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7 Attorneys for Plaintiff PETER J. GUTIERREZ, individually
and on behalf of others similarly situated and aggrieved employees
8 pursuant to the California Private Attorneys General Act

9 *[Additional counsel listed on next page]*

10
11 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
12 **FOR THE COUNTY OF LOS ANGELES**

13 JAIME ORANTES, PETER J. GUTIERREZ,
14 individually and on behalf of others similarly
situated and aggrieved employees pursuant to the
15 California Private Attorneys General Act,

16 Plaintiffs,

17 vs.

18 UNIVAR SOLUTIONS USA INC., a
Washington corporation; UNIVAR
19 SOLUTIONS INC., a Delaware corporation; and
DOES 1 through 25, inclusive,

20 Defendants.
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Case No.: 23STCV26851

CLASS ACTION

Honorable William F. Highberger
Department 10

**DECLARATION OF ALEXANDER J.
AROESTE IN SUPPORT OF FINAL
APPROVAL OF CLASS ACTION
SETTLEMENT**

Hearing Information:

Date: June 10, 2026

Time: 11:00 a.m.

Dept.: 10

1 Joseph Lavi, Esq. (SBN 209776)
jlavi@lelawfirm.com
2 Vincent C. Granberry, Esq. (SBN 276483)
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3 Malcolm E. Clayton, Esq. (SBN 340680)
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4 Alexander J. Aroeste, Esq. (SBN 332653)
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5 **LAVI & EBRAHIMIAN, LLP**
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7 Facsimile: (310) 432-0001

8 Attorneys for Plaintiff PETER J. GUTIERREZ, individually
and on behalf of others similarly situated and aggrieved employees
9 pursuant to the California Private Attorneys General Act

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1 Federal court, and has argued before various Courts of Appeals, on employment issues such as
2 validity of Arbitration Agreements, Application of Res Judicata in class action cases, and other
3 employment issues. Mr. Lavi has been a panelist and/or speaker for various Employment Law
4 Continuing Legal Education Panels on issues of employment law trials, how to proceed and conduct
5 trials, and proving and winning punitive damages. Mr. Lavi has been named a Southern California
6 Super Lawyer in the area of Plaintiff's employment litigation for Class Actions from 2011-2025. Mr.
7 Lavi has settled dozens of wage and hour class actions and is currently Plaintiff's counsel in many
8 others. Some of the class actions that Mr. Lavi has handled against employers on wage and hour
9 issues and have been approved as class counsel include cases against the following: Kaiser
10 Permanente which settled for \$6,510,000.00; Hustler Casino which settled for \$980,000.00; Chevron
11 Stations Inc., which settled for \$4,500,000.00; Commerce Casino which settled for \$1,575,000.00;
12 BP West Cost Products, which settled for \$4,000,000.00; Kaiser Permanente which settled for
13 \$3,600,000.00, Fuddruckers (as lead counsel) which settled for \$900,000.00; Movado Retail Group,
14 Inc. (as lead counsel) which settled for \$728,000.00, Chuck-E-Cheese's (as lead counsel) which
15 settled for \$1,900,000.00; Aero-Electric Connector, Inc. (as lead counsel) which settled for
16 \$1,500,000.00; Clougherty Packing, LLC (as lead counsel) which settled for \$4,250,000.00; and
17 Gruma Corporation (as lead counsel) which Defendants' petition to the United States Supreme Court
18 in the matter was denied and the matter settled for \$2,300,000.00. Mr. Lavi has been approved as
19 class counsel by both Federal and California Courts. Mr. Lavi and the other attorneys at Lavi &
20 Ebrahimi who are available to assist me in this case if needed are fully capable of adequately and
21 fairly representing Plaintiff and the proposed class in this matter.

22 7. Lavi & Ebrahimi, LLP, and has been appointed Class Counsel in over fifty contested
23 proceedings including the following:

- 24 a. *Ischak v. Kaiser Foundation Hospitals, Inc.*, Los Angeles Superior Court Case
25 No. BC343535;
- 26 b. *Santana v. El Pollo Loco, Inc.*, Los Angeles Superior Court Case No.
27 BC369846;
- 28 c. *Edlin, et al. v. Fuddruckers, Inc.*, United States District Court, Central District
of California, Case No. CV-07-3678-ABC;

1 d. *Chavez, et al. vs. CEC Entertainment, Inc. d/b/a Chukee-Cheeses*, Los Angeles
2 Superior Court Case No. BC380996;
3 e. *Bustamante, et al. v. Teamone Employment Specialists*, Los Angeles Superior
4 Court Case No. BC383266;
5 f. *Cervantes, et al. v. Kaiser Foundation Hospitals, Inc.*, Alameda Superior Court
6 Case No. RG 0265835;
7 g. *Seng Savang v. Club One Casino*; Fresno Superior Court Case No.
8 05CECG02189;
9 h. *Norman, et al. v. Movado Retail Group, Inc.*, United States District Court,
10 Central District of California, Case No. CV08-06691 SVW (PLA)
11 i. *Shand v. G.A.L.A., Inc. dba Giorgio Armani*, Los Angeles Superior Court Case
12 No. BC342588;
13 j. *Solis v. Plycraft Industries, Inc.*, Los Angeles Superior Court Case No.
14 BC374816;
15 k. *Campos v. HWB Carwash, Inc.*, Los Angeles Superior Court Case No.
16 BC378990;
17 l. *Acosta, et al. v. Texwood Industries*, United States District Court, Central
18 District of California, Case No. CV07-3237-DDP (PLAX);
19 m *Arevalo v. Gruma Corporation*, Los Angeles Superior Court Case No.
20 BC410322;
21 n. *Burrola v. American Promotional Events*, Los Angeles Superior Court Case
22 No. BC412315;
23 o. *Cortez v. Trader Distribution Services*, Los Angeles Superior Court Case No.
24 BC397208;
25 p. *Cueva v. Allied Industries, Inc.*, Los Angeles Superior Court Case No.
26 BC399431;
27 q. *Del Toro v. Petco Animal Supplies, Inc.*, San Diego Superior Court Case No.
28 37-2009-00103626-CU-OE-CTL;

1 r. *Garcia v. Home Cooking, Inc.*, Los Angeles Superior Court Case No.
2 BC451148;
3 s. *Alcantar v. Amerimax Building Products, Inc.*, United States District Court,
4 Central District of California, Case No. CV 10-8916 DDP (CWx);
5 t. *Arancivias v. Clougherty Packaging, LLC dba Farmer John*, Los Angeles
6 Superior Court Case No. BC432406;
7 u. *Barajas v. Menzies Aviation, Inc.*, United States District Court, Central District
8 of California, Case No CV-10-02315-JEM;
9 v. *Barrera v. BHFC Operating, LLC dba Bottega Louie*, Los Angeles Superior
10 Court Case No. BC462603;
11 w. *Camacho v. American Textile Maintenance Co.*, Los Angeles Superior
12 Court Case No. BC452570;
13 x. *Cortes v. Monsanto Company*, Ventura Superior Court Case No. 56-2010-
14 00366952-CU-OE-VTA;
15 y. *Escobar v. Aero-Electric Connector, Inc.*, Los Angeles Superior Court Case
16 No. BC421009;
17 z. *Gomez v. Bacara Resort & Spa*, Santa Barbara Superior Court Case No.
18 1341987;
19 aa. *Gonzalez v. Ashley Furniture Industries, Inc.*, Los Angeles Superior Court
20 Case No. BC425708
21 bb. *Gonzalez v. Burrtec Waste Industries, Inc.*, Los Angeles Superior Court Case
22 No. BC436879;
23 cc. *Gutierrez v. Visterra Credit Union*, Riverside Superior Court Case No.
24 RIC10020183;
25 dd. *Hernandez v. Kruse & Son, Inc.*, Los Angeles Superior Court Case No.
26 BC411849;
27 ee. *Lopez v. Tecno Industrial Engineering*, Los Angeles Superior Court Case No.
28 BC411134;

1 ff. *Lowanga v. Continental Currency Services, Inc.*, Orange County Superior
2 Court Case No. 30-2011-0044011-CU-OE-CXC;

3 gg. *Aguilar v. PLS Financial Services, Inc.*, United States District Court, Central
4 District of California, Case No. CV 10-0415 ODW (FMOx)

5 hh. *Lozada v. Classic Party Rentals, Inc.*, Los Angeles Superior Court Case No.
6 BC443792;

7 ii. *Madrid v. OPI Products, Inc.*, Los Angeles Superior Court Case No.
8 BC451489;

9 jj. *Martinez v. J. Fletcher Creamer & Son, Inc.*, United States District Court Case
10 No. CV 10-0968-PSG-FMOX;

11 kk. *Martinez v. Administaff Companies II, L.P.*, Los Angeles Superior Court Case
12 No. BC425799;

13 ll. *Martinez v. Morgans Hotel Group Management, LLC*, Los Angeles Superior
14 Court Case No. BC446744;

15 mm. *Sanchez v. La Brea Bakery, Inc.*, Los Angeles Superior Court Case No.
16 BC456420;

17 nn. *Montenegro v. Ruggeri Marble and Granite, Inc.*, United States District Court,
18 Central District of California, Case No. CV-10-00711 JFW (PLAx);

19 oo. *Reed v. 99 Cents Only Stores*, Los Angeles Superior Court Case No.
20 BC436793;

21 pp. *Santos v. Noble Management Group-California, LLC*, United States District
22 Court, Central District of California, Case No. CV 10-2594 DSF (VBKx)

23 qq. *Taylor v. U.S. Healthworks Holding Company, Inc.*, Orange County Superior
24 Court Case No. 30-2011-00473505;

25 rr. *Valencia Diaz v. Gene Wheeler Farms, Inc.*, Los Angeles Superior Court Case
26 No. BC436235;

27 ss. *Zad-Behtooie v. Valley Village*, Los Angeles Superior Court Case No.
28 BC451490;

tt. *Bell v. Aidells Sausage Company, Inc.*, Alameda Superior Court Case No. RG10523946;

uu. *Negrete v. Cenveo, Inc.*, United States District Court, Central District of California, Case No. CV 11-09543 DSF (MRWx);

vv. *Bejar v. Exopack-Ontario, Inc.*, Orange County Superior Court Case No. 30-2011-00518396-CU-OE-CXC;

ww. *Aguilar v. PLS Financial Services, Inc.*, United States District Court, Central District of California, Case No. CV 10-0415 ODW (FMOx);

xx. *Sparks v. Larry Flynt dba Hustler Casino*, Los Angeles Superior Court Case No. BC320172;

yy. *Morris v. Chevron Stations, Inc.*, Los Angeles Superior Court Case No. BC361380;

zz. *Marino v. BP West Coast Products, LLC*, Los Angeles Superior Court Case No. BC357987.

ATTORNEYS' FEES

8. Our firm has made every effort to litigate this action in an efficient and cost-effective manner. Following review of our case file and hours and discussions with counsel, our firm has spent approximately 130 hours on this matter for a total unadjusted lodestar of \$100,250.00.

9. In summary form, counsel's many tasks included the following: pre-filing investigation, legal research, and research of Defendant; meeting and communicating with client regarding his responsibility in bringing the action, the facts of his case, his employment, his work environment, his documents pleadings; reviewing Plaintiff's file and determining liability and evaluating claim and defense strengths and weaknesses; legal research of case law and wage orders regarding applicable claims and defenses; meeting and conferring over informal discovery and the mediation session; drafting notices for litigation; evaluating Defendant's policies; determining case strategy; communicating with Co-Counsel and Defendant's Counsel; analyzing data and information provided in informal discovery; calculating damages; negotiating settlement and settlement documents; communicating with the administrator and responding to administrator's inquiries; reviewing the motion for preliminary approval and preparing supporting documents; meeting with

1 client regarding approval of the settlement; and drafting supporting documents for the motion for
2 final approval. All of the tasks and work performed were reasonable and necessary to the prosecution
3 of this case and justified, particularly in light of the result achieved.

4 10. Throughout the course of this litigation, I have spent approximately 13 hours on this
5 matter. My unadjusted lodestar for my hours spent on this case amounts to approximately \$8,775.00
6 (13 x \$675.00 = \$8,775.00). Given my experience and the focus of my practice, if I were to charge
7 for my type of work by the hour my rate would be \$675 per hour. A \$675 rate is warranted based on
8 my years of experience in a highly specialized area of law and is in line with the respective Laffey
9 Matrix rates. (See **Exhibit 6** available at <http://www.laffeymatrix.com/see.html>.) California Courts
10 have applied the Laffey Matrix with adjustments to the specific California locality where the
11 Counsel's office is located based on "Locality Pay Tables." (*Syers Properties III, Inc. v. Rankin*
12 (2014) 226 Cal.App.4th 691, 695-696 [affirming fee award based on Laffey Matrix with upward 9
13 percent rate adjustment from D.C. area compared to San Francisco Bay Area based on Locality Pay
14 Tables]; *In re HPL Techs., Inc., Secs. Litig.* (N.D. Cal. April 22, 2005, No. C-02-3510 VRW) 365
15 F.Supp.2d 912, 921-922 [using Laffey Matrix with upward adjustment of 9 percent for San Francisco
16 based on difference between D.C. Area 's +15.98 locality pay compared to San Francisco's +26.39
17 percent locality pay differential from the federal courts' "Judiciary Salary Plan Pay Tables."].) Here,
18 Plaintiff's Counsel's offices are located in Los Angeles County. For 2026, the Locality Pay Tables
19 (and Judiciary Salary Plan Pay Tables referred to in *In re HPL Techs., Inc.*), state a 36.47% locality
20 payment for the Los Angeles-Long Beach, CA area, and a 33.94% locality payment for the
21 Washington-Baltimore-Arlington area, resulting in an increase of 1% for Los Angeles County.
22 (**Exhibits 7-8**) [2026 Locality Pay Tables for Washington-Baltimore-Arlington and Los Angeles-
23 Long Beach, CA available at [https://www.opm.gov/policy-data-oversight/pay-leave/salaries-](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/general-schedule/)
24 [wages/2026/general-schedule/](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/general-schedule/)]; (**Exhibits 9-10**) [Judiciary Salary Plan Pay Tables available at
25 <http://www.uscourts.gov/careers/compensation/judiciary-salary-plan-pay-rates>]; (**Exhibit 11**) [2026
26 Locality Pay Area Definitions defining counties within Los Angeles-Long Beach, CA area available
27 at [https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/)
28 [definitions/](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/)].) In applying the 1% locality increase for attorneys working in Los Angeles County over
the Washington-Baltimore area stated in the Laffey Matrix, the 2025/2026 Laffey Matrix states the
following relevant rates: \$508 for attorneys 1 to 3 years out of law school, \$625 for attorneys 4 to 7

1 years out of school, \$902 for attorneys 8 to 10 years out of school, \$1,019 for attorneys 11 to 19 years
2 out of law school and \$1,227 for attorneys 20 plus years out of law school.

