



Health Plan

University of Colorado Health and Welfare Trust

FY26 1st QUARTER FINANCIAL REPORTS

December 8th, 2025



University of Colorado
Boulder | Colorado Springs | Denver | Anschutz Medical Campus



Medicine

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UNIVERSITY OF COLORADO HEALTH AND WELFARE TRUST
FY26 - STATEMENT OF NET POSITION (unaudited)
As of September 30, 2025
 (Updated 12/01/2025)

<u>Assets</u>	<i>Current Q1 <u>9/30/2025</u></i>	<i>Current Q4 <u>6/30/2025</u></i>
Cash:		
Medical	\$ 1,207	\$ 1,537
Flexible Spending Account	390,558	1,200,200
Investments	76,045,773	72,387,350
Receivables:		
Premiums	39,611,971	37,634,085
Pharmacy Rebates	13,092,809	11,142,999
Interest	127,088	179,366
Miscellaneous Receivables	1,437,481	2,592,778
Flexible Spending	426,160	-
Prepaid Expenses	200,865	116,965
IT Subscription	887,314	970,500
Total Assets	\$ 132,221,226	\$ 126,225,780
<u>Liabilities and Net Position</u>		
Accounts Payable - Medical	\$ 5,520,431	\$ 5,488,933
Contracts Payable	626,812	638,118
Incurred But Not Paid Claims Estimate	39,424,488	43,013,473
Flexible Spending	-	351,256
Subscription Liability	837,927	916,029
Total Liabilities	46,409,658	50,407,809
Plan Net Position - Unrestricted	85,811,568	75,817,971
Total Liabilities and Plan Net Position	\$ 132,221,226	\$ 126,225,780

UNIVERSITY OF COLORADO HEALTH AND WELFARE TRUST
FY26 - STATEMENT OF REVENUES, EXPENSES, AND CHANGES IN PLAN NET POSITION (unaudited)
For the three months ended September 30, 2025
 (Updated 12/01/2025)

	<i>Current</i> Q1 <u>9/30/2025</u>	<i>Current</i> Q4 <u>6/30/2025</u>
<u>Operating Revenues</u>		
Contributions	\$ 121,529,462	\$ 460,809,143
Flexible Spending Recapture	-	632,926
Total Operating Revenues	121,529,462	461,442,069
<u>Operating Expenses</u>		
Medical Claims	105,648,050	453,550,940
Medical Claims Administration	5,849,679	23,296,947
General and Administrative	831,853	3,452,052
Total Administrative	6,681,532	26,748,999
Total Operating Expenses	112,329,582	480,299,939
Operating Income (Loss)	9,199,880	(18,857,870)
<u>Nonoperating Revenues (Expenses)</u>		
Investment Earnings	1,259,760	5,678,445
Wellness Initiative	(466,043)	(1,777,917)
Total Nonoperating Revenues (Expenses)	793,717	3,900,528
Change in Plan Net Position	9,993,597	(14,957,342)
Plan Net Position Beginning of Year	75,817,971	90,775,313
Plan Net Position End of Period	\$ 85,811,568	\$ 75,817,971

