

# SAN FRANCISCO HEALTH SERVICE SYSTEM

Affordable, Quality Benefits & Well-Being

## Memorandum

DATE: May 11, 2017

TO: Randy Scott, President and Members of the Health Service Board

FROM: Pamela Levin, Chief Financial Officer

RE: Update on Financial Report as of March 31, 2017

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This report summarizes revenues and expenses of the Employee Benefit Trust Fund (Trust Fund) and the General Fund Administration Budget for the time period of July 1, 2016 to March 31, 2017, as well as fiscal year-end projections through June 30, 2017.

### Employee Benefit Trust Fund

On June 30, 2016, the Trust Fund balance was \$68.6 million. Based on activity through March 2017, the fund balance is projected to be \$73.4 million as of June 30, 2017. The projected \$4.8 million increase includes reserves for unpaid claims and is a result of the following changes:

1. City Plan Self-Funded Plan - \$10.5 million decrease in fund balance resulting from:
  - a. \$0.8 million increase in fund balance from pharmacy rebates (additional information on page 4)
  - b. \$11.3 million decrease in fund balance:
    - \$7.0 million associated with subsidizing 2016 rates (for the first six months of FY 2016-17) from the claim stabilization reserve
    - \$3.8 million associated with subsidizing 2017 rates (for the second six months of FY 2016-17) from the claim stabilization reserve
    - \$0.5 million due to unfavorable claim experience
2. Blue Shield Flex-Funded Plan - \$11.4 million increase in fund balance resulting from:
  - a. \$23.6 million increase in fund balance:
    - \$2.2 million associated with the increase in 2016 rates (for the first six months of FY 2016-17) to recover the 2014 deficit
    - \$2.6 million associated with the increase in 2017 rates (for the second six months of FY 2016-17) to recover the 2015 deficit
    - \$3.4 million from pharmacy rebates (additional information on page 4)

- \$5.5 million reduction in legislative fees due to elimination of the federal Health Insurance Tax (HIT) in 2017
  - \$9.9 million in the HIT refund for 2016 plan year. When the 2016 rates were approved, it was assumed that the HIT would be applicable to the BSC Flex Funded Plan due to the California Department of Managed Health Care (DMHC) filing as a fully insured plan. Blue Shield of California and the DMHC revisited the definition and as a result flex-funded plans are being treated as not fully insured by Blue Shield and DMHC and therefore were not required to pay the HIT, for 2016.
- b. \$12.2 million decrease in fund balance due to unfavorable claim experience, which increased by 4.8% over the same period of last year
3. Delta Dental Self-Funded Plan - \$3.9 million increase in fund balance resulting from:
- a. \$5.7 million increase in fund balance due to favorable claim experience
- b. \$1.8 million decrease in fund balance:
- \$0.6 million decrease in fund balance associated with subsidizing 2016 rates (for the first six months of FY 2016-17) from the claim stabilization reserve
  - \$1.2 million decrease in fund balance associated with subsidizing 2017 rates (for the second six months of FY 2016-17) from the claim stabilization reserve
4. Healthcare Sustainability Fund. For the first six months of FY 2016-17, the charge is \$2.05 per member per month charge and for the second six months the charge is \$3.00 per member per month. This is one of the components of the premiums and is allocated between the employer and employee based on the applicable contribution model.

The table on the following page reflects the year-to-date actuals through March 31, 2017. The Revised Budget reflects funding for services that were encumbered in FY 2015-16 but unexpended. The Balance is the difference between the Revised Budget and the Projection. Projected savings are represented by a positive number while expenditures that exceed the budget are represented by a (negative) number. On-going expenditures that will not be completed by the end of FY 2016-17, as a result of procurement delays and staffing resources, will be carry forwarded into FY 2017-18.

