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

911 Ridgebrook Road
Sparks, Maryland 21152-9451
Telephone: (410) 683-6500
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AGENDA

December 7, 2021
(Approximately 12:00 noon)

I. CALL TO ORDER
   A. APPOINTMENT OF TRUSTEE

II. MINUTES-
   A. REGULAR MEETING - SEPTEMBER 22, 2021 (Pg. 1-7)

III. FINANCIAL REPORT (Pg. 8)
   A. PNC REPORT
   B. AUDITOR'S REPORT

IV. CONSULTANT'S REPORT
   A. SEGAL
      1. RESERVE
      2. PREVENTIVE SERVICES
      3. Y20 & Y30 COSTS PER ENROLLED DEPENDENT CHILD

   B. CONFIDIO
      1. AUDIT UPDATE

V. ATTORNEY REPORT
   A. REGULAR
   B. SUBROGATION

VI. ADMINISTRATIVE MANAGERS REPORT (3Q2021) (Pg. 9-29)

VII. INVOICES (Pg. 30-31)

VIII. OTHER FUND BUSINESS
   A. ASSOCIATED ADMIN RENEWAL
   B. NOTICE OF CREDITABLE COVERAGE
   C. DENTEGRA
   D. MISCELLANEOUS CORRESPONDENCE

IX. 2022 MEETING DATES AND LOCATIONS

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 SEPTEMBER 22, 2021

The following Trustees were present:

UNION TRUSTEES
M. Federici – Chairman
Y. Anwar
J. Chorpenning
T. Hipkins

EMPLOYER TRUSTEES
B. Seehafer – Secretary
J. Born
J. Ferrer
V. Marsh

Also present were:

N. Eid - Confidio
A. Hanson – UFCW Local 400
J. Herron – Associated Administrators, LLC
C. Hoffmann – UFCW Local 400
J. Ianniello – Associated Administrators, LLC
J. Kimble – Morgan, Lewis, & Bockius, LLC
A. Kupperman – Cheiron
P. Lin – UNFI
C. Murphy – Associated Administrators, LLC
S. Sanchez – Slevin & Hart, P.C.
B. Slevin – Slevin & Hart, P.C.
J. Timm – The Segal Company
L. Walsh – Associated Administrators, LLC
R. Wildt – UFCW Local 400
M. Wilson – UFCW Local

I. CALL TO ORDER

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

II. MINUTES

The Trustees reviewed the minutes of the last regular meeting held on June 14, 2021, and the Appeals Committee meetings held on June 30, 2021, 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 June 14, 2021 and the Appeals Committee meeting held on June 30, 2021 are approved as presented.**

III. FINANCIAL REPORT

A. PNC Bank

Mr. Ianniello reviewed the PNC Summary of Activity report for the period January 1, 2021 to August 31, 2021. The report showed a beginning market value of $7,054,285, receipts of $7,313,151, disbursements of $9,314,796, and an investment loss of $3,014, producing an ending market value of $5,049,626 as of August 31, 2021.

IV. CONSULTANT'S REPORT

A. The Segal Company

The Trustees welcomed Mr. Josh Timm of the Segal Company to the meeting.

1. Dental Request for Proposal ("RFP")

Mr. Timm reviewed the six dental benefit proposals submitted by Aetna, CIGNA, Dominion, Dentegra, United Healthcare ("UHC"), and United Concordia, to provide dental services to the Plan, effective January 1, 2022. Mr. Timm stated that important considerations when reviewing the proposals were costs (both to participants and to Fund), and participant disruption due to changes in the provider network. Mr. Timm said based on these considerations, the top three proposals were those presented by Cigna, UHC, and Dentegra, and Segal asked each of these three insurers to submit best and final offers.

Mr. Timm provided a comparison of the top three carriers regarding: (1) provider network depth, (2) member network access, (3) the top 50 utilized procedures copay schedule, and (4) premium financial evaluation. He stated that Segal recommends hiring Dentegra based on a review of these factors. Based on the DMHO network, selecting Dentegra would result in the least network disruption to participants and Dentegra has proposed similar premium and co-pay costs applicable to the Fund and participants.

Mr. Timm reviewed Dentegra's best and final offer to the Fund, noting that the proposed rates are guaranteed for two years with a 5% rate cap in year three. The Trustees discussed the proposals, comparing the costs, changes in benefits and disruption to participants. They asked how long it would take to implement the new provider relationship once a decision is made and Mr. Ianniello noted that 90 days was the minimum length of time.

