

HEALTH AND WELFARE FUND MEETING

FELRA & UFCW HEALTH & WELFARE FUND

AGENDA

MAY 22, 2013

11:00 A.M.

- I. CALL TO ORDER**
 - A. TRUSTEE APPOINTMENTS**
- II. MINUTES (pg. 1 – 23)**
 - A. REGULAR MEETING – DECEMBER 20, 2012**
 - B. APPEALS MEETING – OCTOBER 5, 2012**
 - C. APPEALS MEETING – DECEMBER 13, 2012**
 - D. APPEALS MEETING – MARCH 18, 2013**
- III. FINANCIAL REPORT**
 - A. PNC BANK**
 - B. NEPC**
- IV. ATTORNEY'S REPORT**
 - A. REGULAR**
 - B. DELINQUENCY REPORT**
 - C. SUBROGATION**
- V. ADMINISTRATIVE MANAGER'S REPORT – 4Q12 (pg. 24 – 63)**
 - A. MOB REPORT REVIEW**
- VI. INVOICES (pg. 64 – 69)**
 - A. PPACA PROGRESS BILLING – 4Q12**
- VII. CONSULTANTS' REPORTS**
 - A. MENTAL HEALTH PARITY**
 - B. SBC**
 - C. CRNA, PA, AND SA LANGUAGE REVIEW**
- VIII. OTHER FUND BUSINESS (pg. 70 -73)**
 - A. MISCELLANEOUS CORRESPONDENCE**
- IX. ANNUAL REPORTS**
 - A. PPO PROVIDER (CAREFIRST BLUE CROSS/BLUE SHIELD)**
 - B. MEDICARE HMO PROVIDER (CIGNA)**
 - C. PRESCRIPTION DRUG PROVIDER (MEDCO)**
 - D. UTILIZATION REVIEW PROVIDER (SHPS)**
- X. NEXT MEETING DATE AND LOCATION**
- XII. ADJOURNMENT**

MINUTES

**Food Employers Labor Relations Association
and United Food & Commercial Workers
Health & Welfare Fund**

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**MINUTES OF THE MEETING OF THE
BOARD OF TRUSTEES OF THE
FELRA & UFCW HEALTH AND WELFARE FUND
HELD ON DECEMBER 20, 2012 IN
LANDOVER, MARYLAND**

The following Trustees were present:

UNION TRUSTEES

M. Federici - Secretary
M. Boyle

EMPLOYER TRUSTEES

J. Paradis – Chairman
I. Kress
F. Stegman

Also present were:

H. Burton – Morgan, Lewis & Bockius, LLP
J. Freeman – UFCW Local 27
J. Harrison – UFCW Local 27
G. Gatewood – UFCW Local 27
D. Gillis – Stop and Shop
T. Goins – UFCW Local 27
S. Goodman – Slevin & Hart, P.C.
L. Harris – UFCW Local 400
J. Herishen – Salter & Company
M. Herwig – PNC Bank
T. Hipkins – UFCW Local 27
W. Jensen – Associated Administrators, LLC
G. Kalwarski - Cheiron
W. Kraemer – Ahold USA
R. Logue – The Segal Company
L. Madert – Safeway, Inc.
G. Murphy, Jr. – UFCW Local 27
B. Slevin – Slevin & Hart, P.C.
S. Thompson – The Segal Company
R. Tierney – Associated Administrators, LLC
J. Timm – The Segal Company
L. Walsh – Associated Administrators, LLC

D. White – Ahold, USA
K. Woodrich – Cheiron
C. Wiszynski – UFCW Local 400

I. CALL TO ORDER

Noting the presence of a quorum, the Chairman called the meeting to order.

A. Proxies

Mr. Jensen reported that Trustee Chorpensing and Trustee Masten had provided their proxies to Trustee Federici to act in all matters coming before the Board.

B. Trustee Appointments

Mr. Jensen reported that he had received correspondence dated December 7, 2012 from Mr. Mark Federici, Acting President of UFCW Local 400, appointing himself as a Trustee effective November 28, 2012 to replace Mr. Thomas McNutt, who resigned.

Mr. Jensen noted that Mr. McNutt served as Secretary of the Fund. That role was now vacant. After discussion,

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

RESOLVED to appoint Mr. Federici as Secretary of the FELRA and UFCW Health and Welfare Fund.

II MINUTES

The Trustees reviewed the minutes of the last regular meeting held on July 18, 2012 and the appeals committee meeting held on July 20, 2012, which was pre-circulated.

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

RESOLVED that the minutes of the last regular meeting held on July 18, 2012 and the appeals Committee meeting of July 20, 2012 were approved as presented.

III. FINANCIAL REPORT

A. PNC Bank

The Trustees welcomed Mr. Michael Herwig of PNC Bank to the meeting. He presented the summary of activity report for the period January 1, 2012 through October 31, 2012. Such report indicated a beginning market value of \$78,623,526, earnings of \$1,983,322, receipts of \$85,030,730, and disbursements of \$130,865,563, producing an ending market value of \$34,772,015 as of October 31, 2012.

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

B. Auditor's Report

The Trustees welcomed Mr. Joseph Herishen of Salter & Company to the meeting. He presented the audit report for the period ending December 31, 2011. He noted that the report had an unqualified opinion.

Mr. Herishen reported that contribution income totaled \$163,680,294. Adjusted income totaled \$2,186,079. Other income totaled \$1,666,441, producing total additions to the Fund of \$167,532,814. Total deductions amounted to \$175,193,189, producing a net decrease in the assets of \$7,660,375, resulting in net assets at the end of the year of \$113,724,914. Mr. Herishen reviewed the Notes to the Financial Statements, the Schedule of Assets held for Investment Purposes, the Schedule of Reportable Transactions, and the Schedule of Employer Contributions.

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

IV. ATTORNEY'S REPORT

A. Mental Health Parity/Summary of Benefits

Mr. Slevin discussed the Mental Health Parity and Summary of Benefits and Coverage requirements.

B. Department of Labor Closing Letter

Mr. Slevin discussed the Department of Labor closing letter.

C. PPACA Annual Limit Waiver Update

Mr. Slevin discussed the PPACA Annual Limit Waiver update and related participant notice.

D. Form 990

Mr. Slevin discussed the revised Form 990.

E. Heritage Rx

Mr. Slevin reported on the Heritage Rx contract negotiations.

F. Kaiser Permanente Co-Insurance

Mr. Slevin discussed the grandfathered status of the Kaiser Permanente program.

G. Express Scripts Class Action Settlement

Mr. Slevin provided a status report on the Express Scripts class action settlement.

H. Subrogation Report

Mr. Jensen provided a third quarter 2012 subrogation report, which indicated that Slevin & Hart collected \$28,324.38.

I. Meridian Litigation

Mr. Slevin reported on the status of the Meridian class action.

V. ADMINISTRATIVE MANAGER'S REPORT

A. 2Q12

Mr. Jensen presented the administrative manager's report for the second quarter 2012 for the active plan. Such report indicated employer contributions of \$12,057,037, employee contributions of \$1,606,904, interest and dividend income of \$315,563, and miscellaneous income of \$2,272, producing total income of \$13,981,775. Total expenses were \$33,641,631, producing a net deficit of \$19,659,855 for the quarter. Mr. Jensen noted that contributions were made on behalf of 19,459 active plan participants.

B. 3Q12

Mr. Jensen presented the administrative manager's report for the third quarter 2012 for the active plan. Such report indicated employer contributions of \$20,660,297, employee contributions of \$236,435, interest and dividend income of \$305,686, and miscellaneous income of \$5,235, producing total income of \$21,207,835. Total Expenses were \$33,233,949, producing a net deficit of \$12,026,114 for the quarter. Mr. Jensen noted that contributions were made on behalf of 18,952 active plan participants.

Mr. Jensen presented a draft of the new retiree plan administrative manager's report. The Trustees requested that such report be modified to reflect the income and expenses and assets of the retiree plan. Mr. Jensen advised that he would supply a revised draft report before the next meeting.

VI. INVOICES

The Trustees reviewed the list of invoices dated December 20, 2012. It was noted there were no additions, deletions or changes to the list.

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

RESOLVED that the invoices on the list dated December 20, 2012, including the PPACA invoice submitted by Associated, were approved for payment.

VII. CONSULTANT'S REPORT

The Trustees welcomed Mr. Josh Timm, Mr. Robert Logue, and Ms. Susan Thompson of The Segal Company to the meeting. They presented their analysis of the changes needed to the Plan of Benefits to comply with the Mental Health Parity and Addiction Equity Act of 2008 ("MHPAEA"). After discussion,

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

RESOLVED to approve the changes recommended by the Segal Company to comply with MHPAEA, effective January 1, 2013.

Mr. Stegman advised that the management trustees believed that the cost increases for compliance with the Mental Health Parity Act are outside of the contractual obligations of the employers under the maintenance of benefit ("MOB") clause.

Mr. Timm reviewed recommendations for coverage of physician assistants, surgical assistants, certified registered nurse anesthetists and nurse practitioners. Mr. Burton said if the definitions were added to the Plan Document, there is a concern that there would be a potential expansion for costs if a doctor was able to witness a procedure with the physician assistant. Mr. Slevin asked the representatives of Segal how the changes in coverage could be implemented to allow reasonable substitutions. Ms. Thompson

responded by suggesting that the medical necessity language could be utilized to allow such reasonable substitution. Mr. Timm noted that they had such language available. After discussion,

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

RESOLVED to authorize Chairman and Secretary to approve Plan language related to physician assistants, surgical assistants, certified registered nurse anesthetists and nurse practitioners coverage based on recommendations produced by the Segal Company and reviewed by Fund Counsel.

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

VIII. OTHER FUND BUSINESS

A. Medco Contract Renewal

Mr. Jensen noted that Mercer had concluded its review and recommended adoption of the renewal of the Medco/Express Scripts contract, with the Walgreens pharmacy network excluded as of January 1, 2013.

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

RESOLVED to adopt the renewal of the Medco/Express Scripts contract effective January 1, 2013, including the exclusion of Walgreen's pharmacies from the network.

B. InforMed Proposal

Mr. Jensen advised that the representatives from InforMed had contacted his office indicating their continued interest in serving the Fund. Trustee Paradis said that the proposed InforMed costs are more expensive than the current providers to the Fund. In addition, there was a concern on the guarantee of the savings claimed by the provider.

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

RESOLVED to authorize Chairman and Secretary to review the InforMed proposal and report back to the Trustees.

C. Gardisil

Mr. Jensen reviewed the draft Summary of Material Modifications (“SMM”) regarding the coverage of Gardisil as recommended by the bargaining parties.

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

RESOLVED to approve coverage of Gardisil for females at Giant and Safeway pharmacies in Virginia and at a physician’s office, effective April 1, 2012.

D. Carefirst Tertiary Network

Mr. Jensen reported on the recent termination of the tertiary network used by the Carefirst PPO. He received two proposals; one from CIGNA at 22% of savings, and another from a Carefirst recommended provider, HRGI, at 30% of savings. After discussion,

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

RESOLVED to authorize Chairman and Secretary to approve an engagement with a tertiary discounter, as long as such fees did not exceed 22% of savings.

E. Health Care Reform/PPACA Fees

Mr. Tierney reviewed the PPACA related fees that would be incurred in 2013 and 2014. Such fees included the \$1.00 per year per covered life fee to fund the comparative effectiveness research program, also known as the Patient Centered Outcome Research Institute. The fee would be increased in 2014 to \$2.00 per covered life. Further, Mr. Tierney outlined the transitional re-insurance program fees of \$63.00 per year per enrolled life to be assessed and paid in the fall of 2014. Mr. Tierney noted that IRS Form 720 would be used to file such fees. It was the consensus of the Trustees to request that the Fund auditor prepare such filing.

F. Carefirst Rate Renewal

Mr. Jensen presented correspondence from Carefirst again requesting a two year extension of their contract for shared processing PPO services at an increase of 2% each year retroactively to November 1, 2011.

After discussion,

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

RESOLVED to approve the fee request presented by Carefirst for a 2% increase each year effective November 1, 2011.

G. Medicare Deductible and Co-Insurance Rates for 2013

Mr. Jensen presented the Medicare Part B deductible, Part A hospital deductible, Part A co-insurance for hospital stays for the year 2013. He noted that previously the Fund had reimbursed such costs under the retiree plan of benefits.

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

RESOLVED to approve payment of the hospital deductibles and co-insurance rates for 2013 as presented by the Fund Administrative Manager on a non-precedent setting basis.

H. Kaiser Medicare HMO Renewal

Mr. Jensen presented the Kaiser Medicare Plus HMO Renewal at a rate of \$208.55 per month per eligible plan participant effective January 1, 2013 and the part time and spouse coverage at a rate of \$103.00 per participant, also effective January 1, 2013.

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

RESOLVED to approve the 2013 Kaiser Medicare Plus HMO Renewal rates as presented.

I. Bakers FELRA Fund Request

Mr. Jensen presented correspondence from Mr. Al Haight, Trustee of the Bakers and FELRA Health and Welfare Fund requesting consideration of possible participation in the FELRA and UFCW Health and Welfare Fund. After discussion, it was the consensus of the Trustees to request that Counsel draft a response to the letter submitted by Mr. Haight, to be approved by the Chairman and Secretary.

J. Trustee Web Portal

Mr. Jensen and Mr. Tierney reviewed the access available to Trustees and selected advisors for meeting related information to be maintained at the Associated Administrators, LLC web site for the Trustees use and convenience. It was noted that such portal would provide the Trustees with the ability to access information at any time prior to, or subsequent to, a Trustee meeting.

IX. PROPOSAL

Mr. Jensen reported that Navitus Health Solutions had forwarded a proposal to provide PBM services for the Fund. The Trustees expressed no interest in this service at this time.

X. ADOPTION OF COMMITTEE RECOMMENDATIONS

After review of the minutes of the recommendations made by the Legal, Severance 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 Committees are adopted by the Trustees of the Health and Welfare Fund.

XI. ADJOURNMENT

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

Respectfully submitted,
Mark Federici, Secretary

**Food Employers Labor Relations Association
and United Food and Commercial Workers
Health and Welfare Fund**

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**MINUTES OF THE MEETING
OF THE APPEALS SUBCOMMITTEE OF THE
FELRA & UFCW HEALTH AND WELFARE FUND
HELD ON OCTOBER 5, 2012
IN GAMBRILLS, MARYLAND**

The following committee members were present:

UNION

T. Hipkins

EMPLOYER

L. Madert
D. White

L400 Trustee, M. Federici was unable to attend at the last minute.

