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12 *Co-Lead Counsel for Plaintiffs*

13  
14 **UNITED STATES DISTRICT COURT**  
15 **CENTRAL DISTRICT OF CALIFORNIA**

16  
17 *In re ZF-TRW Airbag Control Units*  
18 *Products Liability Litigation*

MDL No. 2905

Case No. 2:19-ml-02905-JAK

19  
20 ALL CASES AGAINST THE  
21 TOYOTA DEFENDANTS

22 **JOINT DECLARATION OF**  
23 **PLAINTIFFS' CO-LEAD COUNSEL IN**  
24 **SUPPORT OF PLAINTIFFS' MOTION**  
25 **FOR FINAL APPROVAL OF CLASS**  
26 **ACTION SETTLEMENT, AND AWARD**  
27 **OF ATTORNEYS' FEES, EXPENSES,**  
28 **AND SERVICE AWARDS TO**  
**SETTLEMENT CLASS**  
**REPRESENTATIVES**

1                   **DECLARATION OF ROLAND TELLIS AND DAVID STELLINGS**

2                   We, Roland Tellis and David Stellings, declare as follows:

3                   1.       Roland Tellis is an attorney licensed to practice before this Court and  
4 all courts of the State of California. David Stellings is admitted to practice before  
5 this Court *pro hac vice*. We are partners in the law firms of Baron & Budd, P.C. and  
6 Lieff Cabraser Heimann & Bernstein, LLP, respectively, and were appointed by this  
7 Court as Co-Lead Counsel for Plaintiffs in the above-captioned matter. ECF 106.

8                   2.       We have personal knowledge of the following facts, and if called as  
9 witnesses, we could and would testify competently to them. We make this  
10 declaration in support of Plaintiffs’ Motion for Final Approval of Class Action  
11 Settlement, and award of attorneys’ fees, expenses, and service awards to  
12 Settlement Class Representatives under FED. R. CIV. P. 23(e), (h).

13   **Litigation And Settlement History**

14                   3.       Investigating and prosecuting this complex litigation to date has  
15 required significant work, effort, and expense over the course of several years.  
16 Prior to reaching the Settlement with Toyota, the Plaintiffs and proposed Settlement  
17 Class Counsel conducted a comprehensive factual investigation into Plaintiffs’  
18 allegations, which involves a highly technical automotive defect. Plaintiffs  
19 propounded requests for production and interrogatories on the Toyota Defendants,  
20 propounded jurisdictional discovery on Toyota Motor Corporation, and responded  
21 to the discovery requests that Toyota served on Plaintiffs. Settlement Class Counsel  
22 and Toyota’s counsel also met and conferred extensively on Plaintiffs’ multiple sets  
23 of requests for production and interrogatories and other issues, including Toyota’s  
24 ESI disclosures.

25                   4.       In total, the Defendants have produced or made available more than a  
26 million pages of documents relevant to Plaintiffs’ claims and the alleged defect in  
27 this case. Toyota itself produced approximately 145,000 pages of documents, as  
28 well as approximately 4,500 native files including excel spreadsheets, video, and

1 audio files. Plaintiffs’ review and synthesis of the documents and electronically-  
2 stored information produced to date, as well as other independent research and  
3 expert work, culminated in the filing of the operative 1,300-page, factually detailed  
4 ACAC.

5 5. Settlement Class Counsel have reviewed and analyzed the extensive  
6 set of relevant documents produced by Toyota and the other Defendants, as well as  
7 confirmatory discovery from Toyota and material they obtained through their own  
8 investigative efforts, to inform Plaintiffs’ understanding of the strengths and  
9 weaknesses of their claims against Toyota.

10 6. Following the appointment of Settlement Special Master, Patrick A.  
11 Juneau, Esq., we spent considerable time and resources in arm’s length settlement  
12 negotiations with Toyota’s counsel for more than a year. The parties participated in  
13 at least six in-person mediation sessions, all of which were overseen by the Court-  
14 appointed Settlement Special Master. The parties also engaged in dozens of video  
15 and telephonic conferences between these in person conferences. The parties  
16 reached agreement on material terms for a settlement in the spring of 2023, and  
17 spent the next several weeks drafting and finalizing the settlement agreement before  
18 the Court.

19 **Settlement Benefits And Anticipated Recovery**

20 7. The Settlement benefits are discussed at length in the Court’s  
21 preliminary Approval Order (ECF 770). In short, the Settlement secures a non-  
22 reversionary Settlement Amount of \$78,500,000, inclusive of commitments, to the  
23 benefit of the proposed Settlement Class. It also provides other valuable benefits to  
24 Toyota Class Members, including a 12-year Extended New Parts Warranty valued  
25 by a leading warranty expert at \$69,300,000 in economic value for Toyota Class  
26 Members with Recalled Vehicles, and additional prospective value of at least 60%  
27 of that amount for Unrecalled Vehicles, along with a 10-year Settlement Inspection  
28 Program, which will benefit all Toyota Class Members by mandating procedures for

1 the active investigation and documentation of airbag non-deployments in Subject  
2 Vehicles that may be caused by electrical overstress.

3 **The Settlement Class Representatives**

4 8. The Toyota Plaintiffs, who all seek to be Settlement Class  
5 Representatives, have actively participated in this litigation and will continue to  
6 vigorously protect the interests of the class, as they have throughout this litigation.  
7 Plaintiffs understand their duties as Settlement Class Representatives and have  
8 agreed to consider the interests of absent Toyota Class Members. Plaintiffs have  
9 reviewed and uniformly endorsed the Settlement terms, and have no interests that  
10 would be in conflict with the Toyota Class Members. Each Representative has also  
11 expressed their continued willingness to protect the Class until the Settlement is  
12 finally approved and its administration completed.

13 **Time And Expense Submission**

14 9. Pursuant to the Court-entered Common Benefit Order (“CBO”), ECF  
15 111, Liaison Counsel, each participating Plaintiff Steering Committee (“PSC”) firm,  
16 as well as other counsel authorized by Co-Lead Counsel to perform common  
17 benefit work, submitted monthly time and expense reports to our firms. Co-Lead  
18 Counsel, Liaison Counsel and members of the PSC (along with members and staff  
19 of their respective firms), and other counsel expressly authorized by Co-Lead  
20 Counsel to perform work that may be considered for common benefit compensation  
21 are collectively referred to as “Participating Counsel” below.

22 10. The CBO imposes limitations on the hourly rates for Participating  
23 Counsel of \$895/hour for partners; \$350-\$600/hour for associates; \$415/hour for  
24 document review attorneys; and \$175-\$275/hour for paralegals and assistants. *See*  
25 ECF 111 at 5-6. For many timekeepers, these Court-capped hourly rates fall well  
26 below their standard and customary rates. The CBO also imposes limitations on  
27 reimbursable expenses. *Id.* at 4-5.

28

1 11. Attorneys and staff working at our direction and under our supervision  
2 collected these common benefit submissions and have maintained a database of all  
3 submitted time and expenses. These attorneys and staff reviewed and (using best  
4 reasonable efforts) audited the submissions to ensure that only time and expenses  
5 that inured to the benefit of the Settlement Class and that advanced the claims  
6 resolved in the Class Action Settlement have been included in the time and costs  
7 presented in the fee motion.

8 **Hours Incurred and Rates Billed**

9 12. For the reasons discussed below, we respectfully submit that the  
10 attorneys' fees, costs, and expenses requested in the accompanying motion are  
11 reasonable.

12 13. This is a large and complex MDL, and involves numerous law firms  
13 on both sides of the litigation. As Court-appointed Co-Lead Counsel, we are  
14 charged, among other duties, to oversee and supervise all Participating Counsel and  
15 to ensure compliance with the rules and guidelines for work performed and  
16 expenses incurred for the common benefit of all Plaintiffs in this MDL, including  
17 the Toyota Plaintiffs. In this capacity, we have ensured the reasonable, effective,  
18 and efficient prosecution of this litigation and the Toyota Plaintiffs' Claims. To that  
19 end, we have encouraged the attorneys working on this matter to perform  
20 assignments efficiently, including by using the resources and guidance of  
21 experienced attorneys on the case. We believe this approach has saved time spent  
22 on the litigation overall, with the benefit of insight, guidance, and experience on  
23 discrete litigation and strategy issues.

24 14. To date, Participating Counsel have incurred 69,602.5 hours of  
25 common benefit time. Using the capped and reduced billing rates set by the Court  
26 in the CBO, the total lodestar for in this case the common benefit work performed  
27 by Participating Counsel is \$38,644,811.50. The total lodestar applying each  
28 timekeeper's standard and routinely Court-approved hourly rates is \$43,214,303, so

1 the capped rates represent a reduction of nearly 10.6% (\$4,569,491.50) from the  
2 market-rate fees of participating counsel.

3 15. In our professional judgment and based on our familiarity with the  
4 work performed at our direction, we estimate the work fairly and reasonably  
5 attributed to efforts that benefited the Settlement Class and the prosecution of their  
6 claims against Toyota as follows: from the total hours worked, 70% of the efforts  
7 are attributable to the six Vehicle Manufacturer Defendants, and the remaining 30%  
8 of work is specific to the two supplier Defendants (ZF and ST Micro), recognizing  
9 that much of the work for the suppliers also advances the claims against the Vehicle  
10 Manufacturer Defendants.

11 16. Within the amount allotted to the Vehicle Manufacturer Defendants,  
12 we estimate approximately 40% of that work is reasonably associated with Toyota.  
13 This apportionment to Toyota is supported by: (a) the size and scale of the Toyota  
14 Class, which alone covers nearly a third of the at least 15 million Class Vehicles at  
15 issue in this consolidated litigation; (b) the focused efforts on Toyota and the other  
16 Defendants' joint pleading challenges to Plaintiffs' Consolidated Class Action  
17 Complaint; (c) Toyota's unique attacks on Plaintiffs' claims and the resulting work  
18 required to respond, including the motion to sever claims against Toyota from all  
19 other Defendants, the motion to compel arbitration, and the appeal (since dropped)  
20 of the same; (d) the discovery, investigative and expert work that developed and  
21 advanced the Toyota Plaintiffs' claims to this favorable resolution; and (e) the  
22 focused, intensive, and novel efforts to develop and negotiate over the course of  
23 more than a year a comprehensive Settlement structure with Toyota as the first  
24 settling Defendant—including innovative features such as the Inspection  
25 Program—that we reasonably anticipate will inform efficient negotiations in any  
26 subsequent settlements in this case.

27 17. Pursuant to the above formula, to date, in furtherance of the work  
28 described above associated with the Toyota Plaintiffs' claims against Toyota, among

1 other tasks and responsibilities, and pursuant to the terms of the CBO, the lodestar  
2 resulting from those hours using the capped and reduced billing rates set by the  
3 Court in the CBO is \$10,820,547.22 and the blended average billing rate is  
4 \$500.57.<sup>1</sup> Using this time alone, the lodestar multiplier resulting from Settlement  
5 Class Counsel’s fee request is 2.31.

6 18. However, even more work will be required to: (1) obtain final approval  
7 of the Settlement; (2) protect the Settlement on appeal (if any appeals are lodged);  
8 and (3) oversee and help implement the Settlement until the end of the three-year  
9 Claims Period, which will include, among other things, responding to inquiries  
10 from Toyota Class Members who owned or leased one of the approximately 5.2  
11 million Subject Vehicles.

12 19. We reasonably anticipate that Settlement Class Counsel will incur  
13 approximately 1,050 hours (\$700,000 in lodestar) to finalize, protect, and  
14 implement the Settlement over the course of a three years claims period, and  
15 through the course of appeals, if any. This brings the total lodestar to  
16 \$11,520,547.22 and yields a multiplier of 2.17.

17 20. Attached as **Exhibit A** to this declaration is a spreadsheet that presents  
18 a summary of the common benefit work performed by Participating Counsel, as  
19 well as the “reserved” or projected time described above. The spreadsheet is  
20 organized by the 13 specific task categories set forth in the CBO, and lists the law  
21 firms, names, positions, number of hours worked, hourly rate, and fees for each of  
22 the attorney and staff members who performed the common benefit work, and  
23 formatted in substantially the same form as the model spreadsheet in Exhibit G of  
24 the Court’s Standing Order, with some minor adjustments to the formatting due to  
25 the size and scope of the data.

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26 <sup>1</sup> The total lodestar to date for work attributable to Plaintiffs’ claims against Toyota  
27 applying each timekeeper’s standard and routinely Court-approved hourly rates is  
28 \$12,100,004.84, so this number represents a reduction of nearly 10.6%  
(\$1,279,457.62) from the market-rate fees of participating counsel.

1           21. Attached as **Exhibit B** to this declaration is a spreadsheet that presents  
2 the same information as Exhibit A, but organized by attorney/staff member, and  
3 includes a grand total of all the fees across all timekeepers and all law firms, and  
4 formatted in substantially the same form as the model spreadsheet in Exhibit G of  
5 the Court’s Standing Order, with some minor adjustments to the formatting due to  
6 the size and scope of the data.

7           22. As Exhibits A and B demonstrate, Participating Counsel expended  
8 significant hours on Pleadings, Briefs, and Legal Research. This includes, among  
9 other things: (1) investigating, researching and drafting a 500+ page Consolidated  
10 Amended Complaint and a 1,300+ page Amended Consolidated Class Action  
11 Complaint; and (2) analyzing, researching, and drafting complex motion to dismiss  
12 briefing, motion to compel arbitration and motion to sever briefing, as well as the  
13 settlement approval briefing. All of this was essential to informing the strengths and  
14 weaknesses of the Toyota Plaintiffs’ claims, and critical to the success of the case.

15           23. Discovery and Document Review also comprise a significant portion  
16 of the total hours billed. But it bears repeating that in response to Plaintiffs’  
17 discovery requests, Toyota produced approximately 145,000 pages of documents  
18 and 4,500 native files (including Excel spreadsheets, video/audio files, etc.) in the  
19 MDL, while other Defendants—including the ZF and STMicro Defendants—  
20 produced the millions of pages of documents in this MDL, many of which were  
21 relevant to the Toyota Plaintiffs’ claims. Analyzing those documents was a massive  
22 undertaking that encompassed much more than simple “doc review,” as some  
23 (improperly) understand that term. To streamline the review of MDL documents for  
24 this litigation, we—along with attorneys at our firms working under our  
25 supervision—developed and honed targeted search terms to isolate documents  
26 relevant to the ACU Defect and its symptoms, and Defendants’ analyses thereof,  
27 and also developed a nuanced coding panel and trained attorneys in its use and in  
28 the case contours. Those attorneys then carefully reviewed, analyzed, and coded

1 Toyota and other Defendants’ productions. That analysis and coding was reviewed  
2 for quality control. In short, all of this time was essential in understanding the  
3 strengths and weaknesses of the case.

4 **Settlement Class Counsel’s Billing Rates Are Reasonable**

5 24. Settlement Class Counsel are highly skilled practitioners with  
6 significant experience litigating complex class actions, including automotive defect  
7 class actions. As such, the capped billing rates identified above are reasonable, and  
8 indeed, a material reduction from the standard hourly rates used by many of the  
9 attorneys working on this matter. For example, Mr. Stellings’ standard hourly rate  
10 is \$1,230 and Mr. Tellis’ standard hourly rate is \$1,100, rates established in line  
11 with the prevailing market rates for their offices (New York and Los Angeles), and  
12 each have applied the CBO capped \$895 rate to their hours. For those attorneys  
13 who reported their standard hourly rates in addition to the CBO capped rates, we  
14 include that information in the attached Exhibits.

15 25. Settlement Class Counsel’s rates have been accepted by courts in other  
16 contingent complex litigation and class actions. We have cited recent cases  
17 approving our rates in the Motion, including: *Ramirez v. Trans Union, LLC*, No. 12-  
18 CV-00632-JSC, 2022 WL 17722395, at \*9 (N.D. Cal. Dec. 15, 2022) (approving  
19 hourly rates ranging “from \$1,325 to \$560 for partners and associates, and \$485-  
20 \$455 for ‘litigation support’ and paralegals”); *Gutierrez, JR. v. Amplify Energy*  
21 *Corp.*, No. 8:21-cv-01628-DOC (JDEX) (C.D. Cal. Jan. 26, 2023), ECF Nos. 667,  
22 726 (standard hourly rates of \$650-\$1,010/hour for partners, \$640-\$675/hour for  
23 associates, and \$525/hour for discovery/document review attorneys were  
24 “consistent with market rates”); *In re Wells Fargo & Co. S’holder Derivative Litig.*,  
25 445 F. Supp. 3d 508, 527 (N.D. Cal. 2020), *aff’d*, 845 F. App’x 563 (9th Cir. 2021)  
26 (approving hourly rates up to \$1,075 for partners and \$660 for associates); *Waldrup*  
27 *v. Countrywide Fin. Corp.*, No. 213CV08833CASAGR, 2020 WL 13356468, at  
28 \*2 (C.D. Cal. July 16, 2020) (approving Baron & Budd’s hourly rates of \$825 to

1 \$975 for partners, and \$495 to \$625 for associates, requested at ECF 479-1 at 16);  
2 *In re Toyota Motor Corp. Unintended Acceleration Mktg., Sales Pracs., & Prod.*  
3 *Liab. Litig.*, No. 810ML02151JVSMOX, 2013 WL 12327929, at \*33 (C.D. Cal.  
4 July 24, 2013) (approving rates up to \$950 per hour over ten years ago in  
5 automotive class action); *Schroeder v. Envoy Air, Inc.*, No. CV 16-4911-MWF  
6 (KSX), 2019 WL 2000578, at \*8 (C.D. Cal. May 6, 2019) (approving rates of up to  
7 \$890 for partners and up to \$750 for associates); *Keegan v. Am. Honda Motor Co.,*  
8 *Inc.*, No. CV 1009508 MMM AJWx, 2014 WL 12551213, at \*23 (C.D. Cal. Jan.  
9 21, 2014) (approving class counsel’s hourly rates up to \$875 for partners and \$595  
10 for associates).

11 26. Additionally, empirical data regarding the average rates charged in this  
12 District supports the reasonableness of Settlement Class Counsel’s billing rates.  
13 Specifically, the “Real Rate Report identifies attorney rates by location, experience,  
14 firm size, areas of expertise and industry, as well as specific practice areas, and is  
15 based on actual legal billing, matter information, and paid and processed invoices  
16 from more than eighty companies.” *Rolex Watch USA Inc. v. Zeotec Diamonds Inc.*,  
17 No. CV021089PSGVBKX, 2021 WL 4786889, at \*3 (C.D. Cal. Aug. 24, 2021).

18 27. The most recent Real Rate Report, based on data collected through Q2  
19 of 2022 (i.e., not adjusted for the subsequent inflation in the last year), reflects  
20 hourly rates for litigation partners in Los Angeles of \$516 (for the first quartile) to  
21 \$1,049 (for the third quartile), with an average hourly rate of \$725. For Los Angeles  
22 litigation associates, hourly rates are \$400-\$855 per-hour, with an average hourly  
23 rate of \$642. A copy of the real Rate Report is attached as **Exhibit C** to this  
24 declaration.

### 25 **Costs Incurred**

26 28. Settlement Class Counsel seek reimbursement of \$472,730.40 in  
27 litigation expenses. This includes \$397,730.40 in costs already incurred for the  
28 benefit of the Class, as well as \$75,000 in projected costs that Settlement Class

1 Counsel is responsibly reserving to cover expenses associated with the on-the-  
 2 ground enforcement and assistance efforts this Settlement will require over the next  
 3 three years—including, for example, maintaining the document hosting platform,  
 4 and protecting the settlement until after all potential appeals are resolved. The CBO  
 5 imposes limitations on travel and other costs to further ensure the reasonableness  
 6 thereof.

7 29. In Table 1, below, the requested costs are broken down by the  
 8 categories enumerated in Exhibit B to the Common Benefit Order. *See* ECF 111,  
 9 Ex. B. To arrive at the costs attributed to the Toyota Settlement for reimbursement,  
 10 Settlement Class Counsel applied the framework described in paragraphs 15-16  
 11 above to the common benefit expenses incurred to date, and included certain costs  
 12 specifically attributable only to the Toyota Plaintiffs’ claims and to effectuating and  
 13 supporting the proposed Settlement, to thus to reasonably and fairly allocate the  
 14 costs attributable to the Plaintiffs’ claims against Toyota.

15 **Table 1**

Costs by Category	
CBO Category	Common Benefit Costs
1 - Assessment Fees	N/A
2 - Federal Express / Local Courier, etc.	\$4,238.48
3 - Postage Charges	\$347.29
4 - Facsimile Charges	\$0
5 - Long Distance	\$55.64
6 - In-House Photocopying	\$2,394.76
7 - Outside Photocopying	\$529.98
8 - Hotels	\$25,026.29
9 - Meals	\$6,916.08
10 - Mileage	\$0
11 - Air Travel	\$40,257.11

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<b>Costs by Category</b>	
<b>CBO Category</b>	<b>Common Benefit Costs</b>
12 - Deposition Costs	\$230.15
13 - Lexis/Westlaw	\$52,050.01
14 - Court Fees	\$4,966.05
15 - Witness / Expert Fees	\$130,295.88
16 - Investigation Fees / Service Fees	\$11,382.17
17 - Transcripts	\$123.03
18 - Ground Transportation	\$7,623.53
19 - Miscellaneous	\$0
<b>Additional expenses not included in CBO categories:</b>	-
eDiscovery Platform	\$100,501.88
Settlement Special Master	\$10,792.07
<b>Subtotal</b>	<b>\$397,730.40</b>
Reserved	\$75,000
<b>Total</b>	<b>\$472,730.40</b>

30. A few categories merit further explanation. A significant cost (\$100,501.88) was for the eDiscovery services and document processing platform. Although not included as a category in the CBO, this cost was necessary for processing, maintaining, and analyzing the millions pages of documents produced in this case.

31. Settlement Class Counsel also incurred material additional expenses for experts on a number of technical and other subjects. This is not surprising given the technical nature of the litigation and the thorough efforts undertaken to resolve it. The experts' involvement was significant and their contributions were critical to the litigation and resolution.



# EXHIBIT A

#.25510

Task Category 1: Lead Counsel Duties						
Firm	Timekeeper	Standard Hourly Rate	Reduced Hourly Rate	Hours	Standard Hourly Lodestar	Reduced Hourly Lodestar
Baron & Budd, P.C.	Benavidez, Ernest (Paralegal)	\$250.00	\$250.00	147.2	\$36,800.00	\$36,800.00
Baron & Budd, P.C.	Fernandes, David B. (Associate)	\$600.00	\$600.00	5.3	\$3,180.00	\$3,180.00
Baron & Budd, P.C.	Fernandes, David B. (Associate)	\$675.00	\$600.00	59.7	\$40,297.50	\$35,820.00
Baron & Budd, P.C.	Royster, Shannon (Associate)	\$625.00	\$600.00	25.1	\$15,687.50	\$15,060.00
Baron & Budd, P.C.	Smiley, Elizabeth (Associate)	\$575.00	\$575.00	0.3	\$172.50	\$172.50
Baron & Budd, P.C.	Tamburelli, Adam (Associate)	\$600.00	\$600.00	4	\$2,400.00	\$2,400.00
Baron & Budd, P.C.	Tamburelli, Adam (Associate)	\$675.00	\$600.00	58	\$39,150.00	\$34,800.00
Baron & Budd, P.C.	Tellis, Roland (Partner)	\$1,100.00	\$895.00	1	\$1,100.00	\$895.00
Lieff Cabraser Heimann & Bernstein, LLP	BERTRAM, ANNE (Paralegal)	\$360.00	\$275.00	4.2	\$1,512.00	\$1,155.00
Lieff Cabraser Heimann & Bernstein, LLP	CHINN, VICTORIA (Associate)	\$525.00	\$525.00	3.1	\$1,627.50	\$1,627.50
Lieff Cabraser Heimann & Bernstein, LLP	DESAI, NIMISH (Partner)	\$1,010.00	\$895.00	1.6	\$1,616.00	\$1,432.00
Lieff Cabraser Heimann & Bernstein, LLP	JORDAN, CHRISTOPHER (Staff Attorney/Contract)	\$525.00	\$415.00	4.5	\$2,362.50	\$1,867.50
Lieff Cabraser Heimann & Bernstein, LLP	KENFIELD-KELLEHER, MURIEL (Associate)	\$500.00	\$500.00	1.1	\$550.00	\$550.00
Lieff Cabraser Heimann & Bernstein, LLP	MCBRIDE, KATHERINE (Associate)	\$675.00	\$600.00	19.7	\$13,297.50	\$11,820.00
Lieff Cabraser Heimann & Bernstein, LLP	MCBRIDE, KATHERINE (Partner)	\$675.00	\$675.00	28.5	\$19,237.50	\$19,237.50
Lieff Cabraser Heimann & Bernstein, LLP	MUNOZ, CHRISTOPHER (Paralegal)	\$510.00	\$275.00	5	\$2,550.00	\$1,375.00
Lieff Cabraser Heimann & Bernstein, LLP	NGUYEN, PHONG-CHAU (Partner)	\$790.00	\$790.00	32.4	\$25,596.00	\$25,596.00
Lieff Cabraser Heimann & Bernstein, LLP	NICOLAOU, JOHN (Partner)	\$745.00	\$745.00	6	\$4,470.00	\$4,470.00
Lieff Cabraser Heimann & Bernstein, LLP	STELLINGS, DAVID (Partner)	\$1,230.00	\$895.00	84.4	\$103,812.00	\$75,538.00
Lieff Cabraser Heimann & Bernstein, LLP	WILLIN, MITCHELL (Paralegal)	\$510.00	\$275.00	38.5	\$19,635.00	\$10,587.50
<b>Total Task Category 1</b>				<b>529.6</b>	<b>\$335,053.50</b>	<b>\$284,383.50</b>
Task Category 2: Investigations and Factual Research						
Firm	Timekeeper	Standard Hourly Rate	Reduced Hourly Rate	Hours	Standard Hourly Lodestar	Reduced Hourly Lodestar
Ahdoot & Wolfson	Ahdoot, Robert (Partner)	\$895.00	\$895.00	8.5	\$7,607.50	\$7,607.50
Ahdoot & Wolfson	King, Bradley (Partner)	\$850.00	\$850.00	28	\$23,800.00	\$23,800.00
Ahdoot & Wolfson	Maya, Theodore (Partner)	\$895.00	\$895.00	10.1	\$9,039.50	\$9,039.50
Ahdoot & Wolfson	McAuley, Sean (Paralegal)	\$250.00	\$250.00	56.4	\$14,100.00	\$14,100.00
Ahdoot & Wolfson	Wolfson, Tina (Partner)	\$895.00	\$895.00	43.6	\$39,022.00	\$39,022.00
Baron & Budd, P.C.	Benavidez, Ernest (Paralegal)	\$250.00	\$250.00	12.9	\$3,225.00	\$3,225.00
Baron & Budd, P.C.	Fernandes, David B. (Associate)	\$675.00	\$600.00	24.8	\$16,740.00	\$14,880.00
Baron & Budd, P.C.	Mann, Jonas (Associate)	\$600.00	\$600.00	40.7	\$24,420.00	\$24,420.00
Baron & Budd, P.C.	Royster, Shannon (Associate)	\$625.00	\$600.00	5.5	\$3,437.50	\$3,300.00
Baron & Budd, P.C.	Tamburelli, Adam (Associate)	\$675.00	\$600.00	14.4	\$9,720.00	\$8,640.00
Baron & Budd, P.C.	Tellis, Roland (Partner)	\$1,100.00	\$895.00	13	\$14,300.00	\$11,635.00
Beasley Allen Crow Methvin Portis & Miles, PC	Barnett, Clay (Partner)	\$1,100.00	\$895.00	4.9	\$5,390.00	\$4,385.50
Beasley Allen Crow Methvin Portis & Miles, PC	Miles, Dee (Partner)	\$1,100.00	\$895.00	3.3	\$3,630.00	\$2,953.50
Beasley Allen Crow Methvin Portis & Miles, PC	Russell, Brenda (Paralegal)	\$250.00	\$250.00	5	\$1,250.00	\$1,250.00
Bleichmar Fonti & Auld LLP (PSC)	Davis, Anne (Partner)	\$895.00	\$895.00	0.9	\$805.50	\$805.50
Bleichmar Fonti & Auld LLP (PSC)	Koo, Jooyoung (Staff Attorney/Contract)	\$525.00	\$415.00	8	\$4,200.00	\$3,320.00
Bleichmar Fonti & Auld LLP (PSC)	Ornelas, Angelica (Associate)	\$760.00	\$600.00	2.5	\$1,900.00	\$1,500.00
Bleichmar Fonti & Auld LLP (PSC)	Samra, Joshua (Associate)	\$665.00	\$600.00	3.4	\$2,261.00	\$2,040.00
Bleichmar Fonti & Auld LLP (PSC)	Sullivan, Kasey (Staff Attorney/Contract)	\$525.00	\$415.00	11.4	\$5,985.00	\$4,731.00
Bleichmar Fonti & Auld LLP (PSC)	Sum, Sylvia (Staff Attorney/Contract)	\$470.00	\$415.00	10	\$4,700.00	\$4,150.00
Bleichmar Fonti & Auld LLP (PSC)	Weaver, Lesley (Partner)	\$1,150.00	\$895.00	1.1	\$1,265.00	\$984.50
Boies, Schiller & Flexner LLP	Ulrich, Tyler (Partner)	\$980.00	\$895.00	9.2	\$9,016.00	\$8,234.00
Boies, Schiller & Flexner LLP	Witte, Ryan (Partner)	\$970.00	\$895.00	3.7	\$3,589.00	\$3,311.50
Boies, Schiller & Flexner LLP	Zack, Stephen (Partner)	\$1,460.00	\$895.00	1.1	\$1,606.00	\$984.50
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Bartlett, Caroline (Partner)	\$875.00	\$875.00	55.7	\$48,737.50	\$48,737.50
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Caraballo, Luis (Paralegal)	\$225.00	\$225.00	40.4	\$9,090.00	\$9,090.00
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Ecklund, Donald (Partner)	\$900.00	\$895.00	1	\$900.00	\$895.00
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Falduto, Jeff (Paralegal)	\$225.00	\$225.00	2.2	\$495.00	\$495.00

Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Makhail, Mark (Associate)	\$600.00	\$600.00	1.1	\$660.00	\$660.00
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Steele, Jordan (Associate)	\$600.00	\$600.00	15	\$9,000.00	\$9,000.00
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Temptesta, Laura (Paralegal)	\$225.00	\$225.00	3.6	\$810.00	\$810.00
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Barron, Seth (Associate)	\$375.00	\$375.00	3.1	\$1,162.50	\$1,162.50
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Blatt, Gayle M. (Partner)	\$995.00	\$895.00	0.3	\$298.50	\$268.50
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Casey, David S., Jr. (Partner)	\$1,100.00	\$895.00	0.3	\$330.00	\$268.50
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Davis, James (Associate)	\$475.00	\$475.00	1.6	\$760.00	\$760.00
Dicello Levitt & Casey LLC	Tangren, John (Partner)	\$1,210.00	\$895.00	0.2	\$242.00	\$179.00
Gibbs Law Group, LLP	Blumenthal, Aaron (Associate)	\$605.00	\$600.00	15.3	\$9,256.50	\$9,180.00
Gibbs Law Group, LLP	Corbitt, Caroline (Associate)	\$430.00	\$430.00	6.3	\$2,709.00	\$2,709.00
Gibbs Law Group, LLP	Gibbs, Jason (Paralegal)	\$280.00	\$275.00	31.7	\$8,876.00	\$8,717.50
Gibbs Law Group, LLP	Hughes, Dylan (Partner)	\$935.00	\$895.00	9.4	\$8,789.00	\$8,413.00
Gibbs Law Group, LLP	Kosbie, Jeff (Associate)	\$605.00	\$600.00	0.4	\$242.00	\$240.00
Gibbs Law Group, LLP	Lopez, Steve (Partner)	\$670.00	\$670.00	9.4	\$6,298.00	\$6,298.00
Gibbs Law Group, LLP	Mah, Rosanne (Of Counsel)	\$740.00	\$740.00	7.7	\$5,698.00	\$5,698.00
Gibbs Law Group, LLP	Rivas, Rosemary (Partner)	\$905.00	\$895.00	3.6	\$3,258.00	\$3,222.00
Gibbs Law Group, LLP	Sominski, Dasha (Associate)	\$365.00	\$365.00	0.2	\$73.00	\$73.00
Gibbs Law Group, LLP	Stein, Dave (Partner)	\$815.00	\$815.00	0.2	\$163.00	\$163.00
Hellmuth & Johnson PLLC	Borle, Cortland (Associate)	\$450.00	\$450.00	1.6	\$720.00	\$720.00
Hellmuth & Johnson PLLC	Capra, Rebecca (Paralegal)	\$165.00	\$165.00	0.4	\$66.00	\$66.00
Hellmuth & Johnson PLLC	Cashman, Michael (Partner)	\$895.00	\$895.00	21.2	\$18,974.00	\$18,974.00
Hellmuth & Johnson PLLC	Hagstrom, Richard (Partner)	\$895.00	\$895.00	37.4	\$33,473.00	\$33,473.00
Hellmuth & Johnson PLLC	Kuhlmann, Nicholas (Associate)	\$600.00	\$600.00	53.5	\$32,100.00	\$32,100.00
Hellmuth & Johnson PLLC	Otsuka, Gregory (Partner)	\$760.00	\$760.00	31.3	\$23,788.00	\$23,788.00
Hellmuth & Johnson PLLC	Zerbe, Rodney (Partner)	\$610.00	\$610.00	0.3	\$183.00	\$183.00
Keller Rohrback L.L.P.	Cappio, Gretchen (Partner)	\$1,095.00	\$895.00	4.5	\$4,927.50	\$4,027.50
Keller Rohrback L.L.P.	Gardner, Kathryn (Paralegal)	\$315.00	\$275.00	2.8	\$882.00	\$770.00
Keller Rohrback L.L.P.	McDevitt, Ryan (Partner)	\$830.00	\$830.00	12	\$9,960.00	\$9,960.00
Keller Rohrback L.L.P.	Mersing, Jacob (Paralegal)	\$420.00	\$275.00	20	\$8,400.00	\$5,500.00
Keller Rohrback L.L.P.	Morowitz, Rachel (Associate)	\$525.00	\$525.00	119.2	\$62,580.00	\$62,580.00
Keller Rohrback L.L.P.	Sarko, Lynn (Partner)	\$1,320.00	\$895.00	0.5	\$660.00	\$447.50
Keller Rohrback L.L.P.	Wilkinson, Carrie (Paralegal)	\$395.00	\$275.00	0.5	\$197.50	\$137.50
Kessler Topaz Meltzer & Check, LLP	Jeffrey, Carolyn (Staff Attorney/Contract)	\$300.00	\$300.00	21	\$6,300.00	\$6,300.00
Kessler Topaz Meltzer & Check, LLP	Meltzer, Joseph (Partner)	\$1,000.00	\$895.00	2.5	\$2,500.00	\$2,237.50
Kessler Topaz Meltzer & Check, LLP	Monks, William (Staff Attorney/Contract)	\$575.00	\$415.00	1.1	\$632.50	\$456.50
Kessler Topaz Meltzer & Check, LLP	Righter, Caitlin (Staff Attorney/Contract)	\$260.00	\$260.00	11.4	\$2,964.00	\$2,964.00
Kessler Topaz Meltzer & Check, LLP	Troutner, Melissa (Partner)	\$950.00	\$895.00	4.2	\$3,990.00	\$3,759.00
Levi & Korsinsky, LLP	Korsinsky, Eduard (Partner)	\$1,050.00	\$895.00	0.2	\$210.00	\$179.00
Levi & Korsinsky, LLP	Levi, Joseph (Partner)	\$1,050.00	\$895.00	4.2	\$4,410.00	\$3,759.00
Levi & Korsinsky, LLP	Maccarone, Courtney (Associate)	\$675.00	\$600.00	4.5	\$3,037.50	\$2,700.00
Levi & Korsinsky, LLP	Mah, Rosanne (Partner)	\$700.00	\$700.00	0.8	\$560.00	\$560.00
Levi & Korsinsky, LLP	Rivas, Rosemary (Partner)	\$975.00	\$895.00	18.5	\$18,037.50	\$16,557.50
Lieff Cabraser Heimann & Bernstein, LLP	BALKOSKI, JANE (Paralegal)	\$360.00	\$275.00	3.6	\$1,296.00	\$990.00
Lieff Cabraser Heimann & Bernstein, LLP	BELUSHKO BARROWS, NIKKI (Paralegal)	\$535.00	\$275.00	11	\$5,885.00	\$3,025.00
Lieff Cabraser Heimann & Bernstein, LLP	BERTRAM, ANNE (Paralegal)	\$360.00	\$275.00	5.3	\$1,908.00	\$1,457.50
Lieff Cabraser Heimann & Bernstein, LLP	BROWN, AIDAN (Paralegal)	\$500.00	\$275.00	53.1	\$26,550.00	\$14,602.50
Lieff Cabraser Heimann & Bernstein, LLP	CABRASER, ELIZABETH (Partner)	\$1,460.00	\$895.00	3.3	\$4,818.00	\$2,953.50
Lieff Cabraser Heimann & Bernstein, LLP	CALANGIAN, MARGIE (Paralegal)	\$535.00	\$275.00	0.5	\$267.50	\$137.50
Lieff Cabraser Heimann & Bernstein, LLP	DESAI, NIMISH (Partner)	\$1,010.00	\$895.00	1.6	\$1,616.00	\$1,432.00
Lieff Cabraser Heimann & Bernstein, LLP	KENFIELD-KELLEHER, MURIEL (Associate)	\$500.00	\$500.00	5.2	\$2,600.00	\$2,600.00
Lieff Cabraser Heimann & Bernstein, LLP	LICHTMAN, JASON (Partner)	\$875.00	\$875.00	1.4	\$1,225.00	\$1,225.00
Lieff Cabraser Heimann & Bernstein, LLP	LIM, TRACY (Paralegal)	\$465.00	\$275.00	0.8	\$372.00	\$220.00
Lieff Cabraser Heimann & Bernstein, LLP	MCBRIDE, KATHERINE (Associate)	\$675.00	\$600.00	22	\$14,850.00	\$13,200.00
Lieff Cabraser Heimann & Bernstein, LLP	MCBRIDE, KATHERINE (Partner)	\$675.00	\$675.00	7.3	\$4,927.50	\$4,927.50

