

<p><b>Form 5500</b></p> <p>Department of the Treasury Internal Revenue Service</p> <hr/> <p>Department of Labor Employee Benefits Security Administration</p> <hr/> <p>Pension Benefit Guaranty Corporation</p>	<p><b>Annual Return/Report of Employee Benefit Plan</b></p> <p>This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).</p> <p>▶ <b>Complete all entries in accordance with the instructions to the Form 5500.</b></p>	<p>OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: 24pt; font-weight: bold;">2024</p> <hr/> <p><b>This Form is Open to Public Inspection</b></p>
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**Part I Annual Report Identification Information**  
 For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

**A** This return/report is for:  a multiemployer plan  a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)

a single-employer plan  a DFE (specify) \_\_\_\_\_

**B** This return/report is:  the first return/report  the final return/report

an amended return/report  a short plan year return/report (less than 12 months)

**C** If the plan is a collectively-bargained plan, check here. . . . . ▶

**D** Check box if filing under:  Form 5558  automatic extension  the DFVC program

special extension (enter description)

**E** If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶

**Part II Basic Plan Information—enter all requested information**

<p><b>1a</b> Name of plan  <u>UNITED FOOD &amp; COMMERCIAL WORKERS UNION LOCAL 711 AND RETAIL FOOD EMPLOYERS BENEFIT FUND</u></p>	<p><b>1b</b> Three-digit plan number (PN) ▶ <u>501</u></p>
<p><b>2a</b> Plan sponsor's name (employer, if for a single-employer plan)          Mailing address (include room, apt., suite no. and street, or P.O. Box)          City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)  <u>UNITED FOOD &amp; COMMERCIAL WORKERS LOCAL 711 &amp; RETAIL FOOD EMPLOYERS BEN</u></p> <p><u>5251 GREEN STREET, SUITE 200</u>  <u>MURRAY, UT 84123-2996</u></p>	<p><b>1c</b> Effective date of plan  <u>03/01/1970</u></p> <p><b>2b</b> Employer Identification Number (EIN)  <u>23-7100610</u></p> <p><b>2c</b> Plan Sponsor's telephone number  <u>800-453-4584</u></p> <p><b>2d</b> Business code (see instructions)  <u>445110</u></p>

**Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.**

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

<b>SIGN HERE</b>	Filed with authorized/valid electronic signature.	10/14/2025	MICHAEL GITTINGS
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
<b>SIGN HERE</b>	Filed with authorized/valid electronic signature.	10/14/2025	MICHAEL GITTINGS
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
<b>SIGN HERE</b>			
	Signature of DFE	Date	Enter name of individual signing as DFE

<b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	<b>3b</b> Administrator's EIN	
	<b>3c</b> Administrator's telephone number	
<b>4</b> If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: <b>a</b> Sponsor's name <b>c</b> Plan Name	<b>4b</b> EIN	
	<b>4d</b> PN	
<b>5</b> Total number of participants at the beginning of the plan year	<b>5</b>	11267
<b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ). <b>a(1)</b> Total number of active participants at the beginning of the plan year ..... <b>a(2)</b> Total number of active participants at the end of the plan year ..... <b>b</b> Retired or separated participants receiving benefits..... <b>c</b> Other retired or separated participants entitled to future benefits ..... <b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> ..... <b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. .... <b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> ..... <b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) ..... <b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) ..... <b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<b>6a(1)</b>	11124
	<b>6a(2)</b>	11165
	<b>6b</b>	111
	<b>6c</b>	
	<b>6d</b>	11276
	<b>6e</b>	
	<b>6f</b>	
	<b>6g(1)</b>	
<b>6g(2)</b>		
<b>6h</b>		
<b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) .....	<b>7</b>	9

**8a** If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

**b** If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:  
4A 4B 4D 4E 4F 4H

<b>9a</b> Plan funding arrangement (check all that apply)	<b>9b</b> Plan benefit arrangement (check all that apply)
(1) <input type="checkbox"/> Insurance	(1) <input checked="" type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> General assets of the sponsor

**10** Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

<b>a Pension Schedules</b>	<b>b General Schedules</b>
(1) <input type="checkbox"/> <b>R</b> (Retirement Plan Information)	(1) <input checked="" type="checkbox"/> <b>H</b> (Financial Information)
(2) <input type="checkbox"/> <b>MB</b> (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary	(2) <input type="checkbox"/> <b>I</b> (Financial Information – Small Plan)
(3) <input type="checkbox"/> <b>SB</b> (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	(3) <input checked="" type="checkbox"/> <b>A</b> (Insurance Information) – Number Attached <u>1</u>
(4) <input type="checkbox"/> <b>DCG</b> (Individual Plan Information) – Number Attached _____	(4) <input checked="" type="checkbox"/> <b>C</b> (Service Provider Information)
(5) <input type="checkbox"/> <b>MEP</b> (Multiple-Employer Retirement Plan Information)	(5) <input type="checkbox"/> <b>D</b> (DFE/Participating Plan Information)
	(6) <input type="checkbox"/> <b>G</b> (Financial Transaction Schedules)

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**Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)**

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**11a** If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) .....  Yes  No

If "Yes" is checked, complete lines 11b and 11c.

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**11b** Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) .....  Yes  No

**11c** Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code \_\_\_\_\_

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**SCHEDULE A  
(Form 5500)**

Department of the Treasury  
Internal Revenue Service

Department of Labor  
Employee Benefits Security Administration  
Pension Benefit Guaranty Corporation

**Insurance Information**

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

OMB No. 1210-0110

**2024**

**This Form is Open to Public Inspection**

For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

<b>A</b> Name of plan <b>UNITED FOOD &amp; COMMERCIAL WORKERS UNION LOCAL 711 AND RETAIL FOOD EMPLOYERS BENEFIT FUND</b>		<b>B</b> Three-digit plan number (PN) ▶ <b>501</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>UNITED FOOD &amp; COMMERCIAL WORKERS LOCAL 711 &amp; RETAIL FOOD EMPLOYERS BEN</b>		<b>D</b> Employer Identification Number (EIN) <b>23-7100610</b>

**Part I Information Concerning Insurance Contract Coverage, Fees, and Commissions** Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.

**1 Coverage Information:**

**(a)** Name of insurance carrier

**WELLPOINT STOP LOSS**

<b>(b)</b> EIN	<b>(c)</b> NAIC code	<b>(d)</b> Contract or identification number	<b>(e)</b> Approximate number of persons covered at end of policy or contract year	<b>Policy or contract year</b>	
				<b>(f)</b> From	<b>(g)</b> To
<b>35-0980405</b>	<b>61069</b>	<b>20696-02</b>	<b>5719</b>	<b>01/01/2024</b>	<b>12/31/2024</b>

**2 Insurance fee and commission information.** Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

<b>(a)</b> Total amount of commissions paid <b>51709</b>	<b>(b)</b> Total amount of fees paid <b>0</b>
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**3 Persons receiving commissions and fees.** (Complete as many entries as needed to report all persons).

**(a)** Name and address of the agent, broker, or other person to whom commissions or fees were paid

**INTERREMEDY INSURANCE SERVICES, LLC** **2268 WESTBOROUGH BLVD STE 302 328**  
**SOUTH SAN FRANCISCO, CA 94080**

<b>(b)</b> Amount of sales and base commissions paid	<b>Fees and other commissions paid</b>		<b>(e)</b> Organization code
	<b>(c)</b> Amount	<b>(d)</b> Purpose	
<b>51709</b>			

**(a)** Name and address of the agent, broker, or other person to whom commissions or fees were paid

<b>(b)</b> Amount of sales and base commissions paid	<b>Fees and other commissions paid</b>		<b>(e)</b> Organization code
	<b>(c)</b> Amount	<b>(d)</b> Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

**Part II Investment and Annuity Contract Information**  
 Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

<b>4</b> Current value of plan's interest under this contract in the general account at year end .....	<b>4</b>	
<b>5</b> Current value of plan's interest under this contract in separate accounts at year end.....	<b>5</b>	

**6** Contracts With Allocated Funds:

**a** State the basis of premium rates ▶

**b** Premiums paid to carrier ..... **6b**

**c** Premiums due but unpaid at the end of the year ..... **6c**

**d** If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. .... **6d**  
 Specify nature of costs ▶

**e** Type of contract: (1)  individual policies (2)  group deferred annuity  
 (3)  other (specify) ▶

**f** If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶

**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

**a** Type of contract: (1)  deposit administration (2)  immediate participation guarantee  
 (3)  guaranteed investment (4)  other ▶

<b>b</b> Balance at the end of the previous year .....	<b>7b</b>	
<b>c</b> Additions: (1) Contributions deposited during the year .....	<b>7c(1)</b>	
	<b>7c(2)</b>	
	<b>7c(3)</b>	
	<b>7c(4)</b>	
	<b>7c(5)</b>	
	(6) Total additions .....	<b>7c(6)</b>
<b>d</b> Total of balance and additions (add lines <b>7b</b> and <b>7c(6)</b> ) .....	<b>7d</b>	
<b>e</b> Deductions:		
	<b>7e(1)</b>	
	<b>7e(2)</b>	
	<b>7e(3)</b>	
	<b>7e(4)</b>	
(5) Total deductions .....	<b>7e(5)</b>	0
<b>f</b> Balance at the end of the current year (subtract line <b>7e(5)</b> from line <b>7d</b> ).....	<b>7f</b>	

