

FELRA & UFCW VEBA FUND

AGENDA

JULY 23, 2020

(Approximately 1:00 p.m.)

- I. CALL TO ORDER**
 - A. APPOINTMENT OF TRUSTEE**
- II. MINUTES (pg. 1 - 20)**
 - A. REGULAR MEETING – APRIL 16, 2020**
 - B. APPEALS COMMITTEE MEETING – MAY 7, 2020**
 - C. APPEALS COMMITTEE MEETING – JUNE 5, 2020**
- III. FINANCIAL REPORT (pg. 21 - 22)**
 - A. PNC REPORT**
 - B. INVESTMENT PERFORMANCE SERVICES**
- IV. CONSULTANTS' REPORTS**
 - A. SEGAL COMPANY**
 - 1. PREVENTIVE SERVICES LIST**
 - B. CONFIDIO**
 - 1. EGWP – STATUS UPDATE**
 - a. LATE ENROLLMENT PENALTY FEES**
- V. ATTORNEYS' REPORT**
 - A. REGULAR**
 - B. DELINQUENCY REPORT**
 - C. SUBROGATION**
- VI. ADMINISTRATIVE MANAGER'S REPORT - (1Q20)(pg. 23 - 88)**
- VII. INVOICES (pg. 89 - 91)**
- VIII. OTHER FUND BUSINESS (pg. 92 – 97)**
 - A. GROUP DENTAL SERVICE – RENEWAL**
 - B. 2020 COBRA RATES**
 - C. COVID-19 RELATED CLAIMS PROCESSING - STATUS**
 - D. SAFEWAY PAYROLL AUDIT 2014 – 2017 - STATUS UPDATE**
 - E. DEPENDENT SPOUSAL AUDIT – STATUS UPDATE**
 - F. SAFEWAY OVERPAYMENT – STATUS**
 - G. PARTICIPANT APPEAL REFERRED TO FULL BOARD BY APPEALS COMMITTEE**
 - H. MISCELLANEOUS CORRESPONDENCE**
- IX. NEXT MEETING DATE AND LOCATION – OCTOBER 22, 2020**
- X. ADJOURNMENT**

MINUTES

FELRA & UFCW Health & Welfare Plan
*A Plan of the Food Employers Labor Relations Association
and United Food and Commercial Workers
VEBA Fund*

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**MINUTES OF THE MEETING OF THE
BOARD OF TRUSTEES OF THE
FELRA AND UFCW VEBA FUND
VIA TELECONFERENCE
APRIL 16, 2020**

The following Trustees were present:

Union Trustees

M. Federici - Secretary
J. Chorpenning
A. Hanson
E. Masten

Employer Trustees

J. Paradis - Chairman
D. Dosenbach
M. Goble

Also present were:

Y. Anwar - UFCW Local 400
L. DuVall - Associated Administrators, LLC
N. Eid - Confidio
J. Hack - UFCW Local 27
J. Harrison - UFCW Local 27
J. Herishen - Calibre
N. Hill - UFCW Local 27
T. Hipkins - UFCW Local 27
C. Hoffmann - UFCW Local 400
N. Jacobs - UFCW Local 400
D. Jensen - Associated Administrators, LLC
W. Jensen - Associated Administrators, LLC
M. Kreps - Groom Law Group
C. McDonough - Investment Performance Services
R. McKnight - Associated Administrators, LLC
C. Murphy - Associated Administrators, LLC
S. Ridore - Safeway
S. Sanchez - Slevin & Hart, P.C.
R. Sichel - Investment Performance Services
B. Slevin - Slevin & Hart, P.C.

J. Timm - The Segal Company
L. Walsh - Associated Administrators, LLC
R. Wildt - UFCW Local 27
M. Wilson - UFCW Local 400

I. CALL TO ORDER

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

II. MINUTES

The Trustees reviewed the minutes of the last regular meeting held on September 24, 2019, the Appeals Committee meetings of October 25, 2019, November 19, 2019, December 10, 2019, January 10, 2020, February 6, 2020, and March 16, 2020, all of which were pre-circulated.

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

RESOLVED, that the minutes of the regular meeting held on September 24, 2019, the Appeals Committee Meetings of October 25, 2019, November 19, 2019, December 10, 2019, January 10, 2020, February 6, 2020 and March 16, 2020 are approved as presented.

III. FINANCIAL REPORT

A. PNC Bank

1. Summary of Activity Report – ERISA Account - December 31, 2019

Mr. Jensen presented the PNC Summary of Activity report for the period January 1, 2019 through December 31, 2019. Such report indicated a beginning market value of \$27,570,275, earnings of \$2,195,636, receipts of \$145,030,410, and disbursements of \$139,146,596, producing an ending market value of \$35,649,725 as of December 31, 2019.

2. Summary of Activity Report – Non-ERISA Account DDA– December 31, 2019

Mr. Jensen presented the PNC Summary of Activity report for the Non-ERISA account for the period January 1, 2019 through December 31, 2019. Such report indicated a beginning

market value of \$1,180,645, no earnings, receipts of \$149,775,390, and disbursements of \$149,932,997, producing an ending market value of \$1,023,038 as of December 31, 2019.

Mr. Jensen noted that as of February 29, 2020, the FELRA Welfare Fund had \$34,950,080 representing 3.10 months of reserves compared to 2.97 months as of January 31, 2020. The average expense for the four quarters ending December 31, 2019 was \$11,287,431 per quarter.

B. Investment Performance Services

The Trustees welcomed Mr. Rich Sichel and Mr. Chris McDonough of Investment Performance Services to the meeting.

1. Preliminary Performance Update – February 29, 2020

Mr. Sichel reviewed the Preliminary Performance Report for the period ending February 29, 2020. Such report indicated a beginning market value of \$36,903,863, a negative net cash flow of \$5,282,524 and a negative net investment change of \$291,181, resulting in an ending market value of \$31,330,158. The year-to-date performance through February 29, 2020 was -0.8% gross of fees.

2. Asset Allocation

Mr. Sichel reported on the Fund's real estate allocation and recommended the Trustees submit a full redemption request to American Realty Advisors ("ARA") core real estate, which would reduce the Fund's real estate allocation to 0%. Mr. Sichel recommended that proceeds from the American Realty Advisors redemption be allocated to the Fund's Segal Bryant and Hamill ("SBH") investment grade fixed income portfolio. He stated that he will present information regarding the Fund's long-term expected risk/return at the next meeting.

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

RESOLVED, to approve a full redemption of the Fund's ARA core real estate portfolio; and

FURTHER RESOLVED, to amend the Investment Policy to reduce the Fund's real estate allocation target to 0%.

3. Segal Marco Advisors

The Trustees discussed the proxy voting services provided by Segal Marco Segal Advisors and agreed with IPS that due to the changes in the Fund's asset allocation that eliminated separately managed equities, proxy voting services are no longer relevant.

On Motion made and seconded, the Trustees voted unanimous approval of the following resolutions:

RESOLVED, to terminate the proxy voting services of Segal Marco Advisors effective immediately.

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

C. Auditor's Report

The Trustees welcomed Mr. Joseph Herishen of Calibre to the meeting.

1. Financial Statements – December 31, 2018

Mr. Herishen presented the Financial Statements for the period ended December 31, 2018. He noted that the auditor's opinion was unmodified and the financial statements were in conformity with generally accepted accounting principles.

Mr. Herishen reported that total assets were \$57,231,813 and total liabilities were \$2,203,888, producing net assets available for benefits of \$55,027,925. Mr. Herishen reviewed the Notes to Financial Statements, Schedule of Assets Held for Investment Purposes, Schedule of Employer Contributions, and Schedule of Administrative Expenses.

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

RESOLVED, to accept the Auditor's 2018 Financial Statements as presented.

2. Calibre's Engagement Proposal

Mr. Herishen presented Calibre's engagement proposal and proposed side letters relating to the 2019 audit, along with Calibre's planning letters relating to the audit. Mr. Herishen stated that the estimated retainer fees for the 2019 audit would not exceed \$78,400, which reflects no increase compared to the prior year. Non-retainer fees would range from \$90.00 to \$345.00 per hour.

3. Payroll Audit

Mr. Herishen reported that his firm had completed a payroll audit of Safeway for the period January 2014 through December 2017, which revealed a discrepancy of \$63,626.00 for the VEBA Fund. Mr. Herishen stated that the audit findings information had been sent to Safeway for review. Trustee Dosenbach stated that Safeway was reviewing the audit findings and would follow up with Calibre within two weeks.

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

The Trustees reviewed the engagement proposal submitted by Calibre. After discussion and,

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

RESOLVED, to approve the engagement proposal submitted by Calibre to perform the 2019 audit at a fee not to exceed \$78,400.

IV. CONSULTANT'S REPORT

A. Confidio

The Trustees welcomed Ms. Nancy Eid of Confidio to the meeting. Ms. Eid reported on the prescription drug programs unanimously approved by the Board between meetings, including the SaveOn specialty pharmacy program, the Prescription Care Management ("PCM") alternative therapy program, an Employer Group Waiver Plan ("EGWP") with wrap, and the Express Scripts, Inc. ("ESI") Utilization Management ("UM") program with enhanced Prior Authorizations. Ms. Eid then provided updated UM program recommendations for the Trustees' consideration and explained the reasons for the updated recommendations.

After discussion, On Motion made and seconded, the Trustees voted unanimous approval of the following resolution:

RESOLVED, to approve the updated UM recommendations recommended by Confidio, effective July 1, 2020.

Ms. Eid reported that the SaveOn and PCM programs will be implemented June 1, 2020, the newly adopted ESI UM program will be implemented July 1, 2020 and the EGWP will be implemented January 1, 2021. Confidio will work with the Fund office and Fund co-counsel to implement these programs.

Ms. Eid reported that the Trustees will need to execute certain documents to implement the above-described prescription drug program changes.

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

RESOLVED, to delegate to Chairman and Secretary the authority to execute any documents necessary to implement the approved prescription drug program changes.

The Trustees thanked Ms. Eid for her report and she was excused from the meeting.

B. The Segal Company

The Trustees welcomed Mr. Josh Timm of the Segal Company to the meeting

1. Conifer/Carewise Health Transition

Mr. Timm reported on the successful transition from Carewise/SHPS and Health Dialog to Conifer, effective January 1, 2020. Mr. Timm advised that the Fund office worked with co-counsel and all three firms to effectuate the transition. Communications regarding the transition were sent to the Plan participants.

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

V. ATTORNEY'S REPORT

A. Memoranda of Agreement ("MOA")

Mr. Slevin reported on the agreements reached by the Locals and Giant, Safeway and Acme (collectively, the "Employers").

B. Coronavirus-Related Legislation

Ms. Sanchez reviewed the Slevin & Hart memoranda dated March 20, 2020 and April 1, 2020 regarding the Families First Coronavirus Response Act ("FFCRA") and the Coronavirus Aid, Relief and Economic Security ("CARES") Act.

Ms. Sanchez reported on the Trustees' decision between meetings regarding coverage of mandated COVID-19 testing. Ms. Sanchez also reported on the Trustees' decision between meetings regarding coverage for telemedicine appointments.

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

RESOLVED, to revise the effective date of the above-referenced temporary telemedicine benefit to be March 1, 2020.

Ms. Sanchez also reported on payment of out-of-network claims for COVID-related testing and services. The Trustees discussed appointing a subcommittee to address Covid-19 related issues between Board meetings.

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

RESOLVED, to delegate to the Chairman and Secretary the authority to take action on any COVID-related issues that arise between meetings.

The Trustees discussed the Plan rules regarding coverage in the event of employment termination or an unpaid leave of absence.

C. HHS Guidance on COVID-19.

Ms. Sanchez reviewed Slevin & Hart's April 7, 2020 correspondence regarding the HIPAA privacy rules to COVID-related participant information.

D. Calibre Engagement Letter and Side Letter

Mr. Slevin reported on the Calibre engagement letter and side letter.

E. Confidio Data Breach

Ms. Sanchez discussed a data breach reported by Confidio.

F. SUPPORT Act

Ms. Sanchez reported on the rules relating to Responsible Reporting Entities under the SUPPORT Act.

G. Stop Hacks and Improve Electronic Data Security ("SHIELD") Act.

Ms. Sanchez reported on the New York State SHIELD Act.

H. Deadlock Regarding Participant Appeal

Ms. Sanchez reported on the resolution of the previously pending Trustee deadlock relating to a participant appeal.

I. ESI Overpayment

Ms. Sanchez reported on the Fund's refund from ESI.

J. Prescription Drug Class Actions

Ms. Sanchez reported on recent prescription drug class actions

K. Subrogation

Mr. Jensen stated that Slevin & Hart reported subrogation recoveries of \$77,638.71 with \$15,527.74 payable to Slevin & Hart for the third quarter 2019.

Mr. Jensen stated that Slevin & Hart reported subrogation recoveries of \$61,063.25 with \$12,212.65 payable to Slevin & Hart for the Fourth quarter 2019.

VI. ADMINISTRATIVE MANAGER'S REPORT

A. Associated Administrators, LLC ("Associated")

Ms. Laura Walsh stated that as previously announced, Mr. Bill Jensen will retire April 30, 2020. The Associated team to provide administrative services to the FELRA Funds will be Account Executives Ms. Linda DuVall and Mr. David Jensen, along with Account Managers Ms. Colleen Murphy and Mr. Ryan McKnight. She reviewed their years of employment with Associated and their backgrounds in Taft-Hartley benefits administration and client relations, noting that a summary of their experience and qualifications is available on the Trustee web portal.

B. Third Quarter 2019 – Combined Fund Recap

Mr. Jensen presented the Administrative Manager's Report for the Third Quarter 2019. For the combined VEBA Fund, Active and Retiree Plans, total income was \$33,579,416. Expenses totaled \$35,171,914, producing a net deficit of \$1,592,498 for the Third Quarter

2019. Mr. Jensen noted that contributions were made on behalf of 15,718 active Plan participants.

Mr. Jensen presented a snapshot of work performed by Associated Administrators during the Third Quarter 2019. The report reflected the processing of 387 accident and sickness claims, 110 appeals, 11,488 participant service calls, the production of 448 COBRA notices, the processing of 90,826 medical claims, and mailings to 63,804 Plan participants.

C. Fourth Quarter 2019 – Combined Fund Recap

Mr. Jensen presented the Administrative Manager's Report for the Fourth Quarter 2019. For the combined VEBA Fund, Active and Retiree Plans, total income was \$33,153,216. Expenses totaled \$33,399,907, producing a net deficit of \$246,691 for the Fourth Quarter 2019. Mr. Jensen noted that contributions were made on behalf of 15,547 active Plan participants.

Mr. Jensen presented a snapshot of work performed by Associated Administrators during the Fourth Quarter 2019. The report reflected the processing of 326 accident and sickness claims, 106 appeals, 11,246 participant service calls, the production of 328 COBRA notices, the processing of 90,031 medical claims, and mailings to 33,634 Plan participants.

VII. INVOICES

The Trustees reviewed the lists of invoices for the Active Plan, Retiree Plan and Non-ERISA Plan dated April 16, 2020. It was noted there were no additions, deletions or changes to the lists.

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

RESOLVED, that the invoices on the lists dated April 16, 2020 for the Active Plan, Retiree Plan and Non-ERISA Plan are approved for payment.

1. Conifer Transition Invoice

Mr. Jensen presented an invoice for work performed by Associated Administrators related to the transition of Carewise/SHPS to Conifer in the amount of \$5,395.25.

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

RESOLVED to approve payment of the invoice submitted by Associated Administrators for transition services provided due to the transfer of services from Carewise/SHPS to Conifer in the amount of \$5,395.25.

VIII. OTHER FUND BUSINESS

A. Trustee Polls

Mr. Jensen reported that the following polls were unanimously approved by the Trustees:

- Poll approving coverage of Covid-19 testing with no participant cost-sharing, in accordance with applicable law.
- Poll approving a temporary waiver of in-person visit requirements for medical and accident & sickness claims for otherwise covered services performed by teleconference or video conference through December 31, 2020.
- Poll approving hiring SaveOn and PCM for services effective June 1, 2020.
- Poll approving a resolution that a Plan participant's approved paid time off granted by his/her Employer will extend the participant's, and his or her dependents (if any), eligibility under the Plan in continuous segments, and not sporadic periods, in accordance with the Employer's obligation to make contributions to the Plan on the participant's behalf pursuant to the applicable collective bargaining agreement.

