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Attorneys for Plaintiff Korey Curley, on behalf of himself
and other similarly-situated and aggrieved employees

[Additional Counsel listed on following page]

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF SAN DIEGO

KOREY CURLEY and SCOTT RYAN, on
behalf of themselves and other similarly-
situated and aggrieved employees,

Plaintiffs,

vs.

PAR ELECTRICAL CONTRACTORS,
INC., a Missouri Corporation; PAR
WESTERN LINE CONTRACTORS, LLC,
a Delaware corporation; QUANTA
SERVICES, INC., a Delaware corporation;
and DOES 1 through 10, inclusive,

Defendants.

CASE NO. 37-2021-00019761-CU-OE-CTL
ASSIGNED FOR ALL PURPOSES TO:
The Honorable Katherine Bacal
Department C-63

CLASS AND REPRESENTATIVE ACTION

**DECLARATION OF MICHAEL D. SINGER
IN SUPPORT OF PLAINTIFFS' MOTION
FOR FINAL APPROVAL OF CLASS AND
PAGA ACTION SETTLEMENT**

Date: July 31, 2026

Time: 1:30 p.m.

Dept.: C-63

Complaint filed: May 4, 2021

Trial date: December 6, 2024

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Attorneys for Plaintiff Scott Ryan, on behalf of himself
and other similarly-situated and aggrieved employees

1 I, Michael D. Singer, declare as follows:

2 1. I am the Managing Partner at the law firm of Cohelan Khoury & Singer, co-
3 counsel of record for Plaintiff Korey Curley in this Action. I submit this declaration in support of
4 the Motion for Final Approval of Class and PAGA Action Settlement brought by Plaintiffs Korey
5 Curley and Scott Ryan. The following facts are within my personal knowledge and I could and
6 would competently testify to them.

7 2. I am a 1984 Hastings graduate, admitted to the California State Bar in 1984 and
8 the Colorado State Bar in 2001. I have been admitted to practice before the following courts: U.S.
9 Supreme Court; Ninth Circuit Court of Appeals; Southern, Central, Northern, and Eastern
10 Districts of California; and all California State Courts.

11 3. In 1981, Timothy D. Cohelan and Isam C. Khoury formed Cohelan & Khoury, a
12 Partnership of Professional Law Corporations, and within a few years began to focus on class
13 actions. I joined Cohelan & Khoury in 2000 and was named partner in 2003. In 2009, Cohelan &
14 Khoury became Cohelan Khoury & Singer. Our firm represents plaintiffs in complex, class and
15 representative action litigation, including wage and hour, labor and employment, antitrust,
16 consumer protection, construction defect and other public interest type class and representative
17 actions.

18 4. I was named to the Daily Journal list of Top California Labor and Employment
19 Attorneys in 2012, 2013, and 2018 and selected to the Southern California Super Lawyers in
20 2010, 2012-2019. I was admitted as a fellow of the College of Labor and Employment Attorneys
21 in 2020. Founding Partner Isam C. Khoury and Partner Diana M. Khoury have been selected by
22 their peers based on ethics, experience and reputation as Super Lawyers in Civil Litigation by the
23 Southern California Super Lawyers Magazine for several years between 2012 through the present.

24 5. Cohelan Khoury & Singer has been certified by the State Bar of California to
25 provide the Mandatory Continuing Legal Education activity titled "Litigating California Class
26 Actions" and has conducted MCLE certified seminars on this topic. Senior Partner, Timothy D.
27 Cohelan, is the author of Cohelan on California Class Actions (1997-2026, updated annually),
28 part of Thomson Reuters Expert Series. I am a contributing author on the CEB publication

1 California Wage and Hour Law: Compliance and Litigation (2010-2026, updated annually), in
2 which I wrote the opening chapter overview on California Wage and Hour laws, including the
3 public policy underpinnings for those laws, and the Private Attorneys General Act (PAGA) Claim
4 chapter. I am also a contributing author to the CEB Practitioner (2020), including guidelines for
5 oral argument and forms for PAGA litigation. I have served as a columnist for the California State
6 Bar, Litigation Section on wage and hour litigation and have contributed articles on wage and
7 hour and class action issues through the years to numerous California publications.

8 6. Prior to COVID, I typically lectured several times per year for continuing
9 education courses on wage and hour and class action issues at events in San Diego, Orange
10 County, Los Angeles, and San Francisco. For over twelve years, I served as wage and hour amicus
11 co-chair and liaison for the California Employment Lawyers Association, drafting, reviewing,
12 and coordinating amicus filings on wage and hour issues in the California Supreme Court and
13 Courts of Appeal.

