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

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

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

1a Name of plan
UNITED CONTRACTORS MIDWEST HEALTH INSURANCE

1b Three-digit plan number (PN) ▶ 504

1c Effective date of plan 01/01/2010

2a 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 CONTRACTORS MIDWEST, INC.

3151 ROBBINS ROAD
SPRINGFIELD, IL 62704

3151 ROBBINS ROAD
SPRINGFIELD, IL 62704

2b Employer Identification Number (EIN) 37-1409658

2c Plan Sponsor's telephone number 217-546-6192

2d Business code (see instructions) 237310

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	Filed with authorized/valid electronic signature.	07/24/2026	ALLEN CULLINAN
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	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

3a	Plan administrator's name and address [X] Same as Plan Sponsor	**3b**	Administrator's EIN
		3c	Administrator's telephone number
4	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:	**4b**	EIN
a	Sponsor's name	**4d**	PN
c	Plan Name		

5	Total number of participants at the beginning of the plan year	**5**	155
6	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**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	155
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	160
b	Retired or separated participants receiving benefits	**6b**	
c	Other retired or separated participants entitled to future benefits	**6c**	
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	160
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	
f	Total. Add lines **6d** and **6e**.	**6f**	160
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

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

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

4A

9a Plan funding arrangement (check all that apply)		**9b** Plan benefit arrangement (check all that apply)	
(1)	[X] Insurance	**(1)**	[X] Insurance
(2)	[ ] Code section 412(e)(3) insurance contracts	**(2)**	[ ] Code section 412(e)(3) insurance contracts
(3)	[ ] Trust	**(3)**	[ ] Trust
(4)	[X] General assets of the sponsor	**(4)**	[X] 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)

a Pension Schedules

- **(1)** [ ] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [ ] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- **(4)** [ ] **DCG** (Individual Plan Information) – Number Attached _____
- **(5)** [ ] **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- **(1)** [ ] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [X] **A** (Insurance Information) – Number Attached 1
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [ ] **D** (DFE/Participating Plan Information)
- **(6)** [ ] **G** (Financial Transaction Schedules)

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

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.

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 2025 Form M-1 annual report. If the plan was not required to file the 2025 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_____

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

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
UNITED CONTRACTORS MIDWEST HEALTH INSURANCE

B Three-digit plan number (PN) ▶ 504

C Plan sponsor's name as shown on line 2a of Form 5500
UNITED CONTRACTORS MIDWEST, INC.

D Employer Identification Number (EIN)
37-1409658

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
HEALTH CARE SERVICE CORPORATION

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
36-1236610	70670	P89979, P89987	322	01/01/2025	12/31/2025

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.

(a) Total amount of commissions paid	(b) Total amount of fees paid
	25260

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

FIRST MID INSURANCE GROUP, INC.
230 SE ADAMS ST. SUITE 100
PEORIA, IL 61602

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
	25260	PLAN MANAGEMENT AND SERVICE	3

(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	

(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.

4	Current value of plan's interest under this contract in the general account at year end	**4**	
5	Current value of plan's interest under this contract in separate accounts at year end	**5**	

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	Balance at the end of the previous year			**7b**	
c	Additions: (1) Contributions deposited during the year	**7c(1)**			
	(2) Dividends and credits	**7c(2)**			
	(3) Interest credited during the year	**7c(3)**			
	(4) Transferred from separate account	**7c(4)**			
	(5) Other (specify below) ▶	**7c(5)**			
	(6)Total additions			**7c(6)**	
d	Total of balance and additions (add lines **7b** and **7c(6)**)			**7d**	
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	**7e(1)**			
	(2) Administration charge made by carrier	**7e(2)**			
	(3) Transferred to separate account	**7e(3)**			
	(4) Other (specify below) ▶	**7e(4)**			
	(5) Total deductions			**7e(5)**	
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			**7f**	

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** [X] 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** [X] Prescription drug
- **i** [X] Stop loss (large deductible)
- **j** [ ] HMO contract
- **k** [ ] PPO contract
- **l** [ ] Indemnity contract
- **m** [ ] Other (specify) ▶

9 Experience-rated contracts:				
a Premiums: (1) Amount received	**9a(1)**	2076130		
(2) Increase (decrease) in amount due but unpaid	**9a(2)**			
(3) Increase (decrease) in unearned premium reserve	**9a(3)**			
(4) Earned (**(1)** + **(2)** - **(3)**)			**9a(4)**	2076130
b Benefit charges (1) Claims paid	**9b(1)**	2166888		
(2) Increase (decrease) in claim reserves	**9b(2)**			
(3) Incurred claims (add **(1)** and **(2)**)			**9b(3)**	2166888
(4) Claims charged			**9b(4)**	
c Remainder of premium: (1) Retention charges (on an accrual basis) --				
(A) Commissions	**9c(1)(A)**			
(B) Administrative service or other fees	**9c(1)(B)**	-106868		
(C) Other specific acquisition costs	**9c(1)(C)**			
(D) Other expenses	**9c(1)(D)**	16109		
(E) Taxes	**9c(1)(E)**			
(F) Charges for risks or other contingencies	**9c(1)(F)**			
(G) Other retention charges	**9c(1)(G)**			
(H) Total retention			**9c(1)(H)**	-90759
(2) Dividends or retroactive rate refunds. (These amounts were [ ] paid in cash, or [ ] credited.)			**9c(2)**	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			**9d(1)**	
(2) Claim reserves			**9d(2)**	
(3) Other reserves			**9d(3)**	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line **9c(2)**.)			**9e**	
10 Nonexperience-rated contracts:				
a Total premiums or subscription charges paid to carrier			**10a**	1038050
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.			**10b**	

Specify nature of costs.

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? [ ] Yes [X] No

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

SCHEDULE C (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Service Provider 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.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
UNITED CONTRACTORS MIDWEST HEALTH INSURANCE

B Three-digit plan number (PN) ▶ 504

C Plan sponsor's name as shown on line 2a of Form 5500
UNITED CONTRACTORS MIDWEST, INC.

D Employer Identification Number (EIN)
37-1409658

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).. . . . . [X] 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

HEALTH CARE SERVICE CORP
300 EAST RANDOLPH ST
CHICAGO, IL 60601

36-1236610

(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)

(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 ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(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 ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(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 ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

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
(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.	

(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.

