UFCW & FELRA SEVERANCE FUND

AGENDA

JUNE 4, 2018

I. CALL TO ORDER

II. MINUTES (pg. 1 – 6)
   A. REGULAR MEETING – MARCH 2, 2018
   B. APPEALS COMMITTEE MEETING - MAY 2, 2018

III. FINANCIAL REPORT (pg. 7)
   A. PNC REPORT

IV. ACTUARY'S REPORT
   A. 2018 ENGAGEMENT REQUEST

V. ATTORNEY'S REPORT

VI. ADMINISTRATIVE MANAGER'S REPORT – (1Q18) (pg. 8 – 27)

VII. INVOICES (pg. 28)

VIII. OTHER FUND BUSINESS (pg. 29 – 33)
   A. MISCELLANEOUS CORRESPONDENCE
   B. COMMITTEE REVIEW OF APPLICATION PROCESS
   C. PENDING SEVERANCE APPEALS

IX. NEXT MEETING DATE AND LOCATION (SEPTEMBER 25, 2018 – LOCATION TO BE DETERMINED)

X. ADJOURNMENT

MINUTES

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

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MINUTES OF THE MEETING OF THE COMMITTEE MEMBERS
OF THE UFCW & FELRA SEVERANCE FUND
MARCH 2, 2018
HANOVER, MARYLAND

The following Committee Members were present:

Union Committee Members
T. Hipkins - Chairman
J. Hack
N. Hill
M. Wilson
C. Hoffmann

Employer Committee Members
J. Paradis
D. Dosenbach
M. Goble

Also present were:

Y. Anwar – UFCW Local 400
H. Burton – Morgan, Lewis & Bockius, LLP
J. Chorpenning – UFCW Local 27
L. DuVall – Associated Administrators, LLC
M. Federici – UFCW Local 400
W. Jensen – Associated Administrators, LLC
G. Kalwarski – Cheiron
C. Mietlicki – Cheiron
S. Sanchez – Slevin & Hart, P.C.
B. Slevin – Slevin & Hart, P.C.
K. Woodrich – Cheiron

I. CALL TO ORDER

A quorum being present, the meeting was called to order. Mr. Jensen noted that he had received correspondence from the Food Employers Labor Relations Association appointing Mr. Michael Goble to the Committee, replacing Mr. Meisen, who retired.

II. MINUTES

The Committee Members reviewed the minutes of the last regular meeting held on January 10, 2018, which were pre-circulated.

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

> **RESOLVED that the minutes of the regular meeting held on January 10, 2018, are approved as presented.**

III. FINANCIAL REPORT

A. PNC Bank

Mr. Jensen reviewed the PNC Summary of Activity Report for the period January 1 through November 30, 2017. Such report indicated a beginning market value of $2,458,843, earnings of $70,054, receipts of $3,357,121, and disbursements of $4,618,047, producing an ending market value of $1,267,971 as of November 30, 2017.

B. Investment Performance Services ("IPS")

The Committee Members welcomed Mr. Rich Sichel of IPS to the meeting. Mr. Sichel presented the Master Consulting Report for the quarter ended December 31, 2017. Such report indicated a beginning market value for the fourth quarter 2017 of $2,187,818, net cash flow of negative $1,198,097, and a net investment change of $1,756, resulting in an ending market value of $991,478 for the quarter. The performance was 0.1% for the quarter.

Mr. Sichel presented the Preliminary Performance update as of January 31, 2018. The beginning market value was $991,478, net cash flow was $2,439,326, and net investment change was $203, resulting in an ending market value of $3,431,007 as of January 31, 2018. The year-to-date performance 0.0%.

IV. ATTORNEY'S REPORT

A. Department of Labor ("DOL") Inquiry

Mr. Slevin reported on the DOL's requests for information regarding former SuperFresh participants. After discussion, the Board directed Fund counsel to notify the Fund's fiduciary liability insurance carrier of a potential claim relating to the investigation. The Board elected not to submit a claim for investigation-related expenses at this time.

V. ADMINISTRATIVE MANAGER'S REPORT

A. Fourth Quarter 2017 Report

Mr. Jensen presented the Administrative Manager's Fourth Quarter 2017 Report. Such report indicated contribution income of $2,354, interest income of $46,698, and miscellaneous income of $397, producing a total income of $49,449. Total expenses were $1,050,641, producing a deficit of $1,001,192 for the quarter. He noted that hours were recorded on behalf of 31 active Plan participants.

Mr. Jensen reviewed the severance applications contained in the Administrative Manager's Fourth Quarter 2017 Report.

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

> **RESOLVED that the Severance applications contained in the Administrative Manager's Fourth Quarter 2017 Report are recommended for payment.**

B. Administrative Services Contract Renewal

Mr. Jensen stated that Associated Administrators' contract will expire March 31, 2018. He presented a request for a three-year extension of the contract and reviewed justification for a fee increase. After discussion and on Motion made and seconded, the Committee members voted unanimous approval of the following resolution:

> **RESOLVED to recommend approval of the three-year extension of the administrative services contract at a fee increase of 3% per year effective April 1, 2018 in addition to the proposed hourly rates for implementing new regulatory changes and new vendor implementations.**

VI. INVOICES

Mr. Jensen presented a list of invoices dated March 2, 2018. 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 invoices on the list dated March 2, 2018 are recommended for approval as presented.

VII. OTHER FUND BUSINESS

A. Severance Sub-Committee

Mr. Jensen reported that the Severance sub-committee members and co-counsel met at Associated's Sparks, Maryland, office on February 13, 2018 to review existing Severance procedures and to discuss severance appeals. In follow up to that meeting, the Fund office drafted an updated proposed Severance application and cover letter and a reminder postcard, copies of which were distributed to the Committee members to review. After discussion,

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

RESOLVED to delegate to Committee Members Goble and Hipkins the authority to finalize the updated severance application and communication materials.

Mr. Jensen noted that there are fifteen pending appeals and asked the sub-committee to provide him with available dates and times so he could coordinate a mutually acceptable meeting.

B. Safeway Delinquency

Given that the following discussion involved Safeway, Mr. Dosenbach was excused from the meeting.

