Warehouse Employees Union Local No. 730 and Contributing Companies' Prepaid Legal Services Fund

911 Ridgebrook Road
Sparks, Maryland 21152-9451
Telephone: (800) 730-2241
www.associated-admin.com

8400 Corporate Drive, Suite 430
Landover, Maryland 20785-2361
Telephone: (800) 730-2241
www.associated-admin.com

Agenda

September 16, 2026
9:00 AM

I. Call to Order

II. Minutes, Regular Meeting – July 2, 2026

III. Financial Report – Investment Performance Services

IV. Counsel Report

V. ID Resolution Presentation

VI. Administrative Manager Report

VII. Invoices

VIII. Other Fund Business

IX. Next Meeting Date and Location

X. Adjournment

Warehouse Employees Union Local No. 730 and Contributing Companies' Prepaid Legal Services Fund

911 Ridgebrook Road
Sparks, Maryland 21152-9451
Telephone: (800) 730-2241
www.associated-admin.com

8400 Corporate Drive, Suite 430
Landover, Maryland 20785-6102
Telephone: (800) 730-2241
www.associated-admin.com

DRAFT

**MINUTES OF THE MEETING OF THE
BOARD OF TRUSTEES OF THE
WAREHOUSE EMPLOYEES UNION LOCAL NO. 730
& CONTRIBUTING COMPANIES' PREPAID
LEGAL SERVICES FUND
JULY 2, 2026
VIA ZOOM**

The following Trustees were present:

UNION TRUSTEES
R. Davis Jr. – Secretary
S. Clark
W. Settles

EMPLOYER TRUSTEES
J. Paradis – Chairman
M. Bull
B. Petway – Alternate

Also present were:

R. Buker – Novak Francella LLC
A. Cochran – Associated Administrators, LLC
M. Pascal – Novak Francella LLC
B. Saindon – Mooney, Green, Saindon, Murphy & Welch, P.C.
R. Sichel – Investment Performance Services, LLC

I. CALL TO ORDER

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

II. MINUTES

The Trustees reviewed the minutes of the last regular meeting held March 16, 2026.

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

> **RESOLVED that the minutes of the last regular meeting held on March 16, 2026 are approved as presented.**

III. FINANCIAL REPORT

A. Custodian Bank – PNC Bank, NA

Ms. Cochran noted a copy of the PNC Summary of Activity report for the period January 1, 2026 through March 31, 2026 is contained in the meeting booklet.

B. Investment Performance Services, LLC ("IPS")

The Trustees welcomed Mr. Rich Sichel of IPS to the meeting. Mr. Sichel reviewed his firm's report titled, "Master Consulting Services Report – March 31, 2026" beginning with IPS' market commentary. He noted the asset allocation as follows: 50.1% in Investment Grade Income, 40.6% in Short Duration High Yield Fixed Income, and 9.2% in cash and equivalents. The Atlanta Capital Management Fund held $569,510 in investments, and the Chartwell Short Duration High Yield Fund held $462,025. The PNC Prime Money Market held $105,101. Mr. Sichel stated that no changes or recommendations are being made at this time.

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

IV. AUDITOR REPORT

The Trustees welcomed Ms. Rebecca Buker and Ms. Marcella Pascal of Novak Francella LLC to the meeting.

Ms. Buker reviewed the Financial Statements for the year ended December 31, 2025. She said that Novak Francella issued an unmodified opinion on the Plan's financial statements. The Net Assets Available for Benefits were $1,132,961 on December 31, 2025. The total assets as of December 31, 2025 were $1,137,094, accounts payable were $4,133, and benefit obligations totaled $32,165. She noted total additions for the year ended December 31, 2025 were $163,570, and total deductions were $110,982, resulting in an increase of Net Assets Available for Benefits of $52,588. This combined with a Net Increase in Benefit Obligations of -$11,623 resulted in an Increase in Excess of Net Assets Available Over Benefit Obligations of $40,965. The resulting Excess of Net Assets Available for Benefits over Benefit Obligations on December 31, 2025 was $1,100,796. She also reviewed the notes to the financial statements, the schedule of administrative expenses, the schedule of employer contributions, and the schedule of assets held for investment purposes. She discussed the Statement on Auditing Standards ("SAS") 114 letter, the auditor's required communication to the trustees which states the auditor follows standard AICPA auditing requirements for Taft-Hartley multi-employer welfare benefit plans.

