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Attorneys for Plaintiff

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN DIEGO - HALL OF JUSTICE**

MIKAIL DYTANIEL CROSBY, individually,
on behalf of all others similarly situated, and on
behalf of the State of California and other
aggrieved persons,

Plaintiff,

v.

FENCE SPECIALTIES, LLC, a California
limited liability company; FENCE
SPECIALTIES INC., an unknown entity; and
DOES 1 through 10, inclusive,

Defendants.

Case No.: 37-2023-00055194-CU-OE-CTL

*[Assigned for all purposes to the Hon. Loren
G. Freestone, Dept. C-64]*

**DECLARATION OF ARRASH T.
FATTAHI IN SUPPORT OF
PLAINTIFF'S MOTION FOR FINAL
APPROVAL OF CLASS ACTION AND
PAGA SETTLEMENT**

Final Approval Hearing:

Date: September 18, 2026

Time: 10:30 a.m.

Dept.: C-64

Complaint filed: December 21, 2023

FAC filed: December 11, 2025

Trial date: None set

DECLARATION OF ARRASH T. FATTAHI

I, Arrash T. Fattahi, 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 Partner at Wilshire Law Firm, PLC (“WLF” or “Class Counsel”), counsel of record for Plaintiff Mikail Dytaniel Crosby (“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 (“Motion”).

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 action 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.

6. I graduated from the University of California, Los Angeles with a Bachelor of Arts in Political Science, *summa cum laude*. I received my Juris Doctor from The George Washington University Law School. During law school, I was a member of the student editorial board for the Federal Circuit Bar Journal.

7. My practice is focused on advocating for the rights of consumers and employees in class action litigation. I am currently the managing attorney in charge of litigating several class action cases in state and federal courts in California.

8. As the attorney responsible for day-to-day management of this matter at the

1 Wilshire Law Firm, PLC, I have over five years of experience litigating wage and hour class
2 actions. Over the past five plus years, I have managed and assisted with the litigation and
3 settlement of several wage and hour class actions. In those class actions, I performed similar
4 tasks as those performed in the course of prosecuting this action.

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

6 10. My current contingent billing rate of \$850 per hour is consistent with the legal
7 market, accepted hourly rates, and my expertise and knowledge as it pertains to wage and hour
8 matters. Below is a non-exhaustive list of the cases where I have been appointed as class counsel
9 in my own right (as opposed to being part of a firmwide appointment of counsel):

- 10 a. *Kingsbury v. Caravan Foods II, Inc.*, Alameda County Superior Court, Case No.
11 RG21096357; Motion for Final Approval granted on January 31, 2023.
- 12 b. *Frias-Estrada v. Trek Retail Corporation*, Contra Costa County Superior Court,
13 Case No. MSC20-01916; Motion for Final Approval granted on March 3, 2023.
- 14 c. *Reyes v. Everytable, PBC, et al.*, Los Angeles County Superior Court, Case No.
15 21STCV35987; Motion for Final Approval granted on May 3, 2023.
- 16 d. *Ortiz v. Tara Materials, Inc.*, San Diego County Superior Court, Case No. 37-2021-
17 0001473-CU-OE-CTL; Motion for Final Approval granted on May 30, 2023.
- 18 e. *Cruz-Sanchez v. Eagle Lath & Plaster, Inc.*, Sacramento County Superior Court,
19 Case No. 34-2021-00293739-CU-OE-GDS; Motion for Final Approval granted on
20 May 30, 2023.
- 21 f. *Garduno v. New Generation Framing, Inc., et al.*, Stanislaus County Superior Court,
22 Case No. CV-21-000544; Motion for Final Approval granted on August 11, 2023.
- 23 g. *Hernandez, et al. v. Burford Farming Company, Inc.*, Fresno County Superior
24 Court, Case No. 21CECG03817; Motion for Final Approval granted on August 21,
25 2023.
- 26 h. *Barajas v. Final Phase Construction, Inc.*, San Bernardino County Superior Court,
27 Case No. CIVSB2118622; Motion for Final Approval granted on September 13,
28 2023.

