

1 Arrash T. Fattahi (SBN 333676)
2 arrash.fattahi@wilshirelawfirm.com

3 Lisa B. Iturriaga (SBN 339678)
4 lisa.iturriaga@wilshirelawfirm.com

5 Arman A. Salehi (SBN 351112)
6 arman.salehi@wilshirelawfirm.com

7 **WILSHIRE LAW FIRM, PLC**

8 660 S. Figueroa St., Sky Lobby

9 Los Angeles, California 90017

10 Telephone: (213) 381-9988

11 Facsimile: (213) 381-9989

12 Attorneys for *Plaintiff*

13 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**

14 **FOR THE COUNTY OF LOS ANGELES – SPRING STREET COURTHOUSE**

15 EDGAR CHAY, individually, and on behalf of
16 all others similarly situated,

17 *Plaintiff,*

18 v.

19 AYLAZ INC., a California corporation;
20 QUADRUPLE KELLY, INC., a California
21 corporation; and DOES 1 through 10, inclusive,

22 *Defendants.*

Case No.: 23STCV15672
(Consolidated with Case No.: 23VECV04113)

Assigned for all purposes to:
Hon. Elaine Lu
Dept. 9

**DECLARATION OF ARRASH T.
FATTAHI IN SUPPORT OF MOTION FOR
FINAL APPROVAL OF CLASS ACTION
AND PAGA SETTLEMENT**

FINAL APPROVAL HEARING

Date: May 13, 2026

Time: 10:00 a.m.

Dept: 9

Complaint filed:

July 6, 2023

Trial date:

Not set

1
2
3
4
5
6
7
8
9
0
1
2
3
4
5
6
7
8
9
0
1
2
3
4
5
6
7
8

1. I am admitted, in good standing, to practice as an attorney in the State of California, and the United States District Courts for the Central, Southern, Eastern, and Northern Districts of California. I am a Partner at Wilshire Law Firm, PLC, counsel of record for Plaintiff Edgar Chay (“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. This Declaration is submitted in support of Plaintiff’s Motion for Final Approval of Class Action and PAGA Settlement.

9
10
11

12
13
14
15
16

17
18
19
20
21

22
23
24
25

26
27
28

1 7. As the attorney responsible for day-to-day management of this matter at the
2 Wilshire Law Firm, PLC, I have over five years of experience litigating wage and hour class
3 actions. Over the past five plus years, I have managed and assisted with the litigation and
4 settlement of several wage and hour class actions. In those class actions, I performed similar tasks
5 as those performed in the course of prosecuting this action.

6 8. I was selected as a “Southern California Rising Star” in 2025 and 2026.

7 9. My current contingent billing rate of \$850¹ per hour is consistent with the legal
8 market, accepted hourly rates, and my expertise and knowledge as it pertains to wage and hour
9 matters. Below is a non-exhaustive list of the cases where I have been appointed as class counsel
10 in my own right (as opposed to being part of a firmwide appointment of counsel):

- 11 a. *Kingsbury v. Caravan Foods II, Inc.*, Alameda County Superior Court, Case No.
12 RG21096357; Motion for Final Approval granted on January 31, 2023.
- 13 b. *Frias-Estrada v. Trek Retail Corporation*, Contra Costa County Superior Court,
14 Case No. MSC20-01916; Motion for Final Approval granted on March 3, 2023.
- 15 c. *Reyes v. Everytable, PBC, et al.*, Los Angeles County Superior Court, Case No.
16 21STCV35987; Motion for Final Approval granted on May 3, 2023.
- 17 d. *Ortiz v. Tara Materials, Inc.*, San Diego County Superior Court, Case No. 37-2021-
18 0001473-CU-OE-CTL; Motion for Final Approval granted on May 30, 2023.
- 19 e. *Cruz-Sanchez v. Eagle Lath & Plaster, Inc.*, Sacramento County Superior Court,
20 Case No. 34-2021-00293739-CU-OE-GDS; Motion for Final Approval granted on
21 May 30, 2023.
- 22 f. *Garduno v. New Generation Framing, Inc., et al.*, Stanislaus County Superior Court,
23 Case No. CV-21-000544; Motion for Final Approval granted on August 11, 2023.
- 24 g. *Hernandez, et al. v. Burford Farming Company, Inc.*, Fresno County Superior
25 Court, Case No. 21CECG03817; Motion for Final Approval granted on August 21,

26
27 ¹ Although my current billing rate is \$850.00, my billing rate for this matter will be \$700.00, which is
28 reflective of my billing rate disclosed at preliminary approval.

