

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

ADMINISTRATIVE MANAGER'S REPORT

FIRST QUARTER 2025
LEGAL CONTRIBUTIONS

EMP #	COMPANY	RATE	CBA EXP DATE	PARTICIPANTS	CONTRIBUTIONS	HOURS
	HOTEL ASSOCIATION CONTRACTS					
0028	CAPITAL HILTON	0.2540	09-15-28	227	\$19,123	75,287
25-103	CONRAD HOTEL	0.2540	09-15-28	220	21,781	85,752
25-101	COURTYARD RESIDENCE INN	0.2540	09-15-28	58	5,940	23,386
0252	EMBASSY SUITES HOTEL DC CONV CTR	0.2540	09-15-28	109	10,802	42,529
0010H	HAY-ADAMS HOTEL	0.2540	09-15-28	143	14,789	58,224
25-316	HILTON NATIONAL MALL HOTEL	0.2540	09-15-28	109	11,314	44,544
25-167	HILTON WASHINGTON DC CAPITAL HILL	0.2540	09-15-28	94	8,858	34,875
0005	HILTON WASHINGTON @ EMBASSY ROW	0.2540	09-15-28	62	5,978	23,535
25-275	HOTEL WASHINGTON	0.2540	09-15-28	162	15,350	60,432
0032	HYATT REGENCY	0.2540	09-15-28	250	21,069	82,948
0016	JEFFERSON HOTEL	0.2540	09-15-28	83	9,058	35,661
0019	MADISON HOTEL	0.2540	09-15-28	95	9,924	39,071
0309	MARRIOTT MARQUIS WASHINGTON	0.2540	09-15-28	437	44,478	175,110
0020H	MAYFLOWER HOTEL	0.2540	09-15-28	262	26,852	105,715
25-317	MONACO HOTEL	0.2540	09-15-28	42	4,173	16,428
0026	OMNI-SHOREHAM HOTEL	0.2540	09-15-28	276	23,887	94,045
0153	PHOENIX PARK HOTEL	0.2540	09-15-28	31	3,030	11,929
25-249	SALAMANDER ¹	0.2540	09-15-28	194	21,399	84,249
0011H	THE BEACON HOTEL	0.2540	09-15-28	28	2,453	9,659
0024	THE ST. REGIS WASHINGTON	0.2540	09-15-28	124	13,685	53,879
0030	WASHINGTON HILTON	0.2540	09-15-28	545	43,297	170,460
25-104	YOTEL WASHINGTON DC	0.2540	09-15-28	93	9,070	35,707
	SIGNATORY TO HOTEL ASSOCIATION CONTRACT					
25-0032	HYATT REGENCY CRYSTAL CITY	0.2540	09-15-28	46	4,873	19,185
0171	POWERSCOURT RESTAURANT	0.2540	09-15-28	11	620	2,439
25-107	ROYAL SONESTA	0.2540	09-15-28	42	4,275	16,832
25-110	THE WESTIN NATIONAL HARBOR	0.2540	09-15-28	75	8,095	31,869
	INDEPENDENTS					
25-311	AC HOTEL	0.2540	11-01-24	31	2,886	11,363
25-108	GOODWRX ¹	0.2540		0	0	0
0262	DOUBLE TREE HOTEL CRYSTAL CITY	0.2540	10-15-24	161	15,264	60,095
25-314	EATON HOTEL	0.2540	10-15-22	43	3,618	14,244
0277	GAYLORD NATIONAL RESORT & CO	0.2540	11-01-24	806	89,551	352,562
0208	HILTON NATIONAL LANDING	0.2540	11-15-22	113	11,312	44,535
0263	HILTON EMBASSY SUITES CRYSTAL CITY	0.2540	10-15-24	55	4,761	18,746
0259	HILTON MCLEAN TYSONS CORNER	0.2540	10-15-22	165	15,041	59,218
25-315	MGM RESORTS INTERNATIONAL	0.2540	10-31-24	829	80,644	317,498
0047	NATIONAL PRESS CLUB	0.2540	10-15-24	60	5,511	21,697
25-105	RARE RESTAURANT STEAKHOUSE	0.2540	06-30-24	8	787	3,100
0045	THE WOODNER HOTEL	0.2540	11-30-27	8	928	3,652
0292	UNITE HERE LOCAL 23	0.2690	09-15-22	1	138	512
0060H	UNITE HERE LOCAL 25	0.2540	11-30-24	39	4,507	17,744
25-0313	WALDORF ASTORIA	0.2540	09-15-24	248	22,664	89,227

TOTALS	6,385	\$621,785	2,447,943
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¹DELINQUENT FOR MARCH

AVG. HR CONTRIBUTION \$0.2540

AVG. HRS PER MONTH
PER PARTICIPANT 127.80

FIRST QUARTER 2025 EXPENSES

<u>CATEGORY</u>	<u>AMOUNT</u>	<u>AVERAGE HOURLY COST</u>
ADMINISTRATION	\$18,684	\$0.008
REGAN & ASSOCIATES	565,593	0.231
MISCELLANEOUS	7,015	0.003
TOTAL	\$591,292	\$0.242

