

North Carolina Agricultural and Technical State University

Greensboro, NC



Financial Statement Audit Report

For the Year Ended June 30, 2025

State Auditor
Dave Boliek

*A Constitutional Office of the
State of North Carolina*





North Carolina Office of the State Auditor

Dave Boliek, State Auditor

Auditor's Transmittal

The Honorable Josh Stein, Governor
The Honorable Phil Berger, President Pro Tempore
The Honorable Destin Hall, Speaker of the House
Honorable Members of the North Carolina General Assembly
Board of Trustees, North Carolina Agricultural and Technical State University
Dr. James R. Martin II, Chancellor

As a constituent institution within the University of North Carolina System, maintaining proper financial control is incredibly important for North Carolina Agricultural and Technical State University's daily operations.

Through financial audits of universities and colleges, the North Carolina Office of the State Auditor assesses whether the records prepared by schools are materially correct. Our audit of North Carolina Agricultural and Technical State University's financial records identified an internal control deficiency over the awarding of improper student financial assistance.

During the audit period, the University awarded approximately \$747,649 in Administrative Recovery Funds to 196 students as financial assistance without documented criteria. Auditors reviewed the awarding process over these Administrative Recovery Funds and found that the University did not have adequate controls in place to prevent or detect improper awarding. Auditors included recommendations for the University to take.

In April, the State Auditor's Office issued an Investigative Special Report on the University's use of Administrative Recovery Funds. That report covered an eight-year period, whereas this financial statement audit only examined the fiscal year ended June 30, 2025.

North Carolina Agricultural and Technical State University leadership agreed with the audit findings and outlined corrective actions it will be implementing. The North Carolina Office of the State Auditor will continue to monitor the University's finances and implementation of corrective actions.

Respectfully submitted,

Dave Boliek
State Auditor



REPORT SUMMARY

North Carolina Agricultural and Technical State University Financial Statement Audit

The Office of the State Auditor (OSA) is required¹ to perform annual financial statement audits at each of the constituent institutions within the University of North Carolina System.

Audit Results

- The University's financial statements for fiscal year ended June 30, 2025 are **accurate** and **reliable**.
- However, our audit identified an **internal control deficiency over the awarding of improper student financial assistance**. The finding and recommendation are included in the report along with the University's response.

Audit Purpose & Importance

Provide an opinion on whether the University's financial statements are materially correct and, if necessary, report any internal control weaknesses or noncompliance with laws and regulations.

The annual financial statement audit serves a vital role in promoting transparency, accountability, and trust in the University's financial operations.

While a formal process, the audit's impact extends to many members of the public, including:

- Students and families depend on financial stability to support access to quality education, scholarships, and services.
- Citizens and public officials expect responsible reporting of public funds and grants.
- Donors and alumni rely on accurate financial reporting to ensure contributions are used as intended.
- Faculty, staff, and administrators count on financial health to sustain programs, research, and long-term planning.
- Accrediting bodies and regulators use audited financial statements to assess compliance and viability.

Quick Highlights

 **Revenues:**
\$521.6 Million

Expenses:
\$491.4 Million  

Reports

The University's financial statement audit reports are available on our website at this [link](#).

Please review the report to fully understand the University's overall financial health and our reporting responsibilities.

¹ North Carolina General Statute 116-30.8



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Chapter 147, Article 5A of the North Carolina General Statutes gives the Auditor broad powers to examine all books, records, files, papers, documents, and financial affairs of every state agency and any organization that receives public funding. The Auditor also has the power to summon people to produce records and to answer questions under oath.



Independent Auditor's Report



North Carolina Office of the State Auditor

Dave Boliek, State Auditor

Independent Auditor's Report

Board of Trustees

North Carolina Agricultural and Technical State University

Greensboro, North Carolina

Report on the Audit of the Financial Statements

Opinions

We have audited the financial statements of North Carolina Agricultural and Technical State University (University), a constituent institution of the multi-campus University of North Carolina System, which is a component unit of the State of North Carolina, and its discretely presented component units, 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 reports of the other auditors, the accompanying financial statements present fairly, in all material respects, the respective financial position of North Carolina Agricultural and Technical State University, and its discretely presented component units, as of June 30, 2025, and the respective changes in financial position and, where applicable, cash flows 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 North Carolina A&T Real Estate Foundation, Inc., nor the financial statements of The Foundation for North Carolina A&T State University, Inc., the University's discretely presented component units. Those financial statements were audited by other auditors whose reports thereon have been furnished to us, and our opinions, insofar as they relate to the amounts included for those entities, are based solely on the reports of the other auditors.

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* (GAGAS), issued by the Comptroller General of the United States. 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 North Carolina Agricultural and Technical State 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.

Responsibilities of Management for the Financial Statements

The University's 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 GAGAS 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 GAGAS, 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 Management's Discussion and Analysis and other required supplementary information, as listed in the table of contents, be presented to supplement the basic financial statements. 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 auditing standards generally accepted in the United States of America, 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 July 31, 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, and 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 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.



Dave Boliek
State Auditor

Raleigh, North Carolina

July 31, 2026



Management's Discussion and Analysis

Introduction

North Carolina Agricultural and Technical State University (University) provides the following discussion and analysis in order to give the reader a summary of its financial activities and to aid in understanding the financial statements for the fiscal year ended June 30, 2025. Comparative data for the year ended June 30, 2024 is also included. All information provided has been prepared by University staff for the purpose of identifying significant transactions, trends, and events that have had an impact on the fiscal well-being of the University and may continue to exert influence in future years. To properly use and interpret the information provided in this discussion and analysis, it is recommended that it be read in conjunction with the related financial statements and the accompanying notes to the financial statements for further explanation and details.

For the fiscal year ended June 30, 2025, a change in accounting principle resulting from Governmental Accounting Standards Board (GASB) Statement No. 101, Compensated Absences, affected the University's reporting of earned leave. This change required a restatement of long-term liabilities for fiscal year 2024. See Note 20 for information on the restatement.

Per GASB Statement No. 100, Accounting Changes and Error Corrections – an Amendment of GASB Statement No. 62, prior periods presented in the Management's Discussion and Analysis section should not be restated for a change in accounting principle. Therefore, fiscal year 2024 balances were not restated in this section which may affect the comparability between fiscal years.

The Financial Statements

The financial statements for the University include the Statement of Net Position; the Statement of Revenues, Expenses, and Changes in Net Position; and the Statement of Cash Flows.

Each statement has been prepared in accordance with Governmental Accounting Standards Board (GASB) Statement No. 35, *Basic Financial Statements - and Management's Discussion and Analysis - for Public Colleges and Universities*, and reflects an economic resource measurement focus and the accrual basis of accounting. This discussion and analysis will concentrate on the Statement of Net Position and the Statement of Revenues, Expenses, and Changes in Net Position using condensed versions. The full-length versions of each of the financial statements are presented as exhibits immediately following this discussion and analysis.

In addition to the University's financial statements and accompanying notes, information for component units is presented. The Statements of Financial Position, Statements of Activities, and certain notes for The North Carolina A&T Real Estate Foundation, Inc. (Real Estate Foundation) and The Foundation for North Carolina A&T State University, Inc. (A&T Foundation) are discretely presented alongside the University's financial statements; however, these entities are not included in management's discussion and analysis. More information describing the relationship between the University and its discretely presented component units can be found in Note 1A, Significant Accounting Policies - Financial Reporting Entity.

Statement of Net Position

The Statement of Net Position presented below summarizes the financial fitness of the University as of June 30, 2025. It presents the financial position of the University as defined by the balances of assets, deferred outflows of resources, liabilities, deferred inflows of resources, and net position.

Management's Discussion and Analysis

Assets and liabilities are classified as current or noncurrent. Current assets and liabilities include those resources and obligations that are available for use in meeting current operating requirements. Noncurrent assets and liabilities include those resources and obligations that are held to meet future operating requirements.

Condensed Statement of Net Position

	2025	2024	Dollar Change	Percent Change
Assets				
Current Assets	\$ 255,866,852.68	\$ 274,358,687.07	\$ (18,491,834.39)	-6.74%
Noncurrent Capital Assets, Net of Acc. Depreciation/Amortization	602,167,927.23	525,565,384.58	76,602,542.65	14.58%
Other Noncurrent Assets	244,391,361.37	265,457,129.99	(21,065,768.62)	-7.94%
Total Assets	1,102,426,141.28	1,065,381,201.64	37,044,939.64	3.48%
Deferred Outflows of Resources				
Deferred Loss on Refunding	507,563.20	554,601.16	(47,037.96)	-8.48%
Deferred Outflows Related to Pensions	35,347,135.40	42,584,327.79	(7,237,192.39)	-16.99%
Deferred Outflows Related to OPEB	63,786,443.27	35,583,416.44	28,203,026.83	79.26%
Total Deferred Outflows of Resources	99,641,141.87	78,722,345.39	20,918,796.48	26.57%
Liabilities				
Current Liabilities	37,945,236.66	24,549,142.64	13,396,094.02	54.57%
Long-Term Liabilities, Net	415,050,751.00	384,804,428.92	30,246,322.08	7.86%
Other Noncurrent Liabilities	814,686.80	477,167.83	337,518.97	70.73%
Total Liabilities	453,810,674.46	409,830,739.39	43,979,935.07	10.73%
Deferred Inflows of Resources				
Deferred Inflows Related to Pensions	524,305.00	1,171,375.00	(647,070.00)	-55.24%
Deferred Inflows Related to OPEB	30,930,765.81	48,472,077.00	(17,541,311.19)	-36.19%
Total Deferred Inflows of Resources	31,455,070.81	49,643,452.00	(18,188,381.19)	-36.64%
Net Position				
Net Investment in Capital Assets	440,741,651.00	422,954,845.03	17,786,805.97	4.21%
Restricted-Nonexpendable	114,640,596.09	100,059,525.69	14,581,070.40	14.57%
Restricted-Expendable	134,817,648.76	117,800,771.90	17,016,876.86	14.45%
Unrestricted	26,601,642.03	43,814,213.02	(17,212,570.99)	-39.29%
Total Net Position	\$ 716,801,537.88	\$ 684,629,355.64	\$ 32,172,182.24	4.70%

Current assets decreased \$18.5 million over the prior year. The major components of the change in current assets were a decrease in cash and cash equivalents of \$37.7 million due to an increase in supplies and services, and an increase in receivables of \$18.2 million. Increased contracts and grants revenues and related receivables represented a majority of the increase.

Capital assets (net) increased by \$76.6 million. This was due to an increase in construction in progress primarily due to the Bluford Dormitory, Steam Plant, Vivarium, and Farm projects.

Other noncurrent assets decreased by \$21.1 million due primarily to a decrease of investments liquidated of \$39.0 million for the Bluford Project, which was offset by an increase in net appreciation in endowment investments of about \$21.0 million.

Deferred outflows for pensions and other postemployment benefits (OPEB) increased by a net of \$21.0 million due to changes in actuarial valuations of the State's pension and OPEB plans.

Current liabilities increased by \$13.4 million and long-term liabilities increased by \$30.3 million. The increase was primarily a result of an increase in contracts and retainage payable, an increase in unearned revenues related to research and development grants, and changes in actuarial valuations of the net pension and OPEB liabilities, respectively.

Deferred inflows of resources related to pensions and OPEB decreased by a net of \$18.2 million due to changes in actuarial valuations of the State's pension and OPEB plans.

Net position at year-end was \$716.8 million, an increase of \$32.2 million over the prior year. The increase was composed of the following:

- Net investment in capital assets increased \$17.8 million primarily due to capital activity as discussed and decreases in related debt due to scheduled principal payments.
- Restricted nonexpendable net position increased \$14.6 million due primarily to restricted endowment gifts received of about \$13.5 million.
- Restricted expendable net position increased by \$17.0 million due to an increase in funds held for capital projects for about \$11 million and contracts and grants revenue for about \$6 million.
- Unrestricted net position decreased by \$17.2 million due to the effect of net position from the pension and OPEB activity and a decrease in overhead revenues.

Statement of Revenues, Expenses, and Changes in Net Position

The Statement of Revenues, Expenses, and Changes in Net Position reports the activity of the University during the year and is divided into four major components: operating revenues; operating expenses; nonoperating revenues (expenses); and other revenues. Revenues are reported by major source and expenses are reported by natural classification. Intra-departmental sales, services, and transfers are eliminated, and depreciation/amortization of capital assets is recorded.

Condensed Statement of Revenues, Expenses, and Changes in Net Position

	2025	2024	Dollar Change	Percent Change
Operating Revenues				
Student Tuition and Fees, Net	\$ 94,902,407.22	\$ 89,293,555.21	\$ 5,608,852.01	6.28%
Grants and Contracts	50,944,460.19	43,415,537.58	7,528,922.61	17.34%
Federal Appropriations	12,018,067.64	12,843,221.75	(825,154.11)	-6.42%
Sales and Services, Net	41,962,526.16	38,170,209.69	3,792,316.47	9.94%
Other Operating Revenues	5,652,204.70	6,832,728.44	(1,180,523.74)	-17.28%
Total Operating Revenues	205,479,665.91	190,555,252.67	14,924,413.24	7.83%
Operating Expenses				
Salaries and Benefits	263,066,887.86	227,308,809.05	35,758,078.81	15.73%
Supplies and Services	152,514,717.62	131,407,837.09	21,106,880.53	16.06%
Scholarships and Fellowships	36,124,556.19	18,089,980.46	18,034,575.73	99.69%
Utilities	9,614,443.71	9,185,906.92	428,536.79	4.67%
Depreciation/Amortization	23,061,911.93	21,628,147.31	1,433,764.62	6.63%
Total Operating Expenses	484,382,517.31	407,620,680.83	76,761,836.48	18.83%
Operating Loss	(278,902,851.40)	(217,065,428.16)	(61,837,423.24)	28.49%
Nonoperating Revenues (Expenses)				
State Appropriations	163,758,524.45	163,967,574.00	(209,049.55)	-0.13%
Noncapital Contributions and Student Financial Aid	96,340,146.44	100,118,585.85	(3,778,439.41)	-3.77%
Federal Aid - COVID-19	-	2,429,588.96	(2,429,588.96)	-100.00%
Interest and Fees on Debt	(6,570,867.33)	(5,513,858.47)	(1,057,008.86)	19.17%
Other Nonoperating Expenses	(456,078.45)	(915,007.21)	458,928.76	-50.16%
Investment Income, Net	32,068,154.18	27,521,824.84	4,546,329.34	16.52%
Net Nonoperating Revenues	285,139,879.29	287,608,707.97	(2,468,828.68)	-0.86%
Income Before Other Revenues	6,237,027.89	70,543,279.81	(64,306,251.92)	-91.16%
Other Revenues				
Capital Contributions	10,435,053.74	11,130,865.47	(695,811.73)	-6.25%
Additions to Endowments	13,536,052.24	22,832,198.67	(9,296,146.43)	-40.72%
Total Other Revenues	23,971,105.98	33,963,064.14	(9,991,958.16)	-29.42%
Total Increase in Net Position	30,208,133.87	104,506,343.95	(74,298,210.08)	-71.09%
Prior Period Restatement	1,964,048.37	-	1,964,048.37	
Net Position - Beginning of the Year	684,629,355.64	580,123,011.69	104,506,343.95	18.01%
Net Position - End of the Year	\$ 716,801,537.88	\$ 684,629,355.64	\$ 32,172,182.24	4.70%

The Statement of Revenues, Expenses, and Changes in Net Position consists of total revenues of \$521.6 million and total expenses of \$491.4 million, resulting in an overall increase in net position of \$30.2 million. Highlights of significant changes are as follows:

- Total operating revenues increased by \$14.9 million, an increase of 7.83% over last fiscal year. Enrollment increased by 6.73% from 14,311 to 15,275. Student tuition and fees increased by 6.28%, from \$89.3 million to \$94.9 million. The increase in gross tuition and fees of \$11.9 million was offset by the increase in scholarship allowance/tuition discount of \$7.5 million resulting from more Pell grant revenue and a change in calculation of the scholarship discount based on guidance from the National Association of College and University Business Officers. Grants and contracts increased \$7.5 million due to more research grants obtained. Sales and services increased \$3.8 million, due to an increase in enrollment and demand for services. Undergraduate enrollment increased by 6% or 760; while graduate and professional students increased by 11.2% or 204 for a total increase of 964 or 6.73% up from 4% compared to the prior fiscal year.
- Total operating expenses increased \$76.8 million or 18.83% due to increases in all sectors. Salaries and benefits increased by \$35.8 million, or 15.73% due to a 10% increase in headcount and a 3% general salary increase in July 2024. Supplies and services increased by 16.06% or \$21.1 million due to a \$13 million increase in capital outlay expenditures for projects that were not capitalized; and a \$7 million increase in services from rising cost of enrollment. Scholarships and fellowships increased by \$18.0 million, a 99.69% increase over last fiscal year due to an increase in scholarships of \$13 million and \$8 million in financial aid.
- The University experienced a \$2.5 million, or 0.86% decrease in net nonoperating revenues due to the following:
 - State appropriations remained consistent while noncapital contributions and student financial aid decreased by \$3.8 million due to fewer noncapital grants received.
 - Federal COVID-19 relief funding, which previously supported adversely impacted sectors including higher education, has officially ended. In the prior fiscal year, the University received \$2.4 million in aid, following a peak of \$53.5 million in earlier years. For fiscal year 2025, no COVID-19-related funding was received, marking a complete cessation of this support.
 - Investment income increased by \$4.5 million due to improved market performance during the year.
- Other revenues decreased by \$10.0 million, or 29.42%, as we received less in giving this year.

The University presents expenditures by natural classification in the Statement of Revenues, Expenses, and Changes in Net Position. Salaries and benefits accounted for 54.31% of operating expenses, followed by supplies and services at 31.49%, scholarships and fellowships at 7.46%, depreciation & amortization at 4.76%, and utility costs at 1.98%.

Capital Assets and Debt Administration

North Carolina Agricultural and Technical State University adheres to a fiscally conservative debt management strategy, exercising careful oversight in capital spending to ensure investments enhance the student experience, support research infrastructure, and maintain the integrity of campus facilities. As a public institution, the University receives funding through the state budget; however, given the limitations of that funding, debt is issued selectively and with clear purpose when needed. Reflecting its sound financial stewardship, the University holds credit ratings of Aa3 with a Stable outlook from Moody's and AA with a Stable outlook from Fitch.

Bluford Residence Hall



The University is on track to complete construction of a new \$64 million student residence facility in mid-2026 to accommodate growing demand for on-campus housing. The Bluford Street Residence Hall, which broke ground in 2024, will span 135,000 square feet across four floors and provide a total of 405 beds.

The building features bearing metal studs with composite concrete floors and offers both apartment-style and traditional dormitory living, each with access to shared common areas. Students will benefit from an interior courtyard, collaborative gathering spaces, dedicated study rooms, and a retail space on the ground floor.

Located near the historic heart of campus—directly across from Harrison Auditorium, built in 1939, this development reflects the University's commitment to revitalizing and investing in newly acquired property adjacent to the University.

Future Outlook

The University maintained a strong financial position in fiscal year 2025, marked by a \$30.2 million increase in net position. While support from private donors decreased from the prior year, current year additions resulted in a total endowment of \$247 million by year-end.

Enrollment increased in both FY25 and FY26, bucking national trends of stagnation or decline in higher education. With a total headcount of 15,275 in Fall 2025, the University became the first historically Black university to surpass 15,000 students and remains the largest such institution in the nation.

In FY25, the University secured \$26.7 million in donations, signaling a return to sustainable fundraising following FY24's exceptional performance driven by major foundation grants. The growth in corporate partnerships, alumni planned giving, and donor base expansion suggests a healthy long-term trajectory.