The Committee members discussed Safeway's late contribution payment to the Severance Fund and the application of the Fund's delinquency and collection policy. After discussion,

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

RESOLVED to recommend that the Fund demand and collect payment from Safeway of the interest owed on Safeway's late contribution payment, in accordance with the Fund's delinquency and collection policy; and

FURTHER RESOLVED to recommend that the Fund suspend the collection of liquidated damages related to Safeway's late contribution payment unless Safeway again becomes delinquent at which time the liquidated damages would be pursued.

Mr. Dosenbach was invited to return to the meeting and was informed of the foregoing.

VIII. NEXT MEETING DATE AND LOCATION

It was noted that the next meeting of the Board of Trustees is scheduled for June 28, 2018 in the offices of UFCW Local 400 located in Landover, Maryland.

IX. ADJOURNMENT

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

Respectfully Submitted,

William R. Jensen

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

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**APPEALS EMAILED TO THE APPEALS SUBCOMMITTEE
OF THE UFCW & FELRA SEVERANCE PLAN AND RESOLVED
VIA CONFERENCE CALL ON MAY 2, 2018**

The following committee members made determinations on the appeals:

UNION
Y. Anwar

EMPLOYER
M. Goble

Also present was:
C. Brown – Associated Administrators, LLC

APPEALS

The following appeals were reviewed by the Trustees:

Local 400 Severance Appeals – January 2018

Code	Issue	Decision
S18/100-7625	Not Eligible (Classification)	Tabled

There were no Local 400 severance appeals presented from February 2018 through March 2018.

There were no Local 27 severance appeals presented from January 2018 through March 2018.

Respectfully submitted,

Chris Brown, Appeals Supervisor

FINANCIAL REPORT

UFCW & FELRA VEBA SEVERANCE FUND
SUMMARY OF ACTIVITY
JANUARY 01, 2018 to APRIL 30, 2018

Item	Amount
Market Value 01/01/18	$991,925
Earnings	$1,692
Receipts	$3,735,511
Disbursements	($1,607,364)
Market Value 4/30/2018	$3,121,764

PNC BANK, NA

ADMINISTRATIVE MANAGER'S REPORT

UFCW & FELRA

SEVERANCE FUND

FIRST QUARTER 2018

ADMINISTRATIVE MANAGER'S REPORT

FULL TIME
FIRST QUARTER 2018
CONTRIBUTIONS

COMPANY	RATE	PARTICIPANTS	CONTRIBUTIONS	HOURS
FOOD-A-RAMA	$0.10	9	$511	5,112
GIANT	$0.35	0	0	0
GIANT - NEW HIRE	$0.10	0	0	0
SAFEWAY	$0.35	0	0	0
SAFEWAY - NEW HIRE	$0.10	0	0	0
LOCAL 27 STAFF	$0.35	0	0	0
LOCAL 400 STAFF	$0.35	8	0	3,600
LOCAL 400 STAFF	$0.35	5	798	2,280
CHESSIE F.C.U.	$0.25	2	242	969
WEPCO F.C.U.	$0.25	7	773	3,090
TOTAL		31	$2,324	15,051

AVG. HOURLY CONTRIBUTION $0.154

AVG. HOURS PER MEMBER PER MONTH 161.84

FULL TIME
FIRST QUARTER 2018
EXPENSES

BENEFIT ELIGIBILITY

TERMINATED	47
ELIGIBLE	34
NON-ELIGIBLE	13

BENEFIT DISTRIBUTION

PRIOR SERVICE	CONTRIBUTIONS	CASH BONUS	TOTAL
$4,791	$568,317	$73,328	$646,436

PAYMENT OPTIONS

LUMP SUM	ANNUITY	PAID UP LIFE	CONVERSION
$646,436	$0	$0	$0

BALANCE OF DEATH BENEFIT

GROSS	FEDERAL TAX	STATE TAX	NET TOTAL
$35,037	$7,213	$4,745	$23,079

EXPENSES

CATEGORY	AMOUNT
BENEFIT DISTRIBUTION	$646,436
BALANCE OF DEATH BENEFIT	35,037
FICA	49,452
FUTA	894
STATE UNEMP TAX	0
GROUP INSURANCE	12,729
ADMINISTRATION	34,755
MISCELLANEOUS	18,659
TOTAL	$797,962

MISCELLANEOUS

CATEGORY	AMOUNT
ACTUARIAL	$5,053
BANK FEES	19
CONFERENCE EXPENSE	2,627
LEGAL	9,904
MEETING EXPENSE	156
POSTAGE & PRINTING	877
TELEPHONE	23
TOTAL	$18,659

FULL TIME *
APPLICATIONS SUBMITTED FOR APPROVAL
FIRST QUARTER 2018

NAME	TOTAL YEARS	TOTAL BENEFIT
ABUELHAWA, FATIMA	29	$6,484.01
BETHEA, MARCHIA	27	$4,999.43
BUDD, HAROLD	42	$41,354.58
BUFO, DOMINIC	32	$8,629.63
CHEVRIER, DENISE	39	$35,636.54
DELIEN, KERI	23	$5,379.12
FINOCCHIETTA, JOANN	31	$8,075.45
GILES, EMMA	24	$4,643.31
GRIMES, PAUL E	43	$47,461.46
HARLEY, RENEE	31	$7,632.09
HOLLOMAN, ERNEST	26	$6,710.57
JANKE, SCOTT	29	$8,054.78
JENNINGS, CAROL	27	$6,677.54
KOLAREK, TERRY	28	$5,773.46
KOLESAR, JOHN	25	$3,896.05
KOLODZIEJSKI, GERARD	44	$41,048.88
LAMP, JAMES	39	$44,220.51
LEHMANN, TIMOTHY	34	$31,844.12
MAGUIRE, MOIRA	21	$5,021.38
MOORE, JOANNE	38	$30,511.75
MORETTI, DARLENE	37	$32,053.40
PARKER, DENISE	28	$5,481.32
PRETTY, CLINTON	34	$31,604.72
SENSENEY, THOMAS	42	$44,898.32
SHIMEL JR, JAMES	32	$9,954.29
SIMONS, CHERYL	30	$9,152.78
STADSKLEV, JOYCE	35	$33,962.93
STAHL, HELEN	41	$35,107.09
STONE, JOHN	18	$3,063.13
STREFF, RONALD	37	$35,675.92
WHITAKER, GWENDOLYN	24	$5,715.23
WILLIAMS JR, JOSEPH	36	$31,830.47
WINEBRENNER, CLARENCE	31	$9,094.14
WITHERS, KARLOTTA	24	$4,787.66

