

**WAREHOUSE EMPLOYEES UNION  
LOCAL NO. 730  
HEALTH & WELFARE TRUST FUND  
  
FOURTH QUARTER 2023**

**ADMINISTRATIVE MANAGER'S REPORT**

|                                                                                       |
|---------------------------------------------------------------------------------------|
| <p style="text-align: center;">FOURTH QUARTER 2023<br/>CONTRIBUTIONS AND EXPENSES</p> |
|---------------------------------------------------------------------------------------|

| INCOME               |         |                   |              |                     |
|----------------------|---------|-------------------|--------------|---------------------|
| EMPLOYER             | RATE    | HOURS             | PARTICIPANTS | CONTRIBUTIONS       |
| EIGHT O'CLOCK COFFEE | \$ 8.50 | 26,627.25         | 62           | \$ 226,332          |
| GIANT RECYCLING      | \$ 8.50 | 11,695.22         | 24           | \$ 99,409           |
| GIANT WAREHOUSE      | \$ 8.50 | 122,137.78        | 219          | \$ 1,038,171        |
| WASHINGTON FOOD      | \$ 6.00 | 1,320.00          | 3            | \$ 7,920            |
| COBRA                |         |                   | 2            | \$ 1,834            |
| SELF PAY             |         |                   | 0            | \$ -                |
| <b>TOTAL INCOME</b>  |         | <b>161,780.25</b> | <b>310</b>   | <b>\$ 1,373,666</b> |

| BENEFIT EXPENSES          | RATE     | EXPENSE    | AVG. HRLY COST | COMMENT                     |
|---------------------------|----------|------------|----------------|-----------------------------|
| CIGNA OONSP               | 19%      | \$ 11,492  | \$ 0.071       |                             |
| CIGNA HEALTH CARE         | \$ 29.09 | \$ 26,280  | \$ 0.162       |                             |
| DENTAL                    | \$ 31.58 | \$ 27,633  | \$ 0.171       |                             |
| DISABILITY                |          | \$ 11,100  | \$ 0.069       |                             |
| DRUG                      |          | \$ 317,167 | \$ 1.960       |                             |
| HEARING GVS/FULLY INSURED | \$ 0.29  | \$ 257     | \$ 0.002       |                             |
| LIFE/AD&D-ING             | \$ 0.21  | \$ 9,196   | \$ 0.057       | \$0.193 LIFE / \$0.016 AD&D |
| MEDICAL                   |          | \$ 286,253 | \$ 1.769       |                             |
| OPTICAL GVS/FULLY INSURED | \$ 5.90  | \$ 5,122   | \$ 0.032       |                             |
| STOP LOSS                 | \$ 27.49 | \$ 24,549  | \$ 0.152       |                             |
| SUB TOTAL                 |          | \$ 719,049 | \$ 4.445       |                             |

| OPERATING EXPENSES    | RATE     | EXPENSE           | AVG. HRLY COST  | COMMENT |
|-----------------------|----------|-------------------|-----------------|---------|
| ADMINISTRATION        | \$ 25.97 | \$ 24,101         | \$ 0.149        |         |
| ADMINISTRATION HIPAA  | \$ 0.21  | \$ 195            | \$ 0.001        |         |
| MISCELLANEOUS         |          | \$ 64,165         | \$ 0.397        |         |
| SUB TOTAL             |          | \$ 88,461         | \$ 0.547        |         |
| <b>TOTAL EXPENSES</b> |          | <b>\$ 807,510</b> | <b>\$ 4.992</b> |         |

|                          |  |                   |
|--------------------------|--|-------------------|
| <b>SURPLUS (DEFICIT)</b> |  | <b>\$ 566,156</b> |
|--------------------------|--|-------------------|

|                     |  |                |
|---------------------|--|----------------|
| AVG. HOURLY INCOME  |  | <b>\$ 8.49</b> |
| AVG. HOURLY EXPENSE |  | <b>\$ 4.99</b> |
| SURPLUS (DEFICIT)   |  | <b>\$ 3.50</b> |

