

### BOARD OF TRUSTEES FINANCE AND FACILITIES COMMITTEE Michael A. Peterson, Chair Allen L. Ryan, Jr., Vice Chair All Trustees are Members

### BACKGROUND MATERIALS Thursday, December 8, 2022

1.	Reportable Budget and Interfund Transfers for the Quarter Ending September 30, 2022	Tab 1
2.	First Quarter Diversity and EDGE Spend Report	Tab 2
3.	Report on Endowment Funds as of June 30, 2022	Tab 3
4.	2022-23 Annual Insurance Report	Tab 4



### YOUNGSTOWN STATE UNIVERSITY

Reportable Budget and Interfund Transfers Quarter Ended September 30, 2022

BUDGET TRANSFERS WITHIN THE OPERATING BUDGET (i.e., General Fund and Auxiliaries):

FROM	ТО	AMOUNT	REASON
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None.

### TRANSFERS OUTSIDE OF THE OPERATING BUDGET:

FROM	ТО	AMOUNT	REASON
General Fund	Budget Stabilization Reserve (Designated Fund)	\$5,670,000	Reverse portion of FY23 Operating Budget Board Approved transfer due to June 30th actual funds being less than what was estimated.
Operating Carryforward (Designated Fund)	General Fund	\$2,697,453	Amount approved by Board in June less amount already approved as part of the one time funding in the FY23 Operating Budget. Note that this transfer offsets a portion of the \$5,670,000 shortage in the budget stabilization fund.
Operating Carryforward (Designated Fund)	Academic Plant fund and Auxiliary Plant Funds	\$994,884	Approved by Board in June.
M60 Parking Garage Demolition (Auxiliary Plant Fund)	M30 & M60 Parking Deck Renovations (Auxiliary Plant Fund)	\$335,366	Transfer residual to project funds.
Student Success Center (Restricted Gift Fund)	Watton Team Center (Restricted Gift Fund)	\$252,186	Reallocation of Success Center gifts.
Research Incentive Carryforward Fund (Designated Fund)	Various Project Funds (Designated Fund)	\$44,004	Transfer to fund FY23 University Research Counsel (URC) Grants.
URC Grants Central Fund (Designated Fund)	Various Project Funds (Designated Funds)	\$32,298	Transfer to fund FY23 University Research Counsel (URC) Grants.
General Fund	Athletic Renovations Fund (Auxiliary Plant Fund)	\$30,400	Transfer for Beeghly Pool Corridor.

### TRANSFERS OUTSIDE OF THE OPERATING BUDGET:

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FROM	ТО	AMOUNT	REASON
Course Fees Fund (Designated fund)	Faculty Led Study Abroad - Bahamas Fall 2022 (Restricted Fund)	\$29,000	Funding for study abroad trip to Bahamas.
General Fund	Ignite (Designated Fund)	\$25,000	Funding for Ignite Program
YSUF Williamson College Fund (Restricted Gift Fund)	Summer Bridge Program (Restricted Fund)	\$25,000	Funding for Summer Bridge Program.
College Fees Carryforward (Designated Fund)	Summer Bridge Program (Restricted Fund)	\$25,000	Funding for Summer Bridge Program.

### Youngstown State University Fiscal Year 2023 First Quarter Diversity Spend Report July 1, 2022 through September 30, 2022