14 7. I have been engaged in the practice of labor and employment law since 2000,
15 handling well over 300 wage and hour class and PAGA actions and several individual labor cases.
16 I have litigated several types of employment actions, including complex ERISA employee welfare
17 benefit plan cases, as well as wage and hour class actions before Federal and State Courts in
18 California. In 2014, I, alongside former Partner J. Jason Hill, tried a wage and hour class action
19 involving claims for illegally deducted wages and unreimbursed expenses in the matter of *Dilts v*
20 *Penske Logistics LLC, Inc.* I successfully appealed the trial court ruling in *Dilts* finding state laws
21 preempted by the FAAAA for truck drivers.

22 8. I have participated in over 50 appellate cases and argued writs and appeals before
23 several California District Courts of Appeal, successfully arguing the landmark *Vaquero* appeal
24 for plaintiffs in the Second District Court of Appeal, *Vaquero v. Stoneledge Furniture, LLC*
25 (2017) 9 Cal.App5th 98 (requiring employers separately pay commission sales employees for rest
26 periods). As lead counsel in *Brinker Restaurant Corp. v. Superior Court* [formerly reported at
27 (2008) 165 Cal.App.4th 25], I argued before the Fourth District Court of Appeal in May 2008 on
28 transfer from the California Supreme Court, and co-authored the briefing in the successful

1 Supreme Court appeal. I have also argued federal appeals in the Second, Third, and Ninth Circuit
2 Courts of Appeals. In addition, I have drafted numerous appellate briefs as the appellant,
3 respondent, or amicus curiae in various employment class and individual actions.

4 9. My firm has successfully tried multiple class cases, obtained appellate reversals of
5 class certification denials (*Hicks v. Kaufman and Broad*, (2001) 89 Cal.App.4th 908), and
6 certified multiple consumer and wage and hour class actions.

7 10. I have drafted amicus letters on a range of issues, primarily for the California
8 Employment Lawyers Association (CELA), supporting publication or depublication of Court of
9 Appeal decisions. I have been primarily responsible for dozens of wage and hour class actions,
10 from drafting the complaint, through discovery, dispositive motions, settlement, and settlement
11 approval. I have also acted as lead appellate counsel in the following class action and PAGA
12 action cases: *Maldonado, et al. v. Fast Auto Loans, Inc. dba RPM Lenders* (2021) 60 Cal. App.
13 5th 710 (2021); *Mondragon v. Santa Ana Healthcare & Wellness Ctr., LP* (September 29, 2021,
14 B307872) [nonpub. opn.]

15 11. Isam C. Khoury, Founding Partner, is a 1970 graduate of the University of
16 California at San Diego and received a law degree from Hastings School of Law in 1973. Mr.
17 Khoury is a member of the State Bar of California, admitted in 1974, the San Diego County Bar
18 Association, Consumer Attorneys of San Diego and Consumer Attorneys of California. He has
19 successfully litigated numerous complex civil matters to verdict, jury and non-jury. His main
20 areas of practice include civil tort litigation, personal injury, business torts, antitrust and class
21 action cases. In recent years, Mr. Khoury has emphasized wage and hour class action matters,
22 having assisted in the litigation to judgement or settlement of over 300 wage and hour class
23 actions. He has been approved as a CLE lecturer and has participated in seminars on class action
24 wage and hour issues, the complexities of mediation, and the procedural requirements involved
25 in class action settlements. He has argued appeals and been co-counsel in several matters of major
26 import including California Supreme Court decisions including the *Brinker* decision clarifying
27 California meal and rest break requirements.

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12. Rosemary Khoury, Associate, graduated magna cum laude from the University of San Diego with a B.A. in English. She received her law degree cum laude from the University of San Diego and was admitted to the California State Bar in 2020. During law school, she worked at USD's Worker's Rights Clinic and received the 2020 award for Outstanding Clinic Intern for her work in representing a client in settlement negotiations before the California Labor Commissioner. She volunteered at USD's Education & Disability Clinic, assisting parents of children with special educational needs. Ms. Khoury is committed to protecting employee and consumer rights, and her practice consists of representing employees in wage and hour class actions and PAGA actions, as well as representing consumers in consumer class actions.

13. Former Partner J. Jason Hill is a 1992 graduate of the University of Illinois at Urbana-Champaign and holds a B.A. in Philosophy, Political Science and Communications. In 1995, he received his J.D. degree from California Western School of Law, where he was a member of the Law Review and International Law Journal, as well as editor of the Telecommunications Law Forum. Throughout his tenure at Cohelan Khoury & Singer, Mr. Hill focused solely on class and representative employment and consumer actions.

