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6

7 Attorneys for Plaintiff, JOSUE BUENROSTRO
and DAVID LAMOUNT GAYLES on behalf of
8 themselves and all others and similarly situated
9

10 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
11 **FOR THE COUNTY OF SAN BERNARDINO**

12 JOHN LEDBETTER, ROBERT AARON,
13 ANTONIO SEGOVIA, JOSEPH HICKS,
14 WILLIAM SHEARER, DAVID LAMOUNT
GAYLES, and JOSUE BUENROSTRO on
15 behalf of themselves and all others similarly
situated,

16 Plaintiffs,

17 v.

17 CJ LOGISTICS AMERICA, LLC, an Illinois
Limited Liability Company; and DOES 1-50,
18 inclusive,

19 Defendant.
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Case No.: CIVSB2207118

*[Assigned for all purposes to the Hon. David
E. Driscoll, Dept. S22]*

**DECLARATION OF ANTHONY L.
DRAPER IN SUPPORT OF PLAINTIFFS'
MOTION FOR FINAL APPROVAL**

Date: September 18, 2025
Time: 8:30 a.m.
Dept.: S22

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1. I am an individual over the age of 18. I am one of the attorneys of record for Tiffany Soliman (hereinafter referred to as “Plaintiff”), who commenced this action on behalf of the Class Members and Aggrieved Employees. I submit this declaration in support of Plaintiffs’ Motion for Final Approval of Class and PAGA Settlement, which Plaintiffs filed concurrently herewith, along with the supporting Memorandum of Points and Authorities. I have personal knowledge of the facts set forth below, and if called to testify regarding them, I could and would do so competently.

3. Plaintiffs Buenrostro and Gayles has since incorporated his claims into the current action and dismissed their Riverside action.

5. James Hawkins APLC is a boutique law firm that specializes in wage and hour class actions and is primarily comprised of several seasoned attorneys and staff. While this matter did not conclusively preclude other employment, it did impact our ability to take on other cases. The hourly rates for the attorneys who worked on this case, James R. Hawkins, Isandra Fernandez, and myself are hourly rates charged by other firms that handle complex litigation in California. Numerous California firms provided their hourly billing rates in connection with a survey conducted by the National Law Journal. Of these California law firms, ten regularly charge hourly rates of \$660, \$795, \$850, and even \$980 per hour. (A true and correct copy of this National Law Journal 2011 survey is attached hereto as **Exhibit 2**).

1 6. James Hawkins, my co-counsel in this matter, is a highly experienced wage and hour
2 class action attorney. From 1997-2007, Mr. Hawkins was a named partner at Hawkins & Sofonio,
3 a law firm based out of Irvine, California. At Hawkins & Sofonio, he pioneered the employment
4 department litigating plaintiff related employment issues such as: Wrongful Termination, Age
5 Discrimination, Disability, Wage and Hour and Sexual Harassment claims. Through the success
6 and experience he obtained litigating employment related matters, he commenced litigating Wage
7 and Hour Class Actions in 2002. Since then, he has spent the vast majority of his practice
8 litigating Wage and Hour Class Actions.

9 7. In 2007, Mr. Hawkins incorporated his wage and hour class action practice as
10 James Hawkins, APLC. Since its inception, this law firm has been exclusively involved in class
11 action and complex litigation. Since 2002, he has been lead or co-lead counsel in all of the cases
12 listed in paragraph 14 below.

13 8. Although not an all-inclusive list, the following cases sets forth many of the class
14 actions which this firm has handled as lead and/or co-lead counsel over the years:

15 a. ***Carey, et. al. v. Arthur J. Gallagher, et. al.***, USDC, SOUTHERN
16 DISTRICT- Case No.: 09-cv-0168. Wage and Hour Class action seeking past wages
17 of overtime for mis-classification of insurance claims adjusters employed by
18 Gallagher Bassett, a third party administrator (TPA) in the State of California.
19 Certification granted. Plaintiffs' counsel co-lead counsel. Litigation continuing.

20 b. ***Dao v. 3M Company, et al.*** USDC, CENTRAL DISTRICT, Case No.
21 CV-08-04554. Wage and Hour Class Action case seeking past wages for "off the
22 clock", overtime and meal and rest break violations for production workers in the
23 State of California. Plaintiff's Counsel appointed as Lead Counsel. Case settled, Final
24 Approval granted, no objections and funds fully distributed.

