

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

Reserve Determination Report

PNC Statements Through April 30, 2025
Administrative Manager's Reports Through March 31, 2025

June 2025

Actionable Items

- **The reserve months for April 2025 exceed 3.0 months and are below 6.0 months. Therefore, no additional adjustments are required.**
- According to the PNC statement for April 2025, receipts and earnings outpaced disbursements by \$413,908.
- All calculations have been performed as outlined in the most recently executed July 14, 2024 Memorandum of Agreement (MOA) language. Additional detail on how these figures were calculated is outlined throughout the remainder of this report.

Most Recent Reserve Position Based on PNC Statements

- Based on the current MOA language, April 2025 reserves do not require an adjustment due to reserves being between 3.0 and 6.0 months.

Historical Reserve Position based on PNC Statements

	5/31/2024	6/30/2024	7/31/2024	8/31/2024	9/30/2024	10/31/2024	11/30/2024	12/31/2024	1/31/2025	2/28/2025	3/31/2025	4/30/2025
A) PNC Statement (Beginning of Month)	\$4,673,715	\$4,783,326	\$4,927,412	\$5,213,773	\$4,470,645	\$3,930,154	\$2,987,419	\$3,333,884	\$3,535,477	\$3,628,910	\$3,686,779	\$3,680,841
B) PNC Receipts and Earnings	\$952,667	\$1,200,478	\$959,920	\$883,537	\$472,953	(\$27,997)	\$1,405,240	\$1,131,161	\$911,326	\$937,685	\$981,002	\$1,213,558
C) PNC Disbursements	(\$843,056)	(\$1,056,392)	(\$673,559)	(\$1,626,665)	(\$1,013,444)	(\$914,738)	(\$1,058,775)	(\$929,568)	(\$817,893)	(\$879,816)	(\$986,940)	(\$799,650)
D) Monthly Surplus/(Deficit) (B)+(C)	\$109,611	\$144,086	\$286,361	(\$743,128)	(\$540,491)	(\$942,735)	\$346,465	\$201,593	\$93,433	\$57,869	(\$5,938)	\$413,908
1) PNC Statement (End of Month) (A)+(D)	\$4,783,326	\$4,927,412	\$5,213,773	\$4,470,645	\$3,930,154	\$2,987,419	\$3,333,884	\$3,535,477	\$3,628,910	\$3,686,779	\$3,680,841	\$4,094,749
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	(\$14,346)	(\$7,173)	(\$0)	(\$235,776)	(\$196,480)	(\$157,184)	(\$117,888)	(\$78,592)	(\$39,296)	(\$0)	(\$0)	(\$0)
C) Unpaid Reserve Adjustments	-	-	-	-	(\$370,383)	-	-	-	-	-	-	-
2) Total Adjustments (A)+(B)+(C)	(\$147,488)	(\$140,315)	(\$133,142)	(\$368,918)	(\$700,004)	(\$290,326)	(\$251,030)	(\$211,734)	(\$172,438)	(\$133,142)	(\$133,142)	(\$133,142)
3) Total MOB Assets After Adjustments (1)+(2)	\$4,635,838	\$4,787,097	\$5,080,631	\$4,101,727	\$3,230,150	\$2,697,093	\$3,082,854	\$3,323,743	\$3,456,472	\$3,553,637	\$3,547,699	\$3,961,607
4) MOB Expenses used for Months of Reserves ³	\$9,689,705	\$9,663,497	\$9,663,497	\$9,663,497	\$10,117,459	\$10,117,459	\$10,117,459	\$9,597,296	\$9,597,296	\$9,597,296	\$9,235,506	\$9,235,506
A) Retiree Expenses	\$1,349,028	\$1,264,372	\$1,264,372	\$1,264,372	\$1,229,396	\$1,229,396	\$1,229,396	\$1,354,917	\$1,354,917	\$1,354,917	\$1,366,306	\$1,366,306
B) Active Expenses	\$9,689,705	\$9,663,497	\$9,663,497	\$9,663,497	\$10,117,459	\$10,117,459	\$10,117,459	\$9,597,296	\$9,597,296	\$9,597,296	\$9,235,506	\$9,235,506
5) Number of Reserve Months (3) / (4) * 12	5.741	5.945	6.309	5.093	3.831	3.199	3.656	4.156	4.322	4.443	4.610	5.147

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.