The University continues to excel in high-impact academic research, particularly in STEM disciplines for which it is nationally recognized. Faculty principal investigators secured \$96.4 million in contracts and grants in FY25, contributing to a three-year total of \$350 million. Notable awards included \$4.5 million from the U.S. Department of Education to strengthen biomedical life sciences research and teaching, \$1.8 million from the National Institute of General Medical Sciences to support an R35 Maximizing Investigators' Research Award focused on redox modification and protein kinases, and \$4.8 million to the Center for Outreach in Alzheimer's, Aging and Community Health to study Alzheimer's disease in middle-aged African Americans.

Facility expansion continues to support both STEM and student life. A 13,000-square-foot vivarium has been completed and will come online this academic year. The Urban Food Complex—a food sciences development and testing center at the University Farm—is set to open in Fall 2025. Construction is nearing completion on a \$64 million, 405-bed residence hall on the historic west side of campus and on The Resurgent, a \$32 million health services and professional office building that will house the A&T Real Estate Foundation, the Division of Human Resources, and an urgent care center operated by Cone Health. The Resurgent is scheduled to open in early 2026, with the residence hall welcoming students in Fall 2026.

Applications for Fall 2025 approached 52,000, with double-digit growth in doctoral, international, transfer, and first-time first-year applicants. Graduate College enrollment surpassed 2,000 for the first time, and in-state student enrollment rose by 9.3%, a key milestone in the University's strategic growth plan. Over the past decade, enrollment has increased by 41%, adding 4,423 students to the University's population.

The University continues to redefine what it means to be a 21st-century, public, historically Black, land-grant doctoral research university.



Financial Statements

North Carolina Agricultural and Technical State University
Statement of Net Position
June 30, 2025

Exhibit A-1
Page 1 of 2

ASSETS

Current Assets:

Cash and Cash Equivalents	\$ 79,394,617.45
Restricted Cash and Cash Equivalents	97,232,678.90
Restricted Short-Term Investments	3,417,104.20
Receivables, Net (Note 5)	74,095,486.26
Due from University Component Unit	821,610.08
Inventories	893,909.03
Notes Receivable	11,446.76
Total Current Assets	<u>255,866,852.68</u>

Noncurrent Assets:

Restricted Cash and Cash Equivalents	28,297,147.10
Pledges Receivable	990,131.04
Endowment Investments	214,896,084.03
Restricted Investments	3,578.20
Net Other Postemployment Benefits Asset	204,421.00
Capital Assets - Nondepreciable (Note 6)	129,201,819.38
Capital Assets - Depreciable, Net (Note 6)	472,966,107.85
Total Noncurrent Assets	<u>846,559,288.60</u>

Total Assets	<u>1,102,426,141.28</u>
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DEFERRED OUTFLOWS OF RESOURCES

Deferred Loss on Refunding	507,563.20
Deferred Outflows Related to Pensions	35,347,135.40
Deferred Outflows Related to Other Postemployment Benefits (Note 14)	63,786,443.27
Total Deferred Outflows of Resources	<u>99,641,141.87</u>

LIABILITIES

Current Liabilities:

Accounts Payable and Accrued Liabilities (Note 7)	15,563,110.48
Due to University Component Unit	96,721.28
Unearned Revenue	13,126,632.42
Interest Payable	1,733,977.83
Long-Term Liabilities - Current Portion (Note 8)	7,424,794.65
Total Current Liabilities	<u>37,945,236.66</u>

Noncurrent Liabilities:

Arbitrage Payable	327,512.84
Funds Held for Others	487,173.96
Long-Term Liabilities, Net (Note 8)	415,050,751.00
Total Noncurrent Liabilities	<u>415,865,437.80</u>

Total Liabilities	<u>453,810,674.46</u>
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North Carolina Agricultural and Technical State University
Statement of Net Position
June 30, 2025

Exhibit A-1
Page 2 of 2

DEFERRED INFLOWS OF RESOURCES

Deferred Inflows Related to Pensions	524,305.00
Deferred Inflows Related to Other Postemployment Benefits (Note 14)	<u>30,930,765.81</u>
Total Deferred Inflows of Resources	<u>31,455,070.81</u>

NET POSITION

Net Investment in Capital Assets	440,741,651.00
Restricted:	
Nonexpendable:	
True Endowments	114,564,096.95
Student Loans and Other	<u>76,499.14</u>
Total Restricted-Nonexpendable Net Position	<u>114,640,596.09</u>
Expendable:	
Scholarships, Research, Instruction, and Other	108,924,443.14
Capital Projects	<u>25,893,205.62</u>
Total Restricted-Expendable Net Position	<u>134,817,648.76</u>
Unrestricted	<u>26,601,642.03</u>
Total Net Position	<u><u>\$ 716,801,537.88</u></u>

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

North Carolina Agricultural and Technical State University
Statement of Revenues, Expenses, and
Changes in Net Position
For the Fiscal Year Ended June 30, 2025

Exhibit A-2

OPERATING REVENUES

Student Tuition and Fees, Net (Note 11)	\$ 94,902,407.22
Federal Appropriations	12,018,067.64
Federal Grants and Contracts	40,917,255.58
State and Local Grants and Contracts	6,889,551.30
Nongovernmental Grants and Contracts	3,137,653.31
Sales and Services, Net (Note 11)	41,962,526.16
Interest Earnings on Loans	650.52
Other Operating Revenues	5,651,554.18
Total Operating Revenues	205,479,665.91

OPERATING EXPENSES

Salaries and Benefits	263,066,887.86
Supplies and Services	152,514,717.62
Scholarships and Fellowships	36,124,556.19
Utilities	9,614,443.71
Depreciation/Amortization	23,061,911.93
Total Operating Expenses	484,382,517.31
Operating Loss	(278,902,851.40)

NONOPERATING REVENUES (EXPENSES)

State Appropriations	163,758,524.45
Student Financial Aid	58,315,749.72
Noncapital Contributions	38,024,396.72
Investment Income (Net of Investment Expense of \$433,689.95)	32,068,154.18
Interest and Fees on Debt	(6,570,867.33)
Other Nonoperating Expenses	(456,078.45)
Net Nonoperating Revenues	285,139,879.29
Income Before Other Revenues	6,237,027.89
Capital Contributions	10,435,053.74
Additions to Endowments	13,536,052.24
Total Other Revenues	23,971,105.98
Increase in Net Position	30,208,133.87

NET POSITION

Net Position - July 1, 2024, as Restated (Note 20)	686,593,404.01
Net Position - June 30, 2025	\$ 716,801,537.88

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

North Carolina Agricultural and Technical State University
Statement of Cash Flows
For the Fiscal Year Ended June 30, 2025

Exhibit A-3
Page 1 of 2

CASH FLOWS FROM OPERATING ACTIVITIES

Received from Customers	\$ 194,459,823.16
Payments to Employees and Fringe Benefits	(266,427,915.38)
Payments to Vendors and Suppliers	(162,727,851.57)
Payments for Scholarships and Fellowships	(36,124,556.19)
William D. Ford Direct Lending Receipts	92,641,223.00
William D. Ford Direct Lending Disbursements	(92,641,223.00)
Related Activity Agency Receipts	778,778.60
Related Activity Agency Disbursements	(768,772.47)
Other Receipts	5,651,554.18
Net Cash Used by Operating Activities	(265,158,939.67)

CASH FLOWS FROM NONCAPITAL FINANCING ACTIVITIES

State Appropriations	163,758,524.45
Student Financial Aid	58,315,749.72
Noncapital Contributions	37,965,549.72
Additions to Endowments	13,536,052.24
Cash Provided by Noncapital Financing Activities	273,575,876.13

CASH FLOWS FROM CAPITAL FINANCING AND RELATED FINANCING ACTIVITIES

Capital Contributions	10,083,398.74
Acquisition and Construction of Capital Assets	(92,501,956.78)
Principal Paid on Capital Debt and Lease/Subscription Liabilities	(5,051,359.88)
Interest and Fees Paid on Capital Debt and Lease/Subscription Liabilities	(6,795,686.30)
Net Cash Used by Capital Financing and Related Financing Activities	(94,265,604.22)

CASH FLOWS FROM INVESTING ACTIVITIES

Proceeds from Sales and Maturities of Investments	35,430,006.81
Investment Income	11,660,717.79
Purchase of Investments and Related Fees	(20,375,438.00)
Net Cash Provided by Investing Activities	26,715,286.60
Net Decrease in Cash and Cash Equivalents	(59,133,381.16)
Cash and Cash Equivalents - July 1, 2024	264,057,824.61
Cash and Cash Equivalents - June 30, 2025	\$ 204,924,443.45

North Carolina Agricultural and Technical State University
Statement of Cash Flows
For the Fiscal Year Ended June 30, 2025

Exhibit A-3
Page 2 of 2

**RECONCILIATION OF OPERATING LOSS TO
NET CASH USED BY OPERATING ACTIVITIES**

Operating Loss	\$ (278,902,851.40)
Adjustments to Reconcile Operating Loss to Net Cash Used by Operating Activities:	
Depreciation/Amortization Expense	23,061,911.93
Allowances, Write-Offs, and Amortizations	(97,718.13)
Other Nonoperating Income	100,001.00
Changes in Assets and Deferred Outflows of Resources:	
Receivables, Net	(14,040,857.83)
Due from University Component Unit	1,651,529.78
Inventories	46,371.37
Net Other Postemployment Benefits Asset	(204,421.00)
Deferred Outflows Related to Pensions	7,237,192.39
Deferred Outflows Related to Other Postemployment Benefits	(28,203,026.83)
Changes in Liabilities and Deferred Inflows of Resources:	
Accounts Payable and Accrued Liabilities	(963,976.92)
Funds Held for Others	10,006.13
Unearned Revenue	7,021,039.48
Net Pension Liability	(3,923,033.00)
Net Other Postemployment Benefits Liability	40,215,766.00
Compensated Absences	150,875.16
Workers' Compensation Liability	(129,366.61)
Deferred Inflows Related to Pensions	(647,070.00)
Deferred Inflows Related to Other Postemployment Benefits	(17,541,311.19)
Net Cash Used by Operating Activities	<u>\$ (265,158,939.67)</u>

NONCASH INVESTING, CAPITAL, AND FINANCING ACTIVITIES

Assets Acquired through the Assumption of a Liability	\$ 10,100,434.77
Assets Acquired through a Gift	351,655.00
Change in Fair Value of Investments	20,407,436.39
Reinvested Distributions	243,222.09
Loss on Disposal of Capital Assets	(456,078.27)
Amortization of Deferred Loss on Refunding	47,037.96
Amortization of Bond Premiums	(315,944.31)
Increase in Receivables Related to Nonoperating/Other Revenues	685,359.28
Decrease in Net Other Postemployment Benefits Liability Related to Noncapital Contributions	(58,847.00)

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

North Carolina Agricultural and Technical State University Foundations

Statements of Financial Position

June 30, 2025

Exhibit B-1

	The North Carolina A&T Real Estate Foundation, Inc.	The Foundation for North Carolina A&T State University, Inc.
ASSETS		
Current Assets:		
Cash and Cash Equivalents	\$ 2,825,836	\$ 26,230,216
Investments	2,982,581	15,077,335
Related Party Receivable	-	71,750
Accounts Receivable, Net	2,431,487	52,710
Grants Receivable	-	600,000
Promises to Give, Net	-	69,332
Other Current Assets	5,464	18,095
Total Current Assets	<u>8,245,368</u>	<u>42,119,438</u>
Noncurrent Assets:		
Restricted Cash and Cash Equivalents	39,353,186	-
Funds Held for Others	126,889	-
Investments	12,352,839	8,416,724
Property Held for Resale	872,734	-
Promises to Give, Net	-	128,948
Grants Receivable	-	2,000
Property and Equipment, Net	117,475,714	159,311
Total Noncurrent Assets	<u>170,181,362</u>	<u>8,706,983</u>
Total Assets	<u><u>\$ 178,426,730</u></u>	<u><u>\$ 50,826,421</u></u>
LIABILITIES		
Current Liabilities:		
Accounts Payable and Accrued Expenses	\$ 1,310,645	\$ 65,217
Related Party Payable	598,775	670,328
Notes Payable - Current Maturities	1,896,287	-
Bonds Payable - Current Maturities	3,065,000	-
Total Current Liabilities	<u>6,870,707</u>	<u>735,545</u>
Noncurrent Liabilities:		
Notes Payable - Long-Term	11,000,000	-
Bonds Payable, Net - Long-Term	136,615,940	-
Total Noncurrent Liabilities	<u>147,615,940</u>	<u>-</u>
Total Liabilities	<u>154,486,647</u>	<u>735,545</u>
NET ASSETS		
Without Donor Restrictions	23,890,083	1,736,364
With Donor Restrictions	50,000	48,354,512
Total Net Assets	<u>23,940,083</u>	<u>50,090,876</u>
Total Liabilities and Net Assets	<u><u>\$ 178,426,730</u></u>	<u><u>\$ 50,826,421</u></u>

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

North Carolina Agricultural and Technical State University Foundations

Statements of Activities

For the Fiscal Year Ended June 30, 2025

Exhibit B-2

	The North Carolina A&T Real Estate Foundation, Inc.	The Foundation for North Carolina A&T State University, Inc.
SUPPORT AND REVENUE		
Contributions and Gifts	\$ 20,122	\$ 9,637,189
Rental Income	24,920,655	-
Interest and Dividends	-	140,945
Fee Income	756,173	-
Other Income	-	974,687
Total Support and Revenue	25,696,950	10,752,821
EXPENSES		
Program Services:		
University Support	-	1,122,034
Restricted Programs	-	7,396,621
Student Housing	19,644,437	-
Total Program Services	19,644,437	8,518,655
Supporting Services:		
Management and General	6,548,146	24,594
Total Expenses	26,192,583	8,543,249
Changes from Operating Activities	(495,633)	2,209,572
NONOPERATING ACTIVITIES		
Interest and Dividends	562,901	-
Net Realized and Unrealized Gains on Investments	615,221	2,250,478
Gain on Interest Rate Swap	334,447	-
Loss on Property Sales	(3,079)	-
Other Income	435,242	-
Changes from Nonoperating Activities	1,944,732	2,250,478
CHANGES IN NET ASSETS		
Without Donor Restrictions	1,449,099	874,767
With Donor Restrictions	-	3,585,283
Changes in Net Assets	1,449,099	4,460,050
Net Assets at Beginning of Year, as Restated	22,490,984	45,630,826
Net Assets at End of Year	\$ 23,940,083	\$ 50,090,876

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



Notes to the Financial Statements

Note 1 - Significant Accounting Policies

- A. Financial Reporting Entity** - The concept underlying the definition of the financial reporting entity is that elected officials are accountable to their constituents for their actions. As required by accounting principles generally accepted in the United States of America (GAAP), the financial reporting entity includes both the primary government and all of its component units. An organization other than a primary government serves as a nucleus for a reporting entity when it issues separate financial statements. North Carolina Agricultural and Technical State University (University) is a constituent institution of the multi-campus University of North Carolina System, which is a component unit of the State of North Carolina and an integral part of the State's *Annual Comprehensive Financial Report*.

The accompanying financial statements present all funds belonging to the University and its component units. While the Board of Governors of the University of North Carolina System has ultimate responsibility, the Chancellor, the Board of Trustees, and the Board of Trustees of the Endowment Fund have delegated responsibilities for financial accountability of the University's funds. The University's component units are either blended or discretely presented in the University's financial statements. See below for further discussion of the University's component units. Other related foundations and similar nonprofit corporations for which the University is not financially accountable are not part of the accompanying financial statements.

Blended Component Unit - Although legally separate, The North Carolina A&T Investment Foundation, Inc. (Investment Foundation), a component unit of the University, is reported as if it was part of the University.

The Investment Foundation is governed by a board consisting of three ex officio directors and seven elected directors. The Investment Foundation's purpose is to support the University by operating an investment fund for charitable, nonprofit foundations, associations, trusts, endowments, and funds that are organized and operated primarily to support the University. The Investment Foundation is a governmental external investment pool. Because a majority of the board is composed of University officers or directors appointed by the Endowment Board Committee of the Board of Trustees and because the Investment Foundation's primary purpose is to benefit the University, its financial statements have been blended with those of the University.

Separate financial statements for the Investment Foundation may be obtained from the University Controller's Office, 1601 East Market Street, Greensboro, NC 27411, or by calling (336) 334-7684.

Condensed combining information regarding the blended component unit is provided in Note 18.

Discretely Presented Component Units - The North Carolina A&T Real Estate Foundation, Inc. (Real Estate Foundation), and The Foundation for North Carolina A&T State University, Inc. (A&T Foundation) are legally separate nonprofit corporations and are reported as discretely presented component units based on the nature and significance of their relationship to the University.

The A&T Foundation acts primarily as a fundraising organization to supplement the resources that are available to the University in support of its programs. The A&T Foundation board consists of not less than 12 and not more than 20 voting members. Although the University does not control the timing or amount of receipts from the A&T Foundation, the majority of resources, or income thereon, that the Foundation holds and invests are restricted to the activities of the University by the donors. Because these restricted resources held by the A&T Foundation can only be used by, or for the benefit of the University, the A&T Foundation is considered a component unit of the University and is reported in separate financial statements because of the difference in its reporting model, as described below.

The purpose of the Real Estate Foundation is to support the University's mission through the acquisition, construction, and management of real estate, and to engage with external partners to enhance the experience of students and the surrounding community. The Real Estate Foundation board consists of not less than nine and not more than 15 members who are elected annually for a term of three years. Although the University does not control the timing or amount of receipts from the Real Estate Foundation, the majority of resources, or income thereon, that the Real Estate Foundation holds and invests are restricted to the activities of the University by the donors. Because these restricted resources held by the Real Estate Foundation can only be used by, or for the benefit of the University, the Real Estate Foundation is considered a component unit of the University and is reported in separate financial statements because of the difference in its reporting model, as described below.

The Real Estate Foundation and the A&T Foundation are private nonprofit organizations that report their financial results under the Financial Accounting Standards Board (FASB) Codification. As such, certain revenue recognition criteria and presentation features are different from the Governmental Accounting Standards Board revenue recognition criteria and presentation features. No modifications have been made to either of the foundations' financial information in the University's financial reporting entity for these differences.

During the year ended June 30, 2025, the A&T Foundation distributed \$8,424,876.00 to the University for both restricted and unrestricted purposes. Complete financial statements for the Real Estate Foundation and the A&T Foundation can be obtained from the University's Comptroller's Office, 1601 East Market Street, Greensboro, NC 27411, or by calling 336-334-7684.

- B. Basis of Presentation** - The accompanying financial statements are presented in accordance with accounting principles generally accepted in the United States of America as prescribed by the Governmental Accounting Standards Board (GASB). Pursuant to the provisions of GASB Statement No. 34, *Basic Financial Statements - and Management's Discussion and Analysis - for State and Local Governments*, as amended by GASB Statement No. 35, *Basic Financial Statements - and Management's Discussion and Analysis - for Public Colleges and Universities*, and GASB Statement No. 84, *Fiduciary Activities*, the full scope of the University's activities is considered to be a single business-type activity and accordingly, is reported within a single column in the basic financial statements.
- C. Basis of Accounting** - The financial statements of the University have been prepared using the economic resource measurement focus and the accrual basis of accounting. Under the

accrual basis, revenues are recognized when earned, and expenses are recorded when an obligation has been incurred, regardless of the timing of the cash flows.

Nonexchange transactions, in which the University receives (or gives) value without directly giving (or receiving) equal value in exchange, include state appropriations, certain grants, and donations. Revenues are recognized, net of estimated uncollectible amounts, as soon as all eligibility requirements imposed by the provider have been met, if probable of collection.

D. Cash and Cash Equivalents - This classification includes petty cash, cash on deposit with private bank accounts, cash on deposit with fiscal agents, and deposits held by the State Treasurer in the Short-Term Investment Fund (STIF). The STIF maintained by the State Treasurer has the general characteristics of a demand deposit account in that participants may deposit and withdraw cash at any time without prior notice or penalty.

