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5 *Attorneys for Plaintiff and Putative Class*

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7
8 **IN THE SUPERIOR COURT OF THE STATE OF CALIFORNIA**
9 **FOR THE COUNTY OF MERCED**
10 **(UNLIMITED JURISDICTION)**
11

12 RAFAEL MAYO, on behalf of himself and
13 others similarly situated,

14 Plaintiff,

15 vs.

16 DOUBLE B DAIRY, G.P., a general
17 partnership; WILLIAM BYLSMA,
18 individually; WESLEY BYLSMA,
19 individually; and DOES 1 through 50,
20 inclusive,,
21

22 Defendants.

Case No.: 23CV-00705

**DECLARATION OF ENRIQUE
MARTINEZ IN SUPPORT OF
PLAINTIFF'S MEMORANDUM OF
POINTS AND AUTHORITIES IN
SUPPORT OF MOTION FOR FINAL
APPROVAL OF CLASS ACTION
SETTLEMENT, ATTORNEYS FEES,
COSTS, ENHANCEMENTS, CLAIMS
ADMINISTRATION AND ENTERING
OF JUDGMENT**

Date: April 26, 2024

Time: 8:15 a.m.

Dept: 8

Judge: Hon. Brian L. McCabe

23 I, Enrique Martínez, declare as follows:

24 1. I am a member in good standing of the Bar of the State of California and an
25 attorney with the Law Offices of John E. Hill in Oakland, California. I am counsel for the
26 Plaintiff and the Class in this action. I have personal knowledge of the facts set forth in this
27 declaration and could and would testify competently to them.
28

2. I make this Declaration in support of Plaintiff's Memorandum of Points and Authorities in Support of Motion for Final Approval of Class Action Settlement, Attorney's Fees, Costs, Enhancement, Claims Administration, and Entering of Judgment.

Summary of Work Performed by Class Counsel, Results & Attorney's Fee Request

3. Defendants hired experienced counsel and vigorously defended this action. Following our initial investigation of the case and filing of the original complaint, we amended our complaint to conform to the information Plaintiff's counsel had gathered by speaking with additional class members and to add a Private Attorney General Act (PAGA) cause of action. The named plaintiff, Rafael Mayo ("Class Representative"), sought meal period and rest break premiums, overtime compensation, and other relief on behalf of himself and a putative class of not exempt employees who worked for Defendant Double B Dairy as dairy workers.

4. Defendants answered the complaint, denying each and every allegation in Plaintiff's complaint. The Plaintiff then propounded significant written discovery and had to engage in extensive meeting and conferring to obtain the requested information. The parties participated in mediation in October 2023. Preparation for mediation was thorough, with Plaintiff's counsel gathering and processing data, including thousands of time and payroll records provided by Defendants in order to calculate damages. Class Counsel also interviewed witnesses and drafted comprehensive mediation statements.

5. Following execution of the settlement agreement, which we negotiated with Defendants at length and with the help of David L. Perrault, an experienced employment class action mediator, we prepared the motion for preliminary approval. We worked closely with the Claims Administrator following preliminary approval of the settlement to calculate estimated amounts due to class members and arrange the mailing of the class notice and dispute form.

6. Throughout the period after preliminary approval was granted, Class Counsel performed extensive follow-ups with settlement class members. We spoke with class members, informing them of their options and answering questions they had.

7. Defendants will make the full settlement payment of \$500,000 in two installment payments. Defendants made the first payment in the amount of \$250,000 to the Class Settlement

1 Fund in January 2024. The second payment of \$250,000 will be deposited within thirty (30) days
2 from final approval order. The amounts of any uncashed checks sent to Eligible Class Members
3 will be distributed to the Centro de los Derechos del Migrante, Inc. (CDM), a non-profit
4 organization assisting migrant workers, as a *cy pres* recipient.

5 8. According to our calculations, the maximum potential recovery for the primary
6 claims of meal period and rest break violations is approximately \$766,125, assuming certification
7 was maintained through trial and judgment, all defense challenges to potential liability were
8 defeated, and plaintiffs recovered 100% on their claims. Thus, the proposed \$500,000 settlement
9 constitutes approximately 65% of this maximum recoverable amount for the primary claims of
10 meal and rest break violations. Approximately \$306,100 from the total amount, or Net Settlement
11 Fund, will be distributed to the Class of 141 workers. Again, the amounts of any uncashed
12 checks sent to Eligible Class Members will be distributed to CDM.

13 9. Following the dissemination of the Class Notice and providing adequate time for
14 Class Members to present an objection, as described in more detail by the Notice Administrator in
15 his declaration, no Class Member objected to the Settlement. Thus, the proposed Settlement is
16 entitled to the presumption that it is reasonable, fair and one which should be finally approved.

17 10. I believe that our firm has represented, and will continue to represent the best
18 interests of the class. We have engaged in extensive investigation of the facts and the applicable
19 law. We have many years of experience in handling class actions, other complex litigation, and
20 claims based on the same substantive law asserted in the action. We have committed and will
21 continue to commit the resources necessary to provide the class with quality representation. We
22 have represented thousands of other workers in lawsuits similar in size, scope, and complexity to
23 the present case, and have been appointed as class counsel in every prior case where they have
24 sought such appointment. Class Counsel have applied for an award of attorneys' fees in the
25 amount of \$150,000, which is thirty percent (30%) of the gross settlement fund. We have
26 calculated our lodestar fee at rates reflecting those currently earned in the market place, which is
27 approximately 0.86 of the requested amount of attorneys' fees. I was admitted to the California
28 Bar in 2000 and my hourly rate is \$725. I have spent 139.5 hours since November 2022, and

1 expect to spend more hours in the future responding to class member questions through the
2 distribution process. These rates are in line with rates typically approved in wage and hour class
3 action litigation. *See* Exhibit A. The paralegals at the Law Offices of John E. Hill also devoted
4 221.7 hours to the case, primarily working with the class data and handling calls from class
5 members. The hourly rate for our paralegals is \$125.

6 11. In addition to the description of our work in this case, as explained above, the
7 following is a summary of the tasks we undertook in this case: pre-litigation investigations since
8 November 2022, including meeting with and interviewing former workers and reviewing their
9 pay information; legal research concerning primarily meal and rest period cases and recent case
10 law developments; thorough analysis of Defendants' policies, practices and procedures
11 concerning pay practices, in particular; drafting complaints and other pleadings; preparation of
12 discovery and extensive meeting and conferring with Defendants' counsel; drafting of mediation
13 briefs, especially as it relates to the class data and damages calculations, and attend mediation;
14 work up the details and negotiation of the settlement agreement; drafting of approval motions;
15 and communication with class members concerning the distribution processes. All of the tasks
16 and work performed were reasonable and necessary to the prosecution of this case. Our firm only
17 has eight attorneys. Class Counsel believe that firms of our size face even greater risks in
18 litigating class actions with no guarantee of payment.

