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Attorneys for Plaintiffs

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

EMELY SALDANA and MARCO AURELIO
SILVA, individually, and on behalf of all others
similarly situated,

Plaintiffs,

v.

THE BUNGALOW KITCHEN SF, LLC, a
California limited liability company; THE
BUNGALOW LONG BEACH, LLC, a
California limited liability company; THE
MINA GROUP, LLC, a California limited
liability company; and DOES 1 through 10,
inclusive,

Defendants.

Case No.: CV0000712

*[Assigned for All Purposes to the Hon. Mark
A. Talamantes, Dept. L]*

**DECLARATION OF JOHN G. YSLAS IN
SUPPORT OF PLAINTIFFS' MOTION
FOR FINAL APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT**

Final Approval Hearing:

Date: August 28, 2026

Time: 1:30 p.m.

Dept.: L

Action Filed: August 22, 2023

DECLARATION OF JOHN G. YSLAS

I, John G. Yslas, declare as follows:

1. I am an attorney at law licensed to practice before all of the courts of the State of California. I am a Senior Partner at Wilshire Law Firm, PLC (“WLF” or “Class Counsel”), counsel of record for Plaintiffs Emely Saldana and Marco Aurelio Silva (“collectively Plaintiffs”). 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 Plaintiffs’ Motion for Final Approval of Class Action and PAGA Settlement.

3. Plaintiffs are represented by WLF. The attorneys at WLF performed significant work and expended litigation costs in prosecuting this matter with no guarantee of payment.

4. WLF was selected by Best Lawyers and U.S. News & World Report as one of the nation’s Best Law Firms since 2020 and is comprised of more than 100 attorneys and over 600 employees. WLF is actively and continuously practicing in employment litigation, representing employees in both individual and class actions in both state and federal courts throughout California.

5. WLF is qualified to handle this Litigation because its attorneys are experienced in litigating Labor Code violations in individual, class action, and representative action cases. WLF has handled, and is currently handling, numerous wage and hour class action lawsuits, as well as class actions involving consumer rights and data privacy litigation.

6. I graduated from the University of California, Santa Barbara with High Honors in 1991 with Bachelor of Arts degrees in Psychology. I received my Juris Doctor from UCLA Law School in 1996.

7. Upon graduating from law school in 1996, I worked for a boutique law firm practicing general litigation which included employment law matters. Since 2000 (that is, the last 25 years) my practice has been exclusively focused on labor and employment matters including handling wage and hour class, collective and representative actions (including the California Private Attorneys General Act, or “PAGA”), including in the international law firms of Morgan,

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

7 8. In late June 2022 I left Seyfarth Shaw LLP and joined my current firm, Wilshire
8 Law Firm, PLC, to represent plaintiff employees. I have been and am handling many wage and
9 hour class and representative actions litigating such matters on behalf of plaintiff employees in
10 numerous Superior Courts and District Courts. From matters representing both plaintiffs and
11 defendants, I have successfully mediated the resolution of many wage and hour class, collective,
12 and representative actions. Just since starting to settle cases in late April 2023 I have already
13 successfully mediated matters in which I have been counsel or co-counsel resulting in **over \$280**
14 **million** in settlements and verdicts which are in the process of being finalized, and with numerous
15 upcoming mediations scheduled. In those and numerous other matters, I have managed and assisted
16 with the litigation and settlement of many wage and hour PAGA and class actions. In those actions,
17 I performed similar tasks as those performed in the course of prosecuting this action. Indeed, I
18 recently tried and prevailed in achieving a jury verdict in a certified wage and hour class action in
19 the matter of *Aguilar-Flores v. Javier's – CC LLC*, Los Angeles County Superior Court, Case No.
20 19STCV36438 (settled after verdict).

21 9. I have received numerous awards for my legal work. For example, from 2015 to
22 2018, I was listed in Los Angeles Super Lawyers for Employment Litigation (Thomson Reuters).
23 I have also served on numerous prominent boards and in other leadership positions, including
24 serving as Southern California Regional President for the Hispanic National Bar Association and
25 on the board of directors of the Mexican American Bar Foundation. I also previously served on the
26 5-member Los Angeles Civil Service Commission, which generally oversees the personnel
27 decisions for the City of Los Angeles.

28 ///

1 10. I have also published numerous blogs on labor and employment issues including on
2 wage and hour issues. For example, I published “Headline News: Wal-Mart v. Dukes-Impact on
3 Class Action Litigation” (while a partner with Foley & Lardner LLP) and “Are You Really
4 Protected From Wage-and-Hour Successor Liability in an Asset Purchase” (while a partner with
5 Seyfarth Shaw LLP). I have also been a presenter at numerous conferences, including being a
6 presenter involving the “Employment Law Update” at a National Employment Law Council
7 conference. I currently bill at an hourly rate of \$1,500.00.

