Bolton

Carpenters Local 491 Health & Welfare Fund

Consultant's Report

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December 10, 2025

Projected vs. Actual

CARPENTERS LOCAL NO. 491 HEALTH & WELFARE FUND

Projected vs. Actual Results

For the Nine Months Ended September 30, 2025

	Projected Annual 2025	Projected Monthly	Projected 1/25 - 9/25	Actual 1/25 - 9/25	Actual Monthly	Variance 1/25 - 9/25
Income						
Total Contributions	$ 4,755,721	$ 396,310	$ 3,566,791	$ 2,945,303	$ 327,256	$ (621,488)
Investment Earnings	361,880	30,157	271,410	208,736	23,193	(62,673)
Total Revenue	$ 5,117,601	$ 426,467	$ 3,838,201	$ 3,154,039	$ 350,449	$ (684,161)
Expenses						
Benefit Expense	$ 3,818,893	$ 318,241	$ 2,864,170	$ 2,932,595	$ 325,844	$ 68,425
Stop-Loss Reinsurance	324,936	27,078	243,702	243,474	27,053	(228)
Administration	233,745	19,479	175,309	321,385	35,709	146,076
Total Disbursements	$ 4,377,573	$ 364,798	$ 3,283,180	$ 3,497,453	$ 388,606	$ 214,273
Operating Gain/(Loss)	$ 740,027	$ 61,669	$ 555,020	$ (343,414)	$ (38,157)	$ (898,434)
Estd. Months in Net Assets	**19.0**			**15.4**		

Stop Loss Executive Summary

RFPs sent to the following carriers:

- **One80 (incumbent +5.4%)**
- **Competitive**
  - None
- **Not Competitive**
  - HM Insurance
  - Ullico
- **Declined to Quote**
  - Amalgamated Life
  - Berkshire Hathaway
  - Berkley Accident and Health
  - Excess Reinsurance
  - QBE Insurance
  - Skyward Insurance
  - Sun Life
  - Symetra Life
  - Tokio Marine HCC Life
  - Voya Financial
  - Wellpoint

Stop Loss Marketing Results

Vendor		Incumbent One80			HM	Ullico
		Current	Initial Renewal	Negotiated Renewal		
Annual Specific Deductible		$325,000	$325,000	$325,000	$325,000	$325,000
Aggregating Specific		$10,000	$10,000	$10,000	$10,000	$10,000
Contract		12/24	12/24	12/24	12/24	12/24
Effective Date		1/1/2025	1/1/2026	1/1/2026	1/1/2026	1/1/2026
Coverage Included		Medical/Rx	Medical/Rx	Medical/Rx	Medical/Rx	Medical/Rx
Max. Plan Reimbursement		Unlimited	Unlimited	Unlimited	Unlimited	Unlimited
Lifetime Maximum		Unlimited	Unlimited	Unlimited	Unlimited	Unlimited
Monthly Rate						
Composite	455	$46.21	$49.67	$48.80	$50.68	$48.84
A. Annual Premium		$252,307	$271,198	$266,448	$276,713	$266,666
B. Laser Risk		$0	$0	$0	$0	$0
C. Aggregating Specific		$10,000	$10,000	$10,000	$10,000	$10,000
D. IBC Admin Fee Credit		$0	$0	$0	$0	$0
E. Total Maximum Cost (A + B + C + D)		$262,307	$281,198	$276,448	$286,713	$276,666
Annual $ Difference from Current			$18,891	$14,141	$24,406	$14,359
% Difference from Current			7.2%	5.4%	9.3%	5.5%
Annual $ Difference from Renewal					$10,265	$218
% Difference from Renewal					3.7%	0.1%
Renewal Rate Cap			**50%**	**50%**	**None**	**None**
No New Lasers at Renewal?			**Yes**	**Yes**	**No**	**No**
Quote Status			**Firm**	**Firm**	**Firm**	**Firm**

- Disclosure statement: certain markets and vendors pay Bolton an annual fee for services Bolton provides in relation to our solution offerings.

Cigna Dental Renewal

Cigna Dental					
	Previous		Current	Initial Renewal	Negotiated Renewal
	2023	2024	2025	2026	2026 - 2028
Dental Shared Administration Fee (PUMPM)	$3.10	$2.88	$2.95	$2.95	$2.95
Annual Dental Fee Total (455 Union Members)	$16,926	$15,725	$16,107	$16,107	$16,107
$ Change from 2025				**$0**	**$0**
% Change from 2025				**0.0%**	**0.0%**

- Cigna has proposed a fee hold (no increase) to their shared services dental administration fee for 2026.
- After negotiations with Cigna, they agreed to extend the renewal from a 1-year (2026) to a 3-year (2026, 2027 & 2028) agreement.

