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16 UNITED STATES DISTRICT COURT
17 FOR THE NORTHERN DISTRICT OF CALIFORNIA

18 MOHAMMED RAHMAN, ALICIA NOEMI
19 BAUTISTA DIAZ, AND PASCAL MOORE,
20 individually and on behalf of all others
21 similarly situated,

22 Plaintiffs,

23 v.

24 GATE GOURMET, INC., GATEGROUP
25 U.S. HOLDING, INC., and DOES 1-10,
26 inclusive,

27 Defendants.

Case No.: 3:20-cv-03047-WHO

CLASS ACTION

**DECLARATION OF MELISSA A.
HUETHER IN SUPPORT OF
PLAINTIFFS' MOTION FOR
PRELIMINARY APPROVAL OF
CLASS ACTION SETTLEMENT**

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24 Attorneys for Plaintiff Pascal Moore

DECLARATION OF MELISSA A. HUETHER

I, Melissa A. Huether, 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 attorney with the law firm Lavi & Ebrahimian, LLP, Counsel for Plaintiff Pascal Moore, one of the named Plaintiffs to this case and I have familiarity with the file and actions 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 all State and Federal District Courts of California.

2. This Declaration is submitted in support of Plaintiffs' Motion for Preliminary Approval of the Class Action Settlement.

EXPERIENCE OF CLASS COUNSEL:

3. 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.

4. I, and the law firm of Lavi & Ebrahimian, LLP, have exclusively practiced in the area of labor and employment law.

5. I graduated from Loyola Law School, Los Angeles in 2017. I have been in practice with the law firm of Lavi & Ebrahimian, LLP since April 2021, focusing almost exclusively in the area of employment law and specifically wage and hour class actions. Prior to joining Lavi & Ebrahimian, I litigated exclusively wage and hour class and PAGA actions on behalf of employees throughout California. I have been involved in numerous cases in all aspects from pre-filing through settlement, including California and Federal class actions, PAGA representative actions, and collective actions.

6. I am also familiar with the practice of Lead Counsel Joseph Lavi having worked as an associate with Lavi & Ebrahimian, LLP since April 2021, which has included reviewing Mr. Lavi's declarations in support of motions for attorneys' fees and/or to seek appointment as Class Counsel. Mr. Lavi graduated from law school in 2000 and has handled

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

26 7. Lavi & Ebrahimian, LLP, and has been appointed Class Counsel in over fifty
 27 contested proceedings including the following:

28 a. *Ischak v. Kaiser Foundation Hospitals, Inc.*, Los Angeles Superior Court Case

No. BC343535;

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

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

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

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

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

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

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

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

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

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

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

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

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

k. *Cortez v. Trader Distribution Services*, Los Angeles Superior Court Case No.

BC397208;

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

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

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

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

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

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

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

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

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

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

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

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

x. *Gonzalez v. Burrtec Waste Industries, Inc.*, Los Angeles Superior Court Case No. BC436879;

y. *Gutierrez v. Visterra Credit Union*, Riverside Superior Court Case No.

RIC10020183;

z. *Hernandez v. Kruse & Son, Inc.*, Los Angeles Superior Court Case No. BC411849;

aa. *Lopez v. Tecno Industrial Engineering*, Los Angeles Superior Court Case No. BC411134;

bb. *Lowanga v. Continental Currency Services, Inc.*, Orange County Superior Court Case No. 30-2011-0044011-CU-OE-CXC;

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

dd. *Lozada v. Classic Party Rentals, Inc.*, Los Angeles Superior Court Case No. BC443792;

ee. *Madrid v. OPI Products, Inc.*, Los Angeles Superior Court Case No. BC451489;

ff. *Martinez v. J. Fletcher Creamer & Son, Inc.*, United States District Court Case No. CV 10-0968-PSG-FMOX;

gg. *Martinez v. Administaff Companies II, L.P.*, Los Angeles Superior Court Case No. BC425799;

hh. *Martinez v. Morgans Hotel Group Management, LLC*, Los Angeles Superior Court Case No. BC446744;

jj. *Sanchez v. La Brea Bakery, Inc.*, Los Angeles Superior Court Case No. BC456420;

ii. *Montenegro v. Ruggeri Marble and Granite, Inc.*, United States District Court, Central District of California, Case No. CV-10-00711 JFW (PLAx);

kk. *Reed v. 99 Cents Only Stores*, Los Angeles Superior Court Case No. BC436793;

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

mm. *Taylor v. U.S. Healthworks Holding Company, Inc.*, Orange County Superior

Court Case No. 30-2011-00473505;

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

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

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

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

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

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

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

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

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

8. Based on the documents and data reviewed, and the experience of Mr. Lavi and other attorneys at Lavi & Ebrahimian, counsel for Plaintiff Moore 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.

ATTORNEY'S FEES

9. Our firm has made every effort to litigate this action in an efficient and cost-effective manner. Our firm has spent approximately 64.9 hours on this matter.

10. The specific work performed by my firm in prosecuting this action has included, but not been limited to: conducting an intake with Plaintiff Moore, preparing the

1 pleadings, preparing the letter to the LWDA, conducting legal research, reviewing
2 documents and data from Defendants and co-counsel, developing the strategy with co-
3 counsel for prosecuting the claims in the cases; reviewing documents; participating in
4 settlement negotiations; participating in a full-day mediation; reviewing the settlement
5 agreement and associated documents, and Motion for Preliminary Approval.

6 11. During litigation of this matter, I have spent approximately 23.1 hours on this
7 matter. My unadjusted lodestar for my hours spent on this case amounts to approximately
8 \$11,550.00 (23.1 x \$500 = \$11,550.00). Given my experience and the focus of my practice,
9 if I were to charge for my type of work by the hour my rate would be \$500 per hour. A \$500
10 rate is warranted based on my years of experience in a highly specialized area of law and is
11 in line with the Laffey Matrix. (Huether Decl. Ex. 6 available at
12 <http://www.laffeymatrix.com/see.html>.)

13 12. Plaintiff's Counsel's rates are also in line with the Laffey Matrix which states a
14 rate of \$455 per hour for attorneys out of law school 4-7 years, \$742 per hour for attorneys
15 out of law school 11-19 years and \$864 per hour for attorneys out of law school over 20
16 years. (Granberry Decl. Ex. 6 available at <http://www.laffeymatrix.com/see.html>.) Courts
17 have applied the Laffey Matrix with adjustments to the specific California locality where the
18 Counsel's office is located based on "Locality Pay Tables." *In re HPL Techs., Inc., Secs.*
19 *Litig.*, No. C-02-3510 VRW, 365 F.Supp.2d 912, 921-922 (N.D. Cal. April 22, 2005) (using
20 Laffey Matrix with upward adjustment of 9 percent for San Francisco based on difference
21 between D.C. Area's +15.98 locality pay compared to San Francisco's +26.39 percent
22 locality pay differential from the federal courts' "Judiciary Salary Plan Pay Tables."); *Syers*
23 *Properties III, Inc. v. Rankin*, 226 Cal.App.4th 691, 695-696 (2014) (affirming fee award
24 based on Laffey Matrix with upward 9 percent rate adjustment from D.C. area compared to
25 San Francisco Bay Area based on Locality Pay Tables). Here, the majority of Plaintiff's
26 Counsels' offices are located in Los Angeles County. For 2018, the Locality Pay Tables
27 (and Judiciary Salary Plan Pay Tables referred to in *In re HPL Techs., Inc.*), state a 2.35
28 percent increase for the Los Angeles-Long Beach, CA area which includes the following

counties: Kern County, Los Angeles County, Orange County, Riverside County, San Bernardino County, Santa Barbara County, and Ventura County. (Ex. 7, 8 (2018 Locality Pay Tables for Washington-Baltimore-Arlington and Los Angeles-Long Beach, CA available at <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/general-schedule/>) Ex. 9, 10 (Judiciary Salary Plan Pay Tables available at <http://www.uscourts.gov/careers/compensation/judiciary-salary-plan-pay-rates>); Ex. 11 (2018 Locality Pay Area Definitions defining counties within Los Angeles-Long Beach, CA area available at <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 Angeles County, Orange County, Riverside County, San Bernardino County, Santa Barbara County, and Ventura County over the Washington-Baltimore area stated in the Laffey Matrix, the Laffey Matrix states the following relevant rates: \$465 for attorneys 4 to 5 years out of law school, \$673 for attorneys 8 to 10 years out of law school, \$759 for attorneys 11 to 19 years out of law school, and \$915 for attorneys 20 plus years out of law school.

13. 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 numerous 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.

14. Since commencing the matter, Joseph Lavi estimates he has spent at least 28.1 hours litigating this matter. These hours do not include communicating with the client and communications with Defendants' counsel or co-counsel. Accordingly, Mr. Lavi's

1 unadjusted lodestar in this matter is \$21,075.00 ($28.1 \times \$750 = \$21,075.00$). If Mr. Lavi
2 were to charge a rate for this type of work by the hour, given his experience and the focus of
3 his practice, his current hourly rate is \$750 per hour. This rate is in line with other partners
4 out of law school and practicing for over 15 years in California as indicated by the 2014 and
5 2008 National Law Journal Survey and is in line with the Laffey Matrix which states a rate
6 of \$759 per hour for attorneys out of law school for 11 to 19 years in Los Angeles County.

7 15. Pooja Patel estimates she has spent at least 4.7 hours litigating this matter.
8 These hours do not include communicating with the client and communications with
9 Defendants' counsel or co-counsel. Accordingly, Ms. Patel's unadjusted lodestar in this
10 matter is \$2,350.00 ($2,350 \times \$500 = \$2,350.00$). If Ms. Patel were to charge a rate for this
11 type of work by the hour, given her experience and the focus of her practice, her current
12 hourly rate is \$500 per hour. This rate is in line with other attorneys out of law school and
13 practicing for 4 years in California as indicated by the 2014 and 2008 National Law Journal
14 Survey and is in line with the Laffey Matrix which states a rate of \$500 per hour for
15 attorneys out of law school for 4 to 7 years. (Ex. 4-6.)

16 16. Vincent C. Granberry estimates he has spent at least 9 hours litigating this
17 matter. These hours do not include communicating with the client and communications with
18 Defendants' counsel or co-counsel. Accordingly, Mr. Granberry's unadjusted lodestar in
19 this matter is \$5,850.00 ($9 \times \$650 = \$5,850.00$). If Mr. Granberry were to charge a rate for
20 this type of work by the hour, given his experience and the focus of his practice, his current
21 hourly rate is \$650 per hour. This rate is in line with other attorneys out of law school and
22 practicing for 11 years in California as indicated by the 2014 and 2008 National Law
23 Journal Survey and is in line with the Laffey Matrix which states a rate of \$742 per hour for
24 attorneys out of law school for 11-19 years. (Ex. 4-6.)

25 **ATTORNEYS' COSTS**

26 17. Our firm maintains all records regarding costs expended on each case. I have
27 reviewed the records of costs expended in this matter. According to our records, our firm
28 has incurred approximately \$5,688.08, in costs in this matter at this time.

**CONTRIBUTION OF PLAINTIFF AND REASONABLENESS OF THE
REQUESTED SERVICE AWARD:**

18. It is imperative that Plaintiff Moore obtain just compensation for the time, effort and risk associated with his fiduciary duties as a class representative and named Plaintiff Moore. I believe that Plaintiff Moore performed considerable services on behalf of the Class during the last year, since he searched for an attorney, collected and gathered the requested documents and information, wage statements and/or pay stubs, discussed with us, made himself available each and every single time that we called in order to answer questions about Defendants' policies and procedures produced in informal discovery or discussed during conversations with opposing counsel and co-counsel or raised in pleadings filed in this matter. Plaintiff Moore provided Class Counsel with factual information needed to prepare the complaint and the notice to the LWDA. He collected relevant documents and produced those documents to Class Counsel. He was available during the full day mediation and continued to be engaged in continued settlement negotiations that were ultimately required to reach a settlement in this case. I believe that the service fee request of \$7,500 for Plaintiff Moore as an enhancement payment as well as for providing general release of his claims, including a Civil Code § 1542 waiver. As such, the requested payment is warranted for his time and effort when the class members are able to receive money, for Plaintiff Moore's efforts, as well as the fact that he put himself at significant risk for liability for costs in this matter if Defendants were the prevailing party in the litigation as well as for retaliation by other employers who may discover and find it to be unappealing that he was Class representative in a lawsuit against Defendants, his former employers. At this point in the approval process, Plaintiff Moore's requested payment should be approved and allow the Class Members an opportunity to object to the requested enhancement.

EXHIBITS

19. Attached as Exhibit 1 to this declaration is a true and correct copy of the billable hours of Lavi & Ebrahimian, LLP.

1 20. Attached as Exhibit 2 to this declaration is a true and correct copy of the costs
2 for Lavi & Ebrahimian, LLP.

3 21. Attached as Exhibit 3 to this declaration is a true and correct copy of the
4 Declaration of Pascal Moore.

5 22. Attached as Exhibit 4 to this declaration is a true and correct copy of printouts
6 from the 2014 National Law Journal sampling of California firm billing rates.

7 23. Attached as Exhibit 5 to this declaration is a true and correct copy of the 2008
8 National Law Journal sampling of billing rates.

9 24. Attached as Exhibit 6 to this declaration is a true and correct printout of the
10 Laffey Matrix available at <http://www.laffeymatrix.com/see.html>.

11 25. Attached as Exhibit 7 to this declaration is a true and correct copy of the 2018
12 Locality Pay Table for Washington-Baltimore-Arlington available at
13 [https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/general-](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/general-schedule/)
14 [schedule/](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/general-schedule/).

