Bakers Union and FELRA
Health and Welfare Fund
Board of Trustees Meeting
March 06, 2025

Bakers Union and FELRA
Health and Welfare Fund

911 Ridgebrook Road
Sparks, MD 21152-9451
Telephone: (410) 683-6500
Toll Free: (866) 662-2537
www.associated-admin.com

8400 Corporate Drive, Suite 430
Landover, MD 20785-2361
Telephone: (301) 459-3020
Toll Free: (866) 662-2537
www.associated-admin.com

BOARD OF TRUSTEES MEETING
MARCH 06, 2025

AGENDA

I. Call to Order

II. Minutes - Regular Meeting held December 12, 2024

III. Financial Report - Chris Little, PNC

IV. Optum Rx

V. Co-Counsel Report

VI. Administrative Managers Report – Fourth Quarter 2024

VII. Invoices

VIII. Appeal

IX. Other Fund Business

X. 2025 Meeting Dates

- Wednesday, June 11, 2025
- Thursday, September 11, 2025
- Thursday, December 11, 2025

Bakers Union and FELRA
Health and Welfare Fund

911 Ridgebrook Road
Sparks, MD 21152-9451
Telephone: (410) 683-6500
Toll Free: (866) 662-2537
www.associated-admin.com

8400 Corporate Drive, Suite 430
Landover, MD 20785-2361
Telephone: (301) 459-3020
Toll Free: (866) 662-2537
www.associated-admin.com

DRAFT

MINUTES OF THE MEETING OF THE
BOARD OF TRUSTEES OF THE
BAKERS UNION AND FELRA HEALTH AND WELFARE FUND
DECEMBER 12, 2024

The following Trustees were present:

UNION TRUSTEES	EMPLOYER TRUSTEES
L. Jones	M. Goble
G. Oskoian - Chairman	

Also present were:
J. Herishen - Calibre
C. Little - PNC Bank, NA
M. DeLancey - Blank Rome, LLP
J. Kimble - Morgan, Lewis & Bockius, LLP
K. Phillips - Associated Administrators, LLC
A. Steen - Associated Administrators, LLC

I. CALL TO ORDER

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

II. MINUTES

The Trustees reviewed the minutes of the regular Board meeting held on September 12, 2024, which were circulated in advance of the meeting.

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

RESOLVED, that the minutes of the regular Board meeting held on September 12, 2024 are approved as presented.

III. FINANCIAL REPORT – PNC BANK, NA – SUMMARY OF ACTIVITY

The Trustees welcomed Mr. Little, of PNC Bank, to the meeting.

Mr. Little presented the Summary of Activity Report for the period ending October 31, 2024, a copy of which is attached to and made a part of these minutes as Exhibit A. The report showed a beginning market value of $1,592,866.

Mr. Little reviewed the portfolio holdings as of October 31, 2024. The Fund holds 16.6% in limited maturity bonds, with a market value of $296,252 and 83.5% in cash with a market value of $1,494,148. Mr. Little noted the year-to-date return was 4.41%. Mr. Little reported the current market value of the portfolio was $1,790,400. Mr. Little reported that the Fund has $700,000 in US Treasuries. One matures 12/12/2024, one matures 01/16/2025 and matures 03/20/2025. After discussion, it was decided that the Trustees will wait until April or May, after reviewing Fund expenses, to decide what to do about the January and March maturities.

The Trustees thanked Mr. Little for his presentation, and he was excused from the remainder of the meeting.

IV. FUND AUDITOR – Joe Herishen

The Trustees welcomed Mr. Herishen, of Calibre CPA Group, PLLC ("Calibre") to the meeting.

A. Financial Statements for the Years Ended December 31, 2023 and 2022

Mr. Herishen presented the Financial Statements for the years ended December 31, 2023 and 2022. He stated that the auditor's opinion was an unmodified opinion and the financial statements were in conformity with the generally accepted accounting principles.

Mr. Herishen reported the net assets available for benefits on December 31, 2022 were $1,884,349. He noted total additions for the year ended December 31, 2023 of $4,412,708 and total deductions $4,549,450, resulting in a decrease of net assets available for benefits of $136,742, and producing net assets available for benefits on December 31, 2023 of $1,747,607. He also reviewed the notes to the financial statements, the schedule of administrative expenses, the schedule of employer contributions, and the schedule of benefits. Mr. Herishen reported that the Forms 5500 and 990 were filed timely.

