

*UNITE HERE Local 25 and
Hotel Association of
Washington, D.C.
Group Legal Services Fund
January 1, 2012 – December 31, 2012*

THE LAW OFFICES OF
Regan Associates,
CHARTERED

February 1, 2013

Trustees

UNITE HERE Local 25 and Hotel Association of Washington, D.C. Group Legal
Services Fund
1003 K. Street, N.W., 7th Floor
Washington, D.C. 20001

Greetings:

Attached is the 2012 Annual Utilization Report for UNITE HERE Local 25 and Hotel Association of Washington, D.C. Group Legal Services Fund, hereinafter the "Plan". During this Plan year, 810 households opened 1,303 new matters.

This report summarizes the legal services furnished to Plan participants and provides a statistical breakdown of:

- ◆ *the total number of Plan cases by area of law and as a percentage of the total Plan cases;*
- ◆ *the total number of attorney hours devoted to Plan cases on an annual basis;*
- ◆ *the total number of legal assistant hours devoted to Plan cases on an annual basis;*
- ◆ *annual comparative data.*

In the 2012 Plan year, our firm opened 1,303 cases with the number of paying participants for the same period averaging 5,198. This reflects member utilization of 25 percent. During this same period, our firm provided 10,356.98¹ attorney hours and Fund contributions totaled \$1,562,965.62. By dividing the total number of attorney hours into the total Plan year contributions, we have calculated that the effective hourly rate for services received by the Plan participants was \$150.91.

If the Plan or its participants were to pay the market rate for legal services received in the Plan year, and using the market rate in the Washington, D.C. area of \$338.00² per hour for attorney time, the cost would have been \$3,500,659.24 instead of \$1,562,965.62. This difference represents **a savings to the Plan and its participants of \$1,937,693.62.**

¹ Legal assistant hours are valued at 50 percent of attorney hours.

² United States Consumer Law Attorney Fee Survey Report 2011

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Employees with a legal plan lose less time from work and are better able to concentrate on their jobs because their legal plan lawyer is giving them legal advice, defending their rights, and providing reasonable solutions to their problems. Equally important, the Plan lawyer is taking care of time-consuming telephone calls, correspondence and negotiating sessions, and eliminating the clients' unnecessary presence at court appearances. This results in the employees losing less time from work and allows them to function more effectively when at work on company time.

We look forward to continue to provide high quality and cost effective legal services to the Plan, its participants, and their families.

Respectfully Submitted,

REGAN ASSOCIATES, CHARTERED

PAUL K. REGAN
Attorney at Law

Regan Associates, Chartered

*UNITE HERE Local 25 and Hotel Association of
Washington, D.C.*

Group Legal Services Fund

PERCENT OF TOTAL PLAN CASES

January 1, 2012 - December 31, 2012

TYPE OF CASE	TOTAL PLAN CASES	PERCENT OF TOTAL
FAMILY LAW	217	16.7%
IMMIGRATION	189	14.5%
CIVIL LITIGATION	163	12.5%
CONSUMER	156	12.0%
BANKRUPTCY	103	7.9%
CRIMINAL	87	6.7%
REAL ESTATE	83	6.4%
WILLS	74	5.7%
TRAFFIC	73	5.6%
LANDLORD/TENANT	49	3.8%
GENERAL CONSULTATION	35	2.7%
ADMINISTRATIVE LAW	34	2.6%
NEGLIGENCE	20	1.5%
PROBATE	17	1.3%
JUVENILE	3	0.2%
TOTAL	1,303	100%

Regan Associates, Chartered

*UNITE HERE Local 25 and Hotel Association of
Washington, D.C.*

Group Legal Services Fund

PERCENT OF TOTAL ATTORNEY HOURS

January 1, 2012 - December 31, 2012

TYPE OF CASE	TOTAL HOURS	PERCENT OF TOTAL
FAMILY LAW	2,365.18	23.4%
IMMIGRATION	1,500.30	14.8%
BANKRUPTCY	1,183.81	11.7%
CRIMINAL	1,120.80	11.1%
CONSUMER	1,118.04	11.1%
CIVIL LITIGATION	882.61	8.7%
TRAFFIC	531.75	5.3%
LANDLORD/TENANT	353.50	3.5%
REAL ESTATE	351.64	3.5%
WILLS	242.45	2.4%
NEGLIGENCE	209.07	2.1%
PROBATE	94.45	0.9%
GENERAL CONSULTATION	78.17	0.8%
JUVENILE	62.08	0.6%
ADMINISTRATIVE LAW	17.89	0.2%
TOTAL	10,111.74	100%