Ms. Pascal stated that the Form 990 and Form 5500 are expected to be filed prior to the July 31, 2026 deadline. The Trustees thanked Ms. Buker and Ms. Pascal for their report, and they were excused from the meeting.

V. COUNSEL REPORT

A. ID Resolution

Ms. Saindon discussed a memo from ID Resolution which was contained in the meeting booklet. She said ID Resolution provides a WRAP service which provides "one stop" comprehensive support in the event of identity theft and fraud. The cost is $3 per member per year and covers immediate family members within a household. The Trustees agreed to invite ID Resolution to the next meeting to provide a presentation.

B. Quality Custom Distribution

Ms. Saindon said that Quality Custom Distribution had been remitting contributions in error to the Fund since the ratification of the new Collective Bargaining Agreement ("CBA") effective July 28, 2025. She said effective with the new CBA the employer began participating with the Local 639 Legal Fund. Ms. Saindon noted that she represents the Trustees of the Local 639 Legal Fund, and asked the Trustees if they would like to engage Mr. Jim Kimble for representation on this matter. The Trustees agreed to have Mr. Kimble represent the Fund on this matter and requested a proposal with the terms of representation and fees.

VI. ADMINISTRATIVE MANAGER'S REPORT

Ms. Cochran presented the Administrative Manager's Report for the first quarter 2026 showing employer contributions of $23,708, miscellaneous income of $0, interest and liquidated damages of $0, and interest and dividend income of $9,818, producing a total income of $33,526 for the quarter. Benefit expenses were $11,990 and operating expenses were $5,868, producing a total expense of $17,858, resulting in a net surplus of $15,668 for the quarter. Ms. Cochran noted that contributions were made on behalf of 736 participants.

VII. INVOICES

Ms. Cochran presented a list of invoices dated July 2, 2026 for Trustee review. It was noted that there were 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 July 2, 2026 are approved for payment as presented.**

VIII. OTHER FUND BUSINESS

A. Fidelity Bond Policy

Ms. Cochran reviewed the renewal memo prepared by Segal Select for the Fidelity Bond policy for a 3-year period July 10, 2026 through July 10, 2029. As noted in the memo, Chubb and Encore/Hudson did not provide proposals. She said that the incumbent carrier, Zurich, provided two quotes 1) same terms as the current policy with a 3-year premium totaling $2,319.00 and 2) same terms as the current policy with the addition of Telephone Toll Fraud coverage, along with an increase in the Social Engineering Fraud sublimit to $250,000 with a total 3-year premium of $2,672.00. Ms. Cochran said Segal recommends renewing with Zurich based on the broad scope of coverage and continuity of coverage and can also support binding option 2 with the additional coverages.

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

> **RESOLVED to approve the Fidelity Bond policy renewal with the incumbent carrier, Zurich, option 2 for a three-year period July 10, 2026 through July 10, 2029 with an annual premium of $2,672.00.**

B. Trustee Stipend Check

Ms. Cochran reported that the Fund's Trustees who are not full-time employees of Local 639 or who were not being paid by a contributing employer are not currently compensated. The Trustees discussed implementing a stipend of $150.00 per meeting. Trustee Bull recused himself from the discussion. The Trustees discussed the work that occurs between meetings, including reviewing Fund documents and Fund matters that require interim action.

After a discussion, on MOTION made and seconded, the Trustees voted, with Trustee Bull abstaining, approval of the following resolution:

> **RESOLVED to implement a stipend of $150.00 per meeting for Trustees who are not full-time employees of Local 639 or who are not being paid by a contributing employer, regardless if the Trustee is in attendance, effective with the July 2, 2026 meeting.**

C. Cyber Liability Policy – INTERIM ACTION

Ms. Cochran reported that between meetings the Trustees voted to renew the Cyber Liability policy for the period May 20, 2026 through May 20, 2027 with Beazley, through the broker Segal Select. She advised that the annual premium was $1,404.00 with a $2,000,000 limit of liability, noting the policy also covers the Pension and Health and Welfare Funds. Ms. Cochran said that the 78.4% premium decrease was a result of Beazley updating its rating factors.

D. Steven Sindler, Esq. – Fee Request

Ms. Cochran reported that Mr. Sindler accepted the Trustees' proposal for a three-year rate hold at $200.00 per hour effective January 1, 2026 through December 31, 2028.