- i. *Jaimes, et al. v. Infiniti Health LLC*, Los Angeles County Superior Court, Case No. 22STCV07261; Motion for Final Approval granted on October 17, 2023.
- j. *Nunez v. Gabriel Container*, Los Angeles County Superior Court, Case No. 21STCV09787; Motion for Final Approval granted on November 2, 2023.
- k. *Lupercio v. Western CNC, Inc.*, San Diego County Superior Court, Case No. 37-2021-00010314-CU-OE-CTL; Motion for Final Approval granted on January 26, 2024.
- l. *Jackson, et al. v. Apple Valley Communications, Inc., et al.*, San Bernardino County Superior Court, Case No. CIVSB2124721; Motion for Final Approval granted on February 1, 2024.
- m. *Cuadras, et al. v. Guinn Corporation*, Kern County Superior Court, Case No. BCV-21-101520; Motion for Final Approval granted on February 22, 2024.
- n. *Williams v. Total Longterm Care, Inc., et al.*, San Bernardino County Superior Court, Case No. CIVSB2213347; Motion for Final Approval granted on April 2, 2024.
- o. *Meza v. Argus Management Company, LLC, et al.*, Los Angeles County Superior Court, Case No. 21STCV31612; Motion for Final Approval granted on May 20, 2024.
- p. *Wade v. Mallory Safety and Supply LLC*, Siskiyou County Superior Court, Case No. 23CV00951; Motion for Final Approval granted on July 11, 2024.
- q. *Snell v. Shasta Community Health Center*, Shasta County Superior Court, Case No. CVCV22-199416; Motion for Final Approval granted on November 12, 2024.
- r. *Arce v. Sammy's Woodfired Pizza*, San Diego County Superior Court, Case No. 37-2023-00037670-CU-OE-CTL; Motion for Final Approval granted on January 10, 2025.
- s. *Ochoa, et al. v. La Tavola, LLC*, Napa County Superior Court, Case No. 22CV000862; Motion for Final Approval granted on January 23, 2025.
- t. *Brown, et al. v. Fidelity Security Services, Inc.*, Los Angeles County Superior Court,

- Case No. 21STCV31617; Motion for Final Approval granted on January 28, 2025.
- u. *Torres v. Lupton Excavation, Inc.*, Sacramento County Superior Court, Case No. 34-2022-00317401-CU-OE-GDS; Motion for Final Approval granted on April 18, 2025.
- v. *Peterson v. PJ Printers*, Orange County Superior Court, Case No. 30-2022-01247546-CU-OE-CTL; Motion for Final Approval granted on April 25, 2025.
- w. *Harris v. D&D Gear Incorporated dba Absolute Technologies, Inc.*, Orange County Superior Court, Case No. 30-2021-01222330-CU-OE-CTL; Motion for Final Approval granted on April 25, 2025.
- x. *Guarista, et al. v. Urologic Institute of the High Desert, Inc.*, San Bernardino County Superior Court, Case No. CIVSB2125029; Motion for Final Approval granted on June 17, 2025.
- y. *Carbajal v. Mattco Forge, Inc.*, Los Angeles County Superior Court, Case No. 23STCV12264; Motion for Final Approval granted on July 28, 2025.
- z. *Martinez v. Corticare, Inc.*, San Diego County Superior Court, Case No. 37-2023-00055906-CU-OE-CTL; Motion for Final Approval granted on November 21, 2025.

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

12. Courtney M. Miller is a Settlement Attorney at WLF. She was admitted to practice law in the State of California in 2019. Ms. Miller graduated from the University of California, Santa Cruz, with a Bachelor of Arts in Sociology. Prior to becoming an attorney, Ms. Miller worked at a boutique civil litigation firm for nearly a decade, primarily handling employment matters. She earned her Juris Doctor from Southwestern Law School in 2019. Ms. Miller has prosecuted wage and hour class and PAGA actions, almost exclusively, since 2020. As a handling attorney, Ms.

1 Miller obtained over \$30 million dollars in settlements on behalf of California employees. Ms.
2 Miller currently bills at an hourly rate of \$700.00.

