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[Additional counsel listed on following page]

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES**

ADRIANA HUERTA and MARIA SANCHEZ,
on behalf of themselves and all others similarly
situated;

Plaintiff,

vs.

PRO-TECH DESIGN & MANUFACTURING,
INC., a California corporation; and DOES 1
through 50, inclusive.

Defendants.

Case No.: 19STCV36380

CLASS ACTION

*[Assigned for all purposes to the Hon. Joseph T.
Ortiz, Dept. S17]*

**DECLARATION OF ANTONIA
MCKEE IN SUPPORT OF PLAINTIFF'S
MOTION FOR FINAL APPROVAL OF
CLASS ACTION SETTLEMENT AND
MOTION FOR AWARD OF
ATTORNEYS' FEES AND COSTS**

Hearing Information:
Date: March 12, 2024
Time: 10:00a.m.
Location: Dept. 7

1 James R. Hawkins (State Bar No. 192925)
Isandra Fernandez (State Bar No. 220482)
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6 Attorneys for Plaintiffs ADRIANA HUERTA and MARIA SANCHEZ
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DECLARATION OF ANTONIA MCKEE

I, Antonia McKee, declare:

1. I am an attorney licensed to practice law in the state of California and have been admitted to practice before this Court. I am an associate with the law firm Lavi & Ebrahimiian, LLP, co-counsel for Plaintiffs Adriana Huerta, Maria Sanchez, and Estephany Avalos (collectively, “Plaintiffs”) in this action, and I am an attorney on this case. Based on my assignment to this case and familiarity with the file in this matter; I have personal knowledge of the matters stated herein and if called and sworn as a witness, I would and could competently testify under oath thereto. I am a member in good standing of the bar of the State of California.

2. This Declaration is submitted in support of Plaintiffs’ Motion for Final Approval of Class Action Settlement and Motion for Award of Attorneys’ Fees and Costs.

3. The named Plaintiffs worked as an hourly-paid, non-exempt employee of Defendants and seeks to represent approximately 269 current and former hourly-paid, non-exempt employees employed by Defendants who worked as hourly-paid, non-exempt employees at any time during the Class Period, and who have not previously released all known and unknown claims against Defendants (hereinafter “Class” or “Class Members”).

4. On October 10, 2019, Plaintiff Huerta filed a class action pursuant to a complaint against Defendants for alleged violations of the California Labor Code in the Los Angeles County Superior Court against Defendant (the “Action”). Plaintiff Huerta alleged the following: (1) Failure to Pay Wages in Violation of Labor Code Sections 510 and 1194; (2) Failure to Provide Lawful Meal Periods or Compensation in Lieu Thereof in Violation of Labor Code Sections 226.7 and 512; (3) Failure to Provide Rest Periods or Compensation in Lieu Thereof in Violation of Labor Code Section 226.7; (4) Failure to Timely Pay Wages Due at Termination in Violation of Labor Code Sections 201-203 and 227.3; (5) Knowing and Intentional Failure to Comply with Itemized Employee Wage Statement Provisions in Violation of Labor Code Section 226; and (6) Unfair Business Practices in Violation of Business and Professions Code Section 17200, et seq. Defendant has denied all claims in the Class Action.

5. On February 3, 2020, Plaintiffs Huerta and Sanchez filed a First Amended Complaint adding Plaintiff Sanchez as a named Plaintiff. On March 18, 2020, Plaintiffs Huerta and Sanchez filed a Second Amended Complaint, which is the operative complaint in the Action, alleging PAGA violations.

6. On September 7, 2021, Plaintiff Avalos commenced a related action pursuant to a complaint against Defendants for alleged violations of the California Labor Code in the Los Angeles County Superior Court against Defendant.

7. On September 7, 2021, Plaintiff Avalos also submitted a notice to the LWDA informing it of his intention to bring a claim for civil penalties pursuant to the Private Attorneys General Act of 2004 (“PAGA”) Case No. 21STCV41807.

8. November 12, 2021, Plaintiff Avalos filed a complaint for civil penalties pursuant to
PAGA.

9. On June 29, 2022, Plaintiff Avalos' Class Action was reassigned to the Honorable Lawrence P. Riff in the Spring Street Courthouse for all further proceedings.

10. In or about October 2022, a joint prosecution agreement was entered into between James Hawkins, APLC, and Plaintiff's counsel and Lavi & Ebrahimian LLP.

11. On June 13, 2022, after formal and informal discovery and data exchange, the Parties attended a mediation session along with the Hon. Ronald Sabraw (Ret.), a well-respected mediator experienced in mediating wage and hour class and representative actions, and co-counselors from James Hawkins. After a full day of arm's-length negotiations, the Parties reached an agreement which was later memorialized in a Settlement Agreement.

12. On August 9, 2023, the Court entered an Order Granting Preliminary Approval of Class Action Settlement. Thereafter, through the Settlement Administrator Simpluris, the notice administration process commenced.

EXPERIENCE OF CLASS COUNSEL

13. Lavi & Ebrahimian, LLP is experienced and qualified to act as Class Counsel, to evaluate the class claims, to evaluate settlement versus trial on a fully informed basis, and to evaluate the viability of the defenses.

1 14. I, and the law firm of Lavi & Ebrahimiian, LLP, have almost exclusively practiced in
2 the area of labor and employment law.

3 15. I am familiar with the experience of Joseph Lavi who graduated from law school in
4 2000 and has handled numerous cases in all aspects of employment and labor law, including state and
5 federal class actions, wrongful termination, discrimination, harassment and retaliation cases. He is a
6 managing partner of the firm and was lead counsel on this matter and has been practicing law for over
7 20 years.

8 16. Mr. Lavi has tried employment cases in State and Federal court, and has argued before
9 various Courts of Appeals, on employment issues such as the validity of Arbitration Agreements,
10 Application of Res Judicata in class action cases, and other employment issues. He has been a panelist
11 and/or speaker for various Employment Law Continuing Legal Education Panels on issues of
12 employment law trials, how to proceed and conduct trials, and proving and winning punitive damages.
13 He has been named a Southern California Super Lawyer in the area of Plaintiff's employment
14 litigation for Class Actions from 2011-2022. He has settled dozens of wage and hour class actions
15 and is currently Plaintiff's counsel in many others. Some of the class actions that he handled against
16 employers on wage and hour issues and have been approved as class counsel include cases against
17 the following: Kaiser Permanente which settled for \$6,510,000.00; Hustler Casino which settled for
18 \$980,000.00; Chevron Stations Inc. which settled for \$4,500,000.00; Commerce Casino which settled
19 for \$1,575,000.00; BP West Cost Products which settled for \$4,000,000.00; Kaiser Permanente which
20 settled for \$3,600,000.00; Fuddruckers (as lead counsel) which settled for \$900,000.00; Movado
21 Retail Group, Inc. (as lead counsel) which settled for \$728,000.00; Chuck-E-Cheese's (as lead
22 counsel) which settled for \$1,900,000.00; Aero-Electric Connector, Inc. (as lead counsel) which
23 settled for \$1,500,000.00; Clougherty Packing, LLC (as lead counsel) which settled for
24 \$4,250,000.00; and Gruma Corporation (as lead counsel) which Defendants' petition to the United
25 States Supreme Court in the matter was denied and the matter settled for \$2,300,000.00. Mr. Lavi has
26 been approved as class counsel by both Federal and California Courts. I and the other attorneys at
27 Lavi & Ebrahimiian who are available to assist me in this case if needed are fully capable of adequately
28 and fairly representing Plaintiffs and the proposed class in this matter.

1 17. Lavi & Ebrahimian, LLP has been appointed Class Counsel in over fifty contested
2 proceedings including the following:

3 a. *Ischak v. Kaiser Foundation Hospitals, Inc.*, Los Angeles Superior Court Case
4 No. BC343535;

5 b. *Santana v. El Pollo Loco, Inc.*, Los Angeles Superior Court Case No.
6 BC369846;

7 c. *Edlin, et al. v. Fuddruckers, Inc.*, United States District Court, Central District
8 of California, Case No. CV-07-3678-ABC;

9 d. *Chavez, et al. vs. CEC Entertainment, Inc. d/b/a Chukee-Cheeses*, Los Angeles
10 Superior Court Case No. BC380996;

11 e. *Bustamante, et al. v. Teamone Employment Specialists*, Los Angeles Superior
12 Court Case No. BC383266;

13 f. *Cervantes, et al. v. Kaiser Foundation Hospitals, Inc.*, Alameda Superior Court
14 Case No. RG 0265835;

15 g. *Seng Savang v. Club One Casino*, Fresno Superior Court Case No.
16 05CECG02189;

17 h. *Norman, et al. v. Movado Retail Group, Inc.*, United States District Court,
18 Central District of California, Case No. CV08-06691 SVW (PLA);

19 i. *Shand v. G.A.L.A., Inc. dba Giorgio Armani*, Los Angeles Superior Court Case
20 No. BC342588;

21 g. *Solis v. Plycraft Industries, Inc.*, Los Angeles Superior Court Case No.
22 BC374816;

23 h. *Campos v. HWB Carwash, Inc.*, Los Angeles Superior Court Case No.
24 BC378990;

25 i. *Acosta, et al. v. Texwood Industries*, United States District Court, Central
26 District of California, Case No. CV07-3237-DDP (PLAX);

27 h. *Arevalo v. Gruma Corporation*, Los Angeles Superior Court Case No.
28 BC410322;

1 j. *Burrola v. American Promotional Events*, Los Angeles Superior Court Case
2 No. BC412315;

3 k. *Cortez v. Trader Distribution Services*, Los Angeles Superior Court Case No.
4 BC397208;

5 l. *Cueva v. Allied Industries, Inc.*, Los Angeles Superior Court Case No.
6 BC399431;

7 m. *Del Toro v. Petco Animal Supplies, Inc.*, San Diego Superior Court Case No.
8 37-2009-00103626-CU-OE-CTL;

9 n. *Garcia v. Home Cooking, Inc.*, Los Angeles Superior Court Case No.
10 BC451148;

11 o. *Alcantar v. Amerimax Building Products, Inc.*, United States District Court,
12 Central District of California, Case No. CV 10-8916 DDP (CWx);

13 p. *Arancivias v. Clougherty Packaging, LLC dba Farmer John*, Los Angeles
14 Superior Court Case No. BC432406;

15 q. *Barajas v. Menzies Aviation, Inc.*, United States District Court, Central District
16 of California, Case No CV-10-02315-JEM;

17 r. *Barrera v. BHFC Operating, LLC dba Bottega Louie*, Los Angeles Superior
18 Court Case No. BC462603;

19 s. *Camacho v. American Textile Maintenance Co.*, Los Angeles Superior
20 Court Case No. BC452570;

21 t. *Cortes v. Monsanto Company*, Ventura Superior Court Case No. 56-2010-
22 00366952-CU-OE-VTA;

23 u. *Escobar v. Aero-Electric Connector, Inc.*, Los Angeles Superior Court Case
24 No. BC421009;

25 v. *Gomez v. Bacara Resort & Spa*, Santa Barbara Superior Court Case No.
26 1341987;

27 w. *Gonzalez v. Ashley Furniture Industries, Inc.*, Los Angeles Superior Court
28 Case No. BC425708;

1 x. *Gonzalez v. Burrtec Waste Industries, Inc.*, Los Angeles Superior Court Case
2 No. BC436879;
3 y. *Gutierrez v. Visterra Credit Union*, Riverside Superior Court Case No.
4 RIC10020183;
5 z. *Hernandez v. Kruse & Son, Inc.*, Los Angeles Superior Court Case No.
6 BC411849;
7 aa. *Lopez v. Tecno Industrial Engineering*, Los Angeles Superior Court Case No.
8 BC411134;
9 bb. *Lowanga v. Continental Currency Services, Inc.*, Orange County Superior
10 Court Case No. 30-2011-0044011-CU-OE-CXC;
11 cc. *Aguilar v. PLS Financial Services, Inc.*, United States District Court, Central
12 District of California, Case No. CV 10-0415 ODW (FMOx);
13 dd. *Lozada v. Classic Party Rentals, Inc.*, Los Angeles Superior Court Case No.
14 BC443792;
15 ee. *Madrid v. OPI Products, Inc.*, Los Angeles Superior Court Case No.
16 BC451489;
17 ff. *Martinez v. J. Fletcher Creamer & Son, Inc.*, United States District Court Case
18 No. CV 10-0968-PSG-FMOX;
19 gg. *Martinez v. Administaff Companies II, L.P.*, Los Angeles Superior Court Case
20 No. BC425799;
21 hh. *Martinez v. Morgans Hotel Group Management, LLC*, Los Angeles Superior
22 Court Case No. BC446744;
23 jj. *Sanchez v. La Brea Bakery, Inc.*, Los Angeles Superior Court Case No.
24 BC456420;
25 ii. *Montenegro v. Ruggeri Marble and Granite, Inc.*, United States District Court,
26 Central District of California, Case No. CV-10-00711 JFW (PLAx);
27 kk. *Reed v. 99 Cents Only Stores*, Los Angeles Superior Court Case No.
28 BC436793;

1 ll. *Santos v. Noble Management Group-California, LLC*, United States District
2 Court, Central District of California, Case No. CV 10-2594 DSF (VBKx);

3 mm. *Taylor v. U.S. Healthworks Holding Company, Inc.*, Orange County Superior
4 Court Case No. 30-2011-00473505;

5 nn. *Valencia Diaz v. Gene Wheeler Farms, Inc.*, Los Angeles Superior Court Case
6 No. BC436235;

7 oo. *Zad-Behtooie v. Valley Village*, Los Angeles Superior Court Case No.
8 BC451490;

9 pp. *Bell v. Aidells Sausage Company, Inc.*, Alameda Superior Court Case No.
10 RG10523946;

11 qq. *Negrete v. Cenveo, Inc.*, United States District Court, Central District of
12 California, Case No. CV 11-09543 DSF (MRWx);

13 rr. *Bejar v. Exopack-Ontario, Inc.*, Orange County Superior Court Case No. 30-
14 2011-00518396-CU-OE-CXC;

15 ss. *Aguilar v. PLS Financial Services, Inc.*, United States District Court, Central
16 District of California, Case No. CV 10-0415 ODW (FMOx);

17 tt. *Sparks v. Larry Flynt dba Hustler Casino*, Los Angeles Superior Court Case
18 No. BC320172;

19 uu. *Morris v. Chevron Stations, Inc.*, Los Angeles Superior Court Case No.
20 BC361380;

21 vv. *Marino v. BP West Coast Products, LLC*, Los Angeles Superior Court Case
22 No. BC357987

23 CONTRIBUTION OF PLAINTIFF AND REASONABLENESS OF THE REQUESTED

24 SERVICE PAYMENT

25 18. It is imperative that Plaintiffs obtain just compensation for the time, effort and risk
26 associated with their collective fiduciary duties as class representatives and named Plaintiffs. Here,
27 the requested enhancement is relatively modest, reasonable, and should be approved. The requested
28 award of Seven Thousand, Five Hundred Dollars and Zero Cents (\$7,500.00) to each Plaintiff is only

1 a small portion of the total settlement amount. Each Plaintiff has performed considerable services on
2 behalf of the Class during the litigation by seeking an attorney, searching for and providing
3 information related to his employment and the employment conditions, spending time in meetings
4 with counsel to get a better understanding of their work environment and requirements, making
5 themselves available during the mediation sessions, and approving the settlement on behalf of all
6 class members. Plaintiffs reviewed the settlement agreement and stayed up to date with the case status
7 after the settlement was reached. As such, the requested payment is warranted for their time and effort
8 when the class members are able to receive significant monetary compensation as a result of
9 Plaintiffs' efforts, as well as the fact that they put themselves at significant risk for liability for costs
10 in this matter if Defendant was the prevailing party in the litigation as well as for retaliation by other
11 employers who may discover and find it to be unappealing that any Plaintiff was a Class
12 Representative in a lawsuit against Defendant, their former employer. Therefore, Plaintiffs' requested
13 payment should be approved.

