

UFCW & FELRA SEVERANCE FUND

AGENDA

DECEMBER 14, 2020

- I. CALL TO ORDER**
- II. MINUTES (pg. 1 - 6)**
 - A. REGULAR MEETING - OCTOBER 22, 2020**
 - B. APPEALS COMMITTEE MEETING - OCTOBER 14, 2020**
 - C. APPEALS COMMITTEE MEETING – NOVEMBER 5, 2020**
- III. FINANCIAL REPORT (pg. 7)**
 - A. PNC REPORT**
- IV. ACTUARY'S REPORT**
- V. ATTORNEYS' REPORT**
- VI. ADMINISTRATIVE MANAGER'S REPORT - (3Q20) (pg. 8 - 29)**
- VII. INVOICES (pg. 30)**
- VIII. OTHER FUND BUSINESS**
 - A. MISCELLANEOUS CORRESPONDENCE**
- IX. 2021 MEETING DATES AND LOCATIONS**
- X. ADJOURNMENT**

MINUTES

**United Food and Commercial Workers
and Food Employers Labor Relations Association
Severance Plan**

911 Ridgebrook Road
Sparks, Maryland 21152-9451
Telephone: (410) 683-6500
(800) 638-2972
www.associated-admin.com

*A Program of the
FELRA and UFCW
VEBA Fund*

8400 Corporate Drive, Suite 430
Landover, Maryland 20785-2361
Telephone: (301) 459-3020
(800) 638-2972
www.associated-admin.com

**MINUTES OF THE MEETING OF THE COMMITTEE MEMBERS
OF THE UFCW & FELRA SEVERANCE FUND
HELD VIA VIDEO CONFERENCE
OCTOBER 22, 2020**

The following Committee Members were present:

Union Committee Members

T. Hipkins - Chairman
J. Hack
N. Hill
C. Hoffmann
M. Wilson

Employer Committee Members

J. Paradis
D. Dosenbach
M. Goble

Also present were:

Y. Anwar - UFCW Local 400
J. Chorpenning - UFCW Local 27
L. DuVall - Associated Administrators, LLC
M. Federici - UFCW Local 400
A. Hanson - UFCW Local 400
J. Harrison - UFCW Local 27
N. Jacobs - UFCW Local 400
D. Jensen - Associated Administrators, LLC
M. Kreps - Groom Law Group
C. Mietlicki - Cheiron
C. McDonough - Investment Performance Services
R. McKnight - Associated Administrators, LLC
C. Murphy - Associated Administrators, LLC
J. Nazario - UFCW Local 27
S. Sanchez - Slevin & Hart, P.C.
R. Sichel - Investment Performance Services
A. Sims - Associated Administrators, LLC
B. Slevin - Slevin & Hart, P.C.
L. Walsh - Associated Administrators, LLC

I. CALL TO ORDER

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

A. Resignation of Committee Member

Ms. DuVall reported that the Fund office had received notification from Committee Member Ridore stating that she had resigned from her position at Safeway and likewise was resigning as a Committee Member effective September 11, 2020.

II. MINUTES

The Committee Members reviewed the minutes of the last regular meeting held on July 23, 2020, which were pre-circulated.

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

RESOLVED, that the minutes of the regular meeting held on July 23, 2020 are approved as presented.

III. FINANCIAL REPORT

A. PNC Bank

Ms. DuVall reviewed the PNC Summary of Activity Report for the period January 1, 2020 through September 30, 2020. Such report indicated a beginning market value of \$3,073,877, earnings of \$71,014, receipts of \$3,936,472 and disbursements of \$3,166,663, producing an ending market value of \$3,914,700 as of September 30, 2020.

B. Investment Performance Services ("IPS")

The Committee Members welcomed Mr. Rich Sichel and Mr. Chris McDonough of IPS to the meeting.

1. Master Consulting Report – June 30, 2020

Mr. Sichel presented the Master Consulting Report for the quarter ending June 30, 2020. Such report indicated a beginning market value of \$2,103,368, net cash flow of \$284,624, and a net investment change of \$43,832, resulting in an ending market value of \$2,431,824 for the period ending June 30, 2020. The year-to-date performance was 2.9% through June 30, 2020, gross of fees.

2. Preliminary Performance Update – August 31, 2020

Mr. Sichel reviewed the Preliminary Performance Report for the period ending August 31, 2020. Such report indicated a beginning market value of \$4,362,180, net cash flow of negative \$42,531, and net investment increase of \$177, resulting in an ending market value of \$4,319,826. The year-to-date performance through August 31, 2020 was 3.0 %, gross of fees.

The Committee Members thanked the representatives of IPS for their report and they were excused from the meeting.

IV. ACTUARY'S REPORT

A. 2018 Actuarial Valuation

The Committee Members welcomed Mr. Chris Mietlicki of Cheiron to the meeting. Mr. Mietlicki reviewed the January 1, 2020 actuarial valuation. Mr. Mietlicki noted that there were currently 4,570 active participants. The market value of assets as of January 1, 2020 was \$3,071,977. The present value of future benefits was \$38,597,188. The present value of future employer contributions was \$72,208, which resulted in a deficit of \$35,453,003. The Severance Plan experienced an actuarial gain of \$213,460.

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

V. ATTORNEY'S REPORT

A. Department of Labor ("DOL")

Ms. Sanchez reported on the DOL's investigation of the Fund.

B. District of Columbia Paid Leave Act – Tax Division

Ms. Sanchez reported on correspondence received from the D.C. government regarding paid leave taxes.

