

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

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A G E N D A

**June 3, 2024
(Approximately 12:00 noon)**

- I. CALL TO ORDER**
- II. MINUTES - Regular Meeting- March 4, 2024** **(Pg. 1-7)**
- III. FINANCIAL REPORT**
 - A. PNC Report** **(Pg. 8)**
- IV. CONSULTANT'S REPORT**
 - A. Segal Company**
 - 1. Reserve Determination Report
 - 2. July 1, 2024 MOB Rates
 - 3. Q1 CareFirst Summary
 - 4. Q1 2024 OptumRx Summary
 - 5. Follow-up from March 2024 Board of Trustees Meeting
 - i. Proposed SPD language - coverage of weight loss medications
 - ii. CareFirst policy on gene therapy coverage
 - iii. OptumRx Diabetes Management Program
 - iv. Strategies for managing Inflammatory Conditions
 - v. Enhanced Prior Authorization for Weight Loss Medications - New Utilization Management Opportunity
- V. ATTORNEY REPORT**
- VI. ADMINISTRATIVE MANAGERS REPORT (1Q2024)** **(Pg. 9-29)**
- VII. INVOICES** **(Pg. 30-32)**
- VIII. OTHER FUND BUSINESS**
 - A. Cheiron Engagement Letter**
 - B. Mallinckrodt Class Action Lawsuit payment**
 - C. Education Payment**
 - D. Zelis replacing Change Healthcare**
 - E. Optum RX Pricing reconciliation**
- IX. MEETING DATE AND LOCATION – September 13, 2024, TBD**
- 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 4, 2024
(DRAFT)**

The following Trustees were present:

UNION TRUSTEES

M. Federici – Chairman
J. Chorpenning
T. Hipkins
M. Wilson

EMPLOYER TRUSTEES

B. Seehafer – Secretary
L. Fiergola
P. Lin
V. Marsh

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 - UFCW Local 400
C. Murphy - Associated Administrators, LLC
S. Sanchez - Slevin & Hart, P.C.
A. Sims - Associated Administrators, LLC
R. Wildt – UFCW Local 27

I. CALL TO ORDER

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

II. MINUTES

The Trustees reviewed the minutes of the last regular meeting held on December 14, 2023, which were previously circulated.

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

RESOLVED, that the minutes of the regular meeting held on December 14, 2023, are approved as presented.

III. FINANCIAL REPORT

A. PNC Bank

Mr. Ianniello reported that, due to the timing of the meeting, he did not have the updated PNC statements. He noted that the PNC account had a beginning market value of \$4,765,556 on January 1, 2024, and an ending market value of \$4,252,471 as of February 29, 2024.

IV. CONSULTANT'S REPORT

The Trustees welcomed Ms. Nancy Eid of the Segal Company to the meeting.

1. Reserve Determination Report

Mr. Ianniello reported that Josh Timm of Segal was not able to attend the meeting and asked Mr. Ianniello to relay that based on Segal's review, the Fund's reserves for January 2024 exceeded the three-month minimum and were below the six-month maximum, resulting in no adjustments being required.

2. 2023 Key Pharmacy Performance Indicators

Ms. Eid reported that the Fund's overall pharmacy trend in 2023 was 7-8% lower than industry benchmarks for labor groups. The Fund's trend was 3.7% overall, 23% for Specialty drugs, and -7% for non-specialty drugs. Diabetes was the number one prescription cost driver, while specialty drugs accounted for 43% of the overall drug costs,

an increase of 18% from the previous period. Rebates reduced the Per Member per Month (PMPM) costs by 22%.

Ms. Eid noted that the OptumRx contract was renewed for three years, and she is working with co-counsel to negotiate the restated contract.

Mr. Seehafer asked Ms. Eid to present information at the next meeting regarding specialty drugs prescribed to treat inflammatory conditions.

3. Pharmacy Savings Opportunities

Ms. Eid reported on several programs that present potential savings opportunities for the Fund. These include Diabetes Disease Management, Gene Therapy Risk Management, Integrated Medical/Specialty Drug Management, and GLP-1 management.

Ms. Eid discussed management options for prescriptions for which there are biosimilars on the market and stated that she would provide additional information on this topic at the next meeting.

