VEBA FUND MEETING

FELRA & UFCW VEBA FUND

AGENDA

MARCH 11, 2022

(Approximately 11:00 a.m.)

I. CALL TO ORDER

II. TRUSTEE APPOINTMENT

III. MINUTES (pg. 4-19)
- **A. REGULAR MEETING – DECEMBER 15, 2021**
- **B. APPEALS COMMITTEE MEETING – JANUARY 11 , 2022**
- **C. SCHOLARSHIP COMMITTEE MEETING – DECEMBER 15, 2022**

IV. FINANCIAL REPORT (pg. 21-22)
- **A. PNC REPORT**
- **B. INVESTMENT PERFORMANCE SERVICES**

V. CONSULTANTS' REPORTS (pg. 24-26)
- **A. SEGAL COMPANY**
  - **i. CAREFIRST RENEWAL – REVISED**
- **B. RX BENEFITS**

VI. ATTORNEYS' REPORT (pg. 28-31)
- **A. REGULAR**
- **B. DELINQUENCY REPORT**
- **C. SUBROGATION**

VII. ADMINISTRATIVE MANAGER'S REPORT - (4Q2021) (pg. 33-97)

VIII. INVOICES (pg. 99-100)

IX. OTHER FUND BUSINESS
- **A. SAFEWAY PAYROLL AUDIT – STATUS UPDATE**
- **B. COVID-19 RELATED CLAIMS PROCESSING – STATUS UPDATE**
- **C. COBRA PREMIUM SUBSIDY – STATUS UPDATE**
- **D. CHEIRON FASB 2022 ENGAGEMENT LETTER**
- **E. CALIBRE ENGAGEMENT LETTER – PY 2021**
- **F. SUMMARY MATERIAL MODIFICATIONS**
- **G. SCHOLARSHIP FUND TERMINATION UPDATE**
- **H. MISCELLANEOUS CORRESPONDENCE**

X. NEXT MEETING DATE AND LOCATION (JUNE 10, 2022)

XI. ADJOURNMENT

MINUTES

FELRA & UFCW Health & Welfare Plan

A Plan of the Food Employers Labor Relations Association
and United Food and Commercial Workers
VEBA Fund

911 Ridgebrook Road
Sparks, Maryland 21152-9451
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VEBA Fund

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MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES
OF THE FELRA AND UFCW VEBA FUND
VIA VIDEO CONFERENCE
DECEMBER 15, 2021

The following Trustees were present:

Union Trustees	**Employer Trustees**
M. Federici – Secretary	J. Paradis – Chairman
J. Chorpenning	D. Dosenbach
A. Hanson	M. Goble

Also present were:

Y. Anwar – UFCW Local 400
N. Eid – Confidio
J. Hack – UFCW Local 27
J. Harrison – UFCW Local 27
D. Jensen – Associated Administrators, LLC
M. Kreps – Groom Law Group
C. McDonough – Investment Performance Services
R. McKnight – Associated Administrators, LLC
C. Murphy – Associated Administrators, LLC
S. Sanchez – Slevin & Hart, P.C.
A. Sims – Associated Administrators, LLC
B. Slevin – Slevin & Hart, P.C.
J. Timm – The Segal Company
L. Walsh – Associated Administrators, LLC
M. Wilson – UFCW Local 400
A. Yu – Investment Performance Services

I. CALL TO ORDER

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

II. MINUTES

The Trustees reviewed the minutes of the last regular meeting held on September 27, 2021, and the Appeals Committee meetings of October 13, 2021 and November 5, 2021, all of which were pre-circulated.

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

> **RESOLVED that the minutes of the regular meeting held on September 27, 2021, and the Appeals Committee meetings of October 13, 2021 and November 5, 2021 are approved, as presented.**

III. FINANCIAL REPORT

A. PNC Bank

1. Summary of Activity Report – ERISA Account – October 31, 2021

Mr. Jensen presented the PNC Summary of Activity report for the period January 1, 2021 through October 31, 2021. Such report indicated a beginning market value of $32,607,051, earnings of $782,634, receipts of $93,515,267, and disbursements of $109,978,613, producing an ending market value of $16,926,339 as of October 31, 2021.

2. Summary of Activity Report – Non-ERISA Account DDA – October 31, 2021

Mr. Jensen presented the PNC Summary of Activity report for the Non-ERISA account for the period January 1, 2021 through October 31, 2021. Such report indicated a beginning market value of $7,130,603, receipts of $90,125,656, and disbursements of $96,392,194, producing an ending market value of $864,066 as of October 31, 2021.

3. Reserves

Mr. Jensen noted that as of October 31, 2021, the FELRA VEBA Fund had $23,249,485 in reserves, representing 2.16 months of reserves, compared to 2.46 months as of September 30, 2021. The average expense for the four quarters ending June 30, 2021 was $10,744,650.

B. Investment Performance Services

The Trustees welcomed Mr. Chris McDonough, and Ms. Angela Yu of Investment Performance Services ("IPS") to the meeting.

1. Master Consulting Report – September 30, 2021

Mr. McDonough reviewed the Master Consulting Report for the period ending September 30, 2021. Such report indicated a beginning market value of $18,400,224, a net cash flow of $1,401,168, and a net investment change of $74,913, resulting in an ending market value of $19,876,305. The year-to-date performance through September 30, 2021 was 2.9%, gross of fees.

2. Preliminary Performance Update – October 31, 2021

Mr. McDonough reviewed the Preliminary Performance Report for the period ending October 31, 2021. Such report indicated a beginning market value of $19,876,305, negative net cash flow of $3,035,033, and a net investment change of $84,852, resulting in an ending market value of $16,926,124. The year-to-date performance was 3.4%, gross of fees.

3. Asset Allocation Review

Mr. McDonough stated that due to the timing and size of contributions to the Fund and withdrawals for cash needs, certain of the Fund's current allocations vary widely from the Investment Policy targets. He noted that as of July 31, 2021 the ARA Core Property Fund, LP real estate redemption was fully satisfied. Mr. McDonough discussed the Plan's cash needs and reported on IPS's recommendation that the Trustees consider rebalancing to bring the asset allocations closer to the Investment Policy targets. Mr. McDonough provided an overview of the current Investment Policy allocations and presented alternative portfolio options for the Trustees' consideration, as detailed in the IPS Q3 Master Consulting Report.

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

> **RESOLVED, to amend the Fund's Investment Policy asset allocation targets such that the real estate target is 10%, the US large cap equity target is 10%, the intermediate fixed income target is 50%, the short duration high yield target is 25%, and the cash target remains 5%, as recommended by IPS.**

The Trustees thanked the representatives of Investment Performance Services for their report and they were excused from the meeting.

IV. <u>CONSULTANT'S REPORT</u>

The Trustees welcomed Mr. Josh Timm of the Segal Company ("Segal") and Ms. Nancy Eid of Confidio to the meeting.

A. The Segal Company

i. Carefirst Renewal

Mr. Timm reviewed CareFirst's proposed Network Lease and Flex Link Lease renewal rates document dated November 8, 2021. He noted the five-year proposal contains incremental increases on Flex Link at 1.7% and on Net Lease at 2.3% in Year 1 (1/1/2022-12/31/2022), and that the total increase over the five-year period is 14.0% in aggregate. Mr. Timm reported on Segal's recommendation that the Fund attempt to negotiated reductions to the proposed renewal rates. The Trustees agreed and directed Mr. Timm to follow up with CareFirst.

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

> **RESOLVED, to delegate authority to Chairman and Secretary to make a decision on CareFirst's proposed renewal rates.**

ii. Superior Vision Renewal

Mr. Timm reviewed the renewal proposal from Superior Vision. He noted that Superior Vision had proposed no increase in rates for the renewal period of August 1, 2021 through July 31, 2023. He said Segal recommends approving a one-year renewal and then reviewing utilization of the benefit after one year.

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

> **RESOLVED, to approve a one-year renewal with no increase in rates with Superior Vision.**

iii. Telehealth Visits Extension

Mr. Timm reported that the Trustees had previously approved coverage of telehealth appointments for services that otherwise would be covered by the Fund if performed in person, and a corresponding a waiver of the Plan's in-person medical visit requirement applicable to the traditional Fund (non-Kaiser) medical benefits and accident and sickness benefits for the period March 1 through December 31, 2021. The Trustees discussed extending the waiver given the ongoing COVID-19 pandemic.

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

> **RESOLVED, to approve extension of coverage of telehealth appointments for services that otherwise would be covered by the Fund if performed in person, and a corresponding a waiver of the Plan's in-person medical visit requirement applicable to the traditional Fund (non-Kaiser) medical benefits and accident and sickness benefits, through December 31, 2022.**

iv. Affordable Care Act ("ACA") 2022 List of Preventive Services Benefits

Mr. Timm presented the list of Preventive Services for 2022.

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

> **RESOLVED, to adopt the 2022 list of Preventive Services Benefits, subject to Co-Counsel review.**

v. Plans XX and XXX Part Time Dependent Child Rates 2022

Mr. Timm presented proposed Plan XX and XXX part-time costs for the 2022 Plan year per enrolled dependent child.

Plans XX and XXX Costs Per Enrolled Dependent Child Effective January 1, 2022						
	Per Child Rate*			3 or More Children Rate		
Plan	Medical	Rx	Total	Medical	Rx	Total
Plan XX – Part Time	$107.33	$31.77	$139.10	$321.99	$95.31	$417.30
Plan XXX – Part Time	$113.62	$33.10	$146.72	$340.86	$99.30	$440.16

Mr. Jensen reported that these rates had been approved by Chairman and Secretary between meetings and that the Participating Employers were notified in writing of the new rates to be effective January 1, 2022.

On Motion made and seconded, the Trustee voted unanimous approval of the following resolution:

> **RESOLVED, to ratify the action taken by the Chairman and Secretary between Board meetings to adopt the Plan XX and Plan XXX part time full cost dependent rates effective January 1, 2022.**

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

B. Confidio

i. Managed Pharmacy Report

Ms. Eid presented the Pharmacy Benefits Management ("PBM") Report dated December 15, 2021. She stated that Confidio completed a Market Check to validate that the Fund's 2022 PBM pricing from Express Scripts Inc. ("ESI") is market-competitive. Ms. Eid reported that based on Confidio's assessment, the Fund's current 2022 pricing results in a cost that is higher than the market. Consistent with contractual requirements, Confidio submitted its Market Check Report to ESI, explaining Confidio's assessment and requesting an equitable pricing adjustment. ESI responded with a highly competitive pricing offer that aligned with the more favorable pricing benchmarks provided. Ms. Eid reviewed the financial modeling for the respective EGWP and active population that was performed for the 2022 Market Check, which reflected adjusted pricing that is projected to yield a 7.9% reduction in the annualized pharmacy costs for the Active Plan population, and a 5.7% reduction for the EGWP population, compared to current costs. She noted specialty and non-specialty rebates are the primary drivers of the savings and cost reduction.

Ms. Eid reported that the Chairman and Secretary reviewed and approved the 2022 ESI pricing adjustment between meetings, ESI had been notified, and the new rates will be in effect on January 1, 2022. She stated that ESI would be issuing contract amendments memorializing the new rates.

Ms. Eid provided an overview of the 2022 Pharmacy Benefit Manager ("PBM") request for proposal project timelines, to procure and negotiate the best pricing for the Fund. She noted that the project timeline would begin in January 2022 with bid solicitation thereafter. Ms. Eid reported that Confidio suggests sending bid proposals to: (1) Express Scripts, (2) Navitus, (3) Optum Rx, (4) Elixir, and (5) DST Health Solutions. The target deadline for approving PBM bidders is February 1, 2022.

The Trustees thanked Ms. Eid for her report and she was excused from the meeting.

V. ATTORNEY'S REPORT

A. No Surprises Act - Summary of Material Modification ("SMM")

Ms. Sanchez reported on the Consolidated Appropriations Act (CAA) and No Surprises Act (NSA). She presented a proposed SMM which details modifications to the Plan relating to the CAA and NSA.

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

RESOLVED, to amend the Fund's Plan of benefits as reflected in the Summary of Material Modification, as presented.

B. No Surprises Act - Complaint Procedure

Ms. Sanchez presented a proposed complaint procedure related to the No Surprises Act.

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

RESOLVED, to approve the No Surprises Act complaint procedure, as presented.

C. No Surprises Act –Independent Dispute Resolution ("IDR")

Ms. Sanchez reported on the IDR requirements under the No Surprises Act.

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

RESOLVED, to approve authorizing CareFirst and HRGi to administer the Independent Dispute Resolution process for the Fund, subject to confirmation by CareFirst and HRGi that they are able to do so; and

FURTHER RESOLVED to delegate authority to Chairman and Secretary to make any necessary decisions relating to the administration of independent dispute resolution procedures relating to No Surprises claims under the Fund's Plan.

D. No Surprises Act Balance Billing Model Notice

Ms. Sanchez reported on the model notice provided by Centers for Medicare and Medicaid Services ("CMS") regarding surprise billing.

E. Department of Labor ("DOL") Cybersecurity Best Practices

Ms. Sanchez reported on the DOL's guidance related to cybersecurity best practices.

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

RESOLVED, to direct the Fund office to send cybersecurity questionnaires and contract addenda to Fund vendors that receive or maintain financial, personal or otherwise confidential information relating to the Fund.

F. Interim Final Rule relating to Prescription Drug and Healthcare Spending Reporting

Ms. Sanchez reported on the interim final rule related to prescription drug and healthcare spending reporting.

G. Carefirst BCBS Anti-Trust Class Action

Mr. Slevin reported on the Carefirst BCBS Anti-Trust Class Action.

H. Purdue Pharma Class Action

Ms. Sanchez reported on the Purdue Pharma Bankruptcy Action.

I. Epi-Pen Class Action

Ms. Sanchez reported on the EpiPen Class Action.

J. Valeant Pharmaceuticals Class Action

Ms. Sanchez reported on the Valeant Pharmaceuticals Class Action.

K. Endo Health Solutions Class Action

Ms. Sanchez reported on the Endo Health Solutions class action.

L. Safeway Payroll Audit

Ms. Sanchez reported on Safeway's payroll audit delinquency.

M. Summary Plan Description ("SPD)

Ms. Sanchez reported on the status of the Fund's SPD restatements.

N. Dentegra Contract

Mr. Slevin reported on the Fund's contract with Dentegra.

O. ESI Communications

Ms. Sanchez reported on participant communication documents relating to the Fund's EGWP benefit.

P. Clinical Addenda to ESI Contract

Ms. Sanchez reported on the clinical addenda to the ESI contract.

Q. Form 5500 Annual Filing

Ms. Sanchez reported on the Fund's Form 5500.

R. Form 990

Ms. Sanchez reported on the Fund's Form 990.

S. Summary Annual Report ("SAR")

Ms. Sanchez reported on the Fund's SAR.

T. Subrogation Report

Mr. Jensen stated that Slevin & Hart had reported subrogation recoveries of $39,014.84, with $9,753.00 payable to Slevin & Hart for the third quarter 2021.

VI. ADMINISTRATIVE MANAGER'S REPORT

A. Third Quarter 2021 – Combined Fund Recap

Mr. Jensen presented the Administrative Manager's Report for the Third Quarter 2021. For the combined VEBA Fund, Active and Retiree Plans, total income was $31,259,649. Expenses totaled $32,615,258, producing a net deficit of $1,355,609 for the third quarter 2021. Mr. Jensen noted that contributions were made on behalf of 15,765 active Plan participants.

Ms. Walsh announced that Harbour Benefit Holdings had purchased Associated Administrators, LLC on November 30, 2021. She explained that Harbour had approached Associated about the transaction, and she reviewed the reasons she believes Associated will be equipped to provide exemplary services to the Fund while having no effect on locations, personnel, or Associated's existing agreements. Associated will continue to be a distinct entity under the Harbour umbrella and its name will not change. Ms. Walsh stated that the CEO of Harbour offered to discuss the acquisition with the Trustees if they so desire. The Trustees said they may like to meet virtually with the CEO of Harbour Benefit Holdings at a subsequent meeting.

VII. INVOICES

The Trustees reviewed the lists of invoices for the Active Plan and Retiree Plan dated December 15, 2021. It was noted there was one addition to the list.

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

> **RESOLVED that the invoices on the lists dated December 15, 2021 for the Active Plan and Retiree Plan are approved for payment.**

VIII. OTHER FUND BUSINESS

A. Safeway Payroll Audit – Status Update

Mr. Jensen reported that Safeway has not remitted payment in the amount of $38,141.60 for the payroll audit conducted by Calibre. Mr. Dosenbach indicated that payment is forthcoming.

B. Active – 2022 Open Enrollment Update

Mr. Jensen reported that all 2022 Open Enrollment materials have been mailed to all eligible participants. Changes to elections received from participants will be effective January 1, 2022.

C. COVID-19 Related Claims Processing

Mr. Jensen provided a summary of COVID-19 medical claims experience for the period January 1, 2021 through October 31, 2021. He noted that 8,163 tests were paid at a cost of $1,005,390.80. Treatment was provided to 1471 plan participants at a cost of $880,783.63.

D. COBRA Premium Subsidy

Mr. Jensen reported on the COBRA subsidy and noted that the Fund office had filed the Form 940 requesting the tax credit for the subsidized COBRA premiums for the second quarter on behalf of nine participants in the amount of $8,770. He noted that the Internal Revenue Service notified the Fund that it is offsetting this amount against the balance levied by the IRS against the FELRA and UFCW Severance Fund. Ms. Sanchez reported on the status of the levy notice. Mr. Jensen noted that the third quarter Form 940 had been submitted on behalf of nineteen participants in the amount of $23,010.19 by the October 31, 2022 deadline.

E. Medicare Deductibles and Coinsurance Rates for 2022

Mr. Jensen presented for the Trustees' review the 2021 Centers for Medicare and Medicaid Services ("CMS") published changes to the Medicare Part A and B premiums, deductibles and coinsurance. After discussion, and

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

> **RESOLVED, to approve the Medicare deductibles and coinsurance rates for the Retiree Medicare Supplemental Benefit, on a non-precedent-setting basis.**

F. <u>Employer Group Waiver Plan ("EGWP") – Medicare Late Enrollment ("LEP")</u>

Mr. Jensen reported on the late enrollment penalty rules under Medicare Part D and explained that the Fund office estimates that any such annual late enrollment penalties potentially applicable to the Fund for 2022 would total approximately $468. After discussion,

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

> **RESOLVED, that for the 2022 Plan Year, the Fund will pay the cost of any Medicare late enrollment penalties applicable to participants covered under the EGWP and will reevaluate this matter for the 2023 Plan Year.**

G. <u>Scholarship Program Termination – Recommendation from Committee</u>

Mr. Jensen reported that at the September 9, 2021 meeting, the Trustees delegated authority to Chair and Secretary to make a decision on how to disburse the remaining funds in the Scholarship program. He said that, between meetings, the Chair and Secretary approved providing an additional $1,000 scholarship benefit to each of the 2021 Scholarship recipients, which would be applied to either to the current semester or the next semester of tuition, as appropriate.