VI. ADMINISTRATIVE MANAGER'S REPORT

A. Second Quarter 2020 Report

Ms. DuVall presented the Administrative Manager's Second Quarter 2020 Report. Such report indicated contribution income of \$998,084, interest income of \$8,453 and miscellaneous income of \$468,032, producing a total income of \$1,474,569. Total expenses were \$920,257, producing a

surplus of \$554,312 for the quarter. She noted that hours were recorded on behalf of 18 active Plan participants.

Ms. DuVall reviewed the severance applications contained in the Administrative Manager's Second Quarter 2020 Report.

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

RESOLVED, that the Severance applications contained in the Administrative Manager's Second Quarter 2020 Report are recommended for payment.

VII. INVOICES

Ms. DuVall presented a list of invoices dated October 22, 2020. It was noted there were no additions, deletions or changes to the list.

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

RESOLVED, that the invoices on the list dated October 22, 2020 are recommended for approval as presented.

VIII. NEXT MEETING DATE AND LOCATION

The Committee Members noted that the next meeting was scheduled for December 14, 2020 via video conference, immediately following the meetings of the FELRA and UFCW Pension Fund and the Mid-Atlantic UFCW and Participating Employers Pension Fund.

X. ADJOURNMENT

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

Respectfully Submitted,

Linda DuVall

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**United Food and Commercial Workers
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**APPEALS EMAILED TO THE APPEALS SUBCOMMITTEE
OF THE UFCW & FELRA SEVERANCE PLAN ON OCTOBER 14, 2020
AND RESOLVED VIA EMAIL**

The following committee members made determinations on the appeals:

UNION

T. Hipkins

EMPLOYER

M. Goble

Also present was:

C. Brown – Associated Administrators, LLC

APPEALS

The following appeal was reviewed by the Trustees:

Local 27 Severance Appeal – September 2020

Code	Issue	Decision
S20/101-4773	Severance Benefit Amount (Super Fresh Settlement)	Denied

There were no Local 400 severance appeals presented in September 2020.

Respectfully submitted,

Chris Brown, Appeals Supervisor

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**APPEALS EMAILED TO THE APPEALS SUBCOMMITTEE
OF THE UFCW & FELRA SEVERANCE PLAN ON NOVEMBER 5, 2020
AND RESOLVED VIA EMAIL**

The following committee members made determinations on the appeals:

UNION

Y. Anwar

EMPLOYER

M. Goble

Also present was:

C. Brown – Associated Administrators, LLC

APPEALS

The following appeals were reviewed by the Trustees:

Local 400 – October 2020

Code	Issue	Decision
S20/102-2987	Late Application	Denied
S20/103-4161	Not Eligible	Denied

There were no Local 27 severance appeals presented in October 2020.

Respectfully submitted,

Chris Brown, Appeals Supervisor

FINANCIAL REPORT

UFCW & FELRA VEBA SEVERANCE FUND
SUMMARY OF ACTIVITY
JANUARY 1, 2020 to SEPTEMBER 30, 2020

<u>Item</u>	<u>Amount</u>
Market Value 01/01/2020	\$3,073,877
Earnings	\$71,014
Receipts	\$3,936,472
Disbursements	(\$3,166,663)
Market Value 9/30/2020	\$3,914,700

PNC BANK, NA

ADMINISTRATIVE MANAGER'S REPORT

*UFCW & FELRA
SEVERANCE FUND
THIRD QUARTER 2020*

ADMINISTRATIVE MANAGER'S REPORT

FULL TIME
THIRD QUARTER 2020
CONTRIBUTIONS

<u>COMPANY</u>	<u>RATE</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>	<u>HOURS</u>
FOOD-A-RAMA	\$0.10	2	\$146	1,461
GIANT	\$0.35	0	0	0
GIANT - NEW HIRE	\$0.10	0	0	0
SAFEWAY	\$0.35	0	0	0
SAFEWAY - NEW HIRE	\$0.10	0	0	0
LOCAL 27 STAFF	\$0.35	0	0	0
LOCAL 400 STAFF	\$0.35	6	0	2,700
LOCAL 400 STAFF	\$0.35	5	798	2,280
CHESSIE F.C.U.	\$0.25	1	159	636
WEPCO F.C.U.	\$0.25	2	227	908
TOTAL		16	\$1,330	7,985

AVG. HOURLY CONTRIBUTION

\$0.167

AVG. HOURS PER MEMBER PER MONTH

166.35

FULL TIME
THIRD QUARTER 2020
EXPENSES

BENEFIT ELIGIBILITY

TERMINATED	69
ELIGIBLE	46
NON-ELIGIBLE	23

BENEFIT DISTRIBUTION

PRIOR SERVICE	CONTRIBUTIONS	CASH BONUS	TOTAL
\$8,394	\$633,886	\$85,023	\$727,303

PAYMENT OPTIONS

LUMP SUM	ANNUITY	PAID UP LIFE	CONVERSION
\$727,303	\$0	\$0	\$0

BALANCE OF DEATH BENEFIT

GROSS	FEDERAL TAX	STATE TAX	NET TOTAL
\$0	\$0	\$0	\$0

EXPENSES

CATEGORY	AMOUNT
BENEFIT DISTRIBUTION	\$727,303
BALANCE OF DEATH BENEFIT	0
FICA	55,639
FUTA	1,082
STATE UNEMP TAX	63
GROUP INSURANCE	11,070
ADMINISTRATION	31,409
MISCELLANEOUS	20,598

TOTAL	\$847,164
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MISCELLANEOUS

CATEGORY	AMOUNT
ACTUARIAL	\$15,756
BANK FEE	98
LEGAL	4,289
POSTAGE & PRINTING	429
TELEPHONE	26

TOTAL	\$20,598
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FULL TIME *
APPLICATIONS SUBMITTED FOR APPROVAL
THIRD QUARTER 2020