15 26. Attached as Exhibit 8 to this declaration is a true and correct copy of the 2018
16 Locality Pay Table for Los Angeles-Long Beach, CA available at
17 [https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/general-](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/general-schedule/)
18 [schedule/](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/general-schedule/).

19 27. Attached as Exhibit 9 to this declaration is a true and correct copy of the
20 Judiciary Salary Plan Pay Table for Washington-Baltimore-Arlington available at
21 <http://www.uscourts.gov/careers/compensation/judiciary-salary-plan-pay-rates>.

22 28. Attached as Exhibit 10 to this declaration is a true and correct copy of the
23 Judiciary Salary Plan Pay Table for Los Angeles-Long Beach, CA available at
24 <http://www.uscourts.gov/careers/compensation/judiciary-salary-plan-pay-rates>.

25 29. Attached as Exhibit 11 to this declaration is a true and correct copy of 2018
26 Locality Pay Area Definitions defining counties within Los Angeles-Long Beach, CA area
27 available at [https://www.opm.gov/policy-data-oversight/pay-leave/salaries-](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/locality-pay-area-definitions/)
28 [wages/2018/locality-pay-area-definitions/](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/locality-pay-area-definitions/).

1
2 I declare under penalty of perjury under the laws of the State of California that the
3 foregoing is true and correct. Executed this 15th day of August 2022, at Beverly Hills
4 California.

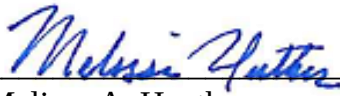
5
6 
Melissa A. Huether

EXHIBIT 1

CASE: Pascal Moore v. Gate Gourmet, Inc. et al.

DATE	NAME	DESCRIPTION	HOURS
04/08/21; 04/12/21	VG	Conduct Client Intake and Review Initial Documents from Client (i.e., Paystubs, W2's, Paychecks, Letters and Employee Handbook)	5
04/12/21	JL	Prepare and Review with Client: Retainer, Authorization Form, Designation of Representation, Duties of A Class Representative, Duties of A Class Representative PAGA Representative	2
04/28/21	MH	Draft Plaintiff Pascal Moore's Complaint for Damages and Restitution	4.5
04/28/21	MH	Draft. PAGA Letter re: California Labor Code Sections 2699, 2699.3, and 2698, et seq.	3
05/10/21	VG	Review Plaintiff Pascal Moore's Complaint for Damages and Restitution	1
05/10/21	MH	Finalize and File Plaintiff Pascal Moore's Complaint for Damages and Restitution	1
05/10/21	VG	Review PAGA Letter re: California Labor Code Sections 2699, 2699.3, and 2698, et seq.	1
05/10/21	MH	Finalize and Submit PAGA Letter re: California Labor Code Sections 2699, 2699.3, and 2698, et seq.	0.5
05/10/21	MH	Review Court's Notice of Case Assignment Unlimited Civil Case – Assigned Judge: Elihu M. Berle in Dept. 6 (State Court)	0.2
06/09/21	MH	Review Court's Minute Order – Court Order Re Initial Status Conference Order (State Court)	0.5
06/09/21	MH	Review Court's Initial Status Conference Order (Complex Litigation Program) – July 13, 2021 (State Court)	0.2
07/06/21	MH	Draft and File Plaintiff Pascal Moore's Request for Continuance of Initial Status Conference – Scheduled 07/13/2021	1
07/09/21	JL	Review Pleadings from Related Case: <i>Alicia Noemi Bautista Diaz v. Gate Gourmet, Inc.</i>	6
07/19/21	JL	Review Defendant's Dkt. 1 – Defendant Gate Gourmet, Inc.'s Notice of Remove	2.5
07/19/21	JL	Review Dkt. 2 – Civil Cover Sheet	0.2
07/19/21	JL	Review Dkt. 3 – Declaration of Elaine Dray	0.2
07/19/21	JL	Review Dkt. 4 – Defendant Gate Gourmet, Inc.'s Rule 7.1 Corporate Disclosure Statement and Certificate of Interested Parties and Persons	0.2
07/21/21	MH	Review Dkt.5 – Notice of Assignment to United States Judges – District Judge: Otis D. Wright, II; Magistrate Judge: Sheri Pym; Standing Order	1

07/21/21	MH	Review Dkt. 6 – Notice to Parties of Court – Directed ADR Program	0.2
07/21/21	MH	Review Dkt. 7 – Notice to Counsel Re Consent to Proceed Before a United States Magistrate Judge	0.1
07/22/21	MH	Review Dkt. 8 – Civil Minutes – General (Minute Order In Chambers) re: Action Assigned to Judge Otis D. Wright II	0.5
07/22/21	MH	Review Defendant’s Notice to Plaintiff and Clerk of the California Superior Court of Removal of Civil Action to the United States District Court (State Court)	0.2
08/09/21	JL	Review Pleadings from Related Case <i>Mohammed Rahman v. Gate Gourmet, Inc.</i>	2
08/09/21	VG	Review Dkt. 9 – Civil Minutes General (In Chambers) re: Ordered to Show Cause	0.5
08/11/21	PP	Draft Dkt. 10 – Notice of Appearance or Withdrawal of Counsel	0.2
08/11/21	JL	Review Dkt. 11 – Defendant Gate Gourmet, Inc.’s Answer Jury Trial Demanded	2.5
08/11/21	PP	Draft and File Dkt. 12 – Declaration of Pooja V. Patel in Response to the Court’s August 9, 2021, Order to Show Cause	1
08/12/21	PP	Dkt. 13 – Scheduling Meeting of Counsel – Scheduling Conference set for October 25, 2021	0.5
08/20/21	PP	Review Minute Order 7/28/21 – Non-Appearance Case Review – Scheduled for 10/20/2021 (State Court)	0.2
09/29/21	VG	Review Pleadings from Related Case <i>Alicia Noemi Bautista Diaz v. Gate Gourmet, Inc.</i> – Minute Order re: Status Conference after Remand from Federal Court; Hearing on Motion for Leave to File Complaint in Intervention (Dated. 09.02.2021)	1.5
10/18/21	PP	Revise and Review Dkt. 14 – Stipulation Staying Action Pending Preliminary Approval in Related Case	0.8
10/18/21	PP	Revise and Review Dkt. 14-1 - [Proposed] Order Staying Action Pending Preliminary Approval in Related Case	0.3
10/18/21	PP	Review Dkt. 15 – Civil Minutes – General (In Chambers) re: Stipulation Staying Action Pending Related Case	0.2
11/29/21	PP	Minute Order – Non-Appearance Case Review re: Case has not been remanded from Federal Court (State Court)	0.2
01/12/22	PP	Review and Revise DKT. 16 – Joint Status Report Re: <i>Diaz</i>	0.5
04/18/22	PP	Review Dkt. 17 – Civil Minutes General re: Order to Show Cause re: Failure to File Status Report	0.2
04/19/22	PP	Review Dkt. 18 – Notice of Appearance Or Withdrawal of Counsel	0.1
04/20/22	JL	Review <i>Mohammed Rahman v. Gate Gourmet, Inc., et al.</i> - Plaintiff Mohammed Rahman’s Mediation Brief	2.5

04/20/22	PP	Review and Revise Dkt. 19 – Joint Status Report	0.5
04/26/22	JL	Prepare for and Attend Mediation Session	10
06/01/22	MH	Review Draft Second Amended Consolidated Class Action Complaint	0.5
06/01/22	MH	Review Postcard – Summary Notice (Notice of Settlement)	0.2
06/01/22	MH	Review and Revise Class Action and Private Attorneys General Act Settlement Agreement And Release	3
06/01/22	MH	Review Stipulation and Proposed Order Re: Second Amended Consolidated Complaint	0.5
06/01/22	MH	Review and Revise Notice of Class Action and Private Attorneys General Act Settlement And Release	1
06/13/22	MH	Draft Declaration of Melissa A. Huether in Support of Plaintiffs’ Motion for Preliminary Approval of Class Action Settlement	5

ATTORNEY	HOURS	HOURLY RATE	LODESTAR
Joseph Lavi	28.1	\$750	\$21,075.00
Vincent C. Granberry	9	\$650	\$5,850.00
Melissa A. Huether	23.1	\$500	\$11,550.00
Pooja Patel	4.7	\$500	\$2,350.00
Total:	64.9		\$40,825.00

EXHIBIT 2

COSTS AND FEES ADVANCED BY LAVI & EBRAHIMIAN, LLP

DATE	ITEM	COST
N/A	Copying	\$75.00
N/A	Scanning	\$75.00
N/A	Fax	\$12.50
N/A	Mail	\$24.75
	LOS ANGELES SUPERIOR COURT	
05/10/21	Summons and Complaint Filing Fee	\$1,435.00
07/06/21	Filing of Plaintiff's Request to Continued Initial Status Conference	\$20.00
07/22/21	Document Retrieval	\$13.40
	DDS LEGAL SERVICES	
05/10/21	Filing of Summons and Complaint	\$203.45
06/21/21	Process Service of Summons and Complaint on Gate Gourmet, Inc.	\$103.90
06/25/21	Filing of Proof of Service of Defendant Gate Gourmet	\$29.95
07/06/21	Filing of Plaintiff's Request to Continued Initial Status Conference	\$61.95
08/13/21	Chambers Copy Delivery-Declaration of Counsel in Response to the Court's August 9, 2021, Order to Show Cause	\$69.95
10/19/21	Chamber's Copy Delivery-Stipulation Staying Action Pending Preliminary Approval in Related Case	\$69.95
01/13/22	Chamber's Copy Delivery-Joint Status Report re: Diaz	\$59.95
	DEPARTMENT OF INDUSTRIAL RELATIONS	
05/10/2021	Private General	\$75.00
	HUNTER ADR	
04/06/22	Mediation Services	\$3,333.33
	Total Costs, fees and expenses	\$5,663.08

EXHIBIT 3

AIMAN-SMITH & MARCY

PROFESSIONAL CORPORATION

Randall B. Aiman-Smith #124599

Reed W.L. Marcy #191531

Hallie Von Rock #233152

Brent A. Robinson #289373

7677 Oakport St. Suite 1150

Oakland, CA 94621

T 510.817.2711

F 510.562.6830

ras@asmlawyers.comrwlm@asmlawyers.comhvr@asmlawyers.combar@asmlawyers.com

Attorneys for Plaintiff Mohammed Rahman

**Additional counsel listed on following page

UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF CALIFORNIAMOHAMMED RAHMAN, ALICIA NOEMI
BAUTISTA DIAZ, AND PASCAL MOORE,
individually and on behalf of all others
similarly situated,

Plaintiffs,

v.

GATE GOURMET, INC., GATEGROUP
U.S. HOLDING, INC., and DOES 1-10,
inclusive,

Defendants.

Case No.: 3:20-cv-03047-WHO

**DECLARATION OF PASCAL MOORE
IN SUPPORT OF PLAINTIFFS'
MOTION FOR PRELIMINARY
APPROVAL OF CLASS ACTION
SETTLEMENT**

1 KANE MOON (SBN 249834)
2 ALLEN FEGHALI (SBN 301080)
3 LILIT TER-ASTVATSATRYAN (SBN 320389)
4 MOON & YANG, APC
5 1055 W. Seventh St., Suite 1880
6 Los Angeles, CA 90017
7 T: 213.232.3128
8 F: 213.232.3125
9 kane.moon@moonyanglaw.com
10 allen.feghali@moonyanglaw.com
11 lilit@moonyanglaw.com

12 Attorneys for Plaintiff Alicia Noemi Bautista Diaz

13 JOSEPH LAVI (SBN 209776)
14 VINCENT C. GRANBERRY (SBN 276483)
15 MELISSA A. HUETHER (SBN 316604)
16 **LAVI & EBRAHIMIAN, LLP**
17 8889 W. Olympic Blvd., Suite 200
18 Beverly Hills, California 90211
19 Telephone: (310) 432-0000
20 Facsimile: (310) 432-0001
21 jlavi@lelawfirm.com
22 vgranberry@lelawfirm.com
23 mhuether@lelawfirm.com

24 Attorneys for Plaintiff Pascal Moore

DECLARATION OF PASCAL MOORE

I, Pascal Moore, declare as follows:

1. I am one of the named plaintiffs in the lawsuit against Gate Gourmet and gategroup U.S. Holding, Inc. ("Gate Gourmet" or "Defendants"). I am familiar with the information in this declaration from my own knowledge and I would testify to the following facts if called as a witness.

2. I worked for Gate Gourmet as an hourly non-exempt employee from on or about August 9, 2016 through the present.

3. I understand this is a class action and PAGA representative lawsuit and I am representing the interests of all individuals employed at any Gate Gourmet facility in California as a non-exempt employee at any time from May 4, 2016 through the date of preliminary approval of the settlement. I understand that I must consider and protect the interests of the class members and place their interests before my own interests. I also understand that the court must approve any settlement to make sure I have protected the interests of the class members.

