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11 Karina Zayas

12 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
13 **FOR THE COUNTY OF LOS ANGELES – SPRING STREET COURTHOUSE**

14 JESLYN BARRIOS, and KARINA ZAYAS,
15 individually, and on behalf of the State of
16 California and other aggrieved persons,

17 Plaintiffs,

18 v.

19 TRI-STATE COMMUNITY HEALTHCARE
CENTER, a California corporation; and DOES 1
20 through 50, inclusive,

21 Defendants.

Case No.: 24STCV28332

*[Assigned for All Purposes to the Hon.
Samantha Jessner, Dept. 7]*

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

Final Approval Hearing:

Date: June 11, 2026

Time: 10:00 a.m.

Dept: 7

Action Filed: October 29, 2024

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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 Plaintiff Karina Zayas (“Plaintiff”). I have personal knowledge of the facts set forth in this declaration and could and would competently testify to them under oath if called as a witness.

2. I submit this declaration in support of Plaintiffs' Motion for Final Approval of Class Action and PAGA Settlement.

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

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

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

6. I graduated from the University of California, 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
6 and 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 **well over**
14 **\$240 million** in settlements and verdicts which are in the process of being finalized, and with
15 numerous upcoming mediations scheduled. In those and numerous other matters, I have managed
16 and assisted with the litigation and settlement of many wage and hour PAGA and class actions.
17 In those actions, I performed similar tasks as those performed in the course of prosecuting this
18 action. Indeed, I recently tried and prevailed in achieving a jury verdict in a certified wage and
19 hour class action in the matter of *Aguilar-Flores v. Javier's – CC LLC*, Los Angeles County
20 Superior Court, Case No. 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
26 the 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. Eugene Zinovyev (“Mr. Zinovyev”) is a Junior Partner at WLF. He graduated from
9 the University of California, Berkeley, with a Bachelor of Arts in Political Economy of Industrial
10 Societies, and received his Juris Doctor from the University of California, San Francisco School
11 of Law in 2009. He has since practiced employment and wage and hour law on both the plaintiff
12 and defense sides. Mr. Zinovyev has tried multiple jury cases to verdict as well as numerous bench
13 trials. He has also briefed published appellate court decisions in both state and federal court. Mr.
14 Zinovyev is admitted to practice before all Federal District Courts in California as well as the 9th
15 Circuit Court of Appeals. He is also a member of the California Employment Lawyers Association.
16 He has mediated and settled dozens of class and representative actions as well as individual civil
17 matters. Mr. Zinovyev currently bills at an hourly rate of \$950.00

18 12. John Brown (“Mr. Brown”) is an Associate Attorney at WLF. He was admitted to
19 practice law in the State of California in 2004. Mr. Brown graduated from UC Berkeley with a
20 Bachelor of Arts and received his Juris Doctor from The UCLA School of Law. His current
21 practice has been focused on class action employment law. Mr. Brown has participated in dozens
22 of settlements totaling tens of millions of dollars, from the memorandum of understanding and
23 settlement agreement drafting stage through to final approvals from the court. Mr. Brown currently
24 bills at an hourly rate of \$650.00.

25 13. Gabriella Solé (“Ms. Solé”) is a third-year Associate Attorney at WLF. She was
26 admitted to practice law in the State of California in 2022. Gabriella graduated from University of
27 California, Los Angeles, with a Bachelor of Arts in Sociology. She received her Juris Doctor from
28 University of San Francisco, School of Law. During law school, she was a First Year Moot Court

1 Director on the Moot Court Board. Since graduating, her practice has been mainly focused on
2 wage and hour class action litigation. Ms. Solé currently bills at an hourly rate of \$550.00.

3 14. Courtney M. Miller (“Ms. Miller”) is a Settlement Attorney at WLF. She was
4 admitted to practice law in the State of California in 2019. Ms. Miller graduated from the
5 University of California, Santa Cruz, with a Bachelor of Arts in Sociology. Prior to becoming an
6 attorney, Ms. Miller worked at a boutique civil litigation firm for nearly a decade, primarily
7 handling employment matters. She earned her Juris Doctor from Southwestern Law School in
8 2019. Ms. Miller has prosecuted wage and hour class and PAGA actions, almost exclusively, since
9 2020. As a handling attorney, Ms. Miller obtained over \$30 million dollars in settlements on behalf
10 of California employees. Ms. Miller currently bills at an hourly rate of \$700.00.

11 15. WLF’s hourly rates are comparable to those charged by other class action plaintiffs’
12 counsel and the firms defending class actions. WLF’s rates are well within the range of hourly
13 rates that the Los Angeles legal marketplace would compensate counsel for similar services
14 accomplishing similar results. For example, in *Bronshteyn v. State of California*, Los Angeles
15 County Superior Ct. No. 19SMCV00057, Order Granting Plaintiff’s Motion for Statutory
16 Attorneys’ Fees and Costs filed March 30, 2023, an employment action brought by two small law
17 firms (Levy, Vinick, Burrell & Hyams LLP and Law Offices of Wendy Musell), the court found
18 that counsel’s 2022 hourly rates of \$1,100 and \$1,000 per hour were reasonable for the plaintiff’s
19 five senior attorneys, including \$1,000 per hour for the plaintiff’s 23-year lead counsel and \$850
20 per hour for a senior associate. These rates were then augmented by a 1.75 lodestar multiplier and
21 affirmed by the California Court of Appeals. The rates (and multiplier) requested here are well in
22 line with those found reasonable in *Bronshteyn*. In *Tran v. Golden State FC LLC, et al.* (LASC
23 Case No. BC699931), Fee Order filed 4/8/2022, the court found hourly rates of \$1,300 per hour
24 reasonable for plaintiff’s 32-year attorney and \$1,000 per hour reasonable for a 14-year attorney.
25 The multiplier here is even more compelling given Class Counsel represents approximately 436
26 Class Members.

