

**WAREHOUSE EMPLOYEES UNION  
LOCAL NO. 730  
HEALTH & WELFARE TRUST FUND**

**FOURTH QUARTER 2024**

**ADMINISTRATIVE MANAGER'S REPORT**

|                                                                          |
|--------------------------------------------------------------------------|
| <p align="center">FOURTH QUARTER 2024<br/>CONTRIBUTIONS AND EXPENSES</p> |
|--------------------------------------------------------------------------|

| INCOME               |         |                   |              |                     |
|----------------------|---------|-------------------|--------------|---------------------|
| EMPLOYER             | RATE    | HOURS             | PARTICIPANTS | CONTRIBUTIONS       |
| EIGHT O'CLOCK COFFEE | \$ 8.50 | 27,541.75         | 66           | \$ 234,105          |
| GIANT RECYCLING      | \$ 8.50 | 15,231.20         | 28           | \$ 129,465          |
| GIANT WAREHOUSE      | \$ 8.50 | 122,255.70        | 215          | \$ 1,039,174        |
| WASHINGTON FOOD      | \$ 6.00 | 1,051.00          | 2            | \$ 6,306            |
| COBRA                |         |                   | 2            | \$ 5,121            |
| SELF PAY             |         |                   | 0            | \$ -                |
| <b>TOTAL INCOME</b>  |         | <b>166,079.65</b> | <b>313</b>   | <b>\$ 1,414,171</b> |

| BENEFIT EXPENSES          | RATE     | EXPENSE    | AVG. HRLY COST | COMMENT                     |
|---------------------------|----------|------------|----------------|-----------------------------|
| CIGNA OONSP               | 19%      | \$ 3,506   | \$ 0.021       |                             |
| CIGNA HEALTH CARE         | \$ 29.09 | \$ 29,493  | \$ 0.178       |                             |
| DENTAL                    | \$ 31.58 | \$ 29,780  | \$ 0.179       |                             |
| DISABILITY                |          | \$ 12,600  | \$ 0.076       |                             |
| DRUG                      |          | \$ 368,283 | \$ 2.218       |                             |
| HEARING GVS/FULLY INSURED | \$ 0.29  | \$ 280     | \$ 0.002       |                             |
| LIFE/AD&D-ING             | \$ 0.21  | \$ 10,116  | \$ 0.061       | \$0.193 LIFE / \$0.016 AD&D |
| MEDICAL                   |          | \$ 381,629 | \$ 2.298       |                             |
| OPTICAL GVS/FULLY INSURED | \$ 5.90  | \$ 6,091   | \$ 0.037       |                             |
| STOP LOSS                 | \$ 28.38 | \$ 19,903  | \$ 0.120       |                             |
| SUB TOTAL                 |          | \$ 861,681 | \$ 5.190       |                             |

| OPERATING EXPENSES    | RATE     | EXPENSE           | AVG. HRLY COST  | COMMENT |
|-----------------------|----------|-------------------|-----------------|---------|
| ADMINISTRATION        | \$ 27.01 | \$ 25,335         | \$ 0.153        |         |
| ADMINISTRATION HIPAA  | \$ 0.21  | \$ 197            | \$ 0.001        |         |
| MISCELLANEOUS         |          | \$ 76,026         | \$ 0.458        |         |
| SUB TOTAL             |          | \$ 101,558        | \$ 0.612        |         |
| <b>TOTAL EXPENSES</b> |          | <b>\$ 963,239</b> | <b>\$ 5.802</b> |         |

|                          |  |                   |
|--------------------------|--|-------------------|
| <b>SURPLUS (DEFICIT)</b> |  | <b>\$ 450,932</b> |
|--------------------------|--|-------------------|

|                     |  |                |
|---------------------|--|----------------|
| AVG. HOURLY INCOME  |  | <b>\$ 8.52</b> |
| AVG. HOURLY EXPENSE |  | <b>\$ 5.80</b> |
| SURPLUS (DEFICIT)   |  | <b>\$ 2.72</b> |

|                                                       |
|-------------------------------------------------------|
| <p>FOURTH QUARTER 2024<br/>MISCELLANEOUS EXPENSES</p> |
|-------------------------------------------------------|

| MISCELLANEOUS EXPENSES                       | AMOUNT           |
|----------------------------------------------|------------------|
| AMERICAN CORE REALTY INVESTMENT MANAGER FEES | \$ 3,506         |
| CHARTWELL INVESTMENT MANAGER FEES            | \$ 13,919        |
| GREEN LIGHT TECHNOLOGY SERVICES              | \$ 4,500         |
| IFEBP DUES                                   | \$ 1,525         |
| INVESTMENT PERFORMANCE SERVICES              | \$ 10,000        |
| LEGAL FEES - FUND CO-COUNSEL                 | \$ 32,978        |
| MEETING                                      | \$ 525           |
| PNC FEES                                     | \$ 912           |
| PRINTING                                     | \$ 2,017         |
| WEDGE CAPITAL INVESTMENT MANAGER FEES        | \$ 6,144         |
| <b>TOTAL</b>                                 | <b>\$ 76,026</b> |

