

**WAREHOUSE EMPLOYEES UNION
LOCAL NO. 730
HEALTH & WELFARE TRUST FUND**

THIRD QUARTER 2013

ADMINISTRATIVE MANAGER'S REPORT

THIRD QUARTER 2013
CONTRIBUTIONS AND EXPENSES

PLAN C

INCOME				
EMPLOYER	RATE	HOURS	PARTICIPANTS	CONTRIBUTIONS
ADAMS BURCH	\$ 4.28	29,809.99	66	\$ 127,587
COBRA			2	\$ 10,578
SELF PAY			0	\$ -
TOTAL INCOME		29,809.99	68	\$ 138,165

BENEFIT EXPENSES	RATE	EXPENSE	AVG. HRLY COST	COMMENT
DENTAL	\$ 26.12	\$ 4,649	\$ 0.156	
DISABILITY		\$ -	\$ -	
LIFE/AD&D-ING	\$ 0.209	\$ 184	\$ 0.006	\$0.179 LIFE / \$0.03 AD&D
OPTICAL CLAIMS		\$ 70	\$ 0.002	
OPTICAL PROVIDER	\$ 0.65	\$ 120	\$ 0.004	
UHC HMO ¹	\$ 691.95	\$ 120,533	\$ 4.043	
SUB TOTAL		\$ 125,556	\$ 4.211	

OPERATING EXPENSES	RATE	EXPENSE	AVG. HRLY COST	COMMENT
ADMINISTRATION	\$ 18.77	\$ 3,347	\$ 0.112	
ADMINISTRATION HIPAA	\$ 0.21	\$ 37	\$ 0.001	
MISCELLANEOUS		\$ 9,410	\$ 0.316	
SUB TOTAL		\$ 12,794	\$ 0.429	

TOTAL EXPENSES		\$ 138,350	\$ 4.640	
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SURPLUS (DEFICIT)		\$ (185)		
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AVG. HOURLY INCOME		\$ 4.63		
AVG. HOURLY EXPENSE		\$ 4.64		
SURPLUS (DEFICIT)		\$ (0.01)		

¹ Rate increase as of 8/1/13

THIRD QUARTER 2013
CONTRIBUTIONS AND EXPENSES

PLAN E

INCOME				
EMPLOYER	RATE	HOURS	PARTICIPANTS	CONTRIBUTIONS
EIGHT O'CLOCK COFFEE	\$ 5.94	30,280.25	69	\$ 179,865
GIANT RECYCLING	\$ 5.94	9,232.60	19	\$ 54,842
GIANT WAREHOUSE ¹	\$ 5.94	125,089.20	265	\$ 754,409
UNION LOCAL 730	\$ 5.94	1,660.00	4	\$ 9,860
WASHINGTON FOOD	\$ 5.94	3,118.00	7	\$ 18,521
COBRA			6	\$ 15,794
SELF PAY			0	\$ -
RETIREE SELF PAY			66	\$ 125,628
TOTAL INCOME		169,380.05	436	\$ 1,158,919

¹Includes payroll audit adjustment - \$11,379.84

BENEFIT EXPENSES	RATE	EXPENSE	AVG. HRLY COST	COMMENT
CIGNA OONSP	19%	\$ 6,537	\$ 0.039	
CIGNA HEALTH CARE	\$ 19.21	\$ 22,146	\$ 0.131	
DENTAL	\$ 29.30	\$ 32,727	\$ 0.193	
DISABILITY		\$ 4,894	\$ 0.029	
DRUG	\$ 0.80	\$ 359,975	\$ 2.125	
LIFE/AD&D-ING	\$ 0.209	\$ 10,505	\$ 0.062	\$0.179 LIFE / \$0.03 AD&D
MEDICAL		\$ 677,813	\$ 4.002	
OPTICAL CLAIMS		\$ 122	\$ 0.001	
OPTICAL GVS/ASO	\$ 0.65	\$ 177	\$ 0.001	
OPTICAL GVS/FULLY INSURED	\$ 6.23	\$ 5,475	\$ 0.032	
RETIREE DRUG		\$ 349,150	\$ 2.061	
UHC RETIREE HMO ¹	\$1090.44/\$2122.14	\$ 270,096	\$ 1.595	
SUB TOTAL		\$ 1,739,617	\$ 10.271	

