

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

ADMINISTRATIVE MANAGER'S REPORT

FOURTH QUARTER 2024
PLAN JSS-2

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
SHOPPERS FOOD 400 FT ¹	1,601.87	132	516,453	
SHOPPERS FOOD 400 PT	1,601.87	53	254,697	
UFCW LOCAL 400 TEMP FT	1,601.87	0	0	
COBRA		1	3,848	
TOTAL		186	\$774,998	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$275,671
LIFE & AD & D	2,280
DISABILITY	32,029
DENTAL	21,276
OPTICAL	2,494
DRUG	416,760
MEDICAL ADM.	8,996
MENTAL HEALTH MANAGER	1,842
PPO	5,039
UM/DM	10,950
SUB TOTAL	\$777,337

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$8,600
ADMINISTRATION HIPAA	210
MISCELLANEOUS	17,192
SUB TOTAL	\$26,002

TOTAL EXPENSES	\$803,339
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SURPLUS (DEFICIT)	(\$28,341)
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AVERAGE INCOME	\$1,389
AVERAGE EXPENSE	1,440
SURPLUS (DEFICIT)	(\$51)

¹Board of Trustees approved October, November and December 2024 credits included.

FOURTH QUARTER 2024
PLAN Y FULL TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$1,288.26	89	\$343,965	
SHOPPERS 400	1,288.26	64	247,346	
TOTAL		153	\$591,311	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$486,192
LIFE & AD & D	2,209
DISABILITY	27,137
DENTAL	13,285
OPTICAL	1,368
DRUG	167,706
MEDICAL ADM.	7,181
MENTAL HEALTH MANAGER	1,239
EAP	312
PPO	3,999
UM/DM	8,725
SUB TOTAL	\$719,353

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$7,074
ADMINISTRATION HIPAA	173
MISCELLANEOUS	14,141
SUB TOTAL	\$21,388

TOTAL EXPENSES	\$740,741
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SURPLUS (DEFICIT)	(\$149,430)
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AVERAGE INCOME	\$1,288
AVERAGE EXPENSE	1,614
SURPLUS (DEFICIT)	(\$326)

FOURTH QUARTER 2024
PLAN Y PART TIME INDIVIDUAL

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$649.78	65	\$127,356	
SHOPPERS 400	649.78	121	235,220	
COBRA		2	309	
TOTAL		188	\$362,885	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$230,853
HMO KAISER	3,955
LIFE & AD & D	1,269
DISABILITY	5,730
DENTAL	12,867
OPTICAL	1,584
DRUG	42,884
MEDICAL ADM.	8,170
MENTAL HEALTH MANAGER	1,816
EAP	359
PPO	4,605
UM/DM	10,036
SUB TOTAL	\$324,128

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$8,692
ADMINISTRATION HIPAA	213
MISCELLANEOUS	17,376
SUB TOTAL	\$26,281

TOTAL EXPENSES	\$350,409
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SURPLUS (DEFICIT)	\$12,476
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AVERAGE INCOME	\$643
AVERAGE EXPENSE	621
SURPLUS (DEFICIT)	\$22

FOURTH QUARTER 2024
PLAN Y PART TIME FAMILY

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$1,842.26	20	\$110,535	
SHOPPERS 400	1,842.26	38	210,018	
TOTAL		58	\$320,553	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$114,477
LIFE & AD & D	418
DISABILITY	6,931
DENTAL	5,836
OPTICAL	521
DRUG	51,196
MEDICAL ADM.	2,756
MENTAL HEALTH MANAGER	971
EAP	119
PPO	1,544
UM/DM	3,379
SUB TOTAL	\$188,148

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$2,682
ADMINISTRATION HIPAA	66
MISCELLANEOUS	5,361
SUB TOTAL	\$8,109

TOTAL EXPENSES	\$196,257
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SURPLUS (DEFICIT)	\$124,296
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AVERAGE INCOME	\$1,842
AVERAGE EXPENSE	1,128
SURPLUS (DEFICIT)	\$714

FOURTH QUARTER 2024
PLAN Y20 FULL TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$736.02	6	\$12,512	
SHOPPERS 400	736.02	8	17,664	
TOTAL		14	\$30,176	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$4,533
LIFE & AD & D	148
DISABILITY	1,117
DENTAL	166
OPTICAL	90
DRUG	2,667
MEDICAL ADM.	486
MENTAL HEALTH MANAGER	71
PPO	262
UM/DM	576
SUB TOTAL	\$10,116