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

> **RESOLVED, to accept the 2023 Financial Statements as presented.**

V. OPTUM Rx

Ms. Steen reviewed the report prepared by Optum Rx titled Plan Performance Report for the period January 2024 to September 2024, a copy of which is attached to and made a part of these minutes as Exhibit B. She provided an overview of the Plan's drug utilization and costs for the period January 2024 to September 2024. The Plan cost per member per month (pmpm) was $177.67 for the period January 2024 to September 2024 as compared to $165.21 for the period of January 2023 through December 2023. The OptumRx Taft Hartley book of business ("BOB") per member per month cost for the period January 2024 to September 2024 was $130.03. Specialty trend was -26.3%, compared to the benchmark trend of 14.6% The top twenty traditional and specialty drugs paid by the Plan from January 1, 2024 to

September 31, 2024 were reviewed. She also reported the Utilization Management Program savings for January 2024 through September 2024 was $155,900 Vigilant Drug Program savings was $38,881 and Variable Co-payment Program was $10,830.

The top traditional disease state is Diabetes, the top specialty disease state is Inflammatory Conditions. The top 5 disease states accounted for 69% of total plan cost. Diabetes accounts for 27.4% of total plan cost. Inflammatory Conditions account for 20.9% of total plan cost.

VI. CO-COUNSEL REPORT

A. Trust Agreement Amendment

Mr. Kimble reported that co-counsel recommends amending the Trust Agreement to allow the contributing employers to replace trustees when necessary. Giant would appoint one trustee and Safeway would appoint one trustee. The amendment will be presented at the next meeting.

B. Summary Plan Description ("SPD")

Mr. Kimble reported that Fund Counsel and Associated Administrators have reviewed the draft SPD. The Trustees reviewed several possible changes to the SPD.

- Page 111 – treatment of sexual dysfunction (except for erectile dysfunction drugs, such as Viagra, as specified under the Prescription Drug benefit) or trans-sexual surgery; (LEAVE "AS IS" IN THE SPD)
- Page 112 - Psychological Testing for purposes of diagnosis. (DELETE FROM SPD)
- Page 113 - Treatment for learning disabilities, hyperkinetic syndromes, mental retardation, developmental delay, attention deficit disorders is not covered. This exclusion does not apply to diagnostic testing to determine the existence of such conditions. (LEAVE AUTISM IN)

- Page 114 – 36. Nutritional counseling and services, supplies or medications primarily for dietary control. (CHANGE TO WEIGHT LOSS)
- Page 114 – 43. Losses resulting from self-inflicted or self-induced injury or illness. (MR. KIMBLE TO REWORD, NOT EXCLUDED IF ACCOMPANYING DIAGNOSIS OF THE TREATMENT OF DEPRESSION)
- The Trustees also discussed the possible coverage of Gene Therapy. Because of cost, this will not be covered at this time. Members may appeal.

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

RESOLVED, to adopt all of the above changes to the SPD.

VII. ADMINISTRATIVE MANAGER REPORT

Ms. Steen presented the Administrative Manager Report for the third quarter of 2024. The report showed employer contribution income of $993,997, employee payroll deduction income of $36,274, COBRA payments of $2,650, interest and dividend income of $23,967, and miscellaneous income of $100,910, producing a total income of $1,157,798. Expenses included $501,405 for medical benefits, $30,182 for CIGNA premiums, $41,507 for dental premiums, $284,809 for prescription drug benefits, $23,333 for life insurance/STD/A&S benefits, $25,253 for stop loss insurance, $5,183 for optical benefits, and $81,562 in operating expenses, producing total expenses of $1,082,013 and resulting in a surplus of $75,785 for the quarter. Contributions were made on behalf of 435 active participants and there were no delinquencies.

Ms. Steen noted that as of November 31, 2024, the Fund had $1,864,265.09 in assets, representing 4.8 months of reserves.

MOA – Giant/Safeway

Ms. Steen reviewed page 21 of the meeting book and noted that the excess reserve calculation is an estimate. The current fund reserve is 4.8 months, which is 0.8 months over the 4.0 month threshold in the MOA. A credit is due Giant and Safeway of .80 months. The numbers are currently estimate. After final calculations are complete, Ms. Steen will replace page 21 showing the new calculation.

VIII. INVOICES

Ms. Steen reviewed a list of invoices dated December 12, 2024. She stated that there were no additions, deletions or changes to the list. The Trustees reviewed the list and determined that all invoices represent proper Fund expenses.

