

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

THIRD QUARTER 2025

ADMINISTRATIVE MANAGER'S REPORT

THIRD QUARTER 2025 CONTRIBUTIONS AND EXPENSES
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INCOME				
EMPLOYER	RATE	HOURS	PARTICIPANTS	CONTRIBUTIONS
EIGHT O'CLOCK COFFEE	\$ 8.50	29,651.75	69	\$ 252,040
GIANT RECYCLING	\$ 8.50	14,005.80	28	\$ 119,049
GIANT WAREHOUSE	\$ 8.50	118,759.50	214	\$ 1,009,456
WASHINGTON FOOD	\$ 6.00	1,358.00	3	\$ 8,148
COBRA			0	\$ -
SELF PAY			0	\$ -
TOTAL INCOME		163,775.05	314	\$ 1,388,693

BENEFIT EXPENSES	RATE	EXPENSE	AVG. HRLY COST	COMMENT
CIGNA OONSP	19%	\$ 2,117	\$ 0.013	
CIGNA HEALTH CARE	\$ 29.09	\$ 28,810	\$ 0.176	
DENTAL	\$ 35.26	\$ 33,674	\$ 0.206	
DISABILITY		\$ 10,757	\$ 0.066	
DRUG		\$ 147,706	\$ 0.902	
HEARING GVS/FULLY INSURED	\$ 0.29	\$ 280	\$ 0.002	
LIFE/AD&D-ING	\$ 0.228	\$ 11,046	\$ 0.067	\$0.212 LIFE / \$0.016 AD&D
MEDICAL		\$ 751,213	\$ 4.587	
OPTICAL GVS/FULLY INSURED	\$ 6.32	\$ 5,852	\$ 0.036	
STOP LOSS	\$ 29.22	\$ 27,934	\$ 0.171	
SUB TOTAL		\$ 1,019,389	\$ 6.226	

OPERATING EXPENSES	RATE	EXPENSE	AVG. HRLY COST	COMMENT
ADMINISTRATION	\$ 28.09	\$ 26,432	\$ 0.161	
ADMINISTRATION HIPAA	\$ 0.21	\$ 198	\$ 0.001	
MISCELLANEOUS		\$ 82,888	\$ 0.506	
SUB TOTAL		\$ 109,518	\$ 0.668	

TOTAL EXPENSES	\$ 1,128,907	\$ 6.894
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SURPLUS (DEFICIT)	\$ 259,786
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AVG. HOURLY INCOME	\$ 8.48
AVG. HOURLY EXPENSE	\$ 6.89
SURPLUS (DEFICIT)	\$ 1.59

THIRD QUARTER 2025 MISCELLANEOUS EXPENSES
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MISCELLANEOUS EXPENSES	AMOUNT
ACTUARY	
AMERICAN CORE REALTY INVESTMENT MANAGER FEES	\$ 4,986
AUDITOR	\$ 17,700
CHARTWELL INVESTMENT MANAGER FEES	\$ 15,091
GREEN LIGHT TECHNOLOGY SERVICES	\$ 4,500
INVESTMENT PERFORMANCE SERVICES	\$ 10,000
LEGAL FEES - FUND CO-COUNSEL	\$ 17,703
MEETING	\$ 525
PNC FEES	\$ 5,938
PRINTING	\$ 146
WEDGE CAPITAL INVESTMENT MANAGER FEES	\$ 6,299
TOTAL	\$ 82,888

2025
QUARTERLY RECAPS

INCOME	FIRST 2025	SECOND 2025	THIRD 2025	FOURTH 2025	TOTAL
CONTRIBUTIONS	\$ 1,365,145	\$ 1,400,287	\$ 1,388,693	\$ -	\$ 4,154,125
COBRA	\$ 4,881	\$ 1,220	\$ -	\$ -	\$ 6,101
SELF PAY	\$ -	\$ 1,236	\$ -	\$ -	\$ 1,236
INTEREST & DIVIDENDS	\$ 229,531	\$ 291,922	\$ 231,143	\$ -	\$ 752,596
MISCELLANEOUS INCOME ¹	\$ 3,012	\$ 2,222	\$ 95	\$ -	\$ 5,329

TOTAL INCOME	\$ 1,602,569	\$ 1,696,887	\$ 1,619,931	\$ -	\$ 4,919,387
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BENEFIT EXPENSES					
CIGNA OONSP	\$ 5,054	\$ 10,652	\$ 2,117	\$ -	\$ 17,823
CIGNA	\$ 28,422	\$ 28,189	\$ 28,810	\$ -	\$ 85,421
DENTAL	\$ 34,308	\$ 33,462	\$ 33,674	\$ -	\$ 101,444
DISABILITY	\$ 9,214	\$ 13,672	\$ 10,757	\$ -	\$ 33,643
DRUG	\$ 111,468	\$ 87,697	\$ 147,706	\$ -	\$ 346,871
HEARING GVS/FULLY INSURED	\$ 281	\$ 276	\$ 280	\$ -	\$ 837
LIFE/AD&D	\$ 10,990	\$ 10,864	\$ 11,046	\$ -	\$ 32,900
MEDICAL	\$ 567,100	\$ 739,755	\$ 751,213	\$ -	\$ 2,058,068
OPTICAL	\$ 5,791	\$ 5,933	\$ 5,852	\$ -	\$ 17,576
STOP LOSS	\$ 27,594	\$ 27,964	\$ 27,934	\$ -	\$ 83,492
SUBTOTAL	\$ 800,222	\$ 958,464	\$ 1,019,389	\$ -	\$ 2,778,075

OPERATING EXPENSES					
ADMINISTRATION	\$ 26,884	\$ 26,744	\$ 26,630	\$ -	\$ 80,258
MISCELLANEOUS	\$ 117,520	\$ 80,668	\$ 82,888	\$ -	\$ 281,076
SUBTOTAL	\$ 144,404	\$ 107,412	\$ 109,518	\$ -	\$ 361,334

