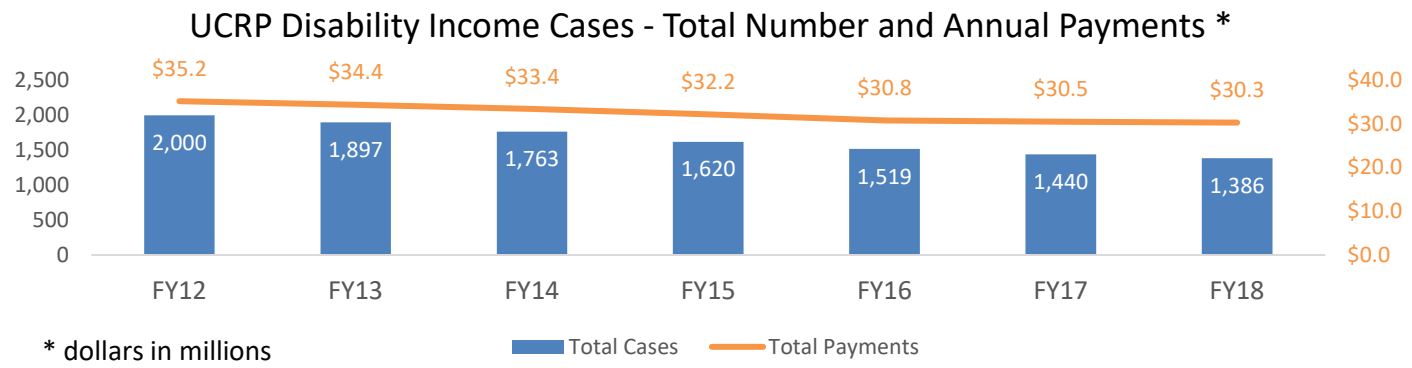
Background

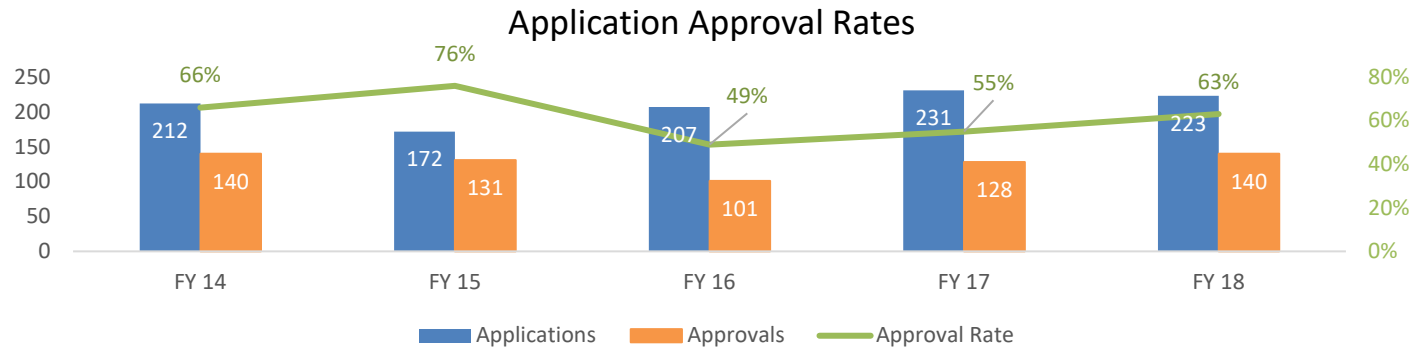
In 2013, the RASC entered into contractual agreements to establish a co-sourcing partnership with Liberty Mutual (now Liberty Life Assurance Company, a Lincoln Financial Group Company) to more efficiently and effectively manage UCRP Disability Income cases. Information regarding the University's disability plans can be found on UCNet at https://ucnet.universityofcalifornia.edu/forms/pdf/your-guide-to-uc-disability-benefits-fact-sheet.pdf.

Highlights

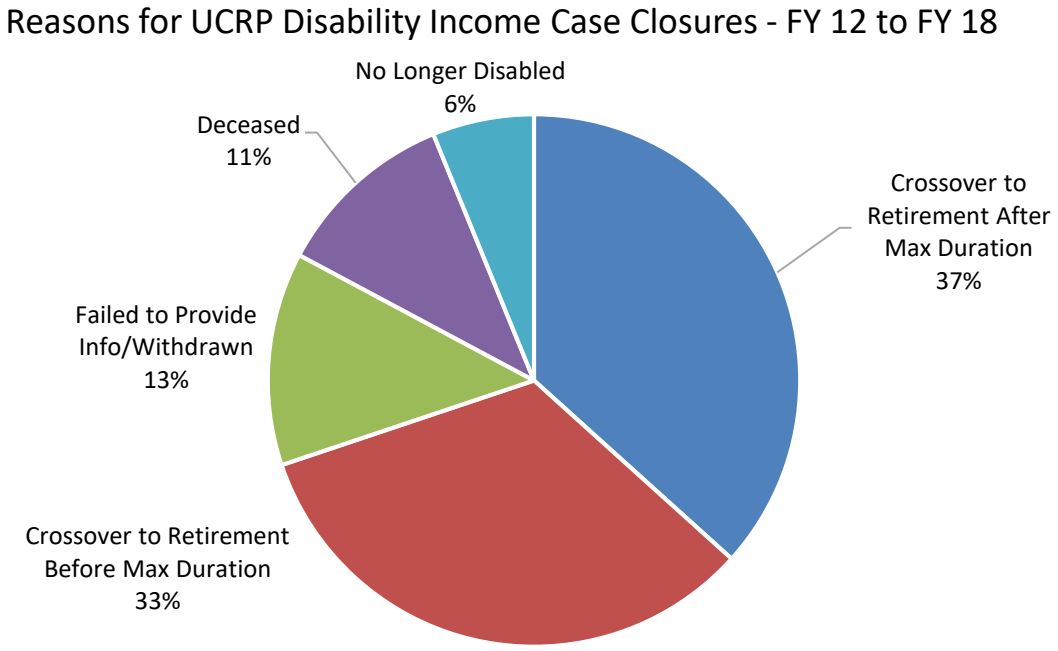
The member experience has been streamlined so the member now works with a single case manager at Liberty for the medical management of both their Long Term Disability and UCRP Disability Income claims. Processing time has been reduced by half. Through active case management, we have driven down the total number of UCRP disability income cases by 31%. The overall annual cost for UCRP Disability Income has been reduced by 14%, from $35.2 million to $30.3 million annually.



A comparison of new applications and approvals over the past five years shows steady application and approval rates.



70% of UCRP Disability Income cases closed since FY 2012 were due to crossover into UCRP retirement, either after reaching the maximum age limit or when the member decided to retire.



Summary

The co-sourcing model has proven to be sustainable and cost effective. It reduces overall cost for the University and ensures consistent compliance with the University of California Retirement Plan documents.