8 11. Diego Aviles is a Junior Partner at WLF. Mr. Aviles graduated from the University
9 of California, Irvine, with a Bachelor of Arts in Political Science as well as a Bachelor of Arts in
10 Criminology, Law, and Society, and received his Juris Doctor from the Santa Clara University
11 School of Law in 2015. During law school, Mr. Aviles was President for the Santa Clara
12 Employment Law Society, Board Member of the Honors Moot Court, and President of the Santa
13 Clara University La Raza Chapter. He clerked for the Equal Employment Opportunity
14 Commission in San Francisco, California, and also worked with the Workers’ Rights Clinic in
15 San Jose, California, among other employment law firms. He was admitted to practice law in the
16 State of California in 2017. Since graduating from law school, he has focused his legal work
17 exclusively on employment matters, including wage-and-hour class action and PAGA
18 representative action litigation, and he has helped obtain dozens of settlements on behalf
19 California workers. He has been appointed Class Counsel numerous times in California and most
20 recently achieved a published California Appellate opinion in the matter of *Alberto v. Cambrian*
21 *Homecare, et al.*, 91 Cal.App.5th 482 regarding employment arbitration agreements. He has also
22 been a member of the California Employment Lawyers Association (CELA) since at least 2019.
23 Mr. Aviles currently bills at an hourly rate of \$850.00.

24 12. Mariam Nazaretyan is an Associate Attorney at WLF. She was admitted to practice
25 law in the State of California in 2021. Ms. Nazaretyan graduated from Loyola Marymount
26 University with a Bachelor of Arts in Political Science. She received her Juris Doctor from
27 Southwestern Law School. During law school, she was a student editor for the Journal of
28 International Media and Entertainment Law and secretary of the Student Bar Association. Since

1 graduating, Ms. Nazaretyan's practice has been focused on international humanitarian law and
2 employment law. Ms. Nazaretyan currently bills at an hourly rate of \$650.00.

3 13. Harry Erganyan is an Associate Attorney at WLF. He was admitted to practice law
4 in the State of California in 2021. Mr. Erganyan graduated from Loyola Marymount University,
5 with a Bachelor of Arts in Political Science. He received his Juris Doctor from Southwestern Law
6 School. During law school, he externed for the Los Angeles City Attorney. Since January 2021,
7 Mr. Erganyan's practice has been focused on wage and hour class action litigation. Mr. Erganyan
8 currently bills at an hourly rate of \$650.00.

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

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

Case No. BC699931), Fee Order filed 4/8/2022, the court found hourly rates of \$1,300 per hour reasonable for plaintiff's 32-year attorney and \$1,000 per hour reasonable for a 14-year attorney.

16. WLF has been approved as class counsel by courts in California. *See, e.g., Matthew Veliz v. DrinkPak, LLC*, Los Angeles County Superior Court, Case No. 22STCV37384, *Ismael Villegas-Sanchez v. COE Orchard Equipment, Inc.*, Sutter County Superior Court, Case No. CVCS22-0002261; *Jessica Bronsal v. PTI Technologies Inc.*, Ventura County Superior Court, Case No. 202200570361CUOE; *Miguel A. Vigil Ruiz v. The De Ruosi Group, LLC*, San Joaquin County Superior Court, Case No. STK-CV-UOE-2022-8780; *Gutierrez v. Top Drawer Merch, LLC et al*, Los Angeles County Superior Court, Case No. 23STCV04299; *Wing v. Road Machinery, LLC et al*, Kern County Superior Court, Case No. BCV-22-102896; *Hernandez v. SGPS Showrig Los Angeles, Inc.*, Los Angeles County Superior Court, Case No. 22STCV28155; *Azevedo v. Tulare Nursing & Rehabilitation Hospital, Inc.*, Tulare County Superior Court, Case No. VCU293325; *Haser v. Universal Chain of California, Inc.*, Sacramento County Superior Court, Case No. 34-2022-00332268; *Caldera v. Performance Online, Inc. et al*, Riverside County Superior Court, Case No. CVRI2306013; *Goosby v. CiminoCare, Inc.*, Sacramento County Superior Court, Case No. 34-2022-00329033; *Rooks v. Hot Cakes Restaurant Group, Inc.*, San Joaquin County Superior Court, Case No. STK-CV-UOE-2022-11056; *Garcia v. Compassionate Heart*, Orange County Superior Court, Case No. 30-2022-01294409-CU-OE-CXC; *Parra v. Citrus Valley Management Services, Inc.*, Riverside County Superior Court, Case No. CVRI2301768; *Torres v. HomeShield Pest Control Inc.*, Placer County Superior Court, Case No. S-CV-0049525; *Cabrera v. Creekside Auto Group*, Santa Clara County Superior Court, Case No. 23CV415661; *Simpson v. Arcos*, Riverside Superior Court, Case No. CVRI2303337; *Payne v. Planned Parenthood: Shasta-Diablo, Inc.*, San Francisco County Superior Court, Case No. CGC-23-607359. The total hours expended on this action are reasonable and in line with those expended in comparable cases.

