

**UNITE HERE LOCAL 25 AND
HOTEL ASSOCIATION OF WASHINGTON, D.C.
GROUP LEGAL SERVICES FUND
FOURTH QUARTER
2024**

ADMINISTRATIVE MANAGER'S REPORT

FOURTH QUARTER 2024
LEGAL CONTRIBUTIONS

EMP #	COMPANY	RATE	CBA EXP DATE	PARTICIPANTS	CONTRIBUTIONS	HOURS
	HOTEL ASSOCIATION CONTRACTS					
0028	CAPITAL HILTON	0.2540	09-15-24	183	\$19,361	76,225
25-103	CONRAD HOTEL	0.2540	09-15-24	230	27,504	108,282
25-101	COURTYARD RESIDENCE INN	0.2540	09-15-24	57	6,570	25,865
0252	EMBASSY SUITES HOTEL DC CONV CTR	0.2540	09-15-24	69	6,904	27,181
0010H	HAY-ADAMS HOTEL	0.2540	09-15-24	143	16,896	66,518
25-316	HILTON NATIONAL MALL HOTEL	0.2540	09-15-24	111	11,774	46,355
25-167	HILTON WASHINGTON DC CAPITAL HILL	0.2540	09-15-24	97	9,774	38,480
25-275	HOTEL WASHINGTON	0.2540	09-15-24	155	17,749	69,878
0032	HYATT REGENCY	0.2540	09-15-24	161	14,833	58,396
0016	JEFFERSON HOTEL	0.2540	09-15-24	86	9,509	37,436
0019	MADISON HOTEL	0.2540	09-15-24	64	7,196	28,330
0309	MARRIOTT MARQUIS WASHINGTON	0.2540	09-15-24	435	42,878	168,810
0020H	MAYFLOWER HOTEL	0.2540	09-15-24	263	29,359	115,587
25-317	MONACO HOTEL	0.2540	09-15-24	42	4,657	18,335
0026	OMNI-SHOREHAM HOTEL	0.2540	09-15-24	293	29,082	114,498
0153	PHOENIX PARK HOTEL ¹	0.2540	09-15-24	30	3,704	14,583
25-249	SALAMANDER ¹	0.2540	09-15-24	193	21,974	86,513
0011H	THE BEACON HOTEL ¹	0.2540	09-15-24	28	2,706	10,654
0024	THE ST. REGIS WASHINGTON	0.2540	09-15-24	127	14,811	58,311
0005	THE VEN AT EMBASSY SUITES ¹	0.2540	09-15-24	63	7,150	28,150
0030	WASHINGTON HILTON	0.2540	09-15-24	495	41,765	164,428
25-104	YOTEL WASHINGTON DC	0.2540	09-15-24	96	9,149	36,019
	SIGNATORY TO HOTEL ASSOCIATION CONTRACT					
0009	HARRINGTON HOTEL ²	0.2540	09-15-24	0	0	0
0171	POWERSCOURT RESTAURANT	0.2540	09-15-24	10	549	2,163
	INDEPENDENTS					
25-311	AC HOTEL	0.2540	11-01-24	32	3,483	13,713
0251	CHARLIE PALMER'S STEAK DC	0.2540	06-01-25	22	2,286	9,000
0262	DOUBLE TREE HOTEL CRYSTAL CITY	0.2540	10-15-24	162	16,393	64,540
25-314	EATON HOTEL	0.2540	10-15-22	49	4,552	17,922
0277	GAYLORD NATIONAL RESORT & CO	0.2540	11-01-24	850	81,591	321,224
0208	HILTON NATIONAL LANDING	0.2540	11-15-22	112	10,958	43,142
0263	HILTON EMBASSY SUITES CRYSTAL CITY	0.2540	10-15-24	33	4,390	17,282
0259	HILTON MCLEAN TYSONS CORNER	0.2540	10-15-22	168	17,153	67,530
25-315	MGM RESORTS INTERNATIONAL	0.2540	10-31-24	556	69,133	272,179
0047	NATIONAL PRESS CLUB	0.2540	10-15-24	60	5,232	20,598
25-105	RARE RESTAURANT STEAKHOUSE	0.2540	06-30-24	8	803	3,161
0045	THE WOODNER HOTEL	0.2540	11-30-23	8	1,007	3,963
0292	UNITE HERE LOCAL 23	0.2690	09-15-22	1	142	528
0060H	UNITE HERE LOCAL 25	0.2540	09-15-24	52	6,002	23,630
25-313	WALDORF ASTORIA	0.2540	09-15-24	237	25,246	99,394