14. Marta Manus, former Associate, is a 2008 graduate of California Western School of Law. She graduated with honors and received a Bachelor of Arts in Psychology from California State University Northridge. Ms. Manus has been a member of the State Bar of California since her admission in December 2008. She has practiced before all District Courts in the state of California as well as the Fourth District Court of Appeal and the U.S. Court of Appeals for the Ninth Circuit. During her time with Cohelan Khoury & Singer, Ms. Manus focused on representing employees in all aspects of labor and employment law matters, including employment discrimination, wrongful termination, retaliation, and wage and hour class action lawsuits.

15. As a part of our overall firm philosophy lawyers perform community service and pro bono work. Firm volunteer work includes service through the Legal Aid at Work, San Diego Volunteer Lawyer Program, the San Diego County Bar Foundation, and Consumer Attorneys of San Diego. I have served on the Legal Aid at Work Board of Directors since 2010. Mr. Cohelan

served as the Chair of the San Diego Volunteer Lawyers Program from 2015-2018, and currently sits on the Board as past Chair. He completed 24 years of volunteer judicial service as a Judge Pro Tem of the San Diego Superior Court. Partner Diana M. Khoury has been a member of the San Diego County Bar Association, Consumer Attorneys of San Diego, and Consumer Attorneys of California, serving and chairing various committees through the years for these organizations. Partner Maggie Realin has volunteered at the Legal Aid Society of San Diego where she advised clients on preparing and filing civil restraining orders and answers to unlawful detainer, for which she was awarded a Wiley B. Manuel Award for Pro Bono Legal Services in 2010. Partner Jeff Geraci is a past recipient of the Wiley W. Manuel Award for Pro Bono Service. Our firm's pro bono victories include a settlement which prohibits the City of San Diego from targeting homeless people for illegal lodging tickets under Penal Code Section 467(j). (*Spencer v. City of San Diego*, USDC Case No 04CV-2314 BEN (WMC).) The *Spencer* settlement had the effect of increasing the number of available shelter beds in San Diego.

16. As Class and PAGA Representative Counsel, Cohelan Khoury & Singer has actively commenced, prosecuted and concluded over 300 state and federal class and representative actions.

17. We are experienced and consider ourselves qualified to evaluate the claims and defenses in this Action, and support the efficient resolution of the claims in this matter for a \$8,400,000 Gross Settlement Amount with Defendants PAR Electrical Contractors, Inc. ("Defendant PAR Electrical"), PAR Western Line Contractors, LLC ("Defendant PAR Western"), and Quanta Services, Inc. ("Defendant Quanta") (collectively, "Defendants") for a group of nonexempt hourly electrical installation employees, Linemen, Foremen, and/or any other similar job title or position from May 4, 2017 through March 10, 2025.

18. By this motion, Plaintiff and Class Counsel seek an award of attorneys' fees in the sum of \$2,940,000 representing up to 35% of the Gross Settlement Amount. In addition, subject to Court approval, Class Counsel shall be entitled to an award of reasonable and actual costs not to exceed \$100,000 associated with Class Counsel's prosecution of the Action.

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19. Plaintiff Curley consented to apportion fees between Class Counsel as follows: 55% of attorneys' fees will be allocated to the Haines Law Group, APC; 31.5% to Cohelan Khoury & Singer; and 13.5% to the Nakase Law Firm.

20. To bring this matter to final approval, Cohelan Khoury & Singer has expended **258.0 hours** of attorney and para-professional time prosecuting the case, resulting in a lodestar fee of **\$180,847.50**, as shown in the below Lodestar Chart.

ATTORNEYS/ PARAPROFESSIONALS	YEAR ADMITTED	HOURS	HOURLY RATE	TOTAL
Isam C. Khoury, Founding Partner	1974	29.4	\$1,100	\$32,340.00
Michael D. Singer, Managing Partner	1984	41.9	\$1,250	\$52,375.00
Rosemary C. Khoury, Associate	2020	88.0	\$500	\$44,000.00
J. Jason Hill, Former Partner	1995	40.4	\$700	\$28,280.00
Marta Manus, Former Associate	2008	24.7	\$700	\$17,290.00
Amber Worden, Paralegal	N/A	27.3	\$200	\$5,460.00
Matthew Atlas, Paralegal	N/A	6.3	\$175	\$1,102.50
TOTAL:		258.0		\$180,847.50

21. Counsel's request for 35% of the common fund is in the mid-range of awards which commonly range from 20% to 50%, and is fair compensation for undertaking complex, risky, litigation on a contingent basis, and for the result achieved for the Class.