FULL TIME
APPLICATIONS SUBMITTED FOR APPROVAL
THAT HAVE SERVICE IN EXCESS OF 20 YEARS
FIRST QUARTER 2018

NAME	YEARS OVER	REG. BENEFIT	ADD. BENEFIT	TOTAL BENEFIT
ABUELHAWA, FATIMA	9	$5,653.11	$830.90	$6,484.01
BETHEA, MARCHIA	7	$4,386.31	$613.12	$4,999.43
BUDD, HAROLD	22	$29,730.27	$11,624.31	$41,354.58
BUFO, DOMINIC	12	$7,055.23	$1,574.40	$8,629.63
CHEVRIER, DENISE	19	$25,553.98	$10,082.56	$35,636.54
DELIEN, KERI	3	$5,279.51	$99.61	$5,379.12
FINOCCHIETTA, JOANN	11	$6,551.86	$1,523.59	$8,075.45
GILES, EMMA	4	$4,576.71	$66.60	$4,643.31
GRIMES, PAUL E	23	$32,846.80	$14,614.66	$47,461.46
HARLEY, RENEE	11	$6,381.49	$1,250.60	$7,632.09
HOLLOMAN, ERNEST	6	$6,266.67	$443.90	$6,710.57
JANKE, SCOTT	9	$6,911.02	$1,143.76	$8,054.78
JENNINGS, CAROL	7	$5,952.34	$725.20	$6,677.54
KOLAREK, TERRY	8	$5,020.06	$753.40	$5,773.46
KOLESAR, JOHN	5	$3,546.45	$349.60	$3,896.05
KOLODZIEJSKI, GERARD	24	$28,635.08	$12,413.80	$41,048.88
LAMP, JAMES	19	$31,658.33	$12,562.18	$44,220.51
LEHMANN, TIMOTHY	14	$25,258.17	$6,585.95	$31,844.12
MAGUIRE, MOIRA	1	$4,564.89	$456.49	$5,021.38
MOORE, JOANNE	18	$21,780.65	$8,731.10	$30,511.75
MORETTI, DARLENE	17	$24,313.85	$7,739.55	$32,053.40
PARKER, DENISE	8	$4,561.32	$920.00	$5,481.32
PRETTY, CLINTON	14	$25,127.62	$6,477.10	$31,604.72
SENSENEY, THOMAS	22	$31,324.19	$13,574.13	$44,898.32
SHIMEL JR, JAMES	12	$8,264.09	$1,690.20	$9,954.29
SIMONS, CHERYL	10	$7,771.36	$1,381.42	$9,152.78
STADSKLEV, JOYCE	15	$26,346.29	$7,616.64	$33,962.93
STAHL, HELEN	21	$24,676.04	$10,431.05	$35,107.09
STREFF, RONALD	17	$27,112.82	$8,563.10	$35,675.92
WHITAKER, GWENDOLYN	4	$4,973.93	$741.30	$5,715.23
WILLIAMS JR, JOSEPH	16	$24,762.57	$7,067.90	$31,830.47
WINEBRENNER, CLARENCE	11	$7,786.14	$1,308.00	$9,094.14
WITHERS, KARLOTTA	4	$4,766.81	$20.85	$4,787.66
		$489,395.96	$153,976.97	$643,372.93

FULL TIME
2018
QUARTERLY RECAPS

	FIRST 2018	SECOND 2018	THIRD 2018	FOURTH 2018	TOTAL
CONTRIBUTIONS	$2,324	$0	$0	$0	$2,324
MISC. INCOME	0	0	0	0	0
TOTAL INCOME	$2,324	$0	$0	$0	$2,324

EXPENSES

BENEFIT DISTRIBUTION	$646,436	$0	$0	$0	$646,436
BALANCE OF DEATH BENEFIT	35,037	0	0	0	35,037
FICA	49,452	0	0	0	49,452
FUTA	894	0	0	0	894
STATE UNEMP TAX	0	0	0	0	0
GROUP INSURANCE	12,729	0	0	0	12,729
ADMINISTRATION	34,755	0	0	0	34,755
MISCELLANEOUS	18,659	0	0	0	18,659
TOTAL EXPENSES	$797,962	$0	$0	$0	$797,962

TOTAL INCOME	$2,324	$0	$0	$0	$2,324
TOTAL EXPENSES	$797,962	$0	$0	$0	$797,962
SURPLUS (DEF.)	($795,638)	$0	$0	$0	($795,638)

AVG. HR. INC.	$0.15	$0.00	$0.00	$0.00	$0.15
AVG. HR. EXP.	$53.02	$0.00	$0.00	$0.00	$53.02
HR. SUR. (DEF.)	($52.87)	$0.00	$0.00	$0.00	($52.870)

TOTAL PARTICIPANTS	31	0	0	0	31

FULL TIME
2017
QUARTERLY RECAPS

	FIRST 2017	SECOND 2017	THIRD 2017	FOURTH 2017	TOTAL
CONTRIBUTIONS	$2,294	$2,354	$2,234	$2,143	$9,025
MISC. INCOME	0	0	0	0	0
TOTAL INCOME	**$2,294**	**$2,354**	**$2,234**	**$2,143**	**$9,025**

EXPENSES

BENEFIT DISTRIBUTION	$1,244,624	$721,938	$657,186	$905,824	$3,529,572
BALANCE OF DEATH BENEFIT	3,394	8,095	30,493	12,089	54,071
FICA	95,214	55,228	50,275	69,296	270,013
FUTA	1,642	1,111	1,015	1,310	5,078
STATE UNEMP TAX	261	270	241	241	1,013
GROUP INSURANCE	13,892	13,386	13,141	12,937	53,356
ADMINISTRATION	35,902	36,422	35,792	35,277	143,393
MISCELLANEOUS	12,448	17,649	17,178	22,077	69,352
TOTAL EXPENSES	**$1,407,377**	**$854,099**	**$805,321**	**$1,059,051**	**$4,125,848**

