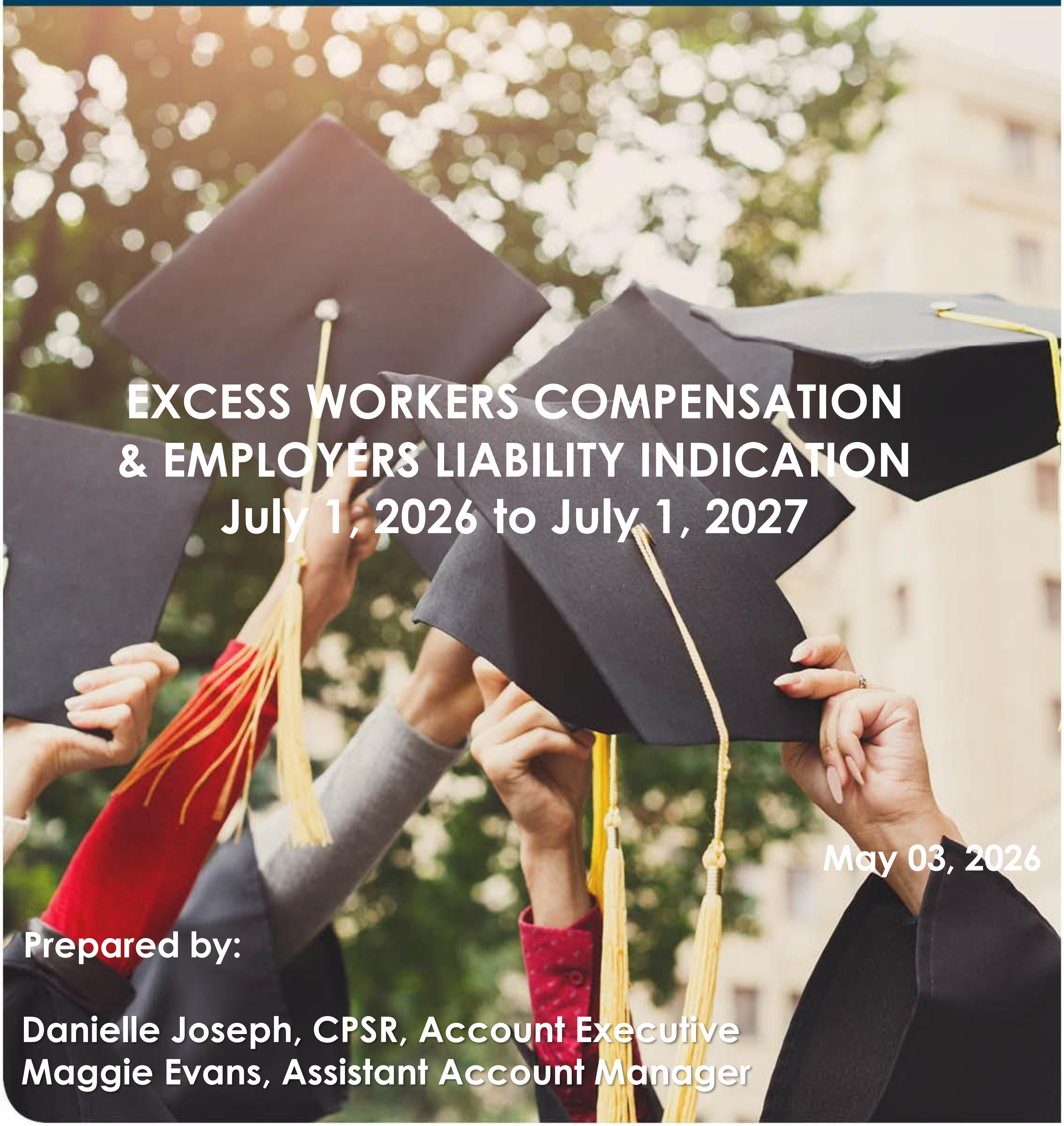
DEKALB COUNTY SCHOOL DISTRICT



EXCESS WORKERS COMPENSATION & EMPLOYERS LIABILITY INDICATION
July 1, 2026 to July 1, 2027

May 03, 2026

Prepared by:

Danielle Joseph, CPSR, Account Executive
Maggie Evans, Assistant Account Manager

EXCESS WORKERS COMPENSATION ACCOUNT SERVICE TEAM

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EPIC INSURANCE BROKERS SERVICE TEAM

Danielle Joseph, CPSR
Account Executive

Danielle is a seasoned commercial insurance and risk management professional with extensive experience in Commercial Property & Casualty insurance, supporting complex client portfolios across a range of industries, including national and multinational organizations.