<u>MISCELLANEOUS</u>		
<u>CATEGORY</u>	<u>AMOUNT</u>	<u>AVERAGE HOURLY COST</u>
BANK FEE	\$71	\$0.00003
POSTAGE	147	0.00006
PRINTING	5,150	0.00210
SEYFARTH/LEGAL	1,647	0.00067
TOTAL	\$7,015	\$0.003

2025
QUARTERLY RECAP

	FIRST 2025	SECOND 2025	THIRD 2025	FOURTH 2025	TOTAL
CONTRIBUTIONS	\$621,785				\$621,785
MISCELLANEOUS INCOME	0				0
INTEREST & DIVIDENDS	0				0
INVESTMENT INCOME ¹	12,930				12,930

TOTAL INCOME	\$634,715	\$0	\$0	\$0	\$634,715
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EXPENSES					
ADMINISTRATION	18,684				\$18,684
REGAN & ASSOCIATES	565,593				565,593
MISCELLANEOUS	7,015				7,015

TOTAL EXPENSES	\$591,292	\$0	\$0	\$0	\$591,292
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TOTAL INCOME	\$634,715	\$0	\$0	\$0	\$634,715
TOTAL EXPENSES	\$591,292	\$0	\$0	\$0	\$591,292
SURPLUS (DEFICIT)	\$43,423	\$0	\$0	\$0	\$43,423

TOTAL PARTICIPANTS	6,385				6,385
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UNAUDITED CASH ASSETS	\$1,178,073			
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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 \$12,442.85 AND DODGE & COX FUNDS \$487.55

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
MISCELLANEOUS INCOME	0.0000				\$0.0000
INTEREST & DIVIDENDS	0.0000				\$0.0000

TOTAL INCOME	\$0.2540	\$0.0000	\$0.0000	\$0.0000	\$0.2540
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EXPENSES					
ADMINISTRATION	\$0.0076				\$0.0076
REGAN & ASSOCIATES	0.2310				\$0.2310
MISCELLANEOUS	0.0029				\$0.0029

TOTAL EXPENSES	\$0.2415	\$0.0000	\$0.0000	\$0.0000	\$0.2415
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TOTAL INCOME	\$0.2540	\$0.0000	\$0.0000	\$0.0000	\$0.2540
TOTAL EXPENSES	\$0.2415	\$0.0000	\$0.0000	\$0.0000	\$0.2415
SURPLUS (DEFICIT)	\$0.0125	\$0.0000	\$0.0000	\$0.0000	\$0.0125

FIRST QUARTER 2025 DELINQUENT EMPLOYERS
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EMPLOYER	CONTRIBUTION MONTH	FIRST LETTER SENT	REFERRED TO COUNSEL
GOODWRX	MARCH	4/29/2025	

2025 CONTRIBUTIONS AND HOURS RECAP
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	FIRST 2025	SECOND 2025	THIRD 2025	FOURTH 2025	AVG TOTAL
CONTRIBUTIONS	\$621,785				\$621,785
HOURS	2,447,943				2,447,943
TOTAL PARTICIPANTS	6,385				6,385

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

FIRST QUARTER 2025 LOCAL 25 LEGAL

ACCOUNTS

\$476,004.86	ACCT.# 29846570	HARBOR FUNDS MARKET VALUE AS OF MARCH 31, 2025
17,497.14	ACCT.# 300227568	DODGE & COX FUNDS MARKET VALUE AS OF MARCH 31, 2025
684,570.97	ACCT.# 55-0033-3242	PNC CHECKING ACCOUNT MARCH 31, 2025

TOTAL	\$1,178,072.97
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HERE 25 LEGAL FUND
Balance Sheet
March 31, 2025

ASSETS

Current Assets		
PNC CHECKING ACCOUNT	\$	684,570.97
HARBOR FUND		549,335.14
HARBOR INV MARKET ALLOWANC		(73,330.28)
DODGE & COX		18,910.33
DODGE & COX MARKET ALLOWANCE		(1,413.19)
PREPAID INSURANCE		<u>1,165.69</u>
Total Current Assets		1,179,238.66
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>1,179,238.66</u></u>

LIABILITIES AND CAPITAL

Current Liabilities		
DUE (TO)FROM H&W	\$	<u>45,285.87</u>
Total Current Liabilities		45,285.87
Long-Term Liabilities		<u> </u>
Total Long-Term Liabilities		<u>0.00</u>
Total Liabilities		45,285.87
Capital		
RETAINED EARNINGS		937,355.10
Net Income		<u>196,597.69</u>
Total Capital		<u>1,133,952.79</u>
Total Liabilities & Capital	\$	<u><u>1,179,238.66</u></u>