TOTAL INCOME	$2,294	$2,354	$2,234	$2,143	$9,025
TOTAL EXPENSES	$1,407,377	$854,099	$805,321	$1,059,051	$4,125,848
SURPLUS (DEF.)	($1,405,083)	($851,745)	($803,087)	($1,056,908)	($4,116,823)

AVG. HR. INC.	$0.156	$0.152	$0.150	$0.150	$0.15
AVG. HR. EXP.	$95.545	$55.160	$53.969	$74.272	$69.74
HR. SUR. (DEF.)	($95.389)	($55.008)	($53.819)	($74.122)	($69.590)

TOTAL PARTICIPANTS	**31**	**31**	**31**	**31**	**31**

PART TIME
FIRST QUARTER 2018
CONTRIBUTIONS

COMPANY	RATE	PARTICIPANTS	CONTRIBUTIONS	HOURS
FOOD-A-RAMA	$0.10	0	$0	0
GIANT	$0.35	0	0	0
GIANT - NEW HIRE	$0.10	0	0	0
GIANT - ADD - MEAT	$0.25	0	0	0
SAFEWAY	$0.35	0	0	0
SAFEWAY - ADD-MEAT	$0.25	0	0	0
SAFEWAY - NEW HIRE	$0.10	0	0	0
TOTAL		0	$0	0

AVG. HOURLY CONTRIBUTION	$0.000
AVG. HOURS PER MEMBER PER MONTH	0.00

PART TIME
FIRST QUARTER 2018
EXPENSES

BENEFIT ELIGIBILITY

TERMINATED	33
ELIGIBLE	16
NON-ELIGIBLE	17

BENEFIT DISTRIBUTION

PRIOR SERVICE	CONTRIBUTIONS	CASH BONUS	TOTAL
$1,543	$116,049	$16,834	$134,426

PAYMENT OPTIONS

LUMP SUM	ANNUITY	PAID UP LIFE	CONVERSION
$134,426	$0	$0	$0

BALANCE OF DEATH BENEFIT

GROSS	FEDERAL TAX	STATE TAX	NET TOTAL
$1,411	$226	$0	$1,185

EXPENSES

CATEGORY	AMOUNT
BENEFIT DISTRIBUTION	$134,426
BALANCE OF DEATH BENEFIT	1,411
FICA	10,284
FUTA	894
STATE UNEMP TAX	0
GROUP INSURANCE	2,624
ADMINISTRATION	16,368
MISCELLANEOUS	18,657
TOTAL	$184,664

MISCELLANEOUS

CATEGORY	AMOUNT
ACTUARIAL	$5,052
BANK FEES	19
CONFERENCE EXPENSE	2,626
LEGAL	9,904
MEETING EXPENSE	156
POSTAGE & PRINTING	877
TELEPHONE	23
TOTAL	$18,657

PART TIME *
APPLICATIONS SUBMITTED FOR APPROVAL
FIRST QUARTER 2018

NAME	TOTAL YEARS	TOTAL BENEFIT
BAILEY, JOHN C	28	$5,579.71
BROWN, CAROL	29	$6,184.06
BRUCE, ROMOAN	28	$3,620.00
CANNON, RONALD	44	$40,663.14
CRAWFORD, CYNTHIA	32	$6,341.64
HUMAN, THEODORE	25	$4,277.33
JONES, CAROL	35	$26,440.60
MACK, IDA MAE	31	$6,767.42
NEEDY,DEBRA	33	$5,271.51
NEEL, MARY	30	$8,539.98
OLSZEWSKI, JENNIFER	23	$1,810.82
PAULLEY, CAROLYN	21	$3,741.99
PEEPLES, RICHARD	27	$2,850.46
POWELL, CYNTHIA	23	$3,360.68
SMITH, ROBIN	27	$5,706.03
SMITH, TERESA	21	$3,270.07
		$134,425.44

* 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
FIRST QUARTER 2018

NAME	YEARS OVER	REG. BENEFIT	ADD. BENEFIT	TOTAL BENEFIT
BAILEY, JOHN C	8	$4,916.91	$662.80	$5,579.71
BROWN, CAROL	9	$5,209.56	$974.50	$6,184.06
BRUCE, ROMOAN	8	$3,321.73	$298.27	$3,620.00
CANNON, RONALD	24	$27,415.88	$13,247.26	$40,663.14
CRAWFORD, CYNTHIA	12	$5,184.85	$1,156.79	$6,341.64
HUMAN, THEODORE	5	$4,125.63	$151.70	$4,277.33
JONES, CAROL	15	$19,595.30	$6,845.30	$26,440.60
MACK, IDA MAE	11	$5,781.62	$985.80	$6,767.42
NEEDY,DEBRA	13	$4,285.81	$985.70	$5,271.51
NEEL, MARY	10	$7,857.65	$682.33	$8,539.98
OLSZEWSKI, JENNIFER	3	$1,781.42	$29.40	$1,810.82
PAULLEY, CAROLYN	1	$3,401.81	$340.18	$3,741.99
PEEPLES, RICHARD	7	$2,736.56	$113.90	$2,850.46
POWELL, CYNTHIA	3	$3,055.16	$305.52	$3,360.68
SMITH, ROBIN	7	$5,087.83	$618.20	$5,706.03
SMITH, TERESA	1	$2,977.29	$292.78	$3,270.07
		$106,735.01	$27,690.43	$134,425.44

PART TIME
2018
QUARTERLY RECAPS

	FIRST 2012	SECOND 2018	THIRD 2018	FOURTH 2018	TOTAL
CONTRIBUTIONS	$0	$0	$0	$0	$0
MISC. INCOME	0	0	0	0	0
TOTAL INCOME	$0	$0	$0	$0	$0

