

Fall (2017-2023) Full-Time/Part-Time Credit Student Headcount Projections By College of Attendance
(Based on KPI Census Term Data)
(Based on College Owner)

Headcounts

<u>College (Full-Time)</u>	<u>Fall 2017</u>	<u>Fall 2018</u>	<u>Fall 2019</u>	<u>Fall 2020</u>	<u>Fall 2021</u>	<u>Fall 2022</u>	<u>Fall 2023</u>	<u>Projection</u>
SAC Only*	3,606	3,453	4,406	3,685	3,347	3,854	4,171	4,297
SPC	1,601	1,556	2,058	1,570	1,605	1,756	1,857	1,918
PAC	2,059	2,075	2,466	2,139	1,837	2,026	2,263	2,309
NVC	4,114	3,929	4,735	3,859	3,063	3,481	3,969	3,995
NLC Only*	573	1,235	1,946	1,289	1,121	1,436	1,725	2,155
NLC-SAC**	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
AC Duplicated***	11,953	12,248	15,611	12,542	10,973	12,553	13,985	14,456
AC Unduplicated****	14,836	14,929	19,757	17,379	15,848	17,414	19,562	20,522

<u>College (Part-Time)</u>	<u>Fall 2017</u>	<u>Fall 2018</u>	<u>Fall 2019</u>	<u>Fall 2020</u>	<u>Fall 2021</u>	<u>Fall 2022</u>	<u>Fall 2023</u>	<u>Projection</u>
SAC Only*	15,779	14,120	15,093	15,546	14,330	14,379	14,804	14,804
SPC	10,449	10,034	10,904	11,126	10,850	10,897	12,424	12,756
PAC	7,309	7,777	8,297	9,054	8,722	8,615	8,645	8,863
NVC	12,638	12,364	13,275	14,683	13,540	13,741	14,839	15,210
NLC Only*	3,287	4,275	4,594	5,368	5,583	5,963	6,540	7,239
NLC-SAC**	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
AC Duplicated***	49,462	48,570	52,163	55,777	53,025	53,595	57,252	58,519
AC Unduplicated****	37,754	37,539	37,285	37,191	34,352	35,108	36,834	36,834

<u>College (Total)</u>	<u>Fall 2017</u>	<u>Fall 2018</u>	<u>Fall 2019</u>	<u>Fall 2020</u>	<u>Fall 2021</u>	<u>Fall 2022</u>	<u>Fall 2023</u>	<u>Projection</u>
SAC Only**	19,385	17,573	19,499	19,231	17,677	18,233	18,975	18,975
SPC	12,050	11,590	12,962	12,696	12,455	12,653	14,281	14,659
PAC	9,368	9,852	10,763	11,193	10,559	10,641	10,908	11,158
NVC	16,752	16,293	18,010	18,542	16,603	17,222	18,808	19,164
NLC Only**	3,860	5,510	6,540	6,657	6,704	7,399	8,265	9,280
NLC-SAC***	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
AC Duplicated****	61,415	60,818	67,774	68,319	63,998	66,148	71,237	72,865
AC Unduplicated*****	52,590	52,468	57,042	54,570	50,200	52,522	56,396	57,052

<u>College (Online)</u>	<u>20171</u>	<u>20181</u>	<u>20191</u>	<u>20201</u>	<u>20211</u>	<u>20221</u>	<u>20231</u>	<u>Projection</u>
SAC	6,301	8,478	9,299	10,270	12,421	11,978	12,471	14,054
SPC	5,073	6,184	6,394	6,432	9,438	8,925	9,965	11,274
PAC	4,282	5,386	5,763	6,513	8,770	7,673	7,397	8,190
NVC	4,412	5,777	6,529	7,760	12,261	10,812	11,067	13,121
NLC	1,109	1,687	2,189	3,446	5,150	4,119	4,392	5,676
NLC-SAC	131	4,930	N/A	N/A	N/A	N/A	N/A	N/A
AC Dup	21,308	32,442	30,174	34,421	48,040	43,507	45,292	52,355

Employee Count by College, By Employee Class as of May 2, 2024

	DIS	NLC	NVC	PAC	SAC	SPC	Grand Total
Adjuncts without benefits	-	80	192	112	238	137	759
Administrators	27	9	9	8	14	13	80
CE Instructor	207	2	18	5	86	38	356
Chair		5	7	6	6	10	34
Chancellor	1						1
Faculty 12 month			1	1		2	4
Faculty 9-months		68	167	109	258	197	799
Full Time Adjunct		11	28	13	40	47	139
Fulltime Class FLSA	138	52	87	75	155	144	651
Hourly LE 19 hours per wk	57	37	132	58	73	66	423
Professional Staff	439	92	146	126	200	141	1,144
Student Employee	355	41	66	26	51	18	557
Work Study Employees	212	20	215	102	79	97	725
Grand Total	1,436	417	1,068	641	1,200	910	5,672