IX. NEXT MEETING DATE AND LOCATION

After discussion, the Trustees selected September 16, 2026 and December 1, 2026 as their next regular meeting dates via Zoom.

X. ADJOURNMENT

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

Respectfully submitted,

Roland Davis Jr.
Secretary

WAREHOUSE LOCAL 730 - PREPAID LEGAL FUND
SUMMARY OF ACTIVITY
JANUARY 01, 2026 to JUNE 30, 2026

	Cash Reserve	Atlanta Capital	Total
Beginning Market Value	$551,104.08	$567,241.64	$1,118,345.72
Receipts	$58,580.06	-	$58,580.06
Disbursements	$48,981.46	-	$48,981.46
Inter-Account Transfers	$0.00	-	0.00
Earnings	10,399.93	$4,275.69	$14,675.62
Ending Market Value	**$571,102.61**	**$571,517.33**	**$1,142,619.94**

PNC BANK, N.A.

resolution
your client's identity at risk. our solutions at work.

How Identity Theft Protection for Union Members Saves Money...

Identity Theft can be incredibly disruptive for both individuals and their employers. As THE top complaint to the FTC (Federal Trade Commission) and with high profile data breaches being announced every day, employers and employees are looking for affordable solutions to this epidemic.

The numbers are huge too. Millions of Americans have their identity stolen every year and in 2021, $56 billion dollars was stolen from Americans via identity fraud.

When Your Member Gets Their Identity Stolen...

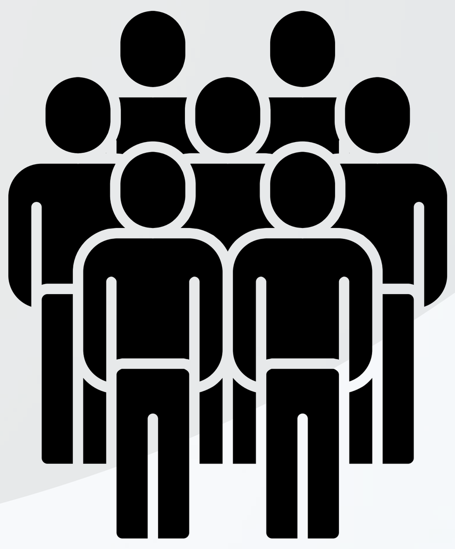
Studies have shown it can take 80-100 hours to "self resolve" a case of identity theft. Calling creditors, the IRS, your bank, doctor's office – any place else a fraudulent ID may have been used – all takes time. A lot of time! Filling in paperwork, dealing with the police.

Most of these calls must be done during the workday. Members often have to take time off from work, frantically make calls during their lunch hours and just be plain distracted.

More and more Unions have chosen to offer identity theft repair and resolution to their members as a workplace benefit. Offering this service is actually a benefit for both the Union and the member. Members feel valued and protected by receiving a benefit that they can really use (does anyone really need another roadside assistance card?)

Although there clearly is no way to completely prevent identity theft, members and employees often become more aware of how to safeguard their personal private information, which in turn leads them to develop good habits and leads them to be better able to safeguard the business' private information.

At ID Resolution, we work with Unions to offer this benefit, educate employees about how to keep their identity safe and generally raise awareness in the workplace about the dramatic impact the loss of PII (Personally Identifiable Information) can cause.



Another benefit is that even if an employee or members identity is stolen, having identity theft repair and restoration as an available benefit allows the employee or member to offload the bulk of the work in resolving the theft. This, of course, makes them more productive and not distracted!

With increasing healthcare costs taking a toll on member benefits, many Unions are looking for good, low cost additions to their benefit packages. ID Resolution's repair and restoration service is a benefit that is relevant and extremely affordable (under $5 per year!) Shouldn't you be looking at it?