14 ATTORNEYS' FEES

15 19. I and other attorneys at Lavi & Ebrahimian LLP made every effort to litigate this action
16 in an efficient and cost-effective manner. Following review of our case file and hours and discussions
17 with counsel, our firm has spent approximately 54.25 hours on this matter.

18 20. Given Mr. Lavi's years of experience, his trial and appellate experience, and the focus
19 of my practice, if he were to charge for this type of work by the hour, his current hourly rate would
20 be \$925 per hour. This rate is the firm's current billing rate and is supported by the extensive and
21 specialized experience in these types of cases and recognized expertise described. I have personal
22 knowledge of the hourly rates charged by other attorneys with comparable experience to Mr. Lavi's.
23 Based on that information, I believe that his rate and other attorneys at Lavi & Ebrahimian rates are
24 fully consistent with the market rate for attorneys with comparable expertise, experience, and
25 qualifications. Based on the information I have, I believe that our rates are reasonable and appropriate
26 fees for Los Angeles attorneys with comparable expertise, experience, and qualifications.

27 21. The hourly rates of the attorneys, \$675 for myself, Phillip Song, and Eve Howe, and
28 \$725 for Vincent Granberry are in line with rates approved for attorneys in this jurisdiction with

1 similar experience. A reasonable hourly rate is the prevailing rate charged by attorneys of similar skill
2 and experience in the relevant community. (*PLCM Group, Inc. v. Drexler* (2000) 22 Cal. 4th 1084,
3 1095; *Hopson v. Hanesbrands Inc.* (N.D. Cal. Apr. 3, 2009, No. CV08-0844 EDL) 2009 U.S. Dist.
4 LEXIS 33900.)

5 22. Plaintiff's Counsel's rates are also in line with the Laffey Matrix which states a rate of
6 \$747 per hour for attorneys out of law school 11-19 years and \$899 per hour for attorneys out of law
7 school over 20 years. (See <http://www.laffeymatrix.com/see.html>.) California Courts have applied
8 the Laffey Matrix with adjustments to the specific California locality where the Counsel's office is
9 located based on "Locality Pay Tables." (See e.g., *Syers Properties III, Inc. v. Rankin* (2014) 226
10 Cal.App.4th 691, 695-696 [affirming fee award based on Laffey Matrix with upward 9 percent rate
11 adjustment from D.C. area compared to San Francisco Bay Area based on Locality Pay Tables]; *In*
12 *re HPL Techs., Inc., Secs. Litig.* (N.D. Cal. April 22, 2005, No. C-02-3510 VRW) 365 F.Supp.2d 912,
13 921-922 [using Laffey Matrix with upward adjustment of 9 percent for San Francisco based on
14 difference between D.C. Area's +15.98 locality pay compared to San Francisco's +26.39 percent
15 locality pay differential from the federal courts' "Judiciary Salary Plan Pay Tables."].) Here,
16 Plaintiff's Counsel's office is located in Los Angeles County. For 2018, the Locality Pay Tables (and
17 Judiciary Salary Plan Pay Tables referred to in *In re HPL Techs., Inc.*), state a 2.35 percent increase
18 for the Los Angeles-Long Beach, CA area which includes the following counties: Kern County, Los
19 Angeles County, Orange County, Riverside County, San Bernardino County, Santa Barbara County,
20 and Ventura County. (Ex. 7, 8 [2018 Locality Pay Tables for Washington-Baltimore-Arlington and
21 Los Angeles-Long Beach, CA available at [https://www.opm.gov/policy-data-oversight/pay-](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/general-schedule/)
22 [leave/salaries-wages/2018/general-schedule/](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/general-schedule/)]; Ex. 9, 10 [Judiciary Salary Plan Pay Tables available
23 at <http://www.uscourts.gov/careers/compensation/judiciary-salary-plan-pay-rates>]; Ex. 11 [2018
24 Locality Pay Area Definitions defining counties within Los Angeles-Long Beach, CA area available
25 at [https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/locality-pay-area-](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/locality-pay-area-definitions/)
26 [definitions/](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/locality-pay-area-definitions/)].) In applying the 2.35 locality increase for attorneys working in Kern County, Los
27 Angeles County, Orange County, Riverside County, San Bernardino County, Santa Barbara County,
28 and Ventura County over the Washington-Baltimore area stated in the Laffey Matrix, the Laffey

Matrix states the following relevant rates: \$468 for attorneys 4 to 5 years out of law school, \$676 for attorneys 8 to 10 years out of law school, \$764 for attorneys 11 to 19 years out of law school, and \$920 for attorneys 20 plus years out of law school.

23. In summary form, counsel's many tasks included the following: pre-filing investigation, legal research, and research of Defendant; meeting and communicating with Plaintiff regarding his responsibility in bringing the action, the facts of his case, his employment, his work environment, their documents pleadings; reviewing Plaintiff's file and determining liability and evaluating claim and defense strengths and weaknesses; legal research of case law and wage orders regarding applicable claims and defenses; meeting and conferring over informal discovery and the mediation session; drafting notices for litigation; evaluating Defendant's policies; determining case strategy; communicating with Defendant's Counsel; analyzing data and information provided in informal discovery; calculating damages; negotiating settlement and settlement documents; reviewing the motion for preliminary approval and supporting documents; meeting with client regarding approval of the settlement; reviewing motion for final approval and drafting supporting documents. All of the tasks and work performed were reasonable and necessary to the prosecution of this case and justified, particularly in light of the result achieved.

24. Plaintiff's fee request is reasonable under the lodestar method. Under the lodestar method, a base fee amount is calculated from a compilation of time reasonably spent on the case and the reasonable hourly compensation of the attorney. The base amount is then adjusted in light of various factors. (*Serrano v. Priest* (1977) 20 Cal.3d 25, 48, (*Serrano III*).)

The breakdown of the hours worked by counsel in this matter is set forth as follows:

Attorney	Hours	Hourly Rate	Total
Joseph Lavi	10	\$925	\$9,250
Vincent C. Granberry	18	\$725	\$13,050
Phillip Song	16	\$675	\$10,800
Antonia McKee	5	\$675	\$3,375
Eve Howe	5.25	\$675	\$3,543.75
Total		--	\$40,768.75

25. Working closely with the other attorneys in my firm, including on motions for attorneys' fees, I am aware of the experience and achievements of the counsel involved in this matter as well as the rates which would be charged if our work was on an hourly basis. Having reviewed declarations in support of fee applications in Los Angeles, I also have knowledge of hourly rates charged by other attorneys practicing in the field of employment law in Los Angeles. Based on that information, I believe that my rate and the rates of the attorneys in my firm are fully consistent with the market rate for attorneys with comparable expertise, experience, and qualifications. Based on the information I have, I believe that the rates of our firm are reasonable and appropriate fees for Los Angeles attorneys with comparable expertise, experience, and qualifications.

26. Based on the documents and data reviewed, and the experience of myself and other attorneys at Lavi & Ebrahimian LLP, counsel for Plaintiff Avalos believes that the settlement reached herein is a fair, reasonable, and adequate result for the class members involved and should be approved by the Court.

27. The rationale for a fee enhancement in contingency cases is to not only compensate the attorney for legal services, but to provide fair compensation for the risk and delay of not being paid at all. (*Ketchum v. Moses* (2001) 24 Cal.4th 1122, 1132-1133.) In counsel's experience, the risks of prosecuting a class action case such as this are significant. Class Counsel has expended time in the prosecution of this litigation on a contingency basis without any direct compensation and having advanced litigation costs, carrying the risk that this time and the current out-of-pocket costs would be lost if the case were not resolved successfully.

ATTORNEYS' COSTS

28. Plaintiff Avalos' Counsel has expended Four Thousand Five Hundred Seventy Three Dollars and Fifty Eight Cents (\$4,573.58) in costs in this case. (McKee Dec., Exhibit 1). All costs were reasonably incurred in prosecution of the lawsuit and paid on a contingency basis. A large portion of these costs were associated with filing fees for this case, service of documents, mediation, expert analysis, and telephonic court appearances; the remainder was reasonably incurred in prosecution of the lawsuit.

1 FEE SPLITTING

2 29. Plaintiffs have also agreed to a payment of the attorney's fees in this matter. Class
3 counsel will be splitting their attorneys' fees and the Parties (Plaintiffs and Plaintiffs' counsel) have
4 consented to the split in writing. Lavi & Ebrahimi LLP shall recover an extremely modest
5 percentage.

6 EXHIBITS

7 30. Attached as Exhibit 1 to this declaration is a true and correct copy of the Lavi &
8 Ebrahimi Costs.

9 31. Attached as Exhibit 2 to this declaration is a true and correct copy of printouts from
10 the 2014 National Law Journal sampling of California firm billing rates.

11 32. Attached as Exhibit 3 to this declaration is a true and correct copy of the 2008 National
12 Law Journal sampling of billing rates.

13 33. Attached as Exhibit 4 to this declaration is a true and correct printout of the Laffey
14 Matrix available at <http://www.laffeymatrix.com/see.html>.

15 34. Attached as Exhibit 5 to this declaration is a true and correct copy of the 2020 Locality
16 Pay Table for Washington-Baltimore-Arlington available at [https://www.opm.gov/policy-data-](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/general-schedule/)
17 [oversight/pay-leave/salaries-wages/2018/general-schedule/](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/general-schedule/).

18 35. Attached as Exhibit 6 to this declaration is a true and correct copy of the 2020 Locality
19 Pay Table for Los Angeles-Long Beach, CA available at [https://www.opm.gov/policy-data-](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/general-schedule/)
20 [oversight/pay-leave/salaries-wages/2018/general-schedule/](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/general-schedule/).

21 36. Attached as Exhibit 7 to this declaration is a true and correct copy of the Judiciary
22 Salary Plan Pay Table for Washington-Baltimore-Arlington available at
23 <http://www.uscourts.gov/careers/compensation/judiciary-salary-plan-pay-rates>.

24 37. Attached as Exhibit 8 to this declaration is a true and correct copy of the Judiciary
25 Salary Plan Pay Table for Los Angeles-Long Beach, CA available at
26 <http://www.uscourts.gov/careers/compensation/judiciary-salary-plan-pay-rates>.

27 38. Attached as Exhibit 9 to this declaration is a true and correct copy of 2020 Locality
28 Pay Area Definitions defining counties within Los Angeles-Long Beach, CA area available at

1 [https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/220/locality-pay-area-](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/220/locality-pay-area-definitions/)
2 definitions/.

3 I declare under penalty of perjury under the laws of the State of California that the foregoing is
4 true and correct.

5 Dated: February 14, 2023

/s/ Antonia McKee

Antonia McKee

“EXHIBIT 1”

February 14, 2024

VIA PERSONAL DELIVERY

Estephany Avalos
8811 Park St.
Bell Flower, CA 90706

RE: AVALOS, E. vs. PRO-TECH DESIGN AND MANUFACTURING (CLASS+PAGA)
Los Angeles Superior Court Case No.: 21STCV32967 (Class Action Wage & Hour)
Los Angeles Superior Court Case No.: 21STCV41807 (PAGA Action Wage & Hour)

Dear Ms. Avalos :

Please find listed below a breakdown of the professional costs and fees associated with your case titled Avalos, E. vs. Pro-Tech Design and Manufacturing

COSTS AND FEES ADVANCED BY LAVI & EBRAHIMIAN, LLP

DATE	ITEM	COST
	SETTLEMENT AMOUNT	\$
N/A	Copying	\$51.00
N/A	Scanning	\$51.00
N/A	Fax	\$7.00
N/A	Mail	\$35.43
	LOS ANGELES SUPERIOR COURT	
09/24/2021	Summon and Complaint Fee (Class)	\$1435.00
11/12/2021	Summon and Complaint Fee (PAGA)	\$435.00
	DDS LEGAL SERVICES	
09/07/2021	Filing of Summons and Complaint (Class)	\$99.95
09/08/2021	Process Service of Summons and Complaint to Def. Pro-Tech Design and Manufacturing (Class)	\$268.90
09/08/2021	Process Service of Summons and Complaint to Def. Pro-Tech Design and Manufacturing (Class)	\$88.90
09/14/2021	Filing of Proof of Service of Summons-Pro- Tech Design and Manufacturing (Class)	\$59.95

Estephany Avalos

AVALOS, E. vs. PRO-TECH DESIGN AND MANUFACTURING

February 14, 2024

Page 2 of 3

09/21/2021	Filing of Proof of Service of Summons- Pro- Tech Design and Manufacturing (Tustin) (Class)	\$34.15
09/24/2021	Fee Advancement of Summons and Complaint (Class)	\$143.50
09/24/2021	Courtesy Copy Delivery of Notice Of Court Order Regarding Initial Status Conference (Class)	\$59.95
09/24/2021	Filing Of Notice of Court Order Regarding Initial Status Conference (Class)	\$34.15
11/12/2021	Filing of Summons and Complaint (PAGA)	\$47.20
12/03/2021	Filing of Joint Initial Status Conference Class Action Response Statement (Class)	\$ 34.15
01/14/2022	Filing of Notice and Acknowledgement of Receipt- Civil to Pro-Tech Design and Manufacturing (PAGA)	\$34.15
03/07/2022	Filing of Case Management Statement (PAGA)	\$34.15
07/08/2022	Filing Of Plaintiff's Notice of Case Reassignment (Class)	\$ 34.15
11/22/2022	Filing of 1) Joint Stipulation to Stay Case And Vacate Future Dates, 2) [Proposed] Order (PAGA)	\$54.75
12/01/2022	Courtesy Copy Delivery of 1) Joint Stipulation to Stay Case And Vacate Future Dates, 2) [Proposed] Order (PAGA)	\$59.95
02/22/2023	Filing of Joint Status Report (PAGA)	\$34.15
04/13/2023	Filing of Notice of Related Case (PAGA)	\$34.15
04/13/2023	Courtesy Copy Delivery to Department of Notice of Related Case (PAGA)	\$69.95
04/21/2023	Filing of Joint Status Conference Statement (Class)	\$34.15
04/24/2023	Filing of Joint Status Report (PAGA)	\$34.15
06/29/2023	Filing of Joint Status Report (PAGA)	\$34.15
07/06/2023	Filing of Plaintiff's Notice of Continuance of Status Conference (PAGA)	\$34.15
08/16/2023	Filing of Joint Status Report (PAGA)	\$34.15
	CASE ANYWHERE	
01/05/2022	Invoice #240572 (Class)	\$115.20
04/10/2022	Invoice #248852 (Class)	\$120.00
07/07/2022	Invoice #257212 (Class)	\$120.00
10/09/2022	Invoice #265864 (Class)	\$126.00
01/09/2023	Invoice #274436 (Class)	\$120.00
04/18/2023	Invoice #283183 (Class)	\$120.00
07/05/2023	Invoice #292239 (Class)	\$126.00
10/05/2023	Invoice #301647 (Class)	\$120.00
01/05/2024	Invoice #311518 (Class)	\$120.00
	DEPARTMENT OF INDUSTRIAL RELATIONS	
09/07/2021	Private Attorney General Act Fee (PAGA)	\$75.00

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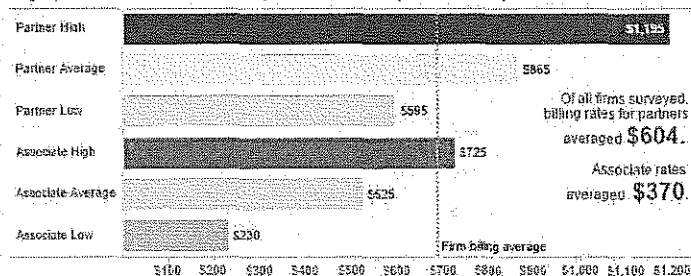
NLJ'S BILLING SURVEY

Select a Firm

- ☐ Miles & Stockbridge
- ☐ Miller & Martin
- ☐ Morgan Lewis
- ☐ Morris Manning
- ☒ Morrison & Foerster
- ☐ Nixon Peabody
- ☐ Norton Rose
- ☐ Butler McClellan
- ☐ O'Brien & Gere
- ☐ Orick Herrington
- ☐ Parker Poe
- ☐ Patton Boggs
- ☐ Paul Hastings
- ☐ Paul Weiss
- ☐ Pepper Hamilton
- ☐ Perkins Cole

Morrison & Foerster

Largest U.S. Office: San Francisco, 1,010 total full-time equivalent attorneys

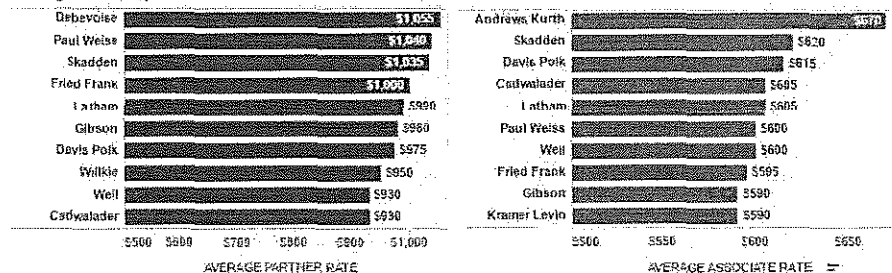


By the Numbers: The Firms Report Their Billing Rates

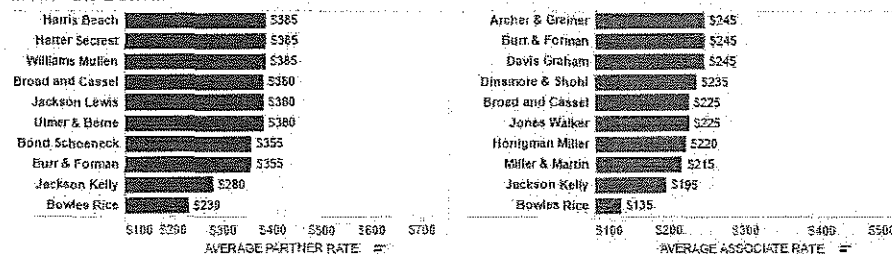
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Dechert	(New York)							
Andrews Kurth	Houston							
Hughes Hubbard	New York							
Irill & Manella	Los Angeles							
Proskauer Rose	New York							
White & Case	New York							
Morrison & Foerster	San Francisco	1,010	\$1,195	\$865	\$595	\$725	\$525	\$230
Pillsbury Winthrop	Washington							
Kaye Scholer	New York							
Kramer Levin	New York							
Hogan Lovells	Washington							
Kasowitz Benson	New York							
Kirkland & Ellis	Chicago							
Cooley	Palo Alto, Calif.							

