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
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Agenda

December 6, 2024

(At approximately 11:00 AM)

I. Call to Order

II. Minutes, Regular Meeting –September 13, 2024

III. Financial Report – Investment Performance Services

IV. Co- Counsel Report

V. Administrative Manager Report

VI. Invoices

VII. Provider Report – NFP (Stop Loss, Life Insurance and AD&D Renewals)

VIII. Other Fund Business

IX. Next Meeting Date and Location

X. Adjournment

TEAMSTERS LOCAL 639

October 30, 2024

VIA ELECTRONIC MAIL

Alicia Cochran
Account Executive
Associated Administrators, LLC
911 Ridgebrook Rd.
Sparks, MD 21152
aliciac@associated-admin.com

Dear Alicia Cochran:

This is to inform you that the Teamsters Local Union 639 Executive Board has appointed Scott Clark to replace Frank Myers as Trustee of the Teamsters Local 730 Health and Pension Fund. His appointment is effective immediately.

Should you have any questions, please do not hesitate to contact me. Thank you for your cooperation.

Sincerely,

William Davis/sk

William Davis
President

3100 Ames Place, N.E., Washington, D.C. 20018
Telephone: 202/636/8170 • Fax: 202/529/9382

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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 13, 2024
VIA ZOOM**

The following Trustees were present:

UNION TRUSTEES
R. Brooks
F. Myers

EMPLOYER TRUSTEES
J. Paradis – Chairman
F. Stegman
M. Kamara
M. Goble – Alternate

Also present were:

A. Cochran – Associated Administrators, LLC
R. Grant – Associated Administrators, LLC
J. Hardy – The Segal Company
A. Kelly – Morgan, Lewis & Bockius, LLP
M. Pascal – Novak Francella LLC
B. Saindon – Mooney, Green, Saindon, Murphy & Welch, P.C.
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 27, 2024.

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 27, 2024 are approved as presented.**

III. FINANCIAL REPORT

A. Custodian Bank – PNK Bank, NA

Ms. Cochran noted a copy of the PNC Summary of Activity report for the period January 1, 2024 through June 28, 2024 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 – June 30, 2024." He reviewed the financial markets generally. Mr. Sichel reported that the Fund's total market value of assets as of June 30, 2024 was $24,427,928, and its year-to-date return is 1.2%, compared to the 1.2% return for the index, gross of fees.

C. Quarterly Performance Report

Mr. Sichel reported that as of June 30, 2024 the Fund held 37.9% in Investment Grade Fixed Income, 43.3% in Short Duration High Yield, 5.2% in Real Estate – Core, 5.9% in Real Estate – Value Add, and 7.7% in cash equivalents. He noted Wedge Capital held $9,251,545, Chartwell Investment held $10,578,750, ARA Core Property Fund L.P. held $1,272,259, Boyd Watterson held $1,440,179, and there was $1,885,194 in the cash account.

D. Rebalancing Recommendations

Mr. Sichel said that the allocations are within the targeted policy range of the Investment Policy Statement. However, since the Investment Grade Fixed Income and Short Duration High Yield Fixed Income allocations are on the high end of the range and because there are no immediate needs for extra cash, he recommended the Trustees reallocate money as follows: 1) $250,000 from the cash account to Wedge Capital Management (Investment Grade Fixed Income) and $250,000 to Chartwell Investment Partners (Short Duration High Yield Fixed Income) and 2) $500,000 from the cash account to ARA Core Property Fund, LP (Real Estate – Core).

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

> **RESOLVED to delegate authority to Chairman and Secretary to approve IPS' recommendation to rebalance the assets by allocating funds from the cash account as follows: 1) $250,000 to Wedge Capital Management 2) $250,000 to Chartwell Investment Partners, and 3) $500,000 to ARA Core Property Fund.**

E. Investment Consulting Services

Mr. Sichel reviewed the three levels of consulting services offered to clients. He reviewed the Master Consulting Services ("MCS"), Expanded Master Consulting Services ("Ex-MCS") and Discretionary Consulting ("DCS"). Mr. Sichel discussed the difference in services and fees for each level noting the current MCS arrangement.

The Trustees discussed delegating authority to Chairman and Secretary to approve the arrangement, pending receipt of a written proposal from IPS.

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

RESOLVED to delegate authority to Chairman and Secretary to approve and execute the IPS consulting services agreement.

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

IV. AUDITOR REPORT

The Trustees welcomed Ms. Marcella Pascal of Novak Francella LLC to the meeting.

Ms. Pascal reviewed the Financial Statements for the year ended December 31, 2023. She said this audit reflects an unmodified opinion, in all material respects, of the financial status of the Fund. She noted that total additions for the year ended December 31, 2023 were $6,864,233 and total deductions were $2,808,491, resulting in a net increase of Net Assets Available for Benefits of $4,055,742. As of December 31, 2023 net assets available for benefits were $23,896,040. Ms. Pascal reviewed the notes to the financial statements, the schedule of administrative expenses, the schedule of employer contributions, and the schedule of assets held for investment purposes.

Ms. Pascal stated that the Form 990 and Form 5500 were filed on August 30, 2024. The Trustees thanked Ms. Pascal for her report, and she was excused from the meeting.

V. COUNSEL REPORT

A. Subrogation Report

Ms. Saindon reviewed the status of the subrogation matters as of September 13, 2024. She reviewed the current cases and stated that there was one case requiring Trustee action at this time. She reported on the Mansaray case, stating that the attorney requested a reduction in the lien amount.

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

RESOLVED to deny the lien reduction request from Mr. Mansaray's attorney.

B. **Health Insurance Portability and Accountability Act of 1996 ("HIPAA") Final Rule – Reproductive Health Care Privacy**

Ms. Kelly stated that the Department of Health and Human Services issued a Final Rule to modify the HIPAA Privacy Rule to support reproductive health care privacy. She said that Co-Counsel would provide more information at the next meeting.

VI. ADMINISTRATIVE MANAGER'S REPORT

Ms. Cochran presented the Administrative Manager's Report for the second quarter 2024. The report showed contributions of $1,413,687, interest and dividend income of $252,180, COBRA payments of $3,414, self-payments of $3,409, and miscellaneous income of $5,390, producing a total income of $1,678,080 for the quarter. Expenses included $700,757 of benefit expenses and $98,909 of operating expenses, producing a total expense of $799,666. This produced a surplus of $878,414 for the quarter ended June 30, 2024. Ms. Cochran noted that contributions were made on behalf of 313 Plan participants.

VII. INVOICES

Ms. Cochran presented a list of invoices dated September 13, 2024 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 13, 2024 are approved for payment as presented.

VIII. OTHER FUND BUSINESS

A. Cigna PPO Savings Report

The Trustees reviewed a copy of the CIGNA PPO Savings Report for the period January 1, 2024 through June 30, 2024.

B. Summary of Material Modifications ("SMM")

Ms. Cochran reported that Associated mailed an SMM to participants on July 12, 2024 regarding the reduced deductible and out-of-pocket maximums, expanded vision benefits, and expanded hearing aid benefit.

C. Delta Dental Proposal

The Trustees welcomed Mr. John Hardy of The Segal Company to the meeting.

Mr. Hardy reviewed the report titled "Delta Dental Plan Options" which was provided prior to the meeting. He reviewed the dental premiums and coverage tiers in the proposal.

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

RESOLVED to accept the Delta Dental proposal with the composite rate of $34.88 per member per month which includes the 50% implant coverage and 50% orthodontia coverage with a $1,500 lifetime maximum for adult and child up to age 18.

Ms. Cochran stated a Summary of Material Modifications would be mailed to the participants informing them of the new vendor and improved benefits.

D. No Surprises Act and Transparency Rule

Ms. Cochran reported that Greenlight proposed an increase for services related to the Price Comparison Tool. She said the current fee is $500 per month and Greenlight is requesting $1,000 per month, effective once the new contract is executed. Greenlight noted the fee increase is related to an additional 15,000 services which were implemented in January 2024. Ms. Cochran stated that Segal confirmed Greenlight is proposing this for all clients and that the increase is reasonable and competitive in the market.

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

> **RESOLVED to accept the Greenlight proposal of a fee increase to $1,000 per month effective once the new agreement is executed.**

Co-Counsel and Ms. Cochran said they would work with Greenlight to add a termination provision in the new agreement.