Ms. Eid discussed recent developments relating to gene therapies, including a new gene therapy for sickle cell anemia. She noted that the Fund currently has a participant with this condition and noted that one option for the Fund would be to consider a dollar limit on gene therapy for this and other conditions. The Trustees discussed the permissibility of dollar limits. Ms. Eid asked permission to contact CareFirst for information on its coverage procedures relating to gene therapy treatments and the Trustees agreed that she should do so.

Ms. Eid reported on the Fund's diabetes claims experience, including the use of GLP-1s to treat diabetes. She noted that GLP-1 prescriptions have a high abandonment rate due to their side-effects and stated Segal's recommendation that the Fund impose a 30-day supply limit on GLP-1 prescriptions. She also stated that Segal recommends that the Fund eliminate coverage of off-label GLP-1 usage. Ms. Eid reviewed Optum's new Diabetes Management program and noted Segal's recommendation the Fund adopt the case-management and adherence portions of this program as an "opt-out" program rather than an "opt-in," as that would result in more enrolled participants. She stated that Segal

recommends using Optum's diabetes program rather than using a different provider, since Optum already has the prescription data for the Fund's participants in its system and would have the most information about the patients.

After discussion,

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

RESOLVED, to have Segal draft proposed GLP-1 coverage rules and provide further information on diabetes case management options; and

FURTHER RESOLVED, to limit the dispensing of weight loss medication to 30 day fills.

4. CareFirst Network Utilization

Ms. Eid reviewed CareFirst's network utilization report for the 2023 Plan year.

5. COVID Tests

Ms. Eid recommended that the Fund continue covering up to two COVID tests without cost sharing for the remainder of 2024. On Motion made and seconded, the Trustees voted unanimous approval of the following resolution:

RESOLVED, to cover up to two COVID tests without cost sharing for the remainder of 2024.

V. ATTORNEY'S REPORT

A. Update Subrogation Agreement

Ms. Sanchez reported on a revised proposed Subrogation Policy.

B. Cybersecurity

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

C. Cyber Liability Insurance

Ms. Sanchez reported on the Fund's cyber liability insurance policy.

D. SPD Update

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

E. Gag Clause Update

Ms. Sanchez reported on the Fund's 2023 gag clause attestation filing.

F. Preventative Services Update

Ms. Sanchez reported on the 2024 Preventive Services list.

G. Optum Rx Contract renewal

Ms. Sanchez reported on the proposed OptumRx renewal contract.

H. Withum Engagement Letter

Ms. Sanchez reported on Withum's proposed 2024 Audit engagement letter.

I. Telehealth SMM

Ms. Sanchez reported on the SMM extending Telehealth through 12/31/2024.

J. Dentegra Data Breach

Ms. Sanchez reported on the Dentegra data breach.

K. IRS Levy Notice

Ms. Sanchez reported on the IRS Levy Notice received by the Fund.

Mr. Seehafer asked about the status of the Fund's NQTL analysis and Ms. Sanchez reported on the status.

VI. ADMINISTRATIVE MANAGER'S REPORT – Fourth Quarter 2023

Mr. Ianniello presented the Administrative Manager's Report for the Fourth Quarter of 2023, which had been pre-circulated. The report showed a total income of \$2,685,139 and total expenses of \$3,089,680, producing a deficit of \$404,541 for the quarter. Contributions were made on behalf of 1,067 Plan participants. There were no delinquencies during the Fourth Quarter of 2023. Mr. Ianniello recapped the Retiree figures for the Fourth Quarter of 2023. The report showed total contributions of \$324,145 and total expenses of \$320,210, producing a surplus of \$3,935 for the quarter. Contributions were made on behalf of 353 Plan participants.

A. Invoices

The Trustees reviewed the invoices for the Active and Retiree Plans dated March 4, 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 March 4, 2024, are approved for payment.

VII. OTHER FUND BUSINESS

A. Fiduciary Liability Renewal

Mr. Ianniello reported on the proposed renewal of the Fund's fiduciary insurance at the same limits and terms as the 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, at a premium of \$26,895 for the period of 3/30/2024 through 3/30/2025.

B. NexClaim Reporting

Mr. Ianniello reported that NexClaim opened ten cases and closed one, with \$6,485.30 in gross recoveries and \$4,863.98 in net recoveries.

C. RDS Payment

Mr. Ianniello reported that the Fund received a Retiree Drug Subsidy payment of \$3,854.56 for the 2023 Plan Year.

D. Ranbaxy Class Action Lawsuit Settlement

Mr. Ianniello reported that the Fund received a \$9,956.87 check as payment for the Ranbaxy Class Action lawsuit.