OPERATING EXPENSES	RATE	EXPENSE	AVG. HRLY COST	COMMENT
ADMINISTRATION	\$ 18.77	\$ 21,467	\$ 0.127	
ADMIN-RETIREE HMO	\$ 5.67	\$ 1,117	\$ 0.007	
ADMIN-RETIREE RX	\$ 1.88	\$ 2,055	\$ 0.012	
ADMINISTRATION HIPAA	\$ 0.21	\$ 282	\$ 0.002	
MISCELLANEOUS		\$ 60,346	\$ 0.356	
SUB TOTAL		\$ 85,267	\$ 0.504	

TOTAL EXPENSES	\$ 1,824,884	\$ 10.775
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SURPLUS (DEFICIT)	\$ (665,965)
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AVG. HOURLY INCOME	\$ 6.84
AVG. HOURLY EXPENSE	\$ 10.77
SURPLUS (DEFICIT)	\$ (3.93)

¹ Rate increase as of 8/1/13

2013
QUARTERLY RECAPS

PLAN C

INCOME	FIRST 2013	SECOND 2013	THIRD 2013	FOURTH 2013	TOTAL
CONTRIBUTIONS	\$ 122,492	\$ 134,883	\$ 127,587	\$ -	\$ 384,962
COBRA	\$ 11,102	\$ 12,857	\$ 10,578	\$ -	\$ 34,537
SELF PAY	\$ 1,284	\$ -	\$ -	\$ -	\$ 1,284

TOTAL INCOME	\$ 134,878	\$ 147,740	\$ 138,165	\$ -	\$ 420,783
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BENEFIT EXPENSES					
DENTAL	\$ 4,675	\$ 4,623	\$ 4,649	\$ -	\$ 13,947
DISABILITY	\$ -	\$ -	\$ -	\$ -	\$ -
LIFE/AD&D	\$ 186	\$ 183	\$ 184	\$ -	\$ 553
OPTICAL	\$ 308	\$ 498	\$ 190	\$ -	\$ 996
OC HMO	\$ 98,129	\$ 101,437	\$ 120,533	\$ -	\$ 320,099
SUBTOTAL	\$ 103,298	\$ 106,741	\$ 125,556	\$ -	\$ 335,595

OPERATING EXPENSES					
ADMINISTRATION	\$ 3,269	\$ 3,463	\$ 3,384	\$ -	\$ 10,116
MISCELLANEOUS	\$ 4,741	\$ 7,827	\$ 9,410	\$ -	\$ 21,978
SUBTOTAL	\$ 8,010	\$ 11,290	\$ 12,794	\$ -	\$ 32,094

TOTAL EXPENSE	\$ 111,308	\$ 118,031	\$ 138,350	\$ -	\$ 367,689
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SURPLUS (DEFICIT)	\$ 23,570	\$ 29,709	\$ (185)	\$ -	\$ 53,094
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					AVERAGE
AVG HOURLY INCOME	\$ 4.71	\$ 4.69	\$ 4.63	\$ -	\$ 4.68
AVG HOURLY EXPENSE	\$ 3.89	\$ 3.75	\$ 4.64	\$ -	\$ 4.09
SURPLUS (DEFICIT)	\$ 0.82	\$ 0.94	\$ (0.01)	\$ -	\$ 0.59

TOTAL PARTICIPANTS	65	68	68	0	67
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2013
QUARTERLY RECAPS

PLAN E

INCOME	FIRST 2013	SECOND 2013	THIRD 2013	FOURTH 2013	TOTAL
CONTRIBUTIONS	\$ 1,021,679	\$ 1,083,355	\$ 1,017,497	\$ -	\$ 3,122,531
COBRA	\$ 25,540	\$ 28,449	\$ 15,794	\$ -	\$ 69,783
SELF PAY	\$ 125	\$ 808	\$ -	\$ -	\$ 933
RETIREE SELF PAY	\$ 121,388	\$ 117,038	\$ 125,628	\$ -	\$ 364,054

