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Attorneys for Plaintiff, TIFFANY SOLIMAN,
on behalf of herself and all others similarly situated

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SANTA CLARA**

TIFFANY SOLIMAN, MARIA CARRALEZ,
and EUGENE BAUTISTA on behalf of
themselves and all others similarly situated

Plaintiff,

vs.

SATELLITE HEALTHCARE, INC., a
California corporation, and DOES 1 through
50, inclusive,

Defendants.

CASE NO.: 21CV387218

**DECLARATION OF ANTHONY L.
DRAPER IN SUPPORT OF PLAINTIFFS'
MOTION FOR FINAL APPROVAL,
ATTORNEY FEES, COSTS AND CLASS
REPRESENTATIVE ENHANCEMENT**

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I, ANTHONY L. DRAPER, declare as follows:

1. I am an individual over the age of 18. I am one of the attorneys of record for Tiffany Soliman (hereinafter referred to as “Plaintiff”), who commenced this action on behalf of the Class Members and Aggrieved Employees. I submit this declaration in support of Plaintiffs’ Motion for Final Approval of Class and PAGA Settlement, which Plaintiffs filed concurrently herewith, along with the supporting Memorandum of Points and Authorities. I have personal knowledge of the facts set forth below, and if called to testify regarding them, I could and would do so competently.

2. On September 29, 2021, Plaintiff Soliman filed a putative wage and hour class action complaint against Defendant alleging the following causes of action: (1) Failure to Pay Lawful Wages; (2) Failure to Provide Lawful Meal Periods or Compensation in Lieu Thereof; (3) Failure to Provide Lawful Rest Periods or Compensation in Lieu Thereof; (4) Failure to Reimburse Employee Expenses; (5) Failure to Pay Correct Sick Pay Wages (6) Failure to Timely Pay Wages During Employment; (7) Failure to Timely Pay Wages at Termination; (8) Knowing and Intentional Failure to Comply with Itemized Employee Wage Statement Provisions; and (9) Violations of the Unfair Competition Law.

3. Mayall Hurley, P.C. began investigating Plaintiff Carralez’s claims in June 2022 and undertook formal representation of her that same month. In September 2022, Plaintiff Carralez sent written notice to the LWDA and Satellite regarding alleged PAGA violations and the facts and theories supporting the same. In September 2022, Plaintiff Carralez also filed a class action in the United States District Court for the Eastern District of California, *Carralez v. Satellite Healthcare, Inc.*, Case No. 2:22-AT-00946 (hereinafter the “Carralez Action”), alleging substantially similar Labor Code violations.

4. As discussed in the Preliminary Approval Motion, Class Counsel conducted a thorough investigation into the factual and legal issues implicated by Plaintiffs' claims and was able to objectively assess the settlement's reasonableness through exchange of informal discovery. Specifically, through exchange of informal discovery, Satellite produced to Plaintiffs several hundred thousand lines of data, each consisting of multiple individual data points, and

1 approximately one thousand (1,000) pages of documents, including all of its pertinent policies,
2 handbooks, the time and wage records for approximately 850 putative class members dating back
3 as far as 2016.

4 5. From these documents and data, Class Counsel and their expert created a damages
5 model for use during the mediation. This included fully evaluating all of the data furnished by
6 Satellite and determining Satellite's potential exposure during Class Period. Prior to the
7 mediation, Class Counsel had multiple discussions with their retained expert to ensure the
8 parameters of the data were as represented, that the data was usable and reliable (including cross-
9 checking to ensure the same), and the analysis was accurate. Plaintiffs' counsel also spot-checked
10 a number of calculations to ensure their accuracy.

11 6. After the Parties reached a settlement in principle in the instant case, their counsel
12 spent months in continued negotiations about the settlement terms and in the process exchanged
13 additional detailed information pertinent to the settlement. Beginning in early August 2023, the
14 Parties exchanged numerous drafts of the long-form Settlement Agreement and notice and had
15 multiple calls and e-mail communications regarding the terms of the documents and revisions
16 thereto. The principal terms and provisions of the settlement were finally approved by the Parties
17 in approximately October, 2023, and the Settlement Agreement was fully executed as of
18 November 3, 2023.