Amortization History and Schedule

Month	Outstanding Balance at the Beginning of the Month	Credits		Outstanding Balance Before Adjustment (A) + (B)	Reserve Adjustments Calculated		Outstanding Balance After Adjustment (D) + (F)
	(A)	Amount (B)	Status (C)	(D)	6-Month Amortized Amount (E)	Total Amount (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)

Month	Outstanding Balance at the Beginning of the Month	Credits		Outstanding Balance Before Adjustment (A) + (B)	Reserve Adjustments Calculated		Outstanding Balance After Adjustment (D) + (F)
	(A)	Amount (B)	Status (C)	(D)	6-Month Amortized Amount (E)	Total Amount (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)

Month	Outstanding Balance at the Beginning of the Month	Credits		Outstanding Balance Before Adjustment	Reserve Adjustments Calculated		Outstanding Balance After Adjustment
	(A)	Amount (B)	Status (C)	(D) (A) + (B)	6-Month Amortized Amount (E)	Total Amount (F)	(G) (D) + (F)
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)	\$48,349	Paid	(\$91,387)	\$0	\$0	(\$91,387)
March 2024	(\$91,387)	\$48,349	Paid	(\$43,038)	\$0	\$0	(\$43,038)
April 2024	(\$43,038)	\$21,519	Paid	(\$21,519)	\$0	\$0	(\$21,519)
May 2024	(\$21,519)	\$7,173	Paid	(\$14,346)	\$0	\$0	(\$14,346)
June 2024	(\$14,346)	\$7,173	Paid	(\$7,173)	\$0	\$0	(\$7,173)
July 2024	(\$7,173)	\$7,173	Paid	(\$0)	(\$39,296)	(\$235,776)	(\$235,776)
August 2024	(\$235,776)	\$0	Paid	(\$235,776)	\$0	\$0	(\$235,776)
September 2024	(\$235,776)	\$39,296	Paid	(\$196,480)	\$0	\$0	(\$196,480)
October 2024	(\$196,480)	\$39,296	Paid	(\$157,184)	\$0	\$0	(\$157,184)
November 2024	(\$157,184)	\$39,296	Paid	(\$117,888)	\$0	\$0	(\$117,888)
December 2024	(\$117,888)	\$39,296	Paid	(\$78,592)	\$0	\$0	(\$78,592)

"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)

