Carpenters Local No. 491
Health & Welfare Fund

Board of Trustees Meeting

September 18, 2024

CARPENTERS LOCAL NO. 491
HEALTH AND WELFARE FUND
AGENDA
SEPTEMBER 18, 2024

A. ROLL CALL

B. MINUTES OF THE JUNE 18, 2024 BOARD MEETING

C. ADMINISTRATIVE REPORTS

1. Statement of Changes In Fund Balance (Apr - Jun, 2024)
2. Statement of Fund Balance (June 30, 2024)
3. Contribution / Claim Schedules (Jan - Jun, 2024)
4. Claim Payment Schedule (Jan - Jun, 2024)
5. Highest Cost Medical Claims (Apr - Jun, 2024)
6. Bills to be Approved and Paid (September 18, 2024)
7. Cash Management Statement

D. UNFINISHED BUSINESS

1. Delinquent Employer Listing
2. Payroll Audits
3. Amendment to Administrative Services Agreement

E. NEW BUSINESS

1. Bolton Partners Financial Update
2. Bolton Investment Report
3. Express Scripts Rebates
4. Investment Policy Statement
5. Travel & Expense Policy
6. Questions
7. Date of Next Meeting - December 18, 2024

F. VACATION BENEFIT REPORT

CARPENTERS LOCAL NO. 491
HEALTH AND WELFARE PLAN
REGULAR MEETING OF THE BOARD OF TRUSTEES

June 18, 2024

MINUTES

A regular meeting of the Trustees of the Carpenters Local No. 491 Health and Welfare Plan was held at 10:00 a.m. on June 18, 2024, at the office of the Administrative Manager, Associated Administrators, LLC, 911 Ridgebrook Road, Sparks, Maryland 21152. Present were the following Trustees:

UNION TRUSTEES	EMPLOYER TRUSTEES
Ray Brugueras	Stephen deLeon
Bill Sproule	Mike Joyce
Robert Tarby	Todd Weitzman

Also present were Al Kroll, Esq., Counsel for the Union; David J. Jensen and Kathy Phillips, Administrative Manager; Ira Marc Miller, CPA; Alton Fryer, of Bolton Partners Investment Consulting Group, Inc.; Pete Tonia; Ken Olejniczak, of Bolton Partners, Inc., and Steven I. Batoff, Attorney.

The following matters were discussed with the indicated action taken:

1. The minutes of the meeting of March 20, 2024, were approved as read after a motion was made by Mr. Brugueras and seconded by Mr. Joyce.

2. The Administrative Manager reviewed with the Trustees the Administrative Manager's report for the three months ending March 31, 2024. The Fund balance as of March 31, 2024, was $7,771,140.30. The Administrative Manager reviewed with the Trustees the Fund balance report at market value as of March 31, 2024.

The Administrative Manager then reviewed the claims payments for the March 2024 quarter and compared them to the June 2023, September 2023, and December 2023 quarters. The Administrative Manager reported that there were no life insurance claims for the quarter ending March 31, 2024. The Administrative Manager reviewed the highest claim payments for the quarter. Upon motion duly made by Mr. Tarby and seconded by Mr. deLeon, the Administrative Manager's report was unanimously approved by the Trustees.

3. The Administrative Manager then reviewed with the Trustees the bills to be paid, as listed in an attachment to these minutes. The Trustees, upon motion duly made by Mr. Brugueras and seconded by Mr. Tarby, unanimously approved payment of the aforementioned checks.

4. The following Delinquent Contractor Listing was reviewed by the Trustees and the Administrative Manager:

   NONE

5. The Administrative Manager reviewed with the Trustees the cash management statement.

6. Ken Olejniczak, of Bolton Partners, Inc., then reviewed with the Trustees the consultant's 2024 annual report. He first reviewed a summary of 2023 plan year results. He then discussed key findings and observations. Mr. Olejniczak reviewed a three-year projection. This was followed by a discussion of prescription drug considerations. Mr. Olejniczak then reviewed with the Trustees conclusions and recommendations. He then reviewed various tables, which were part of his report. He particularly reviewed Table 3 – Reserve Development, which showed net assets in months of expense being 21.66 and total assets in months of expense being 28.51.