| <b>Healthcare Sustainability Fund FY 2016-17</b> |                        |                       |                          |                    |                  |
|--|------------------------|-----------------------|--------------------------|--------------------|------------------|
| <b>Ongoing</b>                                   | <b>Original Budget</b> | <b>Revised Budget</b> | <b>March YTD Actuals</b> | <b>Projection</b>  | <b>Balance</b>   |
| <b>Revenues/Premiums</b>                         | \$1,619,295            | \$1,796,295           | \$1,434,095              | \$1,796,295        | \$0              |
| Carryforward for encumbrances                    |                        | 204,697               | 204,697                  | 204,697            | 0                |
| <b>Total Revenues</b>                            | <b>\$1,619,295</b>     | <b>\$1,974,262</b>    | <b>\$1,639,062</b>       | <b>\$1,974,262</b> | <b>\$0</b>       |
| <b>Expenditures</b>                              |                        |                       |                          |                    |                  |
| Personnel Services and Mandatory Fringes         | \$487,734              | \$512,734             | \$266,627                | \$473,940          | \$38,794         |
| Communications                                   |                        |                       |                          |                    |                  |
| Open Enrollment Communications                   | 280,168                | 353,212               | 247,480                  | 250,051            | 103,161          |
| Operations Communications                        | 97,923                 | 97,923                | 18,214                   | 84,657             | 13,266           |
| Wellness Communications                          | 200,165                | 264,918               | 54,303                   | 131,000            | 133,918          |
| Other Communications                             | 29,025                 | 29,025                | 8,065                    | 8,687              | 20,338           |
| <b>Total Communications</b>                      | <b>607,281</b>         | <b>745,078</b>        | <b>328,062</b>           | <b>474,395</b>     | <b>270,683</b>   |
| Wellness   | 30,000                 | 130,000               | 49,732                   | 79,732             | 50,268           |
| Initiatives to Reduce Healthcare Costs           | 380,500                | 472,670               | 246,920                  | 457,670            | 15,000           |
| SFGTV/Board Meetings                             | 11,056                 | 11,056                | 11,450                   | 23,000             | (11,944)         |
| Contingency for Unforeseen Issues                | 102,724                | 102,724               | 0                        | 150,000            | (47,276)         |
| <b>Total Expenditures</b>                        | <b>\$1,619,295</b>     | <b>\$1,974,262</b>    | <b>\$902,791</b>         | <b>\$1,658,737</b> | <b>\$315,525</b> |
| <b>Balance*</b>                                  | <b>\$0</b>             | <b>\$0</b>            | <b>\$736,271</b>         | <b>\$315,525</b>   | <b>\$315,525</b> |

\* Ongoing balance to be carried forward into FY 2017-18

5. Interest - \$0.4 million increase in fund balance from HSS Trust cash balances.
6. Adoption and Surrogacy Assistance Plan - \$0.2 million (\$150,000) decrease in fund balance from performance guarantees for January – June 2017. The program is effective January 1, 2017, one application is being processed and another is under review.
7. Transfers Out of Forfeitures - \$0.5 million decrease in fund balance associated with transfers to the General Fund pursuant to the FY 2016-17 budget

### Performance Guarantees

Performance Guarantees are incorporated in the HSS contracts to ensure the services provided to the members are of the highest quality and meet or exceed industry and clinical standards. The timeline in which penalties resulting from a failure to achieve the contracted PGs (collectively, “PGs”) are to be paid is based on the specific contract language which varies by vendor. Based on the vendor and the performance measure, the data upon which the payments are based, may not be available immediately after the end of the plan year and may be received in a different fiscal year.

PGs are segregated in the financial system within a cost code. Aon does not consider PGs as part of the calculations for either the Stabilization Reserves or Contingency Reserves pursuant to Health Service Board policy. The PGs are reflected in the Audited Financial

Statements in the line item entitled “Plan providers penalties and forfeitures”. At the end of each fiscal year the PGs become a component of the fund balance that is reported in the monthly financial statements. The \$68.6 million fund balance includes the \$7.6 million in PGs received since FY 2005-06. No PGs have been received thus far for FY 2016-17.

Pharmacy Rebates

The following table summarizes the FY 2016-17 pharmacy rebates as of March 31, 2017 and year-end projection. The rebates offset the amount of claims HSS pays to the vendors.

| Vendor      | Amount (year to date) | Time Period Covered           | Year-End Projection |
|-------------|-----------------------|-------------------------------|---------------------|
| Blue Shield | \$1,032,145           | October 2015 – March 2016     | \$3,400,000         |
| UHC         | 363,688               | October 2015 – September 2016 | 800,000             |
| Total       | \$1,395,833           |                               | \$4,200,000         |

General Fund Administration Budget (including Enterprise Content Management System)

Based on the financial results for the first nine months of FY 2016-17, a year end balance of \$0.1 million is projected.



