

1 Joseph Lavi, Esq. (SBN 209776)
2 Vincent C. Granberry, Esq. (SBN 276483)
3 Antonia McKee, Esq. (SBN 344511)
4 Eve Howe, Esq. (SBN 350007)
5 **LAVI & EBRAHIMIAN, LLP**
6 8889 W. Olympic Blvd., Suite 200
7 Beverly Hills, California 90211
8 Telephone: (310) 432-0000
9 Facsimile: (310) 432-0001
10 Email: jlavi@lelawfirm.com
11 vgranberry@lelawfirm.com
12 abliznets@lelawfirm.com
13 ehowe@lelawfirm.com
14 whts@lelawfirm.com

8 Attorneys for PLAINTIFF JOSE G. IRIZARRY,
9 on behalf of himself and others similarly situated

10 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
11 **FOR THE COUNTY OF LOS ANGELES – SPRING STREET COURTHOUSE**

12 LOLA MARCUM, on behalf of herself and
13 others similarly situated,

14 Plaintiff,

15 vs.

16 HUNTSMAN ADVANCED MATERIALS
AMERICAS, LLC.; and DOES 1 to 100,
inclusive,

17 Defendants.

Case No.: 22STCV03845

CLASS ACTION

*[Assigned For All Purposes to the Hon. Stuart
M. Rice, Dept. Dept. I]*

**DECLARATION OF EVE HOWE IN
SUPPORT OF PLAINTIFFS' MOTION
FOR FINAL APPROVAL OF CLASS
ACTION SETTLEMENT**

1 **DECLARATION OF EVE HOWE**

2 I, Eve Howe, declare:

3 1. I am an attorney licensed to practice law in the state of California and have been
4 admitted to practice before this Court. I am an associate attorney with the law firm Lavi &
5 Ebrahimiian, LLP, Counsel for Plaintiff Jose G. Irizarry ("Plaintiff") in this action, and I am an
6 attorney assigned to work on this case. Based on my assignment to this case and familiarity with the
7 file in this matter; I have personal knowledge of the matters stated herein and if called and sworn as
8 a witness, I would and could competently testify under oath thereto. I am a member in good standing
9 of the bar of the State of California and all state Courts in California.

10 2. This Declaration is submitted in support of Plaintiffs' Motion for Final Approval of
11 Class Action Settlement.

12 **EXPERIENCE OF CLASS COUNSEL**

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

16 4. I, and the law firm of Lavi & Ebrahimiian, LLP, have almost exclusively practiced in
17 the area of labor and employment law.

18 5. I graduated from Harvard Law School in 2021. I have been in practice with the law
19 firm of Lavi & Ebrahimiian, LLP since July 2023, focusing almost exclusively in the area of
20 employment law and specifically wage and hour class actions. I have been involved in numerous
21 cases in all aspects from pre-filing through settlement, including California and Federal class actions,
22 PAGA representative actions, and collective actions, and have previously been appointed as class
23 counsel in wage and hour class actions.

24 6. I am also familiar with the practice of Lead Counsel Joseph Lavi having worked as an
25 associate with Lavi & Ebrahimiian, LLP since July 2023, which has often included reviewing Mr.
26 Lavi's declarations in support of motions for attorneys' fees and/or to seek appointment as Class
27 Counsel. Mr. Lavi graduated from law school in 2000 and has handled numerous cases in all aspects
28 of employment and labor law, including state and federal class actions, wrongful termination,
discrimination, harassment and retaliation cases. Mr. Lavi has tried employment cases in State and

1 Federal court, and has argued before various Courts of Appeals, on employment issues such as
2 validity of Arbitration Agreements, Application of Res Judicata in class action cases, and other
3 employment issues. Mr. Lavi has been a panelist and/or speaker for various Employment Law
4 Continuing Legal Education Panels on issues of employment law trials, how to proceed and conduct
5 trials, and proving and winning punitive damages. Mr. Lavi has been named a Southern California
6 Super Lawyer in the area of Plaintiff's employment litigation for Class Actions from 2011-2024. Mr.
7 Lavi has settled dozens of wage and hour class actions and is currently Plaintiff's counsel in many
8 others. Some of the class actions that Mr. Lavi has handled against employers on wage and hour
9 issues and have been approved as class counsel include cases against the following: Kaiser
10 Permanente which settled for \$6,510,000.00; Hustler Casino which settled for \$980,000.00; Chevron
11 Stations Inc., which settled for \$4,500,000.00; Commerce Casino which settled for \$1,575,000.00;
12 BP West Coast Products, which settled for \$4,000,000.00; Kaiser Permanente which settled for
13 \$3,600,000.00, Fuddruckers (as lead counsel) which settled for \$900,000.00; Movado Retail Group,
14 Inc. (as lead counsel) which settled for \$728,000.00, Chuck-E-Cheese's (as lead counsel) which
15 settled for \$1,900,000.00; Aero-Electric Connector, Inc. (as lead counsel) which settled for
16 \$1,500,000.00; Clougherty Packing, LLC (as lead counsel) which settled for \$4,250,000.00; and
17 Gruma Corporation (as lead counsel) which Defendants' petition to the United States Supreme Court
18 in the matter was denied and the matter settled for \$2,300,000.00. Mr. Lavi has been approved as
19 class counsel by both Federal and California Courts. Mr. Lavi and the other attorneys at Lavi &
20 Ebrahimian who are available to assist me in this case if needed are fully capable of adequately and
21 fairly representing Plaintiff and the proposed class in this matter.

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

- 24 a. *Ischak v. Kaiser Foundation Hospitals, Inc.*, Los Angeles Superior Court Case
25 No. BC343535;
26 b. *Santana v. El Pollo Loco, Inc.*, Los Angeles Superior Court Case No.
27 BC369846;
28 c. *Edlin, et al. v. Fuddruckers, Inc.*, United States District Court, Central District
of California, Case No. CV-07-3678-ABC;

1 d. *Chavez, et al. vs. CEC Entertainment, Inc. d/b/a Chukee-Cheeses*, Los Angeles
2 Superior Court Case No. BC380996;
3 e. *Bustamante, et al. v. Teamone Employment Specialists*, Los Angeles Superior
4 Court Case No. BC383266;
5 f. *Cervantes, et al. v. Kaiser Foundation Hospitals, Inc.*, Alameda Superior Court
6 Case No. RG 0265835;
7 g. *Seng Savang v. Club One Casino*; Fresno Superior Court Case No.
8 05CECG02189;
9 h. *Norman, et al. v. Movado Retail Group, Inc.*, United States District Court,
10 Central District of California, Case No. CV08-06691 SVW (PLA)
11 i. *Shand v. G.A.L.A., Inc. dba Giorgio Armani*, Los Angeles Superior Court Case
12 No. BC342588;
13 g. *Solis v. Plycraft Industries, Inc.*, Los Angeles Superior Court Case No.
14 BC374816;
15 h. *Campos v. HWB Carwash, Inc.*, Los Angeles Superior Court Case No.
16 BC378990;
17 i. *Acosta, et al. v. Texwood Industries*, United States District Court, Central
18 District of California, Case No. CV07-3237-DDP (PLAX);
19 h. *Arevalo v. Gruma Corporation*, Los Angeles Superior Court Case No.
20 BC410322;
21 j. *Burrola v. American Promotional Events*, Los Angeles Superior Court Case
22 No. BC412315;
23 k. *Cortez v. Trader Distribution Services*, Los Angeles Superior Court Case No.
24 BC397208;
25 l. *Cueva v. Allied Industries, Inc.*, Los Angeles Superior Court Case No.
26 BC399431;
27 m. *Del Toro v. Petco Animal Supplies, Inc.*, San Diego Superior Court Case No.
28 37-2009-00103626-CU-OE-CTL;

1 n. *Garcia v. Home Cooking, Inc.*, Los Angeles Superior Court Case No.
2 BC451148;
3 o. *Alcantar v. Amerimax Building Products, Inc.*, United States District Court,
4 Central District of California, Case No. CV 10-8916 DDP (CWx);
5 p. *Arancivias v. Clougherty Packaging, LLC dba Farmer John*, Los Angeles
6 Superior Court Case No. BC432406;
7 q. *Barajas v. Menzies Aviation, Inc.*, United States District Court, Central District
8 of California, Case No CV-10-02315-JEM;
9 r. *Barrera v. BHFC Operating, LLC dba Bottega Louie*, Los Angeles Superior
10 Court Case No. BC462603;
11 s. *Camacho v. American Textile Maintenance Co.*, Los Angeles Superior
12 Court Case No. BC452570;
13 t. *Cortes v. Monsanto Company*, Ventura Superior Court Case No. 56-2010-
14 00366952-CU-OE-VTA;
15 u. *Escobar v. Aero-Electric Connector, Inc.*, Los Angeles Superior Court Case
16 No. BC421009;
17 v. *Gomez v. Bacara Resort & Spa*, Santa Barbara Superior Court Case No.
18 1341987;
19 w. *Gonzalez v. Ashley Furniture Industries, Inc.*, Los Angeles Superior Court
20 Case No. BC425708
21 x. *Gonzalez v. Burrtec Waste Industries, Inc.*, Los Angeles Superior Court Case
22 No. BC436879;
23 y. *Gutierrez v. Visterra Credit Union*, Riverside Superior Court Case No.
24 RIC10020183;
25 z. *Hernandez v. Kruse & Son, Inc.*, Los Angeles Superior Court Case No.
26 BC411849;
27 aa. *Lopez v. Tecno Industrial Engineering*, Los Angeles Superior Court Case No.
28 BC411134;