7. Alton Fryer, of Bolton Partners Investment Consulting Group, Inc., then reviewed the quarterly review of the Fund as of March 31, 2024. Mr. Fryer then provided a review of the economy and capital markets. He then reviewed asset allocation; asset reconciliation; long term asset growth; portfolio targets; historical performance; calendar year performance; and 3-year risk/reward summary, 5-year risk/reward summary, and 10-year risk/reward summary. He then reviewed calendar year-to-date returns for various investments and their respective benchmark. Mr. Fryer then reviewed the asset allocation.

   Mr. Fryer stated that no rebalancing is recommended, but he recommended replacing Western Asset Core Plus with ALPS/Smith Total Return Bond Fund. The Trustees agreed to follow the recommendations of Alton Fryer as to moving from Western Asset Core Plus to ALPS/Smith Total Return Bond Fund. $260,000 is to go from cash management to ASPS/Smith Total Return Bond Fund. Mr. Fryer stated that he will discuss investment in private assets at the September 18, 2024, trustee meeting.

   Upon motion duly made by Mr. Weitzman and seconded by Mr. Tarby, the Trustees unanimously approved Mr. Fryer's report.

8. Mr. Batoff then discussed with the Trustees a subpoena from the U.S. Department of Labor received by Independence Administrators. He noted that he had a conference call with representatives of Independence Administrators regarding the subpoena.

9. Dave Jensen then gave a verbal report to the Trustees as to demographics of claims. Mr. Jensen also provided a written report as to demographics of claims.

10. Pete Tonia reported that some payroll audits were in progress. Ira Miller stated that he would be auditing the school and Display Craft.

11. Mr. Batoff reviewed with the Trustees the draft 20-first amendment to the Plan. Mr. Batoff reviewed the amendment in detail. The amendment updated the Plan with regard to the Mental Health Parity and Addiction Equity Act of 2008. Upon motion duly made by Mr. deLeon and seconded by Mr. Tarby, the Trustees unanimously agreed to adopt the amendment. Mr. Batoff was requested by the Trustees to prepare the necessary summary of materials modifications to be sent to the Administrative Manager. The Trustees also requested that the summary of material modifications be sent to Independence Administrators. The summary of material modifications is to be sent to participants in the Plan and beneficiaries receiving benefits from the Plan.

12. The Administrative Manager then reviewed the Express Scripts rebates.

13. Mr. Batoff reviewed with the Trustees a detailed memorandum regarding mental health parity. The memorandum set forth a summary of current applicable laws, with a discussion of key changes made under the Mental Health Parity and Addiction Equity Act of 2008. The memorandum then discussed exceptions to the MHPAE requirements and MHPAEA regulation. He then discussed key changes made by The Consolidated Appropriations Act 2021. He then reviewed the new proposed rule and next steps.

14. The Administrative Manager reported that the PCORI fees are due at the end of July 2024.

15. Mr. Tarby noted the need for grief counseling for members. The Trustees requested that the Administrative Manager look into grief counseling programs.

16. The Administrative Manager reviewed with the Trustees a memorandum regarding a vendor of the Administrative Manager, Change Healthcare, which experienced a cyberattack and immediately took steps to stop the activity and investigate the extent of the attack. Change Healthcare engaged cybersecurity experts and law enforcement to assist in the investigation.

17. The Administrative Manager then discussed an amendment to Associated Administrators administrative services agreement. The amendment provides that Associated Administrators is not to receive any indirect compensation related to the services it provides under the agreement with the Plan, except for compensation for the administration of electronic claims payments services provided by Zelis Payments, Inc. to the Plan. The Trustees requested that a discussion on this matter be added to the unfinished business section for the September 18, 2024, agenda.

18. The Administrative Manager reviewed with the Trustees a participant’s appeal of the denial of a claim for coverage for the drug Prolia. The Trustees requested that the Administrative Manager obtain from American Health Holdings a determination if the drug is medically necessary. The Administrative Manager was requested to add this matter to the September 18, 2024, agenda. Upon motion duly made by Mr. Joyce and seconded by Mr. deLeon, with Mr. Weitzman abstaining, the Trustees agreed that if American Health Holdings determines that the drug Prolia is medically necessary, Mr. Batoff should prepare the necessary amendment to the Plan and prepare the necessary summary of material modifications.