Month	Outstanding Balance at the Beginning of the Month	Credits		Outstanding Balance Before Adjustment (A) + (B)	Reserve Adjustments Calculated		Outstanding Balance After Adjustment (D) + (F)
	(A)	Amount (B)	Status (C)	(D)	6-Month Amortized Amount (E)	Total Amount (F)	(G)
January 2025	(\$78,592)	\$39,296	Paid	(\$39,296)	\$0	\$0	(\$39,296)
February 2025	(\$39,296)	\$39,296	Paid	(\$0)	\$0	\$0	(\$0)
March 2025	(\$0)	\$0	N/A	(\$0)	\$0	\$0	(\$0)
April 2025	(\$0)	\$0	N/A	(\$0)	\$0	\$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:	4/1/2022	7/1/2022	10/1/2022	1/1/2023	4/1/2023	7/1/2023	10/1/2023	1/1/2024	4/1/2024	7/1/2024	10/1/2024	1/1/2025
Period End:	6/30/2022	9/30/2022	12/31/2022	3/31/2023	6/30/2023	9/30/2023	12/31/2023	3/31/2024	6/30/2024	9/30/2024	12/31/2024	3/31/2025
Months in Period	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0
Participants	1,034	1,026	1,006	996	998	1,050	1,067	1,084	1,105	1,071	1,072	1,075
Income												
Active Contributions	\$3,086,455	\$3,847,148	\$3,685,434	\$2,977,167	\$2,417,160	\$2,440,313	\$2,308,921	\$2,334,572	\$2,388,789	\$1,223,391	\$2,382,515	\$2,446,087
Retiree Contributions	41,245	41,110	39,854	37,792	336,199	333,396	324,145	318,934	314,310	311,477	308,736	326,255
Total	\$3,127,700	\$3,888,258	\$3,725,288	\$3,014,959	\$2,753,359	\$2,773,709	\$2,633,066	\$2,653,506	\$2,703,099	\$1,534,868	\$2,691,251	\$2,772,342
Paid Expenses												
Medical	\$1,647,856	\$1,337,164	\$1,435,944	\$839,885	\$1,397,710	\$1,386,501	\$1,698,074	\$1,448,998	\$1,275,891	\$1,649,685	\$1,156,464	\$955,978
HMO	14,851	10,673	(10,673)	1,883	1,884	4,395	3,767	3,768	3,830	3,955	3,955	3,955
Life/AD&D	8,704	8,366	8,175	8,064	7,921	7,847	7,783	7,670	7,648	7,488	7,444	7,429
Disability	164,358	86,875	64,004	50,409	71,732	107,723	93,942	75,603	79,977	113,641	73,167	57,918
Dental	71,254	69,518	66,639	64,540	61,717	60,860	60,015	58,024	57,674	56,515	55,531	57,414
Optical	8,788	8,453	8,071	7,968	7,859	7,731	7,632	7,559	7,395	7,337	7,231	7,356
Drug	765,000	589,193	602,871	491,288	520,630	429,180	631,752	453,804	658,225	627,262	697,705	588,150
Retirees	457,046	487,383	465,925	359,000	389,514	340,766	320,210	298,538	304,858	305,790	445,731	309,927
