



CHRISTOPHER NEWPORT
UNIVERSITY

AUDITED FINANCIAL STATEMENTS

For the
year ended
June 30, 2025



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MANAGEMENT'S DISCUSSION AND ANALYSIS

MANAGEMENT'S DISCUSSION AND ANALYSIS (unaudited)

The youngest comprehensive university in the Commonwealth, Christopher Newport University was founded in 1960 as Christopher Newport College, a two-year branch of the College of William & Mary in Williamsburg, Virginia. Located in historic Hampton Roads, the institution was named for the 17th-century English mariner who helped establish the Jamestown Colony. The University became independent in 1977 and gained university status in 1992.

Today, CNU is a four-year, undergraduate liberal arts university, enrolling 4,500 students in rigorous academic programs through the College of Arts and Humanities, the College of Natural and Behavioral Sciences, and the College of Social Sciences including the Luter School of Business. CNU combines traditional liberal arts and sciences curriculum with contemporary teaching ideologies with an emphasis on growing leaders of the future.

OVERVIEW

The following Management's Discussions and Analysis (MD&A) is required supplemental information under the Governmental Accounting Standards Board (GASB) reporting model. It is designed to assist readers in understanding the accompanying Financial Statements and provides an objective analysis of the University's financial activities based on currently known facts, decisions, and conditions. The discussion includes an analysis of the University's financial condition and results of operations for the fiscal year ended June 30, 2025, with comparative numbers for the year ended June 30, 2024. This presentation includes highly summarized data and should be read in conjunction with the accompanying Financial Statements, Notes to Financial Statements and Required Supplemental Information. University management is responsible for all of the financial information presented, including the discussion and analysis.

The Christopher Newport University Educational and Real Estate Foundations, Inc. are component units and are included, in separate columns, in the accompanying Financial Statements and in Note 18 to the Financial Statements. However, the following discussion and analysis does not include the Foundations' financial condition and activities.

The basic financial statements for Christopher Newport University are the Statement of Net Position, the Statement of Revenues, Expenses, and Change in Net Position, and the Statement of Cash Flows. The following analysis discusses elements from the Statement of Net Position, the Statement of Revenues, Expenses, and Changes in Net Position, and the Statement of Cash Flows, as well as an overview of the University's activities.

STATEMENT OF NET POSITION

The Statement of Net Position (SNP) presents the assets, liabilities, and net position of the University as of the end of the fiscal year. The purpose of the statement is to present a snapshot of the University's financial position to the readers of the Financial Statements.

The data presented aids readers in determining the assets available to continue operations of the University. It also allows readers to determine how much the University owes to vendors, investors, and lending institutions. Finally, the SNP provides a picture of net position and their availability for expenditure by the University. Sustained increases in net position over time are one indicator of the financial health of the organization.

The University's net position is classified as follows:

- **Net investment in capital assets** – Net investment in capital assets represents the University's total investment in capital assets, net of accumulated depreciation, accumulated amortization and outstanding debt obligations related to those capital assets. Debt incurred, but not yet expended for capital assets, is not included as a component of net investment in capital assets.
- **Restricted net position, expendable** – Expendable restricted net position includes resources the University is legally or contractually obligated to expend in accordance with restrictions imposed by external third parties.
- **Restricted net position, nonexpendable** – Nonexpendable restricted net position consists of endowment and similar type funds where donors or other outside sources have stipulated, as a condition of the gift instrument, the principal is to be maintained inviolate and in perpetuity, and invested for the purpose of producing present and future income to be expended or added to principal.
- **Unrestricted net position** – Unrestricted net position represents resources used for transactions relating to academic departments and general operations of the University, and may be used at the discretion of the University's Board of Visitors to meet current expenses for any lawful purpose in support of the University's primary missions. These resources are derived from student tuition and fees, state appropriations, and sales and services of auxiliary enterprises and educational departments. The auxiliary enterprises are self-supporting entities that provide services for students, faculty, and staff. Some examples of the University's auxiliaries are student residential and dining programs.

A condensed version of the Statement of Net Position is presented here. This statement shows that the University's assets and deferred outflows increased by \$13.2 million during fiscal year 2025, bringing the total assets and deferred outflows to \$770.3 million at year end.

Current assets increased by \$7.5 million during the fiscal year. This net growth reflects a \$4.6 million increase in E&G cash—primarily driven by \$3.0 million in state appropriations for IT Modernization—combined with an increase in auxiliary enterprises cash balances.

Net capital assets increased by \$34.9 million primarily due to additions to construction in progress for the Integrated Science Center. Capital assets are discussed further in the following section and Note 5 of the Notes to the Financial Statements.

Condensed Statement of Net Position

For the years ended June 30, 2025 and 2024

(All dollars in millions)

	2025	2024**	Change Amount	Change Percent	
Assets and Deferred Outflows:					
Current assets	\$ 62.7	\$ 55.2	\$ 7.5	13.6	%
Capital assets, net*	647.7	612.8	34.9	5.7	%
Other noncurrent assets	43.8	74.6	(30.8)	(41.3)	%
Deferred outflows of resources	16.1	14.5	1.6	11.0	%
Total assets and deferred outflows	<u>770.3</u>	<u>757.1</u>	<u>13.2</u>	1.7	%
Liabilities and Deferred Inflows:					
Current liabilities	63.8	52.5	11.3	21.5	%
Noncurrent liabilities	194.4	203.9	(9.5)	(4.7)	%
Deferred inflows of resources	11.0	9.6	1.4	14.6	%
Total liabilities and deferred inflows	<u>269.2</u>	<u>266.0</u>	<u>3.2</u>	1.2	%
Net position:					
Invested in capital assets, net	474.0	445.2	28.8	6.5	%
Restricted	26.8	64.2	(37.4)	(58.3)	%
Unrestricted	0.3	(18.3)	18.6	101.6	%
Total net position	<u>\$ 501.1</u>	<u>\$491.1</u>	<u>\$ 10.0</u>	2.0	%

*Includes non-depreciable capital assets, capital assets, net and intangible right to use assets, net from the Statement of Net Position.

**Prior year data presented in this analysis has been restated to reflect an error correction. The cumulative adjustment is reflected in the opening balances of the current fiscal year. See Note 2 for details.

Other noncurrent assets decreased by \$30.8 million due to the decrease in capital appropriations funded by the Commonwealth for the Integrated Science Center. The unspent portion of this funding is recorded in appropriations available under other noncurrent assets.

In fiscal year 2025 the University adopted the provisions of Governmental Accounting Standards Board (GASB) Statement No. 101, *Compensated Absences*, for the fiscal year beginning July 1, 2024. This Statement supersedes the guidance in GASB Statement No. 16, *Accounting for Compensated Absences*. The adoption of GASB 101 resulted in an increase of beginning net position in the amount of \$0.1 million for the cumulative effect of the change.

CAPITAL ASSET AND DEBT ADMINISTRATION

One of the critical factors in ensuring the quality of the University's academic and residential life functions is the development and renewal of its capital assets. The University continues to maintain and upgrade current structures, as well as pursue opportunities for additional facilities. Investment in new structures and the upgrade of current structures serve to enrich the University's high-quality instructional programs and residential lifestyles.

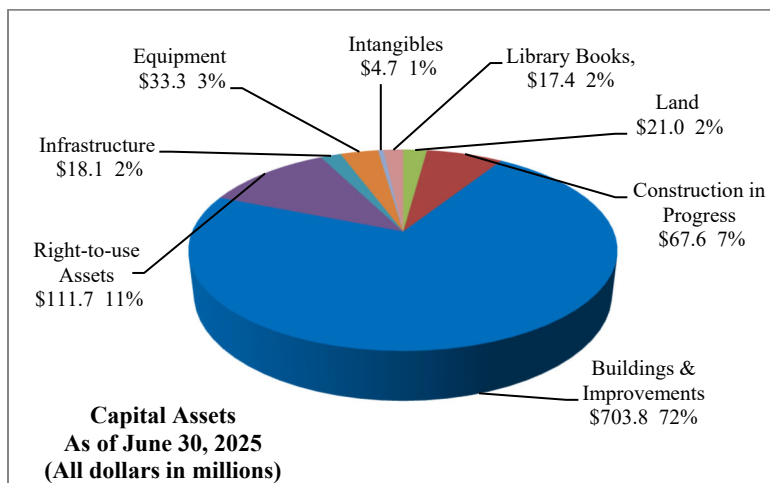
The table below and Note 5 of the Notes to the Financial Statements describes the University's significant investment in capital assets with gross additions of \$71.8 million.

Capital Assets	
For the year ended June 30, 2025 (All dollars in millions)	
	Amount
Additions	
Construction in progress (see table)	\$ 47.1
Buildings & other improvements	2.6
Right-to-use assets	17.1
Infrastructure	0.3
Equipment, library & intangibles	4.7
Total capital asset additions	\$ 71.8
Reductions	
Construction in progress	\$ 3.5
Right-to-use assets	2.7
Equipment, library & intangibles	0.4
Total capital asset reductions	\$ 6.6
Construction in Progress	
For the year ended June 30, 2025 (All dollars in millions)	
	Amount
Integrated Science Center-Phase III	\$ 61.9
Ferguson Center Roof Replacement	2.3
LED Lighting Projects	0.8
Santoro Hall Roof Replacement	0.7
Academic Network Refresh	0.7
Plant Operations Facility Pre-Planning	0.5
Science Lab/SERC Renovations	0.5
Miscellaneous	0.2
Total construction in progress	\$ 67.6

- **Additions in fiscal year 2025:** Construction in progress increases were driven by the Integrated Science Center, various residence hall roof replacements, LED lighting, and a network refresh. Building and other improvements included renovations to Bev Vaughan Hall, Potomac River Hall, and the Ferguson Center for the Arts Inner Circle. Right-to-use assets consisted of new software subscriptions and leased assets, while equipment and intangibles covered computers, smart classrooms, vehicles, library collections, and a network controls upgrade.
- **Reductions in the fiscal year:** Construction in progress decreases were for the capitalization of roof replacements, tennis course repairs and miscellaneous equipment. Right-to-use assets were decreased for subscription-based information technology assets no longer in use by the University.
- **Capital commitments and funding:** As of June 30, 2025, the University had outstanding contractual commitments for authorized capital expenditures totaling \$23.4 million. This total includes \$18.0 million for the Integrated Science Center (ISC III), \$3.2 million for the Plant Operations building, \$1.4 million for roof repairs and lab renovations, and \$0.8 million for miscellaneous repairs and maintenance. These commitments will be financed using \$21.2 million in available state funding appropriations, \$1.4 million in bond funding, and \$0.8 million from auxiliary cash reserves. No changes to debt limitations or credit ratings occurred during the fiscal year that would adversely affect future financing or debt service.

Construction in progress is detailed in the table above showing the balance as of June 30, 2025. The Integrated Science Center makes up 92% of the construction in progress balance.

The table below shows that buildings and improvements continue to account for the majority of capital assets of the University.

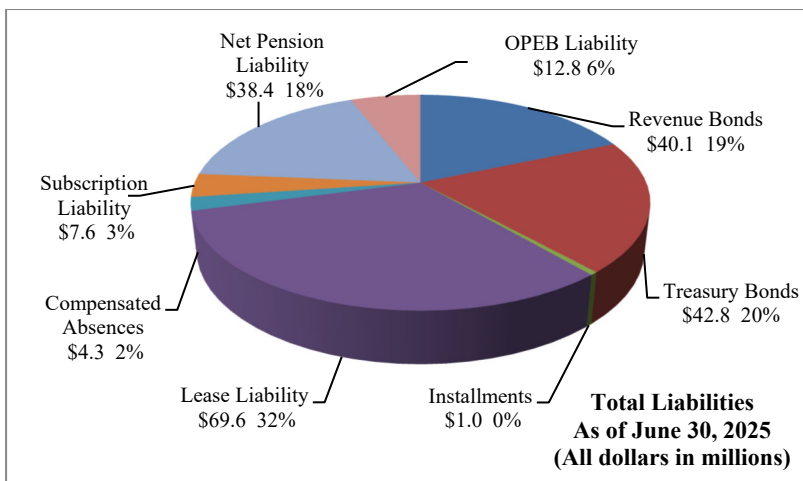


Notes 8 and 9 of the Notes to Financial Statements contain information relating to the long-term debt of the University.

Total long-term liabilities at the end of fiscal year 2025 were \$216.6 million. This is made up primarily from revenue and treasury bond issues and the lease liabilities.

In June 2025 the Commonwealth issued \$10.7 million in General Obligation Refunding Bonds, Series 2025B to refund \$11.6 million of Series 2015A 2026-2032 maturities. More detail is available in Note 9 of Notes to the Financial Statements.

Below is a chart representing the noncurrent liabilities of the University.



STATEMENT OF REVENUES, EXPENSES, AND CHANGE IN NET POSITION

Per the University's Mission Statement, our primary focus is excellence in teaching, inspired by sound scholarship. At CNU, personal attention in small classes creates a student-centered environment where creativity and excellence can flourish. First, second and third-year students are required to live on campus. The University feels that students who live on campus statistically achieve higher academic success, are more engaged with faculty, more connected with campus, more likely to return for a second year, and go on to graduate. Operating and non-operating activities creating changes in the University's total net position are presented in the *Statement of Revenues, Expenses, and Changes in Net Position*. The purpose of this statement is to present all revenues received and accrued, all expenses paid and accrued, gains or losses from investments and capital assets.

Operating revenues are generally received through providing goods and services to the various customers and constituencies of the University. Operating expenses are expenditures made to acquire or procure the goods and services provided in return for the operating revenues and to carry out the mission of the University. Salaries and fringe benefits for faculty and staff are the largest type of operating expenses. Non-operating revenues are revenues received for which goods and services are not directly provided. State appropriations, which are included in this category, provide substantial support for paying operating expenses of the University. Therefore, the University, like most public institutions, will expect to show an operating loss.

In fiscal year 2025 the University had an increase in net position of \$11.1 million resulting primarily from additional state appropriations to enhance student success. See Note 10. State Appropriations in the Notes to the Financial Statements for details. As discussed earlier, due to the GASB 101 implementation the University recognized an increase to beginning net position of \$0.1 million.

Summary of the Statement of Revenues, Expenses, and Changes in Net Position

For the years ended June 30, 2025 and 2024

(All dollars in millions)

	2025	2024**	Change Amount	Change Percent	
Operating revenues	\$ 111.3	\$110.1	\$ 1.2	1.1	%
Operating expenses	193.7	177.8	15.9	8.9	%
Operating loss	(82.4)	(67.7)	(14.7)	(21.7)	%
Non-operating revenues, net	81.1	68.7	12.4	18.0	%
Net other revenues (expenses)	12.4	82.9	(70.5)	(85.0)	%
Increase in net position	11.1	83.8	(72.7)	(86.8)	%
Net position beginning of the year*	490.0	407.3	82.7	20.3	%
Net position end of year	\$ 501.1	\$491.1	\$ 10.0	2.0	%

*2025 Includes a beginning balance adjustment for the implementation of GASB 101

**Prior year comparative data has been updated to reflect a retroactive revenue reclassification from operating to non-operating, as well as a restatement for an error correction. The cumulative effect of the error correction is run through the current year's opening balances. See Note 2 for details.

OPERATING REVENUES

Total operating revenues increased by \$1.3 million from the prior fiscal year primarily due to the increase in student tuition and fees revenue.

NON-OPERATING REVENUES

Total non-operating revenues increased by \$12.2 million. This increase was due to an increase in the state appropriations to support student success. See Note 10. State Appropriations in the Notes to the Financial Statements for details.

OTHER REVENUE

Other revenue decreased by \$70.5 million from prior fiscal year due to the decrease in capital appropriations for the Integrated Science Center.

Summary of Revenues					
For the years ended June 30, 2025 and 2024					
(All dollars in millions)					
	2025	2024**	Change Amount	Change Percent	
Operating revenues					
Student tuition and fees, net	\$ 31.5	\$ 29.7	\$ 1.8	6.1	%
Grants and contracts	3.4	2.7	0.7	25.9	%
Auxiliary enterprises, net	73.3	74.9	(1.6)	(2.1)	%
Other operating revenue	3.1	2.7	0.4	14.8	%
Total operating revenue	111.3	110.0	1.3	1.2	%
Non-operating revenues					
State appropriations	71.9	60.8	11.1	18.3	%
Federal financial aid	5.5	4.0	1.5	37.5	%
Federal Revenue	0.4	0.5	(0.1)	(20.0)	%
Other non-operating revenue*	8.5	8.8	(0.3)	(3.4)	%
Total non-operating revenue	86.3	74.1	12.2	16.5	%
Other revenue					
Capital appropriations	11.0	82.8	(71.8)	(86.7)	%
Capital gifts and grants	1.4	0.1	1.3	1,300.0	%
Total other revenue	12.4	82.9	(70.5)	(85.0)	%
Total revenue	\$ 210.0	\$ 267.0	\$(57.0)	(21.3)	%
* Includes gifts, investment income, and other non-operating revenue.					
**Prior year comparative data has been updated to reflect a retroactive revenue reclassification from operating to non-operating.					

TOTAL EXPENSES

The expenses of the University are also separated into operating and non-operating expenses. The operating expenses are presented in the Financial Statements by function.

OPERATING EXPENSES

Total operating expenses for the fiscal year totaled \$193.7 million, up \$15.9 million from fiscal year 2024. The net change resulted across most academic and administrative programs for increases in salaries, wages and fringe benefits, from repairs and maintenance of the University's buildings, an increase in depreciation expense on capital assets and student financial aid.

NON-OPERATING EXPENSES

Non-operating expenses decreased by \$0.2 million primarily from decreased interest costs on lease and subscription liabilities.

Summary of Expenses					
For the years ended June 30, 2025 and 2024					
(All dollars in millions)					
	2025	2024*	Change Amount	Change Percent	
Operating expenses					
Instruction	\$ 43.3	\$ 41.8	\$ 1.5	3.6	%
Research	3.7	2.8	0.9	32.1	%
Academic support	14.6	12.7	1.9	15.0	%
Student services	9.8	8.7	1.1	12.6	%
Institutional support	17.1	15.5	1.6	10.3	%
Operation & maintenance of plant	16.0	13.6	2.4	17.6	%
Depreciation and amortization	32.0	30.5	1.5	4.9	%
Student aid	0.2	0.5	(0.3)	(60.0)	%
Auxiliary enterprises	57.0	51.7	5.3	10.3	%
Total operating expenses	<u>193.7</u>	<u>177.8</u>	<u>15.9</u>	8.9	%
Non-operating expenses					
Interest on capital asset related debt	2.7	2.7	-	-	%
Interest on lease and subscription liabilities	2.3	2.7	(0.4)	(14.8)	%
Other non-operating expenses and loss on disposal of plant assets	0.2	-	0.2	-	%
Total non-operating expenses	<u>5.2</u>	<u>5.4</u>	<u>(0.2)</u>	(3.7)	%
Total Expenses	<u>\$ 198.9</u>	<u>\$ 183.2</u>	<u>\$ 15.7</u>	8.6	%
*Prior year data presented in this analysis has been restated to reflect an error correction. The cumulative adjustment is reflected in the opening balances of the current fiscal year. See Note 2 for details.					

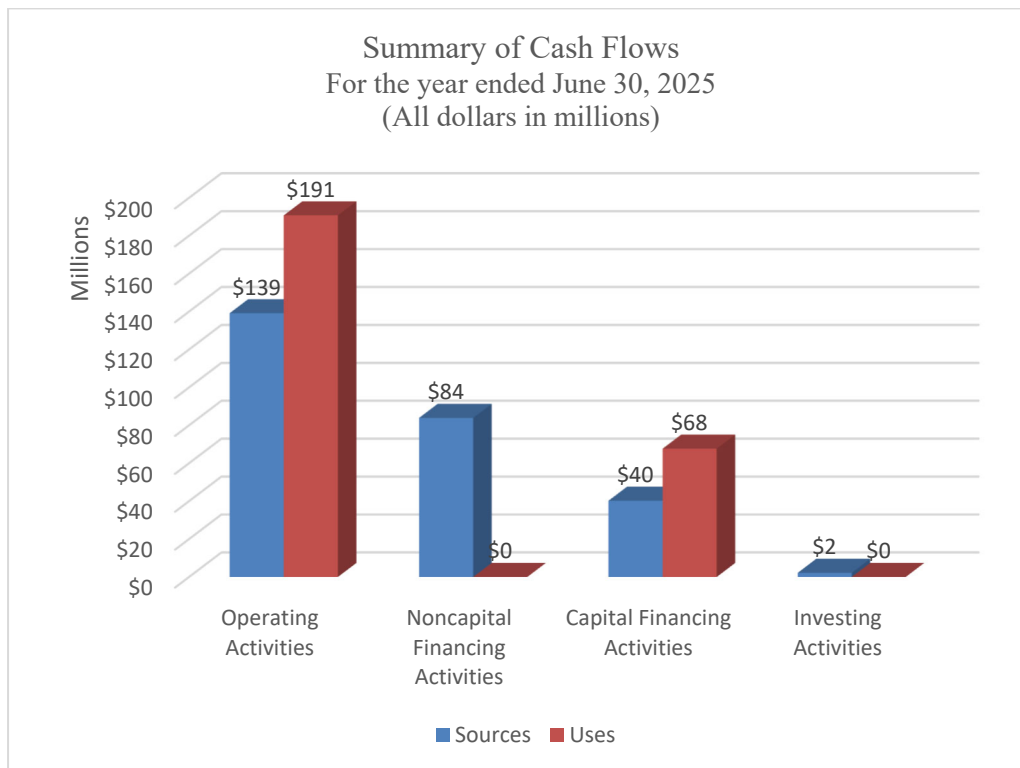
STATEMENT OF CASH FLOWS

The *Statement of Cash Flows* presents detailed information about the cash activity of the University during the year. Cash flows from operating activities will always be different from the operating loss on the *Statement of Revenues, Expenses, and Changes in Net Position* (SRECNP). This difference occurs because the SRECNP is prepared on the accrual basis of accounting and includes noncash items, such as depreciation expenses, whereas the *Statement of Cash Flows* presents cash inflows and outflows without regard to accrual items. The *Statement of Cash Flows* should help readers assess the ability of an institution to generate sufficient cash flows necessary to meet its obligations.

The statement is divided into five sections:

- *Cash flows from operating activities* deals with operating cash flows and shows net cash used by the operating activities of the University.
- *Cash flows from noncapital financing activities* reflects cash received and disbursed for purposes other than operating, investing, and capital financing. GASB requires that general appropriations from the Commonwealth be shown as cash flows from noncapital financing activities. Since state appropriations are used to cover the operating expenses of the University, net cash should always be used by operating activities and provided by noncapital financing activities.
- *Cash flows from capital financing activities* presents cash used for the acquisition and construction of capital and related items. Plant funds and related long-term debt activities (except depreciation and amortization), as well as capital appropriations, are included in cash flows from capital financing activities.
- *Cash flows from investing activities* reflects the cash flows generated from investments, including purchases, proceeds, and interest.
- The last section reconciles the operating loss reflected on the *Statement of Revenues, Expenses, and Changes in Net Position* to the net cash used by operating activities.

Summary of Cash Flows					
For the years ended June 30, 2025 and 2024					
(All dollars in millions)					
	2025	2024	Change Amount	Change Percent	
Net cash provided/(used) by operating activities	\$ (51.6)	\$ (37.9)	\$ (13.7)	(36.1)	%
Net cash provided/(used) by noncapital activities	83.9	68.6	15.3	22.3	%
Net cash provided/(used) by capital and related financing activities	(27.5)	(24.9)	(2.6)	(10.4)	%
Net cash provided/(used) by investing activities	2.2	2.2	-	-	%
Net increase (decrease) in cash and cash equivalents	7.0	8.0	(1.0)	(12.5)	%
Cash and cash equivalents - beginning of year	47.0	39.0	8.0	20.5	%
Cash and cash equivalents - end of year	\$ 54.0	\$ 47.0	\$ 7.0	14.9	%



The University ended 2025 with cash and cash equivalents of \$54.0 million, a net increase in cash of \$7.0 million from prior fiscal year.

Net cash used by operating activities was \$51.6 million. The primary sources of cash from operating activities were student tuition and fees for \$31.5 million and Auxiliary enterprises for \$73.1 million. The primary uses of cash from operating activities were payments to employees for salaries, wages and fringe benefits for \$110.1 million, payments for services and supplies for \$43.3 million, payments for utilities for \$7.5 million and payments for non-capitalized plant improvements for \$1.5 million.

Noncapital financing activities had net cash provided of \$83.9 million. The primary sources of cash from noncapital financing activities consisted of state appropriations of \$71.9 million, federal student financial aid of \$5.5 million and gifts and grants of \$5.9 million. There were no noncapital financing activity uses.

Net cash used by capital financing activities was \$27.5 million. The primary source of cash from capital financing was \$38.80 million from capital appropriations and \$1.4 million from capital grants and contributions. Primary uses of cash from capital financing activities were for the purchase of capital assets of \$45.0 million and the principal and interest payments on debt, leases, subscriptions and installments of \$19.4 million and \$3.3 million, respectively.

Net cash provided by investing activities was \$2.2 million from interest earned on investments.

ECONOMIC OUTLOOK

The University's economic outlook is closely related to its role as one of the Commonwealth's comprehensive higher education institutions. As such, it is largely dependent upon ongoing financial support from the state government. After keeping tuition level for four years, the Board of Visitors increased tuition, comprehensive fee and board plans in 2024 and again in 2025.

Christopher Newport University is a young institution, but our formidable reputation is growing quickly thanks to our commitment to our liberal arts curriculum and our dedication to the values of honor, service, scholarship, and leadership. This dedication has allowed the University to rank third among regional public universities in the South, sixth among all southern regional universities, and the most innovative in Virginia in the *U.S. News & World Report* rankings.

Christopher Newport is one of only five public institutions in the nation to earn a perfect "A+" rating from the American Council of Trustees and Alumni (ACTA) for the strength of its curriculum in *What Will They Learn?* ACTA's 2024 study of over 1,000 colleges and universities. A perfect score indicates that an institution requires all seven subjects deemed essential to a quality education: literature, composition, economics, mathematics, foreign language, science and American history/government.

College Choice lists Christopher Newport University in its Best Colleges rankings for Virginia and the region. They account for three central factors: student body diversity, academic quality and return on investment, which they analyze using data from IPEDS, a database on higher education statistics available through the National Center for Education Statistics.

The Princeton Review ranked Christopher Newport one of the nation's best 389 colleges, one of the best in the Southeast and one of the nation's best values. CNU was also highly ranked for the healthcare services offered to students.

CNU's master's degree program in elementary education is also highly ranked. The National Council on Teacher Quality (NCTQ) recently named the program for math educators as one of the best in the nation.

The University will continue to fulfill its mission to provide educational and cultural opportunities that benefit students, the residents of the Commonwealth of Virginia and the nation. Christopher Newport provides outstanding academic programs, encourages service and leadership within the community, and provides opportunities for student involvement in nationally and regionally prominent research and arts programs. Our primary focus is excellence in teaching, inspired by sound scholarship with personal attention in small classes creating a student-centered environment where creativity and excellence can flourish. We also serve the Commonwealth with master's degree programs that provide intellectual and professional development for graduate-level students. The University is committed to providing a liberal arts education that stimulates intellectual inquiry and fosters social and civic values. Christopher Newport students acquire the qualities of mind and spirit that prepare them to lead lives with meaning and purpose. As a state university, we are dedicated to service that shapes the economic, civic and cultural life of our community and the Commonwealth.

In conclusion, the University's overall financial position is strong. The University anticipates that current fiscal year operations will remain consistent compared to fiscal year 2024. Enrollment stabilized with a notable increase for fiscal year 2025. The University will continue to maintain a close watch over resources to maintain a posture of access and affordability for all students and facilitate the University's ability to react to unknown internal and external issues.