19. The Trustees then reviewed with the Administrative Manager the cash balance report for the vacation benefit for the three months ending March 31, 2024. The cash balance as of March 31, 2024, was $369,333.88.

There being no further business, the meeting was thereupon adjourned at 11:15 a.m. with the next regular meeting scheduled for September 18, 2024, at 9:00 a.m.

Respectfully submitted,

Steven I. Batoff

Steven I. Batoff
Secretary of the Meeting

CARPENTERS LOCAL NO. 491 HEALTH AND WELFARE FUND
STATEMENT OF CHANGES IN FUND BALANCE - CASH BASIS
FOR THE SIX MONTHS ENDED JUNE 30, 2024

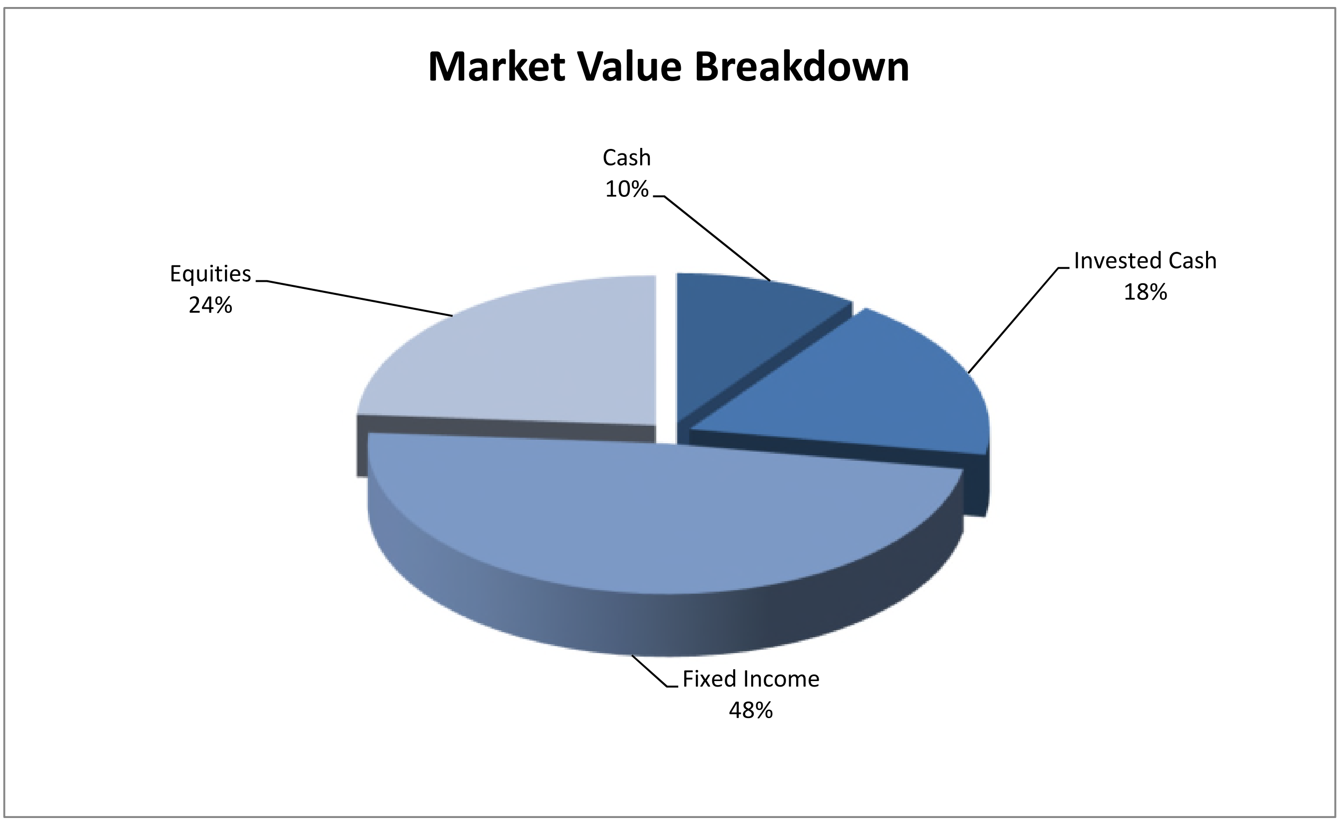
	Current Quarter	Year To Date
Additions		
Employer/Employee Contributions	$ 1,389,492.24	$ 2,086,892.98
Dividends	58,396.35	112,650.20
Interest	427.48	806.38
Rebates / ARPA REFUND	-	-
Gain (Loss) on Sale of Investments	(224,010.04)	(224,010.04)
Securities Litigation Proceeds/Unclaimed Prop.	-	-
Total Additions	1,224,306.03	1,976,339.52
Deductions		
Medical Deductions	143,810.28	261,210.69
P.P.O. Fees	-	-
Dental Premium	3,340.80	6,595.20
Claims - IHA	776,362.00	1,351,248.93
Cobra Reimbursement	-	-
PCORI Fee	-	-
ESI-FWA Fee	-	-
Actuarial Fees	5,000.00	10,000.00
Administration - AA LLC	36,207.00	71,021.00
Administration - IHA	25,931.40	63,073.00
HIPPA Compliance Fees	-	-
Computer Expenses	-	-
Conference Expenses	-	-
Reciprocals Paid	31,505.91	58,265.66
Audit Fees	-	-
Investment Manager Fees	530.00	1,030.00
Investment Performance Fees	740.00	1,460.00
Meeting Expense	205.58	402.87
Medical Consultant Fees	-	-
Dues	-	-
Employer Audits	-	-
Fidelity Bond	-	449.00
Cyber Liability Insurance	-	-
Fiduciary Liability Insurance	5,495.67	5,495.67
Independent Fiduciary Fee	60.25	119.14
Stop Loss Insurance	71,614.13	139,578.15
Stop Loss Reimbursement	(128,010.12)	(128,010.12)
Pharmacy Consulting	-	431.59
Office Expenses	-	-
Postage	623.63	1,968.47
Legal Fees	11,826.00	21,232.90
Printing	-	126.06
Hospital Reviews	-	-
Hospital Audits	-	-
Trustee Fees	-	-
Consulting Fees	-	-
Bank Service Charges	2,046.25	4,698.41
Transitional Reinsurance Fee	-	-
Settlement	-	-
Total Deductions	987,288.78	1,870,396.62
Net Increase (Decrease)	$ 237,017.25	$ 105,942.90
Fund Balance - December 31, 2023		7,902,214.65
Fund Balance - June 30, 2024		$ 8,008,157.55