3 11. Working closely with the other attorneys' in my firm, including on motions for
4 attorneys' fees, I am aware of the experience and achievements of the counsel involved in this matter
5 as well as the rates which would be charged if our work was on an hourly basis. Having reviewed
6 numerous declarations in support of fee applications in Los Angeles, I also have knowledge of hourly
7 rates charged by other attorneys practicing in the field of employment law in Los Angeles. Based on
8 that information, I believe that my rate and the rates of the attorneys in my firm are fully consistent
9 with the market rate for attorneys with comparable expertise, experience and qualifications. Based on
10 the information I have, I believe that the rates of our firm are reasonable and appropriate fees for Los
11 Angeles attorneys with comparable expertise, experience, and qualifications.

12 12. Throughout the course of this litigation, Joseph Lavi estimates he has spent at least 32
13 hours litigating this matter. Accordingly, Mr. Lavi's unadjusted lodestar in this matter is \$32,000.00
14 (32 x \$1,000 = \$32,000.00). If Mr. Lavi were to charge a rate for this type of work by the hour, given
15 his experience and the focus of his practice, his current hourly rate would be \$1,000 per hour. A
16 \$1,000 rate is warranted based on Mr. Lavi's years of experience in a highly specialized area of law
17 and is in line with the Laffey Matrix. This rate is also in line with other partners out of law school and
18 practicing for over 15 years in California as indicated by the 2014 and 2008 National Law Journal
19 Survey.

20 13. Throughout the course of this litigation, Vincent C. Granberry estimates he has spent
21 at least 28 hours litigating this matter. Accordingly, Mr. Granberry's unadjusted lodestar in this matter
22 is \$21,000.00 (28 x \$750 = \$21,000.00). If Mr. Granberry were to charge a rate for this type of work
23 by the hour, given his experience and the focus of his practice, his current hourly rate would be \$750.
24 Mr. Granberry is a graduate of the Sandra Day O'Connor College of Law at Arizona State University
25 and has been in practice since 2011. A \$750 rate is warranted based on Mr. Granberry's years of
26 experience in a highly specialized area of law and is in line with the Laffey Matrix.

27 14. Throughout the course of this litigation, Jovahn Wiggins estimates he has spent at least
28 23 hours litigating this matter. I am aware he graduated from Gonzaga Law School in 2022 and has
been licensed to practice law since 2023. If Mr. Wiggins were to charge a rate for this type of work
by the hour, given his experience, his current hourly rate would be \$675 per hour. A \$675 rate

1 is warranted based on Mr. Wiggins' experience in a highly specialized area of law and is in line with
2 the Laffey Matrix. Accordingly, Mr. Wiggins' unadjusted lodestar in this matter is \$15,525.00 (23 x
3 \$675 = \$ 15,525.00).

4 15. I have also reviewed the files and billable records for Cassandra Castro, a former
5 attorney of Lavi & Ebrahimian, LLP, in this matter and Ms. Castro spent approximately 19 hours
6 litigating this matter. Ms. Castro is no longer an associate with our firm. I am aware she graduated
7 from the Boston University School of Law and has been licensed to practice law since 2021. If Ms.
8 Castro were to charge a rate for this type of work by the hour, given his experience, her current hourly
9 rate would be \$675 per hour. A \$675 rate is warranted based on Ms. Castro's experience in a highly
10 specialized area of law and is in line with the Laffey Matrix. Accordingly, Ms. Castro's unadjusted
11 lodestar in this matter is \$12,825.00 (19 x \$675 = \$12,825.00).

12 16. I have also reviewed the files and billable records for Joanna E. Meneses, a former
13 attorney of Lavi & Ebrahimian, LLP, in this matter and Ms. Meneses spent approximately 15 hours
14 litigating this matter. Ms. Meneses is no longer an associate with our firm. I am aware she graduated
15 from Loyola Law School and has been licensed to practice law since 2024. If Ms. Meneses were to
16 charge a rate for this type of work by the hour, given his experience, her current hourly rate would be
17 \$675 per hour. A \$675 rate is warranted based on Ms. Meneses's experience in a highly specialized
18 area of law and is in line with the Laffey Matrix. Accordingly, Ms. Meneses's unadjusted lodestar in
19 this matter is \$10,125.00 (15 x \$675 = \$10,125.00).

20 17. Lavi & Ebrahimian, LLP is co-counsel with Blackstone Law, APC in representing
21 Plaintiff and there is an agreement to split the attorneys' fees recovered in this Action.

22 ATTORNEYS' COSTS

23 18. Our firm maintains all records regarding costs expended on each case. I have reviewed
24 the records of costs expended in this matter which total Ten Thousand Nine Hundred Eighty-Four
25 Dollars and Forty-Nine (\$10,984.49). All costs were reasonably incurred in prosecution of the lawsuit
26 and paid on a contingency basis. A large portion of these costs were associated with filing fees for
27 this case, service of documents, and telephonic court appearances; the remainder was reasonably
28 incurred in prosecution of the lawsuit.

EXHIBITS

1 19. Attached as Exhibit 1 to this declaration is a true and correct copy of the Lavi &
2 Ebrahimiian Costs.

3 20. Attached as Exhibit 2 to this declaration is a true and correct copy of printouts from
4 the 2014 National Law Journal sampling of California firm billing rates.

5 21. Attached as Exhibit 3 to this declaration is a true and correct copy of the 2008 National
6 Law Journal sampling of billing rates.

7 22. Attached as Exhibit 4 to this declaration is a true and correct printout of the Laffey
8 Matrix available at <http://www.laffeymatrix.com/see.html>.

9 23. Attached as Exhibit 5 to this declaration is a true and correct copy of the 2026 Locality
10 Pay Table for Washington-Baltimore-Arlington available at [https://www.opm.gov/policy-data-](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2026/DCB.pdf)
11 [oversight/pay-leave/salaries-wages/salary-tables/pdf/2026/DCB.pdf](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2026/DCB.pdf).

12 24. Attached as Exhibit 6 to this declaration is a true and correct copy of the 2026 Locality
13 Pay Table for Los Angeles-Long Beach, CA available at [https://www.opm.gov/policy-data-](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2026/LA.pdf)
14 [oversight/pay-leave/salaries-wages/salary-tables/pdf/2026/LA.pdf](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2026/LA.pdf).

15 25. Attached as Exhibit 7 to this declaration is a true and correct copy of the Judiciary
16 Salary Plan Pay Table for Washington-Baltimore-Arlington available at
17 https://www.uscourts.gov/sites/default/files/2024-12/jsp_washington_2026.pdf.

18 26. Attached as Exhibit 8 to this declaration is a true and correct copy of the Judiciary
19 Salary Plan Pay Table for Los Angeles-Long Beach, CA available at
20 https://www.uscourts.gov/sites/default/files/2024-12/jsp_losan_angeles_2026.pdf.

21 27. Attached as Exhibit 9 to this declaration is a true and correct copy of 2026 Locality
22 Pay Area Definitions defining counties within Los Angeles-Long Beach, CA area available at
23 [https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/#LosAngeles-LongBeachCA)
[definitions/#LosAngeles-LongBeachCA](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/#LosAngeles-LongBeachCA).

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

26 Dated: May 15, 2026

/s/ Alexander J. Aroeste

Alexander J. Aroeste, Esq.

“EXHIBIT 1”

Please find listed below a breakdown of the professional costs and fees associated with the case titled Peter J. Gutierrez vs. Univar Solutions USA, Inc.

COSTS AND FEES ADVANCED BY LAVI & EBRAHIMIAN, LLP

DATE	ITEM	COST
N/A	Copying	\$8.60
N/A	Scanning	\$8.60
N/A	Mail	\$32.10
	LOS ANGELES SUPERIOR COURT	
01/10/2024	Summons and Complaint Filing Fee and Complex Fee (Class)	\$1,435.00
03/18/2024	Summons and Complaint Filing Fee (PAGA)	\$435.00
08/28/2025	Proposed Order Fee	\$20.00
11/05/2025	Proposed Order Fee	\$20.00
	DDS LEGAL SERVICES	
01/10/2024	Filing of Summons and Complaint (Class)	\$76.75
01/18/2024	Filing of Plaintiff's Notice of Case Management Conference and Trial Setting Conference (Class)	\$33.70
02/02/2024	Filing of Plaintiff's Notice of Case Management (Class)	\$33.70
02/02/2024	Filing of Notice and Acknowledgement (Class)	\$33.70
02/06/2024	Filing of Notice and Acknowledgment (Class)	\$33.70
03/18/2024	Filing of Summons and Complaint (PAGA)	\$46.75
04/10/2024	Filing of Notice of Related Case (Class)	\$33.70
07/30/2024	Filing of Case Management Statement (PAGA)	\$33.70
08/01/2024	Filing of Notice and Acknowledgement on Defendant (PAGA)	\$33.70
08/07/2024	Filing of Plaintiff's Notice of Order Continuing Case Management Conference (PAGA)	\$33.70
05/14/2025	Filing of Stipulation and [Proposed] Order in Lieu of Joint Complex Case Management Conference Statement (Class)	\$56.49
08/21/2025	Filing of Case Management Statement (PAGA)	\$35.89
08/21/2025	Filing of Request for Dismissal (PAGA)	\$35.89
08/28/2025	Filing of Stipulation And [Proposed] Order In Lieu Of Joint Complex Case Management Conference Statement (Class)	\$36.49
10/21/2025	Filing of Plaintiff's Request for Dismissal (Class)	\$35.89
10/21/2025	Delivery of Courtesy Copies re: Plaintiff's Request for Dismissal (Class)	\$219.95
11/05/2025	Resubmission re: Plaintiff's Request for Dismissal (Class)	\$36.49
	KYRIACOU MEDIATION	

12/01/2024	Plaintiff's Mediation Portion (Class)	\$8,100.00
	DEPARTMENT OF INDUSTRIAL RELATIONS	
01/10/2024	Initial PAGA Filing Fee (PAGA)	\$75.00
	Total Costs, fees and expenses	\$10,984.49

“Exhibit 2”

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REPRINTS

NLJ'S BILLING SURVEY

Select a Firm

- ☐ Miles & Stockbridge
- ☐ Miller & Martin
- ☐ Morgan Lewis
- ☐ Morris Manning
- ☒ Morrison & Foerster
- ☐ Nixon Peabody
- ☐ Norton Rose
- ☐ Nutter McClennen
- ☐ O'Melveny & Myers
- ☐ Orrick Herrington
- ☐ Parker Poe
- ☐ Patton Boggs
- ☐ Paul Hastings
- ☐ Paul Weiss
- ☐ Pepper Hamilton
- ☐ Perkins Cole

Morrison & Foerster

Largest U.S. Office: San Francisco, 1,010 total full-time equivalent attorneys



By the Numbers: The Firms Report Their Billing Rates

Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Dechert	New York	1,010	\$1,195	\$865	\$595	\$725	\$525	\$230
Andrews Kurth	Houston	1,010	\$1,195	\$865	\$595	\$725	\$525	\$230
Hughes Hubbard	New York	1,010	\$1,195	\$865	\$595	\$725	\$525	\$230
Irell & Manella	Los Angeles	1,010	\$1,195	\$865	\$595	\$725	\$525	\$230
Proskauer Rose	New York	1,010	\$1,195	\$865	\$595	\$725	\$525	\$230
White & Case	New York	1,010	\$1,195	\$865	\$595	\$725	\$525	\$230
Morrison & Foerster	San Francisco	1,010	\$1,195	\$865	\$595	\$725	\$525	\$230
Pillsbury Winthrop	Washington	1,010	\$1,195	\$865	\$595	\$725	\$525	\$230
Kaye Scholer	New York	1,010	\$1,195	\$865	\$595	\$725	\$525	\$230
Kramer Levin	New York	1,010	\$1,195	\$865	\$595	\$725	\$525	\$230
Hogan Lovells	Washington	1,010	\$1,195	\$865	\$595	\$725	\$525	\$230
Kasowitz Benson	New York	1,010	\$1,195	\$865	\$595	\$725	\$525	\$230
Kirkland & Ellis	Chicago	1,010	\$1,195	\$865	\$595	\$725	\$525	\$230
Cooley	Palo Alto, Calif.	1,010	\$1,195	\$865	\$595	\$725	\$525	\$230

Full-time equivalent attorney numbers and the largest U.S. office are from the NLJ 350 published in April 2013. N/A** Data not available due to merger in 2013.

