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SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF TULARE

JERROD LAMONT STEVENS, individually,
and on behalf of all others similarly situated,

Plaintiff,

v.

BBQ HOLDINGS, INC., a corporation; BBQ
GROWTH LLC, an unknown business entity;
TAHOE JOE'S STEAKHOUSE, LLC, a limited
liability company; and DOES 1 through 10,
inclusive,

Defendants.

Case No.: VCU300433

*[Assigned for All Purposes to the Honorable
David C. Mathias, Dept. 1]*

**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: October 1, 2026

Time: 8:30 a.m.

Dept.: 1

Complaint filed: July 28, 2023

FAC filed: August 7, 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 Jerrod Lamont Stevens (“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 by 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

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

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

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

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

21 11. I have also presented monthly webinars on labor and employment issues to
22 hundreds of participants since 2022, including on wage and hour issues. For example, I presented
23 "10 Reasons Employers Get Sued (and How to Avoid These Mistakes" (while a partner with
24 Fisher Phillips) and "Key Insights for Hospitality Employers: Arbitration Agreements 101"
25 (while a partner with Fisher Phillips). My current contingent billing rate of \$1,200 per hour.

26 12. James Yoo is a Senior Attorney at WLF. He graduated from the University of
27 California, Los Angeles with a Bachelor of Arts in Philosophy and earned his Juris Doctor degree
28 from UCLA School of Law. He was admitted to practice law in the State of California in 2016.

1 Before joining Wilshire Law Firm, he served as head of the Wage and Hour Department at
2 Warmuth Law, where he gained extensive experience managing wage and hour matters and
3 negotiating settlements on behalf of employees. As a Senior Attorney at WLF, he leads and
4 manages multiple complex wage and hour class and representative actions under the California
5 Private Attorneys General Act (“PAGA”). He is currently overseeing more than one hundred
6 active class action and PAGA representative matters pending in courts throughout the State of
7 California. Mr. Yoo currently bills at an hourly rate of \$800.00.

8 13. Giancarlo A. Recinos is a Senior Attorney at WLF. He was admitted to practice
9 law in the State of California in 2012 and is an active member in good standing with the State
10 Bar of California. Mr. Recinos graduated from San Francisco State University with a Bachelor of
11 Arts in Communications and received his Juris Doctor from Southwestern Law School. For over
12 a decade, his practice has focused on employment law and wage -and-hour compliance. Mr.
13 Recinos currently bills at an hourly rate of \$925.00.

14 14. Lucy H. Nguyen is a Settlement Attorney at WLF. She graduated from San
15 Francisco State University with a Bachelor of Science degree in Business Management and
16 earned her Juris Doctor from John F. Kennedy University, School of Law in 2011. Ms. Nguyen
17 was admitted to practice law in the State of California in 2021. Prior to joining WLF, Ms. Nguyen
18 practiced employment and family law litigation and handled a high-volume statewide docket
19 involving wage-and-hour disputes and complex litigation matters. Since joining WLF, Ms.
20 Nguyen has focused her practice on wage-and-hour class actions and representative actions under
21 the California Private Attorneys General Act (“PAGA”), including drafting and negotiating class
22 and PAGA settlements, approval motions, and related settlement documents. In this and other
23 matters, Ms. Nguyen has performed work including analyzing exposure, drafting settlement
24 agreements and approval papers, coordinating settlement administration issues, and assisting with
25 class and PAGA settlement approval proceedings. Ms. Nguyen currently bills at an hourly rate of
26 \$650.00.

27 15. Alan Wilcox was an attorney at WLF. He obtained his Bachelor's degree from the
28 University of California, Berkeley in 2007. He graduated from Pepperdine University's School of

1 Law and became a member of the California State Bar in 2012. Throughout Mr. Wilcox's career
2 up until his employment at WLF, he was essentially continuously employed as a civil litigation
3 attorney at multiple law firms. He has represented clients in both state and federal Courts in a
4 wide variety of matters, including contract disputes, wrongful foreclosure, unlawful detainer,
5 divorce, product defect, tort, and employment. Mr. Wilcox's billed at an hourly rate of \$950.00.