EXPENSES

BENEFIT DISTRIBUTION	$134,426	$0	$0	$0	$134,426
BALANCE OF DEATH BENEFIT	1,411	0	0	0	1,411
FICA	10,284	0	0	0	10,284
FUTA	894	0	0	0	894
STATE UNEMP TAX	0	0	0	0	0
GROUP INSURANCE	2,624	0	0	0	2,624
ADMINISTRATION	16,368	0	0	0	16,368
MISCELLANEOUS	18,657	0	0	0	18,657
TOTAL EXPENSES	$184,664	$0	$0	$0	$184,664

TOTAL INCOME	$0	$0	$0	$0	$0
TOTAL EXPENSES	$184,664	$0	$0	$0	$184,664
SURPLUS (DEF.)	($184,664)	$0	$0	$0	($184,664)

AVG. HR. INC.	$0.00	$0.00	$0.00	$0.00	$0
AVG. HR. EXP.	$0.00	$0.00	$0.00	$0.00	$0.00
SURPLUS (DEF.)	$0.00	$0.00	$0.00	$0.00	$0.000

TOTAL PARTICIPANTS	0	0	0	0	0

PART TIME
2017
QUARTERLY RECAPS

	FIRST 2017	SECOND 2017	THIRD 2017	FOURTH 2017	TOTAL
CONTRIBUTIONS	$0	$0	$0	$0	$0
MISC. INCOME	0	0	0	0	0
TOTAL INCOME	$0	$0	$0	$0	$0
EXPENSES					
BENEFIT DISTRIBUTION	$188,678	$146,409	$131,940	$92,090	$559,117
BALANCE OF DEATH BENEFIT	9,647	0	2,001	0	11,648
FICA	14,434	11,200	10,093	7,045	42,772
FUTA	1,642	1,111	1,015	1,310	5,078
STATE UNEMP TAX	261	270	241	241	1,013
GROUP INSURANCE	3,316	2,748	2,683	2,650	11,397
ADMINISTRATION	19,976	17,155	16,736	16,534	70,401
MISCELLANEOUS	12,448	17,649	17,175	22,077	69,349
TOTAL EXPENSES	$250,402	$196,542	$181,884	$141,947	$770,775

TOTAL INCOME	$0	$0	$0	$0	$0
TOTAL EXPENSES	$250,402	$196,542	$181,884	$141,947	$770,775
SURPLUS (DEF.)	($250,402)	($196,542)	($181,884)	($141,947)	($770,775)

AVG. HR. INC.	0.00	0.00	0.00	0.00	$0
AVG. HR. EXP.	0.00	0.00	0.00	0.00	$0.00
SURPLUS (DEF.)	0.00	0.00	0.00	0.00	$0.000

TOTAL PARTICIPANTS	0	0	0	0	0

COMBINED
APPLICATIONS SUBMITTED FOR APPROVAL
FIRST QUARTER 2018

NAME	TOTAL YEARS	TOTAL BENEFIT
ABUELHAWA, FATIMA	29	$6,484.01
BAILEY, JOHN C	28	$5,579.71
BETHEA, MARCHIA	27	$4,999.43
BROWN, CAROL	29	$6,184.06
BRUCE, ROMOAN	28	$3,620.00
BUDD, HAROLD	42	$41,354.58
BUFO, DOMINIC	32	$8,629.63
CANNON, RONALD	44	$40,663.14
CHEVRIER, DENISE	39	$35,636.54
CRAWFORD, CYNTHIA	32	$6,341.64
DELIEN, KERI	23	$5,379.12
FINOCCHIETTA, JOANN	31	$8,075.45
GILES, EMMA	24	$4,643.31
GRIMES, PAUL E	43	$47,461.46
HARLEY, RENEE	31	$7,632.09
HOLLOMAN, ERNEST	26	$6,710.57
HUMAN, THEODORE	25	$4,277.33
JAKE, SCOTT	29	$8,054.78
JENNINGS, CAROL	27	$6,677.54
JONES, CAROL	35	$26,440.60
KOLAREK, TERRY	28	$5,773.46
KOLESAR, JOHN	25	$3,896.05
KOLODZIEJSKI, GERARD	44	$41,048.88
LAMP, JAMES	39	$44,220.51
LEHMANN, TIMOTHY	34	$31,844.12
MACK, IDA MAE	31	$6,767.42
MAGUIRE, MOIRA	20	$5,021.38
MOORE, JOANNE	38	$30,511.75
MORETTI, DARLENE	37	$32,053.40
NEEDY,DEBRA	33	$5,271.51
NEEL, MARY	30	$8,539.98
OLSZEWSKI, JENNIFER	23	$1,810.82
PARKER, DENISE	28	$5,481.32
PAULLEY, CAROLYN	21	$3,741.99
PEEPLES, RICHARD	27	$2,850.46
POWELL, CYNTHIA	23	$3,360.68
PRETTY, CLINTON	34	$31,604.72
SENSENEY, THOMAS	42	$44,898.32
SHIMEL JR, JAMES	32	$9,954.29
SIMONS, CHERYL	30	$9,152.78

NAME	TOTAL YEARS	TOTAL BENEFIT
SMITH, ROBIN	27	$5,706.03
SMITH, TERESA	21	$3,270.07
STADSKLEV, JOYCE	35	$33,962.93
STAHL, HELEN	41	$35,107.09
STONE, JOHN	18	$3,063.13
STREFF, RONALD	37	$35,675.92
WHITAKER, GWENDOLYN	24	$5,715.23
WILLIAMS JR, JOSEPH	36	$31,830.47
WINEBRENNER, CLARENCE	31	$9,094.14
WITHERS, KARLOTTA	24	$4,787.66
		$780,861.50

