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

911 Ridgebrook Road
Sparks, Maryland 21152-9451
Telephone: (800) 730-2241
www.associated-admin.com

8400 Corporate Drive, Suite 430
Landover, Maryland 20785-2361
Telephone: (800) 730-2241
www.associated-admin.com

Agenda

December 2, 2022

(At approximately 11:00 AM)

I. Call to Order

II. Minutes, Regular Meeting –September 23, 2022

III. Financial Report – Investment Performance Services

IV. Co- Counsel Report

V. Administrative Manager Report

VI. Invoices

VII. Provider Report – Segal

VIII. Other Fund Business

IX. Next Meeting Date and Location

X. Adjournment

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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 SEPTEMBER 23, 2022 VIA TELECONFERENCE

The following Trustees were present:

UNION TRUSTEES
R. Brooks – Chairman
J. Lacy
T. Richardson – Alternate

EMPLOYER TRUSTEES
J. Paradis – Secretary
H. Sebhat
F. Stegman

Also present were:

A. Cochran – Associated Administrators, LLC
M. DeLancey – Blank Rome LLP
R. Grant – Associated Administrators, LLC
J. Kimble – Morgan, Lewis & Bockius, LLP
R. Sichel – Investment Performance Services, LLC

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 June 6, 2022.

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

> **RESOLVED that the minutes of the last regular meeting held on June 6, 2022 are approved as presented.**

III. FINANCIAL REPORT

A. Custodian Bank – PNC Bank, NA

Ms. Cochran noted a copy of the PNC Summary of Activity report for the period April 1, 2022 through June 30, 2022 was not provided prior to the meeting. She said the report will be distributed once received from PNC.

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 – June 30, 2022." Mr. Sichel reported that the total market value of assets as of June 30, 2022 was $17,370,568.

C. Quarterly Performance Report

Mr. Sichel reported that as of June 30, 2022, the Fund held 34.9% in Investment Grade Fixed Income, 39.4% in Short Duration High Yield, 4.1% in Real Estate – Core, 2.1% in Real Estate – Value Add, and 19.5% in cash equivalents. He noted Wedge Capital held $6,058,121, Chartwell Investment held $6,838,668, ARA Core Property Fund L.P. held $718,270, Boyd Watterson held $364,353, and there was $3,391,156 in the cash account.

D. Asset Allocation

Mr. Sichel noted that the cash allocation is within the targeted policy range. However, based on the current cash needs, he recommended the Trustees consider reallocating funds as follows: 1) $100,000 from the cash account to Chartwell Investment (Short Duration High Yield) and 2) $100,000 from the cash account to Wedge Capital Management (Investment Grade Fixed Income).

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

> **RESOLVED to follow IPS' recommendation to rebalance by allocating funds as follows: 1) $100,000 from the cash account to Chartwell Investment, 2) $100,000 from the cash account to Wedge Capital Management.**

IV. COUNSEL REPORT

A. Subrogation Report

Mr. DeLancey reviewed the status of subrogation matters as of September 23, 2022. He stated that there are no cases requiring Trustee action at this time.

B. Cybersecurity Policy Request for Proposal ("RFP")

Mr. Kimble reviewed the status of the cybersecurity guidance for benefit plans issued by the Department of Labor ("DOL") and said the Fund will need to seek a cybersecurity consultant to review the service providers' responses to a questionnaire in order to confirm the service provider is in compliance with the DOL's guidance. Mr. Kimble stated that the Request for Proposal ("RFP") letters will be mailed to the selected vendors.

C. Cigna Contracts

Mr. Kimble reported that the negotiations between Cigna and the Fund for the

Service Agreement (medical) and Administrative Services Only Agreement (pharmacy), were complete and the contracts were executed.

D. Green Light Cost Management LLC ("Green Light") Contract – Machine Readable Files

Mr. Kimble reported that the Letter of Agreement and contract between Green Light and the Fund for services related to Machine Readable Files was completed and executed.