Budget Performance



FY26 – BUDGET TO ACTUAL REPORT AS OF: 9/30/2025

	FY26 TOTAL BUDGET	FY26 BUDGET DETAIL	FY26 ACTUALS AS OF 9/30/2025	FY26 AVAILABLE AMOUNT	1Q FY26 % BUDGET TO ACTUALS	1Q FY25 % BUDGET TO ACTUALS
REVENUES/INFLOWS						
SELF-FUNDED CLAIMS & RESERVES	\$ 489,338,000					
ANTHEM AND CVS		\$ 412,285,000	\$ 104,220,990	\$ 308,064,010	25.28%	25.92%
KAISER		50,046,000	10,552,523	39,493,477	21.09%	20.45%
VISION		2,465,000	628,070	1,836,930	25.48%	25.50%
DENTAL		24,542,000	6,127,880	18,414,120	24.97%	25.63%
HEALTH CARE FLEX SPENDING PLANS *	4,879,000	4,879,000	723,865	4,155,135	14.84%	25.24%
INVESTMENT INCOME	-	-	1,259,760	(1,259,760)	N/A	N/A
TOTAL REVENUE/INFLOWS	494,217,000	494,217,000	123,513,088	370,703,912	24.99%	25.71%
EXPENSES/OUTFLOWS						
INCURRED SELF-FUNDED CLAIMS	460,832,000					
ANTHEM AND CVS		395,639,000	90,505,364	305,133,636	22.88%	24.19%
KAISER		39,281,000	8,289,338	30,991,662	21.10%	24.06%
VISION		2,255,000	697,916	1,557,084	30.95%	31.93%
DENTAL		23,657,000	6,155,432	17,501,568	26.02%	29.27%
ADMINISTRATIVE FEES, MISC CHARGES						
ASO FEES	22,544,000					
ANTHEM AND CVS		12,476,000	3,817,166	8,658,834	30.60%	27.34%
KAISER		9,062,000	1,838,606	7,223,394	20.29%	22.29%
VISION		198,000	48,741	149,259	24.62%	24.85%
DENTAL		808,000	145,165	662,835	17.97%	25.28%
BANK CHARGES	6,000	6,000	1,240	4,760	20.67%	54.50%
FSA CLAIMS ADMINISTRATION	89,000	89,000	19,077	69,923	21.43%	22.67%
HEALTH SAVINGS ACCOUNT ADMINISTRATION	91,000	91,000	26,478	64,522	29.10%	26.87%
FLEX SPENDING CLAIMS PAYMENTS *	4,879,000	4,879,000	1,501,281	3,377,719	30.77%	36.38%
WELLNESS	1,984,000					
BE COLORADO - MOVE		1,631,000	427,406	1,203,594	26.21%	26.22%
MARKETING		10,000	-	10,000	0.00%	0.00%
MENTAL HEALTH		167,000	-	167,000	0.00%	6.41%
PREGNANCY/PARENTING		176,000	38,637	137,363	21.95%	23.56%
PREVENTION	25,000					
BIOMETRIC SCREENINGS		15,000	-	15,000	0.00%	0.00%
HEALTH FAIRS/5K		10,000	-	10,000	0.00%	0.00%
PILOTS, STUDIES AND OTHER EXPENSES	25,000	25,000	-	25,000	0.00%	0.00%
DATA WAREHOUSE	355,000	355,000	89,621	265,379	25.25%	24.45%
TRUST FEES						
CONSULTING	745,000					
ACTUARY		175,000	38,491	136,509	21.99%	17.69%
LEGAL		20,000	421	19,579	2.11%	3.85%
MANAGEMENT		400,000	45,000	355,000	11.25%	5.00%
AUDIT		150,000	45,000	105,000	30.00%	96.63%
INSURANCE	169,000					
FIDUCIARY LIABILITY		56,000	14,236	41,764	25.42%	25.41%
ERRORS AND OMISSIONS		111,000	29,113	81,887	26.23%	26.53%
CRIME		2,000	579	1,421	28.95%	28.95%
CU HEALTH PLAN ADMINISTRATION	2,473,000	2,473,000	522,597	1,950,403	21.13%	24.16%
TOTAL EXPENSES/OUTFLOWS	494,217,000	494,217,000	114,296,905	379,920,095	23.13%	24.60%
NET ACTIVITY FOR PERIOD	\$ -	\$ -	\$ 9,216,183	\$ (9,216,183)		

*FSA Activity is excluded from financial reports on page 5

Plan Performance





December 2, 2025

As of September 30, 2025, the FY2026 loss ratio is 94.5%, reflecting a \$6.6M gain. Table 1 contains the results for the full fiscal year 2025 and fiscal year 2026 (in millions).

