



# AGC Health Benefit Trust

**Meeting of the Board of Trustees**

**AGC Oregon Columbia Chapter**

**January 16, 2020**



**Meeting Agenda**  
 Thursday, January 16, 2020  
 12:00 – 2:00 pm

Location: AGC Oregon-Columbia Chapter  
 9450 SW Commerce Circle, Suite 200  
 Wilsonville, OR 97070  
 Conference Phone: +1 855-852-7677  
 Conference Access Code: 6084997  
 Leader PIN: 7525

AGENDA	PRESENTER(S)
<b>I. Call to Order</b>	<b>Norman Russell, Chairman of the Board</b>
<b>II. Audit Report Update - year ending March 31, 2019</b>	<b>Clifton Larson Allen, Lee Colclasure</b>
<b>III. Administrative Items</b>	
A. Approval of Minutes from August 29 <sup>th</sup> , 2019	Board of Trustees
B. Approval of Sponsor Expense Report - Q3 & Q4 2019	Mike Salsgiver, AGC Oregon Columbia Chapter
<b>IV. General Agent's Report</b>	<b>Autumn Schwerdfager &amp; Susan Taylor, JD Fulwiler &amp; Co. Insurance</b>
A. 2020 Client Advocacy Report & Client Service Plan	
B. 2020 Communications Plans	
C. Experience Reporting	
<b>V. Administrator's Report</b>	<b>Erik Ryan &amp; Paolo Cruz, Vimly Benefit Solutions Inc.</b>
A. Membership Report	
B. Financial Reporting	
<b>VI. Date for Next Meeting</b>	
<b>VII. Action Item Review – Current Meeting</b>	
<b>VIII. Adjournment</b>	<b>Norman Russell, Chairman of the Board</b>

# Associated General Contractors Health Benefit Trust

Board Meeting Presentation  
January 16, 2020

Lee Colclasure, CPA

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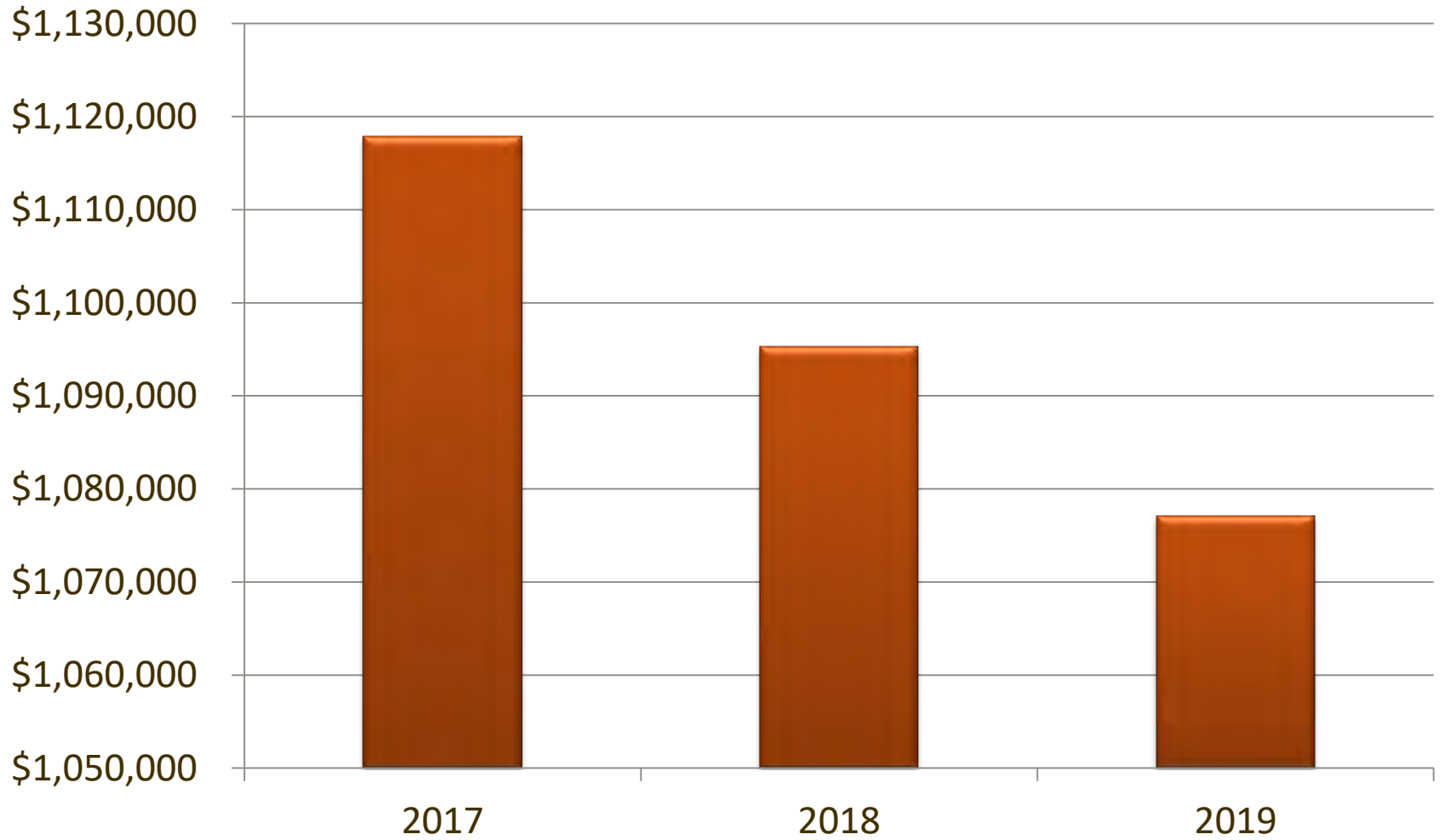


# Audit Scope

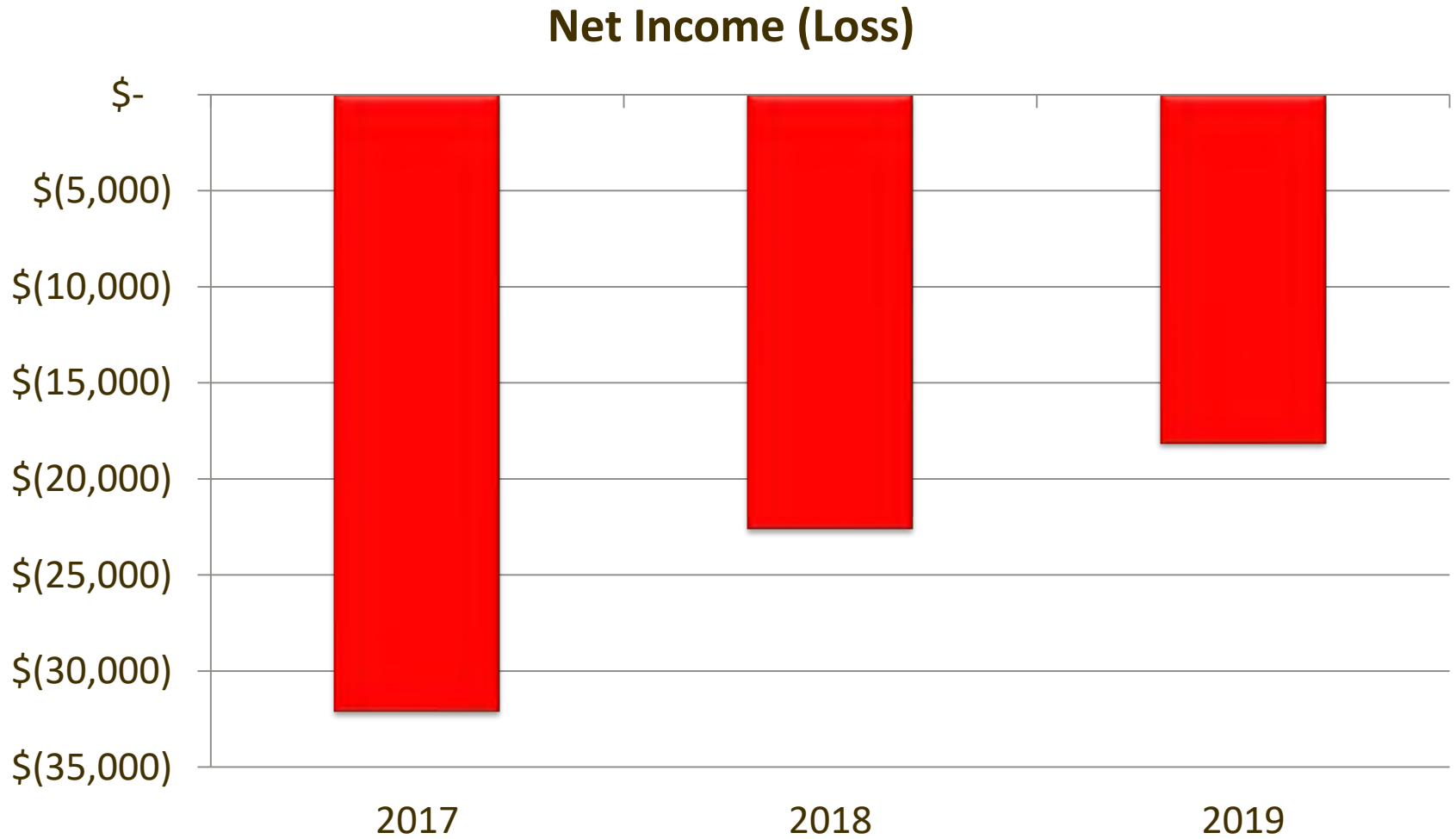
- Full-Scope Audit of 3/31/2019 Financial Statements
- Audit Objective
  - Established by Generally Accepted Auditing Standards (GAAS)
  - Express an opinion on financial statements
  - Determine whether financial statements are fairly stated in conformity with Generally Accepted Accounting Principles (GAAP) in all material respects
- Unmodified Opinion



