

**United Food and Commercial Workers Unions
and Participating Employers
Health and Welfare Fund**

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A G E N D A

**December 5, 2024
10:00 a.m.**

- I. CALL TO ORDER – Trustee Appointment**
- II. MINUTES - Regular Meeting- September 13, 2024** **(Pg. 1-8)**
- III. FINANCIAL REPORT** **(Pg. 9)**
 - A. PNC Report**
- IV. CONSULTANT’S REPORT**
 - A. Segal Company**
 - 1. Reserve Determination Report**
 - 2. Gene therapy coverage**
 - 3. Stop Loss Coverage**
 - 4. Pharmacy report**
 - i. Anti-Obesity Medications (“AOM”)**
- V. ATTORNEY REPORT**
- VI. ADMINISTRATIVE MANAGERS REPORT (3Q2024)** **(Pg. 10-30)**
- VII. INVOICES** **(Pg. 31-33)**
- VIII. OTHER FUND BUSINESS**
 - A. NexClaim Recoveries**
 - B. Y20 and Y30 Dependent Child Rates**
 - C. IFEBP Renewal**
 - D. Associated Administrators Renewal**
- IX. 2025 MEETING DATES AND LOCATIONS**
- X. ADJOURNMENT**

MINUTES

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**MINUTES OF THE MEETING OF THE
BOARD OF TRUSTEES OF THE
UFCW UNIONS AND PARTICIPATING EMPLOYERS
HEALTH AND WELFARE FUND
VIA VIDEO CONFERENCE
SEPTEMBER 13, 2024
(DRAFT)**

The following Trustees were present:

UNION TRUSTEES

M. Federici – Chairman
J. Chorpenning
T. Hipkins
M. Wilson

EMPLOYER TRUSTEES

B. Seehafer – Secretary
L. Fiergola
P. Lin
V. Marsh

Also present were:

M. Buckberg - Withum
A. Dietrich – Slevin & Hart, P.C.
N. Eid – The Segal Company
J. Herron - Associated Administrators, LLC
C. Hoffman - UFCW Local 400
J. Ianniello - Associated Administrators, LLC
M. Keadle - Withum
J. Kimble - Morgan, Lewis, & Bockius, LLC
C. Murphy - Associated Administrators, LLC
S. Sanchez - Slevin & Hart, P.C.
J. Timm - The Segal Company

I. CALL TO ORDER

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

NF H&W MINUTES 9-13-2024

23105279v1

II. **MINUTES**

The Trustees reviewed the previously circulated minutes of the last regular meeting on June 3, 2024.

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

RESOLVED, that the minutes of the regular meeting held on June 3, 2024, are approved as presented.

III. **FINANCIAL REPORT**

Mr. Ianniello reviewed the PNC Summary of Activity report for January 1, 2024, to August 31, 2024. The report showed a beginning market value of \$4,765,556, receipts of \$7,740,993, disbursements of \$8,145,456, and earnings of \$149,129, producing an ending market value of \$4,470,644 as of August 31, 2024.

IV. **AUDITOR'S REPORT**

The Trustees welcomed Mr. Mark Buckberg and Mr. Matt Keadle from Withum to the meeting.

Financial Statements Year End 2023

Mr. Keadle presented the Financial Statements for December 31, 2023. He stated that Withum issued an unmodified opinion on the financial statements and that the financial statements conform to generally accepted accounting principles.

Mr. Keadle reported that assets as of December 31, 2023 were \$6,198,492, and liabilities were \$365,567, producing net assets available for benefits of \$5,832,925. Mr. Keadle reviewed the Notes to Financial Statements, Schedule of Assets Held for Investment Purposes, Employer Contributions Schedule, and Administrative Expenses Schedule. Mr. Keadle noted a few minor changes that were made to the report due to timing.

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

RESOLVED, to delegate to Chair and Secretary the authority to sign the Form 5500.

V. CONSULTANT'S REPORT

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

A. Reserve Determination Report

Mr. Timm presented the August 2024 Reserve Determination Report. He noted that the Reserve as of July 31, 2024 was slightly above six months, resulting in a credit of \$235,776.

B. Managed Pharmacy Report

Ms. Eid presented the Managed Pharmacy Report. She noted that pharmacy costs have increased significantly, with the Plan paying approximately 19% more per member per month for the first six months of 2024 as compared to the same period for 2023. She said this increase is mainly due to increased specialty drug costs. Diabetes continues to be the condition producing the number one drug spend for the Fund. Ms. Eid reported on the other Top Drugs by Plan Cost and noted that endocrine and inflammatory disorders accounted for a large percentage of the Fund's cost.

