Warehouse Employees Union Local No. 730
Pension 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
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Agenda

March 26, 2021
(At approximately 9:30 AM)

I. Call to Order

II. Minutes, Regular Meeting – December 10, 2020

III. Financial Report – Investment Performance Services

a. Loomis Sayles & Co.
b. Segall Bryant & Hamill

IV. Actuary Report

V. Co-Counsel Report

VI. Administrative Manager Report

VII. Invoices

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 PENSION TRUST FUND DECEMBER 10, 2020 VIA TELECONFERENCE

The following Trustees were present:

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

EMPLOYER TRUSTEES
M. Bull – Secretary
J. Paradis
H. Sebhat
M. Goble – Alternate

Also present were:

K. Barshinger – Associated Administrators, LLC
A. Cochran – Associated Administrators, LLC
M. DeLancey – Blank Rome LLP
M. Deveney – Cheiron
P. Hardcastle – Cheiron
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. TRUSTEE APPOINTMENT

Ms. Cochran reported that she received a letter from Local 730 appointing Mr. Jason Lacy as a Trustee to replace former Trustee Archie Smith. The Trustees welcomed Mr. Lacy to the meeting. Ms. Cochran confirmed that she instructed the broker to add Mr. Lacy to the Fiduciary and Cyber Liability policies along with the Fidelity Bond.

III. MINUTES

The Trustees read the minutes of the last regular meeting held on September 1, 2020. 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 September 1, 2020 are approved as presented.**

IV. FINANCIAL REPORT

A. Custodian Bank – PNC Bank, NA

Ms. Cochran reported that she distributed via email to the Trustees the meeting materials, which included a copy of the PNC Summary of Activity report for the period January 1, 2020 through September 30, 2020.

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

1. Investment Performance

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

Mr. Sichel reviewed the financial markets generally and the investment returns of the Fund's investment managers. He noted that for the period January 1, 2020 to September 30, 2020 the Fund's total investment return was 3.0%, gross of fees.

2. Asset Allocation

Mr. Sichel reviewed the Fund’s asset allocation as of September 30, 2020: U.S. Equities 29.9%, U.S. Small/Mid Cap 9.5%, International Equities 8.0%, Fixed Income Core 1.5%, Fixed Income High Yield 6.9%, Real Estate 23.8%, Opportunistic Strategies 8.3%, Global Tactical Asset Allocation 5.0%, Private Equity 5.3% and cash 1.8%.

3. Quarterly Performance Report

Mr. Sichel presented the preliminary quarterly performance report for the period ended September 30, 2020. He noted the assets held by the investment managers on September 30, 2020 were as follows: Rothschild – Hardman Johnston Global Advisors held $14,088,249; Northern Trust held $19,137,555; Great Lakes Advisors held $12,601,973; Atlanta Capital held $14,585,454; Hardman Johnston International Equity held $6,831,445; Acadian held $5,483,501; JPMCB Global Allocation Fund held $7,644,680; C.S. McKee held $2,241,164; Penn Core held $10,495,855; American Core Realty Fund held $6,921,212; PRISA III held $29,519,959; Corbin ERISA Opportunity Fund held $12,736,560; Hamilton Lane $8,062,275; and the cash account held $2,775,926. Mr. Sichel reviewed the summary of investment results for the period ended September 30, 2020, including trailing quarter, trailing year-to-date, and trailing one, three and five-year periods. He noted that over a ten-year period, the Fund had returned 10.3%, vs. the benchmark return of 8.8%.

4. Rebalancing Recommendation

Mr. Sichel noted that the Opportunistic Strategies allocation is on the high end of the targeted policy range of the Investment Policy Statement. In order to rebalance assets closer to the policy targets, he recommended that the Trustees request a redemption of $1.5M from the Corbin ERISA Opportunity Fund and allocate the proceeds to the cash account for future cash needs. He said that the funds would be available in May 2021.

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

> **RESOLVED to accept the recommendation of IPS to submit a redemption request of $1.5M to the Corbin ERISA Opportunity Fund and allocate the proceeds to the cash account.**

5. <u>Cyber Liability Amendment</u>

Mr. Sichel said that IPS is proposing that the Fund amend its Investment Policy Statement to require investment managers to have cybersecurity insurance in place. He said cyberattacks are a growing threat in today's environment. He reported that he sent a memo and draft amendment regarding managers' cybersecurity insurance coverage to Fund Counsel for review. Mr. Kimble and Mr. DeLancey recommended that the Trustees adopt and sign the amendment.

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

> **RESOLVED to adopt the amendment to the Investment Policy Statement.**

6. <u>Boyd Waterson Guidelines</u>

Mr. Sichel reported that, in October, Boyd Waterson requested permission to modify its investment guidelines to allow for larger acquisitions. Currently, the Fund guidelines limit the size of any single investment through a graduated scale that grows with the Boyd Waterson Fund’s size until reaching a cap of $150 million. The General Partner recommended changing the maximum single property size limitation of the Boyd Waterson Fund to ten percent (10%) of the gross value of all Partnership Assets and eliminating the cap of $150 million. Boyd Waterson believes the modified investment guidelines will provide better flexibility to take advantage of opportunities that meet the 730 Pension Fund’s investment thesis and return profile, while continuing to maintain diversification. Mr. Sichel advised that he had sent a memo recommending that the Trustees consent to the change in investment guidelines and that Fund Counsel had reviewed the proposed amendment, found it acceptable, and the Trustees had signed the amendment.

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

V. <u>ACTUARY REPORT</u>

The Trustees welcomed Mr. Peter Hardcastle and Mr. Matt Deveney of Cheiron to the meeting.

Mr. Hardcastle and Mr. Deveney reported on the status of the Fund’s MPRA application. Mr. Deveney commented on changes to the Treasury’s review process, noting that there is particular sensitivity to investment return assumptions. He said that Treasury will want to know what the Trustees’ assumptions are regarding future industry activity for the Fund’s two largest employers. Mr. Hardcastle said the revised projected application submission date is February 26, 2021, with a benefit suspension effective date of January 1, 2022.

The Trustees thanked Mr. Hardcastle and Mr. Deveney for their report. Mr. Hardcastle and Mr. Deveney were excused from the meeting.

VI. COUNSEL REPORT

Mr. Kimble revisited a discussion held at the March 2020 Trustees' meeting regarding certain provisions of the Setting Every Community Up for Retirement Enhancement Act (SECURE), which was enacted at the end of 2019. Mr. Kimble advised that the SECURE Act allows the Trustees to amend the Plan to change the date by which benefit payments must commence under the Plan to April 1 of the year following the year in which a participant attains age 72, for those participants who were not age 70 ½ as of December 31 2019. Participants who turned age 70 ½ prior to January 1, 2020 would still commence their pension by the April 1 of the year following the year in which the participant attained age 70 ½. He noted the amendment was optional. After a discussion, the Trustees agreed not to amend the Plan for the SECURE Act.

