Warehouse Employees Union Local No. 730
Health and Welfare Trust Fund

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DRAFT

MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES OF THE WAREHOUSE EMPLOYEES UNION LOCAL NO. 730 HEALTH AND WELFARE TRUST FUND MARCH 16, 2026 VIA ZOOM

The following Trustees were present:

UNION TRUSTEES
W. Davis – Secretary
R. Brooks
S. Clark

EMPLOYER TRUSTEES
J. Paradis – Chairman
F. Stegman
B. Petway – Alternate

Also present were:
A. Cochran – Associated Administrators, LLC
R. Fitzmaurice – Express Scripts, Inc.
R. Grant – Associated Administrators, LLC
J. Kimble – Morgan, Lewis & Bockius, LLP
R. Sichel – Investment Performance Services, LLC
L. Waichman – Mooney, Green, Saindon, Murphy & Welch, P.C.

I. CALL TO ORDER

A quorum being present, the meeting was called to order.

II. MINUTES

The Trustees reviewed the minutes of the last regular meeting held December 15, 2025. Ms. Cochran noted a revision to the minutes clarifying that the stop loss annual premium was $121,003.

Trustee Stegman asked if the gene therapy benefit exclusion Motion in the draft minutes should be amended to include language related to genetic testing. Co-Counsel recommended amending the Motion in the draft minutes to include the term “genetic testing”, to be consistent with Trustee intent and the language included in the Summary of Material Modifications sent to participants.

On MOTION made and seconded, the Trustees present voted unanimous approval of the following resolution:

> **RESOLVED to amend the minutes to include “genetic testing” in the Motion in the draft December 15, 2025 meeting minutes.**

On MOTION made and seconded, the Trustees present voted unanimous approval of the following resolution:

> **RESOLVED that the minutes of the last regular meeting held on December 15, 2025 are approved, as amended.**

III. FINANCIAL REPORT

A. Custodian Bank – PNC Bank, NA

Ms. Cochran noted a copy of the PNC Summary of Activity report for the period January 1, 2025 through December 31, 2025 is contained in the meeting booklet.

B. Investment Performance Services, LLC ("IPS")

The Trustees welcomed Mr. Rich Sichel of IPS to the meeting.

Mr. Sichel distributed his report titled, "Master Consulting Services Report – December 31, 2025." He reviewed the financial markets generally. Mr. Sichel reported that the Fund's total market value of assets as of December 31, 2025 was $29,680,180, and the return for 2025 was 6.8%, compared to the 7.3% return for the index, gross of fees. He stated that Fund assets were at an all-time high of approximately $29 million and that no managers were on the watchlist.

C. Quarterly Performance Report

Mr. Sichel reported that as of December 31, 2025 the Fund's assets were allocated as follows: 10.3% Domestic Large Cap Equity, 35.1% in Investment Grade Fixed Income, 35.8% in Short Duration High Yield, 6.1% in Real Estate – Core, 4.7% in Real Estate – Value Add, and 7.9% in cash equivalents. He noted Northern Trust held $3,057,910, Wedge Capital held $10,429,021, Chartwell Investment held $10,635,226, ARA Core Property Fund L.P. held $1,818,306, Boyd Watterson held $1,383,477, and there was $2,356,240 in the cash account. Mr. Sichel discussed portfolio allocation and risk tolerance, stating that there is a potential for the portfolio to slightly increase returns by increasing risk. After discussion, the Trustees determined that the added risk was not worth the limited increase in returns and that no changes to the portfolio allocation should be made.

The Trustees thanked Mr. Sichel for his report and he was excused from the meeting.

IV. COUNSEL REPORT

A. Subrogation Report

Ms. Waichman reviewed the status of the subrogation matters as of March 16, 2026. She reviewed the current cases and stated that there are no cases that require

Trustee action at this time.

B. HIPAA Notice of Privacy Practices

Mr. Kimble presented the revised HIPAA Notice of Privacy Practices which was previously distributed to the Trustees on March 12, 2026. He noted that the revised notice incorporates the 2024 HIPAA Privacy Regulations which requires that the Fund adopt specific language with respect to the substance use disorder treatment programs. Ms. Cochran confirmed the new notice would be posted on the website.

On MOTION made and seconded, the Trustees present voted unanimous approval of the following resolution:

> **RESOLVED to approve the revised HIPAA Notice of Privacy Practices as presented.**

C. Purdue Pharma Chapter 11 Plan

Mr. Kimble reported on the status of the Purdue Pharma bankruptcy.

D. In-Network Laboratory Services

Ms. Waichman confirmed that Co-Counsel and Segal are reviewing options regarding covering laboratory services performed by in-network providers. Trustee Paradis commented that they want to encourage participants to use the Quest Diagnostics ("Quest") and/or Laboratory Corporation of America Holdings services without penalizing the participant. Mr. Kimble stated that Fund Co-Counsel will distribute additional information prior to the next meeting in order to have the discussion and possible revision of the Plan rule during the July meeting.

V. ADMINISTRATIVE MANAGER'S REPORT

Ms. Cochran presented the Administrative Manager's Report for the fourth quarter 2025. The report showed contributions of $1,372,611, interest and dividend income of $272,506, COBRA payments of $0, self-payments of $2,550, and miscellaneous income of $5,412, producing a total income of $1,653,079 for the quarter. Expenses included $844,061 of benefit expenses and $98,830 of operating expenses, producing a total expense of $942,891. This produced a surplus of $710,188 for the quarter ended December 31, 2025. Ms. Cochran noted that contributions were made on behalf of 312 Plan participants.