E. Change Healthcare Cybersecurity Incident

Mr. Ianniello reported that the Fund received notification of a cybersecurity incident from Change HealthCare. Associated subcontracted with Change HealthCare to print member Explanations of Benefits and issue payments to out-of-network providers. Change Healthcare has not yet determined whether any Fund data or participant information was exposed as a result of the breach and it has suspended services while it continues to evaluate the breach.

VIII. 2023 MEETING DATES & LOCATIONS

The next regular Board meeting is scheduled via Zoom on June 3, 2024.

IX. ADJOURNMENT

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

Respectfully Submitted,

Bill Seehafer, Secretary

NF H&W MINUTES 3-4-2024

FINANCIAL REPORT

UFCW UNIONS AND PARTICIPATING EMPLOYERS HEALTH & WELFARE FUND
SUMMARY OF ACTIVITY
JANUARY 01 TO APRIL 30, 2024

<u>ITEM</u>	<u>CASH RESERVE</u>	<u>SBH</u>	<u>TOTAL AMOUNT</u>
MARKET VALUE 01/01/2024	2,691,134 \$	2,074,422 \$	4,765,556
RECEIPTS	3,884,777	\$	3,884,777
DISBURSEMENTS	(3,985,361)	\$	(3,985,361)
INTER ACCOUNT TRANSFERS	- \$	- \$	-
EARNINGS	33,356 \$	(24,612) \$	8,744
ENDING MARKET VALUE 04/30/2024	2,623,905 \$	2,049,810 \$	4,673,715

PNC Bank, N.A.

ADMINISTRATIVE MANAGER'S REPORT

UFCW UNIONS AND PARTICIPATING EMPLOYERS

HEALTH & WELFARE FUND

FIRST QUARTER 2024

ADMINISTRATIVE MANAGER'S REPORT

**FIRST QUARTER 2024
PLAN JSS-2**

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
SAFEWAY VALLEY FT	\$1,488.72	0	\$0	
SAFEWAY VALLEY PT	1,488.72	0	0	
SHOPPERS FOOD 400 FT ¹	1,497.96	140	512,423	
SHOPPERS FOOD 400 PT	1,497.96	57	256,152	
UFCW LOCAL 400 TEMP FT	1,497.96	0	0	
COBRA		1	3,848	
TOTAL		198	\$772,423	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$357,988
LIFE & AD & D	2,438
DISABILITY	13,721
DENTAL	22,801
OPTICAL	2,670
DRUG	236,169
MEDICAL ADM.	9,580
MENTAL HEALTH MANAGER	1,570
PPO	4,817
UM/DM	10,731
SUB TOTAL	\$662,485

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$8,872
ADMINISTRATION HIPAA	217
MISCELLANEOUS	19,211
SUB TOTAL	\$28,300

TOTAL EXPENSES	\$690,785
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SURPLUS (DEFICIT)	\$81,638
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AVERAGE INCOME	\$1,300
AVERAGE EXPENSE	1,163
SURPLUS (DEFICIT)	\$137

¹Board of Trustees approved January, February and March 2024 credits included.

FIRST QUARTER 2024
PLAN Y FULL TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$1,204.69	94	\$340,927	
SHOPPERS 400	1,204.69	62	225,277	
TOTAL		156	\$566,204	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$303,122
LIFE & AD & D	2,239
DISABILITY	41,287
DENTAL	13,396
OPTICAL	1,411
DRUG	158,113
MEDICAL ADM.	7,408
MENTAL HEALTH MANAGER	1,201
EAP	312
PPO	3,650
UM/DM	8,175
SUB TOTAL	\$540,314

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$6,990
ADMINISTRATION HIPAA	170
MISCELLANEOUS	15,136
SUB TOTAL	\$22,296

TOTAL EXPENSES	\$562,610
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SURPLUS (DEFICIT)	\$3,594
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AVERAGE INCOME	\$1,210
AVERAGE EXPENSE	1,202
SURPLUS (DEFICIT)	\$8

**FIRST QUARTER 2024
PLAN Y PART TIME INDIVIDUAL**

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$607.63	71	\$129,425	
SHOPPERS 400	607.63	123	224,216	
COBRA		1	1,765	
TOTAL		195	\$355,406	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$88,004
HMO KAISER	3,768
LIFE & AD & D	1,358
DISABILITY	11,423
DENTAL	13,430
OPTICAL	1,683
DRUG	28,245
MEDICAL ADM.	8,672
MENTAL HEALTH MANAGER	1,445
EAP	371
PPO	4,371
UM/DM	9,698
SUB TOTAL	\$172,468

