SEVERANCE FUND MEETING

UFCW & FELRA SEVERANCE FUND

AGENDA

APRIL 3, 2014

I. CALL TO ORDER
  - A. RESIGNATION/APPOINTMENT OF COMMITTEE MEMBER
  - B. APPOINTMENT OF SECRETARY

II. MINUTES (pg. 1 – 11)
  - A. REGULAR MEETING – AUGUST 27, 2013
  - B. REGULAR MEETING – DECEMBER 18, 2013
  - C. APPEALS COMMITTEE MEETING – DECEMBER 10, 2013

III. FINANCIAL REPORT
  - A. PNC BANK
  - B. INVESTMENT PERFORMANCE SERVICES

IV. ACTUARY'S REPORT (pg. 12 – 14)
  - A. 2014 RETAINER FEES

V. ATTORNEY'S REPORT

VI. ADMINISTRATIVE MANAGER'S REPORT – (4Q13) (pg. 15 – 37)

VII. INVOICES (pg. 38)

VIII. OTHER FUND BUSINESS (pg. 39 – 40)
  - A. MISCELLANEOUS CORREPONDENCE
  - B. PARTICIPANT APPEAL (REFERRED BY SUBCOMMITTEE)

IX. NEXT MEETING DATE AND LOCATION

X. ADJOURNMENT

MINUTES

United Food & Commercial Workers
and Food Employers Labor Relations Association
Severance Fund

911 RIDGEBROOK ROAD
SPARKS, MARYLAND 21152-9451
TELEPHONE: (410) 683-6500
(800) 638-2972

A PROGRAM OF THE
FELRA & UFCW
HEALTH AND WELFARE FUND

4301 GARDEN CITY DRIVE
SUITE 201
LANDOVER, MARYLAND 20785-2210
TELEPHONE: (301) 459-3020

MINUTES OF THE MEETING OF THE COMMITTEE MEMBERS OF THE UFCW & FELRA SEVERANCE FUND HELD ON AUGUST 27, 2013 IN LANDOVER, MARYLAND

The following Committee Members were present:

Union Committee Members	Employer Committee Members
T. Hipkins – Chairman	J. Champion
C. Wiszynski	L. Madert
	F. Stegman
	S. Stoner

Also present were:

M. Boyle – UFCW Local 400
H. Burton - Fund Co-Counsel
J. Chorpenning – UFCW Local 27
M. Herwig – PNC Bank
W. Jensen - Associated Administrators, LLC
C. Murphy – Associated Administrators, LLC
G. Murphy – UFCW Local 27
J. Paradis – Ahold, USA
B. Slevin - Fund Co-Counsel
L. Walsh – Associated Administrators, LLC

I. CALL TO ORDER

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

A. Proxy

Mr. Jensen reported that Trustee Freeman had given his proxy to Trustee Hipkins to act in all matters coming before the Committee.

II. MINUTES

The Committee Members reviewed the minutes of the regular meeting held on May 23, 2013, which had been pre-circulated.

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

> **RESOLVED that the minutes of the meeting held on May 23, 2013 are recommended for approval as presented.**

III. FINANCIAL REPORT

A. PNC Bank

The Committee Members welcomed Mr. Michael Herwig of PNC Bank to the meeting. He presented the Summary of Activity Report for the period January 1, 2013 through July 31, 2013. Such report indicated a beginning market value of $16,878,534, earnings of $658,121, receipts of $1,766,274, and disbursements of $4,591,440, producing an ending market value of $14,711,489 as of July 31, 2013.

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

IV. ATTORNEY'S REPORT

A. Superfresh Litigation

Mr. Slevin discussed the Superfresh litigation.

B. Acme Litigation

Mr. Slevin discussed the Acme litigation.

V. ADMINISTRATIVE MANAGER'S REPORT

A. First Quarter 2013 Report

Mr. Jensen presented the Administrative Manager's Report for the first quarter 2013. Such report indicated contribution income of $7,709, and interest income of $148,454, producing a total income of $156,163. Total expenses were $2,119,957, producing a deficit of $1,953,794. He noted that hours were recorded on behalf of 7,809 active plan participants.

B. Pending Applications for Benefit

The Trustees discussed whether to pay the Severance benefit for applications received from A&P/Superfresh and Acme participants. Both firms had not remitted the 2012 and 2013 contribution demanded by the Fund. Mr. Murphy made a motion to pay the severance benefits.

On Motion made and seconded, the Union Committee Members voted in favor of the Motion. The Employer Committee Members voted against the Motion. The issue was deadlocked.

Mr. Stegman made a motion to approve the applications contained on the list of applications, excluding the A&P/Superfresh and Acme applications.

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

> **RESOLVED that the Severance applications contained in the first quarter 2013 Administrative Manager's Report, excluding the Superfresh and Acme applications, are recommended for payment.**

VI. INVOICES

Mr. Jensen presented a list of invoices dated August 27, 2013. It was noted there were no additions, deletions or changes to the list.

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

> **RESOLVED that the list of invoices dated August 27, 2013 is recommended for approval.**

VII. OTHER FUND BUSINESS

A. Severance Contributions

Mr. Jensen reported that a contribution demand of $2,000,000 allocated among the participating employers was sent on June 7, 2013. He noted that all employers, with the exception of Superfresh and Acme, had remitted the contributions.

VIII. NEXT MEETING DATE AND LOCATION

Mr. Jensen noted that the next regular Committee meeting will be held on December 18, 2013 in Landover, Maryland.

IX. ADJOURNMENT

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

Respectfully Submitted,

William R. Jensen

FSEV0082713(Orig: 09/06/13)(Rev: 03/19/14bs)

United Food & Commercial Workers
and Food Employers Labor Relations Association
Severance Fund

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MINUTES OF THE MEETING OF THE COMMITTEE MEMBERS OF THE UFCW & FELRA SEVERANCE FUND HELD ON DECEMBER 18, 2013 IN LANDOVER, MARYLAND

The following Committee Members were present:

Union Committee Members	Employer Committee Members
T. Hipkins – Chairman	J. Champion
J. Freeman	L. Madert
L.Harris	F. Stegman
C. Wiszynski	S. Stoner

Also present were:

M. Boyle – UFCW Local 400
H. Burton - Fund Co-Counsel
J. Chorpenning – UFCW Local 27
S. Goodman – Slevin & Hart, P.C.
M. Herwig – PNC Bank
W. Jensen - Associated Administrators, LLC
C. Mietlicki - Cheirion
C. Murphy – Associated Administrators, LLC
G. Murphy – UFCW Local 27
J. Paradis – Ahold, USA
K. Woodrich - Cheiron

I. CALL TO ORDER

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

II. MINUTES

The Committee Members reviewed the minutes of the appeals committee held on September 17, 2013, which had been pre-circulated.

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

> **RESOLVED that the minutes of the appeals committee held on September 17, 2013 are recommended for approval as presented.**

III. FINANCIAL REPORT

A. PNC Bank

The Committee Members welcomed Mr. Michael Herwig of PNC Bank to the meeting. He presented the Summary of Activity Report for the period January 1, 2013 through October 31, 2013. Such report indicated a beginning market value of $16,878,534, earnings of $1,112,579, receipts of $1,771,605, and disbursements of $6,476,050, producing an ending market value of $13,286,668 as of October 31, 2013.