25 c. ***Ortiz v. Kmart***, USDC, CENTRAL DISTRICT, Case No. SACV 06-638
26 ODW. Wage and Hour Class Action case seeking past wages for meal and rest period
27 violations for retail employees in the State of California. Plaintiff's counsel appointed
28 co-lead counsel. Case settled, Final Approval granted, no objections and funds fully

distributed.

d. ***Morgan v. Aramark Campus, LLC***, USDC, CENTRAL DISTRICT, Case No. SACV08-00412. Wage and Hour Class Action case seeking past wages for meal and rest period violations for retail employees in the State of California. Plaintiff's Counsel appointed as Lead Counsel. Case settled, Final Approval granted, no objections and funds fully distributed.

e. ***West v Iron Mountain Information Management, Inc, et. al.***; Los Angeles County Superior Court, Case No. BC393709. Wage and Hour Class Action seeking past wages for overtime, meal and rest break violations for driver employees in the State of California. Stipulation for "binding arbitration." Arbitration Award for Plaintiff Class. Arbitration Award confirmed. Plaintiff's counsel lead trial counsel and class counsel.

f. ***Gonzalez v. Superior Industries International, Inc., et al.***, Los Angeles County Superior Court, Case No. BC 357912. Wage and Hour Class Action seeking past wages for overtime, meal and rest breaks violations for production employees in the State of California. Plaintiff's counsel appointed as lead counsel. Case settled, Final Approval granted, no objections and funds fully distributed.

g. ***Acosta v. Fleetwood Travel Trailers of California, Inc., et al.***, Riverside County Superior Court, Case No. RIC 440630. Wage and Hour Class Action seeking past wages for overtime, meal and rest break violations for production employees in the State of California. Plaintiff's counsel appointed as co-lead counsel. Case settled, Final Approval granted, no objections and funds fully distributed.

h. ***Walker v. Sharkeez, et al.***, Orange County Superior Court, Case No. 05CC00293. Wage and Hour Class Action seeking past wages for unlawful deductions, meal and rest break violations for restaurant employees in the State of California. Plaintiff's counsel appointed as lead counsel. Case settled, Final Approval granted and funds fully distributed.

i. ***Padron v. Universal Protection Service, et al***, Orange County Superior

1 Court, Case No. 05CC00013. Wage and Hour Class Action seeking past wages for
2 overtime, meal and rest break violations for security officers in the State of California.
3 Plaintiff's counsel appointed as co-lead counsel. Case settled, Final Approval granted,
4 no objections and funds fully distributed.

5 j. ***Martinez v. Securitas Security Services USA, et al.***, Santa Clara
6 Superior Court, Case No. 105-CV047499, et al. J.C.C.P. No. 4460. Wage and Hour
7 Class Action seeking past wages for meal and rest break violations for security
8 officers employed by defendant in the State of California. Plaintiff's counsel and co-
9 counsel. Case settled, Final Approval granted and funds fully distributed.

10 k. ***Velasquez-Lopez v. Hotel Cleaning Services, Inc. et al.***, Riverside
11 Superior Court, Case No. RIC 420909. Wage and Hour Class Action seeking past
12 wages for overtime, meal and rest break violations for housekeepers employed by
13 defendant in the State of California. Plaintiff's counsel appointed as lead counsel.
14 Case settled, Final Approval granted, no objections and funds fully distributed.

15 l. ***Ruiz, et al. v. Unisource Worldwide, Inc., et al.***, USDC, CENTRAL
16 DISTRICT, Case No. CV09-05848. Wage and Hour Class Action seeking past wages
17 for meal and rest period violations for non-exempt employees employed by defendant
18 in the state of California. Case settled. Awaiting Preliminary Approval hearing.
19 Plaintiff has petitioned the Court for Lead Counsel.

20 m. ***Herrador v. Culligan International Company, et al.***, USDC,
21 CENTRAL DISTRICT, Case No. SACV 08-680. Wage and Hour Class Action
22 seeking past wages for field and branch employees of defendant in the State of
23 California. Plaintiff's counsel appointed as lead counsel. Case settled and awaiting
24 Final Approval.

