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17
18 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
19 **FOR THE COUNTY OF SAN DIEGO**
20

21 FLOYD LINDLEY and ANDREW SALSE,
22 on behalf of the State of California,

23 Plaintiffs,

24 v.

25 GLEIBERMAN PROPERTIES, INC., a
26 California Corporation; and DOES 1-50,
27 inclusive.

28 Defendants.

CASE NO.: JCCP 5386

Assigned to the Hon. Katherine A. Bacal

**DECLARATION OF JOHN G. YSLAS IN
SUPPORT OF PLAINTIFFS' MOTION
FOR APPROVAL OF SETTLEMENT
PURSUANT TO THE PRIVATE
ATTORNEYS GENERAL ACT OF 2004**

PAGA Approval Hearing:

Date: July 24, 2026

Time: 1:30 p.m.

Dept.: 63

DECLARATION OF JOHN G. YSLAS

I, John G. Yslas, 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 “PAGA Counsel”), counsel for Plaintiff Andrew Salse (“Plaintiff Salse”) in this matter. I am thoroughly familiar with and have personal knowledge of all of the facts set forth herein.

2. I submit this declaration in support of Plaintiffs’ Motion for Approval of PAGA Settlement.

3. Plaintiff Salse 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 has been 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, Santa Barbara with High Honors in 1991 with Bachelor of Arts degrees in Psychology. I received my Juris Doctor from UCLA Law School in 1996.

7. Upon graduating from law school in 1996, I worked for a boutique law firm practicing general litigation which included employment law matters. Since 2000 (that is, the last 23 years) my practice has been exclusively 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”), as well as work performed at the international law firms of Morgan, Lewis & Bockius LLP (where I was a senior associate), Foley & Lardner LLP

1 (where I was a partner and a national Vice Chair of the Labor and Employment Group), Norton
2 Rose Fulbright LLP (where I was a partner) and Seyfarth Shaw (where I was a partner and member
3 of the Wage and Hour Practice Group). During my time at these law firms, I was the primary
4 attorney or took a major leading role in defending employers on numerous wage and hour class,
5 collective and representative actions.

6 8. In late June 2022 I left Seyfarth Shaw LLP and joined my current firm, Wilshire
7 Law Firm, PLC, to represent plaintiff employees. I have been and am handling many wage and
8 hour class and representative actions litigating such matters on behalf of plaintiff employees in
9 numerous Superior Courts and District Courts. Across matters representing both plaintiffs and
10 defendants, I have successfully mediated the resolution of many wage and hour class, collective,
11 and representative actions. Since starting to settle cases in late April 2023 I have already
12 successfully mediated matters in which I have been counsel or co-counsel resulting in **well over**
13 **\$270 million** in settlements and verdicts that are in the process of being finalized, and with
14 numerous upcoming mediations scheduled. In these and numerous other matters, I have
15 managed and assisted with the litigation and settlement of many wage and hour PAGA and class
16 actions. In those actions, I performed similar tasks as those performed in the course of
17 prosecuting this action. Indeed, I recently tried and prevailed in achieving a jury verdict in a
18 certified wage and hour class action in the matter of *Aguilar-Flores v. Javier's – CC LLC*, Los
19 Angeles County Superior Court, Case No. 19STCV36438 (settled after verdict).

20 9. I have received numerous awards for my legal work. For example, from 2015 to
21 2018, I was listed in Los Angeles Super Lawyers for Employment Litigation (Thomson Reuters)
22 have also served on numerous prominent boards and in other leadership positions, including
23 currently serving as Southern California Regional President for the Hispanic National Bar
24 Association and on the board of directors of the Mexican American Bar Foundation. I also
25 previously served on the five-member Los Angeles Civil Service Commission, which generally
26 oversees the personnel decisions for the City of Angeles.

27 10. I have also published numerous blogs on labor and employment law issues including
28 on wage and hour issues. For example, I published "Headline News: Wal-Mart v. Dukes-Impact

1 on Class Action Litigation” (while a partner with Foley & Lardner LLP) and “Are You Really
2 Protected From Wage-and-Hour Successor Liability in an Asset Purchase” (while a partner with
3 Seyfarth Shaw LLP). I have also been a presenter at numerous conferences, including being a
4 presenter involving the “Employment Law Update” at a National Employment Law Council
5 conference. I currently bill at an hourly rate of \$1,500.00.

6 11. Eugene Zinovyev is a Junior Partner at WLF. He graduated from the University
7 of California Berkeley with a Bachelor of Arts in Political Economy of Industrial Societies, and
8 received his Juris Doctor from the University of California, San Francisco School of Law in
9 2009. He has practiced employment and wage and hour law since on both the plaintiff and
10 defense sides. Mr. Zinovyev has tried multiple jury cases to verdict as well as numerous bench
11 trials. He has also briefed published appellate court decisions in both state and federal court.
12 Mr. Zinovyev is admitted to practice before all Federal District Courts in California as well as
13 the 9th Circuit Court of Appeals. He is also a member of the California Employment Lawyers
14 Association. He has mediated and settled dozens of class and representative actions as well as
15 individual civil matters. Mr. Zinovyev’s hourly billing rate is \$950.00.