Ms. Eid reported that effective January 1, 2025, Optum Rx will change its formulary to prefer FDA-approved Humira and Stelara biosimilars for claimants who are new to the relevant therapy but that claimants who already have prescriptions for Humira as of January 1, 2025 can continue to receive the brand drug if they choose until the biosimilars are interchangeable and do not require a new prescription. She said that 8 participants are currently using Humira, compared to 4 in 2023. Ms. Eid noted that the new formulary should be appropriate for over 95% of Plan participants.

Ms. Eid pointed out that Humira and Stelara are currently eligible for rebates and that Humira will continue to be eligible for rebates until there is a decision to terminate the allowance for Continuance of Therapy ("COT"). Other biosimilars will qualify for rebates where they are

available. She stated that the Fund has a choice between OptumRx's low-WAC biosimilar option or its high-WAC option. She stated Segal's recommendation that the Fund adopt the low-WAC option as it will result in lower up-front costs for participants and beneficiaries without compromising care.

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

RESOLVED, to elect the OptumRx low-WAC biosimilar option, effective January 1, 2025.

Ms. Eid advised that per the Trustees' request, she contacted CareFirst to discuss the coverage of gene therapy but that CareFirst referred her to Conifer. Conifer stated that it does not review claims for gene therapy because the SPD does not specifically reference this type of treatment. With the advent of more gene therapies being developed, Ms. Eid suggested that the Fund develop specific coverage rules for gene therapy. After discussion, Mr. Seehafer made a motion to exclude gene therapy coverage from the Plan and asked Segal to develop options for coverage criteria for the Board's consideration. After discussion, Mr. Federici stated that the Union Trustees would like to table this motion and delegate the matter to the Chair and Secretary to give the Trustees time to obtain additional information from Segal and co-counsel.

After additional discussion, Mr. Seehafer withdrew his previous motion and made a motion, seconded by Ms. Lin, to clarify that gene therapy is excluded from coverage under the Plan. The Employer Trustees voted in favor of the motion and the Union Trustees voted against the motion. The motion deadlocked.

After additional discussion, the Trustees scheduled a special Board meeting on October 1, 2024 to discuss gene therapy coverage in greater detail and discuss the possibility of obtaining stop-loss insurance.

VI. ATTORNEY'S REPORT

A. Cybersecurity Update

Ms. Sanchez reported on the cyber security questionnaires and vendor addenda.

B. Cyber Liability Update

Ms. Sanchez reported on the Fund's cyber liability insurance policy.

C. Mental Health Parity Rules

Ms. Sanchez reported on the mental health parity final regulations.

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

RESOLVED, to delegate to Chair and Secretary the authority to make any necessary decisions relating to the Mental Health Parity final regulations.

D. Update on SPD's

Ms. Sanchez reported on the status of the SPD restatements.

E. Change Healthcare Update

Ms. Sanchez reported on the Change Healthcare data breach and Caelon's responsive actions.

F. Affordable Care Act

Ms. Sanchez reported on the Final Rule under Section 1557 of the Affordable Care Act ("ACA").

G. Class Action Lawsuit

Ms. Sanchez reported on the Effexor Class Action.

H. Optum RX Amendment

Ms. Sanchez reported on the OptumRx agreement amendment.

I. Dentegra SMM

Ms. Sanchez reported on the Dentegra benefits SMM. Mr. Ianniello stated that the Dentegra SMMs were mailed individually to participants in mid-June.

J. Subrogation Policy Amendment

Ms. Sanchez reported on the proposed Subrogation Policy amendment.

K. Financial Statements

Ms. Sanchez reported on co-counsel's review of the draft audited Financial Statements.

VII. ADMINISTRATIVE MANAGER'S REPORT – Second Quarter 2024

Mr. Ianniello presented the Administrative Manager's Report for the Second Quarter of 2024, which had been pre-circulated. The report showed total income of \$2,771,007 and total expenses of \$2,619,969, producing a surplus of \$151,038 for the quarter. Contributions were made on behalf of 1,105 Plan participants. There were no delinquencies during the second quarter of 2024.

A. Invoices

The Trustees reviewed the invoices for the Active and Retiree Plans dated September 13, 2024, which had been pre-circulated.

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

RESOLVED, that the invoices on the list dated September 13, 2024, are approved for payment.

VIII. OTHER FUND BUSINESS

A. Zetia Class Action Payment

The Fund office received a payment of \$ 859.34 for the Zetia Class Action.

B. Medicare Advantage Renewal

1. Kaiser Permanente Medicare HMO 2025 Renewal

Mr. Ianniello presented the Kaiser Medicare HMO 2025 Renewal proposal.

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

RESOLVED, to approve Kaiser's proposed 5% increase for 2025. The new rate is \$275.24.