6 16. Justin F. Marquez is a former Senior Partner at WLF who was actively involved in
7 the litigation and resolution of this Action from its inception through December 2024. He
8 graduated from University of California, Los Angeles's College Honors Program in 2004 with
9 Bachelor of Arts degrees in History and Japanese, magna cum laude and Phi Beta Kappa. He
10 graduated from Notre Dame Law School with a Juris Doctorate. He was admitted to the State Bar
11 of California in February 2019. His practice focused primarily on advocating for the rights of
12 consumers and employees in class action litigation and appellate litigation. He received
13 numerous awards for his legal work: from 2017 to 2020, Super Lawyers selected him as a
14 "Southern California Rising Star," and from 2022 to 2025, he was selected as a "Southern
15 California Super Lawyer"; he was selected as one of the "Best Lawyers in America" from 2023
16 to 2025; and in 2024, he, along with his colleagues at WLF, received a CLAY (California Lawyer
17 Attorneys of the Year) award for their work on a false advertising case against Apple which
18 ultimately led to a \$25 million settlement. He also was selected to speak at multiple CELA
19 conferences throughout his career – in 2019, he spoke on the topic of manageability of class
20 actions at CELA's 2019 Advanced Wage & Hour Seminar, and in 2024, he spoke on the topic of
21 dealings with multiple cases against the same defendant at CELA's 2024 Advanced Wage & Hour
22 Seminar. He served as lead or co-lead in negotiating class action settlements worth over \$10
23 million in gross recovery to class members for each year since 2020, including over \$37.5 million
24 in 2022 and over \$75 million in 2023. Mr. Marquez billed at an hourly rate of \$1,000.00.

25 17. Arsiné Grigoryan is a former Associate Attorney at WLF who was actively
26 involved in the litigation and resolution of this matter from its inception through December 2024.
27 She earned two Bachelor of Arts degrees from the University of California, Berkeley in (1)
28 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.

18. WLF’s hourly rates 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 Los Angeles legal marketplace would compensate counsel for similar services accomplishing similar results. For example, in *Bronshteyn v. State of California*, Los Angeles County Superior Ct. No. 19SMCV00057, Order Granting Plaintiff’s Motion for Statutory Attorneys’ Fees and Costs filed March 30, 2023, an employment action brought by two small law firms (Levy, Vinick, Burrell & Hyams LLP and Law Offices of Wendy Musell), the court found that counsel’s 2022 hourly rates of \$1,100 and \$1,000 per hour were reasonable for the plaintiff’s five senior attorneys, including \$1,000 per hour for the plaintiff’s 23-year lead counsel and \$850 per hour for a senior associate. These rates were then augmented by a 1.75 lodestar multiplier and affirmed by the California Court of Appeals. The rates (and multiplier) requested here are well in line with those found reasonable in *Bronshteyn*. In *Tran v. Golden State FC LLC, et al.* (LASC Case No. BC699931), Fee Order filed 4/8/2022, the court found hourly rates of \$1,300 per hour reasonable for plaintiff’s 32-year attorney and \$1,000 per hour reasonable for a 14-year attorney. The multiplier here is even more compelling given Class Counsel represents approximately 703 Class Members.

19. 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

1 payment, rather than from voluntary surveys or self-reported rates. Although the report refers to
2 “2025” rates, the data reflects rates charged by law firms during the first half of 2024 and therefore
3 represents the most recent available objective evidence of prevailing market rates.