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$8,738
ADMINISTRATION HIPAA	214
MISCELLANEOUS	18,920
SUB TOTAL	\$27,872

TOTAL EXPENSES	\$200,340
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SURPLUS (DEFICIT)	\$155,066
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AVERAGE INCOME	\$608
AVERAGE EXPENSE	342
SURPLUS (DEFICIT)	\$266

FIRST QUARTER 2024
PLAN Y PART TIME FAMILY

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$1,722.76	22	\$113,702	
SHOPPERS 400	1,722.76	38	196,394	
TOTAL		60	\$310,096	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$518,144
LIFE & AD & D	443
DISABILITY	3,377
DENTAL	6,234
OPTICAL	561
DRUG	28,235
MEDICAL ADM.	2,950
MENTAL HEALTH MANAGER	745
EAP	124
PPO	1,460
UM/DM	3,263
SUB TOTAL	\$565,536

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$2,688
ADMINISTRATION HIPAA	66
MISCELLANEOUS	5,821
SUB TOTAL	\$8,575

TOTAL EXPENSES	\$574,111
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SURPLUS (DEFICIT)	(\$264,015)
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AVERAGE INCOME	\$1,723
AVERAGE EXPENSE	3,190
SURPLUS (DEFICIT)	(\$1,467)

FIRST QUARTER 2024 PLAN Y20 FULL TIME
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INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$688.28	7	\$14,454	
SHOPPERS 400	688.28	9	17,896	
TOTAL		16	\$32,350	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$2,531
LIFE & AD & D	177
DISABILITY	1,420
DENTAL	207
OPTICAL	112
DRUG	17,174
MEDICAL ADM.	616
MENTAL HEALTH MANAGER	90
PPO	293
UM/DM	653
SUB TOTAL	\$23,273

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$717
ADMINISTRATION HIPAA	18
MISCELLANEOUS	1,552
SUB TOTAL	\$2,287

TOTAL EXPENSES	\$25,560
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SURPLUS (DEFICIT)	\$6,790
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AVERAGE INCOME	\$674
AVERAGE EXPENSE	533
SURPLUS (DEFICIT)	\$141

FIRST QUARTER 2024
PLAN Y20 PART TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$327.69	17	\$16,713	
SHOPPERS 400	327.69	17	17,040	
SHOPPERS 400 ¹	487.36	0	0	
TOTAL		34	\$33,753	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$160,890
LIFE & AD & D	262
DISABILITY	2,613
DENTAL	627
OPTICAL	353
DRUG	(6,165)
MEDICAL ADM.	1,832
MENTAL HEALTH MANAGER	286
PPO	941
UM/DM	2,085
SUB TOTAL	\$163,724

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$1,523
ADMINISTRATION HIPAA	37
MISCELLANEOUS	3,299
SUB TOTAL	\$4,859

TOTAL EXPENSES	\$168,583
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SURPLUS (DEFICIT)	(\$134,830)
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AVERAGE INCOME	\$331
AVERAGE EXPENSE	1,653
SURPLUS (DEFICIT)	(\$1,322)

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

FIRST QUARTER 2024
PLAN Y30 FULL TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$636.65	8	\$15,279	
SHOPPERS 400	636.65	49	92,951	
TOTAL		57	\$108,230	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$947
LIFE & AD & D	299
DISABILITY	0
DENTAL	330
OPTICAL	180
DRUG	(5,932)
MEDICAL ADM.	1,200
MENTAL HEALTH MANAGER	181
PPO	535
UM/DM	1,323
SUB TOTAL	(\$937)

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$2,554
ADMINISTRATION HIPAA	63
MISCELLANEOUS	5,530
SUB TOTAL	\$8,147

TOTAL EXPENSES	\$7,210
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SURPLUS (DEFICIT)	\$101,020
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AVERAGE INCOME	\$633
AVERAGE EXPENSE	42
SURPLUS (DEFICIT)	\$591

FIRST QUARTER 2024
PLAN Y30 PART TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$307.37	35	\$32,581	
SHOPPERS 400	307.37	102	94,055	
SHOPPERS 400 ¹	464.20	0	0	
TOTAL		137	\$126,636	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$17,372
LIFE & AD & D	292
DISABILITY	1,270
DENTAL	644
OPTICAL	356
DRUG	(2,035)
MEDICAL ADM.	1,929
MENTAL HEALTH MANAGER	296
PPO	957
UM/DM	2,121
SUB TOTAL	\$23,202