Retiree Self-Pay Rates

BENEFITS FOR RETIRED PARTICIPANTS

Eligible Retired Participants Under Age 65 (And Their Dependents Under Age 65) Who Continue Coverage Under The Self-Payment Provision

The same benefits are provided to eligible retired participants under age 65 and their dependents under age 65 as for the full coverage benefits for eligible active participants and their dependents except that the Weekly Accident and Sickness Benefits are not provided.

Eligible Retired Participants Age 65 And Over (And Their Dependents Age 65 And Over) Who Continue Under The Self-Payment Provision

The same benefits are provided to eligible retired participants over age 65 and their dependents over age 65 as for the full coverage benefits for eligible active participants and their dependents, except that the Weekly Accident and Sickness Benefits are not provided. In addition, Medicare becomes the primary insurer, with this plan of benefits supplementing Medicare. The Plan does not provide Prescription Drug Benefits to retirees over age 65.

Eligible Retired Participants Who Do Not Self-Pay (No Dependent Coverage)

A death benefit of $1,000 is provided.

Retired Participants

Self-Payment Provision

All retirees who retired either under a normal retirement or disability retirement as defined under the Carpenters Local No. 491 Pension Plan shall be entitled to make unlimited self-payments under the terms of the Plan. Such self-payment is for purposes of providing health care (supplementing Medicare once the retiree, or dependent, is Medicare eligible), vision, and dental coverage for retirees and eligible dependents. The Trustees have the right to change or eliminate this provision in the future to the extent they deem appropriate.

Retired participants and spouses over the age of 65 and disabled participants receiving an award from Social Security are entitled to Medicare, a broad federal program of health benefits which includes Hospital Insurance (Part A) and Voluntary Medical Insurance (Part B).

You must enroll and maintain enrollment in the hospital and voluntary medical insurance program of Medicare. Enrollment should be at the earliest opportunity available, since you will be considered to be insured under Part A (Hospitalization) and Part B (Voluntary Medical) of Medicare whether or not you have registered for Part A or enrolled for Part B.

In order for the Plan to avoid payment of benefits in a total amount greater than expenses incurred, benefits will first be paid under Medicare, and if there are any expenses remaining unpaid, these expenses will be paid up to the maximum amounts payable under the Plan.

RATES: $230 SINGLE, $485 FAMILY

Retiree Self-Pay Rates last updated in 2020

Retiree Self-Pay Rates

	Current Monthly COBRA Rates	Current Retiree Self-Pay Rates	% of COBRA Rate
Single	$430	$230	53.5%
Two-Party	$903		
Family	$1,204	$485	40.3%

	Current Retiree Self-Pay Rates	% Increase					
		5%	10%	15%	20%	25%	50%
Single	$230	$242	$253	$265	$276	$288	$345
Family	$485	$509	$534	$558	$582	$606	$728
$ Change from Current							
Single		$12	$23	$35	$46	$58	$115
Family		$24	$49	$73	$97	$121	$243
% of COBRA Rate							
Single	53.5%	56.2%	58.8%	61.5%	64.2%	66.9%	80.2%
Family	40.3%	42.3%	44.3%	46.3%	48.3%	50.4%	60.4%

Hearing Aids

- Two Approaches for Offering a Hearing Aid Benefit:

1) **Discount Program Only**: members receive a discount off retail cost with network providers
   - Pros:
     - No cost to the Fund (besides cost of doing business)
     - Shows value to membership
   - Cons:
     - Some could say it's not a "true benefit" – just a discount program
     - Another benefit to administer

2) **Discount Program + Allowance**: the Fund provides members with a per ear $ allowance to assist members in paying for the discounted hearing aids
   - Pros:
     - Provides members with an actual $ benefit that can be applied to their out-of-pocket costs
     - Shows $ value to membership
   - Cons:
     - Direct cost to Fund
     - Another benefit to administer

   - Market average for a hearing aid allowance is $500-$1,000 per ear every 3 years

Hearing Aids

- Four leading hearing aid vendors in the market:
  - Audicus – fully telehealth model
  - Amplifon
  - Birdsong
  - TruHearing – largest provider network

Cost Per Ear					
	Retail	Audicus	Amplifon	Birdsong	TruHearing
Premium	$3,300	$899	$1,795	$1,345	$1,799
Advanced	$2,750	$774	$1,395	$1,045	$1,399
Standard	$2,150	$649	$1,195	$745	$999

Hearing Aid Technology Levels

LISTENING SITUATIONS	PREMIUM	ADVANCED	STANDARD	ESSENTIAL
Private Conversation	●	●	●	●
Work Meetings	●	●	●	
Watching TV/Movies	●	●	●	
Crowded Social Events	●	●		
Noisy Restaurants	●	●		
Windy Places	●			
Water Sports	●			

Stanford Hearing Aids

- Surveys estimate that approx. 4%-8% of all US adults use hearing aids, and 80% of those who use hearing aids use them in both ears. The below is based on 30 utilizing members who would use the allowance:
  - $500 = $24,000
  - $1,000 = $48,000
  - $1,500 = $72,000