1 bb. *Lowanga v. Continental Currency Services, Inc.*, Orange County Superior
2 Court Case No. 30-2011-0044011-CU-OE-CXC;
3 cc. *Aguilar v. PLS Financial Services, Inc.*, United States District Court, Central
4 District of California, Case No. CV 10-0415 ODW (FMOx)
5 dd. *Lozada v. Classic Party Rentals, Inc.*, Los Angeles Superior Court Case No.
6 BC443792;
7 ee. *Madrid v. OPI Products, Inc.*, Los Angeles Superior Court Case No.
8 BC451489;
9 ff. *Martinez v. J. Fletcher Creamer & Son, Inc.*, United States District Court Case
10 No. CV 10-0968-PSG-FMOX;
11 gg. *Martinez v. Administaff Companies II, L.P.*, Los Angeles Superior Court Case
12 No. BC425799;
13 hh. *Martinez v. Morgans Hotel Group Management, LLC*, Los Angeles Superior
14 Court Case No. BC446744;
15 jj. *Sanchez v. La Brea Bakery, Inc.*, Los Angeles Superior Court Case No.
16 BC456420;
17 ii. *Montenegro v. Ruggeri Marble and Granite, Inc.*, United States District Court,
18 Central District of California, Case No. CV-10-00711 JFW (PLAx);
19 kk. *Reed v. 99 Cents Only Stores*, Los Angeles Superior Court Case No.
20 BC436793;
21 ll. *Santos v. Noble Management Group-California, LLC*, United States District
22 Court, Central District of California, Case No. CV 10-2594 DSF (VBKx)
23 mm. *Taylor v. U.S. Healthworks Holding Company, Inc.*, Orange County Superior
24 Court Case No. 30-2011-00473505;
25 nn. *Valencia Diaz v. Gene Wheeler Farms, Inc.*, Los Angeles Superior Court Case
26 No. BC436235;
27 oo. *Zad-Behtooie v. Valley Village*, Los Angeles Superior Court Case No.
28 BC451490;

1 pp. *Bell v. Aidells Sausage Company, Inc.*, Alameda Superior Court Case No.
2 RG10523946;
3 qq. *Negrete v. Cenveo, Inc.*, United States District Court, Central District of
4 California, Case No. CV 11-09543 DSF (MRWx);
5 rr. *Bejar v. Exopack-Ontario, Inc.*, Orange County Superior Court Case No. 30-
6 2011-00518396-CU-OE-CXC;
7 ss. *Aguilar v. PLS Financial Services, Inc.*, United States District Court, Central
8 District of California, Case No. CV 10-0415 ODW (FMOx);
9 tt. *Sparks v. Larry Flynt dba Hustler Casino*, Los Angeles Superior Court Case
10 No. BC320172;
11 uu. *Morris v. Chevron Stations, Inc.*, Los Angeles Superior Court Case No.
12 BC361380;
13 vv. *Marino v. BP West Coast Products, LLC*, Los Angeles Superior Court Case
14 No. BC357987.

15 ATTORNEYS' FEES

16 8. Our firm has made every effort to litigate this action in an efficient and cost-effective
17 manner. Following review of our case file and hours and discussions with counsel, our firm has spent
18 approximately 62 hours on this matter for a total unadjusted lodestar of \$47,500.00.

19 9. In summary form, counsel's many tasks included the following: pre-filing
20 investigation, legal research, and research of Defendant; meeting and communicating with client
21 regarding his responsibility in bringing the action, the facts of his case, his employment, his work
22 environment, their documents pleadings; reviewing Plaintiff's file and determining liability and
23 evaluating claim and defense strengths and weaknesses; legal research of case law and wage orders
24 regarding applicable claims and defenses; meeting and conferring over informal discovery and the
25 mediation session; drafting notices for litigation; evaluating Defendant's policies; determining case
26 strategy; communicating with Co-Counsel and Defendant's Counsel; analyzing data and information
27 provided in informal discovery; calculating damages; negotiating settlement and settlement
28 documents; communicating with the administrator and responding to administrator's inquiries;
reviewing the motion for preliminary approval and preparing supporting documents; meeting with

1 client regarding approval of the settlement; and drafting supporting documents for the motion for
2 final approval. All of the tasks and work performed were reasonable and necessary to the prosecution
3 of this case and justified, particularly in light of the result achieved.

4 10. Throughout the course of this litigation, I have spent approximately 4 hours on this
5 matter. My unadjusted lodestar for my hours spent on this case amounts to approximately \$2,700.00
6 (4 x \$675.00 = \$2,700.00). Given my experience and the focus of my practice, if I were to charge for
7 my type of work by the hour my rate would be \$675 per hour. A \$675 rate is warranted based on my
8 years of experience in a highly specialized area of law and is in line with the Laffey Matrix. (See Ex.
9 6 available at <http://www.laffeymatrix.com/see.html>.) California Courts have applied the Laffey
10 Matrix with adjustments to the specific California locality where the Counsel's office is located based
11 on "Locality Pay Tables." (*Syers Properties III, Inc. v. Rankin* (2014) 226 Cal.App.4th 691, 695-696
12 [affirming fee award based on Laffey Matrix with upward 9 percent rate adjustment from D.C. area
13 compared to San Francisco Bay Area based on Locality Pay Tables]; *In re HPL Techs., Inc., Secs.*
14 *Litig.* (N.D. Cal. April 22, 2005, No. C-02-3510 VRW) 365 F.Supp.2d 912, 921-922 [using Laffey
15 Matrix with upward adjustment of 9 percent for San Francisco based on difference between D.C. Area
16 's +15.98 locality pay compared to San Francisco's +26.39 percent locality pay differential from the
17 federal courts' "Judiciary Salary Plan Pay Tables."].) Here, Plaintiff's Counsels' offices are located
18 in Los Angeles County. For 2023, the Locality Pay Tables (and Judiciary Salary Plan Pay Tables
19 referred to in *In re HPL Techs., Inc.*), state a 2.4 percent increase for the Los Angeles-Long Beach,
20 CA area which includes the following counties: Imperial County, Kern County, Los Angeles County,
21 Orange County, Riverside County, San Bernardino County, San Luis Obispo County, Santa Barbara
22 County, and Ventura County. (Ex. 7, 8 [2023 Locality Pay Tables for Washington-Baltimore-
23 Arlington and Los Angeles-Long Beach, CA available at [https://www.opm.gov/policy-data-](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/general-schedule/)
24 [oversight/pay-leave/salaries-wages/2023/general-schedule/](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/general-schedule/)]; Ex. 9, 10 [Judiciary Salary Plan Pay
25 Tables available at <http://www.uscourts.gov/careers/compensation/judiciary-salary-plan-pay-rates>];
26 Ex. 11 [2023 Locality Pay Area Definitions defining counties within Los Angeles-Long Beach, CA
27 area available at [https://www.opm.gov/policy-data-oversight/pay-leave/salaries-](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/)
28 [wages/2023/locality-pay-area-definitions/](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/)].) In applying the 2.4% locality increase for attorneys
working in Imperial County, Kern County, Los Angeles County, Orange County, Riverside County,
San Bernardino County, San Luis Obispo County, Santa Barbara County, and Ventura County over

1 the Washington-Baltimore area stated in the Laffey Matrix, the Laffey Matrix states the following
2 relevant rates: \$447 for attorneys 1 to 3 years out of law school, \$551 for attorneys 4 to 7 years out
3 of law school, \$795 for attorneys 8 to 10 years out of law school, \$899 for attorneys 11 to 19 years
4 out of law school, and \$1,082 for attorneys 20 plus years out of law school.

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

14 12. Throughout the course of this litigation, Joseph Lavi estimates he has spent at least 18
15 hours litigating this matter. Accordingly, Mr. Lavi's unadjusted lodestar in this matter is \$16,650.00
16 (18 x \$925 = \$16,650.00). If Mr. Lavi were to charge a rate for this type of work by the hour, given
17 his experience and the focus of his practice, his current hourly rate would be \$925 per hour. A \$925
18 rate is warranted based on Mr. Lavi's years of experience in a highly specialized area of law and is in
19 line with the Laffey Matrix. This rate is also in line with other partners out of law school and practicing
20 for over 15 years in California as indicated by the 2014 and 2008 National Law Journal Survey.

21 13. Throughout the course of this litigation, Vincent C. Granberry estimates he has spent
22 at least 23 hours litigating this matter. Accordingly, Mr. Granberry's unadjusted lodestar in this matter
23 is \$16,675.00 (23 x \$725 = \$16,675.00). If Mr. Granberry were to charge a rate for this type of work
24 by the hour, given his experience and the focus of his practice, his current hourly rate would be \$725.
25 Mr. Granberry is a graduate of the Sandra Day O'Connor College of Law at Arizona State University
26 and has been in practice since 2011. A \$725 rate is warranted based on Mr. Granberry's years of
27 experience in a highly specialized area of law and is in line with the Laffey Matrix.

28 14. Throughout the course of this litigation, Antonia McKee estimates she has spent at
least 5 hours litigating this matter. Ms. McKee is a graduate of Southwestern Law School and has
been in practice since 2023. If Ms. McKee were to charge a rate for this type of work by the hour,

1 given her experience and the focus of her practice, her current hourly rate would be \$675. A \$675
2 rate is warranted based on Ms. McKee's experience in a highly specialized area of law and is in line
3 with the Laffey Matrix. Accordingly, Ms. McKee's unadjusted lodestar in this matter is \$3,375.00 (5
4 x \$675 = \$3,375.00).

5 15. I have also reviewed the files and billable records for Melissa Huether, a former
6 attorney of Lavi & Ebrahimian, LLP, in this matter and Ms. Huether spent approximately 12 hours
7 litigating this matter. Ms. Huether is no longer an associate with our firm. I am aware she graduated
8 from Loyola Law School, Los Angeles in 2017 and has been licensed to practice law since 2017. If
9 Ms. Huether were to charge a rate for this type of work by the hour, given her experience, her current
10 hourly rate would be \$675 per hour. A \$675 rate is warranted based on Ms. Huether's experience in
11 a highly specialized area of law and is in line with the Laffey Matrix. Accordingly, Ms. Huether's
12 unadjusted lodestar in this matter is \$8,100.00 (12 x \$675 = \$8,100.00).

13 16. Lavi & Ebrahimian LLP is co-counsel with Blumenthal Nordrehaug Bhowmik De
14 Blouw LLP ("BNBD") representing Plaintiffs in this Action and there is an agreement to split the
15 attorneys' fees recovered in this Action. The named Plaintiffs have approved the aforementioned fee-
16 splitting agreement in writing.

17 ATTORNEYS' COSTS

18 17. Our firm maintains all records regarding costs expended on each case. I have reviewed
19 the records of costs expended in this matter which total Three Thousand Two Hundred Thirty-One
20 Dollars and Four Cents (\$3,231.04). All costs were reasonably incurred in prosecution of the lawsuit
21 and paid on a contingency basis. A large portion of these costs were associated with filing fees for
22 this case, service of documents, and telephonic court appearances; the remainder was reasonably
23 incurred in prosecution of the lawsuit.

24 EXHIBITS

25 18. Attached as Exhibit 1 to this declaration is a true and correct copy of the Lavi &
26 Ebrahimian Costs.

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

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

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

22. Attached as Exhibit 5 to this declaration is a true and correct copy of the 2023 Locality Pay Table for Washington-Baltimore-Arlington available at <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2023/DCB.pdf>.