Regan Associates, Chartered

*UNITE HERE Local 25 and Hotel Association of
Washington, D.C.*

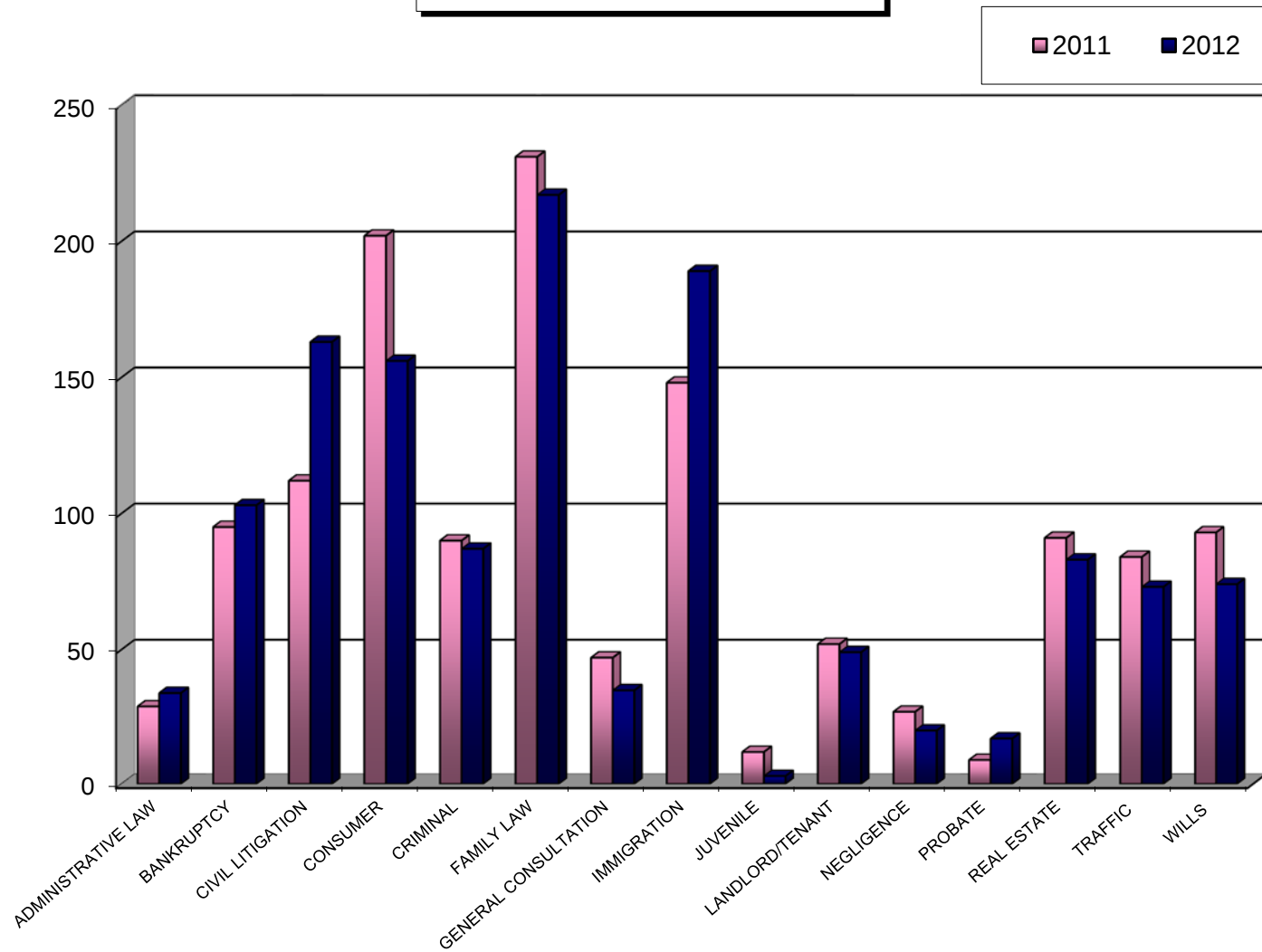
Group Legal Services Fund

PERCENT OF TOTAL LEGAL ASSISTANT HOURS

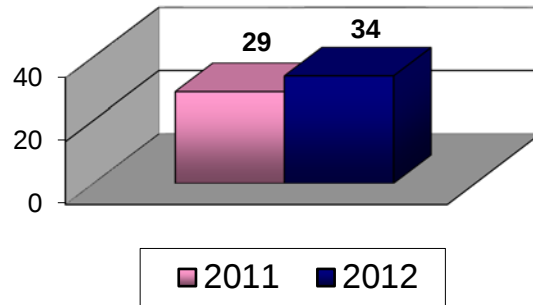
January 1, 2012 - December 31, 2012

TYPE OF CASE	TOTAL HOURS	PERCENT OF TOTAL
BANKRUPTCY	92.25	18.8%
FAMILY LAW	75.03	15.3%
IMMIGRATION	70.33	14.3%
CONSUMER	52.84	10.8%
CIVIL LITIGATION	44.50	9.1%
CRIMINAL	27.25	5.6%
ADMINISTRATIVE LAW	24.50	5.0%
REAL ESTATE	23.75	4.8%
TRAFFIC	19.53	4.0%
WILLS	17.75	3.6%
LANDLORD/TENANT	14.00	2.9%
GENERAL CONSULTATION	10.00	2.0%
PROBATE	9.25	1.9%
NEGLIGENCE	9.00	1.8%
JUVENILE	0.50	0.1%
TOTAL	490.48	100%