Full-time equivalent attorney numbers and the largest U.S. office are from the NLJ 350 published in April 2013. N/A** Data not available due to merger in 2013.

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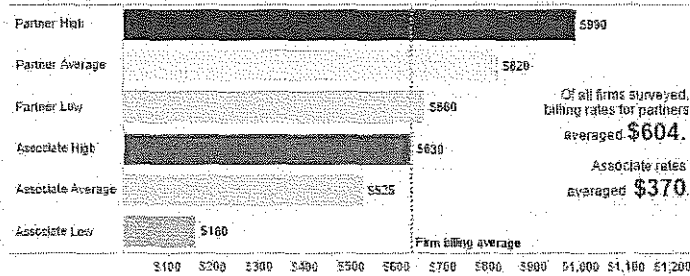
NLJ'S BILLING SURVEY

Select a Firm

- ☐ Connors Foley
- ☒ Cooley
- ☐ Covington & Burling
- ☐ Cox Smith
- ☐ Cozen O'Connor
- ☐ Curtis, Mallet-Prevost
- ☐ Davis Graham
- ☐ Davis Polk
- ☐ Debevoise & Plimpton
- ☐ Dechert
- ☐ Dentons
- ☐ Dickstein Shapiro
- ☐ Dinsmore & Shohi
- ☐ DLA Piper
- ☐ Dorsey & Whitney
- ☐ Duggan Moore

Cooley

Largest U.S. Office: Palo Alto, Calif., 632 total full-time equivalent attorneys

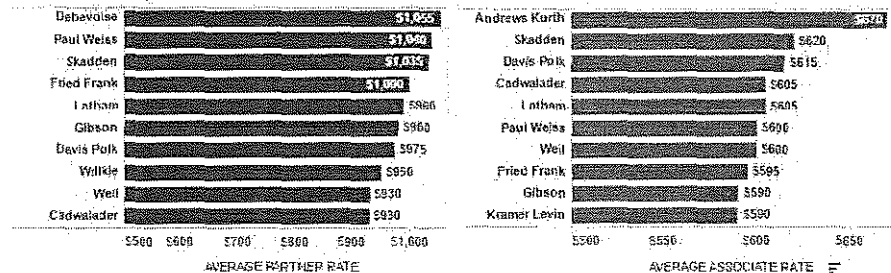


By the Numbers: The Firms Report Their Billing Rates

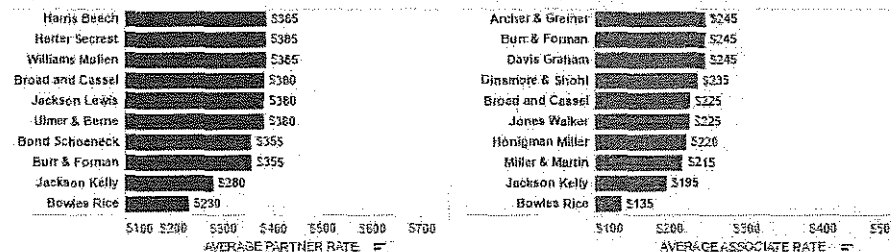
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Kaye, Kirchner	New York							
Kramer Levin	New York							
Hogan Lovells	Washington							
Katowitz Benson	New York							
Kirkland & Ellis	Chicago							
Cooley	Palo Alto, Calif.	632	\$990	\$620	\$860	\$830	\$525	\$180
Arnold & Porter	Washington							
Paul Hastings	New York							
Curtis, Mallet-Prevost	New York							
Winston & Strawn	Chicago							
Bingham McCutchen	Boston							
Akin Gump	Washington							
Covington & Burling	Washington							
King & Spalding	Atlanta							

Full-time equivalent attorney numbers and the largest U.S. office are from the NLJ 350 published in April 2013. N/A** Data not available due to merger in 2013.

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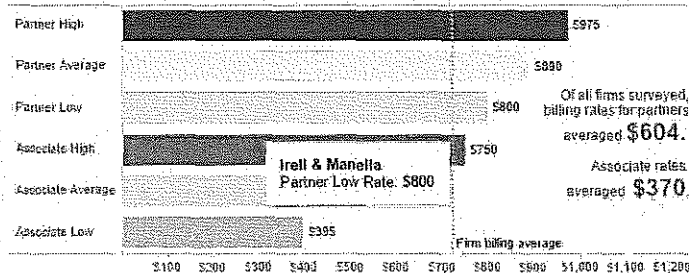
NLJ'S BILLING SURVEY

Select a Firm

- ☐ Harris Beach
- ☐ Harter Secrest
- ☐ Haynes and Boone
- ☐ Hogan Lovells
- ☐ Holland & Hart
- ☐ Holland & Knight
- ☐ Honigman Miller
- ☐ Hughes Hubbard
- ☐ Husch Blackwell
- ☐ Ice Miller
- ☒ Irell & Manella
- ☐ Jackson Kelly
- ☐ Jackson Lewis
- ☐ Jackson Walker
- ☐ Jeffer Mangels
- ☐ Jenner & Block

Irell & Manella

Largest U.S. Office: Los Angeles 164 total full-time equivalent attorneys

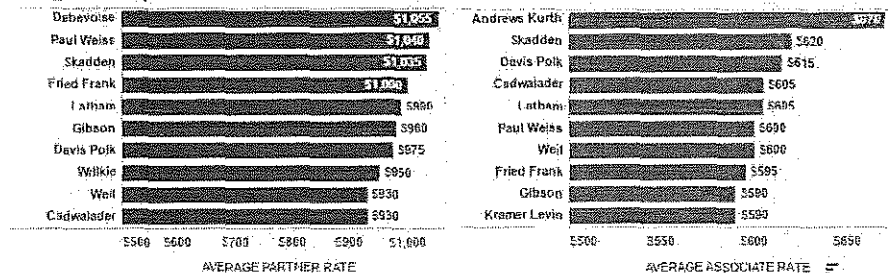


By the Numbers: The Firms Report Their Billing Rates

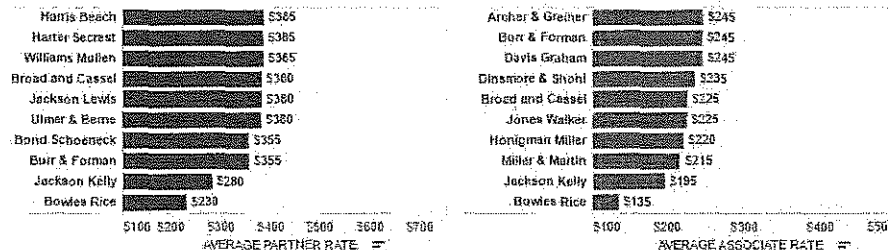
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Dechert	New York							
Andrews Kurth	Houston							
Hughes Hubbard	New York							
Irell & Manella	Los Angeles	164	\$975	\$880	\$800	\$750	\$600	\$395
Proskauer Rose	New York							
White & Case	New York							
Morrison & Foerster	San Francisco							
Pillsbury Winthrop	Washington							
Kaye Scholer	New York							
Kramer Levin	New York							
Hogan Lovells	Washington							
Kasowitz Benson	New York							
Kirkland & Ellis	Chicago							
Cooley	Palo Alto, Calif.							

Full-time equivalent attorney numbers and the largest U.S. office are from the NLJ 250 published in April 2013. NLJ** Data not available due to merger in 2013.

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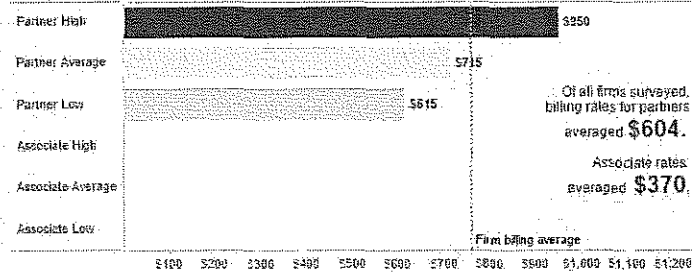
NLJ'S BILLING SURVEY

Select a Firm

- ☐ McEvoy Deutsch
- ☐ McGuireWoods
- ☐ McKenna Long
- ☐ Michael Best
- ☐ Miles & Stockbridge
- ☐ Miller & Martin
- ☐ Morgan Lewis
- ☐ Morris Manning
- ☐ Morrison & Foerster
- ☐ Nixon Peabody
- ☐ Norton Rose
- ☐ Potter McCann
- ☒ O'Melveny & Myers
- ☐ Orrick, Herrington
- ☐ Parker Poe
- ☐ Patton Boggs

O'Melveny & Myers

Largest U.S. Office: Los Angeles, 738 total full-time equivalent attorneys

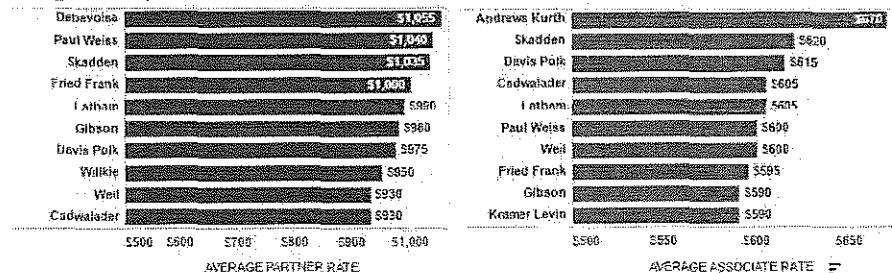


By the Numbers: The Firms Report Their Billing Rates

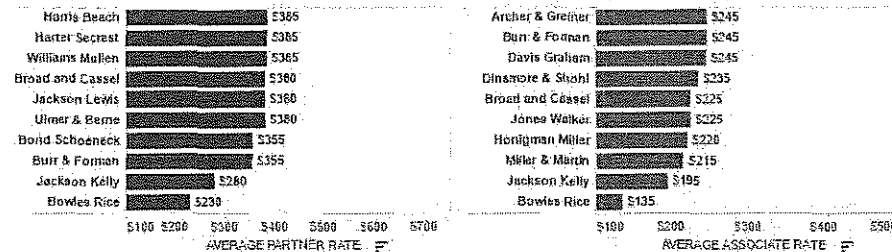
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Baker & McKenzie	Chicago							
Dickstein Shapiro	Washington							
Jenner & Block	Chicago							
Jones Day	New York							
Manatt Phelps	Los Angeles							
Seward & Kissel	New York							
O'Melveny & Myers	Los Angeles	738	\$250	\$715	\$615			
McDermott Will	Chicago							
Reed Smith	Pittsburgh							
Dentons	HOA**							
Jeffer Mangels	Los Angeles							
Shepherd Mullin	Los Angeles							
Alston & Bird	Atlanta							
Foley Hoag	Boston							

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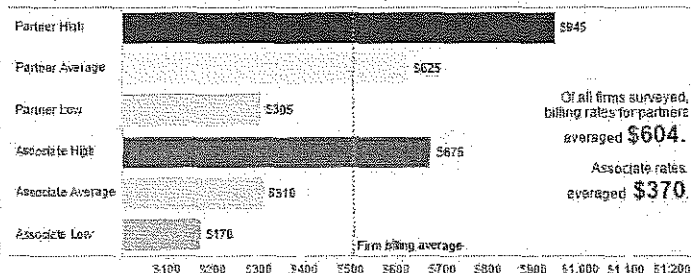
NLJ'S BILLING SURVEY

Select a Firm

- ☐ McKinley Deutsch
- ☐ McGuireWoods
- ☐ McKenna Long
- ☐ Michael Best
- ☐ Miller & Stockbridge
- ☐ Miller & Martin
- ☐ Morgan Lewis
- ☐ Morris Manning
- ☐ Morrison & Foerster
- ☐ Nixon Peabody
- ☐ Norton Rose
- ☐ Nutter McCloud
- ☐ O'Melveny & Myers
- ☒ Orrick, Herrington & Sutcliffe
- ☐ Parker Poe
- ☐ Patton Boggs

Orrick, Herrington & Sutcliffe

Largest U.S. Office: San Francisco, 977 total full-time equivalent attorneys

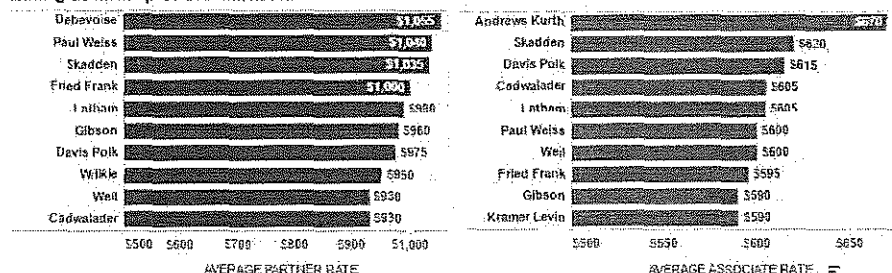


By the Numbers: The Firms Report Their Billing Rates

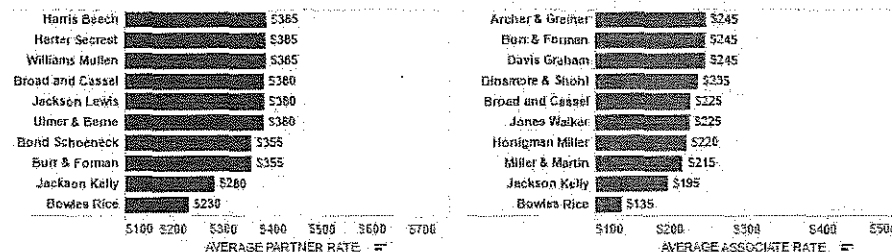
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Blank Rome	Philadelphia							
Kelley Drye	New York							
Gardere Wynne	Dallas							
Pepper Hamilton	Philadelphia							
Orrick, Herrington & Sutcliffe	San Francisco	977	\$845	\$625	\$395	\$675	\$516	\$170
Stevens & Lee	Reading, Pa.							
Duane Morris	Philadelphia							
Morgan Lewis	Philadelphia							
Troutman Sanders	Atlanta							
Allen Matkins	Los Angeles							
Katten Muchin	Chicago							
Lowenstein Sandler	Roseland, N.J.							
Seyfarth Shaw	Chicago							
Buchalter Nemer	Los Angeles							

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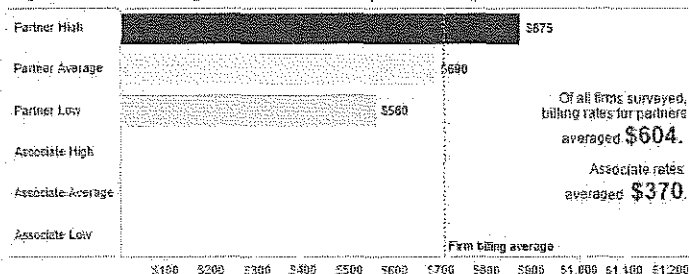
NLJ'S BILLING SURVEY

Select a Firm:

- ☐ Best & Martindale
- ☐ Jackson Kelly
- ☐ Jackson Lewis
- ☐ Jackson Walker
- ☒ Jeffer Mangels
- ☐ Jenner & Block
- ☐ Jones Day
- ☐ Jones Walker
- ☐ Kasowitz Benson
- ☐ Katten Muchin
- ☐ Kaye Scholer
- ☐ Kelley Drye
- ☐ Kilpatrick Townsend
- ☐ King & Spalding
- ☐ Kirkland & Ellis
- ☐ Knobbe Martens

Jeffer, Mangels, Butler & Mitchell

Largest U.S. Office: Los Angeles. 126 total full-time equivalent attorneys.