E. Investments - To the extent available, investments are recorded at fair value based on quoted market prices in active markets on a trade-date basis. Additional information regarding the fair value measurement of investments is disclosed in Note 3. Because of the inherent uncertainty in the use of estimates, values that are based on estimates may differ from the values that would have been used had a ready market existed for the investments. The net change in the value of investments is recognized as a component of investment income.

Endowment investments include the principal amount of gifts and bequests that, according to donor restrictions, must be held in perpetuity or for a specified period of time, along with any accumulated investment earnings on such amounts. Further, endowment investments also include amounts internally designated by the University for investment in an endowment capacity (i.e. quasi-endowments), along with accumulated investment earnings on such amounts. Land and other real estate held as investments by endowments are reported at fair value, consistent with how investments are generally reported.

F. Receivables - Receivables consist of tuition and fees charged to students and charges for auxiliary enterprises' sales and services. Receivables also include amounts due from the federal government, state and local governments, private sources in connection with reimbursement of allowable expenditures made pursuant to contracts and grants, and pledges that are verifiable, measurable, and expected to be collected and available for expenditures for which the resource provider's conditions have been satisfied. Receivables are recorded net of estimated uncollectible amounts.

G. Inventories - Inventories of fuel oil held for consumption are valued at cost using the last invoice method. Inventories of postage are valued using the retail cost method. Inventories of feed at the University farm are valued using the current market value method. Inventories for expendable supplies are valued at cost using either the first-in, first-out, last invoice cost, or average cost method, depending on the product. Merchandise for resale is valued using the first-in, first-out method.

H. Capital Assets - Capital assets are stated at cost at date of acquisition or acquisition value at date of donation in the case of gifts. Donated capital assets acquired prior to July 1, 2015 are stated at fair value as of the date of donation. The value of assets constructed includes all material direct and indirect construction costs.

The University capitalizes assets that have a value or cost of \$5,000 or greater at the date of acquisition and an estimated useful life of more than one year. In addition, grouped acquisitions of machinery and equipment that have an estimated useful life of more than one year and a value of \$10,000 or greater, but are individually below the \$5,000 threshold are capitalized.

Depreciation is computed using the straight-line method over the estimated useful lives of the assets in the following manner:

<u>Asset Class</u>	<u>Estimated Useful Life</u>
Buildings	10-50 years
Machinery and Equipment	10-25 years
General Infrastructure	10-50 years

Right-to-use leased and subscription assets are recorded at the present value of payments expected to be made during the lease or subscription term, plus any upfront payments and ancillary charges paid to place the underlying right-to-use asset into service. Lease liabilities are capitalized as a right-to-use asset when the underlying leased asset has a cost of \$5,000 or greater and an estimated useful life of more than one year. Subscription liabilities are capitalized as a right-to-use asset when the underlying subscription asset has a cost of \$100,000 or greater and an estimated useful life of more than one year.

Amortization for right-to-use leased and subscription assets is computed using the straight-line method over the shorter of the lease/subscription term or the underlying asset's estimated useful life. If a lease agreement contains a purchase option the University is reasonably certain will be exercised, the right-to-use leased asset is amortized over the asset's estimated useful life.

- I. **Restricted Assets** - Certain resources are reported as restricted assets because restrictions on asset use change the nature or normal understanding of the availability of the asset. Resources that are not available for current operations and are reported as restricted include resources restricted for the acquisition or construction of capital assets, resources legally segregated for the payment of principal and interest as required by debt covenants, unspent debt proceeds, and endowment and other restricted investments.
- J. **Accounting and Reporting of Fiduciary Activities** - Pursuant to the provisions of GASB Statement No. 84, *Fiduciary Activities*, custodial funds that are normally expected to be received and disbursed within a 3-month period or otherwise do not meet the fiduciary activity criteria defined by GASB Statement No. 84 continue to be reported in the Statement of Net Position as funds held for others and as operating activities in the Statement of Cash Flows.

There are no other trust or custodial funds meeting the criteria of a fiduciary activity that are required to be reported in separate fiduciary fund financial statements.

- K. **Noncurrent Long-Term Liabilities** - Noncurrent long-term liabilities include principal amounts of long-term debt and other long-term liabilities that will not be paid within the next fiscal year. Debt is defined as a liability that arises from a contractual obligation to pay cash (or other assets that may be used in lieu of cash) in one or more payments to settle an amount that is

fixed at the date the contractual obligation is established. Long-term debt includes: revenue bonds payable and a note from direct borrowing. Other long-term liabilities include: lease liabilities, subscription liabilities, compensated absences, net pension liability, net other postemployment benefits (OPEB) liability, and workers' compensation.

Revenue bonds payable are reported net of unamortized premiums. The University amortizes bond premiums over the life of the bonds using the straight-line method that approximates the effective interest method. Deferred gains and losses on refundings are amortized over the life of the old debt or new debt (whichever is shorter) using the straight-line method, and are aggregated as deferred outflows of resources or deferred inflows of resources on the Statement of Net Position. Issuance costs are expensed in the reporting period in which they are incurred.

The net pension liability represents the University's proportionate share of the collective net pension liability reported in the State of North Carolina's 2024 *Annual Comprehensive Financial Report*. This liability represents the University's portion of the collective total pension liability less the fiduciary net position of the Teachers' and State Employees' Retirement System. See Note 13 for further information regarding the University's policies for recognizing liabilities, expenses, deferred outflows of resources, and deferred inflows of resources related to pensions.

The net OPEB liability represents the University's proportionate share of the collective net OPEB liability reported in the State of North Carolina's 2024 *Annual Comprehensive Financial Report*. This liability represents the University's portion of the collective total OPEB liability less the fiduciary net position of the Retiree Health Benefit Fund. See Note 14 for further information regarding the University's policies for recognizing liabilities, expenses, deferred outflows of resources, and deferred inflows of resources related to OPEB.

- L. **Compensated Absences** - The University accrues a liability for earned leave that carries over to future periods and is more likely than not to be used for time off or otherwise paid in cash or settled through noncash means. When determining the liability, leave is considered taken on a last in, first out (LIFO) basis.

Vacation Leave – Leave policies vary by employee group. For employees exempt from the State Human Resource Act, vacation is earned through the annual or personal leave programs established by the University of North Carolina Board of Governors. Leave is earned monthly and is subject to a maximum accumulated unused amount as of the end of each calendar year. The maximum amounts and the ability to convert amounts over the maximum to sick leave vary based on the program.

Bonus Leave – Bonus leave includes the special annual leave bonuses awarded by the North Carolina General Assembly. The bonus leave balance on December 31 is retained by employees and transferred to the next calendar year. It is not subject to the limitation on annual leave carried forward described above and is not subject to conversion to sick leave.

Sick Leave – Sick leave is earned monthly by eligible employees. The policy provides for the accumulation of unused sick leave to be carried forward until used. When employment is terminated, unused leave is forfeited or used to increase a member's creditable service for employees participating in the North Carolina Teachers' and State Employees' Retirement

System (TSERS). Based on a historical analysis of sick leave taken compared to sick leave earned, the liability for unused sick leave using the LIFO method was determined to be insignificant. Therefore, no sick leave liability is recognized on the financial statements.

Other Leave – Other leave programs include unrestricted sabbatical leave, compensatory leave-off, parental leave, military leave, and civil leave. The balances in these programs are determined to be insignificant. Therefore, no liability has been recognized for these programs on the financial statement.

M. Deferred Outflows/Inflows of Resources - Deferred outflows of resources represent a consumption of net assets that applies to a future period(s) and so will not be recognized as an outflow of resources (expense) until then. Deferred inflows of resources represent an acquisition of net assets that applies to a future period(s) and so will not be recognized as an inflow of resources (revenue) until then.

N. Net Position - The University's net position is classified as follows:

Net Investment in Capital Assets - This represents the University's total investment in capital assets, net of outstanding liabilities related to those capital assets. To the extent debt has been incurred but not yet expended for capital assets, such amounts are not included as a component of net investment in capital assets. Additionally, deferred outflows of resources and deferred inflows of resources that are attributable to the acquisition, construction, or improvement of capital assets or related debt are also included in this component of net position.

Restricted Net Position - Nonexpendable - Nonexpendable restricted net position includes endowments and similar type assets whose use is limited by donors or other outside sources, and, as a condition of the gift, the principal is to be maintained in perpetuity.

Restricted Net Position - Expendable - Expendable restricted net position includes resources for which the University is legally or contractually obligated to spend in accordance with restrictions imposed by external parties.

Unrestricted Net Position - Unrestricted net position includes resources derived from student tuition and fees, sales and services, unrestricted gifts, royalties, and interest income. It also includes the net position of accrued employee benefits such as compensated absences, workers' compensation, pension plans, and other postemployment benefits.

Restricted and unrestricted resources are tracked using a fund accounting system and are spent in accordance with established fund authorities. Fund authorities provide rules for the fund activity and are separately established for restricted and unrestricted activities. When both restricted and unrestricted funds are available for expenditure, the decision for funding is transactional based within the departmental management system in place at the University. For projects funded by tax-exempt debt proceeds and other sources, the debt proceeds are always used first. Both restricted and unrestricted net position include consideration of deferred outflows of resources and deferred inflows of resources. See Note 10 for further information regarding deferred outflows of resources and deferred inflows of resources that had a significant effect on unrestricted net position.

- O. Scholarship Discounts** - Student tuition and fees revenues and auxiliary service revenues from University charges are reported net of scholarship discounts in the accompanying Statement of Revenues, Expenses, and Changes in Net Position. The scholarship discount is the difference between the actual charge for goods and services provided by the University and the amount that is paid by students or by third parties on the students' behalf. Student financial assistance grants, such as Pell grants, and other federal, state, or nongovernmental programs, are recorded as nonoperating revenues in the accompanying Statement of Revenues, Expenses, and Changes in Net Position. To the extent that revenues from these programs are used to satisfy tuition, fees, and other charges, the University has recorded a scholarship discount. The allocation of the scholarship discounts to tuition and fees revenues and auxiliary service revenues was changed in fiscal year 2025 to follow updated guidance from the National Association of College and University Business Officers (NACUBO). The updated guidance recommended the allocation of scholarship discounts be based on an analysis of individual student account charges and financial aid payments from the student management information system versus the use of aggregated student financial aid and aggregated revenue amounts.
- P. Revenue and Expense Recognition** - The University classifies its revenues and expenses as operating or nonoperating in the accompanying Statement of Revenues, Expenses, and Changes in Net Position. Operating revenues and expenses generally result from providing services and producing and delivering goods in connection with the University's principal ongoing operations. Operating revenues include activities that have characteristics of exchange transactions, such as (1) student tuition and fees, (2) sales and services of auxiliary enterprises, (3) certain federal, state, and local grants and contracts that are essentially contracts for services, and (4) interest earned on loans. Operating expenses are all expense transactions incurred other than those related to capital and noncapital financing or investing activities as defined by GASB Statement No. 9, *Reporting Cash Flows of Proprietary and Nonexpendable Trust Funds and Governmental Entities That Use Proprietary Fund Accounting*.

Nonoperating revenues include activities that have the characteristics of nonexchange transactions. Revenues from nonexchange transactions that represent subsidies or gifts to the University, as well as investment income, are considered nonoperating since these are either investing, capital, or noncapital financing activities. Capital contributions are presented separately after nonoperating revenues and expenses.

- Q. Internal Sales Activities** - Certain institutional auxiliary operations provide goods and services to University departments, as well as to its customers. These institutional auxiliary operations include activities such as maintenance of auxiliary operations. In addition, the University has other miscellaneous sales and service units that operated either on a reimbursement or charge basis. All internal sales activities to University departments from auxiliary operations and sales and service units have been eliminated in the accompanying financial statements. These eliminations are recorded by removing the revenue and expense in the auxiliary operations and sales and service units and, if significant, allocating any residual balances to those departments receiving the goods and services during the year.

Note 2 - Deposits and Investments

- A. Deposits** - Unless specifically exempt, the University is required by North Carolina General Statute 147-77 to deposit moneys received with the State Treasurer or with a depository institution in the name of the State Treasurer. However, the University of North Carolina Board of Governors, pursuant to G.S. 116-36.1, may authorize the University to deposit its institutional trust funds in interest-bearing accounts and other investments authorized by the Board of Governors, without regard to any statute or rule of law relating to the investment of funds by fiduciaries. Although specifically exempted, the University may voluntarily deposit institutional trust funds, endowment funds, special funds, revenue bond proceeds, debt service funds, and funds received for services rendered by health care professionals with the State Treasurer. Special funds consist of moneys for intercollegiate athletics and agency funds held directly by the University.

At June 30, 2025, the amount shown on the Statement of Net Position as cash and cash equivalents includes \$192,230,600.08, which represents the University's equity position in the State Treasurer's Short-Term Investment Fund (STIF). The STIF (a portfolio within the State Treasurer's Investment Pool, an external investment pool that is not registered with the Securities and Exchange Commission or subject to any other regulatory oversight and does not have a credit rating) had a weighted average maturity of 2.1 years as of June 30, 2025. Assets and shares of the STIF are valued at fair value. Deposit and investment risks associated with the State Treasurer's Investment Pool (which includes the State Treasurer's STIF) are included in the North Carolina Department of State Treasurer Investment Programs' separately issued audit report. This separately issued report can be obtained from the Department of State Treasurer, 3200 Atlantic Avenue, Raleigh, NC 27604 or can be accessed from the Department of State Treasurer's website at <https://www.nctreasurer.com/> in the Audited Financial Statements section.

Cash on hand at June 30, 2025 was \$7,639.77. The carrying amount of the University's deposits not with the State Treasurer, was \$12,686,203.60, and the bank balance was \$13,161,824.23. Custodial credit risk is the risk that in the event of a bank failure, the University's deposits may not be returned to it. The University does not have a deposit policy for custodial credit risk. As of June 30, 2025, \$12,328,282.38 of the University's bank balance was exposed to custodial credit risk as uninsured and uncollateralized.

B. Investments

University - The University is authorized by the University of North Carolina Board of Governors pursuant to G.S. 116-36.2 and Section 600.2.4 of the Policy Manual of the University of North Carolina to invest its special funds and funds received for services rendered by health care professionals in the same manner as the State Treasurer is required to invest, as discussed below.

Additionally, the University has also been delegated authority by the President of the University of North Carolina pursuant to G.S. 116-36.1 and Section 600.2.4.1 of the Policy Manual of the University of North Carolina to invest its trust funds in the same manner as the State Treasurer is required to invest, as discussed below.

G.S. 147-69.1(c), applicable to the State's General Fund, and G.S. 147-69.2, applicable to institutional trust funds, authorize the State Treasurer to invest in the following: obligations of or fully guaranteed by the United States; obligations of certain federal agencies; repurchase agreements; obligations of the State of North Carolina; certificates of deposit and other deposit accounts of specified financial institutions; prime quality commercial paper; asset-backed securities with specified ratings, specified bills of exchange or time drafts, and corporate bonds/notes with specified ratings; general obligations of other states; general obligations of North Carolina local governments; and obligations of certain entities with specified ratings.

In accordance with the bond resolutions, bond proceeds and debt service funds are invested in obligations that will by their terms mature on or before the date funds are expected to be required for expenditure or withdrawal.

G.S. 116-36(e) provides that the trustees of the Endowment Fund shall be responsible for the prudent investment of the Fund in the exercise of their sound discretion, without regard to any statute or rule of law relating to the investment of funds by fiduciaries but in compliance with any lawful condition placed by the donor upon that part of the Endowment Fund to be invested.

Investments of the University's component unit, the Investment Foundation, are subject to and restricted by G.S. 36E Uniform Prudent Management of Institutional Funds Act (UPMIFA) and any requirements placed on them by contract or donor agreements.

Investments from various donors or other sources may be pooled unless prohibited by statute or by terms of the gift or contract. The University utilizes investment pools to manage investments and distribute investment income.

Investments are subject to the following risks as defined by GASB Statement No. 40, *Deposit and Investment Risk Disclosures – An Amendment of GASB Statement No. 3*.

Interest Rate Risk: Interest rate risk is the risk the University may face should interest rate variances affect the value of investments. The University does not have a formal policy that addresses interest rate risk.

Credit Risk: Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligations. The University does not have a formal policy that addresses credit risk.

External Investment Pool - The External Investment Pool sponsored by the University was established on July 1, 2019. The Pool is utilized to manage the investments for charitable, nonprofit organizations, associations, trusts, endowments, and funds that are organized and operated primarily to support the University. University endowment funds and other entities, which are the discretely presented component units included in the University's reporting entity (the Real Estate Foundation and the A&T Foundation) represent the Pool's internal participants. Fund ownership of the Pool is measured using the pro rata share method. Under this method, each participating fund's investment balance is determined based on its pro rata share at the end of each month.

The External Investment Pool is not registered with the SEC and is not subject to any formal oversight other than that provided by the Board of Directors. The Board is responsible for

adopting investment objectives and policies, for hiring investment advisors, and for monitoring policy implementation and investment performance. The Board has chosen not to make individual security selection decisions. The Board's primary role is to oversee the allocation of the Pool's portfolio among the asset classes, investment vehicles, and investment managers.

The Investment Foundation is the custodian for the Pool and provides the University with monthly statements defining income and valuation, which is then allocated among the fund's participants. There are no involuntary participants in the Pool. The University has not provided or obtained any legally binding guarantees during the period to support the value for the Pool's investments. The annual financial report for the External Investment Pool may be obtained from the University Controller's Office, 1601 East Market Street, Greensboro, NC 27411, or by calling (336) 334-7684.

The following table presents investments by type and investments subject to interest rate risk at June 30, 2025, for the External Investment Pool.

External Investment Pool

		Investment Maturities (in Years)
	Amount	Less Than 1
Investment Type		
Debt Securities		
Money Market Mutual Funds	\$ 2,270,450.61	<u>\$ 2,270,450.61</u>
Other Securities		
Investments in Real Estate	11,000,000.00	
UNC Investment Fund	<u>224,269,584.37</u>	
Total External Investment Pool	<u>\$ 237,540,034.98</u>	

At June 30, 2025, money market mutual funds with a fair value of \$2,270,450.61, were unrated.

Separate financial statements for the Real Estate Foundation, the A&T Foundation, and the Investment Foundation may be obtained from the University Controller's Office, 1601 East Market Street, Greensboro, NC 27411, or by calling (336) 334-7684.

UNC Investment Fund, LLC - At June 30, 2025, the University's investments include \$224,269,584.37, which represents the University's, the Real Estate Foundation's, and the A&T Foundation's, equity position in the UNC Investment Fund, LLC (UNC Investment Fund). The UNC Investment Fund is an external investment pool that is not registered with the Securities and Exchange Commission, does not have a credit rating, and is not subject to any regulatory oversight. Investment risks associated with the UNC Investment Fund are included in audited financial statements of the UNC Investment Fund, LLC which may be obtained from UNC Management Company, Inc., 1400 Environ Way, Chapel Hill, NC 27517.

Non-Pooled Investments - The following table presents investments by type and investments subject to interest rate risk at June 30, 2025, for the University's non-pooled investments.

Non-Pooled Investments

Investment Type	Amount	Investment Maturities
		(in Years)
		Less Than 1
Debt Securities		
U.S. Treasuries	\$ 3,326,075.20	\$ 3,326,075.20
Other Securities		
Investments in Real Estate	115,400.00	
Domestic Stocks	50,833.13	
Foreign Stocks (denominated in U.S. dollars)	36,538.12	
Other - Insurance Policy Surrender Value	91,029.00	
Total Non-Pooled Investments	\$ 3,619,875.45	

Total Investments - The following table presents the total investments at June 30, 2025:

Investment Type	Amount
Debt Securities	
U.S. Treasuries	\$ 3,326,075.20
Money Market Mutual Funds	2,270,450.61
Other Securities	
UNC Investment Fund	224,269,584.37
Investments in Real Estate	11,115,400.00
Domestic Stocks	50,833.13
Foreign Stocks (denominated in U.S. dollars)	36,538.12
Other - Insurance Policy Surrender Value	91,029.00
Total Investments	\$ 241,159,910.43

Total investments include \$22,644,845.00 held in the Investment Foundation for component units that are discretely presented in the accompanying financial statements.

