

**United Food and Commercial Workers
and Food Employers Labor Relations Association
Legal Benefits Fund**

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A G E N D A

December 17, 2025

- I. CALL TO ORDER**
- II. MINUTES - REGULAR MEETING – September 25, 2025** (Pg. 1-4)
- III. FINANCIAL REPORT**
 - A. PNC REPORT** (Pg. 5)
- IV. ATTORNEY’S REPORT**
- V. ADMINISTRATIVE MANAGER’S REPORT- 3Q2025** (Pg. 6-12)
- VI. INVOICES** (Pg.13)
- VII. OTHER FUND BUSINESS**
 - A. IFEBP Renewal**
- VIII. 2026 MEETING DATES & LOCATIONS**
- IX. ADJOURNMENT**

MINUTES

**United Food and Commercial Workers Unions
And Contributing Employers
Legal Benefits Fund**

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**MINUTES OF THE MEETING OF THE
BOARD OF TRUSTEES OF THE
UFCW UNIONS AND CONTRIBUTING EMPLOYERS
LEGAL BENEFITS FUND
VIA VIDEO CONFERENCE
SEPTEMBER 25, 2025
(DRAFT)**

The following Trustees were present:

UNION TRUSTEES

B. McKiver
T. Hipkins

EMPLOYER TRUSTEES

W. Seehafer - Chairperson
M. Lucki

Also present were:

B. Antoshak - Associated Administrators, LLC
M. Buckberg – Withum
J. Chorprenning – UFCW Local 27
A. Dietrich - Slevin & Hart, P.C.
M. Federici – UFCW Local 400
J. Herron - Associated Administrators, LLC
C. Hoffman – UFCW Local 400
M. Keadle - Withum
C. Murphy - Associated Administrators, LLC
S. Sanchez - Slevin & Hart, P.C.
A-M. Sims - Associated Administrators, LLC
M. Wilson – UFCW Local 400

I. CALL TO ORDER

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

II. MINUTES

The Trustees reviewed the minutes of the last regular meeting held on June 25, 2025, which were previously circulated and,

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 25, 2025, are approved as presented.

III. FINANCIAL REPORT

A. PNC Bank

Mr. Herron reviewed the financial report. The report indicated a market value of \$21,122 as of January 1, 2025. As of August 31, 2025, the balance was \$20,167.

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

RESOLVED, to approve the financial report as submitted.

B. AUDITOR'S REPORT

The Trustees welcomed Mr. Mark Buckberg and Mr. Matt Keadle from Withum to the meeting.

Financial Statement Year End 2024

Mr. Keadle presented the Financial Statements for the period ending December 31, 2024. He stated that Withum issued an unmodified opinion on the financial statements, confirming that they conform to generally accepted accounting principles.

Mr. Keadle reported that assets as of December 31, 2024, totaled \$41,020, and liabilities amounted to \$23,401, resulting in net assets available for benefits of \$17,619. Mr. Buckberg reviewed the Notes to Financial Statements, the Schedule of Assets Held for Investment Purposes, the Employer Contributions Schedule, and the Administrative Expenses Schedule.

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

RESOLVED, to delegate to Chair and Secretary the authority to approve and sign the final Form 5500.

IV. ATTORNEYS' REPORT

A. Cybersecurity Update

Ms. Sanchez reported on the cybersecurity addenda and questionnaires.

B. 2024 Financial Statement Draft Review

Ms. Sanchez reported on the 2024 proposed audited financial statements.

V. ADMINISTRATIVE MANAGER'S REPORT

A. Second Quarter 2025

Mr. Herron reviewed the Administrative Manager's report for the Second Quarter of 2025, which was previously circulated. The report showed income of \$56,134 and expenses of \$64,859, resulting in a deficit of \$8,725 for the quarter. Mr. Herron also noted that contributions were made on behalf of 760 Plan participants during the quarter.

Mr. Herron reported that there were no delinquencies for the second quarter of 2025.

B. Invoices

Mr. Herron presented a list of invoices dated September 25, 2025. He noted no additions, deletions, or changes to the list.