2024  
QUARTERLY RECAPS

| INCOME                            | FIRST 2024   | SECOND 2024  | THIRD 2024   | FOURTH 2024  | TOTAL        |
|-----------------------------------|--------------|--------------|--------------|--------------|--------------|
| CONTRIBUTIONS                     | \$ 1,404,185 | \$ 1,413,687 | \$ 1,419,899 | \$ 1,409,050 | \$ 5,646,821 |
| COBRA                             | \$ 2,497     | \$ 3,414     | \$ 1,707     | \$ 5,121     | \$ 12,739    |
| SELF PAY                          | \$ 2,380     | \$ 3,409     | \$ -         | \$ -         | \$ 5,789     |
| INTEREST & DIVIDENDS              | \$ 206,391   | \$ 252,180   | \$ 215,668   | \$ 257,865   | \$ 932,104   |
| MISCELLANEOUS INCOME <sup>1</sup> | \$ -         | \$ 5,390     | \$ -         | \$ 3,144     | \$ 8,534     |

|                     |                     |                     |                     |                     |                     |
|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| <b>TOTAL INCOME</b> | <b>\$ 1,615,453</b> | <b>\$ 1,678,080</b> | <b>\$ 1,637,274</b> | <b>\$ 1,675,180</b> | <b>\$ 6,605,987</b> |
|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|

| BENEFIT EXPENSES          |            |            |              |            |              |
|---------------------------|------------|------------|--------------|------------|--------------|
| CIGNA OONSP               | \$ 10,717  | \$ 2,983   | \$ 2,018     | \$ 3,506   | \$ 19,224    |
| CIGNA                     | \$ 29,062  | \$ 28,537  | \$ 28,307    | \$ 29,493  | \$ 115,399   |
| DENTAL                    | \$ 27,948  | \$ 30,286  | \$ 29,812    | \$ 29,780  | \$ 117,826   |
| DISABILITY                | \$ 8,872   | \$ 7,843   | \$ 12,857    | \$ 12,600  | \$ 42,172    |
| DRUG                      | \$ 179,519 | \$ 285,619 | \$ 230,610   | \$ 368,283 | \$ 1,064,031 |
| HEARING GVS/FULLY INSURED | \$ 272     | \$ 276     | \$ 275       | \$ 280     | \$ 1,103     |
| LIFE/AD&D                 | \$ 9,604   | \$ 9,980   | \$ 9,949     | \$ 10,116  | \$ 39,649    |
| MEDICAL                   | \$ 412,811 | \$ 302,165 | \$ 685,747   | \$ 381,629 | \$ 1,782,352 |
| OPTICAL                   | \$ 5,865   | \$ 5,936   | \$ 5,361     | \$ 6,091   | \$ 23,253    |
| STOP LOSS                 | \$ 26,678  | \$ 27,132  | \$ 27,330    | \$ 19,903  | \$ 101,043   |
| SUBTOTAL                  | \$ 711,348 | \$ 700,757 | \$ 1,032,266 | \$ 861,681 | \$ 3,306,052 |

| OPERATING EXPENSES |           |           |            |            |            |
|--------------------|-----------|-----------|------------|------------|------------|
| ADMINISTRATION     | \$ 25,531 | \$ 25,477 | \$ 25,396  | \$ 25,532  | \$ 101,936 |
| MISCELLANEOUS      | \$ 62,931 | \$ 73,432 | \$ 160,046 | \$ 76,026  | \$ 372,435 |
| SUBTOTAL           | \$ 88,462 | \$ 98,909 | \$ 185,442 | \$ 101,558 | \$ 474,371 |

|                      |                   |                   |                     |                   |                     |
|----------------------|-------------------|-------------------|---------------------|-------------------|---------------------|
| <b>TOTAL EXPENSE</b> | <b>\$ 799,810</b> | <b>\$ 799,666</b> | <b>\$ 1,217,708</b> | <b>\$ 963,239</b> | <b>\$ 3,780,423</b> |
|----------------------|-------------------|-------------------|---------------------|-------------------|---------------------|

|                          |                   |                   |                   |                   |                     |
|--------------------------|-------------------|-------------------|-------------------|-------------------|---------------------|
| <b>SURPLUS (DEFICIT)</b> | <b>\$ 815,643</b> | <b>\$ 878,414</b> | <b>\$ 419,566</b> | <b>\$ 711,941</b> | <b>\$ 2,825,564</b> |
|--------------------------|-------------------|-------------------|-------------------|-------------------|---------------------|