**HEALTH SERVICE SYSTEM**  
**STATEMENT OF REVENUES AND EXPENSES**  
FY 2016-2017  
FOR THE NINE MONTHS ENDED March 31, 2017

*ACTIVE & RETIRED COMBINED*

|  | Year-To-Date Revenues | Year-To-Date Expenses | Year-To-Date Net Excess(Shortage) |
|--|-----------------------|-----------------------|-----------------------------------|
| <b>SELF-INSURANCE</b>                      |                       |                       |                                   |
| City Plan, including ASO *                 | 44,405,172            | 53,279,153            | (8,873,982)                       |
| Blue Shield Flex *                         | 228,619,936           | 223,129,432           | 5,490,504                         |
| Delta Dental - Active only, including ASO  | 35,368,692            | 32,310,280            | 3,058,412                         |
| <b>TOTAL SELF-INSURANCE</b>                | <b>308,393,800</b>    | <b>308,718,865</b>    | <b>(325,066)</b>                  |
| <b>INSURANCE PRODUCTS</b>                  |                       |                       |                                   |
| Blue Shield-HMO                            | 15,792,386            | 15,792,386            | -                                 |
| Kaiser-HMO                                 | 274,575,026           | 274,317,410           | 257,616                           |
| Vision Service Plan, All (City Plan & HMO) | 3,808,207             | 3,808,207             | -                                 |
| Sub-total HMO                              | 294,175,619           | 293,918,003           | 257,616                           |
| Delta Dental - Retired                     | 10,168,639            | 10,075,986            | 92,653                            |
| Delta Care                                 | 738,127               | 737,890               | 237                               |
| Pacific Union                              | 254,513               | 254,467               | 46                                |
| Sub-total Dental                           | 11,161,279            | 11,068,343            | 92,936                            |
| Long Term/Short Term Disability            | 5,478,768             | 5,478,768             | -                                 |
| Flexible Benefits                          | 912,303               | 912,303               | -                                 |
| Flexible Spending-Dependent Care           | 3,407,070             | 3,571,376             | (164,306)                         |
| Flexible Spending -Medical Reimbursement   | 3,966,000             | 3,600,385             | 365,615                           |
| Best Doctors (\$1.40)                      | 284,556               | 284,556               | -                                 |
| Healthcare Sustainability Fund (\$3.00)    | 1,434,095             | 999,088               | 435,007                           |
| <b>TOTAL INSURANCE PRODUCTS</b>            | <b>320,819,690</b>    | <b>319,832,822</b>    | <b>986,868</b>                    |
| <b>SAVINGS AND INVESTMENTS</b>             |                       |                       |                                   |
| Interest                                   | 320,694               | -                     | 320,694                           |
| Performance guarantees                     | -                     | -                     | -                                 |
| Forfeitures                                | -                     | -                     | -                                 |
| <b>TOTAL SAVINGS &amp; INVESTMENTS</b>     | <b>320,694</b>        | <b>-</b>              | <b>320,694</b>                    |
| <b>TRANSFERS OUT OF FORFEITURES</b>        |                       |                       |                                   |
|  |                       |                       |                                   |
| <b>TOTAL FUNDS</b>                         | <b>629,534,184</b>    | <b>628,551,687</b>    | <b>982,496</b>                    |

\* Expenses are net of pharmacy rebates - see report for details

| SUMMARY - In millions                           | FY16-17                                      | FY16-17              |
|---|--|----------------------|
|   | Year-To Date Actual<br>As of Mar. 2017 - Net | Projected Annual-Net |
| Self Insurance                                  |  |                      |
| City Plan                                       | (8.9)  | (10.5) (a)           |
| Blue Shield-Flex                                | 5.5  | 11.4 (b)             |
| Dental, Actives                                 | 3.0  | 3.9 (c)              |
| Insurance Products                              |  |                      |
| Medical HMOs                                    | 0.3  | 0.0                  |
| Dental  | 0.1  | 0.0                  |
| LTD/Flexible Benefits/FSA/Best Doctors          | 0.2  | 0.0                  |
| Healthcare Sustainability Fund (\$3.00)         | 0.4  | 0.3 (d)              |
| Savings & Investments                           |  |                      |
| Interest  | 0.3  | 0.4                  |
| Performance guarantees                          | 0.0  | 0.0 (e)              |
| Performance guarantees - Surrogacy and adoption | 0.0  | (0.2) (f)            |
| Forfeitures                                     | 0.0  | 0.0 (g)              |
| Transfers Out of Forfeitures                    | 0.0  | (0.5) (h)            |
| <b>TOTAL</b>                                    | <b>1.0</b>                                   | <b>4.8</b>           |
| Net assets                                      |  |                      |
| Beginning of the year                           |  | 68.6                 |
| End of the year                                 |  | 73.4                 |