16 12. Courtney M. Miller is a Settlement Attorney at WLF. She was admitted to
17 practice law in the State of California in 2019. Ms. Miller graduated from the University of
18 California, Santa Cruz, with a Bachelor of Arts in Sociology. Prior to becoming an attorney,
19 Ms. Miller worked at a boutique civil litigation firm for nearly a decade, primarily handling
20 employment matters. She earned her Juris Doctor from Southwestern Law School in 2019. Ms.
21 Miller has prosecuted wage and hour class and PAGA actions, almost exclusively, since 2020.
22 As a handling attorney, Ms. Miller obtained over \$30 million dollars in settlements on behalf of
23 California employees. Ms. Miller currently bills at an hourly rate of \$700.00.

24 13. Gabriella Solé is an Associate Attorney at Wilshire Law Firm, PLC. She was
25 admitted to practice law in the State of California in 2022. Ms. Solé graduated from University of
26 California, Los Angeles with a Bachelor of Arts in Sociology. She received her Juris Doctor from
27 University of San Francisco, School of Law. During law school, she was a First Year Moot Court
28 Director on the Moot Court Board. Since graduating, her practice has been mainly focused on wage

1 and hour class action litigation. Ms. Solé's hourly billing rate is \$550.00.

2 14. Aram Boyadjian was a fifth-year Associate Attorney at WLF. He was admitted to
3 practice law in the State of California in 2021. Mr. Boyadjian graduated from the University of
4 California, Los Angeles, with a Bachelor of Arts in Political Science. He received his Juris Doctor
5 from Loyola Law School. During law school, he was a member of the student editorial board for
6 the International and Comparative Law Review. Since January 2021, his practice has mainly been
7 focused on wage and hour class action litigation. Mr. Boyadjian billed at an hourly rate of \$600.00.

8 15. WLF's hourly rates are comparable to those charged by other class action plaintiffs'
9 counsel and the firms defending class actions. WLF's rates are well within the range of hourly
10 rates that the Los Angeles legal marketplace would compensate counsel for similar services
11 accomplishing similar results. For example, in *Bronshteyn v. State of California*, Los Angeles
12 County Superior Ct. No. 19SMCV00057, Order Granting Plaintiff's Motion for Statutory
13 Attorneys' Fees and Costs filed March 30, 2023, an employment action brought by two small law
14 firms (Levy, Vinick, Burrell & Hyams LLP and Law Offices of Wendy Musell), the court found
15 that counsel's 2022 hourly rates of \$1,100 and \$1,000 per hour were reasonable for the plaintiff's
16 five senior attorneys, including \$1,000 per hour for the plaintiff's 23-year lead counsel and \$850
17 per hour for a senior associate. These rates were then augmented by a 1.75 lodestar multiplier and
18 affirmed by the California Court of Appeals. The rates (and multiplier) requested here are well in
19 line with those found reasonable in *Bronshteyn*. In *Tran v. Golden State FC LLC, et al.* (LASC
20 Case No. BC699931), Fee Order filed 4/8/2022, the court found hourly rates of \$1,300 per hour
21 reasonable for plaintiff's 32-year attorney and \$1,000 per hour reasonable for a 14-year attorney.
22 The multiplier here is even more compelling given PAGA Counsel represents approximately 662
23 Aggrieved Employees.

24 16. WLF has been approved as Class Counsel by courts in California. *See, e.g., Matthew*
25 *Veliz v. DrinkPak, LLC*, Los Angeles County Superior Court, Case No. 22STCV37384, *Ismael*
26 *Villegas-Sanchez v. COE Orchard Equipment, Inc.*, Sutter County Superior Court, Case No.
27 CVCS22-0002261; *Jessica Bronsal v. PTI Technologies Inc.*, Ventura County Superior Court,
28 Case No. 202200570361CUOE; *Miguel A. Vigil Ruiz v. The De Ruosi Group, LLC*, San Joaquin

County Superior Court, Case No. STK-CV-UOE-2022-8780; *Gutierrez v. Top Drawer Merch, LLC et al*, Los Angeles County Superior Court, Case No. 23STCV04299; *Wing v. Road Machinery, LLC et al*, Kern County Superior Court, Case No. BCV-22-102896; *Hernandez v. SGPS Showrig Los Angeles, Inc.*, Los Angeles County Superior Court, Case No. 22STCV28155; *Azevedo v. Tulare Nursing & Rehabilitation Hospital, Inc.*, Tulare County Superior Court, Case No. VCU293325; *Haser v. Universal Chain of California, Inc.*, Sacramento County Superior Court, Case No. 34-2022-00332268; *Caldera v. Performance Online, Inc. et al*, Riverside County Superior Court, Case No. CVRI2306013; *Goosby v. CiminoCare, Inc.*, Sacramento County Superior Court, Case No. 34-2022-00329033; *Rooks v. Hot Cakes Restaurant Group, Inc.*, San Joaquin County Superior Court, Case No. STK-CV-UOE-2022-11056; *Garcia v. Compassionate Heart*, Orange County Superior Court, Case No. 30-2022-01294409-CU-OE-CXC; *Parra v. Citrus Valley Management Services, Inc.*, Riverside County Superior Court, Case No. CVRI2301768; *Torres v. HomeShield Pest Control Inc.*, Placer County Superior Court, Case No. S-CV-0049525; *Cabrera v. Creekside Auto Group*, Santa Clara County Superior Court, Case No. 23CV415661; *Simpson v. Arcos*, Riverside Superior Court, Case No. CVRI2303337; *Payne v. Planned Parenthood: Shasta-Diablo, Inc.*, San Francisco County Superior Court, Case No. CGC-23-607359. The total hours expended on this action are reasonable and in line with those expended in comparable cases.