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

> **RESOLVED, to hire Dentegra as the dental service provider effective January 1, 2022, as recommended by Segal.**

2. <u>Reserves</u>

Mr. Timm reviewed the September 2021 Reserve Determination Report. He noted that the Fund reserves as of August 31, 2021 were 3.865 months. He also noted that a reserve adjustment of $45,107 per month for six months, for a total adjustment of $270,642, was pending review from the August report. He further reviewed the amortization history and schedule.

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

> **RESOLVED, to approve a credit to UNFI in the amount of $45,107 per month for contribution payments due from October 2021 through March 2022, totaling $270,642.**

3. <u>Beacon Health Options Renewal</u>

Mr. Ianniello reviewed the Beacon Health Options renewal pricing proposal. He noted that Beacon was proposing zero increases in their rates for calendar year 2022 and 2023, and a 1% increase for 2024. He noted that the proposal appears to be reasonable and competitive.

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

> **RESOLVED, to approve Beacon Health Options renewal for the three-year period January 1, 2022 through December 31, 2024.**

B. Confidio

Audit Status

The Trustees welcomed Ms. Nancy Eid of Confidio to the meeting. Ms. Eid noted that the Prescription Benefit Manager audit had been completed. She stated that the audit reviewed pricing, plan design, discounts, and rebate accuracy. Confidio sent its audit results and comments to Optum Rx and Optum Rx has until early October to respond. The Trustees thanked Ms. Eid for her report and she was excused from the meeting.

V. ACTUARY'S REPORT

FASB ASC 965 Report

The Trustees welcomed Mr. Alex Kupperman of Cheiron to the meeting. Mr. Kupperman reviewed the FASB SC 965 Report as of December 31, 2020 and the Summary of Results. Mr. Kupperman noted that there was a decrease in the active population and an increase in the retiree population from 2019 to 2020. He reported that as of December 31, 2020, there were a total of 1,039 actives, retirees and dependents compared to 1,181 as of December 31, 2019, a 12% change. Postretirement Benefit Obligations were $86 million as of December 31, 2020 compared to $88.3 million as of December 31, 2019, a negative 2.6% change. The discount rate decreased to 2.50% from 3.25% and the trend percentage increased from 3.30% to 3.50%. The projected changes in postretirement benefit obligations decreased from $88.3 million in 2019 to $86.0 million in 2020.

The Trustees thanked Mr. Kupperman for his report and he was excused from the meeting.

VI. ATTORNEY'S REPORT

A. Mental Health Parity Review Services

Ms. Sanchez reported on Segal's proposal to provide Mental Health Parity review services relating to nonquantitative treatment limits ("NQTLs") under the Plan.

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

> **Resolved to engage Segal to perform the proposed Mental Health Parity Review for a fee not to exceed $30,000.**

B. Consolidated Appropriations Act

Ms. Sanchez reported on the Consolidated Appropriations Act ("CAA") including the No Surprises Act, and the Transparency in Coverage Final Rule.

C. COBRA Subsidy

Ms. Sanchez reported on the temporary COBRA subsidy period. Mr. Ianniello reported that the Fund office has issued notices advising participants of the upcoming termination of the subsidy. The Fund office also will submit the Form 940 requesting the tax credit for the amount of the subsidies.

D. Non-Discrimination Final Rule

Ms. Sanchez reported on the final rule under Section 1557 of the Affordable Care Act.

E. Delinquency Policy Amendment

Ms. Sanchez reported on an amendment to the Fund's Delinquency Policy.

F. Notice of Intent to Levy

Ms. Sanchez reported on a Notice of Intent to Levy sent to the Fund from the IRS in July, 2021.

G. Blue Cross Blue Shield Class Action

Mr. Slevin reported on the Blue Cross Blue Shield class action.

H. Purdue Pharma Bankruptcy

Ms. Sanchez reported on the Perdue Pharma bankruptcy.

I. Mallinckrodt Bankruptcy

Ms. Sanchez reported on the Mallinckrodt class action.

J. EpiPen class Action

Ms. Sanchez reported on the EpiPen Class Action.

K. Withum engagement Letters

Ms. Sanchez reported on that Withum's engagement letter.

L. SPD Restatements

Ms. Sanchez reported on the current status of the restatements of the Fund's summary plan descriptions.

M. CareFirst Agreement

Ms. Sanchez reported on the proposed CareFirst agreement.

VII. ADMINISTRATIVE MANAGER'S REPORT

A. Second Quarter 2021 Report

Mr. Ianniello presented the Administrative Manager's Report for the Second Quarter 2021, which had been pre-circulated. The report showed total income of $2,546,686, and total expenses of $3,042,450, producing a deficit of $495,764 for the quarter. Contributions were made on behalf of 1,267 Plan participants. There were no delinquencies during the Second Quarter 2021.