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

> **RESOLVED, to approve payment of the invoices dated December 12, 2024 as presented.**

IX. APPEAL – 3E24/105-6987

One appeal was presented to the Trustees. The participant is appealing to have immediate reinstatement of her medical and prescription Fund coverage back to January 1, 2024. The participant states that she made numerous calls to her Giant Food Human Resources department on May 20, 2024 and May 31, 2024. She spoke with three separate representatives. The participant also states that each time she spoke with a Human Resources representative, she was assured that her coverage was active. The participant states that despite her best efforts, when she called the Fund Office on August 2, 2024 for verification of benefits, she was advised that her coverage had been converted from Plan 3 to Plan 4 due to insufficient hours worked. The participant states that this causes significant stress and hardship for her because her medical bills from January 1, 2024 to present would not be covered. The participant also states that this is unjust and not her fault as Giant Food Human Resources did not fulfill their legal obligations and notify her in a timely manner that her coverage would be changed.

Fund records indicate that the participant called the Fund Office on July 29, 2024 regarding her medical claims and was notified by a representative that her medical coverage had been terminated as of December 31, 2023. The participant was then advised that per Giant Human Resources the participant's hours had dropped to 20 hours per week for 2024, which resulted in her Plan of Benefits changing to ancillary benefits only. The participant was also further advised that she had until October 2, 2024 to elect COBRA if she wanted to ensure that any incurred medical claims for 2024 would be processed.

Note: At this time, the participant has no claims on file for 2024, and no COBRA paperwork has been received from the participant.

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

> **RESOLVED, to approve the reinstatement of Plan 3 medical benefits for the 2024 plan year only.**

X. OTHER FUND BUSINESS

A. Stop Loss – Ed Chicoski

Ms. Steen presented the Stop Loss coverage options for coverage for the 2025 plan year. The Trustees had several questions so it was decided that a call is needed with Ed Chicoski to discuss the 2025 Stop Loss options. The meeting is scheduled for Monday, December 16th at 4:00pm EST.

B. Cyber Liability Insurance

Ms. Steen reviewed the Cyber Liability Insurance renewal for the 2025 plan year.
The carrier is Travelers and the premium is $5,277 (which is a 0.2% decrease) for $2 million liability coverage, $1 million coverage for breach response costs including a limit of 100,000 notifications.

C. Gag Clause Attestation

Ms. Steen presented the annual Gag Clause Attestation for Trustee signatures. Associated Administrators will file this with the DOL.

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

> **RESOLVED, to approve a standing motion that Associated Administrators is authorized to sign the annual Gag Clause Attestation on behalf of the Fund.**

D. A&S Financial

A&S Financial is a claims review company that the Fund has been using to find discounts on claims over $50,000. Using this company presents delays in processing claims and the Fund has never received any discount while using them. After discussion, the following decision was made:

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

> **RESOLVED, to discontinue the use of A&S Financial for claims review.**

E. Greenlight – Technology Services

Greenlight is a company that offers services for the creation of out-of-network machine readable files and a price comparison tool, in compliance with the No Surprises Act. Because the Fund does not offer out-of-network coverage, it is recommended to discontinue the use of Greenlight.

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

RESOLVED, to discontinue the use of Greenlight.

F. Administrative Services Contract Renewal

Ms. Steen stated that the Fund's administrative services contract with Associated Administrators will expire on December 31, 2024. She presented a letter from Associated dated December 12, 2024, proposing a three-year contract renewal for the period of January 1, 2025 to December 31, 2027 with an annual fee increase of 3% each year.

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

RESOLVED, to approve a three-year extension of the administrative contract between the Fund and Associated Administrators, LLC for the period January 1, 2025 through December 31, 2027 as presented.

G. Resignation – Mike Goble

Michael Goble informed the Board that, effective December 28, 2024, he is resigning his seat as a Management Trustee. Giant's trustee replacement is Jody Kans.

XI. NEXT MEETING DATE AND LOCATION

After discussion, the Trustees noted that the next regular Board meeting will be Thursday, March 6, 2025 at 10:00 A.M.