V. ADMINISTRATIVE MANAGER'S REPORT

Ms. Cochran presented the Administrative Manager's Report for the second quarter 2022. The report showed contributions of $1,604,653, interest and dividend income of $141,450, self-payments of $3,071, and miscellaneous income of $388, producing a total income of $1,754,434 for the quarter. Expenses included $533,815 of benefit expenses and $120,833 of operating expenses, producing a total expense of $654,648. This produced a total surplus of $1,099,786 for the quarter ended June 30, 2022. Ms. Cochran noted that contributions were made on behalf of 336 Plan participants.

VI. INVOICES

Ms. Cochran presented a list of invoices dated September 23, 2022 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 September 23, 2022 are approved for payment as presented.**

VII. PROVIDER REPORT – Segal

Ms. Cochran stated that Ms. Kathy Bakich from Segal was unable to attend the meeting. She noted that Segal is working with Greenlight to obtain pricing for the Price Comparison Tool. Ms. Cochran discussed another upcoming compliance item, the Prescription Drug and Health Care Spending Report. She said Associated is working with Cigna to determine how the required information will be reported to the necessary entities by the December 27, 2022 deadline. Ms. Cochran noted that in order to produce the medical data associated with the reporting, special programming by Basys is needed. She noted a prorated fee may be assessed to the Fund.

Ms. Cochran noted that the Mental Health Parity Report is still being developed by Segal. She said the draft report will be sent to Fund Counsel for review.

VIII. OTHER FUND BUSINESS

A. Group Vision Services ("GVS")Report

Ms. Cochran referred to the report provided by GVS regarding utilization for the period January 1, 2021 through June 30, 2021 and January 1, 2022 through June 30, 2022 and the contract renewal for vision and hearing services. She noted the current fee agreement expires December 31, 2022. The proposed renewal is for a three-year period from January 1, 2023 through December 31, 2025 with no fee increase to the rate for vision or hearing benefits.

After a discussion, on MOTION made and seconded, the Trustees voted unanimous approval of the following resolution:

RESOLVED to approve the GVS renewal for the period January 1, 2023 through December 31, 2025 with no fee increase.

B. Cigna PPO Savings Report

The Trustees reviewed a copy of the CIGNA PPO Savings Report for the period January 1, 2022 through June 30, 2022.

C. Employer Contribution Rate Letter

Ms. Cochran reported a contribution rate increase letter was mailed to Adams Burch and Giant Recycling on June 2, 2022 for a rate change effective July 1, 2022.

D. 2020 Annual Audit

Ms. Cochran reported that the Fund's auditor, Novak Francella, filed the Form 990 and Form 5500 on August 1, 2022.

E. 2021 Summary Annual Report

Ms. Cochran reported the 2021 Summary Annual Report was mailed to Plan participants on August 22, 2022.

F. International Foundation of Employee Benefit Plans – Annual Membership

Ms. Cochran reported receipt of the Fund's 2023 membership renewal invoice for the International Foundation of Employee Benefit Plans. The renewal fee contains a $50 increase from prior year.

> **RESOLVED to approve the Fund's 2023 renewal with the International Foundation of Employee Benefit Plans at the $1,360 annual fee.**

G. Fiduciary Liability Policy

Ms. Cochran reviewed the interim action the Trustees took to renew the Fiduciary Liability policy for the period July 26, 2022 through July 26, 2023 with the incumbent carrier, Markel American Insurance Company/Ullico ("Ullico"), through the broker NFP Property & Casualty Service, Inc. ("NFP"). She said that there was a decrease of $54 in the annual premium. She reported that the Trustees approved the renewal via an electronic poll conducted in July 2022.

Ms. Cochran advised the Trustees that letters regarding their required payment of the Waiver of Recourse premiums of $25 were emailed on July 26, 2022.

H. <u>Summary Plan Description ("SPD")</u>

Ms. Cochran reported the final revised SPD was emailed to the Trustees for review on September 2, 2022. She confirmed the SPD will be printed and mailed by Doyle Printing.

I. <u>Class Action Settlement</u>

Ms. Cochran said the Fund received a class action settlement check in the amount of $104.51 from Cigna related to Lovenox.

J. <u>Patient Centered Outcomes Research Institute ("PCORI")</u>

Ms. Cochran stated the PCORI fee, imposed by the Affordable Care Act for self-insured group plans, was mailed July 12, 2022. The amount paid was $2,011.59.

IX. NEXT MEETING DATE AND LOCATION

After discussion, the Trustees selected December 2, 2022 as their next regular meeting date immediately following the companion Pension Fund meeting via teleconference.