19 7. Through their counsel, Plaintiffs took into consideration the significant risks that class
20 certification could be denied on the central claim and/or that a merits decision on the central claim
21 would not favor the Class. Plaintiffs' counsel also considered the expense and length of continued
22 proceedings necessary to continue the Action against Defendant through trial and any possible
23 appeals and the difficulties in establishing the alleged damages. The settlement is fair, reasonable,
24 and adequate, given the significant risks to Plaintiff and Class Members of prevailing on class
25 certification or at trial, and thus leaving employees with no recovery.

26 8. The Parties participated in a full day mediation on July 7, 2023, with Judge Sabraw.
27 Following an unsuccessful mediation, the Parties received and accepted a mediator's proposal
28 from Judge Sabraw for resolution of all claims.

1 9. The Class Representative Service Awards are intended to compensate named Plaintiffs
2 Tiffany Soliman, Maria Carralez, and Eugene Bautista as Class Representatives for their
3 willingness to accept the responsibility of representing the interests of all Class Members. The
4 purpose is to provide an incentive payment, taking into consideration the risks, time, and effort
5 expended by their coming forward to provide invaluable information and to litigate this matter on
6 behalf of all Class Members.

7 10. Class Counsel commands a high hourly rate due to our success in minimum wage,
8 overtime, meal and rest period, expense reimbursement, misclassification, vacation pay, and
9 various other wage and hour class actions, and we take pride in being held in very high regard by
10 the legal community.

11 11. James Hawkins APLC is a boutique law firm that specializes in wage and hour
12 class actions and is primarily comprised of several seasoned attorneys and staff. While this matter
13 did not conclusively preclude other employment, it did impact our ability to take on other cases.
14 The hourly rates for the attorneys who worked on this case, James R. Hawkins, Isandra Fernandez,
15 and myself are hourly rates charged by other firms that handle complex litigation in California.
16 Numerous California firms provided their hourly billing rates in connection with a survey
17 conducted by the National Law Journal. Of these California law firms, ten regularly charge hourly
18 rates of \$660, \$795, \$850, and even \$980 per hour. (A true and correct copy of this National Law
19 Journal 2011 survey is attached hereto as **Exhibit 2**).

20 12. James Hawkins, my co-counsel in this matter, is a highly experienced wage and hour
21 class action attorney. From 1997-2007, Mr. Hawkins was a named partner at Hawkins & Sofonio,
22 a law firm based out of Irvine, California. At Hawkins & Sofonio, he pioneered the employment
23 department litigating plaintiff related employment issues such as: Wrongful Termination, Age
24 Discrimination, Disability, Wage and Hour and Sexual Harassment claims. Through the success
25 and experience he obtained litigating employment related matters, he commenced litigating Wage
26 and Hour Class Actions in 2002. Since then, he has spent the vast majority of his practice
27 litigating Wage and Hour Class Actions.
28

1 13. In 2007, Mr. Hawkins incorporated his wage and hour class action practice as
2 James Hawkins, APLC. Since its inception, this law firm has been exclusively involved in class
3 action and complex litigation. Since 2002, he have been lead or co-lead counsel in all of the cases
4 listed in paragraph 14 below.

5 14. Although not an all-inclusive list, the following cases sets forth many of the class
6 actions which this firm has handled as lead and/or co-lead counsel over the years:

7 a. ***Carey, et. al. v. Arthur J. Gallagher, et. al.***, USDC, SOUTHERN
8 DISCTRICK- Case No.: 09-cv-0168.

9 Wage and Hour Class action seeking past wages of overtime for mis-
10 classification of insurance claims adjusters employed by Gallagher Bassett, a third
11 party administrator (TPA) in the State of California. Certification granted. Plaintiffs'
12 counsel co-lead counsel. Litigation continuing.

13 b. ***Dao v. 3M Company, et al.*** USDC, CENTRAL DISTRICT, Case No.
14 CV-08-04554. Wage and Hour Class Action case seeking past wages for "off the
15 clock", overtime and meal and rest break violations for production workers in the
16 State of California. Plaintiff's Counsel appointed as Lead Counsel. Case settled, Final
17 Approval granted, no objections and funds fully distributed.

