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Attorneys for Plaintiff Ryan Crowe and others similarly situated

**SUPERIOR COURT OF CALIFORNIA
IN AND FOR THE COUNTY OF LOS ANGELES**

CHRISTIAN SOLIS, RENE A. SORTO,
AKILA DAVENPORT, PEARL
PALACIOS, CHRISTIAN FERNANDEZ,
and RYAN CROWE, as individuals and on
behalf of all others similarly situated,

Plaintiffs,

v.

WORLDWIDE FLIGHT SERVICES,
INC., a Delaware corporation; and DOES
1-100, inclusive,

Defendants.

Case No.: 22STCV04332

Assigned for All Purposes to:
Hon. Timothy Patrick Dillon
Dept. SSC-15

**DECLARATION OF ERIC J. NAESSIG
SUPPORT OF MOTION FOR FINAL
APPROVAL OF CLASS ACTION AND
PAGA SETTLEMENT AND REQUEST FOR
ATTORNEY'S FEES AND COSTS**

Date: September 10, 2026
Time: 10:00 a.m.
Dept.: SSC-15

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1. I am an attorney licensed to practice law in the state of California and have been admitted to practice before this Court. I am an attorney with the law firm Lavi & Ebrahimi, LLP, counsel for Plaintiff Ryan Crowe (“Plaintiff”) in this action, and I am an attorney assigned to work on this case. Based on my assignment to this case and familiarity with the file and action in this matter, I have personal knowledge of the matters stated herein and if called and sworn as a witness, I would and could competently testify under oath thereto. I am a member in good standing of all State Courts and the Federal Central District Court of California.

EXPERIENCE OF CLASS COUNSEL

4. I am familiar with the practice of Lead Counsel Joseph Lavi having worked as an associate with Lavi & Ebrahimian, LLP starting July 2024, which has often included reviewing declarations in support of motions for attorneys' fees and/or to seek appointment as Class Counsel. Mr. Lavi graduated from law school in 2000 and has handled numerous cases in all aspects of employment and labor law, including state and federal class actions, wrongful termination, discrimination, harassment and retaliation cases. Mr. Lavi has tried both labor and employment cases in State and Federal court, and has argued before various Court of Appeals, on employment issues such as validity of Arbitration Agreements, Application of Res Judicata in class action cases as well as other employment issues. Mr. Lavi has also been a panelist and/or speaker for various Employment Law Continuing Legal Education Panels on issues of employment law trials, how to proceed and conduct trials as well as proving and winning punitive damages. Mr. Lavi has also been named a

1 Southern California Super Lawyer in the area of plaintiffs' employment litigation – class action from
2 2011-2022. Some of the class actions that Mr. Lavi has handled against employers on wage and hour
3 issues and have been approved as class counsel consisted of Kaiser Permanente which settled for
4 \$6,510,000.00; Hustler Casino which settled for \$980,000.00; Chevron Stations Inc., which settled
5 for \$4,500,000.00; Commerce Casino which settled for \$1,575,000.00; BP West Coast Products,
6 which settled for \$4,000,000.00; Kaiser Permanente which settled for \$3,600,000.00, Fuddruckers
7 (as lead counsel) which settled for \$900,000.00; Movado Retail Group, Inc. (as lead counsel) which
8 settled for \$728,000.00, Chuck-E-Cheese's (as lead counsel) which settled for \$1,900,000.00; Aero-
9 Electric Connector, Inc. (as lead counsel) which settled for \$1,500,000.00; Clougherty Packing, LLC
10 (as lead counsel) which settled for \$4,250,000.00; and Gruma Corporation (as lead counsel) which
11 defendant's petition to the United States Supreme Court in the matter was denied and the matter
12 settled for \$2,300,000.00. There are numerous other class actions that Mr. Lavi has settled as well as
13 pending ones. He and members of the firm have been approved as class counsel by both federal and
14 state Courts. Mr. Lavi, myself, and the other attorneys at Lavi & Ebrahimian who are available to
15 assist us in this case if needed, are fully capable of adequately and fairly representing Plaintiff and
16 the proposed class in this matter.

17 5. Lavi & Ebrahimian, LLP, has been appointed Class Counsel in over 50 contested
18 proceedings including the following:

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

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

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

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

27 e. *Bustamante, et al. v. Teamone Employment Specialists*, Los Angeles Superior

1 Court Case No. BC383266;

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

4 g. *Seng Savang v. Club One Casino*; Fresno Superior Court Case No.
5 05CECG02189;

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

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

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

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

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

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

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

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

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

24 m. *Del Toro v. Petco Animal Supplies, Inc.*, San Diego Superior Court Case No.
25 37-2009-00103626-CU-OE-CTL;

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

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

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

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

15 **ATTORNEYS' FEES**

16 6. Our Firm has made every effort to litigate this action in an efficient and cost-effective
17 manner. Following review of our case file and hours and discussions with counsel, attorneys at our
18 firm have spent approximately 135.7 hours on the matter, amounting to approximately \$101,100.00
19 if billed hourly.

20 7. In summary form, counsel's many tasks included the following: pre-filing
21 investigation, legal research, and research of Defendant; meeting and communicating with client
22 regarding her responsibility in bringing the action, the facts of her case, her employment, her work
23 environment, their documents pleadings; reviewing Plaintiff's file and determining liability and
24 evaluating claim and defense strengths and weaknesses; preparing formal discovery and reviewing
25 Defendant's formal discovery; legal research of case law and wage orders regarding applicable claims
26 and defenses; reviewing sister cases; meeting and conferring over informal discovery and the
27 mediation session; drafting notices for litigation; evaluating Defendant's policies; determining case

1 strategy; communicating with Defendant's Counsel; analyzing data and information provided in
2 informal discovery; calculating damages; negotiating settlement and settlement documents;
3 communicating with the administrator and responding to administrator's inquiries; preparing the
4 motion for preliminary approval and supporting documents; meeting with client regarding approval
5 of the settlement; drafting motion for final approval and supporting documents. All of the tasks and
6 work performed were reasonable and necessary to the prosecution of this case and justified,
7 particularly in light of the result achieved.

8 8. Throughout the course of this litigation, I have spent at least 3.5 hours litigating this
9 matter. My unadjusted lodestar for my hours spent on this case amounts to approximately \$2,362.50
10 ($3.5 \times \$675.00 = \$2,362.50$). Given my experience and the focus of my practice, if I were to charge
11 for my type of work by the hour my rate would be \$675 per hour. A \$675 rate is warranted based on
12 my experience in a highly specialized area of law and is in line with the Laffey Matrix. (See Ex. 2
13 available at <http://www.laffeymatrix.com/see.html>.) California Courts have applied the Laffey Matrix
14 with adjustments to the specific California locality where the Counsel's office is located based on
15 "Locality Pay Tables." (Syers Properties III, Inc. v. Rankin (2014) 226 Cal.App.4th 691, 695-696
16 [affirming fee award based on Laffey Matrix with upward 9 percent rate adjustment from D.C. area
17 compared to San Francisco Bay Area based on Locality Pay Tables]; In re HPL Techs., Inc., Secs.
18 Litig. (N.D. Cal. April 22, 2005, No. C-02-3510 VRW) 365 F.Supp.2d 912, 921-922 [using Laffey
19 Matrix with upward adjustment of 9 percent for San Francisco based on difference between D.C.
20 Area 's +15.98 locality pay compared to San Francisco's +26.39 percent locality pay differential from
21 the federal courts' "Judiciary Salary Plan Pay Tables."].) Here, Plaintiff's Counsels' offices are
22 located in Los Angeles County. For 2023, the Locality Pay Tables (and Judiciary Salary Plan Pay
23 Tables referred to in In re HPL Techs., Inc.), state a 2.4 percent increase for the Los Angeles-Long
24 Beach, CA area which includes the following counties: Imperial County, Kern County, Los Angeles
25 County, Orange County, Riverside County, San Bernardino County, San Luis Obispo County, Santa
26 Barbara County, and Ventura County. (Ex. 3, 4 [2023 Locality Pay Tables for Washington-Baltimore-
27 Arlington and Los Angeles-Long Beach, CA available at [8](https://www.opm.gov/policy-data-</p></div><div data-bbox=)

oversight/pay-leave/salaries-wages/2023/general-schedule/]; Ex. 5, 6 [Judiciary Salary Plan Pay Tables available at <http://www.uscourts.gov/careers/compensation/judiciary-salary-plan-pay-rates/>]; Ex. 7 [2023 Locality Pay Area Definitions defining counties within Los Angeles-Long Beach, CA area available at <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>].) In applying the 2.4% locality increase for attorneys working in Imperial County, Kern County, Los Angeles County, Orange County, Riverside County, San Bernardino County, San Luis Obispo County, Santa Barbara County, and Ventura County over the Washington-Baltimore area stated in the Laffey Matrix, the Laffey Matrix states the following relevant rates: \$473 for attorneys 1 to 3 years out of law school, \$581 for attorneys 4 to 7 years out of law school, \$839 for attorneys 8 to 10 years out of law school, \$948 for attorneys 11 to 19 years out of law school, and \$1,141 for attorneys 20 plus years out of law school.

