

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

ADMINISTRATIVE MANAGER'S REPORT

SECOND QUARTER
LEGAL CONTRIBUTIONS

EMP #	COMPANY	RATE	CBA EXP DATE	PARTICIPANTS	CONTRIBUTIONS	HOURS
	HOTEL ASSOCIATION CONTRACTS					
0028	CAPITAL HILTON	0.2540	09-15-28	196	\$20,204	79,545
25-103	CONRAD HOTEL	0.2540	09-15-28	231	27,864	109,700
25-101	COURTYARD RESIDENCE INN	0.2540	09-15-28	56	6,213	24,462
0252	EMBASSY SUITES HOTEL DC CONV CTR	0.2540	09-15-28	104	10,953	43,123
0010H	HAY-ADAMS HOTEL	0.2540	09-15-28	146	16,237	63,925
25-316	HILTON NATIONAL MALL HOTEL	0.2540	09-15-28	106	12,258	48,261
25-167	HILTON WASHINGTON DC CAPITAL HILL ¹	0.2540	09-15-28	104	10,162	40,008
25-275	HOTEL WASHINGTON	0.2540	09-15-28	166	19,890	78,133
0032	HYATT REGENCY	0.2540	09-15-28	235	25,431	100,122
0016	JEFFERSON HOTEL	0.2540	09-15-28	82	9,748	38,380
0019	MADISON HOTEL	0.2540	09-15-28	102	10,709	42,161
0309	MARRIOTT MARQUIS WASHINGTON	0.2540	09-15-28	409	40,145	163,364
0020H	MAYFLOWER HOTEL	0.2540	09-15-28	223	25,720	104,214
25-317	MONACO HOTEL ²	0.2540	09-15-28	41	2,877	11,976
0026	OMNI-SHOREHAM HOTEL	0.2540	09-15-28	278	31,735	124,942
0153	PHOENIX PARK HOTEL	0.2540	09-15-28	31	3,341	13,468
25-249	SALAMANDER ²	0.2540	09-15-28	207	16,788	66,093
25-0249	THE POTOMAC HOTEL	0.2540	09-15-28	0	0	0
0011H	THE BEACON HOTEL	0.2540	09-15-28	27	2,431	9,724
0024	THE ST. REGIS WASHINGTON	0.2540	09-15-28	125	13,803	54,343
0005	THE VEN AT EMBASSY ROW WASHINGTON DC ¹	0.2540	09-15-28	62	7,018	23,087
25-110	THE WESTIN NATIONAL HARBOR	0.2540	09-15-28	76	8,720	34,330
0030	WASHINGTON HILTON	0.2540	09-15-28	495	41,959	165,195
25-106	WHARF HOTEL	0.2540	09-15-28	0	0	0
25-104	YOTEL WASHINGTON DC	0.2540	UNKNOWN	89	9,460	37,246
	SIGNATORY TO HOTEL ASSOCIATION CONTRACT					
25-0032	HYATT REGENCY CRYSTAL CITY ²	0.2540	10-31-28	49	5,181	20,399
25-112	LINE HOTEL DC	0.2540	UNKNOWN	13	0	6,435
0171	POWERSCOURT RESTAURANT	0.2540	UNKNOWN	10	610	2,382
25-107	ROYAL SONESTA	0.2540	09-15-28	38	4,648	18,985
25-111	THE WESTIN GEORGETOWN	0.2540	09-15-28	59	4,414	17,377
	INDEPENDENTS					
25-311	AC HOTEL ¹	0.2540	09-15-28	30	3,551	13,979
25-109	ARAMARK DESTINATIONS LLC	0.2540	03-31-30	110	12,567	49,476
25-113	BAZAAR BY JOSE ANDRES	0.2540	08-31-28	97	6,749	26,570
0262	DOUBLE TREE HOTEL CRYSTAL CITY	0.2540	10-31-28	153	16,944	66,707
25-314	EATON HOTEL	0.2540	UNKNOWN	47	4,991	19,651
25-102	EMBASSY SUITES @ CHEVY CHASE	0.2540	UNKNOWN	0	0	0
0277	GAYLORD NATIONAL RESORT & CO	0.2540	09-15-28	813	92,190	362,952
25-108	GOODWRX ³	0.2540	09-15-28	0	0	0
0208	HILTON ARLINGTON NATIONAL LANDING	0.2540	UNKNOWN	106	11,355	44,706
0263	HILTON EMBASSY SUITES CRYSTAL CITY ²	0.2540	UNKNOWN	56	4,275	16,832
0259	HILTON MCLEAN TYSONS CORNER	0.2540	UNKNOWN	144	15,530	61,102
25-315	MGM RESORTS INTERNATIONAL	0.2540	09-15-28	885	99,483	391,666
0047	NATIONAL PRESS CLUB	0.2540	10-15-28	57	3,272	19,137
25-105	RARE RESTAURANT STEAKHOUSE	0.2540	UNKNOWN	8	936	3,685
0045	THE WOODNER HOTEL	0.2540	11-30-27	7	585	2,305
0060H	UNITE HERE LOCAL 25	0.2540	09-15-28	40	3,337	13,136
25-0313	WALDORF ASTORIA	0.2540	09-15-28	243	23,921	94,176