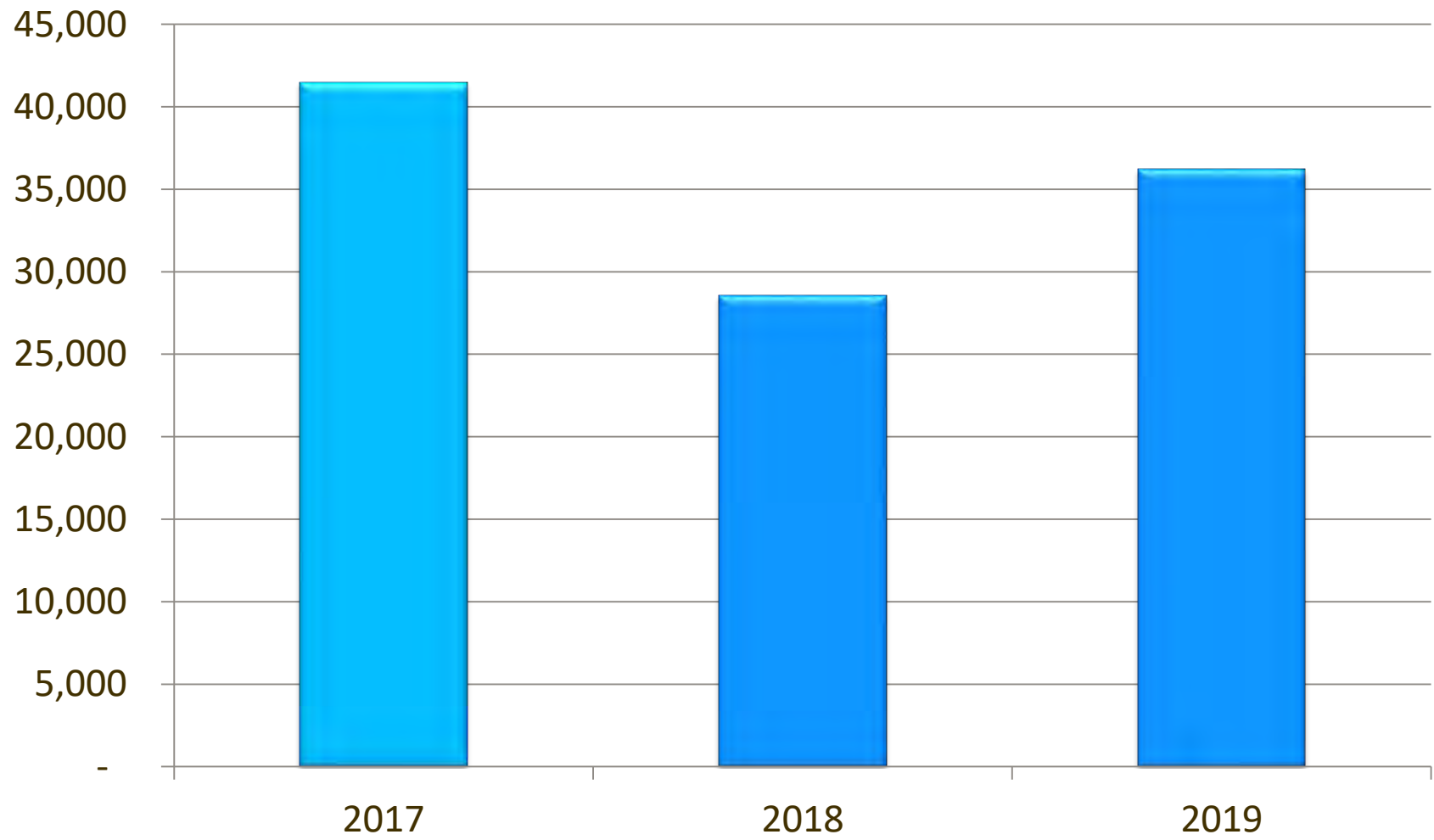
# Net Assets Available for Benefits



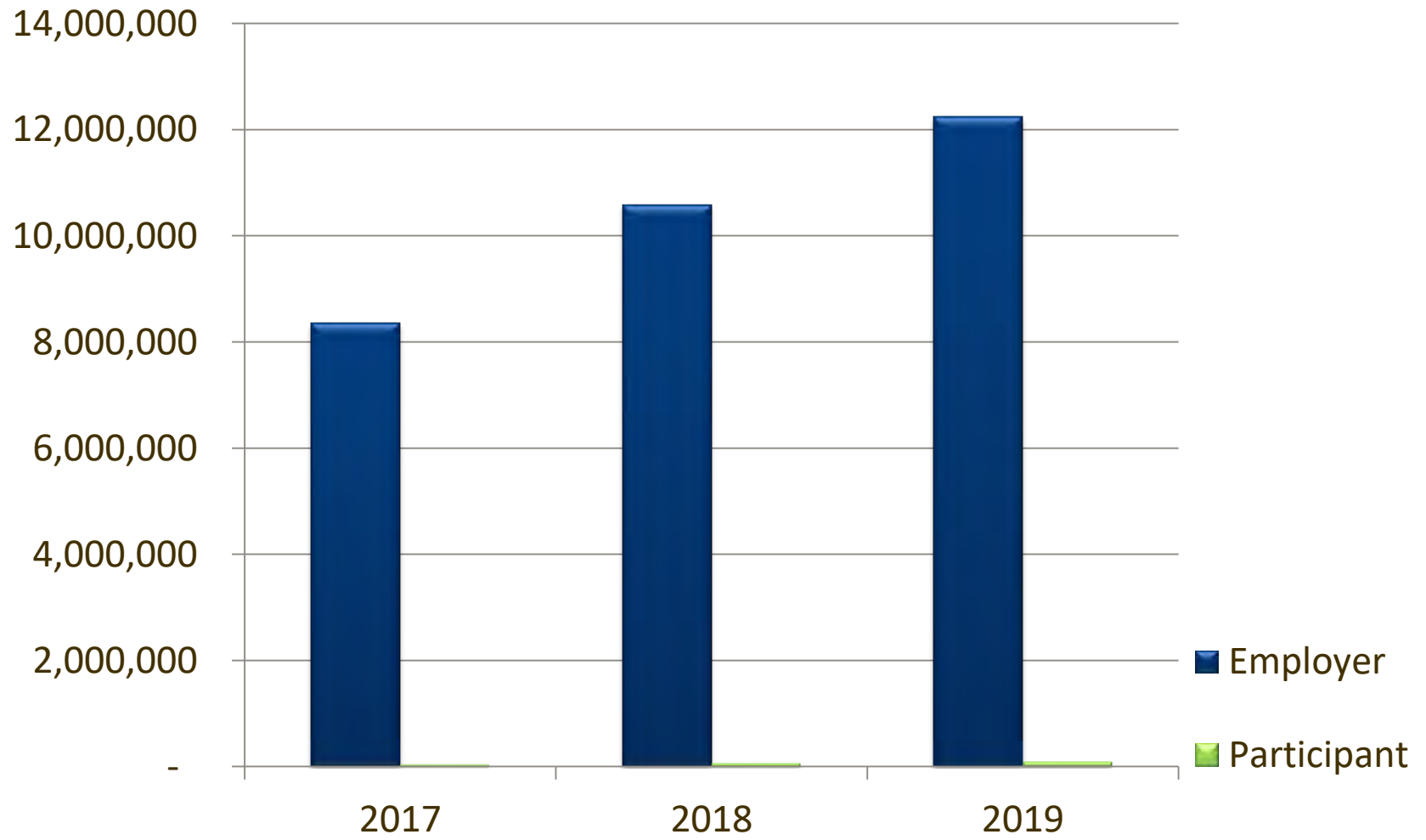
# Changes in Net Assets Available for Benefits



# Net Investment Income

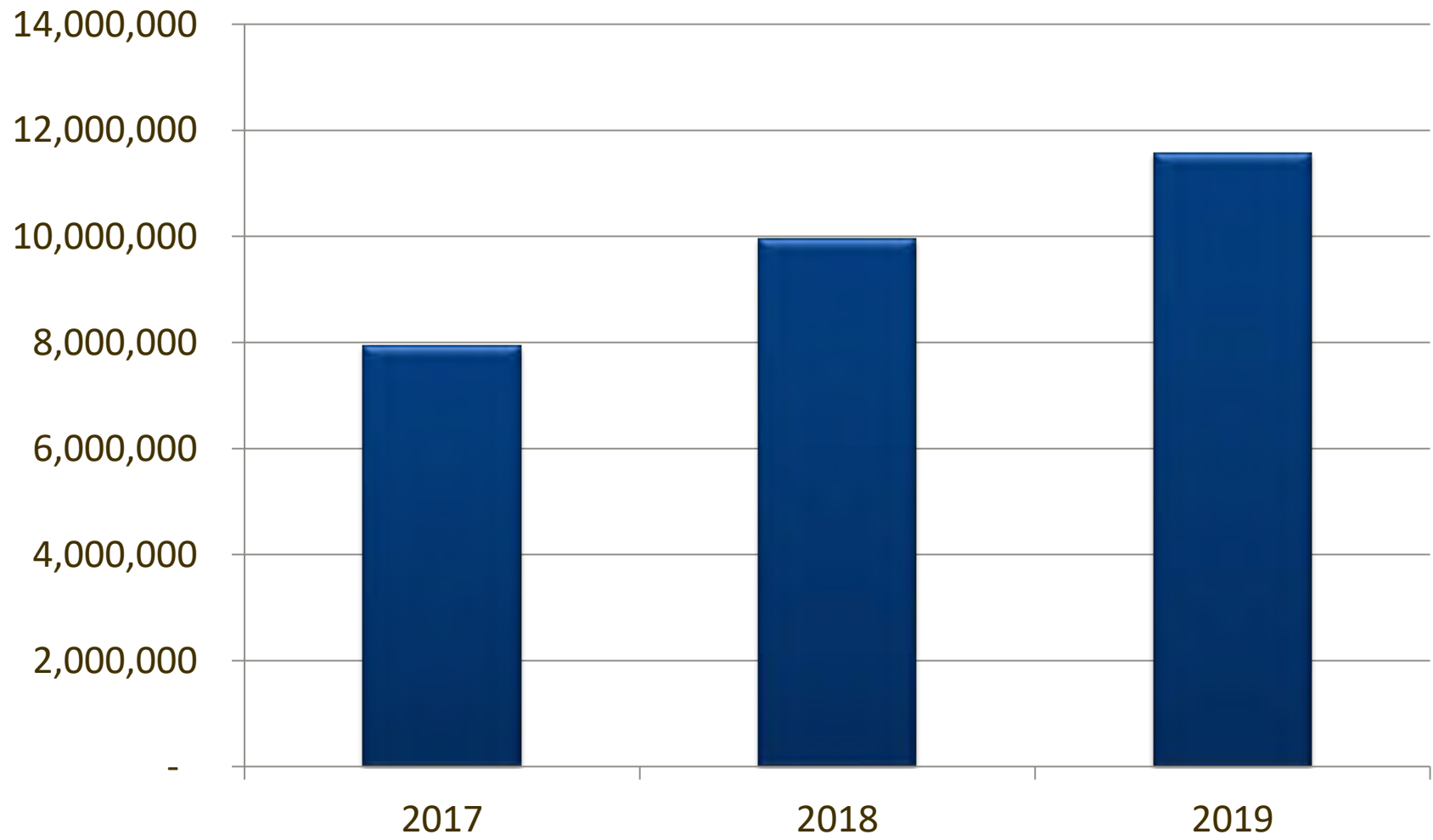


# Contributions

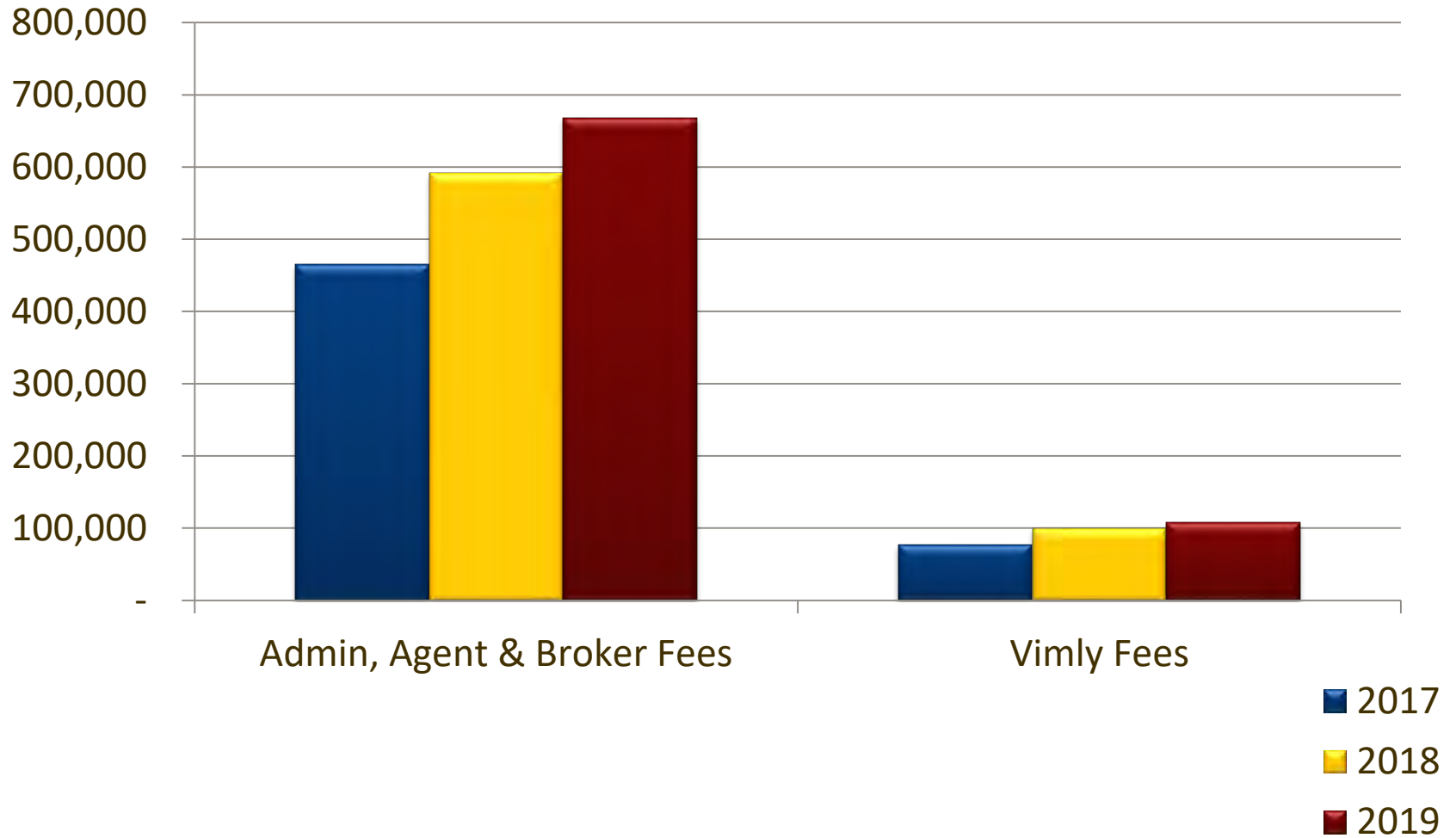




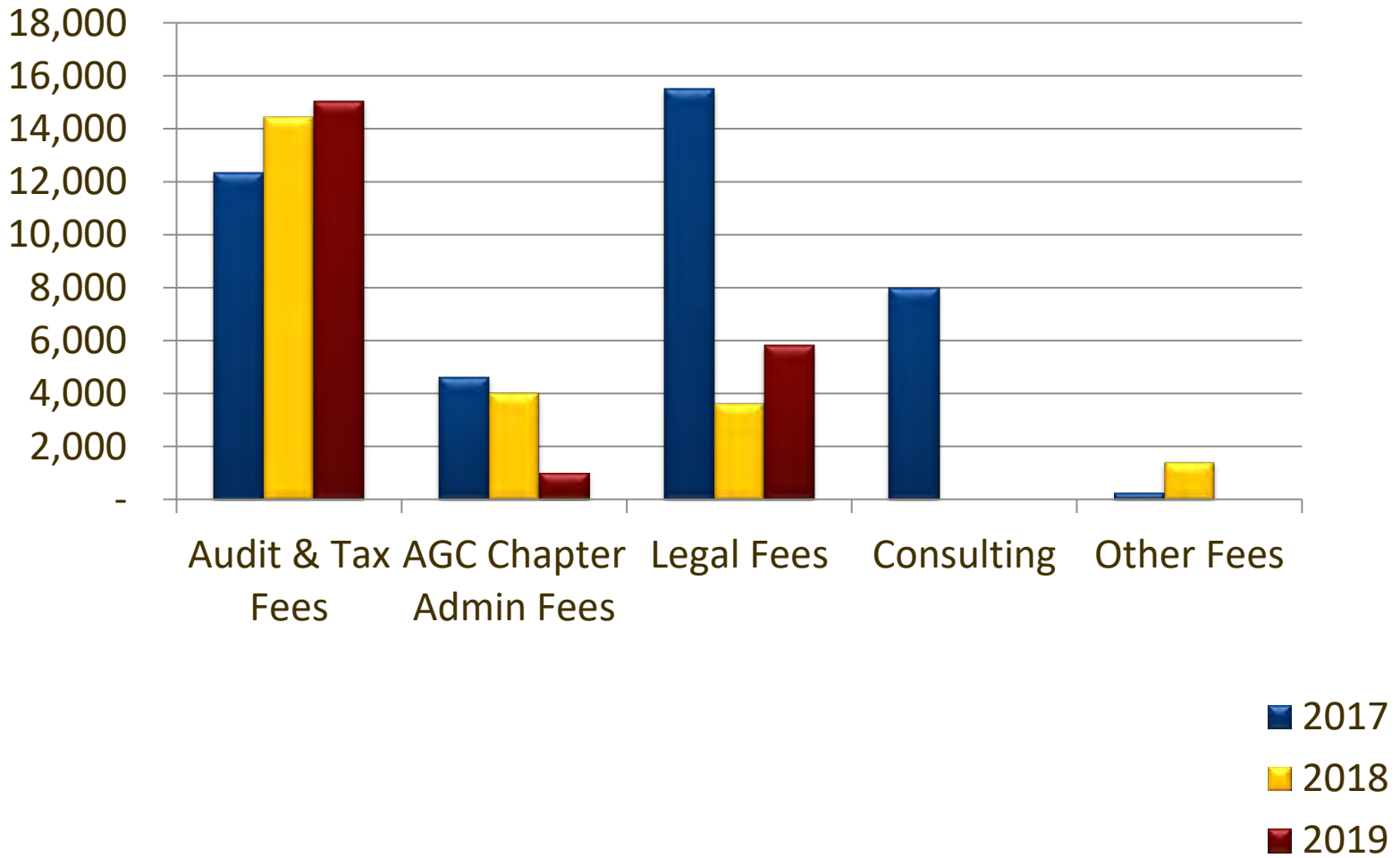
# Premiums Paid (Cash Basis)



# Administrative Expenses



# Administrative Expenses (continued)



# Statement of Benefit Obligations

Benefit Obligations	3/31/2019	3/31/2018
Premiums Payable	\$35,465	\$47,506
Dollar Bank Obligation	85,282	54,607
<b>Total Benefit Obligations</b>	<b><u>\$120,747</u></b>	<b><u>\$102,113</u></b>



# Audit Communication Letter

- No new accounting policies adopted
- No changes in significant accounting estimates
- No difficulties in performing audit



# Concluding the Engagement

- Form 5500 was filed in advance of deadline
- Form 990 electronically filed ahead of deadline
  
- Thank you for your help!