> **RESOLVED, to ratify the action taken by Chair and Secretary between Board meetings to provide an additional $1,000 scholarship benefit to each of the 2021 Scholarship recipients.**

H. <u>Miscellaneous Correspondence</u>

i. Retiree Analysis for 2022

Mr. Jensen noted that Cheiron's Retiree Analysis for 2022 was available for review on the Trustee Web Portal. Cheiron reported that due to the implementation of the EGWP effective January 1, 2021, retiree co-pays would not require an increase in 2022.

ii. ESI Rebate Checks

Mr. Jensen reported that the Fund had received a coverage gap rebate from ESI for the second quarter 2021 in the amount of $229,000. He further reported that the Fund had received a rebate check from ESI related to second quarter 2021 EGWP in the amount of $323,000.

ADOPTION OF COMMITTEE RECOMMENDATIONS

After review of the recommendations made by the Severance, Legal and Scholarship Committees during their meetings,

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

> **RESOLVED, that the recommendations made by the Severance, Legal and Scholarship Committees are adopted.**

IX. NEXT MEETING DATE AND LOCATION

After discussion, the Trustees noted that the next meetings are scheduled on the following dates:

Friday, March 11, 2022

Friday, June 10, 2022

Thursday, September 15, 2022

Monday, December 12, 2022

The meetings will be held via video conference.

X. ADJOURNMENT

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

Respectfully submitted,

Mark Federici, Secretary

APPEALS EMAILED TO THE APPEALS SUBCOMMITTEE OF THE FELRA & UFCW VEBA FUND ON JANUARY 11, 2022 AND RESOLVED VIA EMAIL

The following Committee members made determinations on the appeals:

UNION TRUSTEES
Y. Anwar
T. Hipkins

EMPLOYER TRUSTEE
M. Goble

Also present was:
C. Brown – Associated Administrators, LLC

APPEALS
The following appeals were reviewed by the Trustees:

Local 27 – December 2021

Code	Issue	Decision
M21/398-2815	CRNA	Denied
M21/404-4182	CRNA	Denied
M21/402-9695	Laboratory Services	Denied

Local 400 – December 2021

Code	Issue	Decision
Rx21/201-0176	Brand Name (Cymbalta)	#1 Approved #2 Denied
M21/406-9620	CRNA	Denied
M21/403-2159	Laboratory Services	Denied
M21/387-3755	Experimental/Investigational (Avastin)	#1 Approved #2 Approved
M21/386-6384	Experimental/Investigational (Avastin)	#1 Approved #2 Approved

Respectfully submitted,

Chris Brown, Appeals Supervisor

United Food and Commercial Workers
and Food Employers Labor Relations Association
Scholarship Fund

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Sparks, Maryland 21152-9451
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MINUTES OF THE MEETING OF THE COMMITTEE MEMBERS
OF THE UFCW & FELRA SCHOLARSHIP FUND
HELD VIA VIDEO CONFERENCE
DECEMBER 15, 2021

The following Committee Members were present:

Union Committee Members	**Employer Committee Members**
J. Chorpenning – Chairman	M. Goble

Also present were:

W. Antoshak – Associated Administrators, LLC
Y. Anwar – UFCW Local 400
D. Dosenbach – Safeway, Inc.
M. Federici – UFCW Local 400
A. Hanson – UFCW Local 400
J. Hack – UFCW Local 27
J. Harrison – UFCW Local 27
D. Jensen – Associated Administrators, LLC
M. Kreps – Groom Law Group
C. McDonough – Investment Performance Services
R. McKnight – Associated Administrators, LLC
C. Murphy – Associated Administrators, LLC
J. Paradis – Twin Circles Consulting
S. Sanchez – Slevin & Hart, P.C.
A. Sims – Associated Administrators, LLC
B. Slevin – Slevin & Hart, P.C.
L. Walsh – Associated Administrators, LLC
M. Wilson – UFCW Local 27
A. Yu – Investment Performance Services

I. CALL TO ORDER

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

II. MINUTES

The Committee Members reviewed the minutes of the last regular meeting held on September 27, 2021, which were previously circulated.

On Motion made and seconded, the Committee Members voted unanimous approval of the following resolution:

> **RESOLVED, to approve the minutes of the last regular meeting held on September 27, 2021, as presented.**

III. <u>FINANCIAL REPORT</u>

A. <u>PNC Bank</u>

Mr. Jensen presented the PNC Summary of Activity report for the period January 1, 2021 through October 31, 2021. Such report indicated a beginning market value of $68,414, earnings of negative $35,196, receipts of $39,141, and disbursements of $55,128, producing an ending market value of $17,231 as of October 31, 2021.

B. <u>Investment Performance Services ("IPS")</u>

The Committee Members welcomed Mr. Chris McDonough and Ms. Angela Yu of IPS to the meeting.

1. Master Consulting Report – September 30, 2021

Mr. McDonough presented the Master Consulting report for the quarter ending September 30, 2021. Such report indicated a beginning market value of $60,938, net cash flow of negative $41,018 and a net investment change of $2, resulting in an ending market value of $19,922 for the period ending September 30, 2021. The performance was 3.0% through September 30, 2021, gross of fees.

2. Preliminary Performance Update – October 31, 2021

Mr. McDonough reviewed the Preliminary Performance Report for the period ending October 31, 2021. Such report indicated a beginning market value of $19,922, net cash flow of negative $2,691, and a net investment change of $0, resulting in an ending market value of $17,231. The year-to-date performance through October 31, 2021 was 3%, gross of fees.

The Committee Members thanked Mr. McDonough and Ms. Yu for their report and they were excused from the meeting.

IV. ATTORNEY'S REPORT

Ms. Sanchez reported on a Summary of Material Modifications reflecting the termination of the Scholarship Program.

V. ADMINISTRATIVE MANAGER'S REPORT

A. Third Quarter 2021

Mr. Jensen presented the Administrative Manager's Third Quarter 2021 Report. Such report indicated total income of $2 and total expenses of $41,019, producing a net deficit of $41,017 for the third quarter 2021.

VI. INVOICES

Mr. Jensen stated that there were no invoices to present.

VII. OTHER FUND BUSINESS

A. Scholarship Program Termination – Status Update

Mr. Jensen reported that at the September 9, 2021 meeting, the Trustees delegated authority to Chair and Secretary of the FELRA VEBA Fund's Board of Trustees to make a decision on how to disburse the remaining funds in the Scholarship program. He said that, between meetings, Chair and Secretary approved providing an additional $1,000 scholarship benefit to each of the 2021 Scholarship recipients, which would be applicable either to the current semester or the next semester of tuition, as appropriate.

VIII. ADJOURNMENT

The Committee members agreed that there would be no further meetings of the Scholarship Committee. There being no further business to come before the Committee, the meeting was adjourned.

Respectfully Submitted,

David Jensen

Administrative Manager

FINANCIAL REPORT

FELRA & UFCW VEBA WELFARE FUND
SUMMARY OF ACTIVITY
JANUARY 1, 2022 to FEBRUARY 28, 2022

Item	Amount
Market Value 01/01/2022	$16,223,331
Earnings	($303,666)
Receipts	$20,289,700
Disbursements	($23,084,487)
Market Value 2/28/2022	$13,124,878

PNC BANK, NA

FELRA & UFCW VEBA WELFARE FUND - NON ERISA DDA
SUMMARY OF ACTIVITY
JANUARY 1, 2022 to FEBRUARY 28, 2022

Item	Amount
Market Value 01/01/2022	$6,775,489
Earnings	-
Receipts	$14,712,435
Disbursements	($20,882,432)
Market Value 2/28/2022	$605,492

PNC BANK, NA

CONSULTANTS' REPORT

CareFirst BlueCross BlueShield
10455 Mill Run Circle
Owings Mills, MD 21117-5559
carefirst.com

TO:	Members of the Board of Trustees of the FELRA Health and Welfare Fund Anne-Marie Sims, Chief Business Officer, Associated Administrators, LLC Joshua Timm, Senior Vice President, Segal
FROM:	Joe Scibilia, Vice President Public Sector and Labor, CareFirst BlueCross BlueShield Romil Aparentado, Labor Relations Account Consultant, CareFirst BlueCross BlueShield
RE:	Revised Network Lease and FlexLink Renewal (January 1, 2022 – December 31, 2026)
DATE:	March 2, 2022

CareFirst BlueCross BlueShield would like to thank the FELRA Board of Trustees and its members for the opportunity to provide its services over the past thirteen years. During this time, the joint efforts between the FELRA Board, Associated Administrators, and CareFirst have produced the following results:

(1) Cost savings to the Fund in excess of $463 million from January 1, 2017 – December 31, 2021
(2) Access to the CareFirst Regional Preferred Network as well as the BlueCross BlueShield BlueCard PPO national network of credentialed hospitals, physicians,and labs
(3) Efficient integration of system and adjudication processes with Associated Administrations via daily operations
(4) Lower appeals volumes and greater member satisfaction

CareFirst is requesting that the FELRA Board consider extending its partnership with CareFirst into the future by renewing its contract an additional five years. Please find on the subsequent page a revised five-year proposal which outlines the same rate structure and escalators and new fee credits for the Network Lease and FlexLink administrative fees:

Original Renewal Rate – November 8, 2021

	Network Lease	**Increase Over Previous Year's Network Lease Rate**	**FlexLink**	**Increase Over Previous Year's FlexLink Rate**
Yr 1 (1/1/2022 – 12/31/2022)	$4.76 pcpm	2.3%	$23.95 pcpm	1.7%
Yr 2 (1/1/2023 – 12/31/2023)	$4.88 pcpm	2.5%	$24.55 pcpm	2.5%
Yr 3 (1/1/2024 – 12/31/2024)	$5.03 pcpm	3.0%	$25.29 pcpm	3.0%
Yr 4 (1/1/2025 – 12/31/2025)	$5.18 pcpm	3.0%	$26.04 pcpm	3.0%
Yr 5 (1/1/2026 – 12/31/2026)	$5.33 pcpm	3.0%	$26.83 pcpm	3.0%
Five-Year Aggregate		14.58%		13.91%

Revised Renewal with Fee Credits – March 2, 2022

	Network Lease	**Increase Over Previous Year's Network Lease Rate**	**Network Lease Fee Credit***	**FlexLink**	**Increase Over Previous Year's FlexLink Rate**	**FlexLink Fee Credit***
Yr 1 (1/1/2022 – 12/31/2022)	$4.76 pcpm	2.3%	**$1,938.52**	$23.95 pcpm	1.7%	
Yr 2 (1/1/2023 – 12/31/2023)	$4.88 pcpm	2.5%	**$1,938.52**	$24.55 pcpm	2.5%	**$15,735.15**
Yr 3 (1/1/2024 – 12/31/2024)	$5.03 pcpm	3.0%	**$2,080.28**	$25.29 pcpm	3.0%	**$19,354.23**
Yr 4 (1/1/2025 – 12/31/2025)	$5.18 pcpm	3.0%	**$1,945.71**	$26.04 pcpm	3.0%	**$23,160.57**
Yr 5 (1/1/2026 – 12/31/2026)	$5.33 pcpm	3.0%	**$3,165.31**	$26.83 pcpm	3.0%	**$25,508.56**
Five-Year Aggregate		14.58%	**$11,068.35**		13.91%	**$83,758.51**

*** Fee credits lower both products to an overall 9.79% five-year aggregate.**

Originally, we proposed aggregate administrative fee escalator increases of 14.58% for Network Lease and 13.91% for FlexLink. Because of market constraints, we are proposing fee credits to be applied annually that will reduce the Fund's overall 5-year arrangement to under 10% in premiums. For Network Lease, we will notify the Fund TPA in February of each year to deduct the fee credit amount on the March self-pay invoice each year noted on the chart above. For FlexLink, the fee credit will be automatically included in the March administrative fee invoice each year noted on the chart above. We will also include notification of the fee credit for that respective period so that the Fund TPA can apply the appropriate fee credit amount.

This letter serves as notification of the administrative fee change for 1/1/2022-12/31/2026. Going forward CareFirst will provide annually a written notification of the change in Network Lease and FlexLink administrative fees prior to the January administrative fee rate change.

As the result of our continued partnership, Fund participants retain access to CareFirst's regional network for Network Lease and the BCBS national network for FlexLink while the Fund realizes consistently high claims savings from billed provider charges. The aggregated administrative fees represent a very small portion of the aggregated gross claims savings. In 1/1/2021-12/31/2021, the Fund's aggregated administrative fees for Network Lease and FlexLink in the amount of $1.1 million represented 1.60% of the total program spend which resulted in gross savings in the amount of $103.9 million.

Should you have any questions about the proposed renewal rates, feel free to reach out to Joe Scibilia at (202) 680-7272 or Romil Aparentado at (410) 998-5558. CareFirst wishes to thank you again for your business, and we look forward to continuing our partnership with FELRA and its members for many years.

Sincerely,

Romil Aparentado

ATTORNEYS' REPORT

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MEMORANDUM

TO: All Group Health Plans

FROM: Slevin & Hart, P.C.

DATE: January 5, 2022

RE: Interim Final Rule on Health Care Cost Reporting Requirements under the No Surprises Act

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This follows our memorandum dated March 3, 2021 regarding the No Surprises Act, which was enacted in December 2020 as part of the Consolidated Appropriations Act of 2021 ("Act"). As required by the Act, the Departments of the Treasury, Labor, and Health and Human Services (the "Departments") jointly issued an Interim Final Rule ("Rule") on November 17, 2021 that implements the Act's requirements for health plans to annually submit data regarding prescription drug and health care spending to the Departments ("Data"). These reporting requirements apply to both grandfathered and non-grandfathered plans but do not apply to retiree-only plans and plans that provide only "excepted benefits" under ERISA.

1. Executive Summary – Action Items

The Departments are required to issue biennial public reports on prescription drug pricing trends and the impact of prescription drug costs on medical costs. To help with this analysis, plans are required to report to the Departments information about the costliest and most utilized prescription drugs, and prescription drug rebates, fees, and other amounts paid by drug manufacturers to the plan or issuer, broken down by therapeutic drug class and those drugs generating the highest rebate revenue. Plans are also required to report on the impact of prescription drug rebates, fees, and other remuneration on premiums and out-of-pocket costs. The reporting obligations are based on the calendar year, not the plan year, making the reporting deadline the same for all plans. Given the delayed enforcement by the Departments, the first deadline for plans to report this Data for the 2020 and 2021 calendar years is December 27, 2022.

Plans have the obligation to file the Data, but the Rule permits plans to contract with their vendors (e.g., third-party administrators, PPO network administrators, prescription benefit managers and insurance carriers) to report the Data on their behalf. Vendors that report on behalf of plans can aggregate most of the Data for all the plans they administer. However, for each plan on which they report, the vendor will need to separately identify for each plan included in the report the following information: the Plan Year, the number of participants, beneficiaries and enrollees covered on the last day of the calendar year being reported, and the states in which the plan offers coverage. Finally, plans can rely on multiple vendors to report the Data. The Rule does not require that the Data be contained in one report for any given plan.

Unless the cost is prohibitive to do so, we assume that plans will want their vendors to submit the Data on their behalf. In addition, because of concerns that prescription benefit managers and PPO network administrators may have with providing certain Data directly to the plan (in particular reporting rebates, fees and other amounts paid by prescription drug manufacturers), it is anticipated that these vendors may want to file these reports on the plan's behalf. Given the December 27, 2022 delayed enforcement deadline, we recommend that plans begin discussions with their vendors and consultants regarding the necessary steps to achieve compliance, including the following:

- The plan will need to determine which vendor or vendors maintain the Data required to be reported, confirm that the vendor or vendors will take on responsibility to file the reports, and evaluate the reasonableness of any additional fees the vendor will charge for doing so.

- If vendor(s) agree to file on behalf of the plan, plans should amend the service agreements with their providers to reflect this reporting responsibility. Plans also should consider indemnification clauses addressing liability for Data reporting errors, especially for self-insured plans, which retain responsibility for timely and accurate reporting even if they contract with a vendor to handle the reporting.

In the event a plan instead chooses to submit the Data itself, the plan may need to enter into contract amendments with vendors to facilitate the release of the necessary information. We will work with the plan on the reporting requirement as necessary in that case.

2. Summary of Requirements

Data must be reported each year for the prior <u>calendar year</u> and not the prior plan year. The Act requires plans to submit Data to the Departments by December 27, 2021 for the 2020 calendar year and then annually thereafter by June 1 of each year subsequent year (i.e., June 1, 2022 for the 2021 calendar year, etc.). However, the Departments have announced that they will temporarily delay enforcement for the 2020 reporting due December 27, 2021 and the 2021 reporting due June 1, 2022 and will not initiate enforcement as long as the plan submits the required Data for the 2020 and 2021 calendar years by December 27, 2022.

a. Data to be Reported

The Data required to be provided include:

(1) Plan identifying information (which likely includes the Plan name, EIN);
(2) The beginning and end dates of the plan year ending on or before the last day of the year being reported;
(3) The number of participants and beneficiaries covered on the last day of the calendar year for which the data is reported;
(4) Each state in which the plan offers coverage;

(5) Enrollment and premium information, including average monthly premiums paid by employees and employers;
(6) Total health care spending, broken down by: (i) hospital costs; (ii) health care provider and clinical service costs, reported separately for primary care and specialty care; (iii) prescription drug costs (see below for further discussion) and (iv) other medical costs, including wellness services;
(7) The 50 most frequently dispensed brand prescription drugs;
(8) The 50 costliest prescription drugs by total annual spending;
(9) The 50 prescription drugs with the greatest increase in plan or coverage expenditures from the previous year;
(10) Prescription drug rebates, fees, and other amounts paid by drug manufacturers to the plan or issuer in each therapeutic class of drugs;
(11) Prescription drug rebates, fees, and other amounts paid by drug manufacturers to the plan for the 25 drugs that yielded the highest dollar amount of rebates; and
(12) The impact of prescription drug rebates, fees, and other remuneration on premiums and out-of-pocket costs.

Vendors that provide services to more than one group health plan are permitted to provide the Data in items (5) – (12) in the aggregate for all group health plans they administer, provided that the report is broken down by the state where either the insurance contracts are issued and/or where the plans themselves are located, and by market segment. Market segments for fully-insured coverage are identified as individual, small groups and large groups. Market segments for self-insured coverage are identified as either small employer or large employer; the Rule does not define what is a "small employer" and what is a "large employer". The Rule also does not include a separate market segment definition for multiemployer plans. However, the preamble to the Rule indicates that more detailed instructions will be provided through the portal used for filing the Data. Regardless of how the Data is reported, items (1) to (4) must be reported for each plan separately even if filed by a vendor as part of an "aggregate" report.

b. Reporting of Prescription Drugs under Medical/Hospital Benefit

The Departments acknowledge that some prescription drugs are provided through the hospital or medical benefit and not through a PBM. and that integrating the two classes of drug coverage for purposes of reporting may pose administrative difficulties for plans and vendors. In light of this, prescription drugs covered under the hospital and medical benefit should be reported as a subset of the plan's total annual health spending only, under item (6) above. Prescription drugs covered under the hospital and medical benefit do not have to be included in items (7) – (12). Therefore, if different vendors administer a plan's medical benefit and prescription drug benefit, the vendors can each report the Data separately. The Preamble states that the Departments intend to further review and analyze the merits of this approach as Data is received and may issue additional guidance in the future.

c. Allocation of Responsibility for Reporting – Fully Insured Plans v. Self-Insured Plans

The Rule allows fully-insured plans to comply with their reporting obligations by entering into a written agreement with the health insurance issuer that transfers the responsibility to report the Data to the issuer. The Rule clarifies that if such an agreement is entered into and the issuer fails to properly report the Data, the issuer, and not the plan, will be in violation of the reporting requirement.