|                    | AVERAGE |          |         |          |         |
|--------------------|---------|----------|---------|----------|---------|
| AVG HOURLY INCOME  | \$ 9.76 | \$ 10.07 | \$ 9.79 | \$ 10.09 | \$ 9.93 |
| AVG HOURLY EXPENSE | \$ 4.83 | \$ 4.80  | \$ 7.28 | \$ 5.80  | \$ 5.68 |
|                    |         |          |         |          |         |
| SURPLUS (DEFICIT)  | \$ 4.93 | \$ 5.27  | \$ 2.51 | \$ 4.29  | \$ 4.25 |

|                           |            |            |            |            |            |
|---------------------------|------------|------------|------------|------------|------------|
| <b>TOTAL PARTICIPANTS</b> | <b>312</b> | <b>313</b> | <b>312</b> | <b>313</b> | <b>313</b> |
|---------------------------|------------|------------|------------|------------|------------|

|                     |                      |                      |                      |                      |
|---------------------|----------------------|----------------------|----------------------|----------------------|
| <b>FUND RESERVE</b> | <b>\$ 23,995,529</b> | <b>\$ 24,427,928</b> | <b>\$ 25,772,273</b> | <b>\$ 26,283,503</b> |
|---------------------|----------------------|----------------------|----------------------|----------------------|

<sup>1</sup>Litigation settlements: Ranbaxy Generics - \$3,129.28, Libor Bondholders - \$14.42

2023  
QUARTERLY RECAPS

| INCOME                            | FIRST 2023   | SECOND 2023  | THIRD 2023   | FOURTH 2023  | TOTAL        |
|-----------------------------------|--------------|--------------|--------------|--------------|--------------|
| CONTRIBUTIONS                     | \$ 1,457,516 | \$ 1,606,571 | \$ 1,495,603 | \$ 1,371,832 | \$ 5,931,522 |
| COBRA                             | \$ 1,804     | \$ 3,667     | \$ 6,418     | \$ 1,834     | \$ 13,723    |
| SELF PAY                          | \$ 2,550     | \$ 2,550     | \$ 2,550     | \$ -         | \$ 7,650     |
| INTEREST & DIVIDENDS              | \$ 173,910   | \$ 207,294   | \$ 200,706   | \$ 206,925   | \$ 788,835   |
| MISCELLANEOUS INCOME <sup>1</sup> | \$ 5,363     | \$ -         | \$ -         | \$ 1,108     | \$ 6,471     |

|                     |                     |                     |                     |                     |                     |
|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| <b>TOTAL INCOME</b> | <b>\$ 1,641,143</b> | <b>\$ 1,820,082</b> | <b>\$ 1,705,277</b> | <b>\$ 1,581,699</b> | <b>\$ 6,748,201</b> |
|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|

| BENEFIT EXPENSES          |            |            |            |            |              |
|---------------------------|------------|------------|------------|------------|--------------|
| CIGNA OONSP               | \$ 11,746  | \$ 4,607   | \$ 10,195  | \$ 11,492  | \$ 38,040    |
| CIGNA                     | \$ 29,730  | \$ 28,945  | \$ 28,189  | \$ 26,280  | \$ 113,144   |
| DENTAL                    | \$ 31,391  | \$ 31,327  | \$ 31,169  | \$ 27,633  | \$ 121,520   |
| DISABILITY                | \$ 13,286  | \$ 10,800  | \$ 11,786  | \$ 11,100  | \$ 46,972    |
| DRUG                      | \$ 126,911 | \$ 197,074 | \$ 208,650 | \$ 317,167 | \$ 849,802   |
| HEARING GVS/FULLY INSURED | \$ 293     | \$ 295     | \$ 284     | \$ 257     | \$ 1,129     |
| LIFE/AD&D                 | \$ 10,680  | \$ 10,471  | \$ 10,063  | \$ 9,196   | \$ 40,410    |
| MEDICAL                   | \$ 240,090 | \$ 266,039 | \$ 456,019 | \$ 286,253 | \$ 1,248,401 |
| OPTICAL                   | \$ 6,225   | \$ 5,942   | \$ 5,873   | \$ 5,122   | \$ 23,162    |
| STOP LOSS                 | \$ 27,848  | \$ 27,572  | \$ 27,820  | \$ 24,549  | \$ 107,789   |
| SUBTOTAL                  | \$ 498,200 | \$ 583,072 | \$ 790,048 | \$ 719,049 | \$ 2,590,369 |

| OPERATING EXPENSES |            |            |           |           |            |
|--------------------|------------|------------|-----------|-----------|------------|
| ADMINISTRATION     | \$ 26,678  | \$ 27,646  | \$ 24,322 | \$ 24,296 | \$ 102,942 |
| MISCELLANEOUS      | \$ 86,762  | \$ 76,574  | \$ 67,117 | \$ 64,165 | \$ 294,618 |
| SUBTOTAL           | \$ 113,440 | \$ 104,220 | \$ 91,439 | \$ 88,461 | \$ 397,560 |