TOTALS	5,781	\$604,225	2,378,803
--------	-------	-----------	-----------

¹INCLUDES SEPTEMBER

AVG. HR CONTRIBUTION \$0.2540

²CLOSED APRIL

AVG. HRS PER MONTH
PER PARTICIPANT 137.16

FOURTH QUARTER 2024
EXPENSES

<u>CATEGORY</u>	<u>AMOUNT</u>	<u>AVERAGE HOURLY COST</u>
ADMINISTRATION	\$18,684	\$0.008
REGAN & ASSOCIATES	580,083	0.244
MISCELLANEOUS	5,426	0.002
TOTAL	\$604,193	\$0.254

<u>CATEGORY</u>	<u>AMOUNT</u>	<u>AVERAGE HOURLY COST</u>
BANK FEE	\$54	\$0.00002
BREDHOFF/LEGAL	580	0.00024
IFEBP DUES	102	0.00004
MEETING	7	0.00000
NOVAK/AUDITING	1,300	0.00055
NOVAK PAYROLL AUDIT	722	0.00030
POSTAGE	85	0.00004
PRINTING	166	0.00007
SEGAL SELECT/CYBER LIAB	815	0.00034
SEYFARTH/LEGAL	1,595	0.00067
TOTAL	\$5,426	\$0.002

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
--------------	-----------	-----------	-----------	-----------	-------------

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
----------------	-----------	-----------	-----------	-----------	-------------

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
--------------------	-------	-------	-------	-------	-------

UNAUDITED CASH ASSETS	\$755,030	\$805,445	\$1,068,064	\$925,045
-----------------------	-----------	-----------	-------------	-----------

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)

2023
QUARTERLY RECAP

	FIRST 2023	SECOND 2023	THIRD 2023	FOURTH 2023	TOTAL
CONTRIBUTIONS	\$381,692	\$382,633	\$487,757	\$651,193	\$1,903,275
MISCELLANEOUS INCOME ¹	30	10	0	99	139
INTEREST & DIVIDENDS	2	0	0	0	2
INVESTMENT INCOME ²	24,008	(1,531)	(13,568)	29,754	38,663

TOTAL INCOME	\$405,732	\$381,112	\$474,189	\$681,046	\$1,942,079
--------------	-----------	-----------	-----------	-----------	-------------

EXPENSES					
ADMINISTRATION	\$18,141	\$18,141	\$18,141	\$18,141	\$72,564
REGAN & ASSOCIATES	425,749	467,147	442,636	496,284	1,831,816
MISCELLANEOUS	8,589	10,640	15,843	5,771	40,843

TOTAL EXPENSES	\$452,479	\$495,928	\$476,620	\$520,196	\$1,945,223
----------------	-----------	-----------	-----------	-----------	-------------

TOTAL INCOME	\$405,732	\$381,112	\$474,189	\$681,046	\$1,942,079
TOTAL EXPENSES	\$452,479	\$495,928	\$476,620	\$520,196	\$1,945,223
SURPLUS (DEFICIT)	(\$46,747)	(\$114,816)	(\$2,431)	\$160,850	(\$3,144)

TOTAL PARTICIPANTS	6,011	6,065	6,095	6,349	6,130
--------------------	-------	-------	-------	-------	-------

UNAUDITED CASH ASSETS	\$1,070,027	\$595,072	\$560,484	\$881,400
-----------------------	-------------	-----------	-----------	-----------

UNAUDITED CASH ASSETS AS OF SEPTEMBER 1, 2021 \$1,032,470.
UNAUDITED CASH ASSETS AS OF SEPTEMBER 30, 2021 \$1,162,424.