2. Humana Medicare 2025 Renewal

Mr. Ianniello presented the Humana Medicare HMO 2025 Renewal proposal.

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

RESOLVED, to approve Humana's proposed 8% increase for 2025. The new rate is \$200.88.

C. Greenlight Renewal

Mr. Ianniello presented the Greenlight Renewal proposal.

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

RESOLVED, to approve Green Light's proposed renewal terms as follows:

September 1, 2024 - December 31, 2024, \$.75/ PEPM.

January 1, 2025 - December 31, 2025, \$.85/ PEPM.

January 1, 2026 - December 31, 2026, \$1.00/ PEPM.

D. NexClaim Services

Mr. Ianniello reported that NexClaim currently is working on ten open subrogation claims.

NF H&W MINUTES 9-13-2024

E. Price Edge Global

Mr. Ianniello reported that the OptumRx amendment regarding Price Edge Global is in progress and the Fund Office is currently awaiting a response from Optum.

IX. 2024 MEETING DATES & LOCATIONS

The next regular Board meeting is scheduled for the location on December 5, 2024, TBD.

X. ADJOURNMENT

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

Respectfully Submitted,

Bill Seehafer, Secretary

FINANCIAL REPORT

UFCW UNIONS AND PARTICIPATING EMPLOYERS HEALTH & WELFARE FUND
SUMMARY OF ACTIVITY
JANUARY 01 TO OCTOBER 31, 2024

<u>ITEM</u>	<u>CASH RESERVE</u>	<u>SBH</u>	<u>TOTAL AMOUNT</u>
MARKET VALUE 01/01/2024	2,691,134 \$	2,074,422 \$	4,765,556
RECEIPTS	8,183,293	\$	8,183,293
DISBURSEMENTS	(10,073,638)	\$	(10,073,638)
INTER ACCOUNT TRANSFERS	(39,577) \$	- \$	(39,577)
EARNINGS	87,178 \$	64,607 \$	151,785
ENDING MARKET VALUE 10/31/24	848,390 \$	2,139,029 \$	2,987,419

PNC Bank, N.A.

ADMINISTRATIVE MANAGER'S REPORT

UFCW UNIONS AND PARTICIPATING EMPLOYERS
HEALTH & WELFARE FUND
THIRD QUARTER 2024

ADMINISTRATIVE MANAGER'S REPORT

THIRD QUARTER 2024
PLAN JSS-2

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
SHOPPERS FOOD 400 FT ¹	1,601.87	134	216,252	
SHOPPERS FOOD 400 PT ¹	1,601.87	53	86,501	
UFCW LOCAL 400 TEMP FT	1,601.87	0	0	
COBRA		1	3,848	
TOTAL		188	\$306,601	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$606,656
LIFE & AD & D	2,322
DISABILITY	34,346
DENTAL	21,872
OPTICAL	2,557
DRUG	344,912
MEDICAL ADM.	9,223
MENTAL HEALTH MANAGER	2,033
PPO	4,481
UM/DM	11,565
SUB TOTAL	\$1,039,967

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$8,809
ADMINISTRATION HIPAA	215
MISCELLANEOUS	19,151
SUB TOTAL	\$28,175

TOTAL EXPENSES	\$1,068,142
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SURPLUS (DEFICIT)	(\$761,541)
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AVERAGE INCOME	\$544
AVERAGE EXPENSE	1,894
SURPLUS (DEFICIT)	(\$1,350)

¹Board of Trustees approved August and September 2024 credits included.

THIRD QUARTER 2024
PLAN Y FULL TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS ¹	\$1,288.26	89	\$231,886	
SHOPPERS 400 ¹	1,288.26	64	83,737	
TOTAL		153	\$315,623	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$554,383
LIFE & AD & D	2,229
DISABILITY	49,417
DENTAL	13,665
OPTICAL	1,401
DRUG	184,853
MEDICAL ADM.	7,311
MENTAL HEALTH MANAGER	1,355
EAP	319
PPO	3,582
UM/DM	9,175
SUB TOTAL	\$827,690

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$7,169
ADMINISTRATION HIPAA	176
MISCELLANEOUS	15,585
SUB TOTAL	\$22,930

TOTAL EXPENSES	\$850,620
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SURPLUS (DEFICIT)	(\$534,997)
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AVERAGE INCOME	\$688
AVERAGE EXPENSE	1,853
SURPLUS (DEFICIT)	(\$1,165)

¹Board of Trustees approved August and September 2024 credits included.