TOTAL INCOME	\$ 1,168,732	\$ 1,229,650	\$ 1,158,919	\$ -	\$ 3,557,301
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BENEFIT EXPENSES					
CIGNA OONSP	\$ 2,885	\$ 4,738	\$ 6,537	\$ -	\$ 14,160
CIGNA	\$ 22,534	\$ 22,381	\$ 22,146	\$ -	\$ 67,061
DENTAL	\$ 33,285	\$ 32,963	\$ 32,727	\$ -	\$ 98,975
DISABILITY	\$ 6,366	\$ 14,026	\$ 4,894	\$ -	\$ 25,286
DRUG	\$ 322,400	\$ 325,593	\$ 359,975	\$ -	\$ 1,007,968
LIFE/AD&D	\$ 10,684	\$ 10,581	\$ 10,505	\$ -	\$ 31,770
MEDICAL	\$ 1,162,324	\$ 526,946	\$ 677,813	\$ -	\$ 2,367,083
OPTICAL	\$ 6,452	\$ 5,983	\$ 5,774	\$ -	\$ 18,209
RETIREES	\$ 597,001	\$ 489,265	\$ 619,246	\$ -	\$ 1,705,512
SUBTOTAL	\$ 2,163,931	\$ 1,432,476	\$ 1,739,617	\$ -	\$ 5,336,024

OPERATING EXPENSES					
ADMINISTRATION	\$ 26,165	\$ 25,664	\$ 24,921	\$ -	\$ 76,750
MISCELLANEOUS	\$ 33,188	\$ 50,755	\$ 60,346	\$ -	\$ 144,289
SUBTOTAL	\$ 59,353	\$ 76,419	\$ 85,267	\$ -	\$ 221,039

TOTAL EXPENSE	\$ 2,223,284	\$ 1,508,895	\$ 1,824,884	\$ -	\$ 5,557,063
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SURPLUS (DEFICIT)	\$ (1,054,552)	\$ (279,245)	\$ (665,965)	\$ -	\$ (1,999,762)
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	AVERAGE				
AVG HOURLY INCOME	\$ 6.79	\$ 6.97	\$ 6.84	\$ -	\$ 6.87
AVG HOURLY EXPENSE	\$ 12.92	\$ 8.57	\$ 10.77	\$ -	\$ 10.75
SURPLUS (DEFICIT)	\$ (6.13)	\$ (1.60)	\$ (3.93)	\$ -	\$ (3.88)

TOTAL PARTICIPANTS	455	441	436	0	444
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RETIREE HMO PARTICIPANTS	71	66	66	0	68
RETIREE DRUG PARTICIPANTS	358	360	364	0	361

2013
QUARTERLY RECAPS

ALL PLANS

INCOME	FIRST 2013	SECOND 2013	THIRD 2013	FOURTH 2013	TOTAL
CONTRIBUTIONS	\$ 1,303,610	\$ 1,377,390	\$ 1,297,084	\$ -	\$ 3,978,084
INTEREST & DIVIDENDS	\$ 135,812	\$ 76,019	\$ 46,515	\$ -	\$ 258,346
MISCELLANEOUS INCOME	\$ 789	\$ -	\$ -	\$ -	\$ 789

TOTAL INCOME	\$ 1,440,211	\$ 1,453,409	\$ 1,343,599	\$ -	\$ 4,237,219
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BENEFIT EXPENSES					
CIGNA OONSP	\$ 2,885	\$ 4,738	\$ 6,537	\$ -	\$ 14,160
CIGNA	\$ 22,534	\$ 22,381	\$ 22,146	\$ -	\$ 67,061
DENTAL	\$ 37,960	\$ 37,586	\$ 37,376	\$ -	\$ 112,922
DISABILITY	\$ 6,366	\$ 14,026	\$ 4,894	\$ -	\$ 25,286
DRUG	\$ 322,400	\$ 325,593	\$ 359,975	\$ -	\$ 1,007,968
LIFE/AD&D	\$ 10,870	\$ 10,764	\$ 10,689	\$ -	\$ 32,323
MEDICAL	\$ 1,162,324	\$ 526,946	\$ 677,813	\$ -	\$ 2,367,083
OPTICAL	\$ 6,760	\$ 6,481	\$ 5,964	\$ -	\$ 19,205
OC HMO	\$ 98,129	\$ 101,437	\$ 120,533	\$ -	\$ 320,099
RETIREEES	\$ 597,001	\$ 489,265	\$ 619,246	\$ -	\$ 1,705,512
SUBTOTAL	\$ 2,267,229	\$ 1,539,217	\$ 1,865,173	\$ -	\$ 5,671,619

