BAKERS UNION AND FELRA

HEALTH AND WELFARE FUND

FOURTH QUARTER 2012

ADMINISTRATIVE MANAGER'S REPORT

FOURTH QUARTER 2012
PLAN I
CONTRIBUTIONS

	RATE	HOURS	PARTICIPANTS	CONTRIBUTIONS
GIANT	$ 5.01	88,303	198	$ 442,398
SAFEWAY	$ 5.01	107,690	204	$ 539,826
TOTAL		195,993	402	$ 982,224

FOURTH QUARTER 2012
PLAN I
EXPENSES

BENEFIT EXPENSES

BENEFIT	RATE	EXPENSE	AVG. HOURLY COST	COMMENT
MEDICAL		$ 545,926	$ 2.785	
CIGNA	$ 20.39	$ 24,305	$ 0.124	
DENTAL-DENEX	$ 55.27	$ 68,977	$ 0.352	
DISABILITY		$ 32,428	$ 0.165	
CATALYST RX		$ 192,937	$ 0.984	2,446
LIFE/AD&D	$ 0.24	$ 5,942	$ 0.030	
OPTICAL CLAIMS		$ 9,679	$ 0.049	
OPTICAL PROVIDER	$ 0.60	$ 705	$ 0.004	
STOP LOSS	$ 27.28	$ 33,773	$ 0.172	
SUB TOTAL		$ 914,672	$ 4.665	

OPERATING EXPENSES

ADMINISTRATION	$ 21.96	$ 24,639	$ 0.126	
MISCELLANEOUS		$ 1,069	$ 0.005	
SUB TOTAL		$ 25,708	$ 0.131	

TOTAL EXPENSES	**$ 940,380**	**$ 4.796**

MISCELLANEOUS EXPENSES

LEGAL	$ 722
POSTAGE	$ 8
PRINTING	$ 42
PNC ACCOUNT FEE	$ 163
TELEPHONE	$ 134
TOTAL MISCELLANEOUS EXPENSES	**$ 1,069**

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	$ 982,224	$ 3,809,180
EMPLOYEE CONTRIBUTIONS [1]	$ 9,030	$ 7,355	$ 5,206	$ 4,512	$ 26,103
TOTAL INCOME	$ 985,401	$ 902,973	$ 960,173	$ 986,736	$ 3,835,283

EXPENSES	FIRST 2012	SECOND 2012	THIRD 2012	FOURTH 2012	TOTAL
MEDICAL	$ 711,256	$ 561,448	$ 467,809	$ 545,926	$ 2,286,439
CIGNA	$ 26,243	$ 25,900	$ 21,179	$ 24,305	$ 97,627
DENTAL-DENEX	$ 65,374	$ 68,866	$ 69,751	$ 68,977	$ 272,968
DISABILITY	$ 25,543	$ 14,371	$ 13,771	$ 32,428	$ 86,113
DRUG	$ 193,817	$ 164,415	$ 178,608	$ 192,937	$ 729,777
LIFE	$ 6,067	$ 6,000	$ 5,842	$ 5,942	$ 23,851
STOP LOSS	$ 34,482	$ 34,100	$ 33,200	$ 33,773	$ 135,555
OPTICAL	$ 8,931	$ 10,742	$ 8,711	$ 10,384	$ 38,768
OPERATING EXPENSE	$ 37,707	$ 34,615	$ 47,290	$ 25,708	$ 145,320
TOTAL EXPENSE	$ 1,109,420	$ 920,457	$ 846,161	$ 940,380	$ 3,816,418
SURPLUS (DEFICIT)	**$ (124,019)**	**$ (17,484)**	**$ 114,012**	**$ 46,356**	**$ 18,865**

	FIRST 2012	SECOND 2012	THIRD 2012	FOURTH 2012	AVG. TOTAL
TOTAL PARTICIPANTS	421	387	409	402	405
TOTAL HOURS	194,885	178,766	190,620	195,993	190,066

TOTAL HOURLY INCOME	$ 5.06	$ 5.05	$ 5.04	$ 5.03	$ 5.04
TOTAL HOURLY EXPENSE	$ 5.69	$ 5.15	$ 4.42	$ 4.80	$ 5.02
SURPLUS (DEFICIT)	$ (0.63)	$ (0.10)	$ 0.62	$ 0.23	$ 0.02

[1] COBRA Payments

FOURTH QUARTER 2012
PLAN II
CONTRIBUTIONS

	RATE	HOURS	PARTICIPANTS	CONTRIBUTIONS
GIANT	$ 2.59	20,993	57	$ 54,372
SAFEWAY	$ 2.59	52,991	161	$ 137,247
TOTAL		73,984	218	$ 191,619

FOURTH QUARTER 2012
PLAN II
EXPENSES

BENEFIT EXPENSES

BENEFIT	RATE	EXPENSE	AVG. HOURLY COST	COMMENT
MEDICAL		$ 96,275	$ 1.301	
CIGNA	$ 20.39	$ 9,094	$ 0.123	
DENTAL-DENEX	$ 55.27	$ 22,274	$ 0.301	
DISABILITY		$ 5,771	$ 0.078	
CATALYST RX		$ 27,280	$ 0.369	275 Scripts
LIFE/AD&D	$ 0.24	$ 1,915	$ 0.026	
OPTICAL CLAIMS		$ 721	$ 0.010	
OPTICAL PROVIDER	$ 0.60	$ 250	$ 0.003	
SUB TOTAL		$ 163,580	$ 2.211	

