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SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF SACRAMENTO

JADE BROOKS, individually, and on behalf of all others similarly situated,

Plaintiff,

v.

BAD BAKERS INC DBA BAD BAKERS, a California corporation; BAD STARS INC, a California corporation; and DOES 1 through 10, inclusive,

Defendants.

Case No.: 34-2022-00332118-CU-OE-GDS

[Assigned for All Purposes to the Honorable Peter K. Southworth, Dept. 8B]

DECLARATION OF TYLER J. WOODS IN SUPPORT OF PLAINTIFF'S NOTICE OF MOTION AND MOTION FOR FINAL APPROVAL OF CLASS ACTION AND PAGA SETTLEMENT

Final Approval Hearing:
Date: December 18, 2026
Time: 9:00 a.m.
Dept.: 8B

Complaint filed:	December 29, 2022
FAC filed:	November 12, 2025
Trial date:	Not set

DECLARATION OF TYLER J. WOODS

I, Tyler J. Woods, declare as follows:

1. I am an attorney at law licensed to practice before all of the courts of the State of California. I am a Senior Partner at Wilshire Law Firm, PLC ("WLF" or "Class Counsel"), counsel of record for Plaintiff Jade Brooks ("Plaintiff"). I have personal knowledge of the facts set forth in this declaration and could and would competently testify to them under oath if called as a witness.

2. I submit this declaration in support of Plaintiff's Motion for Final Approval of Class Action and PAGA Settlement.

3. Plaintiff is represented by WLF. The attorneys at WLF performed significant work and expended litigation costs in prosecuting this matter with no guarantee of payment.

4. WLF was selected by Best Lawyers and U.S. News & World Report as one of the nation's Best Law Firms since 2020 and is comprised of more than 100 attorneys and over 600 employees. WLF is actively and continuously practicing in employment litigation, representing employees in both individual and class actions in both state and federal courts throughout California.

5. WLF is qualified to handle this Litigation because its attorneys are experienced in litigating Labor Code violations in individual, class action, and representative action cases. WLF has handled, and is currently handling, numerous wage and hour class action lawsuits, as well as class actions involving consumer rights and data privacy litigation.

6. I graduated from the University of California, Davis in 1999 with a Bachelor of Arts degree in Communications with minors in Spanish and Psychology. I received my Juris Doctor from USC Gould School of Law in 2004.

7. Upon graduating from law school in 2004, I worked for international firm McDermott Will & Emery LLP practicing general litigation which included employment law matters. Since 2010, and exclusively since 2013, my practice has focused on labor and employment matters including handling wage and hour class, collective, and representative actions (including the California Private Attorneys General Act or "PAGA"), including at the law firms of McDermott Will & Emery LLP (where I was a partner), Pacific Trial Attorneys (where I was a

partner), and labor and employment powerhouse Fisher Phillips (where I was a partner and head of Fisher Phillips Class Action Practice Group). At these law firms, I was the lead trial counsel or took a major leading role in defending employers on numerous wage and hour class, collective, and representative actions. Under my leadership as lead counsel during my tenure as defense counsel, I successfully defeated class certification of a potential 10,000 plus class as lead counsel on behalf of a nationwide quick service restaurant during my time as defense counsel and negotiated several wage and hour class actions that were subsequently approved by the Courts.

8. In late March 2024, I left Fisher Phillips and joined WLF to represent plaintiff employees. I have been and are handling many wage and hour class and representative actions litigating such matters on behalf of plaintiff employees in numerous Superior Courts. From matters representing both plaintiff and defendants, I have successfully mediated the resolution of many wage and hour class, collective, and representative actions.

9. In July 2025, I obtained a jury verdict in excess of $6,000,000 in a wage and hour case in Los Angeles Superior Court against Javier's Cantina & Grill (Los Angeles Superior Court Case No. 19STCV36438).

10. I have received numerous awards for my legal work. For example, from 2009-2011 and 2014, I was listed as a Rising Star in Los Angeles Super Lawyers (Thomas Reuters). I have also served on numerous prominent boards and in other leadership positions, including currently serving on the board of the Orange County Chapter of the California Restaurants Association.

11. I have also presented monthly webinars on labor and employment issues to hundreds of participants since 2022, including on wage and hour issues. For example, I presented "10 Reasons Employers Get Sued and How to Avoid These Mistakes" while a partner with Fisher Phillips and "Key Insights for Hospitality Employers: Arbitration Agreements 101" (while a partner with Fisher Phillips). My current contingent billing rate is $1,200 per hour.

12. Trenten N. Bilodeaux is an Associate Attorney at WLF. He is currently in his sixth year of practice representing corporate entities in complex class action litigation in state and federal courts. He is admitted to practice before all courts in the State of California, the State of Oregon, and the United States District Court for the Northern, Eastern, and Central Districts of California.

Over the course of his career, he has participated in numerous class action settlements for similar employment and wage claims as those present here. Prior to practicing law, he graduated cum laude with a Bachelor of Arts in Political Science from California State University, Chico before accepting a scholarship to attend the University of the Pacific, McGeorge School of Law where he achieved a Juris Doctor and graduated with honors in 2020. Mr. Bilodeaux currently bills at an hourly rate of $700.00.

13. Lucy H. Nguyen is a Settlement Attorney at WLF. She graduated from San Francisco State University with a Bachelor of Science degree in Business Management and earned her Juris Doctor from John F. Kennedy University, School of Law in 2011. Ms. Nguyen was admitted to practice law in the State of California in 2021. Prior to joining WLF, Ms. Nguyen practiced employment and family law litigation and handled a high-volume statewide docket involving wage-and-hour disputes and complex litigation matters. Since joining WLF, Ms. Nguyen has focused her practice on wage-and-hour class actions and representative actions under the California Private Attorneys General Act ("PAGA"), including drafting and negotiating class and PAGA settlements, approval motions, and related settlement documents. In this and other matters, Ms. Nguyen has performed work including analyzing exposure, drafting settlement agreements and approval papers, coordinating settlement administration issues, and assisting with class and PAGA settlement approval proceedings. Ms. Nguyen currently bills at an hourly rate of $650.00.

