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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN JOAQUIN**

RICHARD WILCOX, individually, and on
behalf of all others similarly situated,

Plaintiff,

v.

WATTS EQUIPMENT COMPANY, a
California corporation; and DOES 1 through
10, inclusive,

Defendants.

Case No.: STK-CV-UOE-2023-0012859

*[Assigned for All Purposes to the Hon. John
Soldati, Dept. 10D]*

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

Final Approval Hearing:

Date: September 22, 2026

Time: 9:00 a.m.

Dept.: 10D

Complaint filed: November 30, 2024

FAC filed: May 24, 2024

Trial date: None 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 Richard Wilcox (“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. Karen L. Wallace is a Senior Settlement Attorney at WLF. She earned a Ph.D. in
27 English at the University of California, Los Angeles and taught literature and writing for many
28 years. She returned to school in 2007 and earned a J.D. with a public service distinction from

Southwestern Law School in 2010, when she was admitted to the California State Bar. Her practice has focused on complex wage and hour and consumer cases on behalf of plaintiffs, and she has litigated class and representative actions in both state and federal courts throughout California. Ms. Wallace currently bills at an hourly rate of \$950.00.

13. Conor J.D. Gomez is a former Attorney at WLF. Mr. Gomez was responsible for finalizing resolved class action and PAGA matters, ensuring that they were carried through the approval and distribution process in an efficient manner and in compliance with court orders. He graduated from the University of California, Los Angeles School of Law in May 2020. Mr. Gomez passed the California Bar Examination on his first attempt and was admitted to practice in May 2021. He is admitted to practice law in the State of California and before the Northern District of California. Mr. Gomez billed at an hourly rate of \$575 per hour.

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

15. Justin F. Marquez is a former Senior Partner at WLF who was actively involved in the litigation and resolution of this Action from its inception through December 2024. He graduated from University of California, Los Angeles's College Honors Program in 2004 with Bachelor of Arts degrees in History and Japanese, magna cum laude and Phi Beta Kappa. He graduated from Notre Dame Law School with a Juris Doctorate. He was admitted to the State Bar of California in February 2019. His practice focused primarily on advocating for the rights of consumers and employees in class action litigation and appellate litigation. He received numerous awards for his legal work: from 2017 to 2020, Super Lawyers selected him as a "Southern California Rising Star," and from 2022 to 2025, he was selected as a "Southern California Super

1 Lawyer”; he was selected as one of the “Best Lawyers in America” from 2023 to 2025; and in
2 2024, he, along with his colleagues at WLF, received a CLAY (California Lawyer Attorneys of
3 the Year) award for their work on a false advertising case against Apple which ultimately led to
4 a \$25 million settlement. He also was selected to speak at multiple CELA conferences throughout
5 his career – in 2019, he spoke on the topic of manageability of class actions at CELA’s 2019
6 Advanced Wage & Hour Seminar, and in 2024, he spoke on the topic of dealings with multiple
7 cases against the same defendant at CELA’s 2024 Advanced Wage & Hour Seminar. He served
8 as lead or co-lead in negotiating class action settlements worth over \$10 million in gross recovery
9 to class members for each year since 2020, including over \$37.5 million in 2022 and over \$75
10 million in 2023. Mr. Marquez billed at an hourly rate of \$1,000.00 per hour.

11 16. Arsiné Grigoryan is a former Associate Attorney at WLF who was actively
12 involved in the litigation and resolution of this matter from its inception through December 2024.
13 She earned two Bachelor of Arts degrees from the University of California, Berkeley in (1)
14 Political Science with an emphasis on international relations and (2) Media Studies. She obtained
15 her Juris Doctor degree from Southwestern Law School. She is presently admitted to practice in
16 all state courts of California (admitted in 2017) and before all federal district courts in California.
17 The focus of her practice at WLF was on class action wage-and-hour law, including Private
18 Attorneys General Act (“PAGA”) matters. Prior to joining WLF, she worked at a law firm
19 specializing in wage-and-hour class action cases. She handled more than a dozen active class
20 action matters currently pending and prosecuting multiple PAGA collective action matters in
21 various courts throughout the State of California. Ms. Grigoryan billed at an hourly rate of
22 \$800.00 per hour.