XII. ADJOURNMENT

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

Respectfully submitted,

Gary Oskoian

Attachments:

Exhibit A: PNC Capital Advisors Investment Review for Period Ending October 31, 2024
Exhibit B: Optum Rx Plan Performance Report January 2024 through September 2024

BAKERS UNION AND FELRA

HEALTH AND WELFARE FUND

FOURTH QUARTER 2024

ADMINISTRATIVE MANAGER'S REPORT

FOURTH QUARTER 2024
PLAN 1
CONTRIBUTIONS

EMPLOYER CONTRIBUTIONS

	FT/PT	RATE	PARTICIPANTS	CONTRIBUTIONS
GIANT	FT	$ 1,225.62	76	$ 279,441
SAFEWAY	FT	$ 1,225.62	117	$ 431,418
TOTAL			**193**	**$ 710,859**

EMPLOYEE PAYROLL

GIANT	$ 42.54	91	$ 15,305
SAFEWAY	$ 42.54	185	$ 20,500
TOTAL		**276**	**$ 35,805**

FOURTH QUARTER 2024
PLAN 1
EXPENSES

BENEFIT EXPENSES

BENEFIT	RATE	EXPENSE	COMMENT
MEDICAL		$ 653,106	
CIGNA	$ 32.06	$ 25,214	
DELTA DENTAL	$ 41.11	$ 24,634	
OPTUM RX		$ 229,488	1,153 SCRIPTS
DISABILITY		$ -	
LIFE/AD&D/DISABILITY	.185/.025/.391	$ 11,403	
OPTICAL PROVIDER	$ 5.36	$ 3,055	
STOP LOSS	$ 27.83	$ 25,899	
SUB TOTAL		$ 972,799	

OPERATING EXPENSES

ADMINISTRATION	$ 32.23	$ 18,758	
MISCELLANEOUS		$ 35,690	
SUB TOTAL		$ 54,448	

TOTAL EXPENSES	**$ 1,027,247**

MISCELLANEOUS EXPENSES

ACCOUNTING	$ 977
BONDING AND FIDUCIARY INSURANCE	$ 6,383
CONSULTANTS	$ -
CYBER SECURITY INSURANCE	$ -
IFEBP MEMBERSHIP DUES	$ -
INVESTMENT FEES	$ -
LEGAL	$ 25,182
MEETINGS	$ 643
ACA REGULATIONS	$ -
PCORI FEE	$ -
PNC ACCOUNT FEE	$ 370
POSTAGE	$ 920
PRINTING	$ 325
RECORD SEARCH	$ -
SOFTWARE SUPPORT	$ -
TELEPHONE	$ 228
GREEN LIGHT TECH SERVICES	$ 662
TRANSITIONAL REINSURANCE	$ -

TOTAL MISCELLANEOUS EXPENSES	**$ 35,690**

FOURTH QUARTER 2024
PLAN 3
CONTRIBUTIONS

EMPLOYER CONTRIBUTIONS

	FT/PT	RATE	PARTICIPANTS	CONTRIBUTIONS
GIANT	FT	$ 593.00	60	$ 107,333
GIANT	PT	$ 161.42	17	$ 8,072
SAFEWAY	FT	$ 593.00	65	$ 116,228
SAFEWAY	PT	$ 161.42	87	$ 42,130
TOTAL			**229**	**$ 273,763**

FOURTH QUARTER 2024
PLAN 3
EXPENSES

BENEFIT EXPENSES

BENEFIT	RATE	EXPENSE	COMMENT
MEDICAL		$ 53,900	
CIGNA	$ 32.06	$ 10,698	
DELTA DENTAL	$ 41.11	$ 13,080	
OPTUM RX		$ 56,295	303 SCRIPTS
LIFE/AD&D	.185/.025/.391	$ 4,737	
OPTICAL PROVIDER	$ 5.36	$ 1,619	
STOP LOSS	$ 27.83	$ 8,715	
SUB TOTAL		$ 149,044	

OPERATING EXPENSES

ADMINISTRATION	$ 32.23	$ 22,174	
MISCELLANEOUS		$ 18,215	
SUB TOTAL		$ 40,389	

TOTAL EXPENSES	**$ 189,433**

MISCELLANEOUS EXPENSES

ACCOUNTING	$ 498
CONSULTANTS	$ -
CYBER SECURITY INSURANCE	$ -
IFEBP MEMBERSHIP DUES	$ -
LEGAL	$ 12,851
PCORI	$ -
PNC ACCOUNT FEE	$ 189
PRINTING	$ 166
TELEPHONE	$ 117
GREEN LIGHT TECH SERVICES	$ 338
TRANSITIONAL REINSURANCE	$ -

