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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AGENDA

June 25, 2025
(Approximately 2 p.m.)

I. **CALL TO ORDER**
   A. **Trustee Appointment**

II. **MINUTES - Regular Meeting- March 19, 2025** (Pg. 1-8)

III. **FINANCIAL REPORT**
   A. **PNC Report** (Pg. 9)

IV. **CONSULTANT'S REPORT**
   A. **Segal Company**
      1. **Reserve Determination Report**
      2. **Pharmacy Report**
      3. **Diabetes Management Presentations**

V. **ATTORNEY REPORT**

VI. **ADMINISTRATIVE MANAGERS REPORT (1Q2025)** (Pg. 10-30)

VII. **INVOICES** (Pg. 31-33)

VIII. **OTHER FUND BUSINESS**
   A. **Appeals – M25/103-1479 & M25/106-7260**
   B. **MetLife Renewal**
   C. **Cheiron Engagement Letter**
   D. **PCORI Fees**
   E. **Insulin Pricing Litigation Update**
   F. **NexClaim Reporting**

IX. **MEETING DATE AND LOCATION – September 25, 2025, Landover, MD**

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 MARCH 19, 2025 (DRAFT)

The following Trustees were present:

UNION TRUSTEES
M. Federici – Chairman
J. Chorpenning

EMPLOYER TRUSTEES
B. Seehafer – Secretary
P. Lin

Also present were:

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
J. Kimble - Morgan, Lewis, & Bockius, LLC
B. McKiver – Local 400
C. Murphy - Associated Administrators, LLC
M. Petrovic - Morgan, Lewis, & Bockius, LLC
S. Sanchez - Slevin & Hart, P.C.
A. Sims - Associated Administrators, LLC
J. Timm - The Segal Company

I. CALL TO ORDER

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

A. Appointment of Trustee

Mr. Ianniello reported that the Fund office received correspondence from Shoppers appointing: (a) Mr. John Nesse as an Employer Trustee, replacing Valerie Marsh; and (b) Ms.

Leticia Howard as an alternate Employer Trustee, effective March 19, 2025.

It was noted that Tom Hipkins had provided his proxy to Jason Chorpenning.

II. MINUTES

The Trustees reviewed the previously circulated minutes of the last regular meeting held on December 5, 2024. Trustee Lin requested certain revisions to the draft minutes.

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 revised.**

III. FINANCIAL REPORT

A. PNC Bank

Mr. Ianniello reviewed the PNC Summary of Activity report for the period from January 1, 2025, to February 28, 2025. The report showed a starting market value of $3,535,477, receipts of $1,801,338, disbursements of $1,697,709, and earnings of $47,673, resulting in an ending market value of $3,686,779 as of February 28, 2025.

IV. CONSULTANT'S REPORT

The Segal Company

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

A. Reserve Determination Report

Mr. Timm reviewed the February 2025 Reserve Determination report. He stated that reserves were between 3.0 to 6.0 months and as a result, no contribution credit or payment was required.

B. Pharmacy Report

Ms. Eid reported on the 2024 Key Performance Indicators. She stated that the Fund experienced a 19% increase in PMPM costs, and a 15% decrease in the number of members utilizing the prescription benefit, compared to the previous year. The Trustees and Ms. Eid discussed the reasons for the significant increase in cost. Ms. Eid noted that GLP-1 medications are driving significant cost increases.

C. Anti-Obesity Medications ("AOMs") Coverage Rules

Ms. Eid discussed the Fund's existing coverage rules for anti-obesity drugs ("AOMs,") and stated that OptumRx has said it cannot administer the Fund's SPD provisions as written. She presented proposed changes to the AOM coverage rules, which she stated are within FDA guidelines. The proposed rules would condition AOM eligibility on having a BMI of greater than 30, or greater than 27 with one or more co-morbidities, such as cardiovascular disease, type 2 diabetes, coronary heart disease, and/or hypertension. The proposed rules also would provide that in no case would an AOM medication be approved for more than two years. Ms. Eid stated that because changes to the BMI numbers noted above would affect the Fund's rebates, Optum Rx may not be willing to implement any such changes. The Trustees discussed with Ms. Eid what other welfare plans are doing to combat the rising costs associated with GLP-1 AOMs. The Trustees asked Segal to provide additional information regarding AOM-related cost savings options for review at the next meeting.