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

COMBINED
APPLICATIONS SUBMITTED FOR APPROVAL
THAT HAVE SERVICE IN EXCESS OF 20 YEARS
FIRST QUARTER 2018

NAME	YEARS OVER	REG. BENEFIT	ADD. BENEFIT	TOTAL BENEFIT
ABUELHAWA, FATIMA	9	$5,653.11	$830.90	$6,484.01
BAILEY, JOHN C	8	$4,916.91	$662.80	$5,579.71
BETHEA, MARCHIA	7	$4,386.31	$613.12	$4,999.43
BROWN, CAROL	9	$5,209.56	$974.50	$6,184.06
BRUCE, ROMOAN	8	$3,321.73	$298.27	$3,620.00
BUDD, HAROLD	22	$29,730.27	$11,624.31	$41,354.58
BUFO, DOMINIC	12	$7,055.23	$1,574.40	$8,629.63
CANNON, RONALD	24	$27,415.88	$13,247.26	$40,663.14
CHEVRIER, DENISE	19	$25,553.98	$10,082.56	$35,636.54
CRAWFORD, CYNTHIA	12	$5,184.85	$1,156.79	$6,341.64
DELIEN, KERI	3	$5,279.51	$99.61	$5,379.12
FINOCCHIETTA, JOANN	11	$6,551.86	$1,523.59	$8,075.45
GILES, EMMA	4	$4,576.71	$66.60	$4,643.31
GRIMES, PAUL E	23	$32,846.80	$14,614.66	$47,461.46
HARLEY, RENEE	11	$6,381.49	$1,250.60	$7,632.09
HOLLOMAN, ERNEST	6	$6,266.67	$443.90	$6,710.57
HUMAN, THEODORE	5	$4,125.63	$151.70	$4,277.33
JANKE, SCOTT	9	$6,911.02	$1,143.76	$8,054.78
JENNINGS, CAROL	7	$5,952.34	$725.20	$6,677.54
JONES, CAROL	15	$19,595.30	$6,845.30	$26,440.60
KOLAREK, TERRY	8	$5,020.06	$753.40	$5,773.46
KOLESAR, JOHN	5	$3,546.45	$349.60	$3,896.05
KOLODZIEJSKI, GERARD	24	$28,635.08	$12,413.80	$41,048.88
LAMP, JAMES	19	$31,658.33	$12,562.18	$44,220.51
LEHMANN, TIMOTHY	14	$25,258.17	$6,585.95	$31,844.12
MACK, IDA MAE	11	$5,781.62	$985.80	$6,767.42
MAGUIRE, MOIRA	1	$4,564.89	$456.49	$5,021.38
MOORE, JOANNE	18	$21,780.65	$8,731.10	$30,511.75
MORETTI, DARLENE	17	$24,313.85	$7,739.55	$32,053.40
NEEDY,DEBRA	13	$4,285.81	$985.70	$5,271.51
NEEL, MARY	10	$7,857.65	$682.33	$8,539.98
OLSZEWSKI, JENNIFER	3	$1,781.42	$29.40	$1,810.82
PARKER, DENISE	8	$4,561.32	$920.00	$5,481.32
PAULLEY, CAROLYN	1	$3,401.81	$340.18	$3,741.99
PEEPLES, RICHARD	7	$2,736.56	$113.90	$2,850.46
POWELL, CYNTHIA	3	$3,055.16	$305.52	$3,360.68
PRETTY, CLINTON	14	$25,127.62	$6,477.10	$31,604.72
SENSENEY, THOMAS	22	$31,324.19	$13,574.13	$44,898.32
SHIMEL JR, JAMES	12	$8,264.09	$1,690.20	$9,954.29
SIMONS, CHERYL	10	$7,771.36	$1,381.42	$9,152.78
SMITH, ROBIN	7	$5,087.83	$618.20	$5,706.03

NAME	YEARS OVER	REG. BENEFIT	ADD. BENEFIT	TOTAL BENEFIT
SMITH, TERESA	1	$2,977.29	$292.78	$3,270.07
STADSKLEV, JOYCE	15	$26,346.29	$7,616.64	$33,962.93
STAHL, HELEN	21	$24,676.04	$10,431.05	$35,107.09
STREFF, RONALD	17	$27,112.82	$8,563.10	$35,675.92
WHITAKER, GWENDOLYN	4	$4,973.93	$741.30	$5,715.23
WILLIAMS JR, JOSEPH	16	$24,762.57	$7,067.90	$31,830.47
WINEBRENNER, CLARENCE	11	$7,786.14	$1,308.00	$9,094.14
WITHERS, KARLOTTA	4	$4,766.81	$20.85	$4,787.66
		$596,130.97	$181,667.40	$777,798.37

COMBINED
2018
QUARTERLY RECAPS

	FIRST 2018	SECOND 2018	THIRD 2018	FOURTH 2018	TOTAL
CONTRIBUTIONS [1]	$3,720,925	$0	$0	$0	$3,720,925
ALLOCATED CONTRIBUTIONS	0	0	0	0	0
INTEREST	20,711	0	0	0	20,711
MISC. INCOME [2]	16	0	0	0	16
TOTAL INCOME	$3,741,652	$0	$0	$0	$3,741,652
EXPENSES					
BENEFIT DISTRIBUTION	$780,862	$0	$0	$0	$780,862
BALANCE OF DEATH BENEFIT	36,448	0	0	0	36,448
FICA	59,736	0	0	0	59,736
FUTA	1,788	0	0	0	1,788
STATE UNEMP TAX	0	0	0	0	0
GROUP INSURANCE	15,353	0	0	0	15,353
ADMINISTRATION	51,123	0	0	0	51,123
MISCELLANEOUS	37,316	0	0	0	37,316
TOTAL EXPENSES	$982,626	$0	$0	$0	$982,626
TOTAL INCOME	$3,741,652	$0	$0	$0	$3,741,652
TOTAL EXPENSES	$982,626	$0	$0	$0	$982,626
SURPLUS (DEF.)	$2,759,026	$0	$0	$0	$2,759,026
AVG. HR. INC.	254.02	0.00	0.00	0.00	$254.02
AVG. HR. EXP.	66.71	0.00	0.00	0.00	$66.71
HR. SUR. (DEF.)	187.31	0.00	0.00	0.00	$187.310
TOTAL PARTICIPANTS	31	0	0	0	31

FUND RESERVE AS OF MARCH 31, 2018 - $3,742,121.71

[1] FIRST QUARTER INCLUDES CONTRIBUTION PAYMENTS MADE AS REQUIRED UNDER THE NEW COLLECTIVE BARGAINING AGREEMENT $3,718,600.91

