

United Food and Commercial Workers (UFCW) Unions and
Participating Employers Health and Welfare Fund

Reserve Determination Report

PNC Statements Through January 31, 2024
Administrative Manager's Reports Through September 30, 2023

February 2024

Actionable Items

- **The reserve months for January 2024 exceed 3.0 months and are below 6.0 months. Therefore, no additional adjustments are required.**
- According to the PNC statement for January 2024, disbursements outpaced receipts and earnings by \$201,382. This figure includes a transfer received by the Fund of \$880,317 and an additional credit of \$48,349. Net of this additional credit, disbursements outpaced receipts and earnings by \$153,033.
- All calculations have been performed as outlined in the most recently executed November 17, 2022 Memorandum of Agreement (MOA) language. Additional detail on how these figures were calculated are outlined in the remainder of this report.
- Effective February 1, 2023, the Fund transitioned to a fully-insured Medicare Advantage Prescription Drug plan (MA-PD) through Humana. According to the MOA, effective with our February reserve determination report, the reserve level has been determined with active expenses only.

Credits / (Payments) Not Yet Paid			
Illustrative Credit / (Payment) Month	Amortized Payments As of December 31, 2023	Amortized Credits Due to January Experience	Total Amortized Credits / (Payments)
February 2024	\$55,522	\$0	\$55,522
March	\$55,522	\$0	\$55,522
April	\$7,173	\$0	\$7,173
May	\$7,173	\$0	\$7,173
June	\$7,173	\$0	\$7,173
July	\$7,173	\$0	\$7,173
Total	\$139,736	\$0	\$139,736

Most Recent Reserve Position Based on PNC Statements

- Based on the November 17, 2022 MOA language, January 2024 reserves do not require an adjustment due to reserves being between 3.0 and 6.0 months.

Historical Reserve Position based on PNC Statements												
	2/28/2023 ⁴	3/31/2023	4/30/2023	5/31/2023	6/30/2023	7/31/2023	8/31/2023	9/30/2023	10/31/2023	11/30/2023	12/31/2023	1/31/2024
A) PNC Statement (Beginning of Month)	\$3,684,485	\$4,209,161	\$4,440,112	\$4,811,839	\$4,966,268	\$4,744,428	\$5,117,466	\$4,975,432	\$4,950,653	\$4,834,635	\$4,548,256	\$4,765,556
B) PNC Receipts and Earnings	\$2,036,352	\$1,033,708	\$1,301,056	\$978,071	\$958,178	\$1,137,411	\$1,000,943	\$1,116,840	\$890,020	\$1,005,950	\$1,100,487	\$894,504
C) PNC Disbursements	(\$1,511,676)	(\$802,757)	(\$929,329)	(\$823,642)	(\$1,180,018)	(\$764,373)	(\$1,142,977)	(\$1,141,619)	(\$1,006,038)	(\$1,292,329)	(\$883,187)	(\$1,095,886)
D) Monthly Surplus/(Deficit) (B)+(C)	\$524,676	\$230,951	\$371,727	\$154,429	(\$221,840)	\$373,038	(\$142,034)	(\$24,779)	(\$116,018)	(\$286,379)	\$217,300	(\$201,382)
1) PNC Statement (End of Month) (A)+(D)	\$4,209,161	\$4,440,112	\$4,811,839	\$4,966,268	\$4,744,428	\$5,117,466	\$4,975,432	\$4,950,653	\$4,834,635	\$4,548,256	\$4,765,556	\$4,564,174
A) Kroger Roanoke Retirees Adjustment ¹	(\$133,142)	(\$133,142)	(\$133,142)	(\$133,142)	(\$133,142)	(\$133,142)	(\$133,142)	(\$133,142)	(\$133,142)	(\$133,142)	(\$133,142)	(\$133,142)
B) Unrealized Amortized Reserve Adjustments ²	\$309,821	\$199,251	\$145,228	\$91,205	\$16,620	\$7,653	(\$89,520)	(\$300,375)	(\$248,599)	(\$196,823)	(\$145,047)	(\$139,736)
2) Total Adjustments (A)+(B)+(C)	\$176,679	\$66,109	\$12,086	(\$41,937)	(\$116,522)	(\$125,489)	(\$222,662)	(\$433,517)	(\$381,741)	(\$329,965)	(\$278,189)	(\$272,878)
3) Total MOB Assets After Adjustments (1)+(2)	\$4,385,840	\$4,506,221	\$4,823,925	\$4,924,331	\$4,627,906	\$4,991,977	\$4,752,770	\$4,517,136	\$4,452,894	\$4,218,291	\$4,487,367	\$4,291,296
4) MOB Expenses used for Months of Reserves ³	\$11,895,027	\$9,807,544	\$9,807,544	\$9,807,544	\$9,101,768	\$9,101,768	\$9,101,768	\$8,888,660	\$8,888,660	\$8,888,660	\$8,888,660	\$8,888,660
A) Retiree Expenses	\$1,860,115	\$1,769,354	\$1,769,354	\$1,769,354	\$1,701,822	\$1,701,822	\$1,701,822	\$1,555,205	\$1,555,205	\$1,555,205	\$1,555,205	\$1,555,205
B) Active Expenses	\$11,895,027	\$9,807,544	\$9,807,544	\$9,807,544	\$9,101,768	\$9,101,768	\$9,101,768	\$8,888,660	\$8,888,660	\$8,888,660	\$8,888,660	\$8,888,660
5) Number of Reserve Months (3) / (4) * 12	4.425	5.514	5.902	6.025	6.102	6.582	6.266	6.098	6.012	5.695	6.058	5.793