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$647
ADMINISTRATION HIPAA	15
MISCELLANEOUS	1,294
SUB TOTAL	\$1,956

TOTAL EXPENSES	\$12,072
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SURPLUS (DEFICIT)	\$18,104
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AVERAGE INCOME	\$718
AVERAGE EXPENSE	287
SURPLUS (DEFICIT)	\$431

FOURTH QUARTER 2024
PLAN Y20 PART TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$350.42	14	\$14,718	
SHOPPERS 400	350.42	17	17,521	
SHOPPERS 400 ¹	510.09	0	0	
TOTAL		31	\$32,239	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$31,292
LIFE & AD & D	251
DISABILITY	223
DENTAL	558
OPTICAL	313
DRUG	(213)
MEDICAL ADM.	1,621
MENTAL HEALTH MANAGER	256
PPO	912
UM/DM	2,007
SUB TOTAL	\$37,220

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$1,433
ADMINISTRATION HIPAA	35
MISCELLANEOUS	2,865
SUB TOTAL	\$4,333

TOTAL EXPENSES	\$41,553
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SURPLUS (DEFICIT)	(\$9,314)
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AVERAGE INCOME	\$347
AVERAGE EXPENSE	447
SURPLUS (DEFICIT)	(\$100)

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

FOURTH QUARTER 2024
PLAN Y30 FULL TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$680.81	7	\$14,298	
SHOPPERS 400	680.81	31	62,634	
TOTAL		38	\$76,932	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$5,507
LIFE & AD & D	335
DENTAL	389
OPTICAL	198
DRUG	12,918
MEDICAL ADM.	1,151
MENTAL HEALTH MANAGER	180
PPO	650
UM/DM	1,391
SUB TOTAL	\$22,719

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$1,757
ADMINISTRATION HIPAA	43
MISCELLANEOUS	3,512
SUB TOTAL	\$5,312

TOTAL EXPENSES	\$28,031
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SURPLUS (DEFICIT)	\$48,901
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AVERAGE INCOME	\$675
AVERAGE EXPENSE	246
SURPLUS (DEFICIT)	\$429

FOURTH QUARTER 2024
PLAN Y30 PART TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$328.69	39	\$38,786	
SHOPPERS 400	328.69	123	121,616	
SHOPPERS 400 ¹	485.52	0	0	
TOTAL		162	\$160,402	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$7,939
LIFE & AD & D	320
DENTAL	674
OPTICAL	384
DRUG	3,787
MEDICAL ADM.	2,172
MENTAL HEALTH MANAGER	336
PPO	1,201
UM/DM	2,643
SUB TOTAL	\$19,456

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$7,490
ADMINISTRATION HIPAA	183
MISCELLANEOUS	14,973
SUB TOTAL	\$22,646

TOTAL EXPENSES	\$42,102
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SURPLUS (DEFICIT)	\$118,300
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AVERAGE INCOME	\$330
AVERAGE EXPENSE	87
SURPLUS (DEFICIT)	\$243

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

FOURTH QUARTER 2024
PLAN Y40 PART TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$45.48	58	\$7,959	
SHOPPERS 400	45.48	184	25,060	
TOTAL		242	\$33,019	\$0

BENEFIT EXPENSES	COST
LIFE & AD & D	\$214
DENTAL	480
OPTICAL	279
SUB TOTAL	\$973

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$11,189
ADMINISTRATION HIPAA	274
MISCELLANEOUS	22,367
SUB TOTAL	\$33,830

TOTAL EXPENSES	\$34,803
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SURPLUS (DEFICIT)	(\$1,784)
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AVERAGE INCOME	\$45
AVERAGE EXPENSE	48
SURPLUS (DEFICIT)	(\$3)

FOURTH QUARTER 2024
RETIREEES

INCOME	CO-PAY	CO-PAY	CO-PAY	CO-PAY	NO-COPAY	COMBINED
RATE	\$366.10	\$188.59	\$173.06	\$361.38	RETIREEES	
NO OF EMP.	0	2	0	6	16	24
TOTAL INCOME	\$0	\$1,509	\$0	\$6,505	\$0	\$8,014

