

UFCW UNIONS AND PARTICIPATING EMPLOYERS
HEALTH & WELFARE FUND
FOURTH QUARTER 2025

ADMINISTRATIVE MANAGER'S REPORT

FOURTH QUARTER 2025
PLAN JSS-2

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
SHOPPERS FOOD 400 FT	1,652.04	116	573,258	
SHOPPERS FOOD 400 PT	1,652.04	43	213,113	
UFCW LOCAL 400 TEMP FT	1,652.04	0	0	
COBRA		1	1,283	
TOTAL		160	\$787,654	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$407,550
LIFE & AD & D	3,188
DISABILITY	16,120
DENTAL	21,146
OPTICAL	2,359
DRUG	366,981
MEDICAL ADM.	8,751
MENTAL HEALTH MANAGER	8,108
PPO	4,198
UM/DM	10,571
SUB TOTAL	\$848,972

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$8,294
ADMINISTRATION HIPAA	203
MISCELLANEOUS	22,169
SUB TOTAL	\$30,666

TOTAL EXPENSES	\$879,638
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SURPLUS (DEFICIT)	(\$91,984)
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AVERAGE INCOME	\$1,641
AVERAGE EXPENSE	1,833
SURPLUS (DEFICIT)	(\$192)

FOURTH QUARTER 2025
PLAN Y FULL TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$1,328.61	99	\$394,597	
SHOPPERS 400	1,328.61	48	191,320	
TOTAL		147	\$585,917	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$612,923
LIFE & AD & D	3,025
DISABILITY	14,970
DENTAL	12,851
OPTICAL	1,302
DRUG	154,719
MEDICAL ADM.	7,064
MENTAL HEALTH MANAGER	2,484
EAP	367
PPO	3,282
UM/DM	8,400
SUB TOTAL	\$821,387

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$7,620
ADMINISTRATION HIPAA	185
MISCELLANEOUS	20,368
SUB TOTAL	\$28,173

TOTAL EXPENSES	\$849,560
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SURPLUS (DEFICIT)	(\$263,643)
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AVERAGE INCOME	\$1,329
AVERAGE EXPENSE	1,926
SURPLUS (DEFICIT)	(\$597)

FOURTH QUARTER 2025
PLAN Y PART TIME INDIVIDUAL

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$670.13	69	\$138,047	
SHOPPERS 400	670.13	106	213,102	
COBRA		1	2,353	
HMO		2	254	
TOTAL		178	\$353,756	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$178,826
HMO KAISER	4,152
LIFE & AD & D	1,729
DISABILITY	18,380
DENTAL	12,138
OPTICAL	1,469
DRUG	34,323
MEDICAL ADM.	7,832
MENTAL HEALTH MANAGER	2,653
EAP	410
PPO	3,708
UM/DM	9,385
SUB TOTAL	\$275,005

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$9,227
ADMINISTRATION HIPAA	224
MISCELLANEOUS	24,663
SUB TOTAL	\$34,114

TOTAL EXPENSES	\$309,119
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SURPLUS (DEFICIT)	\$44,637
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AVERAGE INCOME	\$662
AVERAGE EXPENSE	579
SURPLUS (DEFICIT)	\$83

FOURTH QUARTER 2025
PLAN Y PART TIME FAMILY

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$1,899.96	23	\$131,097	
SHOPPERS 400	1,899.96	32	184,297	
TOTAL		55	\$315,394	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$117,241
LIFE & AD & D	556
DISABILITY	0
DENTAL	5,628
OPTICAL	471
DRUG	80,812
MEDICAL ADM.	2,555
MENTAL HEALTH MANAGER	1,643
EAP	134
PPO	1,215
UM/DM	3,055
SUB TOTAL	\$213,310

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$2,852
ADMINISTRATION HIPAA	70
MISCELLANEOUS	7,621
SUB TOTAL	\$10,543