		FY	202	3				FY	202	2	
Diversity Spend - Goods and Services (excludes EDGE and construction)	1st QTR	Percent of Addressable		YTD	Percent of Addressable	1st -	QTR	Percent of Addressable		YTD	Percent of Addressable
MBE - Ohio Certified	\$ 153,840	3.01%	\$	153,840	3.01%	\$ 1	33,569	2.56%	\$	133,569	2.56%
MBE - Other Certified	7,581	0.15%		7,581	0.15%		6,490	0.12%		6,490	0.12%
Disability Challenged	110,910	2.17%		110,910	2.17%	1	00,240	1.92%		100,240	1.92%
Recycled Materials	-	-		-	-		34,243	0.66%		34,243	0.66%
Veteran Owned	40,150	0.79%		40,150	0.79%	1	84,703	3.54%		184,703	3.54%
Woman Owned	26,739	0.52%		26,739	0.52%		30,030	0.58%		30,030	0.58%
Total Diversity Spend	\$ 339,220	6.64%	\$	339,220	6.64%	\$ 4	89,276	9.39%	\$	489,276	9.39%
Total Addressable Spend - Goods and Services	\$ 5,111,220	100.00%	\$	5,111,220	100.00%	\$ 5,2	12,198	100.00%	S	5,212,198	100.00%
EDGE Spend - Goods, Services, and Construction*	1st QTR	Percent of Addressable		YTD	Percent of Addressable	1st (	QTR	Percent of Addressable		YTD	Percent of Addressable
EDGE - Ohio Certified - Construction	\$ 149,810	1.66%	\$	149,810	1.66%	\$ 2,1	97,948	34.41%	\$	2,197,948	34.41%
EDGE - Other	-	-		-	-		-	-		-	-
Total EDGE Spend	\$ 149,810	1.66%	\$	149,810	1.66%	\$ 2,1	97,948	34.41%	\$	2,197,948	34.41%
Total Addressable Spend - Goods, Services, and Construction	\$ 9,040,078	100.00%	\$	9,040,078	100.00%	\$ 6,3	87,932	100.00%	\$	6,387,932	100.00%

#### \* Includes payments to subcontractors

**Definitions:** 

MBE (Minority Business Enterprise): The MBE program is designed to assist minority businesses in obtaining state government contracts for goods and services. (Unlike the Encouraging Diversity, Growth and Equity program, the MBE program does not apply to construction contracts.) The State of Ohio developed the program because it recognized the need to encourage, nurture and support the growth of minority businesses to foster their development and increase the number of qualified competitors in the marketplace.

EDGE (Encouraging Diversity, Growth, and Equity Program): The EDGE program is designed to assist socially and economically disadvantaged businesses in obtaining state government contracts in the following areas: construction, architecture and engineering; professional services; goods and services; and information technology services. (In contrast to the Minority Business Enterprise program, the EDGE program does apply to construction contracts.) The State of Ohio developed the program because it recognizes the need to encourage, nurture, and support the growth of economically and socially disadvantaged businesses to foster their development and increase the number of qualified competitors in the marketplace.

Youngstown State University (YSU) does not discriminate on the basis of race, color, national origin, sex, sexual orientation, gender identity and/or expression, disability, age, religion or veteran/military status in its programs or activities. Please visit YSU's Commitment to Accessibility webpage for contact information for persons designated to handle questions about this policy.

### Youngstown State University Diversity Spend Detail Report - Goods and Services (excludes EDGE and construction) July 1, 2022 through September 30, 2022

