

*UNITE HERE Local 25 and
Hotel Association of Washington, D.C.
Group Legal Services Fund*

January 1, 2022– December 31, 2022

THE LAW OFFICES OF
Regan Associates,
C H A R T E R E D

January 30, 2023

Trustees

UNITE HERE Local 25 and Hotel Association of Washington, D.C. Group Legal
Services Fund
911 Ridgebrook Road
Sparks, Maryland 21152

Greetings:

Attached is the 2022 Annual Utilization Report for UNITE HERE Local 25 and Hotel Association of Washington, D.C. Group Legal Services Fund, hereinafter the "Plan" During this Plan year, 691 households opened 923 new matters.

This report summarizes the legal services furnished to Plan participants and provides a statistical breakdown of:

- ◆ *The total number of Plan cases by area of law and as a percentage of the total Plan cases.*
- ◆ *The total number of attorney hours devoted to Plan cases on an annual basis.*
- ◆ *The total number of legal assistant hours devoted to Plan cases on an annual basis.*
- ◆ *Annual comparative data.*

In the 2022 Plan year, our firm opened 923 cases with the number of eligible participants for the same period averaging 4087. This reflects member utilization of 23%. During this same period, our firm provided 8,928.49¹ attorney hours and Fund contributions totaled \$1,619,959.02. By dividing the total number of attorney hours into the total Plan year contributions, we have calculated that the effective hourly rate for services received by the Plan participants was \$181.43

If the Plan or its participants were to pay the market rate for legal services received in the Plan year, and using the market rate in the Washington, D.C. Metropolitan area of \$450.00² per hour for attorney time, the cost would have been \$4,017,820.50 instead of \$1,619,959.02. This difference represents **a savings to the Plan and its participants of \$2,397,861.48**

¹ Legal assistant hours are valued at 50 percent of attorney hours.

² The \$450.00 rate represents the average blended attorney rate for District of Columbia, Maryland and Virginia according to the United States Consumer Law Survey Report 2015-2016 Attorney Fee Survey Report (pages 52, 82, 150), Ronald L. Burdge, Esq.

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Employees with a legal plan lose less time from work and are better able to concentrate on their jobs because their legal plan lawyer is giving them legal advice, defending their rights, and providing reasonable solutions to their problems. Equally important, the Plan lawyer is taking care of time-consuming telephone calls, correspondence and negotiating sessions, and eliminating the clients' unnecessary presence at court appearances. This results in the employees losing less time from work and allows them to function more effectively when at work on company time.

We look forward to continue to provide high quality and cost effective legal services to the Plan, its participants, and their families.

Respectfully Submitted,

REGAN ASSOCIATES, CHARTERED

Paul Regan

PAUL K. REGAN
Attorney at Law

Regan Associates, Chartered

UNITE HERE Local 25 and Hotel Association of
Washington, D.C.
Group Legal Services Fund

PERCENT OF TOTAL PLAN CASES

January 01, 2022 - December 31, 2022

TYPE OF CASE	TOTAL PLAN CASES	PERCENT OF TOTAL
Immigration	204	22.1 %
Family Law	193	20.9 %
Consumer	139	15.1 %
Negligence	62	6.7 %
Wills	62	6.7 %
Landlord/Tenant	55	6.0 %
Criminal	48	5.2 %
General Consultation	47	5.1 %
Traffic	39	4.2 %
Real Estate	29	3.1 %
Administrative Law	22	2.4 %
Bankruptcy	15	1.6 %
Probate	8	0.9 %
Total	923	100%

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UNITE HERE Local 25 and Hotel Association of
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ATTORNEY HOURS BY AREA OF LAW

January 01, 2022 - December 31, 2022

TYPE OF CASE	TOTAL HOURS	PERCENT OF TOTAL
Family Law	3698.67	41.92 %
Immigration	1944.30	22.03 %
Consumer	1122.34	12.72 %
Criminal	612.24	6.94 %
Wills	268.13	3.04 %
Landlord/Tenant	265.64	3.01 %
Negligence	247.45	2.80 %
Real Estate	227.09	2.57 %
Traffic	179.54	2.03 %
Bankruptcy	141.98	1.61 %
General Consultation	48.64	0.55 %
Probate	45.60	0.52 %
Administrative Law	22.49	0.25 %
Total	8,824.11	100%