For self-insured plans, however, the Rule makes clear that even if the plan enters into a contract to have its vendors file the Data on behalf of the plan, the plan is still responsible for any untimely or inaccurate reporting. Therefore, assuming self-insured plans choose to have the vendors file the report, plans will likely want to seek indemnification from the vendors for any losses that arise from a vendor's failure to satisfy the reporting obligations of the Rule.

We are available to assist with these tasks as needed, and we will continue to keep you updated as further guidance is issued. In the meantime, please contact us with any questions.

cc: Co-Counsel

21057652v1

ADMINISTRATIVE MANAGER'S REPORT

FELRA & UFCW

ACTIVE HEALTH PLAN

FOURTH QUARTER 2021

ADMINISTRATIVE MANAGER'S REPORT

PLAN I
FULL TIME
FOURTH QUARTER 2021

CONTRIBUTIONS

COMPANY	RATE	PARTICIPANTS	CONTRIBUTIONS
GIANT	$1,579.09	292	$917,675
SAFEWAY	$1,585.35	191	638,986
EMPLOYER CONTRIBUTION INCOME - RETIREE PLAN[1]			3,739,107
TOTAL		483	$5,295,768

[1]PLAN I RETIREE RELATED INCOME THAT IS INCLUDED IN PLAN X MOB CALCULATION IS REPORTED ON THE PLAN INCOME PAGE, AS IT IS PLAN I RELATED INCOME.

PLAN I
PART TIME
FOURTH QUARTER 2021

CONTRIBUTIONS

COMPANY	RATE	PARTICIPANTS	CONTRIBUTIONS
GIANT	$1,297.29	64	$150,265
SAFEWAY	$1,303.55	15	731
EMPLOYER CONTRIBUTION INCOME - RETIREE PLAN[1]			611,572
TOTAL		79	$762,568

[1]PLAN I RETIREE RELATED INCOME THAT IS INCLUDED IN PLAN X MOB CALCULATION IS REPORTED ON THE PLAN INCOME PAGE, AS IT IS PLAN I RELATED INCOME.

PLAN X
FULL TIME
FOURTH QUARTER 2021

CONTRIBUTIONS

COMPANY	RATE	PARTICIPANTS	CONTRIBUTIONS
ASSOCIATED ADMINISTRATORS	$1,035.73	48	$149,145
GIANT	$1,225.62	2,427	8,928,642
SAFEWAY	$1,231.88	1,491	5,512,663
SAFEWAY DELAWARE	$1,231.88	46	171,231
LOCAL 400 STAFF TEMPS	$1,225.62	1	1,226
LOCAL 400 STAFF TEMPS	$1,231.88	1	2,464
EMPLOYER CONTRIBUTION INCOME - RETIREE PLAN[1]			(3,739,107)
TOTAL		4,014	$11,026,264

[1]PLAN I RETIREE RELATED INCOME THAT IS INCLUDED IN PLAN X MOB CALCULATION IS REPORTED ON THE PLAN INCOME PAGE, AS IT IS PLAN I RELATED INCOME.

PLAN X
PART TIME
FOURTH QUARTER 2021

CONTRIBUTIONS
INDIVIDUAL

COMPANY	RATE	PARTICIPANTS	CONTRIBUTIONS
ASSOCIATED ADMINISTRATORS	$588.88	1	$1,767
GIANT	$769.53	1,571	3,629,103
SAFEWAY	$775.79	615	1,431,333
SAFEWAY DELAWARE	$775.79	25	58,184
EMPLOYER CONTRIBUTION INCOME - RETIREE PLAN[1]			(472,346)
TOTAL		2,212	$4,648,041

[1]PLAN I RETIREE RELATED INCOME THAT IS INCLUDED IN PLAN X MOB CALCULATION IS REPORTED ON THE PLAN INCOME PAGE, AS IT IS PLAN I RELATED INCOME.

PLAN X
PART TIME
FOURTH QUARTER 2021

CONTRIBUTIONS
DEPENDENT

COMPANY	RATE	PARTICIPANTS	CONTRIBUTIONS
ASSOCIATED ADMINISTRATORS	$1,385.26	0	$0
GIANT	$1,583.25	499	2,366,959
SAFEWAY	$1,589.51	145	693,027
SAFEWAY DELAWARE	$1,589.51	8	38,148
EMPLOYER CONTRIBUTION INCOME - RETIREE PLAN[1]			(139,227)
TOTAL		652	$2,958,907

[1]PLAN I RETIREE RELATED INCOME THAT IS INCLUDED IN PLAN X MOB CALCULATION IS REPORTED ON THE PLAN INCOME PAGE, AS IT IS PLAN I RELATED INCOME.

PLAN XX
FULL TIME
FOURTH QUARTER 2021

CONTRIBUTIONS

COMPANY	RATE	PARTICIPANTS	CONTRIBUTIONS
ASSOCIATED ADMINISTRATORS	$387.85	79	$91,533
GIANT	$395.76	268	318,191
SAFEWAY	$395.76	149	177,300
SAFEWAY DELAWARE	$395.76	3	3,562
TOTAL		499	$590,586

PLAN XX
PART TIME
FOURTH QUARTER 2021

CONTRIBUTIONS

COMPANY	RATE	PARTICIPANTS	CONTRIBUTIONS
ASSOCIATED ADMINISTRATORS	$210.54	3	$1,895
GIANT	$213.78	496	318,746
GIANT[1]	$345.31	9	9,323
GIANT[2]	$476.84	5	7,153
GIANT[3]	$608.37	0	0
SAFEWAY	$213.78	245	156,701
SAFEWAY[1]	$345.31	1	1,036
SAFEWAY[2]	$476.84	2	2,861
SAFEWAY DELAWARE	$213.78	5	3,207
TOTAL		766	$500,922

[1]PARTICIPANTS WITH ONE DEPENDENT CHILD
[2]PARTICIPANTS WITH TWO DEPENDENT CHILDREN
[3]PARTICIPANTS WITH THREE OR MORE DEPENDENT CHILDREN

PLAN XXX
FULL TIME
FOURTH QUARTER 2021

CONTRIBUTIONS

COMPANY	RATE	PARTICIPANTS	CONTRIBUTIONS
GIANT	$268.65	823	$664,103
LOCAL 400 STAFF TEMPS	$268.65	1	269
SAFEWAY	$268.65	383	308,411
SAFEWAY DELAWARE	$268.65	23	18,806
TOTAL		1,230	$991,589

PLAN XXX
PART TIME
FOURTH QUARTER 2021

CONTRIBUTIONS

COMPANY	RATE	PARTICIPANTS	CONTRIBUTIONS
GIANT	$161.42	1,850	$895,882
GIANT[1]	$300.14	18	16,508
GIANT[2]	$438.86	6	7,899
GIANT[3]	$577.58	1	1,733
SAFEWAY	$161.42	1,182	572,395
SAFEWAY[1]	$300.14	8	7,203
SAFEWAY[2]	$438.86	5	6,583
SAFEWAY[3]	$577.58	1	1,733
SAFEWAY DELAWARE	$161.42	22	10,815
TOTAL		3,093	$1,520,751

[1]PARTICIPANTS WITH ONE DEPENDENT CHILD
[2]PARTICIPANTS WITH TWO DEPENDENT CHILDREN
[3]PARTICIPANTS WITH THREE OR MORE DEPENDENT CHILDREN

PLAN XL
PART TIME
FOURTH QUARTER 2021

CONTRIBUTIONS

COMPANY	RATE	PARTICIPANTS	CONTRIBUTIONS
GIANT	$25.72	1,489	$114,891
SAFEWAY	$25.72	897	69,238
SAFEWAY DELAWARE	$25.72	24	1,826
TOTAL		2,410	$185,955

PLAN I
FULL TIME
FOURTH QUARTER 2021

BENEFIT EXPENSES

BENEFIT	RATE	EXPENSE	AVG. COST	COMMENT
OPTICAL BENEFIT 24	$4.95	$4,272		288 PART
OPTICAL BENEFIT 12	$6.95	4,324		207 PART
TOTAL OPTICAL		$8,596	$5.93	
DENTAL INDIVIDUAL	$27.60	$19,983		241 PART
DENTAL FAMILY	$54.72	42,462		259 PART
TOTAL DENTAL		$62,445	$43.10	
DRUG	$.80/SCRIPT	$481,071	$332.00	3,693 SCRIPTS
HMO KAISER[1]	$2,207.61	$19,868		3 PART
HOSPITAL		9,892		
SURGICAL		19,279		
DIAGNOSTIC		15,624		
MAJOR MEDICAL		1,345,954		
MEDICAL ADMINISTRATION	$15.02	22,080		490 PART
TOTAL MEDICAL		$1,432,697	$988.75	
BEHAVIORAL HEALTH	$2.59	$3,831	$2.64	493 PART
BEHAVIORAL HEALTH		$35,510	$24.51	
E.A.P.	$.67	$991	$0.68	493 PART
UM/DM	$1.03/2.80	$10,125	$6.99	490 PART
PRESCRIPTION CARE MNGMT	$0.65	$1,605	$1.11	497 PART
P.P.O. CAREFIRST FLEXLINK	$23.55	$9,062	$6.25	127 PART
P.P.O. CAREFIRST NETWORK	$4.66	$5,187	$3.58	371 PART
HRGI/A&G CLAIM DISCOUNTER		$372	$0.26	
LIFE-AD&D	$.183/.018/1000	$4,895	$3.38	502 PART
A & S		$188,949	$130.40	
SUB TOTAL		$2,245,336	$1,549.58	

OPERATING EXPENSES

ADMINISTRATION	$14.66	$22,899	$15.80	520 PART
MISCELLANEOUS		$7,189	$4.96	
SUB TOTAL		$30,088	$20.76	
TOTAL		**$2,275,424**	**$1,570.34**	

[1]RATE CHANGE EFFECTIVE OCTOBER 2021

PLAN I
PART TIME
FOURTH QUARTER 2021

BENEFIT EXPENSES

BENEFIT	RATE	EXPENSE	AVG. COST	COMMENT
OPTICAL BENEFIT 24	$4.95	$709		48 PART
OPTICAL BENEFIT 12	$6.95	633		30 PART
TOTAL OPTICAL		$1,342	$5.66	
DENTAL INDIVIDUAL	$27.60	$3,396		41 PART
DENTAL FAMILY	$54.72	5,965		36 PART
TOTAL DENTAL		$9,361	$39.50	
DRUG	$.80/SCRIPT	$42,764	$180.44	560 SCRIPTS
HMO KAISER[1]	$2,107.60	$0		
HOSPITAL		1,478		
SURGICAL		3,285		
DIAGNOSTIC		1,771		
MAJOR MEDICAL		133,278		
MEDICAL ADMINISTRATION	$15.02	3,530		78 PART
TOTAL MEDICAL		$143,342	$604.82	
BEHAVIORAL HEALTH	$2.59	$602	$2.54	78 PART
BEHAVIORAL HEALTH		$1,260	$5.32	
E.A.P.	$.67	$156	$0.66	78 PART
UM/DM	$1.03/2.80	$1,480	$6.24	78 PART
PRESCRIPTION CARE MNGMT	$0.65	$231	$0.97	77 PART
P.P.O. CAREFIRST FLEXLINK	$23.55	$1,498	$6.32	21 PART
P.P.O. CAREFIRST NETWORK	$4.66	$792	$3.34	57 PART
HRGI/A&G CLAIM DISCOUNTER		$61	$0.26	
LIFE-AD&D	$.183/.018/1000	$325	$1.37	78 PART
A & S		$7,162	$30.22	
SUB TOTAL		**$210,376**	$887.66	

OPERATING EXPENSES

ADMINISTRATION	$14.66	$3,652	$15.41	82 PART
MISCELLANEOUS		$1,176	$4.96	
SUB TOTAL		$4,828	$20.37	
TOTAL		**$215,204**	**$908.03**	

[1]RATE CHANGE EFFECTIVE OCTOBER 2021

PLAN X
FULL TIME
FOURTH QUARTER 2021

BENEFIT EXPENSES

BENEFIT	RATE	EXPENSE	AVG. COST	COMMENT
OPTICAL	$4.95	$59,563	$4.95	4,011 PART
DENTAL FAMILY	$57.65	$346,188		2,002 PART
DENTAL INDIVIDUAL	$28.01	170,020		2,023 PART
TOTAL DENTAL		$516,208	$42.87	
DRUG	$.80/SCRIPT	$2,680,250	$222.58	23,133 SCRIPTS
HMO KAISER[1]	$1,405.51	$105,210		25 PART
MEDICAL INDIVIDUAL		3,681,676		
MEDICAL FAMILY		4,395,806		
MEDICAL ADMINISTRATION	$15.02	179,820		3,991 PART
TOTAL MEDICAL		$8,362,512	$694.45	
BEHAVIORAL HEALTH	$2.59	$30,955	$2.57	3,984 PART
BEHAVIORAL HEALTH		$106,301	$8.83	
E.A.P.	$0.67	$8,009	$0.67	3,984 PART
UM/DM	$1.03/2.80	$93,273	$7.75	3,990 PART
PRESCRIPTION CARE MNGMT	$0.65	$14,702	$1.22	4,009 PART
P.P.O. CAREFIRST FLEXLINK	$23.55	$67,473	$5.60	947 PART
P.P.O. CAREFIRST NETWORK	$4.66	$42,728	$3.55	3,056 PART
HRGI/A&G CLAIM DISCOUNTER		$2,931	$0.24	
LIFE-AD&D	$.183/.018/1000	$17,726	$1.47	4,040 PART
A & S		$955,204	$79.32	
SUB TOTAL		**$12,957,835**	$1,076.07	

OPERATING EXPENSES

ADMINISTRATION	$14.66	$182,780	$15.18	4,146 PART
MISCELLANEOUS		$59,740	$4.96	
SUB TOTAL		$242,520	$20.14	
TOTAL		**$13,200,355**	**$1,096.21**	

[1]RATE CHANGE EFFECTIVE OCTOBER 2021

PLAN X
PART TIME
FOURTH QUARTER 2021

BENEFIT EXPENSES
INDIVIDUAL

BENEFIT	RATE	EXPENSE	AVG. COST	COMMENT
OPTICAL	$4.95	$31,012	$4.67	2,088 PART
DENTAL	$28.01	$178,031	$26.83	2,119 PART
DRUG	$.80/SCRIPT	$1,279,014	$192.74	8,505 SCRIPTS
HMO KAISER[1]	$1,012.33	$21,259		7 PART
MEDICAL		3,116,997		
MEDICAL ADMINISTRATION	$15.02	93,574		2,077 PART
TOTAL MEDICAL		$3,231,830	$487.01	
BEHAVIORAL HEALTH	$2.59	$16,211	$2.44	2,086 PART
BEHAVIORAL HEALTH		$16,758	$2.53	
E.A.P.	$0.67	$4,193	$0.63	2,086 PART
UM/DM	$1.03/2.80	$25,687	$3.87	2,077 PART
PRESCRIPTION CARE MNGMT	$0.65	$4,064	$0.61	2,103 PART
P.P.O. CAREFIRST FLEXLINK	$23.55	$29,137	$4.39	409 PART
P.P.O. CAREFIRST NETWORK	$4.66	$23,869	$3.60	1,707 PART
HRGI/A&G CLAIM DISCOUNTER		$1,724	$0.26	
LIFE-AD&D	$.183/.018/1000	$6,143	$0.93	2,133 PART
A & S		$204,578	$30.83	
SUB TOTAL		**$5,052,251**	$761.34	

OPERATING EXPENSES

ADMINISTRATION	$14.66	$101,580	$15.31	2,303 PART
MISCELLANEOUS		$32,921	$4.96	
SUB TOTAL		$134,501	$20.27	
TOTAL		**$5,186,752**	**$781.61**	

[1]RATE CHANGE EFFECTIVE OCTOBER 2021

PLAN X
PART TIME
FOURTH QUARTER 2021

BENEFIT EXPENSES
DEPENDENT

BENEFIT	RATE	EXPENSE	AVG. COST	COMMENT
OPTICAL	$4.95	$9,860	$5.04	664 PART
DENTAL	$57.65	$115,991	$59.30	671 PART
DRUG	$.80/SCRIPT	$685,982	$350.71	6,149 SCRIPTS
HMO KAISER[1]	$1,764.59	$37,056		7 PART
MEDICAL		1,685,079		
MEDICAL ADMINISTRATION	$15.02	29,649		658 PART
TOTAL MEDICAL		$1,751,784	$895.60	
BEHAVIORAL HEALTH	$2.59	$5,110	$2.61	658 PART
BEHAVIORAL HEALTH		$2,831	$1.45	
E.A.P.	$.67	$1,322	$0.68	658 PART
UM/DM	$1.03/2.80	$22,025	$11.26	659 PART
PRESCRIPTION CARE MNGMT	$0.65	$3,500	$1.79	669 PART
P.P.O. CAREFIRST FLEXLINK	$23.55	$11,607	$5.93	163 PART
P.P.O. CAREFIRST NETWORK	$4.66	$7,023	$3.59	502 PART
HRGI/A&G CLAIM DISCOUNTER		$483	$0.25	
LIFE-AD&D	$.183/.018/1000	$1,916	$0.98	665 PART
A & S		$62,286	$31.84	
SUB TOTAL		**$2,681,720**	$1,371.03	

OPERATING EXPENSES

ADMINISTRATION	$14.66	$29,598	$15.13	673 PART
MISCELLANEOUS		$9,703	$4.96	
SUB TOTAL		$39,301	$20.09	
TOTAL		**$2,721,021**	**$1,391.12**	

[1]RATE CHANGE EFFECTIVE OCTOBER 2021

PLAN XX
FULL TIME
FOURTH QUARTER 2021

BENEFIT EXPENSES

BENEFIT	RATE	EXPENSE	AVG. COST	COMMENT
OPTICAL	$4.95	$6,434	$4.30	433 PART
DENTAL FAMILY	$33.99	$11,489		113 PART
DENTAL INDIVIDUAL	$16.51	15,883		321 PART
TOTAL DENTAL		$27,372	$18.28	
DRUG	$.80/SCRIPT	$68,922	$46.04	1,057 SCRIPTS
HMO KAISER[1]	$201.81	$2,008		3 PART
MEDICAL INDIVIDUAL		406,312		
MEDICAL FAMILY		67,748		
MEDICAL ADMINISTRATION	$15.02	19,617		435 PART
TOTAL MEDICAL		$495,685	$331.12	
BEHAVIORAL HEALTH	$2.59	$3,379	$2.26	435 PART
BEHAVIORAL HEALTH		$1,423	$0.95	
UM/DM	$1.03/2.80	$7,898	$5.28	436 PART
PRESCRIPTION CARE MNGMT	$0.65	$1,250	$0.84	440 PART
P.P.O. CAREFIRST FLEXLINK	$23.55	$7,730	$5.16	108 PART
P.P.O. CAREFIRST NETWORK	$4.66	$4,585	$3.06	328 PART
LIFE AD&D	$.183/.018/1000	$1,334	$0.89	443 PART
A & S		$9,581	$6.40	
SUB TOTAL		**$635,593**	$424.58	

