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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN BERNARDINO - SBJC**

JASPER MARTINEZ, individually, and on
behalf of other members of the general public
similarly situated,

Plaintiff,

v.

INLAND STAFFING, INC., a California
corporation; 3 WAY THRIFT STORE, INC., a
California corporation; and DOES 1 through 10,
inclusive,

Defendants.

Case No.: CIVSB2428153

*[Assigned for All Purposes to the Hon.
Nicole Quintana Winter, Dept. S29]*

**DECLARATION OF TYLER J. WOODS
IN SUPPORT OF PLAINTIFF'S
MOTION FOR FINAL APPROVAL OF
CLASS ACTION AND PAGA
SETTLEMENT**

Final Approval Hearing:

Date: September 23, 2026

Time: 9:00 a.m.

Dept.: S29

Complaint filed: September 16, 2024

FAC filed: October 18, 2024

Trial date: None Set

DECLARATION OF TYLER J. WOODS

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

2. I submit this declaration in support of Plaintiff’s Motion for Final Approval of Class Action and PAGA Settlement (“Motion”).

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

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

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

6. I graduated from the University of California, Davis in 1999 with a Bachelor of Arts degree in Communications with minors in Spanish and Psychology. I received my Juris Doctor from USC Gould School of Law in 2004.

7. Upon graduating from law school in 2004, I worked for international firm McDermott Will & Emery LLP practicing general litigation which included employment law matters. Since 2010, and exclusively since 2013, my practice has focused on labor and employment matters including handling wage and hour class, collective, and representative actions (including the Private Attorneys General Act or “PAGA”), including at the law firms of

1 McDermott Will & Emery LLP (where I was a partner), Pacific Trial Attorneys (where I was a
2 partner), and labor and employment powerhouse Fisher Phillips (where I was a partner and head
3 of the Class Action Practice Group). At these law firms, I was the lead trial counsel or took a
4 major leading role in defending employers on numerous wage and hour class, collective, and
5 representative actions. As lead counsel during my tenure as defense counsel, I successfully
6 defeated certification of a potential 10,000-plus class on behalf of a nationwide quick service
7 restaurant and negotiated several wage and hour class actions that were subsequently approved
8 by the Courts.

9 8. I left Fisher Phillips in late March 2024 and joined WLF to represent plaintiff
10 employees. I have been and am handling many wage and hour class and representative actions,
11 litigating such matters on behalf of employees in numerous State courts. Representing both
12 plaintiff and defendants, I have successfully mediated the resolution of many wage and hour class,
13 collective, and representative actions.

14 9. In July 2025, I obtained a jury verdict in excess of \$6,000,000 in a wage and hour
15 case in Los Angeles Superior Court against Javier's Cantina & Grill (Los Angeles Superior Court
16 Case No. 19STCV36438).

17 10. I have received numerous awards for my legal work. For example, from 2009-2011
18 and 2014, I was listed as a Rising Star in Los Angeles Super Lawyers (Thomas Reuters). I have
19 also served on numerous prominent boards and in other leadership positions, including currently
20 serving on the board of the Orange County Chapter of the California Restaurants Association.

21 11. I have presented monthly webinars on labor and employment issues to hundreds
22 of participants since 2022, including on wage and hour issues. For example, I presented "10
23 Reasons Employers Get Sued (and How to Avoid These Mistakes" (while a partner with Fisher
24 Phillips) and "Key Insights for Hospitality Employers: Arbitration Agreements 101" (while a
25 partner with Fisher Phillips). My current contingent billing rate is \$1,200 per hour.

26 12. James Yoo is a Senior Attorney at WLF. He graduated from the University of
27 California, Los Angeles with a Bachelor of Arts in Philosophy and earned his Juris Doctor degree
28 from UCLA School of Law. He was admitted to practice law in the State of California in 2016.