TOTAL MISCELLANEOUS EXPENSES	**$ 18,215**

FOURTH QUARTER 2024
PLAN 4
CONTRIBUTIONS

EMPLOYER CONTRIBUTIONS

	FT/PT	RATE	PARTICIPANTS	CONTRIBUTIONS
GIANT	PT	$ 25.72	4	$ 308
SAFEWAY	PT	$ 25.72	13	$ 977
TOTAL			**17**	**$ 1,285**

FOURTH QUARTER 2024
PLAN 4
EXPENSES

BENEFIT EXPENSES

BENEFIT	RATE	EXPENSE	COMMENT
MEDICAL		$ -	
CIGNA	$ 32.06	$ -	
DELTA DENTAL	$ 41.11	$ 2,180	
LIFE/AD&D	.185/.025/.391	$ 453	
OPTICAL PROVIDER	$ 5.36	$ 279	
SUB TOTAL		$ 2,912	

OPERATING EXPENSES

ADMINISTRATION	$ 32.23	$ 1,612	
MISCELLANEOUS		$ -	
SUB TOTAL		$ 1,612	

TOTAL EXPENSES	**$ 4,524**

[1] Eligibility is based on a per eligible count instead of member count

2024
COMBINED
QUARTERLY RECAP

INCOME	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
EMPLOYER CONTRIBUTIONS	$ 1,018,515	$ 1,010,430	$ 993,997	$ 985,907	$ 4,008,849
EMPLOYEE PAYROLL	$ 35,824	$ 34,761	$ 36,274	$ 35,805	$ 142,664
COBRA	$ 883	$ 2,650	$ 2,650	$ 1,767	$ 7,950
INTEREST & DIVIDENDS	$ 17,806	$ 20,192	$ 23,967	$ 13,892	$ 75,857
MISCELLANEOUS INCOME	$ 54,847	$ 52,810	$ 100,910	$ 92,770	$ 301,337
TOTAL INCOME	$ 1,127,875	$ 1,120,843	$ 1,157,798	$ 1,130,141	$ 4,536,657

EXPENSES	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
MEDICAL	$ 361,827	$ 501,405	$ 581,484	$ 707,006	$ 2,151,722
CIGNA	$ 32,562	$ 29,970	$ 30,182	$ 35,912	$ 128,626
DENTAL-DENEX	$ 42,118	$ 42,771	$ 41,507	$ 39,894	$ 166,290
DRUG	$ 281,093	$ 310,514	$ 284,809	$ 285,783	$ 1,162,199
DISABILITY	$ -	$ -	$ 5,200	$ -	$ 5,200
LIFE	$ 16,492	$ 16,631	$ 16,833	$ 16,593	$ 66,549
OPTICAL	$ 5,435	$ 5,301	$ 5,183	$ 4,953	$ 20,872
STOP LOSS	$ 35,586	$ 35,467	$ 35,253	$ 34,614	$ 140,920
OPERATING EXPENSE	$ 77,933	$ 66,432	$ 81,562	$ 96,449	$ 322,376
TOTAL EXPENSE	$ 853,046	$ 1,008,491	$ 1,082,013	$ 1,221,204	$ 4,164,754
SURPLUS (DEFICIT)	**$ 274,829**	**$ 112,352**	**$ 75,785**	**$ (91,063)**	**$ 371,903**

	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	AVERAGE
TOTAL PARTICIPANTS	429	431	435	439	434

FUND RESERVE	$ 1,698,846	$ 1,861,265	$ 1,788,245	$ 1,725,203

Optum Rx Pharmacy Rebate received 12/30/24 = $86,580.00
Optum Rx Annual Reconciliation recd 10/7/24 and 10/29/24
10/7/24 = $2,487.00 and 10/29/24 = $3,041.00
EpiPen Anti Trust Settlement rec'd 11/5/24 = $661.65

Disability figure is residual from prior year claims

Miscellaneous expense assigned to Plan 1, 2, 3 and 4 is based on participant counts-
approved by The Board of Trustees on September 13, 2006.

2023
COMBINED
QUARTERLY RECAP

INCOME	FIRST 2023	SECOND 2023	THIRD 2023	FOURTH 2023	TOTAL
EMPLOYER CONTRIBUTIONS	$ 1,051,939	$ 1,020,244	$ 1,001,959	$ 1,009,349	$ 4,083,491
EMPLOYEE PAYROLL	$ 33,361	$ 37,835	$ 40,091	$ 37,133	$ 148,420
COBRA	$ 4,950	$ 3,713	$ 2,475	$ 3,713	$ 14,851
INTEREST & DIVIDENDS	$ 8,753	$ 3,491	$ 29,185	$ 11,710	$ 53,139
MISCELLANEOUS INCOME	$ 44,950	$ -	$ 51,140	$ -	$ 96,090
TOTAL INCOME	$ 1,143,953	$ 1,065,283	$ 1,124,850	$ 1,061,905	$ 4,395,991