- 2023.
- h. *Barajas v. Final Phase Construction, Inc.*, San Bernardino County Superior Court, Case No. CIVSB2118622; Motion for Final Approval granted on September 13, 2023.
 - i. *Jaimes, et al. v. Infiniti Health LLC*, Los Angeles County Superior Court, Case No. 22STCV07261; Motion for Final Approval granted on October 17, 2023.
 - j. *Nunez v. Gabriel Container*, Los Angeles County Superior Court, Case No. 21STCV09787; Motion for Final Approval granted on November 2, 2023.
 - k. *Lupercio v. Western CNC, Inc.*, San Diego County Superior Court, Case No. 37-2021-00010314-CU-OE-CTL; Motion for Final Approval granted on January 26, 2024.
 - l. *Jackson, et al. v. Apple Valley Communications, Inc., et al.*, San Bernardino County Superior Court, Case No. CIVSB2124721; Motion for Final Approval granted on February 1, 2024.
 - m. *Cuadras, et al. v. Guinn Corporation*, Kern County Superior Court, Case No. BCV-21-101520; Motion for Final Approval granted on February 22, 2024.
 - n. *Williams v. Total Longterm Care, Inc., et al.*, San Bernardino County Superior Court, Case No. CIVSB2213347; Motion for Final Approval granted on April 2, 2024.
 - o. *Meza v. Argus Management Company, LLC, et al.*, Los Angeles County Superior Court, Case No. 21STCV31612; Motion for Final Approval granted on May 20, 2024.
 - p. *Wade v. Mallory Safety and Supply LLC*, Siskiyou County Superior Court, Case No. 23CV00951; Motion for Final Approval granted on July 11, 2024.
 - q. *Snell v. Shasta Community Health Center*, Shasta County Superior Court, Case No. CVCV22-199416; Motion for Final Approval granted on November 12, 2024.
 - r. *Arce v. Sammy's Woodfired Pizza*, San Diego County Superior Court, Case No. 37-2023-00037670-CU-OE-CTL; Motion for Final Approval granted on January 10,

2025.

s. *Ochoa, et al. v. La Tavola, LLC*, Napa County Superior Court, Case No. 22CV000862; Motion for Final Approval granted on January 23, 2025.

t. *Brown, et al. v. Fidelity Security Services, Inc.*, Los Angeles County Superior Court, Case No. 21STCV31617; Motion for Final Approval granted on January 28, 2025.

u. *Torres v. Lupton Excavation, Inc.*, Sacramento County Superior Court, Case No. 34-2022-00317401-CU-OE-GDS; Motion for Final Approval granted on April 18, 2025.

v. *Peterson v. PJ Printers*, Orange County Superior Court, Case No. 30-2022-01247546-CU-OE-CTL; Motion for Final Approval granted on April 25, 2025.

w. *Harris v. D&D Gear Incorporated dba Absolute Technologies, Inc.*, Orange County Superior Court, Case No. 30-2021-01222330-CU-OE-CTL; Motion for Final Approval granted on April 25, 2025.

x. *Guarista, et al. v. Urologic Institute of the High Desert, Inc.*, San Bernardino County Superior Court, Case No. CIVSB2125029; Motion for Final Approval granted on June 17, 2025.

y. *Carbajal v. Mattco Forge, Inc.*, Los Angeles County Superior Court, Case No. 23STCV12264; Motion for Final Approval granted on July 28, 2025.

z. *Martinez v. Corticare, Inc.*, San Diego County Superior Court, Case No. 37-2023-00055906-CU-OE-CTL; Motion for Final Approval granted on November 21, 2025.

10. Lisa B. Iturriaga is a Settlement Attorney at Wilshire Law Firm, PLC. She was admitted to practice law in the State of California in 2021. Ms. Iturriaga graduated from University of South Florida with a Bachelor of Science in Finance and a Bachelor of Arts in Marketing. She received her Juris Doctor from Chapman University Dale E. Fowler School of Law. Since graduating, her practice has been in insurance defense (previously) and employment law (currently). Since 2023, she has exclusively worked on Plaintiff-side wage and hour cases. Ms. Iturriaga is also a member of the California Employment Lawyers Association (CELA). She currently bills at an hourly rate of \$600.00.

1 11. Arman A. Salehi is a third-year Associate Attorney at Wilshire Law Firm, PLC. He
2 was admitted to practice law in the State of California in 2023. Mr. Salehi graduated from the
3 University of California, Los Angeles with a Bachelor of Arts in Sociology. He received his Juris
4 Doctor from the University of California College of the Law, San Francisco (formerly known as
5 U.C. Hastings). Since November 2023, his practice has mainly been focused on wage and hour
6 class action litigation. He currently bills at an hourly rate of \$600.00.