1 Before joining Wilshire Law Firm, he served as head of the Wage and Hour Department at
2 Warmuth Law, where he gained extensive experience managing wage and hour matters and
3 negotiating settlements on behalf of employees. As a Senior Attorney at WLF, he leads and
4 manages multiple complex wage and hour class and PAGA representative actions. He is currently
5 overseeing more than one hundred active class action and PAGA representative matters pending
6 in courts throughout California.

7 13. Heriberto Ponce is an Attorney at WLF, where his practice focuses on complex
8 employment litigation, including class and PAGA representative actions. He graduated from the
9 University of Iowa College of Law in 2021 and was admitted to practice law in California the
10 same year. Before joining WLF, Mr. Ponce practiced at Fisher Phillips LLP, where he represented
11 private employers in a broad range of labor and employment matters, including wage and hour
12 disputes, discrimination, retaliation, and other FEHA related claims. Prior to entering private
13 practice, Mr. Ponce served as a Deputy District Attorney with the Riverside County District
14 Attorney's Office, where he prosecuted criminal matters and gained extensive courtroom
15 experience.

16 14. Ruby Carrera is an Associate Attorney at WLF. She graduated from the University
17 of California, Davis with a Bachelor of Arts in Communications and earned her Juris Doctor from
18 Santa Clara University School of Law in 2020. She was admitted to the California State Bar in
19 2022. Ruby has represented clients in both state and federal courts in a wide range of matters,
20 including wrongful termination, workplace harassment, wage and hour disputes, partition actions,
21 and real estate litigation. Before joining WLF, she focused her practice on single-plaintiff
22 employment cases, where she gained significant experience litigating wage and hour claims and
23 other employment-related disputes. She now focuses her practice on wage-and-hour law,
24 including PAGA matters.

25 15. 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. Ms. Wallace currently bills at an hourly rate of \$950.00.

4 16. Conor J.D. Gomez is a former Attorney at WLF. Mr. Gomez was responsible for
5 finalizing resolved class action and PAGA matters, ensuring that they were carried through the
6 approval and distribution process efficiently and in compliance with court orders. He graduated
7 from the University of California, Los Angeles School of Law in May 2020. Mr. Gomez passed
8 the California Bar Examination on his first attempt and was admitted to practice in May 2021. He
9 is admitted to practice law in the State of California and before the Northern District of California.
10 Mr. Gomez billed at an hourly rate of \$575 per hour.

11 17. Alan Wilcox is a former Senior Attorney at WLF. He obtained his Bachelor's
12 degree from the University of California, Berkeley in 2007. He graduated from Pepperdine
13 University's School of Law and became a member of the California State Bar in 2012. Until his
14 employment at WLF, Mr. Wilcox was continuously employed as a civil litigation attorney at
15 multiple law firms. He has represented clients in both state and federal Courts in a wide variety
16 of matters, including contract disputes, wrongful foreclosure, unlawful detainer, divorce, product
17 defect, tort, and employment. Mr. Wilcox billed at an hourly rate of \$950.00.

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

1 19. The rates (and multiplier) requested here are well in line with those found
2 reasonable in *Bronshteyn*. In *Tran v. Golden State FC LLC, et al.* (LASC Case No. BC699931),
3 Fee Order filed 4/8/2022, the court found hourly rates of \$1,300 per hour reasonable for plaintiff's
4 32-year attorney and \$1,000 per hour reasonable for a 14-year attorney. The negative multiplier
5 here is even more compelling given Class Counsel represents approximately 1,828 Class
6 Members.

7 20. Class Counsel have also been approved as class counsel by courts in California.

8 21. In support of the reasonableness of WLF's hourly rates, attached as **Exhibit 1** is a
9 true and correct excerpt from the *2025 Real Rate Report* published by Wolters Kluwer. The Real
10 Rate Report is widely relied upon in the legal industry because it is derived from anonymized
11 billing data taken from actual law firm invoices that were submitted to clients and approved for
12 payment, rather than from voluntary surveys or self-reported rates. Although the report refers to
13 "2025" rates, the data reflects rates charged by law firms during the first half of 2024 and therefore
14 represents the most recent available objective evidence of prevailing market rates.