14. Alan Wilcox is a former attorney at WLF. He obtained his bachelor's degree from the University of California, Berkeley in 2007. He graduated from Pepperdine University's School of Law and became a member of the California State Bar in 2012. Throughout Mr. Wilcox's career up until his employment at WLF, he was essentially continuously employed as a civil litigation attorney at multiple law firms. He has represented clients in both state and federal Courts in a wide variety of matters, including contract disputes, wrongful foreclosure, unlawful detainer, divorce, product defect, tort, and employment. Mr. Wilcox billed at an hourly rate of $950.00 prior to his departure from WLF.

15. Arsiné Grigoryan is a former Associate Attorney at WLF who was actively involved in the litigation and resolution of this matter from its inception through December 2024. She earned

two Bachelor of Arts degrees from the University of California, Berkeley in (1) Political Science with an emphasis on international relations and (2) Media Studies. She obtained her Juris Doctor degree from Southwestern Law School. She is presently admitted to practice in all state courts of California (admitted in 2017) and before all federal district courts in California. The focus of her practice at WLF was on class action wage-and-hour law, including Private Attorneys General Act of 2004 ("PAGA") matters. Prior to joining WLF, she worked at a law firm specializing in wage-and-hour class action cases. She handled more than a dozen active class action matters currently pending and prosecuting multiple PAGA collective action matters in various courts throughout the State of California. Ms. Grigoryan billed at an hourly rate of $800.00 prior to her departure from WLF.

16. Justin F. Marquez is a former Senior Partner at WLF who was actively involved in the litigation and resolution of this Action from its inception through December 2024. He graduated from University of California, Los Angeles's College Honors Program in 2004 with Bachelor of Arts degrees in History and Japanese, magna cum laude and Phi Beta Kappa. He graduated from Notre Dame Law School with a Juris Doctorate. He was admitted to the State Bar of California in February 2009. His practice focused primarily on advocating for the rights of consumers and employees in class action litigation and appellate litigation. He received numerous awards for his legal work: from 2017 to 2020, Super Lawyers selected him as a "Southern California Rising Star," and from 2022 to 2025, he was selected as a "Southern California Super Lawyer"; he was selected as one of the "Best Lawyers in America" from 2023 to 2025; and in 2024, he, along with his colleagues at WLF, received a CLAY (California Lawyer Attorneys of the Year) award for their work on a false advertising case against Apple which ultimately led to a $25 million settlement. He also was selected to speak at multiple CELA conferences throughout his career – in 2019, he spoke on the topic of manageability of class actions at CELA's 2019 Advanced Wage & Hour Seminar, and in 2024, he spoke on the topic of dealings with multiple cases against the same defendant at CELA's 2024 Advanced Wage & Hour Seminar. He served as lead or co-lead in negotiating class action settlements worth over $10 million in gross recovery to class members for each year since 2020, including over $37.5 million in 2022 and over $75

million in 2023. Mr. Marquez billed at an hourly rate of $1,500.00 prior to his departure from WLF.

17. Class Counsel's hourly rates have been approved by numerous other courts and are comparable to those charged by other class action plaintiffs' counsel and the firms defending class actions. WLF's rates are well within the range of hourly rates that the Southern California legal marketplace would compensate counsel for similar services accomplishing similar results. For example, in *Bronshteyn v. State of California*, the trial court approved and the California Court of Appeal affirmed plaintiff's counsel's 2022 hourly rates of $1,100 and $1,000 for work performed by senior attorneys on an employment class action case. (*Bronshteyn v. Department of Consumer Affairs* (2025) 114 Cal.App.5th 537, 542, review denied (Dec. 17, 2025).) These rates were then augmented by a 1.75 lodestar multiplier and affirmed by the California Court of Appeal. (*Id.*) In *Suarez v. Bank of America, National Association*, the Northern District of California approved WLF's hourly rates of $1,500 for a senior partner and $1,000 for a senior attorney for work performed on an employment class action, and found the billing rates to be "normal and customary for timekeepers with similar qualifications and experience in the relevant market." (*Suarez v. Bank of America, National Association* (N.D. Cal., Jan. 11, 2024, No. 18-CV-01202-LB) 2024 WL 150721, at *3.) Moreover, in *Moreno v. Pretium Packaging, L.L.C.*, the Central District of California found WLF's multiplier of 2.57 for a wage-and-hour class action case to be reasonable "in light of the contingent nature of recovery, the complexity of the issues, and the result obtained." (*Moreno v. Pretium Packaging, L.L.C.* (C.D. Cal. Aug. 6, 2021) No. 8:19-cv-02500-SB, 2021 WL 3673845, at *3.) The rates (and multiplier) requested here are well in line with those found reasonable in *Bronshteyn, Suarez,* and *Moreno*.

18. In support of the reasonableness of WLF's hourly rates, attached as **Exhibit 1** is a true and correct excerpt from the *2025 Real Rate Report* published by Wolters Kluwer. The Real Rate Report is widely relied upon in the legal industry because it is derived from anonymized billing data taken from actual law firm invoices that were submitted to clients and approved for payment, rather than from voluntary surveys or self-reported rates. Although the report refers to "2025" rates, the data reflects rates charged by law firms during the first half of 2024 and therefore

represents the most recent available objective evidence of prevailing market rates.

a. The report provides rate information filtered by geographic market, practice type, and timekeeper role. Page 26 reports third-quartile rates for attorneys handling litigation matters in San Francisco and San Jose, which are the primary Northern California legal markets and serve as the dominant rate-setting centers for complex litigation throughout the region. In San Francisco, the dataset shows third-quartile hourly rates of $1,378 for litigation partners and $875 for associates. In San Jose, the report shows third-quartile hourly rates of $1,250 for litigation partners and $1,030 for associates. The report's in-depth city analyses for San Francisco and San Jose further confirm that these markets consistently reflect some of the highest billing rates in the country for experienced litigators and serve as the benchmark markets for Northern California legal services. Courts evaluating fee requests in Sacramento routinely look to the prevailing rates in the nearest major metropolitan markets as benchmarks when assessing reasonableness. The closest and most relevant comparison markets for Sacramento litigation are San Francisco and San Jose, where experienced partners routinely bill well above $1,200 per hour based on rates actually charged to clients.

