SERVICE EMPLOYEES INTERNATIONAL UNION
HEALTH AND WELFARE FUND

FINANCIAL STATEMENTS

DECEMBER 31, 2023

SERVICE EMPLOYEES INTERNATIONAL UNION HEALTH AND WELFARE FUND

FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2023 AND 2022

CONTENTS

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INDEPENDENT AUDITOR'S REPORT

To the Board of Trustees of the
Service Employees International Union Health and Welfare Fund

Opinion

We have audited the accompanying financial statements of Service Employees International Union Health and Welfare Fund (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits and benefit obligations as of December 31, 2023 and 2022, and the related statements of changes in net assets available for benefits and changes in benefit obligations for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits and benefit obligations of Service Employees International Union Health and Welfare Fund as of December 31, 2023 and 2022, and the changes in its net assets available for benefits and changes in its 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 Service Employees International Union Health and Welfare 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 Service Employees International Union Health and Welfare Fund's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions 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, to determine the benefits due or which may become due to such participants.

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, including omissions, 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 judgment 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 the Plan'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 judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan'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.

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 at year end) and schedule of reportable transactions are presented for purposes of additional analysis and are not a required part of the financial statements but are supplemental information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of 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 GAAS.

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.

Other Supplemental Information

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The schedules of administrative expenses are presented for purposes of additional analysis and are not a required part of the financial statements. Such information is the responsibility of 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 auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

Calibre CPA Group, PLLC

Bethesda, MD
October 8, 2024

SERVICE EMPLOYEES INTERNATIONAL UNION HEALTH AND WELFARE FUND

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2023 AND 2022

	2023	2022
Assets		
Assets		
Investments - at fair value	$ 33,532,880	$ 33,691,342
Receivables		
Employer contributions, net of allowance	1,376,283	2,770,459
Due from related parties	97,251	52,639
Accrued interest	131,150	213,957
Pending transactions	23,322	-
Other receivables	955,442	719,350
	2,583,448	3,756,405
Prepaid expenses	384,115	34,664
Furniture and equipment		
Office furniture and equipment	-	8,494
Less: accumulated depreciation	-	(7,017)
Net furniture and equipment	-	1,477
Cash	3,127,196	4,720,515
Total assets	39,627,639	42,204,403
Liabilities and Net Assets		
Liabilities		
Accounts payable	98,269	470,315
Deferred contribution income	1,571,521	984,405
Due to related parties	145,826	148,833
Health reimbursement accounts	184,980	158,620
Cash overdraft - outstanding checks	509,743	171,971
Total liabilities	2,510,339	1,934,144
Net assets available for benefits	$ 37,117,300	$ 40,270,259

See accompanying notes to financial statements.

SERVICE EMPLOYEES INTERNATIONAL UNION HEALTH AND WELFARE FUND

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

YEARS ENDED DECEMBER 31, 2023 AND 2022

	2023	2022
Additions		
Investment income		
Net appreciation (depreciation) in fair value of investments	$ 875,532	$ (1,105,395)
Interest	954,400	622,387
	1,829,932	(483,008)
Less: investment expenses	(91,327)	(72,947)
Net investment income	1,738,605	(555,955)
Contributions		
Employers, net of payroll audit expenses of $1,966 and $20,073, respectively	50,902,299	50,916,403
Employees	219,531	293,445
Other income	1,913,153	992,787
Total contributions	53,034,983	52,202,635
Total additions	54,773,588	51,646,680
Deductions		
Benefits		
Self-funded claims paid	40,317,525	36,941,280
Prescription drug benefits	8,610,034	7,657,159
Dental benefits	1,770,906	1,799,179
Stop-loss insurance premiums	271,902	284,642
Cost containment fees for PPO	589,749	716,616
PPO and HMO insurance premiums	2,264,518	2,339,600
Life insurance premiums	57,569	56,868
Total benefits	53,882,203	49,795,344
Administrative expenses	4,044,344	3,769,568
Total deductions	57,926,547	53,564,912
Net change	(3,152,959)	(1,918,232)
Net assets available for benefits		
Beginning of year	40,270,259	42,188,491
End of year	$ 37,117,300	$ 40,270,259

See accompanying notes to financial statements.