OPERATING EXPENSES

ADMINISTRATION	$14.66	$22,107	$14.77	500 PART
MISCELLANEOUS		$7,427	$4.96	
SUB TOTAL		$29,534	$19.73	
TOTAL		**$665,127**	**$444.31**	

[1]RATE CHANGE EFFECTIVE OCTOBER 2021

PLAN XX
PART TIME
FOURTH QUARTER 2021

BENEFIT EXPENSES

BENEFIT	RATE	EXPENSE	AVG. COST	COMMENT
OPTICAL	$4.95	$7,414	$3.23	499 PART
DENTAL FAMILY	$33.99	$1,768		17 PART
DENTAL INDIVIDUAL	$16.51	24,318		491 PART
DENTAL		$26,086	$11.35	
DRUG	$.80/SCRIPT	$129,540	$56.37	1,419 SCRIPTS
HMO KAISER[1]	$201.81	$2,422		4 PART
MEDICAL INDIVIDUAL		190,380		
MEDICAL FAMILY		322		
MEDICAL ADMINISTRATION	$15.02	22,334		496 PART
TOTAL MEDICAL		$215,458	$93.76	
BEHAVIORAL HEALTH	$2.59	$3,858	$1.68	497 PART
BEHAVIORAL HEALTH		$1,925	$0.84	
UM/DM	$1.03/2.80	$6,448	$2.81	496 PART
PRESCRIPTION CARE MNGMT	$0.65	$1,019	$0.44	504 PART
P.P.O CAREFIRST FLEXLINK	$23.55	$5,614	$2.44	79 PART
P.P.O CAREFIRST NETWORK	$4.66	$5,951	$2.59	426 PART
LIFE-AD&D	$.183/.018/1000	$770	$0.34	511 PART
A & S		$18,519	$8.06	
SUB TOTAL		**$422,602**	$183.91	

OPERATING EXPENSES

BENEFIT	RATE	EXPENSE	AVG. COST	COMMENT
ADMINISTRATION	$14.66	$35,595	$15.49	806 PART
MISCELLANEOUS		$11,400	$4.96	
SUB TOTAL		$46,995	$20.45	
TOTAL		**$469,597**	**$204.36**	

[1]RATE CHANGE EFFECTIVE OCTOBER 2021

PLAN XXX
FULL TIME
FOURTH QUARTER 2021

BENEFIT EXPENSES

BENEFIT	RATE	EXPENSE	AVG. COST	COMMENT
OPTICAL	$4.95	$10,202	$2.76	687 PART
DENTAL FAMILY	$33.99	$22,162		217 PART
DENTAL INDIVIDUAL	$16.51	22,883		462 PART
TOTAL DENTAL		$45,045	$12.21	
DRUG	$.80/SCRIPT	$236,670	$64.14	2,080 SCRIPTS
HMO KAISER[1]	$322.36	$12,510		13 PART
MEDICAL INDIVIDUAL		502,434		
MEDICAL FAMILY		148,389		
MEDICAL ADMINISTRATION	$15.02	30,882		685 PART
TOTAL MEDICAL		$694,215	$188.13	
BEHAVIORAL HEALTH	$2.59	$5,284	$1.43	680 PART
BEHAVIORAL HEALTH		$17,610	$4.77	
UM/DM	$1.03/2.80	$13,116	$3.55	684 PART
PRESCRIPTION CARE MNGMT	$0.65	$2,096	$0.57	690 PART
P.P.O CAREFIRST FLEXLINK	$23.55	$12,912	$3.50	181 PART
P.P.O CAREFIRST NETWORK	$4.66	$6,920	$1.88	495 PART
LIFE AD&D	$.183/.018/1000	$2,087	$0.57	692 PART
A & S		$38,111	$10.33	
SUB TOTAL		**$1,084,268**	$293.84	

OPERATING EXPENSES

ADMINISTRATION	$14.66	$52,408	$14.20	1,180 PART
MISCELLANEOUS		$18,306	$4.96	
SUB TOTAL		$70,714	$19.16	
TOTAL		**$1,154,982**	**$313.00**	

[1]RATE CHANGE EFFECTIVE OCTOBER 2021

PLAN XXX
PART TIME
FOURTH QUARTER 2021

BENEFIT EXPENSES

BENEFIT	RATE	EXPENSE	AVG. COST	COMMENT
OPTICAL	$4.95	$11,701	$1.26	788 PART
DENTAL FAMILY	$33.99	$3,501		34 PART
DENTAL INDIVIDUAL	$16.51	37,775		763 PART
DENTAL		$41,276	$4.45	
DRUG	$.80/SCRIPT	$262,149	$28.25	2,190 SCRIPTS
HMO KAISER[1]	$201.39	$8,458		14 PART
MEDICAL INDIVIDUAL		538,505		
MEDICAL FAMILY		1,751		
MEDICAL ADMINISTRATION	$15.02	45,721		1,015 PART
TOTAL MEDICAL		$594,435	$64.06	
BEHAVIORAL HEALTH	$2.59	$7,924	$0.85	1,020 PART
BEHAVIORAL HEALTH		$24,169	$2.60	
UM/DM	$1.03/2.80	$13,245	$1.43	1,014 PART
PRESCRIPTION CARE MNGMT	$0.65	$2,094	$0.23	1,027 PART
P.P.O. CAREFIRST FLEXLINK	$23.55	$15,509	$1.67	218 PART
P.P.O. CAREFIRST NETWORK	$4.66	$11,370	$1.23	813 PART
LIFE-AD&D	$.183/.018/1000	$1,491	$0.16	988 PART
A & S		$9,726	$1.05	
SUB TOTAL		**$995,089**	$107.24	

OPERATING EXPENSES

ADMINISTRATION	$14.66	$143,901	$15.51	3,222 PART
MISCELLANEOUS		$46,034	$4.96	
SUB TOTAL		$189,935	$20.47	
TOTAL		**$1,185,024**	**$127.71**	

[1]RATE CHANGE EFFECTIVE OCTOBER 2021

PLAN XL
PART TIME
FOURTH QUARTER 2021

BENEFIT EXPENSES

BENEFIT	RATE	EXPENSE	AVG. COST	COMMENT
OPTICAL	$4.95	$4,811	$0.67	324 PART
DENTAL	$16.51	$16,015	$2.22	323 PART
LIFE-AD&D	$.183/.018/1000	$624	$0.09	414 PART
A & S		$3,505	$0.48	
SUB TOTAL		**$24,955**	$3.46	

OPERATING EXPENSES

ADMINISTRATION	$14.66	$108,118	$14.95	2,457 PART
MISCELLANEOUS		$35,869	$4.96	
SUB TOTAL		$143,987	$19.91	
TOTAL		**$168,942**	**$23.37**	

PLAN I
FULL TIME
FOURTH QUARTER 2021

QUARTERLY RECAPS

	FIRST 2021	SECOND 2021	THIRD 2021	FOURTH 2021	TOTAL
EMPLOYER CONTR - ACTIVE	$1,221,714	$2,411,061	$2,091,159	$1,986,167	$7,710,101
EMPLOYER CONTR - RETIREE	3,438,589	3,463,049	3,377,526	3,309,601	13,588,765
MISC. INCOME - RETIREE	862,085	854,882	843,782	835,625	3,396,374
-LOA	0	0	0	0	0
-COBRA	4,314	4,314	4,314	3,677	16,619
-HMO COPAY	7,079	14,391	10,728	11,380	43,578
TOTAL	$5,533,781	$6,747,697	$6,327,509	$6,146,450	$24,755,437
EXPENSES					
MEDICAL	$1,408,162	$1,379,593	$1,924,891	$1,432,697	$6,145,343
RETIREE	3,293,195	3,641,556	3,575,547	3,492,892	14,003,190
A & S	140,586	205,778	130,085	188,949	665,398
DENTAL	67,620	64,675	61,923	62,445	256,663
DRUG	489,609	387,553	361,648	481,071	1,719,881
BEHAVIORAL HEALTH	88,719	54,733	25,253	39,341	208,046
OPTICAL	9,342	9,084	8,864	8,596	35,886
LIFE & AD & D	5,274	5,151	5,033	4,895	20,353
UM/DM	11,276	11,200	10,623	10,125	43,224
PRESCRIPTION CARE MNGMT	1,774	1,736	1,684	1,605	6,799
E.A.P.	1,072	1,046	1,023	991	4,132
P.P.O.	16,703	15,425	15,252	14,621	62,001
OPERATING EXPENSE	36,165	33,400	34,167	30,088	133,820
TOTAL EXPENSE	$5,569,497	$5,810,930	$6,155,993	$5,768,316	$23,304,736
SURPLUS (DEFICIT)	**($35,716)**	**$936,767**	**$171,516**	**$378,134**	**$1,450,701**
AVERAGE INCOME	$3,461	$4,301	$4,160	$4,242	$4,041
AVERAGE EXPENSE	$3,483	$3,704	$4,047	$3,981	$3,804
SURPLUS (DEFICIT)	($22)	$597	$113	$261	$237
TOTAL PARTICIPANTS	533	523	507	483	512

PLAN I
PART TIME
FOURTH QUARTER 2021

QUARTERLY RECAPS

	FIRST 2021	SECOND 2021	THIRD 2021	FOURTH 2021	TOTAL
EMPLOYER CONTR - ACTIVE	$109,815	$231,102	$265,628	$259,065	$865,610
EMPLOYER CONTR - RETIREE	543,587	520,793	496,908	503,503	2,064,791
MISC. INCOME - RETIREE	183,461	183,518	181,573	179,671	728,223
-LOA	0	0	0	0	0
-COBRA	0	0	0	3,063	3,063
-HMO COPAY	0	0	0	0	0
TOTAL	$836,863	$935,413	$944,109	$945,302	$3,661,687
EXPENSES					
MEDICAL	$209,371	$167,179	$149,811	$143,342	$669,703
RETIREE	592,548	670,176	585,181	595,957	2,443,862
A & S	8,741	12,594	12,312	7,162	40,809
DENTAL	10,707	10,223	9,692	9,361	39,983
DRUG	47,925	41,246	23,888	42,764	155,823
BEHAVIORAL HEALTH	3,313	2,940	4,061	1,862	12,176
OPTICAL	1,412	1,524	1,384	1,342	5,662
LIFE & AD & D	365	354	340	325	1,384
UM/DM	1,673	1,684	1,530	1,480	6,367
PRESCRIPTION CARE MNGMT	265	263	254	231	1,013
E.A.P.	172	169	160	156	657
P.P.O.	2,746	2,477	2,448	2,351	10,022
OPERATING EXPENSE	6,033	5,506	5,520	4,828	21,887
TOTAL EXPENSE	$885,271	$916,335	$796,581	$811,161	$3,409,348
SURPLUS (DEFICIT)	**($48,408)**	**$19,078**	**$147,528**	**$134,141**	**$252,339**
AVERAGE INCOME	$3,099	$3,668	$3,885	$3,989	$3,660
AVERAGE EXPENSE	$3,279	$3,593	$3,278	$3,423	$3,393
SURPLUS (DEFICIT)	($180)	$75	$607	$566	$267
TOTAL PARTICIPANTS	90	85	81	79	84

PLAN X
FULL TIME
FOURTH QUARTER 2021

QUARTERLY RECAPS

	FIRST 2021	SECOND 2021	THIRD 2021	FOURTH 2021	TOTAL
EMPLOYER CONTRIBUTIONS	$8,271,146	$10,521,871	$11,123,288	$11,026,264	$40,942,569
MISC. INCOME - LOA	0	0	0	0	0
-COBRA	28,826	23,161	16,485	31,069	99,541
-HMO COPAY	73,649	60,803	59,737	53,358	247,547
TOTAL INCOME	$8,373,621	$10,605,835	$11,199,510	$11,110,691	$41,289,657
EXPENSES					
MEDICAL	$9,888,796	$7,507,645	$8,448,559	$8,362,512	$34,207,512
A & S	758,138	868,937	884,132	955,204	3,466,411
DENTAL	540,745	523,514	503,930	516,208	2,084,397
DRUG	3,144,637	2,155,783	2,548,911	2,680,250	10,529,581
BEHAVIORAL HEALTH	162,940	106,281	118,252	137,256	524,729
OPTICAL	62,132	61,267	60,241	59,563	243,203
LIFE & AD & D	18,402	18,223	17,959	17,726	72,310
UM/DM	98,052	98,186	94,553	93,273	384,064
PRESCRIPTION CARE MNGMT	15,522	15,315	15,022	14,702	60,561
E.A.P.	8,354	8,249	8,102	8,009	32,714
P.P.O.	124,415	115,228	115,279	113,132	468,054
OPERATING EXPENSE	279,752	261,121	271,172	242,520	1,054,565
TOTAL EXPENSE	$15,101,885	$11,739,749	$13,086,112	$13,200,355	$53,128,101
SURPLUS (DEFICIT)	**($6,728,264)**	**($1,133,914)**	**($1,886,602)**	**($2,089,664)**	**($11,838,444)**
AVERAGE INCOME	$667	$856	$918	$923	$841
AVERAGE EXPENSE	$1,203	$948	$1,073	$1,096	$1,080
SURPLUS (DEFICIT)	($536)	($92)	($155)	($173)	($239)
TOTAL PARTICIPANTS	4,184	4,128	4,065	4,014	4,098

PLAN X
PART TIME
FOURTH QUARTER 2021

INDIVIDUAL
QUARTERLY RECAPS

	FIRST 2021	SECOND 2021	THIRD 2021	FOURTH 2021	TOTAL
EMPLOYER CONTRIBUTIONS	$4,476,695	$5,096,595	$4,813,564	$4,648,041	$19,034,895
MISC. INCOME - LOA	0	0	0	0	0
-COBRA	39,198	32,511	28,854	13,920	114,483
-HMO COPAY	15,426	17,302	10,475	12,279	55,482
TOTAL INCOME	$4,531,319	$5,146,408	$4,852,893	$4,674,240	$19,204,860
EXPENSES					
MEDICAL	$2,755,797	$2,746,624	$3,118,073	$3,231,830	$11,852,324
A & S	197,775	237,804	187,828	204,578	827,985
DENTAL	193,049	189,811	192,791	178,031	753,682
DRUG	1,324,898	1,108,831	1,233,831	1,279,014	4,946,574
BEHAVIORAL HEALTH	65,723	31,618	22,424	32,969	152,734
OPTICAL	32,917	34,091	32,130	31,012	130,150
LIFE & AD & D	6,659	6,523	6,329	6,143	25,654
UM/DM	28,270	27,993	26,695	25,687	108,645
PRESCRIPTION CARE MNGMT	4,427	4,324	4,209	4,064	17,024
E.A.P.	4,571	4,477	4,351	4,193	17,592
P.P.O.	63,520	58,041	57,170	54,730	233,461
OPERATING EXPENSES	161,078	151,313	157,178	134,501	604,070
TOTAL EXPENSE	$4,838,684	$4,601,450	$5,043,009	$5,186,752	$19,669,895
SURPLUS (DEFICIT)	**($307,365)**	**$544,958**	**($190,116)**	**($512,512)**	**($465,035)**
AVERAGE INCOME	$628	$707	$708	$704	$687
AVERAGE EXPENSE	$671	$632	$736	$782	$705
SURPLUS (DEFICIT)	($43)	$75	($28)	($78)	($18)
TOTAL PARTICIPANTS	2,404	2,428	2,285	2,212	2,332

PLAN X
PART TIME
FOURTH QUARTER 2021

DEPENDENT
QUARTERLY RECAPS

	FIRST 2021	SECOND 2021	THIRD 2021	FOURTH 2021	TOTAL
EMPLOYER CONTRIBUTIONS	$2,818,651	$3,034,154	$3,032,702	$2,958,907	$11,844,414
MISC. INCOME - LOA	0	0	0	0	0
-COBRA	0	0	0	0	0
-HMO COPAY	17,587	17,586	18,280	17,304	70,757
TOTAL INCOME	$2,836,238	$3,051,740	$3,050,982	$2,976,211	$11,915,171
EXPENSES					
MEDICAL	$2,037,692	$1,962,773	$1,889,170	$1,751,784	$7,641,419
A & S	74,565	93,009	53,753	62,286	283,613
DENTAL	124,055	117,308	107,352	115,991	464,706
DRUG	789,680	529,454	633,889	685,982	2,639,005
BEHAVIORAL HEALTH	10,611	14,865	9,698	7,941	43,115
OPTICAL	10,222	10,806	10,187	9,860	41,075
LIFE & AD & D	2,040	2,011	1,972	1,916	7,939
UM/DM	23,957	23,764	22,688	22,025	92,434
PRESCRIPTION CARE MNGMT	3,788	3,704	3,605	3,500	14,597
E.A.P.	1,419	1,398	1,365	1,322	5,504
P.P.O.	21,090	19,282	19,500	19,113	78,985
OPERATING EXPENSE	47,269	43,604	44,548	39,301	174,722
TOTAL EXPENSE	$3,146,388	$2,821,978	$2,797,727	$2,721,021	$11,487,114
SURPLUS (DEFICIT)	**($310,150)**	**$229,762**	**$253,255**	**$255,190**	**$428,057**
AVERAGE INCOME	$1,351	$1,492	$1,525	$1,522	$1,473
AVERAGE EXPENSE	$1,498	$1,379	$1,398	$1,391	$1,417
SURPLUS (DEFICIT)	($147)	$113	$127	$131	$56
TOTAL PARTICIPANTS	700	682	667	652	675

PLAN XX
FULL TIME
FOURTH QUARTER 2021

QUARTERLY RECAPS

	FIRST 2021	SECOND 2021	THIRD 2021	FOURTH 2021	TOTAL
EMPLOYER CONTRIBUTIONS	$512,779	$577,496	$590,586	$590,586	$2,271,447
MISC. INCOME - LOA	0	0	0	0	0
-COBRA	1,359	340	1,374	2,124	5,197
-HMO COPAY	0	0	0	0	0
TOTAL INCOME	$514,138	$577,836	$591,960	$592,710	$2,276,644
EXPENSES					
MEDICAL	$283,334	$487,610	$595,301	$495,685	$1,861,930
A & S	17,027	29,004	18,396	9,581	74,008
DENTAL	29,292	28,559	28,290	27,372	113,513
DRUG	42,520	40,459	34,088	68,922	185,989
BEHAVIORAL HEALTH	4,504	4,565	5,250	4,802	19,121
OPTICAL	6,796	6,682	6,514	6,434	26,426
LIFE & AD & D	1,363	1,390	1,342	1,334	5,429
UM/DM	8,406	8,336	8,038	7,898	32,678
PRESCRIPTION CARE MNGMT	1,331	1,300	1,273	1,250	5,154
P.P.O.	12,960	12,710	12,426	12,315	50,411
OPERATING EXPENSE	32,822	32,165	33,284	29,534	127,805
TOTAL EXPENSE	$440,355	$652,780	$744,202	$665,127	$2,502,464
SURPLUS (DEFICIT)	**$73,783**	**($74,944)**	**($152,242)**	**($72,417)**	**($225,820)**
AVERAGE INCOME	$329	$378	$395	$396	$375
AVERAGE EXPENSE	$282	$427	$496	$444	$412
SURPLUS (DEFICIT)	$47	($49)	($101)	($48)	($37)
TOTAL PARTICIPANTS	521	510	500	499	508