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

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

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

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(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** 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)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

BlueCross BlueShield of Illinois

FORM 5500 INFORMATION

Customer Name: United Contractors Midwest, Inc. ***Customer Account Number: 389979***
Financial Arrangement: ASO
Coverage Period: 01/01/2025 through 12/31/2025

1. APPROXIMATE NUMBER OF PERSONS COVERED AT END OF POLICY OR CONTRACT PERIOD:			Medical	322
2. EXPERIENCE RATED CONTRACTS				
Premiums:	Amount billed	$2,076,129.52		
	Amount due but unpaid	$0.00		
	Total Premiums earned			$2,076,129.52
Benefit Charges:	Net Claims paid*	$2,166,888.19		
	Change in claim reserves	$0.00		
	Change in other reserves	$0.00		
	Physician Service Fees	$0.00		
	Total Claims paid			$2,166,888.19
Remainder Of Premium:	Commissions	$0.00		
	Service fees	$0.00		
	Drug Rebate Credits (under Pharm./Med.)	($199,991.79)		
	Administrative expenses	$93,124.15		
	Illinois Access Fees	$16,108.97		
	Other (Interest credit)	$0.00		
	Total Retention			($90,758.67)
Experience or retroactive rate refunds				$0.00
Status of Policyholder Reserves at End of Year:				
	Amount held for benefits after retirement			$0.00
	Claim reserves			$0.00
	Other reserves			$0.00
3. NON EXPERIENCE RATED CONTRACTS				
	Total Premiums earned			$1,038,049.56

4. COMMISSIONS AND CONSULTANT SERVICE FEES

Name Of Recipient	Amount Paid a. Base Commissions **	Amount Paid b. Other Fees/ Commissions ***	Amount Paid c. Special Programs ****
FIRST MID INSURANCE GROUP INC	$0.00	$0.00	$1,715.43
FIRST MID INSURANCE GROUP INC	$0.00	$0.00	$3,540.97

03/20/2026

Blue Cross and Blue Shield of Illinois, a Division of Health Care Service Corporation, a Mutual Legal Reserve Company, an Independent Licensee of the Blue Cross and Blue Shield Association

*Based on the terms and conditions specified in the Agreement between the Contract Holder and BCBSIL.

**Base commissions paid on your contract.

***Other fees/commissions paid on your contract or policy such as consulting fees or General Agent commissions.

****Amounts based on producer's/consultant's block of business. If calculation exceeds program's defined fixed limit: the capped payment is allocated 1) between new sales and retention, based on corresponding proportions of uncapped payment (if applicable) and 2) to the account, based on account's uncapped payment as a percentage of total block uncapped payment. If block payment falls within program's fixed dollar limit and is based on a graded per employee schedule, account amount is calculated based on processing order subject to any account fixed limit. Resulting figures are combined with other special program defined payments (such as flat amount per head, percent of premium, or per account not subject to block fixed limit).

The settlement applies to the group numbers referenced on the Benefit Program Application and may include canceled group numbers if applicable.

NOTE: The above information is provided from business records of BCBSIL maintained in the ordinary course of BCBSIL's business to assist the plan administrator in complying with certain reporting requirements for Form(s) 5500. BCBSIL certifies that this information is accurate and complete to the best of its knowledge and belief.

The amounts shown in sections 4b and 4c are not typically applied as account-specific pricing adjustments to Admin Fees or Stop Loss premium.

FEIN (Federal Employer Identification Number): 36-1236610
NAIC Company Code: 70670

BlueCross BlueShield of Illinois

March 20, 2026

Attn: Carol Mansker
United Contractors Midwest, Inc.
121 W Park St
Tremont, IL
61568-7520

RE: Information You Need To Complete Form 5500
Policy Period: 01/01/2025 through 12/31/2025
Customer Account Number: 389979

NOTE: This information is being forwarded to the main account contact name in our records. You may find it appropriate to pass this information along to the person or department responsible for completing your company's tax information.

In accordance with the requirements of the Employee Retirement Income Security Act of 1974 (ERISA), attached is the information you need to complete the Form 5500 for the plan year and account number referenced above. Our procedures and processes require us to provide this information to you directly, either automatically or upon request.

The section near the bottom of the exhibit includes detailed broker commission information, if applicable. The commission details are provided as the result of an Advisory Opinion issued by the Department of Labor regarding what information is to be reported on Form 5500 regarding compensation and fees paid to brokers, agents and others. The footnotes on the exhibit itself will provide further information for your reference.

If you have any questions, please contact your Account Representative.

BlueCross BlueShield of Illinois

March 20, 2026

UNITED CONTRACTORS MIDWEST, INC.
121 W PARK ST
TREMONT , IL 61568

ATTN: CAROL MANSKER

RE:	Supplemental Information You May Need To Complete your ERISA Form 5500
Reporting Period:	2025
Account Number:	389979

Note: The Supplement to the 2025 ERISA Form 5500 Information Report regarding non-monetary compensation paid by HCSC is attached. This information is being forwarded to the main account contact identified in our records for your account. You may find it appropriate to pass all of this information along to the person or department responsible for completing your company's tax information.

In accordance with the requirements of the Employee Retirement Income Security Act of 1974 (ERISA) and regulations published by the Department of Labor, Department of the Treasury, and the Pension Benefit Guaranty Corporation on November 16, 2007 effective beginning with the 2009 Plan year, attached is the calendar year information you may need to complete the ERISA Form 5500 for the 2025 Plan year for the account number referenced above.

The attached Form 5500 Supplemental Information Report contains information regarding non-monetary compensation from HCSC including Dental Network of America, Inc. to the identified service providers and is based on the expanded definition of indirect non-monetary compensation included in the ERISA regulations issued in 2007.

HCSC elected to use an estimation method that is allowed under the ERISA Form 5500 regulation to allocate indirect non-monetary compensation for gifts, meals, entertainment and meetings to the Group Customer and Producer by account number. This estimation method is described on the attached Supplement. The allocated amount may be more or less than the amount actually provided, and in fact, the amount of indirect non-monetary compensation actually provided to the Group Customer or Producer could be as little as $0.00.

This transmittal does not include all information that may be needed if the Plan Administrator deems it necessary to prepare Schedule C with its ERISA Form 5500 report it submits to the government. A 2025 ERISA Disclosure Information Report that discusses certain indirect monetary compensation that we believe meets the criteria for Eligible Indirect Compensation under the ERISA regulations is available upon request.