Click Here to Learn More About Our Services

ID Resolution Contact

Please contact Nick Williams, Managing Partner, directly at 908 816 8880 or via email nwilliams@idresolution.net

More Information? Call Us... 877 308 9167

www.idresolution.net

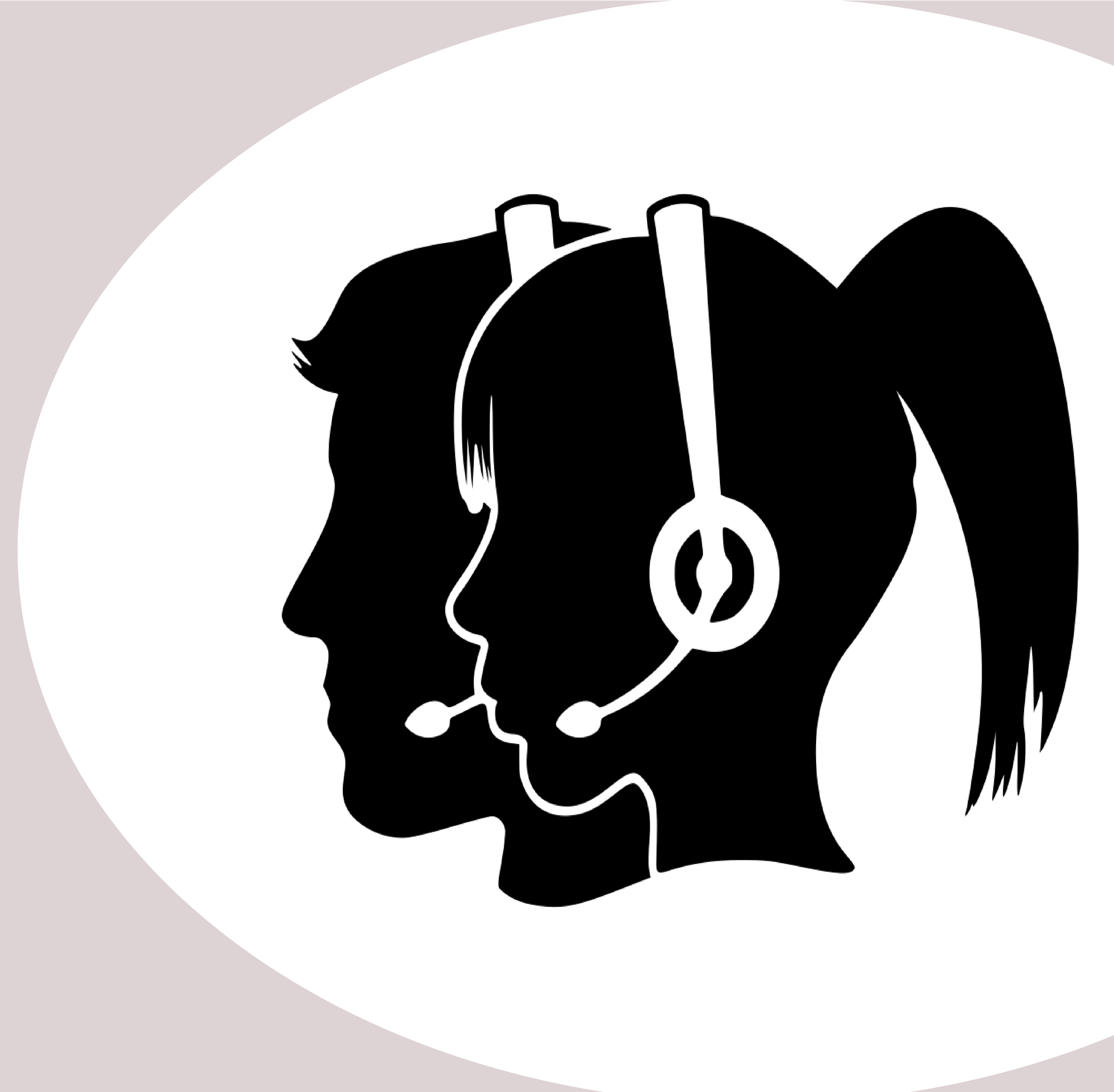
resolution
Your Identity at Risk, Our Solutions at Work™

In a world of relentless attack on our personal information, ID Resolution's WRAP™ service provides "one stop" comprehensive support in the event of identity theft and fraud.

At a cost of only $3 per member PER YEAR this program, which covers the member plus immediate family members within a household, offers assistance to those individuals who have had their personal information fraudulently used by identity thieves.

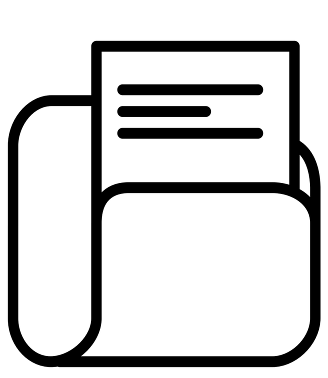
Experienced fraud resolution specialists can help resolve financial identity theft, criminal identity theft, and medical identity theft.