¹ Includes incurred but not reported claims less any payments already made by Kroger. Amount has been updated for the final payment figure.

² Based on the total credits calculated less credits paid.

³ Based on paid expenses as provided in Associated's AMRs for the prior twelve-month period. For periods prior to February 2023, the number of reserve months was calculated using the total MOB expenses A) Retiree Expenses + B) Active Expenses. Beginning February 2023, this calculation only uses B) Active Expenses.

⁴ PNC receipts, earnings and disbursements cannot be calculated from prior months.

Amortization History and Schedule

- The chart below illustrates the amount of credits / (payments) previously calculated, but not yet paid.

Credits / (Payments) Calculated But Not Yet Paid by Month						
Month Determined	Feb 2024	Mar 2024	Apr 2024	May 2024	Jun 2024	Jul 2024
July 2023	\$14,701	\$14,701	\$0	\$0	\$0	\$0
August 2023	\$33,648	\$33,648	\$0	\$0	\$0	\$0
December 2023	\$7,173	\$7,173	\$7,173	\$7,173	\$7,173	\$7,173
Total	\$55,522	\$55,522	\$7,173	\$7,173	\$7,173	\$7,173

- Pages 4 through 6 illustrate a summary of all credits / (payments).

Amortization History and Schedule (Continued)

	Outstanding Balance at the Beginning of the Month	Credits		Outstanding Balance Before Adjustment (A) + (B)	Reserve Adjustments Calculated		Outstanding Balance After Adjustment (D) + (F)
		Amount	Status		6-Month Amortized Amount	Total Amount	
Month	(A)	(B)	(C)	(D)	(E)	(F)	(G)
May 2018	\$0	\$0	Paid	\$0	(\$13,942)	(\$83,652)	(\$83,652)
June 2018	(\$83,652)	\$0	Paid	(\$83,652)	(\$1,654)	(\$9,923)	(\$93,575)
July 2018	(\$93,575)	\$0	Paid	(\$93,575)	(\$96,953)	(\$581,719)	(\$675,294)
August 2018	(\$675,294)	\$0	Paid	(\$675,294)	\$0	\$0	(\$675,294)
September 2018	(\$675,294)	\$0	Paid	(\$675,294)	\$0	\$0	(\$675,294)
October 2018	(\$675,294)	\$225,098	Paid	(\$450,196)	(\$375,586)	(\$2,253,518)	(\$2,703,714)
November 2018	(\$2,703,714)	\$112,549	Paid	(\$2,591,165)	(\$35,625)	(\$213,749)	(\$2,804,914)
December 2018	(\$2,804,914)	\$112,549	Paid	(\$2,692,365)	\$0	\$0	(\$2,692,365)
January 2019	(\$2,692,365)	\$488,135	Paid	(\$2,204,230)	(\$104,252)	(\$625,515)	(\$2,829,744)
February 2019	(\$2,829,744)	\$488,135	Paid	(\$2,341,609)	(\$96,449)	(\$578,696)	(\$2,920,305)
March 2019	(\$2,920,305)	\$488,135	Paid	(\$2,432,170)	(\$43,951)	(\$263,707)	(\$2,695,877)
April 2019	(\$2,695,877)	\$375,586	Paid	(\$2,320,291)	(\$183,508)	(\$1,101,048)	(\$3,421,340)
May 2019	(\$3,421,340)	\$0	No Credit Approved	(\$3,421,340)	\$0	\$0	(\$3,421,340)
June 2019	(\$3,421,340)	\$0	No Credit Approved	(\$3,421,340)	(\$104,311)	(\$625,866)	(\$4,047,206)
July 2019	(\$4,047,206)	\$0	No Credit Approved	(\$4,047,206)	\$0	\$0	(\$4,047,206)
August 2019	(\$4,047,206)	\$0	No Credit Approved	(\$4,047,206)	\$0	\$0	(\$4,047,206)
September 2019	(\$4,047,206)	\$0	No Credit Approved	(\$4,047,206)	\$0	\$0	(\$4,047,206)
October 2019	(\$4,047,206)	\$0	No Credit Approved	(\$4,047,206)	\$0	\$0	(\$4,047,206)
November 2019	(\$4,047,206)	\$0	No Credit Approved	(\$4,047,206)	\$0	\$0	(\$4,047,206)
December 2019	(\$4,047,206)	\$0	No Credit Approved	(\$4,047,206)	\$0	\$0	(\$4,047,206)
January 2020	(\$4,047,206)	\$0	No Credit Approved	(\$4,047,206)	(\$118,227)	(\$709,362)	(\$4,756,568)
February 2020	(\$4,756,568)	\$1,683,987	Paid	(\$3,072,581)	\$0	\$0	(\$3,072,581)
March 2020	(\$3,072,581)	\$1,628,703	Paid	(\$1,443,878)	(\$3,951)	(\$23,706)	(\$1,467,584)
April 2020	(\$1,467,584)	\$734,516	Paid	(\$733,068)	\$0	\$0	(\$733,068)
May 2020	(\$733,068)	\$0	No Credit Approved	(\$733,068)	\$0	\$0	(\$733,068)
June 2020	(\$733,068)	\$0	No Credit Approved	(\$733,068)	\$0	\$0	(\$733,068)
July 2020	(\$733,068)	\$122,178	Paid	(\$610,890)	\$0	\$0	(\$610,890)
August 2020	(\$610,890)	\$122,178	Paid	(\$488,712)	(\$21,232)	(\$127,392)	(\$616,104)
September 2020	(\$616,104)	\$122,178	Paid	(\$493,926)	(\$120,494)	(\$722,964)	(\$1,216,890)
October 2020	(\$1,216,890)	\$122,178	Paid	(\$1,094,712)	(\$135,157)	(\$810,942)	(\$1,905,654)
November 2020	(\$1,905,654)	\$122,178	Paid	(\$1,783,476)	\$0	\$0	(\$1,783,476)
December 2020	(\$1,783,476)	\$399,061	Paid	(\$1,384,415)	\$0	\$0	(\$1,384,415)

*"Reserve Adjustments Calculated" are illustrated as of the month-end when the figures were determined.
"Credits" are illustrated as of the month the amounts were applied.*

Amortization History and Schedule (Continued)