She has been with EPIC since 2020, managing a multimillion-dollar book of business and serving as a trusted advisor to clients navigating operational change, including acquisitions, integrations, and evolving risk profiles. She is recognized for her ability to problem-solve in high-stakes environments, balancing analytical rigor with practical, client-focused solutions.

Danielle's approach emphasizes proactive risk identification, coverage alignment, and long-term program stability, key elements for organizations operating within governance-driven environments.

Danielle was named a Pinnacle Award recipient, honoring exceptional performance, client advocacy, and leadership impact.

Danielle holds a Certified Professional Services Representative (CPSR) designation, reflecting her commitment to professionalism, ethical service delivery, and continuous development.

Danielle is currently pursuing the Certified Insurance Counselor (CIC) Designation.

Alexis Hankerson-Tolbert, CIC, AIAM
Account Executive

Alexis started off her career on the underwriting side as a trainer and prep assistant for basics of insurance for Citizens Property and Casualty in South Florida. She then moved on to become a General Liability underwriter and a right hand of the program developer to assist with policy change implementation and retention improvement before moving to Georgia. Shortly after Alexis, transitioned to the agency side focusing solemnly on property, casualty, and risk management. Throughout the years Alexis has obtained a series of executive roles where she has been acknowledged for her long record of successfully guiding local, national and multinational clients with their insurance needs. Alexis's helm of visionary strategies, transformations, acquisitions assistance, integrations, and radical problem solving helped propelling growing companies to scale and achieve higher levels of success. As a 15-year veteran in the insurance and risk management profession, Alexis is committed to ongoing professional development. She currently holds the following industry designations, Certified Insurance Counselor (CIC) , Associate in Account Management (AIAM) and currently working on pursing her Charted Property Casualty Insurance Designation (CPCU). Alexis has been awarded as honoree of "Women to Watch", and "Legacy Award" for her leadership, employee development and operational excellence.

LaToya Cotton- Robinson, CIC, CRM, CISR
Account Executive

LaToya has nearly 20 years of experience in the property and casualty insurance industry, including nearly 7 years with Resurgens Risk Management, Inc. where she was responsible for servicing a book of middle market and large municipal clients.

In addition, she served as the OCIP (Wrap Up) Administrator for Fulton County Capital Improvement Program, DeKalb County Capital Improvement Program (water/ sewer infrastructure) and City of Atlanta, Hartsfield Jackson Atlanta International Airport.

She has been with the firm since 2014 . At EPIC Insurance Brokers & Consultants, Mrs. Robinson is responsible for servicing a complex book of business consisting of Public Entity and School Systems.

LaToya holds the professional designations of Certified Risk Manager (CRM), Certified Insurance Counselor (CIC) and Certified Insurance Service Representative (CISR). Also, she holds a Property & Casualty Agent License, Surplus Lines Broker License and Life & Health License.

Ms. Cotton is currently pursuing an Associate In Risk Management (ARM).

EPIC INSURANCE BROKERS SERVICE TEAM

Maggie Evans
Assistant Account Manager

Maggie began her career in the insurance industry in 2023 after a successful tenure in high school education as a mathematics teacher, where she developed strong analytical and problem-solving skills. Her transition into the commercial insurance space reflects her passion for learning and adaptability in dynamic environments.

At EPIC, Maggie plays a key role in supporting Alexis Tolbert, Account Executive, by assisting with day-to-day client activities within EPIC's Public Entity and Scholastic Practice. She is actively involved in managing client communications, preparing policy documents, and ensuring timely service delivery to meet client needs. Maggie's ability to apply her educational background to complex insurance concepts allows her to provide exceptional support and contribute to the overall success of the team.

