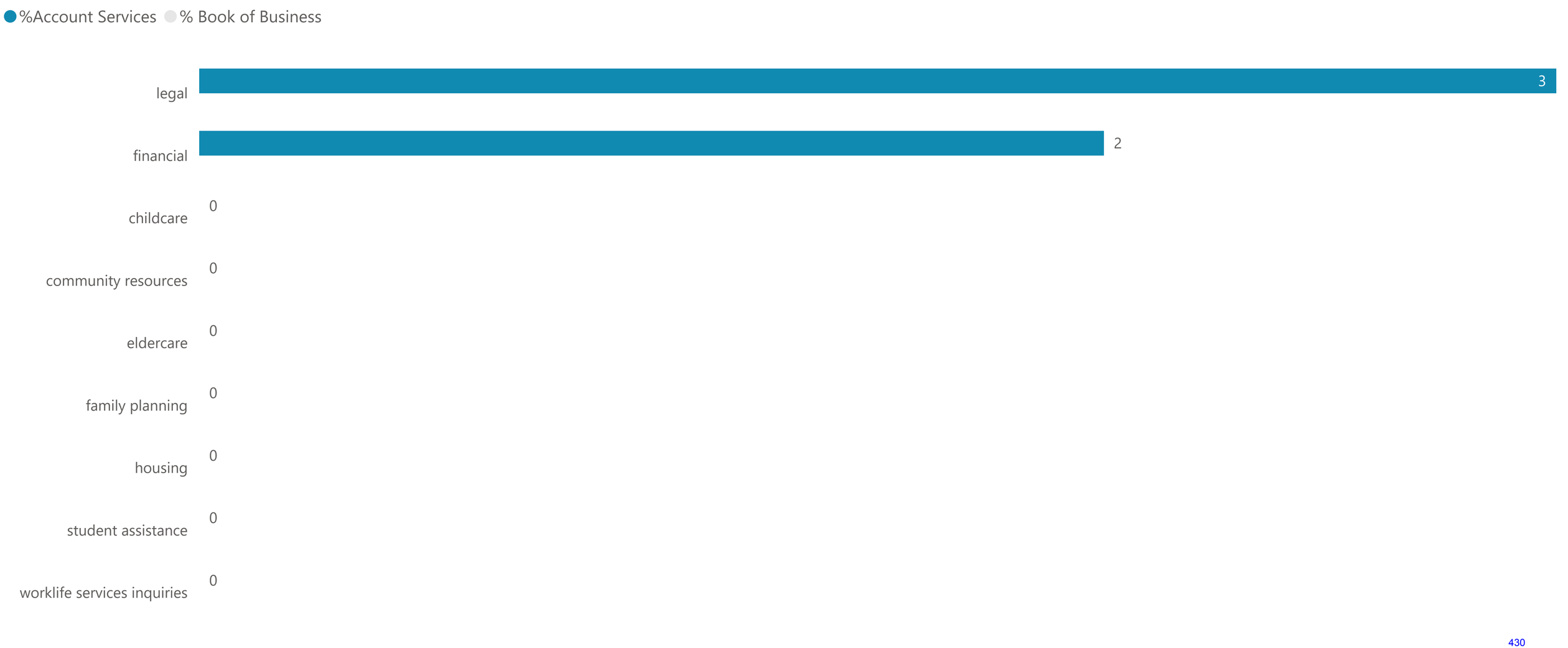
Peer support groups

No Data Available

Employee Assistance Program

Parent Account	Account	Service type	Month	Display Mode	
All	PIEDMONT UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

Worklife Services



Employee Assistance Program

Parent Account	Account	Service type	Month	Display Mode	
All	PIEDMONT UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

Cases by Type

Hidden Due To Privacy Concerns

Referral problems

Services BoB

Top 10

alcohol/drugs	0
anger management	0
conflict with co-workers	0
conflict with manager	0
management referral inquiries	0
performance	0
personal issues affecting work	0
suicidal/threat to self	0
threat to others/dangerous	0
work/life balance	0
workplace incident	0
workplace stress	0

Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | **Employer Services** | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	PIEDMONT UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

Account	Date	Topic	Delivery	Duration	Attendees
PIEDMONT UNIFIED SCHOOL DISTRICT	11/10/2025	Wellness Fair	Wellness Fair - Onsite	480	40

Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | Employer Services | **Digital Self-Services**

Parent Account	Account	Service type	Month	Display Mode	
All	PIEDMONT UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

Cases by Type



Visits by website sections



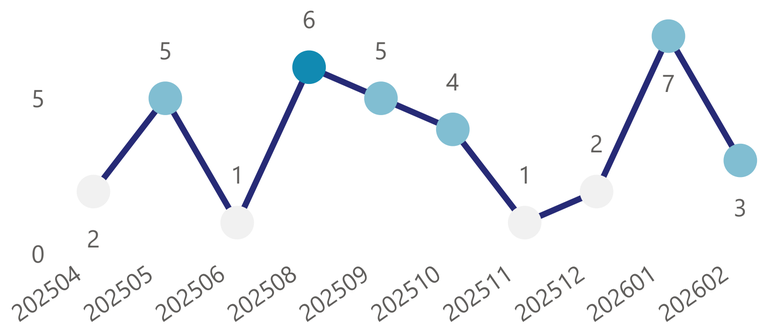
Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | Employer Services | Digital Self-Services

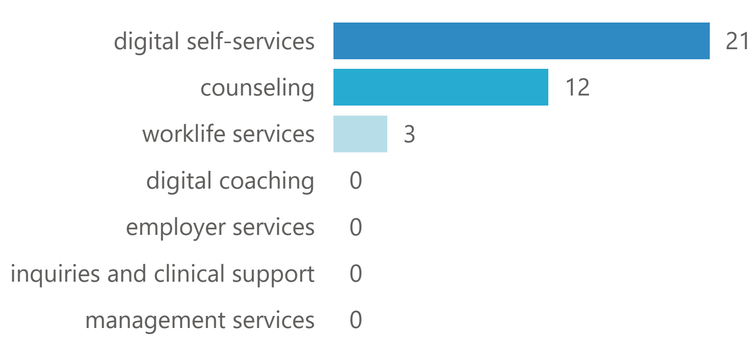
Parent Account: All | Account: PLEASANTON UNIFIED SCHOOL DISTRICT | Service type: All | Month: Multiple selectio... | Display Mode: Absolute | Reset Filters

Total Cases	Total Utilization	Average Utilization Per Month	Primary Members
36	2.55%	0.21%	1,414

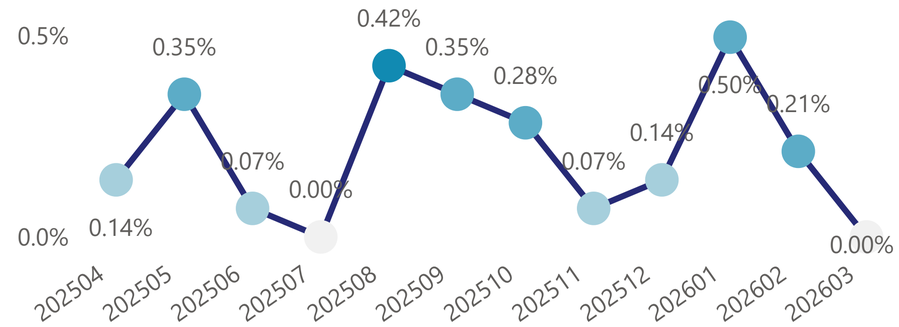
Cases by Month



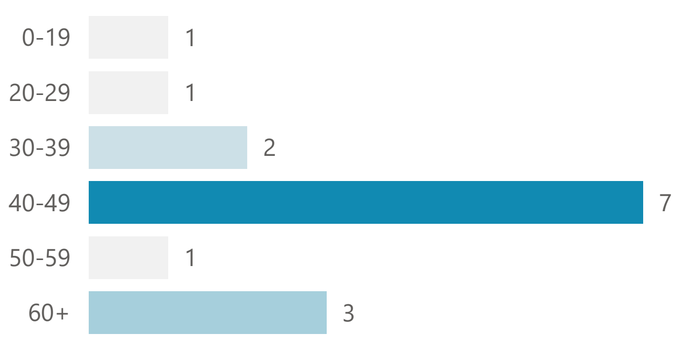
Cases by Type



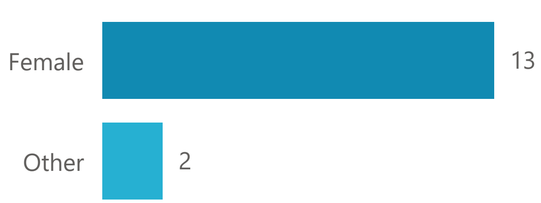
Utilization Trend



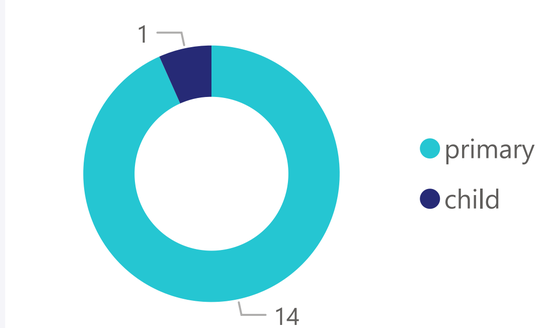
Cases by Age



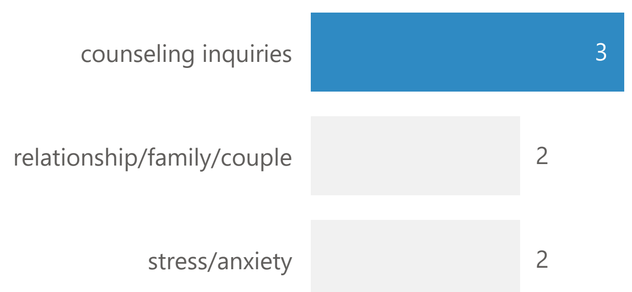
Cases by Gender



Cases by Relation



Top Counseling Cases by Reason

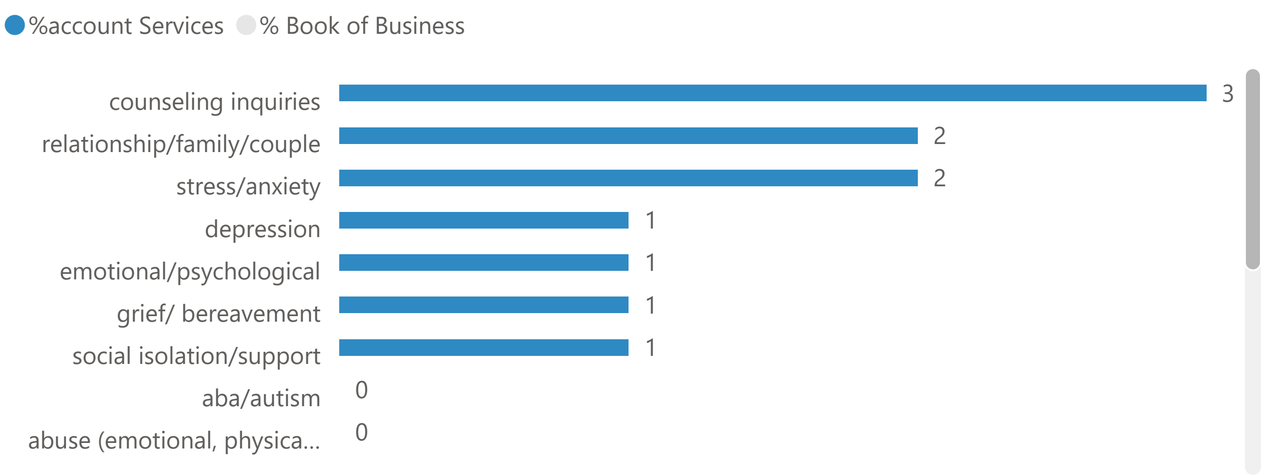


Employee Assistance Program

Overview | **Counseling Services** | Worklife Services | Management Services | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	PLEASANTON UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

Personal problems



Work related problems

Hidden Due To Privacy Concerns

Peer support groups

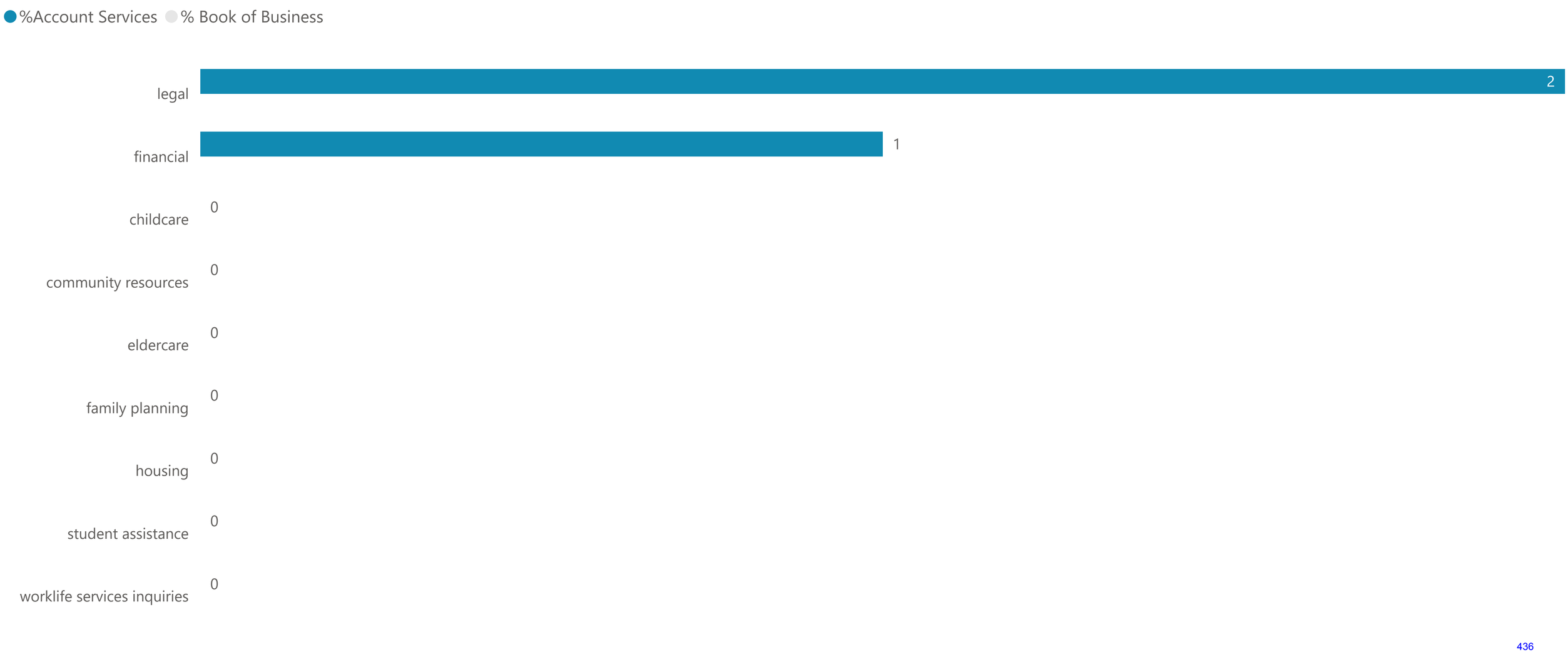
No Data Available

Employee Assistance Program

Overview | Counseling Services | **Worklife Services** | Management Services | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	PLEASANTON UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

Worklife Services



Employee Assistance Program

Overview | Counseling Services | Worklife Services | **Management Services** | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	PLEASANTON UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

Cases by Type

Hidden Due To Privacy Concerns

Referral problems

Services BoB

Top 10

alcohol/drugs	0
anger management	0
conflict with co-workers	0
conflict with manager	0
management referral inquiries	0
performance	0
personal issues affecting work	0
racial/cultural concerns	0
suicidal/threat to self	0
threat to others/dangerous	0
work/life balance	0
workplace incident	0
workplace stress	0

Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | **Employer Services** | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	PLEASANTON UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

No Data Available

Account	Date	Topic	Delivery	Duration	Attendees

Employee Assistance Program

Parent Account: All

Account: PLEASANTON UNIFIED SCHOOL DISTRICT

Service type: All

Month: Multiple selectio...

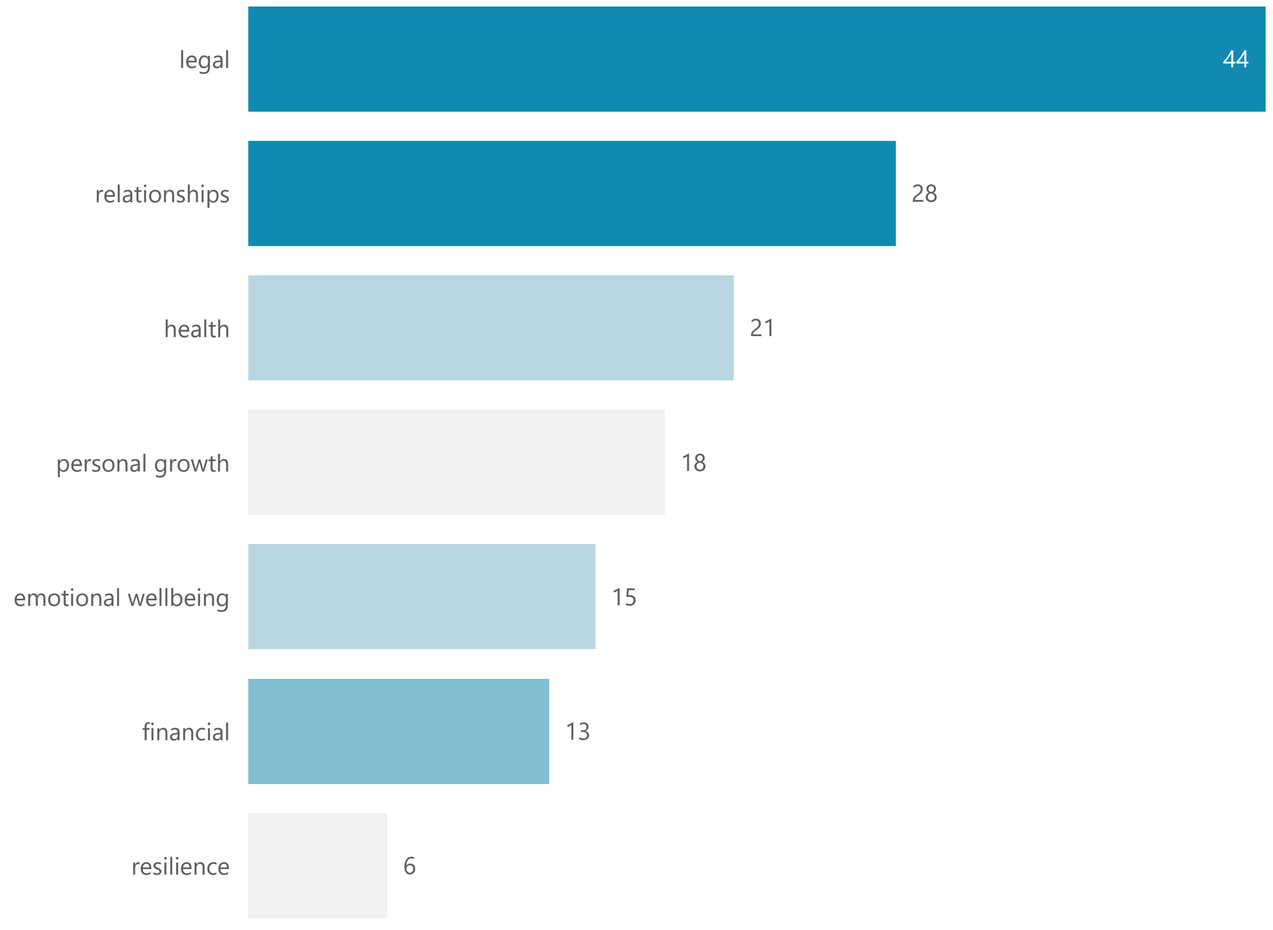
Display Mode: Absolute

Reset Filters

Cases by Type



Visits by website sections



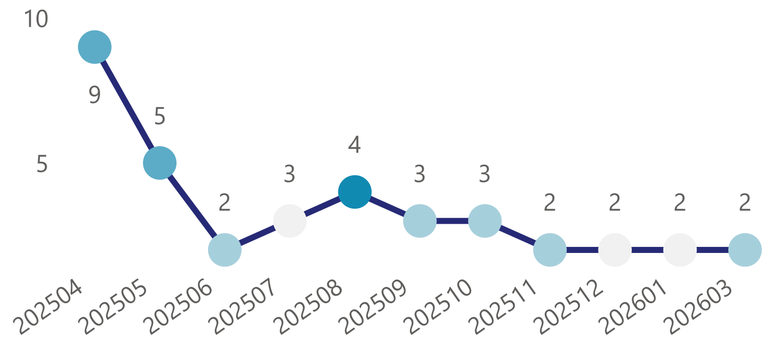
Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | Employer Services | Digital Self-Services

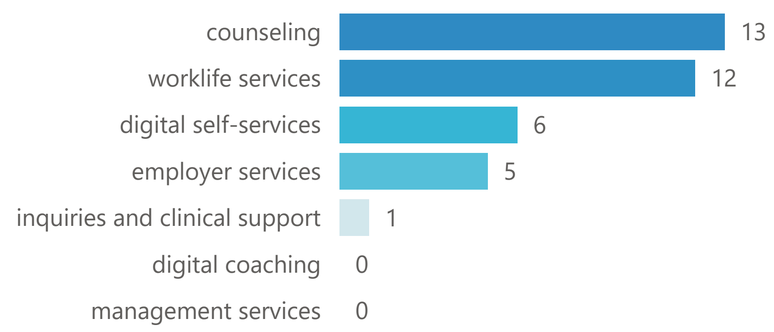
Parent Account: All | Account: SAN LEANDRO UNIFIED SCHOOL DISTRI... | Service type: All | Month: Multiple selectio... | Display Mode: Absolute | Reset Filters

Total Cases	Total Utilization	Average Utilization Per Month	Primary Members
37	4.07%	0.34%	910

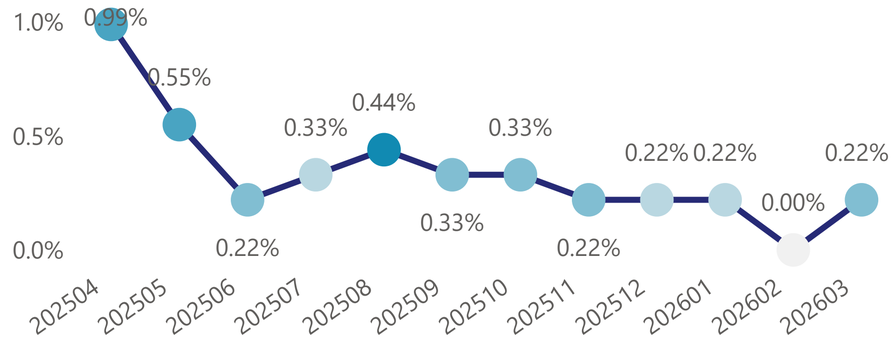
Cases by Month



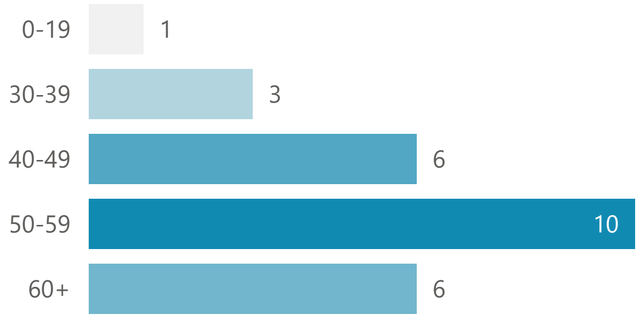
Cases by Type



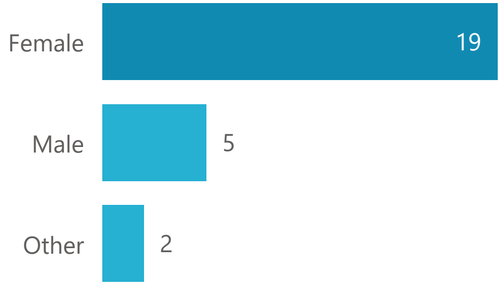
Utilization Trend



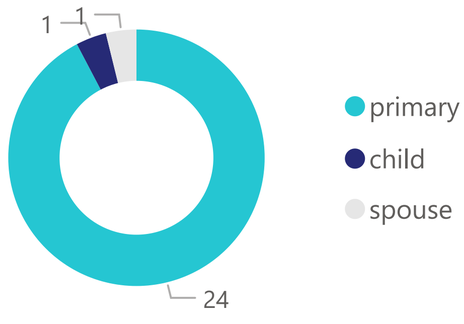
Cases by Age



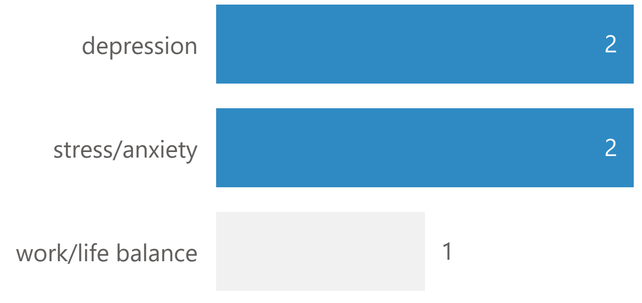
Cases by Gender



Cases by Relation



Top Counseling Cases by Reason



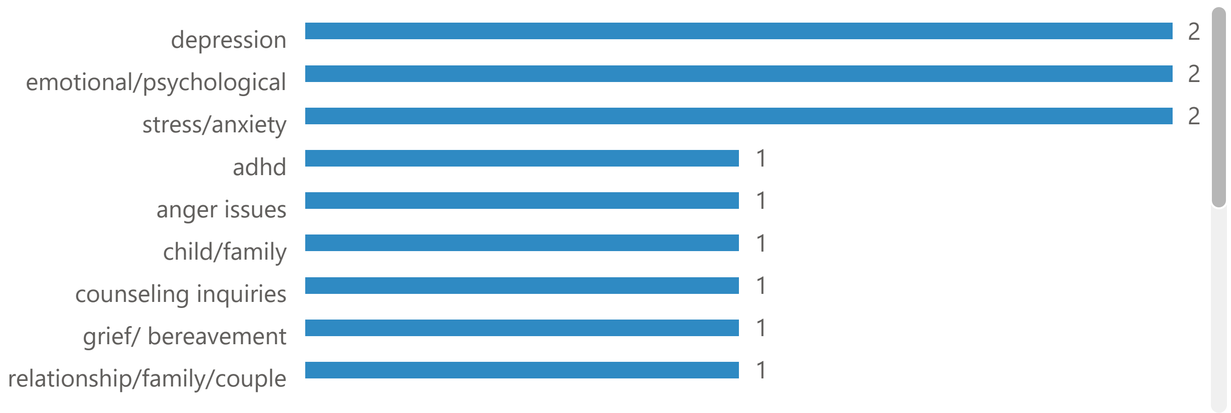
Employee Assistance Program

Overview | **Counseling Services** | Worklife Services | Management Services | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	SAN LEANDRO UNIFIED SCHOOL DISTRI...	All	Multiple selectio...	Absolute	Reset Filters