(a) Annual Projection is net of claim stabilization of \$7.0 million used to reduce 2016 rates, \$3.8 million to reduce 2017 rates, and Pharmacy rebate of \$0.8 million

(b) Annual Projection is net of claim stabilization of \$2.2 million to increase 2016 rates, \$2.6 million to increase 2017 rates, Pharmacy rebate of \$3.4 million, reduction in Legislative Fees of \$5.5 million, and HIT refund of \$9.9 million for 2016

(c) Annual Projection is net of claim stabilization of \$0.6 million to reduce 2016 rates and \$1.2 million to reduce 2017 rates

(d) \$3.00 per member per month for communications, wellness, actuarial work; is part of a total premium, paid 90% to 100% by employer.

(e) Only reflects performance guarantees received in FY 2016-2017

(f) Reflects use of fund balance

(g) Will be adjusted after the runout period for 2016 FSAs

(h) Transfer of forfeitures to General Fund per FY 2016-2017 budget



**ACTIVE & RETIRED COMBINED**

|   | For nine months ended<br>March 31, 2017 | For nine months ended<br>March 31, 2016 | \$ Change         | % Change       | Notes |          |
|---|---|---|-------------------|----------------|-------|----------|
| <b>1 SELF-INSURANCE</b>   |   |   |                   |                |       | <b>1</b> |
| 2 City Plan, including ASO                                      |   |   |                   |                |       | 2        |
| 3 Revenues  | 44,405,172                              | 32,046,313                              | 12,358,859        | 38.6%          | m     | 3        |
| 4 Expenses  | (53,279,153)                            | (39,078,762)                            | (14,200,391)      | 36.3%          | m     | 4        |
| 5 Net City Plan Excess(Shortage)                                | (8,873,982)                             | (7,032,449)                             | (1,841,533)       | 26.2%          |       | 5        |
| 6 Blue Shield-Flex  |   |   |                   |                |       | 6        |
| 7 Revenues  | 228,619,936                             | 216,368,983                             | 12,250,953        | 5.7%           | l     | 7        |
| 8 Expenses  | (223,129,432)                           | (223,009,901)                           | (119,531)         | 0.1%           |       | 8        |
| 9 Net Blue Shield-Flex Excess(Shortage)                         | 5,490,504                               | (6,640,918)                             | 12,131,422        | -182.7%        |       | 9        |
| 10 Delta Dental - Active only, including ASO                    |   |   |                   |                |       | 10       |
| 11 Revenues   | 35,368,692                              | 34,915,778                              | 452,914           | 1.3%           |       | 11       |
| 12 Expenses   | (32,310,280)                            | (31,942,071)                            | (368,209)         | 1.2%           |       | 12       |
| 13 Net Delta Dental - Active Excess(Shortage)                   | 3,058,412                               | 2,973,707                               | 84,705            | 2.8%           |       | 13       |
| 14 <b>NET SELF-INSURANCE</b>                                    | <b>(325,066)</b>                        | <b>(10,699,660)</b>                     | <b>10,374,594</b> | <b>-97.0%</b>  |       | 14       |
| 15 <b>INSURANCE PRODUCTS</b>                                    |   |   |                   |                |       | 15       |
| 16 Blue Shield-HMO  |   |   |                   |                |       | 16       |
| 17 Revenues   | 15,792,386                              | 24,100,127                              | (8,307,741)       | -34.5%         | m     | 17       |
| 18 Expenses   | (15,792,386)                            | (24,100,127)                            | 8,307,741         | -34.5%         | m     | 18       |
| 19 Net Blue Shield HMO Excess(Shortage)                         | -                                       | -                                       | -                 | 0.0%           |       | 19       |
| 20 Kaiser-HMO   |   |   |                   |                |       | 20       |
| 21 Revenues   | 274,575,026                             | 258,191,330                             | 16,383,696        | 6.3%           | d, l  | 21       |
| 22 Expenses   | (274,317,410)                           | (258,031,956)                           | (16,285,454)      | 6.3%           | d, l  | 22       |
| 23 Net Kaiser- HMO Excess(Shortage)                             | 257,616                                 | 159,374                                 | 98,242            | 61.6%          |       | 23       |
| 24 Vision Service Plan, All (City Plan & HMO)                   |   |   |                   |                |       | 24       |
| 25 Revenues   | 3,808,207                               | 3,719,351                               | 88,856            | 2.4%           |       | 25       |
| 26 Expenses   | (3,808,207)                             | (3,719,351)                             | (88,856)          | 2.4%           |       | 26       |
| 27 Net Vision Service Plan Excess(Shortage)                     | -                                       | -                                       | -                 | -              |       | 27       |
| 28  |   |   |                   |                |       | 28       |
| 29 Delta Dental - Retired                                       |   |   |                   |                |       | 29       |
| 30 Revenues   | 10,168,639                              | 10,203,728                              | (35,089)          | -0.3%          |       | 30       |
| 31 Expenses   | (10,075,986)                            | (10,132,022)                            | 56,036            | -0.6%          |       | 31       |
| 32 Net Delta Dental - Retired Excess(Shortage)                  | 92,653                                  | 71,706                                  | 20,947            | 29.2%          |       | 32       |
| 33 Delta Care   |   |   |                   |                |       | 33       |
| 34 Revenues   | 738,127                                 | 760,727                                 | (22,600)          | -3.0%          | a     | 34       |