<u>NAME</u>	<u>TOTAL YEARS</u>	<u>TOTAL BENEFIT</u>
ANDERSON, YVETTE	32	\$4,637.49
ATKINSON, SHIRLEY	38	\$9,638.69
BOGLEY, ALICIA	33	\$8,114.72
BOSWELL, JEFFREY	43	\$41,742.78
BRUCKEY, JILL	39	\$24,209.28
CAIN, NORMAN	35	\$10,541.29
CARTER, CHERYL	23	\$5,718.36
CHICKADEL, FRANCIS	12	\$3,744.64
CLOPEIN, ELLEN	29	\$5,458.16
CRUZ, MAURICIO	35	\$8,822.97
DENHOLM, MICHAEL	30	\$5,144.05
EVANS, VALERIE	21	\$3,631.09
FARMER, ANGELINA	31	\$7,765.31
FLETCHER, LAWAN	35	\$6,955.65
GRAHAM, CHRISTOPHER	20	\$4,017.59
HARLEY, AMELIA	22	\$4,064.94
HARMEL, ROBIN	25	\$4,171.01
HAUF, JOSEPH	44	\$44,679.07
HEMMING, KIMBERLY	27	\$4,404.41
HENDERSON, PEARL	25	\$5,063.48
HEWITT, ROSS	38	\$33,160.13
HUMPHRIES, CHAD	29	\$5,537.22
JAMISON, DIANE	34	\$7,552.26
JESTER, DONALD	49	\$45,920.48
JONES, ROBERT	43	\$43,143.45
LANTZ, GREGORY	36	\$9,691.99
LATNEY, JAN	39	\$34,443.12
LINEWEAVER, TIMOTHY	38	\$36,918.62
MEDFORD, CHERYL	27	\$3,832.84
MORRIS, DENNIS	30	\$7,196.93
NAYLOR, RICKY	35	\$10,196.37
NGUYEN, HOC	24	\$5,444.34
PHUNG, SANG	24	\$3,741.93
RIGGS, KEITH	40	\$34,619.10
SAINI, BHUPINDER	33	\$8,266.90
SENSENI, DANA	44	\$45,290.91
SOUDER, SARAH	20	\$2,450.73
SPENCE, SANDRA	18	\$11,973.94
SPURRIER, MICHAEL	34	\$11,891.35
SUMMERS, CONNIE	31	\$6,639.24
THOMAS, DENNIS	48	\$50,166.88
THOMAS, PAUL	40	\$40,963.42

"PROPRIETARY INFORMATION: THIS REPORT BELONGS TO UFCW AND FELRA SEVERANCE FUND"

<u>NAME</u>	<u>TOTAL YEARS</u>	<u>TOTAL BENEFIT</u>
TUCK, DAVID	32	\$8,478.25
TYSON, JUDITH	34	\$7,706.07
WEBSTER, AARON	39	\$33,965.36
WOODWARD, CAROLINE	31	\$5,585.72

\$727,302.53

* Status based on FT/PT status at time of termination.
May not reflect status during entire career.

FULL TIME
APPLICATIONS SUBMITTED FOR APPROVAL
THAT HAVE SERVICE IN EXCESS OF 20 YEARS
THIRD QUARTER 2020

<u>NAME</u>	<u>YEARS OVER</u>	<u>REG. BENEFIT</u>	<u>ADD. BENEFIT</u>	<u>TOTAL BENEFIT</u>
ANDERSON, YVETTE	12	\$4,034.19	\$603.30	\$4,637.49
ATKINSON, SHIRLEY	18	\$7,249.04	\$2,389.65	\$9,638.69
BOGLEY, ALICIA	13	\$6,934.02	\$1,180.70	\$8,114.72
BOSWELL, JEFFREY	23	\$29,217.85	\$12,524.93	\$41,742.78
BRUCKEY, JILL	19	\$15,809.99	\$8,399.29	\$24,209.28
CAIN, NORMAN	15	\$8,500.54	\$2,040.75	\$10,541.29
CARTER, CHERYL	3	\$5,198.51	\$519.85	\$5,718.36
CLOPEIN, ELLEN	9	\$4,766.65	\$691.51	\$5,458.16
CRUZ, MAURICIO	15	\$7,178.57	\$1,644.40	\$8,822.97
DENHOLM, MICHAEL	10	\$4,644.55	\$499.50	\$5,144.05
EVANS, VALERIE	1	\$3,300.99	\$330.10	\$3,631.09
FARMER, ANGELIA	11	\$6,659.74	\$1,105.57	\$7,765.31
FLETCHER, LAWAN	15	\$5,350.19	\$1,605.46	\$6,955.65
HARLEY, AMELIA	2	\$3,695.40	\$369.54	\$4,064.94
HARMEL, ROBIN	5	\$3,791.83	\$379.18	\$4,171.01
HAUF, JOSEPH	24	\$30,170.15	\$14,508.92	\$44,679.07
HEMMING, KIMBERLY	7	\$4,253.01	\$151.40	\$4,404.41
HENDERSON, PEARL	5	\$4,603.16	\$460.32	\$5,063.48
HEWITT, ROSS	18	\$25,907.43	\$7,252.70	\$33,160.13
HUMPHRIES, CHAD	9	\$4,908.02	\$629.20	\$5,537.22
JAMISON, DIANE	14	\$6,356.96	\$1,195.30	\$7,552.26
JESTER, DONALD	29	\$31,011.04	\$14,909.44	\$45,920.48
JONES, ROBERT	23	\$30,629.76	\$12,513.69	\$43,143.45
LANTZ, GREGORY	16	\$7,834.96	\$1,857.03	\$9,691.99
LATNEY, JAN	19	\$25,594.64	\$8,848.48	\$34,443.12
LINEWEAVER, TIMOTHY	18	\$28,188.83	\$8,729.79	\$36,918.62
MEDFORD, CHERYL	7	\$3,545.54	\$287.30	\$3,832.84
MORRIS, DENNIS	10	\$6,342.80	\$854.13	\$7,196.93
NAYLOR, RICKY	15	\$8,243.31	\$1,953.06	\$10,196.37
NGUYEN, HOC	4	\$4,949.40	\$494.94	\$5,444.34
PHUNG, SANG	4	\$3,401.75	\$340.18	\$3,741.93
RIGGS, KEITH	20	\$24,872.94	\$9,746.16	\$34,619.10
SAINI, BHUPINDER	13	\$6,842.20	\$1,424.70	\$8,266.90
SENSENI, DANA	24	\$31,737.10	\$13,553.81	\$45,290.91
SPURRIER, MICHAEL	14	\$8,464.49	\$3,426.86	\$11,891.35
SUMMERS, CONNIE	11	\$5,817.40	\$821.84	\$6,639.24
THOMAS, DENNIS	28	\$33,724.82	\$16,442.06	\$50,166.88
THOMAS, PAUL	20	\$30,422.65	\$10,540.77	\$40,963.42
TUCK, DAVID	12	\$7,300.15	\$1,178.10	\$8,478.25
TYSON, JUDITH	14	\$6,480.92	\$1,225.15	\$7,706.07
WEBSTER, AARON	19	\$25,810.71	\$8,154.65	\$33,965.36