D. Gene Therapy Risk Protection

Ms. Eid reported that, at the Trustees' direction, Segal researched Optum Rx's gene therapy risk protection program and has determined that it is not an option for the Fund because the Fund is too small and the program would require hiring a separate managed care organization.

The Trustees then discussed stop loss insurance coverage. Mr. Timm stated that Segal provided updated quotes from ULLICO between meetings, as requested by the Board. The Board discussed options relating to stop loss insurance and gene therapy coverage.

The Union Trustees and the Employer Trustees entered into separate caucuses with their respective counsel.

After caucusing, the Trustees asked co-counsel to provide a suggested approach for stop-loss coverage and gene therapy coverage for the Board's consideration. They also requested that Segal obtain updated quote for Stop Loss insurance using current data, for a potential effective date of June 1, 2025.

E. Diabetes Management

Ms. Eid reported that diabetes is the Fund's top disease state by PMPM cost for the third consecutive year. Ms. Eid described the potential benefits of implementing a diabetes management program, including helping participants effectively control their condition and maintain overall health, resulting in cost savings to the Fund. She presented four vendors that provide a diabetes management program: Dario Health, OptumRx, Teladoc, and Vida. Ms. Eid stated that Dario and OptumRx were the top options. She noted that Optum Rx, as the Fund's PBM, already has direct access to pharmacy claims and could use that data to model, assess adherence, and track co-morbidities. The Board asked that OptumRx and Dario Health be invited to attend the June 25, 2025, Board of Trustees meeting to present their programs.

V. ATTORNEY'S REPORT

A. Insulin Pricing Litigation

Ms. Sanchez provided an update on the insulin pricing litigation.

B. Mental Health Parity

Ms. Sanchez reported on the recent regulations issued under the Mental Health Parity and Addiction Equity Act.

C. Cybersecurity Update

Ms. Sanchez reported on the Fund providers' cybersecurity questionnaire responses and contract addenda.

D. SPD's Update

Ms. Sanchez reported on the status of the restated Summary Plan Descriptions

E. IRS Levee Update

Ms. Sanchez reported on the IRS Levy Notice.

F. Preventative Services

Ms. Sanchez reported on the 2025 Preventive Services list.

G. Associated Administrators Renewal

Ms. Sanchez reported on Associated Administrators LLC's contract amendment.

H. Carelon Renewal

Ms. Sanchez reported on the Carelon contract amendment.

I. Dentegra Renewal

Ms. Sanchez reported on the Dentegra renewal.

J. Fiduciary Liability Review

Ms. Sanchez reported on the Fund's fiduciary insurance renewal application.

VI. ADMINISTRATIVE MANAGER'S REPORT – Fourth Quarter 2024

Mr. Ianniello presented the Administrative Manager's Report for the Fourth Quarter of 2024, which had been pre-circulated. The report indicated a total income of $2,725,439 and total expenses of $2,695,039, resulting in a surplus of $30,400 for the quarter. Contributions were made on behalf of 1,072 Plan participants.

Mr. Ianniello reported on the Retiree Quarterly recap for the fourth quarter of 2024. The report indicated total income of $308,736 and total expenses of $439,709, resulting in a deficit of $136,996 for the quarter. Contributions were made on behalf of 321 plan participants. During the recap, Mr. Ianniello presented the medical breakdown for the quarter, noting that a non-Medicare spouse's claim was calculated under the Retiree recap instead of the Active Plan. Mr. Ianniello asked the Trustees if non-Medicare spouses' claims should be reflected under the Active Plan for the financial statements.

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

> **RESOLVED, non-Medicare spouses of Medicare retirees covered under the Active Plan should be reflected under the Active Plan for purposes of the financial statements.**

There were no delinquencies during the Fourth Quarter of 2024.

A. Invoices

The Trustees reviewed the pre-circulated invoices for the Active and Retiree Plans dated March 19, 2025.