17. In cases in which WLF has been approved as Class Counsel, California courts have approved rates similar to those requested by WLF in the instant case. *See, e.g., Rodolfo Ponce v. Youbar, Inc.*, Los Angeles County Superior Court, Case No. 22STCV37519 (WLF's rates were approved as follows: John G. Yslas (\$1,500.00), Samantha A. Smith (\$1,000.00), Jeffrey C. Bils (\$850.00), Aram Boyadjian (\$600.00), Lisa B. Iturriaga (\$550.00), and Andrew Sandoval (\$500.00)); *Sabrina N. Batres v. Wish Automotive II, Inc. dba Infiniti of Van Nuys*, Los Angeles County Superior Court, Case No. 23STCV19968 (WLF's rates were approved as follows: John G. Yslas (\$1,500.00), Jeffrey C. Bils (\$850.00), Aram Boyadjian (\$600.00), Lisa B. Iturriaga (\$550.00), and Andrew Sandoval (\$500.00)); *Diandrea Correa et al. v. CareMeridian, LLC, et al.*, Los Angeles County Superior Court, Case No. 23STCV10707 (WLF's rates were approved as

1 follows: John G. Yslas (\$1,500.00), Samantha A. Smith (\$1,000.00), Jeffrey C. Bils (\$850.00),
2 Fawn F. Bekam (\$800.00), Diego Aviles (\$800.00), Aram Boyadjian (\$600.00), Harry Erganyan
3 (\$600.00), Lisa B. Iturriaga (\$550.00), and Andrew Sandoval (\$500.00)); *Carlos Santos Granados*
4 *v. Sunny Hills Management Co., Inc.*, Los Angeles County Superior Court, Case No.
5 23STCV02109 (WLF's rates were approved as follows: John G. Yslas (\$1,500.00), Samantha A.
6 Smith (\$1,000.00), Jeffrey C. Bils (\$850.00), Diego Aviles (\$750.00), Courtney M. Miller
7 (\$650.00), Aram Boyadjian (\$600.00), Harry Erganyan (\$600.00), Mariam Nazaretyan (\$550.00),
8 Lisa B. Iturriaga (\$550.00), and Andrew Sandoval (\$500.00)); *Kayla Kurges v. Khanna*
9 *Enterprises, Ltd. dba Sheraton Agoura Hills*, Los Angeles County Superior Court, Case No.
10 24STCV01590 (WLF's rates were approved as follows: John G. Yslas (\$1,500.00), Jeffrey C. Bils
11 (\$850.00), Aram Boyadjian (\$600.00), Lisa B. Iturriaga (\$550.00), and Andrew Sandoval
12 (\$500.00)); *Thora Magney et al. v. Levi Strauss & Co., et al.*, Los Angeles County Superior Court,
13 Case No. 24STCV02320 (WLF's rates were approved as follows: John G. Yslas (\$1,500.00),
14 Samantha A. Smith (\$1,000.00), Jeffrey C. Bils (\$850.00), Fawn F. Bekam (\$800.00), Aram
15 Boyadjian (\$600.00), Lisa B. Iturriaga (\$550.00), and Andrew Sandoval (\$500.00)); *Armando*
16 *Muniz, et al. v. Lot LLC, dba Lot Management LLC (fka Red Cow, Inc.) et. al.*, Los Angeles County
17 Superior Court, Case No. 22STCV32901 (WLF's rates were approved as follows: John G. Yslas
18 (\$1,500.00), Samantha A. Smith (\$1,000.00), Jeffrey C. Bils (\$850.00), Diego Aviles (\$750.00),
19 Aram Boyadjian (\$600.00), Harry Erganyan (\$600.00), Mariam Nazaretyan (\$550.00), Lisa B.
20 Iturriaga (\$550.00), and Andrew Sandoval (\$500.00)); *George Munoz v. Century West, LLC dba*
21 *Century West BMW*, Los Angeles County Superior Court, Case No. 23STCV04247 (WLF's rates
22 were approved as follows: John G. Yslas (\$1,500.00), Samantha A. Smith (\$1,000.00), Jeffrey C.
23 Bils (\$850.00), Aram Boyadjian (\$600.00), Lisa B. Iturriaga (\$550.00), and Andrew Sandoval
24 (\$500.00)); *Ivan S. Martinez II et. al. v. The Haar Company, et. al.*, Los Angeles County Superior
25 Court, Case No. 23STCV21651 (WLF's rates were approved as follows: John G. Yslas (\$1,500.00),
26 Samantha A. Smith (\$1,000.00), Jeffrey C. Bils (\$850.00), Diego Aviles (\$750.00), Aram
27 Boyadjian (\$600.00), Harry Erganyan (\$600.00), Mariam Nazaretyan (\$550.00), Lisa B. Iturriaga
28 (\$550.00), and Andrew Sandoval (\$500.00)).

1 18. In support of the reasonableness of WLF’s hourly rates, attached as **Exhibit 1** is a
2 true and correct excerpt from the *2025 Real Rate Report* published by Wolters Kluwer. The Real
3 Rate Report is widely relied upon in the legal industry because it is derived from anonymized
4 billing data taken from actual law firm invoices that were submitted to clients and approved for
5 payment, rather than from voluntary surveys or self-reported rates. Although the report refers to
6 “2025” rates, the data reflects rates charged by law firms during the first half of 2024 and therefore
7 represents the most recent available objective evidence of prevailing market rates.

8 a. The report provides rate information filtered by geographic market, practice
9 type, and timekeeper role. Page 33 of the report reflects rates drawn from 565 partners and 518
10 associates practicing in Los Angeles. In that dataset, the third-quartile hourly rate is \$1,365 for
11 partners and \$982 for associates. These figures confirm that Los Angeles is a high-rate legal market
12 and that experienced litigation partners routinely bill in excess of \$1,300 per hour based on rates
13 actually paid by clients in 2024. The Real Rate Report further shows that in the San Diego market,
14 partners with 21 or more years of experience command third-quartile billing rates of approximately
15 \$1,334 per hour, confirming that highly experienced litigators in major California markets
16 routinely bill at the upper end of the rate spectrum.

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

27 c. The Real Rate Report does not provide 1st quartile or 4th quartile rates,
28 presumably to provide a sense of the average attorney billing rates. Importantly, the third quartile

1 represents the point below which 75% of rates fall; it is not a cap on reasonable rates. By definition,
2 a substantial portion of partners in the relevant benchmark market routinely bill above that level,
3 particularly those with extensive experience, specialized expertise, or leadership roles in complex
4 litigation. Courts evaluating fee requests recognize that leading counsel in complex or
5 representative actions may reasonably bill above median or third-quartile benchmarks where their
6 experience, results obtained, and responsibilities justify higher rates. We firmly believe WLF
7 belongs in the 4th quartile of attorney billing rates in Los Angeles. As previously discussed, WLF
8 is a nationally recognized employment litigation firm that has been named one of the nation's *Best*
9 *Law Firms* by U.S. News & World Report and Best Lawyers since 2020, and its attorneys regularly
10 litigate complex wage-and-hour class and representative actions throughout California. I am a
11 UCLA School of Law graduate with nearly three decades of experience litigating labor and
12 employment matters—including as a partner and holding leadership roles at major international
13 law firms when I was on the defense side for 26 years, as well as substantial recent class and
14 representative action results including being one of the few attorneys in the state of California to
15 try a wage and hour class action to verdict (and prevail), and achieving results exceeding \$225
16 million in just the last three years since starting to settle matters as a plaintiffs' attorney. My
17 credentials and experience place my \$1,500 hourly rate within the highest tier of Los Angeles
18 employment litigators, consistent with rates that would fall within the fourth quartile beyond those
19 reported in the Real Rate Report.

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

23 a. The investigation of the matter, including meeting with Plaintiff Salse, reviewing
24 Defendant's policies, and requesting and reviewing Plaintiff's time and pay records, personnel
25 files, and exploring the corporate structure of Defendant;

26 b. filing the Actions;

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

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

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

f. attending mediation;

g. communicating with Plaintiff Salse who requested updates or other information regarding this matter;

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

i. preparing and filing supporting documents for this Motion for Approval of PAGA Settlement.

20. WLF's current lodestar reflects the efficiencies achieved by attorneys experienced in this field with 114.7 hours of work resulting in \$97,980.00 in fees. The chart below shows the calculation of hours spent by each of WLF's attorneys on this case:

Attorney	Hours	Hourly Rate	Total
Aram Boyadjian	1.9	\$600.00	\$1,140.00
Courtney M. Miller	3.0	\$700.00	\$2,100.00
Gabriella Solé	40.7	\$550.00	\$22,385.00
Eugene Zinovyev	56.9	\$950.00	\$54,055.00
John G. Yslas	12.2	\$1,500.00	\$18,300.00
TOTAL	114.7		\$97,980.00

21. This amount does not include the time PAGA Counsel will spend at the PAGA approval hearing and assisting the Settlement Administrator following final approval. PAGA 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. PAGA Counsel's lodestar reflects the

1 efficiencies achieved by attorneys experienced in this field. Moreover, PAGA Counsel has
2 singularly assumed the risk and costs of litigation purely on a contingency basis. And, while
3 Plaintiff Salse is confident in the merits of his claims, a legitimate controversy exists as to each
4 cause of action, posing an actual risk that Plaintiff Salse may not succeed at class certification
5 and/or trial. Any of these obstacles could have prevented recovery completely, meaning PAGA
6 Counsel would have been left with no compensation for all the time and money invested in
7 litigating this case. Despite these risks, PAGA Counsel took this case on a contingency basis
8 so that Aggrieved Employees (a particularly vulnerable group of hourly paid workers) could be
9 compensated for their unpaid wages. Consequently, PAGA Counsel was precluded from
10 focusing on, or taking on, other cases which could have resulted in a larger, and less risky,
11 monetary gain.

12 22. The Court should also consider that PAGA Counsel's efforts have resulted in
13 substantial benefits to the State of California and the Aggrieved Employees, in the form of a
14 significant, non-reversionary settlement fund established to compensate the State of California and
15 the Aggrieved Employees and to punish Defendant for the alleged PAGA violations. Without the
16 efforts of PAGA Counsel, the claims alleged in the complaint would likely have gone without
17 remedy.

18 23. In litigation costs, WLF has incurred \$4,838.79 in expenses on items such as filing
19 fees, service fees, and mediation fees. All the costs incurred were reasonable and necessary for the
20 prosecution of this case. A true and correct copy of WLF's cost reports in this matter is attached
21 hereto as **Exhibit 2**.

22 24. PAGA Counsel has negotiated a settlement here that they believe is fair,
23 reasonable, and adequate based on their prior experience litigating these types of cases. I have
24 reviewed the Memorandum of Points and Authorities for Plaintiffs' Motion to Approval of
25 PAGA Settlement and approve and concur with co-counsel that the settlement is fair and
26 reasonable and warrants court approval.