27 16. WLF has been approved as Class Counsel by courts in California. *See, e.g.,*
28 *Matthew Veliz v. DrinkPak, LLC*, Los Angeles County Superior Court, Case No. 22STCV37384,

1 *Ismael Villegas-Sanchez v. COE Orchard Equipment, Inc.*, Sutter County Superior Court, Case
2 No. CVCS22-0002261; *Jessica Bronsal v. PTI Technologies Inc.*, Ventura County Superior Court,
3 Case No. 202200570361CUOE; *Miguel A. Vigil Ruiz v. The De Ruosi Group, LLC*, San Joaquin
4 County Superior Court, Case No. STK-CV-UOE-2022-8780; *Gutierrez v. Top Drawer Merch,*
5 *LLC et al*, Los Angeles County Superior Court, Case No. 23STCV04299; *Wing v. Road*
6 *Machinery, LLC et al*, Kern County Superior Court, Case No. BCV-22-102896; *Hernandez v.*
7 *SGPS Showrig Los Angeles, Inc.*, Los Angeles County Superior Court, Case No. 22STCV28155;
8 *Azevedo v. Tulare Nursing & Rehabilitation Hospital, Inc.*, Tulare County Superior Court, Case
9 No. VCU293325; *Haser v. Universal Chain of California, Inc.*, Sacramento County Superior
10 Court, Case No. 34-2022-00332268; *Caldera v. Performance Online, Inc. et al*, Riverside County
11 Superior Court, Case No. CVRI2306013; *Goosby v. CiminoCare, Inc.*, Sacramento County
12 Superior Court, Case No. 34-2022-00329033; *Rooks v. Hot Cakes Restaurant Group, Inc.*, San
13 Joaquin County Superior Court, Case No. STK-CV-UOE-2022-11056; *Garcia v. Compassionate*
14 *Heart*, Orange County Superior Court, Case No. 30-2022-01294409-CU-OE-CXC; *Parra v.*
15 *Citrus Valley Management Services, Inc.*, Riverside County Superior Court, Case No.
16 CVRI2301768; *Torres v. HomeShield Pest Control Inc.*, Placer County Superior Court, Case No.
17 S-CV-0049525; *Cabrera v. Creekside Auto Group*, Santa Clara County Superior Court, Case No.
18 23CV415661; *Simpson v. Arcos*, Riverside Superior Court, Case No. CVRI2303337; *Payne v.*
19 *Planned Parenthood: Shasta-Diablo, Inc.*, San Francisco County Superior Court, Case No. CGC-
20 23-607359. The total hours expended on this action are reasonable and in line with those expended
21 in comparable cases.

22 17. In cases in which WLF has been approved as Class Counsel, California courts have
23 approved rates similar to those requested by WLF in the instant case. *See, e.g., Rodolfo Ponce v.*
24 *Youbar, Inc.*, Los Angeles County Superior Court, Case No. 22STCV37519 (WLF's rates were
25 approved as follows: John G. Yslas (\$1,500.00), Samantha A. Smith (\$1,000.00), Jeffrey C. Bils
26 (\$850.00), Aram Boyadjian (\$600.00), Lisa B. Iturriaga (\$550.00), and Andrew Sandoval
27 (\$500.00)); *Sabrina N. Batres v. Wish Automotive II, Inc. dba Infiniti of Van Nuys*, Los Angeles
28 County Superior Court, Case No. 23STCV19968 (WLF's rates were approved as follows: John G.

Yslas (\$1,500.00), Jeffrey C. Bils (\$850.00), Aram Boyadjian (\$600.00), Lisa B. Iturriaga (\$550.00), and Andrew Sandoval (\$500.00)); *Diandrea Correa et al. v. CareMeridian, LLC, et al.*, Los Angeles County Superior Court, Case No. 23STCV10707 (WLF's rates were approved as follows: John G. Yslas (\$1,500.00), Samantha A. Smith (\$1,000.00), Jeffrey C. Bils (\$850.00), Fawn F. Bekam (\$800.00), Diego Aviles (\$800.00), Aram Boyadjian (\$600.00), Harry Erganyan (\$600.00), Lisa B. Iturriaga (\$550.00), and Andrew Sandoval (\$500.00)); *Carlos Santos Granados v. Sunny Hills Management Co., Inc.*, Los Angeles County Superior Court, Case No. 23STCV02109 (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), Courtney M. Miller (\$650.00), Aram Boyadjian (\$600.00), Harry Erganyan (\$600.00), Mariam Nazaretyan (\$550.00), Lisa B. Iturriaga (\$550.00), and Andrew Sandoval (\$500.00)); *Kayla Kurges v. Khanna Enterprises, Ltd. dba Sheraton Agoura Hills*, Los Angeles County Superior Court, Case No. 24STCV01590 (WLF's rates were approved as follows: John G. Yslas (\$1,500.00), Jeffrey C. Bils (\$850.00), Aram Boyadjian (\$600.00), Lisa B. Iturriaga (\$550.00), and Andrew Sandoval (\$500.00)); *Thora Magney et al. v. Levi Strauss & Co., et al.*, Los Angeles County Superior Court, Case No. 24STCV02320 (WLF's rates were approved as follows: John G. Yslas (\$1,500.00), Samantha A. Smith (\$1,000.00), Jeffrey C. Bils (\$850.00), Fawn F. Bekam (\$800.00), Aram Boyadjian (\$600.00), Lisa B. Iturriaga (\$550.00), and Andrew Sandoval (\$500.00)); *Armando Muniz, et al. v. Lot LLC, dba Lot Management LLC (fka Red Cow, Inc.) et. al.*, Los Angeles County Superior Court, Case No. 22STCV32901 (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)); *George Munoz v. Century West, LLC dba 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 (\$1,500.00), Samantha A. Smith (\$1,000.00), Jeffrey C. Bils (\$850.00), Diego Aviles (\$750.00),
2 Aram Boyadjian (\$600.00), Harry Erganyan (\$600.00), Mariam Nazaretyan (\$550.00), Lisa B.
3 Iturriaga (\$550.00), and Andrew Sandoval (\$500.00)).

