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

MARCELO CORTINAS, individually, on
behalf of all others similarly situated, and on
behalf of the State of California and other
aggrieved persons,

Plaintiff,

v.

ROADEX CY, INC., a California corporation;
and DOES 1 through 10, inclusive,

Defendants.

Case No.: 24STCV12792

*[Assigned for all purposes to the Hon. Elaine
Lu, Dept. 9]*

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

FINAL APPROVAL HEARING

Date: September 8, 2026

Time: 8:30 a.m.

Dept: 9

Complaint filed: May 20, 2024

FAC filed: August 7, 2025

Trial date: None set

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1. I am admitted, in good standing, to practice as an attorney in the State of California, and the United States District Courts for the Central, Southern, Eastern, and Northern Districts of California. I am a Partner at Wilshire Law Firm, PLC, counsel of record for Plaintiff Marcelo Cortinas (“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. This Declaration is submitted in support of Plaintiff’s Motion for Final Approval of Class Action and PAGA Settlement.
2. Plaintiff is represented by Wilshire Law Firm, PLC. The attorneys at Wilshire Law Firm, PLC performed significant work and expended litigation costs in prosecuting this matter with no guarantee of payment.
3. Wilshire Law Firm, PLC 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. Wilshire Law Firm, PLC is actively and continuously practicing in employment litigation, representing employees in both individual and class actions in both state and federal courts throughout California.
4. Wilshire Law Firm, PLC is qualified to handle this litigation because its attorneys are experienced in litigating Labor Code violations in individual, class action, and representative action cases. Wilshire Law Firm, PLC 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.
5. I graduated from the University of California, Los Angeles with a Bachelor of Arts in Political Science, *summa cum laude*. I received my Juris Doctor from The George Washington University Law School. During law school, I was a member of the student editorial board for the Federal Circuit Bar Journal.
6. My practice is focused on advocating for the rights of consumers and employees in class action litigation. I am currently the managing attorney in charge of litigating several class

1 action cases in state and federal courts in California.

2 7. As the attorney responsible for day-to-day management of this matter at the
3 Wilshire Law Firm, PLC, I have over five years of experience litigating wage and hour class
4 actions. Over the past five plus years, I have managed and assisted with the litigation and
5 settlement of several wage and hour class actions. In those class actions, I performed similar tasks
6 as those performed in the course of prosecuting this action.

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

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

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

Case No. CIVSB2118622; Motion for Final Approval granted on September 13, 2023.

i. *Jaimes, et al. v. Infiniti Health LLC*, Los Angeles County Superior Court, Case No. 22STCV07261; Motion for Final Approval granted on October 17, 2023.

j. *Nunez v. Gabriel Container*, Los Angeles County Superior Court, Case No. 21STCV09787; Motion for Final Approval granted on November 2, 2023.

k. *Lupercio v. Western CNC, Inc.*, San Diego County Superior Court, Case No. 37-2021-00010314-CU-OE-CTL; Motion for Final Approval granted on January 26, 2024.

l. *Jackson, et al. v. Apple Valley Communications, Inc., et al.*, San Bernardino County Superior Court, Case No. CIVSB2124721; Motion for Final Approval granted on February 1, 2024.

m. *Cuadras, et al. v. Guinn Corporation*, Kern County Superior Court, Case No. BCV-21-101520; Motion for Final Approval granted on February 22, 2024.

n. *Williams v. Total Longterm Care, Inc., et al.*, San Bernardino County Superior Court, Case No. CIVSB2213347; Motion for Final Approval granted on April 2, 2024.

o. *Meza v. Argus Management Company, LLC, et al.*, Los Angeles County Superior Court, Case No. 21STCV31612; Motion for Final Approval granted on May 20, 2024.

p. *Wade v. Mallory Safety and Supply LLC*, Siskiyou County Superior Court, Case No. 23CV00951; Motion for Final Approval granted on July 11, 2024.

q. *Snell v. Shasta Community Health Center*, Shasta County Superior Court, Case No. CVCV22-199416; Motion for Final Approval granted on November 12, 2024.

r. *Arce v. Sammy's Woodfired Pizza*, San Diego County Superior Court, Case No. 37-2023-00037670-CU-OE-CTL; Motion for Final Approval granted on January 10, 2025.

s. *Ochoa, et al. v. La Tavola, LLC*, Napa County Superior Court, Case No.