TOTAL EXPENSES	\$223,853
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SURPLUS (DEFICIT)	\$91,541
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AVERAGE INCOME	\$1,911
AVERAGE EXPENSE	1,357
SURPLUS (DEFICIT)	\$554

FOURTH QUARTER 2025
PLAN Y20 FULL TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$759.07	6	\$12,903	
SHOPPERS 400	759.07	5	11,385	
TOTAL		11	\$24,288	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$706
HMO KAISER	0
LIFE & AD & D	159
DISABILITY	0
DENTAL	143
OPTICAL	71
DRUG	1,961
MEDICAL ADM.	401
MENTAL HEALTH MANAGER	118
PPO	174
UM/DM	462
SUB TOTAL	\$4,195

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$570
ADMINISTRATION HIPAA	14
MISCELLANEOUS	1,524
SUB TOTAL	\$2,108

TOTAL EXPENSES	\$6,303
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SURPLUS (DEFICIT)	\$17,985
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AVERAGE INCOME	\$736
AVERAGE EXPENSE	191
SURPLUS (DEFICIT)	\$545

FOURTH QUARTER 2025
PLAN Y20 PART TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$361.40	15	\$16,625	
SHOPPERS 400	361.40	16	17,347	
SHOPPERS 400 ¹	521.07	0	0	
TOTAL		31	\$33,972	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$5,551
LIFE & AD & D	325
DISABILITY	527
DENTAL	509
OPTICAL	276
DRUG	2,482
MEDICAL ADM.	1,536
MENTAL HEALTH MANAGER	467
PPO	718
UM/DM	1,829
SUB TOTAL	\$14,220

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$1,607
ADMINISTRATION HIPAA	39
MISCELLANEOUS	4,295
SUB TOTAL	\$5,941

TOTAL EXPENSES	\$20,161
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SURPLUS (DEFICIT)	\$13,811
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AVERAGE INCOME	\$365
AVERAGE EXPENSE	217
SURPLUS (DEFICIT)	\$148

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

FOURTH QUARTER 2025
PLAN Y30 FULL TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$702.13	6	\$13,341	
SHOPPERS 400	702.13	20	42,128	
TOTAL		26	\$55,469	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$21,400
LIFE & AD & D	505
DISABILITY	2,369
DENTAL	472
OPTICAL	189
DRUG	10,168
MEDICAL ADM.	1,053
MENTAL HEALTH MANAGER	324
PPO	575
UM/DM	1,266
SUB TOTAL	\$38,321

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$1,348
ADMINISTRATION HIPAA	33
MISCELLANEOUS	3,602
SUB TOTAL	\$4,983

TOTAL EXPENSES	\$43,304
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SURPLUS (DEFICIT)	\$12,165
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AVERAGE INCOME	\$711
AVERAGE EXPENSE	555
SURPLUS (DEFICIT)	\$156

FOURTH QUARTER 2025
PLAN Y30 PART TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$338.99	51	\$52,204	
SHOPPERS 400	338.99	99	101,019	
SHOPPERS 400 ¹	495.82	0	0	
TOTAL		150	\$153,223	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$16,805
LIFE & AD & D	495
DISABILITY	0
DENTAL	760
OPTICAL	394
DRUG	5,236
MEDICAL ADM.	2,171
MENTAL HEALTH MANAGER	667
PPO	1,057
UM/DM	2,613
SUB TOTAL	\$30,198

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$7,775
ADMINISTRATION HIPAA	190
MISCELLANEOUS	20,783
SUB TOTAL	\$28,748

TOTAL EXPENSES	\$58,946
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SURPLUS (DEFICIT)	\$94,277
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AVERAGE INCOME	\$340
AVERAGE EXPENSE	131
SURPLUS (DEFICIT)	\$209

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

FOURTH QUARTER 2025
PLAN Y40 PART TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$46.90	61	\$8,629	
SHOPPERS 400	46.90	156	21,950	
TOTAL		217	\$30,579	\$0