|                                                       |
|-------------------------------------------------------|
| <p>FOURTH QUARTER 2023<br/>MISCELLANEOUS EXPENSES</p> |
|-------------------------------------------------------|

| MISCELLANEOUS EXPENSES                | AMOUNT           |
|---------------------------------------|------------------|
| CHARTWELL INVESTMENT MANAGER FEES     | \$ 11,672        |
| CONFERENCE                            | \$ 175           |
| GREEN LIGHT TECHNOLOGY SERVICES       | \$ 1,000         |
| INVESTMENT PERFORMANCE SERVICES       | \$ 7,500         |
| LEGAL                                 | \$ 34,650        |
| MEETING                               | \$ 350           |
| PNC FEES                              | \$ 2,518         |
| POSTAGE                               | \$ 520           |
| PRINTING                              | \$ 675           |
| WEDGE CAPITAL INVESTMENT MANAGER FEES | \$ 5,105         |
| <b>TOTAL</b>                          | <b>\$ 64,165</b> |

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 EpiPen - \$1,107.62

2022  
QUARTERLY RECAPS

| INCOME               | FIRST 2022   | SECOND 2022  | THIRD 2022   | FOURTH 2022  | TOTAL        |
|----------------------|--------------|--------------|--------------|--------------|--------------|
| CONTRIBUTIONS        | \$ 1,621,011 | \$ 1,604,653 | \$ 1,717,626 | \$ 1,701,171 | \$ 6,644,461 |
| COBRA                | \$ 6,710     | \$ 4,872     | \$ 5,805     | \$ 8,601     | \$ 25,988    |
| SELF PAY             | \$ 4,133     | \$ 3,071     | \$ 1,823     | \$ 1,120     | \$ 10,147    |
| INTEREST & DIVIDENDS | \$ 130,676   | \$ 141,450   | \$ 144,319   | \$ 176,074   | \$ 592,519   |
| MISCELLANEOUS INCOME | \$ 4,873     | \$ 388       | \$ 105       | \$ -         | \$ 5,366     |

|                     |                     |                     |                     |                     |                     |
|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| <b>TOTAL INCOME</b> | <b>\$ 1,767,403</b> | <b>\$ 1,754,434</b> | <b>\$ 1,869,678</b> | <b>\$ 1,886,966</b> | <b>\$ 7,278,481</b> |
|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|

| BENEFIT EXPENSES          |            |            |            |            |              |
|---------------------------|------------|------------|------------|------------|--------------|
| CIGNA OONSP               | \$ 15,693  | \$ 8,289   | \$ 22,507  | \$ 13,833  | \$ 60,322    |
| CIGNA                     | \$ 31,054  | \$ 32,258  | \$ 29,177  | \$ 29,702  | \$ 122,191   |
| DENTAL                    | \$ 31,580  | \$ 32,148  | \$ 30,727  | \$ 31,233  | \$ 125,688   |
| DISABILITY                | \$ 7,201   | \$ 9,900   | \$ 6,000   | \$ 23,057  | \$ 46,158    |
| DRUG                      | \$ 33,044  | \$ 126,770 | \$ 144,603 | \$ 64,467  | \$ 368,884   |
| HEARING GVS/FULLY INSURED | \$ 303     | \$ 300     | \$ 294     | \$ 293     | \$ 1,190     |
| LIFE/AD&D                 | \$ 10,555  | \$ 10,501  | \$ 10,387  | \$ 10,461  | \$ 41,904    |
| MEDICAL                   | \$ 507,763 | \$ 282,092 | \$ 361,233 | \$ 387,313 | \$ 1,538,401 |
| OPTICAL                   | \$ 6,319   | \$ 6,053   | \$ 5,906   | \$ 5,977   | \$ 24,255    |
| STOP LOSS                 | \$ 25,804  | \$ 25,504  | \$ 24,705  | \$ 25,303  | \$ 101,316   |
| SUBTOTAL                  | \$ 669,316 | \$ 533,815 | \$ 635,539 | \$ 591,639 | \$ 2,430,309 |