Mr. Ianniello reviewed the Work Snapshot for the Second Quarter 2021. He noted that there were 20 accident and sickness claims, 11 appeals, 3,187 participant service calls, 660 COBRA notices, 10,430 medical claims processed, and 19,263 communications sent to plan participants during the Second Quarter 2021.

VIII. INVOICES

The Trustees reviewed the list of invoices for the Active and Retiree Plans dated September 22, 2021, which had been pre-circulated. Mr. Ianniello noted there were no additions, deletions or changes to the lists.

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

> **RESOLVED, that the invoices for the Active and Retiree Plans dated September 22, 2021 are approved for payment.**

IX. OTHER FUND BUSINESS

A. Kaiser Permanente Medicare Rates for 2022

Mr. Ianniello presented the proposed Kaiser Permanente Medicare Advantage rates for 2022 for Trustee consideration. The rate for group A is $319.62 (an 8% decrease from last year) and the rate for group B is $246.26 (a 1.3% decrease from last year).

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

RESOLVED to approve the 2022 Kaiser Medicare Advantage rates, as presented.

B. COBRA Subsidy Termination Notices

Mr. Ianniello reported that notices advising participants that the COBRA subsidy was ending effective September 30, 2021 were sent out and the Fund office filed the Form 940 request for reimbursement for the second quarter subsidy credit.

C. COVID-19 Related Claims

Mr. Ianniello provided a summary of COVID-19 medical claims experience for the period January 1, 2021 through July 31, 2021. He indicated that the Fund paid for 594 COVID-19 tests totaling $74,043.33; and 205 COVID-19 related claims totaling $92,666.83 through July of 2021. There were no claims paid in excess of $50,000. Mr. Ianniello reported that the Fund also paid 411 tele-health claims totaling $21,192.95, and paid for the administration of 111 COVID vaccines at a cost of $5,487.91.

X. NEXT MEETING DATES AND LOCATIONS

The next Board meeting is scheduled for December 7, 2021 via Zoom.

XI. ADJOURNMENT

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

Respectfully Submitted,

Bill Seehafer, Secretary

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FINANCIAL REPORT

UFCW UNIONS AND PARTICIPATING EMPLOYERS HEALTH & WELFARE FUND
SUMMARY OF ACTIVITY
JANUARY 01 TO NOVEMBER 30, 2021

ITEM	CASH RESERVE		SBH		TOTAL AMOUNT
MARKET VALUE 01/01/2021	4,937,771	$	2,116,514	$	7,054,285
RECEIPTS	10,189,601			$	10,189,601
DISBURSEMENTS	(13,873,893)	$	-	$	(13,873,893)
INTER ACCOUNT TRANSFERS	-	$	-	$	-
EARNINGS	668	$	(25,319)	$	(24,652)
ENDING MARKET VALUE 11/30/21	1,254,147	$	2,091,195	$	3,345,343

PNC Bank, N.A.

ADMINISTRATIVE MANAGER'S REPORT

UFCW UNIONS AND PARTICIPATING EMPLOYERS

HEALTH & WELFARE FUND

THIRD QUARTER 2021

ADMINISTRATIVE MANAGER'S REPORT

THIRD QUARTER 2021
PLAN JS

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
KELCO	$920.73	0	$0	
TOTAL		**0**	**$0**	**$0**

BENEFIT EXPENSES		**COST**
MEDICAL		$716
LIFE & AD & D		0
DISABILITY		0
DENTAL		0
OPTICAL		0
DRUG		0
RETIREES		0
MEDICAL ADM.		0
MENTAL HEALTH MANAGER		0
PPO		0
UM/DM		0
SUB TOTAL		$716

OPERATING EXPENSES		**COST**
ADMINISTRATION FEE		$0
ADMINISTRATION HIPAA		0
MISCELLANEOUS		0
SUB TOTAL		$0

TOTAL EXPENSES		**$716**

SURPLUS (DEFICIT)		**($716)**

AVERAGE INCOME		$0
AVERAGE EXPENSE		0
SURPLUS (DEFICIT)		**$0**

THIRD QUARTER 2021
PLAN JSS-2

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
SAFEWAY VALLEY FT	$1,488.72	1	$4,467	
SAFEWAY VALLEY PT	1,488.72	0	0	
SHOPPERS FOOD 400 FT[1]	1,852.56	169	625,809	
SHOPPERS FOOD 400 PT	1,852.56	68	377,923	
UFCW LOCAL 400 TEMP FT	1,852.56	0	0	
COBRA		1	1,871	
HMO COPAYS		0	0	
TOTAL		**239**	**$1,010,070**	**$0**