Victims of identity fraud will interact with one fraud specialist who knows the details of the case and who manages the case from beginning through final resolution.



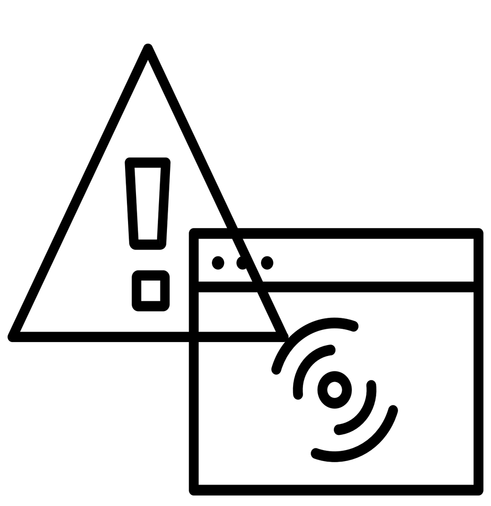
FRAUD RESOLUTION.....

The Fraud Specialist works with all creditors, agencies, law enforcement, professional associations, credit reporting agencies and collection companies. The Fraud Specialist also works with the victim when necessary, to place fraud alerts, credit freezes and suppressions with the three credit bureaus. Where appropriate, and at no extra charge for a period of 12 months, an extensive suite of monitoring products are provided to the victim and include :

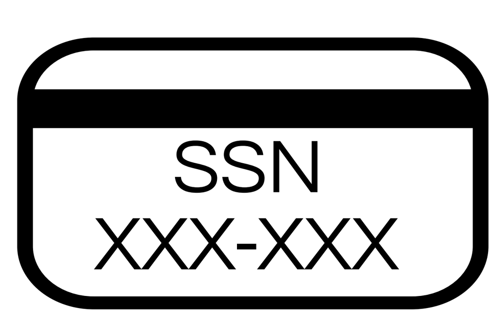


Triple Bureau credit report

Cyber Monitoring of Credit Cards, Bank Accounts, Medical ID, Drivers License etc



Triple Bureau credit monitoring



Social Security Number trace

Court Records monitoring

Pay Day Loan Monitoring

www.idresolution.net

Contact Nick Williams at 877 308 9169

Among other services included in the WRAP™ are ......

Infant and Minor Identity Risk mitigation. If you have children under the age of 18 we can find out if they have a credit file (they shouldn't !) and make sure they are flagged as minors. Child identity theft is a very real issue.

Unfortunately, every year 3 million deceased have their identities stolen. If you have a bereavement in the family, call us and we'll help protect against identity fraud.

Personal Document Replacement Assistance - An advocate will assist in replacing sensitive personal identity documents, financial records, legal documents and other critical records..

Relocation of Residence - An advocate can provide guidance on change of address notifications, mail forwarding or bundling, guidance on securing sensitive information during the move, replacement of lost documents, and an Identity Wellness Checkup after the move.

Identity Travel Response – An advocate will work with governmental agencies to help the traveler get lost documents reissued, work with airlines and hotels to replace lost tickets, interact with local law enforcement, and assist in getting credit cards protected and replaced.

Deployed Military Personnel Identity Risk Mitigation - An advocate can work with family members to review credit and personal information, add a protective Active Duty Military Alert on credit files, and remove names from pre-approved credit offers and personalized marketing for two years.

resolution

Your Identity at Risk, Our Solutions at Work™

WAREHOUSE EMPLOYEES UNION
LOCAL NO. 730 AND CONTRIBUTING COMPANIES'
PREPAID LEGAL SERVICES FUND

SECOND QUARTER 2026

ADMINISTRATIVE MANAGER'S REPORT

SECOND QUARTER 2026
CONTRIBUTIONS

EMPLOYER	RATE	HOURS	PARTICIPANTS	CONTRIBUTIONS
CANADA DRY	$0.07	106,036.86	247	$ 7,423
CANTEEN VENDING	$0.07	59,817.22	123	$ 4,187
EIGHT O'CLOCK COFFEE	$0.07	31,789.25	66	$ 2,225
GIANT 922	$0.07	6,840.00	14	$ 479
GIANT RECYCLING	$0.07	13,640.00	26	$ 955
GIANT WAREHOUSE	$0.07	124,953.80	217	$ 8,747
QUALITY CUSTOM DISTRIBUTION	$0.07	15,942.52	51	$ 1,116
WASHINGTON FOOD	$0.07	1,430.50	3	$ 100
TOTAL		**360,450.15**	**747**	**$ 25,232**