19 12. I graduated from Yale University and from UCLA Law School. I have extensive
20 knowledge of employment litigation throughout California in both federal and state courts. I
21 began my legal career at Lief, Cabraser, Heimann & Bernstein in San Francisco working
22 primarily on civil rights and employment class actions. Since then, I have litigated over 35 wage
23 and hour class actions involving overtime, meal periods, unreimbursed business expenses,
24 unlawful deductions, and other California Labor Code violations, leading to favorable statewide
25 class action and nationwide collective action settlements that have recouped millions of dollars in
26 unpaid wages and penalties. Throughout my career, my practice has focused on employment law,
27 and I have primarily represented low-wage, immigrant workers. Examples include *Gomez, et al.*
28 *v. Mi Pueblo San Jose, Inc.* (Alameda County, Case No. RG 07354914) which provided

1 restitution to low-wage supermarket workers in the amount of \$650,000 for unlawful paycheck
2 deductions for work-related uniforms and equipment; and *Partida, et al. v. Cerutti Brothers, Inc.,*
3 *et al.*, (Stanislaus County, Case No. 650252), which resulted in a \$2.25 million settlement for
4 packing shed workers. I am a member of the California Employment Lawyers Association
5 (CELA) and a former chair of CELA's Immigrant Employment Rights Committee. I also have
6 served on various non-profit organizations' boards and am a past president of La Raza Centro
7 Legal in San Francisco. I am a frequent speaker on employment matters at the Mexican
8 Consulates and at statewide and nationwide conferences for CELA and the National Employment
9 Lawyers Association (NELA), primarily dealing with the rights of low-wage immigrants, such as
10 restaurant workers in this case.

11 13. Class Counsel have costs exceeding \$9,000, but only request \$8,900 since that is
12 the amount communicated to the Class in the Class Notice. The majority of these costs have been
13 for mediator fees, the filing of the complaint, and data entry expenses, while smaller amounts
14 have been paid for other ordinary litigation costs and expenses such as filing fees and mail costs.
15 We respectfully request to be reimbursed for these necessary costs which Class Counsel incurred
16 in the representation of the Plaintiff and the Class.

17 **Work Performed by the Class Representative**

18 14. Plaintiff's counsel worked closely with Plaintiff Rafael Mayo to prosecute and
19 resolve this litigation.

20 15. Class Counsel's work with the Plaintiff included initial meetings with him, at
21 which time he agreed to serve as a class representative. Following these meetings, the paralegals
22 and attorney in our offices worked with the Plaintiff on various matters related to the litigation.
23 Since November 2022, the Plaintiff came forward in this action on behalf of the entire class,
24 produced documents, assisted counsel in bringing the case and investigating the underlying
25 merits, conferred with counsel on settlement negotiations, attended mediation, and extensively
26 monitored the progress of the litigation.

27 16. The Plaintiff, in working with our offices, put in extensive time finding and
28 contacting other class members. He reached out to their former co-workers to inform them of the

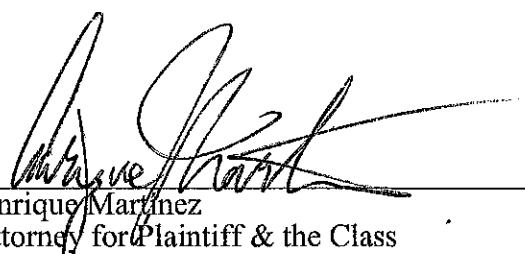
1 litigation. The Plaintiff's time and effort resulted in Plaintiff's Counsel obtaining a significant
2 amount of information and class data, which in turn, facilitated the settlement of this action.

3 17. As a Class Representative, the Plaintiff took his duties and responsibilities
4 seriously. He stayed in constant contact with our offices and assisted us whenever we requested
5 their time or knowledge of the case. The Class Representative spent time working with the
6 attorneys on phone consultations, meetings, mediation and settlement documents. He provided us
7 with information that was vital to the prosecution of this action and final successful resolution of
8 this lawsuit. In addition, he was exposed to the potential risk of having to pay for Defendants'
9 costs if they did not resolve this lawsuit. I believe that the requested enhancement payment of
10 \$10,000 to Named Plaintiff is extremely fair and reasonable in light of all the circumstances.

11 18. Upon filing this declaration and other related documents in support of final
12 approval with this Court, my office will electronically file them with the LWDA for purposes of
13 the Private Attorneys General Act ("PAGA").

14
15 I make this Declaration under penalty of perjury under the laws of the United States and
16 the State of California, at Oakland, California.

17
18
19 Dated: April 18, 2024

By: 

Enrique Martinez
Attorney for Plaintiff & the Class

EXHIBIT A

LEGAL BILLING REPORT

by Margaret Palmer

Volume 17, Number 3
December 2015



THOMSON REUTERS

California Region

Firm: Snell & Wilmer

Firm Size: 419 Firm Rank: 104

Court Name: Arizona
Case Name: Xhibit Corp., et al.
Case Number: 2:15-PK-00679-BKM

For fee applications
1/22/2015 through 9/11/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Eric S. Pezold	Partner	CA	2004	2004	\$520	0.10	\$52.00
					Total:	0.10	\$52.00

Firm: Klee, Tuchin, Bogdanoff & Stern, LLP

Firm Size: 19 Firm Rank: 0

Court Name: California Central
Case Name: State Fish Co., Inc
Case Number: 2:15-BK-11094-SK

For fee applications
6/1/2015 through 9/30/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Kenneth Klee	Partner	CA	1974	1975	\$1,300	0.20	\$260.00
David Stern	Partner	CA	1975	1975	\$1,080	189.50	\$204,660.00
Michael Tuchin	Partner	CA	1990	1990	\$1,080	137.10	\$148,068.00
Marla Sountas Argiropoulos	Partner	CA	2006	2006	\$675	25.20	\$17,010.00
Colleen M. Keating	Counsel	CA	2008	2008	\$650	111.20	\$72,280.00
Jonathan M. Weiss	Associate	CA	2012	2012	\$475	525.00	\$249,375.00
Kathryn T. Zwicker	Associate	CA	1986	1986	\$440	9.50	\$4,180.00
Sasha M. Gurvitz	Associate	CA	2014	2014	\$395	40.80	\$16,116.00
					Total:	1038.50	\$711,949.00

Firm: Bracewell & Giuliani LLP

Firm Size: 422 Firm Rank: 103

Court Name: Delaware
Case Name: Optim Energy, LLC, et al.
Case Number: 14-10262 (BLS)

For fee applications
2/12/2014 through 10/15/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Joe R. Rudi	Partner	CA	1969	1969	\$750	0.60	\$474.00
					Total:	0.60	\$474.00

Firm: Brown Rudnick LLP

Firm Size: 184 Firm Rank: 211

Court Name: Delaware
Case Name: Corinthian Colleges Inc
Case Number: 15-10952 (KIC)

For fee applications
5/4/2015 through 9/21/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Ronald Rus	Partner	CA	1975	1975	\$880	1.50	\$1,320.00
Lauren E. Curry	Partner	CA	2010	2010	\$730	78.90	\$57,597.00
					Total:	80.40	\$58,917.00

California Region

Firm: Croley LLP		Court Name: Delaware		For fee applications	
Firm Size: 613 Firm Rank: 63		Case Name: RS Legacy Corporation		8/1/2015 through 8/31/2015	
Name	Title	State	Graduated	Admitted	Rate
Seth A. Raffin	Partner	CA	1998	1998	\$810
Janet D. Gertz	Associate	CA	2004	2004	\$755
Shannon L. Sorrells	Associate	CA	2011	2011	\$595
Total:					\$13,094.00

Firm: Gibson Dunn & Crutcher LLP		Court Name: Delaware		For fee applications	
Firm Size: 2089 Firm Rank: 21		Case Name: ENERGY FUTURE HOLDINGS CORP		8/1/2015 through 8/31/2015	
Name	Title	State	Graduated	Admitted	Rate
Matthew Bouslog	Associate	CA	2011	2011	\$625
Total:					\$3,187.50