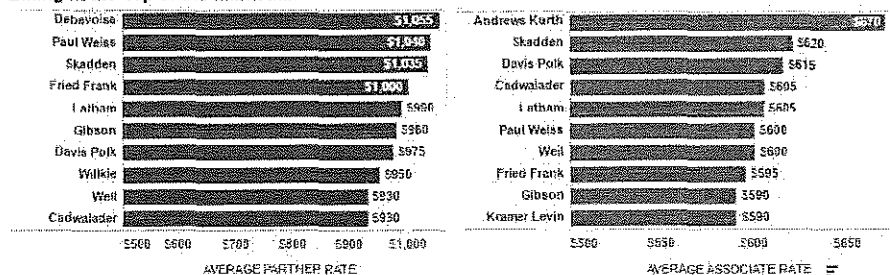


By the Numbers: The Firms Report Their Billing Rates

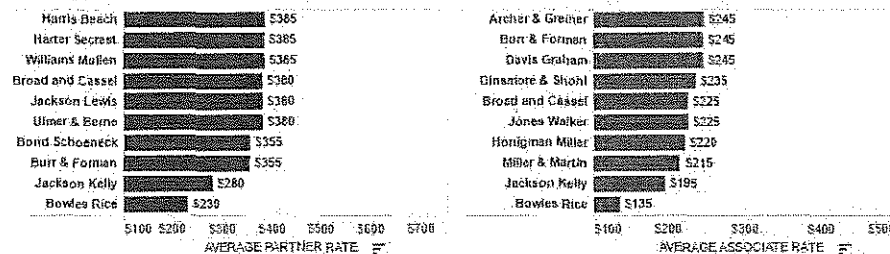
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Baker & McKenzie	Chicago							
Dickstein Shapiro	Washington							
Jenner & Block	Chicago							
Jones Day	New York							
Manatt Phelps	Los Angeles							
Seward & Kissel	New York							
O'Melveny & Myers	Los Angeles							
McDermott Will	Chicago							
Reed Smith	Pittsburgh							
Dentons	N/A**							
Jeffer Mangels	Los Angeles	126	\$675	\$600	\$560			
Shepherd Mullin	Los Angeles							
Alston & Bird	Atlanta							
Foley Hoag	Boston							

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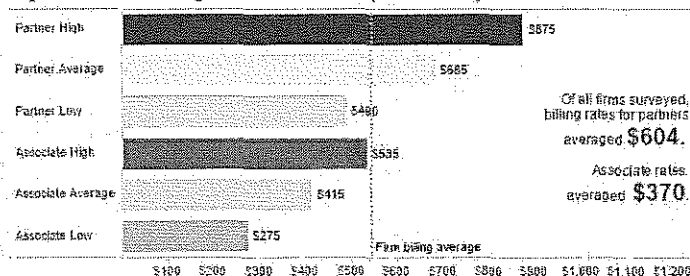
NLJ'S BILLING SURVEY

Select a Firm:

Robles & Cole
Rutan & Tucker
Saul Ewing
Seidman
Seward & Kissel
Sezarth Shaw
Sheppard Mullin
Shumaker Loop
Shuts & Bowen
Skadden, Arps
Snel & Wiener
Squire Sanders
Stevens & Lee
Stinson Morrison
Steel River
Strasburger & Price

Sheppard, Mullin, Richter & Hampton

Largest U.S. Office: Los Angeles. 521 total full-time equivalent attorneys

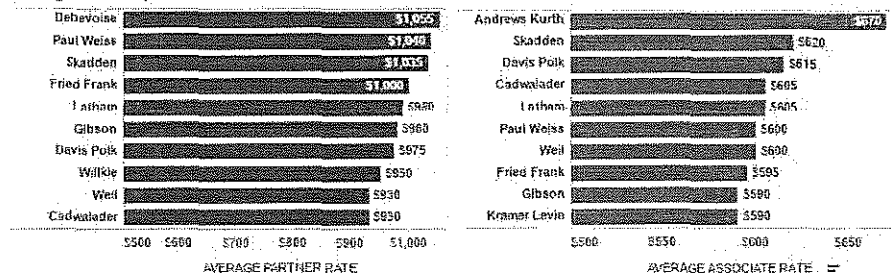


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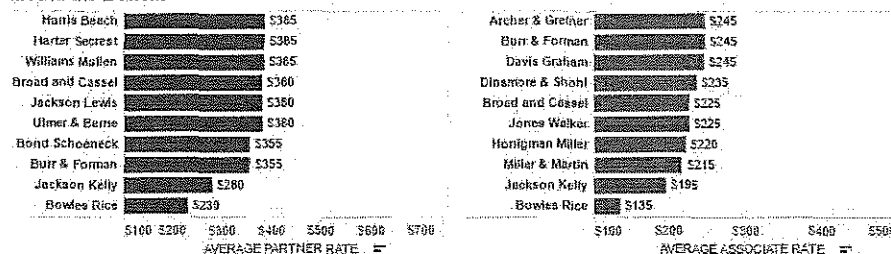
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Jeffrey Mangel	Los Angeles							
Sheppard Mullin	Los Angeles	521	\$875	\$685	\$480	\$535	\$415	\$275
Alston & Bird	Atlanta							
Foley Hoag	Boston							
Haynes and Boone	Dallas							
Patton Boggs	Washington							
Wiley Rein	Washington							
Richards Layton	Wilmington, Del.							
Venable	Washington							
Greenberg Traurig	New York							
Squire Sanders	Cleveland							
Arent Fox	Washington							
Blank Rome	Philadelphia							
Kelley Drye	New York							

Full-time equivalent attorney numbers and the highest U.S. office are from the NLJ 350 published in April 2013. N/A Data not available due to merger in 2013.

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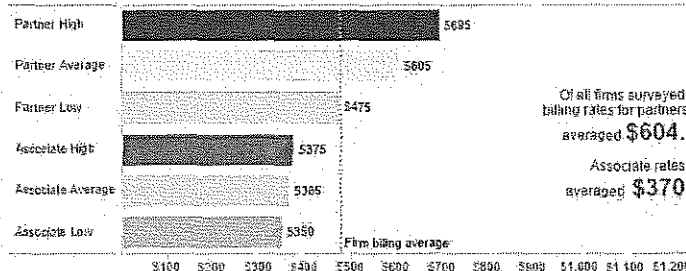
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Select a Firm

- ☐ Baird Spahr
- ☐ Barnes & Thornburg
- ☐ Benesch Friedlander
- ☐ Best Best
- ☐ Bingham McCutchen
- ☐ Blank Rome
- ☐ Bond Schoenack
- ☐ Bowles Rice
- ☐ Bracewell & Giuliani
- ☐ Bradley Arant
- ☐ Broad and Cassel
- ☐ Branstetter Hyatt
- ☐ Bryan Cave
- ☒ Buchalter Nemer
- ☐ Burr & Forman
- ☐ Butzel Long

Buchalter Nemer

Largest U.S. Office: Los Angeles, 134 total full-time equivalent attorneys

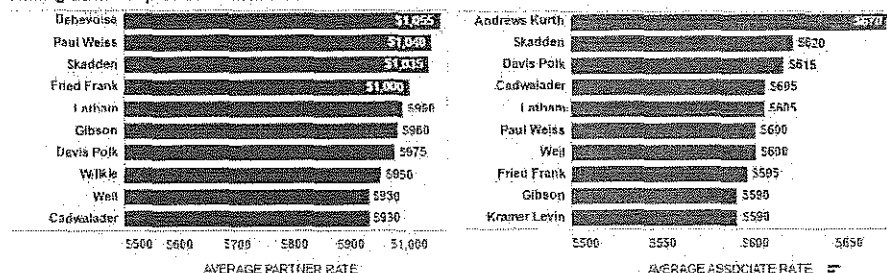


By the Numbers: The Firms Report Their Billing Rates

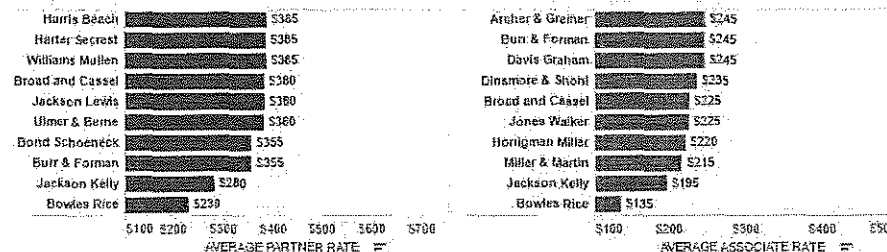
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Seyfarth Shaw	Chicago							
Buchalter Nemer	Los Angeles	134	\$695	\$605	\$475	\$375	\$365	\$350
Carlton Fields	Tampa, Fla.							
Foley & Lardner	Milwaukee							
Perkins Cole	Seattle							
Vinson & Elkins	Houston							
Holland & Knight	Washington							
McGuireWoods	Richmond, Va.							
Bryan Cave	St. Louis							
Nutter McClennen	Boston							
Gibbons	Newark, N.J.							
Cozen O'Connor	Philadelphia							
Knobbe Martens	Irvine, Calif.							
Kilpatrick Townsend	Atlanta							

Full-time equivalent attorney numbers and the largest U.S. office are from the NLJ 350 published in April 2013. N/A** Data not available due to merger in 2013.

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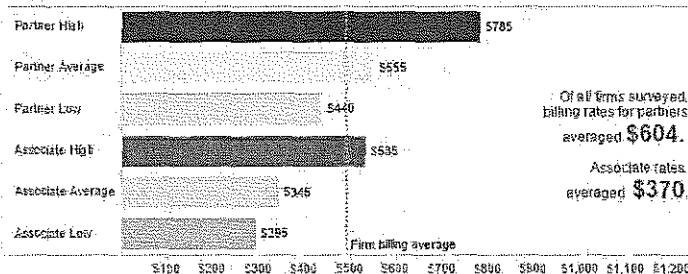
NLJ'S BILLING SURVEY

Select a Firm

- ☐ Katten Muchin
- ☐ Kaye Scholer
- ☐ Kelley Drye
- ☐ Kilpatrick Townsend
- ☐ King & Spalding
- ☐ Kirkland & Ellis
- ☒ Knobbe Martens
- ☐ Kramer Levin
- ☐ Lane Powell
- ☐ Lothman & Walkers
- ☐ Lathrop & Sage
- ☐ Leonard Street
- ☐ Lewis Roca
- ☐ Lindquist & Vennum
- ☐ Littler Mendelson
- ☐ Lovenstein Sandler

Knobbe, Martens, Olson & Bear

Largest U.S. Office: Irvine, Calif., 268 total full-time equivalent attorneys

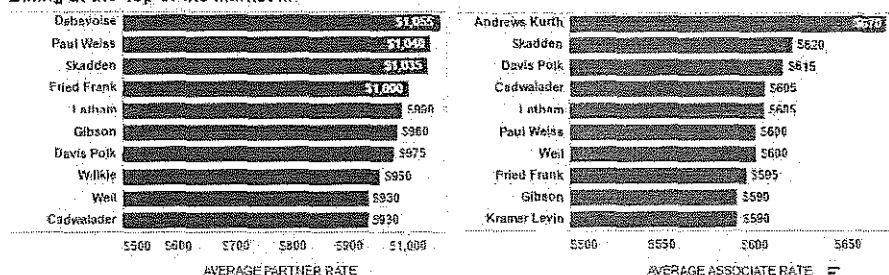


By the Numbers: The Firms Report Their Billing Rates

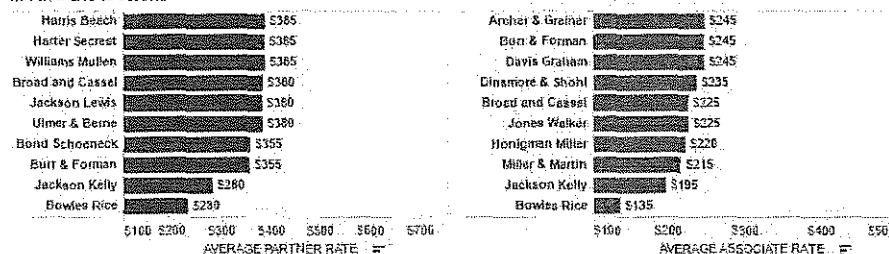
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Gibbons	Newark, N.J.							
Cozen O'Connor	Philadelphia							
Knobbe Martens	Irvine, Calif.	268	\$785	\$555	\$440	\$535	\$345	\$285
Kilpatrick Townsend	Atlanta							
Littler Mendelson	San Francisco							
Edward's Wildman	Boston							
Thompson & Knight	Dallas							
Fox Rothschild	Philadelphia							
McCarter & English	Newark, N.J.							
McKenna Long	Atlanta							
Saul Ewing	Philadelphia							
Brownstein Hyatt	Denver							
Lindquist & Vennum	Minneapolis							
Nixon Peabody	Boston							

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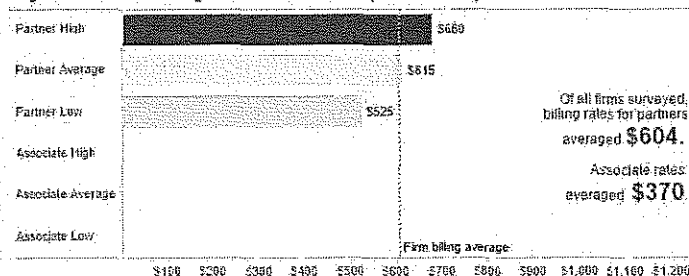
NLJ'S BILLING SURVEY

Select a Firm

- ☐ Adams and Reese
- ☐ Almaraz Center/ll
- ☐ Akin Gump
- ☒ Allen Matkins
- ☐ Alison & Bird
- ☐ Anarwa Kurth
- ☐ Archer & Greiner
- ☐ Aron Fox
- ☐ Arnall Golden
- ☐ Arnold & Porter
- ☐ Aydin & Lehr
- ☐ Baker & Hostetler
- ☐ Baker & McKenzie
- ☐ Baker Donelson
- ☐ Ballard Spahr
- ☐ Barnes & Thornburg

Allen Matkins Leck Gamble Mallory & Natsis

Largest U.S. Office: Los Angeles, 187 total full-time equivalent attorneys

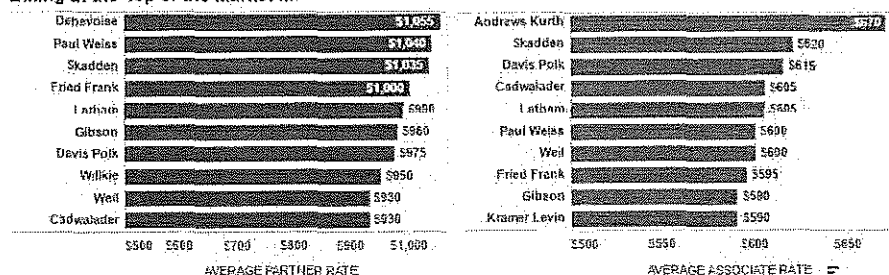


By the Numbers: The Firms Report Their Billing Rates

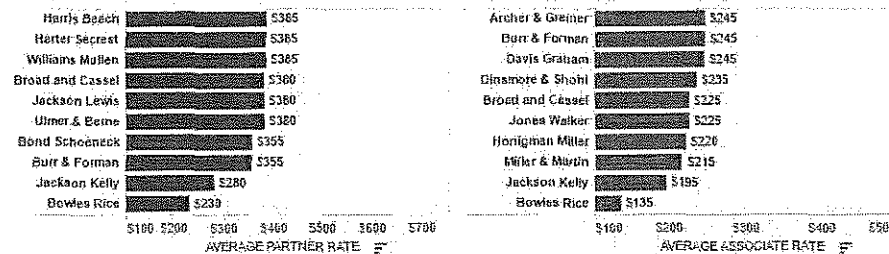
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Blank Rome	Philadelphia							
Kelley Drye	New York							
Gardere Wynne	Dallas							
Pappas Hamilton	Philadelphia							
Ornick Hemington	San Francisco							
Stevens & Lee	Reading, Pa.							
Duane Morris	Philadelphia							
Morgan Lewis	Philadelphia							
Troutman Sanders	Atlanta							
Allen Matkins	Los Angeles	187	\$680	\$615	\$525			
Katten Muchin	Chicago							
Lowenstein Sandler	Roseland, N.J.							
Szyfarth Shaw	Chicago							
Buchalter Nemer	Los Angeles							

Full-time equivalent attorney numbers and the largest U.S. office are from the NLJ 350 published in April 2013. "N/A" Data not available due to merger in 2013.