Also present was:

E. Novak - Associated Administrators, LLC.

I. APPEALS

The following appeals were reviewed by the Trustees:

Local 27- July 2012

CODE	ISSUE	DECISION
A12/116-9158	Three Day Prior Rule	Approved
Rx12/180-9291	Brand Name Rx, Step Therapy	Approved
M12/697-7135	Late Filing	Denied
M12/718-9047	Late Filing	Denied
M12/765-1479	Late Response	Denied
M12/694-4473	Late Filing	Denied
M12/839-4648	Laboratory Services	Denied
M12/810-5145	Laboratory Services	Denied
M12/800-3162	Laboratory Services	Denied

M12/822-9938	Laboratory Services	Denied
M12/887-0358	Surgical Assistant	Tabled
M12/812-3673	CRNA	Denied
M12/813-5802	Nurse Practitioner, Late Appeal	Denied
M12/773-3812	Re-Appeal - Pneumonia Vaccine, Routine, Workers' Compensation	Denied
M12/785-5197	Surgical Assistant	Tabled
M12/842-5791	Surgical Assistant	Denied

Local 27 – August 2012

E12/197-1089	COBRA	Denied
Rx12/188-1527	Quantity Limits	Approved
Rx11/189-9428	Brand Name Rx	Approved
Rx12/198-6193	Brand Name Rx	Approved
Rx12/190-6737	Brand Name Rx	Approved
M12/761-3875	Late Filing	Denied
M12/792-6566	Late Filing	Denied
M12/910-3654	Late Filing	Denied
M12/741-0740	Late Filing	Denied
M12/880-4091	Late Filing	Denied
M12/801-7299	Late Filing	Denied
M12/742-9060	Late Filing	Denied
M12/804-7980	Late Filing	Denied
M12/923-6156	Routine, Late Response, Partial Late Appeal	Denied
M12/928-7624	Non-Participating Provider	Approved
M12/876-6839	CRNA	Tabled
M12/881-9820	Surgical Assistant	Tabled
M12/947-0360	DME, Late Appeal	Approved

Local 27 – September 2012

E12/204-0718	Cancellation of Coverage	Denied
M12/860-4941	Late Filing	Denied
M12/959-3429	Late Filing	Denied
M12/894-9613	Late Filing	Denied
M12/909-5814	Late Filing	Denied
M12/858-3381	Late Filing	Denied

M12/869-9115	Late Filing	Denied
M12/919-6699	Late Filing	Denied
M12/929-1423	Late Filing	Denied
M12/978-5781	Routine, Lab Services, Late Filing	Denied
M12/956-0135	Surgical Asst., Late Appeal	Denied
M12/982-3722	CRNA	Tabled
M12/935-4730	Rehabilitation Benefit	Denied
Rx12/207-5732	Quantity Limits	Approved
D12/202-9389	Dental Implants	Approved

Previously Tabled Appeals

M12/103-0447	Surgical Assistant	Denied
M11/1419-2608	CRNA	Denied
M11/1347-7853	CRNA	Denied
M12/309-4205	Surgical Assistant	Denied
M12/381-7616	Surgical Assistant	Denied
M12/215-1810	Surgical Assistant	Denied
M12/262-8291	Surgical Assistant	Denied
M11/1362-0135	Surgical Assistant	Denied
M11/1364-5176	Surgical Assistant	Denied
M12/218-3226	Surgical Assistant	Denied
M12/391-2050	CRNA	Denied
M12/572-9389	Surgical Asst., Re-Appeal	Re-Tabled
M12/751-7948	Surgical Assistant	Re-Tabled
M12/745-4665	CRNA	Re-Tabled

II. ADJOURNMENT

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

Respectfully submitted,

Felra\H&W\10-2012

Emily Novak, Appeals Supervisor

**Food Employers Labor Relations Association
And United Food & Commercial Workers
Health & Welfare Fund**

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**MINUTES OF THE MEETING
OF THE APPEALS SUBCOMMITTEE OF THE
FELRA & UFCW HEALTH AND WELFARE FUND
HELD ON DECEMBER 13, 2012
IN GAMBRILLS, MARYLAND**

The following committee members were present:

UNION

M. Federici
T. Hipkins

EMPLOYER

L. Madert
D. White

Also present was:

E. Novak - Associated Administrators, LLC.

I. APPEALS

The following appeals were reviewed by the Trustees:

L27 - October 2012

CODE	ISSUE	DECISION
Rx12/220-0937	Quantity Limits	Approved
Rx12/217-8489	Quantity Limits	Approved
Rx12/222-5805	Quantity Limits	Approved
Rx12/215-4993	Oral Contraceptives	Approved
Rx12/211-3821	Oral Contraceptives	Approved
M12/988-5174	Late Filing	Denied
M12/932-0457	Late Filing	Denied
M12/1010-7984	Late Filing	Denied
M12/999-5333	Late Filing	Denied
M12/1076-2580	Late Filing	Denied
M12/1061-1904	Late Filing, Late Appeal	Denied

M12/991-8637	Late Filing, Late Appeal	Denied
M12/1037-6217	Late Response	Resolved
M12/1047-2484	Routine Screening	Denied
M12/1019-2646	Routine Screening	Denied
M12/1065-8276	HPV Vaccinations	Tabled
M12/1075-5510	CRNA	Tabled
M12/1066-2334	Surgical Assistant	Tabled
M12/1050-7080	Nurse Practitioner, Late Appeal	Denied
M12/1043-9929	Cosmetic Surgery	Denied
M12/1079-9237	Experimental	Denied
D12/228-1608	Endodontic Services	Denied

L27 – November & December 2012

Rx12/230-2016	Brand Name Rx	Approved
Rx12/244-6620	Brand Name Rx	Approved
Rx12/241-6079	Quantity Limit	Approved
Rx12/240-8210	Quantity Limit	Approved
Rx12/227-4771	Oral Contraceptives	Approved
M12/1082-9534	Late Filing	Denied
M12/1078-7164	Late Filing	Denied
M12/1068-3392	Late Filing, CRNA	Denied
M12/1161-3544	Loss of Eligibility	Denied
M12/1205-8599	Medical Necessity	Denied
M12/1147-1346	Medical Necessity	Tabled
M12/1200-3947	Medical Necessity, Late Appeal	Denied
M12/1162-7830	Nurse Practitioner	Approved
M12/1191-1166	Surgical Assistant	Tabled
M12/1224-3381	Surgical Assistant	Tabled
M12/1131-1617	Experimental/Investigational	Denied
M12/1123-4350	Experimental/Investigational	Denied
M12/1160-2150	Experimental/Investigational	Denied
M12/1235-3520	Outpatient Dental Surgery	Approved

L400 – July 2012

E12/177-1866	Open Enrollment	Denied
E12/182-7150	Open Enrollment	Denied
Rx12/181-9871	Brand Name Rx	Approved
M12/814-5148a	Late Filing	Denied
M12/703-5837	Late Filing	Denied

M12/683-6513	Late Filing	Denied
M12/725-0708	Late Filing	Denied
M12/678-6178	Late Filing	Denied
M12/692-9508	Late Filing	Denied
M12/706-4290	Late Filing	Denied
M12/722-4712	Late Filing	Denied
M12/743-4417	Late Filing, Late Appeal	Denied
M12/737-3487	Late Filing, Late Appeal	Denied
M12/814-5148b	Late Response, Late Appeal	Denied
M12/767-3291	Late Response, Refund Request	Denied
M12/698-4763	No Response, Subrogation	Denied
M12/816-4178	Ambulance Service	Approved
M12/750-2707	Ambulance Service	Denied
M12/787-6203	Subsequent Newborn Hospital Visits	Denied
M12/762-8145	Medical Necessity, Cosmetic Treatment	Denied
M12/783-9857	Rehabilitation Benefit, Late Appeal	Denied
M12/763-7681	Infertility Treatment	Denied
M12/806-6494	Nurse Practitioner	Approved
M12/795-4368	Routine Services, Re-Appeal	Denied

L400 – August 2012

E12/194-2670	Dependent Coverage	Denied
Rx12/187-0892	Brand Name Rx	Approved/Denied
Rx12/191-3764	Brand Name Rx	Approved
Rx12/200-6111	Brand Name Rx	Approved
Rx12/195-5125	Quantity Limits	Approved
Rx12/193-6884	Oral Contraceptives	Approved
Rx12/196-9466	Oral Contraceptives	Denied
Rx12/186-6782	Reduction of Co-Payment	Denied
M12/900-2671	Late Filing	Denied
M12/738-6014	Late Filing	Denied
M12/797-6121	Late Filing	Denied
M12/754-0294	Late Filing	Denied
M12/807-7628	Late Filing	Denied
M12/805-6587	Late Filing	Denied
M12/779-2857	Late Filing	Denied
M12/798-0552	Late Filing	Denied
M12/756-4281	Late Filing	Denied
M12/772-0048	Late Filing	Denied
M12/704-0714a	Hold Harmless, Late Filing	Denied

M12/704-0714c	Hold Harmless, Late Filing	Resolved
M12/771-9061	Hold Harmless, Late Filing	Approved
M12/759-9134	Late Filing	Approved
M12/769-9466	Late Filing, Late Appeal	Denied
M12/832-6663	Late Response	Denied
M12/891-7633	Late Response	Denied
M12/936-1886	Routine, No Response, Late Appeal	Denied
M12/890-8925	CRNA	Tabled
M12/903-9813	Physician's Asst.	Tabled
M12/899-4347	Surgical Assistant	Tabled
M12/939-8305	Laboratory Services	Denied
M12/953-9680	Excess of UCR	Resolved
M12/862-0959	Ambulance Service	Approved
M12/815-7025	Ambulance Service	Approved
M12/926-4230	Rehabilitation Services	Denied
M12/859-6652	Educational/Self Help, Late Appeal	Denied
M12/906-5325	Outpatient Dental Services	Approved
D12-192-4668	Endodontic Benefit	Approved

L400-September 2012

A12/122-6588	Late Claim, Late Appeal	Denied
A12/123-2086	Not Eligible	Denied
E12/185-7049	Retiree Coverage	Denied
E12/203-3464	COBRA	Denied
Rx12/208-4738	Brand Name Rx	Approved
Rx12/206-1029	Quantity Limits	Approved
Rx12/205-2588	Pharmacy Network	Denied
M12/888-8691	Late Filing	Denied
M12/920-4352	Late Filing	Denied
M12/861-9141	Late Filing	Denied
M12/875-3155	Late Filing	Denied
M12/904-3714	Late Filing	Denied
M12/840-2941	Late Filing	Denied
M12/837-9636	Late Filing, Late Appeal	Denied
M12/977-7482	Late Response	Denied
M12/965-5141	Routine Services	Denied
M12/984-7276	Medical Necessity	Denied
M12/951-2884	Newborn Coverage, Late Appeal	Denied
M12/912-6452	COB, No Response, Late Appeal	Denied
M12/946-4682	Non-Participating Provider	Denied

M12/1009-9444	Surgical Assistant	Tabled
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L400 - Previously Tabled Appeals

M11/1345-1558	Surgical Assistant	Denied
E12/125-3014	Dependent Coverage	Denied
M12/375-2820	Surgical Assistant	Denied
M11/1367-3810	Surgical Assistant	Denied
M12/141-9731	CRNA	Denied
M12/176-1631	CRNA	Denied
M12/204-8301	CRNA	Denied
M12/147-1694	CRNA	Denied
M12/635-7264	Surgical Assistant	Denied
M12/633-2021	Surgical Assistant	Denied
M12/601-6011	Surgical Assistant	Denied
M12/655-8242	Surgical Assistant	Denied
M12/666-3722	Surgical Assistant	Denied

L400 – October 2012

E12/218-9930	Retiree Coverage	Resolved
E12/209-7316	Dependent Coverage	Denied
Rx12/212-4985	Brand Name Rx	Approved
Rx12/213-3179	Quantity Limits	Approved
Rx12/216-6987	Oral Contraceptives	Approved
M12/971-5423	Hold Harmless, Late Filing	Denied
M12/963-5967	Late Filing	Denied
M12/927-2820	Late Filing	Denied
M12/1018-0708	Late Filing	Denied
M12/944-2003	Late Filing	Denied
M12/1001-1692	Late Filing	Denied
M12/989-5831	Late Filing	Denied
M12/1044-7462	Late Filing	Denied
M12/1016-8924	Late Filing	Approved
M12/952-9327	Late Filing, Late Appeal	Denied
M12/990-4764	Late Filing, Late Appeal	Denied
M12/1048-0551	Medical Necessity, Late Appeal	Denied
M12/1039-8145	Medical Necessity, Cosmetic Treatment	Approved
M12/1053-6857	Routine Services	Denied
M12/1032-2774	Routine Services	Denied

M12/1070-1100	Routine Services	Denied
M12/1115-8134	Laboratory Services	Denied
M12/992-6397	Laboratory Services	Denied
M12/1029-0083	Excess of UCR	Denied
M12/1084-5894	Surgical Assistant	Tabled
M12/1052-7279	Surgical Assistant	Tabled
M12/1036-0503	Surgical Assistant	Tabled
M12/1081-4306	Surgical Assistant	Tabled
M12/1045-0097	CRNA	Tabled
M12/1099-7560	CRNA, Late Appeal	Denied
M12/922-1916	Non-Participating Provider	Approved
M12/1022-5460	Ambulance Services, Late Appeal	Approved
M12/1088-1422	Experimental	Denied

L400 – November & December 2012

A12/132-5678	Exhaustion of Disability Benefit	Denied
A12/133-7647	Not Actively Working	Denied
A12/134-8075	Late Initial Claim Form	Denied
A12/131-7515	Workers' Compensation	Approved
A12/129-1036	Work-Related Claim	Denied
E12/236-9915	Cancellation of Coverage	Denied
E12/242-3151	Open Enrollment	Resolved
Rx12/225-2265	Brand Name Rx	Approved
Rx12/232-4380	Brand Name Rx	Approved
Rx12/228-0299	Brand Name Rx	Approved
Rx12/239-3595	Quantity Limit	Approved
Rx12/245-7752	Quantity Limit	Approved
Rx12/243-1607	Quantity Limit	Approved
Rx12/235-4642	Reimbursement of Prescriptions	Denied
M12/1062-4934	Hold Harmless, Late Filing, Late Appeal	Denied
M12/1092-9812	Late Filing	Denied
M12/1097-4956	Late Filing	Denied
M12/1102-4630	Late Filing	Denied
M12/1057-9284	Late Filing	Denied
M12/1133-8940	Late Filing	Denied
M12/1157-3519	Late Filing	Denied
M12/1051-6227	Late Filing	Denied
M12/1187-4216	Late Filing	Denied