Personal problems

%account Services % Book of Business



Work related problems

Hidden Due To Privacy Concerns

Peer support groups

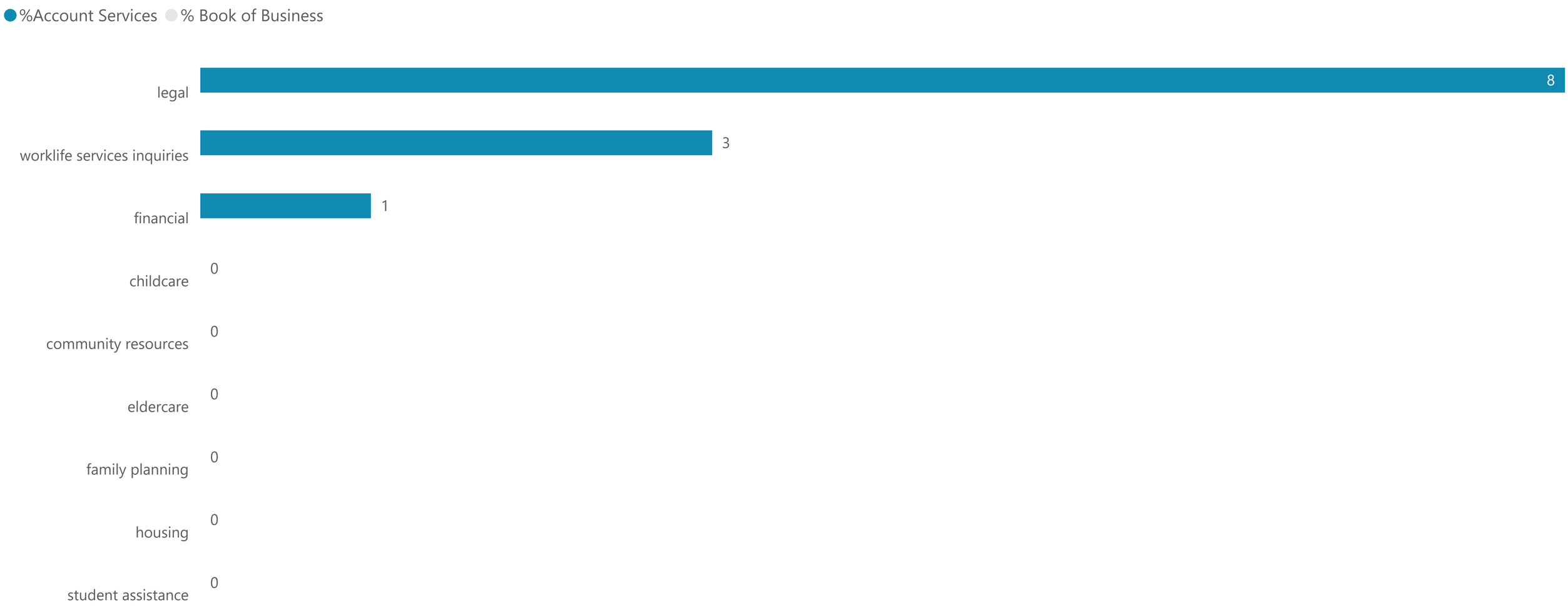
No Data Available

Employee Assistance Program

Overview | Counseling Services | **Worklife Services** | Management Services | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	SAN LEANDRO UNIFIED SCHOOL DISTRI...	All	Multiple selectio...	Absolute	Reset Filters

Worklife Services



Employee Assistance Program

Overview | Counseling Services | Worklife Services | **Management Services** | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	SAN LEANDRO UNIFIED SCHOOL DISTRI...	All	Multiple selectio...	Absolute	Reset Filters

Cases by Type

Hidden Due To Privacy Concerns

Referral problems

Services BoB

Top 10

alcohol/drugs	0
anger management	0
conflict with co-workers	0
conflict with manager	0
management referral inquiries	0
performance	0
personal issues affecting work	0
racial/cultural concerns	0
suicidal/threat to self	0
threat to others/dangerous	0
work/life balance	0
workplace incident	0
workplace stress	0

Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | **Employer Services** | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	SAN LEANDRO UNIFIED SCHOOL DISTRI...	All	Multiple selectio...	Absolute	Reset Filters

Account	Date	Topic	Delivery	Duration	Attendees
SAN LEANDRO UNIFIED SCHOOL DISTRICT	06/25/2025	Pre-employment Orientation	Orientation - Virtual	60	18
SAN LEANDRO UNIFIED SCHOOL DISTRICT	07/17/2025	Pre-employment Orientation	Orientation - Virtual	60	1
SAN LEANDRO UNIFIED SCHOOL DISTRICT	07/22/2025	Pre-employment Orientation	Orientation - Virtual	60	1
SAN LEANDRO UNIFIED SCHOOL DISTRICT	07/31/2025	Pre-employment Orientation	Orientation - Virtual	60	1
SAN LEANDRO UNIFIED SCHOOL DISTRICT	08/12/2025	SLUSD Health & Wellness Fair	Wellness Fair - Onsite	120	900

Employee Assistance Program

Parent Account: All

Account: SAN LEANDRO UNIFIED SCHOOL DISTRI...

Service type: All

Month: Multiple selectio...

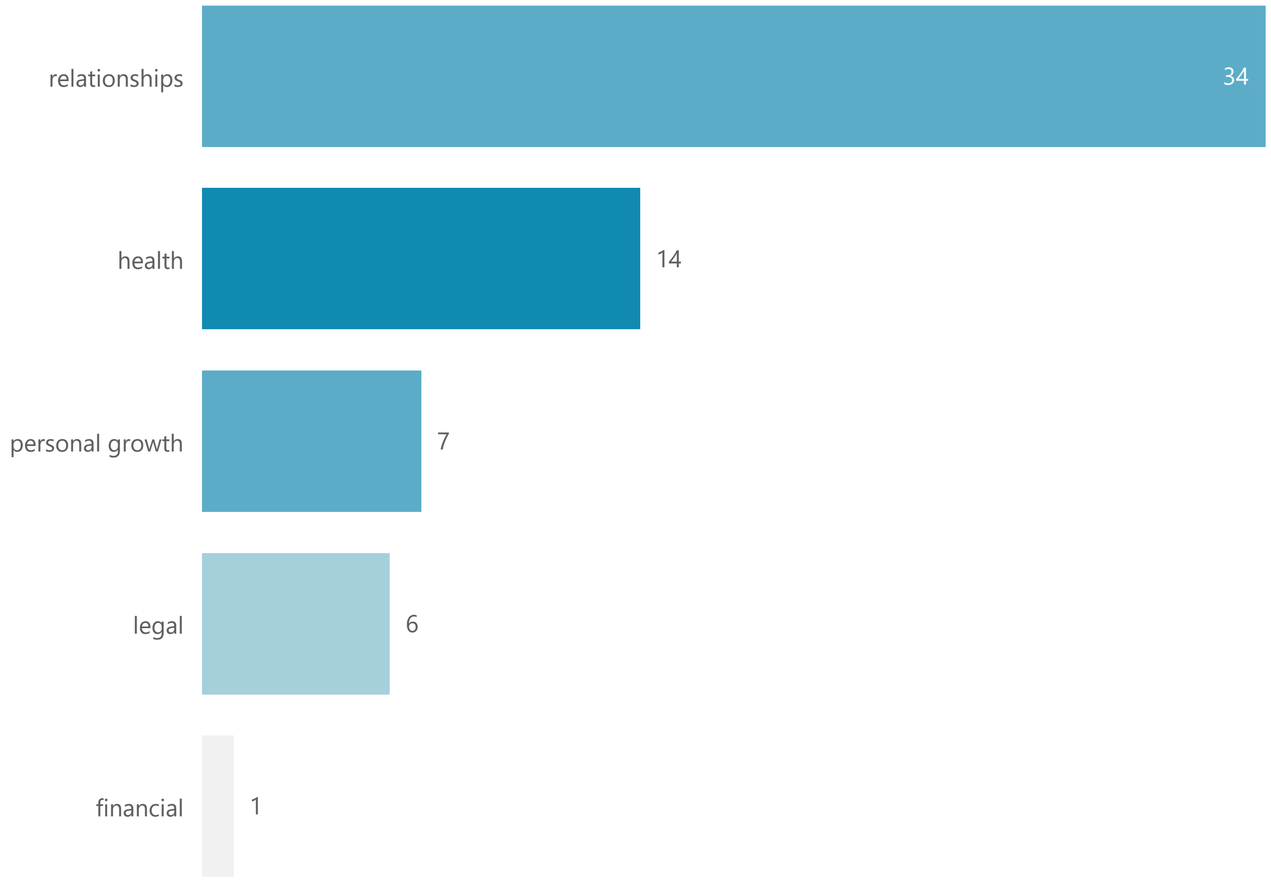
Display Mode: Absolute

Reset Filters

Cases by Type



Visits by website sections



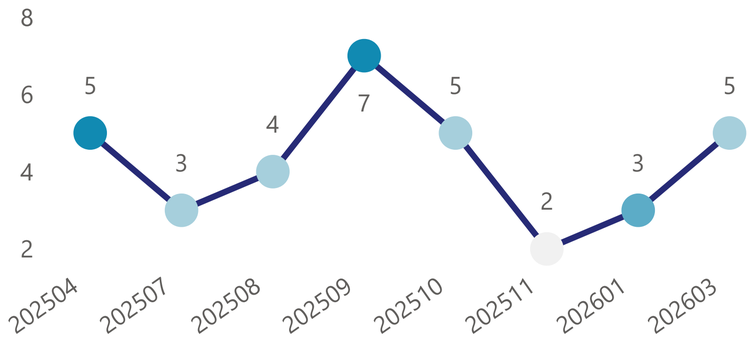
Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | Employer Services | Digital Self-Services

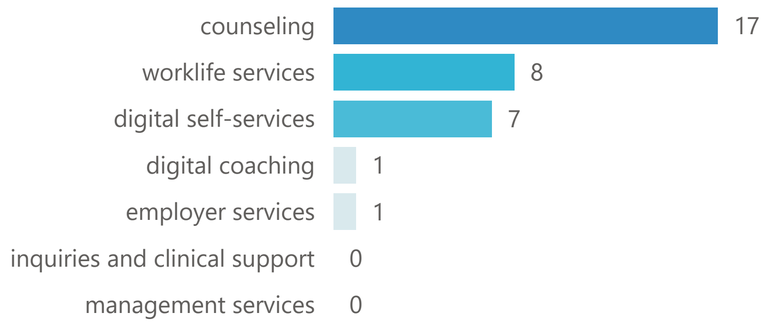
Parent Account: All | Account: SAN LORENZO UNIFIED SCHOOL DISTRI... | Service type: All | Month: Multiple selectio... | Display Mode: Absolute | Reset Filters

Total Cases	Total Utilization	Average Utilization Per Month	Primary Members
34	2.95%	0.25%	1,152

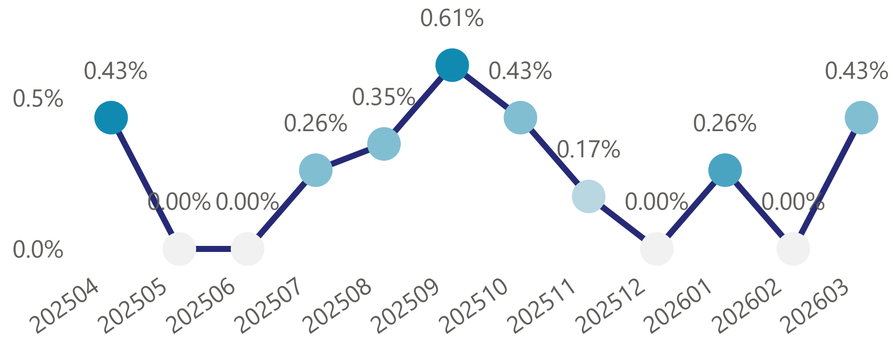
Cases by Month



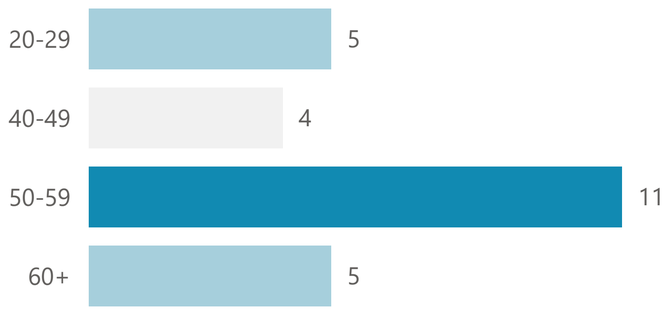
Cases by Type



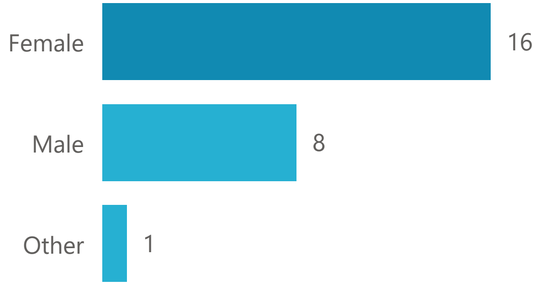
Utilization Trend



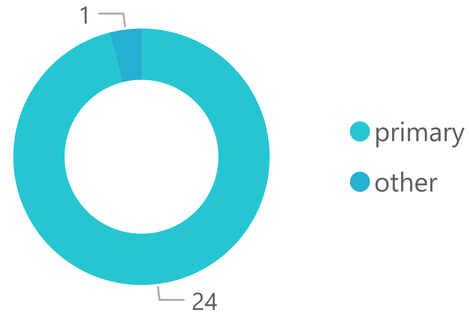
Cases by Age



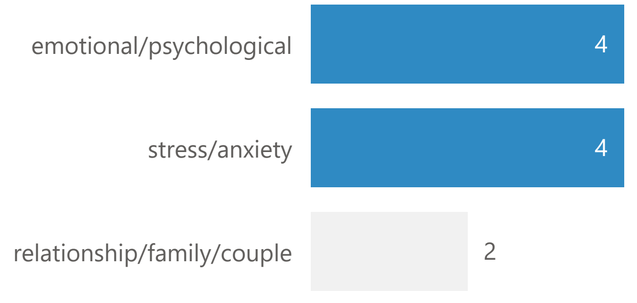
Cases by Gender



Cases by Relation



Top Counseling Cases by Reason



Employee Assistance Program

Overview | **Counseling Services** | Worklife Services | Management Services | Employer Services | Digital Self-Services

Parent Account: All

Account: SAN LORENZO UNIFIED SCHOOL DISTRI...

Service type: All

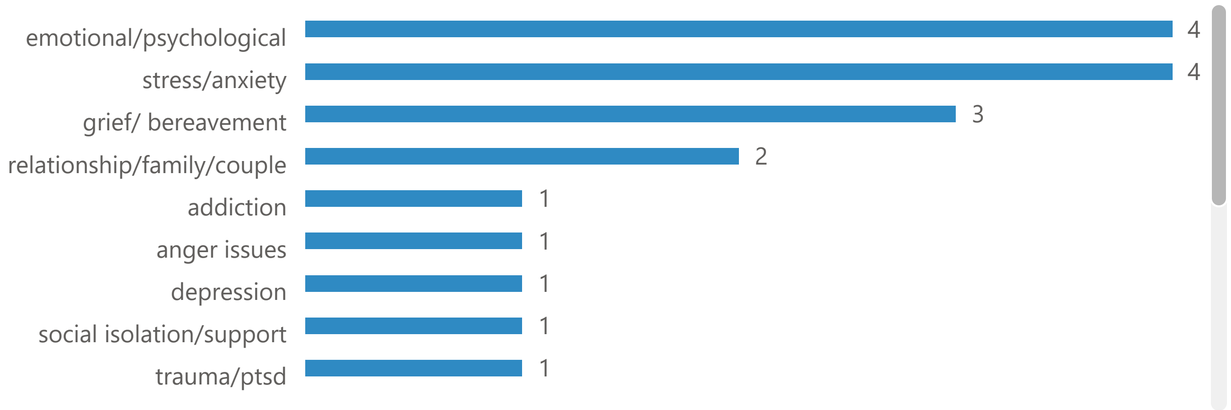
Month: Multiple selectio...

Display Mode: Absolute

Reset Filters

Personal problems

%account Services % Book of Business



Work related problems

Hidden Due To Privacy Concerns

Peer support groups

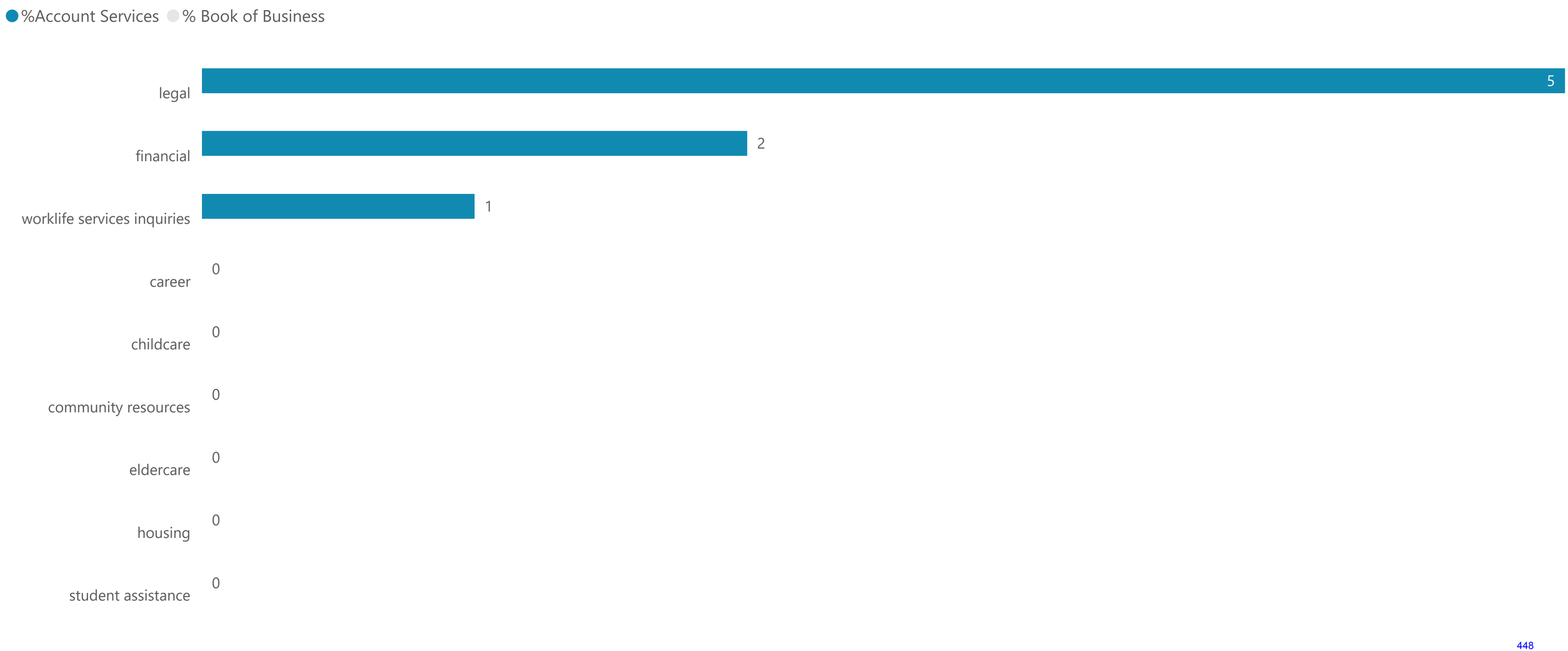
No Data Available

Employee Assistance Program

Overview | Counseling Services | **Worklife Services** | Management Services | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	SAN LORENZO UNIFIED SCHOOL DISTRI...	All	Multiple selectio...	Absolute	Reset Filters

Worklife Services



Employee Assistance Program

Parent Account	Account	Service type	Month	Display Mode	
All	SAN LORENZO UNIFIED SCHOOL DISTRI...	All	Multiple selectio...	Absolute	Reset Filters

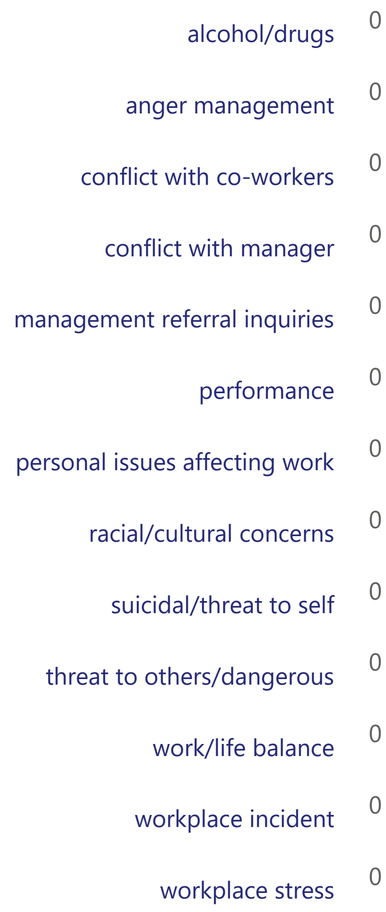
Cases by Type

Hidden Due To Privacy Concerns

Referral problems

Services BoB

Top 10



Employee Assistance Program

Parent Account	Account	Service type	Month	Display Mode
All	SAN LORENZO UNIFIED SCHOOL DISTRI...	All	Multiple selectio...	Absolute

Reset Filters

Account	Date	Topic	Delivery	Duration	Attendees
SAN LORENZO UNIFIED SCHOOL DISTRICT	09/24/2025	Benefits Fair	Wellness Fair - Onsite	120	100

Employee Assistance Program

Parent Account: All

Account: SAN LORENZO UNIFIED SCHOOL DISTRI...

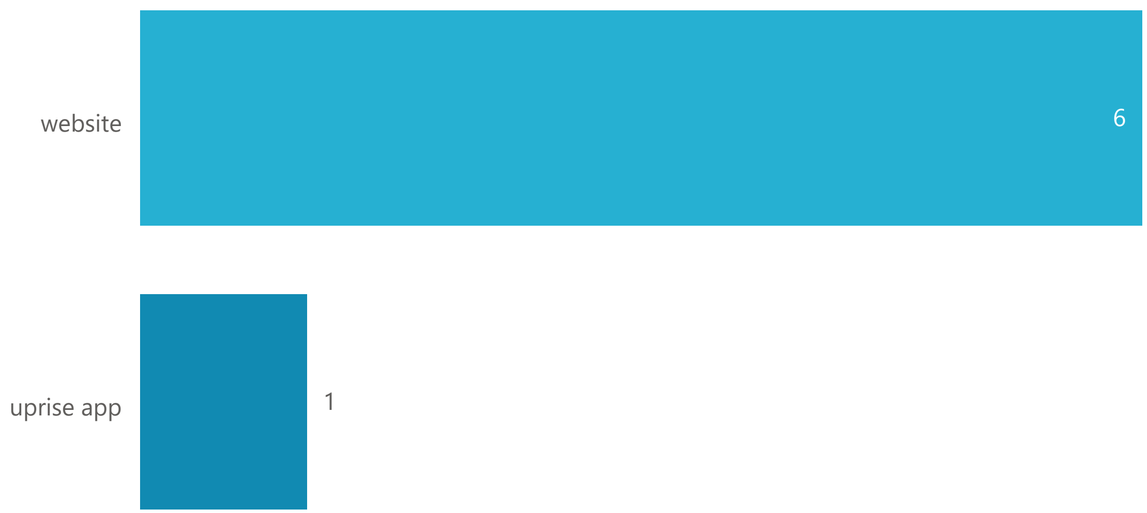
Service type: All

Month: Multiple selectio...

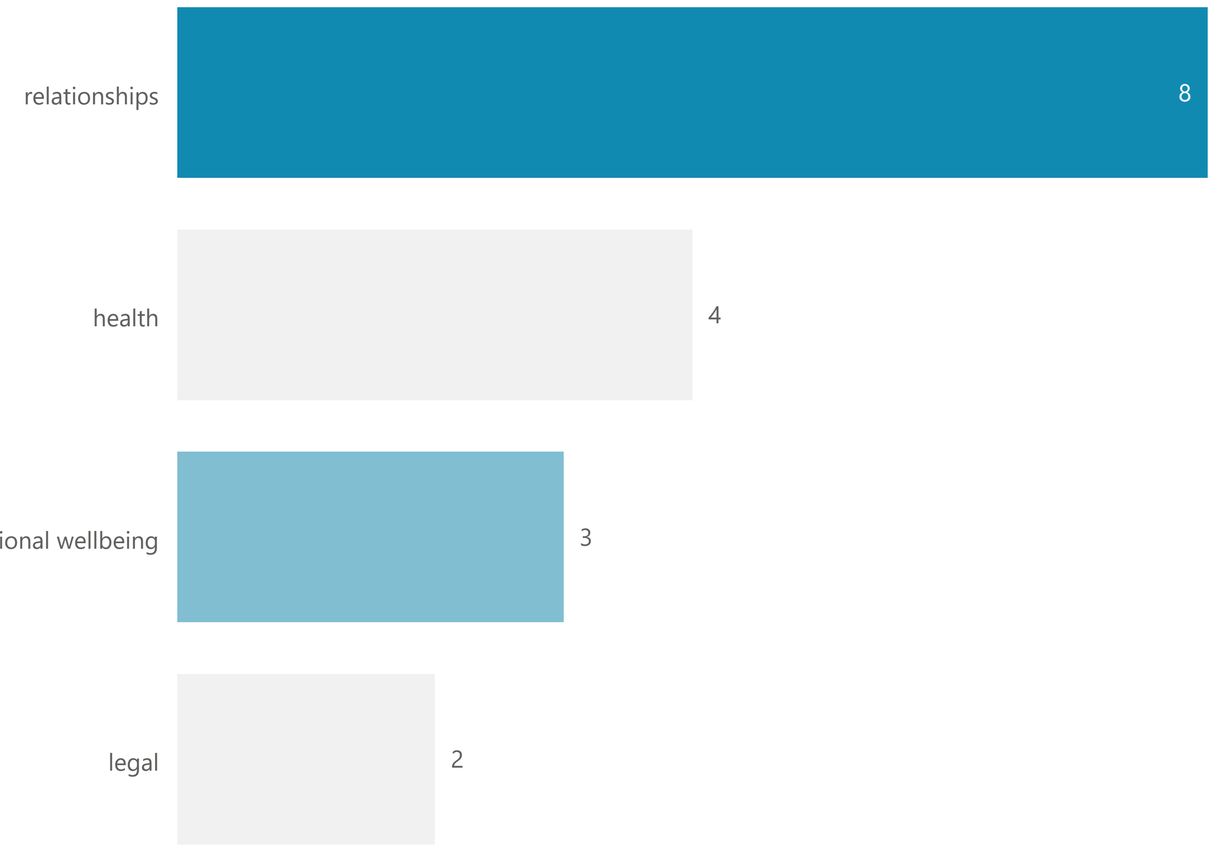
Display Mode: Absolute

Reset Filters

Cases by Type



Visits by website sections



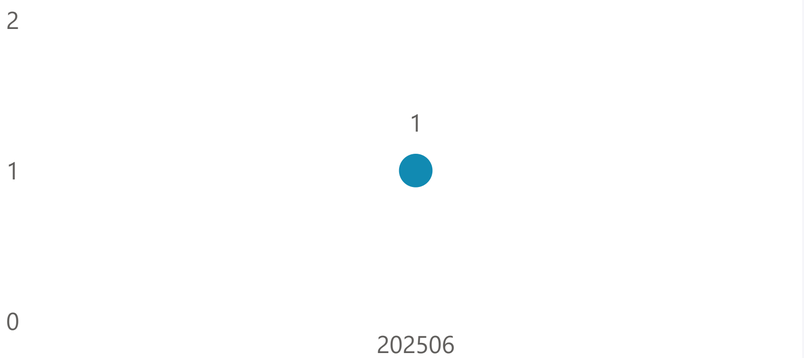
Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | Employer Services | Digital Self-Services

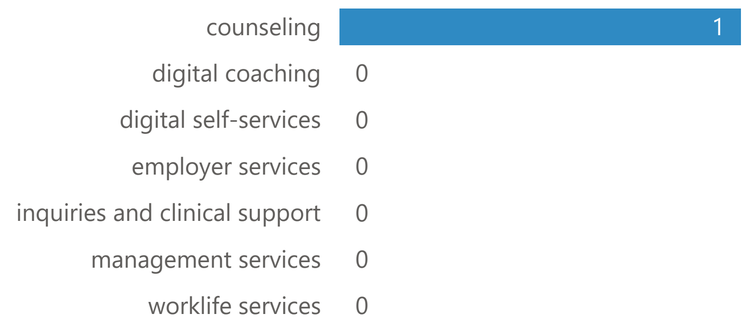
Parent Account: All | Account: SUNOL GLEN UNIFIED SCHOOL DISTRICT | Service type: All | Month: Multiple selectio... | Display Mode: Absolute | Reset Filters

Total Cases	Total Utilization	Average Utilization Per Month	Primary Members
1	2.86%	0.24%	35

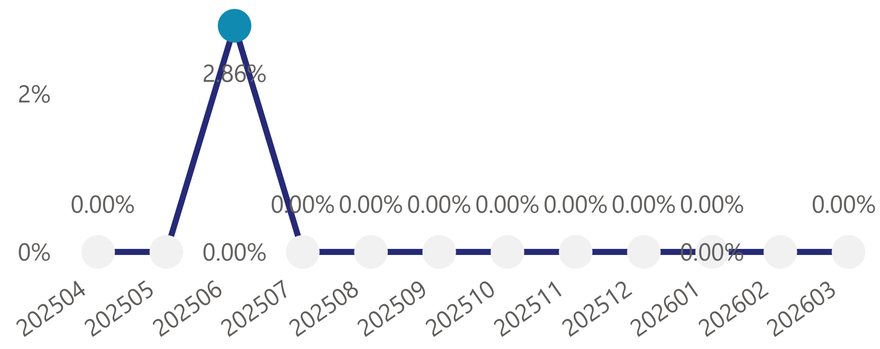
Cases by Month



Cases by Type



Utilization Trend



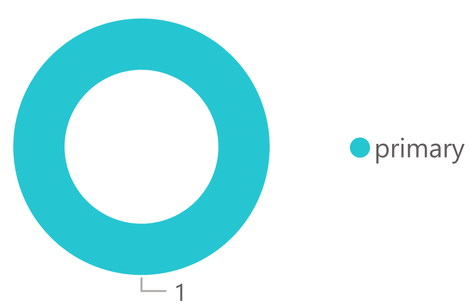
Cases by Age

Hidden Due To Privacy Concerns

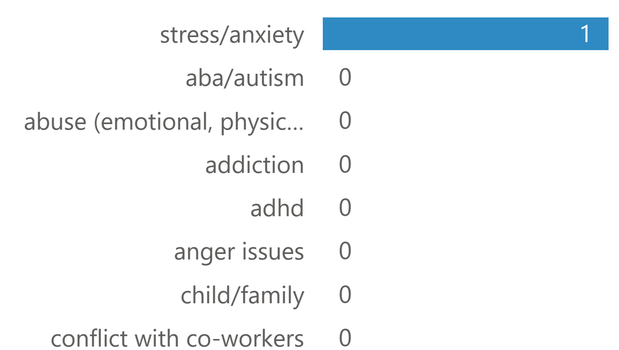
Cases by Gender

Hidden Due To Privacy C...