| OPERATING EXPENSES |            |            |            |            |            |
|--------------------|------------|------------|------------|------------|------------|
| ADMINISTRATION     | \$ 25,978  | \$ 25,978  | \$ 26,389  | \$ 26,183  | \$ 104,528 |
| MISCELLANEOUS      | \$ 81,686  | \$ 94,855  | \$ 102,323 | \$ 77,450  | \$ 356,314 |
| SUBTOTAL           | \$ 107,664 | \$ 120,833 | \$ 128,712 | \$ 103,633 | \$ 460,842 |

|                      |                   |                   |                   |                   |                     |
|----------------------|-------------------|-------------------|-------------------|-------------------|---------------------|
| <b>TOTAL EXPENSE</b> | <b>\$ 776,980</b> | <b>\$ 654,648</b> | <b>\$ 764,251</b> | <b>\$ 695,272</b> | <b>\$ 2,891,151</b> |
|----------------------|-------------------|-------------------|-------------------|-------------------|---------------------|

|                          |                   |                     |                     |                     |                     |
|--------------------------|-------------------|---------------------|---------------------|---------------------|---------------------|
| <b>SURPLUS (DEFICIT)</b> | <b>\$ 990,423</b> | <b>\$ 1,099,786</b> | <b>\$ 1,105,427</b> | <b>\$ 1,191,694</b> | <b>\$ 4,387,330</b> |
|--------------------------|-------------------|---------------------|---------------------|---------------------|---------------------|

|                    | AVERAGE |         |         |         |         |
|--------------------|---------|---------|---------|---------|---------|
| AVG HOURLY INCOME  | \$ 9.88 | \$ 9.72 | \$ 9.40 | \$ 9.60 | \$ 9.65 |
| AVG HOURLY EXPENSE | \$ 4.34 | \$ 3.63 | \$ 3.84 | \$ 3.54 | \$ 3.84 |
| SURPLUS (DEFICIT)  | \$ 5.54 | \$ 6.09 | \$ 5.56 | \$ 6.06 | \$ 5.81 |

|                           |            |            |            |            |            |
|---------------------------|------------|------------|------------|------------|------------|
| <b>TOTAL PARTICIPANTS</b> | <b>338</b> | <b>336</b> | <b>344</b> | <b>339</b> | <b>339</b> |
|---------------------------|------------|------------|------------|------------|------------|

|                     |                      |                      |                      |                      |
|---------------------|----------------------|----------------------|----------------------|----------------------|
| <b>FUND RESERVE</b> | <b>\$ 16,712,387</b> | <b>\$ 17,370,568</b> | <b>\$ 18,090,725</b> | <b>\$ 19,186,085</b> |
|---------------------|----------------------|----------------------|----------------------|----------------------|

|                                                     |
|-----------------------------------------------------|
| <p>FOURTH QUARTER 2023<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                      | 10-31-24          |

HEALTH AND WELFARE  
DELINQUENCY REPORT  
**As of December 31, 2023**

NO DELINQUENCIES

## Fund Reserve

| Months of Available Fund Reserve |                              |  |                  |
|----------------------------------|------------------------------|--|------------------|
| Expenses                         |                              |  |                  |
|                                  | Jan - Dec 2022               |  | \$ 2,891,151.00  |
|                                  | Jan - Dec 2023               |  | \$ 2,987,929.00  |
|                                  |                              |  |                  |
|                                  | Total                        |  | \$ 5,879,080.00  |
|                                  |                              |  |                  |
|                                  | Per Month                    |  | \$ 244,961.67    |
|                                  |                              |  |                  |
| Fund Reserve                     |                              |  |                  |
|                                  | Dec-23                       |  | \$ 23,340,249.00 |
|                                  |                              |  |                  |
|                                  | Months of Reserve 12/31/2023 |  | 95.3             |
|                                  |                              |  |                  |
|                                  | Months of Reserve 9/30/2023  |  | 89.4             |

**Projected Hourly Contribution - Future Expenses**  
**Based on Most Recent 12 Month Data**  
 (December 2023 - November 2024)

|         |    |      |
|---------|----|------|
| Class E | \$ | 4.61 |
|---------|----|------|