25 n. ***Defries v. Domain Restaurants, et al.***, Orange County Superior Court,
26 Case No. 05CC00128. Wage and Hour Class Action seeking past wages for restaurant
27 employees of defendant in the State of California. Plaintiff's counsel appointed as
28 lead counsel. Case settled, Final Approval granted, no objections and funds fully

distributed.

o. ***Denton v. BLB Enterprises, Inc., et al.***, Orange County Superior Court, Case No. 07CC01292. Wage and Hour Class Action seeking unpaid overtime, meal and rest break violations for security guards employed by defendant in the State of California. Plaintiff's counsel appointed as lead counsel. Case settled, Final Approval granted, no objections and funds fully distributed.

p. ***Rios v. Sandberg Furniture Manufacturing Co., Inc, et al.***, Los Angeles Superior Court, Case No. BC411477. Wage and Hour Class Action seeking unpaid meal and rest break violations for production employees employed by defendant in the State of California. Plaintiff counsel appointed as lead counsel. Case settled, Final Approval granted, no objections and funds fully distributed.

q. ***McMurray v. Dave and Busters, Inc., et al.***, Orange County Superior Court, Case No. 06CC00099. Wage and Hour Class Action seeking past wages for meal and rest break violations for restaurant employees employed by defendant in the State of California. Plaintiff's counsel appointed as co-lead counsel. Case settled, Final Approval granted, no objections and funds fully distributed.

r. ***Osuna v. DFG Restaurants, Inc., et al.***, Los Angeles Superior Court, Case No. BC 330145. Wage and Hour Class Action seeking past wages of overtime for mis-classification of managers employed by Defendant, DBA Carl's Jrs. in the State of California. Plaintiff's counsel appointed as co-lead counsel. Case settled, Final Approval granted, no objections and funds fully distributed.

s. ***Burns v. Gymboree Operations, Inc., et al.***, San Francisco Superior Court, Case No. CGC-07-461612. Wage and Hour Class Action seeking past wages for meal and rest break violations for retail employees employed by defendant in the State of California. Plaintiff's counsel appointed lead counsel. Case settled, Final Approval granted, no objections and funds fully distributed.

t. ***Willems v. Diedrich Coffee, Inc., et al.***, Orange County Superior Court, Case No. 07CC00015. Wage and Hour Class Action seeking past wages of overtime

1 for mis-classification of managers employed by Defendant in the State of California.
2 Plaintiff's counsel appointed lead counsel. Case settled, Final Approval granted, no
3 objections and funds fully distributed.

4 u. ***Davila, et al. v. Beckman Coulter, Inc., et al.***, Orange County Superior
5 Court, Case No. 07CC01347. Wage and Hour Class Action seeking past wages for
6 overtime, meal and rest break violations for production workers employed by
7 defendant in the State of California. Plaintiff's counsel appointed lead counsel. Cased
8 settled, Final Approval granted, no objections and funds fully distributed.

9 v. ***Perez v. Naked Juice Company of Glendora, Inc.***, Los Angeles
10 Superior Court, Case No. BC387088. Wage and Hour Class Action seeking past
11 wages for overtime, meal and rest period violations for production employees
12 employed by defendant in the State of California. Plaintiff counsel appointed as lead
13 counsel. Case settled, Final Approval granted, no objections and funds fully
14 distributed.

15 9. Isandra Fernandez, my co-counsel on this matter, has been a member of the Florida
16 Bar since January 1996 and member of the California Bar since August 2002. Ms. Fernandez has
17 specialized in employment related litigation including complex wage and hour civil litigation
18 since 2003. Ms. Fernandez has been and currently is, co-counsel in over fifty (50) wage and hour
19 class action litigations for our firm and has produced excellent results for this firm's clients in the
20 wage and hour class actions.

21 10. I have been a member of the California Bar since June 2022 and involved in class
22 action litigation since 2021. I currently work on over 40 wage and hour class action litigations for
23 our firm.

