

UFCW UNIONS AND PARTICIPATING EMPLOYERS
HEALTH & WELFARE FUND
FOURTH QUARTER 2018

ADMINISTRATIVE MANAGER'S REPORT

FOURTH QUARTER 2018
PLAN JS

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
KELCO	\$920.73	10	\$28,542	
TOTAL		10	\$28,542	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$87,037
LIFE & AD & D	41
DISABILITY	4,265
DENTAL	1,418
OPTICAL	144
DRUG	19,082
RETIREEES	14,100
MEDICAL ADM.	421
MENTAL HEALTH MANAGER	81
PPO	213
UM/DM	305
SUB TOTAL	\$127,107

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$405
ADMINISTRATION HIPAA	10
MISCELLANEOUS	521
SUB TOTAL	\$936

TOTAL EXPENSES	\$128,043
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SURPLUS (DEFICIT)	(\$99,501)
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AVERAGE INCOME	\$951
AVERAGE EXPENSE	4,268
SURPLUS (DEFICIT)	(\$3,317)

FOURTH QUARTER 2018
PLAN JSS-2

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
SAFEWAY VALLEY FT	\$1,488.72	2	\$8,931	
SAFEWAY VALLEY PT	1,488.72	0	0	
SHOPPERS FOOD 400 FT ¹	1,852.56	323	1,283,523	
SHOPPERS FOOD 400 PT	1,852.56	121	674,331	
UFCW LOCAL 400 TEMP FT	1,852.56	0	0	
COBRA		9	24,430	
HMO COPAYS			0	
TOTAL		455	\$1,991,215	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$1,230,883
HMO	0
LIFE & AD & D	5,552
DISABILITY	94,890
DENTAL	58,712
OPTICAL	6,084
DRUG	355,750
RETIREEES	641,562
MEDICAL ADM.	18,468
MENTAL HEALTH MANAGER	54,577
PPO	8,992
UM/DM	12,823
SUB TOTAL	\$2,488,293

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$18,412
ADMINISTRATION HIPAA	450
MISCELLANEOUS	23,738
SUB TOTAL	\$42,600

TOTAL EXPENSES	\$2,530,893
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SURPLUS (DEFICIT)	(\$539,678)
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AVERAGE INCOME	\$1,459
AVERAGE EXPENSE	1,854
SURPLUS (DEFICIT)	(\$395)

¹Board of Trustees approved Health and Welfare contribution credit taken for October, November and December.

FOURTH QUARTER 2018
PLAN Y FULL TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
ACE SUSHI	\$839.88	0	\$0	
METRO/BASICS ¹	1,032.82	239	536,088	
SHOPPERS 400	1,032.82	128	396,603	
COBRA		1	3,865	
HMO COPAYS			735	
TOTAL		368	\$937,291	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$481,362
HMO	4,007
LIFE & AD & D	5,255
DISABILITY	44,433
DENTAL	44,844
OPTICAL	3,267
DRUG	266,422
MEDICAL ADM.	14,276
MENTAL HEALTH MANAGER	21,764
EAP	716
PPO	7,035
UM/DM	10,020
SUB TOTAL	\$903,401

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$14,891
ADMINISTRATION HIPAA	364
MISCELLANEOUS	19,199
SUB TOTAL	\$34,454

TOTAL EXPENSES	\$937,855
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SURPLUS (DEFICIT)	(\$564)
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AVERAGE INCOME	\$849
AVERAGE EXPENSE	850
SURPLUS (DEFICIT)	(\$1)

¹Board of Trustees approved Health and Welfare contribution credit taken for October, November and December.

FOURTH QUARTER 2018
PLAN Y PART TIME INDIVIDUAL

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
ACE SUSHI	\$347.41	0	\$0	
METRO/BASICS	520.94	215	335,485	
SHOPPERS 400	520.94	397	620,439	
COBRA		3	5,015	
TOTAL		615	\$960,939	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$468,901
HMO	22,618
LIFE & AD & D	3,838
DISABILITY	22,912
DENTAL	41,602
OPTICAL	4,848
DRUG	221,069
MEDICAL ADM.	20,531
MENTAL HEALTH MANAGER	4,800
EAP	1,024
PPO	9,956
UM/DM	14,367
SUB TOTAL	\$836,466

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$24,887
ADMINISTRATION HIPAA	609
MISCELLANEOUS	32,085
SUB TOTAL	\$57,581