The ERISA Form 5500 Information Report(s), the Form 5500 Supplemental Information Report and the 2025 ERISA Disclosure Information Report may all need to be referenced for purposes of completing the ERISA Form 5500 and Schedules submitted by you to the government. It is the Plan Administrator's responsibility to determine which information is required to be included on the Plan's ERISA Form 5500. Please consult your own advisors and legal counsel to determine how the new reporting requirements apply to your specific organization.

If you have any questions or need additional information, including the ERISA 2025 Disclosure Information Reports, please contact your Blue Cross and Blue Shield of Illinois Account Representative.

FORM 5500 SUPPLEMENTAL INFORMATION REPORT

HCSC:

Date: 3/20/26
FEIN (Federal Employer Identification Number): 36 – 1236610
Group Customer Name: UNITED CONTRACTORS MIDWEST, INC.
NAIC Company Code: 70670
Account Number: 389979
Reporting Period: 2025

Table of Indirect Non-Monetary Compensation

Provided By:	Estimated Value:[1]	Purpose:	Provided To:	Address: Line 1	Address: Line 2	City	State:	Zip:
HCSC	$ 2.04	Miscellaneous gifts, meals, entertainment and meetings	UNITED CONTRACTORS MIDWEST, INC.	121 W PARK ST		TREMONT	IL	61568
HCSC	$ 1.67	Miscellaneous gifts, meals, entertainment and meetings	FIRST MID INSURANCE GROUP INC	1520 CHARLESTON AVENUE		MATTOON	IL	61938

[1] The non-monetary compensation in the form of meals, entertainment, gifts and meetings provided by Health Care Service Corporation including Dental Network of America, Inc. to Group Customers and Producers in relation to Group Customer business was estimated as the sum of:

1) The 2025 calendar year expenses provided by Dental Network of America to that Group Customer or a Producer associated with that Group Customer. Producer expenses that relate to the Producer's total Group Customer business were allocated based on the weighted amount that the Group Customer's number of subscribers represented to the Producer's total Group Customer business number of subscribers. Any amounts provided by Dental Networks of America, Inc. were added to the HCSC estimate described below.

2) The 2025 calendar year expenses provided by HCSC. Expenses with unit values greater than or equal to $10 for meals, entertainment, gifts, and meetings were allocated to Group Customers and Producers based on the type of recipient and split by line of business (small group, large group, national accounts, government, etc.). For each line of business, the expense amount was divided by the total number of subscribers to develop a Group Customer and Producer estimate factor. The estimate factor was then multiplied by the number of subscribers for each Group Customer to determine the estimated non-monetary compensation provided by HCSC to the Group Customer and the Producers associated with that Group Customer. In the event that more than one Producer was associated with the Group Customer during the calendar year, the Producer estimate amount was equally allocated to each Producer when the producers were active for the same number of subscriber months. For expenses where the recipient type was unknown, they were prorated between Group Customer and Producer based on the resulting allocation of expenses where the recipient type was known.

Meetings with a unit value per attendee that exceeded $500 for Group Customers were considered of high value and evaluated separately for purposes of the estimate factors. These expenses were reviewed to determine the specific Group Customer to which the expense related and added to that specific Group Customer's estimate. Meals, entertainment, and gifts with a unit value per recipient that exceeded $350 for Group Customers were considered of high value and evaluated separately for purposes of the estimate factors. These expenses were reviewed to determine the specific Group Customer to which the expense related and was added to that specific Group Customer's estimate.

PLEASE NOTE: The amounts allocated above may be more or less than the amount actually provided and, in fact, the amount of indirect non-monetary compensation actually provided to the Group Customer or Producer could be as little as $0.00.

BlueCross BlueShield of Illinois

HCSC EIN # 36 – 1236610

Date: March 20, 2026

UNITED CONTRACTORS MIDWEST, INC.
121 W PARK ST
TREMONT , IL 61568

ATTN: CAROL MANSKER

RE: ERISA Disclosure Information Report
Reporting Period: 2025
Account Number: 389979

The 2025 ERISA Disclosure Information Report attached to this letter discusses information relating to the Form 5500 regulations promulgated under the Employee Retirement Income Security Act of 1974 (ERISA Form 5500 regulations) as well as the proposed 408(b)(2) service provider regulations.

Because both sets of regulations have a complex disclosure component, we have been and are continuing to conduct an internal assessment of information that is available to you about Health Care Service Corporation (HCSC), our corporate structure and the companies we use to help us deliver services to our group health customers. Historically, information has been made available to you through various avenues, such as marketing materials, websites, RFPs, contracts, reports, correspondence and various communications. As a result of our efforts, we are pleased to provide the attached detailed 2025 ERISA Disclosure Information. While some of this information has already been made available through various avenues mentioned above, additional detail may have been added in response to the ERISA regulations. In particular, we have included detailed information that we believe meets the requirements for "Eligible Indirect Compensation Disclosures" for certain services. We are providing this information because a plan sponsor's reporting requirements for Schedule C are streamlined for "Eligible Indirect Compensation (EIC)." Please note that amounts that are EIC are not included in HCSC's Form 5500 Supplemental Information Report which is also included in this packet.

You may find it appropriate to pass the attached Disclosure Information along to the person or department responsible for completing your company's tax reporting obligations.

If you have any questions about the Disclosure Information, please contact your Blue Cross and Blue Shield of Illinois Account Representative.

BlueCross BlueShield of Illinois

2025 ERISA Disclosure Information Report
Provided by Health Care Service Corporation, a Mutual Legal Reserve Company (HCSC)
300 East Randolph Street; Chicago, Illinois 60601
EIN # 36 – 1236610

HCSC operates through its Blue Cross and Blue Shield plans in Illinois (BCBSIL), New Mexico (BCBSNM), Oklahoma (BCBSOK), Texas (BCBSTX), and Montana (BCBSMT), and several subsidiaries to offer a variety of health and life insurance products and related services to group customers and individuals.
Information about the operations and financial relationships of HCSC and its affiliates and subsidiaries is available through many sources, such as:
Home Page -- https://www.hcsc.com/content/bcbs/hcsc/en/home.html
Affiliates and Subsidiaries -- https://www.hcsc.com/who-we-are/affiliates-subsidiaries
Financial Statements -- https://www.hcsc.com/who-we-are/financial-strength
Newsroom -- https://www.hcsc.com/newsroom
Blue Cross and Blue Shield Association -- http://www.bcbs.com/
Corporate Social Responsibility -- https://www.hcsc.com/our-impact/corporate-social-responsibility

Eligible indirect compensation ("EIC") that has been or is likely to be received by HCSC and certain of HCSC's vendors in connection with services provided by HCSC to our self-funded group customers for calendar year 2025 is listed below along with other information. Please note EIC includes amounts that are not necessarily passed on to our group customers or to members. The financial terms of the services provided by HCSC to our group customers, and additional details about the services, are described in the existing group customer's administrative services agreement(s) and insurance policies with HCSC and/or in other materials we may provide from time-to-time.