	Outstanding Balance at the Beginning of the Month	Credits		Outstanding Balance Before Adjustment (A) + (B)	Reserve Adjustments Calculated		Outstanding Balance After Adjustment (D) + (F)
		Amount	Status		6-Month Amortized Amount	Total Amount	
Month	(A)	(B)	(C)	(D)	(E)	(F)	(G)
January 2021	(\$1,384,415)	\$276,883	Paid	(\$1,107,532)	(\$60,682)	(\$364,092)	(\$1,471,624)
February 2021	(\$1,471,624)	\$276,883	Paid	(\$1,194,741)	\$0	\$0	(\$1,194,741)
March 2021	(\$1,194,741)	\$276,883	Paid	(\$917,858)	(\$69,217)	(\$415,302)	(\$1,333,160)
April 2021	(\$1,333,160)	\$398,247	Paid	(\$934,913)	\$0	\$0	(\$934,913)
May 2021	(\$934,913)	\$337,565	Paid	(\$597,348)	\$0	\$0	(\$597,348)
June 2021	(\$597,348)	\$60,682	Paid	(\$536,666)	\$0	\$0	(\$536,666)
July 2021	(\$536,666)	\$199,116	Paid	(\$337,550)	(\$45,107)	(\$270,642)	(\$608,192)
August 2021	(\$608,192)	\$129,899	Paid	(\$478,293)	\$0	\$0	(\$478,293)
September 2021	(\$478,293)	\$69,217	Paid	(\$409,076)	\$0	\$0	(\$409,076)
October 2021	(\$409,076)	\$114,324	Paid	(\$294,752)	\$61,029	\$366,174	\$71,422
November 2021	\$71,422	\$114,324	Paid	\$185,746	\$30,811	\$184,866	\$370,612
December 2021	\$370,612	\$0	Paid	\$370,612	\$47,078	\$282,468	\$653,080
January 2022	\$653,080	\$0	Paid	\$653,080	\$0	\$0	\$653,080
February 2022	\$653,080	\$0	Paid	\$653,080	\$176,526	\$1,059,156	\$1,712,236
March 2022	\$1,712,236	\$0	Paid	\$1,712,236	\$45,135	\$270,810	\$1,983,046
April 2022	\$1,983,046	\$0	Paid	\$1,983,046	\$103,624	\$621,744	\$2,604,790
May 2022	\$2,604,790	\$0	Paid	\$2,604,790	\$57,442	\$344,652	\$2,949,442
June 2022	\$2,949,442	(\$419,413)	Paid	\$2,530,029	\$32,527	\$195,162	\$2,725,191
July 2022	\$2,725,191	\$0	Paid	\$2,725,191	\$21,279	\$127,674	\$2,852,865
August 2022	\$2,852,865	(\$1,303,959)	Paid	\$1,548,906	\$15,135	\$90,810	\$1,639,716
September 2022	\$1,639,716	(\$460,616)	Paid	\$1,179,100	\$41,629	\$249,774	\$1,428,874
October 2022	\$1,428,874	(\$451,668)	Paid	\$977,206	\$0	\$0	\$977,206
November 2022	\$977,206	(\$451,668)	Paid	\$525,538	\$0	\$0	\$525,538
December 2022	\$525,538	(\$68,941)	Paid	\$456,597	\$12,394	\$74,364	\$530,961

"Reserve Adjustments Calculated" are illustrated as of the month-end when the figures were determined.

"Credits" are illustrated as of the month the amounts were applied.

Amortization History and Schedule (Continued)