22CV000862; Motion for Final Approval granted on January 23, 2025.

t. *Brown, et al. v. Fidelity Security Services, Inc.*, Los Angeles County Superior Court, Case No. 21STCV31617; Motion for Final Approval granted on January 28, 2025.

u. *Torres v. Lupton Excavation, Inc.*, Sacramento County Superior Court, Case No. 34-2022-00317401-CU-OE-GDS; Motion for Final Approval granted on April 18, 2025.

v. *Peterson v. PJ Printers*, Orange County Superior Court, Case No. 30-2022-01247546-CU-OE-CTL; Motion for Final Approval granted on April 25, 2025.

w. *Harris v. D&D Gear Incorporated dba Absolute Technologies, Inc.*, Orange County Superior Court, Case No. 30-2021-01222330-CU-OE-CTL; Motion for Final Approval granted on April 25, 2025.

x. *Guarista, et al. v. Urologic Institute of the High Desert, Inc.*, San Bernardino County Superior Court, Case No. CIVSB2125029; Motion for Final Approval granted on June 17, 2025.

y. *Carbajal v. Mattco Forge, Inc.*, Los Angeles County Superior Court, Case No. 23STCV12264; Motion for Final Approval granted on July 28, 2025.

z. *Martinez v. Corticare, Inc.*, San Diego County Superior Court, Case No. 37-2023-00055906-CU-OE-CTL; Motion for Final Approval granted on November 21, 2025.

10. John G. Yslas is a Senior Partner at WLF. He graduated from the University of California, Santa Barbara with High Honors in 1991 with Bachelor of Arts degrees in Psychology. He received his Juris Doctor from UCLA Law School in 1996.

11. Upon graduating from law school in 1996, Mr. Yslas worked for a boutique law firm practicing general litigation which included employment law matters. For the last 25 years (since approximately 2000), his 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, Lewis & Bockius LLP (where he was a senior associate), Foley & Lardner LLP (where he was a partner and a national Vice Chair of the Labor and Employment Group), Norton

1 Rose Fulbright LLP (where he was a partner) and Seyfarth Shaw LLP (where he was a partner
2 and member of the Wage and Hour Practice Group). During my time at these law firms, he was
3 the primary attorney or took a major leading role in defending employers on numerous wage and
4 hour class, collective and representative actions.

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

19 13. He has received numerous awards for my legal work. For example, from 2015 to
20 2018, he was listed in Los Angeles Super Lawyers for Employment Litigation (Thomson
21 Reuters). He has also served on numerous prominent boards and in other leadership positions,
22 including serving as Southern California Regional President for the Hispanic National Bar
23 Association and on the board of directors of the Mexican American Bar Foundation. He also
24 previously served on the 5-member Los Angeles Civil Service Commission, which generally
25 oversees the personnel decisions for the City of Los Angeles.

26 14. He has also published numerous blogs on labor and employment issues, including
27 on wage and hour issues. For example, he published “Headline News: Wal-Mart v. Dukes-Impact
28 on Class Action Litigation” (while a partner with Foley & Lardner LLP) and “Are You Really

1 Protected From Wage-and-Hour Successor Liability in an Asset Purchase” (while a partner with
2 Seyfarth Shaw LLP). He has also been a presenter at numerous conferences, including being a
3 presenter involving the “Employment Law Update” at a National Employment Law Council
4 conference. He currently bills at an hourly rate of \$1,500.00.

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

11 16. Alan Wilcox was a Senior Attorney at WLF. He graduated from the University of
12 California, Berkeley in 2007, and graduated from Pepperdine University’s School of Law and
13 became a member of the California State Bar in 2012. Throughout his career, Alan has represented
14 clients in both state and federal Courts in a wide variety of matters, including contract disputes,
15 wrongful foreclosure, unlawful detainer, divorce, product defect, tort, and employment matters.
16 Since 2014, he has exclusively practiced complex civil litigation representing plaintiff employees
17 in employment matters. He has handled both individual wrongful discharge and collective wage
18 and hour actions, with the class action and PAGA matters including *Flores v. Aqua Terra Culinary,*
19 *Inc.*, Monterey Superior Court Case No. 17CV002672, *Garcia v. Construction Innovations Group,*
20 *LLC*, Sacramento Superior Court Case No. 34-2020-00285239, *Kim v. Sheraton Operating Corp.*,
21 Central District of California Case No. 2:17-cv-09247-FMO-E, *Pease v. Wattrans, Inc.*, San
22 Bernardino Superior Court Case No. CIVDS1919832, and *Lachman v. Berlitz Languages, Inc.*,
23 Los Angeles Superior Court Case No. 19STCV01533, among others. His hourly billing rate during
24 the pendency of the action was \$950.00 per hour.

25 17. Karen L. Wallace is a Senior Settlement Attorney at WLF. She earned a Ph.D. in
26 English at the University of California, Los Angeles, and taught literature and writing for many
27 years. She returned to school in 2007 and earned a J.D. with a public service distinction from
28 Southwestern Law School in 2010, when she was admitted to the California State Bar. Her

1 practice has focused on complex wage and hour and consumer cases on behalf of plaintiffs, and
2 she has litigated class and representative actions in both state and federal courts throughout
3 California. Her current hourly billing rate is \$950.00 per hour.