23 17. Dorota A. James is a former Associate Attorney at WLF. She earned her master’s
24 degree in law and business administration at the University of Wroclaw, where she received
25 recognition as an outstanding alumna. She also holds a J.S.D. degree in Comparative Law Studies
26 and a master’s degree in German law from the University of Saarland (Germany). She then went
27 on to get an LL.M. degree in Comparative Law at the University of San Diego Law School. She
28 is presently admitted to practice in all state courts of California (admitted in 2016) and before all

1 federal district courts in California. Prior to joining WLF in May 2024, Ms. James gained
2 invaluable litigation experience working at various Plaintiffs and defense firms,
3 including ShortLegal, APC, Tyson Mendes, LLP, and Dinsmore and Shohl, LLP. Ms. James’
4 practice was primarily focused on wage-and-hour class and representative action litigation
5 brought on behalf of employees. She also litigated discrimination and harassment cases as
6 individual and complex multi-party litigation. Ms. James billed at an hourly rate of \$750.00 per
7 hour.

8 18. 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.

19 19. The rates (and multiplier) requested here are well in line with those found reasonable
20 in *Bronshteyn*. In *Tran v. Golden State FC LLC, et al.* (LASC Case No. BC699931), Fee Order
21 filed 4/8/2022, the court found hourly rates of \$1,300 per hour reasonable for plaintiff’s 32-year
22 attorney and \$1,000 per hour reasonable for a 14-year attorney. The negative multiplier in the
23 instant matter is even more compelling given that Class Counsel represents approximately 127
24 Participating Class Members, current and former employees of Defendant Watts Equipment
25 Company (“Defendant”).

26 20. In support of the reasonableness of WLF’s hourly rates, attached as **Exhibit 1** is a
27 true and correct excerpt from the *2025 Real Rate Report* published by Wolters Kluwer. The Real
28 Rate Report is widely relied upon in the legal industry because it is derived from anonymized

1 billing data taken from actual law firm invoices that were submitted to clients and approved for
2 payment, rather than from voluntary surveys or self-reported rates. Although the report refers to
3 “2025” rates, the data reflects rates charged by law firms during the first half of 2024 and therefore
4 represents the most recent available objective evidence of prevailing market rates.

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

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

1 based on rates actually charged to clients. When this practice-specific benchmark
2 is considered together with the broader regional market data, it confirms that
3 WLF's hourly rate for highly experienced counsel in a representative employment
4 action falls within the upper range of prevailing market rates rather than outside
5 it.

- 6 c. The Real Rate Report does not provide 1st quartile or 4th quartile rates, presumably
7 to provide a sense of the average attorney billing rates. Importantly, the third
8 quartile represents the point below which 75% of rates fall; it is not a cap on
9 reasonable rates. By definition, a substantial portion of partners in the relevant
10 benchmark market routinely bill above that level, particularly those with extensive
11 experience, specialized expertise, or leadership roles in complex litigation. Courts
12 evaluating fee requests recognize that leading counsel in complex or
13 representative actions may reasonably bill above median or third-quartile
14 benchmarks where their experience, results obtained, and responsibilities justify
15 higher rates.

16 21. We firmly believe WLF belongs in the 4th quartile of attorney billing rates in
17 Northern California. As previously discussed, WLF is a nationally recognized employment
18 litigation firm that has been named one of the nation's *Best Law Firms* by U.S. News & World
19 Report and Best Lawyers since 2020, and its attorneys regularly litigate complex wage-and-hour
20 class and representative actions throughout California.

21 22. I am a UCLA School of Law graduate with nearly three decades of experience
22 litigating labor and employment matters—including as a partner and holding leadership roles at
23 major international law firms when I was on the defense side for 26 years, as well as substantial
24 recent class and representative action results including being one of the few attorneys in the state
25 of California to try a wage and hour class action to verdict (and prevail), and achieving results
26 exceeding \$225 million in just the last three years since starting to settle matters as a plaintiffs'
27 attorney. My credentials and experience place my \$1,500 hourly rate within the highest tier of
28 Northern California employment litigators, consistent with rates that would fall within the fourth

quartile beyond those reported in the Real Rate Report.