TOTAL EXPENSES	\$894,047
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SURPLUS (DEFICIT)	\$66,892
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AVERAGE INCOME	\$521
AVERAGE EXPENSE	485
SURPLUS (DEFICIT)	\$36

FOURTH QUARTER 2018
PLAN Y PART TIME FAMILY

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
ACE SUSHI	\$966.52	0	\$0	
METRO/BASICS	1,476.99	62	274,719	
SHOPPERS 400	1,476.99	111	493,315	
HMO COPAYS			399	
TOTAL		173	\$768,433	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$661,506
HMO	4,841
LIFE & AD & D	1,321
DISABILITY	26,261
DENTAL	29,237
OPTICAL	1,655
DRUG	149,705
MEDICAL ADM.	7,165
MENTAL HEALTH MANAGER	3,534
EAP	361
PPO	3,530
UM/DM	5,034
SUB TOTAL	\$894,150

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$7,001
ADMINISTRATION HIPAA	171
MISCELLANEOUS	9,025
SUB TOTAL	\$16,197

TOTAL EXPENSES	\$910,347
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SURPLUS (DEFICIT)	(\$141,914)
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AVERAGE INCOME	\$1,481
AVERAGE EXPENSE	1,754
SURPLUS (DEFICIT)	(\$273)

FOURTH QUARTER 2018
PLAN Y20 FULL TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$590.09	15	\$27,143	
SHOPPERS 400	590.09	13	23,013	
TOTAL		28	\$50,156	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$1,723
LIFE & AD & D	354
DENTAL	1,403
OPTICAL	217
DRUG	950
MEDICAL ADM.	950
MENTAL HEALTH MANAGER	176
PPO	469
UM/DM	667
SUB TOTAL	\$6,909

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$1,133
ADMINISTRATION HIPAA	28
MISCELLANEOUS	1,461
SUB TOTAL	\$2,622

TOTAL EXPENSES	\$9,531
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SURPLUS (DEFICIT)	\$40,625
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AVERAGE INCOME	\$597
AVERAGE EXPENSE	113
SURPLUS (DEFICIT)	\$484

**FOURTH QUARTER 2018
PLAN Y20 PART TIME**

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$280.94	80	\$67,425	
SHOPPERS 400	280.94	125	105,071	
SHOPPERS 400 ¹	408.75	4	4,496	
COBRA		0	0	
HMO COPAYS			483	
TOTAL		209	\$177,475	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$168,225
HMO	923
LIFE & AD & D	1,328
DISABILITY	969
DENTAL	9,482
OPTICAL	1,637
DRUG	13,980
MEDICAL ADM.	7,165
MENTAL HEALTH MANAGER	1,325
PPO	3,524
UM/DM	5,034
SUB TOTAL	\$213,592

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$8,457
ADMINISTRATION HIPAA	207
MISCELLANEOUS	10,904
SUB TOTAL	\$19,568

TOTAL EXPENSES	\$233,160
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SURPLUS (DEFICIT)	(\$55,685)
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AVERAGE INCOME	\$283
AVERAGE EXPENSE	372
SURPLUS (DEFICIT)	(\$89)

¹Employee additional contribution is \$127.81 for 1 or 2 dependents, or \$383.43 for 3 or more dependents.

FOURTH QUARTER 2018
PLAN Y30 FULL TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$545.82	8	\$13,101	
SHOPPERS 400	545.82	9	15,282	
TOTAL		17	\$28,383	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$9,607
LIFE & AD & D	93
DISABILITY	0
DENTAL	318
OPTICAL	56
DRUG	106
MEDICAL ADM.	285
MENTAL HEALTH MANAGER	51
PPO	126
UM/DM	191
SUB TOTAL	\$10,833

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$688
ADMINISTRATION HIPAA	17
MISCELLANEOUS	887
SUB TOTAL	\$1,592

TOTAL EXPENSES	\$12,425
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SURPLUS (DEFICIT)	\$15,958
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AVERAGE INCOME	\$557
AVERAGE EXPENSE	244
SURPLUS (DEFICIT)	\$313

FOURTH QUARTER 2018
PLAN Y30 PART TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$263.52	60	\$47,170	
SHOPPERS 400	263.52	75	59,027	
SHOPPERS 400 ¹	389.06	1	1,167	
TOTAL		136	\$107,364	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$5,211
LIFE & AD & D	258
DISABILITY	300
DENTAL	1,979
OPTICAL	329
DRUG	4,402
MEDICAL ADM.	1,520
MENTAL HEALTH MANAGER	919
PPO	735
UM/DM	1,068
SUB TOTAL	\$16,721

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$5,503
ADMINISTRATION HIPAA	135
MISCELLANEOUS	7,095
SUB TOTAL	\$12,733

TOTAL EXPENSES	\$29,454
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SURPLUS (DEFICIT)	\$77,910
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AVERAGE INCOME	\$263
AVERAGE EXPENSE	72
SURPLUS (DEFICIT)	\$191

¹Employee additional contribution is \$125.54 for 1 or 2 dependents, or \$376.62 for 3 or more dependents.

