

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

FOURTH QUARTER 2025

ADMINISTRATIVE MANAGER'S REPORT

FOURTH QUARTER 2025 CONTRIBUTIONS AND EXPENSES
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INCOME				
EMPLOYER	RATE	HOURS	PARTICIPANTS	CONTRIBUTIONS
EIGHT O'CLOCK COFFEE	\$ 8.50	27,644.00	66	\$ 234,974
GIANT RECYCLING	\$ 8.50	13,746.40	28	\$ 116,844
GIANT WAREHOUSE	\$ 8.50	119,077.20	214	\$ 1,012,156
WASHINGTON FOOD	\$ 6.00	1,439.50	3	\$ 8,637
COBRA			0	\$ -
SELF PAY			1	\$ 2,550
TOTAL INCOME		161,907.10	312	\$ 1,375,161

BENEFIT EXPENSES	RATE	EXPENSE	AVG. HRLY COST	COMMENT
CIGNA OONSP	19%	\$ 79,115	\$ 0.489	
CIGNA HEALTH CARE	\$ 29.09	\$ 29,989	\$ 0.185	
DENTAL	\$ 35.26	\$ 33,356	\$ 0.206	
DISABILITY		\$ 9,301	\$ 0.057	
DRUG		\$ 194,634	\$ 1.202	
HEARING GVS/FULLY INSURED	\$ 0.29	\$ 278	\$ 0.002	
LIFE/AD&D-ING	\$ 0.228	\$ 10,943	\$ 0.068	\$0.212 LIFE / \$0.016 AD&D
MEDICAL		\$ 452,241	\$ 2.793	
OPTICAL GVS/FULLY INSURED	\$ 6.32	\$ 6,006	\$ 0.037	
STOP LOSS	\$ 29.22	\$ 28,198	\$ 0.174	
SUB TOTAL		\$ 844,061	\$ 5.213	

OPERATING EXPENSES	RATE	EXPENSE	AVG. HRLY COST	COMMENT
ADMINISTRATION	\$ 28.09	\$ 26,349	\$ 0.163	
ADMINISTRATION HIPAA	\$ 0.21	\$ 198	\$ 0.001	
MISCELLANEOUS		\$ 72,283	\$ 0.446	
SUB TOTAL		\$ 98,830	\$ 0.610	
TOTAL EXPENSES		\$ 942,891	\$ 5.823	

SURPLUS (DEFICIT)		\$ 432,270
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AVG. HOURLY INCOME		\$ 8.49
AVG. HOURLY EXPENSE		\$ 5.82
SURPLUS (DEFICIT)		\$ 2.67

FOURTH QUARTER 2025 MISCELLANEOUS EXPENSES

MISCELLANEOUS EXPENSES	AMOUNT
AMERICAN CORE REALTY INVESTMENT MANAGER FEES	\$ 5,014
CHARTWELL INVESTMENT MANAGER FEES	\$ 10,926
CONSULTING	\$ 320
GREEN LIGHT TECHNOLOGY SERVICES	\$ 4,500
IFEBP DUES	\$ 1,600
INVESTMENT PERFORMANCE SERVICES	\$ 10,000
LEGAL FEES - FUND CO-COUNSEL	\$ 31,236
MEETING	\$ 525
PNC FEES	\$ 1,146
POSTAGE	\$ 427
PRINTING	\$ 192
WEDGE CAPITAL INVESTMENT MANAGER FEES	\$ 6,397
TOTAL	\$ 72,283

2025
QUARTERLY RECAPS

INCOME	FIRST 2025	SECOND 2025	THIRD 2025	FOURTH 2025	TOTAL
CONTRIBUTIONS	\$ 1,365,145	\$ 1,400,287	\$ 1,388,693	\$ 1,372,611	\$ 5,526,736
COBRA	\$ 4,881	\$ 1,220	\$ -	\$ -	\$ 6,101
SELF PAY	\$ -	\$ 1,236	\$ -	\$ 2,550	\$ 3,786
INTEREST & DIVIDENDS	\$ 229,531	\$ 291,922	\$ 231,143	\$ 272,506	\$ 1,025,102
MISCELLANEOUS INCOME ¹	\$ 3,012	\$ 2,222	\$ 95	\$ 5,412	\$ 10,741