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

IV. ACTUARY'S REPORT

The Committee Members welcomed Mr. Chris Mietlicki of Cheiron to the meeting. They reviewed the January 2013 valuation results. Mr. Mietlicki said that there were 7,853 active participants. The market value of assets as of January 1, 2013 was $16,935,503. The total value of future benefits was $74,155,176. The present value of future employer contributions was $2,232,656, which resulted in a deficit of $54,987,017. He noted that the overall return for 2012 exceeded the 7% assumption, which produced a $0.6 million investment gain. He estimated that the Fund would become insolvent in 2016.

The Trustees thanked Mr. Mietlicki for his report and he were excused from the meeting.

V. ATTORNEY'S REPORT

A. Superfresh Litigation

Ms. Goodman discussed the Superfresh litigation.

B. Acme Litigation

Ms. Goodman discussed the Acme litigation and arbitration.

C. Plan Amendments

Ms. Goodman reviewed Plan Amendments No. 8 and 9. Such amendments were executed by the Trustees. Ms. Goodman and Mr. Burton discussed the Plan amendment on venue and forum.

V. ADMINISTRATIVE MANAGER'S REPORT

A. Second Quarter 2013 Report

Mr. Jensen presented the Administrative Manager's Report for the second quarter 2013. Such report indicated contribution income of $1,738,483, and interest income of $134,007, producing a total income of $1,872,490. Total expenses were $1,766,388, producing a surplus of $106,101. He noted that hours were recorded on behalf of 7,699 active plan participants.

A. Third Quarter 2013 Report

Mr. Jensen presented the Administrative Manager's Report for the third quarter 2013. Such report indicated contribution income of $13,183, and interest income of $81,739, producing a total income of $94,922. Total expenses were $1,635,253, producing a deficit of $1,540,331. He noted that hours were recorded on behalf of 7,559 active plan participants.

A. Pending Applications for Approval

The Trustees discussed approval of the applications contained on the list of applications, excluding the A&P/Superfresh and Acme applications, which were pending for resolution of a deadlock.

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

> **RESOLVED that the Severance applications contained in the second and third quarter 2013 Administrative Manager's Report, excluding the Superfresh and Acme applications, are recommended for payment.**

VI. INVOICES

Mr. Jensen presented a list of invoices dated December 18, 2013. It was noted there were no additions, deletions or changes to the list.

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

> **RESOLVED that the list of invoices dated December 18, 2013 is recommended for approval.**

VII. OTHER FUND BUSINESS

A. ING

Mr. Jensen reported that he had been notified by the Fund's life insurance carrier, ING, that the premium for 2014 would remain the same as the prior year at $0.19 per $1,000.

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

> **RESOLVED to recommend approval of the ING premium rates for 2014.**

B. Participant Appeal

The Trustees reviewed an appeal forwarded by the appeals committee for resolution. The participant was appealing the denial of his severance benefit due to a late application. The Trustees reviewed the appeal, but tabled same pending further investigation.

C. Memorandum of Agreement ("MOA")

Mr. Jensen noted that a Memorandum of Agreement had been reached between Locals 400 and 27 and Giant and Safeway. He reviewed Attachment B of the Memorandum of Agreement with the Severance Committee Members

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

RESOLVED to recommend that Attachment B of the Memorandum of Agreement be adopted as presented.

VIII. NEXT MEETING DATE AND LOCATION

Mr. Jensen noted that the next regular Committee meeting would be left to the call of the Chairman.

IX. ADJOURNMENT

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

Respectfully submitted,

William R. Jensen

United Food and Commercial Workers
and Food Employers Labor Relations Association
Severance Plan

911 Ridgebrook Road
Sparks, Maryland 21152-9451
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(800) 638-2972
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A Program of the
FELRA & UFCW
Health and Welfare Fund

4301 Garden City Drive, Suite 201
Landover, Maryland 20785-6102
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MINUTES OF THE MEETING OF THE APPEALS SUBCOMMITTEE OF THE UFCW& FELRA SEVERANCE FUND HELD ON DECEMBER 10, 2013 IN SPARKS, MARYLAND

The following committee members were present:

UNION	EMPLOYER
C. Wiszynski	L. Madert
T. Hipkins	D. White

Also present were:
E. Novak - Associated Administrators, LLC
C. Brown – Associated Administrators, LLC

I. APPEALS

L27 Severance Appeals:

October 2013

Code	Issue	Decision
S13/115-2059	Not Eligible, Late Appeal	Denied

L400 Severance Appeals:

October 2013

Code	Issue	Decision
S13/112-6842	No Application	Denied

II. ADJOURNMENT

There being no further business, the meeting was adjourned.

Respectfully submitted,

Emily Novak, Appeals Supervisor

ACTUARY'S REPORT

Via Electronic Mail and USPS

January 27, 2014

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 2014

Dear Trustees:

This letter represents our proposed fees for the year 2014, 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 2014 retainer services for the FELRA & UFCW Health & Welfare Retiree Trust sub-account will increase from $61,500 ($5,125 per month) to $74,340 ($6,195 per month). Our fees represent a 3.25% increase over 2012 fees of $72,000, when the last full 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, 2013.

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 2013 monthly retainer amount for the FELRA & UFCW Severance sub-account was $37,740 ($3,145 monthly) and will increase to $38,304 ($3,192 monthly) for 2014. 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 2014 will range between $84 and $465 per hour.

We look forward to serving you and the Trustees during 2014. 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, ASA, MAAA, EA
Gene Kalwarski, FSA, FCA, MAAA, EA
Kevin Woodrich, FSA, MAAA, EA

ADMINISTRATIVE MANAGER'S REPORT

UFCW & FELRA

SEVERANCE FUND

FOURTH QUARTER 2013

ADMINISTRATIVE MANAGER'S REPORT

FULL TIME
FOURTH QUARTER 2013
CONTRIBUTIONS

COMPANY	RATE	PARTICIPANTS	CONTRIBUTIONS	HOURS
A&P	$.35	6	$0	2,532
A&P - NEW HIRE	.10	13	0	5,429
ACME - 27	.35	50	0	22,025
ACME - NEW HIRE	.10	83	0	37,660
FOOD-A-RAMA	.10	11	678	6,779
GIANT	.35	961	0	391,435
GIANT - NEW HIRE	.10	2,247	0	962,725
SAFEWAY	.35	419	0	213,528
SAFEWAY - NEW HIRE	.10	1,092	0	559,677
LOCAL 400 STAFF	.35	24	1,411	11,921
LOCAL 400 STAFF	.10	2	104	1,040
LOCAL 27 STAFF	.35	0	0	0
CHESSIE F.C.U.	.25	4	442	1,769
KELCO F.C.U.	.15	2	121	804
WEPCO F.C.U.	.25	7	654	2,615
TOTAL		4,921	$3,410	2,219,938

