

BAKERS UNION AND FELRA

HEALTH AND WELFARE FUND

THIRD QUARTER 2012

ADMINISTRATIVE MANAGER'S REPORT

THIRD QUARTER 2012
PLAN I
CONTRIBUTIONS

	<u>RATE</u>	<u>HOURS</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>
GIANT	\$ 5.01	86,830	198	\$ 435,018
SAFEWAY ¹	\$ 5.01	103,790	211	\$ 519,949
TOTAL		190,620	409	\$ 954,967

¹ Safeway short paid \$36.01 in September contributions

THIRD QUARTER 2012
PLAN I
EXPENSES

BENEFIT EXPENSES

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. HOURLY COST</u>	<u>COMMENT</u>
MEDICAL		\$ 467,809	\$ 2.454	
CIGNA	\$ 20.39	\$ 21,179	\$ 0.111	
DENTAL-DENEX	\$ 55.27	\$ 69,751	\$ 0.366	
DISABILITY		\$ 13,771	\$ 0.072	
CATALYST RX		\$ 178,608	\$ 0.937	2,307 Scripts
LIFE/AD&D	\$ 0.24	\$ 5,842	\$ 0.031	
OPTICAL CLAIMS		\$ 7,978	\$ 0.042	
OPTICAL PROVIDER	\$ 0.60	\$ 733	\$ 0.004	
STOP LOSS	\$ 20.83	\$ 33,200	\$ 0.174	
SUB TOTAL		\$ 798,871	\$ 4.191	

OPERATING EXPENSES

ADMINISTRATION	\$ 21.96	\$ 26,308	\$ 0.138	
MISCELLANEOUS		\$ 20,982	\$ 0.110	
SUB TOTAL		\$ 47,290	\$ 0.248	

TOTAL EXPENSES	\$ 846,161	\$ 4.439		
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MISCELLANEOUS EXPENSES

CONSULTANTS	\$ 241
LEGAL	\$ 18,021
MEETINGS	\$ 223
POSTAGE	\$ 765
PRINTING	\$ 1,395
PNC ACCOUNT FEE	\$ 161
TELEPHONE	\$ 176
TOTAL MISCELLANEOUS EXPENSES	\$ 20,982

Miscellaneous expense assigned to Plan I and Plan II is based on participant counts-approved by The Board of Trustees on September 13, 2006.

2012
PLAN I
QUARTERLY RECAP

INCOME	FIRST 2012	SECOND 2012	THIRD 2012	FOURTH 2012	TOTAL
EMPLOYER CONTRIBUTIONS	\$ 976,371	\$ 895,618	\$ 954,967	\$ -	\$ 2,826,956
EMPLOYEE CONTRIBUTIONS ¹	\$ 9,030	\$ 7,355	\$ 5,206	\$ -	\$ 21,591
TOTAL INCOME	\$ 985,401	\$ 902,973	\$ 960,173	\$ -	\$ 2,848,547

EXPENSES	FIRST 2012	SECOND 2012	THIRD 2012	FOURTH 2012	TOTAL
MEDICAL	\$ 711,256	\$ 561,448	\$ 467,809	\$ -	\$ 1,740,513
CIGNA	\$ 26,243	\$ 25,900	\$ 21,179	\$ -	\$ 73,322
DENTAL-DENEX	\$ 65,374	\$ 68,866	\$ 69,751	\$ -	\$ 203,991
DISABILITY	\$ 25,543	\$ 14,371	\$ 13,771	\$ -	\$ 53,685
DRUG	\$ 193,817	\$ 164,415	\$ 178,608	\$ -	\$ 536,840
LIFE	\$ 6,067	\$ 6,000	\$ 5,842	\$ -	\$ 17,909
STOP LOSS	\$ 34,482	\$ 34,100	\$ 33,200	\$ -	\$ 101,782
OPTICAL	\$ 8,931	\$ 10,742	\$ 8,711	\$ -	\$ 28,384
OPERATING EXPENSE	\$ 37,707	\$ 34,615	\$ 47,290	\$ -	\$ 119,612
TOTAL EXPENSE	\$ 1,109,420	\$ 920,457	\$ 846,161	\$ -	\$ 2,876,038