**FOURTH QUARTER 2018
PLAN Y40 PART TIME**

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$36.46	116	\$12,724	
SHOPPERS 400	36.46	251	27,418	
TOTAL		367	\$40,142	\$0

BENEFIT EXPENSES	COST
LIFE & AD & D	\$89
DISABILITY	0
DENTAL	634
OPTICAL	112
SUB TOTAL	\$835

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$14,851
ADMINISTRATION HIPAA	363
MISCELLANEOUS	19,146
SUB TOTAL	\$34,360

TOTAL EXPENSES	\$35,195
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SURPLUS (DEFICIT)	\$4,947
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AVERAGE INCOME	\$36
AVERAGE EXPENSE	32
SURPLUS (DEFICIT)	\$4

FOURTH QUARTER 2018
RETIREES

INCOME	CO-PAY	CO-PAY	CO-PAY	CO-PAY	NO-COPAY	COMBINED
RATE	\$366.10	\$188.59	\$173.06	\$361.38	RETIREES	
NO OF EMP.	2	9	1	10	46	68
TOTAL INCOME	\$2,563	\$7,558	\$519	\$10,841	\$0	\$21,481

BENEFIT EXPENSES						COMBINED
MEDICAL	\$8,483	\$8,468	\$0	\$900	\$22,391	\$40,242
DENTAL	202	1,037	86	764	3,929	6,018
OPTICAL	23	162	14	93	622	914
DRUG	85	5,885	3,681	15,644	111,929	137,224
MEDICAL ADM.	108	489	0	244	1,343	2,184
MENTAL HEALTH MANAGER	16	90	0	45	315	466
EAP	0	0	0	16	0	16
UM/DM	0	0	0	28	0	28
TOTAL EXPENSES	\$8,917	\$16,131	\$3,781	\$17,734	\$140,529	\$187,092

SURPLUS (DEFICIT)	(\$6,354)	(\$8,573)	(\$3,262)	(\$6,893)	(\$140,529)	(\$165,611)
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AVERAGE INCOME	\$427	\$280	\$173	\$361	\$0	\$105
AVERAGE EXPENSE	1,486	597	1,260	591	1,018	917
SURPLUS (DEFICIT)	(\$1,059)	(\$317)	(\$1,087)	(\$230)	(\$1,018)	(\$812)

FOURTH QUARTER 2018 SHOPPERS RETIREES
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INCOME	CO-PAY	CO-PAY	CO-PAY	COMBINED
RATE	\$20.00	\$40.00	\$60.00	
NO OF EMP.	220	85	2	307
TOTAL INCOME	\$13,180	\$10,200	\$360	\$23,740

BENEFIT EXPENSES				COMBINED
MEDICAL	\$100,273	\$8,317	\$95,831	\$204,421
DENTAL	29,513	0	0	29,513
OPTICAL	4,370	0	0	4,370
DRUG	73,303	44,486	1,097	118,886
MEDICAL ADM.	4,234	380	1,180	5,794
MENTAL HEALTH MANAGER	748	73	203	1,024
PPO	33	0	19	52
UM/DM	28	85	144	257
TOTAL EXPENSES	\$212,502	\$53,341	\$98,474	\$364,317

SURPLUS (DEFICIT)	(\$199,322)	(\$43,141)	(\$98,114)	(\$340,577)
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AVERAGE INCOME	\$20	\$40	\$60	\$26
AVERAGE EXPENSE	322	209	16,412	396
SURPLUS (DEFICIT)	(\$302)	(\$169)	(\$16,352)	(\$370)

FOURTH QUARTER 2018 SUPERVALU RETIREES

INCOME	CO-PAY	CO-PAY	CO-PAY	COMBINED
RATE	\$20.00	\$40.00	\$60.00	
NO OF EMP.	63	29	0	92
TOTAL INCOME	\$3,800	\$3,440	\$0	\$7,240