22. If this were non-representative litigation, the customary fee would be a contingent percentage basis in the range of one-third to 40% of recovery. Class Counsel's fee request is in line with, if not lower than, awards in similar cases.

23. The Court granted preliminary approval of Class Counsel's request for an award of attorneys' fees in the amount of \$2,940,000 (35%) of the Gross Settlement Amount. Order Granting Preliminary Approval of Class and PAGA Action Settlement (ROA #96), ¶ 2.

24. If the fee award were calculated using the lodestar, rather than the common fund method, it would result in a reasonable multiplier. Cohelan Khoury & Singer has been awarded significant multipliers in other cases: *McGrath v. Wyndham Resort Dev. Corp.*, (S.D.Cal. Jan. 30,

2018, No. 15cv1631 JM (KSC)) 2018 U.S.Dist.LEXIS 16095, *24 [Hon. Jeffrey T. Miller – approving attorneys’ fees of \$2,416,666.67 and **4.8 multiplier**, one-third of \$7,250,000 settlement in a pre-certification wage and hour class action]; *Jones v. Abercrombie & Fitch Trading Co.*, (C.D.Cal. Nov. 19, 2018, No. CV 15-0105 JGB (Ex)) 2018 U.S.Dist.LEXIS 198001, *24-25 [Hon. Jesus G. Bernal – approving attorneys’ fees of \$2,400,000 and **3.7 multiplier**, one-third of \$9,600,000 settlement in a pre-certification wage and hour class action]; *Schaffer v. Rady Children’s Hospital – San Diego, et al.*, San Diego County Superior Court, Case No. 2015-00022978 (Hon. Joel R. Wohlfeil – approving attorneys’ fees of \$4,166,666 and **3.98 multiplier**, one-third of \$12,500,000 settlement in a certified wage and hour class action); *Rodriguez v. Healthcare Partner Medical Group, Inc.*, Los Angeles County Superior Court, Case No. BC541313] Hon. Kenneth Freeman – approving attorneys’ fees of \$2,000,000 and **5.05 multiplier**, one-third of \$6,000,000 settlement in a pre-certification wage and hour class action]; *De Benning v. Costco Wholesale Corporation*, Sacramento County Superior Court, Case No. 2021-00309030 [Hon. Jill H. Talley – approving attorneys’ fees of \$3,000,000 and **7.99 multiplier**, one-third of \$9,000,000 settlement in a pre-certification wage and hour class action]; *Tam v. Q Tech Corporation*, Los Angeles County Superior Court, Case No. 21STCV18635 [Hon. Elihu M. Berle – approving attorneys’ fees of \$216,666.67 and **3.49 multiplier**, one-third of \$650,000 settlement in a pre-certification wage and hour class action].

25. Unlike Defense counsel, who are regularly paid fair-market hourly rates, Class Counsel received no compensation, or expense reimbursement, since the case began. The contingent representation, and risks of the litigation which could result in no fee, support approval of the fee request.

26. Based on my experience, the experience of my firm, and my research, Class Counsel’s skill and experience support their hourly rates and are in line with rates typically approved in California wage and hour class and representative actions.

27. Class Counsel’s skill and experience support their hourly rates: Founding Partner, Isam C. Khoury - \$1,100; Managing Partner, Michael D. Singer - \$1,250; Associate, Rosemary C. Khoury - \$500; Former Partner, J. Jason Hill - \$700; Former Associate, Marta Manus, \$700;

Paralegal, Amber Worden - \$200; Paralegal, Matthew Atlas - \$175.

28. The current Laffey Matrix comports with the rates requested, and in some cases provides for higher rates than those requested: Founding Partner, Isam C. Khoury - \$1,227 (20+ years out of law school); Associate, Rosemary C. Khoury - \$625 (4-7 years out of law school); Former Partner, J. Jason Hill - \$1,227 (20+ years out of law school); Former Associate, Marta Manus, \$1,019 (11-19 years out of law school); Paralegals, Amber Worden and Matthew Atlas - \$277. Attached as Exhibit 1 is a true and correct copy of the Laffey Matrix (accessed July 1, 2026, available at <http://www.laffeymatrix.com/see.html>).

29. Further, the fees sought for paralegals Amber Worden and Matthew Atlas are appropriate because they meet the requirements of Business & Professions Code section 6450 *et seq.*, including qualifications and continuing education and their hourly billing rate and hours worked are reasonable and usual for the services rendered.