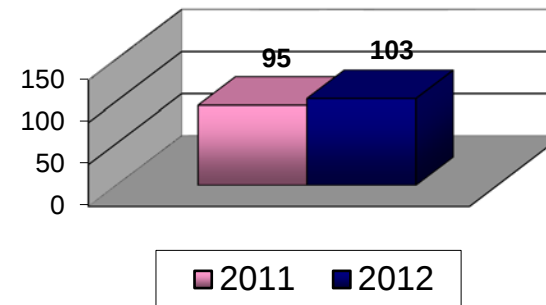
Cases by Area of Law 2011 - 2012



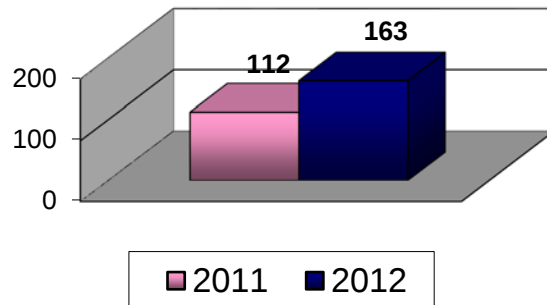
ADMINISTRATIVE LAW



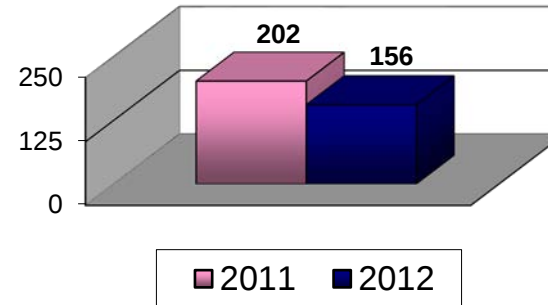
BANKRUPTCY



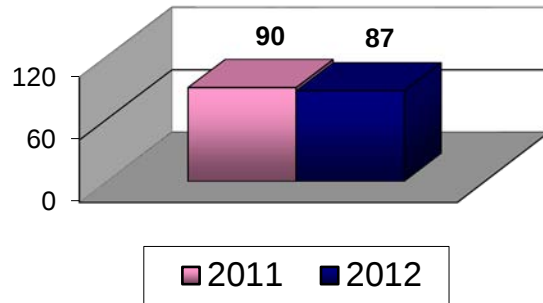
CIVIL LITIGATION



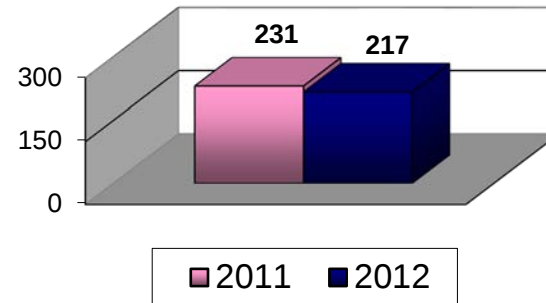
CONSUMER



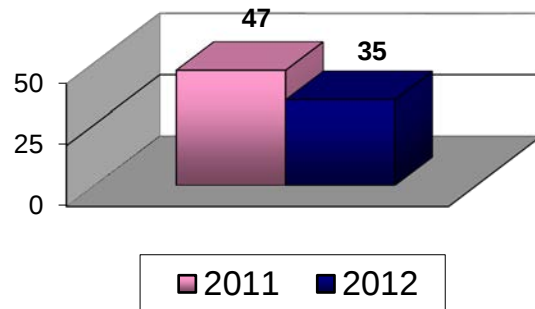
CRIMINAL



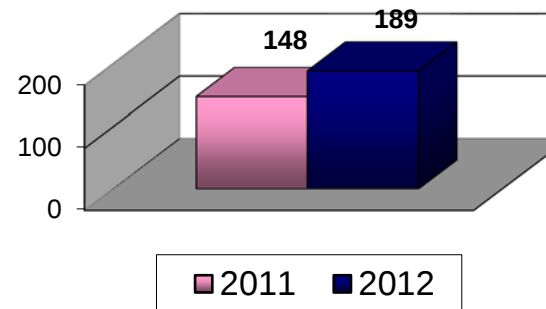
FAMILY LAW



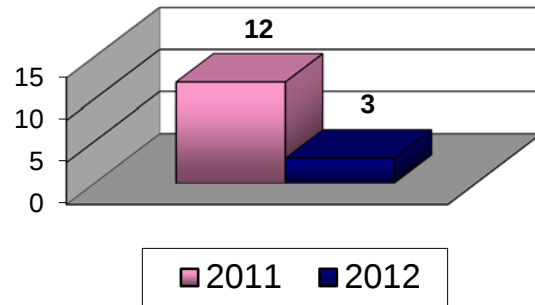
GENERAL CONSULTATION