PLAN XX
PART TIME
FOURTH QUARTER 2021

QUARTERLY RECAPS

	FIRST 2021	SECOND 2021	THIRD 2021	FOURTH 2021	TOTAL
EMPLOYER CONTRIBUTIONS	$427,769	$441,269	$526,795	$500,922	$1,896,755
MISC. INCOME - LOA	0	0	0	0	0
-COBRA	1,300	1,081	751	3,553	6,685
-HMO COPAY	1,668	1,680	1,291	1,115	5,754
TOTAL INCOME	$430,737	$444,030	$528,837	$505,590	$1,909,194
EXPENSES					
MEDICAL	$339,489	$478,515	$503,033	$215,458	$1,536,495
A & S	12,136	12,882	13,713	18,519	57,250
DENTAL	29,627	28,187	27,891	26,086	111,791
DRUG	115,786	140,428	96,905	129,540	482,659
BEHAVIORAL HEALTH	5,114	4,296	5,534	5,783	20,727
OPTICAL	7,801	8,861	7,782	7,414	31,858
LIFE & AD & D	871	846	808	770	3,295
UM/DM	7,368	7,197	6,745	6,448	27,758
PRESCRIPTION CARE MNGMT	1,162	1,109	1,068	1,019	4,358
P.P.O.	13,856	13,009	12,097	11,565	50,527
OPERATING EXPENSE	59,918	52,667	51,223	46,995	210,803
TOTAL EXPENSE	$593,128	$747,997	$726,799	$469,597	$2,537,521
SURPLUS (DEFICIT)	**($162,391)**	**($303,967)**	**($197,962)**	**$35,993**	**($628,327)**
AVERAGE INCOME	$163	$193	$219	$220	$199
AVERAGE EXPENSE	$224	$325	$301	$204	$264
SURPLUS (DEFICIT)	($61)	($132)	($82)	$16	($65)
TOTAL PARTICIPANTS	882	766	804	766	805

PLAN XXX
FULL TIME
FOURTH QUARTER 2021

QUARTERLY RECAPS

	FIRST 2021	SECOND 2021	THIRD 2021	FOURTH 2021	TOTAL
EMPLOYER CONTRIBUTIONS	$784,188	$913,654	$948,066	$991,589	$3,637,497
MISC. INCOME - LOA	0	0	0	0	0
-COBRA	401	327	334	5,479	6,541
-HMO COPAY	2,020	2,139	1,783	4,844	10,786
TOTAL INCOME	$786,609	$916,120	$950,183		$3,654,824
EXPENSES					
MEDICAL	$569,975	$433,123	$649,858	$694,215	$2,347,171
A & S	35,135	33,438	55,339	38,111	162,023
DENTAL	41,855	43,363	44,424	45,045	174,687
DRUG	238,279	215,120	249,428	236,670	939,497
BEHAVIORAL HEALTH	8,582	8,813	13,402	22,894	53,691
OPTICAL	9,326	9,751	10,014	10,202	39,293
LIFE & AD & D	1,832	2,015	2,060	2,087	7,994
UM/DM	12,848	13,221	13,082	13,116	52,267
PRESCRIPTION CARE MNGMT	2,040	2,084	2,077	2,096	8,297
P.P.O.	17,950	19,029	19,288	19,832	76,099
OPERATING EXPENSE	66,664	67,852	74,767	70,714	279,997
TOTAL EXPENSE	$1,004,486	$847,809	$1,133,739	$1,154,982	$4,141,016
SURPLUS (DEFICIT)	**($217,877)**	**$68,311**	**($183,556)**	**($1,154,982)**	**($486,192)**
AVERAGE INCOME	$246	$274	$269	$0	$197
AVERAGE EXPENSE	$314	$253	$321	$313	$300
SURPLUS (DEFICIT)	($68)	$21	($52)	($313)	($103)
TOTAL PARTICIPANTS	1,066	1,115	1,176	1,230	1,147

PLAN XXX
PART TIME
FOURTH QUARTER 2021

QUARTERLY RECAPS

	FIRST 2021	SECOND 2021	THIRD 2021	FOURTH 2021	TOTAL
EMPLOYER CONTRIBUTIONS	$872,365	$1,177,353	$1,582,908	$1,520,751	$5,153,377
MISC. INCOME - LOA	0	0	0	0	0
-COBRA	13,330	10,824	8,126	9,773	42,053
-HMO COPAY	3,291	2,575	1,903	1,578	9,347
TOTAL INCOME	$888,986	$1,190,752	$1,592,937	$1,532,102	$5,204,777
EXPENSES					
MEDICAL	$609,628	$556,691	$537,276	$594,435	$2,298,030
A & S	7,951	7,457	5,371	9,726	30,505
DENTAL	41,170	42,442	42,512	41,276	167,400
DRUG	199,035	92,973	137,275	262,149	691,432
BEHAVIORAL HEALTH	13,254	10,329	16,896	32,093	72,572
OPTICAL	11,736	12,206	11,954	11,701	47,597
LIFE & AD & D	1,447	1,567	1,526	1,491	6,031
UM/DM	14,475	14,681	13,848	13,245	56,249
PRESCRIPTION CARE MNGMT	2,294	2,283	2,223	2,094	8,894
P.P.O.	28,834	29,496	28,631	26,879	113,840
OPERATING EXPENSE	197,463	200,064	210,988	189,935	798,450
TOTAL EXPENSE	$1,127,287	$970,189	$1,008,500	$1,185,024	$4,291,000
SURPLUS (DEFICIT)	**($238,301)**	**$220,563**	**$584,437**	**$347,078**	**$913,777**
AVERAGE INCOME	$93	$126	$165	$165	$137
AVERAGE EXPENSE	$117	$103	$104	$128	$113
SURPLUS (DEFICIT)	($24)	$23	$61	$37	$24
TOTAL PARTICIPANTS	3,198	3,139	3,223	3,093	3,163

PLAN XL
PART TIME
FOURTH QUARTER 2021

QUARTERLY RECAPS

	FIRST 2021	SECOND 2021	THIRD 2021	FOURTH 2021	TOTAL
EMPLOYER CONTRIBUTIONS	$138,208	$179,199	$189,582	$185,955	$692,944
MISC. INCOME - LOA	0	0	0	0	0
-COBRA	69	69	46	0	184
TOTAL INCOME	$138,277	$179,268	$189,628	$185,955	$693,128
EXPENSES					
A & S	$2,427	$2,588	$529	$3,505	$9,049
DENTAL	16,882	17,167	16,720	16,015	66,784
OPTICAL	5,054	5,124	4,807	4,811	19,796
LIFE & AD & D	676	663	634	624	2,597
OPERATING EXPENSE	150,413	146,158	163,797	143,987	604,355
TOTAL EXPENSE	$175,452	$171,700	$186,487	$168,942	$702,581
SURPLUS (DEFICIT)	**($37,175)**	**$7,568**	**$3,141**	**$17,013**	**($9,453)**
AVERAGE INCOME	$20	$24	$26	$26	$24
AVERAGE EXPENSE	$26	$23	$25	$23	$24
SURPLUS (DEFICIT)	($6)	$1	$1	$3	$0
TOTAL PARTICIPANTS	2,280	2,519	2,457	2,410	2,417

COMBINED FUND
FOURTH QUARTER 2021

QUARTERLY RECAPS

	FIRST 2021	SECOND 2021	THIRD 2021	FOURTH 2021	TOTAL
EMPLOYER CONTR - ACTIVE	$19,633,330	$24,583,754	$25,164,278	$24,668,247	$94,049,609
EMPLOYER CONTR - RETIREE	3,982,176	3,983,842	3,874,434	3,813,104	15,653,556
EMPLOYEE CONTRIBUTIONS	1,255,063	1,227,503	1,189,836	1,189,812	4,862,214
INTEREST & DIVIDENDS - ACTIVE	121,845	88,263	56,755	53,990	320,853
INTEREST & DIVIDENDS - RETIREE	26,185	18,758	12,096	11,660	68,699
STIPEND	1,021,927	979,146	936,109	893,068	3,830,250
MISCELLANEOUS	0	31	26,141	0	26,172
TOTAL INCOME	$26,040,526	$30,881,297	$31,259,649	$30,629,881	$118,811,353
EXPENSES					
MEDICAL	$18,102,244	$15,719,753	$17,815,972	$16,921,958	$68,559,927
RETIREES	3,885,743	4,311,732	4,160,728	4,088,849	16,447,052
STIPEND	1,021,927	979,146	936,109	893,068	3,830,250
A & S	1,254,481	1,503,491	1,361,458	1,497,621	5,617,051
DENTAL	1,095,002	1,065,249	1,035,525	1,037,830	4,233,606
DRUG	6,392,369	4,711,847	5,319,863	5,866,362	22,290,441
BEHAVIORAL HEALTH	362,760	238,440	220,770	284,941	1,106,911
OPTICAL	156,738	159,396	153,877	150,935	620,946
LIFE & AD & D	38,929	38,743	38,003	37,311	152,986
UM/DM	206,325	206,262	197,802	193,297	803,686
PRESCRIPTION CARE MNGMT	32,603	32,118	31,415	30,561	126,697
E.A.P.	15,588	15,339	15,001	14,671	60,599
P.P.O.	302,074	284,697	282,091	274,538	1,143,400
OPERATING EXPENSE	1,037,577	993,850	1,046,644	932,403	4,010,474
TOTAL EXPENSE	$33,904,360	$30,260,063	$32,615,258	$32,224,345	$129,004,026
SURPLUS (DEFICIT)	**($7,863,834)**	**$621,234**	**($1,355,609)**	**($1,594,464)**	**($10,192,673)**
TOTAL PARTICIPANTS	15,858	15,895	15,765	15,438	15,739
FUND RESERVE	$26,480,029	$25,532,305	$27,188,034	$22,998,665	

PLAN I
FULL TIME
2020

QUARTERLY RECAPS

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTR - ACTIVE	$2,525,401	$2,567,773	$2,705,912	$2,117,700	$9,916,786
EMPLOYER CONTR - RETIREE	3,596,382	3,493,381	3,517,327	3,509,736	14,116,826
MISC. INCOME-DENTAL	0	0	0	0	0
-RETIREE	896,294	875,631	873,258	865,020	3,510,203
-LOA	0	0	0	0	0
-COBRA	6,721	11,201	6,516	2,876	27,314
-HMO COPAY	8,821	11,026	9,216	10,387	39,450
TOTAL	$7,033,619	$6,959,012	$7,112,229	$6,505,719	$27,610,579
EXPENSES					
MEDICAL	$1,348,808	$1,387,643	$1,048,873	$1,794,324	$5,579,648
RETIREE	4,081,068	3,076,447	3,861,042	3,282,215	14,300,772
A & S	214,514	159,050	115,290	154,855	643,709
DENTAL	77,374	76,353	64,156	71,722	289,605
DRUG	734,244	478,191	536,468	440,933	2,189,836
BEHAVIORAL HEALTH	30,175	73,365	43,802	68,261	215,603
OPTICAL	10,171	10,064	9,768	9,513	39,516
LIFE & AD & D	5,735	5,676	5,566	5,381	22,358
UM/DM	12,683	12,527	11,404	11,637	48,251
PRESCRIPTION CARE MNGMT	0	655	1,918	1,848	4,421
E.A.P.	1,172	1,158	1,124	1,094	4,548
P.P.O.	16,844	16,533	15,773	15,563	64,713
OPERATING EXPENSE	34,389	41,066	33,132	33,263	141,850
TOTAL EXPENSE	$6,567,177	$5,338,728	$5,748,316	$5,890,609	$23,544,830
SURPLUS (DEFICIT)	**$466,442**	**$1,620,284**	**$1,363,913**	**$615,110**	**$4,065,749**
AVERAGE INCOME	$4,042	$4,098	$4,287	$3,914	$4,085
AVERAGE EXPENSE	$3,774	$3,144	$3,465	$3,544	$3,482
SURPLUS (DEFICIT)	$268	$954	$822	$370	$603
TOTAL PARTICIPANTS	580	566	553	554	563

PLAN I
PART TIME
2020

QUARTERLY RECAPS

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTR - ACTIVE	$423,815	$343,261	$220,971	$153,533	$1,141,580
EMPLOYER CONTR - RETIREE	629,409	568,297	542,227	555,884	2,295,817
MISC. INCOME-DENTAL	0	0	0	0	0
-RETIREE	188,985	184,950	185,890	185,145	744,970
-LOA	0	0	0	0	0
-COBRA	0	0	0	0	0
-HMO COPAY	0	0	0	0	0
TOTAL	$1,242,209	$1,096,508	$949,088	$894,562	$4,182,367
EXPENSES					
MEDICAL	$223,373	$87,453	$260,383	$365,486	$936,695
RETIREE	657,758	523,097	605,049	572,277	2,358,181
A & S	9,735	10,382	13,941	5,007	39,065
DENTAL	12,633	12,293	9,979	11,549	46,454
DRUG	61,341	31,376	52,173	42,360	187,250
BEHAVIORAL HEALTH	5,933	6,707	2,095	3,520	18,255
OPTICAL	1,737	1,705	1,596	1,569	6,607
LIFE & AD & D	416	415	394	381	1,606
UM/DM	1,876	1,835	2,173	1,776	7,660
PRESCRIPTION CARE MNGMT	0	94	282	283	659
E.A.P.	201	196	185	181	763
P.P.O.	2,851	2,826	2,788	2,631	11,096
OPERATING EXPENSE	6,242	7,234	5,616	5,565	24,657
TOTAL EXPENSE	$984,096	$685,613	$956,654	$1,012,585	$3,638,948
SURPLUS (DEFICIT)	**$258,113**	**$410,895**	**($7,566)**	**($118,023)**	**$543,419**
AVERAGE INCOME	$3,906	$3,730	$3,439	$3,172	$3,562
AVERAGE EXPENSE	$3,095	$2,332	$3,466	$3,591	$3,121
SURPLUS (DEFICIT)	$811	$1,398	($27)	($419)	$441
TOTAL PARTICIPANTS	106	98	92	94	98

PLAN X
FULL TIME
2020

QUARTERLY RECAPS

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTRIBUTIONS	$10,473,534	$10,420,388	$10,520,103	$7,590,170	$39,004,195
MISC. INCOME-LOA	0	0	0	0	0
-COBRA	35,750	29,053	31,444	40,741	136,988
-HMO COPAY	88,194	93,080	78,388	73,610	333,272
TOTAL INCOME	$10,597,478	$10,542,521	$10,629,935	$7,704,521	$39,474,455
EXPENSES					
MEDICAL	$8,826,263	$7,264,084	$8,873,849	$8,388,973	$33,353,169
A & S	843,094	803,809	698,523	797,897	3,143,323
DENTAL	590,163	582,628	501,610	569,317	2,243,718
DRUG	2,842,090	2,069,985	3,055,920	2,646,536	10,614,531
BEHAVIORAL HEALTH	138,751	149,761	164,481	139,597	592,590
OPTICAL	64,702	64,004	63,276	62,672	254,654
LIFE & AD & D	19,149	19,025	18,806	18,615	75,595
UM/DM	103,626	103,172	100,372	100,496	407,666
PRESCRIPTION CARE MNGMT	0	5,498	16,287	16,023	37,808
E.A.P.	8,685	8,602	8,493	8,424	34,204
P.P.O.	118,463	118,025	114,489	114,705	465,682
OPERATING EXPENSE	256,956	310,410	252,645	256,585	1,076,596
TOTAL EXPENSE	$13,811,942	$11,499,003	$13,868,751	$13,119,840	$52,299,536
SURPLUS (DEFICIT)	**($3,214,464)**	**($956,482)**	**($3,238,816)**	**($5,415,319)**	**($12,825,081)**
AVERAGE INCOME	$804	$815	$827	$599	$761
AVERAGE EXPENSE	$1,048	$889	$1,080	$1,020	$1,009
SURPLUS (DEFICIT)	($244)	($74)	($253)	($421)	($248)
TOTAL PARTICIPANTS	4,395	4,310	4,282	4,286	4,318

PLAN X
PART TIME
2020

INDIVIDUAL
QUARTERLY RECAPS

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTRIBUTIONS	$5,742,567	$5,360,572	$5,259,183	$3,800,881	$20,163,203
MISC. INCOME-LOA	0	0	0	0	0
-COBRA	30,752	37,014	43,273	53,802	164,841
-HMO COPAY	13,309	12,704	12,776	9,907	48,696
TOTAL INCOME	$5,786,628	$5,410,290	$5,315,232	$3,864,590	$20,376,740
EXPENSES					
MEDICAL	$2,835,289	$3,057,858	$1,929,782	$3,233,193	$11,056,122
A & S	161,845	180,744	200,130	202,882	745,601
DENTAL	221,488	215,767	165,123	202,060	804,438
DRUG	961,376	720,375	1,024,183	1,173,467	3,879,401
BEHAVIORAL HEALTH	46,784	25,169	35,455	26,640	134,048
OPTICAL	37,769	36,793	35,200	34,458	144,220
LIFE & AD & D	7,428	7,265	6,975	6,775	28,443
UM/DM	30,806	30,377	28,811	28,635	118,629
PRESCRIPTION CARE MNGMT	0	1,563	4,613	4,527	10,703
E.A.P.	5,124	4,975	4,762	4,663	19,524
P.P.O.	65,755	64,102	59,805	58,386	248,048
OPERATING EXPENSES	159,341	186,866	148,719	150,465	645,391
TOTAL EXPENSE	$4,533,005	$4,531,854	$3,643,558	$5,126,151	$17,834,568
SURPLUS (DEFICIT)	**$1,253,623**	**$878,436**	**$1,671,674**	**($1,261,561)**	**$2,542,172**
AVERAGE INCOME	$715	$711	$704	$521	$663
AVERAGE EXPENSE	$560	$596	$482	$691	$582
SURPLUS (DEFICIT)	$155	$115	$222	($170)	$81
TOTAL PARTICIPANTS	2,699	2,535	2,518	2,474	2,557