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

> **RESOLVED, that the invoices on the list dated March 19, 2025, are approved for payment.**

VII. OTHER FUND BUSINESS

A. NexClaim Recoveries

Mr. Ianniello reported that NexClaim is currently working on fourteen open subrogation claims. They closed one case and paid the Fund a net amount of $33,963.93.

B. Fiduciary Liability Renewal

Mr. Ianniello reported on the proposed renewal quote for the Fund's Fiduciary Insurance, reflecting the same limits and terms as the expiring previous policy.

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

> **RESOLVED to renew the Fiduciary Liability Policy at the same policy limit and terms as the expiring policy, with a premium of $26,895 for the period of 3/30/2025 through 3/30/2026.**

C. **Cyber Liability Renewal**

Mr. Ianniello presented the proposed Cyber Liability Insurance renewal with Travelers/Tokyo Marine HCC for a $2 million limit of liability, with a premium of $6,755.00 split between the Pension, Health & Welfare, and Legal Funds.

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

> **RESOLVED, to renew the Fund's Cyber Liability Insurance Policy at a limit of liability of $2 million and a premium of $6,755.00 with Travelers/Tokyo Marine for the period of 6/8/2025 through 6/8/2026, with the premium and liability limits split between the Pension, Health & Welfare, and Legal Funds.**

D. **Telehealth Extension**

Mr. Ianniello reported that, at the previous meeting, the Board extended the Plan's Telehealth benefit through March 31, 2025. After discussion,

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

> **RESOLVED, to extend the Telehealth benefit indefinitely.**

E. **Dentegra Renewal**

Mr. Ianniello reported that the Dentegra renewal was approved between meetings. The renewal did not include the Plan J rate of $30.20, and Mr. Ianniello requested that the $30.20 be included in the Renewal.

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

> **RESOLVED, to approve the Dentegra renewal, including the Plan J rate of $30.20.**

F. Ranbaxy Settlement

The Fund office received a payment of $328.06 for the Ranbaxy Class Action.

G. MetLife Renewal

Mr. Ianniello reported on the status of the MetLife renewal. Because MetLife had included Kroger Roanoke and Tidewater employees into the renewal, Segal requested that MetLife remove those individuals and send a new quote for the renewal.

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

> **RESOLVED, to delegate the Chairman and Secretary the authority to approve the renewal between meetings.**

VIII. 2025 MEETING DATES & LOCATIONS

The next regular Board meeting is scheduled via Zoom on June 25, 2025.

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 MAY 30, 2025

ITEM	CASH RESERVE	SBH	TOTAL AMOUNT
MARKET VALUE 01/01/2025	1,393,895	2,141,582	3,535,477
RECEIPTS	4,887,841		4,887,841
DISBURSEMENTS	(4,348,888)		(4,348,888)
INTER ACCOUNT TRANSFERS	-	-	-
EARNINGS	18,499	64,244	82,743
ENDING MARKET VALUE 5/30/2025	1,951,346	2,205,826	4,157,172

PNC Bank, N.A.

ADMINISTRATIVE MANAGER'S REPORT

UFCW UNIONS AND PARTICIPATING EMPLOYERS

HEALTH & WELFARE FUND

FIRST QUARTER 2025

ADMINISTRATIVE MANAGER'S REPORT

FIRST QUARTER 2025
PLAN JSS-2

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
SHOPPERS FOOD 400 FT[1]	1,601.87	131	588,637	
SHOPPERS FOOD 400 PT	1,601.87	54	257,901	
UFCW LOCAL 400 TEMP FT	1,601.87	0	0	
TOTAL		**185**	**$846,538**	**$0**

BENEFIT EXPENSES		**COST**
MEDICAL		$290,873
LIFE & AD & D		2,238
DISABILITY		22,741
DENTAL		22,018
OPTICAL		2,467
DRUG		308,361
MEDICAL ADM.		9,202
MENTAL HEALTH MANAGER		2,873
PPO		4,479
UM/DM		10,815
SUB TOTAL		$676,067

OPERATING EXPENSES		**COST**
ADMINISTRATION FEE		$8,649
ADMINISTRATION HIPAA		211
MISCELLANEOUS		19,021
SUB TOTAL		$27,881

TOTAL EXPENSES		**$703,948**

SURPLUS (DEFICIT)		**$142,590**

AVERAGE INCOME		$1,525
AVERAGE EXPENSE		1,268
SURPLUS (DEFICIT)		**$257**

[1]Board of Trustees approved January 2025 credits included.