4 18. In support of the reasonableness of WLF's hourly rates, attached as **Exhibit 1** is a
5 true and correct excerpt from the *2025 Real Rate Report* published by Wolters Kluwer. The Real
6 Rate Report is widely relied upon in the legal industry because it is derived from anonymized
7 billing data taken from actual law firm invoices that were submitted to clients and approved for
8 payment, rather than from voluntary surveys or self-reported rates. Although the report refers to
9 "2025" rates, the data reflects rates charged by law firms during the first half of 2024 and therefore
10 represents the most recent available objective evidence of prevailing market rates.

11 a. The report provides rate information filtered by geographic market, practice
12 type, and timekeeper role. Page 33 of the report reflects rates drawn from 565 partners and 518
13 associates practicing in Los Angeles. In that dataset, the third-quartile hourly rate is \$1,365 for
14 partners and \$982 for associates. These figures confirm that Los Angeles is a high-rate legal market
15 and that experienced litigation partners routinely bill in excess of \$1,300 per hour based on rates
16 actually paid by clients in 2024. The Real Rate Report further shows that in the San Diego market,
17 partners with 21 or more years of experience command third-quartile billing rates of approximately
18 \$1,334 per hour, confirming that highly experienced litigators in major California markets
19 routinely bill at the upper end of the rate spectrum.

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

1 upper range of prevailing market rates rather than outside it.

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

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

26 a. the investigation of the matter, including meeting with Plaintiff,
27 reviewing Defendant's policies, and requesting and reviewing Plaintiff's time and pay records,
28 personnel file, and exploring the corporate structure of Defendant;

- b. filing the Action;
- c. attending status conferences and meeting and conferring with Defendant regarding the case;
- d. meeting and conferring with Defendant regarding mediation, exchange of informal discovery beforehand, and negotiating with opposing counsel regarding the parameters thereof;
- e. selecting a mediator and mediation date;
- f. working with opposing counsel for receipt of a representative sampling and analyzing the same with the aid of an expert consultant and Plaintiff to perform analyses of liability and exposure prior to attendance of the mediation in this matter;
- g. reviewing policy documents from Defendant and researching applicable defenses;
- h. preparing the mediation brief and damages model for use at mediation;
- i. attending the mediation;
- j. communicating with Plaintiff who requested updates or other information regarding this matter;
- k. negotiating, finalizing and fully executing the settlement agreement and amended settlement agreement;
- l. preparing and filing the Motion for Preliminary Approval and supporting documents;
- m. attending the hearings on the Motion for Preliminary Approval;
- n. communicating with any class members who sought additional information regarding the settlement, including answering questions regarding the settlement and obtaining updated addresses from class members for purposes of receiving the class notices and administering the settlement checks; 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 269.0 hours of work resulting in \$256,785.00 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
Gabriella Solé	0.6	\$550.00	\$330.00
Courtney M. Miller	16.0	\$700.00	\$11,200.00
John G. Yslas	45.3	\$1,500.00	\$67,950.00
John Brown	64.8	\$650.00	\$42,120.00
Eugene Zinovyev	142.3	\$950.00	\$135,185.00
Total:	269.0		256,785.00

With Yoon Law, APC's 80.7 hours of work for this matter resulting in \$91,905.00 in fees (*see* Yoon MFA Decl. at ¶ 10, Exhibit A), Class Counsel has spent a combined **349.7 hours** of work resulting in a combined lodestar of **\$348,690.00**.

21. This amount surpasses the requested fee award of \$245,000.00, resulting in a negative multiplier. This amount 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 and divided 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 actual risk that Plaintiffs may not succeed at class certification and/or trial. Any of these obstacles could have prevented recovery completely, meaning Class Counsel would have been left with no compensation for all the time and money invested in litigating this case. Despite these risks, Class Counsel took this case on a contingency basis so that Class Members (a particularly vulnerable

1 group of hourly paid workers) could be compensated for their unpaid wages. Consequently, Class
2 Counsel was precluded from focusing on, or taking on, other cases which could have resulted in a
3 larger, and less risky, monetary gain.

4 22. In litigation costs, WLF has spent \$25,143.00 on items such as filing fees, service
5 fees, mediation fees, and expert consultant fees, and anticipates a \$60.00 filing fee for this Motion.
6 With Yoon Law, APC's \$5,979.03 in costs for this matter and an anticipated additional \$200.00
7 in costs (*see* Yoon MFA Decl. at ¶¶ 19-20), Class Counsel seeks to recover \$31,182.03 in total
8 costs. Since Class Counsel's costs are less than the maximum of \$35,000.00 allowed under the
9 Settlement Agreement, the remaining \$3,817.97 will revert to the Net Settlement Amount for
10 distribution to Participating Class Members. A true and correct copy of WLF's cost reports in this
11 matter is attached hereto as **Exhibit 2**. All of the costs incurred were reasonable and necessary for
12 the prosecution of this case.

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

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

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

19 Executed on May 14, 2026 at Los Angeles, California.

20 

21 _____
22 John G. Yslas
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EXHIBIT 1



ELM Solutions

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

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A Letter to Our Readers

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

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

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

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

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

Sincerely,



Brian Jorgenson

Vice President, Product Management
Wolters Kluwer ELM Solutions

Real Rate Report Overview

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

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

What's different with DynamicInsights?

