



Medical and Dental Membership	July	August	September	October	November	December	January	February	March	April	May	June	2022 Yr to Date	2022 Monthly Avg	2022 Annualized	2021 Comparison	% Change
US & Mexico Med - Employees	142	137	133	139	135	136	135	136									
US & Mexico Med - Spouse	12	9	11	11	10	11	11	11									
US & Mexico Med - Children	38	42	43	41	40	39	42	42									
US & Mexico Med - Family	34	32	32	32	32	37	39	32									
Mexico Med - Employee	1	1	3	5	4	5	6	6									
Mexico Med - EE + Spouse	7	7	7	5	5	5	5	4									
Mexico Med - Child(ren)	9	9	6	7	7	7	7	10									
Mexico Med - Family	22	22	22	22	22	22	22	23									
Dental US & Mexico - Employees	140	136	130	138	134	140	135	138									
Dental US & Mexico - Spouse	9	6	7	8	11	9	9	9									
Dental US & Mexico - Children	33	33	32	30	29	28	28	31									
Dental US & MX - Family	26	30	28	28	28	28	32	24									
Dental Mexico Only - Employee	3	3	4	5	5	7	10	8									
Dental Mexico Only - EE + Spouse	10	10	9	7	8	8	8	7									
Dental Mexico Only - Child(ren)	15	15	13	14	15	14	15	15									
Dental Mexico Only - Family	34	34	33	33	32	34	33	35									
Plan Contributions																	
Medical																	
US & M - EE \$604.84	\$85,887.28	\$82,863.08	\$80,443.72	\$84,072.76	\$81,653.40	\$82,258.24	\$81,653.40	\$82,258.24					\$661,090.12	\$82,636.27	\$991,635.18	\$1,010,687.64	
US & M - SP \$1255.16	\$15,061.92	\$11,296.44	\$13,806.76	\$13,806.76	\$12,551.60	\$13,806.76	\$13,806.76	\$13,806.76					\$107,943.76	\$13,492.97	\$161,915.64	\$105,433.44	
US & M Child(ren) \$1255.16	\$47,696.08	\$52,716.72	\$53,971.88	\$51,461.56	\$50,206.40	\$48,951.24	\$52,716.72	\$52,716.72					\$410,437.32	\$51,304.67	\$615,655.98	\$582,394.24	
USM Sp Child(ren) \$1920.04	\$65,281.36	\$61,441.28	\$61,441.28	\$61,441.28	\$61,441.28	\$71,041.48	\$74,881.56	\$61,441.28					\$518,410.80	\$64,801.35	\$777,616.20	\$754,575.72	
Mexico Med EE \$220.40	\$220.40	\$220.40	\$661.20	\$1,102.00	\$881.60	\$1,102.00	\$1,322.40	\$1,322.40					\$6,832.40	\$854.05	\$10,248.60	\$5,730.40	
Mexico Med - SP \$457.32	\$3,201.24	\$3,201.24	\$3,201.24	\$2,286.60	\$2,286.60	\$2,286.60	\$2,286.60	\$1,829.28					\$20,579.40	\$2,572.43	\$30,869.10	\$35,213.64	
Mexico Med - Child(ren) - \$457.32	\$4,115.88	\$4,115.88	\$2,743.92	\$3,201.24	\$3,201.24	\$3,201.24	\$3,201.24	\$4,573.20					\$28,353.84	\$3,544.23	\$42,530.76	\$48,475.92	
Mexico Family - \$667.80	\$14,691.60	\$14,691.60	\$14,691.60	\$14,691.60	\$14,691.60	\$14,691.60	\$14,691.60	\$15,359.40					\$118,200.60	\$14,775.08	\$177,300.90	\$196,333.20	
Dental																	
Dental US & Mexico EE \$36.47	\$5,105.80	\$4,959.92	\$4,741.10	\$5,032.86	\$4,886.98	\$5,105.80	\$4,923.45	\$5,032.86					\$39,788.77	\$4,973.60	\$59,683.16	\$59,409.63	