B. Giant and Safeway Memorandum of Agreement ("MOA")

Mr. Jensen reported that both Giant and Safeway had concluded bargaining. He outlined the changes contained in the MOA agreements.

1. Ambulance Service

Mr. Jensen reported that he had polled the Trustees regarding approval of an increase in ambulance benefits under Plans X, XX and XXX to \$200.00 per claim effective June 1, 2020, and regarding approval of an increase in ambulance benefits under Plan I to the greater of \$200 per trip or 80%, as agreed upon by the bargaining parties. He noted that the poll had been unanimously approved by the Trustees.

C. Dependent Audit Proposal

Mr. Jensen presented Associated's proposal to provide an audit of dependent spouse eligibility on behalf of the Fund. He reviewed the Scope of Work contained in the meeting booklet and noted that the timeline indicated proposed mailings commencing June 1, 2020, with multiple outreach procedures to obtain the required information to substantiate the eligibility status of dependent spouses for enrolled Plan I, X, XX, and XXX participants. He said that the fee to perform such service would be \$115,500. He stated that Associated had performed dependent audit services for another fund, which resulted in 6% of the enrolled participants being eliminated due to the required documentation not being received.

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

RESOLVED, to hire Associated Administrators to perform an audit of dependent spouse eligibility on behalf of the Fund effective June 1, 2020 at a fee of \$115,500.

D. Cheiron Engagement Proposal

Mr. Jensen presented Cheiron's retainer fee request for 2020. He noted that Cheiron proposed a retainer fee of \$56,124 (\$4,677.00 per month) with the non-retainer fees ranging from \$106 to \$510 per hour for 2020.

The Trustees reviewed the engagement request by Cheiron. After discussion and,

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

RESOLVED, to approve Cheiron's 2020 engagement proposal as presented.

E. Group Dental Service ("GDS") - Renewal

Mr. Jensen reviewed correspondence from GDS indicating that there would be no increase in fees for the 2020 Plan year.

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

RESOLVED, to approve the Group Dental Service contract renewal as proposed with no increase in fees for the 2020 Plan year.

F. Miscellaneous Correspondence

1. Madoff Victim Fund

Mr. Jensen reported that he had filed paperwork to the Madoff Victim Fund and reported no additional recoveries were received.

2. Fraudulent Checks

Mr. Jensen reported that three fraudulent VEBA Fund checks had been presented for payment, but were rejected and not paid because the Fund's positive pay program had captured them. Positive pay requires a match between the payee and amount for the check to be cleared.

3. IRS Notice – Form 940 Filing

Mr. Jensen reviewed correspondence sent to the Taxpayer Advocate on behalf of the Fund regarding interest being charged to the Fund related to the Form 940 filing.

4. Beacon Health Options Acquisition

Mr. Jensen reported that Beacon Health Options was acquired by Anthem effective March 2, 2020. He noted that the day-to-day working relationship is expected to remain unchanged.

5. Diabetic Test Strips

Mr. Jensen reported that Safeway had implemented a program to purchase test strips from an outside vendor. He noted that according to the Fund rule, test strips are only covered if purchased at Participating Employers' pharmacy or through a CareFirst participating provider, unless the participant is covered under Plan I, which allows out-of-network benefits.

6. Beacon Health Options Breach

Mr. Jensen noted that he had received correspondence from Beacon Health Options reporting a privacy breach wherein a provider reported that they had received a request for medical records intended for another provider. The recipient provider destroyed the information and the employee that erroneously sent the information was counseled.

7. Medicare Deductibles and Co-Insurance Rates for 2020

Mr. Jensen noted that the Medicare Deductibles and Co-Insurance Rates for 2020 had been approved between Board meetings.

8. Part-Time Dependent Coverage Deduction Rates for 2020

Mr. Jensen reported that the Dependent Coverage Deduction Rates for part-time participants not eligible for dependent coverage for 2020 had been approved between meetings and correspondence regarding those rates had been forwarded to Giant and Safeway.

9. ESI Rebate Check

Mr. Jensen reported that the Fund had received a rebate check from ESI for the second quarter 2019 in the amount of \$1,613,800. He further reported that the Fund had received a rebate check from ESI for the third quarter 2019 in the amount of \$1,558,550.

10. Kaiser Permanente Changes to Drug Formulary

Mr. Jensen noted that he had received correspondence from Kaiser Permanente regarding changes to their prescription drug formulary. The drugs involved are Potassium Chloride, QVAR, Concerta ER and Lialda.

11. Health Care Cost Containment Corporation ("HCCCC") Membership – 2020

Mr. Jensen reported that payment in the amount of \$3,750.00 had been remitted to the HCCCC for renewal of the Fund's membership.

IX. ADOPTION OF COMMITTEE RECOMMENDATIONS

After review of the recommendations made by the Severance, Legal and Scholarship Committees during their meetings,

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

RESOLVED, that the recommendations made by the Severance, Legal and Scholarship Committees are adopted.

X. NEXT MEETING DATE AND LOCATION

The Trustees decided to hold their next regular Board meeting on July 24, 2020 in Landover, Maryland beginning at 9:30 a.m.

XI. ADJOURNMENT

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

Respectfully submitted,

Mark Federici, Secretary

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FELRA & UFCW Health & Welfare Plan
*A Plan of the Food Employers Labor Relations Association
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**APPEALS EMAILED TO THE APPEALS SUBCOMMITTEE
OF THE FELRA & UFCW VEBA FUND ON MAY 7, 2020
AND RESOLVED VIA EMAIL**

The following committee members made determinations on the appeals:

UNION

Y. Anwar
T. Hipkins

EMPLOYER

M. Goble

Also present was:

C. Brown – Associated Administrators, LLC

APPEALS

The following appeals were reviewed by the Trustees:

Local 27 – April 2020

Code	Issue	Decision
A20/102-6193	A&S – No Specific Disability, No Office Visit (COVID-19 Related)	Approved
M20/172-5634	CRNA	Denied
M20/182-0863	CRNA	Denied
Rx20/130-1665	Quantity Limits (Ondansetron)	Approved

Local 400 – April 2020

Code	Issue	Decision
A20/103-7043	A&S – No Specific Disability (COVID-19 Related)	Deadlocked, Referred to Full Board
A20/104-2887	Late Continuation Form	Denied
E20/129-9700	Initial Enrollment (Plan XXX FT)	Denied
Rx20/114-7411	Brand Name (Synthroid)	Approved
M20/166-6384	Late Filing	Denied
M20/180-0828	Excluded Services (Pulmonary Rehabilitation)	Denied

M20/193-4384	Routine Services (Cologuard)	Denied
M20/187-8830	Routine Services (Cologuard), Late Appeal	Denied
M20/175-3897	Laboratory Services	Denied
M20/181-2563	Schedule of Benefits	Denied

Respectfully submitted,
Chris Brown, Appeals Supervisor

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**APPEALS EMAILED TO THE APPEALS SUBCOMMITTEE
OF THE FELRA & UFCW VEBA FUND ON JUNE 5, 2020
AND RESOLVED VIA EMAIL**

The following committee members made determinations on the appeals:

UNION

Y. Anwar
T. Hipkins

EMPLOYER

M. Goble

Also present was:

C. Brown – Associated Administrators, LLC

APPEALS

The following appeals were reviewed by the Trustees:

Local 27 – May 2020

Code	Issue	Decision
Rx20/125-8076	Brand Name (Synthroid)	Approved
M20/177-8669	Late Filing	Denied
M20/189-4924	Late Filing, Late Appeal	Denied
M20/233-8169	Laboratory Services	Denied
M20/201-6572	CRNA, Late Appeal	Denied

Local 400 – May 2020

Code	Issue	Decision
A20/106-9507	A&S – Late Initial Claim Form	Denied
E20/134-1856	Immediate Enrollment	Denied
E20/135-7066	Request to Disenroll Dependent	Denied
E20/132-7168	Reimbursement of COBRA Premiums from 2017	Denied
Rx20/127-5364	Brand Name (Synthroid)	Approved
Rx20/131-7090	Brand Name (Wellbutrin XL) (Deemed Not Medically Necessary)	Denied
M20/165-2326a	Late Response, Late Appeal	Denied

M20/227-6683	Routine Services	Denied
M20/230-5230	Routine Services (Cologuard)	Denied
M20/199-8308	Routine Services (Cologuard), Late Appeal	Denied
M20/224-0400	Experimental/Investigational (Avastin)	Approved
M20/220-5069	Experimental/Investigational (Avastin)	Approved

Respectfully submitted,
Chris Brown, Appeals Supervisor

FINANCIAL REPORT

FELRA & UFCW VEBA WELFARE FUND
SUMMARY OF ACTIVITY
JANUARY 1, 2020 to JUNE 30, 2020

<u>Item</u>	<u>Amount</u>
Market Value 01/01/2020	\$35,649,725
Earnings	\$426,134
Receipts	\$64,702,495
Disbursements	(\$69,309,305)
Market Value 6/30/2020	\$31,469,049

PNC BANK, NA

FELRA & UFCW VEBA WELFARE FUND - NON ERISA DDA
SUMMARY OF ACTIVITY
JANUARY 1, 2020 to JUNE 30, 2020

<u>Item</u>	<u>Amount</u>
Market Value 01/01/2020	\$1,023,038
Earnings	-
Receipts	\$63,325,079
Disbursements	(\$63,417,474)
Market Value 6/30/2020	\$930,643

PNC BANK, NA

ADMINISTRATIVE MANAGER'S REPORT

FELRA & UFCW
ACTIVE HEALTH PLAN
FIRST QUARTER 2020

ADMINISTRATIVE MANAGER'S REPORT

PLAN I
FULL TIME
FIRST QUARTER 2020

CONTRIBUTIONS

<u>COMPANY</u>	<u>RATE</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>
GIANT	\$1,658	335	\$1,022,973
SAFEWAY	\$1,668	245	877,562
EMPLOYER CONTRIBUTION INCOME - RETIREE PLAN ¹			4,221,248
TOTAL		580	\$6,121,783

¹PLAN I RETIREE RELATED INCOME THAT IS INCLUDED IN PLAN X MOB CALCULATION IS REPORTED ON THE PLAN INCOME PAGE, AS IT IS PLAN I RELATED INCOME.

PLAN 1
FULL TIME
FIRST QUARTER 2020

BENEFIT EXPENSES

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL BENEFIT 24	\$4.95	\$5,034		339 PART
OPTICAL BENEFIT 12	\$6.95	5,137		246 PART
TOTAL OPTICAL		\$10,171	\$5.85	
DENTAL INDIVIDUAL	\$28.62	\$22,639		264 PART
DENTAL FAMILY	\$56.72	54,735		322 PART
TOTAL DENTAL		\$77,374	\$44.47	
DRUG	\$.80/SCRIPT	\$734,244	\$421.98	5,303 SCRIPTS
HMO KAISER	\$2,187.70	\$19,689		3 PART
HOSPITAL		8,335		
SURGICAL		29,407		
DIAGNOSTIC		17,489		
MAJOR MEDICAL		1,249,122		
MEDICAL ADMINISTRATION	\$14.16	24,766		583 PART
TOTAL MEDICAL		\$1,348,808	\$775.18	
BEHAVIORAL HEALTH	\$2.59	\$4,527	\$2.60	583 PART
BEHAVIORAL HEALTH		\$25,648	\$14.74	
E/A/P	\$.67	\$1,172	\$0.67	583 PART
UM/DM	\$1.03/2.80	\$12,683	\$7.29	584 PART
P.P.O. CAREFIRST FLEXLINK ¹	\$22.86	\$10,466	\$6.01	150 PART
P.P.O. CAREFIRST NETWORK ¹	\$4.52	\$5,912	\$3.40	436 PART
HRG/A&G CLAIM DISCOUNTER		\$476	\$0.27	
LIFE-AD&D	\$.215/.018/1000	\$5,735	\$3.30	589 PART
A & S		\$214,514	\$123.28	
SUB TOTAL		\$2,451,720	\$1,409.04	

OPERATING EXPENSES

ADMINISTRATION	\$13.82	\$25,275	\$14.53	609 PART
MISCELLANEOUS		\$9,114	\$5.24	
SUB TOTAL		\$34,389	\$19.77	

TOTAL	\$2,486,109	\$1,428.81
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¹RATE CHANGE EFFECTIVE JANUARY 2020

PLAN I
FULL TIME
FIRST QUARTER 2020

QUARTERLY RECAPS

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTR - ACTIVE	\$2,525,401				\$2,525,401
EMPLOYER CONTR - RETIREE	3,596,382				3,596,382
MISC. INCOME-DENTAL	0				0
-RETIREE	896,294				896,294
-LOA	0				0
-COBRA	6,721				6,721
-HMO COPAY	8,821				8,821

TOTAL	\$7,033,619	\$0	\$0	\$0	\$7,033,619
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EXPENSES

MEDICAL	\$1,348,808				\$1,348,808
RETIREE	4,081,068				4,081,068
A & S	214,514				214,514
DENTAL	77,374				77,374
DRUG	734,244				734,244
BEHAVIORAL HEALTH	30,175				30,175
OPTICAL	10,171				10,171
LIFE & AD & D	5,735				5,735
UM/DM	12,683				12,683
E.A.P.	1,172				1,172
P.P.O.	16,844				16,844
OPERATING EXPENSE	34,389				34,389

TOTAL EXPENSE	\$6,567,177	\$0	\$0	\$0	\$6,567,177
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SURPLUS (DEFICIT)	\$466,442	\$0	\$0	\$0	\$466,442
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AVERAGE INCOME	\$4,042				\$4,042
AVERAGE EXPENSE	\$3,774				\$3,774
SURPLUS (DEFICIT)	\$268	\$0	\$0	\$0	\$268

TOTAL PARTICIPANTS	580				580
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PLAN I
FULL TIME
2019

QUARTERLY RECAPS

	FIRST 2019	SECOND 2019	THIRD 2019	FOURTH 2019	TOTAL
EMPLOYER CONTR - ACTIVE	\$1,198,672	\$1,184,220	\$2,650,578	\$2,564,584	\$7,598,054
EMPLOYER CONTR - RETIREE	828,843	844,626	3,672,475	3,637,992	8,983,936
MISC. INCOME-DENTAL	0	0	0	0	0
-RETIREE	919,860	906,390	906,055	900,629	3,632,934
-LOA	0	0	0	0	0
-COBRA	18,157	7,930	4,758	6,067	36,912
-HMO COPAY	4,211	12,633	7,840	7,718	32,402

TOTAL	\$2,969,743	\$2,955,799	\$7,241,706	\$7,116,990	\$20,284,238
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EXPENSES

MEDICAL	\$1,605,274	\$1,733,903	\$1,361,748	\$1,550,371	\$6,251,296
RETIREE	3,905,760	3,712,859	4,292,714	3,291,337	15,202,670
A & S	185,260	146,723	155,039	158,361	645,383
DENTAL	85,666	84,216	81,372	78,790	330,044
DRUG	904,065	720,521	785,574	591,812	3,001,972
BEHAVIORAL HEALTH	14,953	66,851	88,463	10,599	180,866
OPTICAL	11,170	11,007	10,620	10,318	43,115
LIFE & AD & D	6,268	6,177	6,021	5,840	24,306
UTILIZATION MANAGEMENT	4,589	5,454	4,495	5,160	19,698
DISEASE MANAGEMENT	7,262	7,165	7,043	6,696	28,166
E.A.P.	1,282	1,261	1,220	1,186	4,949
P.P.O.	14,876	15,073	33,139	17,744	80,832
OPERATING EXPENSE	35,257	36,657	35,426	36,816	144,156

TOTAL EXPENSE	\$6,781,682	\$6,547,867	\$6,862,874	\$5,765,030	\$25,957,453
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SURPLUS (DEFICIT)	(\$3,811,939)	(\$3,592,068)	\$378,832	\$1,351,960	(\$5,673,215)
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AVERAGE INCOME	\$1,556	\$1,566	\$3,970	\$4,028	\$2,780
AVERAGE EXPENSE	\$3,554	\$3,470	\$3,763	\$3,263	\$3,513
SURPLUS (DEFICIT)	(\$1,998)	(\$1,904)	\$207	\$765	(\$733)

TOTAL PARTICIPANTS	636	629	608	589	616
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PLAN I
FULL TIME
2020

QUARTERLY RECAPS - ACTIVE

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTR - ACTIVE	\$2,525,401				\$2,525,401
MISC. INCOME-DENTAL	0				0
-LOA	0				0
-COBRA	6,721				6,721
-HMO COPAY	8,821				8,821

TOTAL	\$2,540,943	\$0	\$0	\$0	\$2,540,943
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EXPENSES

MEDICAL	\$1,348,808				\$1,348,808
A & S	214,514				214,514
DENTAL	77,374				77,374
DRUG	734,244				734,244
BEHAVIORAL HEALTH	30,175				30,175
OPTICAL	10,171				10,171
LIFE & AD & D	5,735				5,735
UM/DM	12,683				12,683
E.A.P.	1,172				1,172
P.P.O.	16,844				16,844
OPERATING EXPENSE	34,389				34,389

TOTAL EXPENSE	\$2,486,109	\$0	\$0	\$0	\$2,486,109
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SURPLUS (DEFICIT)	\$54,834	\$0	\$0	\$0	\$54,834
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AVERAGE INCOME	\$1,460	\$0	\$0	\$0	\$1,460
AVERAGE EXPENSE	\$1,429	\$0	\$0	\$0	\$1,429
SURPLUS (DEFICIT)	\$31	\$0	\$0	\$0	\$31

TOTAL PARTICIPANTS	580				580
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PLAN I
PART TIME
FIRST QUARTER 2020

CONTRIBUTIONS

<u>COMPANY</u>	<u>RATE</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>
GIANT	\$1,551	81	\$238,496
SAFEWAY	\$1,561	25	43,259
EMPLOYER CONTRIBUTION INCOME - RETIREE PLAN ¹			771,469
TOTAL		106	\$1,053,224

¹PLAN I RETIREE RELATED INCOME THAT IS INCLUDED IN PLAN X MOB CALCULATION IS REPORTED ON THE PLAN INCOME PAGE, AS IT IS PLAN I RELATED INCOME.