AVG. HOURLY CONTRIBUTION $0.002

AVG. HOURS PER MEMBER PER MONTH 150.37

FULL TIME
FOURTH QUARTER 2013
EXPENSES

BENEFIT ELIGIBILITY

TERMINATED	84
ELIGIBLE	62
NON-ELIGIBLE	22

BENEFIT DISTRIBUTION

PRIOR SERVICE	CONTRIBUTIONS	CASH BONUS	TOTAL
$17,399	$942,505	$137,816	$1,097,720

PAYMENT OPTIONS

LUMP SUM	ANNUITY	PAID UP LIFE	CONVERSION
$1,097,720	$0	$0	$0

BALANCE OF DEATH BENEFIT

GROSS	FEDERAL TAX	STATE TAX	NET TOTAL
$54,036	$5,187	$0	$48,849

EXPENSES

CATEGORY	AMOUNT
BENEFIT DISTRIBUTION	$1,097,720
BALANCE OF DEATH BENEFIT	54,036
FICA	62,021
FUTA	2,972
STATE UNEMP TAX	69
GROUP INSURANCE	18,250
ADMINISTRATION	41,924
MISCELLANEOUS	21,029
TOTAL	$1,298,021

MISCELLANEOUS

CATEGORY	AMOUNT
ACTUARIAL	$5,803
BANK FEES	31
INV. MGNE FEE	288
LEGAL	14,715
PRINTING & POSTAGE	150
TELEPHONE	42
TOTAL	$21,029

FULL TIME
2013
QUARTERLY RECAPS

	FIRST 2013	SECOND 2013	THIRD 2013	FOURTH 2013	TOTAL
CONTRIBUTIONS	$7,654	$7,868	$4,851	$3,410	$23,783
MISC. INCOME	0	0	0	0	$0
TOTAL INCOME	$7,654	$7,868	$4,851	$3,410	$23,783

EXPENSES

	FIRST 2013	SECOND 2013	THIRD 2013	FOURTH 2013	TOTAL
BENEFIT DISTRIBUTION	$1,507,944	$1,189,402	$1,198,320	$1,097,720	$4,993,386
BALANCE OF DEATH BENEFIT	0	20,124	20,056	54,036	$94,216
FICA	85,199	67,201	67,705	62,021	$282,126
FUTA	638	843	604	2,972	$5,057
STATE UNEMP TAX	0	190	256	69	$515
GROUP INSURANCE	19,383	19,068	18,745	18,250	$75,446
ADMINISTRATION	42,311	43,316	42,340	41,924	$169,891
MISCELLANEOUS	12,002	20,414	16,117	21,029	$69,562
TOTAL EXPENSES	$1,667,477	$1,360,558	$1,364,143	$1,298,021	$5,690,199

TOTAL INCOME	$7,654	$7,868	$4,851	$3,410	$23,783
TOTAL EXPENSES	$1,667,477	$1,360,558	$1,364,143	$1,298,021	$5,690,199
SURPLUS (DEF.)	($1,659,823)	($1,352,690)	($1,359,292)	($1,294,611)	($5,666,416)

AVG. HR. INC.	$0.003	$0.003	$0.002	$0.002	$0.003
AVG. HR. EXP.	$0.686	$0.599	$0.631	$0.585	$0.626
HR. SUR. (DEF.)	($0.683)	($0.596)	($0.629)	($0.583)	($0.623)

TOTAL PARTICIPANTS	5,167	5,084	4,996	4,921	5,042

FULL TIME
2012
QUARTERLY RECAPS

	FIRST 2012	SECOND 2012	THIRD 2012	FOURTH 2012	TOTAL
CONTRIBUTIONS	$7,382	$7,299	$6,859	$7,354	$28,894
MISC. INCOME	0	0	0	0	$0
TOTAL INCOME	$7,382	$7,299	$6,859	$7,354	$28,894

EXPENSES

BENEFIT DISTRIBUTION	$3,476,713	$1,326,388	$1,480,073	$1,682,172	$7,965,346
BALANCE OF DEATH BENEFIT	22,237	64,622	0	53,836	$140,695
FICA	196,434	74,941	83,624	95,043	$450,042
FUTA	8,490	2,133	1,286	590	$12,499
STATE UNEMP TAX	546	190	62	89	$887
GROUP INSURANCE	20,501	20,237	20,286	19,649	$80,673
ADMINISTRATION	43,174	44,928	43,678	42,952	$174,732
MISCELLANEOUS	793	11,213	9,367	12,081	$33,454
TOTAL EXPENSES	$3,768,888	$1,544,652	$1,638,376	$1,906,412	$8,858,328

TOTAL INCOME	$7,382	$7,299	$6,859	$7,354	$ 28,894
TOTAL EXPENSES	$3,768,888	$1,544,652	$1,638,376	$1,906,412	$ 8,858,328
SURPLUS (DEF.)	($3,761,506)	($1,537,353)	($1,631,517)	($1,899,058)	($8,829,434)

AVG. HR. INC.	$0.003	$0.003	$0.003	$0.003	$0.003
AVG. HR. EXP.	$1.500	$0.636	$0.718	$0.819	$0.918
HR. SUR. (DEF.)	($1.497)	($0.633)	($0.715)	($0.815)	($0.915)

TOTAL PARTICIPANTS	5,431	5,466	5,314	5,225	5,359

FULL TIME *
APPLICATIONS SUBMITTED FOR APPROVAL
FOURTH QUARTER 2013

NAME	TOTAL YEARS	TOTAL BENEFIT
ALLEN, BRUCE	17	$5,383.19
BANASZAK, HELEN C	14	$4,299.31
BATES, PHILLIP	45	$50,067.55
BERRIOS-VALDES, MARY	19	$5,905.93
BLACKBURN, JO ANN	33	$26,376.77
BURGER, JEAN B	28	$7,448.97
CATALDI, BETH C	30	$23,136.31
CHOI, SHIRLEY J	17	$4,931.39
CODY, GARY L	18	$4,683.58
DANCY, SUSANNE	33	$29,900.16
DEMMIN, ROBIN	17	$4,787.86
FINNEY, BEVERLY A	25	$6,505.74
FLEMING, JUDY K	29	$10,297.01
GILBERT, CYNTHIA	26	$7,789.18
GOODEN, CHRISTOPHER G	32	$31,404.95
GOODWIN SR, ERVIN	20	$4,219.56
GREGORY, PAUL F	30	$9,477.81
HALEY, DAVID L	31	$32,458.45
HARRIS, CAREY J	32	$34,544.79
HEWITT, JAMES R	24	$6,505.91
HICKS, RONALD	39	$39,071.34
KEATING, ROBERT	32	$32,494.33
KOESTER, PAULINE	40	$39,117.41
KUHN, JOSEPH	33	$33,186.03
LINKINS, JAMES N	31	$30,828.82
LOVING, LORETTA H	33	$33,234.83
LUBBEHUSEN, ROBERT	23	$6,594.58
MAHAFFERY, MARISSA C	13	$2,677.17
MAKOWSKI, KRISTEN M	28	$7,179.35
MAKOWSKI, STEPHEN A	28	$7,800.06
MARQUIS, ROXANN	30	$27,746.31
MAYO, MARGARET A	27	$8,978.97
MCCABE, RAYMOND	42	$46,122.88
MCDANIEL, HERBERT	16	$3,586.01
MCNUTT, THOMAS	19	$17,757.85
MESSICK, ERNEST	43	$50,692.00
MORAN, KAREN S	37	$19,407.21

