

REQUIRED SUPPLEMENTARY INFORMATION

(UNAUDITED)

PENSION PLANS

UM Health-Sparrow

Changes in the reported net pension liability for the years ended June 30 are summarized as follows (amounts in thousands):

	2024	2023
Total Pension Liability		
Service cos	\$ 3,871	\$ 4,429
Interest cost	44,823	44,648
Changes in assumptions	(38,356)	14,896
Differences between expected and actual plan experience	6,335	2,143
Benefit Payments	(43,413)	(40,456)
Net change in total pension liability	(26,740)	25,660
Total pension liability, end of year	\$ 664,477	\$ 691,217
Plan Fiduciary Net Position		
Benefit payments	\$ (43,413)	\$ (40,456)
Contributions from the employer		10,674
Administrative expenses	(7,794)	(8,743)
Net investment income:		
Expected investment earnings	43,563	55,935
Differences between expected and actual investment earnings	20,593	(168,265)
Net change in plan fiduciary net position	12,949	(150,855)
Plan fiduciary net position, end of year	\$ 688,526	\$ 675,577
Net pension liability, end of year	\$ (24,049)	\$ 15,640
Plan fiduciary net position as a percentage of the total pension liability	104%	98%

Employer contributions in relation to actuarially determined contributions for the years ended June 30 are as follows:

(in thousands)	Employer Contributions*	Actuarially Determined Contributions	Excess Contributions
2024	\$ 5,107	\$ 5,107	\$ -
2023	\$ 4,611	\$ -	\$ 4,611

* Reflects no employer contributions after June 30 of the prior fiscal year

Significant methods and assumptions used to calculate the actuarially determined contributions for the years ended June 30 are as follows:

<i>Actuarially determined contributions</i>	The plan is subject to funding requirements under the provisions of ERISA and the Pension Protection Act of 2006 (including MAP-21, HATFA, BBA, ARPA and IJJA). The actuarially determined contributions represent the IRC Section 430 minimum required contributions.															
<i>Contributions in relation to actuarially determined contributions</i>	Under IRC Section 430, the due date to pay minimum required contributions for the plan year is generally 8½ months after the end of the plan year. For the plan years ended December 31, contributions are due by September 15 of the following year.															
<i>Actuarial cost method</i>	Unit credit method															
<i>Asset valuation method</i>	24-month smoothed value of assets															
<i>Interest rate</i>	<table border="1"> <thead> <tr> <th></th> <th style="text-align: center;">First Segment Rate</th> <th style="text-align: center;">Second Segment Rate</th> <th style="text-align: center;">Third Segment Rate</th> <th style="text-align: center;">Effective Rate</th> </tr> </thead> <tbody> <tr> <td>2024</td> <td style="text-align: center;">4.75%</td> <td style="text-align: center;">5.00%</td> <td style="text-align: center;">5.74%</td> <td style="text-align: center;">5.26%</td> </tr> <tr> <td>2023</td> <td style="text-align: center;">4.75%</td> <td style="text-align: center;">5.18%</td> <td style="text-align: center;">5.92%</td> <td style="text-align: center;">5.43%</td> </tr> </tbody> </table>		First Segment Rate	Second Segment Rate	Third Segment Rate	Effective Rate	2024	4.75%	5.00%	5.74%	5.26%	2023	4.75%	5.18%	5.92%	5.43%
	First Segment Rate	Second Segment Rate	Third Segment Rate	Effective Rate												
2024	4.75%	5.00%	5.74%	5.26%												
2023	4.75%	5.18%	5.92%	5.43%												
<i>Mortality</i>	Tables prescribed by the Secretary of Treasury															

REQUIRED SUPPLEMENTARY INFORMATION

(UNAUDITED)

PENSION PLANS, CONTINUED

UM Health-West

Changes in the reported net pension liability for the years ended June 30 are summarized as follows (amounts in thousands):

	2024	2023	2022	2021
Total Pension Liability				
Interest Cost	\$ 4,477	\$ 4,569	\$ 4,543	\$ 4,687
Changes in assumptions	(8,224)	165	89	(3,540)
Differences between expected and actual plan experience	115	1,394	989	(1,662)
Benefit payments	(4,973)	(7,374)	(5,598)	(7,714)
Net change in total pension liability	(8,605)	(1,246)	23	(8,229)
Total pension liability, end of year	\$ 57,907	\$ 66,512	\$ 67,758	\$ 67,735
Plan Fiduciary Net Position				
Benefit payments	\$ (4,973)	\$ (7,374)	\$ (5,598)	\$ (7,714)
Contributions from the employer		1,781	891	900
Administrative expenses	(151)	(147)	(76)	
Net investment income:				
Expected investment earnings	4,503	5,314	4,997	4,797
Differences between expected and actual investment earnings	3,087	(23,044)	16,162	(1,137)
Net change in plan fiduciary net position	2,466	(23,470)	16,376	(3,154)
Plan fiduciary net position, end of year	\$ 69,429	\$ 66,963	\$ 90,433	\$ 74,057
Net pension liability, end of year	\$ (11,522)	\$ (451)	\$ (22,675)	\$ (6,322)
Plan fiduciary net position as a percentage of the total pension liability	120%	101%	133%	109%