15 a. The report provides rate information filtered by geographic market, practice
16 type, and timekeeper role. Page 33 of the report reflects rates drawn from 565
17 partners and 518 associates practicing in Los Angeles. In that dataset, the third-
18 quartile hourly rate is \$1,365 for partners and \$982 for associates. These figures
19 confirm that Los Angeles is a high-rate legal market and that experienced
20 litigation partners routinely bill in excess of \$1,300 per hour based on rates
21 actually paid by clients in 2024.

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

1 \$1,200 per hour based on rates actually charged to clients. When this practice-
2 specific benchmark is considered together with the broader regional market data,
3 it confirms that WLF's hourly rate for highly experienced counsel in a
4 representative employment action falls within the upper range of prevailing
5 market rates rather than outside it.

- 6 c. The Real Rate Report does not provide 1st quartile or 4th quartile rates,
7 presumably to provide a sense of the average attorney billing rates. Importantly,
8 the third quartile represents the point below which 75% of rates fall; it is not a
9 cap on reasonable rates. By definition, a substantial portion of partners in the
10 relevant benchmark market routinely bill above that level, particularly those with
11 extensive experience, specialized expertise, or leadership roles in complex
12 litigation. Courts evaluating fee requests recognize that leading counsel in
13 complex or representative actions may reasonably bill above median or third-
14 quartile benchmarks where their experience, results obtained, and
15 responsibilities justify higher rates.

16 22. We firmly believe WLF belongs in the 4th quartile of attorney billing rates in
17 Southern California. As previously discussed, WLF is a nationally recognized employment
18 litigation firm that has been named one of the nation's *Best Law Firms* by U.S. News & World
19 Report and Best Lawyers since 2020, and its attorneys regularly litigate complex wage-and-hour
20 class and representative actions throughout California. I am a UCLA School of Law graduate
21 with nearly three decades of experience litigating labor and employment matters—including as a
22 partner and holding leadership roles at major international law firms when I was on the defense
23 side for 26 years, as well as substantial recent class and representative action results including
24 being one of the few attorneys in the state of California to try a wage and hour class action to
25 verdict (and prevail), and achieving results exceeding \$225 million in just the last three years
26 since starting to settle matters as a plaintiffs' attorney. My credentials and experience place my
27 \$1,500 hourly rate within the highest tier of Southern California employment litigators, consistent
28 with rates that would fall within the fourth quartile beyond those reported in the Real Rate Report.

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

6 24. WLF has performed significant work and incurred litigation costs in Class Counsel
7 to achieve this result include the following:

- 8 a. investigation of claims and defenses at issue, including reviewing Plaintiff’s
9 employment records, communicating with Plaintiff about his work experience,
10 reviewing Defendants Inland Staffing, Inc. and 3 Way Thrift Store, Inc.’s
11 (“Defendants”) policies, and exploring Defendants’ corporate structure;
- 12 b. preparing and filing the Action;
- 13 c. attending status conferences and meeting and conferring with Defendants
14 regarding case status and progress;
- 15 d. meeting and conferring with Defendants regarding mediation, including the
16 exchange of informal discovery and negotiating with Defense Counsel
17 regarding the parameters thereof;
- 18 e. working with Defense Counsel regarding Defendants’ production of a
19 representative sampling and analyzing Defendants’ liability and exposure with
20 the aid of a consultant;
- 21 f. reviewing Defendants’ written policies and researching applicable defenses;
- 22 g. preparing the mediation brief and damages model and attending the mediation;
- 23 h. communicating with Plaintiff regarding case status and strategy;
- 24 i. negotiating, drafting, and finalizing the Agreement;
- 25 j. preparing and filing the Motion for Preliminary Approval and supporting
26 documents;
- 27 k. attending the hearing on the Motion for Preliminary Approval;
- 28 l. communicating with any Class Members seeking additional information

1 regarding the Settlement; and

2 m. preparing the instant Motion and supporting documents.

3 25. WLF's current lodestar reflects the efficiencies achieved by attorneys experienced
4 in this field with 157.95 hours of work resulting in \$125,282.50 in fees. The chart below shows
5 the calculation of hours spent by each of WLF's attorneys on this case:

6 Attorney	Hours	Hourly Rate	Total
7 Tyler J. Woods	28.3	\$1,200.00	\$33,960.00
8 James Yoo	66.25	\$800.00	\$53,000.00
9 Ruby Carrera	42.3	\$550.00	\$23,265.00
10 Karen L. Wallace	3.6	\$950.00	\$3,420.00
11 Alan Wilcox	4.2	\$950.00	\$3,990.00
12 Conor J.D. Gomez	13.3	\$575.00	\$7,647.50
13 TOTAL	157.95		\$125,282.50

16
17 26. This amount surpasses the requested fee award of \$75,000.00, resulting in a
18 negative multiplier. Class Counsel's lodestar does not include the time Class Counsel will spend
19 at the Final Approval Hearing and assisting the Administrator following final approval. Class
20 Counsel dedicated significant resources to this case by dividing the tasks required according to
21 skill level. The hours expended by each attorney were not duplicative and reflect the extensive
22 investigation and analysis that was required to achieve this Settlement, which time could have
23 been spent on other potentially lucrative cases. Moreover, Class Counsel has assumed the risk
24 and costs of litigation purely on a contingency basis.

25 27. While Plaintiff is confident in the merits of his claims, a legitimate controversy
26 exists as to each cause of action, posing a real risk that Plaintiff may not prevail on class
27 certification and/or at trial. Any of these obstacles could have precluded recovery completely,
28 meaning Class Counsel would have been left with no compensation for the time and money

1 invested in litigating this case. Despite these risks, Class Counsel took this case on a contingency
2 basis so that Class Members (a particularly vulnerable group of hourly paid workers) could be
3 compensated for their unpaid wages. Consequently, Class Counsel was prevented from taking on,
4 or focusing on, other cases that could have resulted in greater, and less risky, monetary gain.

5 28. WLF has spent \$22,300.35 on reasonable litigation expenses, including fees for
6 filing, service, mediation, and a consultant. A true and correct copy of an itemized list of costs
7 incurred by my office is attached as **Exhibit 3**. We anticipate incurring an additional \$300.00 in
8 filing and service fees, for a total of \$22,600.35 in costs. Moreover, Class Counsel's costs are less
9 than the maximum of \$25,000.00 requested, and the remaining \$2,399.65 will revert to the Net
10 Settlement Amount for distribution to Participating Class Members.

11 29. We have negotiated a settlement that we believe is fair, adequate, and reasonable
12 based on our extensive experience in this practice area.

13 30. With respect to the Class Representative Payment, we believe that Plaintiff
14 deserves adequate compensation for his role in obtaining this Settlement on behalf of absent Class
15 Members, especially since no Class Member objected to the award requested. The award is thus
16 reasonable in light of the substantial benefits conferred upon the Class as a result of Plaintiff's
17 efforts.

18 31. To date, the LWDA has not responded or objected to the Settlement.