18 c. ***Ortiz v. Kmart***, USDC, CENTRAL DISTRICT, Case No. SACV 06-638
19 ODW. Wage and Hour Class Action case seeking past wages for meal and rest period
20 violations for retail employees in the State of California. Plaintiff's counsel appointed
21 co-lead counsel. Case settled, Final Approval granted, no objections and funds fully
22 distributed.

23 d. ***Morgan v. Aramark Campus, LLC***, USDC, CENTRAL DISTRICT,
24 Case No. SACV08-00412. Wage and Hour Class Action case seeking past wages for
25 meal and rest period violations for retail employees in the State of California.
26 Plaintiff's Counsel appointed as Lead Counsel. Case settled, Final Approval granted,
27 no objections and funds fully distributed.

28 e. ***West v Iron Mountain Information Management, Inc, et. al.;*** Los

1 Angeles County Superior Court, Case No. BC393709. Wage and Hour Class Action
2 seeking past wages for overtime, meal and rest break violations for driver employees
3 in the State of California. Stipulation for “binding arbitration.” Arbitration Award for
4 Plaintiff Class. Arbitration Award confirmed. Plaintiff’s counsel lead trial counsel
5 and class counsel.

6 f. ***Gonzalez v. Superior Industries International, Inc., et al.***, Los Angeles
7 County Superior Court, Case No. BC 357912. Wage and Hour Class Action seeking
8 past wages for overtime, meal and rest breaks violations for production employees in
9 the State of California. Plaintiff’s counsel appointed as lead counsel. Case settled,
10 Final Approval granted, no objections and funds fully distributed.

11 g. ***Acosta v. Fleetwood Travel Trailers of California, Inc., et al.***,
12 Riverside County Superior Court, Case No. RIC 440630. Wage and Hour Class
13 Action seeking past wages for overtime, meal and rest break violations for production
14 employees in the State of California. Plaintiff’s counsel appointed as co-lead counsel.
15 Case settled, Final Approval granted, no objections and funds fully distributed.

16 h. ***Walker v. Sharkeez, et al.***, Orange County Superior Court, Case No.
17 05CC00293. Wage and Hour Class Action seeking past wages for unlawful
18 deductions, meal and rest break violations for restaurant employees in the State of
19 California. Plaintiff’s counsel appointed as lead counsel. Case settled, Final Approval
20 granted and funds fully distributed.

21 i. ***Padron v. Universal Protection Service, et al.***, Orange County Superior
22 Court, Case No. 05CC00013. Wage and Hour Class Action seeking past wages for
23 overtime, meal and rest break violations for security officers in the State of California.
24 Plaintiff’s counsel appointed as co-lead counsel. Case settled, Final Approval granted,
25 no objections and funds fully distributed.

26 j. ***Martinez v. Securitas Security Services USA, et al.***, Santa Clara
27 Superior Court, Case No. 105-CV047499, et al. J.C.C.P. No. 4460. Wage and Hour
28 Class Action seeking past wages for meal and rest break violations for security

1 officers employed by defendant in the State of California. Plaintiff's counsel and co-
2 counsel. Case settled, Final Approval granted and funds fully distributed.

3 k. ***Velasquez-Lopez v. Hotel Cleaning Services, Inc. et al.***, Riverside
4 Superior Court, Case No. RIC 420909. Wage and Hour Class Action seeking past
5 wages for overtime, meal and rest break violations for housekeepers employed by
6 defendant in the State of California. Plaintiff's counsel appointed as lead counsel.
7 Case settled, Final Approval granted, no objections and funds fully distributed.

8 l. ***Ruiz, et al. v. Unisource Worldwide, Inc., et al.***, USDC, CENTRAL
9 DISTRICT, Case No. CV09-05848. Wage and Hour Class Action seeking past wages
10 for meal and rest period violations for non-exempt employees employed by defendant
11 in the state of California. Case settled. Awaiting Preliminary Approval hearing.
12 Plaintiff has petitioned the Court for Lead Counsel.

13 m. ***Herrador v. Culligan International Company, et al.***, USDC,
14 CENTRAL DISTRICT, Case No. SACV 08-680. Wage and Hour Class Action
15 seeking past wages for field and branch employees of defendant in the State of
16 California. Plaintiff's counsel appointed as lead counsel. Case settled and awaiting
17 Final Approval.