M12/1030-9427	Late Filing	Denied
M12/1016-8924	Late Filing	Resolved
M12/1058-3714	Late Filing	Denied
M12/1124-9047	Late Filing	Denied
M12/1156-2062	Late Filing, COB	Denied
M12/1069-5692	Late Filing, CRNA	Denied
M12/1141-2707	Late Response	Denied
M12/1220-2607	Late Response, Late Appeal	Denied
M12/1188-9930a	Ambulance Services	Approved
M12/1188-9930b	Ambulance Services	Denied
M12/1188-9930c	Ambulance Services	Denied
M12/1186-1511a	Emergency Treatment	Denied
M12/1186-1511b	Emergency Treatment	Denied
M12/1178-5721	Routine Services, Lab Services	Denied
M12/1142-8610	Routine Services	Denied
M12/1216-3647	Routine Screening	Denied
M12/1118-9281	Routine Immunization	Denied
M12/1179-9918	Laboratory Services	Denied
M12/1104-8810	Lab Services, Late Appeal	Denied
M12/1181-0959	Laboratory Services	Denied
M12/1193-9681	Pre-Certification, Medical Necessity	Denied
M12/1223-7213	Non-Covered Service	Denied
M12/1219-4288	Loss of Eligibility	Denied
M12/1230-6747	Coordination of Benefits	Denied
M12/1252-1886	Relief of Obligation to Reimburse Fund	Denied
M12/1166-0631	Surgical Assistant	Tabled
M12/1184-8647	Surgical Assistant	Tabled
M12/1140-0828	Nurse Practitioner	Approved
Rx12/247-1869	Quantity Limit	Approved
M12/1293-3465	Non-participating Provider	Denied
M12/530-8698	Late Filing	Approved

II. ADJOURNMENT

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

Respectfully submitted,

Felra\H&W\12-2012

Emily Novak, Appeals Supervisor

**Food Employers Labor Relations Association
and United Food and Commercial Workers
Health and Welfare Fund**

911 Ridgebrook Road
Sparks, Maryland 21152-9451
Telephone: (410) 683-6500
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**MINUTES OF THE MEETING
OF THE APPEALS SUBCOMMITTEE OF THE
FELRA & UFCW HEALTH AND WELFARE FUND
HELD ON MARCH 18, 2013
IN LANDOVER, MARYLAND**

The following committee members were present:

UNION

M. Federici
T. Hipkins
C. Wiszynski

EMPLOYER

L. Madert
D. White

Also present was:

E. Novak - Associated Administrators, LLC
C. Brown – Associated Administrators, LLC

I. APPEALS

The following appeals were reviewed by the Trustees:

L27 – January 2013

CODE	ISSUE	DECISION
E12/246-0917	Dependent Coverage	Approved
Rx13/102-9235	Quantity Limit	Approved
E12/254-4000	Dependent Coverage	Denied
E12/255-6412	Retiree Coverage	Denied
Rx12/252-6950	Oral Contraceptives	Approved
M12/1300-0633	Late Filing	Denied
M12/1270-1902	Late Filing	Denied
M12/1169-3823	Late Filing, Late Appeal	Denied
M12/1202-8719	Late Filing, Late Appeal	Denied
M12/1317-5166	Non-Participating Provider	Denied
M12/1272-9998	Surgical Assistant	Tabled
M12/1271-8371	CRNA	Tabled

A12/141-1203	Late Continuation Form	Denied
E13/123-3673	COBRA Election	Denied

L400 - January 2013

CODE	ISSUE	DECISION
A12/139-7276	Late Continuation Form	Denied
A12/142-5138	Late Continuation Form	Denied
A12/136-7201	Late Response	Approved
A13/100-2974	Benefits Exhausted	Denied
A12/138-0491	Initial Eligibility	Denied
E12/251-1292	Dependent Coverage	Denied
Rx12/253-5424	Brand Name Rx	Approved
Rx13/104-7411	Brand Name Rx	Approved
Rx13/108-1362	Brand Name Rx	Approved
Rx13/102-4558a	Quantity Limit	Approved
Rx13/102-4558b	Quantity Limit	Approved
Rx13/105-8236	Quantity Limit	Approved
Rx12/249-5340	Oral Contraceptives	Approved
M12/1249-8108	Hold Harmless, Late Filing, Late Appeal	Denied
M12/1203-1380	Late Filing	Denied
M12/1213-2396	Late Filing	Denied
M12/1258-3519	Late Filing	Denied
M12/1255-7758	Late Filing	Denied
M12/1253-5194	Late Filing	Denied
M12/1244-5619	Late Filing	Denied
M12/1194-8487	Late Filing	Denied
M12/1163-4298	Late Filing, Late Appeal	Denied
M12/1260-2981a	Late Filing, Late Appeal	Denied
M12/1260-2981b	Late Filing, Partial Late Appeal	Denied
M12/1242-3410	Routine Services	Denied
M12/1296-4040	Routine Immunization	Denied
M12/1297-2393	Routine Immunization	Denied
M13/103-3556	Laboratory Services	Denied
M13/109-2974	Laboratory Services	Denied
M12/1325-4998	Laboratory Services, Non-Participating Provider	Denied
M12/1301-0247	Medical Necessity	Denied
M13/138-6522	Screening Colonoscopy, Late Appeal	Denied
M13/124-7276	Non-Covered Service	Denied
M13/117-9418	Developmental Treatment, Late Appeal	Denied
M12/1214-0130	Work-Related, Late Appeal	Denied
M13/132-8804	Surgical Assistant	Tabled
M13/135-2271	Ambulance Service	Approved
M12/1254-7259	Ambulance Service	Approved

L27 – February/March 2013

CODE	ISSUE	DECISION
E13/129-8606	Retiree Benefits	Denied
E13/141-2609	Coordination of Benefits	Denied
Rx13/112-4041	Brand Name Rx	Approved
Rx13/130-4419	Quantity Limit	Approved
Rx13/133-2074	Quantity Limit	Denied
Rx13/139-3396	Quantity Limit, Brand Name	Approved
Rx13/111-9286	Quantity Limit	Approved
M13/188-0382	Late Filing	Denied
M13/126-1024	Late Filing, No Response	Denied
M13/168-2226	Open Enrollment	Approved
M13/106-2778	Routine Screening	Denied
M13/171-2813	Laboratory Services	Denied
M13/134-8123	Surgical Assistant, Overpayment	Tabled
M13/180-8728	Dietary Services, Late Appeal	Denied
M13/172-5258	Colonoscopy Benefit	Resolved
E13/110-2171	Eligibility	Denied
E12/254-4000	Dependent Child Dental Coverage	Tabled
Tabled Appeals		
M12/887-0358	Surgical Assistant	Denied
M12/785-5197	Surgical Assistant	Denied
M12/876-6839	CRNA	Denied
M12/881-9820	Surgical Assistant	Denied
M12/982-3722	CRNA	Denied
M12/1065-8276	HPV Vaccinations	Approved
M12/1075-5510	CRNA	Tabled
M12/1066-2334	Surgical Assistant	Tabled
M12/1147-1346	Medical Necessity	Denied
M12/1191-1166	Surgical Assistant	Tabled
M12/1224-3381	Surgical Assistant	Tabled

L400 – February/March 2013

CODE	ISSUE	DECISION
E13/128-4843	Dependent Eligibility	Denied
Rx13/114-8626	Brand Name Rx	Approved
Rx13/127-9164	Brand Name Rx	Approved
Rx13/124-1765	Brand Name Rx	Approved
Rx13/132-8819	Quantity Limits	Approved

M12/1314-3791	Late Filing	Denied
M13/122-1329	Late Filing	Denied
M12/1313-8019	Late Filing	Denied
M13/209-5429	Late Response, Late Appeal	Denied
M13/201-3662	Routine, Late Response, Late Appeal	Denied
M13/159-2324	Loss of Eligibility	Denied
M13/148-9826	No Response, Third Party Liability	Denied
M13/142-5829	Mental Health Benefit, Laboratory Services	Denied
M13/220-4470	Surgical Assistant	Tabled
M13/221-1782	Surgical Assistant	Tabled
M13/226-4259	Surgical Assistant	Tabled
M13/225-8610	Surgical Assistant	Tabled
D13/125-8924	Outpatient Dental Services	Denied
Tabled Appeals		
M12/890-8925	CRNA	Tabled
M12/903-9813	Physician's Asst.	Tabled
M12/899-4347	Surgical Assistant	Tabled
M12/1009-9444	Surgical Assistant	Tabled
M12/1084-5894	Surgical Assistant	Tabled
M12/1052-7279	Surgical Assistant	Tabled
M12/1036-0503	Surgical Assistant	Tabled
M12/1081-4306	Surgical Assistant	Tabled
M12/1045-0097	CRNA	Tabled
M12/1166-0631	Surgical Assistant	Tabled
M12/1184-8647	Surgical Assistant	Tabled

II. ADJOURNMENT

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

Respectfully submitted,

Emily Novak, Appeals Supervisor

Felra\H&W\3-2013

ADMINISTRATIVE MANAGER'S REPORT

FELRA & UFCW
ACTIVE HEALTH PLAN
FOURTH QUARTER 2012

ADMINISTRATIVE MANAGER'S REPORT

PLAN I
FULL TIME
FOURTH QUARTER 2012

CONTRIBUTIONS

<u>COMPANY</u>	<u>RATE</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>
GIANT ¹	\$2,510	984	\$7,407,010
LOCAL 27 STAFF TEMPS	\$2,510	0	0
LOCAL 400 STAFF TEMPS ²	\$2,510	1	8,082
SAFEWAY ²	\$2,510	452	2,956,077
TOTAL		1,437	\$10,371,169

¹INCLUDES ADJUSTMENTS FOR PRIOR MONTHS WITH PRIOR RATES

²CONTRIBUTIONS REDUCED TO REFLECT DRAWDOWN

AVG. MONTHLY CONTRIBUTIONS \$2,406

PLAN I = TIER I

PLAN I
FULL TIME
FOURTH QUARTER 2012

BENEFIT EXPENSES

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL BENEFIT 24	\$4.95	\$11,048		744 PART
OPTICAL BENEFIT 12	\$6.95	14,644		702 PART
TOTAL OPTICAL		\$25,692	\$5.96	
DENTAL INDIVIDUAL	\$28.34	\$36,389		428 PART
DENTAL FAMILY	\$56.19	171,604		1,018 PART
DENTAL 27	\$142.33	426		1 PART
TOTAL DENTAL		\$208,419	\$48.35	
DRUG	\$.80/SCRIPT	\$1,110,927	\$257.70	12,717 SCRIPTS
HMO KAISER ¹	\$924.73	\$208,862		72 PART
HOSPITAL		1,861,474		
SURGICAL		559,953		
DIAGNOSTIC		339,461		
MAJOR MEDICAL		614,191		
MEDICAL ADMINISTRATION	\$11.06	47,082		1,371 PART
TOTAL MEDICAL		\$3,631,023	\$842.27	
PSYCHE	\$2.59	\$10,680	\$2.48	1,374 PART
PSYCHE		\$41,570	\$9.64	
E.A.P.	\$.67	\$2,763	\$0.64	1,374 PART
UTILIZATION MANAGEMENT	\$2.35	\$10,790	\$2.50	1,373 PART
DISEASE MANAGEMENT	\$2.06	\$17,499	\$4.06	1,328 PART
P.P.O. CAREFIRST FLEXLINK ^{1,2}	\$19.61	\$20,795	\$4.82	332 PART
P.P.O. CAREFIRST NETWORK ^{1,2}	\$3.88	\$12,938	\$3.00	1,049 PART
P.P.O. AA LLC		\$16	\$0.00	
P.P.O. A & G		\$996	\$0.23	
LIFE AD&D	\$.175/.018/1000	\$13,694	\$3.18	1,469 PART
A & S		\$436,712	\$101.30	
SUB TOTAL		\$5,544,514	\$1,286.13	

OPERATING EXPENSES

ADMINISTRATION	\$11.18	\$51,203	\$11.88	1,526 PART
MISCELLANEOUS		\$23,594	\$5.47	
SUB TOTAL		\$74,797	\$17.35	

TOTAL	\$5,619,311	\$1,303.48
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¹RATE CHANGE EFFECTIVE NOVEMBER 2012

²INCLUDES RETROACTIVE ADJUSTMENTS

PLAN I
FULL TIME
FOURTH QUARTER 2012

QUARTERLY RECAPS

	FIRST 2012	SECOND 2012	THIRD 2012	FOURTH 2012	TOTAL
EMPLOYER CONTR - ACTIVE	\$11,830,448	\$1,824,000	\$2,965,936	\$4,846,765	\$21,467,149
EMPLOYER CONTR - RETIREE		\$2,079,018	\$3,380,610	\$5,524,404	\$10,984,032
MISC. INCOME-DENTAL	239	239	239	239	956
-RETIREE	1,677,311	1,655,411	1,575,435	1,576,336	6,484,493
-LOA	0	0	0	0	0
-COBRA	15,059	6,642	5,902	1,078	28,681
-HMO COPAY	25,196	21,859	14,798	24,362	86,215

TOTAL \$13,548,253 \$5,587,169 \$7,942,920 \$11,973,184 \$39,051,526

EXPENSES

MEDICAL	\$3,031,099	\$3,361,492	\$4,518,811	\$3,631,023	\$14,542,425
RETIREE	7,965,362	7,000,608	6,940,563	7,602,751	29,509,284
A & S	504,635	523,490	488,602	436,712	1,953,439
DENTAL	227,096	220,935	214,635	208,419	871,085
DRUG	1,228,616	884,763	1,075,391	1,110,927	4,299,697
PSYCHE	62,550	44,030	69,781	52,250	228,611
OPTICAL	27,917	27,190	26,464	25,692	107,263
LIFE & AD & D	14,830	14,482	14,102	13,694	57,108
UTILIZATION MANAGEMENT	11,083	11,706	10,675	10,790	44,254
DISEASE MANAGEMENT	23,913	23,459	17,907	17,499	82,778
E.A.P.	2,994	2,905	2,825	2,763	11,487
P.P.O.	34,828	34,771	33,614	34,745	137,958
OPERATING EXPENSE	74,408	93,065	73,679	74,797	315,949

TOTAL EXPENSE \$13,209,331 \$12,242,896 \$13,487,049 \$13,222,062 \$52,161,338

SURPLUS (DEFICIT)	\$338,922	(\$6,655,727)	(\$5,544,129)	(\$1,248,878)	(\$13,109,812)
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AVERAGE INCOME	\$2,902	\$1,228	\$1,799	\$2,777	\$2,177
AVERAGE EXPENSE	\$2,830	\$2,690	\$3,054	\$3,067	\$2,910
SURPLUS (DEFICIT)	\$73	(\$1,462)	(\$1,255)	(\$290)	(\$734)

TOTAL PARTICIPANTS 1,556 1,517 1,472 1,437 1,496

PLAN I
FULL TIME
2011

QUARTERLY RECAPS

	FIRST 2011	SECOND 2011	THIRD 2011	FOURTH 2011	TOTAL
EMPLOYER CONTRIBUTIONS	\$12,489,297	\$12,274,006	\$12,454,270	\$12,208,070	\$49,425,643
ERRP	\$1,000,481	0	145,074	0	1,145,555
MISC. INCOME-DENTAL	239	239	239	239	956
-RETIREE	1,859,055	1,862,132	1,670,389	1,674,384	7,065,960
-LOA	0	0	0	0	0
-COBRA	2,804	10,082	16,385	14,123	43,394
-HMO COPAY	31,400	28,000	20,465	29,477	109,342

TOTAL	\$15,383,276	\$14,174,459	\$14,306,822	\$13,926,293	\$57,790,850
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EXPENSES