FINANCIAL STATEMENTS

CHRISTOPHER NEWPORT UNIVERSITY
STATEMENT OF NET POSITION
For the Year Ended June 30, 2025

	University	Component Unit Education Foundation	Component Unit Real Estate Foundation
Current Assets:			
Cash and cash equivalents (Note 3)	\$ 6,237,639	\$ 2,008,219	\$ 4,424,023
Cash and cash equivalents Treasurer of Virginia (Note 3)	47,592,541	-	-
Cash and cash equivalents - securities lending (Note 3)	5,126,471	-	-
Lease receivable - current (Note 4)	12,121	-	-
Other investments	-	2,943,337	-
Accounts receivable, net of allowance (Note 4)	1,862,633	3,178	182,927
Pledges receivable, net of allowance (Note 18)	-	3,696,363	-
Due from Commonwealth (Note 4)	267,546	-	-
Prepaid expenses - current	1,471,685	-	65,122
Inventory	182,352	-	-
Total current assets	62,752,988	8,651,097	4,672,072
Noncurrent Assets:			
Restricted cash and cash equivalents	-	3,189,421	-
Restricted cash/cash equivalents Treasurer of Virginia (Note 3)	182,135	-	-
Restricted investments (Notes 3 and 18)	446,141	69,965,973	-
Lease receivable - noncurrent (Note 4)	110,780	-	-
Appropriations available/due from	40,422,629	-	-
Pledges receivable, net of allowance (Note 18)	-	9,072,912	-
Prepaid expenses - noncurrent	81,028	-	-
Other assets	-	1,355,000	497,600
Other restricted assets (Note 13)	2,553,161	2,497,724	-
Non-depreciable capital assets (Notes 5 and 18)	88,611,914	974,344	22,777,362
Capital assets, net (Notes 5 and 18)	484,321,113	-	88,129,703
Intangible right to use assets, net (Note 5)	74,749,898	-	-
Total noncurrent assets	691,478,799	87,055,374	111,404,665
Deferred outflows of resources (Note 6)	16,131,186	-	-
Total assets and deferred outflows of resources	770,362,973	95,706,471	116,076,737
Current Liabilities:			
Accounts payable and accrued expenses (Note 7)	31,350,234	665,940	328,372
Unearned revenue	3,214,860	-	-
Obligations under securities lending	5,126,471	-	-
Accrued interest payable	869,802	-	143,183
Deposits held in custody for others	967,960	-	91,891
Long-term liabilities - debt, current (Notes 8 and 18)	7,557,465	-	10,917,810
Long-term liabilities - compensated absences, current (Note 8)	3,006,621	-	-
Long-term liabilities - other post employment benefits, current (Note 8)	329,952	-	-
Long-term liabilities - leases, current (Note 8)	8,968,027	-	-
Long-term liabilities - subscription-based information technology (Note 8)	2,368,573	-	-
Total current liabilities	63,759,965	665,940	11,481,256
Noncurrent Liabilities:			
Noncurrent liabilities - debt (Notes 8, 9 and 18)	76,359,855	-	93,707,296
Noncurrent liabilities - compensated absences (Note 8)	1,275,316	-	-
Noncurrent liabilities - pension (Note 8)	38,428,722	-	-
Noncurrent liabilities - other post employment benefits (Note 8)	12,479,534	-	-
Noncurrent liabilities - leases (Notes 8 and 9)	60,634,573	-	-
Noncurrent liabilities - subscription-based information technology (Notes 8 and 9)	5,277,404	-	-
Total noncurrent liabilities	194,455,404	-	93,707,296
Deferred inflows of resources (Note 6)	11,023,831	-	-
Total liabilities and deferred inflows of resources	269,239,200	665,940	105,188,552
Net investment in capital assets	474,006,999	974,344	8,402,660
Restricted for:			
Nonexpendable - scholarships and fellowships	-	41,125,388	-
Expendable:			
Other Post Employment Benefits	2,465,731	-	-
Scholarships and fellowships	-	3,740,095	-
Academic support	-	17,069,259	-
Capital projects	24,361,986	3,380,338	-
Other	-	24,474,780	-
Unrestricted	289,057	4,276,327	2,485,525
Total net position	\$ 501,123,773	\$ 95,040,531	\$ 10,888,185

The accompanying Notes to Financial Statements are an integral part of this statement.

CHRISTOPHER NEWPORT UNIVERSITY
STATEMENT OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION
For the Year Ended June 30, 2025

	University	Component Unit Education Foundation	Component Unit Real Estate Foundation
Operating Revenues:			
Student tuition and fees, Net of scholarship allowance of \$16,938,690	\$ 31,493,448	\$ -	\$ -
Federal grants and contracts	2,983,106	-	-
State grants and contracts	327,193	-	-
Nongovernmental grants and contracts	97,305	186,000	-
Gifts and contributions	-	9,235,968	-
Auxiliary enterprises, Net of scholarship allowance of \$6,734,774	73,262,095	-	-
Lease and rental revenue	-	-	14,617,777
Other operating revenue	3,134,491	340,279	12,807
Total operating revenues	<u>111,297,638</u>	<u>9,762,247</u>	<u>14,630,584</u>
Operating Expenses:			
Instruction	43,329,828	-	-
Research	3,655,061	-	-
Academic support	14,590,183	-	-
Student services	9,779,593	-	-
Institutional support	17,146,262	4,676,729	2,937,412
Operation and maintenance of plant	15,969,765	2,516,467	2,179,172
Depreciation and amortization	31,993,068	-	4,612,678
Student aid	234,567	2,692,246	-
Auxiliary enterprises	57,008,504	-	-
Total operating expenses	<u>193,706,831</u>	<u>9,885,442</u>	<u>9,729,262</u>
Operating gain/(loss)	<u>(82,409,193)</u>	<u>(123,195)</u>	<u>4,901,322</u>
Non-operating Revenues/(Expenses):			
State appropriations (Note 10)	71,914,479	-	-
Federal student financial aid	5,508,227	-	-
Gifts	5,869,186	-	-
Investment income, net of investment expenses of \$3,500	1,831,448	7,462,718	63,213
Interest on capital asset related debt	(2,738,800)	-	(4,354,118)
Interest on lease and subscription liabilities	(2,265,464)	-	-
Build America Bonds and other federal revenue	378,362	-	-
Other non-operating revenues (expenses)	899,550	-	(276,200)
Gain (Loss) on disposal of plant assets	(243,086)	-	-
Net nonoperating revenues/(expenses)	<u>81,153,902</u>	<u>7,462,718</u>	<u>(4,567,105)</u>
Income before other revenues/(expenses)/gains/(losses)	<u>(1,255,291)</u>	<u>7,339,523</u>	<u>334,217</u>
Capital appropriations	11,033,228	-	-
Capital gifts and grants	1,357,530	-	-
Additions to permanent endowments	-	1,620,235	-
Net other revenues	<u>12,390,758</u>	<u>1,620,235</u>	<u>-</u>
Increase/(decrease) in net position	11,135,467	8,959,758	334,217
Net Position - Beginning of year, as previously stated	489,849,273	86,080,773	10,553,968
Adjustments (Note 2)	<u>139,033</u>	<u>-</u>	<u>-</u>
Net Position - End of year	<u>\$ 501,123,773</u>	<u>\$ 95,040,531</u>	<u>\$ 10,888,185</u>

The accompanying Notes to Financial Statements are an integral part of this statement.

CHRISTOPHER NEWPORT UNIVERSITY
STATEMENT OF CASH FLOWS
For the Year Ended June 30, 2025

Cash flows from operating activities:

Student tuition and fees	\$ 31,540,061
Grants and contracts	3,448,838
Auxiliary enterprises	73,123,231
Other receipts	3,404,110
Payments to employees	(110,063,284)
Payments for services and supplies	(43,258,022)
Payments for utilities	(7,470,810)
Payments for student aid	(234,567)
Payments for non-capitalized plant improvements and equipment	(1,526,060)
Custodial receipts	1,189,971
Custodial payments	(1,786,339)
PLUS loan receipts	8,384,683
PLUS loan disbursements	(8,384,683)
Federal direct lending program receipts	17,548,415
Federal direct lending program disbursements	(17,548,415)
Loans and advances issued to students and employees	(476,765)
Collection of loans and advances from students and employees	499,581
Net cash used by operating activities	(51,610,055)

Cash flows from noncapital financing activities:

State appropriations	71,914,479
Federal revenue	224
Gifts and grants for other than capital purposes	5,869,186
Federal student financial aid	5,508,227
Other nonoperating revenues	609,088
Net cash provided by noncapital financing activities	83,901,204

Cash flows from capital financing activities:

Capital appropriations	38,796,377
Capital grants and contributions	1,357,530
Proceeds from capital financing	70,775
Purchase of capital assets	(45,047,400)
Principal paid on capital debt, leases, subscriptions and installments	(19,384,635)
Interest paid on capital debt, leases, subscriptions and installments	(3,250,680)
Net cash used by capital financing activities	(27,458,033)

Cash flows from investing activities:

Interest on investments	2,190,580
Net cash provided by investing activities	2,190,580

Net increase/(decrease) in cash	7,023,696
Cash and cash equivalents - Beginning of year	46,988,619
Cash and cash equivalents - End of year	\$ 54,012,315

The accompanying notes to financial statements are an integral part of this statement.

CHRISTOPHER NEWPORT UNIVERSITY
STATEMENT OF CASH FLOWS
For the Year Ended June 30, 2025

Reconciliation of Net Operating Loss to Net Cash
Used by Operating Activities:

Operating loss	\$ (82,409,193)
Adjustments to reconcile net loss to net cash used by operating activities:	
Depreciation and amortization expense	31,993,068
Changes in assets, deferred outflows, liabilities and deferred inflows:	
Receivables, net	334,743
Inventory	26,714
Prepaid expenses	661,855
OPEB restricted asset	(237,300)
Deferred outflow of resources	(1,689,950)
Accounts payable and accrued expenses	1,236,054
Unearned revenue	454,930
Deposits held in custody	(798,400)
Accrued compensated absences	472,421
Net pension liability	(1,113,769)
OPEB liability	(1,226,876)
Deferred inflow of resources	685,648
Net cash used by operating activities	<u>\$ (51,610,055)</u>

Non Cash investing, non capital financing, and
capital and related financing transactions:

Acquired right-to-use intangible assets (Leases/SBITAs)	\$ 17,045,043
Receipt of bond refundings qualifying for defeasance	\$ 11,595,000
Amortization of bond premium and discount	\$ 1,265,427
Loss on disposal of plant assets	\$ (243,086)
Amortization of deferral on defeased bonds	\$ (36,118)
Capital assets retainage accrued	\$ (2,791,485)
VRS Special Contribution	\$ 425,589
Change in fair value of investments recognized as interest income	\$ 43,026

The accompanying notes to financial statements are an integral part of this statement.

NOTES TO THE FINANCIAL STATEMENTS

CHRISTOPHER NEWPORT UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
AS OF JUNE 30, 2025

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The significant accounting policies of the University are as follows:

A. Reporting Entity

Christopher Newport University is a comprehensive university that is part of the Commonwealth of Virginia's statewide system of public higher education. The University's Board of Visitors, appointed by the Governor, is responsible for overseeing governance of the University. A separate report is prepared for the Commonwealth of Virginia, which includes all agencies over which the Commonwealth exercises oversight authority. The University is a component unit of the Commonwealth of Virginia and is included in the basic financial statements of the Commonwealth.

The University includes all entities over which the University exercises or has the ability to exercise oversight authority for financial reporting purposes. Under Governmental Accounting Standards Board (GASB) Statement 14, as amended by Statements 39 and 61, the Christopher Newport University Education and Real Estate Foundations, Inc. are discretely presented as component units of the University. The Foundations are legally separate and tax-exempt organizations formed to promote the achievements and further the aims and purposes of the University.

Christopher Newport University Education and Real Estate Foundations are tax-exempt, nonprofit, nonstock corporations. The Christopher Newport University Education Foundation was organized in September 1980 and Christopher Newport University Real Estate Foundation was organized in June 1997. The Foundations were created to receive, administer and distribute funds and property exclusively in furtherance of the educational activities and objectives of Christopher Newport University. Although the University does not control the timing or amount of receipts from the Foundations, the majority of resources, or incomes thereon, which the Foundations hold and invest, are restricted to the activities of the University by the donors. Since these restricted resources held by the Foundations can only be used by, or for the benefit of the University, the Foundations are considered component units of the University and are discretely presented in the University's financial statements.

During the year ended June 30, 2025, the Foundations distributed \$7,178,036 to the University for both restricted and unrestricted purposes. Separate financial statements for the Foundations can be obtained by writing the Chief Financial Officer, CNU Foundations, 1 Avenue of the Arts, Newport News, Virginia 23606.

B. Basis of Presentation

The University's accounting policies conform to generally accepted accounting principles as prescribed by GASB, including all applicable GASB pronouncements. The financial statements have been prepared in accordance with GASB Statement 34, *Basic Financial Statements – and Management's Discussion and Analysis – for State and Local Governments*, and GASB Statement 35, *Basic Financial Statements and Management's Discussion and Analysis of Public College and Universities*. The University follows GASB 34 requirements for "reporting by special-purpose governments engaged only in business-type activities."

The Education and Real Estate Foundations are tax-exempt, nonprofit, nonstock corporations that

report under Financial Accounting Standards Board (FASB) standards, including FASB Statement 117, *“Financial Reporting for Not-for-Profit Organizations.”* As such, certain revenue recognition criteria and presentation features are different from GASB revenue recognition and presentation features. Certain reclassifications have been made to the Foundations’ financial information to convert the presentation from FASB format to GASB format to align with the University’s financial reporting.

C. Basis of Accounting

The University’s financial statements have been prepared using the economic resources measurement focus and the accrual basis of accounting. Under the accrual basis, revenues are recognized when earned and expenses are recorded when a liability is incurred, regardless of the timing of related cash flows. All significant intra-agency transactions have been eliminated.

D. Cash Equivalents and Investments

In accordance with GASB Statement 9, Reporting Cash Flows of Proprietary and Non-expendable Trust Funds and Governmental Entities That Use Proprietary Fund Accounting, the University considers all highly liquid investments with an original maturity of 90 days or less to be cash equivalents.

In accordance with GASB Statement 31, *Accounting and Financial Reporting for Certain Investments and for External Investment Pools*, purchased investments, interest-bearing temporary investments classified with cash and investments received as gifts are recorded at fair value. All investment income, including changes in the fair value of investments (unrealized gains and losses), is reported as non-operating revenue in the Statement of Revenues, Expenses and Change in Net Position. The University follows GASB Statement No. 72, *Fair Value Measurement and Application*, which requires disclosures to be made about fair value measurements, the level of fair value hierarchy, and valuation techniques. The fair value hierarchy is based on the valuation inputs used to measure the fair value of assets.

E. Capital Assets

Capital assets include land, buildings, library materials, works of art and historical treasures, equipment, improvements, infrastructure assets such as sidewalks, electrical and computer network cabling systems, intangible assets, and aggregate assets. Intangible assets include computer software, right-to-use lease assets and right-to-use subscription assets. Aggregate assets are those whose individual acquisition costs are less than the capitalization threshold for an individual asset but in aggregate are significant.

Right-to-use lease assets represent the University’s right to use an underlying asset for a lease term, and are initially measured as the sum of the following:

- Amount of the initial measurement of the related lease liability
- Lease payments made prior to the commencement of the lease term, less any lease incentives
- Initial direct costs that are ancillary charges necessary to place the lease asset into service.

Right-to-use subscription assets are defined as a contract that conveys control of the right to use another party's information technology software, alone or in combination with tangible capital assets, as specified in the contract for a period of time in an exchange or exchange-like transaction, and are initially measured as the sum of the following:

- The initial subscription liability amount
- Payments made to the vendor before commencement of the subscription term
- Capitalizable implementation costs, less any incentives received from the vendor at or before the commencement of the subscription term.

Capital assets, except as stated below, are defined by the University as assets with an initial cost of \$5,000 or more and an estimated useful life in excess of one year. Right-to-use lease assets are defined as having a value of \$50,000 or greater and a term of more than one year. Computer software developed or obtained for internal use is defined as having a license cost of \$10,000 or more and an estimated useful life in excess of one year. Computer software have a cost of \$50,000 or more. Library books and materials are valued at averaged actual cost of purchase for library acquisitions. Aggregate assets must have a combined threshold of \$5,000 and an individual unit threshold of \$1,000 except in the instance of firearms, cellular telephones, laptops, tablets and equipment purchased by grant funds in which individual unit cost may be below \$1,000.

Infrastructure is defined as having an initial cost of \$100,000 or more and an estimated useful life in excess of one year. Building improvements are defined as the lesser of \$100,000 or 20% of the building's cost and must enhance the use of or extend the life of the building beyond its original estimated life. Donated capital assets are recorded at acquisition value at the date of the donation. Expenses for major capital assets and improvements are capitalized (construction in progress) as projects are constructed. The cost of normal maintenance and repairs that do not add to the asset's value or materially extend its useful life are not capitalized. Plant assets, at the time of disposal, revert to the Commonwealth of Virginia for disposition. Proceeds, if any, are returned to the University.

Depreciation is calculated using the straight-line method over the estimated useful life of the asset and is not allocated to the functional expense categories. Useful lives by asset categories are listed below:

Buildings	5-50 years
Other improvements	12-30 years
Infrastructure	5-50 years
Equipment	5-20 years
Intangible Assets – Computer Software	3-5 years
Intangible Right-to-Use Assets	2-50 years
Library materials	5 years

Right-to-use lease assets are amortized on a straight-line basis over the shorter of the lease term or the useful life of the underlying asset. Right-to-use subscription assets are amortized on a straight-line basis over the subscription term. Amortization is not allocated to the functional expense categories. Amortization expense is combined with depreciation expense in the Statement of Revenues, Expenses, and Changes in Net Position.

F. Prepaid Expenses

As of June 30, 2025, the University's prepaid expenses included items such as insurance premiums, membership dues, stipends and software maintenance for fiscal year 2026 that were paid in advance, and publication subscriptions which include initial and renewal annual subscriptions for technical and professional publications.

G. Inventories

Inventories are valued at the lower of cost (first-in, first-out) or market. The inventory held by the University consists of expendable supplies and items for resale. The cost of inventories is recorded as expenditures when consumed or sold rather than when purchased.

H. Noncurrent Cash and Investments

Cash and investments that are externally restricted to construct capital and other noncurrent assets are classified as noncurrent assets in the Statement of Net Position.

I. Unearned Revenue

Unearned revenue includes amounts received for tuition, fees, and grants and contracts prior to the end of the fiscal year, but related to the period after June 30, 2025.

J. Long-term Debt and Debt Issue Costs

Long-term debt on the Statement of Net Position is reported net of related discounts and premiums, which are amortized over the life of the debt. Debt issuance costs are expensed as Non-operating expenses.

K. Lease Liability

Lease liabilities are the University's obligation to pay owners for the right to use the present service capacity of their assets. A lease liability is recorded if the present value of future minimum lease payments is \$50,000 or more, and the lease term, including renewal options is more than 12 months. The lease term includes renewal options that are reasonably certain of being exercised. Short-term leases with an initial term of 12 months or less, including all renewal options, are not recorded on the Statement of Net Position and are recognized as outflows of resources in the period to which the payments relate. Lease liabilities are measured at the present value of payments expected to be made during the lease term. Measurement of the lease liability includes the following, if required by a lease:

- Fixed payments
- Variable payments that are fixed in substance
- Amounts that are reasonably certain of being required to be paid under residual value guarantees
- The exercise price of a purchase option if it is reasonably certain that the University will exercise that option
- Payments for penalties for terminating the lease
- Any lease incentives
- Any other payments that are reasonably certain of being required based on an assessment of all relevant factors

Variable payments are not included in the measurement of the lease liability and are recognized as outflows of resources in the period to which those payments relate. Any component of the variable payments that is fixed in substance is included in the measurement of the lease liability.

For real estate leases, the present value of payments expected to be made during the lease term is calculated using the discount rate implicit in the lease agreement and if unavailable, the University will use the lessor's internal borrowing rate. If the internal borrowing rate is unavailable, then the University will use the incremental borrowing default rate in the University's Lease Accounting System at the beginning of the lease term. For equipment leases, the present value of payments expected to be made during the lease term is calculated using the discount rate implicit in the lease agreement and if unavailable, then the University will use the incremental borrowing default rate in the University's Lease Accounting System at the beginning of the lease term.

L. Subscription Liability

Subscription liabilities are defined as a contract that conveys control of the right to use another party's subscription information technology software as specified in the contract for a period of time in an exchange or exchange-like transaction. The subscription term includes the period during which the university has a noncancelable right to use the underlying software. The subscription term also includes periods covered by an option to extend, if it is reasonably certain that the university will exercise that option. A subscription liability is recorded if the present value of future minimum payments is \$5,000 or more, and the term, including renewal options is more than 12 months. The term includes renewal options that are reasonably certain of being exercised. Short-term subscriptions with an initial term of 12 months or less, including all renewal options, are not recorded on the Statement of Net Position and are recognized as outflows of resources in the period to which the payments relate. Subscription liabilities are measured at the present value of payments expected to be made during the term. Measurement of the liability includes the following, if required by a lease:

- Fixed payments
- Variable payments that are fixed in substance
- Payments for penalties for terminating the agreement
- Any subscription incentives
- Any other payments that are reasonably certain of being required based on an assessment of all relevant factors

Variable payments are not included in the measurement of the subscription liability and are recognized as outflows of resources in the period to which those payments relate. Any component of the variable payments that is fixed in substance is included in the measurement of the subscription liability. For subscription leases, the present value of payments expected to be made during the term is calculated using the University's incremental borrowing rate.

M. Accrued Compensated Absences

Accrued leave reflected in the accompanying financial statements represents the University's liability for compensated absences, which includes annual, sick, and compensatory leave earned but not taken as of June 30, 2025. In accordance with GASB Statement No. 101, *Compensated Absences*, a liability is recognized for leave that accumulates, is attributable to services already rendered, and is more likely than not to result in cash payments or termination settlements.

The recorded liability represents all earned vacation, sick, and compensatory leave eligible for payout under the Commonwealth of Virginia's leave payout policies and the University Handbook for administrators holding faculty appointments upon employment termination. The liability also includes all applicable salary-related payments directly associated with the settlement of these absences, such as the University's share of employer-related taxes.

N. Federal Financial Assistance Programs

The University participates in federally funded Pell Grant, Supplemental Educational Opportunity Grants and Federal Work-Study programs. In addition, the University has numerous federal research grants. Federal programs are audited in accordance with the Title 2, Part 200 of the U.S. Code of Federal Regulations *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*.

O. Deferred Inflows and Outflows of Resources

Deferred outflows of resources are defined as the consumption of net assets applicable to a future reporting period. The deferred outflows of resources have a positive effect on net position similar to assets.

Deferred inflows of resources are defined as the acquisition of net assets applicable to a future reporting period. The deferred inflows of resources have a negative effect on net position similar to liabilities.

P. Net Position

GASB Statement 34 requires that the Statement of Net Position report the difference between assets and liabilities as net position. GASB Statement 63 changes that terminology from *net assets* to *net position*. Net position consists of *Net Investment in Capital Assets, Restricted* and *Unrestricted*. *Net Investment in Capital Assets* consists of capital assets, net of accumulated depreciation and amortization, reduced by outstanding debt that is attributable to the acquisition, construction, or improvement of those assets. Net position is reported as *Restricted* when constraints on the net position use are either externally imposed by creditors, grantors, or contributors or imposed by law. *Unrestricted* net position consists of net assets that do not meet the definitions above. When an expense is incurred that can be paid using either restricted or unrestricted resources, the University's policy is to evaluate these expenditures and apply resources on a case by case basis.

Q. Revenue and Expense Classifications

Operating revenues include activities that have the characteristics of exchange transactions, such as: (1) student tuition and fees, net of scholarship discounts and allowances; (2) sales and services of auxiliary enterprises, net of scholarship allowances; and (3) federal, state and nongovernmental grants and contracts.

Non-operating revenues include activities that have the characteristics of non-exchange transactions, such as gifts, and other revenue sources that are defined as non-operating revenues by GASB Statement 9, *Reporting Cash Flows of Proprietary and Nonexpendable Trust Funds and Governmental Entities That Use Proprietary Fund Accounting*, and GASB Statement 34, such as state appropriations and investment and interest income.

Non-operating expenses include interest on debt related to the purchase of capital assets and losses on disposal of capital assets. All other expenses are classified as operating expenses.

R. Scholarship Discounts and Allowances

Student tuition and fees revenues and certain other revenues from students are reported net of scholarship discounts and allowances in the Statement of Revenues, Expenses and Change in Net Position. Scholarship discounts and allowances are the difference between the stated charge for goods and services provided by the University and the amount that is paid by students and/or third parties making payments on the student's behalf. Certain governmental grants, such as Pell grants, and other federal, state, or nongovernmental programs are recorded as either operating or non-operating revenues in the University's financial statements. To the extent that such revenues are used to satisfy tuition and fees and other student charges, the University has recorded a scholarship discount and allowance.

For fiscal year 2025, The University utilized the National Association of College and University Business Officers (NACUBO) Advisory 2023-01 guidance for "Public Institutions: Accounting for and Reporting Financial Aid as a Discount".