Component Units - Investments of the University's discretely presented component units, the Real Estate Foundation and the A&T Foundation, are subject to and restricted by G.S. 36E Uniform Prudent Management of Institutional Funds Act (UPMIFA) and any requirements placed on them by contract or donor agreements. Because the Real Estate Foundation and the A&T Foundation report under the FASB reporting model, disclosures of the various investment risks are not required. The following is an analysis of investments by type:

Investment Type	Real Estate Foundation	A&T Foundation
Real Estate	\$ 12,302,839.00	\$ -
Bonds	-	973,670.00
Equities	-	2,664,769.00
Money Market Mutual Funds	-	235,910.00
Limited Partnership	7,446.00	-
Total Investments	\$ 12,310,285.00	\$ 3,874,349.00

Note 3 - Fair Value Measurements

University - To the extent available, the University's investments are recorded at fair value as of June 30, 2025. GASB Statement No. 72, *Fair Value Measurement and Application*, 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. This statement establishes a hierarchy of valuation inputs based on the extent to which the inputs are observable in the marketplace. Inputs are used in applying the various valuation techniques and take into account the assumptions that market participants use to make valuation decisions. Inputs may include price information, credit data, interest and yield curve data, and other factors specific to the financial instrument. Observable inputs reflect market data obtained from independent sources. In contrast, unobservable inputs reflect the entity's assumptions about how market participants would value the financial instrument. Valuation techniques should maximize the use of observable inputs to the extent available.

A financial instrument's level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. The following describes the hierarchy of inputs used to measure fair value and the primary valuation methodologies used for financial instruments measured at fair value on a recurring basis:

Level 1	Investments whose values are based on quoted prices (unadjusted) for identical assets in active markets that a government can access at the measurement date.
Level 2	Investments with inputs – other than quoted prices included within Level 1 – that are observable for an asset, either directly or indirectly.
Level 3	Investments classified as Level 3 have unobservable inputs for an asset and may require a degree of professional judgment.

The following table summarizes the University's investments as well as the Real Estate Foundation's and the A&T Foundation's portion of the External Investment Pool, including deposits in the Short-Term Investment Fund, within the fair value hierarchy at June 30, 2025:

	Fair Value Measurements Using			
	Fair Value	Level 1 Inputs	Level 2 Inputs	Level 3 Inputs
Investments by Fair Value Level				
Debt Securities				
U.S. Treasuries	\$ 3,326,075.20	\$ 3,326,075.20	\$ -	\$ -
Money Market Mutual Funds	2,270,450.61	2,270,450.61	-	-
Total Debt Securities	5,596,525.81	5,596,525.81	-	-
Other Securities				
Investments in Real Estate	11,115,400.00	-	-	11,115,400.00
Domestic Stocks	50,833.13	50,833.13	-	-
Foreign Stocks (denominated in U.S. dollars)	36,538.12	36,538.12	-	-
Other - Insurance Policy Surrender Value	91,029.00	-	-	91,029.00
Total Investments by Fair Value Level	16,890,326.06	\$ 5,683,897.06	\$ -	\$ 11,206,429.00
Investments as a Position in an External Investment Pool				
Short-Term Investment Fund	192,230,600.08			
UNC Investment Fund	224,269,584.37			
Total Investments as a Position in an External Investment Pool	416,500,184.45			
Total Investments Measured at Fair Value	\$ 433,390,510.51			

Short-Term Investment Fund - Ownership interests of the STIF are determined on a fair market valuation basis as of fiscal year end in accordance with the STIF operating procedures. Valuation of the underlying assets is performed by the custodian. Pool investments are measured at fair value in accordance with GASB Statement No. 72. The University's position in the pool is measured and reported at fair value and the STIF is not required to be categorized within the fair value hierarchy.

UNC Investment Fund - Ownership interests of the UNC Investment Fund are determined on a market unit valuation basis each month and in accordance with the UNC Investment Fund's operating procedures. Valuation of the underlying assets is performed by the custodian. Pool investments are measured at fair value in accordance with GASB Statement No. 72. The University's, the Real Estate Foundation's, and the A&T Foundation's position in the pool is measured and reported at fair value and the UNC Investment Fund is not required to be categorized within the fair value hierarchy.

Debt and Equity Securities - Debt and equity securities classified in Level 1 of the fair value hierarchy are valued using prices quoted in active markets for those securities.

Investments in Real Estate - The University currently holds a parcel of land for resale valued at \$115,400.00, which is classified in Level 3. The real estate was donated to the University to be sold and is measured at fair value by comparing to the county tax value.

During fiscal year 2024, the Investment Foundation invested \$11,000,000.00 in a joint venture between the Real Estate Foundation and Cone Health Care to construct a facility that will provide the community with medical services and the University with office space. The investment is classified as Level 3 of the fair value hierarchy and valued using a financial forecast of expected cash flows.

Insurance Policy Surrender Value - Other investments include an insurance policy with a cash surrender value of \$91,029.00. This investment is classified in Level 3. The University uses the value that is supplied by the insurer and is based on the amount available in cash upon cancellation of the insurance policy before maturity.

Component Units - The discretely presented component units' financial data is reported in separate financial statements because of their use of a different reporting model. Complete financial statements including applicable disclosures for the Real Estate Foundation and the A&T Foundation can be obtained from the University's Controller's Office, 1601 East Market Street, Greensboro, NC 27411, or by calling 336-334-7684.

Note 4 - Endowment Investments

Investments of the University's endowment funds are pooled, unless required to be separately invested by the donor. If a donor has not provided specific instructions, state law permits the Board of Trustees to authorize for expenditure the net appreciation, realized and unrealized, of the investments of the endowment funds. Under the Uniform Prudent Management of Institutional Funds Act (UPMIFA), authorized by the North Carolina General Assembly on March 19, 2009, the Board may also appropriate expenditures from eligible nonexpendable balances if deemed prudent and necessary to meet program outcomes and for which such

spending is not specifically prohibited by the donor agreements. During the year, the Board did not appropriate expenditures from eligible nonexpendable endowment funds.

Investment return of the University's endowment funds is predicated on the total return concept (yield plus appreciation). Annual payouts from the University's endowment funds are based on an adopted spending policy which limits spending to not more than 5% of endowment average market value at June 30th for the prior 12 quarters. To the extent that the total return for the current year exceeds the payout, the excess is retained in the endowment fund. If current year earnings do not meet the payout requirements, the University uses accumulated income and appreciation from restricted, expendable net position endowment balances to make up the difference. At June 30, 2025, net appreciation of \$60,997,904.08 was available to be spent, of which \$50,624,97.02 was classified in net position as restricted expendable for scholarships, research, instruction, and other as it is restricted for specific purposes. The remaining portion of net appreciation available to be spent is classified as unrestricted net position.

Note 5 - Receivables

Receivables at June 30, 2025, were as follows:

	Gross Receivables	Less Allowance for Doubtful Accounts	Net Receivables
Current Receivables:			
Students	\$ 7,995,490.26	\$ 839,382.89	\$ 7,156,107.37
Intergovernmental	59,136,607.82	-	59,136,607.82
Pledges	6,923,808.91	-	6,923,808.91
Interest on Loans	863,925.28	-	863,925.28
Other	15,036.88	-	15,036.88
Total Current Receivables	<u>\$ 74,934,869.15</u>	<u>\$ 839,382.89</u>	<u>\$ 74,095,486.26</u>

Note 6 - Capital Assets

A summary of changes in the capital assets for the year ended June 30, 2025, is presented as follows:

	Balance July 1, 2024	Increases	Decreases	Balance June 30, 2025
Capital Assets, Nondepreciable:				
Land	\$ 19,090,273.20	\$ 676,000.00	\$ -	\$ 19,766,273.20
Art, Literature, and Artifacts	2,563,797.00	171,125.00	-	2,734,922.00
Construction in Progress	26,313,760.81	80,940,076.06	553,212.69	106,700,624.18
Total Capital Assets, Nondepreciable	47,967,831.01	81,787,201.06	553,212.69	129,201,819.38
Capital Assets, Depreciable:				
Buildings	564,231,172.45	1,094,200.98	-	565,325,373.43
Machinery and Equipment	153,242,458.68	14,573,477.24	1,791,906.79	166,024,029.13
General Infrastructure	21,799,448.97	433,820.00	-	22,233,268.97
Right-to-Use Leased Buildings	6,032,486.83	115,310.57	-	6,147,797.40
Right-to-Use Leased Machinery and Equipment	133,384.24	-	-	133,384.24
Right-to-Use Subscription Assets	1,836,266.03	2,669,735.69	-	4,506,001.72
Total Capital Assets, Depreciable	747,275,217.20	18,886,544.48	1,791,906.79	764,369,854.89
Less Accumulated Depreciation/Amortization for:				
Buildings	193,457,624.47	11,540,345.15	-	204,997,969.62
Machinery and Equipment	59,881,025.65	8,918,395.94	1,335,828.52	67,463,593.07
General Infrastructure	13,188,575.31	569,751.74	-	13,758,327.05
Right-to-Use Leased Buildings	2,463,282.15	1,001,686.59	-	3,464,968.74
Right-to-Use Leased Machinery and Equipment	43,472.28	26,706.52	-	70,178.80
Right-to-Use Subscription Assets	643,683.77	1,005,025.99	-	1,648,709.76
Total Accumulated Depreciation/Amortization	269,677,663.63	23,061,911.93	1,335,828.52	291,403,747.04
Total Capital Assets, Depreciable, Net	477,597,553.57	(4,175,367.45)	456,078.27	472,966,107.85
Capital Assets, Net	\$ 525,565,384.58	\$ 77,611,833.61	\$ 1,009,290.96	\$ 602,167,927.23

As of June 30, 2025, the total amount of right-to-use leased assets was \$6,281,181.64 and the related accumulated amortization was \$3,535,147.54.

Note 7 - Accounts Payable and Accrued Liabilities

Accounts payable and accrued liabilities at June 30, 2025, were as follows:

	Amount
Current Accounts Payable and Accrued Liabilities	
Accounts Payable	\$ 4,454,349.48
Accounts Payable - Capital Assets	4,741,819.84
Accrued Payroll	1,390,443.48
Contract Retainage	2,573,568.67
Intergovernmental Payables	58,217.89
Other	2,344,711.12
Total Current Accounts Payable and Accrued Liabilities	\$ 15,563,110.48

Note 8 - Long-Term Liabilities

University

A. Changes in Long-Term Liabilities - A summary of changes in the long-term liabilities for the year ended June 30, 2025, is presented as follows:

	Balance July 1, 2024 (as Restated)	Additions	Reductions	Balance June 30, 2025	Current Portion
Long-Term Debt					
Revenue Bonds Payable	\$ 140,870,000.00	\$ -	\$ 2,775,000.00	\$ 138,095,000.00	\$ 3,860,000.00
Plus: Unamortized Premium	7,013,672.81	-	315,944.31	6,697,728.50	-
Total Revenue Bonds Payable, Net	147,883,672.81	-	3,090,944.31	144,792,728.50	3,860,000.00
Note from Direct Borrowing	2,389,520.10	-	244,979.23	2,144,540.87	257,213.84
Total Long-Term Debt	150,273,192.91	-	3,335,923.54	146,937,269.37	4,117,213.84
Other Long-Term Liabilities					
Lease Liabilities	3,744,582.46	115,310.57	997,473.97	2,862,419.06	1,056,353.09
Subscription (SBITA) Liabilities	1,150,985.43	2,669,735.69	1,033,906.68	2,786,814.44	1,013,049.96
Employee Benefits					
Compensated Absences	11,398,019.63	150,875.16	-	11,548,894.79	892,923.85
Net Pension Liability	67,806,622.00	-	3,923,033.00	63,883,589.00	-
Net Other Postemployment Benefits Liability	153,266,386.00	40,156,919.00	-	193,423,305.00	-
Workers' Compensation	1,162,620.56	201,581.73	330,948.30	1,033,253.99	345,253.91
Total Other Long-Term Liabilities	238,529,216.08	43,294,422.15	6,285,361.95	275,538,276.28	3,307,580.81
Total Long-Term Liabilities, Net	\$ 388,802,408.99	\$ 43,294,422.15	\$ 9,621,285.49	\$ 422,475,545.65	\$ 7,424,794.65

Additional information regarding lease and subscription (SBITA) liabilities is included in Note 9.

Additional information regarding the net pension liability is included in Note 13.

Additional information regarding the net other postemployment benefits liability is included in Note 14.

Additional information regarding workers' compensation is included in Note 15.

B. Revenue Bonds Payable - The University was indebted for revenue bonds payable for the purposes shown in the following table:

Purpose	Series	Interest Rate Ranges	Final Maturity Date	Original Amount of Issue	Principal Outstanding June 30, 2025
Revenue Bonds Payable					
The University of North Carolina Revenue Bonds					
Refund Series 2006B - Parking System	2015A	2.00%-5.00%	10/01/2033	\$ 4,760,000.00	\$ 3,360,000.00
Student Center	2015A	3.00%-5.00%	10/01/2045	72,220,000.00	67,805,000.00
Refund Series 2011C and 2013 - Stadium and Student Health Center	2020	0.634%-2.512%	10/01/2037	10,570,000.00	8,480,000.00
Bluford Residence Hall Dormitory	2023	5.00%	10/01/2052	58,450,000.00	58,450,000.00
Total Revenue Bonds Payable (principal only)				\$ 146,000,000.00	138,095,000.00
Plus: Unamortized Premium					6,697,728.50
Total Revenue Bonds Payable, Net					\$ 144,792,728.50

- C. Note from Direct Borrowing** - The University was indebted for a note from direct borrowing for the purpose shown in the following table:

Purpose	Financial Institution	Interest Rate	Final Maturity Date	Original Amount of Issue	Principal Outstanding June 30, 2025
Energy Performance Contract	Capital One Public Funding, LLC	3.68%	09/01/2032	<u>\$ 4,183,984.78</u>	<u>\$ 2,144,540.87</u>

- D. Annual Requirements** - The annual requirements to pay principal and interest on the long-term obligations at June 30, 2025, are as follows:

Fiscal Year	Annual Requirements			
	Revenue Bonds Payable		Note from Direct Borrowing	
	Principal	Interest	Principal	Interest
2026	\$ 3,860,000.00	\$ 6,143,231.46	\$ 257,213.84	\$ 75,294.15
2027	4,030,000.00	5,970,706.86	269,928.35	65,667.65
2028	4,370,000.00	5,784,267.26	283,132.80	55,567.20
2029	4,545,000.00	5,611,017.16	296,853.87	44,974.43
2030	4,695,000.00	5,454,916.48	311,105.87	33,870.14
2031-2035	25,355,000.00	24,269,251.95	726,306.14	32,824.72
2036-2040	27,805,000.00	18,186,081.80	-	-
2041-2045	33,010,000.00	11,099,700.00	-	-
2046-2050	19,615,000.00	4,719,400.00	-	-
2051-2053	10,810,000.00	828,750.00	-	-
Total Requirements	<u>\$ 138,095,000.00</u>	<u>\$ 88,067,322.97</u>	<u>\$ 2,144,540.87</u>	<u>\$ 308,198.29</u>

- E. Terms of Debt Agreements** - The University's debt agreements are subject to the following collateral requirements and terms with finance-related consequences:

Revenue Bonds Payable - The University's outstanding revenue bonds of \$138,095,000 contain provisions related to default and remedies. An event of default occurs when (1) the University fails to pay an installment payment when due, or (2) the University fails to perform any warranty, covenant, condition, or agreement within 30 days of receiving written notice by the lender or fails to diligently pursue corrective action for matters that cannot be reasonably corrected within 30 days. Upon the occurrence of any event of default, the lender may, without any further demand or notice, declare the unpaid principal amount plus any accrued and unpaid interest be due and payable immediately. The lender may also exercise all remedies available by law or in the equity provided under the agreement. However, if the Board deposits with the Trustee all amounts due on matured installments of principal and interest as well as amounts sufficient to compensate the Trustee for costs incurred, the event of default will be deemed waived.

Note from Direct Borrowing - The University entered into an installment financing agreement to fund energy savings equipment and improvements on April 8, 2014. The equipment and improvements are pledged to secure the debt based on provisions of the financing agreement.

Provisions related to default and remedies govern the following: (1) the University fails to pay an installment payment when due, (2) an event of nonappropriation from the State occurs, (3) insurance coverage on the asset is not maintained, or (4) the University fails to perform any warranty, covenant, condition, or agreement within 30 days of receiving written notice by the lender or fails to diligently pursue corrective action for matters that cannot be reasonably corrected within 30 days. Upon the occurrence of any event of default, the lender may, without any further demand or notice, declare the unpaid principal amount plus any accrued and unpaid interest be due and payable immediately. The lender may also exercise all remedies available by law or in the equity provided under the agreement, including cancelation of the contract and the return of all equipment at the University's sole expense.

Component Unit

Bonds Payable

Bonds payable as of June 30, 2025, consists of the following:

	Interest Rate/ Ranges	Final Maturity (Serially)	Original Issue	Principal Outstanding
Public Finance Authority (PFA):				
Student Housing Facilities Bonds, Series 2019A	3.00% - 5.00%	2049	\$ 26,020,000	\$ 25,415,000
Student Housing Facilities Bonds, Series 2019B	3.00% - 5.00%	2049	47,795,000	44,230,000
Student Housing Facilities Revenue Bonds, Series 2024A	4.00% - 5.25%	2054	26,515,000	26,515,000
Student Housing Facilities Revenue Bonds, Series 2024B	6.63%	2028	495,000	495,000
Student Housing Facilities Bonds, Series 2025A	5.00% - 5.50%	2055	34,860,000	34,860,000
Student Housing Facilities Bonds, Series 2025B	6.62%	2026	1,525,000	1,525,000
Total Bonds Payable (principal only)			<u>\$ 137,210,000</u>	133,040,000
Plus: Unamortized Premium				9,787,530
Less: Current Portion				(3,065,000)
Less: Bond Issuance Costs				(3,146,590)
Total Long-Term Bonds Payable, Net				<u><u>\$ 136,615,940</u></u>

Minimum maturities on all bonds of the Real Estate Foundation are as follows:

Fiscal Year	Amount
2026	\$ 3,065,000
2027	3,390,000
2028	3,910,000
2029	3,995,000
2030	4,690,000
Thereafter	113,990,000
Total (principal only)	<u><u>\$ 133,040,000</u></u>

Notes Payable

Notes payable as of June 30, 2025, consists of the following:

Financial Institution	Interest Rate	Final Maturity (Serially)	Principal Outstanding
NCA&T Investment Foundation	4.10%	3/14/2036	\$ 11,000,000
Triad Business Bank	3.50%	1/16/2026	1,000,000
PNC Bank	LIBOR + 1.75%	7/07/2025	896,287
Total Notes Payable			12,896,287
Less: Current Portion			(1,896,287)
Total Long-Term Notes Payable, Net			\$ 11,000,000

Note 9 - Leases and Subscription-Based Information Technology Arrangements

A. Lessee Arrangements - The University has lease agreements for the right to use warehouse, office, and classroom space, and equipment from both external and related parties. The leases expire at various dates, and some have renewal options. Lease liabilities and right-to-use leased assets are recorded at the present value of payments expected to be made during the lease term, plus any upfront payments and ancillary charges paid to place the underlying right-to-use asset into service. The expected payments are discounted using the interest rate stated per the lease contract, or the University's estimated incremental borrowing rate if there is no stated contractual interest rate. During the year the University did not recognize any variable payment amounts.