NAME	TOTAL YEARS	TOTAL BENEFIT
NELSON, KYLE	16	$3,551.94
NGUYEN, DAVID	22	$6,500.01
O'CONNOR, STEVEN D	32	$30,687.48
PAPE, JENNY L	38	$32,312.39
PAYNE, WANDA R	22	$4,781.21
PHUNG, NGOC	25	$7,865.33
PRATHER, EARL	30	$30,983.94
REDDON, DOROTHY	27	$6,050.10
RIFFEY JR, WILLIAM E	24	$6,320.09
RODRIGUEZ, OSCAR M	19	$4,426.83
ROOPCHAND, BEHARRY	16	$3,739.07
ROSS, OSCAR	44	$49,634.37
SANDOVAL, DOUGLAS	33	$35,000.35
SAYRES, JOSEPH W	33	$29,053.39
SCHINNER, KENNETH	27	$8,439.79
SHANNON, LEO	37	$39,463.11
SMITH, KATHERINE L	20	$4,539.61
SMYTHE, LINTON	15	$3,297.29
STEWART, CYRUS R	15	$4,160.73
STUBBS, LIVINGSTON	23	$6,851.25
TODD, JOYCE	19	$4,915.50
WALLACE, THOMAS	17	$3,970.42
WEST, REMEDIOS	25	$8,194.45
WYNKOOP, THOMAS M	36	$39,740.84
YEMANE, BEKURE	21	$6,640.92
		$1,097,719.98

* Status based on FT/PT status at time of termination.
May not reflect status during entire career.

FULL TIME
APPLICATIONS SUBMITTED FOR APPROVAL
THAT HAVE SERVICE IN EXCESS OF 20 YEARS
FOURTH QUARTER 2013

NAME	YEARS OVER 20	REG. BENEFIT	ADD. BENEFIT	TOTAL BENEFIT
BATES, PHILLIPS	25	$33,255.65	$16,811.90	$50,067.55
BLACKBURN, JO ANN	13	$19,966.17	$6,410.60	$26,376.77
BURGER, JEAN B	8	$6,367.27	$1,081.70	$7,448.97
CATALDI, BETH C	10	$16,915.62	$6,220.69	$23,136.31
DANCY, SUSANNE	12	$22,272.26	$7,627.90	$29,900.16
FINNEY, BEVERLY A	5	$5,895.42	$610.32	$6,505.74
FLEMING, JUDY K	9	$8,647.41	$1,649.60	$10,297.01
GILBERT, CYNTHIA	6	$6,747.78	$1,041.40	$7,789.18
GOODEN, CHRISTOPHER G	12	$24,773.15	$6,631.80	$31,404.95
GREGORY, PAUL F	10	$7,719.51	$1,758.30	$9,477.81
HALEY, DAVID L	11	$25,268.75	$7,189.70	$32,458.45
HARRIS, CAREY J	12	$26,312.78	$8,232.01	$34,544.79
HEWITT, JAMES R	4	$5,803.11	$702.80	$6,505.91
HICKS, RONALD	19	$28,283.64	$10,787.70	$39,071.34
KEATING, ROBERT	12	$25,331.58	$7,162.75	$32,494.33
KOESTER, PAULINE	20	$27,149.86	$11,967.55	$39,117.41
KUHN, JOSEPH	13	$26,217.88	$6,968.15	$33,186.03
LINKINS, JAMES N	11	$25,266.27	$5,562.55	$30,828.82
LOVING, LORETTA H	33	$24,318.93	$8,915.90	$33,234.83
LUBBEHUSEN, ROBERT	3	$5,929.28	$665.30	$6,594.58
MAKOWSKI, KRISTEN M	8	$5,728.65	$1,450.70	$7,179.35
MAKOWSKI, STEPHEN A	8	$6,377.26	$1,422.80	$7,800.06
MARQUIS, ROXANN	10	$22,282.81	$5,463.50	$27,746.31
MAYO, MARGARET A	7	$7,589.57	$1,389.40	$8,978.97
MCCABE, RAYMOND	22	$31,530.03	$14,592.85	$46,122.88
MESSICK, ERNEST	23	$33,646.35	$17,045.65	$50,692.00
MORAN, KAREN S	17	$12,460.01	$6,947.20	$19,407.21
NGUYEN, DAVID	2	$6,049.41	$450.60	$6,500.01
O'CONNOR, STEVEN D	12	$23,515.63	$7,171.85	$30,687.48
PAPE, JENNY L	18	$23,096.39	$9,216.00	$32,312.39
PAYNE, WANDA R	2	$4,369.01	$412.20	$4,781.21
PHUNG, NGOC	5	$6,859.23	$1,006.10	$7,865.33
PRATHER, EARL	10	$24,030.84	$6,953.10	$30,983.94
REDDON, DOROTHY	7	$4,695.70	$1,354.40	$6,050.10
RIFFEY JR, WILLIAM E	4	$5,664.20	$655.89	$6,320.09
ROSS, OSCAR	24	$33,329.08	$16,305.29	$49,634.37
SANDOVAL, DOUGLAS	13	$27,070.40	$7,929.95	$35,000.35
SAYRES, JOSEPH W	13	$20,566.24	$8,487.15	$29,053.39
SCHINNER, KENNETH	7	$7,065.58	$1,374.21	$8,439.79
SHANNON, LEO	17	$28,356.91	$11,106.20	$39,463.11
STUBBS, LIVINGSTON	3	$6,240.15	$611.10	$6,851.25

NAME	YEARS OVER 20	REG. BENEFIT	ADD. BENEFIT	TOTAL BENEFIT
WEST, REMEDIOS	5	$7,429.95	$764.50	$8,194.45
WYNKOOP, THOMAS M	16	$28,513.76	$11,227.08	$39,740.84
YEMANE, BEKURE	1	$6,331.42	$309.50	$6,640.92
		$755,240.90	$251,645.84	$1,006,886.74

PART TIME
FOURTH QUARTER 2013
CONTRIBUTIONS

COMPANY	RATE	PARTICIPANTS	CONTRIBUTIONS	HOURS
A&P	$.35	0	$0	0
A&P - NEW HIRE	.10	29	0	7,025
ACME - 27	.35	10	0	3,014
ACME - NEW HIRE	.10	29	0	9,160
ACME - ADD - MEAT	.25	1	0	110
FOOD-A-RAMA	.10	0	0	0
GIANT	.35	201	0	55,973
GIANT - NEW HIRE	.10	1,813	0	530,225
GIANT - ADD - MEAT	.25	0	0	0
SAFEWAY	.35	32	0	10,818
SAFEWAY - ADD-MEAT	.25	0	0	0
SAFEWAY - NEW HIRE	.10	398	0	127,590
LOCAL 27 STAFF - ADD.	.35	0	0	0
LOCAL 27 STAFF-NEW HIRE	.10	0	0	0
TOTAL		2,513	$0	743,914