Medical Adm.	37,764	36,495	34,739	35,251	34,748	34,417	33,820	34,187	33,506	33,117	32,533	33,651
Mental Health Manager	18,283	39,925	63,195	12,917	6,952	38,166	28,715	5,814	12,457	8,786	6,711	13,699
PPO	19,791	17,639	16,266	15,743	16,428	16,256	16,930	17,024	16,905	16,078	18,212	16,319
EAP	1,003	975	920	893	871	854	833	807	834	804	790	966
UM/DM	48,427	42,828	33,355	37,415	35,257	36,397	36,277	38,049	47,227	41,459	39,707	39,610
Operating Expenses	241,017	237,678	259,824	125,080	177,611	142,347	149,930	154,934	113,543	160,509	149,857	162,006
Total	\$3,504,142	\$2,973,165	\$3,049,255	\$2,050,336	\$2,730,834	\$2,613,440	\$3,089,680	\$2,604,779	\$2,619,970	\$3,032,426	\$2,695,038	\$2,254,378
Operating Surplus/(Deficit)	(\$376,442)	\$915,093	\$676,033	\$964,623	\$22,525	\$160,269	(\$456,614)	\$48,727	\$83,129	(\$1,497,558)	(\$3,787)	\$517,964
Other Operating Surplus/(Deficit) ¹	(\$75,094)	\$3,705	\$17,125	\$225,393	\$77,757	(\$59,987)	\$52,073	\$49,451	\$67,909	\$50,232	\$34,187	\$29,025
Total Fund Operating Surplus/(Deficit)	(\$451,536)	\$918,798	\$693,158	\$1,190,016	\$100,282	\$100,282	(\$404,541)	\$98,178	\$151,038	(\$1,447,326)	\$30,400	\$546,989
Quarterly Per Capita Expenses	\$1,129.64	\$965.94	\$1,010.36	\$686.19	\$912.10	\$829.66	\$965.22	\$800.98	\$790.34	\$943.80	\$838.01	\$699.03
Quarterly Per Capita Active Expenses	\$982.30	\$807.60	\$855.97	\$566.04	\$782.00	\$721.48	\$865.19	\$709.18	\$698.37	\$848.63	\$699.41	\$602.93
Current 12-Month Per Capita Expenses	\$1,146.86	\$1,109.01	\$1,101.38	\$950.02	\$894.49	\$859.58	\$850.10	\$876.30	\$845.94	\$874.11	\$842.74	\$817.47
Prior 12-Month Per Capita Expenses	\$884.32	\$935.77	\$951.74	\$1,059.27	\$1,146.86	\$1,109.01	\$1,101.38	\$950.02	\$894.49	\$859.58	\$850.10	\$876.30
Year Over Year Change	29.7%	18.5%	15.7%	-10.3%	-22.0%	-22.5%	-22.8%	-7.8%	-5.4%	1.7%	-0.9%	-6.7%
Current 12-Month Per Capita Active Expenses	\$1,005.25	\$965.96	\$952.44	\$804.82	\$753.58	\$731.58	\$735.81	\$769.21	\$748.06	\$779.41	\$738.48	\$712.12
Prior 12-Month Per Capita Active Expenses	\$762.74	\$801.11	\$818.46	\$925.56	\$1,005.25	\$965.96	\$952.44	\$804.82	\$753.58	\$731.58	\$735.81	\$769.21
Year Over Year Change	31.8%	20.6%	16.4%	-13.0%	-25.0%	-24.3%	-22.7%	-4.4%	-0.7%	6.5%	0.4%	-7.4%