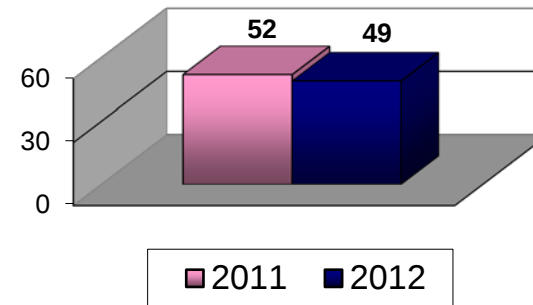
IMMIGRATION



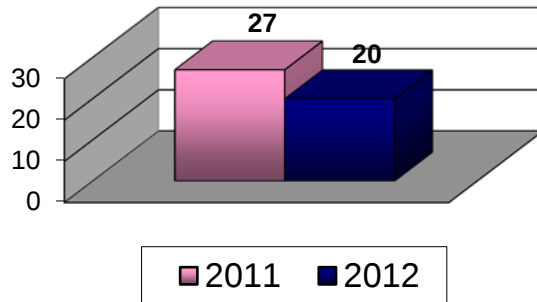
JUVENILE



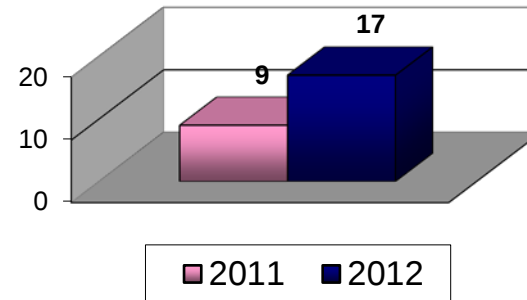
LANDLORD/TENANT



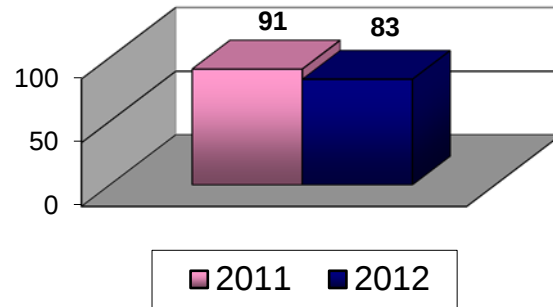
NEGLIGENCE



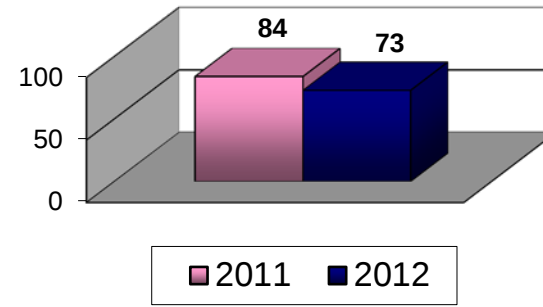
PROBATE



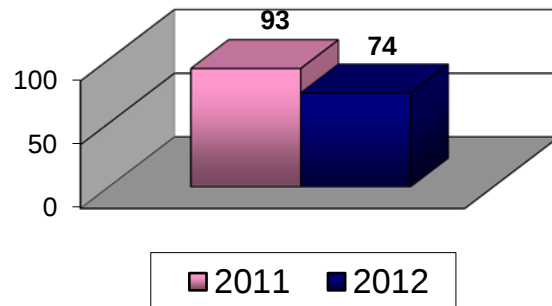
REAL ESTATE



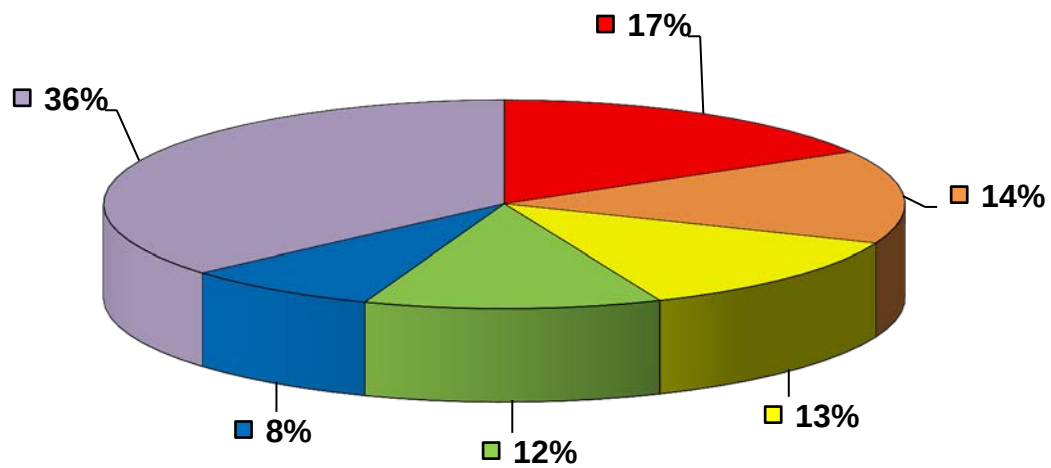
TRAFFIC



WILLS



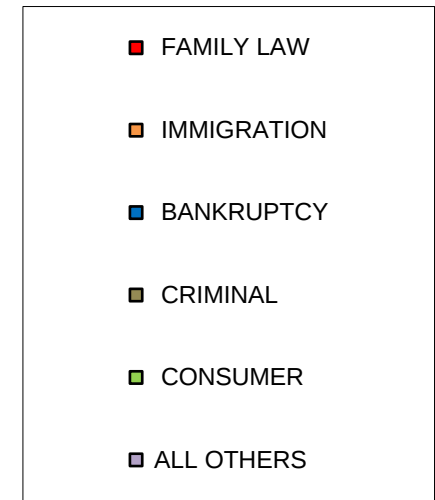
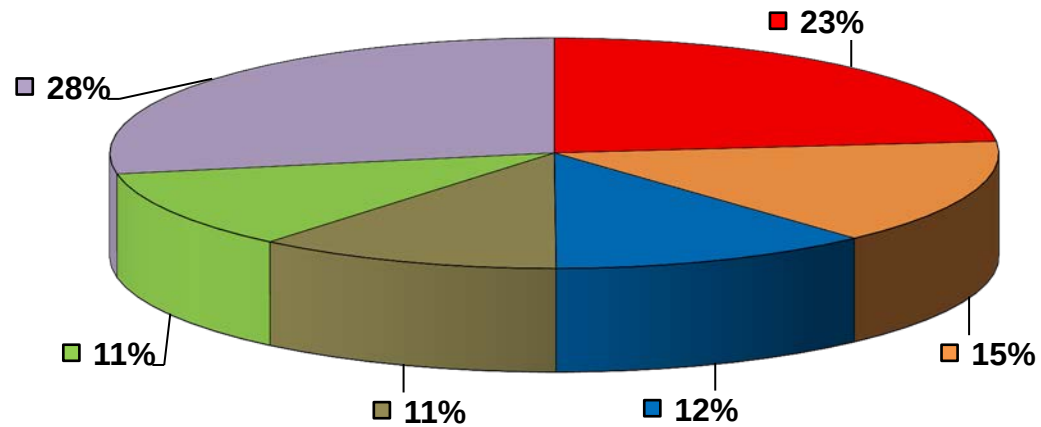
2012 Cases Percent Total by Area of Law



