

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

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Sparks, Maryland 21152-9451
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A G E N D A

**March 19, 2025
(Approximately 12:00 noon)**

- I. CALL TO ORDER**
- II. MINUTES - Regular Meeting- December 5, 2024** **(Pg. 1-9)**
- III. FINANCIAL REPORT** **(Pg. 10)**
 - A. PNC Report**
- IV. CONSULTANT'S REPORT**
 - A. Segal Company**
 - 1. Reserve Determination Report**
 - 2. Pharmacy Report**
- V. ATTORNEY REPORT**
- VI. ADMINISTRATIVE MANAGERS REPORT (4Q2024)** **(Pg. 11-29)**
- VII. INVOICES** **(Pg. 30-32)**
- VIII. OTHER FUND BUSINESS**
 - A. Fiduciary Liability Renewal**
 - B. NexClaim Reporting**
 - C. Ratify Telehealth benefit vote and discuss future**
 - D. Ratify Dentegra renewal vote**
 - E. Retiree Rate and discussion**
- IX. NEXT MEETING DATE AND LOCATION – June 25, 2025, Zoom**
- 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
LANDOVER, MARYLAND
DECEMBER 5, 2024
(DRAFT)**

The following Trustees were present:

UNION TRUSTEES

M. Federici – Chairman
J. Chorpennig
T. Hipkins

EMPLOYER TRUSTEES

B. Seehafer – Secretary
P. Lin
M. Lucki – via telephone
V. Marsh

Also present were:

N. Eid – The Segal Company
L. Fratzke - Segal
J. Herron - Associated Administrators, LLC
C. Hoffman - UFCW Local 400
J. Ianniello - Associated Administrators, LLC
J. Kimble - Morgan, Lewis, & Bockius, LLC
B. McKiver – Local 400
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.

Appointment of Trustee

Mr. Ianniello reported receiving correspondence from Shoppers appointing Mr. Marty Lucki as an Employer Trustee, replacing Elizabeth Fiergola, effective December 4, 2024.

NF H&W MINUTES 12-5-2024

II. **MINUTES**

The Trustees reviewed the previously circulated minutes of the last regular meeting held on September 13, 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 September 13, 2024, are approved as presented.

III. **FINANCIAL REPORT**

PNC Bank

Mr. Ianniello reviewed the PNC Summary of Activity report for January 1, 2024, to October 31, 2024. The report showed a beginning market value of \$4,765,556, receipts of \$8,183,293, disbursements of \$10,073,638, and earnings of \$151,785, producing an ending market value of \$2,987,419 as of October 31, 2024.

IV. **CONSULTANT'S REPORT**

The Segal Company

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

A. Reserve Determination Report

Mr. Timm reviewed the October Reserve Determination report. He noted that the reserve has decreased due to high claims experience in August and a contribution holiday for Shoppers. Mr. Timm said that reserves were between 3.0 and 6.0 months, and no credit or payment is required at this time.

B. Stop Loss Coverage

Mr. Timm presented Segal's analysis of the preliminary stop loss quotes Segal obtained per the Trustees' request. He noted that three carriers declined to quote after reviewing the Fund's

claims experience and another carrier did not reply. Segal asked the carriers to provide a quote for three deductible levels: \$250,000, \$500,000, and \$750,000. Segal also asked the carriers to quote on a "12/12" policy basis and a "12/18" policy basis. A "12/12" policy refers to a policy under which the carrier will provide coverage for large claims incurred and paid within 12 months. A "12/18" policy refers to a policy under which the carrier would provide coverage for claims incurred during a 12 month period and paid over 18 months. Mr. Timm said Segal recommends the "12/18" approach.

Mr. Timm stated that Ullico provided the most competitive quote but would potentially have lasers for certain participants. He noted that Segal believes a deductible of \$500,000 likely makes the most sense for this Fund. He also noted that Segal expects to receive the carriers' final quotes within a week.

Ms. Marsh stated that she would like to see final quotes for \$300,000 and \$500,000 deductible policies from Ullico. After discussion,

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

RESOLVED, to delegate to Chair and Secretary the authority to select a stop loss carrier after reviewing the final proposals.

C. Gene Therapy Coverage

Mr. Timm presented Segal's memo regarding gene therapy. He stated that coverage of gene therapy would not impact the stop loss carrier quotes provided to the Fund, but the stop loss carriers will need confirmation of whether the Fund covers gene therapy prior to the commencement of the stop loss coverage. The Trustees discussed gene therapy coverage and agreed to continue the discussion at the next meeting.

D. Plan Y20 PT and Y30 PT 2025 Dependent Child Rates

Mr. Timm reported on the 2025 Dependent Child/ren Coverage rates for the participants of the Y20 PT and Plan Y30 PT.

PLAN	Per Child Rate			Three or More Children Rate		
	Medical	RX	Total	Medical	RX	Total
Plan Y20 – Part Time	\$173.64	\$25.40	\$199.04	\$520.92	\$76.20	\$597.12
Plan Y30 – Part Time	\$169.87	\$25.40	\$195.27	\$509.61	\$76.20	\$585.81

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

RESOLVED, that the 2025 Dependent Children Rates for Plans Y20 and Y30 Part Time participants are approved as presented.