FORM C – General Liability Specs

INSURANCE FORMS FOR COMPLETION

General Liability		
Insurer Current A. M. Best Rating Level (i.e., A-):		
Current A. M. Best Financial Size (i.e., XV):		
Admitted/Non-Admitted in Texas:		
DESCRIPTION	Requested Coverage or Proposed Option	Limit <u>OR</u> Included (I) <u>OR</u> Not Included (NI)
General Aggregate Limit	\$2,000,000	
Per Campus Aggregate	Included	
Products/Completed Operations Aggregate	\$2,000,000	
Law Enforcement Liability	\$1,000,000/\$2,000,000	
Each Occurrence Limit	\$1,000,000	
Personal Injury and Advertising Injury Limits	\$1,000,000	
Damage to Premises Rented To You	\$1,000,000	
Medical Expenses	Not Covered	
Sexual Harassment, Abuse or Molestation	\$1,000,000/\$2,000,000	
Employee Benefits Liability	\$1,000,000/\$3,000,000	
"Insureds" includes student teachers & volunteers	Include	
"Separation of Insured's" Provision	Include	
Notice of Cancellation	120/10 days	
Aircraft Liability for aircraft chartered with crew	Include	
Assault and Battery - Intentional Acts Exclusion exception added for bodily injury and property damage to protect persons or property	Include	
Athletic liability coverage for ACCD's normal athletic or sport activities	Include	
Automatic Coverage for newly acquired/formed entities	Include	
Blanket Additional Insured as required by written contract	Include	
Blanket Additional Insured- Managers or Lessors of Premises	Include	
Blanket Additional Insured- Users of Golf mobiles	Include	

Blanket 30 days Notice of Cancellation for Cert Holders	Include	
Blanket Waiver of Subrogation as required by written contract	Include	
Broaden Personal Injury & advertising injury to include television or videotaped publications	Include	
Broadened Personal & Advertising Injury includes Contractually assumed liability	Include	
Child Care operation, including coverage for Se-X misconduct and corporal punishment	Include	
Corporal Punishment Exclusion	Remove Exclusion	
Coverage for owned, non-owned or chartered watercraft <76" in length not carrying passengers for a fee	Include	
Cross Suits Coverage	Include	
Defense Costs	Outside the Limit	
Definition of Bodily Injury includes shock, mental anguish, mental injury, distress and humiliation	Include	
Definition of Personal Injury amended to include malicious prosecution, abuse of process, non-employment related discrimination and humiliation	Include	
Eminent Domain Exclusion	Remove Exclusion	
Employed Nurses Professional Liability	Include (no overnight lodging)	
Employed Attorneys Professional Liability (2 – GC and ACG)	Include	
Exclusion for Athletic or Sports Participants	Exclusion Removed	
Fellow Employee	Include	
Health Care Services Limit	Include (no overnight lodging)	
Host Liquor	Include	
Incidental Medical Malpractice (Faculty for Nursing Program, Dental Hygienist Program, Counselors and Funeral Home Operations)	Include	
Include Property Damage within the use of reasonable force exception (not limited to BI only)	Include	
Law enforcement activities include discrimination, humiliation, civil rights, wrongful detention, wrongful imprisonment, eviction from, entry into or invasion of the right of private occupancy and malicious prosecution	Include	
Liberalization Clause	Include	
Liquor Liability	Include	
Mobile Equipment Redefined (i.e. mobile equip not licensed for the road including T3s)	Include	

Notice/Knowledge of Occurrence	Enterprise Risk Management	
Occurrence form	Include	
Personal Injury & Advertising Injury broadened to include television or videotaped publications	Include	
Pesticide or Herbicide Applicator	Include	
Products/Completed Operations Hazard redefined to include coverage for products consumed on site	Include	
Pollution liability coverage for hostile fires, damage to property of others on Insured's premises, products/completed operations and building & heating equipment.	Include	
Sudden & Accidental above -ground pollution (including Bodily Injury in Laboratories)	Include	
Terrorism coverage (certified TRIA)	Include	
Terrorism coverage (non-certified TRIA)	Include	
The definition of "Insureds" includes student organizations operated under the authority of ACCD's Trustees, while operating within ACCD's supervision	Include	
Truck Driving School Operations	Include	
Unintentional E&O	Include	
Worldwide Coverage Territory	Include	
General Liability Deductibles		
Liability	None	
General Liability Premium & Policy Period		
Annual Premium	\$	
Minimum Earned Premium	\$	
Commission	%	
Policy Period	9/1/2024 - 9/1/2025	
Subject To		
Is Premium Subject to Audit?	No	
General Liability Options		
DESCRIPTION	ADJUSTMENT to premium quoted Above (indicate "-" for return premium or "+" for additional premium)	

Provide pollution liability coverage for the use of mace and tear gas by the ACCD police	\$
Broaden Personal Injury & advertising injury to include television or videotaped publications	\$
Provide a "sudden & accidental pollution exclusion" exception for science labs	\$
Provide "sudden & accidental" pollution liability coverage for all facilities	\$
Provide pollution liability coverage for smoke, fumes, exhaust and vapors resulting from printing/photocopying operations and HVAC equipment	\$
Other (explain)	\$
Other (explain)	\$
Other (explain)	\$
Other (explain)	\$
Other (explain)	\$
<p>Insureds should include: The college district, any commission, board, authority, administrative department or other similar unit operated by or under ACCD's jurisdiction within the scope and courses of duties as authorized by you; your employees, student teachers, and authorized volunteers, but only for acts within the scope of their employment or as authorized by you; any duly elected or appointed officials and members of your governing body within the scope and course of duties as authorized by you; student body organizations operated under the authority of your governing body, but only while under the supervision required by your governing body within the scope and course of duties as authorized by you; any person or organization with whom you agreed, pursuant to a written or oral covered contract, to provide coverage such as is afforded under this coverage document, but only with respect to your operations, your work or facilities owned or used by you; and any person while driving mobile equipment along a public highway with your permission. Alamo Colleges Foundation as an additional protected person.</p>	