E. Patient Centered Outcomes Research Institute ("PCORI")

Ms. Cochran stated the PCORI fee, imposed by the Affordable Care Act for self-insured group plans, was mailed on July 30, 2024. The amount paid was $2,022.16.

F. Fiduciary Liability Policy

Ms. Cochran reviewed the INTERIM action the Trustees took to renew the Fiduciary Liability policy for the period July 26, 2024 through July 26, 2026 with the incumbent carrier, Markel American Insurance Company/Ullico ("Ullico").

Ms. Cochran said there were outstanding balances for the Trustee Waiver of Recourse premiums. The Trustees requested Ms. Cochran contact the Trustees individually and confirm whether their premium has been paid.

G. Vendor Termination Notices

Ms. Cochran reported that a termination notice was mailed to Dental Health Centers for the termination of dental benefits and a termination notice mailed to Cigna for the termination of prescription benefits.

IX. NEXT MEETING DATE AND LOCATION

After discussion, the Trustees selected December 6, 2024 as their next regular meeting date immediately following the companion Pension Fund meeting via Zoom.

X. ADJOURNMENT

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

Respectfully submitted,

Jason Paradis
Chairman

WAREHOUSE LOCAL 730 - HEALTH & WELFARE FUND
SUMMARY OF ACTIVITY
JANUARY 01, 2024 to SEPTEMBER 30, 2024

	Cash Reserve	Wedge Capital	Chartwell	TOTAL
Beginning Market Value	$1,757,547.07	$8,578,717.07	$9,731,109.68	$20,067,373.82
Receipts	$4,568,062.08	-	-	$4,568,062.08
Disbursements	$3,028,919.95	-	-	$3,028,919.95
Inter-Account Transfers	$1,700,645.15	$850,000.00	$850,000.00	$645.15
Earnings	$61,978.56	$454,398.45	$553,221.80	$1,069,598.81
Ending Market Value	**$1,658,022.61**	**$9,883,115.52**	**$11,134,331.48**	**$22,675,469.61**

WAREHOUSE EMPLOYEES UNION LOCAL NO. 730
HEALTH AND WELFARE TRUST FUND
SUMMARY SUBROGATION REPORT
December 6, 2024

PARTICIPANT (DEPENDENT)	ATTORNEY FOR PARTICIPANT	DATE OF ACCIDENT	EMPLOYMENT STATUS	BENEFITS STATUS	CURRENT LIEN AMOUNT[1]	STATUS OF COLLECTION EFFORTS
			ACTIVE			
Mohamed Mansaray 8123 Mission Hill Road Jessup, MD 20794 (301) 917-4984	Turner Sothoron McGowan & Cecil LLC 319 Main Street Suite 300 Laurel, MD 20707 (301) 483-9960	10/7/22	Active	Eligible	$26,864.17 (Medical) $6,771.46 (A&S): **$33,635.63** (TOTAL)	• Participant fractured his elbow in a slip and fall outside of a gas station. • Participant's medical treatment is ongoing. He received A&S benefits for the period 10/22/22 through 3/28/23. • At a mediation held on June 17, 2024, Participant's counsel reached a tentative settlement for $50,000 contingent on making "the numbers work for [his] client." • Counsel has asked for an unspecified reduction, but stated that he needs to "put at least $20,000 in his client's pocket." In support of this request, he has submitted the information in the attached letter in which he states: **1.** Legal fees and costs: $15,422.17 **2.** Outstanding medical bills: $6,234.66 **3.** Client recovery: $20,000 TOTAL: $41,656.83 • That leaves $8,343.17 for the Fund • There is video evidence that is very unfavorable to the Participant and his counsel believes this is the best recovery they can hope for. He estimates the chances of recovering at trial at 5%. • In between meetings, the Trustees' denied Participant's renewed request to accept <u>$11,671.59 in satisfaction of the lien.</u> • On August 29, 2024, counsel for BJs, the store at which Participant fell, contacted us to offer to show the Trustees the video evidence establishing what

						they believe is Participant's negligence and emphasizing that he will not prevail at trial. They have increased their offer by $5,000 in order to resolve this matter. • **The Trustees rejected the increased offer at their September meeting.** • **Participant's counsel engaged a third-party subrogation firm to negotiate a reduced lien. The Trustees rejected that offer in October.** • **To date, no settlement or recovery has been reached. We will continue to monitor this case.**
Diana Miller (dependent) Seth Blanford (participant) 6535 Harvest Ridge Lane Hughesville, MD 20637 (301) 213-3739	Robert R. Castro The Law Office of Robert R. Castro 2670 Crain Highway, Suite 411 Waldorf, MD 20601	10/8/2023	Active	Eligible	$3,271.82 (Medical)	• **Dependent was injured in a car accident.** • **On November 26, 2024, Dependent's counsel informed us that they just received a first offer of settlement and are beginning the negotiation process.** • **We have provided counsel with the lien amount and will continue to monitor the progress of the settlement discussions.**

1 Associated Administrators confirmed the lien amounts contained herein on September 3, 2024.

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

THIRD QUARTER 2024

ADMINISTRATIVE MANAGER'S REPORT

THIRD QUARTER 2024
CONTRIBUTIONS AND EXPENSES

INCOME				
EMPLOYER	**RATE**	**HOURS**	**PARTICIPANTS**	**CONTRIBUTIONS**
EIGHT O'CLOCK COFFEE	$ 8.50	29,211.25	66	$ 248,296
GIANT RECYCLING	$ 8.50	12,825.70	26	$ 109,018
GIANT WAREHOUSE	$ 8.50	124,435.75	216	$ 1,057,704
WASHINGTON FOOD	$ 6.00	813.50	2	$ 4,881
COBRA			2	$ 1,707
SELF PAY			0	$ -
TOTAL INCOME		**167,286.20**	**312**	**$ 1,421,606**

BENEFIT EXPENSES	RATE	EXPENSE	AVG. HRLY COST	COMMENT
CIGNA OONSP	19%	$ 2,018	$ 0.012	
CIGNA HEALTH CARE	$ 29.09	$ 28,307	$ 0.169	
DENTAL	$ 31.58	$ 29,812	$ 0.178	
DISABILITY		$ 12,857	$ 0.077	
DRUG		$ 230,610	$ 1.379	
HEARING GVS/FULLY INSURED	$ 0.29	$ 275	$ 0.002	
LIFE/AD&D-ING	$ 0.21	$ 9,949	$ 0.059	$0.193 LIFE / $0.016 AD&D
MEDICAL		$ 685,747	$ 4.099	
OPTICAL GVS/FULLY INSURED	$ 5.90	$ 5,361	$ 0.032	
STOP LOSS	$ 28.38	$ 27,330	$ 0.163	
SUB TOTAL		$ 1,032,266	$ 6.170	

OPERATING EXPENSES	RATE	EXPENSE	AVG. HRLY COST	COMMENT
ADMINISTRATION	$ 27.01	$ 25,200	$ 0.151	
ADMINISTRATION HIPAA	$ 0.21	$ 196	$ 0.001	
MISCELLANEOUS		$ 160,046	$ 0.957	
SUB TOTAL		$ 185,442	$ 1.109	
TOTAL EXPENSES		**$ 1,217,708**	**$ 7.279**	

SURPLUS (DEFICIT)		**$ 203,898**

AVG. HOURLY INCOME		**$ 8.50**
AVG. HOURLY EXPENSE		**$ 7.28**
SURPLUS (DEFICIT)		**$ 1.22**

THIRD QUARTER 2024
MISCELLANEOUS EXPENSES

MISCELLANEOUS EXPENSES	AMOUNT
AMERICAN CORE REALTY INVESTMENT MANAGER FEES	$ 7,041
AUDITOR	$ 2,200
CHARTWELL INVESTMENT MANAGER FEES	$ 13,225
CONSULTING	$ 60,000
FIDUCIARY LIABILITY INSURANCE	$ 8,463
GREEN LIGHT TECHNOLOGY SERVICES	$ 3,000
INVESTMENT PERFORMANCE SERVICES	$ 7,500
LEGAL FEES - FUND CO-COUNSEL	$ 41,414
MEETING	$ 1,225
PNC FEES	$ 4,835
POSTAGE	$ 1,018
PRINTING	$ 2,348
PATIENT-CENTERED OUTCOMES RESEARCH TRUST FUND FEE	$ 2,022
WEDGE CAPITAL INVESTMENT MANAGER FEES	$ 5,755
TOTAL	**$ 160,046**