Cases by Relation



Top Counseling Cases by Reason



Employee Assistance Program

Overview | **Counseling Services** | Worklife Services | Management Services | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	SUNOL GLEN UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

Personal problems

Hidden Due To Privacy Concerns

Work related problems

Hidden Due To Privacy Concerns

Peer support groups

No Data Available

Employee Assistance Program

Overview | Counseling Services | **Worklife Services** | Management Services | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	SUNOL GLEN UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

Worklife Services

No Data Available

Employee Assistance Program

Overview | Counseling Services | Worklife Services | **Management Services** | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	SUNOL GLEN UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

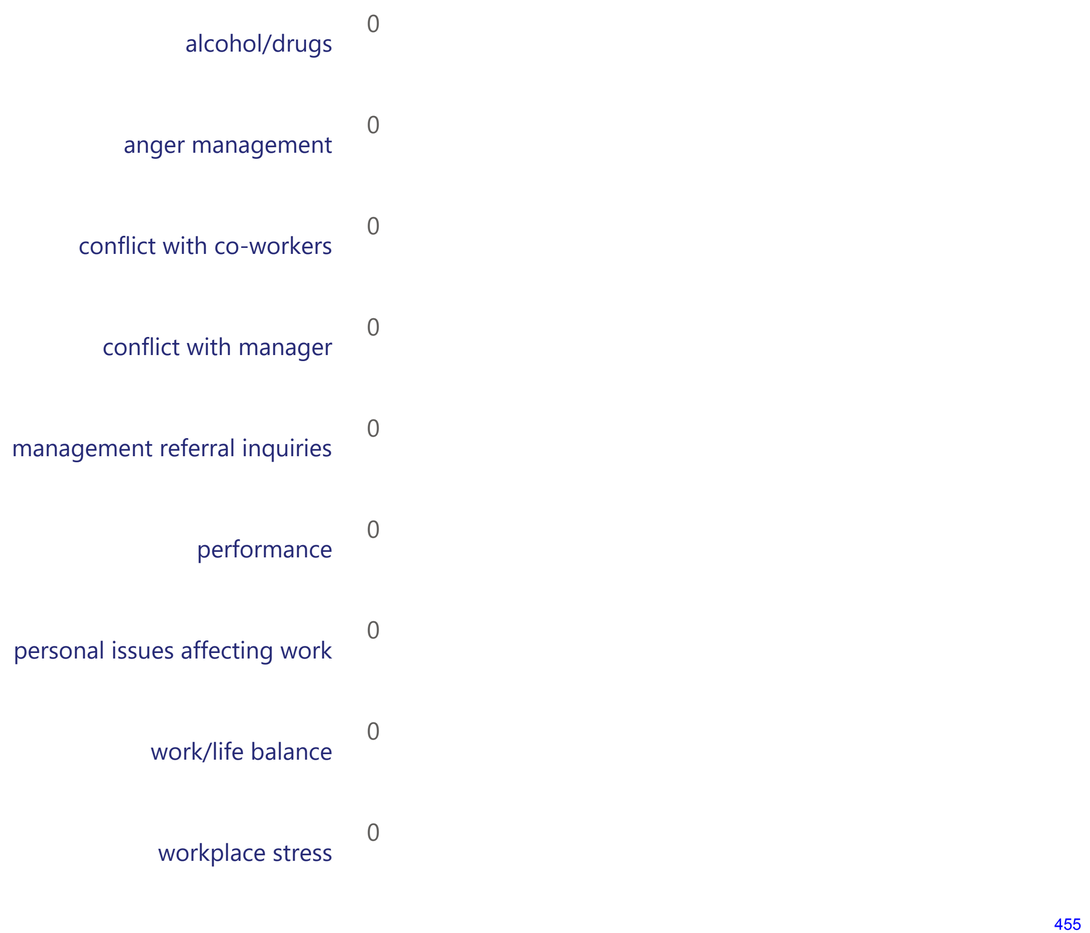
Cases by Type

Hidden Due To Privacy Concerns

Referral problems

Services BoB

Top 10



Employee Assistance Program

Parent Account	Account	Service type	Month	Display Mode	
All	SUNOL GLEN UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

No Data Available

Account	Date	Topic	Delivery	Duration	Attendees

Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | Employer Services | **Digital Self-Services**

Parent Account	Account	Service type	Month	Display Mode	
All	SUNOL GLEN UNIFIED SCHOOL DISTRICT	All	Multiple selectio...	Absolute	Reset Filters

Cases by Type

No Data Available

Visits by website sections

No Data Available

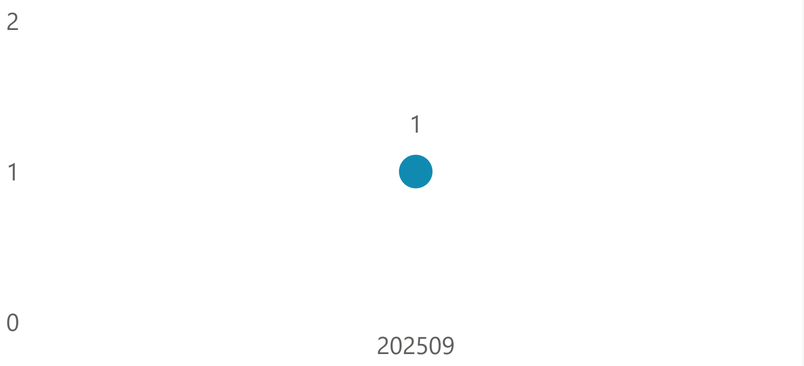
Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | Employer Services | Digital Self-Services

Parent Account: All | Account: TRI VALLEY ROP | Service type: All | Month: Multiple selectio... | Display Mode: Absolute | Reset Filters

Total Cases	Total Utilization	Average Utilization Per Month	Primary Members
1	20.00%	1.67%	5

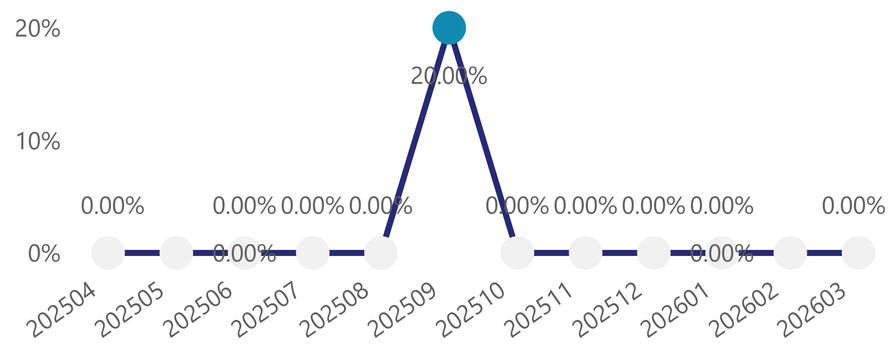
Cases by Month



Cases by Type



Utilization Trend



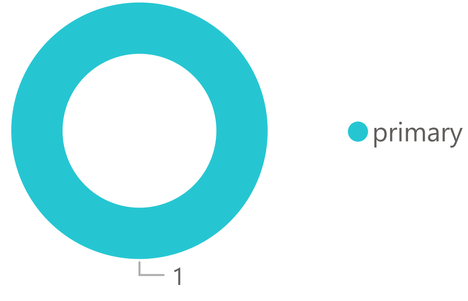
Cases by Age

Hidden Due To Privacy Concerns

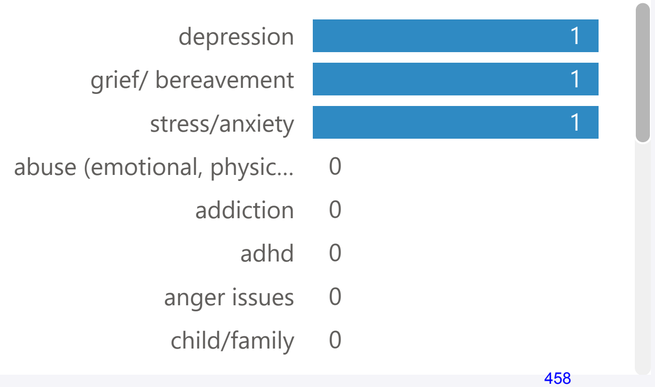
Cases by Gender

Hidden Due To Privacy C...

Cases by Relation



Top Counseling Cases by Reason



Employee Assistance Program

Parent Account: All

Account: TRI VALLEY ROP

Service type: All

Month: Multiple selectio...

Display Mode: Absolute

Reset Filters

Personal problems

Hidden Due To Privacy Concerns

Work related problems

Hidden Due To Privacy Concerns

Peer support groups

No Data Available

Employee Assistance Program

Overview | Counseling Services | **Worklife Services** | Management Services | Employer Services | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	TRI VALLEY ROP	All	Multiple selectio...	Absolute	Reset Filters

Worklife Services

No Data Available

Employee Assistance Program

Parent Account	Account	Service type	Month	Display Mode	
All	TRI VALLEY ROP	All	Multiple selectio...	Absolute	Reset Filters

Cases by Type

Hidden Due To Privacy Concerns

Referral problems

Services BoB

Top 10

alcohol/drugs	0
anger management	0
conflict with co-workers	0
conflict with manager	0
management referral inquiries	0
performance	0
personal issues affecting work	0
suicidal/threat to self	0
work/life balance	0
workplace stress	0

Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | **Employer Services** | Digital Self-Services

Parent Account	Account	Service type	Month	Display Mode	
All	TRI VALLEY ROP	All	Multiple selectio...	Absolute	Reset Filters

No Data Available

Account	Date	Topic	Delivery	Duration	Attendees

Employee Assistance Program

Overview | Counseling Services | Worklife Services | Management Services | Employer Services | **Digital Self-Services**

Parent Account	Account	Service type	Month	Display Mode	
All	TRI VALLEY ROP	All	Multiple selectio...	Absolute	Reset Filters

Cases by Type

No Data Available

Visits by website sections

No Data Available

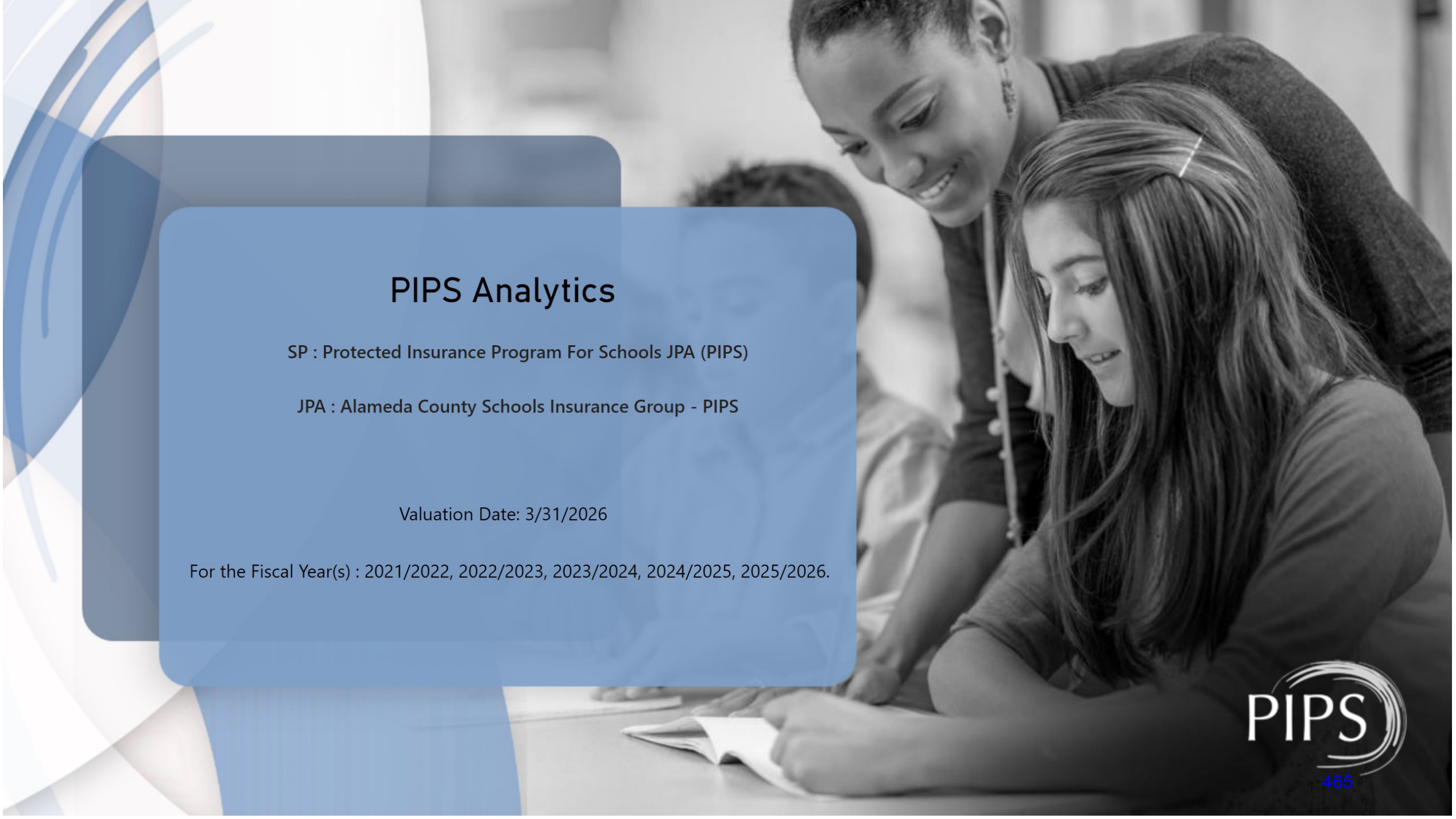
Alameda County Schools Insurance Group
P.O. Box 2487
Dublin, CA 94568
Phone (925) 225-1030
Fax (925) 225-0653
www.acsig.com

Executive Summary

TO: ACSIG Board of Directors
FROM: Jackie Kim
DATE: May 21, 2026
SUBJECT: Claim Trends

Keenan and Associates provides many services for ACSIG. Included in those services is the collection, aggregation, and analysis of program wide workers' compensation data. Bridgette Jordan, Senior Risk Management Analyst with Keenan, prepared a claims trend report for review. That report is included in this packet. The report indicates the health and direction of the program and is a starting point for developing program improvements.

The board will received Protected Insurance Program for Schools (PIPS) Analytics.



PIPS Analytics

SP : Protected Insurance Program For Schools JPA (PIPS)

JPA : Alameda County Schools Insurance Group - PIPS

Valuation Date: 3/31/2026

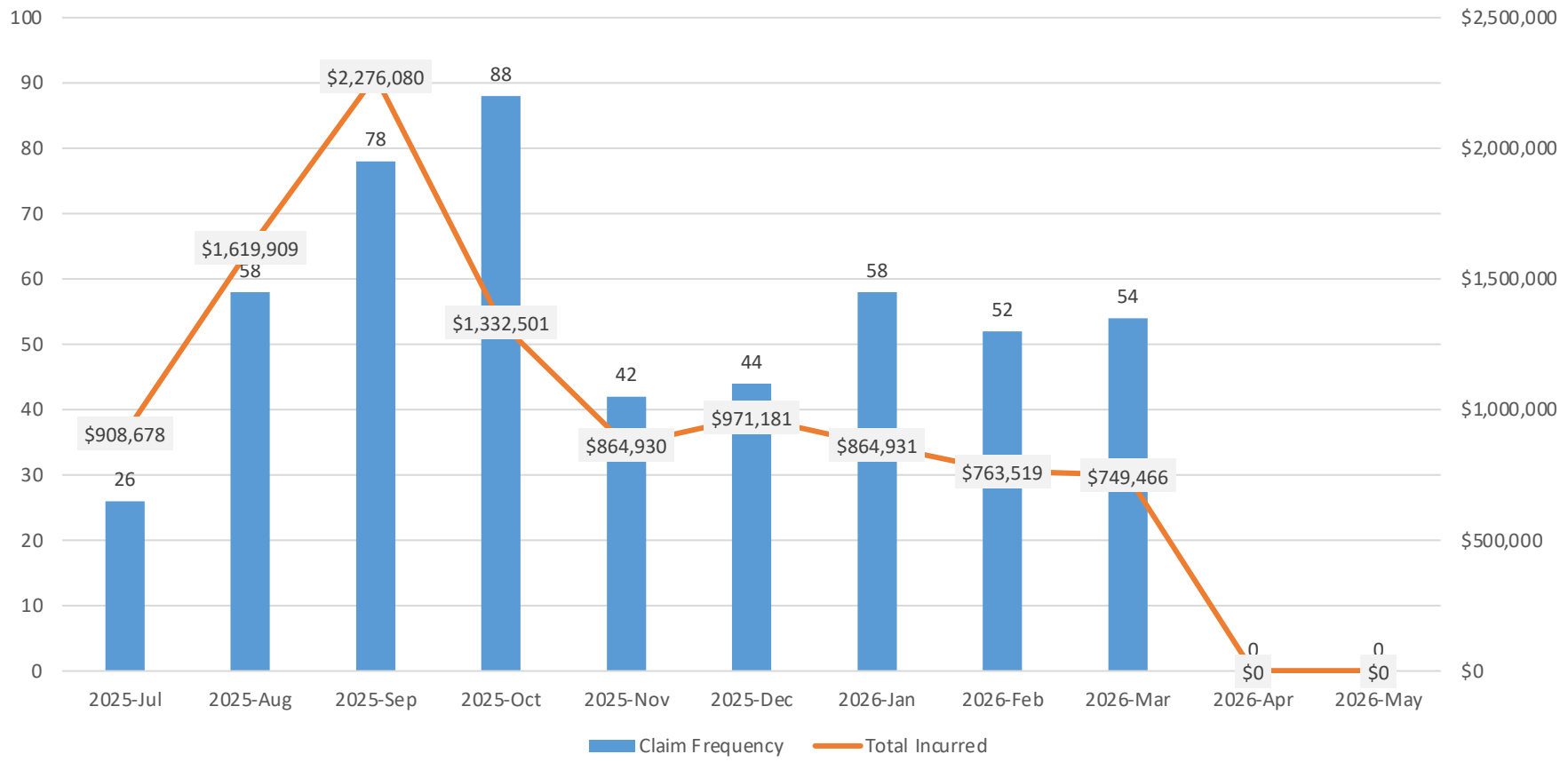
For the Fiscal Year(s) : 2021/2022, 2022/2023, 2023/2024, 2024/2025, 2025/2026.

Claim Analysis

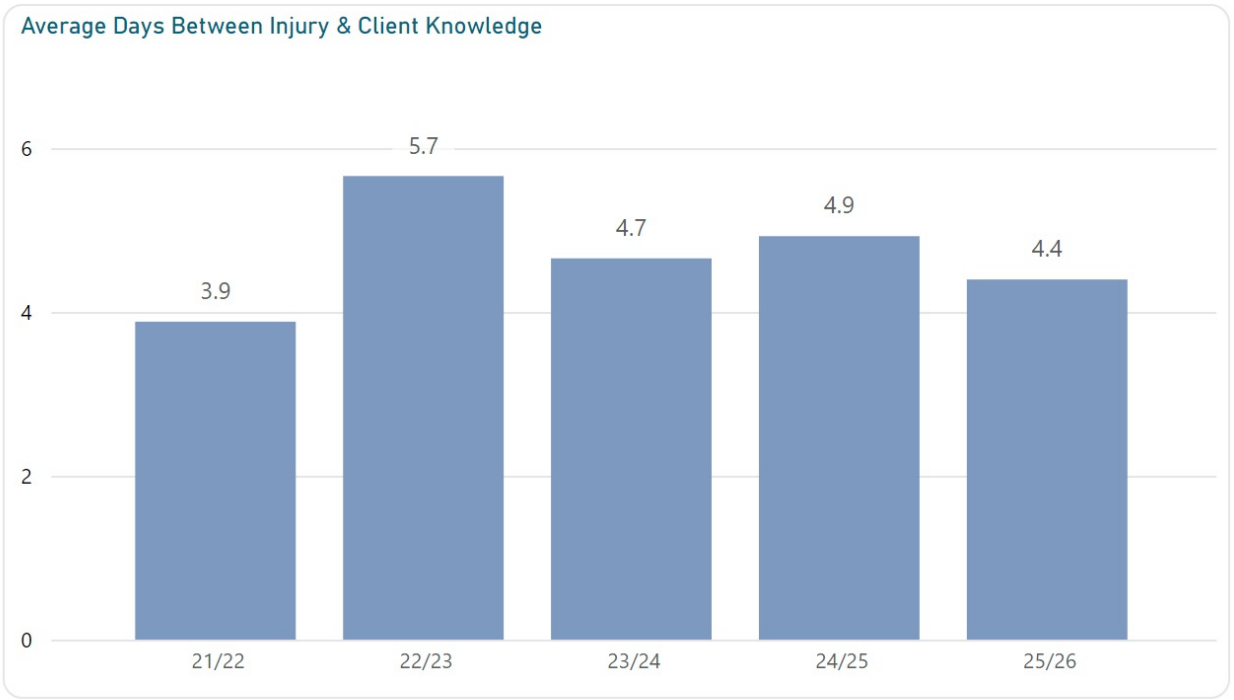


This slide shows the trend for frequency and severity of claims for each of the above policy years, where each policy year is represented based upon the valuation date of this report. Consideration should be given to the valuation date of this data, as the most recent years typically develop over time.