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

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

28 c. The Real Rate Report does not provide 1st quartile or 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. I am a UCLA School of Law graduate with nearly three decades of experience litigating labor and employment matters—including as a partner and holding leadership roles at major international law firms when I was on the defense side for 26 years, as well as substantial recent class and representative action results including being one of the few attorneys in the state of California to try a wage and hour class action to verdict (and prevail), and achieving results exceeding \$225 million in just the last three years since starting to settle matters as a plaintiffs' attorney. My credentials and experience place my \$1,500 hourly rate within the highest tier of Northern California employment litigators, consistent with rates that would fall within the fourth quartile beyond those reported in the Real Rate Report.

20. 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**.

21. 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 Defendants' BBQ Holdings, Inc., BBQ Growth LLC, and Tahoe Joe's Steakhouse, LLC (collectively, "Defendants") policies, and requesting and reviewing Plaintiff's time and pay records, personnel file, and exploring the corporate structure of Defendants;
- b. filing the Action;
- c. attending status conferences and meeting and conferring with Defendants regarding the case;
- d. meeting and conferring with Defendants 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 an expert consultant and Plaintiff to perform analyses of liability and exposure prior to attendance of the mediation in this matter;
- g. reviewing policy documents from Defendants 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.

22. WLF's current lodestar reflects the efficiencies achieved by attorneys experienced in this field with 152 hours of work resulting in \$85,865.00 in fees. The chart below shows the calculation of hours spent by each of WLF's attorneys on this case:

Attorney	Hours ¹	Approved Hourly Rate ²	Total
Tyler J. Woods	10.0	\$950.00	\$9,500.00
Giancarlo Recinos	3.0	\$625.00	\$1,875.00
Lucy Nguyen	25.0	\$350.00	\$8,750.00
Alan Wilcox	34.0	\$600.00	\$20,400.00
Justin Marquez	26.7	\$700.00	\$18,690.00
Arsine Grigoryan	53.3	\$500.00	\$26,650.00
TOTAL	152		\$85,865.00

23. This amount results in a modest 1.45 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.

¹ Per Court's order on February 19, 2026, the Court reduced Attorneys Marquez and Grigoryan's hours. The table reflects the Court's reduction in hours for Attorneys Marquez and Grigoryan.

² Per Court's order on February 19, 2026, the Court adjusted the hourly rates of all attorneys. The table reflects the Court Approved Hourly Rates.

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 his 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.

24. In litigation costs, Wilshire Law Firm, PLC, has spent \$27,292.80 on items such as filing fees, service fees, mediation fees, and expert fees. A true and correct copy of a breakdown of costs incurred by my office is attached hereto as **Exhibit 3**. Additionally, we anticipate incurring \$300.00 in future costs for filing fees and service fees for a total of \$27,592.80 in costs. Since Class Counsel's costs did not reach the maximum of \$30,000.00, the remaining \$2,407.20 will revert to and increase the Net Settlement Amount. These costs were reasonable and necessary to prosecute this case and obtain the results achieved.

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

26. To date, the LWDA has not responded to or objected to the Settlement in this matter.

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

Executed on August 27, 2026 at Los Angeles, California.

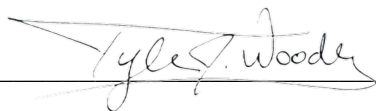

Tyler J. Woods

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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Increased efficiencies free up time for more value-add work