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

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

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

2025 Real Rate Report use considerations

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

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

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

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

Examples of data to consider when reviewing rates:

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

Real Rate Report Overview

Understanding key statistical terms

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

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

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

See clearly. Spend wisely.

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



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



Up to 10% savings on legal spend



Up to 20% improvement in billing guideline compliance



Increased efficiencies free up time for more value-add work

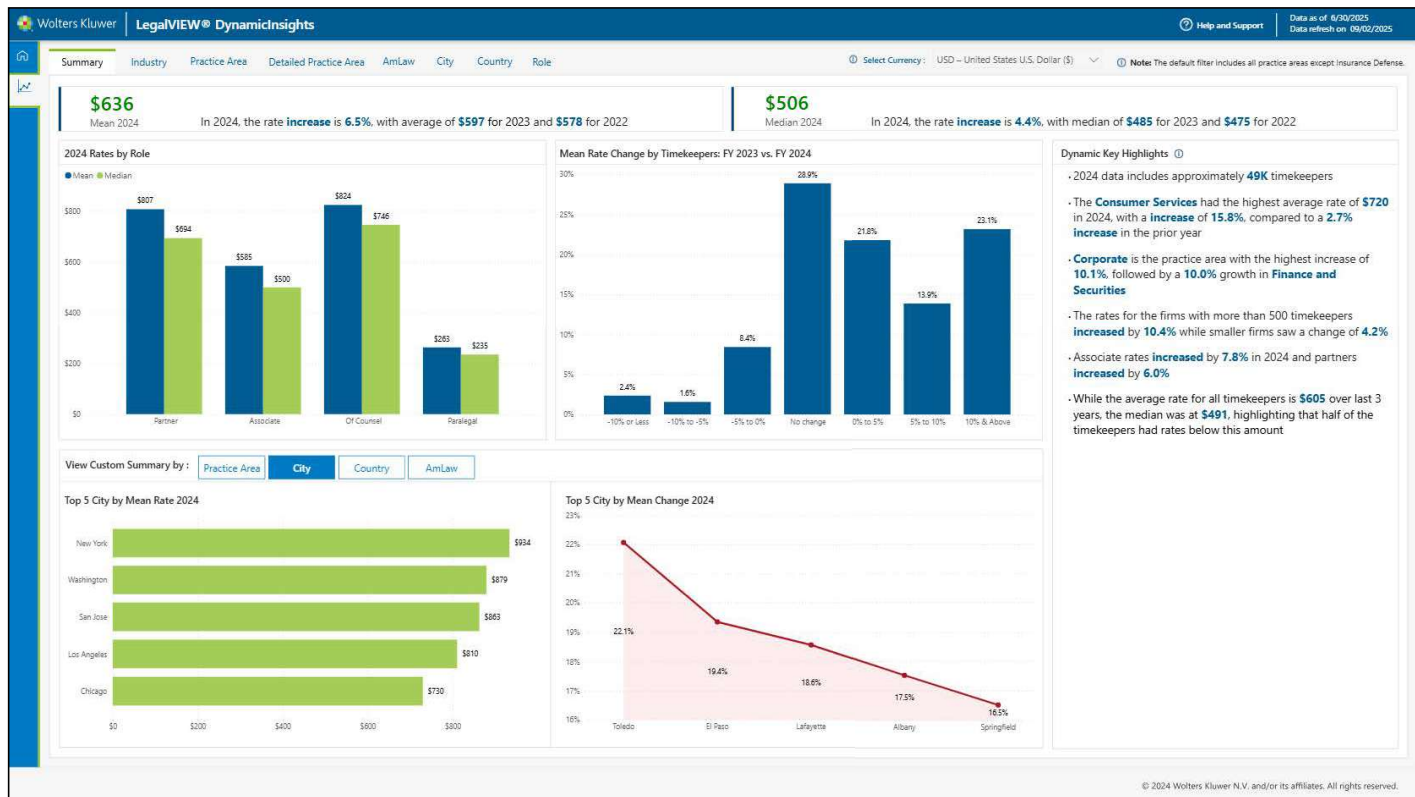
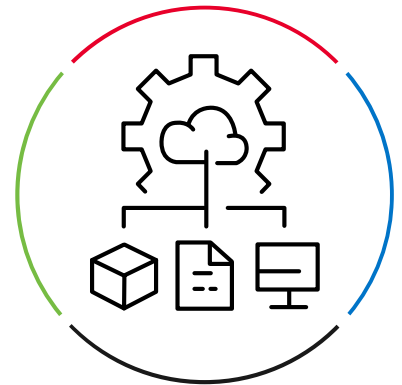