Her strong organizational skills, attention to detail, and commitment to client satisfaction make her an invaluable resource within the Practice. Maggie holds a Georgia Property and Casualty Insurance Agent's License and continues to expand her industry knowledge through ongoing professional development. She is dedicated to building long-term relationships and delivering solutions that align with the unique needs of public entities and scholastic organizations.

Brennen K. Parker
Southeast Growth Leader

Brennen K. Parker joined the EPIC Southeast Regional team in July of 2023. Brennen's current role in the enterprise as Southeast Region Growth Leader, with a charge to promote organic growth throughout the entire region, is to orchestrate resources needed to facilitate client attraction, current client overall satisfaction, and Producer recruitment. Prior to Joining EPIC, Brennen had similar responsibilities in both regional and national Brokerage firms in New York, South Carolina and Georgia. Brennen has an intimate knowledge of the brokerage needs of clients on the Property and Casualty business as well Employee Benefits. Creating diversity in problem solving and creating complimentary relationships among our business divisions. Starting his career in 2000 at Liberty Mutual, Brennen was immediately provided an opportunity of learning and practical insurance needs for customers across a broad spectrum of industry verticals and revenue volumes. Brennen is a devoted husband and father – who relishes the opportunities to spend time with his family while also incorporating his personal interests of golf, fishing and hunting to try and foster a balance in his life.

Chantelle Patterson
Vice President, Property & Casualty Claims

Chantelle has over 20 years of experience in the risk management and property and casualty claims industry. She has two additional claims specialists on her team to provide a high level of service to and ensure all claims are handled in a timely manner.

Mrs. Patterson is a results-driven claims leader with extensive Workers' Compensation and Third Party Liability claims experience.

Prior to joining the firm in December 2001, Chantelle spent five years in the risk management and insurance industry. She routinely handles and manages large industrial, commercial and Public Entity claims exceeding $2 million. Chantelle's focus has been on managing claims and minimizing risks. Her experience includes Workers Compensation, Crime, General Liability, Property Damage, Automobile Liability, Environmental Liability, Third-party liability and product liability claims.

Chantelle is a graduate of Georgia Southern University with a degree in Business Management. Currently, Chantelle is pursuing the Associate in Claims (AIC) designation.

EPIC INSURANCE BROKERS SERVICE TEAM

Michael Nischan, CDS, CCSP
VP of Transportation & Logistics Risk Control

Michael is responsible for the transportation risk control practice of EPIC's Southeast operation. He has more than 20 years of experience in law enforcement, private industry management, Public Entity risk control, and consulting.

Michael helps motor carriers achieve and exceed regulatory requirements, develops management and training programs, implements operational controls to enhance efficiency and educates all members of an organization on compliance and security measures.

Michael is a graduate of Lenoir-Rhyne College, with a degree in Communication. He holds two NATMI certifications - Certified Director of Safety (CDS) and Certified Cargo Security Professional (CCSP).

Michael is a NATMI instructor and provides professional certification and training courses for transportation managers. He teaches compliance, management, accident investigation and security principles. He has instructed more than 200 companies from all over the United States including insurance firms, law firms and motor carriers.

Chris Mancillas, CIH, ASP SVP, Risk Control & Safety, Southeast Region

Chris has more than 20 years of experience in the safety and health arena. He is responsible for the risk control practice of EPIC's Southeast region. His team of seven safety consultants and 3 administrators provides mock OSHA inspections/ comprehensive safety audits; bilingual employee and management safety training; safety procedures/program development; property liability assessments; industrial hygiene surveys including ergonomic evaluations, air monitoring, noise assessments; and develops engineering controls.

Prior to joining the firm in 2000, Chris served five years as an OSHA Compliance Officer, inspecting various companies in a wide array of industries. He also worked for two years as a Radiation and Biological Safety specialist for the East Carolina School of Medicine.

Chris is a Certified Industrial Hygienist, an OSHA Authorized Trainer, a Certified Forklift Trainer, a Certified Fire Sprinkler Inspector, and a Certified Tower Climber & Rescue Trainer. He is a member of the American Industrial Hygiene Association.

Chris is also fluent in Spanish.

Mike Folmar, CSP, CEAS
Risk Control & Safety Consultant

Mike has more than 20 years of experience in the health and medical field. He provides mock OSHA inspections/ comprehensive safety audit; employee and management safety training; safety procedures/program development; industrial hygiene surveys including ergonomic evaluations, air monitoring, noise assessments; and develops engineering controls.