23. Attached as Exhibit 6 to this declaration is a true and correct copy of the 2023 Locality Pay Table for Los Angeles-Long Beach, CA available at <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2023/LA.pdf>.

24. Attached as Exhibit 7 to this declaration is a true and correct copy of the Judiciary Salary Plan Pay Table for Washington-Baltimore-Arlington available at https://www.uscourts.gov/sites/default/files/archive_3/jsp_washington_2023.pdf.

25. Attached as Exhibit 8 to this declaration is a true and correct copy of the Judiciary Salary Plan Pay Table for Los Angeles-Long Beach, CA available at https://www.uscourts.gov/sites/default/files/archive_3/jsp_losan_2023.pdf.

26. Attached as Exhibit 9 to this declaration is a true and correct copy of 2023 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/2023/locality-pay-area-definitions/#LO-CA>.

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

Dated: July 10, 2024

Eve Howe
/s/
Eve Howe, Esq.

Digitally signed by Eve Howe
DN: cn=Eve Howe, o, ou,
email=ehowe@lelawfirm.com,
c=US
Date: 2024.07.10 14:26:42 -07'00'

“EXHIBIT 1”

COSTS AND FEES ADVANCED BY LAVI & EBRAHIMIAN, LLP

DATE	ITEM	COST
	SETTLEMENT AMOUNT	\$
N/A	Copying	\$4.50
N/A	Scanning	\$4.50
N/A	Mail	\$14.78
	LOS ANGELES SUPERIOR COURT	
07/14/2024	Summons and Complaint Filing Fee	\$1,435.00
10/31/2022	Summons and Complaint Filing Fee	\$437.205
	DDS LEGAL SERVICES	
10/28/2022	Filing of Summons and Complaint	\$47.20
07/14/2022	Summons and Complaint Filing Fee	\$77.20
07/18/2022	Process of Service on Defendant Huntsman Advanced Materials Americas, LLC	\$108.90
07/22/2022	Filing of Proof of Service of Summons	\$34.15
11/09/2022	Filing of Joint Initial Status Conference Class Action Report	\$34.15
12/14/2022	Filing of Request for Dismissal	\$34.15
12/29/2022	Filing of Joint Status Report	\$34.15
04/06/2023	Filing of Joint Status Report	\$34.15
06/07/2023	Filing of Joint Status Report	\$34.15
	CASE ANYWHERE	
02/07/2023	System Access Fee & Document Retrieval	\$134.85
05/08/2023	System Access Fee & Document Retrieval	\$141.00
08/05/2023	System Access Fee & Document Retrieval	\$141.00
11/02/2023	System Access Fee	\$135.00
02/04/2024	System Access Fee	\$135.00
05/06/2024	System Access Fee	\$135.00
	DEPARTMENT OF INDUSTRIAL RELATIONS	
07/14/2022	Initial Paga Filing Fee	\$75.00
	Total Costs, fees and expenses	\$3,231.04

“Exhibit 2”

SHARE

PRINT

REPRINTS

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 Cole

Morrison & Foerster

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

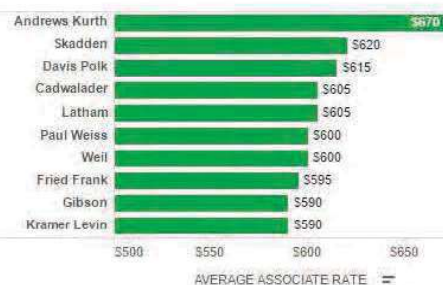
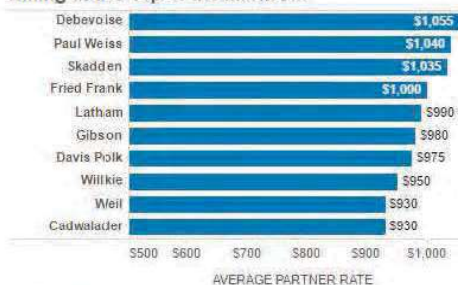


By the Numbers: The Firms Report Their Billing Rates

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

Purchase the complete NLJ Law Firm Billing Survey from www.almlegalintel.com.

Undo | Reset

+ a b l e a u

28,995 views | more by this author

Share | Download | Full Screen

[Learn About Tableau](#)

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

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

SHARE

PRINT

REPRINTS

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

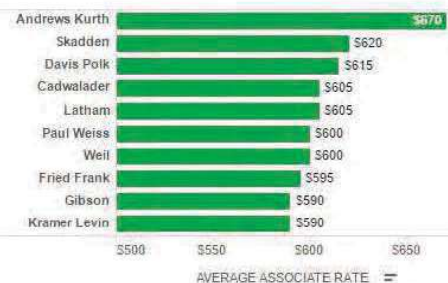
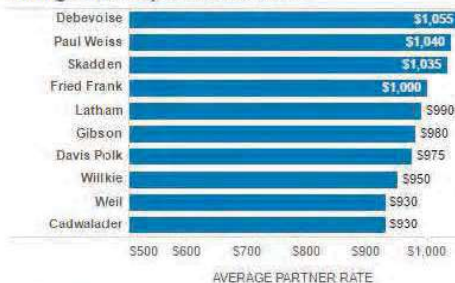


By the Numbers: The Firms Report Their Billing Rates

Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Kaye Scholer	New York	433	\$1,000	\$800	\$675	\$600	\$575	\$225
Kramer Levin	New York	328	\$1,025	\$800	\$675	\$600	\$575	\$225
Hogan Lovells	Washington	2,049	\$1,000	\$800	\$675	\$600	\$575	\$225
Kasowitz Benson	New York	750	\$1,000	\$800	\$675	\$600	\$575	\$225
Kirkland & Ellis	Chicago	4,111	\$950	\$800	\$675	\$600	\$575	\$225
Cooley	Palo Alto, Calif.	632	\$990	\$820	\$660	\$630	\$525	\$160
Arnold & Porter	Washington	700	\$950	\$800	\$675	\$600	\$575	\$225
Paul Hastings	New York	800	\$950	\$800	\$675	\$600	\$575	\$225
Curtis, Mallet-Prevost	New York	1,100	\$900	\$800	\$675	\$600	\$575	\$225
Winston & Strawn	Chicago	800	\$900	\$800	\$675	\$600	\$575	\$225
Bingham McCutchen	Boston	800	\$900	\$800	\$675	\$600	\$575	\$225
Akin Gump	Washington	800	\$900	\$800	\$675	\$600	\$575	\$225
Covington & Burling	Washington	700	\$900	\$800	\$675	\$600	\$575	\$225
King & Spalding	Atlanta	800	\$900	\$800	\$675	\$600	\$575	\$225

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

Purchase the complete NLJ Law Firm Billing Survey from www.almlegalintel.com.

Undo | Page | Reset

+ a b l e a u

28,995 views | more by this author

Share | Download | Full Screen

[Learn About Tableau](#)

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

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

SHARE

PRINT

REPRINTS

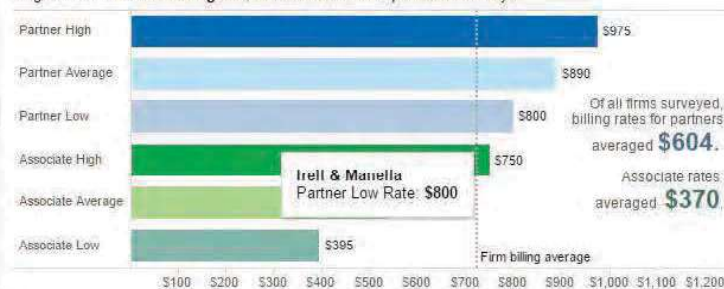
NLJ'S BILLING SURVEY

Select a Firm

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

Irell & Manella

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

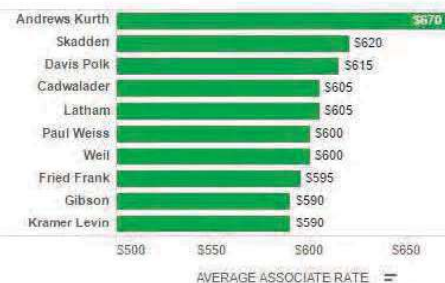
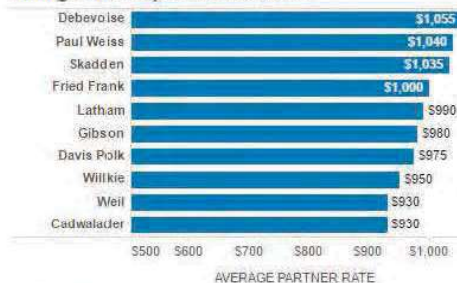


By the Numbers: The Firms Report Their Billing Rates

Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Dechert	New York	1,100	\$1,055	\$850	\$750	\$600	\$500	\$350
Andrews Kurth	Houston	300	\$1,000	\$800	\$700	\$550	\$450	\$300
Hughes Hubbard	New York	300	\$975	\$800	\$700	\$550	\$450	\$300
Irell & Manella	Los Angeles	164	\$975	\$890	\$800	\$750	\$535	\$395
Proskauer Rose	New York	700	\$950	\$750	\$650	\$500	\$400	\$250
White & Case	New York	1,200	\$900	\$700	\$600	\$450	\$350	\$200
Morrison & Foerster	San Francisco	1,100	\$850	\$650	\$550	\$400	\$300	\$150
Pillsbury Winthrop	Washington	800	\$800	\$600	\$500	\$350	\$250	\$100
Kaye Scholer	New York	600	\$750	\$550	\$450	\$300	\$200	\$100
Kramer Levin	New York	600	\$700	\$500	\$400	\$250	\$150	\$100
Hogan Lovells	Washington	2,200	\$700	\$500	\$400	\$250	\$150	\$100
Kasowitz Benson	New York	800	\$650	\$450	\$350	\$200	\$100	\$50
Kirkland & Ellis	Chicago	2,500	\$600	\$400	\$300	\$150	\$100	\$50
Cooley	Palo Alto, Calif.	600	\$550	\$350	\$250	\$100	\$50	\$25

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

Purchase the complete NLJ Law Firm Billing Survey from www.almlegalintel.com.