THIRD QUARTER 2024 PLAN Y PART TIME INDIVIDUAL

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS ¹	\$649.78	64	\$82,522	
SHOPPERS 400 ¹	649.78	120	85,767	
COBRA		2	309	
TOTAL		186	\$168,598	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$297,845
HMO KAISER	3,955
LIFE & AD & D	1,264
DISABILITY	15,025
DENTAL	12,716
OPTICAL	1,606
DRUG	20,804
MEDICAL ADM.	8,283
MENTAL HEALTH MANAGER	3,513
EAP	362
PPO	3,999
UM/DM	10,441
SUB TOTAL	\$379,813

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$8,715
ADMINISTRATION HIPAA	214
MISCELLANEOUS	18,947
SUB TOTAL	\$27,876

TOTAL EXPENSES	\$407,689
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SURPLUS (DEFICIT)	(\$239,091)
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AVERAGE INCOME	\$302
AVERAGE EXPENSE	731
SURPLUS (DEFICIT)	(\$429)

¹Board of Trustees approved August and September 2024 credits included.

THIRD QUARTER 2024
PLAN Y PART TIME FAMILY

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS ¹	\$1,842.26	21	\$79,217	
SHOPPERS 400 ¹	1,842.26	38	138,170	
TOTAL		59	\$217,387	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$112,619
LIFE & AD & D	438
DISABILITY	6,859
DENTAL	6,046
OPTICAL	543
DRUG	48,849
MEDICAL ADM.	2,837
MENTAL HEALTH MANAGER	1,037
EAP	123
PPO	1,389
UM/DM	3,556
SUB TOTAL	\$184,296

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$2,765
ADMINISTRATION HIPAA	68
MISCELLANEOUS	6,010
SUB TOTAL	\$8,843

TOTAL EXPENSES	\$193,139
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SURPLUS (DEFICIT)	\$24,248
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AVERAGE INCOME	\$1,228
AVERAGE EXPENSE	1,091
SURPLUS (DEFICIT)	\$137

¹Board of Trustees approved August and September 2024 credits included.

THIRD QUARTER 2024
PLAN Y20 FULL TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS ¹	\$736.02	5	\$7,360	
SHOPPERS 400 ¹	736.02	9	12,512	
TOTAL		14	\$19,872	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$13,026
LIFE & AD & D	167
DISABILITY	4,648
DENTAL	203
OPTICAL	99
DRUG	18,831
MEDICAL ADM.	519
MENTAL HEALTH MANAGER	83
PPO	268
UM/DM	633
SUB TOTAL	\$38,477

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$656
ADMINISTRATION HIPAA	15
MISCELLANEOUS	1,426
SUB TOTAL	\$2,097

TOTAL EXPENSES	\$40,574
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SURPLUS (DEFICIT)	(\$20,702)
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AVERAGE INCOME	\$473
AVERAGE EXPENSE	966
SURPLUS (DEFICIT)	(\$493)

¹Board of Trustees approved August and September 2024 credits included.

THIRD QUARTER 2024
PLAN Y20 PART TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS ²	\$350.42	14	\$10,162	
SHOPPERS 400 ²	350.42	17	11,915	
SHOPPERS 400 ¹	510.09	0	0	
TOTAL		31	\$22,077	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$14,765
LIFE & AD & D	258
DISABILITY	409
DENTAL	570
OPTICAL	319
DRUG	(687)
MEDICAL ADM.	1,686
MENTAL HEALTH MANAGER	264
PPO	828
UM/DM	2,105
SUB TOTAL	\$20,517

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$1,453
ADMINISTRATION HIPAA	36
MISCELLANEOUS	3,158
SUB TOTAL	\$4,647

TOTAL EXPENSES	\$25,164
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SURPLUS (DEFICIT)	(\$3,087)
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AVERAGE INCOME	\$237
AVERAGE EXPENSE	271
SURPLUS (DEFICIT)	(\$34)

¹Employee additional contribution is \$159.67 for 1 or 2 dependents.

²Board of Trustees approved August and September 2024 credits included.

THIRD QUARTER 2024
PLAN Y30 FULL TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS ¹	\$680.81	7	\$9,532	
SHOPPERS 400 ¹	680.81	30	40,848	
TOTAL		37	\$50,380	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$9,509
LIFE & AD & D	315
DISABILITY	2,884
DENTAL	364
OPTICAL	192
DRUG	7,615
MEDICAL ADM.	1,167
MENTAL HEALTH MANAGER	182
PPO	545
UM/DM	1,389
SUB TOTAL	\$24,162

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$1,734
ADMINISTRATION HIPAA	42
MISCELLANEOUS	3,769
SUB TOTAL	\$5,545

TOTAL EXPENSES	\$29,707
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SURPLUS (DEFICIT)	\$20,673
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AVERAGE INCOME	\$454
AVERAGE EXPENSE	268
SURPLUS (DEFICIT)	\$186

¹Board of Trustees approved August and September 2024 credits included.