STATEMENTS OF BENEFIT OBLIGATIONS

DECEMBER 31, 2023 AND 2022

	2023	2022
Amounts currently payable to or for participants, beneficiaries and dependents		
Medical claims payable	$ 438,768	$ 487,704
Prescription drug program	61,464	49,464
Total amounts currently payable for participants, beneficiaries, and dependents	500,232	537,168
Other obligations for current benefit coverage, at present value of estimated amounts		
Claims incurred but not reported	3,807,868	4,088,532
Accumulated eligibility credits	32,030	34,446
Total other obligations for current benefits at present value of estimated amounts	3,839,898	4,122,978
Postretirement benefit obligations, net of amounts currently payable		
Current retirees	19,090,139	16,129,465
Other participants fully eligible for benefits	4,881,424	4,624,145
Other participants not fully eligible for benefits	2,271,157	2,179,985
Total postretirement benefit obligations	26,242,720	22,933,595
Total benefit obligations	$ 30,582,850	$ 27,593,741

See accompanying notes to financial statements.

SERVICE EMPLOYEES INTERNATIONAL UNION HEALTH AND WELFARE FUND

STATEMENTS OF CHANGES IN BENEFIT OBLIGATIONS

YEARS ENDED DECEMBER 31, 2023 AND 2022

	2023	2022
Amounts currently payable for insurance premiums		
Balance at beginning of year	$ -	$ -
Premiums due to insurance companies	2,593,989	2,681,110
Premiums paid to insurance companies	(2,593,989)	(2,681,110)
Balance at end of period	-	-
Amounts currently payable to or for participants, beneficiaries, and dependents for medical claims		
Balance at beginning of year	487,704	544,752
Claims reported and approved for payment	40,858,338	37,600,848
Claims paid	(40,907,274)	(37,657,896)
Balance at end of year	438,768	487,704
Amounts currently payable to or for participants, beneficiaries, and dependents for dental claims		
Balance at beginning of year	-	-
Claims reported and approved for payment	1,770,906	1,799,179
Claims paid	(1,770,906)	(1,799,179)
Balance at end of year	-	-
Amounts currently payable to or for participants, beneficiaries, and dependents for prescription drug program		
Balance at beginning of year	49,464	48,372
Claims reported and approved for payment	8,622,034	7,658,251
Claims paid	(8,610,034)	(7,657,159)
Balance at end of year	61,464	49,464

See accompanying notes to financial statements.

SERVICE EMPLOYEES INTERNATIONAL UNION HEALTH AND WELFARE FUND

STATEMENTS OF CHANGES IN BENEFIT OBLIGATIONS (CONTINUED)

YEARS ENDED DECEMBER 31, 2023 AND 2022

	2023	2022
Other obligations for current benefits, at present value coverage of estimated amounts		
Balance at beginning of year	$ 4,122,978	$ 4,655,213
Net change during period		
Claims incurred but not reported	(280,664)	(407,544)
Accumulated eligibility credits	(2,416)	(124,691)
Balance at end of year	3,839,898	4,122,978
Postretirement benefit obligations, net of amounts currently payable		
Balance at beginning of year	22,933,595	31,046,465
Change during the period attributable to		
Benefits earned net of benefits paid	74,948	(71,963)
Actuarial experience loss (gain)	1,088,863	-
Changes in assumptions	2,145,314	(8,040,907)
Balance at end of year	26,242,720	22,933,595
Total benefit obligations	$ 30,582,850	$ 27,593,741

See accompanying notes to financial statements.

NOTE 1. DESCRIPTION OF THE PLAN

The following description of the Service Employees International Union Health and Welfare Fund (the Plan) provides only general information. Participants should refer to the Plan agreement for a complete description of the Plan's provisions.

General - The Plan was formed in 1968 under an agreement between employers and the labor union for the purpose of coordinating and managing healthcare benefits for member employees. The Plan is operated in accordance with the Taft-Hartley Act. The Plan is administrated by a joint board of trustees with equal union and nonunion employer representation.

To receive benefits, Plan participants must meet certain eligibility requirements. Contributions to the Plan are made by the employers at rates specified in the collective bargaining agreements. The Plan provides a comprehensive schedule of health care benefits including medical, dental, vision, life insurance, accidental death and dismemberment coverage, and prescription drug benefits to eligible participants depending upon the benefits and rates of contributions agreed to in the collective bargaining agreements. The Plan uses a preferred provider organization to help reduce healthcare costs. Life insurance, accidental death and dismemberment benefits, and stop-loss coverage is provided by insurance coverage. All other benefits are self-insured by the Plan. The Plan also provides continuation of certain benefits upon termination of employment through the Consolidated Omnibus Budget Reconciliation Act (COBRA).