PLAN I
PART TIME
FIRST QUARTER 2020

BENEFIT EXPENSES

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL BENEFIT 24	\$4.95	\$861		58 PART
OPTICAL BENEFIT 12	\$6.95	876		42 PART
TOTAL OPTICAL		\$1,737	\$5.46	
DENTAL INDIVIDUAL	\$28.62	\$4,464		52 PART
DENTAL FAMILY	\$56.72	8,169		48 PART
TOTAL DENTAL		\$12,633	\$39.73	
DRUG	\$.80/SCRIPT	\$61,341	\$192.90	806 SCRIPTS
HMO KAISER	\$2,089.13	\$0		
HOSPITAL		1,628		
SURGICAL		5,260		
DIAGNOSTIC		3,720		
MAJOR MEDICAL		208,531		
MEDICAL ADMINISTRATION	\$14.16	4,234		100 PART
TOTAL MEDICAL		\$223,373	\$702.43	
BEHAVIORAL HEALTH	\$2.59	\$777	\$2.44	100 PART
BEHAVIORAL HEALTH		\$5,156	\$16.21	
E.A.P.	\$.67	\$201	\$0.63	100 PART
UM/DM	\$1.03/2.80	\$1,876	\$5.90	99 PART
P.P.O. CAREFIRST FLEXLINK ¹	\$22.86	\$1,747	\$5.49	25 PART
P.P.O. CAREFIRST NETWORK ¹	\$4.52	\$1,017	\$3.20	75 PART
HRG/A&G CLAIM DISCOUNTER		\$87	\$0.27	
LIFE-AD&D	\$.215/.018/1000	\$416	\$1.31	100 PART
A & S		\$9,735	\$30.61	
SUB TOTAL		\$320,096	\$1,006.58	

OPERATING EXPENSES

ADMINISTRATION	\$13.82	\$4,576	\$14.39	110 PART
MISCELLANEOUS		\$1,666	\$5.24	
SUB TOTAL		\$6,242	\$19.63	

TOTAL	\$326,338	\$1,026.21
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¹RATE CHANGE EFFECTIVE JANUARY 2020

PLAN I
PART TIME
FIRST QUARTER 2020

QUARTERLY RECAPS

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTR - ACTIVE	\$423,815				\$423,815
EMPLOYER CONTR - RETIREE	629,409				629,409
MISC. INCOME-DENTAL	0				0
-RETIREE	188,985				188,985
-LOA	0				0
-COBRA	0				0
-HMO COPAY	0				0

TOTAL	\$1,242,209	\$0	\$0	\$0	\$1,242,209
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EXPENSES

MEDICAL	\$223,373				\$223,373
RETIREE	657,758				657,758
A & S	9,735				9,735
DENTAL	12,633				12,633
DRUG	61,341				61,341
BEHAVIORAL HEALTH	5,933				5,933
OPTICAL	1,737				1,737
LIFE & AD & D	416				416
UM/DM	1,876				1,876
E.A.P.	201				201
P.P.O.	2,851				2,851
OPERATING EXPENSE	6,242				6,242

TOTAL EXPENSE	\$984,096	\$0	\$0	\$0	\$984,096
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SURPLUS (DEFICIT)	\$258,113	\$0	\$0	\$0	\$258,113
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AVERAGE INCOME	\$3,906				\$3,906
AVERAGE EXPENSE	\$3,095				\$3,095
SURPLUS (DEFICIT)	\$811	\$0	\$0	\$0	\$811

TOTAL PARTICIPANTS	106				106
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PLAN I
PART TIME
2019

QUARTERLY RECAPS

	FIRST 2019	SECOND 2019	THIRD 2019	FOURTH 2019	TOTAL
EMPLOYER CONTR - ACTIVE	\$194,237	\$191,902	\$436,599	\$438,121	\$1,260,859
EMPLOYER CONTR - RETIREE	76,704	81,677	616,831	639,828	1,415,040
MISC. INCOME-DENTAL	0	0	0	0	0
-RETIREE	195,309	192,107	190,797	189,269	767,482
-LOA	0	0	0	0	0
-COBRA	0	0	0	0	0
-HMO COPAY	0	0	0	0	0

TOTAL	\$466,250	\$465,686	\$1,244,227	\$1,267,218	\$3,443,381
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EXPENSES

MEDICAL	\$136,410	\$249,912	\$313,940	\$176,697	\$876,959
RETIREE	744,167	684,357	716,802	548,861	2,694,187
A & S	21,250	16,548	9,660	8,969	56,427
DENTAL	13,174	13,032	12,863	12,662	51,731
DRUG	59,996	55,654	63,713	38,729	218,092
BEHAVIORAL HEALTH	4,276	1,401	1,476	2,049	9,202
OPTICAL	1,826	1,823	1,789	1,746	7,184
LIFE & AD & D	440	438	432	422	1,732
UTILIZATION MANAGEMENT	866	741	724	855	3,186
DISEASE MANAGEMENT	1,055	1,029	1,028	992	4,104
E.A.P.	212	210	206	202	830
P.P.O.	2,495	2,548	5,633	3,051	13,727
OPERATING EXPENSE	6,034	6,334	6,136	6,606	25,110

TOTAL EXPENSE	\$992,201	\$1,034,027	\$1,134,402	\$801,841	\$3,962,471
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SURPLUS (DEFICIT)	(\$525,951)	(\$568,341)	\$109,825	\$465,377	(\$519,090)
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AVERAGE INCOME	\$1,413	\$1,424	\$3,840	\$3,911	\$2,647
AVERAGE EXPENSE	\$3,007	\$3,162	\$3,501	\$2,475	\$3,036
SURPLUS (DEFICIT)	(\$1,594)	(\$1,738)	\$339	\$1,436	(\$389)

TOTAL PARTICIPANTS	110	109	108	108	109
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PLAN I
PART TIME
2020

QUARTERLY RECAPS - ACTIVE

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTR - ACTIVE	\$423,815				\$423,815
MISC. INCOME-DENTAL	0				0
-LOA	0				0
-COBRA	0				0
-HMO COPAY	0				0

TOTAL	\$423,815	\$0	\$0	\$0	\$423,815
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EXPENSES

MEDICAL	\$223,373				\$223,373
A & S	9,735				9,735
DENTAL	12,633				12,633
DRUG	61,341				61,341
BEHAVIORAL HEALTH	5,933				5,933
OPTICAL	1,737				1,737
LIFE & AD & D	416				416
UM/DM	1,876				1,876
E.A.P.	201				201
P.P.O.	2,851				2,851
OPERATING EXPENSE	6,242				6,242

TOTAL EXPENSE	\$326,338	\$0	\$0	\$0	\$326,338
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SURPLUS (DEFICIT)	\$97,477	\$0	\$0	\$0	\$97,477
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AVERAGE INCOME	\$1,333	\$0	\$0	\$0	\$1,333
AVERAGE EXPENSE	\$1,026	\$0	\$0	\$0	\$1,026
SURPLUS (DEFICIT)	\$307	\$0	\$0	\$0	\$307

TOTAL PARTICIPANTS	106				106
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PLAN X
FULL TIME
FIRST QUARTER 2020

CONTRIBUTIONS

<u>COMPANY</u>	<u>RATE</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>
ASSOCIATED ADMINISTRATORS	\$894	64	\$170,754
GIANT	\$1,114	2,632	8,795,030
LOCAL 400 STAFF TEMPS	\$1,124	1	3,342
SAFEWAY	\$1,124	1,650	5,562,676
SAFEWAY DELAWARE	\$1,124	48	162,980
EMPLOYER CONTRIBUTION INCOME - RETIREE PLAN ¹			(4,221,248)
TOTAL		4,395	\$10,473,534

¹PLAN I RETIREE RELATED INCOME THAT IS INCLUDED IN PLAN X MOB CALCULATION IS REPORTED ON THE PLAN INCOME PAGE, AS IT IS PLAN I RELATED INCOME.

PLAN X
FULL TIME
FIRST QUARTER 2020

BENEFIT EXPENSES

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL	\$4.95	\$64,702	\$4.91	4,357 PART
DENTAL FAMILY	\$59.76	\$409,476		2,284 PART
DENTAL INDIVIDUAL	\$29.04	180,687		2,074 PART
TOTAL DENTAL		\$590,163	\$44.76	
DRUG	\$.80/SCRIPT	\$2,842,090	\$215.55	29,201 SCRIPTS
HMO KAISER	\$1,392.85	\$211,502		44 PART
MEDICAL INDIVIDUAL		3,479,010		
MEDICAL FAMILY		4,951,912		
MEDICAL ADMINISTRATION	\$14.16	183,839		4,328 PART
TOTAL MEDICAL		\$8,826,263	\$669.42	
BEHAVIORAL HEALTH	\$2.59	\$33,576	\$2.55	4,321 PART
BEHAVIORAL HEALTH		\$105,175	\$7.98	
E.A.P	\$0.67	\$8,685	\$0.66	4,321 PART
UM/DM	\$1.03/2.80	\$103,626	\$7.86	4,331 PART
P.P.O. CAREFIRST FLEXLINK ¹	\$22.86	\$69,783	\$5.29	1,001 PART
P.P.O. CAREFIRST NETWORK ¹	\$4.52	\$45,114	\$3.42	3,327 PART
HRG/A&G CLAIM DISCOUNTER		\$3,566	\$0.27	
LIFE AD&D	\$.215/.018/1000	\$19,149	\$1.45	4,364 PART
A & S		\$843,094	\$63.94	
SUB TOTAL		\$13,554,986	\$1,028.06	

OPERATING EXPENSES

ADMINISTRATION	\$13.82	\$187,897	\$14.25	4,517 PART
MISCELLANEOUS		\$69,059	\$5.24	
SUB TOTAL		\$256,956	\$19.49	

TOTAL	\$13,811,942	\$1,047.55
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¹RATE CHANGE EFFECTIVE OCTOBER 2019

PLAN X
FULL TIME
FIRST QUARTER 2020

QUARTERLY RECAPS

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTRIBUTIONS	\$10,473,534				\$10,473,534
MISC. INCOME-LOA	0				0
-COBRA	35,750				35,750
-HMO COPAY	88,194				88,194

TOTAL INCOME	\$10,597,478	\$0	\$0	\$0	\$10,597,478
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EXPENSES

MEDICAL	\$8,826,263				\$8,826,263
A & S	843,094				843,094
DENTAL	590,163				590,163
DRUG	2,842,090				2,842,090
BEHAVIORAL HEALTH	138,751				138,751
OPTICAL	64,702				64,702
LIFE & AD & D	19,149				19,149
UM/DM	103,626				103,626
E.A.P.	8,685				8,685
P.P.O.	118,463				118,463
OPERATING EXPENSE	256,956				256,956

TOTAL EXPENSE	\$13,811,942	\$0	\$0	\$0	\$13,811,942
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SURPLUS (DEFICIT)	(\$3,214,464)	\$0	\$0	\$0	(\$3,214,464)
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AVERAGE INCOME	\$804				\$804
AVERAGE EXPENSE	\$1,048				\$1,048
SURPLUS (DEFICIT)	(\$244)	\$0	\$0	\$0	(\$244)

TOTAL PARTICIPANTS	4,395				4,395
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PLAN X
FULL TIME
2019

QUARTERLY RECAPS

	FIRST 2019	SECOND 2019	THIRD 2019	FOURTH 2019	TOTAL
EMPLOYER CONTRIBUTIONS	\$15,041,652	\$15,051,788	\$10,506,079	\$10,482,076	\$51,081,595
MISC. INCOME-LOA	0	0	0	0	0
-COBRA	33,131	44,866	40,783	53,588	172,368
-HMO COPAY	112,771	107,493	107,642	93,982	421,888

TOTAL INCOME	\$15,187,554	\$15,204,147	\$10,654,504	\$10,629,646	\$51,675,851
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EXPENSES

MEDICAL	\$7,673,530	\$7,989,885	\$8,566,689	\$9,628,145	\$33,858,249
A & S	896,588	843,265	854,331	877,005	3,471,189
DENTAL	605,635	601,694	597,639	591,600	2,396,568
DRUG	3,139,022	2,510,426	3,240,104	2,576,805	11,466,357
BEHAVIORAL HEALTH	114,685	143,762	145,156	201,862	605,465
OPTICAL	65,988	65,577	65,226	64,820	261,611
LIFE & AD & D	19,547	19,467	19,321	19,232	77,567
UTILIZATION MANAGEMENT	31,621	32,135	31,304	37,463	132,523
DISEASE MANAGEMENT	54,441	54,225	53,776	53,019	215,461
E.A.P.	8,815	8,778	8,719	8,708	35,020
P.P.O.	100,166	101,943	226,749	123,634	552,492
OPERATING EXPENSE	245,766	260,110	257,496	271,051	1,034,423

TOTAL EXPENSE	\$12,955,804	\$12,631,267	\$14,066,510	\$14,453,344	\$54,106,925
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SURPLUS (DEFICIT)	\$2,231,750	\$2,572,880	(\$3,412,006)	(\$3,823,698)	(\$2,431,074)
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AVERAGE INCOME	\$1,126	\$1,126	\$798	\$802	\$963
AVERAGE EXPENSE	\$960	\$935	\$1,054	\$1,091	\$1,010
SURPLUS (DEFICIT)	\$166	\$191	(\$256)	(\$289)	(\$47)

TOTAL PARTICIPANTS	4,497	4,501	4,449	4,417	4,466
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PLAN X
FULL TIME
2020

QUARTERLY RECAPS - ACTIVE

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTRIBUTIONS	\$10,473,534				\$10,473,534
MISC. INCOME-LOA	0				0
-COBRA	35,750				35,750
-HMO COPAY	88,194				88,194

TOTAL INCOME	\$10,597,478	\$0	\$0	\$0	\$10,597,478
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EXPENSES

MEDICAL	\$8,826,263				\$8,826,263
A & S	843,094				843,094
DENTAL	590,163				590,163
DRUG	2,842,090				2,842,090
BEHAVIORAL HEALTH	138,751				138,751
OPTICAL	64,702				64,702
LIFE & AD & D	19,149				19,149
UM/DM	103,626				103,626
E.A.P.	8,685				8,685
P.P.O.	118,463				118,463
OPERATING EXPENSE	256,956				256,956

TOTAL EXPENSE	\$13,811,942	\$0	\$0	\$0	\$13,811,942
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SURPLUS (DEFICIT)	(\$3,214,464)	\$0	\$0	\$0	(\$3,214,464)
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AVERAGE INCOME	\$804	\$0	\$0	\$0	\$804
AVERAGE EXPENSE	\$1,048	\$0	\$0	\$0	\$1,048
SURPLUS (DEFICIT)	(\$244)	\$0	\$0	\$0	(\$244)

TOTAL PARTICIPANTS	4,395				4,395
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PLAN X
PART TIME
FIRST QUARTER 2020

CONTRIBUTIONS
INDIVIDUAL

<u>COMPANY</u>	<u>RATE</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>
ASSOCIATED ADMINISTRATORS	\$560	1	\$1,680
GIANT	\$780	1,911	4,471,740
SAFEWAY	\$790	748	1,771,970
SAFEWAY DELAWARE	\$790	39	92,430
LOCAL 400 STAFF TEMPS	\$780	0	\$0
EMPLOYER CONTRIBUTION INCOME - RETIREE PLAN ¹			(595,253)
TOTAL		2,699	\$5,742,567

¹PLAN I RETIREE RELATED INCOME THAT IS INCLUDED IN PLAN X MOB CALCULATION IS REPORTED ON THE PLAN INCOME PAGE, AS IT IS PLAN I RELATED INCOME.