[2] CLASS ACTION SETTLEMENT $15.50

COMBINED
2017
QUARTERLY RECAPS

	FIRST 2017	SECOND 2017	THIRD 2017	FOURTH 2017	TOTAL
CONTRIBUTIONS [1]	$3,350,451	$2,354	$2,234	$16,039	$3,371,078
ALLOCATED CONTRIBUTIONS	0	0	0	0	0
INTEREST	29,348	46,698	18,226	7,645	101,917
MISC. INCOME [2]	0	397	40	0	437
TOTAL INCOME	$3,379,799	$49,449	$20,500	$23,684	$3,473,432

EXPENSES

BENEFIT DISTRIBUTION	$1,433,302	$868,347	$789,126	$997,914	$4,088,689
BALANCE OF DEATH BENEFIT	13,041	8,095	32,494	12,089	65,719
FICA	109,648	66,428	60,368	76,341	312,785
FUTA	3,284	2,222	2,030	2,620	10,156
STATE UNEMP TAX	522	540	482	482	2,026
GROUP INSURANCE	17,208	16,134	15,824	15,587	64,753
ADMINISTRATION	55,878	53,577	52,528	51,811	213,794
MISCELLANEOUS	24,896	35,298	34,353	44,154	138,701
TOTAL EXPENSES	$1,657,779	$1,050,641	$987,205	$1,200,998	$4,896,623

TOTAL INCOME	$3,379,799	$49,449	$20,500	$23,684	$3,473,432
TOTAL EXPENSES	$1,657,779	$1,050,641	$987,205	$1,200,998	$4,896,623
SURPLUS (DEF.)	$1,722,020	($1,001,192)	($966,705)	($1,177,314)	($1,423,191)

AVG. HR. INC.	$229.450	$3.194	$1.374	$1.661	$58.92
AVG. HR. EXP.	$112.544	$67.853	$66.158	$84.227	$82.70
HR. SUR. (DEF.)	$116.906	($64.659)	($64.784)	($82.566)	($23.780)
TOTAL PARTICIPANTS	31	31	31	31	31

FUND RESERVE AS OF DECEMBER 31, 2017 - $991,477.52

[1] FIRST QUARTER INCLUDES CONTRIBUTION PAYMENTS MADE AS REQUIRED UNDER THE NEW COLLECTIVE BARGAINING AGREEMENT $3,348,157.00. FOURTH QUARTER $13,896.09.

FIRST QUARTER 2018
DELINQUENCIES

MONTH	EMPLOYER	AMOUNT

NONE

INVOICES

UFCW & FELRA SEVERANCE FUND INVOICES

JUNE 4, 2018

1. **Cheiron**

04/20/18	Non-Retainer Fee - 1Q18	$	481.25
04/20/18	Retainer Fee - 2Q18		10,105.00

2. **International Foundation of Employee Benefit Plans**

03/30/18	N. Hill – Registration Fee and hotel Deposit for attendance at the IFEBP 64th Annual Conference October 14 – 17, 2018 in New Orleans, Louisiana	$	1,965.00

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

02/22/18	For Professional Services rendered - 01/18	$	8,036.00
05/10/18	For Professional Services rendered - 02/18		16,025.00
05/10/18	For Professional Services rendered - 03/18		3,099.00

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

02/28/18	For Professional Services rendered - 01/18	$	9,555.00
03/27/18	For Professional Services rendered - 02/18		18,282.87
04/20/18	For Professional Services rendered - 03/18		5,284.89
05/15/18	For Professional Services rendered - 04/18		4,010.50

5. **UFCW Local 27**

03/02/18	J. Hack – Reimbursement of expenses incurred at the 63rd Annual IFEBP Conference 10/22/17 – 10/25/17 in Las Vegas, Nevada	$	1,865.52
03/22/18	N. Hill - Reimbursement of meeting expenses incurred for attendance at 03/02/18 Board of Trustees meeting	$	140.12

6. **UFCW Local 400**

05/04/18	M. Wilson – Reimbursement of the registration fee and hotel deposit for attendance at the 64th Annual IFEBP Conference October 14 – 17, 2018 in New Orleans, Louisiana	$	1,965.00

OTHER FUND BUSINESS

S LEVIN & HART, P.C.

Attorneys at Law
1625 Massachusetts Avenue, N.W., Suite 450
Washington, D.C. 20036
(202) 797-8700
Fax (202) 234-8231

SARAH E. SANCHEZ
Principal
ssanchez@slevinhart.com

WASHINGTON, DC
NEW YORK, NY
WWW/SLEVINHART.COM

May 7, 2018

__Via Certified Mail - Return Receipt Requested__
Mr. Dan Dosenbach
Vice President Human Resources & Labor Relations
New Albertson's Inc.
75 Valley Stream Parkway
Malvern, PA 19355

Re: United Food and Commercial Workers and Food Employers Labor Relations Association Severance Plan — Delinquent Contributions

Dear Mr. Dosenbach:

This is in follow-up to the March 27, 2018 demand letter sent to Safeway, Inc. ("Safeway") by the United Food and Commercial Workers and Food Employers Labor Relations Association Severance Plan ("Severance Plan"), a program of the Food Employers Labor Relations Association and United Food and Commercial Workers VEBA Fund ("Fund"), regarding the interest owed by Safeway on its delinquent contribution payment made on February 27, 2018. Because this payment was due on December 31, 2017 and was not made until February 27, 2018, under the terms of the Fund's Delinquency Policy, Safeway owes interest on the late paid contribution in the amount of $10,682.86.

As reflected in the Fund's March 27, 2018 letter, the Board of Trustees has agreed to suspend the collection of liquidated damages relating to the above-described delinquency unless Safeway again becomes delinquent in its contribution obligation to the Fund.

The purpose of this letter is to demand immediate payment of the interest amount due the Fund and to advise that failure to pay the amount owed may result in the Fund taking additional action to collect this amount without further demand.