MEDICAL	\$3,107,443	\$3,805,582	\$3,272,462	\$3,512,829	\$13,698,316
RETIREE	10,008,891	9,357,143	8,794,912	6,855,753	35,016,699
A & S	510,214	547,893	562,371	488,490	2,108,968
DENTAL	245,092	241,508	231,132	225,323	943,055
DRUG	1,198,576	933,773	1,183,442	783,187	4,098,978
PSYCHE	86,862	43,097	59,162	45,809	234,930
OPTICAL	30,756	30,320	29,154	28,526	118,756
LIFE & AD & D	19,150	13,728	15,805	15,088	63,771
UTILIZATION MANAGEMENT	12,344	12,318	11,603	11,219	47,484
DISEASE MANAGEMENT	24,152	24,035	23,952	24,198	96,337
E.A.P.	3,303	3,246	3,110	3,057	12,716
P.P.O.	39,277	38,980	36,964	35,215	150,436
OPERATING EXPENSE	87,946	94,728	92,487	75,249	350,410

TOTAL EXPENSE	\$15,374,006	\$15,146,351	\$14,316,556	\$12,103,943	\$56,940,856
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SURPLUS (DEFICIT)	\$9,270	(\$971,892)	(\$9,734)	\$1,822,350	\$849,994
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AVERAGE INCOME	\$2,981	\$2,794	\$2,926	\$2,905	\$2,902
AVERAGE EXPENSE	\$2,979	\$2,986	\$2,928	\$2,525	\$2,855
SURPLUS (DEFICIT)	\$2	(\$192)	(\$2)	\$380	\$47

TOTAL PARTICIPANTS	1,720	1,691	1,630	1,598	1,660
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PLAN I
PART TIME
FOURTH QUARTER 2012

CONTRIBUTIONS

<u>COMPANY</u>	<u>RATE</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>
GIANT ¹	\$2,399	212	\$1,530,562
SAFEWAY ²	\$2,399	36	223,011
TOTAL		248	\$1,753,573

¹INCLUDES ADJUSTMENTS FOR PRIOR MONTHS WITH PRIOR RATES

²CONTRIBUTIONS REDUCED TO REFLECT DRAWDOWN

AVG. MONTHLY CONTRIBUTIONS \$2.357

PLAN I - TIER I

PLAN I
PART TIME
FOURTH QUARTER 2012

BENEFIT EXPENSES

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL BENEFIT 24	\$4.95	\$2,218		149 PART
OPTICAL BENEFIT 12	\$6.95	2,302		110 PART
TOTAL OPTICAL		\$4,520	\$6.08	
DENTAL INDIVIDUAL	\$28.34	\$10,883		128 PART
DENTAL FAMILY	\$56.19	22,195		132 PART
TOTAL DENTAL		\$33,078	\$44.46	
DRUG	\$.80/SCRIPT	\$162,030	\$217.78	1,963 SCRIPTS
HMO KAISER ¹	\$889.16	\$38,273		15 PART
HOSPITAL		186,618		
SURGICAL		55,433		
DIAGNOSTIC		55,499		
MAJOR MEDICAL		90,179		
MEDICAL ADMINISTRATION	\$11.06	8,416		245 PART
TOTAL MEDICAL		\$434,418	\$583.90	
PSYCHE	\$2.59	\$1,899	\$2.55	244 PART
PSYCHE		\$5,964	\$8.02	
E.A.P.	\$.67	\$490	\$0.66	244 PART
UTILIZATION MANAGEMENT	\$2.35	\$2,147	\$2.89	244 PART
DISEASE MANAGEMENT	\$2.06	\$2,478	\$3.33	238 PART
P.P.O. CAREFIRST FLEXLINK ^{1,2}	\$19.61	\$3,081	\$4.14	49 PART
P.P.O. CAREFIRST NETWORK ^{1,2}	\$3.88	\$2,436	\$3.27	198 PART
P.P.O. AA, LLC		\$3	\$0.00	
P.P.O. A & G		\$171	\$0.23	
LIFE-AD&D	\$.175/.018/1000	\$1,058	\$1.42	265 PART
A & S		\$29,578	\$39.76	
SUB TOTAL		\$683,351	\$918.49	

OPERATING EXPENSES

ADMINISTRATION	\$11.18	\$8,832	\$11.87	261 PART
MISCELLANEOUS		\$4,072	\$5.47	
SUB TOTAL		\$12,904	\$17.34	

TOTAL	\$696,255	\$935.83
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¹RATE CHANGE EFFECTIVE NOVEMBER 2012

²INCLUDES RETROACTIVE ADJUSTMENTS

PLAN I PART TIME FOURTH QUARTER 2012

QUARTERLY RECAPS

	FIRST 2012	SECOND 2012	THIRD 2012	FOURTH 2012	TOTAL
EMPLOYER CONTR - ACTIVE	\$1,965,793	\$305,225	\$465,424	\$819,498	\$3,555,940
EMPLOYER CONTR - RETIREE		\$347,900	\$530,497	\$934,075	\$1,812,472
MISC. INCOME-DENTAL	0	0	0	0	0
-RETIREE	364,398	359,432	342,921	343,770	1,410,521
-LOA	3,582	2,149	748	0	6,479
-COBRA	7,783	2,611	2,216	3,692	16,302
-HMO COPAY	4,464	3,999	3,162	4,235	15,860

TOTAL	\$2,346,020	\$1,021,316	\$1,344,968	\$2,105,270	\$6,817,574
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EXPENSES

MEDICAL	\$430,500	\$371,743	\$723,618	\$434,418	\$1,960,279
RETIREE	1,308,024	1,201,673	1,034,245	1,105,000	4,648,942
A & S	31,611	56,719	60,051	29,578	177,959
DENTAL	37,421	35,618	34,152	33,078	140,269
DRUG	200,616	138,977	234,106	162,030	735,729
PSYCHE	4,295	13,506	19,634	7,863	45,298
OPTICAL	5,111	4,889	4,719	4,520	19,239
LIFE & AD & D	1,176	1,152	1,104	1,058	4,490
UTILIZATION MANAGEMENT	2,072	1,963	2,680	2,147	8,862
DISEASE MANAGEMENT	3,490	3,403	2,552	2,478	11,923
E.A.P.	561	533	514	490	2,098
P.P.O.	6,015	6,002	5,546	5,691	23,254
OPERATING EXPENSE	13,340	16,705	13,049	12,904	55,998

TOTAL EXPENSE	\$2,044,232	\$1,852,883	\$2,135,970	\$1,801,255	\$7,834,340
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SURPLUS (DEFICIT)	\$301,788	(\$831,567)	(\$791,002)	\$304,015	(\$1,016,766)
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AVERAGE INCOME	\$2,793	\$1,266	\$1,779	\$2,830	\$2,167
AVERAGE EXPENSE	\$2,434	\$2,296	\$2,825	\$2,421	\$2,494
SURPLUS (DEFICIT)	\$359	(\$1,030)	(\$1,046)	\$409	(\$327)

	2017	2018	2019	2020	2021
TOTAL PARTICIPANTS	280	269	252	248	262

PLAN I
PART TIME
2011

QUARTERLY RECAPS

	FIRST 2011	SECOND 2011	THIRD 2011	FOURTH 2011	TOTAL
EMPLOYER CONTRIBUTIONS	\$2,188,354	\$2,165,024	\$2,094,666	\$2,030,583	\$8,478,627
ERRP	243,827	0	31,537	0	275,364
MISC. INCOME-DENTAL	0	0	0	0	0
-RETIREE	452,845	455,527	363,059	364,081	1,635,512
-LOA	0	3,645	1,955	1,433	7,033
-COBRA	1,856	3,712	8,068	5,714	19,350
-HMO COPAY	7,100	5,300	3,886	5,938	22,224

TOTAL	\$2,893,982	\$2,633,208	\$2,503,171	\$2,407,749	\$10,438,110
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EXPENSES

MEDICAL	\$438,207	\$605,462	\$590,307	\$741,111	\$2,375,087
RETIREE	1,815,014	1,852,885	1,398,382	1,252,780	6,319,061
A & S	44,006	32,133	28,732	32,369	137,240
DENTAL	40,135	39,588	37,866	36,799	154,388
DRUG	195,974	159,298	189,367	136,855	681,494
PSYCHE	33,350	40,262	5,237	5,022	83,871
OPTICAL	5,642	5,563	5,346	5,197	21,748
LIFE & AD & D	1,539	1,101	1,270	1,192	5,102
UTILIZATION MANAGEMENT	2,319	2,303	2,186	2,097	8,905
DISEASE MANAGEMENT	3,552	3,511	3,509	3,495	14,067
E.A.P.	620	611	588	572	2,391
P.P.O.	6,693	6,616	6,253	5,999	25,561
OPERATING EXPENSE	16,115	17,247	16,796	13,455	63,613

TOTAL EXPENSE	\$2,603,166	\$2,766,580	\$2,285,839	\$2,236,943	\$9,892,528
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SURPLUS (DEFICIT)	\$290,816	(\$133,372)	\$217,332	\$170,806	\$545,582
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AVERAGE INCOME	\$3,092	\$2,831	\$2,848	\$2,816	\$2,897
AVERAGE EXPENSE	\$2,781	\$2,975	\$2,600	\$2,616	\$2,743
SURPLUS (DEFICIT)	\$311	(\$144)	\$248	\$200	\$154

TOTAL PARTICIPANTS	312	310	293	285	300
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PLAN X
FULL TIME
FOURTH QUARTER 2012

CONTRIBUTIONS

<u>COMPANY</u>	<u>RATE</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>
ASSOCIATED ADMINISTRATORS	\$762	82	\$186,690
EDDIES	\$715	3	6,435
GIANT ¹	\$762	2,977	6,800,035
FRESH & GREEN	\$762	10	23,622
LOCAL 27 STAFF TEMPS ²	\$762	6	12,052
LOCAL 400 STAFF TEMPS ²	\$762	6	10,447
SAFEWAY ^{1,2}	\$762	1,900	3,782,027
SAFEWAY DELAWARE ¹	\$762	84	166,002
TOTAL		5,068	\$10,987,310

¹INCLUDES ADJUSTMENTS FOR PRIOR MONTHS WITH PRIOR RATES

²CONTRIBUTIONS REDUCED TO REFLECT DRAWDOWN

AVG. MONTHLY CONTRIBUTIONS \$723

PLAN X - TIER II

PLAN X
FULL TIME
FOURTH QUARTER 2012

EXPENSES

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL	\$4.95	\$75,350	\$4.96	5,074 PART
DENTAL FAMILY	\$59.20	\$562,483		3,167 PART
DENTAL INDIVIDUAL	28.76	164,795		1,910 PART
TOTAL DENTAL		\$727,278	\$47.83	
DRUG	\$.80/SCRIPT	\$2,560,207	\$168.39	33,147 SCRIPTS
HMO KAISER ¹	\$632.88	\$723,240		379 PART
MEDICAL INDIVIDUAL		1,571,712		
MEDICAL FAMILY		5,090,068		
MEDICAL ADMINISTRATION	\$11.06	162,085		4,719 PART
TOTAL MEDICAL		\$7,547,105	\$496.39	
PSYCHE	\$2.59	\$36,562	\$2.40	4,706 PART
PSYCHE		\$78,904	\$5.19	
E.A.P.	\$.67	\$9,459	\$0.62	4,706 PART
UTILIZATION MANAGEMENT	\$2.35	\$36,203	\$2.38	4,685 PART
DISEASE MANAGEMENT	\$2.06	\$60,274	\$3.96	4,572 PART
P.P.O. CAREFIRST FLEXLINK ^{1,2}	\$19.61	\$67,278	\$4.43	1,071 PART
P.P.O. CAREFIRST NETWORK ^{1,2}	\$3.88	\$44,655	\$2.94	3,615 PART
P.P.O. AA LLC		\$57	\$0.00	
P.P.O. A & G		\$3,435	\$0.23	
LIFE AD&D	\$.175/.018/1000	\$21,387	\$1.41	5,084 PART
A & S		\$1,158,095	\$76.17	
SUB TOTAL		\$12,426,249	\$817.30	

OPERATING EXPENSES

ADMINISTRATION	\$11.18	\$175,595	\$11.55	5,221 PART
MISCELLANEOUS		\$83,209	\$5.47	
SUB TOTAL		\$258,804	\$17.02	

TOTAL	\$12,685,053	\$834.32
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¹RATE CHANGE EFFECTIVE NOVEMBER 2012

²INCLUDES RETROACTIVE ADJUSTMENTS

PLAN X
FULL TIME
FOURTH QUARTER 2012

QUARTERLY RECAPS

	FIRST 2012	SECOND 2012	THIRD 2012	FOURTH 2012	TOTAL
EMPLOYER CONTRIBUTIONS	\$10,672,851	\$3,766,527	\$6,805,608	\$10,987,310	\$32,232,296
MISC. INCOME-LOA	(441)	0	0	0	(441)
-COBRA	38,379	29,718	33,223	26,636	127,956
-HMO COPAY	127,799	108,764	92,135	102,496	431,194

TOTAL INCOME	\$10,838,588	\$3,905,009	\$6,930,966	\$11,116,442	\$32,791,005
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EXPENSES

MEDICAL	\$6,332,497	\$6,742,440	\$7,667,370	\$7,547,105	\$28,289,412
A & S	1,047,732	1,073,729	1,167,289	1,158,095	4,446,845
DENTAL	687,168	716,770	728,785	727,278	2,860,001
DRUG	2,597,355	1,870,241	2,550,012	2,560,207	9,577,815
PSYCHE	189,640	197,340	197,519	115,466	699,965
OPTICAL	75,898	75,923	75,552	75,350	302,723
LIFE & AD & D	21,479	21,598	21,420	21,387	85,884
UTILIZATION MANAGEMENT	34,595	35,285	34,772	36,203	140,855
DISEASE MANAGEMENT	75,450	76,159	59,813	60,274	271,696
E.A.P.	9,407	9,387	9,350	9,459	37,603
P.P.O.	104,096	108,289	107,789	115,425	435,599
OPERATING EXPENSE	239,737	309,719	251,764	258,804	1,060,024

TOTAL EXPENSE	\$11,415,054	\$11,236,860	\$12,871,435	\$12,685,053	\$48,208,422
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SURPLUS (DEFICIT)	(\$576,466)	(\$7,331,871)	(\$5,940,469)	(\$1,568,611)	(\$15,417,417)
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AVERAGE INCOME	\$712	\$250	\$455	\$731	\$537
AVERAGE EXPENSE	\$750	\$720	\$845	\$834	\$787
SURPLUS (DEFICIT)	(\$38)	(\$470)	(\$390)	(\$103)	(\$250)

TOTAL PARTICIPANTS	5,074	5,200	5,075	5,068	5,104
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**PLAN X
FULL TIME
2011**