| 35 Expenses   | (737,890)                               | (759,092)                               | 21,202            | -2.8%          |       | 35       |
| 36 Net Delta Care Excess(Shortage)                              | 237                                     | 1,635                                   | (1,398)           | -85.5%         |       | 36       |
| 37 Pacific Union  |   |   |                   |                |       | 37       |
| 38 Revenues   | 254,513                                 | 234,990                                 | 19,523            | 8.3%           | d     | 38       |
| 39 Expenses   | (254,467)                               | (240,832)                               | (13,635)          | 5.7%           | d     | 39       |
| 40 Net Pacific Union Excess(Shortage)                           | 46                                      | (5,842)                                 | 5,888             | -100.8%        |       | 40       |
| 41 Net Dental   | 92,936                                  | 67,499                                  | 25,437            | 37.7%          |       | 41       |
| 42  |   |   |                   |                |       | 42       |
| 43 Long Term/Short Term Disability                              |   |   |                   |                |       | 43       |
| 44 Revenues   | 5,478,768                               | 5,173,970                               | 304,798           | 5.9%           | d     | 44       |
| 45 Expenses   | (5,478,768)                             | (5,173,970)                             | (304,798)         | 5.9%           | d     | 45       |
| 46 Net Long Term/Short Term Disability Excess(Shortage)         | -                                       | (0)                                     | 0                 | 0.0%           |       | 46       |
| 47 Flexible Benefits  |   |   |                   |                |       | 47       |
| 48 Revenues   | 912,303                                 | 704,497                                 | 207,806           | 29.5%          | k     | 48       |
| 49 Expenses   | (912,303)                               | (704,497)                               | (207,806)         | 29.5%          | k     | 49       |
| 50 Net Flexible Benefits Excess(Shortage)                       | -                                       | -                                       | -                 | 0.0%           |       | 50       |
| 51 Flexible Spending-Dependent Care                             |   |   |                   |                |       | 51       |
| 52 Revenues   | 3,407,070                               | 3,019,351                               | 387,719           | 12.8%          | d     | 52       |
| 53 Expenses   | (3,571,376)                             | (3,374,171)                             | (197,205)         | 5.8%           | f     | 53       |
| 54 Net Flexible Spending-Dependent Care Excess(Shortage)        | (164,306)                               | (354,820)                               | 190,514           | -53.7%         |       | 54       |
| 55 Flexible Spending -Medical Reimbursement                     |   |   |                   |                |       | 55       |
| 56 Revenues   | 3,966,000                               | 3,373,837                               | 592,163           | 17.6%          | d     | 56       |
| 57 Expenses   | (3,600,385)                             | (3,881,508)                             | 281,123           | -7.2%          | j     | 57       |
| 58 Net Flexible Spending-Medical Reimbursement Excess(Shortage) | 365,615                                 | (507,671)                               | 873,286           | -172.0%        |       | 58       |
| 59 Best Doctors (\$1.40)  |   |   |                   |                |       | 59       |
| 60 Revenues   | 284,556                                 | -                                       | 284,556           |                | n     | 60       |
| 61 Expenses   | (284,556)                               | -                                       | (284,556)         |                | n     | 61       |
| 62 Net Best Doctors Excess(Shortage)                            | -                                       | -                                       | -                 |                |       | 62       |
| 63 Healthcare Sustainability Fund (\$3.00)                      |   |   |                   |                |       | 63       |
| 64 Revenues   | 1,434,095                               | 1,209,419                               | 224,676           | 18.6%          | e     | 64       |
| 65 Expenses   | (999,088)                               | (1,000,545)                             | 1,457             | -0.1%          | e     | 65       |
| 66 Net Healthcare Sustainability Fund (\$3.00) Excess(Shortage) | 435,007                                 | 208,874                                 | 226,133           | 108.3%         |       | 66       |
| 67 <b>NET INSURANCE PRODUCTS</b>                                | <b>986,868</b>                          | <b>(426,745)</b>                        | <b>1,413,613</b>  | <b>-331.3%</b> |       | 67       |
| 68 <b>SAVINGS AND INVESTMENTS</b>                               |   |   |                   |                |       | 68       |
| 69 Interest   | 320,694                                 | 287,202                                 | 33,492            | 11.7%          | b     | 69       |
| 70 Performance guarantees                                       | -                                       | 224,710                                 | (224,710)         | -100.0%        |       | 70       |
| 71 Forfeitures  | -                                       | -                                       | -                 |                |       | 71       |
| 72 <b>TOTAL SAVINGS &amp; INVESTMENTS</b>                       | <b>320,694</b>                          | <b>511,912</b>                          | <b>(191,218)</b>  | <b>-37.4%</b>  |       | 72       |
| 73 <b>TOTAL NET EXCESS (SHORTAGE)</b>                           | <b>982,496</b>                          | <b>(10,614,493)</b>                     | <b>11,596,989</b> | <b>-109.3%</b> |       | 73       |