UNAUDITED FINANCIAL REPORT

CARPENTERS LOCAL NO. 491 HEALTH AND WELFARE FUND
STATEMENT OF FUND BALANCE
AS OF JUNE 30, 2024

	Cost Basis	Market Basis
PNC Bank		
Cash - Operating	$ 825,802.49	$ 825,802.49
Cash - Benefit	561.87	$ 561.87
	826,364.36	826,364.36
Amalgamated Bank of Chicago		
Cash & Cash Equivalents	-	-
Money Market	1,466,761.07	1,466,761.07
Fixed Income	4,339,251.62	4,003,033.96
Equities	1,368,859.70	1,971,640.30
	7,174,872.39	7,441,435.33
Other Assets & Payables (Net)	6.52	6.52
Independent Health Deposit	61,000.00	61,000.00
Claims Stale Dated	(54,085.72)	(54,085.72)
	$ 8,008,157.55	$ 8,274,720.49

Market Value of Fund Balance as of December 31, 2023	7,898,544.39
Change in Market Value of Fund as of June 30, 2024	$ 376,176.10
Increase in Cash	105,942.90
Unrealized Gain on Investments	270,233.20
	$ 376,176.10



UNAUDITED FINANCIAL REPORT

CARPENTERS LOCAL NO. 491 HEALTH AND WELFARE FUND
CONTRIBUTIONS / CLAIMS SCHEDULES
FOR THE SIX MONTHS ENDED JUNE 30, 2024

Employer Contributions

Hourly rates and their effective dates

Date	Shops	Exhibitors
07/17/07	2.50	3.55
01/17/08	2.60	3.55
03/01/08	2.60	3.80
07/17/08	2.70	3.80
01/17/09	2.80	3.80
03/01/09	2.80	4.15
03/01/10	2.80	4.45
03/01/11	2.80	4.60
07/17/11	3.00	4.60
03/01/12	3.00	5.00
03/01/13	3.00	5.25
03/01/14	3.15	5.60
07/01/14	3.40	5.60
03/01/15	3.40	5.85
07/20/15	3.50	5.85
11/01/20	3.50	6.10
03/01/14	3.50	6.35
05/01/23	3.50	6.45
05/01/24	3.50	6.55

Employer / Employee

Prior Years Analysis

Year	Receipts	Claims	Difference
2014	$ 4,262,555.33	$ 3,252,072.12	$ 1,010,483.21
2015	4,501,646.07	2,728,405.47	1,773,240.60
2016	4,881,298.31	2,918,759.70	1,962,538.61
2017	5,049,927.78	2,915,661.88	2,134,265.90
2018	4,793,825.81	3,650,944.24	1,142,881.57
2019	4,818,837.41	4,379,457.69	439,379.72
2020	1,468,255.49	3,799,144.27	(2,330,888.78)
2021	1,415,440.80	3,022,642.31	(1,607,201.51)
2022	3,777,970.93	2,655,341.73	1,122,629.20
2023	4,323,685.84	2,684,211.32	1,639,474.52
2024	2,086,892.98	1,612,459.62	474,433.36