Mr. DeLancey and Mr. Kimble said there were no additional legal matters pending before the Board of Trustees at this time.

VII. ADMINISTRATIVE MANAGER'S REPORT

A. Third Quarter 2020

Ms. Cochran presented the Administrative Manager's Report for the third quarter 2020. The report showed contribution income of $1,135,663, miscellaneous income of $813, interest and dividend income of $323,336, and withdrawal liability payments of $165,919, producing a total income of $1,625,731. Expenses included $5,428,427 of pension benefit expense and $562,109 of operating expense, producing a total expense of $5,990,536 for the quarter. This resulted in a net deficit of $4,364,805 for the quarter. Ms. Cochran noted that contributions were made on behalf of 296 active Plan participants and that there were no contribution delinquencies to report.

Ms. Cochran reviewed the pension applications requiring Trustee approval.

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

> **RESOLVED that the pension applications contained in the Administrative Manager's third quarter 2020 report are approved for payment as presented.**

B. **<u>Administrative Services Contract Renewal – INTERIM ACTION</u>**

Ms. Cochran noted that the committee of two Union Trustees and two Employer Trustees approved an extension of the administrative services contract with Associated Administrators, LLC, for the period January 1, 2021 through December 31, 2023, with 2% annual fee increases. Ms. Cochran thanked the Board of Trustees for the contract renewal and said a contractual amendment would be prepared and sent to Counsel for review.

VIII. <u>INVOICES</u>

Ms. Cochran presented a list of invoices dated December 10, 2020. She 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 December 10, 2020 are approved for payment as presented.**

IX. PARTICIPANT APPEAL

Appeal Number	Issue	Board Decision
P20/130-2199	Pension – Not Eligible	Denied

X. OTHER FUND BUSINESS

A. Memorandum of Agreement ("MOA") – Eight O'Clock Coffee

Ms. Cochran reported the receipt of a newly negotiated Memorandum of Agreement between the Union and Eight O'Clock Coffee for the period July 17, 2021 through July 17, 2027.

After discussion and a review of the MOA by Fund Co-Counsel, the Trustees voted -- with Trustee Sebhat abstaining -- approval of the following resolution:

> **RESOLVED to accept the MOA between Eight O'Clock Coffee and the Union for the period July 17, 2021 through July 17, 2027.**

B. Employer Contribution Rate Increase Letters

Ms. Cochran reported contribution rate increase letters were mailed to Giant Recycling, Giant Warehouse, and the Local 730 Staff for rate changes effective January 1, 2021. A rate increase letter was mailed to Washington Food for a rate change effective November 1, 2020.

C. Form 5500 - Plan Year Ended December 31, 2019

Ms. Cochran reported that the Form 5500 for the Plan year ended December 31, 2019 was filed on October 5, 2020.

D. Summary Plan Information Report for the Plan Year Ended December 31, 2019

Ms. Cochran reported that the 104(d) Multiemployer Plan Summary Report was mailed to participating employers, including Local 730 on November 5, 2020.

E. **Pension Benefit Guarantee Corporation (PBGC) 2019 Comprehensive Filing**

Ms. Cochran stated that the 2019 Comprehensive Filing with the PBGC was made on October 13, 2020. The Fund paid a premium of $60,390.

F. **Fidelity Bond Reimbursement**

Ms. Cochran reported that Zurich American Insurance Company, the carrier for Fidelity Bond coverage, submitted a refund in the amount of $190.00 for the July 11, 2017 – July 11, 2020 policy due to a recalculation of the premium rate.

XI. NEXT MEETING DATE AND LOCATION

After discussion, the Trustees selected March 26, 2021 as their next regular meeting date immediately following the companion Legal Fund meeting via teleconference.

XII. ADJOURNMENT

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

Respectfully submitted,

Michael Bull
Secretary

THE WAREHOUSE EMPLOYEES UNION LOCAL 730 - PENSION FUND
SUMMARY OF ACTIVITY
JANUARY 01, 2020 to DECEMBER 31, 2020

MANAGER	MARKET VALUE 1/1/2020	INTER ACCOUNT TRANSFERS	RECEIPTS	TOTAL GAIN OR LOSS	DISBURSEMENTS	MARKET VALUE 12/31/2020
PRISA	$30,064,965	5,752,655		2,617,328		$26,929,638
WESTFIELD - CLOSED	$0			0		$0
PENN CAPITAL	$11,544,450	698,353		129,154		$10,975,251
HARDMAN JOHNSTON	$15,492,783	2,236,730	0	2,759,130		$16,015,183
GREAT LAKES	$0	12,164,075	0	2,621,604		$14,785,679
CS McKEE / NORTH SQUARE	$1,705,777	462,329	0	80,683		$2,248,789
ATLANTA CAP	$16,803,197	1,360,018	0	1,786,416		$17,229,594
NORTHERN TRUST	$16,485,884	2,690,000		5,977,303		$19,773,187
ROTHSCHILD LCV	$12,793,850	10,428,910	0	2,364,939		$0
CASH RESERVE	$1,627,753	21,407,545	4,980,427	7,597	23,904,881	$4,118,440
Cash in Transit * ***	$188,464	2,138,464	3,095,887			$1,145,887
CORBIN ERISA *	$13,016,297			1,205,030		$14,221,327
HAMILTON LANE	$7,592,855	390,520		916,500		$8,118,835
BLACKROCK	$8,419,310	9,518,259		1,098,949		$0
BOYD WATTERSON	$0	1,950,000		37,722		$1,987,722
MESIROW - CLOSED	$0			0		$0
ACADIAN	$7,642,255	1,952,530		442,097		$6,131,822
HARDMAN JOHNSTON INT'L	$8,666,898	3,200,000		1,969,410		$7,436,308
JP MORGAN		5,650,000		2,170,158		$7,820,158
AMER CORE REALTY	$8,141,471	1,267,510		961,948		$5,912,013
TOTAL	$160,186,209	$0	$8,076,314	$20,492,193	$23,904,881	$164,849,834

