

**UNITE HERE LOCAL 25 AND
HOTEL ASSOCIATION OF WASHINGTON, D.C.
GROUP LEGAL SERVICES FUND
FIRST QUARTER
2026**

ADMINISTRATIVE MANAGER'S REPORT

FIRST QUARTER 2026
LEGAL CONTRIBUTIONS

EMP #	COMPANY	RATE	CBA EXP DATE	PARTICIPANTS	CONTRIBUTIONS	HOURS
HOTEL ASSOCIATION CONTRACTS						
0028	CAPITAL HILTON	0.2540	09-15-28	199	\$18,414	72,496
25-103	CONRAD HOTEL	0.2540	09-15-28	216	20,366	80,182
25-101	COURTYARD RESIDENCE INN	0.2540	09-15-28	57	7,060	27,794
0252	EMBASSY SUITES HOTEL DC CONV CTR	0.2540	09-15-28	104	10,084	39,701
0010H	HAY-ADAMS HOTEL	0.2540	09-15-28	140	13,951	54,926
25-316	HILTON NATIONAL MALL HOTEL ¹	0.2540	09-15-28	104	33,067	36,127
25-167	HILTON WASHINGTON DC CAPITAL HILL ^{1,3}	0.2540	09-15-28	88	4,645	18,286
25-275	HOTEL WASHINGTON	0.2540	09-15-28	156	10,222	42,073
0032	HYATT REGENCY	0.2540	09-15-28	231	20,087	79,082
0016	JEFFERSON HOTEL	0.2540	09-15-28	81	8,822	34,733
0019	MADISON HOTEL	0.2540	09-15-28	100	9,914	39,030
0309	MARRIOTT MARQUIS WASHINGTON	0.2540	09-15-28	420	42,784	163,128
0020H	MAYFLOWER HOTEL	0.2540	09-15-28	227	22,621	86,103
25-317	MONACO HOTEL	0.2540	09-15-28	42	4,424	16,767
0026	OMNI-SHOREHAM HOTEL	0.2540	09-15-28	233	16,012	63,041
0153	PHOENIX PARK HOTEL	0.2540	09-15-28	29	2,884	11,354
25-249	SALAMANDER ³	0.2540	09-15-28	192	53,401	65,914
0011H	THE BEACON HOTEL	0.2540	09-15-28	22	1,802	7,095
0024	THE ST. REGIS WASHINGTON	0.2540	09-15-28	124	12,707	50,028
0005	THE VEN AT EMBASSY ROW WASHINGTON DC ^{1,2,3}	0.2540	09-15-28	64	3,590	14,135
25-110	THE WESTIN NATIONAL HARBOR	0.2540	01-31-26	78	7,797	30,681
0030	WASHINGTON HILTON	0.2540	09-15-28	485	39,603	155,919
25-104	YOTEL WASHINGTON DC ¹	0.2540	09-15-28	78	6,399	25,195
SIGNATORY TO HOTEL ASSOCIATION CONTRACT						
25-0032	HYATT REGENCY CRYSTAL CITY	0.2540	09-15-28	54	5,643	22,216
25-112	LINE HOTEL DC	0.2540	09-15-28	20	2,056	8,095
0171	POWERSCOURT RESTAURANT	0.2540	09-15-28	9	588	2,315
25-107	ROYAL SONESTA	0.2540	09-15-28	891	2,509	9,878
25-111	THE WESTIN GEORGETOWN	0.2540	09-15-28	67	6,811	26,814
INDEPENDENTS						
25-311	AC HOTEL ³	0.2540	11-01-24	30	1,586	6,243
25-109	ARAMARK DESTINATIONS LLC	0.2540		100	11,393	5,238
25-113	BAZAAR BY JOSE ANDRES	0.2540		89	7,761	30,555
25-108	GOODWRX ⁴	0.2540		0	0	0
0262	DOUBLE TREE HOTEL CRYSTAL CITY	0.2540	10-15-24	140	13,206	51,992
25-314	EATON HOTEL	0.2540	10-15-22	49	4,688	18,751
0277	GAYLORD NATIONAL RESORT & CO	0.2540	11-01-24	856	84,528	332,788
0208	HILTON NATIONAL LANDING	0.2540	11-15-22	103	10,158	39,991
0263	HILTON EMBASSY SUITES CRYSTAL CITY	0.2540	10-15-24	52	2,870	11,298
0259	HILTON MCLEAN TYSONS CORNER	0.2540	10-15-22	146	12,465	49,074
25-315	MGM RESORTS INTERNATIONAL	0.2540	10-31-24	872	82,838	326,132
0047	NATIONAL PRESS CLUB	0.2540	10-15-24	54	4,307	16,956
25-105	RARE RESTAURANT STEAKHOUSE ¹	0.2540	06-30-24	8	711	2,799
0045	THE WOODNER HOTEL	0.2540	11-30-27	8	875	3,446
0060H	UNITE HERE LOCAL 25	0.2540	11-30-24	41	3,137	12,350
25-0313	WALDORF ASTORIA	0.2540	09-15-24	233	22,736	88,076