Dental US & Mexico SP \$72.93	\$656.37	\$437.58	\$510.51	\$583.44	\$802.23	\$656.37	\$656.37	\$656.37					\$4,959.24	\$619.91	\$7,438.86	\$4,886.31	
Dental US & Mexico Ch \$72.93	\$2,406.69	\$2,406.69	\$2,333.76	\$2,187.90	\$2,114.97	\$2,042.04	\$2,042.04	\$2,260.83					\$17,794.92	\$2,224.37	\$26,692.38	\$27,494.61	
Dental US & Mexico Fam \$91.03	\$2,366.78	\$2,730.90	\$2,548.84	\$2,548.84	\$2,548.84	\$2,548.84	\$2,912.96	\$2,184.72					\$20,390.72	\$2,548.84	\$30,586.08	\$30,677.11	
Dental Mexico Only EE \$16.28	\$48.84	\$48.84	\$65.12	\$81.40	\$81.40	\$113.96	\$162.80	\$130.24					\$732.60	\$91.58	\$1,098.90	\$439.56	
Dental Mexico Only SP \$32.54	\$325.40	\$325.40	\$292.86	\$227.78	\$260.32	\$260.32	\$260.32	\$272.78					\$2,180.18	\$272.52	\$3,270.27	\$4,360.36	
Dental Mexico Only Ch \$32.54	\$488.10	\$488.10	\$423.02	\$455.56	\$488.10	\$455.56	\$488.10	\$488.10					\$3,774.64	\$471.83	\$5,661.96	\$5,694.50	
Dental Mexico Only Fam \$43.39	\$1,475.26	\$1,475.26	\$1,431.87	\$1,431.87	\$1,388.48	\$1,475.26	\$1,431.87	\$1,518.65					\$11,628.52	\$1,453.57	\$17,442.78	\$15,837.35	
Actual Contributions	\$249,029.00	\$243,419.33	\$243,308.68	\$244,613.45	\$239,485.04	\$249,997.31	\$257,438.19	\$245,806.83					\$1,973,097.83	\$246,637.23	\$2,959,646.75	\$2,887,643.63	
Plan Distributions																	
Medical Claims US & MX	-\$84,233.50	-\$107,612.95	-\$88,619.49	-\$118,790.23	-\$60,124.71	-\$100,934.18	-\$295,550.03	-\$200,671.04					-\$1,056,536.13	-\$132,067.02	-\$1,584,804.20	-\$1,203,130.09	31.72%
Medical Claims Mexico Only	-\$2,137.00	-\$8,237.23	-\$9,933.04	-\$7,474.20	-\$10,081.83	-\$12,630.57	-\$8,396.90	-\$8,100.29					-\$66,991.06	-\$8,373.88	-\$100,486.59	-\$119,760.22	-16.09%
RX US & MX	-\$16,811.95	-\$60,189.35	-\$25,402.65	-\$19,582.75	-\$33,152.54	-\$26,640.86	-\$9,449.65	-\$33,315.18					-\$224,544.93	-\$28,068.12	-\$336,817.40	-\$430,614.91	-21.78%
RX Mexico Only	-\$5,058.88	-\$8,319.28	-\$9,626.33	-\$3,761.27	-\$10,216.20	-\$7,266.47	-\$11,569.49	-\$9,418.58					-\$65,236.50	-\$8,154.56	-\$97,854.75	-\$87,193.18	
Dental US	-\$3,432.97	-\$3,075.19	-\$4,955.71	-\$3,328.27	-\$6,200.88	-\$2,626.54	-\$1,966.77	-\$7,328.14					-\$32,914.47	-\$4,114.31	-\$49,371.71	-\$43,167.22	14.37%
Dental Mexico	-\$10,435.81	-\$12,435.81	-\$12,435.81	-\$4,966.55	-\$3,205.98	-\$3,928.74	-\$3,013.72	-\$7,860.98					-\$34,676.78	-\$4,334.60	-\$52,015.17	-\$68,292.84	-23.84%
Total Claims Paid	-\$111,674.30	-\$197,869.81	-\$139,802.22	-\$157,903.27	-\$122,982.14	-\$154,027.36	-\$329,946.56	-\$266,694.21					-\$1,480,899.87	-\$185,112.48	-\$2,221,349.81	-\$1,952,158.46	13.79%
EBSO TPA Medical fee \$24.50	-\$6,492.50	-\$6,345.50	-\$6,345.50	-\$6,419.00	-\$6,272.00	-\$6,419.00	-\$6,566.00	-\$6,468.00					-\$51,327.50	-\$6,415.94	-\$76,991.25	-\$76,758.50	0.30%