24 11. Since on or about April 30, 2021, prior to the inception of the filing of this lawsuit
25 on September 29, 2021, through the present, James Hawkins APLC has had to, among other
26 things, expend time on the following: discussions with client; conduct comprehensive
27 investigations including but not limited to Defendant's structure, positions, locations; conduct
28

1 research and analysis regarding potential class members within the scope of the putative class;
2 and potential claims; draft Complaint and PAGA letter to the LWDA; draft First Amended
3 Complaint; discussions re related cases and their potential overlap; stipulation regarding the same;
4 review and analyze Defendant's Answers to the pleadings; discussions with defense counsel;
5 prepare joint report and status conference; receive and review Court orders regarding litigation;
6 review drafts of the Settlement Agreement; engage in communications with co-plaintiff counsel
7 and defense counsel; review numerous communications between co-plaintiff's counsel and
8 defense counsel through different phases of litigation; review proposed Second Amended
9 Complaint; review preliminary approval documents and draft supporting declarations re same;
10 prep for preliminary approval hearing; review tentative from Court; review weekly reports
11 regarding class notice; engage in discussions with plaintiff throughout; prepare final approval
12 documents and supporting documents re same; and will continue to work on this matter after final
13 approval, including communicating with co-plaintiff's counsel, defense counsel, and the
14 settlement administrator, reviewing final accounting declaration from administrator, and attending
15 final accounting hearing.

16 12. The attorneys who primarily worked on this matter are Ms. Fernandez, Mr.
17 Hawkins, and myself. Mr. Hawkins' hourly rate is \$900, Ms. Fernandez's hourly rate is \$850. My
18 hourly rate is \$475. The hourly rate for the paralegal who worked on this matter is \$200. Since on
19 or about May 15, 2024, prior to the inception of the filing of this lawsuit on September 17, 2024,
20 the total amount of attorney and paralegal time estimated to have been expended and also
21 estimated to be expended in finalizing this matter is 64 (James Hawkins 5 hours, Ms. Fernandez
22 20 hours, Mr. Draper 35 hours, and paralegal Ms. Whitson 4 hours) which equates to \$38,925.00
23 in fees.

24 13. Here, the parties' contractual agreement to pay counsel's attorneys' fees is
25 reasonable. James Hawkins APLC has been the only counsel to represent Plaintiff Buenrostro and
26 has worked diligently alongside co-Plaintiffs' counsel in representing class members, and we have
27 borne the entire risk and cost of the *Buenrostro* litigation on a pure contingency basis. To date,
28

1 Class Counsel has not received any compensation and expended litigation costs on behalf of the
2 class. Class action contingency cases are inherently risky. Upon retention, Class Counsel makes a
3 commitment to litigate the case through trial. These types of cases can take years, hundreds of
4 hours of work and cost an enormous amount of money; these risks are known upon retention. The
5 risks involved coupled with the contingency basis of this case further support Class Counsel's
6 request for attorneys' fees and costs.

7 14. The class representative enhancement payments are intended to compensate named
8 Plaintiffs Josue Buenrostro and David Lamont Gayles as class representatives for their
9 willingness to accept the responsibility of representing the interests of all class members. Both
10 Plaintiffs Buenrostro and Gayles have continuously interacted with their Counsel to discuss the
11 status of the case and has provided relevant oral and documentary information necessary to
12 prosecute the class claims. As part of the Class Action Settlement, Plaintiffs Buenrostro and
13 Gayles also signed a general release releasing all claims they have or may have against CJ
14 Logistics, Inc. which is far broader than the release by the class members. The incentive payment
15 for both Plaintiffs Gayles and Buenrostro, subject to court approval, is \$5,000 which is fair and
16 reasonable in light of the efforts and risks of litigating this class action as a class representative
17 which has resulted in a very favorable outcome to the class members

18 15. Class Counsel's costs in this litigation are \$2,302.46 (A true and correct copy of
19 Class Counsel's cost invoice is attached hereto as **Exhibit 1**).

20 I declare under penalty of perjury that the foregoing is true and correct. Executed this 14th day
21 of August at Costa Mesa, California.