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

10. Throughout the course of this litigation, I am informed Joseph Lavi has spent at least 23.7 hours litigating this matter. Accordingly, Mr. Lavi's unadjusted lodestar in this matter is \$23,700.00 (23.7 x \$1000 = \$23,700.00). If Mr. Lavi were to charge a rate for this type of work by the hour, given his experience and the focus of his practice, his current hourly rate would be \$1000 per hour. A \$1000 rate is warranted based on Mr. Lavi's years of experience in a highly specialized area of law and is in line with the Laffey Matrix. This rate is also in line with other partners out of law school and practicing for over 20 years in California as indicated by the 2014 National Law

1 Journal Survey (Exhibit 8) and 2008 National Law Journal Survey (Exhibit 9).

2 11. Throughout the course of this litigation, Vincent Granberry estimates he has spent at
3 least 24 hours litigating this matter. Mr. Granberry has practiced and specialized in employment law
4 since graduating law school in 2010. Accordingly, Mr. Granberry's unadjusted lodestar in this matter
5 is \$18,000.00 (24 x \$750 = \$18,000.00). If Mr. Granberry were to charge a rate for this type of work
6 by the hour, given his experience and the focus of his practice, his current hourly rate would be \$750
7 per hour. This rate is also in line with other attorneys out of law school and practicing for fifteen years
8 in California as indicated by the 2014 and 2008 National Law Journal Survey.

9 12. I have also reviewed the files and billable records for Cassandra Castro, a former
10 attorney of Lavi & Ebrahimian, LLP, in this matter and Ms. Castro spent approximately 11.5 hours
11 litigating this matter. Ms. Castro is no longer an associate with our firm. I am aware she graduated
12 from Boston University School of Law and has been in practice since 2021. If Ms. Castro were to
13 charge a rate for this type of work by the hour, given her experience, her current hourly rate would
14 be \$675 per hour. A \$675 rate is warranted based on Ms. Castro's experience in a highly specialized
15 area of law and is in line with the Laffey Matrix. Accordingly, Ms. Castro's unadjusted lodestar in
16 this matter is \$7,762.50 (11.5 x \$675 = \$7,762.50).

17 13. I have also reviewed the files and billable records for Colby A. Meagle-Dunn, a former
18 attorney of Lavi & Ebrahimian, LLP, in this matter and Ms. Meagle-Dunn spent approximately 24.8
19 hours litigating this matter. Ms. Meagle-Dunn is no longer an associate with our firm. I am aware she
20 graduated from Pepperdine, School of law and has been licensed to practice law since 2019. If Ms.
21 Meagle-Dunn were to charge a rate for this type of work by the hour, given her experience, her current
22 hourly rate would be \$675 per hour. A \$675 rate is warranted based on Ms. Meagle-Dunn's
23 experience in a highly specialized area of law and is in line with the Laffey Matrix. Accordingly, Ms.
24 Meagle-Dunn's unadjusted lodestar in this matter is \$16,740.00 (24.8 x \$675 = \$16,740.00).

25 14. I have also reviewed the files and billable records for Aleksandra Urban, a former
26 attorney of Lavi & Ebrahimian, LLP, in this matter and Ms. Urban spent approximately 20.3 hours
27 litigating this matter. Ms. Urban is no longer an associate with our firm. I am aware she graduated

1 from Southwestern Law School and has been in practice since 2011. If Ms. Urban were to charge a
2 rate for this type of work by the hour, given her experience, her current hourly rate would be \$675
3 per hour. A \$675 rate is warranted based on Ms. Urban's experience in a highly specialized area of
4 law and is in line with the Laffey Matrix. Accordingly, Ms. Urban's unadjusted lodestar in this matter
5 is \$13,702.50 ($20.3 \times \$675 = \$13,702.50$).

6 15. I have also reviewed the files and billable records for Jeffrey M. Schwartz, a former
7 attorney of Lavi & Ebrahimi, LLP, in this matter and Mr. Schwartz spent approximately 15.1 hours
8 litigating this matter. Mr. Schwartz is no longer an associate with our firm. I am aware that he has
9 been in practice since 2008. If Mr. Schwartz were to charge a rate for this type of work by the hour,
10 given his experience, his hourly rate would be \$675 per hour. A \$675 rate is warranted based on Mr.
11 Schwartz's experience in a highly specialized area of law and is in line with the Laffey Matrix.
12 Accordingly, Mr. Schwartz's unadjusted lodestar in this matter is \$10,192.50 ($15.1 \times \$675 =$
13 $\$10,192.50$).

14 16. Throughout the course of this litigation, Daniel Frydman has spent at least 12.8 hours
15 litigating this matter. I am aware he graduated from Pepperdine Law and has been licensed to practice
16 law since 2019. If Mr. Frydman were to charge a rate for this type of work by the hour, given his
17 experience, his current hourly rate would be \$675 per hour. A \$675 rate is warranted based on Mr.
18 Frydman's experience in a highly specialized area of law and is in line with the Laffey Matrix.
19 Accordingly, Mr. Frydman's unadjusted lodestar in this matter is \$8,640.00 ($12.8 \times \$675 = \$8,640.00$)

20 ATTORNEYS' COSTS

21 17. Our firm maintains all records regarding costs expended on each case. I have reviewed
22 the records of costs expended in this matter by our firm, which total Four Thousand Six Hundred
23 Fifty-Four Dollars and Ninety-One Cents (\$4,654.91). All costs were reasonably incurred in
24 prosecution of the lawsuit and paid on a contingency basis. A large portion of these costs were
25 associated with filing fees for this case, service of documents, mediation, and expert analysis; the
26 remainder was reasonably incurred in prosecution of the lawsuit.

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2 **CONTRIBUTION OF PLAINTIFF AND REASONABLENESS OF THE REQUESTED**

3 **SERVICE PAYMENT:**

4 18. It is imperative that Plaintiff Ryan Crowe obtains just compensation for the time, effort
5 and risk associated with his fiduciary duties as a class representative. Here, the requested
6 enhancement award of Five Thousand Dollars and Zero Cents (\$5,000.00) for his service as Class
7 Representative and the risks in connection with that role, is relatively modest, reasonable, and should
8 be approved.

9 19. Plaintiff has performed considerable services on behalf of the Settlement Class during
10 the litigation. Class Counsel cannot overstate the importance of the role of an employee who is willing
11 to search out an attorney and step forward to assume the risk of litigation and retaliation in order to
12 represent a class and put the interests of the class before their interests. Plaintiff has understood and
13 understands that this is a class action where she is serving as the class representative and must protect
14 the class members' interests. Plaintiff helped to achieve the benefit for the class members and has
15 actively protected the Class Members' interests during the pendency of this matter and would
16 continue to do so even if the case were required to go to trial. Plaintiff devoted significant time and
17 work in this matter searching for an attorney and assisting counsel in the case, communicating with
18 his attorneys frequently, providing relevant documents related to her employment, ensuring his
19 availability during the mediation, engaging in meetings and telephone conferences with counsel to
20 better inform counsel of the Class Members' work environment and requirements, providing
21 necessary information for settlement discussions, reviewing the settlement documents, and approving
22 the settlement on behalf of all class members. His efforts ultimately led to an increase in the value
23 and success of the Settlement. Plaintiff also undertook the significant risks associated with acting as
24 class representative. He understood that he was putting herself at risk to pay costs of litigation if the
25 case was unsuccessful and accepted those risks. Plaintiff put himself at risk of retaliation by
26 employers who may not approve that she sued his employer.