PNC BANK, NA

WAREHOUSE EMPLOYEES UNION
LOCAL NO. 730
PENSION TRUST FUND

FOURTH QUARTER 2020

ADMINISTRATIVE MANAGER'S REPORT

FOURTH QUARTER 2020
CONTRIBUTIONS

EMPLOYER	RATE	HOURS	PARTICIPANTS	CONTRIBUTIONS
EIGHT O'CLOCK COFFEE	$ 4.44	29,475.75	51	$ 130,872
GIANT RECYCLING	$ 6.65	10,933.86	23	$ 72,710
GIANT WAREHOUSE	$ 7.24	118,672.50	212	$ 859,189
GIANT WAREHOUSE - VACATION RELIEF	$ 1.00	47,770.00		$ 47,770
UNION LOCAL 730	$ 7.24	1,176.00	3	$ 8,514
WASHINGTON FOOD[1]	$ 3.64	1,741.50	4	$ 6,244
TOTAL		**209,769.61**	**293**	**$ 1,125,299**

[1] Rate change as of 11/1/20

FOURTH QUARTER 2020
EXPENSES

BENEFIT EXPENSES

CATEGORY	AMOUNT	AVG. HOURLY COST	PERCENTAGE
PENSION BENEFITS	$ 5,187,981	$ 24.73	92.18%
SUB TOTAL	**$ 5,187,981**	**$ 24.73**	**92.18%**

OPERATING EXPENSES

CATEGORY	AMOUNT	AVG. HOURLY COST	PERCENTAGE
ACADIAN ASSET MNGMT FEE	$ 6,342	$ 0.03	0.113%
ACCURINT	$ 32	$ -	0.001%
ACTUARY	$ 100,589	$ 0.48	1.787%
ADMINISTRATION	$ 30,458	$ 0.15	0.541%
AMERICAN CORE REALTY MNGMT FEE[1]	$ 19,303	$ 0.09	0.343%
ATLANTA CAPITAL MNGMT FEE	$ 25,525	$ 0.12	0.454%
AUDITOR	$ 2,000	$ 0.01	0.036%
C.S. MCKEE MNGMT FEE	$ 1,395	$ 0.01	0.025%
CYBER LIABILITY	$ (190)	$ -	-0.003%
HARDMAN JOHNSTON ASSET MNGMT FEE	$ 17,691	$ 0.08	0.314%
INVESTMENT PERF SERV	$ 25,000	$ 0.12	0.444%
JOHNSTON IE/MELLON MNGMT FEE[1]	$ 12,754	$ 0.06	0.227%
LEGAL	$ 27,380	$ 0.13	0.486%
MEETING	$ 350	$ -	0.006%
NORTHERN TRUST MNGMT FEE	$ 1,316	$ 0.01	0.023%
PBGC PREMIUM	$ 60,390	$ 0.29	1.073%
PENN CAPITAL MNGMT FEE[1]	$ 8,936	$ 0.04	0.159%
PNC FEES	$ 5,258	$ 0.03	0.093%
POSTAGE	$ 81	$ -	0.001%
PRINTING	$ 111	$ -	0.002%
PRUDENTIAL FINANCIAL MNGMT FEE[1]	$ 95,375	$ 0.46	1.695%
SUB TOTAL	**$ 440,096**	**$ 2.11**	**7.82%**

TOTAL EXPENSES	**$ 5,628,077**	**$ 26.84**	**100.00%**

[1]Self-billed fees

AVG MTHLY RETIREES	1,061	**AVG MTHLY RETIREE BENEFIT AMOUNT**	$ 1,630

2020
QUARTERLY RECAP

INCOME	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
CONTRIBUTIONS	$ 1,084,196	$ 1,115,418	$ 1,135,663	$ 1,125,299	$ 4,460,576
INTEREST & DIVIDENDS	$ 402,872	$ 440,563	$ 323,336	$ 596,842	$ 1,763,613
WITHDRAWAL LIABILITY	$ 165,919	$ 165,919	$ 165,919	$ -	$ 497,757
MISCELLANEOUS INCOME[1]	$ 3,278	$ 64,407	$ 813	$ 1,070	$ 69,568
TOTAL INCOME	**$ 1,656,265**	**$ 1,786,307**	**$ 1,625,731**	**$ 1,723,211**	**$ 6,791,514**
BENEFIT EXPENSES					
PENSION BENEFITS	$ 5,182,728	$ 5,237,704	$ 5,428,427	$ 5,187,981	$ 21,036,840
SUB TOTAL	$ 5,182,728	$ 5,237,704	$ 5,428,427	$ 5,187,981	$ 21,036,840
OPERATING EXPENSES					
ADMINISTRATION	$ 30,383	$ 30,458	$ 30,579	$ 30,458	$ 121,878
MISCELLANEOUS	$ 308,320	$ 327,102	$ 531,530	$ 409,638	$ 1,576,590
SUB TOTAL	$ 338,703	$ 357,560	$ 562,109	$ 440,096	$ 1,698,468
TOTAL EXPENSES	**$ 5,521,431**	**$ 5,595,264**	**$ 5,990,536**	**$ 5,628,077**	**$ 22,735,308**
TOTAL INCOME	$ 1,656,265	$ 1,786,307	$ 1,625,731	$ 1,723,211	$ 6,791,514
TOTAL EXPENSES	$ 5,521,431	$ 5,595,264	$ 5,990,536	$ 5,628,077	$ 22,735,308
SURPLUS (DEFICIT)	**$ (3,865,166)**	**$ (3,808,957)**	**$ (4,364,805)**	**$ (3,904,866)**	**$ (15,943,794)**
AVERAGE HOURLY INCOME	$ 8.26	$ 8.47	$ 7.76	$ 8.21	$ 8.18
AVERAGE HOURLY EXPENSE	$ 27.55	$ 26.52	$ 28.58	$ 26.84	$ 27.37
SURPLUS (DEFICIT)	$ (19.29)	$ (18.05)	$ (20.82)	$ (18.63)	$ (19.19)
TOTAL PARTICIPANTS	**304**	**301**	**296**	**293**	**299**

[1]Commission recapture rebate - $549.44, Litigation settlement - $20.81, Withdrawal liability calculation fee - $500.00

2019
QUARTERLY RECAP

INCOME	**FIRST 2019**	**SECOND 2019**	**THIRD 2019**	**FOURTH 2019**	**TOTAL**
CONTRIBUTIONS	$ 927,335	$ 947,056	$ 1,006,320	$ 999,017	$ 3,879,728
INTEREST & DIVIDENDS	$ 471,965	$ 621,852	$ 486,433	$ 403,788	$ 1,984,038
WITHDRAWAL LIABILITY[1]	$ 165,919	$ 165,919	$ 165,919	$ 165,919	$ 663,676
MISCELLANEOUS INCOME[2]	$ 16,832	$ 10,977	$ 95,641	$ 810	$ 124,260
TOTAL INCOME	**$ 1,582,051**	**$ 1,745,804**	**$ 1,754,313**	**$ 1,569,534**	**$ 6,651,702**