Firm: Kirkland & Ellis LLP		Court Name: Delaware		For fee applications	
Firm Size: 1442 Firm Rank: 13		Case Name: ENERGY FUTURE HOLDINGS CORP		8/1/2015 through 8/31/2015	
Name	Title	State	Graduated	Admitted	Rate
Mike Belnus	Partner	CA	1999	1999	\$1,220
Mark E. McKane	Partner	CA	1997	1997	\$1,025
Christopher Keagan	Partner	CA	2002	2002	\$855
Michael Esser	Associate	CA	2009	2009	\$825
Alexander Davis	Associate	CA	2012	2012	\$710
Justin Sowa	Associate	CA	2013	2013	\$710
Austin Klar	Associate	CA	2013	2013	\$635
Sarah Stock	Associate	CA	2013	2013	\$555
Aana Terteryan	Associate	CA	2014	2014	\$555
James Bardio	Associate	CA	2014	2014	\$555
Kevin Chang	Associate	CA	2014	2014	\$555
Total:					\$11,115,092.00

California Region

Firm: Klee, Tuchin, Bogdanoff & Stern, LLP

Firm Size: 19 Firm Rank: 0

Court Name: Delaware
Case Name: SEALT23, INC., et al.
Case Number: 15-10081 (CSS)

For fee applications
7/1/2015 through 11/30/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Lee Bogdanoff	Partner	CA	1985	1985	\$1,080	7.30	\$7,884.00
Michael Tuchin	Partner	CA	1990	1990	\$1,080	37.10	\$40,088.00
David Fidler	Partner	CA	1997	1998	\$850	12.70	\$10,795.00
Robert J. Pfister	Partner	CA	2001	2001	\$795	0.20	\$159.00
David M. Gress	Partner	CA	2005	2005	\$695	67.30	\$46,773.50
Maria Sountas Argyropoulos	Partner	CA	2006	2006	\$675	1.70	\$1,147.50
Justin D. Yi	Partner	CA	2009	2009	\$625	0.80	\$500.00
Jonathan M. Weiss	Associate	CA	2012	2012	\$475	34.70	\$15,482.50
Kathryn T. Zwicker	Associate	CA	1986	1986	\$440	12.40	\$5,456.00
Total:						174.20	\$129,265.50

Firm: Morrison & Foerster LLP

Firm Size: 1025 Firm Rank: 22

Court Name: Delaware
Case Name: ENERGY FUTURE HOLDINGS CORP
Case Number: 14-01979 (CSS)

For fee applications
8/1/2015 through 8/31/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Clara Lim	Associate	CA	2012	2012	\$635	39.80	\$25,273.00
Chika Arahawa	Associate	CA	2013	2013	\$495	8.30	\$4,108.50
Total:						48.10	\$29,381.50

California Region

Firm: Mungler-Jones & Olson LLC

Firm Size: 181 Firm Rank: 216

For fee applications
8/1/2015 through 8/31/2015

Court Name: Delaware
Case Name: ENVIRO FUTURE HOLDINGS CORP

Case Number: 13-10075 (SS)

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
John W. Spiegel	Partner	CA	1977	1977	\$1,065	36.30	\$38,639.50
Thomas B. Walper	Partner	CA	1980	1980	\$1,065	184.05	\$196,013.25
Stephen D. Rose	Partner	CA	1991	1991	\$960	29.20	\$28,032.00
Todd J. Rosen	Partner	CA	1999	1999	\$875	53.20	\$46,550.00
Jay M. Fujitani	Partner	CA	1984	1984	\$830	92.50	\$76,775.00
Kevin S. Alfred	Partner	CA	1986	1986	\$830	94.50	\$78,485.00
Seth Goldstein	Partner	CA	2002	2002	\$750	134.70	\$116,025.00
Bradley R. Schneider	Of Counsel	CA	2004	2004	\$680	115.10	\$78,268.00
Emily A. Bussig	Associate	CA	2010	2010	\$635	184.80	\$117,348.00
Sam Greenberg	Associate	CA	2010	2010	\$615	61.70	\$37,945.50
Alex D. Terepka	Associate	CA	2012	2012	\$510	89.40	\$45,594.00
Andrea M. Weintraub	Associate	CA	2013	2013	\$510	68.30	\$34,833.00
Sara M. Taylor	Associate	CA	2012	2012	\$510	70.40	\$35,904.00
Peter E. Boos	Associate	CA	2014	2014	\$395	11.40	\$4,503.00
Total:						1245.55	\$934,285.25

Firm: O'Melveny & Myers LLP

Firm Size: 1193 Firm Rank: 16

For fee applications
8/1/2015 through 8/31/2015

Court Name: Delaware
Case Name: Coit Holding Company

Case Number: 13-11296 (LSS)

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
John-Paul Mobery	Partner	CA	1999	1999	\$930	6.70	\$6,231.00
Sarah Hoffman	Counsel	CA	2004	2004	\$755	11.20	\$8,456.00
Jehee Lee	Counsel	CA	2007	2007	\$745	5.00	\$3,725.00
Joannah Carroa	Associate	CA	2015	2015	\$460	4.90	\$2,254.00
Christopher Martin	Associate	CA	2014	2014	\$415	1.20	\$498.00
Joseph Zupkowski	Counsel	CA	2008	2008	\$390	183.60	\$71,604.00
Total:						212.60	\$82,768.00

California Region

Firm: Pachulski Stang Ziehl Young Jones & Weil
Firm Size: 55 Firm Rank: 0
Court Name: Delaware
Case Name: DDMG Estate
Case Number: 12-12568(BLS)

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Debra I. Grassgreen	Partner	CA	1991	1994	\$925	1.30	\$1,202.50
William Ramseyer	Of Counsel	CA	1980	1980	\$650	1.10	\$715.00
Total:						2.40	\$1,917.50

For fee applications
8/1/2015 through 8/31/2015

Firm: Pachulski Stang Ziehl Young Jones & Weil
Firm Size: 55 Firm Rank: 0
Court Name: Delaware
Case Name: JCI Holdings Company, INC.
Case Number: 12-12319

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
William L. Ramseyer	Of Counsel	CA	1980	1980	\$650	7.50	\$4,940.00
Total:						7.50	\$4,940.00

For fee applications
6/1/2015 through 8/31/2015

Firm: Pachulski Stang Ziehl Young Jones & Weil
Firm Size: 55 Firm Rank: 0
Court Name: Delaware
Case Name: NE OPCO Inc.
Case Number: 12-12483

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Andrew W. Cairne	Partner	CA	1983	1983	\$925	0.20	\$185.00
William L. Ramseyer	Of Counsel	CA	1980	1980	\$650	1.30	\$845.00
William Ramseyer	Of Counsel	CA	1980	1980	\$650	2.10	\$1,365.00
Total:						3.60	\$2,395.00

For fee applications
8/1/2015 through 9/30/2015

Firm: Pachulski Stang Ziehl Young Jones & Weil
Firm Size: 55 Firm Rank: 0
Court Name: Delaware
Case Name: SEALIZ, INC., et al.
Case Number: 15-10081 (CS)

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Andrew W. Cairne	Of Counsel	CA	1983	1983	\$925	0.40	\$370.00
Jeffrey Pomerantz	Partner	CA	1989	1989	\$895	0.90	\$805.50
Shirley S. Cro	Of Counsel	CA	1997	1997	\$750	12.10	\$9,825.00
Total:						14.40	\$11,000.50

For fee applications
7/1/2015 through 11/30/2015

California Region

Firm: Paul Hastings LLP

Firm Size: 53 Firm Rank: 0

Court Name: Delaware
Case Name: Sealed
Case Number: 10-11255 (PWH)