Stop-Loss Coverage - The Plan has entered into a stop-loss coverage insurance arrangement in an effort to limit its exposure for self-insured benefits (individual participant claims over a specific dollar amount, as well as its aggregate exposure for all claims).

Self-Funded Benefits - The claims for self-funded benefits are processed by the Plan's third-party claims processors under administrative services only arrangements. The claims processors pay claims directly to or on behalf of participants and are then reimbursed by the Plan. Despite the Plan's utilization of third-party claims processors, ultimate responsibility for payments to providers and participants is retained by the Plan.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Method of Accounting - The financial statements have been prepared using the accrual basis of accounting. Under this basis, revenue is recognized when earned and expenses are recognized when incurred.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Investment Valuation and Income Recognition - Investments are carried at fair value. Fair value is 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. The Board of Trustees (Trustees) determines the Plan's valuation policies utilizing information provided by the investment advisers and custodians. See Note 5 for a discussion of fair value measurements.

Purchases and sales of securities are recognized on a trade-date basis. Interest income is recognized on the accrual basis. Dividends are recognized on the ex-dividend date. Net appreciation (depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Benefit Obligations Claims Incurred but Not Reported - This benefit obligation is estimated by the Plan's actuary in accordance with accepted actuarial principles. The Trustees receive the independent actuarial and consulting firm's report and implements the recording of these obligations. The statements of benefit obligations include the actuarial estimate of claims payable, claims incurred but not reported, accumulated eligibility credit obligations, and postretirement benefit obligations which are expected to be funded by future contributions and earnings on investments.

Accumulated Eligibility Benefit Obligation - Once an employee has established initial eligibility, eligibility credits for future months may be earned and accumulated in addition to the current month's eligibility coverage. The eligibility credits are earned based upon the hours worked by a participant. The benefit obligation at the end of the year which is reported for the provision of benefits based on participants' accumulated eligibility credits has been calculated by multiplying the total number of months of coverage represented by participants' accumulated eligibility credits at the end of the year, by the average monthly amount of benefits paid per eligible participant, which was calculated by the Plan's actuary. Furthermore, the benefit obligation is reported at its estimated present value based on assumptions regarding usage of the accumulated eligibility credits and projected increases in medical costs.

Postretirement Benefit Obligations - The postretirement benefit obligation (see Note 7) represents the actuarial present value of those estimated future benefits that are attributed to employee service rendered to December 31, 2023. Postretirement benefits include future benefits expected to be paid to or for (1) currently retired employees and their beneficiaries and dependents and (2) active employees and their beneficiaries and dependents after retirement from service with their employer. 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 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.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Furniture and Equipment - Furniture and equipment are stated at cost. Major additions are capitalized while replacements, maintenance, and repairs, which do not improve or extend the lives of the respective assets, are expensed currently. Depreciation expense is computed using the straight-line method over a five-year useful life of the related assets. Depreciation expense was $-0- for both years ended December 31, 2023 and 2022.

Administrative Expenses - The Plan's expenses are paid by the Plan and are recognized as deductions in the accompanying statements of changes in net assets available for benefits. In addition, certain investment related expenses are included in net appreciation of fair value of investments presented in the accompanying statements of changes in net assets available for benefits.

Employer Contributions Receivable and Deferred - Contributions receivable are stated at the amount management expects to collect from balances outstanding at year end. Based on a review of historical losses, current economic conditions and supportable and reasonable forecast assumptions, management has established an allowance for credit losses of $1,820,117 and $1,293,104 at December 31, 2023 and 2022, respectively.

The Plan writes off receivables when they are deemed uncollectable. If any recoveries are made from any accounts previously written off, they will be recognized in income or as an offset to credit loss expense in the year of recovery, in accordance with the plans accounting policy election.

Contributions received in advance are recognized as deferred contribution income.

Use of Estimates - The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, benefit obligations, and changes therein, claims incurred but not reported, eligibility credits, claims payable, and disclosure of contingent assets and liabilities. Actual results could vary from these estimates.

Payment of Benefits - Benefit payments to participants are recognized upon distribution.