**Part III Welfare Benefit Contract Information**  
 If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

**8** Benefit and contract type (check all applicable boxes)

- a**  Health (other than dental or vision)
- b**  Dental
- c**  Vision
- d**  Life insurance
- e**  Temporary disability (accident and sickness)
- f**  Long-term disability
- g**  Supplemental unemployment
- h**  Prescription drug
- i**  Stop loss (large deductible)
- j**  HMO contract
- k**  PPO contract
- l**  Indemnity contract
- m**  Other (specify) ▶

**9** Experience-rated contracts:

<b>a</b>	Premiums: (1) Amount received .....	<b>9a(1)</b>	
	(2) Increase (decrease) in amount due but unpaid .....	<b>9a(2)</b>	
	(3) Increase (decrease) in unearned premium reserve .....	<b>9a(3)</b>	
	(4) Earned ((1) + (2) - (3)) .....		<b>9a(4)</b>
<b>b</b>	Benefit charges (1) Claims paid .....	<b>9b(1)</b>	
	(2) Increase (decrease) in claim reserves .....	<b>9b(2)</b>	
	(3) Incurred claims (add (1) and (2)) .....		<b>9b(3)</b>
	(4) Claims charged .....		<b>9b(4)</b>
<b>c</b>	Remainder of premium: (1) Retention charges (on an accrual basis) --		
	(A) Commissions .....	<b>9c(1)(A)</b>	
	(B) Administrative service or other fees .....	<b>9c(1)(B)</b>	
	(C) Other specific acquisition costs .....	<b>9c(1)(C)</b>	
	(D) Other expenses .....	<b>9c(1)(D)</b>	
	(E) Taxes .....	<b>9c(1)(E)</b>	
	(F) Charges for risks or other contingencies .....	<b>9c(1)(F)</b>	
	(G) Other retention charges .....	<b>9c(1)(G)</b>	
	(H) Total retention .....		<b>9c(1)(H)</b>
	(2) Dividends or retroactive rate refunds. (These amounts were <input type="checkbox"/> paid in cash, or <input type="checkbox"/> credited.) .....		<b>9c(2)</b>
<b>d</b>	Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement .....		<b>9d(1)</b>
	(2) Claim reserves .....		<b>9d(2)</b>
	(3) Other reserves .....		<b>9d(3)</b>
<b>e</b>	Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).) .....		<b>9e</b>

**10** Nonexperience-rated contracts:

<b>a</b>	Total premiums or subscription charges paid to carrier .....	<b>10a</b>	1034183
<b>b</b>	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount. .... Specify nature of costs.	<b>10b</b>	

**Part IV Provision of Information**

**11** Did the insurance company fail to provide any information necessary to complete Schedule A? .....  Yes  No

**12** If the answer to line 11 is "Yes," specify the information not provided. ▶

<b>SCHEDULE C</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Service Provider Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

<b>A</b> Name of plan <b>UNITED FOOD &amp; COMMERCIAL WORKERS UNION LOCAL 711 AND RETAIL FOOD EMPLOYERS BENEFIT FUND</b>	<b>B</b> Three-digit plan number (PN) ▶	<b>501</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>UNITED FOOD &amp; COMMERCIAL WORKERS LOCAL 711 &amp; RETAIL FOOD EMPLOYERS BEN</b>	<b>D</b> Employer Identification Number (EIN) <b>23-7100610</b>	

**Part I Service Provider Information (see instructions)**

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

**1 Information on Persons Receiving Only Eligible Indirect Compensation**

**a** Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)...  Yes  No

**b** If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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**2. Information on Other Service Providers Receiving Direct or Indirect Compensation.** Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

ANTHEM BLUE CROSS

86-0004538

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
12 49 13 15 62	NONE	1738766	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

SOUTHWEST SERVICE ADMINISTRATOR

86-0785790

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
14	NONE	1489739	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>	41430	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

SEYFARTH SHAW LLP

36-2152202

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29	NONE	199753	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

**2. Information on Other Service Providers Receiving Direct or Indirect Compensation.** Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

HORIZON ACTUARIAL SERVICES

26-1370698

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 11	NONE	195485	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

THE SEGAL COMPANY

94-1503999

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 11	NONE	193906	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

PRIMECARE ADMINISTRATORS, INC

47-3436194

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
23	NONE	179035	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

**2. Information on Other Service Providers Receiving Direct or Indirect Compensation.** Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

MCCRACKEN STEMERMAN & HOLSBERRY

94-1709555

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29	NONE	76723	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

HEALTH SERVICES COALITION

88-0492643

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
99	NONE	73194	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

HENNINGFIELD & ASSOC., INC.

54-2189926

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	NONE	56482	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

**2. Information on Other Service Providers Receiving Direct or Indirect Compensation.** Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

VISION SERVICE PLAN

23-7089668

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
23	NONE	53990	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

US BANK

31-0841368

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
19	NONE	23908	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

**Part I Service Provider Information (continued)**

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
SOUTHWEST SERVICE ADMINISTRATOR	99	41430

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
MULTIPLAN P.O. BOX 29380 GENERAL POST OFFICE NEW YORK, NY 10087	ADMINISTRATIVE FEES FOR OUT OF NETWORK PROVIDERS	

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

**Part II Service Providers Who Fail or Refuse to Provide Information**

**4** Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> Describe the information that the service provider failed or refused to provide
DATA ISIGHT  26-3542849  25500 COMMERCE CENTRE DRIVE STE 200 LAKE FOREST, CA 92630	99	SERVICE PROVIDER FAILED TO PROVIDE SCHEDULE C INFORMATION.

<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> Describe the information that the service provider failed or refused to provide
KROGER PRESCRIPTION PLANS  20-5927634  P.O. BOX 677551 DALLAS, TX 75267	12	SERVICE PROVIDER FAILED TO PROVIDE SCHEDULE C INFORMATION.

<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> Describe the information that the service provider failed or refused to provide

<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> Describe the information that the service provider failed or refused to provide

<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> Describe the information that the service provider failed or refused to provide

<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> Describe the information that the service provider failed or refused to provide

**Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)**  
(complete as many entries as needed)

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>SCHEDULE H</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Financial Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).  <b>► File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2024 or fiscal plan year beginning <b>01/01/2024</b> and ending <b>12/31/2024</b>	
<b>A</b> Name of plan <b>UNITED FOOD &amp; COMMERCIAL WORKERS UNION LOCAL 711 AND RETAIL FOOD EMPLOYERS BENEFIT FUND</b>	<b>B</b> Three-digit plan number (PN) <b>►</b> <b>501</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>UNITED FOOD &amp; COMMERCIAL WORKERS LOCAL 711 &amp; RETAIL FOOD EMPLOYERS BEN</b>	<b>D</b> Employer Identification Number (EIN) <b>23-7100610</b>

<b>Part I</b>	<b>Asset and Liability Statement</b>
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**1** Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

		(a) Beginning of Year	(b) End of Year
<b>Assets</b>			
<b>a</b> Total noninterest-bearing cash .....	<b>1a</b>	14522682	5633509
<b>b</b> Receivables (less allowance for doubtful accounts):			
<b>(1)</b> Employer contributions .....	<b>1b(1)</b>	5275543	4404243
<b>(2)</b> Participant contributions .....	<b>1b(2)</b>		
<b>(3)</b> Other .....	<b>1b(3)</b>	2307185	3806731
<b>c</b> General investments:			
<b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....	<b>1c(1)</b>		27579383
<b>(2)</b> U.S. Government securities .....	<b>1c(2)</b>		
<b>(3)</b> Corporate debt instruments (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(3)(A)</b>		
<b>(B)</b> All other .....	<b>1c(3)(B)</b>		
<b>(4)</b> Corporate stocks (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(4)(A)</b>		
<b>(B)</b> Common .....	<b>1c(4)(B)</b>		
<b>(5)</b> Partnership/joint venture interests .....	<b>1c(5)</b>		
<b>(6)</b> Real estate (other than employer real property) .....	<b>1c(6)</b>		
<b>(7)</b> Loans (other than to participants) .....	<b>1c(7)</b>		
<b>(8)</b> Participant loans .....	<b>1c(8)</b>		
<b>(9)</b> Value of interest in common/collective trusts .....	<b>1c(9)</b>		
<b>(10)</b> Value of interest in pooled separate accounts .....	<b>1c(10)</b>		
<b>(11)</b> Value of interest in master trust investment accounts .....	<b>1c(11)</b>		
<b>(12)</b> Value of interest in 103-12 investment entities .....	<b>1c(12)</b>		
<b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....	<b>1c(13)</b>	45230455	42807571
<b>(14)</b> Value of funds held in insurance company general account (unallocated contracts) .....	<b>1c(14)</b>		
<b>(15)</b> Other .....	<b>1c(15)</b>		

