Lithographers and Photoengravers Local 285 Welfare Fund
Administrative Load Calculation for the period March 1, 2015 through February 28, 2016

Expense Categories		Audit Year Ending Feb 28, 2012	Audit Year Ending Feb 28, 2013		Actual Experience 3/14 - 11/14	Average Monthly 3/14 - 11/14	Contract Rate Per Month	Projected Annual Expense March 2015 to Feb 2016
Administration Fee		$ 97,151.00	$ 83,940.00		$ 62,955.00	$ 6,995.00	$ 7,275.00	$ 87,300.00
Audit Fee		$ 13,478.00	$ 12,038.00		$ 7,000.00	$ 777.78		$ 9,300.00
Payroll Audit Fees		$ -	$ -		$ -			$ 2,000.00
Actuary		$ -	$ -					
Bank Charges**		$ 371.00	$ 932.00		$ 764.00	$ 84.89		$ 2,000.00
Inv Custodian Expense		$ 4,858.00	$ 2,639.00		$ 4,199.00	$ 466.56	$ 695.00	$ 8,340.00
Meeting Expense		$ 939.00	$ 399.00		$ 400.00	$ 44.44		$ 800.00
OE Meeting Expense		$ -	$ -		$ -	$ -		$ 500.00
Professional Associations		$ 835.00	$ -		$ -	$ -		$ 835.00
Fiduciary Liability Ins		$ 3,350.00	$ 1,438.00		$ 3,712.00	$ 412.44		$ 4,000.00
Fidelity Bond		$ 1,070.00	$ -		$ 1,070.00	$ 238.00		$ 1,070.00
Legal Fees		$ 60,632.00	$ 47,849.00		$ 14,497.00	$ 1,610.78		$ 30,000.00
Mass Mailing Expense		$ 732.00	$ 653.00		$ 122.00	$ 13.56		$ 1,500.00
Printing/Office Supplies		$ 667.00	$ 1,727.00		$ 220.00	$ 27.50		$ 1,500.00
Miscellaneous Expense		$ 16,233.00	$ 1,795.00		$ 783.00	$ 87.00		$ 1,000.00
Totals		$ 200,316.00	$ 153,410.00					

Total Projected Annual Expense		$ 150,145.00
Total Projected Monthly Expense		$ 12,512.08
Projected Monthly Retiree Admin Income (8.5%)		$ 2,927.99
Remaining Monthly Expense Allocation for Actives		$ 9,584.10
Average Active Participant Count ***		166
Admin Load Per Active Participant		$ 57.74

Provider Rates 3/1/15 - 2/29/16	
Kaiser HMO Signature	$ 981.10
Kaiser DHMO Select Low	$ 865.65
Kaiser HMO Select High	$ 1,154.22
Kaiser Flexible Choice Plan	$ 1,154.24
Average Kaiser Rate	$ 1,038.80
GDS Dental	$ 38.43
NVA Vision	$ 6.95
MoA Life/AD&D	$ 9.20
MoA A&S	$ 8.60
Total Average Active Cost	$ 1,101.98
Admin Load Per Active Participant	$ 57.74
Admin Load as Percentage of Cost	5.2%

Notes:

** - Increase due to ACH fees
*** - Count verified by IT report and Accounting

Retiree Self Pay	
Mar 2014 - Nov 2014	$ 310,022.00
Average Per Month	$ 34,446.89
Projected Annual	$ 413,362.67
Admin Rate (8.5%)	0.085
Projected Annual Admin	$ 35,135.83
Projected Monthly Admin	$ 2,927.99