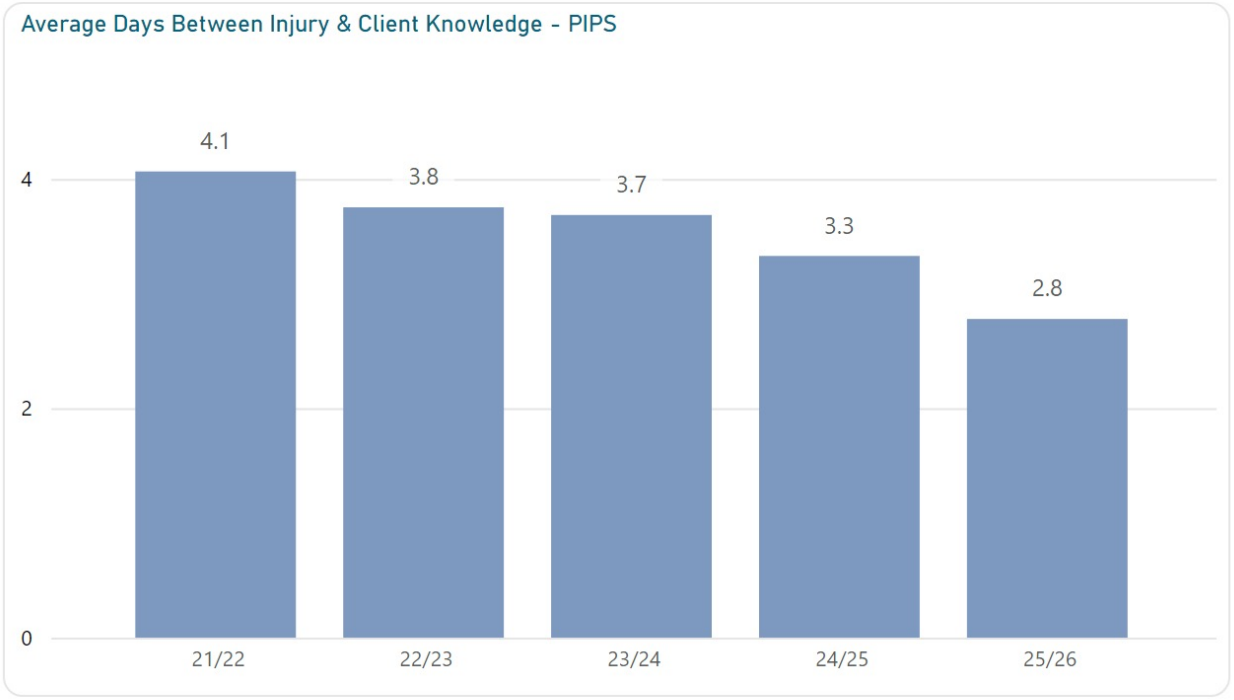
Claims Analysis Continued



Claim Reporting Analysis



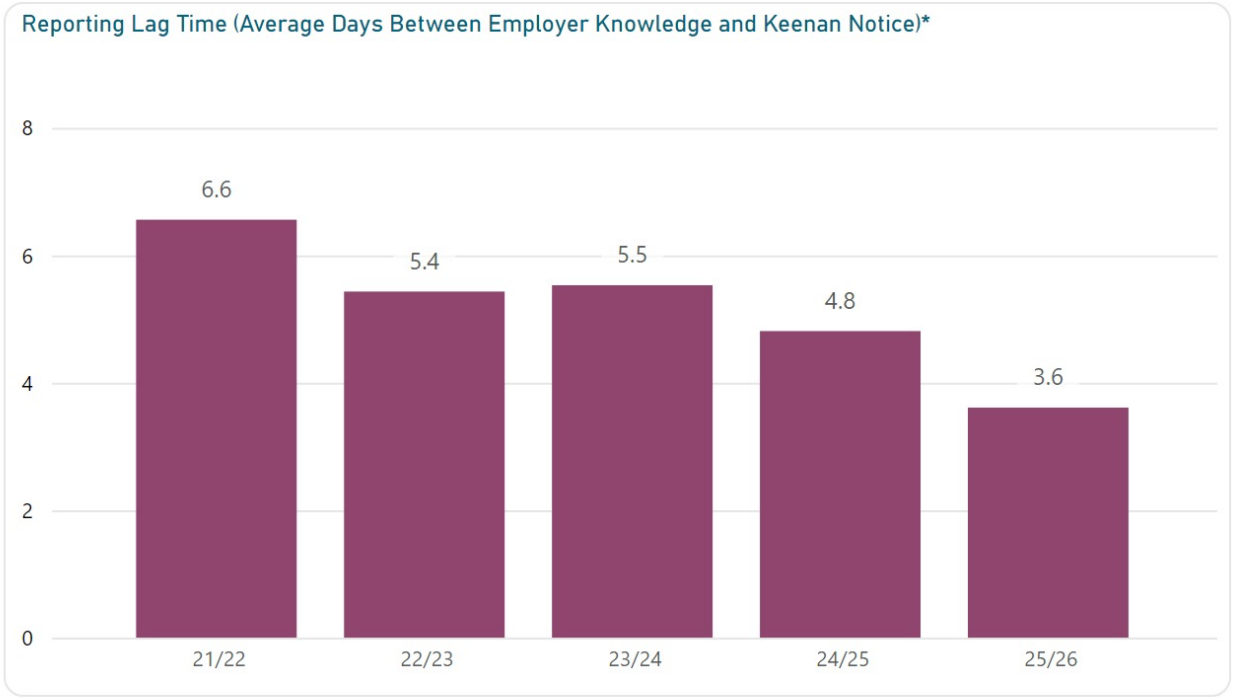
*Maximum 25 day cap per claim has been applied



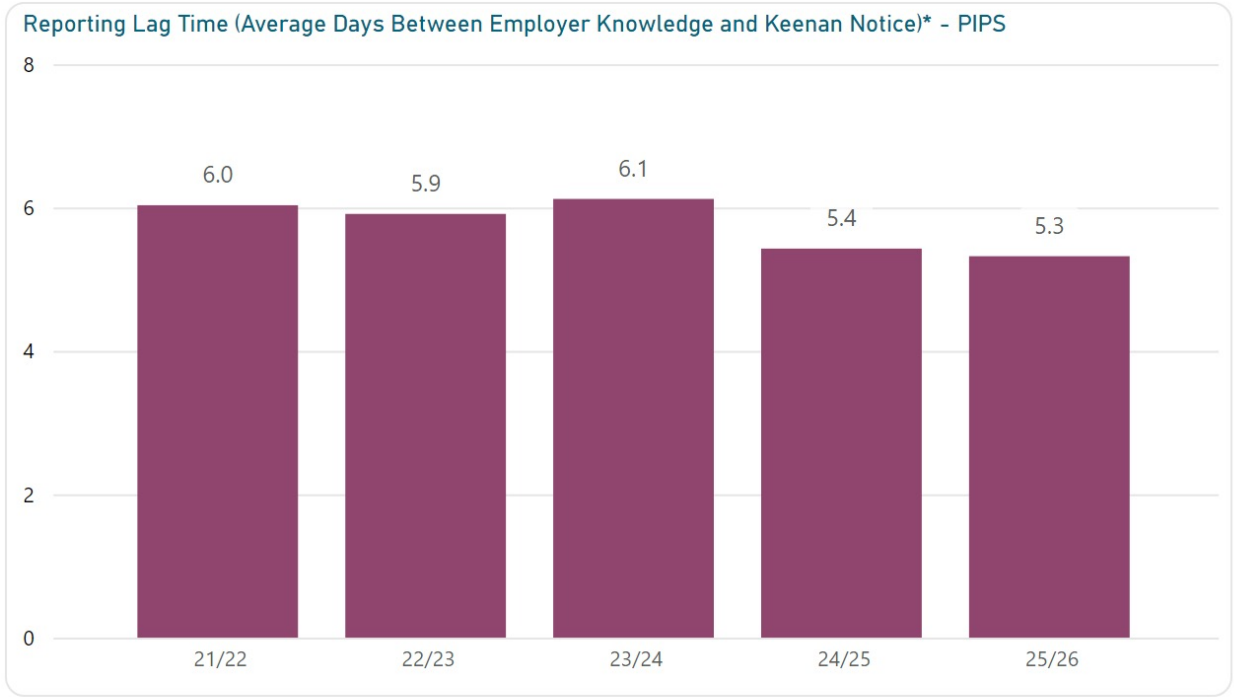
*Maximum 25 day cap per claim has been applied

The quicker claims are reported, the more quickly injured employees can seek and receive medical treatment. The Labor Code requires claim reporting within five days of the employer's knowledge. Proper claim reporting protocols, the use of Ultra ClaimsONLINE (UCO), and the implementation of a nurse triage program can help facilitate prompt reporting of claims.

Claim Reporting Analysis



*Maximum 25 day cap per claim has been applied

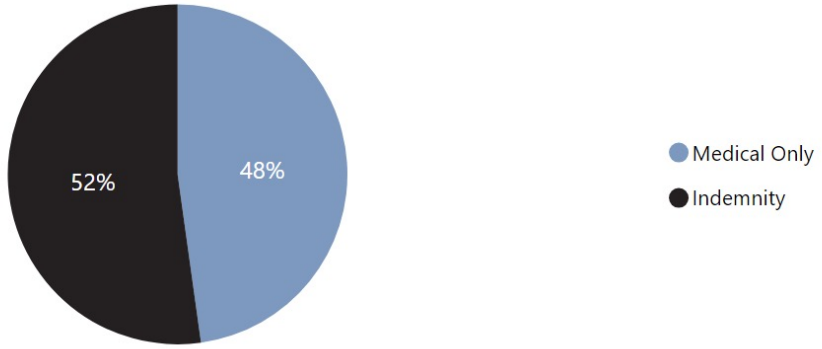


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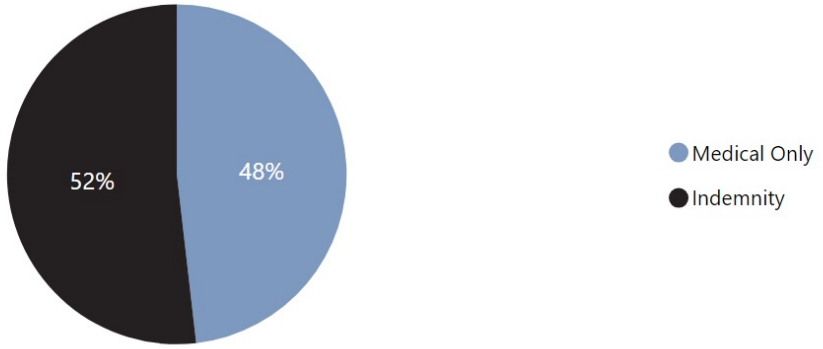
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Claim Analysis

5 Yr. Claim Type %



5 Yr. Claim Type % - PIPS

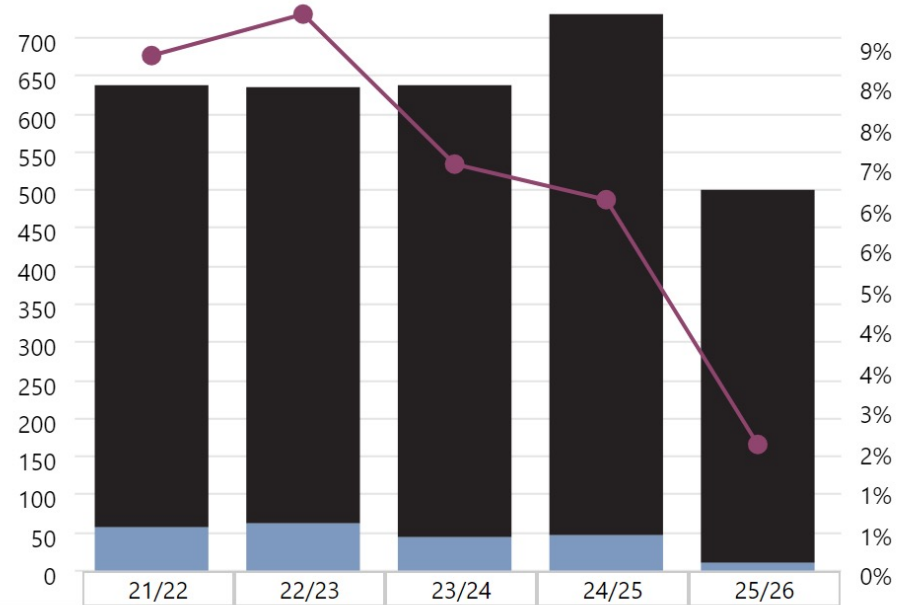


The common benchmark for Medical Only (MO) claims compared to Indemnity claims is 60%/40%. The more claims that remain as Medical Only, the lower the claim costs. Additionally, more MO claims reflect less complex and serious injuries.

The pie chart on the right shows what the average claim type ratio is for PIPS as a whole, allowing you to see how you are performing compared to the average of your peers within PIPS

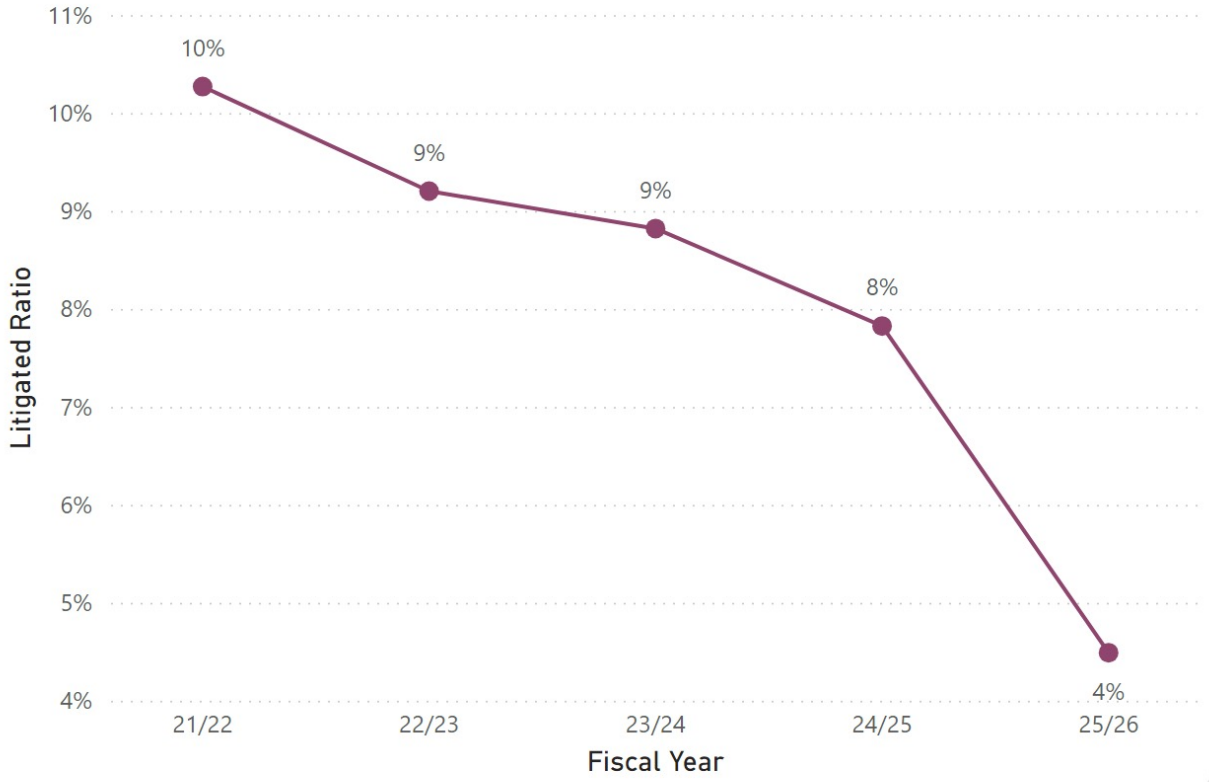
Litigation Ratio Analysis

All Claims Litigation Ratio (Regardless of DOI)



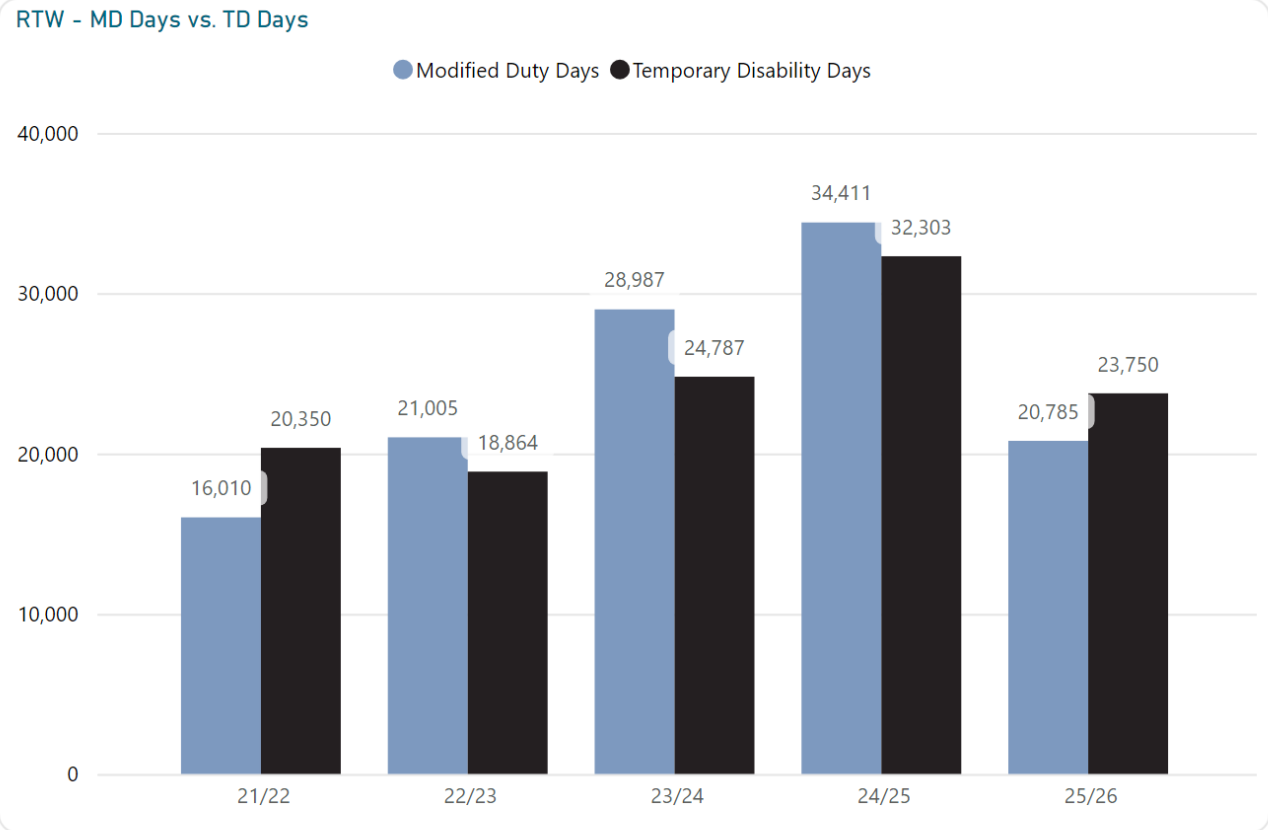
	21/22	22/23	23/24	24/25	25/26
Litigated Claims	57	61	45	47	11
Non-Litigated Claims	582	572	594	684	489
Litigated Ratio	9%	10%	7%	6%	2%

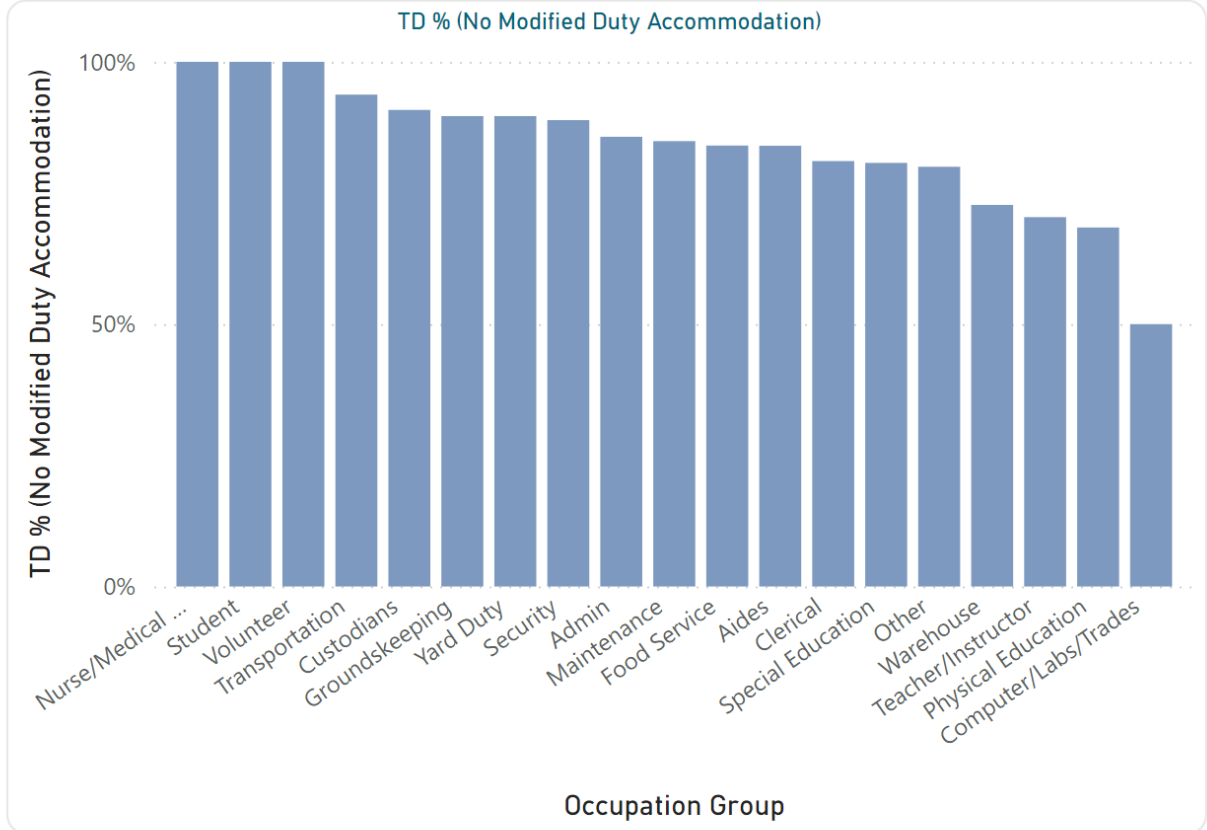
All Claims Litigation Ratio (Regardless of DOI) - PIPS



The lower the litigation rate, the better. Litigation increases the total incurred of a claim. Proper communication, timely reporting of claims, and empathy for injured employees may reduce litigation. Litigation often develops over time, however, a general target for litigation is 10% or less. The line chart on the right shows what the litigation ratio is for PIPS as a whole, allowing you to see how you are performing compared to the average of your peers within PIPS.

Return to Work Analysis





This slide illustrates the results of returning injured employees to work in a modified duty capacity. It also illustrates where return to work was not an option or was unavailable. The goal for return to work should be to bring back employees whenever possible and appropriate, and when the medical provider has not determined that they are Temporarily and Totally Disabled. This benefits both the employee and employer.

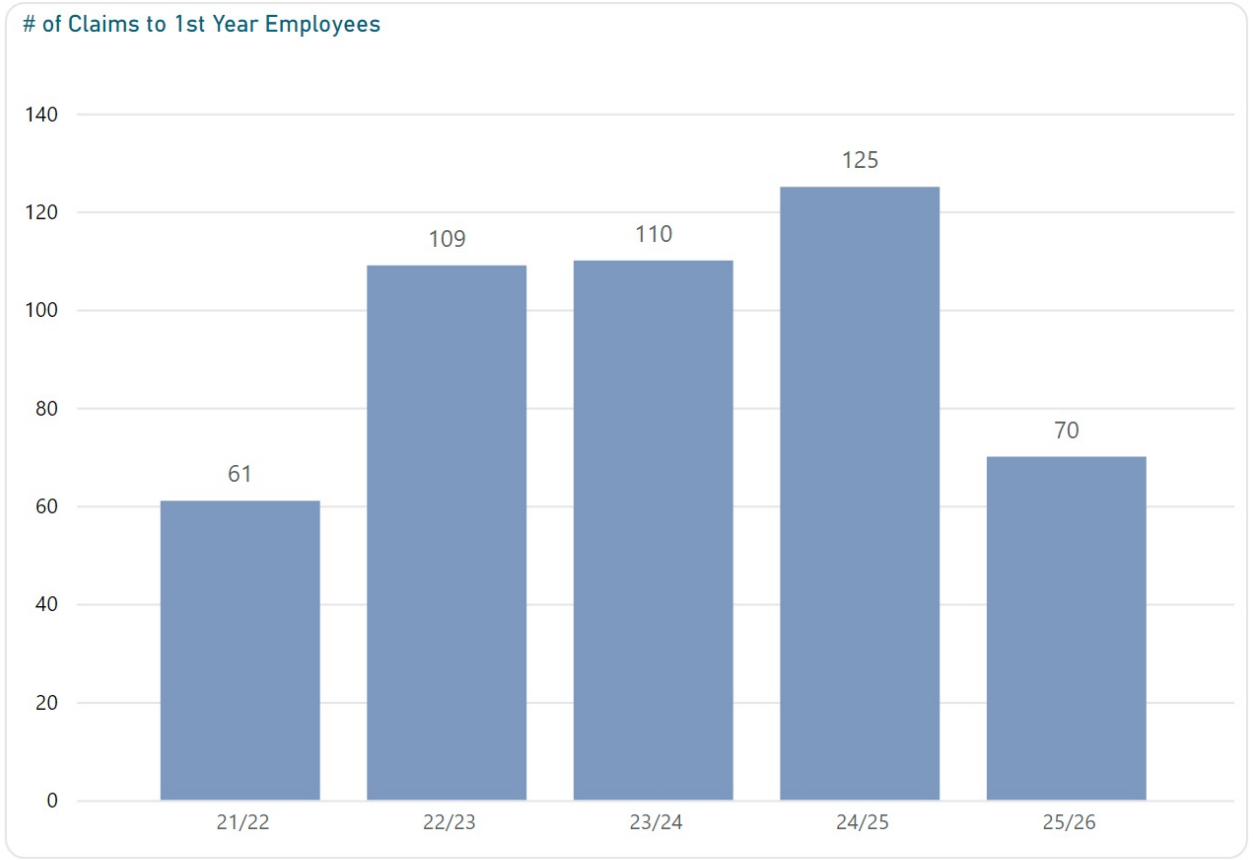
Return to Work Analysis (Continued)

5 Yr. Modified Duty Soft Savings by FY

Fiscal Year	Mod Duty Days	Days Lost	TD $ Paid	Avg. Daily TD Rate	Mod Duty Soft Savings
2022	16,010	20,350	$1,691,774	$83.13	$1,330,973
2023	21,005	18,864	$1,744,217	$92.46	$1,942,180
2024	28,987	24,787	$2,677,048	$108.00	$3,130,657
2025	34,411	32,303	$3,241,082	$100.33	$3,452,586
2026	20,785	23,750	$2,743,650	$115.52	$2,401,127
Grand Total	121,198	120,054	$12,097,771	$100.77	$12,213,051

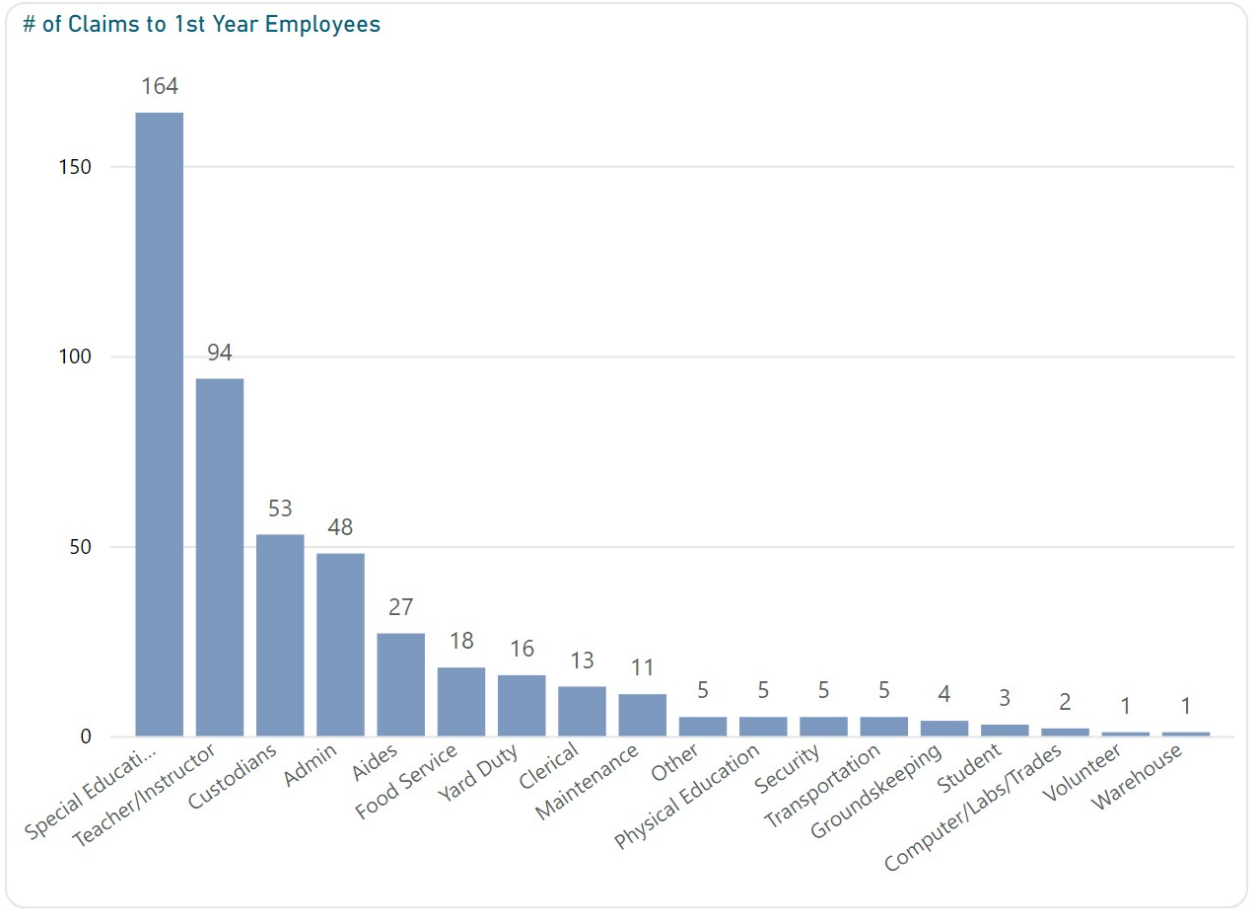
This chart shows the total days employees were off work due to their injury and the costs associated with that time off (TD $ Paid). It also illustrates the savings (Mod Duty Soft Savings) based on the number of modified duty days that were able to be accommodated (Mod Duty Days).