4 18. In support of the reasonableness of WLF's hourly rates, a true and correct excerpt
5 from the *2025 Real Rate Report* published by Wolters Kluwer is attached as **Exhibit 1**. 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 type,
12 and timekeeper role. Page 33 of the report reflects rates drawn from 565 partners
13 and 518 associates practicing in Los Angeles. In that dataset, the third-quartile
14 hourly rate is \$1,365 for partners and \$982 for associates. These figures confirm
15 that Los Angeles is a high-rate legal market and that experienced litigation partners
16 routinely bill in excess of \$1,300 per hour based on rates actually paid by clients in
17 2024. The Real Rate Report further shows that in the San Diego market, partners
18 with 21 or more years of experience command third-quartile billing rates of
19 approximately \$1,334 per hour, confirming that highly experienced litigators in
20 major California markets routinely bill at the upper end of the rate spectrum.

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

19. In an article entitled "Big Law Rates Topping \$2,000 Leave Value 'In Eye of Beholder,'" written by Roy Strom and published by Bloomberg Law on June 9, 2022, the author describes how Big Law firms have crossed the \$2,000-per hour rate. The article also notes that law firm rates have been increasing by just under 3% per year. A true and correct copy of the June 9, 2022 Bloomberg Law article is attached as **Exhibit 2**.

20. Wilshire Law Firm, PLC, has performed significant work and incurred litigation costs in prosecuting this matter with no guarantee of payment. The efforts expended by Class Counsel to achieve this result include, but are not limited to, the following:

- a. the investigation of the matter, including meeting with Plaintiff, reviewing Defendant Roadex CY, Inc. ("Defendant") policies, and requesting Plaintiff's time and pay records, personnel files, and exploring the corporate structure of Defendant;
- b. filing the Action;
- c. attending status conferences and meeting and conferring with Defendant's counsel regarding the case;
- d. drafting and filing joint stipulations and joint reports;
- e. meeting and conferring with Defendant regarding mediation, exchange of informal discovery beforehand, and negotiating with opposing counsel regarding the parameters thereof;
- f. selecting a mediator and mediation date;
- g. working with opposing counsel and expert consultants for the receipt of a representative sampling and analyzing the same with the aid of expert consultants and Plaintiff to perform analyses of liability and exposure prior to attendance of the mediation in this matter;
- h. reviewing policy documents from Defendant and researching applicable defenses;
- i. preparation of a mediation brief and damages model for use at mediation;

- j. attendance at mediation by all Parties and Counsel;
- k. communicating with Plaintiff;
- l. negotiating, finalizing and fully executing the settlement agreement;
- m. preparing and filing the Motion for Preliminary Approval and supporting documents;
- n. preparing and filing a first amended complaint;
- o. amending, finalizing and fully executing the settlement agreement and class notice;
- p. preparing and filing supplemental moving papers for the Motion for Preliminary Approval;
- q. communicating with the Administrator and defense counsel to ensure the class data was received and that Class Notice was properly distributed; and
- r. preparing the instant Motion for Final Approval and supporting documents.

21. Wilshire Law Firm, PLC's current lodestar reflects the efficiencies achieved by the attorneys' experience in this field with **187.1** hours of work resulting in **\$140,935** in fees. Wilshire Law Firm, PLC, 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 amount does not include the time Class Counsel will spend at the final approval hearing and assisting the Settlement Administrator following final approval.** The chart below shows the calculation of hours spent by each of Wilshire Law Firm, PLC's attorneys on this case:

Attorney	Hours	Hourly Rate	Total
John G. Yslas	8.9	\$1,500.00	\$13,350.00
Arrash T. Fattahi	62.5	\$850.00	\$53,125.00
Arman A. Salehi	101.3	\$600.00	\$60,780.00
Alan Wilcox	5.5	\$950.00	\$5,225.00
Karen L. Wallace	8.9	\$950.00	\$8,455.00
TOTAL	187.1		\$140,935.00

22. This amount surpasses the requested fee award of \$70,833.33, resulting in a negative

multiplier. Class Counsel have assumed the risk and costs of litigation on a contingency basis. While Plaintiff is confident in the merits of his claims, a legitimate controversy exists as to each cause of action posing a real risk that Plaintiff may not certify a class and/or prevail at trial. Any of these obstacles could have prevented recovery completely, which would leave Class Counsel with no compensation for the time and money invested in litigating this case. Despite these risks, Class Counsel took this case on contingency so that Class Members (a particularly vulnerable group of hourly paid workers) could be compensated for their unpaid wages. Consequently, Class Counsel could not take on, or focus on, other cases that could have resulted in greater, and less risky, monetary gain. This time could have been spent on other potentially lucrative cases.

23. Class Counsel spent 187.1 hours prosecuting this action, which was divided among the attorneys working on this case according to skill level. Class Counsel's hourly rates are comparable to those charged by other class action counsel.