3 13. Karen L. Wallace is a Senior Settlement Attorney at WLF. She earned a Ph.D. in
4 English at the University of California, Los Angeles, and taught literature and writing for many
5 years. She returned to school in 2007 and earned a J.D. with a public service distinction from
6 Southwestern Law School in 2010, when she was admitted to the California State Bar. Her practice
7 has focused on complex wage and hour and consumer cases on behalf of plaintiffs, and she has
8 litigated class and representative actions in both state and federal courts throughout California. Ms.
9 Wallace currently bills at an hourly rate of \$950.00.

10 14. Justin F. Marquez is a former Senior Partner at WLF who was actively involved in
11 the litigation of this Action from its inception through December 2024. He graduated from
12 University of California, Los Angeles's College Honors Program in 2004 with Bachelor of Arts
13 degrees in History and Japanese, magna cum laude and Phi Beta Kappa. He graduated from Notre
14 Dame Law School with a Juris Doctorate. He was admitted to the State Bar of California in
15 February 2019. His practice focused primarily on advocating for the rights of consumers and
16 employees in class action litigation and appellate litigation. He received numerous awards for his
17 legal work: from 2017 to 2020, Super Lawyers selected him as a "Southern California Rising Star,"
18 and from 2022 to 2025, he was selected as a "Southern California Super Lawyer"; he was selected
19 as one of the "Best Lawyers in America" from 2023 to 2025; and in 2024, he, along with his
20 colleagues at WLF, received a CLAY (California Lawyer Attorneys of the Year) award for their
21 work on a false advertising case against Apple which ultimately led to a \$25 million settlement. He
22 also was selected to speak at multiple CELA conferences throughout his career – in 2019, he spoke
23 on the topic of manageability of class actions at CELA's 2019 Advanced Wage & Hour Seminar,
24 and in 2024, he spoke on the topic of dealings with multiple cases against the same defendant at
25 CELA's 2024 Advanced Wage & Hour Seminar. He served as lead or co-lead in negotiating class
26 action settlements worth over \$10 million in gross recovery to class members for each year since
27 2020, including over \$37.5 million in 2022 and over \$75 million in 2023. Mr. Marquez billed at
28 an hourly rate of \$1,000.00.

1 15. WLF's hourly rates are comparable to those charged by other class action
2 plaintiffs' counsel and the firms defending class actions. WLF's rates are well within the range
3 of hourly rates that the Los Angeles legal marketplace would compensate counsel for similar
4 services accomplishing similar results. For example, in *Bronshteyn v. State of California*, Los
5 Angeles County Superior Ct. No. 19SMCV00057, Order Granting Plaintiff's Motion for
6 Statutory Attorneys' Fees and Costs filed March 30, 2023, an employment action brought by two
7 small law firms (Levy, Vinick, Burrell & Hyams LLP and Law Offices of Wendy Musell), the
8 court found that counsel's 2022 hourly rates of \$1,100 and \$1,000 per hour were reasonable for
9 the plaintiff's five senior attorneys, including \$1,000 per hour for the plaintiff's 23-year lead
10 counsel and \$850 per hour for a senior associate. These rates were then augmented by a 1.75
11 lodestar multiplier and affirmed by the California Court of Appeals. The rates (and multiplier)
12 requested here are well in line with those found reasonable in *Bronshteyn*. In *Tran v. Golden State*
13 *FC LLC, et al.* (LASC Case No. BC699931), Fee Order filed 4/8/2022, the court found hourly
14 rates of \$1,300 per hour reasonable for plaintiff's 32-year attorney and \$1,000 per hour reasonable
15 for a 14-year attorney. The low multiplier in the instant matter is even more compelling given
16 Class Counsel represents approximately 295 Class Members.

17 16. WLF has been approved as class counsel by courts in California.

18 17. In support of the reasonableness of WLF's hourly rates, attached as **Exhibit 1**, is
19 a true and correct excerpt from the *2025 Real Rate Report* published by Wolters Kluwer. The
20 Real Rate Report is widely relied upon in the legal industry because it is derived from anonymized
21 billing data taken from actual law firm invoices that were submitted to clients and approved for
22 payment, rather than from voluntary surveys or self-reported rates. Although the report refers to
23 "2025" rates, the data reflects rates charged by law firms during the first half of 2024 and therefore
24 represents the most recent available objective evidence of prevailing market rates.