Alamo Community College District Historical Payroll

		FY2025	FY2024	FY2023	FY2022	FY2021	FY 2020	FY 2019
Classification	Code	Forecast	Projected	Actual	Actual	Actual	Actual	Actual
College - Professional	8868	\$ 146,808,612	\$ 142,461,046	\$ 128,773,177	\$ 121,883,103	\$ 118,635,192	\$ 112,333,030	\$ 106,991,920
Clerical - NOC	8810	\$ 102,241,712	\$ 99,213,943	\$ 89,681,320	\$ 84,882,875	\$ 82,620,937	\$ 78,231,932	\$ 74,512,230
College - All Other	9101	\$ 13,107,912	\$ 12,719,736	\$ 11,497,605	\$ 10,882,420	\$ 10,592,428	\$ 10,029,735	\$ 9,552,850
Total		\$ 262,158,236	\$ 254,394,725	\$ 229,952,102	\$ 217,648,398	\$ 211,848,557	\$ 200,594,697	\$ 191,057,000



Loss Report - Inception to Date
 Date Range: 09/01/2014 - 05/03/2024
 Member : Alamo Community College District

Claim #	Reporter Reference ID	Claimant Name	Claims Analyst	Date of Loss	Claim Status	Coverage	Loss Description	Policy Limit	Close Date	Retention	Incurred within Retention	Total Indemnity Paid	Total Indemnity Reserve	Total Defense Paid	Total Defense Reserve	Total Incurred(1)					
153403	-	[REDACTED]	Michele Hutchinson	02/16/2016	Closed without payment	CGL	2 y.o. fractured her elbow when she fell off playground equipment at day care center during supervised play	\$1,000,000	07/20/2016		\$0	\$0	\$0	\$0	\$0	\$0	\$0				
154579	-	[REDACTED]	Michele Hutchinson	07/14/2016	Closed without payment	CGL	Camper was hit in the head by a movable basketball hoop, causing an open wound.	\$1,000,000	10/25/2016		\$0	\$0	\$0	\$0	\$0	\$0	\$0				
155388	-	[REDACTED]	Rhonda Hurwitz	11/18/2016	Closed with Payment	CGL	A visitor to campus who had been knocking on windows at 2:30 in the morning was shot in the leg by a college police officer after a verbal altercation	\$1,000,000	05/24/2019		\$0	\$0	\$115,000	\$0	\$329,890	\$0	\$444,890				
164896	-	[REDACTED]	Michele Hutchinson	04/20/2019	Closed without payment	CGL	A represented claimant received injuries when he slipped and fell at the PAC Natatorium on campus.	\$1,000,000	06/17/2019		\$0	\$0	\$0	\$0	\$0	\$0	\$0				
167525	-	[REDACTED]	Michele Hutchinson	11/15/2019	Closed without payment	BOD	A student injured her foot when she attempted to keep the elevator door open with her foot.	\$1,000,000	03/02/2020		\$0	\$0	\$0	\$0	\$0	\$0	\$0				
175858	-	[REDACTED]	Michele Hutchinson	08/31/2022	Closed without payment	BOD	Visitor sustained a broken arm when she did not see the step down in the garage area and fell.	\$1,000,000	12/07/2022		\$0	\$0	\$0	\$0	\$0	\$0	\$0				
Total		CGL		Claim Count:		6				\$0		\$115,000		\$0		\$329,890		\$0		\$444,890	



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146334		██████████	Cindy Ortman	09/24/2014	Closed without payment	ELL	Former Director of Student Financial Services alleges his demotion was a result of national origin (Mexican) and age (54) discrimination.	\$4,000,000	10/30/2018	\$100,000	\$81,398	\$0	\$0	\$0	\$0	\$0
147265		██████████	Ashlee Hodge	11/18/2014	Closed without payment	ELL	Rejected employment applicant alleges negligence, breach of fiduciary duty, invasion of privacy, infliction of emotional distress, and that he was assaulted on campus.	\$4,000,000	06/09/2015	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0
149388		██████████	Donna Esposito	05/04/2015	Closed without payment	ELL	Plaintiff alleges unfair election practices, political corruption, mental anguish, and loss of economic opportunity after he claims veterans were not allowed on stage at the College with other Mayoral Candidates.	\$4,000,000	07/28/2015	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0



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149288	-	[REDACTED]	Cindy Ortman	05/19/2015	Closed without payment	ELL	Existing employee and applicant for the position of Associate Director of Student Financial Services alleges she was passed over for the job as a result of national origin (Hispanic) and age (52) discrimination.	\$4,000,000	10/30/2018	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0
149530	-	[REDACTED]	Donna Esposito	06/16/2015	Closed without payment	ELL	Female employee alleges race and color discrimination when her contract was non-renewed after progressive discipline.	\$4,000,000	04/21/2016	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0
151840	-	[REDACTED]	Michele Hutchinson	11/25/2015	Closed without payment	WEP	Employee alleges age and disability (unknown) discrimination and retaliation.	\$4,000,000	04/19/2016	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0
152309	-	[REDACTED]	Michele Hutchinson	02/16/2016	Closed without payment	ELL	Employee alleges gender and national origin discrimination and retaliation.	\$4,000,000	10/02/2017	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0
153525	-	[REDACTED]	Kristin Scaduto	05/11/2016	Closed without payment	WEP	Former College president requests an injunction preventing his employment records from being released pursuant to the Texas Public Information Act.	\$4,000,000	06/19/2018	\$100,000	\$9,405	\$0	\$0	\$0	\$0	\$0	\$0