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Lieff Cabraser Heimann & Bernstein, LLP	MICLUT, ANDREEA (Staff Attorney/Contract)	\$525.00	\$415.00	284.8	\$149,520.00	\$118,192.00
Lieff Cabraser Heimann & Bernstein, LLP	MILORO, SCOTT (Staff Attorney/Contract)	\$525.00	\$415.00	74.8	\$39,270.00	\$31,042.00
Lieff Cabraser Heimann & Bernstein, LLP	MUKHERJI, RENEE (Paralegal)	\$535.00	\$275.00	1.4	\$749.00	\$385.00
Lieff Cabraser Heimann & Bernstein, LLP	NGUYEN, PHONG-CHAU (Partner)	\$790.00	\$790.00	5.3	\$4,187.00	\$4,187.00
Lieff Cabraser Heimann & Bernstein, LLP	NICOLAOU, JOHN (Partner)	\$745.00	\$745.00	25.4	\$18,923.00	\$18,923.00
Lieff Cabraser Heimann & Bernstein, LLP	SELHORST, HANNAH (Paralegal)	\$395.00	\$275.00	2.3	\$908.50	\$632.50
Lieff Cabraser Heimann & Bernstein, LLP	SIDDIQI, NABILA (Paralegal)	\$470.00	\$275.00	2.3	\$1,081.00	\$632.50
Lieff Cabraser Heimann & Bernstein, LLP	STELLINGS, DAVID (Partner)	\$1,230.00	\$895.00	9.4	\$11,562.00	\$8,413.00
Lieff Cabraser Heimann & Bernstein, LLP	TARPEH, JLE (Paralegal)	\$510.00	\$275.00	204.9	\$104,499.00	\$56,347.50
Lieff Cabraser Heimann & Bernstein, LLP	TROUVAIS, BENJAMIN (Paralegal)	\$425.00	\$275.00	10	\$4,250.00	\$2,750.00
Lieff Cabraser Heimann & Bernstein, LLP	UY, KATRINA (Paralegal)	\$535.00	\$275.00	1.8	\$963.00	\$495.00
Lieff Cabraser Heimann & Bernstein, LLP	WILLIN, MITCHELL (Paralegal)	\$510.00	\$275.00	146.3	\$74,613.00	\$40,232.50
Podhurst Orseck, P.A.	Fernandez Andes, Chris (Paralegal)	\$345.00	\$275.00	4.2	\$1,449.00	\$1,155.00
Podhurst Orseck, P.A.	Gravante, John (Partner)	\$755.00	\$755.00	4.5	\$3,397.50	\$3,397.50
Podhurst Orseck, P.A.	Pell, Stephanie (Staff Attorney/Contract)	\$445.00	\$415.00	0.5	\$222.50	\$207.50
Podhurst Orseck, P.A.	Penelas, Christopher (Paralegal)	\$345.00	\$275.00	4.4	\$1,518.00	\$1,210.00
Podhurst Orseck, P.A.	Yarzabal, Iliana (Paralegal)	\$345.00	\$275.00	5.8	\$2,001.00	\$1,595.00
Pritzker Levine LLP	Corbitt, Caroline (Associate)	\$725.00	\$600.00	0.7	\$507.50	\$420.00
Pritzker Levine LLP	Haggarty, Heather (Associate)	\$850.00	\$600.00	3	\$2,550.00	\$1,800.00
Pritzker Levine LLP	Levine, Jonathan (Partner)	\$1,100.00	\$895.00	0.3	\$330.00	\$268.50
Pritzker Levine LLP	Pritzker, Elizabeth (Partner)	\$1,100.00	\$895.00	1	\$1,100.00	\$895.00
Robbins Geller Rudman and Dowd LLP	Brandon, Kelley (Paralegal)	\$325.00	\$275.00	11.5	\$3,737.50	\$3,162.50
Robbins Geller Rudman and Dowd LLP	Dearman, Mark (Partner)	\$1,070.00	\$895.00	3.8	\$4,066.00	\$3,401.00
Robbins Geller Rudman and Dowd LLP	Marenco, Ricardo (Associate)	\$540.00	\$540.00	5.3	\$2,862.00	\$2,862.00
Robbins Geller Rudman and Dowd LLP	Puerto, Patricia (Paralegal)	\$395.00	\$275.00	1.5	\$592.50	\$412.50
Robins Kaplan, LLP	Adler, Nicholas J. (Paralegal)	\$435.00	\$275.00	1.5	\$652.50	\$412.50
Robins Kaplan, LLP	Hurt, J. Austin (Of Counsel)	\$745.00	\$745.00	48.4	\$36,058.00	\$36,058.00
Robins Kaplan, LLP	Nadem, Kathleen M. (Staff Attorney/Contract)	\$255.00	\$255.00	3.6	\$918.00	\$918.00
Robins Kaplan, LLP	Pacelli, Michael J. (Associate)	\$795.00	\$600.00	0.7	\$556.50	\$420.00
Robins Kaplan, LLP	Potter, Ann M. (Paralegal)	\$410.00	\$275.00	30.5	\$12,505.00	\$8,387.50
Robins Kaplan, LLP	Slaughter, Stacey P. (Partner)	\$1,095.00	\$895.00	5.6	\$6,132.00	\$5,012.00
Robins Kaplan, LLP	Sottorff, Felipe (Staff Attorney/Contract)	\$255.00	\$255.00	3	\$765.00	\$765.00
Seeger Weiss LLP	Christopher Ayers (Partner)	\$1,075.00	\$895.00	3.8	\$4,085.00	\$3,401.00
Seeger Weiss LLP	Leslie Kramer (Paralegal)	\$295.00	\$275.00	15.1	\$4,454.50	\$4,152.50
<b>Total Task Category 2</b>				<b>1947.2</b>	<b>\$1,135,710.00</b>	<b>\$956,873.00</b>
<i>Task Category 3: Case Management and Litigation Strategy</i>						
Firm	Timekeeper	Standard Hourly Rate	Reduced Hourly Rate	Hours	Standard Hourly Lodestar	Reduced Hourly Lodestar
Ahdoot & Wolfson	Ahdoot, Robert (Partner)	\$895.00	\$895.00	3.6	\$3,222.00	\$3,222.00
Ahdoot & Wolfson	Benson, Samantha (Paralegal)	\$250.00	\$250.00	8.3	\$2,075.00	\$2,075.00
Ahdoot & Wolfson	Brashear, Amber (Paralegal)	\$250.00	\$250.00	0.3	\$75.00	\$75.00
Ahdoot & Wolfson	Bui, Michelle (Paralegal)	\$250.00	\$250.00	0.3	\$75.00	\$75.00
Ahdoot & Wolfson	Cabrera, Kathryn (Paralegal)	\$250.00	\$250.00	0.5	\$125.00	\$125.00
Ahdoot & Wolfson	DiLeggi, Dawn (Paralegal)	\$250.00	\$250.00	4.7	\$1,175.00	\$1,175.00
Ahdoot & Wolfson	Fabian, Jessielle (Paralegal)	\$250.00	\$250.00	3.9	\$975.00	\$975.00
Ahdoot & Wolfson	King, Bradley (Partner)	\$850.00	\$850.00	13.1	\$11,135.00	\$11,135.00
Ahdoot & Wolfson	Loritsch, Windy (Paralegal)	\$250.00	\$250.00	24.3	\$6,075.00	\$6,075.00
Ahdoot & Wolfson	Lowe, Laura (Paralegal)	\$250.00	\$250.00	5.2	\$1,300.00	\$1,300.00
Ahdoot & Wolfson	Maya, Theodore (Partner)	\$895.00	\$895.00	1.1	\$984.50	\$984.50
Ahdoot & Wolfson	Stiner, Christopher (Partner)	\$850.00	\$850.00	16.3	\$13,855.00	\$13,855.00
Ahdoot & Wolfson	Wolfson, Tina (Partner)	\$895.00	\$895.00	19.5	\$17,452.50	\$17,452.50
Baron & Budd, P.C.	Allen, Molly Goza (Staff Attorney/Contract)	\$415.00	\$415.00	21.9	\$9,088.50	\$9,088.50
Baron & Budd, P.C.	Benavidez, Ernest (Paralegal)	\$250.00	\$250.00	211.1	\$52,775.00	\$52,775.00
Baron & Budd, P.C.	Darce, Benjamin (Staff Attorney/Contract)	\$415.00	\$415.00	8	\$3,320.00	\$3,320.00
Baron & Budd, P.C.	Fernandes, David B. (Associate)	\$600.00	\$600.00	45	\$27,000.00	\$27,000.00

Baron & Budd, P.C.	Fernandes, David B. (Associate)	\$675.00	\$600.00	944.7	\$637,672.50	\$566,820.00
Baron & Budd, P.C.	Franklin-Robinson, LaKenya (Staff Attorney/Contract)	\$415.00	\$415.00	7	\$2,905.00	\$2,905.00
Baron & Budd, P.C.	Heilman, Joe (Staff Attorney/Contract)	\$415.00	\$415.00	98.1	\$40,711.50	\$40,711.50
Baron & Budd, P.C.	Lichter, Jay Michael (Associate)	\$600.00	\$600.00	20.3	\$12,180.00	\$12,180.00
Baron & Budd, P.C.	Lipinski, Jeffrey (Staff Attorney/Contract)	\$415.00	\$415.00	3.8	\$1,577.00	\$1,577.00
Baron & Budd, P.C.	Mann, Jonas (Associate)	\$600.00	\$600.00	89.3	\$53,580.00	\$53,580.00
Baron & Budd, P.C.	Neal, Ravyn (Staff Attorney/Contract)	\$415.00	\$415.00	8	\$3,320.00	\$3,320.00
Baron & Budd, P.C.	Oeffner, Jessica (Staff Attorney/Contract)	\$415.00	\$415.00	49.8	\$20,667.00	\$20,667.00
Baron & Budd, P.C.	Royster, Shannon (Associate)	\$600.00	\$600.00	22.9	\$13,740.00	\$13,740.00
Baron & Budd, P.C.	Royster, Shannon (Associate)	\$625.00	\$600.00	63.5	\$39,687.50	\$38,100.00
Baron & Budd, P.C.	Shaffin, Ori (Staff Attorney/Contract)	\$415.00	\$415.00	5.6	\$2,324.00	\$2,324.00
Baron & Budd, P.C.	Smiley, Elizabeth (Associate)	\$575.00	\$575.00	2.6	\$1,495.00	\$1,495.00
Baron & Budd, P.C.	Tamburelli, Adam (Associate)	\$600.00	\$600.00	43.6	\$26,160.00	\$26,160.00
Baron & Budd, P.C.	Tamburelli, Adam (Associate)	\$675.00	\$600.00	858.2	\$579,285.00	\$514,920.00
Baron & Budd, P.C.	Tellis, Roland (Partner)	\$895.00	\$895.00	7.4	\$6,623.00	\$6,623.00
Baron & Budd, P.C.	Tellis, Roland (Partner)	\$1,100.00	\$895.00	102.2	\$112,420.00	\$91,469.00
Beasley Allen Crow Methvin Portis & Miles, PC	Baldwin, Chris (Staff Attorney/Contract)	\$350.00	\$350.00	0.7	\$245.00	\$245.00
Beasley Allen Crow Methvin Portis & Miles, PC	Barnett, Clay (Partner)	\$1,100.00	\$895.00	52.4	\$57,640.00	\$46,898.00
Beasley Allen Crow Methvin Portis & Miles, PC	Martin, Dylan (Associate)	\$550.00	\$550.00	0.4	\$220.00	\$220.00
Beasley Allen Crow Methvin Portis & Miles, PC	Miles, Dee (Partner)	\$895.00	\$895.00	1.5	\$1,342.50	\$1,342.50
Beasley Allen Crow Methvin Portis & Miles, PC	Miles, Dee (Partner)	\$1,100.00	\$895.00	47.1	\$51,810.00	\$42,154.50
Beasley Allen Crow Methvin Portis & Miles, PC	Russell, Brenda (Paralegal)	\$250.00	\$250.00	143.8	\$35,950.00	\$35,950.00
Beasley Allen Crow Methvin Portis & Miles, PC	Williams, Mitch (Associate)	\$650.00	\$600.00	13.5	\$8,775.00	\$8,100.00
Bleichmar Fonti & Auld LLP (PSC)	Bertero, Anthony (Staff Attorney/Contract)	\$450.00	\$415.00	8	\$3,600.00	\$3,320.00
Bleichmar Fonti & Auld LLP (PSC)	Davis, Anne (Partner)	\$895.00	\$895.00	10.6	\$9,487.00	\$9,487.00
Bleichmar Fonti & Auld LLP (PSC)	Koo, Jooyoung (Staff Attorney/Contract)	\$525.00	\$415.00	5.5	\$2,887.50	\$2,282.50
Bleichmar Fonti & Auld LLP (PSC)	Law, Julie (Paralegal)	\$385.00	\$275.00	0.4	\$154.00	\$110.00
Bleichmar Fonti & Auld LLP (PSC)	Ornelas, Angelica (Associate)	\$760.00	\$600.00	10.2	\$7,752.00	\$6,120.00
Bleichmar Fonti & Auld LLP (PSC)	Robertson, Kelsey (Staff Attorney/Contract)	\$350.00	\$350.00	3.5	\$1,225.00	\$1,225.00
Bleichmar Fonti & Auld LLP (PSC)	Samra, Joshua (Associate)	\$665.00	\$600.00	12	\$7,980.00	\$7,200.00
Bleichmar Fonti & Auld LLP (PSC)	Simnowitz, Sara (Associate)	\$860.00	\$600.00	2.6	\$2,236.00	\$1,560.00
Bleichmar Fonti & Auld LLP (PSC)	Sullivan, Kasey (Staff Attorney/Contract)	\$525.00	\$415.00	4.9	\$2,572.50	\$2,033.50
Bleichmar Fonti & Auld LLP (PSC)	Sum, Sylvia (Staff Attorney/Contract)	\$470.00	\$415.00	16.1	\$7,567.00	\$6,681.50
Bleichmar Fonti & Auld LLP (PSC)	Weaver, Lesley (Partner)	\$1,150.00	\$895.00	46.7	\$53,705.00	\$41,796.50
Boies, Schiller & Flexner LLP	Beaton, Marcos (Of Counsel)	\$790.00	\$790.00	92.7	\$73,233.00	\$73,233.00
Boies, Schiller & Flexner LLP	Butterworth, Brandon (Associate)	\$740.00	\$600.00	6.5	\$4,810.00	\$3,900.00
Boies, Schiller & Flexner LLP	Licata, Samantha (Associate)	\$670.00	\$600.00	4.4	\$2,948.00	\$2,640.00
Boies, Schiller & Flexner LLP	Mikulic, Michael (Associate)	\$740.00	\$600.00	6.8	\$5,032.00	\$4,080.00
Boies, Schiller & Flexner LLP	Ulrich, Tyler (Partner)	\$980.00	\$895.00	21.9	\$21,462.00	\$19,600.50
Boies, Schiller & Flexner LLP	Witte, Ryan (Partner)	\$970.00	\$895.00	74.3	\$72,071.00	\$66,498.50
Boies, Schiller & Flexner LLP	Zack, Stephen (Partner)	\$1,460.00	\$895.00	48.3	\$70,518.00	\$43,228.50
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Bartlett, Caroline (Partner)	\$875.00	\$875.00	15.4	\$13,475.00	\$13,475.00
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Bower, Zach (Partner)	\$875.00	\$875.00	0.5	\$437.50	\$437.50
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Caraballo, Luis (Paralegal)	\$225.00	\$225.00	70	\$15,750.00	\$15,750.00
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Cecchi, James (Partner)	\$1,000.00	\$895.00	2	\$2,000.00	\$1,790.00
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Ecklund, Donald (Partner)	\$900.00	\$895.00	5.5	\$4,950.00	\$4,922.50
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Innes, Michael (Partner)	\$750.00	\$750.00	0.6	\$450.00	\$450.00
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Makhail, Mark (Associate)	\$600.00	\$600.00	5.6	\$3,360.00	\$3,360.00
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Rago, Mary Ellen (Paralegal)	\$225.00	\$225.00	0.9	\$202.50	\$202.50
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Steele, Jordan (Associate)	\$600.00	\$600.00	22.2	\$13,320.00	\$13,320.00
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Temptesta, Laura (Paralegal)	\$225.00	\$225.00	37.7	\$8,482.50	\$8,482.50
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Barron, Seth (Associate)	\$375.00	\$375.00	4.6	\$1,725.00	\$1,725.00
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Blatt, Gayle M. (Partner)	\$995.00	\$895.00	55.3	\$55,023.50	\$49,493.50
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Casey, David S., Jr. (Partner)	\$1,100.00	\$895.00	8.9	\$9,790.00	\$7,965.50

Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Casey, III, Dave (Associate)	\$395.00	\$395.00	3.3	\$1,303.50	\$1,303.50
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Davis, James (Associate)	\$475.00	\$475.00	53.3	\$25,317.50	\$25,317.50
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Guerra, P. Camille (Partner)	\$815.00	\$815.00	115.3	\$93,969.50	\$93,969.50
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	McBain, Catherine (Associate)	\$505.00	\$505.00	0.3	\$151.50	\$151.50
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Narasimhan, Ajit (Paralegal)	\$215.00	\$215.00	2.5	\$537.50	\$537.50
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Ratajesak, Vicki (Paralegal)	\$235.00	\$235.00	0.2	\$47.00	\$47.00
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Robinson, Jeremy (Partner)	\$950.00	\$895.00	19.8	\$18,810.00	\$17,721.00
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Sinning, Nancy (Paralegal)	\$265.00	\$265.00	11.5	\$3,047.50	\$3,047.50
Dicello Levitt & Casey LLC	Banks, Sharon (Paralegal)	\$415.00	\$275.00	10.6	\$4,399.00	\$2,915.00
Dicello Levitt & Casey LLC	Ferri, Daniel (Partner)	\$1,110.00	\$895.00	12.4	\$13,764.00	\$11,098.00
Dicello Levitt & Casey LLC	Levitt, Adam (Partner)	\$1,430.00	\$895.00	82.3	\$117,689.00	\$73,658.50
Dicello Levitt & Casey LLC	Otto, Ashtin (Paralegal)	\$325.00	\$275.00	0.8	\$260.00	\$220.00
Dicello Levitt & Casey LLC	Prom, Adam (Associate)	\$760.00	\$600.00	0.7	\$532.00	\$420.00
Dicello Levitt & Casey LLC	Tangren, John (Partner)	\$1,210.00	\$895.00	25	\$30,250.00	\$22,375.00
Gibbs Law Group, LLP	Bloomfield, Joshua (Of Counsel)	\$775.00	\$775.00	25.4	\$19,685.00	\$19,685.00
Gibbs Law Group, LLP	Corbitt, Caroline (Associate)	\$430.00	\$430.00	1.2	\$516.00	\$516.00
Gibbs Law Group, LLP	Gibboney, Kyla (Associate)	\$605.00	\$600.00	0.1	\$60.50	\$60.00
Gibbs Law Group, LLP	Gibbs, Eric (Partner)	\$1,065.00	\$895.00	0.8	\$852.00	\$716.00
Gibbs Law Group, LLP	Hutchinson, Parker (Of Counsel)	\$660.00	\$660.00	1.4	\$924.00	\$924.00
Gibbs Law Group, LLP	Kosbie, Jeff (Associate)	\$605.00	\$600.00	7.9	\$4,779.50	\$4,740.00
Gibbs Law Group, LLP	Lopez, Steve (Partner)	\$670.00	\$670.00	3.2	\$2,144.00	\$2,144.00
Gibbs Law Group, LLP	Mah, Rosanne (Of Counsel)	\$740.00	\$740.00	0.9	\$666.00	\$666.00
Gibbs Law Group, LLP	Risoldi, Alyssa (Staff Attorney/Contract)	\$390.00	\$390.00	39	\$15,210.00	\$15,210.00
Gibbs Law Group, LLP	Rivas, Rosemary (Partner)	\$895.00	\$895.00	3.5	\$3,132.50	\$3,132.50
Gibbs Law Group, LLP	Rivas, Rosemary (Partner)	\$905.00	\$895.00	5	\$4,525.00	\$4,475.00
Gibbs Law Group, LLP	Stein, Dave (Partner)	\$815.00	\$815.00	1	\$815.00	\$815.00
Hellmuth & Johnson PLLC	Cashman, Michael (Partner)	\$895.00	\$895.00	5.5	\$4,922.50	\$4,922.50
Hellmuth & Johnson PLLC	Hagstrom, Richard (Partner)	\$895.00	\$895.00	41.3	\$36,963.50	\$36,963.50
Hellmuth & Johnson PLLC	Kuhlmann, Nicholas (Associate)	\$600.00	\$600.00	15.4	\$9,240.00	\$9,240.00
Hellmuth & Johnson PLLC	Otsuka, Gregory (Partner)	\$760.00	\$760.00	13.5	\$10,260.00	\$10,260.00
Keller Rohrback L.L.P.	Borseth, Xannie (Paralegal)	\$300.00	\$275.00	0.2	\$60.00	\$55.00
Keller Rohrback L.L.P.	Cappio, Gretchen (Partner)	\$1,095.00	\$895.00	75	\$82,125.00	\$67,125.00
Keller Rohrback L.L.P.	Chan, Alex (Paralegal)	\$365.00	\$275.00	36.2	\$13,213.00	\$9,955.00
Keller Rohrback L.L.P.	Daniel, Adele (Associate)	\$650.00	\$600.00	0.1	\$65.00	\$60.00
Keller Rohrback L.L.P.	Emerson, Erika (Associate)	\$605.00	\$600.00	5.8	\$3,509.00	\$3,480.00
Keller Rohrback L.L.P.	Gardner, Kathryn (Paralegal)	\$315.00	\$275.00	16.9	\$5,323.50	\$4,647.50
Keller Rohrback L.L.P.	Garrido, Joel (Paralegal)	\$365.00	\$275.00	17.6	\$6,424.00	\$4,840.00
Keller Rohrback L.L.P.	Gussin, Zachary (Associate)	\$625.00	\$600.00	1.4	\$875.00	\$840.00
Keller Rohrback L.L.P.	Guthrie, Heather R. (Paralegal)	\$330.00	\$275.00	0.8	\$264.00	\$220.00
Keller Rohrback L.L.P.	Harris, Ardua (Paralegal)	\$270.00	\$270.00	4	\$1,080.00	\$1,080.00
Keller Rohrback L.L.P.	Hill, Jennifer (Paralegal)	\$425.00	\$275.00	2	\$850.00	\$550.00
Keller Rohrback L.L.P.	LaPorte, Kait (Paralegal)	\$280.00	\$275.00	7.6	\$2,128.00	\$2,090.00
Keller Rohrback L.L.P.	Likit, Jan (Paralegal)	\$260.00	\$260.00	0.4	\$104.00	\$104.00
Keller Rohrback L.L.P.	McCeney, Abigail (Paralegal)	\$260.00	\$260.00	1	\$260.00	\$260.00
Keller Rohrback L.L.P.	McDevitt, Ryan (Partner)	\$830.00	\$830.00	287.4	\$238,542.00	\$238,542.00
Keller Rohrback L.L.P.	Mersing, Jacob (Paralegal)	\$420.00	\$275.00	198.2	\$83,244.00	\$54,505.00
Keller Rohrback L.L.P.	Meyer, Wyatt (Paralegal)	\$90.00	\$90.00	12	\$1,080.00	\$1,080.00
Keller Rohrback L.L.P.	Morowitz, Rachel (Associate)	\$525.00	\$525.00	59.9	\$31,447.50	\$31,447.50
Keller Rohrback L.L.P.	Nealious, Bianca (Paralegal)	\$335.00	\$275.00	41.2	\$13,802.00	\$11,330.00
Keller Rohrback L.L.P.	Preusch, Matthew J. (Associate)	\$750.00	\$600.00	0.2	\$150.00	\$120.00
Keller Rohrback L.L.P.	Pry, Jonathan (Paralegal)	\$260.00	\$260.00	1.7	\$442.00	\$442.00
Keller Rohrback L.L.P.	Read, Sydney (Associate)	\$495.00	\$495.00	48.3	\$23,908.50	\$23,908.50
Keller Rohrback L.L.P.	Rodgers, Aubrey (Paralegal)	\$385.00	\$275.00	15	\$5,775.00	\$4,125.00
Keller Rohrback L.L.P.	Sarko, Lynn (Partner)	\$1,320.00	\$895.00	7.3	\$9,636.00	\$6,533.50

Keller Rohrback L.L.P.	Smith, Alex (Paralegal)	\$395.00	\$275.00	2.9	\$1,145.50	\$797.50
Keller Rohrback L.L.P.	Spangler, Brian E. (Paralegal)	\$335.00	\$275.00	24.6	\$8,241.00	\$6,765.00
Keller Rohrback L.L.P.	Tiezazu, Y. Tizzy (Paralegal)	\$305.00	\$275.00	1.1	\$335.50	\$302.50
Keller Rohrback L.L.P.	Tunkkari, Katja (Paralegal)	\$300.00	\$275.00	21.6	\$6,480.00	\$5,940.00
Keller Rohrback L.L.P.	Verdugo, Gabe E. (Associate)	\$630.00	\$600.00	13.1	\$8,253.00	\$7,860.00
Keller Rohrback L.L.P.	Wilson, Kiana (Paralegal)	\$365.00	\$275.00	7.3	\$2,664.50	\$2,007.50
Keller Rohrback L.L.P.	Wright, Emma (Paralegal)	\$595.00	\$275.00	11.5	\$6,842.50	\$3,162.50
Kessler Topaz Meltzer & Check, LLP	Amjed, Naumon (Partner)	\$970.00	\$895.00	2.1	\$2,037.00	\$1,879.50
Kessler Topaz Meltzer & Check, LLP	Bell, Adrienne (Associate)	\$575.00	\$575.00	189.9	\$109,192.50	\$109,192.50
Kessler Topaz Meltzer & Check, LLP	Graden, Tyler (Associate)	\$740.00	\$600.00	6	\$4,440.00	\$3,600.00
Kessler Topaz Meltzer & Check, LLP	Hemsley, Courtney (Paralegal)	\$320.00	\$275.00	32.8	\$10,496.00	\$9,020.00
Kessler Topaz Meltzer & Check, LLP	Juliano, Maggie (Staff Attorney/Contract)	\$385.00	\$385.00	0.2	\$77.00	\$77.00
Kessler Topaz Meltzer & Check, LLP	Lamb Port, Lisa (Associate)	\$740.00	\$600.00	2.1	\$1,554.00	\$1,260.00
Kessler Topaz Meltzer & Check, LLP	Lesser, Natalie (Associate)	\$535.00	\$535.00	13.8	\$7,383.00	\$7,383.00
Kessler Topaz Meltzer & Check, LLP	Maro, James (Partner)	\$950.00	\$895.00	2	\$1,900.00	\$1,790.00
Kessler Topaz Meltzer & Check, LLP	McGinley, Lauren (Associate)	\$480.00	\$480.00	4.8	\$2,304.00	\$2,304.00
Kessler Topaz Meltzer & Check, LLP	Meltzer, Joseph (Partner)	\$1,000.00	\$895.00	28.9	\$28,900.00	\$25,865.50
Kessler Topaz Meltzer & Check, LLP	Monks, William (Staff Attorney/Contract)	\$575.00	\$415.00	1.6	\$920.00	\$664.00
Kessler Topaz Meltzer & Check, LLP	Paffas, Holly (Paralegal)	\$275.00	\$275.00	0.4	\$110.00	\$110.00
Kessler Topaz Meltzer & Check, LLP	Peoples, Andrew (Staff Attorney/Contract)	\$410.00	\$410.00	0.1	\$41.00	\$41.00
Kessler Topaz Meltzer & Check, LLP	Sheronas, Kelsey (Associate)	\$440.00	\$440.00	1.1	\$484.00	\$484.00
Kessler Topaz Meltzer & Check, LLP	Swift, Mary (Paralegal)	\$320.00	\$275.00	4.3	\$1,376.00	\$1,182.50
Kessler Topaz Meltzer & Check, LLP	Tamerier, Julie (Paralegal)	\$85.00	\$85.00	0.5	\$42.50	\$42.50
Kessler Topaz Meltzer & Check, LLP	Topaz, Marc (Partner)	\$1,000.00	\$895.00	2.5	\$2,500.00	\$2,237.50
Kessler Topaz Meltzer & Check, LLP	Troutner, Melissa (Partner)	\$950.00	\$895.00	25.4	\$24,130.00	\$22,733.00
Kessler Topaz Meltzer & Check, LLP	Whitman, Johnston (Partner)	\$950.00	\$895.00	5.2	\$4,940.00	\$4,654.00
Kessler Topaz Meltzer & Check, LLP	Winchester, Robin (Partner)	\$950.00	\$895.00	5.1	\$4,845.00	\$4,564.50
Kessler Topaz Meltzer & Check, LLP	Yeates, Melissa (Partner)	\$950.00	\$895.00	1.5	\$1,425.00	\$1,342.50
Law Offices of Richard M. Hagstrom	Hagstrom, Richard (Partner)	\$980.00	\$895.00	2.3	\$2,254.00	\$2,058.50
Levi & Korsinsky, LLP	Korsinsky, Eduard (Partner)	\$1,050.00	\$895.00	0.4	\$420.00	\$358.00
Levi & Korsinsky, LLP	Levi, Joseph (Partner)	\$1,050.00	\$895.00	0.2	\$210.00	\$179.00
Levi & Korsinsky, LLP	Maccarone, Courtney (Associate)	\$675.00	\$600.00	85.6	\$57,780.00	\$51,360.00
Levi & Korsinsky, LLP	Mah, Rosanne (Partner)	\$700.00	\$700.00	42.2	\$29,540.00	\$29,540.00
Levi & Korsinsky, LLP	Rivas, Rosemary (Partner)	\$975.00	\$895.00	19.8	\$19,305.00	\$17,721.00
Levi & Korsinsky, LLP	Schmitt, Christopher (Staff Attorney/Contract)	\$475.00	\$415.00	23.7	\$11,257.50	\$9,835.50
Lieff Cabraser Heimann & Bernstein, LLP	ANTHONY, RICHARD (Paralegal)	\$535.00	\$275.00	0.5	\$267.50	\$137.50
Lieff Cabraser Heimann & Bernstein, LLP	BALKOSKI, JANE (Paralegal)	\$360.00	\$275.00	30.2	\$10,872.00	\$8,305.00
Lieff Cabraser Heimann & Bernstein, LLP	BAYRON, ERICA (Paralegal)	\$510.00	\$275.00	61	\$31,110.00	\$16,775.00
Lieff Cabraser Heimann & Bernstein, LLP	BEHRMANN, DAWN (Paralegal)	\$390.00	\$275.00	3.5	\$1,365.00	\$962.50
Lieff Cabraser Heimann & Bernstein, LLP	BELUSHKO BARROWS, NIKKI (Paralegal)	\$535.00	\$275.00	1.7	\$909.50	\$467.50
Lieff Cabraser Heimann & Bernstein, LLP	BERTRAM, ANNE (Paralegal)	\$360.00	\$275.00	40.8	\$14,688.00	\$11,220.00
Lieff Cabraser Heimann & Bernstein, LLP	BILKISS, ABBY (Staff Attorney/Contract)	\$415.00	\$415.00	11	\$4,565.00	\$4,565.00
Lieff Cabraser Heimann & Bernstein, LLP	BROWN, AIDAN (Paralegal)	\$500.00	\$275.00	334.7	\$167,350.00	\$92,042.50
Lieff Cabraser Heimann & Bernstein, LLP	BUDNER, KEVIN (Partner)	\$790.00	\$790.00	0.8	\$632.00	\$632.00
Lieff Cabraser Heimann & Bernstein, LLP	CABRASER, ELIZABETH (Partner)	\$1,460.00	\$895.00	0.9	\$1,314.00	\$805.50
Lieff Cabraser Heimann & Bernstein, LLP	CALANGIAN, MARGIE (Paralegal)	\$535.00	\$275.00	26.8	\$14,338.00	\$7,370.00
Lieff Cabraser Heimann & Bernstein, LLP	CHIPLOCK, DANIEL (Partner)	\$1,080.00	\$895.00	2.2	\$2,376.00	\$1,969.00
Lieff Cabraser Heimann & Bernstein, LLP	DESAI, NIMISH (Partner)	\$1,010.00	\$895.00	37.6	\$37,976.00	\$33,652.00
Lieff Cabraser Heimann & Bernstein, LLP	GEISSLER, ROGER (Staff Attorney/Contract)	\$525.00	\$415.00	1	\$525.00	\$415.00
Lieff Cabraser Heimann & Bernstein, LLP	GRANT, ANTHONY (Paralegal)	\$535.00	\$275.00	1.4	\$749.00	\$385.00
Lieff Cabraser Heimann & Bernstein, LLP	GRIFFITH, SPENCER (Paralegal)	\$405.00	\$275.00	5.5	\$2,227.50	\$1,512.50
Lieff Cabraser Heimann & Bernstein, LLP	JONES, KAREN (Staff Attorney/Contract)	\$525.00	\$415.00	3	\$1,575.00	\$1,245.00
Lieff Cabraser Heimann & Bernstein, LLP	KENFIELD-KELLEHER, MURIEL (Associate)	\$500.00	\$500.00	54.6	\$27,300.00	\$27,300.00
Lieff Cabraser Heimann & Bernstein, LLP	KRAVATZ, JILLIAN (Paralegal)	\$360.00	\$275.00	12.4	\$4,464.00	\$3,410.00

Lieff Cabraser Heimann & Bernstein, LLP	KRUGER, ERIK (Paralegal)	\$510.00	\$275.00	26	\$13,260.00	\$7,150.00
Lieff Cabraser Heimann & Bernstein, LLP	LICHTMAN, JASON (Partner)	\$875.00	\$875.00	5.6	\$4,900.00	\$4,900.00
Lieff Cabraser Heimann & Bernstein, LLP	LIM, TRACY (Paralegal)	\$465.00	\$275.00	14.5	\$6,742.50	\$3,987.50
Lieff Cabraser Heimann & Bernstein, LLP	MCBRIDE, KATHERINE (Associate)	\$675.00	\$600.00	176.4	\$119,070.00	\$105,840.00
Lieff Cabraser Heimann & Bernstein, LLP	MCBRIDE, KATHERINE (Partner)	\$675.00	\$675.00	77.4	\$52,245.00	\$52,245.00
Lieff Cabraser Heimann & Bernstein, LLP	MICLUT, ANDREEA (Staff Attorney/Contract)	\$525.00	\$415.00	3.4	\$1,785.00	\$1,411.00
Lieff Cabraser Heimann & Bernstein, LLP	MILORO, SCOTT (Staff Attorney/Contract)	\$525.00	\$415.00	105.3	\$55,282.50	\$43,699.50
Lieff Cabraser Heimann & Bernstein, LLP	NEE, MAYA (Paralegal)	\$455.00	\$275.00	48.9	\$22,249.50	\$13,447.50
Lieff Cabraser Heimann & Bernstein, LLP	NGUYEN, PHONG-CHAU (Partner)	\$790.00	\$790.00	190.6	\$150,574.00	\$150,574.00
Lieff Cabraser Heimann & Bernstein, LLP	NICOLAOU, JOHN (Partner)	\$745.00	\$745.00	372.3	\$277,363.50	\$277,363.50
Lieff Cabraser Heimann & Bernstein, LLP	PUSTILNIK, ALIX (Staff Attorney/Contract)	\$415.00	\$415.00	8.9	\$3,693.50	\$3,693.50
Lieff Cabraser Heimann & Bernstein, LLP	RAHIMI, FAWAD (Paralegal)	\$535.00	\$275.00	36.9	\$19,741.50	\$10,147.50
Lieff Cabraser Heimann & Bernstein, LLP	RUDNICK, JENNIFER (Paralegal)	\$510.00	\$275.00	2.5	\$1,275.00	\$687.50
Lieff Cabraser Heimann & Bernstein, LLP	SELHORST, HANNAH (Paralegal)	\$395.00	\$275.00	19	\$7,505.00	\$5,225.00
Lieff Cabraser Heimann & Bernstein, LLP	STELLINGS, DAVID (Partner)	\$1,230.00	\$895.00	1054.9	\$1,297,527.00	\$944,135.50
Lieff Cabraser Heimann & Bernstein, LLP	TARPEH, JLE (Paralegal)	\$510.00	\$275.00	271.7	\$138,567.00	\$74,717.50
Lieff Cabraser Heimann & Bernstein, LLP	TEXIER, MUNA (Paralegal)	\$535.00	\$275.00	7.3	\$3,905.50	\$2,007.50
Podhurst Orseck, P.A.	Del Riego, Alissa (Associate)	\$655.00	\$600.00	82.2	\$53,841.00	\$49,320.00
Podhurst Orseck, P.A.	Gravante, John (Partner)	\$755.00	\$755.00	44.2	\$33,371.00	\$33,371.00
Podhurst Orseck, P.A.	Levy, Nathalie (Staff Attorney/Contract)	\$590.00	\$415.00	20.1	\$11,859.00	\$8,341.50
Podhurst Orseck, P.A.	Lopez, Alejandro (Staff Attorney/Contract)	\$590.00	\$415.00	0.5	\$295.00	\$207.50
Podhurst Orseck, P.A.	Pell, Stephanie (Staff Attorney/Contract)	\$415.00	\$415.00	2	\$830.00	\$830.00
Podhurst Orseck, P.A.	Pell, Stephanie (Staff Attorney/Contract)	\$445.00	\$415.00	10	\$4,450.00	\$4,150.00
Podhurst Orseck, P.A.	Prieto, Peter (Partner)	\$1,050.00	\$895.00	16.3	\$17,115.00	\$14,588.50
Podhurst Orseck, P.A.	Weinshall, Matt (Partner)	\$755.00	\$755.00	8.2	\$6,191.00	\$6,191.00
Podhurst Orseck, P.A.	Yarzabal, Iliana (Paralegal)	\$345.00	\$275.00	131.9	\$45,505.50	\$36,272.50
Pritzker Levine LLP	Caracuzzo, Bethany (Partner)	\$950.00	\$895.00	8.6	\$8,170.00	\$7,697.00
Pritzker Levine LLP	Corbitt, Caroline (Associate)	\$725.00	\$600.00	12.7	\$9,207.50	\$7,620.00
Pritzker Levine LLP	Dowliby, Joanna (Paralegal)	\$295.00	\$275.00	0.8	\$236.00	\$220.00
Pritzker Levine LLP	Haggarty, Heather (Associate)	\$850.00	\$600.00	38.9	\$33,065.00	\$23,340.00
Pritzker Levine LLP	Levine, Jonathan (Partner)	\$1,100.00	\$895.00	129.3	\$142,230.00	\$115,723.50
Pritzker Levine LLP	Pritzker, Elizabeth (Partner)	\$1,100.00	\$895.00	9.1	\$10,010.00	\$8,144.50
Pritzker Levine LLP	Whitney, Anne (Associate)	\$415.00	\$415.00	9.4	\$3,901.00	\$3,901.00
Robbins Geller Rudman and Dowd LLP	Alperstein, Jason (Partner)	\$840.00	\$840.00	0.3	\$252.00	\$252.00
Robbins Geller Rudman and Dowd LLP	Curtiss, Brooke (Staff Attorney/Contract)	\$440.00	\$415.00	6.1	\$2,684.00	\$2,531.50
Robbins Geller Rudman and Dowd LLP	Davis, Ailna (Associate)	\$675.00	\$600.00	0.6	\$405.00	\$360.00
Robbins Geller Rudman and Dowd LLP	Dearman, Mark (Partner)	\$1,070.00	\$895.00	26.7	\$28,569.00	\$23,896.50
Robbins Geller Rudman and Dowd LLP	Geller, Paul (Partner)	\$1,375.00	\$895.00	3.5	\$4,812.50	\$3,132.50
Robbins Geller Rudman and Dowd LLP	Hanson, Katina (Paralegal)	\$395.00	\$275.00	61.8	\$24,411.00	\$16,995.00
Robbins Geller Rudman and Dowd LLP	Jensen, Rachel (Partner)	\$960.00	\$895.00	2	\$1,920.00	\$1,790.00
Robbins Geller Rudman and Dowd LLP	Marengo, Ricardo (Associate)	\$540.00	\$540.00	27.9	\$15,066.00	\$15,066.00
Robbins Geller Rudman and Dowd LLP	Puerto, Patricia (Paralegal)	\$395.00	\$275.00	9.1	\$3,594.50	\$2,502.50
Robbins Geller Rudman and Dowd LLP	Sawyer, Maxwell (Associate)	\$475.00	\$475.00	0.2	\$95.00	\$95.00
Robbins Geller Rudman and Dowd LLP	Tack, Deborah (Paralegal)	\$395.00	\$275.00	9.4	\$3,713.00	\$2,585.00
Robins Kaplan, LLP	Hurt, J. Austin (Of Counsel)	\$745.00	\$745.00	223.5	\$166,507.50	\$166,507.50
Robins Kaplan, LLP	Pacelli, Michael J. (Associate)	\$795.00	\$600.00	73.1	\$58,114.50	\$43,860.00
Robins Kaplan, LLP	Potter, Ann M. (Paralegal)	\$410.00	\$275.00	13.4	\$5,494.00	\$3,685.00
Robins Kaplan, LLP	Slaughter, Stacey P. (Partner)	\$895.00	\$895.00	2.6	\$2,327.00	\$2,327.00
Robins Kaplan, LLP	Slaughter, Stacey P. (Partner)	\$1,095.00	\$895.00	97.9	\$107,200.50	\$87,620.50
Seeger Weiss LLP	Arteaga, Alexandra (Paralegal)	\$395.00	\$275.00	3.6	\$1,422.00	\$990.00
Seeger Weiss LLP	Ayers, Christopher (Partner)	\$1,075.00	\$895.00	5.4	\$5,805.00	\$4,833.00
Seeger Weiss LLP	Christopher A. Seeger (Partner)	\$985.00	\$895.00	1.5	\$1,477.50	\$1,342.50
Seeger Weiss LLP	Christopher Ayers (Partner)	\$1,075.00	\$895.00	24.1	\$25,907.50	\$21,569.50
Seeger Weiss LLP	Jennifer Scullion (Partner)	\$850.00	\$850.00	0.5	\$425.00	\$425.00