PLAN X
PART TIME
FIRST QUARTER 2020

BENEFIT EXPENSES
INDIVIDUAL

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL	\$4.95	\$37,769	\$4.66	2,543 PART
DENTAL	\$29.04	\$221,488	\$27.35	2,542 PART
DRUG	\$.80/SCRIPT	\$961,376	\$118.73	11,109 SCRIPTS
HMO KAISER	\$1,003.20	\$17,054		6 PART
MEDICAL		2,710,577		
MEDICAL ADMINISTRATION	\$14.16	107,658		2,534 PART
TOTAL MEDICAL		\$2,835,289	\$350.17	
BEHAVIORAL HEALTH	\$2.59	\$19,809	\$2.45	2,549 PART
BEHAVIORAL HEALTH		\$26,975	\$3.33	
E.A.P.	\$0.67	\$5,124	\$0.63	2,549 PART
UM/DM	\$1.03/2.80	\$30,806	\$3.80	2,528 PART
P.P.O. CAREFIRST FLEXLINK ¹	\$22.86	\$35,694	\$4.41	512 PART
P.P.O. CAREFIRST NETWORK ¹	\$4.52	\$27,816	\$3.44	2,051 PART
HRG/A&G CLAIM DISCOUNTER		\$2,245	\$0.28	
LIFE-AD&D	\$215/.018/1000	\$7,428	\$0.92	2,579 PART
A & S		\$161,845	\$19.99	
SUB TOTAL		\$4,373,664	\$540.16	

OPERATING EXPENSES

ADMINISTRATION	\$13.82	\$116,930	\$14.44	2,805 PART
MISCELLANEOUS		\$42,411	\$5.24	
SUB TOTAL		\$159,341	\$19.68	

TOTAL	\$4,533,005	\$559.84		
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¹RATE CHANGE EFFECTIVE JANUARY 2020

PLAN X
PART TIME
FIRST QUARTER 2020

INDIVIDUAL
QUARTERLY RECAPS

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTRIBUTIONS	\$5,742,567				\$5,742,567
MISC. INCOME-LOA	0				0
-COBRA	30,752				30,752
-HMO COPAY	13,309				13,309

TOTAL INCOME	\$5,786,628	\$0	\$0	\$0	\$5,786,628
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EXPENSES

MEDICAL	\$2,835,289				\$2,835,289
A & S	161,845				161,845
DENTAL	221,488				221,488
DRUG	961,376				961,376
BEHAVIORAL HEALTH	46,784				46,784
OPTICAL	37,769				37,769
LIFE & AD & D	7,428				7,428
UM/DM	30,806				30,806
E.A.P.	5,124				5,124
P.P.O.	65,755				65,755
OPERATING EXPENSES	159,341				159,341

TOTAL EXPENSE	\$4,533,005	\$0	\$0	\$0	\$4,533,005
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SURPLUS (DEFICIT)	\$1,253,623	\$0	\$0	\$0	\$1,253,623
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AVERAGE INCOME	\$715				\$715
AVERAGE EXPENSE	\$560				\$560
SURPLUS (DEFICIT)	\$155	\$0	\$0	\$0	\$155

TOTAL PARTICIPANTS	2,699				2,699
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PLAN X
PART TIME
2019

INDIVIDUAL
QUARTERLY RECAPS

	FIRST 2019	SECOND 2019	THIRD 2019	FOURTH 2019	TOTAL
EMPLOYER CONTRIBUTIONS	\$7,097,810	\$6,757,020	\$6,083,119	\$5,904,169	\$25,842,118
MISC. INCOME-LOA	0	0	0	0	0
-COBRA	19,997	22,500	22,592	31,937	97,026
-HMO COPAY	15,796	15,531	17,915	13,647	62,889

TOTAL INCOME	\$7,133,603	\$6,795,051	\$6,123,626	\$5,949,753	\$26,002,033
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EXPENSES

MEDICAL	\$2,902,177	\$3,726,567	\$3,238,684	\$2,954,217	\$12,821,645
A & S	203,153	188,634	221,490	159,851	773,128
DENTAL	247,014	240,974	235,485	226,686	950,159
DRUG	1,246,819	1,031,618	1,226,896	986,495	4,491,828
BEHAVIORAL HEALTH	37,322	79,288	50,341	31,173	198,124
OPTICAL	42,081	41,080	40,109	38,679	161,949
LIFE & AD & D	8,318	8,125	7,933	7,656	32,032
UTILIZATION MANAGEMENT	20,470	19,911	19,341	22,268	81,990
DISEASE MANAGEMENT	17,573	17,309	16,956	16,335	68,173
E.A.P.	5,697	5,561	5,432	5,239	21,929
P.P.O.	60,909	61,179	132,242	71,272	325,602
OPERATING EXPENSES	166,089	171,508	161,100	172,075	670,772

TOTAL EXPENSE	\$4,957,622	\$5,591,754	\$5,356,009	\$4,691,946	\$20,597,331
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SURPLUS (DEFICIT)	\$2,175,981	\$1,203,297	\$767,617	\$1,257,807	\$5,404,702
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AVERAGE INCOME	\$787	\$787	\$717	\$713	\$751
AVERAGE EXPENSE	\$547	\$647	\$628	\$562	\$596
SURPLUS (DEFICIT)	\$240	\$140	\$89	\$151	\$155

TOTAL PARTICIPANTS	3,023	2,879	2,845	2,782	2,882
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PLAN X
PART TIME
2020

INDIVIDUAL
QUARTERLY RECAPS - ACTIVE

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTRIBUTIONS	\$5,742,567				\$5,742,567
MISC. INCOME-LOA	0				0
-COBRA	30,752				30,752
-HMO COPAY	13,309				13,309

TOTAL INCOME	\$5,786,628	\$0	\$0	\$0	\$5,786,628
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EXPENSES

MEDICAL	\$2,835,289				\$2,835,289
A & S	161,845				161,845
DENTAL	221,488				221,488
DRUG	961,376				961,376
BEHAVIORAL HEALTH	46,784				46,784
OPTICAL	37,769				37,769
LIFE & AD & D	7,428				7,428
UM/DM	30,806				30,806
E.A.P.	5,124				5,124
P.P.O.	65,755				65,755
OPERATING EXPENSES	159,341				159,341

TOTAL EXPENSE	\$4,533,005	\$0	\$0	\$0	\$4,533,005
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SURPLUS (DEFICIT)	\$1,253,623	\$0	\$0	\$0	\$1,253,623
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AVERAGE INCOME	\$715	\$0	\$0	\$0	\$715
AVERAGE EXPENSE	\$560	\$0	\$0	\$0	\$560
SURPLUS (DEFICIT)	\$155	\$0	\$0	\$0	\$155

TOTAL PARTICIPANTS	2,699				2,699
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PLAN X
PART TIME
FIRST QUARTER 2020

CONTRIBUTIONS
DEPENDENT

COMPANY	RATE	PARTICIPANTS	CONTRIBUTIONS
ASSOCIATED ADMINISTRATORS	\$1,236	0	\$0
GIANT	\$1,456	613	2,677,584
SAFEWAY	\$1,466	177	779,912
SAFEWAY DELAWARE	\$1,466	9	38,116
EMPLOYER CONTRIBUTION INCOME - RETIREE PLAN ¹			(176,216)
TOTAL		799	\$3,319,396

¹PLAN I RETIREE RELATED INCOME THAT IS INCLUDED IN PLAN X MOB CALCULATION IS REPORTED ON THE PLAN INCOME PAGE, AS IT IS PLAN I RELATED INCOME.

PLAN X
PART TIME
FIRST QUARTER 2020

BENEFIT EXPENSES
DEPENDENT

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL	\$4.95	\$11,682	\$4.87	787 PART
DENTAL	\$59.76	\$141,034	\$58.84	787 PART
DRUG	\$.80/SCRIPT	\$926,002	\$386.32	8,188 SCRIPTS
HMO KAISER MEDICAL	\$1,748.68	\$41,968 2,301,859		8 PART
MEDICAL ADMINISTRATION	\$14.16	32,880		774 PART
TOTAL MEDICAL		\$2,376,707	\$991.53	
BEHAVIORAL HEALTH	\$2.59	\$6,047	\$2.52	778 PART
BEHAVIORAL HEALTH		\$6,583	\$2.75	
E.A.P.	\$.67	\$1,565	\$0.65	778 PART
UM/DM	\$1.03/2.80	\$26,073	\$10.88	773 PART
P.P.O. CAREFIRST FLEXLINK ¹	\$22.86	\$12,828	\$5.35	184 PART
P.P.O. CAREFIRST NETWORK ¹	\$4.52	\$8,195	\$3.42	604 PART
HRG/A&G CLAIM DISCOUNTER		\$657	\$0.27	
LIFE AD&D	\$215/.018/1000	\$2,272	\$0.95	789 PART
A&S		\$77,091	\$32.16	
SUB TOTAL		\$3,596,736	\$1,500.51	

OPERATING EXPENSES

ADMINISTRATION	\$13.82	\$34,039	\$14.20	821 PART
MISCELLANEOUS		\$12,555	\$5.24	
SUB TOTAL		\$46,594	\$19.44	

TOTAL	\$3,643,330	\$1,519.95
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¹RATE CHANGE EFFECTIVE JANUARY 2020

PLAN X
PART TIME
FIRST QUARTER 2020

DEPENDENT
QUARTERLY RECAPS

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTRIBUTIONS	\$3,319,396				\$3,319,396
MISC. INCOME -LOA	0				0
-COBRA	0				0
-HMO COPAY	20,349				20,349

TOTAL INCOME	\$3,339,745	\$0	\$0	\$0	\$3,339,745
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EXPENSES

MEDICAL	\$2,376,707				\$2,376,707
A & S	77,091				77,091
DENTAL	141,034				141,034
DRUG	926,002				926,002
BEHAVIORAL HEALTH	12,630				12,630
OPTICAL	11,682				11,682
LIFE & AD & D	2,272				2,272
UM/DM	26,073				26,073
E.A.P.	1,565				1,565
P.P.O.	21,680				21,680
OPERATING EXPENSE	46,594				46,594

TOTAL EXPENSE	\$3,643,330	\$0	\$0	\$0	\$3,643,330
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SURPLUS (DEFICIT)	(\$303,585)	\$0	\$0	\$0	(\$303,585)
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AVERAGE INCOME	\$1,393				1393
AVERAGE EXPENSE	\$1,520				1520
SURPLUS (DEFICIT)	(\$127)	\$0	\$0	\$0	(\$127)

TOTAL PARTICIPANTS	799				799
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PLAN X
PART TIME
2019

DEPENDENT
QUARTERLY RECAPS

	FIRST 2019	SECOND 2019	THIRD 2019	FOURTH 2019	TOTAL
EMPLOYER CONTRIBUTIONS	\$3,864,100	\$3,711,430	\$3,472,919	\$3,375,857	\$14,424,306
MISC. INCOME -LOA	0	0	0	0	0
-COBRA	0	0	0	0	0
-HMO COPAY	37,560	33,831	27,660	24,311	123,362

TOTAL INCOME	\$3,901,660	\$3,745,261	\$3,500,579	\$3,400,168	\$14,547,668
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EXPENSES

MEDICAL	\$2,778,972	\$2,494,768	\$2,187,221	\$2,714,210	\$10,175,171
A & S	83,100	58,954	65,037	54,534	261,625
DENTAL	158,245	153,344	149,101	145,874	606,564
DRUG	855,768	847,965	985,172	730,080	3,418,985
BEHAVIORAL HEALTH	52,262	24,833	17,704	23,108	117,907
OPTICAL	13,088	12,702	12,355	12,083	50,228
LIFE & AD & D	2,537	2,451	2,386	2,335	9,709
UTILIZATION MANAGEMENT	6,508	6,509	6,025	6,944	25,986
DISEASE MANAGEMENT	15,027	14,594	14,277	13,881	57,779
E.A.P.	1,737	1,689	1,644	1,620	6,690
P.P.O.	20,059	20,015	43,924	23,369	107,367
OPERATING EXPENSE	48,821	50,131	48,261	50,109	197,322

TOTAL EXPENSE	\$4,036,124	\$3,687,955	\$3,533,107	\$3,778,147	\$15,035,333
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SURPLUS (DEFICIT)	(\$134,464)	\$57,306	(\$32,528)	(\$377,979)	(\$487,665)
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AVERAGE INCOME	\$1,473	\$1,474	\$1,399	\$1,396	\$1,436
AVERAGE EXPENSE	\$1,524	\$1,451	\$1,412	\$1,551	\$1,485
SURPLUS (DEFICIT)	(\$51)	\$23	(\$13)	(\$155)	(\$49)

TOTAL PARTICIPANTS	883	847	834	812	844
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PLAN X
PART TIME
2020

DEPENDENT
QUARTERLY RECAPS - ACTIVE

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTRIBUTIONS	\$3,319,396				\$3,319,396
MISC. INCOME -LOA	0				0
-COBRA	0				0
-HMO COPAY	20,349				20,349

TOTAL INCOME	\$3,339,745	\$0	\$0	\$0	\$3,339,745
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EXPENSES

MEDICAL	\$2,376,707				\$2,376,707
A & S	77,091				77,091
DENTAL	141,034				141,034
DRUG	926,002				926,002
BEHAVIORAL HEALTH	12,630				12,630
OPTICAL	11,682				11,682
LIFE & AD & D	2,272				2,272
UM/DM	26,073				26,073
E.A.P.	1,565				1,565
P.P.O.	21,680				21,680
OPERATING EXPENSE	46,594				46,594

TOTAL EXPENSE	\$3,643,330	\$0	\$0	\$0	\$3,643,330
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SURPLUS (DEFICIT)	(\$303,585)	\$0	\$0	\$0	(\$303,585)
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AVERAGE INCOME	\$1,393	\$0	\$0	\$0	\$1,393
AVERAGE EXPENSE	\$1,520	\$0	\$0	\$0	\$1,520
SURPLUS (DEFICIT)	(\$127)	\$0	\$0	\$0	(\$127)

TOTAL PARTICIPANTS	799				799
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PLAN XX
FULL TIME
FIRST QUARTER 2020

CONTRIBUTIONS

<u>COMPANY</u>	<u>RATE</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>
ASSOCIATED ADMINISTRATORS	\$334	65	\$65,464
GIANT	\$334	272	272,210
SAFEWAY	\$334	171	171,676
SAFEWAY DELAWARE	\$334	3	3,006
TOTAL		511	\$512,356

PLAN XX
FULL TIME
FIRST QUARTER 2020

BENEFIT EXPENSES

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL	\$4.95	\$6,499	\$4.24	438 PART
DENTAL FAMILY	\$35.23	\$13,105		124 PART
DENTAL INDIVIDUAL	\$17.11	16,100		314 PART
TOTAL DENTAL		\$29,205	\$19.05	
DRUG	\$.80/SCRIPT	\$38,835	\$25.33	1,248 SCRIPTS
HMO KAISER	\$200.00	\$1,600		3 PART
MEDICAL INDIVIDUAL		317,888		
MEDICAL FAMILY		161,579		
MEDICAL ADMINISTRATION	\$14.16	18,833		443 PART
TOTAL MEDICAL		\$499,900	\$326.09	
BEHAVIORAL HEALTH	\$2.59	\$3,430	\$2.24	441 PART
BEHAVIORAL HEALTH		\$749	\$0.49	
UM/DM	\$1.03/2.80	\$8,104	\$5.29	444 PART
P.P.O. CAREFIRST FLEXLINK ¹	\$22.86	\$6,827	\$4.45	98 PART
P.P.O. CAREFIRST NETWORK ¹	\$4.52	\$4,556	\$2.97	336 PART
LIFE-AD&D	\$215/.018/1000	\$1,315	\$0.86	436 PART
A & S		\$31,839	\$20.77	
SUB TOTAL		\$631,259	\$411.78	