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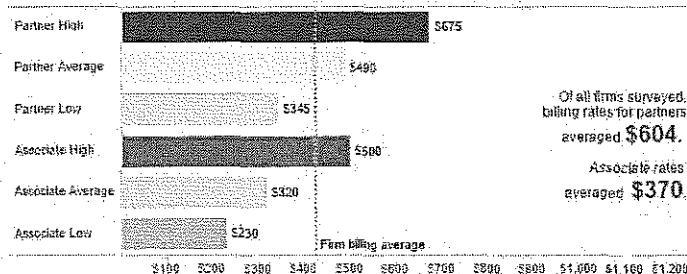
NLJ'S BILLING SURVEY

Select a Firm

- ☐ Pepper Hamilton
- ☐ Perkins Cole
- ☐ Pillsbury Winthrop
- ☐ Pionelli
- ☐ Proskauer Rose
- ☐ Quarles & Brady
- ☐ Quinn Emanuel
- ☐ Reed Smith
- ☐ Richards Layton
- ☐ Riker Danzig
- ☐ Robinson & Cole
- ☒ Rutan & Tucker
- ☐ Saul Ewing
- ☐ Sedgwick
- ☐ Seyward & Kissel
- ☐ Seyfarth Shaw

Rutan & Tucker

Largest U.S. Office: Costa Mesa, Calif., 139 total full-time equivalent attorneys.

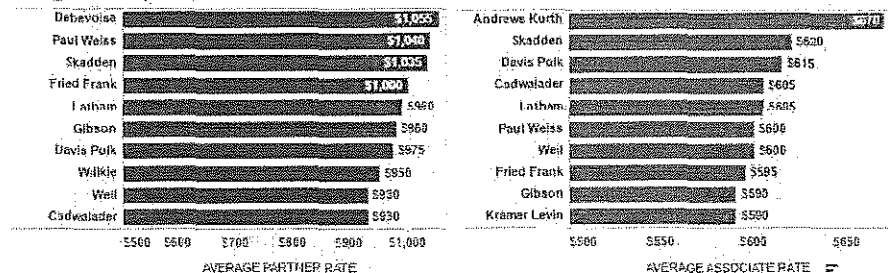


By the Numbers: The Firms Report Their Billing Rates

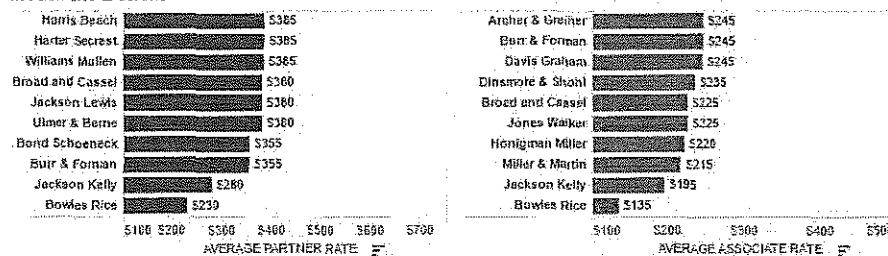
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Arnall Golden	Atlanta							
Rutan & Tucker	Costa Mesa, Calif.	139	\$675	\$490	\$345	\$580	\$320	\$230
Akerman Senterfitt	Blum							
Barnes & Thornburg	Indianapolis							
Morris Manning	Atlanta							
Ballard Spahr	Philadelphia							
Stinson Morrison	Kansas City, Mo.							
Steel Rives	Portland, Ore.							
Miles & Stockbridge	Baltimore							
Quarles & Brady	Milwaukee							
Arnstein & Lehr	Chicago							
Walter Landen	Nashville, Tenn.							
Benesch Friedlander	Cleveland							

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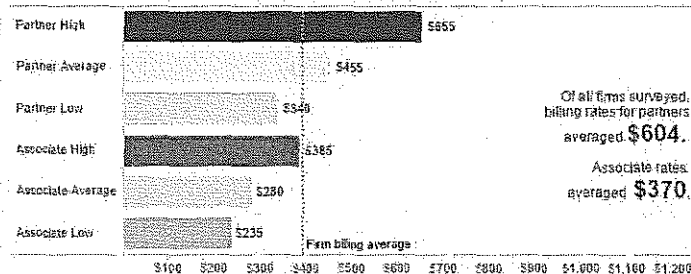
NLJ'S BILLING SURVEY

Select a Firm

- ☐ Alston & Brod
- ☐ Andrews Kurth
- ☐ Archer & Greiner
- ☐ Arent Fox
- ☐ Arnall Golden
- ☐ Arnold & Porter
- ☐ Austein & Lehr
- ☐ Baker & Hostetler
- ☐ Baker & McKenzie
- ☐ Baker Donelson
- ☐ Ballard Spahr
- ☐ Barnes & Thornburg
- ☐ Benesch Friedlander
- ☒ Best Best
- ☐ Bingham McCutchen
- ☐ Blank, Rome

Best Best & Krieger

Largest U.S. Office: Riverside, Calif., 175 total full-time equivalent attorneys

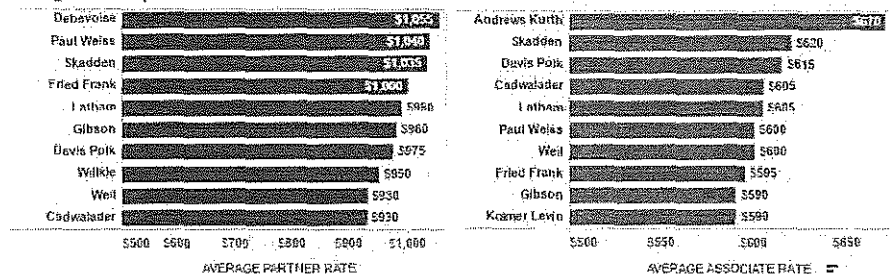


By the Numbers: The Firms Report Their Billing Rates

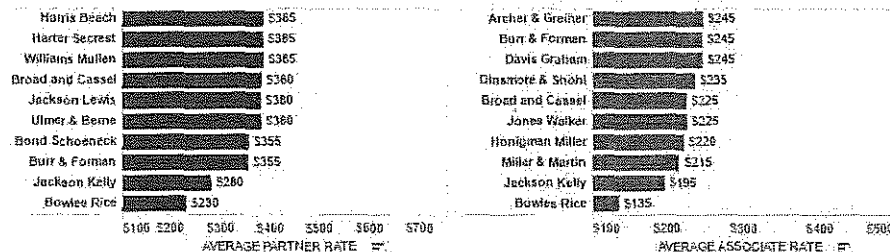
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Quarles & Brady	Memphis							
Arnstein & Lehr	Chicago							
Walton Lunsden	Nashville, Tenn.							
Benesch Friedlander	Cleveland							
Best Best	Riverside, Calif.	175	\$655	\$455	\$340	\$385	\$280	\$235
Faegre Baker	Minneapolis							
Riker Danzig	Hartford, Conn.							
Baker & Hostetler	Cleveland							
Ice Miller	Indianapolis							
Parker Poe	Charlotte, N.C.							
Michael Best	Milwaukee							
Butzel Long	Bloomfield Hills, Mich.							
McElroy Deutsch	Morrisville, N.J.							
Thompson Coburn	St. Louis							

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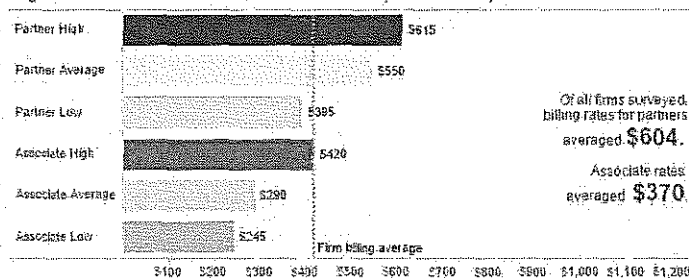
NLJ'S BILLING SURVEY

Select a Firm

- ☐ Latham & Watkins
- ☐ Lathrop & Gage
- ☐ Leonard Street
- ☐ Lovib Roca
- ☐ Lindquist & Vennum
- ☒ Littler Mendelson
- ☐ Lovenstein Sandler
- ☐ Manatt Phelps
- ☐ McCarter & English
- ☐ McDermott Will
- ☐ McCreary Devisch
- ☐ McGuire Woods
- ☐ McKenna Long
- ☐ Michael Best
- ☐ Miles & Stockbridge
- ☐ Miller & Martin

Littler Mendelson

Largest U.S. Office: San Francisco, 909 total full-time equivalent attorneys

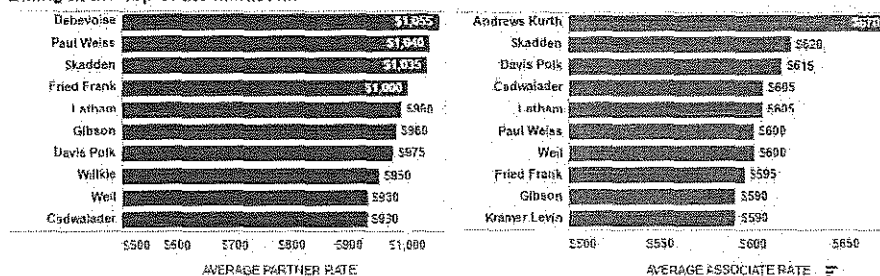


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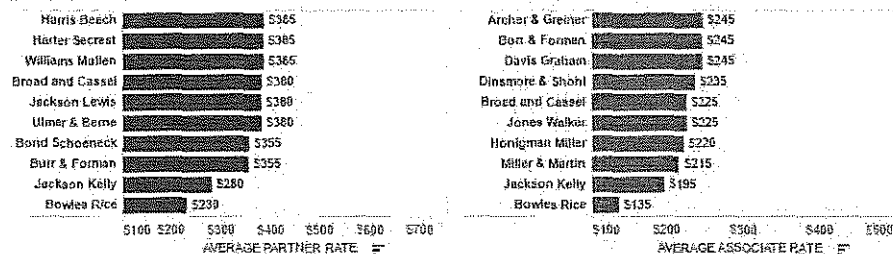
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Gilthons	Newark, N.J.							
Cozen O'Connor	Philadelphia							
Knobbe Martens	Irvine, Calif.							
Kilpatrick Townsend	Atlanta							
Littler Mendelson	San Francisco	909	\$615	\$550	\$395	\$420	\$290	\$245
Edwards Wildman	Boston							
Thompson & Knight	Dallas							
Fox Rothschild	Philadelphia							
McCarter & English	Newark, N.J.							
McKenna Long	Atlanta							
Saul Ewing	Philadelphia							
Brownstein Hyatt	Denver							
Lindquist & Vennum	Minneapolis							
Nixon Peabody	Boston							

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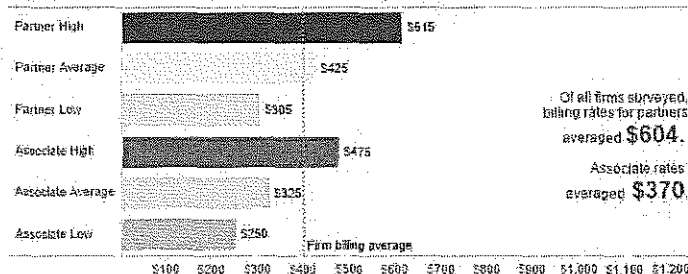
NLJ'S BILLING SURVEY

Select a Firm

- ☐ Pepper Hamilton
- ☐ Perlman Cole
- ☐ Pillsbury Winthrop
- ☐ Potomac
- ☐ Proskauer Rose
- ☐ Quarles & Brady
- ☐ Quinn Emanuel
- ☐ Reed Smith
- ☐ Richards Layton
- ☐ Riker Danzig
- ☐ Robinson & Cole
- ☐ Rutan & Tucker
- ☐ Sant Ewing
- ☒ Sedgwick
- ☐ Seyward & Smith
- ☐ Seyfarth Shaw

Sedgwick

Largest U.S. Office: San Francisco, 347 total full-time equivalent attorneys

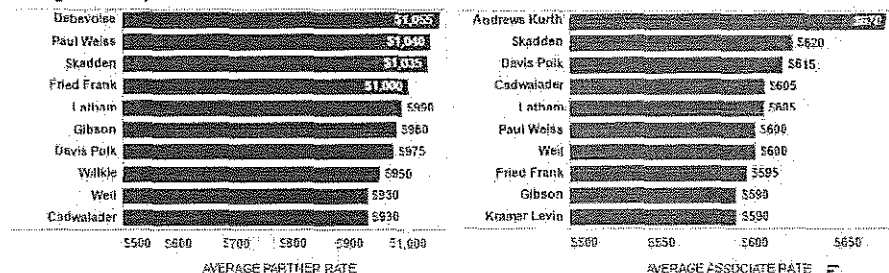


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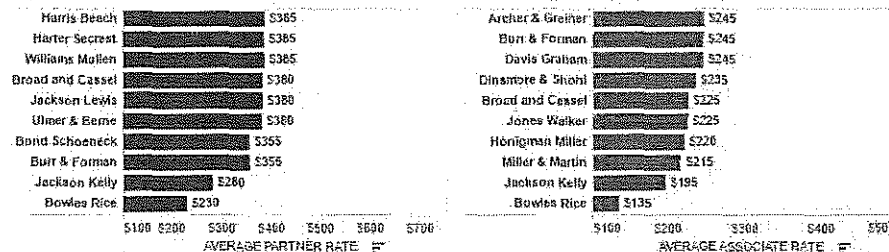
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Pepper Hamilton	Denver							
Bradley Arant	Birmingham, Ala.							
Husch Blackwell	St. Louis							
Lane Powell	Seattle							
Shutts & Bowen	Miami							
Connell Foley	Houston, N.J.							
Sedgwick	San Francisco	347	\$615	\$425	\$305	\$475	\$325	\$250
Gordon & Rees	San Francisco							
Lathrop & Gage	Kansas City Mo.							
Strasburger & Price	Oaklee							
Wyatt Tarrant	Louisville, Ky.							
Taft Stettinius	Cincinnati							
Potomac	Kansas City Mo.							
Robinson & Cole	Hartford, Conn.							