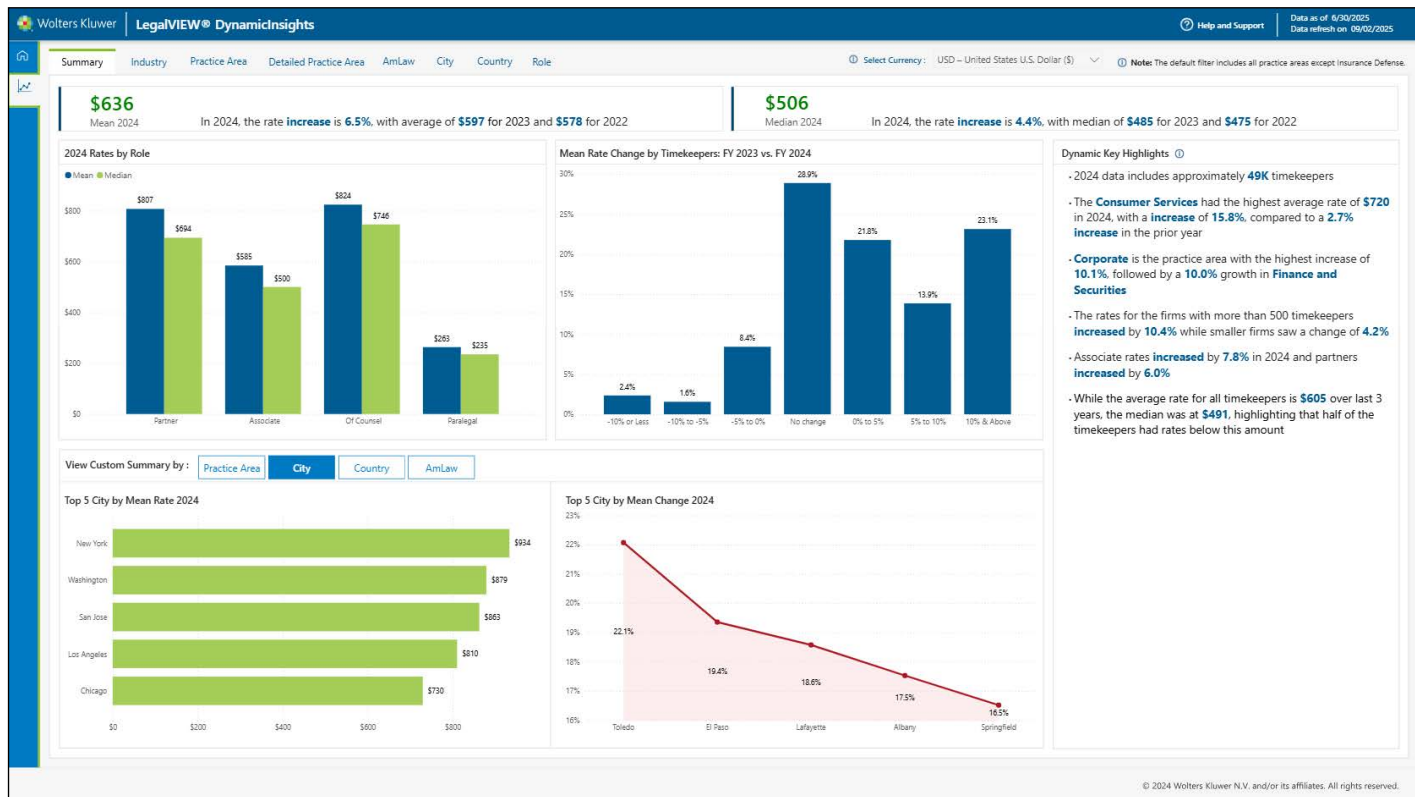
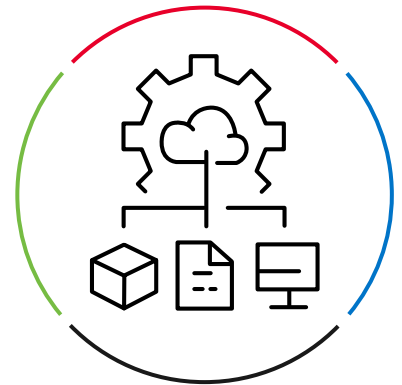


