Form **15315** (February 2024)	Department of the Treasury - Internal Revenue Service **Annual Certification for Multiemployer Defined Benefit Plans**	OMB Number 1545-2111

This Form is required to be filed under Internal Revenue Code (IRC) Section 432(b)(3)
Complete all entries in accordance with the instructions

For calendar plan year 2025 or fiscal plan year beginning ____________ and ending ____________

Part I – Basic Plan Information

1a. Name of plan	1b. Three-digit plan number (PN)
UNITE HERE Local 25 and Hotel Association of Washington DC Pension Plan	001
1c. Plan sponsor's name	**1d. Employer identification number (EIN)**
Board of Trustees UNITE HERE Local 25 and Hotel Association of Washington DC Pension Plan	52-6051390

1e. Plan sponsor's telephone number	1f. Plan sponsor's address, city, state, ZIP code
(410) 683 - 6500	911 Ridgebrook Road Sparks, Maryland 21152

Part II – Plan Actuary's Information

2a. Plan actuary's name	2b. Plan actuary's firm name
Coralie Taylor	Cheiron, Inc.

2c. Plan actuary's firm address, city, state, ZIP code
8300 Greensboro Drive, Suite 800
McLean, Virginia 22102

2d. Plan actuary's enrollment number	2e. Plan actuary's telephone number
23-08054	(703) 893 - 1456

Part III – Plan Status

3. Check the appropriate box to indicate the plan's IRC Section 432 status

- ☒ Neither endangered nor critical
- ☐ Endangered
- ☐ Seriously endangered
- ☐ Critical
- ☐ Critical and declining
- ☐ Not endangered due to special rule in IRC Section 432(b)(5)
- ☐ Critical due to election under IRC Section 432(b)(4)
- ☐ Plans that are not currently in critical status, but are projected to be in critical status within the next five years under 432(b)(3)(D)(v)

Part IV – Scheduled Progress in Funding Improvement Plan or Rehabilitation Plan

4. Check the appropriate box to indicate whether the plan is making the scheduled progress in meeting the requirements of an applicable funding improvement plan (FIP) or rehabilitation plan (RP)

	Yes	No	N/A
Funding Improvement Plan	☐	☐	☒
Rehabilitation Plan	☐	☐	☒

Part V – Sign Here

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this actuarial certification is complete and accurate. As required by IRC Section 432(b)(3)(B)(iii), the projected industry activity is based on information provided by the plan sponsor. The projections are based on reasonable actuarial estimates, assumptions and methods that (other than projected industry activity) offer my best estimate of anticipated experience under the plan.

Actuary's signature	Date
Coralie Taylor	March 18, 2025

FOR PLAN YEAR COMMENCING JANUARY 1, 2025

ANNUAL CERTIFICATION OF PLAN STATUS UNDER SECTION 432(b) OF THE INTERNAL REVENUE CODE, (SEC. 305(b) OF THE EMPLOYEE RETIREMENT INCOME SECURITY ACT OF 1974)

FOR

UNITE HERE LOCAL 25 AND HOTEL ASSOCIATION OF WASHINGTON DC PENSION PLAN

EIN: 52-6051390
PN: 001

Plan Year 1/1/2025
Fund Contact
Anne-Marie Sims
Administrator
(410) 683-6500

March 18, 2025

CHEIRON

Board of Trustees
UNITE HERE Local 25 and Hotel Association
of Washington, DC Pension Plan
c/o Anne-Marie Sims
911 Ridgebrook Road
Sparks, Maryland 21152

March 18, 2025
EIN: 52-6051390
PN: 001
Tel: (410) 683-6500

Re: Annual Certification of Plan Status under Internal Revenue Code §432(b) and Employee Retirement Income Security Act of 1974 §305(b)

Dear Board of Trustees:

CERTIFICATION

As required by Section 432(b)(3) of the Internal Revenue Code ("Code") and Section 305(b)(3) of the Employee Retirement Income Security Act of 1974 ("ERISA"), we certify for the plan year beginning January 1, 2025, that the Fund is NOT in endangered, seriously endangered, critical, or critical and declining status as these terms are defined in Section 432(b) of the Code and Section 305(b) of ERISA as amended by the Multiemployer Pension Reform Act of 2014. In addition, the Fund is not projected to be classified as being in critical status for the five plan years following the plan year beginning January 1, 2025.

This certification and its contents have been prepared in accordance with the requirements of Section 432 of the Code, Section 305 of ERISA, and generally recognized and accepted actuarial principles and practices and our understanding of the Code of Professional Conduct and applicable Actuarial Standards of Practice set out by the Actuarial Standards Board as well as applicable laws and regulations. Furthermore, as credentialed actuaries, we meet the Qualification Standards of the American Academy of Actuaries to render the opinion contained herein. This certification does not address any contractual or legal issues. We are not attorneys, and our firm does not provide any legal services or advice.