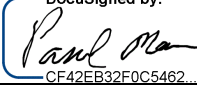
4. I have actively participated in the lawsuit against Gate Gourmet. I began to search for an attorney for my employment claims in approximately April 2021. I provided my attorneys with information about my experiences at Gate Gourmet and I also spent time to search for policies and other documents that were given to me during my employment. I responded when my attorneys contacted me and met with them to provide information about my employment, my experiences, and my understanding about the operations of Gate Gourmet. I was also available during the mediation and provided any information my attorneys needed from me at mediation. Once the settlement agreement was finalized, I spent time reviewing and discussing the settlement agreement with my attorneys before signing it. I have spent approximately time on this lawsuit to assist in the litigation and resolution of the action which includes time spent searching for attorneys, searching for documents to help the lawsuit, providing those documents and information to my attorneys, responding to my attorneys telephone calls to provide them with more information about different aspects of

1 my employment and experiences, speaking with my attorneys to evaluate my case and to
2 provide information and sign documents, meeting with my attorneys to respond to questions
3 and requests for documents by Gate Gourmet, reviewing the settlement, and reviewing and
4 providing information for this declaration.

5 5. I also understand that I have taken risks by filing this lawsuit. I believe that by
6 filing this lawsuit future employers may learn of the lawsuit and view me negatively because
7 I hired an attorney and sued my employer when I thought my rights were violated. I believe
8 that this may affect future job prospects and this was a risk that the other employees did not
9 have to take. I understand that if the case had continued and had to go to trial, I would need
10 to be take time off work and be present at trial and follow any other request from the court.
11 As noted above, I have already spent significant time to help the case by responding to my
12 attorneys whenever they needed me, and by providing them with any requested information
13 or documents that I have. I will continue to help my attorneys with the case. I also know that
14 I took a risk by filing this lawsuit because if Gate Gourmet won the case, I would have been
15 responsible for the costs of the case. I also had to sign a general release of claims against Gate
16 Gourmet.

17
18 I declare, under penalty of perjury under the laws of the State of California, that the
19 foregoing is true and correct.

20
21 Dated: June30, 2022

DocuSigned by:

CF42EB32F0C5462...

Pascal Moore

EXHIBIT 4

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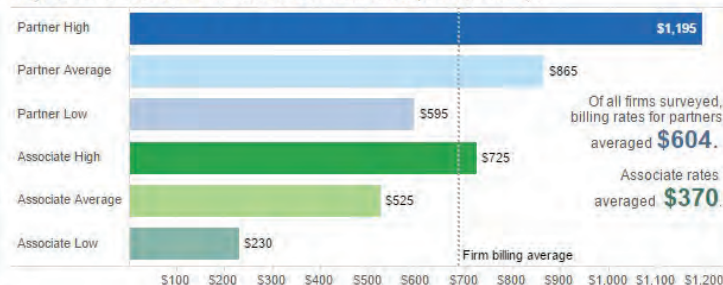
NLJ'S BILLING SURVEY

Select a Firm

- ☐ Miles & Stockbridge
- ☐ Miller & Martin
- ☐ Morgan Lewis
- ☐ Morris Manning
- ☒ Morrison & Foerster
- ☐ Nixon Peabody
- ☐ Norton Rose
- ☐ Nutter McClennen
- ☐ O'Melveny & Myers
- ☐ Orrick Herrington
- ☐ Parker Poe
- ☐ Patton Boggs
- ☐ Paul Hastings
- ☐ Paul Weiss
- ☐ Pepper Hamilton
- ☐ Perkins Coie

Morrison & Foerster

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

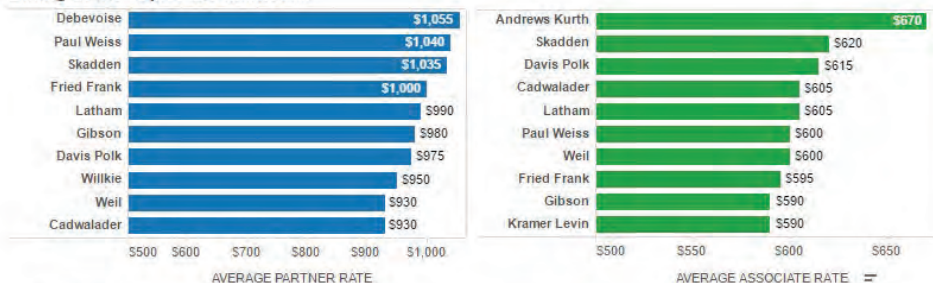


By the Numbers: The Firms Report Their Billing Rates

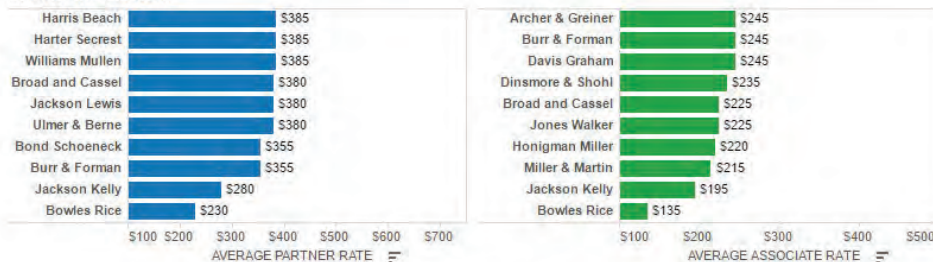
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Dechert	New York	1,010	\$1,195	\$865	\$595	\$725	\$525	\$230
Andrews Kurth	Houston	548	\$1,195	\$865	\$595	\$725	\$525	\$230
Hughes Hubbard	New York	548	\$1,195	\$865	\$595	\$725	\$525	\$230
Irell & Manella	Los Angeles	498	\$1,195	\$865	\$595	\$725	\$525	\$230
Proskauer Rose	New York	796	\$1,195	\$865	\$595	\$725	\$525	\$230
White & Case	New York	1,010	\$1,195	\$865	\$595	\$725	\$525	\$230
Morrison & Foerster	San Francisco	1,010	\$1,195	\$865	\$595	\$725	\$525	\$230
Pillsbury Winthrop	Washington	898	\$1,195	\$865	\$595	\$725	\$525	\$230
Kaye Scholer	New York	498	\$1,195	\$865	\$595	\$725	\$525	\$230
Kramer Levin	New York	548	\$1,195	\$865	\$595	\$725	\$525	\$230
Hogan Lovells	Washington	2,298	\$1,195	\$865	\$595	\$725	\$525	\$230
Kasowitz Benson	New York	898	\$1,195	\$865	\$595	\$725	\$525	\$230
Kirkland & Ellis	Chicago	1,511	\$1,195	\$865	\$595	\$725	\$525	\$230
Cooley	Palo Alto, Calif.	898	\$1,195	\$865	\$595	\$725	\$525	\$230

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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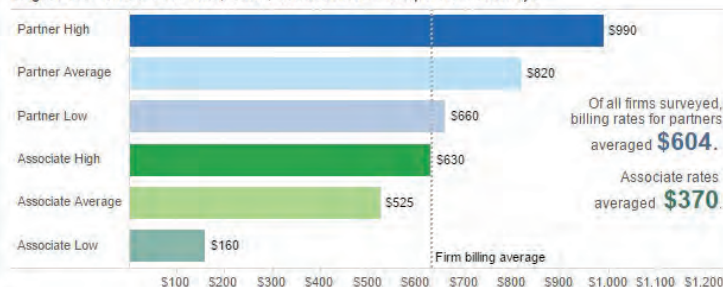
NLJ'S BILLING SURVEY

Select a Firm

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

Cooley

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

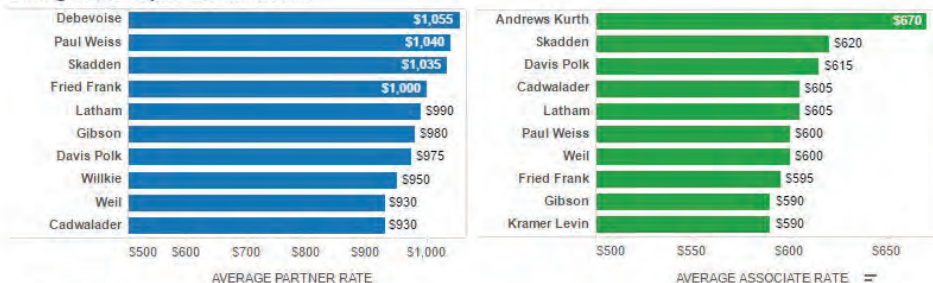


By the Numbers: The Firms Report Their Billing Rates

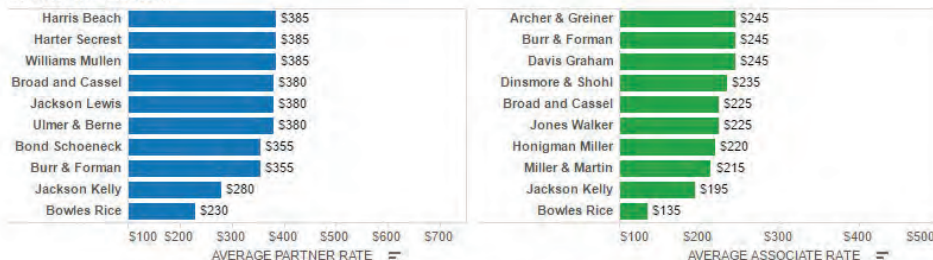
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Kaye Scholer	New York	4,332	\$1,780	\$825	\$715	\$620	\$510	\$225
Kramer Levin	New York	2,288	\$1,025	\$840	\$740	\$650	\$550	\$240
Hogan Lovells	Washington	2,288	\$1,000	\$840	\$775	\$675	\$575	\$240
Kasowitz Benson	New York	2,288	\$1,025	\$840	\$740	\$650	\$550	\$240
Kirkland & Ellis	Chicago	1,511	\$990	\$820	\$660	\$630	\$525	\$160
Cooley	Palo Alto, Calif.	632	\$990	\$820	\$660	\$630	\$525	\$160
Arnold & Porter	Washington	1,400	\$850	\$715	\$675	\$580	\$480	\$200
Paul Hastings	New York	800	\$840	\$740	\$675	\$580	\$480	\$200
Curtis, Mallet-Prevost	New York	270	\$840	\$740	\$675	\$580	\$480	\$200
Winston & Strawn	Chicago	800	\$840	\$740	\$675	\$580	\$480	\$200
Bingham McCutchen	Boston	800	\$1,000	\$840	\$740	\$650	\$550	\$240
Akin Gump	Washington	800	\$1,000	\$840	\$740	\$650	\$550	\$240
Covington & Burling	Washington	700	\$840	\$740	\$675	\$580	\$480	\$200
King & Spalding	Atlanta	800	\$1,000	\$840	\$740	\$650	\$550	\$240

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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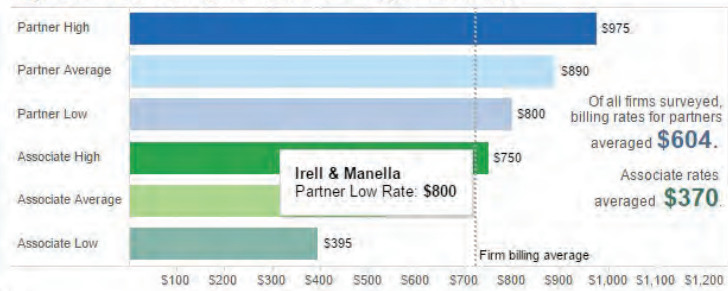
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NLJ'S BILLING SURVEY

- 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

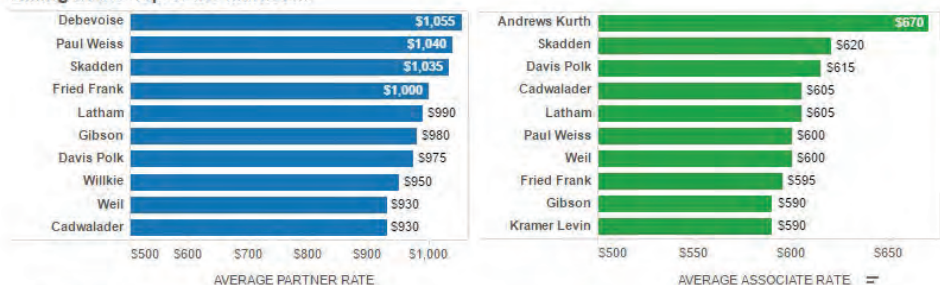


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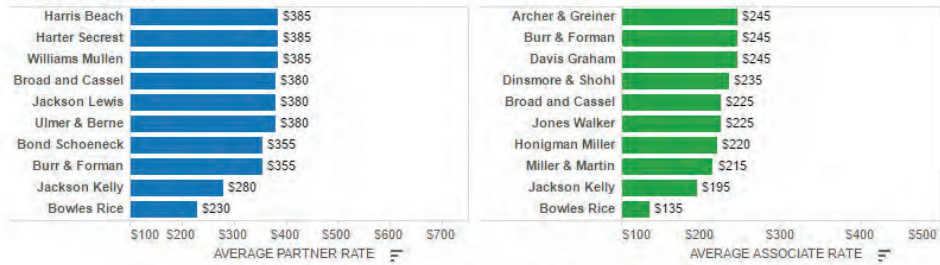
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Dechert	New York	1,700	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700
Andrews Kurth	Houston	568	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700
Hughes Hubbard	New York	500	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700
Irell & Manella	Los Angeles	164	\$975	\$890	\$800	\$750	\$535	\$395
Proskauer Rose	New York	744	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700
White & Case	New York	1,000	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700
Morrison & Foerster	San Francisco	1,000	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700
Pillsbury Winthrop	Washington	800	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700
Kaye Scholer	New York	4,400	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700
Kramer Levin	New York	800	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700
Hogan Lovells	Washington	2,200	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700
Kasowitz Benson	New York	800	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700
Kirkland & Ellis	Chicago	1,500	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700
Cooley	Palo Alto, Calif.	600	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700