S. Pensions

The Virginia Retirement System (VRS) State Employee Retirement Plan and the Virginia Law Officers' System (VaLORS) Retirement Plan are single employer pension plans that are treated like cost-sharing plans. For purposes of measuring the net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, and pension expense, information about the fiduciary net position of the Virginia Retirement System (VRS) State Employee Retirement Plan and the Virginia Law Officers' System (VaLORS) Retirement Plan; and the additions to/deductions from the VRS State Employee Retirement Plan's and the VaLORS Retirement Plan's fiduciary net position have been determined on the same basis as they were reported by VRS. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

T. Other Post-Employment Benefits

State Employee Health Insurance Credit Program

The Virginia Retirement System (VRS) State Employee Health Insurance Credit Program is a single employer plan that is presented as a multiple-employer, cost-sharing plan. The State Employee Health Insurance Credit Program was established pursuant to §51.1-1400 et seq. of the *Code of Virginia*, as amended, and which provides the authority under which benefit terms are established or may be amended. The State Employee Health Insurance Credit Program is a defined benefit plan that provides a credit toward the cost of health insurance coverage for retired state employees. For purposes of measuring the net State Employee Health Insurance Credit Program OPEB liability, deferred outflows of resources and deferred inflows of resources related to the State Employee Health Insurance Credit Program OPEB, and the State Employee Health Insurance Credit Program OPEB expense, information about the fiduciary net position of the Virginia Retirement System (VRS) State Employee Health Insurance Credit Program; and the additions to/deductions from the VRS State Employee Health Insurance Credit Program's net fiduciary position have been determined on the same basis as they were reported by VRS. For this purpose, benefit payments are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

VRS Disability Insurance Program

The Virginia Retirement System (VRS) Disability Insurance Program (Virginia Sickness and Disability Program) is a single employer plan that is presented as a multiple-employer, cost-sharing plan. The Disability Insurance Program was established pursuant to §51.1-1100 et seq. of the *Code of Virginia*, as amended, and which provides the authority under which benefit terms are established or may be amended. The Disability Insurance Program is a managed care program that provides sick, family and personal leave and short-term and long-term disability benefits for State Police Officers, state employees, and VaLORS employees. For purposes of measuring the net Disability Insurance Program OPEB liability (asset), deferred outflows of resources and deferred inflows of resources related to the Disability Insurance Program OPEB, and Disability Insurance Program OPEB expense, information about the fiduciary net position of the Virginia Retirement System (VRS) Disability Insurance Program OPEB Plan and the additions to/deductions from the VRS Disability Insurance Program OPEB Plan's net fiduciary position have been determined on the same basis as they were reported by VRS. In addition, benefit payments are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

Group Life Insurance

The Virginia Retirement System (VRS) Group Life Insurance Program is a multiple employer, cost-sharing plan. It provides coverage to state employees, teachers, and employees of participating political subdivisions. The Group Life Insurance Program was established pursuant to §51.1-500 et seq. of the *Code of Virginia*, as amended, and which provides the authority under which benefit terms are established or may be amended. The Group Life Insurance Program is a defined benefit plan that provides a basic group life insurance benefit for employees of participating employers. For purposes of measuring the net Group Life Insurance Program OPEB liability, deferred outflows of resources and deferred inflows of resources related to the Group Life Insurance Program OPEB, and Group Life Insurance Program OPEB expense, information about the fiduciary net position of the VRS Group Life Insurance program OPEB and the additions to/deductions from the VRS Group Life Insurance Program OPEB's net fiduciary position have been determined on the same basis as they were reported by VRS. In addition, benefit payments are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

Line of Duty Act Program

The Virginia Retirement System (VRS) Line of Duty Act Program (LODA) is a multiple-employer, cost-sharing plan. The Line of Duty Act Program was established pursuant to §9.1-400 et seq. of the *Code of Virginia*, as amended, and which provides the authority under which benefit terms are established or may be amended. The Line of Duty Act Program provides death and health insurance benefits to eligible state employees and local government employees, including volunteers, who die or become disabled as a result of the performance of their duties as a public safety officer. In addition, health insurance benefits are provided to eligible survivors and family members. For purposes of measuring the net Line of Duty Act Program OPEB liability, deferred outflows of resources and deferred inflows of resources related to the Line of Duty Act Program OPEB, and Line of Duty Act Program OPEB expense, information about the fiduciary net position of the Virginia Retirement System (VRS) Line of Duty Act Program OPEB Plan and the additions to/deductions from the VRS Line of Duty Act Program OPEB Plan's net fiduciary position have been determined on the same basis as they were reported by VRS. In addition, benefit payments are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

Pre-Medicare Retiree Healthcare Plan

Pre-Medicare Retiree Healthcare is a single-employer defined benefit OPEB plan that is treated like a cost-sharing plan for financial reporting purposes. This program was established by Title 2.2, Chapter 28 of the *Code of Virginia* for retirees who are not yet eligible to participate in Medicare. It is the same health insurance program offered to active employees and managed by the Virginia Department of Human Resource Management. After retirement, the University no longer subsidizes the retiree's premium; however, since both active employees and retirees are included in the same pool for purposes of determining health insurance rates, retiree rates are effectively lower than what might otherwise be available outside of this benefit.

U. New Accounting Pronouncement

Governmental Accounting Standards Board (GASB) Statement No. 101, *Compensated Absences*, was implemented for the fiscal year beginning July 1, 2024. This Statement supersedes the guidance in GASB Statement No. 16, *Accounting for Compensated Absences*.

The objective of Statement No. 101 is to update the recognition and measurement guidance for compensated absences by aligning it under a unified model. This change in accounting principle modifies the criteria for liability recognition for unused leave. Under GASB 101, a liability for unused leave is recognized if:

1. The leave is attributable to services already rendered.
2. The leave accumulates (carries forward to a future period).
3. The leave is **more likely than not** (a likelihood greater than 50%) to be used for time off or otherwise paid in cash or settled through noncash means.

The adoption of GASB 101 resulted in a restatement of beginning net position for the cumulative effect of the change.

2. RESTATEMENT OF BEGINNING NET POSITION

During the fiscal year ended June 30, 2025, the University implemented GASB Statement No. 101, *Compensated Absences*. This resulted in a change in accounting principle regarding the recognition and measurement of leave liabilities to align with the updated model.

Additionally, an error was identified in the measurement of the compensated absences liability for Administrative Professional employees. This error resulted from the improper inclusion of roll-over leave attributable to future service periods, which led to an overstatement of the liability in the prior year.

In accordance with GASB Statement No. 100, *Accounting Changes and Error Corrections* and GASB Statement No. 101, *Compensated Absences*, the beginning net position has been restated as follows:

Net Position as previously reported June 30, 2024	\$	489,849,273
Changes in Compensated Absences:		
Adjustment for GASB 100	\$	1,274,795
Adjustment for GASB 101	\$	(1,135,762)
Net Position restated at June 30, 2024	\$	<u>489,988,306</u>

3. CASH AND CASH EQUIVALENTS AND INVESTMENTS

GASB Statement 40, *Deposit and Investment Risk Disclosures*, became effective for periods beginning after June 15, 2004. This statement amends GASB Statement 3, *Deposits with Financial Institutions*, Investments (including Repurchase Agreements), and Reverse Repurchase Agreements. GASB Statement 40 eliminates the custodial credit risk disclosures for Category 1 and 2 deposits and investments. However, this Statement does not change the disclosure requirements for Category 3 deposits and investments.

GASB Statement 40 requires the following risk disclosures:

- Credit Risk – The risk that an issuer or other counterparty to an investment will not fulfill its obligations. This Statement requires the disclosure of the credit quality ratings of all investments subject to credit risk.
- Custodial Credit Risk – The custodial credit risk for deposits is the risk that, in the event of the failure of a depository financial institution, the University will not be able to recover deposits or will not be able to recover collateral securities that are in the possession of the institutions. The custodial risk for investments is the risk that, in the event of the failure of the counterparty to a transaction, the University will not be able to recover the value of investment or collateral securities that are in possession of an outside party. All investments are registered and held in the name of the University and, therefore, the University does not have any funds subject to custodial credit risk.
- Concentration of Credit Risk – The risk of loss attributed to the magnitude of a government's investment in a single issuer. This Statement requires disclosure of investments with any one issuer that represents five percent or more of total investments. However, investments issued or explicitly guaranteed by the U.S. government and investments in mutual funds, external pools and other pooled investments are excluded from the requirement. The University does not have any funds subject to concentration of credit risk.
- Interest Rate Risk – The risk that changes in interest rates will adversely affect the fair value of an investment. This Statement requires disclosure of the terms of the investments with fair values that are highly sensitive to changes in interest rates. The University does not have investments or deposits that are sensitive to change in interest rates as of the close of business on June 30, 2025.
- Foreign Currency Risk – The risk that changes in exchange rates will adversely affect the fair value of an investment or deposit. The University had no foreign investments/deposits for 2025.

A. Cash and Cash Equivalents

Pursuant to Section 2.2-1800, et seq., Code of Virginia, all state funds of the University are held by the Treasurer of Virginia, who is responsible for the collection, disbursement, custody and investment of state funds. Cash deposits held by the University are maintained in accounts that are collateralized in accordance with the Virginia Security for Public Deposits Act, Section 2.2-4400, et seq., Code of Virginia, except for the Government Money Market Fund which is collateralized with securities held by the pledging financial institution. Cash and cash equivalents represent cash with the Treasurer, cash on hand and cash deposits including certificates of deposit and temporary investments with original maturities of three months or less. Cash and cash equivalents reporting requirements are defined by GASB Statement 9, *Reporting Cash Flows of Proprietary and Nonexpendable Trust Funds and Governmental Entities that Use Proprietary Fund Accounting*.

Summarized below are cash and cash equivalents as of June 30, 2025:

Cash and cash equivalents:

Deposits with financial institutions	\$	1,179,721
Treasurer of Virginia		52,901,147
Government Money Market Fund		5,057,918
Total cash and cash equivalents	\$	59,138,786

B. Investments

The Board of Visitors establishes and monitors CNU's investment strategy. Authorized investments are set forth in the Investment of Public Funds Act, Section 2.2-4500, et seq., Code of Virginia. Investments fall into two groups: short-term and long-term. Short-term investments have an original maturity of over 90 days, but less than or equal to one year. Long-term investments have an original maturity greater than one year.

C. Securities Lending Transactions

GASB Statement 28, *Accounting and Financial Reporting for Securities Lending Transactions*, establishes accounting and financial reporting standards for security lending transactions. In these transactions, governmental entities transfer their securities to brokers, dealers and other entities for collateral and simultaneously agree to return the collateral for the same securities in the future. Collateral held for securities lending and the securities lending transactions reported on the financial statements represent the University's allocated share of securities received for securities lending transactions held in the General Account of the Commonwealth. The Commonwealth's policy is to record unrealized gains and losses in the General Fund in the Commonwealth's basic financial statements. When gains or losses are realized, the actual gains and losses are recorded by the affected agencies. Information related to the credit risk of these investments and securities lending transactions held in the General Account is available on a statewide level in the Commonwealth of Virginia's *Annual Comprehensive Financial Report*.

D. Fair Value Measurement

The University implemented GASB Statement No. 72, *Fair Value Measurement and Application*, which establishes a three-level valuation hierarchy for disclosure of fair value measurements. The valuation hierarchy is based upon the transparency of inputs to the valuation of an asset or liability as of the measurement date. The three levels are defined as follows:

Level 1 - inputs are quoted prices for identical assets or liabilities.

Level 2 - inputs other than quoted prices included within level 1 that are observable for the asset or liability, either directly or indirectly.

Level 3 - inputs are unobservable inputs for an asset or liability and should be used only when relevant level 1 and level 2 inputs are unavailable.

	Standard & Poor's Credit Quality Rating	Value	Less than 1 Year	Fair Value Measurement (Per GASB 72)	
				Not Applicable to Fair Value Measurement	Level 1
Cash and Cash Equivalents and Investments					
Cash and cash equivalents:					
Government Money Market Fund	NR	\$ 5,057,918	\$ 5,057,918	\$ 5,057,918	\$ -
Total cash and cash equivalents		5,057,918	5,057,918	5,057,918	-
Investments:					
Mutual Funds and Money Market	NA	446,141	446,141		446,141
Total investments		446,141	446,141	-	446,141
Total cash, cash equivalents and investments		\$ 5,504,059	\$ 5,504,059	\$ 5,057,918	\$ 446,141

4. RECEIVABLES

A. Accounts receivable consisted of the following at June 30, 2025:

Student tuition and fees	\$ 305,208
Auxiliary enterprises	502,210
Federal, state, private grants and contracts	1,151,815
Other activities	64,020
Gross receivables	2,023,253
Less: Allowance for doubtful accounts	(160,620)
Net accounts receivable	\$ 1,862,633

B . Due from the Commonwealth of Virginia consisted of the following at June 30, 2025:

Virginia College Building Authority 21st Century Bonds \$ 267,546

The University's bookstore services contract contained an embedded lease with variable payments to the University, based on a percentage of sales. It is considered a long-term variable contract which GASB does not require recording of the receivable. The University received \$183,684 in commissions from the bookstore in fiscal year 2025.

Leases Receivable

As of June 30, 2025, the University had one active lease. The lease had receipts of \$15,750 and an interest rate of 2.95%. As of June 30, 2025, the total combined value of the lease receivable is \$122,901, the total combined value of the short-term lease receivable is \$12,121, and the combined value of the deferred inflow of resources is \$124,785.

Principal and interest payments on leases receivable for fiscal years subsequent to June 30, 2025 are as follows:

Lessor Receivable			
	Principal		Interest
2026	\$ 12,121	\$	3,629
2027	12,479		3,271
2028	12,847		2,903
2029	13,227		2,523
2030	13,617		2,133
2031 - 2033	58,610		4,390
	<u>\$ 122,901</u>	<u>\$</u>	<u>18,849</u>

5. CAPITAL ASSETS

A summary of changes in the various capital asset categories for the year ending June 30, 2025, is as follows:

	<u>Beginning Balance</u>	<u>Additions</u>	<u>Reductions</u>	<u>Ending Balance</u>
Nondepreciable capital assets:				
Land	\$ 21,039,927	\$ -	\$ -	\$ 21,039,927
Construction in progress	23,896,031	47,126,484	(3,450,528)	67,571,987
Total nondepreciable capital assets	44,935,958	47,126,484	(3,450,528)	88,611,914
Depreciable/amortizable capital assets:				
Buildings	660,359,669	2,280,495	-	662,640,164
Infrastructure	17,841,512	261,734	-	18,103,246
Equipment	29,573,825	4,122,207	(359,492)	33,336,540
Intangibles	4,552,085	142,419	-	4,694,504
Other improvements	40,864,071	283,869	-	41,147,940
Library materials	16,845,172	526,321	(603)	17,370,890
Intangible right to use subscription assets	7,643,589	6,678,979	(2,178,668)	12,143,900
Intangible right to use leased assets:				
Land	7,388,082	1,072,881	(101,107)	8,359,856
Buildings	82,468,289	8,614,215	(545,747)	90,536,757
Equipment	-	678,973	-	678,973
Total depreciable/amortizable capital assets	867,536,294	24,662,093	(3,185,617)	889,012,770
Less accumulated depreciation/amortization:				
Buildings	192,473,677	14,734,623	-	207,208,300
Infrastructure	13,648,982	695,295	-	14,344,277
Equipment	21,742,753	2,021,234	(321,009)	23,442,978
Intangibles	4,022,935	425,389	-	4,448,324
Other improvements	25,938,187	1,679,700	-	27,617,887
Library materials	15,421,555	488,850	-	15,910,405
Intangible right to use subscription assets	2,778,081	2,558,857	(1,375,333)	3,961,605
Intangible right to use leased assets:				
Land	1,903,809	1,139,438	-	3,043,247
Buildings	21,715,054	8,223,191	-	29,938,245
Equipment	-	26,491	-	26,491
Total accumulated depreciation/amortization	299,645,033	31,993,068	(1,696,342)	329,941,759
Depreciable/amortizable capital assets, net	567,891,261	(7,330,975)	(1,489,275)	559,071,011
Total capital assets, net	\$ 612,827,219	\$ 39,795,509	\$ (4,939,803)	\$ 647,682,925

6. DEFERRED OUTFLOWS AND INFLOWS OF RESOURCES

The composition of deferred outflows and inflows of resources at June 30, 2025 is summarized below:

Loss on debt defeasance (see Note 9)	\$ 456,763
Pension related (see Note 12)	12,685,080
Other postemployment benefit related (see Note 13)	
Health Insurance Credit Program	973,477
Virginia Sickness and Disability Program (VSDP)	373,564
Group Life Insurance Program	891,116
Line of Duty Act (LODA)	251,771
Pre-Medicare Retiree Healthcare	499,415
Total deferred outflows of resources	<u>\$ 16,131,186</u>
Gain on debt defeasance (see Note 9)	\$ 1,676,112
Lessor deferred inflow of resources (Note 4)	124,785
Pension related (see Note 12)	5,511,011
Other postemployment benefit related (see Note 13)	
Health Insurance Credit Program	668,802
Virginia Sickness and Disability Program (VSDP)	460,994
Group Life Insurance Program	574,394
Line of Duty Act (LODA)	258,679
Pre-Medicare Retiree Healthcare	1,749,054
Total deferred inflows of resources	<u>\$ 11,023,831</u>

7. ACCOUNTS PAYABLE AND ACCRUED EXPENSES

Accounts payable and accrued expenses consisted of the following at June 30, 2025:

Employee salaries, wages and fringe benefits payable	\$ 12,395,807
Vendors and suppliers accounts payable	16,162,942
Retainage payable	2,791,485
Total accounts payable and accrued expenses	<u>\$ 31,350,234</u>

8. NONCURRENT LIABILITIES

The University's long-term liabilities consist of long-term debt, accruals for compensated absences and other noncurrent liabilities. A summary of changes in long-term liabilities for the year ending June 30, 2025 is as follows:

	Beginning Balance	Additions	Reductions	Ending Balance	Current Portion
Long-term debt:					
Revenue bonds	\$ 45,207,116	\$ -	\$ (5,087,491)	\$ 40,119,625	\$ 4,830,000
Treasury-general obligation bonds	46,205,786	11,647,061	(15,027,937)	42,824,910	2,495,000
Installment purchases	1,565,018	70,775	(663,008)	972,785	232,465
Total long-term debt	92,977,920	11,717,836	(20,778,436)	83,917,320	7,557,465
Lease Liabilities	68,745,813	10,262,146	(9,405,359)	69,602,600	8,968,027
Subscription based technology arrangements	4,518,315	6,678,970	(3,551,308)	7,645,977	2,368,573
Accrued compensated absences**	4,523,305	-	(241,368)	4,281,937	3,006,621
Net pension liability (see Note 12)*	39,542,491	-	(1,113,769)	38,428,722	-
OPEB liabilities (see Note 13):					
Health Insurance Credit Program*	6,731,708	-	(1,014,844)	5,716,864	-
Group Life Insurance Program*	3,432,915	-	(249,748)	3,183,167	-
Line of Duty Act*	432,570	22,497	-	455,067	15,710
Pre-Medicare Retiree Healthcare*	3,439,169	15,219	-	3,454,388	314,242
Total long-term liabilities	\$ 224,344,206	\$ 28,696,668	\$ (36,354,832)	\$ 216,686,042	\$ 22,230,638

*Amounts reflect Net Additions/(Reductions)

**Beginning balances have been restated to reflect two distinct adjustments. First, opening balances were adjusted to reflect the retroactive implementation of GASB Statement No. 101, Compensated Absences. Second, balances were restated to reflect the correction of a prior period error. The cumulative effect of both adjustments is recognized against the opening balances of the current fiscal year. Please see Note 2 for additional information and detailed reconciliations of these restatements.

9. LONG TERM LIABILITIES DETAIL

Long Term Debt

On behalf of The University, the Commonwealth has issued two categories of bonds pursuant to Section 9 of Article X of the *Constitution of Virginia*.

Section 9(c) bonds are general obligation bonds issued by the Commonwealth of Virginia on behalf of the University, which are secured by the net revenues of the completed project and the full faith, credit and taxing power of the Commonwealth of Virginia.

Section 9(d) bonds are revenue bonds, which are limited obligations of the University, payable exclusively from pledged general revenues and are not debt of the Commonwealth of Virginia. Pledged revenues include revenues of the University not required by law to be used for another purpose. The University issued 9(d) bonds through the Public Higher Education Financing Program (Pooled Bond Program) created by the Virginia General Assembly in 1996. Through the Pooled Bond Program, the Virginia College Building Authority (VCBA) issues 9(d) bonds and uses the proceeds to purchase debt obligations (notes) of the University and various other institutions of higher education.

	Maturity	Interest Rates	Outstanding Balance
General Obligation Bonds			
Residential Housing:			
2010A-Warwick River Hall	2040	3.6-4.7	\$ 21,685,000
2015A-Greek Housing	2035	3.0	4,050,000
2021A Refunding of 2015A-Greek Housing	2036	2.0	760,000
2021B Refunding of 2015A-Greek Housing	2037	2.25	880,000
2025B Refunding of 2015A-Greek Housing	2032	5.0	7,280,000
Dining Services:			
2015A Regattas Expansion	2035	3.0	1,925,000
2021A refunding 2015A-Regattas Expansion	2036	2.0	365,000
2021B refunding 2015A-Regattas Expansion	2037	2.25	415,000
2025B refunding 2015A-Regattas Expansion	2032	5.0	3,460,000
Unamortized premium/(discount)			<u>2,004,910</u>
Total General Obligation Bonds			<u>\$ 42,824,910</u>
Revenue Bonds			
Residential Housing:			
2010A-CNU Landing	2041	5.0	\$ 3,115,000
2021A refunding 2010A-CNU Landing	2043	2.0	280,000
Parking Services:			
2014B refunding 2005A	2026	4.0	150,000
Student Union:			
2016A refunding 2006A	2027	3.0	325,000
2021B refunding 2012A	2028	0.61	4,775,000
Property Acquisition:			
2015B refunding 2009A	2029	3.0-5.0	2,510,000
2016A refunding 2009B	2030	3.0-5.0	1,100,000
2021B refunding 2015B	2031	1.33-1.53	1,060,000
2021B refunding 2016A	2032	1.53-1.71	385,000
Alumni House:			
2021B refunding 2014B	2030	0.61	1,665,000

	Maturity	Interest Rates	Outstanding Balance
Intercollegiate Athletics and Recreation Services:			
2014B refunding 2007A-Freeman Center Expansion	2026	4.0	245,000
2015B refunding 2009A-Athletic Fields Expansion II	2029	3.0-5.0	795,000
2015B refunding 2009A-Ratcliffe Hall Addition	2029	3.0-5.0	525,000
2016A refunding 2007A-Freeman Center Expansion	2038	3.0-5.0	3,425,000
2016A refunding 2009B-Freeman Center Expansion	2040	3.0-5.0	10,995,000
2016A refunding 2009B-Ratcliffe Hall Addition	2030	3.0-5.0	295,000
2019A-Athletic Fields Expansion II	2035	2.25-5.0	3,065,000
2021B refunding 2014A-Athletic Fields Expansion II	3032	.48-1.71	2,075,000
2021B refunding 2016A-Freeman Center Expansion	2042	2.6-2.65	1,190,000
Unamortized premium/(discount)			2,144,625
Total Revenue Bonds			\$ 40,119,625
Total Bonds Payable			\$ 82,944,535
Installment Purchases			\$ 972,785
Total Long-Term Debt			\$ 83,917,320

Principal and interest payments on long term debt for fiscal years subsequent to June 30, 2025 are as follows:

Long Term Debt			
	Principal		Interest
2026	\$	7,325,000	\$ 2,880,263
2027		7,545,000	2,677,583
2028		7,575,000	2,425,619
2029		6,155,000	2,159,647
2030		5,875,000	1,901,905
2031-2035		25,780,000	6,257,716
2036-2040		16,820,000	2,053,628
2041-2045		1,720,000	49,854
Unamortized Premium		4,149,535	-
	\$	82,944,535	\$ 20,406,215

A. Installment Purchases Payable

The University has entered into various installment purchase contracts to finance grounds equipment, athletic fitness equipment and information technology equipment.

The outstanding installments purchases from direct borrowings are secured with a first priority security interest in the equipment purchased with the financing. The Commonwealth of Virginia Treasury Department's Master Equipment Lease Program (MELP) was utilized for the equipment direct borrowing. The MELP contains a cross-default provision that if one agency does not make lease payments on an appendix, all the appendices under the MELP contract will be in default. The MELP also contains a provision that in the event of non-appropriation for any or all payments due under the MELP, the contract terminates.

Principal and interest payments on installment purchases for fiscal years subsequent to June 30, 2025 are as follows:

Installment Purchases				
		Principal		Interest
2026	\$	232,465	\$	32,070
2027		240,784		23,750
2028		220,389		15,229
2029		130,664		7,317
2030		35,427		4,917
2031-2035		113,056		7,188
	\$	972,785	\$	90,471

B. Lease Liability

As of June 30, 2025, the University had 12 active lease agreements as a lessee. These arrangements are primarily for administrative and residential facilities. The underlying lease terms range from 2 to 7 years and include options to extend or renew the agreements when it is reasonably certain those options will be exercised. Under the terms of the Foundation agreements, lease payments are structured to match the underlying debt service and carrying costs incurred by the Foundation, creating pass-through escalation clauses where the University's payments fluctuate based on those foundational obligations.

The implicit interest rates on these agreements, alongside the incremental borrowing rates on equipment, range from 2.53% to 6.50%, with annual payments ranging from \$0 to \$3,980,900. As of June 30, 2025, the total combined value of the lease liability is \$69,602,600, of which \$8,968,027 represents the short-term portion.

The University's Chick-fil-A contract contains an embedded lease with variable payments from the University to Chick-fil-A, based on a percentage of sales. It is considered a long-term variable contract which GASB does not require recording of the payable. The University paid \$57,217 to Chick-fil-A in royalties in fiscal year 2025.

Principal and interest payments on lease liabilities for fiscal years subsequent to June 30, 2025 are as follows:

	Lease Liability	
	Principal	Interest
2026	\$ 8,968,027	\$ 2,099,166
2027	9,086,194	1,997,825
2028	9,413,824	1,671,235
2029	9,717,032	1,332,602
2030	10,037,701	982,494
2031 - 2035	22,379,822	864,939
	<u>\$ 69,602,600</u>	<u>\$ 8,948,261</u>

C. Subscription Liability

As of June 30, 2025, the University maintained 96 active subscription-based information technology arrangements (SBITAs). These arrangements primarily include cloud-based software and platforms for institutional operations, enterprise resource planning (ERP), and academic support. The underlying subscription terms range from 2 to 9 years and routinely include options to extend or renew the agreements when it is reasonably certain those options will be exercised. Certain vendor agreements contain fixed annual escalation clauses or standard renewal rate increases, but carry no significant contract restrictions or purchase options.

Individual subscription payments range from \$0 to \$496,398 annually, with incremental borrowing rates ranging from 2.038% to 6.65%. As of June 30, 2025, the total combined value of the subscription liability is \$7,645,977, of which \$2,368,573 represents the current, short-term portion.

The University had variable subscription payments totalling \$585,305 for fiscal year 2025. Variable payments are not included in the measurement of the subscription liability and are recognized as outflows of resources in the period to which those payments relate.

Principal and interest payments on subscription liabilities for fiscal years subsequent to June 30, 2025 are as follows:

	Subscription Liability	
	Principal	Interest
2026	\$ 2,368,573	\$ 210,027
2027	1,500,113	161,557
2028	1,278,762	114,615
2029	902,924	75,057
2030	403,523	46,690
2031 - 2035	1,192,082	78,102
	<u>\$ 7,645,977</u>	<u>\$ 686,048</u>

D. Defeasance of Debt

In June 2025, the Commonwealth of Virginia, on behalf of the University issued \$10,740,000 in General Obligation Refunding Bonds, Series 2025B to refund \$11,595,000 of Series 2015A 2026-2032 maturities. The resulting accounting gain of \$772,649 will be amortized over the remaining life of the old debt or the life of the new debt, whichever is shorter. The details are below:

Bond Title	Bonds Refunded	Interest Rate (Bonds Refunded)	Refunding Bonds Issued	Interest Rate (Refunding Bonds)	Accounting Gain (Loss)	Reduction in Debt Service	Economic Gain (Loss)
Construct Residential Housing and Expand Dining Hall 2015A	\$ 11,595,000	3.0-5.0%	\$10,740,000	5.00%	\$ 772,649	\$ 560,758	\$ 480,473

At June 30, 2025, \$11,595,000 of defeased debt were outstanding.

10. STATE APPROPRIATIONS

The University receives state appropriations from the General Fund of the Commonwealth. The Appropriation Act specifies that unexpended appropriations shall revert, except as specifically provided by the General Assembly, at the end of a biennium. For years ending at the middle of a biennium, unexpended appropriations that have not been approved for reappropriation in the next year by the Governor become part of the General Fund of the Commonwealth and are, therefore, no longer available to the University for disbursement.

The following is a summary of state appropriations received by the University excluding capital appropriations and reappropriations:

2024 Special Session I, Chapter 2

Educational and general programs	\$ 54,590,295
Student financial assistance	8,499,410

Supplemental adjustments:

2025 Sessions Ch 725 Other Adjustments	5,900,800
Reversion of State Appropriation	(3,881,285)
VMSPD Waivers Funding	2,934,700
General Fund Central Appropriation distributions	1,474,322
Interest Earnings/Credit Card Rebates	644,267
2025 Sessions Ch 725 General Fund portion of personnel bonus	531,812
Financial aid adjustments other	390,355
2025 Sessions Ch 725 Financial aid adjustments	330,000
Tech Talent Investment Program Award	213,670
Other Misc. Adjustments	286,133
Adjusted Appropriation	<u>\$ 71,914,479</u>

11. COMMITMENTS

At June 30, 2025, the University was committed to construction contracts totaling approximately \$67,945,166 of which \$23,385,841 was unexpended.