THIRD QUARTER 2024
PLAN Y30 PART TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS ²	\$328.69	39	\$25,638	
SHOPPERS 400 ²	328.69	114	74,612	
SHOPPERS 400 ¹	485.52	0	0	
TOTAL		153	\$100,250	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$40,882
LIFE & AD & D	310
DISABILITY	53
DENTAL	663
OPTICAL	372
DRUG	2,085
MEDICAL ADM.	2,091
MENTAL HEALTH MANAGER	319
PPO	986
UM/DM	2,595
SUB TOTAL	\$50,356

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$7,169
ADMINISTRATION HIPAA	176
MISCELLANEOUS	15,585
SUB TOTAL	\$22,930

TOTAL EXPENSES	\$73,286
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SURPLUS (DEFICIT)	\$26,964
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AVERAGE INCOME	\$218
AVERAGE EXPENSE	160
SURPLUS (DEFICIT)	\$58

¹Employee additional contribution is \$156.83 for 1 or 2 dependents.

²Board of Trustees approved August and September 2024 credits included.

THIRD QUARTER 2024
PLAN Y40 PART TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS ¹	\$45.48	53	\$4,866	
SHOPPERS 400 ¹	45.48	197	17,737	
TOTAL		250	\$22,603	\$0

BENEFIT EXPENSES	COST
LIFE & AD & D	\$185
DISABILITY	0
DENTAL	416
OPTICAL	248
SUB TOTAL	\$849

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$11,714
ADMINISTRATION HIPAA	286
MISCELLANEOUS	25,466
SUB TOTAL	\$37,466

TOTAL EXPENSES	\$38,315
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SURPLUS (DEFICIT)	(\$15,712)
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AVERAGE INCOME	\$30
AVERAGE EXPENSE	51
SURPLUS (DEFICIT)	(\$21)

¹Board of Trustees approved August and September 2024 credits included.

**THIRD QUARTER 2024
RETIREES**

INCOME	CO-PAY	CO-PAY	CO-PAY	CO-PAY	NO-COPAY	COMBINED
RATE	\$366.10	\$188.59	\$173.06	\$361.38	RETIREES	
NO OF EMP.	0	3	0	6	18	27
TOTAL INCOME	\$0	\$1,886	\$0	\$6,505	\$0	\$8,391

BENEFIT EXPENSES						COMBINED
MEDICAL	\$0	\$0	\$0	\$0	\$101	\$101
HMO KAISER	0	0	0	0	8,650	8,650
HMO HUMANA	0	1,670	0	3,339	3,710	8,719
DENTAL	0	0	0	485	1,677	2,162
OPTICAL	0	41	0	59	239	339
DRUG	0	0	0	0	(99)	(99)
ADMIN	0	30	0	60	180	270
MISC	0	18	0	37	111	166
TOTAL EXPENSES	\$0	\$1,759	\$0	\$3,980	\$14,569	\$20,308

SURPLUS (DEFICIT)	\$0	\$127	\$0	\$2,525	(\$14,569)	(\$11,917)
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AVERAGE INCOME	\$0	\$210	\$0	\$361	\$0	\$104
AVERAGE EXPENSE	0	195	0	221	270	251
SURPLUS (DEFICIT)	\$0	\$15	\$0	\$140	(\$270)	(\$147)

THIRD QUARTER 2024 SHOPPERS RETIREES

INCOME	CO-PAY	CO-PAY	CO-PAY	COMBINED
RATE	\$20.00	\$40.00	\$60.00	
NO OF EMP.	178	60	3	241
TOTAL INCOME	\$180,231	\$60,752	\$3,038	\$244,021

BENEFIT EXPENSES				COMBINED
MEDICAL	\$6,911	\$0	\$1,569	\$8,480
HMO KAISER	77,467	26,171	1,047	104,685
HMO HUMANA	56,791	19,186	767	76,744
DENTAL	23,165	0	0	23,165
OPTICAL	3,423	0	0	3,423
DRUG	(423)	0	0	(423)
ADMIN	1,780	601	24	2,405
MISC	1,095	370	15	1,480
TOTAL EXPENSES	\$170,209	\$46,328	\$3,422	\$219,959

SURPLUS (DEFICIT)	\$10,022	\$14,424	(\$384)	\$24,062
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AVERAGE INCOME	\$338	\$338	\$338	\$338
AVERAGE EXPENSE	319	257	380	304
SURPLUS (DEFICIT)	\$19	\$81	(\$42)	\$34

THIRD QUARTER 2024 SUPERVALU RETIREES
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INCOME RATE	CO-PAY \$20.00	CO-PAY \$40.00	CO-PAY \$60.00	COMBINED
NO OF EMP.	45	13	0	58
TOTAL INCOME	\$45,902	\$13,163	\$0	\$59,065