b. The 2025 Real Rate Report's practice-area-specific data further supports this conclusion. Page 81 provides third-quartile rates for the detailed practice category "Employment and Labor: Other Litigation," which is directly analogous to the type of work performed in this case. That dataset includes 24 partners and 14 associates and shows a third-quartile rate of $1,252 per hour for partners and $564 per hour for associates. These figures demonstrate that even within the specialized employment litigation market, partners regularly bill well above $1,200 per hour based on rates actually charged to clients. When this practice-specific benchmark is considered together with the broader regional market data, it confirms that WLF's hourly rate for highly experienced counsel in a representative employment action falls within the upper range of prevailing market rates rather than outside it.

c. The Real Rate Report does not provide 4th quartile rates, presumably to provide a sense of the average attorney billing rates. Importantly, the third quartile represents the point below which 75% of rates fall; it is not a cap on reasonable rates. By definition, a substantial

portion of partners in the relevant benchmark market routinely bill above that level, particularly those with extensive experience, specialized expertise, or leadership roles in complex litigation. Courts evaluating fee requests recognize that leading counsel in complex or representative actions may reasonably bill above median or third-quartile benchmarks where their experience, results obtained, and responsibilities justify higher rates. We firmly believe WLF belongs in the 4th quartile of attorney billing rates in Northern California. As previously discussed, WLF is a nationally recognized employment litigation firm that has been named one of the nation's *Best Law Firms* by U.S. News & World Report and Best Lawyers since 2020, and its attorneys regularly litigate complex wage-and-hour class and representative actions throughout California.

19. In an article entitled "Big Law Rates Topping $2,000 Leave Value 'In Eye of Beholder,'" written by Roy Strom and published by Bloomberg Law on June 9, 2022, the author describes how Big Law firms have crossed the $2,000-per hour rate. The article also notes that law firm rates have been increasing by just under 3% per year. A true and correct copy of this article is attached hereto as **Exhibit 2**.

20. WLF has performed significant work and incurred litigation costs in prosecuting this matter with no guarantee of any payment. The efforts expended by Class Counsel to achieve this result include, but are not limited to, the following:

a. the investigation of the matter, including meeting with Plaintiff, reviewing Defendant Bad Bakers, Inc.'s ("Defendant") policies, and requesting and reviewing Plaintiff's time and pay records, personnel file, and exploring the corporate structure of Defendant;

b. filing the Action and First Amended Complaint;

c. attending status conferences and meeting and conferring with Defendant regarding the case;

d. meeting and conferring with Defendant regarding mediation, exchange of informal discovery beforehand, and negotiating with opposing counsel regarding the parameters thereof;

e. selecting a mediator and mediation date;

f. working with opposing counsel for the receipt of a representative sampling and analyzing the same with the aid of a consultant and Plaintiff to perform analyses of liability and exposure prior to attendance of the mediation in this matter;

g. reviewing policy documents from Defendant and researching applicable defenses;

h. preparing the mediation brief and damages model for use at mediation;

i. attending the mediation;

j. communicating with Plaintiff;

k. negotiating, finalizing and fully executing the settlement agreement;

l. preparing and filing the Motion for Preliminary Approval and supporting documents;

m. attending the hearing on Motion for Preliminary Approval;

n. communicating with any Class Members who sought additional information regarding the settlement; and

o. preparing the instant Motion for Final Approval and supporting documents.

21. WLF's current lodestar reflects the efficiencies achieved by attorneys experienced in this field with **58.7** hours of work resulting in **$57,860.00** in fees. A true and correct copy of Class Counsel's detailed billing records in this matter is attached hereto as **Exhibit 3**. The chart below shows the calculation of hours spent by each of WLF's attorneys on this case:

Attorney	**Hours**	**Hourly Rate**	**Total**
Tyler J. Woods	6.6	$1,200.00	$7,920.00
Trenten N. Bilodeaux	6.8	$700.00	$4,760.00
Lucy H. Nguyen	12.0	$650.00	$7,800.00
Alan Wilcox	3.3	$900.00	$2,970.00

Arsiné Grigoryan[1]	15	$800.00	$12,000.00
Justin F. Marquez	15	$1,500.00	$22,500.00
TOTAL	**58.7**		**$57,860.00**

Each hourly rate shown above is the reasonable and usual hourly rate charged by that attorney for services of this type.

22. This amount surpasses the requested fee award of $41,666.67, resulting in a negative multiplier. Class Counsel's lodestar does not include the time Class Counsel will spend at the Final Approval Hearing and assisting the Settlement Administrator following final approval. Class Counsel dedicated significant resources to this case by dividing the tasks required according to skill level. The hours expended by each attorney were not duplicative and reflect the extensive investigation and analysis that was required to achieve this Settlement. This time could have been spent on other potentially lucrative cases. Class Counsel's lodestar reflects the efficiencies achieved by attorneys experienced in this field. Moreover, Class Counsel has singularly assumed the risk and costs of litigation purely on a contingency basis. And, while Plaintiff is confident in the merits of her claims, a legitimate controversy exists as to each cause of action, posing an actual risk that Plaintiff may not succeed at class certification and/or trial. Any of these obstacles could have prevented recovery completely, meaning Class Counsel would have been left with no compensation for all the time and money invested in litigating this case. Despite these risks, Class Counsel took this case on a contingency basis so that Class Members (a particularly vulnerable group of hourly paid workers) could be compensated for their unpaid wages. Consequently, Class Counsel was precluded from focusing on, or taking on, other cases which could have resulted in a larger, and less risky, monetary gain.

[1] As described above, Arsine Grigoryan and Justin Marquez are no longer with Wilshire Law Firm, PLC. I have conservatively estimated at least 15 hours of work for both Ms. Grigorian and Mr. Marquez on this matter, which includes, but is not limited to, assisting with the complaint, participating in several meetings regarding the case and strategy, assisting with mediation materials and brief, reviewing the settlement-related documents, and preparing the motion for preliminary approval. In the event the Court strikes Ms. Grigoryan's and Mr. Marquez's hours, the remaining lodestar would be $23,360.00.

23. In litigation costs, Wilshire Law Firm, PLC, has spent $14,945.93 on items such as filing fees, service fees, mediation fees, and consultant fees. A true and correct copy of a breakdown of costs incurred by my office is attached hereto as **Exhibit 4**. Those costs consist of mediation fees ($3,500.00), consultant fees ($7,110.50), and filing and service fees ($4,335.43). Additionally, we anticipate incurring $300.00 in future costs for filing fees and service fees for a total of $15,245.93 in costs. Since Class Counsel's costs did not reach the maximum of $20,000.00, the remaining $4,754.07 will revert to and increase the Net Settlement Amount. These costs were reasonable and necessary to prosecute this case and obtain the results achieved.

