

RETAIL CLERKS RETIREE WELFARE TRUST

(now known as Sound Health & Wellness Retiree Trust)

SUMMARY ANNUAL REPORT

This is a Summary of the Annual Report for the Retail Clerks Retiree Welfare Trust (Employer Identification Number 91-1950259, Plan Number 502) for the plan year beginning April 1, 2007 and ending March 31, 2008. The Annual Report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The Board of Trustees of the Retail Clerks Retiree Welfare Trust has committed itself to pay certain medical claims incurred under the terms of the Plan.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the Plan, was \$21,308,839 as of March 31, 2008, compared to \$21,750,792 as of April 1, 2007. During the plan year, the Plan experienced a decrease in its net assets of \$441,953. This decrease includes unrealized appreciation or depreciation 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 \$2,176,384, including employer contributions of \$504,581, retiree contributions of \$944,195, and earnings from investments of \$727,608.

Plan expenses were \$2,618,337. These expenses included \$263,174 in administrative expenses, \$2,355,163 in benefits paid to 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 accountant's report;
2. Financial information and information on payments to service providers;
3. Assets held for investment; and,
4. Transactions in excess of 5 percent of plan assets.

To obtain a copy of the full Annual Report or any part thereof, write or call the office of Zenith Administrators, the Administrative Agent, at 201 Queen Anne Avenue North, Suite 100, Seattle, Washington, 98109-4896, (206) 282-4500. The charge to cover copying costs will be \$7.00 for the full Annual Report or \$0.25 per page for any part thereof.

You also have the right to receive from the Administrative Agent, 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 Administrative Agent, 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, 201 Queen Anne Avenue North, Suite 100, Seattle, Washington 98109-4896, (206) 282-4500, 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 N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue NW, Washington, D.C. 20210.

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Payment of Monthly Premiums

The Trust office must receive your premium by the 15th of the month prior to the month of coverage. Otherwise, coverage for you, your spouse and your children will end and cannot be re-instated. If the Trust receives a non-sufficient funds (NSF) check or there are insufficient funds available for an electronic payment, your coverage will end and cannot be re-instated.

You can authorize monthly deductions from your pension check if you are receiving benefits from the Retail Clerks Pension Trust or the Washington Meat Industry Pension Trust. Contact the Trust office for additional information at (206) 282-4500 or (800) 800-225-7620.

Women's Health and Cancer Rights Act

The Women's Health and Cancer Rights Act of 1998 requires that your health plans provide you with an annual notice of the Act. The Plan provides benefits for mastectomy-related services, including reconstruction and surgery to achieve symmetry between the breasts, prostheses, and complications resulting from a mastectomy, including lymphedemas. Contact the Trust office at (206) 282-4500 or (800) 225-7620 for more information.

Notice of Privacy Practices for Use & Disclosure of Health Information

Your health information is information that constitutes protected health information (PHI) as defined by the Privacy Rule of the Administrative Simplification provision of the Health Insurance Portability and Accountability Act of 1996 (HIPAA). The Trust has established a policy to guard against unnecessary disclosure of your health information. You may obtain a copy of this policy/notice on Sound Health & Wellness's website at www.soundhealthwellness.com or to obtain a paper copy contact the privacy person at (206) 352-9730.