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NLJ'S BILLING SURVEY

Select a Firm

- ☐ Connell Foley
- ☒ Cooley
- ☐ Covington & Burling
- ☐ Cox Smith
- ☐ Cozen O'Connor
- ☐ Curtis, Mallet-Prevost
- ☐ Davis Graham
- ☐ Davis Polk
- ☐ Debevoise & Plimpton
- ☐ Dechert
- ☐ Dentons
- ☐ Dickstein Shapiro
- ☐ Dinsmore & Shohl
- ☐ DLA Piper
- ☐ Dorsey & Whitney
- ☐ Duane Morris

Cooley

Largest U.S. Office: Palo Alto, Calif., 632 total full-time equivalent attorneys

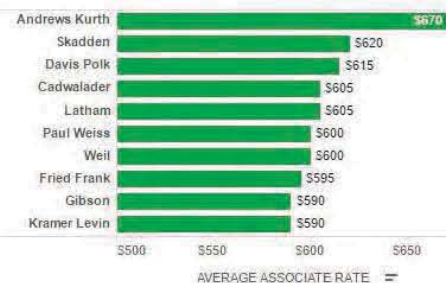
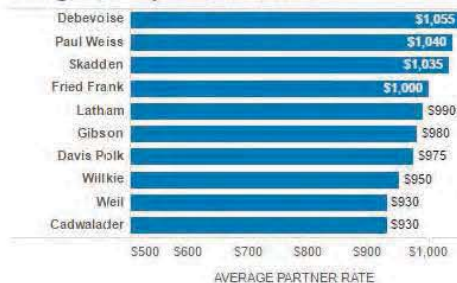


By the Numbers: The Firms Report Their Billing Rates

Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Kaye Scholer	New York	433	\$1,100	\$850	\$715	\$620	\$570	\$225
Kramer Levin	New York	328	\$1,025	\$800	\$675	\$600	\$550	\$200
Hogan Lovells	Washington	259	\$1,000	\$750	\$625	\$550	\$500	\$175
Kasowitz Benson	New York	250	\$1,000	\$750	\$625	\$550	\$500	\$175
Kirkland & Ellis	Chicago	1,471	\$950	\$700	\$575	\$500	\$450	\$150
Cooley	Palo Alto, Calif.	632	\$990	\$820	\$660	\$630	\$525	\$160
Arnold & Porter	Washington	750	\$950	\$700	\$575	\$500	\$450	\$150
Paul Hastings	New York	200	\$900	\$650	\$525	\$450	\$400	\$125
Curtis, Mallet-Prevost	New York	675	\$900	\$650	\$525	\$450	\$400	\$125
Winston & Strawn	Chicago	600	\$850	\$600	\$475	\$400	\$350	\$100
Bingham McCutchen	Boston	600	\$1,000	\$750	\$625	\$550	\$500	\$175
Akin Gump	Washington	600	\$1,000	\$750	\$625	\$550	\$500	\$175
Covington & Burling	Washington	775	\$900	\$650	\$525	\$450	\$400	\$125
King & Spalding	Atlanta	600	\$900	\$650	\$525	\$450	\$400	\$125

Full-time equivalent attorney numbers and the largest U.S. office are from the NLJ 350 published in April 2013. N/A** Data not available due to merger in 2013.

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NLJ'S BILLING SURVEY

Select a Firm

- ☐ McElroy Deutsch
- ☐ McGuireWoods
- ☐ McKenna Long
- ☐ Michael Best
- ☐ Miles & Stockbridge
- ☐ Miller & Martin
- ☐ Morgan Lewis
- ☐ Morris Manning
- ☐ Morrison & Foerster
- ☐ Nixon Peabody
- ☐ Norton Rose
- ☐ Nutter McClennen
- ☒ O'Melveny & Myers
- ☐ Orrick Herrington
- ☐ Parker Poe
- ☐ Patton Boggs

O'Melveny & Myers

Largest U.S. Office: Los Angeles, 738 total full-time equivalent attorneys



By the Numbers: The Firms Report Their Billing Rates

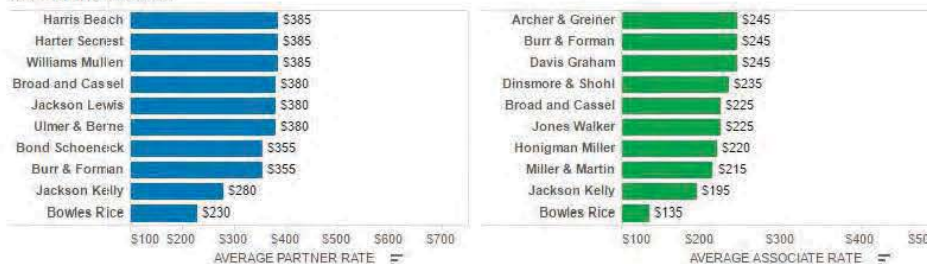
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Baker & McKenzie	Chicago	1,000	\$1,055	\$715	\$615	\$595	\$370	\$230
Dickstein Shapiro	Washington	800	\$1,050	\$700	\$600	\$580	\$360	\$220
Jenner & Block	Chicago	4,100	\$1,025	\$685	\$585	\$565	\$355	\$215
Jones Day	New York	2,300	\$875	\$575	\$475	\$455	\$255	\$155
Manatt Phelps	Los Angeles	600	\$715	\$415	\$315	\$295	\$195	\$95
Seward & Kissel	New York	500	\$675	\$375	\$275	\$255	\$155	\$55
O'Melveny & Myers	Los Angeles	738	\$950	\$715	\$615	\$595	\$370	\$230
McDermott Will	Chicago	1,000	\$815	\$515	\$415	\$395	\$295	\$195
Reed Smith	Pittsburgh	1,000	\$600	\$300	\$200	\$180	\$80	\$30
Dentons	N/A**	1,000	\$1,000	\$700	\$600	\$580	\$360	\$220
Jeffer Mangels	Los Angeles	600	\$715	\$415	\$315	\$295	\$195	\$95
Sheppard Mullin	Los Angeles	600	\$815	\$515	\$415	\$395	\$295	\$195
Alston & Bird	Atlanta	600	\$715	\$415	\$315	\$295	\$195	\$95
Foley Hoag	Boston	600	\$715	\$415	\$315	\$295	\$195	\$95

Full-time equivalent attorney numbers and the largest U.S. office are from the NLJ 350 published in April 2013. N/A** Data not available due to merger in 2013.

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NLJ'S BILLING SURVEY

Select a Firm

- ☐ McElroy Deutsch
- ☐ McGuireWoods
- ☐ McKenna Long
- ☐ Michael Best
- ☐ Miles & Stockbridge
- ☐ Miller & Martin
- ☐ Morgan Lewis
- ☐ Morris Manning
- ☐ Morrison & Foerster
- ☐ Nixon Peabody
- ☐ Norton Rose
- ☐ Nutter McClennen
- ☐ O'Melveny & Myers
- ☒ Orrick Herrington
- ☐ Parker Poe
- ☐ Patton Boggs

Orrick, Herrington & Sutcliffe

Largest U.S. Office: San Francisco, 977 total full-time equivalent attorneys



By the Numbers: The Firms Report Their Billing Rates

Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Blank Rome	Philadelphia	47	\$885	\$625	\$305	\$675	\$310	\$170
Kelley Drye	New York	238	\$615	\$425	\$205	\$515	\$245	\$125
Gardere Wynne	Dallas	235	\$775	\$525	\$255	\$625	\$310	\$170
Pepper Hamilton	Philadelphia	403	\$845	\$575	\$275	\$685	\$330	\$180
Orrick Herrington	San Francisco	977	\$945	\$625	\$305	\$675	\$310	\$170
Stevens & Lee	Reading, Pa.	167	\$845	\$575	\$275	\$685	\$330	\$180
Duane Morris	Philadelphia	800	\$775	\$525	\$255	\$625	\$310	\$170
Morgan Lewis	Philadelphia	1,334	\$775	\$525	\$255	\$625	\$310	\$170
Troutman Sanders	Atlanta	1,275	\$775	\$525	\$255	\$625	\$310	\$170
Allen Matkins	Los Angeles	167	\$615	\$425	\$205	\$515	\$245	\$125
Katten Muchin	Chicago	380	\$775	\$525	\$255	\$625	\$310	\$170
Lowenstein Sandler	Roseland, N.J.	204	\$775	\$525	\$255	\$625	\$310	\$170
Seyfarth Shaw	Chicago	1,000	\$845	\$575	\$275	\$685	\$330	\$180
Buchalter Niermer	Los Angeles	104	\$615	\$425	\$205	\$515	\$245	\$125

Full-time equivalent attorney numbers and the largest U.S. office are from the NLJ 350 published in April 2013. N/A** Data not available due to merger in 2013.

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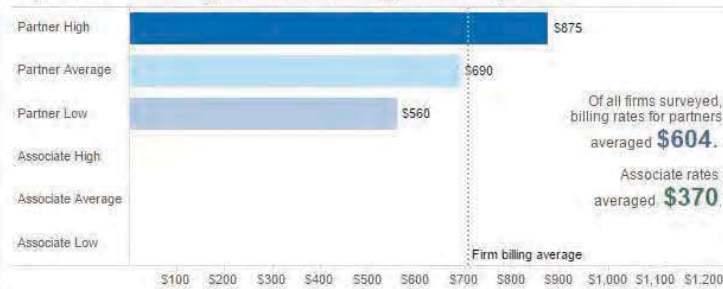
NLJ'S BILLING SURVEY

Select a Firm

- ☐ Allen & Matulis
- ☐ Jackson Kelly
- ☐ Jackson Lewis
- ☐ Jackson Walker
- ☒ Jeffer Mangels
- ☐ Jenner & Block
- ☐ Jones Day
- ☐ Jones Walker
- ☐ Kasowitz Benson
- ☐ Katten Muchin
- ☐ Kaye Scholer
- ☐ Kelley Drye
- ☐ Kilpatrick Townsend
- ☐ King & Spalding
- ☐ Kirkland & Ellis
- ☐ Knobbe Martens

Jeffer, Mangels, Butler & Mitchell

Largest U.S. Office: Los Angeles, 126 total full-time equivalent attorneys



By the Numbers: The Firms Report Their Billing Rates

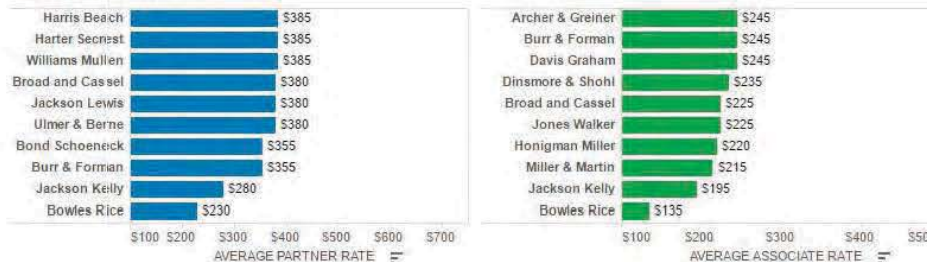
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Baker & McKenzie	Chicago	11,700	\$1,100	\$700	\$500	\$600	\$400	\$300
Dickstein Shapiro	Washington	8,000	\$1,050	\$650	\$450	\$550	\$350	\$250
Jenner & Block	Chicago	4,100	\$1,000	\$600	\$400	\$500	\$300	\$200
Jones Day	New York	12,000	\$975	\$575	\$375	\$475	\$275	\$175
Manatt Phelps	Los Angeles	2,000	\$900	\$500	\$300	\$400	\$200	\$100
Seward & Kissel	New York	1,000	\$850	\$450	\$250	\$350	\$150	\$50
O'Melveny & Myers	Los Angeles	1,000	\$800	\$400	\$200	\$300	\$100	\$0
McDermott Will	Chicago	1,000	\$750	\$350	\$150	\$250	\$100	\$0
Reed Smith	Pittsburgh	1,000	\$700	\$300	\$100	\$200	\$100	\$0
Dentons	N/A**	1,000	\$650	\$250	\$100	\$150	\$100	\$0
Jeffer Mangels	Los Angeles	126	\$875	\$690	\$560			
Sheppard Mullin	Los Angeles	2,000	\$875	\$475	\$275	\$375	\$175	\$75
Alston & Bird	Atlanta	1,000	\$800	\$400	\$200	\$300	\$100	\$0
Foley Hoag	Boston	1,000	\$750	\$350	\$150	\$250	\$100	\$0

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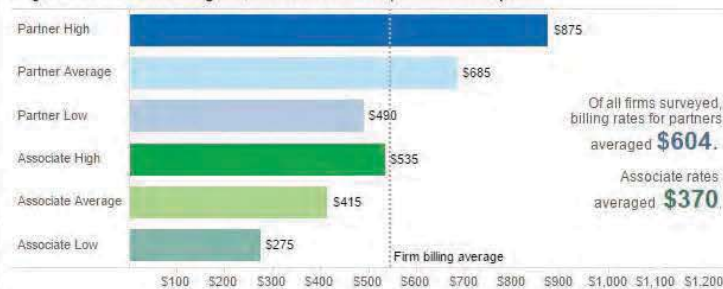
NLJ'S BILLING SURVEY

Select a Firm

- ☐ Robinson & Cole
- ☐ Rutan & Tucker
- ☐ Saul Ewing
- ☐ Sedgwick
- ☐ Seward & Kissel
- ☐ Seyfarth Shaw
- ☒ Sheppard Mullin
- ☐ Shumaker Loop
- ☐ Shuts & Bowen
- ☐ Skadden, Arps
- ☐ Snell & Wilmer
- ☐ Squire Sanders
- ☐ Stevens & Lee
- ☐ Stinson Morrison
- ☐ Stoel Rives
- ☐ Strasburger & Price

Sheppard, Mullin, Richter & Hampton

Largest U.S. Office: Los Angeles, 521 total full-time equivalent attorneys



By the Numbers: The Firms Report Their Billing Rates

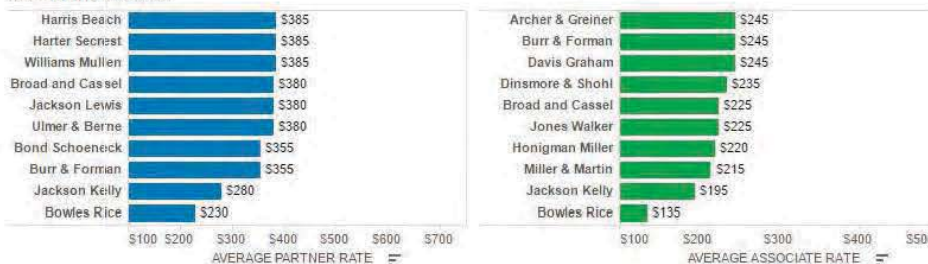
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Jeffer Mangels	Los Angeles	521	\$875	\$685	\$490	\$535	\$415	\$275
Sheppard Mullin	Los Angeles	521	\$875	\$685	\$490	\$535	\$415	\$275
Alston & Bird	Atlanta	521	\$875	\$685	\$490	\$535	\$415	\$275
Foley Hoag	Boston	521	\$875	\$685	\$490	\$535	\$415	\$275
Haynes and Boone	Dallas	521	\$875	\$685	\$490	\$535	\$415	\$275
Patton Boggs	Washington	521	\$875	\$685	\$490	\$535	\$415	\$275
Wiley Rein	Washington	521	\$875	\$685	\$490	\$535	\$415	\$275
Richards Layton	Wilmington, Del.	521	\$875	\$685	\$490	\$535	\$415	\$275
Venable	Washington	521	\$875	\$685	\$490	\$535	\$415	\$275
Greenberg Traurig	New York	521	\$875	\$685	\$490	\$535	\$415	\$275
Squire Sanders	Cleveland	521	\$875	\$685	\$490	\$535	\$415	\$275
Arent Fox	Washington	521	\$875	\$685	\$490	\$535	\$415	\$275
Blank Rome	Philadelphia	521	\$875	\$685	\$490	\$535	\$415	\$275
Kelley Drye	New York	521	\$875	\$685	\$490	\$535	\$415	\$275