The University's lessee arrangements at June 30, 2025, are summarized below (excluding short-term leases):

Classification:	Number of Lease Contracts	Lease Liabilities June 30, 2025	Current Portion	Lease Terms ⁽¹⁾	Interest Rate/Ranges
Lessee:					
Right-to-Use Leased Buildings	5	\$ 2,800,187.95	\$ 1,029,262.94	13 - 72 Months	1.059% to 2.851%
Right-to-Use Leased Machinery and Equipment	1	62,231.11	27,090.15	36 Months	3.305%
Total	6	\$ 2,862,419.06	\$ 1,056,353.09		

(1) The lease terms were calculated using weighted averages based on lease payable amounts.

B. Subscription-Based Information Technology Arrangements (SBITAs) - The University enters SBITAs for the right to use cloud computing arrangement (network) assets from external parties. The SBITAs expire at various dates, and some have renewal options. Subscription liabilities and the related right-to-use subscription assets are recorded based on the present value of expected payments over the term of the respective SBITA. The expected payments are discounted using the interest rate stated per the SBITA contract, or the University's estimated incremental borrowing rate if there is no stated contractual interest rate. During the year the University did not recognize any variable payment amounts.

Notes to the Financial Statements

The University's SBITAs at June 30, 2025, are summarized below (excluding short-term SBITAs):

SBITA	Number of SBITAs	Subscription (SBITA) Liabilities June 30, 2025	Current Portion	SBITA Terms and Conditions	Interest Rate Ranges
Right-to-Use Subscription Assets	8	\$ 2,786,814.44	\$ 1,013,049.96	13-60 months	2.275% - 3.591%

C. Annual Requirements - The annual requirements to pay principal and interest on leases and SBITAs at June 30, 2025, are as follows:

Fiscal Year	Annual Requirements			
	Lease Liabilities		SBITA Liabilities	
	Principal	Interest	Principal	Interest
2026	\$ 1,056,353.09	\$ 57,328.31	\$ 1,013,049.96	\$ 81,732.17
2027	490,186.02	40,043.19	511,829.34	52,734.92
2028	418,358.28	29,154.30	452,290.01	37,420.77
2029	276,178.42	19,982.66	392,796.99	3,965.50
2030	298,402.15	12,567.05	416,848.14	12,338.70
2031	322,941.10	4,548.50	-	-
Total Requirements	\$ 2,862,419.06	\$ 163,624.01	\$ 2,786,814.44	\$ 188,192.06

Note 10 - Net Position

Unrestricted net position has been significantly affected by transactions resulting from the recognition of deferred outflows of resources, deferred inflows of resources, and related long-term liabilities, as shown in the following table:

	Amount
Net Pension Liability and Related Deferred Outflows of Resources and Deferred Inflows of Resources	\$ (29,060,758.60)
Net OPEB Liability (Retiree Health Benefit Fund) and Related Deferred Outflows of Resources and Deferred Inflows of Resources	(160,715,613.39)
Effect on Unrestricted Net Position	(189,776,371.99)
Total Unrestricted Net Position Before Recognition of Deferred Outflows of Resources, Deferred Inflows of Resources, and Related Long-Term Liabilities	216,378,014.02
Total Unrestricted Net Position	\$ 26,601,642.03

See Notes 13 and 14 for detailed information regarding the amortization of the deferred outflows of resources and deferred inflows of resources relating to pensions and OPEB, respectively.

Note 11 - Revenues

A summary of discounts and allowances by revenue classification is presented as follows:

	Gross Revenues	Less Scholarship Discounts and Allowances	Less Allowance for Uncollectibles	Net Revenues
Operating Revenues:				
Student Tuition and Fees, Net	<u>\$ 164,788,087.62</u>	<u>\$ 69,640,927.54</u>	<u>\$ 244,752.86</u>	<u>\$ 94,902,407.22</u>
Sales and Services:				
Sales and Services of Auxiliary Enterprises:				
Residential Life	\$ 14,549,420.19	\$ 5,588,454.28	\$ 151,456.21	\$ 8,809,509.70
Dining	24,408,680.02	9,755,320.68	273,985.47	14,379,373.87
Student Union Services	71,075.35	-	-	71,075.35
Health, Physical Education, and Recreation Services	1,484,884.19	-	-	1,484,884.19
Bookstore	8,432,988.61	-	4,306.00	8,428,682.61
Parking	1,813,915.88	-	725.67	1,813,190.21
Athletic	4,672,908.36	-	-	4,672,908.36
Other	2,115,230.49	-	-	2,115,230.49
Sales and Services of Education and Related Activities	<u>187,671.38</u>	<u>-</u>	<u>-</u>	<u>187,671.38</u>
Total Sales and Services, Net	<u>\$ 57,736,774.47</u>	<u>\$ 15,343,774.96</u>	<u>\$ 430,473.35</u>	<u>\$ 41,962,526.16</u>

Note 12 - Operating Expenses by Function

The University's operating expenses by functional classification are presented as follows:

	Salaries and Benefits	Supplies and Services	Scholarships and Fellowships	Utilities	Depreciation/ Amortization	Total
Instruction	\$ 111,341,142.55	\$ 7,142,682.52	\$ -	\$ -	\$ -	\$ 118,483,825.07
Research	32,342,947.45	23,110,289.16	-	855.44	-	55,454,092.05
Public Service	10,795,472.43	4,395,087.94	-	-	-	15,190,560.37
Academic Support	30,605,203.27	13,403,766.68	-	10,089.48	-	44,019,059.43
Student Services	8,391,186.91	2,647,124.10	-	-	-	11,038,311.01
Institutional Support	33,034,522.19	18,757,896.35	-	35,321.03	-	51,827,739.57
Operations and Maintenance of Plant	10,185,703.60	31,773,965.09	-	3,473,474.64	-	45,433,143.33
Student Financial Aid	-	-	36,124,556.19	-	-	36,124,556.19
Auxiliary Enterprises	26,370,709.46	51,283,905.78	-	6,094,703.12	-	83,749,318.36
Depreciation/Amortization	-	-	-	-	23,061,911.93	23,061,911.93
Total Operating Expenses	<u>\$ 263,066,887.86</u>	<u>\$ 152,514,717.62</u>	<u>\$ 36,124,556.19</u>	<u>\$ 9,614,443.71</u>	<u>\$ 23,061,911.93</u>	<u>\$ 484,382,517.31</u>

Note 13 - Retirement Plans

A. Defined Benefit Plan

Plan Administration: The State of North Carolina administers the Teachers' and State Employees' Retirement System (TSERS) plan. This plan is a cost-sharing, multiple-employer, defined benefit pension plan established by the State to provide pension benefits for general employees and law enforcement officers (LEOs) of the State, general employees and LEOs of its component units, and employees of Local Education Agencies (LEAs) and charter schools

not in the reporting entity. Membership is comprised of employees of the State (state agencies and institutions), universities, community colleges, LEAs, and certain proprietary component units along with charter schools that elect to join the Retirement System. Effective January 1, 2024, new employees hired by UNC Health Care or by certain components of East Carolina University, who were not actively contributing to TSERS immediately before they were hired by those entities, are not eligible to join TSERS. Benefit provisions are established by General Statute 135-5 and may be amended only by the North Carolina General Assembly.

Benefits Provided: TSERS provides retirement and survivor benefits. Retirement benefits are determined as 1.82% of the member's average final compensation times the member's years of creditable service. A member's average final compensation is calculated as the average of a member's four highest consecutive years of compensation. General employee plan members are eligible to retire with unreduced retirement benefits at age 65 with five years of membership service, at age 60 with 25 years of creditable service, or at any age with 30 years of creditable service. General employee plan members are eligible to retire with reduced retirement benefits at age 50 with 20 years of creditable service or at age 60 with five years of membership service. Survivor benefits are available to eligible beneficiaries of general members who die while in active service or within 180 days of their last day of service and who also have either completed 20 years of creditable service regardless of age or have completed five years of service and have reached age 60. Eligible beneficiaries may elect to receive a monthly Survivor's Alternate Benefit for life in lieu of the return of the member's contributions that is generally available to beneficiaries of deceased members. The plan does not provide for automatic post-retirement benefit increases.

Contributions: Contribution provisions are established by General Statute 135-8 and may be amended only by the North Carolina General Assembly. Plan members are required to contribute 6% of their annual pay. The contribution rate for employers is set each year by the North Carolina General Assembly in the Appropriations Act and may not be less than the contribution rate required of plan members. The TSERS Board of Trustees establishes a funding policy from which an accrued liability rate and a normal contribution rate are developed by the consulting actuary. The sum of those two rates developed under the funding policy is the actuarially determined contribution rate (ADC). The TSERS Board of Trustees may further adopt a contribution rate policy that is higher than the ADC known as the required employer contribution to be recommended to the North Carolina General Assembly. The University's contractually-required contribution rate for the year ended June 30, 2025 was 16.79% of covered payroll. Plan members' contributions to the pension plan were \$5,792,704.26, and the University's contributions were \$16,209,917.42 for the year ended June 30, 2025.

The TSERS plan's financial information, including all information about the plan's assets, deferred outflows of resources, liabilities, deferred inflows of resources, and fiduciary net position, is included in the State of North Carolina's fiscal year 2024 *Annual Comprehensive Financial Report*. An electronic version of this report is available on the North Carolina Office of the State Controller's website at <https://www.ncosc.gov/> or by calling the State Controller's Financial Reporting Section at 919-707-0500.

TSERS Basis of Accounting: The financial statements of the TSERS plan are prepared using the accrual basis of accounting. Plan member contributions are recognized in the period in which the contributions are due. Employer contributions are recognized when due and the employer has a legal requirement to provide the contributions. Benefits and refunds are recognized when due and payable in accordance with the terms of each plan. 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 TSERS plan, and additions to/deductions from the TSERS plan's fiduciary net position have been determined on the same basis as they are reported by TSERS.

Methods Used to Value TSERS Investment: Pursuant to North Carolina General Statutes, the State Treasurer is the custodian and administrator of the retirement systems. The State Treasurer maintains various investment portfolios in its External Investment Pool. TSERS and other pension plans of the State of North Carolina participate in the Long-Term Investment, Fixed Income Investment, Equity Investment, Real Estate Investment, Alternative Investment, Opportunistic Fixed Income Investment, and Inflation Sensitive Investment portfolios. The Fixed Income Asset Class includes the Long-Term Investment and Fixed Income Investment portfolios. The Global Equity Asset Class includes the Equity Investment portfolio. The investment balance of each pension trust fund represents its share of the fair value of the net position of the various portfolios within the External Investment Pool. Detailed descriptions of the methods and significant assumptions regarding investments of the State Treasurer are provided in the 2024 *Annual Comprehensive Financial Report*.

Net Pension Liability: At June 30, 2025, the University reported a liability of \$63,883,589.00 for its proportionate share of the collective net pension liability. The net pension liability was measured as of June 30, 2024. The total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of December 31, 2023, and update procedures were used to roll forward the total pension liability to June 30, 2024. The University's proportion of the net pension liability was based on a projection of the present value of future salaries for the University relative to the projected present value of future salaries for all participating employers, actuarially-determined. As of June 30, 2024, the University's proportion was 0.43116%, which was an increase of 0.02445 from its proportion measured as of June 30, 2023, which was 0.40671%.

Actuarial Assumptions: The following table presents the actuarial assumptions used to determine the total pension liability for the TSERS plan at the actuarial valuation date:

Valuation Date	12/31/2023
Inflation	2.5%
Salary Increases*	3.25% - 8.05%
Investment Rate of Return**	6.5%

* Salary increases include 3.25% inflation and productivity factor.

** Investment rate of return includes inflation assumption and is net of pension plan investment expense.

TSERS currently uses mortality tables that vary by age, gender, employee group (i.e., teacher, general, law enforcement officer) and health status (i.e., disabled and healthy). The current mortality rates are based on published tables and based on studies that cover significant portions of the U.S. public plan population. The mortality rates also contain a provision to reflect future mortality improvements.

The actuarial assumptions used in the December 31, 2023 valuation were based on the results of an actuarial experience review for the period January 1, 2015 through December 31, 2019.

Future ad hoc cost-of-living adjustment amounts are not considered to be substantively automatic and are therefore not included in the measurement. The projected long-term investment returns and inflation assumptions are developed through review of current and historical capital markets data, sell-side investment research, consultant whitepapers, and historical performance of investment strategies. Fixed income return projections reflect current yields across the U.S. Treasury yield curve and market expectations of forward yields projected and interpolated for multiple tenors and over multiple year horizons. Global public equity return projections are established through analysis of the equity risk premium and the fixed income return projections. Other asset categories and strategies' return projections reflect the foregoing and historical data analysis. These projections 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. Best estimates of arithmetic real rates of return for each major asset class included in the pension plan's target asset allocation as of June 30, 2024 (the measurement date) are summarized in the following table:

Asset Class	Long-Term Expected Real Rate of Return
Fixed Income	2.4%
Global Equity	6.9%
Real Estate	6.0%
Alternatives	8.6%
Opportunistic Fixed Income	5.3%
Inflation Sensitive	4.3%

The information in the preceding table is based on 30-year expectations developed with an investment consulting firm. The long-term nominal rates of return underlying the real rates of return are arithmetic annual figures. The real rates of return are calculated from nominal rates by multiplicatively subtracting a long-term inflation assumption of 2.38%. Return projections do not include any excess return expectations over benchmark averages for public markets. All rates of return and inflation are annual amounts. The long-term expected real rate of return for the Bond Index Investment Pool as of June 30, 2024 is 2.76%.

Discount Rate: The discount rate used to measure the total pension liability was 6.5% for the December 31, 2023 valuation. The discount rate is in line with the long-term nominal expected return on pension plan investments. The calculation of the net pension liability is a present value calculation of the future net pension payments. These net pension payments assume

that contributions from plan members will be made at the current statutory contribution rate and that contributions from employers will be made at the contractually required rates, actuarially determined. Based on those assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments of the current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

Sensitivity of the Net Pension Liability to Changes in the Discount Rate: The following presents the net pension liability of the plan at June 30, 2024 calculated using the discount rate of 6.5%, as well as what the net pension liability would be if it were calculated using a discount rate that is 1-percentage-point lower (5.5%) or 1-percentage-point higher (7.5%) than the current rate:

Net Pension Liability		
	Current	
1% Decrease (5.5%)	Discount Rate (6.5%)	1% Increase (7.5%)
\$ 117,187,361.00	\$ 63,883,589.00	\$ 19,926,818.00

Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions: For the year ended June 30, 2025, the University recognized pension expense of \$18,626,719.61. At June 30, 2025, the University reported deferred outflows of resources and deferred inflows of resources related to TSERS from the following sources:

**Employer Balances of Deferred Outflows of Resources
and Deferred Inflows of Resources Related to Pensions by Classification:**

	Deferred Outflows of Resources	Deferred Inflows of Resources
Difference Between Actual and Expected Experience	\$ 5,757,021.00	\$ 188,848.00
Changes of Assumptions	-	-
Net Difference Between Projected and Actual Earnings on Pension Plan Investments	10,534,101.00	-
Change in Proportion and Differences Between Employer's Contributions and Proportionate Share of Contributions	2,846,095.98	335,457.00
Contributions Subsequent to the Measurement Date	16,209,917.42	-
Total	\$ 35,347,135.40	\$ 524,305.00

The amount reported as deferred outflows of resources related to 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 TSERS will be recognized as pension expense as follows:

**Schedule of the Net Amount of the Employer's Balances
of Deferred Outflows of Resources and Deferred Inflows
of Resources That will be Recognized in Pension
Expense:**

Year Ending June 30:	Amount
2026	\$ 5,908,219.78
2027	14,104,726.20
2028	(272,433.00)
2029	(1,127,600.00)
Total	\$ 18,612,912.98

B. Defined Contribution Plan - The Optional Retirement Program (ORP) is a defined contribution pension plan that provides retirement benefits with options for payments to beneficiaries in the event of the participant's death. Faculty and staff of the University may join the ORP instead of TSERS. The ORP is administered by the UNC System.

Benefits are provided by means of contracts issued and administered by the privately-operated Teachers' Insurance and Annuity Association. Participants' eligibility and contributory requirements are established in General Statute 135-5.1 and may be amended only by the North Carolina General Assembly. Participants are always fully vested in their own contributions to the plan and their investment earnings. Participants are fully vested in the University's contributions and earnings after five years of participating in the ORP.

Participants contribute 6% of compensation and the University contributes 6.84%. For the year ended June 30, 2025, the University had a total payroll of \$205,133,752.61, of which \$64,206,634.21 was covered under ORP. Total employee and employer contributions for pension benefits for the year were \$3,852,398.05 and \$4,391,733.78, respectively. The amount of pension expense recognized in the current year related to ORP is equal to the employer contributions.

Note 14 - Other Postemployment Benefits

The University participates in two postemployment benefit plans, the Retiree Health Benefit Fund and the Disability Income Plan of North Carolina, that are administered by the State of North Carolina as pension and other employee benefit trust funds. Each plan's financial information, including all information about the plans' assets, deferred outflows of resources, liabilities, deferred inflows of resources, and fiduciary net position, is included in the State of North Carolina's fiscal year 2024 *Annual Comprehensive Financial Report*. An electronic version of this report is available on the North Carolina Office of the State Controller's website at <https://www.ncosc.gov/> or by calling the State Controller's Financial Reporting Section at 919-707-0500.

A. Summary of Significant Accounting Policies and Plan Asset Matters

Basis of Accounting: The financial statements of these plans were prepared using the accrual basis of accounting. Employer contributions are recognized when due and the employer has made a formal commitment to provide the contributions. Benefits are recognized when due

and payable in accordance with the terms of each plan. For purposes of measuring the net other postemployment benefits (OPEB) liability, deferred outflows of resources and deferred inflows of resources related to OPEB, and OPEB expense, information about the fiduciary net position of each plan, and additions to/deductions from each plans' fiduciary net position have been determined on the same basis as they are reported by the plans.

Methods Used to Value Plan Investments: Pursuant to North Carolina General Statutes, the State Treasurer is the custodian and administrator of the other postemployment benefit funds. The State Treasurer maintains various investment portfolios in its External Investment Pool. The Retiree Health Benefit Fund participates in the External Investment Pool. The Disability Income Plan is invested in the Short-Term Investment Portfolio of the External Investment Pool and the Bond Index External Investment Pool. Detailed descriptions of the methods and significant assumptions regarding investments of the State Treasurer are provided in the 2024 *Annual Comprehensive Financial Report*.

B. Plan Descriptions

1. Health Benefits

Plan Administration: The State of North Carolina administers the North Carolina State Health Plan for Teachers and State Employees, referred to as the State Health Plan (the Plan), a healthcare plan exclusively for the benefit of employees of the State, the University of North Carolina System, community colleges, and certain other component units. In addition, Local Education Agencies (LEAs), charter schools, and some select local governments that are not part of the State's financial reporting entity also participate. Health benefit programs and premium rates are determined by the State Treasurer upon approval of the Plan Board of Trustees.

The Retiree Health Benefit Fund (RHBF) has been established by Chapter 135-7, Article 1 of the General Statutes as a fund to provide health benefits to retired and disabled employees and their applicable beneficiaries. RHBF is a cost-sharing, multiple-employer, defined benefit healthcare plan, exclusively for the benefit of former employees of the State, the University of North Carolina System, and community colleges. In addition, LEAs, charter schools, and some select local governments that are not part of the State's financial reporting entity also participate.

By statute, RHBF is administered by the Board of Trustees of the Teachers' and State Employees' Retirement System (TSERS). RHBF is supported by a percent of payroll contribution from participating employing units. Each year the percentage is set in legislation, as are the maximum per retiree contributions from RHBF to the Plan. The State Treasurer, with the approval of the Plan Board of Trustees, then sets the employer contributions (subject to the legislative cap) and the premiums to be paid by retirees, as well as the health benefits to be provided through the Plan.