X. ADJOURNMENT

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

Respectfully submitted,

Jason Paradis

Secretary

WAREHOUSE EMPLOYEES UNION LOCAL NO. 730
HEALTH AND WELFARE TRUST FUND
SUMMARY SUBROGATION REPORT
DECEMBER 2, 2022

I. Active Subrogation Cases Open as of December 2, 2022 Trustees' Meeting....................0

II. Subrogation Cases Closed Since September 23, 2022 Trustees' Meeting....................0

III. Subrogation Cases Opened Since September 23, 2022 Trustees' Meeting....................0

WAREHOUSE EMPLOYEES UNION LOCAL NO. 730 HEALTH AND WELFARE TRUST FUND
SUBROGATION REPORT FOR TRUSTEE MEETING OF DECEMBER 2, 2022

PARTICIPANT (DEPENDENT)	ATTORNEY FOR PARTICIPANT	DATE OF ACCIDENT	EMPLOYMENT STATUS	BENEFITS STATUS	CURRENT LIEN AMOUNT	STATUS OF COLLECTION EFFORTS

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

THIRD QUARTER 2022

ADMINISTRATIVE MANAGER'S REPORT

THIRD QUARTER 2022
CONTRIBUTIONS AND EXPENSES

INCOME				
EMPLOYER	**RATE**	**HOURS**	**PARTICIPANTS**	**CONTRIBUTIONS**
ADAMS BURCH	$ 10.09	19,314.44	42	$ 194,883
EIGHT O'CLOCK COFFEE	$ 8.50	26,351.75	54	$ 223,990
GIANT RECYCLING	$ 8.50	12,029.18	22	$ 102,248
GIANT WAREHOUSE	$ 8.50	138,890.65	215	$ 1,180,571
UNION LOCAL 730	$ 8.50	904.00	2	$ 7,684
WASHINGTON FOOD	$ 6.00	1,375.00	3	$ 8,250
COBRA			3	$ 5,805
SELF PAY			3	$ 1,823
TOTAL INCOME		**198,865.02**	**344**	**$ 1,725,254**

BENEFIT EXPENSES	RATE	EXPENSE	AVG. HRLY COST	COMMENT
CIGNA OONSP	19%	$ 22,507	$ 0.113	
CIGNA HEALTH CARE	$ 29.09	$ 29,177	$ 0.147	
DENTAL	$ 31.58	$ 30,727	$ 0.155	
DISABILITY		$ 6,000	$ 0.030	
DRUG		$ 144,603	$ 0.727	
HEARING GVS/FULLY INSURED	$ 0.29	$ 294	$ 0.001	
LIFE/AD&D-ING	$ 0.21	$ 10,387	$ 0.052	$0.193 LIFE / $0.016 AD&D
MEDICAL		$ 361,233	$ 1.816	
OPTICAL GVS/FULLY INSURED	$ 5.90	$ 5,906	$ 0.030	
STOP LOSS	$ 24.98	$ 24,705	$ 0.124	
SUB TOTAL		$ 635,539	$ 3.195	

OPERATING EXPENSES	RATE	EXPENSE	AVG. HRLY COST	COMMENT
ADMINISTRATION	$ 25.46	$ 26,173	$ 0.132	
ADMINISTRATION HIPAA	$ 0.21	$ 216	$ 0.001	
MISCELLANEOUS		$ 102,323	$ 0.515	
SUB TOTAL		$ 128,712	$ 0.648	
TOTAL EXPENSES		**$ 764,251**	**$ 3.843**	

SURPLUS (DEFICIT)	**$ 961,003**

AVG. HOURLY INCOME	**$ 8.68**
AVG. HOURLY EXPENSE	**$ 3.84**
SURPLUS (DEFICIT)	**$ 4.84**

THIRD QUARTER 2022
MISCELLANEOUS EXPENSES

MISCELLANEOUS EXPENSES	**AMOUNT**
AUDITOR	$ 5,200
BONDING AND INSURANCE	$ 8,423
BOYD INVESTMENT MANAGER FEES	$ 4,855
CHARTWELL INVESTMENT MANAGER FEES	$ 8,542
COMMONWEALTH OF MASSACHUSETTS SURCHARGE	$ 2
CONFERENCE	$ 1,058
CONSULTING	$ 3,819
INVESTMENT PERFORMANCE SERVICES	$ 6,250
LEGAL	$ 54,677
MEETING	$ 350
PNC FEES	$ 4,053
POSTAGE	$ 462
PRINTING	$ 863
WEDGE CAPITAL INVESTMENT MANAGER FEES	$ 3,769
TOTAL	**$ 102,323**