25 a. The Real Rate Report further shows that in the San Diego market, partners with
26 21 or more years of experience command third-quartile billing rates of
27 approximately \$1,334 per hour, confirming that highly experienced litigators in
28 major Southern California markets routinely bill at the upper end of the rate

spectrum.]

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

18. 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 as **Exhibit 2**.

19. WLF has performed significant work and incurred litigation costs in prosecuting this matter with no guarantee of any payment. The efforts expended by Plaintiff’s counsel to litigate and resolve the Action include the following:

- a. investigation of claims and defenses at issue, including conferring with Plaintiff, reviewing policies produced by Defendant Fence Specialties, LLC FKA Fence Specialties, Inc. (“Defendant”), requesting and reviewing Plaintiff’s employment records, and exploring Defendant’s organizational structure;
- b. filing the Action;
- c. attending status conferences and meeting and conferring with Defendant

regarding the same;

- d. negotiating with Defendant regarding mediation, informal discovery, and the parameters thereof;
- e. working with Defense Counsel for the receipt of a representative sampling of time and payroll records and analyzing the same with the aid of a consultant and Plaintiff regarding Defendant's liability and exposure in this matter;
- f. reviewing Defendant's written policies and researching Defendant's applicable defenses;
- g. preparing Plaintiff's mediation brief and damages model for use at mediation;
- h. attending the full-day mediation;
- i. communicating with Plaintiff;
- j. negotiating, finalizing, and fully executing the Settlement Agreement;
- k. preparing and filing the Motion for Preliminary Approval and all supporting documents;
- l. attending the hearing on Motion for Preliminary Approval;
- m. communicating with Class Members who sought additional information regarding the Settlement; and
- n. preparing the instant Motion and supporting documents.

20. WLF's current lodestar reflects the efficiencies of attorneys experienced in this practice area with 182.9 hours of work resulting in \$134,390 in fees. The chart below shows the calculation of hours spent by Class Counsel on this case:

Attorney	Hours	Hourly Rate	Total
Arrash T. Fattahi	87.4	\$850.00	\$74,290
Courtney M. Miller	7	\$700.00	\$4,900
Arman A. Salehi	82.5	\$600.00	\$49,500
Karen L. Wallace	6	\$950.00	\$5,700

TOTAL	182.9		\$134,390
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21. This amount results in a modest multiplier of approximately 1.13. Class Counsel dedicated significant resources to this case by dividing the tasks required according to skill level, and the lodestar does not include the time Class Counsel will spend at the Final Approval Hearing and assisting the Administrator following final approval. The hours expended by each attorney were not duplicative and reflect the extensive investigation and analysis that was required to achieve this Settlement, which time could have been spent on other potentially lucrative cases. Moreover, Class Counsel has assumed the risk and costs of litigation purely on a contingency basis.

22. 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 prevail on class certification and/or at trial. Any of these obstacles could have precluded recovery, meaning Class Counsel would have been left with no compensation for the time and money invested in litigating the Action. 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 prevented from taking on, or focusing on, other cases that could have resulted in greater, and less risky, monetary gain.

23. Wilshire Law Firm, PLC, has spent \$17,645.19 in litigation costs, on items such as fees for filing, service, mediation, and a consultant. A true and correct copy of itemized costs incurred by my office is attached as **Exhibit 3**. Additionally, we anticipate incurring \$300.00 in anticipated future costs for filing fees and service fees for a total of \$17,945.19 in costs. Since Class Counsel's costs did not reach the maximum of \$25,000.00, the remaining \$7,054.81 will revert to the Net Settlement Amount for distribution to Participating Class Members.

24. Class Counsel believe that this negotiated settlement is fair, reasonable, and adequate based on their extensive experience in this type of litigation.

25. With respect to the Class Representative Payment, Class Counsel believe that Plaintiff deserves adequate compensation for his role in obtaining this Settlement on behalf of

1 absent Class Members, especially since no Class Member objected to the award requested. The
2 award is thus reasonable in light of the substantial benefits conferred upon the Class as a result
3 of Plaintiff's efforts.