7 12. In support of the reasonableness of WLF’s hourly rates, attached as **Exhibit 1** is a
8 true and correct excerpt from the *2025 Real Rate Report* published by Wolters Kluwer. The Real
9 Rate Report is widely relied upon in the legal industry because it is derived from anonymized
10 billing data taken from actual law firm invoices that were submitted to clients and approved for
11 payment, rather than from voluntary surveys or self-reported rates. Although the report refers to
12 “2025” rates, the data reflects rates charged by law firms during the first half of 2024 and therefore
13 represents the most recent available objective evidence of prevailing market rates.

14 a. The report provides rate information filtered by geographic market, practice type,
15 and timekeeper role. Page 33 of the report reflects rates drawn from 565 partners
16 and 518 associates practicing in Los Angeles. In that dataset, the third-quartile
17 hourly rate is \$1,365 for partners and \$982 for associates. These figures confirm
18 that Los Angeles is a high-rate legal market and that experienced litigation partners
19 routinely bill in excess of \$1,300 per hour based on rates actually paid by clients in
20 2024.

21 b. The 2025 Real Rate Report’s practice-area-specific data further supports this
22 conclusion. Page 81 provides third-quartile rates for the detailed practice category
23 “Employment and Labor: Other Litigation,” which is directly analogous to the type
24 of work performed in this case. That dataset includes 24 partners and 14 associates
25 and shows a third-quartile rate of \$1,252 per hour for partners and \$564 per hour
26 for associates. These figures demonstrate that even within the specialized
27 employment litigation market, partners regularly bill well above \$1,200 per hour
28 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.

13. 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**.

14. Wilshire Law Firm, PLC, has performed significant work and incurred litigation costs in prosecuting this matter with no guarantee of 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 Aylaz Inc. ("Defendant") policies, and requesting Plaintiff's time and pay records, personnel files, and exploring the corporate structure of Defendant;
- b. filing the Actions;
- c. attending status conferences and meeting and conferring with Defendant's counsel regarding the case;
- d. reviewing Defendant's motion to compel arbitration, drafting and filing an opposition with supporting documents to Defendant's motion to compel arbitration, reviewing Defendant's reply to Plaintiff's opposition to Defendant's motion to compel arbitration;
- e. propounding written discovery on Defendant and reviewing Defendant's responses to Plaintiff's propounded written discovery;
- f. drafting and filing joint stipulations and joint reports;
- g. meeting and conferring with Defendant regarding mediation, exchange of informal discovery beforehand, and negotiating with opposing counsel regarding the parameters thereof;
- h. selecting a mediator and mediation date;

- i. working with opposing counsel and expert consultants for the receipt of a representative sampling and analyzing the same with the aid of expert consultants and Plaintiff to perform analyses of liability and exposure prior to attendance of the mediation in this matter;
- j. reviewing policy documents from Defendant and researching applicable defenses;
- k. preparation of a mediation brief and damages model for use at mediation;
- l. attendance at mediation by all Parties and Counsel;
- m. communicating with Plaintiff;
- n. negotiating, finalizing and fully executing the settlement agreement;
- o. preparing and filing the Motion for Preliminary Approval and supporting documents;
- p. attending the Motion for Preliminary Approval hearing and continued Motion for Preliminary Approval hearing;
- q. drafting and filing the supplemental Motion for Preliminary Approval supporting documents;
- r. communicating with the Settlement Administrator to ensure the Class Notice was properly distributed;
- s. meeting and conferring with defense counsel regarding class data; and
- t. preparing the instant Motion for Final Approval and supporting documents.

15. Wilshire Law Firm, PLC's current lodestar reflects the efficiencies achieved by the attorneys' experience in this field with **177.7** hours of work resulting in **115,360.00** in fees. The chart below shows the calculation of hours spent by each of Wilshire Law Firm, PLC's attorneys on this case:

Attorney	Hours	Hourly Rate	Total
Arrash T. Fattahi	87.4	\$700.00	\$61,180.00
Lisa B. Iturriaga	20.0	\$600.00	\$12,000.00
Arman A. Salehi	70.3	\$600.00	\$42,180.00
TOTALS	177.7		\$115,360.00

1 16. **This amount surpasses the requested fee award of \$55,666.67, resulting in a**
2 **negative multiplier.** This amount does not include the time Class Counsel will spend at the final
3 approval hearing and assisting the Settlement Administrator following final approval. Wilshire
4 Law Firm, PLC, dedicated significant resources to this case by dividing the tasks required
5 according to skill level. The hours expended by each attorney were not duplicative and reflect the
6 extensive investigation and analysis that was required to achieve this Settlement. This time could
7 have been spent on other potentially lucrative cases. Wilshire Law Firm, PLC's lodestar reflects
8 efficiencies achieved by attorneys experienced in this field.