Name	Address	Type of Contract	Purch
Brown Enterprise Solutions	5935 Wilcox Place, Suite E, Dublin, Ohio 43016	Computer Supplies	\$ 102,
BES Solutions	5935 Wilcox Place, Suite E, Dublin, Ohio 43016	Office Supplies	50,
	Subtotal - MBE - Ohio Certified		\$ 153,
Minority Business Enterprise (MBE) - Other Certified			
Name	Address	Type of Contract	Purcha
Staples - Tier 2	4170 Highlander Parkway, Richfield, Ohio 44286	Office Supplies	<u>\$ 7,</u> :
	Subtotal - MBE - Other Certified		\$ 7,
Disability Challenged			· · · · · · · · · · · · · · · · · · ·
Name	Address	Type of Contract	Purch
Compass Family Services	535 Marmion Avenue, Youngstown, Ohio 44502	Janitorial Services	\$ 110,9
Staples - Tier 2	4170 Highlander Parkway, Richfield, Ohio 44286	Office Supplies	
	Subtotal - Disability Challenged		\$ 110,9
Recycled Materials		· · · · · · · · · · · · · · · · · · ·	
Name	Address	Type of Contract	Purch
Staples - Tier 2	4170 Highlander Parkway, Richfield, Ohio 44286	Office Supplies	<u> </u> \$
•	Subtotal - Recycled Materials		\$
Veteran Owned			
Name	Address	Type of Contract	Purch
NPI Audio Visual	26500 Renaissance Parkway, Cleveland, Ohio 44128	Audio Visual Equipment	\$ 40,
	Subtotal - Veteran Owned		\$ 40,
Woman Owned			
Name	Address	Type of Contract	Purch
Minitab Inc.	1829 Pine Hall Road State College, Pennsylvania, 16801	Statistical Software	\$ 1,
Parr Public Safety Equipment Inc.	8495 Estates Court, Plain City, Ohio 43064	Safety Supplies	
Protect-N-Shred	P.O. Box 85, Cortland, Ohio 44410	Document Shredding	1,
Pygraphics	P.O. Box 399, Argyle, Texas 76226	Music Education Supplies	5,
Red Diamond Uniform & Police Supply	4437 Mahoning Avenue, Youngstown, Ohio 44515	Public Safety Supplies	
Ryan Carpet Sales & Services Inc.	70 Victoria Road, Austintown, Ohio 44515	Flooring	6,
School Health Corporation	5600 Apollo Drive, Rolling Meadows, Illinois 60008	Exercise Equipment	7,
Staples - Tier 2	4170 Highlander Parkway, Richfield, Ohio 44286	Office Supplies	
The Workroom	301 Superior Stree, Rossford, Ohio 43460	Sewing Service	2,
Union Eyes Optical Inc.	Suite B, 229 Churchill Hubbard Road, Youngstown, Ohio 44505	Public Safety Supplies	
	Subtotal - Woman Owned		\$ 26,

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### Youngstown State University EDGE Spend Detail Report July 1, 2022 through September 30, 2022

	Address	Project	Purchase
B&B Contractors	4531 Belmont Ave. Suite #A, Youngstown, OH 44505	Ward Beecher Science Hall Renovations	
*Thermo-Tec Insulation	1415 E. 222nd Street, Cleveland, OH 44117	Ward Beecher Science Hall Renovations	\$ 6,700
*RH Cochran Balance Co.	30133 Euclid Ave. #B, Wickliffe, OH 44092	Ward Beecher Science Hall Renovations	1,290
*Power Tool and Supply	3699 Leharps Dr., Youngstown, OH 44515	Ward Beecher Science Hall Renovations	525
GPD Group	520 South Main St Suite 2531, Akron, OH 44311	Utility Distribution Upgrades/Expansion	
*Advanced Engineering Consultants	1405 Dublin Rd., Columbus, Ohio 43215	Utility Distribution Upgrades/Expansion	7,575
Marucci & Gaffney Excavating	18 Hogue St., Youngstown, OH 44502	Utility Distribution Upgrades/Expansion	
*Western Reserve Mechanical	3041 South Main Street, Niles, Ohio 44446	Utility Distribution Upgrades/Expansion	25,633
The Murphy Contracting Company	285 Andrews Ave PO Box 1833, Youngstown, Ohio 44501	Kilcawley Center Restroom Renovations	
*RJS Dean	704 E. Midlothian Blvd., Youngstown, Ohio 44502	Elevator Safety Repairs and Replacements	13,000
*RJS Dean	704 E. Midlothian Blvd., Youngstown, Ohio 44502	Watson Team Center	40,000
*RJS Dean	704 E. Midlothian Blvd., Youngstown, Ohio 44502	Moser Hall Renovations-Phase 1	27,000
United Contractors	7126 Brookwood Drive, Brookfield, Ohio 44403	YSU Lyden House Restroom Renovation	
*River City Building Solutions	19885 Detroit Road, Cleveland, Ohio 44116	YSU Lyden House Restroom Renovation	 28,086
	Total EDGE Certified Spend		\$ 149,810
	Total EDGE Spend		\$ 149,810