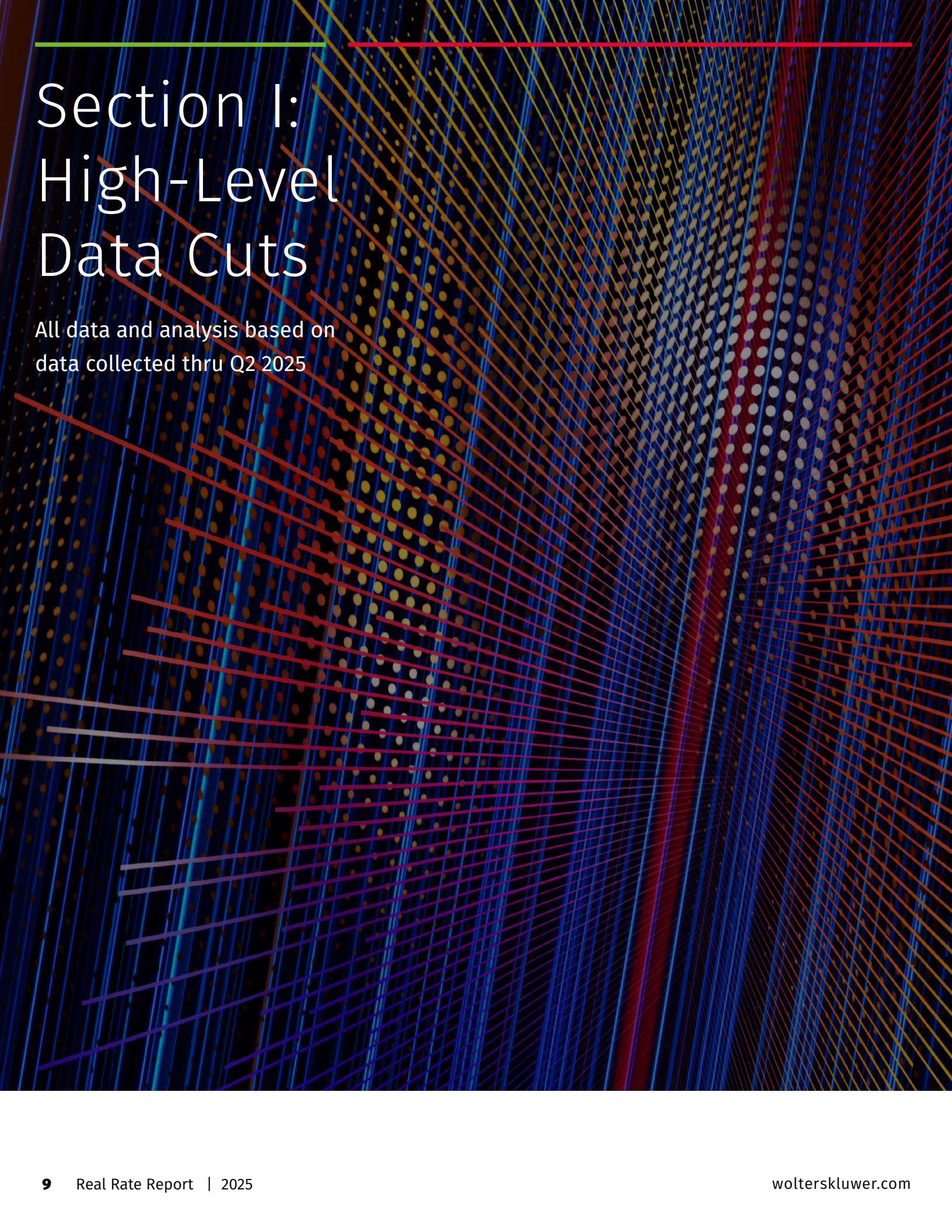
LegalVIEW® DynamicInsights

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.
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- **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 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](#).



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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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