BENEFIT EXPENSES				COMBINED
MEDICAL	\$49,003	\$23,057	\$0	\$72,060
DENTAL	8,173	0	0	8,173
OPTICAL	1,213	0	0	1,213
DRUG	18,759	3,150	0	21,909
MEDICAL ADM.	475	244	0	719
MENTAL HEALTH MANAGER	85	43	0	128
PPO	20	0	0	20
UM/DM	0	28	0	28
TOTAL EXPENSES	\$77,728	\$26,522	\$0	\$104,250

SURPLUS (DEFICIT)	(\$73,928)	(\$23,082)	\$0	(\$97,010)
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AVERAGE INCOME	\$20	\$40	\$0	\$26
AVERAGE EXPENSE	411	305	0	378
SURPLUS (DEFICIT)	(\$391)	(\$265)	\$0	(\$352)

FOURTH QUARTER 2018

PRESCRIPTION REPORT

SCRIPTS PROCESSED	SCRIPT/ADM COST	PHARMACY PAYMENT	TOTAL
18,278	\$58	\$1,309,427	\$1,309,485

MISCELLANEOUS EXPENSES

CATEGORY	COST
ACCOUNTING	\$22,020
ACTUARY & CONSULTING	30,823
ACCURINT	1
CONFERENCE EXP	5,292
DUES	1,050
EDUCATION FEES	528
INSURANCE & BONDING	4,095
INVESTMENT MANAGEMENT	2,305
LEGAL	43,689
MEETING EXPENSE	872
POSTAGE	2,239
PRINTING	10,650
TELEPHONE	497
TOTAL	\$124,061

2018 QUARTERLY RECAP

	FIRST 2018	SECOND 2018	THIRD 2018	FOURTH 2018	TOTAL
CONTRIBUTIONS RECEIVED	\$8,427,829	\$6,953,511	\$5,695,101	\$5,089,940	\$26,166,381
CONTRIBUTIONS OUTSTANDING	0	0	0	0	0
RETIREE INCOME	51,727	51,893	52,983	52,461	209,064
INTEREST & DIVIDENDS	29,862	37,388	47,698	74,302	189,250
MISCELLANEOUS INCOME ¹	46	22,500	0	0	22,546

TOTAL INCOME	\$8,509,464	\$7,065,292	\$5,795,782	\$5,216,703	\$26,587,241
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EXPENSES					
MEDICAL	\$3,757,154	\$3,850,969	\$2,908,747	\$3,146,844	\$13,663,714
LIFE & AD & D	28,288	21,986	20,151	18,129	88,554
DISABILITY	289,044	241,226	211,330	194,030	935,630
DENTAL	279,896	228,201	192,033	189,629	889,759
OPTICAL	29,725	22,075	18,562	18,349	88,711
DRUG ²	1,389,731	1,139,554	(338,602)	1,031,466	3,222,149
RETIREES	695,640	596,963	354,551	655,662	2,302,816
MEDICAL ADM.	110,229	83,456	71,731	70,781	336,197
MENTAL HEALTH MANAGER	66,104	145,419	29,320	87,227	328,070
EAP	3,073	2,507	2,125	2,101	9,806
PPO	43,997	47,705	35,606	34,580	161,888
UM/DM	104,413	74,140	52,989	49,509	281,051
SUBTOTAL	\$6,797,294	\$6,454,201	\$3,558,543	\$5,498,307	\$22,308,345

OPERATING EXPENSE					
ADMINISTRATION	\$127,385	\$108,316	\$105,579	\$96,228	\$437,508
ADMINISTRATION HIPAA	3,117	2,650	2,583	2,354	10,704
MISCELLANEOUS	169,772	64,081	138,286	124,061	496,200
SUBTOTAL	\$300,274	\$175,047	\$246,448	\$222,643	\$944,412

TOTAL EXPENSES	\$7,097,568	\$6,629,248	\$3,804,991	\$5,720,950	\$23,252,757
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SURPLUS (DEFICIT)	\$1,411,896	\$436,044	\$1,990,791	(\$504,247)	\$3,334,484
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TOTAL PARTICIPANTS	3,474	2,697	2,425	2,378	2,744
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FUND BALANCE	\$7,976,097	\$8,975,904	\$9,498,351	\$10,893,102	
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¹First Quarter - SBH Class Action - Citigroup.

¹Second Quarter - Employer payment for PCORI Fees.

²Third Quarter - Reduced by recovery proceeds from ESI audit for period ending 2006.