OPERATING EXPENSES					
ADMINISTRATION	\$ 29,434	\$ 29,127	\$ 28,305	\$ -	\$ 86,866
MISCELLANEOUS	\$ 37,929	\$ 58,582	\$ 69,756	\$ -	\$ 166,267
SUBTOTAL	\$ 67,363	\$ 87,709	\$ 98,061	\$ -	\$ 253,133

TOTAL EXPENSE	\$ 2,334,592	\$ 1,626,926	\$ 1,963,234	\$ -	\$ 5,924,752
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SURPLUS (DEFICIT)	\$ (894,381)	\$ (173,517)	\$ (619,635)	\$ -	\$ (1,687,533)
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					AVERAGE
AVG HOURLY INCOME	\$ 7.18	\$ 6.99	\$ 6.75	\$ -	\$ 6.97
AVG HOURLY EXPENSE	\$ 11.64	\$ 7.82	\$ 9.86	\$ -	\$ 9.77
SURPLUS (DEFICIT)	\$ (4.46)	\$ (0.83)	\$ (3.11)	\$ -	\$ (2.80)

TOTAL PARTICIPANTS	520	509	504	0	511
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FUND RESERVE	\$ 15,036,380	\$ 14,941,258	\$ 14,556,280		
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2012
QUARTERLY RECAPS

PLAN C

INCOME	FIRST 2012	SECOND 2012	THIRD 2012	FOURTH 2012	TOTAL
CONTRIBUTIONS	\$ 129,114	\$ 128,953	\$ 117,574	\$ 114,523	\$ 490,164
COBRA	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
SELF PAY	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

TOTAL INCOME	\$ 129,114	\$ 128,953	\$ 117,574	\$ 114,523	\$ 490,164
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BENEFIT EXPENSES					
DENTAL	\$ 4,885	\$ 4,858	\$ 4,857	\$ 4,832	\$ 19,432
DISABILITY	\$ -	\$ 505	\$ -	\$ -	\$ 505
LIFE/AD&D	\$ 196	\$ 195	\$ 195	\$ 193	\$ 779
OPTICAL	\$ -	\$ 317	\$ 312	\$ 127	\$ 756
OC HMO	\$ 108,516	\$ 110,837	\$ 108,864	\$ 106,399	\$ 434,616
SUBTOTAL	\$ 113,597	\$ 116,712	\$ 114,228	\$ 111,551	\$ 456,088

OPERATING EXPENSES					
ADMINISTRATION	\$ 3,474	\$ 3,020	\$ 2,936	\$ 2,949	\$ 12,379
MISCELLANEOUS	\$ 4,681	\$ 3,665	\$ 6,863	\$ 2,664	\$ 17,873
SUBTOTAL	\$ 8,155	\$ 6,685	\$ 9,799	\$ 5,613	\$ 30,252

TOTAL EXPENSE	\$ 121,752	\$ 123,397	\$ 124,027	\$ 117,164	\$ 486,340
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SURPLUS (DEFICIT)	\$ 7,362	\$ 5,556	\$ (6,453)	\$ (2,641)	\$ 3,824
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					AVERAGE
AVG HOURLY INCOME	\$ 4.28	\$ 4.28	\$ 4.28	\$ 4.28	\$ 4.28
AVG HOURLY EXPENSE	\$ 4.04	\$ 4.11	\$ 4.51	\$ 4.38	\$ 4.26
SURPLUS (DEFICIT)	\$ 0.24	\$ 0.17	\$ (0.23)	\$ (0.10)	\$ 0.02

TOTAL PARTICIPANTS	63	64	61	61	62
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2012
QUARTERLY RECAPS

PLAN E

INCOME	FIRST 2012	SECOND 2012	THIRD 2012	FOURTH 2012	TOTAL
CONTRIBUTIONS	\$ 1,399,712	\$ 1,123,993	\$ 1,031,978	\$ 1,025,123	\$ 4,580,806
COBRA	\$ 9,939	\$ 21,391	\$ 20,350	\$ 29,169	\$ 80,849
SELF PAY	\$ 416	\$ 22,257	\$ 21,241	\$ 3,478	\$ 47,392
RETIREE SELF PAY	\$ 115,889	\$ 122,143	\$ 126,835	\$ 127,971	\$ 492,838