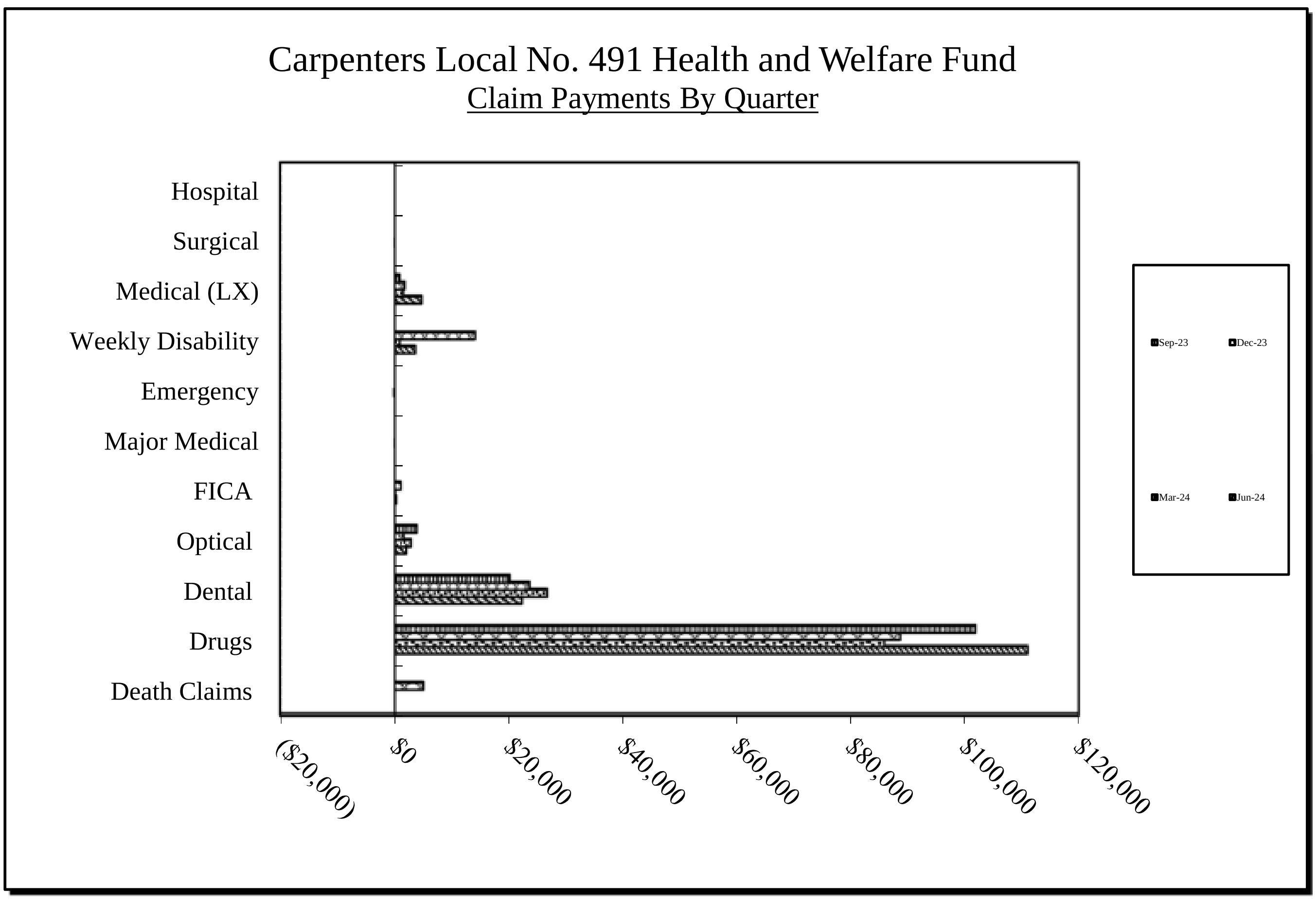
Current Year Analysis

Month	Receipts	Claims	Difference
January	$ 169,561.49	$ 148,827.99	$ 20,733.50
February	$ 232,742.93	$ 301,000.41	(68,257.48)
March	$ 295,096.32	$ 242,458.94	52,637.38
April	$ 455,217.75	$ 350,271.19	104,946.56
May	$ 356,963.94	$ 284,769.24	72,194.70
June	$ 577,310.55	$ 285,131.85	292,178.70
July			-
August			-
September			-
October			-
November			-
December			-
	$ 2,086,892.98	$ 1,612,459.62	$ 474,433.36
Average Per Month	$ 347,815.50	$ 268,743.27	$ 39,536.11

UNAUDITED FINANCIAL REPORT

CARPENTERS LOCAL NO. 491 HEALTH AND WELFARE FUND
CLAIM PAYMENT SCHEDULE
FOR THE SIX MONTHS ENDED JUNE 30, 2024

Claim Payments	**Sep-23 Quarter**	**Dec-23 Quarter**	**Mar-24 Quarter**	**Jun-24 Quarter**
Hospital	$ -	$ -	$ -	$ -
Surgical	-	-	(40.26)	-
Medical (LX)	860.21	1,731.66	1,493.80	4,711.13
Weekly Disability	-	14,057.18	900.00	3,600.04
Emergency	-	-	(133.51)	-
Major Medical	-	-	(28.00)	-
FICA	-	1,075.38	68.85	275.40
	860.21	16,864.22	2,260.88	8,586.57