12. RETIREMENT PLANS

General Information about the Pension Plan

Plan Description

All full-time, salaried permanent employees of state agencies are automatically covered by the VRS State Employee Retirement Plan or the VaLORS Retirement Plan upon employment. These plans are administered by the Virginia Retirement System (the System) along with plans for other employer groups in the Commonwealth of Virginia. Members earn one month of service credit for each month they are employed and for which they and their employer pay contributions to VRS. Members are eligible to purchase prior service, based on specific criteria as defined in the *Code of Virginia*, as amended. Eligible prior service that may be purchased includes prior public service, active military service, certain periods of leave, and previously refunded service.

The System administers three different benefit structures for covered employees in the VRS State Employee Retirement Plan – Plan 1, Plan 2, and Hybrid; and two different benefit structures for covered employees in the VaLORS Retirement Plan – Plan 1 and Plan 2. Each of these benefit structures has different eligibility criteria.

The specific information for each plan and the eligibility for covered groups within each plan are set out in the table below:

RETIREMENT PLAN PROVISIONS BY PLAN STRUCTURE

PLAN 1	PLAN 2	HYBRID RETIREMENT PLAN
About Plan 1 Plan 1 is a defined benefit plan. The retirement benefit is based on a member's age, service credit and average final compensation at retirement using a formula.	About Plan 2 Same as Plan 1.	About the Hybrid Retirement Plan The Hybrid Retirement Plan combines the features of a defined benefit plan and a defined contribution plan. • The defined benefit is based on a member's age, service credit and average final compensation at retirement using a formula. • The benefit from the defined contribution component of the plan depends on the member and employer contributions made to the plan and the investment performance of those contributions. • In addition to the monthly benefit payment payable from the defined benefit plan at retirement, a member may start

		receiving distributions from the balance in the defined contribution account, reflecting the contributions, investment gains or losses, and any required fees.
Eligible Members Members are in Plan 1 if their membership date is before July 1, 2010, they were vested as of January 1, 2013, and they have not taken a refund. Hybrid Opt-In Election VRS Plan 1 members were allowed to make an irrevocable decision to opt into the Hybrid Retirement Plan during a special election window held January 1 through April 30, 2014. The Hybrid Retirement Plan's effective date for eligible Plan 1 members who opted in was July 1, 2014. If eligible deferred members returned to work during the election window, they were also eligible to opt into the Hybrid Retirement Plan.	Eligible Members Members are in Plan 2 if their membership date is from July 1, 2010, to December 31, 2013, and they have not taken a refund, or their membership date is prior to July 1, 2010, and they were not vested as of January 1, 2013. Hybrid Opt-In Election Same as Plan 1.	Eligible Members Members are in the Hybrid Retirement Plan if their membership date is on or after January 1, 2014. This includes: • Full-time permanent, salaried state employees* • Members in Plan 1 or Plan 2 who elected to opt into the plan during the election window held January 1-April 30, 2014; the plan's effective date for opt-in members was July 1, 2014. <i>*Non-Eligible Members</i> Some members are not eligible to participate in the Hybrid Retirement Plan. They include: • Members of the Virginia Law Officers' Retirement System (VaLORS) Those members eligible for an optional retirement plan (ORP) must elect the ORP plan or the Hybrid Retirement Plan. If these members have prior service under Plan 1 or Plan 2, they are not eligible to elect the Hybrid Retirement Plan and must select Plan 1 or Plan 2 (as applicable) or ORP.
Retirement Contributions State members, excluding state elected officials, and optional retirement plan participants, contribute 5% of their compensation each month to their member contribution account through a pre-tax salary reduction. Member contributions are tax-deferred until they are withdrawn as part of a retirement benefit or as a refund. The employer makes a separate actuarially determined contribution to VRS for all covered employees. VRS invests both member and employer contributions to provide funding for the future benefit payments.	Retirement Contributions Same as Plan 1.	Retirement Contributions A member's retirement benefit is funded through mandatory and voluntary contributions made by the member and the employer to both the defined benefit and the defined contribution components of the plan. Mandatory contributions are based on a percentage of the employee's creditable compensation and are required from both the member and the employer. Additionally, members may choose to make voluntary contributions to the defined contribution component of the plan, and the employer is required to match those voluntary

		contributions according to specified percentages.
Service Credit Service credit includes active service. Members earn service credit for each month they are employed in a covered position. It also may include credit for prior service the member has purchased or additional service credit the member was granted. A member's total service credit is one of the factors used to determine their eligibility for retirement and to calculate their retirement benefit. It also may count toward eligibility for the health insurance credit in retirement, if the employer offers the health insurance credit.	Service Credit Same as Plan 1.	Service Credit <i>Defined Benefit Component:</i> Under the defined benefit component of the plan, service credit includes active service. Members earn service credit for each month they are employed in a covered position. It also may include credit for prior service the member has purchased or additional service credit the member was granted. A member's total service credit is one of the factors used to determine their eligibility for retirement and to calculate their retirement benefit. It also may count toward eligibility for the health insurance credit in retirement, if the employer offers the health insurance credit. <i>Defined Contributions Component:</i> Under the defined contribution component, service credit is used to determine vesting for the employer contribution portion of the plan.
Vesting Vesting is the minimum length of service a member needs to qualify for a future retirement benefit. Members become vested when they have at least five years (60 months) of service credit. Vesting means members are eligible to qualify for retirement if they meet the age and service requirements for their plan. Members also must be vested to receive a full refund of their member contribution account balance if they leave employment and request a refund. Members are always 100% vested in the contributions that they make.	Vesting Same as Plan 1.	Vesting <i>Defined Benefit Component:</i> Defined benefit vesting is the minimum length of service a member needs to qualify for a future retirement benefit. Members are vested under the defined benefit component of the Hybrid Retirement Plan when they reach five years (60 months) of service credit. Plan 1 or Plan 2 members with at least five years (60 months) of service credit who opted into the Hybrid Retirement Plan remain vested in the defined benefit component. <i>Defined Contributions Component:</i> Defined contribution vesting refers to the minimum length of service a member needs to be eligible to withdraw the employer contributions from the defined contribution component of the plan.

		Members are always 100% vested in the contributions that they make. Upon retirement or leaving covered employment, a member is eligible to withdraw a percentage of employer contributions to the defined contribution component of the plan, based on service. • After two years, a member is 50% vested and may withdraw 50% of employer contributions. • After three years, a member is 75% vested and may withdraw 75% of employer contributions. • After four or more years, a member is 100% vested and may withdraw 100% of employer contributions. Distributions not required, except as governed by law.
Calculating the Benefit The basic benefit is determined using the average final compensation, service credit and plan multiplier. An early retirement reduction is applied to this amount if the member is retiring with a reduced benefit. In cases where the member has elected an optional form of retirement payment, an option factor specific to the option chosen is then applied.	Calculating the Benefit See definition under Plan 1.	Calculating the Benefit <i>Defined Benefit Component:</i> See definition under Plan 1. <i>Defined Contribution Component:</i> The benefit is based on contributions made by the member and any matching contributions made by the employer, plus net investment earnings on those contributions.
Average Final Compensation A member's average final compensation is the average of the 36 consecutive months of highest compensation as a covered employee.	Average Final Compensation A member's average final compensation is the average of their 60 consecutive months of highest compensation as a covered employee.	Average Final Compensation Same as Plan 2. It is used in the retirement formula for the defined benefit component of the plan.

Service Retirement Multiplier VRS: The retirement multiplier is a factor used in the formula to determine a final retirement benefit. The retirement multiplier for non-hazardous duty members is 1.70%. VaLORS: The retirement multiplier for VaLORS employees is 1.70% or 2.00%.	Service Retirement Multiplier VRS: Same as Plan 1 for service earned, purchased or granted prior to January 1, 2013. For non-hazardous duty members, the retirement multiplier is 1.65% for service credit earned, purchased or granted on or after January 1, 2013. VaLORS: The retirement multiplier for VaLORS employees is 2.00% applied to hazardous duty service and 1.70% applied to non-hazardous duty service and no supplement.	Service Retirement Multiplier <i>Defined Benefit Component:</i> VRS: The retirement multiplier for the defined benefit component is 1.00%. For members who opted into the Hybrid Retirement Plan from Plan 1 or Plan 2, the applicable multipliers for those plans will be used to calculate the retirement benefit for service credited in those plans. VaLORS: Not applicable. <i>Defined Contribution Component:</i> Not applicable.
Normal Retirement Age VRS: Age 65. VaLORS: Age 60.	Normal Retirement Age VRS: Normal Social Security retirement age. VaLORS: Same as Plan 1.	Normal Retirement Age <i>Defined Benefit Component:</i> VRS: Same as Plan 2. VaLORS: Not applicable. <i>Defined Contribution Component:</i> Members are eligible to receive distributions upon leaving employment, subject to restrictions.
Earliest Unreduced Retirement Eligibility VRS: Age 65 with at least five years (60 months) of service credit or at age 50 with at least 30 years of service credit. VaLORS: Age 60 with at least five years of service credit or age 50 with at least 25 years of service credit.	Earliest Unreduced Retirement Eligibility VRS: Normal Social Security retirement age with at least five years (60 months) of service credit or when their age and service equal 90. VaLORS: Same as Plan 1.	Earliest Unreduced Retirement Eligibility <i>Defined Benefit Component:</i> VRS: Same as Plan 2. VaLORS: Not applicable. <i>Defined Contribution Component:</i> Members are eligible to receive distributions upon leaving employment, subject to restrictions.
Earliest Reduced Retirement Eligibility VRS: Age 55 with at least five years (60 months) of service credit or age 50 with at least 10 years of service credit. VaLORS: Age 50 with at least five years of service credit.	Earliest Reduced Retirement Eligibility VRS: Age 60 with at least five years (60 months) of service credit. VaLORS: Same as Plan 1.	Earliest Reduced Retirement Eligibility <i>Defined Benefit Component:</i> VRS: Same as Plan 2. VaLORS: Not applicable. <i>Defined Contribution Component:</i> Members are eligible to receive distributions upon leaving employment, subject to restrictions.

Cost-of-Living Adjustment (COLA) in Retirement The Cost-of-Living Adjustment (COLA) matches the first 3% increase in the Consumer Price Index for all Urban Consumers (CPI-U) and half of any additional increase (up to 4%) up to a maximum COLA of 5%. <i>Eligibility:</i> For members who retire with an unreduced benefit or with a reduced benefit with at least 20 years of service credit, the COLA will go into effect on July 1 after one full calendar year from the retirement date. For members who retire with a reduced benefit and who have less than 20 years of service credit, the COLA will go into effect on July 1 after one calendar year following the unreduced retirement eligibility date. <i>Exceptions to COLA Effective Dates:</i> The COLA is effective July 1 following one full calendar year (January 1 to December 31) under any of the following circumstances: • The member is within five years of qualifying for an unreduced retirement benefit as of January 1, 2013. • The member retires on disability. • The member retires directly from short-term or long-term disability. • The member is involuntarily separated from employment for causes other than job performance or misconduct and is eligible to retire under the Workforce Transition Act or the Transitional Benefits Program. • The member dies in service and the member's survivor or beneficiary is eligible for a monthly death-in-service benefit.	Cost-of-Living Adjustment (COLA) in Retirement The Cost-of-Living Adjustment (COLA) matches the first 2% increase in the CPI-U and half of any additional increase (up to 2%), for a maximum COLA of 3%. <i>Eligibility:</i> Same as Plan 1. <i>Exceptions to COLA Effective Dates:</i> Same as Plan 1.	Cost-of-Living Adjustment (COLA) in Retirement <i>Defined Benefit Component:</i> Same as Plan 2. <i>Defined Contribution Component:</i> Not applicable. <i>Eligibility:</i> Same as Plan 1. <i>Exceptions to COLA Effective Dates:</i> Same as Plan 1.
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Disability Coverage For members who are eligible to be considered for disability retirement and retire on disability, the retirement multiplier is 1.70% on all service, regardless of when it was earned, purchased or granted. Most state employees are covered under the Virginia Sickness and Disability Program (VSDP), and are not eligible for disability retirement. VSDP members are subject to a one-year waiting period before becoming eligible for non-work-related disability benefits.	Disability Coverage For members who are eligible to be considered for disability retirement and retire on disability, the retirement multiplier is 1.65% on all service, regardless of when it was earned, purchased or granted. Most state employees are covered under the Virginia Sickness and Disability Program (VSDP), and are not eligible for disability retirement. VSDP members are subject to a one-year waiting period before becoming eligible for non-work-related disability benefits.	Disability Coverage State employees (including Plan 1 and Plan 2 opt-ins) participating in the Hybrid Retirement Plan are covered under the Virginia Sickness and Disability Program (VSDP), and are not eligible for disability retirement. Hybrid members (including Plan 1 and Plan 2 opt-ins) covered under VSDP are subject to a one-year waiting period before becoming eligible for non-work-related disability benefits.
Purchase of Prior Service Members may be eligible to purchase service from previous public employment, active duty military service, an eligible period of leave or VRS refunded service as service credit in their plan. Prior service credit counts toward vesting, eligibility for retirement and the health insurance credit. Only active members are eligible to purchase prior service. Members also may be eligible to purchase periods of leave without pay.	Purchase of Prior Service Same as Plan 1.	Purchase of Prior Service <i>Defined Benefit Component:</i> Same as Plan 1, with the following exception: Hybrid Retirement Plan members are ineligible for ported service. <i>Defined Contribution Component:</i> Not applicable.

Contributions

The contribution requirement for active employees is governed by §51.1-145 of the *Code of Virginia*, as amended, but may be impacted as a result of funding provided to state agencies by the Virginia General Assembly. Employees are required to contribute 5.00% of their compensation toward their retirement. Each University's contractually required employer contribution rate for the fiscal year ended June 30, 2025 was 12.52% of covered employee compensation for employees in the VRS State Employee Retirement Plan. For employees in the VaLORS Retirement Plan, the contribution rate was 24.60% of covered employee compensation. These rates were the final approved General Assembly rates which were based on actuarially determined rates from an actuarial valuation as of June 30, 2023. The actuarially determined rates, when combined with employee contributions, were expected to finance the costs of benefits earned by employees during the year, with an additional amount to finance any unfunded accrued liability. Contributions from the University to the VRS State Employee Retirement Plan were \$5,841,224 and \$5,713,079 for the years ended June 30, 2025, and June 30, 2024, respectively. Contributions from the University to the VaLORS Retirement Plan were \$398,964 and \$404,711 for the years ended June 30, 2025, and June 30, 2024, respectively.

The defined contributions component of the Hybrid plan includes member and employer mandatory and voluntary contributions. The Hybrid plan member must contribute a mandatory rate of 1% of their covered payroll. The employer must also contribute a mandatory rate of 1% of this covered payroll, which totaled \$213,374 for the year ended June 30, 2025. Hybrid plan members may also elect to contribute an

additional voluntary rate of up to 4% of their covered payroll; which would require the employer a mandatory additional contribution rate of up to 2.5%. This additional employer mandatory contribution totaled \$255,691 for the year ended June 30, 2025. The total Hybrid plan participant covered payroll totaled \$21,337,379 for the year ended June 30, 2025.

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions

At June 30, 2025, the University reported a liability of \$35,703,073 for its proportionate share of the VRS State Employee Retirement Plan Net Pension Liability and a liability of \$2,725,649 for its proportionate share of the VaLORS Retirement Plan Net Pension Liability. The Net Pension Liability was measured as of June 30, 2024 and the total pension liability used to calculate the Net Pension Liability was determined by an actuarial valuation performed as of June 30, 2023, and rolled forward to the measurement date of June 30, 2024. The University's proportion of the Net Pension Liability was based on the University's actuarially determined employer contributions to the pension plans for the year ended June 30, 2024 relative to the total of the actuarially determined employer contributions for all participating employers. At June 30, 2024, the University's proportion of the VRS State Employee Retirement Plan was 0.72485% as compared to 0.73528% at June 30, 2023. At June 30, 2024, the University's proportion of the VaLORS Retirement Plan was 0.40876% as compared to 0.36164% at June 30, 2023.

For the year ended June 30, 2025, the University recognized pension expense of \$4,020,643 for the VRS State Employee Retirement Plan and \$706,395 for the VaLORS Retirement Plan. Since there was a change in proportionate share between June 30, 2023, and June 30, 2024, a portion of the pension expense was related to deferred amounts from changes in proportion and differences between employer contributions and the proportionate share of employer contributions. Beginning with the June 30, 2022 measurement date, the difference between expected and actual contributions is included with the pension expense calculation.

At June 30, 2025, the University reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	VRS Deferred Outflows of Resources	VRS Deferred Inflows of Resources
Differences between expected and actual experience	\$ 5,856,458	\$ 196,881
Net difference between projected and actual earnings on pension plan investments	-	4,692,999
Change in assumptions	-	-
Changes in proportion and differences between employer contributions and proportionate share of contributions	312,061	408,262
Employer contributions subsequent to the measurement date	5,841,224	-
Total	\$ 12,009,743	\$ 5,298,142

	VaLORS Deferred Outflows of Resources	VaLORS Deferred Inflows of Resources
Differences between expected and actual experience	\$ 158,267	\$ -
Net difference between projected and actual earnings on pension plan investments	-	212,869
Change in assumptions	-	-
Changes in proportion and differences between employer contributions and proportionate share of contributions	118,106	-
Employer contributions subsequent to the measurement date	398,964	-
Total	\$ 675,337	\$ 212,869

\$5,841,224 reported as deferred outflows of resources related to pensions resulting from the University's contributions subsequent to the measurement date will be recognized as a reduction of the Net Pension Liability in the fiscal year ending June 30, 2026. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense in future reporting periods as follows:

Year Ended June 30	VRS Retirement Plan	VaLORS Retirement Plan
FY 2026	\$ (1,058,919)	\$ 88,956
FY 2027	\$ 3,389,021	\$ 62,070
FY 2028	\$ (464,534)	\$ (41,700)
FY 2029	\$ (995,191)	\$ (45,821)
FY 2030	\$ -	\$ -

Actuarial Assumptions

The total pension liability for the VRS State Employee Retirement Plan was based on an actuarial valuation as of June 30, 2023, using the Entry Age Normal actuarial cost method and the following assumptions, applied to all periods included in the measurement and rolled forward to the measurement date of June 30, 2024.

Inflation	2.50%
Salary increases, including inflation	3.5%-5.35%
Investment rate of return	6.75%, net of plan investment expenses, including inflation

Mortality rates:

Pre-Retirement:

Pub-2010 Amount Weighted General Employee Rates projected generationally;
females set forward 2 years

Post-Retirement:

Pub-2010 Amount Weighted General Healthy Retiree Rates projected generationally;
110% of rates for females

Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally;
males and females set forward 3 years

Beneficiaries and Survivors:

Pub-2010 Amount Weighted General Contingent Annuitant Rates projected generationally;
110% of rates for males and females

Mortality Improvement:

Rates projected generationally with Modified MP-2020 Improvement Scale
that is 75% of the standard rates

The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience for Plan 1; set separate rates based on experience for Plan 2/Hybrid; changed final retirement age from 75 to 80 for all
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

The total pension liability for the VaLORS Retirement Plan was based on an actuarial valuation as of June 30, 2023, using the Entry Age Normal actuarial cost method and the following assumptions, applied to all periods included in the measurement and rolled forward to the measurement date of June 30, 2024.

Inflation	2.50%
Salary increases, including inflation	3.5%-4.75%
Investment rate of return	6.75%, net of plan investment expenses, including inflation

Mortality rates:

Pre-Retirement:

Pub-2010 Amount Weighted Safety Employee Rates projected generationally;
95% of rates for males; 105% of rates for females set forward 2 years

Post-Retirement:

Pub-2010 Amount Weighted Safety Healthy Retiree Rates projected generationally;
110% of rates for males; 105% of rates for females set forward 3 years

Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally;
95% of rates for males set back 3 years; 90% of rates for females set back 3 years

Beneficiaries and Survivors:

Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally;
110% of rates for males and females set forward 2 years

Mortality Improvement:

Rates projected generationally with Modified MP-2020 Improvement Scale
that is 75% of the standard rates

The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Increased rates at some younger ages, decreased at age 62, and changed final retirement age from 65 to 70
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

Net Pension Liability

The net pension liability (NPL) is calculated separately for each plan and represents that particular plan's total pension liability determined in accordance with GASB Statement No. 67, less that plan's fiduciary net position. As of June 30, 2024, NPL amounts for the VRS State Employee Retirement Plan and the VaLORS Retirement Plan are as follows (amounts expressed in thousands):

	State Employee Retirement Plan	VaLORS Retirement Plan
Total Pension Liability	\$ 29,769,365	\$ 2,743,541
Plan Fiduciary Net Position	24,843,784	2,076,732
Employer's Net Pension Liability (Asset)	<u>\$ 4,925,581</u>	<u>\$ 666,809</u>

Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	83.45%	75.70%
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The total pension liability is calculated by the System's actuary, and each plan's fiduciary net position is reported in the System's financial statements. The net pension liability is disclosed in accordance with the requirements of GASB Statement No. 67 in the System's notes to the financial statements and required supplementary information.

Long-Term Expected Rate of Return

The long-term expected rate of return on pension System investments was determined using a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of pension System investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. The target asset allocation and best estimate of arithmetic real rates of return for each major asset class are summarized in the following table:

Asset Class (Strategy)	Long-Term Target Asset Allocation	Arithmetic Long-Term Expected Rate of Return	Weighted Average Long-Term Expected Rate of Return*
Public Equity	32.00%	6.70%	2.14%
Fixed Income	16.00%	5.40%	0.86%
Credit Strategies	16.00%	8.10%	1.30%
Real Assets	15.00%	7.20%	1.08%
Private Equity	15.00%	8.70%	1.31%
PIP - Private Investment Partnerships	1.00%	8.00%	0.08%
Diversifying Strategies	6.00%	5.80%	0.35%
Cash	2.00%	3.00%	0.06%
Leverage	(3.00%)	3.50%	(0.11%)
Total	100.00%		7.07%

Expected arithmetic nominal return**	7.07%
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* The above allocation provides a one-year expected return of 7.07% (includes 2.50% inflation assumption). However, one-year returns do not take into account the volatility present in each of the asset classes. In setting the long-term expected return for the System, stochastic projections are employed to model future returns under various economic conditions. These results provide a range of returns over various time periods that ultimately provide a median return of 7.10%, including expected inflation of 2.50%.

**On June 15, 2023, the VRS Board elected a long-term rate of return of 6.75% which was roughly at the 45th percentile of expected long-term results of the VRS fund asset allocation at that time, providing a median return of 7.14%, including expected inflation of 2.50%.

Discount Rate

The discount rate used to measure the total pension liability was 6.75%. The projection of cash flows used to determine the discount rate assumed that System member contributions will be made per the VRS Statutes and the employer contributions will be made in accordance with the VRS funding policy at rates equal to the difference between actuarially determined contribution rates adopted by the VRS Board of Trustees and the member rate. Through the fiscal year ending June 30, 2024, the rate contributed by the University for the VRS State Employee Retirement Plan and the VaLORS Retirement Plan will be subject to the portion of the VRS Board-certified rates that are funded by the Virginia General Assembly, which was 102% of the actuarially determined contribution rate. From July 1, 2024, on, all agencies are assumed to continue to contribute 100% of the actuarially determined contribution rates. Based on those assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments of current active and inactive employees. Therefore, the long-term expected rate of return was applied to all periods of projected benefit payments to determine the total pension liability.

Sensitivity of the University's Proportionate Share of the Net Pension Liability to Changes in the Discount Rate

The following presents the University's proportionate share of the VRS State Employee Retirement Plan net pension liability using the discount rate of 6.75%, as well as what the University's proportionate share of the net pension liability would be if it were calculated using a discount rate that is one percentage point lower (5.75%) or one percentage point higher (7.75%) than the current rate:

	1.00% Decrease (5.75%)	Current Discount Rate (6.75%)	1.00% Increase (7.75%)
University's proportionate share of the VRS State Employee Retirement Plan Net Pension Liability	\$ 60,857,993	\$ 35,703,073	\$ 14,725,256

The following presents the University's proportionate share of the VaLORS Retirement Plan net pension liability using the discount rate of 6.75%, as well as what the University's proportionate share of the net pension liability would be if it were calculated using a discount rate that is one percentage point lower (5.75%) or one percentage point higher (7.75%) than the current rate:

	1.00% Decrease (5.75%)	Current Discount Rate (6.75%)	1.00% Increase (7.75%)
University's proportionate share of the VaLORS Retirement Plan Net Pension Liability	\$ 4,190,872	\$ 2,725,649	\$ 1,538,982

Pension Plan Fiduciary Net Position

Detailed information about the VRS State Employee Retirement Plan's Fiduciary Net Position or the VaLORS Retirement Plan's Fiduciary Net Position is available in the separately issued VRS 2024 Annual Report. A copy of the 2024 VRS Annual Report may be downloaded from the VRS website at <https://www.varetire.org/media/shared/pdf/publications/archive/2024-annual-report.pdf> or by writing to the System's Chief Financial Officer at P.O. Box 2500, Richmond, VA, 23218-2500.

Payables to the Pension Plan

The University reported \$324,243 in payables to VRS.

A. Optional Retirement Plans

Full-time faculty and certain administrative staff may participate in Optional Retirement Plans, as authorized by Section 51.1-126 of the *Code of Virginia*, rather than the VRS retirement plan. These Optional Retirement Plans are defined contribution plans to which the University contributes an amount established by statute. University employees currently participate in both of these plans to include: Deferred Compensation Plan (DCP) and Teacher Insurance and Annuity Association/College Retirement Equity Fund (TIAA/CREF). The employer contribution rates are 10.4% for Plan 1 participants (hired prior to July 1, 2010) and 8.5% for Plan 2 participants (hired on or after July 1, 2010), with Plan 2 participants continuing to contribute 5%.

Individual contracts issued under the plan provide for full and immediate vesting of both the University and the participant's contributions. Total pension costs under these Optional Retirement Plans were approximately \$2,902,468 for the year ended June 30, 2025. Contributions were calculated using the base salary amount of approximately \$31,402,716.

B. Deferred Compensation

Most employees of the Commonwealth's colleges and universities may participate in the Commonwealth's Deferred Compensation Plan in accordance with Internal Revenue Code Section 457(b) and/or the institution's deferred compensation plan in accordance with Internal Revenue Code Section 403(b). Under either plan, the institution's cash match under the Internal Revenue Code Section 401(a) during fiscal year 2023 was a maximum match up to \$20 per pay period or \$40 per month. This employer match is for either plan but not both plans. University contributions under these plans were approximately \$226,506 for fiscal year 2025.

13. POSTEMPLOYMENT BENEFITS

The University participates in postemployment benefit programs that are sponsored by the Commonwealth and administered by the Virginia Retirement System. These programs include the Retiree Health Insurance Credit Program, Virginia Sickness and Disability Program, Group Life Insurance Program and Line of Duty Act Program. The University also participates in the Pre-Medicare Retiree Healthcare Program, which is administered by the Virginia Department of Human Resource Management.

General Information about the State Employee Health Insurance Credit Program

Plan Description

All full-time, salaried permanent employees of state agencies are automatically covered by the VRS State Employee Health Insurance Credit Program. This plan is administered by the Virginia Retirement System (the System), along with pension and other OPEB plans, for public employer groups in the Commonwealth of Virginia. Members earn one month of service credit toward the benefit for each month they are employed and for which their employer pays contributions to VRS. The health insurance credit is a tax-free reimbursement in an amount set by the General Assembly for each year of service credit against qualified health insurance premiums retirees pay for single coverage, excluding any portion covering the spouse or dependents. The credit cannot exceed the amount of the premiums and ends upon the retiree's death.