EXPENSES	FIRST 2023	SECOND 2023	THIRD 2023	FOURTH 2023	TOTAL
MEDICAL	$ 912,446	$ 421,362	$ 459,920	$ 523,752	$ 2,317,480
CIGNA	$ 31,793	$ 30,671	$ 30,144	$ 30,541	$ 123,149
DENTAL-DENEX	$ 40,001	$ 40,699	$ 39,675	$ 41,933	$ 162,308
DISABILITY	$ 6,114	$ 10,943	$ 17,057	$ 5,971	$ 40,085
DRUG	$ 247,395	$ 262,086	$ 314,435	$ 320,845	$ 1,144,761
LIFE[1]	$ 4,877	$ 4,800	$ 4,775	$ 16,488	$ 30,940
OPTICAL	$ 5,180	$ 5,382	$ 5,285	$ 5,328	$ 21,175
STOP LOSS	$ 25,773	$ 34,301	$ 34,302	$ 33,024	$ 127,400
OPERATING EXPENSE	$ 58,951	$ 70,704	$ 79,192	$ 62,601	$ 271,448
TOTAL EXPENSE	$ 1,332,530	$ 880,948	$ 984,785	$ 1,040,483	$ 4,238,746
SURPLUS (DEFICIT)	**$ (188,577)**	**$ 184,335**	**$ 140,065**	**$ 21,422**	**$ 157,245**

	FIRST 2023	SECOND 2023	THIRD 2023	FOURTH 2023	AVERAGE
TOTAL PARTICIPANTS	419	411	412	438	420
FUND RESERVE	$ 1,161,224	$ 1,308,815	$ 1,406,519	$ 1,586,606	

Miscellaneous expense assigned to Plan 1, 2, 3 and 4 is based on participant counts-
approved by The Board of Trustees on September 13, 2006.

FOURTH QUARTER 2024
PLANS 1, 2, 3 & 4
DELINQUENCIES

NONE

BAKERS UNION & FELRA	
HEALTH AND WELFARE	
GAIN/LOSS STATEMENT	
Jan-25	
Beginning Bank Balance	**$1,612,590.17**
Contributions	371,736.18
Investments	7,944.77
RX Rebate	12,820.98
Medical Refund	2,795.39
TOTAL INCOME	**$395,297.32**
EXPENSES:	
Medical Claims	156,776.51
Cigna	24,334.27
Dental	13,516.00
Vision	1,758.08
Drug	50,084.56
Stop Loss	12,408.31
Operating Expenses	31,597.16
Legal Expenses	14,885.00
Life / AD&D / Disability Insurance	0.00
Investments Loss	2,427.35
Cyber Liability Premium	5,277.00
Fiduciary Liability Premium	4,364.00
Audit / Actuary	142.91
TOTAL EXPENSES	**$317,571.15**
GAIN/LOSS	**$77,726.17**
Ending Bank Balance	**$1,690,316.34**
Current Months of Reserve	**4.5**
Previous Quarters Reserve	**4.8**

January 31, 2025 Fund Reserve

Months of Available Fund Reserve		
Expenses		
January 1 - December 31, 2024		$ 4,608,218.74
January 1 - January 31, 2025		$ 317,571.15
Total		$ 4,925,789.89
Per Month		$ 378,906.91
Fund Reserve		
31-Jan-25		**$1,690,316.34**
Months of Reserve		**4.5**

Contribution Rates				
	Plan 1	**Plan 2**	**Plan 3**	**Plan 4**
2009	$2.66	$1.08		
2010	$5.19	$2.17		
2011/12	$5.01	$2.59		
2013	Full Time $844.00	$485.00		
2014	Full Time $853.00	$485.00		
2015	Full Time $830.00	$267.00	$262.00	$18.40
2016	Full Time $830.00	$267.00	$262.00	$18.40

Bakers Union and FELRA Health and Welfare Fund

INVOICES

March 06, 2025

Associated Administrators, LLC

11/26/2024	Administrative Fee for September 2024	$13,819.13
11/26/2024	Vonage Billing 9/2024 & 10/2024	$176.57
12/12/2024	2025 Open Enrollment Mailing	$1,094.88
01/07/2025	Administrative Fee for November 2024	$14,213.43
01/23/2025	Administrative Fee for December 2024	$14,607.39
02/26/2025	Administrative Fee for January 2025	$14,807.20