2022
QUARTERLY RECAPS

INCOME	FIRST 2022	SECOND 2022	THIRD 2022	FOURTH 2022	TOTAL
CONTRIBUTIONS	$ 1,621,011	$ 1,604,653	$ 1,717,626	$ -	$ 4,943,290
COBRA	$ 6,710	$ 4,872	$ 5,805	$ -	$ 17,387
SELF PAY	$ 4,133	$ 3,071	$ 1,823	$ -	$ 9,027
INTEREST & DIVIDENDS	$ 130,676	$ 141,450	$ 144,319	$ -	$ 416,445
MISCELLANEOUS INCOME[1]	$ 4,873	$ 388	$ 105	$ -	$ 5,366
TOTAL INCOME	**$ 1,767,403**	**$ 1,754,434**	**$ 1,869,678**	**$ -**	**$ 5,391,515**
BENEFIT EXPENSES					
CIGNA OONSP	$ 15,693	$ 8,289	$ 22,507	$ -	$ 46,489
CIGNA	$ 31,054	$ 32,258	$ 29,177	$ -	$ 92,489
DENTAL	$ 31,580	$ 32,148	$ 30,727	$ -	$ 94,455
DISABILITY	$ 7,201	$ 9,900	$ 6,000	$ -	$ 23,101
DRUG	$ 33,044	$ 126,770	$ 144,603	$ -	$ 304,417
HEARING GVS/FULLY INSURED	$ 303	$ 300	$ 294	$ -	$ 897
LIFE/AD&D	$ 10,555	$ 10,501	$ 10,387	$ -	$ 31,443
MEDICAL	$ 507,763	$ 282,092	$ 361,233	$ -	$ 1,151,088
OPTICAL	$ 6,319	$ 6,053	$ 5,906	$ -	$ 18,278
STOP LOSS	$ 25,804	$ 25,504	$ 24,705	$ -	$ 76,013
SUBTOTAL	$ 669,316	$ 533,815	$ 635,539	$ -	$ 1,838,670
OPERATING EXPENSES					
ADMINISTRATION	$ 25,978	$ 25,978	$ 26,389	$ -	$ 78,345
MISCELLANEOUS	$ 81,686	$ 94,855	$ 102,323	$ -	$ 278,864
SUBTOTAL	$ 107,664	$ 120,833	$ 128,712	$ -	$ 357,209
TOTAL EXPENSE	**$ 776,980**	**$ 654,648**	**$ 764,251**	**$ -**	**$ 2,195,879**
SURPLUS (DEFICIT)	**$ 990,423**	**$ 1,099,786**	**$ 1,105,427**	**$ -**	**$ 3,195,636**
					AVERAGE
AVG HOURLY INCOME	$ 9.88	$ 9.72	$ 9.40	$ -	$ 9.67
AVG HOURLY EXPENSE	$ 4.34	$ 3.63	$ 3.84	$ -	$ 3.94
SURPLUS (DEFICIT)	$ 5.54	$ 6.09	$ 5.56	$ -	$ 5.73
TOTAL PARTICIPANTS	338	336	344	0	339
FUND RESERVE	$ 16,712,387	$ 17,370,568	$ 18,090,725		