The specific information about the State Health Insurance Credit Program OPEB, including eligibility, coverage and benefits is set out in the table below:

STATE EMPLOYEE HEALTH INSURANCE CREDIT PROGRAM (HIC) PLAN PROVISIONS	
Eligible Employees The State Employee Retiree Health Insurance Credit Program was established January 1, 1990, for retired state employees covered under VRS, SPORS, VaLORS and JRS who retire with at least 15 years of service credit. Eligible employees are enrolled automatically upon employment. They include: • Full-time and part-time permanent salaried state employees covered under VRS, SPORS, VaLORS and JRS.	
Benefit Amounts The State Employee Retiree Health Insurance Credit Program provides the following benefits for eligible employees:	

- *At Retirement:* For State employees who retire, the monthly benefit is \$4.25 per year of service per month with no cap on the benefit amount.
- *Disability Retirement:* For State employees, other than state police officers, who retire on disability or go on long-term disability under the Virginia Sickness and Disability Program (VSDP), the monthly benefit is \$120.00 or \$4.25 per year of service, whichever is higher.

For State police officer employees with a non-work-related disability who retire on disability or go on long-term disability under the Virginia Sickness and Disability Program (VSDP), the monthly benefit is \$120.00 or \$4.25 per year of service, whichever is higher.

For State police officers with a work-related disability, there is no benefit provided under the State Employee Retiree Health Insurance Credit Program if the premiums are being paid under the Virginia Line of Duty Act. However, they may receive the credit for premiums paid for other qualified health plans.

Health Insurance Credit Program Notes:

- The monthly Health Insurance Credit benefit cannot exceed the individual's premium amount.
- Employees who retire after being on long-term disability under VSDP must have at least 15 years of service credit to qualify for the Health Insurance Credit as a retiree.

Contributions

The contribution requirement for active employees is governed by § 51.1-1400(D) of the *Code of Virginia*, as amended, but may be impacted as a result of funding provided to state agencies by the Virginia General Assembly. Each state agency's contractually required employer contribution rate for the year ended June 30, 2025, was 1.12% of covered employee compensation for employees in the VRS State Employee Health Insurance Credit Program. This rate was the approved General Assembly rate which was based on an actuarially determined rate from an actuarial valuation as of June 30, 2023. The actuarially determined rate was expected to finance the costs of benefits earned by employees during the year, with an additional amount to finance any unfunded accrued liability. Contributions from the University to the VRS State Employee Health Insurance Credit Program were \$849,932 and \$808,615 for the years ended June 30, 2025 and June 30, 2024, respectively.

In June 2024, the Commonwealth made a special contribution of approximately \$52.8 million which was applied to the Health Insurance Credit Plan for state employees. This special payment was authorized by Chapter 2 of the Acts of Assembly of 2022, Special Session I, as amended by Chapter 1, 2024 Acts of Assembly, Special Session I, and is classified as a special employer contribution. Our proportionate share is reflected in the Other non-operating revenues (expenses) line item as nonoperating revenue on the Statement of Revenues, Expenses, and Changes in Net Position of our financial statements.

State Employee Health Insurance Credit Program OPEB Liabilities, State Employee Health Insurance Credit Program OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to State Employee Health Insurance Credit Program OPEB

At June 30, 2025, the University reported a liability of \$5,716,864 for its proportionate share of the VRS State Employee Health Insurance Credit Program Net OPEB Liability. The Net VRS State Employee Health Insurance Credit Program OPEB Liability was measured as of June 30, 2024 and the total VRS State Employee Health Insurance Credit Program OPEB Liability used to calculate the Net VRS State Employee Health Insurance Credit Program OPEB Liability was determined by an actuarial valuation performed as of June 30, 2023, and rolled forward to the measurement date of June 30, 2024. The University's proportion of the Net VRS State Employee Health Insurance Credit Program OPEB Liability was based on the University's actuarially determined employer contributions to the VRS State Employee Health Insurance Credit Program OPEB plan for the year ended June 30, 2024, relative to the total of the actuarially determined employer contributions for all participating state employers. At June 30, 2024, the University's

proportion of the VRS State Employee Health Insurance Credit Program was 0.80604% as compared to 0.81932% at June 30, 2023.

For the year ended June 30, 2025, the University recognized VRS State Employee Health Insurance Credit Program OPEB expense of \$467,403. Since there was a change in proportionate share between measurement dates, a portion of the VRS State Employee Health Insurance Credit Program Net OPEB expense was related to deferred amounts from changes in proportionate share and differences between actual and expected contributions.

At June 30, 2025, the University reported deferred outflows of resources and deferred inflows of resources related to the VRS State Employee Health Insurance Credit Program OPEB from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ -	\$ 452,139
Net difference between projected and actual earnings on State HIC OPEB program investments	-	19,350
Change in assumptions	92,095	-
Changes in proportionate share and differences between actual and expected contributions	31,450	197,313
Employer contributions subsequent to the measurement date	849,932	
Total	\$ 973,477	\$ 668,802

\$849,932 reported as deferred outflows of resources related to the State Employee HIC OPEB resulting from the University's contributions subsequent to the measurement date will be recognized as a reduction of the Net State Employee HIC OPEB Liability in the fiscal year ending June 30, 2026. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to the State Employee HIC OPEB will be recognized in the State Employee HIC OPEB expense in future reporting periods as follows:

Year ended June 30

FY 2026	\$ (171,316)
FY 2027	\$ (129,544)
FY 2028	\$ (134,914)
FY 2029	\$ (83,024)
FY 2030	\$ (26,459)
Thereafter	\$ -

Actuarial Assumptions

The total State Employee HIC OPEB Liability for the VRS State Employee Health Insurance Credit Program was based on an actuarial valuation as of June 30, 2023, using the Entry Age Normal actuarial cost method and the following assumptions, applied to all periods included in the measurement and rolled forward to the measurement date of June 30, 2024.

Inflation	2.50%
Salary increases, including inflation -	
General state employees	3.50% – 5.35%
SPORS employees	3.50% – 4.75%
VaLORS employees	3.50% – 4.75%
JRS employees	4.00%
Investment rate of return	6.75%, net of plan investment expenses, including inflation

Mortality rates – General State Employees

Pre-Retirement:

Pub-2010 Amount Weighted General Employee Rates projected generationally; females set forward 2 years

Post-Retirement:

Pub-2010 Amount Weighted General Healthy Retiree Rates projected generationally; 110% of rates for females

Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; males and females set forward 3 years

Beneficiaries and Survivors:

Pub-2010 Amount Weighted General Contingent Annuitant Rates projected generationally; 110% of rates for males and females

Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience for Plan 1; set separate rates based on experience for Plan 2/Hybrid; changed final retirement age from 75 to 80 for all
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

Mortality rates – SPORS Employees

Pre-Retirement:

Pub-2010 Amount Weighted Safety Employee Rates projected generationally; 95% of rates for males; 105% of rates for females set forward 2 years

Post-Retirement:

Pub-2010 Amount Weighted Safety Healthy Retiree Rates projected generationally; 110% of rates for males; 105% of rates for females set forward 3 years

Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; 95% of rates for males set back 3 years; 90% of rates for females set back 3 years

Beneficiaries and Survivors:

Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally; 110% of rates for males and females set forward 2 years

Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Increased rates for ages 55 to 61, 63 and 64 with 26 or more years of service; changed final retirement age from 65 to 70
Withdrawal Rates	Decreased rate for 0 years of service and increased rates for 1 to 6 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

Mortality rates – VaLORS Employees

Pre-Retirement:

Pub-2010 Amount Weighted Safety Employee Rates projected generationally; 95% of rates for males; 105% of rates for females set forward 2 years

Post-Retirement:

Pub-2010 Amount Weighted Safety Healthy Retiree Rates projected generationally; 110% of rates for males; 105% of rates for females set forward 3 years

Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; 95% of rates for males set back 3 years; 90% of rates for females set back 3 years

Beneficiaries and Survivors:

Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally; 110% of rates for males and females set forward 2 years

Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Increased rates at some younger ages, decreased at age 62, and changed final retirement age from 65 to 70
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

Mortality rates – JRS Employees

Pre-Retirement:

Pub-2010 Amount Weighted General Employee Rates projected generationally; males set forward 2 years

Post-Retirement:

Pub-2010 Amount Weighted General Healthy Retiree Rates projected generationally; 95% of rates for males and females set back 2 years

Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally

Beneficiaries and Survivors:

Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally

Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Review separately from State employees because exhibit fewer deaths. Update to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Decreased rates for ages 60-66 and 70-72
Withdrawal Rates	No change
Disability Rates	No change
Salary Scale	Reduce increases across all ages by 0.50%
Discount Rate	No change

Net State Employee HIC OPEB Liability

The net OPEB liability (NOL) for the State Employee Health Insurance Credit Program represents the program's total OPEB liability determined in accordance with GASB Statement No. 74, less the associated fiduciary net position. As of June 30, 2024, NOL amounts for the VRS State Employee Health Insurance Credit Program are as follows (amounts expressed in thousands):

	<u>State Employee HIC OPEB Plan</u>
Total State Employee HIC OPEB Liability	\$ 1,094,073
Plan Fiduciary Net Position	<u>384,820</u>
State Employee Net HIC OPEB Liability (Asset)	<u><u>\$ 709,253</u></u>

Plan Fiduciary Net Position as a Percentage

of the Total State Employee HIC OPEB Liability

35.17%

The total State Employee HIC OPEB liability is calculated by the System's actuary, and the plan's fiduciary net position is reported in the System's financial statements. The net State Employee HIC OPEB liability is disclosed in accordance with the requirements of GASB Statement No. 74 in the System's notes to the financial statements and required supplementary information.

Long-Term Expected Rate of Return

The long-term expected rate of return on VRS System investments was determined using a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of VRS System investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. The target asset allocation and best estimate of arithmetic real rates of return for each major asset class are summarized in the following table:

Asset Class (Strategy)	Long-Term Target Asset Allocation	Arithmetic Long-Term Expected Rate of Return	Weighted Average Long-Term Expected Rate of Return*
Public Equity	32.00%	6.70%	2.14%
Fixed Income	16.00%	5.40%	0.86%
Credit Strategies	16.00%	8.10%	1.30%
Real Assets	15.00%	7.20%	1.08%
Private Equity	15.00%	8.70%	1.31%
PIP - Private Investment Partnerships	1.00%	8.00%	0.08%
Diversifying Strategies	6.00%	5.80%	0.35%
Cash	2.00%	3.00%	0.06%
Leverage	(3.00%)	3.50%	(0.11%)
Total	100.00%		7.07%
Expected arithmetic nominal return**			7.07%

* The above allocation provides a one-year expected return of 7.07% (includes 2.50% inflation assumption). However, one-year returns do not take into account the volatility present in each of the asset classes. In setting the long-term expected return for the System, stochastic projections are employed to model future returns under various economic conditions. These results provide a range of returns over various time periods that ultimately provide a median return of 7.10%, including expected inflation of 2.50%.

**On June 15, 2023, the VRS Board elected a long-term rate of return of 6.75%, which was roughly at the 45th percentile of expected long-term results of the VRS fund asset allocation at that time, providing a median return of 7.14%, including expected inflation of 2.50%.

Discount Rate

The discount rate used to measure the total State Employee HIC OPEB was 6.75%. The projection of cash flows used to determine the discount rate assumed that employer contributions will be made in accordance with the VRS funding policy at rates equal to the actuarially determined contribution rates adopted by the VRS Board of Trustees. Through the fiscal year ending June 30, 2024, the rate contributed by the University for the VRS State Employee Health Insurance Credit Program will be subject to the portion of the VRS Board-certified rates that are funded by the Virginia General Assembly, which was 108% of the actuarially determined contribution rate. From July 1, 2024 on, all agencies are assumed to continue to contribute 100% of the actuarially determined contribution rates. Based on those assumptions, the State Employee HIC OPEB plan's fiduciary net position was projected to be available to make all projected future benefit payments of current active and inactive employees. Therefore, the long-term expected rate of return was applied to all periods of projected benefit payments to determine the total State Employee HIC OPEB liability.

Sensitivity of the University's Proportionate Share of the State Employee HIC Net OPEB Liability to Changes in the Discount Rate

The following presents the University's proportionate share of the VRS State Employee Health Insurance Credit Program net HIC OPEB liability using the discount rate of 6.75%, as well as what the University's proportionate share of the net HIC OPEB liability would be if it were calculated using a discount rate that is one percentage point lower (5.75%) or one percentage point higher (7.75%) than the current rate:

	1.00% Decrease (5.75%)	Current Discount Rate (6.75%)	1.00% Increase (7.75%)
University's proportionate share of the VRS State Employee HIC OPEB Plan Net HIC OPEB Liability	\$ 6,407,652	\$ 5,589,695	\$ 4,887,604

State Employee HIC OPEB Fiduciary Net Position

Detailed information about the VRS State Employee Health Insurance Credit Program's Fiduciary Net Position is available in the separately issued VRS 2024 Annual Comprehensive Financial Report (Annual Report). A copy of the 2024 VRS Annual Report may be downloaded from the VRS website at <https://www.varetire.org/media/shared/pdf/publications/archive/2024-annual-report.pdf> or by writing to the System's Chief Financial Officer at P.O. Box 2500, Richmond, VA, 23218-2500.

Payables to the VRS State Employee HIC OPEB Plan

The University reported \$32,407 in payables to the VRS State Employee HIC OPEB Plan.

General Information about the VRS Disability Insurance Program

Plan Description

All full-time and part-time permanent salaried state employees who are covered under the Virginia Retirement System (VRS), the State Police Officers' Retirement System (SPORS), or the Virginia Law Officers' Retirement System (VaLORS) hired on or after January 1, 1999 are automatically covered by the Disability Insurance Program (VSDP) upon employment. The Disability Insurance Program also covers state employees hired before January 1, 1999 who elected to transfer to VSDP rather than retain their eligibility to be considered for disability retirement. This plan is administered by the Virginia Retirement System (the System), along with pensions and other OPEB plans, for public employer groups in the Commonwealth of Virginia.

The specific information for Disability Insurance Program OPEB, including eligibility, coverage and benefits is set out in the table below:

VSDP PLAN PROVISIONS
Eligible Employees The Virginia Sickness and Disability Program (VSDP), also known as the Disability Insurance Trust Fund was established January 1, 1999 to provide short-term and long-term disability benefits for non-work-related and work-related disabilities. Eligible employees are enrolled automatically upon employment. They include: • Full-time and part-time permanent salaried state employees covered under VRS, SPORS and VaLORS (members new to VaLORS following its creation on October 1, 1999, have been enrolled since the inception of VSDP). • State employees hired before January 1, 1999, who elected to transfer to VSDP rather than retain their eligibility to be considered for VRS disability retirement. • Public college and university faculty members who elect the VRS defined benefit plan. They may participate in VSDP or their institution's disability program, if offered. If the institution does not offer the program or the faculty member does not make an election, he or she is enrolled in VSDP.
Benefit Amounts The Virginia Sickness and Disability Program (VSDP) provides the following benefits for eligible employees: • <i>Leave</i> – Sick, family and personal leave. Eligible leave benefits are paid by the employer. • <i>Short-Term Disability</i> – The program provides a short-term disability benefit beginning after a seven-calendar-day waiting period from the first day of disability. The benefit provides income replacement beginning at 100% of the employee's pre-disability income, reducing to 80% and then 60% based on the period of the disability and the length of service of the employee. Short-term disability benefits are paid by the employer. • <i>Long-Term Disability (LTD)</i> – The program provides a long-term disability benefit beginning after 125 workdays of short-term disability and continuing until the employee reaches his or her normal retirement age. The benefit provides income replacement of 60% of the employee's pre-disability income. If an employee becomes disabled within five years of his or her normal retirement age, the employee will receive up to five years of VSDP benefits, provided he or she remains medically eligible. Long-term disability benefits are paid for by the Virginia Disability Insurance Program (VSDP) OPEB Plan. • <i>Income Replacement Adjustment</i> – The program provides for an income replacement adjustment to 80% for catastrophic conditions. • <i>VSDP Long-Term Care Plan</i> – The program also includes a self-funded long-term care plan that assists with the cost of covered long-term care services.

Disability Insurance Program (VSDP) Plan Notes:

- Employees hired or rehired on or after July 1, 2009, must satisfy eligibility periods before becoming eligible for non-work-related short-term disability benefits and certain income-replacement levels.
- A state employee who is approved for VSDP benefits on or after the date that is five years prior to his or her normal retirement date is eligible for up to five years of VSDP benefits.
- Employees on work-related short-term disability receiving only a workers' compensation payment may be eligible to purchase service credit for this period if retirement contributions are not being withheld from the workers' compensation payment. The rate will be based on 5.00% of the employee's compensation.

Cost-of-Living Adjustment (COLA)

- During periods an employee receives long-term disability benefits, the LTD benefit may be increased annually by an amount recommended by the actuary and approved by the Board.
 - Plan 1 employees vested as of 1/1/2013 – 100% of the VRS Plan 1 COLA (The first 3% increase in the Consumer Price Index for all Urban Consumers (CPI-U) and half of any additional increase (up to 4%) up to a maximum COLA of 5%).
 - Plan 1 employee non-vested as of 1/1/2013, Plan 2 and Hybrid Plan employees – 100% of the VRS Plan 2 and Hybrid COLA (The first 2% increase in the Consumer Price Index for all Urban Consumers (CPI-U) and half of any additional increase (up to 2%) up to a maximum COLA of 3%).
- For participating full-time employees taking service retirement, the creditable compensation may be increased annually by an amount recommended by the actuary and approved by the Board, from the date of the commencement of the disability to the date of retirement.
 - 100% of the increase in the pay over the previous plan year for continuing VSDP members in the State, SPORS and VaLORS Plans, with a maximum COLA of 4.00%.
- For participating full-time employees receiving supplemental (work-related) disability benefits, the creditable compensation may be increased annually by an amount recommended by the actuary and approved by the Board, from the date of the commencement of the disability to the date of retirement.
 - 100% of the increase in the pay over the previous plan year for continuing VSDP members in the State, SPORS and VaLORS Plans, with a maximum COLA of 4.00%.

Contributions

The contribution requirements for the Disability Insurance Program (VSDP) are governed by §51.1-1140 of the *Code of Virginia*, as amended, but may be impacted as a result of funding provided to state agencies by the Virginia General Assembly. Each employer's contractually required employer contribution rate for the Disability Insurance Program (VSDP) for the year ended June 30, 2025 was 0.50% of covered employee compensation. This rate was the General Assembly approved rate which was based on an actuarially determined rate from an actuarial valuation as of June 30, 2023. The actuarially determined rate was expected to finance the costs of benefits payable during the 2025 year, with an adjustment to amortize the accrued OPEB assets. Contributions to the Disability Insurance Program (VSDP) from the entity were \$216,897 and \$243,843 for the years ended June 30, 2025 and June 30, 2024, respectively.

Disability Insurance Program (VSDP) OPEB Assets, VSDP OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to the VSDP OPEB

At June 30, 2025, the entity reported a liability (asset) of \$(2,553,161) for its proportionate share of the Net VSDP OPEB Liability (Asset). The Net VSDP OPEB Liability (Asset) was measured as of June 30, 2024, and the total VSDP OPEB liability used to calculate the Net VSDP OPEB Liability (Asset) was determined by an actuarial valuation as of June 30, 2023, and rolled forward to the measurement date of June 30, 2024. The University's proportion of the Net VSDP OPEB Liability (Asset) was based on the agency's actuarially determined employer contributions to the VSDP OPEB plan for the year ended June 30, 2024 relative to the total of the actuarially determined employer contributions for all participating employers. At June 30, 2024, the University's proportion was 0.72151 % as compared to 0.73315 % at June 30, 2023.

For the year ended June 30, 2025, the University recognized VSDP OPEB expense of \$28,383. Since there was a change in proportionate share between measurement dates, a portion of the VSDP OPEB expense was related to deferred amounts from changes in proportion.

At June 30, 2025, the University reported deferred outflows of resources and deferred inflows of resources related to the VSDP OPEB from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 114,157	\$ 280,845
Net difference between projected and actual earnings on State VSDP OPEB program investments	-	121,749
Change in assumptions	3,351	8,287
Changes in proportionate share Employer contributions subsequent to the measurement date	39,159	50,113
	216,897	-
Total	<u>\$ 373,564</u>	<u>\$ 460,994</u>

\$216,897 reported as deferred outflows of resources related to the VSDP OPEB resulting from the University's contributions subsequent to the measurement date will be recognized as an adjustment of the Net VSDP OPEB Liability (Asset) in the fiscal year ending June 30, 2026. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to the VSDP OPEB will be recognized in VSDP OPEB expense in future reporting periods as follows:

Year ended June 30	Amount
FY 2026	\$ (170,275)
FY 2027	\$ (30,708)
FY 2028	\$ (42,924)
FY 2029	\$ (31,792)
FY 2030	\$ (7,252)
Thereafter	\$ (21,376)

Actuarial Assumptions

The total VSDP OPEB liability was based on an actuarial valuation as of June 30, 2023, using the Entry Age Normal actuarial cost method and the following assumptions, applied to all periods included in the measurement and rolled forward to the measurement date of June 30, 2024.

Inflation	2.50%
Salary increases, including inflation -	
General state employees	3.50% – 5.35%
SPORS employees	3.50% – 4.75%
VaLORS employees	3.50% – 4.75%
Investment rate of return	6.75%, net of plan investment expenses, including inflation

Mortality rates – General State Employees

Pre-Retirement:

Pub-2010 Amount Weighted General Employee Rates projected generationally; females set forward 2 years

Post-Retirement:

Pub-2010 Amount Weighted General Healthy Retiree Rates projected generationally; 110% of rates for females

Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; males and females set forward 3 years

Beneficiaries and Survivors:

Pub-2010 Amount Weighted General Contingent Annuitant Rates projected generationally; 110% of rates for males and females

Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023 valuation were based on the results of an actuarial experience study for the period from July 1, 2016 through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience for Plan 1; set separate rates based on experience for Plan 2/Hybrid; changed final retirement age from 75 to 80 for all
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

Mortality rates – SPORS Employees

Pre-Retirement:

Pub-2010 Amount Weighted Safety Employee Rates projected generationally; 95% of rates for males; 105% of rates for females set forward 2 years

Post-Retirement:

Pub-2010 Amount Weighted Safety Healthy Retiree Rates projected generationally; 110% of rates for males; 105% of rates for females set forward 3 years

Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; 95% of rates for males set back 3 years; 90% of rates for females set back 3 years

Beneficiaries and Survivors:

Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally; 110% of rates for males and females set forward 2 years

Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023 valuation were based on the results of an actuarial experience study for the period from July 1, 2016 through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to PUB2010 public sector mortality tables. Increased disability life expectancy. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Increased rates for ages 55 to 61, 63, and 64 with 26 or more years of service and changed final retirement age from 65 to 70
Withdrawal Rates	Decreased rate for 0 years of service and increased rates for 1 to 6 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

Mortality rates – VaLORS Employees

Pre-Retirement:

Pub-2010 Amount Weighted Safety Employee Rates projected generationally; 95% of rates for males; 105% of rates for females set forward 2 years

Post-Retirement:

Pub-2010 Amount Weighted Safety Healthy Retiree Rates projected generationally; 110% of rates for males; 105% of rates for females set forward 3 years

Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; 95% of rates for males set back 3 years; 90% of rates for females set back 3 years

Beneficiaries and Survivors:

Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally; 110% of rates for males and females set forward 2 years

Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023 valuation were based on the results of an actuarial experience study for the period from July 1, 2016 through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to PUB2010 public sector mortality tables. Increased disability life expectancy. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Increased rates at some younger ages, decreased at age 62, and changed final retirement age from 65 to 70
Withdrawal Rates	Adjusted rates to better fit experience at each age and service decrement through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

Net VSDP OPEB Liability (Asset)

The net OPEB asset (NOA) for the Disability Insurance Program (VSDP) represents the program's total OPEB liability determined in accordance with GASB Statement No. 74, less the associated fiduciary net position. As of the Measurement Date of June 30, 2024, NOA amounts for the Disability Insurance Program (VSDP) are as follows (amounts expressed in thousands):

	Virginia Sickness and Disability Program
Total VSDP OPEB Liability	\$ 339,007
Plan Fiduciary Net Position	692,870
VSDP Net OPEB Liability (Asset)	<u>\$ (353,863)</u>

Plan Fiduciary Net Position as a Percentage of the Total VSDP OPEB Liability	204.38%
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The total VSDP OPEB liability is calculated by the System's actuary, and each plan's fiduciary net position is reported in the System's financial statements. The net OPEB asset is disclosed in accordance with the requirements of GASB Statement No. 74 in the System's notes to the financial statements and required supplementary information.

Long-Term Expected Rate of Return

The long-term expected rate of return on System investments was determined using a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of VRS System investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. The target asset allocation and best estimate of arithmetic real rates of return for each major asset class are summarized in the following table:

Asset Class (Strategy)	Long-Term Target Asset Allocation	Arithmetic Long-Term Expected Rate of Return	Weighted Average Long-Term Expected Rate of Return*
Public Equity	32.00%	6.70%	2.14%
Fixed Income	16.00%	5.40%	0.86%
Credit Strategies	16.00%	8.10%	1.30%
Real Assets	15.00%	7.20%	1.08%
Private Equity	15.00%	8.70%	1.31%
PIP - Private Investment Partnerships	1.00%	8.00%	0.08%
Diversifying Strategies	6.00%	5.80%	0.35%
Cash	2.00%	3.00%	0.06%
Leverage	(3.00%)	3.50%	(0.11%)
Total	100.00%		7.07%

Expected arithmetic nominal return**	7.07%
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*The above allocation provides a one-year expected return of 7.07% (includes 2.50% inflation assumption). However, one-year returns do not take into account the volatility present in each of the asset classes. In setting the long-term expected return for the System, stochastic projections are employed to model future returns under various economic conditions. These results provide a range of returns over various time periods that ultimately provide a median return of 7.10%, including expected inflation of 2.50%.

**On June 15, 2023, the VRS Board elected a long-term rate of return of 6.75%, which was roughly at the 45th percentile of expected long-term results of the VRS fund asset allocation at that time, providing a median return of 7.14%, including expected inflation of 2.50%.

Discount Rate

The discount rate used to measure the total VSDP OPEB liability was 6.75%. The projection of cash flows used to determine the discount rate assumed that employer contributions will be made per the VRS Statutes and that they will be made in accordance with the VRS funding policy and at rates equal to the actuarially determined contribution rates adopted by the VRS Board of Trustees. Through the fiscal year ending June 30, 2024, the rate contributed by participating employers to the VSDP OPEB Program will be subject to the portion of the VRS Board-certified rates that are funded by the Virginia General Assembly which was 109% of the actuarially determined contribution rate. From July 1, 2024, on, participating employers are assumed to continue to contribute 100% of the actuarially determined contribution rates. Based on those assumptions, the VSDP OPEB Program's fiduciary net position was projected to be available to make all projected future benefit payments of current active and inactive employees. Therefore, the long-term expected rate of return was applied to all periods of projected benefit payments to determine the total VSDP OPEB liability.

Sensitivity of the University's Proportionate Share of the Net VSDP OPEB Liability (Asset) to Changes in the Discount Rate

The following presents the University's proportionate share of the net VSDP OPEB liability (asset) using the discount rate of 6.75%, as well as what the University's proportionate share of the net VSDP OPEB liability (asset) would be if it were calculated using a discount rate that is one percentage point lower (5.75%) or one percentage point higher (7.75%) than the current rate:

	1.00% Decrease (5.75%)	Current Discount Rate (6.75%)	1.00% Increase (7.75%)
University's proportionate share of the VSDP Net OPEB Liability (Asset)	\$ (2,377,768)	\$ (2,553,161)	\$ (2,708,492)

VSDP OPEB Fiduciary Net Position

Detailed information about the Disability Insurance Program (VSDP) Fiduciary Net Position is available in the separately issued VRS 2024 *Annual Comprehensive Financial Report* (Annual Report). A copy of the 2024 VRS Annual Report may be downloaded from the VRS website at <https://www.varetire.org/media/shared/pdf/publications/archive/2024-annual-report.pdf> or by writing to the System's Chief Financial Officer at P.O. Box 2500, Richmond, VA, 23218-2500.