PLAN X
PART TIME
2020

DEPENDENT
QUARTERLY RECAPS

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTRIBUTIONS	$3,319,396	$3,177,544	$3,273,083	$2,358,751	$12,128,774
MISC. INCOME -LOA	0	0	0	0	0
-COBRA	0	0	0	0	0
-HMO COPAY	20,349	24,933	21,934	18,908	86,124
TOTAL INCOME	$3,339,745	$3,202,477	$3,295,017	$2,377,659	$12,214,898
EXPENSES					
MEDICAL	$2,376,707	$2,041,273	$2,096,803	$1,961,902	$8,476,685
A & S	77,091	84,398	76,498	46,199	284,186
DENTAL	141,034	137,926	120,596	132,309	531,865
DRUG	926,002	533,021	716,695	623,457	2,799,175
BEHAVIORAL HEALTH	12,630	16,812	13,945	13,648	57,035
OPTICAL	11,682	11,424	11,043	10,979	45,128
LIFE & AD & D	2,272	2,208	2,130	2,091	8,701
UM/DM	26,073	25,735	24,775	24,770	101,353
PRESCRIPTION CARE MNGMT	0	1,353	4,011	3,966	9,330
E.A.P.	1,565	1,528	1,481	1,464	6,038
P.P.O.	21,680	20,921	19,763	19,753	82,117
OPERATING EXPENSE	46,594	55,335	43,872	44,135	189,936
TOTAL EXPENSE	$3,643,330	$2,931,934	$3,131,612	$2,884,673	$12,591,549
SURPLUS (DEFICIT)	**($303,585)**	**$270,543**	**$163,405**	**($507,014)**	**($376,651)**
AVERAGE INCOME	$1,393	$1,421	$1,478	$1,080	$1,343
AVERAGE EXPENSE	$1,520	$1,301	$1,405	$1,310	$1,384
SURPLUS (DEFICIT)	($127)	$120	$73	($230)	($41)
TOTAL PARTICIPANTS	799	751	743	734	757

PLAN XX
FULL TIME
2020

QUARTERLY RECAPS

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTRIBUTIONS	$512,356	$548,065	$581,951	$450,676	$2,093,048
MISC. INCOME -LOA	0	0	0	0	0
-COBRA	684	684	1,367	656	3,391
-HMO COPAY	97	325	65	32	519
TOTAL INCOME	$513,137	$549,074	$583,383	$451,364	$2,096,958
EXPENSES					
MEDICAL	$499,900	$305,433	$242,934	$575,403	$1,623,670
A & S	31,839	17,626	24,376	44,033	117,874
DENTAL	29,205	29,781	21,947	29,646	110,579
DRUG	38,835	24,383	68,904	75,972	208,094
BEHAVIORAL HEALTH	4,179	4,472	4,786	4,748	18,185
OPTICAL	6,499	6,609	6,604	6,554	26,266
LIFE & AD & D	1,315	1,350	1,359	1,351	5,375
UM/DM	8,104	8,267	8,152	8,258	32,781
PRESCRIPTION CARE MNGMT	0	440	1,322	1,307	3,069
P.P.O.	11,383	11,972	12,128	12,328	47,811
OPERATING EXPENSE	29,976	36,470	30,638	30,732	127,816
TOTAL EXPENSE	$661,235	$446,803	$423,150	$790,332	$2,321,520
SURPLUS (DEFICIT)	**($148,098)**	**$102,271**	**$160,233**	**($338,968)**	**($224,562)**
AVERAGE INCOME	$335	$347	$370	$305	$339
AVERAGE EXPENSE	$431	$282	$269	$534	$379
SURPLUS (DEFICIT)	($96)	$65	$101	($229)	($40)
TOTAL PARTICIPANTS	511	528	525	493	514

PLAN XX
PART TIME
2020

QUARTERLY RECAPS

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTRIBUTIONS	$409,218	$431,683	$523,393	$396,984	$1,761,278
MISC. INCOME -LOA	0	0	0	0	0
-COBRA	1,124	562	1,641	1,915	5,242
-HMO COPAY	1,394	1,498	821	1,514	5,227
TOTAL INCOME	$411,736	$433,743	$525,855	$400,413	$1,771,747
EXPENSES					
MEDICAL	$246,578	$348,736	$394,415	$358,741	$1,348,470
A & S	4,796	15,036	4,648	12,045	36,525
DENTAL	34,683	33,520	21,308	30,674	120,185
DRUG	165,551	147,068	141,023	117,865	571,507
BEHAVIORAL HEALTH	5,541	6,782	5,672	5,350	23,345
OPTICAL	9,585	9,241	8,723	8,529	36,078
LIFE & AD & D	977	951	912	873	3,713
UM/DM	8,227	8,065	7,508	7,415	31,215
PRESCRIPTION CARE MNGMT	0	409	1,210	1,178	2,797
P.P.O.	14,841	14,639	13,832	13,398	56,710
OPERATING EXPENSE	61,985	73,898	55,818	56,588	248,289
TOTAL EXPENSE	$552,764	$658,345	$655,069	$612,656	$2,478,834
SURPLUS (DEFICIT)	**($141,028)**	**($224,602)**	**($129,214)**	**($212,243)**	**($707,087)**
AVERAGE INCOME	$132	$150	$183	$142	$152
AVERAGE EXPENSE	$178	$228	$228	$217	$213
SURPLUS (DEFICIT)	($46)	($78)	($45)	($75)	($61)
TOTAL PARTICIPANTS	1,038	963	956	939	974

PLAN XXX
FULL TIME
2020

QUARTERLY RECAPS

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTRIBUTIONS	$1,333,657	$1,150,871	$723,633	$626,471	$3,834,632
MISC. INCOME -LOA	0	0	0	0	0
-COBRA	3,171	668	995	2,213	7,047
-HMO COPAY	1,384	0	0	2,497	3,881
TOTAL INCOME	$1,338,212	$1,151,539	$724,628	$631,181	$3,845,560
EXPENSES					
MEDICAL	$290,155	$218,245	$352,841	$419,642	$1,280,883
A & S	13,702	32,725	17,417	27,723	91,567
DENTAL	30,769	32,396	26,021	37,204	126,390
DRUG	113,983	111,459	135,353	169,799	530,594
BEHAVIORAL HEALTH	4,549	4,799	9,298	4,856	23,502
OPTICAL	6,638	7,010	7,436	7,975	29,059
LIFE & AD & D	1,306	1,427	1,530	1,601	5,864
UM/DM	9,077	9,522	10,196	10,876	39,671
PRESCRIPTION CARE MNGMT	0	511	1,606	1,712	3,829
P.P.O.	11,902	13,195	13,941	14,636	53,674
OPERATING EXPENSE	42,023	54,776	48,215	54,792	199,806
TOTAL EXPENSE	$524,104	$486,065	$623,854	$750,816	$2,384,839
SURPLUS (DEFICIT)	**$814,108**	**$665,474**	**$100,774**	**($119,635)**	**$1,460,721**
AVERAGE INCOME	$596	$484	$275	$214	$392
AVERAGE EXPENSE	$233	$204	$237	$255	$232
SURPLUS (DEFICIT)	$363	$280	$38	($41)	$160
TOTAL PARTICIPANTS	749	793	877	981	850

PLAN XXX
PART TIME
2020

QUARTERLY RECAPS

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTRIBUTIONS	$1,162,541	$984,186	$863,933	$711,272	$3,721,932
MISC. INCOME -LOA	0	0	0	0	0
-COBRA	7,263	8,803	8,997	11,569	36,632
-HMO COPAY	0	570	1,302	1,120	2,992
TOTAL INCOME	$1,169,804	$993,559	$874,232	$723,961	$3,761,556
EXPENSES					
MEDICAL	$316,754	$616,808	$1,192,298	$918,040	$3,043,900
A & S	4,896	15,779	14,984	17,727	53,386
DENTAL	36,527	37,712	26,276	39,028	139,543
DRUG	99,997	104,102	162,617	205,430	572,146
BEHAVIORAL HEALTH	11,183	11,699	8,916	19,097	50,895
OPTICAL	10,033	10,355	10,662	10,780	41,830
LIFE & AD & D	1,247	1,330	1,295	1,301	5,173
UM/DM	12,088	12,109	11,996	12,428	48,621
PRESCRIPTION CARE MNGMT	0	622	1,924	1,960	4,506
P.P.O.	24,283	25,313	24,939	25,287	99,822
OPERATING EXPENSE	141,132	198,481	156,057	167,256	662,926
TOTAL EXPENSE	$658,140	$1,034,310	$1,611,964	$1,418,334	$4,722,748
SURPLUS (DEFICIT)	**$511,664**	**($40,751)**	**($737,732)**	**($694,373)**	**($961,192)**
AVERAGE INCOME	$132	$126	$106	$84	$112
AVERAGE EXPENSE	$74	$131	$196	$164	$141
SURPLUS (DEFICIT)	$58	($5)	($90)	($80)	($29)
TOTAL PARTICIPANTS	2,964	2,629	2,741	2,878	2,803

PLAN XL
PART TIME
2020

QUARTERLY RECAPS

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTRIBUTIONS	$129,984	$143,635	$149,393	$122,670	$545,682
MISC. INCOME -LOA	0	0	0	0	0
-COBRA	0	0	99	69	168
TOTAL INCOME	$129,984	$143,635	$149,492	$122,739	$545,850
EXPENSES					
A & S	$2,673	$2,360	$889	$2,457	$8,379
DENTAL	18,223	18,410	11,958	18,085	66,676
OPTICAL	5,256	5,326	5,242	5,247	21,071
LIFE & AD & D	667	702	703	675	2,747
OPERATING EXPENSE	122,973	133,558	120,499	132,330	509,360
TOTAL EXPENSE	$149,792	$160,356	$139,291	$158,794	$608,233
SURPLUS (DEFICIT)	**($19,808)**	**($16,721)**	**$10,201**	**($36,055)**	**($62,383)**
AVERAGE INCOME	$24	$24	$23	$18	$22
AVERAGE EXPENSE	$28	$26	$21	$23	$25
SURPLUS (DEFICIT)	($4)	($2)	$2	($5)	($3)
TOTAL PARTICIPANTS	1,804	2,029	2,189	2,306	2,082

COMBINED FUND
2020

QUARTERLY RECAPS

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTR - ACTIVE	$26,032,469	$25,127,978	$24,821,555	$18,329,108	$94,311,110
EMPLOYER CONTR - RETIREE	4,225,791	4,061,678	4,059,554	4,065,620	16,412,643
EMPLOYEE CONTRIBUTIONS	1,304,292	1,292,702	1,277,982	1,281,981	5,156,957
INTEREST & DIVIDENDS - ACTIVE	125,883	190,608	132,076	131,986	580,553
INTEREST & DIVIDENDS - RETIREE	28,371	43,859	29,759	29,015	131,004
STIPEND	1,200,856	1,163,185	1,119,766	1,084,602	4,568,409
MISCELLANEOUS[1]	147	2,486	0	102,077	104,710
TOTAL INCOME	$32,917,809	$31,882,496	$31,440,692	$25,024,389	$121,265,386
EXPENSES					
MEDICAL	$16,963,827	$15,327,533	$16,392,178	$18,015,704	$66,699,242
RETIREES	4,738,826	3,599,544	4,466,091	3,854,492	16,658,953
STIPEND	1,200,856	1,163,185	1,119,766	1,084,602	4,568,409
A & S	1,364,185	1,321,909	1,166,696	1,310,825	5,163,615
DENTAL	1,192,099	1,176,786	968,974	1,141,594	4,479,453
DRUG	5,943,419	4,219,960	5,893,336	5,495,819	21,552,534
BEHAVIORAL HEALTH	259,725	299,566	288,450	285,717	1,133,458
OPTICAL	164,072	162,531	159,550	158,276	644,429
LIFE & AD & D	40,512	40,349	39,670	39,044	159,575
UM/DM	212,560	211,609	205,387	206,291	835,847
PRESCRIPTION CARE MNGMT	0	11,145	33,173	32,804	77,122
E.A.P.	16,747	16,459	16,045	15,826	65,077
P.P.O.	288,002	287,526	277,458	276,687	1,129,673
OPERATING EXPENSE	901,611	1,098,094	895,211	931,711	3,826,627
TOTAL EXPENSE	$33,286,441	$28,936,196	$31,921,985	$32,849,392	$126,994,014
SURPLUS (DEFICIT)	**($368,632)**	**$2,946,300**	**($481,293)**	**($7,825,003)**	**($5,728,628)**
TOTAL PARTICIPANTS	15,645	15,202	15,476	15,739	15,516
FUND RESERVE	$33,501,442	$32,398,796	$41,245,219	$39,737,569	

[1]LITIGATION SETTLEMENTS 4TH QTR:

$101,990	MADOFF FUND
87	VISIUM FAIR FUND
$102,077	

PLAN I
FULL TIME
2021

QUARTERLY RECAPS - ACTIVE

	FIRST 2021	SECOND 2021	THIRD 2021	FOURTH 2021	TOTAL
EMPLOYER CONTR - ACTIVE	$1,221,714	$2,411,061	$2,091,159	$1,986,167	$7,710,101
MISC. INCOME - LOA	0	0	0	0	0
-COBRA	4,314	4,314	4,314	3,677	16,619
-HMO COPAY	7,079	14,391	10,728	11,380	43,578
TOTAL	$1,233,107	$2,429,766	$2,106,201	$2,001,224	$7,770,298
EXPENSES					
MEDICAL	$1,408,162	$1,379,593	$1,924,891	$1,432,697	$6,145,343
A & S	140,586	205,778	130,085	188,949	665,398
DENTAL	67,620	64,675	61,923	62,445	256,663
DRUG	489,609	387,553	361,648	481,071	1,719,881
BEHAVIORAL HEALTH	88,719	54,733	25,253	39,341	208,046
OPTICAL	9,342	9,084	8,864	8,596	35,886
LIFE & AD & D	5,274	5,151	5,033	4,895	20,353
UM/DM	11,276	11,200	10,623	10,125	43,224
PRESCRIPTION CARE MNGMT	1,774	1,736	1,684	1,605	6,799
E.A.P.	1,072	1,046	1,023	991	4,132
P.P.O.	16,703	15,425	15,252	14,621	62,001
OPERATING EXPENSE	36,165	33,400	34,167	30,088	133,820
TOTAL EXPENSE	$2,276,302	$2,169,374	$2,580,446	$2,275,424	$9,301,546
SURPLUS (DEFICIT)	**($1,043,195)**	**$260,392**	**($474,245)**	**($274,200)**	**($1,531,248)**
AVERAGE INCOME	$771	$1,549	$1,385	$1,381	$1,272
AVERAGE EXPENSE	$1,424	$1,383	$1,697	$1,570	$1,519
SURPLUS (DEFICIT)	($653)	$166	($312)	($189)	($247)
TOTAL PARTICIPANTS	533	523	507	483	512

PLAN I
PART TIME
2021

QUARTERLY RECAPS - ACTIVE

	FIRST 2021	SECOND 2021	THIRD 2021	FOURTH 2021	TOTAL
EMPLOYER CONTR - ACTIVE	$109,815	$231,102	$265,628	$259,065	$865,610
MISC. INCOME - LOA	0	0	0	0	0
-COBRA	0	0	0	3,063	3,063
-HMO COPAY	0	0	0	0	0
TOTAL	$109,815	$231,102	$265,628	$262,128	$868,673
EXPENSES					
MEDICAL	$209,371	$167,179	$149,811	$143,342	$669,703
A & S	8,741	12,594	12,312	7,162	40,809
DENTAL	10,707	10,223	9,692	9,361	39,983
DRUG	47,925	41,246	23,888	42,764	155,823
BEHAVIORAL HEALTH	3,313	2,940	4,061	1,862	12,176
OPTICAL	1,412	1,524	1,384	1,342	5,662
LIFE & AD & D	365	354	340	325	1,384
UM/DM	1,673	1,684	1,530	1,480	6,367
PRESCRIPTION CARE MNGMT	265	263	254	231	1,013
E.A.P.	172	169	160	156	657
P.P.O.	2,746	2,477	2,448	2,351	10,022
OPERATING EXPENSE	6,033	5,506	5,520	4,828	21,887
TOTAL EXPENSE	$292,723	$246,159	$211,400	$215,204	$965,486
SURPLUS (DEFICIT)	**($182,908)**	**($15,057)**	**$54,228**	**$46,924**	**($96,813)**
AVERAGE INCOME	$407	$906	$1,093	$1,106	$878
AVERAGE EXPENSE	$1,084	$965	$870	$908	$957
SURPLUS (DEFICIT)	($677)	($59)	$223	$198	($79)
TOTAL PARTICIPANTS	90	85	81	79	84

PLAN X
FULL TIME
2021

QUARTERLY RECAPS - ACTIVE

	FIRST 2021	SECOND 2021	THIRD 2021	FOURTH 2021	TOTAL
EMPLOYER CONTRIBUTIONS	$8,271,146	$10,521,871	$11,123,288	$11,026,264	$40,942,569
MISC. INCOME-LOA	0	0	0	0	0
-COBRA	28,826	23,161	16,485	31,069	99,541
-HMO COPAY	73,649	60,803	59,737	53,358	247,547
TOTAL INCOME	$8,373,621	$10,605,835	$11,199,510	$11,110,691	$41,289,657
EXPENSES					
MEDICAL	$9,888,796	$7,507,645	$8,448,559	$8,362,512	$34,207,512
A & S	758,138	868,937	884,132	955,204	3,466,411
DENTAL	540,745	523,514	503,930	516,208	2,084,397
DRUG	3,144,637	2,155,783	2,548,911	2,680,250	10,529,581
BEHAVIORAL HEALTH	162,940	106,281	118,252	137,256	524,729
OPTICAL	62,132	61,267	60,241	59,563	243,203
LIFE & AD & D	18,402	18,223	17,959	17,726	72,310
UM/DM	98,052	98,186	94,553	93,273	384,064
PRESCRIPTION CARE MNGMT	15,522	15,315	15,022	14,702	60,561
E.A.P.	8,354	8,249	8,102	8,009	32,714
P.P.O.	124,415	115,228	115,279	113,132	468,054
OPERATING EXPENSE	279,752	261,121	271,172	242,520	1,054,565
TOTAL EXPENSE	$15,101,885	$11,739,749	$13,086,112	$13,200,355	$53,128,101
SURPLUS (DEFICIT)	**($6,728,264)**	**($1,133,914)**	**($1,886,602)**	**($2,089,664)**	**($11,838,444)**
AVERAGE INCOME	$667	$856	$918	$923	$841
AVERAGE EXPENSE	$1,203	$948	$1,073	$1,096	$1,080
SURPLUS (DEFICIT)	($536)	($92)	($155)	($173)	($239)
TOTAL PARTICIPANTS	4,184	4,128	4,065	4,014	4,098