<u>NAME</u>	<u>YEARS OVER</u>	<u>REG. BENEFIT</u>	<u>ADD. BENEFIT</u>	<u>TOTAL BENEFIT</u>
WOODWARD, CAROLINE	11	\$5,002.80	\$582.92	\$5,585.72

\$528,749.00	\$176,366.63	\$705,115.63
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FULL TIME 2020 QUARTERLY RECAPS
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	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
CONTRIBUTIONS	\$1,638	\$1,432	\$1,330	\$0	\$4,400
MISC. INCOME	0	0	0	0	0

TOTAL INCOME	\$1,638	\$1,432	\$1,330	\$0	\$4,400
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EXPENSES

BENEFIT DISTRIBUTION	\$978,812	\$246,501	\$727,303	\$0	\$1,952,616
BALANCE OF DEATH BENEFIT	0	2,893	0	0	2,893
FICA	74,879	18,857	55,639	0	149,375
FUTA	841	1,029	1,082	0	2,952
STATE UNEMP TAX	276	179	63	0	518
GROUP INSURANCE	11,367	11,240	11,070	0	33,677
ADMINISTRATION	31,270	31,836	31,409	0	94,515
MISCELLANEOUS	15,184	33,593	20,598	0	69,375

TOTAL EXPENSES	\$1,112,629	\$346,128	\$847,164	\$0	\$2,305,921
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TOTAL INCOME	\$1,638	\$1,432	\$1,330	\$0	\$4,400
TOTAL EXPENSES	\$1,112,629	\$346,128	\$847,164	\$0	\$2,305,921
SURPLUS (DEF.)	(\$1,110,991)	(\$344,696)	(\$845,834)	\$0	(\$2,301,521)

AVG. HR. INC.	\$0.16	\$0.16	\$0.17	\$0.00	\$0.16
AVG. HR. EXP.	\$108.93	\$39.41	\$106.09	\$0.00	\$84.81
HR. SUR. (DEF.)	(\$108.77)	(\$39.25)	(\$105.92)	\$0.00	(\$84.650)

TOTAL PARTICIPANTS	22	18	16	0	19
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FULL TIME 2019 QUARTERLY RECAPS
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	FIRST 2019	SECOND 2019	THIRD 2019	FOURTH 2019	TOTAL
CONTRIBUTIONS	\$1,939	\$1,790	\$1,691	\$1,715	\$7,135
MISC. INCOME	0	0	0	0	0

TOTAL INCOME	\$1,939	\$1,790	\$1,691	\$1,715	\$7,135
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EXPENSES

BENEFIT DISTRIBUTION	\$795,507	\$509,491	\$252,017	\$1,145,085	\$2,702,100
BALANCE OF DEATH BENEFIT	0	1,964	22,786	84,479	1,964
FICA	60,856	38,976	19,279	87,599	206,710
FUTA	964	1,106	521	1,371	3,962
STATE UNEMP TAX	96	92	53	356	597
GROUP INSURANCE	12,218	12,049	11,747	11,528	47,542
ADMINISTRATION	32,459	32,987	32,211	31,685	129,342
MISCELLANEOUS	21,157	50,022	31,072	16,897	119,148

TOTAL EXPENSES	\$923,257	\$646,687	\$369,686	\$1,379,000	\$3,318,630
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TOTAL INCOME	\$1,939	\$1,790	\$1,691	\$1,715	\$7,135
TOTAL EXPENSES	\$923,257	\$646,687	\$369,686	\$1,379,000	\$3,318,630
SURPLUS (DEF.)	(\$921,318)	(\$644,897)	(\$367,995)	(\$1,377,285)	(\$3,311,495)

AVG. HR. INC.	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
AVG. HR. EXP.	\$73.70	\$54.41	\$31.89	\$117.97	\$69.49
HR. SUR. (DEF.)	(\$73.55)	(\$54.26)	(\$31.74)	(\$117.82)	(\$69.34)

TOTAL PARTICIPANTS	26	25	24	25	25
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PART TIME
THIRD QUARTER 2020
CONTRIBUTIONS