New Accounting Pronouncement Adopted - During the year ended December 31, 2023, the Plan adopted the provisions of Accounting Standards Update (ASU) 2016-13, *Financial Instruments – Credit* (Topic 326). This ASU replaced the incurred loss methodology with an expected loss methodology that is referred as the current expected credit loss (CECL) methodology. The ASU requires employee benefit plans the immediate recognition of estimated expected credit losses over the life of a financial instrument, including trade receivables and contributions. The estimate of expected credit losses considers not only historical information, but also current and future economic conditions and events. The Plan adopted the ASU effective January 1, 2023. The impact of the adoption was not considered material to the financial statements and primarily resulted in additional disclosures.

NOTE 3. TAX STATUS

The Plan is intended to qualify under Section 501(c)(9) of the Internal Revenue Code (IRC) and, therefore, is not subject to income tax. The Plan obtained a favorable tax determination letter from the Internal Revenue Service (IRS) on February 2, 1990, stating that the Plan, as then designed, was in compliance with the applicable requirements of the IRC. The Plan has been amended since receiving the determination letter. The Plan's Trustees believe that the Plan, as amended, continues to qualify and to operate in accordance with applicable provisions of the IRC. Therefore, no provision for income tax has been included in the Plan's financial statements.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 4. PREMIUMS PAID TO INSURANCE COMPANIES

The Plan is insured through the Amalgamated Life for life insurance benefits and accidental death and dismemberment benefits. The accompanying statements of changes in net assets available for benefits for the years ended December 31, 2023 and 2022 include premiums paid to Amalgamated Life totaling $57,569 and $56,868, respectively.

For the years ended December 31, 2023 and 2022, the Plan maintained stop-loss insurance. The accompanying statements of changes in net assets available for benefits include premiums paid totaling $271,902 and $284,642 for the years ended December 31, 2023 and 2022, respectively.

The Plan uses preferred provider organizations (PPOs) and health maintenance organizations (HMOs) to help reduce health care costs. The accompanying statements of changes in net assets available for benefits for the years ended December 31, 2023 and 2022 include premiums paid to PPOs and HMOs totaling $2,264,518 and $2,339,600, respectively.

NOTE 5. INVESTMENTS

Accounting standards provide the framework for measuring fair value which provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets (Level 1) and the lowest priority to unobservable inputs (Level 3).

NOTE 5. INVESTMENTS (CONTINUED)

The three levels of the fair value hierarchy are described as follows:

Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 Inputs to the valuation methodology include other significant observable inputs including:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- 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.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

Following are descriptions of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2023 and 2022.

Short-term investments: Valued at cost which approximates fair value.

U.S. Government and agencies obligations: Valued using pricing models maximizing the use of observable inputs for similar securities.

Corporate bonds: Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings. When quoted prices are not available for identical or similar bonds, the bond is valued under a discounted cash flows approach that maximizes observable inputs, such as current yields of similar instruments, but includes adjustments for certain risks that may not be observable, such as credit and liquidity risks or a broker quote if available.

NOTE 5. INVESTMENTS (CONTINUED)

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2023 and 2022:

	Assets at Fair Value as of December 31, 2023			
	Total	Level 1	Level 2	Level 3
Short-term investments	$ 109,380	$ -	$ 109,380	$ -
U.S. Government and agencies obligations	20,583,705	9,110,518	11,473,187	-
Corporate bonds	2,718,683	-	2,718,683	-
Total assets in the fair value hierarchy	$ 23,411,768	$ 9,110,518	$ 14,301,250	$ -
Investments measured at net asset value (NAV*)	10,121,112			
Investments at fair value	$ 33,532,880			

	Assets at Fair Value as of December 31, 2022			
	Total	Level 1	Level 2	Level 3
Short-term investments	$ 33,010	$ -	$ 33,010	$ -
U.S. Government and agencies obligations	28,778,606	28,207,916	570,690	-
Corporate bonds	4,879,726	-	4,879,726	-
Total assets in the fair value hierarchy	$ 33,691,342	$ 28,207,916	$ 5,483,426	$ -

* In accordance with Accounting Standards Codification, investments that were measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

Fair Value of Investments that Calculate Net Asset Value

The following table summarize investments measured at fair value based on NAV per share as of December 31, 2023.

Description	Fair Value	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period
Common collective trusts	$ 7,195,381	$ -	Daily, monthly	30 Days
Limited partnerships	2,925,731	-	Daily, monthly	30 Days
	$ 10,121,112			

The Plan's investment in the common collective trusts are valued at the NAV of units of a collective trust or fund. The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the Plan less its liabilities. This practical expedient is not used when it is determined to be probable that the Plan will sell the investment for an amount different

NOTE 5. INVESTMENTS (CONTINUED)

than the reported NAV. Participant transactions (purchased and sales) may occur daily. Were the Plan to initiate a full redemption of the trust or fund, the investment adviser reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner. Underlying assets in these funds primarily include publicly traded equity securities and fixed income securities.