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153812	-	[REDACTED]	John Soler-Mattei	06/09/2016	Closed without payment	WEP	Director of College Resource Development alleges that she was subjected to age discrimination by co-worker who commented on her age.	\$4,000,000	05/16/2017	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0
154785	-	[REDACTED]	Jenny Casey	09/19/2016	Closed without payment	WEP	Long-time tenured faculty member alleges age discrimination and retaliation after he was terminated.	\$4,000,000	03/02/2017	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0
154926	-	[REDACTED]	John Soler-Mattei	10/06/2016	Closed without payment	WEP	Adjunct professor alleges her contract was nonrenewed due to her national origin (Hispanic) and in retaliation for raising issues of discrimination with human resources	\$4,000,000	07/14/2017	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0
155618	-	[REDACTED]	Cindy Ortman	11/23/2016	Closed without payment	WEP	Director of Community Based Student Financial Aid alleges age discrimination (78 y.o.) after he was accused of sexual harassment and his employment was terminated.	\$4,000,000	09/28/2018	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0
155829	-	[REDACTED]	John Soler-Mattei	12/16/2016	Closed without payment	WEP	Benefits Coordinator alleges age discrimination due to unequal wages.	\$4,000,000	07/13/2017	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0



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155830	-	[REDACTED]	John Soler-Mattei	01/04/2017	Closed without payment	WEP	Benefits Coordinator alleges age discrimination due to unequal wages.	\$4,000,000	07/13/2017	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0
155831	-	[REDACTED]	John Soler-Mattei	01/04/2017	Closed without payment	WEP	Benefits Coordinator alleges age discrimination due to unequal wages.	\$4,000,000	07/13/2017	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0
157563	-	[REDACTED]	Vicki Higman	03/28/2017	Closed with Payment	WEP	Former employee retained an attorney and is pursuing an appeal to her internal greivenance wherein she claims pay, age, and sex discrimination, harassment, hostile work environment and retaliation.	\$4,000,000	05/04/2018	\$100,000	\$100,000	\$561	\$0	\$0	\$0	\$561
157286	-	[REDACTED]	Michele Hutchinson	04/14/2017	Closed without payment	WEP	College Budget Officer filed an EEOC complaint alleging national origin discrimination and pay disparity after his internal complaint was denied.	\$4,000,000	09/19/2018	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0
159961	-	[REDACTED]	Michele Hutchinson	12/20/2017	Closed without payment	WEP	Former employee filed an EEOC charge alleging religion (Muslim), national origin (Middle Eastern) discrimination and retaliation.	\$4,000,000	08/16/2018	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0



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161764	-	[REDACTED]	Cindy Ortman	06/13/2018	Closed without payment	WEP	A tenured history professor filed a charge alleging retaliation stemming from a complaint of race and national origin discrimination.	\$4,000,000	09/28/2019	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0
162874	-	[REDACTED]	Michele Hutchinson	09/18/2018	Closed without payment	WEP	Former employee filed EEOC charge alleging disability discrimination and retaliation.	\$4,000,000	03/02/2020	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0
162876	-	[REDACTED]	Michele Hutchinson	10/31/2018	Closed without payment	WEP	Former employee filed charge of discrimination alleging sex and disability discrimination and retaliation.	\$4,000,000	04/01/2019	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0
162871	-	[REDACTED]	Michele Hutchinson	11/08/2018	Closed without payment	WEP	Discharged employee filed EEOC complaint alleging age discrimination.	\$4,000,000	11/11/2019	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0
162872	-	[REDACTED]	Denise Crowley	11/08/2018	Closed with Payment	WEP	Part-time Adjunct Professor in the Psychology Department filed an Amended Petition alleging age discrimination and retaliation.	\$4,000,000	03/18/2022	\$100,000	\$100,000	\$95,000	\$0	\$52,517	\$0	\$147,517
163632	-	[REDACTED]	Michele Hutchinson	12/14/2018	Closed without payment	ELL	A current Professor is alleging race discrimination and retaliation after he was not promoted to Associate Professor.	\$4,000,000	06/03/2019	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0



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164479	-	[REDACTED]	Cindy Ortman	02/22/2019	Closed without payment	ELL	Pro Se Plaintiff filed suit alleging damages because he was not admitted to the College to take a culinary class due to not having a GED.	\$4,000,000	10/04/2019	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0
164266	-	[REDACTED]	Michele Hutchinson	03/18/2019	Closed without payment	WEP	Former employee filed an agency charge alleging race (Black/African American) and Sex (Male) discrimination and retaliation after he was terminated.	\$4,000,000	07/31/2020	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0
164454	-	[REDACTED]	Michele Hutchinson	03/22/2019	Closed without payment	WEP	An Associate Professor of Sociology filed an agency charge alleging disability discrimination after she disclosed her disability.	\$4,000,000	12/28/2020	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0
164786	-	[REDACTED]	Michele Hutchinson	04/10/2019	Closed without payment	WEP	Former Department Chair of the Fine Arts Department filed an agency charge alleging sex discrimination after he was given a Step 2 Written Reprimand and removed from the Chair position by the VP for Academic Success.	\$4,000,000	12/23/2019	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0



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165402	-	[REDACTED]	Michele Hutchinson	06/25/2019	Closed without payment	WEP	Former Dean of Academic Success filed multiple agency charges alleging race, color, sex, national origin, disability discrimination and retaliation after she was constructively discharged.	\$4,000,000	07/15/2020	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0
168328	-	[REDACTED]	Michele Hutchinson	08/21/2019	Closed without payment	WEP	A former Intramural Specialist filed an agency charge alleging retaliation after he was terminated.	\$4,000,000	07/15/2020	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0
166178	-	[REDACTED]	Michele Hutchinson	09/16/2019	Closed without payment	WEP	Former IT Support employee filed an agency charge alleging race (White) and disability discrimination and retaliation after he was discharged.	\$4,000,000	03/17/2020	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0
168504		[REDACTED]	Michele Hutchinson	04/14/2020	Re-opened	WEP	Employee filed an agency charge alleging that the College violated FMLA laws.	\$4,000,000	06/25/2021	\$100,000	\$77,075	\$0	\$0	\$0	\$70,940	\$70,940	
168820	-	[REDACTED]	Michele Hutchinson	06/02/2020	Closed without payment	WEP	A former Faculty Instructor filed an agency charge alleging disability discrimination and retaliation after her contract was non-renewed.	\$4,000,000	12/11/2020	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0	
169207	-	[REDACTED]	Michele Hutchinson	07/21/2020	Closed without payment	WEP	A full-time, non-tenured faculty member filed an agency charge alleging disability discrimination and retaliation.	\$4,000,000	10/15/2020	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0	



