

SUMMARY ANNUAL REPORT
FOR SAN FRANCISCO CULINARY, BARTENDERS AND SERVICE
EMPLOYEES WELFARE FUND

This is a summary of the annual report of the San Francisco Culinary, Bartenders and Service Employees Welfare Fund, E.I.N. 94-1645611, Plan No. 501, for the year ended March 31, 2025. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The following brief description of the Trust benefits are provided for general information purposes only. Participants should refer to the Trust document for more complete information.

Este reporte anual resumido describe el status basico financiero del Fondo de Bienestar de Empleados Culinarios, Cantineros y Empleados de Servicio de San Francisco y sus derechos referentes a este Fondo. Si necesita ayuda en entender este reporte por favor comuniquese con la Oficina del Administrador del Fondo al 1182 Market Street, Suite 320; San Francisco, CA 94102 o llame a la Oficina del Administrador del Fondo al (844) 492-9157.

此年報摘要說明 San Francisco Culinary, Bartenders & Service Employees Welfare Fund 三藩市飲食、酒保和服務僱員福利基金與根據基金你享有的權利。如你需要協助明白此報告，請聯絡管理辦事處 1182 Market Street, Suite 320; San Francisco, CA 94102,或致電管理辦事處 (844) 492-9157。

Insurance Information

The plan had contracts with Kaiser Foundation Health Plan, United Healthcare, Vision Service Plan, Blue Shield of California, Chinese Community Health Plan and Health Net to provide medical, dental, and vision benefits under terms of the plan. The total premiums paid for the plan year ended March 31, 2025 were \$147,944,962.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$95,918,383 as of March 31, 2025, compared to \$86,890,123 as of March 31, 2024. During the plan year, the plan experienced an increase in its net assets of \$9,028,260. This increase includes unrealized appreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year, the plan had total income of \$170,218,687 including employer contributions of \$164,692,065, participant contributions of \$389,597, other contributions of \$181,048, dividend and interest income of \$3,599,769, and net appreciation in fair value of plan investments of \$1,356,208.

Plan expenses were \$161,190,247. These expenses included \$3,188,862 in administrative expenses, \$142,602,799 in premium payments and \$15,398,766 in benefits paid to or for participants and beneficiaries.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An independent auditor's report;
2. financial information and information on payments to service providers;
3. assets held for investment;
4. transactions in excess of 5% of plan assets, and
5. insurance information, including sales commissions paid by insurance carriers.

To request a copy of the full annual report, or any part thereof, write to the office at Plan Administrator of San Francisco Culinary, Bartenders and Service Employees Welfare Fund, 7180 Koll Center Parkway, Suite 200, Pleasanton, CA 94566, or call (925) 398-7060. The charge to cover copying costs will be \$17.00 for the full annual report, or 25 cents per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan (7180 Koll Center Parkway, Suite 200, Pleasanton, CA 94566) and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

**INFORMATION PROVIDED IN ADDITION TO SUMMARY ANNUAL REPORT –
WOMEN’S HEALTH AND CANCER RIGHTS ACT OF 1998 ANNUAL NOTICE**

Did you know that your plan, as required by the Women’s Health and Cancer Rights Act of 1998, provides benefits for mastectomy-related services including reconstruction and surgery to achieve symmetry between the breasts, prostheses and complications resulting from a mastectomy (including lymphedema)? Please contact the Trust administrator for information on plan benefits.