2024
QUARTERLY RECAPS

INCOME	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
CONTRIBUTIONS	$ 1,404,185	$ 1,413,687	$ 1,419,899	$ -	$ 4,237,771
COBRA	$ 2,497	$ 3,414	$ 1,707	$ -	$ 7,618
SELF PAY	$ 2,380	$ 3,409	$ -	$ -	$ 5,789
INTEREST & DIVIDENDS	$ 206,391	$ 252,180	$ 215,668	$ -	$ 674,239
MISCELLANEOUS INCOME	$ -	$ 5,390	$ -	$ -	$ 5,390
TOTAL INCOME	**$ 1,615,453**	**$ 1,678,080**	**$ 1,637,274**	**$ -**	**$ 4,930,807**
BENEFIT EXPENSES					
CIGNA OONSP	$ 10,717	$ 2,983	$ 2,018	$ -	$ 15,718
CIGNA	$ 29,062	$ 28,537	$ 28,307	$ -	$ 85,906
DENTAL	$ 27,948	$ 30,286	$ 29,812	$ -	$ 88,046
DISABILITY	$ 8,872	$ 7,843	$ 12,857	$ -	$ 29,572
DRUG	$ 179,519	$ 285,619	$ 230,610	$ -	$ 695,748
HEARING GVS/FULLY INSURED	$ 272	$ 276	$ 275	$ -	$ 823
LIFE/AD&D	$ 9,604	$ 9,980	$ 9,949	$ -	$ 29,533
MEDICAL	$ 412,811	$ 302,165	$ 685,747	$ -	$ 1,400,723
OPTICAL	$ 5,865	$ 5,936	$ 5,361	$ -	$ 17,162
STOP LOSS	$ 26,678	$ 27,132	$ 27,330	$ -	$ 81,140
SUBTOTAL	$ 711,348	$ 700,757	$ 1,032,266	$ -	$ 2,444,371
OPERATING EXPENSES					
ADMINISTRATION	$ 25,531	$ 25,477	$ 25,396	$ -	$ 76,404
MISCELLANEOUS	$ 62,931	$ 73,432	$ 160,046	$ -	$ 296,409
SUBTOTAL	$ 88,462	$ 98,909	$ 185,442	$ -	$ 372,813
TOTAL EXPENSE	**$ 799,810**	**$ 799,666**	**$ 1,217,708**	**$ -**	**$ 2,817,184**
SURPLUS (DEFICIT)	**$ 815,643**	**$ 878,414**	**$ 419,566**	**$ -**	**$ 2,113,623**
					AVERAGE
AVG HOURLY INCOME	$ 9.76	$ 10.07	$ 9.79		$ 9.87
AVG HOURLY EXPENSE	$ 4.83	$ 4.80	$ 7.28		$ 5.64
SURPLUS (DEFICIT)	$ 4.93	$ 5.27	$ 2.51	$ -	$ 4.23
TOTAL PARTICIPANTS	312	313	312	0	312
FUND RESERVE	$ 23,995,529	$ 24,427,928	$ 25,772,273		

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[1]	$ 5,363	$ -	$ -	$ 1,108	$ 6,471
TOTAL INCOME	**$ 1,641,143**	**$ 1,820,082**	**$ 1,705,277**	**$ 1,581,699**	**$ 6,748,201**
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
TOTAL EXPENSE	**$ 611,640**	**$ 687,292**	**$ 881,487**	**$ 807,510**	**$ 2,987,929**
SURPLUS (DEFICIT)	**$ 1,029,503**	**$ 1,132,790**	**$ 823,790**	**$ 774,189**	**$ 3,760,272**
					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
TOTAL PARTICIPANTS	339	353	310	310	328
FUND RESERVE	$ 20,480,465	$ 21,517,088	$ 21,593,815	$ 23,340,249	

[1]Litigation settlement: Mylan EpiPan - $1,107.62

THIRD QUARTER 2024
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	10-31-24

HEALTH AND WELFARE
DELINQUENCY REPORT
As of September 30, 2024

NO DELINQUENCIES

Fund Reserve

Months of Available Fund Reserve			
Expenses			
	Jan - Dec 2023		$ 2,987,929.00
	Jan - Sep 2024		$ 2,817,184.00
	Total		$ 5,805,113.00
	Per Month		$ 276,433.95
Fund Reserve			
	Sep-24		$ 25,772,273.00
	Months of Reserve 9/30/2024		**93.2**
	Months of Reserve 6/30/2024		95.0

Projected Hourly Contribution - Future Expenses
Based on Most Recent 12 Month Data
(Sep 2024 - Aug 2025)

Class E	$	5.87

Warehouse Employees Union Local No. 730 Health and Welfare Fund

INVOICES

December 6, 2024

Associated Administrators, LLC

11/15/2024	Mailing Summary of Material Modification	$ 288.40

Chartwell Investment Partners

10/23/2024	Fee for investment services rendered through September 30, 2024	$ 13,918.88

Doyle Printing & Offset Co.

10/21/2024	Mailing 2023 Summary Annual Report, Notice of Creditable Coverage, and WHCRA Notice	$ 1,371.35
9/6/2024	Printing of Summary Plan Description	$ 2,347.90

Investment Performance Services, LLC

9/11/2024	Fee for professional services rendered through September 30, 2024	$ 7,500.00

Mooney, Green, Saindon, Murphy & Welch, P.C.

11/11/2024	Fee for professional services rendered through September 30, 2024 B. Saindon, Rate: $475.00 per hour	$ 6,942.40
10/23/2024	Fee for professional services rendered through August 31, 2024 B. Saindon, Rate: $475.00 per hour	$ 5,990.70
10/21/2024	Fee for professional services rendered through July 31, 2024 B. Saindon, Rate: $475.00 per hour	$ 4,714.88
9/30/2024	Fee for professional services rendered through June 30, 2024 B. Saindon, Rate: $475.00 per hour	$ 7,396.70
9/5/2024	Fee for professional services rendered through May 31, 2024 B. Saindon, Rate: $475.00 per hour	$ 4,709.90

Morgan, Lewis & Bockius, LLP

11/15/2024	Fee for professional services rendered through October 31, 2024 J. Kimble, Rate: $710.00 per hour	$ 5,439.00
10/17/2024	Fee for professional services rendered through September 30, 2024 J. Kimble, Rate: $710.00 per hour	$ 7,613.00
9/11/2024	Fee for professional services rendered through August 31, 2024 J. Kimble, Rate: $710.00 per hour	$ 7,734.00

Novak Francella, LLC

9/11/2024	Fee for Annual Audit services performed for plan year ended December 31, 2023	$ 2,200.00

Ullico

9/30/2024	Stop Loss Insurance Policy Premiums for September 2024 through October 2024	$ 18,134.82

Wedge Capital Management

10/17/2024	Fee for investment services rendered through September 30, 2024	$ 6,143.64