# Thank You!

**Lee Colclasure, CPA**  
**Signing Director**  
**(509) 572-3032**  
**Lee.Colclasure@CLAconnect.com**

[CLAconnect.com](https://www.CLAconnect.com)





Meeting of the Board of Trustees  
August 29, 2019

**Trustees – In Attendance**

Norman Russell, Chairman  
Sarah Smith  
Roger Silbernagel  
Leigh Tapani  
Lance Landis

**Others in Attendance**

Mike Salsgiver – Executive Director, AGC Oregon-Columbia Chapter  
Trisha Fulwiler – President, JD Fulwiler  
Susan Taylor – Account Manager, JD Fulwiler  
Autumn Schwerdfager – Senior Associate, Willis Towers Watson  
Bobby Otte – Executive VP, Willis Towers Watson  
Paolo Cruz – Account Manager, Vimly Benefit Solutions  
Bethany Bacci – Partner, Stoel Rives, LLP  
C.J. Hudson – Sr. Account Executive, Regence  
Meagan Rian – Account Executive, LifeMap  
Kristin Walton – Sales and Channel Development Executive, Regence  
Shane Addis – Client Success Manager, Regence

**Call to Order**

The meeting was called to order at 11:48 a.m. by Chairman Russell.

**Legal Update**

The Trust Legal Counsel, Ms. Bacci, presented the following updates to the Board:

**A. Association Health Plans**

On March 28, 2019, Judge John D. Bates of the District of Columbia found major provisions of the Department of Labor's (DOL's) final rule on AHPs to be unlawful. The rule's interpretation of "employer" to include working owners and groups without a true commonality of interest was unreasonable and, as Judge Bates put it, "clearly an end-run around the [Affordable Care Act]." The court set aside these parts of the regulation and remanded the rule to the DOL to determine how the rule's severability provision affects the remaining provisions. From here, the DOL could opt to rescind the rule altogether, try to revise it in a way that comports with Judge Bates' decision, or appeal the decision to the Court of Appeals for the D.C. Circuit.

**B. Preventive Care for Chronic Conditions**

On June 24, 2019, President Trump issued an Executive Order directing the Secretary of the Treasury to issue guidance expanding the ability of patients with HSA-compatible health coverage to select low-cost preventive care for their chronic health conditions. In response, IRS Notice 2019-45 ("Notice") specifies 14 preventive care services that can now be made available to HSA-



eligible individuals with chronic health conditions prior to satisfying the minimum deductible otherwise required under tax rules applicable to their high deductible health plan (“HDHP”) coverage.

### **C. Prescription Drug Coupons**

On August 26, 2019, the DOL, HHS, and Treasury (Departments) issued a temporary nonenforcement policy in FAQ guidance addressing whether drug manufacturer coupons for prescription brand drugs count toward the Affordable Care Act’s (ACA’s) annual limit on cost-sharing, including when there is no medically appropriate generic drug. In the FAQ guidance, the Departments indicated that they will address the ambiguity in developing HHS’s Notice of Benefit and Payment Parameters for 2021. Until then, the Departments will not take enforcement action against plans and insurers that exclude the value of drug manufacturer coupons from the ACA’s annual limits on cost-sharing. This includes situations in which there is no medically appropriate generic equivalent available. States may implement a similar nonenforcement policy, and HHS will not treat such a state as failing to enforce the annual limit on cost-sharing regarding health insurers.

### **D. JD Fulwiler Agreement**

Ms. Bacci stated she will review the proposed JD Fulwiler agreement with their attorney and will follow up on this with the Board.

## **Regence and LifeMap**

The Regence and LifeMap representatives were invited into the meeting to present the following items:

### **A. Regence Renewal and Experience Reporting**

The Regence renewal for January 1, 2020 was presented by Mr. Hudson. Based on the groups’ claims experience incurred from May 2018 through April 2019, and paid through June 2019, Regence is offering a +12% base increase over current for Medical and a -1.98% base decrease for pharmacy, with a combined total of a 9.85% base increase over current. Assumptions for the renewal included:

- An additional -0.35% decrease to the renewal if the renewal is accepted as is which would make the renewal increase total +9.50%, worth roughly \$35,000.
- An additional -0.90% decrease to the renewal if dental and vision are sold which would make the renewal increase total +8.60%, worth roughly \$90,000
- These additional decreases would result in around a \$90,000 savings off the medical renewal

### **B. 2020 Improvements**

#### **1. Adding MDLive with Behavioral Health for Telehealth Services**

Mr. Hudson stated this makes Regence competitive with the small group market and has a positive impact on claims that impacts Renewals. This is priced at \$0.90 per employee per month, however Regence is also committing to market this to members without additional cost to the Trust.

#### **2. Converting to Regence Empower for Wellness**

Mr. Addis and Ms. Walton presented a comparison between the Regence 360Me wellness platform and the new enhancements with Regence Empower. Highlights included enhancements with accessibility, claims integration, member communication, and account creation. In addition, enhancements were made with reporting and the Empower platform includes a \$25 gift card for members just for completing the health assessment which is not a part of the core product. Mr. Hudson stated the cost of this in 2020 is \$30,000 however this would be offset by the renewal credit, if implemented.

**C. Stability**

Mr. Hudson reported that the Trust has had historic retention levels of over 90% and now that Regence is utilizing a larger renewal spread retention levels will only increase. In addition, due to a new Regence rating methodology there have been single-digit renewals for the Trust in the last two years.

**D. Retro Refunding Contract**

Under this contract an 82% loss ratio or better makes the Trust eligible to begin funding the reserve fund of 5% of earned premium. Withdrawals and buydowns of renewals can be done with funds over 5% in reserves.

**E. Dental and Vision Quote**

Mr. Hudson stated the Trust can drive the medical renewal down by packaging the renewal with dental and vision through LifeMap. Dental rates can be between 5% - 10% below the current rates with an annual savings of approximately \$13,000 to \$27,000. Regence is also offering an additional 0.90% off the medical renewal for placing the business with Regence, equating to approximately \$90,000. He added there is also the potential to increase close ratios with Regence being able to market all lines of coverage.

Ms. Rian stated there are over 40% more providers in the LifeMap network versus the Standard and Ameritas network, and that they can match the current vision rates with a better hardware allowance. LifeMap will also implement a performance guarantee to ensure they are hitting targeted metrics in terms of providing the final contract within 60 days of renewal, and ID cards within 30 days.

The Regence and LifeMap representatives were dismissed from the meeting after their presentation.

**General Agent's Report**

**A. Carrier Renewals and Expense Reporting**

Ms. Schwerdfager recapped the Regence renewals and reported that Chris Rooney, Director at Willis Towers Watson who had met with the Board back in May 2019, worked very closely on this renewal and projected up to a 14%-19% increase and was able to work it down to single-digits. She reported that the 9.5% increase is a base renewal, however, which will be the increase for 52 out of the 62 groups renewing. The remaining 10 groups will get a higher increase, and all 62 renewing groups get a 13.57% blended renewal.

**B. Renewal Discussions and Recommendations**

Ms. Schwerdfager presented the following renewal recommendations:

- Regence Medical and Rx – renew as is with 9.85% base increase/13.57% blended increase
- Standard Dental and Vision – renew as is with -10% decrease for both dental and vision
- LifeMap Group Life/AD&D, Accident, Voluntary Life – renew as is with rate pass
- BPA Health EAP – renew as is with rate pass
- Health Advocate Services – renew as is with \$0.05 PEPM increase
- LifeBalance Lifestyle Discount Program – renew as is with rate pass (\$0.80 PEPM)

The Board discussed the Regence medical renewal and the details of the Retro-Refunding contract. After the discussion, the Board decided to table the medical renewal and continue with negotiations to try to reduce the medical renewal increase. The Board will vote on the medical renewal through email when it is finalized.

**Motion: It was moved, seconded, and to accept The Standard Dental and Vision renewal with -10% decrease.**

The Board also decided to accept the renewals and rate passes from LifeMap, BPA, and LifeBalance without a motion.

After discussion, the Board also accepted the renewal from Health Advocate with a \$0.05 PEPM increase. Ms. Schwerdfager reminded the Board that the contract with Health Advocate terminates at the end of 2020.

## **Review and Approval of Prior Meeting Minutes**

**Motion: It was moved, seconded, and carried for the Trustees to approve the minutes from the May 8, 2019 meeting**

## **Sponsor Expense Reports**

**Motion: It was moved, seconded, and carried for the Trustees to approve and pay the Sponsor Expense Reports for Q2 2019.**

## **Administrator's Report**

### **A. Membership Report**

Mr. Cruz reported on the Trust membership as of August 2019:

- 59 employer groups
- 1,052 total employees and 1,998 total members
- 7 COBRA members
- 13 groups have terminated in 2019 and there were 7 new groups year to date. January is the month when most groups are up for renewal and when we see most of the year's membership change.
- Employers within the Trust are choosing a variety of benefits for their coverage lineups in addition to medical coverage.
  - 42% of employers elect dental coverage.
  - 54% of employers elect vision coverage.

**B. Financial Report**

Mr. Cruz reviewed the Trust's first quarter financials for the plan year ending March 31, 2020. Cash with Heritage Bank is at \$51,511 and the current value of the investments is \$1,115,084. Total assets are \$1,304,767 and total liabilities and benefit obligations during the period total \$144,571. The resulting net assets available for benefits over benefit obligations were \$1,160,196 which is a 3.7% or \$51,423 increase from the prior year period.

Total employer contributions for the current period was \$2,829,798 and total deductions were \$2,804,152, which leaves the Trust with net increase in assets available for benefits at \$24,974 for the current period.

**Date for Next Meeting**

The next meeting date is to be determined. Mr. Salsgiver from the Association will schedule a strategy and renewal meeting with the General Agent and will come back with some meeting dates to the Board.

**Adjournment**

With no additional items for discussion, Chairman Russell adjourned the meeting at 2:05 pm.



# GENERAL AGENT'S REPORT

## AGC Health Benefit Trust Board of Trustees Meeting

Thursday, January 16<sup>th</sup>, 2020

*prepared by:*

**Autumn Schwerdfager**

Senior Account Manager

JD Fulwiler & Company Insurance

800.735.8325 | [www.jdfulwiler.com](http://www.jdfulwiler.com)

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

JDFULWILER &  
COMPANY INSURANCE



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# Section 1: Renewal Summary

## January 2020 Renewal Summary

Carrier name	Line(s) of business	Renewal impact
Regence BCBS	Medical/Rx	Medical: 11% Rx: -1.99% OVERALL Base Rate Increase: 9%
Regence BCBS	Wellness Administration	\$3.00 PEPM
Standard Insurance Company	Dental/Vision	Rate Reduction -10% 12 month contract effective through 12/31/20
LifeMap	Group Life/AD&D	Rate Pass 12 month contract effective through 12/31/20
LifeMap	Voluntary Products	Rate Pass 12 month contract effective through 12/31/20
LifeBalance	Lifestyle/Discount Program	Rate Pass (\$0.80 PEPM)
BPA Health	EAP	Rate Pass 24 month contract effective through 12/31/21

## Renewal Results/Sales/Terms

	2020												Total
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
Employers up for renewal	23	1	3	4	4	3	3	4	2	2	0	6	55
Confirmed	18	0	0	0	0	0	0	0	0	0	0	0	18
Terminated	(5)	0	0	0	0	0	0	0	0	0	0	0	(5)
YTD Renewal retention	82%												
New Sales	5	1											6
<b>Total Participating Employers</b>	<b>23</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>6</b>	<b>56</b>

## Quoting Results/Sales/Terms

	2020 (YTD)	2019	2018
Quotes	117	270	302
New Sales	6	11	12
Close Ratio	5%	4%	4%

## 2020 Planning Calendar

Task/Initiative	2020											
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Quarterly board meetings												
Strategic planning session												
Broker engagement												
Broker network evaluation – <i>schedule TBD</i>												
Wellness program open to members												
Wellness reward payment to employers												
EAP program promotion												
Renewal Process												
Pre-renewal strategy discussion												
Identify carrier/vendor selection criteria (if marketing)												
Develop and distribute RFP (if marketing)												
Evaluate and negotiate renewal and/or marketing												
Present renewal and/or market results												
Finalize renewal with client												
Deliver renewals to participating employers												



## Section 2: 2020 Communications Plans

### Wellness Communication Campaign

Planned communications are set to go out to employers and groups administrators to remind them of the Wellness program. Regence will be sending a direct mailer out before March 1<sup>st</sup>, 2020. The following is the plan moving forward:

- A) In February & May calls will be made to each group to educate employers on the Wellness incentive and encourage them to speak with their employees of the rewards available to them by completing a preventative exam.
- B) In April, emails to group administrators are set to be released that reminds them of the premium incentives available to their company. Payroll staffers will be included in these emails which will allow employers to provide their employees with another reminder of the program.
- C) Another call will be set the first week in June to any group administrators who have nearly reached the 25% participation but just need a few employees to complete either their online Regence profile and/or a preventative exam.