9 17. In litigation costs, Wilshire Law Firm, PLC, has spent \$21,239.90 on items such as
10 filing fees, service fees, mediation fees, and expert fees. A true and correct copy of a breakdown
11 of costs incurred by my office is attached hereto as **Exhibit 3**. Additionally, we anticipate incurring
12 \$300.00 in anticipated future costs for filing fees and service fees for a total of \$21,539.90 in costs.
13 Since Class Counsel's costs did not reach the maximum of \$30,000.00, the remaining \$8,460.10
14 will revert to and increase the Net Settlement Amount. All of the costs incurred were reasonable
15 and necessary for the prosecution of this case.

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

18 19. A copy of the First Amended Class Action and PAGA Settlement Agreement has
19 previously been submitted to the LWDA. To date, the LWDA has not responded to or objected to
20 the Settlement in this matter.

21 20. Class Counsel is not aware of any other pending matter or action asserting claims
22 that will be extinguished or affected by the Settlement.

23
24 I declare under penalty of perjury under the laws of the State of California that the
25 foregoing is true and correct. Executed on April 7, 2026, at Los Angeles, California.

26
27 

28 Arrash T. Fattahi

EXHIBIT 1



ELM Solutions

2025 Real Rate Report[®] powered by LegalVIEW[®] DynamicInsights

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

Report Editor**Jennifer McIver**

Director, Legal Operations and Industry Insights
Wolters Kluwer ELM Solutions

Lead Data Analysts**Anand Kumar Pathinettam Padian**

Software and Data Engineer
Wolters Kluwer ELM Solutions

Farhan Shaikh

Data Scientist
Wolters Kluwer ELM Solutions

ELM Solutions Creative**David Andrews**

Senior Graphic Designer
Wolters Kluwer ELM Solutions

Contributing Analysts and Authors**Haemi Jung**

Strategic Business Intelligence Manager
Wolters Kluwer ELM Solutions

Manish Sharma

Director, Business Analysis
Wolters Kluwer ELM Solutions

Karen Sekley-Dandrea

Director, Marketing
Wolters Kluwer ELM Solutions

Mat Greener

Project & Program Management Director
Wolters Kluwer ELM Solutions

Executive Sponsor**Brian Jorgenson**

Vice President, Product Management
Wolters Kluwer ELM Solutions

©2004 - 2025 Wolters Kluwer ELM Solutions. All rights reserved. This material may not be reproduced, displayed, modified, or distributed in any form without the express prior written permission of the copyright holders. To request permission, please contact:

Wolters Kluwer ELM Solutions
2929 Allen Pkwy Ste 3300
Houston, TX 77019 United States
ATTN: Marketing
ELMSolutionsSales@wolterskluwer.com

LEGAL CAVEAT

Wolters Kluwer ELM Solutions has worked to ensure the accuracy of the information in this report powered by LegalVIEW DynamicInsights; however, we cannot guarantee accuracy in all cases. Neither this report nor LegalVIEW DynamicInsights constitute legal, accounting, or professional advice and should not be used as such. This material should not be construed as a substitute for professional advice based on specific facts or circumstances. ELM Solutions is not responsible for any claims or losses arising from reliance on the information or recommendations included in this solution. [View terms of use.](#)

Table of Contents - 2025 Real Rate Report

A Letter to Our Readers • 4

Real Rate Report Overview • 5

Section I: High-Level Data Cuts • 9

- Partners, Associates, and Paralegals
- Partners, Associates, and Paralegals by Practice Area and Matter Type
- Partners and Associates by City
- Partners and Associates by City and Matter Type
- Partners by City and Years of Experience
- Associates by City and Years of Experience
- Partners and Associates by Firm Size and Matter Type

Section II: Industry Analysis • 71

- Partners, Associates, and Paralegals by Industry Group
- Partners and Associates by Industry Group and Matter Type
- Basic Materials and Utilities
- Consumer Goods
- Consumer Services
- Financials (Excluding Insurance)
- Health Care
- Industrials
- Insurance
- Technology and Telecommunications

Section III: Practice Area Analysis • 98

- Bankruptcy and Collections
- Commercial
- Corporate: Mergers, Acquisitions, and Divestitures
- Corporate: Other
- Corporate: Regulatory and Compliance
- Employment and Labor
- Environmental
- Finance and Securities
- General Liability (Litigation Only)
- Insurance Defense (Litigation Only)
- Intellectual Property: Other
- Intellectual Property: Patents
- Intellectual Property: Trademarks
- Real Estate

Section IV: In-Depth Analysis for Select US Cities • 201

- Boston, MA
- Chicago, IL
- Los Angeles, CA
- New York, NY
- Philadelphia, PA
- San Francisco, CA
- Washington, DC

Section V: International Analysis • 226

Section VI: Matter Staffing Analysis • 255

Appendix: Data Methodology • 259

NOTE:

You may experience an issue that can sometimes occur in PDF viewer. Thin lines (like table borders) may appear to “disappear” or look broken when zoomed out in a PDF viewer. This is usually a display/rendering issue rather than a problem with the actual content of the PDF.

Solution:

- Open the PDF in Acrobat and go to Edit > Preferences > Page Display.
- Uncheck Enhance thin lines (if it's checked).
- Restart Acrobat and reopen the PDF.

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.

See clearly. Spend wisely.

Step into the future of legal spend management with responsibly developed AI-powered solutions.



Our innovative Total Spend Management approach leverages AI-powered capabilities to empower intelligent workflows and improved outcomes.



Up to 10% savings on legal spend



Up to 20% improvement in billing guideline compliance



Increased efficiencies free up time for more value-add work

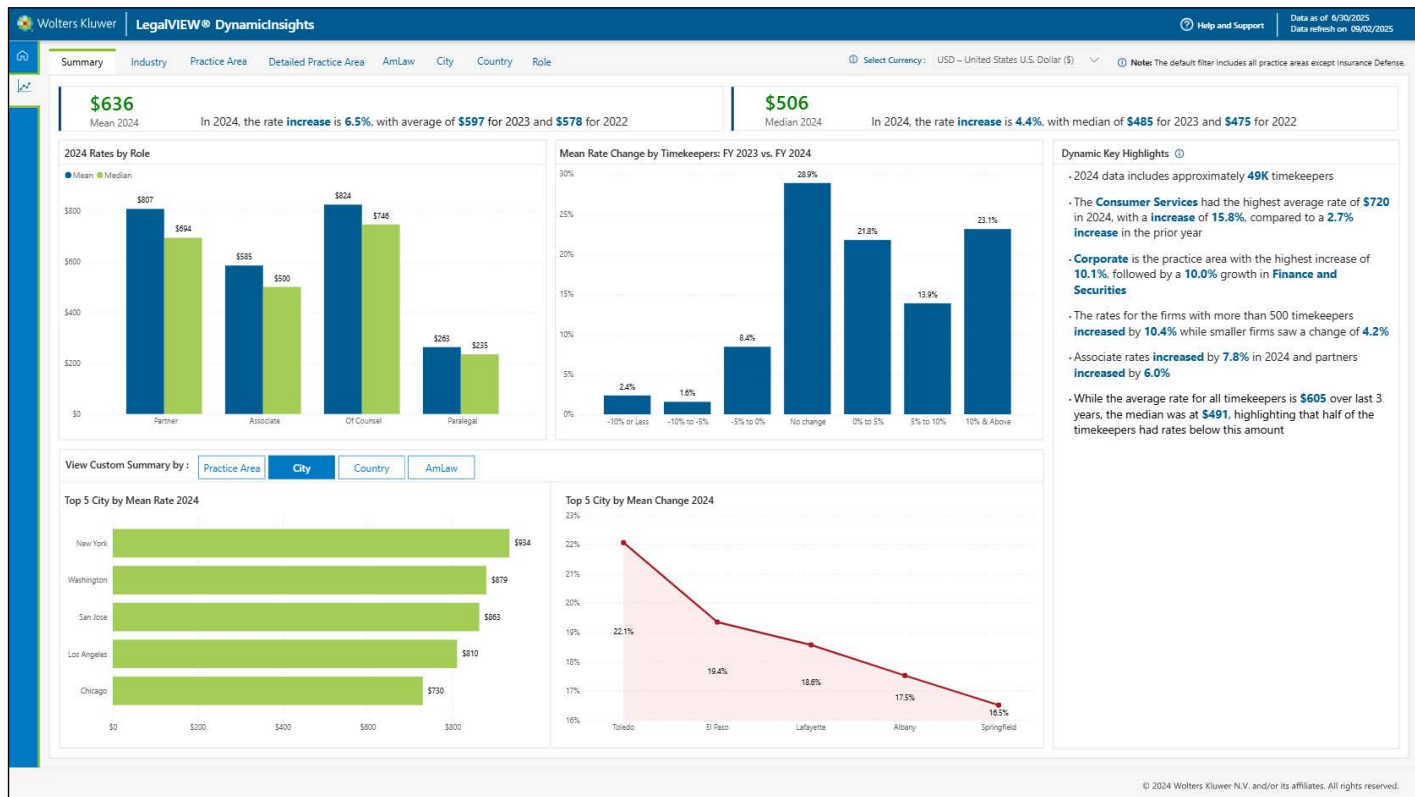
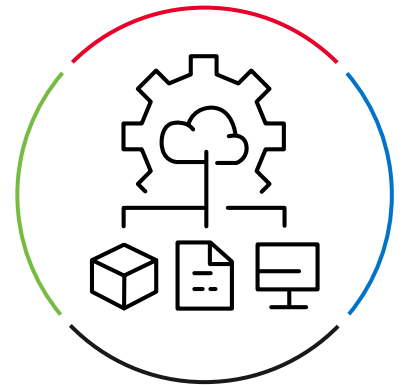