Total: 1,303

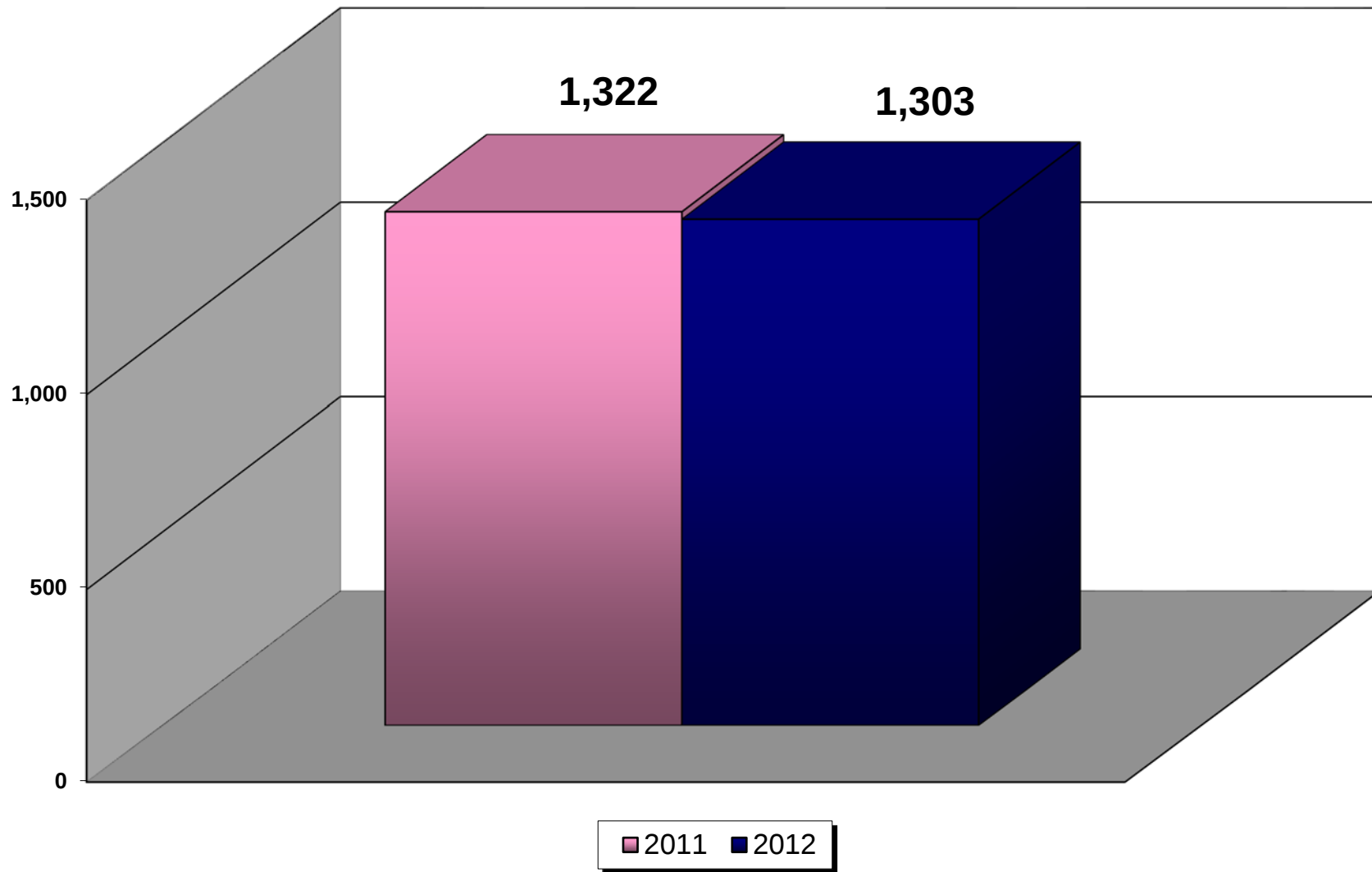
- FAMILY LAW
- IMMIGRATION
- CIVIL LITIGATION
- CONSUMER
- BANKRUPTCY
- ALL OTHERS