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

¹MGM RESORTS INTERNATIONAL PAYROLL AUDIT \$35.51 & INTEREST \$63.14

²HARBOR FUNDS \$28,618.60 AND DODGE & COX FUNDS \$1,135.01

2024 HOURLY QUARTERLY RECAP

	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	AVG. TOTAL
HOURLY CONTRIBUTIONS	\$0.2540	\$0.2540	\$0.2450	\$0.2540	\$0.2518
MISCELLANEOUS INCOME	0.0000	0.0002	0.0000	0.0000	\$0.0001
INTEREST & DIVIDENDS	0.0000	0.0000	0.0000	0.0000	\$0.0000

TOTAL INCOME	\$0.2540	\$0.2542	\$0.2450	\$0.2540	\$0.2519
--------------	----------	----------	----------	----------	----------

EXPENSES					
ADMINISTRATION	\$0.0079	\$0.0069	\$0.0083	\$0.0079	\$0.0078
REGAN & ASSOCIATES	0.2305	0.2205	0.2332	0.2439	\$0.2320
MISCELLANEOUS	0.0036	0.0046	0.0038	0.0023	\$0.0036

TOTAL EXPENSES	\$0.2420	\$0.2320	\$0.2453	\$0.2541	\$0.2434
----------------	----------	----------	----------	----------	----------

TOTAL INCOME	\$0.2540	\$0.2542	\$0.2450	\$0.2540	\$0.2519
TOTAL EXPENSES	\$0.2420	\$0.2320	\$0.2453	\$0.2541	\$0.2434
SURPLUS (DEFICIT)	\$0.0120	\$0.0222	(\$0.0003)	(\$0.0001)	\$0.0085

FOURTH QUARTER 2024 DELINQUENT EMPLOYERS

EMPLOYER	CONTRIBUTION MONTH	FIRST LETTER SENT	REFERRED TO COUNSEL

2024 CONTRIBUTIONS AND HOURS RECAP
--

	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

2023 CONTRIBUTIONS AND HOURS RECAP
--

	FIRST 2023	SECOND 2023	THIRD 2023	FOURTH 2023	AVG TOTAL
CONTRIBUTIONS	\$381,692	\$382,633	\$487,757	\$651,193	\$475,819
HOURS	2,307,706	2,540,674	2,390,794	2,563,712	2,450,722
TOTAL PARTICIPANTS	6,011	6,065	6,095	6,349	6,130

FOURTH QUARTER 2024

LOCAL 25 LEGAL

ACCOUNTS

\$463,562.01	ACCT.# 29846570	HARBOR FUNDS MARKET VALUE AS OF SEPTEMBER 30,2024
17,009.59	ACCT.# 300227568	DODGE & COX FUNDS MARKET VALUE AS OF SEPTEMBER 30,2024
444,473.81	ACCT.# 55-0033-3242	PNC CHECKING ACCOUNT SEPTEMBER 30,2024

TOTAL	\$925,045.41
-------	--------------

HERE 25 LEGAL FUND
Balance Sheet
December 31, 2024

ASSETS

Current Assets		
PNC CHECKING ACCOUNT	\$	444,473.81
CONTRIBUTION RECEIVABLE		158,929.62
HARBOR FUND		544,779.17
HARBOR INV MARKET ALLOWANC		(81,217.16)
DODGE & COX		18,726.22
DODGE & COX MARKET ALLOWANCE		(1,716.63)
PREPAID INSURANCE		<u>7,597.03</u>
Total Current Assets		1,091,572.06
Property and Equipment		
		<u>0.00</u>
Total Property and Equipment		0.00
Other Assets		
		<u>0.00</u>
Total Other Assets		0.00
Total Assets	\$	<u><u>1,091,572.06</u></u>

LIABILITIES AND CAPITAL

Current Liabilities		
ACCOUNTS PAYABLE	\$	147,418.75
DUE (TO)FROM H&W		<u>54,890.85</u>
Total Current Liabilities		202,309.60
Long-Term Liabilities		
		<u>0.00</u>
Total Long-Term Liabilities		0.00
Total Liabilities		202,309.60
Capital		
RETAINED EARNINGS		703,646.83
Net Income		<u>185,615.63</u>
Total Capital		<u>889,262.46</u>
Total Liabilities & Capital	\$	<u><u>1,091,572.06</u></u>