24. In litigation costs, Wilshire Law Firm, PLC, has spent \$17,808.88 on items such as filing fees, service fees, mediation fees, and expert fees. A true and correct copy of a breakdown of costs incurred by my office is attached hereto as **Exhibit 3**. Additionally, we anticipate incurring \$300.00 in anticipated future costs for filing fees and service fees for a total of \$18,108.88 in costs. Since Class Counsel's costs did not reach the maximum of \$30,000.00, the remaining \$11,891.12 will revert to and increase the Net Settlement Amount. All costs incurred were reasonable and necessary for the prosecution of this case.

25. We also note that the Settlement was, in large part, a result of Plaintiff's participation and efforts on behalf of the class, and we believe the request for an enhancement award for his efforts as Class Representative is fair and reasonable.

26. Class Counsel have negotiated a settlement that they believe is fair, reasonable, and adequate based on their prior experience in similar complex litigation.

27. On January 7, 2026, my office submitted a copy of the proposed Class Action and PAGA Settlement Agreement, Release and Class Notice ("Agreement") to the LWDA. A true and correct copy of the LWDA email confirming receipt is attached as **Exhibit 4**.

28. On March 26, 2026, Plaintiff submitted a copy of the Amended Agreement to the

1 LWDA. *See* Supplemental Declaration of Arman A. Salehi in Support of Plaintiff’s Motion for
2 Preliminary Approval of Class Action and PAGA Settlement (“Salehi MPA Decl.”) ¶ 5, Ex. 4.)

3 29. To date, the LWDA has not responded or objected to the Settlement.

4 30. Class Counsel is not aware of any other pending matter or action asserting claims
5 that will be extinguished or affected by the Settlement.

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

8 Executed on July 31, 2026, at Los Angeles, California.

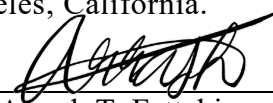
9 
10 Arrash T. Fattahi

Exhibit 1



ELM Solutions

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

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

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Solution:

- Open the PDF in Acrobat and go to Edit > Preferences > Page Display.
- Uncheck Enhance thin lines (if it's checked).
- Restart Acrobat and reopen the PDF.

A Letter to Our Readers

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

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

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

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

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

Sincerely,



Brian Jorgenson

Vice President, Product Management
Wolters Kluwer ELM Solutions

Real Rate Report Overview

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

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

What's different with DynamicInsights?

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

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

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

2025 Real Rate Report use considerations

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

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

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

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

Examples of data to consider when reviewing rates:

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

Real Rate Report Overview

Understanding key statistical terms

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

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

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

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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

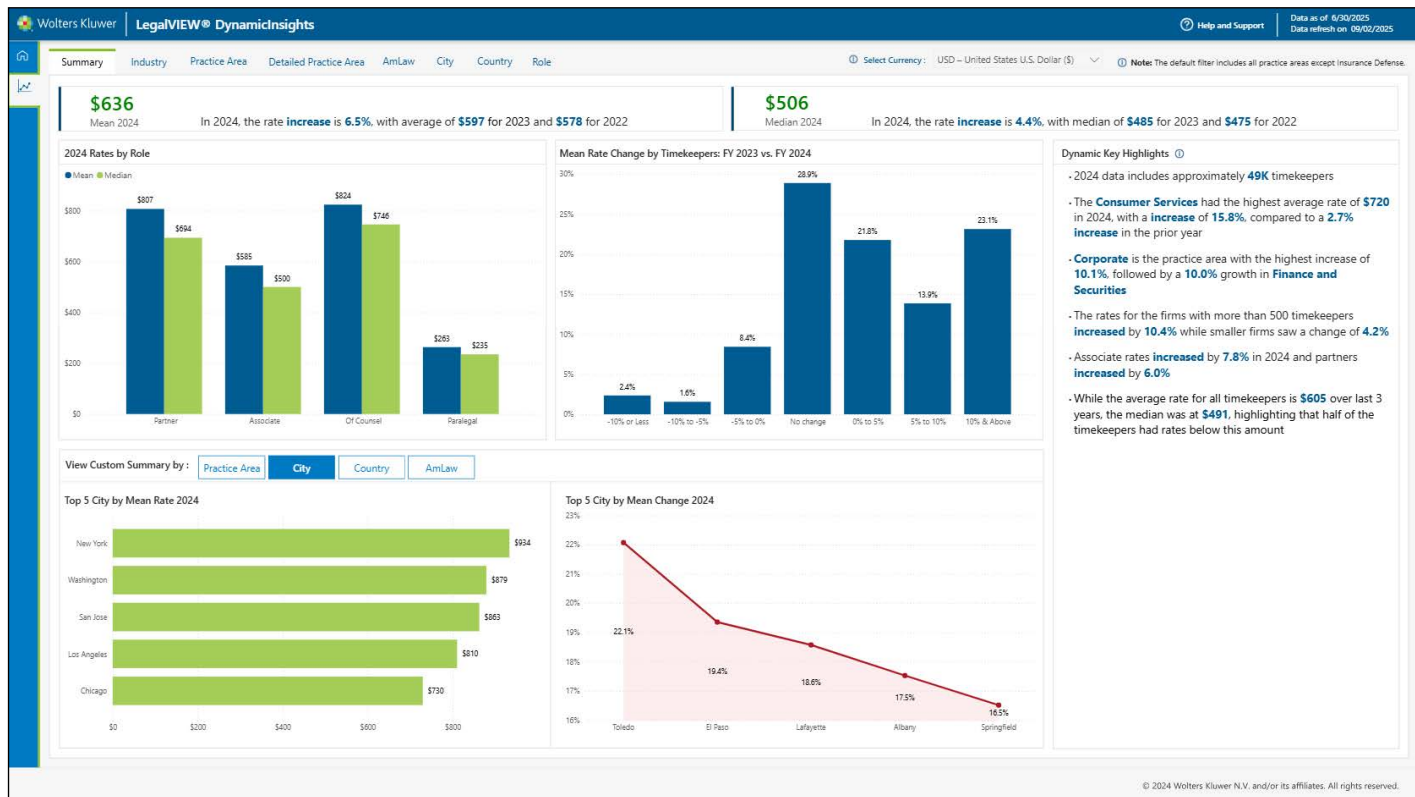
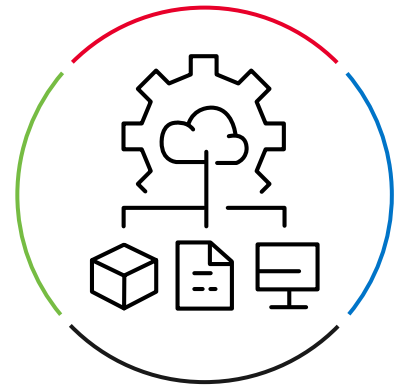