AVG. HOURLY CONTRIBUTION $0.000

AVG. HOURS PER MEMBER PER MONTH 98.68

PART TIME
FOURTH QUARTER 2013
EXPENSES

BENEFIT ELIGIBILITY

TERMINATED	39
ELIGIBLE	29
NON-ELIGIBLE	10

BENEFIT DISTRIBUTION

PRIOR SERVICE	CONTRIBUTIONS	CASH BONUS	TOTAL
$3,131	$242,400	$38,045	$283,576

PAYMENT OPTIONS

LUMP SUM	ANNUITY	PAID UP LIFE	CONVERSION
$283,576	$0	$0	$0

BALANCE OF DEATH BENEFIT

GROSS	FEDERAL TAX	STATE TAX	NET TOTAL
$482	$100	$0	$382

EXPENSES

CATEGORY	AMOUNT
BENEFIT DISTRIBUTION	$283,576
BALANCE OF DEATH BENEFIT	382
FICA	16,022
FUTA	2,971
STATE UNEMP TAX	68
GROUP INSURANCE	3,934
ADMINISTRATION	21,414
MISCELLANEOUS	21,028
TOTAL	$349,395

MISCELLANEOUS

CATEGORY	AMOUNT
ACTUARIAL	$5,803
BANK FEES	30
INV. MGNE FEE	288
LEGAL	14,716
PRINTING & POSTAGE	149
TELEPHONE	42
TOTAL	$21,028

PART TIME
2013
QUARTERLY RECAPS

	FIRST 2013	SECOND 2013	THIRD 2013	FOURTH 2013	TOTAL
CONTRIBUTIONS	$55	$0	$0	$0	$55
MISC. INCOME	0	0	0	0	$0
TOTAL INCOME	$55	$0	$0	$0	$55
EXPENSES					
BENEFIT DISTRIBUTION	$391,915	$341,712	$199,486	$283,576	$1,216,689
BALANCE OF DEATH BENEFIT	0	0	22,496	482	$22,978
FICA	22,143	19,307	11,271	16,022	$68,743
FUTA	638	842	603	2,971	$5,054
STATE UNEMP TAX	0	190	256	68	$514
GROUP INSURANCE	4,168	4,097	4,028	3,934	$16,227
ADMINISTRATION	21,616	22,269	21,454	21,414	$86,753
MISCELLANEOUS	12,000	20,413	16,116	21,028	$69,557
TOTAL EXPENSES	$452,480	$408,830	$275,710	$349,495	$1,486,515

TOTAL INCOME	$55	$0	$0	$0	$55
TOTAL EXPENSES	$452,480	$408,830	$275,710	$349,495	$1,486,515
SURPLUS (DEF.)	($452,425)	($408,830)	($275,710)	($349,495)	($1,486,460)

AVG. HR. INC.	$0.000	$0.000	$0.000	$0.000	$0.000
AVG. HR. EXP.	$0.594	$0.378	$0.379	$0.470	$0.806
SURPLUS (DEF.)	($0.594)	($0.378)	($0.379)	($0.470)	($0.806)
TOTAL PARTICIPANTS	2,642	2,615	2,563	2,513	2,607

PART TIME
2012
QUARTERLY RECAPS

	FIRST 2012	SECOND 2012	THIRD 2012	FOURTH 2012	TOTAL
CONTRIBUTIONS	$0	$0	$0	$0	$0
MISC. INCOME	0	0	0	0	$0
TOTAL INCOME	$0	$0	$0	$0	$0

EXPENSES					
BENEFIT DISTRIBUTION	$964,953	$213,840	$188,837	$450,570	$1,818,200
BALANCE OF DEATH BENEFIT	17,764	0	28,053	3,553	$49,370
FICA	54,520	12,082	10,669	25,457	$102,728
FUTA	8,489	2,132	1,286	590	$12,497
STATE UNEMP TAX	546	190	62	89	$887
GROUP INSURANCE	4,502	4,389	4,385	4,228	$17,504
ADMINISTRATION	22,241	22,961	22,260	22,005	$89,467
MISCELLANEOUS	790	11,212	9,367	12,081	$33,450
TOTAL EXPENSES	$1,073,805	$266,806	$264,919	$518,576	$2,124,105

TOTAL INCOME	$0	$0	$0	$0	$0
TOTAL EXPENSES	$1,073,805	$266,806	$264,919	$518,575	$2,124,105
SURPLUS (DEF.)	($1,073,805)	($266,806)	($264,919)	($518,575)	($2,124,105)

AVG. HR. INC.	$0.000	$0.000	$0.000	$0.000	$0.000
AVG. HR. EXP.	($1.318)	($0.326)	($0.348)	($0.667)	($0.665)
SURPLUS (DEF.)	$1.318	$0.326	$0.348	$0.667	$0.665

TOTAL PARTICIPANTS	2,799	2,793	2,708	2,664	2,741

PART TIME *
APPLICATIONS SUBMITTED FOR APPROVAL
FOURTH QUARTER 2013

NAME	TOTAL YEARS	TOTAL BENEFIT
BACON, TAWANNA	4	$200.12
BARKSDALE, GERALDINE L	37	$23,000.74
BROWNER, GLADYS J	34	$24,321.20
COMER, LEON	16	$4,102.89
FARRELL, LOWELL C	14	$1,637.60
FREITAG, DOROTHY M	30	$8,620.13
GARCIA, SOLEDAD	15	$3,078.74
HARRIS, FRANCES M	20	$3,511.89
HERNANDEZ, MARIA	13	$2,472.53
HUGGINS, BARBARA A	35	$17,898.52
KIRK, MARY K	36	$17,965.49
LEE, POLLY S	32	$24,003.83
MARSHALL, CHARLES T	26	$177.97
MCDONALD, DEAN E	15	$2,790.87
MCMAHON, CHARLENE	18	$2,955.26
MILLER, DONNA A	25	$2,000.88
MORINA TYRONE	30	$30,062.88
NORVELL, GLORIA	14	$2,169.29
PHAM, HIEP	14	$1,894.62
PRATHER, EARL F	24	$4,676.05
RICHARDS, DIANE	15	$2,443.98
SALZANO, JENNIFER	26	$5,794.78
SCHREIBER, JO ANN	46	$33,889.91
SILVEIRA, RITA	25	$6,820.63
SMITH, BARBARA A	22	$4,940.46
STACK, CHARLES	16	$1,509.51
SZYMANSKI, JOANNE	34	$20,239.92
THOMAS, LARAYE	14	$3,551.35
WELSH, NELLIE	33	$26,844.21
		$283,576.25

* Status based on FT/PT status at time of termination.
May not reflect status during entire career.

PART TIME
APPLICATIONS SUBMITTED FOR APPROVAL
THAT HAVE SERVICE IN EXCESS OF 20 YEARS
FOURTH QUARTER 2013

NAME	YEARS OVER 20	REG. BENEFIT	ADD. BENEFIT	TOTAL BENEFIT
BARKSDALE, GERALDINE L	17	$16,343.74	$6,657.00	$23,000.74
BROWNER, GLADYS J	14	$19,301.15	$5,020.05	$24,321.20
FREITAG, DOROTHY M	10	$7,447.93	$1,172.20	$8,620.13
HUGGINS, BARBARA A	15	$13,524.57	$4,373.95	$17,898.52
KIRK, MARY K	16	$14,175.69	$3,789.80	$17,965.49
LEE, POLLY S	12	$18,487.48	$5,516.35	$24,003.83
MILLER, DONNA A	5	$1,910.18	$90.70	$2,000.88
MORINA, TYRONE	10	$24,773.68	$5,289.20	$30,062.88
PRATHER, EARL F	4	$4,290.75	$385.30	$4,676.05
SALZANO, JENNIFER	6	$4,994.88	$799.90	$5,794.78
SCHREIBER, JO ANN	26	$21,544.36	$12,345.55	$33,889.91
SILVEIRA, RITA	5	$5,978.82	$841.81	$6,820.63
SMITH, BARBARA	2	$4,753.16	$187.30	$4,940.46
SZYMANSKI, JOANNE	14	$15,291.97	$4,947.95	$20,239.92
WELSH, NELLIE	13	$19,915.96	$6,928.25	$26,844.21
		$192,734.32	$58,345.31	$251,079.63