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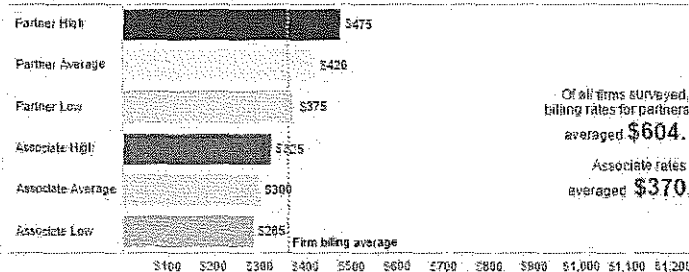
NLJ'S BILLING SURVEY

Select a Firm

- ☐ Dorsey & Whitney
- ☐ Deane Morris
- ☐ Edwards Wildman
- ☐ Faegre Baker
- ☐ Foley & Lardner
- ☐ Foley Hoag
- ☐ Fox Rothschild
- ☐ Fried Frank
- ☐ Gardner Whynne
- ☐ Gibbons
- ☐ Gibson Dunn
- ☒ Gordon & Rees
- ☐ Greenberg Traut
- ☐ Hahn Beach
- ☐ Harter Secrest
- ☐ Kaye, Pomeroy & Fierman

Gordon & Rees

Largest U.S. Office: San Francisco. 457 total full-time equivalent attorneys

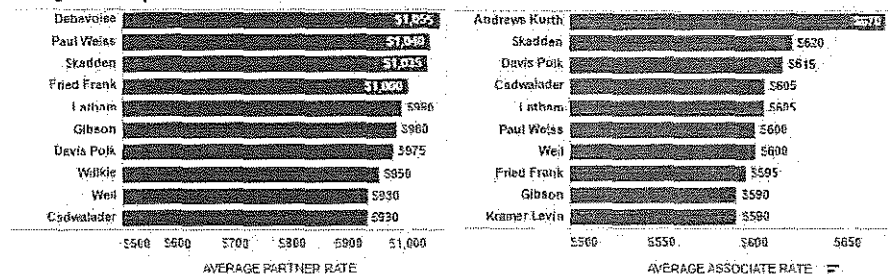


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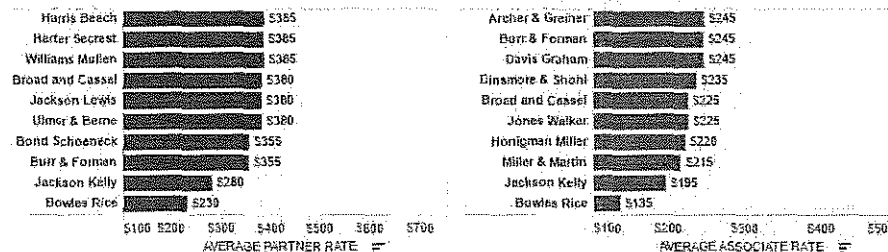
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Andersson & Hart	Denver							
Bradley Arant	Birmingham, Ala.							
Husch Blackwell	St. Louis							
Lane Powell	Seattle							
Shutts & Bowen	Miami							
Connell Foley	Roseland, N.J.							
Sedgwick	San Francisco							
Gordon & Rees	San Francisco	457	\$475	\$426	\$375	\$325	\$300	\$285
Lathrop & Gage	Kansas City, Mo.							
Strasburger & Price	Dallas							
Wyatt Tarrant	Lehigh, Pa.							
Taft Stettinius	Chennai							
Polinelli	Kansas City, Mo.							
Robinson & Cole	Hartford, Conn.							

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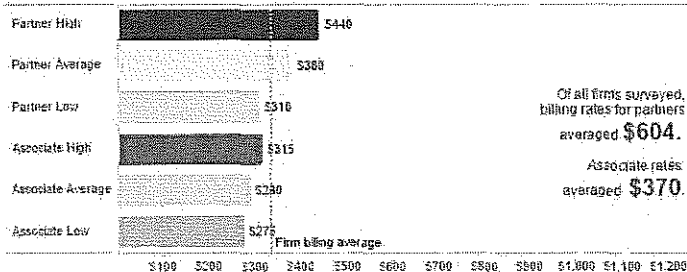
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Select a Firm

[Harris Beach](#)
[Harter Secrest](#)
[Haynes and Boone](#)
[Hogan Lovells](#)
[Holand & Mori](#)
[Holand & Knight](#)
[Honigman Miller](#)
[Hughes Hubbard](#)
[Husch Blackwell](#)
[Ice Miller](#)
[Irill & Manabe](#)
[Jackson Kelly](#)
☒ [Jackson Lewis](#)
[Jackson Walker](#)
[Jeffer Mangels](#)
[Jenner & Block](#)

Jackson Lewis

Largest U.S. Office: Los Angeles. 690 total full-time equivalent attorneys.

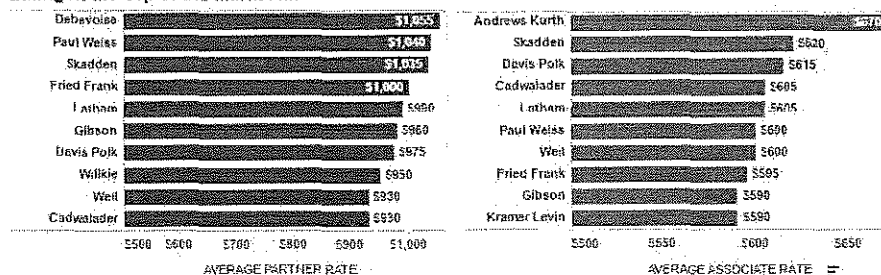


By the Numbers: The Firms Report Their Billing Rates

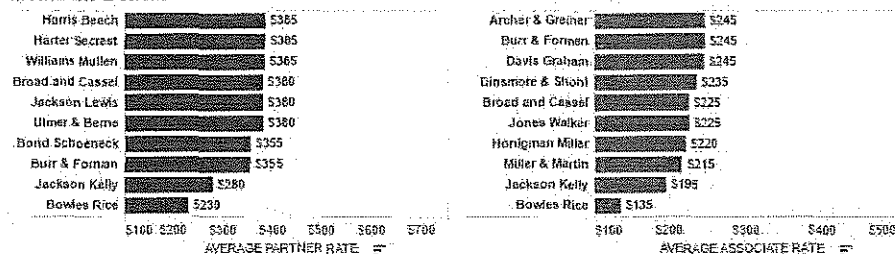
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Honigman Miller	Detroit							
Varnum	Grand Rapids, Mich.							
Harris Beach	Rochester, N.Y.							
Harter Secrest	Rochester, N.Y.							
Jones Walker	New Orleans							
Miller & Martin	Chattanooga, Tenn.							
Williams Mullen	Richmond, Va.							
Broad and Cassel	Orlando, Fla.							
Jackson Lewis	Los Angeles	690	\$440	\$380	\$310	\$315	\$280	\$275
Ulmer & Berne	Cleveland							
Bond Schoeneck	Syracuse, N.Y.							
Burr & Forman	Birmingham, Ala.							
Jackson Kelly	Charleston, W.Va.							
Bowles Rice	Charleston, W.Va.							

Full-time equivalent attorney numbers and the largest U.S. office are from the NLJ 350 published in April 2013. N/A** Data not available due to merger in 2013.

Billing at the Top of the Market ...



... And the Bottom

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Methodology/Sources: These data were compiled by ALM Legal Intelligence, the research arm of the NLJ's parent, ALM Media LLC. We asked respondents to the NLJ's annual survey of the nation's largest law firms (the "NLJ 350") to provide a range of hourly billing rates for partners and associates. For firms that did not supply data to us, in many cases we were able to supplement billing rate data derived from public records. In total, we have rates for 159 of the nation's 350 largest firms. Rates data include averages, highs, and low rates for partners and associates. Information also includes the average full-time equivalent (FTE) attorneys at the firm and the city of the firm's principal or largest office.

This methodology has been modified since first published to note that the data cited were compiled by ALM Legal Intelligence, the research arm of the NLJ's parent, ALM Media LLC.

EXHIBIT 3

THE NATIONAL LAW JOURNAL

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A nationwide sampling of law firm billing rates

December 08, 2008

The National Law Journal asked the respondents to its 2008 survey of the nation's 250 largest law firms to provide a range of hourly billing rates for partners and associates. Firms that supplied this information — including some firms that are not in the NLJ 250 — are listed below in alphabetical order. We also asked firms to provide average and median billing rates, and several complied. The number after a firm's name indicates the total number of attorneys at the firm. The city listed after the name of a firm is the location of its principal or largest office.

The 2008 NLJ Billing Survey is [available in downloadable Excel format](#) from ALM Research.

Adams and Reese (253), New Orleans
Partners \$240-\$425 (average \$318, median \$310)
Associates \$175-\$300 (average \$209, median \$205)
Firmwide (average \$257, median \$265)

Arent Fox (336), Washington
Partners \$410-\$710
Associates \$260-\$465

Armstrong Teasdale (252), St. Louis
Partners \$295-\$450
Associates \$175-\$300

Baker, Donelson, Bearman, Caldwell & Berkowitz (549), Memphis, Tenn.
Partners \$230-\$525 average \$339, median \$330
Associates \$120-\$300 (average \$218, median \$220)
Firmwide (average \$295, median \$290)

Baich & Bingham (244), Birmingham, Ala.
Partners \$295-\$600
Associates \$200-\$280

Bass, Berry & Sims (211), Nashville, Tenn.
Partners \$240-\$575 (average \$410, median \$420)
Associates \$175-\$365 (average \$245, median \$240)
Firmwide (average \$307, median \$300)

Best Best & Krieger (198), Riverside, Calif.
Partners \$300-\$550 (average \$391, median \$375)
Associates \$190-\$330 (average \$252, median \$245)
Firmwide (average \$340, median \$305)

Blank Rome (503), Philadelphia
Partners \$425-\$785 (average \$525)
Associates \$245-\$485 (average \$332)
Firmwide (average \$400)

Bond, Schoeneck & King (189), Syracuse, N.Y.
Partners \$210-\$450 (average \$308, median \$310)

Associates \$150-\$250 (average \$187, median \$185)
Firmwide (average \$268, median \$275)

Bradley Arant Rose & White (255), Birmingham, Ala.
Partners \$260-\$550
Associates \$170-\$310

Briggs and Morgan (175), Minneapolis
Partners \$300-\$580 (average \$420, median \$425)
Associates \$195-\$290 (average \$229, median \$225)
Firmwide (average \$368, median \$390)

Brinks Hofer Gilson & Lione (171), Chicago
Partners \$320-\$700 (average \$499, median \$500)
Associates \$180-\$435 (average \$281, median \$275)
Firmwide (average \$392, median \$390)

Broad and Cassel (179), Orlando, Fla.
Partners \$290-\$475 (average \$378, median \$375)
Associates \$175-\$320 (average \$245, median \$248)
Firmwide (average \$314, median \$310)

Brownstein Hyatt Farber Schreck (235), Denver
Partners \$275-\$750 (average \$424, median \$400)
Associates \$160-\$285 (average \$234, median \$240)
Firmwide (average \$340, median \$325)

Bryan Cave (852), St. Louis
Partners \$340-\$750 (average \$525, median \$510)
Associates \$170-\$510 (average \$314, median \$310)
Firmwide (average \$424, median \$405)

Buchalter Nemer (146), Los Angeles
Partners \$260-\$600 (average \$448, median \$450)
Associates \$225-\$450 (average \$283, median \$275)
Firmwide (average \$384, median \$375)

Buchanan Ingersoll & Rooney (529), Pittsburgh
Partners \$300-\$1,020
Associates \$100-\$520

Bullivant Houser Bailey (153), Portland, Ore.
Partners \$275-\$525
Associates \$190-\$325

Burr & Forman (208), Birmingham, Ala.
Partners \$210-\$495 (average \$352, median \$350)
Associates \$165-\$305 (average \$235, median \$230)
Firmwide (average \$271, median \$295)

Butzel Long (243), Detroit
Partners \$300-\$650
Associates \$180-\$290

Carlton Fields (281), Tampa, Fla.
Partners \$305-\$650 (average \$435, median \$435)
Associates \$195-\$335 (average \$267, median \$265)
Firmwide (average \$334, median \$325)

Coolley Godward Kronish (618), Palo Alto, Calif.
Partners \$525-\$980
Associates \$285-\$570

Cozen O'Connor (478), Philadelphia
Partners \$240-\$840 (average \$457, median \$455)
Associates \$205-\$650 (average \$342, median \$325)
Firmwide (average \$397, median \$385)

Curtis, Mallet-Prevost, Colt & Mosle (235), New York
Partners \$675-\$785 (average \$730, median \$730)
Associates \$290-\$575 (average \$434, median \$435)
Firmwide (average \$520, median \$515)

Davis Wright Tremaine (467), Seattle
Partners \$300-\$710 (average \$455, median \$450)
Associates \$190-\$405 (average \$280, median \$280)
Firmwide (average \$395, median \$395)

Day Pitney (405), Florham Park, N.J.
Partners \$295-\$710
Associates \$220-\$450

Dickinson Wright (228), Detroit
Partners \$275-\$550
Associates \$180-\$300

Dickstein Shapiro (403), Washington
Partners \$475-\$895 (average \$607, median \$605)
Associates \$250-\$475 (average \$378, median \$395)
Firmwide (average \$493) (median \$485)

Dinsmore & Shohl (347), Cincinnati
Partners \$220-\$495 (average \$347, median \$338)
Associates \$160-\$305 (average \$202, median \$198)
Firmwide (average \$284, median \$275)

Dorsey & Whitney (670), Minneapolis
Partners \$235-\$1,180 (average \$505, median \$510)
Associates \$170-\$820 (average \$301, median \$335)
Firmwide (average \$407, median \$430)

Duane Morris (594) (Philadelphia)
Partners \$340-\$755 (average \$490, median \$505)
Associates \$230-\$510 (average \$326, median \$350)
Firmwide (average \$449, median \$450)

Dykema Gossett (374), Detroit
Partners \$265-\$650 (average \$415)
Associates \$170-\$435 (average \$277)

Edwards Angell Palmer & Dodge (576), Boston
Partners \$325-\$755
Associates \$170-\$480
Firmwide (median \$450)

Epstein Becker & Green (372), New York
Partners \$350-\$850 (average \$501, median \$495)
Associates \$175-\$450 (average \$312, median \$300)
Firmwide (average \$406, median \$400)

Fisher & Phillips (208), Atlanta
Partners \$330-\$505
Associates \$195-\$380

Foley & Lardner (1,032), Milwaukee
Partners (average \$596, median \$585)
Associates (average \$405, median \$395)
Firmwide \$185-\$985 (average \$508, median \$520)

Ford & Harrison (179), Atlanta
Partners \$325-\$585
Associates \$245-\$405

Fowler White Boggs Banker (201*), Tampa, Fla.

Partners \$175-\$525 (average \$360, median \$350)
Associates \$160-\$325 (average \$222, median \$220)
Firmwide (average \$314, median \$325)
(*Total prior to subsequent firm split.)

Fox Rothschild (440), Philadelphia

Partners \$250-\$590 (average \$443, median \$450)
Associates \$215-\$395 (average \$275, median \$260)
Firmwide (average \$378, median \$375)

Fredrikson & Byron (233), Minneapolis

Partners \$250-\$590 (average \$402, median \$395)
Associates \$150-\$315 (average \$237, median \$225)
Firmwide (average \$340, median \$340)

Frost Brown Todd (342), Cincinnati

Partners \$225-\$490 (average \$317, median \$310)
Associates \$145-\$260 (average \$188, median \$180)
Firmwide (average \$272, median \$270)

Gardere Wynne Sewell (281), Dallas

Partners \$380-\$750 (average \$502, median \$500)
Associates \$210-\$450 (average \$306, median \$300)
Firmwide (average \$374, median \$390)

Gibbons (230), Newark, N.J.