Loss Report - Inception to Date
 Date Range: 09/01/2014 - 05/03/2024
 Member : Alamo Community College District

Claim #	Reporter Reference ID	Claimant Name	Claims Analyst	Date of Loss	Claim Status	Coverage	Loss Description	Policy Limit	Close Date	Retention	Incurred within Retention	Total Indemnity Paid	Total Indemnity Reserve	Total Defense Paid	Total Defense Reserve	Total Incurred(1)	
170305	-	[REDACTED]	Michele Hutchinson	10/08/2020	Closed without payment	ELL	A student filed an OCR complaint alleging disability discrimination when two instructors denied her academic accommodation requests in the Spring and Summer 2020 semesters.	\$4,000,000	03/22/2021	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0
170671	-	[REDACTED]	Denise Crowley	01/19/2021	Closed without payment	ELL	Student alleges she was denied accommodations to attend classes without a face mask per relevant COVID-19 exceptions.	\$4,000,000	06/01/2021	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0
171635	-	[REDACTED]	Michele Hutchinson	05/18/2021	Closed without payment	WEP	A HVAC Master filed an agency charge alleging age (58) discrimination and retaliation when he was not promoted on several occasions and recently when he applied for the Facilities Superintendent position, which was given to a younger job applicant.	\$4,000,000	09/14/2021	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0
172463		[REDACTED]	Michele Hutchinson	09/01/2021	Closed without payment	WEP	A former employee filed dual agency charges alleging disability discrimination and retaliation when his request for accommodations were denied by the member.	\$4,000,000	12/13/2023	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0



Loss Report - Inception to Date
 Date Range: 09/01/2014 - 05/03/2024
 Member : Alamo Community College District

Claim #	Reporter Reference ID	Claimant Name	Claims Analyst	Date of Loss	Claim Status	Coverage	Loss Description	Policy Limit	Close Date	Retention	Incurred within Retention	Total Indemnity Paid	Total Indemnity Reserve	Total Defense Paid	Total Defense Reserve	Total Incurred(1)	
173865			Michele Hutchinson	01/20/2022	Closed without payment	WEP	Former Faculty Fellow filed an agency charge alleging race, sex, national origin discrimination as well as retaliation when her one-year contract was non-renewed.s	\$4,000,000	07/11/2023	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0
174375	-		Robin Hart	03/19/2022	Closed without payment	ELL	A Project Manager in the Facilities Department filed an agency charge alleging sex (Male), race/color/national origin (White/Hispanic) and religion discrimination as well as retaliation when he found out that three non-hispanic peers were promoted to Project Manager at a high rate of pay.	\$4,000,000	08/10/2022	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0
174504	-		Pamela Buchanan	03/29/2022	Closed without payment	ELL	A former student retained an attorney and alleges Title VI allegations due to her race (African American) and was subjected to a hostile learning environment.	\$4,000,000	08/11/2022	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0
175832	-		Michele Hutchinson	09/09/2022	Closed without payment	WEP	Current employee filed an agency charge alleging disability discrimination.	\$4,000,000	01/23/2023	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0



Loss Report - Inception to Date
 Date Range: 09/01/2014 - 05/03/2024
 Member : Alamo Community College District

Claim #	Reporter Reference ID	Claimant Name	Claims Analyst	Date of Loss	Claim Status	Coverage	Loss Description	Policy Limit	Close Date	Retention	Incurred within Retention	Total Indemnity Paid	Total Indemnity Reserve	Total Defense Paid	Total Defense Reserve	Total Incurred(1)	
175928	-	[REDACTED]	Rebecca Umhofer	09/19/2022	Closed without payment	WEP	Current English professor filed suit alleging her first amendment rights were violated when she complained about health concerns and was disciplined for voicing her concerns.	\$4,000,000	03/15/2024	\$100,000	\$82,211	\$0	\$0	\$0	\$0	\$0	\$0
176036	-	[REDACTED]	Chantell Harper	09/29/2022	Closed without payment	WEP	Former Visual Storyteller filed dual agency charges alleging disability discrimination after he was terminated.	\$4,000,000	11/23/2022	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0
177622		[REDACTED]	Crystal McLeod	03/02/2023	Open	WEP	Current employee filed an EEOC Charge alleging discrimination on the basis of age, harassment and retaliation.	\$4,000,000	-	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0
177978		[REDACTED]	Crystal McLeod	03/20/2023	Open	WEP	Job applicant alleges discrimination on the basis of age (58) and race (Black).	\$4,000,000	-	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0
178264		[REDACTED]	Ashlee Hodge	04/17/2023	Closed with Payment	WEP	Instructor who contends that his contract was nonrenewed due to speech protected by the First Amendment and academic freedom.	\$4,000,000	03/22/2024	\$100,000	\$100,000	\$108,284	\$0	\$3,160	\$0	\$111,444	
178246		[REDACTED]	Crystal McLeod	04/28/2023	Open	WEP	Claimant alleges discrimination, harassment retaliation, and failure to engage in the interactive process in violation of the ADA.	\$4,000,000	-	\$100,000	\$10,000	\$0	\$0	\$0	\$0	\$0	\$0