<b>1d</b> Employer-related investments:		<b>(a)</b> Beginning of Year	<b>(b)</b> End of Year
(1) Employer securities.....	<b>1d(1)</b>		
(2) Employer real property.....	<b>1d(2)</b>		
<b>e</b> Buildings and other property used in plan operation.....	<b>1e</b>		
<b>f</b> Total assets (add all amounts in lines 1a through 1e).....	<b>1f</b>	67335865	84231437
<b>Liabilities</b>			
<b>g</b> Benefit claims payable.....	<b>1g</b>	16068000	15145000
<b>h</b> Operating payables.....	<b>1h</b>	148426	81932
<b>i</b> Acquisition indebtedness.....	<b>1i</b>		
<b>j</b> Other liabilities.....	<b>1j</b>		
<b>k</b> Total liabilities (add all amounts in lines 1g through 1j).....	<b>1k</b>	16216426	15226932
<b>Net Assets</b>			
<b>l</b> Net assets (subtract line 1k from line 1f).....	<b>1l</b>	51119439	69004505

**Part II Income and Expense Statement**

**2** Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

<b>Income</b>		<b>(a)</b> Amount	<b>(b)</b> Total
<b>a Contributions:</b>			
(1) Received or receivable in cash from: <b>(A)</b> Employers.....	<b>2a(1)(A)</b>	59050083	
<b>(B)</b> Participants.....	<b>2a(1)(B)</b>	3682625	
<b>(C)</b> Others (including rollovers).....	<b>2a(1)(C)</b>		
(2) Noncash contributions.....	<b>2a(2)</b>		
(3) Total contributions. Add lines <b>2a(1)(A)</b> , <b>(B)</b> , <b>(C)</b> , and line <b>2a(2)</b> .....	<b>2a(3)</b>		62732708
<b>b Earnings on investments:</b>			
<b>(1) Interest:</b>			
<b>(A)</b> Interest-bearing cash (including money market accounts and certificates of deposit).....	<b>2b(1)(A)</b>	863249	
<b>(B)</b> U.S. Government securities.....	<b>2b(1)(B)</b>		
<b>(C)</b> Corporate debt instruments.....	<b>2b(1)(C)</b>		
<b>(D)</b> Loans (other than to participants).....	<b>2b(1)(D)</b>		
<b>(E)</b> Participant loans.....	<b>2b(1)(E)</b>		
<b>(F)</b> Other.....	<b>2b(1)(F)</b>		
<b>(G)</b> Total interest. Add lines <b>2b(1)(A)</b> through <b>(F)</b> .....	<b>2b(1)(G)</b>		863249
<b>(2) Dividends:</b>			
<b>(A)</b> Preferred stock.....	<b>2b(2)(A)</b>		
<b>(B)</b> Common stock.....	<b>2b(2)(B)</b>		
<b>(C)</b> Registered investment company shares (e.g. mutual funds).....	<b>2b(2)(C)</b>	1957052	
<b>(D)</b> Total dividends. Add lines <b>2b(2)(A)</b> , <b>(B)</b> , and <b>(C)</b> .....	<b>2b(2)(D)</b>		1957052
<b>(3)</b> Rents.....	<b>2b(3)</b>		
<b>(4) Net gain (loss) on sale of assets:</b>			
<b>(A)</b> Aggregate proceeds.....	<b>2b(4)(A)</b>		
<b>(B)</b> Aggregate carrying amount (see instructions).....	<b>2b(4)(B)</b>		
<b>(C)</b> Subtract line <b>2b(4)(B)</b> from line <b>2b(4)(A)</b> and enter result.....	<b>2b(4)(C)</b>		
<b>(5) Unrealized appreciation (depreciation) of assets:</b>			
<b>(A)</b> Real estate.....	<b>2b(5)(A)</b>		
<b>(B)</b> Other.....	<b>2b(5)(B)</b>		
<b>(C)</b> Total unrealized appreciation of assets. Add lines <b>2b(5)(A)</b> and <b>(B)</b> .....	<b>2b(5)(C)</b>		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts .....	<b>2b(6)</b>		
(7) Net investment gain (loss) from pooled separate accounts .....	<b>2b(7)</b>		
(8) Net investment gain (loss) from master trust investment accounts .....	<b>2b(8)</b>		
(9) Net investment gain (loss) from 103-12 investment entities .....	<b>2b(9)</b>		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) .....	<b>2b(10)</b>		168459
<b>c</b> Other income .....	<b>2c</b>		4861039
<b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total .....	<b>2d</b>		70582507

**Expenses**

<b>e</b> Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers .....	<b>2e(1)</b>	46376033	
(2) To insurance carriers for the provision of benefits .....	<b>2e(2)</b>	1188171	
(3) Other .....	<b>2e(3)</b>		
(4) Total benefit payments. Add lines <b>2e(1)</b> through <b>(3)</b> .....	<b>2e(4)</b>		47564204
<b>f</b> Corrective distributions (see instructions) .....	<b>2f</b>		
<b>g</b> Certain deemed distributions of participant loans (see instructions) .....	<b>2g</b>		
<b>h</b> Interest expense .....	<b>2h</b>		
<b>i</b> Administrative expenses:			
(1) Salaries and allowances .....	<b>2i(1)</b>		
(2) Contract administrator fees .....	<b>2i(2)</b>	1489739	
(3) Recordkeeping fees .....	<b>2i(3)</b>		
(4) IQPA audit fees .....	<b>2i(4)</b>	56482	
(5) Investment advisory and investment management fees .....	<b>2i(5)</b>	3000	
(6) Bank or trust company trustee/custodial fees .....	<b>2i(6)</b>		
(7) Actuarial fees .....	<b>2i(7)</b>	389392	
(8) Legal fees .....	<b>2i(8)</b>	276476	
(9) Valuation/appraisal fees .....	<b>2i(9)</b>		
(10) Other trustee fees and expenses .....	<b>2i(10)</b>	36076	
(11) Other expenses .....	<b>2i(11)</b>	2882072	
(12) Total administrative expenses. Add lines <b>2i(1)</b> through <b>(11)</b> .....	<b>2i(12)</b>		5133237
<b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total .....	<b>2j</b>		52697441

**Net Income and Reconciliation**

<b>k</b> Net income (loss). Subtract line <b>2j</b> from line <b>2d</b> .....	<b>2k</b>		17885066
<b>l</b> Transfers of assets:			
(1) To this plan .....	<b>2l(1)</b>		
(2) From this plan .....	<b>2l(2)</b>		

**Part III Accountant's Opinion**

**3** Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

**a** The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1)  Unmodified (2)  Qualified (3)  Disclaimer (4)  Adverse

**b** Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1)  DOL Regulation 2520.103-8 (2)  DOL Regulation 2520.103-12(d) (3)  neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

**c** Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: HENNINGFIELD & ASSOCIATES, INC.

(2) EIN: 54-2189926

**d** The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1)  This form is filed for a CCT, PSA, DCG or MTIA. (2)  It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

**Part IV Compliance Questions**

**4** CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
<b>a</b> Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
<b>b</b> Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
<b>c</b> Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
<b>d</b> Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
<b>e</b> Was this plan covered by a fidelity bond?	X		1000000
<b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
<b>g</b> Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
<b>h</b> Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
<b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
<b>j</b> Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
<b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
<b>l</b> Has the plan failed to provide any benefit when due under the plan?		X	
<b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
<b>n</b> If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.		X	

**5a** Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?  Yes  No  
If "Yes," enter the amount of any plan assets that reverted to the employer this year \_\_\_\_\_.

**5b** If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

<b>5b(1)</b> Name of plan(s)	<b>5b(2)</b> EIN(s)	<b>5b(3)</b> PN(s)

**5c** Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) .....  Yes  No  Not determined  
 If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year \_\_\_\_\_.

# **H&A** HENNINGFIELD & ASSOCIATES, INC.

*Certified Public Accountants*

28296 Constellation Rd. • Valencia, California 91355

Phone: (661) 295-3363 • Fax (661) 295-3364

[www.henningfieldcpa.com](http://www.henningfieldcpa.com)

## **Independent Auditors' Report**

Board of Trustees  
United Food And Commercial Workers Union,  
Local 711 And Retail Food Employers Benefit Fund

### **Opinion**

We have audited the financial statements of United Food And Commercial Workers Union, Local 711 And Retail Food Employers Benefit Fund, an employee benefit plan subject to the Employee Retirement Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits and of plan benefit obligations as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits and of changes in benefit obligations for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits and plan benefit obligations of United Food And Commercial Workers Union, Local 711 And Retail Food Employers Benefit Fund as of December 31, 2024 and 2023, and the changes in its net assets available for benefits and plan benefit obligations for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

### **Basis for Opinion**

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of United Food And Commercial Workers Union, Local 711 And Retail Food Employers Benefit Fund and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### **Responsibilities of Management for the Financial Statements**

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about United Food And Commercial Workers Union, Local 711 And Retail Food Employers Benefit Fund ability to continue as a going concern for the year ended December 31, 2024.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

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Board of Trustees  
United Food And Commercial Workers Union,  
Local 711 And Retail Food Employers Benefit Fund

## **Auditor's Responsibilities for the Audit of the Financial Statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

Exercise professional judgement and maintain professional skepticism throughout the audit.

Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of United Food And Commercial Workers Union, Local 711 And Retail Food Employers Benefit Fund's internal control. Accordingly, no such opinion is expressed.

Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

Conclude whether, in our judgement, there are conditions or events, considered in the aggregate, that raise substantial doubt about United Food And Commercial Workers Union, Local 711 And Retail Food Employers Benefit Fund's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

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Board of Trustees  
United Food And Commercial Workers Union,  
Local 711 And Retail Food Employers Benefit Fund

## **Supplemental Schedules Required by ERISA**

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of Assets Held For Investment As Of December 31, 2024 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 (ERISA). Such information is the responsibility of the Plan's management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with Generally Accepted Auditing Standards.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedules is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

*Henningfield & Associates, Inc.*

**HENNINGFIELD & ASSOCIATES, INC.**

Valencia, CA

October 10, 2025

**UNITED FOOD AND COMMERCIAL WORKERS UNION, LOCAL 711 AND  
RETAIL FOOD EMPLOYERS BENEFIT FUND  
SCHEDULE OF ASSETS HELD FOR INVESTMENT  
AS OF DECEMBER 31, 2024**

Employer Identification Number 23-7100610

Plan Number 501

Schedule H Part IV, 4i - Schedule of Assets (Held at End of Year)

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current Value
	US Bank	PIA Short Term Securities Adv Mutual Fund	43,004,920	42,807,571
	US Bank	First American US Treasury Money Market Funds	27,579,383	27,579,383

\$ 70,584,303	\$ 70,386,954
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**UNITED FOOD AND COMMERCIAL WORKERS  
UNION, LOCAL 711 AND RETAIL FOOD  
EMPLOYERS BENEFIT FUND**

**FINANCIAL STATEMENTS**

**FOR THE YEARS ENDED  
DECEMBER 31, 2024 AND 2023**

**ERISA PLAN NO. 501  
EIN 23-7100610**

**UNITED FOOD AND COMMERCIAL WORKERS UNION,  
LOCAL 711 AND RETAIL FOOD EMPLOYERS BENEFIT FUND**

**INDEX OF FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULES**

	<b><u>Page (s)</u></b>
BOARD OF TRUSTEES AND PROFESSIONAL ADVISORS	2
INDEPENDENT AUDITORS' REPORT	3 - 5
FINANCIAL STATEMENTS AND EXHIBITS:	
Statements Of Net Assets Available For Benefits As Of December 31, 2024 And 2023	6
Statements Of Changes In Net Assets Available For Benefits For The Years Ended December 31, 2024 And 2023	7
Statements Of Plan's Benefit Obligations As Of December 31, 2024 And 2023	8
Statements Of Changes In Plan's Benefit Obligations For The Years Ended December 31, 2024 And 2023	9
Exhibit F-1 - Net Gain(Loss) On Sale of Investments And Net Unrealized Appreciation (Depreciation) in Fair Value of Investments For The Years Ended December 31, 2024 And 2023	10
Exhibit F-2 - Administrative Expenses For The Years Ended December 31, 2024 And 2023	11
Notes To Financial Statements	12 - 21
SUPPLEMENTAL SCHEDULES:	
Schedule of Assets Held For Investment As Of December 31, 2024	22

**UNITED FOOD AND COMMERCIAL WORKERS UNION,  
LOCAL 711 AND RETAIL FOOD EMPLOYERS BENEFIT FUND**

**BOARD OF TRUSTEES AND PROFESSIONAL ADVISORS  
DECEMBER 31, 2024**

BOARD OF TRUSTEES

EMPLOYER TRUSTEES

Ian Adams  
Brent Bohn

UNION TRUSTEES

Michael Gittings  
Eduardo Escoto  
Dionne Klug  
Ruben Perez

CONTRACT ADMINISTRATOR

Southwest Service Administrators, Inc.

CO-CONSULTANTS

Horizon Actuarial Services, Inc.  
and  
The Segal Company

ATTORNEYS

McCracken, Stemerman & Holsberry, LLP  
and  
Seyfarth Shaw, LLP

CERTIFIED PUBLIC ACCOUNTANTS

Henningfield & Associates, Inc.

### **Independent Auditors' Report**

Board of Trustees  
United Food And Commercial Workers Union,  
Local 711 And Retail Food Employers Benefit Fund

#### **Opinion**

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Board of Trustees  
United Food And Commercial Workers Union,  
Local 711 And Retail Food Employers Benefit Fund

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*Henningfield & Associates, Inc.*

**HENNINGFIELD & ASSOCIATES, INC.**

Valencia, CA

October 10, 2025

**UNITED FOOD AND COMMERCIAL WORKERS UNION,  
LOCAL 711 AND RETAIL FOOD EMPLOYERS BENEFIT FUND  
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS  
AS OF DECEMBER 31, 2024 AND 2023**

**ASSETS**

	<b>2024</b>	<b>2023</b>
<b>INVESTMENTS AT FAIR VALUE</b> (Note 2 and Schedule 1)		
Registered investment company – mutual fund	\$ 42,807,571	\$ 45,230,455
Money market funds	<u>27,579,383</u>	<u>-</u>
<b>TOTAL INVESTMENTS AT FAIR VALUE</b>	<u>70,386,954</u>	<u>45,230,455</u>
<b>CASH AND CASH EQUIVALENTS</b> (Note 7)		
US Bank – Operating Account	5,952,498	14,641,164
US Bank – Claims Account	<u>(318,989)</u>	<u>(118,482)</u>
<b>TOTAL CASH AND CASH EQUIVALENTS</b>	<u>5,633,509</u>	<u>14,522,682</u>
<b>RECEIVABLES</b>		
Employer Contributions receivable (Notes 7, 9 and 10)	4,404,243	5,275,543
Participant Copay receivable	238,573	313,467
Prescription Rebate receivable	3,406,240	1,849,134
Miscellaneous receivable	-	30,062
Interest receivable	<u>102,372</u>	<u>20,111</u>
<b>TOTAL RECEIVABLES</b>	<u>8,151,428</u>	<u>7,488,317</u>
<b>OTHER ASSETS</b>	<u>59,546</u>	<u>94,411</u>
<b>TOTAL ASSETS</b>	<u>\$ 84,231,437</u>	<u>\$ 67,335,865</u>

**LIABILITIES AND NET ASSETS  
AVAILABLE FOR BENEFITS**

<b>LIABILITIES</b>		
Accrued liabilities	\$ <u>81,932</u>	\$ <u>148,426</u>
<b>TOTAL LIABILITIES</b>	<u>81,932</u>	<u>148,426</u>
<b>COMMITMENTS</b> (Note 9)		
<b>NET ASSETS AVAILABLE FOR BENEFITS</b>	<u>\$ 84,149,505</u>	<u>\$ 67,187,439</u>

The accompanying notes are an integral part of these financial statements.

**UNITED FOOD AND COMMERCIAL WORKERS UNION,  
LOCAL 711 AND RETAIL FOOD EMPLOYERS BENEFIT FUND  
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS  
FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023**

	<b>2024</b>	<b>2023</b>
<b>ADDITIONS TO NET ASSETS ATTRIBUTED TO</b>		
Contributions		
Employer (Notes 7, 9 and 10)	\$ 59,050,083	\$ 56,654,558
Participant	3,612,781	3,600,943
Cobra	<u>69,844</u>	<u>90,926</u>
Total Contributions	<u>62,732,708</u>	<u>60,346,427</u>
Prescription Rebates	<u>4,302,497</u>	<u>3,598,630</u>
Subrogations	<u>250,568</u>	<u>318,363</u>
Stop Loss Recoveries	<u>307,974</u>	<u>54,485</u>
Investment Income		
Interest Income		
PIA Mutual fund	1,957,052	1,672,118
Money market funds	863,249	-
Net Gain(Loss) on Sale of Investments (Exhibit F-1)	-	(172,957)
Net Unrealized Appreciation(Depreciation) in Fair Value of Investments (Exhibit F-1)	<u>168,459</u>	<u>932,230</u>
Total investment income	<u>2,988,760</u>	<u>2,431,391</u>
Less investment expenses	<u>(3,000)</u>	<u>(3,000)</u>
Net investment income	<u>2,985,760</u>	<u>2,428,391</u>
<b>TOTAL ADDITIONS</b>	<u><b>70,579,507</b></u>	<u><b>66,746,296</b></u>
<b>DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO</b>		
Benefits paid to or for participants:		
Premiums		
Stop Loss Insurance	1,188,171	944,702
Indemnity Claims		
Medical	29,533,495	30,792,826
Prescription drugs	14,014,274	12,245,809
Dental	2,734,512	2,888,757
Vision	380,175	401,676
Disability	512,577	522,614
Death benefits	<u>124,000</u>	<u>186,000</u>
	48,487,204	47,982,384
Administrative expenses (Exhibit F-2)	<u>5,130,237</u>	<u>5,253,234</u>
<b>TOTAL DEDUCTIONS</b>	<u><b>53,617,441</b></u>	<u><b>53,235,618</b></u>
<b>NET INCREASE</b>	16,962,066	13,510,678
<b>NET ASSETS AVAILABLE FOR BENEFITS</b>		
<b>BEGINNING OF YEAR</b>	<u>67,187,439</u>	<u>53,676,761</u>
<b>END OF YEAR</b>	<u><b>\$ 84,149,505</b></u>	<u><b>\$ 67,187,439</b></u>

The accompanying notes are an integral part of these financial statements.

