

**UNITE HERE LOCAL 25 AND
HOTEL ASSOCIATION OF WASHINGTON, D.C.
GROUP LEGAL SERVICES FUND
THIRD QUARTER
2025**

ADMINISTRATIVE MANAGER'S REPORT

THIRD QUARTER 2025
LEGAL CONTRIBUTIONS

EMP #	COMPANY	RATE	CBA EXP DATE	PARTICIPANTS	CONTRIBUTIONS	HOURS
HOTEL ASSOCIATION CONTRACTS						
0028	CAPITAL HILTON	0.2540	09-15-28	191	\$19,064	75,055
25-103	CONRAD HOTEL	0.2540	09-15-28	235	21,195	83,446
25-101	COURTYARD RESIDENCE INN	0.2540	09-15-28	57	6,433	25,325
0252	EMBASSY SUITES HOTEL DC CONV CTR ¹	0.2540	09-15-28	108	11,734	46,198
0010H	HAY-ADAMS HOTEL	0.2540	09-15-28	143	13,644	53,717
25-316	HILTON NATIONAL MALL HOTEL	0.2540	09-15-28	108	11,810	46,495
25-167	HILTON WASHINGTON DC CAPITAL HILL ¹	0.2540	09-15-28	94	9,149	36,021
0005	HILTON WASHINGTON @ EMBASSY ROW ^{1,2}	0.2540	09-15-28	21	2,264	8,915
25-275	HOTEL WASHINGTON	0.2540	09-15-28	165	17,867	70,342
0032	HYATT REGENCY	0.2540	09-15-28	199	14,821	58,352
0016	JEFFERSON HOTEL	0.2540	09-15-28	81	7,743	30,485
0019	MADISON HOTEL	0.2540	09-15-28	99	10,097	39,753
0309	MARRIOTT MARQUIS WASHINGTON	0.2540	09-15-28	427	38,913	153,200
0020H	MAYFLOWER HOTEL	0.2540	09-15-28	240	23,556	92,742
25-317	MONACO HOTEL	0.2540	09-15-28	43	4,557	17,940
0026	OMNI-SHOREHAM HOTEL	0.2540	09-15-28	272	25,847	101,761
0153	PHOENIX PARK HOTEL	0.2540	09-15-28	32	3,168	12,473
25-249	SALAMANDER ²	0.2540	09-15-28	131	12,566	49,474
0011H	THE BEACON HOTEL	0.2540	09-15-28	26	2,287	9,003
0024	THE ST. REGIS WASHINGTON	0.2540	09-15-28	129	12,467	49,082
25-110	THE WESTIN NATIONAL HARBOR	0.2540	01-31-26	76	8,417	33,137
0030	WASHINGTON HILTON	0.2540	09-15-28	508	39,813	156,745
25-104	YOTEL WASHINGTON DC	0.2540	09-15-28	101	9,014	35,488
SIGNATORY TO HOTEL ASSOCIATION CONTRACT						
25-0032	HYATT REGENCY CRYSTAL CITY	0.2540	09-15-28	51	5,221	20,554
25-112	LINE HOTEL	0.2540	09-15-28	7	253	996
0171	POWERSCOURT RESTAURANT	0.2540	09-15-28	10	393	1,547
25-107	ROYAL SONESTA	0.2540	09-15-28	41	4,344	17,103
25-111	THE WESTIN GEORGETOWN	0.2540	09-15-28	71	7,917	31,169
INDEPENDENTS						
25-311	AC HOTEL	0.2540	11-01-24	32	3,598	14,165
25-108	GOODWRX ³	0.2540		0	0	0
0262	DOUBLE TREE HOTEL CRYSTAL CITY	0.2540	10-15-24	151	13,805	54,349
25-314	EATON HOTEL	0.2540	10-15-22	51	4,470	17,598
0277	GAYLORD NATIONAL RESORT & CO	0.2540	11-01-24	815	86,564	340,804
0208	HILTON NATIONAL LANDING	0.2540	11-15-22	110	10,193	40,129
0263	HILTON EMBASSY SUITES CRYSTAL CITY	0.2540	10-15-24	55	5,603	22,058
0259	HILTON MCLEAN TYSONS CORNER	0.2540	10-15-22	154	14,793	58,240
25-315	MGM RESORTS INTERNATIONAL	0.2540	10-31-24	853	80,457	316,761
0047	NATIONAL PRESS CLUB	0.2540	10-15-24	58	4,407	17,351
25-105	RARE RESTAURANT STEAKHOUSE	0.2540	06-30-24	8	622	2,449
0045	THE WOODNER HOTEL	0.2540	11-30-27	8	937	3,690
0060H	UNITE HERE LOCAL 25	0.2540	11-30-24	39	4,590	18,072
25-0313	WALDORF ASTORIA	0.2540	09-15-24	237	21,866	86,087