18 n. ***Defries v. Domain Restaurants, et al.***, Orange County Superior Court,
19 Case No. 05CC00128. Wage and Hour Class Action seeking past wages for restaurant
20 employees of defendant in the State of California. Plaintiff's counsel appointed as
21 lead counsel. Case settled, Final Approval granted, no objections and funds fully
22 distributed.

23 o. ***Denton v. BLB Enterprises, Inc., et al.***, Orange County Superior Court,
24 Case No. 07CC01292. Wage and Hour Class Action seeking unpaid overtime, meal
25 and rest break violations for security guards employed by defendant in the State of
26 California. Plaintiff's counsel appointed as lead counsel. Case settled, Final Approval
27 granted, no objections and funds fully distributed.

28 p. ***Rios v. Sandberg Furniture Manufacturing Co., Inc, et al.***, Los

1 Angeles Superior Court, Case No. BC411477. Wage and Hour Class Action seeking
2 unpaid meal and rest break violations for production employees employed by
3 defendant in the State of California. Plaintiff counsel appointed as lead counsel. Case
4 settled, Final Approval granted, no objections and funds fully distributed.

5 q. **McMurray v. Dave and Busters, Inc., et al.**, Orange County Superior
6 Court, Case No. 06CC00099. Wage and Hour Class Action seeking past wages for
7 meal and rest break violations for restaurant employees employed by defendant in the
8 State of California. Plaintiff's counsel appointed as co-lead counsel. Case settled,
9 Final Approval granted, no objections and funds fully distributed.

10 r. **Osuna v. DFG Restaurants, Inc., et al.**, Los Angeles Superior Court,
11 Case No. BC 330145. Wage and Hour Class Action seeking past wages of overtime
12 for mis-classification of managers employed by Defendant, DBA Carl's Jrs. in the
13 State of California. Plaintiff's counsel appointed as co-lead counsel. Case settled,
14 Final Approval granted, no objections and funds fully distributed.

15 s. **Burns v. Gymboree Operations, Inc., et al.**, San Francisco Superior
16 Court, Case No. CGC-07-461612. Wage and Hour Class Action seeking past wages
17 for meal and rest break violations for retail employees employed by defendant in the
18 State of California. Plaintiff's counsel appointed lead counsel. Case settled, Final
19 Approval granted, no objections and funds fully distributed.

20 t. **Willems v. Diedrich Coffee, Inc., et al.**, Orange County Superior Court,
21 Case No. 07CC00015. Wage and Hour Class Action seeking past wages of overtime
22 for mis-classification of managers employed by Defendant in the State of California.
23 Plaintiff's counsel appointed lead counsel. Case settled, Final Approval granted, no
24 objections and funds fully distributed.

25 u. **Davila, et al. v. Beckman Coulter, Inc., et al.**, Orange County Superior
26 Court, Case No. 07CC01347. Wage and Hour Class Action seeking past wages for
27 overtime, meal and rest break violations for production workers employed by
28 defendant in the State of California. Plaintiff's counsel appointed lead counsel. Cased

1 settled, Final Approval granted, no objections and funds fully distributed.

2 v. ***Perez v. Naked Juice Company of Glendora, Inc.***, Los Angeles
3 Superior Court, Case No. BC387088. Wage and Hour Class Action seeking past
4 wages for overtime, meal and rest period violations for production employees
5 employed by defendant in the State of California. Plaintiff counsel appointed as lead
6 counsel. Case settled, Final Approval granted, no objections and funds fully
7 distributed.

8 15. Isandra Fernandez, my co-counsel on this matter, has been a member of the Florida
9 Bar since January 1996 and member of the California Bar since August 2002. Ms. Fernandez has
10 specialized in employment related litigation including complex wage and hour civil litigation
11 since 2003. Ms. Fernandez has been and currently is, co-counsel in over fifty (50) wage and hour
12 class action litigations for our firm and has produced excellent results for this firm's clients in the
13 wage and hour class actions.

14 16. Mr. Draper, an associate who worked on this matter, has been a member of the
15 California Bar since June 2022 and involved in class action litigation since 2021. Mr. Draper is
16 currently working on over 40 wage and hour class action litigations for our firm.