FIRST QUARTER 2025
PLAN Y FULL TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	$1,288.26	89	$342,677	
SHOPPERS 400	1,288.26	63	242,192	
TOTAL		**152**	**$584,869**	**$0**

BENEFIT EXPENSES		**COST**
MEDICAL		$395,493
LIFE & AD & D		2,159
DISABILITY		25,865
DENTAL		13,729
OPTICAL		1,358
DRUG		186,439
MEDICAL ADM.		7,365
MENTAL HEALTH MANAGER		2,391
EAP		382
PPO		3,550
UM/DM		8,605
SUB TOTAL		$647,336

OPERATING EXPENSES		**COST**
ADMINISTRATION FEE		$7,106
ADMINISTRATION HIPAA		173
MISCELLANEOUS		15,628
SUB TOTAL		$22,907

TOTAL EXPENSES		**$670,243**

SURPLUS (DEFICIT)		**($85,374)**

AVERAGE INCOME		$1,283
AVERAGE EXPENSE		1,470
SURPLUS (DEFICIT)		**($187)**

FIRST QUARTER 2025
PLAN Y PART TIME INDIVIDUAL

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	$649.78	64	$124,108	
SHOPPERS 400	649.78	119	231,972	
COBRA		1	1,176	
HMO		2	309	
TOTAL		**186**	**$357,565**	**$0**

BENEFIT EXPENSES		**COST**
MEDICAL		$130,895
HMO KAISER		3,955
LIFE & AD & D		1,246
DISABILITY		7,193
DENTAL		13,002
OPTICAL		1,562
DRUG		21,287
MEDICAL ADM.		8,283
MENTAL HEALTH MANAGER		3,414
EAP		436
PPO		4,047
UM/DM		9,750
SUB TOTAL		$205,070

OPERATING EXPENSES		**COST**
ADMINISTRATION FEE		$8,695
ADMINISTRATION HIPAA		213
MISCELLANEOUS		19,123
SUB TOTAL		$28,031

TOTAL EXPENSES		**$233,101**

SURPLUS (DEFICIT)		**$124,464**

AVERAGE INCOME		$641
AVERAGE EXPENSE		418
SURPLUS (DEFICIT)		**$223**

FIRST QUARTER 2025
PLAN Y PART TIME FAMILY

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	$1,842.26	19	$105,009	
SHOPPERS 400	1,842.26	39	215,544	
TOTAL		**58**	**$320,553**	**$0**

BENEFIT EXPENSES		**COST**
MEDICAL		$63,672
LIFE & AD & D		413
DISABILITY		960
DENTAL		5,995
OPTICAL		521
DRUG		50,693
MEDICAL ADM.		2,772
MENTAL HEALTH MANAGER		1,084
EAP		148
PPO		1,368
UM/DM		3,296
SUB TOTAL		$130,922

OPERATING EXPENSES		**COST**
ADMINISTRATION FEE		$2,711
ADMINISTRATION HIPAA		66
MISCELLANEOUS		5,963
SUB TOTAL		$8,740

TOTAL EXPENSES		**$139,662**

SURPLUS (DEFICIT)		**$180,891**

AVERAGE INCOME		$1,842
AVERAGE EXPENSE		803
SURPLUS (DEFICIT)		**$1,039**

FIRST QUARTER 2025
PLAN Y20 FULL TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	$736.02	6	$13,248	
SHOPPERS 400	736.02	7	15,456	
TOTAL		**13**	**$28,704**	**$0**

BENEFIT EXPENSES		**COST**
MEDICAL		$1,863
LIFE & AD & D		148
DENTAL		189
OPTICAL		93
DRUG		2,906
MEDICAL ADM.		501
MENTAL HEALTH MANAGER		154
PPO		244
UM/DM		592
SUB TOTAL		$6,690