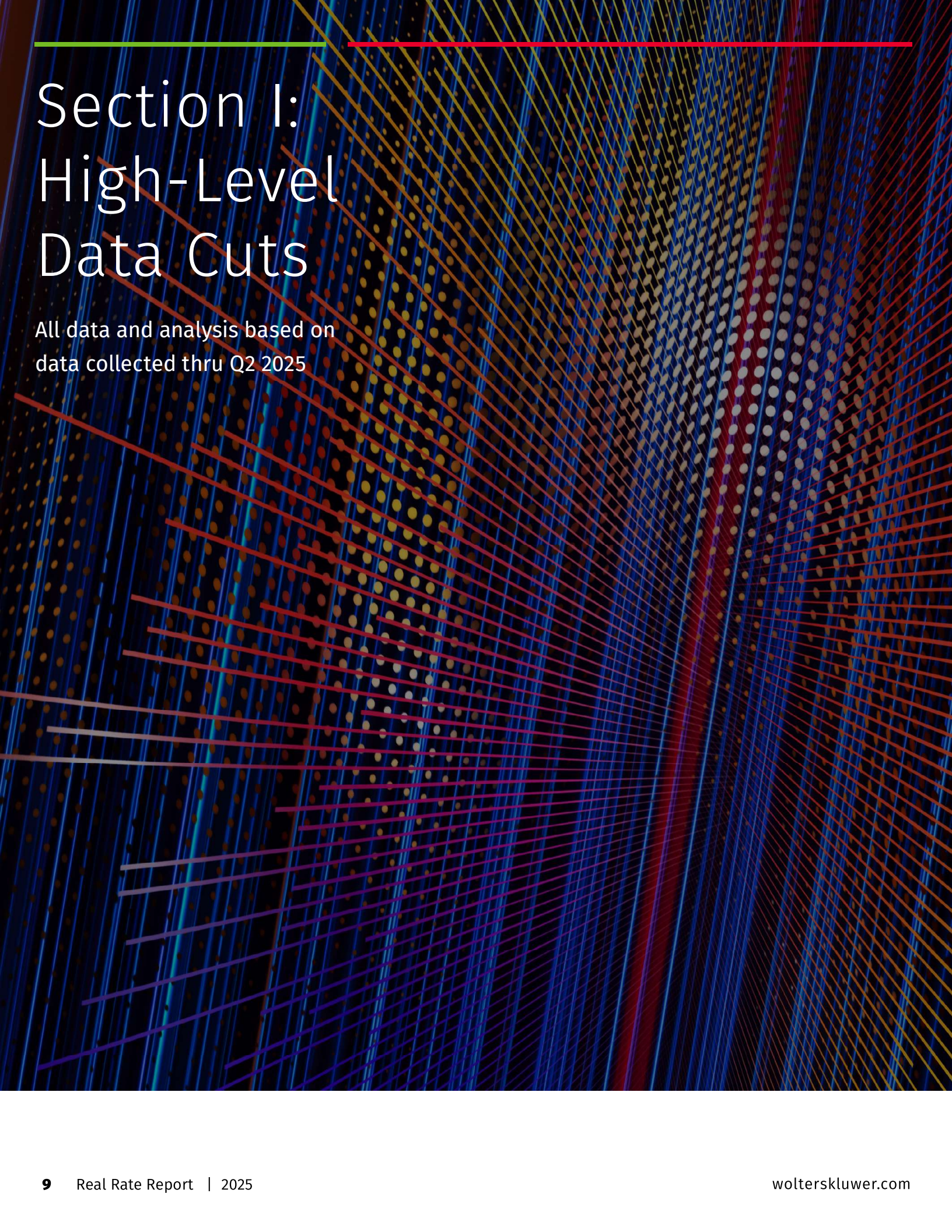
LegalVIEW® DynamicInsights

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

Data that wins awards...and rate negotiations

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





Section I: High-Level Data Cuts

All data and analysis based on
data collected thru Q2 2025

Section I: High-Level Data Cuts

Cities
By Role

2025 Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2025	2024	2023
Los Angeles CA	Partner	565	\$517	\$925	\$1,365	\$993	\$979	\$913
	Associate	518	\$485	\$720	\$982	\$761	\$741	\$684
Louisville KY	Partner	32	\$291	\$395	\$500	\$411	\$395	\$380
	Associate	19	\$275	\$290	\$342	\$304	\$274	\$268
Madison WI	Partner	10	\$275	\$420	\$491	\$420	\$443	\$563
Memphis TN	Partner	22	\$325	\$394	\$470	\$404	\$428	\$387
Miami FL	Partner	191	\$250	\$525	\$733	\$547	\$570	\$575
	Associate	128	\$175	\$330	\$479	\$357	\$389	\$393
Milwaukee WI	Partner	32	\$364	\$459	\$649	\$524	\$581	\$525
	Associate	18	\$322	\$455	\$690	\$498	\$462	\$404
Minneapolis MN	Partner	138	\$475	\$694	\$918	\$692	\$673	\$637
	Associate	111	\$333	\$450	\$620	\$485	\$467	\$432

Section I: High-Level Data Cuts

Cities By Years of Experience

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



Section II: Industry Analysis

All data and analysis based on
data collected thru Q2 2025

Section II: Industry Analysis

Consumer Services
By Detailed Practice Area and
Matter Type

2025 - Real Rates for Associate and Partner

Trend Analysis - Mean

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

EXHIBIT 2

Expenses Subtotals - Filtered Exp. Type

As of 2026-05-04 11:54:50 Pacific Standard Time/PST • Generated by Saul Solares

Filtered By

Show: All matters

Matter: ID equals a0LPc000001uzrX

Expense Type equals E127 — DTF,DTF,E108 — Postage,E102 — Printing

Display Name ↑	Expense Type ↑	Date	Expense: Expense ID	Provider Name	Note	Amount	Reduction Amount	Amount Paid	Amount Due.
Karina Zayas - Wage & Hour: 1/9/2024	E108 — Postage	7/16/2024	E-3216996			\$0.97			\$0.97
		6/20/2024	E-3210812			\$2.35			\$2.35
		5/22/2024	E-3203636			\$7.60			\$7.60
		5/22/2024	E-3203635			\$7.60			\$7.60
		2/8/2024	E-3179053			\$7.36			\$7.36
		2/8/2024	E-3179043			\$7.36			\$7.36
		2/8/2024	E-3179038			\$7.36			\$7.36
		2/8/2024	E-3179042			\$7.36			\$7.36
	Subtotal	Sum				\$47.96	\$0.00	\$0.00	\$47.96
Subtotal		Count	8						
		Sum				\$47.96	\$0.00	\$0.00	\$47.96
Total		Count	8						
		Sum				\$47.96	\$0.00	\$0.00	\$47.96