Undo | Reset

+ a b l e a u

28,995 views | more by this author

Share

Download

Full Screen

Learn About Tableau

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

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

SHARE

PRINT

REPRINTS

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

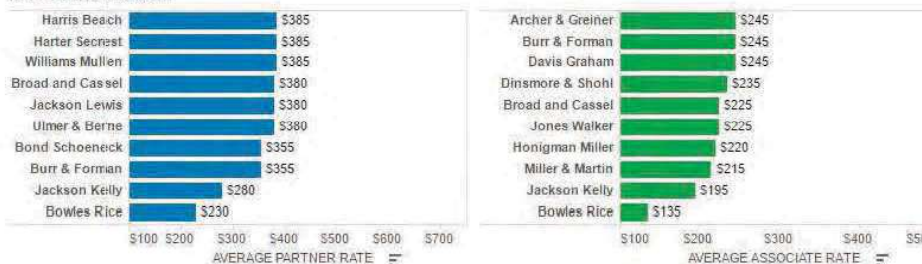
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Baker & McKenzie	Chicago	1,000	\$1,055	\$715	\$615	\$590	\$370	\$230
Dickstein Shapiro	Washington	800	\$1,055	\$715	\$615	\$590	\$370	\$230
Jenner & Block	Chicago	4,100	\$1,055	\$715	\$615	\$590	\$370	\$230
Jones Day	New York	1,100	\$1,055	\$715	\$615	\$590	\$370	\$230
Manatt Phelps	Los Angeles	600	\$1,055	\$715	\$615	\$590	\$370	\$230
Seward & Kissel	New York	700	\$1,055	\$715	\$615	\$590	\$370	\$230
O'Melveny & Myers	Los Angeles	738	\$950	\$715	\$615	\$590	\$370	\$230
McDermott Will	Chicago	1,000	\$1,055	\$715	\$615	\$590	\$370	\$230
Reed Smith	Pittsburgh	1,000	\$1,055	\$715	\$615	\$590	\$370	\$230
Dentons	N/A**	1,000	\$1,055	\$715	\$615	\$590	\$370	\$230
Jeffer Mangels	Los Angeles	600	\$1,055	\$715	\$615	\$590	\$370	\$230
Sheppard Mullin	Los Angeles	600	\$1,055	\$715	\$615	\$590	\$370	\$230
Alston & Bird	Atlanta	600	\$1,055	\$715	\$615	\$590	\$370	\$230
Foley Hoag	Boston	600	\$1,055	\$715	\$615	\$590	\$370	\$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

Purchase the complete NLJ Law Firm Billing Survey from www.almlegalintel.com.

Undo | Page | Reset | 28,995 views | more by this author | Share | Download | Full Screen

Learn About Tableau

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

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

SHARE

PRINT

REPRINTS

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

Orrick, Herrington & Sutcliffe

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



By the Numbers: The Firms Report Their Billing Rates

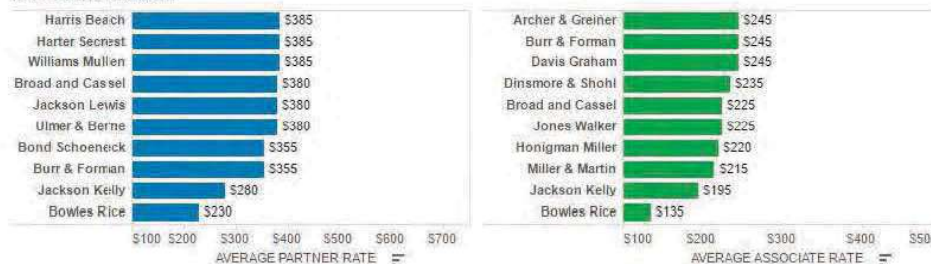
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Blank Rome	Philadelphia	47	\$850	\$650	\$450	\$550	\$350	\$175
Kelley Drye	New York	238	\$615	\$450	\$300	\$450	\$300	\$150
Gardere Wynne	Dallas	233	\$775	\$600	\$400	\$500	\$350	\$200
Pepper Hamilton	Philadelphia	403	\$600	\$450	\$300	\$450	\$300	\$150
Orrick Herrington	San Francisco	977	\$945	\$625	\$305	\$675	\$310	\$170
Stevens & Lee	Reading, Pa.	167	\$600	\$450	\$300	\$450	\$300	\$150
Duane Morris	Philadelphia	600	\$775	\$600	\$400	\$500	\$350	\$200
Morgan Lewis	Philadelphia	234	\$775	\$600	\$400	\$500	\$350	\$200
Troutman Sanders	Atlanta	175	\$775	\$600	\$400	\$500	\$350	\$200
Allen Matkins	Los Angeles	167	\$600	\$450	\$300	\$450	\$300	\$150
Katten Muchin	Chicago	200	\$775	\$600	\$400	\$500	\$350	\$200
Lowenstein Sandler	Roseland, N.J.	204	\$775	\$600	\$400	\$500	\$350	\$200
Seyfarth Shaw	Chicago	700	\$600	\$450	\$300	\$450	\$300	\$150
Buchalter Nerner	Los Angeles	134	\$600	\$450	\$300	\$450	\$300	\$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.

Billing at the Top of the Market ...



... And the Bottom

Purchase the complete NLJ Law Firm Billing Survey from www.almlegalintel.com.

Undo | Reset

+ a b l e a u

28,995 views | more by this author

Share | Download | Full Screen

[Learn About Tableau](#)

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

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

SHARE

PRINT

REPRINTS

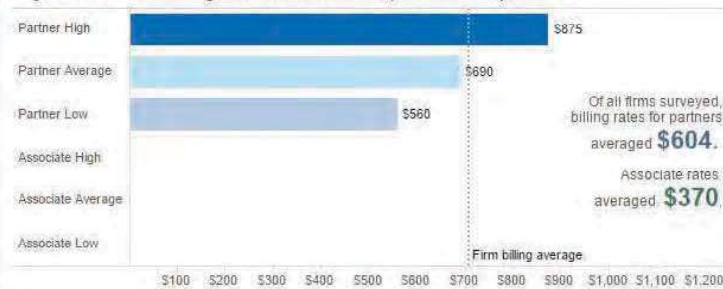
NLJ'S BILLING SURVEY

Select a Firm

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

Jeffer, Mangels, Butler & Mitchell

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



By the Numbers: The Firms Report Their Billing Rates

Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Baker & McKenzie	Chicago							
Dickstein Shapiro	Washington							
Jenner & Block	Chicago							
Jones Day	New York							
Manatt Phelps	Los Angeles							
Seward & Kissel	New York							
O'Melveny & Myers	Los Angeles							
McDermott Will	Chicago							
Reed Smith	Pittsburgh							
Dentons	N/A**							
Jeffer Mangels	Los Angeles	126	\$875	\$690	\$560			
Sheppard Mullin	Los Angeles							
Alston & Bird	Atlanta							
Foley Hoag	Boston							

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

Purchase the complete NLJ Law Firm Billing Survey from www.almlegalintel.com.

Undo | Reset

+ a b l e a u

28,995 views | more by this author

Share | Download | Full Screen

[Learn About Tableau](#)

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

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

SHARE

PRINT

REPRINTS

NLJ'S BILLING SURVEY

Select a Firm

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

Sheppard, Mullin, Richter & Hampton

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

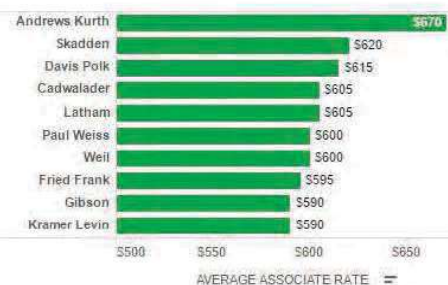
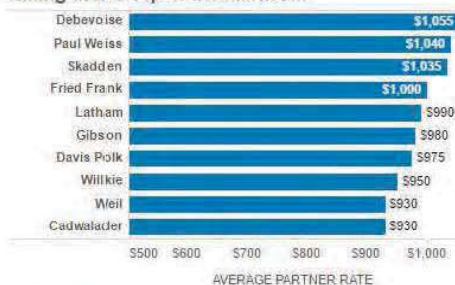


By the Numbers: The Firms Report Their Billing Rates

Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Jeffer Mangels	Los Angeles	229	\$875	\$685	\$490	\$535	\$415	\$275
Sheppard Mullin	Los Angeles	521	\$875	\$685	\$490	\$535	\$415	\$275
Alston & Bird	Atlanta	680	\$875	\$685	\$490	\$535	\$415	\$275
Foley Hoag	Boston	318	\$875	\$685	\$490	\$535	\$415	\$275
Haynes and Boone	Dallas	680	\$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.	300	\$875	\$685	\$490	\$535	\$415	\$275
Vanahle	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	600	\$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

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

Purchase the complete NLJ Law Firm Billing Survey from www.almlegalintel.com.

Undo | Page | Reset

+ a b l e a u

28,995 views | more by this author

Share | Download | Full Screen

Learn About Tableau

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

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

SHARE

PRINT

REPRINTS

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



By the Numbers: The Firms Report Their Billing Rates

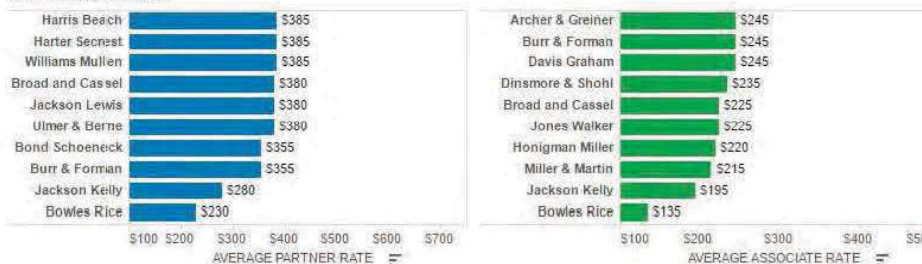
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Seyfarth Shaw	Chicago	773	\$684	\$617	\$495	\$381	\$369	\$353
Buchalter Nemer	Los Angeles	134	\$695	\$605	\$475	\$375	\$365	\$350
Carlton Fields	Tampa, Fla.	276	\$611	\$589	\$452	\$342	\$338	\$328
Foley & Lardner	Milwaukee	872	\$584	\$569	\$425	\$311	\$295	\$278
Perkins Coie	Seattle	822	\$584	\$569	\$425	\$311	\$295	\$278
Vinson & Elkins	Houston	877	\$574	\$569	\$425	\$311	\$295	\$278
Holland & Knight	Washington	308	\$610	\$569	\$425	\$311	\$295	\$278
McGuireWoods	Richmond, Va.	84	\$575	\$569	\$425	\$311	\$295	\$278
Bryan Cave	St. Louis	308	\$569	\$569	\$425	\$311	\$295	\$278
Nutter McClennen	Boston	734	\$575	\$569	\$425	\$311	\$295	\$278
Gibbons	Newark, N.J.	276	\$584	\$569	\$425	\$311	\$295	\$278
Cozen O'Connor	Philadelphia	884	\$574	\$569	\$425	\$311	\$295	\$278
Knobbe Martens	Irvine, Calif.	208	\$574	\$569	\$425	\$311	\$295	\$278
Kilpatrick Townsend	Atlanta	852	\$574	\$569	\$425	\$311	\$295	\$278

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

Purchase the complete NLJ Law Firm Billing Survey from www.almlegalintel.com.