TOTALS	6,237	\$596,459	2,348,271
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¹INCLUDES JUNE

AVG. HR CONTRIBUTION

\$0.2540

²DELINQUENT FOR SEPTEMBER

³DELINQUENT MARCH THROUGH SEPTEMBER

AVG. HRS PER MONTH
PER PARTICIPANT

125.50

THIRD QUARTER 2025
EXPENSES

<u>CATEGORY</u>	<u>AMOUNT</u>	<u>AVERAGE HOURLY COST</u>
ADMINISTRATION	\$18,684	\$0.008
REGAN & ASSOCIATES	577,741	0.246
MISCELLANEOUS	9,379	0.004
TOTAL	\$605,804	\$0.258

MISCELLANEOUS

<u>CATEGORY</u>	<u>AMOUNT</u>	<u>AVERAGE HOURLY COST</u>
BANK FEE	\$822	\$0.00035
BREDHOFF/LEGAL	1,265	0.00054
MEETING	82	0.00003
NOVAK/AUDITING	7,000	0.00298
POSTAGE	6	0.00000
PRINTING	38	0.00002
SEYFARTH/LEGAL	166	0.00007
TOTAL	\$9,379	\$0.004

2025
QUARTERLY RECAP

	FIRST 2025	SECOND 2025	THIRD 2025	FOURTH 2025	TOTAL
CONTRIBUTIONS	\$621,785	\$684,682	\$596,459		\$1,902,926
MISCELLANEOUS INCOME	0	0	0		0
INTEREST & DIVIDENDS	0	0	0		0
INVESTMENT INCOME ¹	12,930	6,261	11,323		30,514

TOTAL INCOME	\$634,715	\$690,943	\$607,782	\$0	\$1,933,440
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EXPENSES					
ADMINISTRATION	18,684	\$18,684	\$18,684		56,052
REGAN & ASSOCIATES	565,593	589,509	577,741		1,732,843
MISCELLANEOUS	7,015	9,701	9,379		26,095

TOTAL EXPENSES	\$591,292	\$617,894	\$605,804	\$0	\$1,814,990
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TOTAL INCOME	\$634,715	\$690,943	\$607,782	\$0	\$1,933,440
TOTAL EXPENSES	\$591,292	\$617,894	\$605,804	\$0	\$1,814,990
SURPLUS (DEFICIT)	\$43,423	\$73,049	\$1,978	\$0	\$118,450

TOTAL PARTICIPANTS	6,385	6,271	6,237		6,298
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UNAUDITED CASH ASSETS	\$1,178,073	\$1,004,411	\$1,047,733	
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UNAUDITED CASH ASSETS AS OF SEPTEMBER 1, 2023 \$559,827.38

UNAUDITED CASH ASSETS AS OF SEPTEMBER 30, 2023 \$560,483.84

UNAUDITED CASH ASSETS AS OF SEPTEMBER 1, 2024 \$848,415.07

UNAUDITED CASH ASSETS AS OF SEPTEMBER 30, 2024 \$1,068,064.24

UNAUDITED CASH ASSETS AS OF SEPTEMBER 1, 2025 \$1,013,983.87

UNAUDITED CASH ASSETS AS OF SEPTEMBER 30, 2025 \$1,047,733.39

¹HARBOR FUNDS \$10,877.34 AND DODGE & COX FUNDS \$445.18

2024
QUARTERLY RECAP

	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
CONTRIBUTIONS	\$597,480	\$684,026	\$575,165	\$604,225	\$2,460,896
MISCELLANEOUS INCOME	0	660	0	0	660
INTEREST & DIVIDENDS	0	0	0	0	0
INVESTMENT INCOME ¹	(1,041)	1,709	25,304	(14,012)	11,960

TOTAL INCOME	\$596,439	\$686,395	\$600,469	\$590,213	\$2,473,516
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EXPENSES					
ADMINISTRATION	\$18,684	\$18,684	\$18,684	\$18,684	\$74,736
REGAN & ASSOCIATES	542,146	593,761	528,024	580,083	2,244,014
MISCELLANEOUS	8,533	12,390	8,588	5,426	34,937