BENEFIT EXPENSES	COST
LIFE & AD & D	\$408
DISABILITY	0
DENTAL	657
OPTICAL	329
SUB TOTAL	\$1,394

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$11,248
ADMINISTRATION HIPAA	275
MISCELLANEOUS	30,067
SUB TOTAL	\$41,590

TOTAL EXPENSES	\$42,984
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SURPLUS (DEFICIT)	(\$12,405)
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AVERAGE INCOME	\$47
AVERAGE EXPENSE	66
SURPLUS (DEFICIT)	(\$19)

FOURTH QUARTER 2025
RETIREES

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	3	0	9	13	25
TOTAL INCOME	\$0	\$1,509	\$0	\$9,757	\$0	\$11,266

BENEFIT EXPENSES						COMBINED
HMO KAISER	0	0	0	0	9,084	9,084
HMO HUMANA	0	1,803	0	5,409	1,002	8,214
DENTAL	0	0	0	693	1,359	2,052
OPTICAL	0	41	0	84	171	296
DRUG	0	0	0	0	(148)	(148)
ADMIN	0	30	0	90	130	250
MISC	0	35	0	104	150	289
TOTAL EXPENSES	\$0	\$1,909	\$0	\$6,380	\$11,748	\$20,037

SURPLUS (DEFICIT)	\$0	(\$400)	\$0	\$3,377	(\$11,748)	(\$8,771)
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AVERAGE INCOME	\$0	\$168	\$0	\$361	\$0	\$150
AVERAGE EXPENSE	0	212	0	236	301	267
SURPLUS (DEFICIT)	\$0	(\$44)	\$0	\$125	(\$301)	(\$117)

FOURTH QUARTER 2025 SHOPPERS RETIREES
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INCOME	CO-PAY	CO-PAY	CO-PAY	COMBINED
RATE	\$20.00	\$40.00	\$60.00	
NO OF EMP.	179	58	2	239
TOTAL INCOME	\$195,742	\$63,425	\$2,187	\$261,354

BENEFIT EXPENSES				COMBINED
HMO KAISER	73,474	23,512	980	97,966
HMO HUMANA	68,745	21,999	917	91,661
DENTAL	23,602	0	0	23,602
OPTICAL	3,383	0	0	3,383
DRUG	864	0	0	864
ADMIN	1,798	576	24	2,398
MISC	2,073	663	28	2,764
TOTAL EXPENSES	\$173,939	\$46,750	\$1,949	\$222,638

SURPLUS (DEFICIT)	\$21,803	\$16,675	\$238	\$38,716
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AVERAGE INCOME	\$365	\$365	\$365	\$365
AVERAGE EXPENSE	324	269	325	311
SURPLUS (DEFICIT)	\$41	\$96	\$40	\$54

FOURTH QUARTER 2025 SUPERVALU RETIREES

INCOME	CO-PAY \$20.00	CO-PAY \$40.00	CO-PAY \$60.00	COMBINED
RATE				
NO OF EMP.	39	12	0	51
TOTAL INCOME	\$43,013	\$13,122	\$0	\$56,135

BENEFIT EXPENSES				COMBINED
HMO KAISER	28,783	9,089	0	37,872
HMO HUMANA	15,292	4,829	0	20,121
DENTAL	5,181	0	0	5,181
OPTICAL	708	0	0	708
DRUG	(494)	0	0	(494)
ADMIN	388	123	0	511
MISC	448	142	0	590
TOTAL EXPENSES	\$50,306	\$14,183	\$0	\$64,489

SURPLUS (DEFICIT)	(\$7,293)	(\$1,061)	\$0	(\$8,354)
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AVERAGE INCOME	\$368	\$365	\$0	\$367
AVERAGE EXPENSE	430	394	0	421
SURPLUS (DEFICIT)	(\$62)	(\$29)	\$0	(\$54)