	Outstanding Balance at the Beginning of the Month	Credits		Outstanding Balance Before Adjustment (A) + (B)	Reserve Adjustments Calculated		Outstanding Balance After Adjustment (D) + (F)
		Amount	Status		6-Month Amortized Amount	Total Amount	
Month	(A)	(B)	(C)	(D)	(E)	(F)	(G)
January 2023	\$530,961	(\$110,570)	Paid	\$420,391	\$0	\$0	\$420,391
February 2023	\$420,391	(\$110,570)	Paid	\$309,821	\$0	\$0	\$309,821
March 2023	\$309,821	(\$110,570)	Paid	\$199,251	\$0	\$0	\$199,251
April 2023	\$199,251	(\$54,023)	Paid	\$145,228	\$0	\$0	\$145,228
May 2023	\$145,228	(\$54,023)	Paid	\$91,205	(\$3,427)	(\$20,562)	\$70,643
June 2023	\$70,643	(\$54,023)	Paid	\$16,620	\$0	\$0	\$16,620
July 2023	\$16,620	(\$8,967)	Paid	\$7,653	(\$14,701)	(\$88,206)	(\$80,553)
August 2023	(\$80,553)	(\$8,967)	Paid	(\$89,520)	(\$33,648)	(\$201,888)	(\$291,408)
September 2023	(\$291,408)	(\$8,967)	Paid	(\$300,375)	\$0	\$0	(\$300,375)
October 2023	(\$300,375)	\$51,776	Paid	(\$248,599)	\$0	\$0	(\$248,599)
November 2023	(\$248,599)	\$51,776	Paid	(\$196,823)	\$0	\$0	(\$196,823)
December 2023	(\$196,823)	\$51,776	Paid	(\$145,047)	(\$7,173)	(\$43,038)	(\$188,085)
January 2024	(\$188,085)	\$48,349	Paid	(\$139,736)	\$0	\$0	(\$139,736)
February 2024	(\$139,736)	\$55,522	Calculated	(\$84,214)	-	-	(\$84,214)
March 2024	(\$84,214)	\$55,522	Calculated	(\$28,692)	-	-	(\$28,692)
April 2024	(\$28,692)	\$7,173	Calculated	(\$21,519)	-	-	(\$21,519)
May 2024	(\$21,519)	\$7,173	Calculated	(\$14,346)	-	-	(\$14,346)
June 2024	(\$14,346)	\$7,173	Calculated	(\$7,173)	-	-	(\$7,173)
July 2024	(\$7,173)	\$7,173	Calculated	(\$0)	-	-	(\$0)

"Reserve Adjustments Calculated" are illustrated as of the month-end when the figures were determined.

"Credits" are illustrated as of the month the amounts were applied.

Summarized Most Recent Experience

MOB Plans (Plans JS, JSS-2, Y, Y20, Y30, Y40, S, Z)