AVERAGE HOURLY INCOME	$0.07

SECOND QUARTER 2026
EXPENSES

BENEFIT EXPENSES	AMOUNT	AVG. HRLY. COST	PERCENTAGE
STEVEN M. SINDLER	$ 17,320	$ 0.048	57.77%
SUBTOTAL	$ 17,320	$ 0.048	57.77%

OPERATING EXPENSES	AMOUNT	AVG. HRLY. COST	PERCENTAGE
ADMINISTRATION	$ 5,205	$ 0.014	17.36%
MISCELLANEOUS	$ 7,456	$ 0.021	24.87%
SUBTOTAL	$ 12,661	$ 0.035	42.23%

TOTAL EXPENSES	**$ 29,981**	**$ 0.083**	**100.00%**

MISCELLANEOUS

MISCELLANEOUS EXPENSES	AMOUNT	AVG. HRLY. COST	PERCENTAGE
ACCOUNTING	$ 5,000	$ 0.014	16.677%
ATLANTA CAPITAL MNGMT	$ 214	$ 0.001	0.714%
CYBER LIABILITY INSURANCE	$ 421	$ 0.001	1.404%
INVESTMENT MNGMT FEE	$ 330	$ 0.001	1.101%
IPS	$ 875	$ 0.002	2.919%
LEGAL FEES-FUND COUNSEL	$ 616	$ 0.002	2.055%

TOTAL	**$ 7,456**	**$ 0.021**	**24.87%**

2026
QUARTERLY RECAP

	FIRST 2026	SECOND 2026	THIRD 2026	FOURTH 2026	TOTAL
CONTRIBUTIONS	$ 23,708	$ 25,232	$ -	$ -	$ 48,940
MISCELLANEOUS	$ -	$ -	$ -	$ -	$ -
INTEREST & DIVIDENDS	$ 9,818	$ 13,124	$ -	$ -	$ 22,942
TOTAL INCOME	$ 33,526	$ 38,356	$ -	$ -	$ 71,882

BENEFIT EXPENSES					
PROVIDER	$ 11,990	$ 17,320	$ -	$ -	$ 29,310
SUBTOTAL	$ 11,990	$ 17,320	$ -	$ -	$ 29,310

OPERATING EXPENSES					
ADMINISTRATION	$ 5,262	$ 5,205	$ -	$ -	$ 10,467
MISCELLANEOUS	$ 606	$ 7,456	$ -	$ -	$ 8,062
SUBTOTAL	$ 5,868	$ 12,661	$ -	$ -	$ 18,529

TOTAL EXPENSES	$ 17,858	$ 29,981	$ -	$ -	$ 47,839
TOTAL INCOME	$ 33,526	$ 38,356	$ -	$ -	$ 71,882
TOTAL EXPENSES	$ 17,858	$ 29,981	$ -	$ -	$ 47,839
SURPLUS (DEFICIT)	**$ 15,668**	**$ 8,375**	**$ -**	**$ -**	**$ 24,043**
AVERAGE HOURLY INCOME	$ 0.10	$ 0.11	$ -	$ -	$ 0.11
AVERAGE HOURLY EXPENSES	$ 0.05	$ 0.08	$ -	$ -	$ 0.07
SURPLUS (DEFICIT)	$ 0.05	$ 0.03	$ -	$ -	$ 0.04
NUMBER OF PARTICIPANTS	736	747	0	0	742

2025
QUARTERLY RECAP

	FIRST 2025	SECOND 2025	THIRD 2025	FOURTH 2025	TOTAL
CONTRIBUTIONS	$ 25,280	$ 26,295	$ 26,470	$ 25,757	$ 103,802
MISCELLANEOUS	$ -	$ -	$ -	$ -	$ -
INTEREST & LIQUIDATED DAMAGES[1]	$ -	$ -	$ -	$ 535	$ 535
INTEREST & DIVIDENDS	$ 12,292	$ 11,360	$ 12,609	$ 14,298	$ 50,559
TOTAL INCOME	$ 37,572	$ 37,655	$ 39,079	$ 40,590	$ 154,896