TOTAL EXPENSES	\$569,363	\$624,835	\$555,296	\$604,193	\$2,353,687
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TOTAL INCOME	\$596,439	\$686,395	\$600,469	\$590,213	\$2,473,516
TOTAL EXPENSES	\$569,363	\$624,835	\$555,296	\$604,193	\$2,353,687
SURPLUS (DEFICIT)	\$27,076	\$61,560	\$45,173	(\$13,980)	\$119,829

TOTAL PARTICIPANTS	6,212	6,430	5,935	5,781	6,090
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UNAUDITED CASH ASSETS	\$755,030	\$805,445	\$1,068,064	\$925,045
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UNAUDITED CASH ASSETS AS OF SEPTEMBER 1, 2022 \$1,188,403.
UNAUDITED CASH ASSETS AS OF SEPTEMBER 30, 2022 \$1,108,454.

UNAUDITED CASH ASSETS AS OF SEPTEMBER 1, 2023 \$559,827.38
UNAUDITED CASH ASSETS AS OF SEPTEMBER 30, 2023 \$560,483.84

UNAUDITED CASH ASSETS AS OF SEPTEMBER 1, 2024 \$848,415.07
UNAUDITED CASH ASSETS AS OF SEPTEMBER 30, 2024 \$1,068,064.24

¹HARBOR FUNDS (\$13,427.21) AND DODGE & COX FUNDS (\$585.11)

2025 HOURLY QUARTERLY RECAP

	FIRST 2025	SECOND 2025	THIRD 2025	FOURTH 2025	AVG. TOTAL
HOURLY CONTRIBUTIONS	\$0.2540	\$0.2540	\$0.2540		\$0.2540
MISCELLANEOUS INCOME	0.0000	0.0000	0.0000		\$0.0000
INTEREST & DIVIDENDS	0.0000	0.0000	0.0000		\$0.0000

TOTAL INCOME	\$0.2540	\$0.2540	\$0.2540	\$0.0000	\$0.2540
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EXPENSES					
ADMINISTRATION	\$0.0076	\$0.0069	\$0.0080		\$0.0075
REGAN & ASSOCIATES	0.2310	0.2187	0.2460		\$0.2319
MISCELLANEOUS	0.0029	0.0036	0.0040		\$0.0035

TOTAL EXPENSES	\$0.2415	\$0.2292	\$0.2580	\$0.0000	\$0.2429
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TOTAL INCOME	\$0.2540	\$0.2540	\$0.2540	\$0.0000	\$0.2540
TOTAL EXPENSES	\$0.2415	\$0.2292	\$0.2580	\$0.0000	\$0.2429
SURPLUS (DEFICIT)	\$0.0125	\$0.0248	(\$0.0040)	\$0.0000	\$0.0111

THIRD QUARTER 2025 DELINQUENT EMPLOYERS			
EMPLOYER	CONTRIBUTION MONTH	FIRST LETTER SENT	REFERRED TO COUNSEL
EMBASSY SUITES HOTEL DC CONV CTR	AUGUST & SEPTEMBER	10/29/2025	
GOODWRX	MARCH-SEPTEMBER	4/29/2025	
HILTON WASHINGTON @ EMBASSY ROW	SEPTEMBER	10/29/2025	
SALAMANDER	SEPTEMBER	10/29/2025	

2025 CONTRIBUTIONS AND HOURS RECAP
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	FIRST 2025	SECOND 2025	THIRD 2025	FOURTH 2025	AVG TOTAL
CONTRIBUTIONS	\$621,785	\$684,682	\$596,459		\$634,309
HOURS	2,447,943	2,695,585	2,348,271		2,497,266
TOTAL PARTICIPANTS	6,385	6,271	6,237		6,298

2024 CONTRIBUTIONS AND HOURS RECAP
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	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	AVG TOTAL
CONTRIBUTIONS	\$597,480	\$684,026	\$575,165	\$604,225	\$615,224
HOURS	2,352,256	2,692,973	2,264,403	2,378,803	2,422,109
TOTAL PARTICIPANTS	6,212	6,430	5,935	5,781	6,090

THIRD QUARTER 2025
LOCAL 25 LEGAL

ACCOUNTS

\$492,894.96	ACCT.# 29846570	HARBOR FUNDS MARKET VALUE AS OF SEPTEMBER 30, 2025
18,190.43	ACCT.# 300227568	DODGE & COX FUNDS MARKET VALUE AS OF SEPTEMBER 30, 2025
536,648.00	ACCT.# 55-0033-3242	PNC CHECKING ACCOUNT SEPTEMBER 30, 2025