BENEFIT EXPENSES					
PENSION BENEFITS	$ 5,043,598	$ 5,070,669	$ 5,260,268	$ 5,217,250	$ 20,591,785
SUB TOTAL	$ 5,043,598	$ 5,070,669	$ 5,260,268	$ 5,217,250	$ 20,591,785

OPERATING EXPENSES					
ADMINISTRATION	$ 28,968	$ 28,996	$ 29,229	$ 29,535	$ 116,728
MISCELLANEOUS	$ 281,921	$ 400,500	$ 336,960	$ 347,603	$ 1,366,984
SUB TOTAL	$ 310,889	$ 429,496	$ 366,189	$ 377,138	$ 1,483,712

TOTAL EXPENSES	**$ 5,354,487**	**$ 5,500,165**	**$ 5,626,457**	**$ 5,594,388**	**$ 22,075,497**

TOTAL INCOME	$ 1,582,051	$ 1,745,804	$ 1,754,313	$ 1,569,534	$ 6,651,702
TOTAL EXPENSES	$ 5,354,487	$ 5,500,165	$ 5,626,457	$ 5,594,388	$ 22,075,497
SURPLUS (DEFICIT)	**$ (3,772,436)**	**$ (3,754,361)**	**$ (3,872,144)**	**$ (4,024,854)**	**$ (15,423,795)**

AVERAGE HOURLY INCOME	$ 8.93	$ 9.91	$ 9.32	$ 8.31	$ 9.12
AVERAGE HOURLY EXPENSE	$ 30.23	$ 31.24	$ 29.90	$ 29.64	$ 30.25
SURPLUS (DEFICIT)	$ (21.30)	$ (21.33)	$ (20.58)	$ (21.33)	$ (21.13)

TOTAL PARTICIPANTS	**304**	**297**	**290**	**301**	**298**

[1]Withdrawal liability received as of 12/31/19: McKesson - $165,918.50
[2]Litigation settlements - $17.04, Commission recapture rebate - $293.41, Withdrawal liability calculation fee - $500.00

FOURTH QUARTER 2020
CONTRACT INFORMATION

COMPANY	CURRENT RATE	RATE EFF. DATE	NEXT RATE CHANGE DATE	CBA EXPIRATION
EIGHT O'CLOCK COFFEE	$ 4.44	07-01-20	07-01-21	07-17-27
GIANT RECYCLING	$ 6.65	01-01-20	01-01-21	06-25-22
GIANT WAREHOUSE	$ 7.24	01-01-20	01-01-21	05-14-27
UNION LOCAL 730	$ 7.24	01-01-20	01-01-21	FOLLOWS GIANT WAREHOUSE CBA
WASHINGTON FOOD	$ 3.64	11-01-20	TBD	10-31-21

FOURTH QUARTER 2020
RATE DIVERSIONS

COMPANY	BENEFIT	IMPROVEMENT DIVERSION	FUNDING DIVERSION	REHAB PLAN	TOTAL
EIGHT O'CLOCK COFFEE	$ 1.50	$ -	$ 1.00	$ 1.94	$ 4.44
GIANT RECYCLING	$ 2.82	$ 0.11	$ 1.00	$ 2.72	$ 6.65
GIANT WAREHOUSE	$ 3.17	$ 0.11	$ 1.00	$ 2.96	$ 7.24
UNION LOCAL 730	$ 3.17	$ 0.11	$ 1.00	$ 2.96	$ 7.24
WASHINGTON FOOD	$ 1.05	$ -	$ 1.00	$ 1.59	$ 3.64

PENSION

DELINQUENCY REPORT

As of December 31, 2020

NONE

WAREHOUSE EMPLOYEES UNION LOCAL NO. 730 PENSION TRUST FUND
FOURTH QUARTER 2020

APPLICATIONS SUBMITTED FOR APPROVAL

RETIRE DATE	AWARD DATE	NAME	BIRTH DATE	AGE	SEX	SERVICE	EMPLOYER	TYPE/ OPTION	MONTHLY AMOUNT
12/1/2020	12/1/2020	AMOFA,PATRICK	11/1/1960	60	M	11.845	GIANT FOOD WAREHOUSE/JESSUP	DEFERRED VESTED / 120 MONTH REDUCTION	$3,656.91
10/1/2020	10/1/2020	BOOKER,TIVEY	9/19/1960	60	M	24.000	GIANT FOOD WAREHOUSE	DEFERRED VESTED / LIFE ANNUITY	$2,365.74
10/1/2020	12/1/2020	BROWN,RUBY	11/16/1950	69	F	0.000	BENE OF RICHARD BROWN	BENEFICIARY / LIFE ANNUITY	$1,048.49
10/1/2020	10/1/2020	CUNNINGHAM,GARY	9/1/1960	60	M	14.684	GIANT FOOD WAREHOUSE	DEFERRED VESTED / 60 MONTH REDUCTION	$1,244.72
12/1/2020	12/1/2020	DARBY,RONALD,D	2/8/1962	58	M	33.512	GIANT FOOD WAREHOUSE	30 & OUT / 120 MONTH REDUCTION	$5,097.47
10/1/2020	10/1/2020	DURHAM,KEVIN	9/9/1966	54	M	32.000	GIANT FOOD WAREHOUSE	30 & OUT / LIFE ANNUITY	$5,054.30
4/1/2020	12/1/2020	MANION,DEBRA	8/24/1958	61	F	0.000	BENE OF JIMMY MANION	BENEFICIARY / LIFE ANNUITY	$191.66
10/1/2020	10/1/2020	MESSER,ROGER	9/20/1960	60	M	14.799	GIANT FOOD WAREHOUSE	DEFERRED VESTED / LIFE ANNUITY	$2,156.50
8/1/2019	11/1/2020	PEREZ,DANIEL	7/28/1959	60	M	11.410	GIANT FOOD INC	DEFERRED VESTED / 120 MONTH REDUCTION	$845.77
12/1/2020	12/1/2020	POBI,NANA	11/30/1960	60	M	18.668	GIANT FOOD WAREHOUSE	NORMAL / 120 MONTH REDUCTION	$2,409.14
10/1/2020	10/1/2020	RUETER,MARK*	9/8/1958	62	M	23.674	EIGHT O'CLOCK COFFEE	DEFERRED VESTED / 84 MONTH REDUCTION	$38.12
6/1/2017	10/1/2020	SPRIGGS,DEBORAH	5/19/1957	60	F	8.919	EIGHT O'CLOCK COFFEE	DEFERRED VESTED / 10 YR CERTAIN	$648.01
11/1/2020	12/1/2020	TERRY,WILLIAM,D	6/19/1964	56	M	30.000	GIANT FOOD WAREHOUSE	30 & OUT / 120 MONTH REDUCTION	$4,981.60
Total									**$ 29,738.43**