HERE 25 LEGAL FUND
Income Statement
For the Three Months Ending March 31, 2025

	Current Month	Year to Date
Revenues		
HAY ADAMS	\$ 8,704.86	\$ 8,704.86
RENAISSANCE MAYFLOWER HOTEL	17,316.53	17,316.53
WASHINGTON HILTON	28,667.37	28,667.37
UNITE HERE LOCAL 25	3,000.24	3,000.24
PHOENIX PARK	1,907.57	1,907.57
HILTON WASH EMBASSY ROW	3,756.20	3,756.20
HYATT REGENCY	13,106.86	13,106.86
WOODNER HOTEL	635.95	635.95
BEACON HOTEL	1,598.34	1,598.34
ST. REGIS WASHINGTON	9,304.36	9,304.36
OMNI SHOREHAM HOTEL	14,686.41	14,686.41
CAPITAL HILTON	12,418.25	12,418.25
MADISON HOTEL	2,812.29	2,812.29
NATIONAL PRESS	3,553.97	3,553.97
JEFFERSON HOTEL	6,074.67	6,074.67
POWERSCOURT	340.15	340.15
MARRIOTT MARQUIS	29,880.24	29,880.24
DOUBLETREE	10,102.39	10,102.39
HILTON CRYSTAL CITY @REAGAN AI	7,273.91	7,273.91
EATON HOTEL	2,180.97	2,180.97
HILTON NATIONAL MALL	6,680.24	6,680.24
CONRAD HOTEL	14,168.54	14,168.54
YOTEL WASHINGTON DC	5,830.21	5,830.21
COURTYARD & RESIDENCE INN	3,975.84	3,975.84
WALDORF ASTORIA HOTEL	15,281.92	15,281.92
HILTON WASH.DC CAPITAL HI	5,844.73	5,844.73
RARE RESTAURANT	509.37	509.37
HOTEL WASHINGTON	5,340.31	5,340.31
WESTIN NATIONAL HARBOR	5,137.83	5,137.83
ROYAL SONESTA	2,564.37	2,564.37
HYATT REGENCY CRYSTAL CITY	1,506.81	1,506.81
MGM RESORTS INTERNATIONAL	53,501.35	53,501.35
UNITE HERE LOCAL 23	92.54	92.54
GAYLORD NATL. RESORT	59,602.27	59,602.27
SALAMANDER HOTELS&RESORTS	13,159.86	13,159.86
EMBASSY SUITES HOTEL	3,229.19	3,229.19
MONACO HOTEL	2,622.88	2,622.88
HARBOR FUND DIVIDENDS	4,555.97	4,555.97
DODGE & COX DIVIDENDS	184.11	184.11
AC HOTEL	1,841.72	1,841.72
HARBOR FUND UNREALIZED GAIN/LO	7,886.88	7,886.88
DODGE & COX UNREALIZED GAIN/LO	303.44	303.44
HILTON MCLEAN TYSON CORNER	10,294.61	10,294.61
HILTON EMBASSY SUITES @ CRYSTA	1,414.42	1,414.42
Total Revenues	402,850.94	402,850.94
Cost of Sales		
Total Cost of Sales	0.00	0.00
Gross Profit	402,850.94	402,850.94
Expenses		
LEGAL PROVIDER FEES	179,290.14	179,290.14
ADMINISTRATION FEES	18,684.00	18,684.00
PRINTING & OFFICE	130.56	130.56
INSURANCE & BONDING	5,649.84	5,649.84
CYBER LIABILITY	679.50	679.50
LEGAL FEES	1,646.58	1,646.58
BANK FEE	70.63	70.63
IFEPB	102.00	102.00
Total Expenses	206,253.25	206,253.25
Net Income	\$ 196,597.69	\$ 196,597.69

LOCAL 25 LEGAL EXPENSE 1ST QUARTER 2025

EXPENSE	G/L A/C	JANUARY	FEBRUARY	MARCH		
ADMIN	5100	6,228.00	6,228.00	6,228.00	18,684	
REGAN/LEGAL	5000	179,290.14	202,315.82	183,986.96	565,593	
BANK FEE	5700		28.24	42.39	70.63	
BREDHOFF/LEGAL	5300				-	
IFEBP DUES	5900				-	
MEETING	5800				-	
MEKETA					-	
NOVAK/AUDITING	5400				-	
NOVAK/PAYROLL AUDIT	5500				-	
POSTAGE	5150	16.29	118.74	11.82	147	
PRINT	5150		5,150.42		5,150	5,297.00
SEGAL SELECT/CYBER LIAB	5201				-	Total Office Exp
SEGAL SELECT/FIDUCIARY LIAB	5200				-	
SEGAL SELECT/INS & BOND	5200				-	-
SEYFARTH/LEGAL	5300			1,646.58	1,647	Total Segal
						1,647.00
						Total Legal
		185,534.43	213,841.22	191,915.75	591,292	Total Expense
		total misc not rounded up		591,291.40	7,015	Total Misc
INTEREST & DIVIDENDS	4100	-	-	-	-	Int/Div
MISC INCOME	4001/4101	-	-	-	-	Misc Inc
PNC CHECKING ACCNT	1007			684,570.97	684,570.97	on bal sheet