27 25. Pursuant to California Labor Code Section 2699(s)(1), Plaintiff Salse submitted a
28 copy of the PAGA Complaint to the LWDA on November 17, 2025.

26. WLF has no actual or potential conflict of interest with the Aggrieved Employees in this PAGA Action or with the Settlement Administrator that the Parties agreed to appoint, ILYM Group, Inc.

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

Executed on June 29, 2026, at Los Angeles, California.


John G. Yslas

EXHIBIT 1



ELM Solutions

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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.

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

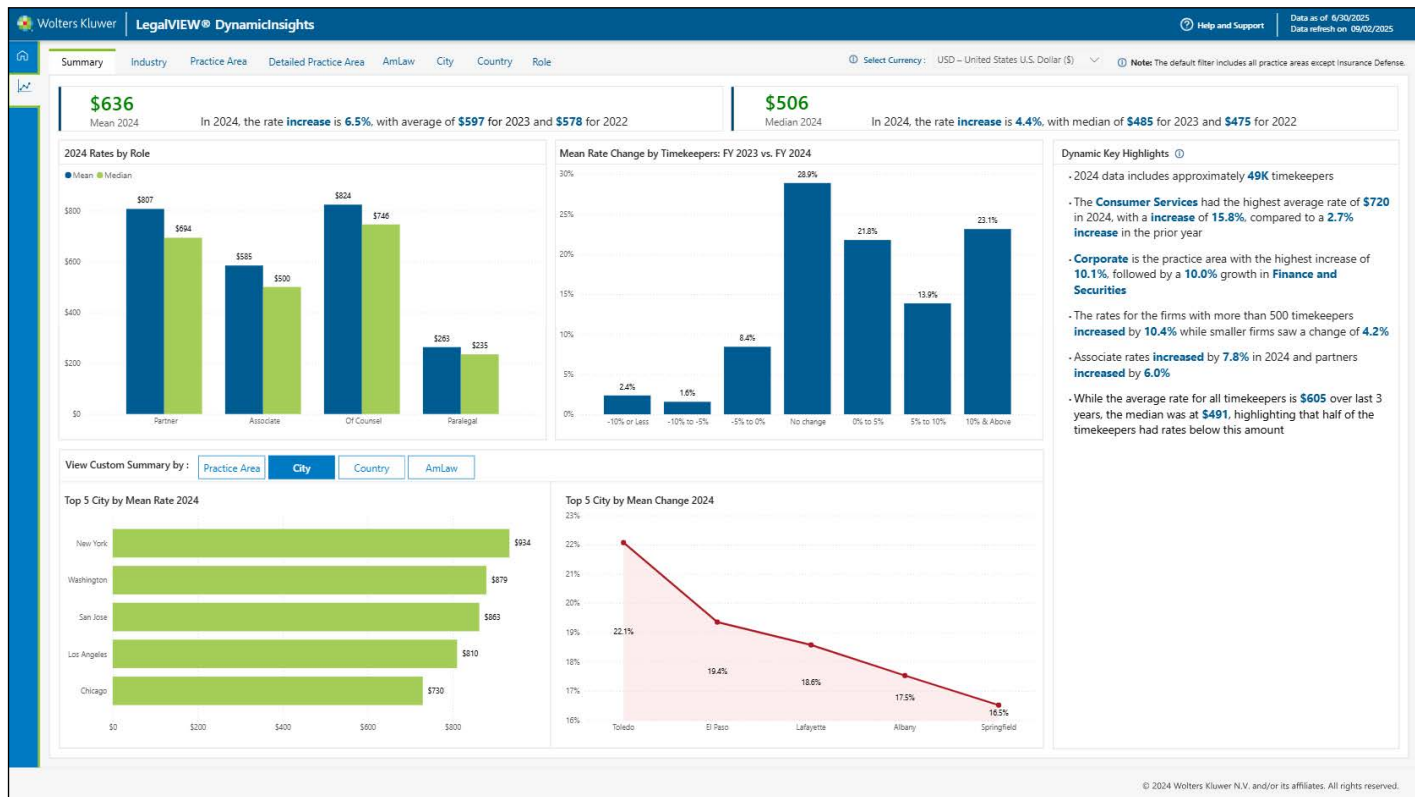
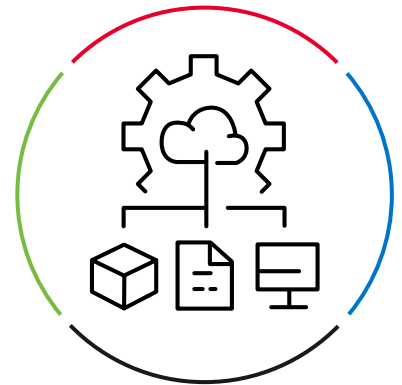