QUARTERLY RECAPS

	FIRST 2011	SECOND 2011	THIRD 2011	FOURTH 2011	TOTAL
EMPLOYER CONTRIBUTIONS	\$11,940,846	\$11,882,885	\$11,009,859	\$10,853,853	\$45,687,443
MISC. INCOME-LOA	2,589	(2,589)	883	441	1,324
-COBRA	25,992	31,675	37,624	29,350	124,641
-HMO COPAY	133,250	116,900	93,474	136,899	480,523

TOTAL INCOME	\$12,102,677	\$12,028,671	\$11,141,840	\$11,020,543	\$46,293,931
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EXPENSES

MEDICAL	\$5,704,710	\$7,459,521	\$6,750,533	\$7,060,927	\$26,975,691
A & S	842,688	932,864	1,031,742	936,099	3,743,393
DENTAL	710,897	707,136	679,960	669,886	2,767,879
DRUG	2,596,382	2,140,127	2,588,565	1,673,246	8,998,320
PSYCHE	202,074	184,186	183,623	153,083	722,966
OPTICAL	80,908	80,443	77,398	76,161	314,910
LIFE & AD & D	27,581	18,565	22,522	21,657	90,325
UTILIZATION MANAGEMENT	37,603	37,909	35,748	34,744	146,004
DISEASE MANAGEMENT	74,250	74,387	74,573	75,587	298,797
E.A.P.	10,098	9,991	9,594	9,435	39,118
P.P.O.	113,181	113,412	108,148	104,936	439,677
OPERATING EXPENSE	279,665	300,817	296,043	240,323	1,116,848

TOTAL EXPENSE	\$10,680,037	\$12,059,358	\$11,858,449	\$11,056,084	\$45,653,928
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SURPLUS (DEFICIT)	\$1,422,640	(\$30,487)	(\$716,609)	(\$35,541)	\$640,003
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AVERAGE INCOME	\$735	\$734	\$710	\$712	\$723
AVERAGE EXPENSE	\$649	\$736	\$755	\$714	\$714
SURPLUS (DEFICIT)	\$86	(\$2)	(\$45)	(\$2)	\$9

TOTAL PARTICIPANTS	5,489	5,462	5,234	5,162	5,337
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PLAN X
PART TIME
FOURTH QUARTER 2012

CONTRIBUTIONS
INDIVIDUAL

<u>COMPANY</u>	<u>RATE</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>
ASSOCIATED ADMINISTRATORS	\$430	1	\$1,290
GIANT ¹	\$430	2,862	3,693,804
FRESH & GREEN	\$430	12	15,050
LOCAL 400 STAFF TEMPS ²	\$430	1	1,122
SAFEWAY ^{1,2}	\$430	1,185	1,331,435
SAFEWAY DELAWARE ^{1,2}	\$430	60	67,076
TOTAL		4,121	\$5,109,777

¹INCLUDES ADJUSTMENTS FOR PRIOR MONTHS WITH PRIOR RATES

²CONTRIBUTIONS REDUCED TO REFLECT DRAWDOWN

AVG. MONTHLY CONTRIBUTIONS \$413

PLAN X = TIER II

PLAN X
PART TIME
FOURTH QUARTER 2012

BENEFIT EXPENSE
INDIVIDUAL

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL	\$4.95	\$57,543	\$4.65	3,875 PART
DENTAL	\$28.76	\$334,422	\$27.05	3,876 PART
DRUG	\$.80/SCRIPT	\$1,125,992	\$91.08	13,956 SCRIPTS
HMO KAISER ¹	\$425.86	\$101,714		82 PART
MEDICAL		2,390,082		
MEDICAL ADMINISTRATION	\$11.06	130,439		3,797 PART
TOTAL MEDICAL		\$2,622,235	\$212.10	
PSYCHE	\$2.59	\$29,547	\$2.39	3,803 PART
PSYCHE		\$19,950	\$1.81	
E.A.P.	\$.67	\$7,543	\$0.62	3,803 PART
UTILIZATION MANAGEMENT	\$2.35	\$28,332	\$2.29	3,788 PART
DISEASE MANAGEMENT	\$2.06	\$21,837	\$1.77	3,585 PART
P.P.O. CAREFIRST FLEXLINK ^{1,2}	\$19.61	\$45,366	\$3.67	722 PART
P.P.O. CAREFIRST NETWORK ^{1,2}	\$3.88	\$37,762	\$3.05	3,056 PART
P.P.O. AA, LLC		\$44	\$0.00	
P.P.O. A & G		\$2,724	\$0.22	
LIFE-AD&D	\$.175/.018/1000	\$10,859	\$0.88	3,934 PART
A & S		\$235,680	\$19.06	
SUB TOTAL		\$4,579,936	\$370.44	

OPERATING EXPENSES

ADMINISTRATION	\$11.18	\$137,269	\$11.10	4,074 PART
MISCELLANEOUS		\$67,682	\$5.47	
SUB TOTAL		\$204,931	\$16.57	

TOTAL	\$4,784,867	\$387.01
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¹RATE CHANGE EFFECTIVE NOVEMBER 2012

²INCLUDES RETROACTIVE ADJUSTMENTS

PLAN X
PART TIME
FOURTH QUARTER 2012

INDIVIDUAL
QUARTERLY RECAPS

	FIRST 2012	SECOND 2012	THIRD 2012	FOURTH 2012	TOTAL
EMPLOYER CONTRIBUTIONS	\$4,972,247	\$1,764,360	\$3,009,258	\$5,109,777	\$14,855,642
MISC. INCOME-LOA	0	0	845	438	1,283
-COBRA	32,891	18,922	21,699	24,838	98,350
-HMO COPAY	30,056	24,051	19,906	20,480	94,493

TOTAL INCOME	\$5,035,194	\$1,807,333	\$3,051,708	\$5,155,533	\$15,049,768
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EXPENSES					
MEDICAL	\$3,613,532	\$2,698,126	\$3,885,101	\$2,622,235	\$12,818,994
A & S	229,051	218,420	275,338	235,680	958,489
DENTAL	301,832	317,481	329,590	334,422	1,283,325
DRUG	1,079,557	809,098	1,036,324	1,125,992	4,050,971
PSYCHE	57,631	59,096	57,128	49,497	223,352
OPTICAL	55,460	55,847	56,806	57,543	225,656
LIFE & AD & D	10,324	10,510	10,594	10,859	42,287
UTILIZATION MANAGEMENT	26,300	26,181	27,047	28,332	107,860
DISEASE MANAGEMENT	25,808	26,489	21,066	21,837	95,200
E.A.P.	7,292	7,325	7,476	7,643	29,736
P.P.O.	73,261	78,715	79,854	85,896	317,726
OPERATING EXPENSES	178,657	234,219	193,540	204,931	811,347

TOTAL EXPENSE	\$5,658,705	\$4,541,507	\$5,979,864	\$4,784,867	\$20,964,943
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SURPLUS (DEFICIT)	(\$623,511)	(\$2,734,174)	(\$2,928,156)	\$370,666	(\$5,915,175)
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AVERAGE INCOME	\$441	\$151	\$253	\$417	\$316
AVERAGE EXPENSE	\$495	\$379	\$495	\$387	\$439
SURPLUS (DEFICIT)	(\$54)	(\$228)	(\$242)	\$30	(\$123)

TOTAL PARTICIPANTS	3,809	3,992	4,025	4,121	3,987
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PLAN X
PART TIME
2011

INDIVIDUAL
QUARTERLY RECAPS

	FIRST 2011	SECOND 2011	THIRD 2011	FOURTH 2011	TOTAL
EMPLOYER CONTRIBUTIONS	\$5,332,928	\$5,363,600	\$5,030,168	\$5,032,098	\$20,758,794
MISC. INCOME-LOA	1,233	423	0	0	1,656
-COBRA	14,738	20,507	25,013	33,284	93,542
-HMO COPAY	35,600	30,300	23,959	32,947	122,806

TOTAL INCOME	\$5,384,499	\$5,414,830	\$5,079,140	\$5,098,329	\$20,976,798
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EXPENSES

MEDICAL	\$2,429,580	\$3,176,970	\$2,675,089	\$2,992,224	\$11,273,863
A & S	233,256	233,717	231,090	244,533	942,596
DENTAL	305,562	305,511	289,638	288,775	1,189,486
DRUG	1,063,536	869,632	1,060,506	680,898	3,674,572
PSYCHE	115,023	81,209	114,519	54,831	365,582
OPTICAL	57,821	57,870	54,926	54,649	225,266
LIFE & AD & D	12,800	8,888	10,575	10,262	42,525
UTILIZATION MANAGEMENT	28,279	28,654	26,902	26,065	109,900
DISEASE MANAGEMENT	25,126	24,868	24,960	25,217	100,171
E.A.P.	7,593	7,592	7,170	7,182	29,537
P.P.O.	77,327	78,395	74,187	72,551	302,460
OPERATING EXPENSES	204,374	222,035	219,101	177,202	822,712

TOTAL EXPENSE	\$4,560,277	\$5,095,341	\$4,788,663	\$4,634,389	\$19,078,670
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SURPLUS (DEFICIT)	\$824,222	\$319,489	\$290,477	\$463,940	\$1,898,128
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AVERAGE INCOME	\$444	\$444	\$439	\$441	\$442
AVERAGE EXPENSE	\$376	\$418	\$414	\$401	\$402
SURPLUS (DEFICIT)	\$68	\$26	\$25	\$40	\$40

TOTAL PARTICIPANTS	4,040	4,062	3,854	3,857	3,953
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PLAN X
PART TIME
FOURTH QUARTER 2012

CONTRIBUTIONS
DEPENDENT

COMPANY	RATE	PARTICIPANTS	CONTRIBUTIONS
ASSOCIATED ADMINISTRATORS	\$903	0	\$0
GIANT ¹	\$903	883	2,383,179
FRESH & GREEN	\$903	5	13,545
LOCAL 400 STAFF TEMPS ²	\$903	1	551
SAFEWAY ^{1,2}	\$903	229	540,726
SAFEWAY DELAWARE ²	\$903	7	16,850
TOTAL		1,125	\$2,954,851

¹INCLUDES ADJUSTMENTS FOR PRIOR MONTHS WITH PRIOR RATES

²CONTRIBUTIONS REDUCED TO REFLECT DRAWDOWN

AVG. MONTHLY CONTRIBUTIONS \$876

PLAN X = TIER II

PLAN X
PART TIME
FOURTH QUARTER 2012

EXPENSES
DEPENDENT

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL	\$4.95	\$16,651	\$4.93	1,121 PART
DENTAL	\$59.20	\$199,326	\$59.06	1,122 PART
DRUG	\$.80/SCRIPT	\$782,865	\$231.96	10,520 SCRIPTS
HMO KAISER ¹	\$737.07	\$271,173		120 PART
MEDICAL		1,775,673		
MEDICAL ADMINISTRATION	\$11.06	34,350		1000 PART
TOTAL MEDICAL		\$2,081,196	\$616.65	
PSYCHE	\$2.59	\$7,775	\$2.30	1001 PART
PSYCHE		\$37,011	\$10.97	
E.A.P.	\$.67	\$2,011	\$0.60	1001 PART
UTILIZATION MANAGEMENT	\$2.35	\$7,761	\$2.30	997 PART
DISEASE MANAGEMENT	\$2.06	\$17,231	\$5.11	959 PART
P.P.O. CAREFIRST FLEXLINK ^{1,2}	\$19.61	\$12,516	\$3.71	200 PART
P.P.O. CAREFIRST NETWORK ^{1,2}	\$3.88	\$9,667	\$2.93	801 PART
P.P.O. AA LLC		\$12	\$0.00	
P.P.O. A & G		\$744	\$0.22	
LIFE AD&D	\$.175/.018/1000	\$2,937	\$0.87	1,064 PART
A & S		\$72,454	\$21.47	
SUB TOTAL		\$3,250,377	\$963.08	

OPERATING EXPENSES

ADMINISTRATION	\$11.18	\$37,541	\$11.12	1,118 PART
MISCELLANEOUS		\$18,471	\$5.47	
SUB TOTAL		\$56,012	\$16.59	

TOTAL	\$3,306,389	\$979.67
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¹RATE CHANGE EFFECTIVE NOVEMBER 2012

²INCLUDES RETROACTIVE ADJUSTMENTS

PLAN X
PART TIME
FOURTH QUARTER 2012

DEPENDENT
QUARTERLY RECAPS

	FIRST 2012	SECOND 2012	THIRD 2012	FOURTH 2012	TOTAL
EMPLOYER CONTRIBUTIONS	\$3,143,360	\$1,080,060	\$1,675,409	\$2,954,851	\$8,853,680
MISC. INCOME -LOA	0	0	897	0	897
-COBRA	1,963	0	3,791	2,756	8,510
-HMO COPAY	38,789	35,694	28,037	31,228	133,748
-DEP. COPAY	2,068	564	188	0	2,820

TOTAL INCOME	\$3,186,180	\$1,116,318	\$1,708,322	\$2,988,835	\$8,999,655
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EXPENSES

MEDICAL	\$1,808,901	\$2,317,672	\$2,266,300	\$2,081,196	\$8,474,069
A & S	89,323	94,941	80,201	72,454	336,919
DENTAL	186,999	193,697	198,379	199,326	778,401
DRUG	767,961	583,572	756,341	782,865	2,890,739
PSYCHE	41,129	43,679	57,139	44,786	186,733
OPTICAL	16,686	16,527	16,588	16,651	66,452
LIFE & AD & D	2,977	2,999	2,955	2,937	11,868
UTILIZATION MANAGEMENT	7,322	7,406	7,044	7,761	29,533
DISEASE MANAGEMENT	21,014	21,336	16,612	17,231	76,193
E.A.P.	1,989	1,965	1,970	2,011	7,935
P.P.O.	20,737	21,575	21,616	23,159	87,087
OPERATING EXPENSE	51,784	67,005	53,925	56,012	228,726

TOTAL EXPENSE	\$3,016,822	\$3,372,374	\$3,479,070	\$3,306,389	\$13,174,655
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SURPLUS (DEFICIT)	\$169,358	(\$2,256,056)	(\$1,770,748)	(\$317,554)	(\$4,175,000)
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AVERAGE INCOME	\$952	\$333	\$518	\$886	\$672
AVERAGE EXPENSE	\$901	\$1,006	\$1,054	\$980	\$985
SURPLUS (DEFICIT)	\$51	(\$673)	(\$536)	(\$94)	(\$313)

TOTAL PARTICIPANTS	1,116	1,117	1,100	1,125	1,115
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PLAN X
PART TIME
2011

DEPENDENT
QUARTERLY RECAPS

	FIRST 2011	SECOND 2011	THIRD 2011	FOURTH 2011	TOTAL
EMPLOYER CONTRIBUTIONS	\$3,618,607	\$3,629,032	\$3,232,325	\$3,160,788	\$13,640,752
MISC. INCOME -LOA	0	0	0	0	0
-COBRA	9,274	7,174	8,831	6,835	32,114
-HMO COPAY	45,100	35,700	30,751	46,220	157,771
-DEP. COPAY	1,376	769	405	2,806	5,356