Mike spent 22 years working with Concentra in various roles. He was responsible for evaluating and rehabilitating injured workers. He then became the At-Work Consultant for Atlanta, conducting office and industrial ergonomic evaluations and developing ADA-compliant physical agility tests. As a Health and Safety Consultant, he conducted industrial hygiene surveys.

Mike holds a Bachelor of Science degree in Sports Medicine and Exercise Physiology from Auburn University at Montgomery and a Master of Science degree in Occupational Health and Safety from Columbia Southern University in 2007. Mike is currently certified by the BCSP as Certified Safety Professional (CSP). He is a CEAS (Certified Ergonomic Assessment Specialist), an OSHA Authorized Trainer. He also holds several certifications and a license in Sports Medicine.

EXECUTIVE SUMMARY

Edgewood Partners Insurance Center (EPIC) is proud to represent DeKalb County School District (DCSD) in the placement and management of its Workers' Compensation and Employers' Liability insurance programs. EPIC remains committed to supporting the District's workforce through solutions that promote employee safety, financial stability, and long-term sustainability.

Entering the 2026 renewal cycle, the U.S. Workers' Compensation market continues to be the strongest-performing major commercial insurance line, following nine consecutive years of underwriting profitability. From 2015 through 2023, the segment achieved an average combined ratio of approximately 91%, improving to 88% in 2023, outperforming nearly every other commercial line. This sustained performance has supported abundant capacity and a competitive market environment for well-managed public-sector employers.

Despite these favorable fundamentals, insurers are increasingly signaling that the market is approaching an inflection point. Fitch Ratings and other industry observers note that the prolonged period of strong reserve redundancy—estimated to have exceeded 12% of earned premium annually for several years—has begun to moderate. While Workers' Compensation reserves remain redundant overall, the pace of favorable development has slowed, prompting insurers to adopt a more measured underwriting posture entering 2026.

Cost pressures continue to reshape carrier expectations. Wage growth remains a primary driver of indemnity exposure, as Workers' Compensation benefits are directly tied to payroll levels. According to the U.S. Bureau of Labor Statistics, total compensation costs rose approximately 3.4% year-over-year in early 2026, reflecting sustained wage and benefit inflation across state and local government employers. At the same time, medical inflation remains a key severity driver. Data from NCCI indicates that workers' compensation medical prices, as measured by the Workers' Compensation Weighted Medical Price Index (WCWMI), have trended between 2% and 3.5%, with expectations that costs will continue to drift upward as hospital and outpatient services normalize from recent moderation.

Workforce demographics add another layer of complexity. The U.S. workforce is aging materially, with the Bureau of Labor Statistics projecting that the number of workers aged 75 and older will grow by approximately 96.5% between 2020 and 2030. While older workers tend to experience fewer injuries, claim severity and duration are higher when injuries occur, contributing to increased medical and indemnity costs. Industry data shows that claims involving older workers can cost 30%–35% more on average due to longer recovery times and comorbidities.

Environmental and regulatory dynamics are also influencing market sentiment. Extreme weather events are increasingly linked to workplace injuries, particularly heat-related illness and secondary accident risk, while federal and state regulatory initiatives continue to expand reporting and compensability standards. In parallel, legislative activity addressing mental-health-related claims is gaining momentum. Several jurisdictions have broadened eligibility for stress-related Workers' Compensation claims beyond first responders, expanding potential exposure and increasing long-tail severity considerations for insurers.

Despite these emerging headwinds, the near-term outlook for 2026 remains stable. Market data indicates that pricing for Workers' Compensation programs is generally flat to modestly declining, particularly for accounts with strong safety performance, favorable loss experience, and disciplined claims management. Lockton reports that median guaranteed-cost Workers' Compensation rates declined approximately 4% in late 2025, with loss-sensitive programs experiencing more modest reductions as underwriting discipline gradually increases.