BENEFIT EXPENSES		COST
MEDICAL		$475,814
HMO		0
LIFE & AD & D		3,011
DISABILITY		59,718
DENTAL		30,839
OPTICAL		3,292
DRUG		230,193
RETIREES		565,513
MEDICAL ADM.		10,826
MENTAL HEALTH MANAGER		3,735
PPO		4,613
UM/DM		13,462
SUB TOTAL		$1,401,016

OPERATING EXPENSES		COST
ADMINISTRATION FEE		$10,068
ADMINISTRATION HIPAA		247
MISCELLANEOUS		23,213
SUB TOTAL		$33,528

TOTAL EXPENSES		**$1,434,544**

SURPLUS (DEFICIT)		**($424,474)**

AVERAGE INCOME		$1,409
AVERAGE EXPENSE		2,001
SURPLUS (DEFICIT)		**($592)**

[1]Board of Trustees approved Health and Welfare contribution credit taken for July, August and September 2021.

THIRD QUARTER 2021
PLAN Y FULL TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
ACE SUSHI	$839.88	0	$0	
METRO/BASICS	1,032.82	138	426,554	
SHOPPERS 400	1,032.82	65	201,399	
COBRA		0	0	
HMO COPAYS			0	
TOTAL		**203**	**$627,953**	**$0**

BENEFIT EXPENSES		**COST**
MEDICAL		$248,953
HMO		0
LIFE & AD & D		3,079
DISABILITY		56,865
DENTAL		25,013
OPTICAL		1,913
DRUG		372,946
MEDICAL ADM.		9,165
MENTAL HEALTH MANAGER		2,729
EAP		422
PPO		3,930
UM/DM		11,500
SUB TOTAL		$736,515

OPERATING EXPENSES		**COST**
ADMINISTRATION FEE		$8,552
ADMINISTRATION HIPAA		210
MISCELLANEOUS		19,717
SUB TOTAL		$28,479

TOTAL EXPENSES		**$764,994**

SURPLUS (DEFICIT)		**($137,041)**

AVERAGE INCOME		$1,031
AVERAGE EXPENSE		1,256
SURPLUS (DEFICIT)		**($225)**

THIRD QUARTER 2021
PLAN Y PART TIME INDIVIDUAL

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
ACE SUSHI	$347.41	0	$0	
METRO/BASICS	520.94	112	175,035	
SHOPPERS 400	520.94	179	279,744	
COBRA		1	1,602	
TOTAL		**292**	**$456,381**	**$0**

BENEFIT EXPENSES		**COST**
MEDICAL		$422,882
HMO		14,742
LIFE & AD & D		1,958
DISABILITY		12,951
DENTAL		20,408
OPTICAL		2,455
DRUG		117,803
MEDICAL ADM.		11,434
MENTAL HEALTH MANAGER		3,361
EAP		521
PPO		4,841
UM/DM		14,203
SUB TOTAL		$627,559

OPERATING EXPENSES		**COST**
ADMINISTRATION FEE		$12,301
ADMINISTRATION HIPAA		302
MISCELLANEOUS		28,361
SUB TOTAL		$40,964

TOTAL EXPENSES		**$668,523**

SURPLUS (DEFICIT)		**($212,142)**

AVERAGE INCOME		$521
AVERAGE EXPENSE		763
SURPLUS (DEFICIT)		**($242)**

THIRD QUARTER 2021
PLAN Y PART TIME FAMILY

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
ACE SUSHI	$966.52	0	$0	
METRO/BASICS	1,476.99	39	172,809	
SHOPPERS 400	1,476.99	52	228,932	
HMO COPAYS			0	
TOTAL		**91**	**$401,741**	**$0**

BENEFIT EXPENSES		**COST**
MEDICAL		$918,822
HMO		0
LIFE & AD & D		716
DISABILITY		6,070
DENTAL		15,189
OPTICAL		887
DRUG		114,697
MEDICAL ADM.		4,301
MENTAL HEALTH MANAGER		1,127
EAP		198
PPO		1,847
UM/DM		5,352
SUB TOTAL		$1,069,206

OPERATING EXPENSES		**COST**
ADMINISTRATION FEE		$3,834
ADMINISTRATION HIPAA		94
MISCELLANEOUS		8,838
SUB TOTAL		$12,766

TOTAL EXPENSES		**$1,081,972**

SURPLUS (DEFICIT)		**($680,231)**

AVERAGE INCOME		$1,472
AVERAGE EXPENSE		3,963
SURPLUS (DEFICIT)		**($2,491)**

THIRD QUARTER 2021
PLAN Y20 FULL TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	$590.09	8	$14,163	
SHOPPERS 400	590.09	5	9,441	
TOTAL		**13**	**$23,604**	**$0**