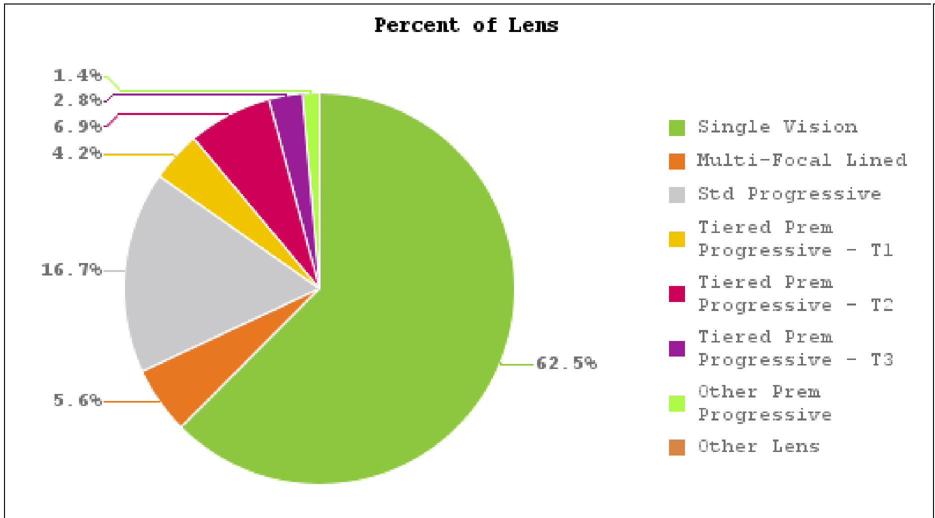
GVS - Warehouse Local 730

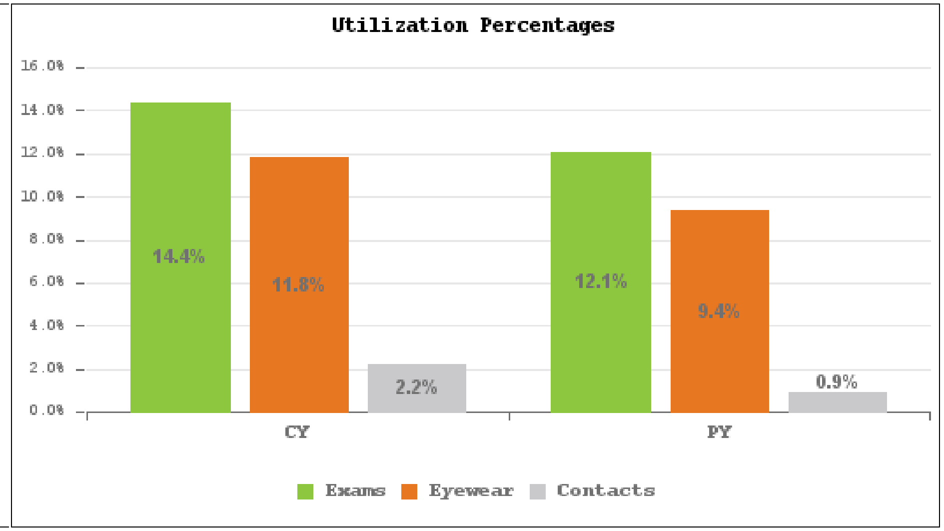
EyeMed provides GVS - Warehouse Local 730 the following utilization reports for your review.

· Summary Page - High Level Comparison of Utilization Percentages, Current vs. Prior Year
· Utilization - Utilization Percentages & Dollars by Month, Current vs. Prior Year
· Network Utilization - Utilization Percentages by Provider Bands, Current vs. Prior Year
· Benefit Utilization - Client Savings by Service/Material Purchased
· Member Experience - Member Savings by Service/Material Purchased
· Glossary - Glossary of Terms and Calculations

Please contact your Account Manager should you have any questions about your utilization. Thank you for your business.

GVS - Warehouse Local 730
YTD Member Savings: $35,223





Utilization	Membership		Exam Utilization				Material Utilization			
	Client		Client		BOB		Client		BOB	
Member Type	CY #	PY #	CY %	PY %	CY %	PY %	CY %	PY %	CY %	PY %
Subscriber	322	333	11.5%	12.3%	20.6%	19.5%	11.2%	10.2%	23.9%	21.5%
Spouse/Partner	114	124	20.2%	12.1%	27.6%	26.2%	19.4%	11.3%	31.4%	29.1%
Child/Other	190	214	15.8%	11.7%	17.8%	17.8%	15.8%	9.8%	17.4%	16.4%

For more information, please review the Utilization page(s).

Network Utilization	Exam & Mat'l Share		Exam Share				Material Share			
	Client		Client		BOB		Client		BOB	
Location Type	CY %	PY %	CY %	PY %	CY %	PY %	CY %	PY %	CY %	PY %
Independent	24.7%	24.7%	26.7%	25.9%	57.8%	58.4%	22.7%	23.2%	47.9%	49.0%
Retail	70.2%	72.7%	70.0%	71.6%	40.7%	40.3%	70.5%	73.9%	47.5%	46.8%
Out of Network	5.1%	2.7%	3.3%	2.5%	1.5%	1.3%	6.8%	2.9%	4.1%	4.0%

For more information, please review the Network Utilization page.

Benefit Utilization	Client		BOB	
Benefit Type	CY %	PY %	CY %	PY %
Exam	14.4%	12.1%	20.7%	19.8%
Material	14.1%	10.3%	23.3%	21.2%
Eyewear (% of Materials)	84.1%	91.3%	76.4%	75.7%
Contacts (% of Materials)	15.9%	8.7%	23.6%	24.3%
Single Vision (% of Lens)	62.5%	59.0%	47.7%	49.6%
Multi-Focal Lined (% of Lens)	5.6%	8.2%	13.1%	12.5%
Progressive (% of Lens)	31.9%	32.8%	39.2%	37.9%
Other Lens (% of Lens)	0.0%	0.0%	0.0%	0.0%

For more information, please review the Benefit Utilization page.

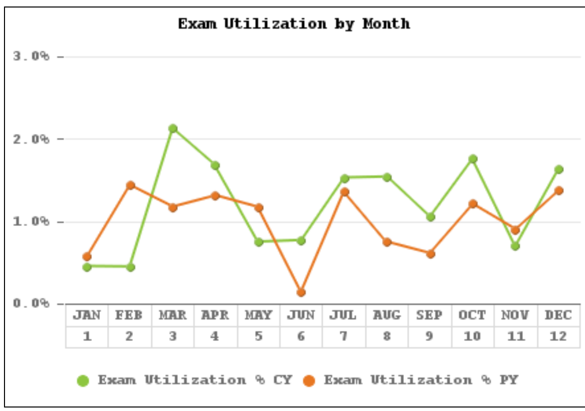
Lens Enhancements	Client		BOB	
Top Add-Ons (% of Lens)	CY %	PY %	CY %	PY %
Polycarbonate	66.7%	60.7%	63.2%	63.1%
Anti-Reflective Coating	63.9%	73.8%	62.5%	62.7%
Scratch Coating	16.7%	23.0%	12.1%	16.2%
Photochromic	22.2%	23.0%	25.0%	23.7%

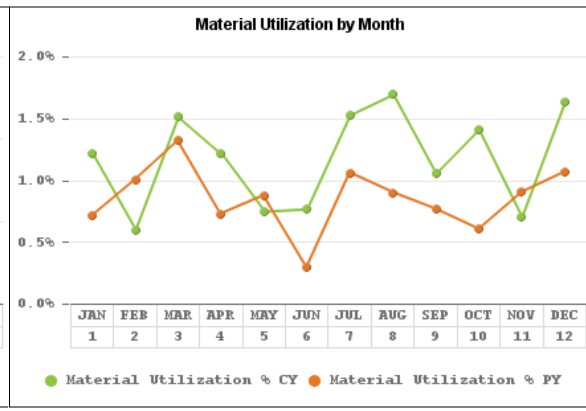
For more information, please review the Member Experience page.

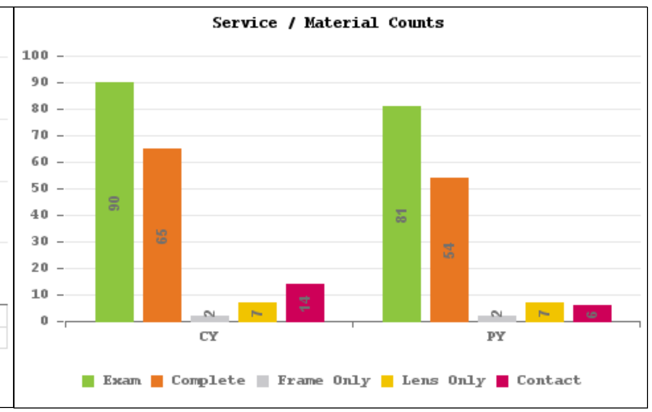
Current Year (CY): 2023/01 to 2023/12

Prior Year (PY): 2022/01 to 2022/12

Client Utilization	Subscribers		Members		Members Using Benefit		Exam Utilization				Material Utilization			
By Month	CY #	PY #	CY #	PY #	CY #	PY #	CY #	CY $	PY #	PY $	CY #	CY $	PY #	PY $
JANUARY	333	339	657	697	8	6	3	$120	4	$160	8	$980	5	$525
FEBRUARY	336	343	664	694	5	12	3	$120	10	$400	4	$434	7	$847
MARCH	331	335	658	679	15	12	14	$560	8	$320	10	$1,109	9	$840
APRIL	334	340	656	684	12	10	11	$432	9	$360	8	$752	5	$650
MAY	338	340	664	682	7	11	5	$200	8	$312	5	$589	6	$637
JUNE	328	327	647	666	7	2	5	$200	1	$40	5	$475	2	$292
JULY	337	328	653	659	13	11	10	$400	9	$360	10	$1,022	7	$588
AUGUST	335	331	648	665	14	7	10	$405	5	$200	11	$1,185	6	$650
SEPTEMBER	297	322	568	651	8	7	6	$232	4	$160	6	$662	5	$593
OCTOBER	297	329	567	660	11	9	10	$400	8	$320	8	$958	4	$452
NOVEMBER	299	331	568	663	4	8	4	$170	6	$240	4	$409	6	$586
DECEMBER	293	333	551	655	11	11	9	$352	9	$352	9	$943	7	$752
	322	333	625	671	115	106	90	$3,591	81	$3,224	88	$9,519	69	$7,412