Partners \$375-\$700
Associates \$220-\$415

GrayRobinson (213), Orlando, Fla.

Partners \$200-\$650 (average \$310, median \$285)
Associates \$125-\$275 (average \$164, median \$167)
Firmwide (average \$239, median \$252)

Greenberg Traurig (1,840), New York

Partners \$335-\$850 (average \$520, median \$535)
Associates \$175-\$525 (average \$323, median \$325)
Firmwide (average \$426, median \$425)

Harris Beach (179), Rochester, N.Y.

Partners \$250-\$475
Associates \$140-\$275

Hiscock & Barclay (187), Syracuse, N.Y.

Partners \$190-\$650 (average \$361, median \$359)
Associates \$145-\$430 (average \$235, median \$224)
Firmwide (average \$319, median \$322)

Hodgson Russ (227), Buffalo, N.Y.

Partners \$240-\$665 (average \$355, median \$350)
Associates \$165-\$450 (average \$230, median \$235)
Firmwide (average \$303, median \$300)

Hogan & Hartson (1,175), Washington

Partners \$375-\$900 (average \$660, median \$650)
Associates \$150-\$550 (average \$410, median \$400)
Firmwide (average \$525, median \$525)

Holland & Hart (406), Denver

Partners \$295-\$615 (average \$414, median \$405)
Associates \$175-\$355 (average \$269, median \$275)
Firmwide (average \$350, median \$345)

Holme Roberts & Owen (228), Denver

Partners \$285-\$635 (average \$415, median \$410)
Associates \$160-\$525 (average \$294, median \$265)
Firmwide (average \$355, median \$345)

Howard Rice Nemerovski Canady Falk & Rabkin (102), San Francisco

Partners \$515-\$795

Associates \$275-\$510

Hughes Hubbard & Reed (334), New York

Partners \$625-\$875

Associates \$270-\$600

Husch Blackwell Sanders (629), St. Louis

Partners \$205-\$740 (average \$352, median \$340)

Associates \$150-\$380 (average \$218, median \$215)

Firmwide (average \$302, median \$300)

Jackson Kelly (187), Charleston, W.Va.

Partners \$200-\$435 (average \$238, median \$247)

Associates \$135-\$335 (average \$155, median \$151)

Firmwide (average \$214, median \$212)

Jackson Lewis (517), White Plains, N.Y.

Partners \$250-\$595

Associates \$180-\$405

Jenner & Block (482), Chicago

Partners \$525-\$1,000 (average \$616, median \$575)

Associates \$325-\$495 (average \$393, median \$375)

Jones, Walker, Waechter, Poltevent, Carrère & Denègre (264), New Orleans

Partners \$225-\$620 (average \$332, median \$325)

Associates \$140-\$250 (average \$186, median \$180)

Firmwide (average \$277, median \$275)

Kilpatrick Stockton (466), Atlanta

Partners \$310-\$695 (average \$485, median \$475)

Associates \$225-\$400 (average \$290, median \$275)

Firmwide (average \$400, median \$395)

Kelley Drye & Warren (378), New York

Partners \$430-\$850

Associates \$255-\$520

Knobbe, Martens, Olson & Bear (249), Irvine, Calif.

Partners \$375-\$660 (average \$473, median \$450)

Associates \$245-\$430 (average \$287, median \$275)

Firmwide (median \$362)

Lane Powell (170), Seattle

Partners \$325-\$550 (average \$405, median \$400)

Associates \$195-\$325 (average \$270, median \$275)

Firmwide (average \$327, median \$350)

Lathrop & Gage (281), Kansas City, Mo.

Partners \$255-\$490

Associates \$180-\$265

Leonard, Street and Deinard (189), Minneapolis

Partners \$310-\$530

Associates \$200-\$315

Lewis, Rice & Fingersh (164), St. Louis

Partners \$225-\$440

Associates \$140-\$305

Lindquist & Vennium (185), Minneapolis

Partners \$280-\$450 (average \$367, median \$375)

Associates \$180-\$295 (average \$218, median \$210)

Firmwide (average \$309, median \$330)

Locke Lord Bissell & Liddell (707), Dallas
Partners \$375-\$975 (average \$527, median \$525)
Associates \$225-\$450 (average \$313, median \$300)
Firmwide (average \$433, median \$450)

Loeb & Loeb (310), New York
Partners \$450-\$925 (average \$651, median \$650)
Associates \$260-\$500 (average \$422, median \$425)
Firmwide (average \$534, median \$500)

Lowenstein Sandler (278), Roseland, N.J.
Partners \$400-\$765
Associates \$220-\$405

Luce, Forward, Hamilton & Scripps (187), San Diego
Partners \$350-\$650 (average \$483, median \$483)
Associates \$235-\$460 (average \$293, median \$280)
Firmwide (average \$397, median \$400)

Manatt, Phelps & Phillips (358), Los Angeles
Partners \$495-\$850 (average \$626, median \$620)
Associates \$290-\$505 (average \$407, median \$410)
Firmwide (average \$533) (median \$550)

Marshall, Dennehey, Warner, Coleman & Goggin (408), Philadelphia
Partners \$135-\$400
Associates \$120-\$300

McCarter & English (399), Newark, N.J.
Partners \$325-\$635 (average \$435, median \$440)
Associates \$215-\$395 (average \$280, median \$285)
Firmwide (average \$353, median \$345)

McElroy, Deutsch, Mulvaney & Carpenter (232), Morristown, N.J.
Partners \$295-\$450 (average \$250, median \$235)
Associates \$135-\$225 (average \$180, median \$165)
Firmwide (average \$195, median \$215)

McKee Nelson (202), New York
Partners \$665-\$995
Associates \$395-\$630

McKenna Long & Aldridge (435), Atlanta
Partners \$370-\$750 (average \$454)
Associates \$220-\$450 (average \$274)

Michael Best & Friedrich (229), Milwaukee
Partners \$235-\$620 (average \$391, median \$375)
Associates \$190-\$330 (average \$252, median \$245)
Firmwide (average \$340, median \$305)

Miller, Canfield, Paddock and Stone (387), Detroit
Partners \$275-\$620 (average \$425, median \$425)
Associates \$165-\$375 (average \$240, median \$240)
Firmwide (average \$347, median \$355)

Miller & Martin (198), Chattanooga, Tenn.
Partners \$210-\$610 (average \$354, median \$360)
Associates \$180-\$305 (average \$210, median \$205)
Firmwide (average \$316, median \$330)

Montgomery, McCracken, Walker & Rhoads (151), Philadelphia
Partners \$360-\$585 (average \$440)
Associates \$195-\$365 (average \$270)
Firmwide (average \$360)

Moore & Van Allen (300), Charlotte, N.C.
Partners \$280-\$770 (average \$425, median \$410)
Associates \$180-\$365 (average \$256, median \$250)
Firmwide (average \$283, median \$273)

Nexsen Pruet (174), Columbia, S.C.
Partners \$250-\$450
Associates \$170-\$250

Nixon Peabody (699), Boston
Partners \$565-\$845 (average \$570, median \$590)
Associates \$230-\$350 (average \$370, median \$365)
Firmwide (average \$468, median \$430)

Ogletree, Deakins, Nash, Smoak & Stewart (428), Greenville, S.C.
Partners \$275-\$600 (average \$367)
Associates \$185-\$380 (average \$266)
Firmwide (average \$325)

Patton Boggs (529), Washington
Partners \$360-\$990 (average \$586, median \$570)
Associates \$244-\$535 (average \$372, median \$385)
Firmwide (average \$440, median \$455)

Pepper Hamilton (514), Philadelphia
Partners \$385-\$795
Associates \$240-\$395

Perkins Cole (632), Seattle
Partners \$260-\$785 (average \$498)
Associates \$165-\$515 (average \$329)

Phelps Dunbar (258), New Orleans
Partners \$170-\$450 (average \$256, median \$250)
Associates \$130-\$260 (average \$171, median \$165)
Firmwide (average \$213, median \$205)

Phillips Lytle (179), Buffalo, N.Y.
Partners \$250-\$475 (average \$334, median \$330)
Associates \$155-\$355 (average \$230, median \$220)
Firmwide (average \$288, median \$300)

Polsinelli Shalton Flanigan Suelthaus (304), Kansas City, Mo.
Partners \$250-\$600
Associates \$175-\$275

Quarles & Brady (450), Milwaukee
Partners \$280-\$625 (average \$419, median \$420)
Associates \$200-\$375 (average \$252, median \$245)
Firmwide (average \$347, median \$342)

Reed Smith (1,558*), Pittsburgh
Partners \$375-\$900 (average \$626, median \$585)
Associates \$235-\$580 (average \$423, median \$390)
Firmwide (average \$441, median \$425)

(*National Association for Law Placement figure. The firm recently reported an attorney count of 1,505.)

Robinson & Cole (215), Hartford, Conn.
Partners \$320-\$650 (average \$436, median \$440)
Associates \$210-\$350 (average \$276, median \$275)
Firmwide (average \$346, median \$350)

Roetzel & Andress (227), Akron, Ohio
Partners \$225-\$500 (average \$333, median \$325)
Associates \$170-\$295 (average \$219, median \$215)
Firmwide (average \$292, median \$300)

Rutan & Tucker (140), Costa Mesa, Calif.
Partners \$315-\$635
Associates \$220-\$370

Saul Ewing (231), Philadelphia
Partners \$295-\$800 (average \$441, median \$430)
Associates \$205-\$535 (average \$285, median \$255)
Firmwide (average \$372, median \$380)

Schnader Harrison Segal & Lewis (189), Philadelphia
Partners \$275-\$625
Associates \$160-\$375

Schulte Roth & Zabel (481), New York
Partners \$695-\$895 (average \$770, median \$755)
Associates \$255-\$650 (average \$495, median \$510)
Firmwide (average \$550, median \$530)

Sedgwick, Detert, Moran & Arnold (380), San Francisco
Partners \$295-\$650 (average \$398, median \$380)
Associates \$185-\$390 (average \$262, median \$260)
Firmwide (average \$318, median \$300)

Sheppard, Mullin, Richter & Hampton (458), Los Angeles
Partners \$475-\$795
Associates \$275-\$455 (up to \$580 in New York)

Shughart Thomson & Kilroy (179), Kansas City, Mo.
Partners \$240-\$500
Associates \$185-\$245

Shumaker, Loop & Kendrick (180), Toledo, Ohio
Partners \$225-\$500 (average \$329, median \$325)
Associates \$185-\$380 (average \$227, median \$225)
Firmwide (average \$297, median \$315)

Shutts & Bowen (203), Miami
Partners \$190-\$540
Associates \$190-\$240

Sills Cummis & Gross (165), Newark, N.J.
Partners \$395-\$725
Associates \$215-\$425

Smith, Gambrell & Russell (181), Atlanta
Partners \$260-\$595
Associates \$155-\$335

Snell & Wilmer (440), Phoenix
Partners \$300-\$725 (average \$444)
Associates \$170-\$420 (average \$271)
Firmwide (average \$354)

Steptoe & Johnson LLP (506), Washington
Partners \$350-\$895 (average \$591, median \$580)
Associates \$210-\$685 (average \$384, median \$395)
Firmwide (average \$477, median \$470)

Steptoe & Johnson PLLC (182), Clarksburg, W.Va.
Partners \$200-\$325
Associates \$170-\$250

Stinson Morrison Hecker (324), Kansas City, Mo.
Partners \$275-\$680 (average \$363, median \$373)
Associates \$190-\$290 (average \$224, median \$228)
Firmwide (average \$293, median \$275)

Stoel Rives (350), Portland, Ore.

Partners \$290-\$550

Associates \$170-\$365

Strasburger & Price (194), Dallas

Partners \$300-\$580

Associates \$185-\$395

Firmwide (average \$334)

Sullivan & Worcester (182), Boston

Partners \$450-\$775 (average \$603, median \$600)

Associates \$270-\$490 (average \$343, median \$330)

Firmwide (average \$485, median \$495)

Sutherland Asbill & Brennan (429), Atlanta

Partners \$395-\$750 (average \$543, median \$530)

Associates \$240-\$450 (average \$316, median \$300)

Firmwide (average \$379, median \$380)

Taft Stettinius & Hollister (337), Cincinnati

Partners \$200-\$475 (average \$354, median \$355)

Associates \$165-\$325 (average \$217, median \$195)

Firmwide (average \$294, median \$295)

Thompson Coburn (344), St. Louis

Partners \$295-\$555

Associates \$170-\$400

Thompson Hine (396), Cleveland

Partners \$275-\$740 (average \$425, median \$420)

Associates \$185-\$510 (average \$240, median \$235)

Firmwide (average \$330, median \$325)

Thompson & Knight (458), Dallas

Partners \$410-\$785 (average \$545, median \$530)

Associates \$250-\$500 (average \$334, median \$345)

Firmwide (average \$453, median \$450)

Ulmer & Berne (176), Cleveland

Partners \$230-\$495 (average \$319)

Associates \$175-\$310 (average \$205)

Firmwide (average \$262)

Vedder Price (265), Chicago

Partners \$310-\$685 (average \$455, median \$445)

Associates \$235-\$390 (average \$290, median \$290)

Firmwide (average \$385, median \$390)

Venable (569), Washington

Partners \$380-\$950 (average \$530, median \$525)

Associates \$250-\$425 (average \$329, median \$320)

Firmwide (average \$440, median \$440)

White & Case (2,205), New York

Partners \$550-\$1,260 (average \$747)

Associates \$160-\$920 (average \$456)

Firmwide (average \$513)

Wiggin and Dana (152), New Haven, Conn.

Partners \$360-\$600

Associates \$215-\$375

Williams Mullen (326), Richmond, Va.

Partners \$300-\$625 (average \$401, median \$380)

Associates \$170-\$355 (average \$260, median \$255)

Firmwide (average \$344, median \$350)

Winstead (281), Dallas

Partners \$365-\$655 (average \$465)

Associates \$215-\$385 (average \$282)

Firmwide (average \$390)

Winston & Strawn (1,004), Chicago

Partners \$400-\$975 (average \$622)

Associates \$210-\$625 (average \$376)

Firmwide (average \$448)

Womble Carlyle Sandridge & Rice (505), Winston-Salem, N.C.

Partners \$285-\$750 (average \$448, median \$450)

Associates \$140-\$370 (average \$275, median \$275)

Firmwide (average \$248, median \$200)

Wyatt Tarrant & Combs (198), Louisville, Ky.