TOTALS	6,556	\$688,205	2,727,460
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¹INCLUDES MARCH

AVG. HR CONTRIBUTION \$0.2523

²DELINQUENT JUNE

³DELINQUENT MARCH25 THROUGH JUNE26

AVG. HRS PER MONTH
PER PARTICIPANT 138.68

SECOND QUARTER
EXPENSES

<u>CATEGORY</u>	<u>AMOUNT</u>	<u>AVERAGE HOURLY COST</u>
ADMINISTRATION	\$19,821	\$0.007
REGAN & ASSOCIATES	660,426	0.242
MISCELLANEOUS	4,953	0.002
TOTAL	\$685,200	\$0.251

MISCELLANEOUS

<u>CATEGORY</u>	<u>AMOUNT</u>	<u>AVERAGE HOURLY COST</u>
BANK FEE	\$109	\$0.00004
BREDHOFF/LEGAL	2,268	0.00083
MEETING	77	0.00003
NOVAK/PAYROLL AUDIT	1,164	0.00043
SEYFARTH/LEGAL	1,335	0.00049
TOTAL	\$4,953	\$0.002

2026
QUARTERLY RECAP

	FIRST 2026	SECOND 2026	THIRD 2026	FOURTH 2026	TOTAL
CONTRIBUTIONS	\$651,522	\$688,205			\$1,339,727
MISCELLANEOUS INCOME	196	0			196
INTEREST & DIVIDENDS	0	0			0
INVESTMENT INCOME ¹	(112)	5,120			5,008

TOTAL INCOME	\$651,606	\$693,325	\$0	\$0	\$1,344,931
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EXPENSES					
ADMINISTRATION	19,821	\$19,821			39,642
REGAN & ASSOCIATES	539,768	660,426			1,200,194
MISCELLANEOUS	8,715	4,953			13,668

TOTAL EXPENSES	\$568,304	\$685,200	\$0	\$0	\$1,253,504
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TOTAL INCOME	\$651,606	\$693,325	\$0	\$0	\$1,344,931
TOTAL EXPENSES	\$568,304	\$685,200	\$0	\$0	\$1,253,504
SURPLUS (DEFICIT)	\$83,302	\$8,125	\$0	\$0	\$91,427

TOTAL PARTICIPANTS	7,292	6,556			6,924
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UNAUDITED CASH ASSETS	\$1,133,344	\$1,187,196		
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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 \$1,04733.39