This certification was prepared solely for the Trustees of the Plan and the Secretary of Treasury. It only certifies the condition of the Plan under Code Section 432 as added by the Pension Protection Act of 2006 and should be used only for that purpose. Other users of this certification are not intended users as defined in the Actuarial Standards of Practice, and Cheiron assumes no duty or liability to such other users.

In preparing this certification, we have relied on information supplied by Associated Administrators LLC, the Plan Trustees, and Novak Francella LLC. This information includes, but is not limited to, Plan provisions, employee data, financial information, and expectations of future industry activity. We performed an informal examination of the obvious characteristics of the data for reasonableness and consistency in accordance with Actuarial Standards of Practice No. 23. The material presented is based on the same Plan provisions, actuarial assumptions, and data used in preparing the January 1, 2024 actuarial valuation of the Plan, unless otherwise noted.

Future certifications may differ significantly from the current results presented in this certification due to such factors as the following: Plan experience differing from that anticipated by the assumptions, changes in assumptions, and changes in Plan provisions or applicable law.

The attached appendices show the results for the statutory tests and describe the methodologies and assumptions used to perform the tests. Please contact the undersigned with any questions.

Sincerely,
Cheiron

Kevin Woodrich, FSA, EA (23-07086)	*Coralie Taylor, FSA, EA (23-08054)*

Attachments: Appendix I: Tests of Plan Status
Appendix II: Detail for Actuarial Certification
Appendix III: Methodology and Assumptions

cc: Secretary of the Treasury

APPENDIX I – TESTS OF PLAN STATUS

		Condition Met?
Critical Status – The Plan will be certified as Critical if it meets the conditions of any one of the five following tests:		
1	The Plan has a funded ratio of less than 65%, and the value of Plan assets plus projected contributions is less than the value of projected Plan benefits and expenses to be paid for the current and six succeeding plan years.	NO
2	The Plan has a funded ratio of less than 65% and is projected to have an accumulated funding deficiency for the current year or the next four plan years.	NO
3	The Plan is projected to have an accumulated funding deficiency for the current plan year or the next three plan years.	NO
4	Normal cost plus interest on the unfunded liabilities exceeds contributions, the present value of vested benefits of inactives exceeds the present value of vested benefits of actives, and the Plan is projected to have a funded deficiency for the current plan year or the next four plan years.	NO
5	The value of Plan assets plus projected contributions is less than the value of projected benefits and expenses to be paid for the current and four succeeding plan years.	NO
Critical and Declining Status – The Plan will be certified as Critical and Declining if it meets test 6.		
6	The Plan is Critical and projected to become insolvent within the current or the next 14 (19 if the Plan's number of inactives is more than twice the number of actives or if the funding level is below 80%) plan years.	N/A
Projected Critical Status – If the Plan is not in Critical status, it will be eligible to elect to be in Critical status for the year if it meets test 7 below:		
7	The Plan is projected to meet one of the tests above (1-5) in the following five plan years.	NO
Endangered Status – The Plan will be certified as Endangered if it is not in Critical status and it meets either test 8 **or** test 9 below:		
8	The ratio of assets to liabilities is less than 80% on the first day of the plan year.	NO
9	The Plan is projected to have an accumulated funding deficiency for the current plan year or in any of the six succeeding plan years.	NO
Seriously Endangered Status – The Plan will be certified as Seriously Endangered if it is not in Critical status and meets both test 8 and test 9 above.		NO

For 2025, the Plan is certified NOT to be in seriously endangered, critical, or critical and declining status. In addition, the Plan is not projected to be classified as being in critical status for the following five plan years.

APPENDIX II – DETAIL FOR ACTUARIAL CERTIFICATION

A. *DETERMINATION OF FUNDED PERCENTAGE AS OF JANUARY 1, 2025* (used in Tests 1, 2, and 8)

1. Most Recent Reported Market Value of Plan Assets[1]	$	355,383,111
Development of Actuarial Value of Assets:		
2. 80% of 2024 gain / (loss) based on reported assets	$	4,316,306
3. 60% of 2023 gain / (loss)		7,739,733
4. 40% of 2022 gain / (loss)		(21,347,654)
5. 20% of 2021 gain / (loss)		2,524,128
6. Amount not recognized (2. + 3. + 4. + 5.)	$	(6,767,487)
7. Preliminary Actuarial Value of Assets - January 1, 2025 (1. - 6.)	$	362,150,598
8. Adjustment to remain within 20% of market value		0
9. Actuarial Value of Assets - January 1, 2025 (7. – 8.)	$	362,150,598
Development of Unit Credit Liabilities:		
1. Liabilities from Actuarial Valuation - January 1, 2024		
a. Active liability	$	141,209,497
b. Inactive liability		266,951,266
2. Adjustments[2]		
a. To active liability	$	4,715,505
b. To inactive liability		8,914,486
3. TOTAL - January 1, 2025 (1a. + 1b. + 2a. + 2b.)	$	421,790,754
FUNDED PERCENTAGE = Actuarial Value of Assets/Liabilities =		**85.86%**

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1 The Market Value of Plan Assets is based on the preliminary financial statements as of December 31, 2024 provided by the Plan's auditor, Novak Francella LLC on February 6, 2025.