OPERATING EXPENSES

ADMINISTRATION	\$13.82	\$21,946	\$14.32	529 PART
MISCELLANEOUS		\$8,030	\$5.24	
SUB TOTAL		\$29,976	\$19.56	

TOTAL	\$661,235	\$431.34
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¹RATE CHANGE EFFECTIVE JANUARY 2020

PLAN XX
FULL TIME
FIRST QUARTER 2020

QUARTERLY RECAPS

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTRIBUTIONS	\$512,356				\$512,356
MISC. INCOME -LOA	0				0
-COBRA	684				684
-HMO COPAY	97				97

TOTAL INCOME	\$513,137	\$0	\$0	\$0	\$513,137
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EXPENSES

MEDICAL	\$499,900				\$499,900
A & S	31,839				31,839
DENTAL	29,205				29,205
DRUG	38,835				38,835
BEHAVIORAL HEALTH	4,179				4,179
OPTICAL	6,499				6,499
LIFE & AD & D	1,315				1,315
UM/DM	8,104				8,104
P.P.O.	11,383				11,383
OPERATING EXPENSE	29,976				29,976

TOTAL EXPENSE	\$661,235	\$0	\$0	\$0	\$661,235
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SURPLUS (DEFICIT)	(\$148,098)	\$0	\$0	\$0	(\$148,098)
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AVERAGE INCOME	\$335				335
AVERAGE EXPENSE	\$431				431
SURPLUS (DEFICIT)	(\$96)	\$0	\$0	\$0	(\$96)

TOTAL PARTICIPANTS	511				511
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PLAN XX
FULL TIME
2019

QUARTERLY RECAPS

	FIRST 2019	SECOND 2019	THIRD 2019	FOURTH 2019	TOTAL
EMPLOYER CONTRIBUTIONS	\$522,042	\$525,716	\$514,026	\$527,052	\$2,088,836
MISC. INCOME -LOA	0	0	0	0	0
-COBRA	1,025	1,025	684	1,025	3,759
-HMO COPAY	324	32	97	260	713

TOTAL INCOME	\$523,391	\$526,773	\$514,807	\$528,337	\$2,093,308
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EXPENSES

MEDICAL	\$248,753	\$364,441	\$287,944	\$332,466	\$1,233,604
A & S	17,542	19,430	22,509	17,393	76,874
DENTAL	27,916	28,133	28,099	27,717	111,865
DRUG	57,464	44,242	58,379	59,253	219,338
BEHAVIORAL HEALTH	10,979	51,036	5,440	4,599	72,054
OPTICAL	6,207	6,242	6,247	6,167	24,863
LIFE & AD & D	1,248	1,278	1,291	1,272	5,089
UTILIZATION MANAGEMENT	3,000	2,977	2,986	3,635	12,598
DISEASE MANAGEMENT	3,935	4,030	4,022	3,893	15,880
P.P.O.	9,272	9,485	21,789	10,762	51,308
OPERATING EXPENSE	28,002	29,855	29,444	31,320	118,621

TOTAL EXPENSE	\$414,318	\$561,149	\$468,150	\$498,477	\$1,942,094
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SURPLUS (DEFICIT)	\$109,073	(\$34,376)	\$46,657	\$29,860	\$151,214
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AVERAGE INCOME	\$335	\$334	\$335	\$335	\$335
AVERAGE EXPENSE	\$265	\$356	\$304	\$316	\$310
SURPLUS (DEFICIT)	\$70	(\$22)	\$31	\$19	\$25

TOTAL PARTICIPANTS	521	525	513	525	521
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PLAN XX
FULL TIME
2020

QUARTERLY RECAPS - ACTIVE

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTRIBUTIONS	\$512,356				\$512,356
MISC. INCOME -LOA	0				0
-HMO COPAY	684				684
-COBRA	97				97

TOTAL INCOME	\$513,137	\$0	\$0	\$0	\$513,137
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EXPENSES

MEDICAL	\$499,900				\$499,900
A & S	31,839				31,839
DENTAL	29,205				29,205
DRUG	38,835				38,835
BEHAVIORAL HEALTH	4,179				4,179
OPTICAL	6,499				6,499
LIFE & AD & D	1,315				1,315
UM/DM	8,104				8,104
P.P.O.	11,383				11,383
OPERATING EXPENSE	29,976				29,976

TOTAL EXPENSE	\$661,235	\$0	\$0	\$0	\$661,235
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SURPLUS (DEFICIT)	(\$148,098)	\$0	\$0	\$0	(\$148,098)
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AVERAGE INCOME	\$335	\$0	\$0	\$0	\$335
AVERAGE EXPENSE	\$431	\$0	\$0	\$0	\$431
SURPLUS (DEFICIT)	(\$96)	\$0	\$0	\$0	(\$96)

TOTAL PARTICIPANTS	511				511
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PLAN XX
PART TIME
FIRST QUARTER 2020

CONTRIBUTIONS

<u>COMPANY</u>	<u>RATE</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>
ASSOCIATED ADMINISTRATORS	\$128.00	4	\$1,408
GIANT	\$128.00	686	263,424
GIANT ¹	\$254.20	12	9,447
GIANT ²	\$380.40	4	5,159
GIANT ³	\$506.60	0	0
SAFEWAY	\$128.00	321	123,264
SAFEWAY ¹	\$254.20	4	3,149
SAFEWAY ²	\$380.40	1	1,191
SAFEWAY DELAWARE	\$128.00	6	2,176
TOTAL		1,038	\$409,218

¹PARTICIPANTS WITH ONE DEPENDENT CHILD

²PARTICIPANTS WITH TWO DEPENDENT CHILDREN

³PARTICIPANTS WITH THREE OR MORE DEPENDENT CHILDREN

PLAN XX
PART TIME
FIRST QUARTER 2020

BENEFIT EXPENSES

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL	\$4.95	\$9,585	\$3.08	645 PART
DENTAL FAMILY	\$35.23	\$3,030		29 PART
DENTAL INDIVIDUAL	\$17.11	31,653		617 PART
DENTAL		\$34,683	\$11.14	
DRUG	\$.80/SCRIPT	\$165,551	\$53.16	1,586 SCRIPTS
HMO KAISER	\$200.00	\$600		1 PART
MEDICAL		218,820		
MEDICAL ADMINISTRATION	\$14.16	27,158		639 PART
TOTAL MEDICAL		\$246,578	\$79.18	
BEHAVIORAL HEALTH	\$2.59	\$5,037	\$1.62	648 PART
BEHAVIORAL HEALTH		\$504	\$0.16	
UM/DM	\$1.03/2.80	\$8,227	\$2.64	637 PART
P.P.O. CAREFIRST FLEXLINK ¹	\$22.86	\$7,523	\$2.42	108 PART
P.P.O. CAREFIRST NETWORK ¹	\$4.52	\$7,318	\$2.35	540 PART
LIFE-AD&D	\$.215/.018/1000	\$977	\$0.31	648 PART
A & S		\$4,796	\$1.54	
SUB TOTAL		\$490,779	\$157.60	

OPERATING EXPENSES

ADMINISTRATION	\$13.82	\$45,675	\$14.67	1,099 PART
MISCELLANEOUS		\$16,310	\$5.24	
SUB TOTAL		\$61,985	\$19.91	

TOTAL \$552,764 \$177.51

¹RATE CHANGE EFFECTIVE JANUARY 2020

PLAN XX
PART TIME
FIRST QUARTER 2020

QUARTERLY RECAPS

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTRIBUTIONS	\$409,218				\$409,218
MISC. INCOME -LOA	0				0
-COBRA	1,124				1,124
-HMO COPAY	1,394				1,394

TOTAL INCOME	\$411,736	\$0	\$0	\$0	\$411,736
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EXPENSES

MEDICAL	\$246,578				\$246,578
A & S	4,796				4,796
DENTAL	34,683				34,683
DRUG	165,551				165,551
BEHAVIORAL HEALTH	5,541				5,541
OPTICAL	9,585				9,585
LIFE & AD & D	977				977
UM/DM	8,227				8,227
P.P.O.	14,841				14,841
OPERATING EXPENSE	61,985				61,985

TOTAL EXPENSE	\$552,764	\$0	\$0	\$0	\$552,764
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SURPLUS (DEFICIT)	(\$141,028)	\$0	\$0	\$0	(\$141,028)
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AVERAGE INCOME	\$132				\$132
AVERAGE EXPENSE	\$178				\$178
SURPLUS (DEFICIT)	(\$46)	\$0	\$0	\$0	(\$46)

TOTAL PARTICIPANTS	1,038				1,038
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PLAN XX
PART TIME
2019

QUARTERLY RECAPS

	FIRST 2019	SECOND 2019	THIRD 2019	FOURTH 2019	TOTAL
EMPLOYER CONTRIBUTIONS	\$509,642	\$479,294	\$453,911	\$430,332	\$1,873,179
MISC. INCOME -LOA	0	0	0	0	0
-COBRA	2,094	1,546	1,546	1,546	6,732
-HMO COPAY	988	1,259	1,123	988	4,358

TOTAL INCOME	\$512,724	\$482,099	\$456,580	\$432,866	\$1,884,269
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EXPENSES

MEDICAL	\$409,776	\$369,013	\$337,513	\$400,450	\$1,516,752
A & S	14,232	13,798	8,847	7,711	44,588
DENTAL	39,668	37,993	36,282	34,680	148,623
DRUG	145,284	125,732	183,501	125,837	580,354
BEHAVIORAL HEALTH	6,735	7,468	7,375	6,831	28,409
OPTICAL	11,074	10,594	10,099	9,599	41,366
LIFE & AD & D	1,117	1,095	1,043	996	4,251
UTILIZATION MANAGEMENT	5,348	5,044	4,788	5,524	20,704
DISEASE MANAGEMENT	4,568	4,712	4,470	4,302	18,052
P.P.O.	14,361	14,127	30,486	14,752	73,726
OPERATING EXPENSE	70,750	73,932	71,440	69,194	285,316

TOTAL EXPENSE	\$722,913	\$663,508	\$695,844	\$679,876	\$2,762,141
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SURPLUS (DEFICIT)	(\$210,189)	(\$181,409)	(\$239,264)	(\$247,010)	(\$877,872)
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AVERAGE INCOME	\$130	\$130	\$131	\$132	\$131
AVERAGE EXPENSE	\$183	\$179	\$200	\$207	\$192
SURPLUS (DEFICIT)	(\$53)	(\$49)	(\$69)	(\$75)	(\$61)

TOTAL PARTICIPANTS	1,315	1,236	1,162	1,097	1,203
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PLAN XX
PART TIME
2020

QUARTERLY RECAPS - ACTIVE

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTRIBUTIONS	\$409,218				\$409,218
MISC. INCOME -LOA	0				0
-HMO COPAY	1,124				1,124
-COBRA	1,394				1,394

TOTAL INCOME	\$411,736	\$0	\$0	\$0	\$411,736
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EXPENSES

MEDICAL	\$246,578				\$246,578
A & S	4,796				4,796
DENTAL	34,683				34,683
DRUG	165,551				165,551
BEHAVIORAL HEALTH	5,541				5,541
OPTICAL	9,585				9,585
LIFE & AD & D	977				977
UM/DM	8,227				8,227
P.P.O.	14,841				14,841
OPERATING EXPENSE	61,985				61,985

TOTAL EXPENSE	\$552,764	\$0	\$0	\$0	\$552,764
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SURPLUS (DEFICIT)	(\$141,028)	\$0	\$0	\$0	(\$141,028)
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AVERAGE INCOME	\$132	\$0	\$0	\$0	\$132
AVERAGE EXPENSE	\$178	\$0	\$0	\$0	\$178
SURPLUS (DEFICIT)	(\$46)	\$0	\$0	\$0	(\$46)

TOTAL PARTICIPANTS	1,038				1,038
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PLAN XXX
FULL TIME
FIRST QUARTER 2020

CONTRIBUTIONS

<u>COMPANY</u>	<u>RATE</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>
GIANT	\$593.00	498	\$885,942
LOCAL 400 STAFF TEMPS	\$593.00	0	0
SAFEWAY	\$593.00	245	436,448
SAFEWAY DELAWARE	\$593.00	6	11,267
TOTAL		749	\$1,333,657

PLAN XXX
FULL TIME
FIRST QUARTER 2020

BENEFIT EXPENSES

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL	\$4.95	\$6,638	\$2.95	447 PART
DENTAL FAMILY	\$35.23	\$15,113		143 PART
DENTAL INDIVIDUAL	\$17.11	15,656		305 PART
TOTAL DENTAL		\$30,769	\$13.69	
DRUG	\$.80/SCRIPT	\$113,983	\$50.73	1,436 SCRIPTS
HMO KAISER	\$319.47	\$4,792		5 PART
MEDICAL INDIVIDUAL		215,900		
MEDICAL FAMILY		49,596		
MEDICAL ADMINISTRATION	\$14.16	19,867		468 PART
TOTAL MEDICAL		\$290,155	\$129.13	
BEHAVIORAL HEALTH	\$2.59	\$3,588	\$1.60	462 PART
BEHAVIORAL HEALTH		\$961	\$0.43	
UM/DM	\$1.03/2.80	\$9,077	\$4.04	475 PART
P.P.O. CAREFIRST FLEXLINK ¹	\$22.86	\$7,391	\$3.29	106 PART
P.P.O. CAREFIRST NETWORK ¹	\$4.52	\$4,511	\$2.01	333 PART
LIFE AD&D	\$.215/.018/1000	\$1,306	\$0.58	433 PART
A & S		\$13,702	\$6.10	
SUB TOTAL		\$482,081	\$214.55	

OPERATING EXPENSES

ADMINISTRATION	\$13.82	\$30,253	\$13.46	714 PART
MISCELLANEOUS		\$11,770	\$5.24	
SUB TOTAL		\$42,023	\$18.70	

TOTAL	\$524,104	\$233.25
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¹RATE CHANGE EFFECTIVE JANUARY 2020

PLAN XXX
FULL TIME
FIRST QUARTER 2020

QUARTERLY RECAPS

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTRIBUTIONS	\$1,333,657				\$1,333,657
MISC. INCOME -LOA	0				0
-COBRA	3,171				3,171
-HMO COPAY	1,384				1,384

TOTAL INCOME	\$1,338,212	\$0	\$0	\$0	\$1,338,212
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EXPENSES

MEDICAL	\$290,155				\$290,155
A & S	13,702				13,702
DENTAL	30,769				30,769
DRUG	113,983				113,983
BEHAVIORAL HEALTH	4,549				4,549
OPTICAL	6,638				6,638
LIFE & AD & D	1,306				1,306
UM/DM	9,077				9,077
P.P.O.	11,902				11,902
OPERATING EXPENSE	42,023				42,023

TOTAL EXPENSE	\$524,104	\$0	\$0	\$0	\$524,104
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SURPLUS (DEFICIT)	\$814,108	\$0	\$0	\$0	\$814,108
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AVERAGE INCOME	\$596				\$596
AVERAGE EXPENSE	\$233				\$233
SURPLUS (DEFICIT)	\$363	\$0	\$0	\$0	\$363

TOTAL PARTICIPANTS	749				749
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PLAN XXX
FULL TIME
2019

QUARTERLY RECAPS

	FIRST 2019	SECOND 2019	THIRD 2019	FOURTH 2019	TOTAL
EMPLOYER CONTRIBUTIONS	\$1,019,367	\$1,076,295	\$1,173,547	\$1,269,020	\$4,538,229
MISC. INCOME -LOA	0	0	0	0	0
-COBRA	1,790	1,002	668	0	3,460
-HMO COPAY	0	0	0	0	0

TOTAL INCOME	\$1,021,157	\$1,077,297	\$1,174,215	\$1,269,020	\$4,541,689
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EXPENSES