Loss Report - Inception to Date
 Date Range: 09/01/2014 - 05/03/2024
 Member : Alamo Community College District

Claim #	Reporter Reference ID	Claimant Name	Claims Analyst	Date of Loss	Claim Status	Coverage	Loss Description	Policy Limit	Close Date	Retention	Incurred within Retention	Total Indemnity Paid	Total Indemnity Reserve	Total Defense Paid	Total Defense Reserve	Total Incurred(1)		
178545	-	[REDACTED]	Crystal McLeod	06/01/2023	Open	WEP	Current employee filed EEOC Charge alleging discrimination, harassment and retaliation on basis of disability, race and age.	\$4,000,000	-	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0		
178774	-	[REDACTED]	Rebecca Umhofer	06/20/2023	Closed Claims Handling	WEP	First Liberty represents former biology professor in alleging First Amendment violations and religious discrimination resulting in the professor's termination	\$4,000,000	04/04/2024	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0		
180542	-	[REDACTED]	Lauren Maggert	01/03/2024	Open	Coverage Pending	Faculty member alleges discrimination on the basis of sex, race and age, and violation of the Equal Pay Act.	\$4,000,000	-	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0		
180581	-	[REDACTED]	Lauren Maggert	01/12/2024	Open	ELL	Claimant demand letter alleges discrimination and retaliation on the basis of race.	\$4,000,000	-	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0		
181457	-	[REDACTED]	Lauren Maggert	04/05/2024	Open	WEP	Employee filed an EEOC complaint with allegations of discrimination on the basis of disability, age, and race after she received progressive discipline for alleged poor work performance.	\$4,000,000	-	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0		
Total ELL											Claim Count:	53	\$560,089	\$203,845	\$0	\$55,677	\$70,940	\$330,462

No Coverage



Loss Report - Inception to Date
 Date Range: 09/01/2014 - 05/03/2024
 Member : Alamo Community College District

Reporter Reference	Claimant Name	Claims Analyst	Date of Loss	Claim Status	Coverage	Loss Description	Policy Limit	Close Date	Retention	Incurred within Retention	Total Indemnity Paid	Total Indemnity Reserve	Total Defense Paid	Total Defense Reserve	Total Incurred(1)	
150950	-	[REDACTED]	Donna Esposito	10/08/2015	Closed without payment	CGL	Visitor alleges she sustained severe injuries when she slipped and fell while entering a campus bathroom. [ELL, GLX]	\$1,000,000	04/19/2016	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total		No Coverage	Claim Count:		1					\$0	\$0	\$0	\$0	\$0	\$0	

Coverage Key

Coverage	Description
BOD	Bodily Injury
CGL	Primary General Liability
Coverage Pending	No Coverage Selected
ELL	Educators Legal Liability
No Coverage	No Coverage
WEP	Wrongful Employment Practices

(1) Disclaimer: dollar amounts in the total incurred column are amounts incurred after the deductible or self-insured retention has been met.

PART ONE - United Educators Insurance Application

Renewal Application for Policy Effective 09/01/2024

Insurance Application:

Application for: Alamo Community College District - 2948
2222 N. Alamo
San Antonio, TX 78215

Requested Products:

Primary General Liability - CGL - Renewal
Educators Legal Liability - ELL - Renewal
Excess General Liability - GLX - Renewal

Full Legal Name and Address of the Submitting Brokerages:

Broker: Jim Brundage
jim.brundage@usi.com
(915) 534-9457
USI Southwest- El Paso
303 N. Oregon
Suite 310
El Paso, TX 79901

Application completion and submission instructions:

1. Please complete all portions of this application completely, truthfully and accurately. If you do not understand a question, please contact United Educators for clarification. United Educators will rely on the information you supply in this application to evaluate your institution's exposure to risk, and the policies and procedures you have in place to prevent or reduce those risks, and to respond to your request for a quotation. Review of this application does not bind United Educators to issue a policy. The signatory of the application confirms that he/she is an authorized representative of the institution and all persons or concerns applying for renewal of the expiring policy, and declares that all information provided is complete, truthful and accurate.
2. To complete your renewal application submissions, you must provide United Educators with
 - a. the educational institution's most recent audited financial statement, and
 - b. a signed copy of the application either a printed full version of the application or the printed signature page version produced below.
3. The most recent audited financial statement and a signed copy of the renewal application (either the full version of the application or the signature page) can be sent by your broker by uploading using the "attachments" button on the application or via fax or mail to this address:

United Educators Insurance
7700 Wisconsin Avenue
Suite 500
Bethesda, MD 20814
Fax: (800) 346-7877

NOTICE:

THIS POLICY IS ISSUED BY YOUR RISK RETENTION GROUP, YOUR RISK RETENTION GROUP MAY NOT BE SUBJECT TO ALL OF THE INSURANCE LAWS AND REGULATIONS OF YOUR STATE. STATE INSURANCE INSOLVENCY GUARANTEE FUNDS ARE NOT AVAILABLE FOR YOUR RISK RETENTION GROUP.

PART TWO

RENEWAL FOR POLICY YEAR 2024

Type of Organization: 2-year

Common Section

Enterprise Risk Management and Risk Management Operations

1. Does the educational institution have a formal process to identify, assess and monitor risks across the entire institution, including a risk mitigation plan? Yes No
- a. If Yes, is the plan reviewed at the Board of Trustee level? Yes No
- b. If No, are there plans to create and implement such formal process? Yes No

Comments: _____

Mergers and Acquisitions

2. Please list and describe any acquisitions or mergers with any educational institutions that have occurred within the last year or are planned within the next 12 months:

Name of Educational Institution _____

Description of operations and rationale behind this decision _____

Comments: No planned mergers or acquisitions.