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

21 Executed on August 26, 2026, at Los Angeles, California.

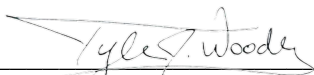
22
23 
24 Tyler J. Woods

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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Table of Contents - 2025 Real Rate Report

A Letter to Our Readers • 4

Real Rate Report Overview • 5

Section I: High-Level Data Cuts • 9

- Partners, Associates, and Paralegals
- Partners, Associates, and Paralegals by Practice Area and Matter Type
- Partners and Associates by City
- Partners and Associates by City and Matter Type
- Partners by City and Years of Experience
- Associates by City and Years of Experience
- Partners and Associates by Firm Size and Matter Type

Section II: Industry Analysis • 71

- Partners, Associates, and Paralegals by Industry Group
- Partners and Associates by Industry Group and Matter Type
- Basic Materials and Utilities
- Consumer Goods
- Consumer Services
- Financials (Excluding Insurance)
- Health Care
- Industrials
- Insurance
- Technology and Telecommunications

Section III: Practice Area Analysis • 98

- Bankruptcy and Collections
- Commercial
- Corporate: Mergers, Acquisitions, and Divestitures
- Corporate: Other
- Corporate: Regulatory and Compliance
- Employment and Labor
- Environmental
- Finance and Securities
- General Liability (Litigation Only)
- Insurance Defense (Litigation Only)
- Intellectual Property: Other
- Intellectual Property: Patents
- Intellectual Property: Trademarks
- Real Estate

Section IV: In-Depth Analysis for Select US Cities • 201

- Boston, MA
- Chicago, IL
- Los Angeles, CA
- New York, NY
- Philadelphia, PA
- San Francisco, CA
- Washington, DC

Section V: International Analysis • 226

Section VI: Matter Staffing Analysis • 255

Appendix: Data Methodology • 259

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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.

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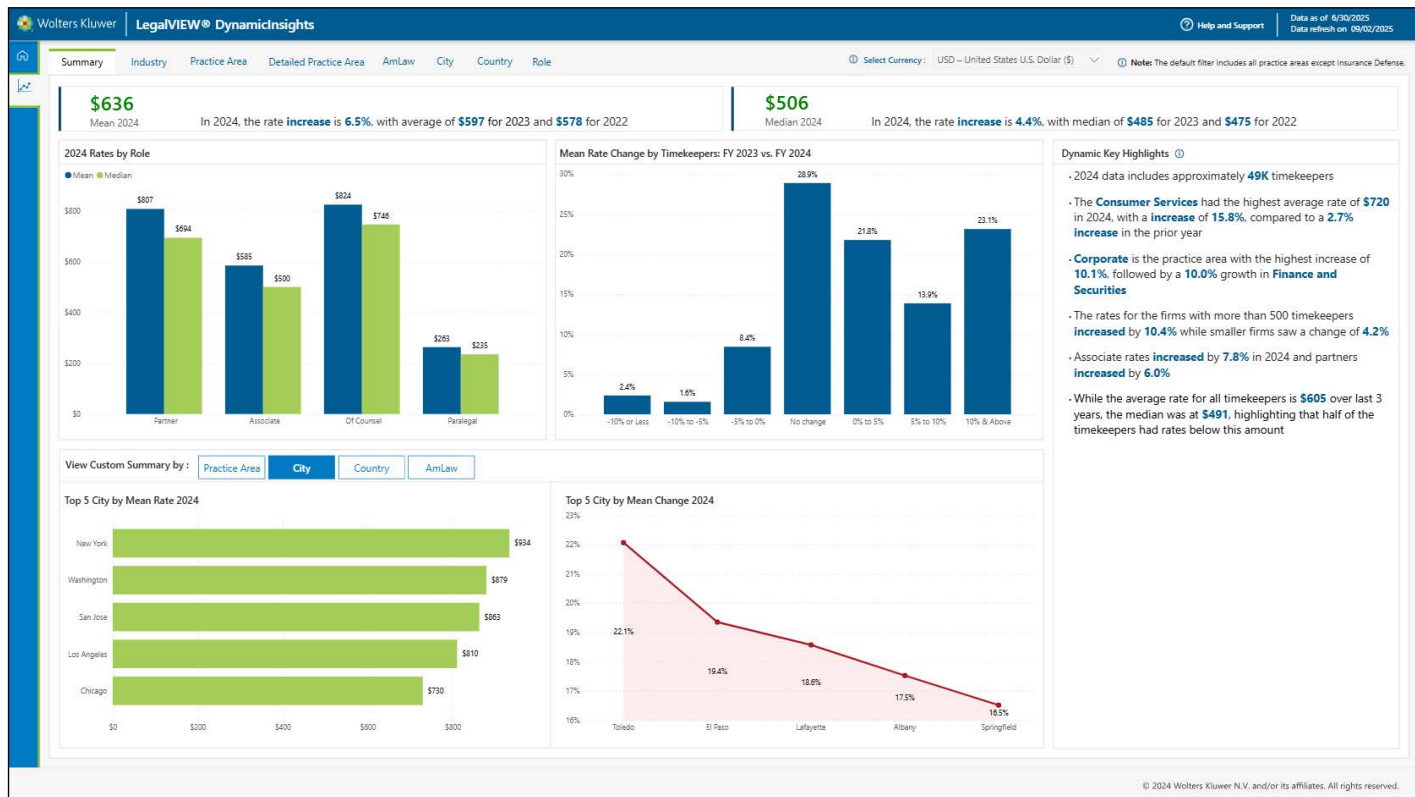
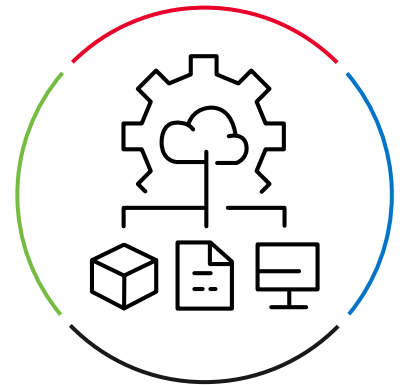