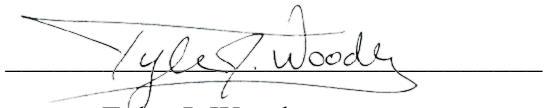
24. Class Counsel has negotiated a settlement here that they believe is fair, reasonable, and adequate based on their prior experience litigating these types of cases.

25. To date, the LWDA has not responded to or objected to the Settlement in this matter. Plaintiff's PAGA notice to the LWDA and Class Counsel's submission of the Settlement to the LWDA were previously filed as Exhibit 2 to the Declaration of Lucy Nguyen in Support of Plaintiff's Motion for Preliminary Approval of Class Action and PAGA Settlement.

26. I attest that WLF has reviewed the Complex Litigation Department's Checklist for Approval of Class Action and/or Private Attorneys General Act ("PAGA") Settlements ("Checklist") and that WLF's briefing complies with the Checklist (Local Rule 2.99.05.).

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

Executed on November 20, 2026 at Los Angeles, California.



Tyler J. Woods

EXHIBIT 1



ELM Solutions

2025 Real Rate Report® powered by LegalVIEW® DynamicInsights

The industry's leading analysis of law firm rates, trends, and practices

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A Letter to Our Readers

Welcome to the latest edition of the Real Rate Report®, the legal industry's most trusted benchmark for legal billing rates.

Since 2010, the Real Rate Report has helped legal departments and law firms make smarter decisions about pricing, resourcing, and vendor management. That hasn't changed. What has changed is how we deliver those insights.

This year, the Real Rate Report is powered by LegalVIEW® DynamicInsights—our new digital-first platform that brings the same trusted LegalVIEW data to life in a more interactive, flexible, and timely way. Leveraging Wolters Kluwer's LegalVIEW database, with over $200B in anonymized, approved, invoice data, LegalVIEW DynamicInsights offers dynamic filters, quarterly updates, and calendar-year alignment to help users tailor benchmarks to their unique needs, on demand.

The Real Rate Report remains a vital snapshot of the market, and we know many of you rely on it as a reference tool. But DynamicInsights goes further. It enables deeper exploration of rate trends by role, experience, geography, practice area, industry, and more. Whether you're negotiating rates, evaluating law firm performance, or planning budgets, DynamicInsights gives you the agility and precision today's legal environment demands.

As always, we welcome your feedback and thank our data contributors for making this work possible. We're proud to be your partner in legal analytics and look forward to continuing to deliver insights that drive better business outcomes.

Sincerely,



Brian Jorgenson
Vice President, Product Management
Wolters Kluwer ELM Solutions

Real Rate Report Overview

The Real Rate Report is powered by LegalVIEW DynamicInsights, a web-based solution that delivers dynamic, invoice-backed insights through approved legal billing rates. It enables legal professionals to analyze rate trends by role, experience, industry, geography, practice area, and more using the world's largest repository of legal spend data.

DynamicInsights leverages the same trusted LegalVIEW database that has powered the Real Rate Report for years, now encompassing over $200B+ in anonymized, approved legal invoice data. As with previous Real Rate Reports, our data is sourced from corporations' and law firms' e-billing and time management solutions. We have included lawyer and paralegal rate data filtered by specific practice and sub-practice areas, metropolitan areas, and types of matters. This level of granularity gives legal departments and law firms the precision they need to identify areas of opportunity.

What's different with DynamicInsights?

Same source, same methodology: DynamicInsights uses the same rigorous data validation and methodology as the Real Rate Report.

- **Enhanced flexibility:** With dynamic filters, DynamicInsights enables users to tailor benchmarks to their unique needs and on demand.
- **Full year data:** DynamicInsights now aligns to a calendar year view—January through December—replacing the previous July-to-June format used in the Real Rate Report, reducing confusion and improving consistency across reporting periods.
- **More up to date:** Unlike the annual and static Real Rate Report, DynamicInsights is refreshed quarterly, offering more timely insights.
- **Digital-first access:** Delivered via a secure online interface, users can interact with the data, bookmark views, and share insights in real time.

DynamicInsights provides the same level of credibility and analytical power long trusted in the Real Rate Report with more agility and transparency for today's legal environment.

2025 Real Rate Report use considerations

- Examines law firm rates over time
- Identifies rates by location, experience, firm size, areas of expertise, industry, and timekeeper role (i.e., partner, associate, and paralegal)
- Itemizes variables that drive rates up or down

All the analyses included in DynamicInsights and this report are derived from the actual rates charged by law firm professionals as recorded on invoices submitted and approved for payment.

Examining real, approved rate information, along with the ranges of those rates and their changes over time, highlights the role these variables play in driving aggregate legal cost and income. The analyses can energize questions for both corporate clients and law firm principals.

Legal departments might ask whether they are paying the right amount for different types of legal services, while law firm principals might ask whether they are charging the right amount for legal services and whether to modify their pricing approach.

Examples of data to consider when reviewing rates:

- **Industry** – Compare spend and rate trends across various industries
- **Practice area** – Analyze cost variations in different legal practice areas
- **Detailed practice area** – Drill down into niche legal specialties for precise benchmarking
- **Am Law** – Benchmark against top-ranked law firms for competitive rate analysis
- **City** – Understand rate trends in specific metropolitan areas
- **Country** – Gain a global perspective on legal costs and spend management
- **Role** – Assess legal spend distribution across different law firm roles

Real Rate Report Overview

Understanding key statistical terms

To help interpret the legal rate data presented in DynamicInsights and this report, it's important to understand the statistical measures used. Below are definitions of the core metrics:

- **Mean (average):** The sum of all rate values divided by the total number of values added. It provides a general sense of the central tendency of the rates but can be influenced by extreme values (outliers).
- **Median:** The middle value when all rates are arranged in ascending order. If there is an even number of rates being analyzed, the median is the average of the two middle rates. It is a robust measure of central tendency of rates that is less affected by outliers.
- **First quartile (Q1):** The value below which 25% of the rates fall. It marks the lower boundary of the middle 50% of the rates and helps identify the lower range of typical values.
- **Third quartile (Q3):** The value below which 75% of the rates fall. It marks the upper boundary of the middle 50% of the rates and helps identify the upper range of typical values.
- **n:** The number of unique timekeepers contributing to the data.