BENEFIT EXPENSES				COMBINED
MEDICAL	\$0	\$0	\$0	\$0
HMO KAISER	30,588	8,627	0	39,215
HMO HUMANA	14,658	4,134	0	18,792
DENTAL	5,434	0	0	5,434
OPTICAL	789	0	0	789
DRUG	358	0	0	358
ADMIN	452	127	0	579
MISC	278	78	0	356
TOTAL EXPENSES	\$52,557	\$12,966	\$0	\$65,523

SURPLUS (DEFICIT)	(\$6,655)	\$197	\$0	(\$6,458)
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AVERAGE INCOME	\$340	\$338	\$0	\$339
AVERAGE EXPENSE	389	332	0	377
SURPLUS (DEFICIT)	(\$49)	\$6	\$0	(\$38)

THIRD QUARTER 2024

PRESCRIPTION REPORT

SCRIPTS PROCESSED	SCRIPT/ADM. COST ¹	PHARMACY PAYMENT	TOTAL
6,087	(\$18,006)	\$645,104	\$627,098

¹Credit is a result of the Performance Guarantee Audit

MISCELLANEOUS EXPENSES

CATEGORY	ACTIVE	RETIREE	TOTAL
ACCOUNTING	\$40,508	\$0	\$40,508
ACTUARY & CONSULTING	10,667	0	10,667
EDUCATIONAL FEES	0	528	528
INVESTMENT MANAGEMENT	3,357	0	3,357
LEGAL	44,374	1,373	45,747
MED/SURG/UCR UPDATE	4,050	0	4,050
POSTAGE	914	0	914
PRINTING	4,890	0	4,890
TELEPHONE	337	101	\$438
TOTAL	\$109,097	\$2,002	\$111,099

2024 RETIREE QUARTERLY RECAP

	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
CONTRIBUTIONS	\$318,934	\$314,310	\$311,477	\$0	\$944,721
EXPENSES					
MEDICAL	\$3,216	\$8,368	\$8,581	\$0	\$20,165
HMO KAISER	154,035	156,040	152,550	0	\$462,625
HMO HUMANA	103,530	103,395	104,255	0	\$311,180
DENTAL	32,269	31,363	30,761	0	\$94,393
OPTICAL	4,749	4,620	4,551	0	\$13,920
DRUG	(9,477)	(3,414)	(165)	0	(\$13,056)
SUBTOTAL	\$288,322	\$300,372	\$300,533	\$0	\$889,227
OPERATING EXPENSE					
ADMINISTRATION	\$3,477	\$3,351	\$3,254	\$0	\$10,082
MISCELLANEOUS	6,737	1,135	2,002	0	\$9,874
SUBTOTAL	\$10,214	\$4,486	\$5,256	\$0	\$19,956
TOTAL EXPENSES	\$298,536	\$304,858	\$305,789	\$0	\$909,183
SURPLUS (DEFICIT)	\$20,398	\$9,452	\$5,688	\$0	\$35,538
TOTAL RETIREE PARTICIPANTS	339	331	326	0	332

2023 RETIREE QUARTERLY RECAP

	SECOND 2023	THIRD 2023	FOURTH 2023	TOTAL
CONTRIBUTIONS	\$336,199	\$333,396	\$324,145	\$993,740
EXPENSES				
MEDICAL	\$37,821	\$13,018	\$8,673	\$59,512
HMO KAISER	165,530	164,342	156,460	486,332
HMO HUMANA	107,963	107,313	106,969	322,245
DENTAL	34,897	34,459	33,598	102,954
OPTICAL	5,139	5,094	4,968	15,201
DRUG	1,169	(4,534)	(2,391)	(5,756)
SUBTOTAL	\$352,519	\$319,692	\$308,277	\$980,488
OPERATING EXPENSE				
ADMINISTRATION	\$3,660	\$3,601	\$3,562	\$10,823
MISCELLANEOUS	33,334	17,472	8,371	59,177
SUBTOTAL	\$36,994	\$21,073	\$11,933	\$70,000
TOTAL EXPENSES	\$389,513	\$340,765	\$320,210	\$1,050,488
SURPLUS (DEFICIT)	(\$53,314)	(\$7,369)	\$3,935	(\$56,748)
TOTAL RETIREE PARTICIPANTS	368	364	353	362

2024
TOTAL QUARTERLY RECAP

	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
CONTRIBUTIONS RECEIVED ¹	\$2,334,572	\$2,388,789	\$1,223,391	\$0	\$5,946,752
CONTRIBUTIONS OUTSTANDING	0	0	0	0	0
RETIREE INCOME	318,934	314,310	311,477	0	944,721
INTEREST & DIVIDENDS	39,492	45,288	49,372	0	134,152
MISCELLANEOUS INCOME ²	9,957	22,620	859	0	33,436