27 20. In contrast, without having to take on any of the risks incurred by the plaintiffs or time

1 spent by plaintiffs in litigating this matter, class members will receive a payment for their claims. The
2 service payment request as an enhancement award to Plaintiff is warranted to compensate him for his
3 time and effort, the fear and stress associated with assuming the responsibility of serving as the class
4 representative, and the concrete risks assumed as one of the class representative.

5 6 **EXHIBITS**

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

9 22. Attached as Exhibit 2 to this declaration is a true and correct printout of the Laffey
10 Matrix available at <http://www.laffeymatrix.com/see.html>.

11 23. Attached as Exhibit 3 to this declaration is a true and correct copy of the 2023 Locality
12 Pay Table for Washington-Baltimore-Arlington available at
13 [https://www.opm.gov/policydataoversight/pay-leave/salaries-wages/salary-](https://www.opm.gov/policydataoversight/pay-leave/salaries-wages/salary-tables/pdf/2023/DCB.pdf)
14 [tables/pdf/2023/DCB.pdf](https://www.opm.gov/policydataoversight/pay-leave/salaries-wages/salary-tables/pdf/2023/DCB.pdf).

15 24. Attached as Exhibit 4 to this declaration is a true and correct copy of the 2023 Locality
16 Pay Table for Los Angeles-Long Beach, CA available at
17 <https://www.opm.gov/policydataoversight/pay-leave/salaries-wages/salary-tables/pdf/2023/LA.pdf>.

18 25. Attached as Exhibit 5 to this declaration is a true and correct copy of the Judiciary
19 Salary Plan Pay Table for Washington-Baltimore-Arlington available at
20 https://www.uscourts.gov/sites/default/files/archive_3/jsp_washington_2023.pdf.

21 26. Attached as Exhibit 6 to this declaration is a true and correct copy of the Judiciary
22 Salary Plan Pay Table for Los Angeles-Long Beach, CA available at
23 https://www.uscourts.gov/sites/default/files/archive_3/jsp_los_angeles_2023.pdf.

24 27. Attached as Exhibit 7 to this declaration is a true and correct copy of 2023 Locality
25 Pay Area Definitions defining counties within Los Angeles-Long Beach, CA area available
26 at [https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-payareadefinitions/#LO-CA)
27 [payareadefinitions/#LO-CA](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-payareadefinitions/#LO-CA).

28. Attached as Exhibit 8 to this declaration is a true and correct copy of printouts from the 2014 National Law Journal sampling of California firm billing rates.

29. Attached as Exhibit 9 to this declaration is a true and correct copy of the 2008 National Law Journal sampling of billing rates.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct. Executed this 17th day of August 2026, at Beverly Hills, California.

/s/ *Eric J. Naessig*
Eric J. Naessig

Exhibit 1

August 17, 2026

RE: **RYAN CROWE vs. WORLDWIDE FLIGHT SERVICES, INC.**

Los Angeles County Superior Court – Case No.: 23STCV28645
(Class Action Wage & Hour Claims)

Los Angeles County Superior Court – Case No.: 24STCV02184
(Class Action Wage & Hour Claims)

Please find listed below a breakdown of the professional costs and fees associated with the case titled Ryan Crowe vs. Worldwide Flight Services, Inc.

COSTS AND FEES ADVANCED BY LAVI & EBRAHIMIAN, LLP

DATE	ITEM	COST
	SETTLEMENT AMOUNT	\$
N/A	Copying & Scanning	\$20.25
N/A	Mail	\$37.57
	LOS ANGELES SUPERIOR COURT	
11/21/2023	Summons and Complaint Filing Fee; and Complex Fees (CLASS)	\$1,435.00
01/26/2024	Summons and Complaint Filing Fee (PAGA)	\$435.00
08/06/2024	Document Retrieval	\$2.25
05/07/2025	Proposed Order Fee	\$20.00
	DDS LEGAL SERVICES	
11/21/2023	Filing of Summons and Complaint (Class)	\$77.20
11/30/2023	Personal Service re: Summons and Complaint (Class)	\$64.90
12/06/2023	Filing of Proof of Service of Summons (Class)	\$34.15
12/15/2023	Filing of Plaintiff Ryan Crowe's First Amended Complaint for Damages and Restitution (Class)	\$34.15
12/27/2023	Filing of Request for Dismissal of Class Action; Joint Stipulation in Support of Plaintiff's Request for Dismissal (Class)	\$34.15
1/22/2024	Filing of Plaintiff's Notice re: Minute Order and Initial Status Conference Order (Class)	\$34.15
01/26/2024	Filing of Summons and Complaint (PAGA)	\$47.20
02/16/2024	Filing of Joint Initial Status Conference Statement (Class)	\$34.15
02/16/2024	Filing of Plaintiff's Notice of Case Management Conference (PAGA)	\$34.15
02/29/2024	Filing of Plaintiff's Notice re: Minute Order and Further Status Conference (Class)	\$34.15
05/16/2024	Filing of Joint Further Status Conference Statement (Class)	\$34.15
05/16/2024	Filing of Case Management Statement (PAGA)	\$34.15

06/06/2024	Filing of Plaintiff Ryan Crowe's Notice of Minute order re: Further Status Conference (Class)	\$34.15
07/18/2024	Filing of Joint Report (Class)	\$34.15
08/15/2024	Filing of Case Management Statement (PAGA)	\$34.15
09/23/2024	Filing of Plaintiff's Notice of Status Conference (Class)	\$34.15
10/14/2024	Filing of Plaintiff Ryan Crowe's Notice of Minute Order Dated August 28, 2024 (Class)	\$34.15
05/05/2025	Filing of Joint Stipulation to Continue Trial and Related Dates; [Proposed] Order re: Joint Stipulation to Continue Trial and Related Dates (PAGA) – ORDER & JNT STIP REJECTED	\$29.95
05/05/2025	Delivery of Courtesy Copies re: Joint Stipulation to Continue Trial and Related Dates; [Proposed] Order re: Joint Stipulation to Continue Trial and Related Dates (PAGA)	\$79.95
05/07/2025	Filing of Joint Stipulation to Continue Trial and Related Dates; [Proposed] Order re: Joint Stipulation to Continue Trial and Related Dates (PAGA)	\$36.30
02/11/2026	Filing of Notice of Settlement (PAGA)	\$35.70
03/26/2026	Filing of Plaintiff's Notice of Minute Order (Class)	\$35.70
03/26/2026	Filing of Plaintiff's Notice of Minute Order (PAGA)	\$35.70
04/01/2026	Filing of Joint Status Report (Class)	\$35.70
05/13/2026	Filing of Plaintiff's Notice of Case Reassignment (PAGA)	\$35.70
	DEPARTMENT OF INDUSTRIAL RELATIONS	
11/21/2023	PAGA Initial Filing Fee	\$75.00
	ONE LEGAL	
08/06/2024	Filing of Opposition; Declaration	\$25.89
	CASEANYWHERE	
N/A	Case Anywhere Access Fee and/or Cloud Base	\$1,611.85
	Total Costs, fees and expenses	\$4,654.91
	Attorney's Fees (40%)	\$
	Total Fees and Costs	\$
	Net Settlement to Client	\$

Exhibit 2

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 +
6/01/25- 5/31/26	1.075336	\$277	\$508	\$625	\$902	\$1,019	\$1,227
6/01/24- 5/31/25	1.080182	\$258	\$473	\$581	\$839	\$948	\$1,141
6/01/23- 5/31/24	1.059295	\$239	\$437	\$538	\$777	\$878	\$1,057
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 3