Notes: a decrease in membership  
b increase in interest rates  
c decrease in deductions  
d increase in membership  
e \$3 per member per month for communications, wellness, actuarial work  
k implementation of voluntary benefits effective 1/1/17  
f increase in claims  
h decrease in rates  
l increase in rates  
g increase in deductions  
j decrease in claims  
m conversion into New City Plan effective 1/1/17  
n effective 1/1/17



**Health Service System**  
CITY & COUNTY OF SAN FRANCISCO

HEALTH SERVICE SYSTEM - ADMINISTRATION  
STATEMENT OF REVENUES AND EXPENDITURES  
**As of March 31, 2017**

| YEAR-TO DATE        |           |           |         | ANNUAL          |                       |                |            |          |       |
|---------------------|-----------|-----------|---------|-----------------|-----------------------|----------------|------------|----------|-------|
| Fav/(Unfav)         |           |           |         | Fav/(Unfav)     |                       |                |            |          |       |
| Budget              | Actual    | Variance  | % Var   | Original Budget | Carryforward/ Changes | Revised Budget | Projection | Variance | % Var |
| <b>REVENUES</b>     |           |           |         |                 |                       |                |            |          |       |
| 346,898             | 30        | (346,868) | -100.0% | 462,530         | 0                     | 462,530        | 462,530    | 0        | 0.0%  |
| 7,868,601           | 7,868,601 | 0         | 0.0%    | 10,456,135      |                       | 10,456,135     | 10,456,135 | 0        | 0.0%  |
| 374,740             | 374,740   | 0         | 0.0%    | 0               | 374,740               | 374,740        | 374,740    | 0        | 0.0%  |
| 8,590,239           | 8,243,371 | (346,868) | -4.0%   | 10,918,665      | 374,740               | 11,293,405     | 11,293,405 | 0        | 0.0%  |
| <b>EXPENDITURES</b> |           |           |         |                 |                       |                |            |          |       |
| 3,780,986           | 3,720,225 | 60,760    | 1.6%    | 5,111,314       | (70,000)              | 5,041,314      | 4,971,314  | 70,000   | -1.4% |
| 1,763,849           | 1,682,864 | 80,985    | 4.6%    | 2,351,799       | 0                     | 2,351,799      | 2,351,799  | 0        | 0.0%  |
| 1,452,704           | 955,906   | 496,798   | 34.2%   | 1,737,982       | 198,956               | 1,936,938      | 1,936,938  | 0        | 0.0%  |
| 41,560              | 44,950    | (3,391)   | -8.2%   | 51,797          | 3,616                 | 55,413         | 55,413     | 0        | 0.0%  |
| 1,430,956           | 1,215,116 | 215,840   | 15.1%   | 1,665,773       | 242,168               | 1,907,941      | 1,852,043  | 55,898   | -2.9% |
| 8,470,054           | 7,619,061 | 850,992   | 10.0%   | 10,918,665      | 374,740               | 11,293,405     | 11,167,507 | 125,898  | -1.1% |
| 120,185             | 624,310   | 504,125   | 419%    | 0               | 0                     | 0              | 125,898    | 125,898  |       |