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24 
25 Anthony L. Draper, Esq.
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EXHIBIT 1

Matter Billing Detail

Report Date: 8/14/2025
Report Time: 12:12PM
Page: 1 of 2
User ID: R. Hawkins

JAMES HAWKINS APLC

Date Range: 01/01/1900 to 08/14/2025
Client: CJLOGISTICS1 - Josue Buenrostro
Matter: CJ LOGISTICS - CJ Logistics- Gayles and Buenrostro v. CJ Logistics

Date	Expense Code	Description	Debit	Credit	Billing Status	On Hold	Invoice Number	Check Number	Payee
		Balance Forward:	\$0.00						
09/17/2024	POS	Postage - Crs to agents re LWDA filing via certified mail.	\$11.26		Unbilled				
09/17/2024	FIL	Filing Fee - LWDA Filing Fee	\$75.00		Unbilled				
09/23/2024	LDS	Legal Document Server - E-Filing - Complaint for other employment, Civil Case Cover Sheet, Summons Issued and Filed, Cert of Cousel IN# 10409293	\$1,461.80		Unbilled				
10/25/2024	CRT	Court Documents - 09/25/2024 Minute Order	\$1.00		Unbilled				
10/25/2024	LDS	Legal Document Server - Process Serve - Class Action Complaint, Civil Case Cover sheet, Summons, Cert of Counsel, Notice of Dept Assignment, Notice of Case Management Conference, Class Action CM Order, Minute Order IN# 10653214	\$80.00		Unbilled				
10/30/2024	LDS	Legal Document Server - E-Filing - proof of Service IN# 10653214-01	\$30.35		Unbilled				
11/21/2024	LDS	Legal Document Server - Stip and order, Proof of Service by electronic Service IN# 10818014	\$50.35		Unbilled				
12/04/2024	LDS	Legal Document Server - E-Filing - Amended Complaint IN# 10824109	\$30.35		Unbilled				
03/05/2025	CRT	Court Documents - Minute Order	\$1.00		Unbilled				
06/04/2025	LDS	Legal Document Server - COurtesy Copy Delivery IN# 12124481-02	\$95.00		Unbilled				
06/05/2025	CRT	Court Documents - Minute Order	\$1.00		Unbilled				
06/11/2025	LDS	Legal Document Server - EFiling - Request for Dimissal, Proposed Order, Declaration, Proof of Service IN# 12124481-01	\$30.00		Unbilled				
06/13/2025	LDS	Legal Document Server - EFiling - Request for, Proposed Order, Declaration, Proof of Service iN# 12184253	\$35.35		Unbilled				
08/14/2025	FIL	Filing Fee - Future Estimated Costs	\$400.00		Unbilled				

Matter Billing Detail

JAMES HAWKINS APLC

Date	Expense Code	Description	Debit	Credit	Billing Status	On Hold	Invoice Number	Check Number	Payee
Total:			\$2,302.46	\$0.00					
Balance:			\$2,302.46						
Total Fees Billed-----			\$0.00						
Total Fees Unbilled : -----			\$0.00						
Total Fees Received : -----			\$0.00						
Total Soft Cost Billed : -----			\$0.00						
Total Soft Cost Unbilled : -----			\$0.00						
Total Soft Cost Received : -----			\$0.00						
Total Hard Cost Billed : -----			\$0.00						
Total Hard Cost Unbilled : -----			\$2,302.46						
Total Hard Cost Received : -----			\$0.00						
Total Taxes Billed : -----			\$0.00						
Total Taxes Unbilled : -----			\$0.00						
Total Taxes Received : -----			\$0.00						
Total Late Charges Billed : -----			\$0.00						
Total Late Charges Unbilled: -----			\$0.00						
Total Late Charges Received : -----			\$0.00						
Trust Balance: -----			\$0.00						