Benefits Provided: Plan benefits received by retired employees and disabled employees from RHBF are OPEB. The healthcare benefits for retired and disabled employees who are not eligible for Medicare are the same as for active employees as described in Note 15. The plan options change when the former employees become eligible for Medicare. The benefits provided include medical and pharmacy coverage for employees and their

dependents. Non-Medicare eligible members have two self-funded options administered by the Plan while Medicare members have three options, including one self-funded option and two fully-insured Medicare Advantage/Prescription Drug Plan options. Self-funded medical and pharmacy claims costs are shared between the covered member and the Plan. If the self-funded plan is elected by a Medicare eligible member, the coverage is secondary to Medicare. Fully-insured claims include cost sharing from covered members with the remaining balance paid by the fully-insured carrier.

Those former employees who are eligible to receive medical benefits from RHBF are long-term disability beneficiaries of the Disability Income Plan of North Carolina and retirees of TSERS, the Consolidated Judicial Retirement System (CJRS), the Legislative Retirement System (LRS), the University Employees' Optional Retirement Program (ORP), and a small number of local governments, with five or more years of contributory membership service in their retirement system prior to disability or retirement, with the following exceptions: for employees first hired on or after October 1, 2006, and members of the North Carolina General Assembly first taking office on or after February 1, 2007, future coverage as retired employees and retired members of the North Carolina General Assembly is subject to the requirement that the future retiree have 20 or more years of retirement service credit in order to receive coverage on a noncontributory basis. Employees first hired on or after October 1, 2006 and members of the North Carolina General Assembly first taking office on or after February 1, 2007 with 10 but less than 20 years of retirement service credit are eligible for coverage on a partially contributory basis. For such future retirees, the State will pay 50% of the Plan's total noncontributory premium. Employees first hired on or after October 1, 2006 and members of the North Carolina General Assembly first taking office on or after February 1, 2007 with five but less than 10 years of retirement service credit are eligible for coverage on a fully contributory basis.

Section 35.21 (c) & (d) of Session Law 2017-57 repealed retiree medical benefits for employees first hired on or after January 1, 2021. The legislation amended Chapter 135, Article 3B of the General Statutes to require that retirees must earn contributory retirement service in the TSERS (or in an allowed local system unit), CJRS, or LRS prior to January 1, 2021, and not withdraw that service, in order to be eligible for retiree medical benefits under the amended law. Consequently, members first hired on and after January 1, 2021 will not be eligible to receive retiree medical benefits.

RHBF's benefit and contribution provisions are established by Chapter 135-7, Article 1, and Chapter 135, Article 3B of the General Statutes and may be amended only by the North Carolina General Assembly. RHBF does not provide for automatic post-retirement benefit increases.

Contributions: Contribution rates to RHBF, which are intended to finance benefits and administrative expenses on a pay-as-you-go basis, are determined by the North Carolina General Assembly in the Appropriations Act. The University's contractually-required contribution rate for the year ended June 30, 2025 was 6.99% of covered payroll. The University's contributions to the RHBF were \$11,236,544.19 for the year ended June 30, 2025.

In fiscal year 2023, the Plan transferred \$35 million to RHBF as a result of cost savings to the Plan over a span of six years. For financial reporting purposes, the transfer was recognized as a nonemployer contributing entity contribution. The contribution was allocated among the RHBF employers and recorded as noncapital contributions. For the fiscal year ended June 30, 2025, the University recognized noncapital contributions for RHBF of \$58,847.00.

2. Disability Income

Plan Administration: As discussed in Note 15, short-term and long-term disability benefits are provided through the Disability Income Plan of North Carolina (DIPNC), a cost-sharing, multiple-employer defined benefit plan, to the eligible members of TSERS which includes employees of the State, the University of North Carolina System, community colleges, certain participating component units and LEAs which are not part of the State's reporting entity, and the University Employees' ORP. By statute, DIPNC is administered by the Department of State Treasurer and the Board of Trustees of TSERS.

Benefits Provided: Long-term disability benefits are payable as an OPEB from DIPNC after the conclusion of the short-term disability period or after salary continuation payments cease, whichever is later, while the employee is disabled and does not meet the TSERS conditions for unreduced service retirement. An employee is eligible to receive long-term disability benefits provided the following requirements are met: (1) the employee has five or more years of contributing membership service in TSERS or the University Employees' ORP, earned within 96 months prior to becoming disabled or cessation of salary continuation payments, whichever is later; (2) the employee must make application to receive long-term benefits within 180 days after the conclusion of the short-term disability period or after salary continuation payments cease or after monthly payments for Workers' Compensation cease (excluding monthly payments for permanent partial benefits), whichever is later; (3) the employee must be certified by the Medical Board to be mentally or physically disabled for the further performance of his/her usual occupation; (4) the disability must have been continuous, likely to be permanent, and incurred at the time of active employment; (5) the employee must not be eligible to receive an unreduced retirement benefit from TSERS; and (6) the employee must terminate employment as a permanent, full-time employee. A general employee is eligible to receive an unreduced retirement benefit from TSERS after: (1) reaching the age of 65 and completing five years of membership service; (2) reaching the age of 60 and completing 25 years of creditable service; or (3) completing 30 years of creditable service, at any age.

For employees who had five or more years of membership service as of July 31, 2007, during the first 36 months of the long-term disability period, the monthly long-term disability benefit is equal to 65% of one-twelfth of an employee's annual base rate of compensation last payable to the participant or beneficiary prior to the beginning of the short-term disability period, plus the like percentage of one-twelfth of the annual longevity payment and local supplements to which the participant or beneficiary would be eligible. The monthly benefits are subject to a maximum of \$3,900 per month reduced by any primary Social Security disability benefits, by an amount equal to the monthly primary Social Security retirement benefit to which the employee might be entitled should the employee be at least age 62, and by monthly payments for Workers' Compensation to

which the participant or beneficiary may be entitled, but the benefits payable shall be no less than \$10 a month. After the first 36 months of the long-term disability, the long-term benefit is calculated in the same manner as described above except the monthly benefit is reduced by an amount equal to a monthly primary Social Security disability benefit to which the participant or beneficiary might be entitled had Social Security disability benefits been awarded. When an employee qualifies for an unreduced service retirement allowance from TSERS, the benefits payable from DIPNC will cease, and the employee will commence retirement under TSERS or the University Employees' ORP.

For employees who had less than five years of membership service as of July 31, 2007, and meet the requirements for long-term disability on or after August 1, 2007, benefits are calculated in the same manner as described above except that after the first 36 months of the long-term disability, no further long-term disability benefits are payable unless the employee has been approved and is in receipt of primary Social Security disability benefits.

Benefit and contribution provisions are established by Chapter 135, Article 6, of the General Statutes and may be amended only by the North Carolina General Assembly. The plan does not provide for automatic post-retirement benefit increases.

Contributions: Disability income benefits are funded by actuarially determined employer contributions that are established in the Appropriations Act by the North Carolina General Assembly and coincide with the State's fiscal year. The University's contractually-required contribution rate for the year ended June 30, 2025 was 0.13% of covered payroll. The University's contributions to DIPNC were \$208,977.22 for the year ended June 30, 2025.

C. Net OPEB Liability (Asset)

Retiree Health Benefit Fund: At June 30, 2025, the University reported a liability of \$193,423,305.00 for its proportionate share of the collective net OPEB liability for RHBF. The net OPEB liability was measured as of June 30, 2024. The total OPEB liability used to calculate the net OPEB liability was determined by an actuarial valuation as of December 31, 2023, and update procedures were used to roll forward the total OPEB liability to June 30, 2024. The University's proportion of the net OPEB liability was based on a projection of the present value of future salaries for the University relative to the projected present value of future salaries for all participating employers, actuarially-determined. As of June 30, 2024, the University's proportion was 0.56868%, which was a decrease of 0.00590 from its proportion measured as of June 30, 2023, which was 0.57458%.

Disability Income Plan of North Carolina: At June 30, 2025, the University reported an asset of \$204,421.00 for its proportionate share of the collective net OPEB asset for DIPNC. The net OPEB asset was measured as of June 30, 2024. The total OPEB liability used to calculate the net OPEB asset was determined by an actuarial valuation as of December 31, 2023, and update procedures were used to roll forward the total OPEB liability to June 30, 2024. The University's proportion of the net OPEB asset was based on a projection of the present value of future salaries for the University relative to the projected present value of future salaries for all participating employers, actuarially-determined. As of June 30, 2024, the University's proportion was 0.62085%, which was an increase of 0.03889 from its proportion measured as of June 30, 2023, which was 0.58196%.

Actuarial Assumptions: The total OPEB liabilities for RHBF and DIPNC were determined by actuarial valuations as of December 31, 2023, using the following actuarial assumptions, applied to all periods included in the measurement, unless otherwise specified. The total OPEB liabilities were then rolled forward to June 30, 2024 utilizing update procedures incorporating the actuarial assumptions.

	Retiree Health Benefit Fund	Disability Income Plan of N.C.
Valuation Date	12/31/2023	12/31/2023
Inflation	2.5%	2.5%
Salary Increases*	3.25% - 8.05%	3.25% - 8.05%
Investment Rate of Return**	6.5%	3.0%
Healthcare Cost Trend Rate - Medical***	6.5% grading down to 5% by 2030	N/A
Healthcare Cost Trend Rate - Prescription Drug***	10% grading down to 5% by 2033	N/A
Healthcare Cost Trend Rate - Prescription Drug Rebates***	7% through 2030 grading down to 5% by 2033	N/A
Healthcare Cost Trend Rate - Medicare Advantage***	Premium adjustments for IRA impact through 2027, 6.17% in 2028 down to 5% by 2034	N/A
Healthcare Cost Trend Rate - Administrative***	3.0%	N/A

* Salary increases include 3.25% inflation and productivity factor.

** Investment rate of return is net of OPEB plan investment expense, including inflation.

*** Disability Income Plan of NC eliminated employer reimbursements from the Plan (which included State Health Plan premiums) effective July 1, 2019.

N/A - Not Applicable

The OPEB plans currently use mortality tables that vary by age, gender, employee group (i.e., teacher, other educational employee, general employee, or law enforcement officer) and health status (i.e., disabled or not disabled). The current mortality rates are based on published tables and studies that cover significant portions of the U.S. public plan population. The healthy mortality rates also contain a provision to reflect future mortality improvements.

The projected long-term investment returns and inflation assumptions are developed through review of current and historical capital markets data, sell-side investment research, consultant whitepapers, and historical performance of investment strategies. Fixed income return projections reflect current yields across the U.S. Treasury yield curve and market expectations of forward yields projected and interpolated for multiple tenors and over multiple year horizons. Global public equity return projections are established through analysis of the equity risk premium and the fixed income return projections. Other asset categories and strategies' return projections reflect the foregoing and historical data analysis.

These projections 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. DIPNC is primarily invested in the Bond Index Investment Pool as of June 30, 2024.

Best estimates of real rates of return for each major asset class included in RHBF's target asset allocation as of June 30, 2024 (the measurement date) are summarized in the following table:

Asset Class	Long-Term Expected Real Rate of Return
Fixed Income	2.4%
Global Equity	6.9%
Real Estate	6.0%
Alternatives	8.6%
Opportunistic Fixed Income	5.3%
Inflation Sensitive	4.3%

The information in the preceding table is based on 30-year expectations developed with an investment consulting firm. The long-term nominal rates of return underlying the real rates of return are arithmetic annual figures. The real rates of return are calculated from nominal rates by multiplicatively subtracting a long-term inflation assumption of 2.38%. Return projections do not include any excess return expectations over benchmark averages for public markets. All rates of return and inflation are annual amounts. The long-term expected real rate of return for the Bond Index Investment Pool as of June 30, 2024 is 2.76%.

Actuarial valuations of the plans involve estimates of the value of reported amounts and assumptions about the probability of occurrence of events far into the future. The results of the valuations fluctuate from year to year as actual experience differs from assumptions. This includes demographic experiences (i.e., mortality and retirement) that differ from expected. This also includes financial experiences (i.e., member medical costs and contributions) that vary from expected trends. Actuarially determined amounts are subject to continual revision as actual results are compared to past expectations and new estimates are made about the future.

The actuarial assumptions used for RHBF are consistent with those used to value the pension benefits of TSERS where appropriate. These assumptions are based on the most recent pension valuations available. The discount rate used for RHBF reflects a pay-as-you-go approach.

Projections of benefits for financial reporting purposes of the plans are based on the substantive plan (the plan as understood by the employer and plan members) and include the types of benefits provided at the time of each valuation and the historical pattern of sharing of benefit costs between the employer and plan members to that point. The RHBF is funded solely by employer contributions and benefits are dependent on membership requirements.

The actuarial methods and assumptions used for DIPNC include techniques that are designed to reduce the effects of short-term volatility in actuarial accrued liabilities and the actuarial value of assets, consistent with the long-term perspective of the calculations.

The actuarial assumptions used in the December 31, 2023 valuations were generally based on the results of an actuarial experience study prepared as of December 31, 2019, as amended for updates to certain assumptions (such as medical claims and medical trend rate assumptions) implemented based on annual reviews that have occurred since that experience study.

Discount Rate: The discount rate used to measure the total OPEB liability for RHBF was 3.93% at June 30, 2024 compared to 3.65% at June 30, 2023. The projection of cash flow used to determine the discount rate assumed that contributions from employers would be made at the current statutorily determined contribution rate. Based on the above assumptions, the plan's fiduciary net position was not projected to be available to make projected future benefit payments to current plan members. As a result, a municipal bond rate of 3.93% was used as the discount rate used to measure the total OPEB liability. The 3.93% rate is based on the Bond Buyer 20-year General Obligation Index as of June 30, 2024.

The discount rate used to measure the total OPEB liability for DIPNC was 3.00% at June 30, 2024 and at June 30, 2023. The projection of cash flow used to determine the discount rate assumed that contributions from plan members would be made at the current contribution rate and that contributions from employers would be made at statutorily required rates, actuarially determined. Based on those assumptions, the plan's fiduciary net position was projected to be available to make all projected future benefit payments to the current plan members.

Sensitivity of the Net OPEB Liability (Asset) to Changes in the Discount Rate: The following presents the University's proportionate share of the net OPEB liability (asset) of the plans, as well as what each plans' net OPEB liability (asset) would be if it were calculated using a discount rate that is 1-percentage-point lower or 1-percentage-point higher than the current discount rate:

Net OPEB Liability (Asset)			
	1% Decrease (2.93%)	Current Discount Rate (3.93%)	1% Increase (4.93%)
RHBF	\$ 230,123,067.00	\$ 193,423,305.00	\$ 163,955,682.00
	1% Decrease (2.00%)	Current Discount Rate (3.00%)	1% Increase (4.00%)
DIPNC	\$ (170,858.00)	\$ (204,421.00)	\$ (213,434.00)

Sensitivity of the Net OPEB Liability to Changes in the Healthcare Cost Trend Rates: The following presents the net OPEB liability of the plans, as well as what the plans' net OPEB liability would be if it were calculated using healthcare cost trend rates that are 1-percentage-point lower or 1-percentage-point higher than the current healthcare cost trend rates:

Net OPEB Liability			
	1% Decrease (Medical - 4% - 5.5%, Pharmacy - 4% - 9%, Pharmacy Rebate - 4% - 6%, Med. Advantage - 4% - 5.17%, Administrative - 2%)	Current Healthcare Cost Trend Rates (Medical - 5% - 6.5%, Pharmacy - 5% - 10%, Pharmacy Rebate - 5% - 7%, Med. Advantage - 5% - 6.17%, Administrative - 3%)	1% Increase (Medical - 6% - 7.5%, Pharmacy - 6% - 11%, Pharmacy Rebate - 6% - 8%, Med. Advantage - 6% - 7.17%, Administrative - 4%)
RHBF	\$ 159,656,631.00	\$ 193,423,305.00	\$ 237,143,399.00

The sensitivity to changes in the healthcare cost trend rates is not applicable for DIPNC.

OPEB Expense: For the fiscal year ended June 30, 2025, the University recognized OPEB expense as follows:

OPEB Plan	Amount
RHBF	\$ 5,489,756.00
DIPNC	120,137.00
Total OPEB Expense	\$ 5,609,893.00

Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB: At June 30, 2025, the University reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources:

Employer Balances of Deferred Outflows of Resources Related to OPEB by Classification:			
	RHBF	DIPNC	Total
Differences Between Actual and Expected Experience	\$ 1,576,513.00	\$ 82,412.00	\$ 1,658,925.00
Changes of Assumptions	46,590,669.23	3,048.00	46,593,717.23
Net Difference Between Projected and Actual Earnings on OPEB Plan Investments	828,850.00	160,484.00	989,334.00
Change in Proportion and Differences Between Employer's Contributions and Proportionate Share of Contributions	3,071,105.00	27,840.63	3,098,945.63
Contributions Subsequent to the Measurement Date	11,236,544.19	208,977.22	11,445,521.41
Total	\$ 63,303,681.42	\$ 482,761.85	\$ 63,786,443.27

**Employer Balances of Deferred Inflows of Resources
Related to OPEB by Classification:**

	<u>RHBF</u>	<u>DIPNC</u>	<u>Total</u>
Differences Between Actual and Expected Experience	\$ -	\$ 235,128.00	\$ 235,128.00
Changes of Assumptions	25,218,449.81	95,238.00	25,313,687.81
Change in Proportion and Differences Between Employer's Contributions and Proportionate Share of Contributions	<u>5,377,540.00</u>	<u>4,410.00</u>	<u>5,381,950.00</u>
Total	<u>\$ 30,595,989.81</u>	<u>\$ 334,776.00</u>	<u>\$ 30,930,765.81</u>

Amounts reported as deferred outflows of resources related to contributions subsequent to the measurement date will be recognized as a reduction of the net OPEB liability related to RHBF and an increase of the net OPEB asset related to DIPNC in the fiscal year ending June 30, 2026. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized as OPEB expense as follows:

**Schedule of the Net Amount of the Employer's
Balances of Deferred Outflows of Resources and
Deferred Inflows of Resources That will be
Recognized in OPEB Expense:**

<u>Year Ending June 30:</u>	<u>RHBF</u>	<u>DIPNC</u>
2026	\$ (1,643,275.00)	\$ (69,279.00)
2027	3,145,449.00	(48,600.37)
2028	10,910,950.00	32,251.00
2029	9,058,024.42	14,262.00
2030	(1.00)	10,376.00
Thereafter	<u>-</u>	<u>(1.00)</u>
Total	<u>\$ 21,471,147.42</u>	<u>\$ (60,991.37)</u>

Note 15 - Risk Management

The University is exposed to various risks of loss related to torts; theft of, damage to, and destruction of assets; errors and omissions; injuries to employees; and natural disasters. These exposures to loss are handled via a combination of methods, including participation in state-administered insurance programs, purchase of commercial insurance, and self-retention of certain risks. There have been no significant reductions in insurance coverage from the previous year and settled claims have not exceeded coverage in any of the past three fiscal years.

A. Employee Benefit Plans

1. State Health Plan

University employees are provided comprehensive major medical care benefits. Coverage is funded by contributions to the State Health Plan (Plan), a discretely presented component unit of the State of North Carolina. The Plan is funded by employer and employee contributions. The Plan has contracted with third parties to process claims. See Note 14, Other Postemployment Benefits, for additional information regarding retiree health benefits.

2. Death Benefit Plan of North Carolina

Term life insurance (death benefits) of \$25,000 to \$50,000 is provided to eligible workers who enroll in the Teachers' and State Employees' Retirement System. This Death Benefit Plan is administered by the State Treasurer and funded via employer contributions. The employer contribution rate was 0.13% for the current fiscal year.

3. Disability Income Plan

Short-term and long-term disability benefits are provided to University employees through the Disability Income Plan of North Carolina (DIPNC), part of the State's Pension and Other Employee Benefit Trust Funds. Short-term benefits are paid by the University for up to twelve months. The Board of Trustees of the DIPNC may extend the short-term disability benefits for up to an additional twelve months. During the extended period of short-term disability benefits, payments are made directly by the DIPNC to the beneficiary. As discussed in Note 14, long-term disability benefits are payable as other postemployment benefits from DIPNC after the conclusion of the short-term disability period or after salary continuation payments cease, whichever is later, for as long as an employee is disabled.