Undo | + a b l e a u | more by this author

Share | Download | Full Screen

[Learn About Tableau](#)

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

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

SHARE

PRINT

REPRINTS

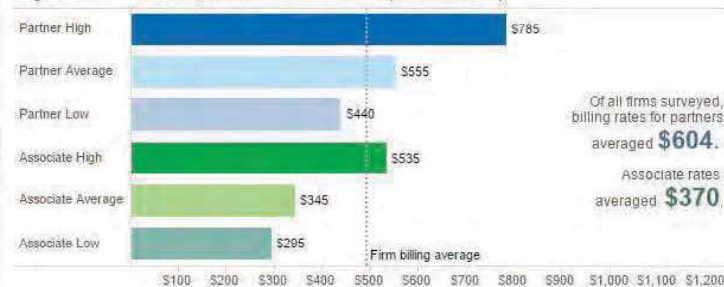
NLJ'S BILLING SURVEY

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

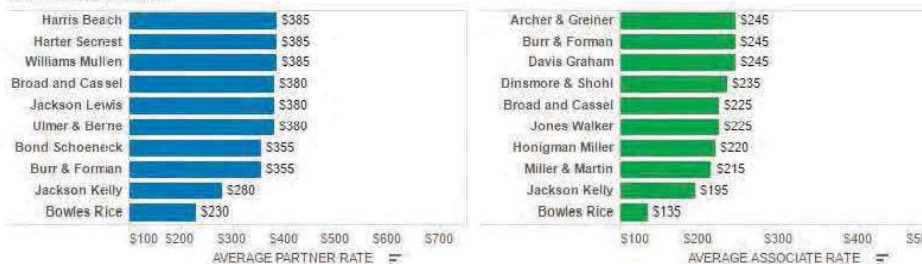
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Gibbons	Newark, N.J.	217	\$785	\$555	\$440	\$535	\$345	\$295
Cozen O'Connor	Philadelphia	217	\$785	\$555	\$440	\$535	\$345	\$295
Knobbe Martens	Irvine, Calif.	268	\$785	\$555	\$440	\$535	\$345	\$295
Kilpatrick Townsend	Atlanta	268	\$785	\$555	\$440	\$535	\$345	\$295
Littler Mendelson	San Francisco	268	\$785	\$555	\$440	\$535	\$345	\$295
Edwards Wildman	Boston	268	\$785	\$555	\$440	\$535	\$345	\$295
Thompson & Knight	Dallas	268	\$785	\$555	\$440	\$535	\$345	\$295
Fox Rothschild	Philadelphia	268	\$785	\$555	\$440	\$535	\$345	\$295
McCart & English	Newark, N.J.	268	\$785	\$555	\$440	\$535	\$345	\$295
McKenna Long	Atlanta	268	\$785	\$555	\$440	\$535	\$345	\$295
Saul Ewing	Philadelphia	268	\$785	\$555	\$440	\$535	\$345	\$295
Brownstein Hyatt	Denver	268	\$785	\$555	\$440	\$535	\$345	\$295
Lindquist & Vennum	Minneapolis	268	\$785	\$555	\$440	\$535	\$345	\$295
Nixon Peabody	Boston	268	\$785	\$555	\$440	\$535	\$345	\$295

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

Purchase the complete NLJ Law Firm Billing Survey from www.almlegalintel.com.

Undo | + a b l e a u | more by this author

Share | Download | Full Screen

[Learn About Tableau](#)

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

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

SHARE

PRINT

REPRINTS

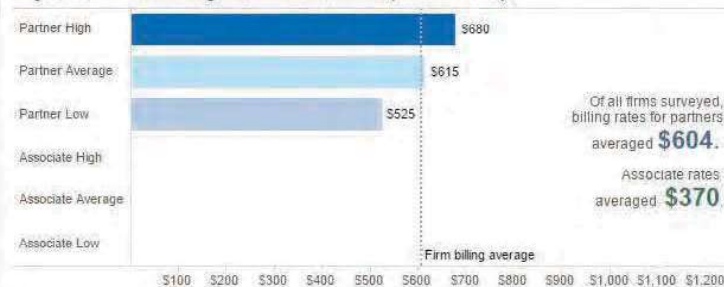
NLJ'S BILLING SURVEY

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

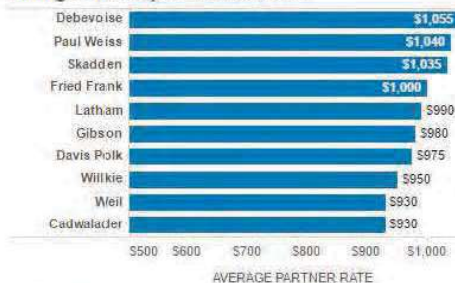


By the Numbers: The Firms Report Their Billing Rates

Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Blank Rome	Philadelphia	100	\$650	\$550	\$450	\$350	\$250	\$150
Kelley Drye	New York	250	\$600	\$500	\$400	\$300	\$200	\$100
Gardere Wynne	Dallas	150	\$600	\$500	\$400	\$300	\$200	\$100
Pepper Hamilton	Philadelphia	100	\$600	\$500	\$400	\$300	\$200	\$100
Orrick Herrington	San Francisco	100	\$600	\$500	\$400	\$300	\$200	\$100
Stevens & Lee	Reading, Pa.	100	\$600	\$500	\$400	\$300	\$200	\$100
Duane Morris	Philadelphia	100	\$600	\$500	\$400	\$300	\$200	\$100
Morgan Lewis	Philadelphia	100	\$600	\$500	\$400	\$300	\$200	\$100
Troutman Sanders	Atlanta	100	\$600	\$500	\$400	\$300	\$200	\$100
Allen Matkins	Los Angeles	187	\$680	\$615	\$525			
Katten Muchin	Chicago	100	\$600	\$500	\$400	\$300	\$200	\$100
Lowenstein Sandler	Roseland, N.J.	100	\$600	\$500	\$400	\$300	\$200	\$100
Seyfarth Shaw	Chicago	100	\$600	\$500	\$400	\$300	\$200	\$100
Buchalter Nemer	Los Angeles	100	\$600	\$500	\$400	\$300	\$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.

Billing at the Top of the Market ...



... And the Bottom

Purchase the complete NLJ Law Firm Billing Survey from www.almlegalintel.com.

Undo | Reset

+ a b c d e f g h i j k l m n o p q r s t u v w x y z 0 1 2 3 4 5 6 7 8 9

28,995 views | more by this author

Share | Download | Full Screen

Learn About Tableau

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

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

SHARE

PRINT

REPRINTS

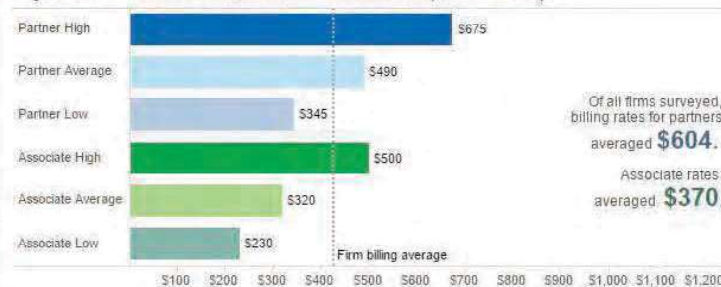
NLJ'S BILLING SURVEY

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
- ☐ Seiwald & Kissel
- ☐ Seyfarth Shaw

Rutan & Tucker

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

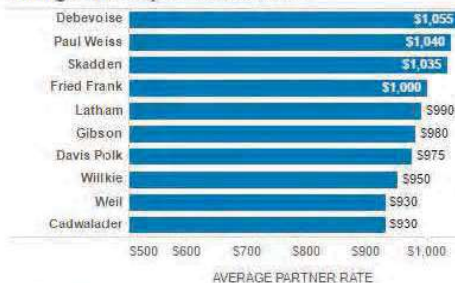


By the Numbers: The Firms Report Their Billing Rates

Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Arnall Golden	Atlanta	138	\$675	\$490	\$345	\$500	\$320	\$230
Rutan & Tucker	Costa Mesa, Calif.	139	\$675	\$490	\$345	\$500	\$320	\$230
Akerman Senterfitt	Miami	138	\$675	\$490	\$345	\$500	\$320	\$230
Barnes & Thornburg	Indianapolis	138	\$675	\$490	\$345	\$500	\$320	\$230
Morris Manning	Atlanta	138	\$675	\$490	\$345	\$500	\$320	\$230
Ballard Spahr	Philadelphia	138	\$675	\$490	\$345	\$500	\$320	\$230
Stinson Morrison	Kansas City, Mo.	138	\$675	\$490	\$345	\$500	\$320	\$230
Stoel Rives	Portland, Ore.	138	\$675	\$490	\$345	\$500	\$320	\$230
Miles & Stockbridge	Baltimore	138	\$675	\$490	\$345	\$500	\$320	\$230
Quarles & Brady	Milwaukee	138	\$675	\$490	\$345	\$500	\$320	\$230
Arnstein & Lehr	Chicago	138	\$675	\$490	\$345	\$500	\$320	\$230
Waller Lansden	Nashville, Tenn.	138	\$675	\$490	\$345	\$500	\$320	\$230
Benesch Friedlander	Cleveland	138	\$675	\$490	\$345	\$500	\$320	\$230
Boyd Boert	Thousand Oaks, Calif.	138	\$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.

Billing at the Top of the Market ...



... And the Bottom

Purchase the complete NLJ Law Firm Billing Survey from www.almlegalintel.com.