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$6,139
ADMINISTRATION HIPAA	150
MISCELLANEOUS	13,292
SUB TOTAL	\$19,581

TOTAL EXPENSES	\$42,783
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SURPLUS (DEFICIT)	\$83,853
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AVERAGE INCOME	\$308
AVERAGE EXPENSE	104
SURPLUS (DEFICIT)	\$204

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

FIRST QUARTER 2024 PLAN Y40 PART TIME
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INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$42.53	57	\$7,315	
SHOPPERS 400	42.53	174	22,159	
TOTAL		231	\$29,474	\$0

BENEFIT EXPENSES	COST
LIFE & AD & D	\$162
DISABILITY	492
DENTAL	355
OPTICAL	233
SUB TOTAL	\$1,242

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$10,351
ADMINISTRATION HIPAA	253
MISCELLANEOUS	22,413
SUB TOTAL	\$33,017

TOTAL EXPENSES	\$34,259
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SURPLUS (DEFICIT)	(\$4,785)
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AVERAGE INCOME	\$43
AVERAGE EXPENSE	49
SURPLUS (DEFICIT)	(\$6)

FIRST QUARTER 2024 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	1	6	23	33
TOTAL INCOME	\$0	\$2,074	\$519	\$6,505	\$0	\$9,098

BENEFIT EXPENSES						COMBINED
MEDICAL	\$0	\$0	\$0	\$0	\$591	\$591
HMO KAISER	0	0	0	0	8,649	8,649
HMO HUMANA	0	1,855	556	3,340	6,494	12,245
DENTAL	0	0	0	508	2,331	2,839
OPTICAL	0	54	14	59	307	434
DRUG	0	0	0	0	(1,704)	(1,704)
ADMIN	0	31	7	62	236	336
MISC	0	60	13	119	458	650
TOTAL EXPENSES	\$0	\$2,000	\$590	\$4,088	\$17,362	\$24,040

SURPLUS (DEFICIT)	\$0	\$74	(\$71)	\$2,417	(\$17,362)	(\$14,942)
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AVERAGE INCOME	\$0	\$230	\$173	\$361	\$0	\$92
AVERAGE EXPENSE	0	222	197	227	252	243
SURPLUS (DEFICIT)	\$0	\$8	(\$24)	\$134	(\$252)	(\$151)

FIRST QUARTER 2024
SHOPPERS RETIREES

INCOME	CO-PAY	CO-PAY	CO-PAY	COMBINED
RATE	\$20.00	\$40.00	\$60.00	
NO OF EMP.	188	58	3	249
TOTAL INCOME	\$189,681	\$59,064	\$3,039	\$251,784

BENEFIT EXPENSES				COMBINED
MEDICAL	\$2,431	\$0	\$194	\$2,625
HMO KAISER	78,299	23,696	1,030	103,025
HMO HUMANA	56,195	17,007	739	73,941
DENTAL	23,839	0	0	23,839
OPTICAL	3,509	0	0	3,509
DRUG	(4,690)	0	0	(4,690)
ADMIN	1,942	588	26	2,556
MISC	3,764	1,139	50	4,953
TOTAL EXPENSES	\$165,289	\$42,430	\$2,039	\$209,758

SURPLUS (DEFICIT)	\$24,392	\$16,634	\$1,000	\$42,026
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AVERAGE INCOME	\$336	\$339	\$338	\$337
AVERAGE EXPENSE	293	244	227	281
SURPLUS (DEFICIT)	\$43	\$95	\$111	\$56

FIRST QUARTER 2024
SUPERVALU RETIREES

INCOME RATE	CO-PAY \$20.00	CO-PAY \$40.00	CO-PAY \$60.00	COMBINED
NO OF EMP.	44	13	0	57
TOTAL INCOME	\$44,888	\$13,164	\$0	\$58,052

BENEFIT EXPENSES				COMBINED
MEDICAL	\$0	\$0	\$0	\$0
HMO KAISER	32,618	9,743	0	42,361
HMO HUMANA	13,355	3,989	0	17,344
DENTAL	5,592	0	0	5,592
OPTICAL	807	0	0	807
DRUG	(3,083)	0	0	(3,083)
ADMIN	450	135	0	585
MISC	873	261	0	1,134
TOTAL EXPENSES	\$50,612	\$14,128	\$0	\$64,740