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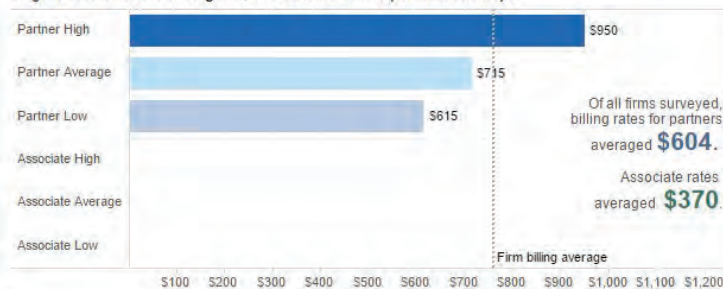
NLJ'S BILLING SURVEY

Select a Firm

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

O'Melveny & Myers

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

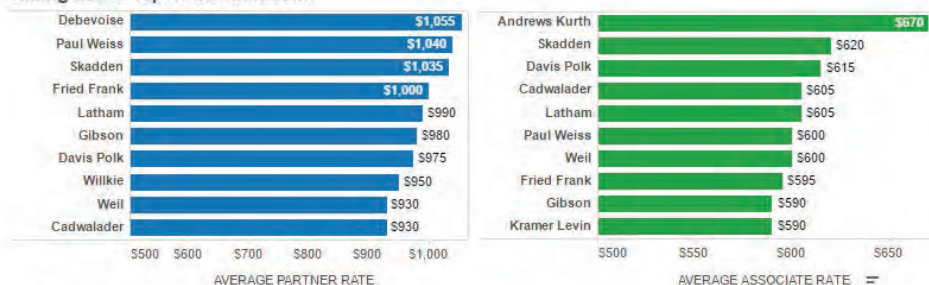


By the Numbers: The Firms Report Their Billing Rates

Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Baker & McKenzie	Chicago	11,736	\$1,055	\$715	\$615	\$600	\$590	\$510
Dickstein Shapiro	Washington	858	\$1,050	\$700	\$600	\$600	\$500	\$450
Jenner & Block	Chicago	4,130	\$1,000	\$650	\$550	\$550	\$450	\$400
Jones Day	New York	2,993	\$975	\$650	\$550	\$550	\$450	\$400
Manatt Phelps	Los Angeles	2,200	\$1,000	\$650	\$550	\$550	\$450	\$400
Seward & Kissel	New York	1,950	\$950	\$650	\$550	\$550	\$450	\$400
O'Melveny & Myers	Los Angeles	738	\$950	\$715	\$615	\$600	\$590	\$510
McDermott Will	Chicago	1,034	\$950	\$650	\$550	\$550	\$450	\$400
Reed Smith	Pittsburgh	1,880	\$950	\$650	\$550	\$550	\$450	\$400
Dentons	N/A**	1,140	\$950	\$650	\$550	\$550	\$450	\$400
Jeffer Mangels	Los Angeles	2,200	\$950	\$650	\$550	\$550	\$450	\$400
Sheppard Mullin	Los Angeles	2,200	\$950	\$650	\$550	\$550	\$450	\$400
Alston & Bird	Atlanta	2,200	\$950	\$650	\$550	\$550	\$450	\$400
Foley Hoag	Boston	2,200	\$950	\$650	\$550	\$550	\$450	\$400

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Billing at the Top of the Market ...



... And the Bottom



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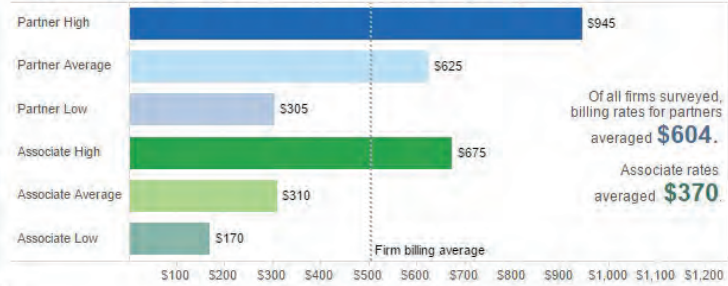
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NLJ'S BILLING SURVEY

- Select a Firm
- ☐ McElroy Deutsch
 - ☐ McGuireWoods
 - ☐ McKenna Long
 - ☐ Michael Best
 - ☐ Miles & Stockbridge
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 - ☐ Norton Rose
 - ☐ Nutter McClennen
 - ☐ O'Melveny & Myers
 - ☒ Orrick Herrington
 - ☐ Parker Poe
 - ☐ Patton Boggs

Orrick, Herrington & Sutcliffe

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

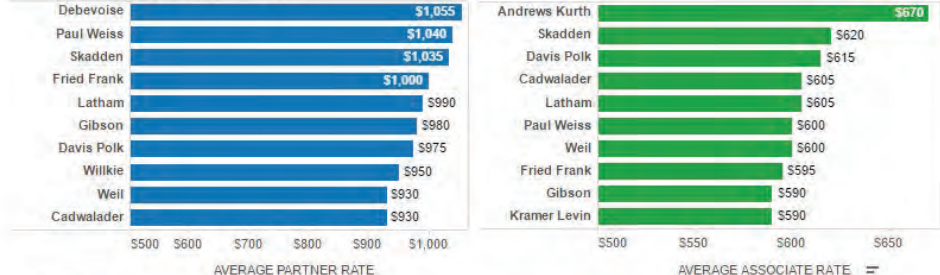


By the Numbers: The Firms Report Their Billing Rates

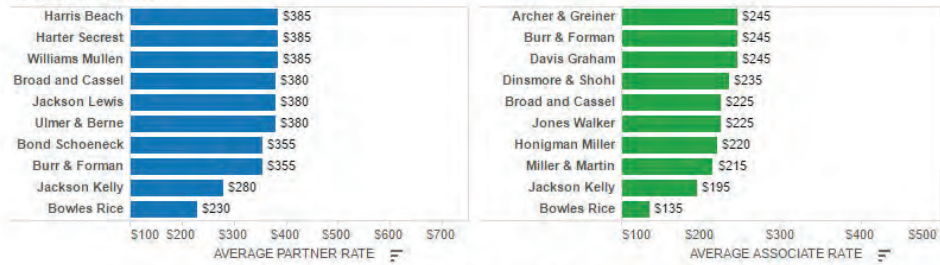
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Blank Rome	Philadelphia	476	\$850	\$550	\$300	\$600	\$350	\$175
Kelley Drye	New York	238	\$815	\$480	\$240	\$580	\$300	\$150
Gardere Wynne	Dallas	233	\$775	\$450	\$220	\$560	\$280	\$140
Pepper Hamilton	Philadelphia	453	\$800	\$500	\$250	\$600	\$300	\$150
Orrick Herrington	San Francisco	977	\$945	\$625	\$305	\$675	\$310	\$170
Stevens & Lee	Reading, Pa.	187	\$800	\$450	\$220	\$550	\$280	\$140
Duane Morris	Philadelphia	800	\$775	\$450	\$220	\$560	\$280	\$140
Morgan Lewis	Philadelphia	1,334	\$775	\$450	\$220	\$560	\$280	\$140
Troutman Sanders	Atlanta	575	\$675	\$350	\$175	\$475	\$225	\$110
Allen Matkins	Los Angeles	187	\$650	\$325	\$160	\$450	\$225	\$110
Katten Muchin	Chicago	280	\$750	\$400	\$200	\$500	\$250	\$125
Lowenstein Sandler	Roseland, N.J.	254	\$750	\$400	\$200	\$500	\$250	\$125
Seyfarth Shaw	Chicago	700	\$650	\$325	\$160	\$450	\$225	\$110
Buchalter Nemer	Los Angeles	134	\$600	\$300	\$150	\$400	\$200	\$100

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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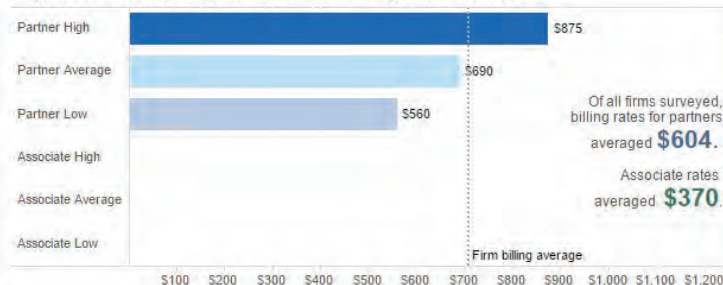
NLJ'S BILLING SURVEY

Select a Firm

- ☐ Baker & McKenzie
- ☐ 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

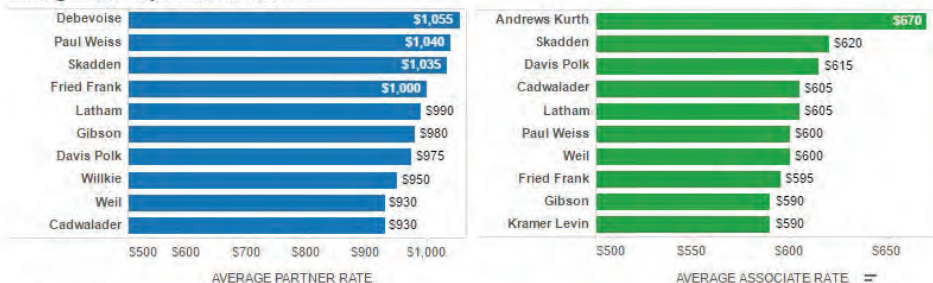


By the Numbers: The Firms Report Their Billing Rates

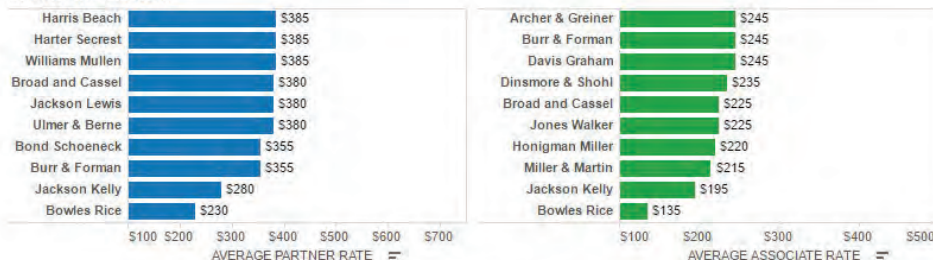
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Baker & McKenzie	Chicago	11,700	\$1,000	\$750	\$500	\$450	\$350	\$250
Dickstein Shapiro	Washington	800	\$1,050	\$750	\$500	\$450	\$350	\$250
Jenner & Block	Chicago	4,100	\$1,000	\$750	\$500	\$450	\$350	\$250
Jones Day	New York	2,900	\$1,000	\$750	\$500	\$450	\$350	\$250
Manatt Phelps	Los Angeles	1,000	\$1,000	\$750	\$500	\$450	\$350	\$250
Seward & Kissel	New York	1,000	\$1,000	\$750	\$500	\$450	\$350	\$250
O'Melveny & Myers	Los Angeles	1,000	\$1,000	\$750	\$500	\$450	\$350	\$250
McDermott Will	Chicago	1,000	\$1,000	\$750	\$500	\$450	\$350	\$250
Reed Smith	Pittsburgh	1,000	\$1,000	\$750	\$500	\$450	\$350	\$250
Dentons	N/A**	1,000	\$1,000	\$750	\$500	\$450	\$350	\$250
Jeffer Mangels	Los Angeles	126	\$875	\$690	\$560			
Sheppard Mullin	Los Angeles	1,000	\$1,000	\$750	\$500	\$450	\$350	\$250
Alston & Bird	Atlanta	1,000	\$1,000	\$750	\$500	\$450	\$350	\$250
Foley Hoag	Boston	1,000	\$1,000	\$750	\$500	\$450	\$350	\$250

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
- ☐ Robinson & Cole
 - ☐ Rutan & Tucker
 - ☐ Saul Ewing
 - ☐ Sedgwick
 - ☐ Seward & Kissel
 - ☐ Seyfarth Shaw
 - ☒ Sheppard Mullin
 - ☐ Shumaker Loop
 - ☐ Shutts & Bowen
 - ☐ Skadden, Arps
 - ☐ Snell & Wilmer
 - ☐ Squire Sanders
 - ☐ Stevens & Lee
 - ☐ Stinson Morrison
 - ☐ Steel Rives
 - ☐ Strasburger & Price

