

AFFIDAVIT OF RUBY TATE

STATE OF ARIZONA        )  
                                  ) ss.  
County of MARICOPA        )

Ruby Tate, being first duly sworn, states as follows:

1. I am employed as the Claims Manager in the Claims Division (“Claims”) of the Industrial Commission of Arizona (“ICA”).
2. I have been employed by the Industrial Commission of Arizona for over 7 years.
3. As part of my duties with the Industrial Commission I manage the entire Claims Division, which processes and maintains all workers’ compensation claims in the State of Arizona. My position includes understanding the information in our claims files and the use of this information by the relevant parties.
4. The Claims Division is the custodian of injured workers’ industrial injury claims files for the Industrial Commission of Arizona.
5. The ICA considers claims files confidential and not subject to access by the public, pursuant to the requirements of A.A.C. R20-5-108, A.R.S. §§ 23-908(D), § 23-901(10), and § 23-941(H). Allowing public access to claims files would violate those statutory and regulatory provisions.
6. Industrial Commission of Arizona claims files contain private, privileged, confidential and sensitive medical, personal, and financial information of applicants, employers, and insurers.
7. ICA claims files contain an applicant’s privileged, sensitive, and private medical information concerning not only the industrial injury, but other medical conditions that may impact the industrial injury. In order to obtain an applicant’s medical information, a party to a claim must submit a HIPAA-compliant release to a medical provider.
8. Documents contained in the claims file contain applicant’s personal identifying information, including ICA claim numbers, dates of birth, social security numbers, bank account numbers, addresses, and other information considered private, privileged, and confidential. Allowing public access to claims files would expose this information to the public at large.
9. Documents contained in the claims files contain privileged and sensitive information of employers and insurers that are parties to the claim, including Federal Employer

Identification Numbers and banking information, including bank account and routing numbers. Allowing public access to claims files would expose this information to the public at large.


10. The ICA maintains an on-line claims file access Portal, whereby parties to a claim can access claim file documents electronically. The ICA authenticates and verifies access to specific claim files via the unique ICA claim file number and date of injury. If ICA numbers and dates of injury are available to the public, any member of the public would have unfettered access to the claims file, and the sensitive and confidential information contained therein.

11. The Claims Division does not maintain an existing list of all Claims Division personnel. All Claims Division personnel information is maintained electronically as part of its human resources software. In order to produce such a list of personnel, the Claims Division information technology department would need to access the software and configure it in order to produce a list of personnel without disclosing personal and confidential employee information.

12. The claim numbers on Workers' Compensation files are considered confidential information part of the claims file. This claim numbers are not a public record.

13. The Claims Division does not adjudicate matters. The Claims Division is tasked by statute with investigating certain positions and claims, and making preliminary decisions, based on review of specific information in an individual's workers compensation claim. All such preliminary decisions are subject to final adjudication by an Administrative Law Judge.

DATED: December 31, 2025



Ruby Tate  
Industrial Commission of Arizona

SUBSCRIBED AND SWORN to me by Ruby Tate on December 31, 2025.



SUSAN JANET GASTELUM  
Notary Public - Arizona  
Maricopa Co. / #688623  
Expires 06/31/2029



Notary Public

Seal/stamp: