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7 Attorneys for Plaintiff INA ROSSON and NAJUAH MUDAHY,
on behalf of themselves and others similarly situated

8 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
9 **FOR THE COUNTY OF SACRAMENTO**

10
11 ERIK HUFFMAN, NAJUAH MUDAHY, INA
12 ROSSON, JOANNE RODELLE LAWHORN
and MANUAL JOSEPH ORTEGON,
13 individuals, on behalf of themselves and on
14 behalf of all persons similarly situated and on
behalf of the State of California, as private
attorney general,

15 Plaintiffs,

16 v.

17 CENTENE MANAGEMENT COMPANY LLC,
18 a Limited Liability Company; HEALTH NET,
LLC, a Limited Liability Company and DOES 1
19 through 50, inclusive,

20 Defendants.
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Case No.: 34-2022-00322629

*[Assigned to the Hon. Lauri A. Damrell, Dept.
22]*

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

Hearing Information:

Date: September 5, 2025

Time: 9:00 AM

Dept.: 22

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 Ebrahimian, LLP, Counsel for Plaintiffs INA ROSSON and NAJUAH MUDAHY (“Plaintiffs”) in
6 this action, and I am an attorney assigned to work on this case. Based on my assignment to this case
7 and familiarity with the file in this matter; I have personal knowledge of the matters stated herein and
8 if called and sworn as a witness, I would and could competently testify under oath thereto. I am a
9 member in good standing of the bar of the State of California and all State and Federal District Courts
10 in California.

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

13 **EXPERIENCE OF CLASS COUNSEL**

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

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

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

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

1 discrimination, harassment and retaliation cases. Mr. Lavi has tried employment cases in State and
2 Federal court, and has argued before various Courts of Appeals, on employment issues such as
3 validity of Arbitration Agreements, Application of Res Judicata in class action cases, and other
4 employment issues. Mr. Lavi has been a panelist and/or speaker for various Employment Law
5 Continuing Legal Education Panels on issues of employment law trials, how to proceed and conduct
6 trials, and proving and winning punitive damages. Mr. Lavi has been named a Southern California
7 Super Lawyer in the area of Plaintiff's employment litigation for Class Actions from 2011-2025. Mr.
8 Lavi has settled dozens of wage and hour class actions and is currently Plaintiff's counsel in many
9 others. Some of the class actions that Mr. Lavi has handled against employers on wage and hour
10 issues and have been approved as class counsel include cases against the following: Kaiser
11 Permanente which settled for \$6,510,000.00; Hustler Casino which settled for \$980,000.00; Chevron
12 Stations Inc., which settled for \$4,500,000.00; Commerce Casino which settled for \$1,575,000.00;
13 BP West Cost Products, which settled for \$4,000,000.00; Kaiser Permanente which settled for
14 \$3,600,000.00, Fuddruckers (as lead counsel) which settled for \$900,000.00; Movado Retail Group,
15 Inc. (as lead counsel) which settled for \$728,000.00, Chuck-E-Cheese's (as lead counsel) which
16 settled for \$1,900,000.00; Aero-Electric Connector, Inc. (as lead counsel) which settled for
17 \$1,500,000.00; Clougherty Packing, LLC (as lead counsel) which settled for \$4,250,000.00; and
18 Gruma Corporation (as lead counsel) which Defendants' petition to the United States Supreme Court
19 in the matter was denied and the matter settled for \$2,300,000.00. Mr. Lavi has been approved as
20 class counsel by both Federal and California Courts. Mr. Lavi and the other attorneys at Lavi &
21 Ebrahimian who are available to assist me in this case if needed are fully capable of adequately and
22 fairly representing Plaintiff and the proposed class in this matter.

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

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

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

c. *Edlin, et al. v. Fuddruckers, Inc.*, United States District Court, Central District

1 of California, Case No. CV-07-3678-ABC;

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

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

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

8 g. *Seng Savang v. Club One Casino*; Fresno Superior Court Case No.
9 05CECG02189;

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

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

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

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

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

20 m *Arevalo v. Gruma Corporation*, Los Angeles Superior Court Case No.
21 BC410322;

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

24 o. *Cortez v. Trader Distribution Services*, Los Angeles Superior Court Case No.
25 BC397208;

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

28 q. *Del Toro v. Petco Animal Supplies, Inc.*, San Diego Superior Court Case No.

37-2009-00103626-CU-OE-CTL;

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

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

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

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

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

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

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

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

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

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

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

cc. *Gutierrez v. Visterra Credit Union*, Riverside Superior Court Case No. RIC10020183;

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

ee. *Lopez v. Tecno Industrial Engineering*, Los Angeles Superior Court Case No.

1 BC411134;

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

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

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

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

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

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

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

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

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

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

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

24 qq. *Taylor v. U.S. Healthworks Holding Company, Inc.*, Orange County Superior
25 Court Case No. 30-2011-00473505;

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

28 ss. *Zad-Behtooie v. Valley Village*, Los Angeles Superior Court Case No.

1 BC451490;

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

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

6 vv. *Bejar v. Exopack-Ontario, Inc.*, Orange County Superior Court Case No. 30-
7 2011-00518396-CU-OE-CXC;

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

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

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

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

16 ATTORNEYS' FEES

17 8. Our firm has made every effort to litigate this action in an efficient and cost-effective
18 manner. Following review of our case file and hours and discussions with counsel, our firm has spent
19 approximately 125.1 hours on this matter for a total unadjusted lodestar of \$98,655.00.

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

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

5 10. Throughout the course of this litigation, I have spent approximately 17.9 hours on this
6 matter. My unadjusted lodestar for my hours spent on this case amounts to approximately \$12,082.50
7 (17.9 x \$675.00 = \$12,082.50). Given my experience and the focus of my practice, if I were to charge
8 for my type of work by the hour my rate would be \$675 per hour. A \$675 rate is warranted based on
9 my years of experience in a highly specialized area of law and is in line with the respective Laffey
10 Matrix rates. (See **Exhibit 6** available at <http://www.laffeymatrix.com/see.html>.) California Courts
11 have applied the Laffey Matrix with adjustments to the specific California locality where the
12 Counsel's office is located based on "Locality Pay Tables." (*Syers Properties III, Inc. v. Rankin*
13 (2014) 226 Cal.App.4th 691, 695-696 [affirming fee award based on Laffey Matrix with upward 9
14 percent rate adjustment from D.C. area compared to San Francisco Bay Area based on Locality Pay
15 Tables]; *In re HPL Techs., Inc., Secs. Litig.* (N.D. Cal. April 22, 2005, No. C-02-3510 VRW) 365
16 F.Supp.2d 912, 921-922 [using Laffey Matrix with upward adjustment of 9 percent for San Francisco
17 based on difference between D.C. Area 's +15.98 locality pay compared to San Francisco's +26.39
18 percent locality pay differential from the federal courts' "Judiciary Salary Plan Pay Tables."].) Here,
19 Plaintiff's Counsel's offices are located in Los Angeles County. For 2025, the Locality Pay Tables
20 (and Judiciary Salary Plan Pay Tables referred to in *In re HPL Techs., Inc.*), state a 36.47% locality
21 payment for the Los Angeles-Long Beach, CA area, and a 33.95% locality payment for the
22 Washington-Baltimore-Arlington area, resulting in an increase of 2.52% for Los Angeles County.
23 (**Exhibits 7-8**) [2025 Locality Pay Tables for Washington-Baltimore-Arlington and Los Angeles-
24 Long Beach, CA available at [https://www.opm.gov/policy-data-oversight/pay-leave/salaries-](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/general-schedule/)
25 [wages/2025/general-schedule/](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/general-schedule/)]; (**Exhibits 9-10**) [Judiciary Salary Plan Pay Tables available at
26 <http://www.uscourts.gov/careers/compensation/judiciary-salary-plan-pay-rates>]; (**Exhibit 11**) [2025
27 Locality Pay Area Definitions defining counties within Los Angeles-Long Beach, CA area available
28 at [https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/)
[definitions/](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/)].) In applying the 2.52% locality increase for attorneys working in Los Angeles County
over the Washington-Baltimore area stated in the Laffey Matrix, the 2024/2025 Laffey Matrix states

1 the following relevant rates: \$485 for attorneys 1 to 3 years out of law school, \$595 for attorneys 4 to
2 7 years out of school, \$860 for attorneys 8 to 10 years out of school, \$972 for attorneys 11 to 19 years
3 out of law school and \$1,170 for attorneys 20 plus years out of law school.

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

13 12. Throughout the course of this litigation, partner Joseph Lavi estimates he has spent at
14 least 30.0 hours litigating this matter. Accordingly, Mr. Lavi's unadjusted lodestar in this matter is
15 \$30,000.00 (30.0 x \$1,000 = \$30,000.00). If Mr. Lavi were to charge a rate for this type of work by
16 the hour, given his experience and the focus of his practice, his current hourly rate would be \$1,000
17 per hour. A \$1,000 rate is warranted based on Mr. Lavi's years of experience in a highly specialized
18 area of law and is in line with the Laffey Matrix. This rate is also in line with other partners out of
19 law school and practicing for over 15 years in California as indicated by the 2014 and 2008 National
20 Law Journal Survey.

21 13. Throughout the course of this litigation, associate Vincent C. Granberry estimates he
22 has spent at least 59.5 hours litigating this matter. Accordingly, Mr. Granberry's unadjusted lodestar
23 in this matter is \$44,625.00 (59.5 x \$750 = \$44,625.00). If Mr. Granberry were to charge a rate for
24 this type of work by the hour, given his experience and the focus of his practice, his current hourly
25 rate would be \$750. Mr. Granberry is a graduate of the Sandra Day O'Connor College of Law at
26 Arizona State University and has been in practice since 2011. A \$750 rate is warranted based on Mr.
27 Granberry's years of experience in a highly specialized area of law and is in line with the Laffey
28 Matrix.

14. Throughout the course of this litigation, associate Brett D. Szmanda estimates he has
spent at least 1.4 hours litigating this matter. Accordingly, Mr. Szmanda's unadjusted lodestar in this

1 matter is \$945.00 ($1.4 \times \$675 = \945.00). If Mr. Szmanda were to charge a rate for this type of work
2 by the hour, given his experience and the focus of his practice, his current hourly rate would be \$675.
3 Mr. Szmanda is a graduate of the Whittier College School of Law and has been in practice since 2013.
4 A \$675 rate is warranted based on Mr. Szmanda's years of experience in a highly specialized area of
5 law and is in line with the Laffey Matrix.

6 15. I have also reviewed the files and billable records for Antonia Bliznets, a former
7 associate of Lavi & Ebrahimian, LLP, in this matter and Ms. Bliznets spent at least 3 hours litigating
8 this matter. Ms. Bliznets is no longer an associate with our firm. I am aware she graduated from
9 Southwestern University School of Law and has been licensed to practice law since 2022. If Ms.
10 Bliznets were to charge a rate for this type of work by the hour, given her experience, her current
11 hourly rate would be \$675 per hour. A \$675 rate is warranted based on Ms. Bliznets' experience in a
12 highly specialized area of law and is in line with the Laffey Matrix. Accordingly, Ms. Bliznets'
13 unadjusted lodestar in this matter is \$2,025.00 ($3 \times \$675 = \$2,025.00$).

14 16. I have also reviewed the files and billable records for Melissa Huether, a former
15 associate of Lavi & Ebrahimian, LLP, in this matter and Ms. Huether spent at least 13.3 hours
16 litigating this matter. Ms. Huether is no longer an associate with our firm. I am aware she graduated
17 from Loyola Law School and has been licensed to practice law since 2017. If Ms. Huether were to
18 charge a rate for this type of work by the hour, given her experience, her current hourly rate would
19 be \$675 per hour. A \$675 rate is warranted based on Ms. Huether's experience in a highly specialized
20 area of law and is in line with the Laffey Matrix. Accordingly, Ms. Huether's unadjusted lodestar in
21 this matter is \$8,977.50 ($13.3 \times \$675 = \$8,977.50$).

22 17. Lavi & Ebrahimian LLP is co-counsel with Blumenthal Nordrehaug Bhowmik De
23 Blouw LLP and James Hawkins APLC representing Plaintiffs in this Action and there is an agreement
24 to split the attorneys' fees recovered in this Action.

25 ATTORNEYS' COSTS

26 18. Our firm maintains all records regarding costs expended on each case. I have reviewed
27 the records of costs expended in this matter which total Seven Thousand Three Hundred Twenty-One
28 Dollars and Eight Cents (\$7,321.08). All costs were reasonably incurred in prosecution of the lawsuit
and paid on a contingency basis. A large portion of these costs were associated with filing fees for

1 this case, service of documents, and telephonic court appearances; the remainder was reasonably
2 incurred in prosecution of the lawsuit.

3 EXHIBITS

4 19. Attached as Exhibit 1 to this declaration is a true and correct copy of the Lavi &
5 Ebrahimiian Costs for Plaintiff Rosson.

6 20. Attached as Exhibit 2 to this declaration is a true and correct copy of the Lavi &
7 Ebrahimiian Costs for Plaintiff Mudahy.

8 21. Attached as Exhibit 2 to this declaration is a true and correct copy of the Lavi &
9 Ebrahimiian Billable.

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

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

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

16 25. Attached as Exhibit 7 to this declaration is a true and correct copy of the 2025 Locality
17 Pay Table for Washington-Baltimore-Arlington available at [https://www.opm.gov/policy-data-](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2025/DCB.pdf)
18 [oversight/pay-leave/salaries-wages/salary-tables/pdf/2025/DCB.pdf](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2025/DCB.pdf).

19 26. Attached as Exhibit 8 to this declaration is a true and correct copy of the 2025 Locality
20 Pay Table for Los Angeles-Long Beach, CA available at [https://www.opm.gov/policy-data-](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2025/LA.pdf)
21 [oversight/pay-leave/salaries-wages/salary-tables/pdf/2025/LA.pdf](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2025/LA.pdf).

22 27. Attached as Exhibit 9 to this declaration is a true and correct copy of the Judiciary
23 Salary Plan Pay Table for Washington-Baltimore-Arlington available at
https://www.uscourts.gov/sites/default/files/2024-12/jsp_washington_2025.pdf.

24 28. Attached as Exhibit 10 to this declaration is a true and correct copy of the Judiciary
25 Salary Plan Pay Table for Los Angeles-Long Beach, CA available at
26 https://www.uscourts.gov/sites/default/files/2024-12/jsp_los_angeles_2025.pdf.

27 29. Attached as Exhibit 11 to this declaration is a true and correct copy of 2025 Locality
28 Pay Area Definitions defining counties within Los Angeles-Long Beach, CA area available at

1 [https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/#LosAngeles-LongBeachCA)
2 [definitions/#LosAngeles-LongBeachCA.](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/#LosAngeles-LongBeachCA)

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

5 Dated: August 11, 2025

/s/ Eve Howe
Eve Howe, Esq.

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“EXHIBIT 1”

COSTS AND FEES ADVANCED BY LAVI & EBRAHIMIAN, LLP

DATE	ITEM	COST
	SETTLEMENT AMOUNT	\$
N/A	Copying	\$13.50
N/A	Scanning	\$13.50
N/A	Mail	\$50.01
	LOS ANGELES SUPERIOR COURT	
05/10/2023	Summons and Complaint (Class)	\$1,435.00
09/07/2023	Summons and Complaint (Paga)	\$435.00
	DDS LEGAL SERVICES	
07/07/2023	Filing of Process of Summons for Centene Management Company, LLC, and Process of Summons for Health Net (Class)	\$104.95
08/01/2023	Filing Plaintiff's Notice of Order Re: Complex Determination and Notice of Case Reassignment (Class)	\$104.95
09/06/2023	Filing of Summons and Complaint (Paga)	\$148.45
10/05/2023	Filing of Notice and Acknowledgment for Defendant Health Net, LLC and Centene Management Company, LLC (Class)	\$104.95
10/05/2024	Filing of Notice and Acknowledgment for Defendant Health Net, LLC and Centene Management Company, LLC (Paga)	\$104.95
10/05/2023	Filing of Paying Complex Fees to Sacramento Superior Court (Class)	\$216.95
10/05/2023	Filing of Notice of Min Order and Notice of Case Reassignment (Paga)	\$104.95
11/13/2023	Filing of Notice of Case Management Conference and Order Re: Complex Case Management Procedures (Paga)	\$104.95
02/28/2024	Filing of Plaintiff Ina Rosson's Notice of Department Relocation (Class)	\$32.90
02/28/2024	Filing of Plaintiff Ina Rosson's Notice of Department Relocation (Paga)	\$32.90
04/15/2024	Filing of Notice of Remote Appearance (Class)	\$32.90
	DEPARTMENT OF INDUSTRIAL RELATIONS	
05/09/2023	Paga Initial Filing Fee (Paga)	\$75.00
	Total Costs, fees and expenses	\$3,115.81

“Exhibit 2”

COSTS AND FEES ADVANCED BY LAVI & EBRAHIMIAN, LLP

DATE	ITEM	COST
	SETTLEMENT AMOUNT	\$
N/A	Copying	\$15.50
N/A	Scanning	\$15.50
N/A	Mail	\$63.47
	LOS ANGELES SUPERIOR COURT	
11/29/2022	Summons and Complaint Filing Fee (Class)	\$1,435.00
02/03/2023	Summons and Complaint Filing Fee (Paga)	\$435.00
	DDS LEGAL SERVICES	
11/29/2022	Filing of Summons and Complaint (Class)	\$77.20
12/02/2022	Filing of Process of Service for Defendant Centene Management Company, LLC (Class)	\$154.90
12/02/2022	Filing of Process of Service for Defendant Health Net, LLC (Class)	\$65.00
12/07/2022	Process Service of Summons for defendant Heath Net, LLC and Centene Management Company, LLC (Class)	\$34.15
02/07/2023	Chambers Copy (Class)	\$109.95
02/03/2023	Filing of Summons and Complaint (Paga)	\$47.20
03/20/2023	Filing of Notice and Acknowledgment of Receipt to Centene Management (Paga)	\$34.15
06/28/2023	Filing of Case Management Statement (Paga)	\$34.15
	ABRAMS, MAH & KAHN	
09/05/2023	Reporting Service (Class)	\$1,609.10
	DEPARTMENT OF INDUSTRIAL RELATIONS	
11/29/2022	PAGA Initial Filing Fee	\$75.00
	Total Costs, fees and expenses	\$4,205.27

“Exhibit 3”

DATE	NAME	DESCRIPTION	HOURS
9/14/2022	JL	Mudahy Intake	1.0
11/15/2022	JL	Draft Mudahy Retainer and Initial Retainer Documents (13 Pgs.)	0.3
11/15/2022	JL	Review, Discuss, Execute w/ Mudahy Retainer and Initial Retainer Documents (13 Pgs.)	0.4
12/07/2022	JL	Draft Mudahy Revised Retainer and Initial Retainer Documents (13 Pgs.)	0.3
12/07/2022	JL	Review, Discuss, Execute w/ Mudahy Revised Retainer and Initial Retainer Documents (13 Pgs.)	0.4
11/29/2022	MH	Draft. Mudahy Complaint for Damages and Restitution (32 Pgs.)	4.0
11/29/2022	MH	Final Review and File. Mudahy Complaint for Damages and Restitution (32 pgs.)	0.4
11/29/2022	VG	Review. Notice of Case Assignment	0.1
11/29/2022	VG	[PAGA] Draft. PAGA Notice Letter (21 Pgs.)	2.0
11/29/2022	VG	[PAGA] Final Review and Mail. PAGA Notice Letter (21 Pgs.)	0.2
01/04/2023	JL	Rosson Intake	1.0
01/04/2023	JL	Draft Rosson Retainer and Initial Retainer Documents (15 Pgs.)	0.3
01/04/2023	JL	Review, Discuss, Execute w/ Rosson Retainer and Initial Retainer Documents (15 Pgs.)	0.4
02/03/2023	MH	[PAGA] Draft. Mudahy PAGA Complaint (13 Pgs.)	2.0
02/03/2023	VG	Review. Notice of Case Assignment	0.1
03/08/2023	MH	Draft. Mudahy Initial Disclosures (5 Pgs.)	0.5
03/17/2023	VG	Review. Defendant's Initial Disclosures (6 Pgs.)	0.2
04/19/2023	JL	Review. Rosson's Document Production- Research from Prior Counsel (400 Pgs.)	7.0
04/19/2023	JL	Review. Rosson's Document Production- Clock Records (8 Pgs.)	0.2
04/19/2023	JL	Review. Rosson's Document Production- Summary of Issues (6 Pgs.)	0.6
04/19/2023	JL	Review. Rosson's Document Production- Emails from Employer (4 Pgs.)	0.2
04/19/2023	JL	Research. Defendant Research – CA SOS (4 Pgs.)	0.1
04/19/2023	JL	Research. Defendant Research – Glassdoor (2 Pgs.)	0.1
04/19/2023	JL	Research. Defendant Research – Hoovers (3 Pgs.)	0.1
04/25/2023	VG	Review. Defendant's Answer to Mudahy PAGA Complaint (14 Pgs.)	0.5
05/25/2023	MH	Draft. Rosson Complaint for Damages and Restitution (32 Pgs.)	4.0
05/08/2023	MH	Final Review and File. Rosson Complaint for Damages and Restitution (32 pgs.)	0.4
05/09/2023	VG	[PAGA] Draft. PAGA Notice Letter (15 Pgs.)	2.0

05/09/2023	VG	[PAGA] Final Review and Mail. PAGA Notice Letter (15 Pgs.)	0.2
05/09/2023	VG	Email Communication w/ LWDA re Submission of PAGA Notice	0.1
05/09/2023	MH	Draft. Centene RFP Mudahy Class (10 Pgs.)	1.0
05/09/2023	MH	Draft. Healthnet RFP Mudahy Class (10 Pgs.)	1.0
05/10/2023	VG	Review. Court's Notice of Case Assignment and Case Management Conference (2 Pgs.)	0.1
06/20/2023	VG	Review. Defendant Centene Management Company, LLC and Health Net, LLC's Answer to Unverified Class Action Complaint (14 Pgs.)	2.0
06/23/2023	VG	Review. Defendant's CMS in Mudahy PAGA Matter	0.2
06/27/2023	VG	Draft. CMS in Mudahy PAGA Matter	0.5
06/30/2023	VG	Review. Centene Response to RFP (Set 1) (32 Pgs.)	1.0
06/30/2023	VG	Review. Healthnet Response to RFP (Set 1) (31 Pgs.)	1.0
07/14/2023	VG	Review. Def. RFA Mudahy PAGA (3 Pgs.)	0.2
07/14/2023	VG	Review. Def. FROG Mudahy PAGA (8 Pgs.)	0.5
07/14/2023	VG	Draft. PMQ Depo Notice Mudahy Class (13 Pgs.)	1.0
07/14/2023	AB	[PAGA] 1 st Draft. Rosson PAGA Complaint (13 Pgs.)	2.0
07/14/2023	AB	[PAGA] 2 nd Draft. Rosson PAGA Complaint (13 Pgs.)	0.5
07/20/2023	VG	Review. Court's Minute Order re Complex Determination and Complex Fees	0.1
07/20/2023	VG	Review. Notice of Case Reassignment- Dept. 28 (2 Pgs.)	0.1
07/24/2023	VG	Draft. Amended PMQ Depo Notice Mudahy Class (15 Pgs.)	1.0
07/26/2023	VG	Research. Local Rules CD CAL (167 Pgs.)	1.5
07/27/2023	VG	Research. Williams v. Amazon Serv. LLC (5 Pgs.)	0.5
07/31/2023	VG	Review. HIPPA Security Standards (17 Pgs.)	0.3
08/01/2023	VG	Final Review. Rosson Notice of Order re Complex Determination and Notice of Case Reassignment (10 Pgs.)	0.2
08/02/2023	VG	Filed. Rosson Notice of Order re Complex Determination and Notice of Case Reassignment (10 Pgs.)	0.1
08/07/2023	VG	Research. Mabanta v. Prime NOW LLC (7 Pgs.)	0.5
08/09/2023	VG	Review. Mudahy Class Produced Discovery (844 Pgs.)	16.0
08/09/2023	VG	Review. Mudahy Class Excel Timesheet Records (1606 Rows)	4.0
08/09/2023	VG	Review. Mudahy Class Excel Timesheet and Pay Detail (601 Rows)	2.0
08/09/2023	JL	Review. Documents for Mudahy Deposition (17 Pgs.)	1.5
08/09/2023	JL	Deposition Preparation: Mudahy	4.0
08/11/2023	VG	Research. Administrative Exemption Article (9 Pgs.)	0.5
08/17/2023	VG	Review. Notice of Case Management Conference and Orders re: Complex Case Management Procedures (10 Pgs.)	0.3
09/06/2023	AB	[PAGA] Final Draft. Rosson PAGA Complaint (13 Pgs.)	0.3

09/07/2023	VG	[PAGA] Review. Notice of Case Management Conference and Notice of Case Assignment (2 Pgs.)	0.1
09/07/2023	VG	[PAGA] Draft. Notice and Acknowledgement of Receipt- Civil on Defendant Centene Management Company, LLC (1 Pg.)	0.1
09/07/2023	VG	[PAGA] Draft. Notice and Acknowledgement of Receipt- Civil on Defendant Health Net, LLC (1 Pg.)	0.1
09/07/2023	VG	[PAGA] Final Review. Notice and Acknowledgement of Receipt- Civil on Defendant Centene Management Company, LLC (1 Pg.)	0.1
09/07/2023	VG	[PAGA] Final Review. Notice and Acknowledgement of Receipt- Civil on Defendant Health Net, LLC (1 Pg.)	0.1
09/25/2023	VG	[PAGA] Review. Notice of Case Reassignment (2 Pgs.)	0.1
09/25/2023	VG	[PAGA] Review. Court's Minute Order re Complex Determination (3 Pgs.)	0.1
09/27/2023	VG	[PAGA] Fully Executed. Notice and Acknowledgement of Receipt- Civil on Defendant Centene Management Company, LLC (1 Pg.)	0.1
09/27/2023	VG	[PAGA] Fully Executed. Notice and Acknowledgement of Receipt- Civil on Defendant Health Net, LLC (1 Pg.)	0.1
10/05/2023	VG	[PAGA] Filed. Notice and Acknowledgement of Receipt- Civil on Defendant Centene Management Company, LLC	0.1
10/05/2023	VG	[PAGA] Filed. Notice and Acknowledgement of Receipt- Civil on Defendant Health Net, LLC (1 Pg.)	0.1
10/05/2023	VG	[PAGA] Draft. Rosson Notice of Minute Order re Complex Determination; Notice of Reassignment	0.2
10/05/2023	VG	[PAGA] Final Review. Rosson Notice of Minute Order re Complex Determination; Notice of Reassignment (10 Pgs.)	0.1
10/10/2023	VG	[PAGA] Review. Notice of Case Management Conference and Orders re: Complex Case Management Procedures (9 Pgs.)	0.3
10/11/2023	VG	Email Communication w/ Co-Counsel re Email Rosson	0.1
10/27/2023	VG	[PAGA] Review. Defendant Centene Management Company, LLC and Health Net, LLC's Answer to Unverified Class Action Complaint (14 Pgs.)	2.0
11/10/2023	VG	[PAGA] Draft. Rosson Notice of Case Management Conference and Orders re: Complex Case Management Procedures (13 Pgs.)	0.3
11/13/2023	VG	[PAGA] Final Review. Rosson Notice of Case Management Conference and Orders re: Complex Case Management Procedures (13 Pgs.)	0.1
11/14/2023	VG	[PAGA] Filed. Rosson Notice of Case Management Conference and Orders re: Complex Case Management Procedures (13 Pgs.)	0.1
01/09/2024	VG	Review. Notice of Department Relocation (2 Pgs.)	0.1

01/09/2024	VG	[PAGA] Review. Notice of Department Relocation (2 Pgs.)	0.1
01/30/2024	VG	Draft. Rosson Notice of Order re Complex Determination and Notice of Case Reassignment (3 Pgs.)	0.1
02/28/2024	VG	Draft. Rosson Notice of Department Relocation (2 Pgs.)	0.1
02/28/2024	VG	[PAGA] Draft. Rosson Notice of Department Relocation (2 Pgs.)	0.1
02/28/2024	VG	Final Review. Rosson Notice of Department Relocation (6 Pgs.)	0.1
02/28/2024	VG	[PAGA] Final Review. Rosson Notice of Department Relocation (6 Pgs.)	0.1
02/28/2024	VG	Filed. Rosson Notice of Department Relocation (6 Pgs.)	0.1
02/28/2024	VG	[PAGA] Filed. Rosson Notice of Department Relocation (6 Pgs.)	0.1
04/03/2024	JL	Draft. Mediation Disclosure (2 Pg.)	0.2
04/03/2024	JL	Draft. Mediation Disclosure Addendum (1 Pg.)	0.1
04/03/2024	JL	Final Review. Mediation Disclosure + Mediation Disclosure Addendum (3 Pgs.)	0.1
04/03/2024	EH	Review. Joint Case Management Statement (3 Pgs.)	0.2
04/15/2024	BS	Case Review	1.0
04/15/2024	BS	Draft. Notice of Remote Appearance (3 Pgs.)	0.2
04/15/2024	BS	Final Review. Notice of Remote Appearance (3 Pgs.)	0.1
04/15/2024	BS	Filed. Notice of Remote Appearance (3 Pgs.)	0.1
04/24/2024	VG	Review. Rosson's Document Production-Paystubs, W-2 Form, etc. (400 Pgs.)	7.0
04/24/2024	JL	Draft. Plaintiffs' Facts for Mediation Brief (1 Pg.)	0.5
04/24/2024	JL	Review. Plaintiffs Mediation Brief (7 Pgs.)	2.0
04/30/2024	JL	Attend Mediation	8.0
04/30/2024	VG	Attend Mediation	8.0
04/30/2024	JL	Review. Email Communication w/ Mediator re Parties Agreed to Settle	0.1
04/30/2024	JL	Internal Communication re Clients Approval of Mediator's Proposal	0.2
05/13/2024	JL	Review- Memorandum of Understanding (8 Pgs.)	0.2
05/13/2024	JL	Discuss w/ Clients and Sign- Memorandum of Understanding (8 Pgs.)	0.2
05/14/2024	VG	Draft. Joint Case Management Conference Statement; and Request to Continue; Proposed Order (5 Pgs.)	0.2
05/29/2024	EH	Review. Tentative Case Management Order (1 Pg.)	0.1
05/30/2024	EH	Review. Court's Minute Order re Further Conference Scheduled for August 30, 2024 (2 Pgs.)	0.1
05/30/2024	EH	[PAGA] Review. Court's Minute Order re Further Conference scheduled for August 30, 2024 (2 Pgs.)	0.1
06/05/2024	EH	Review/Edit 1 st Draft. Class Action and PAGA Settlement Agreement (31 Pgs.)	2.0

06/06/2024	VG	5 Email Communications re: Setting up Preliminary Approval Hearing	0.1
06/13/2024	EH	Review. Cost letter	0.2
06/19/2024	EH	3 Email Communications re Circulating Final Drafts after Revisions	0.2
06/20/2024	EH	Review. Proposed Stipulation for leave File First Amended Class and Representation Action Complaint	0.2
06/24/2024	AB	Call w/ Client Rosson requesting Status	0.2
08/14/2024	EH	Review. Class and PAGA Settlement Agreement	1.5
08/15/2024	EH	Review. Joint Report	0.1
08/16/2024	EH	2 Email Communication re Follow up on Drafts for Hoffman	0.1
08/19/2024	EH	Review. Exhibits to Settlement Agreement	0.5
08/26/2024	EH	Draft. Joint Stipulation and [Proposed] Order to Dismiss the Federal Class Action in Mudahy	1.0
08/26/2024	EH	[PAGA] Draft. CIV-110 Dismissal (2 Pgs.)	0.3
08/30/2024	EH	Review. Tentative Case Management Order- Case Management Conference Continued to December 13, 2024 (1 Pg.)	0.1
09/13/2024	EH	Review. 2 nd Draft. Class and PAGA Settlement Agreement (31 Pgs.)	0.5
10/30/2024	EH	Review. 3 rd Draft. Class Action and PAGA Settlement Agreement (31 Pgs.)	0.5
11/12/2024	EH	Draft. CIV-110 (Mudahy PAGA Matter)	0.3
11/12/2024	EH	Final Review. Class Action and PAGA Settlement Agreement (31 Pgs.)	0.3
11/18/2024	JL	Final Review and Sign. Class Action and PAGA Settlement Agreement (31 Pgs.)	0.5
11/25/2024	EH	Review. Joint CMC Statement (4 Pgs.)	0.3
12/12/2024	EH	2 Email Communication re Tentative in Consolidated Cases	0.1
02/07/2025	EH	Review. 1 st Draft. Notice of Motion and Motion for Preliminary Approval of Class Action Settlement; [Proposed] Order [34 Pgs.]	1.5
02/14/2025	EH	Draft. Declaration of Ina Rosson in Support of Preliminary Approval of Class Action Settlement (4 Pgs.)	0.5
02/14/2025	EH	Draft. Declaration of Najuah Mudahy in Support of Preliminary Approval of Class Action Settlement (4 Pgs.)	0.5
02/14/2025	EH	Draft. Declaration of Eve Howe in Support of Preliminary Approval of Class Action Settlement (8 Pgs.)	1.5
02/18/2025	EH	Email Communication re PAGA Notices for Rosson and Mudahy	0.1
02/19/2025	EH	Draft. Rosson's Request for Dismissal of Class Action Allegations from the Complaint without Prejudice pursuant to California Rules of Court Rule 3.770 and Dismissal of Individual Claims with Prejudice w/	1.0

		Proposed Order (8 Pgs.)	
02/19/2025	EH	Draft Declaration of Eve Howe in Support of Rosson's Request for Dismissal of Class Action Allegations from the Complaint without Prejudice pursuant to California Rules of Court Rule 3.770 and Dismissal of individual Claims with Prejudice (4 pgs.)	0.3
02/24/2025	EH	3 Email Communication from Defendant Requesting Status of Request for Dismissals	0.2
02/26/2025	EH	Review. Draft Joint Case Management Conference Statement	0.1
03/13/2025	EH	Review. Tentative Granting re Motion for Preliminary Approval (12 Pgs.)	0.2
03/14/2025	EH	Review. Court's Minute Order re Hearing on Motion for Preliminary Approval of Settlement (13 Pgs.)	0.1
04/09/2025	EH	7 Email Communication re Escalator Clause being calculated incorrectly	0.5
06/02/2025	EH	Review. APEX Class Action Administration (3 Pgs.)	0.1
06/02/2025	EH	Review. Class Preliminary Calculations [Excel Sheet]	0.2
06/05/2025	EH	Review. Minute Order re Continuance of Motion for Final Approval of Settlement and Case Management Conference to September 5, 2025	0.1
06/05/2025	EH	Review. Draft Joint Stipulation to Continue Final Approval Hearing Dates and Adjust Administration Expenses Payment, Order (5 Pgs.)	0.2
06/05/2025	EH	Review. APEX Class Action Administration-Timeline (3 Pgs.)	0.1
06/19/2025	EH	Review. Class Action Administration-Settlement Report (1 Pg.)	0.1
06/30/2025	EH	Review. Class Action Administration-Settlement Report (1 Pg.)	0.1
07/17/2025	EH	Review. Class Action Administration-Settlement Report (1 Pg.)	0.1
07/24/2025	EH	Review. Class Action Administration-Settlement Report (1 Pg.)	0.1
07/31/2025	EH	Review. Class Action Administration-Settlement Report (1 Pg.)	0.1
08/04/2025	EH	Draft. Declaration of Eve Howe in Support of Final Approval of Class Action Settlement (8 Pgs.)	0.5
08/04/2025	EH	Review. Guidelines for Approval of Class Action and/or Private Attorney General Act (12 Pgs.)	0.5
08/04/2025	EH	Review. Draft Notice of Motion and Motion for Final Approval of Class Settlement and Award of Attorneys' Fees, Costs and Service Awards; [Proposed] Order (32 Pgs.)	0.5

“Exhibit 4”

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NLJ'S BILLING SURVEY

Select a Firm

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

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... And the Bottom

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

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

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NLJ'S BILLING SURVEY

Select a Firm

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

Cooley

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

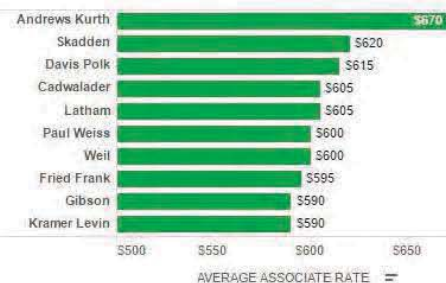
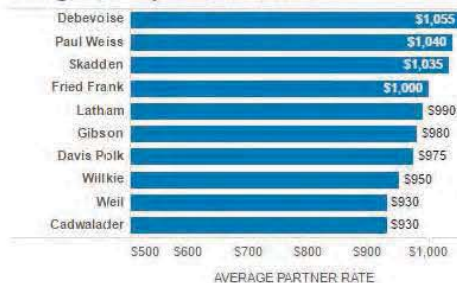


By the Numbers: The Firms Report Their Billing Rates

Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Kaye Scholer	New York	433	\$1,100	\$850	\$715	\$620	\$570	\$225
Kramer Levin	New York	328	\$1,025	\$800	\$675	\$600	\$550	\$200
Hogan Lovells	Washington	2,099	\$1,000	\$800	\$675	\$600	\$550	\$200
Kasowitz Benson	New York	280	\$1,000	\$800	\$675	\$600	\$550	\$200
Kirkland & Ellis	Chicago	1,471	\$950	\$750	\$625	\$550	\$500	\$175
Cooley	Palo Alto, Calif.	632	\$990	\$820	\$660	\$630	\$525	\$160
Arnold & Porter	Washington	700	\$950	\$750	\$625	\$550	\$500	\$175
Paul Hastings	New York	288	\$900	\$700	\$575	\$500	\$450	\$150
Curtis, Mallet-Prevost	New York	670	\$850	\$650	\$525	\$450	\$400	\$125
Winston & Strawn	Chicago	800	\$800	\$600	\$475	\$400	\$350	\$125
Bingham McCutchen	Boston	600	\$1,000	\$750	\$625	\$550	\$500	\$175
Akin Gump	Washington	800	\$1,000	\$750	\$625	\$550	\$500	\$175
Covington & Burling	Washington	770	\$900	\$700	\$575	\$500	\$450	\$150
King & Spalding	Atlanta	800	\$900	\$700	\$575	\$500	\$450	\$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

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

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

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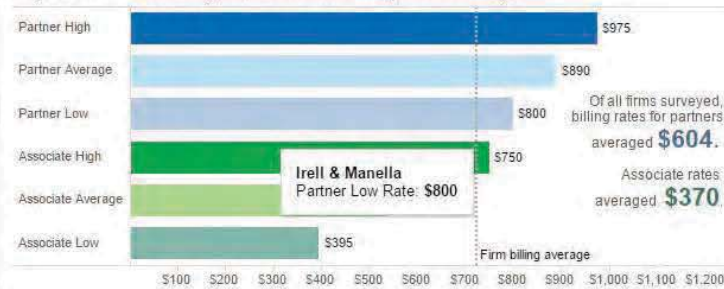
NLJ'S BILLING SURVEY

Select a Firm

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

Irell & Manella

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



By the Numbers: The Firms Report Their Billing Rates

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

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 ...



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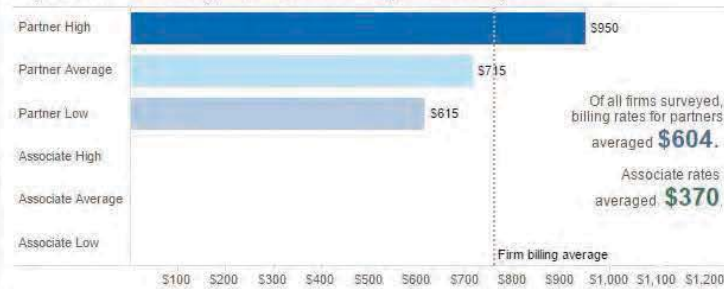
NLJ'S BILLING SURVEY

Select a Firm

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

O'Melveny & Myers

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



By the Numbers: The Firms Report Their Billing Rates

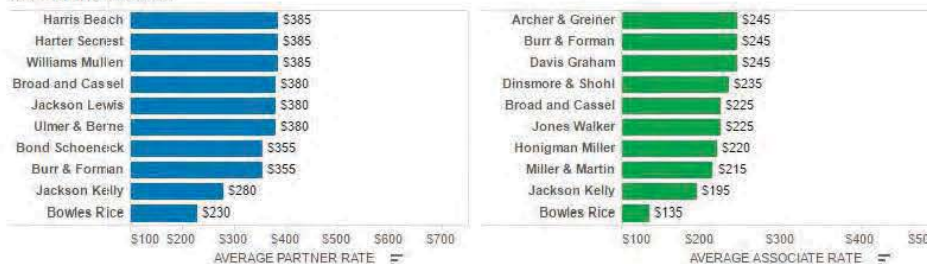
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Baker & McKenzie	Chicago	1,000	\$1,050	\$750	\$550	\$600	\$400	\$250
Dickstein Shapiro	Washington	800	\$1,050	\$750	\$550	\$600	\$400	\$250
Jenner & Block	Chicago	4,100	\$1,050	\$750	\$550	\$600	\$400	\$250
Jones Day	New York	3,900	\$1,050	\$750	\$550	\$600	\$400	\$250
Manatt Phelps	Los Angeles	900	\$1,050	\$750	\$550	\$600	\$400	\$250
Seward & Kissel	New York	900	\$1,050	\$750	\$550	\$600	\$400	\$250
O'Melveny & Myers	Los Angeles	738	\$950	\$715	\$615	\$595	\$370	\$230
McDermott Will	Chicago	1,000	\$1,050	\$750	\$550	\$600	\$400	\$250
Reed Smith	Pittsburgh	1,000	\$1,050	\$750	\$550	\$600	\$400	\$250
Dentons	N/A**	1,000	\$1,050	\$750	\$550	\$600	\$400	\$250
Jeffer Mangels	Los Angeles	900	\$1,050	\$750	\$550	\$600	\$400	\$250
Sheppard Mullin	Los Angeles	900	\$1,050	\$750	\$550	\$600	\$400	\$250
Alston & Bird	Atlanta	900	\$1,050	\$750	\$550	\$600	\$400	\$250
Foley Hoag	Boston	900	\$1,050	\$750	\$550	\$600	\$400	\$250

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

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NLJ'S BILLING SURVEY

Select a Firm

- ☐ McElroy Deutsch
- ☐ McGuireWoods
- ☐ McKenna Long
- ☐ Michael Best
- ☐ Miles & Stockbridge
- ☐ Miller & Martin
- ☐ Morgan Lewis
- ☐ Morris Manning
- ☐ Morrison & Foerster
- ☐ Nixon Peabody
- ☐ Norton Rose
- ☐ Nutter McInnenn
- ☐ 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	\$885	\$625	\$305	\$675	\$310	\$170
Kelley Drye	New York	238	\$415	\$345	\$245	\$385	\$245	\$135
Gardere Wynne	Dallas	235	\$775	\$625	\$305	\$675	\$310	\$170
Pepper Hamilton	Philadelphia	403	\$845	\$625	\$305	\$675	\$310	\$170
Orrick Herrington	San Francisco	977	\$945	\$625	\$305	\$675	\$310	\$170
Stevens & Lee	Reading, Pa.	167	\$845	\$625	\$305	\$675	\$310	\$170
Duane Morris	Philadelphia	800	\$775	\$625	\$305	\$675	\$310	\$170
Morgan Lewis	Philadelphia	1,334	\$775	\$625	\$305	\$675	\$310	\$170
Troutman Sanders	Atlanta	1,275	\$775	\$625	\$305	\$675	\$310	\$170
Allen Matkins	Los Angeles	167	\$645	\$525	\$245	\$575	\$245	\$135
Katten Muchin	Chicago	380	\$775	\$625	\$305	\$675	\$310	\$170
Lowenstein Sandler	Roseland, N.J.	204	\$775	\$625	\$305	\$675	\$310	\$170
Seyfarth Shaw	Chicago	1,000	\$845	\$625	\$305	\$675	\$310	\$170
Buchalter Niermer	Los Angeles	104	\$625	\$525	\$245	\$575	\$245	\$135

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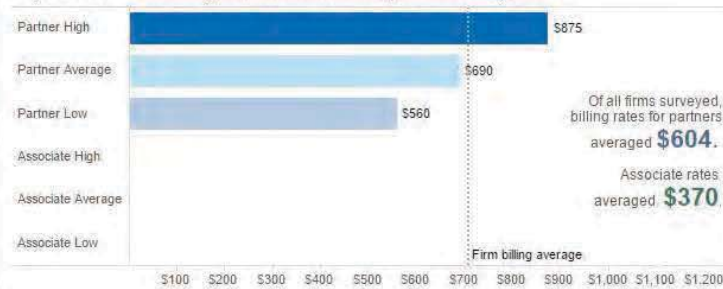
NLJ'S BILLING SURVEY

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

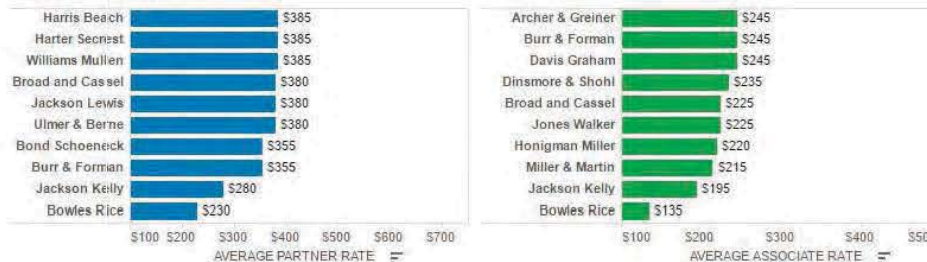
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Baker & McKenzie	Chicago	1,100	\$1,100	\$700	\$500	\$600	\$400	\$300
Dickstein Shapiro	Washington	800	\$1,000	\$600	\$400	\$500	\$300	\$200
Jenner & Block	Chicago	4,100	\$1,000	\$600	\$400	\$500	\$300	\$200
Jones Day	New York	2,100	\$1,000	\$600	\$400	\$500	\$300	\$200
Manatt Phelps	Los Angeles	1,100	\$1,000	\$600	\$400	\$500	\$300	\$200
Seward & Kissel	New York	1,100	\$1,000	\$600	\$400	\$500	\$300	\$200
O'Melveny & Myers	Los Angeles	1,100	\$1,000	\$600	\$400	\$500	\$300	\$200
McDermott Will	Chicago	1,100	\$1,000	\$600	\$400	\$500	\$300	\$200
Reed Smith	Pittsburgh	1,100	\$1,000	\$600	\$400	\$500	\$300	\$200
Dentons	N/A**	1,100	\$1,000	\$600	\$400	\$500	\$300	\$200
Jeffer Mangels	Los Angeles	126	\$875	\$690	\$560			
Sheppard Mullin	Los Angeles	1,100	\$1,000	\$600	\$400	\$500	\$300	\$200
Alston & Bird	Atlanta	1,100	\$1,000	\$600	\$400	\$500	\$300	\$200
Foley Hoag	Boston	1,100	\$1,000	\$600	\$400	\$500	\$300	\$200

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

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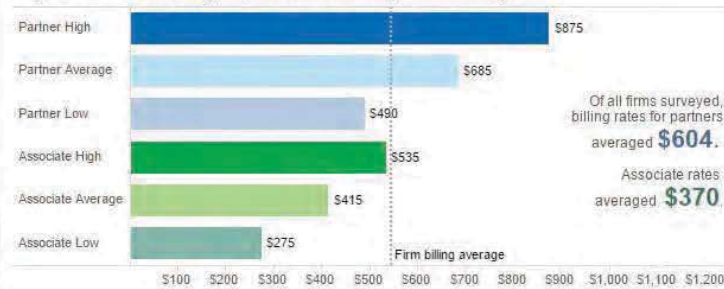
NLJ'S BILLING SURVEY

Select a Firm

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

Sheppard, Mullin, Richter & Hampton

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

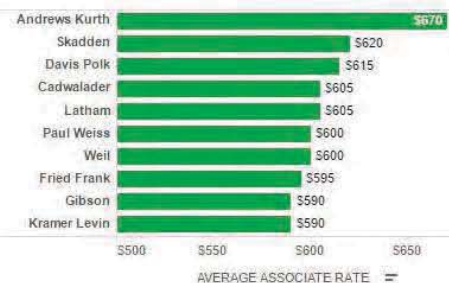
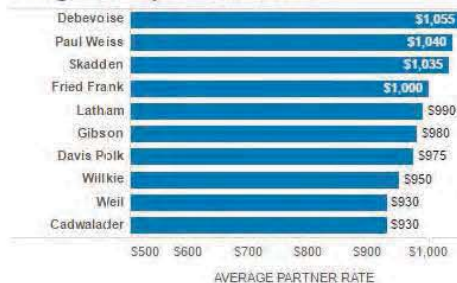


By the Numbers: The Firms Report Their Billing Rates

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

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NLJ'S BILLING SURVEY

Select a Firm

- ☐ Ballard Spahr
- ☐ Barnes & Thornburg
- ☐ Benesh 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

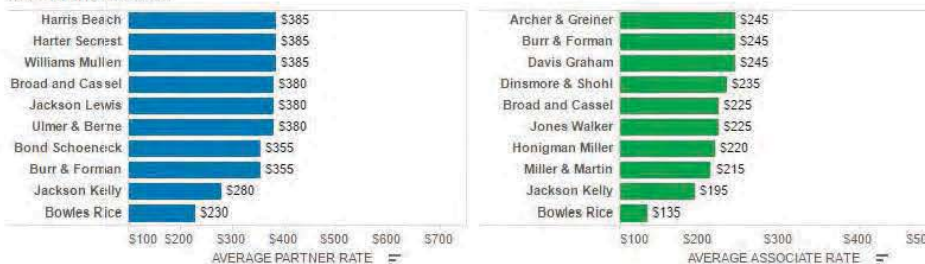
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Seyfarth Shaw	Chicago	731	\$695	\$611	\$475	\$375	\$365	\$350
Buchalter Nemer	Los Angeles	134	\$695	\$605	\$475	\$375	\$365	\$350
Carlton Fields	Tampa, Fla.	276	\$611	\$605	\$475	\$375	\$365	\$350
Foley & Lardner	Milwaukee	872	\$695	\$605	\$475	\$375	\$365	\$350
Perkins Coie	Seattle	822	\$695	\$605	\$475	\$375	\$365	\$350
Vinson & Elkins	Houston	877	\$695	\$605	\$475	\$375	\$365	\$350
Holland & Knight	Washington	808	\$695	\$605	\$475	\$375	\$365	\$350
McGuireWoods	Richmond, Va.	841	\$695	\$605	\$475	\$375	\$365	\$350
Bryan Cave	St. Louis	808	\$695	\$605	\$475	\$375	\$365	\$350
Nutter McClennen	Boston	736	\$695	\$605	\$475	\$375	\$365	\$350
Gibbons	Newark, N.J.	286	\$695	\$605	\$475	\$375	\$365	\$350
Cozen O'Connor	Philadelphia	881	\$695	\$605	\$475	\$375	\$365	\$350
Knobbe Martens	Irvine, Calif.	208	\$695	\$605	\$475	\$375	\$365	\$350
Kilpatrick Townsend	Atlanta	850	\$695	\$605	\$475	\$375	\$365	\$350