<u>COMPANY</u>	<u>RATE</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>	<u>HOURS</u>
FOOD-A-RAMA	\$0.10	0	\$0	0
GIANT	\$0.35	0	0	0
GIANT - NEW HIRE	\$0.10	0	0	0
GIANT - ADD - MEAT	\$0.25	0	0	0
SAFEWAY	\$0.35	0	0	0
SAFEWAY - ADD-MEAT	\$0.25	0	0	0
SAFEWAY - NEW HIRE	\$0.10	0	0	0
TOTAL		0	\$0	0

AVG. HOURLY CONTRIBUTION \$0.000

AVG. HOURS PER MEMBER PER MONTH 0.00

PART TIME
THIRD QUARTER 2020
EXPENSES

BENEFIT ELIGIBILITY

TERMINATED	33
ELIGIBLE	15
NON-ELIGIBLE	18

BENEFIT DISTRIBUTION

PRIOR SERVICE	CONTRIBUTIONS	CASH BONUS	TOTAL
\$0	\$85,017	\$15,972	\$100,989

PAYMENT OPTIONS

LUMP SUM	ANNUITY	PAID UP LIFE	CONVERSION
\$100,989	\$0	\$0	\$0

BALANCE OF DEATH BENEFIT

GROSS	FEDERAL TAX	STATE TAX	NET TOTAL
\$0	\$0	\$0	\$0

EXPENSES

CATEGORY	AMOUNT
BENEFIT DISTRIBUTION	\$100,989
BALANCE OF DEATH BENEFIT	0
FICA	7,726
FUTA	1,082
STATE UNEMP TAX	63
GROUP INSURANCE	2,316
ADMINISTRATION	14,760
MISCELLANEOUS	20,598

TOTAL	\$147,534
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MISCELLANEOUS

CATEGORY	AMOUNT
ACTUARIAL	\$15,756
BANK BEE	98
LEGAL	4,289
POSTAGE & PRINTING	429
TELEPHONE	26

TOTAL	\$20,598
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PART TIME *
APPLICATIONS SUBMITTED FOR APPROVAL
THIRD QUARTER 2020

<u>NAME</u>	<u>TOTAL YEARS</u>	<u>TOTAL BENEFIT</u>
ALBERTELLA, ELIZABETH	26	\$2,769.42
BRAKEBILL, LARRY	32	\$5,987.14
DE'ATLEY, ROBERT	35	\$7,680.27
DESSEL, CHERYL	38	\$18,857.98
DODSON, CHARLES	26	\$5,208.17
FORD, PATRICIA	23	\$3,312.71
FRESE, CYNTHIA	30	\$4,690.79
KELLER, LINDA	37	\$5,776.67
MAZZUCA, LINDA	33	\$6,412.55
OWUSU, KENNETH	29	\$7,664.27
PROPPS, ELIZABETH	29	\$5,086.84
STANSBURY, ALVIN	34	\$7,349.76
STEWART, COREY	25	\$2,738.89
THOMAS, JOHNNY	36	\$12,968.09
THOMAS, SUZANNE	34	\$4,485.56

\$100,989.11

* Status based on FT/PT status at time of termination.
May not reflect status during entire career.

PART TIME
APPLICATIONS SUBMITTED FOR APPROVAL
THAT HAVE SERVICE IN EXCESS OF 20 YEARS
THIRD QUARTER 2020

<u>NAME</u>	<u>YEARS OVER 20</u>	<u>REG. BENEFIT</u>	<u>ADD. BENEFIT</u>	<u>TOTAL BENEFIT</u>
ALBERTELLA, ELIZABETH	6	\$2,721.02	\$48.40	\$2,769.42
BRAKEBILL, LARRY	12	\$4,827.94	\$1,159.20	\$5,987.14
DE'ATLEY, ROBERT	15	\$6,368.77	\$1,311.50	\$7,680.27
DESSEL, CHERYL	18	\$14,947.35	\$3,910.63	\$18,857.98
DODSON, CHARLES	6	\$5,103.97	\$104.20	\$5,208.17
FRESE, CYNTHIA	10	\$4,177.29	\$513.50	\$4,690.79
FORD, PATRICIA	13	\$3,011.55	\$301.16	\$3,312.71
KELLER, LINDA	17	\$4,586.67	\$1,190.00	\$5,776.67
MAZZUCA, LINDA	13	\$5,644.35	\$768.20	\$6,412.55
OWUSU, KENNETH	9	\$7,056.67	\$607.60	\$7,664.27
PROPPS, ELIZABETH	9	\$4,657.44	\$429.40	\$5,086.84
STANSBURY, ALVIN	14	\$5,944.86	\$1,404.90	\$7,349.76
STEWART, CORY	5	\$2,489.90	\$248.99	\$2,738.89
THOMAS, JOHNNY	16	\$10,589.28	\$2,378.81	\$12,968.09
THOMAS, SUZANNE	14	\$3,952.86	\$532.70	\$4,485.56

\$86,079.92	\$14,909.19	\$100,989.11
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PART TIME
2020
QUARTERLY RECAPS

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
CONTRIBUTIONS	\$0	\$0	\$0	\$0	\$0
MISC. INCOME	0	0	0	0	0

TOTAL INCOME	\$0	\$0	\$0	\$0	\$0
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EXPENSES

BENEFIT DISTRIBUTION	\$94,638	\$51,713	\$100,989	\$0	\$247,340
BALANCE OF DEATH BENEFIT	2,158	1,513	0	0	3,671
FICA	7,240	3,956	7,726	0	18,922
FUTA	841	1,029	1,082	0	2,952
STATE UNEMP TAX	276	179	63	0	518
GROUP INSURANCE	2,376	2,347	2,316	0	7,039
ADMINISTRATION	14,712	14,949	14,760	0	44,421
MISCELLANEOUS	15,184	33,591	20,598	0	69,373