FOURTH QUARTER 2025

PRESCRIPTION REPORT

SCRIPTS PROCESSED	SCRIPT/ADM. COST ¹	PHARMACY PAYMENT	TOTAL
6,156	(\$3,150)	\$660,055	\$656,905

1 Credit is a result of the Performance Guarantee Audit

MISCELLANEOUS EXPENSES

CATEGORY	ACTIVE	RETIREE	TOTAL
ACCOUNTING	\$36,970	\$0	\$36,970
ACTUARY & CONSULTING	21,475	0	21,475
DUES	855	0	855
INSURANCE & BONDING	7,769	0	7,769
INVESTMENT MANAGEMENT	1,195	0	1,195
LEGAL	53,396	3,643	57,039
MED/SURG/UCR UPDATE	4,500	0	4,500
POSTAGE	435	0	435
PRINTING	8,497	0	8,497
TOTAL	\$135,092	\$3,643	\$138,735

2025 RETIREE QUARTERLY RECAP

	FIRST 2025	SECOND 2025	THIRD 2025	FOURTH 2025	TOTAL
CONTRIBUTIONS	\$326,255	\$329,686	\$325,859	\$328,755	\$1,310,555

EXPENSES					
HMO KAISER	153,557	149,528	146,812	144,922	\$594,819
HMO HUMANA	114,342	115,979	116,782	119,996	\$467,099
DENTAL	31,405	31,032	31,070	30,835	\$124,342
OPTICAL	4,419	4,419	4,410	4,386	\$17,634
DRUG	875	(386)	(355)	223	\$357
SUBTOTAL	\$304,598	\$300,572	\$298,719	\$300,362	\$1,204,251

OPERATING EXPENSE					
ADMINISTRATION	\$3,243	\$3,193	\$3,178	\$3,159	\$12,773
MISCELLANEOUS	2,087	528	2,942	3,643	\$9,200
SUBTOTAL	\$5,330	\$3,721	\$6,120	\$6,802	\$21,973

TOTAL EXPENSES	\$309,928	\$304,293	\$304,839	\$307,164	\$1,226,224
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SURPLUS (DEFICIT)	\$16,327	\$25,393	\$21,020	\$21,591	\$84,331
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TOTAL RETIREE PARTICIPANTS	316	317	313	315	315
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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					
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	\$285,106	\$292,004	\$291,952	\$292,119	\$1,161,181

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	\$295,320	\$296,490	\$297,208	\$298,142	\$1,187,160
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SURPLUS (DEFICIT)	\$23,614	\$17,820	\$14,269	\$10,594	\$66,297
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TOTAL RETIREE PARTICIPANTS	339	331	326	321	329
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2025 TOTAL QUARTERLY RECAP

	FIRST 2025	SECOND 2025	THIRD 2025	FOURTH 2025	TOTAL
CONTRIBUTIONS RECEIVED ¹	\$2,446,087	\$2,427,591	\$2,522,796	\$2,340,252	\$9,736,726
CONTRIBUTIONS OUTSTANDING	0	0	0	0	0
RETIREE INCOME	326,255	329,686	325,869	328,755	1,310,565
INTEREST & DIVIDENDS	28,698	30,857	38,090	33,872	131,517
MISCELLANEOUS INCOME ²	328	0	108	650	1,086