TOTALS	7,292	\$651,522	2,278,797
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¹INCLUDES DECEMBER

²INCLUDES NOVEMBER

³DELINQUENT MARCH

⁴DELINQUENT MARCH25 THROUGH MARCH26

AVG. HR CONTRIBUTION \$0.2859

AVG. HRS PER MONTH
PER PARTICIPANT 104.17

FIRST QUARTER 2026
EXPENSES

<u>CATEGORY</u>	<u>AMOUNT</u>	<u>AVERAGE HOURLY COST</u>
ADMINISTRATION	\$19,821	\$0.009
REGAN & ASSOCIATES	539,768	0.237
MISCELLANEOUS	8,715	0.004
TOTAL	\$568,304	\$0.250

MISCELLANEOUS

<u>CATEGORY</u>	<u>AMOUNT</u>	<u>AVERAGE HOURLY COST</u>
BANK FEE	\$344	\$0.00015
BREDHOFF/LEGAL	1,193	0.00052
IFEBP DUES	106	0.00005
MEETING	75	0.00003
NOVAK/PAYROLL AUDIT	321	0.00014
POSTAGE	155	0.00007
PRINTING	5,658	0.00248
SEYFARTH/LEGAL	863	0.00038
TOTAL	\$8,715	\$0.004

2026
QUARTERLY RECAP

	FIRST 2026	SECOND 2026	THIRD 2026	FOURTH 2026	TOTAL
CONTRIBUTIONS	\$651,522				\$651,522
MISCELLANEOUS INCOME ¹	196				196
INTEREST & DIVIDENDS	0				0
INVESTMENT INCOME ²	(112)				(112)

TOTAL INCOME	\$651,606	\$0	\$0	\$0	\$651,606
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EXPENSES					
ADMINISTRATION	19,821				19,821
REGAN & ASSOCIATES	539,768				539,768
MISCELLANEOUS	8,715				8,715

TOTAL EXPENSES	\$568,304	\$0	\$0	\$0	\$568,304
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TOTAL INCOME	\$651,606	\$0	\$0	\$0	\$651,606
TOTAL EXPENSES	\$568,304	\$0	\$0	\$0	\$568,304
SURPLUS (DEFICIT)	\$83,302	\$0	\$0	\$0	\$83,302

TOTAL PARTICIPANTS	7,292				7,292
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UNAUDITED CASH ASSETS	\$1,133,344			
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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 \$1,047,333.39

¹HILTON NATIONAL MALL PAYROLL AUDIT \$181.90 AND INTEREST \$14.25

²HARBOR FUNDS (\$118.42) AND DODGE & COX FUNDS \$6.60

2025
QUARTERLY RECAP

	FIRST 2025	SECOND 2025	THIRD 2025	FOURTH 2025	TOTAL
CONTRIBUTIONS	\$621,785	\$684,682	\$596,459	\$625,127	\$2,528,053
MISCELLANEOUS INCOME	0	0	0	0	0
INTEREST & DIVIDENDS	0	0	0	0	0
INVESTMENT INCOME ¹	12,930	6,261	11,323	4,638	35,152

TOTAL INCOME	\$634,715	\$690,943	\$607,782	\$629,765	\$2,563,205
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EXPENSES					
ADMINISTRATION	18,684	\$18,684	\$18,684	\$20,928	76,980
REGAN & ASSOCIATES	565,593	589,509	577,741	580,437	2,313,280
MISCELLANEOUS	7,015	9,701	9,379	21,103	47,198