**UNITED FOOD AND COMMERCIAL WORKERS UNION,  
LOCAL 711 AND RETAIL FOOD EMPLOYERS BENEFIT FUND  
STATEMENTS OF PLAN'S BENEFIT OBLIGATIONS  
AS OF DECEMBER 31, 2024 AND 2023**

	<b>2024</b>	<b>2023</b>
<b>ACTIVE PLAN:</b>		
<b>OTHER OBLIGATIONS FOR CURRENT BENEFIT COVERAGE, AT PRESENT VALUE OF ESTIMATED AMOUNTS</b>		
Claims incurred but not reported for active participants and claims payable and currently due	\$ 6,444,000	\$ 7,510,000
Accumulated eligibility credits	<u>8,376,000</u>	<u>8,236,000</u>
	14,820,000	15,746,000
<b>RETIREE PLAN:</b>		
<b>OTHER OBLIGATIONS FOR CURRENT BENEFIT COVERAGE, AT PRESENT VALUE OF ESTIMATED AMOUNTS</b>		
Claims incurred but not reported for retired participants and claims payable and currently due	<u>325,000</u>	<u>322,000</u>
<b>TOTAL OBLIGATIONS OTHER THAN POSTRETIREMENT BENEFIT OBLIGATIONS</b>	<u>15,145,000</u>	<u>16,068,000</u>
<b>POSTRETIREMENT BENEFIT OBLIGATIONS</b>		
Current retirees, beneficiaries and dependents	3,963,000	5,290,000
Active participants fully eligible for benefits	19,105,000	14,438,000
Active participants not yet fully eligible for benefits	<u>31,438,000</u>	<u>31,689,000</u>
	<u>54,506,000</u>	<u>51,417,000</u>
<b>PLAN'S TOTAL BENEFIT OBLIGATIONS</b>	<u>\$ 69,651,000</u>	<u>\$ 67,485,000</u>

The accompanying notes are an integral part of these financial statements.

**UNITED FOOD AND COMMERCIAL WORKERS UNION,  
LOCAL 711 AND RETAIL FOOD EMPLOYERS BENEFIT FUND  
STATEMENTS OF CHANGES IN PLAN'S BENEFIT OBLIGATIONS  
FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023**

	2024	2023
<b>AMOUNTS CURRENTLY PAYABLE TO OR FOR PARTICIPANTS, BENEFICIARIES, AND DEPENDENTS</b>		
Balance at beginning of year	\$ -	\$ -
Premiums and claims reported and approved for payment	48,487,204	47,982,384
Premiums and claims paid	<u>(48,487,204)</u>	<u>(47,982,384)</u>
Balance at end of year	<u>-</u>	<u>-</u>
<b>OTHER OBLIGATIONS FOR CURRENT BENEFIT COVERAGE, AT PRESENT VALUE OF ESTIMATED AMOUNTS</b>		
Balance at beginning of year	16,068,000	17,868,000
Net change during year:		
Claims incurred but not reported and claims payable and currently due		
Active Plan	(1,066,000)	(1,686,000)
Retiree Plan	3,000	(73,000)
Accumulated eligibility credits	<u>140,000</u>	<u>(41,000)</u>
Balance at end of year	<u>15,145,000</u>	<u>16,068,000</u>
<b>TOTAL OBLIGATIONS OTHER THAN RETIREMENT BENEFIT OBLIGATIONS</b>	<u>15,145,000</u>	<u>16,068,000</u>
<b>POSTRETIREMENT BENEFIT OBLIGATION</b>		
Balance at beginning of year	51,417,000	55,992,000
Increase (decrease) during the year attributable to:		
Interest charge	2,479,000	2,852,000
Service costs	1,580,000	1,731,000
Paid claims net of retiree contributions	(1,635,000)	(1,349,000)
Actuarial (gain)/loss		
(Gain) due to claims update	(207,000)	(6,943,000)
(Gain) loss due to discount rate assumption change	(2,605,000)	1,221,000
Loss due to trend update	3,477,000	984,000
(Gain) due to other changes, including demographics	<u>-</u>	<u>(3,071,000)</u>
Balance at end of year	<u>54,506,000</u>	<u>51,417,000</u>
<b>PLAN'S TOTAL BENEFIT OBLIGATIONS AT END OF YEAR</b>	<u>\$ 69,651,000</u>	<u>\$ 67,485,000</u>

The accompanying notes are an integral part of these financial statements.

**UNITED FOOD AND COMMERCIAL WORKERS UNION,  
LOCAL 711 AND RETAIL FOOD EMPLOYERS BENEFIT FUND  
EXHIBIT F - 1 - NET GAIN(LOSS) ON SALE OF INVESTMENTS AND  
NET UNREALIZED APPRECIATION(DEPRECIATION) IN FAIR VALUE OF INVESTMENTS  
FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023**

**REALIZED LOSS ON SALE OF INVESTMENTS**

Description	For The Year Ended December 31, 2023		
	Proceeds	Cost	Gain/(Loss)
PIA Short Term Securities Mutual Fund	\$ <u>7,500,000</u>	\$ <u>7,672,957</u>	\$ <u>(172,957)</u>

**NET UNREALIZED APPRECIATION (DEPRECIATION) IN FAIR VALUE OF INVESTMENTS**

For the years ended December 31, 2024 and 2023, the Plan's investments, including investments purchased, sold and held during the years, appreciated (depreciated) in value as follows:

**Investments at Fair Value as Determined  
By Quoted Market Price**

	For the Years Ended	
	12/31/2024	12/31/2023
PIA Short Term Securities Mutual Fund	\$ <u>168,459</u>	\$ <u>932,230</u>
	<b>12/31/2024</b>	<b>12/31/2023</b>
Fair value of investment, end of the year	\$ 70,386,954	\$ 45,230,455
Cost of investments, end of the year	<u>70,584,303</u>	<u>45,596,263</u>
Net unrealized depreciation, end of the year	(197,349)	(365,808)
Net unrealized appreciation (depreciation), beginning of the year	<u>(365,808)</u>	<u>(1,298,038)</u>
Changes in net unrealized depreciation in fair value of investments	\$ <u>168,459</u>	\$ <u>932,230</u>

The accompanying notes are an integral part of this exhibit.

**UNITED FOOD AND COMMERCIAL WORKERS UNION,  
LOCAL 711 AND RETAIL FOOD EMPLOYERS BENEFIT FUND  
EXHIBIT F - 2 - ADMINISTRATIVE EXPENSES  
FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023**

	<b>2024</b>	<b>2023</b>
<b>INTERNAL ADMINISTRATION</b>		
Administration - SSA, Inc.	\$ 1,489,739	\$ 1,478,163
Administration - Las Vegas office (Note 6)	121,414	115,743
Administration - Rx	155,707	46,162
Administration - Vision	53,990	51,261
Administration - Dental	179,035	173,226
Printing, postage and miscellaneous	189,889	159,486
Bank service charge	23,908	32,204
Trustee meetings	33,593	30,359
Insurance	117,753	119,413
International Foundation, conference and dues	<u>2,483</u>	<u>3,417</u>
	<u>2,367,511</u>	<u>2,209,434</u>
<b>ADMINISTRATIVE SUPPORT</b>		
Cost Containment Fees		
Hospital and Physician Network Fees and Case Management and Utilization Review Fees	1,739,680	1,707,408
Non PPO Negotiated Fees – Data ISight	192,756	470,337
Coalition Hospital Network Fees	73,194	71,741
Consultant	389,392	462,397
Legal	276,476	243,633
Accounting and auditing	35,000	35,000
Payroll audits	9,102	7,500
PCORI fees	30,191	29,298
Claims auditing	12,380	11,860
Disability payroll taxes	<u>4,555</u>	<u>4,626</u>
	<u>2,762,726</u>	<u>3,043,800</u>
<b>TOTAL ADMINISTRATIVE EXPENSES</b>	<u>\$ 5,130,237</u>	<u>\$ 5,253,234</u>

The accompanying notes are an integral part of this exhibit.

**UNITED FOOD AND COMMERCIAL WORKERS UNION,  
LOCAL 711 AND RETAIL FOOD EMPLOYERS BENEFIT FUND  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2024 AND 2023**

**NOTE 1 - PLAN DESCRIPTION**

The United Food And Commercial Workers Union, Local 711 And Retail Food Employers Benefit Fund (the "Fund") was formed pursuant to the Trust agreement covering participants who are working under applicable collective bargaining agreements for employers who contribute to the Fund. The purpose of the Fund is to provide for the payment of medical, dental, vision, prescription drugs, disability and death benefits, as specified by the Fund. Participants should refer to the Plan Document for more complete information.

**NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**Basis of Presentation**

The financial statements of the Fund are prepared in conformity with generally accepted accounting principles.

**Revenue Recognition**

Employer contributions are reported as receivables and the related revenue is recognized in the month the participant qualifies for eligibility, in accordance with the provisions of the applicable collective bargaining agreement.

**Investments**

If available, quoted market prices are used to value investments. Many factors are considered in arriving at that fair value. In general, however, mutual funds are valued at quoted market prices, which represents the net asset value. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis.

FASB Accounting Standards Codification (ASC) 820, which defines fair value, establishes a framework for measuring fair value and expands disclosures about fair value measurements. Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (an exit price). ASC 820 emphasizes that fair value is a would use in pricing the asset or liability. As a basis for considering market participant assumptions in fair value measurements, ASC 820 establishes a fair value hierarchy that distinguishes between (1) market participant assumptions developed based on market data obtained from sources independent of the Plan (observable inputs) and (2) the Plan's own assumptions about market participant assumptions developed based on the best information available in the circumstances (unobservable inputs). Valuation techniques used to measure fair value shall maximize the use of observable inputs and minimize the use of unobservable inputs.

The fair value hierarchy prioritizes the inputs to valuation techniques used to measure fair value into three broad levels, as follows:

Level 1 inputs are quoted prices (unadjusted) in active markets for identical assets or liabilities the Plan has the ability to access at the measurement date. An active market for the asset or liability is a market in which transactions for the asset or liability occur with sufficient frequency and volume to provide information on an ongoing basis.

**UNITED FOOD AND COMMERCIAL WORKERS UNION,  
LOCAL 711 AND RETAIL FOOD EMPLOYERS BENEFIT FUND  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2024 AND 2023**

**NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)**

**Investments (Continued)**

Level 2 inputs are inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly. If the asset or liability has a specified (contractual) term, a Level 2 input must be observable for substantially the full term of the asset or liability. Level 2 inputs include the following:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in markets which are not active;
- Inputs other than quoted prices that are observable for the asset or liability; and
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

Level 3 inputs are unobservable inputs for the asset or liability. Unobservable inputs are used to measure fair value to the extent that observable inputs are not available, thereby allowing for situations in which there is little, if any, market activity for the asset or liability at the measurement date. Unobservable inputs reflect the Plan's own assumptions that market participants would use in pricing the asset or liability (including assumptions about risk). Unobservable inputs are developed based on the best information available in the circumstances, which might include the Plan's own data. However, market participant cannot be ignored and, accordingly, the Plan's own data used to develop unobservable inputs are adjusted if information is reasonably available without undue cost and effort that indicates that market participants would use different assumptions.

The methods of valuation described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

Following is a description of the valuation methodologies used for investments measured at fair value. There have been no changes in valuation methodologies used at December 31, 2024 and 2023.

Mutual funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the SEC. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

The plan does not have any Level 3 investments and there were no significant transfers between Level 1 and Level 2 investments during the year ended December 31, 2024.

The fair value hierarchy of ASC 820 gives the highest priority to Level 1 and the lowest priority to Level 3 inputs.

**UNITED FOOD AND COMMERCIAL WORKERS UNION,  
LOCAL 711 AND RETAIL FOOD EMPLOYERS BENEFIT FUND  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2024 AND 2023**

**NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)**

**Investments (Continued)**

The following table summarizes the valuation of the Plan's investments in accordance with ASC 820 fair value hierarchy as of December 31, 2024, and 2023:

	Level 1	Level 2	Level 3	Balance at 12/31/24
Registered investment companies				
– mutual funds	\$ -	\$ 42,807,571	\$ -	\$ 42,807,571
Money market funds	-	<u>27,579,383</u>	-	<u>27,579,383</u>
	<u>\$ -</u>	<u>\$ 70,386,954</u>	<u>\$ -</u>	<u>\$ 70,386,954</u>

	Level 1	Level 2	Level 3	Balance at 12/31/23
Registered investment companies				
– mutual funds	<u>\$ -</u>	<u>\$ 45,230,455</u>	<u>\$ -</u>	<u>\$ 45,230,455</u>

**Postretirement Benefits**

The postretirement benefit obligation represents the actuarial present value of those estimated future benefits that are attributed to employee service rendered to December 31. Postretirement benefits include future benefits expected to be paid to or for (1) currently retired or terminated employees and their dependents and (2) active employees and their beneficiaries and dependents after retirement from service with the participating employers. Prior to an active employee's full eligibility date, the postretirement benefit obligation is the portion of the expected postretirement benefit obligation that is attributed to that employee's service in the industry rendered to the valuation date.

The actuarial present value of the expected postretirement benefit obligation is determined by an actuary and is the amount that results from applying actuarial assumptions to historical claims-cost data to estimate future annual incurred claims costs per participant and to adjust such estimates for the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as those for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment.

The following measurement and significant other assumptions were used in the valuation as of December 31, 2024.

**Health Care Cost Trends**

Indemnity health plan	A 7.75% annual increase in per capita cost benefits, decreasing by 0.25% per year for 13 years until 4.5% per year.
Prescription drugs	An 10.00% annual increase in per capita cost benefits, decreasing by 0.25% per year for 22 years until 4.5% per year.
Administration expenses	A 4.5% annual increase in per capita costs.
Retiree contributions	0.0% change per year

**UNITED FOOD AND COMMERCIAL WORKERS UNION,  
LOCAL 711 AND RETAIL FOOD EMPLOYERS BENEFIT FUND  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2024 AND 2023**

**NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)**

**Postretirement Benefits (Continued)**

<b>Discount Rate</b>	5.25% (prior year 4.75%)
<b>Mortality Rates</b>	
Pre and post-retirement	105% of the Pri-2012 Blue Collar Headcount – weighted Employee Mortality Tables, projected generationally with Scale MP 2019
Disabled lives	105% of the Pri-2012 Disabled Retiree Headcount – weighted Mortality Tables, projected generationally with Scale MP 2019

The above mortality tables were determined to contain provision appropriate to reasonable reflect future mortality improvement, based on a review of mortality experience from the Pension plan.

**Retiree Contributions** Monthly contribution of \$175 per month per person.

**Retiree's Relative Share of the Plan's Estimated Cost**

The costs of the postretirement health benefit plan are shared by the Plan's sponsor and retirees. In addition to deductibles and copayments, retiree's relative share of their plan's estimated costs are as follows:

**Expected Retiree Health Benefit Payments**

	<b>Expected Year 2025</b>	<b>Actual Year 2024</b>
Gross retiree benefit payments	\$ 3,029,000	\$ 2,046,000
Retiree contributions	<u>(555,000)</u>	<u>(411,000)</u>
Net retiree benefit payments	\$ 2,474,000	\$ 1,635,000
Retirees' estimated contributions as percentage of retiree benefit payments	18%	20%

**Accumulated Postretirement Benefit Obligation**

	<b>December 31, 2024</b>	<b>December 31, 2023</b>
Gross Accumulated Postretirement Benefit Obligation (ABPO)	\$ 61,181,000	\$ 58,316,000
Present value of retiree contributions	<u>(6,675,000)</u>	<u>(6,899,000)</u>
Net APBO	\$ 54,506,000	\$ 51,417,000
Retirees' share as percentage of retiree benefit obligations	11%	12%

**Claims Cost**

Claims data for the thirty six months ending December 31, 2024 was used to develop the per capita claims costs. This data was obtained from the Fund financial and statistic reports provided by the Office of the Administrator.

The total claims were adjusted for large claims and then divided by corresponding number of members and trended to the mid point of next valuation year and adjusted to incurred claims to yield a per capita claim. The adjusted per capita claim for each plan year was combined by taking a weighted average. These composite rates were broken down into age-rated claims cost components per member. These costs are net of deductible and other benefit plan cost sharing provisions.

**UNITED FOOD AND COMMERCIAL WORKERS UNION,  
LOCAL 711 AND RETAIL FOOD EMPLOYERS BENEFIT FUND  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2024 AND 2023**

**NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)**

**Postretirement Benefits (Continued)**

**2024 Claims Cost Table**

Age Bands	Medical per person	Prescription Drug per person	Administration Cost per retiree
< 50	\$ 4,372	\$ 1,479	\$ 811
50 - 54	5,552	1,895	811
55 - 59	7,066	2,418	811
60 - 64	8,926	2,939	811
65 - 69	1,785	3,572	811
70 - 75	1,823	4,306	811
75 +	1,871	4,631	811

Coverage of retiree and spouse benefits will terminate on the date that the retiree attains age 65. The assumed claims cost for age 65 and over are only applied for spouses of covered retirees.