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Seeger Weiss LLP	Leslie Kramer (Paralegal)	\$295.00	\$275.00	19.5	\$5,752.50	\$5,362.50
Seeger Weiss LLP	Scullion, Jennifer (Partner)	\$850.00	\$850.00	3.3	\$2,805.00	\$2,805.00
<b>Total Task Category 3</b>				<b>9699.4</b>	<b>\$7,001,477.00</b>	<b>\$5,916,339.00</b>
<i>Task Category 4: Discovery</i>						
<b>Firm</b>	<b>Timekeeper</b>	<b>Standard Hourly Rate</b>	<b>Reduced Hourly Rate</b>	<b>Hours</b>	<b>Standard Hourly Lodestar</b>	<b>Reduced Hourly Lodestar</b>
Ahdoot & Wolfson	Benson, Samantha (Paralegal)	\$250.00	\$250.00	0.4	\$100.00	\$100.00
Ahdoot & Wolfson	Bui, Michelle (Paralegal)	\$250.00	\$250.00	0.7	\$175.00	\$175.00
Ahdoot & Wolfson	King, Bradley (Partner)	\$850.00	\$850.00	0.4	\$340.00	\$340.00
Ahdoot & Wolfson	Loritsch, Windy (Paralegal)	\$250.00	\$250.00	0.6	\$150.00	\$150.00
Ahdoot & Wolfson	Lowe, Laura (Paralegal)	\$250.00	\$250.00	0.9	\$225.00	\$225.00
Ahdoot & Wolfson	Maya, Theodore (Partner)	\$895.00	\$895.00	0.9	\$805.50	\$805.50
Ahdoot & Wolfson	Stiner, Christopher (Partner)	\$850.00	\$850.00	39.9	\$33,915.00	\$33,915.00
Ahdoot & Wolfson	Wolfson, Tina (Partner)	\$895.00	\$895.00	10.9	\$9,755.50	\$9,755.50
Baron & Budd, P.C.	Allen, Molly Goza (Staff Attorney/Contract)	\$415.00	\$415.00	0.8	\$332.00	\$332.00
Baron & Budd, P.C.	Fernandes, David B. (Associate)	\$600.00	\$600.00	74.1	\$44,460.00	\$44,460.00
Baron & Budd, P.C.	Fernandes, David B. (Associate)	\$675.00	\$600.00	692	\$467,100.00	\$415,200.00
Baron & Budd, P.C.	Kent, Joseph (Staff Attorney/Contract)	\$415.00	\$415.00	16	\$6,640.00	\$6,640.00
Baron & Budd, P.C.	Mann, Jonas (Associate)	\$600.00	\$600.00	88.4	\$53,040.00	\$53,040.00
Baron & Budd, P.C.	Oeffner, Jessica (Staff Attorney/Contract)	\$415.00	\$415.00	2.8	\$1,162.00	\$1,162.00
Baron & Budd, P.C.	Royster, Shannon (Associate)	\$600.00	\$600.00	142.5	\$85,500.00	\$85,500.00
Baron & Budd, P.C.	Royster, Shannon (Associate)	\$625.00	\$600.00	88.2	\$55,125.00	\$52,920.00
Baron & Budd, P.C.	Smiley, Elizabeth (Associate)	\$575.00	\$575.00	15	\$8,625.00	\$8,625.00
Baron & Budd, P.C.	Tamburelli, Adam (Associate)	\$600.00	\$600.00	21.1	\$12,660.00	\$12,660.00
Baron & Budd, P.C.	Tamburelli, Adam (Associate)	\$675.00	\$600.00	996.8	\$672,840.00	\$598,080.00
Baron & Budd, P.C.	Tellis, Roland (Partner)	\$1,100.00	\$895.00	161.5	\$177,650.00	\$144,542.50
Beasley Allen Crow Methvin Portis & Miles, PC	Barnett, Clay (Partner)	\$800.00	\$800.00	1.2	\$960.00	\$960.00
Beasley Allen Crow Methvin Portis & Miles, PC	Barnett, Clay (Partner)	\$1,100.00	\$895.00	17.1	\$18,810.00	\$15,304.50
Beasley Allen Crow Methvin Portis & Miles, PC	Mann, Trent (Paralegal)	\$350.00	\$275.00	2.4	\$840.00	\$660.00
Beasley Allen Crow Methvin Portis & Miles, PC	Martin, Dylan (Associate)	\$550.00	\$550.00	22.8	\$12,540.00	\$12,540.00
Beasley Allen Crow Methvin Portis & Miles, PC	Miles, Dee (Partner)	\$1,100.00	\$895.00	5.8	\$6,380.00	\$5,191.00
Beasley Allen Crow Methvin Portis & Miles, PC	Russell, Brenda (Paralegal)	\$250.00	\$250.00	13.9	\$3,475.00	\$3,475.00
Beasley Allen Crow Methvin Portis & Miles, PC	Williams, Mitch (Associate)	\$600.00	\$600.00	2.5	\$1,500.00	\$1,500.00
Beasley Allen Crow Methvin Portis & Miles, PC	Williams, Mitch (Associate)	\$650.00	\$600.00	16.3	\$10,595.00	\$9,780.00
Bleichmar Fonti & Auld LLP (PSC)	Davis, Anne (Partner)	\$895.00	\$895.00	1.3	\$1,163.50	\$1,163.50
Bleichmar Fonti & Auld LLP (PSC)	Koo, Jooyoung (Staff Attorney/Contract)	\$525.00	\$415.00	4	\$2,100.00	\$1,660.00
Bleichmar Fonti & Auld LLP (PSC)	Ornelas, Angelica (Associate)	\$760.00	\$600.00	10.5	\$7,980.00	\$6,300.00
Bleichmar Fonti & Auld LLP (PSC)	Sullivan, Kasey (Staff Attorney/Contract)	\$525.00	\$415.00	1.3	\$682.50	\$539.50
Bleichmar Fonti & Auld LLP (PSC)	Weaver, Lesley (Partner)	\$1,150.00	\$895.00	6.2	\$7,130.00	\$5,549.00
Boies, Schiller & Flexner LLP	Butterworth, Brandon (Associate)	\$740.00	\$600.00	7	\$5,180.00	\$4,200.00
Boies, Schiller & Flexner LLP	Ulrich, Tyler (Partner)	\$980.00	\$895.00	9	\$8,820.00	\$8,055.00
Boies, Schiller & Flexner LLP	Witte, Ryan (Partner)	\$970.00	\$895.00	17.1	\$16,587.00	\$15,304.50
Boies, Schiller & Flexner LLP	Zack, Stephen (Partner)	\$1,460.00	\$895.00	12.9	\$18,834.00	\$11,545.50
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Bartlett, Caroline (Partner)	\$875.00	\$875.00	10.7	\$9,362.50	\$9,362.50
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Cecchi, James (Partner)	\$1,000.00	\$895.00	3.5	\$3,500.00	\$3,132.50
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Falduto, Jeff (Paralegal)	\$225.00	\$225.00	1.7	\$382.50	\$382.50
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Makhail, Mark (Associate)	\$600.00	\$600.00	32.1	\$19,260.00	\$19,260.00
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	McPherson, Ken (Paralegal)	\$225.00	\$225.00	8.2	\$1,845.00	\$1,845.00
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Rago, Mary Ellen (Paralegal)	\$225.00	\$225.00	0.6	\$135.00	\$135.00
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Steele, Jordan (Associate)	\$600.00	\$600.00	31.3	\$18,780.00	\$18,780.00
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Taylor, Lindsey (Partner)	\$875.00	\$875.00	0.5	\$437.50	\$437.50
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Blatt, Gayle M. (Partner)	\$895.00	\$895.00	3.9	\$3,490.50	\$3,490.50
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Blatt, Gayle M. (Partner)	\$995.00	\$895.00	4.6	\$4,577.00	\$4,117.00
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Davis, James (Associate)	\$475.00	\$475.00	0.5	\$237.50	\$237.50
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Davis, Michelle (Paralegal)	\$275.00	\$275.00	5.5	\$1,512.50	\$1,512.50

Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Guerra, P. Camille (Partner)	\$815.00	\$815.00	17.7	\$14,425.50	\$14,425.50
Dicello Levitt & Casey LLC	Levitt, Adam (Partner)	\$1,430.00	\$895.00	6.8	\$9,724.00	\$6,086.00
Dicello Levitt & Casey LLC	Tangren, John (Partner)	\$1,210.00	\$895.00	3.1	\$3,751.00	\$2,774.50
Gibbs Law Group, LLP	Bloomfield, Joshua (Of Counsel)	\$775.00	\$775.00	134.9	\$104,547.50	\$104,547.50
Gibbs Law Group, LLP	Gibbs, Eric (Partner)	\$1,065.00	\$895.00	0.4	\$426.00	\$358.00
Gibbs Law Group, LLP	Hutchinson, Parker (Of Counsel)	\$660.00	\$660.00	8	\$5,280.00	\$5,280.00
Gibbs Law Group, LLP	Kosbie, Jeff (Associate)	\$605.00	\$600.00	6	\$3,630.00	\$3,600.00
Gibbs Law Group, LLP	Lopez, Steve (Partner)	\$670.00	\$670.00	5.5	\$3,685.00	\$3,685.00
Gibbs Law Group, LLP	Mah, Rosanne (Of Counsel)	\$740.00	\$740.00	52	\$38,480.00	\$38,480.00
Gibbs Law Group, LLP	Risoldi, Alyssa (Staff Attorney/Contract)	\$390.00	\$390.00	33.3	\$12,987.00	\$12,987.00
Gibbs Law Group, LLP	Rivas, Rosemary (Partner)	\$905.00	\$895.00	10.5	\$9,502.50	\$9,397.50
Hellmuth & Johnson PLLC	Cashman, Michael (Partner)	\$895.00	\$895.00	5.7	\$5,101.50	\$5,101.50
Hellmuth & Johnson PLLC	Hagstrom, Richard (Partner)	\$895.00	\$895.00	0.4	\$358.00	\$358.00
Hellmuth & Johnson PLLC	Kuhlmann, Nicholas (Associate)	\$600.00	\$600.00	0.2	\$120.00	\$120.00
Hellmuth & Johnson PLLC	Otsuka, Gregory (Partner)	\$760.00	\$760.00	0.5	\$380.00	\$380.00
Keller Rohrback L.L.P.	Cappio, Gretchen (Partner)	\$1,095.00	\$895.00	42.9	\$46,975.50	\$38,395.50
Keller Rohrback L.L.P.	Fierro, Eric (Partner)	\$875.00	\$875.00	6.6	\$5,775.00	\$5,775.00
Keller Rohrback L.L.P.	Gussin, Zachary (Associate)	\$625.00	\$600.00	42.7	\$26,687.50	\$25,620.00
Keller Rohrback L.L.P.	McDevitt, Ryan (Partner)	\$830.00	\$830.00	112.8	\$93,624.00	\$93,624.00
Keller Rohrback L.L.P.	Mersing, Jacob (Paralegal)	\$420.00	\$275.00	98.2	\$41,244.00	\$27,005.00
Keller Rohrback L.L.P.	Morowitz, Rachel (Associate)	\$525.00	\$525.00	47	\$24,675.00	\$24,675.00
Keller Rohrback L.L.P.	Nealious, Bianca (Paralegal)	\$335.00	\$275.00	0.4	\$134.00	\$110.00
Keller Rohrback L.L.P.	Read, Sydney (Associate)	\$495.00	\$495.00	208.8	\$103,356.00	\$103,356.00
Keller Rohrback L.L.P.	Tiezazu, Y. Tizzy (Paralegal)	\$305.00	\$275.00	0.6	\$183.00	\$165.00
Keller Rohrback L.L.P.	Verdugo, Gabe E. (Associate)	\$630.00	\$600.00	18.8	\$11,844.00	\$11,280.00
Keller Rohrback L.L.P.	Wilson, Kiana (Paralegal)	\$365.00	\$275.00	2	\$730.00	\$550.00
Kessler Topaz Meltzer & Check, LLP	Block, Adam (Staff Attorney/Contract)	\$350.00	\$350.00	16.8	\$5,880.00	\$5,880.00
Kessler Topaz Meltzer & Check, LLP	Corson, Megan (Paralegal)	\$275.00	\$275.00	9.7	\$2,667.50	\$2,667.50
Kessler Topaz Meltzer & Check, LLP	Hemsley, Courtney (Paralegal)	\$320.00	\$275.00	10.6	\$3,392.00	\$2,915.00
Kessler Topaz Meltzer & Check, LLP	Howell, Matthew (Associate)	\$420.00	\$420.00	6.9	\$2,898.00	\$2,898.00
Kessler Topaz Meltzer & Check, LLP	Lamb Port, Lisa (Associate)	\$740.00	\$600.00	252.1	\$186,554.00	\$151,260.00
Kessler Topaz Meltzer & Check, LLP	Lesser, Natalie (Associate)	\$535.00	\$535.00	17.2	\$9,202.00	\$9,202.00
Kessler Topaz Meltzer & Check, LLP	Maro, James (Partner)	\$950.00	\$895.00	2.9	\$2,755.00	\$2,595.50
Kessler Topaz Meltzer & Check, LLP	McGinley, Lauren (Associate)	\$480.00	\$480.00	16.1	\$7,728.00	\$7,728.00
Kessler Topaz Meltzer & Check, LLP	Meltzer, Joseph (Partner)	\$1,000.00	\$895.00	4	\$4,000.00	\$3,580.00
Kessler Topaz Meltzer & Check, LLP	Peoples, Andrew (Staff Attorney/Contract)	\$410.00	\$410.00	72.4	\$29,684.00	\$29,684.00
Kessler Topaz Meltzer & Check, LLP	Port, Lisa Lamb (Associate)	\$740.00	\$600.00	140.4	\$103,896.00	\$84,240.00
Kessler Topaz Meltzer & Check, LLP	Sheronas, Kelsey (Associate)	\$440.00	\$440.00	69.5	\$30,580.00	\$30,580.00
Kessler Topaz Meltzer & Check, LLP	Troutner, Melissa (Partner)	\$950.00	\$895.00	26.3	\$24,985.00	\$23,538.50
Kessler Topaz Meltzer & Check, LLP	Yeates, Melissa (Partner)	\$950.00	\$895.00	10.6	\$10,070.00	\$9,487.00
Law Offices of Richard M. Hagstrom	Hagstrom, Richard (Partner)	\$980.00	\$895.00	4	\$3,920.00	\$3,580.00
Levi & Korsinsky, LLP	Rivas, Rosemary (Partner)	\$975.00	\$895.00	5	\$4,875.00	\$4,475.00
Lieff Cabraser Heimann & Bernstein, LLP	BALKOSKI, JANE (Paralegal)	\$360.00	\$275.00	0.5	\$180.00	\$137.50
Lieff Cabraser Heimann & Bernstein, LLP	BERTRAM, ANNE (Paralegal)	\$360.00	\$275.00	10.5	\$3,780.00	\$2,887.50
Lieff Cabraser Heimann & Bernstein, LLP	BILKISS, ABBY (Staff Attorney/Contract)	\$415.00	\$415.00	8.5	\$3,527.50	\$3,527.50
Lieff Cabraser Heimann & Bernstein, LLP	BROWN, AIDAN (Paralegal)	\$500.00	\$275.00	119.7	\$59,850.00	\$32,917.50
Lieff Cabraser Heimann & Bernstein, LLP	CALANGIAN, MARGIE (Paralegal)	\$535.00	\$275.00	13.6	\$7,276.00	\$3,740.00
Lieff Cabraser Heimann & Bernstein, LLP	CHINN, VICTORIA (Associate)	\$525.00	\$525.00	3.9	\$2,047.50	\$2,047.50
Lieff Cabraser Heimann & Bernstein, LLP	DESAI, NIMISH (Partner)	\$1,010.00	\$895.00	0.5	\$505.00	\$447.50
Lieff Cabraser Heimann & Bernstein, LLP	GEISSLER, ROGER (Staff Attorney/Contract)	\$525.00	\$415.00	7.5	\$3,937.50	\$3,112.50
Lieff Cabraser Heimann & Bernstein, LLP	GRANT, ANTHONY (Paralegal)	\$535.00	\$275.00	28	\$14,980.00	\$7,700.00
Lieff Cabraser Heimann & Bernstein, LLP	KENFIELD-KELLEHER, MURIEL (Associate)	\$500.00	\$500.00	187.6	\$93,800.00	\$93,800.00
Lieff Cabraser Heimann & Bernstein, LLP	KRAVATZ, JILLIAN (Paralegal)	\$360.00	\$275.00	11.2	\$4,032.00	\$3,080.00
Lieff Cabraser Heimann & Bernstein, LLP	KRUGER, ERIK (Paralegal)	\$510.00	\$275.00	1.3	\$663.00	\$357.50

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Lieff Cabraser Heimann & Bernstein, LLP	LICHTMAN, JASON (Partner)	\$875.00	\$875.00	4.1	\$3,587.50	\$3,587.50
Lieff Cabraser Heimann & Bernstein, LLP	LIM, TRACY (Paralegal)	\$465.00	\$275.00	0.2	\$93.00	\$55.00
Lieff Cabraser Heimann & Bernstein, LLP	MCBRIDE, KATHERINE (Associate)	\$675.00	\$600.00	281.6	\$190,080.00	\$168,960.00
Lieff Cabraser Heimann & Bernstein, LLP	MCBRIDE, KATHERINE (Partner)	\$675.00	\$675.00	180.8	\$122,040.00	\$122,040.00
Lieff Cabraser Heimann & Bernstein, LLP	MILORO, SCOTT (Staff Attorney/Contract)	\$525.00	\$415.00	11.8	\$6,195.00	\$4,897.00
Lieff Cabraser Heimann & Bernstein, LLP	NGUYEN, PHONG-CHAU (Partner)	\$790.00	\$790.00	263.3	\$208,007.00	\$208,007.00
Lieff Cabraser Heimann & Bernstein, LLP	NICOLAOU, JOHN (Partner)	\$745.00	\$745.00	745.8	\$555,621.00	\$555,621.00
Lieff Cabraser Heimann & Bernstein, LLP	PUSTILNIK, ALIX (Staff Attorney/Contract)	\$415.00	\$415.00	396	\$164,340.00	\$164,340.00
Lieff Cabraser Heimann & Bernstein, LLP	RAHIMI, FAWAD (Paralegal)	\$535.00	\$275.00	5.5	\$2,942.50	\$1,512.50
Lieff Cabraser Heimann & Bernstein, LLP	STELLINGS, DAVID (Partner)	\$1,230.00	\$895.00	129.4	\$159,162.00	\$115,813.00
Lieff Cabraser Heimann & Bernstein, LLP	TARPEH, JLE (Paralegal)	\$510.00	\$275.00	26.3	\$13,413.00	\$7,232.50
Lieff Cabraser Heimann & Bernstein, LLP	TEXIER, MUNA (Paralegal)	\$535.00	\$275.00	1.9	\$1,016.50	\$522.50
Podhurst Orseck, P.A.	Del Riego, Alissa (Associate)	\$655.00	\$600.00	28.5	\$18,667.50	\$17,100.00
Podhurst Orseck, P.A.	Gravante, John (Partner)	\$755.00	\$755.00	30.9	\$23,329.50	\$23,329.50
Podhurst Orseck, P.A.	Iliana Yarzabal (Paralegal)	\$345.00	\$275.00	1.2	\$414.00	\$330.00
Podhurst Orseck, P.A.	Pell, Stephanie (Staff Attorney/Contract)	\$445.00	\$415.00	1	\$445.00	\$415.00
Podhurst Orseck, P.A.	Prieto, Peter (Partner)	\$1,050.00	\$895.00	1.5	\$1,575.00	\$1,342.50
Podhurst Orseck, P.A.	Weinshall, Matt (Partner)	\$755.00	\$755.00	0.5	\$377.50	\$377.50
Podhurst Orseck, P.A.	Yarzabal, Iliana (Paralegal)	\$345.00	\$275.00	66.3	\$22,873.50	\$18,232.50
Pritzker Levine LLP	Haggarty, Heather (Associate)	\$850.00	\$600.00	0.2	\$170.00	\$120.00
Pritzker Levine LLP	Levine, Jonathan (Partner)	\$1,100.00	\$895.00	15.3	\$16,830.00	\$13,693.50
Robbins Geller Rudman and Dowd LLP	Alperstein, Jason (Partner)	\$840.00	\$840.00	2.8	\$2,352.00	\$2,352.00
Robbins Geller Rudman and Dowd LLP	Dearman, Mark (Partner)	\$1,070.00	\$895.00	6.5	\$6,955.00	\$5,817.50
Robbins Geller Rudman and Dowd LLP	Jensen, Rachel (Partner)	\$960.00	\$895.00	4.1	\$3,936.00	\$3,669.50
Robbins Geller Rudman and Dowd LLP	Sawyer, Maxwell (Associate)	\$475.00	\$475.00	4.8	\$2,280.00	\$2,280.00
Robins Kaplan, LLP	Hurt, J. Austin (Of Counsel)	\$745.00	\$745.00	159.4	\$118,753.00	\$118,753.00
Robins Kaplan, LLP	Hurt, J. Austin (Partner)	\$705.00	\$705.00	9.6	\$6,768.00	\$6,768.00
Robins Kaplan, LLP	Pacelli, Michael J. (Associate)	\$795.00	\$600.00	106.3	\$84,508.50	\$63,780.00
Robins Kaplan, LLP	Potter, Ann M. (Paralegal)	\$410.00	\$275.00	14.6	\$5,986.00	\$4,015.00
Robins Kaplan, LLP	Slaughter, Stacey P. (Partner)	\$895.00	\$895.00	0.1	\$89.50	\$89.50
Robins Kaplan, LLP	Slaughter, Stacey P. (Partner)	\$1,095.00	\$895.00	44.4	\$48,618.00	\$39,738.00
Seeger Weiss LLP	Ayers, Christopher (Partner)	\$1,075.00	\$895.00	8.5	\$9,137.50	\$7,607.50
Seeger Weiss LLP	Azarian, Nicole (Paralegal)	\$275.00	\$275.00	1	\$275.00	\$275.00
Seeger Weiss LLP	Christopher Ayers (Partner)	\$1,075.00	\$895.00	19.9	\$21,392.50	\$17,810.50
Seeger Weiss LLP	Leslie Kramer (Paralegal)	\$295.00	\$275.00	19.3	\$5,693.50	\$5,307.50
Seeger Weiss LLP	Safdar, Humaira (Associate)	\$525.00	\$525.00	0.6	\$315.00	\$315.00
Seeger Weiss LLP	Tawil, David (Associate)	\$675.00	\$600.00	10.8	\$7,290.00	\$6,480.00
Seeger Weiss LLP	Tyjer, Sabrina (Paralegal)	\$395.00	\$275.00	4.5	\$1,777.50	\$1,237.50
<b>Total Task Category 4</b>				<b>7140.7</b>	<b>\$4,850,294.50</b>	<b>\$4,415,073.00</b>

*Task Category 5: Document Review*

Firm	Timekeeper	Standard Hourly Rate	Reduced Hourly Rate	Hours	Standard Hourly Lodestar	Reduced Hourly Lodestar
Ahdoot & Wolfson	Stiner, Christopher (Partner)	\$850.00	\$850.00	0.7	\$595.00	\$595.00
Ahdoot & Wolfson	Unal, Sarper (Associate)	\$550.00	\$550.00	175.7	\$96,635.00	\$96,635.00
Ahdoot & Wolfson	Wolfson, Tina (Partner)	\$895.00	\$895.00	0.3	\$268.50	\$268.50
Baron & Budd, P.C.	Allen, Molly Goza (Staff Attorney/Contract)	\$415.00	\$415.00	262	\$108,730.00	\$108,730.00
Baron & Budd, P.C.	Baird, Joseph (Staff Attorney/Contract)	\$415.00	\$415.00	119.5	\$49,592.50	\$49,592.50
Baron & Budd, P.C.	Benavidez, Ernest (Paralegal)	\$250.00	\$250.00	65.9	\$16,475.00	\$16,475.00
Baron & Budd, P.C.	Brown, Aaron (Staff Attorney/Contract)	\$415.00	\$415.00	191	\$79,265.00	\$79,265.00
Baron & Budd, P.C.	Brown, Angela (Staff Attorney/Contract)	\$415.00	\$415.00	37.8	\$15,687.00	\$15,687.00
Baron & Budd, P.C.	Cliff, Sterling (Associate)	\$675.00	\$600.00	3.2	\$2,160.00	\$1,920.00
Baron & Budd, P.C.	Darche, Benjamin (Staff Attorney/Contract)	\$415.00	\$415.00	216	\$89,640.00	\$89,640.00
Baron & Budd, P.C.	Fernandes, David B. (Associate)	\$600.00	\$600.00	2.7	\$1,620.00	\$1,620.00
Baron & Budd, P.C.	Fernandes, David B. (Associate)	\$675.00	\$600.00	276.3	\$186,502.50	\$165,780.00
Baron & Budd, P.C.	Heilman, Joe (Staff Attorney/Contract)	\$415.00	\$415.00	147.3	\$61,129.50	\$61,129.50

Baron & Budd, P.C.	Kent, Joseph (Staff Attorney/Contract)	\$415.00	\$415.00	1089	\$451,935.00	\$451,935.00
Baron & Budd, P.C.	Korff, Lydia (Staff Attorney/Contract)	\$415.00	\$415.00	120.8	\$50,132.00	\$50,132.00
Baron & Budd, P.C.	Lawson, Melanie (Staff Attorney/Contract)	\$415.00	\$415.00	184.7	\$76,650.50	\$76,650.50
Baron & Budd, P.C.	Lipinski, Jeffrey (Staff Attorney/Contract)	\$415.00	\$415.00	275.2	\$114,208.00	\$114,208.00
Baron & Budd, P.C.	Mann, Jonas (Associate)	\$600.00	\$600.00	17	\$10,200.00	\$10,200.00
Baron & Budd, P.C.	McDonald, Paul (Staff Attorney/Contract)	\$415.00	\$415.00	304	\$126,160.00	\$126,160.00
Baron & Budd, P.C.	Neal, Ravyn (Staff Attorney/Contract)	\$415.00	\$415.00	1668.8	\$692,552.00	\$692,552.00
Baron & Budd, P.C.	Oeffner, Jessica (Staff Attorney/Contract)	\$415.00	\$415.00	236	\$97,940.00	\$97,940.00
Baron & Budd, P.C.	Oettinger, Daniel (Staff Attorney/Contract)	\$415.00	\$415.00	824	\$341,960.00	\$341,960.00
Baron & Budd, P.C.	Persand, Vivian (Staff Attorney/Contract)	\$415.00	\$415.00	375.3	\$155,749.50	\$155,749.50
Baron & Budd, P.C.	Rabess, Clement (Staff Attorney/Contract)	\$415.00	\$415.00	3248	\$1,347,920.00	\$1,347,920.00
Baron & Budd, P.C.	Robelot, Ryan A. (Staff Attorney/Contract)	\$415.00	\$415.00	142.1	\$58,971.50	\$58,971.50
Baron & Budd, P.C.	Royster, Shannon (Associate)	\$600.00	\$600.00	0.3	\$180.00	\$180.00
Baron & Budd, P.C.	Royster, Shannon (Associate)	\$625.00	\$600.00	83.2	\$52,000.00	\$49,920.00
Baron & Budd, P.C.	Salazar, Erika (Staff Attorney/Contract)	\$415.00	\$415.00	296	\$122,840.00	\$122,840.00
Baron & Budd, P.C.	Shaffin, Ori (Staff Attorney/Contract)	\$415.00	\$415.00	286.7	\$118,980.50	\$118,980.50
Baron & Budd, P.C.	Smiley, Elizabeth (Associate)	\$575.00	\$575.00	4.1	\$2,357.50	\$2,357.50
Baron & Budd, P.C.	Son, David (Staff Attorney/Contract)	\$415.00	\$415.00	1168	\$484,720.00	\$484,720.00
Baron & Budd, P.C.	Tamburelli, Adam (Associate)	\$600.00	\$600.00	3.6	\$2,160.00	\$2,160.00
Baron & Budd, P.C.	Tamburelli, Adam (Associate)	\$675.00	\$600.00	221.6	\$149,580.00	\$132,960.00
Baron & Budd, P.C.	Tellis, Roland (Partner)	\$1,100.00	\$895.00	20.1	\$22,110.00	\$17,989.50
Baron & Budd, P.C.	Turner, Meghan (Staff Attorney/Contract)	\$415.00	\$415.00	224	\$92,960.00	\$92,960.00
Baron & Budd, P.C.	Yi, Kimberly (Staff Attorney/Contract)	\$415.00	\$415.00	304	\$126,160.00	\$126,160.00
Beasley Allen Crow Methvin Portis & Miles, PC	Wynn, Jonathan (Staff Attorney/Contract)	\$415.00	\$415.00	68.6	\$28,469.00	\$28,469.00
Bleichmar Fonti & Auld LLP (PSC)	Ornelas, Angelica (Associate)	\$760.00	\$600.00	0.1	\$76.00	\$60.00
Bleichmar Fonti & Auld LLP (PSC)	Sum, Sylvia (Staff Attorney/Contract)	\$415.00	\$415.00	254.3	\$105,534.50	\$105,534.50
Bleichmar Fonti & Auld LLP (PSC)	Sum, Sylvia (Staff Attorney/Contract)	\$470.00	\$415.00	254.3	\$119,521.00	\$105,534.50
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Bartlett, Caroline (Partner)	\$875.00	\$875.00	10.2	\$8,925.00	\$8,925.00
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Bower, Zach (Partner)	\$875.00	\$875.00	4.5	\$3,937.50	\$3,937.50
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Falduto, Jeff (Paralegal)	\$225.00	\$225.00	4.3	\$967.50	\$967.50
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Lettire, Ian (Paralegal)	\$225.00	\$225.00	9.3	\$2,092.50	\$2,092.50
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Rago, Mary Ellen (Paralegal)	\$225.00	\$225.00	0.3	\$67.50	\$67.50
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Steele, Jordan (Associate)	\$600.00	\$600.00	5.5	\$3,300.00	\$3,300.00
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Temptesta, Laura (Paralegal)	\$225.00	\$225.00	12.8	\$2,880.00	\$2,880.00
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Tyson, Steven (Associate)	\$550.00	\$550.00	20.2	\$11,110.00	\$11,110.00
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Blatt, Gayle M. (Partner)	\$995.00	\$895.00	0.2	\$199.00	\$179.00
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Dave, Sanjeev (Staff Attorney/Contract)	\$415.00	\$415.00	181.5	\$75,322.50	\$75,322.50
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Dave, Sanjeev (Staff Attorney/Contract)	\$450.00	\$415.00	128	\$57,600.00	\$53,120.00
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Guerra, P. Camille (Partner)	\$815.00	\$815.00	0.9	\$733.50	\$733.50
Gibbs Law Group, LLP	Bloomfield, Joshua (Of Counsel)	\$775.00	\$775.00	91.5	\$70,912.50	\$70,912.50
Gibbs Law Group, LLP	Gardner, Dorry (Staff Attorney/Contract)	\$390.00	\$390.00	62.5	\$24,375.00	\$24,375.00
Gibbs Law Group, LLP	Gardner, Dorry (Staff Attorney/Contract)	\$415.00	\$415.00	170	\$70,550.00	\$70,550.00
Gibbs Law Group, LLP	Risoldi, Alyssa (Staff Attorney/Contract)	\$390.00	\$390.00	252.2	\$98,358.00	\$98,358.00
Gibbs Law Group, LLP	Rivas, Rosemary (Partner)	\$415.00	\$415.00	1.1	\$456.50	\$456.50
Gibbs Law Group, LLP	Rivas, Rosemary (Partner)	\$895.00	\$895.00	0.2	\$179.00	\$179.00
Keller Rohrback L.L.P.	Fierro, Eric (Partner)	\$875.00	\$875.00	3.8	\$3,325.00	\$3,325.00
Keller Rohrback L.L.P.	Jones, Kris C. (Paralegal)	\$480.00	\$275.00	172.6	\$82,848.00	\$47,465.00
Keller Rohrback L.L.P.	Jones, Kris C. (Staff Attorney/Contract)	\$330.00	\$330.00	710.1	\$234,333.00	\$234,333.00
Keller Rohrback L.L.P.	McDevitt, Ryan (Partner)	\$830.00	\$830.00	4.6	\$3,818.00	\$3,818.00
Keller Rohrback L.L.P.	Mersing, Jacob (Paralegal)	\$420.00	\$275.00	2.6	\$1,092.00	\$715.00
Kessler Topaz Meltzer & Check, LLP	Block, Adam (Staff Attorney/Contract)	\$350.00	\$350.00	182.9	\$64,015.00	\$64,015.00
Levi & Korsinsky, LLP	Maccarone, Courtney (Associate)	\$675.00	\$600.00	0.5	\$337.50	\$300.00
Levi & Korsinsky, LLP	Messina, Ryan (Staff Attorney/Contract)	\$500.00	\$415.00	2.1	\$1,050.00	\$871.50
Levi & Korsinsky, LLP	Rivas, Rosemary (Partner)	\$975.00	\$895.00	1.2	\$1,170.00	\$1,074.00