Table 1: Financial Summary

(\$000,000)s	FY2025	FY2026YTD	FY2026 Projected
Premium			
Funding	\$461.0	\$121.3	\$486.3
Invoiced Premium	\$461.0	\$121.3	\$486.3
Expense			
Claims	\$450.3	\$107.5	\$480.0
Admin	\$28.8	\$7.1	\$28.3
Total Expense	\$479.1	\$114.6	\$508.3
Gain/Loss	(\$18.1)	\$6.6	(\$22.0)
Loss Ratio	103.9%	94.5%	104.5%

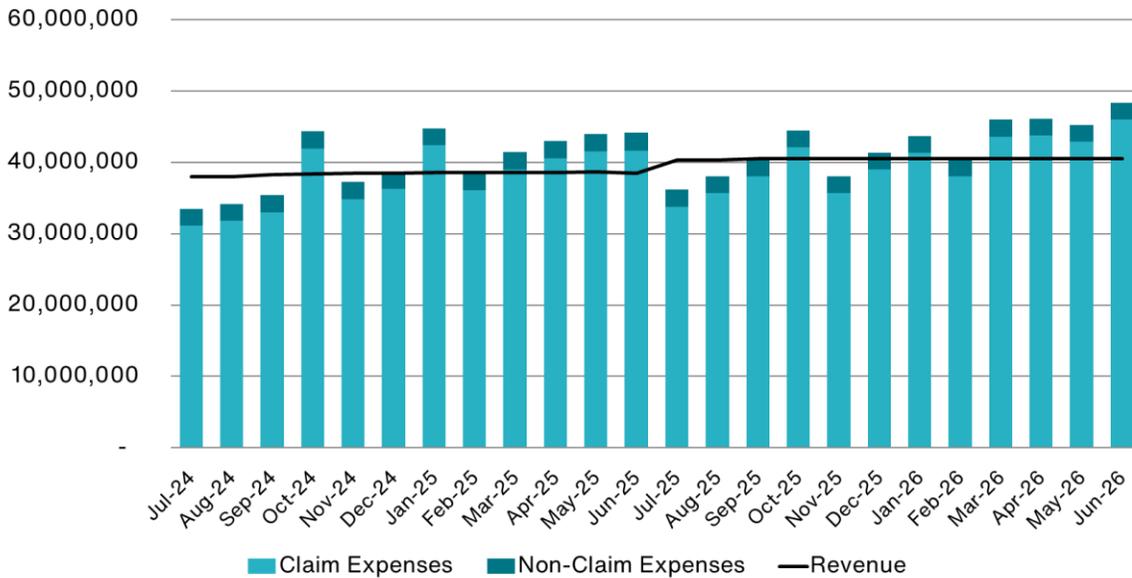
The projected medical, pharmacy and dental incurred claim estimates included in this report are based on historical claims adjusted for trend and plan seasonality consistent with historical projection methodology. Enrollment for the periods above are found in Table 2 below.

Table 2: Enrollment by Plan

Employee Months	FY2025	FY2026YTD	FY2026 Projected
Medical	318,968	80,469	321,840
Vol. Vision	201,846	52,276	209,812
Dental	310,745	79,326	318,636

The chart below shows a comparison of total cost (split between claim and non-claim costs) vs. remitted premiums for the prior fiscal year (FY2025) as well as the current fiscal year (FY2026). Current premiums are about \$38M per month and total monthly costs for FY2026 are between \$36 million and \$48 million. This chart demonstrates the monthly volatility experienced by the plan as well as the seasonal pattern of costs throughout the fiscal year.