BENEFIT EXPENSES		**COST**
MEDICAL		$197
LIFE & AD & D		118
DISABILITY		0
DENTAL		519
OPTICAL		74
DRUG		862
MEDICAL ADM.		356
MENTAL HEALTH MANAGER		60
PPO		152
UM/DM		444
SUB TOTAL		$2,782

OPERATING EXPENSES		**COST**
ADMINISTRATION FEE		$548
ADMINISTRATION HIPAA		13
MISCELLANEOUS		1,263
SUB TOTAL		$1,824

TOTAL EXPENSES		**$4,606**

SURPLUS (DEFICIT)		**$18,998**

AVERAGE INCOME		$605
AVERAGE EXPENSE		118
SURPLUS (DEFICIT)		**$487**

THIRD QUARTER 2021
PLAN Y20 PART TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	$280.94	35	$29,218	
SHOPPERS 400	280.94	37	31,747	
SHOPPERS 400[1]	428.79	0	0	
COBRA		0	0	
HMO COPAYS			0	
TOTAL		**72**	**$60,965**	**$0**

BENEFIT EXPENSES		COST
MEDICAL		$116,252
HMO		0
LIFE & AD & D		514
DISABILITY		3,517
DENTAL		3,528
OPTICAL		629
DRUG		19,645
MEDICAL ADM.		3,025
MENTAL HEALTH MANAGER		507
PPO		1,314
UM/DM		3,758
SUB TOTAL		$152,689

OPERATING EXPENSES		COST
ADMINISTRATION FEE		$3,033
ADMINISTRATION HIPAA		75
MISCELLANEOUS		6,994
SUB TOTAL		$10,102

TOTAL EXPENSES		**$162,791**

SURPLUS (DEFICIT)		**($101,826)**

AVERAGE INCOME		$282
AVERAGE EXPENSE		754
SURPLUS (DEFICIT)		**($472)**

[1]Employee additional contribution is $147.85 for 1 or 2 dependents.

THIRD QUARTER 2021
PLAN Y30 FULL TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	$545.82	11	$18,558	
SHOPPERS 400	545.82	5	7,641	
TOTAL		**16**	**$26,199**	**$0**

BENEFIT EXPENSES		**COST**
MEDICAL		$43,209
LIFE & AD & D		74
DISABILITY		0
DENTAL		311
OPTICAL		47
DRUG		1,666
MEDICAL ADM.		252
MENTAL HEALTH MANAGER		38
PPO		94
UM/DM		278
SUB TOTAL		$45,969

OPERATING EXPENSES		**COST**
ADMINISTRATION FEE		$674
ADMINISTRATION HIPAA		17
MISCELLANEOUS		1,554
SUB TOTAL		$2,245

TOTAL EXPENSES		**$48,214**

SURPLUS (DEFICIT)		**($22,015)**

AVERAGE INCOME		$546
AVERAGE EXPENSE		1,004
SURPLUS (DEFICIT)		**($458)**

THIRD QUARTER 2021
PLAN Y30 PART TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	$263.52	20	$16,074	
SHOPPERS 400	263.52	33	25,562	
SHOPPERS 400[1]	408.73	0	0	
COBRA		0	0	
TOTAL		**53**	**$41,636**	**$0**

BENEFIT EXPENSES		**COST**
MEDICAL		$26,469
LIFE & AD & D		320
DISABILITY		911
DENTAL		2,173
OPTICAL		391
DRUG		797
MEDICAL ADM.		1,839
MENTAL HEALTH MANAGER		325
PPO		787
UM/DM		2,296
SUB TOTAL		$36,308

OPERATING EXPENSES		**COST**
ADMINISTRATION FEE		$2,233
ADMINISTRATION HIPAA		55
MISCELLANEOUS		5,147
SUB TOTAL		$7,435

TOTAL EXPENSES		**$43,743**

SURPLUS (DEFICIT)		**($2,107)**

AVERAGE INCOME		$262
AVERAGE EXPENSE		275
SURPLUS (DEFICIT)		**($13)**

[1]Employee additional contribution is $145.21 for 1 or 2 dependents.

THIRD QUARTER 2021
PLAN Y40 PART TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	$36.46	116	$12,688	
SHOPPERS 400	36.46	159	17,392	
TOTAL		**275**	**$30,080**	**$0**

BENEFIT EXPENSES		**COST**
LIFE & AD & D		$207
DISABILITY		713
DENTAL		1,386
OPTICAL		251
SUB TOTAL		$2,557

OPERATING EXPENSES		**COST**
ADMINISTRATION FEE		$11,585
ADMINISTRATION HIPAA		284
MISCELLANEOUS		26,710
SUB TOTAL		$38,579