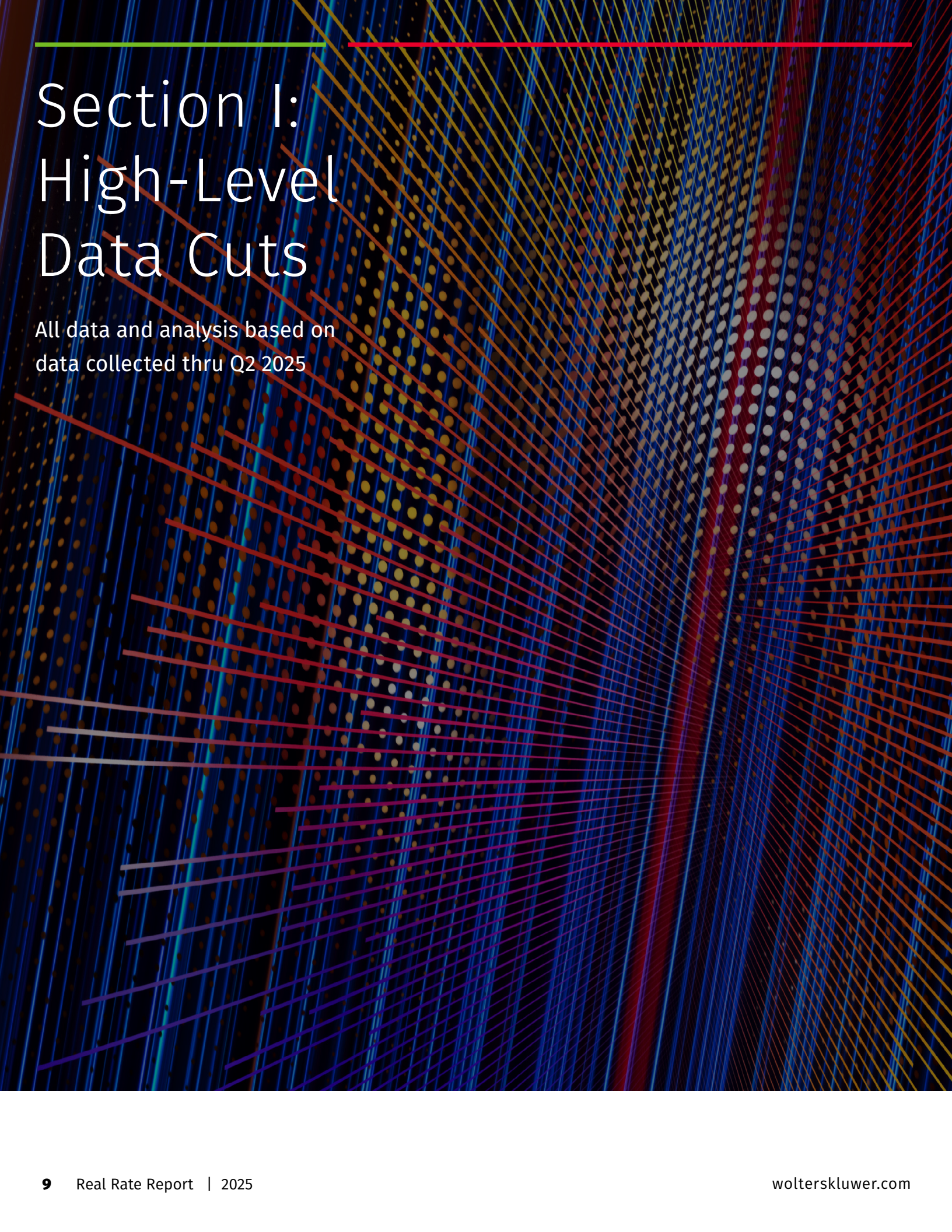
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- **Strategic Legal Spend Management:** Empowers legal teams to negotiate smarter, plan more effectively, and control costs with greater precision.
- **Enhanced Transparency & Collaboration:** Strengthens law firm-client relationships through data-driven transparency and benchmarking.
- **Insight-Driven Decision Making:** Enables analysis across key dimensions to support strategic negotiations and financial optimization.