**Retirement Rates (from active service):**

Age	Clerks (UFCW 711)		Meatcutters & Former Intermountain	
	Not Eligible for Service Pension	Eligible for Service Pension *	Not Eligible for Service Pension	Eligible for Service Pension **
51	0.0%	0.0%	0.0%	20.0%
52	0.0	10.0	0.0	20.0
53	0.0	10.0	0.0	20.0
54	0.0	10.0	0.0	20.0
55	7.0	25.0	5.0	20.0
56	7.0	25.0	5.0	12.5
57	7.0	25.0	5.0	12.5
58	7.0	20.0	5.0	12.5
59	7.0	20.0	9.0	12.5
60	7.0	15.0	9.0	12.5
61	10.0	15.0	9.0	12.5
62	30.0	30.0	20.0	20.0
63	20.0	20.0	20.0	20.0
64	20.0	20.0	20.0	20.0
65	20.0	20.0	25.0	25.0
66	20.0	20.0	25.0	25.0
67	20.0	20.0	25.0	25.0
68	20.0	20.0	20.0	20.0
69	20.0	20.0	20.0	20.0
70	100.0	100.0	100.0	100.0

\* At least age 60 and 20 Vesting Credits or age plus Credited Service total at least 85 if hired before March 1, 2005.

\*\* At least age 55 and 20 Years of Credited Service or age plus Credited Service total at least 85 if hired before March 1, 2005.

**UNITED FOOD AND COMMERCIAL WORKERS UNION,  
LOCAL 711 AND RETAIL FOOD EMPLOYERS BENEFIT FUND  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2024 AND 2023**

**NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)**

**Postretirement Benefits (Continued)**

**Withdrawal Rates for Selected Ages:**

Age	Clerks (UFCW 711)		Courtesy Clerks (UFCW 711)	Meatcutters and Former Intermountain	
	First Five Years	After Five Years		First Five Years	After Five Years
20	22.50%	11.94%	40.00%	27.00%	17.00%
25	22.50	11.62	30.00	27.00	17.00
30	22.50	11.21	30.00	27.00	17.00
35	22.50	10.55	30.00	27.00	17.00
40	12.50	9.40	20.00	16.00	12.00
45	12.50	7.54	20.00	16.00	12.00
50	12.50	6.50	20.00	16.00	12.00
55	12.50	6.50	20.00	16.00	12.00
60	12.50	6.50	20.00	16.00	12.00

**Percent Married at Time of Retirement, Death or Disability:**

Males	50%
Females	50%

**Spouse Age for Future Retirees:** Husbands are two years older than wives.

**Percentage Expected to Elect Coverage Under the Plan:**

	UFCW 711	Former Intermountain
Future Retirees	70%	50%
Spouse of Future Retirees	65%	50%

**Other Assumptions**

On December 8, 2003, the President signed into law the Medicare Prescription Drug, Improvement and Modernization Act of 2003 (the Act) for employers that sponsor postretirement health care plans that provide prescription drug benefits. The Act introduces a prescription drug benefit under Medicare (Medicare Part D) as well as a federal subsidy to sponsors of retiree health care benefit plans that provide a benefit that is at least actuarially equivalent to Medicare Part D.

The Medicare Part D benefits of the Act was effective January 1, 2006. This plan does not provide benefits for retirees who are at or over age 65, and disabled retirees were assumed to remain Medicare ineligible until age 65. Any of the few covered Medicare spouses of non-Medicare retirees would lose their Fund prescription drug coverage if they were to enroll in a Part D plan, but it has not been assumed of any such enrollments and so there has been no impact of Part D on this valuation.

**UNITED FOOD AND COMMERCIAL WORKERS UNION,  
LOCAL 711 AND RETAIL FOOD EMPLOYERS BENEFIT FUND  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2024 AND 2023**

**NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)**

**Postretirement Benefits (Continued)**

**Assumption Changes**

The discount rate was increased from 4.75% to 5.25% to reflect the current market environment. Claims costs and trends were updated to reflect actual experience. Claims costs and trend assumptions were updated to reflect actual experience.

The forgoing assumptions are based on the presumption that the Fund will continue. Were the Fund to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of the postretirement benefit obligation.

**Claims Incurred But Not Reported And Future Accumulated Eligibility Credits**

Plan obligations at December 31 for health claims incurred by active participants but not reported at that date and accumulated eligibility of participants are estimated by the Plan's actuary in accordance with accepted actuarial principles. Accumulated Eligibility Credits as of December 31, 2024 was estimated by projecting active benefit payments and expenses for two months and discounting such payments back to the valuation date. No adjustment for mortality was deemed necessary. Indemnity medical was based on a study of the incurral pattern for claims paid in each month for plan year 2024. A total incurred for the plan year was estimated and the actual payments were subtracted to yield the medical incurred but not paid (IBNP) claims as of December 31, 2024. In addition, approximately two twelfths of the 2024 paid dental and vision claims expenses, one-twenty fourth of the 2024 paid prescription drug claims expense and one twelfth of the 2024 paid disability, FICA and death claims expenses were added to the medical IBNP to get the total IBNP claims at December 31, 2024.

**Future Eligibility Claims**

Effective July 1, 1992, the Plan was amended to provide eligibility of benefits through the end of the month following the month during which an employee's employment is terminated, and no self-payment will be allowed thereafter. The provision shall not apply (and the rules prior to July 1, 1992 shall apply) in the following cases: (1) The employee is on disability or workers' compensation leave, or establishes a disability or workers' compensation claim with an effective date prior to the one month eligibility extension; (2) The employee is re-employed or reinstated by a contributing employer prior to the end of the one month eligibility extension; (3) The employee is laid off.

**Use of Estimates and Assumptions**

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, benefit obligations, and changes therein, IBNR, eligibility credits, claims payable, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

**UNITED FOOD AND COMMERCIAL WORKERS UNION,  
LOCAL 711 AND RETAIL FOOD EMPLOYERS BENEFIT FUND  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2024 AND 2023**

**NOTE 3 - BENEFIT OBLIGATIONS**

The Plan's deficiency of net assets over benefit obligations at December 31, 2024, relates primarily to the postretirement benefit obligation, the funding of which is not covered by the contribution rate provided by the current collective bargaining agreement. It is expected that the deficiency will be funded through future increases in the collectively bargained contribution rates.

The health care cost-trend assumption (see Note 2) has a significant effect on the amounts reported in the accompanying financial statements. If the assumed rates increased by one percentage point in each year, it would increase the obligation as of December 31, 2024 and 2023 by \$ 5,394,000 and \$5,423,000, respectively. If the assumed rates decreased by one percentage point in each year, it would decrease the obligation as of December 31, 2024 and 2023 by \$4,789,000 and \$4,793,000, respectively.

**NOTE 4 - FUND TERMINATION**

The Fund will remain in effect as long as there are employers who are obligated under collective bargaining agreements to make contributions to the Fund. Upon the termination of the Fund, the Trust Agreement provides that all assets will be allocated in a manner consistent with the provisions of ERISA.

**NOTE 5 - INCOME TAXES**

The Internal Revenue Service has advised the Fund that it qualifies as a tax exempt organization under Internal Revenue Code Section 501(c)(9). Accordingly, no provision for federal income taxes has been made. The trust has obtained a favorable tax determination letter from the Internal Revenue Service and the Plan sponsor believes that the Trust, as amended, continues to qualify and to operate in accordance with applicable provisions of the Internal Revenue Code. GAAP requires plan management to evaluate tax positions taken by the plan and recognizes a tax liability (or asset) if the plan has taken an uncertain position that more likely than not would not be sustained upon examination by the applicable authorities. The plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income examination for the years prior to 2022.

**NOTE 6 - RELATED PARTY TRANSACTIONS**

The Fund reimburses the United Food And Commercial Workers Union, Local 711 (a signatory to the Trust agreement establishing the Fund) for the wages, telephone expense, postage, payroll taxes, health and welfare and pension contributions and miscellaneous expenses incurred related to providing participants information related to the Fund. For the years ended December 31, 2024 and 2023, total reimbursements amounted to \$121,414 and \$115,743 respectively.

In addition, the Fund maintains an expense allocation policy with Retail Food Employers and United Food And Commercial Workers Local 711 Pension Trust Fund (UFCW 711 Pension Plan). The expense allocation policy calls for joint meeting expenses to be allocated one third to the United Food And Commercial Workers Local 711 Pension Trust Fund and two thirds to the Fund.

**UNITED FOOD AND COMMERCIAL WORKERS UNION,  
LOCAL 711 AND RETAIL FOOD EMPLOYERS BENEFIT FUND  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2024 AND 2023**

**NOTE 7 - SIGNIFICANT CONCENTRATIONS OF CREDIT RISK**

Substantially all employer contributions receivable are from retail food industry employers located in Nevada and Utah.

The Fund's cash and cash activities are with U.S. Bank. The accounts are insured by the Federal Deposit Insurance Corporation up to \$250,000. At times, such cash balances may be in excess of the insurance limit.

**NOTE 8 - SIGNIFICANT TRANSACTIONS WITH PERSONS KNOWN TO BE PARTIES IN INTEREST**

The Fund has contracted for administrative and claims services with Southwest Service Administrators, Inc. to provide administrative services to the Plan. The administrative and claims fees paid to Southwest Service Administrators, Inc. for the year ended December 31, 2024 and 2023 was \$1,489,739 and \$1,478,163, respectively.