[1]Litigation settlement - $104.51

2021
QUARTERLY RECAPS

INCOME	FIRST 2021	SECOND 2021	THIRD 2021	FOURTH 2021	TOTAL
CONTRIBUTIONS	$ 1,465,748	$ 1,521,815	$ 1,642,143	$ 1,723,135	$ 6,352,841
COBRA	$ 2,793	$ -	$ 8,273	$ 4,440	$ 15,506
SELF PAY	$ 6,761	$ 4,548	$ 5,676	$ 5,661	$ 22,646
INTEREST & DIVIDENDS	$ 116,077	$ 96,206	$ 101,016	$ 120,446	$ 433,745
MISCELLANEOUS INCOME[1]	$ 4,625	$ -	$ 161	$ 3,667	$ 8,453
TOTAL INCOME	**$ 1,596,004**	**$ 1,622,569**	**$ 1,757,269**	**$ 1,857,349**	**$ 6,833,191**
BENEFIT EXPENSES					
CIGNA OONSP	$ 5,636	$ 6,638	$ 3,879	$ 18,581	$ 34,734
CIGNA	$ 29,405	$ 29,966	$ 29,634	$ 29,291	$ 118,296
DENTAL	$ 31,706	$ 31,991	$ 31,896	$ 31,674	$ 127,267
DISABILITY	$ 10,543	$ 16,457	$ 8,486	$ 25,629	$ 61,115
DRUG	$ (2,628)	$ 195,429	$ 193,027	$ 172,124	$ 557,952
HEARING GVS/FULLY INSURED	$ 5,301	$ 304	$ 300	$ 301	$ 6,206
LIFE/AD&D	$ 10,843	$ 10,940	$ 10,886	$ 10,778	$ 43,447
MEDICAL	$ 397,491	$ 423,211	$ 437,160	$ 498,406	$ 1,756,268
OPTICAL	$ 6,295	$ 7,806	$ 5,292	$ 5,469	$ 24,862
STOP LOSS	$ 23,837	$ 24,576	$ 24,385	$ 24,408	$ 97,206
SUBTOTAL	$ 518,429	$ 747,318	$ 744,945	$ 816,661	$ 2,827,353
OPERATING EXPENSES					
ADMINISTRATION	$ 25,322	$ 25,399	$ 24,793	$ 24,818	$ 100,332
MISCELLANEOUS	$ 32,533	$ 55,024	$ 77,368	$ 54,902	$ 219,827
SUBTOTAL	$ 57,855	$ 80,423	$ 102,161	$ 79,720	$ 320,159
TOTAL EXPENSE	**$ 576,284**	**$ 827,741**	**$ 847,106**	**$ 896,381**	**$ 3,147,512**
SURPLUS (DEFICIT)	**$ 1,019,720**	**$ 794,828**	**$ 910,163**	**$ 960,968**	**$ 3,685,679**
					AVERAGE
AVG HOURLY INCOME	$ 9.05	$ 9.08	$ 9.71	$ 9.79	$ 9.41
AVG HOURLY EXPENSE	$ 3.27	$ 4.63	$ 4.68	$ 4.72	$ 4.33
SURPLUS (DEFICIT)	$ 5.78	$ 4.45	$ 5.03	$ 5.07	$ 5.08
TOTAL PARTICIPANTS	335	336	327	329	332
FUND RESERVE	$ 13,610,265	$ 14,437,775	$ 15,194,966	$ 16,168,209	

[1]Litigation settlements - $3,666.96

THIRD QUARTER 2022
CONTRACT INFORMATION

COMPANY	PLAN	CURRENT RATES	CURRENT RATE EFF. DATE	NEXT RATE CHANGE DATE	CBA EXPIRATION
ADAMS BURCH	E	$10.09	07-01-22	TBD	06-30-23
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
UNION LOCAL 730	E	$8.50	06-01-22	TBD	FOLLOWS GIANT WAREHOUSE CBA
WASHINGTON FOOD	E	$6.00	11-01-21	11-01-22	10-31-24

HEALTH AND WELFARE
DELINQUENCY REPORT
As of September 30, 2022

NO DELINQUENCIES

Fund Reserve

Months of Available Fund Reserve			
	Expenses		
	Jan - Dec 2021		$ 3,147,512.00
	Jan - Sep 2022		$ 2,195,879.00
	Total		$ 5,343,391.00
	Per Month		$ 254,447.19
	Fund Reserve		
	Sep-22		$ 18,090,725.00
	Months of Reserve 9/30/2022		**71.1**
	Months of Reserve 6/30/2022		68.3

Projected Hourly Contribution - Future Expenses
Based on Most Recent 12 Month Data
(June 2022 - May 2023)