B. Other Risk Management and Insurance Activities

1. Automobile, Fire, and Other Property Losses

All state-owned vehicles are covered by liability insurance through a private insurance company and handled by the Office of State Fire Marshal within the North Carolina Department of Insurance. The liability limits for losses are \$1,000,000 per claim and

\$10,000,000 per occurrence. The University pays premiums to the Office of State Fire Marshal for the coverage.

The University is required by UNC Policy 1300.12 – Policy on Insurance Coverage to maintain all risk coverage on all state-owned buildings and contents through the State Property Fire Insurance Fund (Fund), an internal service fund of the State. Fire and lightning coverage is provided at no cost to the University for operations supported by the State's General Fund. Other operations not supported by the State's General Fund are charged for the fire and lightning coverage. Coverage for all remaining risks for all buildings is charged to the University. Losses covered by the Fund are subject to a \$5,000 per occurrence deductible.

2. Public Officers' and Employees' Liability Insurance

The risk of tort claims of up to \$1,000,000 per claimant is retained under the authority of the State Tort Claims Act. In addition, the State provides excess public officers' and employees' liability insurance up to \$2,000,000 per claim and \$5,000,000 in the aggregate per fiscal year via contract with private insurance companies. The University pays the premium, based on a composite rate, directly to the private insurer.

3. Employee Dishonesty and Computer Fraud

The University is protected for losses from employee dishonesty and computer fraud. This coverage is with a private insurance company and is handled by the North Carolina Department of Insurance. Universities are charged a premium by the private insurance company. Coverage limit is \$5,000,000 per occurrence. The private insurance company pays 90% of each loss less a \$100,000 deductible.

4. Statewide Workers' Compensation Program

The North Carolina Workers' Compensation Program provides benefits to workers injured on the job. All employees of the State and its component units are included in the program. When an employee is injured, the University's primary responsibility is to arrange for and provide the necessary treatment for work related injury. The University is responsible for paying medical benefits and compensation in accordance with the North Carolina Workers' Compensation Act. The University retains the risk for workers' compensation.

Additional details on the state-administered risk management programs are disclosed in the State's *Annual Comprehensive Financial Report*, issued by the Office of the State Controller.

5. Other Insurance Held by the University

The University purchased other authorized coverage from private insurance companies through the North Carolina Department of Insurance. These insurance policies included medical professional liability, fine art coverage, boiler and machinery, cyber security, master crime, student and business travel, athlete injury and athletic liability, student accident and health, professional liability, and equipment.

Note 16 - Commitments and Contingencies

- A. Commitments** - The University has established an encumbrance system to track its outstanding commitments on construction projects and other purchases. Outstanding commitments on construction contracts were \$23,772,603.48 and on other purchases were \$68,167,289.07 at June 30, 2025.
- B. Pending Litigation and Claims** - The University is a party to litigation and claims in the ordinary course of its operations. Since it is not possible to predict the ultimate outcome of these matters, no provision for any liability has been made in the financial statements. University management is of the opinion that the liability, if any, for any of these matters will not have a material adverse effect on the financial position of the University.
- C. Other Contingent Receivables** - The University has received notification of other gifts and grants for which funds have not been disbursed by the resource provider and for which conditions attached to the gift or grant have not been satisfied or, in the case of permanent endowments, cannot begin to be satisfied. In accordance with accounting principles generally accepted in the United States of America, these amounts have not been recorded on the accompanying financial statements. The purpose and amount of other contingent receivables at year-end are as follows:

Purpose	Amount
Pledges to Endowments	<u>\$10,728,353.19</u>

Note 17 - Related Parties

The University and The University of North Carolina at Greensboro have formed a jointly governed nonprofit organization, Gateway Research Park, Inc. (Gateway), which is also a component unit of the State of North Carolina. The purpose of this organization is to provide a collaborative research environment that fosters academic enrichment, grow research, technology transfer, commercialization, and discovery while encouraging and promoting regional economic development. During the year, the University paid \$25,000.00 in management fees and \$1,945,481.00 in operating funds. The University also provided, in the form of grants, the following support: \$345,174.24 in infrastructure improvements and equipment installation, \$51,150.77 in office expenditures, and \$900,000.00 in revenue support.

Note 18 - Blended Component Unit

Condensed combining information for the University's blended component unit for the year ended June 30, 2025, is presented as follows:

**Condensed Statement of Net Position
June 30, 2025**

	University	Investment Foundation*	Eliminations	Total
ASSETS				
Current Assets	\$ 255,368,422.36	\$ 498,430.32	\$ -	\$ 255,866,852.68
Capital Assets, Net	602,167,927.23	-	-	602,167,927.23
Other Noncurrent Assets	29,694,470.39	237,540,034.98	(22,843,144.00)	244,391,361.37
Total Assets	887,230,819.98	238,038,465.30	(22,843,144.00)	1,102,426,141.28
TOTAL DEFERRED OUTFLOWS OF RESOURCES	99,641,141.87	-	-	99,641,141.87
LIABILITIES				
Current Liabilities	37,817,340.19	129,522.65	(1,626.18)	37,945,236.66
Long-Term Liabilities, Net	415,050,751.00	-	-	415,050,751.00
Other Noncurrent Liabilities	814,686.80	-	-	814,686.80
Total Liabilities	453,682,777.99	129,522.65	(1,626.18)	453,810,674.46
TOTAL DEFERRED INFLOWS OF RESOURCES	31,455,070.81	-	-	31,455,070.81
NET POSITION				
Net Investment in Capital Assets	440,741,651.00	-	-	440,741,651.00
Restricted - Nonexpendable	5,610,470.59	113,769,324.48	(4,739,198.98)	114,640,596.09
Restricted - Expendable	84,337,944.49	65,558,514.08	(15,078,809.81)	134,817,648.76
Unrestricted	(28,955,953.03)	58,581,104.09	(3,023,509.03)	26,601,642.03
Total Net Position	\$ 501,734,113.05	\$ 237,908,942.65	\$ (22,841,517.82)	\$ 716,801,537.88

*Investment Foundation amounts include the portion that is attributable to The North Carolina A&T Real Estate Foundation, Inc. and The Foundation for North Carolina A&T State University, Inc., which are discretely presented in Exhibit B-1 of the financial statements. This discretely presented portion is also removed from the financial statements via eliminations.

Condensed Statement of Revenues, Expenses, and Changes in Net Position For the Fiscal Year Ended June 30, 2025

	University	Investment Foundation*	Eliminations	Total
OPERATING REVENUES				
Tuition and Fees, Net	\$ 94,902,407.22	\$ -	\$ -	\$ 94,902,407.22
Federal Appropriations	12,018,067.64			12,018,067.64
Grants and Contracts	50,944,460.19			50,944,460.19
Sales and Services, Net	41,962,526.16	-	-	41,962,526.16
Other Operating Revenues	5,652,204.70	-	-	5,652,204.70
Total Operating Revenues	205,479,665.91	-	-	205,479,665.91
OPERATING EXPENSES				
Operating Expenses	460,850,804.37	518,971.36	(49,170.35)	461,320,605.38
Depreciation/Amortization	23,061,911.93	-	-	23,061,911.93
Total Operating Expenses	483,912,716.30	518,971.36	(49,170.35)	484,382,517.31
Operating Loss	(278,433,050.39)	(518,971.36)	49,170.35	(278,902,851.40)
NONOPERATING REVENUES (EXPENSES)				
State Appropriations	163,758,524.45	-	-	163,758,524.45
Student Financial Aid	58,315,749.72	-	-	58,315,749.72
Noncapital Contributions	38,024,396.72	-	-	38,024,396.72
Investment Income, Net	11,295,734.27	23,022,423.93	(2,250,004.02)	32,068,154.18
Interest, Fees, and Other Expenses	(7,026,945.78)	-	-	(7,026,945.78)
Net Nonoperating Revenues	264,367,459.38	23,022,423.93	(2,250,004.02)	285,139,879.29
Capital Contributions	10,435,053.74	-	-	10,435,053.74
Contributions	(21,300,000.00)	20,892,404.00	407,596.00	-
Additions to Endowments	13,536,052.24	-	-	13,536,052.24
Total Other Revenues	2,671,105.98	20,892,404.00	-	23,971,105.98
Increase (Decrease) in Net Position	(11,394,485.03)	43,395,856.57	(1,793,237.67)	30,208,133.87
NET POSITION				
Net Position, July 1, 2024 (as Restated)	513,128,598.08	194,513,086.08	(21,048,280.15)	686,593,404.01
Net Position, June 30, 2025	<u>\$ 501,734,113.05</u>	<u>\$ 237,908,942.65</u>	<u>\$ (22,841,517.82)</u>	<u>\$ 716,801,537.88</u>

* Investment Foundation amounts include the portion that is attributable to The North Carolina A&T Real Estate Foundation, Inc. and The Foundation for North Carolina A&T State University, Inc., which are discretely presented in Exhibit B-2 of the financial statements. This discretely presented portion is also removed from the financial statements via eliminations.

Note 19 - Changes in Financial Accounting and Reporting

For the fiscal year ended June 30, 2025, the University implemented the following pronouncements issued by the Governmental Accounting Standards Board (GASB):

GASB Statement No. 101, Compensated Absences

GASB Statement No. 102, Certain Risk Disclosures

GASB Statement No. 101 updates the recognition, measurement, and disclosure requirements for compensated absences. This Statement supersedes GASB Statement No. 16, *Accounting for Compensated Absences*, which was issued in 1992, and aims to better meet the information needs of financial statement users by aligning the recognition and measurement guidance under a unified model and by amending certain previously required disclosures. The unified recognition and measurement model in this Statement will result in a liability for compensated absences that more appropriately reflects when a government incurs an obligation. In addition, the model can be applied consistently to any type of compensated absence and will eliminate potential comparability issues between governments that offer different types of leave. Lastly, the model also will result in a more robust estimate of the amount of compensated absences that a government will pay or settle, which will enhance the relevance and reliability of information about the liability for compensated absences.

GASB Statement No. 102 improves financial reporting by providing users of financial statements with essential information about risks related to a government's vulnerabilities due to certain concentrations or constraints. This Statement defines a *concentration* as a lack of diversity related to an aspect of a significant inflow of resources or outflow of resources. A *constraint* is a limitation imposed on a government by an external party or by formal action of the government's highest level of decision-making authority. The disclosures will provide users with timely information regarding certain concentrations or constraints and related events that have occurred or have begun to occur that make a government vulnerable to a substantial impact.

Note 20 - Net Position Restatement

As of July 1, 2024, net position as previously reported was restated as follows:

	<u>Amount</u>
July 1, 2024 Net Position as Previously Reported	\$ 684,629,355.64
Restatement in accordance with GASB Statement No. 101	<u>1,964,048.37</u>
July 1, 2024 Net Position as Restated	<u>\$ 686,593,404.01</u>

Note 21 - Subsequent Events

On November 6, 2025, the Board of Governors of the University of North Carolina on behalf of the University issued \$35,145,000 in tax-exempt refunding bonds, Series 2025, with an interest rate of 3.85%. The bonds are dated November 6, 2025, and bear interest from that date. Interest of the bonds will be payable semiannually on each April 1 and October 1, commencing April 1, 2026. The bonds consist of serial bonds that will mature from October 1, 2026, to October 1, 2040. The bonds were issued as a partial refunding of the Series 2015A General Revenue Bonds and will provide net present value savings of \$2.9 million.

On November 14, 2025, the University received a \$63.0 million unrestricted gift from philanthropist MacKenzie Scott, the largest single gift ever received by the University. On December 1, 2025, the University transferred \$60.0 million of this gift to its component unit, the Investment Foundation for investment into the UNC Investment Fund. This unrestricted gift and investment will support the University's pursuit of the Research 1 designation in the Carnegie Classification of Institutions of Higher Education, strengthen student success, and expand research and innovation in key disciplines.



Required Supplementary Information

North Carolina Agricultural and Technical State University
Required Supplementary Information
Schedule of the Proportionate Share of the Net Pension Liability
Cost-Sharing, Multiple-Employer, Defined Benefit Pension Plan
Last Ten Fiscal Years*

Exhibit C-1

Teachers' and State Employees' Retirement System	2025	2024	2023	2022	2021
Proportionate Share Percentage of Collective Net Pension Liability	0.43116%	0.40671%	0.40801%	0.42927%	0.42467%
Proportionate Share of TSERS Collective Net Pension Liability	\$ 63,883,589.00	\$ 67,806,622.00	\$ 60,557,815.00	\$ 20,101,001.00	\$ 51,308,617.00
Covered Payroll	\$ 85,202,527.90	\$ 74,557,835.76	\$ 71,468,729.31	\$ 72,052,892.39	\$ 71,463,975.43
Proportionate Share of the Net Pension Liability as a Percentage of Covered Payroll	74.98%	90.94%	84.73%	27.90%	71.80%
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	85.35%	82.97%	84.14%	94.86%	85.98%
	2020	2019	2018	2017	2016
Proportionate Share Percentage of Collective Net Pension Liability	0.42331%	0.42358%	0.40468%	0.40361%	0.39925%
Proportionate Share of TSERS Collective Net Pension Liability	\$ 43,884,366.00	\$ 42,172,002.00	\$ 32,109,096.00	\$ 37,095,928.00	\$ 14,713,153.00
Covered Payroll	\$ 71,568,521.16	\$ 69,437,266.26	\$ 66,669,178.36	\$ 64,194,369.39	\$ 64,055,133.27
Proportionate Share of the Net Pension Liability as a Percentage of Covered Payroll	61.32%	60.73%	48.16%	57.79%	22.97%
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	87.56%	87.61%	89.51%	87.32%	94.64%

Note: Information is presented for all years that were measured in accordance with the requirements of GASB Statement No. 68, *Accounting and Financial Reporting for Pensions - An Amendment of GASB Statement No. 27*, as amended.

* The amounts presented for each fiscal year were determined as of the prior fiscal year ended June 30.

North Carolina Agricultural and Technical State University
Required Supplementary Information
Schedule of University Contributions
Cost-Sharing, Multiple-Employer, Defined Benefit Pension Plan
Last Ten Fiscal Years

Exhibit C-2

Teachers' and State Employees' Retirement System	2025	2024	2023	2022	2021
Contractually Required Contribution	\$ 16,209,917.42	\$ 15,029,725.92	\$ 12,958,151.86	\$ 11,706,577.87	\$ 10,649,417.50
Contributions in Relation to the Contractually Determined Contribution	16,209,917.42	15,029,725.92	12,958,151.86	11,706,577.87	10,649,417.50
Contribution Deficiency (Excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Covered Payroll	\$ 96,545,070.97	\$ 85,202,527.90	\$ 74,557,835.76	\$ 71,468,729.31	\$ 72,052,892.39
Contributions as a Percentage of Covered Payroll	16.79%	17.64%	17.38%	16.38%	14.78%
	2020	2019	2018	2017	2016
Contractually Required Contribution	\$ 9,268,877.61	\$ 8,795,771.25	\$ 7,485,337.30	\$ 6,653,584.00	\$ 5,873,784.80
Contributions in Relation to the Contractually Determined Contribution	9,268,877.61	8,795,771.25	7,485,337.30	6,653,584.00	5,873,784.80
Contribution Deficiency (Excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Covered Payroll	\$ 71,463,975.43	\$ 71,568,521.16	\$ 69,437,266.26	\$ 66,669,178.36	\$ 64,194,369.39
Contributions as a Percentage of Covered Payroll	12.97%	12.29%	10.78%	9.98%	9.15%

Note: Changes of benefit terms, methods, and assumptions are presented in the Notes to Required Supplementary Information (RSI) schedule following the pension RSI tables.

North Carolina Agricultural and Technical State University

Notes to Required Supplementary Information

Schedule of University Contributions

Cost-Sharing, Multiple-Employer, Defined Benefit Pension Plan

For the Fiscal Year Ended June 30, 2025

Changes of Benefit Terms:

Teachers' and State Employees' Retirement System	Cost of Living Increase									
	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
	N/A	N/A	N/A	N/A	N/A	N/A	1.00%	N/A	N/A	N/A

Beginning in fiscal year 2015, with the implementation of GASB Statement No. 68, the above table reflects Cost of Living Adjustments (COLA) in the period of the legislative session or Board of Trustees meeting when it was passed. The COLA is effective as of July 1 of that period and the fiscal year end plan liability is affected at June 30 of that year because the COLA is included in the actuarial assumptions used to calculate the plan net pension liability.

Effective July 1, 2017, the definition of law enforcement officer related to TSERS members was changed by the General Assembly to include Probation/Parole officers for retirement benefit purposes. The change includes officers with respect to service rendered on or after July 1, 2017, and provides for unreduced retirement at age 55 with five years of service as a law enforcement officer or reduced retirement at age 50 with 15 years of service as a law enforcement officer.

Effective July 1, 2017, retirees and beneficiaries of deceased retirees receiving benefits from the TSERS as of July 1, 2016, received a 1% cost-of-living adjustment. Retirees and beneficiaries of retirees with retirement effective dates between July 1, 2016 and before June 30, 2017 received a prorated amount. These benefit enhancements reflect legislation enacted by the North Carolina General Assembly.

In December 2021 for the fiscal year ended June 30, 2022, retirees and beneficiaries of deceased retirees receiving benefits from the TSERS as of September 1, 2021, received a one-time cost-of-living supplement payment, equal to 2% of the beneficiary's annual retirement allowance.

Benefit recipients of the TSERS received a one-time benefit supplement payment equal to 4% of the member's annual benefit amount, paid in October 2022, as granted by the North Carolina General Assembly for the fiscal year ended June 30, 2023. The one-time supplement does not change the ongoing monthly benefits, and absent additional action by governing authorities, the payments will not recur in future years.

Benefit recipients of the TSERS will receive a one-time benefit supplement payment equal to 4% of the member's annual benefit amount, paid in November 2023, as granted by the North Carolina General Assembly for the fiscal year ended June 30, 2024. The one-time supplement does not change the ongoing monthly benefits, and absent additional action by governing authorities, the payments will not recur in future years.

Effective January 1, 2024, new employees hired by UNC Health Care or by certain components of East Carolina University, who were not actively contributing to TSERS immediately before they were hired by those entities, are not eligible to join TSERS.

Methods and Assumptions Used in Calculations of Actuarially Determined Contributions: An actuarial valuation is performed for each year for the plan. The actuarially determined contribution rates in the Schedule of University Contributions are calculated by the actuary as a projection of the required employer contribution for the fiscal year beginning 18 months following the date of the valuation results. See Note 13 for more information on the specific assumptions for the plan. The actuarially determined contributions for those items with covered payroll were determined using the actuarially determined contribution rate from the actuary and covered payroll as adjusted for timing differences and other factors such as differences in employee class. Other actuarially determined contributions are disclosed in the schedule as expressed by the actuary in reports to the plans.

Changes of Assumptions: In January 2021, the actuarial assumptions for the TSERS were updated to more closely reflect actual experience.

In 2020, the North Carolina Retirement Systems' consulting actuaries performed the quinquennial investigation of the TSERS actual demographic and economic experience (known as the "Experience Review"). The Experience Review provides the basis for selecting the actuarial assumptions and methods used to determine plan liabilities and funding requirements. The most recent experience review examined the TSERS experience during the period between January 1, 2015, and December 31, 2019. Based on the findings, the Boards of Trustees of the TSERS adopted a number of new actuarial assumptions and methods. The most notable changes to the assumptions include updates to the mortality tables and mortality improvements. These assumptions were adjusted to be based on the Pub-2010 mortality tables reflecting the mortality projection scale MP-2019, released by the Society of Actuaries in 2019. In addition, the assumed rates of retirement, salary increases, and rates of termination from active employment were updated to more closely reflect actual experience.

The discount rate for the TSERS was lowered from 7.00% to 6.50% effective for the December 31, 2020 valuation, with the resulting effect on minimum actuarially determined employer contribution rates (or amounts) to be gradually recognized over a five-year period beginning July 1, 2022.