17. In cases in which WLF has been approved as class counsel, California courts have approved rates similar to those requested by WLF in the instant case. *See, e.g., Rodolfo Ponce v. Youbar, Inc.*, Los Angeles County Superior Court, Case No. 22STCV37519 (WLF's rates were

1 approved as follows: John G. Yslas (\$1,500.00), Samantha A. Smith (\$1,000.00), Jeffrey C. Bils
2 (\$850.00), Aram Boyadjian (\$600.00), Lisa B. Iturriaga (\$550.00), and Andrew Sandoval
3 (\$500.00)); *Sabrina N. Batres v. Wish Automotive II, Inc. dba Infiniti of Van Nuys*, Los Angeles
4 County Superior Court, Case No. 23STCV19968 (WLF's rates were approved as follows: John G.
5 Yslas (\$1,500.00), Jeffrey C. Bils (\$850.00), Aram Boyadjian (\$600.00), Lisa B. Iturriaga
6 (\$550.00), and Andrew Sandoval (\$500.00)); *Diandrea Correa et al. v. CareMeridian, LLC, et.*
7 *al.*, Los Angeles County Superior Court, Case No. 23STCV10707 (WLF's rates were approved as
8 follows: John G. Yslas (\$1,500.00), Samantha A. Smith (\$1,000.00), Jeffrey C. Bils (\$850.00),
9 Fawn F. Bekam (\$800.00), Diego Aviles (\$800.00), Aram Boyadjian (\$600.00), Harry Erganyan
10 (\$600.00), Lisa B. Iturriaga (\$550.00), and Andrew Sandoval (\$500.00)); *Carlos Santos Granados*
11 *v. Sunny Hills Management Co., Inc.*, Los Angeles County Superior Court, Case No.
12 23STCV02109 (WLF's rates were approved as follows: John G. Yslas (\$1,500.00), Samantha A.
13 Smith (\$1,000.00), Jeffrey C. Bils (\$850.00), Diego Aviles (\$750.00), Courtney M. Miller
14 (\$650.00), Aram Boyadjian (\$600.00), Harry Erganyan (\$600.00), Mariam Nazaretyan (\$550.00),
15 Lisa B. Iturriaga (\$550.00), and Andrew Sandoval (\$500.00)); *Kayla Kurges v. Khanna*
16 *Enterprises, Ltd. dba Sheraton Agoura Hills*, Los Angeles County Superior Court, Case No.
17 24STCV01590 (WLF's rates were approved as follows: John G. Yslas (\$1,500.00), Jeffrey C. Bils
18 (\$850.00), Aram Boyadjian (\$600.00), Lisa B. Iturriaga (\$550.00), and Andrew Sandoval
19 (\$500.00)); *Thora Magney et al. v. Levi Strauss & Co., et al.*, Los Angeles County Superior Court,
20 Case No. 24STCV02320 (WLF's rates were approved as follows: John G. Yslas (\$1,500.00),
21 Samantha A. Smith (\$1,000.00), Jeffrey C. Bils (\$850.00), Fawn F. Bekam (\$800.00), Aram
22 Boyadjian (\$600.00), Lisa B. Iturriaga (\$550.00), and Andrew Sandoval (\$500.00)); *Armando*
23 *Muniz, et al. v. Lot LLC, dba Lot Management LLC (fka Red Cow, Inc.) et. al.*, Los Angeles County
24 Superior Court, Case No. 22STCV32901 (WLF's rates were approved as follows: John G. Yslas
25 (\$1,500.00), Samantha A. Smith (\$1,000.00), Jeffrey C. Bils (\$850.00), Diego Aviles (\$750.00),
26 Aram Boyadjian (\$600.00), Harry Erganyan (\$600.00), Mariam Nazaretyan (\$550.00), Lisa B.
27 Iturriaga (\$550.00), and Andrew Sandoval (\$500.00)); *George Munoz v. Century West, LLC dba*
28 *Century West BMW*, Los Angeles County Superior Court, Case No. 23STCV04247 (WLF's rates

were approved as follows: John G. Yslas (\$1,500.00), Samantha A. Smith (\$1,000.00), Jeffrey C. Bils (\$850.00), Aram Boyadjian (\$600.00), Lisa B. Iturriaga (\$550.00), and Andrew Sandoval (\$500.00)); *Ivan S. Martinez II et. al. v. The Haar Company, et. al.*, Los Angeles County Superior Court, Case No. 23STCV21651 (WLF's rates were approved as follows: John G. Yslas (\$1,500.00), Samantha A. Smith (\$1,000.00), Jeffrey C. Bils (\$850.00), Diego Aviles (\$750.00), Aram Boyadjian (\$600.00), Harry Erganyan (\$600.00), Mariam Nazaretyan (\$550.00), Lisa B. Iturriaga (\$550.00), and Andrew Sandoval (\$500.00)).