BENEFIT EXPENSES					
PROVIDER	$ 10,657	$ 23,143	$ 20,896	$ 15,712	$ 70,408
SUBTOTAL	$ 10,657	$ 23,143	$ 20,896	$ 15,712	$ 70,408

OPERATING EXPENSES					
ADMINISTRATION	$ 5,082	$ 5,070	$ 5,111	$ 5,067	$ 20,330
MISCELLANEOUS	$ 6,153	$ 8,722	$ 9,803	$ 4,760	$ 29,438
SUBTOTAL	$ 11,235	$ 13,792	$ 14,914	$ 9,827	$ 49,768

TOTAL EXPENSES	$ 21,892	$ 36,935	$ 35,810	$ 25,539	$ 120,176
TOTAL INCOME	$ 37,572	$ 37,655	$ 39,079	$ 40,590	$ 154,896
TOTAL EXPENSES	$ 21,892	$ 36,935	$ 35,810	$ 25,539	$ 120,176
SURPLUS (DEFICIT)	**$ 15,680**	**$ 720**	**$ 3,269**	**$ 15,051**	**$ 34,720**
AVERAGE HOURLY INCOME	$ 0.10	$ 0.11	$ 0.10	$ 0.11	$ 0.11
AVERAGE HOURLY EXPENSES	$ 0.06	$ 0.10	$ 0.10	$ 0.07	$ 0.08
SURPLUS (DEFICIT)	$ 0.04	$ 0.01	$ -	$ 0.04	$ 0.03
NUMBER OF PARTICIPANTS	740	738	745	738	740

[1]Interest and Liquidated damages on 10/25 Canada Dry contributions received late.

SECOND QUARTER 2026
CONTRACT INFORMATION

COMPANY	CURRENT RATE	RATE EFF. DATE	CBA EXPIRATION
CANADA DRY	$0.07	02-27-15	02-26-28
CANTEEN VENDING	$0.07	10-13-17	10-12-26
EIGHT O'CLOCK COFFEE	$0.07	10-01-04	07-17-27
GIANT 922	$0.07	04-28-11	06-20-26
GIANT RECYCLING	$0.07	08-01-04	06-20-26
GIANT WAREHOUSE	$0.07	05-30-04	05-15-27
QUALITY CUSTOM DISTRIBUTION	$0.07	07-28-16	07-28-28
WASHINGTON FOOD	$0.07	11-01-06	11-02-27

SECOND QUARTER 2026
UTILIZATION

STEVEN M. SINDLER

CATEGORY	TYPE	NEW CASES	ATTORNEY HOURS	PARALEGAL HOURS	HOURLY RATE	TOTAL CHARGES
01	ADVISE AND CONSULTATION	4	4.25	0.00	$ 200	$ 850
02	WILL	0	0.00	0.00	$ 200	$ 0
03	FAMILY	1	20.10	0.00	$ 200	$ 4,020
04	REAL ESTATE	0	0.00	0.00	$ 200	$ 0
05	TRAFFIC	2	20.48	0.00	$ 200	$ 4,096
06	CRIMINAL	0	0.00	0.00	$ 200	$ 0
07	JUVENILE	0	0.00	0.00	$ 200	$ 0
08	PROBATE/ESTATE	0	0.00	0.00	$ 200	$ 0
09	CIVIL PROCEEDINGS	2	34.77	0.00	$ 200	$ 6,954
10	TAX PREPARATION	2	7.00	0.00	$ 200	$ 1,400
TOTALS		11	86.60	0.00		$17,320

ALL HOURS	86.60
ADJUSTED HOURS	86.60
COST PER HOUR	$200.00

LEGAL
DELINQUENCY REPORT
As of June 30, 2026

NONE

Warehouse Employees Union Local No. 730
and Contributing Companies' Prepaid Legal Services Fund

INVOICES

September 16, 2026

Atlanta Capital Management Co., LLC

7/28/2026	Fee for investment services rendered through June 30, 2026	$ 214.00

Investment Performance Services, LLC

9/1/2026	Fee for professional services rendered through September 30, 2026	$ 875.00

Mooney, Green, Saindon, Murphy & Welch, P.C.