Optical	3,856.55	1,577.14	2,874.68	2,014.68
Dental	20,128.78	23,551.67	26,665.47	22,251.19
Drugs	101,730.12	88,356.55	85,599.38	110,957.84
	125,715.45	113,485.36	115,139.53	135,223.71
Death Claims	-	5,000.00	-	-
	$ 126,575.66	$ 135,349.58	$ 117,400.41	$ 143,810.28
IHA Claims	561,392.12	570,239.68	574,886.93	776,362.00
	$ 687,967.78	$ 705,589.26	$ 692,287.34	$ 920,172.28



High Cost Members

Population: Carpenters Local No. 491 Health and Welfare Plan

Threshold: $50,000 **Amount: Paid** **Total Members: 5**

SN	Rel Class	Gender	Age	Eligibility As of 06/30/24	Highest Paid Diagnosis	Medical Paid Amount	Pharmacy Paid Amount	Total Paid Amount
1	Employee	Male	64	Active	Cancer	$97,318.56	$24,989.93	$122,308.49
2	Employee	Male	56	Active	Cancer	$121,003.87	$104.44	$121,108.31
3	Employee	Male	52	Active	Spine-related Disorders	$65,428.10	$57.45	$65,485.55
4	Spouse	Female	72	Active	Cancer	$59,114.46	$13.49	$59,127.95
5	Employee	Male	55	Active	Cardiac Disorders	$57,475.80	$817.27	$58,293.07
Total						$400,340.79	$25,982.58	$426,323.37