TOTAL INCOME	\$3,674,357	\$3,672,675	\$3,272,312	\$3,216,649	\$13,835,993
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EXPENSES

MEDICAL	\$1,540,663	\$1,950,380	\$1,960,897	\$1,760,356	\$7,212,296
A & S	107,135	99,160	102,623	76,921	385,839
DENTAL	195,404	195,080	185,713	182,914	759,111
DRUG	831,638	636,732	772,569	505,035	2,745,974
PSYCHE	42,817	50,958	34,316	26,516	154,607
OPTICAL	18,008	17,949	17,087	16,815	69,859
LIFE & AD & D	3,971	2,695	3,193	2,967	12,826
UTILIZATION MANAGEMENT	8,086	8,174	7,616	7,436	31,312
DISEASE MANAGEMENT	21,170	21,164	18,789	21,180	82,303
E.A.P.	2,155	2,148	2,043	2,004	8,350
P.P.O.	23,124	23,177	21,634	20,990	88,925
OPERATING EXPENSE	61,094	65,508	64,737	52,309	243,648

TOTAL EXPENSE	\$2,855,265	\$3,073,125	\$3,191,217	\$2,675,443	\$11,795,050
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SURPLUS (DEFICIT)	\$819,092	\$599,550	\$81,095	\$541,206	\$2,040,943
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AVERAGE INCOME	\$1,028	\$1,024	\$951	\$956	\$990
AVERAGE EXPENSE	\$798	\$857	\$927	\$796	\$845
SURPLUS (DEFICIT)	\$230	\$167	\$24	\$160	\$145

TOTAL PARTICIPANTS	1,192	1,195	1,147	1,121	1,164
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PLAN XX
FULL TIME
FOURTH QUARTER 2012

CONTRIBUTIONS

<u>COMPANY</u>	<u>RATE</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>
ASSOCIATED ADMINISTRATORS	\$471	46	\$64,998
GIANT ¹	\$471	255	358,391
FRESH & GREEN	\$471	1	1,884
LOCAL 27 STAFF TEMPS	\$471	0	0
LOCAL 400 STAFF TEMPS	\$471	0	0
SAFEWAY ^{1,2}	\$471	255	296,908
SAFEWAY DELAWARE ^{1,2}	\$471	9	11,064
TOTAL		566	\$733,245

¹INCLUDES ADJUSTMENTS FOR PRIOR MONTHS WITH PRIOR RATES

²CONTRIBUTIONS REDUCED TO REFLECT DRAWDOWN

AVG. MONTHLY CONTRIBUTIONS \$432

PLAN XX
FULL TIME
FOURTH QUARTER 2012

EXPENSES

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL	\$4.95	\$7,316	\$4.31	493 PART
DENTAL FAMILY	\$34.90	\$21,639		207 PART
DENTAL INDIVIDUAL	\$16.95	14,561		286 PART
TOTAL DENTAL		\$36,200	\$21.32	
DRUG	\$.80/SCRIPT	\$90,011	\$53.01	1,829 SCRIPTS
HMO KAISER ¹	\$359.38	\$50,438		48 PART
MEDICAL INDIVIDUAL		170,004		
MEDICAL FAMILY		297,959		
MEDICAL ADMINISTRATION	\$11.06	15,377		448 PART
TOTAL MEDICAL		\$533,778	\$314.36	
PSYCHE	\$2.59	\$3,526	\$2.08	454 PART
PSYCHE		\$20,654	\$12.16	
UTILIZATION MANAGEMENT	\$2.35	\$3,269	\$1.93	450 PART
DISEASE MANAGEMENT ¹	\$2.06	\$5,052	\$2.98	456 PART
P.P.O. CAREFIRST FLEXLINK ^{1,2}	\$19.61	\$8,029	\$4.73	129 PART
P.P.O. CAREFIRST NETWORK ^{1,2}	\$3.88	\$4,042	\$2.38	327 PART
LIFE-AD&D	\$.175/.018/1000	\$1,466	\$0.86	507 PART
A & S		\$32,527	\$19.16	
SUB TOTAL		\$745,870	\$439.28	

OPERATING EXPENSES

ADMINISTRATION	\$11.18	\$20,280	\$11.94	599 PART
MISCELLANEOUS		\$9,293	\$5.47	
SUB TOTAL		\$29,573	\$17.41	

TOTAL		\$775,443	\$456.69	
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¹RATE CHANGE EFFECTIVE NOVEMBER 2012

²INCLUDES RETROACTIVE ADJUSTMENTS

PLAN XX
FULL TIME
FOURTH QUARTER 2012

QUARTERLY RECAPS

	FIRST 2012	SECOND 2012	THIRD 2012	FOURTH 2012	TOTAL
EMPLOYER CONTRIBUTIONS	\$682,147	\$216,720	\$500,182	\$733,245	\$2,132,294
MISC. INCOME -LOA	0	0	0	0	0
-COBRA	961	2,564	1,487	6,553	11,565

TOTAL INCOME	\$683,108	\$219,284	\$501,669	\$739,798	\$2,143,859
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EXPENSES

MEDICAL	\$545,662	\$511,426	\$663,961	\$533,778	\$2,254,827
A & S	54,120	50,671	43,842	32,527	181,160
DENTAL	45,719	40,632	38,056	36,200	160,607
DRUG	123,285	80,893	92,379	90,011	386,568
PSYCHE	22,116	24,447	11,931	24,180	82,674
OPTICAL	9,063	8,103	7,629	7,316	32,111
LIFE & AD & D	1,858	1,634	1,540	1,466	6,498
UTILIZATION MANAGEMENT	4,284	3,753	3,327	3,269	14,633
DISEASE MANAGEMENT	8,205	7,227	5,352	5,052	25,836
P.P.O.	14,134	12,415	11,610	12,071	50,230
OPERATING EXPENSE	31,738	38,576	29,355	29,573	129,242

TOTAL EXPENSE	\$860,184	\$779,777	\$908,982	\$775,443	\$3,324,386
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SURPLUS (DEFICIT)	(\$177,076)	(\$560,493)	(\$407,313)	(\$35,645)	(\$1,180,527)
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AVERAGE INCOME	\$343	\$118	\$281	\$436	\$295
AVERAGE EXPENSE	\$432	\$421	\$509	\$457	\$455
SURPLUS (DEFICIT)	(\$89)	(\$303)	(\$228)	(\$21)	(\$160)

TOTAL PARTICIPANTS	863	618	595	566	611
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PLAN XX
FULL TIME
2011

QUARTERLY RECAPS

	FIRST 2011	SECOND 2011	THIRD 2011	FOURTH 2011	TOTAL
EMPLOYER CONTRIBUTIONS	\$830,232	\$790,324	\$785,856	\$722,272	\$3,128,684
MISC. INCOME -LOA	0	0	0	0	0
-COBRA	3,123	3,601	4,889	4,459	16,072

TOTAL INCOME	\$833,355	\$793,925	\$790,745	\$726,731	\$3,144,756
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EXPENSES

MEDICAL	\$644,954	\$971,090	\$597,183	\$654,095	\$2,867,322
A & S	48,995	71,589	69,445	35,584	225,613
DENTAL	57,793	56,793	53,549	49,005	217,140
DRUG	141,995	107,132	137,241	64,953	451,321
PSYCHE	18,432	31,333	44,398	23,210	117,373
OPTICAL	11,865	11,528	10,919	9,895	44,207
LIFE & AD & D	2,883	1,801	2,218	2,022	8,924
UTILIZATION MANAGEMENT	5,495	5,428	5,047	4,598	20,568
DISEASE MANAGEMENT	9,638	9,376	11,410	8,598	39,022
P.P.O.	16,909	16,343	15,392	14,643	63,287
OPERATING EXPENSE	46,468	47,450	44,536	34,056	172,510

TOTAL EXPENSE	\$1,005,427	\$1,329,863	\$991,338	\$900,659	\$4,227,287
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SURPLUS (DEFICIT)	(\$172,072)	(\$535,938)	(\$200,593)	(\$173,928)	(\$1,082,531)
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AVERAGE INCOME	\$313	\$314	\$346	\$345	\$330
AVERAGE EXPENSE	\$378	\$525	\$434	\$428	\$441
SURPLUS (DEFICIT)	(\$65)	(\$211)	(\$88)	(\$83)	(\$111)

TOTAL PARTICIPANTS	887	844	761	702	799
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PLAN XX
PART TIME
FOURTH QUARTER 2012

CONTRIBUTIONS

<u>COMPANY</u>	<u>RATE</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>
ASSOCIATED ADMINISTRATORS	\$119	4	\$1,309
GIANT ¹	\$119	3,984	1,422,572
FRESH & GREEN	\$119	7	2,618
LOCAL 400 STAFF TEMPS ²	\$119	1	311
SAFEWAY ^{1,2}	\$119	2,109	661,407
SAFEWAY DELAWARE ^{1,2}	\$119	73	22,699
TOTAL		6,178	\$2,110,916

¹INCLUDES ADJUSTMENTS FOR PRIOR MONTHS WITH PRIOR RATES

²CONTRIBUTIONS REDUCED TO REFLECT DRAWDOWN

AVG. MONTHLY CONTRIBUTIONS \$114

PLAN XX
PART TIME
FOURTH QUARTER 2012

EXPENSES

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL	\$4.95	\$32,294	\$1.74	2,175 PART
DENTAL	\$16.95	\$110,802	\$5.98	2,179 PART
DRUG	\$.80/SCRIPT	\$255,472	\$13.78	4,569 SCRIPTS
HMO KAISER ¹	\$77.90	\$17,676		76 PART
MEDICAL		1,248,261		
MEDICAL ADMINISTRATION	\$11.06	84,592		2,463 PART
TOTAL MEDICAL		\$1,350,529	\$72.87	
PSYCHE	\$2.59	\$19,437	\$1.05	2,502 PART
PSYCHE		\$13,980	\$0.75	
UTILIZATION MANAGEMENT	\$2.35	\$18,171	\$0.98	2,496 PART
DISEASE MANAGEMENT ¹	\$2.06	\$15,170	\$0.82	2,489 PART
P.P.O. CAREFIRST FLEXLINK ^{1,2}	\$19.61	\$31,578	\$1.70	504 PART
P.P.O. CAREFIRST NETWORK ^{1,2}	\$3.88	\$24,932	\$1.35	2,025 PART
LIFE AD&D	\$.175/.018/1000	\$3,844	\$0.21	2,654 PART
A & S		\$54,273	\$2.93	
SUB TOTAL		\$1,930,462	\$104.16	

OPERATING EXPENSES

ADMINISTRATION	\$11.18	\$216,791	\$11.70	6,442 PART
MISCELLANEOUS		\$101,435	\$5.47	
SUB TOTAL		\$318,226	\$17.17	

TOTAL	\$2,248,688	\$121.33
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¹RATE CHANGE EFFECTIVE NOVEMBER 2012

²INCLUDES RETROACTIVE ADJUSTMENTS

PLAN XX
PART TIME
FOURTH QUARTER 2012

QUARTERLY RECAPS

	FIRST 2012	SECOND 2012	THIRD 2012	FOURTH 2012	TOTAL
EMPLOYER CONTRIBUTIONS	\$2,047,932	\$673,227	\$1,327,373	\$2,110,916	\$6,159,448
MISC. INCOME -LOA	0	0	0	0	0
-COBRA	6,769	7,434	7,162	7,692	29,057

TOTAL INCOME	\$2,054,701	\$680,661	\$1,334,535	\$2,118,608	\$6,188,505
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EXPENSES

MEDICAL	\$1,159,843	\$1,141,478	\$1,420,212	\$1,350,529	\$5,072,062
A & S	49,947	48,949	44,860	54,273	198,029
DENTAL	126,227	123,955	118,430	110,802	479,414
DRUG	290,796	179,355	234,786	255,472	960,409
PSYCHE	59,834	81,073	78,825	33,397	253,129
OPTICAL	36,783	36,110	34,631	32,294	139,818
LIFE & AD & D	4,293	4,225	4,089	3,844	16,451
UTILIZATION MANAGEMENT	22,390	19,960	19,473	18,171	79,994
DISEASE MANAGEMENT	21,432	21,344	16,274	15,170	74,220
P.P.O.	59,053	57,340	54,665	56,510	227,568
OPERATING EXPENSE	317,224	410,122	320,142	318,226	1,365,714

TOTAL EXPENSE	\$2,147,822	\$2,123,911	\$2,346,387	\$2,248,688	\$8,866,808
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SURPLUS (DEFICIT)	(\$93,121)	(\$1,443,250)	(\$1,011,852)	(\$130,080)	(\$2,678,303)
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AVERAGE INCOME	\$99	\$34	\$69	\$114	\$79
AVERAGE EXPENSE	\$104	\$105	\$122	\$121	\$113
SURPLUS (DEFICIT)	(\$5)	(\$71)	(\$53)	(\$7)	(\$34)

TOTAL PARTICIPANTS	6,894	6,756	6,433	6,178	6,565
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PLAN XX
PART TIME
2011

QUARTERLY RECAPS

	FIRST 2011	SECOND 2011	THIRD 2011	FOURTH 2011	TOTAL
EMPLOYER CONTRIBUTIONS	\$2,259,817	\$2,209,173	\$2,042,898	\$2,048,352	\$8,560,240
MISC. INCOME -LOA	0	0	0	0	0
-COBRA	4,490	4,209	6,283	9,330	24,312

TOTAL INCOME	\$2,264,307	\$2,213,382	\$2,049,181	\$2,057,682	\$8,584,552
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EXPENSES

MEDICAL	\$952,371	\$1,883,128	\$1,585,064	\$1,070,647	\$5,491,210
A & S	38,801	64,720	60,312	62,886	226,719
DENTAL	121,508	126,726	124,141	122,413	494,788
DRUG	277,305	224,139	290,815	157,539	949,798
PSYCHE	107,773	97,999	86,286	51,138	343,196
OPTICAL	37,289	38,342	37,348	36,793	149,772
LIFE & AD & D	5,590	3,666	4,708	4,306	18,270
UTILIZATION MANAGEMENT	24,552	25,971	23,971	22,202	96,696
DISEASE MANAGEMENT	21,417	21,958	22,155	21,075	86,605
P.P.O.	59,887	62,369	61,255	57,565	241,076
OPERATING EXPENSE	366,964	401,849	390,561	314,275	1,473,649

TOTAL EXPENSE	\$2,013,457	\$2,950,867	\$2,686,616	\$1,920,839	\$9,571,779
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SURPLUS (DEFICIT)	\$250,850	(\$737,485)	(\$637,435)	\$136,843	(\$987,227)
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AVERAGE INCOME	\$101	\$101	\$99	\$99	\$100
AVERAGE EXPENSE	\$90	\$135	\$130	\$93	\$112
SURPLUS (DEFICIT)	\$11	(\$34)	(\$31)	\$6	(\$12)

TOTAL PARTICIPANTS	7,460	7,292	6,877	6,898	7,132
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**COMBINED FUND
FOURTH QUARTER 2012**