TOTAL EXPENSES		**$41,136**

SURPLUS (DEFICIT)		**($11,056)**

AVERAGE INCOME		$36
AVERAGE EXPENSE		50
SURPLUS (DEFICIT)		**($14)**

THIRD QUARTER 2021
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.	1	10	1	8	32	52
TOTAL INCOME	$1,464	$6,589	$519	$8,673	$0	$17,245

BENEFIT EXPENSES						COMBINED
MEDICAL	$94	$4,609	$0	$3,917	$14,457	$23,077
DENTAL	84	839	84	593	2,599	4,199
OPTICAL	14	135	14	74	433	670
DRUG	113	8,900	2,875	4,106	26,300	42,294
MEDICAL ADM.	44	489	0	222	1,290	2,045
MENTAL HEALTH MANAGER	8	75	0	8	218	309
EAP	0	0	0	3	0	3
UM/DM	0	0	0	0	0	0
TOTAL EXPENSES	$357	$15,047	$2,973	$8,923	$45,297	$72,597

SURPLUS (DEFICIT)	$1,107	($8,458)	($2,454)	($250)	($45,297)	($55,352)

AVERAGE INCOME	$488	$220	$173	$361	$0	$111
AVERAGE EXPENSE	119	502	991	372	472	465
SURPLUS (DEFICIT)	$369	($282)	($818)	($11)	($472)	($354)

THIRD QUARTER 2021
SHOPPERS RETIREES

INCOME	CO-PAY	CO-PAY	CO-PAY	COMBINED
RATE	$20.00	$40.00	$60.00	
NO OF EMP.	215	75	2	292
TOTAL INCOME	$12,920	$9,000	$360	$22,280

BENEFIT EXPENSES				COMBINED
MEDICAL	$146,312	$14,218	$47,798	$208,328
DENTAL	27,275	0	0	27,275
OPTICAL	4,181	0	0	4,181
DRUG	137,638	18,990	396	157,024
MEDICAL ADM.	4,790	519	1,112	6,421
MENTAL HEALTH MANAGER	818	85	188	1,091
PPO	38	0	19	57
UM/DM	54	113	222	389
TOTAL EXPENSES	$321,106	$33,925	$49,735	$404,766

SURPLUS (DEFICIT)	($308,186)	($24,925)	($49,375)	($382,486)

AVERAGE INCOME	$20	$40	$0	$25
AVERAGE EXPENSE	498	151	0	462
SURPLUS (DEFICIT)	($478)	($111)	$0	($437)

THIRD QUARTER 2021
SUPERVALU RETIREES

INCOME RATE	CO-PAY $20.00	CO-PAY $40.00	CO-PAY $60.00	COMBINED
NO OF EMP.	53	22	0	75
TOTAL INCOME	$3,160	$2,640	$0	$5,800

BENEFIT EXPENSES				COMBINED
MEDICAL	$40,809	$18,283	$0	$59,092
DENTAL	6,606	0	0	6,606
OPTICAL	1,015	0	0	1,015
DRUG	15,473	5,089	0	20,562
MEDICAL ADM.	460	237	0	697
MENTAL HEALTH MANAGER	78	38	0	116
PPO	6	0	0	6
UM/DM	0	56	0	56
TOTAL EXPENSES	$64,447	$23,703	$0	$88,150

SURPLUS (DEFICIT)	($61,287)	($21,063)	$0	($82,350)

AVERAGE INCOME	$20	$40	$0	$26
AVERAGE EXPENSE	405	359	0	392
SURPLUS (DEFICIT)	($385)	($319)	$0	($366)

THIRD QUARTER 2021

PRESCRIPTION REPORT

SCRIPTS PROCESSED	SCRIPT/ADM. COST	PHARMACY PAYMENT	TOTAL
10,945	$0	$1,078,489	$1,078,489

MISCELLANEOUS EXPENSES

CATEGORY		COST
ACCOUNTING		$23,690
ACTUARY & CONSULTING		31,299
ACCURINT		1
EDUCATIONAL FEES		1,176
INVESTMENT MANAGEMENT		2,605
LEGAL		47,494
MED/SURG/UCR UPDATE		3,964
PCORI & TR FEES		6,440
POSTAGE		1,355
PRINTING		3,202
TELEPHONE		572
TOTAL		**$121,798**