Regan Associates, Chartered

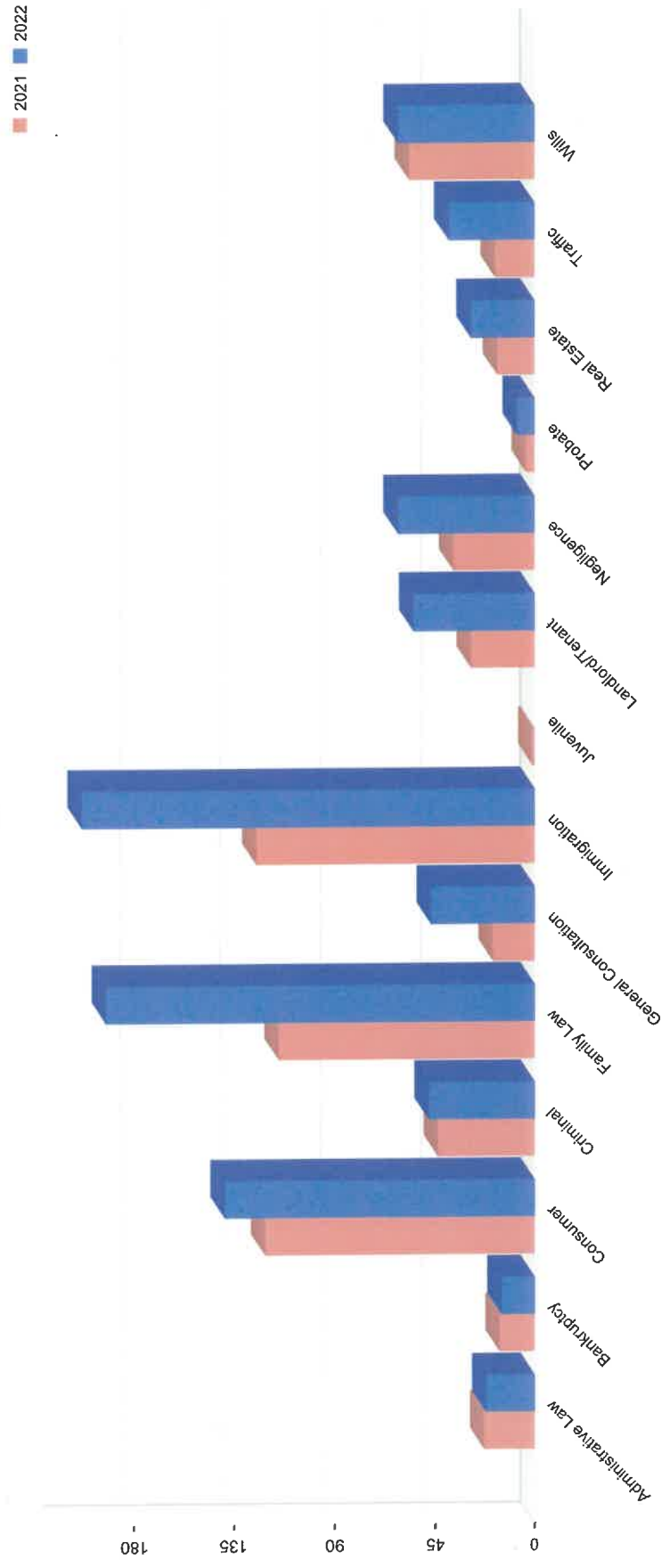
UNITE HERE Local 25 and Hotel Association of
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Group Legal Services Fund

LEGAL ASSISTANT HOURS BY AREA OF LAW

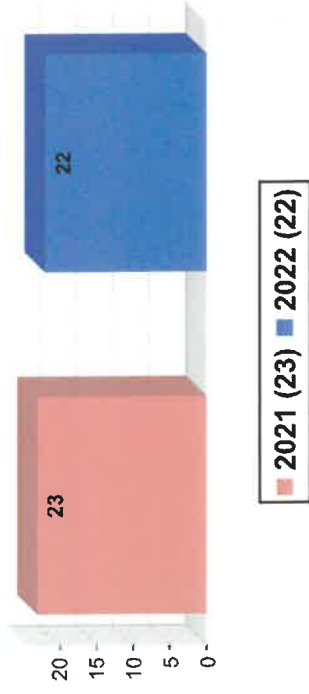
January 01, 2022 - December 31, 2022

TYPE OF CASE	TOTAL HOURS	PERCENT OF TOTAL
Immigration	44.75	21.4 %
Family Law	43.0	20.6 %
Consumer	33.5	16.0 %
Negligence	14.5	6.9 %
Wills	13.0	6.2 %
Landlord/Tenant	12.25	5.9 %
General Consultation	10.76	5.2 %
Criminal	10.0	4.8 %
Traffic	9.0	4.3 %
Real Estate	6.75	3.2 %
Administrative Law	5.5	2.6 %
Bankruptcy	4.0	1.9 %
Probate	1.75	0.8 %
Total	208.76	100%