E. Carelon Behavioral Health Renewal

Mr. Timm reported that Segal is waiting for additional information from Carelon concerning its renewal proposal.

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

RESOLVED, to delegate to Chair and Secretary the authority to act on Carelon's renewal proposal.

F. Pharmacy Report

Ms. Eid presented Segal's Managed Pharmacy report. Such report indicated that 3rd quarter 2024 expenses were 13% higher than 3rd quarter 2023. The Fund experienced a trend decrease of 4% for specialty drugs and a trend increase for non-specialty drugs of 30%. She noted that GLP-1 drugs, which are non-specialty, are driving the trend increase. Overall cost was up 5% due to drug mix and cost of the drugs. Ms. Eid noted that the 2025 formulary from Optum Rx includes Humira and Stelara biosimilars on the Preferred List. Optum Rx estimated that the low-WAC versions of these drugs will be as much as 60% less than the original drugs.

Ms. Eid addressed the expense of the new GLP-1 medications, noting that these drugs are now being prescribed for more conditions. She presented a report offering five GLP-1 management strategies for the Trustees' consideration and briefly discussed each. She also

reported on the current SPD language regarding anti-obesity medications. The Trustees requested that Segal provide proposed revisions to the SPD language regarding the coverage of anti-obesity drugs, for their consideration.

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

RESOLVED, to prohibit auto-refills for GLP-1 medications and increase the refill too soon thresholds for Retail 30 and Retail 90.

The Trustees directed Segal to provide additional information on other outside vendor programs designed to assist with controlling GLP-1 related costs at the next meeting. After thanking Segal for their report, the Trustees excused them from the meeting.

V. ATTORNEY'S REPORT

A. HIPAA Language for Reproductive Health

Ms. Sanchez reported on the final regulations concerning the HIPAA Privacy Rule to Support Reproductive Health Care and Privacy.

B. Gag Clause

Ms. Sanchez reported that on the annual gag clause attestation requirement.

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

RESOLVED, to authorize Associated to file the gag clause attestation on behalf of the Fund on an annual basis unless otherwise directed by the Board.

C. Cybersecurity

Ms. Sanchez reported on the cybersecurity questionnaires and addenda sent to Fund providers.

D. SPDs

Ms. Sanchez reported that the Plan Y30 and Plan Y40 Summary Plan Descriptions (“SPDs”) have been finalized.

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

RESOLVED, to adopt the Plan Y30 and Plan Y40 SPDs, as presented.

E. Greenlight

Ms. Sanchez reported on the Greenlight contract.

F. Optum Rx Price Edge

Ms. Sanchez reported on the Optum Rx price edge agreement.

G. Form 990

Ms. Sanchez reported on the Form 990.

H. Cencora Class Action Lawsuit

Ms. Sanchez reported on the Cencora Class Action Lawsuit.

I. Summary Annual Report

Ms. Sanchez reported on the Summary Annual Report for the Fund.

J. Humana Renewal

Ms. Sanchez reported on the Humana renewal.

VI. ADMINISTRATIVE MANAGER'S REPORT – Third Quarter 2024

Mr. Ianniello presented the Administrative Manager's Report for the Third Quarter of 2024, which had been pre-circulated. The report showed a total income of \$1,585,099 and total expenses of \$3,032,425, producing a deficit of \$1,447,326 for the quarter. Contributions were

made on behalf of 1,071 Plan participants. There were no delinquencies during the Third Quarter of 2024.

A. Invoices

The Trustees reviewed the invoices for the Active and Retiree Plans dated December 5, 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 December 5, 2024, are approved for payment.

VII. OTHER FUND BUSINESS

A. NexClaim Recoveries

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

B. IFEBP Renewal

Mr. Ianniello presented the IFEBP membership renewals.

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

RESOLVED, to renew the Fund's membership with IFEBP at a cost of \$1,825.00, with the cost to be split between the Pension, Health & Welfare, and Legal Fund.

C. Associated Administrators Renewal

Mr. Ianniello stated that Associated Administrators, LLC's contract expires on December 31, 2024. He presented a request for a three-year extension of the contract and reviewed the request for renewal.