23. 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**.

24. WLF has performed significant work and incurred litigation costs in prosecuting this matter with no guarantee of any payment. Class Counsel’s efforts to achieve this result include the following:

- a. investigating the matter, including communicating with Plaintiff, reviewing Plaintiff’s personnel file and Class Members’ time and pay records, reviewing Defendant’s policies, and exploring Defendant’s corporate structure;
- b. filing the Action;
- c. attending status conferences and meeting and conferring with Defendant regarding case status and progress;
- d. meeting and conferring with Defendant regarding mediation, including the exchange of informal discovery, and negotiating the parameters thereof;
- e. working with Defense Counsel regarding the representative sampling and analyzing the same with the aid of a consultant and Plaintiff to assess Defendant’s liability and exposure in advance of mediation;
- f. reviewing Defendant’s written policies and researching applicable defenses;
- g. preparing Plaintiff’s mediation brief and damages model;
- h. attending the mediation;
- i. negotiating and finalizing the Settlement Agreement;
- j. preparing and filing the Motion for Preliminary Approval and supporting documents;
- k. attending the hearing on Motion for Preliminary Approval;
- l. communicating with any Class Members who sought additional information

1 regarding the Settlement; and

2 m. preparing the instant Motion for Final Approval and supporting documents.

3 25. WLF's current lodestar reflects the efficiencies achieved by attorneys experienced
4 in this field with at least 126.1 hours of work resulting in \$109,132.50 in fees. The chart below
5 shows the calculation of hours worked by each of WLF's attorneys on this case:

6 Attorney	Hours	Hourly Rate	Total
7 Tyler J. Woods	18.5	\$1,200.00	\$22,200.00
8 Karen L. Wallace	6.5	\$950.00	\$6,175.00
9 Alan Wilcox	2.2	\$950.00	\$2,090.00
10 Conor J.D. Gomez	12.9	\$575.00	\$7,417.50
11 Justin F. Marquez	21	\$1,000.00	\$21,000.00
12 Arsiné Grigoryan	30	\$800.00	\$24,000.00
13 Dorota A. James	35	\$750.00	\$26,250.00
14 TOTAL	126.1		\$109,132.50

15 26. This amount surpasses the request for \$96,666.67 in attorneys' fees, resulting in a
16 negative multiplier, and the lodestar does not include the time Class Counsel will spend at the Final
17 Approval Hearing and assisting the Administrator following final approval. Class Counsel
18 dedicated significant resources to this case by dividing the tasks required according to skill level.
19 The hours expended by each attorney were not duplicative and reflect the extensive investigation
20 and analysis that was required to achieve this Settlement, which time could have been spent on
21 other potentially lucrative cases. Moreover, Class Counsel has assumed the risk and costs of
22 litigation purely on a contingency basis.

23 27. While Plaintiff is confident in the merits of his claims, a legitimate controversy
24 exists as to each cause of action, posing an actual risk that Plaintiff may not succeed at class
25 certification and/or trial. Any of these obstacles could have prevented recovery, meaning Class
26

1 Counsel would have been left with no compensation for the time and money invested in litigating
2 this case. Despite these risks, Class Counsel took this case on a contingency basis so that Class
3 Members (a particularly vulnerable group of hourly paid workers) could be compensated for their
4 unpaid wages. Consequently, Class Counsel was prevented from taking on, or focusing on, other
5 cases that could have resulted in greater, and less risky, monetary gain.

6 28. WLF has incurred litigation costs of \$20,128.46, on items including fees for filing,
7 service, mediation, and a consultant. A true and correct copy of an itemized list of costs incurred
8 by my office is attached as **Exhibit 3**. We anticipate incurring an additional \$300.00 in filing and
9 service fees, for a total of \$20,428.46 in litigation costs. Moreover, Class Counsel's costs are less
10 than the maximum of \$22,000.00 requested, and the remaining \$1,571.54 will revert to the Net
11 Settlement Amount for distribution to Participating Class Members.