OPERATING EXPENSES		**COST**
ADMINISTRATION FEE		$608
ADMINISTRATION HIPAA		15
MISCELLANEOUS		1,337
SUB TOTAL		$1,960

TOTAL EXPENSES		**$8,650**

SURPLUS (DEFICIT)		**$20,054**

AVERAGE INCOME		$736
AVERAGE EXPENSE		222
SURPLUS (DEFICIT)		**$514**

FIRST QUARTER 2025
PLAN Y20 PART TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	$350.42	14	$14,367	
SHOPPERS 400	350.42	16	16,821	
SHOPPERS 400[1]	510.09	0	0	
TOTAL		**30**	**$31,188**	**$0**

BENEFIT EXPENSES		**COST**
MEDICAL		$30,205
LIFE & AD & D		248
DENTAL		574
OPTICAL		304
DRUG		3,301
MEDICAL ADM.		1,637
MENTAL HEALTH MANAGER		503
PPO		814
UM/DM		1,933
SUB TOTAL		$39,519

OPERATING EXPENSES		**COST**
ADMINISTRATION FEE		$1,402
ADMINISTRATION HIPAA		34
MISCELLANEOUS		3,084
SUB TOTAL		$4,520

TOTAL EXPENSES		**$44,039**

SURPLUS (DEFICIT)		**($12,851)**

AVERAGE INCOME		$347
AVERAGE EXPENSE		489
SURPLUS (DEFICIT)		**($142)**

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

FIRST QUARTER 2025
PLAN Y30 FULL TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	$680.81	7	$14,298	
SHOPPERS 400	680.81	32	65,358	
TOTAL		**39**	**$79,656**	**$0**

BENEFIT EXPENSES		**COST**
MEDICAL		$20,896
LIFE & AD & D		354
DENTAL		488
OPTICAL		233
DRUG		11,335
MEDICAL ADM.		1,353
MENTAL HEALTH MANAGER		2,113
PPO		636
UM/DM		1,599
SUB TOTAL		$39,007

OPERATING EXPENSES		**COST**
ADMINISTRATION FEE		$1,823
ADMINISTRATION HIPAA		45
MISCELLANEOUS		4,010
SUB TOTAL		$5,878

TOTAL EXPENSES		**$44,885**

SURPLUS (DEFICIT)		**$34,771**

AVERAGE INCOME		$681
AVERAGE EXPENSE		384
SURPLUS (DEFICIT)		**$297**

FIRST QUARTER 2025
PLAN Y30 PART TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	$328.69	43	$42,730	
SHOPPERS 400	328.69	122	120,629	
SHOPPERS 400[1]	485.52	0	0	
TOTAL		**165**	**$163,359**	**$0**

BENEFIT EXPENSES		COST
MEDICAL		$22,081
LIFE & AD & D		362
DISABILITY		1,159
DENTAL		810
OPTICAL		459
DRUG		3,828
MEDICAL ADM.		2,538
MENTAL HEALTH MANAGER		1,167
PPO		1,181
UM/DM		3,020
SUB TOTAL		$36,605

OPERATING EXPENSES		COST
ADMINISTRATION FEE		$7,714
ADMINISTRATION HIPAA		188
MISCELLANEOUS		16,964
SUB TOTAL		$24,866

TOTAL EXPENSES		**$61,471**

SURPLUS (DEFICIT)		**$101,888**

AVERAGE INCOME		$330
AVERAGE EXPENSE		124
SURPLUS (DEFICIT)		**$206**

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

FIRST QUARTER 2025
PLAN Y40 PART TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	$45.48	57	$7,777	
SHOPPERS 400	45.48	190	25,878	
TOTAL		**247**	**$33,655**	**$0**

BENEFIT EXPENSES		COST
LIFE & AD & D		$261
DENTAL		609
OPTICAL		359
SUB TOTAL		$1,229

OPERATING EXPENSES		COST
ADMINISTRATION FEE		$11,546
ADMINISTRATION HIPAA		282
MISCELLANEOUS		25,395
SUB TOTAL		$37,223

TOTAL EXPENSES		**$38,452**

SURPLUS (DEFICIT)		**($4,797)**

AVERAGE INCOME		$45
AVERAGE EXPENSE		52
SURPLUS (DEFICIT)		**($7)**

FIRST QUARTER 2025
RETIREES

INCOME RATE	CO-PAY $366.10	CO-PAY $188.59	CO-PAY $173.06	CO-PAY $361.38	NO-COPAY RETIREES	COMBINED
NO OF EMP.	0	3	0	7	15	25
TOTAL INCOME	$0	$1,886	$0	$5,421	$0	$7,307