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Lieff Cabraser Heimann & Bernstein, LLP	ANTHONY, RICHARD (Paralegal)	\$535.00	\$275.00	7.9	\$4,226.50	\$2,172.50
Lieff Cabraser Heimann & Bernstein, LLP	BILKISS, ABBY (Staff Attorney/Contract)	\$415.00	\$415.00	381	\$158,115.00	\$158,115.00
Lieff Cabraser Heimann & Bernstein, LLP	CHINN, VICTORIA (Associate)	\$525.00	\$525.00	297.7	\$156,292.50	\$156,292.50
Lieff Cabraser Heimann & Bernstein, LLP	CHINN, VICTORIA (Staff Attorney/Contract)	\$525.00	\$415.00	134.3	\$70,507.50	\$55,734.50
Lieff Cabraser Heimann & Bernstein, LLP	GEISSLER, ROGER (Associate)	\$525.00	\$525.00	113.7	\$59,692.50	\$59,692.50
Lieff Cabraser Heimann & Bernstein, LLP	GEISSLER, ROGER (Staff Attorney/Contract)	\$525.00	\$415.00	1592.5	\$836,062.50	\$660,887.50
Lieff Cabraser Heimann & Bernstein, LLP	GRANT, ANTHONY (Paralegal)	\$535.00	\$275.00	48.2	\$25,787.00	\$13,255.00
Lieff Cabraser Heimann & Bernstein, LLP	JONES, KAREN (Staff Attorney/Contract)	\$525.00	\$415.00	161.4	\$84,735.00	\$66,981.00
Lieff Cabraser Heimann & Bernstein, LLP	JORDAN, CHRISTOPHER (Associate)	\$525.00	\$525.00	145.2	\$76,230.00	\$76,230.00
Lieff Cabraser Heimann & Bernstein, LLP	JORDAN, CHRISTOPHER (Staff Attorney/Contract)	\$525.00	\$415.00	1248	\$655,200.00	\$517,920.00
Lieff Cabraser Heimann & Bernstein, LLP	KENFIELD-KELLEHER, MURIEL (Associate)	\$500.00	\$500.00	41.8	\$20,900.00	\$20,900.00
Lieff Cabraser Heimann & Bernstein, LLP	MCBRIDE, KATHERINE (Associate)	\$675.00	\$600.00	13.3	\$8,977.50	\$7,980.00
Lieff Cabraser Heimann & Bernstein, LLP	MCBRIDE, KATHERINE (Partner)	\$675.00	\$675.00	8.5	\$5,737.50	\$5,737.50
Lieff Cabraser Heimann & Bernstein, LLP	MILORO, SCOTT (Associate)	\$525.00	\$525.00	211.4	\$110,985.00	\$110,985.00
Lieff Cabraser Heimann & Bernstein, LLP	MILORO, SCOTT (Staff Attorney/Contract)	\$525.00	\$415.00	2754.1	\$1,445,902.50	\$1,142,951.50
Lieff Cabraser Heimann & Bernstein, LLP	NGUYEN, PHONG-CHAU (Partner)	\$790.00	\$790.00	0.2	\$158.00	\$158.00
Lieff Cabraser Heimann & Bernstein, LLP	NICOLAOU, JOHN (Partner)	\$745.00	\$745.00	224.1	\$166,954.50	\$166,954.50
Lieff Cabraser Heimann & Bernstein, LLP	OH, MARISSA (Associate)	\$525.00	\$525.00	181.1	\$95,077.50	\$95,077.50
Lieff Cabraser Heimann & Bernstein, LLP	OH, MARISSA (Staff Attorney/Contract)	\$415.00	\$415.00	1621.8	\$673,047.00	\$673,047.00
Lieff Cabraser Heimann & Bernstein, LLP	OH, MARISSA (Staff Attorney/Contract)	\$525.00	\$415.00	903	\$474,075.00	\$374,745.00
Lieff Cabraser Heimann & Bernstein, LLP	OXMAN, ELLY (Paralegal)	\$535.00	\$275.00	0.5	\$267.50	\$137.50
Lieff Cabraser Heimann & Bernstein, LLP	RAHIMI, FAWAD (Paralegal)	\$535.00	\$275.00	9.2	\$4,922.00	\$2,530.00
Lieff Cabraser Heimann & Bernstein, LLP	SHINDELBOWER, JERRY (Staff Attorney/Contract)	\$525.00	\$415.00	40	\$21,000.00	\$16,600.00
Lieff Cabraser Heimann & Bernstein, LLP	TEXIER, MUNA (Paralegal)	\$535.00	\$275.00	25.7	\$13,749.50	\$7,067.50
Podhurst Orseck, P.A.	Gravante, John (Partner)	\$755.00	\$755.00	1	\$755.00	\$755.00
Podhurst Orseck, P.A.	Pell, Stephanie (Staff Attorney/Contract)	\$415.00	\$415.00	242.5	\$100,637.50	\$100,637.50
Podhurst Orseck, P.A.	Pell, Stephanie (Staff Attorney/Contract)	\$445.00	\$415.00	221	\$98,345.00	\$91,715.00
Podhurst Orseck, P.A.	Prieto, Peter (Partner)	\$1,050.00	\$895.00	0.5	\$525.00	\$447.50
Podhurst Orseck, P.A.	Spulak, Matt (Staff Attorney/Contract)	\$755.00	\$415.00	5	\$3,775.00	\$2,075.00
Pritzker Levine LLP	Whitney, Anne (Associate)	\$415.00	\$415.00	74.1	\$30,751.50	\$30,751.50
Robins Kaplan, LLP	Hurt, J. Austin (Of Counsel)	\$745.00	\$745.00	2	\$1,490.00	\$1,490.00
Robins Kaplan, LLP	Larson, Tamara L. (Staff Attorney/Contract)	\$365.00	\$365.00	0.1	\$36.50	\$36.50
Robins Kaplan, LLP	Slaughter, Stacey P. (Partner)	\$1,095.00	\$895.00	1.6	\$1,752.00	\$1,432.00
<b>Total Task Category 5</b>				<b>25920.2</b>	<b>\$11,890,951.00</b>	<b>\$11,007,415.50</b>
<i>Task Category 6: Pleadings, Briefs and Legal Research</i>						
Firm	Timekeeper	Standard Hourly Rate	Reduced Hourly Rate	Hours	Standard Hourly Lodestar	Reduced Hourly Lodestar
Ahdoot & Wolfson	Ahdoot, Robert (Partner)	\$895.00	\$895.00	5.2	\$4,654.00	\$4,654.00
Ahdoot & Wolfson	Cabrera, Kathryn (Paralegal)	\$250.00	\$250.00	1.4	\$350.00	\$350.00
Ahdoot & Wolfson	DeOnna, Chloe (Associate)	\$500.00	\$500.00	37.8	\$18,900.00	\$18,900.00
Ahdoot & Wolfson	Everett, Jakarah (Associate)	\$500.00	\$500.00	13.4	\$6,700.00	\$6,700.00
Ahdoot & Wolfson	Glezakos, Ruhandy (Associate)	\$450.00	\$450.00	17.5	\$7,875.00	\$7,875.00
Ahdoot & Wolfson	Kelston, Henry (Partner)	\$895.00	\$895.00	20.7	\$18,526.50	\$18,526.50
Ahdoot & Wolfson	King, Bradley (Partner)	\$850.00	\$850.00	82.8	\$70,380.00	\$70,380.00
Ahdoot & Wolfson	Maya, Theodore (Partner)	\$895.00	\$895.00	10.6	\$9,487.00	\$9,487.00
Ahdoot & Wolfson	Stiner, Christopher (Partner)	\$850.00	\$850.00	132.4	\$112,540.00	\$112,540.00
Ahdoot & Wolfson	Unal, Sarper (Associate)	\$550.00	\$550.00	11.3	\$6,215.00	\$6,215.00
Ahdoot & Wolfson	Wolfson, Tina (Partner)	\$895.00	\$895.00	73.1	\$65,424.50	\$65,424.50
Baron & Budd, P.C.	Benavidez, Ernest (Paralegal)	\$250.00	\$250.00	198	\$49,500.00	\$49,500.00
Baron & Budd, P.C.	Brown, Aaron (Staff Attorney/Contract)	\$415.00	\$415.00	47	\$19,505.00	\$19,505.00
Baron & Budd, P.C.	Cliff, Sterling (Associate)	\$675.00	\$600.00	5.2	\$3,510.00	\$3,120.00
Baron & Budd, P.C.	Fernandes, David B. (Associate)	\$600.00	\$600.00	19.7	\$11,820.00	\$11,820.00
Baron & Budd, P.C.	Fernandes, David B. (Associate)	\$675.00	\$600.00	1507.9	\$1,017,832.50	\$904,740.00
Baron & Budd, P.C.	Mann, Jonas (Associate)	\$600.00	\$600.00	125.2	\$75,120.00	\$75,120.00
Baron & Budd, P.C.	Oettinger, Daniel (Staff Attorney/Contract)	\$415.00	\$415.00	8	\$3,320.00	\$3,320.00

Baron & Budd, P.C.	Rabess, Clement (Staff Attorney/Contract)	\$415.00	\$415.00	32	\$13,280.00	\$13,280.00
Baron & Budd, P.C.	Royster, Shannon (Associate)	\$600.00	\$600.00	15.1	\$9,060.00	\$9,060.00
Baron & Budd, P.C.	Royster, Shannon (Associate)	\$625.00	\$600.00	587.6	\$367,250.00	\$352,560.00
Baron & Budd, P.C.	Smiley, Elizabeth (Associate)	\$575.00	\$575.00	156.5	\$89,987.50	\$89,987.50
Baron & Budd, P.C.	Tamburelli, Adam (Associate)	\$600.00	\$600.00	18.3	\$10,980.00	\$10,980.00
Baron & Budd, P.C.	Tamburelli, Adam (Associate)	\$675.00	\$600.00	2100.7	\$1,417,972.50	\$1,260,420.00
Baron & Budd, P.C.	Tellis, Roland (Partner)	\$895.00	\$895.00	7	\$6,265.00	\$6,265.00
Baron & Budd, P.C.	Tellis, Roland (Partner)	\$1,100.00	\$895.00	300.4	\$330,440.00	\$268,858.00
Beasley Allen Crow Methvin Portis & Miles, PC	Baldwin, Chris (Staff Attorney/Contract)	\$350.00	\$350.00	17.5	\$6,125.00	\$6,125.00
Beasley Allen Crow Methvin Portis & Miles, PC	Barnett, Clay (Partner)	\$1,100.00	\$895.00	103.8	\$114,180.00	\$92,901.00
Beasley Allen Crow Methvin Portis & Miles, PC	Boyd, Rachel (Associate)	\$750.00	\$600.00	10.3	\$7,725.00	\$6,180.00
Beasley Allen Crow Methvin Portis & Miles, PC	Martin, Dylan (Associate)	\$550.00	\$550.00	3.3	\$1,815.00	\$1,815.00
Beasley Allen Crow Methvin Portis & Miles, PC	Miles, Dee (Partner)	\$1,100.00	\$895.00	137.7	\$151,470.00	\$123,241.50
Beasley Allen Crow Methvin Portis & Miles, PC	Russell, Brenda (Paralegal)	\$250.00	\$250.00	18.8	\$4,700.00	\$4,700.00
Beasley Allen Crow Methvin Portis & Miles, PC	Williams, Mitch (Associate)	\$650.00	\$600.00	73.2	\$47,580.00	\$43,920.00
Bleichmar Fonti & Auld LLP (PSC)	Bertero, Anthony (Staff Attorney/Contract)	\$450.00	\$415.00	2.5	\$1,125.00	\$1,037.50
Bleichmar Fonti & Auld LLP (PSC)	Davis, Anne (Partner)	\$895.00	\$895.00	25.8	\$23,091.00	\$23,091.00
Bleichmar Fonti & Auld LLP (PSC)	Koo, Jooyoung (Staff Attorney/Contract)	\$525.00	\$415.00	59.6	\$31,290.00	\$24,734.00
Bleichmar Fonti & Auld LLP (PSC)	Law, Julie (Paralegal)	\$385.00	\$275.00	0.4	\$154.00	\$110.00
Bleichmar Fonti & Auld LLP (PSC)	Ornelas, Angelica (Associate)	\$760.00	\$600.00	115	\$87,400.00	\$69,000.00
Bleichmar Fonti & Auld LLP (PSC)	Robertson, Kelsey (Staff Attorney/Contract)	\$350.00	\$350.00	2.7	\$945.00	\$945.00
Bleichmar Fonti & Auld LLP (PSC)	Samra, Joshua (Associate)	\$665.00	\$600.00	12	\$7,980.00	\$7,200.00
Bleichmar Fonti & Auld LLP (PSC)	Simnowitz, Sara (Associate)	\$860.00	\$600.00	1.3	\$1,118.00	\$780.00
Bleichmar Fonti & Auld LLP (PSC)	Sullivan, Kasey (Staff Attorney/Contract)	\$525.00	\$415.00	9	\$4,725.00	\$3,735.00
Bleichmar Fonti & Auld LLP (PSC)	Sum, Sylvia (Staff Attorney/Contract)	\$470.00	\$415.00	16.2	\$7,614.00	\$6,723.00
Bleichmar Fonti & Auld LLP (PSC)	Tamondong, Cesar (Paralegal)	\$350.00	\$275.00	3.9	\$1,365.00	\$1,072.50
Bleichmar Fonti & Auld LLP (PSC)	Weaver, Lesley (Partner)	\$1,150.00	\$895.00	31.8	\$36,570.00	\$28,461.00
Boies, Schiller & Flexner LLP	Beaton, Marcos (Of Counsel)	\$790.00	\$790.00	121.7	\$96,143.00	\$96,143.00
Boies, Schiller & Flexner LLP	Butterworth, Brandon (Associate)	\$740.00	\$600.00	262.9	\$194,546.00	\$157,740.00
Boies, Schiller & Flexner LLP	Harrison, Laselve (Associate)	\$740.00	\$600.00	181.9	\$134,606.00	\$109,140.00
Boies, Schiller & Flexner LLP	Licata, Samantha (Associate)	\$670.00	\$600.00	149.6	\$100,232.00	\$89,760.00
Boies, Schiller & Flexner LLP	Mikulic, Michael (Associate)	\$740.00	\$600.00	72.5	\$53,650.00	\$43,500.00
Boies, Schiller & Flexner LLP	Schifman, Jared (Associate)	\$450.00	\$450.00	9.5	\$4,275.00	\$4,275.00
Boies, Schiller & Flexner LLP	Ulrich, Tyler (Partner)	\$980.00	\$895.00	78	\$76,440.00	\$69,810.00
Boies, Schiller & Flexner LLP	Voegelé, Jonathan (Associate)	\$770.00	\$600.00	45	\$34,650.00	\$27,000.00
Boies, Schiller & Flexner LLP	Witte, Ryan (Partner)	\$970.00	\$895.00	222.3	\$215,631.00	\$198,958.50
Boies, Schiller & Flexner LLP	Zack, Stephen (Partner)	\$1,460.00	\$895.00	148.5	\$216,810.00	\$132,907.50
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Barron, Seth (Associate)	\$375.00	\$375.00	13.7	\$5,137.50	\$5,137.50
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Blatt, Gayle M. (Partner)	\$995.00	\$895.00	55.8	\$55,521.00	\$49,941.00
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Casey, David S., Jr. (Partner)	\$1,100.00	\$895.00	10	\$11,000.00	\$8,950.00
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Casey, III, Dave (Associate)	\$395.00	\$395.00	2.3	\$908.50	\$908.50
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Davis, James (Associate)	\$375.00	\$375.00	3.3	\$1,237.50	\$1,237.50
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Davis, James (Associate)	\$475.00	\$475.00	112.2	\$53,295.00	\$53,295.00
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Davis, Michelle (Paralegal)	\$275.00	\$275.00	1	\$275.00	\$275.00
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Guerra, P. Camille (Partner)	\$815.00	\$815.00	28.3	\$23,064.50	\$23,064.50
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	McBain, Catherine (Associate)	\$505.00	\$505.00	102.7	\$51,863.50	\$51,863.50
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Ratajesak, Vicki (Paralegal)	\$235.00	\$235.00	2.8	\$658.00	\$658.00
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Robinson, Jeremy (Partner)	\$950.00	\$895.00	49.2	\$46,740.00	\$44,034.00
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Sinning, Nancy (Paralegal)	\$265.00	\$265.00	2	\$530.00	\$530.00
Dicello Levitt & Casey LLC	Ferri, Daniel (Partner)	\$1,110.00	\$895.00	8.9	\$9,879.00	\$7,965.50
Dicello Levitt & Casey LLC	Hawal, Justin (Partner)	\$1,000.00	\$895.00	4.8	\$4,800.00	\$4,296.00
Dicello Levitt & Casey LLC	Levitt, Adam (Partner)	\$1,430.00	\$895.00	64.4	\$92,092.00	\$57,638.00
Dicello Levitt & Casey LLC	Prom, Adam (Paralegal)	\$760.00	\$275.00	19.4	\$14,744.00	\$5,335.00
Dicello Levitt & Casey LLC	Tangren, John (Partner)	\$1,210.00	\$895.00	54.5	\$65,945.00	\$48,777.50

Dicello Levitt & Casey LLC	Veseer, Julia (Paralegal)	\$400.00	\$275.00	12.9	\$5,160.00	\$3,547.50
Gibbs Law Group, LLP	Bloomfield, Joshua (Of Counsel)	\$775.00	\$775.00	33.2	\$25,730.00	\$25,730.00
Gibbs Law Group, LLP	Blumenthal, Aaron (Associate)	\$605.00	\$600.00	2.8	\$1,694.00	\$1,680.00
Gibbs Law Group, LLP	Gibbs, Eric (Partner)	\$1,065.00	\$895.00	3.8	\$4,047.00	\$3,401.00
Gibbs Law Group, LLP	Hughes, Dylan (Partner)	\$935.00	\$895.00	8.1	\$7,573.50	\$7,249.50
Gibbs Law Group, LLP	Hutchinson, Parker (Of Counsel)	\$660.00	\$660.00	71.2	\$46,992.00	\$46,992.00
Gibbs Law Group, LLP	Kosbie, Jeff (Associate)	\$605.00	\$600.00	52	\$31,460.00	\$31,200.00
Gibbs Law Group, LLP	Lopez, Steve (Partner)	\$670.00	\$670.00	4.5	\$3,015.00	\$3,015.00
Gibbs Law Group, LLP	Risoldi, Alyssa (Staff Attorney/Contract)	\$390.00	\$390.00	1	\$390.00	\$390.00
Gibbs Law Group, LLP	Risoldi, Alyssa (Staff Attorney/Contract)	\$415.00	\$415.00	158.5	\$65,777.50	\$65,777.50
Gibbs Law Group, LLP	Rivas, Rosemary (Partner)	\$905.00	\$895.00	50.6	\$45,793.00	\$45,287.00
Gibbs Law Group, LLP	Sominski, Dasha (Associate)	\$365.00	\$365.00	9.8	\$3,577.00	\$3,577.00
Gibbs Law Group, LLP	Stein, Dave (Partner)	\$815.00	\$815.00	1.6	\$1,304.00	\$1,304.00
Hellmuth & Johnson PLLC	Cashman, Michael (Partner)	\$895.00	\$895.00	14.4	\$12,888.00	\$12,888.00
Hellmuth & Johnson PLLC	Hagstrom, Richard (Partner)	\$895.00	\$895.00	35.8	\$32,041.00	\$32,041.00
Hellmuth & Johnson PLLC	Kuhlmann, Nicholas (Associate)	\$600.00	\$600.00	24.4	\$14,640.00	\$14,640.00
Hellmuth & Johnson PLLC	Otsuka, Gregory (Partner)	\$760.00	\$760.00	69	\$52,440.00	\$52,440.00
Keller Rohrback L.L.P.	Borseth, Xannie (Paralegal)	\$300.00	\$275.00	18.4	\$5,520.00	\$5,060.00
Keller Rohrback L.L.P.	Bowanko, Rachel (Paralegal)	\$320.00	\$275.00	60.5	\$19,360.00	\$16,637.50
Keller Rohrback L.L.P.	Cappio, Gretchen (Partner)	\$1,095.00	\$895.00	32.1	\$35,149.50	\$28,729.50
Keller Rohrback L.L.P.	Daniel, Adele (Associate)	\$650.00	\$600.00	118.7	\$77,155.00	\$71,220.00
Keller Rohrback L.L.P.	De Vries, AJ (Paralegal)	\$425.00	\$275.00	15.3	\$6,502.50	\$4,207.50
Keller Rohrback L.L.P.	Emerson, Erika (Associate)	\$605.00	\$600.00	36.4	\$22,022.00	\$21,840.00
Keller Rohrback L.L.P.	Goins, Max (Associate)	\$585.00	\$585.00	2.7	\$1,579.50	\$1,579.50
Keller Rohrback L.L.P.	Gussin, Zachary (Associate)	\$625.00	\$600.00	140.3	\$87,687.50	\$84,180.00
Keller Rohrback L.L.P.	McDevitt, Ryan (Partner)	\$830.00	\$830.00	334.9	\$277,967.00	\$277,967.00
Keller Rohrback L.L.P.	Mersing, Jacob (Paralegal)	\$420.00	\$275.00	80.4	\$33,768.00	\$22,110.00
Keller Rohrback L.L.P.	Mishler, Lara (Paralegal)	\$330.00	\$275.00	4	\$1,320.00	\$1,100.00
Keller Rohrback L.L.P.	Morowitz, Rachel (Associate)	\$525.00	\$525.00	220.7	\$115,867.50	\$115,867.50
Keller Rohrback L.L.P.	Nealious, Bianca (Paralegal)	\$335.00	\$275.00	6	\$2,010.00	\$1,650.00
Keller Rohrback L.L.P.	Read, Sydney (Associate)	\$495.00	\$495.00	27.7	\$13,711.50	\$13,711.50
Keller Rohrback L.L.P.	Spangler, Brian E. (Paralegal)	\$335.00	\$275.00	2.1	\$703.50	\$577.50
Keller Rohrback L.L.P.	Tiezazu, Y. Tizzy (Paralegal)	\$305.00	\$275.00	0.2	\$61.00	\$55.00
Keller Rohrback L.L.P.	Verdugo, Gabe E. (Associate)	\$630.00	\$600.00	102	\$64,260.00	\$61,200.00
Keller Rohrback L.L.P.	Wilson, Kiana (Paralegal)	\$365.00	\$275.00	0.1	\$36.50	\$27.50
Keller Rohrback L.L.P.	Wright, Emma (Paralegal)	\$595.00	\$275.00	17.7	\$10,531.50	\$4,867.50
Kessler Topaz Meltzer & Check, LLP	Adams, Scott (Staff Attorney/Contract)	\$385.00	\$385.00	2.5	\$962.50	\$962.50
Kessler Topaz Meltzer & Check, LLP	Amjed, Naumon (Partner)	\$970.00	\$895.00	1.4	\$1,358.00	\$1,253.00
Kessler Topaz Meltzer & Check, LLP	Bell, Adrienne (Associate)	\$575.00	\$575.00	8	\$4,600.00	\$4,600.00
Kessler Topaz Meltzer & Check, LLP	Corson, Megan (Paralegal)	\$275.00	\$275.00	2.8	\$770.00	\$770.00
Kessler Topaz Meltzer & Check, LLP	Elangovan, Varun (Associate)	\$420.00	\$420.00	3	\$1,260.00	\$1,260.00
Kessler Topaz Meltzer & Check, LLP	Gertner, Abigail (Associate)	\$385.00	\$385.00	10.6	\$4,081.00	\$4,081.00
Kessler Topaz Meltzer & Check, LLP	Hemsley, Courtney (Paralegal)	\$320.00	\$275.00	132.5	\$42,400.00	\$36,437.50
Kessler Topaz Meltzer & Check, LLP	Herling, Brandon (Associate)	\$390.00	\$390.00	85.4	\$33,306.00	\$33,306.00
Kessler Topaz Meltzer & Check, LLP	Hindmarsh, Lisa (Paralegal)	\$255.00	\$255.00	2.1	\$535.50	\$535.50
Kessler Topaz Meltzer & Check, LLP	Jacobson, Jordan (Associate)	\$560.00	\$560.00	25.2	\$14,112.00	\$14,112.00
Kessler Topaz Meltzer & Check, LLP	Juliano, Maggie (Staff Attorney/Contract)	\$385.00	\$385.00	2.6	\$1,001.00	\$1,001.00
Kessler Topaz Meltzer & Check, LLP	Lamb Port, Lisa (Associate)	\$740.00	\$600.00	18.2	\$13,468.00	\$10,920.00
Kessler Topaz Meltzer & Check, LLP	Lesser, Natalie (Associate)	\$535.00	\$535.00	205.8	\$110,103.00	\$110,103.00
Kessler Topaz Meltzer & Check, LLP	McGinley, Lauren (Associate)	\$480.00	\$480.00	81.6	\$39,168.00	\$39,168.00
Kessler Topaz Meltzer & Check, LLP	Meltzer, Joseph (Partner)	\$1,000.00	\$895.00	35.6	\$35,600.00	\$31,862.00
Kessler Topaz Meltzer & Check, LLP	Port, Lisa Lamb (Associate)	\$740.00	\$600.00	20.3	\$15,022.00	\$12,180.00
Kessler Topaz Meltzer & Check, LLP	Russo, Lacey (Paralegal)	\$260.00	\$260.00	0.8	\$208.00	\$208.00
Kessler Topaz Meltzer & Check, LLP	Starling, Teddy (Associate)	\$475.00	\$475.00	7.5	\$3,562.50	\$3,562.50

Kessler Topaz Meltzer & Check, LLP	Tamerier, Julie (Paralegal)	\$85.00	\$85.00	12.2	\$1,037.00	\$1,037.00
Kessler Topaz Meltzer & Check, LLP	Topaz, Marc (Partner)	\$1,000.00	\$895.00	6	\$6,000.00	\$5,370.00
Kessler Topaz Meltzer & Check, LLP	Troutner, Melissa (Partner)	\$950.00	\$895.00	295.5	\$280,725.00	\$264,472.50
Kessler Topaz Meltzer & Check, LLP	Whitman, Johnston (Partner)	\$950.00	\$895.00	18.3	\$17,385.00	\$16,378.50
Kessler Topaz Meltzer & Check, LLP	Wotring, Julie (Paralegal)	\$275.00	\$275.00	32	\$8,800.00	\$8,800.00
Levi & Korsinsky, LLP	Korsinsky, Eduard (Partner)	\$1,050.00	\$895.00	0.9	\$945.00	\$805.50
Levi & Korsinsky, LLP	Maccarone, Courtney (Associate)	\$675.00	\$600.00	48.6	\$32,805.00	\$29,160.00
Levi & Korsinsky, LLP	Mah, Rosanne (Partner)	\$700.00	\$700.00	112.7	\$78,890.00	\$78,890.00
Levi & Korsinsky, LLP	Rivas, Rosemary (Partner)	\$975.00	\$895.00	93.2	\$90,870.00	\$83,414.00
Levi & Korsinsky, LLP	Schmitt, Christopher (Staff Attorney/Contract)	\$475.00	\$415.00	5.7	\$2,707.50	\$2,365.50
Lieff Cabraser Heimann & Bernstein, LLP	ATKINS, CECILIA (Paralegal)	\$360.00	\$275.00	1.1	\$396.00	\$302.50
Lieff Cabraser Heimann & Bernstein, LLP	BALKOSKI, JANE (Paralegal)	\$360.00	\$275.00	8.8	\$3,168.00	\$2,420.00
Lieff Cabraser Heimann & Bernstein, LLP	BELUSHKO BARROWS, NIKKI (Paralegal)	\$535.00	\$275.00	10.3	\$5,510.50	\$2,832.50
Lieff Cabraser Heimann & Bernstein, LLP	BERTRAM, ANNE (Paralegal)	\$360.00	\$275.00	103.3	\$37,188.00	\$28,407.50
Lieff Cabraser Heimann & Bernstein, LLP	BROWN, AIDAN (Paralegal)	\$500.00	\$275.00	57.7	\$28,850.00	\$15,867.50
Lieff Cabraser Heimann & Bernstein, LLP	BUDNER, KEVIN (Partner)	\$790.00	\$790.00	2.4	\$1,896.00	\$1,896.00
Lieff Cabraser Heimann & Bernstein, LLP	CHINN, VICTORIA (Associate)	\$525.00	\$525.00	9.9	\$5,197.50	\$5,197.50
Lieff Cabraser Heimann & Bernstein, LLP	DESAI, NIMISH (Partner)	\$1,010.00	\$895.00	21.6	\$21,816.00	\$19,332.00
Lieff Cabraser Heimann & Bernstein, LLP	EDEN, NICA (Paralegal)	\$455.00	\$275.00	1.4	\$637.00	\$385.00
Lieff Cabraser Heimann & Bernstein, LLP	KAWAMURA, JENNIFER (Paralegal)	\$510.00	\$275.00	8	\$4,080.00	\$2,200.00
Lieff Cabraser Heimann & Bernstein, LLP	KENFIELD-KELLEHER, MURIEL (Associate)	\$500.00	\$500.00	291.7	\$145,850.00	\$145,850.00
Lieff Cabraser Heimann & Bernstein, LLP	KRAVATZ, JILLIAN (Paralegal)	\$360.00	\$275.00	9	\$3,240.00	\$2,475.00
Lieff Cabraser Heimann & Bernstein, LLP	KRUGER, ERIK (Paralegal)	\$510.00	\$275.00	12.8	\$6,528.00	\$3,520.00
Lieff Cabraser Heimann & Bernstein, LLP	LICHTMAN, JASON (Partner)	\$875.00	\$875.00	1.4	\$1,225.00	\$1,225.00
Lieff Cabraser Heimann & Bernstein, LLP	LIM, TRACY (Paralegal)	\$465.00	\$275.00	6	\$2,790.00	\$1,650.00
Lieff Cabraser Heimann & Bernstein, LLP	MCBRIDE, KATHERINE (Associate)	\$675.00	\$600.00	950.5	\$641,587.50	\$570,300.00
Lieff Cabraser Heimann & Bernstein, LLP	MCBRIDE, KATHERINE (Partner)	\$675.00	\$675.00	149.1	\$100,642.50	\$100,642.50
Lieff Cabraser Heimann & Bernstein, LLP	MUKHERJI, RENEE (Paralegal)	\$535.00	\$275.00	0.9	\$481.50	\$247.50
Lieff Cabraser Heimann & Bernstein, LLP	NGUYEN, PHONG-CHAU (Partner)	\$790.00	\$790.00	426	\$336,540.00	\$336,540.00
Lieff Cabraser Heimann & Bernstein, LLP	NICOLAOU, JOHN (Partner)	\$745.00	\$745.00	2365.7	\$1,762,446.50	\$1,762,446.50
Lieff Cabraser Heimann & Bernstein, LLP	ORSLAND, KRISTIN (Paralegal)	\$405.00	\$275.00	6.8	\$2,754.00	\$1,870.00
Lieff Cabraser Heimann & Bernstein, LLP	RUDNICK, JENNIFER (Paralegal)	\$510.00	\$275.00	21.2	\$10,812.00	\$5,830.00
Lieff Cabraser Heimann & Bernstein, LLP	SELHORST, HANNAH (Paralegal)	\$395.00	\$275.00	26.2	\$10,349.00	\$7,205.00
Lieff Cabraser Heimann & Bernstein, LLP	SIDDIQI, NABILA (Paralegal)	\$470.00	\$275.00	0.8	\$376.00	\$220.00
Lieff Cabraser Heimann & Bernstein, LLP	STELLINGS, DAVID (Partner)	\$1,230.00	\$895.00	217.7	\$267,771.00	\$194,841.50
Lieff Cabraser Heimann & Bernstein, LLP	TARPEH, JLE (Paralegal)	\$510.00	\$275.00	74	\$37,740.00	\$20,350.00
Lieff Cabraser Heimann & Bernstein, LLP	TEXIER, RICHARD (Paralegal)	\$510.00	\$275.00	4.8	\$2,448.00	\$1,320.00
Lieff Cabraser Heimann & Bernstein, LLP	TROUVAIS, BENJAMIN (Paralegal)	\$425.00	\$275.00	11.9	\$5,057.50	\$3,272.50
Lieff Cabraser Heimann & Bernstein, LLP	TROXEL, BRIAN (Paralegal)	\$510.00	\$275.00	22.6	\$11,526.00	\$6,215.00
Podhurst Orseck, P.A.	Clavelo, Taily (Staff Attorney/Contract)	\$445.00	\$415.00	82.5	\$36,712.50	\$34,237.50
Podhurst Orseck, P.A.	Del Riego, Alissa (Associate)	\$655.00	\$600.00	93.6	\$61,308.00	\$56,160.00
Podhurst Orseck, P.A.	Fernandez Andes, Chris (Paralegal)	\$345.00	\$275.00	28.9	\$9,970.50	\$7,947.50
Podhurst Orseck, P.A.	Gravante, John (Partner)	\$755.00	\$755.00	101.4	\$76,557.00	\$76,557.00
Podhurst Orseck, P.A.	Levy, Nathalie (Staff Attorney/Contract)	\$590.00	\$415.00	81.2	\$47,908.00	\$33,698.00
Podhurst Orseck, P.A.	Marston, Victoria (Staff Attorney/Contract)	\$445.00	\$415.00	90	\$40,050.00	\$37,350.00
Podhurst Orseck, P.A.	Pell, Stephanie (Staff Attorney/Contract)	\$445.00	\$415.00	97.5	\$43,387.50	\$40,462.50
Podhurst Orseck, P.A.	Penelas, Christopher (Paralegal)	\$345.00	\$275.00	14.4	\$4,968.00	\$3,960.00
Podhurst Orseck, P.A.	Prieto, Peter (Partner)	\$1,050.00	\$895.00	11.3	\$11,865.00	\$10,113.50
Podhurst Orseck, P.A.	Rafaelli, Joey (Staff Attorney/Contract)	\$590.00	\$415.00	34.7	\$20,473.00	\$14,400.50
Podhurst Orseck, P.A.	Spulak, Matt (Staff Attorney/Contract)	\$755.00	\$415.00	77	\$58,135.00	\$31,955.00
Podhurst Orseck, P.A.	Wahab, Chafic (Staff Attorney/Contract)	\$590.00	\$415.00	120.2	\$70,918.00	\$49,883.00
Podhurst Orseck, P.A.	Weinshall, Matt (Partner)	\$755.00	\$755.00	96.9	\$73,159.50	\$73,159.50
Podhurst Orseck, P.A.	Yarzabal, Iliana (Paralegal)	\$345.00	\$275.00	18	\$6,210.00	\$4,950.00
Pritzker Levine LLP	Caracuzzo, Bethany (Partner)	\$950.00	\$895.00	29.5	\$28,025.00	\$26,402.50

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Pritzker Levine LLP	Corbitt, Caroline (Associate)	\$725.00	\$600.00	8.4	\$6,090.00	\$5,040.00
Pritzker Levine LLP	Haggarty, Heather (Associate)	\$850.00	\$600.00	48	\$40,800.00	\$28,800.00
Pritzker Levine LLP	Levine, Jonathan (Partner)	\$1,100.00	\$895.00	97.5	\$107,250.00	\$87,262.50
Pritzker Levine LLP	Pritzker, Elizabeth (Partner)	\$1,100.00	\$895.00	7.8	\$8,580.00	\$6,981.00
Pritzker Levine LLP	Whitney, Anne (Associate)	\$415.00	\$415.00	5.4	\$2,241.00	\$2,241.00
Robbins Geller Rudman and Dowd LLP	Alperstein, Jason (Partner)	\$840.00	\$840.00	274.7	\$230,748.00	\$230,748.00
Robbins Geller Rudman and Dowd LLP	Beall, Bradley (Associate)	\$515.00	\$515.00	527.2	\$271,508.00	\$271,508.00
Robbins Geller Rudman and Dowd LLP	Brito, Nicole (Associate)	\$675.00	\$600.00	28.9	\$19,507.50	\$17,340.00
Robbins Geller Rudman and Dowd LLP	Cohen, Alexander (Associate)	\$535.00	\$535.00	35.6	\$19,046.00	\$19,046.00
Robbins Geller Rudman and Dowd LLP	Curtiss, Brooke (Staff Attorney/Contract)	\$440.00	\$415.00	1.1	\$484.00	\$456.50
Robbins Geller Rudman and Dowd LLP	Davidson, Stuart (Partner)	\$1,030.00	\$895.00	0.2	\$206.00	\$179.00
Robbins Geller Rudman and Dowd LLP	Dearman, Mark (Partner)	\$1,070.00	\$895.00	97.3	\$104,111.00	\$87,083.50
Robbins Geller Rudman and Dowd LLP	Geller, Paul (Partner)	\$1,375.00	\$895.00	9.4	\$12,925.00	\$8,413.00
Robbins Geller Rudman and Dowd LLP	Hanson, Katina (Paralegal)	\$395.00	\$275.00	74.4	\$29,388.00	\$20,460.00
Robbins Geller Rudman and Dowd LLP	Jensen, Rachel (Partner)	\$960.00	\$895.00	37.4	\$35,904.00	\$33,473.00
Robbins Geller Rudman and Dowd LLP	Marengo, Ricardo (Associate)	\$540.00	\$540.00	140.5	\$75,870.00	\$75,870.00
Robbins Geller Rudman and Dowd LLP	Puerto, Patricia (Paralegal)	\$395.00	\$275.00	7.5	\$2,962.50	\$2,062.50
Robbins Geller Rudman and Dowd LLP	Sawyer, Maxwell (Associate)	\$475.00	\$475.00	323.9	\$153,852.50	\$153,852.50
Robbins Geller Rudman and Dowd LLP	Tack, Deborah (Paralegal)	\$395.00	\$275.00	7.7	\$3,041.50	\$2,117.50
Robins Kaplan, LLP	Hurt, J. Austin (Of Counsel)	\$745.00	\$745.00	581.6	\$433,292.00	\$433,292.00
Robins Kaplan, LLP	Kozen, Geoffrey H. (Associate)	\$990.00	\$600.00	171.2	\$169,488.00	\$102,720.00
Robins Kaplan, LLP	Pacelli, Michael J. (Associate)	\$795.00	\$600.00	650.2	\$516,909.00	\$390,120.00
Robins Kaplan, LLP	Potter, Ann M. (Paralegal)	\$410.00	\$275.00	20.6	\$8,446.00	\$5,665.00
Robins Kaplan, LLP	Slaughter, Stacey P. (Partner)	\$1,095.00	\$895.00	321	\$351,495.00	\$287,295.00
Robins Kaplan, LLP	Zabel, Richard R. (Paralegal)	\$930.00	\$275.00	3.7	\$3,441.00	\$1,017.50
Seeger Weiss LLP	Christopher Ayers (Partner)	\$1,075.00	\$895.00	26.3	\$28,272.50	\$23,538.50
Seeger Weiss LLP	Leslie Kramer (Paralegal)	\$295.00	\$275.00	33.7	\$9,941.50	\$9,267.50
<b>Total Task Category 6</b>				<b>20393.5</b>	<b>\$14,514,307.00</b>	<b>\$13,071,208.50</b>
<i>Task Category 7: Court Appearances and Preparation</i>						
Firm	Timekeeper	Standard Hourly Rate	Reduced Hourly Rate	Hours	Standard Hourly Lodestar	Reduced Hourly Lodestar
Ahdoot & Wolfson	Stiner, Christopher (Partner)	\$850.00	\$850.00	14.8	\$12,580.00	\$12,580.00
Ahdoot & Wolfson	Wolfson, Tina (Partner)	\$895.00	\$895.00	32.5	\$29,087.50	\$29,087.50
Baron & Budd, P.C.	Benavidez, Ernest (Paralegal)	\$250.00	\$250.00	23	\$5,750.00	\$5,750.00
Baron & Budd, P.C.	Fernandes, David B. (Associate)	\$600.00	\$600.00	6.6	\$3,960.00	\$3,960.00
Baron & Budd, P.C.	Fernandes, David B. (Associate)	\$675.00	\$600.00	185.1	\$124,942.50	\$111,060.00
Baron & Budd, P.C.	Mann, Jonas (Associate)	\$600.00	\$600.00	1	\$600.00	\$600.00
Baron & Budd, P.C.	Royster, Shannon (Associate)	\$600.00	\$600.00	2.6	\$1,560.00	\$1,560.00
Baron & Budd, P.C.	Royster, Shannon (Associate)	\$625.00	\$600.00	8.9	\$5,562.50	\$5,340.00
Baron & Budd, P.C.	Smiley, Elizabeth (Associate)	\$575.00	\$575.00	23.3	\$13,397.50	\$13,397.50
Baron & Budd, P.C.	Tamburelli, Adam (Associate)	\$600.00	\$600.00	1.2	\$720.00	\$720.00
Baron & Budd, P.C.	Tamburelli, Adam (Associate)	\$675.00	\$600.00	133.1	\$89,842.50	\$79,860.00
Baron & Budd, P.C.	Tellis, Roland (Partner)	\$895.00	\$895.00	13.2	\$11,814.00	\$11,814.00
Baron & Budd, P.C.	Tellis, Roland (Partner)	\$1,100.00	\$895.00	173.6	\$190,960.00	\$155,372.00
Beasley Allen Crow Methvin Portis & Miles, PC	Barnett, Clay (Partner)	\$1,100.00	\$895.00	4.5	\$4,950.00	\$4,027.50
Beasley Allen Crow Methvin Portis & Miles, PC	Martin, Dylan (Associate)	\$550.00	\$550.00	1.2	\$660.00	\$660.00
Beasley Allen Crow Methvin Portis & Miles, PC	Miles, Dee (Partner)	\$1,100.00	\$895.00	52.8	\$58,080.00	\$47,256.00
Beasley Allen Crow Methvin Portis & Miles, PC	Russell, Brenda (Paralegal)	\$250.00	\$250.00	0.6	\$150.00	\$150.00
Beasley Allen Crow Methvin Portis & Miles, PC	Williams, Mitch (Associate)	\$650.00	\$600.00	5.6	\$3,640.00	\$3,360.00
Bleichmar Fonti & Auld LLP (PSC)	Davis, Anne (Partner)	\$895.00	\$895.00	1.3	\$1,163.50	\$1,163.50
Bleichmar Fonti & Auld LLP (PSC)	Ornelas, Angelica (Associate)	\$760.00	\$600.00	26.2	\$19,912.00	\$15,720.00
Bleichmar Fonti & Auld LLP (PSC)	Weaver, Lesley (Partner)	\$1,150.00	\$895.00	12.8	\$14,720.00	\$11,456.00
Boies, Schiller & Flexner LLP	Ulrich, Tyler (Partner)	\$980.00	\$895.00	1.4	\$1,372.00	\$1,253.00
Boies, Schiller & Flexner LLP	Witte, Ryan (Partner)	\$970.00	\$895.00	28.6	\$27,742.00	\$25,597.00
Boies, Schiller & Flexner LLP	Zack, Stephen (Partner)	\$1,460.00	\$895.00	13.5	\$19,710.00	\$12,082.50