TOTAL \$1,047,733.39

HERE 25 LEGAL FUND
Balance Sheet
September 30, 2025

ASSETS

Current Assets		
PNC CHECKING ACCOUNT	\$	536,648.00
HARBOR FUND		559,540.38
HARBOR INV MARKET ALLOWANC		(66,645.42)
DODGE & COX		19,294.30
DODGE & COX MARKET ALLOWANCE		(1,103.87)
PREPAID INSURANCE		<u>1,165.69</u>
Total Current Assets		1,048,899.08
Property and Equipment		<u> </u>
Total Property and Equipment		0.00
Other Assets		<u> </u>
Total Other Assets		<u>0.00</u>
Total Assets	\$	<u><u>1,048,899.08</u></u>

LIABILITIES AND CAPITAL

Current Liabilities		<u> </u>
Total Current Liabilities		0.00
Long-Term Liabilities		<u> </u>
Total Long-Term Liabilities		<u>0.00</u>
Total Liabilities		0.00
Capital		
RETAINED EARNINGS	\$	937,355.10
Net Income		<u>111,543.98</u>
Total Capital		<u>1,048,899.08</u>
Total Liabilities & Capital	\$	<u><u>1,048,899.08</u></u>

HERE 25 LEGAL FUND
Income Statement
For the Nine Months Ending September 30, 202

	Current Month
Revenues	
HAY ADAMS	\$ 13,777.37
RENAISSANCE MAYFLOWER HOTEL	23,075.11
WASHINGTON HILTON	36,991.34
UNITE HERE LOCAL 25	2,847.84
PHOENIX PARK	3,284.20
HILTON WASH EMBASSY ROW	2,374.50
HYATT REGENCY	12,266.05
WOODNER HOTEL	943.10
BEACON HOTEL	2,465.65
ST. REGIS WASHINGTON	12,709.18
OMNI SHOREHAM HOTEL	27,648.43
CAPITAL HILTON	19,679.10
MADISON HOTEL	10,030.77
NATIONAL PRESS	4,596.11
JEFFERSON HOTEL	7,914.39
POWERSCOURT	455.73
MARRIOTT MARQUIS	40,546.13
DOUBLETREE	14,923.26
HILTON CRYSTAL CITY @REAGAN AI	10,325.85
EATON HOTEL	4,602.23
HILTON NATIONAL MALL	12,205.99
CONRAD HOTEL	21,975.91
YOTEL WASHINGTON DC	9,671.05
COURTYARD & RESIDENCE INN	6,549.50
WALDORF ASTORIA HOTEL	21,234.96
HILTON WASH.DC CAPITAL HI	5,840.70
RARE RESTAURANT	447.42
HOTEL WASHINGTON	13,476.33
WESTIN NATIONAL HARBOR	8,623.94
ROYAL SONESTA	4,806.73
HYATT REGENCY CRYSTAL CITY	5,388.39
WESTIN GEORGETOWN	13,525.63
MGM RESORTS INTERNATIONAL	78,885.40
UNITE HERE LOCAL 23	45.19
GAYLORD NATL. RESORT	94,963.84
SALAMANDER HOTELS&RESORTS	14,304.52
EMBASSY SUITES HOTEL	15,626.11
MONACO HOTEL	4,635.79
HARBOR FUND DIVIDENDS	5,156.83
DODGE & COX DIVIDENDS	192.33
AC HOTEL	4,354.76
HARBOR FUND UNREALIZED GAIN/LO	5,720.51
DODGE & COX UNREALIZED GAIN/LO	252.85
HILTON MCLEAN TYSON CORNER	14,854.90
HILTON EMBASSY SUITES @ CRYSTA	5,728.69
Total Revenues	<u>619,924.61</u>
Cost of Sales	<u> </u>
Total Cost of Sales	<u>0.00</u>
Gross Profit	<u>619,924.61</u>
Expenses	
LEGAL PROVIDER FEES	548,621.94
ADMINISTRATION FEES	18,684.00
POSTAGE, PRINTING OFFICE EXP	43.96
INSURANCE & BONDING	0.00
CYBER LIABILITY	0.00
LEGAL FEES	1,430.57
AUDIT FEES	7,000.00
BANK FEE	822.18
MEETING EXPENSE	0.00
IFEPB	0.00
Total Expenses	<u>576,602.65</u>
Net Income	<u>\$ 43,321.96</u>