* ALREADY RETIRED, NEW BENEFIT BEGAN

WAREHOUSE EMPLOYEES UNION LOCAL NO. 730 PENSION TRUST FUND
FOURTH QUARTER 2020

CHANGES AND ADJUSTMENTS

NAME	COMMENT	FROM	TO
BAXTER,ALBERT	120 MONTH REDUCTION	$4,430.87	$2,449.34
BORGWARDT,HEATH	84 MONTH REDUCTION	$1,323.50	$727.92
BURWELL,GEORGE,E,,JR	120 MONTH REDUCTION	$4,824.66	$2,681.77
BUTT,RONALD	120 MONTH REDUCTION	$5,775.24	$3,176.38
BYRD,KENNITH	120 MONTH REDUCTION	$5,905.69	$3,248.13
CRENSHAW,DOUGLAS	AGE 62 INCREASE	$2,291.33	$3,180.28
DRAKEFORD,CALVIN,M	60 MONTH REDUCTION	$582.18	$320.20
DRAPEAU,DONNA	120 MONTH REDUCTION	$2,088.27	$1,148.55
DURHAM,KEVIN	ADDITIONAL CREDIT INCREASE	$5,054.30	$5,062.80
GREEN,CHARLES	120 MONTH REDUCTION	$4,279.16	$2,353.54
GRUBB,WILLIAM	120 MONTH REDUCTION	$3,819.33	$2,100.63
HARLEY,MICHAEL	60 MONTH REDUCTION	$504.29	$277.36
HAWKINS,MICHAEL	120 MONTH REDUCTION	$4,345.53	$2,400.37
JALLOH,ESSA	120 MONTH REDUCTION	$5,521.23	$3,036.68
KAPP,PETER	120 MONTH REDUCTION	$2,840.16	$1,577.15
LOVELESS,JOHN	120 MONTH REDUCTION	$3,623.85	$1,993.12
LOWDER,KENNETH	120 MONTH REDUCTION	$4,794.14	$2,636.78
MALONE,WILLIAM	ADDITIONAL CREDIT INCREASE	$579.34	$653.71
MCCARTER,TERRY	120 MONTH REDUCTION	$4,760.29	$2,618.16
MCLAUGHLIN,MARK	120 MONTH REDUCTION	$4,898.51	$2,701.16
MERRITT,BARRY	120 MONTH REDUCTION	$4,051.53	$2,228.34
MORET,LUCIEN	120 MONTH REDUCTION	$5,026.62	$2,764.64
MROWCZYNSKI,PERRY	120 MONTH REDUCTION	$5,816.36	$3,199.00
MULLINS,ERNEST	120 MONTH REDUCTION	$4,645.15	$2,554.83
MUNDELL,EARL	120 MONTH REDUCTION	$4,258.21	$2,342.02
NELSON,PHILIP	ADDITIONAL CREDIT INCREASE	$5,204.37	$5,206.32
NEVIN,JOHN,W,JR	120 MONTH REDUCTION	$3,220.86	$1,771.47
OMOLOLA,DANIEL	84 MONTH REDUCTION	$1,897.76	$1,037.90
PHILLIPS,MICHAEL	120 MONTH REDUCTION	$4,995.66	$2,747.61
PIPER,DAVID	ADDITIONAL CREDIT INCREASE	$2,379.34	$2,383.84
RICHARDSON,MICHAEL	120 MONTH REDUCTION	$5,826.80	$3,204.74
ROSE,DONALD	120 MONTH REDUCTION	$6,920.32	$3,830.02
RUETER,MARK	AGE 62 INCREASE	$6,993.70	$7,140.00
SHANNON,CAROL	120 MONTH REDUCTION	$1,737.60	$955.68
SIMMS,LUTHER	120 MONTH REDUCTION	$2,195.36	$1,219.23
SUMMERS,MARSHALL	120 MONTH REDUCTION	$5,023.46	$2,762.90
TURNER,DELORIS	84 MONTH REDUCTION	$925.69	$889.92
WHITE,SHEILA	AGE 62 INCREASE	$736.18	$736.49
WILLIAMS,STEVEN	AGE 62 INCREASE	$3,331.72	$3,480.92
WINDSOR,DONALD	120 MONTH REDUCTION	$3,297.38	$1,814.95
TOTAL		$150,725.94	$96,614.85
DIFFERENCE			**-$54,111.09**

WAREHOUSE EMPLOYEES LOCAL NO. 730 PENSION TRUST FUND
FOURTH QUARTER 2020

DECEASED

PENSIONER	DATE	AMOUNT
BROWN,RICHARD	9/5/2020	-$1,572.89
CARTER,LOUIS	10/27/2020	-$122.60
CHAMBERS,HARRY	9/10/2020	-$91.46
DIANGELO,FRANK	10/26/2020	-$4,369.21
FLINT,PHYLLIS **	7/30/2020	-$454.22
FLINT,ROBERT,E,SR	7/30/2020	-$743.44
HOLMES,ELLA	8/24/2020	-$328.94
LETTERLOUGH,RUBY	7/20/2020	-$177.52
MILDNER,ELLEN	10/10/2020	-$239.12
SMITH,ARCHIE	8/15/2020	-$1,560.20
STRIGGLES,GLORIA	10/28/2020	-$1,491.75
TAYLOR,BARRY	8/21/2020	-$1,530.87
WALL,ULYSSES	8/29/2020	-$1,937.03
WALTERS,RONNIE	9/8/2020	-$447.41
WELCH,RICHARD	8/11/2020	-$655.38
WILSON,EDDIE	8/5/2020	-$1,885.22
TOTAL		**-$17,607.26**

WAREHOUSE EMPLOYEES LOCAL NO. 730 PENSION TRUST FUND
FOURTH QUARTER 2020

NEW ADMINISTRATIVE HOLD

PENSIONER	REASON	SUSPEND DATE	MONTHLY AMOUNT	TOTAL AMOUNT TO DATE
NONE				
TOTAL			**$ -**	**$ -**

REINSTATEMENTS

PENSIONER	REASON	REINSTATE DATE	AMOUNT	RETROACTIVE AMOUNT
NONE				
TOTAL			**$ -**	**$ -**

STILL PENDING ADMINISTRATIVE HOLDS

PENSIONER	REASON	SUSPEND DATE	AMOUNT	TOTAL AMOUNT TO DATE
NONE				
TOTAL			**$ -**	**$ -**

WAREHOUSE EMPLOYEES UNION LOCAL NO. 730 PENSION TRUST FUND
FOURTH QUARTER 2020

PENSION ROLL

		PENSIONERS	MONTHLY PAYOUT
PENSION ROLL AS OF:	9/30/2020	1061	$1,745,936.16
DEATHS REPORTED IN THE:	4TH QUARTER	-16	-$17,607.26
DELETES IN THE:	4TH QUARTER	0	$0.00
PENSION CHANGES IN THE:	4TH QUARTER		-$54,111.09
PENSIONS TO BE APPROVED:	4TH QUARTER	13	$29,738.43
REINSTATEMENTS:	4TH QUARTER	0	$0.00
PENSION ROLL AS OF:	12/31/2020	1059	$1,703,956.24