2 The liabilities have been adjusted for the following:
Accrual of benefits
Accrual of interest
Benefit payments

B. *PROJECTIONS*

1. *Funding Standard Account Credit Balance* (used in Tests 2, 3, 4, and 9)

*adjusted with interest to end of year

Date	Credit Balance	Charges	Credits	Contributions
1/1/2025	$25,340,821	$32,457,712	$2,203,013	$30,628,453
1/1/2026	27,425,081	32,015,330	2,203,013	32,921,916
1/1/2027	32,385,872	32,012,228	2,203,013	35,997,271
1/1/2028	40,759,975	27,081,098	2,589,468	39,208,328
1/1/2029	58,227,970	28,692,730	2,476,802	40,419,085
1/1/2030	76,361,516	31,189,721	2,323,048	40,419,085
1/1/2031	93,068,331	33,617,612	2,323,048	40,419,085
1/1/2032	108,474,965	29,441,346	2,323,048	40,419,085
1/1/2033	129,097,812	32,358,781	2,281,246	40,419,085
1/1/2034	151,870,940	13,315,078	0	40,419,085
1/1/2035	202,541,314			

The projected funding standard account is based on the methods and assumptions set out in Appendix III. As advised by the Trustees, the projection of future contributions is based on an assumption that hours worked in future years align with those worked in 2024 with increases of 1.2% in the plan year beginning January 1, 2026, 1.0% in the plan year beginning January 1, 2027, 1.2% in the plan year beginning January 1, 2028, and 1.0% in the plan year beginning January 1, 2029 to reflect the new membership groups bargained to join the Plan in those years. The projections also take into account the contribution rates contained in the recent collective bargaining agreements under which the Plan is maintained including the increase to $3.10 per hour worked effective March 16, 2026, the increase to $3.35 effective March 16, 2027, and the increase to $3.60 effective March 16, 2028.

2. ***Asset Projection*** **(used in Tests 1, 5, and 7)**

Date	Market Value Assets	Projected Contributions	Projected Benefits and Expenses	Projected Investment Earnings
1/1/2025	$355,383,111	$29,644,295	$27,589,179	$24,056,588
1/1/2026	381,494,815	31,864,063	28,823,831	25,851,832
1/1/2027	410,386,880	34,840,601	30,134,620	27,857,348
1/1/2028	442,950,208	37,948,480	31,524,613	30,112,404
1/1/2029	479,486,480	39,120,333	32,838,073	32,573,902
1/1/2030	518,342,641	39,120,333	33,965,897	35,159,250
1/1/2031	558,656,327	39,120,333	35,081,085	37,843,401
1/1/2032	600,538,975	39,120,333	36,128,851	40,635,695
1/1/2033	644,166,151	39,120,333	37,140,626	43,546,939
1/1/2034	689,692,797	39,120,333	38,177,270	46,585,572
1/1/2035	737,221,432	39,120,333	39,197,485	49,759,885
1/1/2036	786,904,165	39,120,333	40,123,418	53,082,730
1/1/2037	838,983,809			

The projections use the assumptions set out in Appendix III.

A. Actuarial Assumptions

1. Rates of Investment Return

Funding and disclosure purposes:
6.75% compounded annually
All investment returns are net of investment expenses.

2. Rates of Mortality

(a) Funding:

Healthy Lives - 90% and 100% of the Pri-2012 Benefit-Weighted Blue Collar Healthy Employees and Retirees Mortality Table for males and females, respectively, generationally projected forward using Scale MP-2021

Disabled Lives - 100% of the Pri-2012 Benefit-Weighted Sex-Distinct Disabled Retiree Mortality Table generationally projected forward using Scale MP-2021

3. Rates of Retirement

Rates of retirement for active participants are assumed to be in accordance with annual rates as shown below for illustrative ages.

Age	Rate of Retirement
62	0.050
63	0.050
64	0.150
65	0.450
66	0.400
67	0.350
68	0.275
69	0.200
70	0.350
71	0.350
72	1.000

Terminated Vested participants are assumed to retire at age 65, or immediately if older.

4. Rates of Turnover

Rates of termination of employment for reasons other than death, disability, or retirement are assumed to be in accordance with annual rates as shown below for illustrative ages.