SURPLUS (DEFICIT)	\$ (124,019)	\$ (17,484)	\$ 114,012	\$ -	\$ (27,491)
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	FIRST 2012	SECOND 2012	THIRD 2012	FOURTH 2012	AVG. TOTAL
TOTAL PARTICIPANTS	421	387	409		406
TOTAL HOURS	194,885	178,766	190,620		188,090

TOTAL HOURLY INCOME	\$ 5.06	\$ 5.05	\$ 5.04	\$ -	\$ 5.05
TOTAL HOURLY EXPENSE	\$ 5.69	\$ 5.15	\$ 4.42	\$ -	\$ 5.10
SURPLUS (DEFICIT)	\$ (0.63)	\$ (0.10)	\$ 0.62	\$ -	\$ (0.05)

¹ Cobra payments July - September 2012

THIRD QUARTER 2012
PLAN II
CONTRIBUTIONS

	<u>RATE</u>	<u>HOURS</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>
GIANT	\$ 2.59	20,248	54	\$ 52,442
SAFEWAY ¹	\$ 2.59	61,433	150	\$ 158,916
TOTAL		81,681	204	\$ 211,358

¹ Safeway short paid \$194.27 in September contributions

THIRD QUARTER 2012
PLAN II
EXPENSES

BENEFIT EXPENSES

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. HOURLY COST</u>	<u>COMMENT</u>
MEDICAL		\$ 80,259	\$ 0.983	
CIGNA	\$ 20.39	\$ 14,375	\$ 0.176	
DENTAL-DENEX	\$ 55.27	\$ 23,711	\$ 0.290	
DISABILITY		\$ 9,543	\$ 0.117	
CATALYST RX		\$ 19,716	\$ 0.241	265 Scripts
LIFE/AD&D	\$ 0.24	\$ 1,973	\$ 0.024	
OPTICAL CLAIMS		\$ 971	\$ 0.012	
OPTICAL PROVIDER	\$ 0.60	\$ 244	\$ 0.003	
SUB TOTAL		\$ 150,792	\$ 1.846	

OPERATING EXPENSES

ADMINISTRATION	\$ 21.96	\$ 4,963	\$ 0.061	
MISCELLANEOUS		\$ 6,930	\$ 0.085	
SUB TOTAL		\$ 11,893	\$ 0.146	

TOTAL EXPENSES	\$ 162,685	\$ 1.992		
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MISCELLANEOUS EXPENSES

CONSULTANTS	\$ 79
LEGAL	\$ 5,952
MEETINGS	\$ 74
POSTAGE	\$ 253
PRINTING	\$ 461
PNC ACCOUNT FEE	\$ 53
TELEPHONE	\$ 58
TOTAL MISCELLANEOUS EXPENSES	\$ 6,930

Miscellaneous expense assigned to Plan I and Plan II is based on participant counts-approved by The Board of Trustees on September 13, 2006.

2012
PLAN II
QUARTERLY RECAP

INCOME	FIRST 2012	SECOND 2012	THIRD 2012	FOURTH 2012	TOTAL
EMPLOYER CONTRIBUTIONS	\$ 220,315	\$ 252,579	\$ 211,358	\$ -	\$ 684,252
EMPLOYEE CONTRIBUTIONS ¹	\$ 1,238	\$ 1,467	\$ 641	\$ -	\$ 3,346
TOTAL INCOME	\$ 221,553	\$ 254,046	\$ 211,999	\$ -	\$ 687,598

EXPENSES	FIRST 2012	SECOND 2012	THIRD 2012	FOURTH 2012	TOTAL
MEDICAL	\$ 109,152	\$ 231,054	\$ 80,259	\$ -	\$ 420,465
CIGNA	\$ 10,493	\$ 9,707	\$ 14,375	\$ -	\$ 34,575
DENTAL-DENEX	\$ 25,269	\$ 24,098	\$ 23,711	\$ -	\$ 73,078
DISABILITY	\$ 9,971	\$ 8,571	\$ 9,543	\$ -	\$ 28,085
DRUG	\$ 110,364	\$ 20,589	\$ 19,716	\$ -	\$ 150,669
LIFE	\$ 2,357	\$ 2,131	\$ 1,973	\$ -	\$ 6,461
OPTICAL	\$ 885	\$ 1,852	\$ 1,215	\$ -	\$ 3,952
OPERATING EXPENSE	\$ 16,746	\$ 17,904	\$ 11,893	\$ -	\$ 46,543
TOTAL EXPENSE	\$ 285,237	\$ 315,906	\$ 162,685	\$ -	\$ 763,828

