



January 15, 2014

Board of Trustees
 UNITE HERE Local 25 and Hotel Association of Washington, DC Benefit Funds
 Associated Administrators, LLC
 911 Ridgebrook Road
 Sparks, MD 21152

RE: Increase in fees for 2014-2016

Dear Board of Trustees:

As we enter the new year we are requesting a fee increase to our clients. Our last fee increase was in 2011. The average cost of living has increased around 2% per year which represents an average 1.2% increase for the period of 2012-2016. We are proposing incremental 2% increases to take place for the following three years:

<u>Less than 50 Employees</u>	Current Fee	2014	2015	2016	
Four Funds	\$2,267	\$2,312.34	\$2,358.59	\$2,405.76	
Three Funds	\$2,111	\$2,153.22	\$2,196.28	\$2,240.21	
Two Funds	\$1,956	\$1,995.12	\$2,035.02	\$2,075.72	
One Fund	\$1,801	\$1,837.02	\$1,873.76	\$1,911.24	
<u>50 to 99 Employees</u>	Current Fee	2014	2015	2016	
Four Funds	\$2,950	\$3,009.00	\$3,069.18	\$3,130.56	
Three Funds	\$2,743	\$2,797.86	\$2,853.82	\$2,910.89	
Two Funds	\$2,536	\$2,586.72	\$2,638.45	\$2,691.22	
One Fund	\$2,329	\$2,375.58	\$2,423.09	\$2,471.55	
<u>100 to 499 Employees</u>	Current Fee	2014	2015	2016	
Four Funds	\$3,602	\$3,674.04	\$3,747.52	\$3,822.47	
Three Funds	\$3,369	\$3,436.38	\$3,505.11	\$3,575.21	
Two Funds	\$3,136	\$3,198.72	\$3,262.69	\$3,327.95	
One Fund	\$2,903	\$2,961.06	\$3,020.28	\$3,080.69	
<u>500+ Employees</u>	Current Fee	2014	2015	2016	
Four Funds	\$4,254	\$4,339.08	\$4,425.86	\$4,514.38	
Three Funds	\$3,995	\$4,074.90	\$4,156.40	\$4,239.53	
Two Funds	\$3,736	\$3,810.72	\$3,886.93	\$3,964.67	
One Fund	\$3,478	\$3,547.56	\$3,618.51	\$3,690.88	
Hourly wage for additonal audit work due to the employer not prepared, extensive rebuttal work or target audits.	Manager	\$124	\$126	\$129	\$132
	Auditor	\$77	\$79	\$80	\$82
	Clerical	\$62	\$63	\$65	\$66

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We would like to have these new rates in effect for this year's upcoming 2014 audits. Please feel free to call me or Ellen Odell directly. We appreciate your consideration in these matters.

Sincerely,

A handwritten signature in black ink that reads "William V. Voorhees". The signature is written in a cursive, flowing style.

William V. Voorhees, CPA
Calibre CPA Group, PLLC
Partner

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The fee increases indicated as indicated above are agreed to by the Funds:

UNITE HERE Local 25 and Hotel Association of Washington, DC Health and Welfare Fund

By _____
Signature Title Date

UNITE HERE Local 25 and Hotel Association of Washington DC Pension Fund

By _____
Signature Title Date

UNITE HERE Local 25 and Hotel Association of Washington, DC Legal Fund

By _____
Signature Title Date

Hopitality Industry 401(k) Plan

By _____
Signature Title Date