### EAP Communication Campaign

A communication plan has been put together in order to remind members of their current EAP benefit program provided by BPA Health. For organization purposes the specific plans have been broken out between employees and employers:

- A) Employees will directly receive 2 separate communications by the end of March and again in July: The first will be a postcard sent in the mail listing out what benefits are available to them. By the end of July another postcard will be sent reminding employees of all the benefits BPA offers. The second round of communication will be useful not just as a reminder but to any potential new groups.
- B) JD Fulwiler will bring flyers and discuss the EAP benefit during broker meetings to provide education and emphasize the value of the program for their AGC members.

### Health Advocate Communication Campaign

An outreach communication plan has been set in place for Health Advocate to mail flyers directly to all members in the AGC Trust.

- A) Health Advocate will mail a postcard to each employee's home to increase member engagement.
- B) In February and May when calls are made to educate employers on Wellness we will also be educating on the Health Advocate benefit; asking for input and emailing flyers and brochures to employers to advertise to their employees.
- C) Vimly will promote Health Advocate through the SIMON Portal offering employers more visibility and educating the administrator on the available benefit offered to all members in the health trust.
- D) Quarterly meetings with our Health Advocate account manager have been put into place to monitor growth and discuss additional marketing opportunities throughout the year.

## MD Live Campaign

In effort to increase awareness and engagement of MD Live in 2020 Regence has put together the following marketing strategy:

- A) Monthly email communication to group administrators
- B) 1 postcard sent to member's homes.
- C) 2 registration incentives TBD – inclusive of Leadership/HR email templates and auto-registration emails
- D) Quarterly campaign materials provided in digital form
- E) Access to an online training program & HR Webinar

## Section 3: Experience Reporting

### Current Year – Rolling 12 Month (Dec18 – Nov19)

Paid Date	Average Medical Subscribers	Average Medical Members	Premium/ Fees	Covered Charges	Paid Claims	Paid PCPM	Paid PMPM	Loss Ratio
Dec-18	1,188	2,251	\$944,680	\$1,696,614	\$846,014	\$712.13	\$375.84	89.56%
Jan-19	1,057	2,025	\$851,320	\$1,547,559	\$711,707	\$673.33	\$351.46	83.60%
Feb-19	1,060	2,042	\$856,582	\$1,396,034	\$682,735	\$644.09	\$334.35	79.70%
Mar-19	1,022	2,030	\$846,262	\$1,739,713	\$854,374	\$835.98	\$420.87	100.96%
Apr-19	1,016	2,027	\$846,499	\$1,554,741	\$764,026	\$751.99	\$376.92	90.26%
May-19	1,030	2,056	\$872,911	\$1,185,626	\$577,235	\$560.42	\$280.76	66.13%
Jun-19	1,005	1,950	\$848,199	\$1,698,621	\$825,650	\$821.54	\$423.41	97.34%
Jul-19	1,008	1,954	\$853,180	\$1,565,650	\$771,604	\$765.48	\$394.88	90.44%
Aug-19	1,000	1,917	\$845,066	\$1,375,918	\$687,049	\$687.05	\$358.40	81.30%
Sep-19	1,018	1,971	\$859,502	\$1,434,778	\$723,179	\$710.39	\$366.91	84.14%
Oct-19	1,024	1,986	\$865,803	\$1,867,164	\$984,529	\$961.45	\$495.73	113.71%
Nov-19	995	1,900	\$833,227	\$1,550,851	\$901,584	\$906.11	\$474.52	108.20%
<b>Total:</b>	<b>12,423</b>	<b>24,109</b>	<b>\$10,323,230</b>	<b>\$18,613,269</b>	<b>\$9,329,684</b>	<b>\$751.00</b>	<b>\$386.98</b>	<b>90.38%</b>

### Prior Year – Rolling 12 Month (Dec17 – Nov18)

Paid Date	Average Medical Subscribers	Average Medical Members	Premium/ Fees	Covered Charges	Paid Claims	Paid PCPM	Paid PMPM	Loss Ratio
Dec-17	1,301	2,547	\$929,402	\$1,372,947	\$708,806	\$544.82	\$278.29	76.26%
Jan-18	1,091	2,163	\$867,270	\$1,606,610	\$773,003	\$708.53	\$357.38	89.13%
Feb-18	1,079	2,141	\$859,732	\$1,283,448	\$640,690	\$593.78	\$299.25	74.52%
Mar-18	1,124	2,185	\$883,222	\$1,554,338	\$750,144	\$667.39	\$343.32	84.93%
Apr-18	1,130	2,193	\$885,060	\$1,554,910	\$768,497	\$680.09	\$350.43	86.83%
May-18	1,147	2,246	\$903,672	\$2,407,400	\$1,154,624	\$1,006.65	\$514.08	127.77%
Jun-18	1,162	2,281	\$918,851	\$1,607,752	\$828,310	\$712.83	\$363.13	90.15%
Jul-18	1,176	2,322	\$937,007	\$1,812,113	\$924,703	\$786.31	\$398.24	98.69%
Aug-18	1,227	2,435	\$989,535	\$1,367,978	\$616,673	\$502.59	\$253.25	62.32%
Sep-18	1,234	2,442	\$993,473	\$1,673,124	\$852,874	\$691.15	\$349.25	85.85%
Oct-18	1,236	2,463	\$996,616	\$1,792,038	\$918,095	\$742.80	\$372.75	92.12%
Nov-18	1,279	2,518	\$1,026,658	\$1,656,606	\$893,616	\$698.68	\$354.89	87.04%
<b>Total:</b>	<b>14,186</b>	<b>27,936</b>	<b>\$11,190,498</b>	<b>\$19,689,264</b>	<b>\$9,830,035</b>	<b>\$692.94</b>	<b>\$351.88</b>	<b>87.84%</b>

Annual Experience Summary, 2011 – 2019

Coverage Year	Carrier	Line of Coverage	Annual Premium	Annual Paid Claims	Annual Loss Ratio
2011	Health Net	Medical/Rx	\$9,829,659	\$8,983,759	<b>91.39%</b>
2012	Health Net	Medical/Rx	\$7,742,055	\$6,205,665	<b>80.16%</b>
2013	Regence BCBS	Medical/Rx	\$7,503,610	\$5,638,921	<b>75.15%</b>
2014	Regence BCBS	Medical/Rx	\$7,778,543	\$6,477,757	<b>83.28%</b>
2015	Regence BCBS	Medical/Rx	\$7,612,747	\$6,100,044	<b>80.13%</b>
2016	Regence BCBS	Medical/Rx	\$7,111,753	\$5,432,804	<b>76.39%</b>
2017	Regence BCBS	Medical/Rx	\$9,114,766	\$7,478,854	<b>82.05%</b>
2018	Regence BCBS	Medical/Rx	\$11,205,776	\$9,967,243	<b>88.95%</b>
2019*	Regence BCBS	Medical/Rx	\$9,378,550	\$8,483,670	<b>90.46%</b>
<b>Grand Total</b>			<b>\$77,277,458</b>	<b>\$64,768,717</b>	<b>83.81%</b>

\*Experience summary includes monthly data for January – November 2019; December 2019 data was not available at the time of printing.



# ACA COMPLIANCE BULLETIN

## HIGHLIGHTS

- President Trump has signed a spending bill that fully repeals three ACA taxes and fees—the Cadillac tax, the medical devices excise tax and the health insurance providers fee.
- Notably, the law does not include provisions related to surprise medical billing, as many had expected.

## IMPORTANT DATES

### December 20, 2019

President Trump signed a continuing resolution that repealed three ACA taxes and fees.

### January 1, 2020

The repeals of the Cadillac tax and medical devices excise tax take effect beginning in 2020.

### Provided By:

J D Fulwiler & Co. Insurance

## CADILLAC TAX AND OTHER KEY ACA TAXES REPEALED

### OVERVIEW

On Dec. 20, 2019, President Trump signed into law a [spending bill](#) that prevents a government shutdown and repeals the following three taxes and fees under the Affordable Care Act (ACA):

- ✓ The Cadillac tax on high-cost group health coverage, beginning in 2020;
- ✓ The medical devices excise tax, beginning in 2020; and
- ✓ The health insurance providers fee, beginning in 2021.

The law also extends PCORI fees to fiscal years 2020-2029.

### ACTION STEPS

Employers should be aware of the evolving applicability of existing ACA taxes and fees so that they know how the ACA affects their bottom lines. J D Fulwiler & Co. Insurance will continue to keep you informed of changes.

# ACA COMPLIANCE BULLETIN

## Cadillac Tax

The ACA imposes a 40 percent excise tax on high-cost group health coverage, also known as the “Cadillac tax.” This provision taxes the amount, if any, by which the monthly cost of an employee's applicable employer-sponsored health coverage exceeds the annual limitation (called the employee’s excess benefit). The tax amount for each employee’s coverage will be calculated by the employer and paid by the coverage provider.

Although originally intended to take effect in 2013, the Cadillac tax was immediately delayed until 2018 following the ACA’s enactment. A [federal budget bill enacted for 2016](#) further delayed implementation of this tax until 2020, and also:

- ✓ Removed a provision prohibiting the Cadillac tax from being deducted as a business expense; and
- ✓ Required a study to be conducted on the age and gender adjustment to the annual limit.

*The 2019 continuing spending resolution has fully repealed the Cadillac tax, beginning with the 2020 taxable year.*

Then, a 2018 continuing spending resolution delayed implementation of the Cadillac tax for an additional two years, until 2022.

There was some indication that these delays would eventually lead to an eventual repeal of the Cadillac tax provision altogether. The Cadillac tax has been a largely unpopular provision since its enactment, and a number of bills have been introduced into Congress to repeal this tax over the past several years.

**The 2019 continuing spending resolution fully repeals the Cadillac tax, beginning with the 2020 taxable year.**

## Health Insurance Providers Fee

Beginning in 2014, the ACA imposed an annual, nondeductible fee on the health insurance sector, allocated across the industry according to market share. This health insurance providers fee, which is treated as an excise tax, is required to be paid by Sept. 30 of each calendar year. The first fees were due Sept. 30, 2014.

The 2016 federal budget suspended collection of the health insurance providers fee for the 2017 calendar year. Thus, health insurance issuers were not required to pay these fees for 2017. However, this moratorium expired at the end of 2017. A 2019 continuing resolution provided an additional one-year moratorium on the health insurance providers fee for the 2019 calendar year, although the fee continued to apply for the 2018 calendar year.

**The 2019 continuing spending resolution fully repeals the health insurance providers fee, beginning with the 2021 calendar year.** Employers are not directly subject to the health insurance providers fee. However, in many cases, providers of insured plans have been passing the cost of the fee on to the employers sponsoring the coverage. As a result, this repeal may result in significant savings for some employers on their health insurance rates.

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This ACA Compliance Bulletin is not intended to be exhaustive nor should any discussion or opinions be construed as legal advice. Readers should contact legal counsel for legal advice.

# ACA COMPLIANCE BULLETIN

## Medical Devices Excise Tax

The ACA also imposes a 2.3 percent excise tax on the sales price of certain medical devices, effective beginning in 2013. Generally, the manufacturer or importer of a taxable medical device is responsible for reporting and paying this tax to the IRS. The 2016 federal budget suspended collection of the medical devices tax for two years, in 2016 and 2017. As a result, this tax did not apply to sales made between Jan. 1, 2016, and Dec. 31, 2017. A 2018 continuing resolution extended this moratorium for an additional two years, through the 2019 calendar year. The moratorium is set to expire beginning in 2020.

**The 2019 continuing spending resolution fully repeals the medical devices tax, beginning in 2020.** Therefore, as a result of both moratoriums and the repeal, the medical devices tax does not apply to any sales made after Jan. 1, 2016.

## PCORI Fees

The ACA created the Patient-Centered Outcomes Research Institute (PCORI) to help patients, clinicians, payers and the public make informed health decisions by advancing comparative effectiveness research. The Institute's research is funded, in part, by fees paid by health insurance issuers and sponsors of self-insured health plans. Under the ACA, the PCORI fees were scheduled to apply to **policy or plan years ending on or after Oct. 1, 2012, and before Oct. 1, 2019.**

**The 2019 continuing spending resolution reinstates PCORI fees for the 2020-2029 fiscal years.** As a result, specified health insurance policies and applicable self-insured health plans must continue to pay these fees through 2029.