\*EDGE subcontractors

### YOUNGSTOWN STATE UNIVERSITY Endowment Funds Report June 30, 2022

ENDOW	MENT F	UNDS SUMM			-		
PURPOSE		DOWMENT LANCES *		PENDING FUND ALANCES	FY2023 INCOME DISTRIBUTION		
Program Support	\$	5,777,387	\$	1,334,461	\$	272,507	
Scholarships		5,070,250		493,856		237,177	
Awards		590,672		28,069		27,575	
Total	\$	11,438,309	\$	1,856,386	\$	537,259	
ENDO	WMENT	FUNDS DETA	IL				
ENDOWMENT FUND NAME		DOWMENT		PENDING FUND ALANCES	Γ	FY2023 NCOME TRIBUTION	
	Program	n Support					
Michael I Monus Endow	<u> </u>	946,576	\$	163,180	\$	44,741	
Edward J DeBartolo Endow		892,107		356,543		42,167	
Albert J Shipka Endow		757,126		126,369		35,676	
Dr James Dale Ethics Ctr Endow		643,684		110,380		30,387	
Thomas & Carol Gay Endow		493,941		(672)		23,120	
Judiac Holocaust Endow		463,993		93,233		21,931	
Neil Humphrey Endowment		324,007		21,714		15,315	
Ethel M Wood Endow		263,846		32,774		12,471	
WYSU - FM Endow		240,535		110,371		11,369	
Beckman Endow		141,625		72,819		6,694	
YSU English Festival Endowment		139,261		31,836		6,559	
YSU Judith Rae Solomon Gallery Endo		120,149		11,464	5,6		
Gratia Murphy Endow		72,259		2,570	3,4		
James A Houck Endow		51,737		172		2,400	
Morris & Sophie Slavin Endow		38,335		28,124		1,812	
YSU Campus Beautification Endowment		37,096		125,162		1,753	
Dr & Mrs F F Piercy Endow		29,727		14,938		1,405	
Muses Endow		28,478		50		1,346	
Bertram Tamarkin Endow		27,065		1,529		1,279	
D.P.Pipino Performng Arts Endow		25,262		2,828		1,154	
Alice Budge Endow		17,236		11,338		815	
YSU Danielle Peters Prog Endowment		15,259		1,585		679	
R H Weichsel Endow		5,110		5,139		242	
Richard James Owen II Endow		2,973		11,015		141	
Program Support total	\$	5,777,387	\$	1,334,461	\$	272,507	