The following Disclosure Information is supplemental to, and does not take the place of, any information previously provided to our group customers. Important additional information about separate financial relationships and fees is provided in the administrative services agreement(s) and insurance policies between HCSC and our group customers.

Please Note: Not all of the following Disclosure Information will be applicable to every group customer, and not all groups are subject to Schedule C reporting. For groups not subject to Schedule C reporting, this Disclosure Information is provided for informational purposes only. For insured business, the financial arrangements below are taken into account when HCSC calculates insured group premiums, unless indicated otherwise.

Group customers should contact their Blue Cross and Blue Shield of Illinois, Montana, New Mexico, Oklahoma, or Texas Account Representative if they have questions related to a unique arrangement with us. Group customers should also consult with their own legal and other advisors.

HCSC Financial Arrangements

1. *Separate Financial Arrangements with Providers; ADP* -- In Illinois, HCSC's compensation for the services under its administrative services agreement(s) with certain group customers can include the difference, if any, between the net claim payments reimbursed to HCSC by the group customer and the net amounts paid to health care providers by HCSC, after giving effect to HCSC's separate financial arrangements with health care providers. Currently, these differences may arise through the use of HCSC's Average Discount Percentage ("ADP"). "ADP" means a percentage discount determined by HCSC, which varies from claim to claim. The ADP reflects HCSC's reasonable estimate of average payments, discounts and/or other allowances that will result from its contracts with hospitals and other facilities under circumstances similar to those involved in the particular claim, reduced by an amount, not to exceed fifteen percent (15%) of such estimate, to reflect related lost investment earnings and costs (the amount of the reduction is referred to as the "planned retention"). Although the maximum planned retention can be up to 15%, the planned retention is often much lower and will vary from year to year, as more fully described below.

In Illinois, HCSC has negotiated with participating facility providers to pay the providers full billed charges of their claims upfront, and then recover from the providers the actual contractual savings at a later date. In that situation, HCSC has lost the opportunity to invest and earn interest on the amount it advances to the provider. HCSC retains a small percentage of the contractual savings for administrative expense and lost investment income, which is captured in the reduced ADP amounts credited to the group customer. This is because the value of the discount is made immediately available to the group members even though HCSC recovers the contractual savings from the provider months later. The planned retention is the sum of the interest rate (prime rate determined at beginning of each quarter) times the collection lag (2/12 months for PPO; 15/12 months for non-PPO), and a flat charge of 0.40% for administration. So, if the prime rate is 3%, then the retention is approximately 1.0%.

The group's liability to HCSC for certain facility claims payment is calculated, in part, based on ADP instead of the contracted savings from the contract that HCSC has negotiated with the facility. The difference between the contracted discounts and ADPs for any given group customer will vary, depending on the health care services received by the group's members, and can be positive or negative. A group can derive a general estimate of how ADPs compare to aggregate contracted discounts through information HCSC makes available to them, including claim reporting accessible by group customers and quarterly Estimated Provider Recoveries Percentages (available from HCSC upon request).

2. *Financial Arrangements with Recovery Vendor* -- If HCSC provides recovery-related services to its self-funded group customers, the fees are set forth in its administrative services agreement(s) with the group customer. HCSC has contracted with Subro Services LLC d/b/a Katch to furnish certain recovery-related services to HCSC such as the leasing of case management software, case identification/investigation service and the transfer of recovery cases to be managed by Subro Services LLC d/b/a Katch upon the request of HCSC.

a. Case Identification/Investigation Service. HCSC pays Subro Services LLC d/b/a Katch a fee of up to $7.30 for each case that Subro Services LLC d/b/a Katch investigates and identifies as a recovery matter.
b. Case Management. The standard administrative fee retained by HCSC is a maximum of 25% of the gross recovery and may be more specifically described in the administrative services agreement(s) with the group customer. In the event Subro Services LLC d/b/a Katch manages a case at the request of HCSC, Subro Services LLC d/b/a Katch remits the entire gross recovery to HCSC and submits an invoice (in the amount of between 11% and 25% of the gross recovery) that is paid by HCSC. HCSC will retain (or absorb) any difference between the fee paid by the group customer to HCSC, and the fee paid by HCSC to Subro Services LLC d/b/a Katch, as compensation (or shortfall) for HCSC's services.

3. Financial Arrangements with PBMs –

HCSC's pharmacy benefit manager (Prime, as described in more detail below) negotiates rebate contracts (including Manufacturer Administrative Fees (MAF)) with pharmaceutical manufacturers and a Group Purchasing Organization, and has agreed to provide rebates plus the MAFs made available pursuant to such contracts to HCSC under Prime's agreement with HCSC . This negotiation is conducted by Prime for the benefit of HCSC and not for the benefit of the group customer or its covered persons. If it is determined that Prime has overpaid rebates to HCSC, then HCSC must return such overpayment to Prime (who in turn, refunds such overpayment to the manufacturer), but HCSC is not obligated to compensate Prime or any manufacturer on a time value of money basis. If it is determined that Prime has underpaid rebates to HCSC, then Prime must forward such underpayments to HCSC plus interest and late fees. On an aggregate basis for 2025, the difference between the estimated total prescription drug rebates provided to self-funded and cost-plus groups (in all 5 states) and the estimated actual prescription drug rebates that HCSC expects to receive from Prime for 2025 is estimated to be approximately $2.45 per drug claim. Such amount is not considered indirect compensation to HCSC and is being provided for informational purposes. HCSC will retain the actual difference, whether it is eventually higher or lower. HCSC estimated this amount based on a combination of current projections and Prime's most recent 2025 rebate estimates for self-funded and cost-plus business (much of which is not yet collected). Rebates provided include credits, true-ups, and guarantees for prescription drug rebates given to groups.