In this evolving environment, insurers are differentiating employers more deliberately based on measurable risk characteristics. Organizations that demonstrate effective safety programs, early return-to-work strategies, and proactive claims management are best positioned to sustain favorable outcomes as the market transitions toward more normalized profitability levels.
EPIC remains focused on helping DCSD navigate these dynamics thoughtfully, aligning insurance structure and risk management strategy with the realities of the 2026 Workers' Compensation market.

EXECUTIVE SUMMARY

2026 Workers' Compensation Market Snapshot

- **Underwriting Performance:**
  Workers' Compensation remains the strongest U.S. commercial line, posting nine consecutive years of underwriting profitability with an average combined ratio of 91% (2015–2023) and an estimated 88% combined ratio in 2023, outperforming other casualty lines.
- **Reserve Strength:**
  Industry reserve redundancy exceeded 12% of earned premium annually for multiple years; however, favorable development is moderating as insurers reassess reserve adequacy entering 2026.
- **Wage & Indemnity Pressure:**
  According to the U.S. Bureau of Labor Statistics, total compensation costs increased approximately 3.4% year-over-year in early 2026, directly influencing indemnity benefit costs tied to payroll levels.

Georgia Workers' Compensation – Public Entity Market Snapshot (2026)

- **Market Structure & Regulation**
  Georgia is an NCCI-administered state, with all Workers' Compensation rates, experience modifiers, and loss data governed through the National Council on Compensation Insurance. Rate filings and medical fee schedules are overseen by the Georgia State Board of Workers' Compensation (SBWC), providing regulatory consistency statewide.
- **Rate Positioning**
  Georgia's Workers' Compensation rates remain approximately 10% below the national median, reflecting long-term tort reform measures and a durable statutory framework, including medical benefit caps for non-catastrophic claims. This relative cost advantage has been sustained even as national Workers' Compensation pricing begins to stabilize.
- **Wage Growth & Indemnity Pressure**
  State and local government wages in Georgia increased in line with national public-sector trends, with total compensation costs rising approximately 3–4% year-over-year entering 2026. Because indemnity benefits are wage-indexed, sustained compensation growth directly influences Workers' Compensation claim severity over time.
- **Workforce Demographics**
  Georgia mirrors national aging-workforce trends. Employment of workers aged 65 and older has more than doubled over the past two decades, and the population of workers aged 75+ is projected to grow by nearly 100% between 2020 and 2030. Claims involving older workers are less frequent but typically 30%–35% more costly, driven by longer recovery periods and higher medical utilization an important consideration for public-sector employers with long-tenured workforces.
- **Medical Cost Environment**
  Medical inflation remains a focal point. NCCI reports Workers' Compensation medical price growth in the 2% to 3.5% range, with expectations of continued upward pressure as hospital outpatient and specialty care costs normalize. Georgia's SBWC fee schedules provide some cost containment, but severity continues to trend upward due to treatment complexity and duration rather than unit pricing alone.
- **Public-Sector Implications**
  For school districts and other public entities, insurers are increasingly focused on return-to-work effectiveness, ergonomic risk management, and long-tenured employee exposure, rather than claim frequency alone. Georgia public entities with coordinated safety programs and disciplined claims management remain well-positioned to sustain favorable Workers' Compensation outcomes entering 2026.

EXECUTIVE SUMMARY

We expect a flat rate of 0.0300 per expiring.

The District's "do not exceed" indication $487,835 (EXPIRING PREMIUM $417,250 16.92% INCREASE OR $70,585)

The increase in the Districts estimated payroll 1,642,542,488 (EXPIRING PAYROLL: $ 1,390,833,831 – 18.10% INCREASE OR $251,708,657)

The projected increase is driven by the updated experience modification factor (1.616), recent loss activity, and an 18% increase in payroll exposure. The incumbent underwriter has advised that this reflects a true "do not exceed" position based on current exposure and claims trends.

From an underwriting perspective, the risk profile remains stable overall; however, there has been a modest increase in aggregate losses, particularly in claims exceeding $250,000, which is contributing to the pricing pressure.

At this time, we do not anticipate any changes to the structure or scope of coverage, including the $1,500,000 self-insured retention and $2,000,000 employers' liability limits.

EPIC will complete a full marketing of the District's Excess Workers' Compensation and Employers' Liability Insurance program with all viable insurance carriers as part of the upcoming renewal process.