SURPLUS (DEFICIT)	(\$5,724)	(\$964)	\$0	(\$6,688)
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AVERAGE INCOME	\$340	\$338	\$0	\$339
AVERAGE EXPENSE	383	362	0	379
SURPLUS (DEFICIT)	(\$43)	(\$24)	\$0	(\$40)

FIRST QUARTER 2024

PRESCRIPTION REPORT

SCRIPTS PROCESSED	SCRIPT/ADM. COST ¹	PHARMACY PAYMENT	TOTAL
6,500	(\$64,552)	\$508,879	\$444,327

¹Credit is a result of the Performance Guarantee Audit

MISCELLANEOUS EXPENSES

CATEGORY	ACTIVE	RETIREE	TOTAL
ACCOUNTING	\$5,200	\$0	\$5,200
ACTUARY & CONSULTING	21,333	1,720	23,053
EDUCATIONAL FEES	0	582	582
INSURANCE & BONDING	26,895	0	26,895
INVESTMENT MANAGEMENT	2,090	0	2,090
LEGAL	37,457	4,435	41,892
MED/SURG/UCR UPDATE	1,500	0	1,500
POSTAGE	876	0	876
PRINTING	9,823	0	9,823
TOTAL	\$105,174	\$6,737	\$111,911

2024
RETIREE QUARTERLY RECAP

	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
CONTRIBUTIONS	\$318,934	\$0	\$0	\$0	\$318,934
EXPENSES					
MEDICAL	\$3,216	\$0	\$0	\$0	\$3,216
HMO KAISER	154,035	0	0	0	\$154,035
HMO HUMANA	103,530	0	0	0	\$103,530
DENTAL	32,269	0	0	0	\$32,269
OPTICAL	4,749	0	0	0	\$4,749
DRUG	(9,477)	0	0	0	(\$9,477)
SUBTOTAL	\$288,322	\$0	\$0	\$0	\$288,322
OPERATING EXPENSE					
ADMINISTRATION	\$3,477	\$0	\$0	\$0	\$3,477
MISCELLANEOUS	6,737	0	0	0	\$6,737
SUBTOTAL	\$10,214	\$0	\$0	\$0	\$10,214
TOTAL EXPENSES	\$298,536	\$0	\$0	\$0	\$298,536
SURPLUS (DEFICIT)	\$20,398	\$0	\$0	\$0	\$20,398
TOTAL RETIREE PARTICIPANTS	339	0	0	0	339

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	\$0	\$0	\$0	\$2,334,572
CONTRIBUTIONS OUTSTANDING	0	0	0	0	0
RETIREE INCOME	318,934	0	0	0	318,934
INTEREST & DIVIDENDS	39,492	0	0	0	39,492
MISCELLANEOUS INCOME ²	9,957	0	0	0	9,957

TOTAL INCOME	\$2,702,955	\$0	\$0	\$0	\$2,702,955
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EXPENSES					
MEDICAL	\$1,448,998	\$0	\$0	\$0	\$1,448,998
HMO KAISER	3,768	0	0	0	3,768
LIFE & AD & D	7,670	0	0	0	7,670
DISABILITY	75,603	0	0	0	75,603
DENTAL	58,024	0	0	0	58,024
OPTICAL	7,559	0	0	0	7,559
DRUG	453,804	0	0	0	453,804
RETIREES	298,536	0	0	0	298,536
MEDICAL ADM.	34,187	0	0	0	34,187
MENTAL HEALTH MANAGER	5,814	0	0	0	5,814
EAP	807	0	0	0	807
PPO	17,024	0	0	0	17,024
UM/DM	38,049	0	0	0	38,049
SUBTOTAL	\$2,449,843	\$0	\$0	\$0	\$2,449,843

OPERATING EXPENSE					
ADMINISTRATION	\$48,572	\$0	\$0	\$0	\$48,572
ADMINISTRATION HIPAA	1,188	0	0	0	1,188
MISCELLANEOUS	105,174	0	0	0	105,174
SUBTOTAL	\$154,934	\$0	\$0	\$0	\$154,934

TOTAL EXPENSES	\$2,604,777	\$0	\$0	\$0	\$2,604,777
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SURPLUS (DEFICIT)	\$98,178	\$0	\$0	\$0	\$98,178
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TOTAL ACTIVE PARTICIPANTS	1,084	0	0	0	1,084
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FUND BALANCE	\$4,503,626	\$0	\$0	\$0	
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¹ Board of Trustees approved credits for Jan. 2024 - Mar. 2024 included.