Network Utilization by Band (CY)		Client Combined (Ex & Matls)		Client Exam Share		Client Mat'l Share	
Location Type	**Provider Band**	**CY %**	**PY %**	**CY %**	**PY %**	**CY %**	**PY %**
Independent	Independent	24.7%	24.7%	26.7%	25.9%	22.7%	23.2%
Total: Independent		**24.7%**	**24.7%**	**26.7%**	**25.9%**	**22.7%**	**23.2%**
Retail	LensCrafters	15.7%	20.7%	15.6%	19.8%	15.9%	21.7%
	Pearle Vision	1.1%	5.3%	1.1%	6.2%	1.1%	4.3%
	Target Optical	1.1%	0.0%	0.0%	0.0%	2.3%	0.0%
	Glasses.com	0.6%	0.7%	0.0%	0.0%	1.1%	1.4%
	Other Retail	51.7%	46.0%	53.3%	45.7%	50.0%	46.4%
Total: Retail		**70.2%**	**72.7%**	**70.0%**	**71.6%**	**70.5%**	**73.9%**
Out of Network	Out of Network	5.1%	2.7%	3.3%	2.5%	6.8%	2.9%
Total: Out of Network		**5.1%**	**2.7%**	**3.3%**	**2.5%**	**6.8%**	**2.9%**

Frames by Price Point and Network (CY)	Independent	LensCrafters	Pearle Vision	Target Optical	Glasses.com	Other Retail	Out of Network	Total All Frames
<= $100	0.0%	10.0%	0.0%	0.0%	0.0%	24.2%	80.0%	**19.4%**
$100-$110	0.0%	0.0%	0.0%	0.0%	0.0%	3.0%	0.0%	**1.5%**
$110-$120	6.3%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	**3.0%**
$120-$130	0.0%	20.0%	0.0%	0.0%	0.0%	24.2%	20.0%	**16.4%**
$130-$140	0.0%	0.0%	0.0%	0.0%	0.0%	6.1%	0.0%	**3.0%**
$140-$150	6.3%	0.0%	0.0%	0.0%	0.0%	3.0%	0.0%	**3.0%**
$150-$170	6.3%	20.0%	0.0%	0.0%	100.0%	6.1%	0.0%	**9.0%**
$170-$200	25.0%	10.0%	100.0%	0.0%	0.0%	6.1%	0.0%	**11.9%**
$200-$300	50.0%	20.0%	0.0%	0.0%	0.0%	21.2%	0.0%	**25.4%**
$300-$400	0.0%	20.0%	0.0%	0.0%	0.0%	3.0%	0.0%	**4.5%**
> $400	6.3%	0.0%	0.0%	0.0%	0.0%	3.0%	0.0%	**3.0%**
Frame Count by Network	16	10	1	1	1	33	5	67
Network Percent of Total	23.9%	14.9%	1.5%	1.5%	1.5%	49.3%	7.5%	100.0%
Percent of Frames < Allowance	6.3%	30.0%	0.0%	100.0%	0.0%	51.5%	20.0%	34.3%
Avg Frame Retail Price	$235	$198	$200	$115	$152	$164	$97	$181

Average Transaction (CY)			Utilization		Net to	Client	Avg	Client
Service / Material	Lens Type	Count	Percent	Retail	Provider	Savings	Retail	Savings
Exam		90	14.4%	$11,044	$3,663	$7,381	$123	66.8%
Contacts		14	2.2%	$3,177	$3,133	$44	$227	1.4%
Fit & Follow		9	1.4%	$748	$554	$194	$83	25.9%
Frame		67	10.7%	$12,104	$7,862	$4,243	$181	35.1%
Lens	Single Vision	45	7.2%	$4,427	$2,004	$2,423	$98	54.7%
Lens	Multi-Focal Lined	4	0.6%	$508	$214	$294	$127	57.9%
Lens	Std Progressive	12	1.9%	$2,731	$1,496	$1,235	$228	45.2%
Lens	Tiered Prem Progressive - T1	3	0.5%	$649	$519	$130	$216	20.0%
Lens	Tiered Prem Progressive - T2	5	0.8%	$945	$750	$195	$189	20.7%
Lens	Tiered Prem Progressive - T3	2	0.3%	$754	$603	$151	$377	20.0%
Lens	Other Prem Progressive	1	0.2%	$409	$327	$82	$409	20.0%
Lens	Other Lens	0	0.0%	$0	$0	$0	$0	0.0%
	Total Lenses	**72**	**11.5%**	**$10,423**	**$5,913**	**$4,510**	**$145**	**43.3%**

Utilization by Age Break (CY)	1 - 18	19 - 26	27 - 40	41 - 55	56 - 65	Over 65
Membership (as of report CY end date)	100	64	78	172	94	14
Exam	14.0%	28.1%	5.1%	19.2%	20.2%	14.3%
Contacts	1.0%	9.4%	2.6%	1.7%	2.1%	0.0%
Frame	10.0%	20.3%	6.4%	14.0%	13.8%	14.3%
Single Vision	10.0%	21.9%	6.4%	6.4%	4.3%	7.1%
Multi-Focal Lined	0.0%	0.0%	0.0%	1.2%	2.1%	0.0%
Std Progressive	0.0%	0.0%	0.0%	4.1%	5.3%	0.0%
Tiered Prem Progressive - T1	0.0%	0.0%	0.0%	0.6%	1.1%	7.1%
Tiered Prem Progressive - T2	0.0%	0.0%	0.0%	1.7%	2.1%	0.0%
Tiered Prem Progressive - T3	0.0%	0.0%	0.0%	0.6%	1.1%	0.0%
Other Prem Progressive	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%
Other Lens	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Service / Material Averages (CY)	Count	Utilization Percent	Retail	Member Responsibility	Member Savings	Avg Retail	Avg Member Responsibility	Member Discount %
Exam	90	14.4%	$11,044	$72	$10,972	$123	$1	99.3%
Total: Exams	**90**	**14.4%**	**$11,044**	**$72**	**$10,972**	**$123**	**$1**	**99.3%**
Dilation	4	0.6%	$0	$0	$0	$0	$0	0.0%
Retinal Photo	10	1.6%	$402	$371	$31	$40	$37	7.7%
Refraction	63	10.1%	$2,089	$0	$2,089	$33	$0	100.0%
Total: Exam Services	**77**	**12.3%**	**$2,491**	**$371**	**$2,120**	**$32**	**$5**	**85.1%**
Contacts	14	2.2%	$3,177	$1,389	$1,788	$227	$99	56.3%
Total: Contacts	**14**	**2.2%**	**$3,177**	**$1,389**	**$1,788**	**$227**	**$99**	**56.3%**
Fit & Follow	9	1.4%	$748	$554	$194	$83	$62	25.9%
Total: Fit & Follow	**9**	**1.4%**	**$748**	**$554**	**$194**	**$83**	**$62**	**25.9%**
Frame	67	10.7%	$12,104	$3,466	$8,638	$181	$52	71.4%
Total: Frames	**67**	**10.7%**	**$12,104**	**$3,466**	**$8,638**	**$181**	**$52**	**71.4%**
Single Vision	45	7.2%	$4,427	$465	$3,962	$98	$10	89.5%
Multi-Focal Lined	4	0.6%	$508	$0	$508	$127	$0	100.0%
Std Progressive	12	1.9%	$2,731	$841	$1,890	$228	$70	69.2%
Tiered Prem Progressive - T1	3	0.5%	$649	$354	$295	$216	$118	45.4%
Tiered Prem Progressive - T2	5	0.8%	$945	$475	$470	$189	$95	49.8%
Tiered Prem Progressive - T3	2	0.3%	$754	$493	$261	$377	$247	34.6%
Other Prem Progressive	1	0.2%	$409	$272	$137	$409	$272	33.4%
Other Lens	0	0.0%	$0	$0	$0	$0	$0	0.0%
Total: Lenses	**72**	**11.5%**	**$10,423**	**$2,900**	**$7,523**	**$145**	**$40**	**72.2%**