Period Start: Period End: Months in Period	10/1/2020 12/31/2020 3.0	1/1/2021 3/31/2021 3.0	4/1/2021 6/30/2021 3.0	7/1/2021 9/30/2021 3.0	10/1/2021 12/31/2021 3.0	1/1/2022 3/31/2022 3.0	4/1/2022 6/30/2022 3.0	7/1/2022 9/30/2022 3.0	10/1/2022 12/31/2022 3.0	1/1/2023 3/31/2023 3.0	4/1/2023 6/30/2023 3.0	7/1/2023 9/30/2023 3.0
Participants	1,324	1,260	1,267	1,254	1,190	1,097	1,034	1,026	1,006	996	998	1,050
Income												
Active Contributions	\$2,498,248	\$2,171,113	\$2,488,772	\$2,678,629	\$2,751,201	\$2,662,874	\$3,086,455	\$3,847,148	\$3,685,434	\$2,977,167	\$2,417,160	\$2,440,313
Retiree Contributions	<u>47,121</u>	<u>43,735</u>	<u>44,006</u>	<u>45,325</u>	<u>43,055</u>	<u>44,246</u>	<u>41,245</u>	<u>41,110</u>	<u>39,854</u>	<u>37,792</u>	<u>336,199</u>	<u>333,396</u>
Total	\$2,545,369	\$2,214,848	\$2,532,778	\$2,723,954	\$2,794,256	\$2,707,120	\$3,127,700	\$3,888,258	\$3,725,288	\$3,014,959	\$2,753,359	\$2,773,709
Paid Expenses												
Medical	\$2,046,885	\$1,688,224	\$1,610,497	\$2,253,314	\$2,016,482	\$2,957,508	\$1,647,856	\$1,337,164	\$1,435,944	\$839,885	\$1,397,710	\$1,386,501
HMO	14,356	13,881	8,193	14,742	14,743	14,742	14,851	10,673	(10,673)	1,883	1,884	4,395
Life/AD&D	10,681	10,398	10,175	9,997	9,754	8,932	8,704	8,366	8,175	8,064	7,921	7,847
Disability	155,074	135,522	149,892	140,745	149,325	124,208	164,358	86,875	64,004	50,409	71,732	107,723
Dental	110,136	106,195	102,006	99,366	94,711	73,771	71,254	69,518	66,639	64,540	61,717	60,860
Optical	10,795	10,648	10,227	9,939	9,499	9,033	8,788	8,453	8,071	7,968	7,859	7,731
Drug	713,114	412,850	423,659	858,609	650,052	301,121	765,000	589,193	602,871	491,288	520,630	429,180
Retirees	546,038	508,668	442,061	565,513	471,295	449,761	457,046	487,383	465,925	359,000	389,514	340,766
Medical Adm.	43,718	44,001	42,251	41,198	39,388	38,632	37,764	36,495	34,739	35,251	34,748	34,417
Mental Health Manager	19,202	10,439	9,165	11,882	11,094	22,923	18,283	39,925	63,195	12,917	6,952	38,166
PPO	19,380	18,696	17,847	17,578	28,446	17,166	19,791	17,639	16,266	15,743	16,428	16,256
EAP	1,226	1,203	1,166	1,141	1,094	1,034	1,003	975	920	893	871	854