Salary Table 2026-DCB
Incorporating the 1% 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: 1%
Effective January 2026

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	\$ 30,249	\$ 31,263	\$ 32,269	\$ 33,271	\$ 34,274	\$ 34,862	\$ 35,857	\$ 36,859	\$ 36,900	\$ 37,835
2	34,011	34,820	35,948	36,900	37,313	38,410	39,507	40,604	41,701	42,798
3	37,112	38,350	39,587	40,825	42,063	43,300	44,538	45,775	47,013	48,251
4	41,659	43,048	44,437	45,826	47,215	48,604	49,993	51,382	52,771	54,160
5	46,610	48,163	49,717	51,271	52,825	54,378	55,932	57,486	59,039	60,593
6	51,957	53,689	55,420	57,152	58,884	60,616	62,348	64,080	65,811	67,543
7	57,736	59,661	61,586	63,510	65,435	67,360	69,284	71,209	73,134	75,059
8	63,940	66,071	68,202	70,333	72,464	74,595	76,726	78,857	80,988	83,119
9	70,623	72,977	75,332	77,687	80,041	82,396	84,751	87,105	89,460	91,815
10	77,771	80,363	82,954	85,546	88,138	90,730	93,321	95,913	98,505	101,097
11	85,447	88,296	91,145	93,994	96,843	99,692	102,540	105,389	108,238	111,087
12	102,415	105,829	109,243	112,657	116,071	119,485	122,899	126,313	129,728	133,142
13	121,785	125,845	129,904	133,964	138,024	142,084	146,143	150,203	154,263	158,322
14	143,913	148,711	153,509	158,306	163,104	167,902	172,700	177,497	182,295	187,093
15	169,279	174,922	180,565	186,207	191,850	197,200 *	197,200 *	197,200 *	197,200 *	197,200 *

* 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 2026 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/>

Exhibit 4

Salary Table 2026-LA
Incorporating the 1% General Schedule Increase and a Locality Payment of 36.47%
For the Locality Pay Area of Los Angeles-Long Beach, CA
Total Increase: 1%
Effective January 2026

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	\$ 30,820	\$ 31,853	\$ 32,878	\$ 33,899	\$ 34,921	\$ 35,520	\$ 36,534	\$ 37,555	\$ 37,597	\$ 38,550
2	34,654	35,478	36,627	37,597	38,018	39,136	40,253	41,371	42,489	43,606
3	37,813	39,074	40,335	41,596	42,857	44,118	45,379	46,640	47,901	49,162
4	42,446	43,861	45,277	46,692	48,107	49,522	50,937	52,353	53,768	55,183
5	47,490	49,073	50,656	52,239	53,822	55,405	56,989	58,572	60,155	61,738
6	52,938	54,703	56,467	58,232	59,996	61,761	63,525	65,290	67,055	68,819
7	58,827	60,788	62,749	64,710	66,671	68,632	70,593	72,554	74,515	76,476
8	65,148	67,319	69,491	71,662	73,833	76,004	78,175	80,347	82,518	84,689
9	71,957	74,356	76,755	79,154	81,553	83,952	86,351	88,751	91,150	93,549
10	79,240	81,881	84,521	87,162	89,803	92,443	95,084	97,725	100,365	103,006
11	87,061	89,964	92,866	95,769	98,672	101,575	104,477	107,380	110,283	113,185
12	104,349	107,828	111,306	114,785	118,264	121,742	125,221	128,699	132,178	135,657
13	124,085	128,222	132,358	136,495	140,631	144,767	148,904	153,040	157,177	161,313
14	146,632	151,520	156,408	161,297	166,185	171,073	175,962	180,850	185,738	190,627
15	172,476	178,226	183,975	189,725	195,474	197,200 *	197,200 *	197,200 *	197,200 *	197,200 *

* 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 2026 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/>

Exhibit 5

JUDICIARY SALARY PLAN
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA - Table DCB
33.94% Locality Payment Included
Effective January 12, 2026

Grade	1	2	3	4	5	6	7	8	9	10
1	\$30,249	\$31,263	\$32,269	\$33,271	\$34,274	\$34,862	\$35,857	\$36,859	\$36,900	\$37,835
2	\$34,011	\$34,820	\$35,948	\$36,900	\$37,313	\$38,410	\$39,507	\$40,604	\$41,701	\$42,798
3	\$37,112	\$38,350	\$39,587	\$40,825	\$42,063	\$43,300	\$44,538	\$45,775	\$47,013	\$48,251
4	\$41,659	\$43,048	\$44,437	\$45,826	\$47,215	\$48,604	\$49,993	\$51,382	\$52,771	\$54,160
5	\$46,610	\$48,163	\$49,717	\$51,271	\$52,825	\$54,378	\$55,932	\$57,486	\$59,039	\$60,593
6	\$51,957	\$53,689	\$55,420	\$57,152	\$58,884	\$60,616	\$62,348	\$64,080	\$65,811	\$67,543
7	\$57,736	\$59,661	\$61,586	\$63,510	\$65,435	\$67,360	\$69,284	\$71,209	\$73,134	\$75,059
8	\$63,940	\$66,071	\$68,202	\$70,333	\$72,464	\$74,595	\$76,726	\$78,857	\$80,988	\$83,119
9	\$70,623	\$72,977	\$75,332	\$77,687	\$80,041	\$82,396	\$84,751	\$87,105	\$89,460	\$91,815
10	\$77,771	\$80,363	\$82,954	\$85,546	\$88,138	\$90,730	\$93,321	\$95,913	\$98,505	\$101,097
11	\$85,447	\$88,296	\$91,145	\$93,994	\$96,843	\$99,692	\$102,540	\$105,389	\$108,238	\$111,087
12	\$102,415	\$105,829	\$109,243	\$112,657	\$116,071	\$119,485	\$122,899	\$126,313	\$129,728	\$133,142
13	\$121,785	\$125,845	\$129,904	\$133,964	\$138,024	\$142,084	\$146,143	\$150,203	\$154,263	\$158,322
14	\$143,913	\$148,711	\$153,509	\$158,306	\$163,104	\$167,902	\$172,700	\$177,497	\$182,295	\$187,093
15	\$169,279	\$174,922	\$180,565	\$186,207	\$191,850	\$197,200 **	\$197,200 **	\$197,200 **	\$197,200 **	\$197,200 **
16	\$198,534	\$205,152	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *
17	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *
18	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *

* 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 6

JUDICIARY SALARY PLAN
Los Angeles-Long Beach, CA - Table LA
36.47% Locality Payment Included
Effective January 12, 2026

Grade	1	2	3	4	5	6	7	8	9	10
1	\$30,820	\$31,853	\$32,878	\$33,899	\$34,921	\$35,520	\$36,534	\$37,555	\$37,597	\$38,550
2	\$34,654	\$35,478	\$36,627	\$37,597	\$38,018	\$39,136	\$40,253	\$41,371	\$42,489	\$43,606
3	\$37,813	\$39,074	\$40,335	\$41,596	\$42,857	\$44,118	\$45,379	\$46,640	\$47,901	\$49,162
4	\$42,446	\$43,861	\$45,277	\$46,692	\$48,107	\$49,522	\$50,937	\$52,353	\$53,768	\$55,183
5	\$47,490	\$49,073	\$50,656	\$52,239	\$53,822	\$55,405	\$56,989	\$58,572	\$60,155	\$61,738
6	\$52,938	\$54,703	\$56,467	\$58,232	\$59,996	\$61,761	\$63,525	\$65,290	\$67,055	\$68,819
7	\$58,827	\$60,788	\$62,749	\$64,710	\$66,671	\$68,632	\$70,593	\$72,554	\$74,515	\$76,476
8	\$65,148	\$67,319	\$69,491	\$71,662	\$73,833	\$76,004	\$78,175	\$80,347	\$82,518	\$84,689
9	\$71,957	\$74,356	\$76,755	\$79,154	\$81,553	\$83,952	\$86,351	\$88,751	\$91,150	\$93,549
10	\$79,240	\$81,881	\$84,521	\$87,162	\$89,803	\$92,443	\$95,084	\$97,725	\$100,365	\$103,006
11	\$87,061	\$89,964	\$92,866	\$95,769	\$98,672	\$101,575	\$104,477	\$107,380	\$110,283	\$113,185
12	\$104,349	\$107,828	\$111,306	\$114,785	\$118,264	\$121,742	\$125,221	\$128,699	\$132,178	\$135,657
13	\$124,085	\$128,222	\$132,358	\$136,495	\$140,631	\$144,767	\$148,904	\$153,040	\$157,177	\$161,313
14	\$146,632	\$151,520	\$156,408	\$161,297	\$166,185	\$171,073	\$175,962	\$180,850	\$185,738	\$190,627
15	\$172,476	\$178,226	\$183,975	\$189,725	\$195,474	\$197,200 **	\$197,200 **	\$197,200 **	\$197,200 **	\$197,200 **
16	\$202,284	\$209,027	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *
17	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *
18	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *

* 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 7

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

Exhibit 8

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REPRINTS

NLJ'S BILLING SURVEY

Select a Firm

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

Morrison & Foerster

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



By the Numbers: The Firms Report Their Billing Rates

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

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

Billing at the Top of the Market ...



... And the Bottom

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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

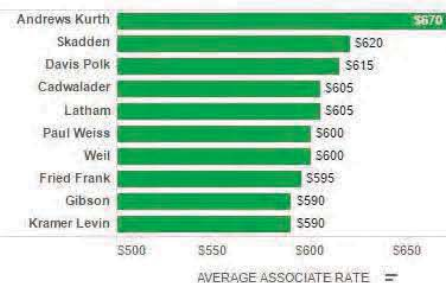
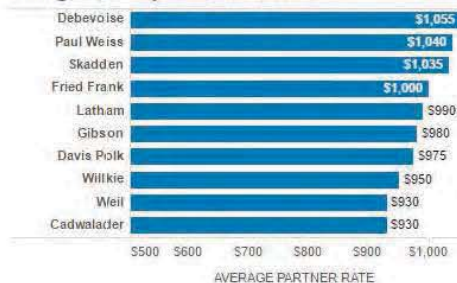


By the Numbers: The Firms Report Their Billing Rates

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	228	\$1,000	\$750	\$625	\$550	\$500	\$175
Kasowitz Benson	New York	200	\$1,000	\$750	\$625	\$550	\$500	\$175
Kirkland & Ellis	Chicago	141	\$950	\$700	\$575	\$500	\$450	\$150
Cooley	Palo Alto, Calif.	632	\$990	\$820	\$660	\$630	\$525	\$160
Arnold & Porter	Washington	100	\$900	\$650	\$525	\$450	\$400	\$125
Paul Hastings	New York	88	\$850	\$600	\$475	\$400	\$350	\$100
Curtis, Mallet-Prevost	New York	85	\$800	\$550	\$425	\$350	\$300	\$75
Winston & Strawn	Chicago	80	\$800	\$550	\$425	\$350	\$300	\$75
Bingham McCutchen	Boston	60	\$1,000	\$750	\$625	\$550	\$500	\$175
Akin Gump	Washington	60	\$1,000	\$750	\$625	\$550	\$500	\$175
Covington & Burling	Washington	75	\$800	\$550	\$425	\$350	\$300	\$75
King & Spalding	Atlanta	50	\$800	\$550	\$425	\$350	\$300	\$75

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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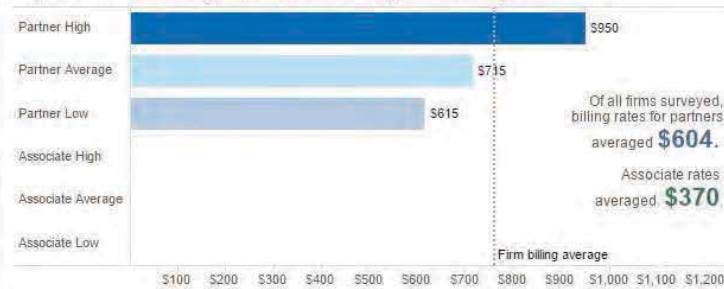
NLJ'S BILLING SURVEY

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

O'Melveny & Myers

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



By the Numbers: The Firms Report Their Billing Rates

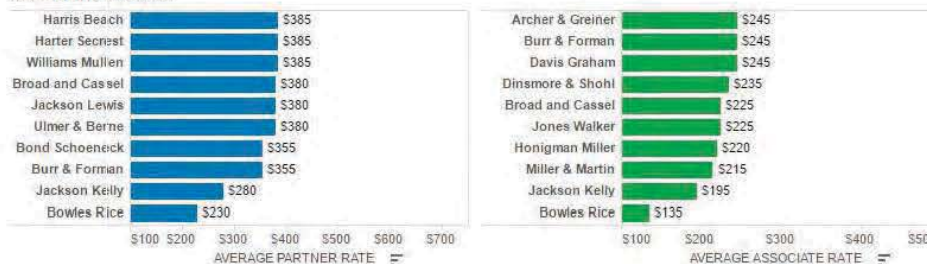
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Baker & McKenzie	Chicago	1,000	\$1,050	\$750	\$550	\$600	\$350	\$250
Dickstein Shapiro	Washington	800	\$1,050	\$750	\$550	\$600	\$350	\$250
Jenner & Block	Chicago	4,100	\$1,050	\$750	\$550	\$600	\$350	\$250
Jones Day	New York	2,300	\$1,050	\$750	\$550	\$600	\$350	\$250
Manatt Phelps	Los Angeles	900	\$1,050	\$750	\$550	\$600	\$350	\$250
Seward & Kissel	New York	900	\$1,050	\$750	\$550	\$600	\$350	\$250
O'Melveny & Myers	Los Angeles	738	\$950	\$715	\$615	\$595	\$370	\$230
McDermott Will	Chicago	1,000	\$1,050	\$750	\$550	\$600	\$350	\$250
Reed Smith	Pittsburgh	1,000	\$1,050	\$750	\$550	\$600	\$350	\$250
Dentons	N/A**	1,000	\$1,050	\$750	\$550	\$600	\$350	\$250
Jeffer Mangels	Los Angeles	900	\$1,050	\$750	\$550	\$600	\$350	\$250
Sheppard Mullin	Los Angeles	900	\$1,050	\$750	\$550	\$600	\$350	\$250
Alston & Bird	Atlanta	900	\$1,050	\$750	\$550	\$600	\$350	\$250
Foley Hoag	Boston	900	\$1,050	\$750	\$550	\$600	\$350	\$250

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

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NLJ'S BILLING SURVEY

Select a Firm

- ☐ McElroy Deutsch
- ☐ McGuireWoods
- ☐ McKenna Long
- ☐ Michael Best
- ☐ Miles & Stockbridge
- ☐ Miller & Martin
- ☐ Morgan Lewis
- ☐ Morris Manning
- ☐ Morrison & Foerster
- ☐ Nixon Peabody
- ☐ Norton Rose
- ☐ Nutter McKinnon
- ☐ 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	\$615	\$425	\$205	\$575	\$275	\$135
Gardere Wynne	Dallas	233	\$775	\$525	\$255	\$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	\$525	\$255	\$675	\$310	\$170
Morgan Lewis	Philadelphia	1,334	\$775	\$525	\$255	\$675	\$310	\$170
Troutman Sanders	Atlanta	1,275	\$775	\$525	\$255	\$675	\$310	\$170
Allen Matkins	Los Angeles	167	\$615	\$425	\$205	\$575	\$275	\$135
Katten Muchin	Chicago	380	\$775	\$525	\$255	\$675	\$310	\$170
Lowenstein Sandler	Roseland, N.J.	204	\$775	\$525	\$255	\$675	\$310	\$170
Seyfarth Shaw	Chicago	1,000	\$845	\$625	\$305	\$675	\$310	\$170
Buchalter Niermer	Los Angeles	104	\$615	\$425	\$205	\$575	\$275	\$135