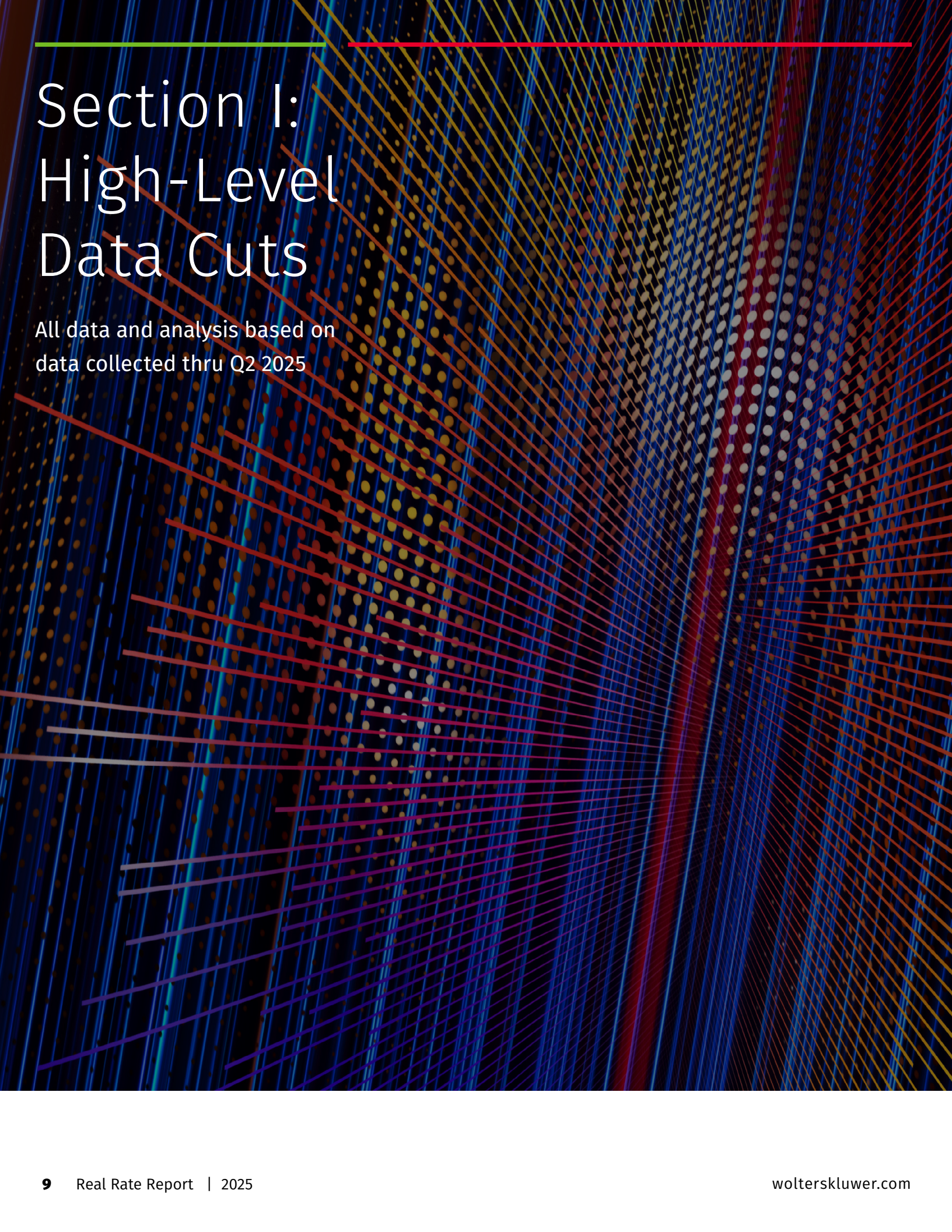
LegalVIEW® DynamicInsights

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 I: High-Level Data Cuts

Cities
By Years of Experience

2025 Real Rates for Partner						Trend Analysis - Mean		
City	Years of Experience	n	First Quartile	Median	Third Quartile	2025	2024	2023
Phoenix AZ	21 or More Years	25	\$350	\$490	\$674	\$559	\$499	\$540
Pittsburgh PA	Fewer Than 21 Years	41	\$501	\$600	\$810	\$669	\$658	\$599
	21 or More Years	72	\$480	\$691	\$860	\$705	\$733	\$669
Portland ME	21 or More Years	18	\$386	\$435	\$484	\$418	\$421	\$381
Portland OR	Fewer Than 21 Years	17	\$402	\$465	\$525	\$599	\$536	\$509
	21 or More Years	32	\$470	\$525	\$639	\$594	\$607	\$553
Raleigh NC	21 or More Years	12	\$396	\$475	\$510	\$489	\$477	\$477
Richmond VA	Fewer Than 21 Years	10	\$604	\$703	\$855	\$707	\$746	\$687
	21 or More Years	24	\$431	\$713	\$1,084	\$739	\$756	\$726
Salt Lake City UT	Fewer Than 21 Years	12	\$395	\$447	\$459	\$422	\$445	\$412
	21 or More Years	16	\$350	\$463	\$521	\$480	\$433	\$407
San Diego CA	21 or More Years	33	\$438	\$785	\$1,334	\$894	\$898	\$882



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

Expenses Subtotals - Filtered Exp. Type

As of 2026-06-24 12:24:20 Pacific Standard Time/PST • Generated by Saul Solares

Filtered By
Show: All matters
Matter: ID equals a0LPc000000pEnJ
Expense Type equals E127 — DTF,DTF,E108 — Postage,E102 — Printing

Display Name ↑	Expense Type ↑	Date	Expense: Expense ID	Provider Name	Note	Amount	Reduction Amount	Amount Paid	Amount Due.
Andrew Salse - Wage & Hour: 12/4/2023	E108 — Postage	4/30/2024	E-3196845			\$7.60			\$7.60
		1/3/2024	E-3170394			\$7.18			\$7.18
		1/3/2024	E-3170393			\$7.18			\$7.18
	Subtotal	Sum				\$21.96	\$0.00	\$0.00	\$21.96
		Count	3						
Subtotal		Sum				\$21.96	\$0.00	\$0.00	\$21.96
		Count	3						
Total		Sum				\$21.96	\$0.00	\$0.00	\$21.96
		Count	3						