BENEFIT EXPENSES						COMBINED
HMO KAISER	0	0	0	0	9,083	9,083
HMO HUMANA	0	1,802	0	4,005	2,403	8,210
DENTAL	0	0	0	509	1,455	1,964
OPTICAL	0	41	0	62	203	306
DRUG	0	0	0	0	459	459
ADMIN	0	30	0	72	154	256
MISC	0	20	0	46	99	165
TOTAL EXPENSES	$0	$1,893	$0	$4,694	$13,856	$20,443

SURPLUS (DEFICIT)	$0	($7)	$0	$727	($13,856)	($13,136)

AVERAGE INCOME	$0	$210	$0	$258	$0	$97
AVERAGE EXPENSE	0	210	0	224	308	273
SURPLUS (DEFICIT)	$0	$0	$0	$34	($308)	($176)

FIRST QUARTER 2025
SHOPPERS RETIREES

INCOME	CO-PAY	CO-PAY	CO-PAY	COMBINED
RATE	$20.00	$40.00	$60.00	
NO OF EMP.	171	61	3	235
TOTAL INCOME	$186,994	$67,070	$3,281	$257,345

BENEFIT EXPENSES				COMBINED
HMO KAISER	75,408	26,857	1,033	103,298
HMO HUMANA	62,497	22,259	856	85,612
DENTAL	23,749	0	0	23,749
OPTICAL	3,360	0	0	3,360
DRUG	(104)	0	0	(104)
ADMIN	1,761	627	24	2,412
MISC	1,132	403	16	1,551
TOTAL EXPENSES	$167,803	$50,146	$1,929	$219,878

SURPLUS (DEFICIT)	$19,191	$16,924	$1,352	$37,467

AVERAGE INCOME	$365	$367	$365	$365
AVERAGE EXPENSE	327	274	214	312
SURPLUS (DEFICIT)	$38	$93	$151	$53

FIRST QUARTER 2025
SUPERVALU RETIREES

INCOME	CO-PAY	CO-PAY	CO-PAY	COMBINED
RATE	$20.00	$40.00	$60.00	
NO OF EMP.	43	13	0	56
TOTAL INCOME	$47,387	$14,216	$0	$61,603

BENEFIT EXPENSES				COMBINED
HMO KAISER	31,706	9,470	0	41,176
HMO HUMANA	15,800	4,720	0	20,520
DENTAL	5,692	0	0	5,692
OPTICAL	753	0	0	753
DRUG	520	0	0	520
ADMIN	443	132	0	575
MISC	285	85	0	370
TOTAL EXPENSES	$55,199	$14,407	$0	$69,606

SURPLUS (DEFICIT)	($7,812)	($191)	$0	($8,003)

AVERAGE INCOME	$367	$365	$0	$367
AVERAGE EXPENSE	428	369	0	414
SURPLUS (DEFICIT)	($61)	($4)	$0	($47)

FIRST QUARTER 2025

PRESCRIPTION REPORT

SCRIPTS PROCESSED	SCRIPT/ADM. COST	PHARMACY PAYMENT	TOTAL
6,505	$3,988	$585,037	$589,025

MISCELLANEOUS EXPENSES

CATEGORY	ACTIVE	RETIREE	TOTAL
ACTUARY & CONSULTING	$23,260	$0	$23,260
EDUCATIONAL FEES	0	528	528
INVESTMENT MANAGEMENT	3,233	0	3,233
LEGAL	72,145	1,338	73,483
MED/SURG/UCR UPDATE	4,500	0	4,500
MEETING EXPENSE	384	0	384
POSTAGE	1,596	0	1,596
PRINTING	4,672	0	4,672
TELEPHONE	735	221	956
TOTAL	**$110,525**	**$2,087**	**$112,612**