CARPENTERS LOCAL NO. 491 HEALTH AND WELFARE FUND
BILLS TO BE APPROVED AND PAID
OPERATING ACCOUNT
September 18, 2024

	Payee/Purpose	Period	Check #	Amount
1.	Batoff Associates, P.A.			
	Legal Fees	5/24	1293	4,854.50
2.	Bolton Partners, Inc.			
	Actuarial & Consulting Fee - Retainer	4/24 - 6/24	1294	5,000.00
3.	Bolton Partners, Inc.			
	Investment Performance Fee	2/24 - 4/24	1295	740.00
4.	CIGNA Dental Health, Inc.			
	Dental Premium	6/24	1296	1,163.52
5.	Union Labor Life Insurance Company			
	Stop Loss Premium	6/24	1297	24,059.88
6.	The Wagner Law Group			
	Fiduciary Fee	4/24	1298	19.01
7.	Level Care Health Cpnsortium			
	Administration	1/24 - 6/24	1299	3,153.75
8.	Washington Area Carpenters' Fund			
	Reciprocal Hours	3/24 - 4/24	1300	21,369.05
9.	New York District Council Medical Fund			
	Reciprocal Hours - S. Miller	10/22 - 11/23	1301	3,993.21
10.	Associated Administrators, LLC			
	Administration Fee	7/24 - 9/24	1302	36,207.00
11.	Batoff Associates, P.A.			
	Legal Fees	6/24	1303	4,270.80
12.	CIGNA Dental Health, Inc.			
	Dental Premium	7/24	1304	895.68
13.	Union Labor Life Insurance Company			
	Stop Loss Premium	7/24	1305	21,695.02
14.	The Wagner Law Group			
	Fiduciary Fee	5/24	1306	19.11
15.	Washington Area Carpenters' Fund			
	Reciprocal Hours	5/24	1307	19,233.14
16.	Carpenters Philadelphia Welfare Fund			
	Reciprocal Hours	4/24	1308	954.50
17.	Associated Administrators, LLC			

CARPENTERS LOCAL NO. 491 HEALTH AND WELFARE FUND
BILLS TO BE APPROVED AND PAID
OPERATING ACCOUNT
September 18, 2024

Payee/Purpose	Period	Check #	Amount
Postage - 1095B - Tax Forms	12/23	1309	573.87
18. United States Treasury			
PCORI Fee - 2024		1310	4,260.06
19. Schmitz Press, Inc.			
Postage - QSR's	7/24	1311	494.04
20. Carpenters Philadelphia Welfare Fund			
Reciprocal Hours - K. Dollar	10/23 - 4/24	1312	3,131.64
21. Batoff Associates, P.A.			
Legal Fees	7/24	1313	3,431.00
22. CIGNA Dental Health, Inc.			
Dental Premium	8/24	1314	1,077.12
23. Union Labor Life Insurance Company			
Stop Loss Premium	8/24	1315	21,952.07
24. The Wagner Law Group			
Fiduciary Fee	6/24	1316	26.64
25. Washington Area Carpenters' Fund			
Reciprocal Hours	6/24	1317	12,629.33
26. Washington Area Carpenters Fund			
Reciprocal Hours - C. Arturo	5/24 - 6/24	1318	687.75
			$ 195,891.69

Carpenters Local 491 Benefit Funds
Cash Management

			Medical
Yearly Deductions		$	3,655,041
Loans per Year			
Total Yearly Deductions			
10% of Expenses		$	365,504
Current Cash Balance	As of 7/31/24	$	673,283
5% Floor		$	182,752
Replenish			Not now
15% Ceiling		$	548,256
Send to Amalgamated		**$**	**(125,027)**
Transfer Made:	Sep-12-24	$	125,000

CARPENTERS DELINQUENCY LIST
AS OF
SEPTEMBER 10, 2024

1) If Local has "X" in a block, please indicate "Worked" or "No Men"
2) Please fax updates to Ramona at 410-683-7794

	See Instructions Above			
EMP #	Balt.	Wash.	COMPANY NAME	WORK MONTHS DELINQ.