2021
QUARTERLY RECAP

	FIRST 2021	SECOND 2021	THIRD 2021	FOURTH 2021	TOTAL
CONTRIBUTIONS RECEIVED[1]	$2,171,113	$2,488,772	$2,678,629	$0	$7,338,514
CONTRIBUTIONS OUTSTANDING	0	0	0	0	0
RETIREE INCOME	43,736	44,006	45,325	0	133,067
INTEREST & DIVIDENDS	12,991	13,352	12,429	0	38,772
MISCELLANEOUS INCOME[2]	22,500	556	171	0	23,227
TOTAL INCOME	$2,250,340	$2,546,686	$2,736,554	$0	$7,533,580
EXPENSES					
MEDICAL	$1,702,105	$1,618,690	$2,268,056	$0	$5,588,851
LIFE & AD & D	10,398	10,174	9,997	0	30,569
DISABILITY	135,523	149,893	140,745	0	426,161
DENTAL	106,195	102,007	99,366	0	307,568
OPTICAL	10,649	10,227	9,939	0	30,815
DRUG	412,850	423,659	858,609	0	1,695,118
RETIREES	508,668	442,061	565,513	0	1,516,242
MEDICAL ADM.	44,001	42,251	41,198	0	127,450
MENTAL HEALTH MANAGER	10,439	9,165	11,882	0	31,486
EAP	1,203	1,165	1,141	0	3,509
PPO	18,696	17,847	17,578	0	54,121
UM/DM	47,159	44,224	51,293	0	142,676
SUBTOTAL	$3,007,886	$2,871,363	$4,075,317	$0	$9,954,566
OPERATING EXPENSE					
ADMINISTRATION	$55,738	$53,602	$52,828	$0	$162,168
ADMINISTRATION HIPAA	1,370	1,317	1,297	0	3,984
MISCELLANEOUS	77,860	116,168	121,797	0	315,825
SUBTOTAL	$134,968	$171,087	$175,922	$0	$481,977
TOTAL EXPENSES	$3,142,854	$3,042,450	$4,251,239	$0	$10,436,543
SURPLUS (DEFICIT)	($892,514)	($495,764)	($1,514,685)	$0	($2,902,963)
TOTAL PARTICIPANTS	1,260	1,267	1,254	0	1,260
FUND BALANCE	$6,492,999	$5,375,768	$4,348,425	$0	

[1]Board of Trustees approved Health and Welfare contribution credit taken for January - September 2021.

[2]First Quarter - Employer payment for Educational Funding.

[2]Second Quarter - VA Unclaimed Funds

[2]Third Quarter - Litigation Settlement

2020
QUARTERLY RECAP

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
CONTRIBUTIONS RECEIVED[1]	$481,600	$5,443,689	$2,926,597	$2,498,248	$11,350,134
CONTRIBUTIONS OUTSTANDING	0	0	0	0	0
RETIREE INCOME	44,910	47,636	42,156	47,122	181,824
INTEREST & DIVIDENDS	46,780	19,942	14,712	13,407	94,841
MISCELLANEOUS INCOME[2,3]	0	22,500	0	270	22,770
TOTAL INCOME	$573,290	$5,533,767	$2,983,465	$2,559,047	$11,649,569
EXPENSES					
MEDICAL	$2,696,149	$2,104,080	$2,240,902	$2,061,241	$9,102,372
LIFE & AD & D	15,919	11,879	10,797	10,681	49,276
DISABILITY	171,501	158,266	165,628	155,074	650,469
DENTAL	168,763	154,309	109,331	110,136	542,539
OPTICAL	16,536	16,195	11,009	10,795	54,535
DRUG	622,626	949,548	464,555	713,114	2,749,843
RETIREES	585,406	558,447	397,800	546,038	2,087,691
MEDICAL ADM.	67,032	65,534	45,101	43,718	221,385
MENTAL HEALTH MANAGER	53,803	30,694	14,478	19,202	118,177
EAP	1,877	1,843	1,225	1,226	6,171
PPO	29,913	29,571	22,806	19,380	101,670
UM/DM	49,691	55,225	42,713	39,988	187,617
SUBTOTAL	$4,479,216	$4,135,591	$3,526,345	$3,730,593	$15,871,745
OPERATING EXPENSE					
ADMINISTRATION	$87,937	$79,954	$83,986	$65,776	$317,653
ADMINISTRATION HIPAA	2,160	1,963	2,061	1,615	7,799
MISCELLANEOUS	101,497	161,002	87,141	96,721	446,361
SUBTOTAL	$191,594	$242,919	$173,188	$164,112	$771,813
TOTAL EXPENSES	$4,670,810	$4,378,510	$3,699,533	$3,894,705	$16,643,558
SURPLUS (DEFICIT)	($4,097,520)	$1,155,257	($716,068)	($1,335,658)	($4,993,989)
TOTAL PARTICIPANTS	1,871	2,164	1,343	1,324	1,676
FUND BALANCE	$8,405,567	$8,990,638	$8,240,852	$7,042,556	

[1]Board of Trustees approved Health and Welfare contribution credit taken for January - March and June - December 2020.

[2]Second Quarter - Employer payment for Educational Funding.