Employment Analysis



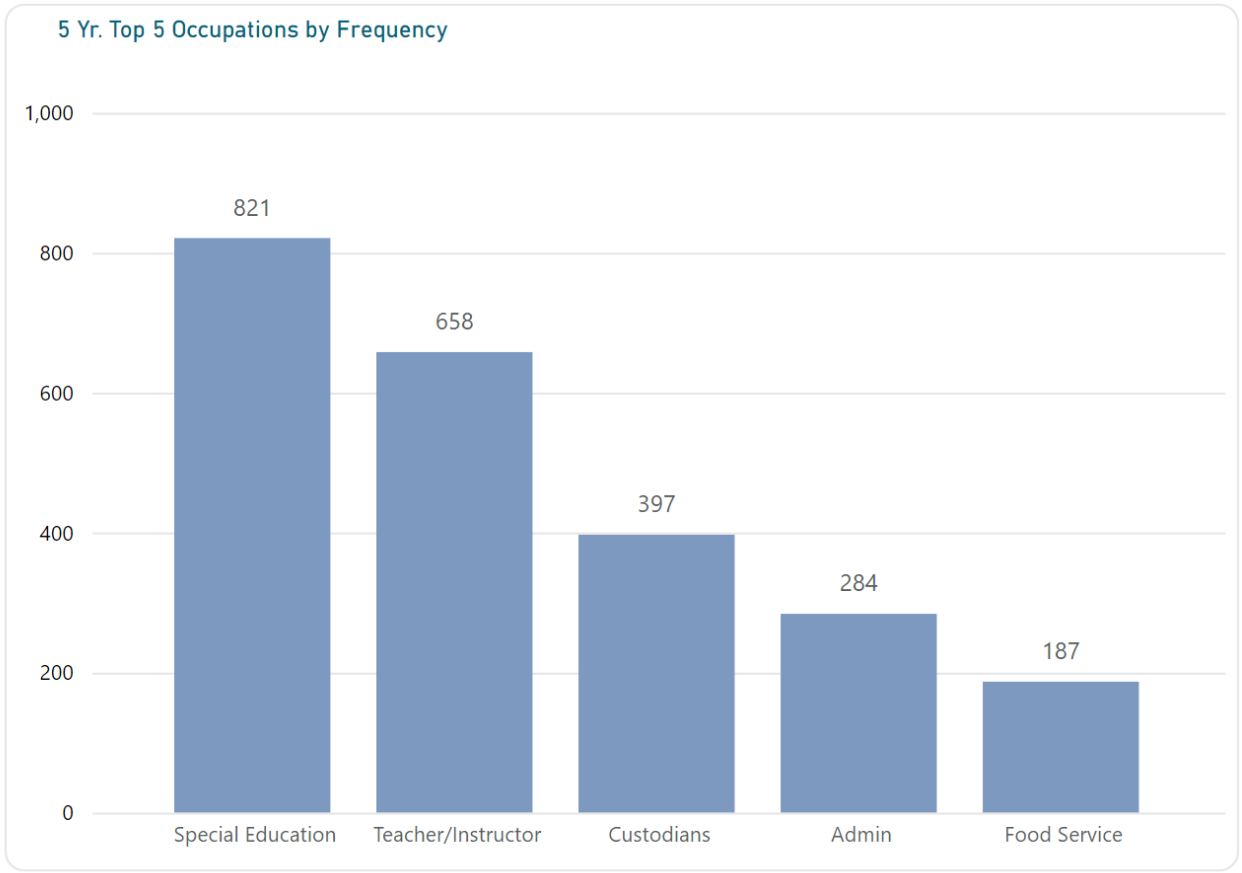
Evaluating the number of claims from first year employees is designed to show you how effective your onboarding safety program is. Seeing a high number of injuries to new hires, especially if it does not align with increases in the overall number of new hires you have, is an indicator that these new hires may not be receiving adequate safety training, workstation evaluations, or necessary safety equipment when coming on board.

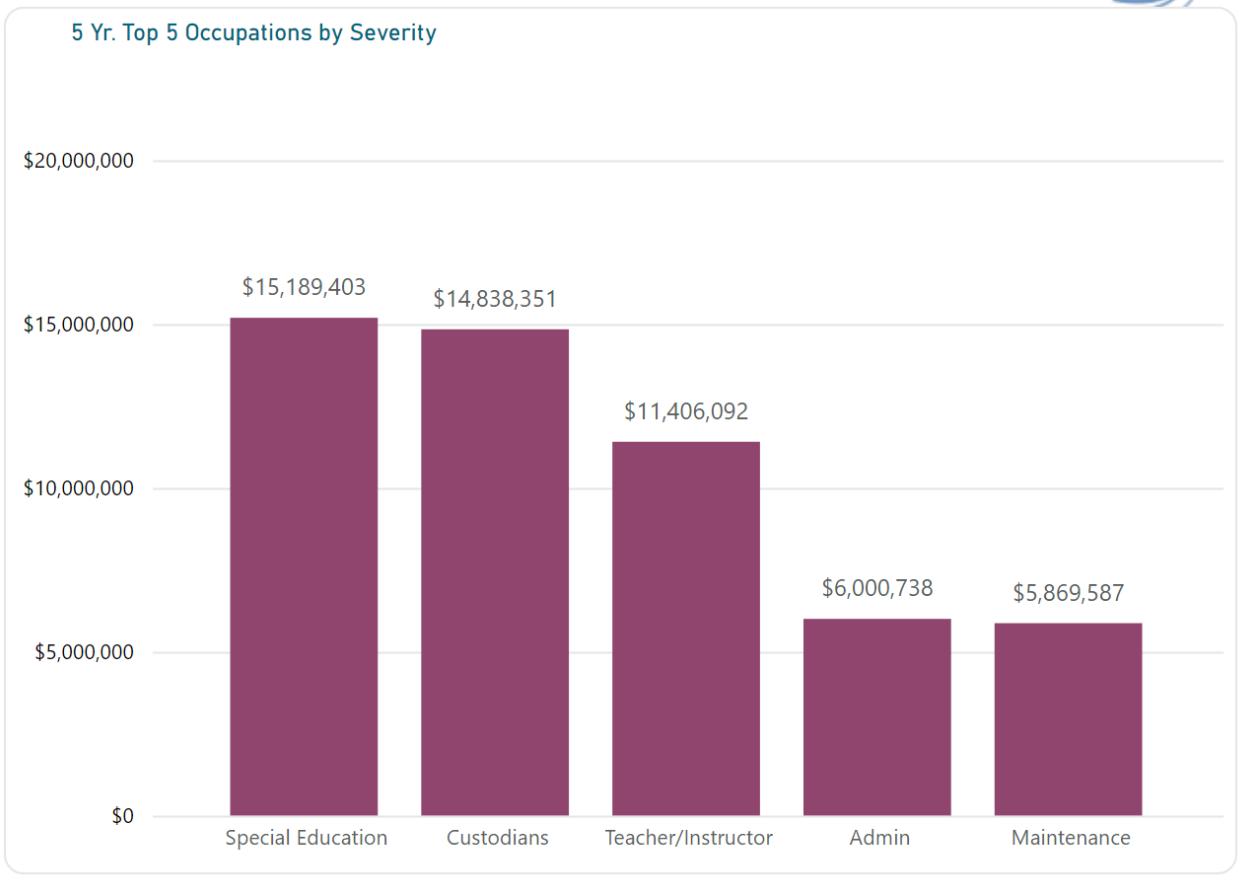
Employment Analysis (Continued)



This graph shows the same total number of injuries to new hires but sorted by their occupation. This should help show you with specific occupations need more attention in regards to addressing safety related items as part of their onboarding process when hired.

Claim Analysis by Occupation





These graphs are designed to show you where to focus your efforts in implementing safety services and programs to help prevent employee injuries in specific occupations. Of particular interest are any occupations shown here that do not align in terms of similar ratios to the total number of staff you have in these occupations. For example, we expect Teachers/Instructors to have the most number of claims because generally speaking, most Districts have more Teachers/Instructors than any other occupation.

Top 5 Frequency by Occupation and Cause

FY	21-22		22-23		23-24		24-25		25-26		Total	
Occupation / Cause	Frequency	Severity	Frequency	Severity	Frequency	Severity	Frequency	Severity	Frequency	Severity	Frequency	Severity
Special Education	**117**	**$2,441,352**	**117**	**$3,793,898**	**122**	**$2,439,318**	**151**	**$2,695,601**	**110**	**$2,071,180**	**617**	**$13,441,349**
Struck By	39	$597,785	35	$1,024,886	47	$858,730	69	$1,077,826	45	$297,686	**235**	**$3,856,912**
Fall/Slip	39	$900,061	42	$1,603,854	36	$574,608	48	$1,068,493	37	$1,400,683	**202**	**$5,547,698**
Strain By	39	$943,506	40	$1,165,159	39	$1,005,980	34	$549,283	28	$372,812	**180**	**$4,036,740**
Teacher/Instructor	**86**	**$2,104,793**	**100**	**$1,560,271**	**93**	**$2,182,028**	**115**	**$1,992,201**	**66**	**$1,568,913**	**460**	**$9,408,205**
Fall/Slip	48	$1,687,431	50	$639,433	43	$1,536,865	50	$1,008,259	37	$1,063,777	**228**	**$5,935,765**
Strain By	24	$287,880	31	$640,751	24	$580,275	26	$227,150	12	$295,513	**117**	**$2,031,569**
Struck By	14	$129,482	19	$280,087	26	$64,889	39	$756,791	17	$209,623	**115**	**$1,440,871**
Custodians	**69**	**$2,853,486**	**67**	**$3,015,517**	**44**	**$1,900,313**	**69**	**$2,660,339**	**43**	**$1,655,865**	**292**	**$12,085,519**
Strain By	33	$1,500,640	33	$1,233,245	31	$1,460,901	45	$1,747,192	22	$1,076,358	**164**	**$7,018,334**
Fall/Slip	25	$1,280,777	27	$1,750,514	5	$225,442	16	$887,729	15	$413,893	**88**	**$4,558,355**
Struck By	11	$72,070	7	$31,758	8	$213,970	8	$25,419	6	$165,614	**40**	**$508,831**
Admin	**42**	**$769,411**	**50**	**$951,573**	**42**	**$1,068,924**	**44**	**$1,600,095**	**28**	**$456,819**	**206**	**$4,846,822**
Fall/Slip	20	$680,733	23	$743,859	15	$372,194	18	$453,104	11	$122,747	**87**	**$2,372,637**
Strain By	18	$85,920	15	$186,809	19	$410,321	10	$138,233	10	$272,553	**72**	**$1,093,836**
Struck By	4	$2,758	12	$20,905	8	$286,410	16	$1,008,757	7	$61,519	**47**	**$1,380,349**
Food Service	**26**	**$941,683**	**25**	**$439,702**	**28**	**$422,612**	**25**	**$341,055**	**24**	**$478,700**	**128**	**$2,623,751**
Strain By	13	$273,099	12	$235,279	19	$262,590	11	$143,082	11	$293,559	**66**	**$1,207,607**
Fall/Slip	7	$520,197	10	$198,444	4	$117,116	10	$186,570	5	$175,137	**36**	**$1,197,465**
Struck By	6	$148,387	3	$5,979	5	$42,906	4	$11,403	8	$10,005	**26**	**$218,680**
Total	**340**	**$9,110,725**	**359**	**$9,760,961**	**329**	**$8,013,194**	**404**	**$9,289,289**	**271**	**$6,231,478**	**1,703**	**$42,405,647**

This table is designed to show you more specific areas to focus your efforts in implementing safety services and programs to help prevent employee injuries in specific occupations based on their leading cause of injury. Slips/Trips/Falls are generally indicators of workplace housekeeping, setup or walkway surface hazards. Strains are generally indicators of either a need for training, workplace layout (storage of heavy items), or a need for improved use of tools/equipment. Cuts/puncture/scrapes usually warrants workplace hazard assessments to identify the specific sources/causes of these types of injuries in order to implement more specific corrective actions. This table is also a great tool to use to monitor the effectiveness of previously implemented initiatives/programs. A declining trend in the years following the implementation of initiatives/programs is usually an indicator that the program/initiative was successful.

EMI Analysis

EMI Frequency & Severity by Fiscal Year

Fiscal Year	All Claims	EMI Claims	% of Claims	All Total Incurred	EMI Total Incurred	% Total Incurred
2022	639	372	58%	$15,012,492	$9,859,705	66%
2023	633	334	53%	$14,288,397	$9,008,858	63%
2024	639	321	50%	$13,669,872	$8,241,634	60%
2025	731	344	47%	$15,413,123	$8,335,246	54%
2026	500	221	44%	$10,351,196	$5,295,501	51%
Grand Total	3,142	1,592	51%	$68,735,080	$40,740,944	59%

5 Yr. Top 10 EMI Claim Occupations by Severity

Multiple Injuries by Occupation	# of Claims	% of Claims	Total Incurred	% Total Incurred
Aides	437	53%	$10,609,363	68%
Custodians	259	65%	$9,908,076	67%
Teacher/Instructor	338	41%	$6,233,737	45%
Maintenance	135	77%	$4,626,375	79%
Admin	100	35%	$2,957,931	49%
Food Service	98	52%	$2,078,159	64%
CLERICAL	49	42%	$843,496	34%
Groundskeeping	36	69%	$769,580	72%
Yard Duty	46	47%	$652,019	43%
Physical Education	33	63%	$621,490	37%

*EMI = Employee with More than one Injury claim.

EMI (employees with multiple injuries) trends are a very specific type of claim analytic that can have a wide-variety of causes. From an injury prevention perspective, having any employee with multiple injuries (claims) is a significant indicator that a specific occupation or location needs more attention from a risk and safety perspective. Possible examples of issues that may be leading to trends in employees with multiple injuries include ineffective safety training, not adhering to/enforcing safety training, ineffective safety policies or programs, not adhering to/enforcing these safety policies or programs, poor safety culture or inadequate equipment/tools. Accident investigations that focus on a string root cause analysis can help improve/prevent multiple injuries to the same employee.

Point in Time Comparison Report

Consolidated

Protected Insurance Program For Schools JPA (PIPS)

Alameda County Schools Insurance Group - PIPS

All Districts

Frequency & Severity

Severity :Incurred

District	7/1/2021-3/31/2022		7/1/2022-3/31/2023		7/1/2023-3/31/2024		7/1/2024-3/31/2025		7/1/2025-3/31/2026		Totals		Annual Change*		Annual Change Percentage (%)	
	Frequency	Severity	Frequency	Severity	Frequency	Severity	Frequency	Severity	Frequency	Severity	Frequency	Severity	Frequency	Severity	Frequency	Severity
Alameda County Office of Education	7	$58,114	3	$5,262	4	$11,710	10	$176,537	11	$143,433	35	$395,056	1	($33,104)	9.09%	(23.08%)
Alameda Unified School District	27	$579,731	29	$442,098	30	$733,726	27	$467,994	19	$757,108	132	$2,980,657	(8)	$289,113	(42.11%)	38.19%
Albany Unified School District	10	$147,663	9	$231,845	12	$348,015	7	$201,586	11	$379,735	49	$1,308,845	4	$178,148	36.36%	46.91%
Castro Valley Unified School District	28	$393,013	40	$381,695	30	$280,076	35	$950,039	34	$1,003,676	167	$3,008,499	(1)	$53,638	(2.94%)	5.34%
Dublin Unified School District	36	$330,956	42	$526,255	48	$976,523	60	$788,354	49	$318,803	235	$2,940,890	(11)	($469,551)	(22.45%)	(147.29%)
Eden Area ROP	2	$5,338	2	$8,072	4	$162,001	1	$441	2	$60,800	11	$236,652	1	$60,359	50.00%	99.28%
Emery Unified School District	6	$26,465	6	$61,040	5	$3,964	2	$107,455	2	$29,352	21	$228,275	0	($78,103)	0.00%	(266.09%)
Fremont Unified School District	89	$1,161,333	74	$877,408	83	$2,069,301	108	$2,806,545	96	$2,716,775	450	$9,631,361	(12)	($89,770)	(12.50%)	(3.30%)
Livermore Valley Joint Unified School District	45	$618,175	37	$585,091	33	$1,016,132	43	$398,941	45	$1,151,744	203	$3,770,083	2	$752,803	4.44%	65.36%
Mission Valley ROP	1	$4,900	6	$66,316	1	$406	0	$0	0	$0	8	$71,622	0	$0	0.00%	0.00%
New Haven Unified School District	52	$855,453	50	$322,427	45	$547,448	52	$1,553,200	54	$522,280	253	$3,800,809	2	($1,030,920)	3.70%	(197.39%)
Newark Unified School District	20	$227,100	26	$295,672	22	$262,740	15	$230,889	12	$170,250	95	$1,186,651	(3)	($60,639)	(25.00%)	(35.62%)
Piedmont Unified School District	3	$44,336	11	$168,010	14	$104,437	4	$363,122	12	$89,546	44	$769,451	8	($273,576)	66.67%	(305.51%)
Pleasanton Unified School District	38	$318,181	37	$401,256	38	$1,013,443	42	$865,742	52	$1,400,507	207	$3,999,129	10	$534,764	19.23%	38.18%
San Leandro Unified School District	32	$520,733	30	$526,878	34	$758,281	50	$804,905	44	$627,622	190	$3,238,419	(6)	($177,283)	(13.64%)	(28.25%)
San Lorenzo Unified School District	63	$778,898	25	$275,759	46	$840,132	58	$1,047,494	55	$857,727	247	$3,800,011	(3)	($189,767)	(5.45%)	(22.12%)
Sunol Glen School District	0	$0	0	$0	1	$42,325	0	$0	2	$121,839	3	$164,164	2	$121,839	100.00%	100.00%
Tri Valley Regional Occupational Program	1	$0	3	$22,210	0	$0	0	$0	0	$0	4	$22,210	0	$0	0.00%	0.00%
Total	**460**	**$6,070,389**	**430**	**$5,197,294**	**450**	**$9,170,659**	**514**	**$10,763,244**	**500**	**$10,351,196**	**2354**	**$41,552,782**	**(14)**	**($412,048)**	**(2.80%)**	**(3.98%)**

* Annual change is the difference in frequency and severity between the latest two years

Confidential Client Use Only

Keenan

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P.O. Box 2487
Dublin, CA 94568
Phone (925) 225-1030
Fax (925) 225-0653
www.acsig.com

Executive Summary

To: ACSIG Board of Directors
From: Jackie Kim
Date: May 21, 2026
Subject: Shoe Program Update

Alameda County Schools Insurance Group establish the employee shoe program as part of its ongoing commitment to workplace safety and injury prevention. The purpose of the program is to help reduce slip-and-fall incidents and other workplace injuries by providing employees with access to slip-resistant footwear and/or steel toe shoes appropriate for their job duties.

Currently, the program is available to paraeducators, food services staff, custodial staff, and M&O employees, whose positions often require extended standing, walking, lifting, and working in environments where slip hazards may exist.

For the 2026-27 school year, ACSIG has selected Shoes for Crews as the new vendor. As part of the implementation process for the upcoming program year, ACSIG would like to provide an update and discuss several logistical and administrative items including:

- Delivery location and distribution process
- Subsidy amount and program limitations
- Available shoe selections

The Executive Director will discuss these topics with the Board.

SHOES FOR CREWS

Essential Slip-On

ETA: 5/31/26

Fast track add for Spring 2026 – May/June target delivery



42508

PRODUCT STRATEGY

Target Delivery is **May/June**

Gender:
- Women's

Sizing:
Women's: 3,4,5, 5.5, 6, 6.5, 7, 7.5, 8,8.5, 9, 9.5, 10,
11

Features:
- Textile upper
- Spill guard spray
- Eva Midsole
- Standard outsole compound

Alameda County Schools Price: $45.39

SHOES FOR CREWS

Core Slip-On

ETA: 5/31/26

Fast track add for Spring 2026 – May/June target delivery



42509

PRODUCT STRATEGY

Target Delivery is **May/June**

Gender:
- Men's

Sizing:
Men's: 7, 7.5, 8, 8.5, 9, 9.5, 10, 10.5, 11, 11.5, 12, 13, 14

Features:
- Textile upper
- Spill guard spray
- Eva Midsole
- Standard outsole compound

Alameda County Schools Price: $45.39

SHOES FOR CREWS

Street Casual



Men's – 42401
Women's – 42433

PRODUCT STRATEGY

Activated in **January**

Gender:

- Women's & Men's

Sizing:

Women's: 5, 5.5, 6, 6.5, 7, 7.5, 8, 8.5,
Men's: 7, 7.5, 8, 8.5, 9, 9.5, 10, 10.5, 11, 11.5, 12, 13
9, 9.5, 10, 11

Features:

- Synthetic Upper
- Easy Clean outsole
- Vulcanized bottom
- Single Density insole
- Standard outsole compound

Alameda County Schools Price: $50.92

SHOES FOR CREWS

Relay ETA: 4/22/26



22521 (Women's)

PRODUCT STRATEGY

Target Delivery is **April**

Gender:
- Women's

Sizing:
Women's: 5, 5.5, 6, 6.5, 7, 7.5, 8, 8.5,
9, 9.5, 10, 11
Men's: 7, 7.5, 8, 8.5, 9, 9.5, 10, 10.5, 11, 11.5, 12, 13

Features:
- Synthetic upper
- Water resistant upper
- Spill guard protection
- Eva Midsole
- Standard outsole compound

Alameda County Schools Price: $55.35

SHOES FOR CREWS

Laguna Moc

ETA: 4/15/26

Existing Tooling



42484

PRODUCT STRATEGY

Target Delivery is **April**

Gender:
- Women's

Sizing:
Women's: 5, 5.5, 6, 6.5, 7, 7.5, 8, 8.5, 9, 9.5, 10, 11

Features:
- Adjustable laces
- Textile upper
- Spill guard protection
- Eva Midsole
- Standard outsole compound

Alameda County Schools Price: $60.89

SHOES FOR CREWS Core Lace-Up

ETA: 8/25/26



52538

PRODUCT STRATEGY

Target Delivery is July

Gender:
Men's

Sizing:
7, 7.5, 8, 8.5, 9, 9.5, 10, 10.5, 11, 11.5, 12, 13

Features:
- Easy Clean (clog-resistant)
- EVA Footbed
- PU/Textile

Alameda County Schools Price: $60.89

Laguna Moc

ETA: 7/24/26



42485 (Women's)
42511 (Men's)

PRODUCT STRATEGY

Target Delivery is **August**

Gender:
- Women's & Men's

Sizing:
Women's: 5, 5.5, 6, 6.5, 7, 7.5, 8, 8.5, 9, 9.5, 10, 11
Men's : 7, 7.5, 8, 8.5, 9, 9.5, 10, 11, 11.5, 12, 13, 14

Features:
- Adjustable laces
- Textile upper
- Spill guard protection
- Eva Midsole
- Standard outsole compound

Alameda County Schools Price: $66.43

SHOES FOR CREWS

Relay ETA: 4/22/26



22548 (Men's)
22518 (Women's)

PRODUCT STRATEGY

Target Delivery is **April**

Gender:
• Women's & Men's

Sizing:
Women's: 5, 5.5, 6, 6.5, 7, 7.5, 8, 8.5,
9, 9.5, 10, 11
Men's: 7, 7.5, 8, 8.5, 9, 9.5, 10, 10.5, 11, 11.5, 12, 13

Features:
- Synthetic upper
- Water resistant upper
- Spill guard protection
- Eva Midsole
- Standard outsole compound

Alameda County Schools Price: $68.64

Lila Simone Chunky Loafer



42481

PRODUCT STRATEGY

Target Delivery is September

Gender:
Women's

Sizing:
5, 5.5, 6, 6.5, 7, 7.5, 8, 8.5, 9, 9.5, 10, 11

Features:
- Synthetic upper
- Microfiber suede lining
- Rolled moc toe
- Penny strap
- Easy Clean outsole
- 4HD compound

Alameda County Schools Price: $83.04

Lila Breez



22513

PRODUCT STRATEGY

Activated in February

Gender:

- Women’s

Sizing:

Women's: 5, 5.5, 6, 6.5, 7, 7.5, 8, 8.5, 9, 9.5, 10, 11

Features:

- Adjustable laces
- Textile upper
- Water resistant spray
- Revive Midsole
- Standard outsole compound

Alameda County Schools Price: $84.15

Lila

Zoey Easy-On

ETA: 3/18/26

New Tooling:



22527

PRODUCT STRATEGY

Target Delivery is **March**

Gender:
- Women's

Sizing: 5, 5.5, 6, 6.5, 7, 7.5, 8, 8.5, 9, 9.5,

Features:
- Easy-On technology
- Water resistant spray on the
- Moisture wicking lining
- Trip guard
- Revive Ultra Supercritical Foam midsole
- 4HD outsole compound

Alameda County Schools Price: $84.80

Lila Springer Mesh

ETA: 4/17/26



22555

PRODUCT STRATEGY

Target Delivery is April

Gender:
Women's

Sizing:
5, 5.5, 6, 6.5, 7, 7.5, 8, 8.5, 9, 9.5, 10, 11

Features:
- Mesh upper
- Spill guard
- Textile suede lining
- Gladiator outsole
- 4HD compound

Alameda County Schools Price: $84.80

new balance

Arishi V4

ETA: 5/18/26

Women’s



22578/22578W
Medium & Wide



22579
Medium Only



22580
Medium Only

Men’s



22581/22581W
Medium & Wide



22582
Medium Only

PRODUCT STRATEGY

Target Delivery is May

Gender:
Men’s
Women’s

Sizing:
Men’s 7, 7.5, 8, 8.5, 9, 9.5, 10, 10.5, 11, 11.5, 12, 13
Women's 5, 5.5, 6, 6.5, 7, 7.5,8, 8.5, 9, 9.5, 10, 11

Features:

- Suede/Mesh upper
- Polyester lining
- Trip guard
- Eva Midsole
- NB cushioning comfort insert insole
- Standard outsole compound

Alameda County Schools Price:
$84.89

new balance 515V3

ETA: 7/11/26

Women's



22587/22587W
Medium &
Wide



22588
Medium Only



22589
Medium Only

Men's



22590/22590W
Medium & Wide



22591
Medium Only

PRODUCT STRATEGY

Target Delivery is July

Gender:
Men's
Women's

Sizing: Medium & Wide only for Black

Men's 7, 7.5, 8, 8.5, 9, 9.5, 10, 10.5, 11, 11.5, 12, 13 Women's 5, 5.5, 6, 6.5, 7, 7.5,8, 8.5, 9, 9.5, 10, 10.5, 11

Features:

- Suede/Mesh upper
- Polyester lining
- Trip guard
- Eva Midsole
- NB cushioning comfort insert insole
- Standard outsole compound

Alameda County Schools Price: $84.80

Lila

Karina RX

ETA: 4/15/26



22535

PRODUCT STRATEGY

Target Delivery is April

Gender:
Women's

Sizing:
5, 5.5, 6, 6.5, 7, 7.5, 8, 8.5, 9, 9.5, 10, 11

Features:

- Full grain leather upper
- Textile suede lining
- Easy Clean outsole
- 4HD compound

Alameda County Schools Price: $84.90

SHOES FOR CREWS Reed Sneaker



22499



22500

6-month life
January-June

PRODUCT STRATEGY

Activated in **February**

Gender:
- Unisex

Sizing:
3, 3.5, 4, 4.5, 5, 5.5, 6, 6.5, 7, 7.5, 8, 8.5, 9, 9.5, 10, 10.5, 11, 11.5, 12, 13, 14

Features:

- Spill Guard
- TPU on upper
- Easy Clean outsole
- EVA midsole
- Single Density insole
- Standard outsole compound

Alameda County Schools Price: $89.69

Lila Zoey Sneaker

ETA: 3/18/26



22534



22516



22515

PRODUCT STRATEGY

Target Delivery is **March**

Gender:

- Women's

Sizing:

5, 5.5, 6, 6.5, 7, 7.5, 8, 8.5, 9, 9.5, 10, 11

Features:

- TPU film on the vamp for easy cleanup
- Moisture wicking lining
- Trip guard
- Revive Ultra Supercritical Foam midsole
- 4HD outsole compound

Alameda County Schools Price: $94.99

Alameda County Schools Insurance Group
P.O. Box 2487
Dublin, CA 94568
Phone (925) 225-1030
Fax (925) 225-0653
www.acsig.com

Executive Summary

To: ACSIG Board of Directors
From: Jackie Kim
Date: May 21, 2026
Subject: PIPS Incentive Program

Our Workers' Compensation program (Protected Insurance Program for Schools -PIPS) has introduced the PIPS Safety Incentive Program(see the link). The PIPS Board has approved a $5 million budget for this initiative program for 2025–2026. The initiative aims to reduce claim costs, prevent workplace injuries, and strengthen member safety culture.