MEDICAL	\$249,890	\$241,960	\$231,629	\$174,434	\$897,913
A & S	10,267	15,150	15,972	17,624	59,013
DENTAL	22,106	23,385	24,649	26,678	96,818
DRUG	77,323	51,714	83,686	90,610	303,333
BEHAVIORAL HEALTH	3,063	3,335	3,454	18,039	27,891
OPTICAL	4,703	4,901	5,168	5,619	20,391
LIFE & AD & D	915	1,012	1,053	1,129	4,109
UTILIZATION MANAGEMENT	2,345	2,489	2,541	3,297	10,672
DISEASE MANAGEMENT	2,995	3,524	3,601	3,759	13,879
P.P.O.	7,088	8,061	19,462	10,042	44,653
OPERATING EXPENSE	29,068	33,443	34,891	41,446	138,848

TOTAL EXPENSE	\$409,763	\$388,974	\$426,106	\$392,677	\$1,617,520
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SURPLUS (DEFICIT)	\$611,394	\$688,323	\$748,109	\$876,343	\$2,924,169
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AVERAGE INCOME	\$594	\$594	\$592	\$592	\$593
AVERAGE EXPENSE	\$238	\$214	\$215	\$183	\$213
SURPLUS (DEFICIT)	\$356	\$380	\$377	\$409	\$380

TOTAL PARTICIPANTS	573	605	661	715	639
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PLAN XXX
FULL TIME
2020

QUARTERLY RECAPS - ACTIVE

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTRIBUTIONS	\$1,333,657				\$1,333,657
MISC. INCOME -LOA	0				0
-COBRA	3,171				3,171
-HMO COPAY	1,384				1,384

TOTAL INCOME	\$1,338,212	\$0	\$0	\$0	\$1,338,212
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EXPENSES

MEDICAL	\$290,155				\$290,155
A & S	13,702				13,702
DENTAL	30,769				30,769
DRUG	113,983				113,983
BEHAVIORAL HEALTH	4,549				4,549
OPTICAL	6,638				6,638
LIFE & AD & D	1,306				1,306
UM/DM	9,077				9,077
P.P.O.	11,902				11,902
OPERATING EXPENSE	42,023				42,023

TOTAL EXPENSE	\$524,104	\$0	\$0	\$0	\$524,104
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SURPLUS (DEFICIT)	\$814,108	\$0	\$0	\$0	\$814,108
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AVERAGE INCOME	\$596	\$0	\$0	\$0	\$596
AVERAGE EXPENSE	\$233	\$0	\$0	\$0	\$233
SURPLUS (DEFICIT)	\$363	\$0	\$0	\$0	\$363

TOTAL PARTICIPANTS	749				749
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PLAN XXX
PART TIME
FIRST QUARTER 2020

CONTRIBUTIONS

<u>COMPANY</u>	<u>RATE</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>
GIANT	\$128.00	1,930	\$741,376
GIANT ¹	\$252.37	24	18,755
GIANT ²	\$376.74	6	7,072
GIANT ³	\$501.11	2	2,627
SAFEWAY	\$128.00	963	369,792
SAFEWAY ¹	\$252.37	9	7,033
SAFEWAY ²	\$376.74	5	6,286
SAFEWAY ³	\$501.11	0	0
SAFEWAY DELAWARE	\$128.00	25	9,600
TOTAL		2,964	\$1,162,541

¹PARTICIPANTS WITH ONE DEPENDENT CHILD

²PARTICIPANTS WITH TWO DEPENDENT CHILDREN

³PARTICIPANTS WITH THREE OR MORE DEPENDENT CHILDREN

PLAN XXX
PART TIME
FIRST QUARTER 2020

BENEFIT EXPENSES

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL	\$4.95	\$10,033	\$1.13	676 PART
DENTAL FAMILY	\$35.23	\$3,487		33 PART
DENTAL INDIVIDUAL	\$17.11	33,040		644 PART
DENTAL		\$36,527	\$4.11	
DRUG	\$.80/SCRIPT	\$99,997	\$11.25	2,125 SCRIPTS
HMO KAISER	\$200.00	\$2,800		5 PART
MEDICAL INDIVIDUAL		273,811		
MEDICAL FAMILY		0		
MEDICAL ADMINISTRATION	\$14.16	40,143		945 PART
TOTAL MEDICAL		\$316,754	\$35.62	
BEHAVIORAL HEALTH	\$2.59	\$7,316	\$0.82	942 PART
BEHAVIORAL HEALTH		\$3,867	\$0.43	
UM/DM	\$1.03/2.80	\$12,088	\$1.36	934 PART
P.P.O. CAREFIRST FLEXLINK ¹	\$22.86	\$15,076	\$1.70	216 PART
P.P.O. CAREFIRST NETWORK ¹	\$4.52	\$9,207	\$1.04	679 PART
LIFE AD&D	\$.215/.018/1000	\$1,247	\$0.14	827 PART
A & S		\$4,896	\$0.55	
SUB TOTAL		\$517,008	\$58.15	

OPERATING EXPENSES

ADMINISTRATION	\$13.82	\$94,557	\$10.63	2,234 PART
MISCELLANEOUS		\$46,575	\$5.24	
SUB TOTAL		\$141,132	\$15.87	

TOTAL	\$658,140	\$74.02		
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¹RATE CHANGE EFFECTIVE JANUARY 2020

PLAN XXX
PART TIME
FIRST QUARTER 2020

QUARTERLY RECAPS

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTRIBUTIONS	\$1,162,541				\$1,162,541
MISC. INCOME -LOA	0				0
-COBRA	7,263				7,263
-HMO COPAY	0				0

TOTAL INCOME	\$1,169,804	\$0	\$0	\$0	\$1,169,804
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EXPENSES

MEDICAL	\$316,754				\$316,754
A & S	4,896				4,896
DENTAL	36,527				36,527
DRUG	99,997				99,997
BEHAVIORAL HEALTH	11,183				11,183
OPTICAL	10,033				10,033
LIFE & AD & D	1,247				1,247
UM/DM	12,088				12,088
P.P.O.	24,283				24,283
OPERATING EXPENSE	141,132				141,132

TOTAL EXPENSE	\$658,140	\$0	\$0	\$0	\$658,140
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SURPLUS (DEFICIT)	\$511,664	\$0	\$0	\$0	\$511,664
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AVERAGE INCOME	\$132				132
AVERAGE EXPENSE	\$74				74
SURPLUS (DEFICIT)	\$58	\$0	\$0	\$0	\$58

TOTAL PARTICIPANTS	2,964				2,964
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PLAN XXX
PART TIME
2019

QUARTERLY RECAPS

	FIRST 2019	SECOND 2019	THIRD 2019	FOURTH 2019	TOTAL
EMPLOYER CONTRIBUTIONS	\$921,703	\$926,619	\$958,858	\$874,868	\$3,682,048
MISC. INCOME -LOA	0	0	0	0	0
-COBRA	10,602	7,244	7,598	6,016	31,460
-HMO COPAY	652	977	651	814	3,094

TOTAL INCOME	\$932,957	\$934,840	\$967,107	\$881,698	\$3,716,602
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EXPENSES

MEDICAL	\$327,779	\$437,065	\$704,501	\$629,401	\$2,098,746
A & S	3,472	11,744	13,669	9,339	38,224
DENTAL	28,217	30,389	31,555	31,794	121,955
DRUG	157,673	141,480	214,717	86,801	600,671
BEHAVIORAL HEALTH	6,938	8,277	10,231	7,492	32,938
OPTICAL	7,657	8,316	8,622	8,687	33,282
LIFE & AD & D	1,048	1,164	1,163	1,142	4,517
UTILIZATION MANAGEMENT	6,144	6,154	5,970	6,831	25,099
DISEASE MANAGEMENT	4,792	5,522	5,380	5,239	20,933
P.P.O.	19,094	19,886	44,397	22,191	105,568
OPERATING EXPENSE	120,031	136,170	136,328	145,937	538,466

TOTAL EXPENSE	\$682,845	\$806,167	\$1,176,533	\$954,854	\$3,620,399
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SURPLUS (DEFICIT)	\$250,112	\$128,673	(\$209,426)	(\$73,156)	\$96,203
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AVERAGE INCOME	\$132	\$132	\$131	\$132	\$132
AVERAGE EXPENSE	\$97	\$114	\$160	\$143	\$129
SURPLUS (DEFICIT)	\$35	\$18	(\$29)	(\$11)	\$3

TOTAL PARTICIPANTS	2,352	2,361	2,452	2,230	2,349
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PLAN XXX
PART TIME
2020

QUARTERLY RECAPS - ACTIVE

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTRIBUTIONS	\$1,162,541				\$1,162,541
MISC. INCOME -LOA	0				0
-COBRA	7,263				7,263
-HMO COPAY	0				0

TOTAL INCOME	\$1,169,804	\$0	\$0	\$0	\$1,169,804
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EXPENSES

MEDICAL	\$316,754				\$316,754
A & S	4,896				4,896
DENTAL	36,527				36,527
DRUG	99,997				99,997
BEHAVIORAL HEALTH	11,183				11,183
OPTICAL	10,033				10,033
LIFE & AD & D	1,247				1,247
UM/DM	12,088				12,088
P.P.O.	24,283				24,283
OPERATING EXPENSE	141,132				141,132

TOTAL EXPENSE	\$658,140	\$0	\$0	\$0	\$658,140
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SURPLUS (DEFICIT)	\$511,664	\$0	\$0	\$0	\$511,664
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AVERAGE INCOME	\$132	\$0	\$0	\$0	\$132
AVERAGE EXPENSE	\$74	\$0	\$0	\$0	\$74
SURPLUS (DEFICIT)	\$58	\$0	\$0	\$0	\$58

TOTAL PARTICIPANTS	2,964				2,964
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PLAN XL
PART TIME
FIRST QUARTER 2020

CONTRIBUTIONS

<u>COMPANY</u>	<u>RATE</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>
GIANT	\$24.00	927	\$66,816
SAFEWAY	\$24.00	848	61,056
SAFEWAY DELAWARE	\$24.00	29	2,112
TOTAL		1,804	\$129,984

PLAN XL
PART TIME
FIRST QUARTER 2020

BENEFIT EXPENSES

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL	\$4.95	\$5,256	\$0.97	354 PART
DENTAL	\$17.11	\$18,223	\$3.37	355 PART
LIFE-AD&D	\$215/018/1000	\$667	\$0.12	442 PART
A & S		\$2,673	\$0.49	
SUB TOTAL		\$26,819	\$4.95	

OPERATING EXPENSES

ADMINISTRATION	\$13.82	\$94,626	\$17.48	2,274 PART
MISCELLANEOUS		\$28,347	\$5.24	
SUB TOTAL		\$122,973	\$22.72	

TOTAL		\$149,792	\$27.67	
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PLAN XL
PART TIME
FIRST QUARTER 2020

QUARTERLY RECAPS

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTRIBUTIONS	\$129,984				\$129,984
MISC. INCOME -LOA	0				0
-COBRA	0				0

TOTAL INCOME	\$129,984	\$0	\$0	\$0	\$129,984
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EXPENSES

A & S	\$2,673				\$2,673
DENTAL	18,223				18,223
OPTICAL	5,256				5,256
LIFE & AD & D	667				667
OPERATING EXPENSE	122,973				122,973

TOTAL EXPENSE	\$149,792	\$0	\$0	\$0	\$149,792
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SURPLUS (DEFICIT)	(\$19,808)	\$0	\$0	\$0	(\$19,808)
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AVERAGE INCOME	\$24				\$24
AVERAGE EXPENSE	\$28				\$28
SURPLUS (DEFICIT)	(\$4)	\$0	\$0	\$0	(\$4)

TOTAL PARTICIPANTS	1,804				1,804
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PLAN XL
PART TIME
2019

QUARTERLY RECAPS

	FIRST 2019	SECOND 2019	THIRD 2019	FOURTH 2019	TOTAL
EMPLOYER CONTRIBUTIONS	\$154,728	\$162,624	\$150,120	\$163,680	\$631,152
MISC. INCOME -LOA	0	0	0	0	0
-COBRA	0	0	0	0	0

TOTAL INCOME	\$154,728	\$162,624	\$150,120	\$163,680	\$631,152
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EXPENSES

A & S	\$2,168	\$4,752	2,803	1,985	\$11,708
DENTAL	14,115	14,543	15,194	15,639	59,491
OPTICAL	4,063	4,208	4,391	4,519	17,181
LIFE & AD & D	564	613	609	596	2,382
OPERATING EXPENSE	112,192	124,689	124,416	130,551	491,848

TOTAL EXPENSE	\$133,102	\$148,805	\$147,413	\$153,290	\$582,610
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SURPLUS (DEFICIT)	\$21,626	\$13,819	\$2,707	\$10,390	\$48,542
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AVERAGE INCOME	\$24	\$24	\$24	\$24	\$24
AVERAGE EXPENSE	\$21	\$22	\$24	\$22	\$22
SURPLUS (DEFICIT)	\$3	\$2	\$0	\$2	\$2

TOTAL PARTICIPANTS	2,153	2,257	2,086	2,272	2,192
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PLAN XL PART TIME 2020 QUARTERLY RECAPS - ACTIVE

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTRIBUTIONS	\$129,984				\$129,984
MISC. INCOME -LOA	0				0
-COBRA	0				0

TOTAL INCOME	\$129,984	\$0	\$0	\$0	\$129,984
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EXPENSES

A & S	\$2,673				\$2,673
DENTAL	18,223				18,223
OPTICAL	5,256				5,256
LIFE & AD & D	667				667
OPERATING EXPENSE	122,973				122,973

TOTAL EXPENSE	\$149,792	\$0	\$0	\$0	\$149,792
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SURPLUS (DEFICIT)	(\$19,808)	\$0	\$0	\$0	(\$19,808)
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AVERAGE INCOME	\$24	\$0	\$0	\$0	\$24
AVERAGE EXPENSE	\$28	\$0	\$0	\$0	\$28
SURPLUS (DEFICIT)	(\$4)	\$0	\$0	\$0	(\$4)

TOTAL PARTICIPANTS	1,804				1,804
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ACTIVE PLANS
2020

QUARTERLY RECAPS

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTR - ACTIVE	\$26,032,469	\$0	\$0	\$0	\$26,032,469
EMPLOYEE CONTRIBUTIONS	219,013	0	0	0	219,013
INTEREST & DIVIDENDS - ACTIVE	125,883	0	0	0	125,883
MISCELLANEOUS	147	0	0	0	147

TOTAL INCOME	\$26,377,512	\$0	\$0	\$0	\$26,377,512
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EXPENSES

MEDICAL	\$16,963,827	\$0	\$0	\$0	\$16,963,827
A & S	1,364,185	0	0	0	1,364,185
DENTAL	1,192,099	0	0	0	1,192,099
DRUG	5,943,419	0	0	0	5,943,419
BEHAVIORAL HEALTH	259,725	0	0	0	259,725
OPTICAL	164,072	0	0	0	164,072
LIFE & AD & D	40,512	0	0	0	40,512
UTILIZATION REVIEW	212,560	0	0	0	212,560
E.A.P.	16,747	0	0	0	16,747
P.P.O.	288,002	0	0	0	288,002
OPERATING EXPENSE	901,611	0	0	0	901,611

TOTAL EXPENSE	\$27,346,759	\$0	\$0	\$0	\$27,346,759
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SURPLUS (DEFICIT)	(\$969,247)	\$0	\$0	\$0	(\$969,247)
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TOTAL PARTICIPANTS	15,645	0	0	0	15,645
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FUND RESERVE	\$27,735,804			
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¹LITIGATION SETTLEMENTS 1ST QTR: Solodyn -\$147

COMBINED FUND
FIRST QUARTER 2020

QUARTERLY RECAPS

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTR - ACTIVE	\$26,032,469	\$0	\$0	\$0	\$26,032,469
EMPLOYER CONTR - RETIREE	4,225,791	0	0	0	4,225,791
EMPLOYEE CONTRIBUTIONS	1,304,292	0	0	0	1,304,292
INTEREST & DIVIDENDS - ACTIVE	125,883	0	0	0	125,883
INTEREST & DIVIDENDS - RETIREE	28,371	0	0	0	28,371
STIPEND	1,200,856	0	0	0	1,200,856
MISCELLANEOUS ¹	147	0	0	0	147

TOTAL INCOME	\$32,917,809	\$0	\$0	\$0	\$32,917,809
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EXPENSES