|                      |                   |                   |                   |                   |                     |
|----------------------|-------------------|-------------------|-------------------|-------------------|---------------------|
| <b>TOTAL EXPENSE</b> | <b>\$ 611,640</b> | <b>\$ 687,292</b> | <b>\$ 881,487</b> | <b>\$ 807,510</b> | <b>\$ 2,987,929</b> |
|----------------------|-------------------|-------------------|-------------------|-------------------|---------------------|

|                          |                     |                     |                   |                   |                     |
|--------------------------|---------------------|---------------------|-------------------|-------------------|---------------------|
| <b>SURPLUS (DEFICIT)</b> | <b>\$ 1,029,503</b> | <b>\$ 1,132,790</b> | <b>\$ 823,790</b> | <b>\$ 774,189</b> | <b>\$ 3,760,272</b> |
|--------------------------|---------------------|---------------------|-------------------|-------------------|---------------------|

|                    | AVERAGE |         |         |         |         |
|--------------------|---------|---------|---------|---------|---------|
| AVG HOURLY INCOME  | \$ 9.76 | \$ 9.79 | \$ 9.67 | \$ 9.78 | \$ 9.75 |
| AVG HOURLY EXPENSE | \$ 3.65 | \$ 3.70 | \$ 5.00 | \$ 4.99 | \$ 4.34 |
|                    |         |         |         |         |         |
| SURPLUS (DEFICIT)  | \$ 6.11 | \$ 6.09 | \$ 4.67 | \$ 4.79 | \$ 5.41 |

|                           |            |            |            |            |            |
|---------------------------|------------|------------|------------|------------|------------|
| <b>TOTAL PARTICIPANTS</b> | <b>339</b> | <b>353</b> | <b>310</b> | <b>310</b> | <b>328</b> |
|---------------------------|------------|------------|------------|------------|------------|

|                     |                      |                      |                      |                      |
|---------------------|----------------------|----------------------|----------------------|----------------------|
| <b>FUND RESERVE</b> | <b>\$ 20,480,465</b> | <b>\$ 21,517,088</b> | <b>\$ 21,593,815</b> | <b>\$ 23,340,249</b> |
|---------------------|----------------------|----------------------|----------------------|----------------------|

<sup>1</sup>Litigation settlement: Mylan EpiPan - \$1,107.62

|                                                     |
|-----------------------------------------------------|
| <p>FOURTH QUARTER 2024<br/>CONTRACT INFORMATION</p> |
|-----------------------------------------------------|

| COMPANY              | PLAN | CURRENT<br>RATES | CURRENT RATE<br>EFF. DATE | NEXT RATE<br>CHANGE DATE | CBA<br>EXPIRATION |
|----------------------|------|------------------|---------------------------|--------------------------|-------------------|
| EIGHT O'CLOCK COFFEE | E    | \$8.50           | 02-01-21                  | TBD                      | 07-17-27          |
| GIANT RECYCLING      | E    | \$8.50           | 06-01-22                  | TBD                      | 06-20-26          |
| GIANT WAREHOUSE      | E    | \$8.50           | 06-01-22                  | TBD                      | 05-15-27          |
| WASHINGTON FOOD      | E    | \$6.00           | 11-01-21                  | TBD                      | 11-02-27          |

HEALTH AND WELFARE  
DELINQUENCY REPORT  
**As of December 31, 2024**

NO DELINQUENCIES

## Fund Reserve

| Months of Available Fund Reserve |                                     |  |                  |
|----------------------------------|-------------------------------------|--|------------------|
| Expenses                         |                                     |  |                  |
|                                  | Jan - Dec 2023                      |  | \$ 2,987,929.00  |
|                                  | Jan - Dec 2024                      |  | \$ 3,780,423.00  |
|                                  |                                     |  |                  |
|                                  | Total                               |  | \$ 6,768,352.00  |
|                                  |                                     |  |                  |
|                                  | Per Month                           |  | \$ 282,014.67    |
|                                  |                                     |  |                  |
| Fund Reserve                     |                                     |  |                  |
|                                  | Dec-24                              |  | \$ 26,283,503.00 |
|                                  |                                     |  |                  |
|                                  | <b>Months of Reserve 12/31/2024</b> |  | <b>93.2</b>      |
|                                  |                                     |  |                  |
|                                  | Months of Reserve 9/30/2024         |  | 93.2             |

**Projected Hourly Contribution - Future Expenses**  
**Based on Most Recent 12 Month Data**  
 (Dec 2024 - Nov 2025)

|         |    |      |
|---------|----|------|
| Class E | \$ | 6.02 |
|---------|----|------|