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## AGC Oregon Columbia Chapter - January 2020

### Membership Highlights

Membership	Current	% of Change From Prior Year	Prior Year Same Period
Number of Employer Groups	55	-9.8%	61
Number of Employees	938	-15.3%	1,107
Number of Total Members	1,747	-17.0%	2,105
Number of Medical COBRA Members	8	-11.1%	9

### Employee High & Low Watermarks (Medical)

High Watermark	1,061 Employees in February 2019	Low Watermark	828 Employees in December 2019
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### Employee Demographics by Age - Medical

Age	# of Employees in each bracket	% of Employees in each bracket
0 - 29	162	18.33%
30 - 39	237	26.81%
40 - 49	213	24.10%
50 - 59	188	21.27%
60 - 69	82	9.28%
70 +	2	0.23%

### Employer Lines of Coverage

Coverage	# of Employers	# of Members	% of Employers
Medical	55	1678	100%
RX**	53	1614	96%
Dental	23	600	42%
Vision	31	789	56%
Life Balance Card	9	127	16%
Buy up Life	3	6	5%
Wellness	20	294	36%

\*\* excludes H S A Plans

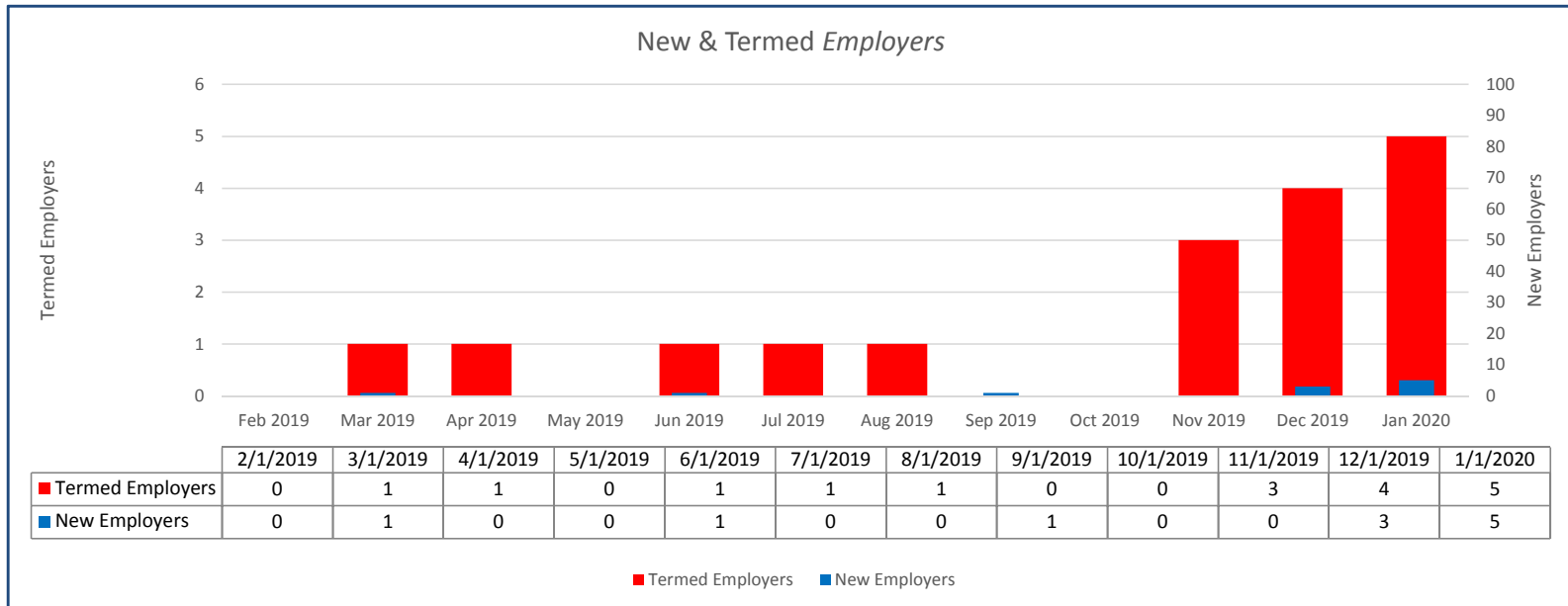
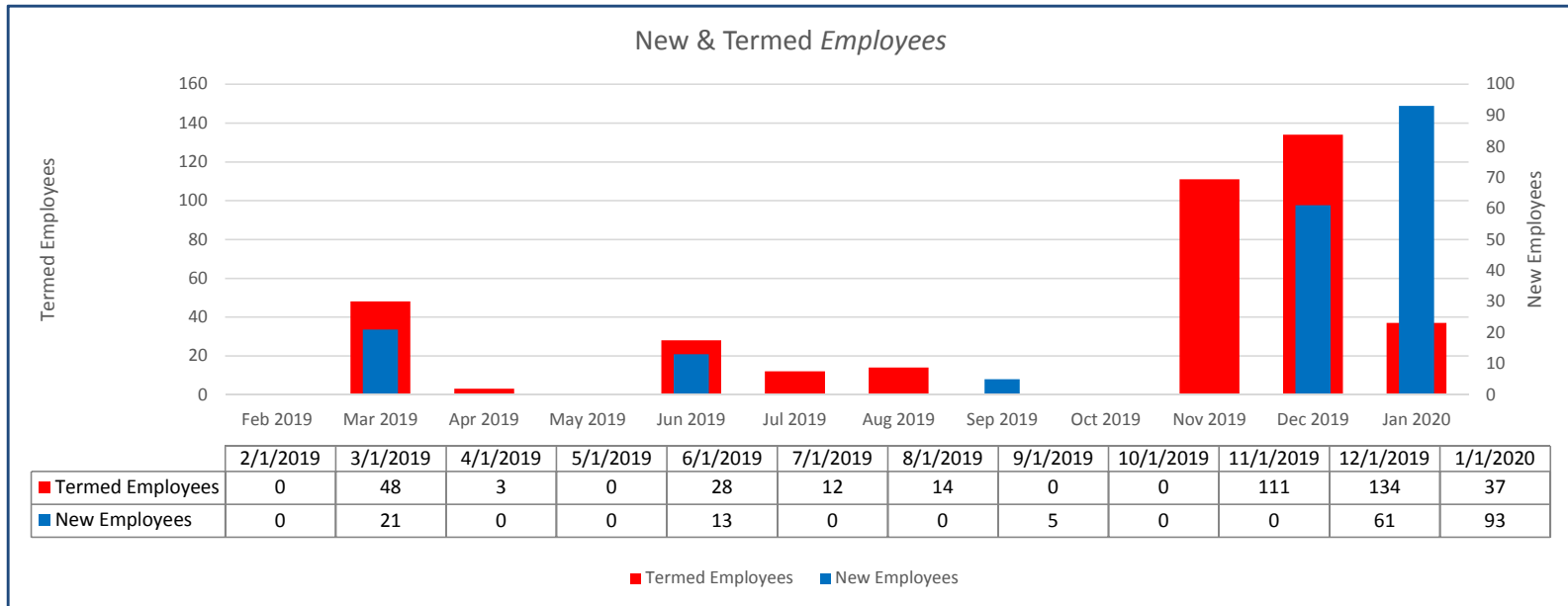




# AGC Health Benefit Trust - Oregon Columbia Chapter

Employee & Employer Additions and Cancellations

Data includes employers and employees termed or effective February 2019 through January 2020





# AGC Health Benefit Trust - Oregon Columbia Chapter

## Net Membership History - Medical

Data includes Employee & Dependent counts & trends from February 2019 through January 2020

low-watermark 828  
high-watermark 1061

### Member Medical Count

Activity Month	New	Continuous	Termed	Active
02/19	40	2007	23	2047
03/19	99	1934	113	2033
04/19	45	1985	48	2030
05/19	67	1992	38	2059
06/19	54	1901	158	1955
07/19	42	1911	44	1953
08/19	39	1877	76	1916
09/19	79	1891	25	1970
10/19	47	1938	32	1985
11/19	35	1717	268	1752
12/19	110	1445	307	1555
01/20	204	1474	81	1678

### Employee Medical Count

Activity Month	New	Continuous	Termed	Active
02/19	20	1041	17	1061
03/19	40	984	77	1024
04/19	19	999	25	1018
05/19	32	1000	18	1032
06/19	31	978	54	1009
07/19	27	982	27	1009
08/19	27	974	35	1001
09/19	37	982	19	1019
10/19	27	998	21	1025
11/19	16	893	132	909
12/19	68	760	149	828
01/20	106	778	50	884



# AGC Health Benefit Trust - Oregon Columbia Chapter

## Net Membership History - Medical

Data includes Employee & Dependent counts & trends from February 2019 through January 2020

### New Member Medical Growth

Source:	New Members	Growth	Growth %
02/19	0	40	100.0%
03/19	52	47	47.5%
04/19	0	45	100.0%
05/19	0	67	100.0%
06/19	18	36	66.7%
07/19	0	42	100.0%
08/19	0	39	100.0%
09/19	14	65	82.3%
10/19	0	47	100.0%
11/19	0	35	100.0%
12/19	98	12	10.9%
01/20	171	33	16.2%

### New Employee Medical Growth

Source:	New Employees	Growth	Growth %
02/19	0	20	100.0%
03/19	21	19	47.5%
04/19	0	19	100.0%
05/19	0	32	100.0%
06/19	13	18	58.1%
07/19	0	27	100.0%
08/19	0	27	100.0%
09/19	5	32	86.5%
10/19	0	27	100.0%
11/19	0	16	100.0%
12/19	61	7	10.3%
01/20	93	13	12.3%

### Member Medical Reduction

Source:	Termed Members	Reduction	Reduction %
02/19	0	23	100.0%
03/19	65	48	42.5%
04/19	4	44	91.7%
05/19	0	38	100.0%
06/19	113	45	28.5%
07/19	21	23	52.3%
08/19	37	39	51.3%
09/19	0	25	100.0%
10/19	0	32	100.0%
11/19	228	40	14.9%
12/19	298	9	2.9%
01/20	47	34	42.0%

### Employee Medical Reduction

Source:	Termed Employees	Reduction	Reduction %
02/19	0	17	100.0%
03/19	48	29	37.7%
04/19	3	22	88.0%
05/19	0	18	100.0%
06/19	28	26	48.1%
07/19	12	15	55.6%
08/19	14	21	60.0%
09/19	0	19	100.0%
10/19	0	21	100.0%
11/19	111	21	15.9%
12/19	134	15	10.1%
01/20	37	13	26.0%



# AGC Health Benefit Trust - Oregon Columbia Chapter

## Net Membership History - Dental

Data includes Employee & Dependent counts & trends from February 2019 through January 2020

low-watermark 302

high-watermark 381

### Member Dental Count

Activity Month	New	Continuous	Termed	Active
02/19	10	719	5	729
03/19	21	649	80	670
04/19	6	650	20	656
05/19	13	648	8	661
06/19	23	646	15	669
07/19	13	654	15	667
08/19	10	625	42	635
09/19	23	627	8	650
10/19	4	644	6	648
11/19	8	557	91	565
12/19	30	557	8	587
01/20	44	556	31	600

### Employee Dental Count

Activity Month	New	Continuous	Termed	Active
02/19	4	377	5	381
03/19	5	322	59	327
04/19	5	315	12	320
05/19	9	317	3	326
06/19	19	319	7	338
07/19	10	325	13	335
08/19	6	316	19	322
09/19	13	315	7	328
10/19	2	325	3	327
11/19	8	294	33	302
12/19	15	296	6	311
01/20	19	293	18	312



# AGC Health Benefit Trust - Oregon Columbia Chapter

## Employee Demographics

Data includes ALL Active Participants. (COBRA, Future Effectives and Future Terms)

**Report Date: January 2020**

EO	Employee Only
ES	Employee & Spouse
EF	Employee, Spouse & Children
EC	Employee & Children

Carrier	Benefit	Election	Employees	Dependents	Members	Members	
RBS	Medical	EO	546	0	546	32.54%	
		ES	104	104	208	12.40%	
		EF	158	542	700	41.72%	
		EC	76	148	224	13.35%	
	Medical Total			884	794	1678	100.00%
	RX	EO	522	0	522	32.34%	
		ES	100	100	200	12.39%	
		EF	151	519	670	41.51%	
EC		75	147	222	13.75%		
RX Total			848	766	1614	100.00%	
RBS Total			1732	1560	3292	100.00%	
LMAC	Life	EO	915	0	915	99.13%	
	Voluntary Life	EO	6	0	6	0.65%	
	Spouse Life	EO	2	0	2	0.22%	
LMAC Total			923	0	923	100.00%	
LB	Life Balance Card	EO	127	0	127	100.00%	
STDIC	Dental	EO	183	0	183	13.17%	
		ES	43	43	86	6.19%	
		EF	69	219	288	20.73%	
		EC	17	26	43	3.10%	
	Dental Total			312	288	600	43.20%
	Vision	EO	246	0	246	17.71%	
		ES	54	54	108	7.78%	
		EF	78	255	333	23.97%	
EC		36	66	102	7.34%		
Vision Total			414	375	789	56.80%	
STDIC Total			726	663	1389	100.00%	
OAC	Discount	EO	294	0	294	100.00%	
AMFX	CDHP	EO	4	0	4	36.36%	
		EF	2	5	7	63.64%	
	CDHP Total			6	5	11	100.00%
AMFX Total			6	5	11	100.00%	



# AGC Health Benefit Trust - Oregon Columbia Chapter

## Employee Demographics

Data includes ALL Active Participants. (COBRA, Future Effectives and Future Terms)

**Report Date: January 2020**

Cobra Breakdown			Dependent Breakdown		
COBRA Breakdown	Cobra	Total	Dependent Breakdown		Total
Medical	Non-COBRA	876	Medical	Non-Spouses	532
	COBRA	8		Spouses	262
Medical Total		884	Dependents	794	
RX	Non-COBRA	840	RX	Non-Spouses	515
	COBRA	8		Spouses	251
RX Total		848	Dependents	766	
Dental	Non-COBRA	307	Dental	Non-Spouses	176
	COBRA	5		Spouses	112
Dental Total		312	Dependents	288	
Vision	Non-COBRA	408	Vision	Non-Spouses	243
	COBRA	6		Spouses	132
Vision Total		414	Dependents	375	
CDHP	Non-COBRA	6	CDHP	Non-Spouses	3
CDHP Total		6		Spouses	2
Life Balance Card	Non-COBRA	127	Dependents	5	
Life Balance Card Total		127			
Voluntary Life	Non-COBRA	6			
Voluntary Life Total		6			
Discount	Non-COBRA	294			
Discount Total		294			