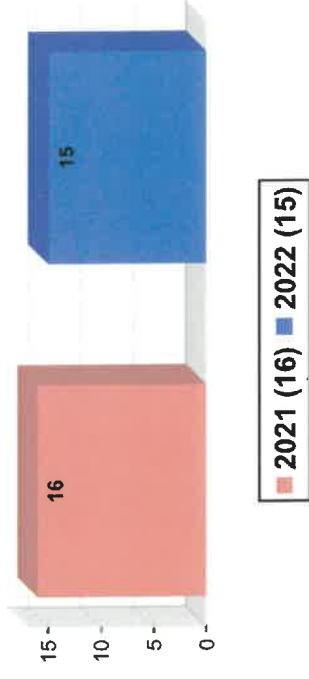
Cases by Area of Law 2022



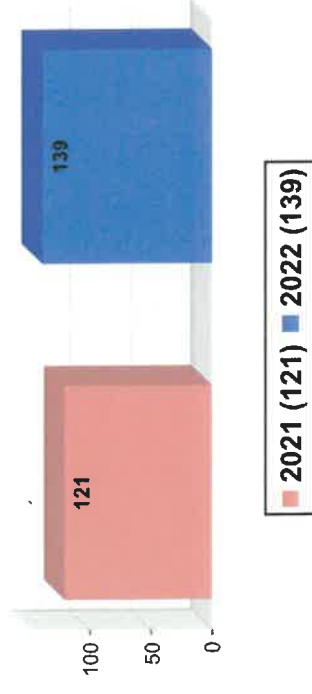
Administrative Law



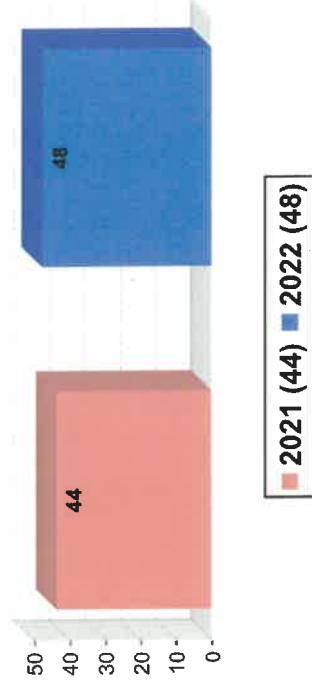
Bankruptcy



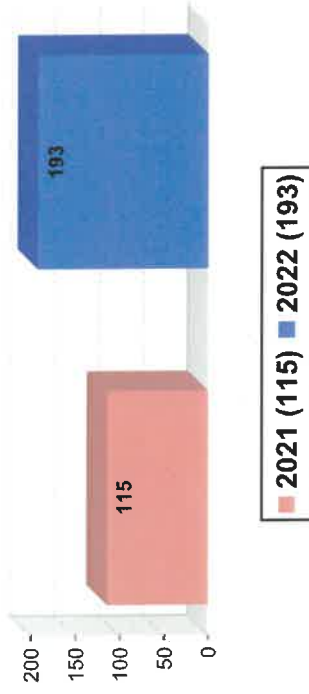
Consumer



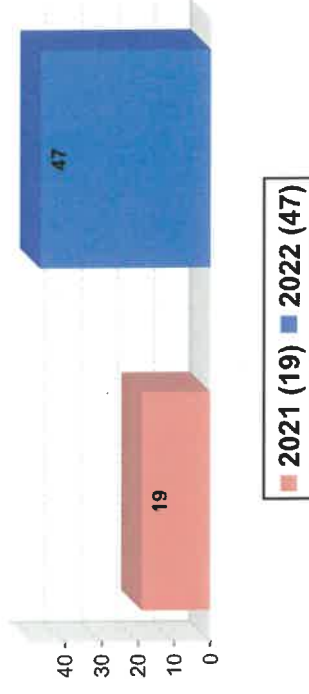
Criminal



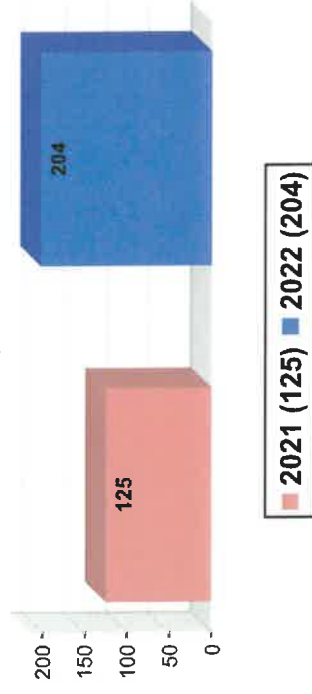
Family Law



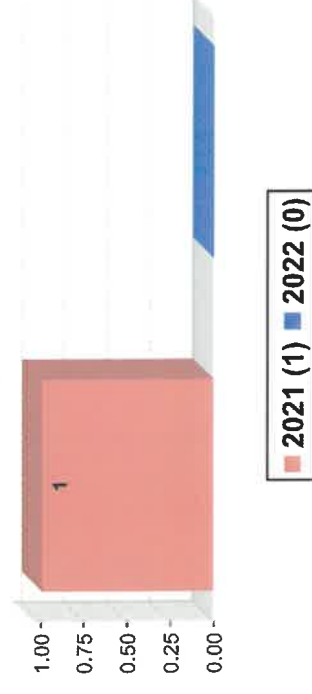
General Consultation



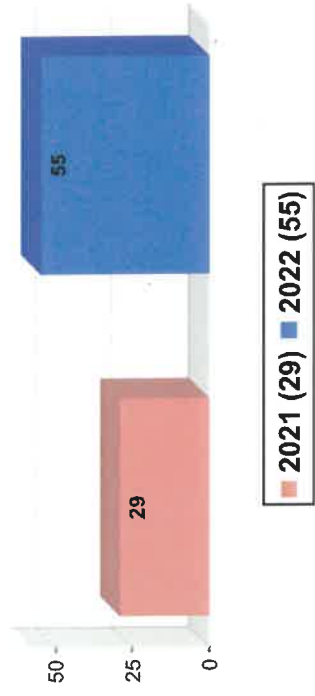