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NLJ'S BILLING SURVEY

Select a Firm

- ☐ Ballard Spahr
- ☐ Barnes & Thornburg
- ☐ Benesh Friedlander
- ☐ Best Best
- ☐ Bingham McCutchen
- ☐ Blank Rome
- ☐ Bond Schoeneck
- ☐ Bowles Rice
- ☐ Bracewell & Giuliani
- ☐ Bradley Arant
- ☐ Broad and Cassel
- ☐ Brownstein Hyatt
- ☐ Bryan Cave
- ☒ Buchalter Nemer
- ☐ Burr & Forman
- ☐ Butzel Long

Buchalter Nemer

Largest U.S. Office: Los Angeles, 134 total full-time equivalent attorneys



By the Numbers: The Firms Report Their Billing Rates

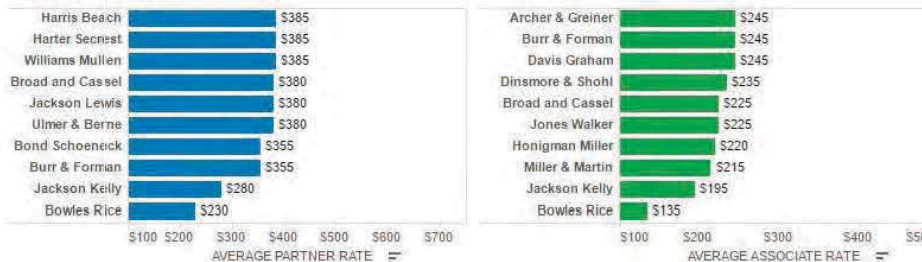
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Seyfarth Shaw	Chicago	731	\$695	\$611	\$475	\$375	\$365	\$350
Buchalter Nemer	Los Angeles	134	\$695	\$605	\$475	\$375	\$365	\$350
Carlton Fields	Tampa, Fla.	276	\$611	\$605	\$475	\$375	\$365	\$350
Foley & Lardner	Milwaukee	872	\$695	\$605	\$475	\$375	\$365	\$350
Perkins Coie	Seattle	822	\$695	\$605	\$475	\$375	\$365	\$350
Vinson & Elkins	Houston	877	\$695	\$605	\$475	\$375	\$365	\$350
Holland & Knight	Washington	808	\$695	\$605	\$475	\$375	\$365	\$350
McGuireWoods	Richmond, Va.	841	\$695	\$605	\$475	\$375	\$365	\$350
Bryan Cave	St. Louis	808	\$695	\$605	\$475	\$375	\$365	\$350
Nutter McClennen	Boston	736	\$695	\$605	\$475	\$375	\$365	\$350
Gibbons	Newark, N.J.	286	\$695	\$605	\$475	\$375	\$365	\$350
Cozen O'Connor	Philadelphia	881	\$695	\$605	\$475	\$375	\$365	\$350
Knobbe Martens	Irvine, Calif.	208	\$695	\$605	\$475	\$375	\$365	\$350
Kilpatrick Townsend	Atlanta	850	\$695	\$605	\$475	\$375	\$365	\$350

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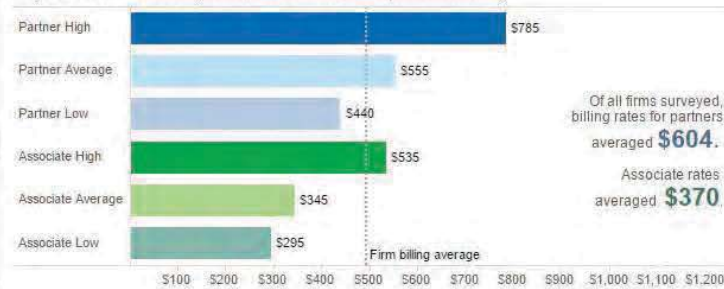
NLJ'S BILLING SURVEY

Select a Firm

- ☐ Katten Muchin
- ☐ Kaye Scholer
- ☐ Kelley Drye
- ☐ Kilpatrick Townsend
- ☐ King & Spalding
- ☐ Kirkland & Ellis
- ☒ Knobbe Martens
- ☐ Kramer Levin
- ☐ Lane Powell
- ☐ Latham & Watkins
- ☐ Lathrop & Gage
- ☐ Leonard Street
- ☐ Lewis Roca
- ☐ Lindquist & Vennum
- ☐ Littler Mendelson
- ☐ Lovenstein Sandler

Knobbe, Martens, Olson & Bear

Largest U.S. Office: Irvine, Calif., 268 total full-time equivalent attorneys



By the Numbers: The Firms Report Their Billing Rates

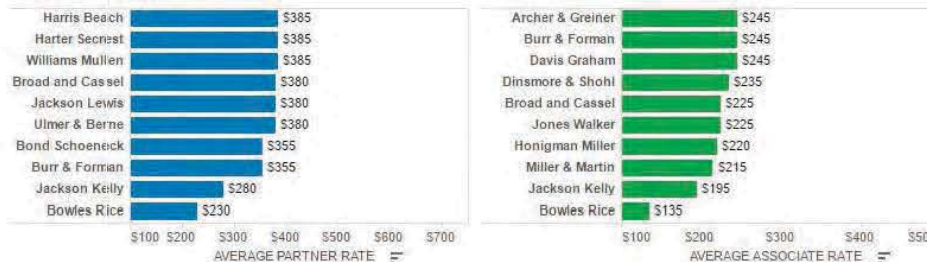
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Gibbons	Newark, N.J.	240	\$785	\$555	\$440	\$535	\$345	\$295
Cozen O'Connor	Philadelphia	240	\$1,055	\$555	\$440	\$535	\$345	\$295
Knobbe Martens	Irvine, Calif.	268	\$785	\$555	\$440	\$535	\$345	\$295
Kilpatrick Townsend	Atlanta	240	\$785	\$555	\$440	\$535	\$345	\$295
Littler Mendelson	San Francisco	240	\$785	\$555	\$440	\$535	\$345	\$295
Edwards Wildman	Boston	240	\$785	\$555	\$440	\$535	\$345	\$295
Thompson & Knight	Dallas	240	\$785	\$555	\$440	\$535	\$345	\$295
Fox Rothschild	Philadelphia	240	\$785	\$555	\$440	\$535	\$345	\$295
McCarter & English	Newark, N.J.	240	\$785	\$555	\$440	\$535	\$345	\$295
McKenna Long	Atlanta	240	\$785	\$555	\$440	\$535	\$345	\$295
Saul Ewing	Philadelphia	240	\$785	\$555	\$440	\$535	\$345	\$295
Brownstein Hyatt	Denver	240	\$785	\$555	\$440	\$535	\$345	\$295
Lindquist & Vennum	Minneapolis	240	\$785	\$555	\$440	\$535	\$345	\$295
Nixon Peabody	Boston	240	\$785	\$555	\$440	\$535	\$345	\$295

Full-time equivalent attorney numbers and the largest U.S. office are from the NLJ 350 published in April 2013. N/A** Data not available due to merger in 2013.

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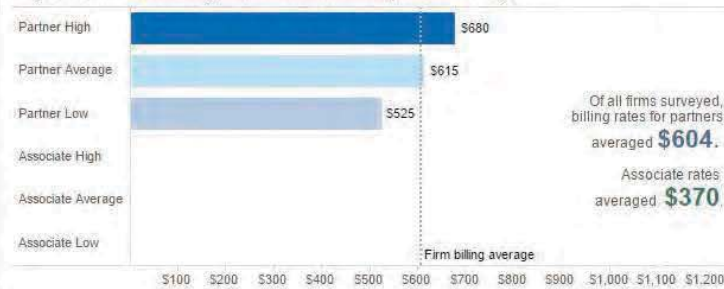
NLJ'S BILLING SURVEY

Select a Firm

- ☐ Adams and Reese
- ☐ Akerman Senterfitt
- ☐ Akin Gump
- ☒ Allen Matkins
- ☐ Alston & Bird
- ☐ Andrews Kurth
- ☐ Archer & Greiner
- ☐ Arent Fox
- ☐ Arnall Golden
- ☐ Arnold & Porter
- ☐ Arnstein & Lehr
- ☐ Baker & Hostetler
- ☐ Baker & McKenzie
- ☐ Baker Donelson
- ☐ Ballard Spahr
- ☐ Barnes & Thornburg

Allen Matkins Leck Gamble Mallory & Natsis

Largest U.S. Office: Los Angeles, 187 total full-time equivalent attorneys



By the Numbers: The Firms Report Their Billing Rates

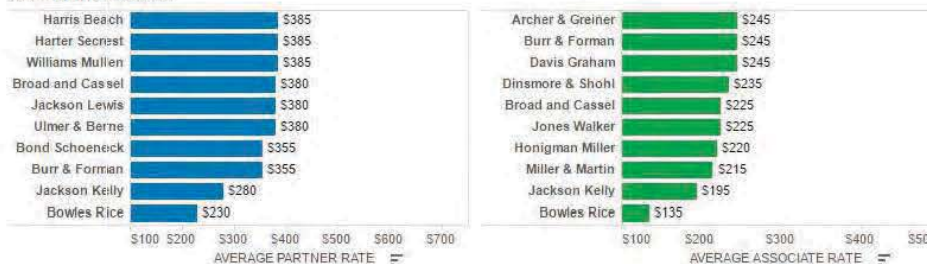
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Blank Rome	Philadelphia	100	\$650	\$550	\$450	\$350	\$250	\$150
Kelley Drye	New York	250	\$650	\$550	\$450	\$350	\$250	\$150
Gardere Wynne	Dallas	200	\$650	\$550	\$450	\$350	\$250	\$150
Pepper Hamilton	Philadelphia	150	\$650	\$550	\$450	\$350	\$250	\$150
Orrick Herrington	San Francisco	180	\$650	\$550	\$450	\$350	\$250	\$150
Stevens & Lee	Reading, Pa.	100	\$650	\$550	\$450	\$350	\$250	\$150
Duane Morris	Philadelphia	100	\$650	\$550	\$450	\$350	\$250	\$150
Morgan Lewis	Philadelphia	150	\$650	\$550	\$450	\$350	\$250	\$150
Troutman Sanders	Atlanta	100	\$650	\$550	\$450	\$350	\$250	\$150
Allen Matkins	Los Angeles	187	\$680	\$615	\$525			
Katten Muchin	Chicago	200	\$650	\$550	\$450	\$350	\$250	\$150
Lowenstein Sandler	Roseland, N.J.	250	\$650	\$550	\$450	\$350	\$250	\$150
Seyfarth Shaw	Chicago	200	\$650	\$550	\$450	\$350	\$250	\$150
Buchalter Nierier	Los Angeles	100	\$650	\$550	\$450	\$350	\$250	\$150

Full-time equivalent attorney numbers and the largest U.S. office are from the NLJ 350 published in April 2013. N/A** Data not available due to merger in 2013.

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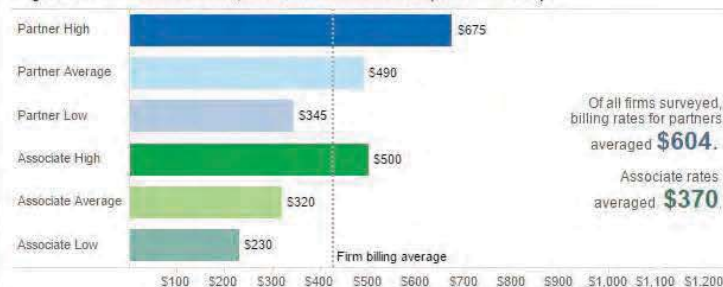
NLJ'S BILLING SURVEY

Select a Firm

- ☐ Pepper Hamilton
- ☐ Perkins Cole
- ☐ Pillsbury Winthrop
- ☐ Polsinelli
- ☐ Proskauer Rose
- ☐ Quarles & Brady
- ☐ Quinn Emanuel
- ☐ Reed Smith
- ☐ Richards Layton
- ☐ Riker Danzig
- ☐ Robinson & Cole
- ☒ Rutan & Tucker
- ☐ Saul Ewing
- ☐ Sedgwick
- ☐ Seward & Kissel
- ☐ Seyfarth Shaw

Rutan & Tucker

Largest U.S. Office: Costa Mesa, Calif., 139 total full-time equivalent attorneys



By the Numbers: The Firms Report Their Billing Rates

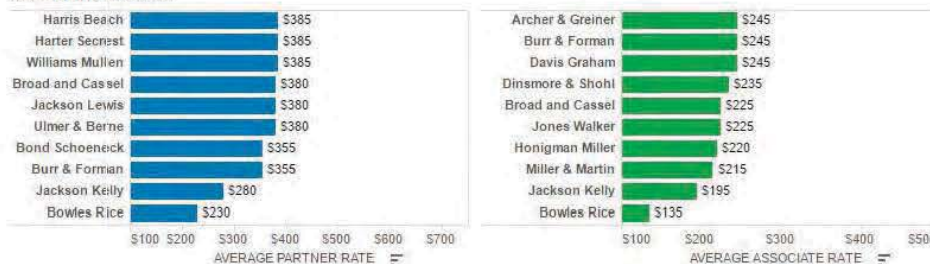
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Archer & Greiner	Phoenix	100	\$675	\$490	\$345	\$500	\$320	\$230
Arnall Golden	Atlanta	100	\$675	\$490	\$345	\$500	\$320	\$230
Rutan & Tucker	Costa Mesa, Calif.	139	\$675	\$490	\$345	\$500	\$320	\$230
Akerman Senterfitt	Miami	100	\$675	\$490	\$345	\$500	\$320	\$230
Barnes & Thornburg	Indianapolis	100	\$675	\$490	\$345	\$500	\$320	\$230
Morris Manning	Atlanta	100	\$675	\$490	\$345	\$500	\$320	\$230
Ballard Spahr	Philadelphia	100	\$675	\$490	\$345	\$500	\$320	\$230
Stinson Morrison	Kansas City, Mo.	100	\$675	\$490	\$345	\$500	\$320	\$230
Stoel Rives	Portland, Ore.	100	\$675	\$490	\$345	\$500	\$320	\$230
Miles & Stockbridge	Baltimore	100	\$675	\$490	\$345	\$500	\$320	\$230
Quarles & Brady	Milwaukee	100	\$675	\$490	\$345	\$500	\$320	\$230
Arnstein & Lehr	Chicago	100	\$675	\$490	\$345	\$500	\$320	\$230
Waller Lansden	Nashville, Tenn.	100	\$675	\$490	\$345	\$500	\$320	\$230
Benesch Friedlander	Cleveland	100	\$675	\$490	\$345	\$500	\$320	\$230
Boat Boat	Denver, Colo.	100	\$675	\$490	\$345	\$500	\$320	\$230

Full-time equivalent attorney numbers and the largest U.S. office are from the NLJ 350 published in April 2013. N/A** Data not available due to merger in 2013.