For fee applications:
9/1/2014 through 9/30/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Alan J. Kornfeld	Partner	CA	1987	1987	\$975	2.90	\$8,732.50
Andrew Caine	Of Counsel	CA	1983	1983	\$895	0.20	\$179.00
David J. Barton	Partner	CA	1981	1981	\$850	0.30	\$255.00
David M. Bertenthal	Partner	CA	1989	1993	\$850	10.00	\$8,500.00
Maxim B. Litvak	Partner	CA	2001	2001	\$775	1.70	\$1,337.50
Joshua M. Fried	Partner	CA	2006	2006	\$725	2.80	\$2,030.00
Jonathan Kim	Of Counsel	CA	1993	1995	\$665	0.80	\$532.00
Elissa Wagner	Of Counsel	CA	2000	2001	\$625	46.60	\$29,125.00
William Ramseyer	Of Counsel	CA	1980	1980	\$625	2.40	\$1,500.00
Total:						73.70	\$51,671.00

Firm: Paul Hastings LLP

Firm Size: 881 Firm Rank: 30

Court Name: Delaware
Case Name: MGR Corp, Inc.
Case Number: 15-11357 (CS)

For fee applications:
9/1/2015 through 9/30/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Leslie A. Plaskon	Partner	CA	1988	1988	\$1,150	111.10	\$127,765.00
Peter Burke	Partner	CA	1996	1996	\$975	3.90	\$3,802.50
Daniel C. Tola	Associate	CA	2013	2013	\$530	20.30	\$11,275.00
Kevin Kraft	Associate	CA	2014	2014	\$495	4.80	\$2,376.00
Total:						140.30	\$145,218.50

Firm: Paul Hastings LLP

Firm Size: 881 Firm Rank: 30

Court Name: Delaware
Case Name: Sealed
Case Number: 15-10061 (CS)

For fee applications:
7/1/2015 through 11/30/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Nancy L. Abell	Partner	CA	1979	1979	\$995	0.90	\$895.50
Stephen D. Cooke	Partner	CA	1985	1985	\$973	0.30	\$292.13
Total:						1.20	\$1,187.63

California Region

Firm: Quinn Emanuel Urquhart & Sullivan, LLP

Firm Size: 647 Firm Rank: 58

Court Name: Delaware
Case Name: RS Legacy Corporation
Case Number: 15-10197 (RLS)

For fee applications
6/1/2015 through 10/7/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Benjamin Finestone	Partner	CA	2004	2005	\$840	11.20	\$9,408.00
Katherine Scherling	Associate	CA	2008	2010	\$735	211.50	\$155,452.50
Randa Osman	Partner	CA	1990	1990	\$695	47.20	\$32,804.00
Total:						269.90	\$197,664.50

Firm: Robins Kaplan LLP

Firm Size: 250 Firm Rank: 0

Court Name: Delaware
Case Name: Confiridian Colleges Inc
Case Number: 15-10952 (KUC)

For fee applications
5/4/2015 through 9/21/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Roman M. Silberfeld	Partner	CA	1995	1995	\$810	5.70	\$4,617.00
Howard Weg	Partner	CA	2014	2014	\$795	60.30	\$47,938.50
David B. Shemano	Partner	CA	2014	2014	\$675	17.00	\$11,475.00
Scott F. Gaudier	Partner	CA	2014	2014	\$675	452.00	\$305,100.00
James P. Menton, Jr.	Partner	CA	2014	2014	\$650	17.40	\$11,310.00
Cynthia C. Hernandez	Associate	CA	2009	2009	\$470	397.90	\$187,013.00
Lorie A. Ball	Associate	CA	2014	2014	\$450	568.10	\$255,645.00
Ann Churan	Partner	CA	2001	2001	\$420	18.10	\$7,602.00
Total:						1536.50	\$830,700.50

Firm: Torys LLP

Firm Size: 236 Firm Rank: 0

Court Name: Delaware
Case Name: Noriel Networks Inc.
Case Number: 05-10138

For fee applications
8/1/2015 through 8/31/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Sheila Block	Partner	CA	1974	1974	\$1,090	9.10	\$9,819.00
Adam Stevens	Associate	CA	2007	2007	\$775	163.00	\$126,375.00
Total:						172.10	\$136,194.00

California Region

Firm: Conley LLP		Court Name: Virginia Eastern		For fee applications	
Firm Size: 613		Case Name: Health Diagnostic Laboratory, Inc.		5/7/2015 through 8/31/2015	
Firm Rank: 63		Case Number: 15-37915-KRH			
Name:		State:	Graduated:	Admitted:	Rate
Aarti G. Reddy		CA	2010	2010	\$655
Amanda B. Pacheco		CA	2013	2013	\$470
		Title:		Hours:	Fees
		Associate		11.20	\$7,336.00
		Associate		3.30	\$1,551.00
				Total:	<u>\$8,887.00</u>

West Region

Firm Faegre Baker Daniels LLP

Firm Size: 750 Firm Rank: 0

Court Name: Colorado
Case Name: ROBERT D. MORDINI, JR.
Case Number: 11-15491-ABC

For fee applications
9/1/2013 through 11/18/2013

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Michael K. Bolton	Partner	CO	2001	2001	\$540	0.50	\$270.00
Brandon K. Oliver	Associate	CO	2010	2010	\$295	3.50	\$1,032.50
Total:						4.00	\$1,302.50

Firm Greenberg Traurig LLP

Firm Size: 1699 Firm Rank: 9

Court Name: Delaware
Case Name: ATIS Acquisition LLC
Case Number: 13-10262 (PMW)

For fee applications
8/1/2015 through 8/31/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Matthew L. Hinker	Associate	CO	2010	2010	\$635	2.30	\$1,460.50
Total:						2.30	\$1,460.50

Firm O'Melveny & Myers LLP

Firm Size: 1192 Firm Rank: 16

Court Name: Delaware
Case Name: Coit Holding Company
Case Number: 15-11296 (ISS)

For fee applications
8/1/2015 through 9/30/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Robert Blasztek	Partner	CO	1977	1977	\$1,075	1.50	\$1,612.50
Peter Friedman	Partner	CO	1998	1998	\$935	107.00	\$100,045.00
Total:						108.50	\$101,657.50

Firm Jenner & Block LLP

Firm Size: 433 Firm Rank: 98

Court Name: Alabama Northern
Case Name: Walter Energy Inc.
Case Number: 15-02741-TOMC11

For fee applications
7/15/2015 through 10/31/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Jarrell A. Cook	Associate	WA	2014	2014	\$460	10.00	\$4,600.00
Total:						10.00	\$4,600.00

West Region

Firm Akin Gump Strauss Hauer & Feld LLP

Firm Size: 790 Firm Rank: 20

Court Name: Delaware
Case Name: Grubbsheet Resources Inc
Case Number: 15-10585 (CSS)

For fee applications
7/17/2015 through 10/31/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Matthew W. Kinskey	Associate	WA	2014	2014	\$430	115.10	\$49,493.00
Total:						115.10	\$49,493.00

Firm Bracewell & Giuliani LLP

Firm Size: 422 Firm Rank: 103

Court Name: Delaware
Case Name: Optim Energy LLC, et al.
Case Number: 14-10267 (BLS)

For fee applications
2/17/2014 through 10/31/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Nancy Jo Nelson	Partner	WA	1984	1984	\$975	28.60	\$27,885.00
Jacqueline Java	Counsel	WA	2000	2000	\$670	0.90	\$603.00
Jacqueline Java	Counsel	WA	2000	2000	\$650	54.50	\$35,432.50
Sandra Snyder	Associate	WA	2005	2006	\$529	106.80	\$56,583.71
Sandra Snyder	Associate	WA	2005	2006	\$520	2.30	\$1,196.00
Blake Urban	Associate	WA	2009	2009	\$481	5.10	\$2,455.50
Serena Rwejtana	Associate	WA	2013	2013	\$363	37.00	\$13,449.87
Total:						235.20	\$137,605.21