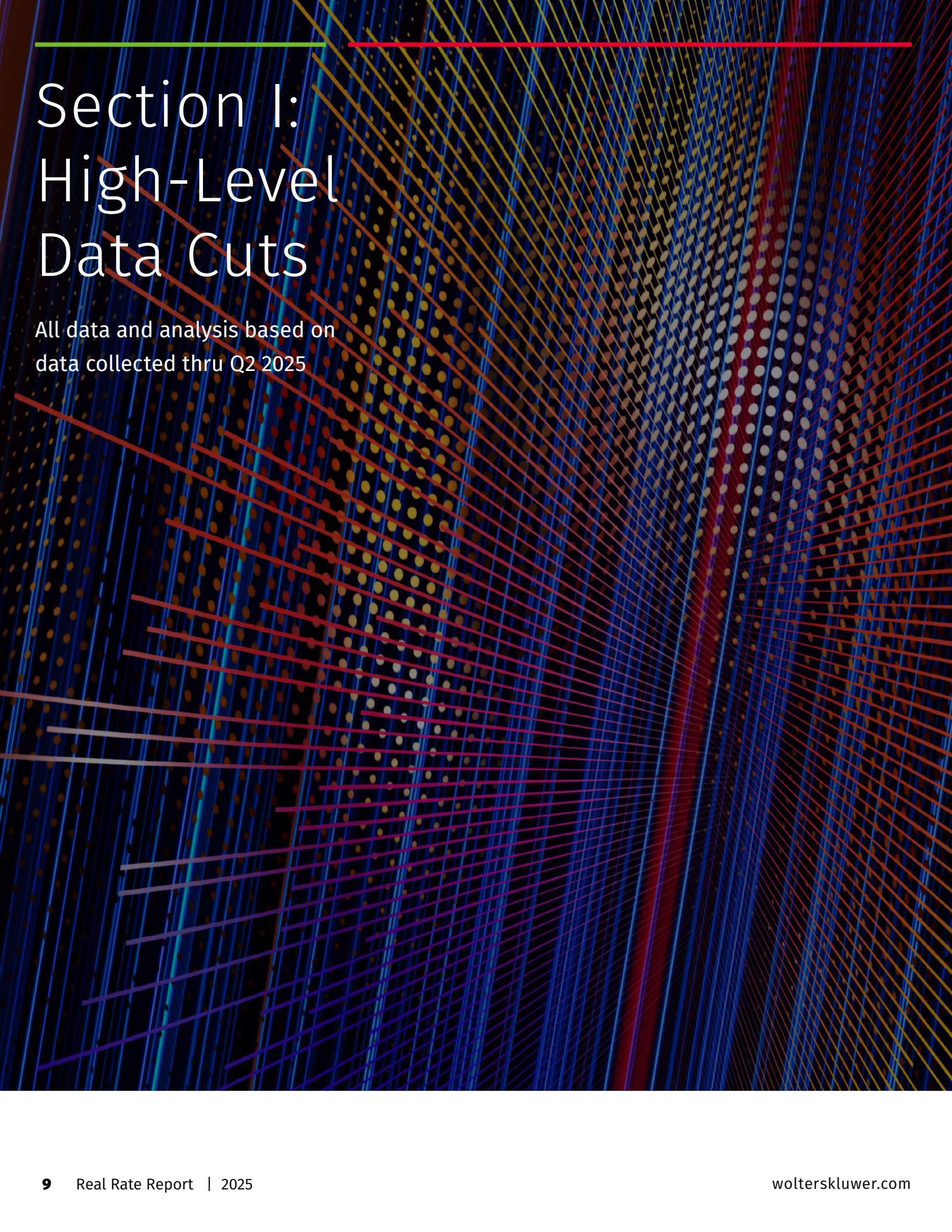
LegalVIEW® DynamicInsights

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

Free Newsletter Sign Up

Business & Practice

Big Law Rates Topping \$2,000 Leave Value ‘In Eye of Beholder’

By Roy Strom

Column

June 9, 2022, 2:30 AM

Welcome back to the Big Law Business column on the changing legal marketplace written by me, Roy Strom. Today, we look at a new threshold for lawyers' billing rates and why it's so difficult to put a price on high-powered attorneys. Sign up to receive this column in your inbox on Thursday mornings. Programming note: Big Law Business will be off next week.

Some of the nation's top law firms are charging more than \$2,000 an hour, setting a new pinnacle after a two-year burst in demand.

Partners at Hogan Lovells and Latham & Watkins have crossed the threshold, according to court documents in bankruptcy cases filed within the past year.

Other firms came close to the mark, billing more than \$1,900, according to the documents. They include Kirkland & Ellis, Simpson Thacher & Bartlett, Boies Schiller Flexner, and Sidley Austin.

Simpson Thacher & Bartlett litigator Bryce Friedman, who helps big-name clients out of jams, especially when they're accused of fraud, charges \$1,965 every 60 minutes, according to a court document.

In need of a former acting US Solicitor General? Hogan Lovells partner Neal Katyal bills time at \$2,465 an hour. Want to hire famous litigator David Boies? That'll cost \$1,950 an hour (at least). Reuters was first to report their fees.

Eye-watering rates are nothing new for Big Law firms, which typically ask clients to pay higher prices at least once a year, regardless of broader market conditions.

"Value is in the eye of the beholder," said John O'Connor, a San Francisco-based expert on legal fees. "The perceived value of a good lawyer can reach into the multi-billions of dollars."

Kirkland & Ellis declined to comment on its billing rates. None of the other firms responded to requests to comment.

Charge It Up

Big Law firms are crossing the \$2,000-an-hour threshold after two years of surging rates driven by an increase in demand for lawyers.