2012 Hours
Percent Total by Area of Law

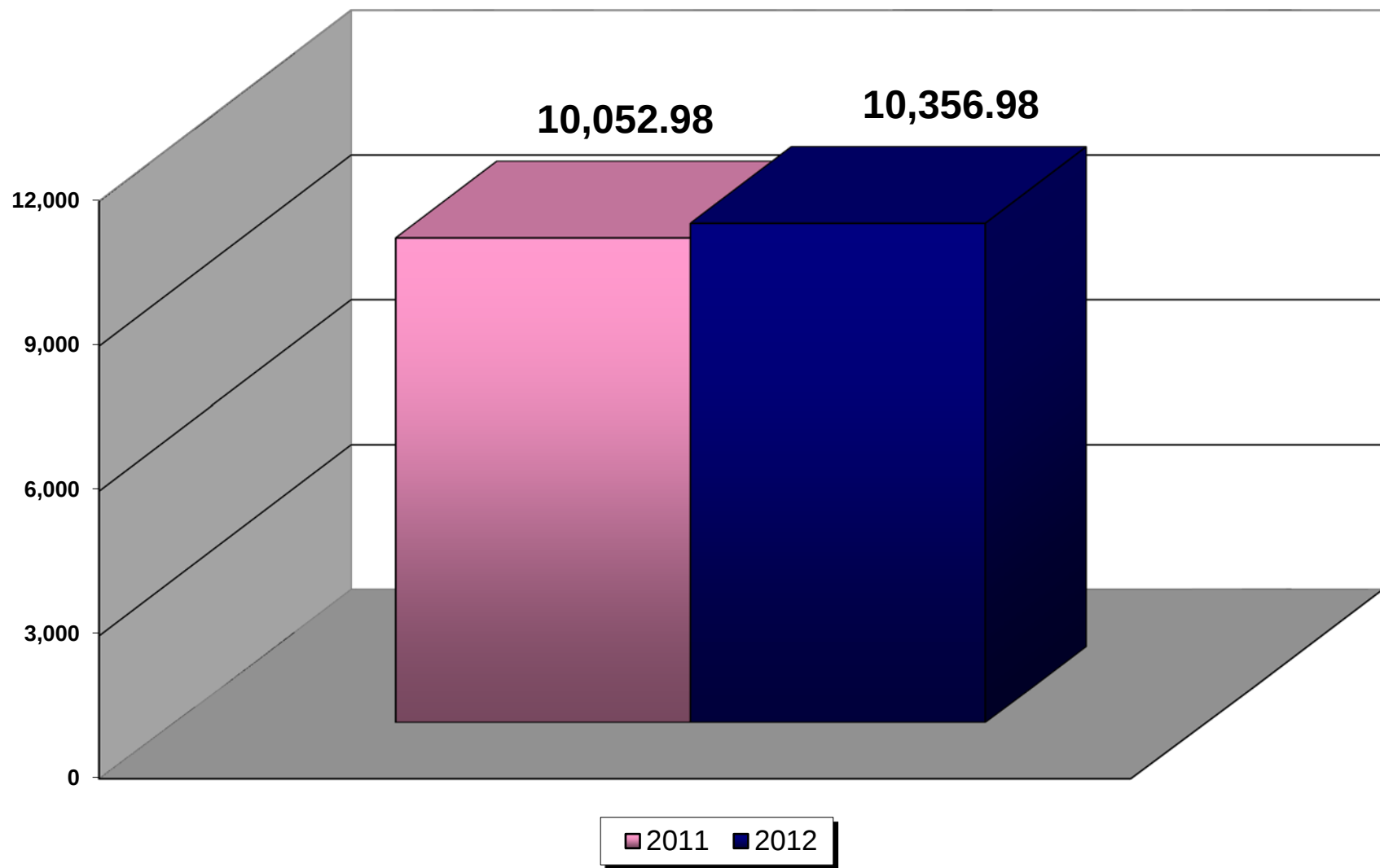


Total: 10,356.98

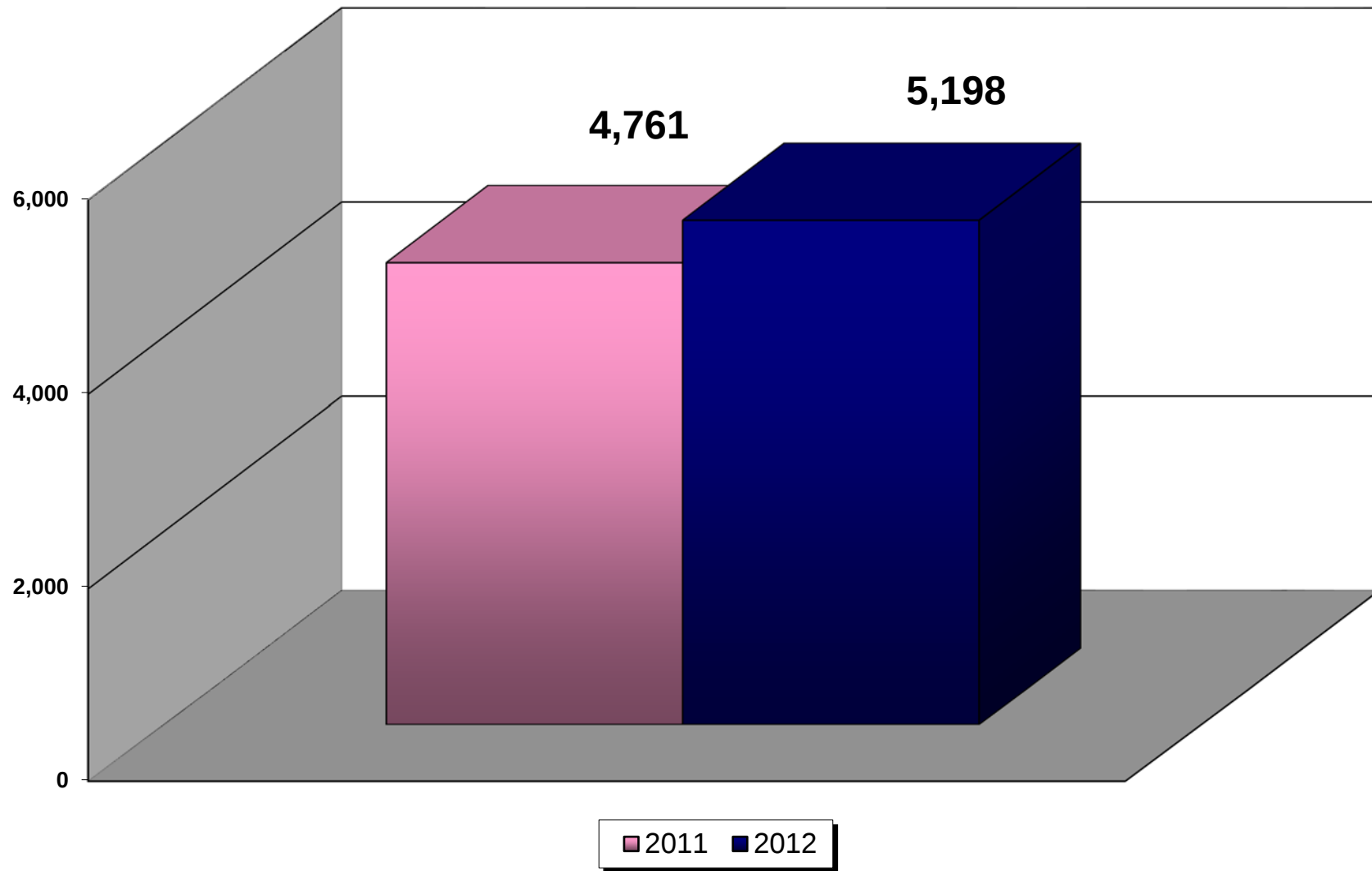
Total Cases by Plan Year



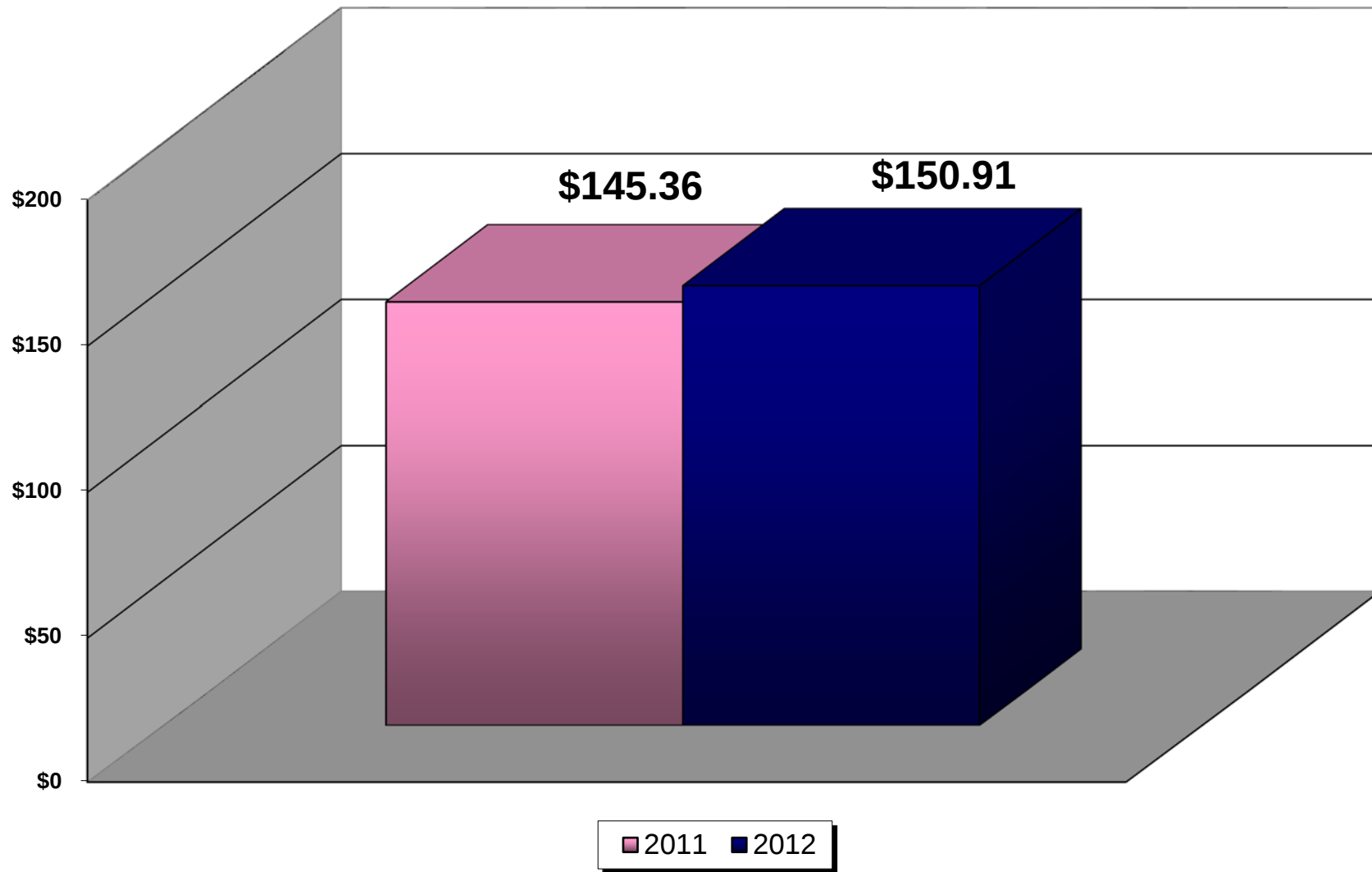
Annual Hours by Plan Year



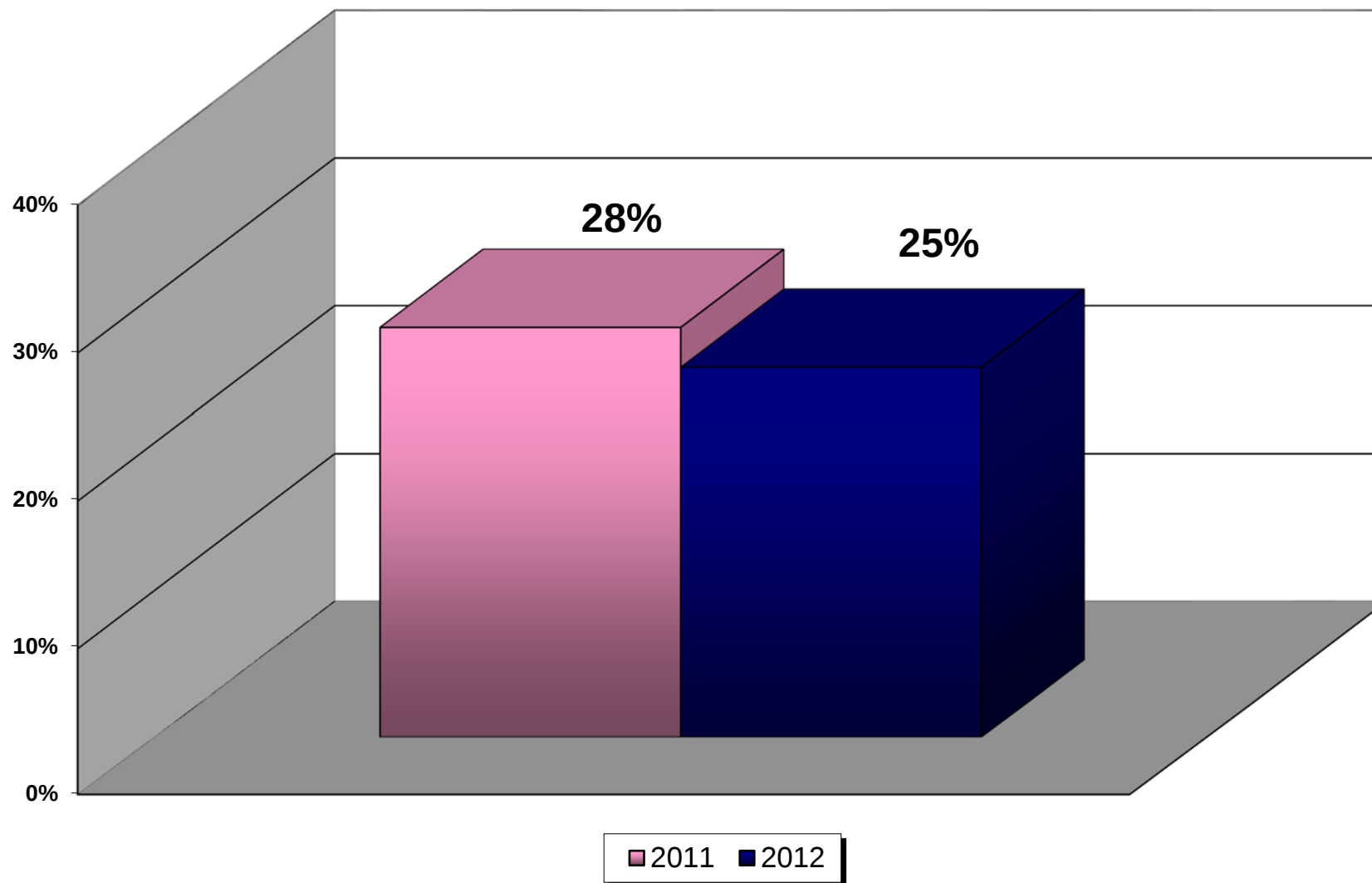
Participants by Plan Year



Effective Annual Hourly Rate



Utilization by Plan Year



Time Keeping Policies and Purposes

Attorneys and other staff working at our firm record their time. This is done for multiple purposes: to ensure that clients obtain quality service, to enable firm management to track productivity and work effort, to facilitate pricing and contract proposals, and to provide data so that we can furnish the funds who hire us with reports such as these.

We record attorney time for any task at a minimum of .25 hours. For tasks that exceed .25 hours any time under eight minutes past the quarter hour mark is rounded down, and any time over eight minutes past the quarter hour mark is rounded up to the next .25 interval. Except as otherwise agreed, we do not use time records for billing funds or clients.

Firm management reviews attorney work product, investigates questions about service from the clients or their representatives, prepares trustee reports, and attends trustee meetings and other events at the request of the trustees, the union or the employer. Such management time may be recorded to the individual matter to which it pertains or may be allocated to the fund account and distributed on a pro rata basis by subject matter. For simplicity of reporting, all time is reported as attorney time. Legal assistant time is reduced by 50% and then recorded as attorney time.

We periodically review and revise our time keeping and recording practices and make adjustments as necessary to achieve consistency with the standards and practices reflected above. We are available to answer any questions that you may have regarding the above.