BENEFIT EXPENSES						COMBINED
HMO KAISER	0	0	0	0	8,650	8,650
HMO HUMANA	0	1,477	0	3,323	2,769	7,569
DENTAL	0	0	0	463	1,545	2,008
OPTICAL	0	41	0	56	216	313
DRUG	0	0	0	0	389	389
ADMIN	0	20	0	60	159	239
MISC	0	18	0	53	141	212
TOTAL EXPENSES	\$0	\$1,556	\$0	\$3,955	\$13,869	\$19,380

SURPLUS (DEFICIT)	\$0	(\$47)	\$0	\$2,550	(\$13,869)	(\$11,366)
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AVERAGE INCOME	\$0	\$252	\$0	\$361	\$0	\$111
AVERAGE EXPENSE	0	259	0	220	289	269
SURPLUS (DEFICIT)	\$0	(\$7)	\$0	\$141	(\$289)	(\$158)

FOURTH QUARTER 2024 SHOPPERS RETIREES
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INCOME	CO-PAY	CO-PAY	CO-PAY	COMBINED
RATE	\$20.00	\$40.00	\$60.00	
NO OF EMP.	176	60	3	239
TOTAL INCOME	\$178,542	\$60,752	\$3,038	\$242,332

BENEFIT EXPENSES				COMBINED
MEDICAL	\$0	\$146,344	\$1,246	\$147,590
HMO KAISER	76,389	25,807	1,032	103,228
HMO HUMANA	58,302	19,696	788	78,786
DENTAL	23,009	0	0	23,009
OPTICAL	3,396	0	0	3,396
DRUG	(578)	0	0	(578)
ADMIN	1,760	595	24	2,379
MISC	1,558	526	21	2,105
TOTAL EXPENSES	\$163,836	\$192,968	\$3,111	\$359,915

SURPLUS (DEFICIT)	\$14,706	(\$132,216)	(\$73)	(\$117,583)
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AVERAGE INCOME	\$338	\$338	\$338	\$338
AVERAGE EXPENSE	310	1,072	346	502
SURPLUS (DEFICIT)	\$28	(\$734)	(\$8)	(\$164)

FOURTH QUARTER 2024 SUPERVALU RETIREES

INCOME	CO-PAY	CO-PAY	CO-PAY	COMBINED
RATE	\$20.00	\$40.00	\$60.00	
NO OF EMP.	45	13	0	58
TOTAL INCOME	\$45,227	\$13,163	\$0	\$58,390

BENEFIT EXPENSES				COMBINED
MEDICAL	\$0	\$0	\$0	\$0
HMO KAISER	30,588	8,627	0	39,215
HMO HUMANA	14,725	4,153	0	18,878
DENTAL	5,633	0	0	5,633
OPTICAL	789	0	0	789
DRUG	833	0	0	833
ADMIN	450	127	0	577
MISC	399	112	0	511
TOTAL EXPENSES	\$53,417	\$13,019	\$0	\$66,436

SURPLUS (DEFICIT)	(\$8,190)	\$144	\$0	(\$8,046)
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AVERAGE INCOME	\$335	\$338	\$0	\$336
AVERAGE EXPENSE	396	334	0	382
SURPLUS (DEFICIT)	(\$61)	\$4	\$0	(\$46)

FOURTH QUARTER 2024

PRESCRIPTION REPORT

SCRIPTS PROCESSED	SCRIPT/ADM. COST	PHARMACY PAYMENT	TOTAL
5,925	\$3,844	\$694,506	\$698,350

MISCELLANEOUS EXPENSES

CATEGORY	ACTIVE	RETIREE	TOTAL
ACCOUNTING	\$12,154	\$0	\$12,154
ACTUARY & CONSULTING	34,331	0	34,331
ACCURINT	0	0	0
CONFERENCE EXP	0	0	0
DUES	821	0	821
EDUCATIONAL FEES	0	528	528
INVESTMENT MANAGEMENT	1,385	0	1,385
LEGAL	41,637	2,300	43,937
MED/SURG/UCR UPDATE	1,350	0	1,350
POSTAGE	0	0	0
PRINTING	7,404	0	7,404
TELEPHONE	0	0	\$0
TOTAL	\$99,082	\$2,828	\$101,910

2024 RETIREE QUARTERLY RECAP
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	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
CONTRIBUTIONS	\$318,934	\$314,310	\$311,477	\$308,736	\$1,253,457