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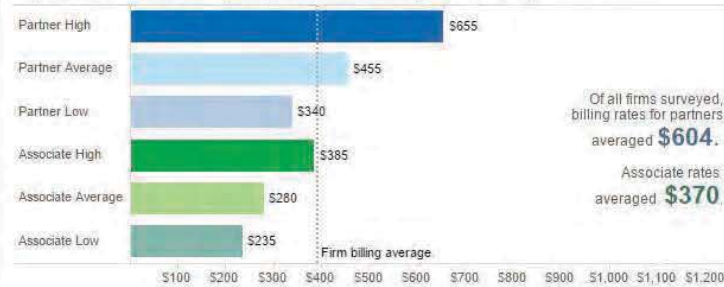
NLJ'S BILLING SURVEY

Select a Firm

- ☐ Alston & Bird
- ☐ Andrews Kurth
- ☐ Archer & Greiner
- ☐ Arent Fox
- ☐ Arnall Golden
- ☐ Arnold & Porter
- ☐ Arnstein & Lehr
- ☐ Baker & Hostetler
- ☐ Baker & McKenzie
- ☐ Baker Donelson
- ☐ Ballard Spahr
- ☐ Barnes & Thornburg
- ☐ Benesch Friedlander
- ☒ Best Best
- ☐ Bingham McCutchen
- ☐ Blank Rome

Best Best & Krieger

Largest U.S. Office: Riverside, Calif., 175 total full-time equivalent attorneys



By the Numbers: The Firms Report Their Billing Rates

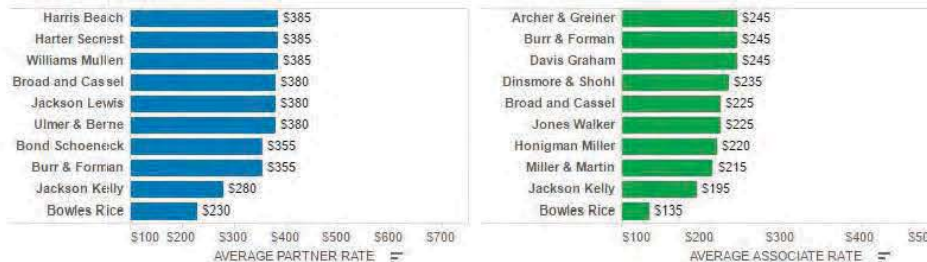
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Quarles & Brady	Milwaukee	475	\$650	\$450	\$350	\$350	\$250	\$210
Arnstein & Lehr	Chicago	1,100	\$650	\$450	\$350	\$350	\$250	\$210
Waller Lansden	Nashville, Tenn.	1,000	\$650	\$450	\$350	\$350	\$250	\$210
Benesch Friedlander	Cleveland	750	\$650	\$450	\$350	\$350	\$250	\$210
Best Best	Riverside, Calif.	175	\$655	\$455	\$340	\$385	\$280	\$235
Faegre Baker	Minneapolis	850	\$650	\$450	\$350	\$350	\$250	\$210
Riker Danzig	Morristown, N.J.	650	\$650	\$450	\$350	\$350	\$250	\$210
Baker & Hostetler	Cleveland	1,100	\$650	\$450	\$350	\$350	\$250	\$210
Ice Miller	Indianapolis	1,100	\$650	\$450	\$350	\$350	\$250	\$210
Parker Poe	Charlotte, N.C.	1,100	\$650	\$450	\$350	\$350	\$250	\$210
Michael Best	Milwaukee	450	\$650	\$450	\$350	\$350	\$250	\$210
Butzel Long	Bloomfield Hills, Mich.	750	\$650	\$450	\$350	\$350	\$250	\$210
McElroy Deutsch	Morristown, N.J.	750	\$650	\$450	\$350	\$350	\$250	\$210
Thompson Coburn	St. Louis	750	\$650	\$450	\$350	\$350	\$250	\$210

Full-time equivalent attorney numbers and the largest U.S. office are from the NLJ 350 published in April 2013. N/A** Data not available due to merger in 2013.

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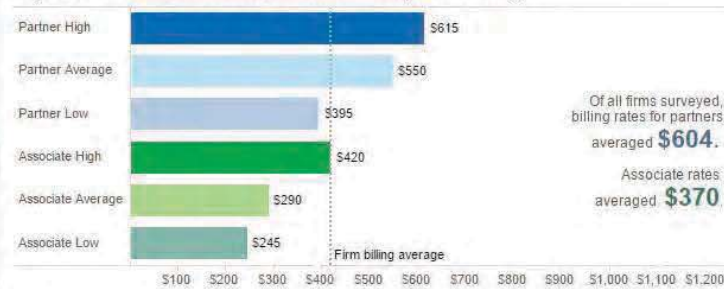
NLJ'S BILLING SURVEY

Select a Firm

- ☐ Latham & Watkins
- ☐ Lathrop & Gage
- ☐ Leonard Street
- ☐ Lewis Roca
- ☐ Lindquist & Vennum
- ☒ Littler Mendelson
- ☐ Lowenstein Sandler
- ☐ Manatt Phelps
- ☐ McCarter & English
- ☐ McDermott Will
- ☐ McElroy Deutsch
- ☐ McGuireWoods
- ☐ McKenna Long
- ☐ Michael Best
- ☐ Miles & Stockbridge
- ☐ Miller & Martin

Littler Mendelson

Largest U.S. Office: San Francisco, 909 total full-time equivalent attorneys



By the Numbers: The Firms Report Their Billing Rates

Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Gibbons	Newark, N.J.	2,100	\$2,000	\$1,500	\$1,000	\$475	\$300	\$225
Cozen O'Connor	Philadelphia	2,000	\$1,100	\$750	\$500	\$350	\$245	\$175
Knobbe Martens	Irvine, Calif.	2,000	\$1,200	\$850	\$600	\$375	\$245	\$175
Kilpatrick Townsend	Atlanta	1,900	\$1,100	\$750	\$500	\$375	\$245	\$175
Littler Mendelson	San Francisco	909	\$615	\$550	\$395	\$420	\$290	\$245
Edwards Wildman	Boston	870	\$1,100	\$750	\$500	\$375	\$245	\$175
Thompson & Knight	Dallas	2,000	\$1,100	\$750	\$500	\$375	\$245	\$175
Fox Rothschild	Philadelphia	1,800	\$1,100	\$750	\$500	\$375	\$245	\$175
McCarter & English	Newark, N.J.	1,700	\$1,100	\$750	\$500	\$375	\$245	\$175
McKenna Long	Atlanta	1,600	\$1,100	\$750	\$500	\$375	\$245	\$175
Saul Ewing	Philadelphia	1,500	\$1,100	\$750	\$500	\$375	\$245	\$175
Brownstein Hyatt	Denver	1,400	\$1,100	\$750	\$500	\$375	\$245	\$175
Lindquist & Vennum	Minneapolis	1,300	\$1,100	\$750	\$500	\$375	\$245	\$175
Nixon Peabody	Boston	1,200	\$1,100	\$750	\$500	\$375	\$245	\$175

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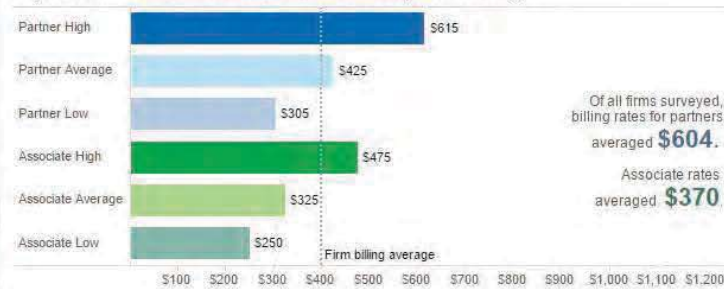
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Select a Firm

- ☐ Pepper Hamilton
- ☐ Perkins Cole
- ☐ Pillsbury Winthrop
- ☐ Polsinelli
- ☐ Proskauer Rose
- ☐ Quarles & Brady
- ☐ Quinn Emanuel
- ☐ Reed Smith
- ☐ Richards Layton
- ☐ Riker Danzig
- ☐ Robinson & Cole
- ☐ Rutan & Tucker
- ☐ Saul Ewing
- ☒ Sedgwick
- ☐ Seward & Kissel
- ☐ Seyfarth Shaw

Sedgwick

Largest U.S. Office: San Francisco, 347 total full-time equivalent attorneys



By the Numbers: The Firms Report Their Billing Rates

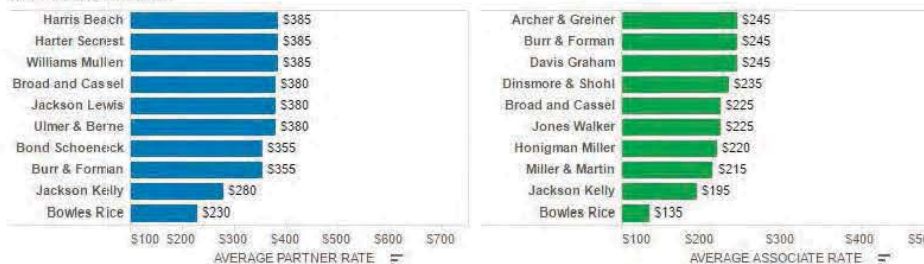
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Andrus & Han	Denver	250	\$575	\$400	\$275	\$450	\$350	\$275
Bradley Arant	Birmingham, Ala.	250	\$575	\$400	\$275	\$450	\$350	\$275
Husch Blackwell	St. Louis	250	\$575	\$400	\$275	\$450	\$350	\$275
Lane Powell	Seattle	250	\$575	\$400	\$275	\$450	\$350	\$275
Shutts & Bowen	Miami	250	\$575	\$400	\$275	\$450	\$350	\$275
Connell Foley	Roseland, N.J.	250	\$575	\$400	\$275	\$450	\$350	\$275
Sedgwick	San Francisco	347	\$615	\$425	\$305	\$475	\$325	\$250
Gordon & Rees	San Francisco	250	\$575	\$400	\$275	\$450	\$350	\$275
Lathrop & Gage	Kansas City, Mo.	250	\$575	\$400	\$275	\$450	\$350	\$275
Strasburger & Price	Dallas	250	\$575	\$400	\$275	\$450	\$350	\$275
Wyatt Tarrant	Louisville, Ky.	250	\$575	\$400	\$275	\$450	\$350	\$275
Taft Stettinius	Cincinnati	250	\$575	\$400	\$275	\$450	\$350	\$275
Polsinelli	Kansas City, Mo.	250	\$575	\$400	\$275	\$450	\$350	\$275
Robinson & Cole	Hartford, Conn.	250	\$575	\$400	\$275	\$450	\$350	\$275

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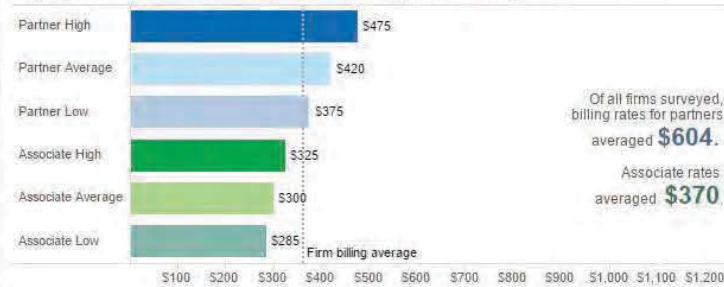
NLJ'S BILLING SURVEY

Select a Firm

- ☐ Dorsey & Whitney
- ☐ Duane Morris
- ☐ Edwards Wildman
- ☐ Faegre Baker
- ☐ Foley & Lardner
- ☐ Foley Hoag
- ☐ Fox Rothschild
- ☐ Fried Frank
- ☐ Gardere Wynne
- ☐ Gibbons
- ☐ Gibson Dunri
- ☒ Gordon & Rees
- ☐ Greenberg Traurig
- ☐ Harris Beach
- ☐ Harter Secrest
- ☐ Heise & Blase