Client Cost Report

Account	Type	Date	Num	Name	Matter Display Name	Line Memo	Amount
501500 Cost of Sale : Court Filing Fees	Credit Card	6/2/2026	CC063026TA-0309	One Legal LLC	Gleiberman Properties, Inc. dba MG Properties (Salse) - Wage & Hour (Class Action)	28383824-Atty Svc for Court Filing-CMCS-Andrew Salse-249257	\$30.94
501500 Cost of Sale : Court Filing Fees	Credit Card	7/16/2025	CC073125TA-1708	One Legal LLC	Gleiberman Properties, Inc. dba MG Properties (Salse) - Wage & Hour (Class Action)	25838758-249257-Atty Svc for Court Filing-Change of Address-Gleiberman Properties, Inc. dba MG Properties (Salse) - Wage & Hour (Class Action)	\$33.97
501500 Cost of Sale : Court Filing Fees	Credit Card	7/23/2025	CC073125TA-3019	One Legal LLC	Gleiberman Properties, Inc. dba MG Properties (Salse) - Wage & Hour (Class Action)	25838708-249257-Atty Svc for Court Filing-Change of Address-Andrew Salse-12/4/2023	\$30.86
501500 Cost of Sale : Court Filing Fees	Credit Card	7/28/2025	CC073125TA-3262	One Legal LLC	Gleiberman Properties, Inc. dba MG Properties (Salse) - Wage & Hour (Class Action)	25925032-249257-Atty Svc for Court Filing-CMCS-Andrew Salse-12/4/2023	\$31.89
501500 Cost of Sale : Court Filing Fees	Credit Card	7/28/2025	CC073125TA-3305	One Legal LLC	Gleiberman Properties, Inc. dba MG Properties (Salse) - Wage & Hour (Class Action)	25925033-249257-Atty Svc for Court Filing-CMCS-Andrew Salse-12/4/2023	\$61.95
501500 Cost of Sale : Court Filing Fees	Credit Card	8/14/2025	CC083125TA-1396	One Legal LLC	Gleiberman Properties, Inc. dba MG Properties (Salse) - Wage & Hour (Class Action)	26077622-249257-Atty Svc for Court Filing-Opp,Declar,POS-Andrew Salse-12/4/2023	\$23.63
501500 Cost of Sale : Court Filing Fees	Credit Card	9/9/2025	CC093025TA-1408	One Legal LLC	Gleiberman Properties, Inc. dba MG Properties (Salse) - Wage & Hour (Class Action)	26263806-249257-Atty Svc for Court Filing-CMS-Andrew Salse-12/4/2023	\$33.97
501500 Cost of Sale : Court Filing Fees	Credit Card	10/3/2025	CC103125TA-0525	One Legal LLC	Gleiberman Properties, Inc. dba MG Properties (Salse) - Wage & Hour (Class Action)	26424758-249257-Atty Svc for Court Filing-Order,Declar-Andrew Salse-12/4/2023	\$35.00
501500 Cost of Sale : Court Filing Fees	Credit Card	10/20/2025	CC103125TA-2060	One Legal LLC	Gleiberman Properties, Inc. dba MG Properties (Salse) - Wage & Hour (Class Action)	26579513-249257-Atty Svc for Court Filing-Remote Appearance-Andrew Salse-12/4/2023	\$23.63
501500 Cost of Sale : Court Filing Fees	Credit Card	12/4/2025	CC123125TA-0338	One Legal LLC	Gleiberman Properties, Inc. dba MG Properties (Salse) - Wage & Hour (Class Action)	26923416-249257-Atty Svc for Court Filing-CMCS-Andrew Salse-12/4/2023	\$29.83
Total							\$335.67