EXPENSES					
MEDICAL	\$3,216	\$8,368	\$8,581	\$147,590	\$167,755
HMO KAISER	154,035	156,040	152,550	151,093	\$613,718
HMO HUMANA	103,530	103,395	104,255	105,233	\$416,413
DENTAL	32,269	31,363	30,761	30,650	\$125,043
OPTICAL	4,749	4,620	4,551	4,498	\$18,418
DRUG	(9,477)	(3,414)	(165)	645	(\$12,411)
SUBTOTAL	\$288,322	\$300,372	\$300,533	\$439,709	\$1,328,936

OPERATING EXPENSE					
ADMINISTRATION	\$3,477	\$3,351	\$3,254	\$3,195	\$13,277
MISCELLANEOUS	6,737	1,135	2,002	2,828	\$12,702
SUBTOTAL	\$10,214	\$4,486	\$5,256	\$6,023	\$25,979

TOTAL EXPENSES	\$298,536	\$304,858	\$305,789	\$445,732	\$1,354,915
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SURPLUS (DEFICIT)	\$20,398	\$9,452	\$5,688	(\$136,996)	(\$101,458)
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TOTAL RETIREE PARTICIPANTS	339	331	326	321	329
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2023 RETIREE QUARTERLY RECAP
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	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
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SURPLUS (DEFICIT)	(\$53,314)	(\$7,369)	\$3,935	(\$56,748)
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TOTAL RETIREE PARTICIPANTS	368	364	353	362
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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	\$2,382,515	\$8,329,267
CONTRIBUTIONS OUTSTANDING	0	0	0	0	0
RETIREE INCOME	318,934	314,310	311,477	308,736	1,253,457
INTEREST & DIVIDENDS	39,492	45,288	49,372	34,067	168,219
MISCELLANEOUS INCOME ²	9,957	22,620	859	121	33,557

TOTAL INCOME	\$2,702,955	\$2,771,007	\$1,585,099	\$2,725,439	\$9,784,500
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EXPENSES					
MEDICAL	\$1,448,998	\$1,275,891	\$1,649,685	\$1,156,464	\$5,531,038
HMO KAISER	3,768	3,830	3,955	3,955	15,508
LIFE & AD & D	7,670	7,648	7,488	7,444	30,250
DISABILITY	75,603	79,977	113,641	73,167	342,388
DENTAL	58,024	57,674	56,515	55,531	227,744
OPTICAL	7,559	7,395	7,337	7,231	29,522
DRUG	453,804	658,225	627,262	697,705	2,436,996
RETIREES	298,536	304,857	305,789	445,732	1,354,914
MEDICAL ADM.	34,187	33,506	33,117	32,533	133,343
MENTAL HEALTH MANAGER	5,814	12,457	8,786	6,711	33,768
EAP	807	834	804	790	3,235
PPO	17,024	16,905	16,078	18,212	68,219
UM/DM	38,049	47,227	41,459	39,707	166,442
SUBTOTAL	\$2,449,843	\$2,506,426	\$2,871,916	\$2,545,182	\$10,373,367

OPERATING EXPENSE					
ADMINISTRATION	\$48,572	\$49,186	\$50,184	\$49,564	\$197,506
ADMINISTRATION HIPAA	1,188	1,204	1,228	1,212	4,832
MISCELLANEOUS	105,174	63,153	109,097	99,081	376,505
SUBTOTAL	\$154,934	\$113,543	\$160,509	\$149,857	\$578,843

TOTAL EXPENSES	\$2,604,777	\$2,619,969	\$3,032,425	\$2,695,039	\$10,952,210
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SURPLUS (DEFICIT)	\$98,178	\$151,038	(\$1,447,326)	\$30,400	(\$1,167,710)
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TOTAL ACTIVE PARTICIPANTS	1,084	1,105	1,071	1,072	1,083
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FUND BALANCE	\$4,503,626	\$4,901,228	\$3,905,719	\$3,515,291	
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¹ Board of Trustees approved credits for Jan. 2024 - Sept. 2024 included.

²1st Quarter - Ranbaxy Settlement

²2nd Quarter - \$22,500 Educational Funding & \$120 Kroll Restructuring Settlement

²3rd Quarter - Zetia Settlement

²4th Quarter - Nameda 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
FOURTH 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