ENDOWMENT FUNDS DETAIL									
ENDOWMENT FUND NAME		OWMENT ANCES *		PENDING FUND ALANCES	IN	FY2023 NCOME RIBUTION			
	Scholar	rships							
John & Lucille Fedor Schol Endow	\$	926,038	\$	117,401	\$	43,770			
Honorable Erskine Maiden Jr. Schl		722,627		53,458		34,156			
Huerta Jackson Schol Endow		548,770		51,818		25,938			
JADCO Foundation Schol Endow		462,044		22,985		19,882			
William Petrych Schol Endow		288,220		18,641		13,623			
Myron C Wick Jr Schol Endow		276,461		13,470		13,067			
Dusi Schol Endow		158,185		1,613		7,477			
Louis D Tauro Schol Endow		142,029		16,597		6,713			
Harvey N Kretzer Schol Endow		117,715		9,946		5,564			
Peter George Parthemos Schol Endow		91,747		7,943		4,337			
Eugene Green Schol Endow		85,131		11,973		4,024			
Barnes & Mackall Schol Endow		84,956		10,924		4,016			
Truck Car Stop - People's Store		57,171		42,293		2,702			
E & V Pellegrini Schol Endow		55,979		1,266		2,634			
Ferdinand S Jagatich Schol Endow		49,243		5,244		2,131			
Adlaka & Associates Schol Endow		48,803		15,585		2,307			
Mildred N Graebing Schol Endow		44,591		3,616		2,108			
Mary E Pinney Schol Endow		44,591		1,995		2,108			
Harry K Graebing Schol Endow		44,562		-		2,106			
Julia Spitzer Endowment		42,431		8,070		2,006			
Helen Edward Stoll Schol Endow		41,641		5,033		1,968			
Frank M Clark Schol Endow		37,648		1,767		1,779			
T & E Chengelis Schol Endow		37,059		7,476		1,752			
Michael A Rigo Schol Endow		35,218		3,118		1,657			
Mary P Rigo Schol Endow		35,197		22		1,657			
Thomas & Peter Fabek Schol Endow		35,173		3,338		1,642			
YSU Albert D Caldrone Mem Schol End		34,552		318		1,631			
Robert C & Janice A Machin Endow		34,324		3,716		1,622			
Brier Hill Schol Endow		31,661		4,485		1,497			
Betty J Connors Schol Endow		30,616		4,000		1,447			
Roseann Waindel Schol Endow		29,497		1,320		1,394			
Virgil A Hobart Schol Endow		28,980		3,564		1,370			
Albert A Guerrieri Jr Schol Endow		28,949		1,527		1,368			
Michael Klasovsky Geog Schol Endow		28,847		5,737		1,363			
Dorothy Z Greenberger Schol Endow		28,057		7,951		1,326			
Reel & Fabek Schol Endow		27,614		1,295		1,305			
Florence Amon Schol Endow		25,086		1,851		1,186			
Elaine Glasser Schol Endow		23,690		1,602		1,120			
Ann & Jerome Schmerin Schol Endow		22,348		8,319		1,056			
Gina Tenney Schol Endow		22,133		834		846			
Bill Dailey Schol Endow		22,034		(303)		1,041			

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ENDO	OWMENT	FUNDS DETA	IL	////////////////////////////////		· ·
ENDOWMENT FUND NAME		DOWMENT LANCES *		PENDING FUND ALANCES	П	FY2023 NCOME 'RIBUTION
	Scholarship	os Continued				
YSU Dr.Gunapala Edirisooriya Schl E		20,133		1,983		935
YSU Robt E Fleming Mem Schol End		18,925		140		895
YSU Dr.Philip Ginnetti Mem Schl End		18,130		2,270		854
Edmund J Salata Schol Endow		15,959		745		754
Nellie P Nick Schol Endow		14,864		70		703
M Klasovsky Urban Std Schol Endow		13,293		4,811		628
YSU APAS Scholarship Endowment		13,181		414		623
Helen G Schmitt Schol Endow		8,918		43		422
Grocery Mfg Reps of Yo Schol Endow		7,432		772		351
Gerhard M Stein Schol Endow		6,686		316		316
YSU General Endow		1,111		-		-
YSU B J Yozwiak Math Schol End		-		484		-
Scholarships total	\$	5,070,250	\$	493,856	\$	237,177
	Aw	ards				
Candace Gay Endow	\$	340,564	\$	-	\$	15,748
Gary L Green Endow		77,122		3,389		3,645
Robert R Hare Endow		34,216		1,580		1,617
N & R Richley Endow		26,663		1,274		1,260
Ilajean Feldmiller Endow		21,817		7,774		1,036
Joseph Salvatore Endow		16,812		132		795
Mary B Smith Endowment		16,399		1,422		775
David Scott Ives Endow		13,158		2,723		622
Kenmore B Drake Endow		12,934		571		611
Sister Jean Gillespie Endow		10,553		1,852		499
Clingan Jackson Endow		7,506		1,526		355
Margaret C Horvath Endow		5,050		822		239
Marion Blum Endow		4,905		3,606		232
Charles E & Mary E Franklin Endow		2,973		1,398		141
Awards total	\$	590,672	\$	28,069	\$	27,575
Grand total	\$	11,438,309	\$	1,856,386	\$	537,259

\* Balances presented at fair value and include \$5,755,536 in corpus and \$5,682,773 in undistributed investment earnings.