These metrics are used to provide a more nuanced view of legal rates, helping users identify trends, outliers, and benchmarks across various dimensions.

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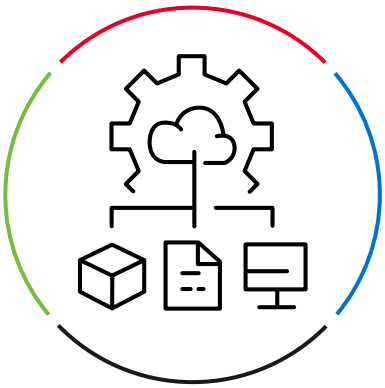
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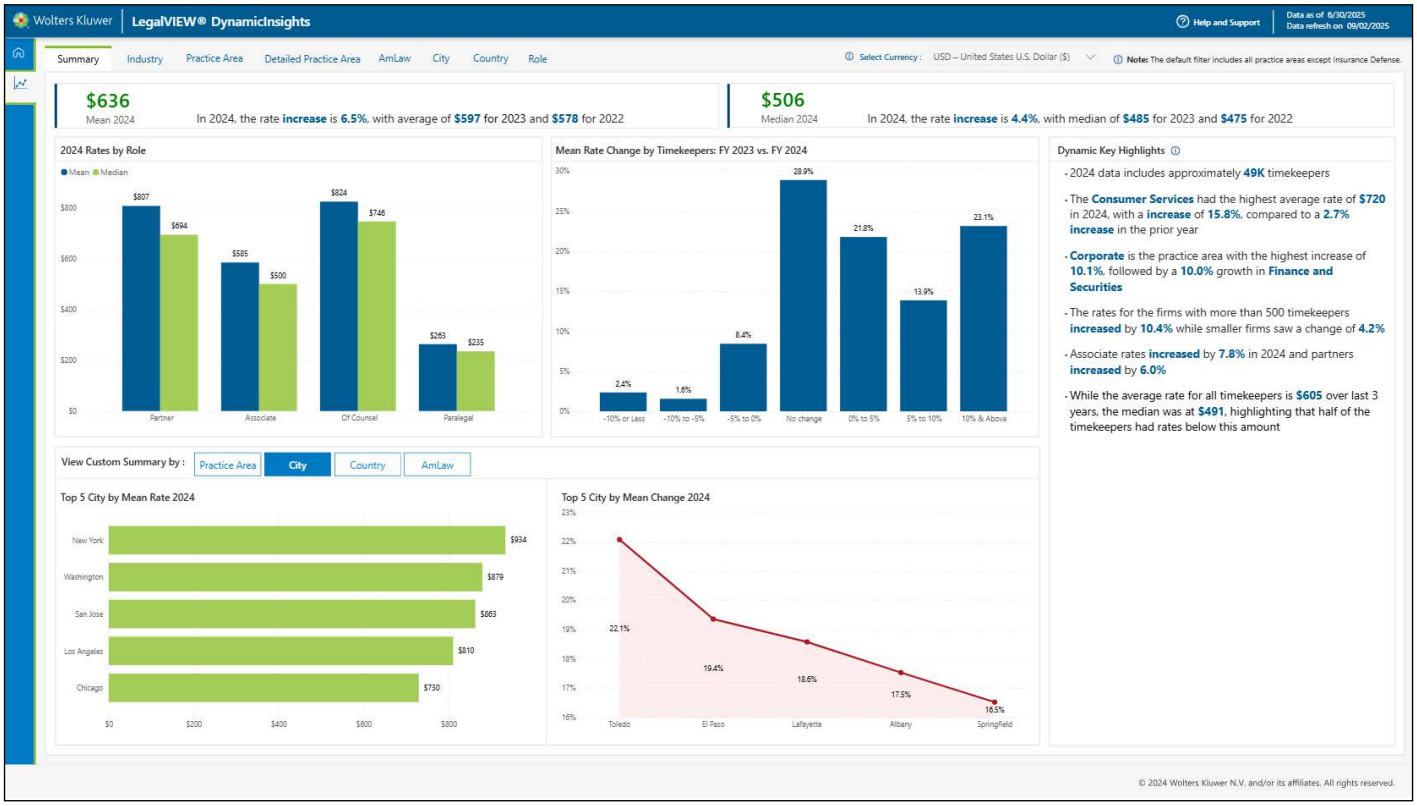
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Wolters Kluwer

Section I: High-Level Data Cuts

All data and analysis based on data collected thru Q2 2025

Section I: High-Level Data Cuts

Cities
By Matter Type

2025 Real Rates for Associate and Partner | **Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2025	2024	2023
San Francisco CA	**Litigation**	Partner	106	$400	$718	$1,378	$908	$819	$803
		Associate	80	$385	$666	$875	$683	$652	$614
	Non-Litigation	Partner	132	$445	$689	$1,249	$856	$868	$788
		Associate	97	$335	$550	$922	$640	$664	$593
San Jose CA	**Litigation**	Partner	23	$650	$800	$1,250	$998	$1,024	$1,011
		Associate	20	$625	$815	$1,030	$852	$802	$721
	Non-Litigation	Partner	33	$745	$950	$1,266	$1,033	$1,104	$1,108
		Associate	27	$527	$610	$966	$718	$709	$701
Seattle WA	**Litigation**	Partner	57	$520	$902	$925	$790	$719	$628
		Associate	29	$425	$653	$700	$586	$518	$475
	Non-Litigation	Partner	119	$402	$615	$925	$694	$635	$652
		Associate	79	$307	$445	$676	$496	$484	$467