Sheppard, Mullin, Richter & Hampton

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

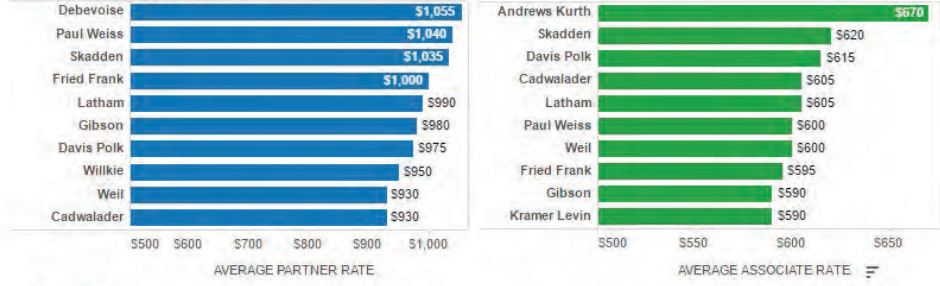


By the Numbers: The Firms Report Their Billing Rates

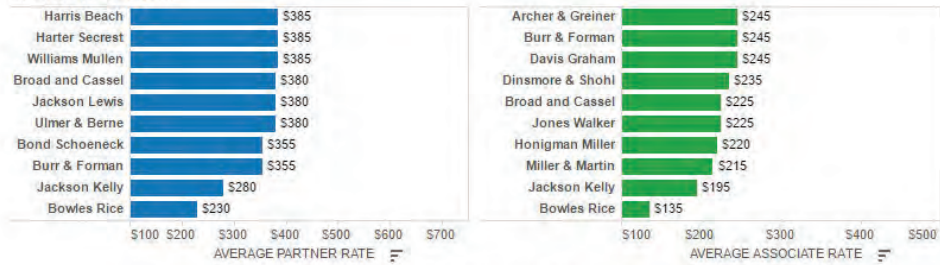
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Jeffer Mangels	Los Angeles	1,034	\$875	\$685	\$490	\$535	\$415	\$275
Sheppard Mullin	Los Angeles	521	\$875	\$685	\$490	\$535	\$415	\$275
Alston & Bird	Atlanta	895	\$875	\$685	\$490	\$535	\$415	\$275
Foley Hoag	Boston	208	\$875	\$685	\$490	\$535	\$415	\$275
Haynes and Boone	Dallas	440	\$875	\$685	\$490	\$535	\$415	\$275
Patton Boggs	Washington	440	\$875	\$685	\$490	\$535	\$415	\$275
Wiley Rein	Washington	200	\$875	\$685	\$490	\$535	\$415	\$275
Richards Layton	Wilmington, Del.	358	\$875	\$685	\$490	\$535	\$415	\$275
Venable	Washington	200	\$875	\$685	\$490	\$535	\$415	\$275
Greenberg Traurig	New York	1,000	\$875	\$685	\$490	\$535	\$415	\$275
Squire Sanders	Cleveland	1,200	\$875	\$685	\$490	\$535	\$415	\$275
Arent Fox	Washington	350	\$875	\$685	\$490	\$535	\$415	\$275
Blank Rome	Philadelphia	470	\$875	\$685	\$490	\$535	\$415	\$275
Kelley Drye	New York	200	\$875	\$685	\$490	\$535	\$415	\$275

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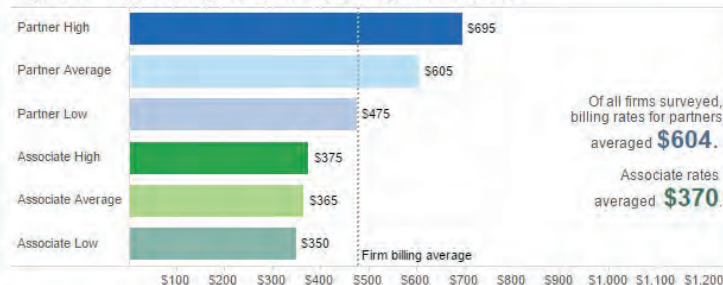
NLJ'S BILLING SURVEY

Select a Firm

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

Buchalter Nemer

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

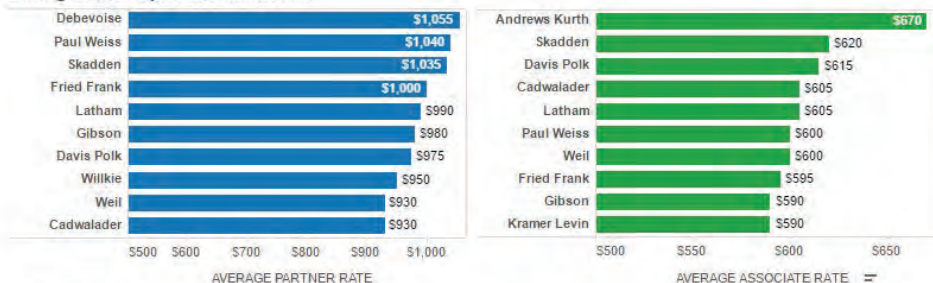


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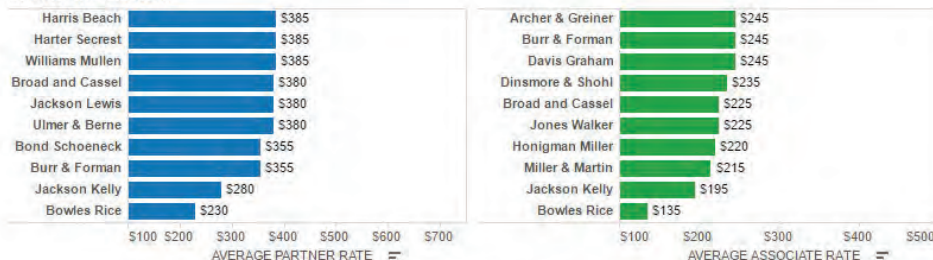
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Seyfarth Shaw	Chicago	737	\$688	\$611	\$475	\$503	\$388	\$325
Buchalter Nemer	Los Angeles	134	\$695	\$605	\$475	\$375	\$365	\$350
Carlton Fields	Tampa, Fla.	276	\$611	\$588	\$455	\$355	\$345	\$315
Foley & Lardner	Milwaukee	872	\$568	\$508	\$435	\$371	\$355	\$318
Perkins Coie	Seattle	822	\$648	\$588	\$465	\$385	\$365	\$315
Vinson & Elkins	Houston	877	\$578	\$508	\$405	\$355	\$338	\$305
Holland & Knight	Washington	828	\$1,028	\$785	\$585	\$455	\$325	\$278
McGuireWoods	Richmond, Va.	848	\$725	\$685	\$585	\$455	\$388	\$325
Bryan Cave	St. Louis	888	\$688	\$588	\$485	\$385	\$365	\$318
Nutter McClennen	Boston	838	\$715	\$655	\$545	\$455	\$375	\$325
Gibbons	Newark, N.J.	2,788	\$685	\$588	\$485	\$385	\$365	\$325
Cozen O'Connor	Philadelphia	888	\$1,028	\$785	\$585	\$455	\$325	\$278
Knobbe Martens	Irvine, Calif.	288	\$715	\$685	\$585	\$455	\$388	\$325
Kilpatrick Townsend	Atlanta	852	\$775	\$685	\$585	\$455	\$388	\$315

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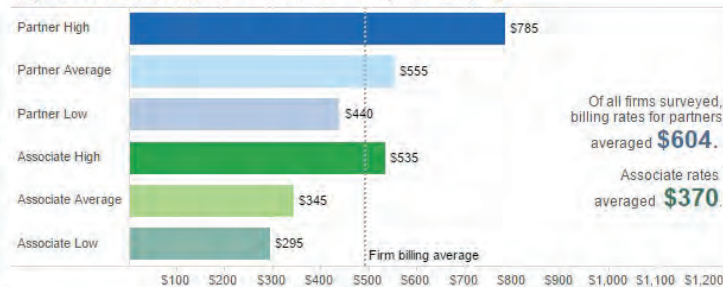
NLJ'S BILLING SURVEY

Select a Firm

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

Knobbe, Martens, Olson & Bear

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

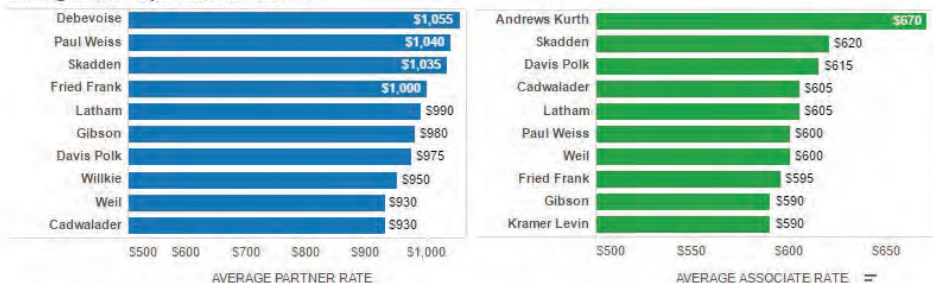


By the Numbers: The Firms Report Their Billing Rates

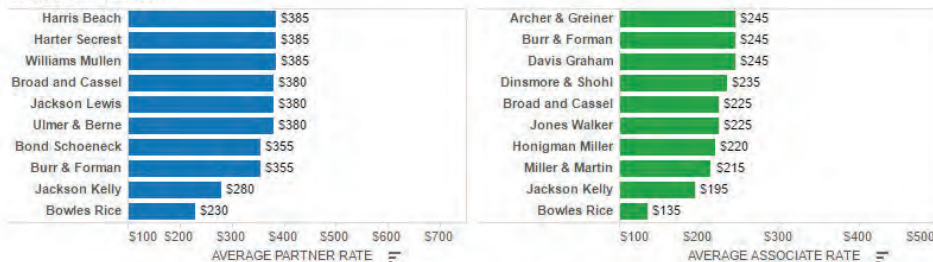
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Gibbons	Newark, N.J.	2,118	\$850	\$550	\$450	\$475	\$350	\$290
Cozen O'Connor	Philadelphia	2,000	\$1,050	\$550	\$350	\$350	\$245	\$200
Knobbe Martens	Irvine, Calif.	268	\$785	\$555	\$440	\$535	\$345	\$295
Kilpatrick Townsend	Atlanta	2,000	\$775	\$500	\$400	\$475	\$300	\$210
Littler Mendelson	San Francisco	2,000	\$800	\$500	\$400	\$450	\$300	\$250
Edwards Wildman	Boston	2,000	\$800	\$500	\$400	\$450	\$300	\$250
Thompson & Knight	Dallas	2,000	\$800	\$500	\$400	\$450	\$300	\$250
Fox Rothschild	Philadelphia	2,000	\$750	\$500	\$400	\$450	\$300	\$250
McCart & English	Newark, N.J.	2,000	\$800	\$500	\$400	\$450	\$300	\$250
McKenna Long	Atlanta	2,000	\$800	\$500	\$400	\$450	\$300	\$250
Saul Ewing	Philadelphia	2,000	\$800	\$500	\$400	\$450	\$300	\$250
Brownstein Hyatt	Denver	2,000	\$750	\$500	\$400	\$450	\$300	\$250
Lindquist & Vennum	Minneapolis	2,000	\$800	\$500	\$400	\$450	\$300	\$250
Nixon Peabody	Boston	2,000	\$800	\$500	\$400	\$450	\$300	\$250

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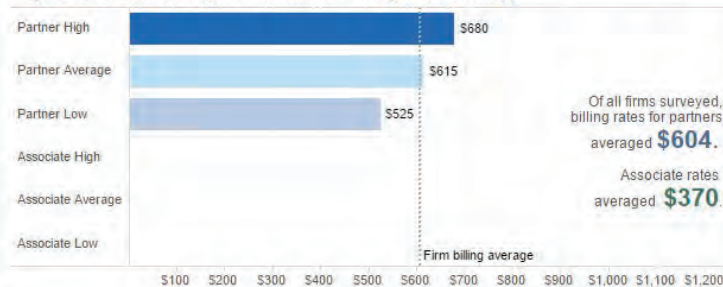
NLJ'S BILLING SURVEY

Select a Firm

- ☐ Adams and Reese
- ☐ Akerman Senterfitt
- ☐ Akin Gump
- ☒ Allen Matkins
- ☐ Alston & Bird
- ☐ Andrews Kurth
- ☐ Archer & Greiner
- ☐ Arent Fox
- ☐ Arnall Golden
- ☐ Arnold & Porter
- ☐ Arnstein & 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

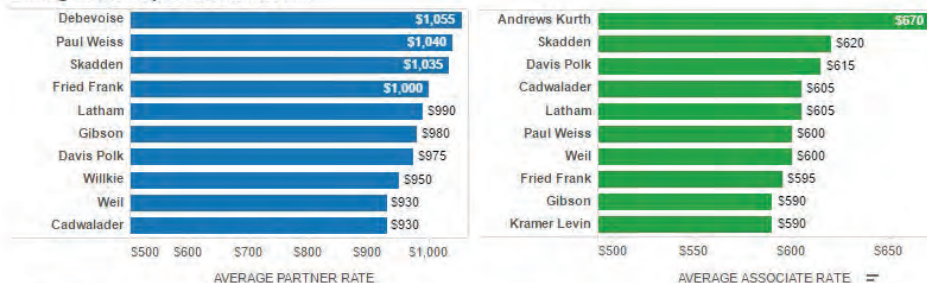


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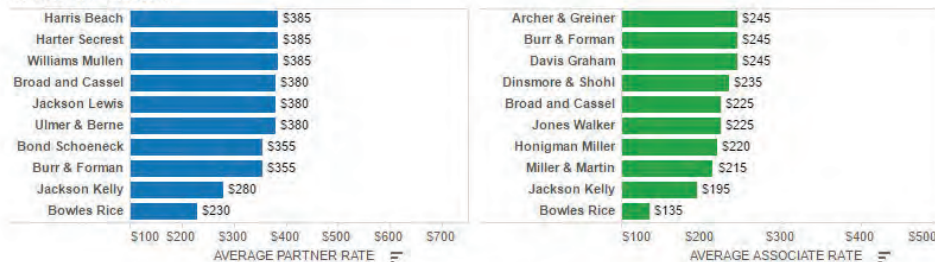
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Blank Rome	Philadelphia	100	\$1,055	\$990	\$900	\$620	\$590	\$572
Kelley Drye	New York	250	\$600	\$525	\$450	\$350	\$325	\$300
Gardere Wynne	Dallas	200	\$675	\$550	\$450	\$350	\$325	\$300
Pepper Hamilton	Philadelphia	200	\$600	\$525	\$450	\$350	\$325	\$300
Orrick Herrington	San Francisco	200	\$600	\$525	\$450	\$350	\$325	\$300
Stevens & Lee	Reading, Pa.	100	\$600	\$525	\$450	\$350	\$325	\$300
Duane Morris	Philadelphia	200	\$600	\$525	\$450	\$350	\$325	\$300
Morgan Lewis	Philadelphia	200	\$600	\$525	\$450	\$350	\$325	\$300
Troutman Sanders	Atlanta	200	\$600	\$525	\$450	\$350	\$325	\$300
Allen Matkins	Los Angeles	187	\$680	\$615	\$525			
Katten Muchin	Chicago	200	\$600	\$525	\$450	\$350	\$325	\$300
Lowenstein Sandler	Roseland, N.J.	250	\$600	\$525	\$450	\$350	\$325	\$300
Seyfarth Shaw	Chicago	200	\$600	\$525	\$450	\$350	\$325	\$300
Buchalter Nemer	Los Angeles	100	\$600	\$525	\$450	\$350	\$325	\$300