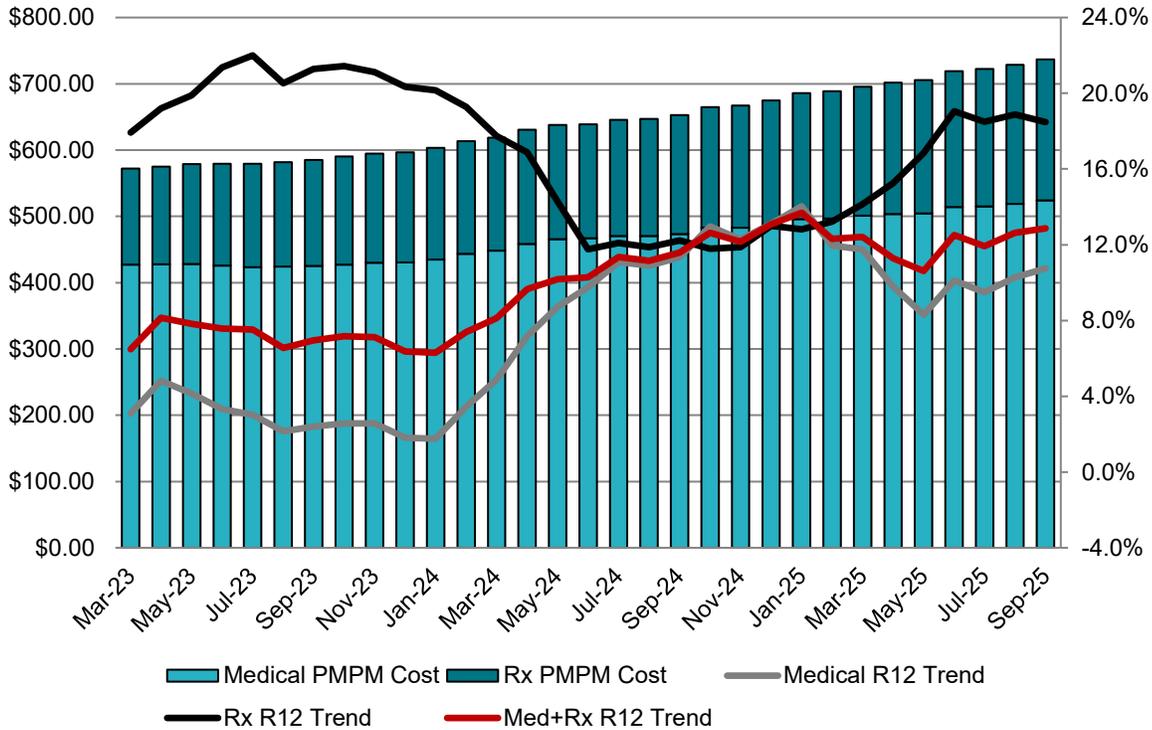
Aggregate Cost vs. Remitted Premium



- Claim Expenses: Medical claims, Rx claims, Rx rebates, Dental, Vision, Exclusive Vision claims, Away from Home claims, Global Capitation fees, EPHC fees, and OMS
- Non-Claim Expenses: ASO fees, Trust Expenses, ICM, and Remitted Premium
- All claims are on an incurred basis using data paid through September 30, 2025, and therefore include an estimate of incurred but not paid claims.

The graph below displays the rolling 12-month (R12) medical and pharmacy costs along with the trends the plan has experienced across both medical carriers (Anthem & Kaiser).

Anthem + Kaiser CU+CU Med



- Combined Anthem & Kaiser Medical & Pharmacy Trend
- Claims include: Incurred Medical, Rx, and Exclusive Vision paid through September 30, 2025
- Excludes: ASO fees, Trust Expenses, ICM, and Rx Rebates

Treasury





Memo

To: Members of the University of Colorado Health and Welfare Trust Board
From: Usha Sharma, Treasurer
Date: December 2, 2025
Re: Quarterly Report on Investments