Affiliates and Subsidiaries

3. Please list and describe any newly created or acquired affiliates for which the educational institution requests coverage (affiliates that are not-for-profit entities under Internal Revenue Code and are controlled by the educational institution and whose financials are included in the educational institution's most recent audited financials are automatically covered, and there is no need to report these affiliates. Please see your policy for details.)

Name of Affiliate: _____

Indicate if:

for-profit

not-for-profit

Educational Institution's percentage of ownership or control:

Description of Affiliate's purpose/operation:

Year established/ acquired:

Annual budget:

Comments:

No changes in affiliates or subsidiaries

Management Liability

Institution Accreditation

1. Please provide:

a. Name of the institution's accrediting body:

Southern Association of Colleges and Schools Commission on Colleges

b. Date of the accrediting body's most recent review, month and year:

10/20/2022

c. Was the outcome of the most recent review "Accreditation Continued?"

Yes No

i. If No, please check the applicable outcome:

- Accreditation Continued - follow-up report requested
- Warning
- Probation
- Show Cause
- Withdrawal of accreditation
- Denial of accreditation
- Appeal

ii. If No, please attach report from accrediting body and educational institution's response.

- Check here if report is attached

d. Date of next review, month and year: _____

Comments:

SACSCC performs reviews across the ACD Colleges at different intervals as required.

Closings

2. Will the educational institution or any of its campus locations, departments or divisions close within the next 12 months, or are any such closures under consideration?

Yes ___ No X

If Yes, please complete the below table for each location, department or division:

Name of the campus location, department or division: _____

Date of actual or planned closure: _____

Number of affected students and staff: _____

Reason for closure: _____

Comments:

There are no know closing of any of our affiliated Colleges.

Newly Created or Eliminated Academic Degree Programs

3. Have any academic degree programs that are accredited by independent accrediting bodies, i.e. Nursing (CCNE), Law (ABA), etc. been created or eliminated in the past 12 months; or are any such changes under consideration for the next 12 months?

Yes X No

If Yes, please complete the table below for each created or eliminated academic degree program:

Name of academic degree program:	<u>Nursing AAS, Dental Hygiene AAS</u>
Actual or estimated date of change:	<u>08/15/2023</u>
Number of students enrolled or affected:	<u>60</u>
Number of faculty and/or staff added or affected:	<u>10</u>

Indicate if

- Created
 Eliminated

If newly created academic degree program, indicate accreditation status:	<u>Accreditation is pending for both programs. Applications are being created, but are not yet submitted.</u>
--	---

If eliminated, describe the phase-out process for the academic degree program (i.e., close program to new enrollees and allow current students to transfer to another institution)

Name of academic degree program:	<u>Bachelor of Applied Technology</u>
Actual or estimated date of change:	<u>08/21/2023</u>
Number of students enrolled or affected:	<u>100</u>
Number of faculty and/or staff added or affected:	<u>2</u>

Indicate if

- Created
 Eliminated

If newly created academic degree program, indicate accreditation status:

Accreditation is pending application process.

If eliminated, describe the phase-out process for the academic degree program (i.e., close program to new enrollees and allow current students to transfer to another institution)

Name of academic degree program:

RN-BSN Bridge Program

Actual or estimated date of change:

08/23/2023

Number of students enrolled or affected:

21

Number of faculty and/or staff added or affected:

3

Indicate if

Created

Eliminated

If newly created academic degree program, indicate accreditation status:

ACEN status Candidacy

If eliminated, describe the phase-out process for the academic degree program (i.e., close program to new enrollees and allow current students to transfer to another institution)

Comments:

Existing Academic Degree Programs

4. Is the educational institution in the process of seeking initial accreditation for any of its existing academic degree programs in a pending or non-approved status by the accrediting body?

Yes ___ No X

If Yes, for any academic degree programs pending or not approved, please complete the table below and attach a copy of the most recent report from the accrediting body and the educational institution's response:

Name of academic degree program:

Accrediting body:

Accreditation outcome: _____

Check here if most recent report from accrediting body is attached:

Check here if educational institution's response is attached:

Comments: _____

5. Within the last 12 months, do any existing accredited academic degree programs have any of the following accreditation statuses?

Yes ___ No X

- Accreditation continued with follow-up report requested
 - Appeal
 - Become provisionally accredited
 - Denial of accreditation
 - Probation in any form
 - Show cause or similar status
 - Voluntary or Involuntary withdrawal of accreditation
 - Warning or similar status
- _____

If Yes, for each academic degree program with any of the above statuses, please complete the table below and attach a copy of the report from the accrediting body and the educational institution's response:

Name of academic degree program affected: _____

Accrediting body: _____

Accreditation status/outcome: _____

Check here if report from accrediting body is attached:

Check here if educational institution's response is attached:*

*If the educational institution's response to the accrediting body is pending, please _____



summarize the educational institution's planned response.

Comments:

Staff Changes / Reductions in Force

6. Have there been any reductions in workforce during the past 12 months, or are any such changes under consideration for the next 12 months?

Yes ___ No X

If Yes, please complete the following table:

Department, division, or affiliate affected:

Date of change:

Number of faculty affected:

Number of tenured faculty affected:

Number of staff or administrators affected:

Were internal or outside counsel consulted?