Firm Foley & Lardner LLP

Firm Size: 874 Firm Rank: 31

Court Name: Delaware
Case Name: Universal Cooperatives Inc
Case Number: 14-11187 (MPW)

For fee applications
8/1/2015 through 8/31/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Jack G. Haake	Associate	WA	2011	2011	\$315	12.40	\$3,905.00
Total:						12.40	\$3,905.00

Firm Jones Day

Firm Size: 2407 Firm Rank: 3

Court Name: Delaware
Case Name: Moty Corp. Inc
Case Number: 15-11357 (CSS)

For fee applications
8/1/2015 through 9/30/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Karl L. Killelea	Of Counsel	WA	1984	1984	\$750	5.90	\$3,975.00
Total:						5.90	\$3,975.00

California Region

Title	Professional	Firm	Graduated	Admitted	State	Rate	Hours	Total
Partner	Kenneth Klee	Klee, Tuchin, Bogdanoff & Stern, LLP	1975	1974	CA	\$1,300	0.2	\$260.00
Partner	Mike Babin	Kirkland & Ellis LLP	1999	1999	CA	\$1,220	3.1	\$3,782.00
Partner	Leslie A. Puckton	Paul Hastings LLP	1988	1988	CA	\$1,150	111.1	\$127,765.00
Partner	Sheila Block	Torys LLP	1974	1974	CA	\$1,090	9.1	\$9,919.00
Partner	David Stern	Klee, Tuchin, Bogdanoff & Stern, LLP	1975	1975	CA	\$1,080	189.5	\$204,660.00
Partner	Lee Bogdanoff	Klee, Tuchin, Bogdanoff & Stern, LLP	1985	1985	CA	\$1,080	7.3	\$7,864.00
Partner	Michael Tuchin	Klee, Tuchin, Bogdanoff & Stern, LLP	1980	1980	CA	\$1,080	174.2	\$188,136.00
Partner	John W. Spiegel	Munger Tolles & Olson LLC	1977	1977	CA	\$1,065	36.3	\$38,669.50
Partner	Thomas B. Walp	Munger Tolles & Olson LLC	1980	1980	CA	\$1,065	184.05	\$196,013.25
Partner	Mark E. McKane	Kirkland & Ellis LLP	1997	1997	CA	\$1,025	198.5	\$203,462.50
Partner	Nancy L. Abell	Paul Hastings LLP	1978	1979	CA	\$995	0.9	\$995.50
Partner	Peter Burke	Paul Hastings LLP	1986	1986	CA	\$975	3.9	\$3,802.50
Partner	Stephen D. Cocke	Paul Hastings LLP	1985	1985	CA	\$973	0.3	\$972.75
Partner	Stephen D. Rose	Munger Tolles & Olson LLC	1991	1991	CA	\$960	29.2	\$28,052.00
Partner	John Paul Motley	O'Melveny & Myers LLP	1999	1999	CA	\$950	8.7	\$8,265.00
Partner	Alan J. Kornfeld	Pacholski Stang Ziehl Young Jones & Weintraub	1987	1987	CA	\$925	8.9	\$8,232.50
Of Counsel	Andrew W. Calne	Pacholski Stang Ziehl Young Jones & Weintraub	1983	1983	CA	\$925	0.6	\$855.00
Partner	Debra L. Gragreen	Pacholski Stang Ziehl Young Jones & Weintraub	1984	1984	CA	\$925	1.3	\$1,202.50
Of Counsel	Andrew Cairne	Pacholski Stang Ziehl Young Jones & Weintraub	1983	1983	CA	\$895	0.2	\$1,790.00
Partner	Jeffrey Pomerantz	Pacholski Stang Ziehl Young Jones & Weintraub	1989	1989	CA	\$885	0.9	\$805.50
Partner	Ronald Rus	Brown Rudnick LLP	1975	1975	CA	\$880	1.5	\$1,320.00
Partner	David J. Rosen	Munger Tolles & Olson LLC	1999	1999	CA	\$875	53.2	\$46,550.00
Partner	Christopher Keegan	Kirkland & Ellis LLP	2002	2002	CA	\$855	75.5	\$64,552.50
Partner	David Hoffer	Klee, Tuchin, Bogdanoff & Stern, LLP	1998	1997	CA	\$850	12.7	\$10,795.00
Partner	David J. Barton	Pacholski Stang Ziehl Young Jones & Weintraub	1981	1981	CA	\$850	0.3	\$255.00
Partner	David M. Berenthal	Pacholski Stang Ziehl Young Jones & Weintraub	1993	1989	CA	\$850	10	\$8,500.00
Partner	Benjamin Emestona	Quinn Emanuel Urquhart & Sullivan, LLP	2005	2004	CA	\$840	11.2	\$9,408.00
Partner	Jay M. Fujitani	Munger Tolles & Olson LLC	1984	1984	CA	\$830	92.5	\$76,775.00
Partner	Kevin S. Alfred	Munger Tolles & Olson LLC	1985	1986	CA	\$830	94.5	\$78,435.00
Associate	Michael Esser	Kirkland & Ellis LLP	2009	2009	CA	\$825	213.4	\$176,055.00
Partner	Roman M. Silberfeld	Robins Kaplan LLP	1995	1995	CA	\$810	9.7	\$4,517.00
Partner	Seth A. Rafkin	Robins Kaplan LLP	1998	1998	CA	\$810	0.5	\$405.00
Partner	Howard Weg	Klee, Tuchin, Bogdanoff & Stern, LLP	2014	2014	CA	\$795	60.3	\$47,998.50
Partner	Robert J. Pfister	Bracewell & Giuliani LLP	2001	2001	CA	\$795	0.2	\$159.00
Partner	Joe R. Hull	Torys LLP	1969	1969	CA	\$790	0.6	\$474.00
Associate	Adam Slavens	Pacholski Stang Ziehl Young Jones & Weintraub	2007	2007	CA	\$775	153	\$126,325.00
Partner	Maxim B. Litvak	Cooley LLP	2001	2001	CA	\$775	1.7	\$1,317.50
Associate	Janet D. Gertz	O'Melveny & Myers LLP	2004	2004	CA	\$755	14.6	\$11,023.00
Counsel	Sarah Hoffman	Munger Tolles & Olson LLC	2004	2004	CA	\$755	11.2	\$8,456.00
Partner	Seth Goldman	Pacholski Stang Ziehl Young Jones & Weintraub	2002	2002	CA	\$750	154.7	\$115,025.00
Of Counsel	Shirley S. Cho		1997	1997	CA	\$750	13.1	\$9,825.00

California Region

Title	Professional	Firm	Graduated	Admitted	State	Rate	Hours	Total
Counsel	Jesko Lee	O'Melveny & Myers LLP	2007	2007	CA	\$745	5	\$3,725.00
Associate	Katharina Scherling	Quinn Emanuel Urquhart & Sullivan, LLP	2010	2008	CA	\$735	211.9	\$155,452.50
Partner	Lauren E. Curry	Brown Rudnick LLP	2010	2010	CA	\$730	78.9	\$57,597.00
Partner	Joshua M. Fried	Pachulski Stang Ziehl Young Jones & Weintraub	2006	2006	CA	\$715	2.8	\$2,080.00
Associate	Alexander Davis	Kirkland & Ellis LLP	2012	2012	CA	\$710	192.5	\$136,746.00
Associate	Justin Sowa	Kirkland & Ellis LLP	2013	2013	CA	\$710	199.7	\$141,787.00
Partner	David M. Gross	Klee, Tuchin, Bogdanoff & Stern, LLP	2005	2005	CA	\$695	67.3	\$46,773.50
Partner	Randa Osman	Quinn Emanuel Urquhart & Sullivan, LLP	1990	1990	CA	\$693	47.2	\$32,804.00
Of Counsel	Bradley R. Schneider	Munger Toiles & Olson LLC	2004	2004	CA	\$680	115.1	\$78,268.00
Partner	David B. Sherman	Robins Kaplan LLP	2014	2014	CA	\$675	17	\$11,475.00
Partner	Maria Sountas Argitropoulos	Klee, Tuchin, Bogdanoff & Stern, LLP	2006	2006	CA	\$673	26.9	\$18,157.50
Partner	Scott F. Gaudier	Robins Kaplan LLP	2014	2014	CA	\$673	452	\$305,100.00
Of Counsel	Jonathan Xin	Pachulski Stang Ziehl Young Jones & Weintraub	1995	1995	CA	\$665	0.8	\$532.00
Associate	Aarti G. Reddy	Cooley LLP	2010	2010	CA	\$655	11.2	\$7,396.00
Counsel	Colleen M. Keating	Klee, Tuchin, Bogdanoff & Stern, LLP	2008	2008	CA	\$650	111.2	\$72,280.00
Partner	James P. Meunier, Jr.	Robins Kaplan LLP	2014	2014	CA	\$650	17.4	\$11,310.00
Of Counsel	William L. Ramseyer	Pachulski Stang Ziehl Young Jones & Weintraub	1980	1980	CA	\$650	8.9	\$5,785.00
Of Counsel	William Ramseyer	Pachulski Stang Ziehl Young Jones & Weintraub	1980	1980	CA	\$650	3.2	\$2,080.00
Associate	Austin Klar	Kirkland & Ellis LLP	2013	2013	CA	\$635	35	\$22,225.00
Associate	Clara Lim	Morrison & Foerster LLP	2012	2012	CA	\$635	38.8	\$25,273.00
Associate	Emily A. Bussigal	Kirkland & Ellis LLP	2010	2010	CA	\$635	194.8	\$127,348.00
Associate	Sarah Stock	Munger Toiles & Olson LLC	2013	2013	CA	\$635	121.6	\$77,216.00
Of Counsel	Elissa Wagner	Pachulski Stang Ziehl Young Jones & Weintraub	2001	2001	CA	\$625	46.6	\$29,125.00
Partner	Justin D. Yi	Klee, Tuchin, Bogdanoff & Stern, LLP	2009	2009	CA	\$625	0.8	\$500.00
Associate	Matthew Bouslog	Gibson Dunn & Crutcher, LLP	2011	2011	CA	\$625	5.1	\$3,187.50
Of Counsel	William Ramseyer	Pachulski Stang Ziehl Young Jones & Weintraub	1980	1980	CA	\$625	2.4	\$1,500.00
Associate	Sam Greenberg	Munger Toiles & Olson LLC	2010	2010	CA	\$615	61.7	\$37,945.50
Associate	Shannon L. Sarralls	Cooley LLP	2011	2011	CA	\$595	2.8	\$1,668.00
Associate	Anna Terteryan	Kirkland & Ellis LLP	2014	2014	CA	\$555	241.8	\$134,199.00
Associate	James Barolo	Kirkland & Ellis LLP	2014	2014	CA	\$555	108.6	\$60,273.00
Associate	Karin Chang	Kirkland & Ellis LLP	2014	2014	CA	\$555	170.8	\$94,794.00
Associate	Daniel C. Tola	Paul Hastings LLP	2013	2013	CA	\$550	20.5	\$11,275.00
Partner	Eric S. Perold	Snell & Wilmer	2004	2004	CA	\$520	0.1	\$52.00
Associate	Alex D. Terpleta	Munger Toiles & Olson LLC	2012	2012	CA	\$510	89.4	\$45,594.00
Associate	Andrea M. Weintraub	Munger Toiles & Olson LLC	2013	2013	CA	\$510	68.3	\$34,933.00
Associate	Sara N. Taylor	Munger Toiles & Olson LLC	2012	2012	CA	\$510	70.4	\$35,904.00
Associate	Chika Anikwa	Morrison & Foerster LLP	2013	2013	CA	\$495	8.3	\$4,102.50
Associate	Kevin Kraft	Paul Hastings LLP	2014	2014	CA	\$495	4.8	\$2,376.00
Associate	Jonathan M. Weiss	Klee, Tuchin, Bogdanoff & Stern, LLP	2012	2012	CA	\$475	558.7	\$265,257.50
Associate	Amada B. Pacheco	Cooley LLP	2013	2013	CA	\$470	8.3	\$1,551.00
Associate	Cynthia C. Hernandez	Robins Kaplan LLP	2009	2009	CA	\$470	397.9	\$187,013.00

California Region

TRN#	Professional	Firm	Graduated	Admitted	State	Rate	Hours	Total
Associate	Joannah Canada	O'Melveny & Myers LLP	2015	2015	CA	\$450	4.9	\$2,254.00
Associate	Lidia A. Ball	Robins Kaplan LLP	2014	2014	CA	\$450	582.1	\$255,645.00
Associate	Kathryn T. Zwicker	Klee, Tustin, Bogdanoff & Stern, LLP	1986	1986	CA	\$440	21.9	\$9,635.00
Partner	Arly Chupin	Robins Kaplan LLP	2001	2001	CA	\$420	18.1	\$7,602.00
Associate	Christopher Martin	O'Melveny & Myers LLP	2014	2014	CA	\$413	1.2	\$493.00
Associate	Peter E. Boos	Morgan Tolles & Olson LLC	2014	2014	CA	\$395	11.4	\$4,503.00
Associate	Sasha M. Gurwitz	Klee, Tustin, Bogdanoff & Stern, LLP	2014	2014	CA	\$395	40.8	\$16,116.00
Counsel	Joseph Zujkowski	O'Melveny & Myers LLP	2008	2008	CA	\$390	183.6	\$71,604.00

West Region

Title	Professional	Firm	Graduated	Admitted	State	Rate	Hours	Total
Partner	Robert Blashek	O'Mahony & Myers LLP	1977	1977	CO	\$1,075	1.5	\$1,612.50
Partner	Peter Friedman	O'Mahony & Myers LLP	1998	1998	CO	\$935	107	\$100,045.00
Associate	Matthew L. Hinkler	Greenberg Traurig LLP	2010	2010	CO	\$635	2.3	\$1,460.50
Partner	Michael K. Bolton	Faegre Baker Daniels LLP	2001	2001	CO	\$540	0.5	\$270.00
Associate	Brandon K. Oliver	Faegre Baker Daniels LLP	2010	2010	CO	\$295	3.5	\$1,032.50
Partner	Nancy Jo Nelson	Bracewell & Giuliani LLP	1984	1984	WA	\$975	28.6	\$27,885.00
Of Counsel	Kent L. Kilelea	Jones Day	1984	1984	WA	\$750	5.3	\$3,975.00
Counsel	Jacqueline Jawa	Bracewell & Giuliani LLP	2000	2000	WA	\$670	0.9	\$603.00
Counsel	Jacqueline Jawa	Bracewell & Giuliani LLP	2000	2000	WA	\$650	54.5	\$35,432.50
Associate	Sandra Snyder	Bracewell & Giuliani LLP	2006	2006	WA	\$529	106.8	\$56,583.71
Associate	Sandra Snyder	Bracewell & Giuliani LLP	2006	2006	WA	\$520	2.3	\$1,196.00
Associate	Brian Urban	Bracewell & Giuliani LLP	2009	2009	WA	\$481	5.1	\$2,455.50
Associate	Jarrell A. Cook	Jermer & Block LLP	2014	2014	WA	\$460	10	\$4,600.00
Associate	Matthew W. Kinskey	Alvin Gump Strauss Hauer & Feld LLP	2014	2014	WA	\$480	115.1	\$49,493.87
Associate	Serena Rwejuna	Bracewell & Giuliani LLP	2013	2013	WA	\$363	37	\$13,443.87
Associate	Jack G. Haake	Foley & Lardner LLP	2011	2011	WA	\$315	12.4	\$3,906.00

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Billing Rates Rise, Discounts Abound

A 10 percent increase is offset by price cuts.