Section II: Industry Analysis

All data and analysis based on data collected thru Q2 2025

Section II: Industry Analysis

Consumer Services

By Detailed Practice Area and Matter Type

2025 - Real Rates for Associate and Partner **Trend Analysis - Mean**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2025	2024	2023
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	**Litigation**	Partner	27	$393	$495	$613	$509	$463	$436
		Associate	19	$400	$475	$493	$437	$387	$370
Employment and Labor: Other	**Litigation**	Partner	24	$564	$692	$1,252	$956	$782	$683
		Associate	14	$384	$469	$564	$553	$484	$458
	Non-Litigation	Partner	25	$450	$574	$695	$579	$573	$548
		Associate	25	$397	$450	$525	$465	$472	$456
Intellectual Property: Patents	**Non-Litigation**	Partner	41	$350	$595	$691	$605	$652	$634
		Associate	51	$208	$373	$517	$382	$378	$389
Real Estate: Leasing	**Non-Litigation**	Partner	17	$410	$539	$865	$616	$664	$667
		Associate	10	$278	$404	$617	$482	$444	$478
Real Estate: Other	**Non-Litigation**	Partner	58	$480	$626	$940	$694	$612	$540
		Associate	39	$320	$460	$733	$503	$468	$415

EXHIBIT 2

Free Newsletter Sign Up

Business & Practice

Big Law Rates Topping $2,000 Leave Value ‘In Eye of Beholder’

By Roy Strom

Column
June 9, 2022, 2:30 AM

Welcome back to the Big Law Business column on the changing legal marketplace written by me, Roy Strom. Today, we look at a new threshold for lawyers’ billing rates and why it’s so difficult to put a price on high-powered attorneys. Sign up to receive this column in your inbox on Thursday mornings. Programming note: Big Law Business will be off next week.

Some of the nation’s top law firms are charging more than $2,000 an hour, setting a new pinnacle after a two-year burst in demand.

Partners at Hogan Lovells and Latham & Watkins have crossed the threshold, according to court documents in bankruptcy cases filed within the past year.

Other firms came close to the mark, billing more than $1,900, according to the documents. They include Kirkland & Ellis, Simpson Thacher & Bartlett, Boies Schiller Flexner, and Sidley Austin.

Simpson Thacher & Bartlett litigator Bryce Friedman, who helps big-name clients out of jams, especially when they’re accused of fraud, charges $1,965 every 60 minutes, according to a court document.

In need of a former acting US Solicitor General? Hogan Lovells partner Neal Katyal bills time at $2,465 an hour. Want to hire famous litigator David Boies? That’ll cost $1,950 an hour (at least). Reuters was first to report their fees.

Eye-watering rates are nothing new for Big Law firms, which typically ask clients to pay higher prices at least once a year, regardless of broader market conditions.

“Value is in the eye of the beholder,” said John O’Connor, a San Francisco-based expert on legal fees. “The perceived value of a good lawyer can reach into the multi-billions of dollars.”

Kirkland & Ellis declined to comment on its billing rates. None of the other firms responded to requests to comment.

Charge It Up

Big Law firms are crossing the $2,000-an-hour threshold after two years of surging rates driven by an increase in demand for lawyers.

Firm	Highest Billing Rate
Hogan Lovells	$2,465
Latham & Watkins	$2,075
Kirkland & Ellis	$1,995
Simpson Thacher & Bartlett	$1,965
Boies Schiller Flexner	$1,950
Sidley Austin	$1,900

Source: Court documents

Bloomberg Law

Law firms have been more successful raising rates than most other businesses over the past 15 years.

Law firm rates rose by roughly 40 percent from 2007 to 2020, or just short of 3 percent per year, Thomson Reuters Peer Monitor data show. US inflation rose by about 28% during that time.

The 100 largest law firms in the past two years achieved their largest rate increases in more than a decade, Peer Monitor says. The rates surged more than 6% in 2020 and grew another 5.6% through November of last year. Neither level had been breached since 2008.

The price hikes occurred during a once-in-a-decade surge in demand for law services, which propelled profits at firms to new levels. Fourteen law firms reported average profits per equity partner in 2021 over $5 million, according to data from The American Lawyer. That was up from six the previous year.

The highest-performing firms, where lawyers charge the highest prices, have outperformed their smaller peers. Firms with leading practices in markets such as mergers and acquisitions, capital markets, and real estate were forced to turn away work at some points during the pandemic-fueled surge.

Firms receive relatively tepid pushback from their giant corporate clients, especially when advising on bet-the-company litigation or billion-dollar deals.

The portion of bills law firms collected—a sign of how willingly clients pay full-freight—rose during the previous two years after drifting lower following the Great Financial Crisis. Collection rates last year breached 90% for the first time since 2009, Peer Monitor data show.

Professional rules prohibit lawyers from charging “unconscionable” or “unreasonable” rates. But that doesn’t preclude clients from paying any price they perceive as valuable, said Jacqueline Vinaccia, a San Diego-based lawyer who testifies on lawyer fee disputes.

Lawyers’ fees are usually only contested when they will be paid by a third party.

That happened recently with Hogan Lovells’ Katyal, whose nearly $2,500 an hour fee was contested in May by a US trustee overseeing a bankruptcy case involving a Johnson & Johnson unit facing claims its talc-based powders caused cancer.

The trustee, who protects the financial interests of bankruptcy estates, argued Katyal’s fee was more than $1,000 an hour higher than rates charged by lawyers in the same case at Jones Day and Skadden Arps Slate Meagher & Flom.

A hearing on the trustee’s objection is scheduled for next week. Hogan Lovells did not respond to a request for comment on the objection.

Vinaccia said the firm’s options will be to reduce its fee, withdraw from the case, or argue the levy is reasonable, most likely based on Katyal’s extensive experience arguing appeals.

Still, the hourly rate shows just how valuable the most prestigious lawyers’ time can be—even compared to their highly compensated competitors.

“If the argument is that Jones Day and Skadden Arps are less expensive, then you’re already talking about the cream of the crop, the top-of-the-barrel law firms,” Vinaccia said. “I can’t imagine a case in which I might argue those two firms are more reasonable than the rates I’m dealing with.”

Worth Your Time

On Cravath: Cravath Swaine & Moore is heading to Washington, opening its first new office since 1973 by hiring former heads of the U.S. Securities and Exchange Commission and Federal Deposit Insurance Corporation. Meghan Tribe reports the move comes as Big Law firms are looking to add federal government expertise as clients face more regulatory scrutiny.

On Big Law Promotions: It’s rare that associates get promotions to partner in June, but Camille Vasquez is now a Brown Rudnick partner after she shot to fame representing Johnny Depp in his defamation trial against ex-wife Amber Heard.