The fair values of limited partnerships recorded by the Plan are determined from financial statements received by the Plan from the limited partnerships in which the Plan has invested. These financial statements are financial statements audited by independent accountants other than the Plan's independent auditors. The entities in which the Plan invests prepare their financial statements stating their investments at fair value as determined in good faith by the general partner or by a third-party valuator based on the best information available, in the absence of readily ascertainable market values. These investments are subject to various restrictions on redemption and frequency.

NOTE 6. PRIORITIES UPON TERMINATION

It is the intent of the Trustees to continue the Plan in full force and effect, however, to safeguard against any unforeseen circumstances, the Trustees reserve the right to discontinue the Plan. In the event of termination, the Trustees shall first satisfy or make provisions to satisfy the obligations of the Plan. Any remaining Plan assets will be distributed in such manner as will, in the opinion of the Trustees, carry out the purpose of the Plan. Termination shall not permit any part of the Plan's assets to be used for or diverted to purposes other than the exclusive benefit of the participants.

NOTE 7. BENEFIT OBLIGATIONS

During 2005, a retiree health benefit plan was adopted for Office and Professional Employees International Union Local 2 bargaining unit members. Certain National Officers, International Vice Presidents, and Executive Board members are also eligible for postretirement benefits. Accordingly, the 2023 and 2022 financial statements present a postretirement benefit obligation.

The actuarial present value of the expected postretirement benefit obligations was 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 or disability) between the valuation date and the expected dates of payment.

Health costs incurred by participants and their beneficiaries and dependents are primarily self-insured by the Plan. It is the present intention of the Plan to continue providing benefits. Insurance premiums for future years in respect of the Plan's postretirement benefit obligation will be funded by employer contributions to the Plan in

NOTE 7. BENEFIT OBLIGATIONS (CONTINUED)

those later years. The health care cost-trend rate assumption has a significant effect on the amounts reported. If the assumed rates increased by one percentage point in each year, that would increase the obligation as of December 31, 2023 and 2022 by $3,803,730 and $3,293,282, respectively.

For measurement purposes, the following were significant assumptions used in the valuations as of December 31, 2023 and 2022.

Discount rate:	4.80% in 2023; 5.00% in 2022.
Mortality rates:	For 2023: 99% of the PRI-2012 Blue Collar Headcount-Weighted Mortality Table (separate employee and annuitant tables) projected generationally with the MP-2021 improvement scale. For 2022: 99% of the PRI-2012 Blue Collar Headcount-Weighted Mortality Table (separate employee and annuitant tables) projected generationally with the MP-2019 improvement scale.
Health trend rates:	
Medical:	For 2023: 7.00% graded to 4.50% by 0.25% per year, for 2022: 6.75% graded to 4.50% by 0.25% per year.
Dental and vision:	3.0% in 2023 and 2022.
Prescription drug:	For 2023: 10.00% graded to 4.50% by 0.50% per year, for 2022: 7.75% graded to 4.50% by 0.25% per year.
Part D subsidy:	4.5% in 2023 and 2022.
Administrative expenses increase rate:	2.75% in 2023 and 3.00% 2022.

Assumption changes since prior valuation:

- The discount rate was decreased from 5.00% to 4.80%.
- The valuation-year per capita health costs, plan relativities, and Medicare Part D subsidy estimate were updated based on more recent data.
- The trend rates on medical, prescription drug, and administrative costs were revised.
- The assumed withdrawal and mortality rates were revised to be consistent with the changes reflected in the Actuarial Valuation and Review of the corresponding Pension Plan for the Employees of SEIU.

NOTE 7. BENEFIT OBLIGATIONS (CONTINUED)

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

NOTE 8. RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS

The Plan has been allocated its share of salaries, payroll taxes, employee benefits and other administrative expenses paid by the SEIU National Industry Pension Plan - United States, an organization related to the Plan through common participants that are members of Service Employees International Union (SEIU). The Plan's share of these expenses for the years ended December 31, 2023 and 2022 was $1,593,460 and $1,256,324, respectively.

At December 31, 2023 and 2022, the Plan was owed $97,251 and $52,639, respectively, and the Plan owed $145,826 and $148,833, respectively, to related parties.