EXHIBIT 2



2011 NLJ Billing Survey

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Firm Name	Principal Location	Average FTE Attorneys	Firmwide Billing Rate Average	Firmwide Billing Rate Med	Partner Billing Rate High	Partner Billing Rate Low	Partner Billing Rate Average	Partner Billing Rate Med	Assoc. Billing Rate High	Assoc. Billing Rate Low	Assoc. Billing Rate Average	Assoc. Billing Rate Med
Andrews Kurth	Houston	355										
Baker, Donelson, Bearman, Caldwell & Berkowitz	Memphis	527	\$311	\$310	\$595	\$250	\$357	\$345	\$315	\$160	\$228	\$225
Best Best & Krieger	Riverside, CA	195	\$358	\$360	\$575	\$275	\$437	\$420	\$375	\$205	\$265	\$240
Bingham McCutchen	Boston	901										
Briggs and Morgan	Minneapolis	185			\$625	\$325			\$305	\$230		
Broad and Cassel	Orlando	160	\$377	\$350	\$575	\$295	\$435	\$395	\$350	\$180	\$265	\$265
Bryan Cave	St. Louis	908	\$475	\$460	\$795	\$375	\$565	\$553	\$540	\$200	\$356	\$360
Butzel Long	Detroit	176			\$700	\$325	\$440		\$425	\$225	\$274	
Cadwalader, Wickersham & Taft	New York	481										
Carlton Fields	Tampa	270	\$397	\$400	\$815	\$320	\$470	\$470	\$380	\$195	\$262	\$265
Cozen O'Connor	Philadelphia	504	\$439	\$410	\$900	\$305	\$510	\$490	\$550	\$225	\$330	\$330
Day Pitney	Parsippany	324	\$447	\$450	\$960	\$380	\$537	\$525	\$470	\$235	\$317	\$315
Dickinson Wright	Detroit	229			\$600	\$325			\$320	\$200		
Dickstein Shapiro	Washington	335	\$560	\$550	\$1,000	\$540	\$680	\$670	\$545	\$225	\$435	\$465
Dinsmore &	Cincinnati		\$308	\$295	\$630	\$150	\$373	\$370	\$310	\$130	\$217	\$220



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Firm Name	Principal Location	Average FTE Attorneys	Firmwide Billing Rate Average	Firmwide Billing Rate Med	Partner Billing Rate High	Partner Billing Rate Low	Partner Billing Rate Average	Partner Billing Rate Med	Assoc. Billing Rate High	Assoc. Billing Rate Low	Assoc. Billing Rate Average	Assoc. Billing Rate Med
Shohl		407										
DLA Piper	New York	3,348	\$585	\$615	\$1,120	\$530	\$747	\$730	\$730	\$320	\$508	\$510
Dorsey & Whitney	Minneapolis	567	\$426	\$405	\$810	\$295	\$526	\$525	\$465	\$190	\$294	\$275
Duane Morris	Philadelphia	629	\$503	\$500	\$875	\$375	\$575	\$570	\$530	\$225	\$365	\$365
Dykema Gossert	Detroit	333	\$406	\$400	\$665	\$310	\$482	\$485	\$395	\$260	\$309	\$305
Epstein Becker & Green	New York	300	\$428	\$425	\$850	\$350	\$519	\$500	\$550	\$195	\$341	\$325
Fitzpatrick, Cella, Harper & Scinto	New York	168			\$730	\$460		\$525	\$440	\$275		\$325
Ford & Harrison	Atlanta	173										
Fox Rothschild	Philadelphia	450	\$413	\$420	\$725	\$325	\$486	\$483	\$455	\$190	\$297	\$295
Frost Brown Todd	Cincinnati	401	\$296	\$295	\$515	\$205	\$340	\$340	\$265	\$150	\$200	\$200
Gardere Wynne Sewell	Dallas	265	\$435	\$450	\$815	\$380	\$550	\$550	\$500	\$225	\$325	\$320
Gibbons	Newark	199	\$505	\$450	\$725	\$400	\$563	\$505	\$475	\$285	\$380	\$320
Harris Beach	Rochester	176			\$390	\$275			\$260	\$160		
Hiscock & Barclay	Syracuse	174	\$269	\$240	\$750	\$195	\$304	\$265	\$350	\$150	\$207	\$195
Hodgson Russ	Buffalo	199			\$685	\$240	\$378	\$360	\$420	\$180	\$234	\$225
Holland & Knight	Washington	910	\$445	\$455	\$895	\$300	\$530	\$520	\$495	\$175	\$295	\$290