000199 3020841 01/01

Express Scripts Inc
St. Louis MO 63121

E52510010801

000121

EXPRESS SCRIPTS

CARPENTERS LOCAL 491 H&W FUND
ATTN: DAWN WELCH
911 RIDGEBROOK ROAD
SPARKS, MD 21152

Check Explanation

Invoice #:	Date:	Description:	Amount:
RD6A R00007004483	07/01/2024	REBATE 03-01-2024-03-31-2024	13062.00

Please direct any questions to: 1-877-434-2729

EXPRESS SCRIPTS

Express Scripts Inc
St. Louis MO 63121

Fifth Third Bank
Cincinnati, OH

73-27
421

0001016355

DATE 01 Jul 2024

PAY
THIRTEEN THOUSAND SIXTY TWO DOLLARS

AMOUNT
***$13,062.00**

TO THE ORDER OF
CARPENTERS LOCAL 491 H&W FUND
ATTN: DAWN WELCH
911 RIDGEBROOK ROAD
SPARKS, MD 21152

VOID VOID VOID VOID VOID VOID VOID VOID

Benjamin F Chestnut

SECURITY FEATURES INCLUDED. DETAILS ON BACK.

⑈0001016355⑈ ⑆042100272⑆ 7482186397⑈

000576 3791677 01/01

Express Scripts Inc
St. Louis MO 63121

E54180040901

000418

EXPRESS SCRIPTS®

CARPENTERS LOCAL 491 H&W FUND
ATTN: DAWN WELCH
911 RIDGEBROOK ROAD
SPARKS, MD 21152

Check Explanation

Invoice #:	Date:	Description:	Amount:
RD6A R00007004483	08/30/2024	REBATE 05-01-2024-05-31-2024	20211.40

Please direct any questions to: 1-877-434-2729

EXPRESS SCRIPTS®

Express Scripts Inc
St. Louis MO 63121

Fifth Third Bank
Cincinnati, OH

73-27
421

0001017088

DATE 30 Aug 2024

PAY
TWENTY THOUSAND TWO HUNDRED ELEVEN DOLLARS AND 40 CENTS

AMOUNT
***$20,211.40**

TO THE ORDER OF CARPENTERS LOCAL 491 H&W FUND
ATTN: DAWN WELCH
911 RIDGEBROOK ROAD
SPARKS, MD 21152

Benjamin F Chestnut

VOID VOID VOID VOID VOID VOID VOID VOID

SECURITY FEATURES INCLUDED. DETAILS ON BACK.

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CARPENTERS LOCAL NO. 491 VACATION BENEFIT
STATEMENT OF CHANGES IN FUND BALANCE - CASH BASIS
FOR THE SIX MONTHS ENDED JUNE 30, 2024

	April	May	June	Year To Date
Additions				
Employer Contributions	$ 91,854.84	$ 75,740.48	$ 125,346.76	$ 445,161.45
Interest Income	17.95	20.87	21.81	95.76
Total Additions	91,872.79	75,761.35	125,368.57	445,257.21
Deductions				
Audit Fees	-	-	-	-
Benefits Paid	5,739.75	-	-	5,739.75
Interest Paid	1.70	-	-	1.70
Legal Fees	-	-	-	-
Office Expenses	-	-	-	-
Postage	-	-	-	-
Printing	-	-	-	-
Bank Service Charges	-	-	-	-
Total Deductions	5,741.45	-	-	5,741.45
Net Increase (Decrease)	$ 86,131.34	$ 75,761.35	$ 125,368.57	$ 439,515.76
Fund Balance - December 31, 2023				217,078.88
Fund Balance - June 30, 2024				$ 656,594.64

Statement of Fund Balance - Cost Basis	
Cash - PNC - Vacation Payment	$ 329,458.14
Cash - BayVanguard	685,142.20
Other Liabilities	1,110.15
Accounts Payable - Stale Dated Checks	(359,115.85)
	$ 656,594.64

UNAUDITED FINANCIAL STATEMENT