4 26. To date, the LWDA has not responded or objected to the proposed Settlement.

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

7 Executed on August 24, 2026 at Los Angeles, California.

8 
9 Arrash T. Fattahi

EXHIBIT 1



ELM Solutions

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

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

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- Restart Acrobat and reopen the PDF.

A Letter to Our Readers

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

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

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

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

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

Sincerely,



Brian Jorgenson

Vice President, Product Management
Wolters Kluwer ELM Solutions

Real Rate Report Overview

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

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

What's different with DynamicInsights?

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

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

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

2025 Real Rate Report use considerations

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

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

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

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

Examples of data to consider when reviewing rates:

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

Real Rate Report Overview

Understanding key statistical terms

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

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

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

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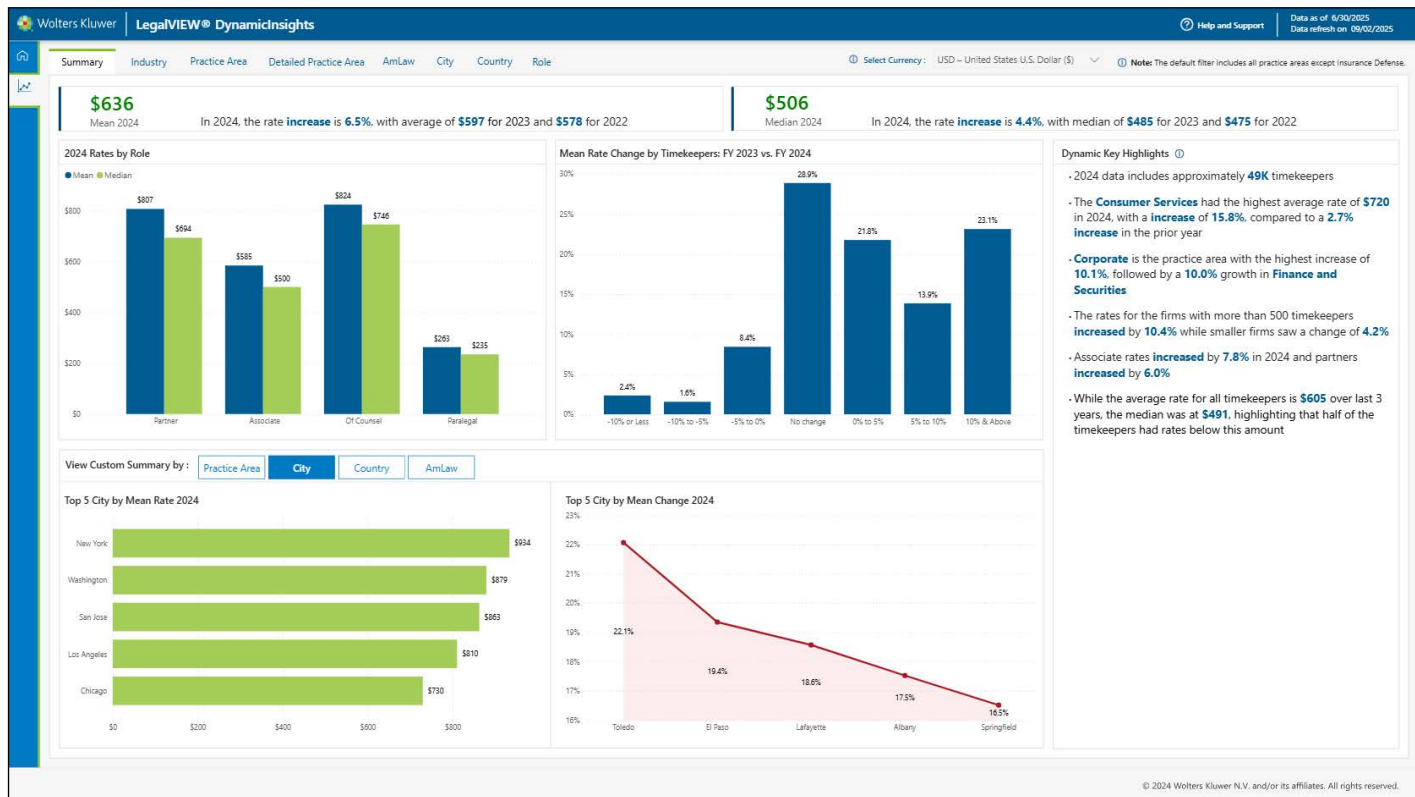
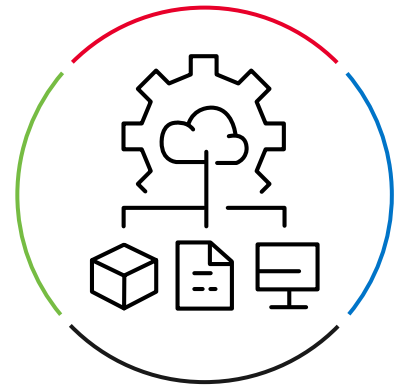