17 17. Since on or about April 30, 2021, prior to the inception of the filing of this lawsuit
18 on September 29, 2021, through the present, James Hawkins APLC has had to, among other
19 things, expend time on the following: discussions with client; conduct comprehensive
20 investigations including but not limited to Defendant's structure, positions, locations; conduct
21 research and analysis regarding potential class members within the scope of the putative class;
22 and potential claims; draft Complaint and PAGA letter to the LWDA; draft First Amended
23 Complaint; discussions re related cases and their potential overlap; stipulation regarding the same;
24 review and analyze Defendant's Answers to the pleadings; discussions with defense counsel;
25 prepare joint report and status conference; receive and review Court orders regarding litigation;
26 prepare a discovery plan on class certification issues related case; engage in communications with
27 counsel in related case; review pleadings of related case; stay abreast of developments in case law;
28

1 review Defendant's demurrer to Plaintiff's 5th and 9th causes of action and preparing an opposition
2 re same; review Defendant's motion to strike portions of Plaintiff's First Amended Complaint;
3 research and preparing opposition re same; review Defendant's motion to strike portions of
4 Plaintiff's Second Amended Complaint; research and preparing non-opposition re same; prepare
5 for full-day mediation; draft mediation brief; review and analyze data and damage analysis; attend
6 full-day mediation; review drafts of the MOU and Settlement Agreement; engage in
7 communications with co-plaintiff counsel and defense counsel; review numerous communications
8 between co-plaintiff's counsel and defense counsel through different phases of litigation; review
9 proposed Second Amended Complaint; review proposed Third Amended Complaint; review
10 preliminary approval documents and draft supporting declarations re same; prep for preliminary
11 approval hearing; review tentative from Court; review weekly reports regarding class notice;
12 engage in discussions with plaintiff throughout; prepare final approval documents and supporting
13 documents re same; and will continue to work on this matter after final approval, including
14 communicating with co-plaintiff's counsel, defense counsel, and the settlement administrator,
15 reviewing final accounting declaration from administrator, and attending final accounting hearing.

16 18. The attorneys who primarily worked on this matter are Ms. Fernandez, Mr.
17 Hawkins, and myself. Mr. Hawkins' hourly rate is \$900, Ms. Fernandez's hourly rate is \$850. My
18 hourly rate is \$475. The hourly rate for the paralegal who worked on this matter is \$200. Since on
19 or about April 30, 2021, prior to the inception of the filing of this lawsuit on September 29, 2021,
20 the total amount of attorney and paralegal time estimated to have been expended and also
21 estimated to be expended in finalizing this matter is 255 (James Hawkins 20 hours, Ms. Fernandez
22 105 hours, Mr. Draper 118 hours, and paralegal Ms. Whitson 12 hours) which equates to \$165,700
23 in fees.

24 19. Here, the parties' contractual agreement to pay counsel's attorneys' fees is
25 reasonable. James Hawkins APLC has been the only counsel to represent Plaintiff Soliman and
26 has worked diligently alongside co-Plaintiff's counsel in representing class members, and we have
27 borne the entire risk and cost of the *Soliman* litigation on a pure contingency basis. To date, Class
28

1 Counsel has not received any compensation and expended litigation costs on behalf of the class.
2 Class action contingency cases are inherently risky. Upon retention, Class Counsel makes a
3 commitment to litigate the case through trial. These types of cases can take years, hundreds of
4 hours of work and cost an enormous amount of money; these risks are known upon retention. The
5 risks involved coupled with the contingency basis of this case further support Class Counsel's
6 request for attorneys' fees and costs.

7 20. The class representative enhancement payments are intended to compensate named
8 Plaintiff Tiffany Soliman as the class representative for her willingness to accept the responsibility
9 of representing the interests of all class members. Ms. Soliman has continuously interacted with
10 her Counsel to discuss the status of the case and has provided relevant oral and documentary
11 information necessary to prosecute the class claims. As part of the Class Action Settlement, Ms.
12 Chavez also signed a general release releasing all claims she has or may have against Satellite
13 Healthcare, Inc. which is far broader than the release by the class members. The incentive
14 payment, subject to court approval, is \$10,000 which is fair and reasonable in light of the efforts
15 and risks of litigating this class action as a class representative which has resulted in a very
16 favorable outcome to the class members

17 21. Class Counsel's costs in this litigation are \$_____ (A true and correct copy of
18 Class Counsel's cost invoice is attached hereto as **Exhibit 1**).