Payables to the VSDP OPEB Plan

The University reported \$10,207 in payables to the VSDP OPEB Plan.

General Information about the Group Life Insurance Program

Plan Description

All full-time, salaried permanent employees of the state agencies, teachers and employees of participating political subdivisions are automatically covered by the VRS Group Life Insurance Program upon employment. This plan is administered by the Virginia Retirement System (the System), along with pensions and other OPEB plans, for public employer groups in the Commonwealth of Virginia.

In addition to the Basic Group Life Insurance benefit, members are also eligible to elect additional coverage for themselves as well as a spouse or dependent children through the Optional Group Life Insurance Program. For members who elect the optional group life insurance coverage, the insurer bills employers directly for the premiums. Employers deduct these premiums from members' paychecks and pay the premiums to the insurer. Since this is a separate and fully insured program, it is not included as part of the Group Life Insurance Program OPEB.

The specific information for Group Life Insurance Program OPEB, including eligibility, coverage and benefits is set out in the table below:

GROUP LIFE INSURANCE PROGRAM PLAN PROVISIONS	
Eligible Employees The Group Life Insurance Program was established July 1, 1960, for state employees, teachers and employees of political subdivisions that elect the program, including the following employers that do not participate in VRS for retirement: • City of Richmond • City of Portsmouth • City of Roanoke • City of Norfolk • Roanoke City School Board Basic group life insurance coverage is automatic upon employment. Coverage ends for employees who leave their position before retirement eligibility or who take a refund of their accumulated retirement member contributions and accrued interest.	
Benefit Amounts The benefits payable under the Group Life Insurance Program have several components. • <i>Natural Death Benefit</i> – The natural death benefit is equal to the employee's covered compensation rounded to the next highest thousand and then doubled. • <i>Accidental Death Benefit</i> – The accidental death benefit is double the natural death benefit. • <i>Other Benefit Provisions</i> – In addition to the basic natural and accidental death benefits, the program provides additional benefits provided under specific circumstances. These include: ○ Accidental dismemberment benefit ○ Seatbelt benefit ○ Repatriation benefit ○ Felonious assault benefit ○ Accelerated death benefit option	
Reduction in Benefit Amounts The benefit amounts provided to members covered under the Group Life Insurance Program are subject to a reduction factor. The benefit amount reduces by 25% on January 1 following one calendar year of separation. The benefit amount reduces by an additional 25% on each subsequent January 1 until it reaches 25% of its original value.	

Minimum Benefit Amount and Cost-of-Living Adjustment (COLA)

For covered members with at least 30 years of service credit, there is a minimum benefit payable under the Group Life Insurance Program. The minimum benefit was set at \$8,000 by statute in 2015. This amount will be increased annually based on the VRS Plan 2 cost-of-living adjustment calculation. The minimum benefit adjusted for the COLA was \$9,532 as of June 30, 2025.

Contributions

The contribution requirements for the Group Life Insurance Program are governed by § 51.1-506 and § 51.1-508 of the *Code of Virginia*, as amended, but may be impacted as a result of funding provided to state agencies and school divisions by the Virginia General Assembly. The total rate for the Group Life Insurance Program was 1.18% of covered employee compensation. This was allocated into an employee and an employer component using a 60/40 split. The employee component was 0.71% (1.18% X 60%) and the employer component was 0.47% (1.18% X 40%). Employers may elect to pay all or part of the employee contribution, however the employer must pay all of the employer contribution. Each employer's contractually required employer contribution rate for the year ended June 30, 2025, was 0.47% of covered employee compensation. This rate was the final approved General Assembly rate which was based on an actuarially determined rate from an actuarial valuation as of June 30, 2023. The actuarially determined rate, when combined with employee contributions, was expected to finance the costs of benefits payable during the year, with an additional amount to finance any unfunded accrued liability. Contributions to the Group Life Insurance Program from the entity were \$346,369 and \$386,020 for the years ended June 30, 2025, and June 30, 2024, respectively.

GLI OPEB Liabilities, GLI OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to the Group Life Insurance Program OPEB

At June 30, 2025, the participating employer reported a liability of \$3,183,167 for its proportionate share of the Net GLI OPEB Liability. The Net GLI OPEB Liability was measured as of June 30, 2024 and the total GLI OPEB Liability used to calculate the Net GLI OPEB Liability was determined by an actuarial valuation performed as of June 30, 2023, and rolled forward to the measurement date of June 30, 2024. The covered employer's proportion of the Net GLI OPEB Liability was based on the covered employer's actuarially determined employer contributions to the Group Life Insurance Program for the year ended June 30, 2024, relative to the total of the actuarially determined employer contributions for all participating employers. At June 30, 2024, the participating employer's proportion was 0.28525% as compared to 0.28624% at June 30, 2023.

For the year ended June 30, 2025, the participating employer recognized GLI OPEB expense of \$83,866. Since there was a change in proportionate share between measurement dates, a portion of the GLI OPEB expense was related to deferred amounts from changes in proportion.

At June 30, 2025, the employer reported deferred outflows of resources and deferred inflows of resources related to the GLI OPEB from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 502,059	\$ 77,754
Net difference between projected and actual earnings on GLI OPEB program investments	-	268,307
Change in assumptions	18,144	157,751
Changes in proportionate share	24,544	70,582
Employer contributions subsequent to the measurement date	346,369	-
Total	<u>\$ 891,116</u>	<u>\$ 574,394</u>

\$346,369 reported as deferred outflows of resources related to the GLI OPEB resulting from the employer's contributions subsequent to the measurement date will be recognized as reduction of the Net GLI OPEB Liability in the Fiscal Year ending June 30, 2026. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to the GLI OPEB will be recognized in the GLI OPEB expense in future reporting periods as follows:

Year ended June 30	Amount
FY 2026	\$ (147,594)
FY 2027	\$ 43,212
FY 2028	\$ (279)
FY 2029	\$ 27,359
FY 2030	\$ 47,654
Thereafter	\$ -

Actuarial Assumptions

The total GLI OPEB liability was based on an actuarial valuation as of June 30, 2023, using the Entry Age Normal actuarial cost method and the following assumptions, applied to all periods included in the measurement and rolled forward to the measurement date of June 30, 2024.

Inflation	2.50%
Salary increases, including inflation –	
General state employees	3.50% – 5.35%
Teachers	3.50% – 5.95%
SPORS employees	3.50% – 4.75%
VaLORS employees	3.50% – 4.75%
JRS employees	4.00%
Locality - General employees	3.50% – 5.35%
Locality – Hazardous Duty employees	3.50% – 4.75%
Investment rate of return	
6.75%, net of investment expenses, including inflation	

Mortality rates – General State Employees

Pre-Retirement:

Pub-2010 Amount Weighted General Employee Rates projected generationally; females set forward 2 years

Post-Retirement:

Pub-2010 Amount Weighted General Healthy Retiree Rates projected generationally; 110% of rates for females

Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; males and females set forward 3 years

Beneficiaries and Survivors:

Pub-2010 Amount Weighted General Contingent Annuitant Rates projected generationally; 110% of rates for males and females

Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023 valuation were based on the results of an actuarial experience study for the period from July 1, 2016 through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience for Plan 1; set separate rates based on experience for Plan 2/Hybrid; changed final retirement age from 75 to 80 for all
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

Mortality rates – Teachers

Pre-Retirement:

Pub-2010 Amount Weighted Teachers Employee Rates projected generationally; 110% of rates for males

Post-Retirement:

Pub-2010 Amount Weighted Teachers Healthy Retiree Rates projected generationally; males set forward 1 year; 105% of rates for females

Post-Disablement:

Pub-2010 Amount Weighted Teachers Disabled Rates projected generationally; 110% of rates for males and females

Beneficiaries and Survivors:

Pub-2010 Amount Weighted Teachers Contingent Annuitant Rates projected generationally

Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023 valuation were based on the results of an actuarial experience study for the period from July 1, 2016 through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience for Plan 1; set separate rates based on experience for Plan 2/Hybrid; changed final retirement age from 75 to 80 for all
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service decrement through 9 years of service
Disability Rates	No change
Salary Scale	No change
Discount Rate	No change

Mortality rates – SPORS Employees

Pre-Retirement:

Pub-2010 Amount Weighted Safety Employee Rates projected generationally; 95% of rates for males; 105% of rates for females set forward 2 years

Post-Retirement:

Pub-2010 Amount Weighted Safety Healthy Retiree Rates projected generationally; 110% of rates for males; 105% of rates for females set forward 3 years

Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; 95% of rates for males set back 3 years; 90% of rates for females set back 3 years

Beneficiaries and Survivors:

Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally; 110% of rates for males and females set forward 2 years

Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016 through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy and disabled)	Updated to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Increased rates for ages 55 to 61, 63, and 64 with 26 or more years of service; changed final retirement age from 65 to 70
Withdrawal Rates	Decreased rate for 0 years of service and increased rates for 1 to 6 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

Mortality rates – VaLORS Employees

Pre-Retirement:

Pub-2010 Amount Weighted Safety Employee Rates projected generationally; 95% of rates for males; 105% of rates for females set forward 2 years

Post-Retirement:

Pub-2010 Amount Weighted Safety Healthy Retiree Rates projected generationally; 110% of rates for males; 105% of rates for females set forward 3 years

Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; 95% of rates for males set back 3 years; 90% of rates for females set back 3 years

Beneficiaries and Survivors:

Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally; 110% of rates for males and females set forward 2 years

Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023 valuation were based on the results of an actuarial experience study for the period from July 1, 2016 through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Increased rates at some younger ages, decreased at age 62, and changed final retirement age from 65 to 70
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

Mortality rates – JRS Employees

Pre-Retirement:

Pub-2010 Amount Weighted General Employee Rates projected generationally; males set forward 2 years

Post-Retirement:

Pub-2010 Amount Weighted General Healthy Retiree Rates projected generationally; 95% of rates for males and females set back 2 years

Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally

Beneficiaries and Survivors:

Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally

Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023 valuation were based on the results of an actuarial experience study for the period from July 1, 2016 through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Review separately from State employees because exhibit fewer deaths. Update to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Decreased rates for ages 60-66 and 70-72
Withdrawal Rates	No change
Disability Rates	No change
Salary Scale	Reduce increases across all ages by 0.50%
Discount Rate	No change

Mortality rates – Largest 10 Locality Employers - General Employees

Pre-Retirement:

Pub-2010 Amount Weighted Safety Employee Rates projected generationally; males set forward 2 years; 105% of rates for females set forward 3 years

Post-Retirement:

Pub-2010 Amount Weighted Safety Healthy Retiree Rates projected generationally; 95% of rates for males set forward 2 years; 95% of rates for females set forward 1 year

Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; 110% of rates for males set forward 3 years; 110% of rates for females set forward 2 years

Beneficiaries and Survivors:

Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally

Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023 valuation were based on the results of an actuarial experience study for the period from July 1, 2016 through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience for Plan 1; set separate rates based on experience for Plan 2/Hybrid; changed final retirement age from 75 to 80 for all
Withdrawal Rates	Adjusted rates to better fit experience at each age and service decrement through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

Mortality rates – Non-Largest 10 Locality Employers – General Employees

Pre-Retirement:

Pub-2010 Amount Weighted Safety Employee Rates projected generationally; males set forward 2 years; 105% of rates for females set forward 3 years

Post-Retirement:

Pub-2010 Amount Weighted Safety Healthy Retiree Rates projected generationally; 95% of rates for males set forward 2 years; 95% of rates for females set forward 1 year

Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; 110% of rates for males set forward 3 years; 110% of rates for females set forward 2 years

Beneficiaries and Survivors:

Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally

Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023 valuation were based on the results of an actuarial experience study for the period from July 1, 2016 through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience for Plan 1; set separate rates based on experience for Plan 2/Hybrid; changed final retirement age from 75 to 80 for all
Withdrawal Rates	Adjusted rates to better fit experience at each age and service decrement through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

Mortality rates – Largest 10 Locality Employers – Hazardous Duty Employees

Pre-Retirement:

Pub-2010 Amount Weighted Safety Employee Rates projected generationally; 95% of rates for males; 105% of rates for females set forward 2 years

Post-Retirement:

Pub-2010 Amount Weighted Safety Healthy Retiree Rates projected generationally; 110% of rates for males; 105% of rates for females set forward 3 years

Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; 95% of rates for males set back 3 years; 90% of rates for females set back 3 years

Beneficiaries and Survivors:

Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally; 110% of rates for males and females set forward 2 years

Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023 valuation were based on the results of an actuarial experience study for the period from July 1, 2016 through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. Increased disability life expectancy. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience and changed final retirement age from 65 to 70
Withdrawal Rates	Decreased rates
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

Mortality rates – Non-Largest 10 Locality Employers – Hazardous Duty Employees

Pre-Retirement:

Pub-2010 Amount Weighted Safety Employee Rates projected generationally; 95% of rates for males; 105% of rates for females set forward 2 years

Post-Retirement:

Pub-2010 Amount Weighted Safety Healthy Retiree Rates projected generationally; 110% of rates for males; 105% of rates for females set forward 3 years

Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; 95% of rates for males set back 3 years; 90% of rates for females set back 3 years

Beneficiaries and Survivors:

Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally; 110% of rates for males and females set forward 2 years

Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023 valuation were based on the results of an actuarial experience study for the period from July 1, 2016 through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. Increased disability life expectancy. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience and changed final retirement age from 65 to 70
Withdrawal Rates	Decreased rates and changed from rates based on age and service to rates based on service only to better fit experience and to be more consistent with Locals Top 10 Hazardous Duty
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

Net GLI OPEB Liability

The net OPEB liability (NOL) for the Group Life Insurance Program represents the program's total OPEB liability determined in accordance with GASB Statement No. 74, less the associated fiduciary net position. As of the measurement date of June 30, 2024, NOL amounts for the Group Life Insurance Program are as follows (amounts expressed in thousands):

	Group Life Insurance OPEB Program	
Total GLI OPEB Liability	\$	4,196,055
Plan Fiduciary Net Position		3,080,133
GLI Net OPEB Liability (Asset)	\$	1,115,922

Plan Fiduciary Net Position as a Percentage of the Total GLI OPEB Liability	73.41%
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The total GLI OPEB Liability is calculated by the System's actuary, and each plan's fiduciary net position is reported in the System's financial statements. The net GLI OPEB Liability is disclosed in accordance with the requirements of GASB Statement No. 74 in the System's notes to the financial statements and required supplementary information.

Long-Term Expected Rate of Return

The long-term expected rate of return on the System's investments was determined using a log normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of System's investment expense and inflation) are developed for each asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. The target asset allocation and best estimate of arithmetic real rates of return for each major asset class are summarized in the following table:

Asset Class (Strategy)	Long-Term Target Asset Allocation	Arithmetic Long-Term Expected Rate of Return	Weighted Average Long-Term Expected Rate of Return*
Public Equity	32.00%	6.70%	2.14%
Fixed Income	16.00%	5.40%	0.86%
Credit Strategies	16.00%	8.10%	1.30%
Real Assets	15.00%	7.20%	1.08%
Private Equity	15.00%	8.70%	1.31%
PIP - Private Investment Partnerships	1.00%	8.00%	0.08%
Diversifying Strategies	6.00%	5.80%	0.35%
Cash	2.00%	3.00%	0.06%
Leverage	(3.00%)	3.50%	(0.11%)
Total	100.00%		7.07%

Expected arithmetic nominal return**	7.07%
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*The above allocation provides a one-year expected return of 7.07% (includes 2.50% inflation assumption). However, one-year returns do not take into account the volatility present in each of the asset classes. In setting the long-term expected return for the System, stochastic projections are employed to model future returns under various economic conditions. These results provide a range of returns over various time periods that ultimately provide a median return of 7.10%, including expected inflation of 2.50%.

**On June 15, 2023, the VRS Board elected a long-term rate of return of 6.75%, which was roughly at the 45th percentile of expected long-term results of the VRS fund asset allocation at that time, providing a median return of 7.14%, including expected inflation of 2.50%.

Discount Rate

The discount rate used to measure the total GLI OPEB Liability was 6.75%. The projection of cash flows used to determine the discount rate assumed that employer contributions will be made in accordance with the VRS funding policy and at rates equal to the actuarially determined contribution rates adopted by the VRS Board of Trustees. Through the fiscal year ending June 30, 2024, the rate contributed by the entity for the GLI OPEB will be subject to the portion of the VRS Board certified rates that are funded by the Virginia General Assembly which was 113% of the actuarially determined contribution rate. From July 1, 2024 on, employers are assumed to continue to contribute 100% of the actuarially determined contribution rates. Based on those assumptions, the GLI OPEB's fiduciary net position was projected to be available to make all projected future benefit payments of eligible employees. Therefore, the long-term expected rate of return was applied to all periods of projected benefit payments to determine the total GLI OPEB Liability.

Sensitivity of the Employer's Proportionate Share of the Net GLI OPEB Liability to Changes in the Discount Rate

The following presents the employer's proportionate share of the net GLI OPEB Liability using the discount rate of 6.75%, as well as what the employer's proportionate share of the net GLI OPEB Liability would be if it were calculated using a discount rate that is one percentage point lower (5.75%) or one percentage point higher (7.75%) than the current rate:

	1.00% Decrease (5.75%)	Current Discount Rate (6.75%)	1.00% Increase (7.75%)
University's proportionate share of the Group Life Insurance Program Net OPEB Liability	\$ 4,950,240	\$ 3,183,167	\$ 1,755,606

Group Life Insurance Program Fiduciary Net Position

Detailed information about the Group Life Insurance Program's Fiduciary Net Position is available in the separately issued VRS 2024 *Annual Comprehensive Financial Report* (Annual Report). A copy of the 2024 VRS Annual Report may be downloaded from the VRS website at <https://www.varetire.org/media/shared/pdf/publications/archive/2024-annual-report.pdf> or by writing to the System's Chief Financial Officer at P.O. Box 2500, Richmond, VA, 23218-2500.

Payables to the Group Life Insurance OPEB Plan

The University reported \$34,143 in payables to the Group Life Insurance OPEB Plan.

General Information about the Line of Duty Act Program

Plan Description

All paid employees and volunteers in hazardous duty positions in Virginia localities and hazardous duty employees who are covered under the Virginia Retirement System (VRS), the State Police Officers' Retirement System (SPORS), or the Virginia Law Officers' Retirement System (VaLORS) are automatically covered by the Line of Duty Act Program (LODA). As required by statute, the Virginia Retirement System (the System) is responsible for managing the assets of the program. Participating employers made contributions to the program beginning in FY 2012. The employer contributions are determined by the System's actuary using anticipated program costs and the number of covered individuals associated with all participating employers.

The specific information for Line of Duty Act Program OPEB, including eligibility, coverage and benefits is set out in the table below:

LINE OF DUTY ACT PROGRAM (LODA) PLAN PROVISIONS	
Eligible Employees	The eligible employees of the LODA Program include paid employees and volunteers in hazardous duty positions in Virginia localities as well as hazardous duty employees who are covered under the VRS, SPORS, or VaLORS.
Benefit Amounts	LODA provides death and health insurance benefits for eligible individuals: • <i>Death</i> – The LODA program death benefit is a one-time payment made to the beneficiary or beneficiaries of a covered individual. Amounts vary as follows: ○ \$100,000 when a death occurs as the direct or proximate result of performing duty as of January 1, 2006, or after. ○ \$25,000 when the cause of death is attributed to one of the applicable presumptions and occurred earlier than five years after the retirement date. The benefit will be \$75,000 for approved presumptive deaths occurring on or after January 1, 2025. ○ An additional \$20,000 benefit is payable when certain members of the National Guard and U.S. military reserves are killed in action in any armed conflict on or after October 7, 2001. • <i>Health Insurance</i> – The LODA program provides health insurance benefits. ○ The health insurance benefits are managed through the Virginia Department of Human Resource Management (DHRM). The health benefits are modeled after the State Employee Health Benefits Program plans and provide consistent, premium-free continued health plan coverage for LODA-eligible disabled individuals, survivors and family members.

Contributions

The contribution requirements for the LODA Program are governed by § 9.1-400.1 of the *Code of Virginia*, as amended, but may be impacted as a result of funding provided to state agencies by the Virginia General Assembly. Each employer's contractually required employer contribution rate for the LODA Program for the year ended June 30, 2025, was \$1,015.00 per covered full-time-equivalent employee. This rate was based on an actuarially determined rate from an actuarial valuation as of June 30, 2024, and represents the pay-as-you-go funding rate and not the full actuarial cost of the benefits under the program. The actuarially determined pay-as-you-go rate was expected to finance the costs and related expenses of benefits payable during the year. Contributions to the LODA Program from the entity were \$24,360 and \$17,451 for the years ended June 30, 2025, and June 30, 2024, respectively.

Line of Duty Act Program (LODA) OPEB Liabilities, LODA OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to the LODA OPEB

At June 30, 2025, the entity reported a liability of \$455,067 for its proportionate share of the Net LODA OPEB Liability. The Net LODA OPEB Liability was measured as of June 30, 2024 and the total LODA OPEB Liability used to calculate the Net LODA OPEB Liability was determined by an actuarial valuation as of June 30, 2023, and rolled forward to the measurement date of June 30, 2024. The entity's proportion of the Net LODA OPEB Liability was based on the entity's actuarially determined pay-as-you-go employer contributions to the LODA OPEB plan for the year ended June 30, 2024 relative to the total of the actuarially determined pay-as-you-go employer contributions for all participating employers. At June 30, 2024, the entity's proportion was 0.11563% as compared to 0.10790% at June 30, 2023.

For the year ended June 30, 2025, the entity recognized LODA OPEB expense of \$61,373. Since there was a change in proportionate share between measurement dates, a portion of the LODA OPEB expense was related to deferred amounts from changes in proportion.

At June 30, 2025, the agency reported deferred outflows of resources and deferred inflows of resources related to the LODA OPEB from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 15,834	\$ 111,159
Net difference between projected and actual earnings on LODA OPEB program investments	-	1,504
Change in assumptions	83,887	91,653
Changes in proportionate share	127,690	54,363
Employer contributions subsequent to the measurement date	24,360	
Total	\$ 251,771	\$ 258,679

\$24,360 reported as deferred outflows of resources related to the LODA OPEB resulting from the entity's contributions subsequent to the measurement date will be recognized as a reduction of the Net LODA OPEB Liability in the fiscal year ending June 30, 2026. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to the LODA OPEB will be recognized in LODA OPEB expense in future reporting periods as follows:

Year ended June 30	Amount
FY 2026	\$ (3,646)
FY 2027	\$ (448)
FY 2028	\$ (927)
FY 2029	\$ (4,774)
FY 2030	\$ (7,606)
Thereafter	\$ (13,868)

Actuarial Assumptions

The total LODA OPEB liability was based on an actuarial valuation as of June 30, 2023, using the Entry Age Normal actuarial cost method and the following assumptions, applied to all periods included in the measurement and rolled forward to the measurement date of June 30, 2024.

Inflation	2.50%
Salary increases, including inflation –	
General state employees	N/A
SPORS employees	N/A
VaLORS employees	N/A
Locality employees	N/A
Medical cost trend rates assumption –	
Under age 65	7.25% – 4.25%
Ages 65 and older	6.50% – 4.25%
Year of ultimate trend rate	
Under age 65	Fiscal year ended 2034
Ages 65 and older	Fiscal year ended 2034
Investment rate of return	3.97%, including inflation*

* Since LODA is funded on a current-disbursement basis, the assumed annual rate of return of 3.97% was used since it approximates the risk-free rate of return.

Mortality rates – General State Employees

Pre-Retirement:

Pub-2010 Amount Weighted General Employee Rates projected generationally; females set forward 2 years

Post-Retirement:

Pub-2010 Amount Weighted General Healthy Retiree Rates projected generationally; 110% of rates for females

Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; males and females set forward 3 years

Beneficiaries and Survivors:

Pub-2010 Amount Weighted General Contingent Annuitant Rates projected generationally; 110% of rates for males and females

Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023 valuation were based on the results of an actuarial experience study for the period from July 1, 2016 through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience for Plan 1; set separate rates based on experience for Plan 2/Hybrid; changed final retirement age from 75 to 80 for all
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change

Mortality rates – SPORS Employees

Pre-Retirement:

Pub-2010 Amount Weighted Safety Employee Rates projected generationally; 95% of rates for males; 105% of rates for females set forward 2 years

Post-Retirement:

Pub-2010 Amount Weighted Safety Healthy Retiree Rates projected generationally; 110% of rates for males; 105% of rates for females set forward 3 years

Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; 95% of rates for males set back 3 years; 90% of rates for females set back 3 years

Beneficiaries and Survivors:

Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally; 110% of rates for males and females set forward 2 years

Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016 through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. Increased disability life expectancy. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Increased rates for ages 55 to 61, 63, and 64 with 26 or more years of service and changed final retirement age from 65 to 70
Withdrawal Rates	Decreased rate for 0 years of service and increased rates for 1 to 6 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change

Mortality rates – VaLORS Employees

Pre-Retirement:

Pub-2010 Amount Weighted Safety Employee Rates projected generationally; 95% of rates for males; 105% of rates for females set forward 2 years

Post-Retirement:

Pub-2010 Amount Weighted Safety Healthy Retiree Rates projected generationally; 110% of rates for males; 105% of rates for females set forward 3 years

Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; 95% of rates for males set back 3 years; 90% of rates for females set back 3 years

Beneficiaries and Survivors:

Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally; 110% of rates for males and females set forward 2 years

Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023 valuation were based on the results of an actuarial experience study for the period from July 1, 2016 through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. Increased disability life expectancy. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Increased rates at some younger ages, decreased at age 62, and changed final retirement age from 65 to 70
Withdrawal Rates	Adjusted rates to better fit experience at each age and service decrement through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change

Mortality rates – Largest 10 Locality Employers With Public Safety Employees

Pre-Retirement:

Pub-2010 Amount Weighted Safety Employee Rates projected generationally; 95% of rates for males; 105% of rates for females set forward 2 years

Post-Retirement:

Pub-2010 Amount Weighted Safety Healthy Retiree Rates projected generationally; 110% of rates for males; 105% of rates for females set forward 3 years

Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; 95% of rates for males set back 3 years; 90% of rates for females set back 3 years

Beneficiaries and Survivors:

Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally; 110% of rates for males and females set forward 2 years

Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023 valuation were based on the results of an actuarial experience study for the period from July 1, 2016 through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. Increased disability life expectancy. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience and changed final retirement age from 65 to 70
Withdrawal Rates	Decreased rates
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change

Mortality rates – Non-Largest 10 Locality Employers With Public Safety Employees

Pre-Retirement:

Pub-2010 Amount Weighted Safety Employee Rates projected generationally; 95% of rates for males; 105% of rates for females set forward 2 years

Post-Retirement:

Pub-2010 Amount Weighted Safety Healthy Retiree Rates projected generationally; 110% of rates for males; 105% of rates for females set forward 3 years

Post-Disablement:

Pub-2010 Amount Weighted General Disabled Rates projected generationally; 95% of rates for males set back 3 years; 90% of rates for females set back 3 years

Beneficiaries and Survivors:

Pub-2010 Amount Weighted Safety Contingent Annuitant Rates projected generationally; 110% of rates for males and females set forward 2 years

Mortality Improvement Scale:

Rates projected generationally with Modified MP-2020 Improvement Scale that is 75% of the MP-2020 rates

The actuarial assumptions used in the June 30, 2023 valuation were based on the results of an actuarial experience study for the period from July 1, 2016 through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. Increased disability life expectancy. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience and changed final retirement age from 65 to 70
Withdrawal Rates	Decreased rates and changed from rates based on age and service to rates based on service only to better fit experience and to be more consistent with Locals Top 10 Hazardous Duty
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change

Net LODA OPEB Liability

The net OPEB liability (NOL) for the Line of Duty Act Program (LODA) represents the program's total OPEB liability determined in accordance with GASB Statement No. 74, less the associated fiduciary net position. As of the Measurement Date of June 30, 2024, NOL amounts for the Line of Duty Act Program (LODA) are as follows (amounts expressed in thousands):

Total LODA OPEB Liability	\$ 398,395
Plan Fiduciary Net Position	<u>4,841</u>
 LODA Net OPEB Liability (Asset)	 <u><u>\$ 393,554</u></u>
 Plan Fiduciary Net Position as a Percentage of the Total LODA OPEB Liability	 1.22%

The total LODA OPEB liability is calculated by the System's actuary, and each plan's fiduciary net position is reported in the System's financial statements. The net OPEB liability is disclosed in accordance with the requirements of GASB Statement No. 74 in the System's notes to the financial statements and required supplementary information.