12 29. Class Counsel believe that this negotiated settlement is fair, adequate, and
13 reasonable based on their extensive experience in this practice area.

14 30. With respect to the Class Representative Payment, Class Counsel believe that
15 Plaintiff deserves adequate compensation for his role in obtaining this Settlement on behalf of
16 absent Class Members, especially since no Class Member objected to the award requested. The
17 award is thus reasonable in light of the substantial benefits conferred upon the Class as a result of
18 Plaintiff's efforts.

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

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

22 Executed on August 26, 2026, at Los Angeles, California.

23 

24 Tyler J. Woods
25
26
27
28

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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Up to 20% improvement in billing guideline compliance



Increased efficiencies free up time for more value-add work

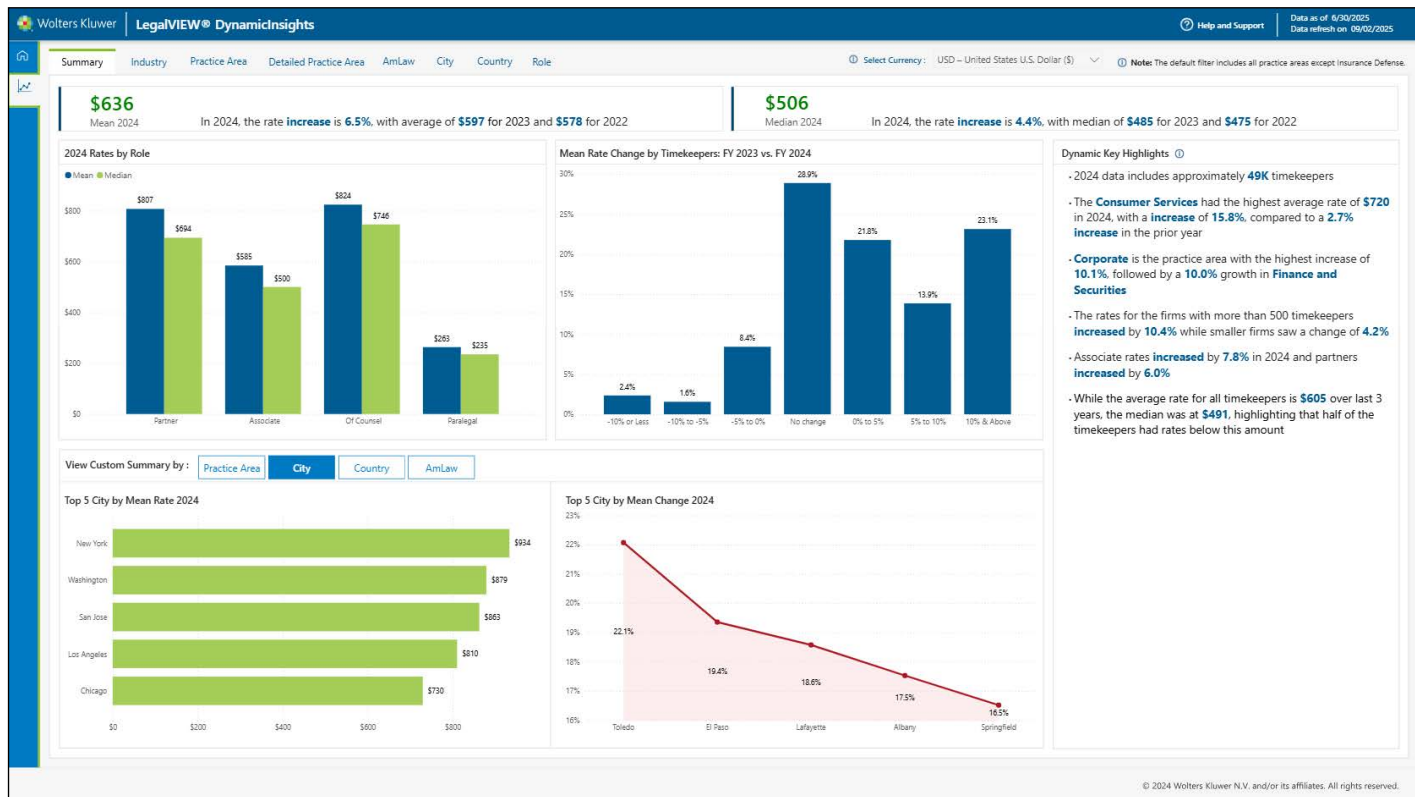
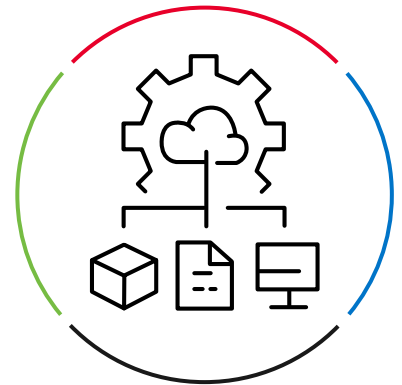