TOTAL INCOME	\$2,702,955	\$2,771,007	\$1,585,099	\$0	\$7,059,061
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EXPENSES					
MEDICAL	\$1,448,998	\$1,275,891	\$1,649,685	\$0	\$4,374,574
HMO KAISER	3,768	3,830	3,955	0	11,553
LIFE & AD & D	7,670	7,648	7,488	0	22,806
DISABILITY	75,603	79,977	113,641	0	269,221
DENTAL	58,024	57,674	56,515	0	172,213
OPTICAL	7,559	7,395	7,337	0	22,291
DRUG	453,804	658,225	627,262	0	1,739,291
RETIREEES	298,536	304,857	305,789	0	909,182
MEDICAL ADM.	34,187	33,506	33,117	0	100,810
MENTAL HEALTH MANAGER	5,814	12,457	8,786	0	27,057
EAP	807	834	804	0	2,445
PPO	17,024	16,905	16,078	0	50,007
UM/DM	38,049	47,227	41,459	0	126,735
SUBTOTAL	\$2,449,843	\$2,506,426	\$2,871,916	\$0	\$7,828,185

OPERATING EXPENSE					
ADMINISTRATION	\$48,572	\$49,186	\$50,184	\$0	\$147,942
ADMINISTRATION HIPAA	1,188	1,204	1,228	0	3,620
MISCELLANEOUS	105,174	63,153	109,097	0	277,424
SUBTOTAL	\$154,934	\$113,543	\$160,509	\$0	\$428,986

TOTAL EXPENSES	\$2,604,777	\$2,619,969	\$3,032,425	\$0	\$8,257,171
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SURPLUS (DEFICIT)	\$98,178	\$151,038	(\$1,447,326)	\$0	(\$1,198,110)
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TOTAL ACTIVE PARTICIPANTS	1,084	1,105	1,071	0	1,087
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FUND BALANCE	\$4,503,626	\$4,901,228	\$3,905,719	\$0	
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¹ Board of Trustees approved credits for Jan. 2024 - Sept. 2024 included.

²1st Quarter - Ranbaxy Settlement

**2023
TOTAL QUARTERLY RECAP**

	FIRST 2023	SECOND 2023	THIRD 2023	FOURTH 2023	TOTAL
CONTRIBUTIONS RECEIVED ¹	\$2,977,167	\$2,417,160	\$2,440,313	\$2,308,921	\$10,143,561
CONTRIBUTIONS OUTSTANDING	0	0	0	0	0
RETIREE INCOME	37,793	336,199	333,396	324,145	1,031,533
INTEREST & DIVIDENDS	30,242	50,510	47,955	52,073	180,780
MISCELLANEOUS INCOME ²	195,150	27,245	0	0	222,395

TOTAL INCOME	\$3,240,352	\$2,831,114	\$2,821,664	\$2,685,139	\$11,578,269
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EXPENSES					
MEDICAL	\$839,885	\$1,397,710	\$1,386,501	\$1,698,074	\$5,322,170
HMO KAISER	1,883	1,884	4,395	3,767	11,929
LIFE & AD & D	8,064	7,921	7,847	7,783	31,615
DISABILITY	50,409	71,732	107,723	93,942	323,806
DENTAL	64,540	61,717	60,860	60,015	247,132
OPTICAL	7,968	7,859	7,731	7,632	31,190
DRUG	491,288	520,630	429,180	631,752	2,072,850
RETIREES	359,000	389,513	340,765	320,210	1,409,488
MEDICAL ADM.	35,251	34,748	34,417	33,820	138,236
MENTAL HEALTH MANAGER	12,917	6,952	38,166	28,715	86,750
EAP	893	871	854	833	3,451
PPO	15,743	16,428	16,256	16,930	65,357
UM/DM	37,415	35,257	36,397	36,277	145,346
SUBTOTAL	\$1,925,256	\$2,553,222	\$2,471,092	\$2,939,750	\$9,889,320

OPERATING EXPENSE					
ADMINISTRATION	\$44,771	\$44,158	\$44,289	\$45,904	\$179,122
ADMINISTRATION HIPAA	1,098	1,083	1,087	1,125	4,393
MISCELLANEOUS	79,211	132,369	96,971	102,901	411,452
SUBTOTAL	\$125,080	\$177,610	\$142,347	\$149,930	\$594,967

TOTAL EXPENSES	\$2,050,336	\$2,730,832	\$2,613,439	\$3,089,680	\$10,484,287
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SURPLUS (DEFICIT)	\$1,190,016	\$100,282	\$208,225	(\$404,541)	\$1,093,982
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TOTAL ACTIVE PARTICIPANTS	996	998	1,050	1,067	1,028
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FUND BALANCE	\$4,424,713	\$4,720,712	\$4,894,562	\$4,742,862	
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¹ Board of Trustees approved additional contributions for Jan. 2023 - Aug. 2023 and credits for Sept. 2023 - Dec. 2023 included.