QUARTERLY RECAPS

	FIRST 2012	SECOND 2012	THIRD 2012	FOURTH 2012	TOTAL
EMPLOYER CONTR - ACTIVE	\$35,314,778	\$9,630,119	\$16,749,190	\$27,562,362	\$89,256,449
EMPLOYER CONTR - RETIREE	\$0	\$2,426,918	\$3,911,107	\$6,458,479	\$12,796,504
EMPLOYEE CONTRIBUTIONS	2,377,266	2,280,053	2,154,791	2,176,829	8,988,939
INTEREST & DIVIDENDS - ACTIVE	285,315	271,137	305,868	121,547	983,867
INTEREST & DIVIDENDS - RETIREE		66,639	77,339	31,017	174,995
MISCELLANEOUS ²	2,593	2,272	5,235	4,147	14,247

TOTAL INCOME \$37,979,952 \$14,677,138 \$23,203,530 \$36,354,381 \$112,215,001

EXPENSES

MEDICAL	\$16,922,034	\$17,144,377	\$21,145,373	\$18,200,284	\$73,412,068
RETIREES	9,273,386	8,202,281	7,974,808	8,707,751	34,158,226
A & S	2,006,419	2,066,919	2,160,183	2,019,319	8,252,840
DENTAL	1,612,462	1,649,088	1,662,027	1,649,525	6,573,102
DRUG	6,288,186	4,546,899	5,979,339	6,087,504	22,901,928
PSYCHE	437,195	463,171	491,957	327,439	1,719,762
OPTICAL	226,918	224,589	222,389	219,366	893,262
LIFE & AD & D	56,937	56,600	55,804	55,245	224,586
UTILIZATION REVIEW	108,046	106,254	105,018	106,673	425,991
DISEASE MANAGEMENT	179,312	179,417	139,576	139,541	637,846
E.A.P.	22,243	22,115	22,135	22,366	88,859
P.P.O.	312,124	319,107	314,694	333,497	1,279,422
OPERATING EXPENSE	906,888	1,169,411	935,454	955,247	3,967,000

TOTAL EXPENSE \$38,352,150 \$36,150,228 \$41,208,757 \$38,823,757 \$154,534,892

SURPLUS (DEFICIT)	(\$372,198)	(\$21,473,090)	(\$18,005,227)	(\$2,469,376)	(\$42,319,891)
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TOTAL PARTICIPANTS 19,392 19,469 18,952 18,743 19,139

FUND RESERVE	\$77,687,906	\$70,103,810	\$46,341,810	\$38,832,606
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¹INCLUDES LITIGATION SETTLEMENT FOR 4th QTR:

\$195 CIGNA
194 MAXIM INTEGRATED
1,380 NORTHERN TIER ENERGY
810 OFFSHORE GROUP
1,568 UNITED RENTALS
\$4,147

COMBINED FUND 2011
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QUARTERLY RECAPS

	FIRST 2011	SECOND 2011	THIRD 2011	FOURTH 2011	TOTAL
EMPLOYER CONTRIBUTIONS	\$39,904,389	\$38,314,044	\$36,826,653	\$36,056,016	\$151,101,102
EMPLOYEE CONTRIBUTIONS	2,632,064	2,617,306	2,316,558	2,397,960	9,963,888
INTEREST & DIVIDENDS	252,591	337,588	268,564	338,226	1,196,969
MISCELLANEOUS ¹	67,874	135,308	3,941	23,026	230,149

TOTAL INCOME	\$42,856,918	\$41,404,246	\$39,415,716	\$38,815,228	\$162,492,108
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EXPENSES					
MEDICAL	\$14,817,928	\$19,852,133	\$17,431,535	\$17,792,189	\$69,893,785
RETIREES	11,823,905	11,210,028	10,193,294	8,108,533	41,335,760
A & S	1,825,095	1,982,076	2,086,315	1,876,882	7,770,368
DENTAL	1,676,391	1,672,342	1,601,999	1,575,115	6,525,847
DRUG	6,305,406	5,070,833	6,222,505	4,001,713	21,600,457
PSYCHE	606,331	529,044	527,541	359,609	2,022,525
OPTICAL	242,289	242,015	232,178	228,036	944,518
LIFE & AD & D	73,514	50,444	60,291	57,494	241,743
UTILIZATION REVIEW	118,678	120,757	113,073	108,361	460,869
DISEASE MANAGEMENT	179,305	179,299	179,348	179,350	717,302
E.A.P.	23,769	23,588	22,505	22,250	92,112
P.P.O.	336,398	339,292	323,833	311,899	1,311,422
OPERATING EXPENSE	1,062,626	1,149,634	1,124,261	906,869	4,243,390

TOTAL EXPENSE	\$39,091,635	\$42,421,485	\$40,118,678	\$35,528,300	\$157,160,098
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SURPLUS (DEFICIT)	\$3,765,283	(\$1,017,239)	(\$702,962)	\$3,286,928	\$5,332,010
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TOTAL PARTICIPANTS	21,100	20,856	19,796	19,623	20,344
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FUND RESERVE	\$79,636,461	\$77,788,528	\$74,867,066	\$78,245,006	
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¹INCLUDES LITIGATION SETTLEMENT FOR 4th QTR:

\$2,796 INTECH

17,194 NWQ

3,036 SCHERING-PLOUGH

\$23,026

COMBINED FUND FOURTH QUARTER 2012
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MISCELLANEOUS

ACCOUNTING	63,825
ACTUARIAL & CONSULTING	19,927
BONDING AND INS	1,000
COMPUFACTS	4,320
IFEBP	1,080
INVESTMENT MANAGEMENT	58,511
LEGAL	117,061
MEETING	64
POSTAGE	21,851
PRINTING	16,072
TELEPHONE	4,025

TOTAL	\$307,736
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DELINQUENCIES

NONE

**COMBINED FUND
FELRA & UFCW HEALTH AND WELFARE FUND
INCLUDING LEGAL, SEVERANCE AND SCHOLARSHIP
FOURTH QUARTER 2012**

QUARTERLY RECAPS

INCOME	1Q2012	2Q2012	3Q2012	4Q2012	Total
Health	\$37,979,952	\$13,981,776	\$21,207,835	\$36,354,381	\$109,523,944
Legal	1,190,952	1,205,489	1,176,946	1,150,859	4,724,246
Severance	153,029	5,333,313	178,360	214,935	5,879,637
Scholarship	3,219	7,729	3,862	6,225	21,035
Total Income	\$39,327,152	\$20,528,307	\$22,567,003	\$37,726,400	\$120,148,862

EXPENSES	1Q2012	2Q2012	3Q2012	4Q2012	Total
Health	\$38,352,150	\$36,150,228	\$41,208,757	\$38,823,757	\$154,534,892
Legal	1,158,453	1,164,490	1,147,401	1,119,648	4,589,992
Severance	4,842,692	1,811,458	1,903,295	2,424,987	10,982,432
Scholarship	9,120	17,048	29,640	10,336	66,144
Total Expenses	\$44,362,415	\$39,143,224	\$44,289,093	\$42,378,728	\$170,173,460

Surplus/(Deficit)	1Q2012	2Q2012	3Q2012	4Q2012	Total
Health	(\$372,198)	(\$22,168,452)	(\$20,000,922)	(\$2,469,376)	(\$45,010,948)
Legal	32,499	40,999	29,545	31,211	134,254
Severance	(4,689,663)	3,521,855	(1,724,935)	(2,210,052)	(5,102,795)
Scholarship	(5,901)	(9,319)	(25,778)	(4,111)	(45,109)
Total Surplus/(Deficit)	(\$5,035,263)	(\$18,614,917)	(\$21,722,090)	(\$4,652,328)	(\$50,024,598)

Fund Reserve	\$95,699,081	\$91,473,436	\$66,793,346	\$56,882,760
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**COMBINED FUND
FELRA & UFCW HEALTH AND WELFARE FUND
INCLUDING LEGAL, SEVERANCE AND SCHOLARSHIP
2011**

QUARTERLY RECAPS

INCOME	1Q2011	2Q2011	3Q2011	4Q2011	Total
Health	\$42,856,918	\$41,404,246	\$39,415,716	\$38,815,228	\$162,492,108
Legal	1,268,867	1,270,984	1,191,706	1,162,735	4,894,292
Severance	171,956	192,106	186,477	207,899	758,438
Scholarship	2,405	2,705	3,036	3,724	11,870
Total Income	\$44,300,146	\$42,870,041	\$40,796,935	\$40,189,586	\$168,156,708

EXPENSES	1Q2011	2Q2011	3Q2011	4Q2011	Total
Health	\$39,091,635	\$42,421,485	\$40,118,678	\$35,528,300	\$157,160,098
Legal	1,255,619	1,261,120	1,179,326	1,132,778	4,828,843
Severance	9,028,661	1,946,614	1,418,894	2,209,051	14,603,220
Scholarship	9,942	11,010	37,780	8,670	67,402
Total Expenses	\$49,385,857	\$45,640,229	\$42,754,678	\$38,878,799	\$176,659,563

Surplus/(Deficit)	1Q2011	2Q2011	3Q2011	4Q2011	Total
Health	\$3,765,283	(\$1,017,239)	(\$702,962)	\$3,286,928	\$5,332,010
Legal	13,248	9,864	12,380	29,957	65,449
Severance	(8,856,705)	(1,754,508)	(1,232,417)	(2,001,152)	(13,844,782)
Scholarship	(7,537)	(8,305)	(34,744)	(4,946)	(55,532)
Total Surplus/(Deficit)	(\$5,085,711)	(\$2,770,188)	(\$1,957,743)	\$1,310,787	(\$8,502,855)

Fund Reserve	\$107,745,844	\$104,459,278	\$97,852,845	\$100,160,931
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CONTRACT INFORMATION
FOURTH QUARTER 2012

<u>COMPANY</u>	<u>PLAN</u>	<u>RATES</u>	<u>EFF. DATE</u>	<u>CONTRACT EXP.</u>
ASSOCIATED ADMINISTRATORS	X	762.00	07-01-13	10-29-13
	X	430.00	07-01-13	
	X	903.00	07-01-13	
	XX	471.00	07-01-13	
	XX	119.00	07-01-13	
G & G EDDIES	X	715.00	07-01-13	07-31-13
GIANT 27	I	2,510.00	07-01-13	10-31-13
	I	2,399.00	07-01-13	
	X	762.00	07-01-13	
	X	430.00	07-01-13	
	X	903.00	07-01-13	
	XX	471.00	07-01-13	
	XX	119.00	07-01-13	
GIANT 400	I	2,510.00	07-01-13	10-31-13
	I	2,399.00	07-01-13	
	X	762.00	07-01-13	
	X	430.00	07-01-13	
	X	903.00	07-01-13	
	XX	471.00	07-01-13	
	XX	119.00	07-01-13	
GIANT 400 PHARMACY	X	762.00	07-01-13	10-31-13
	X	430.00	07-01-13	
	X	903.00	07-01-13	
	XX	471.00	07-01-13	
	XX	119.00	07-01-13	
GIANT DELAWARE	X	762.00	07-01-13	10-31-13
	X	430.00	07-01-13	
	X	903.00	07-01-13	
	XX	471.00	07-01-13	
	XX	119.00	07-01-13	
GIANT LEXINGTON PARK 400	X	762.00	07-01-13	10-31-13
	X	430.00	07-01-13	
	X	903.00	07-01-13	
	XX	471.00	07-01-13	
	XX	119.00	07-01-13	
GIANT VALLEY 400	I	2,510.00	07-01-13	10-31-13
	I	2,399.00	07-01-13	
	X	762.00	07-01-13	
	X	430.00	07-01-13	
	X	903.00	07-01-13	
	XX	471.00	07-01-13	
	XX	119.00	07-01-13	
SAFEWAY 27	I	2,510.00	07-01-13	10-31-13
	I	2,399.00	07-01-13	
	X	762.00	07-01-13	
	X	430.00	07-01-13	
	X	903.00	07-01-13	
	XX	471.00	07-01-13	
	XX	119.00	07-01-13	

CONTRACT INFORMATION
FOURTH QUARTER 2012

<u>COMPANY</u>	<u>PLAN</u>	<u>RATES</u>	<u>EFF. DATE</u>	<u>CONTRACT EXP.</u>
SAFEWAY 400	I	2,510.00	07-01-13	10-31-13
	I	2,399.00	07-01-13	
	X	762.00	07-01-13	
	X	430.00	07-01-13	
	X	903.00	07-01-13	
	XX	471.00	07-01-13	
	XX	119.00	07-01-13	
SAFEWAY CULPEPER	I	2,510.00	07-01-13	10-31-13
	I	2,399.00	07-01-13	
	X	762.00	07-01-13	
	X	430.00	07-01-13	
	X	903.00	07-01-13	
	XX	471.00	07-01-13	
	XX	119.00	07-01-13	
SAFEWAY DELAWARE	X	762.00	07-01-13	10-31-13
	X	430.00	07-01-13	
	X	903.00	07-01-13	
	XX	471.00	07-01-13	
	XX	119.00	07-01-13	
SAFEWAY DOVER	X	762.00	07-01-13	10-31-13
	X	430.00	07-01-13	
	X	903.00	07-01-13	
	XX	471.00	07-01-13	
	XX	119.00	07-01-13	
STAFF 27	X	762.00	07-01-13	
	X	430.00	07-01-13	
	X	903.00	07-01-13	
	XX	471.00	07-01-13	
	XX	119.00	07-01-13	
STAFF 400	X	762.00	07-01-13	
SUPERFRESH 27	I	2,510.00	07-01-13	10-31-13
	I	2,399.00	07-01-13	
	X	762.00	07-01-13	
	X	430.00	07-01-13	
	X	903.00	07-01-13	
	XX	471.00	07-01-13	
	XX	119.00	07-01-13	
SUPERFRESH 400	I	2,510.00	07-01-13	10-31-13
	I	2,399.00	07-01-13	
	X	762.00	07-01-13	
	X	430.00	07-01-13	
	X	903.00	07-01-13	
	XX	471.00	07-01-13	
	XX	119.00	07-01-13	

FELRA & UFCW
RETIREE HEALTH PLAN
FOURTH QUARTER 2012

ADMINISTRATIVE MANAGER'S REPORT

**FULL TIME RETIREES
FOURTH QUARTER 2012**

INCOME

EMPLOYER CONTRIBUTIONS	\$5,524,404
RETIREE COPAYMENTS	\$1,576,336
INTEREST AND DIVIDENDS	\$25,466
TOTAL INCOME	\$7,126,206