Compensation related to the Inter-Plan Arrangements

The Inter-Plan Arrangements are established and operated pursuant to the rules and procedures issued by the Blue Cross and Blue Shield Association and developed in consultation with its member Blue Cross and/or Blue Shield Licensees. HCSC is an independent Licensee of the Blue Cross and Blue Shield Association. Inter-Plan Arrangements include the BlueCard Program, Negotiated National Account Arrangements, and Non-participating Healthcare Provider Claims processing arrangements. Under the Inter-Plan Arrangements, members receive access to participating and non-participating provider healthcare services outside of the geographic area HCSC serves. Members may obtain care from healthcare providers that have a contractual agreement with the local Blue Cross and/or Blue Shield Licensee in that other geographic area (the "Host Blue"). Within these situations, HCSC may be referred to as the "Home Blue."

1. ***BlueCard Program***
   The access fee and all other BlueCard Program-related fees are included in Claim Administrator's Administrative Charge set forth in the Agreements Fee Schedule; however, in the event that the number of Employer's Covered Persons covered by the plan is below 50,000, or was above 50,000 but falls below 50,000 as of the Annual Measurement Date, then BlueCard Access Fees will apply per the terms of the Agreement starting on the first day of the next calendar quarter. The Annual Measurement Date is the first day of the first month of a renewal period.

   If the group's BlueCard arrangement with HCSC involves the group's payment of Access Fees, they are calculated based on one or more of the following arrangements, depending on the size and distribution of your group's enrollment:

   Access Fees for 2025:
   Standard Traditional and PPO Fee BlueCard Claims
   3.31% of discounts ($2,000 maximum per claim) – less than 1,000 enrolled employees (residents and travelers)
   Reduced Rate PPO Fee BlueCard Claims
   1.84% of discounts ($2,000 maximum per claim) – 1,000-9,999 enrolled employees
   1.71% of discounts ($2,000 maximum per claim) – 10,000+ enrolled employees

   Administrative Expense Allowances (AEAs) - This is usually a flat per-claim fee paid by the Home Blue to the Host Blue. It is paid for administrative services that the Host Blue provides in processing the claim for benefits for a member of the Home Blue. Under the BlueCard Program, the AEA fee paid by the Home Blue to the Host Blue is paid for processing claim benefits received from a participating provider.

   In 2025 (i) for group customers with fewer than 1,000 enrolled employees, the AEA fee is $11.00 for institutional provider claims and $5.00 for professional provider claims, and (ii) for group customers with 1,000 (or more) enrolled employees with PPO benefits, the AEA fee is $9.75 for institutional provider claims and $4.00 for professional provider claims.

   Currently, the AEA fees that HCSC pays to Host Blues are not specifically passed through to our group customers as group-specific expenses, but instead HCSC factors these fees into HCSC's determination of the administrative fees that HCSC charges to group customers with BlueCard claims.

   Alternative Financial Arrangements with Host Blues – HCSC may negotiate alternative financial arrangements with one or more Host Blues for fee charges on either a non-standard per claim or a per contract/per month (PCPM) basis. In such cases, the alternative financial fee arrangement would replace both the AEA and Access Fee.

2. ***Negotiated National Account Arrangements*** - If HCSC and the group have agreed that Host Blue shall make available custom healthcare provider network(s), then the terms and conditions set forth in HCSC's negotiated arrangement with the Host Blue shall apply. HCSC may pay an administrative and/or network access fee to the Host Blue. Any such administrative and/or network access fee will not be greater than the comparable fees that would be charged under the BlueCard Program.

3. ***Non-Participating Healthcare Provider Claims*** - If a member receives care from a non-participating provider of a Host Blue, an AEA will also apply. The AEA fee is $3.00 for all non-participating provider claims. HCSC currently factors these fees into HCSC's determination of the administrative fees that HCSC charges to group customers and does not separately charge group customers these fees.

4. ***Use of Estimated or Average Pricing by Host Blues*** -- As described in your administrative services agreement, some Host Blues may use either estimated or average prices as the negotiated price that is made available to HCSC when plan members access the Host Blue's participating provider network. This may result in a difference (positive or negative) between the price you pay on a specific claim and the actual amount paid to the provider by the Host Blue.

The following describes the formula used for determining an estimated or average price:

Estimated: A percentage is used to modify the claim price for covered services for a defined category of provider (e.g., institutional, professional, etc.) of a Host Blue in a given geographic area. This percentage (either positive or negative) allows Host Blues to incorporate adjustments and actuarial projections prospectively into the final price. The percentage is determined by figuring the aggregate cost to the Host Blue over a look-back period less any initial payments made to providers divided by the total of payments initially made to providers (claims for non-covered services are not included in the calculation). The aggregate cost in the numerator includes, but is not limited to, all provider retrospective settlements, anti-fraud and abuse recoveries and provider refunds not applied on a claim-specific basis, performance-related bonuses or incentives, interest on provider advances, other non-claim transactions and any positive or negative balance in the variance account. The percentage is then actuarially adjusted for anticipated changes in claims expenses for the prospective period. As of December 31, 2025, the modifying percentage applied to claims from those Host Blues that use estimated pricing ranged from 0.774% to +3.5%. This percentage applied is subject to change, and if it does, HCSC will notify you or group customers.

Average: An average price is determined for a defined category of provider (e.g., institutional, professional, etc.) of a Host Blue in a given geographic area. The average is determined as follows:

Total amount paid to such providers over a look-back period, including initial payments as well as applicable claim and non-claim related transactions, which may include but are not limited to provider retrospective settlements, anti-fraud and abuse recoveries and provider refunds not applied on a claim-specific basis, performance-related bonuses or incentives, interest on provider advances, other non-claim transactions, and any positive or negative balance in the variance account divided by the total amount of such providers' corresponding charges for covered services over the same look-back period (claims for non-covered services are not included in the calculation). The percentage is then actuarially adjusted for anticipated changes in claim costs for the prospective period.

This result is an estimated or an average price that is applied to each claim for the defined category of provider of the Host Blue in the geographic area and presented as the negotiated price.