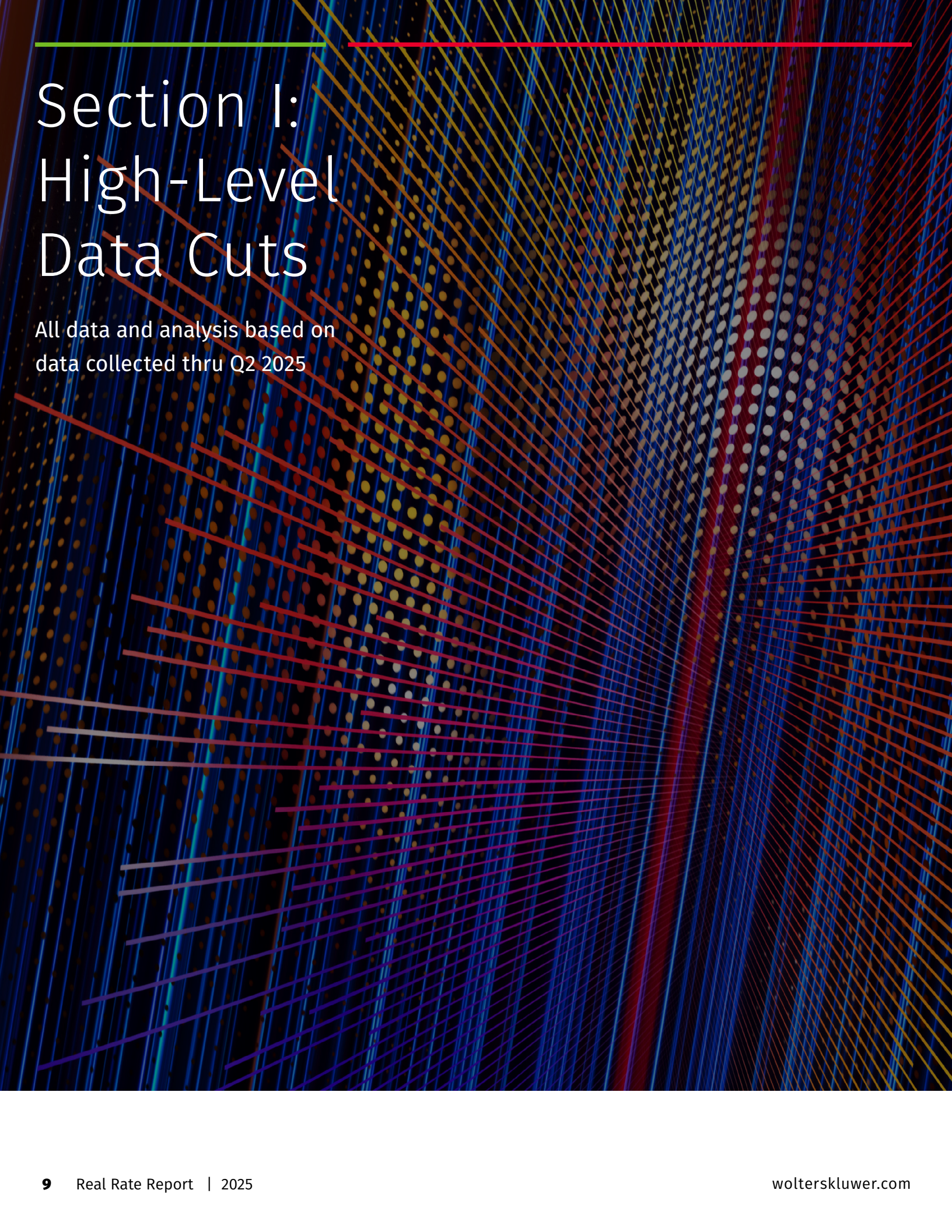
LegalVIEW® DynamicInsights

Legal rates keep climbing and 2026 will be no exception. Stay ahead with award-winning insights designed to give your team the edge in every negotiation.