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

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

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.

c. The Real Rate Report does not provide 1st quartile or 4th quartile rates, presumably to provide a sense of the average attorney billing rates. Importantly, the third quartile represents the point below which 75% of rates fall; it is not a cap on reasonable rates. By definition, a substantial portion of partners in the relevant benchmark market routinely bill above that level, particularly those with extensive experience, specialized expertise, or leadership roles in complex litigation. Courts evaluating fee requests recognize that leading counsel in complex or representative actions may reasonably bill above median or third-quartile benchmarks where their experience, results obtained, and responsibilities justify higher rates. We firmly believe WLF belongs in the 4th quartile of attorney billing rates in Northern California. As previously discussed, WLF is a nationally recognized employment litigation firm that has been named one of the nation’s *Best Law Firms* by U.S. News & World Report and Best Lawyers since 2020, and its attorneys regularly litigate complex wage-and-hour class and representative actions throughout California. I am a UCLA School of Law graduate with nearly three decades of experience litigating labor and employment matters – including as a partner and holding leadership roles at major international law firms when I was on the defense side for 26 years, as well as substantial recent class and representative action results including being one of the few attorneys in the state of California to try a wage and hour class action to verdict (and prevail), and achieving results exceeding \$225 million in just the last three years since starting to settle matters as a plaintiffs’ attorney. My

1 credentials and experience place my \$1,500 hourly rate within the highest tier of Northern
2 California employment litigators, consistent with rates that would fall within the fourth quartile
3 beyond those reported in the Real Rate Report.

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

- 7 a. the investigation of the matter, including meeting with Plaintiffs, reviewing
8 Defendants' policies, reviewing Plaintiff Emely Saldana's personnel file, and
9 exploring the corporate structure of Defendants;
- 10 b. filing the Actions;
- 11 c. attending hearings and meeting and conferring with Defendants regarding the
12 case;
- 13 d. meeting and conferring with Defendants regarding mediation, exchange of
14 informal discovery beforehand, and negotiating with opposing counsel
15 regarding the parameters thereof;
- 16 e. selecting a mediator and mediation date;
- 17 f. working with opposing counsel for the receipt of a representative sampling and
18 analyzing the same with the aid of an expert consultant and Plaintiff to perform
19 analyses of liability and exposure prior to attendance of the mediation in this
20 matter;
- 21 g. reviewing policy documents from Defendants and researching applicable
22 defenses;
- 23 h. preparing the mediation brief and damages model for use at mediation;
- 24 i. attending the mediation;
- 25 j. communicating with Plaintiffs;
- 26 k. negotiating, finalizing and fully executing the settlement agreement and the
27 amended settlement agreement;
- 28 l. preparing and filing the Motion for Preliminary Approval and supporting

documents;

m. attending the hearing on Motion for Preliminary Approval;

n. communicating with any Class Members who sought additional information regarding the settlement; and

o. preparing the instant Motion for Final Approval and supporting documents.

20. WLF's current lodestar reflects the efficiencies achieved by attorneys experienced in this field with **187.2** hours of work resulting in **\$169,290.00** in fees. The chart below shows the calculation of hours spent by each of WLF's attorneys on this case:

Attorney	Hours	Hourly Rate	Total
Courtney M. Miller	14.0	\$700.00	\$9,800.00
Mariam Nazaretyan	25.4	\$650.00	\$16,510.00
John G. Yslas	39.8	\$1,500.00	\$59,700.00
Diego Aviles	51.2	\$850.00	\$43,520.00
Harry Erganyan	56.8	\$700.00	\$39,760.00
TOTAL	187.2		\$169,290.00

21. This amount surpasses the requested fee award of \$150,000.00, resulting in a negative multiplier. Class Counsel's lodestar does not include the time Class Counsel will spend at the Final Approval Hearing and assisting the Settlement Administrator following final approval. Class Counsel dedicated significant resources to this case by dividing the tasks required according to skill level. The hours expended by each attorney were not duplicative and reflect the extensive investigation and analysis that was required to achieve this Settlement. This time could have been spent on other potentially lucrative cases. Class Counsel's lodestar reflects the efficiencies achieved by attorneys experienced in this field. Moreover, Class Counsel has singularly assumed the risk and costs of litigation purely on a contingency basis. And, while Plaintiffs are confident in the merits of their claims, a legitimate controversy exists as to each cause of action, posing an

1 actual risk that Plaintiffs may not succeed at class certification and/or trial. Any of these obstacles
2 could have prevented recovery completely, meaning Class Counsel would have been left with no
3 compensation for all the time and money invested in litigating this case. Despite these risks, Class
4 Counsel took this case on a contingency basis so that Class Members (a particularly vulnerable
5 group of hourly paid workers) could be compensated for their unpaid wages. Consequently, Class
6 Counsel was precluded from focusing on, or taking on, other cases which could have resulted in a
7 larger, and less risky, monetary gain.