Participation in the program is voluntary. By meeting the program's qualifications, ACSIG will receive $355,000.

Program requirements include:

- Risk Improvement Action Plan delivery meeting (covered in next week's meetings)
- Completion of four tailored safety initiatives
- Attendance at quarterly Risk Management Roundtables
- Participation in monthly PIPS SafeLearn meetings

Castro Valley USD and Dublin USD were selected to represent ACSIG and successfully completed the program requirements. Each district will be awarded $75,000. Dublin USD will be sharing its experiences and insights gained through participation in the program.

This information is for review and discussion, and no action is required.

2025/26
Workers' Compensation Rates

	2023/2024 Actual Payroll	Base Rate	Ex Mod	Rate per $100 Payroll	2025/2026 PREMIUMS
ACOE	$ 28,868,991	2.05	0.750	1.54	$444,799
ALAMEDA	$ 92,749,702	2.05	1.086	2.23	$2,069,253
ALBANY	$ 37,831,502	2.05	1.001	2.06	$777,963
CASTRO VALLEY	$ 92,799,385	2.05	0.813	1.67	$1,549,911
DUBLIN	$ 122,010,477	2.05	1.070	2.20	$2,681,959
EDEN ROP	$ 5,491,843	2.05	0.863	1.77	$97,364
EMERY	$ 6,873,626	2.05	0.867	1.78	$122,427
FREMONT	$ 327,376,201	2.05	0.894	1.84	$6,012,510
LIVERMORE	$ 130,372,876	2.05	1.035	2.13	$2,772,035
MISSION ROP	$ 5,576,591	2.05	0.750	1.54	$85,921
MT. HOUSE	$ 302,631	2.05	1.250	2.57	$7,771
NEWARK	$ 44,138,869	2.05	1.250	2.57	$1,133,450
NEW HAVEN	$ 100,152,552	2.05	1.216	2.50	$2,501,882
PIEDMONT	$ 30,584,782	2.05	0.750	1.54	$471,235
PLEASANTON	$ 143,690,629	2.05	0.816	1.68	$2,408,739
SAN LEANDRO	$ 99,341,631	2.05	1.250	2.57	$2,551,012
SAN LORENZO	$ 87,567,649	2.05	1.250	2.57	$2,248,666
SUNOL GLEN	$ 2,919,681	2.05	0.750	1.54	$44,985
TRI VALLEY ROP	$ 2,790,428	2.05	0.750	1.54	$42,994
TOTAL PREMIUMS	1,361,440,046				$28,024,876

Payroll	2025-26	5 years	
Over $200M	$ 100,000	$ 100,000	Fremont
$50M-$200M	$ 75,000	$ 600,000	Alameda USD, Castro Valley, Dublin, Livermore, New Haven, Pleasanton, San Leandro, San Lorenzo
$10M-$50M	$ 50,000	$ 200,000	ACOE, Albany, Newark, Piedmont
$10M or less	$ 25,000	$ 150,000	Eden ROP, Emery, Mission ROP, Mt. House, Sunol Glen, Tri Valley ROP
Sub Total		**$ 1,050,000**	
ACSIG	**$ 355,000**	**$ 1,775,000**	
Net		**$ 725,000**	**for 5 years**

Ideas: Stipend for EAP utilization, other wellness porgram, expand HR engagement/training, expand shoe program to campus securities, etc.

Alameda County Schools Insurance Group
P.O. Box 2487
Dublin, CA 94568
Phone (925) 225-1030
Fax (925) 225-0653
www.acsig.com

Executive Summary

To: ACSIG Board of Directors
From: Jackie Kim
Date: May 21, 2026
Subject: Dental Program & Rates 2026/2027

Enclosed are the proposed 2026/2027 dental rates for ACSIG fixed rate members. As a reminder, over the past years, ACSIG has added enhancements to its benefit plans while offering flat-rate renewals by using program reserves to subsidize these enhancements.

Staff recommends a flat renewal in alignment with the underwriting recommendation, with program reserves used to buy-down the renewal.

The Executive Committee reviewed the rates in detail and asked to bring back the Next Stage Women's Health Program next year at its May 14, 2026 meeting. The Board will be asked to approve the rate pass.

Dental Program – 2026 Delta Dental Administration Fee Reduction

For more than 47 years, ACSIG has supported school districts across California. The ACSIG/EDGE Dental Program has delivered reliable, cost-effective dental insurance solutions for over 27 years. Today, more than 250 public school districts representing over 127,000 employees participate in ACSIG's Dental Program.

The continued success and recent growth have enabled ACSIG to secure a reduction in the Dental Program's Delta Dental administrative fee. This achievement reflects both the program's efficient management and ACSIG's ongoing commitment to delivering meaningful value to its member districts.

Effective October 1, 2026, the ACSIG Delta Dental administrative fee for self-funded member districts will decrease to 5.83% of claims.

Alliant Insurance Services

Program Enrollment Summary

Dental Program

	Fixed Rate	Self-Funded	Total Dental
2025 Enrollment	20,088	96,107	116,195
2026 Enrollment	19,094	108,802	127,896
Difference	**-4.95%**	**+13.21%**	**+10.07%**

Enrollment provided by PBIA as of February 2025 and February 2026

Vision Program

	Fixed Rate	Self-Funded	Total Vision
2025 Enrollment	13,473	29,680	43,153
2026 Enrollment	13,281	39,825	53,106
Difference	**-1.43%**	**+34.18%**	**+23.06%**

Enrollment provided by VSP as of February 2025 and February 2026

New Member Districts/JPAs

Dental

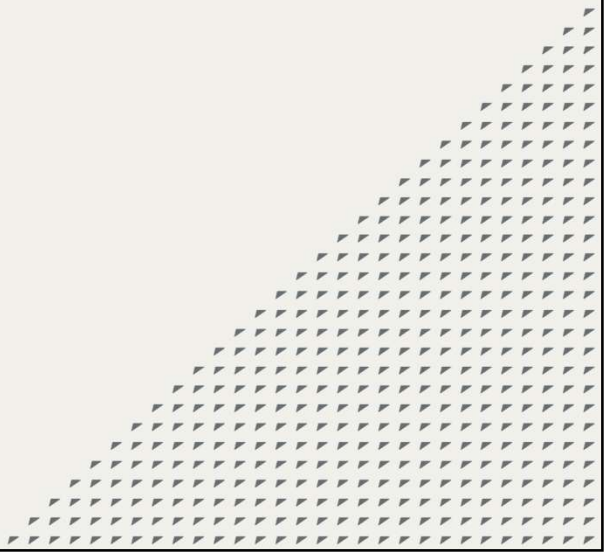
- San Mateo County Schools Insurance Group: +13,027 lives effective 1/1/26
- Hartnell College: +455 lives effective 1/1/26

Vision

- San Mateo County Schools Insurance Group: +8,120 lives effective 1/1/26
- Hartnell College: +458 lives effective 1/1/26

Alliant Insurance Services

Dental Trends & Renewal



Dental Program – Delta Dental Administration Fee History

The ACSIG Dental Program has consistently delivered rate reductions or flat renewals over the last nine renewal periods.

Period	Enrollment	Delta Dental Admin Fee / ACSIG Eligibility Fee	Renewal Action
10/1/2017 – 9/30/2018	100,000	5.85% / $0.60 PEPM	-2.00%
10/1/2018 – 9/30/2019	106,055	5.85% / $0.60 PEPM	0.00%
10/1/2019 – 9/30/2020	101,119	5.84% / $0.60 PEPM	0.00%
10/1/2020 – 9/30/2021	101,517	5.84% / $0.60 PEPM	0.00%
10/1/2021 – 9/30/2022	104,971	5.84% / $0.60 PEPM	0.00%
10/1/2022 – 9/30/2023	109,222	5.84% / $0.60 PEPM	0.00%
10/1/2023 – 9/30/2024	112,309	5.84% / $0.60 PEPM	0.00%
10/1/2024 – 9/30/2025	116,724	5.84% / $0.60 PEPM	0.00%
10/1/2025 – 9/30/2026	116,195	5.84% / $0.60** PEPM	0.00%
10/1/2026 – 9/30/2027	127,896*	**5.83%*** / $0.60** PEPM**	**TBD**

*Enrollment as of February 2026
**Beginning 10/1/25, the Eligibility fee reflects a $0.60 PEPM member fee, with an additional $0.03 PEPM subsidized by ACSIG.
***10/1/26 Delta Dental Administration Fee reduction

Fixed Rate Dental – Current Trend Data

Delta Dental Trend

- Book of Business: 5.0%

Market Trend Data

Survey of national dental carriers

- Dental organizations: 4.5%
- Source: Segal 2026 Trend Survey

ACSIG Dental Trend - Fixed Rate Member Districts

- 24 Months of Claims Data
  (January 2024– December 2025): +4.6%
- 36 Months of Claims Data
  (January 2023– December 2025): +5.0%

Recommended ACSIG Dental Renewal Trend

Based on program performance and current reserves

- Alliant recommended trend (2026-2027): +2.5%

ACSIG Historical Performance

Calendar Year Claims PEPM vs. Prior Calendar Year

- 2025 vs. 2024: +3.9%
- 2024 vs. 2023: +3.2%
- 2023 vs. 2022: +4.3%
- 2022 vs. 2021: -1.3%
- 2021 vs. 2020: +12.8% (COVID-19)
- 2020 vs. 2019: -14.7% (COVID-19)
- 2019 vs. 2018: -1.1%
- 2018 vs. 2017: -0.8%
- 2017 vs. 2016: -0.3%
- 2016 vs. 2015: -1.9%
- 2015 vs. 2014: -1.7%
- 2014 vs. 2013: -0.1%
- 2013 vs. 2012: -1.2%
- 2012 vs. 2011: -2.8%

Fixed Rate Dental – Renewal Options

Option #	Renewal Option	Trend	Renewal	Projected Reserves Buy-Down
Status Quo	Status Quo – No Changes	2.5%	3.9%	$969,676
Change 1	Add Next Stage Women's Health Benefit	2.5%	5.0%	$1,221,804
Change 2	Night Guard paid as rider under separate $500 lifetime limit	2.5%	5.0%	$1,221,804
Change 3	Night Guard paid as rider under separate $750 lifetime limit	2.5%	5.5%	$1,347,868
Change 4	Increase Prosthodontics from 50% or 60% to 70%	2.5%	5.6%	$1,375,602
Change 5	Night Guard paid under prosthodontic and CYM; no lifetime limit	2.5%	6.0%	$1,473,932

Fixed Rate Dental – Renewal Recommendation

	Trend	Renewal
ACSIG 2024-2025 Trend	1.5%	1.7%
ACSIG 2025-2026 Trend	2.5%	3.9%
ACSIG 2026-2027 Dental Renewal Trend Status Quo	**2.5%**	**3.9%**
Delta Dental Trend	5.0%	9.6%

2026-2027 Underwriting Assumptions & Recommendation

- Paid Claims: 24-months of claims data (January 2024 – December 2025)
- Alliant recommended trend of 2.5% was used
- Risk margin of 0.0%
- Includes new Delta Dental Admin Fee effective 10/1/26
- Alliant Recommends No Change in Rates
  - This will require a buy-down using ACSIG reserves for a flat renewal

Fixed Rate Dental – Trend Forecast

	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
Underwriting Results	-0.5%	2.2%	5.3%	5.7%	**3.9%**
Projected Reserves Buy-Down	N/A	$499,196	$1,996,214	$1,394,079	**$969,676**
Actual Applied to Members	0.00%	0.00%	0.00%	0.00%	**0.00% (Proposed)**

Notes:

- 2022-2023: Enhancements adding D&P Maximum Waiver and Cone Beam CT Scans
- 2023-2024: PPO Plans Only - Enhancements increasing the differential between the PPO and Non-PPO Network Calendar Year Maximum to $500 (Increases the PPO Network CYM up to $500 depending on the member's current PPO maximum) and adding SmileWay benefit
  - The renewal includes a buy-down using ACSIG reserves
- 2024-2025: Enhancements - Increase to 3 cleanings and 3 exams and add Implant Services covered under annual maximum (paid at same coverage level as Prosthodontics)
  - The renewal includes a buy-down using ACSIG reserves
- 2025-2026: The renewal includes a buy-down using ACSIG reserves
- 2026-2027: The renewal includes a buy-down using ACSIG reserves

Alliant Insurance Services

DELTA DENTAL®

Extra care for women for new life and midlife

Next Stage™ Women's Health

The Next Stage™ Women's Health program offers enhanced dental benefits and curated partner products and services to support women's overall well-being during pregnancy and menopause.

These pivotal life stages bring unique health challenges, including significant hormonal changes that impact oral health. Changes for pregnant women may include bleeding gums, gingivitis and oral growths ("pregnancy tumors"), while menopausal women may experience dry mouth, gum recession and tooth decay.

What you get with Next Stage™ Women's Health

When you opt in to the Next Stage™ Women's Health program, the following teeth and gum cleaning procedures are covered at 100% each group plan year.[1] These benefits are effective 24 hours after opting in to the program.[2]

Codes	Procedure	Next Stage™ Women's Health benefits
D0120	Oral exams	2 additional per year for up to 4 exams
D1110	Teeth cleaning (prophylaxis)	Any combination of up to 4 per year[3]
D4910	Periodontal maintenance procedure	
D4346	Scaling in presence of moderate to severe gingival inflammation	
D0270, D0272, D0273, D0274, D0277	Additional X-rays (bitewings)[4]	1 additional set per year
D1206, D1208	Topical application of fluoride – for adults	2 per year regardless of age

Curated partner products and services

Delta Dental has also partnered with other companies to offer discounted women's health products and services to complement your benefits.

Midi Health	Embr Labs
Meet with a clinician trained specifically in menopause and other aspects of female midlife health. Midi is a virtual clinic that provides specialty care for women in perimenopause and menopause. Visit **joinmidi.com/deltadental** to get started.	Embr Labs offers Embr Wave, the first wearable temperature device that intelligently delivers cooling sensations for immediate relief during hot flashes and night sweats. Get yours at **embrlabs.com/deltadental**.

For more information and to enroll, visit **deltadentalins.com/members/womenshealth**.

[1] Next Stage™ Women's Health benefits are subject to any applicable maximums and deductibles under the terms and conditions outlined in your Evidence of Coverage. Please review your plan booklet for specific details about your coverage.

[2] This program is only for employer-sponsored group PPO plans. Your employer must have opted in to the program for you to be eligible. To join, you must have a qualifying health condition.

[3] Please consult with your dentist about the exact procedure combinations required for your treatment.

[4] Please consult with your dentist about the exact type and number of X-rays required.

Delta Dental PPO is underwritten by Delta Dental Insurance Company in AL, DC, FL, GA, LA, MS, MT, NV and UT and by not-for-profit dental service companies in these states: CA – Delta Dental of California; PA, MD – Delta Dental of Pennsylvania; NY – Delta Dental of New York, Inc.; DE – Delta Dental of Delaware, Inc.; WV – Delta Dental of West Virginia, Inc. In TX, Delta Dental Insurance Company provides a dental provider organization (DPO) plan.

DELTA DENTAL®

Next Stage™ Women's Health Program FAQs

What is Next Stage™ Women's Health?

A first-of-its kind, holistic program that supports women's health needs during pregnancy and menopause. Next Stage™ Women's Health offers tailored benefits and education to support women's oral health and overall well-being.

Can anyone join?

Not everyone. Your employer must offer the Next Stage™ Women's Health program as part of your dental benefits. If your employer offers it, you'll also need to meet the program's eligibility requirements.

What benefits are included and when are they effective?

When you opt in to the Next Stage™ Women's Health program, the following teeth and gum cleaning procedures are covered at 100% each group plan year.[1] These benefits are effective 24 hours after opting in to the program.

1. **Enhanced dental benefits for pregnancy and menopause**
   - 2 additional exams (up to 4 in the group's plan year)
   - Additional bitewing X-rays[2]
   - 2 topical applications of fluoride
   - Teeth cleanings, periodontal treatments and plaque removal/ scaling combinations (any combination of up to 4 per year)[3]

2. **Partnership perks**

   Program participants will have access to a curated set of women's health partners, which may include the following:
   - Educational resources
   - Access to providers who specialize in women's health
   - Telehealth services
   - Prescription management
   - Product discounts

Check out the latest offers at **deltadentalins.com/members/womenshealth**.

What do I need to do to opt in?

You will need to log in to your **online account** and complete a form that affirms your condition as either pregnancy or menopause and includes your physician's contact information.

Is there an additional fee for the program?

No, there's no additional fee to opt in to the Next Stage™ Women's Health program. However, the program is only available if your employer-sponsored group PPO plan offers it and you meet the eligibility requirements.

Can I use my plan's regular pregnancy benefits and Next Stage™ Women's Health benefits at the same time?

Many Delta Dental PPO™ employer-sponsored plans include general pregnancy health benefits that are still available to members. However, opting in to the Next Stage™ Women's Health program offers pregnant members more comprehensive care.

The Next Stage™ Women's Health program provides more robust benefits than the standard pregnancy benefit. If you choose to opt in to the Next Stage™ Women's Health program, these benefits will replace the standard additional pregnancy benefit in your plan.

Can I opt in to other benefit programs, like SmileWay® Wellness Benefits, at the same time?

Some employer-sponsored plans may offer more than one additional benefits program to their employees. As an eligible plan member, you may only opt in to one program at a time. If you want to switch programs, you'll need to opt out of your current program before enrolling in another.

How long do these benefits last? Do I need to reconfirm my status?

Next Stage™ Women's Health benefits are effective for the plan year determined by the your employer-sponsored PPO plan. This may or may not be a standard calendar year. Within 65 days of the plan year end date, those who have opted in will have the option to reconfirm their status as pregnant or menopausal to continue receiving benefits for the following group plan year.

These terms are applicable as long as your employer offers the program. If your employer decides to discontinue participation in the program, those who opted in during the year are only eligible to receive these benefits until that end date, regardless of when they opted in.

Are the additional dental benefits available for Delta Dental PPO, Delta Dental Premier® or out-of-network (non-contracted) providers?

If you qualify, Next Stage™ Women's Health provides enhanced benefits under your dental PPO plan, at no extra cost to you. To make the most of your Next Stage™ Women's Health benefits, we strongly encourage you to visit providers within our Delta Dental PPO and Delta Dental Premier networks for an optimized experience and to help avoid unexpected costs.

While out-of-network benefits are available, a member who sees an out-of-network (non-contracted) provider may experience higher out-of-pocket costs and could be subject to balance billing.

This program is currently not available for DeltaCare® USA or our specialty networks.

What is the relationship between pregnancy and oral health?

During pregnancy, a spike in progesterone and estrogen can lead to gingivitis, gum disease, swollen or bleeding gums, oral growths ("pregnancy tumors") and loose teeth due to hormone changes that softens your body's connective tissues.

What is the relationship between menopause and oral health?

During menopause, a decline in estrogen can lead to reductions in jawbone density and saliva production. Although most changes arise during menopause, dental symptoms may begin in the perimenopause period.

For instance, women may experience dry mouth, burning tongue and tooth pain. Women going through menopause may also be at increased risk for cavities, tooth loss and developing periodontal disease.

For additional questions about your benefits or coverage, contact us at **deltadentalins.com/contact**.

[1] Next Stage™ Women's Health benefits are subject to any applicable maximums and deductibles under the terms and conditions outlined in your Evidence of Coverage. Please review your plan booklet for specific details about your coverage.

[2] Please consult with your dentist about the exact type and number of X-rays required.

[3] Please consult with your dentist about the exact procedure combinations required for your treatment.

Current Dental Terminology (CDT) coding and nomenclature are the copyright and a trademark of the American Dental Association, all rights reserved.

Delta Dental is a registered trademark of Delta Dental Plans Association.

Delta Dental PPO and Delta Dental Premier are underwritten by Delta Dental Insurance Company in AL, DC, FL, GA, LA, MS, MT, NV, TX and UT and by not-for-profit dental service companies in these states: CA – Delta Dental of California; PA, MD – Delta Dental of Pennsylvania; NY – Delta Dental of New York, Inc.; DE – Delta Dental of Delaware, Inc.; WV – Delta Dental of West Virginia, Inc. In TX, Delta Dental PPO provides a dental provider organization (DPO) plan.

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Executive Summary

To: ACSIG Board of Directors
From: Jackie Kim
Date: May 21, 2026
Subject: Vision Program & Rates 2026-2027

Enclosed are the proposed 2026-2027 vision rates for ACSIG fixed rate members. As a reminder, over the past years, ACSIG has added enhancements to its benefit plans while offering flat-rate renewals by using program reserves to subsidize these enhancements.

Staff recommends a flat rate renewal in alignment with the underwriting recommendation, with program reserves used to buy-down the renewal if necessary.

The Executive Committee reviewed the rates in detail at its May 14, 2026 meeting. The Board will be asked to approve the rate pass.

Program Enrollment Summary

Dental Program

	Fixed Rate	Self-Funded	Total Dental
2025 Enrollment	20,088	96,107	116,195
2026 Enrollment	19,094	108,802	127,896
Difference	**-4.95%**	**+13.21%**	**+10.07%**

Enrollment provided by PBIA as of February 2025 and February 2026

Vision Program

	Fixed Rate	Self-Funded	Total Vision
2025 Enrollment	13,473	29,680	43,153
2026 Enrollment	13,281	39,825	53,106
Difference	**-1.43%**	**+34.18%**	**+23.06%**

Enrollment provided by VSP as of February 2025 and February 2026

New Member Districts/JPAs

Dental

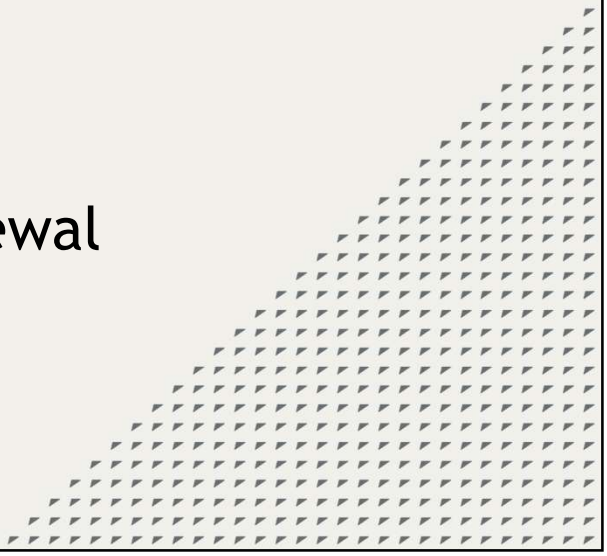
- San Mateo County Schools Insurance Group: +13,027 lives effective 1/1/26
- Hartnell College: +455 lives effective 1/1/26

Vision

- San Mateo County Schools Insurance Group: +8,120 lives effective 1/1/26
- Hartnell College: +458 lives effective 1/1/26

Alliant Insurance Services

Vision Trends & Renewal



Vision Program - Administration Fee History

The ACSIG Vision Program has consistently delivered flat renewals over the last nine renewal periods.

Period	Enrollment	VSP Admin Fee	Vision Admin Fee to Members	Renewal Action
10/1/2017 – 9/30/2018	19,061	10.5%	12.5%	0.00%
10/1/2018 – 9/30/2019	19,521	10.5%	12.5%	0.00%
10/1/2019 – 9/30/2020	18,837	10.5%	12.5%	0.00%
10/1/2020 – 9/30/2021	19,304	10.5%	12.5%	0.00%
10/1/2021 – 9/30/2022	24,728	10.5%	12.5%	0.00%
10/1/2022 – 9/30/2023	32,890	10.5%	12.5%	0.00%
10/1/2023 – 9/30/2024	36,304	10.5%	12.5%	0.00%
10/1/2024 – 9/30/2025	40,505	10.5%	12.5%	0.00%
10/1/2025 – 9/30/2026	43,100	10.5%	12.5%	0.00%
10/1/2026 – 9/30/2027	53,106*	**10.5%**	**12.5%**	**TBD**

*Enrollment as of February 2026

VSP Administration Fee is in rate guarantee through 9/30/28

Fixed Rate Vision – Current Trend Data

Vision Service Plan (VSP) Trend

- Book of Business: 3.0%

Market Trend Data

Survey of national vision carriers

- Schedule of Allowance Plans: 1.0%
- Source: Segal 2026 Trend Survey

ACSIG Vision Trend – Fixed Rate Groups

- 24 Months of Claims Data (January 2024– December 2025): +2.9%
- 36 Months of Claims Data (January 2023– December 2025): +3.5%

Recommended ACSIG Vision Renewal Trend

Based on program performance (2025 appears to be an outlier year) and current reserves

- Alliant recommended trend (2026-2027): +1.5%

ACSIG Historical Performance

Calendar Year Claims PEPM vs. Prior Calendar Year

- 2025 vs. 2024: +12.9%
- 2024 vs. 2023: -1.7%
- 2023 vs. 2022: +3.2%
- 2022 vs. 2021: -1.3%
- 2021 vs. 2020: +11.0% (COVID-19)
- 2020 vs. 2019: -13.0% (COVID-19)
- 2019 vs. 2018: -0.2%
- 2018 vs. 2017: -0.2%
- 2017 vs. 2016: -1.9%
- 2016 vs. 2015: -1.7%
- 2015 vs. 2014: -0.9%
- 2014 vs. 2013: -2.9%
- 2013 vs. 2012: -5.2%
- 2012 vs. 2011: -14.0%

Alliant Insurance Services

Fixed Rate Vision – Renewal Options

Option #	Renewal Option	Trend	Renewal	Projected Reserves Buy-Down
Status Quo	Status Quo – No Changes	1.5%	2.3%	$69,409
Change 1	Featured frame brands $50 discount and $50 discount for any frame at Visionworks	1.5%	4.5%	$138,574
Change 2	Add LightCare Benefit (non-prescription sunglasses or blue light filtering glasses in lieu of glasses or contacts)	1.5%	5.0%	$152,407
Change 3	Increase frame allowance by $50	1.5%	7.2%	$221,573
Change 4	Retinal Screening $20 Copay	1.5%	3.9%	$119,208

Fixed Rate Vision – Renewal Recommendation

	Trend	Renewal
ACSIG 2024-2025 Trend	1.5%	2.3%
ACSIG 2025-2026 Trend	1.5%	2.3%
ACSIG 2026-2027 Vision Renewal Trend Status Quo	**1.5%**	**2.3%**
VSP Vision Trend	3.0%	5.8%

2026-2027 Underwriting Assumptions & Recommendation

- Paid Claims: 24-months of claims data (January 2024 – December 2025)
- Alliant recommended trend of 1.5% was used
- Risk margin of 0.0%
- Alliant Recommends No Change in Rates
  - This will require a buy-down using ACSIG reserves for a flat renewal

Fixed Rate Vision – Renewal Action and History

	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
Underwriting Results	-0.8%	-3.7%	7.5%	2.0%	**2.3%**
Projected Reserves Buy-Down	N/A	N/A	$256,898	$64,430	**$69,409**
Actual Applied to Members	0.00%	0.00%	0.00%	0.00%	**0.00% (Proposed)**

Notes:

- 2020-2021: Enhancements of $150 Frame Allowance and Standard Progressive lens covered in full in-network.
- 2022-2023: Enhancements converting to VSP's updated Open Access Schedule (Out of Network Reimbursements) and adding UV Protection Lens Enhancement.
- 2024-2025: Enhancements: Increase in-network Allowances to $200 Frame and $200 Elective Contact Lens and add covered in-network Polycarbonate Lens Enhancement
  - The renewal includes a buy-down using ACSIG reserves
- 2025-2026: The renewal includes a buy-down using ACSIG reserves
- 2026-2027: The renewal includes a buy-down using ACSIG reserves

Alliant Insurance Services

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Executive Summary

TO: ACSIG Board of Directors
FROM: Jackie Kim
DATE: May 21, 2026
SUBJECT: Property & Liability Rates 2025-2026

ACSIG participates in the Northern California ReLiEF Property and Liability JPA. Although not all lines of insurance have been placed, the enclosed proposed rates included our best estimate given the information currently available. Assumptions and estimates are noted where utilized. The Executive Director will present proposed rate.