Accrual Basis

<u>Type</u>	<u>Date</u>	<u>Num</u>	<u>Memo</u>	<u>Description</u>	<u>Amount</u>	<u>Balance</u>
Mediation Fees						
	9/26/2024	3086	Mediation Fee - Ortman Mediation	50% Mediation Fee	\$15,000.00	\$15,000.00
Total MEDIATION FEES					\$15,000.00	\$15,000.00
Consultant Fees						
	10/24/2024	13276	Consultant Fee - Berger Consulting Group, LLC	3.90 hours of work	\$2,535.00	\$2,535.00
	09/27/2024	INV117898-01-01	Consultant Fee - USA Express Legal	Assest Search	\$715.00	\$3,250.00
	10/21/2024	3567	Consultant Fee - Lawrence Walter Beall	Data Analysis	\$6,000.00	\$9,250.00
Total CONSULTANT FEES					\$9,250.00	\$9,250.00
Legal Research Fees						
		848257744	Legal Research - Thomson Reuters-West	Legal Research	\$31.94	\$31.94
Total LEGAL RESEARCH EXPENSES					\$31.94	\$31.94
Filing Fees						
	08/02/2023	20897517	Filing Fee - One Legal LLC	Complaint	\$1,493.70	\$1,493.70
	08/24/2023		Filing Fee - Department of Industrial Relations	PAGA Letter	\$75.00	\$1,568.70
	09/11/2023	64054	Filing Fee - Valpro Attorney Services, LLC	Proof of Service	\$45.00	\$1,613.70
	09/14/2023	63852	Service Fee - Valpro Attorney Services, LLC	Serve BBQ Floldings, Inc-S&C	\$241.00	\$1,854.70
	09/14/2023	63853	Service Fee - Valpro Attorney Services, LLC	Serve BBQ Growth LLC-S&C	\$241.00	\$2,095.70
	09/14/2023	63854	Service Fee - Valpro Attorney Services, LLC	Serve Tahoe Joe's Steakhouse-	\$141.00	\$2,236.70
	11/14/2023	21621880	Filing Fee - One Legal LLC	CMS	\$17.40	\$2,254.10
	11/21/2023	45251	Remote Appearance - Court Call	Court Call	\$72.00	\$2,326.10
	11/29/2023	21706609	Filing Fee - One Legal LLC	Notice	\$16.37	\$2,342.47
	12/04/2023	21748164	Filing Fee - One Legal LLC	Notice	\$16.37	\$2,358.84
	02/23/2024	22296647	Filing Fee - One Legal LLC	CMS	\$18.43	\$2,377.27
	03/06/2024	45357	Remote Appearance - Court Call	Court Call	\$72.00	\$2,449.27
	01/14/2025	86457	Filing Fee - Valpro Attorney Services, LLC	Obtain Documents	\$196.45	\$2,645.72
	03/25/2025	24979906	Filing Fee - One Legal LLC	Stip and Order	\$42.80	\$2,688.52
	04/02/2025	25060972	Filing Fee - One Legal LLC	CMS	\$21.11	\$2,709.63
	07/16/2025	CC073125TA-1712	Filing Fee - One Legal LLC	CMS	\$21.11	\$2,730.74
	07/30/2025	CC083125TA-0788	Filing Fee - One Legal LLC	Notice	\$42.80	\$2,773.54
	08/13/2025	CC083125TA-1338	Filing Fee - One Legal LLC	Amended Complaint	\$21.11	\$2,794.65
	10/15/2025	CC103125TA-1482	Filing Fee - One Legal LLC	CMS	\$21.11	\$2,815.76
	10/24/2025	CC103125TA-2290	Filing Fee - One Legal LLC	Declaration and PO	\$84.10	\$2,899.86
	01/06/2026	CC013126TA-0258	Filing Fee - One Legal LLC	CMS	\$22.20	\$2,922.06
	02/03/2026	CC022826TA-0265	Filing Fee - One Legal LLC	CMS	\$22.20	\$2,944.26
	02/11/2026	CC022826TA-1067	Filing Fee - One Legal LLC	Declaration	\$22.20	\$2,966.46
	02/18/2026	CC022826TA-2059	Filing Fee - One Legal LLC	Remote Appearance	\$22.20	\$2,988.66
	02/18/2026	CC022826TA-2060	Filing Fee - One Legal LLC	Remote Appearance	\$22.20	\$3,010.86
Total FILING FEES					\$3,010.86	\$3,010.86
TOTAL					\$27,292.80	\$27,292.80