Service / Material Averages (CY)	Count	Utilization Percent	Retail	Member Responsibility	Member Savings	Avg Retail	Avg Member Responsibility	Member Discount %
Anti-Reflective Coating	26	4.2%	$2,192	$1,170	$1,022	$84	$45	46.6%
Anti-Reflective Coating Tier 1	3	0.5%	$419	$335	$84	$140	$112	20.0%
Anti-Reflective Coating Tier 2	5	0.8%	$591	$473	$118	$118	$95	20.0%
Anti-Reflective Coating Tier 3	12	1.9%	$1,875	$1,500	$375	$156	$125	20.0%
Total: Anti-Reflective Coating	**46**	**7.4%**	**$5,077**	**$3,478**	**$1,599**	**$110**	**$76**	**31.5%**
High Index	4	0.6%	$488	$390	$98	$122	$98	20.0%
Total: High Index	**4**	**0.6%**	**$488**	**$390**	**$98**	**$122**	**$98**	**20.0%**
Polycarbonate	48	7.7%	$3,058	$1,578	$1,480	$64	$33	48.4%
Total: Polycarbonate	**48**	**7.7%**	**$3,058**	**$1,578**	**$1,480**	**$64**	**$33**	**48.4%**
Photochromic - Plastic	16	2.6%	$2,431	$1,945	$486	$152	$122	20.0%
Total: Photochromic	**16**	**2.6%**	**$2,431**	**$1,945**	**$486**	**$152**	**$122**	**20.0%**
Premium Scratch Coating	1	0.2%	$0	$0	$0	$0	$0	0.0%
Scratch Coating	11	1.8%	$30	$0	$30	$3	$0	100.0%
Total: Scratch Coating	**12**	**1.9%**	**$30**	**$0**	**$30**	**$3**	**$0**	**100.0%**
Tint	7	1.1%	$221	$105	$116	$32	$15	52.5%
Total: Tint	**7**	**1.1%**	**$221**	**$105**	**$116**	**$32**	**$15**	**52.5%**
Other Misc Add-Ons	12	1.9%	$316	$233	$84	$26	$19	26.4%
Polarize Lens	1	0.2%	$70	$56	$14	$70	$56	20.0%
Roll/Polish	1	0.2%	$0	$0	$0	$0	$0	0.0%
Ultra-Violet Coating	18	2.9%	$127	$45	$82	$7	$3	64.6%
Total: Other	**32**	**5.1%**	**$513**	**$334**	**$180**	**$16**	**$10**	**35.0%**
Total: Service / Material (CY)	**494**	**22.4%**	**$51,806**	**$16,583**	**$35,223**	**$370**	**$118**	**68.0%**

GVS - Warehouse Local 730

Client List

Group ID	Group Name	Plan	Effective Date	Renewal Date	Voluntary Indicator	Type
9756487 1001	GVS WHSE LOCAL 730 HW FUND1	0101	8/1/2009	12/31/9999	Non-Voluntary	Fee for Service

Report Name	Field & Definition
General	*Claims must include a funded exam, frame, lens or contact to be included within these reports. *Fit & Follow Up must be attached to a claim with a funded exam or contact to be included within these reports. CY - Current year reporting period. PY - Prior year reporting period.
Summary	BOB - EyeMed Book of Business. Exam Utilization - Number of exam claims divided by average member count. Material Utilization - Number of material claims divided by average member count. Exam Share - Percentage of exam claims by location type. Material Share - Percentage of material claims by location type.
Utilization	Members Using Benefit - Number of members with claim activity. Number of Exams - Number of exams billed from claims. Exam Claim Dollars - Claim dollars billed for the exams as reported on claims received. Number of Materials - Sum of eyewear and contacts billed from claims. Material Claim Dollars - Claim dollars billed for eyewear, contacts and fit & follow up as reported on claims received.
Benefit Utilization	Retail Dollars - Original cost (before discounts) of services as reported on the claims received. Net to Provider - Claim dollars billed for service and/or material type as reported on the claims received plus member out of pocket dollars. Client Savings Dollars - Retail dollars less net to provider dollars. Avg Retail Dollars - Retail dollars divided by count. Client Savings % - Client savings divided by retail dollars.
Member Experience	*Data includes Out-of-Network transactions. Member Responsibility - Dollars spent by members (member out of pocket). Member Savings - Retail dollars less member responsibility. Member Discount % - Member savings divided by retail dollars.

Group: 9756487 1001 - GVS WHSE LOCAL 730 HW FUND1

Plan: 0101

Client Utilization	Subscribers		Members		Members Using Benefit		Exam Utilization				Material Utilization			
By Month	CY #	PY #	CY #	PY #	CY #	PY #	CY #	CY $	PY #	PY $	CY #	CY $	PY #	PY $
JANUARY	333	339	657	697	8	6	3	$120	4	$160	8	$980	5	$525
FEBRUARY	336	343	664	694	5	12	3	$120	10	$400	4	$434	7	$847
MARCH	331	335	658	679	15	12	14	$560	8	$320	10	$1,109	9	$840
APRIL	334	340	656	684	12	10	11	$432	9	$360	8	$752	5	$650
MAY	338	340	664	682	7	11	5	$200	8	$312	5	$589	6	$637
JUNE	328	327	647	666	7	2	5	$200	1	$40	5	$475	2	$292
JULY	337	328	653	659	13	11	10	$400	9	$360	10	$1,022	7	$588
AUGUST	335	331	648	665	14	7	10	$405	5	$200	11	$1,185	6	$650
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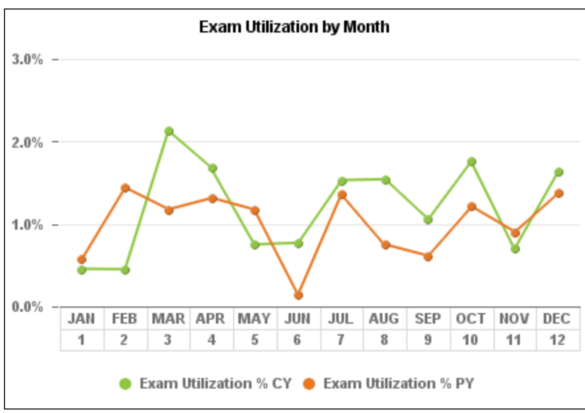
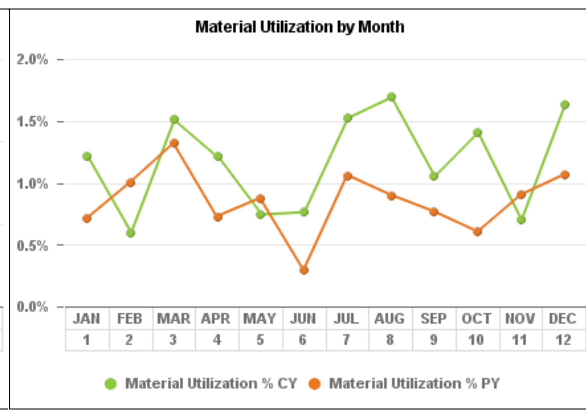
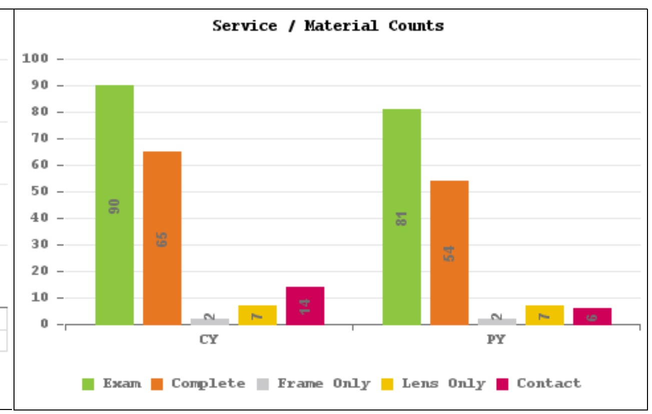
NOVEMBER	299	331	568	663	4	8	4	$170	6	$240	4	$409	6	$586
DECEMBER	293	333	551	655	11	11	9	$352	9	$352	9	$943	7	$752
	322	**333**	**625**	**671**	**115**	**106**	**90**	**$3,591**	**81**	**$3,224**	**88**	**$9,519**	**69**	**$7,412**