UM/DM	39,988	47,159	44,224	51,293	50,897	49,194	48,427	42,828	33,355	37,415	35,257	36,397
Operating Expenses	<u>164,112</u>	<u>134,968</u>	<u>171,087</u>	<u>175,922</u>	<u>209,926</u>	<u>160,555</u>	<u>241,017</u>	<u>237,678</u>	<u>259,824</u>	<u>125,080</u>	<u>177,611</u>	<u>142,347</u>
Total	\$3,894,705	\$3,142,852	\$3,042,450	\$4,251,239	\$3,756,706	\$4,228,580	\$3,504,142	\$2,973,165	\$3,049,255	\$2,050,336	\$2,730,834	\$2,613,440
Operating Surplus/(Deficit)	(\$1,349,336)	(\$928,004)	(\$509,672)	(\$1,527,285)	(\$962,450)	(\$1,521,460)	(\$376,442)	\$915,093	\$676,033	\$964,623	\$22,525	\$160,269
Other Operating Surplus/(Deficit) ¹	<u>\$13,678</u>	<u>\$35,490</u>	<u>\$13,908</u>	<u>\$12,600</u>	<u>\$34,009</u>	<u>\$137,256</u>	<u>(\$75,094)</u>	<u>\$3,705</u>	<u>\$17,125</u>	<u>\$225,393</u>	<u>\$77,757</u>	<u>(\$59,987)</u>
Total Fund Operating Surplus/(Deficit)	(\$1,335,658)	(\$892,514)	(\$495,764)	(\$1,514,685)	(\$928,441)	(\$1,384,204)	(\$451,536)	\$918,798	\$693,158	\$1,190,016	\$100,282	\$100,282
Quarterly Per Capita Expenses	\$980.54	\$831.44	\$800.43	\$1,130.05	\$1,052.30	\$1,284.89	\$1,129.64	\$965.94	\$1,010.36	\$686.19	\$912.10	\$829.66
Quarterly Per Capita Active Expenses	\$843.07	\$696.87	\$684.13	\$979.73	\$920.28	\$1,148.23	\$982.30	\$807.60	\$855.97	\$566.04	\$782.00	\$721.48
Current 12-Month Per Capita Expenses	\$827.79	\$827.21	\$884.32	\$935.77	\$951.74	\$1,059.27	\$1,146.86	\$1,109.01	\$1,101.38	\$950.02	\$894.49	\$859.58
Prior 12-Month Per Capita Expenses	\$762.14	\$803.20	\$770.84	\$769.73	\$827.79	\$827.21	\$884.32	\$935.77	\$951.74	\$1,059.27	\$1,146.86	\$1,109.01
Year Over Year Change	8.6%	3.0%	14.7%	21.6%	15.0%	28.1%	29.7%	18.5%	15.7%	-10.3%	-22.0%	-22.5%
Current 12-Month Per Capita Active Expenses	\$723.96	\$717.16	\$762.74	\$801.11	\$818.46	\$925.56	\$1,005.25	\$965.96	\$952.44	\$804.82	\$753.58	\$731.58
Prior 12-Month Per Capita Active Expenses	\$679.16	\$718.18	\$681.23	\$677.14	\$723.96	\$717.16	\$762.74	\$801.11	\$818.46	\$925.56	\$1,005.25	\$965.96
Year Over Year Change	6.6%	-0.1%	12.0%	18.3%	13.1%	29.1%	31.8%	20.6%	16.4%	-13.0%	-25.0%	-24.3%