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

RESOLVED, that the invoices on the list dated September 25, 2025, are approved for payment.

VI. 2025 MEETING DATES

The next regular Board meeting is scheduled for December 17, 2025, via Zoom.

VII. ADJOURNMENT

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

Respectfully Submitted,

Tom Hipkins, Secretary

FINANCIAL REPORTS

UFCW & Contributing Employers Legal Benefits Fund

SUMMARY OF ACTIVITY

JANUARY 01, 2025 to NOVEMBER 30, 2025

<u>Item</u>	<u>Amount</u>
Market Value 01/01/2025	21,122
Earnings	309
Receipts	203,448
Disbursements	(202,973)
Market Value 11/30/2025	21,906

PNC BANK

ADMINISTRATIVE MANAGER'S REPORT

**UFCW UNIONS AND CONTRIBUTING
EMPLOYERS LEGAL BENEFITS FUND
THIRD QUARTER 2025**

ADMINISTRATIVE MANAGER'S REPORT

THIRD QUARTER 2025 CONTRIBUTIONS

<u>COMPANY</u>	<u>RATE</u>	<u>CONTRACT</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>
SHOPPERS	\$28.84	MOB	399	\$34,550
SHOPPERS ¹	19.57	MOB	288	16,890
UFCW LOCAL 400 ²	28.84	MOB	18	1,404
UFCW LOCAL 400 ^{1,2}	19.57	MOB	29	1,144

TOTAL			734	\$53,988
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AVERAGE MONTHLY CONTRIBUTION \$24.58

¹EMPLOYEES HIRED ON OR AFTER JANUARY 1, 2014

²INCLUDES CREDIT OF \$731.52

THIRD QUARTER 2025 EXPENSES

PROVIDER

	<u>AMOUNT</u>		<u>AVERAGE MONTHLY COST</u>		<u>PERCENTAGE</u>
AKMAN & ASSOCIATES	\$46,524		\$21.128		81.96%
SUBTOTAL	\$46,524		\$21.128		81.96%

OPERATING EXPENSES

	<u>AMOUNT</u>		<u>AVERAGE MONTHLY COST</u>		<u>PERCENTAGE</u>
ADMINISTRATION	\$4,034		\$1.832		7.107%
ACCOUNTING	3,375		1.533		5.946%
INVESTMENT MGMT	63		0.029		0.111%
LEGAL	2,749		1.248		4.843%
PRINTING	18		0.008		0.032%
SUBTOTAL	\$10,239		\$4.650		18.04%
TOTAL	\$56,763		\$25.778		100.00%

THIRD QUARTER 2025 QUARTERLY RECAP

	<u>FIRST 2025</u>	<u>SECOND 2025</u>	<u>THIRD 2025</u>	<u>FOURTH 2025</u>	<u>TOTAL</u>
EMPLOYER CONTRIB	\$57,225	\$56,032	\$53,988		\$167,245
EMPLOYEE CONTRIB	0	0	0		0
INTEREST/DIVIDENDS	91	102	63		256
TOTAL INCOME	\$57,316	\$56,134	\$54,051	\$0	\$167,501
EXPENSES					
PROVIDERS	\$44,188	\$47,775	\$46,524		\$138,487
OPERATING	11,048	17,084	10,239		38,371
TOTAL EXPENSES	\$55,236	\$64,859	\$56,763	\$0	\$176,858
TOTAL INCOME	\$57,316	\$56,134	\$54,051	\$0	\$167,501
TOTAL EXPENSES	\$55,236	\$64,859	\$56,763	\$0	\$176,858
SURPLUS (DEFICIT)	\$2,080	(\$8,725)	(\$2,712)	\$0	(\$9,357)
AVERAGE INCOME	\$24.59	\$24.62	\$24.55	\$0.00	\$24.59
AVERAGE EXPENSES	\$23.70	\$28.45	\$25.78	\$0.00	\$25.98
SURPLUS (DEFICIT)	\$0.89	(\$3.83)	(\$1.23)	\$0.00	(\$1.39)
PARTICIPANTS	777	760	734		757
FUND RESERVE	\$5,219	\$18,853	\$700		