HERE 25 LEGAL FUND
Income Statement
For the Twelve Months Ending December 31, 2024

	Current Month	Year to Date
Revenues		
PAYROLL AUDIT	\$ 0.00	\$ 466.71
HAY ADAMS	22,049.78	62,136.81
RENAISSANCE MAYFLOWER HOTEL	38,846.12	111,681.08
WASHINGTON HILTON	53,991.92	171,709.40
UNITE HERE LOCAL 25	7,976.42	20,812.12
PHOENIX PARK	5,874.26	14,499.67
HILTON WASH EMBASSY ROW	12,272.90	29,404.04
HARRINGTON HOTEL	0.00	609.79
HYATT REGENCY	22,785.27	91,770.42
WOODNER HOTEL	1,273.74	3,757.47
BEACON HOTEL	3,526.17	10,913.66
ST. REGIS WASHINGTON	20,222.69	53,318.01
OMNI SHOREHAM HOTEL	37,130.77	97,213.61
CAPITAL HILTON	24,906.16	77,315.20
MADISON HOTEL	11,101.22	39,165.24
NATIONAL PRESS	6,816.41	20,378.87
JEFFERSON HOTEL	12,254.23	34,027.12
POWERSCOURT	849.94	1,943.99
MARRIOTT MARQUIS	57,340.96	184,234.95
DOUBLETREE	21,545.65	66,659.94
HILTON CRYSTAL CITY @REAGAN AI	14,587.92	45,270.11
EATON HOTEL	6,329.25	19,135.05
HILTON NATIONAL MALL	17,107.37	49,043.75
CONRAD HOTEL	35,068.43	98,665.80
YOTEL WASHINGTON DC	12,878.84	40,075.51
COURTYARD & RESIDENCE INN	8,651.46	27,233.33
WALDORF ASTORIA HOTEL	32,498.21	91,551.58
HILTON WASH.DC CAPITAL HI	12,731.76	38,276.10
RARE RESTAURANT	1,025.72	2,984.09
HOTEL WASHINGTON	23,030.91	69,497.69
MGM RESORTS INTERNATIONAL	98,932.75	335,304.28
UNITE HERE LOCAL 23	187.22	563.82
GAYLORD NATL. RESORT	114,832.19	373,461.84
INTEREST INCOME ON P/R AUDITS	0.00	192.86
SALAMANDER HOTELS&RESORTS	28,015.94	68,208.26
CHARLIE PALMER STEAK HOUSE	3,281.09	11,810.78
EMBASSY SUITES HOTEL	15,042.08	43,773.19
MONACO HOTEL	6,156.88	18,479.70
HARBOR FUND DIVIDENDS	6,729.49	20,204.24
DODGE & COX DIVIDENDS	176.76	702.90
AC HOTEL	3,407.11	12,067.83
HARBOR FUND UNREALIZED GAIN/LO	(20,156.70)	(8,620.68)
DODGE & COX UNREALIZED GAIN/LO	(761.87)	(326.42)
HILTON MCLEAN TYSON CORNER	22,143.75	64,972.22
HILTON EMBASSY SUITES @ CRYSTA	10,345.99	22,803.24
Total Revenues	813,007.16	2,537,349.17
Cost of Sales		
Total Cost of Sales	0.00	0.00
Gross Profit	813,007.16	2,537,349.17
Expenses		
LEGAL PROVIDER FEES	924,843.63	2,244,013.93
ADMINISTRATION FEES	18,684.00	74,736.00
PRINTING & OFFICE	5,417.92	5,525.06
INSURANCE & BONDING	0.00	8,084.16
CYBER LIABILITY	135.90	883.35
LEGAL FEES	2,175.00	5,510.00
AUDIT FEES	1,300.00	9,300.00
PAYROLL AUDIT FEES	721.80	2,899.50
BANK FEE	53.59	569.16
MEETING EXPENSE	6.76	116.78
IFEPB	0.00	95.60
Total Expenses	953,338.60	2,351,733.54
Net Income	(\$ 140,331.44)	\$ 185,615.63