COMBINED
2013
QUARTERLY RECAPS

	FIRST 2013	SECOND 2013	THIRD 2013	FOURTH 2013	TOTAL
CONTRIBUTIONS [1]	$7,709	$1,738,483	$13,183	$3,410	$1,762,784
ALLOCATED CONTRS.	0	0	0	0	$0
INTEREST	148,454	134,007	81,739	115,120	479,320
MISC. INCOME	0	0	0	0	$0
TOTAL INCOME	$156,163	$1,872,490	$94,922	$118,530	$2,242,104
EXPENSES					
BENEFIT DISTRIBUTION	$1,899,859	$1,531,114	$1,397,806	$1,381,296	$6,210,075
BALANCE OF DEATH BENEFIT	0	$20,124	$42,552	$54,518	$117,194
FICA	107,342	$86,508	$78,976	$78,043	$350,869
FUTA	1,276	$1,685	$1,207	$5,943	$10,111
STATE UNEMP TAX	0	$380	$512	$137	$1,029
GROUP INSURANCE	23,551	$23,165	$22,773	$22,184	$91,673
ADMINISTRATION	63,927	$65,585	$63,794	$63,338	$256,644
MISCELLANEOUS	24,002	$40,827	$32,233	$42,057	$139,119
TOTAL EXPENSES	$2,119,957	$1,769,388	$1,639,853	$1,647,516	$7,176,714
TOTAL INCOME	$156,163	$1,872,490	$94,922	$118,530	$2,242,104
TOTAL EXPENSES	$2,119,957	$1,769,388	$1,639,853	$1,647,516	$7,176,714
SURPLUS (DEF.)	($1,963,794)	$103,101	($1,544,931)	($1,528,986)	($4,934,610)
AVG. HR. INC.	$0.049	$0.558	$0.033	$0.040	$0.205
AVG. HR. EXP.	$0.664	$0.528	$0.567	$0.556	$0.657
HR. SUR. (DEF.)	($0.615)	$0.031	($0.534)	($0.516)	($0.452)
TOTAL PARTICIPANTS	7,809	7,699	7,559	7,434	7,625

FUND RESERVE AS OF DECEMBER 31, 2013 - $12,650,715

[1] CONTRIBUTION PAYMENTS MADE AS REQUIRED UNDER THE NEW COLLECTIVE BARGAINING AGREEMENT

COMBINED
2012
QUARTERLY RECAPS

	FIRST 2012	SECOND 2012	THIRD 2012	FOURTH 2012	TOTAL
CONTRIBUTIONS [1]	$7,382	$5,199,143	$32,024	$7,354	$5,245,903
ALLOCATED CONTRS.	0	0	0	0	$0
INTEREST	145,647	134,170	146,336	207,581	633,734
MISC. INCOME	0	0	0	0	$0
TOTAL INCOME	$153,029	$5,333,313	$178,360	$214,935	$5,879,637

EXPENSES

BENEFIT DISTRIBUTION	$4,441,666	$1,540,228	$1,668,910	$2,132,742	$9,783,546
BALANCE OF DEATH BENEFIT	40,001	64,622	28,053	57,389	190,065
FICA	250,954	87,023	94,293	120,500	552,770
FUTA	16,979	4,265	2,572	1,180	24,996
STATE UNEMP TAX	1,092	380	124	178	1,774
GROUP INSURANCE	25,003	24,626	24,671	23,877	98,177
ADMINISTRATION	65,415	67,889	65,938	64,957	264,199
MISCELLANEOUS	1,583	22,425	18,734	24,162	66,904
TOTAL EXPENSES	$4,842,693	$1,811,458	$1,903,295	$2,424,987	$10,982,432

TOTAL INCOME	$153,029	$5,333,313	$178,360	$214,935	$5,879,637
TOTAL EXPENSES	$4,842,693	$1,811,458	$1,903,295	$2,424,987	$10,982,432
SURPLUS (DEF.)	($4,689,664)	$3,521,855	($1,724,935)	($2,210,052)	($5,102,796)

AVG. HR. INC.	$0.046	$1.641	$0.059	$0.069	$0.454
AVG. HR. EXP.	$1.456	$0.557	$0.626	$0.780	$0.855
HR. SUR. (DEF.)	($1.410)	$1.084	($0.567)	($0.711)	($0.401)
TOTAL PARTICIPANTS	8,230	8,259	8,022	7,889	8,100

FUND RESERVE AS OF DECEMBER 31, 2012 - $16,878,534

[1] CONTRIBUTION PAYMENTS MADE AS REQUIRED UNDER THE NEW COLLECTIVE BARGAINING AGREEMENT

COMBINED
APPLICATIONS SUBMITTED FOR APPROVAL
FOURTH QUARTER 2013

NAME	TOTAL YEARS	TOTAL BENEFIT
ALLEN, BRUCE	17	$5,383.19
BACON, TAWANNA	4	$200.12
BANASZAK, HELEN C	14	$4,299.31
BARKSDALE, GERALDINE L	37	$23,000.74
BATES, PHILLIP	45	$50,067.55
BERRIOS-VALDES, MARY	19	$5,905.93
BLACKBURN, JO ANN	33	$26,376.77
BROWNER, GLADYS J	34	$24,321.20
BURGER, JEAN B	28	$7,448.97
CATALDI, BETH C	30	$23,136.31
CHOI, SHIRLEY J	17	$4,931.39
CODY, GARY L	18	$4,683.58
COMER, LEON	16	$4,102.89
DANCY, SUSANNE	33	$29,900.16
DEMMIN, ROBIN	17	$4,787.86
FARRELL, LOWELL C	14	$1,637.60
FINNEY, BEVERLY A	25	$6,505.74
FLEMING, JUDY K	29	$10,297.01
FREITAG, DOROTHY M	30	$8,620.13
GARCIA, SOLEDAD	15	$3,078.74
GILBERT, CYNTHIA	26	$7,789.18
GOODEN, CHRISTOPHER G	32	$31,404.95
GOODWIN SR, ERVIN	20	$4,219.56
GREGORY, PAUL F	30	$9,477.81
HALEY, DAVID L	31	$32,458.45
HARRIS, CAREY J	32	$34,544.79
HARRIS, FRANCES M	20	$3,511.89
HERNANDEZ, MARIA	13	$2,472.53
HEWITT, JAMES R	24	$6,505.91
HICKS, RONALD	39	$39,071.34
HUGGINS, BARBARA A	35	$17,898.52
KEATING, ROBERT	32	$32,494.33
KIRK, MARY K	36	$17,965.49
KOESTER, PAULINE	40	$39,117.41
KUHN, JOSEPH	33	$33,186.03
LEE, POLLY S	32	$24,003.83
LINKINS, JAMES N	31	$30,828.82
LOVING, LORETTA H	33	$33,234.83