The Executive Committee reviewed the rates in detail as its May 14, 2026 meeting. The Board will be asked to approve these rates.

ACSIG

2026-27 Property & Liability Program Rates

ACSIG		Property	Liability	Total	2025-26
	ACOE	$40,281	$58,518	$98,799	$98,385
	ACOE Charter	$0	$17,666	$17,666	$15,337
	Albany	$157,182	$519,808	$676,990	$631,036
	Dublin	$564,738	$1,844,453	$2,409,191	$2,282,088
	Emery	$65,896	$85,964	$151,860	$159,984
	Piedmont	$148,653	$360,497	$509,150	$484,686
ACSIG TOTALS		$976,750	$2,886,906	$3,863,656	$3,671,516

1st Payment	2nd Payment
$49,399	$49,399
$8,833	$8,833
$338,495	$338,495
$1,204,595	$1,204,595
$75,930	$75,930
$254,575	$254,575

2026-27
Property Program Rates

Member	EDP	* Total Insured Values	$1,000,250,000 x $25,000	Insurance Expense	Program Admin	Safety Inspection	Total Premium
ACOE		$ 54,726,290	0.06433542	$35,208.39	$4,123.97	$948.51	$40,281
Albany	1,417,000	$ 213,550,549	0.06433542	$137,388.64	$16,092.37	$3,701.24	$157,182
Dublin		$ 767,262,985	0.06433542	$493,621.86	$57,818.06	$13,298.15	$564,738
Emery	365,438	$ 89,527,453	0.06433542	$57,597.86	$6,746.45	$1,551.68	$65,896
Piedmont		$ 201,962,715	0.06433542	$129,933.56	$15,219.15	$3,500.41	$148,653

ACSIG Totals:		$1,327,029,992		$853,750.32	$100,000.00	$23,000.00	$976,750

ACSIG ex-mods:

NCR ex-mod	82.04%	26/27 Actual
SAFER ex-mod	90.88%	26/27 Actual

Base Rates:

NCR/SAFER	$ 0.0643354	26-27 Estimate

Assumptions

NCR/SAFER Rate 10% increase	
Safety Inspections	$ 23,000.00
Lost Fund & Program Admin	$ 100,000.00
TIV- 3.5% increase	

* Appraisals are done once every five years.

2026-27
Liability Program Rates

Member	SIR	Risk Factor ADA	Lottery ADA	SIR to $1 Million	SAFER 74MM x 1MM	Cyber	EDP	Crime	Equipment Breakdown	Active Assailant	PFP Funding	Insurance Expense	Loss Fund & Program Admin	Total Premium
ACOE	$5,000	593	280	$ 36,601	$ 13,252	$ 549	$ -	$ 90	$ 1,399	$ 65	$ 1,742	$ 53,698	$ 4,819.38	$ 58,518
ACOE Charter			162	$ 9,999	$ 7,667	$ -	$ -	$ -	$ -			$ 17,666	$ -	$ 17,666
Albany	$5,000	4,334	3,705	$ 267,499	$ 175,349	$ 7,270	$ 3,901	$ 1,197	$ 5,460	$ 861	$ 23,049	$ 484,585	$ 35,222.89	$ 519,808
Dublin	$5,000	15,857	12,793	$ 978,710	$ 605,462	$ 25,101	$ -	$ 4,132	$ 19,619	$ 2,972	$ 79,585	$ 1,715,581	$ 128,871.55	$ 1,844,453
Emery	$5,000	718	580	$ 44,316	$ 27,450	$ 1,138	$ 1,006	$ 187	$ 2,289	$ 135	$ 3,608	$ 80,129	$ 5,835.26	$ 85,964
Piedmont	$5,000	3,107	2,467	$ 191,767	$ 116,757	$ 4,841	$ -	$ 797	$ 5,164	$ 573	$ 15,347	$ 335,246	$ 25,250.92	$ 360,497
ACSIG Totals:		24,609	19,987	$ 1,528,891	$ 945,937	$ 38,899	$ 4,907	$ 6,403	$ 33,932	$ 4,605	$ 123,331	$ 2,686,906	$ 200,000.00	$ 2,886,906

ACSIG Rates:

NCR SIR to 1MM	$ 61.72	PER RF ADA	26/27 Indication
SAFER 74MM x 1MM	$ 47.33	PER ADA	26/27 Indication

ACSIG ex-mods:

NCR	173.76%	26/27 Actual
SAFER	104.37%	26/27 Actual

Base Rates:

Cyber	$ 1.9621		26/27 Indication
EDP	$ 0.2753	Per $100 TIV (EDP)	26/27 Indication
Crime	$ 0.3230	Per ADA	26/27 Indication
Equipment Breakdown	$ 0.0026	Per $100 TIV	26/27 Indication
Active Assailant	$ 0.2323	Per ADA	26/27 Indication

Assumptions / Notes

Risk Factor ADA - Determined Actuarily	EDP Renewal Flat
ADA -Last Keenan Count	Crime Renewal 10%
NCR rate up 20%	Equipment Breakdown Renewal 8%
SAFER rate up 30%	Loss Fund & Program Admin $ 200,000.00
Cyber Renewal Flat	Active Assailant 10%

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Executive Summary

To: ACSIG Board of Director
From: Jackie Kim
Date: May 21, 2026
Subject: Property & Liability Incentive Program 2026-27

Alameda County Schools Insurance Group for was established not only to pool resources to purchase coverage for its members but also to provide risk management programs and specialized services. In keeping with those principles, it shall be the policy of the JPA to establish a safety incentive program for its member district.

The purpose of this program is to increase safety awareness, proactive risk management and decreased property and liability losses throughout all membership. Additionally, the program is intended to recognize and incentivize member districts that demonstrate a strong commitment to workplace safety, less prevention, and continuous improvement in risk management practices. The Executive Committee discussed this program at the Strategic Planning Meeting.

The Executive Committee reviewed the incentive program in detail as its May 14, 2026 meeting. The Board will be asked to approve the Program.

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2026/27 SAFETY INCENTIVE PROGRAM POLICY

Alameda County Schools Insurance Group for was established not only to pool resources to purchase coverage for its members but also to provide risk management programs and specialized services. In keeping with those principles, it shall be the policy of the JPA to establish a safety incentive program for its member district.

The purpose of this program is to increase safety awareness and decreased property and liability losses throughout all membership.

Effective July 1, 2026, each member meeting one of the criteria below will be eligible to receive an incentive up to a maximum of $10,000 per program year for risk management related funds.

- Mandated Reporter: ($2,500)
  - Have 90% of staff complete their Mandated Reporter training
- Arbiter Registration: ($2,500)
  - Add/Expand Arbiter Registration services for at least one school site
- Quarterly Safety Committee or Risk Management Committee Engagement: ($2,000)
  - Hold a safety committee or risk management committee meeting on a quarterly basis
- Property & Liability File Reviews: ($1,000)
  - Schedule at least one P&L file review with PLCA claims team
- P&C Digest: ($1,000)
  - Forward at least 10-monthly P&C digest emails to all district management and cc:JPA staff for credit
- Attend ACSIG Lunch & Learn: ($1,000)
  - Send at least 2 staff members to ACSIG Lunch & Learn meetings

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Executive Summary

To: ACSIG Board of Directors
From: Jackie Kim
Date: May 21, 2026
Subj.: Budget 2026-2027

The proposed ACSIG budget is included in this packet for review. The Executive Director developed this budget using year-to-date (FY 2025-2026) data and updated estimates for FY 2026-2027 rates and cost.

The budget contains a list of major contracts/service providers, assumptions and calculations, and a detailed budget for each major program. This budget incorporates the $.23 WC rate reduction approved by the Executive Committee on February 12, 2026.

The Executive Director will present the budget with the Board. The Executive Committee reviewed the budget in detail at its May 14, 2026 meeting.

Alameda County Schools Insurance Group (ACSIG)
Consolidated
2026/2027 Budget

	Budget 2026/2027	Allocations	Change in Accruals	Budget 2026/2027	2025/26 Budget	2024/25 Actuals	2023/24 Actuals	2022/2023 Actuals	2021/2022 Actuals	2020/2021 Actuals
Audited - Beginning Net Position, as of 07/01/2025				$ 65,595,247						
Beginning Cash	$ 65,595,247				$ 65,101,029	$ 60,343,726	$ 57,044,507	$ 52,472,150	$ 50,578,716	$ 44,710,877
Operating Revenue:										
Premiums Paid by Members	$ 202,095,020	$ - -	$ - -	$ 202,095,020	196,536,692	194,691,133	188,486,694	177,306,476	165,005,608	161,037,627
Other Income	1,065,000	- -	- -	1,065,000	- -	- -	(129,940)	318	549,925	- -
Total Operating Revenue	203,160,020	- -	- -	203,160,020	196,536,692	194,691,133	188,356,754	177,306,794	165,555,533	161,037,627
Operating Expenditures:										
Classified Salaries	426,122	- -	- -	426,122	409,509	559,213	521,883	384,482	357,350	331,598
Statutory Benefits	63,918	- -	- -	63,918	61,426	(729)	68,028	47,360	36,941	28,746
Health & Welfare	71,750	- -	- -	71,750	70,750	79,354	56,875	48,750	47,125	65,039
Employer Tax Expense	8,529	- -	- -	8,529	6,980	10,701	8,746	5,917	5,347	5,219
Net Pension Expense	256,233	- -	- -	256,233	217,052	432,271	272,060	104,548	151,505	(202,608)
Telephone & Internet	9,200	- -	- -	9,200	9,500	8,927	8,873	5,563	6,523	6,453
Supplies Office	9,000	- -	- -	9,000	9,000	1,379	5,605	8,347	397	6,541
Supplies - Other	12,000	- -	- -	12,000	12,000	7,006	9,253	5,003	3,803	1,467
Eligibility Processing	350,000	- -	- -	350,000	280,000	236,132	235,791	226,419	219,791	210,615
Brokerage Fees-ACSIG	365,000	- -	- -	365,000	350,000	326,391	325,556	312,447	303,141	290,054
Brokerage Fees-Dental-MD	950,000	- -	- -	950,000	950,000	931,618	870,271	712,220	694,592	607,679
Travel and Conferences	10,000	- -	- -	10,000	15,000	2,914	14,890	9,376	5,043	2,842
Mileage	6,000	- -	- -	6,000	6,000	8,500	9,965	6,488	6,500	6,051
Dues & Memberships	5,500	- -	- -	5,500	9,000	3,625	2,700	7,680	685	2,185
Postage & Meter	4,400	- -	- -	4,400	7,000	1,907	2,808	2,059	2,458	6,230
Insurance Expense-PIPS&NCR	32,917,610	- -	- -	32,917,610	29,075,616	27,271,324	26,947,045	24,232,011	23,847,452	24,013,869
PIPS payroll adjustment	1,500,000	- -	- -	1,500,000	1,500,000	1,499,984	2,824,928	657,717	86,069	584,688
Utility - Operating-Rent	42,500	- -	- -	42,500	42,000	30,841	37,862	37,046	49,440	41,919
Contract Services - Actuarial	17,000	- -	- -	17,000	20,241	20,840	9,640	14,300	14,020	18,670
Contract Services - Claims Audit	16,100	- -	- -	16,100	- -	- -	16,100	- -	15,750	- -
Contract Services	11,000	- -	- -	11,000	25,585	- -	- -	- -	- -	- -
Audit Fees	20,500	- -	- -	20,500	20,000	15,400	15,125	14,850	14,575	14,300
Other Services/Operating Expenses	29,575	- -	- -	29,575	10,000	15,148	14,566	5,376	5,764	3,236
Capital Equipment/Depreciation	- -	- -	- -	- -	8,000	- -	- -	- -	595	592
Legal	5,000	- -	- -	5,000	5,000	- -	15,586	- -	- -	- -
Accounting Services	20,000	- -	- -	20,000	20,000	17,484	16,974	16,480	16,000	15,500
County Courier	2,000	- -	- -	2,000	1,900	1,726	1,639	1,513	4,163	- -
Shredding	1,560	- -	- -	1,560	1,500	1,670	1,062	1,242	227	651
Copier & Scanner	10,400	- -	- -	10,400	10,000	9,283	9,433	9,759	7,558	12,465
Claims Administration Services	109,000	- -	- -	109,000	115,000	88,123	126,355	104,469	118,870	139,411
Self-Insurance Fee	810,000	- -	- -	810,000	500,000	440,544	331,991	558,425	281,372	388,794
Claims Paid-WC	500,000	- -	- -	500,000	500,000	644,490	237,014	400,761	537,775	936,718
Claims Paid-PL	150,000	- -	- -	150,000	110,000	136,700	54,217	151,492	25,205	10,263
Physical Ability Testing	50,000	- -	- -	50,000	50,000	7,952	5,988	6,083	9,660	3,403
Training	29,000	- -	- -	29,000	29,000	- -	- -	- -	- -	- -
First-Aid Program	5,000	- -	- -	5,000	5,000	4,560	13,159	2,307	3,749	1,208
Risk Mgmt Prevention Program	331,500	- -	- -	331,500	260,000	292,500	227,500	74,708	97,500	27,610
EAP	135,000	- -	- -	135,000	180,000	136,051	138,842	165,508	162,038	119,315
Safety Inspection	23,000	- -	- -	23,000	22,000	13,600	- -	- -	12,819	12,819
Bank Charge & WC Penalty Reimb	11,000	- -	- -	11,000	6,000	9,909	16,605	2,243	- -	112
Cobra Premiums	250,000	- -	- -	250,000	300,000	138,070	148,158	186,045	218,392	268,395
Dental Insurance Premiums	155,473,633	- -	- -	155,473,633	153,148,550	151,133,633	146,756,528	138,206,038	131,487,423	123,344,909
Vision Insurance Premiums	9,812,800	- -	- -	9,812,800	8,756,800	8,742,093	7,846,740	7,551,360	6,304,171	5,022,017
Claim Development Expense	(202,205)	- -	- -	(202,205)	(385,000)	(756,007)	(1,272,369)	(1,158,832)	(2,989,709)	(992,480)
Other Expenses	355,000	- -	- -	355,000	- -	- -	83,700	182,870	651,600	- -
Total Operating Expenditures	204,983,625	- -	- -	204,983,625	196,750,408	192,525,125	187,037,692	173,310,430	162,823,679	155,356,495
Net Increase/(Decrease) from Operations	(1,823,605)	- -	- -	(1,823,605)	(213,716)	2,166,008	1,319,062	3,996,364	2,731,854	5,681,132
Non Operating Income/(Expense)										
Interest Income	757,072	- -	- -	757,072	707,934	1,805,609	906,453	885,440	526,679	498,283
Change in FMV	- -	- -	- -	- -		1,013,962	540,060	(225,155)	(2,305,443)	(343,866)
Realized Gain/(Loss)	- -	- -	- -	- -		(228,276)	533,646	(84,292)	940,339	32,290
GASB 68	- -	- -	- -	- -					- -	- -
Total Non Operating Income/(Expense)	757,072	- -	- -	757,072	707,934	2,591,295	1,980,159	575,993	(838,425)	186,707
Ending Cash	$ 64,528,714	- -								
Net Increase/(Decrease) in Net Position		$ - -	$ - -	$ (1,066,533)	494,218	4,757,303	3,299,221	4,572,357	1,893,429	5,867,839
				$ 64,528,714	65,595,247	65,101,029	60,343,728	57,044,507	52,472,145	50,578,716

Alameda County Schools Insurance Group (ACSIG)
Workers' Compensation
2026/2027 Budget

	Budget 2026/2027	Allocations	Change in Accruals	Budget 2026/2027	2025/26 Budget	2024/25 Actuals	2023/24 Actuals	2022/2023 Actuals	2021/2022 Actuals	2020/2021 Actuals
Audited - Beginning Net Position, as of 07/01/2025				$ 39,844,119						
Beginning Cash and Investments	$ 39,844,119				$ 39,900,240	$ 36,420,196	$ 34,595,482	$ 35,389,069	$ 32,362,967	$ 29,351,572
Operating Revenue:										
Premiums Paid by Members	$ 30,183,745	$ - -	$ - -	$ 30,183,745	28,024,876	28,615,294	28,057,017	22,060,954	23,053,472	25,917,135
Other Income	1,065,000	- -	- -	1,065,000	- -	- -	- -	318	549,925	- -
Total Operating Revenue	31,248,745	- -	- -	31,248,745	28,024,876	28,615,294	28,057,017	22,061,272	23,603,397	25,917,135
Operating Expenditures:										
Classified Salaries	95,595	- -	- -	95,595	91,868	136,799	126,600	87,930	82,294	77,693
Statutory Benefits	14,339	- -	- -	14,339	13,780	2,193	18,021	10,598	8,506	9,279
Health & Welfare	13,300	- -	- -	13,300	13,000	15,698	10,238	7,800	7,313	19,512
Employer Tax Expense	1,854	- -	- -	1,854	1,507	2,527	2,091	1,278	1,144	1,151
Net Pension Expense	67,004	- -	- -	67,004	56,440	108,891	74,319	27,410	45,451	(45,843)
Telephone & Internet	920	- -	- -	920	950	1,339	1,331	834	978	968
Supplies Office	900	- -	- -	900	900	207	841	1,252	60	981
Supplies - Other	1,200	- -	- -	1,200	1,200	1,051	1,388	750	571	220
Brokerage Fees-Dental-ACSIG	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-MD	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Travel and Conferences	1,000	- -	- -	1,000	1,500	437	2,233	1,406	756	426
Mileage	600	- -	- -	600	600	1,275	1,495	973	975	908
Dues & Memberships	550	- -	- -	550	900	544	405	1,152	103	328
Postage & Meter	150	- -	- -	150	280	95	140	103	123	311
Insurance Expense-PIPS	29,517,946	- -	- -	29,517,946	25,706,100	24,378,001	24,596,271	22,134,268	21,859,934	22,078,042
PIPS Contribution Adjustmert	1,500,000	- -	- -	1,500,000	1,500,000	1,499,984	2,824,928	657,717	86,069	584,688
Utility - Rent	4,250	- -	- -	4,250	4,200	3,084	3,787	3,705	4,945	6,288
Contract Services - Actuarial	12,000	- -	- -	12,000	12,000	10,040	9,640	9,300	8,970	8,770
Contract Services - Claims Audit	16,100	- -	- -	16,100	- -	- -	16,100	- -	15,750	- -
Contract Services	- -	- -	- -	- -	2,483	- -	- -	- -	- -	- -
Audit Fees	2,050	- -	- -	2,050	2,000	2,310	2,269	2,228	2,186	2,145
Other Services/Operating Expenses	2,958	- -	- -	2,958	1,000	2,272	2,185	806	865	485
Capital Equipment/Depreciation	- -	- -	- -	- -	800	- -	- -	- -	- -	- -
Legal	500	- -	- -	500	500	- -	2,338	- -	- -	- -
Accounting Services	2,000	- -	- -	2,000	2,000	2,623	2,546	2,472	2,400	2,325
County Courier	200	- -	- -	200	200	259	246	227	624	- -
Shredding	45	- -	- -	45	150	250	160	186	34	98
Copier & Scanner	300	- -	- -	300	400	464	472	488	378	623
Claims Administration Services	83,000	- -	- -	83,000	85,000	63,750	106,534	92,400	106,400	135,000
Self-Insurance Fee	810,000	- -	- -	810,000	500,000	440,544	331,991	558,425	281,372	388,794
Claims Paid-WC	500,000	- -	- -	500,000	500,000	644,490	237,014	400,761	537,775	936,718
Claims Paid-PL	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Physical Abilities Testing	50,000	- -	- -	50,000	50,000	7,952	5,988	6,083	9,660	3,403
Training	10,000	- -	- -	10,000	10,000	- -	- -	- -	- -	- -
First-Aid Program	5,000	- -	- -	5,000	5,000	4,560	13,159	2,307	3,749	1,208
Risk Management Prevention Program	331,500	- -	- -	331,500	260,000	292,500	227,500	74,708	97,500	27,610
EAP Program	135,000	- -	- -	135,000	180,000	136,051	138,842	165,508	162,038	119,315
Bank Charge & WC Penalty Reimb	1,000	- -	- -	1,000	1,000	- -	10,248	- -	- -	- -
Cobra Premiums	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Dental Insurance Premiums	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Vision Insurance Premiums	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Claim Development Expense	(314,867)	- -	- -	(314,867)	(500,000)	(912,191)	(1,246,830)	(1,033,262)	(3,054,012)	(1,305,544)
PIPS Incentive Program	355,000	- -	- -	355,000	- -	- -	- -	- -	- -	- -
Total Operating Expenditures	33,221,394	- -	- -	33,221,394	28,505,758	26,847,998	27,524,490	23,219,813	20,274,911	23,055,902
Net Increase/(Decrease) from Operations	(1,972,649)	- -	- -	(1,972,649)	(480,882)	1,767,296	532,527	(1,158,541)	3,328,486	2,861,233
Non Operating Income/(Expense)										
Interest Income	454,243	- -	- -	454,243	424,761	1,121,163	483,737	597,952	402,626	363,284
Change in FMV	- -	- -	- -	- -	- -	763,466	406,640	(169,531)	(1,413,042)	(235,208)
Realized Gain/(Loss)	- -	- -	- -	- -	- -	(171,881)	401,810	(63,467)	708,031	22,087
GASB 68	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Interfund Transfer	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Total Non Operating Income/(Expense)	454,243	$ - -	$ - -	454,243	424,761	1,712,748	1,292,187	364,954	(302,385)	150,163
Ending Cash	$ 38,325,713									
Net Increase/(Decrease) in Net Position				(1,518,406)	(56,121)	3,480,044	1,824,714	(793,587)	3,026,101	3,011,396
				$ 38,325,713	39,844,119	39,900,240	36,420,196	34,595,482	35,389,068	32,362,968

Alameda County Schools Insurance Group (ACSIG)
Dental
2026/2027 Budget

	Budget 2026/2027	Allocations	Change in Accruals	Budget 2026/2027	2025/26 Budget	2024/25 Actuals	2023/24 Actuals	2022/2023 Actuals	2021/2022 Actuals	2020/2021 Actuals
Audited - Beginning Net Position, as of 07/01/2025				$ 18,936,534						
Beginning Cash and Investments	$ 18,936,534				$ 18,575,400	$ 18,233,975	$ 18,290,587	$ 13,307,986	$ 14,373,978	$ 11,924,643
Operating Revenue:										
Premiums Paid by Members	$ 157,818,795	$ - -	$ - -	$ 157,818,795	$155,880,000	$153,478,795	$ 148,759,075	$ 144,699,773	$133,236,138	$127,610,386
Rebate	- -	- -	- -	- -	- -	- -	(129,940)	- -	- -	- -
Total Operating Revenue	157,818,795	- -	- -	157,818,795	155,880,000	153,478,795	148,629,135	144,699,773	133,236,138	127,610,386
Operating Expenditures:										
Classified Salaries	259,191	- -	- -	259,191	253,376	328,198	307,929	235,269	217,812	199,873
Statutory Benefits	38,879	- -	- -	38,879	38,006	(4,150)	37,626	29,178	22,427	13,471
Health & Welfare	47,625	- -	- -	47,625	48,300	52,418	39,163	35,100	34,288	32,519
Employer Tax Expense	5,272	- -	- -	5,272	4,412	6,424	5,209	3,738	3,396	3,259
Net Pension Expense	142,232	- -	- -	142,232	122,140	248,682	147,460	58,462	75,752	(124,689)
Telephone & Internet	6,900	- -	- -	6,900	7,125	6,249	6,211	3,894	4,566	4,517
Supplies Office	6,750	- -	- -	6,750	6,750	965	3,924	5,843	278	4,579
Supplies - Other	9,000	- -	- -	9,000	9,000	4,904	6,477	3,502	2,662	1,027
Eligibility Processing	350,000	- -	- -	350,000	280,000	236,132	235,791	226,419	219,791	210,615
Brokerage Fees-Dental-ACSIG	328,500	- -	- -	328,500	350,000	326,391	325,556	312,447	303,141	290,054
Brokerage Fees-Dental-MD	855,000	- -	- -	855,000	950,000	931,618	870,271	712,220	694,592	607,679
Travel and Conferences	7,500	- -	- -	7,500	11,250	2,040	10,423	6,563	3,530	1,989
Mileage	4,500	- -	- -	4,500	4,500	5,950	6,975	4,541	4,550	4,235
Dues & Memberships	4,125	- -	- -	4,125	6,750	2,538	1,890	5,376	480	1,530
Postage & Meter	3,950	- -	- -	3,950	6,300	1,717	2,528	1,853	2,212	5,608
Insurance Expense	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Net, Operating-Rent	31,875	- -	- -	31,875	31,500	23,131	28,397	27,784	37,080	29,344
Contract Services - Actuarial	5,000	- -	- -	5,000	- -	5,000		4,000	- -	3,500
Contract Services - PL - Investigation	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Contract Services	- -	- -	- -	- -	18,619	- -	- -	- -	- -	- -
Audit Fees	15,375	- -	- -	15,375	15,000	10,780	10,588	10,395	10,203	10,010
Other Services/Operating Expenses	22,181	- -	- -	22,181	7,500	10,603	10,196	3,763	4,035	2,265
Capital Equipment/Depreciation	- -	- -	- -	- -	6,000	- -	- -	- -	- -	- -
Legal	3,750	- -	- -	3,750	3,750	- -	10,910	- -	- -	- -
Accounting Services	15,000	- -	- -	15,000	15,000	12,239	11,882	11,536	11,200	10,850
County Courier	1,500	- -	- -	1,500	1,500	1,208	1,147	1,059	2,914	- -
Shredding	1,245	- -	- -	1,245	1,125	1,169	746	869	159	456
Copier & Scanner	8,300	- -	- -	8,300	9,000	8,355	8,489	8,783	6,802	11,219
Claims Administration Services	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Self-Insurance Fee	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Claims Paid-WC	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Claims Paid-PL	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Physical Abilities Testing	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Training	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
First-Aid Program	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Food Service Training	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Special Ed Training	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Bank Charge	8,000	- -	- -	8,000	5,000	9,909	6,357	2,243	- -	112
Cobra Premiums	250,000	- -	- -	250,000	300,000	138,070	148,158	186,045	218,392	268,395
Dental Insurance Premiums	155,473,633	- -	- -	155,473,633	153,148,550	151,133,633	146,756,528	138,206,038	131,487,423	123,344,909
Vision Insurance Premiums	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Claim Development Expense	- -	- -	- -	- -	- -	129,000	- -	(388,000)	- -	227,000
Prefund Deposit	- -	- -	- -	- -	- -	- -	73,500	100,000	465,500	- -
Total Operating Expenditures	157,905,284	- -	- -	157,905,284	155,660,453	153,633,173	149,074,331	139,818,920	133,833,185	125,164,326
Net Increase/(Decrease) from Operations	(86,489)	- -	- -	(86,489)	219,547	(154,378)	(445,196)	4,880,853	(597,047)	2,446,060
Non Operating Income/(Expense)										
Interest Income	151,414	- -	- -	151,414	141,587	333,130	166,277	165,818	84,270	85,787
Change in FMV	- -	- -	- -	- -	- -	209,938	111,818	(46,618)	(747,910)	(91,065)
Realized Gain/(Loss)	- -	- -	- -	- -	- -	(47,265)	110,489	(17,452)	194,694	8,551
GASB 68										
Interfund Transfer & YE Close Oper	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Total Non Operating Income/(Expense)	151,414	$ - -	$ - -	151,414	141,587	495,803	388,584	101,748	(468,946)	3,273
Ending Cash	$ 19,001,460									
Net Increase/(Decrease) in Net Position				64,926	361,134	341,425	(56,612)	4,982,601	(1,065,993)	2,449,333
				$ 19,001,460	18,936,534	18,575,400	18,233,975	18,290,587	13,307,985	14,373,976