Long-Term Expected Rate of Return

The long-term expected rate of return on LODA OPEB Program's investments was set at 3.97% for this valuation. Since LODA is funded on a current-disbursement basis, it is not able to use the VRS Pooled Investments' 6.75% assumption. Instead, the assumed annual rate of return of 3.97% was used since it approximates the risk-free rate of return. This Single Equivalent Interest Rate (SEIR) is the applicable municipal bond index rate based on the Fidelity Fixed Income General Obligation 20-year Municipal Bond Index as of the measurement date of June 30, 2024.

Discount Rate

The discount rate used to measure the total LODA OPEB liability was 3.97%. The projection of cash flows used to determine the discount rate assumed that employer contributions will be made per the VRS Statutes and that they will be made in accordance with the VRS funding policy and at rates equal to the actuarially determined contribution rates adopted by the VRS Board of Trustees. Through the fiscal year ending June 30, 2024, the rate contributed by participating employers to the LODA OPEB Program will be subject to the portion of the VRS Board-certified rates that are funded by the Virginia General Assembly.

Sensitivity of the Covered Employer's Proportionate Share of the Net LODA OPEB Liability to Changes in the Discount Rate

The following presents the covered employer's proportionate share of the net LODA OPEB liability using the discount rate of 3.97%, as well as what the covered employer's proportionate share of the net LODA OPEB liability would be if it were calculated using a discount rate that is one percentage point lower 2.97% or one percentage point higher 4.97% than the current rate:

	1.00% Decrease (2.97%)	Current Discount Rate (3.97%)	1.00% Increase (4.97%)
Covered employer's Proportionate Share of the LODA Net OPEB Liability	\$ 504,478	\$ 455,067	\$ 412,580

Sensitivity of the Covered Employer's Proportionate Share of the Net LODA OPEB Liability to Changes in the Health Care Trend Rate

Because the Line of Duty Act Program (LODA) contains provisions for the payment of health insurance premiums, the liabilities are also impacted by the health care trend rates. The following presents the covered employer's proportionate share of the net LODA OPEB liability using health care trend rate of 7.25% decreasing to 4.25%, as well as what the covered employer's proportionate share of the net LODA OPEB liability would be if it were calculated using a health care trend rate that is one percentage point lower (6.25% decreasing to 3.25%) or one percentage point higher (8.25% decreasing to 5.25%) than the current rate:

	1.00% Decrease (6.25% decreasing to 3.25%)	Current Trend rate (7.25% decreasing to 4.25%)	1.00% Increase (8.25% decreasing to 5.25%)
Covered employer's proportionate share of the Total LODA Net OPEB Liability	\$ 387,657	\$ 432,570	\$ 537,781

LODA OPEB Plan Fiduciary Net Position

Detailed information about the Line of Duty Act Program (LODA) Fiduciary Net Position is available in the separately issued VRS 2024 *Annual Comprehensive Financial Report* (Annual Report). A copy of the 2024 VRS Annual Report may be downloaded from the VRS website at <https://www.varetire.org/media/shared/pdf/publications/archive/2024-annual-report.pdf> or by writing to the System's Chief Financial Officer at P.O. Box 2500, Richmond, VA, 23218-2500.

General Information about the Pre-Medicare Retiree Healthcare Program

The Commonwealth provides a healthcare plan established by Title 2.2, Chapter 28 of the *Code of Virginia* for retirees who are not yet eligible to participate in Medicare.

Following are eligibility requirements for Virginia Retirement System retirees:

- You are a retired state employee who is eligible for a monthly retirement benefit from the Virginia Retirement System (VRS), and
- You start receiving (do not defer) your retirement benefits immediately upon retirement*, and
- Your last employer before retirement was the Commonwealth of Virginia, and
- You were eligible for (even if you were not enrolled in) coverage as an active employee in the State Health Benefits Program until your retirement date (not including Extended Coverage/COBRA), and,
- You enroll no later than 31 days from your retirement date.

*For VRS retirees, this means that your employing agency reported a retirement contribution or leave without pay status for retirement in the month immediately prior to your retirement date. Some faculty members may also be eligible if they are paid on an alternate pay cycle but maintain eligibility for active coverage until their retirement date.

Effective January 1, 2017**, following are eligibility requirements for Optional Retirement Plan retirees:

- You are a terminating state employee who participates in one of the qualified Optional Retirement Plans, and
- Your last employer before termination was the Commonwealth of Virginia, and
- You were eligible for (even if you were not enrolled in) coverage in the State Employee Health Benefits Program for active employees at the time of your termination, and
- You meet the age and service requirements for an immediate retirement benefit under the non-ORP Virginia Retirement System plan that you would have been eligible for on your date of hire had you not elected the ORP, and
- You enroll in the State Retiree Health Benefits Program no later than 31 days from the date you lose coverage (or lose eligibility for coverage) in the State Health Benefits Program for active employees due to your termination of employment.

**This change applies to ORP terminations effective January 1, 2017, or later. Eligibility for those who terminated employment prior to January 1 should be determined based on the policy in place at the time of their termination.

The employer does not pay a portion of the retirees' healthcare premium; however, since both active employees and retirees are included in the same pool for purposes of determining health insurance rates, this generally results in a higher rate for active employees. Therefore, the employer effectively subsidizes the costs of participating retirees' healthcare through payment of the employer's portion of the premiums for active employees.

This fund is reported as part of the Commonwealth's Healthcare Internal Service Fund. Benefit payments are recognized when due and payable in accordance with the benefit terms. Pre-Medicare Retiree Healthcare is a single-employer defined benefit OPEB plan that is treated like a cost-sharing plan for financial reporting purposes and is administered by the Department of Human Resource Management. There were approximately 3,235 retirees and 96,895 active employees in the program as of June 30, 2024. There are no inactive employees entitled to future benefits who are not currently receiving benefits. There are no assets accumulated in a trust to pay benefits.

Actuarial Assumptions and Methods

The total Pre-Medicare Retiree Healthcare OPEB liability was based on an actuarial valuation with a valuation date of June 30, 2024 (one year prior to the end of the fiscal year). The Department of Human Resource Management selected the economic, demographic and healthcare claim cost assumptions. The actuary provided guidance with respect to these assumptions. Initial healthcare costs trend rates used were 7.50 percent for medical and pharmacy and 4.00 percent for dental. The ultimate trend rates used were 4.50 percent for medical and pharmacy and 4.00 percent for dental.

Valuation Date	Actuarially determined contribution rates are calculated as of June 30, one year prior to the end of the fiscal year in which contributions are reported
Measurement Date	June 30, 2024 (one year prior to the end of the fiscal year)
Actuarial Cost Method	Entry Age Normal
Amortization Method	Level dollar, Closed
Effective Amortization Period	5.80 years
Discount Rate	3.93%
Projected Salary Increases	5.35% to 3.50% based on years of service from 1 year to 20 years or more
Medical Trend Under 65	Medical & Rx: 7.50% to 4.50% Dental: 4.00%
Year of Ultimate Trend	2034
Mortality	Mortality rates vary by participant status and gender
Pre-Retirement:	Pub-2010 Benefits Weighted General Employee Rates projected generationally with a Modified MP-2021 Improvement Scale; females set forward 2 years
Post-Retirement:	Pub-2010 Benefits Weighted General Healthy Retiree Rates projected generationally with a Modified MP-2021 Improvement Scale; 110% of rates for females
Post-Disablement:	Pub-2010 Benefits Weighted General Disabled Rates projected generationally with a Modified MP-2021 Improvement Scale; males and females set forward 3 years
Beneficiaries and Survivors:	Pub-2010 Benefits Weighted General Contingent Annuitant Rates projected generationally with a Modified MP-2021 Improvement Scale; 110% of rates for males and females

The discount rate was based on the Bond Buyers GO 20 Municipal Bond Index as of the measurement date which is June 30, 2024.

Changes of Assumptions: There were not any changes in assumptions since the June 30, 2022, measurement date. The following remained constant since the prior measurement date:

- Spousal Coverage – rate remained at 20 percent
- Retiree Participation – rate remained at 35 percent

Retiree participation was based on a blend of recent experience and the prior year assumptions.

The trend rates were updated based on economic conditions as of June 30, 2024. Additionally, the discount rate was increased from 3.65 percent to 3.93 percent based on the Bond Buyers GO 20 Municipal Bond Index as of the measurement date of June 30, 2024.

There were no plan changes in the valuation since the prior year.

Pre-Medicare Retiree Healthcare OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources

On June 30, 2025, the employer reported a liability of \$3,454,389 for its proportionate share of the collective total Pre-Medicare Retiree Healthcare OPEB liability of \$356.5 million. The Pre-Medicare Retiree Healthcare OPEB liability was measured as of June 30, 2024, and was determined by an actuarial valuation as of June 30, 2024. The covered employer's proportion of the Pre-Medicare Retiree Healthcare OPEB liability was based on each employer's calculated healthcare premium contributions as a percentage of the total employer's calculated healthcare premium contributions for all participating employers. On June 30, 2024, the participating employer's proportion was 0.96897% as compared to 0.97726% on June 30, 2023. For the year ended June 30, 2025, the participating employer recognized Pre-Medicare Retiree Healthcare OPEB expense of \$941,102.

On June 30, 2025, the employer reported deferred outflows of resources and deferred inflows of resources related to Pre-Medicare Retiree Healthcare from the following sources:

	Deferred Outflows	Deferred Inflows
(1) Difference between actual and expected experience	\$ 69,248	\$ 415,868
(2) Changes in assumptions	67,735	1,215,604
(3) Changes in proportion	48,190	117,582
(4) Rounding Adjustment	-	-
(5) Sub Total	185,173	1,749,054
(6) Amounts associated with transactions subsequent to the measurement date	314,242	N/A
(7) Total	<u>\$ 499,415</u>	<u>\$ 1,749,054</u>

Deferred outflows of resources related to the Pre-Medicare Retiree Healthcare OPEB resulting from amounts associated with transactions subsequent to the measurement date were \$314,242. These amounts will be recognized as a reduction of the total OPEB liability in the fiscal year ending June 30, 2026. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to the Pre-Medicare Retiree Healthcare OPEB will be recognized in the Pre-Medicare Retiree Healthcare OPEB expense as follows:

Year End June 30:

FY 2026	\$	(770,396)
FY 2027	\$	(490,808)
FY 2028	\$	(255,304)
FY 2029	\$	(35,789)
FY 2030	\$	(11,585)
Thereafter	\$	-

Sensitivity of the Employer's Proportionate Share of the OPEB Liability to Changes in the Discount Rate

The following presents the employer's proportionate share of the Pre-Medicare Retiree Healthcare OPEB liability using the discount rate of 3.93 percent, as well as what the employer's proportionate share of the Pre-Medicare Retiree Healthcare OPEB liability would be if it were calculated using a discount rate that is one percentage point lower (2.93 percent) or one percentage point higher (4.93 percent) than the current rate:

	1.00% Decrease (2.93%)	Current Rate (3.93%)	1.00% Increase (4.93%)
OPEB Liability	\$ 3,664,632	\$ 3,454,389	\$ 3,255,089

Sensitivity of the Employer's Proportionate Share of the OPEB Liability to Changes in the Healthcare Cost Trend Rates

The following presents the employer's proportionate share of the Pre-Medicare Retiree Healthcare OPEB liability using healthcare cost trend rate of 7.50 percent decreasing to 4.50 percent, as well as what the employer's proportionate share of the Pre-Medicare Retiree Healthcare OPEB liability would be if it were calculated using a healthcare cost trend rate that is one percentage point lower (6.50 percent decreasing to 3.50 percent) or one percentage point higher (8.50 percent decreasing to 5.50 percent) than the current rate:

	1% Decrease (6.50% decreasing to 3.50%)	Trend Rates (7.50% decreasing to 4.50%)	1% Increase (8.50% decreasing to 5.50%)
OPEB Liability	\$ 3,139,541	\$ 3,454,389	\$ 3,819,609

14. CONTINGENCIES

Grants and Contracts

Christopher Newport University has received federal, state and private grants for specific purposes that are subject to review and audit by the grantor agencies. Claims against these resources are generally conditional upon compliance with the terms and conditions of grant agreements and applicable federal laws, including the expenditure of resources for eligible purposes. Any disallowance resulting from a federal audit may become a liability of the University.

In addition, the University is required to comply with various federal regulations issued by the Office of Management and Budget. Failure to comply with certain systems requirements of these regulations may result in questions concerning the allowability of related direct and indirect charges pursuant to such agreements. As of June 30, 2025, the University estimates that no material liabilities will result from such audits or questions.

15. RISK MANAGEMENT AND EMPLOYEE HEALTH CARE PLANS

The University is exposed to various risks of loss related to torts, theft of, damage to, and destruction of assets; errors and omissions; non-performance of duty; injuries to employees and athletes; and natural disasters. The University participates in insurance plans maintained by the Commonwealth of Virginia. The state employee health care and worker's compensation plans are administered by the Department of Human Resource Management and the risk management insurance plans are administered by the Department of Treasury, Division of Risk Management. Risk management insurance includes property, general liability, medical malpractice, faithful performance of duty bond, automobile, and air and watercraft plans. For athletes, the University maintains insurance through a third-party provider. The University's insurance premiums for the fiscal year ended June 30, 2025 totaled \$1,004,870. Information relating to the Commonwealth's insurance plans is available at the statewide level in the *Commonwealth's Annual Comprehensive Financial Report*.

16. FEDERAL DIRECT LENDING PROGRAM

The University participates in the Federal Direct Lending Program. Under this program, the University receives funds from the U.S. Department of Education for Stafford and Parent PLUS Loan Programs and disburses these funds to eligible students. The funds can be applied to outstanding student tuition and fee charges or refunded directly to the student.

These loan programs are treated as student payments with the University acting as a fiduciary agent for the student. Therefore, the receipt of the funds from the federal government is not reflected in the federal government grants and contracts total on the Statement of Revenues, Expenses, and Changes in Net Position. The activity is included in the operating section of the Statement of Cash Flows. For the fiscal year ended June 30, 2025 cash used totaled \$17,548,415 for Direct Student Loans and \$8,384,683 for Direct Parent PLUS Loans.

17. SUBSEQUENT EVENTS

There are no subsequent events for the University requiring disclosure.

18. COMPONENT UNITS

Cash and Investments

The Education Foundation and the Real Estate Foundation consider all highly liquid debt instruments purchased with an original maturity of three months or less to be cash and cash equivalents. The following information is provided with respect to the credit risk associated with the Foundations' cash and cash equivalents and investments at June 30, 2025.

Financial instruments that potentially subject the Foundations to concentrations of credit risk consist of cash balances and overnight investments. The Foundations maintain operating accounts in excess of the \$250,000 limit of federal insurance with financial institutions. In addition, the Foundations maintain cash balances with brokers that are not insured by the Federal Deposit Insurance Corporation (FDIC).

Other investments were held in accounts with brokerage firms to reduce the Foundations' risk. The balances are insured by the Securities Investor Protection Corporation (SIPC) up to a maximum of \$500,000. At times, balances in the Foundations' cash accounts may exceed the SIPC insured levels.

Investments are carried at their estimated fair value determined at the date of the combined statement of financial position. Because some investment valuations at June 30 are not available on a timely basis, certain private equity and hedge funds are valued using March 31 valuations, adjusted for any purchase or sale activity in the Foundation's fourth fiscal quarter. In addition, due to the absence of readily determinable market values, management estimates fair value based on a broad range of factors, including but not limited to, the price at which the investment was acquired, the nature of the investment, comparable private and public investments used to determine enterprise value, overall financial condition, current and projected operating performance and discounted cash flow models. Because of the inherent uncertainty of valuation, those estimated fair values may differ significantly from the values that would have been used had a ready market for the investments existed, and the differences could be material. Management believes the carrying value of these investments is a reasonable estimate of their fair value at June 30. Income from investments, including realized and unrealized gains and losses, is accounted for as an increase or decrease in with or without donor restriction net assets, depending upon the nature of donor restrictions. Investment expenses included in other University support on the combined statement of activities for June 30, 2025 was \$22,801.

Summarized below are Education Foundation investments recorded at estimated fair value:

Mutual Funds	\$ 5,308,636
Private Equity Funds	22,154,842
Hedge Funds	<u>45,445,832</u>
Total investments	<u>\$ 72,909,310</u>

Education Foundation investments are recorded on the statement of financial position as follows:

Without Donor Restrictions	\$ 2,943,337
With Donor Restrictions	<u>69,965,973</u>
Total investments	<u>\$ 72,909,310</u>

Fair Value of Financial Instruments

The Foundations follow the provisions of FASB ASC 820-10, *Fair Value Measurements*, which defines fair value as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date and establishes a framework for measuring fair value.

FASB ASC 820-55 establishes a three-level valuation hierarchy for disclosure of fair value measurements. The valuation hierarchy is based upon the transparency of inputs to the valuation of an asset or liability as of the measurement date. The three levels are defined as follows:

Level 1 - Inputs to the valuation methodology are quoted prices (unadjusted) for identical assets or liabilities in active markets.

Level 2 - Inputs to the valuation methodology include quoted prices for similar assets or liabilities in active markets, and inputs that are observable for the asset or liability, either directly or indirectly, for substantially the same term of the financial instrument.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

A financial instrument's categorization within the valuation hierarchy is based upon the lowest level of input that is significant to the fair value measurement. The Foundations have no Level 2 financial instruments.

The following table presents the financial instruments carried at fair value on a recurring basis as of June 30, 2025 by FASB ASC 820-55 valuation hierarchy defined above:

	Level 1	Level 3	Total Fair Value
Assets:			
Mutual funds	\$ 5,308,636	\$ -	\$ 5,308,636
Charitable remainder trusts	-	2,286,723	2,286,723
Total assets in the fair value hierarchy	<u>\$ 5,308,636</u>	<u>\$ 2,286,723</u>	7,595,359
Investments measured at net asset value			<u>67,600,674</u>
Total assets at fair value			<u>\$ 75,196,033</u>

Following is a description of the Foundations' valuation methodologies for assets and liabilities measured at fair value. Fair value for Level 1 is based upon quoted market prices. Fair value for Level 3 consists of charitable remainder trusts. Investments measured at net asset value are valued based on the net asset value reported by such investment vehicles.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Foundations believe their valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different estimate of fair value at the reporting date.

The fair value measurements of investments in investment vehicles that calculate net asset value as of June 30, 2025 are as follows:

	Fair Value	Unfunded Commitments	Frequency (If Currently Eligible)	Redemption Notice Period
Global Equity	\$ 23,392,710	\$ -	Quarterly	105 Days
Hedged Equity	10,954,026	-	Quarterly	105 Days
Absolute Strategies	8,438,337	737,328	Quarterly	105 Days
Fixed Income	3,202,429		Quarterly	105 Days
Private Investments	21,221,671	12,946,030	Not Applicable	None
Private Real Estate	391,501	-	Not Applicable	None
Total	<u>\$ 67,600,674</u>	<u>\$ 13,683,358</u>		

The Global Equity asset class seeks to outperform the broad equity markets over a full market cycle by providing relative downside protection and participating in upward-moving markets. That said, it should be expected that the strategies implemented in this asset class are generally unhedged. Capital is allocated across the globe in those countries, market capitalizations and asset classes that offer value with a primary objective of capital appreciation.

The Hedged Equity asset class seeks to generate equity-like returns with significantly less volatility over a full market cycle. Managers generally maintain long and short positions, primarily in equities across sectors, geographies and market capitalizations.

The Absolute Strategies asset class seeks to generate absolute investment returns with low volatility. Generally speaking, there are two primary components to the asset class: credit and multi-strategy. Credit managers include publicly and privately traded credit and credit-related securities. Multi-strategy managers allocate capital opportunistically across a broad array of investments including equities, credit, commodities, structured products, currencies, etc.

The Fixed Income asset class seeks to exhibit a low correlation with other asset classes and serve as a hedge against inflation. Investments may include, but are not limited to, U.S. dollar-denominated bonds; including U.S. Treasury and Agency securities, mortgage-backed and asset-backed securities; U.S. and non-U.S. domiciled corporations; and sovereign and supranational issuers.

The Private Investments and Real Estate asset classes seek to provide a portfolio with diversification and an illiquidity premium. Investment opportunities are sought within the sub-strategies of private equity, private real estate and private real assets.

The following table is a roll forward of the combined statements of financial position amounts for charitable remainder trusts classified by the Foundations within Level 3 of the valuation hierarchy defined above:

Fair value, beginning of year	\$ 2,086,201
Realized and unrealized gains	<u>200,522</u>
Fair value, end of year	<u>\$ 2,286,723</u>

The carrying amounts of cash and cash equivalents, accounts payable, other current liabilities and other liabilities approximate fair value because of the short maturity of these instruments.

Pledges Receivable

The Education Foundation has on-going fundraising campaigns to benefit the University. The pledges receivable are unconditional. At June 30, 2025, pledges receivable are as follows:

	Without Donor Restrictions	With Donor Restrictions	Total
Receivable in less than one year	\$ 3,912	\$ 3,692,451	\$ 3,696,363
Receivable in one to five years	-	6,238,551	6,238,551
Receivable in more than five years	-	5,708,082	5,708,082
Total unconditional pledges	3,912	15,639,084	15,642,996
Less discount to net present value	-	(2,480,927)	(2,480,927)
Less allowances for uncollectible pledges receivable	(494)	(392,300)	(392,794)
Net unconditional pledges receivable	<u>\$ 3,418</u>	<u>\$ 12,765,857</u>	<u>\$ 12,769,275</u>

The table below presents information about the changes in pledges receivable for the year ended June 30, 2025:

Beginning balance	\$ 13,454,348
New pledges receivable	5,985,800
Collections	(3,663,740)
Write-offs	(133,412)
Ending balance	<u>\$ 15,642,996</u>

The carrying amounts of pledges receivable approximate fair value because they have been discounted to their net present value. After initial measurement at fair value, the discount rate is not changed and the pledge is valued in subsequent years at net realizable value. The discount rate employed by the Foundations for new pledges during the years ended June 30 are as follows:

2025	7.50%
2024	8.50%
2023	8.00%
2022	3.50%
2021	3.25%
Prior to 2021	3.25%-6.00%

Property and Equipment

Property and equipment for 2025 are summarized as follows:

	Education Foundation	Real Estate Foundation
Land	\$ -	\$ 22,765,244
Buildings	-	139,493,021
Furniture and equipment	191,016	1,876,599
Held for sale	19,600	-
Works of Art/Historical Treasures	954,744	
Construction in progress	-	12,118
	\$ 1,165,360	\$ 164,146,982
Less accumulated depreciation	(191,016)	(53,239,917)
	<u>\$ 974,344</u>	<u>\$ 110,907,065</u>

Real Estate Foundation depreciation charged to expense totaled \$4,612,678 in 2025.

Lines of Credit

The Real Estate Foundation has available two lines of credit facilities of \$4,500,000 and \$2,000,000 with TowneBank. The lines of credit mature in November 2025. The lines are unsecured and are subject to certain financial covenants. Borrowings under these facilities accrue interest at the *Wall Street Journal* Prime Rate less 0.25% with a minimum rate of 4.50%. This amount was 7.25% at June 30, 2025. The credit facilities may be used to finance any lawful activity of the Foundations.

Long Term Debt

Notes Payable

Notes payable for the Real Estate Foundation at June 30, 2024 consist of the following:

Old Point National Bank, collateralized by deed of trust on leasehold interest and assignment of rents and leases, accruing interest is at the *Wall Street Journal* (WSJ) prime rate less 0.25% with a maximum rate of 5.75%, adjusted annually on August 1. The interest rate at June 30, 2025 was 5.75%. Principal payments of \$12,815 are due monthly and the note matures August 2029.

\$ 533,062

Towne Bank, collateralized by deed of trust on 12270 Warwick Boulevard, interest due monthly at the WSJ prime rate plus 0.5%, subject to a maximum rate of 6.5%. The interest rate at June 30, 2025 was 6.5%. Principal and interest payments of \$14,238 are due monthly with the balance due July 2032.

1,342,672

CGA Mortgage Capital, collateralized by a deed of trust on leasehold interest and assignment of rents and leases on Riverside Medical Center located at 12422 Warwick Boulevard and 4 and 8 Glendale Road, interest due monthly at 4.74%. Principal and interest payments of \$74,875 are due monthly with the balance due December 2033.

6,276,550

Atlantic Union Bank, unsecured, interest due monthly at 6.0% Principal is due annually each August at \$61,410 balance is due June 2030	614,100
Towne Bank, collateralized by deed of trust on leasehold interest and assignment of rents and leases on Hidenwood Shopping Center located at 2 Hidenwood Boulevard, 12423, 12435, and 12437 Warwick Boulevard, interest due monthly at 3.50%. Monthly principal and interest payments of \$55,966, balance due November 2043.	8,678,526
Atlantic Union Bank, collateralized by 12386 Warwick Boulevard, interest due monthly at 3.99%. Equal consecutive monthly payments of principal plus interest over a 25-year amortization period. Balance is due November 2028.	1,803,831
Less unamortized debt issuance costs	<u>(364,440)</u>
Total	<u>\$18,884,301</u>

Bonds Payable

In March 2001, the Real Estate Foundation entered into an agreement with the Economic Development Authority of the County of James City, Virginia, under which the Authority issued \$8.0 million of variable rate bank-qualified tax-exempt bonds. The Foundation used the proceeds from the bonds to finance the acquisition of various properties in the immediate vicinity of the University deemed essential for its enhancement and future expansion. The bonds were refinanced in June 2016 at a fixed rate of 2.68%. Principal payments of \$6,000 are paid monthly and interest due is paid monthly. At June 30, 2025, the balance outstanding on the bonds was \$1,982,119. The bonds mature in June 2026.

In July 2004, the Real Estate Foundation entered into an agreement with the Industrial Development Authority of the City of Newport News, Virginia, under which the Authority issued \$26.9 million of variable rate bank-qualified tax-exempt bonds. The Foundation used the proceeds from the bonds to finance the acquisition of various properties in the immediate vicinity of the University deemed essential for its enhancement and future expansion. In January 2020, the bonds were refinanced at a rate of 2.53% and an additional \$2,300,000 in debt was added. Principal and interest payments of \$135,136 are paid monthly. An additional payment of \$700,000 was made during the year ended June 30, 2024. At June 30, 2025, the balance outstanding on the bonds was \$12,957,612. The bonds mature November 2035.