As disclosed in Note 2, the Plan pays certain administrative, investment and professional fees to various service providers. These transactions qualify as party-in-interest transactions, which are exempt from the prohibited transaction rules of the Employee Retirement Income Security Act of 1974 (ERISA).

NOTE 9. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements to the Form 5500 at December 31, 2023 and 2022:

	2023	2022
Net assets available for benefits per the financial statements	$ 37,117,300	$ 40,270,259
Benefit obligations currently payable	(500,232)	(537,168)
Claims incurred by not reported	(3,807,868)	(4,088,532)
Net assets available for benefits per the Form 5500	$ 32,809,200	$ 35,644,559

The following is a reconciliation of benefits paid to participants per the financial statements to the Form 5500 at December 31, 2023:

Benefits paid to or for participants, beneficiaries, and dependents per the financial statements	$ 50,698,465
Add: amounts currently payable at end of year	500,232
Less: amounts currently payable at beginning of year	(537,168)
Add: claims incurred but not reported at end of year	3,807,868
Less: claims incurred but not reported at beginning of year	(4,088,532)
Benefits paid to or for participants, beneficiaries, and dependents per the Form 5500	$ 50,380,865

NOTE 9. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500 (CONTINUED)

Claims and premiums that have been processed and approved for payment at year-end, but not paid and claims incurred but not reported are not considered liabilities under U.S. generally accepted accounting principles and, therefore, are not presented as liabilities or claims and premiums paid in the accompanying financial statements but are recorded on the Form 5500 as a liability.

A reconciliation for additions per the financial statements to income per Form 5500 for the year ended December 31, 2023:

Additions per financial statements	$ 54,773,588
Add: investment expenses	91,327
Income per Form 5500	$ 54,864,915

A reconciliation for deductions per the financial statements to income per Form 5500 for the year ended December 31, 2023:

Deductions per financial statements	$ 57,926,547
Add: investment expenses	91,327
Less: change in benefit obligations	(317,600)
Expenses per Form 5500	$ 57,700,274

Investment expenses are not netted with additions on the Form 5500.

NOTE 10. HEALTH REIMBURSEMENT ACCOUNTS

A health reimbursement arrangement was initiated in July 2006 for manager retirees who qualify with 30 years of service. The individual accounts are initially established with $15,000 from the employer, out of which payments will be made according to rules established by the Federal government to reimburse the individuals for health claims or COBRA coverage upon retirement.

In each of four subsequent years, on an annual basis, the employer will contribute an additional $5,000 per person. Contributions and expenses for the year ended December 31, 2023 were $70,000 and $43,641, respectively. Contributions and expenses for the year ended December 31, 2022 were $-0- and $20,850, respectively. At December 31, 2023 and 2022, these accounts amounted to a total balance of $184,980 and $158,620, respectively.

NOTE 11. UNINSURED CASH AND CASH EQUIVALENTS

The Plan maintains its cash accounts in bank deposit accounts. Total cash balances are insured by the Federal Deposit Insurance Corporation (FDIC) up to $250,000 per bank. At various times throughout the year, the balances may exceed the FDIC limit. The Plan continually reviews credit concentrations as part of its asset and liability management. The Plan has not experienced any losses in its cash accounts.

NOTE 12. 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.

NOTE 13. ALLOWANCE FOR CREDIT LOSSES ROLLFORWARD DISCLOSURE

Changes in the allowance for credit losses for the year ended December 31, 2023 were as follows:

Allowance for credit Losses, beginning of year	$ 1,293,104
Additions (charges to expenses)	562,456
Deductions (write-offs net of recoveries)	(35,443)
Allowance for credit Losses, end of year	$ 1,820,117

NOTE 14. SUBSEQUENT EVENTS

Subsequent events have been evaluated through October 8, 2024, which is the date the financial statements were available to be issued. This review and evaluation revealed no material event or transaction which would require an adjustment to or disclosure in the accompanying financial statements.