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.

- Total participants for the 12-month period April 1, 2024 through March 31, 2025 (current) increased 3.0% when compared to the 12-month period April 1, 2023 through March 31, 2024 (prior).
- Current 12-month per capita expenses have decreased 7.4% from \$769.21 during the prior 12-month period to \$712.12 during the current 12-month period.
- The aggregate expenses over the last twelve months have decreased 4.7% when compared to the prior 12-month period.
- It is important to note that AMRs are reported on a paid basis.

Summarized Historical Experience (Continued)

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

Period Start:	4/1/2019	7/1/2019	10/1/2019	1/1/2020	4/1/2020	7/1/2020	10/1/2020	1/1/2021	4/1/2021	7/1/2021	10/1/2021	1/1/2022
Period End:	6/30/2019	9/30/2019	12/31/2019	3/31/2020	6/30/2020	9/30/2020	12/31/2020	3/31/2021	6/30/2021	9/30/2021	12/31/2021	3/31/2022
Months in Period	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0
Participants	2,291	2,209	2,147	1,871	2,164	1,343	1,324	1,260	1,267	1,254	1,190	1,097
Income												
Active Contributions	\$5,558,858	\$5,336,959	\$5,164,487	\$481,600	\$5,443,689	\$2,926,597	\$2,498,248	\$2,171,113	\$2,488,772	\$2,678,629	\$2,751,201	\$2,662,874
Retiree Contributions	48,766	46,676	47,108	44,910	47,636	42,156	47,121	43,735	44,006	45,325	43,055	44,246
Total	\$5,607,624	\$5,383,635	\$5,211,595	\$526,510	\$5,491,325	\$2,968,753	\$2,545,369	\$2,214,848	\$2,532,778	\$2,723,954	\$2,794,256	\$2,707,120
Paid Expenses												
Medical	\$3,479,711	\$3,484,313	\$2,298,543	\$2,673,229	\$2,075,738	\$2,222,273	\$2,046,885	\$1,688,224	\$1,610,497	\$2,253,314	\$2,016,482	\$2,957,508
HMO	29,755	35,998	33,740	22,920	28,342	18,629	14,356	13,881	8,193	14,742	14,743	14,742
Life/AD&D	17,758	17,209	16,503	15,919	11,879	10,796	10,681	10,398	10,175	9,997	9,754	8,932
Disability	201,581	204,873	199,594	171,501	158,266	165,629	155,074	135,522	149,892	140,745	149,325	124,208
Dental	183,176	176,114	171,148	168,763	154,309	109,330	110,136	106,195	102,006	99,366	94,711	73,771
Optical	17,815	17,174	16,622	16,536	16,195	11,009	10,795	10,648	10,227	9,939	9,499	9,033
Drug	657,902	897,785	989,640	622,626	949,548	464,555	713,114	412,850	423,659	858,609	650,052	301,121
Retirees	475,320	563,332	548,554	585,406	558,447	397,800	546,038	508,668	442,061	565,513	471,295	449,761
Medical Adm.	70,893	68,013	65,748	67,032	65,534	45,101	43,718	44,001	42,251	41,198	39,388	38,632
Mental Health Manager	77,789	23,112	59,283	53,803	30,694	14,478	19,202	10,439	9,165	11,882	11,094	22,923
PPO	33,663	32,798	29,654	29,913	29,571	22,806	19,380	18,696	17,847	17,578	28,446	17,166
EAP	2,030	1,943	1,919	1,877	1,843	1,225	1,226	1,203	1,166	1,141	1,094	1,034
UM/DM	53,008	59,327	42,730	49,691	55,225	42,713	39,988	47,159	44,224	51,293	50,897	49,194
Operating Expenses	198,770	145,242	154,015	191,594	242,919	173,188	164,112	134,968	171,087	175,922	209,926	160,555
Total	\$5,499,171	\$5,727,233	\$4,627,693	\$4,670,810	\$4,378,510	\$3,699,532	\$3,894,705	\$3,142,852	\$3,042,450	\$4,251,239	\$3,756,706	\$4,228,580
Operating Surplus/(Deficit)	\$108,453	(\$343,598)	\$583,902	(\$4,144,300)	\$1,112,815	(\$730,779)	(\$1,349,336)	(\$928,004)	(\$509,672)	(\$1,527,285)	(\$962,450)	(\$1,521,460)
Other Operating Surplus/(Deficit) ¹	\$59,539	\$59,016	\$49,008	\$46,780	\$42,442	\$14,711	\$13,678	\$35,490	\$13,908	\$12,600	\$34,009	\$137,256
Total Fund Operating Surplus/(Deficit)	\$167,992	(\$284,582)	\$632,910	(\$4,097,520)	\$1,155,257	(\$716,068)	(\$1,335,658)	(\$892,514)	(\$495,764)	(\$1,514,685)	(\$928,441)	(\$1,384,204)
Quarterly Per Capita Expenses	\$800.11	\$864.23	\$718.47	\$832.14	\$674.45	\$918.23	\$980.54	\$831.44	\$800.43	\$1,130.05	\$1,052.30	\$1,284.89
Quarterly Per Capita Active Expenses	\$730.95	\$779.22	\$633.31	\$727.85	\$588.43	\$819.49	\$843.07	\$696.87	\$684.13	\$979.73	\$920.28	\$1,148.23
Current 12-Month Per Capita Expenses	\$739.84	\$782.66	\$762.14	\$803.20	\$770.84	\$769.73	\$827.79	\$827.21	\$884.32	\$935.77	\$951.74	\$1,059.27
Prior 12-Month Per Capita Expenses	\$761.23	\$749.53	\$757.39	\$747.63	\$739.84	\$782.66	\$762.14	\$803.20	\$770.84	\$769.73	\$827.79	\$827.21
Year Over Year Change	-2.8%	4.4%	0.6%	7.4%	4.2%	-1.7%	8.6%	3.0%	14.7%	21.6%	15.0%	28.1%
Current 12-Month Per Capita Active Expenses	\$664.41	\$697.87	\$679.16	\$718.18	\$681.23	\$677.14	\$723.96	\$717.16	\$762.74	\$801.11	\$818.46	\$925.56
Prior 12-Month Per Capita Active Expenses	\$689.64	\$683.05	\$683.44	\$671.18	\$664.41	\$697.87	\$679.16	\$718.18	\$681.23	\$677.14	\$723.96	\$717.16
Year Over Year Change	-3.7%	2.2%	-0.6%	7.0%	2.5%	-3.0%	6.6%	-0.1%	12.0%	18.3%	13.1%	29.1%

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.