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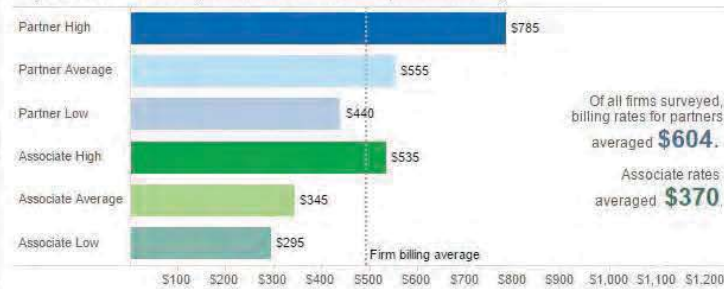
NLJ'S BILLING SURVEY

Select a Firm

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

Knobbe, Martens, Olson & Bear

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



By the Numbers: The Firms Report Their Billing Rates

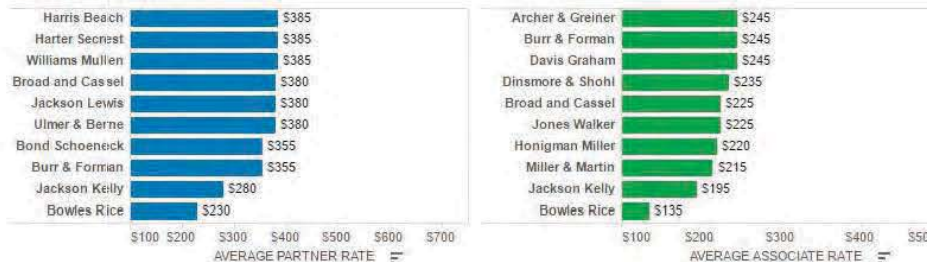
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Gibbons	Newark, N.J.	240	\$785	\$555	\$440	\$535	\$345	\$295
Cozen O'Connor	Philadelphia	240	\$785	\$555	\$440	\$535	\$345	\$295
Knobbe Martens	Irvine, Calif.	268	\$785	\$555	\$440	\$535	\$345	\$295
Kilpatrick Townsend	Atlanta	240	\$785	\$555	\$440	\$535	\$345	\$295
Littler Mendelson	San Francisco	240	\$785	\$555	\$440	\$535	\$345	\$295
Edwards Wildman	Boston	240	\$785	\$555	\$440	\$535	\$345	\$295
Thompson & Knight	Dallas	240	\$785	\$555	\$440	\$535	\$345	\$295
Fox Rothschild	Philadelphia	240	\$785	\$555	\$440	\$535	\$345	\$295
McCarter & English	Newark, N.J.	240	\$785	\$555	\$440	\$535	\$345	\$295
McKenna Long	Atlanta	240	\$785	\$555	\$440	\$535	\$345	\$295
Saul Ewing	Philadelphia	240	\$785	\$555	\$440	\$535	\$345	\$295
Brownstein Hyatt	Denver	240	\$785	\$555	\$440	\$535	\$345	\$295
Lindquist & Vennum	Minneapolis	240	\$785	\$555	\$440	\$535	\$345	\$295
Nixon Peabody	Boston	240	\$785	\$555	\$440	\$535	\$345	\$295

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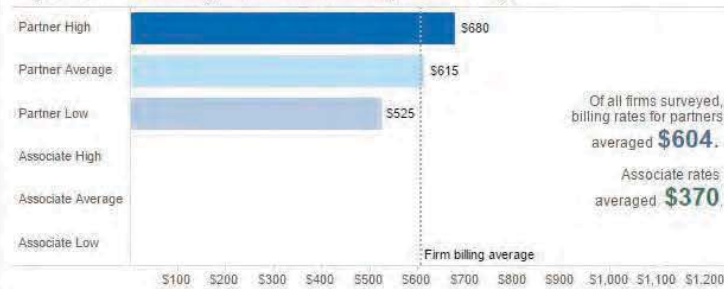
NLJ'S BILLING SURVEY

Select a Firm

- ☐ Adams and Reese
- ☐ Akerman Senterfitt
- ☐ Akin Gump
- ☒ Allen Matkins
- ☐ Alston & Bird
- ☐ Andrews Kurth
- ☐ Archer & Greiner
- ☐ Arent Fox
- ☐ Arnall Golden
- ☐ Arnold & Porter
- ☐ Arnstein & Lehr
- ☐ Baker & Hostetler
- ☐ Baker & McKenzie
- ☐ Baker Donelson
- ☐ Ballard Spahr
- ☐ Barnes & Thornburg

Allen Matkins Leck Gamble Mallory & Natsis

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



By the Numbers: The Firms Report Their Billing Rates

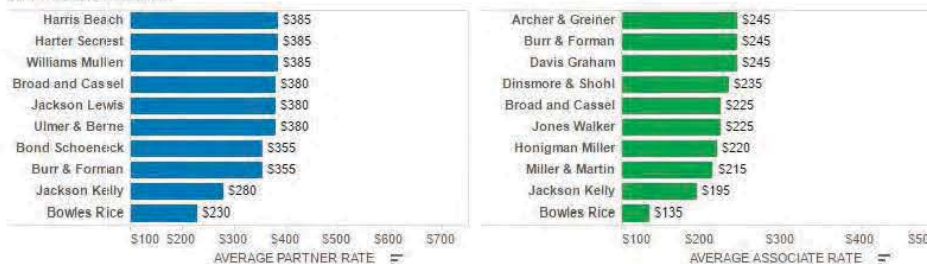
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Blank Rome	Philadelphia	187	\$680	\$615	\$525	\$370	\$370	\$370
Kelley Drye	New York	187	\$680	\$615	\$525	\$370	\$370	\$370
Gardere Wynne	Dallas	187	\$680	\$615	\$525	\$370	\$370	\$370
Pepper Hamilton	Philadelphia	187	\$680	\$615	\$525	\$370	\$370	\$370
Orrick Herrington	San Francisco	187	\$680	\$615	\$525	\$370	\$370	\$370
Stevens & Lee	Reading, Pa.	187	\$680	\$615	\$525	\$370	\$370	\$370
Duane Morris	Philadelphia	187	\$680	\$615	\$525	\$370	\$370	\$370
Morgan Lewis	Philadelphia	187	\$680	\$615	\$525	\$370	\$370	\$370
Troutman Sanders	Atlanta	187	\$680	\$615	\$525	\$370	\$370	\$370
Allen Matkins	Los Angeles	187	\$680	\$615	\$525	\$370	\$370	\$370
Katten Muchin	Chicago	187	\$680	\$615	\$525	\$370	\$370	\$370
Lowenstein Sandler	Roseland, N.J.	187	\$680	\$615	\$525	\$370	\$370	\$370
Seyfarth Shaw	Chicago	187	\$680	\$615	\$525	\$370	\$370	\$370
Buchalter Nierier	Los Angeles	187	\$680	\$615	\$525	\$370	\$370	\$370

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

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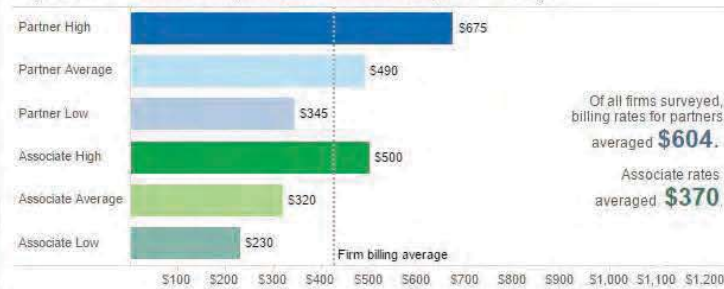
NLJ'S BILLING SURVEY

Select a Firm

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

Rutan & Tucker

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



By the Numbers: The Firms Report Their Billing Rates

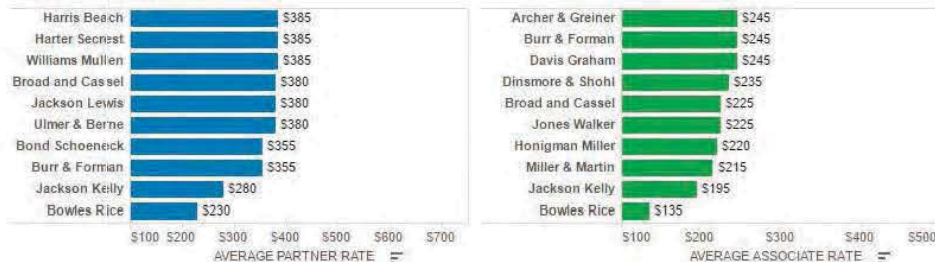
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Archer & Greiner	Phoenix	100	\$675	\$490	\$345	\$500	\$320	\$230
Arnall Golden	Atlanta	100	\$675	\$490	\$345	\$500	\$320	\$230
Rutan & Tucker	Costa Mesa, Calif.	139	\$675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

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

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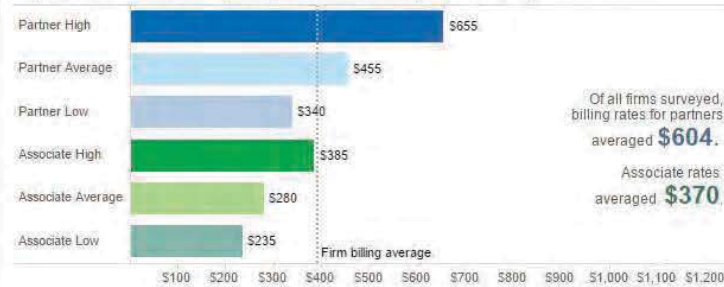
NLJ'S BILLING SURVEY

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

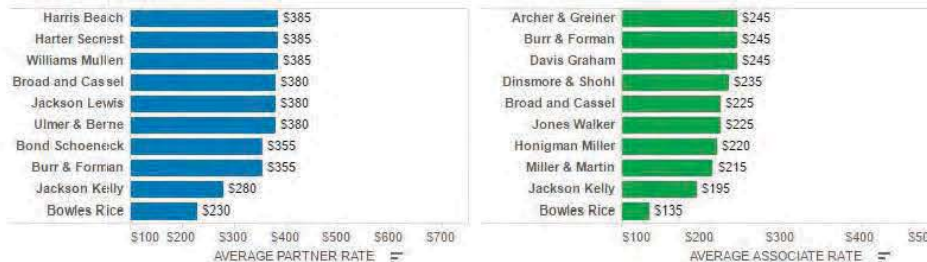
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Quarles & Brady	Milwaukee	475	\$650	\$450	\$350	\$380	\$275	\$210
Arnstein & Lehr	Chicago	1,100	\$650	\$450	\$350	\$380	\$275	\$210
Waller Lansden	Nashville, Tenn.	1,000	\$650	\$450	\$350	\$380	\$275	\$210
Benesch Friedlander	Cleveland	750	\$650	\$450	\$350	\$380	\$275	\$210
Best Best	Riverside, Calif.	175	\$655	\$455	\$340	\$385	\$280	\$235
Faegre Baker	Minneapolis	850	\$650	\$450	\$350	\$380	\$275	\$210
Riker Danzig	Morristown, N.J.	650	\$650	\$450	\$350	\$380	\$275	\$210
Baker & Hostetler	Cleveland	1,100	\$650	\$450	\$350	\$380	\$275	\$210
Ice Miller	Indianapolis	1,100	\$650	\$450	\$350	\$380	\$275	\$210
Parker Poe	Charlotte, N.C.	1,100	\$650	\$450	\$350	\$380	\$275	\$210
Michael Best	Milwaukee	1,100	\$650	\$450	\$350	\$380	\$275	\$210
Butzel Long	Bloomfield Hills, Mich.	750	\$650	\$450	\$350	\$380	\$275	\$210
McElroy Deutsch	Morristown, N.J.	750	\$650	\$450	\$350	\$380	\$275	\$210
Thompson Coburn	St. Louis	750	\$650	\$450	\$350	\$380	\$275	\$210