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WILSHIRE
LAW FIRM

Client Cost Report

Account	Type	Date	Num	Name	Matter Display Name	Line Memo	Amount
501500 Cost of Sale : Court Filing Fees	Credit Card	2/18/2026	CC022826TA-2078	One Legal LLC	Tri-State Community Healthcare Center (Zayas) - Wage & Hour (Class Action)	27473320-250467-Atty Svc for Court Filing-Declaration-Karina Zayas-1/9/2024	\$24.53
501500 Cost of Sale : Court Filing Fees	Credit Card	2/24/2026	CC022826TA-2189	One Legal LLC	Tri-State Community Healthcare Center (Zayas) - Wage & Hour (Class Action)	27527265-250467-Atty Svc for Court Filing-Order-Karina Zayas-1/9/2024	\$24.53
501500 Cost of Sale : Court Filing Fees	Credit Card	2/26/2026	CC022826TA-2575	Los Angeles Superior Court	Tri-State Community Healthcare Center (Zayas) - Wage & Hour (Class Action)	RM PA-2026-344611865 Minute Order 01/09/2024 Karina Zayas 250467	\$7.00
501500 Cost of Sale : Court Filing Fees	Credit Card	4/17/2026	CC043026TA-1629	One Legal LLC	Tri-State Community Healthcare Center (Zayas) - Wage & Hour (Class Action)	27968707-Atty Svc for Court Filing-CMS-Karina Zayas-250467	\$26.19
501500 Cost of Sale : Court Filing Fees	Credit Card	4/21/2026	CC043026TA-2682	Riverside Court EPay	Tri-State Community Healthcare Center (Zayas) - Wage & Hour (Class Action)	RM 004269 Document Retrieval Karina Zayas 250467	\$1.00
501500 Cost of Sale : Court Filing Fees	Credit Card	7/18/2025	CC073125TA-2799	One Legal LLC	Tri-State Community Healthcare Center (Zayas) - Wage & Hour (Class Action)	25860516-250467-Atty Svc for Court Filing-Amended Comp-Karina Zayas 1/9/2024	\$28.60
501500 Cost of Sale : Court Filing Fees	Credit Card	7/30/2025	CC083125TA-0861	One Legal LLC	Tri-State Community Healthcare Center (Zayas) - Wage & Hour (Class Action)	25945787-250467-Atty Svc for Court Filing-Change of Address-Karina Zayas-1/9/2024	\$27.57
501500 Cost of Sale : Court Filing Fees	Credit Card	7/30/2025	CC083125TA-0863	One Legal LLC	Tri-State Community Healthcare Center (Zayas) - Wage & Hour (Class Action)	25947149-250467-Atty Svc for Court Filing-Change of Address-Karina Zayas-1/9/2024	\$28.60
501500 Cost of Sale : Court Filing Fees	Credit Card	8/5/2025	CC083125TA-1061	One Legal LLC	Tri-State Community Healthcare Center (Zayas) - Wage & Hour (Class Action)	25990213-250467-Atty Svc for Court Filing-CMS-Karina Zayas-1/9/2024	\$61.95
501500 Cost of Sale : Court Filing Fees	Credit Card	8/7/2025	CC083125TA-1172	One Legal LLC	Tri-State Community Healthcare Center (Zayas) - Wage & Hour (Class Action)	25945506-250467-Atty Svc for Court Filing-Change of Address-Karina Zayas-1/9/2024	\$26.12
501500 Cost of Sale : Court Filing Fees	Credit Card	8/8/2025	CC083125TA-1192	One Legal LLC	Tri-State Community Healthcare Center (Zayas) - Wage & Hour (Class Action)	25990212-250467-Atty Svc for Court Filing-CMS-Karina Zayas-1/9/2024	\$24.06
501500 Cost of Sale : Court Filing Fees	Credit Card	8/21/2025	CC083125TA-3452	Riverside Court EPay	Tri-State Community Healthcare Center (Zayas) - Wage & Hour (Class Action)	RM PR-D3RPPWRQ22CPCQEWK	\$1.00
501500 Cost of Sale : Court Filing Fees	Credit Card	9/5/2025	CC093025TA-1007	One Legal LLC	Tri-State Community Healthcare Center (Zayas) - Wage & Hour (Class Action)	26232422-250467-Atty Svc for Court Filing-Declaration-Karina Zayas-1/9/2024	\$86.42
501500 Cost of Sale : Court Filing Fees	Credit Card	9/8/2025	CC093025TA-1157	Los Angeles Superior Court	Tri-State Community Healthcare Center (Zayas) - Wage & Hour (Class Action)	RM PA-2025-325204413	\$4.75
501500 Cost of Sale : Court Filing Fees	Credit Card	11/15/2025	CC113025TA-1338	One Legal LLC	Tri-State Community Healthcare Center (Zayas) - Wage & Hour (Class Action)	26781109-250467-Atty Svc for Court Filing-CMS-Karina Zayas-1/9/2024	\$24.06
502500 Cost of Sale : Legal Expenses	Bill	9/2/2025	440840	Case Anywhere LLC	Tri-State Community Healthcare Center (Zayas) - Wage & Hour (Class Action)	440840-Tri-State Community Healthcare Center (Zayas)-System Access Fee 8/1/25 - 8/31/25	\$49.00
502500 Cost of Sale : Legal Expenses	Bill	10/1/2025	453460	Case Anywhere LLC	Tri-State Community Healthcare Center (Zayas) - Wage & Hour (Class Action)	453460-Tri-State Community Healthcare Center (Zayas)-System Access Fee & Document Service Fee 9/1/25 - 9/30/25	\$97.00