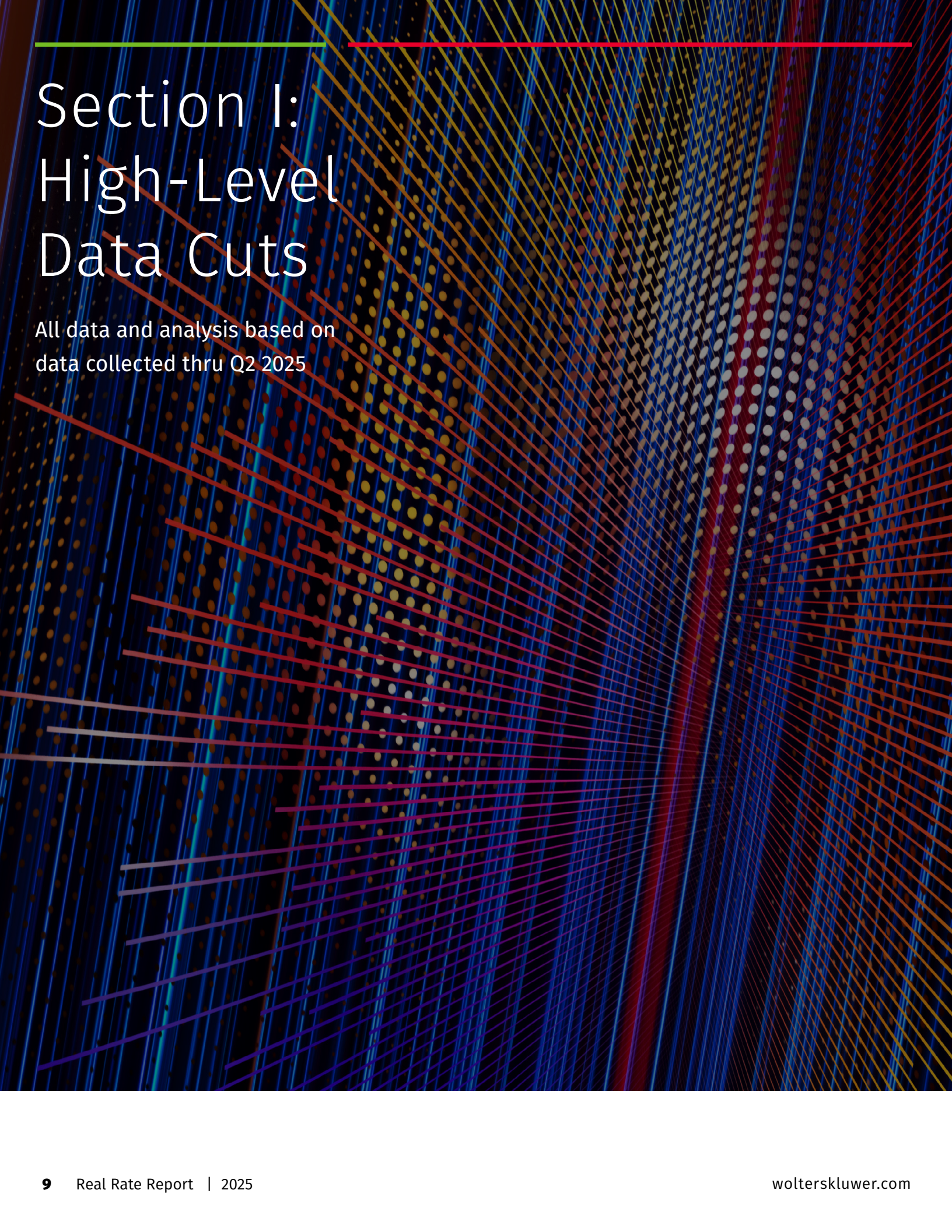
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Data that wins awards...and rate negotiations