Sincerely,

Sarah E. Sanchez

SES:lma:2588.02

cc: Bill Jensen (via email)
Harry W. Burton, Esq. (via email)

20625124v1

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

911 Ridgebrook Road
Sparks, Maryland 21152-9451
Telephone: (410) 683-6500
(800) 638-2972
www.associated-admin.com

A Program of the
FELRA and UFCW
VEBA Fund

8400 Corporate Drive, Suite 430
Landover, Maryland 20785-2361
Telephone: (301) 459-3020
(800) 638-2972
www.associated-admin.com

March 27, 2018

VIA CERTIFIED MAIL AND EMAIL

Mr. Dan Dosenbach
Vice President Human Resources & Labor Relations
New Albertson's Inc.
75 Valley Stream Parkway
Malvern, PA 19355

Re: Safeway Delinquency

Dear Mr. Dosenbach:

In accordance with the Delinquency Policy of the FELRA and UFCW VEBA Fund ("Fund"), Safeway owes interest on its delinquent severance contribution for the period from December 31, 2017 through February 27, 2018, the date the Fund received payment of the principal contribution amount owed. The delinquent contribution amount owed by Safeway was $1,034,282.38. Interest at the rate required under the Fund's Delinquency Policy results in an interest amount due of $10,682.86.

At the March 2, 2018 Board meeting, the Fund's Trustees agreed to suspend the collection of the liquidated damages owed by Safeway under the Fund's Delinquency Policy in connection with the aforementioned delinquency unless Safeway again becomes delinquent in its contribution obligation to the Fund, at which time the Fund would pursue collection of such liquidated damages.

Please immediately pay the $10,682.86 in interest, made payable to the UFCW and FELRA Severance Plan, 911 Ridgebrook Road, Sparks MD, 21152.

Please contact me with questions.

Sincerely,

William R. Jensen
President
Associated Administrators, LLC

cc: H. Burton
B. Slevin
S. Sanchez

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

911 Ridgebrook Road
Sparks, Maryland 21152-9451
Telephone: (410) 683-6500
(800) 638-2972
Fax: (410) 683-7755
www.associated-admin.com

A Program of the FELRA and UFCW VEBA Fund

8400 Corporate Drive, Suite 430
Landover, Maryland 20785-2361
Telephone: (301) 459-3020
(800) 638-2972
Fax: (410) 683-7755
www.associated-admin.com

Email: severancedept@associated-admin.com

Deadline to apply for and receive your Severance benefit:

You will lose your benefit if you do not apply for and receive it by this date.

Benefit will only be payable if you are eligible.

Dear Former Participant,

According to our records, you may have terminated employment under the Fund. If so, you may be eligible for a severance benefit if you were in an eligible classification and met the eligibility requirements.

There is a 4-month waiting period between your Severance from Service Date and the date that you may receive your Payable Severance Benefit. Your payable Severance Benefit may only be paid to you between the expiration of this 4-month waiting period and the later of (1) the last day of the calendar year in which the 4-month waiting period expires; or (2) the 15th day of the third calendar month following the expiration of the 4-month waiting period. **These deadlines are set by law and cannot be changed.**

In order to ensure that you will receive your Payable Severance Benefit prior to the deadlines described above, you should apply to receive your Payable Severance Benefit as soon as your Severance from Service Date occurs.

To help you understand how the deadlines apply, please go to www.associated-admin.com and click on the tabs YOUR BENEFITS, UFCW & FELRA SEVERANCE PLAN, and "SEVERANCE APPLICATION DEADLINE SCHEDULE."

Enclosed is an application and tax withholding forms for you to complete and return to the Fund Office. A return envelope is enclosed for your convenience.

Sincerely,

Fund Office

Enclosure

APPLICATION FOR SEVERANCE BENEFIT FOR TERMINATED PARTICIPANTS

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

911 Ridgebrook Road
Sparks, Maryland 21152-9451
Telephone: (410) 683-6500
(800) 638-2972
Fax: (410) 683-7755
www.associated-admin.com

A Program of the
FELRA & UFCW
VEBA Fund

Email: severancedept@associated-admin.com

8400 Corporate Drive, Suite 430
Landover, Maryland 20785-2361
Telephone: (301) 459-3020
(800) 638-2972
Fax: (410) 683-7755
www.associated-admin.com

If you do not apply for and receive your Severance benefit by the deadline under the Plan, you will lose your benefit. See reverse side for more information.

SUBMISSION OF THIS APPLICATION DOES NOT GUARANTEE YOU A SEVERANCE BENEFIT.

1. Name ______________________ 2. Other Last Name(s) Used ______________

3. Social Security # ______________________ 4. Birth Date ______________

5. Home Phone # ______________________ 6. Cell Phone # ______________

6. Email Address ____

7. Current Address ____
Street or PO Box

____
City State Zip code

9. Last Employer ____

10. Local Union No. ______________ 11. Hire Date ______________

12. Job Classification(s) Held ______________________________________

13. Termination Date ______________________ 14. Last Day Worked ______________

15. Have you transferred to a non-union position? (Y/N) _____ If so, indicate effective date. ______________

16. Are you currently on sick leave, workers compensation or any other approved leave of absence?(Y/N) ___

Type of Leave ______________________ Effective Date ______________________

17. Have you ever collected benefits from this Severance Plan? (Y/N) ______ If so, when? ______________

18. Other Prior FELRA & UFCW Employers, If Any: ______________________________

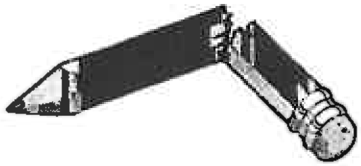
______________________________ ______________________________
Date **Signature**

(Please see back for additional information)

There is a 4-month waiting period between your Severance from Service Date and the date that you may receive your Payable Severance Benefit. Your payable Severance Benefit may only be paid to you between the expiration of this 4-month waiting period and the later of (1) the last day of the calendar year in which the 4-month waiting period expires; or (2) the 15th day of the third calendar month following the expiration of the 4-month waiting period. **These deadlines are set by law and cannot be changed.**

In order to ensure that you will receive your Payable Severance Benefit prior to the deadlines described above, you should apply to receive your Payable Severance Benefit as soon as your Severance from Service Date occurs.

20614452v1



MEETING NOTES