19 I declare under penalty of perjury that the foregoing is true and correct. Executed this 9th day
20 of December at Costa Mesa, California.

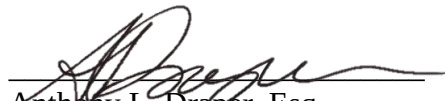
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24 Anthony L. Draper, Esq.

EXHIBIT 1



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Andrews Kurth	Houston	355										
Baker, Donelson, Bearman, Caldwell & Berkowitz	Memphis	527	\$311	\$310	\$595	\$250	\$357	\$345	\$315	\$160	\$228	\$225
Best Best & Krieger	Riverside, CA	195	\$358	\$360	\$575	\$275	\$437	\$420	\$375	\$205	\$265	\$240
Bingham McCutchen	Boston	901										
Briggs and Morgan	Minneapolis	185			\$625	\$325			\$305	\$230		
Broad and Cassel	Orlando	160	\$377	\$350	\$575	\$295	\$435	\$395	\$350	\$180	\$265	\$265
Bryan Cave	St. Louis	908	\$475	\$460	\$795	\$375	\$565	\$553	\$540	\$200	\$356	\$360
Butzel Long	Detroit	176			\$700	\$325	\$440		\$425	\$225	\$274	
Cadwalader, Wickersham & Taft	New York	481										
Carlton Fields	Tampa	270	\$397	\$400	\$815	\$320	\$470	\$470	\$380	\$195	\$262	\$265
Cozen O'Connor	Philadelphia	504	\$439	\$410	\$900	\$305	\$510	\$490	\$550	\$225	\$330	\$330
Day Pitney	Parsippany	324	\$447	\$450	\$960	\$380	\$537	\$525	\$470	\$235	\$317	\$315
Dickinson Wright	Detroit	229			\$600	\$325			\$320	\$200		
Dickstein Shapiro	Washington	335	\$560	\$550	\$1,000	\$540	\$680	\$670	\$545	\$225	\$435	\$465
Dinsmore &	Cincinnati		\$308	\$295	\$630	\$150	\$373	\$370	\$310	\$130	\$217	\$220



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Shohl		407										
DLA Piper	New York	3,348	\$585	\$615	\$1,120	\$530	\$747	\$730	\$730	\$320	\$508	\$510
Dorsey & Whitney	Minneapolis	567	\$426	\$405	\$810	\$295	\$526	\$525	\$465	\$190	\$294	\$275
Duane Morris	Philadelphia	629	\$503	\$500	\$875	\$375	\$575	\$570	\$530	\$225	\$365	\$365
Dykema Gossert	Detroit	333	\$406	\$400	\$665	\$310	\$482	\$485	\$395	\$260	\$309	\$305
Epstein Becker & Green	New York	300	\$428	\$425	\$850	\$350	\$519	\$500	\$550	\$195	\$341	\$325
Fitzpatrick, Cella, Harper & Scinto	New York	168			\$730	\$460		\$525	\$440	\$275		\$325
Ford & Harrison	Atlanta	173										
Fox Rothschild	Philadelphia	450	\$413	\$420	\$725	\$325	\$486	\$483	\$455	\$190	\$297	\$295
Frost Brown Todd	Cincinnati	401	\$296	\$295	\$515	\$205	\$340	\$340	\$265	\$150	\$200	\$200
Gardere Wynne Sewell	Dallas	265	\$435	\$450	\$815	\$380	\$550	\$550	\$500	\$225	\$325	\$320
Gibbons	Newark	199	\$505	\$450	\$725	\$400	\$563	\$505	\$475	\$285	\$380	\$320
Harris Beach	Rochester	176			\$390	\$275			\$260	\$160		
Hiscock & Barclay	Syracuse	174	\$269	\$240	\$750	\$195	\$304	\$265	\$350	\$150	\$207	\$195
Hodgson Russ	Buffalo	199			\$685	\$240	\$378	\$360	\$420	\$180	\$234	\$225
Holland & Knight	Washington	910	\$445	\$455	\$895	\$300	\$530	\$520	\$495	\$175	\$295	\$290