TOTAL EXPENSES	\$591,292	\$617,894	\$605,804	\$622,468	\$2,437,458
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TOTAL INCOME	\$634,715	\$690,943	\$607,782	\$629,765	\$2,563,205
TOTAL EXPENSES	\$591,292	\$617,894	\$605,804	\$622,468	\$2,437,458
SURPLUS (DEFICIT)	\$43,423	\$73,049	\$1,978	\$7,297	\$125,747

TOTAL PARTICIPANTS	6,385	6,271	6,237	5,983	6,219
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UNAUDITED CASH ASSETS	\$1,178,073	\$1,004,411	\$1,047,733	\$1,084,008
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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 \$4,404.57 AND DODGE & COX FUNDS \$233.69

2026 HOURLY QUARTERLY RECAP

	FIRST 2026	SECOND 2026	THIRD 2026	FOURTH 2026	AVG. TOTAL
HOURLY CONTRIBUTIONS	\$0.2859				\$0.2859
MISCELLANEOUS INCOME	0.0001				\$0.0001
INTEREST & DIVIDENDS	0.0000				\$0.0000
TOTAL INCOME	\$0.2860	\$0.0000	\$0.0000	\$0.0000	\$0.2860
EXPENSES					
ADMINISTRATION	\$0.0087				\$0.0087
REGAN & ASSOCIATES	0.2369				\$0.2369
MISCELLANEOUS	0.0038				\$0.0038
TOTAL EXPENSES	\$0.2494	\$0.0000	\$0.0000	\$0.0000	\$0.2494
TOTAL INCOME	\$0.2860	\$0.0000	\$0.0000	\$0.0000	\$0.2860
TOTAL EXPENSES	\$0.2494	\$0.0000	\$0.0000	\$0.0000	\$0.2494
SURPLUS (DEFICIT)	\$0.0366	\$0.0000	\$0.0000	\$0.0000	\$0.0366

FIRST QUARTER 2026 DELINQUENT EMPLOYERS			
EMPLOYER	CONTRIBUTION MONTH	FIRST LETTER SENT	REFERRED TO COUNSEL
AC HOTEL	MARCH 26	4/30/2026	
GOODWRX	MARCH25-MARCH26	4/29/2025	
HILTON WASHINGTON DC CAPITAL HILL	MARCH 26	4/30/2026	
THE VEN AT EMBASSY ROW WASHINGTON DC	MARCH 26	4/30/2026	

2026 CONTRIBUTIONS AND HOURS RECAP
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	FIRST 2026	SECOND 2026	THIRD 2026	FOURTH 2026	AVG TOTAL
CONTRIBUTIONS	\$651,522				\$651,522
HOURS	2,278,797				2,278,797
TOTAL PARTICIPANTS	7,292				7,292

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	\$625,127	\$632,013
HOURS	2,447,943	2,695,585	2,348,271	2,461,137	2,488,234
TOTAL PARTICIPANTS	6,385	6,271	6,237	5,983	6,219

FIRST QUARTER 2026
LOCAL 25 LEGAL

ACCOUNTS

\$497,181.11	ACCT.# 29846570	HARBOR FUNDS MARKET VALUE AS OF MARCH 31, 2026
18,430.72	ACCT.# 300227568	DODGE & COX FUNDS MARKET VALUE AS OF MARCH 31, 2026
617,732.22	ACCT.# 55-0033-3242	PNC CHECKING ACCOUNT MARCH 31, 2026

TOTAL \$1,133,344.05

HERE 25 LEGAL FUND
Balance Sheet
March 31, 2026

ASSETS

Current Assets		
PNC CHECKING ACCOUNT	\$	617,732.22
CONTRIBUTION RECEIVABLE		1,560.63
HARBOR FUND		572,114.04
HARBOR INV MARKET ALLOWANC		(74,932.93)
DODGE & COX		19,678.27
DODGE & COX MARKET ALLOWANCE		(1,247.55)
PREPAID INSURANCE		<u>387.85</u>
Total Current Assets		1,135,292.53
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>1,135,292.53</u></u>

LIABILITIES AND CAPITAL

Current Liabilities		
ACCOUNTS PAYABLE	(\$	142,252.04)
Benefit Obligations		<u>142,252.04</u>
Total Current Liabilities		0.00
Long-Term Liabilities		
		<u>0.00</u>
Total Long-Term Liabilities		0.00
Total Liabilities		0.00
Capital		
RETAINED EARNINGS		1,139,547.80
Net Income		<u>(4,255.27)</u>
Total Capital		<u>1,135,292.53</u>
Total Liabilities & Capital	\$	<u><u>1,135,292.53</u></u>