- **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

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						
			Mediation Fee - Signature Resolution, LLC	50% Mediation Fee	\$8,995.00	\$8,995.00
Total MEDIATION FEES					\$8,995.00	\$8,995.00
Consultant Fees						
	10/9/2024	INV118568-01-01	Consultant Fee - USA Express Legal & Investig...	Asset Stage 1	\$2,210.00	\$2,210.00
	10/9/2024	13180	Consultant Fee - Berger Consulting Group, LLC	7.40 hours of work	\$4,070.00	\$6,280.00
Total CONSULTANT FEES					\$6,280.00	\$6,280.00
Filing Fees						
	12/22/2023		Document Purchase - Los Angeles Superior Court	Document Purchase	\$3.00	\$3.00
	12/22/2023	21882403	Filing Fee - One Legal LLC	Complaint	\$1,490.66	\$1,493.66
	01/09/2024	70078	Service Fee - Valpro Attorney Services, LLC	Serve Fence Specialties	\$150.00	\$1,643.66
	01/09/2024	70079	Service Fee - Valpro Attorney Services, LLC	Serve Fence Specialties	\$70.00	\$1,713.66
	01/09/2024	70080	Service Fee - Valpro Attorney Services, LLC	Serve: Fenceworks	\$70.00	\$1,783.66
	01/09/2024	70081	Service Fee - Valpro Attorney Services, LLC	Serve:Fenceworks Rent.	\$70.00	\$1,853.66
	01/11/2024	70087	Filing Fee -Valpro Attorney Services, LLC	File POS x 4	\$45.00	\$1,898.66
	01/16/2024		Filing Fee - Department of Industrial Relati...	PAGA Notice	\$75.00	\$1,973.66
	05/14/2024	22860612	Filing Fee - One Legal LLC	Stipulation	\$37.01	\$2,010.67
	06/12/2024	23096951	Filing Fee - One Legal LLC	Notice	\$16.42	\$2,027.09
	10/10/2024	23911706	Filing Fee - One Legal LLC	CMS	\$20.34	\$2,047.43
	11/22/2024	23956273	Filing Fee - One Legal LLC	Stipulation	\$42.02	\$2,089.45
	01/16/2025	24523062	Filing Fee - One Legal LLC	CMS	\$21.37	\$2,110.82
	04/17/2025	25183601	Filing Fee - One Legal LLC	CMS	\$21.37	\$2,132.19
	11/26/2025	CC113025TA-2424	Filing Fee - One Legal LLC	CMS	\$23.63	\$2,155.82
	12/10/2025	CC123125TA-1548	Filing Fee - One Legal LLC	Stipulation	\$45.32	\$2,201.14
	12/15/2025	CC123125TA-1635	Filing Fee - One Legal LLC	Amended Complaint	\$23.63	\$2,224.77
	04/06/2026	CC043026TA-0608	Filing Fee - One Legal LLC	MPA	\$94.07	\$2,318.84
	04/09/2026	CC043026TA-0848	Filing Fee - One Legal LLC	Dismissal	\$24.73	\$2,343.57
	04/16/2026	CC043026TA-1400	Filing Fee - One Legal LLC	CMS	\$24.73	\$2,368.30
Total FILING FEES					\$2,368.30	\$2,368.30
Other Costs						
	11/27/2023	E-3162362	Docusign Envelope		\$1.89	\$1.89
Total OTHER COSTS					\$1.89	\$1.89
TOTAL					\$17,645.19	\$17,645.19