Immigration



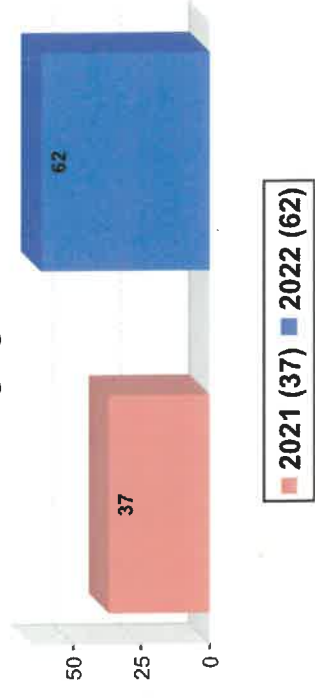
Juvenile



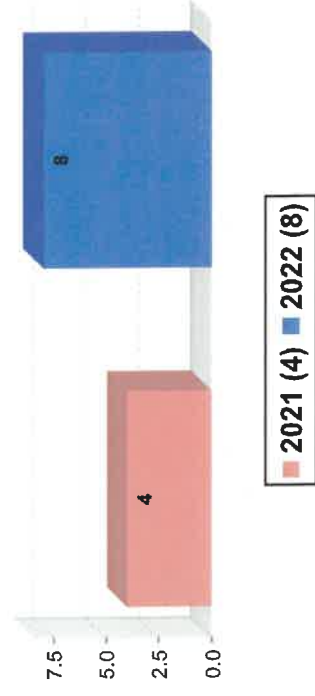
Landlord/Tenant



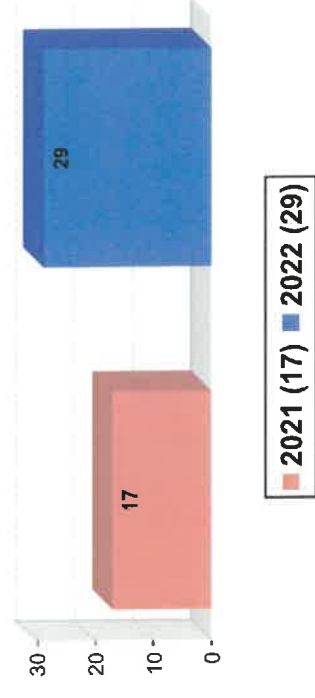
Negligence



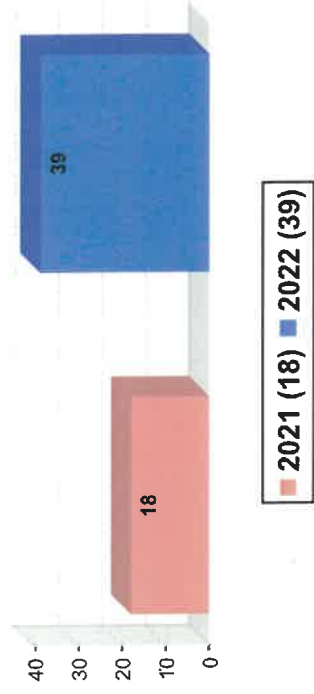
Probate



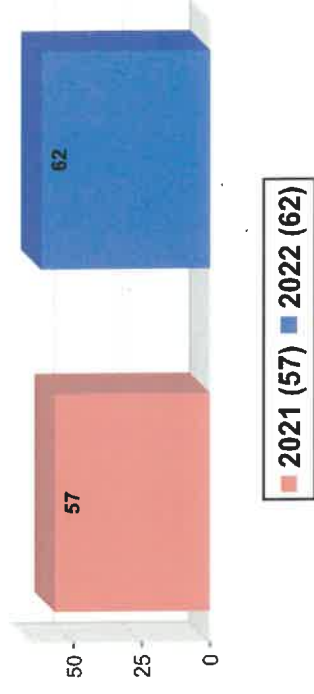
Real Estate



Traffic



Wills



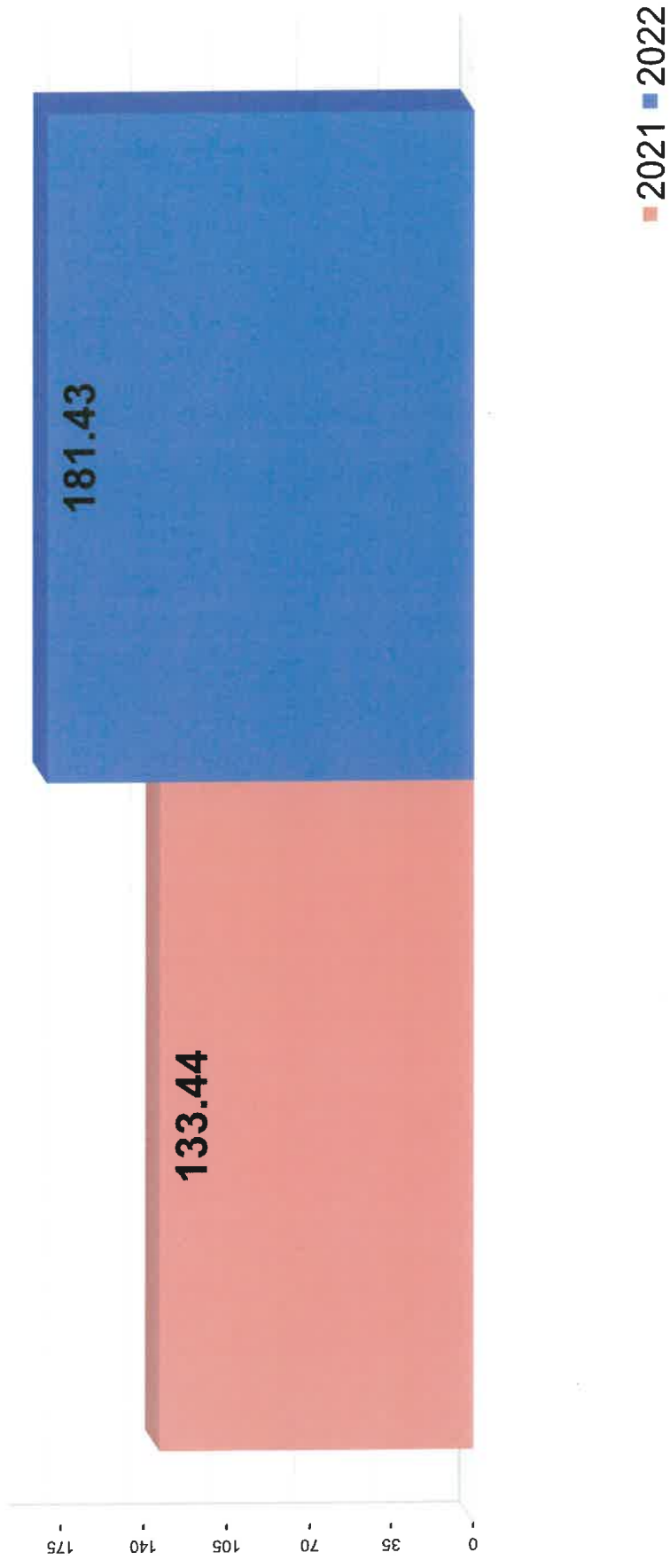
Total Cases by Plan Year



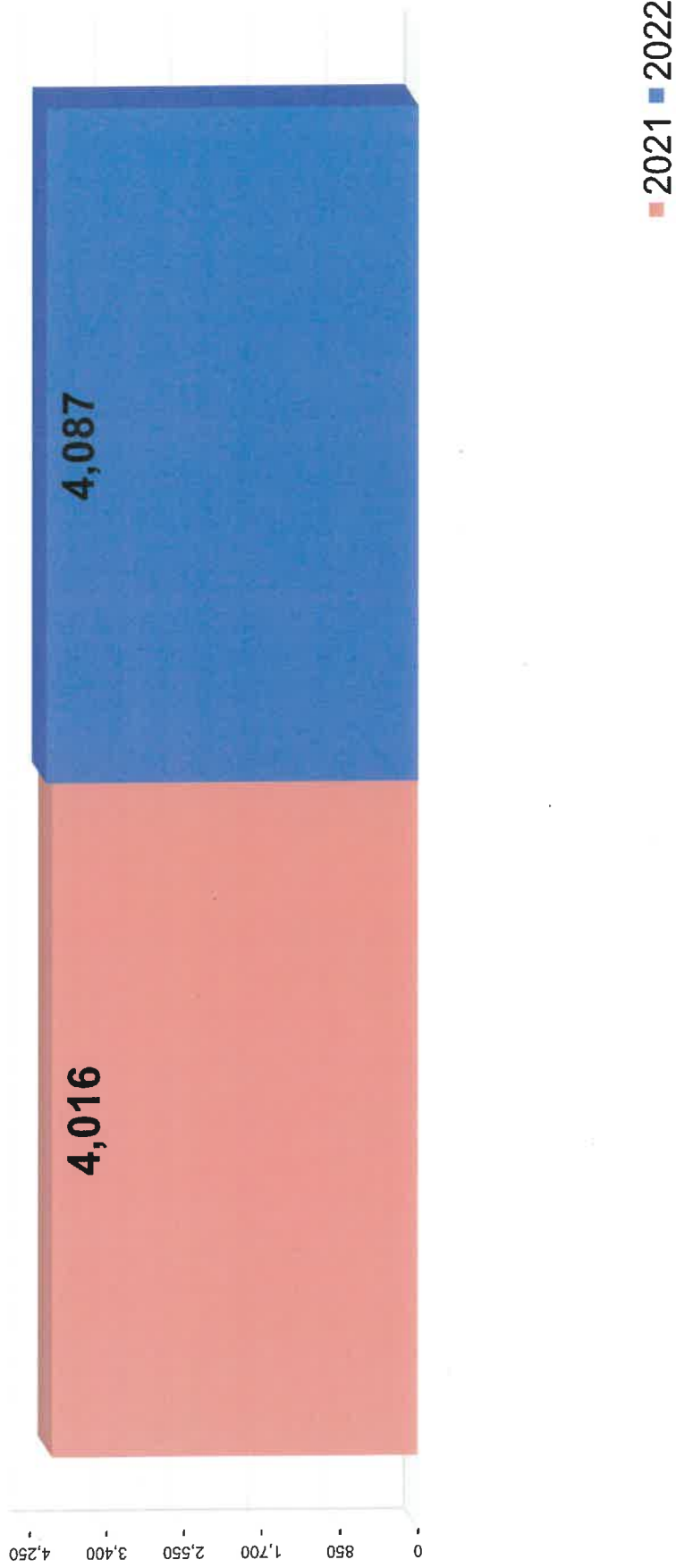
Annual Hours by Plan Year