TOTAL EXPENSES	\$137,425	\$109,277	\$147,534	\$0	\$394,236
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TOTAL INCOME	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENSES	\$137,425	\$109,277	\$147,534	\$0	\$394,236
SURPLUS (DEF.)	(\$137,425)	(\$109,277)	(\$147,534)	\$0	(\$394,236)

AVG. HR. INC.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
AVG. HR. EXP.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
SURPLUS (DEF.)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

TOTAL PARTICIPANTS	0	0	0	0	0
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PART TIME
2019
QUARTERLY RECAPS

	FIRST 2019	SECOND 2019	THIRD 2019	FOURTH 2019	TOTAL
CONTRIBUTIONS	\$0	\$0	\$0	\$0	\$0
MISC. INCOME	0	0	0	0	0

TOTAL INCOME	\$0	\$0	\$0	\$0	\$0
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EXPENSES

BENEFIT DISTRIBUTION	\$62,525	\$133,134	\$33,602	\$99,721	\$328,982
BALANCE OF DEATH BENEFIT	0	2,621	3,037	0	5,658
FICA	4,783	10,185	2,571	7,629	25,168
FUTA	964	1,106	521	1,371	3,962
STATE UNEMP TAX	96	92	53	356	597
GROUP INSURANCE	2,519	2,490	2,455	2,414	9,878
ADMINISTRATION	15,180	15,446	15,212	14,950	60,788
MISCELLANEOUS	21,157	50,022	31,072	16,897	119,148

TOTAL EXPENSES	\$107,224	\$215,096	\$88,523	\$143,338	\$554,181
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TOTAL INCOME	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENSES	\$107,224	\$215,096	\$88,523	\$143,338	\$554,181
SURPLUS (DEF.)	(\$107,224)	(\$215,096)	(\$88,523)	(\$143,338)	(\$554,181)

AVG. HR. INC.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
AVG. HR. EXP.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
SURPLUS (DEF.)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

TOTAL PARTICIPANTS	0	0	0	0	0
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COMBINED
APPLICATIONS SUBMITTED FOR APPROVAL
THIRD QUARTER 2020

<u>NAME</u>	<u>TOTAL YEARS</u>	<u>TOTAL BENEFIT</u>
ALBERTELLA, ELIZABETH	26	\$2,769.42
ANDERSON, YVETTE	32	\$4,637.49
ATKINSON, SHIRLEY	38	\$9,638.69
BOGLEY, ALICIA	33	\$8,114.72
BOSWELL, JEFFREY	43	\$41,742.78
BRAKEBILL, LARRY	32	\$5,987.14
BRUCKEY, JILL	39	\$24,209.28
CAIN, NORMAN	35	\$10,541.29
CARTER, CHERYL	23	\$5,718.36
CHICKADEL, FRANCIS	12	\$3,744.64
CLOPEIN, ELLEN	29	\$5,458.16
CRUZ, MAURICIO	35	\$8,822.97
DE'ATLEY, ROBERT	35	\$7,680.27
DENHOLM, MICHAEL	30	\$5,144.05
DESSEL, CHERYL	38	\$18,857.98
DODSON, CHARLES	26	\$5,208.17
EVANS, VALERIE	21	\$3,631.09
FARMER, ANGELINA	31	\$7,765.31
FLETCHER, LAWAN	35	\$6,955.65
FORD, PATRICIA	23	\$3,312.71
FRESE, CYNTHIA	30	\$4,690.79
GRAHAM, CHRISTOPHER	20	\$4,017.59
HARLEY, AMELIA	22	\$4,064.94
HARMEL, ROBIN	25	\$4,171.01
HAUF, JOSEPH	44	\$44,679.07
HEMMING, KIMBERLY	27	\$4,404.41
HENDERSON, PEARL	25	\$5,063.48
HEWITT, ROSS	38	\$33,160.13
HUMPHRIES, CHAD	29	\$5,537.22
JAMISON, DIANE	34	\$7,552.26
JESTER, DONALD	49	\$45,920.48
JONES, ROBERT	43	\$43,143.45
KELLER, LINDA	37	\$5,776.67
LANTZ, GREGORY	36	\$9,691.99
LATNEY, JAN	39	\$34,443.12
LINEWEAVER, TIMOTHY	38	\$36,918.62
MAZZUCA, LINDA	33	\$6,412.55
MEDFORD, CHERYL	27	\$3,832.84
MORRIS, DENNIS	30	\$7,196.93
NAYLOR, RICKY	35	\$10,196.37

<u>NAME</u>	<u>TOTAL YEARS</u>	<u>TOTAL BENEFIT</u>
NGUYEN, HOC	24	\$5,444.34
OWUSU, KENNETH	29	\$7,664.27
PHUNG, SANG	24	\$3,741.93
PROPPS, ELIZABETH	29	\$5,086.84
RIGGS, KEITH	40	\$34,619.10
SAINI, BHUPINDER	33	\$8,266.90
SENSENI, DANA	44	\$45,290.91
SOUDER, SARAH	20	\$2,450.73
SPENCE, SANDRA	18	\$11,973.94
SPURRIER, MICHAEL	34	\$11,891.35
STANSBURY, ALVIN	34	\$7,349.76
STEWART, COREY	25	\$2,738.89
SUMMERS, CONNIE	31	\$6,639.24
THOMAS, DENNIS	48	\$50,166.88
THOMAS, JOHNNY	36	\$12,968.09
THOMAS, PAUL	40	\$40,963.42
THOMAS, SUZANNE	34	\$4,485.56
TUCK, DAVID	32	\$8,478.25
TYSON, JUDITH	34	\$7,706.07
WEBSTER, AARON	39	\$33,965.36
WOODWARD, CAROLINE	31	\$5,585.72

\$828,291.64

* Status based on FT/PT status at time of termination.
May not reflect status during entire career.