¹HARBOR FUNDS \$4,977.51 AND DODGE & COX FUNDS \$142.54

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	\$0.2523			\$0.2691
MISCELLANEOUS INCOME	0.0001	0.0000			\$0.0001
INTEREST & DIVIDENDS	0.0000	0.0000			\$0.0000
TOTAL INCOME	\$0.2860	\$0.2523	\$0.0000	\$0.0000	\$0.2692
EXPENSES					
ADMINISTRATION	\$0.0087	\$0.0073			\$0.0080
REGAN & ASSOCIATES	0.2369	0.2421			\$0.2395
MISCELLANEOUS	0.0038	0.0018			\$0.0028
TOTAL EXPENSES	\$0.2494	\$0.2512	\$0.0000	\$0.0000	\$0.2503
TOTAL INCOME	\$0.2860	\$0.2523	\$0.0000	\$0.0000	\$0.2692
TOTAL EXPENSES	\$0.2494	\$0.2512	\$0.0000	\$0.0000	\$0.2503
SURPLUS (DEFICIT)	\$0.0366	\$0.0011	\$0.0000	\$0.0000	\$0.0189

SECOND QUARTER DELINQUENT EMPLOYERS			
EMPLOYER	CONTRIBUTION MONTH	FIRST LETTER SENT	REFERRED TO COUNSEL
GOODWRX	MARCH25-JUNE26	4/29/2025	
HILTON EMBASSY SUITES CRYSTAL CITY	JUNE 26	7/27/2026	
HYATT REGENCY CRYSTAL CITY	JUNE 26	7/27/2026	
MONACO HOTEL	JUNE 26	7/27/2026	
SALAMANDER	JUNE 26	7/27/2026	

2026 CONTRIBUTIONS AND HOURS RECAP
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	FIRST 2026	SECOND 2026	THIRD 2026	FOURTH 2026	AVG TOTAL
CONTRIBUTIONS	\$651,522	\$688,205			\$669,864
HOURS	2,278,797	2,727,460			2,503,129
TOTAL PARTICIPANTS	7,292	6,556			6,924

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

SECOND QUARTER LOCAL 25 LEGAL

ACCOUNTS

\$502,158.62	ACCT.# 29846570	HARBOR FUNDS MARKET VALUE AS OF JUNE 30, 2026
18,573.26	ACCT.# 300227568	DODGE & COX FUNDS MARKET VALUE AS OF JUNE 30, 2026
666,463.86	ACCT.# 55-0033-3242	PNC CHECKING ACCOUNT JUNE 30, 2026

TOTAL	\$1,187,195.74
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HERE 25 LEGAL FUND
Balance Sheet
June 30, 2026

ASSETS

Current Assets		
PNC CHECKING ACCOUNT	\$	666,463.86
HARBOR FUND		577,581.86
HARBOR INV MARKET ALLOWANC		(75,423.24)
DODGE & COX		19,879.24
DODGE & COX MARKET ALLOWANCE		(1,305.98)
PREPAID INSURANCE		<u>387.85</u>
Total Current Assets		1,187,583.59
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>1,187,583.59</u></u>

LIABILITIES AND CAPITAL

Current Liabilities		
Benefit Obligations	\$	<u>142,252.04</u>
Total Current Liabilities		142,252.04
Long-Term Liabilities		<u> </u>
Total Long-Term Liabilities		<u>0.00</u>
Total Liabilities		142,252.04
Capital		
RETAINED EARNINGS		1,157,321.81
Net Income		<u>(111,990.26)</u>
Total Capital		<u>1,045,331.55</u>
Total Liabilities & Capital	\$	<u><u>1,187,583.59</u></u>