The information provided below reflects a summary of prior-year marketing efforts and is included for historical and illustrative purposes only. This information will be updated, refined, and finalized upon completion of the current renewal marketing and issuance of the final proposal.

Carrier Approached	Marketing Results
Star Insurance Company (Incumbent)	Could not provide a flat rate per expiring
Safety National	This carrier declined last year we were able to get them to come in this year with a flat rate per expiring to compete with Star Insurance
Midwest Employers Casualty Company	Could not quote due to need by date final documents were received a few days before the due date
Arch Insurance Company	Declined. Would not be competitive as their pricing would be significantly higher than expiring and they would require a $2M SIR.
AIG Insurance Company	Declined. Can no longer write K-12 risk, only Higher Education.
Chubb Insurance Company	Declined. Cannot provide coverage for police exposure.
BRIT Insurance	Declined. Not a good fit.
Star Stone Insurance	Declined. Not a good fit.
Lloyd's of London	Declined due to losses.
Bridge Excess Solutions, an FC Capital Company	Declined. Not competitive this year on rates.

Thank you for allowing EPIC Insurance Brokers & Consultants to serve as an extension of your Risk Management Department. Please let us know if you would like to discuss any of the above in more detail. We remain available at your convenience.

DeKalb County School District

EPIC Insurance Brokers & Consultants

EXCESS WORKERS' COMPENSATION & EMPLOYERS LIABILITY INSURANCE

COMPANY:	Safety National Casualty Corporation	**EFFECTIVE:**	July 1, 2026 to July 1, 2027
POLICY #:	Renewal of SP4069452	**PREMIUM:**	$487,835 Deposit Premium

WORKERS' COMPENSATION: State law O.C.G.A. (34-9-2 Section A, Paragraph 2) requires that every employer provide Workers' Compensation insurance for their employees. This insurance provides coverage for accidents or disease arising from employment as prescribed by these state laws. Benefits can include lost wages, medical expenses, and permanent disfigurement/disability payments.

STATUTORY WORKERS' COMPENSATION: This coverage is used to comply with the Workers' Compensation Coverage that is required by your state law. Under this requirement, an employee can be compensated if they are injured while working for you, regardless of your negligence as an employer.

EMPLOYER'S LIABILITY: This coverage will pay for all sums which you are legally obligated to pay because of bodily injury by accident or disease sustained by any employee arising out of their employment. This coverage is distinct from any Workers' Compensation policy claim.

SPECIFIC LIMIT EACH ACCIDENT
Policy Part One, Workers' Compensation: Statutory
Policy Part Two, Employer's Liability: $2,000,000

SPECIFIC LIMIT EACH EMPLOYEE FOR DISEASE
Policy Part One, Workers' Compensation: Statutory
Policy Part Two, Employer's Liability: $2,000,000

RETENTIONS:
Specific Retention- All Other $1,500,000

ESTIMATED ANNUAL PAYROLL: 1,642,542,488 (EXPIRING PAYROLL: $ 1,390,833,831 – 16.91% INCREASE OR $251,708,657)

EXCESS RATE: 0.0300 (EXPIRING EXCESS RATE: 0.0300 - 0% INCREASE OR DECREASE)

ESTIMATED AND DEPOSIT PREMIUM INCLUDING TERRORISM: $487,835 (EXPIRING PREMIUM $417,250 16.91% INCREASE OR $70,585)

BUDGETARY ACKNOWLEDGMENT / AUTHORIZATION TO PROCEED

EPIC Insurance Brokers & Consultants Attn:
Danielle Joseph, Account Executive
2405 Satellite Boulevard, Suite 200
Duluth, GA 30096

Re: Authorization to Proceed
DeKalb County School District
Excess Workers' Compensation Insurance

Dear Danielle:

I have reviewed the renewal indication presented by EPIC on May 3, 2026. Based on the information provided, I approve the estimated budget for the insurance program and authorize EPIC to proceed with marketing and securing final terms, subject to final review and approval.

Coverage	Policy Period	Premium
Excess Workers' Compensation $1,500,000 Self Insured Retention	July 1, 2026 to July 1, 2027	$487,835

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Dr. Norman C. Sauce, III, Interim Superintendent of Schools — Date
DeKalb County School District