NAME	TOTAL YEARS	TOTAL BENEFIT
LUBBEHUSEN, ROBERT	23	$6,594.58
MAHAFFERY, MARISSA C	13	$2,677.17
MAKOWSKI, KRISTEN M	28	$7,179.35
MAKOWSKI, STEPHEN A	28	$7,800.06
MARQUIS, ROXANN	30	$27,746.31
MARSHALL, CHARLES T	26	$177.97
MAYO, MARGARET A	27	$8,978.97
MCCABE, RAYMOND	42	$46,122.88
MCDANIEL, HERBERT	16	$3,586.01
MCDONALD, DEAN E	15	$2,790.87
MCMAHON, CHARLENE	18	$2,955.26
MCNUTT, THOMAS	19	$17,757.85
MESSICK, ERNEST	43	$50,692.00
MILLER, DONNA A	25	$2,000.88
MORAN, KAREN S	37	$19,407.21
MORINA TYRONE	30	$30,062.88
NELSON, KYLE	16	$3,551.94
NGUYEN, DAVID	22	$6,500.01
NORVELL, GLORIA	14	$2,169.29
O'CONNOR, STEVEN D	32	$30,687.48
PAPE, JENNY L	38	$32,312.39
PAYNE, WANDA R	22	$4,781.21
PHAM, HIEP	14	$1,894.62
PHUNG, NGOC	25	$7,865.33
PRATHER, EARL	30	$30,983.94
PRATHER, EARL F	24	$4,676.05
REDDON, DOROTHY	27	$6,050.10
RICHARDS, DIANE	15	$2,443.98
RIFFEY JR, WILLIAM E	24	$6,320.09
RODRIGUEZ, OSCAR M	19	$4,426.83
ROOPCHAND, BEHARRY	16	$3,739.07
ROSS, OSCAR	44	$49,634.37
SALZANO, JENNIFER	26	$5,794.78
SANDOVAL, DOUGLAS	33	$35,000.35
SAYRES, JOSEPH W	33	$29,053.39
SCHINNER, KENNETH	27	$8,439.79
SCHREIBER, JO ANN	46	$33,889.91
SHANNON, LEO	37	$39,463.11
SILVEIRA, RITA	25	$6,820.63
SMITH, BARBARA A	22	$4,940.46
SMITH, KATHERINE L	20	$4,539.61

NAME	TOTAL YEARS	TOTAL BENEFIT
SMYTHE, LINTON	15	$3,297.29
STACK, CHARLES	16	$1,509.51
STEWART, CYRUS R	15	$4,160.73
STUBBS, LIVINGSTON	23	$6,851.25
SZYMANSKI, JOANNE	34	$20,239.92
THOMAS, LARAYE	14	$3,551.35
TODD, JOYCE	19	$4,915.50
WALLACE, THOMAS	17	$3,970.42
WELSH, NELLIE	33	$26,844.21
WEST, REMEDIOS	25	$8,194.45
WYNKOOP, THOMAS M	36	$39,740.84
YEMANE, BEKURE	21	$6,640.92

$1,381,296.23

$ 1,381,296.23

COMBINED
APPLICATIONS SUBMITTED FOR APPROVAL
THAT HAVE SERVICE IN EXCESS OF 20 YEARS
FOURTH QUARTER 2013

NAME	YEARS OVER 20	REG. BENEFIT	ADD. BENEFIT	TOTAL BENEFIT
BARKSDALE, GERALDINE L	17	$16,343.74	$6,657.00	$23,000.74
BATES, PHILLIPS	25	$33,255.65	$16,811.90	$50,067.55
BLACKBURN, JO ANN	13	$19,966.17	$6,410.60	$26,376.77
BROWNER, GLADYS J	14	$19,301.15	$5,020.05	$24,321.20
BURGER, JEAN B	8	$6,367.27	$1,081.70	$7,448.97
CATALDI, BETH C	10	$16,915.62	$6,220.69	$23,136.31
DANCY, SUSANNE	12	$22,272.26	$7,627.90	$29,900.16
FINNEY, BEVERLY A	5	$5,895.42	$610.32	$6,505.74
FLEMING, JUDY K	9	$8,647.41	$1,649.60	$10,297.01
FREITAG, DOROTHY M	10	$7,447.93	$1,172.20	$8,620.13
GILBERT, CYNTHIA	6	$6,747.78	$1,041.40	$7,789.18
GOODEN, CHRISTOPHER G	12	$24,773.15	$6,631.80	$31,404.95
GREGORY, PAUL F	10	$7,719.51	$1,758.30	$9,477.81
HALEY, DAVID L	11	$25,268.75	$7,189.70	$32,458.45
HARRIS, CAREY J	12	$26,312.78	$8,232.01	$34,544.79
HEWITT, JAMES R	4	$5,803.11	$702.80	$6,505.91
HICKS, RONALD	19	$28,283.64	$10,787.70	$39,071.34
HUGGINS, BARBARA A	15	$13,524.57	$4,373.95	$17,898.52
KEATING, ROBERT	12	$25,331.58	$7,162.75	$32,494.33
KIRK, MARY K	16	$14,175.69	$3,789.80	$17,965.49
KOESTER, PAULINE	20	$27,149.86	$11,967.55	$39,117.41
KUHN, JOSEPH	13	$26,217.88	$6,968.15	$33,186.03
LEE, POLLY S	12	$18,487.48	$5,516.35	$24,003.83
LINKINS, JAMES N	11	$25,266.27	$5,562.55	$30,828.82
LOVING, LORETTA H	33	$24,318.93	$8,915.90	$33,234.83
LUBBEHUSEN, ROBERT	3	$5,929.28	$665.30	$6,594.58
MAKOWSKI, KRISTEN M	8	$5,728.65	$1,450.70	$7,179.35
MAKOWSKI, STEPHEN A	8	$6,377.26	$1,422.80	$7,800.06
MARQUIS, ROXANN	10	$22,282.81	$5,463.50	$27,746.31
MAYO, MARGARET A	7	$7,589.57	$1,389.40	$8,978.97
MCCABE, RAYMOND	22	$31,530.03	$14,592.85	$46,122.88
MESSICK, ERNEST	23	$33,646.35	$17,045.65	$50,692.00
MILLER, DONNA A	5	$1,910.18	$90.70	$2,000.88
MORAN, KAREN S	17	$12,460.01	$6,947.20	$19,407.21
MORINA, TYRONE	10	$24,773.68	$5,289.20	$30,062.88
NGUYEN, DAVID	2	$6,049.41	$450.60	$6,500.01
O'CONNOR, STEVEN D	12	$23,515.63	$7,171.85	$30,687.48
PAPE, JENNY L	18	$23,096.39	$9,216.00	$32,312.39
PAYNE, WANDA R	2	$4,369.01	$412.20	$4,781.21
PHUNG, NGOC	5	$6,859.23	$1,006.10	$7,865.33