Group: 9756487 1001 - GVS WHSE LOCAL 730 HW FUND1

Plan: 0101

Network Utilization by Band (CY)		Client Combined (Ex & Matls)		Client Exam Share		Client Mat'l Share	
Location Type	Provider Band	CY %	PY %	CY %	PY %	CY %	PY %
Independent	Independent	24.7%	24.7%	26.7%	25.9%	22.7%	23.2%
Total: Independent		**24.7%**	**24.7%**	**26.7%**	**25.9%**	**22.7%**	**23.2%**
Retail	LensCrafters	15.7%	20.7%	15.6%	19.8%	15.9%	21.7%
	Pearle Vision	1.1%	5.3%	1.1%	6.2%	1.1%	4.3%
	Target Optical	1.1%	0.0%	0.0%	0.0%	2.3%	0.0%
	Glasses.com	0.6%	0.7%	0.0%	0.0%	1.1%	1.4%
	Other Retail	51.7%	46.0%	53.3%	45.7%	50.0%	46.4%
Total: Retail		**70.2%**	**72.7%**	**70.0%**	**71.6%**	**70.5%**	**73.9%**
Out of Network	Out of Network	5.1%	2.7%	3.3%	2.5%	6.8%	2.9%
Total: Out of Network		**5.1%**	**2.7%**	**3.3%**	**2.5%**	**6.8%**	**2.9%**

Frames by Price Point and Network (CY)	Independent	LensCrafters	Pearle Vision	Target Optical	Glasses.com	Other Retail	Out of Network	Total All Frames
<= $100	0.0%	10.0%	0.0%	0.0%	0.0%	24.2%	80.0%	**19.4%**
$100-$110	0.0%	0.0%	0.0%	0.0%	0.0%	3.0%	0.0%	**1.5%**
$110-$120	6.3%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	**3.0%**
$120-$130	0.0%	20.0%	0.0%	0.0%	0.0%	24.2%	20.0%	**16.4%**
$130-$140	0.0%	0.0%	0.0%	0.0%	0.0%	6.1%	0.0%	**3.0%**
$140-$150	6.3%	0.0%	0.0%	0.0%	0.0%	3.0%	0.0%	**3.0%**
$150-$170	6.3%	20.0%	0.0%	0.0%	100.0%	6.1%	0.0%	**9.0%**
$170-$200	25.0%	10.0%	100.0%	0.0%	0.0%	6.1%	0.0%	**11.9%**
$200-$300	50.0%	20.0%	0.0%	0.0%	0.0%	21.2%	0.0%	**25.4%**
$300-$400	0.0%	20.0%	0.0%	0.0%	0.0%	3.0%	0.0%	**4.5%**
> $400	6.3%	0.0%	0.0%	0.0%	0.0%	3.0%	0.0%	**3.0%**
Frame Count by Network	**16**	**10**	**1**	**1**	**1**	**33**	**5**	**67**
Network Percent of Total	**23.9%**	**14.9%**	**1.5%**	**1.5%**	**1.5%**	**49.3%**	**7.5%**	**100.0%**
Percent of Frames < Allowance	**6.3%**	**30.0%**	**0.0%**	**100.0%**	**0.0%**	**51.5%**	**20.0%**	**34.3%**
Avg Frame Retail Price	**$235**	**$198**	**$200**	**$115**	**$152**	**$164**	**$97**	**$181**

Group: 9756487 1001 - GVS WHSE LOCAL 730 HW FUND1

Plan: 0101

Average Transaction (CY)			Utilization		Net to	Client	Avg	Client
Service /	Lens Type	Count	Percent	Retail	Provider	Savings	Retail	Savings
Exam		90	14.4%	$11,044	$3,663	$7,381	$123	66.8%
Contacts		14	2.2%	$3,177	$3,133	$44	$227	1.4%
Fit & Follow		9	1.4%	$748	$554	$194	$83	25.9%
Frame		67	10.7%	$12,104	$7,862	$4,243	$181	35.1%
Lens	Single Vision	45	0.0%	$4,427	$2,004	$2,423	$98	54.7%
Lens	Multi-Focal Lined	4	0.0%	$508	$214	$294	$127	57.9%
Lens	Std Progressive	12	0.0%	$2,731	$1,496	$1,235	$228	45.2%
Lens	Tiered Prem Progressive - T1	3	0.0%	$649	$519	$130	$216	20.0%
Lens	Tiered Prem Progressive - T2	5	0.0%	$945	$750	$195	$189	20.7%
Lens	Tiered Prem Progressive - T3	2	0.0%	$754	$603	$151	$377	20.0%
Lens	Other Prem Progressive	1	0.0%	$409	$327	$82	$409	20.0%
Lens	Other Lens	0	0.0%	$0	$0	$0	$0	0.0%
	Total Lenses	**72**	**0.0%**	**$10,423**	**$5,913**	**$4,510**	**$145**	**43.3%**

Utilization by Age Break (CY)	1 - 18	19 - 26	27 - 40	41 - 55	56 - 65	Over 65
Membership (as of report CY end date)	100	64	78	172	94	14
Exam	14.0%	28.1%	5.1%	19.2%	20.2%	14.3%
Contacts	1.0%	9.4%	2.6%	1.7%	2.1%	0.0%
Frame	10.0%	20.3%	6.4%	14.0%	13.8%	14.3%
Single Vision	10.0%	21.9%	6.4%	6.4%	4.3%	7.1%
Multi-Focal Lined	0.0%	0.0%	0.0%	1.2%	2.1%	0.0%
Std Progressive	0.0%	0.0%	0.0%	4.1%	5.3%	0.0%
Tiered Prem Progressive - T1	0.0%	0.0%	0.0%	0.6%	1.1%	7.1%
Tiered Prem Progressive - T2	0.0%	0.0%	0.0%	1.7%	2.1%	0.0%
Tiered Prem Progressive - T3	0.0%	0.0%	0.0%	0.6%	1.1%	0.0%
Other Prem Progressive	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%
Other Lens	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Group: 9756487 1001 - GVS WHSE LOCAL 730 HW FUND1

Plan: 0101

Service / Material Averages (CY)	Count	Utilization Percent	Retail	Member Responsibility	Member Savings	Avg Retail	Avg Member Responsibility	Member Discount %
Exam	90	14.4%	$11,044	$72	$10,972	$123	$1	99.3%
Total: Exams	**90**	**14.4%**	**$11,044**	**$72**	**$10,972**	**$123**	**$1**	**99.3%**
Dilation	4	0.6%	$0	$0	$0	$0	$0	0.0%
Retinal Photo	10	1.6%	$402	$371	$31	$40	$37	7.7%
Refraction	63	10.1%	$2,089	$0	$2,089	$33	$0	100.0%
Total: Exam Services	**77**	**12.3%**	**$2,491**	**$371**	**$2,120**	**$32**	**$5**	**85.1%**
Contacts	14	2.2%	$3,177	$1,389	$1,788	$227	$99	56.3%
Total: Contacts	**14**	**2.2%**	**$3,177**	**$1,389**	**$1,788**	**$227**	**$99**	**56.3%**
Fit & Follow	9	1.4%	$748	$554	$194	$83	$62	25.9%
Total: Fit & Follow	**9**	**1.4%**	**$748**	**$554**	**$194**	**$83**	**$62**	**25.9%**
Frame	67	10.7%	$12,104	$3,466	$8,638	$181	$52	71.4%
Total: Frames	**67**	**10.7%**	**$12,104**	**$3,466**	**$8,638**	**$181**	**$52**	**71.4%**
Single Vision	45	0.0%	$4,427	$465	$3,962	$98	$10	89.5%
Multi-Focal Lined	4	0.0%	$508	$0	$508	$127	$0	100.0%
Std Progressive	12	0.0%	$2,731	$841	$1,890	$228	$70	69.2%
Tiered Prem Progressive - T1	3	0.0%	$649	$354	$295	$216	$118	45.4%
Tiered Prem Progressive - T2	5	0.0%	$945	$475	$470	$189	$95	49.8%
Tiered Prem Progressive - T3	2	0.0%	$754	$493	$261	$377	$247	34.6%
Other Prem Progressive	1	0.0%	$409	$272	$137	$409	$272	33.4%
Other Lens	0	0.0%	$0	$0	$0	$0	$0	0.0%
Total: Lenses	**72**	**0.0%**	**$10,423**	**$2,900**	**$7,523**	**$145**	**$40**	**72.2%**