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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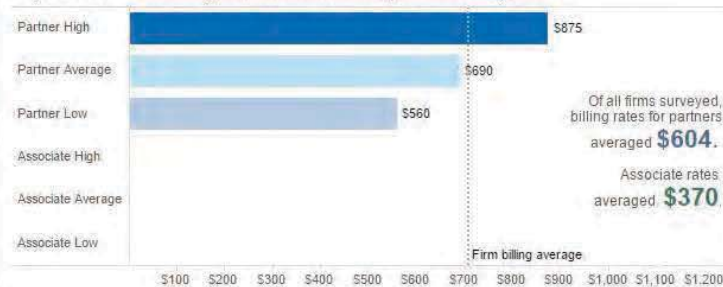
NLJ'S BILLING SURVEY

Select a Firm

- ☐ 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

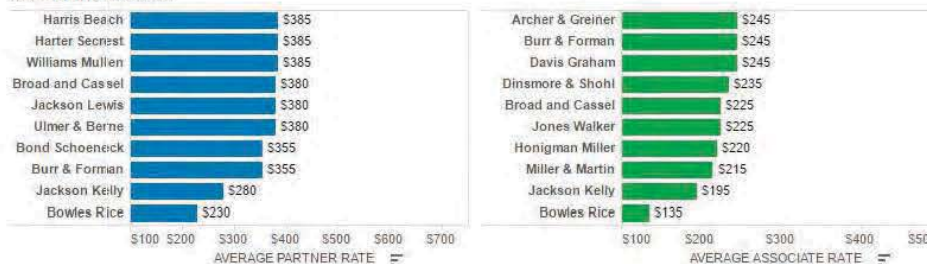
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Baker & McKenzie	Chicago	1,100	\$1,100	\$700	\$500	\$600	\$400	\$300
Dickstein Shapiro	Washington	800	\$1,000	\$600	\$400	\$500	\$300	\$200
Jenner & Block	Chicago	4,100	\$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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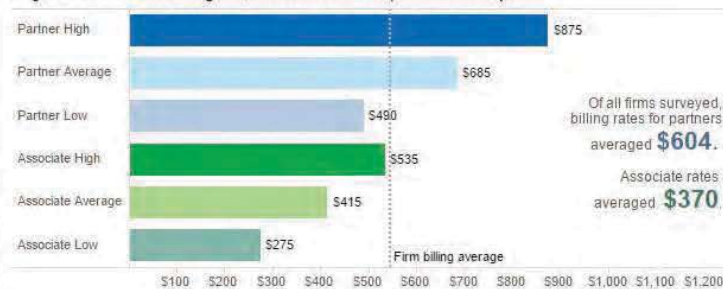
NLJ'S BILLING SURVEY

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

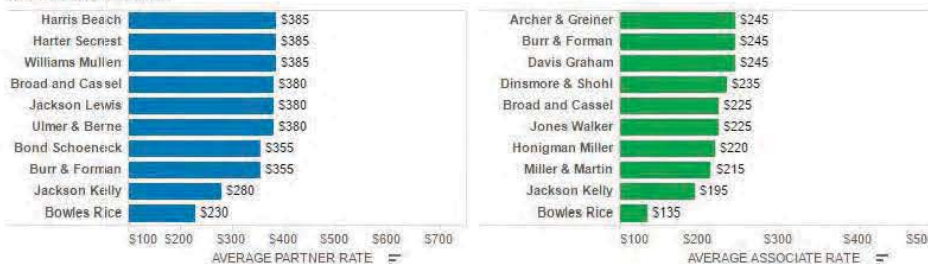
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Jeffer Mangels	Los Angeles	521	\$875	\$685	\$490	\$535	\$415	\$275
Sheppard Mullin	Los Angeles	521	\$875	\$685	\$490	\$535	\$415	\$275
Alston & Bird	Atlanta	521	\$875	\$685	\$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

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NLJ'S BILLING SURVEY

Select a Firm

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

Buchalter Nemer

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



By the Numbers: The Firms Report Their Billing Rates

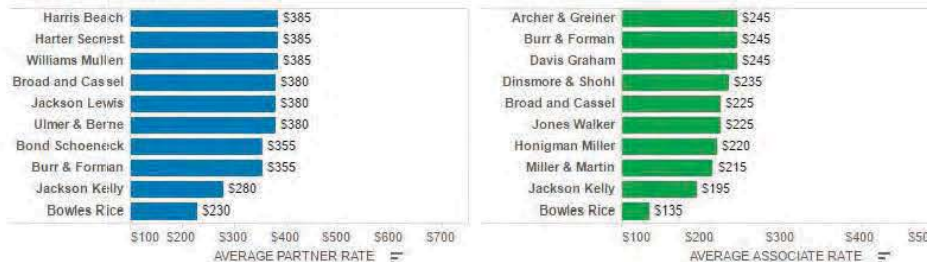
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Seyfarth Shaw	Chicago	731	\$695	\$611	\$475	\$375	\$365	\$350
Buchalter Nemer	Los Angeles	134	\$695	\$605	\$475	\$375	\$365	\$350
Carlton Fields	Tampa, Fla.	276	\$611	\$605	\$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
McGuire Woods	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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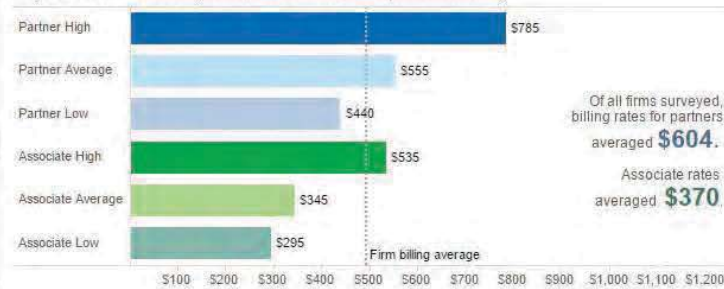
NLJ'S BILLING SURVEY

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

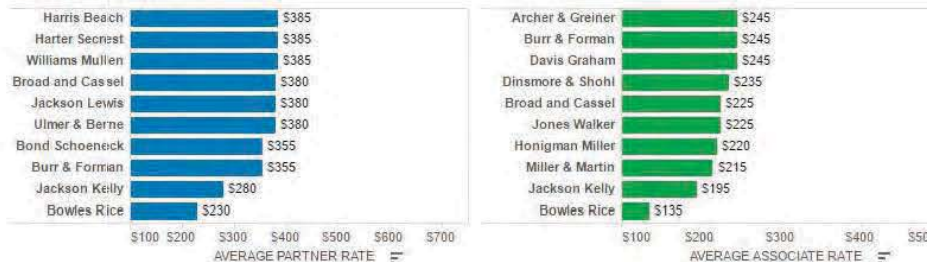
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Gibbons	Newark, N.J.	212	\$785	\$555	\$440	\$535	\$345	\$295
Cozen O'Connor	Philadelphia	200	\$1,055	\$620	\$440	\$535	\$345	\$295
Knobbe Martens	Irvine, Calif.	268	\$785	\$555	\$440	\$535	\$345	\$295
Kilpatrick Townsend	Atlanta	252	\$775	\$550	\$440	\$535	\$345	\$295
Littler Mendelson	San Francisco	200	\$845	\$550	\$440	\$535	\$345	\$295
Edwards Wildman	Boston	270	\$845	\$550	\$440	\$535	\$345	\$295
Thompson & Knight	Dallas	200	\$775	\$550	\$440	\$535	\$345	\$295
Fox Rothschild	Philadelphia	200	\$775	\$550	\$440	\$535	\$345	\$295
McCarter & English	Newark, N.J.	212	\$775	\$550	\$440	\$535	\$345	\$295
McKenna Long	Atlanta	200	\$775	\$550	\$440	\$535	\$345	\$295
Saul Ewing	Philadelphia	200	\$775	\$550	\$440	\$535	\$345	\$295
Brownstein Hyatt	Denver	212	\$775	\$550	\$440	\$535	\$345	\$295
Lindquist & Vennum	Minneapolis	200	\$775	\$550	\$440	\$535	\$345	\$295
Nixon Peabody	Boston	270	\$775	\$550	\$440	\$535	\$345	\$295