TOTAL INCOME	\$2,801,368	\$2,788,134	\$2,886,863	\$2,703,529	\$11,179,894
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EXPENSES					
MEDICAL	\$955,978	\$1,251,122	\$1,894,235	\$1,361,002	\$5,462,337
HMO KAISER	3,955	4,020	4,152	4,152	16,279
LIFE & AD & D	7,429	7,407	8,383	10,390	33,609
DISABILITY	57,918	85,120	88,237	52,366	283,641
DENTAL	57,414	56,919	55,784	54,304	224,421
OPTICAL	7,356	7,268	7,105	6,860	28,589
DRUG	588,150	574,258	528,581	656,682	2,347,671
RETIREES	309,928	304,293	304,839	307,164	1,226,224
MEDICAL ADM.	33,651	32,848	32,131	31,363	129,993
MENTAL HEALTH MANAGER	13,699	12,291	16,934	16,464	59,388
EAP	966	945	920	911	3,742
PPO	16,319	16,078	15,595	14,927	62,919
UM/DM	39,610	34,650	34,359	37,581	146,200
SUBTOTAL	\$2,092,373	\$2,387,219	\$2,991,255	\$2,554,166	\$10,025,013

OPERATING EXPENSE					
ADMINISTRATION	\$50,254	\$50,384	\$50,355	\$50,541	\$201,534
ADMINISTRATION HIPAA	1,227	1,230	1,228	1,233	4,918
MISCELLANEOUS	110,525	155,508	127,057	135,092	528,182
SUBTOTAL	\$162,006	\$207,122	\$178,640	\$186,866	\$734,634

TOTAL EXPENSES	\$2,254,379	\$2,594,341	\$3,169,895	\$2,741,032	\$10,759,647
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SURPLUS (DEFICIT)	\$546,989	\$193,793	(\$283,032)	(\$37,503)	\$420,247
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TOTAL ACTIVE PARTICIPANTS	1,075	1,062	1,080	975	1,048
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FUND BALANCE	\$3,659,963	\$4,302,077	\$4,237,632	\$4,314,821	
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¹ 1st Quarter - Board of Trustees approved credits for Jan. 2025 included.

¹ 3rd Quarter - Employee count and contribution adjustments not previously reported for April 2024 - August 2025.

¹ 4th Quarter - Includes January and February 2026 contributions received for employees terminated.

² 1st Quarter - Ranbaxy Settlement

² 3rd Quarter - Reloestrin Antitrust Litigation

² 4th Quarter - Unclaimed Property Refund

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	\$1,452,214	\$1,284,259	\$1,658,266	\$1,304,054	\$5,698,793
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	295,320	296,490	297,208	298,142	1,187,160
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	\$2,506,427	\$2,871,916	\$2,545,182	\$10,373,368

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	\$2,619,970	\$3,032,425	\$2,695,039	\$10,952,211
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SURPLUS (DEFICIT)	\$98,178	\$151,037	(\$1,447,326)	\$30,400	(\$1,167,711)
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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

CONTRACT INFORMATION
MAINTENANCE OF BENEFITS
FOURTH QUARTER 2025

CONTRACT EXP.	COMPANY	PLAN	RATES
10-30-27	METRO/ BASICS/ SHOPPERS 27	Y	\$1,328.61
		Y	\$670.13
		Y	\$1,899.96
		Y20	\$759.07
		Y20	\$361.40
		Y30	\$702.13
		Y30	\$338.99
		Y40	\$46.90
10-30-27	SHOPPERS FOOD 400	JSS-2	\$1,652.04
		Y	\$1,328.61
		Y	\$670.13
		Y	\$1,899.96
		Y20	\$759.07
		Y20	\$361.40
		Y30	\$702.13
		Y30	\$338.99
10-30-27	UFCW LOCAL 400 TEMP	JSS2	\$1,652.04
		Y	\$1,328.61
		Y	\$670.13
		Y30	\$338.99

**UFCW UNIONS AND PARTICIPATING EMPLOYERS
HEALTH AND WELFARE FUND
DELINQUENCY REPORT
FOURTH QUARTER 2025**

**UFCW UNIONS & PARTICIPATING EMPLOYERS HEALTH AND WELFARE FUND
EMPLOYERS DELINQUENCY REPORT
Month of Report 10/25 thru 12/25**

	1ST NOTICE	2ND NOTICE	LEGAL	INTEREST	DATE INTEREST PAID