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Hughes Hubbard & Reed	New York	300	\$633	\$990	\$625	\$828	\$800	\$695	\$270	\$536	\$510
Hunton & Williams	Richmond	855									
Husch Blackwell	St. Louis	551	\$341	\$850	\$225	\$395	\$390	\$425	\$175	\$226	\$210
Jackson Kelly	Charleston, WV	170	\$275	\$505	\$255	\$319	\$325	\$260	\$155	\$208	\$205
Jackson Lewis	White Plains	614									
Kaye Scholer	New York	425	\$661	\$1,080	\$685	\$831	\$835	\$705	\$310	\$519	\$525
Kelley Drye & Warren	New York	321	\$474	\$925	\$480	\$634	\$645	\$595	\$275	\$425	\$420
Knobbe Martens Olson & Bear	Irvine	268	\$439	\$735	\$415	\$525	\$500	\$495	\$295	\$346	\$345
Lane Powell	Seattle	180	\$405	\$645	\$340	\$460	\$450	\$360	\$225	\$295	\$285
Latham & Watkins	New York	1,931									
Lathrop & Gage	Kansas City, MO	281	\$337	\$735	\$275	\$390	\$390	\$410	\$205	\$246	\$245
Lewis, Rice & Fingersh	St. Louis	162	\$275	\$470	\$270			\$320	\$150		
Lowenstein Sandler	Roseland, NJ	249	\$478	\$895	\$435	\$613	\$595	\$660	\$250	\$400	\$390
Manatt, Phelps & Phillips	Los Angeles	322	\$602	\$850	\$540	\$676	\$670	\$550	\$215	\$464	\$500
McElroy, Deutsch,	Morristown, NJ	272	\$245	\$575	\$295	\$350	\$375	\$325	\$185	\$250	\$235



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Malveny & Carpenter												
McKenna Long & Aldridge	Atlanta	425	\$472	\$455	\$800	\$405	\$562	\$540	\$510	\$215	\$374	\$375
Michael Best & Friedrich	Milwaukee	208	\$321	\$310	\$650	\$245	\$413		\$310	\$205	\$241	
Miller & Martin	Chattanooga	184	\$313	\$325	\$610	\$240	\$369	\$375	\$275	\$185	\$215	\$215
Nelson Mullins Riley & Scarborough	Columbia, SC	399	\$318	\$310	\$850	\$220	\$412	\$400	\$350	\$170	\$255	\$250
Nexsen Pruet	Columbia, SC	178			\$550	\$235			\$265	\$170		
Orrick, Herrington & Sutcliffe	San Francisco	1,022										
Patton Boggs	Washington	512	\$546	\$540	\$990	\$410	\$659	\$645	\$570	\$240	\$410	\$415
Pepper Hamilton	Philadelphia	459			\$825	\$380	\$557		\$460	\$235	\$344	
Perkins Cole	Seattle	693	\$462		\$875	\$285	\$550	\$545	\$590	\$215	\$368	
Phelps Dunbar	New Orleans	280	\$236	\$225	\$465	\$190	\$281	\$275	\$245	\$150	\$189	\$190
Polsinelli Shughart	Kansas City, MO	466			\$630	\$275			\$335	\$205		
Reed Smith	Pittsburgh	1,449										
Saul Ewing	Philadelphia	220	\$431	\$450	\$750	\$350	\$502	\$490	\$495	\$245	\$326	\$300
Schulte Roth	New York		\$615	\$630	\$935	\$770	\$846	\$840	\$675	\$285	\$608	\$580



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Firm Name	Principal Location	Average FTE Attorneys	Firmwide Billing Rate Average	Firmwide Billing Rate Med	Partner Billing Rate High	Partner Billing Rate Low	Partner Billing Rate Average	Partner Billing Rate Med	Assoc. Billing Rate High	Assoc. Billing Rate Low	Assoc. Billing Rate Average	Assoc. Billing Rate Med
Winstead	Dallas	265	\$406		\$680	\$365	\$477		\$410	\$215	\$301	
Winston & Strawn	Chicago	868	\$557	\$550	\$1,130	\$580	\$713	\$700	\$600	\$350	\$434	\$413
Wyatt, Tarrant & Combs	Louisville	181	\$312	\$350	\$500	\$240	\$325	\$375	\$275	\$180	\$220	\$235