OPERATING EXPENSES

ADMINISTRATION	$ 21.96	$ 14,362	$ 0.194	
MISCELLANEOUS		$ 335	$ 0.005	
SUB TOTAL		$ 14,697	$ 0.199	

TOTAL EXPENSES	**$ 178,277**	**$ 2.410**

MISCELLANEOUS EXPENSES

LEGAL	$ 226
POSTAGE	$ 3
PRINTING	$ 13
PNC ACCOUNT FEE	$ 51
TELEPHONE	$ 42
TOTAL MISCELLANEOUS EXPENSES	**$ 335**

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	$ 191,619	$ 875,871
EMPLOYEE CONTRIBUTIONS [1]	$ 1,238	$ 1,467	$ 641	$ -	$ 3,346
TOTAL INCOME	$ 221,553	$ 254,046	$ 211,999	$ 191,619	$ 879,217

EXPENSES	FIRST 2012	SECOND 2012	THIRD 2012	FOURTH 2012	TOTAL
MEDICAL	$ 109,152	$ 231,054	$ 80,259	$ 96,275	$ 516,740
CIGNA	$ 10,493	$ 9,707	$ 14,375	$ 9,094	$ 43,669
DENTAL-DENEX	$ 25,269	$ 24,098	$ 23,711	$ 22,274	$ 95,352
DISABILITY	$ 9,971	$ 8,571	$ 9,543	$ 5,771	$ 33,856
DRUG	$ 110,364	$ 20,589	$ 19,716	$ 27,280	$ 177,949
LIFE	$ 2,357	$ 2,131	$ 1,973	$ 1,915	$ 8,376
OPTICAL	$ 885	$ 1,852	$ 1,215	$ 971	$ 4,923
OPERATING EXPENSE	$ 16,746	$ 17,904	$ 11,893	$ 14,697	$ 61,240
TOTAL EXPENSE	$ 285,237	$ 315,906	$ 162,685	$ 178,277	$ 942,105
SURPLUS (DEFICIT)	**$ (63,684)**	**$ (61,860)**	**$ 49,314**	**$ 13,342**	**$ (62,888)**

	FIRST 2012	SECOND 2012	THIRD 2012	FOURTH 2012	AVG. TOTAL
TOTAL PARTICIPANTS	228	224	204	218	219
TOTAL HOURS	85,064	97,521	81,681	73,984	84,563
TOTAL HOURLY INCOME	$ 2.60	$ 2.61	$ 2.60	$ 2.59	$ 2.60
TOTAL HOURLY EXPENSE	$ 3.35	$ 3.24	$ 1.97	$ 2.41	$ 2.79
SURPLUS (DEFICIT)	$ (0.75)	$ (0.63)	$ 0.63	$ 0.18	$ (0.19)

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	$ 1,173,843	$ 4,685,051
EMPLOYEE CONTRIBUTIONS	$ 10,269	$ 8,822	$ 5,847	$ 4,512	$ 29,450
INTEREST & DIVIDENDS	$ 2,932	$ 2,595	$ 2,151	$ 1,957	$ 9,635
MISCELLANEOUS INCOME [1]	$ 11,191	$ -	$ 10,218	$ 9,085	$ 30,494
TOTAL INCOME	$ 1,221,078	$ 1,159,614	$ 1,184,541	$ 1,189,397	$ 4,754,630

EXPENSES	FIRST 2012	SECOND 2012	THIRD 2012	FOURTH 2012	TOTAL
MEDICAL	$ 820,408	$ 792,502	$ 548,068	$ 642,201	$ 2,803,179
CIGNA	$ 36,736	$ 35,607	$ 35,554	$ 33,399	$ 141,296
DENTAL-DENEX	$ 90,643	$ 92,964	$ 93,462	$ 91,251	$ 368,320
DISABILITY	$ 35,514	$ 22,942	$ 23,314	$ 38,199	$ 119,969
DRUG	$ 304,181	$ 185,004	$ 198,324	$ 220,217	$ 907,726
LIFE	$ 8,424	$ 8,131	$ 7,815	$ 7,857	$ 32,227
STOP LOSS	$ 34,482	$ 34,100	$ 33,200	$ 33,773	$ 135,555
OPTICAL	$ 9,816	$ 12,594	$ 9,926	$ 11,355	$ 43,691
OPERATING EXPENSE	$ 54,453	$ 52,519	$ 59,183	$ 40,405	$ 206,560
TOTAL EXPENSE	$ 1,394,657	$ 1,236,363	$ 1,008,846	$ 1,118,657	$ 4,758,523
SURPLUS (DEFICIT)	**$ (173,579)**	**$ (76,749)**	**$ 175,695**	**$ 70,740**	**$ (3,893)**

	FIRST 2012	SECOND 2012	THIRD 2012	FOURTH 2012	AVG. TOTAL
TOTAL PARTICIPANTS	649	611	613	620	623
TOTAL HOURS	279,949	276,287	272,301	269,977	274,629
TOTAL HOURLY INCOME	$ 4.36	$ 4.20	$ 4.35	$ 4.41	$ 4.33
TOTAL HOURLY EXPENSE	$ 4.98	$ 4.47	$ 3.70	$ 4.14	$ 4.33
SURPLUS (DEFICIT)	$ (0.62)	$ (0.27)	$ 0.65	$ 0.27	$ -
FUND RESERVE	$ 1,231,659	$ 1,163,565	$ 1,281,088	$ 1,232,595	

1st Qtr [1] Includes 2nd Qtr 2011 RX Rebate from Catalyst Rx 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 Rx in the amount of $10,218.11

4th Qtr [1] Includes 1st Qtr 2012 RX Rebate from Catalyst Rx in the amount of $9,084.61

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**

	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	

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

FOURTH QUARTER 2012

PLANS I & II

DELINQUENCIES