TOTAL PENSIONERS
AS OF DECEMBER 31, 2020

LIFE ONLY	235	$195,478.42
60R	122	$40,388.10
84R	92	$79,386.46
96R	6	$8,203.54
120R	373	$1,025,574.39
5 YEAR CERTAIN	4	$7,294.48
10 YEAR CERTAIN	32	$52,400.45
LIFE & 50% SURVIVOR	92	$147,550.05
LIFE & 66 2/3% SURVIVOR	51	$85,477.69
LIFE & 75% SURVIVOR	35	$48,747.44
BENEFICIARY TEMPORARY ANNUITY	2	$952.47
J&S TERMINATED/SPOUSE DECEASED	15	$12,502.75
TOTAL	**1059**	**$1,703,956.24**

Warehouse Employees Union Local No. 730 Pension Trust Fund

INVOICES
March 26, 2021

Acadian Asset Management, LLC

1/21/2021	Fee for investment services for the Quarter ending December 31, 2020	$ 7,260.00

Blank Rome LLP

3/9/2021	Fee for professional services rendered through February 28, 2021	$ 23,659.20
2/3/2021	Fee for professional services rendered through January 31, 2021	$ 18,079.20
1/8/2021	Fee for professional services rendered through December 31, 2020	$ 2,678.40
12/2/2020	Fee for professional services rendered through November 30, 2020	$ 1,004.40

Cheiron

1/14/2021	Actuarial services through December 31, 2020 - 4th quarter retainer and non retainer work	$ 124,596.90

C.S. McKee L. P.

1/20/2021	Fee for investment services for the Quarter ending December 31, 2020	$ 1,399.73

Hardman Johnston Global Advisors

1/19/2021	Fee for investment services for the Quarter ending December 31, 2020	$ 20,113.14

Investment Performance Services, LLC

3/3/2021	Fee for professional services for the Quarter ending March 31, 2021	$ 25,000.00
12/2/2020	Fee for professional services for the Quarter ending December 31, 2020	$ 25,000.00

Morgan, Lewis & Bockius, LLP

3/4/2021	Fee for professional services rendered through February 28, 2021	$ 25,866.00
2/8/2021	Fee for professional services rendered through January 31, 2021	$ 13,245.50
1/11/2021	Fee for professional services rendered through December 31, 2020	$ 2,799.50
12/7/2020	Fee for professional services rendered through November 30, 2020	$ 2,290.50

Northern Trust Company

12/31/2020	Fee for investment services for the Quarter ending December 31, 2020	$ 1,435.31

Via Electronic Mail

January 20, 2021

Ms. Alicia Cochran
Account Executive
Warehouse Employees Union Local No. 730 Pension Fund
911 Ridgebrook Road
Sparks, MD 21152-9451

Dear Alicia:

This letter represents our proposed fees for the year 2021, pursuant to Section 2 of the Consulting Agreement between Cheiron and the Warehouse Employees Union Local No. 730 Pension Fund dated January 1, 2006.

A) Retainer – We propose that the annual fee for 2021 retainer services be increased from $20,088.96 ($5,022.24 per quarter) to $20,370.21 ($5092.55 per quarter). The retainer fee covers the following annual valuation services:

- All aspects of producing the annual valuation report
- Update of the basic *P-Scan* model
- One meeting with the Trustees to present the valuation and the updated model/projections
- One additional Board of Trustees meeting
- Provide information required by the auditor to complete annual filings
- Produce Schedule MB and attachments
- Update any Plan factors used for benefit calculations/lump sums, etc.
- Informal discussions with Trustees or Fund professionals not exceeding ½ hour each

B) Non-Retainer – With respect to special consulting projects, Cheiron's billing rates during calendar year 2021 will range between $107 and $515 per hour.

Any other requested services may be performed either on a fixed fee basis negotiated in advance or based on hourly billing rates.

Out-of-pocket travel expenses will be charged separately but travel time will not be compensable. We will not bill for expenses for meetings in the Washington, DC metropolitan area.

If the Trustees accept the above fee structure, please return a signed copy of this letter for our files.

We look forward to working with you and the Trustees during 2021.

Sincerely,
Cheiron

PRHardcastle

Peter R. Hardcastle, CFA, FSA, EA, MAAA
Principal Consulting Actuary

cc: Matt Deveney, FSA, EA, MAAA

Accepted and Agreed To:

________________________ __________________

Signature Date

CYBER INSURANCE PROPOSAL FOR

Warehouse Employees Union Local No. 730 & Contributing Companies' Prepaid Legal Services Fund, Warehouse Employees Union Local No. 730 Pension Trust Fund Warehouse Employees Union Local No. 730 Health & Welfare Trust Fund

911 Ridgebrook Road
Sparks, MD 21152

Prepared by:

Reginald Moses
Senior Account Executive
Management Liability
Bethesda - Burtonsville
T: 301-214-7097
Reginald.moses@nfp.com

March 5, 2021

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AGENCY CONTACTS

Main Switchboard 301-214-7000
Main Fax 301-214-7001

COMMERCIAL INSURANCE – BETHESDA, MD

Reginald Moses, Senior Account Executive-Management Liability...................................301-214-7097
Tina Robinson, Account Manager-Management Liability..301-581-7371

PERSONAL INSURANCE

Kim Holmes, Assistant Vice President 301-214-7023

IMPORTANT INFORMATION

Please review the proposal carefully as terms and conditions may differ from your current insurance program and also differ from the insurance specifications submitted by you or your representative.

All premiums and proposed are based on information provided by you at the time of quotation and are subject to adjustment. Rates are those offered at the time of quotation and may be subject to change based on carrier considerations prior to policy inception. Electing to buy or renew only some of the types of coverage may result in changes to the terms, conditions and premiums of the remaining insurance lines.

When this proposal contains references to liability limits, please note that other limits may be available. Please advise us if you would like premium indications for alternate liability limits. Please note that limits may extend through excess and/or umbrella policies and this should be factored into your decision concerning the appropriate limits.

When this proposal contains references to property limits it is understood that it is the insured’s responsibility to determine the replacement cost of such property and to select an appropriate limit. We would be pleased to assist in helping to determine property values however the ultimate decision on limits purchased is the insured’s.