The fund also contracts with investment managers, investment custodian, consultants, attorneys, and auditors who are all known to be parties in interest.

**NOTE 9 - CONTRIBUTION RATE**

The most recent Labor Agreement for certain employers signatory to the agreement provides for a \$3.716 per hour contribution rate for employers in Southern Nevada. In addition, the agreement allows for a suspension of contributions for a six month period effective August 1, 2022. Employers not signatory to the agreement contribute \$3.75 per hour. Employers located in Utah and Northern Nevada (Intermountain Plan) have contribution rates ranging from \$2.56 - \$3.56. The most recent Labor Agreement for the Intermountain Plan for certain employers signatory to the agreement allows for a suspension of contributions for an eight month period effective July 1, 2023. The agreements calls for the Trustees to implement and maintain over time a schedule of benefits and plan design, including a prudent operating reserve, that can be supported by the contribution rate.

**NOTE 10 - MAJOR CONTRIBUTIONS**

Transactions with major contributors for the years ended December 31, 2024 and 2023 and the related receivable balances at December 31, 2024 and 2023 are as follows:

	<b>Contributions</b>		<b>Receivables</b>	
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
Employer A	\$ 30,639,374	\$ 28,751,033	\$ 2,365,529	\$ 2,574,350
Employer B	24,569,950	22,179,588	1,750,976	2,172,731

**NOTE 11 - RISKS AND UNCERTAINTIES**

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

The actuarial present value of benefit obligations is reported based on certain assumptions pertaining to interest rates, health care inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

**UNITED FOOD AND COMMERCIAL WORKERS UNION,  
LOCAL 711 AND RETAIL FOOD EMPLOYERS BENEFIT FUND  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2024 AND 2023**

**NOTE 12 - RECONCILIATION OF FINANCIAL STATEMENTS TO SCHEDULE H OF FORM 5500**

The following is a reconciliation of net assets available for benefits per the accompanying December 31, 2024 and 2023 financial statements to the Form 5500, Schedule H - Part I, Line 1(1)

	<b>December 31, 2024</b>	<b>December 31, 2023</b>
Net Assets Available For Benefits Per Audited Financial Statement	\$ 84,149,505	\$ 67,187,439
Liabilities reported on Form 5500		
Estimated Claims Incurred But Not Reported (IBNR),	(6,769,000)	(7,832,000)
Estimated Accumulated Eligibility Credits Reported	<u>(8,376,000)</u>	<u>(8,236,000)</u>
Net Assets per Form 5500 Schedule H - Part I, Line 1(l)	<u>\$ 69,004,505</u>	<u>\$ 51,119,439</u>

The following is a reconciliation of the net increase in changes in net assets available for benefits to net income per Form 5500, Schedule H - Part II, Line 2(k)

Net Increase (Decrease) Per Financial Statement	\$ 16,962,066	
Benefits paid to or for participants on Form 5500		
Changes in Premiums Payable, Estimated		
Claims Incurred But Not Reported (IBNR), and		
Estimated Accumulated Eligibility Credits (AEC)	<u>923,000</u>	
Net Increase per Form 5500 Schedule H - Part II, Line 2(k)	<u>\$ 17,885,066</u>	
Postretirement Benefits Included On Financial Statement	<u>\$ 54,506,000</u>	<u>\$ 51,417,000</u>
Postretirement Benefits Included On Form 5500	<u>\$ 0</u>	<u>\$ 0</u>

**NOTE 13 - SUBSEQUENT EVENTS**

In preparing these financial statements, the Plan has evaluated events and transactions for potential recognition or disclosures through October 10, 2025, the date the financial statements were available to be issued.

**UNITED FOOD AND COMMERCIAL WORKERS  
UNION, LOCAL 711 AND RETAIL FOOD  
EMPLOYERS BENEFIT FUND**

**FORM 5500  
SCHEDULE H, PART IV, LINE 4  
E.I.N. 23-7100610, PLAN NO. 501**

**SUPPLEMENTAL SCHEDULE REQUIRED  
BY THE DEPARTMENT OF LABOR**

**DECEMBER 31, 2024**

**UNITED FOOD AND COMMERCIAL WORKERS UNION, LOCAL 711 AND  
RETAIL FOOD EMPLOYERS BENEFIT FUND  
SCHEDULE OF ASSETS HELD FOR INVESTMENT  
AS OF DECEMBER 31, 2024**

Employer Identification Number 23-7100610

Plan Number 501

Schedule H Part IV, 4i - Schedule of Assets (Held at End of Year)

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current Value
	US Bank	PIA Short Term Securities Adv Mutual Fund	43,004,920	42,807,571
	US Bank	First American US Treasury Money Market Funds	27,579,383	27,579,383

\$ 70,584,303	\$ 70,386,954
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# Form 5500

Department of the Treasury  
Internal Revenue Service

Department of Labor  
Employee Benefits Security  
Administration

Pension Benefit Guaranty Corporation

## Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210 - 0110  
1210 - 0089

### 2024

**This Form is Open to Public Inspection**

### Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

- A** This return/report is for:  a multiemployer plan  a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- B** This return/report is:  a single-employer plan  a DFE (specify) \_\_\_\_\_  
 the first return/report  the final return/report  
 an amended return/report  a short plan year return/report (less than 12 months)
- C** If the plan is a collectively-bargained plan, check here
- D** Check box if filing under:  Form 5558  automatic extension  the DFVC program  
 special extension (enter description) \_\_\_\_\_
- E** If this is a retroactively adopted plan permitted by SECURE Act section 201, check here

### Part II Basic Plan Information - enter all requested information

<b>1a</b> Name of plan UNITED FOOD & COMMERCIAL WORKERS UNION LOCAL 711 AND RETAIL FOOD EMPLOYERS BENEFIT FUND	<b>1b</b> Three-digit plan number (PN) ▶ 501
<b>2a</b> Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) UNITED FOOD & COMMERCIAL WORKERS LOCAL 711 & RETAIL  5251 GREEN STREET, SUITE 200  MURRAY UT 84123	<b>1c</b> Effective date of plan 03/01/1970
	<b>2b</b> Employer Identification Number (EIN) 23-7100610
	<b>2c</b> Plan Sponsor's telephone number (800) 453-4584
	<b>2d</b> Business code (see instructions) 445110

**Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.**

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE →	<i>Michael Gittings</i>	10-14-2025	MICHAEL GITTINGS
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE →	<i>Michael Gittings</i>	10-14-2025	MICHAEL GITTINGS
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2024)  
v. 240311

<b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	<b>3b</b> Administrator's EIN  <b>3c</b> Administrator's telephone number  <div style="background-color: #cccccc; height: 40px; width: 100%;"></div>
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<b>4</b> If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: <b>a</b> Sponsor's name <b>c</b> Plan Name	<b>4b</b> EIN  <b>4d</b> PN
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<b>5</b> Total number of participants at the beginning of the plan year	<b>5</b>	11267
<b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1), 6a(2), 6b, 6c, and 6d).		
<b>a (1)</b> Total number of active participants at the beginning of the plan year .....	<b>6a(1)</b>	11124
<b>a (2)</b> Total number of active participants at the end of the plan year .....	<b>6a(2)</b>	11165
<b>b</b> Retired or separated participants receiving benefits .....	<b>6b</b>	111
<b>c</b> Other retired or separated participants entitled to future benefits .....	<b>6c</b>	
<b>d</b> Subtotal. Add lines 6a(2), 6b, and 6c .....	<b>6d</b>	11276
<b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits .....	<b>6e</b>	
<b>f</b> Total. Add lines 6d and 6e .....	<b>6f</b>	
<b>g (1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) .....	<b>6g(1)</b>	
<b>(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) .....	<b>6g(2)</b>	
<b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested .....	<b>6h</b>	
<b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) .....	<b>7</b>	9

**8a** If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

**b** If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:  
**4A 4B 4D 4E 4F 4H**

<b>9a</b> Plan funding arrangement (check all that apply) (1) <input type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor	<b>9b</b> Plan benefit arrangement (check all that apply) (1) <input checked="" type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor
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**10** Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

<b>a Pension Schedules</b> (1) <input type="checkbox"/> <b>R</b> (Retirement Plan Information) (2) <input type="checkbox"/> <b>MB</b> (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) <input type="checkbox"/> <b>SB</b> (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary (4) <input type="checkbox"/> <b>DCG</b> (Individual Plan Information) - Number Attached _____ (5) <input type="checkbox"/> <b>MEP</b> (Multiple-Employer Retirement Plan Information)	<b>b General Schedules</b> (1) <input checked="" type="checkbox"/> <b>H</b> (Financial Information) (2) <input type="checkbox"/> <b>I</b> (Financial Information - Small Plan) (3) <input checked="" type="checkbox"/> <b>A</b> (Insurance Information) - Number Attached <u>1</u> (4) <input checked="" type="checkbox"/> <b>C</b> (Service Provider Information) (5) <input type="checkbox"/> <b>D</b> (DFE/Participating Plan Information) (6) <input type="checkbox"/> <b>G</b> (Financial Transaction Schedules)
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