The Notes to Required Supplementary Information reflect information included in the State of North Carolina's 2024 *Annual Comprehensive Financial Report*.

N/A - Not Applicable

North Carolina Agricultural and Technical State University
Required Supplementary Information
Schedule of the Proportionate Share of the Net OPEB Liability or Asset
Cost-Sharing, Multiple-Employer, Defined Benefit OPEB Plans
Last Nine Fiscal Years*

Exhibit C-3
Page 1 of 2

Retiree Health Benefit Fund	2025	2024	2023	2022	2021
Proportionate Share Percentage of Collective Net OPEB Liability	0.56868%	0.57458%	0.58758%	0.60960%	0.59081%
Proportionate Share of Collective Net OPEB Liability	\$193,423,305.00	\$153,111,608.00	\$139,531,878.00	\$188,462,629.00	\$163,896,722.00
Covered Payroll	\$141,210,371.91	\$123,648,499.36	\$118,107,153.87	\$114,941,415.05	\$116,985,392.68
Proportionate Share of the Net OPEB Liability as a Percentage of Covered Payroll	136.98%	123.83%	118.14%	163.96%	140.10%
Plan Fiduciary Net Position as a Percentage of the Total OPEB Liability	9.79%	10.73%	10.58%	7.72%	6.92%
	2020	2019	2018	2017	
Proportionate Share Percentage of Collective Net OPEB Liability	0.58562%	0.57862%	0.54571%	0.62362%	
Proportionate Share of Collective Net OPEB Liability	\$185,288,154.00	\$164,837,738.00	\$178,919,711.00	\$271,295,897.00	
Covered Payroll	\$114,436,560.20	\$109,834,744.77	\$105,081,359.60	\$102,305,367.37	
Proportionate Share of the Net OPEB Liability as a Percentage of Covered Payroll	161.91%	150.08%	170.27%	265.18%	
Plan Fiduciary Net Position as a Percentage of the Total OPEB Liability	4.40%	4.40%	3.52%	2.41%	

North Carolina Agricultural and Technical State University
Required Supplementary Information
Schedule of the Proportionate Share of the Net OPEB Liability or Asset
Cost-Sharing, Multiple-Employer, Defined Benefit OPEB Plans
Last Nine Fiscal Years*

Exhibit C-3
Page 2 of 2

Disability Income Plan of North Carolina	2025	2024	2023	2022	2021
Proportionate Share Percentage of Collective Net OPEB Liability (Asset)	0.62085%	0.58196%	0.59027%	0.60894%	0.61680%
Proportionate Share of Collective Net OPEB Liability (Asset)	\$ (204,421.00)	\$ 154,778.00	\$ 175,594.00	\$ (99,464.00)	\$ (303,429.00)
Covered Payroll	\$141,210,371.91	\$123,648,499.36	\$118,107,153.87	\$114,941,415.05	\$116,985,392.68
Proportionate Share of the Net OPEB Liability (Asset) as a Percentage of Covered Payroll	0.14%	0.13%	0.15%	0.09%	0.26%
Plan Fiduciary Net Position as a Percentage of the Total OPEB Liability	114.99%	90.61%	90.34%	105.18%	115.57%
	2020	2019	2018	2017	
Proportionate Share Percentage of Collective Net OPEB Liability (Asset)	0.59939%	0.59596%	0.58345%	0.58230%	
Proportionate Share of Collective Net OPEB Liability (Asset)	\$ (258,637.00)	\$ (181,029.00)	\$ (356,605.00)	\$ (361,608.00)	
Covered Payroll	\$114,436,560.20	\$109,834,744.77	\$105,081,359.60	\$102,305,367.37	
Proportionate Share of the Net OPEB Liability (Asset) as a Percentage of Covered Payroll	0.23%	0.16%	0.34%	0.35%	
Plan Fiduciary Net Position as a Percentage of the Total OPEB Liability	113.00%	108.47%	116.23%	116.06%	

Note: Information is presented for all years that were measured in accordance with the requirements of GASB Statement No. 75, *Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions*, as amended.

* The amounts presented for each fiscal year were determined as of the prior fiscal year ended June 30.

North Carolina Agricultural and Technical State University
Required Supplementary Information
Schedule of University Contributions
Cost-Sharing, Multiple-Employer, Defined Benefit OPEB Plans
Last Ten Fiscal Years

Exhibit C-4
Page 1 of 2

Retiree Health Benefit Fund	2025	2024	2023	2022	2021
Contractually Required Contribution	\$ 11,236,544.19	\$ 10,082,420.55	\$ 8,519,381.61	\$ 7,428,939.98	\$ 7,678,086.53
Contributions in Relation to the Contractually Determined Contribution	11,236,544.19	10,082,420.55	8,519,381.61	7,428,939.98	7,678,086.53
Contribution Deficiency (Excess)	\$ -	\$ -	\$ -	\$ -	\$ -
Covered Payroll	\$ 160,751,705.18	\$ 141,210,371.91	\$ 123,648,499.36	\$ 118,107,153.87	\$ 114,941,415.05
Contributions as a Percentage of Covered Payroll	6.99%	7.14%	6.89%	6.29%	6.68%
	2020	2019	2018	2017	2016
Contractually Required Contribution	\$ 7,568,954.91	\$ 7,175,172.32	\$ 6,645,002.06	\$ 6,105,226.99	\$ 5,729,100.57
Contributions in Relation to the Contractually Determined Contribution	7,568,954.91	7,175,172.32	6,645,002.06	6,105,226.99	5,729,100.57
Contribution Deficiency (Excess)	\$ -	\$ -	\$ -	\$ -	\$ -
Covered Payroll	\$ 116,985,392.68	\$ 114,436,560.20	\$ 109,834,744.77	\$ 105,081,359.60	\$ 102,305,367.37
Contributions as a Percentage of Covered Payroll	6.47%	6.27%	6.05%	5.81%	5.60%

North Carolina Agricultural and Technical State University
Required Supplementary Information
Schedule of University Contributions
Cost-Sharing, Multiple-Employer, Defined Benefit OPEB Plans
Last Ten Fiscal Years

Exhibit C-4
Page 2 of 2

Disability Income Plan of North Carolina	2025	2024	2023	2022	2021
Contractually Required Contribution	\$ 208,977.22	\$ 155,331.41	\$ 123,648.50	\$ 106,296.44	\$ 103,447.27
Contributions in Relation to the Contractually Determined Contribution	208,977.22	155,331.41	123,648.50	106,296.44	103,447.27
Contribution Deficiency (Excess)	\$ -	\$ -	\$ -	\$ -	\$ -
Covered Payroll	\$ 160,751,705.18	\$ 141,210,371.91	\$ 123,648,499.36	\$ 118,107,153.87	\$ 114,941,415.05
Contributions as a Percentage of Covered Payroll	0.13%	0.11%	0.10%	0.09%	0.09%
	2020	2019	2018	2017	2016
Contractually Required Contribution	\$ 116,985.39	\$ 160,211.18	\$ 153,768.64	\$ 399,309.17	\$ 419,452.01
Contributions in Relation to the Contractually Determined Contribution	116,985.39	160,211.18	153,768.64	399,309.17	419,452.01
Contribution Deficiency (Excess)	\$ -	\$ -	\$ -	\$ -	\$ -
Covered Payroll	\$ 116,985,392.68	\$ 114,436,560.20	\$ 109,834,744.77	\$ 105,081,359.60	\$ 102,305,367.37
Contributions as a Percentage of Covered Payroll	0.10%	0.14%	0.14%	0.38%	0.41%

Note: Changes of benefit terms, methods, and assumptions are presented in the Notes to Required Supplementary Information (RSI) schedule following the OPEB RSI tables.

North Carolina Agricultural and Technical State University

Notes to Required Supplementary Information

Schedule of University Contributions

Cost-Sharing, Multiple-Employer, Defined Benefit OPEB Plans

For the Fiscal Year Ended June 30, 2025

Changes of Benefit Terms: Effective January 1, 2016, benefit terms related to copays, out-of-pocket maximums, and deductibles were changed for three of five options of the Retiree Health Benefit Fund (RHBF). Most of the changes were an increase in the amount from the previous year.

Effective January 1, 2017, benefit terms related to copays, coinsurance maximums, out-of-pocket maximums, and deductibles were changed for two of five options of the RHBF. Most of the changes were an increase in the amount from the previous year.

Effective January 1, 2019, benefit terms related to copays, out-of-pocket maximums, and deductibles were changed for one of four options of the RHBF. Out-of-pocket maximums increased while certain specialist copays decreased related to option benefits.

Effective January 1, 2020, benefit terms related to copays, out-of-pocket maximums, and deductibles were changed for the 70/30 PPO option of the RHBF. Only the copays were adjusted for 80/20 PPO option of the RHBF.

Effective January 1, 2021, members first hired on and after January 1, 2021 will not be eligible to receive retiree medical benefits.

Effective January 1, 2022, the structure of employer contributions to the RHBF was altered by legislation. Previously, non-Medicare-eligible retirees had the same employer contribution rate as active employees. As a result of the legislative change, non-Medicare-eligible retirees have the same employer contribution rate as Medicare-eligible retirees.

Effective April 1, 2024, coverage of GLP-1 prescriptions for obesity management (GLP-1-AOM) was terminated.

Beginning with the Disability Income Plan of North Carolina (DIPNC) actuarial valuation as of December 31, 2017, the valuation included a liability for the State's potential reimbursement of costs incurred by employers for income benefits and health insurance premiums during the second six months of the first year of employee's short-term disability benefit period. The reimbursement from DIPNC was eliminated for disabilities occurring on or after July 1, 2019 and no further reimbursements may be issued.

Method and Assumptions Used in Calculations of Actuarially Determined Contributions: An actuarial valuation is performed for each plan each year. The actuarially determined contribution rates in the Schedule of University Contributions are calculated by the actuary as a projection of the required employer contribution for the fiscal year beginning six months preceding the date of the valuation results for the RHBF. The actuarially determined contribution rates in the Schedule of University Contributions are calculated by the actuary as a projection of the required employer contribution for the fiscal year beginning 18 months following the date of the valuation results for the DIPNC. See Note 14 for more information on the specific assumptions for each plan. The actuarially determined contributions were determined using the actuarially determined contribution rate from the actuary and covered payroll as adjusted for timing differences and other factors such as differences in employee class. Other actuarially determined contributions are disclosed in the schedule as expressed by the actuary in reports to the plans.

Changes of Assumptions: Consistent with prior years, for the actuarial valuation measured as of June 30, 2024 for the RHBF, a number of actuarial assumptions were reviewed and updated. The discount rate for the RHBF was updated to 3.93%, from 3.65% as of June 30, 2023. This update was to reflect the Bond Buyer 20-year General Obligation Index as of fiscal year end. Medical and prescription drug claims costs were changed based on most recent experience, and medical and prescription drug trend rates were changed to the current schedule. Enrollment assumptions were updated to model expected migrations among RHBF plan options over the next four years. The expected impact from the Inflation Reduction Act on assumed Medicare Advantage rates by including proposed PMPM vendor rates through 2027 and then using assumed trend beginning in 2028. Employer portion of contributions were calculated to have less volatility than recent experience and have a smoother transition to the ultimate trend.

For the actuarial valuation measured as of June 30, 2024 for DIPNC, the discount rate remained at 3%, unchanged from the rate as of June 30, 2023.

In 2020, the North Carolina Retirement Systems' consulting actuaries performed the quinquennial investigation of each retirement system's actual demographic and economic experience (known as the "Experience Review"). The Experience Review provides the basis for selecting the actuarial assumptions and methods used to determine plan liabilities and funding requirements. The most recent experience review examined each plan's experience during the period between January 1, 2015, and December 31, 2019. Based on the findings, the Boards of Trustees of the TSERS and the Committee on Actuarial Valuation of Retired Employees' Health Benefits adopted a number of new actuarial assumptions and methods for the RHBF and the DIPNC. The most notable changes to the assumptions include updates to the mortality tables and mortality improvements. These assumptions were adjusted to be based on the Pub-2010 mortality tables reflecting the mortality projection scale MP-2019, released by the Society of Actuaries in 2019. In addition, the assumed rates of retirement, salary increases, and rates of termination from active employment were updated to more closely reflect actual experience. Also in 2020, disability rates were adjusted to the non-grandfathered assumptions used in the TSERS actuarial valuation to better align with the anticipated incidence of disability.

For the DIPNC actuarial valuation as of December 31, 2018, for individuals who may become disabled in the future, the Social Security disability income benefit (which is an offset to the DIPNC benefit) was updated to be based on assumed Social Security calculation parameters in the year of the disability.

The assumed costs related to the Patient Protection and Affordable Care Act regarding the Health Insurance Provider Fee for the fully insured plans and Excise Tax were removed when those pieces were repealed in December 2019 and first recognized in the 2020 OPEB report.

For the DIPNC actuarial valuation as of December 31, 2023, benefit payments expected to be issued after 36 months of disability to claimants who had at least five years of membership service as of July 31, 2007 were updated to include an offset (reduction to the DIPNC benefit) based on estimated Social Security benefits.

The Notes to Required Supplementary Information reflect information included in the State of North Carolina's 2024 *Annual Comprehensive Financial Report*.



Independent Auditor's Report



North Carolina Office of the State Auditor

Dave Boliek, State Auditor

Independent Auditor's Report on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance With *Government Auditing Standards*

Board of Trustees

North Carolina Agricultural and Technical State University
Greensboro, North Carolina

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of North Carolina Agricultural and Technical State University (University), a constituent institution of the multi-campus University of North Carolina System, which is a component unit of the State of North Carolina, and its discretely presented component units, 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, and have issued our report thereon dated July 31, 2026. Our report includes a reference to other auditors who audited the financial statements of The North Carolina A&T Real Estate Foundation, Inc., and the financial statements of The Foundation for North Carolina A&T State University, Inc., as described in our report on the University's financial statements. The financial statements of The North Carolina A&T Real Estate Foundation, Inc., and The Foundation for North Carolina A&T State University, Inc. were not audited in accordance with *Government Auditing Standards*, and accordingly, this report does not include reporting on internal control over financial reporting or compliance and other matters associated with those entities.

Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered the University's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control. Accordingly, we do not express an opinion on the effectiveness of the University's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control such that there is a reasonable possibility that a material misstatement of the University's financial statements will not be

prevented, or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that were not identified. We did identify a deficiency in internal control, described in the accompanying Finding, Recommendation, and Response section, that we consider to be a significant deficiency.

Compliance and Other Matters

As part of obtaining reasonable assurance about whether the University's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

University's Response to the Finding

Government Auditing Standards requires us to perform limited procedures on the University's response to the finding identified in our audit and described in the accompanying Finding, Recommendation, and Response section. The University's response was not subjected to the other auditing procedures applied in the audit of the financial statements, and, accordingly, we express no opinion on the response.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the University's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the University's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.



Dave Boliek
State Auditor

Raleigh, North Carolina

July 31, 2026



Finding, Recommendation, and Response

Matters Related to Financial Reporting

University Improperly Awarded Financial Assistance

North Carolina Agricultural and Technical State University (University) improperly awarded institutional funds known as Administrative Recovery Funds¹ to students as financial assistance without documented criteria. During the audit period, the University awarded approximately \$747,649 to 196 students using these funds.

Auditors reviewed the awarding process over these Administrative Recovery Funds and found that the University did not have adequate controls in place to prevent or detect improper awarding. Specifically,

- There were no documented policies, procedures, or criteria regarding the use of Administrative Recovery Funds as student financial assistance.
- Senior officials were selecting the students and determining the award amounts without independent review or approval.
- Duties related to authorization, approval, and disbursement of financial assistance were not segregated.

To evaluate the impact of the control deficiencies, auditors tested a sample of 60 students² who were awarded \$355,012 in institutional financial assistance during the period. Auditors found that 23 students (38%) received \$175,669 without documented eligibility or award amount criteria.

As a result of inadequate controls, the University faces an increased risk that:

- Fraud or errors could occur and go undetected.
- Financial assistance may not be awarded equitably.
- Reputational harm could result.

The improper awarding occurred because University management did not establish formal policies, documented procedures, or control activities governing the use of Administrative Recovery Funds as student financial assistance. In addition, University management did not implement adequate segregation of duties or other safeguards to mitigate conflicts of interest or limit the ability of senior officials to override established or expected controls.

North Carolina General Statutes³ require that University management establish and maintain a proper system of internal controls in accordance with standards established by the North Carolina Office of the State Controller. Included in those standards is the Committee of

¹ Administrative Recovery Funds represent institutional cost-recovery allocations derived from fee-based receipts such as housing, dining, and parking. These funds are often used to offset indirect administrative expenses for University units and departments that support other units across campus, such as finance, compliance, human resources, and facilities. These funds have also, historically, been used when needed for emergency purchases or situations.

² The 60 students included 9 students that were deemed individually significant based on the amount of financial assistance awarded. These students were removed from the population and tested 100%. The other 51 students were selected from the remaining population.

³ Chapter 143D, Article 2.

Sponsoring Organizations (COSO) *Internal Control – Integrated Framework*⁴ which requires management to design controls to mitigate risks and to ensure appropriate segregation of duties over the authorization, approval, and disbursement of transactions.

In addition, best practices for awarding financial assistance include using standard, equitable, and documented criteria, such as the Free Application for Federal Student Aid⁵ (FAFSA). The University already uses FAFSA data for other similar financial assistance programs and FAFSA is widely used by higher education institutions nationwide to determine eligibility and award amounts for federal, state, and institutional aid.

Recommendation: University management should strengthen internal controls over the Administrative Recovery Funds, such as:

- Establishing documented policies, procedures, and eligibility criteria governing the use of the funds.
- Implementing segregation of duties and independent review over the selection of students and approval of award amounts.
- Implementing monitoring activities to evaluate whether internal controls are operating as designed.

In addition, University management should follow-up on and monitor the awarding process to ensure corrective actions are taken.

University's Response: See page 72 for the University's response to this finding.

⁴ Committee of Sponsoring Organizations, *Internal Control – Integrated Framework*, May 2013.

⁵ The [FAFSA](#) is a federal government form used nationwide by higher education institutions to apply consistent criteria across financial assistance programs.



**NORTH CAROLINA
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Office of the State Auditor
20601 Mail Service Center
Raleigh, NC 27699

April 21, 2026

Dear State Auditor Dave Boliek,

North Carolina Agricultural and Technical State University (University) agrees with the audit finding and appreciates the opportunity to respond. We take this matter seriously and are committed to strengthening our internal controls, governance, and oversight related to the awarding of financial aid and internally funded scholarships.

To address the issues identified and to mitigate the risk of recurrence, the University will implement the following corrective actions:

- **Independent Audit and Control Review**

The University will contract with an external audit firm to perform an independent audit of the financial aid awarding process. This engagement will include a comprehensive review of financial aid controls currently in place, with particular emphasis on identifying areas for improvement and strengthening controls over any conflicts of interest, reconciliations, override, or operational account holding activities.

- **Policy Development and Standard Operating Procedures (SOP)**

The University will develop and implement a comprehensive policy and accompanying SOP governing all internally awarded scholarships, including those funded through auxiliary or administrative sources. The policy will be communicated to relevant campus leaders and stakeholders and will clearly define roles and responsibilities for administering, monitoring, and overseeing such funds, including eligibility criteria and segregation of duties.

Additionally, senior officials directly involved with the improperly awarded scholarships are no longer employed by the University. The University believes these actions demonstrate its commitment to accountability, transparency, and continuous improvement in stewardship of institutional and financial aid resources.

Senior leadership within the Office of Financial Aid will be primarily responsible for these actions, with coordination across relevant academic and administrative units. Our anticipated completion date of these corrective actions is on or before December 31, 2026.

Sincerely,

Dr. James R. Martin, II
Chancellor

Ordering Information

Copies of this report may be obtained by contacting:



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