8 22. In litigation costs, Wilshire Law Firm, PLC, has spent \$29,717.99 on items such as
9 filing fees, service fees, mediation fees, and expert consultant fees. A true and correct copy of a
10 breakdown of costs incurred by my office is attached hereto as **Exhibit 2**. Since Class Counsel's
11 costs exceed the maximum of \$25,000.00, Class Counsel seeks reimbursement of \$25,000.00, the
12 maximum allowable for costs under the Settlement. These costs were reasonable and necessary to
13 prosecute this case and obtain the results achieved.

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

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

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

19 Executed on August 5, 2026 at Los Angeles, California.

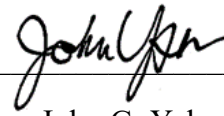
20
21 
22 John G. Yslas

EXHIBIT 1



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analysis of law firm rates,
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A Letter to Our Readers

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

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

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

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

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

Sincerely,



Brian Jorgenson

Vice President, Product Management
Wolters Kluwer ELM Solutions

Real Rate Report Overview

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

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

What's different with DynamicInsights?

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

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

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

2025 Real Rate Report use considerations

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

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

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

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

Examples of data to consider when reviewing rates:

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

Real Rate Report Overview

Understanding key statistical terms

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

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

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

See clearly. Spend wisely.

Step into the future of legal spend management with responsibly developed AI-powered solutions.



Our innovative Total Spend Management approach leverages AI-powered capabilities to empower intelligent workflows and improved outcomes.



Up to 10% savings on legal spend



Up to 20% improvement in billing guideline compliance



Increased efficiencies free up time for more value-add work

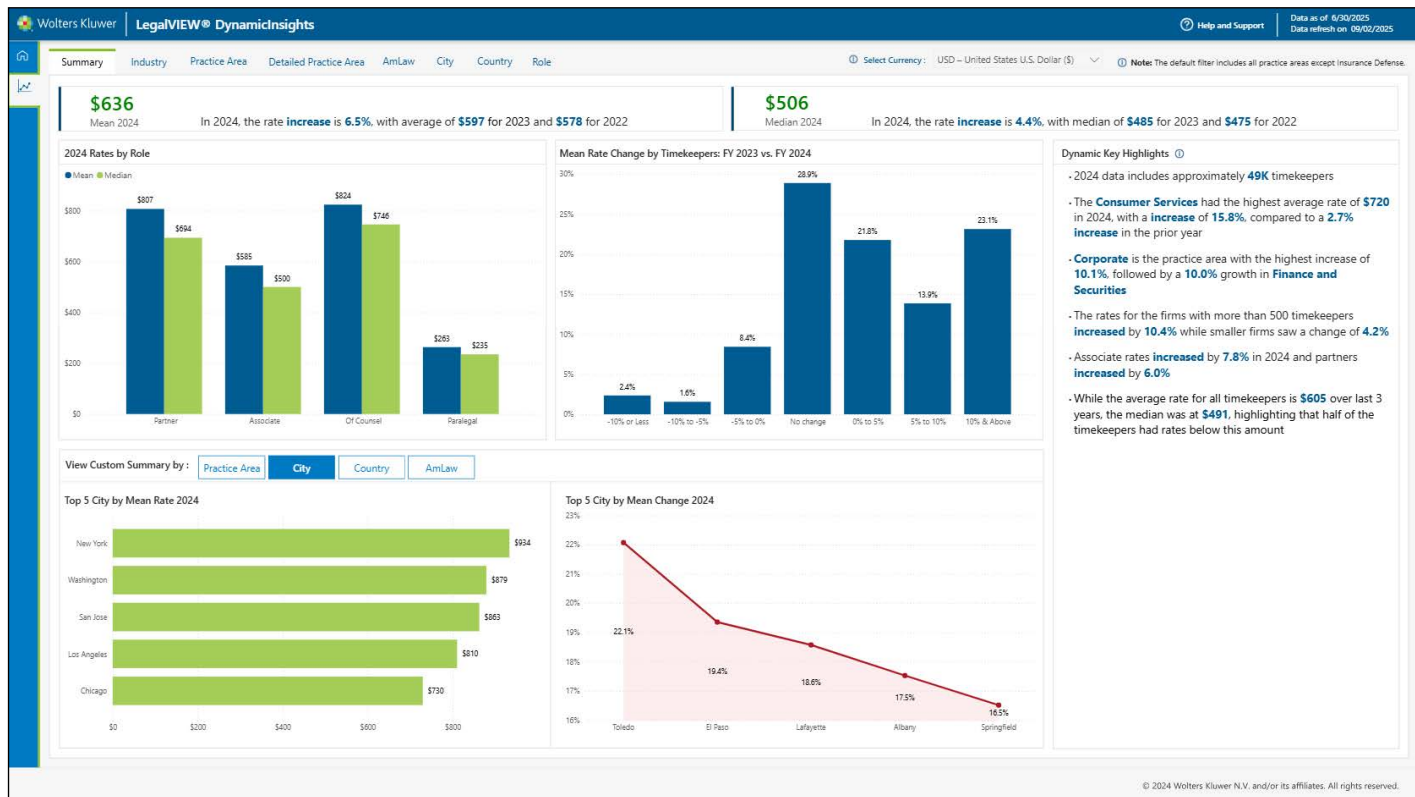
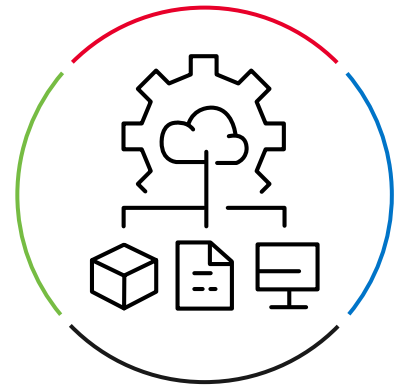


