Lithographers & Photoengravers
Local 285 Welfare Fund
911 Ridgebrook Road
Sparks, MD 21152-9451
Phone: (866) 559-6512
www.associated-admin.com

MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES OF THE LITHOGRAPHERS AND PHOTOENGRAVERS LOCAL 285 WELFARE FUND HELD ON OCTOBER 26, 2022 VIA WEBEX

The following persons were in attendance:

UNION TRUSTEES	EMPLOYER TRUSTEES
Mark Poole – Secretary	David Ashton – Chairman
Barry English	Dave King
Pete Gragnani	Tom Labadie

Also present were:
David Binstock* – Calibre CPA Group PLLC
Ed Chicoski* - Lakeshore Benefit Group Insurance Brokerage, LLC
Alicia Cochran – Associated Administrators, LLC
Rachel Grant – Associated Administrators, LLC
Wingate Grimm* – The Philadelphia Trust Company
Andrew Lin – Mooney, Green, Saindon, Murphy & Welch, P.C.
Leonard Phillips* – Kaiser Permanente

* Present for part of meeting

I. CALL TO ORDER

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

II. THE PHILADELPHIA TRUST COMPANY

The Trustees welcomed Mr. Wingate Grimm of The Philadelphia Trust Company to the meeting. Mr. Grimm introduced himself and provided a detailed overview of the current market, including a portfolio recap as of September 30, 2022. He discussed the many countervailing factors in the current investment landscape, such as the anticipated action by the Federal Reserve, continued inflation, higher commodity costs, and the political environment. Mr. Grimm then reviewed the Fund's current holdings.

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

> **RESOLVED to invest an additional one-third of assets available for immediate investment, approximately $85,000, in the equity asset allocation.**

Mr. Lin requested future reports include indices for performance tracking. Mr. Grimm confirmed future reports will include the benchmark indices for comparison.

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

III. PROVIDER REPORT

The Trustees welcomed Mr. Leonard Phillips of Kaiser Permanente to the meeting.

Mr. Phillips reviewed the "Rate Proposal" report dated September 26, 2022 detailing Kaiser's renewal proposal effective March 1, 2023 broken out by plan option. The renewal proposal reflects an 8.99% increase in premiums. Mr. Phillips noted, due to the number of participants in the Fund, the claims experience is rated as 100% manual. Mr. Phillips reviewed the report, "Your Partnership in Health" and provided summary reports on the Fund's COVID-19 testing and vaccine administration.

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

The Trustees discussed the Kaiser proposal. Mr. Chicoski stated the renewal rate is within the expected parameters compared to other renewals. He said he would request the record of experience from Kaiser. He stated he would perform a Request for Proposal ("RFP") to check the market for any competitive providers for no additional fee and reported the Fund's last RFP was in 2018. Ms. Cochran noted if the Trustees decided to change medical carriers, Associated would need 90 days advance notice to implement a new carrier.

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

> **RESOLVED that Mr. Chicoski should negotiate the Kaiser renewal for the March 1, 2023 policy year and perform a Request for Proposal for other medical carriers.**

Mr. Chicoski was thanked for his discussion and excused from the meeting.

IV. <u>AUDITOR REPORT</u>

The Trustees welcomed David Binstock of Calibre CPA Group PLLC to the meeting.

Mr. Binstock reviewed a draft of the annual audit for the Plan year March 1, 2021 through February 28, 2022 and reported it reflected an unmodified opinion. The audited Statement of Net Assets Available for Benefits as of February 28, 2022 reflected receivable employer contributions of $103,540 and other receivables of $3,138. Net assets available for benefits were $2,325,580 on February 28, 2022 compared to $2,426,089 on February 28, 2021.

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

V. MINUTES – MEETING OF JULY 20, 2022

Ms. Cochran confirmed that there were no changes to the final draft of the minutes circulated prior to the meeting. The Trustees reviewed the draft and,

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

RESOLVED that the minutes of the regular Board meeting held July 20, 2022 are approved as written.

VI. FINANCIAL REPORT

Ms. Cochran reviewed the unaudited Financial Statements for the second quarter of the Plan year March 1, 2022 through February 28, 2023. For the Plan year through the second quarter, the Fund had total income of $604,317 and total expenses of $760,531. The Fund operated through the first quarter with a deficit of $156,214.

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

RESOLVED to accept and approve the Financial Statements for March 1, 2022 through August 31, 2022 as presented.

VII. COUNSEL

Mr. Lin reviewed several of the compliance items that his Firm is monitoring. He noted that the Fund's compliance with most of the applicable compliance requirements of the Consolidated Appropriations Act of 2021, such as the No Surprises Act and various reporting requirements, was dependent on implementation by Kaiser.

VIII. OTHER FUND BUSINESS

A. Notice of Creditable Coverage

Ms. Cochran reported the Notice of Creditable Coverage was mailed to Plan participants on October 6, 2022.

B. Women's Health Cancer Rights Act Notice ("WHCRA")

Ms. Cochran said the WHCRA notice was mailed to Plan participants on October 6, 2022.

C. Retiree – Medicare Rates

Ms. Cochran reported receipt of the rates for the Kaiser Medicare plans effective January 1, 2023. Compared to the previous year, she stated the renewal reflects a 10.0% decrease in premium for "Plan C++" and a 0% increase for "Plan A".

D. International Foundation of Employee Benefit Plans

Ms. Cochran reported receipt of the 2023 membership with the International Foundation of Employee Benefit Plans. She said the annual fee is $1,145.

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

RESOLVED to approve the 2023 renewal with the International Foundation of Employee Benefits Plans at a fee of $1,145.

E. <u>Payroll Audits</u>

Ms. Cochran requested Trustee approval for the Fund auditor, Calibre, to perform payroll audits on Mosaic and Raff Embossing. She noted the last payroll audit for Mosaic was in 2018 and Raff Embossing in 2019. The Trustees approved Calibre to perform payroll audits on both employers.

F. <u>Fiduciary Liability Policy</u>

Ms. Cochran reported that the previous policy included a Renewal Guarantee endorsement and was renewed October 16, 2022 for a one-year period. The Trustees received the waiver of recourse letter on October 25, 2022 via email.

G. <u>Collective Bargaining Agreement (“CBA”) – Kelly Press, Inc.</u>

Ms. Cochran reported receipt of the new CBA from Kelly Press, Inc. She stated the CBA is for the period May 1, 2022 through April 30, 2027 with a $10 per year contribution increase in each year of the CBA.

H. <u>Trustee Resignation</u>

Trustee King said that he provided a letter to Ms. Cochran regarding his resignation as an Employer Trustee effective after the next regular meeting in January. Ms. Cochran said that the Trust Agreement states a successor Trustee may be designated by the party or parties originally appointing such Trustee. The Employer Trustees directed the Administrative Manager to send a letter to the participating employers to solicit Trustee nominations. The Trustees thanked him for his service and wished him well in his retirement.

IX. NEXT MEETING DATE AND LOCATION

The Trustees scheduled the next regular Board meeting to be held January 11, 2022 commencing at 10:00 a.m. in the conference room of Associated Administrators in Landover, Maryland. The Board meeting will also be accessible via WebEx.

X. ADJOURNMENT

There being no further business, the meeting was adjourned.

Respectfully submitted,

Mark Poole, Secretary