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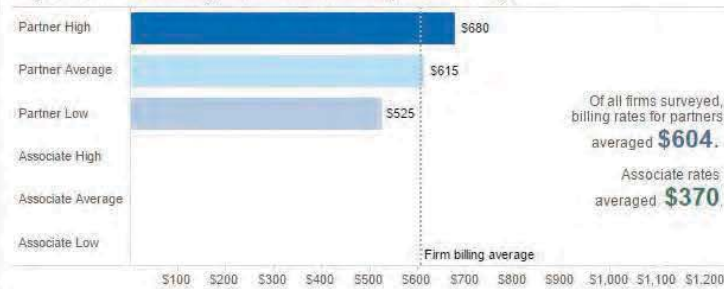
NLJ'S BILLING SURVEY

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

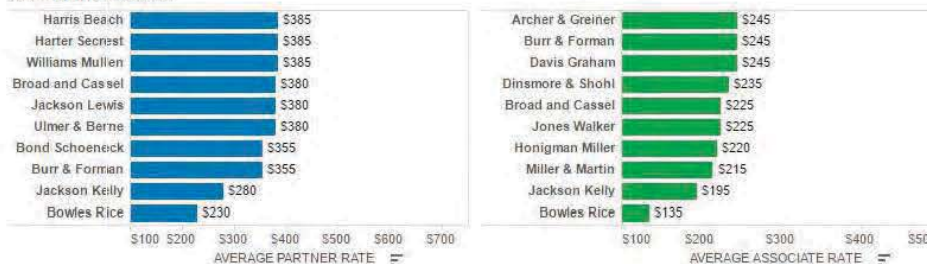
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Blank Rome	Philadelphia	100	\$650	\$550	\$450	\$350	\$250	\$150
Kelley Drye	New York	250	\$600	\$500	\$400	\$300	\$200	\$100
Gardere Wynne	Dallas	150	\$600	\$500	\$400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

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

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

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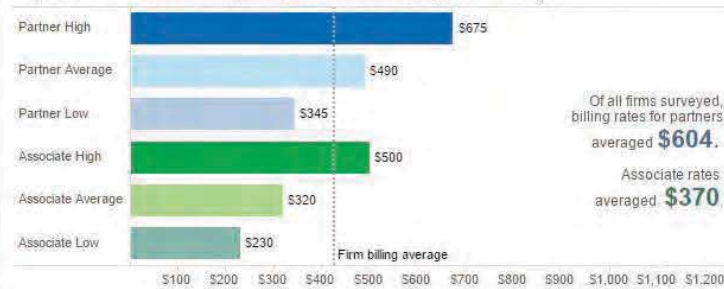
NLJ'S BILLING SURVEY

Select a Firm

- ☐ 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

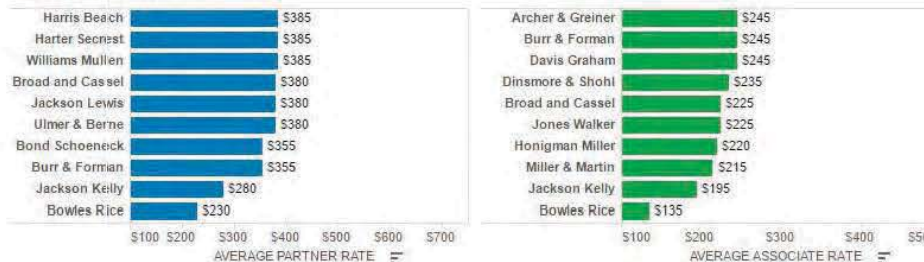
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Archer & Greiner	Phoenix	100	\$675	\$490	\$345	\$500	\$320	\$230
Arnall Golden	Atlanta	100	\$675	\$490	\$345	\$500	\$320	\$230
Rutan & Tucker	Costa Mesa, Calif.	139	\$675	\$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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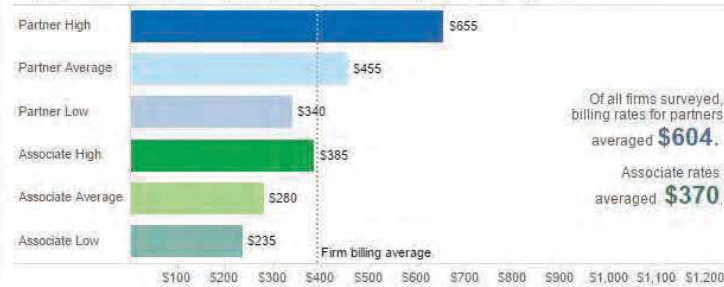
NLJ'S BILLING SURVEY

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

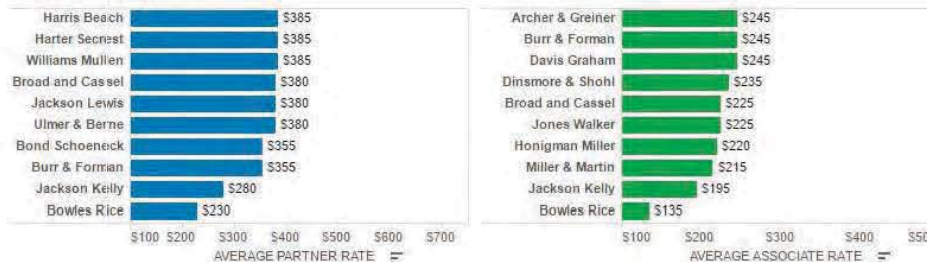
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Quarles & Brady	Milwaukee	475	\$650	\$450	\$350	\$380	\$275	\$210
Arnstein & Lehr	Chicago	1,100	\$650	\$450	\$350	\$380	\$275	\$210
Waller Lansden	Nashville, Tenn.	1,000	\$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	450	\$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

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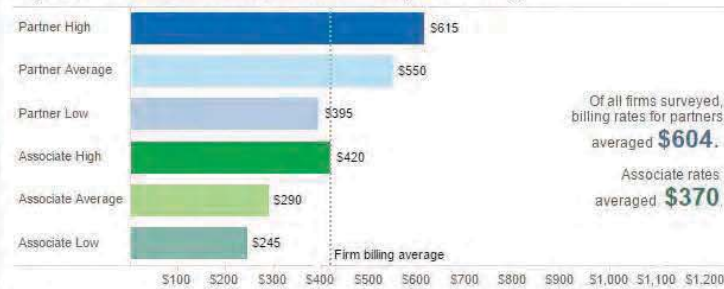
NLJ'S BILLING SURVEY

Select a Firm

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

Littler Mendelson

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



By the Numbers: The Firms Report Their Billing Rates

Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Gibbons	Newark, N.J.	2,100	\$2,000	\$1,500	\$1,000	\$475	\$300	\$225
Cozen O'Connor	Philadelphia	2,000	\$1,100	\$750	\$500	\$350	\$245	\$175
Knobbe Martens	Irvine, Calif.	2,000	\$1,200	\$800	\$500	\$375	\$245	\$175
Kilpatrick Townsend	Atlanta	1,900	\$1,700	\$1,200	\$800	\$475	\$300	\$225
Littler Mendelson	San Francisco	909	\$615	\$550	\$395	\$420	\$290	\$245
Edwards Wildman	Boston	870	\$1,100	\$750	\$500	\$400	\$275	\$200
Thompson & Knight	Dallas	2,000	\$1,700	\$1,200	\$800	\$475	\$300	\$225
Fox Rothschild	Philadelphia	1,800	\$1,700	\$1,200	\$800	\$475	\$300	\$225
McCarter & English	Newark, N.J.	1,700	\$1,200	\$800	\$500	\$375	\$245	\$175
McKenna Long	Atlanta	1,600	\$1,200	\$800	\$500	\$400	\$275	\$200
Saul Ewing	Philadelphia	1,200	\$1,200	\$800	\$500	\$400	\$275	\$200
Brownstein Hyatt	Denver	1,100	\$1,700	\$1,200	\$800	\$475	\$300	\$225
Lindquist & Vennum	Minneapolis	1,100	\$1,200	\$800	\$500	\$400	\$275	\$200
Nixon Peabody	Boston	1,100	\$1,200	\$800	\$500	\$400	\$275	\$200