TOTAL INCOME	\$ 1,525,956	\$ 1,289,784	\$ 1,200,404	\$ 1,185,741	\$ 5,201,885
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BENEFIT EXPENSES					
CIGNA OONSP	\$ 2,616	\$ 10,836	\$ 7,266	\$ 7,395	\$ 28,113
CIGNA	\$ 11,560	\$ 57,572	\$ 31,645	\$ 25,857	\$ 126,634
DENTAL	\$ 53,941	\$ 51,509	\$ 46,236	\$ 38,765	\$ 190,451
DISABILITY	\$ 8,307	\$ 14,634	\$ 18,936	\$ 15,146	\$ 57,023
DRUG	\$ 438,643	\$ 418,859	\$ 300,269	\$ 293,475	\$ 1,451,246
LIFE/AD&D	\$ 17,287	\$ 16,506	\$ 14,784	\$ 12,443	\$ 61,020
MEDICAL	\$ 911,360	\$ 941,124	\$ 1,253,225	\$ 876,085	\$ 3,981,794
OPTICAL	\$ 7,382	\$ 8,922	\$ 8,050	\$ 6,398	\$ 30,752
RETIREES	\$ 612,652	\$ 586,294	\$ 542,126	\$ 614,437	\$ 2,355,509
SUBTOTAL	\$ 2,063,748	\$ 2,106,256	\$ 2,222,537	\$ 1,890,001	\$ 8,282,542

OPERATING EXPENSES					
ADMINISTRATION	\$ 35,193	\$ 30,313	\$ 25,758	\$ 25,833	\$ 117,097
MISCELLANEOUS	\$ 43,523	\$ 33,282	\$ 52,975	\$ 20,479	\$ 150,259
SUBTOTAL	\$ 78,716	\$ 63,595	\$ 78,733	\$ 46,312	\$ 267,356

TOTAL EXPENSE	\$ 2,142,464	\$ 2,169,851	\$ 2,301,270	\$ 1,936,313	\$ 8,549,898
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SURPLUS (DEFICIT)	\$ (616,508)	\$ (880,067)	\$ (1,100,866)	\$ (750,572)	\$ (3,348,013)
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	AVERAGE				
AVG HOURLY INCOME	\$ 6.48	\$ 6.49	\$ 6.91	\$ 6.87	\$ 6.69
AVG HOURLY EXPENSE	\$ 9.10	\$ 10.92	\$ 13.25	\$ 11.22	\$ 11.12
SURPLUS (DEFICIT)	\$ (2.62)	\$ (4.43)	\$ (6.34)	\$ (4.35)	\$ (4.43)

TOTAL PARTICIPANTS	586	581	471	469	527
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RETIREE HMO PARTICIPANTS	64	63	70	72	67
RETIREE DRUG PARTICIPANTS	326	329	345	350	338

2012
QUARTERLY RECAPS

ALL PLANS

INCOME	FIRST 2012	SECOND 2012	THIRD 2012	FOURTH 2012	TOTAL
CONTRIBUTIONS	\$ 1,655,070	\$ 1,418,737	\$ 1,317,978	\$ 1,300,264	\$ 5,692,049
INTEREST & DIVIDENDS	\$ 139,811	\$ 126,763	\$ 120,671	\$ 80,103	\$ 467,348
MISCELLANEOUS INCOME ¹	\$ -	\$ 997	\$ 107	\$ 17,842	\$ 18,946

TOTAL INCOME	\$ 1,794,881	\$ 1,546,497	\$ 1,438,756	\$ 1,398,209	\$ 6,178,343
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BENEFIT EXPENSES					
CIGNA OONSP	\$ 2,616	\$ 10,836	\$ 7,266	\$ 7,395	\$ 28,113
CIGNA	\$ 11,560	\$ 57,572	\$ 31,645	\$ 25,857	\$ 126,634
DENTAL	\$ 58,826	\$ 56,367	\$ 51,093	\$ 43,597	\$ 209,883
DISABILITY	\$ 8,307	\$ 15,139	\$ 18,936	\$ 15,146	\$ 57,528
DRUG	\$ 438,643	\$ 418,859	\$ 300,269	\$ 293,475	\$ 1,451,246
LIFE/AD&D	\$ 17,483	\$ 16,701	\$ 14,979	\$ 12,636	\$ 61,799
MEDICAL	\$ 911,360	\$ 941,124	\$ 1,253,225	\$ 876,085	\$ 3,981,794
OPTICAL	\$ 7,382	\$ 9,239	\$ 8,362	\$ 6,525	\$ 31,508
OC HMO	\$ 108,516	\$ 110,837	\$ 108,864	\$ 106,399	\$ 434,616
RETIREEES	\$ 612,652	\$ 586,294	\$ 542,126	\$ 614,437	\$ 2,355,509
SUBTOTAL	\$ 2,177,345	\$ 2,222,968	\$ 2,336,765	\$ 2,001,552	\$ 8,738,630