7/24/2026	Fee for professional services rendered through May 31, 2026 B. Saindon, Rate: $504.00 per hour	$ 1,766.70
8/31/2026	Fee for professional services rendered through June 30, 2026 B. Saindon, Rate: $504.00 per hour	$ 2,039.80

Novak Francella, LLC

6/26/2026	Fee for Annual Audit services performed for plan year ended December 31, 2025	$ 5,000.00
8/10/2026	Fee for Annual Audit services performed for plan year ended December 31, 2025	$ 2,800.00

Segal Consulting

7/21/2026	Fee for Fidelity Bond Insurance Policy through July 11, 2029	$ 2,672.00
7/23/2026	Fee for Fiduciary Liability Insurance Policy through July 26, 2027	$ 2,695.00

September 16, 2026

Board of Trustees of the Warehouse Employees Union Local No. 730 & Contributing Companies' Prepaid Legal Services Fund

Re: Administrative Services Contract Renewal

Trustees and Fund Counsel:

The administrative services contract between Associated Administrators, LLC ("Associated") and the Warehouse Employees Union Local No. 730 & Contributing Companies' Prepaid Legal Services, ("Fund") expires on December 31, 2026. We hope that the Trustees will consider favorably our request for a three-year agreement at the rates attached in Exhibit A, which represent a 4% increase each year, designed to cover new work and increased costs of doing business.

Services Recap

Brief recap of some of the most significant services provided by Associated over the last three years:

- Implemented new tax return benefit category for participants.
- Implemented new hourly maximum amounts.
- Completed and submitted applications to renew Fiduciary Liability Insurance, Cyber Liability Insurance and Fidelity Bond.
- Obtained cyber security compliance documents from all service providers and provided to Funds Cyber Security Consultant to review to assure the Plan complies with the guidance provided by the U.S. Department of Labor Employee Benefits Security Administration.
- Maintained website for participants to easily access benefit forms, Summary Plan Description and Summary Material Modifications.

Trending Increase in HIPAA Privacy, Security and Cybersecurity Services

After a significant uptick in external data security incidents over the past 3 years, as well as an increase in privacy and security standards across the industry, Associated expanded HIPAA Privacy and Security services and policies. We receive and respond to external breach notices, work with counsel to prepare letters to vendors, and handle HIPAA notifications.

In adhering to the DOL's Cybersecurity Best Practices released in 2021, Associated experienced an increase in time spent responding to cybersecurity inquiries and questionnaires, performing self-assessments, training staff, incorporating phishing tests and strengthening endpoint software.

Compliance Monitoring
Associated continues to provide a compliance monitoring program to help each of our client Funds track regulatory reporting requirements, vendor contracts, and required documentation. Associated works hard to control its operating costs, but some are increasing. It is important to note that compliance work is continually expanding and impacts all TPA operations.

Information Technology Developments
Associated's highest cost increases and deliberate reinvestment continue to be in Information Technology. System enhancements allow us to better serve our clients and participants, and to maintain proper computer security. We utilize industry proven software to monitor network performance and to further block malware and phishing attacks on our ports, machines and applications. Our servers, desktops, and laptops are updated on a regular basis from software vendors to include critical and security updates. We are in the midst of completing our largest software update to date, allowing for state-of-the-art capabilities and increased protection against cyber-intrusions.

Experienced Executive Management
Associated has assigned to the Funds an Account Executive with over 20 years of benefits fund administrative experience. Supporting the account management team are sixteen employees, which includes staff from our Accounting, Accident and Sickness, Eligibility, Pension, Medical Claims, Communications, Mailroom, Appeals, and IT departments. We are all dedicated to providing superior services.

We realize that as fiduciaries, the Trustees must be confident that the Plan receives services proportionate in quality and quantity to the fees charged. Associated prides itself on providing excellent service to the Plan and its participants, and we do so at a competitive price.

Associated appreciates the opportunity to serve these Funds and welcomes all questions concerning our proposal.

Sincerely,
ACochran

Alicia Cochran
Account Executive
Associated Administrators, LLC

EXHIBIT A

Fund	Current Fee Per Month	01/01/27 Through 12/31/27	01/01/28 Through 12/31/28	01/01/29 Through 12/31/29
	$2.38	$2.48	$2.58	$2.68

January 1, 2027 through December 31, 2029 Hourly Rates for new regulatory changes and implementation of new vendors:

$350/Hour – IT/Management

$250/Hour – Supervisor

$150/Hour – Regular Employee