2025
RETIREE QUARTERLY RECAP

	FIRST 2025	SECOND 2025	THIRD 2025	FOURTH 2025	TOTAL
CONTRIBUTIONS	$326,255	$0	$0	$0	$326,255
EXPENSES					
HMO KAISER	153,557	0	0	0	$153,557
HMO HUMANA	114,342	0	0	0	$114,342
DENTAL	31,405	0	0	0	$31,405
OPTICAL	4,419	0	0	0	$4,419
DRUG	875	0	0	0	$875
SUBTOTAL	$304,598	$0	$0	$0	$304,598
OPERATING EXPENSE					
ADMINISTRATION	$3,243	$0	$0	$0	$3,243
MISCELLANEOUS	2,087	0	0	0	$2,087
SUBTOTAL	$5,330	$0	$0	$0	$5,330
TOTAL EXPENSES	$309,928	$0	$0	$0	$309,928
SURPLUS (DEFICIT)	$16,327	$0	$0	$0	$16,327
TOTAL RETIREE PARTICIPANTS	316	0	0	0	316

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					
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
SURPLUS (DEFICIT)	$23,614	$17,820	$14,269	$10,594	$66,297
TOTAL RETIREE PARTICIPANTS	339	331	326	321	329

2025
TOTAL QUARTERLY RECAP

	FIRST 2025	SECOND 2025	THIRD 2025	FOURTH 2025	TOTAL
CONTRIBUTIONS RECEIVED[1]	$2,446,087	$0	$0	$0	$2,446,087
CONTRIBUTIONS OUTSTANDING	0	0	0	0	0
RETIREE INCOME	326,255	0	0	0	326,255
INTEREST & DIVIDENDS	28,698	0	0	0	28,698
MISCELLANEOUS INCOME[2]	328	0	0	0	328
TOTAL INCOME	$2,801,368	$0	$0	$0	$2,801,368
EXPENSES					
MEDICAL	$955,978	$0	$0	$0	$955,978
HMO KAISER	3,955	0	0	0	3,955
LIFE & AD & D	7,429	0	0	0	7,429
DISABILITY	57,918	0	0	0	57,918
DENTAL	57,414	0	0	0	57,414
OPTICAL	7,356	0	0	0	7,356
DRUG	588,150	0	0	0	588,150
RETIREES	309,928	0	0	0	309,928
MEDICAL ADM.	33,651	0	0	0	33,651
MENTAL HEALTH MANAGER	13,699	0	0	0	13,699
EAP	966	0	0	0	966
PPO	16,319	0	0	0	16,319
UM/DM	39,610	0	0	0	39,610
SUBTOTAL	$2,092,373	$0	$0	$0	$2,092,373
OPERATING EXPENSE					
ADMINISTRATION	$50,254	$0	$0	$0	$50,254
ADMINISTRATION HIPAA	1,227	0	0	0	1,227
MISCELLANEOUS	110,525	0	0	0	110,525
SUBTOTAL	$162,006	$0	$0	$0	$162,006
TOTAL EXPENSES	$2,254,379	$0	$0	$0	$2,254,379
SURPLUS (DEFICIT)	$546,989	$0	$0	$0	$546,989
TOTAL ACTIVE PARTICIPANTS	1,075	0	0	0	1,075
FUND BALANCE	$3,659,963	$0	$0	$0	

[1] Board of Trustees approved credits for Jan. 2025 included.

[2] 1st Quarter - Ranbaxy Settlement

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
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
RETIREES	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
SURPLUS (DEFICIT)	$98,178	$151,037	($1,447,326)	$30,400	($1,167,711)
TOTAL ACTIVE PARTICIPANTS	1,084	1,105	1,071	1,072	1,083
FUND BALANCE	$4,503,626	$4,901,228	$3,905,719	$3,515,291	

[1] Board of Trustees approved credits for Jan. 2024 - Sept. 2024 included.