Katelyn Polantz, The National Law Journal

January 5, 2015

The price of a billable hour has risen by more than 10 percent in four years, as large corporate law firms focused on their most expensive work and saved clients' money elsewhere.

"The question is: Is anybody paying that?" Maurice Watson, chairman at Husch Blackwell, said, looking back at hourly rates charged last year for lawyers. Husch's average rate for partners is about \$449 per hour, the firm told The National Law Journal in response to our 2014 billing survey. But \$407 is closer to what the firm collects for its work.

The former number represents the "rack rate," Watson said, while the lower price factors in discounts given to clients on the billable hour and in alternative billing arrangements.

Husch's fees are indicative of the pricier billable hour and complementary cost cuts that law firms find for clients. The Kansas City, Mo.-founded firm was among the firms that have reported their rates to The National Law Journal since 2010. Almost all of the highest- and lowest-charging partners among the firms increased rates since 2010.

Partners' hourly prices at the 40 firms that reported their numbers in 2014 now hover around \$500 an hour on average. The highest-billing partner among the survey came from Kaye Scholer, with a \$1,250 rate. The lowest-billing partner, from Frost Brown Todd, made \$220, the firms told the NLJ.

See chart: Billing Rates at the Nation's Richest Law Firms

The NLJ billing data also includes rates collected from public records — mostly bankruptcy filings — for 128 additional firms during the past three years.

Although the rates charged have gone up in recent years, the amounts that clients pay have not kept pace with inflation, legal industry leaders say.

"I think the story of billing rates is no longer as full or clear as it once was," Watson said.

Lawyers often give discounts on their stated rates, or firms arrange alternative fee plans with clients, including caps on fees, retainers or other flat rates for legal work. Still, firms lean on hourly pricing more than any other model. Generally, 15 percent to 20 percent of work comes from alternative fee structures, according to Steve Nelson of the McCormick Group Inc., a legal consulting firm in Northern Virginia.

Dinsmore & Shohl, a Cincinnati-based firm, has changed the way it sets rates instead of ditching the billable model.

"The billable hour is still very important. There's probably 100 reasons for that," firm chairman George Vincent said.

Dinsmore opened an office in Washington in 2011, so billing rates for lawyers in the nation's capital notched higher than at the rest of the firm. At the same time, associates faced a shift away from rates that rise in lockstep to individualized pricing, Vincent said. Dinsmore also has added nonpartner-track associates to cut some fees. The firm's lawyers charged between \$590 and \$175 in 2010, but they ranged between \$850 and \$160 in 2014.

The spread shows a rate expansion that mimics the decisions made by other firms — increases for top earners while squeezing value where they can.

Associates, on average, charged \$306 an hour at 28 firms in the NLJ study in 2014, an increase of 12 percent from those firms' average rate four years previously. The most expensive associates' rates pushed up at about the same pace, while a number of firms increased their lowest-paid associates' rates by only \$15 or less an hour.

The deleveraging of lawyers in the industry may account for this. Many clients now refuse to pay for legal work performed by first-year associates, Nelson said. Associates instead train during their first year, or work on pro bono or the equivalent of clerk and paralegal tasks. Outsourcing some work to cheaper consultants and firms plays into the pricing models more every year.

Many large firms are shedding lower-end practices, which fueled partners' lateral moves in 2014, Nelson added. Large firms now often mandate that partners meet or exceed certain rates. Some practices become priced out, so the lawyers move to less strict or lower-tiered firms to keep their clients. Practices that work on large corporate mergers or high-stakes litigation saw less lateral movement because of rate pressure. Gibson, Dunn & Crutcher, with an \$1,800 hourly rate for Theodore Olson, an outlier, had the highest rate the NLJ could find in public records.

The billing rate story was different in bankruptcy matters. Those numbers showed that the practice area, which runs countercyclical to the U.S. economy, suffered as companies recovered from the economic recession. Partners and associates working with clients in bankruptcy often must report their hourly rates in court.

Those partners averaged \$452 per hour in 2014, compared with an average rate of \$480 in 2012. The NLJ found fewer partners mentioned in new bankruptcy filings in 2014 compared with the previous years. On average over three years, bankruptcy partners charged about \$475 an hour, according to records from more than 2,300 firm shareholders.

In 2012, when rates were higher, elite New York firms told courts their partners earned \$1,000 an hour or more on the work. This \$1,000-an-hour club included three partners from Paul, Weiss, Rifkind, Wharton & Garrison and two partners from Weil, Gotshal & Manges.

It also included a team of nine Sullivan & Cromwell partners who charged \$1,150 an hour each to represent Eastman Kodak Co. in its bankruptcy.

In 2014, the rates for bankruptcy work topped out at about \$900 an hour, according to the data. Two partners from Pachtulski Stang Ziehl & Jones, a Los Angeles corporate restructuring boutique, charged \$875 and \$895 each for their work on the bankruptcy of staffing company Ablest Inc.