NAME	YEARS OVER 20	REG. BENEFIT	ADD. BENEFIT	TOTAL BENEFIT
PRATHER, EARL	10	$24,030.84	$6,953.10	$30,983.94
PRATHER, EARL F	4	$4,290.75	$385.30	$4,676.05
REDDON, DOROTHY	7	$4,695.70	$1,354.40	$6,050.10
RIFFEY JR, WILLIAM E	4	$5,664.20	$655.89	$6,320.09
ROSS, OSCAR	24	$33,329.08	$16,305.29	$49,634.37
SALZANO, JENNIFER	6	$4,994.88	$799.90	$5,794.78
SANDOVAL, DOUGLAS	13	$27,070.40	$7,929.95	$35,000.35
SAYRES, JOSEPH W	13	$20,566.24	$8,487.15	$29,053.39
SCHINNER, KENNETH	7	$7,065.58	$1,374.21	$8,439.79
SCHREIBER, JO ANN	26	$21,544.36	$12,345.55	$33,889.91
SHANNON, LEO	17	$28,356.91	$11,106.20	$39,463.11
SILVEIRA, RITA	5	$5,978.82	$841.81	$6,820.63
SMITH, BARBARA	2	$4,753.16	$187.30	$4,940.46
STUBBS, LIVINGSTON	3	$6,240.15	$611.10	$6,851.25
SZYMANSKI, JOANNE	14	$15,291.97	$4,947.95	$20,239.92
WELSH, NELLIE	13	$19,915.96	$6,928.25	$26,844.21
WEST, REMEDIOS	5	$7,429.95	$764.50	$8,194.45
WYNKOOP, THOMAS M	16	$28,513.76	$11,227.08	$39,740.84
YEMANE, BEKURE	1	$6,331.42	$309.50	$6,640.92
		$947,975.22	$309,991.15	$1,257,966.37
		$ 947,975.22	$ 309,991.15	$ 1,257,966.37

FOURTH QUARTER 2013

DELINQUENCIES

MONTH	EMPLOYER	AMOUNT
July 2012	ACME [1]	$240,298.18
July 2012	SUPER FRESH [1]	$542,863.41
July 2013	ACME	$80,099.39
July 2013	SUPER FRESH	$180,954.47

[1] HAVE BEEN REFERRED TO FUND COUNSEL

INVOICES

UFCW & FELRA SEVERANCE FUND
INVOICES

April 3, 2014

1. **Associated Administrators, LLC**

01/31/14	Envelopes	$	159.49
02/10/14	Reimbursement of paper stock for printing of 1099R		1.17
02/10/14	Reimbursement of W2 forms and custom envelopes		219.33

2. **Cheiron**

02/27/14	Retainer Services – 4Q13	$	9,435.00
02/27/14	Non-Retainer Services –12/13		3,493.75

3. **Morgan, Lewis & Bockius, LLP**

12/13/13	For Professional Services and Expenses through 10/13	$	260.00
02/26/14	For Professional Services and Expenses through 01/14		2,904.00

4. **Slevin & Hart, P.C.**

12/23/13	For Professional Services and Expenses through 11/30/13	$	8,974.23
01/28/14	For Professional Services and Expenses through 12/31/13		6,181.36
02/27/14	For Professional Services and Expenses through 01/31/14		30,830.26

OTHER FUND BUSINESS

NAME: SS#:

UFCW & FELRA Severance Plan

TABLED APPEAL

EMPLOYER:	Giant	**LOCAL:**	400
DATE OF HIRE:	November 7, 1983	**STATUS:**	**Last Day Worked, 3-8-2011** **Benefits Terminated, 11-30-2011** **COBRA, effective 12-1-2011**

ISSUE: Late Application #S13/110-7213

FUND RULE:
"Severance from Service Date
(a) Effective September 28, 2008, if you are an Employee Covered by a Collective Bargaining Agreement, your Severance From Service Date is the earlier of: (1) the date your employment relationship with an Employer terminates, or (2) the first anniversary of the first date of your absence from employment with any employer for any other reason, including, but not limited to disability, sickness, or leave of absence.

Whether a termination of employment has occurred will be determined by the Fund based on the facts and circumstances and in accordance with federal law. "
(UFCW & FELRA Severance Plan SPD, Page 11)

"If your Severance From Service Date occurs on or after September 28, 2008, you will receive your benefit no earlier than four months after your Severance From Service Date, and your benefit must be paid no later than the latest of:
1) The last day of the calendar year in which the four-month waiting period expires; or
2) The 15th day of the third calendar month following the expiration of the four-month waiting period."
(UFCW & FELRA Severance Plan SPD, Page 25)

"If you do not timely submit an application for your Payable Severance Benefit, no benefit will be payable to you by the Fund. Further, your right to receive your Payable Severance Benefit under the Plan will be forfeited if the benefit is not paid by the deadline as described on Page 25.
(UFCW & FELRA Severance Plan SPD, Page 27)

SUMMARY:	Last Day Worked:	March 8, 2011
	Deadline for Collection of Severance:	December 31, 2012
	Completed Severance Application Received:	May 20, 2013
	Denial of Severance Letter Mailed:	August 20, 2013
	Appeal Received:	September 6, 2013

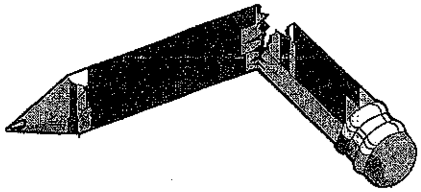
The **participant** is appealing the denial of a Severance benefit. It was noted that a Severance benefit was denied because it was not paid by the deadline as required under the rules of the Fund. The participant states that she was diagnosed with a malignant neoplasm on March 10, 2011 and was unable to work due to complications of her condition. The participant further states she had every intention of returning to work but was unable. The participant states that she inquired on several occasions about a Severance benefit "as a means of support" but was told "it was not a possibility until [she] was officially terminated in the system" and "continued to be told that [her] Severance was secure while [she] was still active". The participant requested a Severance application and after it was submitted, she called to check the status. At that time, she was told that she was still considered an active employee by Giant and "was advised to send a letter" to Human Resources declaring her resignation in order for her Severance application to be processed.(continued)

Fund records indicate the participant suffered a disability on March 10, 2011 and collected Accident and Sickness benefits for the period from March 10, 2011 through the benefit exhaustion date of November 16, 2011. The participant lost Fund eligibility on November 30, 2011 when she did not return to work. A HIPAA statement was mailed on November 29, 2011 and a COBRA notice was mailed on December 2, 2011. The participant elected COBRA coverage at that time.

Fund records further indicate the participant called the Fund office on June 29, 2012 regarding Severance benefits and on May 9, 2013 to request a Severance application. A Severance application was mailed to her on May 10, 2013. A completed Severance application was received on May 20, 2013. The participant called the Fund office again regarding her Severance application on June 27, 2013, July 29, 2013, and July 31, 2013. She was advised that her termination date was needed from her employer. The participant's employer notified the Fund office on August 2, 2013 that she was on a "medical leave of absence" through May 10, 2013 and her employment terminated on that day (May 10, 2013). After a review of the participant's file, the Fund office mailed a letter on August 20, 2013, advising that a Severance benefit was denied because a completed Severance application was received late and a Severance benefit was not able to be paid within the guidelines of the Plan (by December 31, 2012, based on her last day worked of March 8, 2011).

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

This appeal was presented at the appeals subcommittee meeting on September 17, 2013. The Union Trustee approved the appeal. The Employer Trustees denied the appeal. After discussion, the trustees agreed to present the appeal to the Full Board of Trustees at their next meeting.



MEETING NOTES