Section I: High-Level Data Cuts

All data and analysis based on
data collected thru Q2 2025

Section I: High-Level Data Cuts

Cities
By Role

2025 Real Rates for Associate and Partner

Trend Analysis - Mean

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

Section I: High-Level Data Cuts

Cities
By Years of Experience

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



Section II: Industry Analysis

All data and analysis based on
data collected thru Q2 2025

Section II: Industry Analysis

Consumer Services

By Detailed Practice Area and Matter Type

2025 - Real Rates for Associate and Partner

Trend Analysis - Mean

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

EXHIBIT 2

Free Newsletter Sign Up

Business & Practice

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

By Roy Strom

Column

June 9, 2022, 2:30 AM

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

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

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

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

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

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

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

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

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

Charge It Up

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

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

Source: Court documents

Bloomberg Law

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Worth Your Time

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

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

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



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

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Documents

[Trustee's Objection](#)

Related Articles

[Overworked Big Law Can't Find Enough Lawyers With Demand Surging](#) Dec. 9, 2021, 3:00 AM

[Never Underestimate Big Law's Ability to Raise Billing Rates](#) Aug. 12, 2021, 3:00 AM

Law Firms

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

Topics

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

Companies

Johnson & Johnson
Thomson Reuters Corp

EXHIBIT 3

Wilshire Law Firm, PLC
Transaction Detail by Account
All Transactions

Accrual Basis

<u>Type</u>	<u>Date</u>	<u>Num</u>	<u>Memo</u>	<u>Description</u>	<u>Amount</u>	<u>Balance</u>
Mediation Fees						
	01/24/2025	644950	Mediation Fee - Judicate West	Mediation Fee	\$7,500.00	\$7,500.00
Total MEDIATION FEES					\$7,500.00	\$7,500.00
Consultant Fees						
	05/27/2025	855	Consultant Fees - CPAAnalytics, Inc.		\$2,450.00	\$2,450.00
	06/01/2025	311205	Desmond, Marcello & Amster, LLC		\$7,025.00	\$9,475.00
	08/01/2025	183925	Consultant Fees - Creal Consulting Inc		\$915.00	\$10,390.00
	08/01/2025	183942	Consultant Fees - Creal Consulting Inc		\$200.00	\$10,590.00
	08/01/2025	183948	Consultant Fees - Creal Consulting Inc		\$125.00	\$10,715.00
	08/01/2025	184016	Consultant Fees - Creal Consulting Inc		\$1,620.00	\$12,335.00
Total CONSULTANT FEES					\$12,335.00	\$12,335.00
Filing Fees						
	06/24/2024		Department of Industrial Relations	PAGA Letter	\$75.00	\$75.00
	09/30/2024	23741100	Filing Fee - One Legal LLC	Complaint	\$1,503.53	\$1,578.53
	10/07/2024	82569	Service Fee - Valpro Attorney Services, LLC	Serve Samuel Hale 2-S&C	\$203.45	\$1,781.98
	10/07/2024	82570	Service Fee - Valpro Attorney Services, LLC	Serve 3 Way Thrift Store-S&C	\$108.45	\$1,890.43
	10/21/2024	82647	Filing Fee - Valpro Attorney Services, LLC	POS	\$45.00	\$1,935.43
	10/21/2024	83217	Service Fee - Valpro Attorney Services, LLC	Serve: Samuel Hale 2, Llc, A	\$107.00	\$2,042.43
	10/22/2024	82684	Filing Fee - Valpro Attorney Services, LLC	POS	\$45.00	\$2,087.43
	11/04/2024	23971790	Filing Fee - One Legal LLC	Amended Complaint	\$20.86	\$2,108.29
	11/06/2024	83251	Filing Fee - Valpro Attorney Services, LLC	POS	\$45.00	\$2,153.29
	12/26/2024	24235053	Filing Fee - One Legal LLC	Declaration	\$20.86	\$2,174.15
	03/26/2025	25013189	Filing Fee - One Legal LLC	CMCS	\$22.87	\$2,197.02
	04/07/2025		Document Purchase - San Bernardino Superior Court	Document Purchase	\$0.27	\$2,197.29
	04/07/2025		Document Purchase - San Bernardino Superior Court	Document Purchase	\$6.00	\$2,203.29
	06/20/2025	25617972	Filing Fee - One Legal LLC	Notice	\$23.63	\$2,226.92
	06/26/2025	25702861	Filing Fee - One Legal LLC	CMCS	\$23.63	\$2,250.55
	09/25/2025	CC093025TA-1851	Filing Fee - One Legal LLC	CMCS	\$23.63	\$2,274.18
	01/24/2026	CC013126TA-1899	Filing Fee - One Legal LLC	CMCS	\$24.73	\$2,298.91
	03/25/2026	CC033126TA-2345	Filing Fee - One Legal LLC	Motion	\$87.86	\$2,386.77
	04/02/2026	CC043026TA-0130	Filing Fee - One Legal LLC	Notice	\$24.73	\$2,411.50
	04/16/2026	CC043026TA-1381	Filing Fee - One Legal LLC	CMCS	\$24.73	\$2,436.23
	04/29/2026	CC043026TA-2606	Filing Fee - One Legal LLC	Notice	\$24.73	\$2,460.96
	04/29/2026	CC043026TA-2865	Document Purchase - San Bernardino Superior Court		\$2.50	\$2,463.46
Total FILING FEES					\$2,463.46	\$2,463.46
Other Costs						
	2/19/2024	E-3190483	DocuSign Envelope		\$1.89	\$1.89
Total OTHER COSTS					\$1.89	\$1.89
TOTAL					\$22,300.35	\$22,300.35