PLAN X
PART TIME
2021

INDIVIDUAL
QUARTERLY RECAPS - ACTIVE

	FIRST 2021	SECOND 2021	THIRD 2021	FOURTH 2021	TOTAL
EMPLOYER CONTRIBUTIONS	$4,476,695	$5,096,595	$4,813,564	$4,648,041	$19,034,895
MISC. INCOME-LOA	0	0	0	0	0
-COBRA	39,198	32,511	28,854	13,920	114,483
-HMO COPAY	15,426	17,302	10,475	12,279	55,482
TOTAL INCOME	$4,531,319	$5,146,408	$4,852,893	$4,674,240	$19,204,860
EXPENSES					
MEDICAL	$2,755,797	$2,746,624	$3,118,073	$3,231,830	$11,852,324
A & S	197,775	237,804	187,828	204,578	827,985
DENTAL	193,049	189,811	192,791	178,031	753,682
DRUG	1,324,898	1,108,831	1,233,831	1,279,014	4,946,574
BEHAVIORAL HEALTH	65,723	31,618	22,424	32,969	152,734
OPTICAL	32,917	34,091	32,130	31,012	130,150
LIFE & AD & D	6,659	6,523	6,329	6,143	25,654
UM/DM	28,270	27,993	26,695	25,687	108,645
PRESCRIPTION CARE MNGMT	4,427	4,324	4,209	4,064	17,024
E.A.P.	4,571	4,477	4,351	4,193	17,592
P.P.O.	63,520	58,041	57,170	54,730	233,461
OPERATING EXPENSES	161,078	151,313	157,178	134,501	604,070
TOTAL EXPENSE	$4,838,684	$4,601,450	$5,043,009	$5,186,752	$19,669,895
SURPLUS (DEFICIT)	**($307,365)**	**$544,958**	**($190,116)**	**($512,512)**	**($465,035)**
AVERAGE INCOME	$628	$707	$708	$704	$687
AVERAGE EXPENSE	$671	$632	$736	$782	$705
SURPLUS (DEFICIT)	($43)	$75	($28)	($78)	($18)
TOTAL PARTICIPANTS	2,404	2,428	2,285	2,212	2,332

PLAN X
PART TIME
2021

DEPENDENT
QUARTERLY RECAPS - ACTIVE

	FIRST 2021	SECOND 2021	THIRD 2021	FOURTH 2021	TOTAL
EMPLOYER CONTRIBUTIONS	$2,818,651	$3,034,154	$3,032,702	$2,958,907	$11,844,414
MISC. INCOME -LOA	0	0	0	0	0
-COBRA	0	0	0	0	0
-HMO COPAY	17,587	17,586	18,280	17,304	70,757
TOTAL INCOME	$2,836,238	$3,051,740	$3,050,982	$2,976,211	$11,915,171
EXPENSES					
MEDICAL	$2,037,692	$1,962,773	$1,889,170	$1,751,784	$7,641,419
A & S	74,565	93,009	53,753	62,286	283,613
DENTAL	124,055	117,308	107,352	115,991	464,706
DRUG	789,680	529,454	633,889	685,982	2,639,005
BEHAVIORAL HEALTH	10,611	14,865	9,698	7,941	43,115
OPTICAL	10,222	10,806	10,187	9,860	41,075
LIFE & AD & D	2,040	2,011	1,972	1,916	7,939
UM/DM	23,957	23,764	22,688	22,025	92,434
PRESCRIPTION CARE MNGMT	3,788	3,704	3,605	3,500	14,597
E.A.P.	1,419	1,398	1,365	1,322	5,504
P.P.O.	21,090	19,282	19,500	19,113	78,985
OPERATING EXPENSE	47,269	43,604	44,548	39,301	174,722
TOTAL EXPENSE	$3,146,388	$2,821,978	$2,797,727	$2,721,021	$11,487,114
SURPLUS (DEFICIT)	**($310,150)**	**$229,762**	**$253,255**	**$255,190**	**$428,057**
AVERAGE INCOME	$1,351	$1,492	$1,525	$1,522	$1,473
AVERAGE EXPENSE	$1,498	$1,379	$1,398	$1,391	$1,417
SURPLUS (DEFICIT)	($147)	$113	$127	$131	$56
TOTAL PARTICIPANTS	700	682	667	652	675

PLAN XX
FULL TIME
2021

QUARTERLY RECAPS - ACTIVE

	FIRST 2021	SECOND 2021	THIRD 2021	FOURTH 2021	TOTAL
EMPLOYER CONTRIBUTIONS	$512,779	$577,496	$590,586	$590,586	$2,271,447
MISC. INCOME -LOA	0	0	0	0	0
-HMO COPAY	1,359	340	1,374	2,124	5,197
-COBRA	0	0	0	0	0
TOTAL INCOME	$514,138	$577,836	$591,960	$592,710	$2,276,644
EXPENSES					
MEDICAL	$283,334	$487,610	$595,301	$495,685	$1,861,930
A & S	17,027	29,004	18,396	9,581	74,008
DENTAL	29,292	28,559	28,290	27,372	113,513
DRUG	42,520	40,459	34,088	68,922	185,989
BEHAVIORAL HEALTH	4,504	4,565	5,250	4,802	19,121
OPTICAL	6,796	6,682	6,514	6,434	26,426
LIFE & AD & D	1,363	1,390	1,342	1,334	5,429
UM/DM	8,406	8,336	8,038	7,898	32,678
PRESCRIPTION CARE MNGMT	1,331	1,300	1,273	1,250	5,154
P.P.O.	12,960	12,710	12,426	12,315	50,411
OPERATING EXPENSE	32,822	32,165	33,284	29,534	127,805
TOTAL EXPENSE	$440,355	$652,780	$744,202	$665,127	$2,502,464
SURPLUS (DEFICIT)	**$73,783**	**($74,944)**	**($152,242)**	**($72,417)**	**($225,820)**
AVERAGE INCOME	$329	$378	$395	$396	$375
AVERAGE EXPENSE	$282	$427	$496	$444	$412
SURPLUS (DEFICIT)	$47	($49)	($101)	($48)	($37)
TOTAL PARTICIPANTS	521	510	500	499	508

PLAN XX
PART TIME
2021

QUARTERLY RECAPS - ACTIVE

	FIRST 2021	SECOND 2021	THIRD 2021	FOURTH 2021	TOTAL
EMPLOYER CONTRIBUTIONS	$427,769	$441,269	$526,795	$500,922	$1,896,755
MISC. INCOME -LOA	0	0	0	0	0
-HMO COPAY	1,300	1,081	751	3,553	6,685
-COBRA	1,668	1,680	1,291	1,115	5,754
TOTAL INCOME	$430,737	$444,030	$528,837	$505,590	$1,909,194
EXPENSES					
MEDICAL	$339,489	$478,515	$503,033	$215,458	$1,536,495
A & S	12,136	12,882	13,713	18,519	57,250
DENTAL	29,627	28,187	27,891	26,086	111,791
DRUG	115,786	140,428	96,905	129,540	482,659
BEHAVIORAL HEALTH	5,114	4,296	5,534	5,783	20,727
OPTICAL	7,801	8,861	7,782	7,414	31,858
LIFE & AD & D	871	846	808	770	3,295
UM/DM	7,368	7,197	6,745	6,448	27,758
PRESCRIPTION CARE MNGMT	1,162	1,109	1,068	1,019	4,358
P.P.O.	13,856	13,009	12,097	11,565	50,527
OPERATING EXPENSE	59,918	52,667	51,223	46,995	210,803
TOTAL EXPENSE	$593,128	$747,997	$726,799	$469,597	$2,537,521
SURPLUS (DEFICIT)	**($162,391)**	**($303,967)**	**($197,962)**	**$35,993**	**($628,327)**
AVERAGE INCOME	$163	$193	$219	$220	$199
AVERAGE EXPENSE	$224	$325	$301	$204	$264
SURPLUS (DEFICIT)	($61)	($132)	($82)	$16	($65)
TOTAL PARTICIPANTS	882	766	804	766	805

PLAN XXX
FULL TIME
2021

QUARTERLY RECAPS - ACTIVE

	FIRST 2021	SECOND 2021	THIRD 2021	FOURTH 2021	TOTAL
EMPLOYER CONTRIBUTIONS	$784,188	$913,654	$948,066	$991,589	$3,637,497
MISC. INCOME -LOA	0	0	0	0	0
-COBRA	401	327	334	5,479	6,541
-HMO COPAY	2,020	2,139	1,783	4,844	10,786
TOTAL INCOME	$786,609	$916,120	$950,183	$1,001,912	$3,654,824
EXPENSES					
MEDICAL	$569,975	$433,123	$649,858	$694,215	$2,347,171
A & S	35,135	33,438	55,339	38,111	162,023
DENTAL	41,855	43,363	44,424	45,045	174,687
DRUG	238,279	215,120	249,428	236,670	939,497
BEHAVIORAL HEALTH	8,582	8,813	13,402	22,894	53,691
OPTICAL	9,326	9,751	10,014	10,202	39,293
LIFE & AD & D	1,832	2,015	2,060	2,087	7,994
UM/DM	12,848	13,221	13,082	13,116	52,267
PRESCRIPTION CARE MNGMT	2,040	2,084	2,077	2,096	8,297
P.P.O.	17,950	19,029	19,288	19,832	76,099
OPERATING EXPENSE	66,664	67,852	74,767	70,714	279,997
TOTAL EXPENSE	$1,004,486	$847,809	$1,133,739	$1,154,982	$4,141,016
SURPLUS (DEFICIT)	**($217,877)**	**$68,311**	**($183,556)**	**($153,070)**	**($486,192)**
AVERAGE INCOME	$246	$274	$269	$272	$265
AVERAGE EXPENSE	$314	$253	$321	$313	$300
SURPLUS (DEFICIT)	($68)	$21	($52)	($41)	($35)
TOTAL PARTICIPANTS	1,066	1,115	1,176	1,230	1,147

PLAN XXX
PART TIME
2021

QUARTERLY RECAPS - ACTIVE

	FIRST 2021	SECOND 2021	THIRD 2021	FOURTH 2021	TOTAL
EMPLOYER CONTRIBUTIONS	$872,365	$1,177,353	$1,582,908	$1,520,751	$5,153,377
MISC. INCOME -LOA	0	0	0	0	0
-COBRA	13,330	10,824	8,126	9,773	42,053
-HMO COPAY	3,291	2,575	1,903	1,578	9,347
TOTAL INCOME	$888,986	$1,190,752	$1,592,937	$1,532,102	$5,204,777
EXPENSES					
MEDICAL	$609,628	$556,691	$537,276	$594,435	$2,298,030
A & S	7,951	7,457	5,371	9,726	30,505
DENTAL	41,170	42,442	42,512	41,276	167,400
DRUG	199,035	92,973	137,275	262,149	691,432
BEHAVIORAL HEALTH	13,254	10,329	16,896	32,093	72,572
OPTICAL	11,736	12,206	11,954	11,701	47,597
LIFE & AD & D	1,447	1,567	1,526	1,491	6,031
UM/DM	14,475	14,681	13,848	13,245	56,249
PRESCRIPTION CARE MNGMT	2,294	2,283	2,223	2,094	8,894
P.P.O.	28,834	29,496	28,631	26,879	113,840
OPERATING EXPENSE	197,463	200,064	210,988	189,935	798,450
TOTAL EXPENSE	$1,127,287	$970,189	$1,008,500	$1,185,024	$4,291,000
SURPLUS (DEFICIT)	**($238,301)**	**$220,563**	**$584,437**	**$347,078**	**$913,777**
AVERAGE INCOME	$93	$126	$165	$165	$137
AVERAGE EXPENSE	$117	$103	$104	$128	$113
SURPLUS (DEFICIT)	($24)	$23	$61	$37	$24
TOTAL PARTICIPANTS	3,198	3,139	3,223	3,093	3,163

PLAN XL
PART TIME
2021
QUARTERLY RECAPS - ACTIVE

	FIRST 2021	SECOND 2021	THIRD 2021	FOURTH 2021	TOTAL
EMPLOYER CONTRIBUTIONS	$138,208	$179,199	$189,582	$185,955	$692,944
MISC. INCOME -LOA	0	0	0	0	0
-COBRA	69	69	46	0	184
TOTAL INCOME	$138,277	$179,268	$189,628	$185,955	$693,128
EXPENSES					
A & S	$2,427	$2,588	529	3,505	$9,049
DENTAL	16,882	17,167	16,720	16,015	66,784
OPTICAL	5,054	5,124	4,807	4,811	19,796
LIFE & AD & D	676	663	634	624	2,597
OPERATING EXPENSE	150,413	146,158	163,797	143,987	604,355
TOTAL EXPENSE	$175,452	$171,700	$186,487	$168,942	$702,581
SURPLUS (DEFICIT)	**($37,175)**	**$7,568**	**$3,141**	**$17,013**	**($9,453)**
AVERAGE INCOME	$20	$24	$26	$26	$24
AVERAGE EXPENSE	$26	$23	$25	$23	$24
SURPLUS (DEFICIT)	($6)	$1	$1	$3	$0
TOTAL PARTICIPANTS	2,280	2,519	2,457	2,410	2,417

ACTIVE PLANS
2021

QUARTERLY RECAPS

	FIRST 2021	SECOND 2021	THIRD 2021	FOURTH 2021	TOTAL
EMPLOYER CONTR - ACTIVE	$19,633,330	$24,583,754	$25,164,278	$24,668,247	$94,049,609
EMPLOYEE CONTRIBUTIONS	209,517	189,103	164,481	174,516	737,617
INTEREST & DIVIDENDS - ACTIVE	121,845	88,263	56,755	53,990	320,853
MISCELLANEOUS	0	31	26,141	0	26,172
TOTAL INCOME	$19,964,692	$24,861,151	$25,411,655	$24,896,753	$95,134,251
EXPENSES					
MEDICAL	$18,102,244	$15,719,753	$17,815,972	$16,921,958	$68,559,927
A & S	1,254,481	1,503,491	1,361,458	1,497,621	5,617,051
DENTAL	1,095,002	1,065,249	1,035,525	1,037,830	4,233,606
DRUG	6,392,369	4,711,847	5,319,863	5,866,362	22,290,441
BEHAVIORAL HEALTH	362,760	238,440	220,770	284,941	1,106,911
OPTICAL	156,738	159,396	153,877	150,935	620,946
LIFE & AD & D	38,929	38,743	38,003	37,311	152,986
UM/DM	206,325	206,262	197,802	193,297	803,686
PRESCRIPTION CARE MNGMT	32,603	32,118	31,415	30,561	126,697
E.A.P.	15,588	15,339	15,001	14,671	60,599
P.P.O.	302,074	284,697	282,091	274,538	1,143,400
OPERATING EXPENSE	1,037,577	993,850	1,046,644	932,403	4,010,474
TOTAL EXPENSE	$28,996,690	$24,969,185	$27,518,421	$27,242,428	$108,726,724
SURPLUS (DEFICIT)	**($9,031,998)**	**($108,034)**	**($2,106,766)**	**($2,345,675)**	**($13,592,473)**
TOTAL PARTICIPANTS	15,858	15,895	15,765	15,438	15,739
FUND RESERVE	$21,431,191	$20,351,430	$22,129,414	$17,929,340	

CONTRACT INFORMATION
FOURTH QUARTER 2021

COMPANY	PLAN	RATES	EFF. DATE	CONTRACT EXP.
ASSOCIATED ADMINISTRATORS	X	1,035.73	06-01-21	10-29-24
	X	588.88	06-01-21	
	X	1,385.26	06-01-21	
	XX	387.85	06-01-21	
	XX	210.54	06-01-21	
GIANT 27	I	1,579.09	06-01-21	10-28-23
	I	1,297.29	06-01-21	
	X	1,225.62	06-01-21	
	X	769.53	06-01-21	
	X	1,583.25	06-01-21	
	XX	395.76	06-01-21	
	XX	213.78	06-01-21	
	XXX	268.65	06-01-21	
	XXX	161.42	06-01-21	
	XL	25.72	06-01-21	
GIANT 400	I	1,579.09	06-01-21	10-28-23
	I	1,297.29	06-01-21	
	X	1,225.62	06-01-21	
	X	769.53	06-01-21	
	X	1,583.25	06-01-21	
	XX	395.76	06-01-21	
	XX	213.78	06-01-21	
	XXX	268.65	06-01-21	
	XXX	161.42	06-01-21	
	XL	25.72	06-01-21	
GIANT DELAWARE	X	1,225.62	06-01-21	10-28-23
	X	769.53	06-01-21	
	X	1,583.25	06-01-21	
	XX	395.76	06-01-21	
	XX	213.78	06-01-21	
	XXX	268.65	06-01-21	
	XXX	161.42	06-01-21	
	XL	25.72	06-01-21	
GIANT VALLEY 400	I	1,579.09	06-01-21	10-28-23
	I	1,297.29	06-01-21	
	X	1,225.62	06-01-21	
	X	769.53	06-01-21	
	X	1,583.25	06-01-21	
	XX	395.76	06-01-21	
	XX	213.78	06-01-21	
	XXX	268.65	06-01-21	
	XXX	161.42	06-01-21	
	XL	25.72	06-01-21	

COMPANY	PLAN	RATES	EFF. DATE	CONTRACT EXP.
SAFEWAY 27	I	1,585.35	06-01-21	10-28-23
	I	1,303.55	06-01-21	
	X	1,231.88	06-01-21	
	X	775.79	06-01-21	
	X	1,589.51	06-01-21	
	XX	395.76	06-01-21	
	XX	213.78	06-01-21	
	XXX	268.65	06-01-21	
	XXX	161.42	06-01-21	
	XL	25.72	06-01-21	
SAFEWAY 400	I	1,585.35	06-01-21	10-28-23
	I	1,303.55	06-01-21	
	X	1,231.88	06-01-21	
	X	775.79	06-01-21	
	X	1,589.51	06-01-21	
	XX	395.76	06-01-21	
	XX	213.78	06-01-21	
	XXX	268.65	06-01-21	
	XXX	161.42	06-01-21	
	XL	25.72	06-01-21	
SAFEWAY CULPEPER	I	1,585.35	06-01-21	10-28-23
	I	1,303.55	06-01-21	
	X	1,231.88	06-01-21	
	X	775.79	06-01-21	
	X	1,589.51	06-01-21	
	XX	395.76	06-01-21	
	XX	213.78	06-01-21	
	XXX	268.65	06-01-21	
	XXX	161.42	06-01-21	
	XL	25.72	06-01-21	
SAFEWAY DELAWARE	X	1,231.88	06-01-21	10-28-23
	X	775.79	06-01-21	
	X	1,589.51	06-01-21	
	XX	395.76	06-01-21	
	XX	213.78	06-01-21	
	XXX	268.65	06-01-21	
	XXX	161.42	06-01-21	
	XL	25.72	06-01-21	
SAFEWAY DOVER	X	1,231.88	06-01-21	10-28-23
	X	775.79	06-01-21	
	X	1,589.51	06-01-21	
	XX	395.76	06-01-21	
	XX	213.78	06-01-21	
	XXX	268.65	06-01-21	
	XXX	161.42	06-01-21	
	XL	25.72	06-01-21	
STAFF 400	X	1,114.00	11-01-18	

FELRA & UFCW

RETIREE HEALTH PLAN

FOURTH QUARTER 2021

ADMINISTRATIVE MANAGER'S REPORT

FULL TIME RETIREES
FOURTH QUARTER 2021

INCOME

EMPLOYER CONTRIBUTIONS[1]	$3,309,601
RETIREE COPAYMENTS	$835,625
INTEREST AND DIVIDENDS	$9,596
TOTAL INCOME	**$4,154,822**