Class E	$	4.34

Warehouse Employees Union Local No. 730 Health and Welfare Fund

INVOICES

December 2, 2022

Associated Administrators, LLC

11/2/2022	Mailing New Hire Packets w/ SPD	$	857.48
10/5/2022	Mailing Notice of Creditable Coverage and WHCRA Notice	$	272.40

Blank Rome LLP

11/8/2022	Fee for professional services rendered through October 31, 2022	$	3,432.00
10/6/2022	Fee for professional services rendered through September 30, 2022	$	6,138.00
9/27/2022	Fee for professional services rendered through August 31, 2022	$	4,026.00

Chartwell Investment Partners

10/26/2022	Fee for investment services rendered through September 30, 2022	$	8,698.42

Investment Performance Services, LLC

9/16/2022	Fee for professional services rendered through September 30, 2022	$	6,250.00

Morgan, Lewis & Bockius, LLP

11/11/2022	Fee for professional services rendered through October 31, 2022	$	4,746.00
10/14/2022	Fee for professional services rendered through Sptember 30, 2022	$	10,023.00
9/16/2022	Fee for professional services rendered through August 31, 2022	$	9,879.00

Novak Francella, LLC

11/10/2022	Fee for Payroll Compliance services rendered through April 2022	$	784.50

Segal Consulting

7/5/2022	Fee for actuarial and consulting services through June 30, 2022 related to the No Surprises Act and Transparency in Coverage Final Rules	$	1,565.00
7/5/2022	Fee for actuarial and consulting services through November 30, 2021 related to Mental Health Parity and Addiction Equity Act	$	1,762.50

Ullico

10/26/2022	Stop Loss Insurance Policy Premiums for October 2022 through November 2022	$ 16,536.76

Wedge Capital Management

10/17/2022	Fee for professional services rendered through September 30, 2022	$ 3,708.86

WAREHOUSE LOCAL 730 HEALTH AND WELFARE FUND

January 2022 – September 2022

Savings Results

December 2, 2022

Together, all the way.®

PPO and Out of Network Savings Program
January 2022 – September 2022

In Network	Charges	Network Allowed	Network Savings	%
Inpatient	$58,878.52	$57,553.83	$1,324.69	2.2%
Outpatient	$665,668.33	$425,032.43	$240,635.90	36.1%
Physician	$1,697,086.03	$714,439.05	$982,646.98	57.9%
Total	**$2,421,632.88**	**$1,197,025.31**	**$1,224,607.57**	**50.6%**

Out of Network Savings Program	Charges	Network Allowed	Network Savings	%
Outpatient	$57,906.20	$30,253.84	$27,652.36	47.8%
Physician	$144,503.49	$46,595.02	$97,908.47	67.8%
Total	**$202,409.69**	**$76,848.86**	**$125,560.83**	**62.0%**

Total Year To Date Savings
January 2022 – September 2022

	Savings
PPO Network Savings	$1,224,608
Out of Network Savings	$125,561
Utilization Management Savings	$39,772
Case Management Savings	$1,190
Outpatient Care Management Savings	$26,399
Total Year To Date Savings	**$1,417,529**

Offered by: Connecticut General Life Insurance Company or Cigna Health and Life Insurance Company.

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October 2022

Notice of Creditable Coverage Regarding Your Prescription Drug Coverage

The following Notice of Creditable Coverage applies to all Medicare-eligible participants and/or spouses. Read this Notice carefully and keep it in a safe place so you have it if you need it.

Please read this notice carefully and keep it where you can find it. This notice has information about your current prescription drug coverage with the Warehouse Employees Union Local No. 730 Health and Welfare Trust Fund and about your options under Medicare's prescription drug coverage. This information can help you decide whether or not you want to join a Medicare drug plan. If you are considering joining, you should compare your current coverage, including which drugs are covered and at what cost, with the coverage and costs of the plans offering Medicare prescription drug coverage in your area. Information about where you can get help to make decisions about your prescription drug coverage is at the end of this notice.

There are two important things you need to know about your current coverage and Medicare's prescription drug coverage:

1. Medicare prescription drug coverage became available in 2006 to everyone with Medicare. You can get this coverage if you join a Medicare Prescription Drug Plan or join a Medicare Advantage Plan (like an HMO or PPO) that offers prescription drug coverage. All Medicare drug plans provide at least a minimum standard level of coverage set by Medicare. Some plans may also offer more coverage for a higher monthly premium.