Account	Type	Date	Num	Name	Matter Display Name	Line Memo	Amount
502500 Cost of Sale : Legal Expenses	Bill	11/3/2025	466292	Case Anywhere LLC	Tri-State Community Healthcare Center (Zayas) - Wage & Hour (Class Action)	466292-Karina Zayas-Billing Period: 10/01/25-10/31/25-250467	\$49.00
502500 Cost of Sale : Legal Expenses	Bill	12/1/2025	479271	Case Anywhere LLC	Tri-State Community Healthcare Center (Zayas) - Wage & Hour (Class Action)	479271-Karina Zayas-Billing Period: 11/01/25-11/30/25-250467	\$49.00
502500 Cost of Sale : Legal Expenses	Bill	1/2/2026	492084	Case Anywhere LLC	Tri-State Community Healthcare Center (Zayas) - Wage & Hour (Class Action)	492084-Karina Zayas-Billing Period: 12/01/25-12/31/25-250467	\$49.00
502500 Cost of Sale : Legal Expenses	Bill	3/2/2026	518419	Case Anywhere LLC	Tri-State Community Healthcare Center (Zayas) - Wage & Hour (Class Action)	518419-Karina Zayas-Billing Period: 02/01/26 - 02/28/26-250467	\$61.00
502500 Cost of Sale : Legal Expenses	Bill	4/1/2026	531727	Case Anywhere LLC	Tri-State Community Healthcare Center (Zayas) - Wage & Hour (Class Action)	531727-Karina Zayas-Billing Period: 03/01/26 - 03/31/26-250467	\$49.00
Total							\$799.38

Wilshire Law Firm, PLC
Client Costs Detailed Report
All Transactions

05/04/26

Accrual Basis

Type	Date	Num	Class	Source Name	Memo	Amount	Balance
500000 · COS							
501500 · Court Filing Fees							
Credit C...	06/12/2024		TriStateCommHealth(Zayas).W&H	Riverside Superior Court	PR-FJIHUNPNMH45TBHTN (250467) TriStateCommHealth(Zayas)....	6.00	6.00
Credit C...	07/26/2024		TriStateCommHealth(Zayas).W&H	Riverside Superior Court	RM PR-6CYNZW3GKYNSOADAN (250467) TriStateCommHealth(Z...	1.00	7.00
Credit C...	05/24/2024	22960750	TriStateCommHealth(Zayas).W&H	One Legal LLC	22960750-Comp,CCCS,Cert-Atty Svc for Court Filing-250467 Zayas...	1,512.08	1,519.08
Credit C...	06/18/2024	23112902	TriStateCommHealth(Zayas).W&H	One Legal LLC	23112902-250467-Atty Svc for Court Filing-Ntc of Appeara-TriState...	19.30	1,538.38
Credit C...	06/21/2024	23146003	TriStateCommHealth(Zayas).W&H	One Legal LLC	23146003-250467-Atty Svc for Court Filing-Sum & Com-TriStateCo...	123.54	1,661.92
Credit C...	07/02/2024	23159122	TriStateCommHealth(Zayas).W&H	One Legal LLC	23159122-250467-Atty Svc for Court Filing-Notice-TriStateCommHe...	21.36	1,683.28
Credit C...	07/02/2024	23173229	TriStateCommHealth(Zayas).W&H	One Legal LLC	23173229-250467-Atty Svc for Court Filing-POS-TriStateCommHeal...	19.30	1,702.58
Credit C...	07/16/2024	23328737	TriStateCommHealth(Zayas).W&H	One Legal LLC	23328737-250467-Atty Svc for Court Filing-Stmt-TriStateCommHeal...	22.39	1,724.97
Credit C...	07/26/2024	23393868	TriStateCommHealth(Zayas).W&H	One Legal LLC	23393868-250467-Atty Svc for Court Filing-Notice-TriStateCommHe...	23.42	1,748.39
Credit C...	07/30/2024	23406974	TriStateCommHealth(Zayas).W&H	One Legal LLC	23406974-TriStateCommHealth(Zayas).W&H-Atty Svc for Court Fili...	467.55	2,215.94
Credit C...	01/16/2025	24515979	TriStateCommHealth(Zayas).W&H	One Legal LLC	24515979-250467-Atty Svc for Court Filing-Notice-TriStateCommHe...	31.70	2,247.64
Credit C...	01/16/2025	24521952	TriStateCommHealth(Zayas).W&H	One Legal LLC	24521952-250467-Atty Svc for Court Filing-Stmt of Case-TriStateCo...	29.22	2,276.86
Credit C...	01/17/2025	24521953	TriStateCommHealth(Zayas).W&H	One Legal LLC	24521953-250467-Atty Svc for Court Filing-Stmt of Case-TriStateCo...	61.95	2,338.81
Credit C...	05/12/2025	25358636	TriStateCommHealth(Zayas).W&H	One Legal LLC	25358636-250467-Atty Svc for Court Filing-SOC-TriStateCommHeal...	27.15	2,365.96
Credit C...	05/12/2025	25358637	TriStateCommHealth(Zayas).W&H	One Legal LLC	25358637-250467-Atty Svc for Court Filing-SOC-TriStateCommHeal...	61.95	2,427.91
Credit C...	05/27/2025	25468373	TriStateCommHealth(Zayas).W&H	One Legal LLC	25468373-250467-Atty Svc for Court Filing-SCR-TriStateCommHeal...	30.67	2,458.58
Credit C...	05/27/2025	25468374	TriStateCommHealth(Zayas).W&H	One Legal LLC	25468374-250467-Atty Svc for Court Filing-SCR-TriStateCommHeal...	61.95	2,520.53
Credit C...	06/25/2025	25685323	TriStateCommHealth(Zayas).W&H	One Legal LLC	25685323-250467-Atty Svc for Court Filing-Stip & Ord-TriStateCom...	478.77	2,999.30
Credit C...	06/25/2025	25685324	TriStateCommHealth(Zayas).W&H	One Legal LLC	25685324-250467-Atty Svc for Court Filing-Stip & Ord-TriStateCom...	61.95	3,061.25
Total 501500 · Court Filing Fees						3,061.25	3,061.25
502500 · Legal Expenses							
Credit C...	05/23/2024		TriStateCommHealth(Zayas).W&H	Department of Industrial Relations	ORD-000285533 (250467) TriStateCommHealth(Zayas).W&H	75.00	75.00
Bill	04/23/2025	851737233	TriStateCommHealth(Zayas).W&H	Thomson Reuters-West Publishi...	Legal Research-TriStateCommHealth(Zayas).W&H	75.81	150.81
Total 502500 · Legal Expenses						150.81	150.81
503300 · Professional Fees							
Bill	04/03/2025	14466	TriStateCommHealth(Zayas).W&H	Berger Consulting Group, LLC	14466 TriStateCommHealth(Zayas).W&H 22.10 hours of work	9,945.00	9,945.00
Total 503300 · Professional Fees						9,945.00	9,945.00
Total 500000 · COS						13,157.06	13,157.06
TOTAL						13,157.06	13,157.06