Medical Cobra Population %: 0.90%



# AGC Health Benefit Trust - Oregon Columbia Chapter

## Employee Demographics

Data includes ALL Active Participants. (COBRA, Future Effectives and Future Terms)

**Report Date: January 2020**

Carrier Breakdown			Gender Breakdown			
Carrier	Benefit	Total	Benefit	Gender	Total	% of Gender
RBS	Medical	884	Medical	Total Male	747	84.50%
	RX	848		Total Female	137	15.50%
RBS Total		1732	Medical Total		884	100.00%
LMAC	Life	915	RX	Total Male	716	84.43%
	Spouse Life	2		Total Female	132	15.57%
	Voluntary Life	6	RX Total		848	100.00%
LMAC Total		923	Dental	Total Male	271	86.86%
LB	Life Balance Card	127		Total Female	41	13.14%
LB Total		127	Dental Total		312	100.00%
STDIC	Dental	312	Vision	Total Male	362	87.44%
	Vision	414		Total Female	52	12.56%
STDIC Total		726	Vision Total		414	100.00%
OAC	Discount	294	Life	Total Male	771	84.26%
OAC Total		294		Total Female	144	15.74%
AMFX	CDHP	6	Life Total		915	100.00%
AMFX Total		6	CDHP	Total Male	2	33.33%
				Total Female	4	66.67%
			CDHP Total		6	100.00%
	Life Balance Card			Total Male	114	89.76%
				Total Female	13	10.24%
			Life Balance Card Total		127	100.00%
	Voluntary Life			Total Male	5	83.33%
				Total Female	1	16.67%
			Voluntary Life Total		6	100.00%
	Discount			Total Male	235	79.93%
				Total Female	59	20.07%
			Discount Total		294	100.00%



# AGC Health Benefit Trust - Oregon Columbia Chapter

## Employee Demographics

Data includes ALL Active Participants. (COBRA, Future Effectives and Future Terms)

**Report Date: January 2020**

### Distribution by Age Band - Gender Ratio

Benefit	Band	Male		Female		Total Employees	Total %
		Employees	%	Employees	%		
Medical	0 to 29	141	87.04%	21	12.96%	162	100.00%
	30 to 34	115	92.00%	10	8.00%	125	100.00%
	35 to 39	104	92.86%	8	7.14%	112	100.00%
	40 to 44	98	86.73%	15	13.27%	113	100.00%
	45 to 49	81	81.00%	19	19.00%	100	100.00%
	50 to 54	76	78.35%	21	21.65%	97	100.00%
	55 to 59	69	75.82%	22	24.18%	91	100.00%
	60 to 64	48	72.73%	18	27.27%	66	100.00%
	65 to 69	14	87.50%	2	12.50%	16	100.00%
	70 to 74	1	50.00%	1	50.00%	2	100.00%
Medical Total		747	84.50%	137	15.50%	884	100.00%
RX	0 to 29	131	87.92%	18	12.08%	149	100.00%
	30 to 34	111	91.74%	10	8.26%	121	100.00%
	35 to 39	98	92.45%	8	7.55%	106	100.00%
	40 to 44	93	86.11%	15	13.89%	108	100.00%
	45 to 49	78	81.25%	18	18.75%	96	100.00%
	50 to 54	75	78.13%	21	21.88%	96	100.00%
	55 to 59	67	76.14%	21	23.86%	88	100.00%
	60 to 64	48	72.73%	18	27.27%	66	100.00%
	65 to 69	14	87.50%	2	12.50%	16	100.00%
	70 to 74	1	50.00%	1	50.00%	2	100.00%
RX Total		716	84.43%	132	15.57%	848	100.00%
Dental	0 to 29	40	93.02%	3	6.98%	43	100.00%
	30 to 34	46	93.88%	3	6.12%	49	100.00%
	35 to 39	45	91.84%	4	8.16%	49	100.00%
	40 to 44	30	83.33%	6	16.67%	36	100.00%
	45 to 49	32	82.05%	7	17.95%	39	100.00%
	50 to 54	23	85.19%	4	14.81%	27	100.00%
	55 to 59	28	82.35%	6	17.65%	34	100.00%
	60 to 64	17	70.83%	7	29.17%	24	100.00%
	65 to 69	9	100.00%	0	0.00%	9	100.00%
	70 to 74	1	50.00%	1	50.00%	2	100.00%
Dental Total		271	86.86%	41	13.14%	312	100.00%





# AGC Health Benefit Trust - Oregon Columbia Chapter

## Employee Demographics

Data includes ALL Active Participants. (COBRA, Future Effectives and Future Terms)

**Report Date: January 2020**

### Distribution by Age Band - Gender Ratio

Benefit	Band	Male		Female		Total Employees	Total %
		Employees	%	Employees	%		
CDHP	0 to 29	0	0.00%	1	100.00%	1	100.00%
	45 to 49	1	100.00%	0	0.00%	1	100.00%
	55 to 59	0	0.00%	1	100.00%	1	100.00%
	60 to 64	1	33.33%	2	66.67%	3	100.00%
CDHP Total		2	33.33%	4	66.67%	6	100.00%
Life Balance Card	0 to 29	19	100.00%	0	0.00%	19	100.00%
	30 to 34	17	94.44%	1	5.56%	18	100.00%
	35 to 39	14	93.33%	1	6.67%	15	100.00%
	40 to 44	21	91.30%	2	8.70%	23	100.00%
	45 to 49	8	100.00%	0	0.00%	8	100.00%
	50 to 54	17	89.47%	2	10.53%	19	100.00%
	55 to 59	10	76.92%	3	23.08%	13	100.00%
	60 to 64	6	60.00%	4	40.00%	10	100.00%
65 to 69	2	100.00%	0	0.00%	2	100.00%	
Life Balance Card Total		114	89.76%	13	10.24%	127	100.00%
Voluntary Life	0 to 29	1	100.00%	0	0.00%	1	100.00%
	35 to 39	1	100.00%	0	0.00%	1	100.00%
	40 to 44	2	100.00%	0	0.00%	2	100.00%
	45 to 49	1	100.00%	0	0.00%	1	100.00%
	55 to 59	0	0.00%	1	100.00%	1	100.00%
Voluntary Life Total		5	83.33%	1	16.67%	6	100.00%
Discount	0 to 29	47	87.04%	7	12.96%	54	100.00%
	30 to 34	33	91.67%	3	8.33%	36	100.00%
	35 to 39	34	87.18%	5	12.82%	39	100.00%
	40 to 44	28	77.78%	8	22.22%	36	100.00%
	45 to 49	25	89.29%	3	10.71%	28	100.00%
	50 to 54	21	58.33%	15	41.67%	36	100.00%
	55 to 59	22	68.75%	10	31.25%	32	100.00%
	60 to 64	20	74.07%	7	25.93%	27	100.00%
65 to 69	5	83.33%	1	16.67%	6	100.00%	
Discount Total		235	79.93%	59	20.07%	294	100.00%



# AGC Health Benefit Trust - Oregon Columbia Chapter

## Employee Demographics

Data includes ALL Active Participants. (COBRA, Future Effectives and Future Terms)

**Report Date: January 2020**

### Distribution by Age Band - Gender to Age Band Ratio

Band	Male		Female		Total Employees	Total %
	Employees	%	Employees	%		
0 to 29	141	18.88%	21	15.33%	162	18.33%
30 to 34	115	15.39%	10	7.30%	125	14.14%
35 to 39	104	13.92%	8	5.84%	112	12.67%
40 to 44	98	13.12%	15	10.95%	113	12.78%
45 to 49	81	10.84%	19	13.87%	100	11.31%
50 to 54	76	10.17%	21	15.33%	97	10.97%
55 to 59	69	9.24%	22	16.06%	91	10.29%
60 to 64	48	6.43%	18	13.14%	66	7.47%
65 to 69	14	1.87%	2	1.46%	16	1.81%
70 to 74	1	0.13%	1	0.73%	2	0.23%
<b>Grand Total</b>	<b>747</b>	<b>100.00%</b>	<b>137</b>	<b>100.00%</b>	<b>884</b>	<b>100.00%</b>



# AGC Health Benefit Trust - Oregon Columbia Chapter

## Employee Demographics

Data includes ALL Active Participants. (COBRA, Future Effectives and Future Terms)

**Report Date: January 2020**

### Distribution by Coverage & Plan

Benefit	Description	Employees	Dependents	Members	% of Members
Medical	PPO 500	253	273	526	31.35%
	PPO 2000	121	74	195	11.62%
	PPO 1000	112	107	219	13.05%
	Value 1000	105	90	195	11.62%
	PPO 3000	100	77	177	10.55%
	PPO 1500	88	90	178	10.61%
	Value 2500	50	36	86	5.13%
	HSA 2500	37	27	64	3.81%
	PPO 5000	10	14	24	1.43%
	Value 5000	8	6	14	0.83%
Medical Total		884	794	1678	100.00%
RX	Rx 1	725	670	1395	86.43%
	Rx 2	123	96	219	13.57%
RX Total		848	766	1614	100.00%
Dental	Dental 1000	140	134	274	45.67%
	Dental 1500	131	126	257	42.83%
	Dental 1500w/Ortho	22	5	27	4.50%
	Dental 2000	13	11	24	4.00%
	Dental 2000w/Ortho	6	12	18	3.00%
Dental Total		312	288	600	100.00%
Vision	Plan 150	274	262	536	67.93%
	Plan 100	103	98	201	25.48%
	Plan 150V	25	15	40	5.07%
	Plan 100V	12	0	12	1.52%
Vision Total		414	375	789	100.00%
Life	Life / AD&D	910	0	910	99.45%
	Vol Accident - Individual	5	0	5	0.55%
Life Total		915	0	915	100.00%
CDHP	FSA Medical 2019	6	5	11	100.00%
Life Balance Card	Life Balance Card	127	0	127	100.00%
Voluntary Life	Voluntary EE Life	6	0	6	100.00%
Spouse Life	Voluntary Spouse Life	2	0	2	100.00%
Discount	Wellness Incentive	294	0	294	100.00%



# AGC Health Benefit Trust - Oregon Columbia Chapter

## Employee Demographics

Data includes ALL Active Participants. (COBRA, Future Effectives and Future Terms)

**Report Date: January 2020**

### Distribution by Coverage & Plan

EO	Employee Only
ES	Employee & Spouse
EF	Employee, Spouse & Children
EC	Employee & Children

Benefit	Description	EO	ES	EF	EC	Grand Total
Medical	PPO 500	146	35	58	14	253
	PPO 2000	81	15	10	15	121
	PPO 1000	75	7	19	11	112
	Value 1000	65	11	21	8	105
	PPO 3000	66	10	14	10	100
	PPO 1500	48	13	21	6	88
	Value 2500	33	5	5	7	50
	HSA 2500	25	4	7	1	37
	PPO 5000	3	3	3	1	10
	Value 5000	4	1	0	3	8
Medical Total		546	104	158	76	884
RX	Rx 1	443	84	133	65	725
	Rx 2	79	16	18	10	123
RX Total		522	100	151	75	848
Dental	Dental 1000	77	23	30	10	140
	Dental 1500	79	15	33	4	131
	Dental 1500w/Ortho	19	2	0	1	22
	Dental 2000	8	1	3	1	13
	Dental 2000w/Ortho	0	2	3	1	6
Dental Total		183	43	69	17	312
Vision	Plan 150	158	35	52	29	274
	Plan 100	60	14	25	4	103
	Plan 150V	16	5	1	3	25
	Plan 100V	12	0	0	0	12
Vision Total		246	54	78	36	414
Life	Life / AD&D	910	0	0	0	910
	Vol Accident - Individual	5	0	0	0	5
Life Total		915	0	0	0	915
CDHP	FSA Medical 2019	4	0	2	0	6
Life Balance Card	Life Balance Card	127	0	0	0	127
Voluntary Life	Voluntary EE Life	6	0	0	0	6
Spouse Life	Voluntary Spouse Life	2	0	0	0	2
Discount	Wellness Incentive	294	0	0	0	294



# AGC Health Benefit Trust - Oregon Columbia Chapter

## Employee Demographics

Data includes ALL Active Participants. (COBRA, Future Effectives and Future Terms)

**Report Date: January 2020**

### Distribution by Carrier & Plan

Benefit	Carrier	Description	Employer Plan Count	Employers	Employees	Dependents	Members	% of Members
Medical	RBS	PPO 500	25	21	253	273	526	31.35%
		PPO 2000	8	5	121	74	195	11.62%
		PPO 1000	11	8	112	107	219	13.05%
		Value 1000	4	4	105	90	195	11.62%
		PPO 3000	12	6	100	77	177	10.55%
		PPO 1500	8	3	88	90	178	10.61%
		Value 2500	5	4	50	36	86	5.13%
		HSA 2500	4	3	37	27	64	3.81%
		PPO 5000	1	0	10	14	24	1.43%
		Value 5000	1	1	8	6	14	0.83%
Medical Total			79	55	884	794	1678	100.00%
RX	RBS	Rx 1	48	45	725	670	1395	86.43%
		Rx 2	9	8	123	96	219	13.57%
RX Total			57	53	848	766	1614	100.00%
Dental	STDIC	Dental 1000	12	10	140	134	274	45.67%
		Dental 1500	10	9	131	126	257	42.83%
		Dental 1500w/Ortho	1	1	22	5	27	4.50%
		Dental 2000	2	2	13	11	24	4.00%
		Dental 2000w/Ortho	1	1	6	12	18	3.00%
Dental Total			26	23	312	288	600	100.00%
Vision	STDIC	Plan 150	21	20	274	262	536	67.93%
		Plan 100	9	7	103	98	201	25.48%
		Plan 150V	3	3	25	15	40	5.07%
		Plan 100V	1	1	12	0	12	1.52%
Vision Total			34	31	414	375	789	100.00%
Life	LMAC	Life / AD&D	59	55	910	0	910	99.45%
		Vol Accident - Individual	3	0	5	0	5	0.55%
Life Total			62	55	915	0	915	100.00%
CDHP	AMFX	FSA Medical 2019	1	1	6	5	11	100.00%
Life Balance Card	LB	Life Balance Card	11	9	127	0	127	100.00%
Voluntary Life	LMAC	Voluntary EE Life	3	3	6	0	6	100.00%
Spouse Life	LMAC	Voluntary Spouse Life	2	2	2	0	2	100.00%
Discount	OAC	Wellness Incentive	21	20	294	0	294	100.00%



