

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

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A G E N D A

March 26, 2026

- I. CALL TO ORDER**
- II. MINUTES - REGULAR MEETING – December 17, 2025** (Pg. 1-5)
- III. FINANCIAL REPORT** (Pg. 6)
 - A. PNC REPORT**
- IV. AKMAN & ASSOCIATES**
 - A. 2025 Report Presentation**
- V. ATTORNEY’S REPORT**
- VI. ADMINISTRATIVE MANAGER’S REPORT- 4Q2025** (Pg. 7-13)
- VII. INVOICES** (Pg. 14)
- VIII. OTHER FUND BUSINESS**
 - A. Fiduciary Liability Renewal**
- IX. MEETING DATE & LOCATION – June 23, 2026, Zoom**
- X. 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
DECEMBER 17, 2025
(DRAFT)**

The following Trustees were present:

UNION TRUSTEES

B. McKiver

EMPLOYER TRUSTEES

W. Seehafer - Chairperson

Also present were:

J. Chorprenning – UFCW Local 27
A. Dietrich - Slevin & Hart, P.C.
G. Dufault – UNFI
M. Federici – UFCW Local 400
J. Herron - Associated Administrators, LLC
C. Hoffman – UFCW Local 400
J. Ianniello - Associated Administrators, LLC
C. Murphy - Associated Administrators, LLC
J. Nesse – Management Guidance, LLP
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 September 25, 2025, which had been 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 September 25, 2025, are approved as presented.

III. FINANCIAL REPORT

A. PNC Bank

Mr. Ianniello reviewed the financial report. The report indicated a market value of \$21,122 as of January 1, 2025. As of November 30, 2025, the balance was \$21,906.

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

RESOLVED, to approve the financial report as submitted.

IV. ATTORNEYS' REPORT

A. Cybersecurity Update

Ms. Sanchez reported on the cybersecurity addenda and questionnaires.

B. 5500 and Summary Annual Report

Ms. Sanchez reported on the Form 5500 and the Summary Annual Report.

V. ADMINISTRATIVE MANAGER'S REPORT

A. Third Quarter 2025

Mr. Ianniello reviewed the Administrative Manager's report for the Third Quarter of 2025, which had been previously circulated. The report showed income of \$54,051 and expenses of \$56,763, resulting in a \$2,712 deficit for the quarter. Mr. Ianniello also noted that contributions were made on behalf of 734 Plan participants during the quarter.

Mr. Ianniello reported no delinquencies for the third quarter of 2025.

B. Invoices

Mr. Ianniello presented a list of invoices dated December 17, 2025. He reported 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 December 17, 2025, are approved for payment.

VI. OTHER FUND BUSINESS

A. Cost Sharing

The Trustees discussed cost sharing between the Legal Fund, the UFCW Unions and Participating Employers Health and Welfare Fund and the UFCW Unions and Participating Employers Pension Fund regarding shared expenses (e.g. insurance policies; payroll audits; IFEBP membership). Mr. Ianniello stated that currently, the Funds split such shared expenses as follows: 40% to the Pension Fund, 40% to the Health and Welfare Fund, and 20% to the Legal Fund. After discussion regarding the needs of each Fund,

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

RESOLVED, to update the cost sharing arrangement between the Pension Fund, the Health and Welfare Fund and the Legal Fund as follows: 45% payable by the Pension Fund, 45% payable by the Health & Welfare Fund, and 10% payable by the Legal Fund.

A. IFEBP Renewal

Mr. Ianniello presented the IFEBP membership renewal.

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

RESOLVED, to renew the Fund's membership with IFEBP for a total of \$1,900.00, with the cost shared among the Pension, Health & Welfare, and Legal Funds as directed by the Boards of each Fund.

B. Payroll Audit

Mr. Ianniello reviewed Withum's payroll audit proposal. In the proposal, Withum suggests an audit of Shoppers/Metro in 2026, covering the 2025 Plan year, and audits of the remaining employers in 2027, covering the 2026 Plan year. The Trustees asked that Withum submit a new proposal with fees reflecting an extended audit period beyond one year.

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

RESOLVED, to delegate to the Chairman and the Secretary the authority to approve Withum's payroll audit proposal upon receipt of the updated proposal.

VII. 2026 MEETING DATES

After discussion, the Trustees selected the following dates and meeting locations for 2026:

March 26, 2026 – 10:00 a.m. – Virtual

June 23, 2026 – 10:00 a.m. – Virtual

September 3, 2026 – 10:00 a.m. - TBD

December 17, 2026 – 10:00 a.m. – TBD

VIII. 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, 2026 to FEBRUARY 27, 2026

<u>Item</u>	<u>Amount</u>
Market Value 01/01/2026	2,078
Earnings	32
Receipts	29,053
Disbursements	(30,156)
Market Value 2/27/2026	1,007

PNC BANK

ADMINISTRATIVE MANAGER'S REPORT

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

ADMINISTRATIVE MANAGER'S REPORT

FOURTH QUARTER 2025 CONTRIBUTIONS

<u>COMPANY</u>	<u>RATE</u>	<u>CONTRACT</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>
SHOPPERS	\$28.84	MOB	351	\$30,426
SHOPPERS ¹	19.57	MOB	234	13,738
UFCW LOCAL 400 ²	28.84	MOB	18	1,404
UFCW LOCAL 400 ^{1,2}	19.57	MOB	32	1,261