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2014 Adams and Reese	New Orleans, LA	319	\$700.00	\$305.00	\$420.00	\$315.00	\$220.00	\$270.00	\$500.00	\$425.00	\$575.00	National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Akerman	Miami, FL	523	\$580.00	\$380.00	\$555.00	\$455.00	\$205.00	\$305.00				National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Alston Gump Strauss Haver & Feld	Washington, DC	809	\$1220.00	\$615.00	\$785.00	\$560.00	\$365.00	\$525.00				National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Allen Matkins Leck Gombie Los Angeles Hallory & Harris	Los Angeles, CA	181	\$550.00	\$225.00	\$351.00	\$575.00	\$280.00	\$425.00				National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Alston & Bird	Atlanta, GA	789	\$875.00	\$465.00	\$575.00	\$575.00	\$285.00	\$870.00				National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Andrievs Kurth	Houston, TX	337	\$1050.00	\$745.00	\$850.00	\$1050.00	\$285.00	\$870.00				National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Archer & Greiner	Hackensack, NJ	194	\$480.00	\$330.00	\$420.00	\$295.00	\$200.00	\$245.00				National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Aronson Fox	Washington, DC	330	\$680.00	\$500.00	\$850.00	\$585.00	\$275.00	\$395.00				National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Arnall Golden Gregory	Atlanta, GA	140	\$520.00	\$400.00	\$450.00	\$450.00						National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014 Arnold & Porter	Washington, DC	789	\$950.00	\$870.00	\$815.00	\$810.00	\$345.00	\$900.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Arnstein & Lehr	Chicago, IL	144	\$695.00	\$350.00	\$485.00	\$330.00	\$175.00	\$250.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Baker & Hostetler	Cleveland, OH	788	\$670.00	\$275.00	\$445.00	\$350.00	\$270.00	\$272.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Baker & McKenzie	Chicago, IL	4087	\$1130.00	\$260.00	\$755.00	\$325.00	\$100.00	\$395.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Baker, Donelson, Bernstein, & Carr	Memphis, TN	588	\$455.00	\$240.00	\$490.00	\$455.00	\$345.00	\$255.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Ballard Spahr	Philadelphia, PA	483	\$550.00	\$395.00	\$475.00	\$495.00	\$235.00	\$345.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Barnes & Thornburg	Indianapolis, IN	522	\$580.00	\$330.00	\$480.00	\$370.00	\$260.00	\$320.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Bernatchi, Friedlander, Cephan & Aronoff	Cleveland, OH	450	\$635.00	\$380.00	\$465.00	\$475.00	\$455.00	\$280.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Best Best & Krieger	Riverside, CA	176	\$555.00	\$340.00	\$455.00	\$365.00	\$235.00	\$300.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Bingham McChesney	Boston, MA	795	\$1080.00	\$220.00	\$795.00	\$605.00	\$465.00	\$450.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014 Blank Rome	Philadelphia, PA	447	\$940.00	\$445.00	\$540.00	\$555.00	\$175.00	\$350.00	National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Bond, Schoenack & King	Syracuse, NY	199	\$520.00	\$240.00	\$355.00	\$910.00	\$160.00	\$225.00	\$495.00 National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Bowles Rice	Charleston, WV	140	\$295.00	\$165.00	\$230.00	\$180.00	\$115.00	\$135.00	National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Brauswell & Guilmini	Houston, TX	441	\$1125.00	\$575.00	\$790.00	\$700.00	\$275.00	\$440.00	National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Bradley Arent Boult Cummings	Birmingham, AL	413	\$605.00	\$325.00	\$430.00	\$340.00	\$230.00	\$280.00	National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Broad and Cassel	Orlando, FL	130	\$485.00	\$285.00	\$380.00				National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Brown Rudnick	Boston, MA	187	\$1045.00	\$550.00	\$496.00				National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Brownstein Hyatt Farber Schreck	Denver, CO	214	\$700.00	\$310.00	\$520.00	\$345.00	\$265.00	\$355.00	National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Bryan Cave	St. Louis, MO	965	\$800.00	\$410.00	\$520.00	\$595.00	\$220.00	\$405.00	\$865.00 National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Buchalter Nemer	Los Angeles, CA	139	\$895.00	\$475.00	\$620.00	\$375.00	\$380.00	\$565.00	National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014 Burr & Forman	Birmingham, AL	261	\$525.00	\$300.00	\$371.00	\$275.00	\$200.00	\$241.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Butler Snow	Birmingham, MS	280	\$235.00	\$225.00	\$302.00				National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Centralizer, Nickschum & New York, NY	New York, NY	457	\$1050.00	\$900.00	\$530.00	\$750.00	\$385.00	\$675.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Cashion Fields	Tampa, FL	272	\$840.00	\$455.00	\$690.00				National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Coyle, Schetz, Malsel, Forman & Leonard	Hackensack, NJ	116	\$785.00	\$390.00	\$653.00	\$340.00	\$275.00	\$532.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Connell Foley	Roseland, NJ	125	\$575.00	\$275.00	\$425.00	\$225.00	\$200.00	\$295.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Dooley	Palo Alto, CA	673	\$590.00	\$350.00	\$820.00	\$640.00	\$335.00	\$515.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Covington & Burling	Washington, DC	760	\$590.00	\$505.00	\$780.00	\$555.00	\$320.00	\$415.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Cohen O'Connor	Philadelphia, PA	495	\$1135.00	\$275.00	\$570.00	\$940.00	\$180.00	\$955.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Corda, Kallies-Pennell, Colt & Neale	New York, NY	323	\$850.00	\$730.00	\$680.00	\$765.00	\$345.00	\$480.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014 Davis Graham & Stubbs	Denver, CO	145	\$535.00	\$315.00	\$435.00	\$250.00	\$200.00	\$255.00	National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Davis Polk & Wardwell	New York, NY	810	\$395.00	\$850.00	\$975.00	\$375.00	\$130.00	\$515.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Debevoise & Plimpton	New York, NY	585	\$1075.00	\$555.00	\$1055.00	\$780.00	\$120.00	\$490.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Dechert	New York, NY	845	\$1055.00	\$870.00	\$900.00	\$735.00	\$355.00	\$550.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Dentons	New York, NY	2503	\$1050.00	\$345.00	\$700.00	\$585.00	\$210.00	\$425.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Dickstein Shapiro	Washington, DC	254	\$1250.00	\$950.00	\$750.00	\$955.00	\$310.00	\$475.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Disamore & Schuh	Cincinnati, OH	415	\$850.00	\$250.00	\$411.00	\$365.00	\$160.00	\$235.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 DLA Piper	New York, NY	3562	\$1025.00	\$455.00	\$765.00	\$750.00	\$250.00	\$310.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Dorsey & Whitney	Minneapolis, MN	501	\$585.00	\$340.00	\$435.00	\$510.00	\$215.00	\$315.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Duane Morris	Philadelphia, PA	613	\$560.00	\$415.00	\$585.00	\$385.00	\$280.00	\$375.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014 Edwards McDermott Palmer	Boston, MA	540	\$765.00	\$210.00	\$385.00	\$415.00	\$245.00	\$225.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Fungie Baker Daniels	Minneapolis, MN	673	\$390.00	\$455.00	\$455.00	\$315.00	\$110.00	\$250.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Foley & Landerer	Minneapolis, MN	844	\$660.00	\$405.00	\$600.00	\$470.00	\$210.00	\$335.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Foley Hoag	Boston, MA	221	\$775.00	\$950.00	\$670.00	\$385.00	\$290.00	\$325.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Fox Rothschild	Philadelphia, PA	591	\$750.00	\$330.00	\$550.00	\$500.00	\$245.00	\$390.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Fried, Frank, Harris, Shriver & Jacobson	New York, NY	450	\$1100.00	\$930.00	\$1000.00	\$750.00	\$375.00	\$595.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Frost Brown Todd	Cincinnati, OH	414	\$500.00	\$220.00	\$307.00	\$315.00	\$150.00	\$234.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Gardner Wynne Sewell	Dallas, TX	210	\$775.00	\$430.00	\$525.00	\$330.00	\$200.00	\$306.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Gibbons	Newark, NJ	201	\$965.00	\$440.00	\$560.00	\$475.00	\$295.00	\$390.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Gibson, Dunn & Crutcher	New York, NY	1154	\$1892.00	\$785.00	\$980.00	\$930.00	\$175.00	\$580.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014 Gordon Reis Scully Mansukhani	San Diego, CA	478	\$4775.00	\$375.00	\$420.00	\$325.00	\$285.00	\$300.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Greenberg Traub	New York, NY	1690	\$555.00	\$535.00	\$763.00	\$570.00	\$325.00	\$470.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Harris Beach	Rochester, NY	196	\$400.00	\$258.00	\$348.00	\$295.00	\$175.00	\$230.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Harter Secrest & Emery	Rochester, NY	132	\$465.00	\$300.00	\$385.00	\$290.00	\$195.00	\$250.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Haynes and Boone	Dallas, TX	453	\$7020.00	\$455.00	\$678.00	\$580.00	\$310.00	\$405.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Hogan Lovells	Washington, DC	2313	\$1000.00	\$705.00	\$835.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Holland & Hart	Denver, CO	423	\$725.00	\$305.00	\$442.00	\$425.00	\$175.00	\$277.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Holland & Knight	Washington, DC	966	\$1095.00	\$355.00	\$525.00	\$585.00	\$210.00	\$340.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Hongeman Miller Schwartz and Cohen	Detroit, MI	231	\$550.00	\$280.00	\$390.00	\$225.00	\$205.00	\$220.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Hughes Hubbard & Reed	New York, NY	351	\$355.00	\$725.00	\$890.00	\$675.00	\$365.00	\$555.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report