Firm	Highest Billing Rate
Hogan Lovells	\$2,465
Latham & Watkins	\$2,075
Kirkland & Ellis	\$1,995
Simpson Thacher & Bartlett	\$1,965
Boies Schiller Flexner	\$1,950
Sidley Austin	\$1,900

Source: Court documents

Bloomberg Law

Law firms have been more successful raising rates than most other businesses over the past 15 years.

Law firm rates rose by roughly 40 percent from 2007 to 2020, or just short of 3 percent per year, Thomson Reuters Peer Monitor data show. US inflation rose by about 28% during that time.

The 100 largest law firms in the past two years achieved their largest rate increases in more than a decade, Peer Monitor says. The rates surged more than 6% in 2020 and grew another 5.6% through November of last year. Neither level had been breached since 2008.

The price hikes occurred during a once-in-a-decade surge in demand for law services, which propelled profits at firms to new levels. Fourteen law firms reported average profits per equity partner in 2021 over \$5 million, according to data from The American Lawyer. That was up from six the previous year.

The highest-performing firms, where lawyers charge the highest prices, have outperformed their smaller peers. Firms with leading practices in markets such as mergers and acquisitions, capital markets, and real estate were forced to turn away work at some points during the pandemic-fueled surge.

Firms receive relatively tepid pushback from their giant corporate clients, especially when advising on bet-the-company litigation or billion-dollar deals.

The portion of bills law firms collected—a sign of how willingly clients pay full-freight—rose during the previous two years after drifting lower following the Great Financial Crisis. Collection rates last year breached 90% for the first time since 2009, Peer Monitor data show.

Professional rules prohibit lawyers from charging “unconscionable” or “unreasonable” rates. But that doesn’t preclude clients from paying any price they perceive as valuable, said Jacqueline Vinaccia, a San Diego-based lawyer who testifies on lawyer fee disputes.

Lawyers’ fees are usually only contested when they will be paid by a third party.