# Insurance

2022-2023



# IUC Risk Mangement & Insurance Consortium

- Formed as ad-hoc committee of Fiscal Officer's Committee of the Inter-University Council (IUC) in 1994
- Incorporated as a Nonprofit Corporation in 2015
- Formal governance structure
- Mission is to provide members with innovative RM expertise, asset protection, and loss control strategies in support of affordable access to education for students

 Bowling Green State University
 Shawnee State University

 Central State University
 University of Akron

 Cleveland State University
 University of Cincinnati

 Kent State University
 University of Toledo

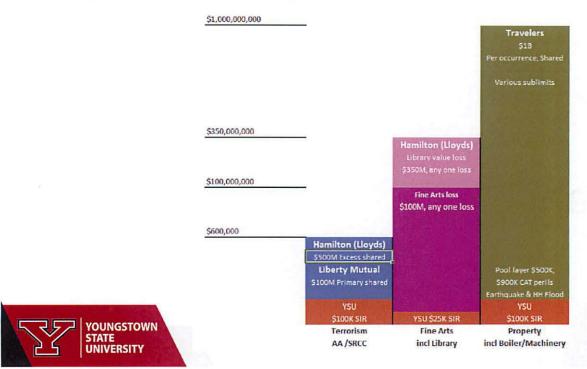
 Miami University
 Wright State University

 NEOMED
 Youngstown State

 Ohio University
 \*OSU is a member of the IUC but not the RMIC

YOUNGSTOWN STATE UNIVERSITY

# **Property Coverage**



## **Casualty Coverage**

	General Liability	Automobile Liability	Educators Legal Liability	Foreign Liability
	YSU \$100K SIR	YSU \$100K SIR	YSU \$100K SIR	Work Comp Travel Accident
	is claims made		"Claims made	Auto
	S1.4M excess SIR *Employee Benefit Llob		\$1.4M excess S/R	AIG Worldsourd \$1M/\$2M
\$1,000,000	Poul Layer		Pool Layer	
\$1,500,000		These Poll Republic	1. 1. 1.	in the second
\$3,000,000			a strength and	Contrast.
\$5,000,000	GenRe 55% Old Republic 45% \$8.5M excess Pool Dedicated	GenRe 55% Old Republic 45% \$8.5M excess Pool Dedicated	GenRe 55% Old Republic 45% SB 5M excess Pool Dedicated	n Salar Inne Salar Inne
\$10,000,000			C	en Xeje
	*Employee benefit	liab is claims made	*Claims made	
	\$25M exce Sha	ess \$10M	\$25M excess \$10M Shared	
\$35,000,000	United Ed	lucators	United Educators	