Undo | Reset

+ a b l e a u

28,995 views | more by this author

Share | Download | Full Screen

Learn About Tableau

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

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

SHARE

PRINT

REPRINTS

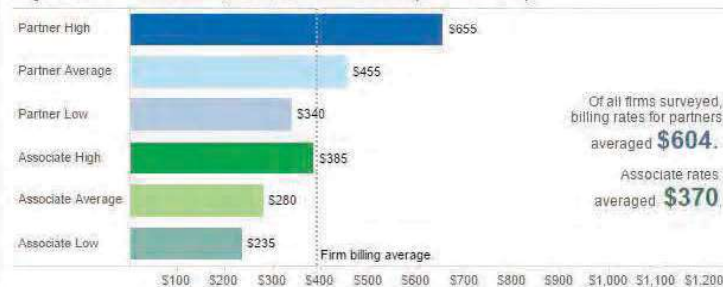
NLJ'S BILLING SURVEY

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

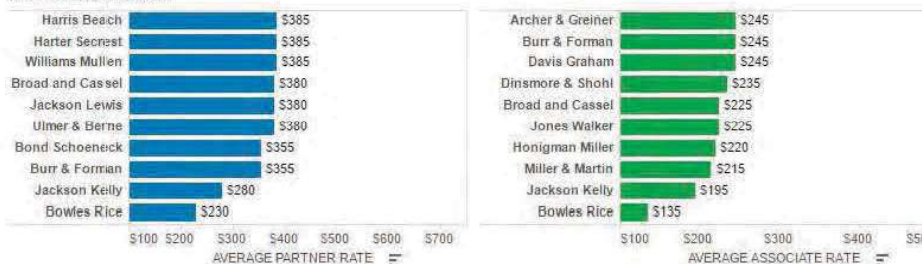
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Quarles & Brady	Milwaukee	475	\$600	\$475	\$350	\$350	\$275	\$210
Arnstein & Lehr	Chicago	1,100	\$600	\$450	\$300	\$300	\$225	\$175
Waller Lansden	Nashville, Tenn.	1,100	\$600	\$450	\$300	\$300	\$225	\$175
Benesch Friedlander	Cleveland	750	\$600	\$450	\$300	\$300	\$225	\$175
Best Best	Riverside, Calif.	175	\$655	\$455	\$340	\$385	\$280	\$235
Faegre Baker	Minneapolis	1,100	\$600	\$450	\$300	\$300	\$225	\$175
Riker Danzig	Morristown, N.J.	750	\$600	\$450	\$300	\$300	\$225	\$175
Baker & Hostetler	Cleveland	1,100	\$600	\$450	\$300	\$300	\$225	\$175
Ice Miller	Indianapolis	1,100	\$600	\$450	\$300	\$300	\$225	\$175
Parker Poe	Charlotte, N.C.	1,100	\$600	\$450	\$300	\$300	\$225	\$175
Michael Best	Milwaukee	1,100	\$600	\$450	\$300	\$300	\$225	\$175
Butzel Long	Bloomfield Hills, Mich.	750	\$600	\$450	\$300	\$300	\$225	\$175
McElroy Deutsch	Morristown, N.J.	750	\$600	\$450	\$300	\$300	\$225	\$175
Thompson Coburn	St. Louis	750	\$600	\$450	\$300	\$300	\$225	\$175

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

Purchase the complete NLJ Law Firm Billing Survey from www.almlegalintel.com.

Undo | Redo | Reset

+ a b l e a u

28,995 views | more by this author

Share | Download | Full Screen

Learn About Tableau

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

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

SHARE

PRINT

REPRINTS

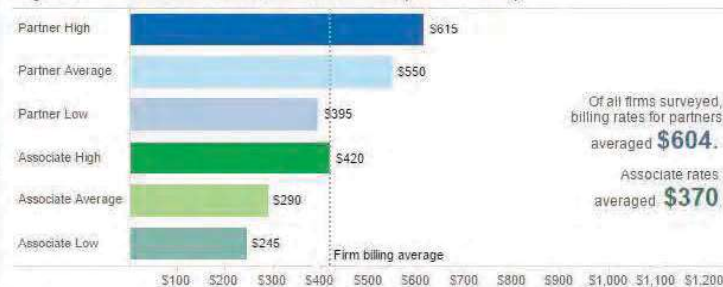
NLJ'S BILLING SURVEY

Select a Firm

- ☐ Latham & Watkins
- ☐ Lathrop & Gage
- ☐ Leonard Street
- ☐ Lewis Roca
- ☐ Lindquist & Vennum
- ☒ Littler Mendelson
- ☐ Lovenstein 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

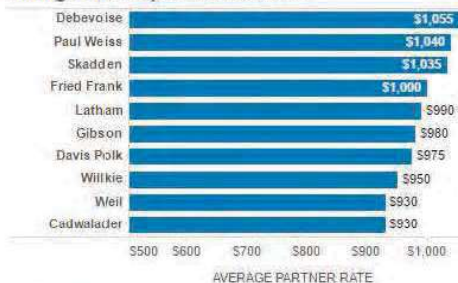


By the Numbers: The Firms Report Their Billing Rates

Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Gibbons	Newark, N.J.	2,100	\$1,050	\$850	\$650	\$475	\$350	\$225
Cozen O'Connor	Philadelphia	2,000	\$1,000	\$750	\$550	\$350	\$250	\$150
Knobbe Martens	Irvine, Calif.	2,000	\$1,000	\$750	\$550	\$350	\$250	\$150
Kilpatrick Townsend	Atlanta	2,000	\$1,000	\$750	\$550	\$350	\$250	\$150
Littler Mendelson	San Francisco	909	\$615	\$550	\$395	\$420	\$290	\$245
Edwards Wildman	Boston	870	\$750	\$550	\$350	\$250	\$150	\$100
Thompson & Knight	Dallas	2,000	\$750	\$550	\$350	\$250	\$150	\$100
Fox Rothschild	Philadelphia	1,000	\$750	\$550	\$350	\$250	\$150	\$100
McCarter & English	Newark, N.J.	1,100	\$750	\$550	\$350	\$250	\$150	\$100
McKenna Long	Atlanta	1,000	\$750	\$550	\$350	\$250	\$150	\$100
Saul Ewing	Philadelphia	1,000	\$750	\$550	\$350	\$250	\$150	\$100
Brownstein Hyatt	Denver	1,000	\$750	\$550	\$350	\$250	\$150	\$100
Lindquist & Vennum	Minneapolis	1,000	\$750	\$550	\$350	\$250	\$150	\$100
Nixon Peabody	Boston	870	\$750	\$550	\$350	\$250	\$150	\$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.

Billing at the Top of the Market ...



... And the Bottom

Purchase the complete NLJ Law Firm Billing Survey from www.almlegalintel.com.

Undo | Reset

+ a b l e a u

28,995 views | more by this author

Share | Download | Full Screen

Learn About Tableau

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

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

SHARE

PRINT

REPRINTS

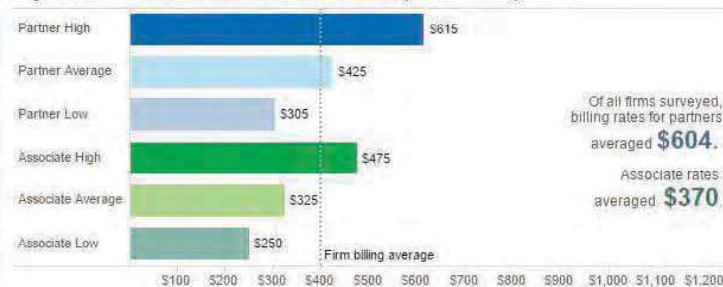
NLJ'S BILLING SURVEY

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
- ☐ Seaward & Kissel
- ☐ Seyfarth Shaw

Sedgwick

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

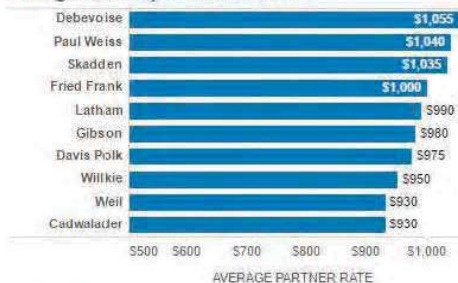


By the Numbers: The Firms Report Their Billing Rates

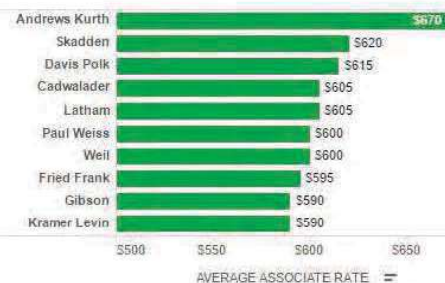
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Andrus & Narveson	Denver	275	\$750	\$450	\$300	\$500	\$300	\$200
Bradley Arant	Birmingham, Ala.	285	\$600	\$400	\$250	\$450	\$250	\$150
Husch Blackwell	St. Louis	275	\$600	\$400	\$250	\$450	\$250	\$150
Lane Powell	Seattle	470	\$400	\$300	\$200	\$350	\$250	\$150
Shutts & Bowen	Miami	220	\$600	\$400	\$250	\$450	\$250	\$150
Connell Foley	Roseland, N.J.	400	\$375	\$275	\$175	\$325	\$225	\$125
Sedgwick	San Francisco	347	\$615	\$425	\$305	\$475	\$325	\$250
Gordon & Rees	San Francisco	400	\$475	\$425	\$300	\$350	\$250	\$200
Lathrop & Gage	Kansas City, Mo.	200	\$350	\$250	\$150	\$300	\$200	\$100
Strasburger & Price	Dallas	200	\$375	\$275	\$175	\$325	\$225	\$125
Wyatt Tarrant	Louisville, Ky.	160	\$500	\$415	\$300	\$400	\$300	\$200
Taft Stettinius	Cincinnati	200	\$300	\$215	\$100	\$250	\$150	\$50
Polsinelli	Kansas City, Mo.	270	\$750	\$415	\$200	\$400	\$200	\$100
Robinson & Cole	Hartford, Conn.	200	\$400	\$315	\$200	\$350	\$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.

Billing at the Top of the Market ...



AVERAGE PARTNER RATE



AVERAGE ASSOCIATE RATE

... And the Bottom



AVERAGE PARTNER RATE



AVERAGE ASSOCIATE RATE

Purchase the complete NLJ Law Firm Billing Survey from www.almlegalintel.com.