Wilshire Law Firm, PLC
Client Costs Detailed Report
All Transactions

06/24/26

Accrual Basis

Type	Date	Num	Class	Source Name	Memo	Amount	Balance
500000 · COS							
501500 · Court Filing Fees							
Credit C...	07/15/2024		MGProperties(Salse).W&H	Superior Court of Alameda	RM PR-PRHUAHSPXD8NLCBKN (249257) MGProperties(Salse).W...	2.00	2.00
Credit C...	12/16/2024		MGProperties(Salse).W&H	Superior Court of Alameda	RM PR-OYPKCA6JASY2MLQQM (249257) MGProperties(Salse).W...	13.00	15.00
Credit C...	05/28/2025		MGProperties(Salse).W&H	San Diego Superior Court	RM 196576- 249257-MGProperties(Salse).W&H	7.40	22.40
Bill	07/05/2024	78455	MGProperties(Salse).W&H	Valpro Attorney Services, LLC	78455-MGProperties(Salse).W&H-File POS	45.00	67.40
Bill	07/10/2024	78720	MGProperties(Salse).W&H	Valpro Attorney Services, LLC	78720-MGProperties(Salse).W&H-File POS	45.00	112.40
Credit C...	05/31/2024	22794478	MGProperties(Salse).W&H	One Legal LLC	22794478-Cert pf assign,Comp,Summ,CCCS-Atty Svc for Court Filin...	1,498.13	1,610.53
Credit C...	06/15/2024	23102592	MGProperties(Salse).W&H	One Legal LLC	23102592-249257-Atty Svc for Court Filing-Notice Filed-MGProperti...	20.68	1,631.21
Credit C...	06/20/2024	23136459	MGProperties(Salse).W&H	One Legal LLC	23136459-249257-Atty Svc for Court Filing-Sum & Com-MGProperti...	133.84	1,765.05
Credit C...	07/02/2024	23243082	MGProperties(Salse).W&H	One Legal LLC	23243082-249257-Atty Svc for Court Filing-Sum & Compl-MGProper...	470.38	2,235.43
Credit C...	07/08/2024	23258854	MGProperties(Salse).W&H	One Legal LLC	23258854-249257-Atty Svc for Court Filing-Req for Dismissal-MGPr...	22.55	2,257.98
Credit C...	07/05/2024	23272676	MGProperties(Salse).W&H	One Legal LLC	23272676-249257-Atty Svc for Court Filing-Sum & Compl-MGProper...	470.38	2,728.36
Credit C...	08/31/2024	23569282	MGProperties(Salse).W&H	One Legal LLC	23569282-249257-Atty Svc for Court Filing-Notice-MGProperties(Sa...	28.92	2,757.28
Credit C...	10/02/2024	23854794	MGProperties(Salse).W&H	One Legal LLC	23854794-249257-Atty Svc for Court Filing-CMC-MGProperties(Sals...	29.12	2,786.40
Credit C...	10/09/2024	23874801	MGProperties(Salse).W&H	One Legal LLC	23874801-249257-Atty Svc for Court Filing-Notice-MGProperties(Sa...	29.12	2,815.52
Credit C...	02/11/2025	24523410	MGProperties(Salse).W&H	One Legal LLC	24523410-249257-Atty Svc for Court Filing-Stip & Order-MGProperti...	24.73	2,840.25
Credit C...	01/17/2025	24523411	MGProperties(Salse).W&H	One Legal LLC	24523411-249257-Atty Svc for Court Filing-Stip & Ord-MGPropertie...	61.95	2,902.20
Credit C...	01/17/2025	24523508	MGProperties(Salse).W&H	One Legal LLC	24523508-249257-Atty Svc for Court Filing-Stip & Ord-MGPropertie...	54.62	2,956.82
Credit C...	01/17/2025	24523509	MGProperties(Salse).W&H	One Legal LLC	24523509-249257-Atty Svc for Court Filing-Stip & Ord-MGPropertie...	61.95	3,018.77
Credit C...	01/27/2025	24578232	MGProperties(Salse).W&H	One Legal LLC	24578232-249257-Atty Svc for Court Filing-CMCS-MGProperties(Sa...	30.10	3,048.87
Credit C...	01/27/2025	24578233	MGProperties(Salse).W&H	One Legal LLC	24578233-249257-Atty Svc for Court Filing-CMCS-MGProperties(Sa...	61.95	3,110.82
Credit C...	03/06/2025	24641351	MGProperties(Salse).W&H	One Legal LLC	24641351-249257-Atty Svc for Court Filing-Notice-MGProperties(Sa...	30.10	3,140.92
Total 501500 · Court Filing Fees						3,140.92	3,140.92
502500 · Legal Expenses							
Credit C...	05/02/2024		MGProperties(Salse).W&H	Department of Industrial Relations	ORD-000281140 (249257) MGProperties(Salse).W&H	75.00	75.00
Bill	10/04/2024	850857807	MGProperties(Salse).W&H	Thomson Reuters-West Publishi...	Legal Research-MGProperties(Salse).W&H	63.96	138.96
Bill	06/04/2025	852027928	MGProperties(Salse).W&H	Thomson Reuters-West Publishi...	Legal Research - MGProperties(Salse).W&H	59.17	198.13
Total 502500 · Legal Expenses						198.13	198.13
502700 · Mediation Fees							
Bill	12/21/2024	0228	MGProperties(Salse).W&H	Fuchsman Mediation, LLC	0228-MGProperties(Salse).W&H-1/5 Mediation Fees sked 06/10/25	1,000.00	1,000.00
Total 502700 · Mediation Fees						1,000.00	1,000.00
503200 · Process Service Fees							
Bill	07/02/2024	78431	MGProperties(Salse).W&H	Valpro Attorney Services, LLC	78431-MGProperties(Salse).W&H-Servee Gleiberman Properties-S...	143.65	143.65
Bill	07/09/2024	78670	MGProperties(Salse).W&H	Valpro Attorney Services, LLC	78670-MGProperties(Salse).W&H-Servee Gleiberman Properties-S...	143.55	287.20
Total 503200 · Process Service Fees						287.20	287.20
Total 500000 · COS						4,626.25	4,626.25
TOTAL						4,626.25	4,626.25

Expenses Subtotals - Filtered Exp. Type

As of 2026-06-24 12:22:06 Pacific Standard Time/PST • Generated by Saul Solares

Filtered By
Show: All matters
Matter: ID equals a0LPc00000Mq5Ld
Expense Type equals E127 — DTF,DTF,E108 — Postage,E102 — Printing

Display Name ↑	Expense Type ↑	Date	Expense: Expense ID	Provider Name	Note	Amount	Reduction Amount	Amount Paid	Amount Due.
Andrew Salse - Wage & Hour: //	E108 — Postage	6/4/2026	E-3312010			\$11.68			\$11.68
		6/4/2026	E-3312008			\$11.68			\$11.68
	Subtotal	Sum				\$23.36	\$0.00	\$0.00	\$23.36
		Count	2						
Subtotal		Sum				\$23.36	\$0.00	\$0.00	\$23.36
		Count	2						
Total		Sum				\$23.36	\$0.00	\$0.00	\$23.36
		Count	2						