2. The Warehouse Employees Union Local No. 730 Health and Welfare Trust Fund has determined that the prescription drug coverage offered by the Fund is, on average for all plan participants, expected to pay out as much as standard Medicare prescription drug coverage pays and is therefore considered Creditable Coverage. Because your existing coverage is Creditable Coverage, you can keep this coverage and not pay a higher premium (a penalty) if you later decide to join a Medicare drug plan.

When Can You Join a Medicare Drug Plan?
You can join a Medicare drug plan when you first become eligible for Medicare and each year thereafter from October 15th to December 7th.

However, if you lose your current creditable prescription drug coverage, through no fault of your own, you will also be eligible for a two (2)-month Special Enrollment Period (SEP) to join a Medicare drug plan.

What Happens to Your Current Coverage if You Decide to Join a Medicare Drug Plan?
If you decide to join a Medicare drug plan, your current coverage under the Warehouse Employees Union Local No. 730 Health and Welfare Trust Fund will be affected. See below for more information about what happens to your current coverage if you join a Medicare drug plan.

When Will You Pay a Higher Premium (Penalty) to Join a Medicare Drug Plan?
You should also know that if you drop or lose your current coverage with the Warehouse Employees Union Local No. 730 Health and Welfare Trust Fund and don't join a Medicare drug plan within 63 continuous days after your current coverage ends, you may pay a higher premium (a penalty) to join a Medicare drug plan later.

If you go 63 continuous days or longer without creditable prescription drug coverage, your monthly premium may go up by at least 1% of the Medicare base beneficiary premium per month for every month that you did not have that coverage. For example, if you go nineteen months without creditable coverage, your premium may consistently be at least 19% higher than the Medicare base beneficiary premium. You may have to pay this higher premium (a penalty) as long as you have Medicare prescription drug coverage. In addition, you may have to wait until the following October to join.

For More Information about This Notice or Your Current Prescription Drug Coverage
Contact the Fund Office for further information at (800) 730-2241. Note: You'll get this notice each year. You will also get it before the next period you can join a Medicare drug plan or if this coverage through the Warehouse Employees Union Local No. 730 Health and Welfare Trust Fund changes. You also may request a copy of this notice at any time.

For More Information about Your Options under Medicare Prescription Drug Coverage
More detailed information about Medicare plans that offer prescription drug coverage is in the "Medicare & You" handbook. You should receive a copy of the handbook in the mail every year from Medicare. You may also be contacted directly by Medicare drug plans.

For more information about Medicare prescription drug coverage:

- Visit www.medicare.gov
- Call your State Health Insurance Assistance Program (see the inside back cover of your copy of the "Medicare & You" handbook for their telephone number) for personalized help
- Call 1-800-MEDICARE (1-800-633-4227). TTY users should call 1-877-486-2048.

If you have limited income and resources, extra help paying for Medicare prescription drug coverage is available. For information about this extra help, visit Social Security on the web at www.socialsecurity.gov, or call them at 1-800-772-1213 (TTY 1-800-325-0778).

Remember: Keep this Creditable Coverage notice. If you decide to join one of the Medicare drug plans, you may be required to provide a copy of this notice when you join to show whether or not you have maintained creditable coverage and, therefore, whether or not you are required to pay a higher premium (a penalty).

Date:	October 2022
Name of Entity/Sender:	Fund Office Warehouse Employees Union Local No. 730 Health and Welfare Trust Fund 911 Ridgebrook Road Sparks, MD 21152-9451
Phone Number:	(800) 730-2241

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

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October 2022

The Women's Health and Cancer Rights Act ("WHCRA") provides protections for individuals who elect breast reconstruction after a mastectomy. Under federal law related to mastectomy benefits, the Plan is required to provide coverage for the following:

- All stages of reconstruction of the breast on which a mastectomy is performed;
- Surgery and reconstruction of the other breast to produce a symmetrical appearance;
- Prostheses; and
- Treatment of physical complications of all stages of mastectomy, including lymphedema.

Such benefits are subject to the Plan's annual deductibles and co-insurance provisions. Federal law requires that all participants be notified of this coverage annually.