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NLJ'S BILLING SURVEY

Select a Firm

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

Rutan & Tucker

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

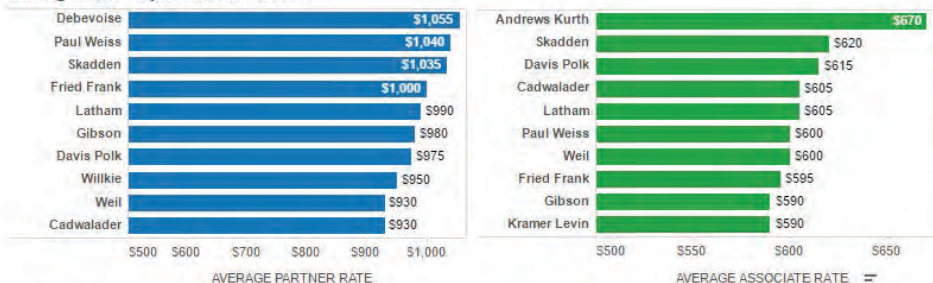


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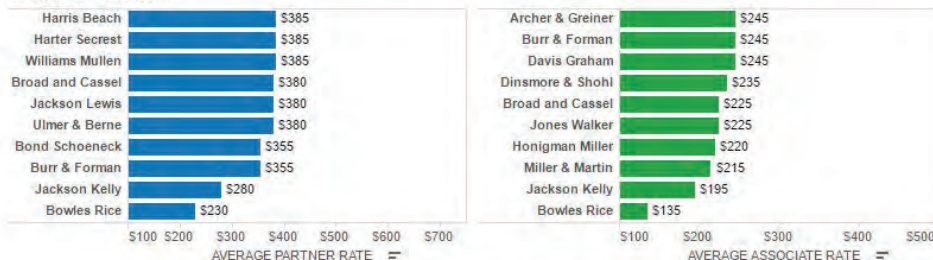
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Archer & Greiner	Phoenix	122	\$625	\$490	\$345	\$500	\$320	\$230
Arnall Golden	Atlanta	108	\$675	\$490	\$345	\$500	\$320	\$230
Rutan & Tucker	Costa Mesa, Calif.	139	\$675	\$490	\$345	\$500	\$320	\$230
Akerman Senterfitt	Miami	250	\$675	\$490	\$345	\$500	\$320	\$230
Barnes & Thornburg	Indianapolis	487	\$675	\$490	\$345	\$500	\$320	\$230
Morris Manning	Atlanta	147	\$675	\$490	\$345	\$500	\$320	\$230
Ballard Spahr	Philadelphia	408	\$675	\$490	\$345	\$500	\$320	\$230
Stinson Morrison	Kansas City, Mo.	286	\$675	\$490	\$345	\$500	\$320	\$230
Stoel Rives	Portland, Ore.	204	\$675	\$490	\$345	\$500	\$320	\$230
Miles & Stockbridge	Baltimore	200	\$675	\$490	\$345	\$500	\$320	\$230
Quarles & Brady	Milwaukee	413	\$675	\$490	\$345	\$500	\$320	\$230
Arnstein & Lehr	Chicago	846	\$675	\$490	\$345	\$500	\$320	\$230
Waller Lansden	Nashville, Tenn.	165	\$675	\$490	\$345	\$500	\$320	\$230
Benesch Friedlander	Cleveland	158	\$675	\$490	\$345	\$500	\$320	\$230
Bent Bent	Denver, Colo.	100	\$675	\$490	\$345	\$500	\$320	\$230

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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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.

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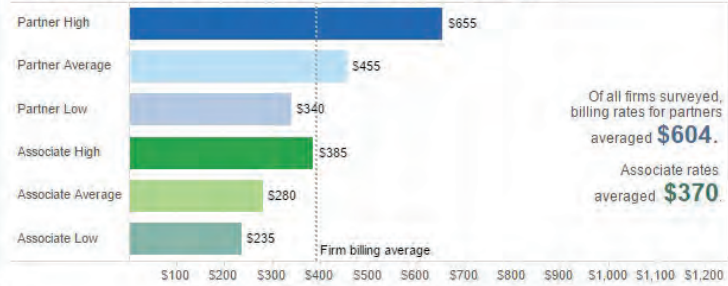
NLJ'S BILLING SURVEY

Select a Firm

- ☐ Alston & Bird
- ☐ Andrews Kurth
- ☐ Archer & Greiner
- ☐ Arent Fox
- ☐ Arnall Golden
- ☐ Arnold & Porter
- ☐ Arnstein & 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

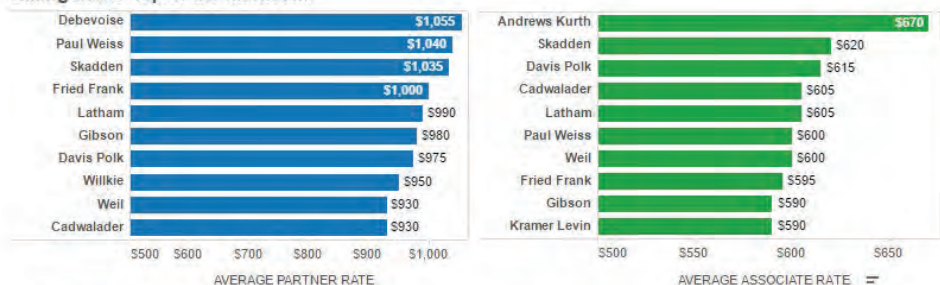


By the Numbers: The Firms Report Their Billing Rates

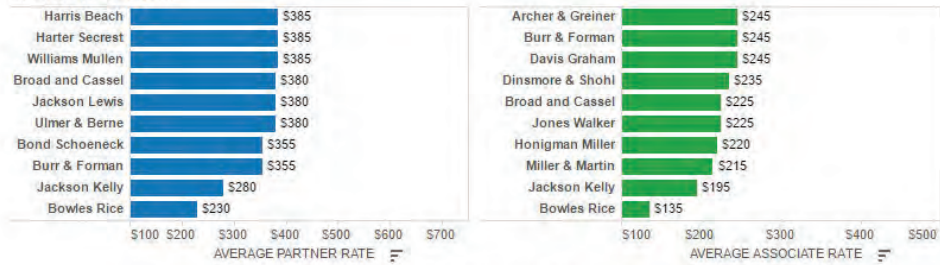
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Quarles & Brady	Milwaukee	413	\$625	\$475	\$350	\$385	\$275	\$210
Arnstein & Lehr	Chicago	1,141	\$605	\$455	\$325	\$355	\$255	\$195
Waller Lansden	Nashville, Tenn.	1,105	\$610	\$460	\$330	\$360	\$260	\$195
Benesch Friedlander	Cleveland	1,051	\$600	\$450	\$320	\$350	\$250	\$195
Best Best	Riverside, Calif.	175	\$655	\$455	\$340	\$385	\$280	\$235
Faegre Baker	Minneapolis	850	\$605	\$450	\$320	\$350	\$250	\$190
Riker Danzig	Morristown, N.J.	1,051	\$600	\$450	\$320	\$350	\$250	\$190
Baker & Hostetler	Cleveland	1,111	\$600	\$450	\$320	\$350	\$250	\$190
Ice Miller	Indianapolis	1,111	\$600	\$450	\$320	\$350	\$250	\$190
Parker Poe	Charlotte, N.C.	1,101	\$600	\$450	\$320	\$350	\$250	\$190
Michael Best	Milwaukee	1,051	\$600	\$450	\$320	\$350	\$250	\$190
Butzel Long	Bloomfield Hills, Mich.	1,051	\$600	\$450	\$320	\$350	\$250	\$190
McElroy Deutsch	Morristown, N.J.	1,051	\$600	\$450	\$320	\$350	\$250	\$190
Thompson Coburn	St. Louis	1,051	\$600	\$450	\$320	\$350	\$250	\$190

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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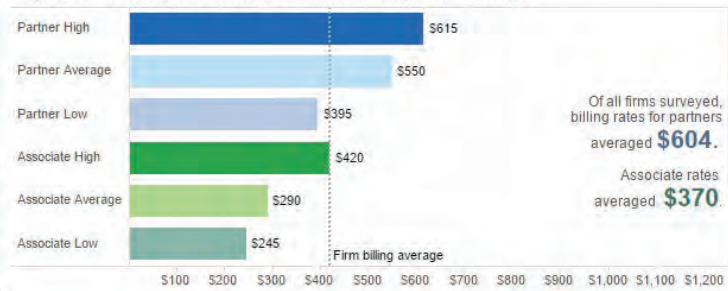
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NLJ'S BILLING SURVEY

- Select a Firm
- ☐ Latham & Watkins
 - ☐ Lathrop & Gage
 - ☐ Leonard Street
 - ☐ Lewis Roca
 - ☐ Lindquist & Vennum
 - ☒ Littler Mendelson
 - ☐ Lowenstein Sandler
 - ☐ Manatt Phelps
 - ☐ McCarter & English
 - ☐ McDermott Will
 - ☐ McElroy Deutsch
 - ☐ McGuireWoods
 - ☐ McKenna Long
 - ☐ Michael Best
 - ☐ Miles & Stockbridge
 - ☐ Miller & Martin

Littler Mendelson

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

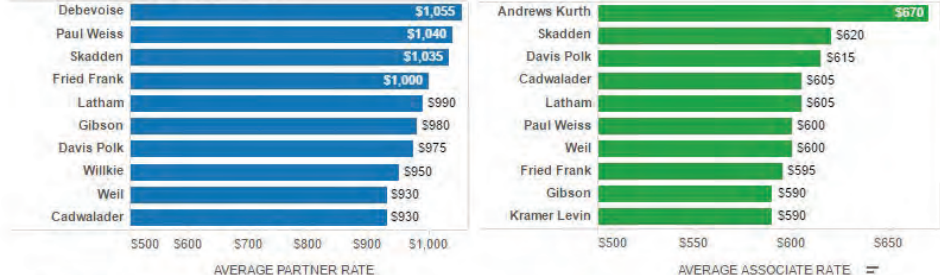


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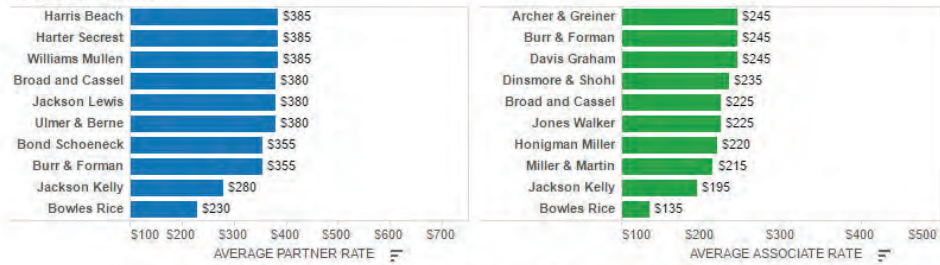
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Gibbons	Newark, N.J.	2,118	\$615	\$550	\$395	\$475	\$290	\$245
Cozen O'Connor	Philadelphia	989	\$1,040	\$980	\$980	\$605	\$605	\$605
Knobbe Martens	Irvine, Calif.	2,000	\$750	\$680	\$680	\$420	\$340	\$340
Kilpatrick Townsend	Atlanta	900	\$775	\$680	\$680	\$475	\$340	\$340
Littler Mendelson	San Francisco	909	\$615	\$550	\$395	\$420	\$290	\$245
Edwards Wildman	Boston	570	\$745	\$680	\$680	\$415	\$325	\$340
Thompson & Knight	Dallas	2,000	\$750	\$680	\$680	\$420	\$340	\$340
Fox Rothschild	Philadelphia	600	\$750	\$680	\$680	\$415	\$340	\$340
McCarter & English	Newark, N.J.	570	\$625	\$580	\$580	\$375	\$290	\$290
McKenna Long	Atlanta	900	\$625	\$580	\$580	\$420	\$340	\$340
Saul Ewing	Philadelphia	2,000	\$625	\$580	\$580	\$420	\$340	\$340
Brownstein Hyatt	Denver	2,100	\$745	\$680	\$680	\$415	\$325	\$340
Lindquist & Vennum	Minneapolis	900	\$625	\$580	\$580	\$420	\$340	\$340
Nixon Peabody	Boston	600	\$625	\$580	\$580	\$420	\$340	\$340