On Working From Home: I spoke this week with Quinn Emanuel’s John Quinn about why he thinks law firm life is never going back to the office-first culture that was upset by the pandemic. Listen to the podcast here.



00:00:00

That's it for this week! Thanks for reading and please send me your thoughts, critiques, and tips.

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Documents

Trustee's Objection

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EXHIBIT 3

Date	Description of Action Taken or Costs Incurred	Person Billing	Hours
10/14/2025	Reviewed joint CMC statement and approved OPC's filing with his sign-off	Tyler Woods	0.2
1/8/2026	Followed up with OPC on status of long-form settlement agreement revisions	Tyler Woods	0.2
1/21/2026	Reviewed OPC's redline of the settlement agreement, accepted most changes, prepared revised draft	Tyler Woods	1.1
1/21/2026	Met and conferred with OPC on the definition of "workweek"	Tyler Woods	0.3
2/2/2026	Followed up with OPC on circulating the agreement for signature	Tyler Woods	0.1
2/4/2026	Revised and finalize settlement agreement for execution	Tyler Woods	0.6
2/8/2026	Finalized signature pages and sent the signed agreement to OPC	Tyler Woods	0.2
2/12/2026	Followed up with OPC on defendant's signature	Tyler Woods	0.1
2/20/2026	Revised Class Notice (Exhibit A to the settlement agreement) multiple times	Tyler Woods	0.6
3/10/2026	Reviewed MPA draft and Nguyen declaration before filing on 3/17	Tyler Woods	1.5
10/23/2025	Reviewed or revised FAC and PAGA complaint drafts	Tyler Woods	0.8
11/18/2026	Review and revised MFA	Tyler Woods	0.9
			6.6

Date	Client Matte	Description of Action Taken or Costs Incurred	Person Billing
9/8/2026	Bad Bakers Inc. (Brooks)	Correspondences with Settlement Administrator regarding the preliminary calculations, class notice, and translation of said notice	Trenten Bilodeaux
9/8/2026	Bad Bakers Inc. (Brooks)	Review and analysis of the preliminary calculations, class notice, and translated class notice for necessary revisions to address with the Settlement Administrator	Trenten Bilodeaux
9/9/2026	Bad Bakers Inc. (Brooks)	Correspondences with Settlement Administrator and Opposing Counsel regarding the preliminary calculations and class notice revisions	Trenten Bilodeaux
9/14/2026	Bad Bakers Inc. (Brooks)	Correspondences with Settlement Administrator regarding the distribution timeline	Trenten Bilodeaux
9/14/2026	Bad Bakers Inc. (Brooks)	Review and analysis of the Settlement Administrator timeline for necessary revisions and compliance with the settlement agreement	Trenten Bilodeaux
9/16/2026	Bad Bakers Inc. (Brooks)	Review and analysis of the September 8, 2026 minute order served by the Court for items to address in response thereto	Trenten Bilodeaux
9/16/2026	Bad Bakers Inc. (Brooks)	Prepare the notice of ruling regarding the September 8, 2026 minute order for service to opposing parties.	Trenten Bilodeaux
9/18/2026	Bad Bakers Inc. (Brooks)	Review of the weekly report from the Settlement Administrator	Trenten Bilodeaux
10/9/2026	Bad Bakers Inc. (Brooks)	Review of the weekly report from the Settlement Administrator	Trenten Bilodeaux
10/16/2026	Bad Bakers Inc. (Brooks)	Review of the weekly report from the Settlement Administrator	Trenten Bilodeaux

10/23/2026	Bad Bakers Inc. (Brooks)	Review of the weekly report from the Settlement Administrator	Trenten Bilodeaux
11/12/2026	Bad Bakers Inc. (Brooks)	Correspondences with the Settlement Administrator regarding the declaration in support of the motion for final approval	Trenten Bilodeaux
11/16/2026	Bad Bakers Inc. (Brooks)	Review of the Administrator's draft declaration in support of the final approval motion	Trenten Bilodeaux
11/16/2026	Bad Bakers Inc. (Brooks)	Revise the Administrator's declaration to include additional details regarding case procedural history and distribution	Trenten Bilodeaux
11/16/2026	Bad Bakers Inc. (Brooks)	correspondences with Administrator regarding the revisions to the declaration in support of the motion for final approval	Trenten Bilodeaux
11/18/2026	Bad Bakers Inc. (Brooks)	Prepare the motion for final approval	Trenten Bilodeaux

Start 1	End 1	Start 2	End 2	Start 3	End 3	Hours	Rate	Fees
9:36 AM	10:08 AM					0.4	$700.00	$280.00
12:09 PM	1:36 PM					1.4	$700.00	$980.00
9:38 AM	9:56 AM					0.2	$700.00	$140.00
8:15 AM	8:21 AM					0.1	$700.00	$70.00
8:22 AM	8:53 AM					0.6	$700.00	$420.00
8:03 AM	8:09 AM					0.1	$700.00	$70.00
8:10 AM	8:22 AM					0.2	$700.00	$140.00
3:47 PM	3:51 PM					0.1	$700.00	$70.00
12:39 PM	12:44 PM					0.1	$700.00	$70.00
11:07 AM	11:12 AM					0.1	$700.00	$70.00

4:14 PM	4:19 PM					0.1	$700.00	$70.00
8:37 AM	8:55 AM					0.3	$700.00	$210.00
10:25 AM	10:35 AM					0.2	$700.00	$140.00
10:36 AM	10:57 AM					0.4	$700.00	$280.00
11:14 AM	11:36 AM					0.4	$700.00	$280.00
10:00 AM	12:02 PM					2.1	$700.00	$1,470.00
						6.8		$1,260.00

Lucy Nguyen’s Detailed Billing

Bad Bakers: Description of Legal Services	**Hours**
Review Settlement Agreement, case materials, and relevant settlement terms in preparation for drafting MPA.	1.2
Analyze class and PAGA settlement provisions, proposed allocations, and settlement approval requirements.	1.0
Review and analyze damages calculations, including meal and rest period violations, off-the-clock wages, waiting-time penalties, and litigation risk discounts.	1.8
Draft MPA, including procedural history, settlement terms, legal standards, and arguments supporting preliminary approval.	3.0
Draft and revise damages and settlement fairness analysis, including Defendant's financial condition and installment payments.	1.5
Prepare Nguyen Declaration in support of MPA and review supporting exhibits.	1.0
Review and revise proposed order granting preliminary approval for consistency with Settlement Agreement and MPA.	0.8
Revise and finalize MPA and supporting documents for attorney review and filing.	1.7
TOTAL	12.0