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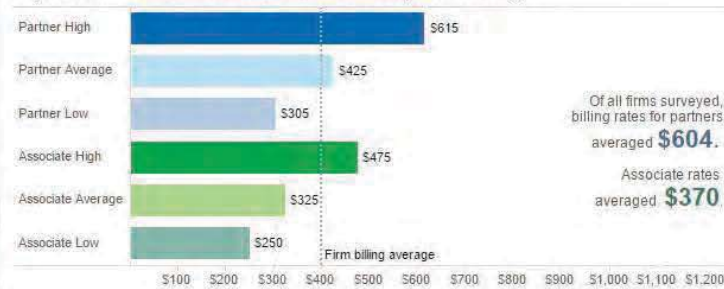
NLJ'S BILLING SURVEY

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

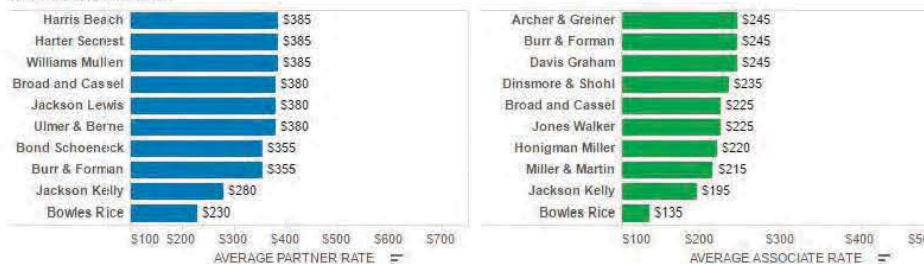
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Andrus & Han	Denver	100	\$500	\$400	\$300	\$400	\$300	\$200
Bradley Arant	Birmingham, Ala.	150	\$500	\$400	\$300	\$400	\$300	\$200
Husch Blackwell	St. Louis	150	\$500	\$400	\$300	\$400	\$300	\$200
Lane Powell	Seattle	170	\$450	\$350	\$250	\$350	\$250	\$150
Shutts & Bowen	Miami	120	\$450	\$350	\$250	\$350	\$250	\$150
Connell Foley	Roseland, N.J.	100	\$450	\$350	\$250	\$350	\$250	\$150
Sedgwick	San Francisco	347	\$615	\$425	\$305	\$475	\$325	\$250
Gordon & Rees	San Francisco	100	\$450	\$350	\$250	\$350	\$250	\$150
Lathrop & Gage	Kansas City, Mo.	100	\$450	\$350	\$250	\$350	\$250	\$150
Strasburger & Price	Dallas	100	\$450	\$350	\$250	\$350	\$250	\$150
Wyatt Tarrant	Louisville, Ky.	100	\$450	\$350	\$250	\$350	\$250	\$150
Taft Stettinius	Cincinnati	100	\$450	\$350	\$250	\$350	\$250	\$150
Polsinelli	Kansas City, Mo.	100	\$450	\$350	\$250	\$350	\$250	\$150
Robinson & Cole	Hartford, Conn.	100	\$450	\$350	\$250	\$350	\$250	\$150

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

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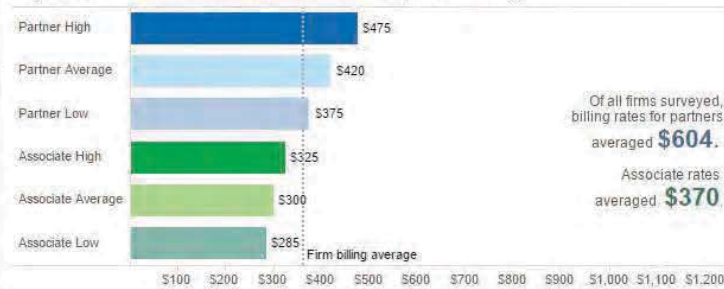
NLJ'S BILLING SURVEY

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 & Blase

Gordon & Rees

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



By the Numbers: The Firms Report Their Billing Rates

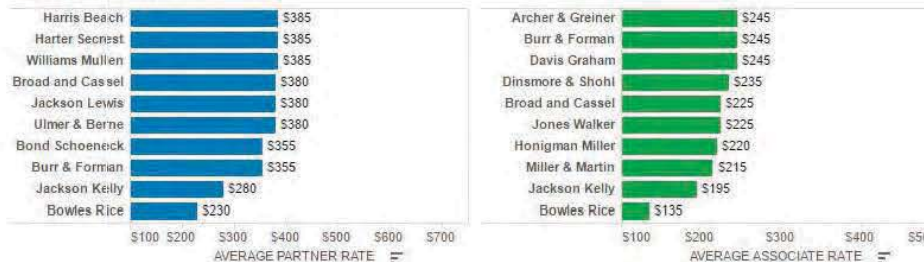
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Andrus & Han	Denver	125	\$475	\$420	\$375	\$325	\$300	\$285
Bradley Arant	Birmingham, Ala.	125	\$475	\$420	\$375	\$325	\$300	\$285
Husch Blackwell	St. Louis	125	\$475	\$420	\$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

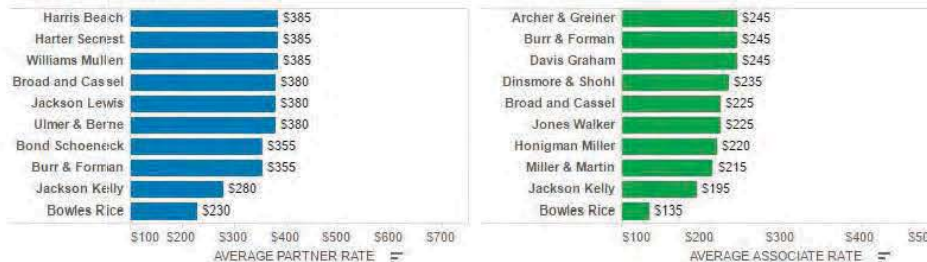
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Honigman Miller	Detroit	327	\$338	\$300	\$250	\$250	\$225	\$200
Varnum	Grand Rapids, Mich.	154	\$340	\$280	\$220	\$220	\$200	\$175
Harris Beach	Rochester, N.Y.	204	\$340	\$280	\$220	\$220	\$200	\$175
Harter Secrest	Rochester, N.Y.	154	\$340	\$280	\$220	\$220	\$200	\$175
Jones Walker	New Orleans	380	\$425	\$300	\$220	\$220	\$200	\$175
Miller & Martin	Chattanooga, Tenn.	150	\$325	\$280	\$215	\$215	\$200	\$175
Williams Mullen	Richmond, Va.	330	\$410	\$300	\$220	\$220	\$200	\$175
Broad and Cassel	Orlando, Fla.	450	\$340	\$300	\$220	\$220	\$200	\$175
Jackson Lewis	Los Angeles	690	\$440	\$380	\$310	\$315	\$290	\$275
Ulmer & Berne	Cleveland	178	\$310	\$280	\$215	\$215	\$200	\$175
Bond Schoeneck	Syracuse, N.Y.	184	\$320	\$280	\$215	\$215	\$200	\$175
Burr & Forman	Birmingham, Ala.	240	\$325	\$280	\$215	\$215	\$200	\$175
Jackson Kelly	Charleston, W.Va.	280	\$310	\$280	\$215	\$215	\$200	\$175
Bowles Rice	Charleston, W.Va.	150	\$310	\$280	\$215	\$215	\$200	\$175

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Exhibit 9

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)