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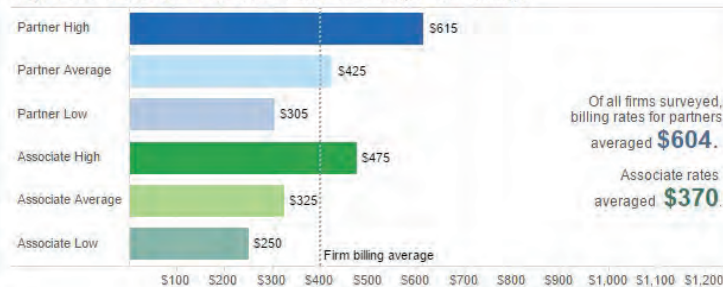
NLJ'S BILLING SURVEY

Select a Firm

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

Sedgwick

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

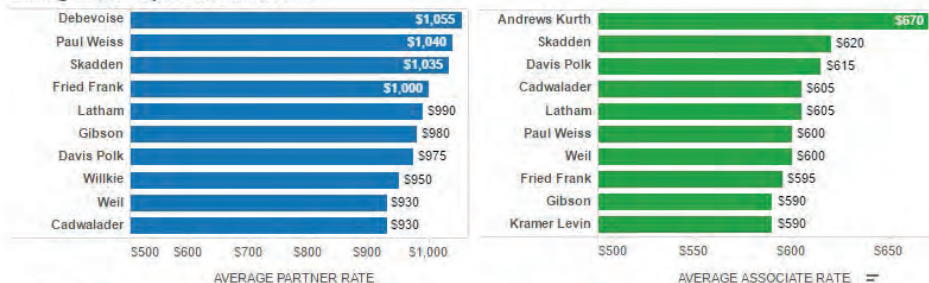


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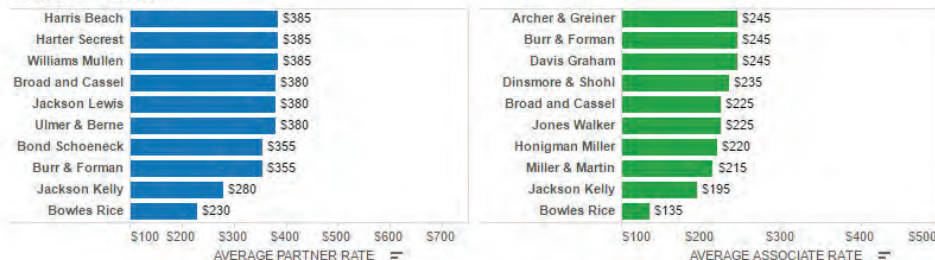
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Andrus & Mart	Denver	250	\$575	\$400	\$275	\$450	\$300	\$175
Bradley Arant	Birmingham, Ala.	200	\$500	\$350	\$250	\$400	\$250	\$150
Husch Blackwell	St. Louis	518	\$500	\$350	\$250	\$400	\$250	\$150
Lane Powell	Seattle	177	\$475	\$325	\$225	\$375	\$225	\$125
Shutts & Bowen	Miami	220	\$500	\$350	\$250	\$400	\$250	\$150
Connell Foley	Roseland, N.J.	100	\$475	\$325	\$225	\$375	\$225	\$125
Sedgwick	San Francisco	347	\$615	\$425	\$305	\$475	\$325	\$250
Gordon & Rees	San Francisco	400	\$575	\$400	\$275	\$450	\$300	\$175
Lathrop & Gage	Kansas City, Mo.	200	\$500	\$350	\$250	\$400	\$250	\$150
Strasburger & Price	Dallas	200	\$500	\$350	\$250	\$400	\$250	\$150
Wyatt Tarrant	Louisville, Ky.	160	\$500	\$350	\$250	\$400	\$250	\$150
Taft Stettinius	Cincinnati	200	\$500	\$350	\$250	\$400	\$250	\$150
Polsinelli	Kansas City, Mo.	518	\$500	\$350	\$250	\$400	\$250	\$150
Robinson & Cole	Hartford, Conn.	200	\$500	\$350	\$250	\$400	\$250	\$150

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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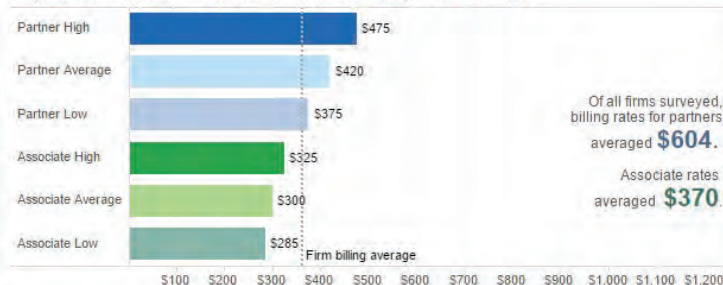
NLJ'S BILLING SURVEY

Select a Firm

- ☐ Dorsey & Whitney
- ☐ Duane Morris
- ☐ Edwards Wildman
- ☐ Faegre Baker
- ☐ Foley & Lardner
- ☐ Foley Hoag
- ☐ Fox Rothschild
- ☐ Fried Frank
- ☐ Gardere Wynne
- ☐ Gibbons
- ☐ Gibson Dunn
- ☒ Gordon & Rees
- ☐ Greenberg Traurig
- ☐ Harris Beach
- ☐ Harter Secrest
- ☐ Hunton & Andrews

Gordon & Rees

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

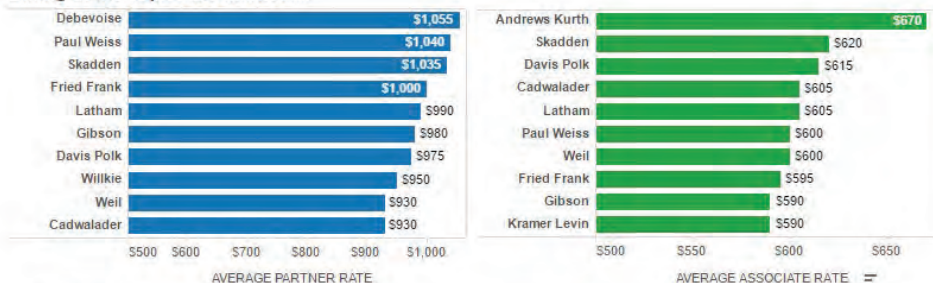


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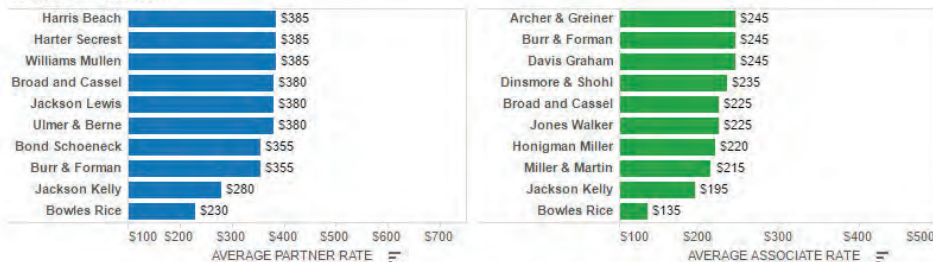
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Hunton & Andrews	Denver	250	\$575	\$400	\$300	\$300	\$200	\$175
Bradley Arant	Birmingham, Ala.	200	\$400	\$300	\$200	\$200	\$150	\$125
Husch Blackwell	St. Louis	210	\$400	\$300	\$200	\$200	\$150	\$125
Lane Powell	Seattle	170	\$400	\$300	\$200	\$200	\$150	\$125
Shutts & Bowen	Miami	200	\$400	\$300	\$200	\$200	\$150	\$125
Connell Foley	Roseland, N.J.	100	\$375	\$275	\$175	\$200	\$150	\$125
Sedgwick	San Francisco	200	\$400	\$300	\$200	\$200	\$150	\$125
Gordon & Rees	San Francisco	457	\$475	\$420	\$375	\$325	\$300	\$285
Lathrop & Gage	Kansas City, Mo.	200	\$400	\$300	\$200	\$200	\$150	\$125
Strasburger & Price	Dallas	200	\$400	\$300	\$200	\$200	\$150	\$125
Wyatt Tarrant	Louisville, Ky.	160	\$400	\$300	\$200	\$200	\$150	\$125
Taft Stettinius	Cincinnati	200	\$400	\$300	\$200	\$200	\$150	\$125
Polsinelli	Kansas City, Mo.	210	\$400	\$300	\$200	\$200	\$150	\$125
Robinson & Cole	Hartford, Conn.	200	\$400	\$300	\$200	\$200	\$150	\$125

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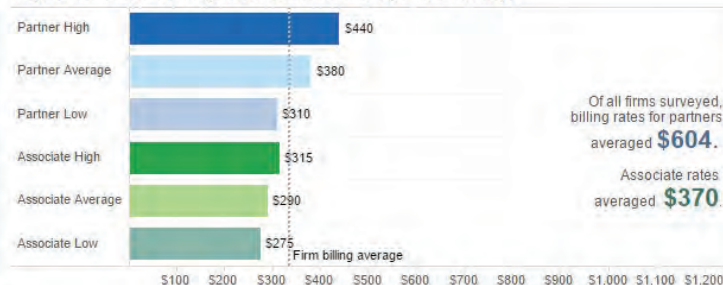
NLJ'S BILLING SURVEY

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

Jackson Lewis

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

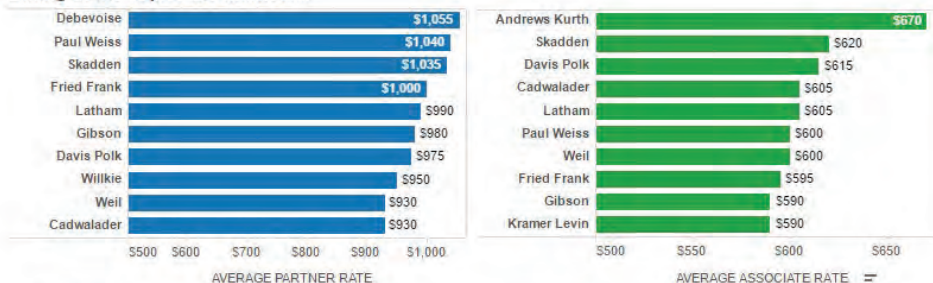


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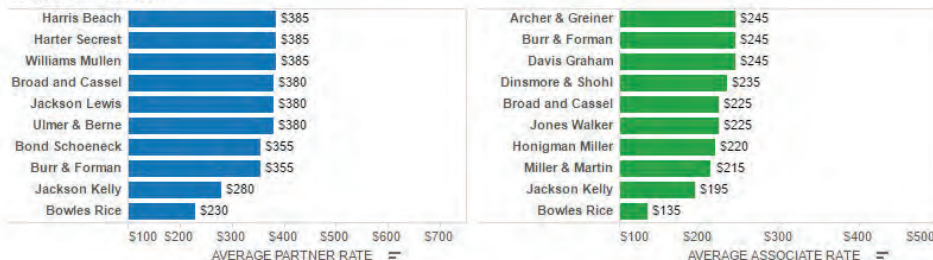
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Honigman Miller	Detroit	227	\$285	\$245	\$235	\$225	\$205	\$195
Varnum	Grand Rapids, Mich.	104	\$465	\$385	\$235			
Harris Beach	Rochester, N.Y.	204	\$385	\$305	\$255	\$235	\$225	\$175
Harter Secrest	Rochester, N.Y.	103	\$465	\$385	\$235	\$235	\$225	\$195
Jones Walker	New Orleans	380	\$425	\$385	\$275	\$245	\$225	\$205
Miller & Martin	Chattanooga, Tenn.	100	\$525	\$385	\$245	\$275	\$215	\$195
Williams Mullen	Richmond, Va.	230	\$415	\$385	\$285	\$235	\$225	\$205
Broad and Cassel	Orlando, Fla.	188	\$465	\$385	\$255			
Jackson Lewis	Los Angeles	690	\$440	\$380	\$310	\$315	\$290	\$275
Ulmer & Berne	Cleveland	178	\$475	\$385	\$245			
Bond Schoeneck	Syracuse, N.Y.	184	\$325	\$285	\$245	\$235	\$225	\$185
Burr & Forman	Birmingham, Ala.	248	\$525	\$385	\$245	\$255	\$245	\$205
Jackson Kelly	Charleston, W.Va.	288	\$275	\$235	\$175	\$235	\$195	\$145
Bowles Rice	Charleston, W.Va.	108	\$275	\$235	\$165	\$235	\$195	\$145

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EXHIBIT 5

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)

Balch & 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)

Cooley 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 & Vennum (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)

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

Stephoe & 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 6

LAFFEY MATRIX

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[Expert Opinions](#)
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			Years Out of Law School *				
Year	Adjustmt Factor**	Paralegal/ Law Clerk	1-3	4-7	8-10	11-19	20 +
6/01/18- 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

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 7

SALARY TABLE 2018-DCB**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 28.22%****FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA****TOTAL INCREASE: 2.29%****EFFECTIVE JANUARY 2018**