Alameda County Schools Insurance Group (ACSIG)
Vision
2026/2027 Budget

	Budget 2026/2027	Allocations	Change in Accruals	Budget 2026/2027	2025/26 Budget	2024/25 Actuals	2023/24 Actuals	2022/2023 Actuals	2021/2022 Actuals	2020/2021 Actuals
Audited - Beginning Net Position, as of 07/01/2025				$ 5,146,513						
Beginning Cash and Investments	$ 5,146,513				$ 4,945,720	$ 4,351,947	$ 3,366,948	$ 3,179,847	$ 3,171,366	$3,112,862
Operating Revenue:										
Premiums Paid by Members	$ 10,228,824	$ - -	$ - -	$ 10,228,824	8,960,300	9,172,824	8,786,419	7,989,687	6,640,269	5,158,675
Other Income	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Total Operating Revenue	10,228,824	- -	- -	10,228,824	8,960,300	9,172,824	8,786,419	7,989,687	6,640,269	5,158,675
Operating Expenditures:										
Classified Salaries	37,900	- -	- -	37,900	27,604	51,634	48,108	34,636	32,198	30,370
Statutory Benefits	5,685	- -	- -	5,685	4,141	262	6,743	4,573	3,512	2,712
Health & Welfare	6,000	- -	- -	6,000	3,550	6,777	4,713	3,900	3,738	6,504
Employer Tax Expense	750	- -	- -	750	445	974	802	522	469	468
Net Pension Expense	24,181	- -	- -	24,181	17,968	40,510	26,249	9,939	15,150	(18,311)
Telephone & Internet	920	- -	- -	920	950	893	887	556	652	645
Supplies Office	900	- -	- -	900	900	138	561	835	40	654
Supplies - Other	1,200	- -	- -	1,200	1,200	701	925	500	380	147
Eligibility Processing	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Brokerage Fees-Vision-ACSIG	36,500	- -	- -	36,500	- -	- -	- -	- -	- -	- -
Brokerage Fees-Vision-MD	95,000	- -	- -	95,000	- -	- -	- -	- -	- -	- -
Travel and Conferences	1,000	- -	- -	1,000	1,500	291	1,489	938	504	284
Mileage	600	- -	- -	600	600	850	996	649	650	605
Dues & Memberships	550	- -	- -	550	900	363	270	768	69	219
Postage & Meter	150	- -	- -	150	210	95	140	103	123	311
Insurance Expense	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Utility - Operating-Rent	4,250	- -	- -	4,250	4,200	3,084	3,787	3,705	4,945	4,192
Contract Services - Actuarial	3,000	- -	- -	3,000		- -		1,000	- -	1,500
Contract Services - Claims	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Contract Services	- -	- -	- -	- -	2,483	- -	- -	- -	- -	- -
Audit Fees	2,050	- -	- -	2,050	2,000	1,540	1,513	1,485	1,458	1,430
Other Services/Operating Expenses	2,958	- -	- -	2,958	1,000	1,515	1,457	538	576	324
Capital Equipment/Depreciation	- -	- -	- -	- -	800	- -	- -	- -	- -	- -
Legal	500	- -	- -	500	500	- -	1,559	- -	- -	- -
Accounting Services	2,000	- -	- -	2,000	2,000	1,748	1,697	1,648	1,600	1,550
County Courier	200	- -	- -	200	100	173	164	151	416	- -
Shredding	225	- -	- -	225	150	167	107	124	23	65
Copier & Scanner	1,500	- -	- -	1,500	300	464	472	488	378	623
Claims Administration Services	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Self-Insurance Fee	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Claims Paid-WC	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Claims Paid-PL	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Physical Abilities Testing	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Training	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
First-Aid Program	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Food Service Training	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Special Ed Training	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Bank Charge	2,000	- -	- -	2,000	- -	- -	- -	- -	- -	- -
Cobra Premiums	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Dental Insurance Premiums	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Vision Insurance Premiums	9,812,800		- -	9,812,800	8,756,800	8,742,093	7,846,740	7,551,360	6,304,171	5,022,017
Claim Development Expense	- -	- -	- -	- -	- -	(57,000)	- -	154,000	- -	69,000
Prefund Deposit	- -	- -	- -	- -	- -	- -	10,200	82,870	186,100	- -
Total Operating Expenditures	10,042,819	- -	- -	10,042,819	8,830,300	8,797,272	7,959,579	7,855,288	6,557,152	5,125,309
Net Increase/(Decrease) from Operations	186,005	- -	- -	186,005	130,000	375,552	826,840	134,399	83,117	33,366
Non Operating Income/(Expense)										
Interest Income	75,707			75,707	70,793	186,793	115,210	65,081	32,240	41,079
Change in FMV	- -	- -	- -	- -	- -	40,558	21,602	(9,006)	(144,491)	(17,593)
Realized Gain/(Loss)	- -	- -	- -	- -	- -	(9,130)	21,347	(3,373)	37,614	1,652
GASB 68	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Interfund Transfer	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Total Non Operating Income/(Expense)	75,707	$ - -	$ - -	75,707	70,793	218,221	158,159	52,702	(74,637)	25,138
Ending Cash	$ 5,408,225									
Net Increase/(Decrease) in Net Position				261,712	200,793	593,773	984,999	187,101	8,480	58,504
				$ 5,408,225	5,146,513	4,945,720	4,351,947	3,366,948	3,179,846	3,171,366

Alameda County Schools Insurance Group (ACSIG)
Property and Liability
2026/2027 Budget

	Budget 2026/2027	Allocations	Change in Accruals	Budget 2026/2027	2025/26 Budget	2024/25 Actuals	2023/24 Actuals	2022/2023 Actuals	2021/2022 Actuals	2020/2021 Actuals
Audited - Beginning Net Position, as of 07/01/2025				$ 1,673,412						
Beginning Cash and Investments	$ 1,673,412				$ 1,685,000	$ 1,342,939	$ 796,819	$ 600,577	$ 675,143	$ 325,945
Operating Revenue:										
Premiums Paid by Members	$ 3,863,656	$ - -	$ - -	$ 3,863,656	3,671,516	3,424,220	2,884,183	2,556,062	2,075,729	2,351,431
Other Income	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Total Operating Revenue	3,863,656	- -	- -	3,863,656	3,671,516	3,424,220	2,884,183	2,556,062	2,075,729	2,351,431
Operating Expenditures:										
Classified Salaries	33,436	- -	- -	33,436	36,661	42,582	39,246	26,647	25,046	23,662
Statutory Benefits	5,015	- -	- -	5,015	5,499	966	5,638	3,011	2,496	3,284
Health & Welfare	4,825	- -	- -	4,825	5,900	4,461	2,761	1,950	1,786	6,504
Employer Tax Expense	652	- -	- -	652	616	776	644	379	338	341
Net Pension Expense	22,815	- -	- -	22,815	20,504	34,188	24,032	8,737	15,152	(13,765)
Telephone & Internet	460	- -	- -	460	475	446	444	279	327	323
Supplies Office	450	- -	- -	450	450	69	279	417	19	327
Supplies - Other	600	- -	- -	600	600	350	463	251	190	73
Eligibility Processing	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-ACSIG	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-MD	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Travel and Conferences	500	- -	- -	500	750	146	745	469	253	143
Mileage	300	- -	- -	300	300	425	499	325	325	303
Dues & Memberships	275	- -	- -	275	450	180	135	384	33	108
Postage & Meter	150	- -	- -	150	210	- -	- -	- -	- -	- -
Insurance Expense-NCR	3,399,664	- -	- -	3,399,664	3,369,516	2,893,323	2,350,774	2,097,743	1,987,518	1,935,827
Utility - Operating-Rent	2,125	- -	- -	2,125	2,100	1,542	1,891	1,852	2,470	2,095
Contract Services - Actuarial	8,000	- -	- -	8,000	8,241	5,800	- -	- -	5,050	4,900
Contract Services - Claims	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Contract Services	- -	- -	- -	- -	2,000	- -	- -	- -	- -	- -
Audit Fees	1,025	- -	- -	1,025	1,000	770	755	742	728	715
Other Services/Operating Expenses	1,479	- -	- -	1,479	500	758	728	269	288	162
Capital Equipment/Depreciation	- -	- -	- -	- -	400	- -	- -	- -	- -	- -
Legal	250	- -	- -	250	250	- -	779	- -	- -	- -
Accounting Services	1,000	- -	- -	1,000	1,000	874	849	824	800	775
County Courier	100	- -	- -	100	100	86	82	76	209	- -
Shredding	45	- -	- -	45	75	84	49	63	11	32
Copier & Scanner	300	- -	- -	300	300	- -	- -	- -	- -	- -
Claims Administration Services	26,000	- -	- -	26,000	30,000	24,373	19,821	12,069	12,470	4,411
Self-Insurance Fee	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Claims Paid - WC	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Claims Paid - PL	150,000	- -	- -	150,000	110,000	136,700	54,217	151,492	25,205	10,263
Safety Inspection	23,000	- -	- -	23,000	22,000	13,600	- -	- -	12,819	12,819
Training	19,000	- -	- -	19,000	19,000	- -	- -	- -	- -	- -
First-Aid Program	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Food Service Training	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Special Ed Training	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Bank Charge	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Cobra Premiums	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Dental Insurance Premiums	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Vision Insurance Premiums	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Claim Development Expense	112,662	- -	- -	112,662	115,000	84,184	(25,539)	108,430	64,303	17,064
Others	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Total Operating Expenditures	3,814,129	- -	- -	3,814,129	3,753,897	3,246,683	2,479,292	2,416,409	2,157,836	2,010,366
Net Increase/(Decrease) from Operations	49,527	- -	- -	49,527	(82,381)	177,537	404,891	139,653	(82,107)	341,065
Non Operating Income/(Expense)										
Interest Income	75,707	- -	- -	75,707	70,793	164,524	141,229	56,589	7,543	8,133
Change in FMV	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Realized Gain/(Loss)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
GASB 68						- -	- -	- -	- -	- -
Interfund Transfer	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Total Non Operating Income/(Expense)	75,707	$ - -	$ - -	75,707	70,793	164,524	141,229	56,589	7,543	8,133
Ending Cash	$ 1,798,647									
Net Increase/(Decrease) in Net Position				125,235	(11,588)	342,061	546,120	196,242	(74,564)	349,198
				$ 1,798,647	1,673,412	1,685,000	1,342,939	796,819	600,579	675,143

Alameda County Schools Insurance Group (ACSIG)
Operations
2026/2027 Budget

	Cash Activity 2026/2027	Allocations	Change in Accruals	Balance Year to Date	2025/26 Budget	2024/25 Budget
Audited - Beginning Net Position, as of 07/01/2025				$ - -		
Beginning Cash and Investments	$ - -				$ - -	$ - -
Operating Revenue:						
Offset to Rent - Sub Lease	$ - -	$ - -	$ - -	$ - -	$ - -	$ - -
Other Income	- -	- -	- -	- -	- -	- -
Total Operating Revenue	- -	- -	- -	- -	- -	- -
Operating Expenditures:						
Classified Salaries	- -	- -	- -	- -	- -	- -
Statutory Benefits	- -	- -	- -	- -	- -	- -
Health & Welfare	- -	- -	- -	- -	- -	- -
Employer Tax Expense	- -	- -	- -	- -	- -	- -
Telephone & Internet	- -	- -	- -	- -	- -	- -
Supplies Office	- -	- -	- -	- -	- -	
Supplies - Other	- -	- -	- -	- -	- -	
Eligibility Processing	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-ACSIG	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-MD	- -	- -	- -	- -	- -	- -
Travel and Conferences	- -	- -	- -	- -	- -	- -
Mileage	- -	- -	- -	- -	- -	- -
Dues & Memberships	- -	- -	- -	- -	- -	- -
Postage & Meter	- -	- -	- -	- -	- -	- -
Insurance Expense	- -	- -	- -	- -	- -	- -
Utility - Operating-Rent	- -	- -	- -	- -	- -	- -
Advertising	- -	- -	- -	- -	- -	- -
Contract Services - Actuarial	- -	- -	- -	- -	- -	- -
Contract Services -PL-Investigation	- -	- -	- -	- -	- -	- -
Contract Services-PL-Legal	- -	- -	- -	- -	- -	- -
Audit Fees	- -	- -	- -	- -	- -	- -
Other Services/Operating Expenses	- -	- -	- -	- -	- -	- -
Capital Equipment/Depreciation	- -	- -	- -	- -	- -	
Legal	- -	- -	- -	- -	- -	
Accounting Services	- -	- -	- -	- -	- -	
County Courier	- -	- -	- -	- -	- -	
Shredding	- -	- -	- -	- -	- -	- -
Copier & Scanner	- -	- -	- -	- -	- -	- -
Claims Administration Services	- -	- -	- -	- -	- -	- -
Self-Insurance Fee	- -	- -	- -	- -	- -	- -
Claims Paid-WC	- -	- -	- -	- -	- -	- -
Claims Paid-PL	- -	- -	- -	- -	- -	- -
Physical Abilities Testing	- -	- -	- -	- -	- -	- -
Training	- -	- -	- -	- -	- -	- -
First-Aid Program	- -	- -	- -	- -	- -	- -
Food Service Training	- -	- -	- -	- -	- -	- -
Special Ed Training	- -	- -	- -	- -	- -	- -
Bank Charge & WC Penalty Reimb	- -	- -	- -	- -	- -	- -
Cobra Premiums	- -	- -	- -	- -	- -	- -
Dental Insurance Premiums	- -	- -	- -	- -	- -	- -
Insurance - Vision	- -	- -	- -	- -	- -	- -
Claim Development Expense	- -	- -	- -	- -	- -	- -
Prior Year Adjustment	- -	- -	- -	- -	- -	- -
Total Operating Expenditures	- -	- -	- -	- -	- -	- -
Net Increase/(Decrease) from Operations	- -	- -	- -	- -	- -	- -
Non Operating Income/(Expense)						
Interest Income	- -	- -	- -	- -	- -	- -
Change in FMV	- -	- -	- -	- -	- -	- -
Realized Gain/(Loss)	- -	- -	- -	- -	- -	- -
Interfund Transfer & YE Close	- -	- -	- -	- -	- -	- -
Total Non Operating Income/(Expense)	- -	$ - -	$ - -	- -	- -	- -
Ending Cash	$ - -					
Net Increase/(Decrease) in Net Position				- -	- -	- -
				$ - -	$ - -	$ - -

	Name	Classification	Salary	Health Coverage	Statutory Benefits	Employer Tax Expense	CalPers Liability
ACSIG Staff							
	Jackie Kim	Executive Director	$ 287,235	$ 23,500.00	$ 43,085.20	$ 5,496.47	$ 87,893.82
	Fund Contribution %	50% From Dental Fund	$ 143,617	$ 11,750.00	$ 21,542.60	$ 2,748.24	$ 43,946.91
		30% From WC	$ 86,170	$ 7,050.00	$ 12,925.56	$ 1,648.94	$ 26,368.15
		10% From Vision	$ 28,723	$ 2,350.00	$ 4,308.52	$ 549.65	$ 8,789.38
		10% From P&L	$ 28,723	$ 2,350.00	$ 4,308.52	$ 549.65	$ 8,789.38
	Celina Flotte	Executive Assistant	$ 94,246	$ 23,500.00	$ 14,136.96	$ 2,053.48	$ 28,839.40
	Fund Contribution %	80% From Dental Fund	$ 75,397	$ 18,800.00	$ 11,309.57	$ 1,642.79	$ 23,071.52
		10% From WC	$ 9,425	$ 2,350.00	$ 1,413.70	$ 205.35	$ 2,883.94
		5% From Vision	$ 4,712	$ 1,175.00	$ 706.85	$ 102.67	$ 1,441.97
		5% From P&L	$ 4,712	$ 1,175.00	$ 706.85	$ 102.67	$ 1,441.97
	Amy Perry	Claims Assistant	$ 44,641	$ 11,750.00	$ 6,696.10	$ 979.24	$ 13,660.05
	Fund Contribution %	90% Dental (COBRA)	$ 40,177	$ 10,575.00	$ 6,026.49	$ 881.31	$ 12,294.04
		10% From Vision	$ 4,464	$ 1,175.00	$ 669.61	$ 97.92	$ 1,366.00
Retirees							
	Kimberly Dennis	Retiree	$ -	$ 13,000.00	$ -	$ -	$ -
	Fund Contribution %	50% From Dental Fund		$ 6,500.00			
		30% From WC		$ 3,900.00			
		10% From Vision		$ 1,300.00			
		10% From P&L		$ 1,300.00			
	PERS Unfunded Liab.	Misc.					$ -
	PERS Unfunded Liab.	Misc. PEPRA					$ 125,840.00
	Payment % by Fund	50% From Dental Fund					$ 62,920.00
		30% From WC					$ 37,752.00
		10% From Vision					$ 12,584.00
		10% From P&L					$ 12,584.00

Fund / Type	Personnel Totals				
	Salary	Health Coverage	Statutory Benefits	Employer Tax Expense	CalPers Liability
Dental	$ 259,191.08	$ 47,625.00	$ 38,878.66	$ 5,272.33	$ 142,232.47
WC	$ 95,595.05	$ 13,300.00	$ 14,339.26	$ 1,854.29	$ 67,004.09
Vision	$ 37,899.86	$ 6,000.00	$ 5,684.98	$ 750.24	$ 24,181.36
P&L	$ 33,435.79	$ 4,825.00	$ 5,015.37	$ 652.32	$ 22,815.35

Expense Catagories

Default Apportionment	WC	Dental	Vision	P&L
	10%	75%	10%	5%

Telephone & Internet	$ 9,200.00		$ 920	$ 6,900	$ 920	$ 460
Supplies Office	$ 9,000.00		$ 900	$ 6,750	$ 900	$ 450
Supplies - Other	$ 12,000.00		$ 1,200	$ 9,000	$ 1,200	$ 600
Eligibility Processing	$ 350,000.00	100% Dental	$ -	$ 350,000	$ -	$ -
Brokerage Fees-ACSIG	$ 365,000.00	90% Dental	$ -	$ 328,500	$ 36,500	$ -
Brokerage Fees-MD	$ 950,000.00	90% Dental	$ -	$ 855,000	$ 95,000	$ -
Travel and Conferences	$ 10,000.00		$ 1,000	$ 7,500	$ 1,000	$ 500
Mileage	$ 6,000.00		$ 600	$ 4,500	$ 600	$ 300
Dues & Memberships	$ 5,500.00		$ 550	$ 4,125	$ 550	$ 275
Postage & Meter	$ 5,000.00	3%, 83%, 15%, 3%	$ 150	$ 3,950	$ 750	$ 150
PIPS payroll adjustment	$ 1,500,000.00	100% WC	$ 1,500,000	$ -	$ -	$ -
Utility - Operating-Rent	$ 42,500.00		$ 4,250	$ 31,875	$ 4,250	$ 2,125
Self-Insurance Fee	$ 810,000.00	100% WC	$ 810,000	$ -	$ -	$ -
Other Services/Operating Expenses	$ 21,825.00		$ 2,183	$ 16,369	$ 2,183	$ 1,091
Contract Services - Vision Actuarial	$ 3,000.00	100% Vision	$ -	$ -	$ 3,000	$ -
Contract Services - Dental Actuarial	$ 5,000.00	100% Dental	$ -	$ 5,000	$ -	$ -
Contract Services - WC Actuarial	$ 12,000.00	100% WC	$ 12,000	$ -	$ -	$ -
Contract Services - P&L Actuarial	$ 8,000.00	100% P&L	$ -	$ -	$ -	$ 8,000
Contract Services - WC Claims Audit	$ 16,100.00	100% WC	$ 16,100	$ -	$ -	$ -
Contract Services - PL - Investigation	$ -	100% P&L	$ -	$ -	$ -	$ -
Contract Services - PL - Legal	$ -	100% P&L	$ -	$ -	$ -	$ -
Contract Services - RASP	$ 19,000.00	100% P&L				$ 19,000
Audit Fees	$ 20,500.00		$ 2,050	$ 15,375	$ 2,050	$ 1,025
Repairs and Maintenance	$ -		$ -	$ -	$ -	$ -
Training	$ 10,000.00	100% WC	$ 10,000	$ -	$ -	$ -
Legal	$ 5,000.00		$ 500	$ 3,750	$ 500	$ 250
Accounting Services	$ 20,000.00		$ 2,000	$ 15,000	$ 2,000	$ 1,000
Courier Services	$ 2,000.00		$ 200	$ 1,500	$ 200	$ 100
Shredding	$ 1,500.00	3%, 83%, 15%, 3%	$ 45	$ 1,245	$ 225	$ 45
Copier & Scanner	$ 10,000.00	3%, 83%, 15%, 3%	$ 300	$ 8,300	$ 1,500	$ 300
Claims Administration Services - PL	$ 26,000.00	100% P&L	$ -	$ -	$ -	$ 26,000
Claims Administration Services - WC	$ 83,000.00	100% WC	$ 83,000	$ -	$ -	$ -
Safety Inspections	$ 23,000.00	100% P&L	$ -	$ -	$ -	$ 23,000
Physical Ability Testing	$ 50,000.00	100% WC	$ 50,000	$ -	$ -	$ -
Shoe Program	$ 331,500.00	100% WC	$ 331,500	$ -	$ -	$ -
EAP Program	$ 135,000.00	100% WC	$ 135,000	$ -	$ -	$ -
First-Aid Program	$ 5,000.00	100% WC	$ 5,000	$ -	$ -	$ -
Accreditation	$ 7,750.00		$ 775	$ 5,813	$ 775	$ 388

Total Other Expenses	WC	Dental	Vision	PL
$ 4,889,375.00	$ 2,970,223	$ 1,680,451	$ 154,103	$ 85,059

Investment Income - Morgan Stanley

Amount under Management	Estimated Returns	60%, 20%, 10%, 10%	WC	Dental	Vision	PL
$ 30,282,873.00	$ 757,071.83		$ 454,243	$ 151,414	$ 75,707	$ 75,707

Estimated Growth
2.50%

Misc. Assumptions

Public Agency Required Employer Contru https://www.calpers.ca.gov/page/employers/actuarial-resources/employer-contributions/public-agency-contributions
CalPers Liablity calculated at 30.6% https://www.calpers.ca.gov/employers/policies-and-procedures/circular-letters/200-049-25
Estimated COLA: 2.41%
WC self-insurance fee flat by DIR
Non-health benefits @ 15%
EAP enhancements

Contracts / Service Providers		Fiscal Year			
Vendor	Services Type	23/24	24/25	25/26	26/27
ACOE - Poney Mail	Courier	$ 2,800	$ 3,200	$ 2,000	$ 2,000
Bay Actuarial	WC Actuary	$ 10,000	$ 12,000	$ 12,000	$ 12,000
Bay Actuarial	PL Actuary	$ 7,500	$ 8,500	$ 7,000	$ 8,000
Healthcare Actuaries	Dental Actuary	$ -	$ 5,000	$ -	$ 5,000
Healthcare Actuaries	Vision Actuary	$ -	$ 3,000	$ -	$ 3,000
Keenan	PL claims handling (PLCA)	$ 20,000	$ 22,000	$ 25,000	$ 26,000
Keenan	WC runoff claims handling	$ 87,000	$ 85,000	$ 85,000	$ 83,000
Keenan	RASP	$ -	$ -	$ 19,000	$ 19,000
Sharp	Copier	$ 10,000	$ 10,000	$ 10,000	$ 10,000
Keenan	SETECH	$ 17,000	$ 20,000	$ 20,000	$ 20,000
Shred-It	Secure Shreading	$ 1,500	$ 1,500	$ 1,500	$ 1,500
Pitney Bowes	Postage Machine	$ 3,500	$ 3,500	$ 3,500	$ 5,000
CMS	Phone	$ 1,500	$ 2,000	$ 2,000	$ 2,000
N/A	Website	$ 1,000	$ 1,500	$ 1,500	$ 5,000
Keenan	Loss Control - Safety Ins.	$ 20,000	$ 22,000	$ 22,000	$ 23,000
Newfront	WC Claims Audit	$ 16,100	$ -	$ -	$ 16,100
Christy White	Audit	$ 23,000	$ 23,275	$ 20,000	$ 20,500
AT&T Mobility	Cell Phone	$ 4,500	$ 5,000	$ 2,500	$ 1,800
Paychex	Payroll	$ 2,400	$ 3,200	$ 3,200	$ 3,200
Leone & Alberts	Legal	$ 5,000	$ 5,000	$ 5,000	$ 5,000
Alliant	Dental Underwriting	$ 340,000	$ 340,000	$ 350,000	$ 365,000
PBIA	Dental Processing	$ 255,000	$ 265,000	$ 280,000	$ 350,000
Ability USA	Post Offer Program	$ 14,000	$ 50,000	$ 50,000	$ 50,000
Triuam Partners	Rent	$ 40,296	$ 42,856	$ 42,000	$ 42,500
All Safe Storage	Storage	$ 3,200	$ 3,500	$ 3,500	$ 3,500
Comcast	Internet	$ 3,600	$ 3,600	$ 5,000	$ 5,400
Avast	Subscription anti-virus	$ 125	$ 125	$ 125	$ 125
N/A	IT Support	$ -	$ 20,000	$ 10,000	$ 5,000
CAJAPA	Accreditation	$ 7,500	$ -	$ -	$ 7,750

Rent Calculation	July 2026 - October 2026	$8,650	$ 34,600
	November 2026 - June 2027	$8,995	$ 71,960
	Sublease (7/1/26-10/30/26)	-$5,212	$ (20,848)
	Sublease (11/1/26-6/30/27)	-$5,423	$ (43,384)
			$ 42,328