# AGC Health Benefit Trust - Oregon Columbia Chapter

## Employee Demographics

Data includes ALL Active Participants. (COBRA, Future Effectives and Future Terms)

**Report Date: January 2020**

### Plans by Region - Employers

Er Region	PPO 500	PPO 1000	PPO 3000	PPO 2000	Value 2500	Value 1000	HSA 2500	PPO 1500	Value 5000	PPO 5000	Grand Total
Portland Metro	9	4	0	3	2	1	1	1	0	0	21
Mid-Valley	6	0	3	0	0	0	2	1	0	0	12
Sw Washington	3	2	1	1	1	1	0	0	0	0	9
North Valley	0	1	1	0	1	0	0	1	1	0	5
Central	1	0	1	0	0	1	0	0	0	0	3
South East	1	0	0	0	0	1	0	0	0	0	2
Eastern	1	0	0	0	0	0	0	0	0	0	1
North Coast	0	0	0	1	0	0	0	0	0	0	1
Southern	0	1	0	0	0	0	0	0	0	0	1
<b>Total Employers</b>	<b>21</b>	<b>8</b>	<b>6</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>55</b>
<b>% of Employers</b>	<b>38.18%</b>	<b>14.55%</b>	<b>10.91%</b>	<b>9.09%</b>	<b>7.27%</b>	<b>7.27%</b>	<b>5.45%</b>	<b>5.45%</b>	<b>1.82%</b>	<b>0.00%</b>	<b>100.00%</b>



# AGC Health Benefit Trust - Oregon Columbia Chapter

## Employee Demographics

Data includes ALL Active Participants. (COBRA, Future Effectives and Future Terms)

**Report Date: January 2020**

### Plans by Region - Employees

Ee Region	PPO 500	PPO 2000	PPO 1000	Value 1000	PPO 3000	PPO 1500	Value 2500	HSA 2500	PPO 5000	Value 5000	Grand Total
Portland Metro	96	60	55	25	17	27	25	12	7	5	329
Sw Washington	42	27	29	26	8	4	10	0	0	0	146
North Valley	29	14	6	7	15	24	8	7	3	3	116
Mid-Valley	49	1	1	1	36	4	6	16	0	0	114
South East	21	0	0	24	0	2	0	0	0	0	47
Central	2	8	1	7	16	1	0	1	0	0	36
Southern	1	1	17	1	0	0	0	0	0	0	20
West, Wa	5	0	0	2	0	12	0	0	0	0	19
North Coast	1	5	1	1	0	3	0	0	0	0	11
Bend	0	2	0	1	6	0	0	0	0	0	9
Beaverton	4	1	1	2	0	0	0	0	0	0	8
Eastern	1	0	0	0	0	3	1	0	0	0	5
Aloha	0	1	0	3	0	0	0	1	0	0	5
North, Wa	1	0	0	0	0	3	0	0	0	0	4
Canby, Ca	0	0	0	4	0	0	0	0	0	0	4
Juneau, Ak	0	0	0	0	0	2	0	0	0	0	2
Yuma, Az	0	0	0	0	1	0	0	0	0	0	1
Gorge	0	0	1	0	0	0	0	0	0	0	1
Lone Pine, Ca	0	0	0	0	0	1	0	0	0	0	1
Auburn, Ca	1	0	0	0	0	0	0	0	0	0	1
Harrisburg, Pa	0	1	0	0	0	0	0	0	0	0	1
Burnsville, Mn	0	0	0	0	1	0	0	0	0	0	1
Bay View, Id	0	0	0	1	0	0	0	0	0	0	1
Anchorage, Ak	0	0	0	0	0	1	0	0	0	0	1
Cottonwood, Ca	0	0	0	0	0	1	0	0	0	0	1
<b>Total Employees</b>	<b>253</b>	<b>121</b>	<b>112</b>	<b>105</b>	<b>100</b>	<b>88</b>	<b>50</b>	<b>37</b>	<b>10</b>	<b>8</b>	<b>884</b>
<b>% of Employees</b>	<b>28.62%</b>	<b>13.69%</b>	<b>12.67%</b>	<b>11.88%</b>	<b>11.31%</b>	<b>9.95%</b>	<b>5.66%</b>	<b>4.19%</b>	<b>1.13%</b>	<b>0.90%</b>	<b>100.00%</b>



# AGC Health Benefit Trust - Oregon Columbia Chapter

## Employee Demographics

Data includes ALL Active Participants. (COBRA, Future Effectives and Future Terms)

**Report Date: January 2020**

### Employer Distribution by Region

State	Er Region	Total
OR	Portland Metro	21
	Mid-Valley	12
	Sw Washington	9
	North Valley	5
	Central	3
	South East	2
	Eastern	1
	North Coast	1
	Southern	1
OR Total		55





# AGC Health Benefit Trust - Oregon Columbia Chapter

## Employee Demographics

Data includes ALL Active Participants. (COBRA, Future Effectives and Future Terms)

**Report Date: January 2020**

### Employee Distribution by Region

State	Ee Region	Employees	Dependents	Members	% of Members
OR	Portland Metro	329	283	612	36.47%
	Sw Washington	146	198	344	20.50%
	North Valley	116	106	222	13.23%
	Mid-Valley	114	120	234	13.95%
	South East	47	29	76	4.53%
	Central	36	5	41	2.44%
	Southern	20	1	21	1.25%
	North Coast	11	4	15	0.89%
	Bend	9	2	11	0.66%
	Beaverton	8	3	11	0.66%
	Aloha	5	1	6	0.36%
	Eastern	5	2	7	0.42%
	Gorge	1	1	2	0.12%
OR Total		847	755	1602	95.47%
Out of State	West, Wa	19	25	44	2.62%
	Canby, Ca	4	4	8	0.48%
	North, Wa	4	6	10	0.60%
	Juneau, Ak	2	0	2	0.12%
	Lone Pine, Ca	1	0	1	0.06%
	Anchorage, Ak	1	0	1	0.06%
	Auburn, Ca	1	0	1	0.06%
	Harrisburg, Pa	1	0	1	0.06%
	Burnsville, Mn	1	0	1	0.06%
	Cottonwood, Ca	1	3	4	0.24%
	Yuma, Az	1	0	1	0.06%
	Bay View, Id	1	1	2	0.12%
Out of State Total		37	39	76	4.53%
Grand Total		884	794	1678	100.00%



# AGC Health Benefit Trust - Oregon Columbia Chapter

## Employer / Employee Distribution by Industry

Report Date: January 2020

	Employers	Employees	% of Employers	% of Employees
Construction - Special Trade Contractors	9	143	16.36%	15.25%
Nonresidential construction	4	109	7.27%	11.62%
Commercial And Institutional Building Construction	4	99	7.27%	10.55%
Highway And Street Construction	3	77	5.45%	8.21%
Building Construction-Gen Contractors	5	67	9.09%	7.14%
Lawn And Garden Services	2	54	3.64%	5.76%
Heavy Construction, Nec	4	41	7.27%	4.37%
<b>Dollar Bank</b>	<b>0</b>	<b>39</b>	<b>0.00%</b>	<b>4.16%</b>
Roofing, Siding, And Sheetmetal Work	2	35	3.64%	3.73%
Sporting And Athletic Goods	1	34	1.82%	3.62%
Building Cnstrctn - General Contractors	1	26	1.82%	2.77%
Construction-Special Trade Contractors	3	25	5.45%	2.67%
Bridge, Tunnel, And Elevated Highway	2	23	3.64%	2.45%
Special Trade Contractors	1	22	1.82%	2.35%
Excavation Work	1	21	1.82%	2.24%
Masonry, Stone Setting, And Other Stone Work	1	18	1.82%	1.92%
Concrete Work	1	18	1.82%	1.92%
Construction Special Trade Contractors	1	17	1.82%	1.81%
Construction Sand And Gravel	1	17	1.82%	1.81%
Signs And Advertising Specialties	1	12	1.82%	1.28%
Residential Construction	1	9	1.82%	0.96%
Plastering, Drywall, And Insulation	1	8	1.82%	0.85%
Asphalt Paving Mixtures And Blocks	1	7	1.82%	0.75%
Commercial And Institutional Building Construction	1	5	1.82%	0.53%
Structural Steel Erection	1	5	1.82%	0.53%
Fabricated Structural Metal	1	4	1.82%	0.43%
Water, Sewer, And Utility Lines	2	3	3.64%	0.32%
<b>Grand Total</b>	<b>55</b>	<b>938</b>	<b>100.00%</b>	<b>100.00%</b>



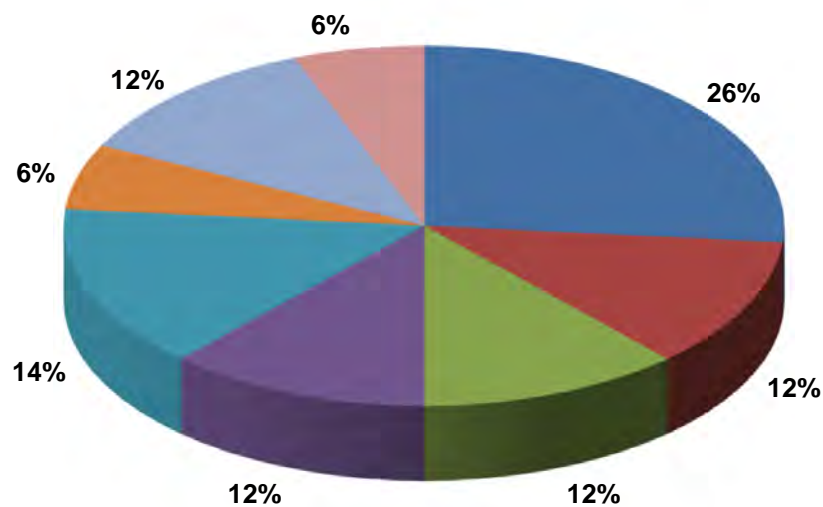
# AGC Health Benefit Trust - Oregon Columbia Chapter

Employer / Employee Distribution by Industry

Report Date: January 2020

## Employers

- Construction - Special Trade Contractors
- Nonresidential Construction, Nec
- Commercial And Institutional Building Construction
- Highway And Street Construction
- Building Construction-Gen Contractors
- Lawn And Garden Services
- Heavy Construction, Nec
- Roofing, Siding, And Sheetmetal Work





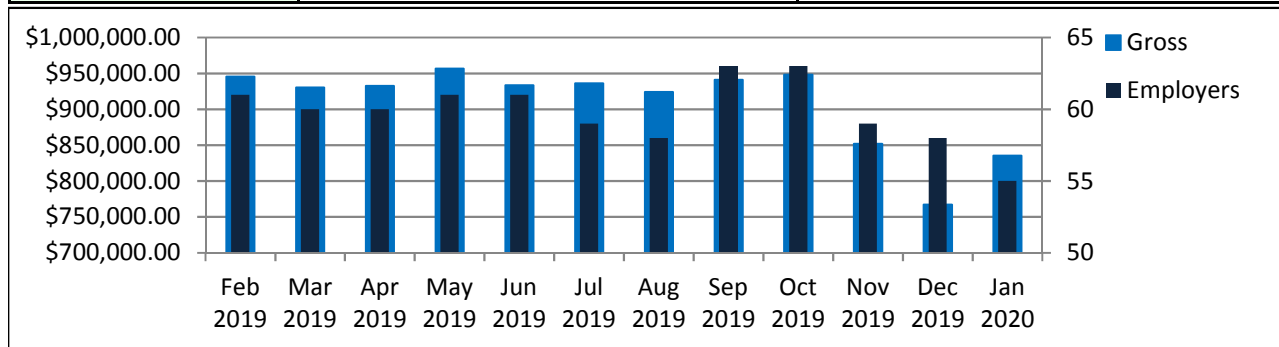
# AGC Health Benefit Trust - Oregon Columbia Chapter

Report Date: January 2020

## Contributions Billed Summary

Data includes Contributions for Eligibility at Billing time  
(does not contain retro-active or financial adjustments)

Elig Period	Employers	Gross
Feb 2019	61	\$945,416.97
Mar 2019	60	\$930,028.24
Apr 2019	60	\$932,395.88
May 2019	61	\$956,700.76
Jun 2019	61	\$933,444.37
Jul 2019	59	\$935,872.55
Aug 2019	58	\$924,154.32
Sep 2019	63	\$940,907.82
Oct 2019	63	\$948,167.05
Nov 2019	59	\$851,988.35
Dec 2019	58	\$767,118.07
Jan 2020	55	\$835,340.11