Data that wins awards...and rate negotiations

- **Unmatched Data Power:** Leverages over **\$200B** in invoice-backed legal spend data to deliver deep, actionable insights.
- **Strategic Legal Spend Management:** Empowers legal teams to negotiate smarter, plan more effectively, and control costs with greater precision.
- **Enhanced Transparency & Collaboration:** Strengthens law firm-client relationships through data-driven transparency and benchmarking.
- **Insight-Driven Decision Making:** Enables analysis across key dimensions to support strategic negotiations and financial optimization.





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 Role

2025 Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2025	2024	2023
Los Angeles CA	Partner	565	\$517	\$925	\$1,365	\$993	\$979	\$913
	Associate	518	\$485	\$720	\$982	\$761	\$741	\$684
Louisville KY	Partner	32	\$291	\$395	\$500	\$411	\$395	\$380
	Associate	19	\$275	\$290	\$342	\$304	\$274	\$268
Madison WI	Partner	10	\$275	\$420	\$491	\$420	\$443	\$563
Memphis TN	Partner	22	\$325	\$394	\$470	\$404	\$428	\$387
Miami FL	Partner	191	\$250	\$525	\$733	\$547	\$570	\$575
	Associate	128	\$175	\$330	\$479	\$357	\$389	\$393
Milwaukee WI	Partner	32	\$364	\$459	\$649	\$524	\$581	\$525
	Associate	18	\$322	\$455	\$690	\$498	\$462	\$404
Minneapolis MN	Partner	138	\$475	\$694	\$918	\$692	\$673	\$637
	Associate	111	\$333	\$450	\$620	\$485	\$467	\$432



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](#).



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

To contact the reporter on this story: Roy Strom in Chicago at rstrom@bloomberglaw.com

To contact the editors responsible for this story: Chris Opfer at copfer@bloomberglaw.com; John Hughes at jhughes@bloombergindustry.com

Documents

[Trustee's Objection](#)

Related Articles

[Overworked Big Law Can't Find Enough Lawyers With Demand Surging](#)

Dec. 9, 2021, 3:00 AM

[Never Underestimate Big Law's Ability to Raise Billing Rates](#)

Aug. 12, 2021, 3:00 AM

Law Firms

Simpson Thacher
Hogan Lovells
Jones Day
Skadden
Sidley Austin
Quinn Emanuel
Cravath Swaine & Moore
Latham & Watkins
Kirkland & Ellis
Boies Schiller Flexner

Topics

expert fees
compensation of bankruptcy attorney
acquisitions
U.S. trustees
financial markets
client-paid legal fees
data breaches