INSURANCE COMPENSATION DISCLOSURE

As an insurance broker/agent, NFP Property & Casualty Services, Inc. (NFP P&C) is licensed as an insurance broker/agent, in all fifty states. Our insurance producers are authorized by their license to confer with the insurance purchasers about the benefits, terms and conditions of insurance contracts; to offer advice concerning the benefits of particular insurance contracts; to sell insurance; and to obtain insurance for purchasers. The role of the producer in any particular transaction typically involves one or more of these activities.

NFP P&C may receive compensation in the form of commissions of either a specific dollar amount or a percentage of premium set at the time of the purchase, renewal or servicing of a particular insurance policy; therefore, the amount of commissions we receive will depend on the policies and the insurance company you select. We may also receive contingent commissions based on the volume of business placed with the insurance company, the profitability of that business and other factors. We generally do not know if a contingent payment will be made, or the amount of any such contingent payment, at the time the insurance contract is placed with an insurance company. In addition to the compensation that NFP P&C receives, our corporate parent or affiliates may receive contingent payments from insurance companies based on factors that are not client-specific, such as the performance or size of the overall book of business produced with an insurance company. We may also participate in insurer-sponsored events such as trips, seminars, and advisory council meetings, based on the volume of business placed with the insurance company you select.

You may receive information about NFP P&C’s expected compensation on the policy or policies you select and about any policies we have presented to you which you did not select by asking for the information.

Should this proposal recommend the use of surplus lines carriers, please be aware that these carriers may not be eligible for financial insolvency protection in the same manner that admitted carriers could be protected. This could lead to potentially uninsured exposure. Also, please be aware that NFP P&C is under no obligation to monitor any financing obligation of your premium or any matter related to premium billing conducted directly by any carrier(s).

CYBER LIABILITY COVERAGE

CARRIER	Syndicate 2623/623 at Lloyd's – **Non-Admitted**
A.M. BEST RATING	A s (Excellent) XV ($2 Billion or greater)
POLICY PERIOD	March 12, 2021 – March 12, 2022
POLICY FORM	Beazley Breach Response (F00653 112017 ed.) with BBR Information Pack

COVERAGE SECTION	LIMIT OF LIABILITY
Each Claim Limit of Liability	
• Legal, Forensic & Public Relations/Crisis Mgmt	$1,000,000
• Policy Aggregate Limit of Liability	$1,000,000
• Notified Individuals	100,000
Breach Response	
• Breach Response	$1,000,000
Additional Breach Response Limit	
• Additional Breach Response Limit	$1,000,000
First Party Insuring Agreements	
Business Interruption	
• Resulting from Security Breach	$1,000,000
• Resulting from System Failure	$1,000,000
Dependent Business Loss:	
• Resulting from Dependent Security Breach:	$100,000
• Resulting from Dependent System Failure	$100,000
Cyber Extortion Loss	$1,000,000
Data Recovery Costs	$1,000,000
Liability:	
• Data & Network Liability:	$1,000,000
• Regulatory Defense & Penalties:	$1,000,000
• Payment Card Liabilities & Costs:	Not Included
• Media Liability:	$1,000,000
E-Crime	
• Fraudulent Instruction	$250,000
• Funds Transfer Fraud	$250,000
• Telephone Fraud	$250,000
Criminal Rewards	
• Criminal Reward	$50,000
Retentions	
Legal, Forensic & Public Relations/Crisis Mgmt	$2,500/$1,250 for Legal
Retention for Cyber Extortion Loss	$1,000
Each Incident, Claim, or loss	$2,500

TOTAL ANNUAL PREMIUM	**$ 2,370.00**
SURPLUS LINES TAX MD (3%)	**$ 71.10**
TOTAL ANNUAL PREMIUM	**$ 2,441.10**

Expiring premium w/taxes $2,101.20

POLICY OVERVIEW

- Duty to Defend – Yes
- Continuity Date – November 10, 2018
- Option Extension Period – 12 months
- Optional Extension Premium – 100% of the annual policy premium
- Waiting Period - 8 Hours
- Notified Individuals Threshold – 100 Notified Individuals

ENDORSEMENTS/TERMS TO BE ADDED TO THE BASIC POLICY INCLUDE BUT ARE NOT LIMITED TO

FORM NUMBER	ENDORSEMENTS/DESCRIPTION	NEW OR AS EXPIRING
SCHEDULE2021	Lloyd's Security Schedule 2021	As Expiring
BSLMUNMA2868	Lloyd's Certificate – No policy language	As Expiring
NMA1256	Nuclear Incident Exclusion Clause-Liability-Direct (Broad) (U.S.A.)	As Expiring
NMA1477	Radioactive Contamination Exclusion Clause-Liability-Direct (U.S.A.)	As Expiring
E02804 032011 ed.	Sanction Limitation and Exclusion Clause	As Expiring
E10602 112017 ed.	War and Civil War Exclusion	As Expiring
E10595 112017 ed.	Asbestos, Pollution, and Contamination Exclusion Endorsement	As Expiring
E11122 012018 ed.	Cap on Losses Arising Out of Certified Acts of Terrorism	As Expiring
E10596 122019 ed.	Choice of Law and Service of Suite • Choice of Law: New York	As Expiring
E11294 032018 ed.	Amend Data Recovery Costs	As Expiring
E12604 012019 ed.	Amend Definition of Data	As Expiring
E06799 112017 ed.	Amend Definition of Fraudulent Instruction	As Expiring
E07594 112017 ed.	Amend Notified Individuals Threshold	As Expiring
E12698 022019 ed.	Amend Other Insurance Clause – Primary With Respect To Breach Response Services And First Party Loss	As Expiring
E11783 072018 ed.	Computer Hardware Replacement Cost • Sublimit: *$100,000*	As Expiring
E10675 012019 ed.	Contingent Bodily Injury With Sublimit Endorsement • Sublimit: *$250,000*	As Expiring

E12968 052019 ed.	Cryptojacking Endorsement • Sublimit: *$100,000* • Retention: *$2,500*	As Expiring
E11290 032018 ed.	GDPR Cyber Endorsement	As Expiring
E11848 072018 ed.	Invoice Manipulation Coverage • Limit: *$100,000* • Retention $2,500	As Expiring
E10944 032019 ed.	Post Breach Remedial Services Endorsement	As Expiring
E13038 062019 ed.	Reputation Loss • Limit: *$1,000,000* • Retention: *$2,500*	As Expiring
E12967 052019 ed.	Voluntary Shutdown Coverage	As Expiring
E05819 112017 ed.	Amend Definition of Insured	As Expiring
E09580 112017 ed.	Amend Definition of Insured Organization - Scheduled Entities Insured Organization • Warehouse Employees Union Local No 730 & Contributing Employers Prepaid Legal Service Fund • Warehouse Employees Union Local No 730 Pension Trust Fund	As Expiring
E06928 082020 ed.	Policyholder Disclosure Notice of Terrorism Insurance Coverage	As Expiring
E13915 052020 ed.	Employee Device Endorsement	New
E13372 092019 ed.	State Consumer Privacy Statutes Endorsement	As Expiring