SURPLUS (DEFICIT)	\$ (63,684)	\$ (61,860)	\$ 49,314	\$ -	\$ (76,230)
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	FIRST 2012	SECOND 2012	THIRD 2012	FOURTH 2012	AVG. TOTAL
TOTAL PARTICIPANTS	228	224	204		219
TOTAL HOURS	85,064	97,521	81,681		88,089
TOTAL HOURLY INCOME	\$ 2.60	\$ 2.61	\$ 2.60	\$ -	\$ 2.60
TOTAL HOURLY EXPENSE	\$ 3.35	\$ 3.24	\$ 1.97	\$ -	\$ 2.89
SURPLUS (DEFICIT)	\$ (0.75)	\$ (0.63)	\$ 0.63	\$ -	\$ (0.29)

¹ COBRA payments July - September 2012

**2012
COMBINED
QUARTERLY RECAP**

INCOME	FIRST 2012	SECOND 2012	THIRD 2012	FOURTH 2012	TOTAL
EMPLOYER CONTRIBUTIONS	\$ 1,196,686	\$ 1,148,197	\$ 1,166,325	\$ -	\$ 3,511,208
EMPLOYEE CONTRIBUTIONS	\$ 10,269	\$ 8,822	\$ 5,847	\$ -	\$ 24,938
INTEREST & DIVIDENDS	\$ 2,932	\$ 2,595	\$ 2,151	\$ -	\$ 7,678
MISCELLANEOUS INCOME ¹	\$ 11,191	\$ -	\$ 10,218	\$ -	\$ 21,409
TOTAL INCOME	\$ 1,221,078	\$ 1,159,614	\$ 1,184,541	\$ -	\$ 3,565,233

EXPENSES	FIRST 2012	SECOND 2012	THIRD 2012	FOURTH 2012	TOTAL
MEDICAL	\$ 820,408	\$ 792,502	\$ 548,068	\$ -	\$ 2,160,978
CIGNA	\$ 36,736	\$ 35,607	\$ 35,554	\$ -	\$ 107,897
DENTAL-DENEX	\$ 90,643	\$ 92,964	\$ 93,462	\$ -	\$ 277,069
DISABILITY	\$ 35,514	\$ 22,942	\$ 23,314	\$ -	\$ 81,770
DRUG	\$ 304,181	\$ 185,004	\$ 198,324	\$ -	\$ 687,509
LIFE	\$ 8,424	\$ 8,131	\$ 7,815	\$ -	\$ 24,370
STOP LOSS	\$ 34,482	\$ 34,100	\$ 33,200	\$ -	\$ 101,782
OPTICAL	\$ 9,816	\$ 12,594	\$ 9,926	\$ -	\$ 32,336
OPERATING EXPENSE	\$ 54,453	\$ 52,519	\$ 59,183	\$ -	\$ 166,155
TOTAL EXPENSE	\$ 1,394,657	\$ 1,236,363	\$ 1,008,846	\$ -	\$ 3,639,866
SURPLUS (DEFICIT)	\$ (173,579)	\$ (76,749)	\$ 175,695	\$ -	\$ (74,633)

	FIRST 2012	SECOND 2012	THIRD 2012	FOURTH 2012	AVG. TOTAL
TOTAL PARTICIPANTS	649	611	613	0	624
TOTAL HOURS	279,949	276,287	272,301	0	276,179
TOTAL HOURLY INCOME	\$ 4.36	\$ 4.20	\$ 4.35	\$ -	\$ 4.30
TOTAL HOURLY EXPENSE	\$ 4.98	\$ 4.47	\$ 3.70	\$ -	\$ 4.39
SURPLUS (DEFICIT)	\$ (0.62)	\$ (0.27)	\$ 0.65	\$ -	\$ (0.09)

FUND RESERVE	\$ 1,231,659	\$ 1,163,565	\$ 1,281,088	
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1st Qtr ¹ Includes 2nd Qtr 2011 RX Rebate from Catalyst in the amount of \$11,124.16
12/2011 Pharmacy audit reimbursment for \$67.22

3rd Qtr ¹ Includes 4th Qtr 2011 RX Rebate from Catalyst in the amount of \$10,218.11