LegalVIEW® DynamicInsights

Legal rates keep climbing and 2026 will be no exception. Stay ahead with award-winning insights designed to give your team the edge in every negotiation.

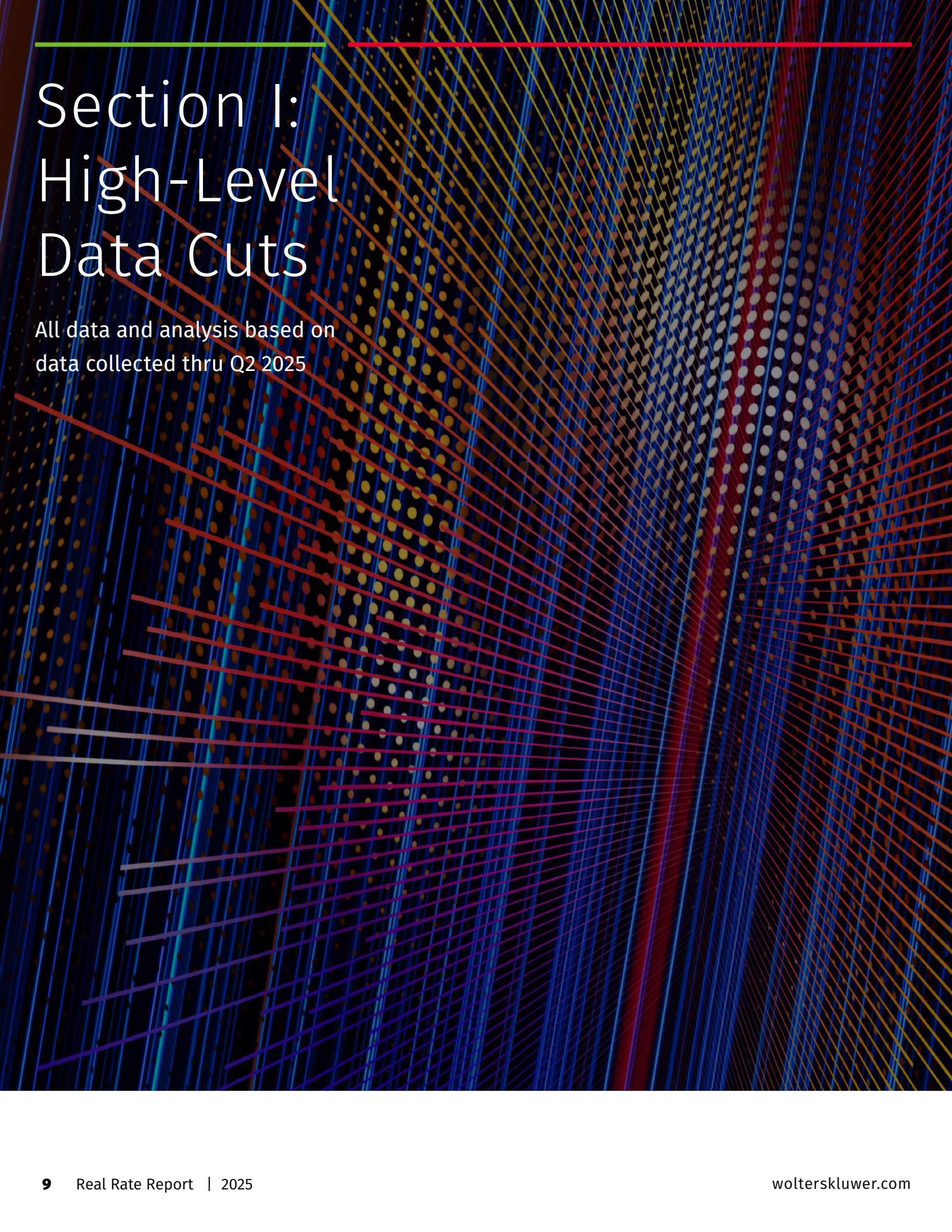
Data that wins awards...and rate negotiations