# AGC Health Benefit Trust - Oregon Columbia Chapter

Report Date: January 2020

## Employer List 55 Total Groups

Active Employers	MAILING / Physical	Address	City	State	Zip
Anderson Poolworks	M	9500 SW Boeckman Rd	Wilsonville	OR	97070-9207
Apex Mechanical LLC	M	PO Box 1652	Battle Ground	WA	98604-1652
ARC Fabrication LLC	P	240 SE 2nd St	Hermiston	OR	97838-2408
Bent LLC	P	36750 Richardson Gap Rd	Scio	OR	97374-9769
Bergeman Enterprises	P	92319 Youngs River Rd	Astoria	OR	97103-8363
Bineham Construction	M	4171 W 1st Ave	Eugene	OR	97402-9392
Bob's Excavating Inc	P	4821 Tingley Ln	Klamath Falls	OR	97603-9316
Brix Paving Northwest Inc	P	11277 SW Clay St Ste C	Sherwood	OR	97140-9564
BRX Inc	M	3939 Old Salem Rd NE Ste 200	Albany	OR	97321-4886
Carr Construction Inc	M	2718 SW Water Ave	Portland	OR	97201-4810
Carter's Fire Sprinkler Maint & Piping	M	40478 Baptist Church Dr	Lebanon	OR	97355-9142
CivilWorks NW, Inc	P	2621 E 5th St	Vancouver	WA	98661-7730
CJ Hansen Company, Inc	M	3552 Silverton Rd NE	Salem	OR	97305-1468
Columbia Stone, Inc	M	18880 SW Teton Ave	Tualatin	OR	97062-8806
Concrete Structures LLC	M	8536 SW Saint Helens Dr Ste E	Wilsonville	OR	97070-9636
Crater Sand & Gravel, Inc.	M	7260 Blackwell Rd	Central Point	OR	97502-9301
DeWitt Construction, Inc.	M	PMB201-13023 NE Highway 99 Suite 7	Vancouver	WA	98686
Eagle Roofing Company	P	720 SE Business Way Ste 100	Bend	OR	97702-1209
EntrePrises USA Inc	M	63085 18th St Ste 101	Bend	OR	97701-7406
Foress Sign & Manufacturing LLC	M	30255 Highway 34 SW	Albany	OR	97321-9438
Frontier Landscape, Inc	M	11402 NE St Johns Rd	Vancouver	WA	98686-4657
GBC Construction LLC	M	2273 NW Professional Dr Ste 200	Corvallis	OR	97330-4699
H & J Construction Inc	P	29610 Awbrey Ln	Eugene	OR	97402-9660
Hatch Western Company, Inc.	P	4612 SW Eastgate Dr	Wilsonville	OR	97070-6829
Heritage Glass Inc	M	2005 NE Columbia Blvd	Portland	OR	97211-1926
Industrial Systems Inc	M	12119 NE 99th St Ste 2090	Vancouver	WA	98682-2461
James E John Construction	M	1701 SE Columbia River Dr	Vancouver	WA	98661-8078
Karvonen Sand and Gravel	P	21310 NE 87th Ave	Battle Ground	WA	98604
Landis & Landis Construction LLC	P	4888 NW Bethany Blvd Ste K5	Portland	OR	97229-9260
Lantz Electric Inc	M	34531 Highway 58	Eugene	OR	97405-9665
LCD Excavation LLC	M	13625 SW Farmington Rd	Beaverton	OR	97005-2605
Marion Construction Company	M	14835 SE 82nd Dr	Clackamas	OR	97015-7624
McKenzie Commercial Contractors, Inc	M	865 W 2nd Ave	Eugene	OR	97402-4967



# AGC Health Benefit Trust - Oregon Columbia Chapter

Report Date: January 2020

## Employer List 55 Total Groups

Active Employers	MAILING / Physical	Address	City	State	Zip
Mid-Valley Commercial Construction Inc	P	340 Vista Ave SE	Salem	OR	97302-4546
Mike Adams Construction Co	P	2210 W Washington St	Stayton	OR	97383-9588
Modoc Contracting Co Inc	M	4027 Highway 39	Klamath Falls	OR	97603-9612
Northwest Masonry Restoration, LLC	M	5691 SE International Way Ste E	Milwaukie	OR	97222-4644
Oregon State Bridge Construction	P	38848 Highway 226	Scio	OR	97374-9515
Pacific Crest Construction	M	24111 NE Halsey St Ste 400	Wood Village	OR	97060-1081
Pacificmark Construction Corp	P	16065 SE 98th Ave	Clackamas	OR	97015-9500
PC Electric	P	1005 Industrial Pkwy Suite C- 200	Newberg	OR	97132-7435
Pine Ridge Investment Corporation	M	6795 SW 111th Ave	Beaverton	OR	97008-5335
PMG Inc Asbestos Removal	M	27090 SE Highway 224	Eagle Creek	OR	97022-9729
Portland Road and Driveway Co Inc	P	10500 SE Jennifer St	Clackamas	OR	97015-9511
RA Gray Construction LLC	P	12705 SW Herman Rd	Tualatin	OR	97062-6611
Ray E. Wells Inc - Salaried	P	1770 Laurel Way	Florence	OR	97439-9461
RL Reimers Company	M	3939 Old Salem Rd NE Ste 200	Albany	OR	97321-4886
Russell and Sons Plumbing	M	6015 NE 88th St	Vancouver	WA	98665-0957
Specialized Pavement Marking Inc	M	11095 SW Industrial Way Ste A	Tualatin	OR	97062-9685
Steve Keeton Construction Inc	P	68590 Cloverdale Rd	Sisters	OR	97759
The Natt McDougall Company	M	20182 SW 112th Ave	Tualatin	OR	97062-6886
Timberline Electrical Contractors Inc	P	9414 SW Barbur Blvd Ste 100	Portland	OR	97219-5411
Walen Construction	P	9740 SW Wilsonville Rd Ste 230	Wilsonville	OR	97070-7717
Webb Industries Inc	M	253 S 15th St	Springfield	OR	97477-5269
West Rail Construction	M	504 NE 192nd Ave	Vancouver	WA	98684-7526

**FINANCIAL REPORT**

**FOR THE SECOND QUARTER ENDING SEPTEMBER 30, 2019**

**PREPARED FOR:**

**AGC HEALTH BENEFIT TRUST OREGON COLUMBIA CHAPTER**

**PREPARED BY:**

**VIMLY BENEFIT SOLUTIONS**

**12121 HARBOUR REACH DRIVE**

**SUITE 105**

**MUKILTEO, WA 98275**

**UNAUDITED FINANCIAL REPORT**

**AGC HEALTH BENEFIT TRUST OREGON COLUMBIA CHAPTER  
 UNAUDITED REPORT OF BENEFIT OBLIGATIONS AND  
 NET ASSETS AVAILABLE FOR BENEFITS  
 FOR THE SECOND QUARTER ENDING SEPTEMBER 30, 2019**

**ASSETS**

**Cash**

Heritage Bank	\$	89,987
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**Investments**

Columbia Cash Reserves Fund	\$	361,118
Columbia Short Term Bond Fund		371,307
Columbia Balanced Fund		394,249
		\$ 1,126,674

**Receivables**

Employer Contributions Receivable	\$	97,715
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**TOTAL ASSETS**

\$		1,314,376
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**LIABILITIES**

Employer Advance Contributions	\$	33,012
Accounts Payable		1,387
		\$ 34,399

**BENEFIT OBLIGATIONS**

Medical Premiums Payable	\$	26,031
Administrative Accounts Payable		7,418
Hour Bank Liability (See Schedule 2)		104,146
		\$ 137,595

**EXCESS OF NET ASSETS AVAILABLE FOR BENEFITS OVER BENEFIT OBLIGATIONS**

\$		1,142,382
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**AGC HEALTH BENEFIT TRUST OREGON COLUMBIA CHAPTER**  
**REPORT OF CHANGES IN BENEFIT OBLIGATIONS AND**  
**NET ASSETS AVAILABLE FOR BENEFITS**  
**FOR THE SECOND QUARTER ENDING SEPTEMBER 30, 2019**

	CURRENT PERIOD	YEAR TO DATE 2019-2020	YEAR TO DATE 2018-2019	YEAR TO DATE 2017-2018	YEAR TO DATE 2016-2017
<b>NET INCREASE IN DOLLAR BANK OBLIGATIONS (SEE SCHEDULE 2)</b>	\$ (16,404)	\$ (45,750)	\$ 6,546	\$ (3,923)	\$ (1,635)
<b>NET INCREASE IN NET ASSETS AVAILABLE FOR BENEFITS:</b>					
<b>Contributions:</b>					
Employer Contributions	\$ 2,843,412	\$ 5,649,210	\$ 12,317,857	\$ 10,665,191	\$ 8,428,081
Total Contributions	\$ 2,843,412	\$ 5,649,210	\$ 12,317,857	\$ 10,665,191	\$ 8,428,081
<b>Other Income:</b>					
Dividend Income CMM	\$ 7,142	\$ 13,876	\$ 17,988	\$ -	\$ -
Interest Income	149	244	425	-	-
Check Processing Fees	-	-	8,400	2,939	1,170
POP Fees	100	100	100	-	600
Realized Gains/Losses	3,845	20,344	18,220	27,968	41,047
Total Other Income	\$ 11,236	\$ 34,564	\$ 45,133	\$ 30,907	\$ 42,817
<b>TOTAL CONTRIBUTIONS</b>	\$ 2,854,648	\$ 5,683,774	\$ 12,369,536	\$ 10,692,175	\$ 8,469,263
<b>DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:</b>					
Regence Medical Premium Cost	\$ 2,574,420	\$ 5,117,645	\$ 11,141,458	\$ 9,602,320	\$ 7,556,022
The Standard Dental Premium Cost	71,602	140,486	313,189	287,202	286,244
The Standard Vision Premium Cost	10,084	19,498	51,581	51,854	44,243
Lifemap Premium Cost	9,361	18,475	39,637	39,358	31,731
CDHP Premium Cost	328	622	1,048	1,207	917
Life Balance Premium Cost	226	435	1,788	1,756	932
Total Premium Expenses	\$ 2,666,021	\$ 5,297,161	\$ 11,548,701	\$ 9,983,697	\$ 7,920,089
<b>Administrative Expenses (See Schedule 1)</b>	\$ 190,455	\$ 363,467	\$ 797,042	\$ 715,106	\$ 581,725
<b>TOTAL DEDUCTIONS</b>	\$ 2,856,476	\$ 5,660,628	\$ 12,345,743	\$ 10,698,803	\$ 8,501,814
<b>INCREASE (DECREASE) IN EXCESS OF NET ASSETS AVAILABLE FOR BENEFITS OVER BENEFIT OBLIGATIONS</b>					
<b>NET INCREASE (DECREASE) IN NET ASSETS AVAILABLE FOR BENEFITS</b>	\$ (1,828)	\$ 23,146	\$ 23,793	\$ (6,628)	\$ (32,551)
<b>EXCESS OF NET ASSETS AVAILABLE FOR BENEFITS OVER BENEFIT OBLIGATIONS</b>					
<b>BEGINNING OF PERIOD</b>	\$ 1,160,196	\$ 1,135,222	\$ 1,111,429	\$ 1,117,446	\$ 1,161,978
<b>AUDIT ADJUSTMENTS</b>	(15,986)	(15,986)		431	(11,981)
<b>END OF PERIOD</b>	\$ 1,142,382	\$ 1,142,382	\$ 1,135,222	\$ 1,111,249	\$ 1,117,446

**AGC HEALTH BENEFIT TRUST OREGON COLUMBIA CHAPTER**  
**SUPPLEMENTAL INFORMATION: SCHEDULE 1**  
**SCHEDULE OF ADMINISTRATIVE EXPENSES**  
**FOR THE SECOND QUARTER ENDING SEPTEMBER 30, 2019**

	CURRENT	2019-2020	2018 - 2019	2017 - 2018	2016 - 2017
	PERIOD	YEAR TO	YEAR TO	YEAR TO	YEAR TO
		DATE	DATE	DATE	DATE
Agent Commissions	\$ 113,736	\$ 225,968	\$ 492,864	\$ 426,397	\$ 337,155
Administrative Fee - Willis	38,742	76,267	175,299	164,706	127,634
Vimly Administrative Fees	23,707	46,679	107,043	100,461	76,166
Wellness Program	-	-	-	-	85
Administrative Expenses	2,383	2,383	996	4,034	4,603
Legal Fees	1,387	1,498	5,810	3,642	15,512
Audit Fees	10,500	10,500	15,030	14,450	12,350
Consulting Fees - IBNR	-	-	-	-	7,972
Website Expenses	-	-	-	81	-
Printing Fees	-	173	-	1,286	248
Travel & Conferences	-	-	-	49	-
<b>Total Administrative Expenses</b>	<b>\$ 190,455</b>	<b>\$ 363,467</b>	<b>\$ 797,042</b>	<b>\$ 715,106</b>	<b>\$ 581,725</b>

**AGC HEALTH BENEFIT TRUST OREGON COLUMBIA CHAPTER  
 SUPPLEMENTAL INFORMATION: SCHEDULE 2  
 SCHEDULE OF DOLLAR BANK BALANCE  
 FOR THE SECOND QUARTER ENDING SEPTEMBER 30, 2019**

	<b>SPM</b>	<b>Ray Wells Inc</b>	<b>Lantz</b>	<b>H &amp; J Construction</b>	<b>Total</b>
Beginning Balance	60,401	17,460	7,382	1,291	86,533
Increase/(Decrease)	10,453	4,047	3,930	(817)	17,613
Ending Balance	<b>\$ 70,854</b>	<b>\$ 21,507</b>	<b>\$ 11,311</b>	<b>\$ 474</b>	<b>\$ 104,146</b>
	-	-	-	-	

**Oregon - Columbia Chapter AGC of America, Inc.**

www.agc-oregon.org  
9450 SW Commerce Circle, #200  
Wilsonville, OR 97070

# Invoice

**Invoice #:** 600026  
**Invoice Date:** 12/31/2019  
**Due Date:** 1/15/2020  
**Project:**  
**P.O. Number:**

**Bill To:**  
AGC Health Trust

Description	Hours/Qty	Rate	Amount
2019 Q3 & Q4 Staff Time - AM Salsgiver	10	75.00	750.00
2019 Q3 & Q4 Staff Time - A Gadbaugh	0	55.00	0.00
Q3 & Q4 Travel and Meal expense		139.57	139.57
Meeting materials/copies		12.64	12.64

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<b>Total</b>	<b>\$902.21</b>
<b>Payments/Credits</b>	<b>\$0.00</b>
<b>Balance Due</b>	<b>\$902.21</b>

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