COMBINED
APPLICATIONS SUBMITTED FOR APPROVAL
THAT HAVE SERVICE IN EXCESS OF 20 YEARS
THIRD QUARTER 2020

<u>NAME</u>	<u>YEARS OVER 20</u>	<u>REG. BENEFIT</u>	<u>ADD. BENEFIT</u>	<u>TOTAL BENEFIT</u>
ALBERTELLA, ELIZABETH	6	\$2,721.02	\$48.40	\$2,769.42
ANDERSON, YVETTE	12	\$4,034.19	\$603.30	\$4,637.49
ATKINSON, SHIRLEY	18	\$7,249.04	\$2,389.65	\$9,638.69
BOGLEY, ALICIA	13	\$6,934.02	\$1,180.70	\$8,114.72
BOSWELL, JEFFREY	23	\$29,217.85	\$12,524.93	\$41,742.78
BRAKEBILL, LARRY	12	\$4,827.94	\$1,159.20	\$5,987.14
BRUCKEY, JILL	19	\$15,809.99	\$8,399.29	\$24,209.28
CAIN, NORMAN	15	\$8,500.54	\$2,040.75	\$10,541.29
CARTER, CHERYL	3	\$5,198.51	\$519.85	\$5,718.36
CLOPEIN, ELLEN	9	\$4,766.65	\$691.51	\$5,458.16
CRUZ, MAURICIO	15	\$7,178.57	\$1,644.40	\$8,822.97
DE'ATLEY, ROBERT	15	\$6,368.77	\$1,311.50	\$7,680.27
DENHOLM, MICHAEL	10	\$4,644.55	\$499.50	\$5,144.05
DESSEL, CHERYL	18	\$14,947.35	\$3,910.63	\$18,857.98
DODSON, CHARLES	6	\$5,103.97	\$104.20	\$5,208.17
EVANS, VALERIE	1	\$3,300.99	\$330.10	\$3,631.09
FARMER, ANGELIA	11	\$6,659.74	\$1,105.57	\$7,765.31
FLETCHER, LAWAN	15	\$5,350.19	\$1,605.46	\$6,955.65
FORD, PATRICIA	13	\$3,011.55	\$301.16	\$3,312.71
FRESE, CYNTHIA	10	\$4,177.29	\$513.50	\$4,690.79
HARLEY, AMELIA	2	\$3,695.40	\$369.54	\$4,064.94
HARMEL, ROBIN	5	\$3,791.83	\$379.18	\$4,171.01
HAUF, JOSEPH	24	\$30,170.15	\$14,508.92	\$44,679.07
HEMMING, KIMBERLY	7	\$4,253.01	\$151.40	\$4,404.41
HENDERSON, PEARL	5	\$4,603.16	\$460.32	\$5,063.48
HEWITT, ROSS	18	\$25,907.43	\$7,252.70	\$33,160.13
HUMPHRIES, CHAD	9	\$4,908.02	\$629.20	\$5,537.22
JAMISON, DIANE	14	\$6,356.96	\$1,195.30	\$7,552.26
JESTER, DONALD	29	\$31,011.04	\$14,909.44	\$45,920.48
JONES, ROBERT	23	\$30,629.76	\$12,513.69	\$43,143.45
KELLER, LINDA	17	\$4,586.67	\$1,190.00	\$5,776.67
LANTZ, GREGORY	16	\$7,834.96	\$1,857.03	\$9,691.99
LATNEY, JAN	19	\$25,594.64	\$8,848.48	\$34,443.12
LINEWEAVER, TIMOTHY	18	\$28,188.83	\$8,729.79	\$36,918.62
MAZZUCA, LINDA	13	\$5,644.35	\$768.20	\$6,412.55
MEDFORD, CHERYL	7	\$3,545.54	\$287.30	\$3,832.84
MORRIS, DENNIS	10	\$6,342.80	\$854.13	\$7,196.93
NAYLOR, RICKY	15	\$8,243.31	\$1,953.06	\$10,196.37
NGUYEN, HOC	4	\$4,949.40	\$494.94	\$5,444.34
OWUSU, KENNETH	9	\$7,056.67	\$607.60	\$7,664.27
PHUNG, SANG	4	\$3,401.75	\$340.18	\$3,741.93
PROPPS, ELIZABETH	9	\$4,657.44	\$429.40	\$5,086.84
RIGGS, KEITH	20	\$24,872.94	\$9,746.16	\$34,619.10

<u>NAME</u>	<u>YEARS OVER 20</u>	<u>REG. BENEFIT</u>	<u>ADD. BENEFIT</u>	<u>TOTAL BENEFIT</u>
SAINI, BHUPINDER	13	\$6,842.20	\$1,424.70	\$8,266.90
SENSENG, DANA	24	\$31,737.10	\$13,553.81	\$45,290.91
SPURRIER, MICHAEL	14	\$8,464.49	\$3,426.86	\$11,891.35
STANSBURY, ALVIN	14	\$5,944.86	\$1,404.90	\$7,349.76
STEWART, CORY	5	\$2,489.90	\$248.99	\$2,738.89
SUMMERS, CONNIE	11	\$5,817.40	\$821.84	\$6,639.24
THOMAS, DENNIS	28	\$33,724.82	\$16,442.06	\$50,166.88
THOMAS, JOHNNY	16	\$10,589.28	\$2,378.81	\$12,968.09
THOMAS, PAUL	20	\$30,422.65	\$10,540.77	\$40,963.42
THOMAS, SUZANNE	14	\$3,952.86	\$532.70	\$4,485.56
TUCK, DAVID	12	\$7,300.15	\$1,178.10	\$8,478.25
TYSON, JUDITH	14	\$6,480.92	\$1,225.15	\$7,706.07
WEBSTER, AARON	19	\$25,810.71	\$8,154.65	\$33,965.36
WOODWARD, CAROLINE	11	\$5,002.80	\$582.92	\$5,585.72