- **Unmatched Data Power:** Leverages over **\$200B** in invoice-backed legal spend data to deliver deep, actionable insights.
- **Strategic Legal Spend Management:** Empowers legal teams to negotiate smarter, plan more effectively, and control costs with greater precision.
- **Enhanced Transparency & Collaboration:** Strengthens law firm-client relationships through data-driven transparency and benchmarking.
- **Insight-Driven Decision Making:** Enables analysis across key dimensions to support strategic negotiations and financial optimization.



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Section I: High-Level Data Cuts

All data and analysis based on
data collected thru Q2 2025

Section I: High-Level Data Cuts

Cities

By Matter Type

2025 Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2025	2024	2023
San Francisco CA	Litigation	Partner	106	\$400	\$718	\$1,378	\$908	\$819	\$803
		Associate	80	\$385	\$666	\$875	\$683	\$652	\$614
	Non-Litigation	Partner	132	\$445	\$689	\$1,249	\$856	\$868	\$788
		Associate	97	\$335	\$550	\$922	\$640	\$664	\$593
San Jose CA	Litigation	Partner	23	\$650	\$800	\$1,250	\$998	\$1,024	\$1,011
		Associate	20	\$625	\$815	\$1,030	\$852	\$802	\$721
	Non-Litigation	Partner	33	\$745	\$950	\$1,266	\$1,033	\$1,104	\$1,108
		Associate	27	\$527	\$610	\$966	\$718	\$709	\$701
Seattle WA	Litigation	Partner	57	\$520	\$902	\$925	\$790	\$719	\$628
		Associate	29	\$425	\$653	\$700	\$586	\$518	\$475
	Non-Litigation	Partner	119	\$402	\$615	\$925	\$694	\$635	\$652
		Associate	79	\$307	\$445	\$676	\$496	\$484	\$467



Section II: Industry Analysis

All data and analysis based on
data collected thru Q2 2025

Section II: Industry Analysis

Consumer Services

By Detailed Practice Area and
Matter Type

2025 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2025	2024	2023
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	Litigation	Partner	27	\$393	\$495	\$613	\$509	\$463	\$436
		Associate	19	\$400	\$475	\$493	\$437	\$387	\$370
Employment and Labor: Other	Litigation	Partner	24	\$564	\$692	\$1,252	\$956	\$782	\$683
		Associate	14	\$384	\$469	\$564	\$553	\$484	\$458
	Non-Litigation	Partner	25	\$450	\$574	\$695	\$579	\$573	\$548
		Associate	25	\$397	\$450	\$525	\$465	\$472	\$456
Intellectual Property: Patents	Non-Litigation	Partner	41	\$350	\$595	\$691	\$605	\$652	\$634
		Associate	51	\$208	\$373	\$517	\$382	\$378	\$389
Real Estate: Leasing	Non-Litigation	Partner	17	\$410	\$539	\$865	\$616	\$664	\$667
		Associate	10	\$278	\$404	\$617	\$482	\$444	\$478
Real Estate: Other	Non-Litigation	Partner	58	\$480	\$626	\$940	\$694	\$612	\$540
		Associate	39	\$320	\$460	\$733	\$503	\$468	\$415