	2020	2019	2018	2017
Total Pension Liability				
Interest Cost	\$ 4,957	\$ 4,930	\$ 5,013	\$ 4,482
Changes in assumptions	3,713	(273)	(822)	(24,906)
Differences between expected and actual plan experience	(124)	1,361	(767)	2,067
Benefit payments	(6,791)	(4,489)	(4,712)	(4,089)
Net change in total pension liability	1,755	1,529	(1,288)	(22,446)
Total pension liability, end of year	\$ 75,964	\$ 74,209	\$ 72,680	\$ 73,968
Plan Fiduciary Net Position				
Benefit payments	\$ (6,791)	\$ (4,489)	\$ (4,712)	\$ (4,089)
Contributions from the employer	1,244	1,047	2,171	2,903
Administrative expenses				
Net investment income:				
Expected investment earnings	5,205	5,234	4,848	3,166
Differences between expected and actual investment earnings	426	(1,168)	3,664	1,316
Net change in plan fiduciary net position	84	624	5,971	3,296
Plan fiduciary net position, end of year	\$ 77,211	\$ 77,127	\$ 76,503	\$ 70,532
Net pension liability, end of year	\$ (1,247)	\$ (2,918)	\$ (3,823)	\$ 3,436
Plan fiduciary net position as a percentage of the total pension liability	102%	104%	105%	95%

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(UNAUDITED)

PENSION PLANS, CONTINUED

Employer contributions in relation to actuarially determined contributions for the years ended June 30 are as follows:

(in thousands)	Employer Contributions*	Actuarially Determined Contributions	Excess (Deficient) Contributions
2024	\$ -	\$ -	\$ -
2023	\$ 445	\$ -	\$ 445
2022	\$ 1,781	\$ -	\$ 1,781
2021	\$ 891	\$ 2,133	\$ (1,242)
2020	\$ 900	\$ 1,336	\$ (436)
2019	\$ 1,244	\$ 393	\$ 851
2018	\$ 1,047	\$ 1,622	\$ (575)
2017	\$ 2,171	\$ 1,754	\$ 417

* Reflects no employer contributions after April 30 of the prior fiscal year

Significant methods and assumptions used to calculate the actuarially determined contributions for the years ended June 30 are as follows:

<i>Actuarially determined contributions</i>	The plan is subject to funding requirements under the provisions of ERISA and the Pension Protection Act of 2006 (including MAP-21, HATFA, BBA, ARPA and IJJA). The actuarially determined contributions represent the IRC Section 430 minimum required contributions.			
<i>Contributions in relation to actuarially determined contributions</i>	Under IRC Section 430, the due date to pay minimum required contributions for the plan year is generally 8½ months after the end of the plan year. For the plan years ended September 30, contributions are due by June 15 of the following year.			
<i>Actuarial cost method</i>	Unit credit method			
<i>Asset valuation method</i>	24-month smoothed value of assets			
<i>Interest rate</i>	First Segment Rate	Second Segment Rate	Third Segment Rate	Effective Rate
	2024	2023	2022	2021
	4.75%	5.00%	5.74%	5.28%
	4.75%	5.36%	6.11%	5.61%
	4.75%	5.50%	6.27%	5.76%
	3.74%	5.35%	6.11%	5.57%
	3.92%	5.52%	6.29%	5.73%
	4.16%	5.72%	6.48%	5.94%
	4.16%	5.72%	6.48%	5.93%
	4.43%	5.91%	6.65%	6.13%
<i>Mortality</i>	Tables prescribed by the Secretary of Treasury			

POSTEMPLOYMENT BENEFITS

The historical reconciliation of the reported total liability for postemployment benefits obligations for the years ended June 30 is summarized as follows (amounts in thousands):

	2024	2023	2022	2021
Service cost	\$ 143,330	\$ 197,945	\$ 213,029	\$ 151,925
Interest cost	134,787	96,059	101,166	125,421
Changes in assumptions	126,445	(790,355)	(368,216)	731,220
Differences between expected and actual plan experience	14,372	12,421	35,115	18,776
Benefit payments	(105,261)	(97,354)	(95,581)	(92,684)
Net change	\$ 313,673	\$ (581,284)	\$ (114,487)	\$ 934,658
Total liability, end of year	\$ 4,030,048	\$ 3,716,375	\$ 4,297,659	\$ 4,412,146
Covered employee payroll	\$ 5,222,386	\$ 4,889,673	\$ 4,502,421	\$ 4,255,709
Total liability as a percentage of covered employee payroll	77%	76%	95%	104%

	2020	2019	2018	2017
Service cost	\$ 134,115	\$ 141,933	\$ 143,787	\$ 122,073
Interest cost	124,023	121,800	94,153	108,561
Changes in assumptions	154,777	(383,315)	(107,874)	255,041
Differences between expected and actual plan experience	38,230	17,535	52,721	14,028
Benefit payments	(87,712)	(87,638)	(77,374)	(72,302)
Net change	\$ 363,433	\$ (189,685)	\$ 105,413	\$ 427,401
Total liability, end of year	\$ 3,477,488	\$ 3,114,055	\$ 3,303,740	\$ 3,198,327
Covered employee payroll	\$ 4,214,627	\$ 4,013,983	\$ 3,792,553	\$ 3,568,918
Total liability as a percentage of covered employee payroll	83%	78%	87%	90%

Discount rates used in determining the reported total liability for postemployment benefits obligations at June 30 are as follows:

2024	3.65%
2023	3.54%
2022	2.16%
2021	2.21%
2020	3.50%
2019	3.87%
2018	3.58%
2017	2.85%