Partners \$225-\$450 (average \$340, median \$345)

Associates \$180-\$255 (average \$210, median \$210)

Firmwide (average \$300, median \$310)

EXHIBIT 4

LAFFEY MATRIX

History

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			Years Out of Law School *				
Year	Adjustmt Factor**	Paralegal/ Law Clerk	1-3	4-7	8-10	11-19	20 +
6/01/19- 5/31/20	1.0049	\$203	\$372	\$458	\$661	\$747	\$899
6/01/18- 5/31/19	1.0350	\$202	\$371	\$455	\$658	\$742	\$894
6/01/17- 5/31/18	1.0463	\$196	\$359	\$440	\$636	\$717	\$864
6/01/16- 5/31/17	1.0369	\$187	\$343	\$421	\$608	\$685	\$826
6/01/15- 5/31/16	1.0089	\$180	\$331	\$406	\$586	\$661	\$796
6/01/14- 5/31/15	1.0235	\$179	\$328	\$402	\$581	\$655	\$789
6/01/13- 5/31/14	1.0244	\$175	\$320	\$393	\$567	\$640	\$771
6/01/12- 5/31/13	1.0258	\$170	\$312	\$383	\$554	\$625	\$753
6/01/11- 5/31/12	1.0352	\$166	\$305	\$374	\$540	\$609	\$734
6/01/10- 5/31/11	1.0337	\$161	\$294	\$361	\$522	\$589	\$709
6/01/09- 5/31/10	1.0220	\$155	\$285	\$349	\$505	\$569	\$686
6/01/08- 5/31/09	1.0399	\$152	\$279	\$342	\$494	\$557	\$671
6/01/07-5/31/08	1.0516	\$146	\$268	\$329	\$475	\$536	\$645
6/01/06-5/31/07	1.0256	\$139	\$255	\$313	\$452	\$509	\$614
6/1/05-5/31/06	1.0427	\$136	\$249	\$305	\$441	\$497	\$598
6/1/04-5/31/05	1.0455	\$130	\$239	\$293	\$423	\$476	\$574
6/1/03-6/1/04	1.0507	\$124	\$228	\$280	\$405	\$456	\$549
6/1/02-5/31/03	1.0727	\$118	\$217	\$267	\$385	\$434	\$522
6/1/01-5/31/02	1.0407	\$110	\$203	\$249	\$359	\$404	\$487
6/1/00-5/31/01	1.0529	\$106	\$195	\$239	\$345	\$388	\$468
6/1/99-5/31/00	1.0491	\$101	\$185	\$227	\$328	\$369	\$444
6/1/98-5/31/99	1.0439	\$96	\$176	\$216	\$312	\$352	\$424
6/1/97-5/31/98	1.0419	\$92	\$169	\$207	\$299	\$337	\$406
6/1/96-5/31/97	1.0396	\$88	\$162	\$198	\$287	\$323	\$389
6/1/95-5/31/96	1.032	\$85	\$155	\$191	\$276	\$311	\$375

6/1/94-5/31/95	1.0237	\$82	\$151	\$185	\$267	\$301	\$363
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The methodology of calculation and benchmarking for this Updated Laffey Matrix has been approved in a number of cases. See, e.g., *McDowell v. District of Columbia*, Civ. A. No. 00-594 (RCL), LEXSEE 2001 U.S. Dist. LEXIS 8114 (D.D.C. June 4, 2001); *Salazar v. Dist. of Col.*, 123 F.Supp.2d 8 (D.D.C. 2000).

* "Years Out of Law School" is calculated from June 1 of each year, when most law students graduate. "1-3" includes an attorney in his 1st, 2nd and 3rd years of practice, measured from date of graduation (June 1). "4-7" applies to attorneys in their 4th, 5th, 6th and 7th years of practice. An attorney who graduated in May 1996 would be in tier "1-3" from June 1, 1996 until May 31, 1999, would move into tier "4-7" on June 1, 1999, and tier "8-10" on June 1, 2003.

** The Adjustment Factor refers to the nation-wide Legal Services Component of the Consumer Price Index produced by the Bureau of Labor Statistics of the United States Department of Labor.

EXHIBIT 5

SALARY TABLE 2020-DCB
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 30.48%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA
TOTAL INCREASE: 3.52%
EFFECTIVE JANUARY 2020

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,500	\$ 26,354	\$ 27,202	\$ 28,045	\$ 28,893	\$ 29,389	\$ 30,227	\$ 31,073	\$ 31,106	\$ 31,900
2	28,672	29,354	30,304	31,106	31,456	32,381	33,306	34,231	35,157	36,082
3	31,284	32,326	33,369	34,411	35,454	36,497	37,539	38,582	39,624	40,667
4	35,119	36,289	37,460	38,630	39,800	40,971	42,141	43,312	44,482	45,652
5	39,291	40,601	41,911	43,222	44,532	45,842	47,152	48,462	49,772	51,082
6	43,798	45,258	46,718	48,178	49,639	51,099	52,559	54,019	55,479	56,939
7	48,670	50,292	51,914	53,536	55,158	56,780	58,402	60,023	61,645	63,267
8	53,901	55,698	57,495	59,291	61,088	62,885	64,682	66,478	68,275	70,072
9	59,534	61,519	63,503	65,488	67,473	69,457	71,442	73,426	75,411	77,396
10	65,561	67,747	69,932	72,118	74,303	76,489	78,674	80,860	83,045	85,231
11	72,030	74,431	76,832	79,233	81,634	84,034	86,435	88,836	91,237	93,638
12	86,335	89,213	92,091	94,970	97,848	100,727	103,605	106,483	109,362	112,240
13	102,663	106,085	109,508	112,930	116,353	119,775	123,198	126,620	130,043	133,465
14	121,316	125,360	129,404	133,447	137,491	141,534	145,578	149,621	153,665	157,709
15	142,701	147,458	152,215	156,973	161,730	166,487	170,800 *	170,800 *	170,800 *	170,800 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2020 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>

EXHIBIT 6

SALARY TABLE 2020-LA
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 32.41%
FOR THE LOCALITY PAY AREA OF LOS ANGELES-LONG BEACH, CA
TOTAL INCREASE: 3.33%
EFFECTIVE JANUARY 2020

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,877	\$ 26,744	\$ 27,605	\$ 28,460	\$ 29,321	\$ 29,824	\$ 30,674	\$ 31,532	\$ 31,567	\$ 32,372
2	29,096	29,788	30,752	31,567	31,921	32,860	33,799	34,738	35,677	36,615
3	31,747	32,805	33,863	34,920	35,978	37,036	38,094	39,152	40,210	41,268
4	35,638	36,826	38,014	39,201	40,389	41,577	42,764	43,952	45,140	46,328
5	39,873	41,202	42,531	43,861	45,190	46,520	47,849	49,178	50,508	51,837
6	44,446	45,928	47,409	48,891	50,373	51,854	53,336	54,818	56,299	57,781
7	49,390	51,036	52,682	54,328	55,974	57,620	59,265	60,911	62,557	64,203
8	54,699	56,522	58,345	60,168	61,992	63,815	65,638	67,462	69,285	71,108
9	60,415	62,429	64,443	66,457	68,471	70,484	72,498	74,512	76,526	78,540
10	66,531	68,749	70,966	73,184	75,402	77,620	79,838	82,056	84,274	86,492
11	73,096	75,532	77,968	80,405	82,841	85,277	87,714	90,150	92,586	95,023
12	87,612	90,533	93,454	96,375	99,296	102,217	105,138	108,058	110,979	113,900
13	104,182	107,655	111,128	114,601	118,074	121,547	125,020	128,493	131,966	135,440
14	123,111	127,214	131,318	135,421	139,524	143,628	147,731	151,835	155,938	160,041
15	144,812	149,639	154,467	159,295	164,122	168,950	170,800 *	170,800 *	170,800 *	170,800 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2020 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>

EXHIBIT 7

JUDICIARY SALARY PLAN
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA - Table DCB
30.48% Locality Payment Included
Effective January 6, 2020

Grade	1	2	3	4	5	6	7	8	9	10
1	\$25,500	\$26,354	\$27,202	\$28,045	\$28,893	\$29,389	\$30,227	\$31,073	\$31,106	\$31,900
2	\$28,672	\$29,354	\$30,304	\$31,106	\$31,456	\$32,381	\$33,306	\$34,231	\$35,157	\$36,082
3	\$31,284	\$32,326	\$33,369	\$34,411	\$35,454	\$36,497	\$37,539	\$38,582	\$39,624	\$40,667
4	\$35,119	\$36,289	\$37,460	\$38,630	\$39,800	\$40,971	\$42,141	\$43,312	\$44,482	\$45,652
5	\$39,291	\$40,601	\$41,911	\$43,222	\$44,532	\$45,842	\$47,152	\$48,462	\$49,772	\$51,082
6	\$43,798	\$45,258	\$46,718	\$48,178	\$49,639	\$51,099	\$52,559	\$54,019	\$55,479	\$56,939
7	\$48,670	\$50,292	\$51,914	\$53,536	\$55,158	\$56,780	\$58,402	\$60,023	\$61,645	\$63,267
8	\$53,901	\$55,698	\$57,495	\$59,291	\$61,088	\$62,885	\$64,682	\$66,478	\$68,275	\$70,072
9	\$59,534	\$61,519	\$63,503	\$65,488	\$67,473	\$69,457	\$71,442	\$73,426	\$75,411	\$77,396
10	\$65,561	\$67,747	\$69,932	\$72,118	\$74,303	\$76,489	\$78,674	\$80,860	\$83,045	\$85,231
11	\$72,030	\$74,431	\$76,832	\$79,233	\$81,634	\$84,034	\$86,435	\$88,836	\$91,237	\$93,638
12	\$86,335	\$89,213	\$92,091	\$94,970	\$97,848	\$100,727	\$103,605	\$106,483	\$109,362	\$112,240
13	\$102,663	\$106,085	\$109,508	\$112,930	\$116,353	\$119,775	\$123,198	\$126,620	\$130,043	\$133,465
14	\$121,316	\$125,360	\$129,404	\$133,447	\$137,491	\$141,534	\$145,578	\$149,621	\$153,665	\$157,709
15	\$142,701	\$147,458	\$152,215	\$156,973	\$161,730	\$166,487	\$170,800 **	\$170,800 **	\$170,800 **	\$170,800 **
16	\$167,361	\$172,941	\$178,520	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *
17	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *
18	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *

* Rate limited to the rate for Level III of the Executive Schedule.

** Rate limited to the rate for Level IV of the Executive Schedule.

EXHIBIT 8

JUDICIARY SALARY PLAN
Los Angeles-Long Beach, CA - Table LA
32.41% Locality Payment Included
Effective January 6, 2020

Grade	1	2	3	4	5	6	7	8	9	10
1	\$25,877	\$26,744	\$27,605	\$28,460	\$29,321	\$29,824	\$30,674	\$31,532	\$31,567	\$32,372
2	\$29,096	\$29,788	\$30,752	\$31,567	\$31,921	\$32,860	\$33,799	\$34,738	\$35,677	\$36,615
3	\$31,747	\$32,805	\$33,863	\$34,920	\$35,978	\$37,036	\$38,094	\$39,152	\$40,210	\$41,268
4	\$35,638	\$36,826	\$38,014	\$39,201	\$40,389	\$41,577	\$42,764	\$43,952	\$45,140	\$46,328
5	\$39,873	\$41,202	\$42,531	\$43,861	\$45,190	\$46,520	\$47,849	\$49,178	\$50,508	\$51,837
6	\$44,446	\$45,928	\$47,409	\$48,891	\$50,373	\$51,854	\$53,336	\$54,818	\$56,299	\$57,781
7	\$49,390	\$51,036	\$52,682	\$54,328	\$55,974	\$57,620	\$59,265	\$60,911	\$62,557	\$64,203
8	\$54,699	\$56,522	\$58,345	\$60,168	\$61,992	\$63,815	\$65,638	\$67,462	\$69,285	\$71,108
9	\$60,415	\$62,429	\$64,443	\$66,457	\$68,471	\$70,484	\$72,498	\$74,512	\$76,526	\$78,540
10	\$66,531	\$68,749	\$70,966	\$73,184	\$75,402	\$77,620	\$79,838	\$82,056	\$84,274	\$86,492
11	\$73,096	\$75,532	\$77,968	\$80,405	\$82,841	\$85,277	\$87,714	\$90,150	\$92,586	\$95,023
12	\$87,612	\$90,533	\$93,454	\$96,375	\$99,296	\$102,217	\$105,138	\$108,058	\$110,979	\$113,900
13	\$104,182	\$107,655	\$111,128	\$114,601	\$118,074	\$121,547	\$125,020	\$128,493	\$131,966	\$135,440
14	\$123,111	\$127,214	\$131,318	\$135,421	\$139,524	\$143,628	\$147,731	\$151,835	\$155,938	\$160,041
15	\$144,812	\$149,639	\$154,467	\$159,295	\$164,122	\$168,950	\$170,800 **	\$170,800 **	\$170,800 **	\$170,800 **
16	\$169,837	\$175,499	\$181,161	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *
17	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *
18	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *	\$181,500 *

* Rate limited to the rate for Level III of the Executive Schedule.

** Rate limited to the rate for Level IV of the Executive Schedule.

EXHIBIT 9

U.S. OFFICE OF PERSONNEL MANAGEMENT

PAY & LEAVE SALARIES & WAGES

2020 Locality Pay Area Definitions

Below is a list of the GS locality pay areas applicable in January 2020 and the locations composing them. Most of the locations listed are counties. The Federal Information Processing Standards (FIPS) geographic codes consist of a two-digit State and three-digit county identifier. These geographic codes are derived from the Worldwide Geographic Location Codes, 1993. The only exceptions to the use of State/county codes in the locations listed below are -

- State codes are used for the Alaska and Hawaii locality pay areas, and
- State, city, and county codes are listed for -
 - Sullivan City, MO, in the St. Louis-St. Charles-Farmington, MO-IL, locality pay area, and
 - Three duty stations representing Joint Base McGuire-Dix-Lakehurst in the New York-Newark, NY-NJ-CT-PA, locality pay area.

Note: Section 1911 of P.L. 111-84, the Non-Foreign Area Retirement Equity Assurance Act of 2009, phased in locality pay for employees in the non-foreign areas as identified in 5 C.F.R. 591.205. Alaska and Hawaii are separate locality pay areas with separate pay tables. Other non-foreign areas are included as part of the Rest of U.S. locality pay area.

- Alaska
- Albany-Schenectady, NY-MA
- Albuquerque-Santa Fe-Las Vegas, NM
- Atlanta--Athens-Clarke County--Sandy Springs, GA-AL
- Austin-Round Rock, TX
- Birmingham-Hoover-Talladega, AL
- Boston-Worcester-Providence, MA-RI-NH-ME
- Buffalo-Cheektowaga, NY
- Burlington-South Burlington, VT
- Charlotte-Concord, NC-SC
- Chicago-Naperville, IL-IN-WI
- Cincinnati-Wilmington-Maysville, OH-KY-IN
- Cleveland-Akron-Canton, OH
- Colorado Springs, CO
- Columbus-Marion-Zanesville, OH
- Corpus Christi-Kingsville-Alice, TX
- Dallas-Fort Worth, TX-OK

- Davenport-Moline, IA-IL
- Dayton-Springfield-Sidney, OH
- Denver-Aurora, CO
- Detroit-Warren-Ann Arbor, MI
- Harrisburg-Lebanon, PA
- Hartford-West Hartford, CT-MA
- Hawaii
- Houston-The Woodlands, TX
- Huntsville-Decatur-Albertville, AL
- Indianapolis-Carmel-Muncie, IN
- Kansas City-Overland Park-Kansas City, MO-KS
- Laredo, TX
- Las Vegas-Henderson, NV-AZ
- Los Angeles-Long Beach, CA
- Miami-Fort Lauderdale-Port St. Lucie, FL
- Milwaukee-Racine-Waukesha, WI
- Minneapolis-St. Paul, MN-WI
- New York-Newark, NY-NJ-CT-PA
- Omaha-Council Bluffs-Fremont, NE-IA
- Palm Bay-Melbourne-Titusville, FL
- Philadelphia-Reading-Camden, PA-NJ-DE-MD
- Phoenix-Mesa-Scottsdale, AZ
- Pittsburgh-New Castle-Weirton, PA-OH-WV
- Portland-Vancouver-Salem, OR-WA
- Raleigh-Durham-Chapel Hill, NC
- Richmond, VA
- Sacramento-Roseville, CA-NV
- San Antonio-New Braunfels-Pearsall, TX
- San Diego-Carlsbad, CA
- San Jose-San Francisco-Oakland, CA
- Seattle-Tacoma, WA
- St. Louis-St. Charles-Farmington, MO-IL
- Tucson-Nogales, AZ
- Virginia Beach-Norfolk, VA-NC
- Washington-Baltimore-Arlington, DC-MD-VA-WV-PA
- Rest of U.S.

Alaska

PLACE NAME

FIPS

PLACE NAME**FIPS**

Mohave County, AZ

04015

[Back to Top](#)**Los Angeles-Long Beach, CA****PLACE NAME****FIPS**

Kern County, CA

06029

Los Angeles County, CA

06037

Orange County, CA

06059

Riverside County, CA

06065

San Bernardino County, CA

06071

San Luis Obispo County, CA

06079

Santa Barbara County, CA

06083

Ventura County, CA

06111

[Back to Top](#)**Miami-Fort Lauderdale-Port St. Lucie, FL****PLACE NAME****FIPS**

Broward County, FL

12011