TOTAL			635	\$46,829
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AVERAGE MONTHLY CONTRIBUTION \$24.58

¹EMPLOYEES HIRED ON OR AFTER JANUARY 1, 2014

²INCLUDES CREDIT OF \$ 790.65

FOURTH QUARTER 2025 EXPENSES

PROVIDER

	<u>AMOUNT</u>		<u>AVERAGE MONTHLY COST</u>		<u>PERCENTAGE</u>
AKMAN & ASSOCIATES	\$36,876		\$19.357		79.95%
SUBTOTAL	\$36,876		\$19.357		79.95%

OPERATING EXPENSES

	<u>AMOUNT</u>		<u>AVERAGE MONTHLY COST</u>		<u>PERCENTAGE</u>
ADMINISTRATION	\$3,491		\$1.833		7.569%
ACCOUNTING	5,200		2.730		11.275%
IFEBP	190		0.100		0.412%
INVESTMENT MGMT	63		0.033		0.137%
LEGAL	159		0.083		0.345%
PRINTING	142		0.075		0.308%
SUBTOTAL	\$9,245		\$4.854		20.05%
TOTAL	\$46,121		\$24.211		100.00%

FOURTH 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	\$46,829	\$214,074
EMPLOYEE CONTRIB	0	0	0	0	0
INTEREST/DIVIDENDS	91	102	63	82	338
TOTAL INCOME	\$57,316	\$56,134	\$54,051	\$46,911	\$214,412
EXPENSES					
PROVIDERS	\$44,188	\$47,775	\$46,524	\$36,876	\$175,363
OPERATING	11,048	17,084	10,239	9,245	47,616
TOTAL EXPENSES	\$55,236	\$64,859	\$56,763	\$46,121	\$222,979
TOTAL INCOME	\$57,316	\$56,134	\$54,051	\$46,911	\$214,412
TOTAL EXPENSES	\$55,236	\$64,859	\$56,763	\$46,121	\$222,979
SURPLUS (DEFICIT)	\$2,080	(\$8,725)	(\$2,712)	\$790	(\$8,567)
AVERAGE INCOME	\$24.59	\$24.62	\$24.55	\$24.63	\$24.60
AVERAGE EXPENSES	\$23.70	\$28.45	\$25.78	\$24.21	\$25.54
SURPLUS (DEFICIT)	\$0.89	(\$3.83)	(\$1.23)	\$0.42	(\$0.94)
PARTICIPANTS	777	760	734	635	727
FUND RESERVE	\$5,219	\$18,853	\$700	\$2,056	

2024 - QUARTERLY RECAP

	<u>FIRST 2024</u>	<u>SECOND 2024</u>	<u>THIRD 2024</u>	<u>FOURTH 2024</u>	<u>TOTAL</u>
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
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
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
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
PARTICIPANTS	699	722	724	754	725
FUND RESERVE	\$568	\$5,872	\$1,764	\$21,094	

FOURTH QUARTER 2025 UTILIZATION

AKMAN & ASSOCIATES

CODE	TYPE	CASES* OPEN	ATTORNEY HOURS	PARALEGAL HOURS	SURCHG.
01	FAMILY	4	19.85	14.35	
02	PROBATE	5	25.25	33.60	
03	WILL	6	19.95	17.20	
04	NEGLIGENCE	5	15.00	21.85	
05	REAL ESTATE	2	7.10	4.95	
06	CONSUMER	13	47.90	42.85	
07	CRIMINAL	4	17.65	4.20	
08	TRAFFIC	6	40.10	16.25	
09	LANDLORD/TENANT	2	7.90	5.80	
10	ADMINISTRATIVE	4	17.55	15.65	
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	15.85	4.70	
15	CIVIL LITIGATION	0	0.00	0.00	
16	T CASES	0	0.00	0.00	
TOTAL		53	234.10	181.40	\$0

ALL HOURS	415.50
ADJUSTED HOURS	324.80
PAYMENT	\$36,876
COST PER HOUR	\$113.53

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

FOURTH QUARTER 2025 DELINQUENCIES

None

INVOICES

UFCW UNIONS AND CONTRIBUTING EMPLOYERS
LEGAL BENEFITS FUND

INVOICES

March 26, 2026

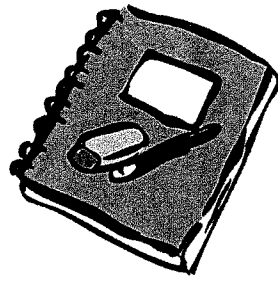
1. INTERNATIONAL FOUNATION OF

12/30/2025	Annual membership dues for the period of 1-1-2026 through 12-31-2026 #846417-Z7Q5P7	\$190.00
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2. SLEVIN & HART, P.C.

12/29/2025	For professional services rendered through 11-30-2025 #240274	\$387.50
1/31/2026	For professional services rendered through 12-31-2025 #240636	\$410.50
2/27/2026	For professional services rendered through 1-31-2026 #240830	\$401.00

OTHER FUND BUSINESS



MEETING NOTES

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