Undo | Reset

+ a b l e a u

28,995 views | more by this author

Share

Download

Full Screen

Learn About Tableau

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

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

SHARE

PRINT

REPRINTS

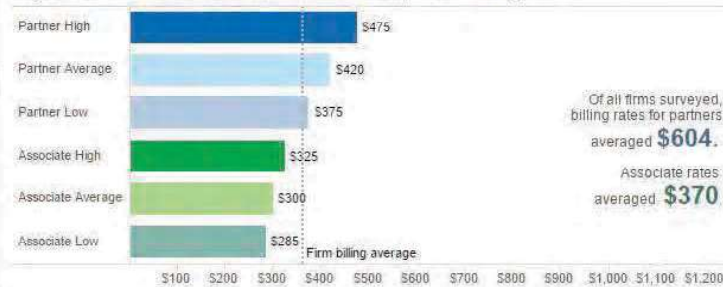
NLJ'S BILLING SURVEY

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



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
Hunton & Andrews	Denver	270	\$475	\$420	\$375	\$325	\$300	\$285
Bradley Arant	Birmingham, Ala.	265	\$475	\$420	\$375	\$325	\$300	\$285
Husch Blackwell	St. Louis	258	\$475	\$420	\$375	\$325	\$300	\$285
Lane Powell	Seattle	257	\$475	\$420	\$375	\$325	\$300	\$285
Shutts & Bowen	Miami	257	\$475	\$420	\$375	\$325	\$300	\$285
Connell Foley	Roseland, N.J.	257	\$475	\$420	\$375	\$325	\$300	\$285
Sedgwick	San Francisco	257	\$475	\$420	\$375	\$325	\$300	\$285
Gordon & Rees	San Francisco	457	\$475	\$420	\$375	\$325	\$300	\$285
Lathrop & Gage	Kansas City, Mo.	257	\$475	\$420	\$375	\$325	\$300	\$285
Strasburger & Price	Dallas	257	\$475	\$420	\$375	\$325	\$300	\$285
Wyatt Tarrant	Louisville, Ky.	257	\$475	\$420	\$375	\$325	\$300	\$285
Taft Stettinius	Cincinnati	257	\$475	\$420	\$375	\$325	\$300	\$285
Polsinelli	Kansas City, Mo.	257	\$475	\$420	\$375	\$325	\$300	\$285
Robinson & Cole	Hartford, Conn.	257	\$475	\$420	\$375	\$325	\$300	\$285

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

Purchase the complete NLJ Law Firm Billing Survey from www.almlegalintel.com.

Undo | Page | Reset

+ a b l e a u

28,995 views | more by this author

Share | Download | Full Screen

Learn About Tableau

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

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

SHARE

PRINT

REPRINTS

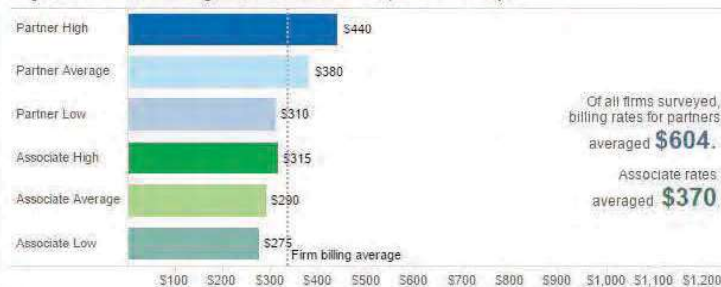
NLJ'S BILLING SURVEY

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



By the Numbers: The Firms Report Their Billing Rates

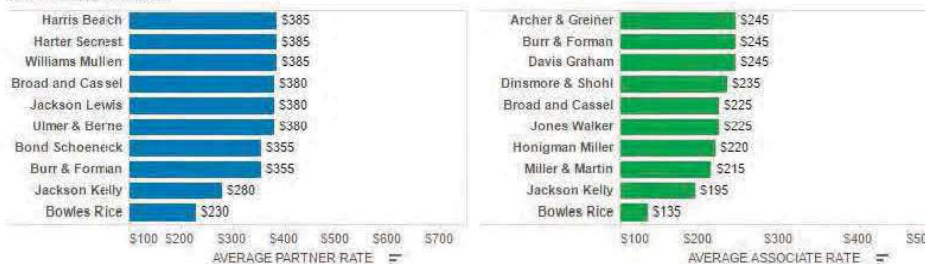
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Honigman Miller	Detroit	217	\$385	\$385	\$385	\$285	\$285	\$285
Varnum	Grand Rapids, Mich.	154	\$440	\$380	\$310	\$315	\$290	\$275
Harris Beach	Rochester, N.Y.	204	\$440	\$380	\$310	\$315	\$290	\$275
Harter Secrest	Rochester, N.Y.	152	\$440	\$380	\$310	\$315	\$290	\$275
Jones Walker	New Orleans	380	\$440	\$380	\$310	\$315	\$290	\$275
Miller & Martin	Chattanooga, Tenn.	122	\$440	\$380	\$310	\$315	\$290	\$275
Williams Mullen	Richmond, Va.	230	\$440	\$380	\$310	\$315	\$290	\$275
Broad and Cassel	Orlando, Fla.	188	\$440	\$380	\$310	\$315	\$290	\$275
Jackson Lewis	Los Angeles	690	\$440	\$380	\$310	\$315	\$290	\$275
Ulmer & Berne	Cleveland	178	\$440	\$380	\$310	\$315	\$290	\$275
Bond Schoeneck	Syracuse, N.Y.	184	\$440	\$380	\$310	\$315	\$290	\$275
Burr & Forman	Birmingham, Ala.	248	\$440	\$380	\$310	\$315	\$290	\$275
Jackson Kelly	Charleston, W.Va.	288	\$440	\$380	\$310	\$315	\$290	\$275
Bowles Rice	Charleston, W.Va.	152	\$440	\$380	\$310	\$315	\$290	\$275

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

Purchase the complete NLJ Law Firm Billing Survey from www.almlegalintel.com.

Undo | Reset

+ a b l e a u

28,995 views | more by this author

Share | Download | Full Screen

Learn About Tableau

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

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

“Exhibit 3”

THE NATIONAL LAW JOURNAL

Select 'Print' in your browser menu to print this document.

Copyright 2009, Incisive Media US Properties, LLC. All rights reserved. National Law Journal Online
Page printed from: <http://www.nlj.com>

[Back to Article](#)

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, Poitevent, 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)

Pheips 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)

Partners \$290-\$550

.....

Partners \$300-\$580

Firmwide (average \$334)

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

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

Sutherland Asbill & Brennan (429), /

Associates \$240-\$450 (average \$316, median \$30

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

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

Partners \$295-\$555

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

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

Thompson & Knight (458), Dallas

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

1990年12月15日

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

Firmwide (average \$262)

Vedder Price (285), Chi
Partners \$310-\$695 (ave

Associates \$235-\$390 (average \$290, median \$290)
 Firmwide (average \$385, median \$300)

Variable (569) Washington

Partners \$360-\$950 (average \$530, median \$525)
Associates \$250-\$425 (average \$329, median \$325)

11th grade (average \$440, median \$440)

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

Firmwide (average \$513)

Wiggin and Dana (152)

Associates \$215-\$315

Williams Mullen (32)

Associates \$170-\$355 (average \$260, median \$250)

Winstead (281), Dallas

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

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

Firmwide (average \$390)

Winston & Strawn (1,004), Chicago

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

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

Firmwide (average \$448)

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

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

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

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

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

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

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

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

“Exhibit 4”

LAFFEY MATRIX

[History](#)
[Case Law](#)
[See the Matrix](#)
[Contact us](#)
[Home](#)

			Years Out of Law School *				
Year	Adjustmt Factor**	Paralegal/ Law Clerk	1-3	4-7	8-10	11-19	20 +
6/01/23- 5/31/24	1.059295	\$239	\$437	\$538	\$777	\$878	\$1057
6/01/22- 5/31/23	1.085091	\$225	\$413	\$508	\$733	\$829	\$997
6/01/21- 5/31/22	1.006053	\$208	\$381	\$468	\$676	\$764	\$919
6/01/20- 5/31/21	1.015894	\$206	\$378	\$465	\$672	\$759	\$914
6/01/19- 5/31/20	1.0049	\$203	\$372	\$458	\$661	\$747	\$899
6/01/18- 5/31/19	1.0350	\$202	\$371	\$455	\$658	\$742	\$894
6/01/17- 5/31/18	1.0463	\$196	\$359	\$440	\$636	\$717	\$864
6/01/16- 5/31/17	1.0369	\$187	\$343	\$421	\$608	\$685	\$826
6/01/15- 5/31/16	1.0089	\$180	\$331	\$406	\$586	\$661	\$796
6/01/14- 5/31/15	1.0235	\$179	\$328	\$402	\$581	\$655	\$789
6/01/13- 5/31/14	1.0244	\$175	\$320	\$393	\$567	\$640	\$771
6/01/12- 5/31/13	1.0258	\$170	\$312	\$383	\$554	\$625	\$753
6/01/11- 5/31/12	1.0352	\$166	\$305	\$374	\$540	\$609	\$734
6/01/10- 5/31/11	1.0337	\$161	\$294	\$361	\$522	\$589	\$709
6/01/09- 5/31/10	1.0220	\$155	\$285	\$349	\$505	\$569	\$686
6/01/08- 5/31/09	1.0399	\$152	\$279	\$342	\$494	\$557	\$671
6/01/07-5/31/08	1.0516	\$146	\$268	\$329	\$475	\$536	\$645
6/01/06-5/31/07	1.0256	\$139	\$255	\$313	\$452	\$509	\$614
6/1/05-5/31/06	1.0427	\$136	\$249	\$305	\$441	\$497	\$598
6/1/04-5/31/05	1.0455	\$130	\$239	\$293	\$423	\$476	\$574
6/1/03-6/1/04	1.0507	\$124	\$228	\$280	\$405	\$456	\$549
6/1/02-5/31/03	1.0727	\$118	\$217	\$267	\$385	\$434	\$522
6/1/01-5/31/02	1.0407	\$110	\$203	\$249	\$359	\$404	\$487
6/1/00-5/31/01	1.0529	\$106	\$195	\$239	\$345	\$388	\$468
6/1/99-5/31/00	1.0491	\$101	\$185	\$227	\$328	\$369	\$444
6/1/98-5/31/99	1.0439	\$96	\$176	\$216	\$312	\$352	\$424
6/1/97-5/31/98	1.0419	\$92	\$169	\$207	\$299	\$337	\$406
6/1/96-5/31/97	1.0396	\$88	\$162	\$198	\$287	\$323	\$389
6/1/95-5/31/96	1.032	\$85	\$155	\$191	\$276	\$311	\$375

6/1/94-5/31/95	1.0237	\$82	\$151	\$185	\$267	\$301	\$363
----------------	--------	------	-------	-------	-------	-------	-------

The methodology of calculation and benchmarking for this Updated Laffey Matrix has been approved in a number of cases. See, e.g., *DL v. District of Columbia*, 267 F.Supp.3d 55, 69 (D.D.C. 2017)

* $\frac{1}{2}$ Years Out of Law School $\frac{1}{2}$ is calculated from June 1 of each year, when most law students graduate. $\frac{1}{2}$ 1-3" includes an attorney in his 1st, 2nd and 3rd years of practice, measured from date of graduation (June 1). $\frac{1}{2}$ 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 $\frac{1}{2}$ 1-3" from June 1, 1996 until May 31, 1999, would move into tier $\frac{1}{2}$ 4-7" on June 1, 1999, and tier $\frac{1}{2}$ 8-10" on June 1, 2003.