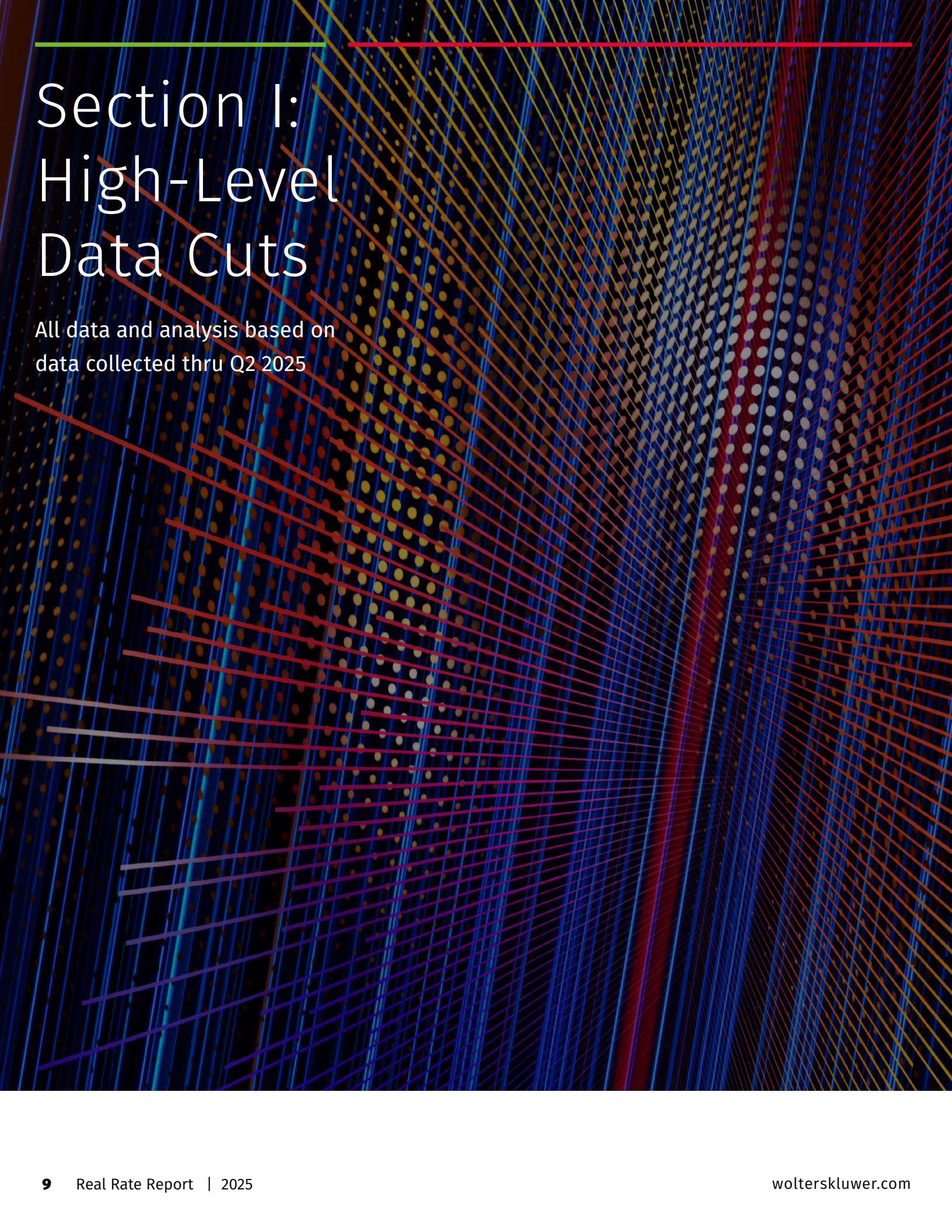
LegalVIEW® DynamicInsights

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.
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- **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 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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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

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						
	2/1/2024	052924P	Mediation Fee - Lisa Klerman	50% Mediation Fees	\$11,000.00	\$11,000.00
Total MEDIATION FEES					\$11,000.00	\$11,000.00
Consultant Fees						
	6/13/2024	10311-2	Consultant Fee - Berger Consulting Group, LLC	22.40 hours of work	\$4,480.00	\$4,480.00
	6/13/2024	11369	Consultant Fee - Berger Consulting Group, LLC	1.90 hours of work	\$760.00	\$5,240.00
Total CONSULTANT FEES					\$5,240.00	\$5,240.00
Filing Fees						
	11/30/2023	68270	Filing Fee - Valpro Attorney Services, LLC	Complaint	\$1,721.50	\$1,721.50
	01/02/2024	69412	Service Fee - Valpro Attorney Services, LLC	Serve Watts Equipment	\$150.25	\$1,871.75
	01/04/2024	69747	Filing Fee - Valpro Attorney Services, LLC	POS	\$95.00	\$1,966.75
	01/23/2024		Filing Fee - Department of Industrial Relations	PAGA Letter	\$75.00	\$2,041.75