Date	Client Matter	Description of Action Taken or Costs Incurred	Person Billing	Start 1	End 1	Start 2	End 2	Start 3	End 3	Hours	Rate	Fees
5/19/2025	Bad Bakers Inc. (Brooks)	Reviewed and revised Defendant's MOU.	Alan Wilcox	2:46 PM	4:56 PM					2.2	$900.00	$1,980.00
6/18/2025	Bad Bakers Inc. (Brooks)	Reviewed and analyzed opposing counsel's latest changes to the MOU and responded.	Alan Wilcox	2:09 PM	3:04 PM	4:13 PM	4:18 PM	4:49 PM	4:53 PM	1.1	$900.00	$990.00
										3.3		$2,970.00

EXHIBIT 4

Wilshire Law Firm, PLC

Transaction Detail by Account

All Transactions

Accrual Basis

Type	Date	Num	Memo	Description	Amount	Balance
Mediation Fees						
	09/11/2023	112556	Mediation Fee - Ramirez Arbitration & Mediation	50% Mediation Fees	$3,500.00	$3,500.00
Total MEDIATION FEES					$3,500.00	$3,500.00
Consultant Fees						
	11/20/2023	9560	Consultant Fee - Berger Consulting Group, LLC	6.20 hrs of work	$3,100.00	$3,100.00
	9/15/2023	INV94444-01	Consultant Fee - USA Express Legal & Investigation	Asset Satge 1 & 2	$3,700.00	$6,800.00
	5/22/2024	INV108715-01-01	Consultant Fee - USA Express Legal & Investigation	Insurance Verification	$310.50	$7,110.50
Total CONSULTANT FEES					$7,110.50	$7,110.50
Filing Fees						
	01/05/2023	53945	Filing Fee - Valpro Attorney Services, LLC	Compliant	$1,721.50	$1,721.50
	01/14/2023		Filing Fee - Department of Industrial Relati...	PAGA Notice	$75.00	$1,796.50
	01/20/2023	54464	Process Service Fee - Valpro Attorney Services, LLC	Serve: Bad Bakers Inc-S&C	$124.00	$1,920.50
	01/20/2023	54465	Process Service Fee - Valpro Attorney Services, LLC	Serve: Bad Bakers Inc-S&C	$434.00	$2,354.50
	01/26/2023	54763	Filing Fee - Valpro Attorney Services, LLC	File 2 POS	$95.00	$2,449.50
	01/26/2023	54867	Filing Fee - Valpro Attorney Services, LLC	Notice and Order	$135.00	$2,584.50
	02/06/2023	55284	Filing Fee - Valpro Attorney Services, LLC	Notice	$135.00	$2,719.50
	08/09/2023	62983	Filing Fee - Valpro Attorney Services, LLC	Joint Stip	$159.95	$2,879.45
	08/21/2023	63618	Filing Fee - Valpro Attorney Services, LLC	Notice	$138.00	$3,017.45
	09/15/2023	64912	Filing Fee - Valpro Attorney Services, LLC	Jury Fees	$300.00	$3,317.45
	10/05/2023	65970	Filing Fee - Valpro Attorney Services, LLC	Notice	$139.00	$3,456.45
	10/10/2023	65619	Filing Fee - Valpro Attorney Services, LLC	Joint Stip	$159.95	$3,616.40
	12/22/2023	69266	Filing Fee - Valpro Attorney Services, LLC	CMS	$178.00	$3,794.40
	02/14/2024	22229774	Filing Fee - One Legal LLC	Notice	$18.43	$3,812.83
	03/29/2024	22560989	Filing Fee - One Legal LLC	JCMS	$18.43	$3,831.26
	05/31/2024	23028027	Filing Fee - One Legal LLC	CMS	$19.46	$3,850.72
	06/06/2024	22229774(2)	Filing Fee - One Legal LLC		$1.00	$3,851.72
	08/30/2024	23631927	Filing Fee - One Legal LLC	Joint CMS	$20.02	$3,871.74
	01/31/2025	24618531	Filing Fee - One Legal LLC	CMS	$21.11	$3,892.85
	04/04/2025	25065632	Filing Fee - One Legal LLC	Notice	$21.11	$3,913.96
	04/04/2025	25075423	Filing Fee - One Legal LLC	Stip and Order	$42.80	$3,956.76
	04/07/2025	25082063	Filing Fee - One Legal LLC	CMS	$21.11	$3,977.87
	07/22/2025	CC073125TA-2934	Filing Fee - One Legal LLC	Notice	$21.11	$3,998.98
	10/27/2025	CC103125TA-2770	Filing Fee - One Legal LLC	Stip and Order	$42.80	$4,041.78
	11/12/2025	CC113025TA-1241	Filing Fee - One Legal LLC	Amended Complaint	$21.11	$4,062.89
	02/09/2026	CC022826TA-0389	Filing Fee - One Legal LLC	CMS	$22.20	$4,085.09
	03/17/2026	CC033126TA-1457	Filing Fee - One Legal LLC	Declaration and Prop Order	$85.34	$4,170.43
	03/19/2026	CC033126TA-1855	Filing Fee - One Legal LLC	CMS	$22.20	$4,192.63

	07/16/2026	CC073126TA-1555	Filing Fee - One Legal LLC	Notice	$22.20	$4,214.83
	07/20/2026	CC073126TA-1626	Filing Fee - One Legal LLC	CMS	$22.20	$4,237.03
	08/03/2026	CC083126TA-0070	Filing Fee - One Legal LLC	Declaration and Prop Order	$22.20	$4,259.23
	08/20/2026	CC083126TA-1773	Filing Fee - One Legal LLC	Notice	$22.20	$4,281.43
	09/16/2026	LA838259	Filing Fee - Nationwide Legal LLC	Notice	$54.00	$4,335.43
Total FILING FEES					$4,335.43	$4,335.43
TOTAL					**$14,945.93**	**$14,945.93**