²1st Quarter - Ranbaxy 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
FIRST QUARTER 2024

CONTRACT EXP.	COMPANY	PLAN	RATES
7-12-24	METRO/ BASICS/ SHOPPERS 27	Y	\$1,204.69
		Y	\$607.63
		Y	\$1,722.76
		Y20	\$688.28
		Y20	\$327.69
		Y30	\$636.65
		Y30	\$307.37
		Y40	\$42.53
10-28-23	SAFEWAY VALLEY	JSS-2	\$1,488.72
7-12-24	SHOPPERS FOOD 400	JSS-2	\$1,497.96
		Y	\$1,204.69
		Y	\$607.63
		Y	\$1,722.76
		Y20	\$688.28
		Y20	\$327.69
		Y30	\$636.65
		Y30	\$307.37
7-12-24	UFCW LOCAL 400 TEMP	JSS2	\$1,497.96
		Y	\$1,204.69
		Y	\$607.63
		Y30	\$307.37

**UFCW UNIONS AND PARTICIPATING EMPLOYERS
HEALTH AND WELFARE FUND
DELINQUENCY REPORT
FIRST QUARTER 2024**

**UFCW UNIONS & PARTICIPATING EMPLOYERS HEALTH AND WELFARE FUND
EMPLOYERS DELINQUENCY REPORT
Month of Report 1/24 thru 3/24**

	1ST NOTICE	2ND NOTICE	LEGAL	INTEREST	DATE INTEREST PAID

INVOICES

UFCW UNIONS & PARTICIPATING EMPLOYERS
HEALTH AND WELFARE FUND

INVOICES

June 3, 2024

1. GREEN LIGHT

3/8/2024	Estimated total due for MRF flat monthly fee #132416	\$500.00
4/5/2024	Estimated total due for MRF flat monthly fee #133131	\$500.00
5/3/2024	Estimated total due for MRF flat monthly fee #133846	\$500.00

2. MORGAN, LEWIS, & BOCKIUS

3/13/2024	For professional services rendered through 2-29-2024 #5388366	\$5,189.00
4/10/2024	For professional services rendered through 3-31-2024 #5406610	\$4,648.00
5/6/2024	For professional services rendered through 4-30-2024 #5424879	\$1,162.00

3. SEGAL CONSULTING

3/1/2024	For consulting services in connection with the retainer agreement for the period 2-1-2024 through 2-29-2024 #ES007116	\$5,333.33
4/1/2024	For consulting services in connection with the retainer agreement for the period 3-1-2024 through 3-31-2024 #ES007966	\$5,333.33
5/1/2024	For consulting services in connection with the retainer agreement for the period 4-1-2024 through 4-30-2024 #ES008839	\$5,333.37

4. SEGALL BRYANT & HAMILL

1/19/2024	For the management period of 10-1-2023 through 12-31-2023 #208087	\$1,031.08
4/19/2024	For the management period of 1-1-2024 through 3-31-2024 #220909	\$1,030.10

5. SEGAL SELECT

3/11/2024	Policy #J06214393 Fiduciary Liability – Primary	\$15,270.00
3/11/2024	Policy #MFX0018187 Fiduciary Liability – Excess	\$11,625.00

6. SLEVIN & HART

2/29/2024	For professional services rendered through 1-31-2024 #234538	\$4,583.00
3/28/2024	For professional services rendered through 2-29-2024 #234724	\$8,406.50
4/19/2024	For professional services rendered through 3-31-2024 #235004	\$6,881.50
5/28/2024	For professional services rendered through 4-30-2024 #235004	\$842.50

UFCW UNIONS & PARTICIPATING EMPLOYERS
HEALTH AND WELFARE FUND
RETIREE PLAN

INVOICES

June 3, 2024

1.	SLEVIN & HART		
	2/29/2024	For professional services rendered through 1-31-2024 #234541	\$1,803.50
	4/19/2024	For professional services rendered through 1-31-2024 #235006	\$879.00
2.	WOODARD INSURANCE		
	4/11/2024	Ongoing healthcare customer service and enrollment for the period of 1/2024 through 3/2024 #191	\$528.00