INFORMATION REQUIRED PRIOR TO BINDING COVERAGE – PLEASE NOTE THAT COVERAGE OR PREMIUM MAY CHANGE BASED ON THE INFORMATION PROVIDED

- The additional terms in this provision supersede all other provisions. This is a conditional renewal quote, subject to change per a material change in risk since the last policy renewal or as indicated on the renewal application.
- Signed and dated questionnaire

MARKETING SUMMARY

CARRIER	RESPONSE	DETAILS
CNA	Declined	Underwriting guidelines
Chubb	Declined	Non-competitive
Travelers	Declined	Non-competitive

BEST'S FINANCIAL STRENGTH RATING GUIDE

A Best's Financial Strength Rating (FSR) is an independent opinion of an insurer's financial strength and ability to meet its ongoing insurance policy and contract obligations. An FSR is not assigned to specific insurance policies or contracts and does not address any other risk, including, but not limited to, an insurer's claims-payment policies or procedures; the ability of the insurer to dispute or deny claims payment on grounds of misrepresentation or fraud; or any specific liability contractually borne by the policy or contract holder. An FSR is not a recommendation to purchase, hold or terminate any insurance policy, contract or any other financial obligation issued by an insurer, nor does it address the suitability of any particular policy or contract for a specific purpose or purchaser. In addition, an FSR may be displayed with a rating identifier, modifier or affiliation code that denotes a unique aspect of the opinion.

Best's Financial Strength Rating (FSR) Scale

Rating Categorie	Rating Symbo	Rating Notche	Category Definitions
Superior	A+	A++	Assigned to insurance companies that have, in our opinion, a superior ability to meet their ongoing insurance obligations.
Excellent	A	A-	Assigned to insurance companies that have, in our opinion, an excellent ability to meet their ongoing insurance obligations.
Good	B+	B++	Assigned to insurance companies that have, in our opinion, a good ability to meet their ongoing insurance obligations.
Fair	B	B-	Assigned to insurance companies that have, in our opinion, a fair ability to meet their ongoing insurance obligations. Financial strength is vulnerable to adverse changes in underwriting and economic conditions.
Marginal	C+	C++	Assigned to insurance companies that have, in our opinion, a marginal ability to meet their ongoing insurance obligations. Financial strength is vulnerable to adverse changes in underwriting and economic conditions.
Weak	C	C-	Assigned to insurance companies that have, in our opinion, a weak ability to meet their ongoing insurance obligations. Financial strength is very vulnerable to adverse changes in underwriting and economic conditions.
Poor	D	-	Assigned to insurance companies that have, in our opinion, a poor ability to meet their ongoing insurance obligations. Financial strength is extremely vulnerable to adverse changes in underwriting and economic conditions.

*Each Best's Financial Strength Rating Category from "A+" to "C" includes a Rating Notch to reflect a gradation of financial strength within the category. A Rating Notch is expressed with either a second plus "+" or a minus "-".

Financial Strength Non-Rating Designations

Designati on Symbols	Designation Definitions
E	Status assigned to insurers that are publicly placed, via court order into conservation or rehabilitation, or the international equivalent, or in the absence of a court order, clear regulatory action has been taken to delay or otherwise limit policyholder payments.
F	Status assigned to insurers that are publicly placed via court order into liquidation after a finding of insolvency, or the international equivalent.
S	Status assigned to rated insurance companies to suspend the outstanding FSR when sudden and significant events impact operations and rating implications cannot be evaluated due to a lack of timely or adequate information; or in cases where continued maintenance of the previously published rating opinion is in violation of evolving regulatory requirements.
NR	Status assigned to insurance companies that are not rated; may include previously rated insurance companies or insurance companies that have never been rated by AM Best.

Rating Disclosure – Use and Limitations

A Best's Credit Rating (BCR) is a forward-looking independent and objective opinion regarding an insurer's, issuer's or financial obligation's relative creditworthiness. The opinion represents a comprehensive analysis consisting of a quantitative and qualitative evaluation of balance sheet strength, operating performance, business profile and enterprise risk management or, where appropriate, the specific nature and details of a security. Because a BCR is a forward-looking opinion as of the date it is released, it cannot be considered as a fact or guarantee of future credit quality and therefore cannot be described as accurate or inaccurate. A BCR is a relative measure of risk that implies credit quality and is assigned using a scale with a defined population of categories and notches. Entities or obligations assigned the same BCR symbol developed using the same scale, should not be viewed as completely identical in terms of credit quality. Alternatively, they are alike in category (or notches within a category), but given there is a prescribed progression of categories (and notches) used in assigning the ratings of a much larger population of entities or obligations, the categories (notches) cannot mirror the precise subtleties of risk that are inherent within similarly rated entities or obligations. While a BCR reflects the opinion of A.M. Best Rating Services, Inc. (AM Best) of relative creditworthiness, it is not an indicator or predictor of defined impairment or default probability with respect to any specific insurer, issuer or financial obligation. A BCR is not investment advice, nor should it be construed as a consulting or advisory service, as such; it is not intended to be utilized as a recommendation to purchase, hold or terminate any insurance policy, contract, security or any other financial obligation, nor does it address the suitability of any particular policy or contract for a specific purpose or purchaser. Users of a BCR should not rely on it in making any investment decision; however, if used, the BCR must be considered as only one factor. Users must make their own evaluation of each investment decision. A BCR opinion is provided on an "as is" basis without any expressed or implied warranty. In addition, a BCR may be changed, suspended or withdrawn at any time for any reason at the sole discretion of AM Best.

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EIGHT O'CLOCK COFFEE CO
155 CHESTNUT RIDGE ROAD
MONTVALE NJ 07645

March 5, 2021

Associated Administrators LLC
Board of Trustees
911 Ridgebrook Road
Sparks, MD 21152

RE: February Submission

Dear Sirs:
On March 4th, Eight O'Clock Coffee submitted the incorrect contributions for the month of February 2021. The new rate change for the Health and Welfare fund was inadvertently calculated on the pension fund. Therefore, we underpaid the Health and Welfare fund by $5,986.44 and overpaid the pension fund by $ 37,306.00
The underpayment was processed today, and you should expect the check early next week. Please let me know if we should take the credit of $ 37,306 on our March submission or you will be issuing a check refund.

Sincerely,
Michele Sgarlato

Michele Sgarlato
Payroll Mgr.
Eight O'Clock Coffee