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 11.54	\$ 11.93	\$ 12.31	\$ 12.69	\$ 13.08	\$ 13.30	\$ 13.68	\$ 14.06	\$ 14.08	\$ 14.44
	O	17.31	17.90	18.47	19.04	19.62	19.95	20.52	21.09	21.12	21.66
2	B	12.98	13.29	13.71	14.08	14.24	14.66	15.08	15.49	15.91	16.33
	O	19.47	19.94	20.57	21.12	21.36	21.99	22.62	23.24	23.87	24.50
3	B	14.16	14.63	15.10	15.57	16.05	16.52	16.99	17.46	17.93	18.40
	O	21.24	21.95	22.65	23.36	24.08	24.78	25.49	26.19	26.90	27.60
4	B	15.89	16.42	16.95	17.48	18.01	18.54	19.07	19.60	20.13	20.66
	O	23.84	24.63	25.43	26.22	27.02	27.81	28.61	29.40	30.20	30.99
5	B	17.78	18.38	18.97	19.56	20.15	20.75	21.34	21.93	22.53	23.12
	O	26.67	27.57	28.46	29.34	30.23	31.13	32.01	32.90	33.80	34.68
6	B	19.82	20.48	21.14	21.80	22.46	23.12	23.78	24.45	25.11	25.77
	O	29.73	30.72	31.71	32.70	33.69	34.68	35.67	36.68	37.67	38.66
7	B	22.03	22.76	23.50	24.23	24.96	25.70	26.43	27.17	27.90	28.64
	O	33.05	34.14	35.25	36.35	37.44	38.55	39.65	40.76	41.85	42.96
8	B	24.39	25.21	26.02	26.84	27.65	28.46	29.28	30.09	30.90	31.72
	O	36.59	37.82	39.03	40.26	41.48	42.69	43.92	44.51	44.51	44.51
9	B	26.94	27.84	28.74	29.64	30.54	31.44	32.33	33.23	34.13	35.03
	O	40.41	41.76	43.11	44.46	44.51	44.51	44.51	44.51	44.51	44.51
10	B	29.67	30.66	31.65	32.64	33.63	34.62	35.61	36.60	37.59	38.57
	O	44.51	44.51	44.51	44.51	44.51	44.51	44.51	44.51	44.51	44.51
11	B	32.60	33.69	34.77	35.86	36.95	38.03	39.12	40.21	41.29	42.38
	O	44.51	44.51	44.51	44.51	44.51	44.51	44.51	44.51	44.51	44.51
12	B	39.07	40.38	41.68	42.98	44.28	45.59	46.89	48.19	49.49	50.80
	O	44.51	44.51	44.51	44.51	44.51	45.59	46.89	48.19	49.49	50.80
13	B	46.46	48.01	49.56	51.11	52.66	54.21	55.76	57.31	58.85	60.40
	O	46.46	48.01	49.56	51.11	52.66	54.21	55.76	57.31	58.85	60.40
14	B	54.91	56.74	58.57	60.40	62.23	64.06	65.89	67.72	69.55	71.38
	O	54.91	56.74	58.57	60.40	62.23	64.06	65.89	67.72	69.55	71.38
15	B	64.59	66.74	68.89	71.04	73.20	75.35	77.50	78.68	78.68	78.68
	O	64.59	66.74	68.89	71.04	73.20	75.35	77.50	78.68	78.68	78.68

* 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 2018 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/locality-pay-area-definitions/>

EXHIBIT 8

SALARY TABLE 2018-LA
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 30.57%
FOR THE LOCALITY PAY AREA OF LOS ANGELES-LONG BEACH, CA
TOTAL INCREASE: 2.12%
EFFECTIVE JANUARY 2018

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 11.75	\$ 12.15	\$ 12.54	\$ 12.93	\$ 13.32	\$ 13.54	\$ 13.93	\$ 14.32	\$ 14.34	\$ 14.70
	O	17.63	18.23	18.81	19.40	19.98	20.31	20.90	21.48	21.51	22.05
2	B	13.21	13.53	13.97	14.34	14.50	14.93	15.35	15.78	16.21	16.63
	O	19.82	20.30	20.96	21.51	21.75	22.40	23.03	23.67	24.32	24.95
3	B	14.42	14.90	15.38	15.86	16.34	16.82	17.30	17.78	18.26	18.74
	O	21.63	22.35	23.07	23.79	24.51	25.23	25.95	26.67	27.39	28.11
4	B	16.19	16.72	17.26	17.80	18.34	18.88	19.42	19.96	20.50	21.04
	O	24.29	25.08	25.89	26.70	27.51	28.32	29.13	29.94	30.75	31.56
5	B	18.11	18.71	19.32	19.92	20.52	21.13	21.73	22.33	22.94	23.54
	O	27.17	28.07	28.98	29.88	30.78	31.70	32.60	33.50	34.41	35.31
6	B	20.19	20.86	21.53	22.20	22.88	23.55	24.22	24.89	25.57	26.24
	O	30.29	31.29	32.30	33.30	34.32	35.33	36.33	37.34	38.36	39.36
7	B	22.43	23.18	23.93	24.67	25.42	26.17	26.92	27.67	28.41	29.16
	O	33.65	34.77	35.90	37.01	38.13	39.26	40.38	41.51	42.62	43.74
8	B	24.84	25.67	26.50	27.33	28.16	28.98	29.81	30.64	31.47	32.30
	O	37.26	38.51	39.75	41.00	42.24	43.47	44.72	45.93	47.18	48.43
9	B	27.44	28.35	29.27	30.18	31.10	32.01	32.93	33.84	34.76	35.67
	O	41.16	42.53	43.91	45.27	46.63	47.99	49.35	50.71	52.07	53.43
10	B	30.22	31.22	32.23	33.24	34.25	35.25	36.26	37.27	38.27	39.28
	O	45.33	46.33	47.33	48.33	49.33	50.33	51.33	52.33	53.33	54.33
11	B	33.20	34.30	35.41	36.52	37.62	38.73	39.84	40.94	42.05	43.16
	O	45.33	46.33	47.33	48.33	49.33	50.33	51.33	52.33	53.33	54.33
12	B	39.79	41.12	42.44	43.77	45.10	46.42	47.75	49.07	50.40	51.73
	O	45.33	46.33	47.33	48.33	49.33	50.33	51.33	52.33	53.33	54.33
13	B	47.32	48.89	50.47	52.05	53.62	55.20	56.78	58.36	59.93	61.51
	O	47.32	48.89	50.47	52.05	53.62	55.20	56.78	58.36	59.93	61.51
14	B	55.91	57.78	59.64	61.50	63.37	65.23	67.10	68.96	70.82	72.69
	O	55.91	57.78	59.64	61.50	63.37	65.23	67.10	68.96	70.82	72.69
15	B	65.77	67.96	70.15	72.35	74.54	76.73	78.68	78.68	78.68	78.68
	O	65.77	67.96	70.15	72.35	74.54	76.73	78.68	78.68	78.68	78.68

* 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 2018 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/locality-pay-area-definitions/>

EXHIBIT 9

JUDICIARY SALARY PLAN**Washington-Baltimore-Arlington, DC-MD-VA-WV-PA - Table DCB****28.22% Locality Payment Included****Effective January 8, 2018**

Grade	1	2	3	4	5	6	7	8	9	10
1	\$24,086	\$24,893	\$25,694	\$26,490	\$27,292	\$27,760	\$28,551	\$29,351	\$29,382	\$30,134
2	\$27,081	\$27,726	\$28,623	\$29,382	\$29,715	\$30,589	\$31,464	\$32,338	\$33,213	\$34,087
3	\$29,548	\$30,533	\$31,518	\$32,502	\$33,487	\$34,472	\$35,457	\$36,441	\$37,426	\$38,411
4	\$33,172	\$34,277	\$35,382	\$36,488	\$37,593	\$38,698	\$39,803	\$40,909	\$42,014	\$43,119
5	\$37,113	\$38,351	\$39,588	\$40,825	\$42,063	\$43,300	\$44,537	\$45,775	\$47,012	\$48,249
6	\$41,369	\$42,747	\$44,126	\$45,504	\$46,882	\$48,261	\$49,639	\$51,017	\$52,396	\$53,774
7	\$45,972	\$47,504	\$49,036	\$50,569	\$52,101	\$53,633	\$55,165	\$56,698	\$58,230	\$59,762
8	\$50,912	\$52,610	\$54,308	\$56,005	\$57,703	\$59,400	\$61,098	\$62,796	\$64,493	\$66,191
9	\$56,233	\$58,108	\$59,983	\$61,857	\$63,732	\$65,606	\$67,481	\$69,355	\$71,230	\$73,105
10	\$61,926	\$63,991	\$66,055	\$68,119	\$70,184	\$72,248	\$74,312	\$76,377	\$78,441	\$80,505
11	\$68,036	\$70,304	\$72,573	\$74,841	\$77,109	\$79,377	\$81,645	\$83,914	\$86,182	\$88,450
12	\$81,548	\$84,266	\$86,984	\$89,703	\$92,421	\$95,139	\$97,858	\$100,576	\$103,294	\$106,012
13	\$96,970	\$100,203	\$103,435	\$106,668	\$109,900	\$113,132	\$116,365	\$119,597	\$122,830	\$126,062
14	\$114,590	\$118,410	\$122,230	\$126,049	\$129,869	\$133,689	\$137,508	\$141,328	\$145,148	\$148,967
15	\$134,789	\$139,282	\$143,774	\$148,267	\$152,760	\$157,253	\$161,746	\$164,200 **	\$164,200 **	\$164,200 **
16	\$158,082	\$163,352	\$168,622	\$173,892	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *
17	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *
18	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *

* 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 10

JUDICIARY SALARY PLAN
Los Angeles-Long Beach, CA - Table LA
30.57% Locality Payment Included
Effective January 8, 2018

Grade	1	2	3	4	5	6	7	8	9	10
1	\$24,528	\$25,349	\$26,165	\$26,976	\$27,792	\$28,268	\$29,074	\$29,889	\$29,920	\$30,687
2	\$27,578	\$28,234	\$29,147	\$29,920	\$30,260	\$31,150	\$32,041	\$32,931	\$33,822	\$34,712
3	\$30,090	\$31,093	\$32,095	\$33,098	\$34,101	\$35,104	\$36,107	\$37,109	\$38,112	\$39,115
4	\$33,780	\$34,905	\$36,031	\$37,156	\$38,282	\$39,407	\$40,533	\$41,658	\$42,784	\$43,909
5	\$37,793	\$39,053	\$40,313	\$41,573	\$42,833	\$44,093	\$45,353	\$46,613	\$47,873	\$49,133
6	\$42,127	\$43,531	\$44,934	\$46,338	\$47,742	\$49,145	\$50,549	\$51,952	\$53,356	\$54,760
7	\$46,815	\$48,375	\$49,935	\$51,496	\$53,056	\$54,616	\$56,176	\$57,737	\$59,297	\$60,857
8	\$51,845	\$53,574	\$55,303	\$57,032	\$58,760	\$60,489	\$62,218	\$63,947	\$65,675	\$67,404
9	\$57,264	\$59,173	\$61,082	\$62,991	\$64,900	\$66,809	\$68,718	\$70,627	\$72,536	\$74,444
10	\$63,061	\$65,164	\$67,266	\$69,368	\$71,470	\$73,572	\$75,674	\$77,777	\$79,879	\$81,981
11	\$69,283	\$71,593	\$73,903	\$76,212	\$78,522	\$80,832	\$83,142	\$85,452	\$87,761	\$90,071
12	\$83,043	\$85,811	\$88,579	\$91,347	\$94,115	\$96,883	\$99,651	\$102,419	\$105,187	\$107,955
13	\$98,747	\$102,039	\$105,331	\$108,622	\$111,914	\$115,206	\$118,497	\$121,789	\$125,081	\$128,373
14	\$116,690	\$120,580	\$124,470	\$128,359	\$132,249	\$136,139	\$140,028	\$143,918	\$147,808	\$151,698
15	\$137,259	\$141,834	\$146,409	\$150,985	\$155,560	\$160,135	\$164,200 **	\$164,200 **	\$164,200 **	\$164,200 **
16	\$160,980	\$166,346	\$171,713	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *
17	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *
18	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *	\$174,500 *

* 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 11

U.S. OFFICE OF PERSONNEL MANAGEMENT

PAY & LEAVE SALARIES & WAGES

2018 Locality Pay Area Definitions

Below is a list of the GS locality pay areas applicable in January 2018 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 also 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](#)
- [Albuquerque-Santa Fe-Las Vegas, NM](#)
- [Atlanta--Athens-Clarke County--Sandy Springs, GA-AL](#)
- [Austin-Round Rock, TX](#)
- [Boston-Worcester-Providence, MA-RI-NH-CT-ME](#)
- [Buffalo-Cheektowaga, NY](#)
- [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](#)
- [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](#)
- [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 Diego-Carlsbad, CA](#)
- [San Jose-San Francisco-Oakland, CA](#)
- [Seattle-Tacoma, WA](#)
- [St. Louis-St. Charles-Farmington, MO-IL](#)
- [Tucson-Nogales, AZ](#)
- [Washington-Baltimore-Arlington, DC-MD-VA-WV-PA](#)
- [Rest of U.S.](#)

Alaska

PLACE NAME	FIPS
State of Alaska	02

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Albany-Schenectady, NY
New York

Laredo, TX

PLACE NAME	FIPS
Webb County, TX	48479

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Nevada**

PLACE NAME	FIPS
Clark County, NV	32003
Nye County, NV	32023

Arizona

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

PLACE NAME	FIPS
San Bernardino County, CA	06071
Santa Barbara County, CA	06083
Ventura County, CA	06111

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Miami-Fort Lauderdale-Port St. Lucie, FL

PLACE NAME	FIPS
Broward County, FL	12011
Indian River County, FL	12061
Martin County, FL	12085
Miami-Dade County, FL	12086
Monroe County, FL	12087
Okeechobee County, FL	12093
Palm Beach County, FL	12099
St. Lucie County, FL	12111

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Milwaukee-Racine-Waukesha, WI