Based on income, expenses and participation as reported on the Administrative Manager's Reports (AMR).

¹ Includes interest, dividends and miscellaneous income.

Summarized Historical Experience (Continued)

MOB Plans (Plans JS, JSS-2, Y, Y20, Y30, Y40, S, Z)

Period Start: Period End: Months in Period	10/1/2017 12/31/2017 3.0	1/1/2018 3/31/2018 3.0	4/1/2018 6/30/2018 3.0	7/1/2018 9/30/2018 3.0	10/1/2018 12/31/2018 3.0	1/1/2019 3/31/2019 3.0	4/1/2019 6/30/2019 3.0	7/1/2019 9/30/2019 3.0	10/1/2019 12/31/2019 3.0	1/1/2020 3/31/2020 3.0	4/1/2020 6/30/2020 3.0	7/1/2020 9/30/2020 3.0
Participants	2,716	2,879	2,697	2,425	2,378	2,304	2,291	2,209	2,147	1,871	2,164	1,343
Income												
Active Contributions	\$6,695,443	\$7,020,409	\$6,953,511	\$5,695,101	\$5,089,940	\$4,313,324	\$5,558,858	\$5,336,959	\$5,164,487	\$481,600	\$5,443,689	\$2,926,597
Retiree Contributions	<u>53,222</u>	<u>51,727</u>	<u>51,893</u>	<u>52,983</u>	<u>52,461</u>	<u>49,570</u>	<u>48,766</u>	<u>46,676</u>	<u>47,108</u>	<u>44,910</u>	<u>47,636</u>	<u>42,156</u>
Total	\$6,748,665	\$7,072,136	\$7,005,404	\$5,748,084	\$5,142,401	\$4,362,894	\$5,607,624	\$5,383,635	\$5,211,595	\$526,510	\$5,491,325	\$2,968,753
Paid Expenses												
Medical	\$3,431,667	\$3,028,068	\$3,807,884	\$2,880,214	\$3,114,455	\$2,312,992	\$3,479,711	\$3,484,313	\$2,298,543	\$2,673,229	\$2,075,738	\$2,222,273
HMO	45,441	38,442	43,085	28,533	32,389	25,711	29,755	35,998	33,740	22,920	28,342	18,629
Life/AD&D	22,299	22,126	21,986	20,151	18,129	17,873	17,758	17,209	16,503	15,919	11,879	10,796
Disability	226,445	262,405	241,226	211,330	194,030	175,668	201,581	204,873	199,594	171,501	158,266	165,629
Dental	234,028	231,945	228,201	192,033	189,629	186,976	183,176	176,114	171,148	168,763	154,309	109,330
Optical	22,575	22,420	22,075	18,562	18,349	18,141	17,815	17,174	16,622	16,536	16,195	11,009
Drug	1,122,862	1,389,731	1,139,554	883,743	1,031,466	766,146	657,902	897,785	989,640	622,626	949,548	464,555
Retirees	490,156	695,640	596,963	354,551	655,662	641,181	475,320	563,332	548,554	585,406	558,447	397,800
Medical Adm.	86,536	86,020	83,456	71,731	70,781	72,472	70,893	68,013	65,748	67,032	65,534	45,101
Mental Health Manager	78,741	50,038	145,419	29,320	87,227	143,201	77,789	23,112	59,283	53,803	30,694	14,478
PPO	44,013	43,870	47,705	35,606	34,580	31,322	33,663	32,798	29,654	29,913	29,571	22,806