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

RESOLVED to approve the renewal of the three-year contract with Associated Administrators LLC at the following rates per year:

Health and Welfare Fund	Current Fee PPPM	1/1/25 - 12/31/25 PPPM	1/1/26- 12/31/26 PPPM	1/1/27 - 12/31/27 PPPM
H&W Admin	\$15.12	\$15.57	\$16.04	\$16.52
H&W Claims	\$16.21	\$16.70	\$17.20	\$17.72
HIPPA	\$0.37	\$0.38	\$0.39	\$0.40
Retiree H&W	\$3.25	\$3.35	\$3.45	\$3.55

VIII. 2025 MEETING DATES & LOCATIONS

After discussion, The Trustees selected the following dates and meeting locations for 2025:

March 19, 2025 – 10:00 a.m. – Virtual

June 25, 2025 – 10:00 a.m. – Virtual

September 25, 2023 – 9:00 a.m. Landover, Maryland

December 5, 2023 – 10:00 a.m. – Virtual

IX. ADJOURNMENT

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

Respectfully Submitted,

Bill Seehafer, Secretary

FINANCIAL REPORTS

UFCW UNIONS AND PARTICIPATING EMPLOYERS HEALTH & WELFARE FUND
SUMMARY OF ACTIVITY
JANUARY 01 TO FEBRUARY 28, 2025

<u>ITEM</u>	<u>CASH RESERVE</u>	<u>SBH</u>	<u>TOTAL AMOUNT</u>
MARKET VALUE 01/01/2025	1,393,895	2,141,582	3,535,477
RECEIPTS	1,801,338		1,801,338
DISBURSEMENTS	(1,697,709)		(1,697,709)
INTER ACCOUNT TRANSFERS	-	-	-
EARNINGS	6,470	41,203	47,673
ENDING MARKET VALUE 2/28/2025	1,503,993	2,182,786	3,686,779

PNC Bank, N.A.

ADMINISTRATIVE MANAGER'S REPORT

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
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	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

	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
SURPLUS (DEFICIT)	\$20,398	\$9,452	\$5,688	(\$136,996)	(\$101,458)
TOTAL RETIREE PARTICIPANTS	339	331	326	321	329

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	\$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
RETIREEES	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
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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

INVOICES

UFCW UNIONS & PARTICIPATING EMPLOYERS
HEALTH AND WELFARE FUND

INVOICES

March 19, 2025

1. CHEIRON

1/30/2025	Retainer services rendered October through December 2024 #52227	\$2,700.00
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2. GREEN LIGHT

12/6/2025	Total due for MRF flat monthly fee for 12-1-2024 through 12-31-2024 & Price comparison tool PE/PM access fee #136893	\$675.00
1/6/2025	Total due for MRF flat monthly fee for 1-1-2025 through 1-31-2025 & Price comparison tool PE/PM access fee #140721	\$1,500.00
2/5/2025	Total due for MRF flat monthly fee for 2-1-2025 through 2-28-2025 & Price comparison tool PE/PM access fee #141579	\$1,500.00
3/4/2025	Total due for MRF flat monthly fee for 3-1-2025 through 3-31-2025 & Price comparison tool PE/PM access fee #142371	\$1,500.00

3. INTERNATIONAL FOUNDATION OF EMPLOYEE BENEFIT PLANS

12/6/2024	Annual membership dues for the period of 1-1-2025 through 12-31-2025 #735897-yoc6s1	\$821.25
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4. MORGAN, LEWIS, & BOCKIUS

12/12/2024	For professional services rendered through 11-30-2024 #5570280	\$3,939.00
1/14/2025	For professional services rendered through 12-31-2024 #5589806	\$5,312.00
2/21/2025	For professional services rendered through 1-31-2025 #5606299	\$5,984.00

5. SEGAL CONSULTING

1/1/2025	For consulting services in connection with the retainer agreement for the period of 12-1-2024 through 12-31-2024 #ES015778	\$5,333.33
2/1/2025	For consulting services in connection with the retainer agreement for the period of 1-1-2025 through 1-31-2025 #ES016506	\$5,333.33

3/1/2025	For consulting services in connection with the retainer agreement for the period of 2-1-2025 through 2-28-2025 #ES017032	\$5,333.33
6. <u>SEGALL BRYANT & HAMILL</u>		
1/22/2025	Management fee for the period of 10-1-2024 through 12-31-2024 #277437	\$1,062.12
7. <u>SLEVIN & HART</u>		
12/31/2024	For professional services rendered through 11-30-2024 #237083	\$9,529.00
1/31/2025	For professional services rendered through 12-31-2024 #237389	\$6,567.50
2/27/2025	For professional services rendered through 1-31-2025 #237613	\$11,099.00
8. <u>TRUSTEE EXPENSE REIMBURSEMENT</u>		
12/9/2024	Reimbursement for travel expenses for Trustee meeting held on 12-5-2024 - Trustee Lin	\$586.34
12/12/2024	Reimbursement for travel expenses for Trustee meeting held on 12-15-2024 - Trustee Seehafer	\$383.95
9. <u>WITHUM</u>		
12/8/2024	For professional services rendered for Form 720 preparation and Data Security and Technology. #1354350	\$381.00

UFCW UNIONS & PARTICIPATING EMPLOYERS
HEALTH AND WELFARE FUND
RETIREE PLAN

INVOICES

March 19, 2025

1.	SLEVIN & HART		
	12/31/2024	For professional services rendered through 11-30-2024 #237086	\$1,055.50
2.	WOODARD INSURANCE		
	10/5/2024	Ongoing healthcare customer service and orphan enrollment for the period of 10-2024 through 12-2024 #206	\$528.00

OTHER FUND BUSINESS