30. To prosecute and bring this matter to final approval, Cohelan Khoury & Singer has incurred **\$21,860.61** in reasonable and necessary actual costs, as described below:

<i>Curley, et al. v. PAR Electrical Contractors, Inc., et al.</i> <i>S.D.S.C. Case No. 37-2021-00019761-CU-OE-CTL</i>			
<u>Date</u>	<u>Payee</u>	<u>Details</u>	<u>Amount</u>
2/4/2021	LWDA	PAGA Fee Notice	\$75.00
5/5/2021	One Legal	Complaint; Summons	\$1,489.69
6/4/2021	Express Network	SOP: PAR Electrical Contractors, Inc.	\$155.00
9/24/2021	One Legal	Notice	\$12.35
11/23/2021	SDCourt	Document Download	\$6.00
3/2/2022	Steven J. Rotman, PC	Mediation Fee 11/29/22	\$10,000.00
3/15/2022	Simpluris	Notice	\$4,524.00
11/2/2022	SB Court	Document Download	\$10.50
3/1/2022	One Legal	Notice of Appearance	\$13.33
5/25/2023	One Legal	Stipulation	\$33.92
6/5/2023	One Legal	Notice of Entry of Order; Amend. Comp.	\$13.33
6/8/2023	One Legal	Case Management Statement	\$13.33
6/12/2023	One Legal	Notice of Withdrawal of Counsel	\$13.33
6/16/2023	One Legal	Notice of Remote Appearance RCK	\$13.33
6/16/2023	One Legal	Notice of Remote Appearance MM	\$13.33
6/21/2023	One Legal	Notice of Jury Fee Deposit	\$167.76
7/25/2023	SDCourt	Minute Order	\$1.00
11/21/2023	One Legal	Case Management Statement	\$13.33
12/5/2023	SDCourt	Document Download	\$2.00
4/29/2024	SDCourt	Document Download	\$3.00
7/9/2024	Steven G. Mehta	Mediation Fee 1/9/25	\$5,125.00

1/30/2025	SDSC	Minute Order	\$1.00
2/10/2025	SDSC	Minute Order	\$1.00
5/15/2025	SDSC	Minute Order	\$1.00
7/2/2025	SDSC	Minute Order	\$1.00
	In House	Postage	\$40.33
	In House	Photocopies (471@.25)	\$117.75
		Total	\$21,860.61

31. Plaintiff Korey Curley placed the interests of the Class above his own. He worked on behalf of the class for over five years, spending at least 50 hours in total. Declaration of Plaintiff Korey Curley in Support of Approval of Class and PAGA Action Settlement (ROA #89), ¶¶5-6. In addition, he accepted the risk of a potential judgment for costs and the loss of future employment opportunities. Rather than pursuing his own individual claims, he elected to represent the other employees. Despite doing so, unlike the other employees, he was required to execute a general release against Defendants.

32. As Cohelan Khoury & Singer has done since its entry into this matter, we will continue to fulfill our responsibility to the Plaintiffs and the members of the class through final approval of the settlement and the final accounting of the distribution.

33. No member of Cohelan Khoury & Singer has any conflicts of interest with the class or with the Plaintiffs, nor are they related to any of the Plaintiffs. We do not represent opposing factions within the class, in that all claims are predicated upon the same theories of liability and benefit all class members equally.

34. My firm fully endorses the terms and conditions of the proposed Settlement. We respectfully request that the Court grant final approval of the Class and PAGA Action Settlement.

I declare under the penalty of perjury under the laws of the State of California that the foregoing is true and correct and this declaration is executed on July 8, 2026 in San Diego, California.



Michael D. Singer

EXHIBIT 1

LAFFEY MATRIX

[History](#)
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Year	Adjustmt Factor**	Paralegal/ Law Clerk	Years Out of Law School *				
			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)

* $\frac{1}{2}$ Years Out of Law School $\frac{1}{2}$ is calculated from June 1 of each year, when most law students graduate. $\frac{1}{2}$ 1-3" includes an attorney in his 1st, 2nd and 3rd years of practice, measured from date of graduation (June 1). $\frac{1}{2}$ 4-7" applies to attorneys in their 4th, 5th, 6th and 7th years of practice. An attorney who graduated in May 1996 would be in tier $\frac{1}{2}$ 1-3" from June 1, 1996 until May 31, 1999, would move into tier $\frac{1}{2}$ 4-7" on June 1, 1999, and tier $\frac{1}{2}$ 8-10" on June 1, 2003.

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