HERE 25 LEGAL FUND
Income Statement
For the Three Months Ending March 31, 2026

	Current Month	Year to Date
Revenues		
PAYROLL AUDIT	\$ 181.90	\$ 181.90
HAY ADAMS	9,175.51	9,175.51
RENAISSANCE MAYFLOWER HOTEL	17,727.25	17,727.25
WASHINGTON HILTON	24,990.28	24,990.28
UNITE HERE LOCAL 25	3,136.89	3,136.89
PHOENIX PARK	1,571.67	1,571.67
VEN AT EMBASSY ROW WASHIGTON D	1,519.99	1,519.99
HYATT REGENCY	11,687.94	11,687.94
WOODNER HOTEL	577.09	577.09
BEACON HOTEL	1,080.34	1,080.34
ST. REGIS WASHINGTON	8,524.51	8,524.51
OMNI SHOREHAM HOTEL	8,650.08	8,650.08
CAPITAL HILTON	11,423.02	11,423.02
MADISON HOTEL	2,732.31	2,732.31
NATIONAL PRESS	2,802.92	2,802.92
JEFFERSON HOTEL	5,880.79	5,880.79
POWERSCOURT	255.05	255.05
MARRIOTT MARQUIS	33,981.90	33,981.90
DOUBLETREE	8,014.91	8,014.91
HILTON CRYSTAL CITY @REAGAN AI	6,225.90	6,225.90
EATON HOTEL	3,204.57	3,204.57
HILTON NATIONAL MALL	6,838.79	6,838.79
CONRAD HOTEL	13,004.92	13,004.92
YOTEL WASHINGTON DC	3,379.40	3,379.40
COURTYARD & RESIDENCE INN	3,904.27	3,904.27
WALDORF ASTORIA HOTEL	14,846.43	14,846.43
LINE HOTEL DC	1,914.80	1,914.80
HILTON WASH.DC CAPITAL HI	4,644.66	4,644.66
RARE RESTAURANT	197.13	197.13
HOTEL WASHINGTON	10,222.10	10,222.10
WESTIN NATIONAL HARBOR	5,001.25	5,001.25
ROYAL SONESTA	1,848.93	1,848.93
HYATT REGENCY CRYSTAL CITY	3,478.14	3,478.14
WESTIN GEORGETOWN	4,731.80	4,731.80
EMBASSY SUITES@CHEVY CHASE	3,010.93	3,010.93
MGM RESORTS INTERNATIONAL	55,007.44	55,007.44
GAYLORD NATL. RESORT	57,925.68	57,925.68
INTEREST INCOME ON P/R AUDITS	14.25	14.25
SALAMANDER HOTELS&RESORTS	13,111.61	13,111.61
ARAMARK DESTINATIONS LLC	6,625.92	6,625.92
EMBASSY SUITES HOTEL	6,382.35	6,382.35
MONACO HOTEL	2,646.09	2,646.09
HARBOR FUND DIVIDENDS	4,788.70	4,788.70
DODGE & COX DIVIDENDS	192.84	192.84
AC HOTEL	1,585.80	1,585.80
HARBOR FUND UNREALIZED GAIN/LO	(4,907.12)	(4,907.12)
DODGE & COX UNREALIZED GAIN/LO	(186.24)	(186.24)
HILTON MCLEAN TYSON CORNER	7,804.63	7,804.63
HILTON EMBASSY SUITES @ CRYSTA	2,869.63	2,869.63
Total Revenues	394,229.95	394,229.95
Cost of Sales		
Total Cost of Sales	0.00	0.00
Gross Profit	394,229.95	394,229.95
Expenses		
LEGAL PROVIDER FEES	364,770.42	364,770.42
ADMINISTRATION FEES	19,821.00	19,821.00
POSTAGE, PRINTING OFFICE EXP	5,790.09	5,790.09
INSURANCE & BONDING	5,649.16	5,649.16
CYBER LIABILITY	666.66	666.66
LEGAL FEES	1,017.50	1,017.50
PAYROLL AUDIT FEES	320.80	320.80
BANK FEE	343.59	343.59
IFEPB	106.00	106.00
Total Expenses	398,485.22	398,485.22
Net Income	(\$ 4,255.27)	(\$ 4,255.27)