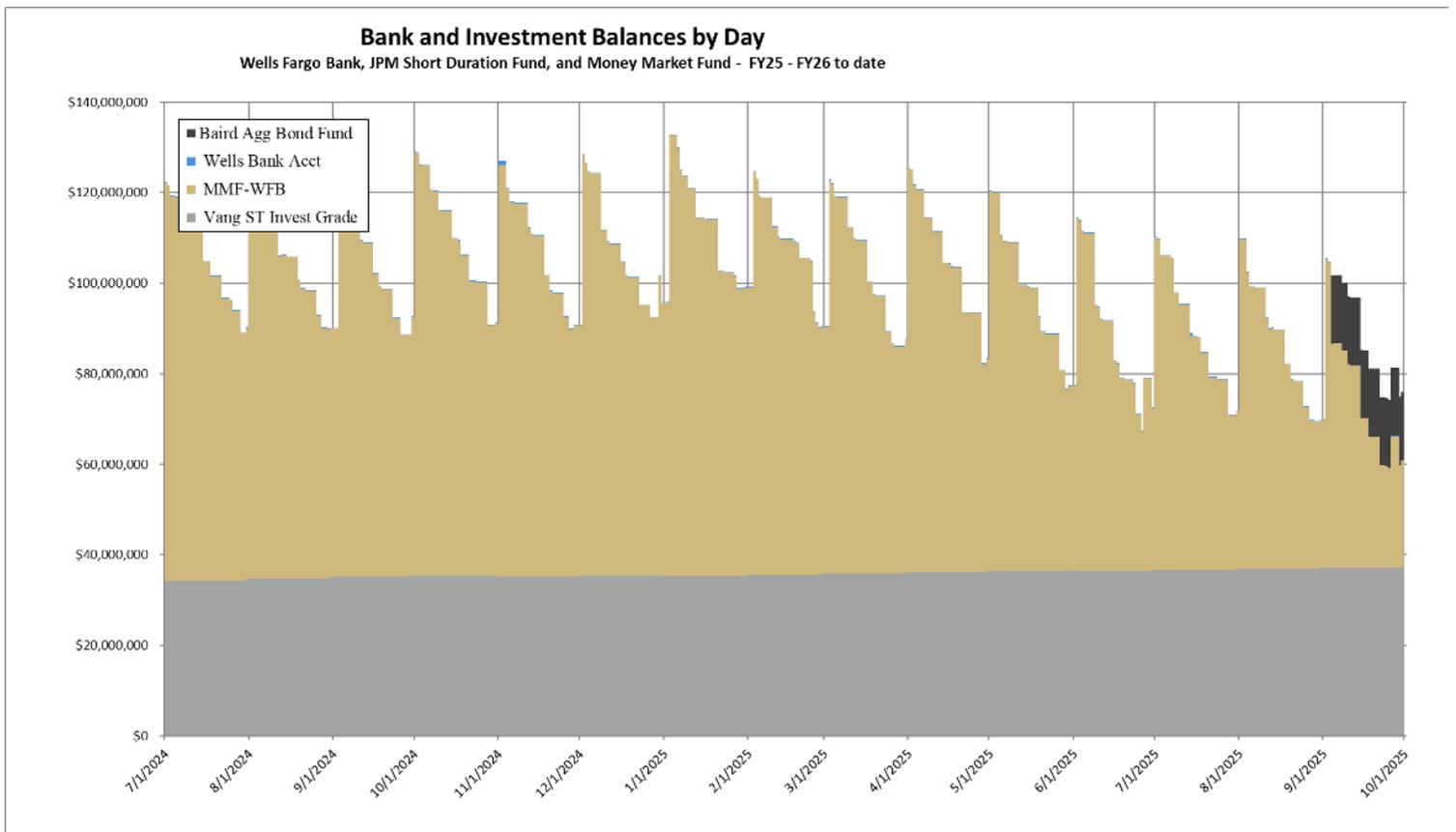
The Trust's cash equivalents and investments on September 30, 2025 totaled **\$76.0 million** compared to \$92.5 million on September 30, 2024. \$23.5 million was invested in a AAA-rated government money market fund and \$37.4 million was invested in the Vanguard ST Investment Grade Bond Fund. In September, \$15 million of money market was used to purchase the Baird Aggregate Bond Fund to enhance returns and lower cash balances as the Fed cuts interest rates. The Baird fund totaled \$15.1 million at the end of September. These three investment vehicles are permitted by the Trust's investment policy.

Government money market funds focus on safety and liquidity first and have investment returns as a secondary goal. The Allspring Government Money Market Fund (GVIXX) had a quarter-end return of 1.05% and an annual return of 4.37%. The quarterly return remained steady from the previous quarter while the annual return decreased slightly. These returns are comparable to other government money markets. About 31% of the Fund has daily liquidity.