	05/15/2024	75988	Filing Fee - Valpro Attorney Services, LLC	File CMS and deliver CC	\$135.00	\$2,176.75
	05/28/2024	76519	Filing Fee - Valpro Attorney Services, LLC	First Amended Complaint	\$144.00	\$2,320.75
	06/04/2024	76878	Filing Fee - Valpro Attorney Services, LLC	Notice	\$135.00	\$2,455.75
	08/29/2024	80858	Filing Fee - Valpro Attorney Services, LLC	Notice	\$135.00	\$2,590.75
	10/02/2024	82453	Filing Fee - Valpro Attorney Services, LLC	Notice	\$135.00	\$2,725.75
	03/13/2025	88672	Filing Fee - Valpro Attorney Services, LLC	CMS	\$135.00	\$2,860.75
	04/18/2025	90061	Filing Fee - Valpro Attorney Services, LLC	Notice	\$135.00	\$2,995.75
	09/09/2025	CC093025TA-1400	Filing Fee - One Legal LLC	CMS	\$129.06	\$3,124.81
	03/11/2026	CC033126TA-1074	Filing Fee - One Legal LLC	CMS	\$134.55	\$3,259.36
	03/19/2026	CC033126TA-1848	Filing Fee - One Legal LLC	Notice	\$134.55	\$3,393.91
	03/19/2026	CC033126TA-1850	Filing Fee - One Legal LLC	Dec. and PO	\$223.56	\$3,617.47
	03/25/2026	CC033126TA-2362	Filing Fee - One Legal LLC	Notice	\$134.55	\$3,752.02
	05/27/2026	CC053126TA-1969	Filing Fee - One Legal LLC	Notice	\$134.55	\$3,886.57
Total FILING FEES					\$3,886.57	\$3,886.57
Other Costs						
	10/1/2023	E-3154532	DocuSign Envelope		\$1.89	\$1.89
Total OTHER COSTS					\$1.89	\$1.89
TOTAL					\$20,128.46	\$20,128.46