Group: 9756487 1001 - GVS WHSE LOCAL 730 HW FUND1

Plan: 0101

Service / Material Averages (CY)	Lens Options Grouping Sort	Count	Utilization Percent	Retail	Member Responsibility	Member Savings	Avg Retail	Avg Member Responsibility	Member Discount %
Anti-Reflective Coating	1	26	0.0%	$2,192	$1,170	$1,022	$84	$45	46.6%
Anti-Reflective Coating Tier 1	1	3	0.0%	$419	$335	$84	$140	$112	20.0%
Anti-Reflective Coating Tier 2	1	5	0.0%	$591	$473	$118	$118	$95	20.0%
Anti-Reflective Coating Tier 3	1	12	0.0%	$1,875	$1,500	$375	$156	$125	20.0%
Total: Anti-Reflective Coating		**46**	**0.0%**	**$5,077**	**$3,478**	**$1,599**	**$110**	**$76**	**31.5%**
High Index	2	4	0.0%	$488	$390	$98	$122	$98	20.0%
Total: High Index		**4**	**0.0%**	**$488**	**$390**	**$98**	**$122**	**$98**	**20.0%**
Polycarbonate	3	48	0.0%	$3,058	$1,578	$1,480	$64	$33	48.4%
Total: Polycarbonate		**48**	**0.0%**	**$3,058**	**$1,578**	**$1,480**	**$64**	**$33**	**48.4%**
Photochromic - Plastic	4	16	0.0%	$2,431	$1,945	$486	$152	$122	20.0%
Total: Photochromic		**16**	**0.0%**	**$2,431**	**$1,945**	**$486**	**$152**	**$122**	**20.0%**
Premium Scratch Coating	5	1	0.0%	$0	$0	$0	$0	$0	0.0%
Scratch Coating	5	11	0.0%	$30	$0	$30	$3	$0	100.0%
Total: Scratch Coating		**12**	**0.0%**	**$30**	**$0**	**$30**	**$3**	**$0**	**100.0%**
Tint	6	7	0.0%	$221	$105	$116	$32	$15	52.5%
Total: Tint		**7**	**0.0%**	**$221**	**$105**	**$116**	**$32**	**$15**	**52.5%**
Other Misc Add-Ons	7	12	0.0%	$316	$233	$84	$26	$19	26.4%
Polarize Lens	7	1	0.0%	$70	$56	$14	$70	$56	20.0%
Roll/Polish	7	1	0.0%	$0	$0	$0	$0	$0	0.0%
Ultra-Violet Coating	7	18	0.0%	$127	$45	$82	$7	$3	64.6%
Total: Other		**32**	**0.0%**	**$513**	**$334**	**$180**	**$16**	**$10**	**35.0%**
Total: Service / Material (CY)		**494**	**22.4%**	**$51,806**	**$16,583**	**$35,223**	**$370**	**$118**	**68.0%**

WAREHOUSE EMPLOYEES LOCAL 730 HEALTH AND WELFARE FUND

January – September 2024
Savings Results

December 6, 2024

cigna healthcare

PPO and Out of Network Savings Program
January 2024 – September 2024

In Network

	Charges	Network Allowed	Network Savings	%
Inpatient	$536,240	$379,067	$157,173	29.3%
Outpatient	$3,867,532	$790,524	$3,077,009	79.6%
Physician	$1,578,259	$652,565	$925,694	58.7%
Total	**$5,982,031**	**$1,822,155**	**$4,159,876**	**69.5%**

Out of Network Savings Program

	Charges	Network Allowed	Network Savings	%
Inpatient	$44,800	$26,432	$18,368	41.0%
Outpatient	$1,642	$1,604	$38	2.3%
Physician	$88,720	$27,841	$60,879	68.6%
Total	**$135,162**	**$55,878**	**$79,285**	**58.7%**

cigna healthcare

Total Year To Date Savings
January 2024 – September 2024

	Savings
PPO Network Savings	$4,159,876
Out of Network Savings	$79,285
Utilization Management Savings	$20,320
Case Management Savings	$6,840
Outpatient Care Management Savings	$26,129
Total Year To Date Savings	**$4,292,450**

cigna healthcare

Thank You

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
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www.associated-admin.com

2023 SUMMARY ANNUAL REPORT

FOR

WAREHOUSE EMPLOYEES UNION LOCAL No. 730
HEALTH AND WELFARE TRUST FUND

This is a summary of the annual report for the WAREHOUSE EMPLOYEES UNION LOCAL NO. 730 HEALTH AND WELFARE TRUST FUND, (Employer Identification No. 52-6058419, Plan No. 501) for the period January 1, 2023 to December 31, 2023. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 ("ERISA").

The Plan has contracts with ReliaStar Life Insurance Company to pay certain life insurance and Accidental Death and Dismemberment insurance; Fidelity Security Life Insurance (Group Vision Services) for optical benefits; Union Labor Life Insurance Company for stop loss coverage. The total premiums paid for these contracts for the Plan year ending on December 31, 2023 were $169,768.

BASIC FINANCIAL STATEMENT

The value of Plan assets, after subtraction of the liabilities of the Plan, was $23,591,667 as of December 31, 2023 compared to $19,668,376 as of January 1, 2023. During the Plan year, the Plan experienced an increase in its net assets of $3,923,291. This increase includes unrealized appreciation or depreciation in the value of Plan assets; that is, the difference between the value of the Plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the Plan year, the Plan had total income of $6,986,227. This income included employer contributions of $5,927,086, employee contributions of $21,373, realized losses of $231,997 from the sale of assets, earnings from investments of $1,268,132 and other income of $1,633. Plan expenses were $3,062,936. These expenses included $512,731 in administrative expenses and $2,550,205 in benefits paid to participants and beneficiaries.

YOUR RIGHTS TO ADDITIONAL INFORMATION

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

An accountant's report;

1. Financial information and information on payments to service providers;
2. Assets held for investment;
3. Transactions in excess of 5 percent of the Plan assets; and
4. Insurance information including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call the office of:

Associated Administrators, LLC (Administrative Manager)
911 Ridgebrook Road
Sparks, MD 21152-9541
52-6058419 (EIN - Health & Welfare Fund)
(800) 730-2241

The charge to cover copying costs will be $7.00 for the full report, $0.25 per page for any part thereof.

You also have the right to receive from the Plan administrator, on request and at no charge, a statement of the assets and liabilities of the Plan and accompanying notes, or a statement of income and expenses of the Plan and accompanying notes, or both. If you request a copy of the full annual report from the Plan administrator, these two statements and accompanying notes will be included as part of that report.The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the Plan:

Associated Administrators, LLC (Administrative Manager)
911 Ridgebrook Road
Sparks, MD 21152-9451

and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, Public Disclosure Room, 200 Constitution Avenue, NW, Suite N-1513, Washington, D.C. 20210

BOARD OF TRUSTEES

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

911 Ridgebrook Road
Sparks, Maryland 21152-9451
Telephone: (800) 730-2241
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September 2024

Notice of Creditable Coverage Regarding Your Prescription Drug Coverage

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:	September 2024
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

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September 2024

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.

If you have any questions about your WHCRA benefits, or your benefits under the Plan in general, please do not hesitate to contact us.

Warehouse Employees Local No. 730 H&W Fund
COBRA Rates for 2025

CORE & Non-CORE Rates

Months 1-18

Plan		Individual	Family
E		$907.56	$1,220.39

Months 19-29

Plan		Individual	Family
E		$1,334.64	$1,794.69

CORE ONLY RATES

Months 1-18

Plan		Individual	Family
E		$869.61	$1,182.45

Months 19-29

Plan		Individual	Family
E		$1,278.84	$1,738.89