Bond funds have less liquidity, but higher return expectations. The Vanguard Short-Term Investment Grade Fund Admiral Shares (VFSUX) is a high-quality short duration investment-grade bond fund that seeks to provide stability and income. The Fund had a quarterly return of 1.67% and an annual return of 5.25%, which was higher than the annual return of the benchmark Bloomberg US 1-5 Year Credit Bond Index of 4.93%. The Baird Aggregate Bond Fund (BAGIX) is an intermediate duration core bond fund that seeks to provide income through a broader mix of U.S. government and highly rated corporate bonds. The fund had a quarterly return of 2.14% and an annual return of 3.08%, which was higher than the annual return of the benchmark Bloomberg U.S. Aggregate Index of 2.88%.

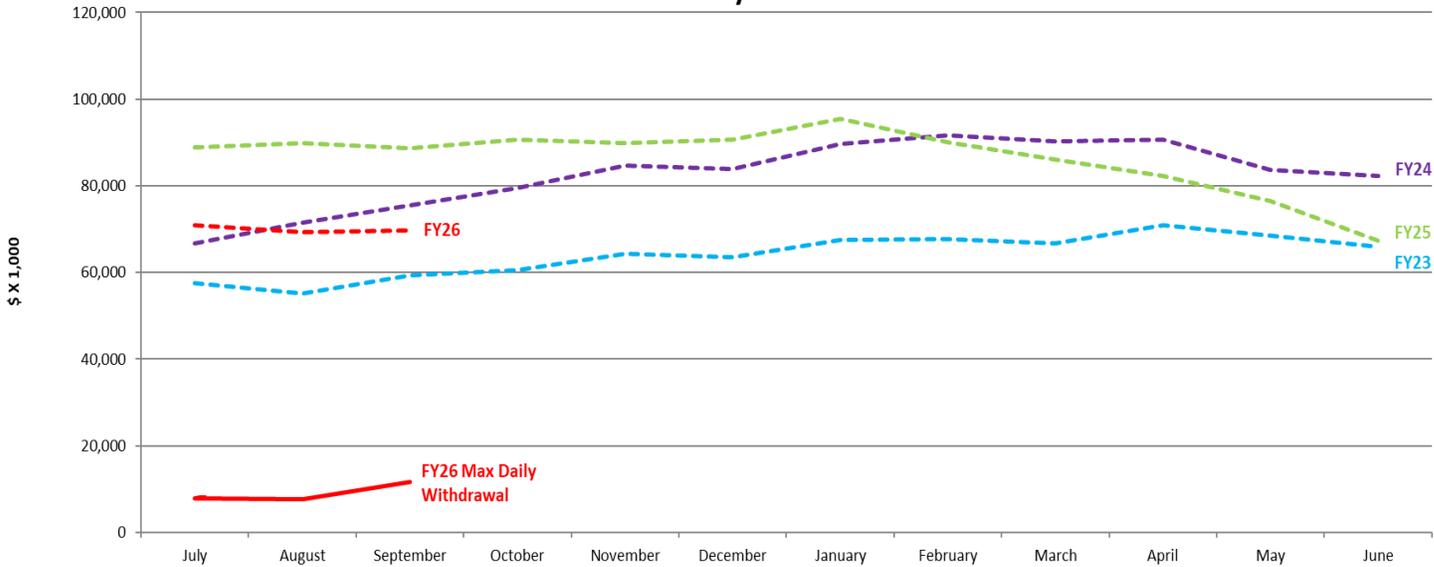
Maximum resources, or the single largest total daily balance of the Trust, dipped slightly and ended the quarter slightly below the level seen in Q1 FY25. Minimum resources, or the single lowest total daily balance of the Trust, remained flat and ended the quarter just under the level seen in Q1 FY25. The bank balance for the first quarter of FY26 remained consistent between \$1,000-\$2,000.

Total investment earnings for the first quarter of FY26 including unrealized gains/(losses) total **\$1,259,760**. This is comprised of earned/accrued income of \$976,689 and a quarterly change in unrealized gain of \$283,071.





UCHWT Monthly Minimum Resources



UCHWT Monthly Maximum Resources