Blank Rome, LLP

12/04/2024	Professional Services Rendered through November 30, 2024	$528.00
01/15/2025	Professional Services Rendered through December 31, 2024	$6,534.00
02/13/2025	Professional Services Rendered through January 31, 2025	$1,584.00

Morgan Lewis and Brokius LLP

12/11/2024	Professional Services Rendered through November 30, 2024	$4,596.00
01/16/2025	Professional Services Rendered through December 31, 2024	$8,351.00
02/11/2025	Professional Services Rendered through January 31, 2025	$1,589.50

Calibre

10/30/2024	Billing for additional processional services rendered in connection with the preparation and attendance of the December 12, 2024 Board of Trustee meeting - Annapolis, MD	$710.00

Segal

12/17/2024	Fiduciary Liability Renewal - Effective date 1/1/2025-12/31/2025	$4,364.00
12/19/2024	Cyber Liability Renewal - Effective date 12/29-2024 - 12/29/2025	$5,277.00

NAME: **SS#:**

Bakers Union and FELRA Health and Welfare Fund

EMPLOYER:	Giant	**LOCAL:**	118
DATE OF HIRE:	September 14, 2002	**STATUS:**	Part time
PLAN:	BFWMED		

ISSUE: Hospital/Medical – Excluded Services #M24/110-3766

FUND RULE:
"**General Exclusions**

The expenses listed below are excluded from payment under all benefit categories, for Plan 1, Plan 2 and Plan 3 Participants, unless otherwise stated. [...]

34. Telephone consultations with patients or charges for failure to keep a regularly scheduled appointment [...]"
(Bakers Union and FELRA Health and Welfare Fund SPD, July 2016, Pages 114-116, #34)

"**Telehealth Services Extension**

In response to the continuing COVID-19 pandemic and recognizing the challenges the pandemic is causing Participants in obtaining medical services and exercising their rights under the plan, the Board of Trustees has extended coverage of Telehealth Services. The Fund will continue to provide coverage for medical services unrelated to COVID-19 provided by a PPO provider by telephone conference or video conference, subject to any applicable Plan limits, rules, and cost-sharing requirements that would apply to an in person visit for the same service. ***Coverage is limited to the period from March 18, 2020 through June 30, 2021.***"
(Quoted from the Bakers Union and FELRA Health and Welfare Fund "For Your Benefit" newsletter, April 2021, Page 8) (emphasis added)

SUMMARY:	Date(s) of Service:	October 1, 2024, October 8, 2024, October 15, 2024, November 5, 2024, November 12, 2024
	Claim(s) Received:	October 7, 2024, October 11, 2024, October 18, 2024, November 8, 2024, November 15, 2024
	Claim(s) Denied:	October 21, 2024, October 31, 2024, November 11, 2024, November 20, 2024
	Appeal Received:	November 21, 2024

The **participant** is appealing for payment of a claim for telehealth services that was denied. The participant states that she received telehealth services after a miscommunication between Cigna and the provider that telehealth services are covered.

Fund records indicate that Hope and Healing Psychotherapy submitted claims for telehealth services rendered on October 1, 2024 through November 12, 2024. The claims were denied because the Plan specifically excludes coverage of telehealth services. The Board of Trustees amended the Plan to allow coverage of telehealth services for the temporary period from Mach 18, 2020 through June 30, 2021, only. This claim was incurred after June 30, 2021.

ACTION: **Approved** ☐ **Denied** ☐ **Tabled** ☐

COMMENTS:

November 19, 2024

Member number U34700007

To whom it may concern,

I have been receiving therapy from hope and healing through Telehealth.
Unfortunately there was a miscommunication between Cigna and the provider.
When first contacted it was stated that I was covered.
I have provided the documents form Hope and Healing (Andrea Bosler)
I would like to appeal the decision to deny the claim based on the miscommunication.
(And I just can't afford that)

My apologies for the misunderstanding and I have canceled all future Telehealth appt.
and would like
To continue in person therapy.

I have enclosed a copy of the invoice for services received (dates and payments) also information concerning the initial contact.

Please feel free to contact me if you should have any questions or concerns.

Kindest Regards

Andrea Bosler's information is in the attached documents I'm sure she wouldn't mind if you called her with any questions or concerns as well

From: **Andrea Bosler** admin@hopehealingtherapy.com
Subject: Insurance Information
Date: November 14, 2024 at 2:01 PM
To:

Andrea Bosler called on 11/13/24: Member can appeal. No telehealth benefits. Ref #BCZR76111324

Logan Roberts called on 9/24/24: Active as of 1/1/2014. $300 deductible has been met. Plan will cover 80% client is responsible for 20% until $4,000 is paid ($512 has been paid as of 9/25/24) No out of network benefits. Ref #BCZR7692524

Hope this helps!