Although use of these pricing methods may result in a difference (positive or negative) between the price a group customer pays and the amount actually paid to the provider, the price used to determine your payment is a final price. Any positive or negative differences are accounted for in a variance account held by the Host Blue. Host Blues may prospectively increase or reduce estimated or average prices to correct for over- or underestimation of past prices (i.e., prospective adjustments may mean that a current price reflects additional amounts or credits for claims already paid to providers or anticipated to be paid to or received from providers). Because all amounts paid are final, neither variance account funds held to be paid, nor the funds expected to be received, are due to or from group customers. If you or group customers terminate, you will not receive a refund or charge from the variance account. Such payable or receivable funds would be eventually exhausted by healthcare provider settlements and/or through prospective adjustment to the negotiated prices.

5. ***Fee for Recovery of Pre-Payment Review and Overpayments*** -- In some cases, a Host Blue will undertake recovery efforts from its participating providers on behalf of Home Blues. These recoveries from a Host Blue can arise in several ways, including, but not limited to, anti-fraud and abuse investigations, provider/hospital bill audits, credit balance audits, utilization review refunds, and unsolicited refunds. In addition, the Host Blue may engage a third-party vendor to assist in the identification or collection of recovery amounts. The fees of such a third party may be charged to the Employer. Recovery amounts will be applied in accordance with applicable Inter-Plan Arrangements which generally require correction on a claim-by-claim or prospective basis. Note: Effective July 1, 2012, Host Blues must not bill third-party auditor fees until the recovery adjustment has been processed.

6. ***Blue Cross Blue Shield Global Core Solutions*** – Blue Cross Blue Shield Global Core Solutions provides members with access to an international network of inpatient, outpatient and professional providers. Medical assistance and claims support services are provided by Blue Cross Blue Shield Global Core Solutions. The 2025 fees that HCSC as a Home Blue pays to Blue Cross Blue Shield Global Core Solutions, which are included in the HCSC administrative charge, are as follows:

Transaction Fee	Fee (USD	Unit
Medical Assistance		
General inbound calls	$29.84	per call
Provider search (non-medical situation)	$23.44	per call
Cashless access/Guarantee of Payment (GOP)	$117.22	per GOP
Telephone translation	$66.60	per call
Fulfillment	$10.12	per call
Provider/medical assistance information provided by nurse	$101.22	per call
Misrouted calls	$23.44	per call
Medical monitoring	$309.01	per case
Claims Support		
Claim preparation, processing and/or payment (includes translation, coding, currency conversion)	$41.54	per claim
Misrouted claim (e.g., domestic)	$10.12	per claim
Claim status inquiry	$23.44	per call / member ID
Medical records translation	At Cost	
Currency conversion gains/losses	At Cost	
Wire/ACH fees	At Cost	
Additional Services		
Medical evacuation coordination	$1,331.95	per case
Medical repatriation coordination	$1,331.95	per case
Repatriation of remains coordination	$639.33	per case
Medical travel coordination	$309.01	per case
Assistance Partner Engagement (limited to ONLY countries where vendor is restricted from conducting business)	Ranging from $100-$500	Per Direct Pay Letter (DPL)

Transaction Fee	Fee (USD	Unit
Ad hoc UCR claim research, claim line-item audit and case negotiation	As agreed to by Control/Home Plan and Blue Cross and Blue Shield Global Solutions	As agreed to by Control/Home Plan and Blue Cross and Blue Shield Global Solutions

Administrative Expense Allowances (AEAs) -- For Blue Cross Blue Shield Global Core claims, Home Blues pay AEAs to a specific, designated Host Blue. For all group customers, the current Blue Cross Blue Shield Global Core AEA fees are $18.55 for institutional provider-submitted claims, $5.50 for professional provider-submitted claims, and $4.35 for member-submitted claims. HCSC also factors these fees into HCSC's determination of the administrative fees that HCSC charges to group customers.

7. ***Medical Labs and Durable Medical Equipment (DME) Providers*** -- The Blue Cross and Blue Shield Association has a group purchasing organization (GPO), which receives administrative fees paid by service providers within federal "safe harbor" guidelines. When claims are incurred from these service providers, the Association receives an administrative fee averaging 1.5% of revenues received for calendar year 2025.

Compensation Arrangements for Advanced Payment Review Product (APR)
Self-funded groups have the option to purchase some or all of the review capabilities as part of the Advanced Payment Review (APR) product. As such, clients will be charged fees associated to the capabilities that they elected according to the fees set forth in its administrative services agreement(s). APR fees are provided by HCSC on the monthly invoice. Self-funded group customers that elect APR in the APR Savings fee arrangement will be assessed a contingency based on the savings benefit from all APR reviews that identify savings or overpayment recoveries. The APR product consists of the following Payment Integrity reviews that can be selected from:

1. Prepayment Advanced Claim Edits – Provide 3rd Pass Claim Editing reviews in addition to Coding Validation reviews (modifier reviews) on local claims performed by third party vendor(s).

2. Prepayment Service Line Reviews - Provide I-Bill or DRG reviews on local claims that can be based on specific dollar thresholds and/or dynamically evolving DRG algorithm reviews for improved claim error detection.

3. Out-of-Area, Out-of-Network Rate (OON) Negotiation – Provide non-local claim negotiation services for covered health care services from out-of-area OON healthcare providers (Member is released from balance billing).

4. Out-of-Area, Out-of-Network (OON) Pricing Services – Provide non-local claim re-pricing services for covered heath care services from out-of-area OON healthcare providers (Member is NOT released from balance billing).

5. Post-Payment Data Mining & Overpayment Recovery – Provide 1st Pass analytical reviews and overpayment recoveries on paid claims in addition to 2nd Pass analytical reviews performed by third-party for the identification of potential overpayments.

6. Post-Payment Provider Audit and Credit Balance Reviews – Provide complex claim audits on local claims that inspect the provider's records to determine the accuracy of claim information submitted by the provider or billing service, which is used as the basis for benefit reimbursement (i.e., Hospital Charge (Bill) Audit, Diagnosis Related Group (DRG), etc.). The complex claim audits are performed by a third-party vendor(s). Additionally, this APR service performs local claim credit balance reviews (CBR) to identify inaccuracies in provider patient accounting systems.

7. Post-Payment Coordination of Benefits Recovery – Provide 1st Pass analytical reviews and overpayment recoveries on paid claims in addition to 2nd Pass analytical reviews performed by third-party for the identification of potential overpayments. Review concepts are specific to Coordination of Benefit.