**2017
QUARTERLY RECAP**

	FIRST 2017	SECOND 2017	THIRD 2017	FOURTH 2017	TOTAL
CONTRIBUTIONS RECEIVED ¹	\$12,419,716	\$11,840,462	\$11,638,635	\$12,502,848	\$48,401,661
CONTRIBUTIONS OUTSTANDING	0	0	0	0	0
RETIREE INCOME	194,354	163,588	58,361	50,090	466,393
INTEREST & DIVIDENDS	18,678	21,195	23,597	23,161	86,631
MISCELLANEOUS INCOME ²	0	22,500	38,300	0	60,800

TOTAL INCOME	\$12,632,748	\$12,047,745	\$11,758,893	\$12,576,099	\$49,015,485
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EXPENSES					
MEDICAL	\$7,708,546	\$8,645,985	\$7,210,545	\$7,876,473	\$31,441,549
LIFE & AD & D	61,753	61,815	61,711	61,486	246,765
DISABILITY	370,490	318,350	359,219	329,886	1,377,945
DENTAL	481,683	486,716	467,169	457,055	1,892,623
OPTICAL	57,337	56,726	56,068	55,332	225,463
DRUG	1,165,689	1,195,119	1,341,295	1,122,862	4,824,965
RETIREES	922,507	785,441	688,959	484,308	2,881,215
MEDICAL ADM.	161,020	159,964	161,374	159,176	641,534
MENTAL HEALTH MANAGER	79,944	63,027	145,923	103,244	392,138
EAP	4,342	4,281	4,217	4,148	16,988
PPO	297,642	292,200	285,132	283,412	1,158,386
UM/DM	113,337	106,851	132,751	132,238	485,177
SUBTOTAL	\$11,424,290	\$12,176,475	\$10,914,363	\$11,069,620	\$45,584,748

OPERATING EXPENSE					
ADMINISTRATION	\$209,256	\$208,174	\$210,781	\$209,306	\$837,517
ADMINISTRATION HIPAA	4,225	4,212	4,267	4,245	16,949
MISCELLANEOUS	332,818	145,509	344,508	504,352	1,327,187
SUBTOTAL	\$546,299	\$357,895	\$559,556	\$717,903	\$2,181,653

TOTAL EXPENSES	\$11,970,589	\$12,534,370	\$11,473,919	\$11,787,523	\$47,766,401
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SURPLUS (DEFICIT)	\$662,159	(\$486,625)	\$284,974	\$788,576	\$1,249,084
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TOTAL PARTICIPANTS	5,621	5,582	5,529	5,469	5,550
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FUND BALANCE	\$6,014,256	\$5,479,614	\$6,473,785	\$6,633,559	
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¹First Quarter Contributions include Kroger's reimbursement for Misc. expenses 2014-2016.

²Second Quarter Misc. Income is Employer payment for PCORI Fees.

²Third Quarter Misc. Income is the Perkins Management Settlement.

CONTRACT INFORMATION MAINTENANCE OF BENEFITS FOURTH QUARTER 2018

CONTRACT EXP.	COMPANY	PLAN	RATES
04-30-20	ACE SUSHI	Y	\$839.88
		Y	\$347.41
		Y	\$966.52
02-18-23	KELCO F.C.U.	JS	\$920.73
07-11-20	METRO/ BASICS/ SHOPPERS 27	Y	\$1,032.82
		Y	\$520.94
		Y	\$1,476.99
		Y20	\$590.09
		Y20	\$280.94
		Y30	\$545.82
		Y30	\$263.52
		Y40	\$36.46
10-26-19	SAFEWAY VALLEY	JSS-2	\$1,488.72
		S	\$1.61
07-11-20	SHOPPERS FOOD 400	JSS-2	\$1,852.56
		Y	\$1,032.82
		Y	\$520.94
		Y	\$1,476.99
		Y20	\$590.09
		Y20	\$280.94
		Y30	\$545.82
		Y30	\$263.52
	UFCW LOCAL 400 TEMP	JSS2	\$1,852.56
		Y	\$1,032.82
		Y	\$520.94
		Y30	\$263.52

**UFCW UNIONS AND PARTICIPATING EMPLOYERS
HEALTH AND WELFARE FUND
DELINQUENCY REPORT
FOURTH QUARTER 2018**

FOURTH QUARTER 2018
DELINQUENCY REPORT

PRIOR QUARTERS

NONE

CURRENT QUARTER

NONE