[3]Fourth Quarter - MD & VA Unclaimed Funds.

CONTRACT INFORMATION
MAINTENANCE OF BENEFITS
THIRD QUARTER 2021

CONTRACT EXP.	COMPANY	PLAN	RATES
04-30-20	ACE SUSHI	Y	$839.88
		Y	$347.41
		Y	$966.52
04-30-21	KELCO F.C.U.	JS	$920.73
Day to Day Extension	METRO/ BASICS/ SHOPPERS 27	Y	$1,032.82
		Y	$520.94
		Y	$1,476.99
		Y20	$590.09
		Y20	$280.94
		Y30	$545.82
		Y30	$263.52
		Y40	$36.46
10-28-23	SAFEWAY VALLEY	JSS-2	$1,488.72
Day to Day Extension	SHOPPERS FOOD 400	JSS-2	$1,852.56
		Y	$1,032.82
		Y	$520.94
		Y	$1,476.99
		Y20	$590.09
		Y20	$280.94
		Y30	$545.82
		Y30	$263.52
		Y40	$36.46
	UFCW LOCAL 400 TEMP	JSS2	$1,852.56
		Y	$1,032.82
		Y	$520.94
		Y30	$263.52

UFCW UNIONS AND PARTICIPATING EMPLOYERS HEALTH AND WELFARE FUND DELINQUENCY REPORT THIRD QUARTER 2021

THIRD QUARTER 2021
DELINQUENCY REPORT

PRIOR QUARTERS

NONE

CURRENT QUARTER

NONE

Work Snapshot 2021 Non-Food					
Function	*1st Quarter*	*2nd Quarter*	*3rd Quarter*	*4th Quarter*	*YTD*
Accident & Sickness Claims	45	34	31		**110**
Appeals	17	11	10		**38**
Participant Services Calls	3,625	3,187	2,984		**9,796**
COBRA Notices Mailed	21	660	29		**710**
Pension Apps Received	68	57	71		**196**
Pension Estimates Received	19	28	16		**63**
Medical Claims Processed	8,263	10,430	14,244		**32,937**
Communications Mailings Sent to Participants	1,646	19,263	1,847		**22,756**

SPECIAL PROJECTS 3Q:

1. COBRA Subsidy Expiration Mailing
2. COVID Experience and Tracking project

INVOICES

UFCW UNIONS & PARTICIPATING EMPLOYERS HEALTH AND WELFARE FUND

INVOICES

December 7, 2021

1. **CHERION**

9/27/2021	Retainer Services rendered through August 2021	$1,672.50
10/26/2021	Retainer Services rendered through September 2021	$1,672.50
11/17/2021	Retainer Services rendered through October 2021	$1,672.50

2. **CONFIDIO**

9/21/2021	UFCW UPE 2016-2017 Benefit Plan Audit	$45,000.00

3. **MORGAN, LEWIS, & BOCKIUS**

9/9/2021	For professional services rendered for the period ended 8/31/2021	$3,894.00
10/11/2021	For Professional Services rendered for the period ended 9/30/2021	$6,204.00
10/11/2021	Summary of services for the period ended 9/30/2021	$315.00
11/12/2021	Summary of Services for the period ended 10/31/2021 (Response to Auditor's Inquiries)	$135.00
11/12/2021	For Professional Services Rendered for the period of 10/31/2021	$5,720.00

4. **SEGAL CONSULTING**

9/30/2021	For professional consulting services rendered under retainer agreement for the period of 10/1/2021 through 10/31/2021	$5,333.33
9/30/2021	For professional consulting services rendered regarding discussion of transparency rules and mental health issues	$2,021.25
9/30/2021	For professional consulting services rendered regarding Dental RFP	$15,998.75
10/28/2021	For professional consulting services rendered under retainer agreement for the period of 11/1/2021 through 11/30/2021	$5,333.33
10/258/2021	For professional consulting services rendered regarding the Dental RFP	$4,875.00
11/29/2021	For professional consulting services rendered regarding discussion of transparency rules and mental health #424470	$2,020.00
11/29/2021	For professional consulting services rendered regarding SBC's #424469	$2,730.00
11/29/2021	For professional consulting services rendered under our	$5,333.33

	retainer agreement	

5. SEGAL BRYANT & HAMILL

10/6/2021	Management Fee for the period of 7/1/2021 through 9/30/2021	$1,044.63

6. SLEVIN & HART, P.C.

10/25/2021	For professional services rendered through 9/30/2021 #226910	$20,417.00
11/24/2021	For professional services rendered through 10/31/2021	$11,320.93

7. WITHUM

9/19/2021	For Professional Services rendered: Third progress billing for the audit of financial statements ended 12/31/2020	$13,390.00

NOTES