EXHIBIT 2

Wilshire Law Firm, PLC
Transaction Detail by Account
All Transactions

Accrual Basis

Type	Date	Num	Memo	Description	Amount	Balance
Mediation Fees						
	5/16/2024	8003588a	Kyriacou Mediation	50% Mediation Fee	\$12,150.00	\$ 12,150.00
Total MEDIATION FEES					\$12,150.00	\$ 12,150.00
Consultant Fees						
	45689	2503	Agility Economics, LLC		\$10,499.50	\$ 10,499.50
	45676	183668	Creal Consulting, Inc.		\$1,040.00	\$ 11,539.50
	3/1/2025	183725	Creal Consulting, Inc.		\$790.00	\$ 12,329.50
Total CONSULTANT FEES					\$12,329.50	\$ 12,329.50
Filing and Service Fees						
	01/08/2026	CC013126TA-0439	Filing Fee - One Legal LLC	Declaration, Order	\$101.90	\$ 101.90
	04/14/2026	CC043026TA-1110	Filing Fee - One Legal LLC	Proposed Order, Declaration, POS	\$26.86	\$ 128.76
	04/16/2026	CC043026TA-1420	Filing Fee - One Legal LLC	POS	\$38.76	\$ 167.52
	04/20/2026	CC043026TA-1885	Filing Fee - One Legal LLC	Declaration	\$38.76	\$ 206.28
	04/21/2026	CC043026TA-1936	Filing Fee - One Legal LLC	Proposed Order	\$26.86	\$ 233.14
	04/23/2026	CC043026TA-2247	Filing Fee - One Legal LLC	Order	\$30.48	\$ 263.62
	04/23/2026	CC043026TA-2250	Filing Fee - One Legal LLC	Proposed Order	\$30.48	\$ 294.10
	05/19/2026	CC053126TA-1538	Filing Fee - One Legal LLC	POS	\$34.62	\$ 328.72
	05/21/2026	CC053126TA-1631	Filing Fee - One Legal LLC	Stipulation	\$34.62	\$ 363.34
	05/21/2026	CC053126TA-1635	Filing Fee - One Legal LLC	Proposed Order	\$35.66	\$ 399.00
	07/02/2025	CC073125TA-733	Filing Fee - One Legal LLC	Change of Address	\$7.23	\$ 406.23
	07/07/2025	CC073125TA-969	Filing Fee - One Legal LLC	Change of Address	\$29.37	\$ 435.60
	10/24/2025	CC103125TA-2286	Filing Fee - One Legal LLC	Declaration	\$35.57	\$ 471.17
	11/26/2025	CC113025TA-2431	Filing Fee - One Legal LLC	Stipulation, Declaration, POS	\$2.07	\$ 473.24
	12/01/2025	CC123125TA-0240	Filing Fee - One Legal LLC	Stipulation, Order, Declaration	\$58.28	\$ 531.52
	12/09/2025	CC123125TA-1491	Filing Fee - One Legal LLC	Amended Complaint	\$38.67	\$ 570.19
	07/08/2025	CC073125TA-974	Filing Fee - One Legal LLC	Change of Address	\$36.60	\$ 606.79
	10/09/2025	CC103125TA-0698	Filing Fee - One Legal LLC	CMS	\$35.57	\$ 642.36
	04/29/2026	CC043026TA-3049	Filing Fee - One Legal LLC	Request for Dismissal	\$35.66	\$ 678.02
	01/12/2024	22003401	Filing Fee - One Legal LLC	CMS	\$92.66	\$ 770.68
	05/10/2024	22716705	Filing Fee - One Legal LLC	Complaint, CCCS	\$15.39	\$ 786.07
	07/09/2024	23257708	Filing Fee - One Legal LLC	Serve: Bungalow Kitchen	\$113.25	\$ 899.32
	07/10/2024	23288530	Filing Fee - One Legal LLC	POS	\$19.71	\$ 919.03
	07/10/2024	23291340	Filing Fee - One Legal LLC	CMS	\$26.92	\$ 945.95
	02/13/2025	24699228	Filing Fee - One Legal LLC	CMS	\$31.70	\$ 977.65
	11/06/2024	24094351	Filing Fee - One Legal LLC	Notice	\$26.54	\$ 1,004.19
	11/08/2024	24111301	Filing Fee - One Legal LLC	Notice	\$3.10	\$ 1,007.29
	02/04/2025	24620231	Filing Fee - One Legal LLC	CMS	\$29.63	\$ 1,036.92
	06/11/2025	25578906	Filing Fee - One Legal LLC	CMS	\$35.57	\$ 1,072.49
	08/29/2023	62634	Filing Fee - Valpro Attorney Services, LLC	Complaint	\$1,828.50	\$ 2,900.99
	10/16/2023	66227	Filing Fee - Valpro Attorney Services, LLC	POS	\$45.00	\$ 2,945.99
	10/16/2023	66250	Filing Fee - Valpro Attorney Services, LLC	POS	\$45.00	\$ 2,990.99
	10/18/2023	66517	Filing Fee - Valpro Attorney Services, LLC	Notice, Jury Fees	\$300.00	\$ 3,290.99
	06/14/2024	77324	Filing Fee - Valpro Attorney Services, LLC	Complaint	\$1,723.50	\$ 5,014.49
	02/16/2024		Filing Fee - Department of Industrial Relations	PAGA Notice	\$75.00	\$ 5,089.49
	10/11/2023	66194	Filing Fee - Valpro Attorney Services, LLC	Serve: The Mina Group	\$149.00	\$ 5,238.49
Total FILING AND SERVICE FEES					\$5,238.49	\$ 5,238.49
Other Costs						
						\$ -
						\$ -
Total OTHER COSTS					\$0.00	\$ -
TOTAL					\$29,717.99	\$ 29,717.99