MEDICAL	\$16,963,827	\$0	\$0	\$0	\$16,963,827
RETIREES	4,738,826	0	0	0	4,738,826
STIPEND	1,200,856	0	0	0	1,200,856
A & S	1,364,185	0	0	0	1,364,185
DENTAL	1,192,099	0	0	0	1,192,099
DRUG	5,943,419	0	0	0	5,943,419
BEHAVIORAL HEALTH	259,725	0	0	0	259,725
OPTICAL	164,072	0	0	0	164,072
LIFE & AD & D	40,512	0	0	0	40,512
UM/DM	212,560	0	0	0	212,560
E.A.P.	16,747	0	0	0	16,747
P.P.O.	288,002	0	0	0	288,002
OPERATING EXPENSE	901,611	0	0	0	901,611

TOTAL EXPENSE	\$33,286,441	\$0	\$0	\$0	\$33,286,441
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SURPLUS (DEFICIT)	(\$368,632)	\$0	\$0	\$0	(\$368,632)
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TOTAL PARTICIPANTS	15,645	0	0	0	15,645
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FUND RESERVE	\$33,501,442			
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¹LITIGATION SETTLEMENTS 1ST QTR: Solodyn -\$147

FELRA & UFCW
RETIREE HEALTH PLAN
FIRST QUARTER 2020

ADMINISTRATIVE MANAGER'S REPORT

FULL TIME RETIREES
FIRST QUARTER 2020

INCOME

EMPLOYER CONTRIBUTIONS ¹	\$3,596,382
RETIREE COPAYMENTS	\$896,294
INTEREST AND DIVIDENDS	\$23,431
TOTAL INCOME	\$4,516,107

EXPENSES

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL	\$4.95	\$41,604	\$4.76	2,802 RET
DENTAL	\$28.80	\$242,064		2,802 RET
TOTAL DENTAL		\$242,064	\$27.71	
DRUG	\$.80/1.25/SCRIPT	\$1,101,446		19,602 SCRIPTS
DRUG CLAIMS		0		
DRUG FEES	\$0.21/CLAIM	5,503		
TOTAL DRUG		\$1,106,949	\$126.71	
HMO KAISER ²	\$251.99	1,456,586		1,448 RET
HOSPITAL		449,479		
SURGICAL		308,764		
DIAGNOSTIC		87,564		
MAJOR MEDICAL		256,797		
MEDICAL ADMINISTRATION	\$14.16	58,878		1,386 RET
TOTAL MEDICAL		\$2,618,068	\$299.69	
BEHAVIORAL HEALTH	\$2.59	\$10,765	\$1.23	1,385 RET
BEHAVIORAL HEALTH/EAP		\$1,553	\$0.18	
P P O CAREFIRST FLEXLINK ²	\$22.86	\$0	\$0.00	0 RET
P P O CAREFIRST NETWORK ²	\$4.52	\$63	\$0.01	5 RET
HRG/A&G CLAIM DISCOUNTER		\$2,351	\$0.27	
ADMINISTRATION	\$6.60	\$57,651	\$6.60	2,912 RET

TOTAL EXPENSES	\$4,081,068	\$467.16
SURPLUS (DEFICIT)	\$435,039	

¹ INCLUDES INCOME FROM PLAN I AND PLAN X MOB CONTRIBUTION, LESS THE STIPEND RELATED INCOME

² RATE CHANGE EFFECTIVE JANUARY 2020

PART TIME RETIREES
FIRST QUARTER 2020

INCOME

EMPLOYER CONTRIBUTIONS ¹	\$629,409
RETIREE COPAYMENTS	\$188,985
INTEREST AND DIVIDENDS	\$4,940
TOTAL INCOME	\$823,334

EXPENSES

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL	\$4.95	\$9,122	\$4.95	614 RET
DENTAL	\$28.80	\$53,078	\$28.82	614 RET
DRUG	\$.80/1.25/SCRIPT	\$110,346		2,754 SCRIPTS
DRUG CLAIMS		\$0		
DRUG FEES	\$0.21/CLAIM	651		
DRUG		\$110,997	\$60.26	
HMO KAISER ²	\$251.99	307,603		377 RET
HOSPITAL		52,586		
SURGICAL		47,156		
DIAGNOSTIC		16,666		
MAJOR MEDICAL		34,531		
MEDICAL ADMINISTRATION	\$14.16	11,201		264 RET
TOTAL MEDICAL		\$469,743	\$255.02	
BEHAVIORAL HEALTH	\$2.59	\$2,051	\$1.11	264 RET
BEHAVIORAL HEALTH/EAP		\$69	\$0.04	
P P O CAREFIRST FLEXLINK ²	\$22.86	\$0	\$0.00	0 RET
P P O CAREFIRST NETWORK ²	\$4.52	\$45	\$0.02	3 RET
HRGI/A&G CLAIM DISCOUNTER		\$496	\$0.27	
ADMINISTRATION	\$6.60	\$12,157	\$6.60	614 RET

TOTAL EXPENSES	\$657,758	\$357.09
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SURPLUS (DEFICIT)	\$165,576
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¹INCLUDES INCOME FROM PLAN I AND PLAN X MOB CONTRIBUTION, LESS THE STIPEND RELATED INCOME

²RATE CHANGE EFFECTIVE JANUARY 2020

FIRST QUARTER 2020
STIPEND
INCOME & EXPENSES

INCOME

GIANT	\$776,954
SAFEWAY	\$423,902
TOTAL INCOME	\$1,200,856

BENEFIT EXPENSES

CATEGORY	AMOUNT
STIPEND BENEFITS	\$1,192,350
SUBTOTAL	\$1,192,350

OPERATING EXPENSES

CATEGORY	AMOUNT
ADMINISTRATION	\$8,411
POSTAGE	95
SUBTOTAL	\$8,506
TOTAL EXPENSES	\$1,200,856

SURPLUS (DEFICIT)	\$0
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PARTICIPANTS 1,087

2020
RETIREES
QUARTERLY RECAPS

	FIRST 2020	SECOND 2020	THIRD 2020	FOURTH 2020	TOTAL
EMPLOYER CONTRIBUTIONS	\$4,225,791				\$4,225,791
RETIREE COPAYMENTS	1,085,279				1,085,279
STIPEND INCOME	1,200,856				1,200,856
INTEREST & DIVIDENDS	28,371				28,371

TOTAL INCOME	\$6,540,297	\$0	\$0	\$0	\$6,540,297
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EXPENSES

MEDICAL	\$3,087,811				\$3,087,811
DENTAL	295,142				295,142
DRUG	1,217,946				1,217,946
BEHAVIORAL HEALTH	14,438				14,438
OPTICAL	50,726				50,726
P.P.O.	2,955				2,955
ADMINISTRATION	69,808				69,808
STIPEND	1,200,856				1,200,856

TOTAL EXPENSES	\$5,939,682	\$0	\$0	\$0	\$5,939,682
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SURPLUS (DEFICIT)	\$600,615	\$0	\$0	\$0	\$600,615
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TOTAL PARTICIPANTS	3,526				3,526
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FUND RESERVE	\$5,765,638			
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2019 RETIREES QUARTERLY RECAPS

	FIRST 2019	SECOND 2019	THIRD 2019	FOURTH 2019	TOTAL
EMPLOYER CONTRIBUTIONS	\$905,547	\$926,303	\$4,289,306	\$4,277,820	\$10,398,976
RETIREE COPAYMENTS	1,115,169	1,098,497	1,096,852	1,089,898	4,400,416
STIPEND INCOME	1,388,957	1,340,550	1,304,966	1,230,425	5,264,898
INTEREST & DIVIDENDS	36,659	31,851	45,910	52,999	167,419

TOTAL INCOME	\$3,446,332	\$3,397,201	\$6,737,034	\$6,651,142	\$20,231,709
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EXPENSES

MEDICAL	\$2,884,264	\$2,937,512	\$2,823,541	\$2,635,216	\$11,280,533
DENTAL	303,120	301,536	300,615	299,030	1,204,301
DRUG	1,324,372	1,011,986	1,725,897	755,552	4,817,807
BEHAVIORAL HEALTH	14,858	20,024	32,973	18,720	86,575
OPTICAL	52,137	51,825	51,669	51,401	207,032
UTILIZATION MANAGEMENT	272	141	283	0	696
DISEASE MANAGEMENT	111	103	0	0	214
P.P.O.	1,181	2,994	3,403	9,474	17,052
ADMINISTRATION	69,612	71,095	71,135	70,805	282,647
STIPEND	1,388,957	1,340,550	1,304,966	1,230,425	5,264,898

TOTAL EXPENSES	\$6,038,884	\$5,737,766	\$6,314,482	\$5,070,623	\$23,161,755
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SURPLUS (DEFICIT)	(\$2,592,552)	(\$2,340,565)	\$422,552	\$1,580,519	(\$2,930,046)
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TOTAL PARTICIPANTS	3,620	3,591	3,593	3,576	3,595
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FUND RESERVE	\$5,656,450	\$5,659,739	\$5,932,013	\$5,790,439
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COMBINED FUND
2019

QUARTERLY RECAPS

	FIRST 2019	SECOND 2019	THIRD 2019	FOURTH 2019	TOTAL
EMPLOYER CONTR - ACTIVE	\$30,523,953	\$30,066,908	\$26,399,756	\$26,029,759	\$113,020,376
EMPLOYER CONTR - RETIREE	905,547	926,303	4,289,306	4,277,820	10,398,976
EMPLOYEE CONTRIBUTIONS	1,374,267	1,356,366	1,338,409	1,331,797	5,400,839
INTEREST & DIVIDENDS - ACTIVE	162,657	141,464	200,836	230,416	735,373
INTEREST & DIVIDENDS - RETIREE	36,659	31,851	45,909	52,999	167,418
STIPEND	1,388,957	1,340,550	1,304,966	1,230,425	5,264,898
MISCELLANEOUS	0	1,422	234	0	1,656

TOTAL INCOME	\$34,392,040	\$33,864,864	\$33,579,416	\$33,153,216	\$134,989,536
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EXPENSES

MEDICAL	\$16,332,561	\$17,607,514	\$17,229,869	\$18,560,391	\$69,730,335
RETIREES	4,649,927	4,397,216	5,009,516	3,840,198	17,896,857
STIPEND	1,388,957	1,340,550	1,304,966	1,230,425	5,264,898
A & S	1,437,032	1,318,998	1,369,357	1,312,772	5,438,159
DENTAL	1,241,756	1,227,703	1,212,239	1,192,120	4,873,818
DRUG	6,643,414	5,529,352	6,841,742	5,286,422	24,300,930
BEHAVIORAL HEALTH	251,213	386,251	329,640	305,752	1,272,856
OPTICAL	167,857	166,450	164,626	162,237	661,170
LIFE & AD & D	42,002	41,820	41,252	40,620	165,694
UTILIZATION REVIEW	80,891	81,414	78,174	91,977	332,456
DISEASE MANAGEMENT	111,648	112,110	110,553	108,116	442,427
E.A.P.	17,743	17,499	17,221	16,955	69,418
P.P.O.	248,320	252,317	557,821	296,817	1,355,275
OPERATING EXPENSE	862,010	922,829	904,938	955,105	3,644,882

TOTAL EXPENSE	\$33,475,331	\$33,402,023	\$35,171,914	\$33,399,907	\$135,449,175
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SURPLUS (DEFICIT)	\$916,709	\$462,841	(\$1,592,498)	(\$246,691)	(\$459,639)
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TOTAL PARTICIPANTS	16,063	15,949	15,718	15,547	15,819
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FUND RESERVE ¹	\$29,386,247	\$37,813,988	\$37,635,248	\$36,660,290
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¹ DOES NOT REFLECT DEPOSIT IN TRANSFER AS OF 3/31/19 - \$7,007,526.34

COMBINED FUND
FIRST QUARTER 2020

MISCELLANEOUS

ACTUARIAL & CONSULTING	\$99,036
BONDING AND INSURANCE	4,501
CONFERENCE	4,250
INVESTMENT MANAGEMENT	5,660
LEGAL	63,299
POSTAGE	41,790
PRINTING	26,322
TELEPHONE	979

TOTAL \$245,837

DELINQUENCIES

NONE

**COMBINED FUND
FELRA & UFCW VEBA FUND
INCLUDING LEGAL, SEVERANCE AND SCHOLARSHIP
FIRST QUARTER 2020**

QUARTERLY RECAPS

INCOME	1Q2020	2Q2020	3Q2020	4Q2020	Total
Health	\$32,917,809				\$32,917,809
Legal	803,742				803,742
Severance	18,427				18,427
Scholarship	421				421
Total Income	\$33,740,399	\$0	\$0	\$0	\$33,740,399

EXPENSES	1Q2020	2Q2020	3Q2020	4Q2020	Total
Health	\$33,286,441				\$33,286,441
Legal	812,977				812,977
Severance	1,250,054				1,250,054
Scholarship	11,496				11,496
Total Expenses	\$35,360,968	\$0	\$0	\$0	\$35,360,968

Surplus/(Deficit)	1Q2020	2Q2020	3Q2020	4Q2020	Total
Health	(\$368,632)	\$0	\$0	\$0	(\$368,632)
Legal	(9,235)	0	0	0	(9,235)
Severance	(1,231,627)	0	0	0	(1,231,627)
Scholarship	(11,075)	0	0	0	(11,075)
Total Surplus/(Deficit)	(\$1,620,569)	\$0	\$0	\$0	(\$1,620,569)

Fund Reserve	\$36,286,031			
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**COMBINED FUND
FELRA & UFCW VEBA FUND
INCLUDING LEGAL, SEVERANCE AND SCHOLARSHIP
2019**

QUARTERLY RECAPS

INCOME	1Q2019	2Q2019	3Q2019	4Q2019	Total
Health	\$34,392,040	\$33,864,864	\$33,579,416	\$33,153,216	\$134,989,536
Legal	846,008	840,203	827,987	814,078	3,328,276
Severance	921,391	16,287	2,985,356	30,472	3,953,506
Scholarship	964	220	769	746	2,699
Total Income	\$36,160,403	\$34,721,574	\$37,393,528	\$33,998,512	\$142,274,017

EXPENSES	1Q2019	2Q2019	3Q2019	4Q2019	Total
Health	\$33,475,331	\$33,402,023	\$35,171,914	\$33,399,907	\$135,449,175
Legal	848,171	849,104	839,285	822,262	3,358,822
Severance	1,030,481	861,783	458,209	1,522,338	3,872,811
Scholarship	10,198	9,914	27,190	12,363	59,665
Total Expenses	\$35,364,181	\$35,122,824	\$36,496,598	\$35,756,870	\$142,740,473

Surplus/(Deficit)	1Q2019	2Q2019	3Q2019	4Q2019	Total
Health	\$916,709	\$462,841	(\$1,592,498)	(\$246,691)	(\$459,639)
Legal	(2,163)	(8,901)	(11,298)	(8,184)	(30,546)
Severance	(109,090)	(845,496)	2,527,147	(1,491,866)	80,695
Scholarship	(9,234)	(9,694)	(26,421)	(11,617)	(56,966)
Total Surplus/(Deficit)	\$796,222	(\$401,250)	\$896,930	(\$1,758,358)	(\$466,456)

Fund Reserve	\$32,832,926	\$40,455,650	\$42,777,033	\$40,441,104
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CONTRACT INFORMATION
FIRST QUARTER 2020

<u>COMPANY</u>	<u>PLAN</u>	<u>RATES</u>	<u>EFF. DATE</u>	<u>CONTRACT EXP.</u>
ASSOCIATED ADMINISTRATORS	X	894.00	11-01-18	10-29-20
	X	560.00	11-01-18	
	X	1,236.00	11-01-18	
	XX	334.00	11-01-18	
	XX	128.00	11-01-18	
GIANT 27	I	1,658.00	11-01-18	10-26-19
	I	1,551.00	11-01-18	
	X	1,114.00	11-01-18	
	X	780.00	11-01-18	
	X	1,456.00	11-01-18	
	XX	334.00	11-01-18	
	XX	128.00	11-01-18	
	XXX	593.00	11-01-18	
	XXX	128.00	11-01-18	
	XL	24.00	11-01-18	
GIANT 400	I	1,658.00	11-01-18	10-26-19
	I	1,551.00	11-01-18	
	X	1,114.00	11-01-18	
	X	780.00	11-01-18	
	X	1,456.00	11-01-18	
	XX	334.00	11-01-18	
	XX	128.00	11-01-18	
	XXX	593.00	11-01-18	
	XXX	128.00	11-01-18	
	XL	24.00	11-01-18	
GIANT DELAWARE	X	1,114.00	11-01-18	10-26-19
	X	780.00	11-01-18	
	X	1,456.00	11-01-18	
	XX	334.00	11-01-18	
	XX	128.00	11-01-18	
	XXX	593.00	11-01-18	
	XXX	128.00	11-01-18	
	XL	24.00	11-01-18	
GIANT LEXINGTON PARK 400	X	1,114.00	11-01-18	10-26-19
	X	780.00	11-01-18	
	X	1,456.00	11-01-18	
	XX	334.00	11-01-18	
	XX	128.00	11-01-18	
	XXX	593.00	11-01-18	
	XXX	128.00	11-01-18	
	XL	24.00	11-01-18	
GIANT VALLEY 400	I	1,658.00	11-01-18	10-26-19
	I	1,551.00	11-01-18	
	X	1,114.00	11-01-18	
	X	780.00	11-01-18	
	X	1,456.00	11-01-18	
	XX	334.00	11-01-18	
	XX	128.00	11-01-18	
	XXX	593.00	11-01-18	
	XXX	128.00	11-01-18	
	XL	24.00	11-01-18	