2024 QUARTERLY RECAP

FIRST 2024 SECOND 2024 THIRD 2024 FOURTH 2024 TOTAL

EMPLOYER CONTRIB	\$51,846	\$52,833	\$52,862	\$54,590	\$212,131
EMPLOYEE CONTRIB	0	0	0	0	0
INTEREST/DIVIDENDS	52	77	116	49	294

TOTAL INCOME	\$51,898	\$52,910	\$52,978	\$54,639	\$212,425
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EXPENSES

PROVIDERS	\$38,628	\$40,355	\$42,501	\$42,523	\$164,007
OPERATING	8,535	9,607	16,338	9,006	43,486

TOTAL EXPENSES	\$47,163	\$49,962	\$58,839	\$51,529	\$207,493
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TOTAL INCOME	\$51,898	\$52,910	\$52,978	\$54,639	\$212,425
TOTAL EXPENSES	\$47,163	\$49,962	\$58,839	\$51,529	\$207,493

SURPLUS (DEFICIT)	\$4,735	\$2,948	(\$5,861)	\$3,110	\$4,932
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AVERAGE INCOME	\$24.75	\$24.43	\$24.39	\$24.16	\$24.43
AVERAGE EXPENSES	\$22.49	\$23.07	\$27.09	\$22.78	\$23.86

SURPLUS (DEFICIT)	\$2.26	\$1.36	(\$2.70)	\$1.38	\$0.57
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PARTICIPANTS	699	722	724	754	725
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FUND RESERVE	\$568	\$5,872	\$1,764	\$21,094	
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THIRD QUARTER 2025
UTILIZATION

AKMAN & ASSOCIATES

CODE	TYPE	CASES* OPEN	ATTORNEY HOURS	PARALEGAL HOURS	SURCHG.
01	FAMILY	11	62.45	52.30	
02	PROBATE	4	14.40	17.05	
03	WILL	9	27.35	25.90	
04	NEGLIGENCE	4	16.30	20.25	
05	REAL ESTATE	4	15.80	10.90	
06	CONSUMER	18	75.60	67.40	
07	CRIMINAL	3	22.10	5.10	
08	TRAFFIC	5	31.40	6.25	
09	LANDLORD/TENANT	4	15.70	9.35	
10	ADMINISTRATIVE	5	17.00	9.20	
11	IMMIGRATION	0	0.00	0.00	
12	MISCELLANEOUS	0	0.00	0.00	
13	WORKER'S COMP.	0	0.00	0.00	
14	JUVENILE	2	9.80	2.55	
15	CIVIL LITIGATION	0	0.00	0.00	
16	T CASES	0	0.00	0.00	
TOTAL		69	307.90	226.25	\$0

ALL HOURS	534.15
ADJUSTED HOURS	421.03
PAYMENT	\$46,524
COST PER HOUR	\$110.50

* CASES OPEN DURING QUARTER. HOURS REFLECT NEWLY OPENED CASES AND PRIOR CASES.

THIRD QUARTER 2025 DELINQUENCIES

None

INVOICES

UFCW UNIONS AND CONTRIBUTING EMPLOYERS
LEGAL BENEFITS FUND

INVOICES

December 17, 2025

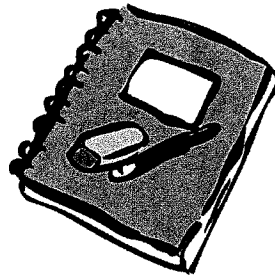
1. SLEVIN & HART, P.C.

9/30/2025	For professional services rendered through 8-31-2025. #239628	\$158.50
10/31/2025	For professional services rendered through 9-30-2025 #239855	\$968.00
11/30/2025	For professional services rendered through 10-31-2025 #240126	\$786.00

2. WITHUM

10/12/2025	Fourth progress billing in connection with the 2024 Multiemployer Benefit Plan Audit and data security and technology #1517780	\$1,664.00
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OTHER FUND BUSINESS



MEETING NOTES

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