4th Edition Media Company

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Firm Name	Principal Location	Average FTE Attorneys	Firmwide Billing Rate Average	Firmwide Billing Rate High	Partner Billing Rate Low	Partner Billing Rate Average	Partner Billing Rate Med	Assoc. Billing Rate High	Assoc. Billing Rate Low	Assoc. Billing Rate Average	Assoc. Billing Rate Med
Hughes Hubbard & Reed	New York	300	\$633	\$990	\$625	\$828	\$800	\$695	\$270	\$536	\$510
Hunton & Williams	Richmond	855									
Husch Blackwell	St. Louis	551	\$341	\$850	\$225	\$395	\$390	\$425	\$175	\$226	\$210
Jackson Kelly	Charleston, WV	170	\$275	\$505	\$255	\$319	\$325	\$260	\$155	\$208	\$205
Jackson Lewis	White Plains	614									
Kaye Scholer	New York	425	\$661	\$1,080	\$685	\$831	\$835	\$705	\$310	\$519	\$525
Kelley Drye & Warren	New York	321	\$474	\$925	\$480	\$634	\$645	\$595	\$275	\$425	\$420
Knobbe Martens Olson & Bear	Irvine	268	\$439	\$735	\$415	\$525	\$500	\$495	\$295	\$346	\$345
Lane Powell	Seattle	180	\$405	\$645	\$340	\$460	\$450	\$360	\$225	\$295	\$285
Latham & Watkins	New York	1,931									
Lathrop & Gage	Kansas City, MO	281	\$337	\$735	\$275	\$390	\$390	\$410	\$205	\$246	\$245
Lewis, Rice & Fingersh	St. Louis	162	\$275	\$470	\$270			\$320	\$150		
Lowenstein Sandler	Roseland, NJ	249	\$478	\$895	\$435	\$613	\$595	\$660	\$250	\$400	\$390
Manatt, Phelps & Phillips	Los Angeles	322	\$602	\$850	\$540	\$676	\$670	\$550	\$215	\$464	\$500
McElroy, Deutsch,	Morristown, NJ	272	\$245	\$575	\$295	\$350	\$375	\$325	\$185	\$250	\$235



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Malveny & Carpenter												
McKenna Long & Aldridge	Atlanta	425	\$472	\$455	\$800	\$405	\$562	\$540	\$510	\$215	\$374	\$375
Michael Best & Friedrich	Milwaukee	208	\$321	\$310	\$650	\$245	\$413		\$310	\$205	\$241	
Miller & Martin	Chattanooga	184	\$313	\$325	\$610	\$240	\$369	\$375	\$275	\$185	\$215	\$215
Nelson Mullins Riley & Scarborough	Columbia, SC	399	\$318	\$310	\$850	\$220	\$412	\$400	\$350	\$170	\$255	\$250
Nexsen Pruet	Columbia, SC	178			\$550	\$235			\$265	\$170		
Orrick, Herrington & Sutcliffe	San Francisco	1,022										
Patton Boggs	Washington	512	\$546	\$540	\$990	\$410	\$659	\$645	\$570	\$240	\$410	\$415
Pepper Hamilton	Philadelphia	459			\$825	\$380	\$557		\$460	\$235	\$344	
Perkins Cole	Seattle	693	\$462		\$875	\$285	\$550	\$545	\$590	\$215	\$368	
Phelps Dunbar	New Orleans	280	\$236	\$225	\$465	\$190	\$281	\$275	\$245	\$150	\$189	\$190
Polsinelli Shughart	Kansas City, MO	466			\$630	\$275			\$335	\$205		
Reed Smith	Pittsburgh	1,449										
Saul Ewing	Philadelphia	220	\$431	\$450	\$750	\$350	\$502	\$490	\$495	\$245	\$326	\$300
Schulte Roth	New York		\$615	\$630	\$935	\$770	\$846	\$840	\$675	\$285	\$608	\$580



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[illegible]



2011 NLJ Billing Survey

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Firm Name	Principal Location	Average FTE Attorneys	Firmwide Billing Rate Average	Firmwide Billing Rate Med	Partner Billing Rate High	Partner Billing Rate Low	Partner Billing Rate Average	Partner Billing Rate Med	Assoc. Billing Rate High	Assoc. Billing Rate Low	Assoc. Billing Rate Average	Assoc. Billing Rate Med
Winstead	Dallas	265	\$406		\$680	\$365	\$477		\$410	\$215	\$301	
Winston & Strawn	Chicago	868	\$557	\$550	\$1,130	\$580	\$713	\$700	\$600	\$350	\$434	\$413
Wyatt, Tarrant & Combs	Louisville	181	\$312	\$350	\$500	\$240	\$325	\$375	\$275	\$180	\$220	\$235