Years of Service	Withdrawal Rate
0	.275
1	.200
2	.150
3	.100
4	.090
5	.070
6	.050
7	.045
8	.040
9-10	.035
11-17	.030
18+	.020

5. Disability

Rates of disability are assumed to be in accordance with annual rates as shown below for illustrative ages.

Age	Disability Rate
20	.000100
25	.000100
30	.000100
35	.000133
40	.000200
45	.000300
50	.000500
55	.000933
60	.001600
61	.001800
62	.001967
63	.002133
64	.002300
65	.000000

6. Pre-Retirement Spouse's Benefit

It was assumed that 80 percent of the male employees and 80 percent of the female employees would be married at the time of death and, assuming service and age requirements were met, would, therefore, be eligible for the pre-retirement spouse's benefit. It was assumed that surviving spouses would begin to receive benefits when first eligible.

7. Hours Worked

It was assumed each employee will work the same amount of hours each year into the future that the employee worked during the calendar year preceding the valuation date.

8. Terminated Vested Participants

Terminated Vested participants are assumed to have the following probabilities of receipt of their benefits.

Attained Age	Probability of Receipt
Under 75	100%
75 – 79	75%
80 – 84	50%
85 and older	0%

9. Administrative Expenses

$983,356 payable at the beginning of the year, increasing 1% per year thereafter.

10. Projected Industry Activity

Based on input from the Trustees, future hours are assumed to increase by 1.2% in the plan year beginning January 1, 2026, 1.0% in the plan year beginning January 1, 2027, 1.2% in the plan year beginning January 1, 2028, and 1.0% in the plan year beginning January 1, 2029 to reflect the new membership groups bargained to join the Plan in those years.

11. Rationale for Economic and Demographic Assumptions

Assumptions are based on the latest experience study review performed concurrently with the January 1, 2023 valuation and covering the period January 1, 2017 through December 31, 2021. The results of that study are incorporated here by reference.

The Plan's investment manager was projecting an annual return of 8.1% at the time of the experience study with an underlying inflation assumption of 2.6%. Given that investment related fees had averaged 25 basis points, the 6.75 % assumption is reasonable.

12. Changes in Assumptions Since Last Valuation

None

B. Actuarial Methods

1. Asset Valuation Method

The valuation assets are determined as the market value less (1) 80% of the investment gain/(loss) during the preceding year, less (2) 60% of the investment gain/(loss) during the second preceding year, less (3) 40% of the investment gain/(loss) during the third preceding year, less (4) 20% of the investment gain/(loss) for the fourth preceding year. For the purpose of this calculation, the gain/(loss) is defined as the difference between the actual and the expected return (based on the valuation interest rate) on the market value of assets during the year.

The actuarial value is taken to be the adjusted market value as described above, but subject to a 20 percent corridor limit around the actual market value; that is, the actuarial value is never greater than 120 percent of market value, nor less than 80 percent of market value.

2. Funding Method: Unit Credit Cost Method

The cost method for valuation of liabilities used for this valuation is the unit credit method. This is one of a family of valuation methods known as an accrued benefits method. The chief characteristic of an accrued benefits method is that the funding pattern follows the pattern of benefit accrual. Under the unit credit actuarial cost method, the normal cost is determined as that portion of each Participant's benefit attributable to service expected to be earned in the upcoming plan year. The actuarial liability, which is determined for each Participant as of each valuation date, represents the actuarial present value of the Participant's current accrued benefit as of the valuation date.

One of the significant effects of this funding method is that, depending on the demographics of the population, the unit credit method tends to produce lower costs in the early years. There is a possibility that as the population ages, the annual cost could increase over time.

3. Disclosures Regarding Models Used

ProVal
Cheiron utilizes ProVal, an actuarial valuation software leased from Winklevoss Technologies (WinTech) to calculate the liabilities, normal costs, and projected benefit payments. We have relied on WinTech as the developer of ProVal. We have reviewed ProVal and have a basic understanding of it and have used ProVal in accordance with its original intended purpose. We have not identified any material inconsistencies in assumptions or output of ProVal that would affect this actuarial valuation.

Projection Model
Projections in this certification were developed using P-scan, our proprietary tool for the intended purpose of developing projections. This certification includes projections of future cash flows and funded status for the purpose of determining a zone status for the

Fund. The projections are based on the January 1, 2024 actuarial valuation and preliminary and unaudited December 31, 2024 assets. These projections also assume the continuation of the plan provisions and actuarial assumptions in effect as of January 1, 2024. The projections assume that all future assumptions are met. We are not aware of any material inconsistencies, unreasonable output resulting from the aggregation of assumptions, material limitations, or known weaknesses that would affect the projections shown in this certification.

4. Changes in Method Since Last Valuation

None