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

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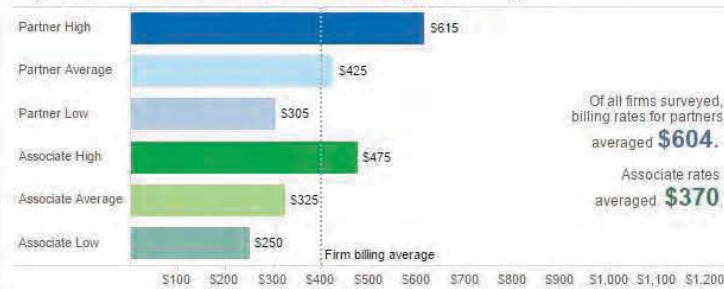
NLJ'S BILLING SURVEY

Select a Firm

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

Sedgwick

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



By the Numbers: The Firms Report Their Billing Rates

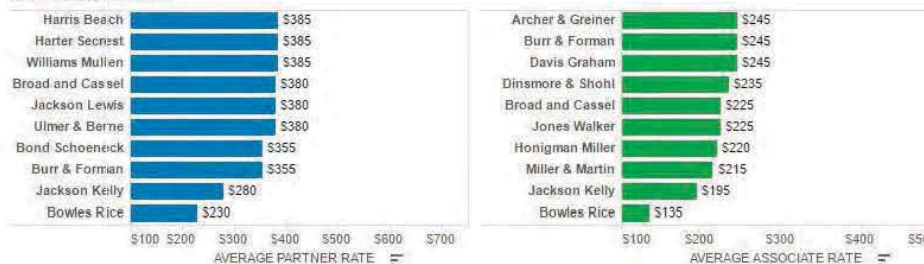
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Andrus & Han	Denver	250	\$575	\$400	\$275	\$450	\$350	\$275
Bradley Arant	Birmingham, Ala.	250	\$575	\$400	\$275	\$450	\$350	\$275
Husch Blackwell	St. Louis	250	\$575	\$400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

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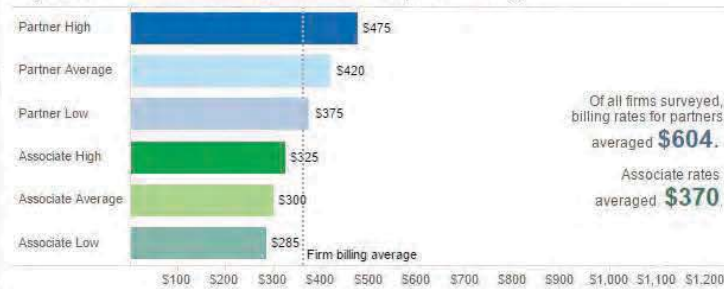
NLJ'S BILLING SURVEY

Select a Firm

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

Gordon & Rees

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



By the Numbers: The Firms Report Their Billing Rates

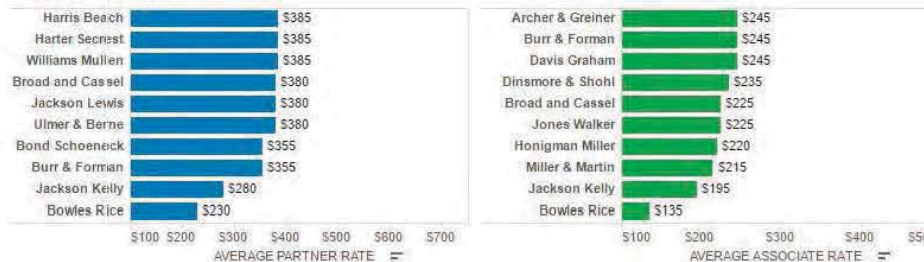
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Andrus & Han	Denver	125	\$475	\$420	\$375	\$325	\$300	\$285
Bradley Arant	Birmingham, Ala.	125	\$475	\$420	\$375	\$325	\$300	\$285
Husch Blackwell	St. Louis	125	\$475	\$420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

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NLJ'S BILLING SURVEY

Select a Firm

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

Jackson Lewis

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



By the Numbers: The Firms Report Their Billing Rates

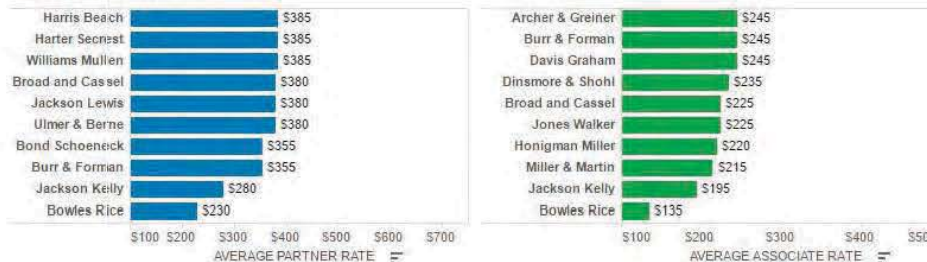
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Honigman Miller	Detroit	327	\$330	\$280	\$230	\$250	\$220	\$190
Varnum	Grand Rapids, Mich.	154	\$275	\$230	\$190	\$200	\$180	\$160
Harris Beach	Rochester, N.Y.	204	\$260	\$220	\$180	\$200	\$180	\$160
Harter Secrest	Rochester, N.Y.	154	\$260	\$220	\$180	\$200	\$180	\$160
Jones Walker	New Orleans	380	\$275	\$230	\$190	\$200	\$180	\$160
Miller & Martin	Chattanooga, Tenn.	150	\$275	\$230	\$190	\$200	\$180	\$160
Williams Mullen	Richmond, Va.	330	\$275	\$230	\$190	\$200	\$180	\$160
Broad and Cassel	Orlando, Fla.	450	\$275	\$230	\$190	\$200	\$180	\$160
Jackson Lewis	Los Angeles	690	\$440	\$380	\$310	\$315	\$290	\$275
Ulmer & Berne	Cleveland	178	\$275	\$230	\$190	\$200	\$180	\$160
Bond Schoeneck	Syracuse, N.Y.	184	\$275	\$230	\$190	\$200	\$180	\$160
Burr & Forman	Birmingham, Ala.	240	\$275	\$230	\$190	\$200	\$180	\$160
Jackson Kelly	Charleston, W.Va.	280	\$275	\$230	\$190	\$200	\$180	\$160
Bowles Rice	Charleston, W.Va.	150	\$275	\$230	\$190	\$200	\$180	\$160

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“Exhibit 5”

THE NATIONAL LAW JOURNAL

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A nationwide sampling of law firm billing rates

December 08, 2008

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

The 2008 NLJ Billing Survey is available in downloadable Excel format from ALM Research.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Fox Rothschild (440), Philadelphia

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

Fredrikson & Byron (233), Minneapolis

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

Frost Brown Todd (342), Cincinnati

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

Gardere Wynne Sewell (281), Dallas

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

Gibbons (230), Newark, N.J.

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

GrayRobinson (213), Orlando, Fla.

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

Greenberg Traurig (1,840), New York

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

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

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

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

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

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

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

Hogan & Hartson (1,175), Washington

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

Holland & Hart (406), Denver

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

Holme Roberts & Owen (228), Denver

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

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

Partners \$515-\$795

Associates \$275-\$510

Hughes Hubbard & Reed (334), New York

Partners \$625-\$875

Associates \$270-\$600

Husch Blackwell Sanders (629), St. Louis

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

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

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

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

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

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

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

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

Partners \$250-\$595

Associates \$180-\$405

Jenner & Block (482), Chicago

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

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

Jones, Walker, Waechter, 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)

Phelps Dunbar (258), New Orleans

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

Phillips Lytle (179), Buffalo, N.Y.

Partners \$250-\$475 (average \$334, median \$330)
Associates \$155-\$355 (average \$230, median \$220)
Firmwide (average \$288, median \$300)

Polsinelli Shalton Flanigan Suelthaus (304), Kansas City, Mo.

Partners \$250-\$600
Associates \$175-\$275

Quarles & Brady (450), Milwaukee

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

Reed Smith (1,558*), Pittsburgh

Partners \$375-\$900 (average \$626, median \$585)
Associates \$235-\$580 (average \$423, median \$390)
Firmwide (average \$441, median \$425)

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

Robinson & Cole (215), Hartford, Conn.

Partners \$320-\$650 (average \$436, median \$440)
Associates \$210-\$350 (average \$276, median \$275)
Firmwide (average \$346, median \$350)

Roetzel & Andress (227), Akron, Ohio

Partners \$225-\$500 (average \$333, median \$325)
Associates \$170-\$295 (average \$219, median \$215)
Firmwide (average \$292, median \$300)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Stoel Rives (350), Portland, Ore.

Partners \$290-\$550

Associates \$170-\$365

Strasburger & Price (194), Dallas

Partners \$300-\$580

Associates \$185-\$395

Firmwide (average \$334)

Sullivan & Worcester (182), Boston

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

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

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

Sutherland Asbill & Brennan (429), Atlanta

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

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

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

Taft Stettinius & Hollister (337), Cincinnati

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

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

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

Thompson Coburn (344), St. Louis

Partners \$295-\$555

Associates \$170-\$400

Thompson Hine (396), Cleveland

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

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

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

Thompson & Knight (458), Dallas

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

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

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

Ulmer & Berne (176), Cleveland

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

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

Firmwide (average \$262)

Vedder Price (265), Chicago

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

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

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

Venable (569), Washington

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

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

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

White & Case (2,205), New York

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

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

Firmwide (average \$513)

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

Partners \$360-\$600

Associates \$215-\$375

Williams Mullen (326), Richmond, Va.