\$614,828.92	\$191,275.82	\$806,104.74
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COMBINED
2020
QUARTERLY RECAPS

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
CONTRIBUTIONS ¹	\$1,638	\$998,084	\$2,468,895	\$0	\$3,468,617
ALLOCATED CONTRIBUTIONS	0	0	0	0	0
INTEREST	16,789	8,453	6,898	0	32,140
MISC. INCOME	0	468,032	0	0	468,032

TOTAL INCOME	\$18,427	\$1,474,569	\$2,475,793	\$0	\$3,968,789
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EXPENSES

BENEFIT DISTRIBUTION	\$1,073,450	\$298,214	\$828,292	\$0	\$2,199,956
DOL DISTRIBUTION	\$0	431,818	0	0	431,818
BALANCE OF DEATH BENEFIT	2,158	4,406	0	0	6,564
FICA	82,119	22,813	63,365	0	168,297
FUTA	1,682	2,058	2,164	0	5,904
STATE UNEMP TAX	552	358	125	0	1,035
GROUP INSURANCE	13,743	13,587	13,387	0	40,717
ADMINISTRATION	45,982	46,785	46,169	0	138,936
MISCELLANEOUS	30,368	67,184	41,196	0	138,748

TOTAL EXPENSES	\$1,250,054	\$887,223	\$994,698	\$0	\$3,131,975
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TOTAL INCOME	\$18,427	\$1,474,569	\$2,475,793	\$0	\$3,968,789
TOTAL EXPENSES	\$1,250,054	\$887,223	\$994,698	\$0	\$3,131,975
SURPLUS (DEF.)	(\$1,231,627)	\$587,346	\$1,481,095	\$0	\$836,814

AVG. HR. INC.	\$1.80	\$167.91	\$187.92	\$0.00	\$119.21
AVG. HR. EXP.	\$122.39	\$101.03	\$75.50	\$0.00	\$99.64
HR. SUR. (DEF.)	-\$120.59	\$66.88	\$112.42	\$0.00	\$19.570

TOTAL PARTICIPANTS	22	18	16	0	19
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FUND RESERVE AS OF SEPTEMBER 30, 2020 \$3,914,627.68

¹ THIRD QUARTER INCLUDES CONTRIBUTION PAYMENTS TO REPLENISH FUND \$2,467,565.23

COMBINED
2019
QUARTERLY RECAPS

	FIRST 2019	SECOND 2019	THIRD 2019	FOURTH 2019	TOTAL
CONTRIBUTIONS ¹	\$903,094	\$1,790	\$2,966,827	\$1,715	\$3,873,426
ALLOCATED CONTRIBUTIONS	0	0	0	0	0
INTEREST	18,317	14,497	18,529	28,757	80,100
MISC. INCOME	0	0	0	0	0
TOTAL INCOME	\$921,411	\$16,287	\$2,985,356	\$30,472	\$3,953,526

EXPENSES

BENEFIT DISTRIBUTION	\$858,032	\$642,625	\$285,619	\$1,244,806	\$3,031,082
BALANCE OF DEATH BENEFIT	0	4,585	25,823	84,479	114,887
FICA	65,639	49,161	21,850	95,228	231,878
FUTA	1,928	2,212	1,042	2,742	7,924
STATE UNEMP TAX	192	184	106	712	1,194
GROUP INSURANCE	14,737	14,539	14,202	13,942	57,420
ADMINISTRATION	47,639	48,433	47,423	46,635	190,130
MISCELLANEOUS	42,314	100,044	62,144	33,794	238,296

TOTAL EXPENSES	\$1,030,481	\$861,783	\$458,209	\$1,522,338	\$3,872,811
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TOTAL INCOME	\$921,411	\$16,287	\$2,985,356	\$30,472	\$3,953,526
TOTAL EXPENSES	\$1,030,481	\$861,783	\$458,209	\$1,522,338	\$3,872,811
SURPLUS (DEF.)	(\$109,070)	(\$845,496)	\$2,527,147	(\$1,491,866)	\$80,715

AVG. HR. INC.	\$73.55	\$1.37	\$257.49	\$2.61	\$83.76
AVG. HR. EXP.	\$82.26	\$72.51	\$39.52	\$130.24	\$81.13
HR. SUR. (DEF.)	(\$8.710)	(\$71.14)	\$217.97	(\$127.63)	\$2.63

TOTAL PARTICIPANTS	26	25	24	25	25
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FUND RESERVE AS OF DECEMBER 31, 2019 - \$3,071,474.06

¹ THIRD QUARTER INCLUDES CONTRIBUTION PAYMENTS TO REPLENISH FUND \$2,965,136.07

THIRD QUARTER 2020 DELINQUENCIES

MONTH	EMPLOYER	AMOUNT
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NONE

INVOICES

UFCW & FELRA SEVERANCE FUND
INVOICES

DECEMBER 14, 2020

1. **Groom Law Group, Chartered**

10/29/20	For Professional Services rendered - 09/20	\$	1,113.75
11/19/20	For Professional Services rendered - 10/20		1,262.25

2. **Slevin & Hart, P.C.**

10/28/20	For Professional Services rendered through 09/20	\$	2,518.50
11/23/20	For Professional Services rendered through 10/20		3,825.40