8. Subrogation – HCSC and third-party vendor performed proactive investigation for other party liability (OPL).

Compensation Arrangements for Audit and Recovery Services performed by Vendors for Residual Overpayment Recovery on Claims Incurred Prior to Advanced Payment Review (APR) Implementation – HCSC has contracted with audit vendors to provide claim overpayment identification and recovery-related audit services to HCSC and certain self-funded group customers who have contractually agreed to participate with HCSC in vendor audits.

1. OPTUM audit services are focused on the review of hospital patient account credit balances and recovery of claim overpayments. These claim overpayments are primarily caused by provider billing errors or because necessary information was not available at the time of claim processing. OPTUM is reimbursed for their services on a contingency fee basis. The contingency fee is based on the benefit received by the group. The group is subject to a total fee charged by HCSC that will not exceed 25% of the benefit the group received.

2. Trend Health Partners, LLC. provides audit services focused on review of hospital patient account credit balances and recovery of claim overpayments primarily caused by provider billing errors or because necessary information was not available at the time of claim processing. Trend Health Partners, LLC. is reimbursed for their services on a contingency fee basis. The contingency fee is based on the benefit received by the group. The group is subject to a total fee charged by HCSC that will not exceed 25% of the benefit the group received.

3. EXL Health Services performs complex post-payment claim audit and reviews, such as, but not limited to, DRG Validation, Clinical Validation, High-Cost Drugs, and Implant. Complex audits require obtaining and reviewing medical records, itemized bills, and/or physician orders to ensure accurate billing and coding of claims submitted. EXL Health Services is reimbursed for their services on a contingency fee basis. The contingency fee is based on the benefit received by the group. The group is subject to a total fee charged by HCSC that will not exceed 25% of the benefit the group received.

4. CERiS, a CorVel brand, performs complex pre and post-payment claim audit and reviews, such as, but not limited to, DRG Validation, Clinical Validation, High-Cost Drugs, and Implant. Complex audits require obtaining and reviewing medical records, itemized bills, and physician orders to ensure accurate billing and coding of claims submitted. CERiS is reimbursed for their services on a contingency fee basis. The contingency fee is based on the benefit received by the group. The group is subject to a total fee charged by HCSC that will not exceed 25% of the benefit the group received.

5. Cotiviti Healthcare performs claim reviews via data mining for purposes of overpayment identification and recovery. Claim overpayments are primarily caused by provider billing errors or because necessary information was not available at the time of claim processing. Cotiviti Healthcare is reimbursed for their services on a

contingency fee basis. HCSC receives compensation, the sum of the contingency fee and/or HCSC's administrative fee not to exceed 25% of the gross recovery amount for administration services.

*** Contingency fees are subject to change upon amending contracts.

Financial Arrangements with Independent Review Organization Vendors – HCSC has contracted with AllMed, Dane Street, MES, Medical Review Institute of America, and Prest, external independent review organizations, to provide external review services related to covered enrollees of self-funded groups. The services provided by the independent review organizations include peer reviews at the time of initial clinical review, peer reviews to support HCSC clinical appeals, and Independent External Reviews (IER) required by ACA for non-grandfathered self-funded group customer enrollees. HCSC and independent review organizations exchange supporting documents, exchange minimum necessary clinical and contract information, and output reports.

On behalf of the group customer, HCSC coordinates with the independent review organization by reviewing requests to ensure that the covered enrollee meets eligibility requirements, referring requests to one of the contracted peer review organizations, and by acting on the peer review recommendations, including reversing the Group Plan's determination if so indicated by the independent review organization. The specific independent review organization that is assigned to review a covered enrollee's request for an Independent External Review is selected based on a rotational schedule and the decision of the independent review organization is binding on the parties except to the extent other remedies are available under federal law.

When HCSC provides external review coordination services to the covered enrollees of a self-funded group customer for which HCSC does not have fiduciary responsibility, the fee charged to the Group Plan is set forth in the Group Plan agreements. The fee is charged per IER case and is a reasonable estimate of the cost, in total, for services provided. The estimated fee is prospectively determined based on the independent review organization contracted fees, an assumption regarding the fluctuation in the mix and utilization of services, and HCSC's administrative fees.

The difference between the actual costs and the estimated fees (positive or negative) for any group customer will vary depending on the services requested by the Group Plan's covered enrollees. HCSC will retain, or absorb, any difference between the actual cost and the charged fee as compensation for services provided. HCSC retains no more than 25% of the charged fee.

Pharmacy Benefit Manager(s)

HCSC has contracted with Prime Therapeutics LLC (Prime) for Prime, directly or through its designee, to furnish certain pharmacy benefit management and prescription drug services (PBM services), such as formulary, rebate and pharmacy networks management; claims processing; clinical management programs; utilization review; through a corporate affiliate of Prime, mail order and specialty pharmacy services; e-prescribing; and reporting and account support services for all operating divisions (currently BCBSIL, BCBSTX, BCBSMT, BCBSNM and BCBSOK). HCSC owns approximately 36.46% of the equity interest in Prime. HCSC has entered into various administrative services agreements with Prime to provide these services. Some of the amounts received by Prime from HCSC, pharmacies, manufacturers or other third parties may be charged each time a claim is processed (or requested to be processed) through Prime and/or each time a prescription is filled (transaction-based fees), and may include, but are not limited to, administrative fees charged by Prime to HCSC, administrative fees charged by Prime to pharmacies or compensation otherwise received by Prime related to network administration, and administrative fees charged by Prime to pharmaceutical manufacturers. Currently, the transaction-based fees that HCSC pays to Prime are not specifically passed through to our group customers as group-specific expenses, but instead HCSC may factor these fees into HCSC's determination of the administrative fees and premiums that HCSC charges to group customers with prescription drug benefit coverage administered or insured by HCSC. Amounts described in this Section are compensation earned by Prime in connection with developing formularies as well as its network of participating pharmacies. These amounts are not considered indirect compensation to HCSC or Prime in connection with plan-level services provided to any particular group health plan customer and are being provided for informational purposes. The amounts that Prime receives from third parties do not accrue to the benefit of group customers, unless otherwise specifically set forth in the administrative services agreement or insurance policy. The amount of compensation received by HCSC from a particular group customer for PBM services is not specifically shared with Prime. Instead, HCSC's agreements with Prime require HCSC to pay Prime various fees, of which the following were considered transaction-based fees for 2025:

1. Pharmacy Program Management Fee (Prime's recommended service code 12) – Prime receives from HCSC a program management fee (a per-claim charge) and a network administration fee as compensation for Prime's performance of the following PBM services to HCSC:

a. Electronic claims processing
b. Access to the pharmacy claims processing system
c. Pharmacy Network development, management and oversight
d. Standard Pharmacy Program Reporting
e. Mail-Order Program
f. Specialty Pharmacy Program
g. Formulary management and printing
h. P&T Committee management and oversight
i. Rebate contracting with pharmaceutical drug manufacturers
j. Call center for pharmacy customer service
k. Drug utilization review
l. Drug Recall notifications
m. QI Monitoring
n. RFP, Sales and Group Presentation support
o. Website and on-line tools
p. E-prescribing Program and provider connectivity (downloads of Formulary to PDA (a per-claim charge). In addition to the Pharmacy Program Management fee, HCSC also reimburses Prime for fees charged to Prime by its e-prescribing vendor(s) (per eligibility, formulary and medication history requests)
q. Paper and foreign claims processing (a per-claim charge including postage)
r. Utilization Review (clinical appeals and reviews) (a per-review fee).
s. Other services as mutually agreed upon

2. Separately-Priced PBM Services-- (Prime's recommended service code 12) – Prime receives from HCSC the following additional transaction-based fees:

Desktop and on-site audits of Network Pharmacies. Prime may determine, through audit or otherwise, that a pharmacy has been underpaid or overpaid under the Network Agreement. Prime forwards recoveries to HCSC. For self-funded and cost-plus business, HCSC credits recoveries to the applicable group customer based on the terms of the administrative services agreement.

In addition, third parties pay Prime various fees, including the following:

1. Mail-Order and Specialty Pharmacy Programs (Prime's recommended service code 99) – For retail and mail/specilaty drugs, the drug fees/discounts that HCSC has negotiated through a PBM Agreement with Prime, will be passed-through to our group customers with pass-through administrative services arrangements. Except for specialty drugs, the PBM Agreement requires that the dispensing fees/discounts that Prime has negotiated with pharmacies (or other suppliers) are passed-through to HCSC (and ultimately to our group customers as described above). Actual network savings achieved may vary by pharmacy and plan size and/or other demographics and Prime, directly or indirectly through its designee, may maintain non-client specific aggregate guarantees for which Prime and HCSC may realize positive margin. Prime may keep as its fee for developing its network a portion of the discounts and/or other allowances that it has negotiated with the specialty pharmacy. HCSC pays fees to Prime for pharmacy benefit services, which may be reflected in the administrative fee charged by HCSC to our group customers. A portion of Prime's PBM fees are tied to certain performance standards, including, but not limited to, claims processing, customer service response, and mail-order processing. The allowable amount reimbursed for prescriptions obtained at out-of-network pharmacies is determined by a group customer's benefit design, but is usually based on 75% of the cost of the prescription if it were obtained at an in-network pharmacy.

2. Float on rebate payment (Prime's recommended service code 62) – Prime contracts with pharmaceutical manufacturers, directly or through a group purchasing organization, and Prime may retain from rebates a fee for its services in developing formularies, as described in the administrative services agreement. For the number of days between the day that Prime receives manufacturers' rebates and the day that Prime forwards the money to HCSC (approximately 30 - 40 days), Prime invests the money and earns float from JPMorgan Chase. Prime's float equals the rebate amount multiplied by the interest rate multiplied by the amount of time the money is invested. If the manufacturers do not forward rebates to Prime on time, Prime may charge the manufacturers a late fee, which is retained by Prime. If it is determined, through audit or otherwise, that a manufacturer has underpaid rebates to Prime (or Prime has underpaid rebates to HCSC), then Prime must forward to HCSC the underpaid rebates. If it is determined, through audit or otherwise, that a manufacturer has overpaid rebates to Prime (or Prime has overpaid rebates to HCSC), then HCSC must return such overpayment to Prime (who in turn, refunds such overpayment to the manufacturer), but HCSC is not obligated to compensate Prime or any manufacturer on a time value of money basis.

3. Pharmacy transaction fees (Prime's recommended service code 12) – Contracted pharmacies may pay Prime a fee of no more than $0.10 for Prime's adjudication and payment of each claim processed electronically.

4. Manufacturer administrative fees (Prime's recommended service code 49) Prime also may provide administrative services, such as invoicing, data analysis and reporting, to pharmaceutical manufacturers. The top 10 manufacturers by volume based on rebates, listed in alpha order, are: Abbvie, Amgen, Astra Zeneca, Boehringer Ingelheim, Eli Lilly, GSK, Johnson & Johnson, Merck Sharp & Dohme, Novartis, Novo Nordisk. The maximum that Prime will receive from any pharmaceutical manufacturer, directly or through a group purchasing organization, for certain administrative fees will be 5.5% of Wholesale Acquisition Cost for all rebatable products of such manufacturer dispensed during any given calendar year to group customer members of HCSC and other Blue Plan operating divisions. Such Manufacturer administrative fees are typically no more than $1.75 per prescription claim filled.

5. Float on pharmacy and member claims payments (Prime's recommended service code 62) – For the number of days between the day that Prime receives funds from HCSC for claims payments to pharmacies and members, and the day that Prime pays the pharmacies and members, Prime invests the money and earns float from JPMorgan Chase. Prime's float equal the amount of the claims multiplied by a variable market-based interest rate multiplied by the amount of time it is invested (typically between 2 and 7 days).

The estimated amount that Prime received from HCSC and sources other than HCSC for 2025, captured as part of supporting the HCSC book-of-business (i.e. commercial and health insurance marketplace), is $308,884,093. On a per claim basis, that translates to approximately $3.12 per claim.

To calculate the above per claim estimate for 2025, Prime reviewed 2024 data and considered it to be a materially accurate representation of 2025 expected. As such, 2024 data was used to estimate the 2025 revenues and number of claims. The following revenue sources were used:

- Administrative Fees
- Manufacturer Administrative Fees
- Pharmacy Transaction Fees
- Third Party Service Fees
- Float on claim and rebate payments

To provide a per claim amount, the sum of the 2025 forecasted revenue was divided by the total number of forecasted 2025 paid claims.