EBSO Dental Admin \$3.00	-\$801.00	-\$792.00	-\$774.00	-\$789.00	-\$783.00	-\$801.00	-\$810.00	-\$801.00					-\$6,351.00	-\$793.88	-\$9,526.50	-\$9,378.00	1.58%
BCBS Network Fee \$16	-\$4,340.00	-\$4,235.00	-\$4,254.25	-\$4,312.00	-\$4,215.75	-\$4,292.75	-\$4,389.00	-\$4,254.25					-\$34,293.00	-\$4,286.63	-\$51,439.50	-\$45,972.50	11.89%
Slarmed Admin Fee \$4.25	-\$1,143.25	-\$1,130.50	-\$1,135.50	-\$1,130.50	-\$1,122.00	-\$1,147.50	-\$1,168.75	-\$1,151.75					-\$9,129.75	-\$1,141.22	-\$13,694.63	-\$13,417.25	2.07%
ACA Reporting \$3.00	-\$795.00	-\$777.00	-\$777.00	-\$786.00	-\$768.00	-\$786.00	-\$804.00	-\$792.00					-\$6,285.00	-\$785.63	-\$9,427.50	-\$9,399.00	
Stop Loss/Reinsurance Premium	-\$54,408.75	-\$53,597.30	-\$53,597.30	-\$53,322.80	-\$52,244.52	-\$53,933.03	-\$55,621.54	-\$54,563.67					-\$431,288.91	-\$53,911.11	-\$646,933.37	-\$585,724.78	10.45%
Reinsurance Fees (PPCORI)																	
Healthiest You	-\$6,682.00	-\$6,669.00	\$3,523.00	-\$3,289.00	-\$3,263.00	-\$3,341.00	-\$3,393.00	-\$3,380.00					-\$26,494.00	-\$3,311.75	-\$39,741.00	-\$24,400.00	62.87%
EAP Preferred	-\$554.04	-\$554.04	-\$554.04	-\$554.04	-\$554.04	-\$554.04	-\$554.04	-\$554.04					-\$4,432.32	-\$554.04	-\$6,648.48	-\$6,369.44	4.38%
Adjustments Prior Period																	
Other	-\$1,982.18	-\$1,265.23	-\$1,597.14	-\$1,141.60	-\$1,215.92	-\$4,150.15	-\$1,463.39	-\$1,219.44					-\$14,035.05	-\$1,754.38	-\$21,052.58	-\$11,683.18	
Consultant Comp	-\$9,415.00	-\$9,310.00	-\$9,170.00	-\$9,310.00	-\$9,240.00	-\$9,450.00	-\$9,625.00	-\$9,485.00					-\$75,005.00	-\$9,375.63	-\$112,507.50	-\$110,495.00	1.82%
Total Fixed Costs	-\$86,613.72	-\$84,675.57	-\$74,681.73	-\$81,053.94	-\$79,678.23	-\$84,874.47	-\$84,394.72	-\$82,669.15					-\$658,641.53	-\$82,330.19	-\$987,962.30	-\$893,597.65	10.56%
Total Claims & Fixed Costs	-\$198,288.02	-\$282,545.38	-\$214,483.95	-\$238,957.21	-\$202,660.37	-\$238,901.83	-\$414,341.28	-\$349,363.36					-\$2,139,541.40	-\$267,442.68	-\$3,209,312.10	-\$2,845,756.11	12.78%
Plan Recoveries																	
Specific Stop-Loss			\$41,181.83	\$1,044.09				\$27,983.35					\$70,209.27	\$8,776.16	\$105,313.91	\$189,101.60	-44.31%
Aggregate Stop-Loss																	
Refunds, Subrogation																	#DIV/0!
Cobra				\$1,357.94	\$1,476.14	\$59.10	\$2,096.01	\$118.20					\$5,107.39	\$638.42	\$7,661.09		#DIV/0!
Plan Adjustment																	
Net of Recoveries				\$2,402.03	\$1,476.14	\$59.10	\$2,096.01	\$28,101.55					\$34,134.83	\$4,266.85	\$51,202.25	\$113,387.44	-54.84%
Amount Over Contributions	\$50,740.98	-\$39,126.05	\$28,824.73	\$8,058.27	\$38,300.81	\$11,154.58	-\$154,807.08	-\$75,454.98					-\$132,308.74</				