VI. INVOICES

Ms. Cochran presented a list of invoices dated March 16, 2026 for the Trustees' review. It was noted that there were no additions, deletions, or changes to the list.

On MOTION made and seconded, the Trustees voted unanimous approval of the following resolution:

> **RESOLVED that the invoices on the list dated March 16, 2026 are approved for payment as presented.**

VII. PARTICIPANT APPEAL – M26/100-0888

The participant's spouse appealed for payment of claims for genetic testing that were denied because the services are not listed as a covered benefit in the Summary Plan Document. It was noted that effective December 1, 2025 the Plan was amended to specifically exclude gene therapy and genetic testing and a Summary of Material Modifications was mailed to participants on January 6, 2026. The Trustees noted that the date of service related to the appeal was prior to the effective date of the Plan amendment.

On MOTION made and seconded, the Trustees voted unanimous approval of the following resolution:

> **RESOLVED to approve appeal #M26/100-0888 and pay the claims in accordance with the limits of the Plan and to inform the participant that services related to genetic testing will not be covered in the future.**

VIII. PROVIDER REPORT – EXPRESS SCRIPTS, INC.

The Trustees welcomed Mr. Ryan Fitzmaurice of Express Scripts, Inc. to the meeting. He distributed his report titled "Strategic Planning and Review Consultation." He reviewed the Plan's performance for the period January 1, 2025 through December 31, 2025. He also discussed the Plan's metrics, key statistics, top drugs and indications, and the client program savings and impact. Mr. Fitzmaurice and the Trustees discussed potential savings related to home delivery options and methods to incentivize participant use of home delivery.

The Trustees thanked Mr. Fitzmaurice for his report, and he was excused from the meeting.

IX. OTHER FUND BUSINESS

A. Auditor Engagement Letter

Ms. Cochran reported receipt of Novak Francella's engagement letter for the 2025 Plan year audit, which reflects an annual fee of $18,200, an increase of 3.0% from the previous year.

On MOTION made and seconded, the Trustees voted unanimous approval of the following resolution:

RESOLVED to approve Novak Francella's engagement letter for the 2025 Plan Year with an annual fee of $18,200.

B. <u>Stop Loss Analysis</u>

Ms. Cochran stated that the Trustees requested a proposal from Segal to review whether the Fund should continue to purchase stop loss insurance. She reported that Segal proposed a $5,000 fee for the financial analysis. The Trustees discussed an additional review to include increasing the liability limit to $1,000,000 instead of $500,000 along with other option limits and determined that the additional information would be useful to the Trustees. The Trustees further noted that, due to the small size of the Fund, stop loss insurance could be beneficial, even where other health funds may not utilize it.

On MOTION made and seconded, the Trustees voted unanimous approval of the following resolution:

RESOLVED to retain Segal to perform the financial analysis and advise on the cost of additional option limits including increasing the deductible to $1,000,000, for a fee of $5,000.

C. <u>Form 1095-B</u>

Ms. Cochran reported that Associated posted the letter informing participants that the Form 1095-B Notice would no longer be automatically mailed on the Fund's website and mailed the letter to participants on January 6, 2026.

D. <u>Summary of Material Modifications ("SMM")</u>

Ms. Cochran reported that Associated mailed the SMM related to multiple benefit changes to participants on January 6, 2026. She noted that the SMM included information about the self-pay lifetime maximum, initial eligibility waiting periods after COBRA, Accident and Sickness benefits, gene therapy, genetic testing, and prescription drug exclusions, and CareAllies name change to Evernorth.

E. <u>Cigna PPO Savings Report</u>

The Trustees reviewed a copy of the CIGNA PPO Savings Report for the period January 1, 2025 through December 31, 2025.

F. <u>Consolidated Appropriations Act ("CAA")</u>

Ms. Cochran reported that Associated successfully filed the CAA Gag Clause Attestation on behalf of the Fund.

G. <u>Annual Creditable Coverage Disclosure to the Centers for Medicare & Medicaid Services ("CMS")</u>

Ms. Cochran reported that the Creditable Coverage Disclosure to CMS for 2026 was electronically filed on time and CMS accepted the filing.

H. <u>Health Care Cost Containment Corporation ("HCCCC") – Annual Renewal</u>

Ms. Cochran reported receipt of the annual renewal for the participation in the HCCCC for the 2026 calendar year. She stated that the membership for 2026 does not include a fee.

On MOTION made and seconded, the Trustees voted unanimous approval of the following resolution:

> **RESOLVED to approve the 2026 membership renewal without an annual fee.**

I. <u>Form 1099NEC</u>

Ms. Cochran reported that Associated mailed the Form 1099NEC to participants on January 28, 2026.

J. Form 1099MISC

Ms. Cochran reported that Associated mailed the Form 1099MISC to participants on January 30, 2026.

X. NEXT MEETING DATE AND LOCATION

After discussion, the Trustees selected July 2, 2026 as their next regular meeting date immediately following the companion Pension Fund meeting via Zoom.

XI. ADJOURNMENT

There being no further business to come before the Trustees, the meeting was adjourned.

Respectfully submitted,

William Davis

Secretary