[2]1st Quarter - Ranbaxy Settlement

[2]2nd Quarter - $22,500 Educational Funding & $120 Kroll Restructuring Settlement

[2]3rd Quarter - Zetia Settlement

[2]4th Quarter - Nameda Settlement

CONTRACT INFORMATION
MAINTENANCE OF BENEFITS
FIRST QUARTER 2025

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
		Y40	$45.48
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
FIRST QUARTER 2025

UFCW UNIONS & PARTICIPATING EMPLOYERS HEALTH AND WELFARE FUND EMPLOYERS DELINQUENCY REPORT Month of Report 1/25 thru 3/25					
	1ST NOTICE	2ND NOTICE	LEGAL	INTEREST	DATE INTEREST PAID

INVOICES

UFCW UNIONS & PARTICIPATING EMPLOYERS
HEALTH AND WELFARE FUND

INVOICES

June 25, 2025

1. CHEIRON

5/28/2025	Retainer services rendered January through April 2025 #53248	$7,300.00

2. GREENLIGHT

4/2/2025	Total due for MRF flat monthly fee for 4-1-2025 through 4-30-2025 & Price comparison tool PE/PM access fee #143196	$1,500.00
5/5/2025	Total due for MRF flat monthly fee for 5-1-2025 through 5-31-2025 & Price comparison tool PE/PM access fee #144318	$1,500.00
6/4/2025	Total due for MRF flat monthly fee for 6-1-2025 through 6-30-2025 & Price comparison tool PE/PM access fee #145143	$1,500.00

3. HEALTH CARE COST CONTAINMENT CORPORATION

5/13/2025	Annual Health Care Cost Containment Corporation membership for 2025	$700.00

4. MORGAN, LEWIS, & BOCKIUS

3/12/2025	For professional services rendered for the period ended 2-28-2025 #5626867	$6,545.00
4/8/2025	For professional services rendered for the period ended 3-31-2025 #5644807	$10,939.50
5/14/2025	For professional services rendered for the period ended 4-30-2025 #5669004	$14,263.00
6/9/2025	For professional services rendered for the period ended 5-31-2025 #5685116	$12,471.00

5. SEGALL BRYANT & HAMILL

4/24/2025	Management fee for the period of 1-1-2025 through 3-31-2025 #292948	$1,087.32

6. SEGAL CONSULTING

2/27/2025	For supplemental compliance consulting services rendered through 12-31-2024 (SBC Update & ACA Including preventive services) #ES016721	$3,260.00
4/1/2025	For consulting services in connection with the retainer agreement for the period of 3-1-2025 through 3-31-2025 #ES017888	$5,333.33
5/1/2025	For consulting services in connection with the retainer agreement for the period of 4-1-2025 through 4-30-2025 #ES018744	$5,333.37
6/1/2025	For consulting services in connection with the retainer agreement for the period of 5-1-2025 through 5-31-2025 #ES019236	$5,333.33

7. SEGAL SELECT

4/11/2025	Fiduciary Liability Primary – Renew Policy #J06214393 #40376	$15,270.00
4/11/2025	Fiduciary Liability Excess – Renew Policy #MFX0018187 #40378	$11,625.00
	Cyber Liability Primary – Renew Policy #107855365 #41478	$2,702.00
4/29/2025	Cyber Liability Excess – Renew Policy #H25CXS20994-02 #41479	$2,923.14

8. SLEVIN & HART

3/24/2025	For professional services rendered through 2-28-2025 #237889	$13,070.65
4/25/2025	For professional services rendered through 3-31-2025 #238098	$18,732.00
5/29/2025	For professional services rendered through 4-30-2025 #238382	$6,193.00

UFCW UNIONS & PARTICIPATING EMPLOYERS
HEALTH AND WELFARE FUND
RETIREE PLAN

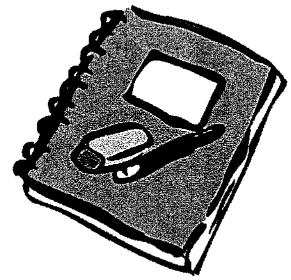
INVOICES

June 25, 2025

1. **WOODARD INSURANCE**

4/3/2025	Ongoing healthcare customer service and orphan enrollment for the period of 1-2025 through 3-2025 #214	$528.00

OTHER FUND BUSINESS



MEETING NOTES