WILSHIRE
LAW FIRM

Client Cost Report

Account	Type	Date	Num	Name	Matter Display Name	Line Memo	Amount
502500 Cost of Sale : Legal Expenses	Bill	7/1/2025	391826	Case Anywhere LLC	Tri-State Community Healthcare Center (Zayas) - Wage & Hour (PAGA ONLY)	391826-Tri-State Community Healthcare Center (Zayas)-System Access Fee-4/1/25 - 4/30/25	\$49.00
502500 Cost of Sale : Legal Expenses	Bill	7/1/2025	415926	Case Anywhere LLC	Tri-State Community Healthcare Center (Zayas) - Wage & Hour (PAGA ONLY)	415926-Tri-State Community Healthcare Center (Zayas)-System Access Fee	\$49.00
502500 Cost of Sale : Legal Expenses	Bill	8/4/2025	428453	Case Anywhere LLC	Tri-State Community Healthcare Center (Zayas) - Wage & Hour (PAGA ONLY)	428453-Karina Zayas-System Access Fee: 07/01/25 to 07/31/25	\$49.00
Total							\$147.00

Wilshire Law Firm, PLC
Client Costs Detailed Report
All Transactions

05/04/26

Accrual Basis

Type	Date	Num	Class	Source Name	Memo	Amount	Balance
500000 · COS							
501500 · Court Filing Fees							
Credit C...	09/16/2024	23731008-R1	TriSateCommHlthcare(Zayas).P...	One Legal LLC	23731008-R1-256211-Atty Svc for Court Filing-Joint Stmt of Case-Tr...	15.39	15.39
Credit C...	09/16/2024	23731008	TriSateCommHlthcare(Zayas).P...	One Legal LLC	23731008-256211-Atty Svc for Court Filing-Stmt of Case-TriSateCo...	8.03	23.42
Credit C...	09/16/2024	23731009	TriSateCommHlthcare(Zayas).P...	One Legal LLC	23731009-256211-Atty Svc for Court Filing-Joint Stmt of Case-TriSa...	51.48	74.90
Credit C...	10/04/2024	23864962	TriSateCommHlthcare(Zayas).P...	One Legal LLC	23864962-256211-Atty Svc for Court Filing-Ntc & Acknowl of Receip...	25.97	100.87
Credit C...	01/23/2025	24565842	TriSateCommHlthcare(Zayas).P...	One Legal LLC	24565842-256211-Atty Svc for Court Filing-SCR-TriSateCommHlthc...	28.60	129.47
Credit C...	01/24/2025	24565843	TriSateCommHlthcare(Zayas).P...	One Legal LLC	24565843-256211-Atty Svc for Court Filing-SCR-TriSateCommHlthc...	61.95	191.42
Total 501500 · Court Filing Fees						191.42	191.42
502500 · Legal Expenses							
Bill	02/05/2025	363644	TriSateCommHlthcare(Zayas).P...	Case Anywhere, LLC	363644 TriSateCommHlthcare(Zayas).PAGA System Access Fee 1/...	26.95	26.95
Bill	03/05/2025	368041	TriSateCommHlthcare(Zayas).P...	Case Anywhere, LLC	368041 TriSateCommHlthcare(Zayas).PAGA System Access Fee 2/...	49.00	75.95
Bill	04/04/2025	379887	TriSateCommHlthcare(Zayas).P...	Case Anywhere, LLC	379887 TriSateCommHlthcare(Zayas).PAGA System Access Fee 3/...	49.00	124.95
Bill	06/02/2025	403805	TriSateCommHlthcare(Zayas).P...	Case Anywhere, LLC	403805 TriSateCommHlthcare(Zayas).PAGA System Access Fee 5/...	49.00	173.95
Total 502500 · Legal Expenses						173.95	173.95
502700 · Mediation Fees							
Bill	10/10/2024	19772	TriSateCommHlthcare(Zayas).P...	Mehta & Mann	19772-TriSateCommHlthcare(Zayas).PAGA-Mediation Fee sked 03/...	10,250.00	10,250.00
Total 502700 · Mediation Fees						10,250.00	10,250.00
503300 · Professional Fees							
Bill	04/01/2025	183824	TriSateCommHlthcare(Zayas).P...	Creal Consulting, Inc.	183824-TriSateCommHlthcare(Zayas).PAGA-Litigation Support 03/2...	500.00	500.00
Total 503300 · Professional Fees						500.00	500.00
Total 500000 · COS						11,115.37	11,115.37
TOTAL						11,115.37	11,115.37