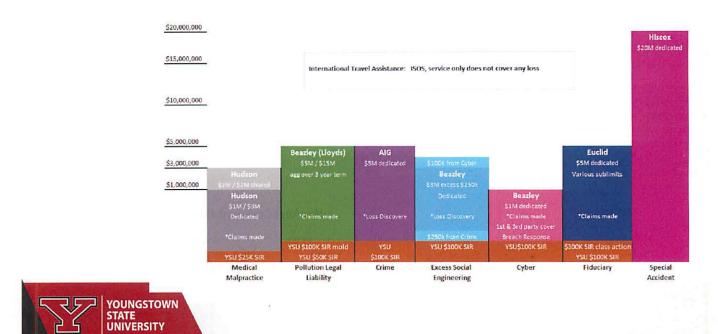






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# **Other Group Programs**



Description of Coverage		Member FY23 Invoice Costs		Member FY22 Invoice Costs		Member FY21 Invoice Costs		Member FY20 Invoice Costs			
GROUP PROPERTY PROGRAM		A REAL PROPERTY	TIE	2 3-3-3	2413	and set of	100	a guint			
"All Risk" Property Coverage	5	47,468.00	\$	46,057.00	5	26,948.00	s	22,401.00			
including Time Element, Equipment	5	403,487.00	5	246,925.00	S	152,811.00	S	108,382.00			
Automobile Physical Damage (Self-Insured)	\$	4,271.00	5	4,521.00	5	7,460.00	S	5,969.00			
Administrative Fees (4)	\$	7,259.00	5	21,785.92	5	18,649.00	\$	19,015.00			
Fine Arts, including Library Values	\$	11,833.66	\$	9,395.94	5	433.65	S	468.00			
Terrorism, including Active Assailant & SRCC	\$	5,906.00	\$	5,686.94	\$	9,817.00					
GROUP CASUALTY PROGRAM					1.11		- 101				
IUC-RMIC Casualty Pool (5)	5	129,109.00	\$	100,644.00	\$	64,437.00	S	72,866.00			
Deductible Paybacks (Carl Warren Claims)	5	1,400.00	\$	950.00	5	2,567.23	\$	1,526.00			
IUC-RMIC Coverage Agreement - General Liability											
IUC-RMIC Coverage Agreement - Automobile Liability	s	5 100,328.00	s	\$ 143,284.00	s	70,687.00	\$	58,859.00			
IUC-RMIC Coverage Agreement - Educators Legal											
1st Excess General & Automobile Liability	s	105 501 00	5	40,102.00	S	36,767.00	S	24,442.00			
1st Excess Educators Legal Liability	2	105,604.00	5	18,678.00	S	16,301.00	\$	11,433.00			
Optional Excess:	815	A SELACE	1		5	3,473.00	\$	11,332.00			
Optional Excess:			1.26				0.5				
Casualty Administrative Fees (7)	5	47,336.74	5	63,656.67	5	44,569.73	S	38,858.00			
Member Loss Control Funds	\$	15,000.00	S	15,703.00	5	15,000.00	S	15,000.00			
OTHER GROUP COVERAGES	1000			Elso statu							
Crime	S	13,309.00	\$	7,075.00	S	7,212.00		\$5,66			
Cyber Liability/Breach Response	\$	85,000.00	\$	57,176.00	5	15,000.00	5	15,000.00			
Excess Social Engineering (8)	5	3,766.00	\$	4,470.50	5	4,250.00		_			
Fiduciary Liability	5	8,502.00									
Foreign Package Liability		Prepaid	5	1,104.00		Prepaid		Prepaid			
International Travel Assistance Services - ISO	\$	761.00	\$	3,678.00	5	1,753.00	5	1,574.00			
Medical Malpractice (10)	5	17,353.00	5	13,824.00	S	14,719.00	5	7,428.00			
Pollution (11)		Prepaid	5	2,862.33		Prepaid		Prepaid			
Special Accident (12)	5	869.00	5	291.00		Prepaid	S	874.00			
	\$	999,191.40	\$	806,475.30	\$	512,854.61	\$	420,217.00			

Member EV23

Member EV22

Member EV21

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N. her EV20





## Non IUC Insurance

	FY 23	
Personal Passenger Vehicles - 6 passengers or less	45	
12 Passenger Vans	6	
15 Passenger Vans	2	
Buses - Greater than 15		
passengers		
Light Trucks	21	
Trailers	9	
Mobile Equipment (golf carts)	115	

Vehicles

### YOUNGSTOWN STATE UNIVERSITY

### Workers Compensation

Annual Cost	FY 22	FY21		FY 20	
	391, 138	\$	258,315.00	\$	162,660.00
Rate per \$100 of payroll	0.004997	0.003735		0.001	69

# **Rising Premium Mitigation Efforts**

- Broker focus on university needs instead of group needs
- Risk Working Group Focusing on Cyber Security
- EOHS and HR initiative to evaluate a Transitional Work program for Workers Compensation injuries
- Facilites evaluation of Building and Content values to ensure accurate Property Damage Values