Gordon & Rees

Largest U.S. Office: San Francisco, 457 total full-time equivalent attorneys



By the Numbers: The Firms Report Their Billing Rates

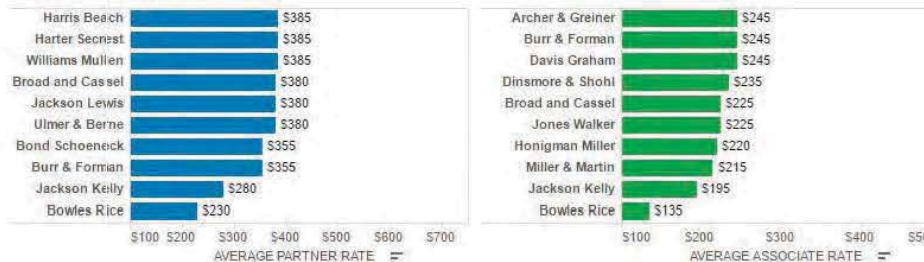
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Andrus & Han	Denver	125	\$475	\$420	\$375	\$325	\$300	\$285
Bradley Arant	Birmingham, Ala.	125	\$475	\$420	\$375	\$325	\$300	\$285
Husch Blackwell	St. Louis	125	\$475	\$420	\$375	\$325	\$300	\$285
Lane Powell	Seattle	125	\$475	\$420	\$375	\$325	\$300	\$285
Shutts & Bowen	Miami	125	\$475	\$420	\$375	\$325	\$300	\$285
Connell Foley	Roseland, N.J.	125	\$475	\$420	\$375	\$325	\$300	\$285
Sedgwick	San Francisco	125	\$475	\$420	\$375	\$325	\$300	\$285
Gordon & Rees	San Francisco	457	\$475	\$420	\$375	\$325	\$300	\$285
Lathrop & Gage	Kansas City, Mo.	125	\$475	\$420	\$375	\$325	\$300	\$285
Strasburger & Price	Dallas	125	\$475	\$420	\$375	\$325	\$300	\$285
Wyatt Tarrant	Louisville, Ky.	125	\$475	\$420	\$375	\$325	\$300	\$285
Taft Stettinius	Cincinnati	125	\$475	\$420	\$375	\$325	\$300	\$285
Polsinelli	Kansas City, Mo.	125	\$475	\$420	\$375	\$325	\$300	\$285
Robinson & Cole	Hartford, Conn.	125	\$475	\$420	\$375	\$325	\$300	\$285

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NLJ'S BILLING SURVEY

Select a Firm

- ☐ Harris Beach
- ☐ Harter Secrest
- ☐ Haynes and Boone
- ☐ Hogan Lovells
- ☐ Holland & Hart
- ☐ Holland & Knight
- ☐ Honigman Miller
- ☐ Hughes Hubbard
- ☐ Husch Blackwell
- ☐ Ice Miller
- ☐ Irell & Manella
- ☐ Jackson Kelly
- ☒ Jackson Lewis
- ☐ Jackson Walker
- ☐ Jeffer Mangels
- ☐ Jenner & Block

Jackson Lewis

Largest U.S. Office: Los Angeles, 690 total full-time equivalent attorneys



By the Numbers: The Firms Report Their Billing Rates

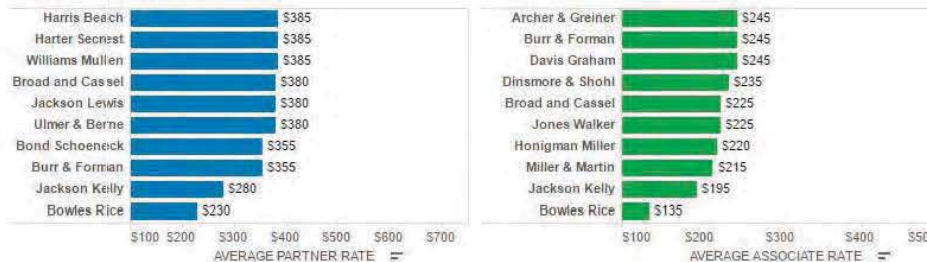
Firm	Largest U.S. Office	Total FTE Attorneys	Partner High	Partner Average	Partner Low	Associate High	Associate Average	Associate Low
Honigman Miller	Detroit	327	\$338	\$300	\$250	\$250	\$225	\$200
Varnum	Grand Rapids, Mich.	154	\$340	\$280	\$220	\$220	\$200	\$175
Harris Beach	Rochester, N.Y.	204	\$340	\$280	\$220	\$220	\$200	\$175
Harter Secrest	Rochester, N.Y.	154	\$340	\$280	\$220	\$220	\$200	\$175
Jones Walker	New Orleans	380	\$425	\$300	\$220	\$220	\$200	\$175
Miller & Martin	Chattanooga, Tenn.	150	\$325	\$280	\$215	\$215	\$200	\$175
Williams Mullen	Richmond, Va.	330	\$410	\$300	\$220	\$220	\$200	\$175
Broad and Cassel	Orlando, Fla.	450	\$340	\$300	\$220	\$220	\$200	\$175
Jackson Lewis	Los Angeles	690	\$440	\$380	\$310	\$315	\$290	\$275
Ulmer & Berne	Cleveland	178	\$310	\$280	\$215	\$215	\$200	\$175
Bond Schoeneck	Syracuse, N.Y.	184	\$320	\$280	\$215	\$215	\$200	\$175
Burr & Forman	Birmingham, Ala.	240	\$325	\$280	\$215	\$215	\$200	\$175
Jackson Kelly	Charleston, W.Va.	280	\$310	\$280	\$215	\$215	\$200	\$175
Bowles Rice	Charleston, W.Va.	150	\$310	\$280	\$215	\$215	\$200	\$175

Full-time equivalent attorney numbers and the largest U.S. office are from the NLJ 350 published in April 2013. N/A** Data not available due to merger in 2013.

Billing at the Top of the Market ...



... And the Bottom

Purchase the complete NLJ Law Firm Billing Survey from www.almlegalintel.com.

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Methodology/Sources: These data were compiled by ALM Legal Intelligence, the research arm of the NLJ's parent, ALM Media LLC. We asked respondents to the NLJ's annual survey of the nation's largest law firms (the "NLJ 350") to provide a range of hourly billing rates for partners and associates. For firms that did not supply data to us, in many cases we were able to supplement billing rate data derived from public records. In total, we have rates for 159 of the nation's 350 largest firms. Rates data include averages, highs and low rates for partners and associates. Information also includes the average full-time equivalent (FTE) attorneys at the firm and the city of the firm's principal or largest office.

This methodology has been modified since first published to note that the data cited were compiled by ALM Legal Intelligence, the research arm of the NLJ's parent, ALM Media LLC.

“Exhibit 3”

THE NATIONAL LAW JOURNAL

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A nationwide sampling of law firm billing rates

December 08, 2008

The National Law Journal asked the respondents to its 2008 survey of the nation's 250 largest law firms to provide a range of hourly billing rates for partners and associates. Firms that supplied this information — including some firms that are not in the NLJ 250 — are listed below in alphabetical order. We also asked firms to provide average and median billing rates, and several complied. The number after a firm's name indicates the total number of attorneys at the firm. The city listed after the name of a firm is the location of its principal or largest office.

The 2008 NLJ Billing Survey is available in downloadable Excel format from ALM Research.

Adams and Reese (253), New Orleans
Partners \$240-\$425 (average \$318, median \$310)
Associates \$175-\$300 (average \$209, median \$205)
Firmwide (average \$257, median \$265)

Arent Fox (336), Washington
Partners \$410-\$710
Associates \$260-\$465

Armstrong Teasdale (252), St. Louis
Partners \$295-\$450
Associates \$175-\$300

Baker, Donelson, Bearman, Caldwell & Berkowitz (549), Memphis, Tenn.
Partners \$230-\$525 (average \$339, median \$330)
Associates \$120-\$300 (average \$218, median \$220)
Firmwide (average \$295, median \$290)

Balch & Bingham (244), Birmingham, Ala.
Partners \$295-\$600
Associates \$200-\$280

Bass, Berry & Sims (211), Nashville, Tenn.
Partners \$240-\$575 (average \$410, median \$420)
Associates \$175-\$365 (average \$245, median \$240)
Firmwide (average \$307, median \$300)

Best Best & Krieger (198), Riverside, Calif.
Partners \$300-\$550 (average \$391, median \$375)
Associates \$190-\$330 (average \$252, median \$245)
Firmwide (average \$340, median \$305)

Blank Rome (503), Philadelphia
Partners \$425-\$785 (average \$525)
Associates \$245-\$485 (average \$332)
Firmwide (average \$400)

Bond, Schoeneck & King (189), Syracuse, N.Y.
Partners \$210-\$450 (average \$308, median \$310)

Associates \$150-\$250 (average \$187, median \$185)
Firmwide (average \$268, median \$275)

Bradley Arant Rose & White (255), Birmingham, Ala.
Partners \$260-\$550
Associates \$170-\$310

Briggs and Morgan (175), Minneapolis
Partners \$300-\$580 (average \$420, median \$425)
Associates \$195-\$290 (average \$229, median \$225)
Firmwide (average \$368, median \$390)

Brinks Hofer Gilson & Lione (171), Chicago
Partners \$320-\$700 (average \$499, median \$500)
Associates \$180-\$435 (average \$281, median \$275)
Firmwide (average \$392, median \$390)

Broad and Cassel (179), Orlando, Fla.
Partners \$290-\$475 (average \$378, median \$375)
Associates \$175-\$320 (average \$245, median \$248)
Firmwide (average \$314, median \$310)

Brownstein Hyatt Farber Schreck (235), Denver
Partners \$275-\$750 (average \$424, median \$400)
Associates \$160-\$285 (average \$234, median \$240)
Firmwide (average \$340, median \$325)

Bryan Cave (852), St. Louis
Partners \$340-\$750 (average \$525, median \$510)
Associates \$170-\$510 (average \$314, median \$310)
Firmwide (average \$424, median \$405)

Buchalter Nemer (146), Los Angeles
Partners \$260-\$600 (average \$448, median \$450)
Associates \$225-\$450 (average \$283, median \$275)
Firmwide (average \$384, median \$375)

Buchanan Ingersoll & Rooney (529), Pittsburgh
Partners \$300-\$1,020
Associates \$100-\$520

Bullivant Houser Bailey (153), Portland, Ore.
Partners \$275-\$525
Associates \$190-\$325

Burr & Forman (208), Birmingham, Ala.
Partners \$210-\$495 (average \$352, median \$350)
Associates \$165-\$305 (average \$235, median \$230)
Firmwide (average \$271, median \$295)

Butzel Long (243), Detroit
Partners \$300-\$650
Associates \$180-\$290

Carlton Fields (281), Tampa, Fla.
Partners \$305-\$650 (average \$435, median \$435)
Associates \$195-\$335 (average \$267, median \$265)
Firmwide (average \$334, median \$325)

Cooley Godward Kronish (618), Palo Alto, Calif.
Partners \$525-\$980
Associates \$285-\$570

Cozen O'Connor (478), Philadelphia
Partners \$240-\$840 (average \$457, median \$455)
Associates \$205-\$650 (average \$342, median \$325)
Firmwide (average \$397, median \$385)

Curtis, Mallet-Prevost, Colt & Mosle (235), New York
Partners \$675-\$785 (average \$730, median \$730)
Associates \$290-\$575 (average \$434, median \$435)
Firmwide (average \$520, median \$515)

Davis Wright Tremaine (467), Seattle
Partners \$300-\$710 (average \$455, median \$450)
Associates \$190-\$405 (average \$280, median \$280)
Firmwide (average \$395, median \$395)

Day Pitney (405), Florham Park, N.J.
Partners \$295-\$710
Associates \$220-\$450

Dickinson Wright (228), Detroit
Partners \$275-\$550
Associates \$180-\$300

Dickstein Shapiro (403), Washington
Partners \$475-\$895 (average \$607, median \$605)
Associates \$250-\$475 (average \$378, median \$395)
Firmwide (average \$493) (median \$485)

Dinsmore & Shohl (347), Cincinnati
Partners \$220-\$495 (average \$347, median \$338)
Associates \$160-\$305 (average \$202, median \$198)
Firmwide (average \$284, median \$275)

Dorsey & Whitney (670), Minneapolis
Partners \$235-\$1,180 (average \$505, median \$510)
Associates \$170-\$820 (average \$301, median \$335)
Firmwide (average \$407, median \$430)

Duane Morris (594) (Philadelphia)
Partners \$340-\$755 (average \$490, median \$505)
Associates \$230-\$510 (average \$326, median \$350)
Firmwide (average \$449, median \$450)

Dykema Gossett (374), Detroit
Partners \$265-\$650 (average \$415)
Associates \$170-\$435 (average \$277)

Edwards Angell Palmer & Dodge (576), Boston
Partners \$325-\$755
Associates \$170-\$480
Firmwide (median \$450)

Epstein Becker & Green (372), New York
Partners \$350-\$850 (average \$501, median \$495)
Associates \$175-\$450 (average \$312, median \$300)
Firmwide (average \$406, median \$400)

Fisher & Phillips (208), Atlanta
Partners \$330-\$505
Associates \$195-\$380

Foley & Lardner (1,032), Milwaukee
Partners (average \$596, median \$585)
Associates (average \$405, median \$395)
Firmwide \$185-\$985 (average \$508, median \$520)

Ford & Harrison (179), Atlanta
Partners \$325-\$585
Associates \$245-\$405

Fowler White Boggs Banker (201*), Tampa, Fla.

Partners \$175-\$525 (average \$360, median \$350)
Associates \$160-\$325 (average \$222, median \$220)
Firmwide (average \$314, median \$325)
(*Total prior to subsequent firm split.)

Fox Rothschild (440), Philadelphia

Partners \$250-\$590 (average \$443, median \$450)
Associates \$215-\$395 (average \$275, median \$260)
Firmwide (average \$378, median \$375)

Fredrikson & Byron (233), Minneapolis

Partners \$250-\$590 (average \$402, median \$395)
Associates \$150-\$315 (average \$237, median \$225)
Firmwide (average \$340, median \$340)

Frost Brown Todd (342), Cincinnati

Partners \$225-\$490 (average \$317, median \$310)
Associates \$145-\$260 (average \$188, median \$180)
Firmwide (average \$272, median \$270)

Gardere Wynne Sewell (281), Dallas

Partners \$380-\$750 (average \$502, median \$500)
Associates \$210-\$450 (average \$306, median \$300)
Firmwide (average \$374, median \$390)

Gibbons (230), Newark, N.J.

Partners \$375-\$700
Associates \$220-\$415

GrayRobinson (213), Orlando, Fla.

Partners \$200-\$650 (average \$310, median \$285)
Associates \$125-\$275 (average \$164, median \$167)
Firmwide (average \$239, median \$252)

Greenberg Traurig (1,840), New York

Partners \$335-\$850 (average \$520, median \$535)
Associates \$175-\$525 (average \$323, median \$325)
Firmwide (average \$426, median \$425)

Harris Beach (179), Rochester, N.Y.

Partners \$250-\$475
Associates \$140-\$275

Hiscock & Barclay (187), Syracuse, N.Y.