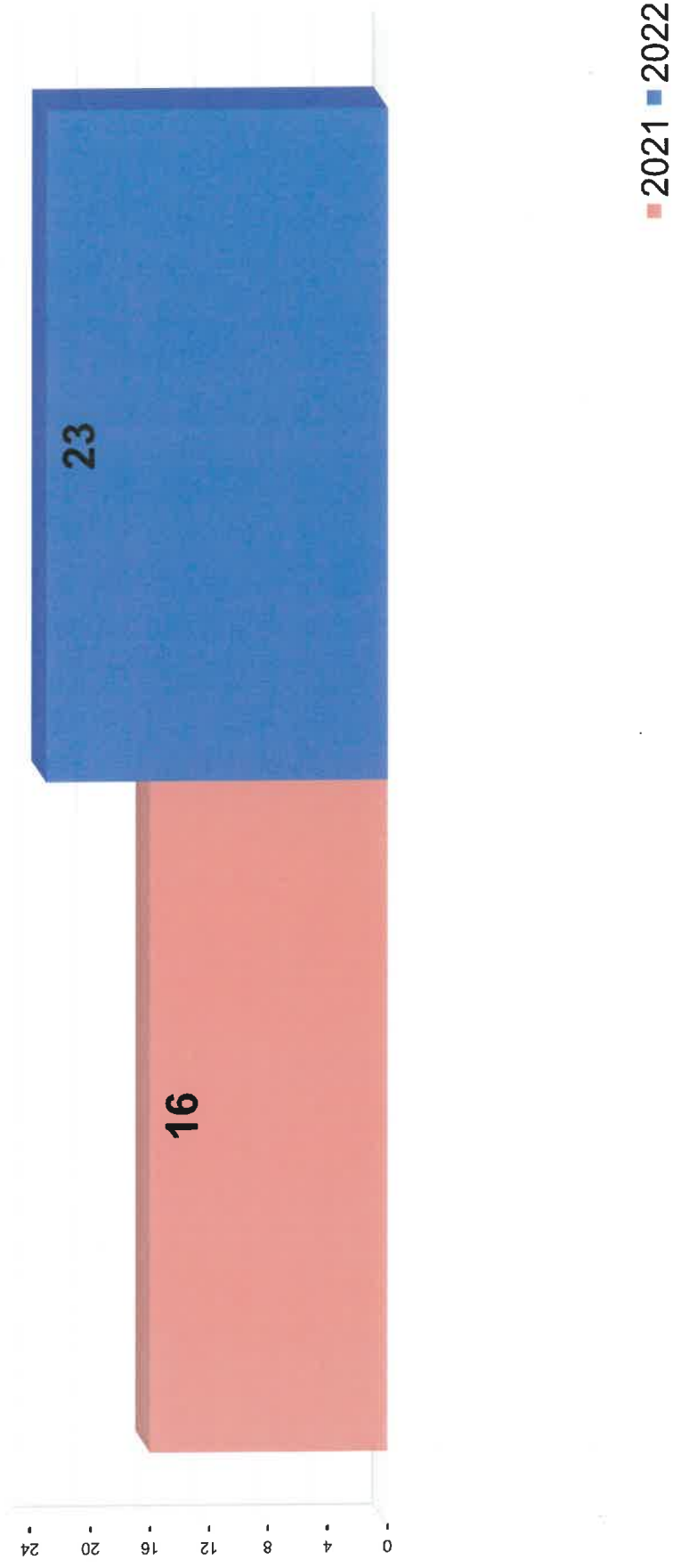
Effective Hourly Rate



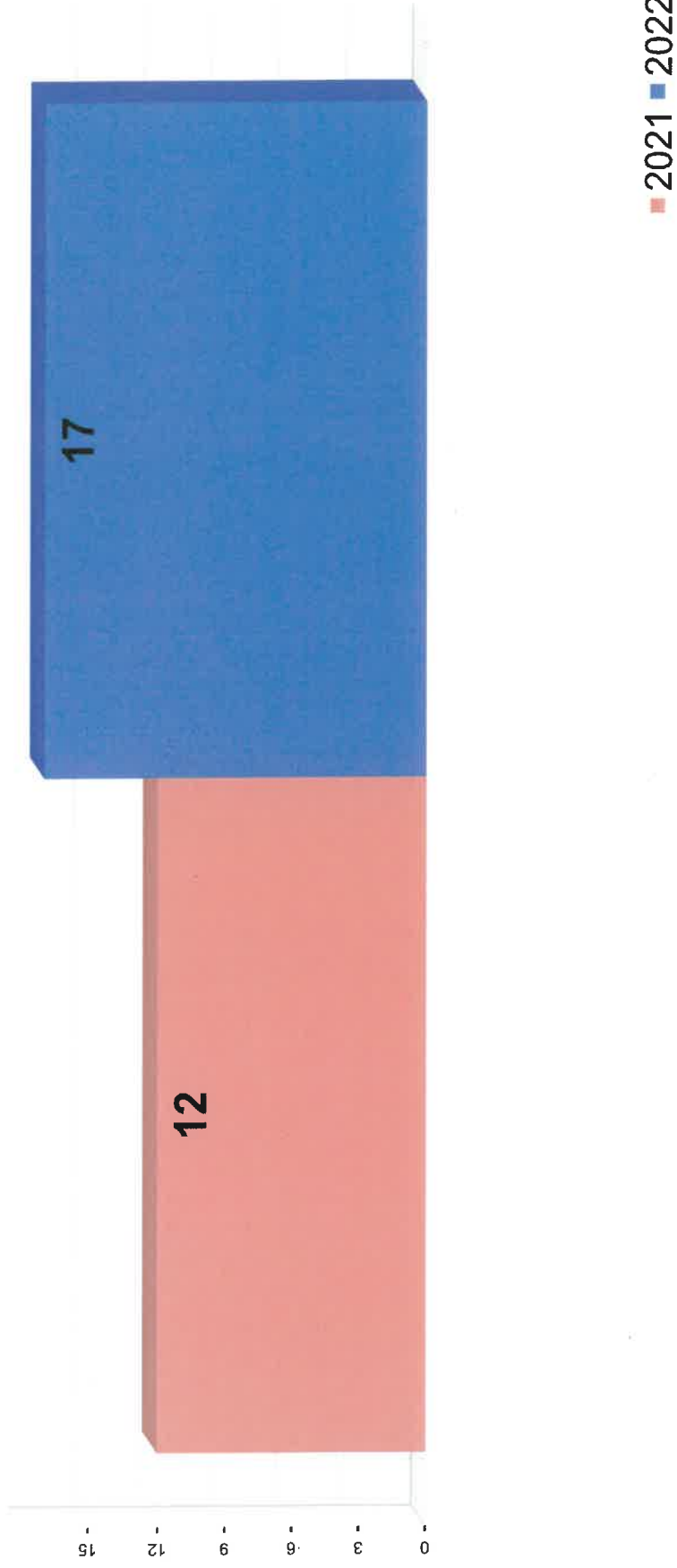
Eligible Participants by Plan Year



Plan Year Percent Utilization by Cases



Plan Year Percent Utilization by Household



Time Keeping Policies and Purposes

Attorneys and other staff working at our firm record their time. This is done for multiple purposes: to ensure that clients obtain quality service, to enable firm management to track productivity and work effort, to facilitate pricing and contract proposals, and to provide data so that we can furnish the funds who hire us with reports such as these.

We record attorney time for any task at a minimum of .25 hours. For tasks that exceed .25 hours any time under eight minutes past the quarter hour mark is rounded down, and any time over eight minutes past the quarter hour mark is rounded up to the next .25 interval. Except as otherwise agreed, we do not use time records for billing funds or clients.

Firm management reviews attorney work product, investigates questions about service from the clients or their representatives, prepares trustee reports, and attends trustee meetings and other events at the request of the trustees, the union or the employer. Such management time may be recorded to the individual matter to which it pertains or may be allocated to the fund account and distributed on a pro rata basis by subject matter. For simplicity of reporting, all time is reported as attorney time. Legal assistant time is reduced by 50% and then recorded as attorney time.

We periodically review and revise our time keeping and recording practices and make adjustments as necessary to achieve consistency with the standards and practices reflected above. We are available to answer any questions that you may have regarding the above.