**2011
COMBINED
QUARTERLY RECAP**

INCOME	FIRST 2011	SECOND 2011	THIRD 2011	FOURTH 2011	TOTAL
EMPLOYER CONTRIBUTIONS	\$ 1,269,935	\$ 1,269,039	\$ 1,264,115	\$ 1,284,996	\$ 5,088,085
EMPLOYEE CONTRIBUTIONS ^{1,2,3}	\$ 8,301	\$ 6,187	\$ 8,278	\$ 7,485	\$ 30,251
INTEREST & DIVIDENDS	\$ 3,139	\$ 3,261	\$ 3,826	\$ 3,976	\$ 14,202
MISCELLANEOUS INCOME ^{4,5,6,7}	\$ 10,777	\$ 21,260	\$ 10,609	\$ 10,245	\$ 52,891
TOTAL INCOME	\$ 1,292,152	\$ 1,299,747	\$ 1,286,828	\$ 1,306,702	\$ 5,185,429

EXPENSES	FIRST 2011	SECOND 2011	THIRD 2011	FOURTH 2011	TOTAL
MEDICAL	\$ 693,318	\$ 638,094	\$ 708,866	\$ 827,143	\$ 2,867,421
CIGNA	\$ 39,306	\$ 38,537	\$ 37,221	\$ 38,299	\$ 153,363
DENTAL-DENEX	\$ 105,732	\$ 101,752	\$ 91,638	\$ 88,819	\$ 387,941
DISABILITY	\$ 26,657	\$ 40,743	\$ 37,228	\$ 35,171	\$ 139,799
DRUG	\$ 219,846	\$ 219,459	\$ 210,184	\$ 246,574	\$ 896,063
LIFE	\$ 9,197	\$ 8,808	\$ 8,554	\$ 8,366	\$ 34,925
STOP LOSS	\$ 26,996	\$ 26,517	\$ 26,225	\$ 26,225	\$ 105,963
OPTICAL	\$ 12,474	\$ 11,505	\$ 13,059	\$ 11,611	\$ 48,649
OPERATING EXPENSE	\$ 109,496	\$ 92,133	\$ 64,830	\$ 55,583	\$ 322,042
TOTAL EXPENSE	\$ 1,243,022	\$ 1,177,548	\$ 1,197,805	\$ 1,337,791	\$ 4,956,166

SURPLUS (DEFICIT)	\$ 49,130	\$ 122,199	\$ 89,023	\$ (31,089)	\$ 229,263
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	FIRST 2011	SECOND 2011	THIRD 2011	FOURTH 2011	AVG. TOTAL
TOTAL PARTICIPANTS	675	668	656	635	659
TOTAL HOURS	303,615	304,418	299,489	299,376	301,725

TOTAL HOURLY INCOME	\$ 4.26	\$ 4.27	\$ 4.30	\$ 4.36	\$ 4.30
TOTAL HOURLY EXPENSE	\$ 4.09	\$ 3.87	\$ 4.00	\$ 4.47	\$ 4.11
SURPLUS (DEFICIT)	\$ 0.17	\$ 0.40	\$ 0.30	\$ (0.11)	\$ 0.19

FUND RESERVE	\$ 1,425,589	\$ 1,469,457	\$ 1,284,927	\$ 1,283,211
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1ST Qtr ¹ Includes COBRA ARRA subsidy reimbursement for 4TH Qtr 2010 of \$1,818.09

⁴ Catalyst rebate for 2nd Qtr 2010 - \$10,282.35, Litigation Settlement for TriCor - \$494.21

2ND Qtr ² Includes COBRA ARRA subsidy reimbursement for 1ST Qtr 2011 of \$ 1,818.09

⁵ Catalyst rebate for 3rd Qtr 2010 - \$9,890.65, Litigation settlements - \$ 1,137.21, Subrogation settlements - \$ 10,232.36

3RD Qtr ³ Includes COBRA ARRA subsidy reimbursement for 2ND Qtr 2011 of \$ 606.13

⁶ Catalyst rebate for 4th Qtr 2010 - \$10,301.70, Pharmacy audit reimbursement - \$ 307.19

4TH Qtr ⁷ Catalyst rebate for 1st Qtr 2011 - \$10,151.85, Pharmacy audit reimbursement - \$93.28

**THIRD QUARTER 2012
PLANS I & II
DELINQUENCIES**