Companies

Johnson & Johnson
Thomson Reuters Corp

EXHIBIT 3

Wilshire Law Firm, PLC
Transaction Detail by Account
All Transactions

4/6/2026
Accrual Basis

Type	Date	Num	Memo	Amount	Balance
COS					
Legal Expenses Fees					
	7/7/2023	848582696	Legal Research	\$277.60	\$277.60
	7/17/2023		PAGA Fee	\$75.00	\$75.00
	8/4/2023	111386	PAGA Fee	\$75.00	\$75.00
	12/4/2023	849369962	Legal Research	\$261.35	\$261.35
	1/4/2024	849525394	Legal Research	\$140.43	\$140.43
	3/28/2024	24-0327	Court Reporter	\$187.20	\$187.20
	4/8/2024	0849974595-1	Legal Research	\$275.65	\$275.65
Total LEGAL EXPENSES FEES				\$1,292.23	\$1,292.23
Expert Fees					
	12/8/2023	10252	Expert Fees	3,600.00	3,600.00
Total EXPERT FEES				3,600.00	\$4,892.23
Mediation Fees					
	7/10/2024	PR38037	Mediation Fee	\$8,995.00	\$8,995.00
	11/14/2023	110202	Mediation Fee	\$6,000.00	\$6,000.00
	2/7/2025	1086	Mediation Fee	-\$8,995.00	-\$8,995.00
Total MEDIATION FEES				\$6,000.00	\$10,892.23
Process Service Fees					
	7/6/2023	20741234	Attorney Services	\$1,494.99	\$1,494.99
	7/27/2023	62383	Attorney Services	\$159.00	\$159.00
	7/28/2023		Attorney Services	\$7.00	\$7.00
	7/28/2023	62491	Attorney Services	\$45.00	\$45.00
	7/28/2023	62384	Attorney Services	\$159.00	\$159.00
	8/1/2023	62553	Attorney Services	\$45.00	\$45.00
	9/11/2023	21176682	Attorney Services	\$18.69	\$18.69
	9/15/2023	21225704	Attorney Services	\$173.11	\$173.11
	9/18/2023	21237174	Attorney Services	\$465.49	\$465.49
	10/2/2023		Attorney Services	\$5.00	\$5.00
	11/6/2023	305378	Attorney Services	\$125.19	\$125.19
	11/7/2023	21588765	Attorney Services	\$18.69	\$18.69
	11/8/2023	NV98064-01-01	Attorney Services	\$3,925.00	\$3,925.00
	1/12/2024	22006864	Attorney Services	\$20.74	\$20.74
	2/9/2024	22202553	Attorney Services	\$19.71	\$19.71
	2/9/2024	315217	Attorney Services	\$183.00	\$183.00
	3/8/2024	22404421	Attorney Services	\$19.71	\$19.71
	5/8/2024	325429	Attorney Services	\$171.00	\$171.00
	5/20/2024	22899024	Attorney Services	\$20.74	\$20.74
	6/6/2024	22202553(2)	Attorney Services	\$1.00	\$1.00
	6/7/2024	23071498	Attorney Services	\$41.33	\$41.33
	6/11/2024	23097135	Attorney Services	\$20.74	\$20.74
	7/15/2024	78922	Attorney Services	\$1,370.00	\$1,370.00
	7/16/2024	78923	Attorney Services	\$85.00	\$85.00
	7/17/2024	23338156	Attorney Services	\$41.33	\$41.33
	8/6/2024	336395	Attorney Services	\$165.00	\$165.00
	8/22/2024	23586286	Attorney Services	\$20.74	\$20.74
	9/11/2024	23712961	Attorney Services	\$41.33	\$41.33
	9/18/2024		Attorney Services	\$6.20	\$6.20
	10/2/2024	23844974	Attorney Services	\$20.80	\$20.80
	11/4/2024	347897	Attorney Services	\$165.00	\$165.00
	12/4/2024	24263022	Attorney Services	\$21.37	\$21.37
	12/9/2024	24284055	Attorney Services	\$21.37	\$21.37
	1/23/2025	24558460	Attorney Services	\$23.44	\$23.44
	2/3/2025	359746	Attorney Services	\$165.00	\$165.00
	2/13/2025	24701739	Attorney Services	\$23.44	\$23.44
	2/19/2025	24742239	Attorney Services	\$23.44	\$23.44
	3/5/2025	368974	Attorney Services	\$61.00	\$61.00
	3/17/2025		Attorney Services	\$2.00	\$2.00
	4/4/2025	380944	Attorney Services	\$49.00	\$49.00
	5/2/2025	392878	Attorney Services	\$49.00	\$49.00
	5/22/2025	25439807	Attorney Services	\$86.42	\$86.42
	6/2/2025	404854	Attorney Services	\$79.00	\$79.00
	7/1/2025	416991	Attorney Services	\$49.00	\$49.00
	7/30/2025	CC083125TA-0803	Attorney Services	\$23.44	\$23.44
	7/30/2025	CC083125TA-0857	Attorney Services	\$23.44	\$23.44
	8/4/2025	429541	Attorney Services	\$61.00	\$61.00
	9/2/2025	441967	Attorney Services	\$49.00	\$49.00
	10/1/2025	454588	Attorney Services	\$49.00	\$49.00
	11/3/2025	467401	Attorney Services	\$49.00	\$49.00
	11/21/2025	CC113025TA-2333	Attorney Services	\$23.44	\$23.44
	11/21/2025	CC113025TA-2729	Attorney Services	\$6.20	\$6.20
	12/1/2025	480389	Attorney Services	\$79.00	\$79.00
	12/15/2025	CC123125TA-2088	Attorney Services	\$6.60	\$6.60
	12/24/2025	CC123125TA-2311	Attorney Services	\$24.53	\$24.53
	1/2/2026	493215	Attorney Services	\$55.00	\$55.00
	2/1/2026	506251	Attorney Services	\$49.00	\$49.00
	2/17/2026	CC022826TA-1148	Attorney Services	\$18.58	\$18.58
	3/2/2026	519556	Attorney Services	\$67.00	\$67.00
Total PROCESS SERVICE FEES				\$10,292.24	\$21,184.47
Other Costs					
	8/21/2023	8-228-57410	FedEx	\$51.65	\$51.65
	3/6/2024	E-3194614	DocuSign envelope	\$1.89	\$1.89
	3/6/2024	E-3194681	DocuSign envelope	\$1.89	\$1.89
Total OTHER COSTS				\$55.43	\$21,239.90
TOTAL					\$21,239.90