SUPPLEMENTAL INFORMATION

SCHEDULES OF ADMINISTRATIVE EXPENSES

YEARS ENDED DECEMBER 31, 2023 AND 2022

	2023	2022
Administrative expenses		
Administrative fees and services	$ 72,999	$ 60,856
Administrative services	933,607	981,124
Bank charges	25,713	24,029
Equipment rental and expense	3,302	3,697
Insurance and bonding	34,685	32,549
Occupancy expenses	77,471	69,777
Office supplies and expense	5,775	5,264
Postage	41,853	39,379
Printing	59,445	4,586
Telephone	9,342	7,596
Total administrative expenses	1,264,192	1,228,857
Professional and outside service fees		
Accounting fees and expenses	31,000	30,000
Actuarial consulting and related fees	475,168	340,281
Administration fees	1,914,164	1,764,398
Consulting - other	7,339	3,387
Legal fees and expenses	46,463	61,380
Outside services	51,522	128,707
Trustee meeting expenses	7,910	6,337
Total professional and outside service fees	2,533,566	2,334,490
Computer services		
Data processing services and systems implementation	220,570	184,881
Supplies	11,185	3,711
Technical support	14,831	17,629
Total computer services	246,586	206,221
Total	$ 4,044,344	$ 3,769,568

SERVICE EMPLOYEES INTERNATIONAL UNION HEALTH AND WELFARE FUND

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

DECEMBER 31, 2023

Form 5500, Schedule H, Line 4i

EIN: 52-0904354
Plan No. 501

(a)	(b) Identity of issuer, borrower, lessor or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par/maturity value or shares: Description	Maturity Date	Rate of Interest	Par/Maturity Value or Shares	(d) Cost	(e) Current Value
	Short-term Investments						
	JP MORGAN TR II US GVT MM INST	N/A	N/A	N/A	81,709	$ 81,709	$ 81,709
	DREYFUS CASH MANAGEMENT FUND	N/A	N/A	N/A	27,646	27,671	27,671
	Total short-term investments					109,380	109,380
	U.S. Government and Agencies Obligations						
	U.S. TREASURY BONDS	Bonds	5/15/2046	2.500%	1,100,000	841,672	823,581
	U.S. TREASURY NOTES	Notes	8/15/2031	1.250%	2,620,000	2,177,056	2,167,945
	U.S. TREASURY NOTES	Notes	8/15/2041	3.750%	670,000	648,787	637,491
	U.S. TREASURY NOTES	Notes	2/15/2030	1.500%	305,000	265,302	265,719
	U.S. TREASURY NOTES	Notes	2/15/2032	1.875%	2,705,000	2,346,799	2,325,570
	U.S. TREASURY NOTES	Notes	5/15/2029	2.375%	1,460,000	1,318,130	1,353,245
	U.S. TREASURY NOTES	Notes	2/15/2045	2.500%	2,015,000	1,570,791	1,525,818
	U.S. TREASURY NOTES	Notes	2/15/2031	1.125%	1,000,000	812,031	834,730
	FHLMC POOL #SD-8221	Bonds	6/1/2052	3.500%	2,020,320	1,842,595	1,853,012
	FHLMC POOL #SD-8255	Bonds	10/1/2052	3.500%	1,166,128	1,055,163	1,069,740
	FHLMC POOL #SD-8226	Bonds	10/1/2052	4.000%	1,411,333	1,325,771	1,334,812
	FHLMC UMBS POOL #RA-7386	Bonds	5/1/2052	3.500%	2,040,243	1,860,766	1,871,923
	FNMA UMBS POOL #MA4599	Bonds	5/1/2052	3.000%	1,952,511	1,714,132	1,726,752
	FNMA UMBS POOL #MA4782	Bonds	10/1/2052	3.500%	1,170,162	1,058,814	1,073,624
	FNMA POOL #MA4579	Bonds	4/1/2052	3.000%	1,944,584	1,707,421	1,719,743
	Total U.S. Government and Agencies Obligations					20,545,230	20,583,705
	Corporate Bonds						
	COMCAST CORP	Bonds	4/1/2030	3.400%	445,000	409,907	416,520
	IBM CORP	Bonds	3/15/2029	3.500%	590,000	549,939	562,530
	JP MORGAN CHASE & CO	Bonds	10/15/2030	2.739%	550,000	476,735	489,016
	WELLS FARGO & COMPANY FR VAR	Bonds	4/4/2031	Floating	430,000	409,244	415,402
	CITIGROUP INC FLTG	Bonds	4/1/2031	Floating	435,000	410,075	416,056
	MORGAN STANLEY FT RT	Bonds	4/1/2031	Floating	455,000	411,679	419,159
	Total corporate bonds					2,667,579	2,718,683
	Common Collective Trusts						
	BNYM AFL-CIO CF SL BROAD MARKET STOCK INDEX FUND	N/A	N/A	N/A	594,880	6,370,409	7,195,381
	Total common collective trusts					6,370,409	7,195,381
	Limited Liability Partnership						
	ARA CORE PROPERTY FUND, LP	N/A	N/A	N/A	3,250,000	3,255,561	2,925,731
	Total limited liability partnerships					3,255,561	2,925,731
	Total assets (held at end of year)					$ 32,948,159	$ 33,532,880