²1st Quarter - Shoppers Interest, Damages and Attorney Fees.

²2nd Quarter - Educational Funding and Litigation Settlement.

CONTRACT INFORMATION MAINTENANCE OF BENEFITS THIRD QUARTER 2024

CONTRACT EXP.	COMPANY	PLAN	RATES
10-30-27	METRO/ BASICS/ SHOPPERS 27	Y	\$1,288.26
		Y	\$649.78
		Y	\$1,842.26
		Y20	\$736.02
		Y20	\$350.42
		Y30	\$680.81
		Y30	\$328.69
		Y40	\$45.48
10-30-27	SHOPPERS FOOD 400	JSS-2	\$1,601.87
		Y	\$1,288.26
		Y	\$649.78
		Y	\$1,842.26
		Y20	\$736.02
		Y20	\$350.42
		Y30	\$680.81
		Y30	\$328.69
10-30-27	UFCW LOCAL 400 TEMP	JSS2	\$1,601.87
		Y	\$1,288.26
		Y	\$649.78
		Y30	\$328.69

**UFCW UNIONS AND PARTICIPATING EMPLOYERS
HEALTH AND WELFARE FUND
DELINQUENCY REPORT
THIRD QUARTER 2024**

**UFCW UNIONS & PARTICIPATING EMPLOYERS HEALTH AND WELFARE FUND
EMPLOYERS DELINQUENCY REPORT
Month of Report 7/24 thru 9/24**

	1ST NOTICE	2ND NOTICE	LEGAL	INTEREST	DATE INTEREST PAID

INVOICES

UFCW UNIONS & PARTICIPATING EMPLOYERS
HEALTH AND WELFARE FUND

INVOICES

December 5, 2024

1. CHEIRON

10/30/2024	Retainer services rendered 7-2024 through 9-2024 #51438	\$1,220.00
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2. GREEN LIGHT

9/9/2024	Total due for MRF flat monthly fee for 9-1-2024 through 9-30-2024 & Price comparison tool PE/PM access fee #136893	\$675.00
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10/7/2024	Total due for MRF flat monthly fee for 10-1-2024 through 10-31-2024 & Price comparison tool PE/PM access fee #137740	\$675.00
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11/7/2024	Total due for MRF flat monthly fee for 11-1-2024 through 11-30-2024 & Price comparison tool PE/PM access fee #138796	\$675.00
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3. MORGAN, LEWIS, & BOCKIUS

9/10/2024	For professional services rendered through 8-31-2024 #509940	\$5,711.00
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10/10/2024	For professional services rendered through 9-30-2024 #5530352	\$19,769.50
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11/13/2024	For professional services rendered through 10-31-2024 #5549141	\$9,944.00
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4. SEGAL CONSULTING

10/1/2024	For consulting services in connection with the retainer agreement for the period of 9-1-2024 through 9-30-2024 #ES012743	\$5,333.33
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11/1/2024	For consulting services in connection with the retainer agreement for the period of 10-1-2024 through 10-31-2024 #ES013955	\$5,333.33
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5. SEGALL BRYANT & HAMILL

10/18/2024	Management fee for the period of 7-1-2024 through 9-30-2024 #257618	\$1,077.77
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6. SLEVIN & HART

9/30/2024	For professional services rendered through 8-31-2024 #236297	\$6,507.50
10/28/2024	For professional services rendered through 9-30-2024 #236519	\$23,211.00
11/22/2024	For professional services rendered through 10-31-2024 #236778	\$6,331.00

7. WITHUM

9/8/2024	Fourth progress billing in connection with 2023 H&W Audit #1308621	\$8,320.00
10/13/2024	Fifth progress billing in connection with 2023 H&W Audit #1326827	\$9,360.00
11/10/2024	Final billing in connection with 2023 Form 990 #1342189	\$2,413.00

UFCW UNIONS & PARTICIPATING EMPLOYERS
HEALTH AND WELFARE FUND
RETIREE PLAN

INVOICES

December 5, 2024

1.	SLEVIN & HART		
	9/30/2024	For professional services rendered through 8-31-2024 #236300	\$1,384.50
	10/28/2024	For professional services rendered through 9-30-2024 #236522	\$282.50
2.	WOODARD INSURANCE		
	10/5/2024	Ongoing healthcare customer service and orphan enrollment for the period of 7-2024 through 9-2024 #197	\$528.00