Andrea Bosler
Administrative Assistant
Hope & Healing Psychotherapy, LLC
301-690-8404 x 0

Please note, my office hours are Monday-Thursday from 8:30am - 4:00pm Friday from 9:00am - 1:00pm.

This email account is not monitored 24 hours a day. If you are trying to get help for a mental health emergency, please call 911. Other resources that are helpful include: calling 211, texting 741741 or calling the local crisis center hotline number at 410-535-1121.

This email account is not monitored 24 hours a day. If you are trying to get help for a mental health emergency, please call 911. Other resources that are helpful include: calling 211, texting 741741, or calling the local crisis center hotline number at 410-535-1121. The contents of this email and any attachments are intended solely for the use of the named addressee(s) and may contain confidential and/or legally privileged information. Any unauthorized use, copying, disclosure, forwarding, or distribution of the contents of this e-mail is strictly prohibited by the sender and may be unlawful. If you are not the intended recipient, please notify the sender immediately and delete this e-mail.

From

Hope and Healing Psychotherapy, LLC.
PO Box 2514
Leonardtown, MD 20650-8514

Hope and Healing

Statement

For January 01, 2024 - November 15, 2024

To

Statement
#4361
Issued: 11/15/2024

Provider
Amber Noegel
(301) 690-8404
jennifer@hopehealingtherapy.com
License: LGPC #LGP14157

Client

Summary

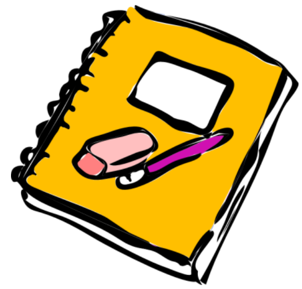
Beginning Balance As of 01/01/2024	0.00
Invoices	915.00
Payments	-100.00
Ending Balance As of 11/15/2024	**$815.00**

Details

Date	Description	Charges	Payments	Balance
10/01/2024	INV #36351 10/01/2024 Psychiatric Diagnostic Evaluation (90791) with Amber Noegel	20.00	--	20.00
10/02/2024	Payment Stripe Visa (...1232)	--	20.00	0.00
10/08/2024	INV #36622 10/08/2024 Psychotherapy, 60 min (90837) with Amber Noegel	20.00	--	20.00

Date	Description	Charges	Payments	Balance
10/09/2024	Payment Stripe Visa (...1232)	- -	20.00	0.00
10/15/2024	INV #36906 10/15/2024 Psychotherapy, 60 min (90837) with Amber Noegel, Brief emotional/behavioral assessment (eg, depression inventory, attention-deficit/hyperactivity disorder [ADHD] scale), with scoring and documentation, per standardized instrument (96127) with Amber Noegel	20.00	- -	20.00
10/16/2024	Payment Stripe Visa (...1232)	- -	20.00	0.00
11/05/2024	INV #37704 11/05/2024 Psychotherapy, 60 min (90837) with Amber Noegel	20.00	- -	20.00
11/06/2024	Payment Stripe Visa (...1232)	- -	20.00	0.00
11/12/2024	INV #37983 11/12/2024 Psychotherapy, 60 min (90837) with Amber Noegel, Brief emotional/behavioral assessment (eg, depression inventory, attention-deficit/hyperactivity disorder [ADHD] scale), with scoring and documentation, per standardized instrument (96127) with Amber Noegel	20.00	- -	20.00
11/13/2024	INV #38055 10/01/2024 Fee Adjustment for the session on 10/01/2024 with Amber Noegel 10/08/2024 Fee Adjustment for the session on 10/08/2024 with Amber Noegel 10/15/2024 Fee Adjustment for the session on 10/15/2024 with Amber Noegel 11/05/2024 Fee Adjustment for the session on 11/05/2024 with Amber Noegel 11/12/2024 Fee Adjustment for the session on 11/12/2024 with Amber Noegel	815.00	- -	835.00
11/13/2024	Payment Stripe Visa (...1232)	- -	20.00	815.00

Hope and Healing Psychotherapy, LLC
23140 Moakley Street, Suite 6
PO Box 2514
Leonardtown, MD 20650
Amber Noegel: Employed & supervised by Anastasia Wynn, License: LCSW-C #19038, NPI: 1215491527



MEETING NOTES