OPERATING EXPENSES					
ADMINISTRATION	\$ 38,667	\$ 33,333	\$ 28,694	\$ 28,782	\$ 129,476
MISCELLANEOUS	\$ 48,204	\$ 36,947	\$ 59,838	\$ 23,143	\$ 168,132
SUBTOTAL	\$ 86,871	\$ 70,280	\$ 88,532	\$ 51,925	\$ 297,608

TOTAL EXPENSE	\$ 2,264,216	\$ 2,293,248	\$ 2,425,297	\$ 2,053,477	\$ 9,036,238
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SURPLUS (DEFICIT)	\$ (469,335)	\$ (746,751)	\$ (986,541)	\$ (655,268)	\$ (2,857,895)
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					AVERAGE
AVG HOURLY INCOME	\$ 6.75	\$ 6.76	\$ 7.15	\$ 7.01	\$ 6.92
AVG HOURLY EXPENSE	\$ 8.52	\$ 10.02	\$ 12.05	\$ 10.30	\$ 10.22
SURPLUS (DEFICIT)	\$ (1.77)	\$ (3.26)	\$ (4.90)	\$ (3.29)	\$ (3.30)

TOTAL PARTICIPANTS	649	645	532	530	589
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FUND RESERVE	\$ 17,724,627	\$ 16,976,443	\$ 16,570,308	\$ 15,897,307
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¹ Qtr 2 - Interest payment on Reliastar Life Insurance rebate -\$997.00

Qtr 3 - Litigation Settlement - AWP - \$106.66

Qtr 4 - Jessup Logistics payroll audit adjustment - \$17,337.85, Subrogation payment - \$504.08.

THIRD QUARTER 2013 MISCELLANEOUS EXPENSES
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ALL PLANS

MISCELLANEOUS EXPENSES	AMOUNT
ACTUARY	\$ 5,750
ATLANTA CAPITAL INVESTMENT MANAGER FEES	\$ 4,267
CONFERENCE	\$ 1,500
CONSULTING	\$ 4,000
FIDUCIARY LIABILITY INSURANCE	\$ 16,351
INVESTMENT PERFORMANCE SERVICES	\$ 5,625
LEGAL	\$ 24,088
MEETING	\$ 1,287
PATIENT-CENTERED OUTCOMES RESEARCH TRUST FUND FEE	\$ 1,308
PENN CAPITAL INVESTMENT MANAGER FEES	\$ 1,568
PNC FEES	\$ 1,370
POSTAGE	\$ 817
PRINTING	\$ 1,825
TOTAL	\$ 69,756

Miscellaneous charges are assigned by plan on a pro-rated basis, based on participant counts.

THIRD QUARTER 2013 CONTRACT INFORMATION
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COMPANY	PLAN	CURRENT RATES	CURRENT RATE EFF. DATE	NEXT RATE CHANGE DATE	CBA EXPIRATION
ADAMS BURCH	C	\$4.28	08-01-11	TBD	06-30-18
EIGHT O'CLOCK COFFEE	E	\$5.94	06-06-10	TBD	07-16-16
GIANT RECYCLING	E	\$5.94	07-04-10	TBD	06-20-15
GIANT WAREHOUSE	E	\$5.94	06-06-10	TBD	05-16-15
UNION LOCAL 730	E	\$5.94	06-06-10	TBD	FOLLOWS GIANT WAREHOUSE CBA
WASHINGTON FOOD	E	\$5.94	11-01-10	TBD	10-31-15

HEALTH AND WELFARE
DELINQUENCY REPORT
As of September 30, 2013

NO DELINQUENCIES