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

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

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

Winstead (281), Dallas

Partners \$365-\$655 (average \$465)
Associates \$215-\$385 (average \$282)
Firmwide (average \$390)

Winston & Strawn (1,004), Chicago

Partners \$400-\$975 (average \$622)
Associates \$210-\$625 (average \$376)
Firmwide (average \$448)

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

Partners \$285-\$750 (average \$448, median \$450)
Associates \$140-\$370 (average \$275, median \$275)
Firmwide (average \$248, median \$200)

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

Partners \$225-\$450 (average \$340, median \$345)
Associates \$180-\$255 (average \$210, median \$210)
Firmwide (average \$300, median \$310)

“Exhibit 6”

LAFFEY MATRIX

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			Years Out of Law School *				
Year	Adjustmt Factor**	Paralegal/ Law Clerk	1-3	4-7	8-10	11-19	20 +
6/01/24- 5/31/25	1.080182	\$258	\$473	\$581	\$839	\$948	\$1141
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)

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

Salary Table 2025-DCB
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 33.94%
For the Locality Pay Area of Washington-Baltimore-Arlington, DC-MD-VA-WV-PA
Total Increase: 2.22%
Effective January 2025

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	\$ 29,949	\$ 30,954	\$ 31,949	\$ 32,941	\$ 33,935	\$ 34,516	\$ 35,502	\$ 36,495	\$ 36,535	\$ 37,463
2	33,675	34,476	35,592	36,535	36,945	38,031	39,117	40,203	41,290	42,376
3	36,745	37,969	39,194	40,418	41,642	42,866	44,090	45,315	46,539	47,763
4	41,247	42,622	43,998	45,374	46,749	48,125	49,500	50,876	52,251	53,627
5	46,148	47,685	49,223	50,761	52,298	53,836	55,373	56,911	58,449	59,986
6	51,442	53,157	54,871	56,586	58,300	60,014	61,729	63,443	65,158	66,872
7	57,164	59,070	60,976	62,882	64,788	66,694	68,600	70,506	72,412	74,318
8	63,307	65,418	67,529	69,639	71,750	73,861	75,972	78,083	80,194	82,305
9	69,923	72,254	74,584	76,915	79,246	81,576	83,907	86,237	88,568	90,898
10	77,001	79,567	82,133	84,700	87,266	89,832	92,399	94,965	97,531	100,097
11	84,601	87,420	90,239	93,059	95,878	98,698	101,517	104,337	107,156	109,975
12	101,401	104,781	108,162	111,543	114,923	118,304	121,684	125,065	128,446	131,826
13	120,579	124,599	128,619	132,638	136,658	140,677	144,697	148,716	152,736	156,755
14	142,488	147,238	151,987	156,737	161,486	166,236	170,985	175,735	180,484	185,234
15	167,603	173,190	178,776	184,363	189,950	195,200 *	195,200 *	195,200 *	195,200 *	195,200 *

* 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 2025 Locality Pay Area Definitions page:
<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>

“Exhibit 8”

Salary Table 2025-LA
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 36.47%
For the Locality Pay Area of Los Angeles-Long Beach, CA
Total Increase: 2.17%
Effective January 2025

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	\$ 30,515	\$ 31,538	\$ 32,552	\$ 33,563	\$ 34,576	\$ 35,168	\$ 36,173	\$ 37,184	\$ 37,225	\$ 38,171
2	34,311	35,127	36,264	37,225	37,643	38,749	39,856	40,963	42,070	43,176
3	37,439	38,687	39,934	41,181	42,429	43,676	44,923	46,171	47,418	48,665
4	42,026	43,427	44,829	46,231	47,632	49,034	50,435	51,837	53,238	54,640
5	47,019	48,586	50,153	51,719	53,286	54,853	56,419	57,986	59,553	61,119
6	52,414	54,161	55,908	57,654	59,401	61,148	62,895	64,642	66,389	68,135
7	58,244	60,186	62,128	64,070	66,012	67,954	69,896	71,838	73,780	75,722
8	64,503	66,653	68,804	70,955	73,106	75,256	77,407	79,558	81,709	83,859
9	71,244	73,619	75,993	78,368	80,742	83,117	85,492	87,866	90,241	92,615
10	78,455	81,070	83,685	86,300	88,914	91,529	94,144	96,759	99,373	101,988
11	86,199	89,071	91,944	94,817	97,689	100,562	103,435	106,307	109,180	112,053
12	103,316	106,760	110,205	113,649	117,094	120,538	123,983	127,427	130,872	134,317
13	122,857	126,953	131,048	135,144	139,239	143,334	147,430	151,525	155,621	159,716
14	145,180	150,019	154,858	159,697	164,536	169,376	174,215	179,054	183,893	188,733
15	170,769	176,461	182,153	187,845	193,538	195,200 *	195,200 *	195,200 *	195,200 *	195,200 *

* 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 2025 Locality Pay Area Definitions page:
<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>

“Exhibit 9”

JUDICIARY SALARY PLAN
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA - Table DCB
33.94% Locality Payment Included
Effective January 13, 2025

Grade	1	2	3	4	5	6	7	8	9	10
1	\$29,949	\$30,954	\$31,949	\$32,941	\$33,935	\$34,516	\$35,502	\$36,495	\$36,535	\$37,463
2	\$33,675	\$34,476	\$35,592	\$36,535	\$36,945	\$38,031	\$39,117	\$40,203	\$41,290	\$42,376
3	\$36,745	\$37,969	\$39,194	\$40,418	\$41,642	\$42,866	\$44,090	\$45,315	\$46,539	\$47,763
4	\$41,247	\$42,622	\$43,998	\$45,374	\$46,749	\$48,125	\$49,500	\$50,876	\$52,251	\$53,627
5	\$46,148	\$47,685	\$49,223	\$50,761	\$52,298	\$53,836	\$55,373	\$56,911	\$58,449	\$59,986
6	\$51,442	\$53,157	\$54,871	\$56,586	\$58,300	\$60,014	\$61,729	\$63,443	\$65,158	\$66,872
7	\$57,164	\$59,070	\$60,976	\$62,882	\$64,788	\$66,694	\$68,600	\$70,506	\$72,412	\$74,318
8	\$63,307	\$65,418	\$67,529	\$69,639	\$71,750	\$73,861	\$75,972	\$78,083	\$80,194	\$82,305
9	\$69,923	\$72,254	\$74,584	\$76,915	\$79,246	\$81,576	\$83,907	\$86,237	\$88,568	\$90,898
10	\$77,001	\$79,567	\$82,133	\$84,700	\$87,266	\$89,832	\$92,399	\$94,965	\$97,531	\$100,097
11	\$84,601	\$87,420	\$90,239	\$93,059	\$95,878	\$98,698	\$101,517	\$104,337	\$107,156	\$109,975
12	\$101,401	\$104,781	\$108,162	\$111,543	\$114,923	\$118,304	\$121,684	\$125,065	\$128,446	\$131,826
13	\$120,579	\$124,599	\$128,619	\$132,638	\$136,658	\$140,677	\$144,697	\$148,716	\$152,736	\$156,755
14	\$142,488	\$147,238	\$151,987	\$156,737	\$161,486	\$166,236	\$170,985	\$175,735	\$180,484	\$185,234
15	\$167,603	\$173,190	\$178,776	\$184,363	\$189,950	\$195,200 **	\$195,200 **	\$195,200 **	\$195,200 **	\$195,200 **
16	\$196,568	\$203,120	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *
17	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *
18	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *

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

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

“Exhibit 10”

JUDICIARY SALARY PLAN
Los Angeles-Long Beach, CA - Table LA
36.47% Locality Payment Included
Effective January 13, 2025

Grade	1	2	3	4	5	6	7	8	9	10
1	\$30,515	\$31,538	\$32,552	\$33,563	\$34,576	\$35,168	\$36,173	\$37,184	\$37,225	\$38,171
2	\$34,311	\$35,127	\$36,264	\$37,225	\$37,643	\$38,749	\$39,856	\$40,963	\$42,070	\$43,176
3	\$37,439	\$38,687	\$39,934	\$41,181	\$42,429	\$43,676	\$44,923	\$46,171	\$47,418	\$48,665
4	\$42,026	\$43,427	\$44,829	\$46,231	\$47,632	\$49,034	\$50,435	\$51,837	\$53,238	\$54,640
5	\$47,019	\$48,586	\$50,153	\$51,719	\$53,286	\$54,853	\$56,419	\$57,986	\$59,553	\$61,119
6	\$52,414	\$54,161	\$55,908	\$57,654	\$59,401	\$61,148	\$62,895	\$64,642	\$66,389	\$68,135
7	\$58,244	\$60,186	\$62,128	\$64,070	\$66,012	\$67,954	\$69,896	\$71,838	\$73,780	\$75,722
8	\$64,503	\$66,653	\$68,804	\$70,955	\$73,106	\$75,256	\$77,407	\$79,558	\$81,709	\$83,859
9	\$71,244	\$73,619	\$75,993	\$78,368	\$80,742	\$83,117	\$85,492	\$87,866	\$90,241	\$92,615
10	\$78,455	\$81,070	\$83,685	\$86,300	\$88,914	\$91,529	\$94,144	\$96,759	\$99,373	\$101,988
11	\$86,199	\$89,071	\$91,944	\$94,817	\$97,689	\$100,562	\$103,435	\$106,307	\$109,180	\$112,053
12	\$103,316	\$106,760	\$110,205	\$113,649	\$117,094	\$120,538	\$123,983	\$127,427	\$130,872	\$134,317
13	\$122,857	\$126,953	\$131,048	\$135,144	\$139,239	\$143,334	\$147,430	\$151,525	\$155,621	\$159,716
14	\$145,180	\$150,019	\$154,858	\$159,697	\$164,536	\$169,376	\$174,215	\$179,054	\$183,893	\$188,733
15	\$170,769	\$176,461	\$182,153	\$187,845	\$193,538	\$195,200 **	\$195,200 **	\$195,200 **	\$195,200 **	\$195,200 **
16	\$200,281	\$206,957	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *
17	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *
18	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *

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

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

“Exhibit 11”

Laredo, TX

Texas

Place Name	FIPS
Jim Hogg County, TX	48247
La Salle County, TX	48283
Webb County, TX	48479

Las Vegas-Henderson, NV-AZ

Nevada

Place Name	FIPS
Clark County, NV	32003
Nye County, NV	32023

Arizona

Place Name	FIPS
Mohave County, AZ	04015

Los Angeles-Long Beach, CA

California

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