EXPENSES

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL	\$4.95	\$56,845	\$4.83	3,828 RET
DENTAL	\$28.53	\$327,810		3,830 RET
TOTAL DENTAL		\$327,810	\$27.83	
DRUG	\$.80/1.25/SCRIPT	\$2,016,230		31,711 SCRIPTS
DRUG CLAIMS		0		
DRUG FEES	\$0.21/CLAIM	3,636		
TOTAL DRUG		\$2,019,866	\$171.45	
HMO CIGNA		\$3,391,746		1,273 RET
HMO KAISER		1,236,678		1,444 RET
HMO WELL CARE CHOICE		107		1 RET
HOSPITAL		215,748		
SURGICAL		95,509		
DIAGNOSTIC		47,899		
MAJOR MEDICAL		34,534		
MEDICAL ADMINISTRATION	\$11.06	45,330		1,320 RET
TOTAL MEDICAL		\$5,067,551	\$430.15	
PSYCHE	\$2.59	\$18,342	\$1.56	2,361 RET
PSYCHE		\$41,544	\$3.53	
UTILIZATION MANAGEMENT	\$2.35	\$2,522	\$0.21	68 RET
DISEASE MANAGEMENT	\$2.06	\$264	\$0.02	92 RET
P.P.O CAREFIRST FLEXLINK ^{1,2}	\$19.61	\$2,435	\$0.21	39 RET
P P O CAREFIRST NETWORK ^{1,2}	\$3.88	\$78	\$0.01	6 RET
P.P.O. AA, LLC		\$43	\$0.00	
P.P.O. A & G		\$2,664	\$0.23	
ADMINISTRATION	\$5.33	\$62,787	\$5.33	3,927 RET

TOTAL EXPENSES	\$7,602,751	\$645.34
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SURPLUS (DEFICIT)	(\$476,545)
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RETIREES 3,927

AVERAGE COST PER RETIREE \$645.34

¹RATE CHANGE EFFECTIVE NOVEMBER 2012

²INCLUDES RETROACTIVE ADJUSTMENTS

**PART TIME RETIREES
FOURTH QUARTER 2012**

INCOME

EMPLOYER CONTRIBUTIONS	\$934,075
RETIREE COPAYMENTS	\$343,770
INTEREST AND DIVIDENDS	\$5,551
TOTAL INCOME	\$1,283,396

EXPENSES

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL	\$4.95	\$12,786	\$4.98	861 RET
DENTAL	\$28.53	\$73,750	\$28.72	862 RET
DRUG	\$.80/1.25/SCRIPT	\$296,369		4,210 SCRIPTS
DRUG CLAIMS		\$100		
DRUG FEES	\$0.21/CLAIM	531		
DRUG		\$297,000	\$115.65	
HMO CIGNA		\$351,277		240 RET
HMO KAISER		281,472		411 RET
WELL CARE CHOICE		107		1 RET
HOSPITAL		24,441		
SURGICAL		13,794		
DIAGNOSTIC		6,077		
MAJOR MEDICAL		16,290		
MEDICAL ADMINISTRATION	\$11.06	8,474		247 RET
TOTAL MEDICAL		\$701,932	\$273.34	
PSYCHE	\$2.59	\$3,649	\$1.42	470 RET
PSYCHE		\$848	\$0.33	
UTILIZATION MANAGEMENT	\$2.35	\$240	\$0.09	8 RET
DISEASE MANAGEMENT	\$2.06	\$24	\$0.01	22 RET
P.P.O. CAREFIRST FLEXLINK ^{1,2}	\$19.61	\$473	\$0.18	7 RET
P.P.O. CAREFIRST NETWORK ^{1,2}	\$3.88	\$16	\$0.01	1 RET
P.P.O. AA, LLC		\$9	\$0.00	
P.P.O. A & G		\$580	\$0.23	
ADMINISTRATION	\$5.33	\$13,693	\$5.33	856 RET

TOTAL EXPENSES	\$1,105,000	\$430.30
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SURPLUS (DEFICIT)	\$178,396
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RETIREES 856

AVERAGE COST PER RETIREE \$430.30

¹RATE CHANGE EFFECTIVE NOVEMBER 2012

²INCLUDES RETROACTIVE ADJUSTMENTS

**2012
RETIREES
QUARTERLY RECAPS**

	FIRST 2012	SECOND 2012 ¹	THIRD 2012	FOURTH 2012	TOTAL
EMPLOYER CONTRIBUTIONS		\$808,973	\$3,911,107	\$6,458,478	\$11,178,558
RETIREE COPAYMENTS		\$673,150	\$1,918,356	\$1,920,106	\$4,511,612
INTEREST & DIVIDENDS		22,213	77,338	31,017	130,568

TOTAL INCOME \$0 \$1,504,336 \$5,906,801 \$8,409,601 \$15,820,738

EXPENSES

MEDICAL		\$1,924,266	\$5,295,914	\$5,769,483	\$12,989,663
DENTAL		134,006	402,758	401,560	938,324
DRUG		378,329	2,068,026	2,316,866	4,763,221
PSYCHE		18,102	49,732	64,383	132,217
OPTICAL		23,245	69,810	69,631	162,686
UTILIZATION MANAGEMENT		1,111	2,206	2,762	6,079
DISEASE MANAGEMENT		226	519	288	1,033
P.P.O.		3,803	9,213	6,298	19,314
ADMINISTRATION		25,509	76,630	76,480	178,619

TOTAL EXPENSES \$0 \$2,508,597 \$7,974,808 \$8,707,751 \$19,191,156

SURPLUS (DEFICIT)		(\$1,004,262)	(\$2,068,007)	(\$298,150)	(\$3,370,419)
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TOTAL PARTICIPANTS 0 4,786 4,793 4,783 4,787

FUND RESERVE		\$8,944,374	\$8,389,752	\$8,539,557	
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¹ INCLUDES INCOME AND EXPENSES FOR JUNE 2012 ONLY

INVOICES

FELRA & UFCW
HEALTH AND WELFARE FUND
INVOICES

MAY 22, 2013

1. **A & R Associates**

04/30/13	Renewal of Fiduciary Insurance through Chubb for the period 04/30/13 – 04/30/14	\$ 51,520.00
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2. **Associated Administrators, LLC**

12/20/12	Meeting Expenses – Regular Meeting	\$ 80.38
01/28/13	J. Champion – Trustee Nameplate	2.12
03/19/13	Meeting Expenses - Appeals Meeting	223.66

3. **Bank of New York Mellon**

02/13/13	Investment Management Fee – 4Q12	\$ 2,127.79
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4. **Cadence Capital Management**

01/11/13	Investment Management Fee – 4Q12	\$ 603.00
04/16/13	Investment Management Fee – 1Q13	487.00

5. **Cheiron**

12/13/12	Retainer Services – 11/12	\$ 6,000.00
01/16/13	Retainer Services – 12/12	6,000.00
02/25/13	Retainer Services – 01/13	6,000.00
03/15/13	Retainer Services – 02/13	4,250.00
04/12/13	Retainer Services – 03/13	5,125.00

6. **Fountain Capital Management, LLC**

01/17/13	Investment Management Fee – 4Q12	\$ 4,139.00
04/23/13	Investment Management Fee – 1Q13	3,852.00

7. **Healthcare Cost Containment Corporation**

01/16/13	2013 Membership Renewal	\$ 3,500.00
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8.	<u>Intech (Janus Capital Group)</u>		
	01/22/13	Investment Management Fee – Advisory Fee – 12/12	\$ 616.55
	02/22/13	Investment Management Fee – Advisory Fee – 01/13	635.87
	03/22/13	Investment Management Fee – Advisory Fee – 02/13	650.65
9.	<u>Marco Consulting Group, Inc.</u>		
	12/21/12	4Q12 Proxy Voting Report	\$ 337.50
10.	<u>Medical Insurance Consulting Group, Inc.</u>		
	12/28/12	Consulting Services – 06/12 & 07/12	\$ 20,204.85
11.	<u>Morgan, Lewis & Bockius, L.L.P.</u>		
	01/10/13	Profesional Service Rendered – 09/12	\$ 5,953.72
	02/19/13	Professional Services Rendered – 11/12	\$ 6,468.00
	02/28/13	Professional Services Rendered – 12/12	11,026.50
12.	<u>NEPC</u>		
	12/17/12	Consulting Fee – 4Q12	\$ 21,179.67
	03/18/13	Consulting Fee – 1Q13	8,750.00
13.	<u>NWQ</u>		
	12/31/12	Investment Management Fee – 4Q12	\$ 2,576.91
14.	<u>Segal Co.</u>		
	11/20/12	For consulting services rendered in connection with the work relating to the SBC	\$ 11,000.00
	12/31/12	For consulting services rendered in connection with work relating to the MHPAEA for the period ended 11/30/12	10,000.00
15.	<u>Segall, Bryant & Hamill</u>		
	01/18/13	Investment Management Fee – 4Q12 – Acct. B1F9853	\$ 5,253.43
	01/18/13	Investment Management Fee – 4Q12 – Acct. B1F9853T	193.55
	04/19/13	Investment Management Fee – 1Q13 – Acct. B1F9853	4,572.36
	04/19/13	Investment Management Fee – 1Q13 – Acct. B1F9853T	239.27

16. **Slevin & Hart P.C.**

12/20/12	Professional Services rendered through 11/12	\$	18,313.19
01/31/13	Professional Services rendered through 12/12		15,790.71
01/31/13	Subrogation Services rendered through 01/12 – 12/12		2,111.36
02/27/13	Professional Services rendered through 01/13		14,704.78
03/11/13	Subrogation Services rendered through 4Q12		25,438.26
03/25/13	Professional Services rendered through 02/13		29,933.15
04/22/13	Professional Services rendered through 03/13		24,532.85

17. **Trustee Expenses**

01/25/13	I. Kress – Reimbursement of expenses incurred at the IFEBP annual conference in San Diego, CA – November 2012	\$	867.58
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18. **UFCW Local 27**

01/18/13	J. Chorpenning – Reimbursement of meeting expenses incurred for attendance at the IFEBP's 58 th Annual Conference in San Diego, CA - 11/12	\$	2,036.86
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19. **Westwood Holdings**

02/06/13	Investment Management Fee – 4Q12	\$	4,454.65
04/30/13	Investment Management Fee – 1Q13		4,622.67

20. **Windhaven**

02/06/13	Investment Management Fee – 4Q12	\$	13,312
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AA *LLC Associated Administrators, LLC*

May 22, 2013

To: Board of Trustees
FELRA and UFCW Health and Welfare Fund

From: Bill Jensen

Subj: PPACA/Compliance Invoice for Fourth Quarter 2012

Gentlemen:

Attached is Associated's invoice for PPACA related work for the Fourth Quarter 2012. The total is \$323.00. Our contract with the Fund specifies hourly rates to be charged for PPACA related work, at the same rates as is permitted for compliance related work. In addition to the executive summary of charges attached, we have full backup of materials related to our staff's hourly charges available for review if desired. We ask your review and approval of this invoice.

Please feel free to contact me with questions.

PPACA Charges	FELRA
Specific to FELRA Fund	\$ 323.00
Totals	\$ 323.00

FELRA & UFCW
HEALTH AND WELFARE FUND – RETIREE PLAN
INVOICES

MAY 22, 2013

1. **Slevin & Hart P.C.**

03/25/13	Professional Services rendered through 02/13	\$	1,559.50
04/17/13	Professional Services rendered through 03/13		2,289.00

OTHER FUND BUSINESS

February 12, 2013

Policy Committee of the FELRA & UFCW Health & Welfare Retiree Trust
c/o Mr. William R. Jensen, President
Associated Administrators, LLC
4301 Garden City Drive, Suite 201
Landover, Maryland 20785

Re: Engagement Letter for 2013

Dear Trustees:

This letter represents our proposed fees for the year 2013, pursuant to Section 2 of the Consulting Agreement between Cheiron and the Food Employers Labor Relations Association & United Food and Commercial Workers Health & Welfare Retiree Trust dated February 7, 2003.

A) Health Retainer – The annual fee for 2012 retainer services for the FELRA & UFCW Health & Welfare Retiree Trust sub-account will decrease from \$72,000 (\$6,000 per month) to \$61,500 (\$5,125 per month) reflecting the decreased cost of a roll-forward FASB ASC 965 valuation. Our fees represent a 3.1% increase over 2011 fees of \$59,640, when the last roll-forward valuation was performed. The retainer fee covers the following services:

1. Annual retiree health rate development, presentation and report, including retiree and employer co-pays in aggregate and by retiree category, historical trend analysis, prior year actual versus projected analysis and reconciliation, and maintenance of gain/loss split between retirees and employers.
2. Attend one annual Board of Trustees or Policy Committee meeting to present the information above. The presentation will utilize Cheiron's proprietary **H-scan** software.
3. Provide retiree conversion rates to the plan administration.
4. Advance preparation meeting with the working group.
5. Attend up to three additional Trustee/Policy Committee meetings.
6. Ad-hoc communications to the working group on applicable industry developments and information.
7. IBNR calculations.



8. Full FASB ASC 965 post-retirement benefits valuation and report on retiree liability disclosures as of December 31, 2011.
 9. Attend one annual Board of Trustees or Policy Committee meeting to present the FASB ASC 965 Report.
 10. Respond to the annual confirmation request of the Fund's auditor.
 11. Ad-hoc discussions with other Fund professionals that do not require any significant follow-up work or communications.
- B) Severance Retainer** – The 2012 monthly retainer amount for the FELRA & UFCW Severance sub-account was \$37,080 (\$3,090 monthly) and will increase to \$37,740 (\$3,145 monthly) for 2013. The retainer fee covers the following services:
1. Conduct an annual valuation of the current and projected liabilities of the Severance sub-account and prepare a formal written report, including a discussion of the assets and funded status.
 2. Attend one annual Board of Trustees meeting for the purpose of presenting the annual valuation report. The presentation will include a historical look-back and future projections using a custom version of Cheiron's proprietary **X-scan** interactive modeling tools.
 3. Attend at least one additional meeting per year.
 4. Provide information required by the Fund's auditor related to FASB ASC 965 for the annual Financial Statements.
 5. Respond to the annual confirmation request of the Fund's auditor.
 6. Ad-hoc discussions with other Fund professionals that do not require any significant follow-up work or communications.
- C) Non-Retainer** – With respect to special consulting projects, Cheiron's billing rates during calendar year 2013 will range between \$84 and \$460 per hour.

Policy Committee of the FELRA & UFCW Health & Welfare Retiree Trust
February 12, 2013
Page 3

We look forward to serving you and the Trustees during 2013. Please do not hesitate to contact me if you have any questions or concerns.

Sincerely,
Cheiron



John L. Colberg, FSA, EA
Principal Consulting Actuary

cc: Christopher J. Mietlicki
Gene Kalwarski
Kevin Woodrich

MEMORANDUM

**To: Board of Trustees of the
FELRA and UFCW Health and Welfare Fund**

From: William R. Jensen



Date: May 22, 2013

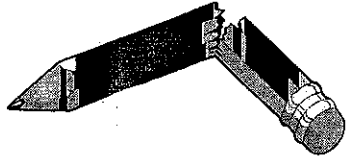
Subj: ValueOptions

ValueOptions is proposing maintenance of their existing rates for the balance of 2013. The rates are:

EAP - \$0.67 PPPM

MHSA - \$2.59 PPPM

Please advise should you have any questions regarding these rates.



MEETING NOTES

[illegible]