That happened recently with Hogan Lovells’ Katyal, whose nearly \$2,500 an hour fee was contested in May by a US trustee overseeing a bankruptcy case involving a Johnson & Johnson unit facing claims its talc-based powders caused cancer.

The trustee, who protects the financial interests of bankruptcy estates, argued Katyal’s fee was more than \$1,000 an hour higher than rates charged by lawyers in the same case at Jones Day and Skadden Arps Slate Meagher & Flom.

A hearing on the trustee’s objection is scheduled for next week. Hogan Lovells did not respond to a request for comment on the objection.

Vinaccia said the firm’s options will be to reduce its fee, withdraw from the case, or argue the levy is reasonable, most likely based on Katyal’s extensive experience arguing appeals.

Still, the hourly rate shows just how valuable the most prestigious lawyers’ time can be—even compared to their highly compensated competitors.

“If the argument is that Jones Day and Skadden Arps are less expensive, then you’re already talking about the cream of the crop, the top-of-the-barrel law firms,” Vinaccia said. “I can’t imagine a case in which I might argue those two firms are more reasonable than the rates I’m dealing with.”

Worth Your Time

On Cravath: Cravath Swaine & Moore is heading to Washington, opening its first new office since 1973 by hiring former heads of the U.S. Securities and Exchange Commission and Federal Deposit Insurance Corporation. Meghan Tribe reports the move comes as Big Law firms are looking to add federal government expertise as clients face more regulatory scrutiny.

On Big Law Promotions: It’s rare that associates get promotions to partner in June, but Camille Vasquez is now a Brown Rudnick partner after she shot to fame representing Johnny Depp in his defamation trial against ex-wife Amber Heard.

On Working From Home: I spoke this week with Quinn Emanuel’s John Quinn about why he thinks law firm life is never going back to the office-first culture that was upset by the pandemic. Listen to the podcast [here](#).



That's it for this week! Thanks for reading and please send me your thoughts, critiques, and tips.

To contact the reporter on this story: Roy Strom in Chicago at rstrom@bloomberglaw.com

To contact the editors responsible for this story: Chris Opfer at copfer@bloomberglaw.com; John Hughes at jhughes@bloombergindustry.com

Documents

[Trustee's Objection](#)

Related Articles

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Aug. 12, 2021, 3:00 AM

Law Firms

Simpson Thacher
Hogan Lovells
Jones Day
Skadden
Sidley Austin
Quinn Emanuel
Cravath Swaine & Moore
Latham & Watkins
Kirkland & Ellis
Boies Schiller Flexner

Topics

expert fees
compensation of bankruptcy attorney
acquisitions
U.S. trustees
financial markets
client-paid legal fees
data breaches

Companies

Johnson & Johnson
Thomson Reuters Corp

Exhibit 3

Wilshire Law Firm, PLC
Transaction Detail by Account
All Transactions

11/8/2024
Accrual Basis

<u>Type</u>	<u>Date</u>	<u>Num</u>	<u>Memo</u>	<u>Description</u>	<u>Amount</u>	<u>Balance</u>
COS						
Mediation Fees						
	5/1/2025	110374	Marsilli Mediation, Inc.	Mediation Fee	\$9,000.00	\$9,000.00
Total MEDIATION FEES					\$9,000.00	\$9,000.00
Consultant Fees						
	09/04/2025	13715	Berger Consulting Group LLC	7.60 hours of work	\$5,130.00	\$5,130.00
Total CONSULTANT FEES					\$5,130.00	\$5,130.00
Filing Fees						
	05/21/2024	22945499	Filing Fee - One Legal LLC	Complaint Filing	\$1,497.05	\$1,497.05
	06/20/2024		Document Purchase - Los Angeles Superior Court		\$3.00	\$1,500.05
	06/21/2024		Department of Industrial Relati...	PAGA Letter	\$75.00	\$1,575.05
	06/24/2024		Department of Industrial Relati...	PAGA Letter	\$75.00	\$1,650.05
	6/26/2024	78013	Valpro Attorney Services, LLC	Serve - RoadEx CY-S&C	\$159.00	\$1,809.05
	06/27/2024	78124	Valpro Attorney Services, LLC	File POS	\$45.00	\$1,854.05
	09/06/2024	23679955	Filing Fee - One Legal LLC	Status Conf. Report	\$20.74	\$1,874.79
	09/13/2024	23727354	Filing Fee - One Legal LLC	Jury Fees	\$175.17	\$2,049.96
	09/20/2024	23773941	Filing Fee - One Legal LLC	Notice	\$20.80	\$2,070.76
	09/23/2024		Document Purchase - Los Angeles Superior Court		\$6.00	\$2,076.76
	11/04/2024	348003	Service Fee - Case Anywhere LLC		\$120.90	\$2,197.66
	01/09/2025	24467687	Filing Fee - One Legal LLC	SCR	\$23.44	\$2,221.10
	01/09/2025	24467713	Filing Fee - One Legal LLC	Stip and Order	\$45.12	\$2,266.22
	02/05/2025	359838	Service Fee - Case Anywhere LLC		\$159.00	\$2,425.22
	03/05/2025	369273	Service Fee - Case Anywhere LLC		\$49.00	\$2,474.22
	04/04/2025	381255	Service Fee - Case Anywhere LLC		\$49.00	\$2,523.22
	05/02/2025	393190	Service Fee - Case Anywhere LLC		\$49.00	\$2,572.22
	06/02/2025	405168	Service Fee - Case Anywhere LLC		\$49.00	\$2,621.22
	07/01/2025	417309	Service Fee - Case Anywhere LLC		\$49.00	\$2,670.22
	07/17/2025	CC073125TA-1768	Filing Fee - One Legal LLC	SR	\$23.44	\$2,693.66
	07/18/2025	CC073125TA-2808	Filing Fee - One Legal LLC	Change of Address	\$23.44	\$2,717.10
	08/04/2025	429854	Service Fee - Case Anywhere LLC		\$61.00	\$2,778.10
	08/07/2025	CC083125TA-1168	Filing Fee - One Legal LLC	Amended Complaint	\$23.44	\$2,801.54
	09/02/2025	442286	Service Fee - Case Anywhere LLC		\$55.00	\$2,856.54
	09/16/2025	CC093025TA-1605	Filing Fee - One Legal LLC	Notice of Settlement	\$23.44	\$2,879.98
	10/01/2025	454895	Service Fee - Case Anywhere LLC		\$49.00	\$2,928.98
	11/03/2025	467691	Service Fee - Case Anywhere LLC		\$49.00	\$2,977.98
	11/14/2025	CC113025TA-1311	Filing Fee - One Legal LLC	Stip and Order	\$45.12	\$3,023.10