SERVICE EMPLOYEES INTERNATIONAL UNION HEALTH AND WELFARE FUND

SCHEDULE OF REPORTABLE TRANSACTIONS

YEAR ENDED DECEMBER 31, 2023

Form 5500, Schedule H, Line 4j

EIN: 52-0904354
Plan No. 501

(a) Identity of Party Involved	(b) Description of asset (include interest rate and maturity in case of a loan)	(c) Purchase Price	(d) Selling Price	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain or (Loss)
N/A	JP MORGAN TR II US GVT MM INST	$19,230,578	N/A	$ 19,230,578	$ 19,230,578	$ -
N/A	JP MORGAN TR II US GVT MM INST	-	$19,182,801	19,182,801	19,182,801	-
N/A	FHMLC UMBS POOL #RA-7386	1,906,797	-	1,906,797	1,906,797	-
N/A	FHMLC UMBS POOL #RA-7386	-	50,473	46,032	46,032	4,441
N/A	FNMA POOL #FM2743	1,001,428	N/A	1,001,428	1,001,428	-
N/A	FNMA POOL #FM2743	N/A	990,564	1,001,430	1,001,430	(10,866)
N/A	FNMA UMBS POOL #MA4424	1,184,919	N/A	1,184,919	1,184,919	-
N/A	FNMA UMBS POOL #MA4424	N/A	1,198,922	1,184,919	1,184,919	14,003
N/A	U.S.TREASURY NOTES .375% 12/31/2025	1,865,729	N/A	1,865,729	1,865,729	-
N/A	U.S.TREASURY NOTES .375% 12/31/2025	N/A	3,657,225	3,608,818	3,608,818	48,407
N/A	U.S.TREASURY NOTES 1.25% 8/15/2031	2,177,056	-	2,177,056	2,177,056	-
N/A	U.S.TREASURY NOTES 3.75% 8/15/2041	2,851,758	-	2,851,758	2,851,758	-
N/A	U.S.TREASURY NOTES 3.75% 8/15/2041	N/A	2,197,690	2,202,971	2,202,971	(5,281)
N/A	U.S. TREASURY NOTES 1.5% 2/15/2030	2,022,387	-	2,022,387	2,022,387	-
N/A	U.S. TREASURY NOTES 1.5% 2/15/2030	N/A	1,739,141	1,757,085	1,757,085	(17,944)
N/A	U.S. TREASURT NOTES 1.5% 10/1/2024	N/A	3,356,382	3,398,166	3,398,166	(41,784)
N/A	U.S. TREASURY NOTES 1.75% 6/30/2024	N/A	3,543,886	3,625,028	3,625,028	(81,142)
N/A	U.S. TREASURY NOTES 1.875% 2/15/2032	2,346,799	-	2,346,799	2,346,799	-
N/A	U.S. TREASURY NOTES 2.125% 5/15/2025	-	7,889,880	8,034,541	8,034,541	(144,661)
N/A	U.S. TREASURY NOTES 2.5% 2/28/2026	3,692,908	N/A	3,692,908	3,692,908	-
	U.S. TREASURY NOTES 2.5% 2/28/2026	N/A	3,687,219	3,692,908	3,692,908	(5,689)
N/A	U.S. TREASURY NOTES 2.75% 8/31/2025	N/A	7,941,246	8,147,772	8,147,772	(206,526)
N/A	U.S. TREASURY NOTES 3% 10/31/2025	1,135,398	N/A	1,135,398	1,135,398	-
N/A	U.S. TREASURY NOTES 3% 10/31/2025	N/A	3,057,639	3,061,375	3,061,375	(3,736)
N/A	U.S TREASURE NOTES .75% 4/30/2023	3,121,653	N/A	3,121,653	3,121,653	-
N/A	U.S TREASURE NOTES .75% 4/30/2023	N/A	3,095,358	3,121,654	3,121,654	(26,296)
N/A	DREYFUS CASH MANAGEMENT FUND	8,003,891	N/A	8,003,891	8,003,891	-
N/A	DREYFUS CASH MANAGEMENT FUND	N/A	8,000,000	8,000,100	8,000,100	(100)