Comments:

Key Personnel

7. For the following positions please provide:

a. President (or equivalent)

1. Year appointed:

2018

2. Has resignation or departure been announced?

No

If Yes, please explain the educational institution's plan for replacement:

b. VP of Finance/Administration (or equivalent)

1. Year appointed:

2023

2. Has resignation or departure been announced?

Yes ___ No X

If Yes, please explain the educational

VCFA retired in 2023 and currently under an internal interim role

but we are actively pursuing replacement.

institution's plan for replacement: _____

c. Chief Academic Officer (or equivalent)

1. Year appointed: 2018

2. Has resignation or departure been announced Yes ___ No X

If Yes, please explain the educational institution's plan for replacement: _____

Comments: _____

General Liability

Sexual Misconduct

1. Does the educational institution have written policy language addressing sexual abuse of minors by faculty, staff, and volunteers affiliated with the institution? Yes X No ___

2. Does the policy require reporting to the educational institution of sexual abuse of a minor by faculty, staff, and volunteers affiliated with the institution? Yes X No ___

3. Does the policy require reporting to law enforcement, child protective services, or similar agency of sexual abuse of a minor by faculty, staff, and volunteers affiliated with the institution? Yes X No ___

4. Does the educational institution train on the reporting obligations contained in its policy protecting minors from sexual abuse by faculty, staff, and volunteers affiliated with the institution? Yes X No ___

5. Does the educational institution have written policy language addressing sexual abuse of college students by faculty, staff, and volunteers affiliated with the institution? Yes X No ___

6. Does the policy require or encourage reporting to the educational institution of any sexual abuse of a college student by faculty, staff, and volunteers affiliated with the institution? Yes X No ___

7. Does the educational institution train on the reporting obligations contained in its policy protecting college students from sexual abuse by faculty, staff and volunteers affiliated with the institution? Yes X No ___

8. Does the educational institution investigate every report of suspected sexual abuse of a minor by faculty, staff, and volunteers affiliated with the institution? Yes X No ___

9. Does the educational institution investigate every report of suspected sexual abuse of a college student by faculty, staff, and volunteers affiliated with the institution?

Yes No

10. Does the educational institution have a dispensary, clinic, infirmary, student health center, athletic facility, or similar facility maintained by the institution principally for use by its students?

Yes No

11. Does the educational institution have written policy language addressing sexual abuse of college students and minors that applies to medical personnel working at the dispensary, clinic, infirmary, student health center, athletic facility, or similar facility?

Yes No

12. Have you provided to the educational institution's President, Head of Student Affairs/Life, and the Board Chair a copy of the United Educators publication, "Safeguarding Communities From Sexual Predators: What College Presidents and Trustees Should Ask?"

Yes No

Comments: _____

Athletics

13. Does your institution participate in intercollegiate football?

Yes No

Comments: _____

Automobile

14. Are Motor Vehicle Records (MVRs) checked at least every three years for employees who regularly drive on institution-related business:

Yes No

If Yes, are there written MVR guidelines, such as a point system, that will disqualify employee drivers with unsatisfactory MVRs?

Yes No

15. Are Motor Vehicle Records (MVRs) checked for all students who regularly drive on institution-related business:

- Yes
- No
- No Student Drivers

If Yes, are there written MVR guidelines, such as a point system, that will disqualify student drivers with unsatisfactory MVRs?

Yes No

16. If MVRs are not checked for employee and/or applicable student drivers, please explain the qualification and disqualification process of a driver:

Comments:

Camps and Child Care for Minors

17. Are there any summer camp, recreational program, sports program, or similar programs for children held at the educational institution's premises, but not owned or operated by the institution (i.e., operated by others):

Yes ___ No X

If Yes, for all third-party-operated camps or similar programs:

a. Does the educational institution require certificates of the camp operator's general liability insurance?

Yes ___ No ___

If Yes, indicate the minimum general liability limit required:

b. Is proof of the camp operator's sexual molestation liability coverage required?

Yes ___ No ___

If Yes, indicate the minimum sexual molestation liability limit required:

c. Is the educational institution named as an additional insured on the camp operator's general liability policy?

Yes ___ No ___

d. If No to questions 17a, 17b, and/or 17c, please explain:

Comments:

Greek-Letter organizations

18. Does the educational institution have any social fraternities and/or sororities as recognized student organizations?

Yes ___ No X

If Yes:

a. Does the educational institution require certificates of general liability insurance from these organizations?

Yes ___ No ___

If Yes, indicate the minimum general liability limit required:



7700 Wisconsin Ave #500
Bethesda, MD 20814
(301) 907-4908
www.ue.org

b. Is proof of alcohol, hazing, and sexual assault liability coverage required? Yes ___ No ___

c. Is the educational institution named as an additional insured? Yes ___ No ___

d. If No to questions 18a, 18b, and/or 18c, please explain: _____

Comments: _____

Watercraft

19. Please list and describe any additional surface watercraft over 50 feet in length for which the educational institution requests coverage. Do not include rowing/sculling shells or watercraft already scheduled. Please see your policy for coverage details

Watercraft name: _____

Length in feet: _____

Purpose of use: _____

Number of days used per year: _____

Approximate total number of individuals aboard from the educational institution: _____

List the destinations of travel: _____

Comments: _____



7700 Wisconsin Ave #500
Bethesda, MD 20814
(301) 907-4908
www.ue.org

The undersigned is an authorized representative of the above-named institution and all persons or concerns applying for coverage with this application. The undersigned declares that all information provided in this application is to the best of his/her knowledge complete, truthful and accurate.

Name

Title

Alamo Community College District

Name of Institution

Date

Signature

The signing and submission of this application does not bind United Educators to issue, or the Institution to purchase, a policy. The undersigned hereby authorizes United Educators to make any inquiry in connection with this application. The information provided in this application is for underwriting purposes only and does not constitute notice to United Educators of a claim or potential claim under any policy.

*Material Change:
If there is any material change in the answers to the questions in this application before the policy inception date, the Institution must immediately notify United Educators and any outstanding quotation may be modified or withdrawn.*