TOTAL EXPENSE	\$ 944,626	\$ 1,065,876	\$ 1,128,907	\$ -	\$ 3,139,409
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SURPLUS (DEFICIT)	\$ 657,943	\$ 631,011	\$ 491,024	\$ -	\$ 1,779,978
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	AVERAGE				
AVG HOURLY INCOME	\$ 9.96	\$ 10.27	\$ 9.89	\$ -	\$ 10.04
AVG HOURLY EXPENSE	\$ 5.87	\$ 6.45	\$ 6.89	\$ -	\$ 6.40
SURPLUS (DEFICIT)	\$ 4.09	\$ 3.82	\$ 3.00	\$ -	\$ 3.64

TOTAL PARTICIPANTS	316	316	314	0	315
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FUND RESERVE	\$ 27,061,833	\$ 27,848,597	\$ 28,643,960	
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¹Litigation settlements: Ranbaxy - \$95.10

2024
QUARTERLY RECAPS

INCOME	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
CONTRIBUTIONS	\$ 1,404,185	\$ 1,413,687	\$ 1,419,899	\$ 1,409,050	\$ 5,646,821
COBRA	\$ 2,497	\$ 3,414	\$ 1,707	\$ 5,121	\$ 12,739
SELF PAY	\$ 2,380	\$ 3,409	\$ -	\$ -	\$ 5,789
INTEREST & DIVIDENDS	\$ 206,391	\$ 252,180	\$ 215,668	\$ 257,865	\$ 932,104
MISCELLANEOUS INCOME ¹	\$ -	\$ 5,390	\$ -	\$ 3,144	\$ 8,534

TOTAL INCOME	\$ 1,615,453	\$ 1,678,080	\$ 1,637,274	\$ 1,675,180	\$ 6,605,987
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BENEFIT EXPENSES					
CIGNA OONSP	\$ 10,717	\$ 2,983	\$ 2,018	\$ 3,506	\$ 19,224
CIGNA	\$ 29,062	\$ 28,537	\$ 28,307	\$ 29,493	\$ 115,399
DENTAL	\$ 27,948	\$ 30,286	\$ 29,812	\$ 29,780	\$ 117,826
DISABILITY	\$ 8,872	\$ 7,843	\$ 12,857	\$ 12,600	\$ 42,172
DRUG	\$ 179,519	\$ 285,619	\$ 230,610	\$ 368,283	\$ 1,064,031
HEARING GVS/FULLY INSURED	\$ 272	\$ 276	\$ 275	\$ 280	\$ 1,103
LIFE/AD&D	\$ 9,604	\$ 9,980	\$ 9,949	\$ 10,116	\$ 39,649
MEDICAL	\$ 412,811	\$ 302,165	\$ 685,747	\$ 381,629	\$ 1,782,352
OPTICAL	\$ 5,865	\$ 5,936	\$ 5,361	\$ 6,091	\$ 23,253
STOP LOSS	\$ 26,678	\$ 27,132	\$ 27,330	\$ 19,903	\$ 101,043
SUBTOTAL	\$ 711,348	\$ 700,757	\$ 1,032,266	\$ 861,681	\$ 3,306,052

OPERATING EXPENSES					
ADMINISTRATION	\$ 25,531	\$ 25,477	\$ 25,396	\$ 25,532	\$ 101,936
MISCELLANEOUS	\$ 62,931	\$ 73,432	\$ 160,046	\$ 76,026	\$ 372,435
SUBTOTAL	\$ 88,462	\$ 98,909	\$ 185,442	\$ 101,558	\$ 474,371

TOTAL EXPENSE	\$ 799,810	\$ 799,666	\$ 1,217,708	\$ 963,239	\$ 3,780,423
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SURPLUS (DEFICIT)	\$ 815,643	\$ 878,414	\$ 419,566	\$ 711,941	\$ 2,825,564
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	AVERAGE				
AVG HOURLY INCOME	\$ 9.76	\$ 10.07	\$ 9.79	\$ 10.09	\$ 9.93
AVG HOURLY EXPENSE	\$ 4.83	\$ 4.80	\$ 7.28	\$ 5.80	\$ 5.68
SURPLUS (DEFICIT)	\$ 4.93	\$ 5.27	\$ 2.51	\$ 4.29	\$ 4.25

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

THIRD QUARTER 2025 CONTRACT INFORMATION
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COMPANY	PLAN	CURRENT RATES	CURRENT RATE EFF. DATE	NEXT RATE CHANGE DATE	CBA EXPIRATION
EIGHT O'CLOCK COFFEE	E	\$8.50	02-01-21	TBD	07-17-27
GIANT RECYCLING	E	\$8.50	06-01-22	TBD	06-20-26
GIANT WAREHOUSE	E	\$8.50	06-01-22	TBD	05-15-27
WASHINGTON FOOD	E	\$6.00	11-01-21	TBD	11-02-27

HEALTH AND WELFARE
DELINQUENCY REPORT
As of September 30, 2025

NO DELINQUENCIES

Fund Reserve

Months of Available Fund Reserve			
Expenses			
	Jan - Dec 2024		\$ 3,780,423.00
	Jan - Sep 2025		\$ 3,139,409.00
	Total		\$ 6,919,832.00
	Per Month		\$ 329,515.81
Fund Reserve			
	Sep-25		\$ 28,643,960.00
	Months of Reserve 9/30/2025		86.9
	Months of Reserve 6/30/2025		85.9

Projected Hourly Contribution - Future Expenses Based on Most Recent 12 Month Data (Aug 2025 - Sep 2026)

Class E	\$	6.79
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