In August 2006, the Real Estate Foundation entered into an agreement with the Industrial Development Authority of the City of Newport News, Virginia, under which the Authority issued \$17.5 million of tax-exempt adjustable mode educational facilities revenue bonds. The Foundation used the proceeds from the bonds to refinance indebtedness of the Foundations in connection with the expansion and improvement of various properties in the immediate vicinity of the University deemed essential for its enhancement and future expansion. In June 2025, the bonds were refinanced with the Economic Development Authority of Newport News at an interest rate of 4.5%. Principal payments vary and are paid annually in August and interest due is paid quarterly. At June 30, 2025, the balance outstanding on the bonds was \$3,135,587. The bonds mature in August 2036.

In November 2013 and amended in July 2023, the Real Estate Foundation entered into an agreement with the Industrial Development Authority of the City of Newport News, Virginia, under which the Authority issued \$41.29 million of tax-exempt adjustable mode educational facilities revenue bonds. The Foundation used the proceeds from the bonds to refinance indebtedness of the Foundations in connection with Rappahannock Residence Hall. The interest rate on the bonds is 65% of AMERIBOR-Term 30 plus 1.5%. The interest rate at June 30, 2025 was 4.37%. Beginning in December 2023, monthly principal payments are \$93,000. Beginning in December 2028, monthly principal payments are \$119,000. Beginning in December 2033, monthly principal payments are \$152,500. Beginning in December 2038, monthly principal payments are \$194,500. At June 30, 2025, the balance outstanding on the bonds was \$26,970,465. The bonds mature in November 2043.

In December 2019, the Real Estate Foundation entered into an agreement with the Industrial Development Authority of the City of Newport News, Virginia, under which the Authority issued \$14.0 million of tax-exempt adjustable mode educational facilities revenue bonds. The Foundation used the proceeds from the bonds to finance construction and related costs of the Foundation in connection with the new President's Residence Hall. The interest rate on the bonds is 2.90%. Principal and interest are payable in monthly installments of \$66,117. At June 30, 2025, the balance outstanding on the bonds was \$10,329,698. The bonds mature in December 2045.

In August 2022, the Real Estate Foundation refinanced their existing bonds payable originally with the Economic Development Authority of New Kent County with the Economic Development Authority of the City of Newport News for \$6.88 million. Under terms of the new agreement, interest is payable at a fixed rate of 3.44%. The bonds mature in December 2033. Principal and interest are payable in monthly installments of 61,728. At June 30, 2025, the balance outstanding on the bonds was \$5,386,550.

In August 2022, the Real Estate Foundation entered into an agreement with the Economic Development Authority of the City of Newport News for approximately \$22.3 million of tax exempt adjustable mode educational facilities revenue bonds for a new University administrative building. Under the terms of the agreement, interest is payable at a fixed rate of 3.48% until August 2042. After August 2042, the interest rate will change to 79% of I/R Swap rate plus 1.15%. The bonds mature in August 2054. Payments begin in September 2024. Principal and interest are payable in monthly installments beginning September 2024 of \$100,457. At June 30, 2025, the balance outstanding on the bonds after first advancement was \$21,986,962.

Unamortized debt issuance costs for bonds payable at June 30, 2025 was \$1,756,263.

The Real Estate Foundation has entered into various letters of credit and credit line deeds of trust as additional security in addition to the assignment of rents and leases for each of the bond issuances. In addition, some of the note and bond payable agreements contain certain financial covenants.

Notes and bond principal maturities for the succeeding fiscal years ending June 30 are as follows:

Year	Amount
2026	10,917,810
2027	5,736,788
2028	5,899,337
2029	7,617,853
2030	6,416,354
Thereafter	68,036,964
	<u>\$ 104,625,106</u>

Subsequent Events

There are no subsequent events for the Foundations that require disclosure pursuant to the FASB ASC.

INDEPENDENT AUDITOR'S REPORT



Staci A. Henshaw, CPA
Auditor of Public Accounts

Commonwealth of Virginia

Auditor of Public Accounts

P.O. Box 1295
Richmond, Virginia 23218

June 24, 2026

The Honorable Abigail D. Spanberger
Governor of Virginia

Joint Legislative Audit
and Review Commission

Board of Visitors
Christopher Newport University

William G. Kelly
President, Christopher Newport University

INDEPENDENT AUDITOR'S REPORT

Report on Financial Statements

Opinions

We have audited the financial statements of the business-type activities and aggregate discretely presented component units of **Christopher Newport University** (University), a component unit of the Commonwealth of Virginia, as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise the University's basic financial statements as listed in the table of contents.

In our opinion, based on our audit and the report of another auditor, the accompanying financial statements referred to above present fairly, in all material respects, the respective financial position of the business-type activities and aggregate discretely presented component units of the University as of June 30, 2025, and the respective changes in financial position, and, where applicable, cash flows thereof for the year then ended in accordance with accounting principles generally accepted in the United States of America.

We did not audit the financial statements of the aggregate discretely presented component units of the University, which are discussed in Note 18. Those statements were audited by another auditor whose report has been furnished to us, and our opinion, insofar as it relates to the amounts included for the component units of the University, is based solely on the report of the other auditor.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in Government Auditing Standards issued by the Comptroller General of the United States (Government Auditing Standards). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the University and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions. The financial statements of the component units of the University that were audited by another auditor upon whose report we are relying were not audited in accordance with Government Auditing Standards.

Emphasis of Matters

Change in Accounting Principle

As discussed in Note 2 of the accompanying financial statements, the University implemented Governmental Accounting Standards Board (GASB) Statement No. 101, Compensated Absences, which updates existing recognition and measurement guidance. Our opinions are not modified with respect to this matter.

Correction of 2024 Financial Statements

As discussed in Note 2 of the accompanying financial statements, the fiscal year 2024 financial statements have been restated to correct a misstatement. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the University's

ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS and Government Auditing Standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS and Government Auditing Standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the University's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the following be presented to supplement the basic financial statements: Management's Discussion and Analysis on pages 1 through 11; the Schedule of Christopher Newport University's Share of Net Pension Liability, the Schedule of Employer Contributions, and the Notes to the Required Supplementary Information on pages 107 through 109; the Schedule of Christopher Newport University's Share of Net OPEB Liability (Asset), the Schedule of Employer Contributions, and the Notes to the Required Supplementary Information for the Health Insurance Credit, Group Life Insurance, Disability Insurance and Line of Duty programs on pages 110 through 115; the Schedule of Christopher Newport University's Share of Total Pre-Medicare Retiree Healthcare Program Liability and the Notes to the Required Supplementary Information for the Pre-Medicare Retiree Healthcare program on pages 116 through 117. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with GAAS, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Other Reporting Required by Government Auditing Standards

In accordance with Government Auditing Standards, we have also issued our report dated June 24, 2026, on our consideration of the University's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, grant agreements, and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with Government Auditing Standards in considering the University's internal control over financial reporting and compliance.

Staci A. Henshaw
AUDITOR OF PUBLIC ACCOUNTS

SDB/clj

REQUIRED SUPPLEMENTARY INFORMATION

Required Supplementary Information
Cost-Sharing Employer Plans –
VRS State Employee Retirement Plan and VaLORS Retirement Plan
For the Fiscal Year Ended June 30, 2025

Schedule of Christopher Newport University's Share of Net Pension Liability						
VRS State Employee Retirement Plan						
For the Measurement Dates of June 30, 2015 through 2024						
	Proportion of Net Pension Liability (Asset)	Proportionate Share of Net Pension Liability (Asset)	Employer's Covered Payroll	Proportionate Share of the Net Pension Liability (Asset) as a Percentage of Covered Payroll	Plan Fiduciary Net Position as a Percentage of Total Pension Liability	
2024	0.72%	\$ 35,703,073	\$ 39,509,537	90.37%	83.45%	
2023	0.74%	\$ 37,202,969	\$ 36,841,376	100.98%	82.19%	
2022	0.72%	\$ 32,735,170	\$ 33,327,870	98.22%	83.26%	
2021	0.72%	\$ 26,048,587	\$ 31,078,631	83.82%	86.44%	
2020	0.72%	\$ 52,080,385	\$ 31,520,533	165.23%	72.15%	
2019	0.72%	\$ 45,484,379	\$ 29,823,358	152.51%	75.13%	
2018	0.69%	\$ 37,321,000	\$ 28,244,448	132.14%	77.39%	
2017	0.68%	\$ 39,863,000	\$ 27,041,060	147.42%	75.33%	
2016	0.67%	\$ 44,560,000	\$ 26,521,211	168.02%	71.29%	
2015	0.66%	\$ 40,702,000	\$ 25,863,124	157.37%	72.81%	

Schedule of Christopher Newport University's Share of Net Pension Liability						
VaLORS Retirement Plan						
For the Measurement Dates of June 30, 2015 through 2024						
	Proportion of Net Pension Liability (Asset)	Proportionate Share of Net Pension Liability (Asset)	Employer's Covered Payroll	Proportionate Share of the Net Pension Liability (Asset) as a Percentage of Covered Payroll	Plan Fiduciary Net Position as a Percentage of Total Pension Liability	
2024	0.41%	\$ 2,725,649	\$ 1,645,167	165.68%	75.70%	
2023	0.36%	\$ 2,339,522	\$ 1,333,756	175.41%	74.91%	
2022	0.35%	\$ 2,217,242	\$ 1,044,256	212.33%	74.41%	
2021	0.27%	\$ 1,431,924	\$ 936,703	152.87%	78.18%	
2020	0.27%	\$ 2,138,761	\$ 1,005,516	212.70%	65.74%	
2019	0.26%	\$ 1,791,650	\$ 983,656	182.14%	68.31%	
2018	0.27%	\$ 1,697,000	\$ 961,097	176.57%	69.56%	
2017	0.26%	\$ 1,720,000	\$ 976,185	176.20%	67.22%	
2016	0.29%	\$ 2,266,000	\$ 1,005,098	225.45%	61.01%	
2015	0.27%	\$ 1,911,000	\$ 903,094	211.61%	62.64%	

Schedule of Employer Contributions VRS State Employee Retirement Plan For the Years Ended June 30, 2016 through 2025						
Year Ended	Contractually	Contributions in	Contribution	Employer's	Contributions	
June 30	Required	Relation to	Deficiency	Covered	as a % of	
	Contribution	Contractually	(Excess)	Payroll	Covered	
		Required			Payroll	
		Contribution				
2025	\$ 5,841,224	\$ 5,841,224	\$ -	\$ 46,655,144	12.52%	
2024	\$ 5,713,079	\$ 5,713,079	\$ -	\$ 39,509,537	14.46%	
2023	\$ 5,327,263	\$ 5,327,263	\$ -	\$ 36,841,376	14.46%	
2022	\$ 4,819,210	\$ 4,819,210	\$ -	\$ 33,327,870	14.46%	
2021	\$ 4,493,970	\$ 4,493,970	\$ -	\$ 31,078,631	14.46%	
2020	\$ 4,261,576	\$ 4,261,576	\$ -	\$ 31,520,533	13.52%	
2019	\$ 4,032,118	\$ 4,032,118	\$ -	\$ 29,823,358	13.52%	
2018	\$ 3,810,176	\$ 3,810,176	\$ -	\$ 28,244,448	13.49%	
2017	\$ 3,647,839	\$ 3,647,839	\$ -	\$ 27,041,060	13.49%	
2016	\$ 3,708,441	\$ 3,708,441	\$ -	\$ 26,521,211	13.98%	

Schedule of Employer Contributions VaLORS Employee Retirement Plan For the Years Ended June 30, 2016 through 2025						
Year Ended	Contractually	Contributions in	Contribution	Employer's	Contributions	
June 30	Required	Relation to	Deficiency	Covered	as a % of	
	Contribution	Contractually	(Excess)	Payroll	Covered	
		Required			Payroll	
		Contribution				
2025	\$ 398,964	\$ 398,964	\$ -	\$ 1,621,805	24.60%	
2024	\$ 404,711	\$ 404,711	\$ -	\$ 1,645,167	24.60%	
2023	\$ 328,104	\$ 328,104	\$ -	\$ 1,333,756	24.60%	
2022	\$ 228,692	\$ 228,692	\$ -	\$ 1,044,256	21.90%	
2021	\$ 205,138	\$ 205,138	\$ -	\$ 936,703	21.90%	
2020	\$ 217,292	\$ 217,292	\$ -	\$ 1,005,516	21.61%	
2019	\$ 212,568	\$ 212,568	\$ -	\$ 983,656	21.61%	
2018	\$ 202,311	\$ 202,311	\$ -	\$ 961,097	21.05%	
2017	\$ 205,487	\$ 205,487	\$ -	\$ 976,185	21.05%	
2016	\$ 189,817	\$ 189,817	\$ -	\$ 1,005,098	18.89%	

**Notes to Required Supplementary Information
For the Year Ended June 30, 2025**

Changes of benefit terms – There have been no actuarially material changes to the System benefit provisions since the prior actuarial valuation.

Changes of assumptions VRS – The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020. Changes to the actuarial assumptions for the VRS - State Employee Retirement Plan as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience for Plan 1; set separate rates based on experience for Plan 2/Hybrid; changed final retirement age from 75 to 80 for all
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

VaLORS - The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020, except the change in the discount rate, which was based on VRS Board action effective as of July 1, 2021. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Increased rates at some younger ages, decreased at age 62, and changed final retirement age from 65 to 70
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

**Required Supplementary Information
For Other Post-Employment Benefit Plans
For the Fiscal Year Ended June 30, 2025**

**Schedule of Christopher Newport University's Share of Net OPEB Liability (Asset)
For the Measurement Dates of June 30, 2017 through 2024**

Plan	Date	Proportion of Net OPEB Liability (Asset)	Proportionate Share of Net OPEB Liability (Asset)	Employer's Covered Payroll**	Proportionate Share of Net OPEB Liability (Asset) as a Percentage of Covered Payroll**	Plan Fiduciary Net Position as a Percentage of Total OPEB Liability
GLI	2024	0.29%	\$ 3,183,167	\$ 71,485,185	4.45%	73.41%
GLI	2023	0.29%	\$ 3,432,915	\$ 66,997,222	5.12%	69.30%
GLI	2022	0.29%	\$ 3,480,440	\$ 62,393,333	5.58%	67.21%
GLI	2021	0.29%	\$ 3,369,285	\$ 59,228,333	5.69%	67.45%
GLI	2020	0.29%	\$ 4,886,519	\$ 60,706,538	8.05%	52.64%
GLI	2019	0.29%	\$ 4,727,045	\$ 57,390,577	8.24%	52.00%
GLI	2018	0.29%	\$ 4,358,000	\$ 56,731,346	7.68%	51.22%
GLI	2017	0.27%	\$ 4,204,000	\$ 51,599,808	8.15%	48.86%
HIC	2024	0.79%	\$ 5,716,864	\$ 72,197,768	7.92%	35.17%
HIC	2023	0.82%	\$ 6,731,708	\$ 67,292,679	10.00%	25.46%
HIC	2022	0.83%	\$ 6,794,465	\$ 62,831,429	10.81%	21.52%
HIC	2021	0.83%	\$ 7,000,228	\$ 59,712,411	11.72%	19.75%
HIC	2020	0.83%	\$ 7,662,230	\$ 60,063,932	12.76%	12.02%
HIC	2019	0.84%	\$ 7,710,415	\$ 56,925,299	13.54%	10.56%
HIC	2018	0.81%	\$ 7,391,000	\$ 56,282,881	13.13%	9.51%
HIC	2017	0.79%	\$ 7,252,000	\$ 51,109,492	14.19%	8.03%
LODA	2024	0.12%	\$ 455,067	\$ 1,675,274	27.16%	1.22%
LODA	2023	0.11%	\$ 432,570	\$ 1,440,621	30.03%	1.31%
LODA	2022	0.09%	\$ 337,544	\$ 1,184,727	28.49%	1.87%
LODA	2021	0.10%	\$ 459,513	\$ 1,025,259	44.82%	1.68%
LODA	2020	0.09%	\$ 369,772	\$ 1,122,796	32.93%	1.02%
LODA	2019	0.09%	\$ 339,591	\$ 1,107,679	30.66%	0.79%
LODA	2018	0.10%	\$ 300,000	\$ 1,085,905	27.63%	0.60%
LODA	2017	0.11%	\$ 276,000	\$ 1,097,450	25.15%	1.30%
VSDP	2024	(0.72%)	\$ (2,553,161)	\$ 39,974,262	(6.39%)	204.38%
VSDP	2023	(0.73%)	\$ (2,315,861)	\$ 37,095,574	(6.24%)	199.05%
VSDP	2022	(0.73%)	\$ (2,140,387)	\$ 32,965,738	(6.49%)	195.90%
VSDP	2021	(0.71%)	\$ (2,458,443)	\$ 30,466,557	(8.07%)	229.01%
VSDP	2020	(0.71%)	\$ (1,576,112)	\$ 30,666,935	(5.14%)	181.88%
VSDP	2019	(0.72%)	\$ (1,410,035)	\$ 28,835,484	(4.89%)	167.18%
VSDP	2018	(0.69%)	\$ (1,554,000)	\$ 28,118,333	(5.53%)	194.74%
VSDP	2017	(0.68%)	\$ (1,412,000)	\$ 25,590,152	(5.52%)	186.63%

*** The contributions for the Line of Duty Act Program are based on the number of participants in the Program using a per capita-based contribution versus a payroll-based contribution. Therefore, covered-employee payroll is the relevant measurement, which is the total payroll of the employees in the OPEB plan.*

Schedule is intended to show information for 10 years. Since 2024 is the eighth year for this presentation, no other data is available. However, additional years will be included as they become available.

Schedule of Christopher Newport University's OPEB Contributions
For the Years Ended June 30, 2018 through 2025

			Contributions in Relation to				*Contributions
	Year Ended	Contractually	Contractually	Contribution	*Employer's		
	June 30	Required	Required	Deficiency	Covered		
		Contribution	Contribution	(Excess)	Payroll		as a % of Covered Payroll
GLI	2025	\$ 346,369	\$ 346,369	\$ -	\$ 73,695,532		0.47%
GLI	2024	\$ 386,020	\$ 386,020	\$ -	\$ 71,485,185		0.54%
GLI	2023	\$ 361,785	\$ 361,785	\$ -	\$ 66,997,222		0.54%
GLI	2022	\$ 336,924	\$ 336,924	\$ -	\$ 62,393,333		0.54%
GLI	2021	\$ 319,833	\$ 319,833	\$ -	\$ 59,228,333		0.54%
GLI	2020	\$ 315,674	\$ 315,674	\$ -	\$ 60,706,538		0.52%
GLI	2019	\$ 298,431	\$ 298,431	\$ -	\$ 57,390,577		0.52%
GLI	2018	\$ 295,003	\$ 295,003	\$ -	\$ 56,731,346		0.52%
HIC	2025	\$ 849,932	\$ 849,932	\$ -	\$ 75,886,786		1.12%
HIC	2024	\$ 808,615	\$ 808,615	\$ -	\$ 72,197,768		1.12%
HIC	2023	\$ 753,678	\$ 753,678	\$ -	\$ 67,292,679		1.12%
HIC	2022	\$ 703,712	\$ 703,712	\$ -	\$ 62,831,429		1.12%
HIC	2021	\$ 668,779	\$ 668,779	\$ -	\$ 59,712,411		1.12%
HIC	2020	\$ 702,748	\$ 702,748	\$ -	\$ 60,063,932		1.17%
HIC	2019	\$ 666,026	\$ 666,026	\$ -	\$ 56,925,299		1.17%
HIC	2018	\$ 664,138	\$ 664,138	\$ -	\$ 56,282,881		1.18%
LODA	2025	\$ 24,360	\$ 24,360	\$ -	\$ 1,751,035		1.39%
LODA	2024	\$ 17,451	\$ 17,451	\$ -	\$ 1,675,274		1.04%
LODA	2023	\$ 14,319	\$ 14,319	\$ -	\$ 1,440,621		0.99%
LODA	2022	\$ 12,283	\$ 12,283	\$ -	\$ 1,184,727		1.04%
LODA	2021	\$ 14,346	\$ 14,346	\$ -	\$ 1,025,259		1.40%
LODA	2020	\$ 11,998	\$ 11,998	\$ -	\$ 1,122,796		1.07%
LODA	2019	\$ 12,704	\$ 12,704	\$ -	\$ 1,107,679		1.15%
LODA	2018	\$ 10,213	\$ 10,213	\$ -	\$ 1,085,905		0.94%
VSDP	2025	\$ 216,897	\$ 216,897	\$ -	\$ 43,379,400		0.50%
VSDP	2024	\$ 243,843	\$ 243,843	\$ -	\$ 39,974,262		0.61%
VSDP	2023	\$ 226,283	\$ 226,283	\$ -	\$ 37,095,574		0.61%
VSDP	2022	\$ 201,091	\$ 201,091	\$ -	\$ 32,965,738		0.61%
VSDP	2021	\$ 185,846	\$ 185,846	\$ -	\$ 30,466,557		0.61%
VSDP	2020	\$ 190,135	\$ 190,135	\$ -	\$ 30,666,935		0.62%
VSDP	2019	\$ 178,780	\$ 178,780	\$ -	\$ 28,835,484		0.62%
VSDP	2018	\$ 185,581	\$ 185,581	\$ -	\$ 28,118,333		0.66%

* The contributions for the Line of Duty Act Program are based on the number of participants in the Program using a per capita-based contribution versus a payroll-based contribution. Therefore, covered-employee payroll is the relevant measurement, which is the total payroll of employees in the OPEB plan.

Schedule is intended to show information for 10 years. Since 2025 is the eighth year for this presentation, no other data is available. However, additional years will be included as they become available.

**Notes to Required Supplementary Information
For the Year Ended June 30, 2025**

Changes of benefit terms – There have been no actuarially material changes to the System benefit provisions since the prior actuarial valuation.

Changes of assumptions – The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period from July 1, 2016, through June 30, 2020. Changes to the actuarial assumptions as a result of the experience study are as follows:

General State Employees (LODA):

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience for Plan 1: set separate rates based on experience for Plan 2/Hybrid; changed final retirement age from 75 to 80 for all
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change

General State Employees (GLI, HIC, VSDP):

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience for Plan 1: set separate rates based on experience for Plan 2/Hybrid; changed final retirement age from 75 to 80 for all
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

Teachers (GLI):

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience for Plan 1: set separate rates based on experience for Plan 2/Hybrid; changed final retirement age from 75 to 80 for all
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service decrement through 9 years of service
Disability Rates	No change
Salary Scale	No change
Discount Rate	No change

SPORS Employees (GLI, HIC, LODA, VSDP):

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to PUB2010 public sector mortality tables. Increased disability life expectancy (VSDP and LODA only). For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Increased rates for ages 55 to 61, 63, and 64 with 26 or more years of service; changed final retirement age from 65 to 70
Withdrawal Rates	Decreased rate for 0 years of service and increased rates for 1 to 6 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change (N/A for LODA)

VaLORS Employees (GLI, HIC, LODA, VSDP):

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to PUB2010 public sector mortality tables. Increased disability life expectancy (VSDP and LODA only). For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Increased rates at some younger ages, decreased at age 62, and changed final retirement age from 65 to 70
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change (N/A for LODA)

JRS Employees (GLI, HIC):

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Review separately from State employees because exhibit fewer deaths. Update to PUB2010 public sector mortality tables. For future mortality improvements, replace load with modified Mortality Improvement Scale MP-2020
Retirement Rates	Decreased rates for ages 60-66 and 70-72
Withdrawal Rates	No change
Disability Rates	No change
Salary Scale	Reduce increases across all ages by 0.50%
Discount Rate	No change

Largest 10 Locality Employers – General Employees (GLI):

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience for Plan 1: set separate rates based on experience for Plan 2/Hybrid; changed final retirement age from 75 to 80 for all
Withdrawal Rates	Adjusted rates to better fit experience at each age and service decrement through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

Non-Largest 10 Locality Employers – General Employees (GLI):

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to PUB2010 public sector mortality tables. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience for Plan 1: set separate rates based on experience for Plan 2/Hybrid; changed final retirement age from 75 to 80 for all
Withdrawal Rates	Adjusted rates to better fit experience at each age and service decrement through 9 years of service
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

Largest 10 Locality Employers – Hazardous Duty Employees (GLI):

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to PUB2010 public sector mortality tables. Increased disability life expectancy. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience and changed final retirement age from 65 to 70
Withdrawal Rates	Decreased rates
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

Non-Largest 10 Locality Employers – Hazardous Duty Employees (GLI):

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to PUB2010 public sector mortality tables. Increased disability life expectancy. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience and changed final retirement age from 65 to 70
Withdrawal Rates	Decreased rates and changed from rates based on age and service to rates based on service only to better fit experience and to be consistent with Locals Top 10 Hazardous Duty
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change
Discount Rate	No change

Employees in the Largest 10 Locality Employers With Public Safety Employees (LODA):

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to PUB2010 public sector mortality tables. Increased disability life expectancy. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience and changed final retirement age from 65 to 70
Withdrawal Rates	Decreased rates
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change

Employees in the Non-Largest 10 Locality Employers With Public Safety Employees (LODA):

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to PUB2010 public sector mortality tables. Increased disability life expectancy. For future mortality improvements, replace load with a modified Mortality Improvement Scale MP-2020
Retirement Rates	Adjusted rates to better fit experience and changed final retirement age from 65 to 70
Withdrawal Rates	Decreased rates and changed from rates based on age and service to rates based on service only to better fit experience and to be more consistent with Locals Top 10 Hazardous Duty
Disability Rates	No change
Salary Scale	No change
Line of Duty Disability	No change

PMRH:

Schedule of Christopher Newport University's Share of Total Pre-Medicare Retiree Healthcare Program (PMRH) Liability For the Fiscal Year Ended June 30, 2018 through 2025						
Plan	Date*	Proportion of Total OPEB Liability	Proportionate Share of Total OPEB Liability	Employer's Covered-Employee Payroll	Proportionate Share of PMRH Liability as a Percentage of Covered-Employee Payroll	Plan Fiduciary Net Position as a Percentage of Total OPEB Liability
PMRH	2025	0.97%	\$ 3,454,389	\$ 71,312,210	4.84%	N/A
PMRH	2024	0.98%	\$ 3,439,169	\$ 67,139,434	5.12%	N/A
PMRH	2023	0.99%	\$ 3,585,032	\$ 63,583,201	5.64%	N/A
PMRH	2022	0.99%	\$ 4,423,622	\$ 60,204,725	7.35%	N/A
PMRH	2021	0.99%	\$ 5,629,893	\$ 60,227,849	9.35%	N/A
PMRH	2020	0.98%	\$ 6,668,084	\$ 56,911,680	11.72%	N/A
PMRH	2019	0.95%	\$ 9,583,154	\$ 54,459,956	17.60%	N/A
PMRH	2018	0.93%	\$ 12,087,409	\$ 51,644,560	23.40%	N/A
* The amounts presented have a measurement date of the previous fiscal year end.						
Schedule is intended to show information for 10 years. Since 2025 is the eighth year for this presentation, no other data is available. However, additional years will be included as they become available.						

There are no assets accumulated in a trust to pay related benefits.

Changes of benefit terms – There have been no changes to the benefit provisions since the prior actuarial valuation.

Changes of assumptions – There were not any changes in assumptions since the June 30, 2022, measurement date. The following remained constant since the prior measurement date:

- Spousal Coverage – rate remained at 20 percent
- Retiree Participation – rate remained at 35 percent

Retiree participation was based on a blend of recent experience and the prior year assumptions.

The trend rates were updated based on economic conditions as of June 30, 2024. Additionally, the discount rate was increased from 3.65 percent to 3.93 percent based on the Bond Buyers GO 20 Municipal Bond Index as of June 30, 2024.

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