CONTRACT INFORMATION
FIRST QUARTER 2020

<u>COMPANY</u>	<u>PLAN</u>	<u>RATES</u>	<u>EFF. DATE</u>	<u>CONTRACT EXP.</u>
SAFEWAY 27	I	1,668.00	11-01-18	10-26-19
	I	1,561.00	11-01-18	
	X	1,124.00	11-01-18	
	X	790.00	11-01-18	
	X	1,466.00	11-01-18	
	XX	334.00	11-01-18	
	XX	128.00	11-01-18	
	XXX	593.00	11-01-18	
	XXX	128.00	11-01-18	
	XL	24.00	11-01-18	
SAFEWAY 400	I	1,668.00	11-01-18	10-26-19
	I	1,561.00	11-01-18	
	X	1,124.00	11-01-18	
	X	790.00	11-01-18	
	X	1,466.00	11-01-18	
	XX	334.00	11-01-18	
	XX	128.00	11-01-18	
	XXX	593.00	11-01-18	
	XXX	128.00	11-01-18	
	XL	24.00	11-01-18	
SAFEWAY CULPEPER	I	1,668.00	11-01-18	10-26-19
	I	1,561.00	11-01-18	
	X	1,124.00	11-01-18	
	X	790.00	11-01-18	
	X	1,466.00	11-01-18	
	XX	334.00	11-01-18	
	XX	128.00	11-01-18	
	XXX	593.00	11-01-18	
	XXX	128.00	11-01-18	
	XL	24.00	11-01-18	
SAFEWAY DELAWARE	X	1,124.00	11-01-18	10-26-19
	X	790.00	11-01-18	
	X	1,466.00	11-01-18	
	XX	334.00	11-01-18	
	XX	128.00	11-01-18	
	XXX	593.00	11-01-18	
	XXX	128.00	11-01-18	
	XL	24.00	11-01-18	
SAFEWAY DOVER	X	1,124.00	11-01-18	10-26-19
	X	790.00	11-01-18	
	X	1,466.00	11-01-18	
	XX	334.00	11-01-18	
	XX	128.00	11-01-18	
	XXX	593.00	11-01-18	
	XXX	128.00	11-01-18	
	XL	24.00	11-01-18	
STAFF 400	X	1,114.00	11-01-18	

Work Snapshot 2020 FELRA					
Function	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD
Accident & Sickness Claims	370				
Appeals	114				
Participant Services Calls	25,173				
COBRA Notices Mailed	445				
Pension Apps Received	279				
Pension Estimates Received	407				
Medical Claims Processed	83,891				
Communications Mailings Sent to Participants	65,288				

SPECIAL PROJECTS IN 1Q:

1. PBGC project - Professional's Meetings and AA internal activities
2. COB Mass Mailing project. 10,906 forms mailed 2.14.20
3. COVID Mass Mailing - 13,733 mailed 3.30.20

INVOICES

FELRA & UFCW
VEBA FUND
INVOICES

JULY 23, 2020

1. **Calibre**

04/29/20	Progress bill for professional services rendered in connection with the audit of the financial statements for the year ended December 31, 2019	\$	1,000.00
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2. **Chartwell**

05/20/20	For Investment Management Services rendered - 1Q20	\$	3,843.42
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3. **Cheiron**

03/31/20	Retainer Services - 02/20	\$	3,750.00
04/22/20	Retainer Services - 03/20		4,677.00
04/22/20	Non-Retainer Services - 03/20		1,401.25
05/27/20	Retainer Services - 04/20		4,677.00
06/23/20	Retainer Services - 05/20		4,677.00

4. **Confidio**

04/06/20	Retainer Services - 03/20	\$	15,900.00
05/06/20	Retainer Services - 04/20		12,500.00
06/09/20	Retainer Services - 05/20		2,700.00

6. **Groom Law Group, Chartered**

04/30/20	Professional Services rendered - 03/20	\$	8,355.60
05/29/20	Professional Services rendered - 04/20		6,311.25
06/30/20	Professional Services rendered - 05/20		3,025.80

7. **Investment Performance Services**

06/02/20	For Professional Services rendered - 2Q20	\$	10,000.00
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8. **Segal Consulting**

04/30/20	For compliance consulting services through 03/20 in connection with updating the Fund's SBC's	\$	531.25
06/01/20	For Actuarial and Consulting services rendered for the period 06/01/20 - 08/31/20	\$	16,750.00

9. **Segal Marco Advisors**

04/24/20	For proxy voting services - 1Q20	\$	187.50
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10. **Segal Select Insurance**

05/26/20	Renewal of Fiduciary Insurance through Chubb for the period 05/29/20 - 05/29/21	\$	62,058.00
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11. **Segall, Bryant and Hamill**

04/18/20	For Investment Management Services rendered - 1Q20	\$	5,133.48
04/18/20	For Investment Management Services (Illiquid) rendered - 1Q20		10.96

12. **Slevin & Hart P.C.**

03/25/20	Professional Services rendered - 02/20	\$	15,534.45
04/24/20	Professional Services rendered - 03/20		40,295.03
05/28/20	Professional Services rendered - 04/20		32,258.00
06/24/20	Professional Services rendered - 05/20		27,200.22

FELRA & UFCW
HEALTH AND WELFARE FUND – RETIREE PLAN
INVOICES

JULY 23, 2020

1. **Woodard Insurance Agency**

04/02/20	Ongoing FELRA Healthcare Customer Service and Orphan Enrollment – 1Q20	\$ 9,990.00
07/06/20	Ongoing FELRA Healthcare Customer Service and Orphan Enrollment – 2Q20	9,342.00

OTHER FUND BUSINESS



Group Dental Service of Maryland, Inc.
Group Dental Service, Inc
15400 Calhoun Drive, Suite 300
Rockville, Maryland 20855

June 3, 2020

Board of Trustees
FELRA and UFCW Health and Welfare
911 Ridgebrook Road
Sparks, MD 21152-9451

Re: Rates for 2021

Dear Trustees:

Group Dental Service, Inc. would like to extend its thanks for the trust you have placed in us to provide dental services for the FELRA and UFCW Health and Welfare participants. We have strived to fulfill your expectations by providing the highest quality dental care in a manner that ensures cost-effective delivery.

We have reviewed the Fund's utilization and costs for the year 2020. Based upon our analysis, we are pleased to be able to offer a 3% rate reduction for the upcoming plan year. We will continue to monitor your utilization pattern through 2021 and re-evaluate again in November of 2021.

Following are both your current and renewal rates. The renewal rates will be effective on January 1, 2021.

Current Rates:

Plan 1 FT/PT - EE: \$28.62 Family: \$56.72

Plan 1 Retiree - EE: \$28.80

Plan X FT/PT - EE: \$29.04 Family: \$59.76

Plan XX, XXX, XL FT/PT- EE: \$17.11 Family: \$35.23

Plan X-NR - \$54.33

High Option FT- \$139.48

High Option Retiree - \$75.51

Renewal Rates:

Plan 1 FT/PT - EE: \$27.76 Family: \$55.02

Plan 1 Retiree - EE: \$27.94

Plan X FT/PT - EE: \$28.17 Family: \$57.97

Plan XX, XXX, XL FT/PT- EE: \$16.60 Family: \$34.17

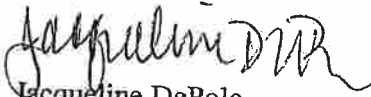
Plan X-NR - \$52.70

High Option FT - \$135.30

High Option Retiree - \$73.24

Thank you for your continued trust and confidence. Should you have any questions regarding this notice, please feel free to contact me directly at 412-652-6464.

Sincerely,



Jacqueline DePolo
Sr. Account Director
Group Dental Service

**FELRA AND UFCW VEBA FUND
COBRA RATES
2020**

Months 1-18			
Plan	Class	Individual	Family*
I	FT	\$1,437.96	\$2,035.97
I	PT	\$738.36	\$1,037.24
X	FT	\$827.50	\$1,163.88
X	PT - Ind	\$561.32	N/A
X	PT - Fam	N/A	\$1,348.99
XX	FT	\$339.86	\$470.40
XX	PT	\$180.17	\$583.46
XXX	FT	\$326.79	\$452.93
XXX	PT	\$157.33	\$554.80
XL	PT	\$23.10	N/A
Months 19-29			
Plan	Class	Individual	Family*
I	FT	\$2,114.64	\$2,994.08
I	PT	\$1,085.82	\$1,525.35
X	FT	\$1,216.91	\$1,711.59
X	PT - Ind	\$825.47	N/A
X	PT - Fam	N/A	\$1,983.81
XX	FT	\$499.80	\$691.77
XX	PT	\$264.96	\$869.90
XXX	FT	\$480.57	\$666.08
XXX	PT	\$231.36	\$827.57
XL	PT	\$33.98	N/A

*Family includes only participant + dependent children for PT Plans XX and XXX

NAME:

SS#:

FELRA & UFCW Active Health Plan

EMPLOYER: Giant
DATE OF HIRE: March 12, 2004
PLAN: X

LOCAL: 400
STATUS: Part Time

ISSUE: Accident and Sickness – No Specific Disability (COVID-19 Related) #A20/103-7043

FUND RULE:

"Accident and Sickness Benefits

Accident and Sickness Benefits (sometimes called 'weekly disability' benefits) are paid directly from the Fund's assets to an eligible participant who is actively at work and becomes disabled to the extent that he/she can perform none of the usual and customary duties with a participating employer, subject to the following conditions..."
(Plan X SPD, December 2015, Page 92)

SUMMARY:

Disability:	Chronic rhinosinusitis and moderate persistent asthma related to COVID-19
Last Day Worked:	March 16, 2020
Disability Began:	March 18, 2020
Returned to Work:	July 31, 2020 (Estimated)
Appeal Received:	April 6, 2020

The **participant** is appealing for payment of Accident and Sickness benefits for the period commencing March 18, 2020 that were denied.

Fund records indicate the participant submitted an initial Accident and Sickness claim form on March 23, 2020 for a disability of "Chronic rhinosinusitis and moderate persistent asthma" related to COVID-19 commencing on March 18, 2020. It was noted by the participant's physician, Dr. Arvind Madaan, that the participant was seen in the office on March 17, 2020 for moderate persistent asthma, and that the participant could not return to work until April 27, 2020, or when the COVID-19 pandemic subsides. After review, a letter was mailed to the participant on March 26, 2020 advising that Accident and Sickness benefits for this period were denied because the claim as it was submitted was not for an inability to perform his duties due to an injury or illness. Dr. Madaan subsequently advised the Fund office that the participant's estimated return to work should be July 31, 2020.

The participant states in summary that his doctor has recommended that he avoid exposure to areas with heavy traffic, including at his workplace, until the COVID-19 pandemic subsides due to his age and chronic medical conditions including moderate persistent asthma. The participant further states that he does not want to get the virus or spread it to customers. Lastly, the participant states that he loves his job and needs it, but is requesting sick leave with medical benefits for a few weeks on the advice of his doctor.

Note: Giant Food is communicating weekly with the Fund office regarding leave related to the Families First Coronavirus Response Act. As of this time, this participant has not been included on the lists received.

ACTION: **Approved** ☐ **Denied** ☐ **Tabled** ☐
COMMENTS:

ASSOCIATED ADMINISTRATORS, LLC'S SPECIFIC SECURITY PROTECTIONS FELRA FUNDS' DATA

At the Board meeting on April 16, the Trustees discussed two recent security breaches involving Fund participants' data, noting the Trustees may wish to review its vendors' policies regarding privacy and security. Fund Counsel mentioned that Business Associates' protection of Fund data is as outlined in their contracts with the Funds, and that such language is currently under review.

Associated is likely to be the largest user and archiver of Fund participants' data, specifically of PHI. Our responsibility to protect it is outlined in the HIPAA Privacy and Security Policy maintained by the Fund. However, Associated, like all the Funds' vendors, employs its own specific methods to protect data and to do whatever is possible to dissuade unlawful access to it.

Following is an outline of the methods used by our IT Department:

Associated uses Vonage's HIPAA compliant unified communications and cloud services for its wide area network, call center applications, and high definition voice communications. Vonage manages our Cisco firewall, router, switches, and remote Virtual Private Network (VPN) connections. We utilize industry proven software to monitor network performance such as bandwidth utilization, packet loss, latency, and errors.

Endpoint Security for Business software is used on all our servers, workstations, and laptops to provide multi-layer defenses against malware, viruses, and advance threats to our network. Security for Mail Server is used to scan incoming, outgoing, and stored email. As an additional layer of email security, a cloud based Email Security System filters all inbound email in the cloud before being transmitted to our internal email server.

For additional network protection, Associated added industry proven software to further assist in blocking malware, botnets, and phishing attacks on any of our ports, machines and applications. We also added detailed web filtering by category level, blacklists, and end user.

The latest addition for Associated's multi-pronged approach to security is the use of industry proven network monitoring software. This software gives us additional real-time view of performance and uptime of all our systems.

Associated's user security is primarily performed via Windows user authentication. All users at time of hire are issued a unique username and password. This username and password allow us to access the Associated domain, Exchange email services, Application Extender resources, and other internal applications. User access rights are controlled by departmental security groups which are determined by Human Resources and Management. Changes to user security are initiated by the supervisor and approved by the CEO. All changes are tracked using our helpdesk application software. End user passwords expire per industry standards.

All servers, desktops and laptops are updated on a regular basis from software vendors to include critical and security patches.

Virtual Firewall services are provided by Vonage Networks. Highly available firewall services are provided via a Cisco appliance and administrative access to a Cisco ASDM interface. SSL connections are required to administer the interface.

VPN services are provided by Vonage Networks. A secure VPN tunnel is available to those AALLC users that require remote functionality. Remote connection events are logged by Vonage Networks.

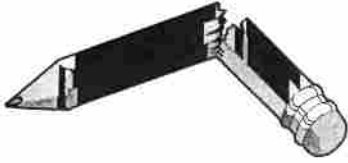
Network monitoring services are provided by Vonage Networks. Secure web access is given to the AALLC Information Technology Security Team to monitor all Vonage Networks provided network appliances. This includes all routers, switches and data circuits for the two Associated office locations. Real-time circuit usage and hardware health status is observed and reported on by the AALLC Information Technology Security Team.

We utilize a cloud computing service that offers content filtering, malware and phishing protection to their DNS services. All Associated web traffic is configured to use the cloud based services for Internet access. This allows the AALLC Information Technology Security Team to control content accessed by all AALLC employees. By utilizing this system, malicious web content is blocked before being accessed via a web browser. This occurs for all users of the Associated network.

Associated notes that almost all major government organizations and all major insurance companies have been hacked and have needed to disclose breaches. Many have been fined. We believe that if a hacker targets an entity, it may ultimately gain access to sensitive data, no matter how sophisticated the defenses may be. For that reason, we "cycle" our malware protection software, with the idea that by the time a hacker penetrates one level of defense, another may be in place. We also work with one of our vendors to try to penetrate our defenses, in the hope we can learn how to stave off intrusion should any attempts be successful. So far, none have.

Associated continues to take HIPAA Privacy and Security very seriously. We control access to data according to need, down to the employee level, and provide training to our staff upon hire and thereafter periodically in the form of refreshers.

We would be pleased to answer any questions you may have about the steps Associated takes to protect FELRA Fund PHI and other sensitive information.



MEETING NOTES

This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There are approximately 20 lines visible. The paper appears to be from a notebook or a standard ruled sheet of paper. There is no handwriting or other markings on the page.