TOTAL INCOME	\$ 1,602,569	\$ 1,696,887	\$ 1,619,931	\$ 1,653,079	\$ 6,572,466
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BENEFIT EXPENSES					
CIGNA OONSP	\$ 5,054	\$ 10,652	\$ 2,117	\$ 79,115	\$ 96,938
CIGNA	\$ 28,422	\$ 28,189	\$ 28,810	\$ 29,989	\$ 115,410
DENTAL	\$ 34,308	\$ 33,462	\$ 33,674	\$ 33,356	\$ 134,800
DISABILITY	\$ 9,214	\$ 13,672	\$ 10,757	\$ 9,301	\$ 42,944
DRUG	\$ 111,468	\$ 87,697	\$ 147,706	\$ 194,634	\$ 541,505
HEARING GVS/FULLY INSURED	\$ 281	\$ 276	\$ 280	\$ 278	\$ 1,115
LIFE/AD&D	\$ 10,990	\$ 10,864	\$ 11,046	\$ 10,943	\$ 43,843
MEDICAL	\$ 567,100	\$ 739,755	\$ 751,213	\$ 452,241	\$ 2,510,309
OPTICAL	\$ 5,791	\$ 5,933	\$ 5,852	\$ 6,006	\$ 23,582
STOP LOSS	\$ 27,594	\$ 27,964	\$ 27,934	\$ 28,198	\$ 111,690
SUBTOTAL	\$ 800,222	\$ 958,464	\$ 1,019,389	\$ 844,061	\$ 3,622,136

OPERATING EXPENSES					
ADMINISTRATION	\$ 26,884	\$ 26,744	\$ 26,630	\$ 26,547	\$ 106,805
MISCELLANEOUS	\$ 117,520	\$ 80,668	\$ 82,888	\$ 72,283	\$ 353,359
SUBTOTAL	\$ 144,404	\$ 107,412	\$ 109,518	\$ 98,830	\$ 460,164

TOTAL EXPENSE	\$ 944,626	\$ 1,065,876	\$ 1,128,907	\$ 942,891	\$ 4,082,300
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SURPLUS (DEFICIT)	\$ 657,943	\$ 631,011	\$ 491,024	\$ 710,188	\$ 2,490,166
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					AVERAGE
AVG HOURLY INCOME	\$ 9.96	\$ 10.27	\$ 9.89	\$ 10.21	\$ 10.08
AVG HOURLY EXPENSE	\$ 5.87	\$ 6.45	\$ 6.89	\$ 5.82	\$ 6.26
SURPLUS (DEFICIT)	\$ 4.09	\$ 3.82	\$ 3.00	\$ 4.39	\$ 3.82

TOTAL PARTICIPANTS	316	316	314	312	315
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FUND RESERVE	\$ 27,061,833	\$ 27,848,597	\$ 28,643,960	\$ 29,680,180
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¹Stop Loss Dividend - \$5,412.00

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 ¹	\$ -	\$ 5,390	\$ -	\$ 3,144	\$ 8,534

TOTAL INCOME	\$ 1,615,453	\$ 1,678,080	\$ 1,637,274	\$ 1,675,180	\$ 6,605,987
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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

TOTAL EXPENSE	\$ 799,810	\$ 799,666	\$ 1,217,708	\$ 963,239	\$ 3,780,423
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SURPLUS (DEFICIT)	\$ 815,643	\$ 878,414	\$ 419,566	\$ 711,941	\$ 2,825,564
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	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

TOTAL PARTICIPANTS	312	313	312	313	313
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FUND RESERVE	\$ 23,995,529	\$ 24,427,928	\$ 25,772,273	\$ 26,283,503
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¹Litigation settlements: Ranbaxy Generics - \$3,129.28, Libor Bondholders - \$14.42

FOURTH QUARTER 2025 CONTRACT INFORMATION

COMPANY	PLAN	CURRENT RATES	CURRENT RATE EFF. DATE	NEXT RATE CHANGE DATE	CBA 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, 2025

NO DELINQUENCIES

Fund Reserve

Months of Available Fund Reserve			
Expenses			
	Jan - Dec 2024		\$ 3,780,423.00
	Jan - Dec 2025		\$ 4,082,300.00
	Total		\$ 7,862,723.00
	Per Month		\$ 327,613.46
Fund Reserve			
	Dec-25		\$ 29,680,180.00
	Months of Reserve 12/31/2025		90.6
	Months of Reserve 9/30/2025		86.9

Projected Hourly Contribution - Future Expenses
Based on Most Recent 12 Month Data
 (Jan 2026 - Dec 2026)

Class E	\$	6.76
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