EXPENSES

BENEFIT	RATE	EXPENSE	AVG. COST	COMMENT
OPTICAL	$4.95	$39,076	$4.75	2,631 RET
DENTAL	$27.78	$219,962	$26.72	2,639 RET
DRUG	$.80/1.25/SCRIPT	$1,102,418		16,039 SCRIPTS
DRUG CLAIMS		0		
DRUG FEES	$0.21/CLAIM	0		
TOTAL DRUG		$1,102,418	$133.92	
HMO KAISER	$243.17	$1,307,384		1,342 RET
HOSPITAL		309,969		
SURGICAL		173,766		
DIAGNOSTIC		54,903		
MAJOR MEDICAL		154,508		
MEDICAL ADMINISTRATION	$15.02	59,238		1,315 RET
TOTAL MEDICAL		$2,059,768	$250.21	
BEHAVIORAL HEALTH	$2.59	$10,200	$1.24	1,313 RET
BEHAVIORAL HEALTH/EAP		$1,799	$0.22	
P.P.O CAREFIRST FLEXLINK	$22.86	$0	$0.00	0 RET
P.P.O CAREFIRST NETWORK	$4.52	$70	$0.01	5 RET
HRGI/A&G CLAIM DISCOUNTER		$1,975	$0.24	
ADMINISTRATION	$7.00	$57,624	$7.00	2,744 RET
TOTAL EXPENSES		**$3,492,892**	**$424.31**	
SURPLUS (DEFICIT)		**$661,930**		

[1]INCLUDES INCOME FROM PLAN I AND PLAN X MOB CONTRIBUTION, LESS THE STIPEND RELATED INCOME

PART TIME RETIREES
FOURTH QUARTER 2021

INCOME

EMPLOYER CONTRIBUTIONS[1]	$503,503
RETIREE COPAYMENTS	$179,671
INTEREST AND DIVIDENDS	$2,063
TOTAL INCOME	**$685,237**

EXPENSES

BENEFIT	RATE	EXPENSE	AVG. COST	COMMENT
OPTICAL	$4.95	$8,767	$4.95	590 RET
DENTAL	$27.78	$49,337	$27.87	592 RET
DRUG	$.80/1.25/SCRIPT	$129,244		2,446 SCRIPTS
DRUG CLAIMS		0		
DRUG FEES	$0.21/CLAIM	0		
DRUG		$129,244	$73.02	
HMO KAISER	$243.17	$279,253		362 RET
HOSPITAL		44,778		
SURGICAL		25,733		
DIAGNOSTIC		8,293		
MAJOR MEDICAL		24,030		
MEDICAL ADMINISTRATION	$15.02	11,655		259 RET
TOTAL MEDICAL		$393,742	$222.45	
BEHAVIORAL HEALTH	$2.59	$2,003	$1.13	258 RET
BEHAVIORAL HEALTH/EAP		$0	$0.00	
P.P.O CAREFIRST FLEXLINK	$22.86	$0	$0.00	0 RET
P.P.O CAREFIRST NETWORK	$4.52	$42	$0.02	3 RET
HRGI/A&G CLAIM DISCOUNTER		$425	$0.24	
ADMINISTRATION	$7.00	$12,397	$7.00	590 RET
TOTAL EXPENSES		**$595,957**	**$336.70**	
SURPLUS (DEFICIT)		**$89,280**		

[1]INCLUDES INCOME FROM PLAN I AND PLAN X MOB CONTRIBUTION, LESS THE STIPEND RELATED INCOME

FOURTH QUARTER 2021
STIPEND
INCOME & EXPENSES

INCOME[1]

GIANT	$565,719
SAFEWAY	327,349
TOTAL INCOME	**$893,068**

BENEFIT EXPENSES

CATEGORY	AMOUNT
STIPEND BENEFITS	$885,280
SUBTOTAL	$885,280

OPERATING EXPENSES

CATEGORY	AMOUNT
ADMINISTRATION	$6,878
PNC FEES	732
POSTAGE	178
SUBTOTAL	$7,788
TOTAL EXPENSES	**$893,068**

SURPLUS (DEFICIT)	**$0**

PARTICIPANTS 813

[1]STIPEND INCOME ALLOCATED BASED ON RATES AS PROVIDED BY THE FUND CONSULTANT

2021
RETIREES
QUARTERLY RECAPS

	FIRST 2021	SECOND 2021	THIRD 2021	FOURTH 2021	TOTAL
EMPLOYER CONTRIBUTIONS	$3,982,176	$3,983,842	$3,874,434	$3,813,104	$15,653,556
RETIREE COPAYMENTS	1,045,546	1,038,400	1,025,355	1,015,296	4,124,597
STIPEND INCOME	1,021,927	979,146	936,109	893,068	3,830,250
INTEREST & DIVIDENDS	26,185	18,758	12,096	11,660	68,700
TOTAL INCOME	$6,075,834	$6,020,146	$5,847,994	$5,733,128	$23,677,103
EXPENSES					
MEDICAL	$2,722,925	$2,793,787	$2,461,700	$2,453,510	$10,431,922
DENTAL	276,158	272,957	270,272	269,299	1,088,686
DRUG	751,591	1,111,606	1,294,067	1,231,662	4,388,926
BEHAVIORAL HEALTH	11,324	12,381	12,830	14,002	50,537
OPTICAL	48,926	48,445	48,154	47,843	193,368
P.P.O.	5,296	1,625	3,145	2,512	12,578
ADMINISTRATION	69,523	70,931	70,560	70,021	281,035
STIPEND	1,021,927	979,146	936,109	893,068	3,830,250
TOTAL EXPENSES	$4,907,670	$5,290,878	$5,096,837	$4,981,917	$20,277,302
SURPLUS (DEFICIT)	$1,168,164	$729,268	$751,157	$751,211	$3,399,801
TOTAL PARTICIPANTS	3,408	3,378	3,360	3,334	3,370
FUND RESERVE	$5,048,838	$5,180,875	$5,058,620	$5,069,326	

2020
RETIREES
QUARTERLY RECAPS

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTRIBUTIONS	$4,225,791	$4,061,678	$4,059,554	$4,065,620	$16,412,643
RETIREE COPAYMENTS	1,085,279	1,060,581	1,059,148	1,050,165	4,255,173
STIPEND INCOME	1,200,856	1,163,185	1,119,766	1,084,602	4,568,409
INTEREST & DIVIDENDS	28,371	43,859	29,759	29,015	131,004
TOTAL INCOME	$6,540,297	$6,329,303	$6,268,227	$6,229,402	$25,367,229
EXPENSES					
MEDICAL	$3,087,811	$2,618,131	$2,567,108	$2,593,875	$10,866,925
DENTAL	295,142	293,126	233,061	289,123	1,110,452
DRUG	1,217,946	551,628	1,531,050	838,050	4,138,674
BEHAVIORAL HEALTH	14,438	12,825	12,904	12,848	53,015
OPTICAL	50,726	50,381	50,167	49,689	200,963
P.P.O.	2,955	2,086	679	316	6,036
ADMINISTRATION	69,808	71,367	71,122	70,591	282,888
STIPEND	1,200,856	1,163,185	1,119,766	1,084,602	4,568,409
TOTAL EXPENSES	$5,939,682	$4,762,729	$5,585,857	$4,939,094	$21,227,362
SURPLUS (DEFICIT)	$600,615	$1,566,574	$682,370	$1,290,308	$4,139,867
TOTAL PARTICIPANTS	3,526	3,498	3,487	3,460	3,493
FUND RESERVE	$5,765,638	$5,521,879	$5,339,723	$5,306,841	

COMBINED FUND
FOURTH QUARTER 2021

MISCELLANEOUS

ACCOUNTING	$23,420
ACTUARIAL & CONSULTING	27,670
CONFERENCE	1,819
EDUCATION FEES FOR RETIREE ASSISTANCE	8,370
INVESTMENT MANAGEMENT	6,251
INVESTMENT PERFORMANCE SERVICES	10,000
LEGAL	125,916
POSTAGE	18,850
PRINTING	6,648
TELEPHONE	821

TOTAL $229,765

DELINQUENCIES

NONE

COMBINED FUND
FELRA & UFCW VEBA FUND
INCLUDING LEGAL, SEVERANCE AND SCHOLARSHIP
FOURTH QUARTER 2021

QUARTERLY RECAPS

INCOME	1Q2021	2Q2021	3Q2021	4Q2021	Total
Health	$26,040,526	$30,881,297	$31,259,649	$30,629,881	$118,811,353
Legal	768,086	767,648	755,887	748,010	3,039,631
Severance	2,274,324	886,706	10,406	3,221,512	6,392,948
Scholarship	0	3	2	1	6
Total Income	$29,082,936	$32,535,654	$32,025,944	$34,599,404	$128,243,938

EXPENSES	1Q2021	2Q2021	3Q2021	4Q2021	Total
Health	$33,904,360	$30,260,063	$32,615,258	$32,224,345	$129,004,026
Legal	768,027	770,187	761,319	750,684	3,050,217
Severance	1,028,529	1,174,542	673,010	1,372,469	4,248,550
Scholarship	4,004	4,454	41,019	19,919	69,396
Total Expenses	$35,704,920	$32,209,246	$34,090,606	$34,367,417	$136,372,189

Surplus/(Deficit)	1Q2021	2Q2021	3Q2021	4Q2021	Total
Health	($7,863,834)	$621,234	($1,355,609)	($1,594,464)	($10,192,673)
Legal	59	(2,539)	(5,432)	(2,674)	(10,586)
Severance	1,245,795	(287,836)	(662,604)	1,849,043	2,144,398
Scholarship	(4,004)	(4,451)	(41,017)	(19,918)	(69,390)
Total Surplus/(Deficit)	($6,621,984)	$326,408	($2,064,662)	$231,987	($8,128,251)

Fund Reserve	$31,005,835	$29,745,358	$30,684,885	$28,309,699

COMBINED FUND
FELRA & UFCW VEBA FUND
INCLUDING LEGAL, SEVERANCE AND SCHOLARSHIP
2020

QUARTERLY RECAPS

INCOME	1Q2020	2Q2020	3Q2020	4Q2020	Total
Health	$32,917,809	$31,882,496	$31,440,692	$25,024,389	$121,265,386
Legal	803,742	771,450	771,416	771,141	3,117,749
Severance	18,427	1,474,569	2,475,793	7,738	3,976,527
Scholarship	421	257	166	125	969
Total Income	$33,740,399	$34,128,772	$34,688,067	$25,803,393	$128,360,631

EXPENSES	1Q2020	2Q2020	3Q2020	4Q2020	Total
Health	$33,286,441	$28,936,196	$31,921,985	$32,849,392	$126,994,014
Legal	812,977	799,841	780,340	777,167	3,170,325
Severance	1,250,054	920,257	994,698	1,186,685	4,351,694
Scholarship	11,496	18,838	14,147	6,377	50,858
Total Expenses	$35,360,968	$30,675,132	$33,711,170	$34,819,621	$134,566,891

Surplus/(Deficit)	1Q2020	2Q2020	3Q2020	4Q2020	Total
Health	($368,632)	$2,946,300	($481,293)	($7,825,003)	($5,728,628)
Legal	(9,235)	(28,391)	(8,924)	(6,026)	(52,576)
Severance	(1,231,627)	554,312	1,481,095	(1,178,947)	(375,167)
Scholarship	(11,075)	(18,581)	(13,981)	(6,252)	(49,889)
Total Surplus/(Deficit)	($1,620,569)	$3,453,640	$976,897	($9,016,228)	($6,206,260)

Fund Reserve	$36,286,031	$35,341,640	$45,768,124	$43,071,868

INVOICES

FELRA & UFCW
VEBA FUND
INVOICES

MARCH 11, 2022

1. **Chartwell Investment Partners**

12/31/2021	Investment Consultant Services rendered – 4Q2021	$	3,071.93

2. **Cheiron**

12/16/2021	Retainer Services – 11/2021	$	3,725.00
01/26/2022	Retainer Services – 12/2021		3,725.00

3. **Confidio**

11/24/2021	Professional Services rendered through 10/14/2021	$	4,120.00
01/11/2022	Professional Services rendered through 12/31/2021		900.00

4. **Groom Law Group, Chartered**

12/10/2021	Professional Services rendered – 11/2021	$	5,441.40
01/13/2022	Professional Services rendered – 12/2021		5,197.50

5. **Segal Company**

12/30/2021	For supplemental Compliance Consulting services through 11/30/2021 related to the work-in-progress on the Transparency Rule/No Surprises Act compliance assistance project.	$	3,932.50
01/31/2022	For supplemental Compliance Consulting services through 12/31/2021 related to the work-in-progress on the Transparency Rule/No Surprises Act compliance assistance project.		3,330.00
01/31/2022	For supplemental Compliance Consulting services through 12/31/2021 related to the work-in-progress on the Mental Health Partiy and Addiction Equity Act NQTL compliance project.		2,7300.00
03/01/2022	For Actuarial and Consulting services rendered in the period March 1, 2022 through May 31, 2022		16,750.00

6. **Slevin & Hart P.C.**

11/30/2021	Professional Services rendered – 10/2021	$	15,504.50
12/22/2021	Professional Services rendered – 11/2021		11,610.00
01/31/2022	Professional Services rendered – 12/2021		16,943.65
01/31/2022	Professional Services rendered – 12/2021 – Retiree Plan		397.00
01/31/2022	Expenses Incurred from January 1, 2021 through December 31, 2021		48.67
01/18/2022	For professional services rendered through January 31, 2022		15,494.50

7. **Woodard Insurance Agency, LLC**

01/04/2022	Professional Services rendered – 4Q2021	$	8,370.00

OTHER FUND BUSINESS

FELRA & UFCW Health & Welfare Plan

A Plan of the Food Employers Labor Relations Association
and United Food and Commercial Workers
VEBA Fund

911 Ridgebrook Road
Sparks, Maryland 21152-9451
Telephone: (410) 683-6500
(800) 638-2972
www.associated-admin.com

8400 Corporate Drive, Suite 430
Landover, Maryland 20785-2361
Telephone: (301) 459-3020
(800) 638-2972
www.associated-admin.com

Procedure for Handling Participant and Dependent Complaints or Concerns Relating to Claims Covered Under No Surprises Act of 2021

Effective January 1, 2022

The No Surprises Act of 2021 provides rules relating to the coverage of the following types of claims under the Fund's Plan of benefits, including rules limiting the amount of cost-sharing for which participants are responsible:

- Out-of-network emergency services, including air ambulance services.
- Ancillary services (including anesthesia, pathology, radiology, laboratory, neonatology, assistant surgeon, hospitalist, or intensivist) performed by an out-of-network provider at an in-network facility
- Non-ancillary, non-emergency out-of-network services performed at in-network facilities when the provider fails to give the appropriate notice to, and does not obtain consent from, the patient

Effective January 1, 2022, when any Participant or covered Dependent, or their authorized representative, contacts the Fund office to make a complaint or raise a concern relating to the Fund's processing of any of the above-described types of claims, the recipient of such call or correspondence will direct the caller, or the correspondence, to the Participant Services Department, who is the designated Fund office contact to review all such complaints and concerns and address them in accordance with the terms of the Fund's Plan of benefits, and the requirements of the No Surprises Act and any other applicable law or regulations. Participants and covered Dependents also have a separate and independent right under the No Surprises Act to submit a complaint to the Department of Health and Human Services relating to the processing of the above-described types of claims.

Notwithstanding the foregoing, nothing in this Procedure document is intended to amend the Fund's rules for the review of claimant appeals under the Fund's Plan of benefits.

Via Email

January 4, 2022

FELRA & UFCW VEBA Fund
c/o Colleen Murphy, Account Manager
Associated Administrators, LLC
911 Ridgebrook Road
Sparks, Maryland 21152-9451

Re: Engagement Letter for 2022

Dear Trustees:

This letter represents our proposed fees for the year 2022, pursuant to Section 2 of the Consulting Agreement between Cheiron and the FELRA & UFCW VEBA Fund dated February 7, 2003.

A) Health Retainer – We are proposing an annual fee of $58,200 ($4,850 per month) for 2022 retainer services to reflect a full FASB valuation, which is approximately a 3.7% increase over the 2019 full valuation rate of $56,124. This is less than the two-year CPI-U increase of approximately 6.9% reflecting that RDS attestation services are no longer needed. The retainer fee covers the following services:

1. Annual retiree health rate development (for Medicare retirees), presentation and report, including retiree and employer co-pays in aggregate and by retiree category, historical trend analysis, prior year actual versus projected analysis and reconciliation, and maintenance of gain/loss split between retirees and employers.
2. Provide retiree conversion rates to the Plan Administrator.
3. Ad-hoc communications on applicable industry developments and information.
4. IBNR calculations.
5. Attend one Board of Trustees or Policy Committee meetings to present our analysis/report(s) if desired.
6. Postretirement obligations under FASB ASC 965 and respond to the annual confirmation request of the Fund's auditor.
7. Ad-hoc discussions with other Fund professionals that do not require any significant follow-up work or communications.

B) Severance Retainer – We propose that the annual fee for 2022 retainer services will increase from $42,604 ($10,651 per quarter) to $44,900 ($11,225 per quarter). This represents an increase of approximately 5.39% and is based on the increase in the CPI-U for September 2020 to September 2021.

The retainer fee covers the following services:

1. Conduct an annual valuation of the current and projected liabilities of the Severance sub-account and prepare a formal written report, including a discussion of the assets and funded status.
2. Attend one annual Board of Trustees meeting for the purpose of presenting the annual valuation report. The presentation will include a historical look-back and future projections using a custom version of Cheiron's proprietary **X-Scan** interactive modeling tools.
3. Attend at least one additional meeting per year.
4. Provide information required by the Fund's auditor related to FASB ASC 965 for the annual Financial Statements.
5. Respond to the annual confirmation request of the Fund's auditor.
6. Ad-hoc discussions with other Fund professionals that do not require any significant follow-up work or communications.

C. Non-Retainer – With respect to special consulting projects, Cheiron's billing rates during the calendar year 2022 will range between $107 and $515 per hour.

We look forward to working with you and the Trustees during the coming year. Please do not hesitate to contact me if you have any questions or concerns.

Sincerely,
Cheiron

John L. Colberg, FSA, EA, MAAA
Principal Consulting Actuary

cc: Christopher J. Mietlicki, ASA, EA, MAAA

ACCEPTED AND APPROVED
FELRA & UFCW VEBA Fund

By: ______________________ ______________________
Signature Date

Work Snapshot 2021 FELRA					
Function	***1st Quarter***	***2nd Quarter***	***3rd Quarter***	***4th Quarter***	***YTD***
Accident & Sickness Claims	374	323	308	298	**1,303**
Appeals	132	100	98	87	**417**
Participant Services Calls	32,616	28,678	26,854	24,291	**112,439**
COBRA Notices Mailed	412	2187	637	635	**3,871**
Pension Apps Received	267	166	168	171	**772**
Pension Estimates Received	99	97	141	274	**611**
Medical Claims Processed	85,421	91,045	86,862	85,146	**348,474**
Communications Mailings Sent to Participants	68,097	100,875	28,018	31,096	**228,086**

SPECIAL PROJECTS IN 4Q:

1. 70 1/2 project
2. Kaiser area expansion project.
3. No Surprise/QPA system updates and internal activities
4. COVID Experience and Tracking project
5. Open Enrollment

MEETING NOTES