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

“Exhibit 5”

Salary Table 2023-DCB

Incorporating the 4.1% General Schedule Increase and a Locality Payment of 32.49%
For the Locality Pay Area of Washington-Baltimore-Arlington, DC-MD-VA-WV-PA

Total Increase: 4.86%

Effective January 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 27,822	\$ 28,756	\$ 29,679	\$ 30,601	\$ 31,525	\$ 32,065	\$ 32,981	\$ 33,903	\$ 33,940	\$ 34,809
2	31,284	32,028	33,064	33,940	34,323	35,332	36,342	37,352	38,361	39,371
3	34,135	35,273	36,411	37,549	38,687	39,825	40,963	42,101	43,239	44,378
4	38,317	39,595	40,872	42,149	43,426	44,703	45,981	47,258	48,535	49,812
5	42,870	44,299	45,729	47,158	48,588	50,018	51,447	52,877	54,306	55,736
6	47,789	49,382	50,974	52,567	54,159	55,752	57,344	58,937	60,529	62,122
7	53,105	54,875	56,645	58,415	60,185	61,955	63,725	65,495	67,265	69,035
8	58,811	60,772	62,733	64,694	66,654	68,615	70,576	72,537	74,498	76,459
9	64,957	67,122	69,287	71,452	73,617	75,782	77,947	80,111	82,276	84,441
10	71,531	73,916	76,301	78,686	81,071	83,455	85,840	88,225	90,610	92,995
11	78,592	81,211	83,830	86,450	89,069	91,688	94,308	96,927	99,546	102,166
12	94,199	97,339	100,479	103,619	106,759	109,899	113,039	116,179	119,319	122,459
13	112,015	115,749	119,482	123,216	126,949	130,683	134,416	138,150	141,884	145,617
14	132,368	136,780	141,192	145,604	150,016	154,428	158,840	163,252	167,663	172,075
15	155,700	160,889	166,079	171,268	176,458	181,648	183,500 *	183,500 *	183,500 *	183,500 *

* 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 2023 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

“Exhibit 6”

Salary Table 2023-LA
Incorporating the 4.1% General Schedule Increase and a Locality Payment of 34.89%
For the Locality Pay Area of Los Angeles-Long Beach, CA
Total Increase: 5.10%
Effective January 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 28,326	\$ 29,277	\$ 30,217	\$ 31,156	\$ 32,096	\$ 32,646	\$ 33,578	\$ 34,517	\$ 34,555	\$ 35,440
2	31,850	32,608	33,663	34,555	34,945	35,972	37,000	38,028	39,056	40,084
3	34,753	35,912	37,070	38,229	39,388	40,547	41,705	42,864	44,023	45,181
4	39,012	40,312	41,612	42,913	44,213	45,513	46,814	48,114	49,414	50,715
5	43,646	45,102	46,557	48,013	49,468	50,924	52,379	53,835	55,290	56,746
6	48,655	50,276	51,898	53,519	55,140	56,762	58,383	60,004	61,626	63,247
7	54,067	55,869	57,671	59,473	61,275	63,077	64,879	66,682	68,484	70,286
8	59,876	61,873	63,869	65,865	67,862	69,858	71,855	73,851	75,847	77,844
9	66,134	68,338	70,542	72,746	74,950	77,154	79,358	81,563	83,767	85,971
10	72,827	75,255	77,683	80,111	82,539	84,967	87,395	89,823	92,251	94,679
11	80,015	82,682	85,349	88,016	90,683	93,349	96,016	98,683	101,350	104,016
12	95,905	99,102	102,299	105,496	108,693	111,890	115,087	118,284	121,481	124,677
13	114,044	117,845	121,646	125,448	129,249	133,050	136,851	140,653	144,454	148,255
14	134,766	139,258	143,750	148,241	152,733	157,225	161,717	166,209	170,701	175,192
15	158,520	163,804	169,087	174,371	179,655	183,500 *	183,500 *	183,500 *	183,500 *	183,500 *

* 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 2023 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

“Exhibit 7”

JUDICIARY SALARY PLAN
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA - Table DCB
32.49% Locality Payment Included
Effective January 2, 2023

Grade	1	2	3	4	5	6	7	8	9	10
1	\$27,822	\$28,756	\$29,679	\$30,601	\$31,525	\$32,065	\$32,981	\$33,903	\$33,940	\$34,809
2	\$31,284	\$32,028	\$33,064	\$33,940	\$34,323	\$35,332	\$36,342	\$37,352	\$38,361	\$39,371
3	\$34,135	\$35,273	\$36,411	\$37,549	\$38,687	\$39,825	\$40,963	\$42,101	\$43,239	\$44,378
4	\$38,317	\$39,595	\$40,872	\$42,149	\$43,426	\$44,703	\$45,981	\$47,258	\$48,535	\$49,812
5	\$42,870	\$44,299	\$45,729	\$47,158	\$48,588	\$50,018	\$51,447	\$52,877	\$54,306	\$55,736
6	\$47,789	\$49,382	\$50,974	\$52,567	\$54,159	\$55,752	\$57,344	\$58,937	\$60,529	\$62,122
7	\$53,105	\$54,875	\$56,645	\$58,415	\$60,185	\$61,955	\$63,725	\$65,495	\$67,265	\$69,035
8	\$58,811	\$60,772	\$62,733	\$64,694	\$66,654	\$68,615	\$70,576	\$72,537	\$74,498	\$76,459
9	\$64,957	\$67,122	\$69,287	\$71,452	\$73,617	\$75,782	\$77,947	\$80,111	\$82,276	\$84,441
10	\$71,531	\$73,916	\$76,301	\$78,686	\$81,071	\$83,455	\$85,840	\$88,225	\$90,610	\$92,995
11	\$78,592	\$81,211	\$83,830	\$86,450	\$89,069	\$91,688	\$94,308	\$96,927	\$99,546	\$102,166
12	\$94,199	\$97,339	\$100,479	\$103,619	\$106,759	\$109,899	\$113,039	\$116,179	\$119,319	\$122,459
13	\$112,015	\$115,749	\$119,482	\$123,216	\$126,949	\$130,683	\$134,416	\$138,150	\$141,884	\$145,617
14	\$132,368	\$136,780	\$141,192	\$145,604	\$150,016	\$154,428	\$158,840	\$163,252	\$167,663	\$172,075
15	\$155,700	\$160,889	\$166,079	\$171,268	\$176,458	\$181,648	\$183,500 **	\$183,500 **	\$183,500 **	\$183,500 **
16	\$182,607	\$188,694	\$194,780	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *
17	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *
18	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *

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

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

“Exhibit 8”

JUDICIARY SALARY PLAN
Los Angeles-Long Beach, CA - Table LA
34.89% Locality Payment Included
Effective January 2, 2023

Grade	1	2	3	4	5	6	7	8	9	10
1	\$28,326	\$29,277	\$30,217	\$31,156	\$32,096	\$32,646	\$33,578	\$34,517	\$34,555	\$35,440
2	\$31,850	\$32,608	\$33,663	\$34,555	\$34,945	\$35,972	\$37,000	\$38,028	\$39,056	\$40,084
3	\$34,753	\$35,912	\$37,070	\$38,229	\$39,388	\$40,547	\$41,705	\$42,864	\$44,023	\$45,181
4	\$39,012	\$40,312	\$41,612	\$42,913	\$44,213	\$45,513	\$46,814	\$48,114	\$49,414	\$50,715
5	\$43,646	\$45,102	\$46,557	\$48,013	\$49,468	\$50,924	\$52,379	\$53,835	\$55,290	\$56,746
6	\$48,655	\$50,276	\$51,898	\$53,519	\$55,140	\$56,762	\$58,383	\$60,004	\$61,626	\$63,247
7	\$54,067	\$55,869	\$57,671	\$59,473	\$61,275	\$63,077	\$64,879	\$66,682	\$68,484	\$70,286
8	\$59,876	\$61,873	\$63,869	\$65,865	\$67,862	\$69,858	\$71,855	\$73,851	\$75,847	\$77,844
9	\$66,134	\$68,338	\$70,542	\$72,746	\$74,950	\$77,154	\$79,358	\$81,563	\$83,767	\$85,971
10	\$72,827	\$75,255	\$77,683	\$80,111	\$82,539	\$84,967	\$87,395	\$89,823	\$92,251	\$94,679
11	\$80,015	\$82,682	\$85,349	\$88,016	\$90,683	\$93,349	\$96,016	\$98,683	\$101,350	\$104,016
12	\$95,905	\$99,102	\$102,299	\$105,496	\$108,693	\$111,890	\$115,087	\$118,284	\$121,481	\$124,677
13	\$114,044	\$117,845	\$121,646	\$125,448	\$129,249	\$133,050	\$136,851	\$140,653	\$144,454	\$148,255
14	\$134,766	\$139,258	\$143,750	\$148,241	\$152,733	\$157,225	\$161,717	\$166,209	\$170,701	\$175,192
15	\$158,520	\$163,804	\$169,087	\$174,371	\$179,655	\$183,500 **	\$183,500 **	\$183,500 **	\$183,500 **	\$183,500 **
16	\$185,915	\$192,112	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *
17	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *
18	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *	\$195,000 *

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

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

“Exhibit 9”

PLACE NAME**FIPS**

Clark County, NV	32003
------------------	-------

Nye County, NV	32023
----------------	-------

Arizona**PLACE NAME****FIPS**

Mohave County, AZ	04015
-------------------	-------

Los Angeles-Long Beach, CA**PLACE NAME****FIPS**

Imperial County, CA	06025
---------------------	-------

Kern County, CA	06029
-----------------	-------

Los Angeles County, CA	06037
------------------------	-------

Orange County, CA	06059
-------------------	-------

Riverside County, CA	06065
----------------------	-------

San Bernardino County, CA	06071
---------------------------	-------

San Luis Obispo County, CA	06079
----------------------------	-------

Santa Barbara County, CA	06083
--------------------------	-------

Ventura County, CA	06111
--------------------	-------