Partners \$190-\$650 (average \$361, median \$359)
Associates \$145-\$430 (average \$235, median \$224)
Firmwide (average \$319, median \$322)

Hodgson Russ (227), Buffalo, N.Y.

Partners \$240-\$665 (average \$355, median \$350)
Associates \$165-\$450 (average \$230, median \$235)
Firmwide (average \$303, median \$300)

Hogan & Hartson (1,175), Washington

Partners \$375-\$900 (average \$660, median \$650)
Associates \$150-\$550 (average \$410, median \$400)
Firmwide (average \$525, median \$525)

Holland & Hart (406), Denver

Partners \$295-\$615 (average \$414, median \$405)
Associates \$175-\$355 (average \$269, median \$275)
Firmwide (average \$350, median \$345)

Holme Roberts & Owen (228), Denver

Partners \$285-\$635 (average \$415, median \$410)
Associates \$160-\$525 (average \$294, median \$265)
Firmwide (average \$355, median \$345)

Howard Rice Nemerovski Canady Falk & Rabkin (102), San Francisco

Partners \$515-\$795

Associates \$275-\$510

Hughes Hubbard & Reed (334), New York

Partners \$625-\$875

Associates \$270-\$600

Husch Blackwell Sanders (629), St. Louis

Partners \$205-\$740 (average \$352, median \$340)

Associates \$150-\$380 (average \$218, median \$215)

Firmwide (average \$302, median \$300)

Jackson Kelly (187), Charleston, W.Va.

Partners \$200-\$435 (average \$238, median \$247)

Associates \$135-\$335 (average \$155, median \$151)

Firmwide (average \$214, median \$212)

Jackson Lewis (517), White Plains, N.Y.

Partners \$250-\$595

Associates \$180-\$405

Jenner & Block (482), Chicago

Partners \$525-\$1,000 (average \$616, median \$575)

Associates \$325-\$495 (average \$393, median \$375)

Jones, Walker, Waechter, Poitevent, Carrère & Denègre (264), New Orleans

Partners \$225-\$620 (average \$332, median \$325)

Associates \$140-\$250 (average \$186, median \$180)

Firmwide (average \$277, median \$275)

Kilpatrick Stockton (466), Atlanta

Partners \$310-\$695 (average \$485, median \$475)

Associates \$225-\$400 (average \$290, median \$275)

Firmwide (average \$400, median \$395)

Kelley Drye & Warren (378), New York

Partners \$430-\$850

Associates \$255-\$520

Knobbe, Martens, Olson & Bear (249), Irvine, Calif.

Partners \$375-\$660 (average \$473, median \$450)

Associates \$245-\$430 (average \$287, median \$275)

Firmwide (median \$362)

Lane Powell (170), Seattle

Partners \$325-\$550 (average \$405, median \$400)

Associates \$195-\$325 (average \$270, median \$275)

Firmwide (average \$327, median \$350)

Lathrop & Gage (281), Kansas City, Mo.

Partners \$255-\$490

Associates \$180-\$265

Leonard, Street and Deinard (189), Minneapolis

Partners \$310-\$530

Associates \$200-\$315

Lewis, Rice & Fingersh (164), St. Louis

Partners \$225-\$440

Associates \$140-\$305

Lindquist & Vennum (185), Minneapolis

Partners \$280-\$450 (average \$367, median \$375)

Associates \$180-\$295 (average \$218, median \$210)

Firmwide (average \$309, median \$330)

Locke Lord Bissell & Liddell (707), Dallas
Partners \$375-\$975 (average \$527, median \$525)
Associates \$225-\$450 (average \$313, median \$300)
Firmwide (average \$433, median \$450)

Loeb & Loeb (310), New York
Partners \$450-\$925 (average \$651, median \$650)
Associates \$260-\$500 (average \$422, median \$425)
Firmwide (average \$534, median \$500)

Lowenstein Sandler (278), Roseland, N.J.
Partners \$400-\$765
Associates \$220-\$405

Luce, Forward, Hamilton & Scripps (187), San Diego
Partners \$350-\$650 (average \$483, median \$483)
Associates \$235-\$460 (average \$293, median \$280)
Firmwide (average \$397, median \$400)

Manatt, Phelps & Phillips (358), Los Angeles
Partners \$495-\$850 (average \$626, median \$620)
Associates \$290-\$505 (average \$407, median \$410)
Firmwide (average \$533) (median \$550)

Marshall, Dennehey, Warner, Coleman & Goggin (408), Philadelphia
Partners \$135-\$400
Associates \$120-\$300

McCarter & English (399), Newark, N.J.
Partners \$325-\$635 (average \$435, median \$440)
Associates \$215-\$395 (average \$280, median \$285)
Firmwide (average \$353, median \$345)

McElroy, Deutsch, Mulvaney & Carpenter (232), Morristown, N.J.
Partners \$295-\$450 (average \$250, median \$235)
Associates \$135-\$225 (average \$180, median \$165)
Firmwide (average \$195, median \$215)

McKee Nelson (202), New York
Partners \$665-\$995
Associates \$395-\$630

McKenna Long & Aldridge (435), Atlanta
Partners \$370-\$750 (average \$454)
Associates \$220-\$450 (average \$274)

Michael Best & Friedrich (229), Milwaukee
Partners \$235-\$620 (average \$391, median \$375)
Associates \$190-\$330 (average \$252, median \$245)
Firmwide (average \$340, median \$305)

Miller, Canfield, Paddock and Stone (387), Detroit
Partners \$275-\$620 (average \$425, median \$425)
Associates \$165-\$375 (average \$240, median \$240)
Firmwide (average \$347, median \$355)

Miller & Martin (198), Chattanooga, Tenn.
Partners \$210-\$610 (average \$354, median \$360)
Associates \$180-\$305 (average \$210, median \$205)
Firmwide (average \$316, median \$330)

Montgomery, McCracken, Walker & Rhoads (151), Philadelphia
Partners \$360-\$585 (average \$440)
Associates \$195-\$365 (average \$270)
Firmwide (average \$360)

Moore & Van Allen (300), Charlotte, N.C.

Partners \$280-\$770 (average \$425, median \$410)
Associates \$180-\$365 (average \$256, median \$250)
Firmwide (average \$283, median \$273)

Nexsen Pruet (174), Columbia, S.C.

Partners \$250-\$450
Associates \$170-\$250

Nixon Peabody (699), Boston

Partners \$565-\$845 (average \$570, median \$590)
Associates \$230-\$350 (average \$370, median \$365)
Firmwide (average \$468, median \$430)

Ogletree, Deakins, Nash, Smoak & Stewart (428), Greenville, S.C.

Partners \$275-\$600 (average \$367)
Associates \$185-\$380 (average \$266)
Firmwide (average \$325)

Patton Boggs (529), Washington

Partners \$360-\$990 (average \$586, median \$570)
Associates \$244-\$535 (average \$372, median \$385)
Firmwide (average \$440, median \$455)

Pepper Hamilton (514), Philadelphia

Partners \$385-\$795
Associates \$240-\$395

Perkins Cole (632), Seattle

Partners \$260-\$785 (average \$498)
Associates \$165-\$515 (average \$329)

Phelps Dunbar (258), New Orleans

Partners \$170-\$450 (average \$256, median \$250)
Associates \$130-\$260 (average \$171, median \$165)
Firmwide (average \$213, median \$205)

Phillips Lytle (179), Buffalo, N.Y.

Partners \$250-\$475 (average \$334, median \$330)
Associates \$155-\$355 (average \$230, median \$220)
Firmwide (average \$288, median \$300)

Polsinelli Shalton Flanigan Suelthaus (304), Kansas City, Mo.

Partners \$250-\$600
Associates \$175-\$275

Quarles & Brady (450), Milwaukee

Partners \$280-\$625 (average \$419, median \$420)
Associates \$200-\$375 (average \$252, median \$245)
Firmwide (average \$347, median \$342)

Reed Smith (1,558*), Pittsburgh

Partners \$375-\$900 (average \$626, median \$585)
Associates \$235-\$580 (average \$423, median \$390)
Firmwide (average \$441, median \$425)

(*National Association for Law Placement figure. The firm recently reported an attorney count of 1,505.)

Robinson & Cole (215), Hartford, Conn.

Partners \$320-\$650 (average \$436, median \$440)
Associates \$210-\$350 (average \$276, median \$275)
Firmwide (average \$346, median \$350)

Roetzel & Andress (227), Akron, Ohio

Partners \$225-\$500 (average \$333, median \$325)
Associates \$170-\$295 (average \$219, median \$215)
Firmwide (average \$292, median \$300)

Rutan & Tucker (140), Costa Mesa, Calif.
Partners \$315-\$635
Associates \$220-\$370

Saul Ewing (231), Philadelphia
Partners \$295-\$800 (average \$441, median \$430)
Associates \$205-\$535 (average \$285, median \$255)
Firmwide (average \$372, median \$380)

Schnader Harrison Segal & Lewis (189), Philadelphia
Partners \$275-\$625
Associates \$160-\$375

Schulte Roth & Zabel (481), New York
Partners \$695-\$895 (average \$770, median \$755)
Associates \$255-\$650 (average \$495, median \$510)
Firmwide (average \$550, median \$530)

Sedgwick, Detert, Moran & Arnold (380), San Francisco
Partners \$295-\$650 (average \$398, median \$380)
Associates \$185-\$390 (average \$262, median \$260)
Firmwide (average \$318, median \$300)

Sheppard, Mullin, Richter & Hampton (458), Los Angeles
Partners \$475-\$795
Associates \$275-\$455 (up to \$580 in New York)

Shughart Thomson & Kilroy (179), Kansas City, Mo.
Partners \$240-\$500
Associates \$185-\$245

Shumaker, Loop & Kendrick (180), Toledo, Ohio
Partners \$225-\$500 (average \$329, median \$325)
Associates \$185-\$380 (average \$227, median \$225)
Firmwide (average \$297, median \$315)

Shutts & Bowen (203), Miami
Partners \$190-\$540
Associates \$190-\$240

Sills Cummis & Gross (165), Newark, N.J.
Partners \$395-\$725
Associates \$215-\$425

Smith, Gambrell & Russell (181), Atlanta
Partners \$260-\$595
Associates \$155-\$335

Snell & Wilmer (440), Phoenix
Partners \$300-\$725 (average \$444)
Associates \$170-\$420 (average \$271)
Firmwide (average \$354)

Stephoe & Johnson LLP (506), Washington
Partners \$350-\$895 (average \$591, median \$580)
Associates \$210-\$685 (average \$384, median \$395)
Firmwide (average \$477, median \$470)

Stephoe & Johnson PLLC (182), Clarksburg, W.Va.
Partners \$200-\$325
Associates \$170-\$250

Stinson Morrison Hecker (324), Kansas City, Mo.
Partners \$275-\$680 (average \$363, median \$373)
Associates \$190-\$290 (average \$224, median \$228)
Firmwide (average \$293, median \$275)

Stoel Rives (350), Portland, Ore.

Partners \$290-\$550

Associates \$170-\$365

Strasburger & Price (194), Dallas

Partners \$300-\$580

Associates \$185-\$395

Firmwide (average \$334)

Sullivan & Worcester (182), Boston

Partners \$450-\$775 (average \$603, median \$600)

Associates \$270-\$490 (average \$343, median \$330)

Firmwide (average \$485, median \$495)

Sutherland Asbill & Brennan (429), Atlanta

Partners \$395-\$750 (average \$543, median \$530)

Associates \$240-\$450 (average \$316, median \$300)

Firmwide (average \$379, median \$380)

Taft Stettinius & Hollister (337), Cincinnati

Partners \$200-\$475 (average \$354, median \$355)

Associates \$165-\$325 (average \$217, median \$195)

Firmwide (average \$294, median \$295)

Thompson Coburn (344), St. Louis

Partners \$295-\$555

Associates \$170-\$400

Thompson Hine (396), Cleveland

Partners \$275-\$740 (average \$425, median \$420)

Associates \$185-\$510 (average \$240, median \$235)

Firmwide (average \$330, median \$325)

Thompson & Knight (458), Dallas

Partners \$410-\$785 (average \$545, median \$530)

Associates \$250-\$500 (average \$334, median \$345)

Firmwide (average \$453, median \$450)

Ulmer & Berne (176), Cleveland

Partners \$230-\$495 (average \$319)

Associates \$175-\$310 (average \$205)

Firmwide (average \$262)

Vedder Price (265), Chicago

Partners \$310-\$685 (average \$455, median \$445)

Associates \$235-\$390 (average \$290, median \$290)

Firmwide (average \$385, median \$390)

Venable (569), Washington

Partners \$380-\$950 (average \$530, median \$525)

Associates \$250-\$425 (average \$329, median \$320)

Firmwide (average \$440, median \$440)

White & Case (2,205), New York

Partners \$550-\$1,260 (average \$747)

Associates \$160-\$920 (average \$456)

Firmwide (average \$513)

Wiggin and Dana (152), New Haven, Conn.

Partners \$360-\$600

Associates \$215-\$375

Williams Mullen (326), Richmond, Va.

Partners \$300-\$625 (average \$401, median \$380)

Associates \$170-\$355 (average \$260, median \$255)

Firmwide (average \$344, median \$350)

Winstead (281), Dallas

Partners \$365-\$655 (average \$465)

Associates \$215-\$385 (average \$282)

Firmwide (average \$390)

Winston & Strawn (1,004), Chicago

Partners \$400-\$975 (average \$622)

Associates \$210-\$625 (average \$376)

Firmwide (average \$448)

Womble Carlyle Sandridge & Rice (505), Winston-Salem, N.C.

Partners \$285-\$750 (average \$448, median \$450)

Associates \$140-\$370 (average \$275, median \$275)

Firmwide (average \$248, median \$200)

Wyatt Tarrant & Combs (198), Louisville, Ky.