EAP	2,571	2,556	2,507	2,125	2,101	2,064	2,030	1,943	1,919	1,877	1,843	1,225
UM/DM	70,486	84,614	74,140	52,989	49,509	53,656	53,008	59,327	42,730	49,691	55,225	42,713
Operating Expenses	<u>358,218</u>	<u>247,574</u>	<u>175,047</u>	<u>246,448</u>	<u>222,643</u>	<u>164,312</u>	<u>198,770</u>	<u>145,242</u>	<u>154,015</u>	<u>191,594</u>	<u>242,919</u>	<u>173,188</u>
Total	\$6,236,038	\$6,205,449	\$6,629,248	\$5,027,336	\$5,720,950	\$4,611,715	\$5,499,171	\$5,727,233	\$4,627,693	\$4,670,810	\$4,378,510	\$3,699,532
Operating Surplus/(Deficit)	\$512,627	\$866,687	\$376,156	\$720,748	(\$578,549)	(\$248,821)	\$108,453	(\$343,598)	\$583,902	(\$4,144,300)	\$1,112,815	(\$730,779)
Other Operating Surplus/(Deficit) ¹	<u>\$275,949</u>	<u>\$545,209</u>	<u>\$59,888</u>	<u>\$1,270,043</u>	<u>\$74,302</u>	<u>\$64,871</u>	<u>\$59,539</u>	<u>\$59,016</u>	<u>\$49,008</u>	<u>\$46,780</u>	<u>\$42,442</u>	<u>\$14,711</u>
Total Fund Operating Surplus/(Deficit)	\$788,576	\$1,411,896	\$436,044	\$1,990,791	(\$504,247)	(\$183,950)	\$167,992	(\$284,582)	\$632,910	(\$4,097,520)	\$1,155,257	(\$716,068)
Quarterly Per Capita Expenses	\$765.35	\$718.47	\$819.34	\$691.04	\$801.93	\$667.20	\$800.11	\$864.23	\$718.47	\$832.14	\$674.45	\$918.23
Quarterly Per Capita Active Expenses	\$705.19	\$637.93	\$745.55	\$642.31	\$710.02	\$574.44	\$730.95	\$779.22	\$633.31	\$727.85	\$588.43	\$819.49
Current 12-Month Per Capita Expenses	\$775.32	\$761.08	\$761.23	\$749.53	\$757.39	\$747.63	\$739.84	\$782.66	\$762.14	\$803.20	\$770.84	\$769.73
Prior 12-Month Per Capita Expenses	\$789.88	\$793.63	\$765.67	\$753.47	\$775.32	\$761.08	\$761.23	\$749.53	\$757.39	\$747.63	\$739.84	\$782.66
Year Over Year Change	-1.8%	-4.1%	-0.6%	-0.5%	-2.3%	-1.8%	-2.8%	4.4%	0.6%	7.4%	4.2%	-1.7%
Current 12-Month Per Capita Active Expenses	\$705.06	\$689.98	\$689.64	\$683.05	\$683.44	\$671.18	\$664.41	\$697.87	\$679.16	\$718.18	\$681.23	\$677.14
Prior 12-Month Per Capita Active Expenses	\$712.79	\$714.34	\$689.53	\$678.97	\$705.06	\$689.98	\$689.64	\$683.05	\$683.44	\$671.18	\$664.41	\$697.87
Year Over Year Change	-1.1%	-3.4%	0.0%	0.6%	-3.1%	-2.7%	-3.7%	2.2%	-0.6%	7.0%	2.5%	-3.0%

Based on income, expenses and participation as reported on the Administrative Manager's Reports (AMR).

¹ Includes Kroger experience (where applicable), interest and dividends, and miscellaneous income.