HERE 25 LEGAL FUND
Income Statement
For the Six Months Ending June 30, 2026

	Current Month	Year to Date
Revenues		
PAYROLL AUDIT	\$ 0.00	\$ 181.90
HAY ADAMS	16,135.73	25,311.24
RENAISSANCE MAYFLOWER HOTEL	22,645.62	40,372.87
WASHINGTON HILTON	44,172.91	69,163.19
UNITE HERE LOCAL 25	5,036.29	8,173.18
PHOENIX PARK	3,339.76	4,911.43
VEN AT EMBASSY ROW WASHIGTON D	5,110.17	6,630.16
HYATT REGENCY	26,318.92	38,006.86
WOODNER HOTEL	883.54	1,460.63
BEACON HOTEL	2,367.89	3,448.23
ST. REGIS WASHINGTON	13,875.04	22,399.55
OMNI SHOREHAM HOTEL	29,549.88	38,199.96
CAPITAL HILTON	21,004.72	32,427.74
MADISON HOTEL	14,430.80	17,163.11
NATIONAL PRESS	6,364.79	9,167.71
JEFFERSON HOTEL	9,743.44	15,624.23
POWERSCOURT	690.00	945.05
MARRIOTT MARQUIS	36,936.88	70,918.78
DOUBLETREE	16,978.37	24,993.28
HILTON CRYSTAL CITY @REAGAN AI	11,721.57	17,947.47
EATON HOTEL	4,857.44	8,062.01
HILTON NATIONAL MALL	12,678.42	19,517.21
CONRAD HOTEL	27,651.74	40,656.66
YOTEL WASHINGTON DC	9,233.05	12,612.45
COURTYARD & RESIDENCE INN	6,513.24	10,417.51
WALDORF ASTORIA HOTEL	24,808.70	39,655.13
LINE HOTEL DC	2,482.70	4,397.50
HILTON WASH.DC CAPITAL HI	9,964.72	14,609.39
RARE RESTAURANT	1,203.97	1,401.10
HOTEL WASHINGTON	21,115.40	31,337.50
WESTIN NATIONAL HARBOR	5,442.50	10,443.75
ROYAL SONESTA	4,800.64	6,649.57
HYATT REGENCY CRYSTAL CITY	7,346.27	10,824.41
WESTIN GEORGETOWN	6,492.82	11,224.62
EMBASSY SUITES@CHEVY CHASE	5,851.83	8,862.76
BAZAAR BY JOSÉ ANDRÉS	14,509.88	14,509.88
MGM RESORTS INTERNATIONAL	98,623.12	153,630.56
GAYLORD NATL. RESORT	89,952.88	147,878.56
INTEREST INCOME ON P/R AUDITS	0.00	14.25
SALAMANDER HOTELS&RESORTS	25,365.21	38,476.82
ARAMARK DESTINATIONS LLC	12,566.13	19,192.05
EMBASSY SUITES HOTEL	11,126.50	17,508.85
MONACO HOTEL	4,654.71	7,300.80
HARBOR FUND DIVIDENDS	5,467.82	10,256.52
DODGE & COX DIVIDENDS	200.97	393.81
AC HOTEL	2,375.64	3,961.44
HARBOR FUND UNREALIZED GAIN/LO	(490.31)	(5,397.43)
DODGE & COX UNREALIZED GAIN/LO	(58.43)	(244.67)
HILTON MCLEAN TYSON CORNER	15,327.23	23,131.86
HILTON EMBASSY SUITES @ CRYSTA	6,021.83	8,891.46
Total Revenues	723,392.94	1,117,622.90
Cost of Sales		
Total Cost of Sales	0.00	0.00
Gross Profit	723,392.94	1,117,622.90
Expenses		
LEGAL PROVIDER FEES	646,404.93	1,176,859.15
ADMINISTRATION FEES	19,821.00	39,642.00
POSTAGE, PRINTING OFFICE EXP	0.00	132.34
INSURANCE & BONDING	0.00	5,649.16
CYBER LIABILITY	0.00	666.66
LEGAL FEES	3,602.50	4,620.00
PAYROLL AUDIT FEES	1,164.00	1,484.80
BANK FEE	109.46	453.05
IFEPB	0.00	106.00
Total Expenses	671,101.89	1,229,613.16
Net Income	\$ 52,291.05	(\$ 111,990.26)