Partners \$225-\$450 (average \$340, median \$345)

Associates \$180-\$255 (average \$210, median \$210)

Firmwide (average \$300, median \$310)

“Exhibit 4”

LAFFEY MATRIX

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			Years Out of Law School *				
Year	Adjustmt Factor**	Paralegal/ Law Clerk	1-3	4-7	8-10	11-19	20 +
6/01/25- 5/31/26	1.075336	\$277	\$508	\$625	\$902	\$1,019	\$1,227
6/01/24- 5/31/25	1.080182	\$258	\$473	\$581	\$839	\$948	\$1,141
6/01/23- 5/31/24	1.059295	\$239	\$437	\$538	\$777	\$878	\$1,057
6/01/22- 5/31/23	1.085091	\$225	\$413	\$508	\$733	\$829	\$997
6/01/21- 5/31/22	1.006053	\$208	\$381	\$468	\$676	\$764	\$919
6/01/20- 5/31/21	1.015894	\$206	\$378	\$465	\$672	\$759	\$914
6/01/19- 5/31/20	1.0049	\$203	\$372	\$458	\$661	\$747	\$899
6/01/18- 5/31/19	1.0350	\$202	\$371	\$455	\$658	\$742	\$894
6/01/17- 5/31/18	1.0463	\$196	\$359	\$440	\$636	\$717	\$864
6/01/16- 5/31/17	1.0369	\$187	\$343	\$421	\$608	\$685	\$826
6/01/15- 5/31/16	1.0089	\$180	\$331	\$406	\$586	\$661	\$796
6/01/14- 5/31/15	1.0235	\$179	\$328	\$402	\$581	\$655	\$789
6/01/13- 5/31/14	1.0244	\$175	\$320	\$393	\$567	\$640	\$771
6/01/12- 5/31/13	1.0258	\$170	\$312	\$383	\$554	\$625	\$753
6/01/11- 5/31/12	1.0352	\$166	\$305	\$374	\$540	\$609	\$734
6/01/10- 5/31/11	1.0337	\$161	\$294	\$361	\$522	\$589	\$709
6/01/09- 5/31/10	1.0220	\$155	\$285	\$349	\$505	\$569	\$686
6/01/08- 5/31/09	1.0399	\$152	\$279	\$342	\$494	\$557	\$671
6/01/07-5/31/08	1.0516	\$146	\$268	\$329	\$475	\$536	\$645
6/01/06-5/31/07	1.0256	\$139	\$255	\$313	\$452	\$509	\$614
6/1/05-5/31/06	1.0427	\$136	\$249	\$305	\$441	\$497	\$598
6/1/04-5/31/05	1.0455	\$130	\$239	\$293	\$423	\$476	\$574
6/1/03-6/1/04	1.0507	\$124	\$228	\$280	\$405	\$456	\$549
6/1/02-5/31/03	1.0727	\$118	\$217	\$267	\$385	\$434	\$522
6/1/01-5/31/02	1.0407	\$110	\$203	\$249	\$359	\$404	\$487
6/1/00-5/31/01	1.0529	\$106	\$195	\$239	\$345	\$388	\$468
6/1/99-5/31/00	1.0491	\$101	\$185	\$227	\$328	\$369	\$444
6/1/98-5/31/99	1.0439	\$96	\$176	\$216	\$312	\$352	\$424
6/1/97-5/31/98	1.0419	\$92	\$169	\$207	\$299	\$337	\$406

6/1/96-5/31/97	1.0396	\$88	\$162	\$198	\$287	\$323	\$389
6/1/95-5/31/96	1.032	\$85	\$155	\$191	\$276	\$311	\$375
6/1/94-5/31/95	1.0237	\$82	\$151	\$185	\$267	\$301	\$363

The methodology of calculation and benchmarking for this Updated Laffey Matrix has been approved in a number of cases. See, e.g., *DL v. District of Columbia*, 267 F.Supp.3d 55, 69 (D.D.C. 2017)

* $i_{\frac{1}{2}}$ Years Out of Law School $i_{\frac{1}{2}}$ is calculated from June 1 of each year, when most law students graduate. $i_{\frac{1}{2}}1-3$ " includes an attorney in his 1st, 2nd and 3rd years of practice, measured from date of graduation (June 1). $i_{\frac{1}{2}}4-7$ " applies to attorneys in their 4th, 5th, 6th and 7th years of practice. An attorney who graduated in May 1996 would be in tier $i_{\frac{1}{2}}1-3$ " from June 1, 1996 until May 31, 1999, would move into tier $i_{\frac{1}{2}}4-7$ " on June 1, 1999, and tier $i_{\frac{1}{2}}8-10$ " on June 1, 2003.

** The Adjustment Factor refers to the nation-wide Legal Services Component of the Consumer Price Index produced by the Bureau of Labor Statistics of the United States Department of Labor.

“Exhibit 5”

Salary Table 2026-DCB
Incorporating the 1% General Schedule Increase and a Locality Payment of 33.94%
For the Locality Pay Area of Washington-Baltimore-Arlington, DC-MD-VA-WV-PA
Total Increase: 1%
Effective January 2026

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 30,249	\$ 31,263	\$ 32,269	\$ 33,271	\$ 34,274	\$ 34,862	\$ 35,857	\$ 36,859	\$ 36,900	\$ 37,835
2	34,011	34,820	35,948	36,900	37,313	38,410	39,507	40,604	41,701	42,798
3	37,112	38,350	39,587	40,825	42,063	43,300	44,538	45,775	47,013	48,251
4	41,659	43,048	44,437	45,826	47,215	48,604	49,993	51,382	52,771	54,160
5	46,610	48,163	49,717	51,271	52,825	54,378	55,932	57,486	59,039	60,593
6	51,957	53,689	55,420	57,152	58,884	60,616	62,348	64,080	65,811	67,543
7	57,736	59,661	61,586	63,510	65,435	67,360	69,284	71,209	73,134	75,059
8	63,940	66,071	68,202	70,333	72,464	74,595	76,726	78,857	80,988	83,119
9	70,623	72,977	75,332	77,687	80,041	82,396	84,751	87,105	89,460	91,815
10	77,771	80,363	82,954	85,546	88,138	90,730	93,321	95,913	98,505	101,097
11	85,447	88,296	91,145	93,994	96,843	99,692	102,540	105,389	108,238	111,087
12	102,415	105,829	109,243	112,657	116,071	119,485	122,899	126,313	129,728	133,142
13	121,785	125,845	129,904	133,964	138,024	142,084	146,143	150,203	154,263	158,322
14	143,913	148,711	153,509	158,306	163,104	167,902	172,700	177,497	182,295	187,093
15	169,279	174,922	180,565	186,207	191,850	197,200 *	197,200 *	197,200 *	197,200 *	197,200 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2026 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/>

“Exhibit 6”

Salary Table 2026-LA
Incorporating the 1% General Schedule Increase and a Locality Payment of 36.47%
For the Locality Pay Area of Los Angeles-Long Beach, CA
Total Increase: 1%
Effective January 2026

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 30,820	\$ 31,853	\$ 32,878	\$ 33,899	\$ 34,921	\$ 35,520	\$ 36,534	\$ 37,555	\$ 37,597	\$ 38,550
2	34,654	35,478	36,627	37,597	38,018	39,136	40,253	41,371	42,489	43,606
3	37,813	39,074	40,335	41,596	42,857	44,118	45,379	46,640	47,901	49,162
4	42,446	43,861	45,277	46,692	48,107	49,522	50,937	52,353	53,768	55,183
5	47,490	49,073	50,656	52,239	53,822	55,405	56,989	58,572	60,155	61,738
6	52,938	54,703	56,467	58,232	59,996	61,761	63,525	65,290	67,055	68,819
7	58,827	60,788	62,749	64,710	66,671	68,632	70,593	72,554	74,515	76,476
8	65,148	67,319	69,491	71,662	73,833	76,004	78,175	80,347	82,518	84,689
9	71,957	74,356	76,755	79,154	81,553	83,952	86,351	88,751	91,150	93,549
10	79,240	81,881	84,521	87,162	89,803	92,443	95,084	97,725	100,365	103,006
11	87,061	89,964	92,866	95,769	98,672	101,575	104,477	107,380	110,283	113,185
12	104,349	107,828	111,306	114,785	118,264	121,742	125,221	128,699	132,178	135,657
13	124,085	128,222	132,358	136,495	140,631	144,767	148,904	153,040	157,177	161,313
14	146,632	151,520	156,408	161,297	166,185	171,073	175,962	180,850	185,738	190,627
15	172,476	178,226	183,975	189,725	195,474	197,200 *	197,200 *	197,200 *	197,200 *	197,200 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2026 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/>

“Exhibit 7”

JUDICIARY SALARY PLAN
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA - Table DCB
33.94% Locality Payment Included
Effective January 12, 2026

Grade	1	2	3	4	5	6	7	8	9	10
1	\$30,249	\$31,263	\$32,269	\$33,271	\$34,274	\$34,862	\$35,857	\$36,859	\$36,900	\$37,835
2	\$34,011	\$34,820	\$35,948	\$36,900	\$37,313	\$38,410	\$39,507	\$40,604	\$41,701	\$42,798
3	\$37,112	\$38,350	\$39,587	\$40,825	\$42,063	\$43,300	\$44,538	\$45,775	\$47,013	\$48,251
4	\$41,659	\$43,048	\$44,437	\$45,826	\$47,215	\$48,604	\$49,993	\$51,382	\$52,771	\$54,160
5	\$46,610	\$48,163	\$49,717	\$51,271	\$52,825	\$54,378	\$55,932	\$57,486	\$59,039	\$60,593
6	\$51,957	\$53,689	\$55,420	\$57,152	\$58,884	\$60,616	\$62,348	\$64,080	\$65,811	\$67,543
7	\$57,736	\$59,661	\$61,586	\$63,510	\$65,435	\$67,360	\$69,284	\$71,209	\$73,134	\$75,059
8	\$63,940	\$66,071	\$68,202	\$70,333	\$72,464	\$74,595	\$76,726	\$78,857	\$80,988	\$83,119
9	\$70,623	\$72,977	\$75,332	\$77,687	\$80,041	\$82,396	\$84,751	\$87,105	\$89,460	\$91,815
10	\$77,771	\$80,363	\$82,954	\$85,546	\$88,138	\$90,730	\$93,321	\$95,913	\$98,505	\$101,097
11	\$85,447	\$88,296	\$91,145	\$93,994	\$96,843	\$99,692	\$102,540	\$105,389	\$108,238	\$111,087
12	\$102,415	\$105,829	\$109,243	\$112,657	\$116,071	\$119,485	\$122,899	\$126,313	\$129,728	\$133,142
13	\$121,785	\$125,845	\$129,904	\$133,964	\$138,024	\$142,084	\$146,143	\$150,203	\$154,263	\$158,322
14	\$143,913	\$148,711	\$153,509	\$158,306	\$163,104	\$167,902	\$172,700	\$177,497	\$182,295	\$187,093
15	\$169,279	\$174,922	\$180,565	\$186,207	\$191,850	\$197,200 **	\$197,200 **	\$197,200 **	\$197,200 **	\$197,200 **
16	\$198,534	\$205,152	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *
17	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *
18	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *

* Rate limited to the rate for Level III of the Executive Schedule.

** Rate limited to the rate for Level IV of the Executive Schedule.

“Exhibit 8”

JUDICIARY SALARY PLAN
Los Angeles-Long Beach, CA - Table LA
36.47% Locality Payment Included
Effective January 12, 2026

Grade	1	2	3	4	5	6	7	8	9	10
1	\$30,820	\$31,853	\$32,878	\$33,899	\$34,921	\$35,520	\$36,534	\$37,555	\$37,597	\$38,550
2	\$34,654	\$35,478	\$36,627	\$37,597	\$38,018	\$39,136	\$40,253	\$41,371	\$42,489	\$43,606
3	\$37,813	\$39,074	\$40,335	\$41,596	\$42,857	\$44,118	\$45,379	\$46,640	\$47,901	\$49,162
4	\$42,446	\$43,861	\$45,277	\$46,692	\$48,107	\$49,522	\$50,937	\$52,353	\$53,768	\$55,183
5	\$47,490	\$49,073	\$50,656	\$52,239	\$53,822	\$55,405	\$56,989	\$58,572	\$60,155	\$61,738
6	\$52,938	\$54,703	\$56,467	\$58,232	\$59,996	\$61,761	\$63,525	\$65,290	\$67,055	\$68,819
7	\$58,827	\$60,788	\$62,749	\$64,710	\$66,671	\$68,632	\$70,593	\$72,554	\$74,515	\$76,476
8	\$65,148	\$67,319	\$69,491	\$71,662	\$73,833	\$76,004	\$78,175	\$80,347	\$82,518	\$84,689
9	\$71,957	\$74,356	\$76,755	\$79,154	\$81,553	\$83,952	\$86,351	\$88,751	\$91,150	\$93,549
10	\$79,240	\$81,881	\$84,521	\$87,162	\$89,803	\$92,443	\$95,084	\$97,725	\$100,365	\$103,006
11	\$87,061	\$89,964	\$92,866	\$95,769	\$98,672	\$101,575	\$104,477	\$107,380	\$110,283	\$113,185
12	\$104,349	\$107,828	\$111,306	\$114,785	\$118,264	\$121,742	\$125,221	\$128,699	\$132,178	\$135,657
13	\$124,085	\$128,222	\$132,358	\$136,495	\$140,631	\$144,767	\$148,904	\$153,040	\$157,177	\$161,313
14	\$146,632	\$151,520	\$156,408	\$161,297	\$166,185	\$171,073	\$175,962	\$180,850	\$185,738	\$190,627
15	\$172,476	\$178,226	\$183,975	\$189,725	\$195,474	\$197,200 **	\$197,200 **	\$197,200 **	\$197,200 **	\$197,200 **
16	\$202,284	\$209,027	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *
17	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *
18	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *

* Rate limited to the rate for Level III of the Executive Schedule.

** Rate limited to the rate for Level IV of the Executive Schedule.

“Exhibit 9”

Laredo, TX

Texas

Place Name	FIPS
Jim Hogg County, TX	48247
La Salle County, TX	48283
Webb County, TX	48479

Las Vegas-Henderson, NV-AZ

Nevada

Place Name	FIPS
Clark County, NV	32003
Nye County, NV	32023

Arizona

Place Name	FIPS
Mohave County, AZ	04015

Los Angeles-Long Beach, CA

California

Place Name	FIPS
Imperial County, CA	06025
Kern County, CA	06029
Los Angeles County, CA	06037
Orange County, CA	06059
Riverside County, CA	06065
San Bernardino County, CA	06071
San Luis Obispo County, CA	06079
Santa Barbara County, CA	06083
Ventura County, CA	06111