	11/21/2025	CC113025TA-2339	Filing Fee - One Legal LLC	Notice	\$23.44	\$3,046.54
	12/01/2025	480670	Service Fee - Case Anywhere LLC		\$61.00	\$3,107.54
	01/02/2026	493496	Service Fee - Case Anywhere LLC		\$49.00	\$3,156.54
	01/09/2026	CC013126TA-0608	Filing Fee - One Legal LLC	Declar,Ord,POS	\$87.66	\$3,244.20
	01/15/2026	CC013126TA-1169	Filing Fee - One Legal LLC	CMS	\$24.53	\$3,268.73
	02/01/2026	506544	Service Fee - Case Anywhere LLC		\$85.00	\$3,353.73
	03/02/2026	519860	Service Fee - Case Anywhere LLC		\$49.00	\$3,402.73
	03/27/2026	CC033126TA-2417	Filing Fee - One Legal LLC	Supp Declar	\$24.53	\$3,427.26
	03/27/2026	CC033126TA-2548	Document Purchase - Los Angeles Superior Court	Minute Order	\$2.00	\$3,429.26
	04/01/2026	533151	Service Fee - Case Anywhere LLC		\$55.00	\$3,484.26
	05/01/2026	546714	Service Fee - Case Anywhere LLC		\$55.00	\$3,539.26
	05/06/2026	CC053126TA-0224	Filing Fee - One Legal LLC	Notice of Ruling	\$24.53	\$3,563.79
	06/01/2026	560146	Service Fee - Case Anywhere LLC		\$49.00	\$3,612.79
	07/01/2026	573436	Service Fee - Case Anywhere LLC		\$49.00	\$3,661.79
	FUTURE		Filing Fee - One Legal LLC	MFA, Compliance Declaration	\$150.00	\$3,811.79
	FUTURE		Service Fee - Case Anywhere LLC	Service Fees	\$150.00	\$3,961.79
Total FILING FEES					\$3,961.79	\$3,961.79
Other Costs						
	5/18/2024	E-3211312	Docusign envelope		\$1.89	\$1.89
	6/21/2024	E-3211332	Postage		\$7.84	\$9.73
	5/21/2024	E-3203358	Postage		\$7.36	\$17.09
Total OTHER COSTS					\$17.09	\$17.09
TOTAL					\$18,108.88	\$18,108.88

Exhibit 4

Theresa Chan

From: no-reply@formassembly.com
Sent: Wednesday, January 7, 2026 4:30 PM
To: Theresa Chan
Subject: Thank you for your Proposed Settlement Submission

01/07/2026 04:29:20 PM

Thank you for your submission to the Labor and Workforce Development Agency.

Item submitted: Proposed Settlement

On 01/07/2026 04:29:20 PM your Proposed Settlement was successfully processed for case number LWDA-CM-1035723-24

If you have questions or concerns regarding this submission or your case, please send an email to pagainfo@dir.ca.gov.

DIR PAGA Unit on behalf of
Labor and Workforce Development Agency

Website:

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