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Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Blatt, Gayle M. (Partner)	\$995.00	\$895.00	21	\$20,895.00	\$18,795.00
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	McBain, Catherine (Associate)	\$505.00	\$505.00	0.7	\$353.50	\$353.50
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Robinson, Jeremy (Partner)	\$950.00	\$895.00	2.4	\$2,280.00	\$2,148.00
Dicello Levitt & Casey LLC	Ferri, Daniel (Partner)	\$1,110.00	\$895.00	4.3	\$4,773.00	\$3,848.50
Dicello Levitt & Casey LLC	Levitt, Adam (Partner)	\$1,430.00	\$895.00	36.2	\$51,766.00	\$32,399.00
Dicello Levitt & Casey LLC	Prom, Adam (Paralegal)	\$760.00	\$275.00	2	\$1,520.00	\$550.00
Dicello Levitt & Casey LLC	Tangren, John (Partner)	\$1,210.00	\$895.00	8.5	\$10,285.00	\$7,607.50
Gibbs Law Group, LLP	Gibboney, Kyla (Associate)	\$605.00	\$600.00	2.6	\$1,573.00	\$1,560.00
Gibbs Law Group, LLP	Rivas, Rosemary (Partner)	\$905.00	\$895.00	10.3	\$9,321.50	\$9,218.50
Hellmuth & Johnson LLC	Cashman, Michael (Partner)	\$895.00	\$895.00	25.3	\$22,643.50	\$22,643.50
Hellmuth & Johnson PLLC	Hagstrom, Richard (Partner)	\$895.00	\$895.00	3.2	\$2,864.00	\$2,864.00
Keller Rohrback L.L.P.	Cappio, Gretchen (Partner)	\$1,095.00	\$895.00	40.3	\$44,128.50	\$36,068.50
Keller Rohrback L.L.P.	McDevitt, Ryan (Partner)	\$830.00	\$830.00	37.1	\$30,793.00	\$30,793.00
Keller Rohrback L.L.P.	Mersing, Jacob (Paralegal)	\$420.00	\$275.00	3.5	\$1,470.00	\$962.50
Keller Rohrback L.L.P.	Morowitz, Rachel (Associate)	\$525.00	\$525.00	32.8	\$17,220.00	\$17,220.00
Keller Rohrback L.L.P.	Nealious, Bianca (Paralegal)	\$335.00	\$275.00	2.2	\$737.00	\$605.00
Keller Rohrback L.L.P.	Read, Sydney (Associate)	\$495.00	\$495.00	4.5	\$2,227.50	\$2,227.50
Keller Rohrback L.L.P.	Spangler, Brian E. (Paralegal)	\$335.00	\$275.00	0.2	\$67.00	\$55.00
Keller Rohrback L.L.P.	Tiezazu, Y. Tizzy (Paralegal)	\$305.00	\$275.00	0.2	\$61.00	\$55.00
Keller Rohrback L.L.P.	Wright, Emma (Paralegal)	\$595.00	\$275.00	0.8	\$476.00	\$220.00
Kessler Topaz Meltzer & Check, LLP	Hemsley, Courtney (Paralegal)	\$320.00	\$275.00	1	\$320.00	\$275.00
Kessler Topaz Meltzer & Check, LLP	McGinley, Lauren (Associate)	\$480.00	\$480.00	0.8	\$384.00	\$384.00
Kessler Topaz Meltzer & Check, LLP	Meltzer, Joseph (Partner)	\$1,000.00	\$895.00	25.1	\$25,100.00	\$22,464.50
Kessler Topaz Meltzer & Check, LLP	Port, Lisa Lamb (Associate)	\$740.00	\$600.00	1.9	\$1,406.00	\$1,140.00
Kessler Topaz Meltzer & Check, LLP	Troutner, Melissa (Partner)	\$950.00	\$895.00	8.4	\$7,980.00	\$7,518.00
Levi & Korsinsky, LLP	Levi, Joseph (Partner)	\$1,050.00	\$895.00	22.9	\$24,045.00	\$20,495.50
Levi & Korsinsky, LLP	Rivas, Rosemary (Partner)	\$975.00	\$895.00	24.9	\$24,277.50	\$22,285.50
Lieff Cabraser Heimann & Bernstein, LLP	BALKOSKI, JANE (Paralegal)	\$360.00	\$275.00	6.1	\$2,196.00	\$1,677.50
Lieff Cabraser Heimann & Bernstein, LLP	BROWN, AIDAN (Paralegal)	\$500.00	\$275.00	17.9	\$8,950.00	\$4,922.50
Lieff Cabraser Heimann & Bernstein, LLP	DESAI, NIMISH (Partner)	\$1,010.00	\$895.00	0.7	\$707.00	\$626.50
Lieff Cabraser Heimann & Bernstein, LLP	KENFIELD-KELLEHER, MURIEL (Associate)	\$500.00	\$500.00	1.3	\$650.00	\$650.00
Lieff Cabraser Heimann & Bernstein, LLP	MCBRIDE, KATHERINE (Associate)	\$675.00	\$600.00	93.1	\$62,842.50	\$55,860.00
Lieff Cabraser Heimann & Bernstein, LLP	MCBRIDE, KATHERINE (Partner)	\$675.00	\$675.00	57.1	\$38,542.50	\$38,542.50
Lieff Cabraser Heimann & Bernstein, LLP	NGUYEN, PHONG-CHAU (Partner)	\$790.00	\$790.00	64.7	\$51,113.00	\$51,113.00
Lieff Cabraser Heimann & Bernstein, LLP	NICOLAOU, JOHN (Partner)	\$745.00	\$745.00	195	\$145,275.00	\$145,275.00
Lieff Cabraser Heimann & Bernstein, LLP	STELLINGS, DAVID (Partner)	\$1,230.00	\$895.00	200.3	\$246,369.00	\$179,268.50
Podhurst Orseck, P.A.	Del Riego, Alissa (Associate)	\$655.00	\$600.00	5.7	\$3,733.50	\$3,420.00
Podhurst Orseck, P.A.	Gravante, John (Partner)	\$755.00	\$755.00	3.5	\$2,642.50	\$2,642.50
Podhurst Orseck, P.A.	Prieto, Peter (Partner)	\$1,050.00	\$895.00	2.7	\$2,835.00	\$2,416.50
Podhurst Orseck, P.A.	Weinshall, Matt (Partner)	\$755.00	\$755.00	2.7	\$2,038.50	\$2,038.50
Pritzker Levine LLP	Levine, Jonathan (Partner)	\$1,100.00	\$895.00	32.8	\$36,080.00	\$29,356.00
Robbins Geller Rudman and Dowd LLP	Alperstein, Jason (Partner)	\$840.00	\$840.00	1	\$840.00	\$840.00
Robbins Geller Rudman and Dowd LLP	Dearman, Mark (Partner)	\$1,070.00	\$895.00	33.4	\$35,738.00	\$29,893.00
Robbins Geller Rudman and Dowd LLP	Geller, Paul (Partner)	\$1,375.00	\$895.00	0.1	\$137.50	\$89.50
Robbins Geller Rudman and Dowd LLP	Hanson, Katina (Paralegal)	\$395.00	\$275.00	3.8	\$1,501.00	\$1,045.00
Robbins Geller Rudman and Dowd LLP	Jensen, Rachel (Partner)	\$960.00	\$895.00	4.8	\$4,608.00	\$4,296.00
Robbins Geller Rudman and Dowd LLP	Marengo, Ricardo (Associate)	\$540.00	\$540.00	1	\$540.00	\$540.00
Robbins Geller Rudman and Dowd LLP	Sawyer, Maxwell (Associate)	\$475.00	\$475.00	0.6	\$285.00	\$285.00
Robins Kaplan, LLP	Hurt, J. Austin (Of Counsel)	\$745.00	\$745.00	4.9	\$3,650.50	\$3,650.50
Robins Kaplan, LLP	Pacelli, Michael J. (Associate)	\$795.00	\$600.00	10	\$7,950.00	\$6,000.00
Robins Kaplan, LLP	Slaughter, Stacey P. (Partner)	\$1,095.00	\$895.00	41.3	\$45,223.50	\$36,963.50
<b>Total Task Category 7</b>				<b>1875</b>	<b>\$1,656,291.00</b>	<b>\$1,419,994.50</b>
<i>Task 8: Experts/Consultants</i>						
<b>Firm</b>	<b>Timekeeper</b>	<b>Standard Hourly Rate</b>	<b>Reduced Hourly Rate</b>	<b>Hours</b>	<b>Standard Hourly Lodestar</b>	<b>Reduced Hourly Lodestar</b>

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Ahdoot & Wolfson	Wolfson, Tina (Partner)	\$895.00	\$895.00	3.9	\$3,490.50	\$3,490.50
Baron & Budd, P.C.	Fernandes, David B. (Associate)	\$675.00	\$600.00	6.4	\$4,320.00	\$3,840.00
Baron & Budd, P.C.	Tamburelli, Adam (Associate)	\$675.00	\$600.00	4.8	\$3,240.00	\$2,880.00
Baron & Budd, P.C.	Tellis, Roland (Partner)	\$895.00	\$895.00	2.5	\$2,237.50	\$2,237.50
Baron & Budd, P.C.	Tellis, Roland (Partner)	\$1,100.00	\$895.00	5.6	\$6,160.00	\$5,012.00
Bleichmar Fonti & Auld LLP (PSC)	Ornelas, Angelica (Associate)	\$760.00	\$600.00	4.2	\$3,192.00	\$2,520.00
Bleichmar Fonti & Auld LLP (PSC)	Weaver, Lesley (Partner)	\$1,150.00	\$895.00	7.2	\$8,280.00	\$6,444.00
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Bartlett, Caroline (Partner)	\$875.00	\$875.00	1.2	\$1,050.00	\$1,050.00
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Blatt, Gayle M. (Partner)	\$995.00	\$895.00	2.7	\$2,686.50	\$2,416.50
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Davis, James (Associate)	\$475.00	\$475.00	3.6	\$1,710.00	\$1,710.00
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Guerra, P. Camille (Partner)	\$815.00	\$815.00	2	\$1,630.00	\$1,630.00
Keller Rohrback L.L.P.	McDevitt, Ryan (Partner)	\$830.00	\$830.00	1	\$830.00	\$830.00
Keller Rohrback L.L.P.	Nealious, Bianca (Paralegal)	\$335.00	\$275.00	0.3	\$100.50	\$82.50
Keller Rohrback L.L.P.	Sarko, Lynn (Partner)	\$1,320.00	\$895.00	0.7	\$924.00	\$626.50
Kessler Topaz Meltzer & Check, LLP	Hemsley, Courtney (Paralegal)	\$320.00	\$275.00	1.3	\$416.00	\$357.50
Kessler Topaz Meltzer & Check, LLP	Lesser, Natalie (Associate)	\$535.00	\$535.00	2.4	\$1,284.00	\$1,284.00
Kessler Topaz Meltzer & Check, LLP	Meltzer, Joseph (Partner)	\$1,000.00	\$895.00	1	\$1,000.00	\$895.00
Kessler Topaz Meltzer & Check, LLP	Troutner, Melissa (Partner)	\$950.00	\$895.00	9.8	\$9,310.00	\$8,771.00
Lieff Cabraser Heimann & Bernstein, LLP	BERTRAM, ANNE (Paralegal)	\$360.00	\$275.00	0.3	\$108.00	\$82.50
Lieff Cabraser Heimann & Bernstein, LLP	DESAI, NIMISH (Partner)	\$1,010.00	\$895.00	68.4	\$69,084.00	\$61,218.00
Lieff Cabraser Heimann & Bernstein, LLP	LICHTMAN, JASON (Partner)	\$875.00	\$875.00	73	\$63,875.00	\$63,875.00
Lieff Cabraser Heimann & Bernstein, LLP	MCBRIDE, KATHERINE (Associate)	\$675.00	\$600.00	9.7	\$6,547.50	\$5,820.00
Lieff Cabraser Heimann & Bernstein, LLP	MCBRIDE, KATHERINE (Partner)	\$675.00	\$675.00	2.6	\$1,755.00	\$1,755.00
Lieff Cabraser Heimann & Bernstein, LLP	MILORO, SCOTT (Staff Attorney/Contract)	\$525.00	\$415.00	6	\$3,150.00	\$2,490.00
Lieff Cabraser Heimann & Bernstein, LLP	NGUYEN, PHONG-CHAU (Partner)	\$790.00	\$790.00	6.9	\$5,451.00	\$5,451.00
Lieff Cabraser Heimann & Bernstein, LLP	NICOLAOU, JOHN (Partner)	\$745.00	\$745.00	58	\$43,210.00	\$43,210.00
Lieff Cabraser Heimann & Bernstein, LLP	SIDDIQI, NABILA (Paralegal)	\$470.00	\$275.00	0.4	\$188.00	\$110.00
Lieff Cabraser Heimann & Bernstein, LLP	STELLINGS, DAVID (Partner)	\$1,230.00	\$895.00	18.4	\$22,632.00	\$16,468.00
Seeger Weiss LLP	Christopher Ayers (Partner)	\$1,075.00	\$895.00	4	\$4,300.00	\$3,580.00
<b>Total Task Category 8</b>				<b>308.3</b>	<b>\$272,161.50</b>	<b>\$250,136.50</b>
<i>Task Category 9: Class Certification</i>						
<b>Firm</b>	<b>Timekeeper</b>	<b>Standard Hourly Rate</b>	<b>Reduced Hourly Rate</b>	<b>Hours</b>	<b>Standard Hourly Lodestar</b>	<b>Reduced Hourly Lodestar</b>
<b>Total Task Category 9</b>						
<i>Task Category 10: Trial &amp; Preparation</i>						
<b>Firm</b>	<b>Timekeeper</b>	<b>Standard Hourly Rate</b>	<b>Reduced Hourly Rate</b>	<b>Hours</b>	<b>Standard Hourly Lodestar</b>	<b>Reduced Hourly Lodestar</b>
<b>Total Task Category 10</b>						
<i>Task Category 11: Appeal</i>						
<b>Firm</b>	<b>Timekeeper</b>	<b>Standard Hourly Rate</b>	<b>Reduced Hourly Rate</b>	<b>Hours</b>	<b>Standard Hourly Lodestar</b>	<b>Reduced Hourly Lodestar</b>
Ahdoot & Wolfson	Kelston, Henry (Partner)	\$895.00	\$895.00	2.4	\$2,148.00	\$2,148.00
Ahdoot & Wolfson	King, Bradley (Partner)	\$850.00	\$850.00	0.2	\$170.00	\$170.00
Ahdoot & Wolfson	Loritsch, Windy (Paralegal)	\$250.00	\$250.00	0.8	\$200.00	\$200.00
Ahdoot & Wolfson	Stiner, Christopher (Partner)	\$850.00	\$850.00	6.1	\$5,185.00	\$5,185.00
Ahdoot & Wolfson	Wolfson, Tina (Partner)	\$895.00	\$895.00	2.5	\$2,237.50	\$2,237.50
Lieff Cabraser Heimann & Bernstein, LLP	NGUYEN, PHONG-CHAU (Partner)	\$790.00	\$790.00	4.6	\$3,634.00	\$3,634.00
<b>Total Task Category 11</b>				<b>16.6</b>	<b>\$13,574.50</b>	<b>\$13,574.50</b>
<i>Task Category 12: Settlement</i>						
<b>Firm</b>	<b>Timekeeper</b>	<b>Standard Hourly Rate</b>	<b>Reduced Hourly Rate</b>	<b>Hours</b>	<b>Standard Hourly Lodestar</b>	<b>Reduced Hourly Lodestar</b>
Baron & Budd, P.C.	Benavidez, Ernest (Paralegal)	\$250.00	\$250.00	25.2	\$6,300.00	\$6,300.00
Baron & Budd, P.C.	Fernandes, David B. (Associate)	\$600.00	\$600.00	42.4	\$25,440.00	\$25,440.00
Baron & Budd, P.C.	Fernandes, David B. (Associate)	\$675.00	\$600.00	283	\$191,025.00	\$169,800.00
Baron & Budd, P.C.	Lichter, Jay Michael (Associate)	\$675.00	\$600.00	6.7	\$4,522.50	\$4,020.00
Baron & Budd, P.C.	Royster, Shannon (Associate)	\$600.00	\$600.00	0.6	\$360.00	\$360.00

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Baron & Budd, P.C.	Royster, Shannon (Associate)	\$625.00	\$600.00	49.6	\$31,000.00	\$29,760.00
Baron & Budd, P.C.	Sherman, Alex (Staff Attorney/Contract)	\$415.00	\$415.00	15.3	\$6,349.50	\$6,349.50
Baron & Budd, P.C.	Tamburelli, Adam (Associate)	\$600.00	\$600.00	11.5	\$6,900.00	\$6,900.00
Baron & Budd, P.C.	Tamburelli, Adam (Associate)	\$675.00	\$600.00	160.7	\$108,472.50	\$96,420.00
Baron & Budd, P.C.	Tellis, Roland (Partner)	\$895.00	\$895.00	14.1	\$12,619.50	\$12,619.50
Baron & Budd, P.C.	Tellis, Roland (Partner)	\$1,100.00	\$895.00	211.6	\$232,760.00	\$189,382.00
Bleichmar Fonti & Auld LLP (PSC)	Ornelas, Angelica (Associate)	\$760.00	\$600.00	0.1	\$76.00	\$60.00
Keller Rohrback L.L.P.	Cappio, Gretchen (Partner)	\$1,095.00	\$895.00	0.2	\$219.00	\$179.00
Keller Rohrback L.L.P.	McDevitt, Ryan (Partner)	\$830.00	\$830.00	1.9	\$1,577.00	\$1,577.00
Keller Rohrback L.L.P.	Read, Sydney (Associate)	\$495.00	\$495.00	1.1	\$544.50	\$544.50
Keller Rohrback L.L.P.	Tiezazu, Y. Tizzy (Paralegal)	\$305.00	\$275.00	0.1	\$30.50	\$27.50
Keller Rohrback L.L.P.	Verdugo, Gabe E. (Associate)	\$630.00	\$600.00	0.2	\$126.00	\$120.00
Kessler Topaz Meltzer & Check, LLP	Lamb Port, Lisa (Associate)	\$740.00	\$600.00	3	\$2,220.00	\$1,800.00
Kessler Topaz Meltzer & Check, LLP	Lesser, Natalie (Associate)	\$535.00	\$535.00	0.3	\$160.50	\$160.50
Kessler Topaz Meltzer & Check, LLP	Maro, James (Partner)	\$950.00	\$895.00	0.2	\$190.00	\$179.00
Kessler Topaz Meltzer & Check, LLP	Yeates, Melissa (Partner)	\$950.00	\$895.00	3.6	\$3,420.00	\$3,222.00
Lieff Cabraser Heimann & Bernstein, LLP	BROWN, AIDAN (Paralegal)	\$500.00	\$275.00	1.3	\$650.00	\$357.50
Lieff Cabraser Heimann & Bernstein, LLP	DESAI, NIMISH (Partner)	\$1,010.00	\$895.00	19.2	\$19,392.00	\$17,184.00
Lieff Cabraser Heimann & Bernstein, LLP	KENFIELD-KELLEHER, MURIEL (Associate)	\$500.00	\$500.00	29.7	\$14,850.00	\$14,850.00
Lieff Cabraser Heimann & Bernstein, LLP	MCBRIDE, KATHERINE (Associate)	\$675.00	\$600.00	35.7	\$24,097.50	\$21,420.00
Lieff Cabraser Heimann & Bernstein, LLP	MCBRIDE, KATHERINE (Partner)	\$675.00	\$675.00	134.8	\$90,990.00	\$90,990.00
Lieff Cabraser Heimann & Bernstein, LLP	NGUYEN, PHONG-CHAU (Partner)	\$790.00	\$790.00	156	\$123,240.00	\$123,240.00
Lieff Cabraser Heimann & Bernstein, LLP	NICOLAOU, JOHN (Partner)	\$745.00	\$745.00	103.9	\$77,405.50	\$77,405.50
Lieff Cabraser Heimann & Bernstein, LLP	STELLINGS, DAVID (Partner)	\$1,230.00	\$895.00	447.8	\$550,794.00	\$400,781.00
Podhurst Orseck, P.A.	Gravante, John (Partner)	\$755.00	\$755.00	7	\$5,285.00	\$5,285.00
Podhurst Orseck, P.A.	Iliana Yarzabal (Paralegal)	\$345.00	\$275.00	2	\$690.00	\$550.00
Podhurst Orseck, P.A.	Prieto, Peter (Partner)	\$1,050.00	\$895.00	1.5	\$1,575.00	\$1,342.50
Podhurst Orseck, P.A.	Weinshall, Matt (Partner)	\$755.00	\$755.00	1.5	\$1,132.50	\$1,132.50
Podhurst Orseck, P.A.	Yarzabal, Iliana (Paralegal)	\$345.00	\$275.00	0.2	\$69.00	\$55.00
<b>Total Task Category 12</b>				<b>1772</b>	<b>\$1,544,483.00</b>	<b>\$1,309,813.50</b>
<i>Task Category 13: Miscellaneous (describe)</i>						
<b>Firm</b>	<b>Timekeeper</b>	<b>Standard Hourly Rate</b>	<b>Reduced Hourly Rate</b>	<b>Hours</b>	<b>Standard Hourly Lodestar</b>	<b>Reduced Hourly Lodestar</b>
<b>Total Task Category 13</b>						
<b>Grand Totals</b>				<b>69602.5</b>	<b>\$43,214,303.00</b>	<b>\$38,644,811.50</b>

# **EXHIBIT B**

Exhibit B - Summary of Hours and Lodestar Organized by Timekeeper  
#25530

Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
Ahdoot & Wolfson	Ahdoot, Robert (Partner)	\$895.00	\$895.00	2 - Investigations and Factual Research	8.5	\$7,607.50	\$7,607.50
				3 - Case Management and Litigation Strategy	3.6	\$3,222.00	\$3,222.00
				6 - Pleadings, Briefs and Legal Research	5.2	\$4,654.00	\$4,654.00
					<b>17.3</b>	<b>\$15,483.50</b>	<b>\$15,483.50</b>
Ahdoot & Wolfson	Benson, Samantha (Paralegal)	\$250.00	\$250.00	3 - Case Management and Litigation Strategy	8.3	\$2,075.00	\$2,075.00
				4 - Discovery	0.4	\$100.00	\$100.00
					<b>8.7</b>	<b>\$2,175.00</b>	<b>\$2,175.00</b>
Ahdoot & Wolfson	Brashear, Amber (Paralegal)	\$250.00	\$250.00	3 - Case Management and Litigation Strategy	0.3	\$75.00	\$75.00
					<b>0.3</b>	<b>\$75.00</b>	<b>\$75.00</b>
Ahdoot & Wolfson	Bui, Michelle (Paralegal)	\$250.00	\$250.00	3 - Case Management and Litigation Strategy	0.3	\$75.00	\$75.00
				4 - Discovery	0.7	\$175.00	\$175.00
					<b>1</b>	<b>\$250.00</b>	<b>\$250.00</b>
Ahdoot & Wolfson	Cabrera, Kathryn (Paralegal)	\$250.00	\$250.00	3 - Case Management and Litigation Strategy	0.5	\$125.00	\$125.00
				6 - Pleadings, Briefs and Legal Research	1.4	\$350.00	\$350.00
					<b>1.9</b>	<b>\$475.00</b>	<b>\$475.00</b>
Ahdoot & Wolfson	DeOnna, Chloe (Associate)	\$500.00	\$500.00	6 - Pleadings, Briefs and Legal Research	37.8	\$18,900.00	\$18,900.00
							<b>37.8</b>
Ahdoot & Wolfson	DiLeggi, Dawn (Paralegal)	\$250.00	\$250.00	3 - Case Management and Litigation Strategy	4.7	\$1,175.00	\$1,175.00
							<b>4.7</b>
Ahdoot & Wolfson	Everett, Jakarah (Associate)	\$500.00	\$500.00	6 - Pleadings, Briefs and Legal Research	13.4	\$6,700.00	\$6,700.00
							<b>13.4</b>
Ahdoot & Wolfson	Fabian, Jessielle (Paralegal)	\$250.00	\$250.00	3 - Case Management and Litigation Strategy	3.9	\$975.00	\$975.00
							<b>3.9</b>
Ahdoot & Wolfson	Glezakos, Ruhandy (Associate)	\$450.00	\$450.00	6 - Pleadings, Briefs and Legal Research	17.5	\$7,875.00	\$7,875.00
							<b>17.5</b>
Ahdoot & Wolfson	Kelston, Henry (Partner)	\$895.00	\$895.00	6 - Pleadings, Briefs and Legal Research	20.7	\$18,526.50	\$18,526.50
				11 - Appeal	2.4	\$2,148.00	\$2,148.00
					<b>23.1</b>	<b>\$20,674.50</b>	<b>\$20,674.50</b>
Ahdoot & Wolfson	King, Bradley (Partner)	\$850.00	\$850.00	2 - Investigations and Factual Research	28	\$23,800.00	\$23,800.00
				3 - Case Management and Litigation Strategy	13.1	\$11,135.00	\$11,135.00
				4 - Discovery	0.4	\$340.00	\$340.00
				6 - Pleadings, Briefs and Legal Research	82.8	\$70,380.00	\$70,380.00
				11 - Appeal	0.2	\$170.00	\$170.00
					<b>124.5</b>	<b>\$105,825.00</b>	<b>\$105,825.00</b>
Ahdoot & Wolfson	Loritsch, Windy (Paralegal)	\$250.00	\$250.00	3 - Case Management and Litigation Strategy	24.3	\$6,075.00	\$6,075.00
				4 - Discovery	0.6	\$150.00	\$150.00
				11 - Appeal	0.8	\$200.00	\$200.00
					<b>25.7</b>	<b>\$6,425.00</b>	<b>\$6,425.00</b>
Ahdoot & Wolfson	Lowe, Laura (Paralegal)	\$250.00	\$250.00	3 - Case Management and Litigation Strategy	5.2	\$1,300.00	\$1,300.00
				4 - Discovery	0.9	\$225.00	\$225.00
					<b>6.1</b>	<b>\$1,525.00</b>	<b>\$1,525.00</b>
Ahdoot & Wolfson	Maya, Theodore (Partner)	\$895.00	\$895.00	2 - Investigations and Factual Research	10.1	\$9,039.50	\$9,039.50

Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
				3 - Case Management and Litigation Strategy	1.1	\$984.50	\$984.50
				4 - Discovery	0.9	\$805.50	\$805.50
				6 - Pleadings, Briefs and Legal Research	10.6	\$9,487.00	\$9,487.00
					<b>22.7</b>	<b>\$20,316.50</b>	<b>\$20,316.50</b>
Ahdoot & Wolfson	McAuley, Sean (Paralegal)	\$250.00	\$250.00	2 - Investigations and Factual Research	56.4	\$14,100.00	\$14,100.00
					<b>56.4</b>	<b>\$14,100.00</b>	<b>\$14,100.00</b>
Ahdoot & Wolfson	Stiner, Christopher (Partner)	\$850.00	\$850.00	3 - Case Management and Litigation Strategy	16.3	\$13,855.00	\$13,855.00
				4 - Discovery	39.9	\$33,915.00	\$33,915.00
				5 - Document Review	0.7	\$595.00	\$595.00
				6 - Pleadings, Briefs and Legal Research	132.4	\$112,540.00	\$112,540.00
				7 - Court Appearances and Preparation	14.8	\$12,580.00	\$12,580.00
				11 - Appeal	6.1	\$5,185.00	\$5,185.00
					<b>210.2</b>	<b>\$178,670.00</b>	<b>\$178,670.00</b>
Ahdoot & Wolfson	Unal, Sarper (Associate)	\$550.00	\$550.00	5 - Document Review	175.7	\$96,635.00	\$96,635.00
				6 - Pleadings, Briefs and Legal Research	11.3	\$6,215.00	\$6,215.00
					<b>187</b>	<b>\$102,850.00</b>	<b>\$102,850.00</b>
Ahdoot & Wolfson	Wolfson, Tina (Partner)	\$895.00	\$895.00	2 - Investigations and Factual Research	43.6	\$39,022.00	\$39,022.00
				3 - Case Management and Litigation Strategy	19.5	\$17,452.50	\$17,452.50
				4 - Discovery	10.9	\$9,755.50	\$9,755.50
				5 - Document Review	0.3	\$268.50	\$268.50
				6 - Pleadings, Briefs and Legal Research	73.1	\$65,424.50	\$65,424.50
				7 - Court Appearances and Preparation	32.5	\$29,087.50	\$29,087.50
				8 - Experts/Consultants	3.9	\$3,490.50	\$3,490.50
				11 - Appeal	2.5	\$2,237.50	\$2,237.50
					<b>186.3</b>	<b>\$166,738.50</b>	<b>\$166,738.50</b>
Baron & Budd, P.C.	Allen, Molly Goza (Staff Attorney/Contract)	\$415.00	\$415.00	3 - Case Management and Litigation Strategy	21.9	\$9,088.50	\$9,088.50
				4 - Discovery	0.8	\$332.00	\$332.00
				5 - Document Review	262	\$108,730.00	\$108,730.00
					<b>284.7</b>	<b>\$118,150.50</b>	<b>\$118,150.50</b>
Baron & Budd, P.C.	Baird, Joseph (Staff Attorney/Contract)	\$415.00	\$415.00	5 - Document Review	119.5	\$49,592.50	\$49,592.50
					<b>119.5</b>	<b>\$49,592.50</b>	<b>\$49,592.50</b>
Baron & Budd, P.C.	Benavidez, Ernest (Paralegal)	\$250.00	\$250.00	1 - Lead Counsel Duties	147.2	\$36,800.00	\$36,800.00
				2 - Investigations and Factual Research	12.9	\$3,225.00	\$3,225.00
				3 - Case Management and Litigation Strategy	211.1	\$52,775.00	\$52,775.00
				5 - Document Review	65.9	\$16,475.00	\$16,475.00
				6 - Pleadings, Briefs and Legal Research	198	\$49,500.00	\$49,500.00
				7 - Court Appearances and Preparation	23	\$5,750.00	\$5,750.00
				12 - Settlement	25.2	\$6,300.00	\$6,300.00
					<b>683.3</b>	<b>\$170,825.00</b>	<b>\$170,825.00</b>
Baron & Budd, P.C.	Brown, Aaron (Staff Attorney/Contract)	\$415.00	\$415.00	5 - Document Review	191	\$79,265.00	\$79,265.00
				6 - Pleadings, Briefs and Legal Research	47	\$19,505.00	\$19,505.00
					<b>238</b>	<b>\$98,770.00</b>	<b>\$98,770.00</b>

Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
Baron & Budd, P.C.	Brown, Angela (Staff Attorney/Contract)	\$415.00	\$415.00	5 - Document Review	37.8	\$15,687.00	\$15,687.00
					<b>37.8</b>	<b>\$15,687.00</b>	<b>\$15,687.00</b>
Baron & Budd, P.C.	Cluff, Sterling (Associate)	\$675.00	\$600.00	5 - Document Review	3.2	\$2,160.00	\$1,920.00
				6 - Pleadings, Briefs and Legal Research	5.2	\$3,510.00	\$3,120.00
					<b>8.4</b>	<b>\$5,670.00</b>	<b>\$5,040.00</b>
Baron & Budd, P.C.	Darche, Benjamin (Staff Attorney/Contract)	\$415.00	\$415.00	3 - Case Management and Litigation Strategy	8	\$3,320.00	\$3,320.00
				5 - Document Review	216	\$89,640.00	\$89,640.00
					<b>224</b>	<b>\$92,960.00</b>	<b>\$92,960.00</b>
Baron & Budd, P.C.	Fernandes, David B. (Associate)	\$600.00	\$600.00	1 - Lead Counsel Duties	5.3	\$3,180.00	\$3,180.00
				3 - Case Management and Litigation Strategy	45	\$27,000.00	\$27,000.00
				4 - Discovery	74.1	\$44,460.00	\$44,460.00
				5 - Document Review	2.7	\$1,620.00	\$1,620.00
				6 - Pleadings, Briefs and Legal Research	19.7	\$11,820.00	\$11,820.00
				7 - Court Appearances and Preparation	6.6	\$3,960.00	\$3,960.00
				12 - Settlement	42.4	\$25,440.00	\$25,440.00
					<b>195.8</b>	<b>\$117,480.00</b>	<b>\$117,480.00</b>
Baron & Budd, P.C.	Fernandes, David B. (Associate)	\$675.00	\$600.00	1 - Lead Counsel Duties	59.7	\$40,297.50	\$35,820.00
				2 - Investigations and Factual Research	24.8	\$16,740.00	\$14,880.00
				3 - Case Management and Litigation Strategy	944.7	\$637,672.50	\$566,820.00
				4 - Discovery	692	\$467,100.00	\$415,200.00
				5 - Document Review	276.3	\$186,502.50	\$165,780.00
				6 - Pleadings, Briefs and Legal Research	1507.9	\$1,017,832.50	\$904,740.00
				7 - Court Appearances and Preparation	185.1	\$124,942.50	\$111,060.00
				8 - Experts/Consultants	6.4	\$4,320.00	\$3,840.00
				12 - Settlement	283	\$191,025.00	\$169,800.00
					<b>3979.9</b>	<b>\$2,686,432.50</b>	<b>\$2,387,940.00</b>
Baron & Budd, P.C.	Franklin-Robinson, LaKenya (Staff Attorney/Contract)	\$415.00	\$415.00	3 - Case Management and Litigation Strategy	7	\$2,905.00	\$2,905.00
					<b>7</b>	<b>\$2,905.00</b>	<b>\$2,905.00</b>
Baron & Budd, P.C.	Heilman, Joe (Staff Attorney/Contract)	\$415.00	\$415.00	3 - Case Management and Litigation Strategy	98.1	\$40,711.50	\$40,711.50
				5 - Document Review	147.3	\$61,129.50	\$61,129.50
					<b>245.4</b>	<b>\$101,841.00</b>	<b>\$101,841.00</b>
Baron & Budd, P.C.	Kent, Joseph (Staff Attorney/Contract)	\$415.00	\$415.00	4 - Discovery	16	\$6,640.00	\$6,640.00
				5 - Document Review	1089	\$451,935.00	\$451,935.00
					<b>1105</b>	<b>\$458,575.00</b>	<b>\$458,575.00</b>
Baron & Budd, P.C.	Korff, Lydia (Staff Attorney/Contract)	\$415.00	\$415.00	5 - Document Review	120.8	\$50,132.00	\$50,132.00
					<b>120.8</b>	<b>\$50,132.00</b>	<b>\$50,132.00</b>
Baron & Budd, P.C.	Lawson, Melanie (Staff Attorney/Contract)	\$415.00	\$415.00	5 - Document Review	184.7	\$76,650.50	\$76,650.50
					<b>184.7</b>	<b>\$76,650.50</b>	<b>\$76,650.50</b>
Baron & Budd, P.C.	Lichter, Jay Michael (Associate)	\$600.00	\$600.00	3 - Case Management and Litigation Strategy	20.3	\$12,180.00	\$12,180.00
					<b>20.3</b>	<b>\$12,180.00</b>	<b>\$12,180.00</b>
Baron & Budd, P.C.	Lichter, Jay Michael (Associate)	\$675.00	\$600.00	12 - Settlement	6.7	\$4,522.50	\$4,020.00
					<b>6.7</b>	<b>\$4,522.50</b>	<b>\$4,020.00</b>

Exhibit B - Summary of Hours and Lodestar Organized by Timekeeper  
#25533

Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
Baron & Budd, P.C.	Lipinski, Jeffrey (Staff Attorney/Contract)	\$415.00	\$415.00	3 - Case Management and Litigation Strategy	3.8	\$1,577.00	\$1,577.00
				5 - Document Review	275.2	\$114,208.00	\$114,208.00
					<b>279</b>	<b>\$115,785.00</b>	<b>\$115,785.00</b>
Baron & Budd, P.C.	Mann, Jonas (Associate)	\$600.00	\$600.00	2 - Investigations and Factual Research	40.7	\$24,420.00	\$24,420.00
				3 - Case Management and Litigation Strategy	89.3	\$53,580.00	\$53,580.00
				4 - Discovery	88.4	\$53,040.00	\$53,040.00
				5 - Document Review	17	\$10,200.00	\$10,200.00
				6 - Pleadings, Briefs and Legal Research	125.2	\$75,120.00	\$75,120.00
				7 - Court Appearances and Preparation	1	\$600.00	\$600.00
					<b>361.6</b>	<b>\$216,960.00</b>	<b>\$216,960.00</b>
Baron & Budd, P.C.	McDonald, Paul (Staff Attorney/Contract)	\$415.00	\$415.00	5 - Document Review	304	\$126,160.00	\$126,160.00
					<b>304</b>	<b>\$126,160.00</b>	<b>\$126,160.00</b>
Baron & Budd, P.C.	Neal, Ravyn (Staff Attorney/Contract)	\$415.00	\$415.00	3 - Case Management and Litigation Strategy	8	\$3,320.00	\$3,320.00
				5 - Document Review	1668.8	\$692,552.00	\$692,552.00
					<b>1676.8</b>	<b>\$695,872.00</b>	<b>\$695,872.00</b>
Baron & Budd, P.C.	Oeffner, Jessica (Staff Attorney/Contract)	\$415.00	\$415.00	3 - Case Management and Litigation Strategy	49.8	\$20,667.00	\$20,667.00
				4 - Discovery	2.8	\$1,162.00	\$1,162.00
				5 - Document Review	236	\$97,940.00	\$97,940.00
					<b>288.6</b>	<b>\$119,769.00</b>	<b>\$119,769.00</b>
Baron & Budd, P.C.	Oettinger, Daniel (Staff Attorney/Contract)	\$415.00	\$415.00	5 - Document Review	824	\$341,960.00	\$341,960.00
				6 - Pleadings, Briefs and Legal Research	8	\$3,320.00	\$3,320.00
					<b>832</b>	<b>\$345,280.00</b>	<b>\$345,280.00</b>
Baron & Budd, P.C.	Persand, Vivian (Staff Attorney/Contract)	\$415.00	\$415.00	5 - Document Review	375.3	\$155,749.50	\$155,749.50
					<b>375.3</b>	<b>\$155,749.50</b>	<b>\$155,749.50</b>
Baron & Budd, P.C.	Rabess, Clement (Staff Attorney/Contract)	\$415.00	\$415.00	5 - Document Review	3248	\$1,347,920.00	\$1,347,920.00
				6 - Pleadings, Briefs and Legal Research	32	\$13,280.00	\$13,280.00
					<b>3280</b>	<b>\$1,361,200.00</b>	<b>\$1,361,200.00</b>
Baron & Budd, P.C.	Robelot, Ryan A, (Staff Attorney/Contract)	\$415.00	\$415.00	5 - Document Review	142.1	\$58,971.50	\$58,971.50
					<b>142.1</b>	<b>\$58,971.50</b>	<b>\$58,971.50</b>
Baron & Budd, P.C.	Royster, Shannon (Associate)	\$600.00	\$600.00	3 - Case Management and Litigation Strategy	22.9	\$13,740.00	\$13,740.00
				4 - Discovery	142.5	\$85,500.00	\$85,500.00
				5 - Document Review	0.3	\$180.00	\$180.00
				6 - Pleadings, Briefs and Legal Research	15.1	\$9,060.00	\$9,060.00
				7 - Court Appearances and Preparation	2.6	\$1,560.00	\$1,560.00
				12 - Settlement	0.6	\$360.00	\$360.00
					<b>184</b>	<b>\$110,400.00</b>	<b>\$110,400.00</b>
Baron & Budd, P.C.	Royster, Shannon (Associate)	\$625.00	\$600.00	1 - Lead Counsel Duties	25.1	\$15,687.50	\$15,060.00
				2 - Investigations and Factual Research	5.5	\$3,437.50	\$3,300.00
				3 - Case Management and Litigation Strategy	63.5	\$39,687.50	\$38,100.00
				4 - Discovery	88.2	\$55,125.00	\$52,920.00
				5 - Document Review	83.2	\$52,000.00	\$49,920.00
				6 - Pleadings, Briefs and Legal Research	587.6	\$367,250.00	\$352,560.00

Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
				7 - Court Appearances and Preparation	8.9	\$5,562.50	\$5,340.00
				12 - Settlement	49.6	\$31,000.00	\$29,760.00
					<b>911.6</b>	<b>\$569,750.00</b>	<b>\$546,960.00</b>
Baron & Budd, P.C.	Salazar, Erika (Staff Attorney/Contract)	\$415.00	\$415.00	5 - Document Review	296	\$122,840.00	\$122,840.00
					<b>296</b>	<b>\$122,840.00</b>	<b>\$122,840.00</b>
Baron & Budd, P.C.	Shaffin, Ori (Staff Attorney/Contract)	\$415.00	\$415.00	3 - Case Management and Litigation Strategy	5.6	\$2,324.00	\$2,324.00
				5 - Document Review	286.7	\$118,980.50	\$118,980.50
					<b>292.3</b>	<b>\$121,304.50</b>	<b>\$121,304.50</b>
Baron & Budd, P.C.	Sherman, Alex (Staff Attorney/Contract)	\$415.00	\$415.00	12 - Settlement	15.3	\$6,349.50	\$6,349.50
					<b>15.3</b>	<b>\$6,349.50</b>	<b>\$6,349.50</b>
Baron & Budd, P.C.	Smiley, Elizabeth (Associate)	\$575.00	\$575.00	1 - Lead Counsel Duties	0.3	\$172.50	\$172.50
				3 - Case Management and Litigation Strategy	2.6	\$1,495.00	\$1,495.00
				4 - Discovery	15	\$8,625.00	\$8,625.00
				5 - Document Review	4.1	\$2,357.50	\$2,357.50
				6 - Pleadings, Briefs and Legal Research	156.5	\$89,987.50	\$89,987.50
				7 - Court Appearances and Preparation	23.3	\$13,397.50	\$13,397.50
					<b>201.8</b>	<b>\$116,035.00</b>	<b>\$116,035.00</b>
Baron & Budd, P.C.	Son, David (Staff Attorney/Contract)	\$415.00	\$415.00	5 - Document Review	1168	\$484,720.00	\$484,720.00
					<b>1168</b>	<b>\$484,720.00</b>	<b>\$484,720.00</b>
Baron & Budd, P.C.	Tamburelli, Adam (Associate)	\$600.00	\$600.00	1 - Lead Counsel Duties	4	\$2,400.00	\$2,400.00
				3 - Case Management and Litigation Strategy	43.6	\$26,160.00	\$26,160.00
				4 - Discovery	21.1	\$12,660.00	\$12,660.00
				5 - Document Review	3.6	\$2,160.00	\$2,160.00
				6 - Pleadings, Briefs and Legal Research	18.3	\$10,980.00	\$10,980.00
				7 - Court Appearances and Preparation	1.2	\$720.00	\$720.00
				12 - Settlement	11.5	\$6,900.00	\$6,900.00
					<b>103.3</b>	<b>\$61,980.00</b>	<b>\$61,980.00</b>
Baron & Budd, P.C.	Tamburelli, Adam (Associate)	\$675.00	\$600.00	1 - Lead Counsel Duties	58	\$39,150.00	\$34,800.00
				2 - Investigations and Factual Research	14.4	\$9,720.00	\$8,640.00
				3 - Case Management and Litigation Strategy	858.2	\$579,285.00	\$514,920.00
				4 - Discovery	996.8	\$672,840.00	\$598,080.00
				5 - Document Review	221.6	\$149,580.00	\$132,960.00
				6 - Pleadings, Briefs and Legal Research	2100.7	\$1,417,972.50	\$1,260,420.00
				7 - Court Appearances and Preparation	133.1	\$89,842.50	\$79,860.00
				8 - Experts/Consultants	4.8	\$3,240.00	\$2,880.00
				12 - Settlement	160.7	\$108,472.50	\$96,420.00
					<b>4548.3</b>	<b>\$3,070,102.50</b>	<b>\$2,728,980.00</b>
Baron & Budd, P.C.	Tellis, Roland (Partner)	\$895.00	\$895.00	3 - Case Management and Litigation Strategy	7.4	\$6,623.00	\$6,623.00
				6 - Pleadings, Briefs and Legal Research	7	\$6,265.00	\$6,265.00
				7 - Court Appearances and Preparation	13.2	\$11,814.00	\$11,814.00
				8 - Experts/Consultants	2.5	\$2,237.50	\$2,237.50
				12 - Settlement	14.1	\$12,619.50	\$12,619.50

Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
					<b>44.2</b>	<b>\$39,559.00</b>	<b>\$39,559.00</b>
Baron & Budd, P.C.	Tellis, Roland (Partner)	\$1,100.00	\$895.00	1 - Lead Counsel Duties	1	\$1,100.00	\$895.00
				2 - Investigations and Factual Research	13	\$14,300.00	\$11,635.00
				3 - Case Management and Litigation Strategy	102.2	\$112,420.00	\$91,469.00
				4 - Discovery	161.5	\$177,650.00	\$144,542.50
				5 - Document Review	20.1	\$22,110.00	\$17,989.50
				6 - Pleadings, Briefs and Legal Research	300.4	\$330,440.00	\$268,858.00
				7 - Court Appearances and Preparation	173.6	\$190,960.00	\$155,372.00
				8 - Experts/Consultants	5.6	\$6,160.00	\$5,012.00
				12 - Settlement	211.6	\$232,760.00	\$189,382.00
					<b>989</b>	<b>\$1,087,900.00</b>	<b>\$885,155.00</b>
Baron & Budd, P.C.	Turner, Meghan (Staff Attorney/Contract)	\$415.00	\$415.00	5 - Document Review	224	\$92,960.00	\$92,960.00
					<b>224</b>	<b>\$92,960.00</b>	<b>\$92,960.00</b>
Baron & Budd, P.C.	Yi, Kimberly (Staff Attorney/Contract)	\$415.00	\$415.00	5 - Document Review	304	\$126,160.00	\$126,160.00
					<b>304</b>	<b>\$126,160.00</b>	<b>\$126,160.00</b>
Beasley Allen Crow Methvin Portis & Miles, PC	Baldwin, Chris (Staff Attorney/Contract)	\$350.00	\$350.00	3 - Case Management and Litigation Strategy	0.7	\$245.00	\$245.00
				6 - Pleadings, Briefs and Legal Research	17.5	\$6,125.00	\$6,125.00
					<b>18.2</b>	<b>\$6,370.00</b>	<b>\$6,370.00</b>
Beasley Allen Crow Methvin Portis & Miles, PC	Barnett, Clay (Partner)	\$800.00	\$800.00	4 - Discovery	1.2	\$960.00	\$960.00
					<b>1.2</b>	<b>\$960.00</b>	<b>\$960.00</b>
Beasley Allen Crow Methvin Portis & Miles, PC	Barnett, Clay (Partner)	\$1,100.00	\$895.00	2 - Investigations and Factual Research	4.9	\$5,390.00	\$4,385.50
				3 - Case Management and Litigation Strategy	52.4	\$57,640.00	\$46,898.00
				4 - Discovery	17.1	\$18,810.00	\$15,304.50
				6 - Pleadings, Briefs and Legal Research	103.8	\$114,180.00	\$92,901.00
				7 - Court Appearances and Preparation	4.5	\$4,950.00	\$4,027.50
					<b>182.7</b>	<b>\$200,970.00</b>	<b>\$163,516.50</b>
Beasley Allen Crow Methvin Portis & Miles, PC	Boyd, Rachel (Associate)	\$750.00	\$600.00	6 - Pleadings, Briefs and Legal Research	10.3	\$7,725.00	\$6,180.00
					<b>10.3</b>	<b>\$7,725.00</b>	<b>\$6,180.00</b>
Beasley Allen Crow Methvin Portis & Miles, PC	Mann, Trent (Paralegal)	\$350.00	\$275.00	4 - Discovery	2.4	\$840.00	\$660.00
					<b>2.4</b>	<b>\$840.00</b>	<b>\$660.00</b>
Beasley Allen Crow Methvin Portis & Miles, PC	Martin, Dylan (Associate)	\$550.00	\$550.00	3 - Case Management and Litigation Strategy	0.4	\$220.00	\$220.00
				4 - Discovery	22.8	\$12,540.00	\$12,540.00
				6 - Pleadings, Briefs and Legal Research	3.3	\$1,815.00	\$1,815.00
				7 - Court Appearances and Preparation	1.2	\$660.00	\$660.00
					<b>27.7</b>	<b>\$15,235.00</b>	<b>\$15,235.00</b>
Beasley Allen Crow Methvin Portis & Miles, PC	Miles, Dee (Partner)	\$895.00	\$895.00	3 - Case Management and Litigation Strategy	1.5	\$1,342.50	\$1,342.50
					<b>1.5</b>	<b>\$1,342.50</b>	<b>\$1,342.50</b>
Beasley Allen Crow Methvin Portis & Miles, PC	Miles, Dee (Partner)	\$1,100.00	\$895.00	2 - Investigations and Factual Research	3.3	\$3,630.00	\$2,953.50
				3 - Case Management and Litigation Strategy	47.1	\$51,810.00	\$42,154.50
				4 - Discovery	5.8	\$6,380.00	\$5,191.00
				6 - Pleadings, Briefs and Legal Research	137.7	\$151,470.00	\$123,241.50
				7 - Court Appearances and Preparation	52.8	\$58,080.00	\$47,256.00

Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
					<b>246.7</b>	<b>\$271,370.00</b>	<b>\$220,796.50</b>
Beasley Allen Crow Methvin Portis & Miles, PC	Russell, Brenda (Paralegal)	\$250.00	\$250.00	2 - Investigations and Factual Research	5	\$1,250.00	\$1,250.00
				3 - Case Management and Litigation Strategy	143.8	\$35,950.00	\$35,950.00
				4 - Discovery	13.9	\$3,475.00	\$3,475.00
				6 - Pleadings, Briefs and Legal Research	18.8	\$4,700.00	\$4,700.00
				7 - Court Appearances and Preparation	0.6	\$150.00	\$150.00
					<b>182.1</b>	<b>\$45,525.00</b>	<b>\$45,525.00</b>
Beasley Allen Crow Methvin Portis & Miles, PC	Williams, Mitch (Associate)	\$600.00	\$600.00	4 - Discovery	2.5	\$1,500.00	\$1,500.00
					<b>2.5</b>	<b>\$1,500.00</b>	<b>\$1,500.00</b>
Beasley Allen Crow Methvin Portis & Miles, PC	Williams, Mitch (Associate)	\$650.00	\$600.00	3 - Case Management and Litigation Strategy	13.5	\$8,775.00	\$8,100.00
				4 - Discovery	16.3	\$10,595.00	\$9,780.00
				6 - Pleadings, Briefs and Legal Research	73.2	\$47,580.00	\$43,920.00
				7 - Court Appearances and Preparation	5.6	\$3,640.00	\$3,360.00
					<b>108.6</b>	<b>\$70,590.00</b>	<b>\$65,160.00</b>
Beasley Allen Crow Methvin Portis & Miles, PC	Wynn, Jonathan (Staff Attorney/Contract)	\$415.00	\$415.00	5 - Document Review	68.6	\$28,469.00	\$28,469.00
					<b>68.6</b>	<b>\$28,469.00</b>	<b>\$28,469.00</b>
Bleichmar Fonti & Auld LLP (PSC)	Bertero, Anthony (Staff Attorney/Contract)	\$450.00	\$415.00	3 - Case Management and Litigation Strategy	8	\$3,600.00	\$3,320.00
				6 - Pleadings, Briefs and Legal Research	2.5	\$1,125.00	\$1,037.50
					<b>10.5</b>	<b>\$4,725.00</b>	<b>\$4,357.50</b>
Bleichmar Fonti & Auld LLP (PSC)	Davis, Anne (Partner)	\$895.00	\$895.00	2 - Investigations and Factual Research	0.9	\$805.50	\$805.50
				3 - Case Management and Litigation Strategy	10.6	\$9,487.00	\$9,487.00
				4 - Discovery	1.3	\$1,163.50	\$1,163.50
				6 - Pleadings, Briefs and Legal Research	25.8	\$23,091.00	\$23,091.00
				7 - Court Appearances and Preparation	1.3	\$1,163.50	\$1,163.50
					<b>39.9</b>	<b>\$35,710.50</b>	<b>\$35,710.50</b>
Bleichmar Fonti & Auld LLP (PSC)	Koo, Jooyoung (Staff Attorney/Contract)	\$525.00	\$415.00	2 - Investigations and Factual Research	8	\$4,200.00	\$3,320.00
				3 - Case Management and Litigation Strategy	5.5	\$2,887.50	\$2,282.50
				4 - Discovery	4	\$2,100.00	\$1,660.00
				6 - Pleadings, Briefs and Legal Research	59.6	\$31,290.00	\$24,734.00
					<b>77.1</b>	<b>\$40,477.50</b>	<b>\$31,996.50</b>
Bleichmar Fonti & Auld LLP (PSC)	Law, Julie (Paralegal)	\$385.00	\$275.00	3 - Case Management and Litigation Strategy	0.4	\$154.00	\$110.00
				6 - Pleadings, Briefs and Legal Research	0.4	\$154.00	\$110.00
					<b>0.8</b>	<b>\$308.00</b>	<b>\$220.00</b>
Bleichmar Fonti & Auld LLP (PSC)	Ornelas, Angelica (Associate)	\$760.00	\$600.00	2 - Investigations and Factual Research	2.5	\$1,900.00	\$1,500.00
				3 - Case Management and Litigation Strategy	10.2	\$7,752.00	\$6,120.00
				4 - Discovery	10.5	\$7,980.00	\$6,300.00
				5 - Document Review	0.1	\$76.00	\$60.00
				6 - Pleadings, Briefs and Legal Research	115	\$87,400.00	\$69,000.00
				7 - Court Appearances and Preparation	26.2	\$19,912.00	\$15,720.00
				8 - Experts/Consultants	4.2	\$3,192.00	\$2,520.00
				12 - Settlement	0.1	\$76.00	\$60.00
					<b>168.8</b>	<b>\$128,288.00</b>	<b>\$101,280.00</b>

Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
Bleichmar Fonti & Auld LLP (PSC)	Robertson, Kelsey (Staff Attorney/Contract)	\$350.00	\$350.00	3 - Case Management and Litigation Strategy	3.5	\$1,225.00	\$1,225.00
				6 - Pleadings, Briefs and Legal Research	2.7	\$945.00	\$945.00
					<b>6.2</b>	<b>\$2,170.00</b>	<b>\$2,170.00</b>
Bleichmar Fonti & Auld LLP (PSC)	Samra, Joshua (Associate)	\$665.00	\$600.00	2 - Investigations and Factual Research	3.4	\$2,261.00	\$2,040.00
				3 - Case Management and Litigation Strategy	12	\$7,980.00	\$7,200.00
				6 - Pleadings, Briefs and Legal Research	12	\$7,980.00	\$7,200.00
				<b>27.4</b>	<b>\$18,221.00</b>	<b>\$16,440.00</b>	
Bleichmar Fonti & Auld LLP (PSC)	Simnowitz, Sara (Associate)	\$860.00	\$600.00	3 - Case Management and Litigation Strategy	2.6	\$2,236.00	\$1,560.00
				6 - Pleadings, Briefs and Legal Research	1.3	\$1,118.00	\$780.00
					<b>3.9</b>	<b>\$3,354.00</b>	<b>\$2,340.00</b>
Bleichmar Fonti & Auld LLP (PSC)	Sullivan, Kasey (Staff Attorney/Contract)	\$525.00	\$415.00	2 - Investigations and Factual Research	11.4	\$5,985.00	\$4,731.00
				3 - Case Management and Litigation Strategy	4.9	\$2,572.50	\$2,033.50
				4 - Discovery	1.3	\$682.50	\$539.50
				6 - Pleadings, Briefs and Legal Research	9	\$4,725.00	\$3,735.00
					<b>26.6</b>	<b>\$13,965.00</b>	<b>\$11,039.00</b>
Bleichmar Fonti & Auld LLP (PSC)	Sum, Sylvia (Staff Attorney/Contract)	\$415.00	\$415.00	5 - Document Review	254.3	\$105,534.50	\$105,534.50
					<b>254.3</b>	<b>\$105,534.50</b>	<b>\$105,534.50</b>
Bleichmar Fonti & Auld LLP (PSC)	Sum, Sylvia (Staff Attorney/Contract)	\$470.00	\$415.00	2 - Investigations and Factual Research	10	\$4,700.00	\$4,150.00
				3 - Case Management and Litigation Strategy	16.1	\$7,567.00	\$6,681.50
				5 - Document Review	254.3	\$119,521.00	\$105,534.50
				6 - Pleadings, Briefs and Legal Research	16.2	\$7,614.00	\$6,723.00
					<b>296.6</b>	<b>\$139,402.00</b>	<b>\$123,089.00</b>
Bleichmar Fonti & Auld LLP (PSC)	Tamondong, Cesar (Paralegal)	\$350.00	\$275.00	6 - Pleadings, Briefs and Legal Research	3.9	\$1,365.00	\$1,072.50
					<b>3.9</b>	<b>\$1,365.00</b>	<b>\$1,072.50</b>
Bleichmar Fonti & Auld LLP (PSC)	Weaver, Lesley (Partner)	\$1,150.00	\$895.00	2 - Investigations and Factual Research	1.1	\$1,265.00	\$984.50
				3 - Case Management and Litigation Strategy	46.7	\$53,705.00	\$41,796.50
				4 - Discovery	6.2	\$7,130.00	\$5,549.00
				6 - Pleadings, Briefs and Legal Research	31.8	\$36,570.00	\$28,461.00
				7 - Court Appearances and Preparation	12.8	\$14,720.00	\$11,456.00
				8 - Experts/Consultants	7.2	\$8,280.00	\$6,444.00
					<b>105.8</b>	<b>\$121,670.00</b>	<b>\$94,691.00</b>
Boies, Schiller & Flexner LLP	Beaton, Marcos (Of Counsel)	\$790.00	\$790.00	3 - Case Management and Litigation Strategy	92.7	\$73,233.00	\$73,233.00
				6 - Pleadings, Briefs and Legal Research	121.7	\$96,143.00	\$96,143.00
					<b>214.4</b>	<b>\$169,376.00</b>	<b>\$169,376.00</b>
Boies, Schiller & Flexner LLP	Butterworth, Brandon (Associate)	\$740.00	\$600.00	3 - Case Management and Litigation Strategy	6.5	\$4,810.00	\$3,900.00
				4 - Discovery	7	\$5,180.00	\$4,200.00
				6 - Pleadings, Briefs and Legal Research	262.9	\$194,546.00	\$157,740.00
					<b>276.4</b>	<b>\$204,536.00</b>	<b>\$165,840.00</b>
Boies, Schiller & Flexner LLP	Harrison, Laselve (Associate)	\$740.00	\$600.00	6 - Pleadings, Briefs and Legal Research	181.9	\$134,606.00	\$109,140.00
					<b>181.9</b>	<b>\$134,606.00</b>	<b>\$109,140.00</b>
Boies, Schiller & Flexner LLP	Licata, Samantha (Associate)	\$670.00	\$600.00	3 - Case Management and Litigation Strategy	4.4	\$2,948.00	\$2,640.00
				6 - Pleadings, Briefs and Legal Research	149.6	\$100,232.00	\$89,760.00

Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
					<b>154</b>	<b>\$103,180.00</b>	<b>\$92,400.00</b>
Boies, Schiller & Flexner LLP	Mikulic, Michael (Associate)	\$740.00	\$600.00	3 - Case Management and Litigation Strategy	6.8	\$5,032.00	\$4,080.00
				6 - Pleadings, Briefs and Legal Research	72.5	\$53,650.00	\$43,500.00
					<b>79.3</b>	<b>\$58,682.00</b>	<b>\$47,580.00</b>
Boies, Schiller & Flexner LLP	Schifman, Jared (Associate)	\$450.00	\$450.00	6 - Pleadings, Briefs and Legal Research	9.5	\$4,275.00	\$4,275.00
					<b>9.5</b>	<b>\$4,275.00</b>	<b>\$4,275.00</b>
Boies, Schiller & Flexner LLP	Ulrich, Tyler (Partner)	\$980.00	\$895.00	2 - Investigations and Factual Research	9.2	\$9,016.00	\$8,234.00
				3 - Case Management and Litigation Strategy	21.9	\$21,462.00	\$19,600.50
				4 - Discovery	9	\$8,820.00	\$8,055.00
				6 - Pleadings, Briefs and Legal Research	78	\$76,440.00	\$69,810.00
				7 - Court Appearances and Preparation	1.4	\$1,372.00	\$1,253.00
					<b>119.5</b>	<b>\$117,110.00</b>	<b>\$106,952.50</b>
Boies, Schiller & Flexner LLP	Voegele, Jonathan (Associate)	\$770.00	\$600.00	6 - Pleadings, Briefs and Legal Research	45	\$34,650.00	\$27,000.00
					<b>45</b>	<b>\$34,650.00</b>	<b>\$27,000.00</b>
Boies, Schiller & Flexner LLP	Witte, Ryan (Partner)	\$970.00	\$895.00	2 - Investigations and Factual Research	3.7	\$3,589.00	\$3,311.50
				3 - Case Management and Litigation Strategy	74.3	\$72,071.00	\$66,498.50
				4 - Discovery	17.1	\$16,587.00	\$15,304.50
				6 - Pleadings, Briefs and Legal Research	222.3	\$215,631.00	\$198,958.50
				7 - Court Appearances and Preparation	28.6	\$27,742.00	\$25,597.00
					<b>346</b>	<b>\$335,620.00</b>	<b>\$309,670.00</b>
Boies, Schiller & Flexner LLP	Zack, Stephen (Partner)	\$1,460.00	\$895.00	2 - Investigations and Factual Research	1.1	\$1,606.00	\$984.50
				3 - Case Management and Litigation Strategy	48.3	\$70,518.00	\$43,228.50
				4 - Discovery	12.9	\$18,834.00	\$11,545.50
				6 - Pleadings, Briefs and Legal Research	148.5	\$216,810.00	\$132,907.50
				7 - Court Appearances and Preparation	13.5	\$19,710.00	\$12,082.50
					<b>224.3</b>	<b>\$327,478.00</b>	<b>\$200,748.50</b>
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Bartlett, Caroline (Partner)	\$875.00	\$875.00	2 - Investigations and Factual Research	55.7	\$48,737.50	\$48,737.50
				3 - Case Management and Litigation Strategy	15.4	\$13,475.00	\$13,475.00
				4 - Discovery	10.7	\$9,362.50	\$9,362.50
				5 - Document Review	10.2	\$8,925.00	\$8,925.00
				8 - Experts/Consultants	1.2	\$1,050.00	\$1,050.00
					<b>93.2</b>	<b>\$81,550.00</b>	<b>\$81,550.00</b>
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Bower, Zach (Partner)	\$875.00	\$875.00	3 - Case Management and Litigation Strategy	0.5	\$437.50	\$437.50
				5 - Document Review	4.5	\$3,937.50	\$3,937.50
					<b>5</b>	<b>\$4,375.00</b>	<b>\$4,375.00</b>
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Caraballo, Luis (Paralegal)	\$225.00	\$225.00	2 - Investigations and Factual Research	40.4	\$9,090.00	\$9,090.00
				3 - Case Management and Litigation Strategy	70	\$15,750.00	\$15,750.00
					<b>110.4</b>	<b>\$24,840.00</b>	<b>\$24,840.00</b>
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Cecchi, James (Partner)	\$1,000.00	\$895.00	3 - Case Management and Litigation Strategy	2	\$2,000.00	\$1,790.00
				4 - Discovery	3.5	\$3,500.00	\$3,132.50
					<b>5.5</b>	<b>\$5,500.00</b>	<b>\$4,922.50</b>
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Ecklund, Donald (Partner)	\$900.00	\$895.00	2 - Investigations and Factual Research	1	\$900.00	\$895.00

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Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
				3 - Case Management and Litigation Strategy	5.5	\$4,950.00	\$4,922.50
					<b>6.5</b>	<b>\$5,850.00</b>	<b>\$5,817.50</b>
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Falduto, Jeff (Paralegal)	\$225.00	\$225.00	2 - Investigations and Factual Research	2.2	\$495.00	\$495.00
				4 - Discovery	1.7	\$382.50	\$382.50
				5 - Document Review	4.3	\$967.50	\$967.50
					<b>8.2</b>	<b>\$1,845.00</b>	<b>\$1,845.00</b>
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Innes, Michael (Partner)	\$750.00	\$750.00	3 - Case Management and Litigation Strategy	0.6	\$450.00	\$450.00
					<b>0.6</b>	<b>\$450.00</b>	<b>\$450.00</b>
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Lettire, Ian (Paralegal)	\$225.00	\$225.00	5 - Document Review	9.3	\$2,092.50	\$2,092.50
					<b>9.3</b>	<b>\$2,092.50</b>	<b>\$2,092.50</b>
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Makhail, Mark (Associate)	\$600.00	\$600.00	2 - Investigations and Factual Research	1.1	\$660.00	\$660.00
				3 - Case Management and Litigation Strategy	5.6	\$3,360.00	\$3,360.00
				4 - Discovery	32.1	\$19,260.00	\$19,260.00
					<b>38.8</b>	<b>\$23,280.00</b>	<b>\$23,280.00</b>
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	McPherson, Ken (Paralegal)	\$225.00	\$225.00	4 - Discovery	8.2	\$1,845.00	\$1,845.00
					<b>8.2</b>	<b>\$1,845.00</b>	<b>\$1,845.00</b>
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Rago, Mary Ellen (Paralegal)	\$225.00	\$225.00	3 - Case Management and Litigation Strategy	0.9	\$202.50	\$202.50
				4 - Discovery	0.6	\$135.00	\$135.00
				5 - Document Review	0.3	\$67.50	\$67.50
					<b>1.8</b>	<b>\$405.00</b>	<b>\$405.00</b>
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Steele, Jordan (Associate)	\$600.00	\$600.00	2 - Investigations and Factual Research	15	\$9,000.00	\$9,000.00
				3 - Case Management and Litigation Strategy	22.2	\$13,320.00	\$13,320.00
				4 - Discovery	31.3	\$18,780.00	\$18,780.00
				5 - Document Review	5.5	\$3,300.00	\$3,300.00
					<b>74</b>	<b>\$44,400.00</b>	<b>\$44,400.00</b>
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Taylor, Lindsey (Partner)	\$875.00	\$875.00	4 - Discovery	0.5	\$437.50	\$437.50
					<b>0.5</b>	<b>\$437.50</b>	<b>\$437.50</b>
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Tempesta, Laura (Paralegal)	\$225.00	\$225.00	2 - Investigations and Factual Research	3.6	\$810.00	\$810.00
				3 - Case Management and Litigation Strategy	37.7	\$8,482.50	\$8,482.50
				5 - Document Review	12.8	\$2,880.00	\$2,880.00
					<b>54.1</b>	<b>\$12,172.50</b>	<b>\$12,172.50</b>
Carella Byrne Cecchi Olstein Brody & Agnello, P.C.	Tyson, Steven (Associate)	\$550.00	\$550.00	5 - Document Review	20.2	\$11,110.00	\$11,110.00
					<b>20.2</b>	<b>\$11,110.00</b>	<b>\$11,110.00</b>
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Barron, Seth (Associate)	\$375.00	\$375.00	2 - Investigations and Factual Research	3.1	\$1,162.50	\$1,162.50
				3 - Case Management and Litigation Strategy	4.6	\$1,725.00	\$1,725.00
				6 - Pleadings, Briefs and Legal Research	13.7	\$5,137.50	\$5,137.50
					<b>21.4</b>	<b>\$8,025.00</b>	<b>\$8,025.00</b>
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Blatt, Gayle M. (Partner)	\$895.00	\$895.00	4 - Discovery	3.9	\$3,490.50	\$3,490.50
					<b>3.9</b>	<b>\$3,490.50</b>	<b>\$3,490.50</b>
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Blatt, Gayle M. (Partner)	\$995.00	\$895.00	2 - Investigations and Factual Research	0.3	\$298.50	\$268.50
				3 - Case Management and Litigation Strategy	55.3	\$55,023.50	\$49,493.50
				4 - Discovery	4.6	\$4,577.00	\$4,117.00

Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
				5 - Document Review	0.2	\$199.00	\$179.00
				6 - Pleadings, Briefs and Legal Research	55.8	\$55,521.00	\$49,941.00
				7 - Court Appearances and Preparation	21	\$20,895.00	\$18,795.00
				8 - Experts/Consultants	2.7	\$2,686.50	\$2,416.50
					<b>139.9</b>	<b>\$139,200.50</b>	<b>\$125,210.50</b>
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Casey, David S., Jr. (Partner)	\$1,100.00	\$895.00	2 - Investigations and Factual Research	0.3	\$330.00	\$268.50
				3 - Case Management and Litigation Strategy	8.9	\$9,790.00	\$7,965.50
				6 - Pleadings, Briefs and Legal Research	10	\$11,000.00	\$8,950.00
					<b>19.2</b>	<b>\$21,120.00</b>	<b>\$17,184.00</b>
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Casey, III, Dave (Associate)	\$395.00	\$395.00	3 - Case Management and Litigation Strategy	3.3	\$1,303.50	\$1,303.50
				6 - Pleadings, Briefs and Legal Research	2.3	\$908.50	\$908.50
					<b>5.6</b>	<b>\$2,212.00</b>	<b>\$2,212.00</b>
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Dave, Sanjeev (Staff Attorney/Contract)	\$415.00	\$415.00	5 - Document Review	181.5	\$75,322.50	\$75,322.50
					<b>181.5</b>	<b>\$75,322.50</b>	<b>\$75,322.50</b>
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Dave, Sanjeev (Staff Attorney/Contract)	\$450.00	\$415.00	5 - Document Review	128	\$57,600.00	\$53,120.00
					<b>128</b>	<b>\$57,600.00</b>	<b>\$53,120.00</b>
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Davis, James (Associate)	\$375.00	\$375.00	6 - Pleadings, Briefs and Legal Research	3.3	\$1,237.50	\$1,237.50
					<b>3.3</b>	<b>\$1,237.50</b>	<b>\$1,237.50</b>
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Davis, James (Associate)	\$475.00	\$475.00	2 - Investigations and Factual Research	1.6	\$760.00	\$760.00
				3 - Case Management and Litigation Strategy	53.3	\$25,317.50	\$25,317.50
				4 - Discovery	0.5	\$237.50	\$237.50
				6 - Pleadings, Briefs and Legal Research	112.2	\$53,295.00	\$53,295.00
				8 - Experts/Consultants	3.6	\$1,710.00	\$1,710.00
					<b>171.2</b>	<b>\$81,320.00</b>	<b>\$81,320.00</b>
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Davis, Michelle (Paralegal)	\$275.00	\$275.00	4 - Discovery	5.5	\$1,512.50	\$1,512.50
				6 - Pleadings, Briefs and Legal Research	1	\$275.00	\$275.00
					<b>6.5</b>	<b>\$1,787.50</b>	<b>\$1,787.50</b>
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Guerra, P. Camille (Partner)	\$815.00	\$815.00	3 - Case Management and Litigation Strategy	115.3	\$93,969.50	\$93,969.50
				4 - Discovery	17.7	\$14,425.50	\$14,425.50
				5 - Document Review	0.9	\$733.50	\$733.50
				6 - Pleadings, Briefs and Legal Research	28.3	\$23,064.50	\$23,064.50
				8 - Experts/Consultants	2	\$1,630.00	\$1,630.00
					<b>164.2</b>	<b>\$133,823.00</b>	<b>\$133,823.00</b>
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	McBain, Catherine (Associate)	\$505.00	\$505.00	3 - Case Management and Litigation Strategy	0.3	\$151.50	\$151.50
				6 - Pleadings, Briefs and Legal Research	102.7	\$51,863.50	\$51,863.50
				7 - Court Appearances and Preparation	0.7	\$353.50	\$353.50
					<b>103.7</b>	<b>\$52,368.50</b>	<b>\$52,368.50</b>
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Narasimhan, Ajit (Paralegal)	\$215.00	\$215.00	3 - Case Management and Litigation Strategy	2.5	\$537.50	\$537.50
					<b>2.5</b>	<b>\$537.50</b>	<b>\$537.50</b>
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Ratajesak, Vicki (Paralegal)	\$235.00	\$235.00	3 - Case Management and Litigation Strategy	0.2	\$47.00	\$47.00
				6 - Pleadings, Briefs and Legal Research	2.8	\$658.00	\$658.00
					<b>3</b>	<b>\$705.00</b>	<b>\$705.00</b>

Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Robinson, Jeremy (Partner)	\$950.00	\$895.00	3 - Case Management and Litigation Strategy	19.8	\$18,810.00	\$17,721.00
				6 - Pleadings, Briefs and Legal Research	49.2	\$46,740.00	\$44,034.00
				7 - Court Appearances and Preparation	2.4	\$2,280.00	\$2,148.00
					<b>71.4</b>	<b>\$67,830.00</b>	<b>\$63,903.00</b>
Casey Gerry Schenk Francavilla Blatt & Penfield LLP	Sinning, Nancy (Paralegal)	\$265.00	\$265.00	3 - Case Management and Litigation Strategy	11.5	\$3,047.50	\$3,047.50
				6 - Pleadings, Briefs and Legal Research	2	\$530.00	\$530.00
					<b>13.5</b>	<b>\$3,577.50</b>	<b>\$3,577.50</b>
Dicello Levitt & Casey LLC	Banks, Sharon (Paralegal)	\$415.00	\$275.00	3 - Case Management and Litigation Strategy	10.6	\$4,399.00	\$2,915.00
					<b>10.6</b>	<b>\$4,399.00</b>	<b>\$2,915.00</b>
Dicello Levitt & Casey LLC	Ferri, Daniel (Partner)	\$1,110.00	\$895.00	3 - Case Management and Litigation Strategy	12.4	\$13,764.00	\$11,098.00
				6 - Pleadings, Briefs and Legal Research	8.9	\$9,879.00	\$7,965.50
				7 - Court Appearances and Preparation	4.3	\$4,773.00	\$3,848.50
					<b>25.6</b>	<b>\$28,416.00</b>	<b>\$22,912.00</b>
Dicello Levitt & Casey LLC	Hawal, Justin (Partner)	\$1,000.00	\$895.00	6 - Pleadings, Briefs and Legal Research	4.8	\$4,800.00	\$4,296.00
					<b>4.8</b>	<b>\$4,800.00</b>	<b>\$4,296.00</b>
Dicello Levitt & Casey LLC	Levitt, Adam (Partner)	\$1,430.00	\$895.00	3 - Case Management and Litigation Strategy	82.3	\$117,689.00	\$73,658.50
				4 - Discovery	6.8	\$9,724.00	\$6,086.00
				6 - Pleadings, Briefs and Legal Research	64.4	\$92,092.00	\$57,638.00
				7 - Court Appearances and Preparation	36.2	\$51,766.00	\$32,399.00
					<b>189.7</b>	<b>\$271,271.00</b>	<b>\$169,781.50</b>
Dicello Levitt & Casey LLC	Otto, Ashtin (Paralegal)	\$325.00	\$275.00	3 - Case Management and Litigation Strategy	0.8	\$260.00	\$220.00
					<b>0.8</b>	<b>\$260.00</b>	<b>\$220.00</b>
Dicello Levitt & Casey LLC	Prom, Adam (Associate)	\$760.00	\$600.00	3 - Case Management and Litigation Strategy	0.7	\$532.00	\$420.00
					<b>0.7</b>	<b>\$532.00</b>	<b>\$420.00</b>
Dicello Levitt & Casey LLC	Prom, Adam (Paralegal)	\$760.00	\$275.00	6 - Pleadings, Briefs and Legal Research	19.4	\$14,744.00	\$5,335.00
				7 - Court Appearances and Preparation	2	\$1,520.00	\$550.00
					<b>21.4</b>	<b>\$16,264.00</b>	<b>\$5,885.00</b>
Dicello Levitt & Casey LLC	Tangren, John (Partner)	\$1,210.00	\$895.00	2 - Investigations and Factual Research	0.2	\$242.00	\$179.00
				3 - Case Management and Litigation Strategy	25	\$30,250.00	\$22,375.00
				4 - Discovery	3.1	\$3,751.00	\$2,774.50
				6 - Pleadings, Briefs and Legal Research	54.5	\$65,945.00	\$48,777.50
				7 - Court Appearances and Preparation	8.5	\$10,285.00	\$7,607.50
					<b>91.3</b>	<b>\$110,473.00</b>	<b>\$81,713.50</b>
Dicello Levitt & Casey LLC	Veseer, Julia (Paralegal)	\$400.00	\$275.00	6 - Pleadings, Briefs and Legal Research	12.9	\$5,160.00	\$3,547.50
					<b>12.9</b>	<b>\$5,160.00</b>	<b>\$3,547.50</b>
Gibbs Law Group, LLP	Bloomfield, Joshua (Of Counsel)	\$775.00	\$775.00	3 - Case Management and Litigation Strategy	25.4	\$19,685.00	\$19,685.00
				4 - Discovery	134.9	\$104,547.50	\$104,547.50
				5 - Document Review	91.5	\$70,912.50	\$70,912.50
				6 - Pleadings, Briefs and Legal Research	33.2	\$25,730.00	\$25,730.00
					<b>285</b>	<b>\$220,875.00</b>	<b>\$220,875.00</b>
Gibbs Law Group, LLP	Blumenthal, Aaron (Associate)	\$605.00	\$600.00	2 - Investigations and Factual Research	15.3	\$9,256.50	\$9,180.00
				6 - Pleadings, Briefs and Legal Research	2.8	\$1,694.00	\$1,680.00

Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
					<b>18.1</b>	<b>\$10,950.50</b>	<b>\$10,860.00</b>
Gibbs Law Group, LLP	Corbitt, Caroline (Associate)	\$430.00	\$430.00	2 - Investigations and Factual Research	6.3	\$2,709.00	\$2,709.00
				3 - Case Management and Litigation Strategy	1.2	\$516.00	\$516.00
					<b>7.5</b>	<b>\$3,225.00</b>	<b>\$3,225.00</b>
Gibbs Law Group, LLP	Gardner, Dorry (Staff Attorney/Contract)	\$390.00	\$390.00	5 - Document Review	62.5	\$24,375.00	\$24,375.00
					<b>62.5</b>	<b>\$24,375.00</b>	<b>\$24,375.00</b>
Gibbs Law Group, LLP	Gardner, Dorry (Staff Attorney/Contract)	\$415.00	\$415.00	5 - Document Review	170	\$70,550.00	\$70,550.00
					<b>170</b>	<b>\$70,550.00</b>	<b>\$70,550.00</b>
Gibbs Law Group, LLP	Gibboney, Kyla (Associate)	\$605.00	\$600.00	3 - Case Management and Litigation Strategy	0.1	\$60.50	\$60.00
				7 - Court Appearances and Preparation	2.6	\$1,573.00	\$1,560.00
					<b>2.7</b>	<b>\$1,633.50</b>	<b>\$1,620.00</b>
Gibbs Law Group, LLP	Gibbs, Eric (Partner)	\$1,065.00	\$895.00	3 - Case Management and Litigation Strategy	0.8	\$852.00	\$716.00
				4 - Discovery	0.4	\$426.00	\$358.00
				6 - Pleadings, Briefs and Legal Research	3.8	\$4,047.00	\$3,401.00
					<b>5</b>	<b>\$5,325.00</b>	<b>\$4,475.00</b>
Gibbs Law Group, LLP	Gibbs, Jason (Paralegal)	\$280.00	\$275.00	2 - Investigations and Factual Research	31.7	\$8,876.00	\$8,717.50
					<b>31.7</b>	<b>\$8,876.00</b>	<b>\$8,717.50</b>
Gibbs Law Group, LLP	Hughes, Dylan (Partner)	\$935.00	\$895.00	2 - Investigations and Factual Research	9.4	\$8,789.00	\$8,413.00
				6 - Pleadings, Briefs and Legal Research	8.1	\$7,573.50	\$7,249.50
					<b>17.5</b>	<b>\$16,362.50</b>	<b>\$15,662.50</b>
Gibbs Law Group, LLP	Hutchinson, Parker (Of Counsel)	\$660.00	\$660.00	3 - Case Management and Litigation Strategy	1.4	\$924.00	\$924.00
				4 - Discovery	8	\$5,280.00	\$5,280.00
				6 - Pleadings, Briefs and Legal Research	71.2	\$46,992.00	\$46,992.00
					<b>80.6</b>	<b>\$53,196.00</b>	<b>\$53,196.00</b>
Gibbs Law Group, LLP	Kosbie, Jeff (Associate)	\$605.00	\$600.00	2 - Investigations and Factual Research	0.4	\$242.00	\$240.00
				3 - Case Management and Litigation Strategy	7.9	\$4,779.50	\$4,740.00
				4 - Discovery	6	\$3,630.00	\$3,600.00
				6 - Pleadings, Briefs and Legal Research	52	\$31,460.00	\$31,200.00
					<b>66.3</b>	<b>\$40,111.50</b>	<b>\$39,780.00</b>
Gibbs Law Group, LLP	Lopez, Steve (Partner)	\$670.00	\$670.00	2 - Investigations and Factual Research	9.4	\$6,298.00	\$6,298.00
				3 - Case Management and Litigation Strategy	3.2	\$2,144.00	\$2,144.00
				4 - Discovery	5.5	\$3,685.00	\$3,685.00
				6 - Pleadings, Briefs and Legal Research	4.5	\$3,015.00	\$3,015.00
					<b>22.6</b>	<b>\$15,142.00</b>	<b>\$15,142.00</b>
Gibbs Law Group, LLP	Mah, Rosanne (Of Counsel)	\$740.00	\$740.00	2 - Investigations and Factual Research	7.7	\$5,698.00	\$5,698.00
				3 - Case Management and Litigation Strategy	0.9	\$666.00	\$666.00
				4 - Discovery	52	\$38,480.00	\$38,480.00
					<b>60.6</b>	<b>\$44,844.00</b>	<b>\$44,844.00</b>
Gibbs Law Group, LLP	Risoldi, Alyssa (Staff Attorney/Contract)	\$390.00	\$390.00	3 - Case Management and Litigation Strategy	39	\$15,210.00	\$15,210.00
				4 - Discovery	33.3	\$12,987.00	\$12,987.00
				5 - Document Review	252.2	\$98,358.00	\$98,358.00
				6 - Pleadings, Briefs and Legal Research	1	\$390.00	\$390.00

Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
					<b>325.5</b>	<b>\$126,945.00</b>	<b>\$126,945.00</b>
Gibbs Law Group, LLP	Risoldi, Alyssa (Staff Attorney/Contract)	\$415.00	\$415.00	6 - Pleadings, Briefs and Legal Research	158.5	\$65,777.50	\$65,777.50
					<b>158.5</b>	<b>\$65,777.50</b>	<b>\$65,777.50</b>
Gibbs Law Group, LLP	Rivas, Rosemary (Partner)	\$415.00	\$415.00	5 - Document Review	1.1	\$456.50	\$456.50
					<b>1.1</b>	<b>\$456.50</b>	<b>\$456.50</b>
Gibbs Law Group, LLP	Rivas, Rosemary (Partner)	\$895.00	\$895.00	3 - Case Management and Litigation Strategy	3.5	\$3,132.50	\$3,132.50
				5 - Document Review	0.2	\$179.00	\$179.00
					<b>3.7</b>	<b>\$3,311.50</b>	<b>\$3,311.50</b>
Gibbs Law Group, LLP	Rivas, Rosemary (Partner)	\$905.00	\$895.00	2 - Investigations and Factual Research	3.6	\$3,258.00	\$3,222.00
				3 - Case Management and Litigation Strategy	5	\$4,525.00	\$4,475.00
				4 - Discovery	10.5	\$9,502.50	\$9,397.50
				6 - Pleadings, Briefs and Legal Research	50.6	\$45,793.00	\$45,287.00
				7 - Court Appearances and Preparation	10.3	\$9,321.50	\$9,218.50
					<b>80</b>	<b>\$72,400.00</b>	<b>\$71,600.00</b>
Gibbs Law Group, LLP	Sominski, Dasha (Associate)	\$365.00	\$365.00	2 - Investigations and Factual Research	0.2	\$73.00	\$73.00
				6 - Pleadings, Briefs and Legal Research	9.8	\$3,577.00	\$3,577.00
					<b>10</b>	<b>\$3,650.00</b>	<b>\$3,650.00</b>
Gibbs Law Group, LLP	Stein, Dave (Partner)	\$815.00	\$815.00	2 - Investigations and Factual Research	0.2	\$163.00	\$163.00
				3 - Case Management and Litigation Strategy	1	\$815.00	\$815.00
				6 - Pleadings, Briefs and Legal Research	1.6	\$1,304.00	\$1,304.00
					<b>2.8</b>	<b>\$2,282.00</b>	<b>\$2,282.00</b>
Hellmuth & Johnson PLLC	Borle, Cortland (Associate)	\$450.00	\$450.00	2 - Investigations and Factual Research	1.6	\$720.00	\$720.00
					<b>1.6</b>	<b>\$720.00</b>	<b>\$720.00</b>
Hellmuth & Johnson PLLC	Capra, Rebecca (Paralegal)	\$165.00	\$165.00	2 - Investigations and Factual Research	0.4	\$66.00	\$66.00
					<b>0.4</b>	<b>\$66.00</b>	<b>\$66.00</b>
Hellmuth & Johnson PLLC	Cashman, Michael (Partner)	\$895.00	\$895.00	2 - Investigations and Factual Research	21.2	\$18,974.00	\$18,974.00
				3 - Case Management and Litigation Strategy	5.5	\$4,922.50	\$4,922.50
				4 - Discovery	5.7	\$5,101.50	\$5,101.50
				6 - Pleadings, Briefs and Legal Research	14.4	\$12,888.00	\$12,888.00
				7 - Court Appearances and Preparation	25.3	\$22,643.50	\$22,643.50
					<b>72.1</b>	<b>\$64,529.50</b>	<b>\$64,529.50</b>
Hellmuth & Johnson PLLC	Hagstrom, Richard (Partner)	\$895.00	\$895.00	2 - Investigations and Factual Research	37.4	\$33,473.00	\$33,473.00
				3 - Case Management and Litigation Strategy	41.3	\$36,963.50	\$36,963.50
				4 - Discovery	0.4	\$358.00	\$358.00
				6 - Pleadings, Briefs and Legal Research	35.8	\$32,041.00	\$32,041.00
				7 - Court Appearances and Preparation	3.2	\$2,864.00	\$2,864.00
					<b>118.1</b>	<b>\$105,699.50</b>	<b>\$105,699.50</b>
Hellmuth & Johnson PLLC	Kuhlmann, Nicholas (Associate)	\$600.00	\$600.00	2 - Investigations and Factual Research	53.5	\$32,100.00	\$32,100.00
				3 - Case Management and Litigation Strategy	15.4	\$9,240.00	\$9,240.00
				4 - Discovery	0.2	\$120.00	\$120.00
				6 - Pleadings, Briefs and Legal Research	24.4	\$14,640.00	\$14,640.00
					<b>93.5</b>	<b>\$56,100.00</b>	<b>\$56,100.00</b>

Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
Hellmuth & Johnson PLLC	Otsuka, Gregory (Partner)	\$760.00	\$760.00	2 - Investigations and Factual Research	31.3	\$23,788.00	\$23,788.00
				3 - Case Management and Litigation Strategy	13.5	\$10,260.00	\$10,260.00
				4 - Discovery	0.5	\$380.00	\$380.00
				6 - Pleadings, Briefs and Legal Research	69	\$52,440.00	\$52,440.00
					<b>114.3</b>	<b>\$86,868.00</b>	<b>\$86,868.00</b>
Hellmuth & Johnson PLLC	Zerbe, Rodney (Partner)	\$610.00	\$610.00	2 - Investigations and Factual Research	0.3	\$183.00	\$183.00
					<b>0.3</b>	<b>\$183.00</b>	<b>\$183.00</b>
Keller Rohrback L.L.P.	Borseth, Xannie (Paralegal)	\$300.00	\$275.00	3 - Case Management and Litigation Strategy	0.2	\$60.00	\$55.00
				6 - Pleadings, Briefs and Legal Research	18.4	\$5,520.00	\$5,060.00
					<b>18.6</b>	<b>\$5,580.00</b>	<b>\$5,115.00</b>
Keller Rohrback L.L.P.	Bowanko, Rachel (Paralegal)	\$320.00	\$275.00	6 - Pleadings, Briefs and Legal Research	60.5	\$19,360.00	\$16,637.50
					<b>60.5</b>	<b>\$19,360.00</b>	<b>\$16,637.50</b>
Keller Rohrback L.L.P.	Cappio, Gretchen (Partner)	\$1,095.00	\$895.00	2 - Investigations and Factual Research	4.5	\$4,927.50	\$4,027.50
				3 - Case Management and Litigation Strategy	75	\$82,125.00	\$67,125.00
				4 - Discovery	42.9	\$46,975.50	\$38,395.50
				6 - Pleadings, Briefs and Legal Research	32.1	\$35,149.50	\$28,729.50
				7 - Court Appearances and Preparation	40.3	\$44,128.50	\$36,068.50
				12 - Settlement	0.2	\$219.00	\$179.00
				<b>195</b>	<b>\$213,525.00</b>	<b>\$174,525.00</b>	
Keller Rohrback L.L.P.	Chan, Alex (Paralegal)	\$365.00	\$275.00	3 - Case Management and Litigation Strategy	36.2	\$13,213.00	\$9,955.00
					<b>36.2</b>	<b>\$13,213.00</b>	<b>\$9,955.00</b>
Keller Rohrback L.L.P.	Daniel, Adele (Associate)	\$650.00	\$600.00	3 - Case Management and Litigation Strategy	0.1	\$65.00	\$60.00
				6 - Pleadings, Briefs and Legal Research	118.7	\$77,155.00	\$71,220.00
					<b>118.8</b>	<b>\$77,220.00</b>	<b>\$71,280.00</b>
Keller Rohrback L.L.P.	De Vries, AJ (Paralegal)	\$425.00	\$275.00	6 - Pleadings, Briefs and Legal Research	15.3	\$6,502.50	\$4,207.50
					<b>15.3</b>	<b>\$6,502.50</b>	<b>\$4,207.50</b>
Keller Rohrback L.L.P.	Emerson, Erika (Associate)	\$605.00	\$600.00	3 - Case Management and Litigation Strategy	5.8	\$3,509.00	\$3,480.00
				6 - Pleadings, Briefs and Legal Research	36.4	\$22,022.00	\$21,840.00
					<b>42.2</b>	<b>\$25,531.00</b>	<b>\$25,320.00</b>
Keller Rohrback L.L.P.	Fierro, Eric (Partner)	\$875.00	\$875.00	4 - Discovery	6.6	\$5,775.00	\$5,775.00
				5 - Document Review	3.8	\$3,325.00	\$3,325.00
					<b>10.4</b>	<b>\$9,100.00</b>	<b>\$9,100.00</b>
Keller Rohrback L.L.P.	Gardner, Kathryn (Paralegal)	\$315.00	\$275.00	2 - Investigations and Factual Research	2.8	\$882.00	\$770.00
				3 - Case Management and Litigation Strategy	16.9	\$5,323.50	\$4,647.50
					<b>19.7</b>	<b>\$6,205.50</b>	<b>\$5,417.50</b>
Keller Rohrback L.L.P.	Garrido, Joel (Paralegal)	\$365.00	\$275.00	3 - Case Management and Litigation Strategy	17.6	\$6,424.00	\$4,840.00
					<b>17.6</b>	<b>\$6,424.00</b>	<b>\$4,840.00</b>
Keller Rohrback L.L.P.	Goins, Max (Associate)	\$585.00	\$585.00	6 - Pleadings, Briefs and Legal Research	2.7	\$1,579.50	\$1,579.50
					<b>2.7</b>	<b>\$1,579.50</b>	<b>\$1,579.50</b>
Keller Rohrback L.L.P.	Gussin, Zachary (Associate)	\$625.00	\$600.00	3 - Case Management and Litigation Strategy	1.4	\$875.00	\$840.00
				4 - Discovery	42.7	\$26,687.50	\$25,620.00
				6 - Pleadings, Briefs and Legal Research	140.3	\$87,687.50	\$84,180.00

Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
					<b>184.4</b>	<b>\$115,250.00</b>	<b>\$110,640.00</b>
Keller Rohrback L.L.P.	Guthrie, Heather R. (Paralegal)	\$330.00	\$275.00	3 - Case Management and Litigation Strategy	0.8	\$264.00	\$220.00
					<b>0.8</b>	<b>\$264.00</b>	<b>\$220.00</b>
Keller Rohrback L.L.P.	Harris, Ardua (Paralegal)	\$270.00	\$270.00	3 - Case Management and Litigation Strategy	4	\$1,080.00	\$1,080.00
					<b>4</b>	<b>\$1,080.00</b>	<b>\$1,080.00</b>
Keller Rohrback L.L.P.	Hill, Jennifer (Paralegal)	\$425.00	\$275.00	3 - Case Management and Litigation Strategy	2	\$850.00	\$550.00
					<b>2</b>	<b>\$850.00</b>	<b>\$550.00</b>
Keller Rohrback L.L.P.	Jones, Kris C. (Paralegal)	\$480.00	\$275.00	5 - Document Review	172.6	\$82,848.00	\$47,465.00
					<b>172.6</b>	<b>\$82,848.00</b>	<b>\$47,465.00</b>
Keller Rohrback L.L.P.	Jones, Kris C. (Staff Attorney/Contract)	\$330.00	\$330.00	5 - Document Review	710.1	\$234,333.00	\$234,333.00
					<b>710.1</b>	<b>\$234,333.00</b>	<b>\$234,333.00</b>
Keller Rohrback L.L.P.	LaPorte, Kait (Paralegal)	\$280.00	\$275.00	3 - Case Management and Litigation Strategy	7.6	\$2,128.00	\$2,090.00
					<b>7.6</b>	<b>\$2,128.00</b>	<b>\$2,090.00</b>
Keller Rohrback L.L.P.	Likit, Jan (Paralegal)	\$260.00	\$260.00	3 - Case Management and Litigation Strategy	0.4	\$104.00	\$104.00
					<b>0.4</b>	<b>\$104.00</b>	<b>\$104.00</b>
Keller Rohrback L.L.P.	McCeney, Abigail (Paralegal)	\$260.00	\$260.00	3 - Case Management and Litigation Strategy	1	\$260.00	\$260.00
					<b>1</b>	<b>\$260.00</b>	<b>\$260.00</b>
Keller Rohrback L.L.P.	McDevitt, Ryan (Partner)	\$830.00	\$830.00	2 - Investigations and Factual Research	12	\$9,960.00	\$9,960.00
				3 - Case Management and Litigation Strategy	287.4	\$238,542.00	\$238,542.00
				4 - Discovery	112.8	\$93,624.00	\$93,624.00
				5 - Document Review	4.6	\$3,818.00	\$3,818.00
				6 - Pleadings, Briefs and Legal Research	334.9	\$277,967.00	\$277,967.00
				7 - Court Appearances and Preparation	37.1	\$30,793.00	\$30,793.00
				8 - Experts/Consultants	1	\$830.00	\$830.00
				12 - Settlement	1.9	\$1,577.00	\$1,577.00
					<b>791.7</b>	<b>\$657,111.00</b>	<b>\$657,111.00</b>
Keller Rohrback L.L.P.	Mersing, Jacob (Paralegal)	\$420.00	\$275.00	2 - Investigations and Factual Research	20	\$8,400.00	\$5,500.00
				3 - Case Management and Litigation Strategy	198.2	\$83,244.00	\$54,505.00
				4 - Discovery	98.2	\$41,244.00	\$27,005.00
				5 - Document Review	2.6	\$1,092.00	\$715.00
				6 - Pleadings, Briefs and Legal Research	80.4	\$33,768.00	\$22,110.00
				7 - Court Appearances and Preparation	3.5	\$1,470.00	\$962.50
					<b>402.9</b>	<b>\$169,218.00</b>	<b>\$110,797.50</b>
Keller Rohrback L.L.P.	Meyer, Wyatt (Paralegal)	\$90.00	\$90.00	3 - Case Management and Litigation Strategy	12	\$1,080.00	\$1,080.00
					<b>12</b>	<b>\$1,080.00</b>	<b>\$1,080.00</b>
Keller Rohrback L.L.P.	Mishler, Lara (Paralegal)	\$330.00	\$275.00	6 - Pleadings, Briefs and Legal Research	4	\$1,320.00	\$1,100.00
					<b>4</b>	<b>\$1,320.00</b>	<b>\$1,100.00</b>
Keller Rohrback L.L.P.	Morowitz, Rachel (Associate)	\$525.00	\$525.00	2 - Investigations and Factual Research	119.2	\$62,580.00	\$62,580.00
				3 - Case Management and Litigation Strategy	59.9	\$31,447.50	\$31,447.50
				4 - Discovery	47	\$24,675.00	\$24,675.00
				6 - Pleadings, Briefs and Legal Research	220.7	\$115,867.50	\$115,867.50
				7 - Court Appearances and Preparation	32.8	\$17,220.00	\$17,220.00

Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
					<b>479.6</b>	<b>\$251,790.00</b>	<b>\$251,790.00</b>
Keller Rohrback L.L.P.	Nealious, Bianca (Paralegal)	\$335.00	\$275.00	3 - Case Management and Litigation Strategy	41.2	\$13,802.00	\$11,330.00
				4 - Discovery	0.4	\$134.00	\$110.00
				6 - Pleadings, Briefs and Legal Research	6	\$2,010.00	\$1,650.00
				7 - Court Appearances and Preparation	2.2	\$737.00	\$605.00
				8 - Experts/Consultants	0.3	\$100.50	\$82.50
					<b>50.1</b>	<b>\$16,783.50</b>	<b>\$13,777.50</b>
Keller Rohrback L.L.P.	Preusch, Matthew J. (Associate)	\$750.00	\$600.00	3 - Case Management and Litigation Strategy	0.2	\$150.00	\$120.00
					<b>0.2</b>	<b>\$150.00</b>	<b>\$120.00</b>
Keller Rohrback L.L.P.	Pry, Jonathan (Paralegal)	\$260.00	\$260.00	3 - Case Management and Litigation Strategy	1.7	\$442.00	\$442.00
					<b>1.7</b>	<b>\$442.00</b>	<b>\$442.00</b>
Keller Rohrback L.L.P.	Read, Sydney (Associate)	\$495.00	\$495.00	3 - Case Management and Litigation Strategy	48.3	\$23,908.50	\$23,908.50
				4 - Discovery	208.8	\$103,356.00	\$103,356.00
				6 - Pleadings, Briefs and Legal Research	27.7	\$13,711.50	\$13,711.50
				7 - Court Appearances and Preparation	4.5	\$2,227.50	\$2,227.50
				12 - Settlement	1.1	\$544.50	\$544.50
					<b>290.4</b>	<b>\$143,748.00</b>	<b>\$143,748.00</b>
Keller Rohrback L.L.P.	Rodgers, Aubrey (Paralegal)	\$385.00	\$275.00	3 - Case Management and Litigation Strategy	15	\$5,775.00	\$4,125.00
					<b>15</b>	<b>\$5,775.00</b>	<b>\$4,125.00</b>
Keller Rohrback L.L.P.	Sarko, Lynn (Partner)	\$1,320.00	\$895.00	2 - Investigations and Factual Research	0.5	\$660.00	\$447.50
				3 - Case Management and Litigation Strategy	7.3	\$9,636.00	\$6,533.50
				8 - Experts/Consultants	0.7	\$924.00	\$626.50
					<b>8.5</b>	<b>\$11,220.00</b>	<b>\$7,607.50</b>
Keller Rohrback L.L.P.	Smith, Alex (Paralegal)	\$395.00	\$275.00	3 - Case Management and Litigation Strategy	2.9	\$1,145.50	\$797.50
					<b>2.9</b>	<b>\$1,145.50</b>	<b>\$797.50</b>
Keller Rohrback L.L.P.	Spangler, Brian E. (Paralegal)	\$335.00	\$275.00	3 - Case Management and Litigation Strategy	24.6	\$8,241.00	\$6,765.00
				6 - Pleadings, Briefs and Legal Research	2.1	\$703.50	\$577.50
				7 - Court Appearances and Preparation	0.2	\$67.00	\$55.00
					<b>26.9</b>	<b>\$9,011.50</b>	<b>\$7,397.50</b>
Keller Rohrback L.L.P.	Tiezazu, Y. Tizzy (Paralegal)	\$305.00	\$275.00	3 - Case Management and Litigation Strategy	1.1	\$335.50	\$302.50
				4 - Discovery	0.6	\$183.00	\$165.00
				6 - Pleadings, Briefs and Legal Research	0.2	\$61.00	\$55.00
				7 - Court Appearances and Preparation	0.2	\$61.00	\$55.00
				12 - Settlement	0.1	\$30.50	\$27.50
					<b>2.2</b>	<b>\$671.00</b>	<b>\$605.00</b>
Keller Rohrback L.L.P.	Tunkkari, Katja (Paralegal)	\$300.00	\$275.00	3 - Case Management and Litigation Strategy	21.6	\$6,480.00	\$5,940.00
					<b>21.6</b>	<b>\$6,480.00</b>	<b>\$5,940.00</b>
Keller Rohrback L.L.P.	Verdugo, Gabe E. (Associate)	\$630.00	\$600.00	3 - Case Management and Litigation Strategy	13.1	\$8,253.00	\$7,860.00
				4 - Discovery	18.8	\$11,844.00	\$11,280.00
				6 - Pleadings, Briefs and Legal Research	102	\$64,260.00	\$61,200.00
				12 - Settlement	0.2	\$126.00	\$120.00
					<b>134.1</b>	<b>\$84,483.00</b>	<b>\$80,460.00</b>

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Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
Keller Rohrback L.L.P.	Wilkinson, Carrie (Paralegal)	\$395.00	\$275.00	2 - Investigations and Factual Research	0.5	\$197.50	\$137.50
					<b>0.5</b>	<b>\$197.50</b>	<b>\$137.50</b>
Keller Rohrback L.L.P.	Wilson, Kiana (Paralegal)	\$365.00	\$275.00	3 - Case Management and Litigation Strategy	7.3	\$2,664.50	\$2,007.50
				4 - Discovery	2	\$730.00	\$550.00
				6 - Pleadings, Briefs and Legal Research	0.1	\$36.50	\$27.50
					<b>9.4</b>	<b>\$3,431.00</b>	<b>\$2,585.00</b>
Keller Rohrback L.L.P.	Wright, Emma (Paralegal)	\$595.00	\$275.00	3 - Case Management and Litigation Strategy	11.5	\$6,842.50	\$3,162.50
				6 - Pleadings, Briefs and Legal Research	17.7	\$10,531.50	\$4,867.50
				7 - Court Appearances and Preparation	0.8	\$476.00	\$220.00
					<b>30</b>	<b>\$17,850.00</b>	<b>\$8,250.00</b>
Kessler Topaz Meltzer & Check, LLP	Adams, Scott (Staff Attorney/Contract)	\$385.00	\$385.00	6 - Pleadings, Briefs and Legal Research	2.5	\$962.50	\$962.50
					<b>2.5</b>	<b>\$962.50</b>	<b>\$962.50</b>
Kessler Topaz Meltzer & Check, LLP	Amjed, Naumon (Partner)	\$970.00	\$895.00	3 - Case Management and Litigation Strategy	2.1	\$2,037.00	\$1,879.50
				6 - Pleadings, Briefs and Legal Research	1.4	\$1,358.00	\$1,253.00
					<b>3.5</b>	<b>\$3,395.00</b>	<b>\$3,132.50</b>
Kessler Topaz Meltzer & Check, LLP	Bell, Adrienne (Associate)	\$575.00	\$575.00	3 - Case Management and Litigation Strategy	189.9	\$109,192.50	\$109,192.50
				6 - Pleadings, Briefs and Legal Research	8	\$4,600.00	\$4,600.00
					<b>197.9</b>	<b>\$113,792.50</b>	<b>\$113,792.50</b>
Kessler Topaz Meltzer & Check, LLP	Block, Adam (Staff Attorney/Contract)	\$350.00	\$350.00	4 - Discovery	16.8	\$5,880.00	\$5,880.00
				5 - Document Review	182.9	\$64,015.00	\$64,015.00
					<b>199.7</b>	<b>\$69,895.00</b>	<b>\$69,895.00</b>
Kessler Topaz Meltzer & Check, LLP	Corson, Megan (Paralegal)	\$275.00	\$275.00	4 - Discovery	9.7	\$2,667.50	\$2,667.50
				6 - Pleadings, Briefs and Legal Research	2.8	\$770.00	\$770.00
					<b>12.5</b>	<b>\$3,437.50</b>	<b>\$3,437.50</b>
Kessler Topaz Meltzer & Check, LLP	Elangovan, Varun (Associate)	\$420.00	\$420.00	6 - Pleadings, Briefs and Legal Research	3	\$1,260.00	\$1,260.00
					<b>3</b>	<b>\$1,260.00</b>	<b>\$1,260.00</b>
Kessler Topaz Meltzer & Check, LLP	Gertner, Abigail (Associate)	\$385.00	\$385.00	6 - Pleadings, Briefs and Legal Research	10.6	\$4,081.00	\$4,081.00
					<b>10.6</b>	<b>\$4,081.00</b>	<b>\$4,081.00</b>
Kessler Topaz Meltzer & Check, LLP	Graden, Tyler (Associate)	\$740.00	\$600.00	3 - Case Management and Litigation Strategy	6	\$4,440.00	\$3,600.00
					<b>6</b>	<b>\$4,440.00</b>	<b>\$3,600.00</b>
Kessler Topaz Meltzer & Check, LLP	Hemsley, Courtney (Paralegal)	\$320.00	\$275.00	3 - Case Management and Litigation Strategy	32.8	\$10,496.00	\$9,020.00
				4 - Discovery	10.6	\$3,392.00	\$2,915.00
				6 - Pleadings, Briefs and Legal Research	132.5	\$42,400.00	\$36,437.50
				7 - Court Appearances and Preparation	1	\$320.00	\$275.00
				8 - Experts/Consultants	1.3	\$416.00	\$357.50
					<b>178.2</b>	<b>\$57,024.00</b>	<b>\$49,005.00</b>
Kessler Topaz Meltzer & Check, LLP	Herling, Brandon (Associate)	\$390.00	\$390.00	6 - Pleadings, Briefs and Legal Research	85.4	\$33,306.00	\$33,306.00
					<b>85.4</b>	<b>\$33,306.00</b>	<b>\$33,306.00</b>
Kessler Topaz Meltzer & Check, LLP	Hindmarsh, Lisa (Paralegal)	\$255.00	\$255.00	6 - Pleadings, Briefs and Legal Research	2.1	\$535.50	\$535.50
					<b>2.1</b>	<b>\$535.50</b>	<b>\$535.50</b>
Kessler Topaz Meltzer & Check, LLP	Howell, Matthew (Associate)	\$420.00	\$420.00	4 - Discovery	6.9	\$2,898.00	\$2,898.00
					<b>6.9</b>	<b>\$2,898.00</b>	<b>\$2,898.00</b>

Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
Kessler Topaz Meltzer & Check, LLP	Jacobson, Jordan (Associate)	\$560.00	\$560.00	6 - Pleadings, Briefs and Legal Research	25.2	\$14,112.00	\$14,112.00
					<b>25.2</b>	<b>\$14,112.00</b>	<b>\$14,112.00</b>
Kessler Topaz Meltzer & Check, LLP	Jeffrey, Carolyn (Staff Attorney/Contract)	\$300.00	\$300.00	2 - Investigations and Factual Research	21	\$6,300.00	\$6,300.00
					<b>21</b>	<b>\$6,300.00</b>	<b>\$6,300.00</b>
Kessler Topaz Meltzer & Check, LLP	Juliano, Maggie (Staff Attorney/Contract)	\$385.00	\$385.00	3 - Case Management and Litigation Strategy	0.2	\$77.00	\$77.00
				6 - Pleadings, Briefs and Legal Research	2.6	\$1,001.00	\$1,001.00
					<b>2.8</b>	<b>\$1,078.00</b>	<b>\$1,078.00</b>
Kessler Topaz Meltzer & Check, LLP	Lamb Port, Lisa (Associate)	\$740.00	\$600.00	3 - Case Management and Litigation Strategy	2.1	\$1,554.00	\$1,260.00
				4 - Discovery	252.1	\$186,554.00	\$151,260.00
				6 - Pleadings, Briefs and Legal Research	18.2	\$13,468.00	\$10,920.00
				12 - Settlement	3	\$2,220.00	\$1,800.00
					<b>275.4</b>	<b>\$203,796.00</b>	<b>\$165,240.00</b>
Kessler Topaz Meltzer & Check, LLP	Lesser, Natalie (Associate)	\$535.00	\$535.00	3 - Case Management and Litigation Strategy	13.8	\$7,383.00	\$7,383.00
				4 - Discovery	17.2	\$9,202.00	\$9,202.00
				6 - Pleadings, Briefs and Legal Research	205.8	\$110,103.00	\$110,103.00
				8 - Experts/Consultants	2.4	\$1,284.00	\$1,284.00
				12 - Settlement	0.3	\$160.50	\$160.50
					<b>239.5</b>	<b>\$128,132.50</b>	<b>\$128,132.50</b>
Kessler Topaz Meltzer & Check, LLP	Maro, James (Partner)	\$950.00	\$895.00	3 - Case Management and Litigation Strategy	2	\$1,900.00	\$1,790.00
				4 - Discovery	2.9	\$2,755.00	\$2,595.50
				12 - Settlement	0.2	\$190.00	\$179.00
					<b>5.1</b>	<b>\$4,845.00</b>	<b>\$4,564.50</b>
Kessler Topaz Meltzer & Check, LLP	McGinley, Lauren (Associate)	\$480.00	\$480.00	3 - Case Management and Litigation Strategy	4.8	\$2,304.00	\$2,304.00
				4 - Discovery	16.1	\$7,728.00	\$7,728.00
				6 - Pleadings, Briefs and Legal Research	81.6	\$39,168.00	\$39,168.00
				7 - Court Appearances and Preparation	0.8	\$384.00	\$384.00
					<b>103.3</b>	<b>\$49,584.00</b>	<b>\$49,584.00</b>
Kessler Topaz Meltzer & Check, LLP	Meltzer, Joseph (Partner)	\$1,000.00	\$895.00	2 - Investigations and Factual Research	2.5	\$2,500.00	\$2,237.50
				3 - Case Management and Litigation Strategy	28.9	\$28,900.00	\$25,865.50
				4 - Discovery	4	\$4,000.00	\$3,580.00
				6 - Pleadings, Briefs and Legal Research	35.6	\$35,600.00	\$31,862.00
				7 - Court Appearances and Preparation	25.1	\$25,100.00	\$22,464.50
				8 - Experts/Consultants	1	\$1,000.00	\$895.00
					<b>97.1</b>	<b>\$97,100.00</b>	<b>\$86,904.50</b>
Kessler Topaz Meltzer & Check, LLP	Monks, William (Staff Attorney/Contract)	\$575.00	\$415.00	2 - Investigations and Factual Research	1.1	\$632.50	\$456.50
				3 - Case Management and Litigation Strategy	1.6	\$920.00	\$664.00
					<b>2.7</b>	<b>\$1,552.50</b>	<b>\$1,120.50</b>
Kessler Topaz Meltzer & Check, LLP	Paffas, Holly (Paralegal)	\$275.00	\$275.00	3 - Case Management and Litigation Strategy	0.4	\$110.00	\$110.00
					<b>0.4</b>	<b>\$110.00</b>	<b>\$110.00</b>
Kessler Topaz Meltzer & Check, LLP	Peoples, Andrew (Staff Attorney/Contract)	\$410.00	\$410.00	3 - Case Management and Litigation Strategy	0.1	\$41.00	\$41.00
				4 - Discovery	72.4	\$29,684.00	\$29,684.00
					<b>72.5</b>	<b>\$29,725.00</b>	<b>\$29,725.00</b>

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Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
Kessler Topaz Meltzer & Check, LLP	Port, Lisa Lamb (Associate)	\$740.00	\$600.00	4 - Discovery	140.4	\$103,896.00	\$84,240.00
				6 - Pleadings, Briefs and Legal Research	20.3	\$15,022.00	\$12,180.00
				7 - Court Appearances and Preparation	1.9	\$1,406.00	\$1,140.00
					<b>162.6</b>	<b>\$120,324.00</b>	<b>\$97,560.00</b>
Kessler Topaz Meltzer & Check, LLP	Righter, Caitlin (Staff Attorney/Contract)	\$260.00	\$260.00	2 - Investigations and Factual Research	11.4	\$2,964.00	\$2,964.00
					<b>11.4</b>	<b>\$2,964.00</b>	<b>\$2,964.00</b>
Kessler Topaz Meltzer & Check, LLP	Russo, Lacey (Paralegal)	\$260.00	\$260.00	6 - Pleadings, Briefs and Legal Research	0.8	\$208.00	\$208.00
					<b>0.8</b>	<b>\$208.00</b>	<b>\$208.00</b>
Kessler Topaz Meltzer & Check, LLP	Sheronas, Kelsey (Associate)	\$440.00	\$440.00	3 - Case Management and Litigation Strategy	1.1	\$484.00	\$484.00
				4 - Discovery	69.5	\$30,580.00	\$30,580.00
					<b>70.6</b>	<b>\$31,064.00</b>	<b>\$31,064.00</b>
Kessler Topaz Meltzer & Check, LLP	Starling, Teddy (Associate)	\$475.00	\$475.00	6 - Pleadings, Briefs and Legal Research	7.5	\$3,562.50	\$3,562.50
					<b>7.5</b>	<b>\$3,562.50</b>	<b>\$3,562.50</b>
Kessler Topaz Meltzer & Check, LLP	Swift, Mary (Paralegal)	\$320.00	\$275.00	3 - Case Management and Litigation Strategy	4.3	\$1,376.00	\$1,182.50
					<b>4.3</b>	<b>\$1,376.00</b>	<b>\$1,182.50</b>
Kessler Topaz Meltzer & Check, LLP	Tamerier, Julie (Paralegal)	\$85.00	\$85.00	3 - Case Management and Litigation Strategy	0.5	\$42.50	\$42.50
				6 - Pleadings, Briefs and Legal Research	12.2	\$1,037.00	\$1,037.00
					<b>12.7</b>	<b>\$1,079.50</b>	<b>\$1,079.50</b>
Kessler Topaz Meltzer & Check, LLP	Topaz, Marc (Partner)	\$1,000.00	\$895.00	3 - Case Management and Litigation Strategy	2.5	\$2,500.00	\$2,237.50
				6 - Pleadings, Briefs and Legal Research	6	\$6,000.00	\$5,370.00
					<b>8.5</b>	<b>\$8,500.00</b>	<b>\$7,607.50</b>
Kessler Topaz Meltzer & Check, LLP	Troutner, Melissa (Partner)	\$950.00	\$895.00	2 - Investigations and Factual Research	4.2	\$3,990.00	\$3,759.00
				3 - Case Management and Litigation Strategy	25.4	\$24,130.00	\$22,733.00
				4 - Discovery	26.3	\$24,985.00	\$23,538.50
				6 - Pleadings, Briefs and Legal Research	295.5	\$280,725.00	\$264,472.50
				7 - Court Appearances and Preparation	8.4	\$7,980.00	\$7,518.00
				8 - Experts/Consultants	9.8	\$9,310.00	\$8,771.00
					<b>369.6</b>	<b>\$351,120.00</b>	<b>\$330,792.00</b>
Kessler Topaz Meltzer & Check, LLP	Whitman, Johnston (Partner)	\$950.00	\$895.00	3 - Case Management and Litigation Strategy	5.2	\$4,940.00	\$4,654.00
				6 - Pleadings, Briefs and Legal Research	18.3	\$17,385.00	\$16,378.50
					<b>23.5</b>	<b>\$22,325.00</b>	<b>\$21,032.50</b>
Kessler Topaz Meltzer & Check, LLP	Winchester, Robin (Partner)	\$950.00	\$895.00	3 - Case Management and Litigation Strategy	5.1	\$4,845.00	\$4,564.50
					<b>5.1</b>	<b>\$4,845.00</b>	<b>\$4,564.50</b>
Kessler Topaz Meltzer & Check, LLP	Wotring, Julie (Paralegal)	\$275.00	\$275.00	6 - Pleadings, Briefs and Legal Research	32	\$8,800.00	\$8,800.00
					<b>32</b>	<b>\$8,800.00</b>	<b>\$8,800.00</b>
Kessler Topaz Meltzer & Check, LLP	Yeates, Melissa (Partner)	\$950.00	\$895.00	3 - Case Management and Litigation Strategy	1.5	\$1,425.00	\$1,342.50
				4 - Discovery	10.6	\$10,070.00	\$9,487.00
				12 - Settlement	3.6	\$3,420.00	\$3,222.00
					<b>15.7</b>	<b>\$14,915.00</b>	<b>\$14,051.50</b>
Law Offices of Richard M. Hagstrom	Hagstrom, Richard (Partner)	\$980.00	\$895.00	3 - Case Management and Litigation Strategy	2.3	\$2,254.00	\$2,058.50
				4 - Discovery	4	\$3,920.00	\$3,580.00
					<b>6.3</b>	<b>\$6,174.00</b>	<b>\$5,638.50</b>

Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
Levi & Korsinsky, LLP	Korsinsky, Eduard (Partner)	\$1,050.00	\$895.00	2 - Investigations and Factual Research	0.2	\$210.00	\$179.00
				3 - Case Management and Litigation Strategy	0.4	\$420.00	\$358.00
				6 - Pleadings, Briefs and Legal Research	0.9	\$945.00	\$805.50
					<b>1.5</b>	<b>\$1,575.00</b>	<b>\$1,342.50</b>
Levi & Korsinsky, LLP	Levi, Joseph (Partner)	\$1,050.00	\$895.00	2 - Investigations and Factual Research	4.2	\$4,410.00	\$3,759.00
				3 - Case Management and Litigation Strategy	0.2	\$210.00	\$179.00
				7 - Court Appearances and Preparation	22.9	\$24,045.00	\$20,495.50
					<b>27.3</b>	<b>\$28,665.00</b>	<b>\$24,433.50</b>
Levi & Korsinsky, LLP	Maccarone, Courtney (Associate)	\$675.00	\$600.00	2 - Investigations and Factual Research	4.5	\$3,037.50	\$2,700.00
				3 - Case Management and Litigation Strategy	85.6	\$57,780.00	\$51,360.00
				5 - Document Review	0.5	\$337.50	\$300.00
				6 - Pleadings, Briefs and Legal Research	48.6	\$32,805.00	\$29,160.00
				<b>139.2</b>	<b>\$93,960.00</b>	<b>\$83,520.00</b>	
Levi & Korsinsky, LLP	Mah, Rosanne (Partner)	\$700.00	\$700.00	2 - Investigations and Factual Research	0.8	\$560.00	\$560.00
				3 - Case Management and Litigation Strategy	42.2	\$29,540.00	\$29,540.00
				6 - Pleadings, Briefs and Legal Research	112.7	\$78,890.00	\$78,890.00
					<b>155.7</b>	<b>\$108,990.00</b>	<b>\$108,990.00</b>
Levi & Korsinsky, LLP	Messina, Ryan (Staff Attorney/Contract)	\$500.00	\$415.00	5 - Document Review	2.1	\$1,050.00	\$871.50
					<b>2.1</b>	<b>\$1,050.00</b>	<b>\$871.50</b>
Levi & Korsinsky, LLP	Rivas, Rosemary (Partner)	\$975.00	\$895.00	2 - Investigations and Factual Research	18.5	\$18,037.50	\$16,557.50
				3 - Case Management and Litigation Strategy	19.8	\$19,305.00	\$17,721.00
				4 - Discovery	5	\$4,875.00	\$4,475.00
				5 - Document Review	1.2	\$1,170.00	\$1,074.00
				6 - Pleadings, Briefs and Legal Research	93.2	\$90,870.00	\$83,414.00
				7 - Court Appearances and Preparation	24.9	\$24,277.50	\$22,285.50
					<b>162.6</b>	<b>\$158,535.00</b>	<b>\$145,527.00</b>
Levi & Korsinsky, LLP	Schmitt, Christopher (Staff Attorney/Contract)	\$475.00	\$415.00	3 - Case Management and Litigation Strategy	23.7	\$11,257.50	\$9,835.50
				6 - Pleadings, Briefs and Legal Research	5.7	\$2,707.50	\$2,365.50
					<b>29.4</b>	<b>\$13,965.00</b>	<b>\$12,201.00</b>
Lief Cabraser Heimann & Bernstein, LLP	ANTHONY, RICHARD (Paralegal)	\$535.00	\$275.00	3 - Case Management and Litigation Strategy	0.5	\$267.50	\$137.50
				5 - Document Review	7.9	\$4,226.50	\$2,172.50
					<b>8.4</b>	<b>\$4,494.00</b>	<b>\$2,310.00</b>
Lief Cabraser Heimann & Bernstein, LLP	ATKINS, CECILIA (Paralegal)	\$360.00	\$275.00	6 - Pleadings, Briefs and Legal Research	1.1	\$396.00	\$302.50
					<b>1.1</b>	<b>\$396.00</b>	<b>\$302.50</b>
Lief Cabraser Heimann & Bernstein, LLP	BALKOSKI, JANE (Paralegal)	\$360.00	\$275.00	2 - Investigations and Factual Research	3.6	\$1,296.00	\$990.00
				3 - Case Management and Litigation Strategy	30.2	\$10,872.00	\$8,305.00
				4 - Discovery	0.5	\$180.00	\$137.50
				6 - Pleadings, Briefs and Legal Research	8.8	\$3,168.00	\$2,420.00
				7 - Court Appearances and Preparation	6.1	\$2,196.00	\$1,677.50
				<b>49.2</b>	<b>\$17,712.00</b>	<b>\$13,530.00</b>	
Lief Cabraser Heimann & Bernstein, LLP	BAYRON, ERICA (Paralegal)	\$510.00	\$275.00	3 - Case Management and Litigation Strategy	61	\$31,110.00	\$16,775.00
					<b>61</b>	<b>\$31,110.00</b>	<b>\$16,775.00</b>

Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
Lieff Cabraser Heimann & Bernstein, LLP	BEHRMANN, DAWN (Paralegal)	\$390.00	\$275.00	3 - Case Management and Litigation Strategy	3.5	\$1,365.00	\$962.50
					<b>3.5</b>	<b>\$1,365.00</b>	<b>\$962.50</b>
Lieff Cabraser Heimann & Bernstein, LLP	BELUSHKO BARROWS, NIKKI (Paralegal)	\$535.00	\$275.00	2 - Investigations and Factual Research	11	\$5,885.00	\$3,025.00
				3 - Case Management and Litigation Strategy	1.7	\$909.50	\$467.50
				6 - Pleadings, Briefs and Legal Research	10.3	\$5,510.50	\$2,832.50
					<b>23</b>	<b>\$12,305.00</b>	<b>\$6,325.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	BERTRAM, ANNE (Paralegal)	\$360.00	\$275.00	1 - Lead Counsel Duties	4.2	\$1,512.00	\$1,156.00
				2 - Investigations and Factual Research	5.3	\$1,908.00	\$1,457.50
				3 - Case Management and Litigation Strategy	40.8	\$14,688.00	\$11,220.00
				4 - Discovery	10.5	\$3,780.00	\$2,887.50
				6 - Pleadings, Briefs and Legal Research	103.3	\$37,188.00	\$28,407.50
				8 - Experts/Consultants	0.3	\$108.00	\$82.50
					<b>164.4</b>	<b>\$59,184.00</b>	<b>\$45,210.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	BILKISS, ABBY (Staff Attorney/Contract)	\$415.00	\$415.00	3 - Case Management and Litigation Strategy	11	\$4,565.00	\$4,565.00
				4 - Discovery	8.5	\$3,527.50	\$3,527.50
				5 - Document Review	381	\$158,115.00	\$158,115.00
					<b>400.5</b>	<b>\$166,207.50</b>	<b>\$166,207.50</b>
Lieff Cabraser Heimann & Bernstein, LLP	BROWN, AIDAN (Paralegal)	\$500.00	\$275.00	2 - Investigations and Factual Research	53.1	\$26,550.00	\$14,602.50
				3 - Case Management and Litigation Strategy	334.7	\$167,350.00	\$92,042.50
				4 - Discovery	119.7	\$59,850.00	\$32,917.50
				6 - Pleadings, Briefs and Legal Research	57.7	\$28,850.00	\$15,867.50
				7 - Court Appearances and Preparation	17.9	\$8,950.00	\$4,922.50
				12 - Settlement	1.3	\$650.00	\$357.50
					<b>584.4</b>	<b>\$292,200.00</b>	<b>\$160,710.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	BUDNER, KEVIN (Partner)	\$790.00	\$790.00	3 - Case Management and Litigation Strategy	0.8	\$632.00	\$632.00
				6 - Pleadings, Briefs and Legal Research	2.4	\$1,896.00	\$1,896.00
					<b>3.2</b>	<b>\$2,528.00</b>	<b>\$2,528.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	CABRASER, ELIZABETH (Partner)	\$1,460.00	\$895.00	2 - Investigations and Factual Research	3.3	\$4,818.00	\$2,953.50
				3 - Case Management and Litigation Strategy	0.9	\$1,314.00	\$805.50
					<b>4.2</b>	<b>\$6,132.00</b>	<b>\$3,759.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	CALANGIAN, MARGIE (Paralegal)	\$535.00	\$275.00	2 - Investigations and Factual Research	0.5	\$267.50	\$137.50
				3 - Case Management and Litigation Strategy	26.8	\$14,338.00	\$7,370.00
				4 - Discovery	13.6	\$7,276.00	\$3,740.00
					<b>40.9</b>	<b>\$21,881.50</b>	<b>\$11,247.50</b>
Lieff Cabraser Heimann & Bernstein, LLP	CHINN, VICTORIA (Associate)	\$525.00	\$525.00	1 - Lead Counsel Duties	3.1	\$1,627.50	\$1,627.50
				4 - Discovery	3.9	\$2,047.50	\$2,047.50
				5 - Document Review	297.7	\$156,292.50	\$156,292.50
				6 - Pleadings, Briefs and Legal Research	9.9	\$5,197.50	\$5,197.50
					<b>314.6</b>	<b>\$165,165.00</b>	<b>\$165,165.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	CHINN, VICTORIA (Staff Attorney/Contract)	\$525.00	\$415.00	5 - Document Review	134.3	\$70,507.50	\$55,734.50
					<b>134.3</b>	<b>\$70,507.50</b>	<b>\$55,734.50</b>
Lieff Cabraser Heimann & Bernstein, LLP	CHIPLOCK, DANIEL (Partner)	\$1,080.00	\$895.00	3 - Case Management and Litigation Strategy	2.2	\$2,376.00	\$1,969.00

Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
Lieff Cabraser Heimann & Bernstein, LLP	DESAI, NIMISH (Partner)	\$1,010.00	\$895.00	1 - Lead Counsel Duties	2.2	\$2,376.00	\$1,969.00
				2 - Investigations and Factual Research	1.6	\$1,616.00	\$1,432.00
				3 - Case Management and Litigation Strategy	1.6	\$1,616.00	\$1,432.00
				3 - Case Management and Litigation Strategy	37.6	\$37,976.00	\$33,652.00
				4 - Discovery	0.5	\$505.00	\$447.50
				6 - Pleadings, Briefs and Legal Research	21.6	\$21,816.00	\$19,332.00
				7 - Court Appearances and Preparation	0.7	\$707.00	\$626.50
				8 - Experts/Consultants	68.4	\$69,084.00	\$61,218.00
				12 - Settlement	19.2	\$19,392.00	\$17,184.00
					<b>151.2</b>	<b>\$152,712.00</b>	<b>\$135,324.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	EDEN, NICA (Paralegal)	\$455.00	\$275.00	6 - Pleadings, Briefs and Legal Research	1.4	\$637.00	\$385.00
					<b>1.4</b>	<b>\$637.00</b>	<b>\$385.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	GEISSLER, ROGER (Associate)	\$525.00	\$525.00	5 - Document Review	113.7	\$59,692.50	\$59,692.50
					<b>113.7</b>	<b>\$59,692.50</b>	<b>\$59,692.50</b>
Lieff Cabraser Heimann & Bernstein, LLP	GEISSLER, ROGER (Staff Attorney/Contract)	\$525.00	\$415.00	3 - Case Management and Litigation Strategy	1	\$525.00	\$415.00
				4 - Discovery	7.5	\$3,937.50	\$3,112.50
				5 - Document Review	1592.5	\$836,062.50	\$660,887.50
					<b>1601</b>	<b>\$840,525.00</b>	<b>\$664,415.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	GRANT, ANTHONY (Paralegal)	\$535.00	\$275.00	3 - Case Management and Litigation Strategy	1.4	\$749.00	\$385.00
				4 - Discovery	28	\$14,980.00	\$7,700.00
				5 - Document Review	48.2	\$25,787.00	\$13,255.00
					<b>77.6</b>	<b>\$41,516.00</b>	<b>\$21,340.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	GRIFFITH, SPENCER (Paralegal)	\$405.00	\$275.00	3 - Case Management and Litigation Strategy	5.5	\$2,227.50	\$1,512.50
					<b>5.5</b>	<b>\$2,227.50</b>	<b>\$1,512.50</b>
Lieff Cabraser Heimann & Bernstein, LLP	JONES, KAREN (Staff Attorney/Contract)	\$525.00	\$415.00	3 - Case Management and Litigation Strategy	3	\$1,575.00	\$1,245.00
				5 - Document Review	161.4	\$84,735.00	\$66,981.00
					<b>164.4</b>	<b>\$86,310.00</b>	<b>\$68,226.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	JORDAN, CHRISTOPHER (Associate)	\$525.00	\$525.00	5 - Document Review	145.2	\$76,230.00	\$76,230.00
					<b>145.2</b>	<b>\$76,230.00</b>	<b>\$76,230.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	JORDAN, CHRISTOPHER (Staff Attorney/Contract)	\$525.00	\$415.00	1 - Lead Counsel Duties	4.5	\$2,362.50	\$1,867.50
				5 - Document Review	1248	\$655,200.00	\$517,920.00
					<b>1252.5</b>	<b>\$657,562.50</b>	<b>\$519,787.50</b>
Lieff Cabraser Heimann & Bernstein, LLP	KAWAMURA, JENNIFER (Paralegal)	\$510.00	\$275.00	6 - Pleadings, Briefs and Legal Research	8	\$4,080.00	\$2,200.00
					<b>8</b>	<b>\$4,080.00</b>	<b>\$2,200.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	KENFIELD-KELLEHER, MURIEL (Associate)	\$500.00	\$500.00	1 - Lead Counsel Duties	1.1	\$550.00	\$550.00
				2 - Investigations and Factual Research	5.2	\$2,600.00	\$2,600.00
				3 - Case Management and Litigation Strategy	54.6	\$27,300.00	\$27,300.00
				4 - Discovery	187.6	\$93,800.00	\$93,800.00
				5 - Document Review	41.8	\$20,900.00	\$20,900.00
				6 - Pleadings, Briefs and Legal Research	291.7	\$145,850.00	\$145,850.00
				7 - Court Appearances and Preparation	1.3	\$650.00	\$650.00
				12 - Settlement	29.7	\$14,850.00	\$14,850.00

Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
					<b>613</b>	<b>\$306,500.00</b>	<b>\$306,500.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	KRAVATZ, JILLIAN (Paralegal)	\$360.00	\$275.00	3 - Case Management and Litigation Strategy	12.4	\$4,464.00	\$3,410.00
				4 - Discovery	11.2	\$4,032.00	\$3,080.00
				6 - Pleadings, Briefs and Legal Research	9	\$3,240.00	\$2,475.00
					<b>32.6</b>	<b>\$11,736.00</b>	<b>\$8,965.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	KRUGER, ERIK (Paralegal)	\$510.00	\$275.00	3 - Case Management and Litigation Strategy	26	\$13,260.00	\$7,150.00
				4 - Discovery	1.3	\$663.00	\$357.50
				6 - Pleadings, Briefs and Legal Research	12.8	\$6,528.00	\$3,520.00
					<b>40.1</b>	<b>\$20,451.00</b>	<b>\$11,027.50</b>
Lieff Cabraser Heimann & Bernstein, LLP	LICHTMAN, JASON (Partner)	\$875.00	\$875.00	2 - Investigations and Factual Research	1.4	\$1,225.00	\$1,225.00
				3 - Case Management and Litigation Strategy	5.6	\$4,900.00	\$4,900.00
				4 - Discovery	4.1	\$3,587.50	\$3,587.50
				6 - Pleadings, Briefs and Legal Research	1.4	\$1,225.00	\$1,225.00
				8 - Experts/Consultants	73	\$63,875.00	\$63,875.00
					<b>85.5</b>	<b>\$74,812.50</b>	<b>\$74,812.50</b>
Lieff Cabraser Heimann & Bernstein, LLP	LIM, TRACY (Paralegal)	\$465.00	\$275.00	2 - Investigations and Factual Research	0.8	\$372.00	\$220.00
				3 - Case Management and Litigation Strategy	14.5	\$6,742.50	\$3,987.50
				4 - Discovery	0.2	\$93.00	\$55.00
				6 - Pleadings, Briefs and Legal Research	6	\$2,790.00	\$1,650.00
					<b>21.5</b>	<b>\$9,997.50</b>	<b>\$5,912.50</b>
Lieff Cabraser Heimann & Bernstein, LLP	MCBRIDE, KATHERINE (Associate)	\$675.00	\$600.00	1 - Lead Counsel Duties	19.7	\$13,297.50	\$11,820.00
				2 - Investigations and Factual Research	22	\$14,850.00	\$13,200.00
				3 - Case Management and Litigation Strategy	176.4	\$119,070.00	\$105,840.00
				4 - Discovery	281.6	\$190,080.00	\$168,960.00
				5 - Document Review	13.3	\$8,977.50	\$7,980.00
				6 - Pleadings, Briefs and Legal Research	950.5	\$641,587.50	\$570,300.00
				7 - Court Appearances and Preparation	93.1	\$62,842.50	\$55,860.00
				8 - Experts/Consultants	9.7	\$6,547.50	\$5,820.00
				12 - Settlement	35.7	\$24,097.50	\$21,420.00
					<b>1602</b>	<b>\$1,081,350.00</b>	<b>\$961,200.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	MCBRIDE, KATHERINE (Partner)	\$675.00	\$675.00	1 - Lead Counsel Duties	28.5	\$19,237.50	\$19,237.50
				2 - Investigations and Factual Research	7.3	\$4,927.50	\$4,927.50
				3 - Case Management and Litigation Strategy	77.4	\$52,245.00	\$52,245.00
				4 - Discovery	180.8	\$122,040.00	\$122,040.00
				5 - Document Review	8.5	\$5,737.50	\$5,737.50
				6 - Pleadings, Briefs and Legal Research	149.1	\$100,642.50	\$100,642.50
				7 - Court Appearances and Preparation	57.1	\$38,542.50	\$38,542.50
				8 - Experts/Consultants	2.6	\$1,755.00	\$1,755.00
				12 - Settlement	134.8	\$90,990.00	\$90,990.00
					<b>646.1</b>	<b>\$436,117.50</b>	<b>\$436,117.50</b>
Lieff Cabraser Heimann & Bernstein, LLP	MICLUT, ANDREEA (Staff Attorney/Contract)	\$525.00	\$415.00	2 - Investigations and Factual Research	284.8	\$149,520.00	\$118,192.00
				3 - Case Management and Litigation Strategy	3.4	\$1,785.00	\$1,411.00

Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
					<b>288.2</b>	<b>\$151,305.00</b>	<b>\$119,603.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	MILORO, SCOTT (Associate)	\$525.00	\$525.00	5 - Document Review	211.4	\$110,985.00	\$110,985.00
					<b>211.4</b>	<b>\$110,985.00</b>	<b>\$110,985.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	MILORO, SCOTT (Staff Attorney/Contract)	\$525.00	\$415.00	2 - Investigations and Factual Research	74.8	\$39,270.00	\$31,042.00
				3 - Case Management and Litigation Strategy	105.3	\$55,282.50	\$43,699.50
				4 - Discovery	11.8	\$6,195.00	\$4,897.00
				5 - Document Review	2754.1	\$1,445,902.50	\$1,142,951.50
				8 - Experts/Consultants	6	\$3,150.00	\$2,490.00
					<b>2952</b>	<b>\$1,549,800.00</b>	<b>\$1,225,080.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	MUKHERJI, RENEE (Paralegal)	\$535.00	\$275.00	2 - Investigations and Factual Research	1.4	\$749.00	\$385.00
				6 - Pleadings, Briefs and Legal Research	0.9	\$481.50	\$247.50
					<b>2.3</b>	<b>\$1,230.50</b>	<b>\$632.50</b>
Lieff Cabraser Heimann & Bernstein, LLP	MUNOZ, CHRISTOPHER (Paralegal)	\$510.00	\$275.00	1 - Lead Counsel Duties	5	\$2,550.00	\$1,375.00
					<b>5</b>	<b>\$2,550.00</b>	<b>\$1,375.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	NEE, MAYA (Paralegal)	\$455.00	\$275.00	3 - Case Management and Litigation Strategy	48.9	\$22,249.50	\$13,447.50
					<b>48.9</b>	<b>\$22,249.50</b>	<b>\$13,447.50</b>
Lieff Cabraser Heimann & Bernstein, LLP	NGUYEN, PHONG-CHAU (Partner)	\$790.00	\$790.00	1 - Lead Counsel Duties	32.4	\$25,596.00	\$25,596.00
				2 - Investigations and Factual Research	5.3	\$4,187.00	\$4,187.00
				3 - Case Management and Litigation Strategy	190.6	\$150,574.00	\$150,574.00
				4 - Discovery	263.3	\$208,007.00	\$208,007.00
				5 - Document Review	0.2	\$158.00	\$158.00
				6 - Pleadings, Briefs and Legal Research	426	\$336,540.00	\$336,540.00
				7 - Court Appearances and Preparation	64.7	\$51,113.00	\$51,113.00
				8 - Experts/Consultants	6.9	\$5,451.00	\$5,451.00
				11 - Appeal	4.6	\$3,634.00	\$3,634.00
				12 - Settlement	156	\$123,240.00	\$123,240.00
					<b>1150</b>	<b>\$908,500.00</b>	<b>\$908,500.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	NICOLAOU, JOHN (Partner)	\$745.00	\$745.00	1 - Lead Counsel Duties	6	\$4,470.00	\$4,470.00
				2 - Investigations and Factual Research	25.4	\$18,923.00	\$18,923.00
				3 - Case Management and Litigation Strategy	372.3	\$277,363.50	\$277,363.50
				4 - Discovery	745.8	\$555,621.00	\$555,621.00
				5 - Document Review	224.1	\$166,954.50	\$166,954.50
				6 - Pleadings, Briefs and Legal Research	2365.7	\$1,762,446.50	\$1,762,446.50
				7 - Court Appearances and Preparation	195	\$145,275.00	\$145,275.00
				8 - Experts/Consultants	58	\$43,210.00	\$43,210.00
				12 - Settlement	103.9	\$77,405.50	\$77,405.50
					<b>4096.2</b>	<b>\$3,051,669.00</b>	<b>\$3,051,669.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	OH, MARISSA (Associate)	\$525.00	\$525.00	5 - Document Review	181.1	\$95,077.50	\$95,077.50
					<b>181.1</b>	<b>\$95,077.50</b>	<b>\$95,077.50</b>
Lieff Cabraser Heimann & Bernstein, LLP	OH, MARISSA (Staff Attorney/Contract)	\$415.00	\$415.00	5 - Document Review	1621.8	\$673,047.00	\$673,047.00
					<b>1621.8</b>	<b>\$673,047.00</b>	<b>\$673,047.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	OH, MARISSA (Staff Attorney/Contract)	\$525.00	\$415.00	5 - Document Review	903	\$474,075.00	\$374,745.00

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Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
					<b>903</b>	<b>\$474,075.00</b>	<b>\$374,745.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	ORSLAND, KRISTIN (Paralegal)	\$405.00	\$275.00	6 - Pleadings, Briefs and Legal Research	6.8	\$2,754.00	\$1,870.00
					<b>6.8</b>	<b>\$2,754.00</b>	<b>\$1,870.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	OXMAN, ELLY (Paralegal)	\$535.00	\$275.00	5 - Document Review	0.5	\$267.50	\$137.50
					<b>0.5</b>	<b>\$267.50</b>	<b>\$137.50</b>
Lieff Cabraser Heimann & Bernstein, LLP	PUSTILNIK, ALIX (Staff Attorney/Contract)	\$415.00	\$415.00	3 - Case Management and Litigation Strategy	8.9	\$3,693.50	\$3,693.50
				4 - Discovery	396	\$164,340.00	\$164,340.00
					<b>404.9</b>	<b>\$168,033.50</b>	<b>\$168,033.50</b>
Lieff Cabraser Heimann & Bernstein, LLP	RAHIMI, FAWAD (Paralegal)	\$535.00	\$275.00	3 - Case Management and Litigation Strategy	36.9	\$19,741.50	\$10,147.50
				4 - Discovery	5.5	\$2,942.50	\$1,512.50
				5 - Document Review	9.2	\$4,922.00	\$2,530.00
					<b>51.6</b>	<b>\$27,606.00</b>	<b>\$14,190.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	RUDNICK, JENNIFER (Paralegal)	\$510.00	\$275.00	3 - Case Management and Litigation Strategy	2.5	\$1,275.00	\$687.50
				6 - Pleadings, Briefs and Legal Research	21.2	\$10,812.00	\$5,830.00
					<b>23.7</b>	<b>\$12,087.00</b>	<b>\$6,517.50</b>
Lieff Cabraser Heimann & Bernstein, LLP	SELHORST, HANNAH (Paralegal)	\$395.00	\$275.00	2 - Investigations and Factual Research	2.3	\$908.50	\$632.50
				3 - Case Management and Litigation Strategy	19	\$7,505.00	\$5,225.00
				6 - Pleadings, Briefs and Legal Research	26.2	\$10,349.00	\$7,205.00
					<b>47.5</b>	<b>\$18,762.50</b>	<b>\$13,062.50</b>
Lieff Cabraser Heimann & Bernstein, LLP	SHINDELBOWER, JERRY (Staff Attorney/Contract)	\$525.00	\$415.00	5 - Document Review	40	\$21,000.00	\$16,600.00
					<b>40</b>	<b>\$21,000.00</b>	<b>\$16,600.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	SIDDIQI, NABILA (Paralegal)	\$470.00	\$275.00	2 - Investigations and Factual Research	2.3	\$1,081.00	\$632.50
				6 - Pleadings, Briefs and Legal Research	0.8	\$376.00	\$220.00
				8 - Experts/Consultants	0.4	\$188.00	\$110.00
					<b>3.5</b>	<b>\$1,645.00</b>	<b>\$962.50</b>
Lieff Cabraser Heimann & Bernstein, LLP	STELLINGS, DAVID (Partner)	\$1,230.00	\$895.00	1 - Lead Counsel Duties	84.4	\$103,812.00	\$75,538.00
				2 - Investigations and Factual Research	9.4	\$11,562.00	\$8,413.00
				3 - Case Management and Litigation Strategy	1054.9	\$1,297,527.00	\$944,135.50
				4 - Discovery	129.4	\$159,162.00	\$115,813.00
				6 - Pleadings, Briefs and Legal Research	217.7	\$267,771.00	\$194,841.50
				7 - Court Appearances and Preparation	200.3	\$246,369.00	\$179,268.50
				8 - Experts/Consultants	18.4	\$22,632.00	\$16,468.00
				12 - Settlement	447.8	\$550,794.00	\$400,781.00
					<b>2162.3</b>	<b>\$2,659,629.00</b>	<b>\$1,935,258.50</b>
Lieff Cabraser Heimann & Bernstein, LLP	TARPEH, JLE (Paralegal)	\$510.00	\$275.00	2 - Investigations and Factual Research	204.9	\$104,499.00	\$56,347.50
				3 - Case Management and Litigation Strategy	271.7	\$138,567.00	\$74,717.50
				4 - Discovery	26.3	\$13,413.00	\$7,232.50
				6 - Pleadings, Briefs and Legal Research	74	\$37,740.00	\$20,350.00
					<b>576.9</b>	<b>\$294,219.00</b>	<b>\$158,647.50</b>
Lieff Cabraser Heimann & Bernstein, LLP	TEXIER, MUNA (Paralegal)	\$535.00	\$275.00	3 - Case Management and Litigation Strategy	7.3	\$3,905.50	\$2,007.50
				4 - Discovery	1.9	\$1,016.50	\$522.50
				5 - Document Review	25.7	\$13,749.50	\$7,067.50

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Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
					<b>34.9</b>	<b>\$18,671.50</b>	<b>\$9,597.50</b>
Lieff Cabraser Heimann & Bernstein, LLP	TEXIER, RICHARD (Paralegal)	\$510.00	\$275.00	6 - Pleadings, Briefs and Legal Research	4.8	\$2,448.00	\$1,320.00
					<b>4.8</b>	<b>\$2,448.00</b>	<b>\$1,320.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	TROUVAIS, BENJAMIN (Paralegal)	\$425.00	\$275.00	2 - Investigations and Factual Research	10	\$4,250.00	\$2,750.00
				6 - Pleadings, Briefs and Legal Research	11.9	\$5,057.50	\$3,272.50
					<b>21.9</b>	<b>\$9,307.50</b>	<b>\$6,022.50</b>
Lieff Cabraser Heimann & Bernstein, LLP	TROXEL, BRIAN (Paralegal)	\$510.00	\$275.00	6 - Pleadings, Briefs and Legal Research	22.6	\$11,526.00	\$6,215.00
					<b>22.6</b>	<b>\$11,526.00</b>	<b>\$6,215.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	UY, KATRINA (Paralegal)	\$535.00	\$275.00	2 - Investigations and Factual Research	1.8	\$963.00	\$495.00
					<b>1.8</b>	<b>\$963.00</b>	<b>\$495.00</b>
Lieff Cabraser Heimann & Bernstein, LLP	WILLIN, MITCHELL (Paralegal)	\$510.00	\$275.00	1 - Lead Counsel Duties	38.5	\$19,635.00	\$10,587.50
				2 - Investigations and Factual Research	146.3	\$74,613.00	\$40,232.50
					<b>184.8</b>	<b>\$94,248.00</b>	<b>\$50,820.00</b>
Podhurst Orseck, P.A.	Clavelo, Tailyn (Staff Attorney/Contract)	\$445.00	\$415.00	6 - Pleadings, Briefs and Legal Research	82.5	\$36,712.50	\$34,237.50
					<b>82.5</b>	<b>\$36,712.50</b>	<b>\$34,237.50</b>
Podhurst Orseck, P.A.	Del Riego, Alissa (Associate)	\$655.00	\$600.00	3 - Case Management and Litigation Strategy	82.2	\$53,841.00	\$49,320.00
				4 - Discovery	28.5	\$18,667.50	\$17,100.00
				6 - Pleadings, Briefs and Legal Research	93.6	\$61,308.00	\$56,160.00
				7 - Court Appearances and Preparation	5.7	\$3,733.50	\$3,420.00
					<b>210</b>	<b>\$137,550.00</b>	<b>\$126,000.00</b>
Podhurst Orseck, P.A.	Fernandez Andes, Chris (Paralegal)	\$345.00	\$275.00	2 - Investigations and Factual Research	4.2	\$1,449.00	\$1,155.00
				6 - Pleadings, Briefs and Legal Research	28.9	\$9,970.50	\$7,947.50
					<b>33.1</b>	<b>\$11,419.50</b>	<b>\$9,102.50</b>
Podhurst Orseck, P.A.	Gravante, John (Partner)	\$755.00	\$755.00	2 - Investigations and Factual Research	4.5	\$3,397.50	\$3,397.50
				3 - Case Management and Litigation Strategy	44.2	\$33,371.00	\$33,371.00
				4 - Discovery	30.9	\$23,329.50	\$23,329.50
				5 - Document Review	1	\$755.00	\$755.00
				6 - Pleadings, Briefs and Legal Research	101.4	\$76,557.00	\$76,557.00
				7 - Court Appearances and Preparation	3.5	\$2,642.50	\$2,642.50
				12 - Settlement	7	\$5,285.00	\$5,285.00
					<b>192.5</b>	<b>\$145,337.50</b>	<b>\$145,337.50</b>
Podhurst Orseck, P.A.	Iliana Yarzabal (Paralegal)	\$345.00	\$275.00	4 - Discovery	1.2	\$414.00	\$330.00
				12 - Settlement	2	\$690.00	\$550.00
					<b>3.2</b>	<b>\$1,104.00</b>	<b>\$880.00</b>
Podhurst Orseck, P.A.	Levy, Nathalie (Staff Attorney/Contract)	\$590.00	\$415.00	3 - Case Management and Litigation Strategy	20.1	\$11,859.00	\$8,341.50
				6 - Pleadings, Briefs and Legal Research	81.2	\$47,908.00	\$33,698.00
					<b>101.3</b>	<b>\$59,767.00</b>	<b>\$42,039.50</b>
Podhurst Orseck, P.A.	Lopez, Alejandro (Staff Attorney/Contract)	\$590.00	\$415.00	3 - Case Management and Litigation Strategy	0.5	\$295.00	\$207.50
					<b>0.5</b>	<b>\$295.00</b>	<b>\$207.50</b>
Podhurst Orseck, P.A.	Marston, Victoria (Staff Attorney/Contract)	\$445.00	\$415.00	6 - Pleadings, Briefs and Legal Research	90	\$40,050.00	\$37,350.00
					<b>90</b>	<b>\$40,050.00</b>	<b>\$37,350.00</b>
Podhurst Orseck, P.A.	Pell, Stephanie (Staff Attorney/Contract)	\$415.00	\$415.00	3 - Case Management and Litigation Strategy	2	\$830.00	\$830.00

Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
				5 - Document Review	242.5	\$100,637.50	\$100,637.50
					<b>244.5</b>	<b>\$101,467.50</b>	<b>\$101,467.50</b>
Podhurst Orseck, P.A.	Pell, Stephanie (Staff Attorney/Contract)	\$445.00	\$415.00	2 - Investigations and Factual Research	0.5	\$222.50	\$207.50
				3 - Case Management and Litigation Strategy	10	\$4,450.00	\$4,150.00
				4 - Discovery	1	\$445.00	\$415.00
				5 - Document Review	221	\$98,345.00	\$91,715.00
				6 - Pleadings, Briefs and Legal Research	97.5	\$43,387.50	\$40,462.50
					<b>330</b>	<b>\$146,850.00</b>	<b>\$136,950.00</b>
Podhurst Orseck, P.A.	Penelas, Christopher (Paralegal)	\$345.00	\$275.00	2 - Investigations and Factual Research	4.4	\$1,518.00	\$1,210.00
				6 - Pleadings, Briefs and Legal Research	14.4	\$4,968.00	\$3,960.00
					<b>18.8</b>	<b>\$6,486.00</b>	<b>\$5,170.00</b>
Podhurst Orseck, P.A.	Prieto, Peter (Partner)	\$1,050.00	\$895.00	3 - Case Management and Litigation Strategy	16.3	\$17,115.00	\$14,588.50
				4 - Discovery	1.5	\$1,575.00	\$1,342.50
				5 - Document Review	0.5	\$525.00	\$447.50
				6 - Pleadings, Briefs and Legal Research	11.3	\$11,865.00	\$10,113.50
				7 - Court Appearances and Preparation	2.7	\$2,835.00	\$2,416.50
				12 - Settlement	1.5	\$1,575.00	\$1,342.50
					<b>33.8</b>	<b>\$35,490.00</b>	<b>\$30,251.00</b>
Podhurst Orseck, P.A.	Rafaelli, Joey (Staff Attorney/Contract)	\$590.00	\$415.00	6 - Pleadings, Briefs and Legal Research	34.7	\$20,473.00	\$14,400.50
					<b>34.7</b>	<b>\$20,473.00</b>	<b>\$14,400.50</b>
Podhurst Orseck, P.A.	Spulak, Matt (Staff Attorney/Contract)	\$755.00	\$415.00	5 - Document Review	5	\$3,775.00	\$2,075.00
				6 - Pleadings, Briefs and Legal Research	77	\$58,135.00	\$31,955.00
					<b>82</b>	<b>\$61,910.00</b>	<b>\$34,030.00</b>
Podhurst Orseck, P.A.	Wahab, Chafic (Staff Attorney/Contract)	\$590.00	\$415.00	6 - Pleadings, Briefs and Legal Research	120.2	\$70,918.00	\$49,883.00
					<b>120.2</b>	<b>\$70,918.00</b>	<b>\$49,883.00</b>
Podhurst Orseck, P.A.	Weinshall, Matt (Partner)	\$755.00	\$755.00	3 - Case Management and Litigation Strategy	8.2	\$6,191.00	\$6,191.00
				4 - Discovery	0.5	\$377.50	\$377.50
				6 - Pleadings, Briefs and Legal Research	96.9	\$73,159.50	\$73,159.50
				7 - Court Appearances and Preparation	2.7	\$2,038.50	\$2,038.50
				12 - Settlement	1.5	\$1,132.50	\$1,132.50
					<b>109.8</b>	<b>\$82,899.00</b>	<b>\$82,899.00</b>
Podhurst Orseck, P.A.	Yarzabal, Iliana (Paralegal)	\$345.00	\$275.00	2 - Investigations and Factual Research	5.8	\$2,001.00	\$1,595.00
				3 - Case Management and Litigation Strategy	131.9	\$45,505.50	\$36,272.50
				4 - Discovery	66.3	\$22,873.50	\$18,232.50
				6 - Pleadings, Briefs and Legal Research	18	\$6,210.00	\$4,950.00
				12 - Settlement	0.2	\$69.00	\$55.00
					<b>222.2</b>	<b>\$76,659.00</b>	<b>\$61,105.00</b>
Pritzker Levine LLP	Caracuzzo, Bethany (Partner)	\$950.00	\$895.00	3 - Case Management and Litigation Strategy	8.6	\$8,170.00	\$7,697.00
				6 - Pleadings, Briefs and Legal Research	29.5	\$28,025.00	\$26,402.50
					<b>38.1</b>	<b>\$36,195.00</b>	<b>\$34,099.50</b>
Pritzker Levine LLP	Corbitt, Caroline (Associate)	\$725.00	\$600.00	2 - Investigations and Factual Research	0.7	\$507.50	\$420.00
				3 - Case Management and Litigation Strategy	12.7	\$9,207.50	\$7,620.00

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Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
				6 - Pleadings, Briefs and Legal Research	8.4	\$6,090.00	\$5,040.00
					<b>21.8</b>	<b>\$15,805.00</b>	<b>\$13,080.00</b>
Pritzker Levine LLP	Dowaliby, Joanna (Paralegal)	\$295.00	\$275.00	3 - Case Management and Litigation Strategy	0.8	\$236.00	\$220.00
					<b>0.8</b>	<b>\$236.00</b>	<b>\$220.00</b>
Pritzker Levine LLP	Haggarty, Heather (Associate)	\$850.00	\$600.00	2 - Investigations and Factual Research	3	\$2,550.00	\$1,800.00
				3 - Case Management and Litigation Strategy	38.9	\$33,065.00	\$23,340.00
				4 - Discovery	0.2	\$170.00	\$120.00
				6 - Pleadings, Briefs and Legal Research	48	\$40,800.00	\$28,800.00
					<b>90.1</b>	<b>\$76,585.00</b>	<b>\$54,060.00</b>
Pritzker Levine LLP	Levine, Jonathan (Partner)	\$1,100.00	\$895.00	2 - Investigations and Factual Research	0.3	\$330.00	\$268.50
				3 - Case Management and Litigation Strategy	129.3	\$142,230.00	\$115,723.50
				4 - Discovery	15.3	\$16,830.00	\$13,693.50
				6 - Pleadings, Briefs and Legal Research	97.5	\$107,250.00	\$87,262.50
				7 - Court Appearances and Preparation	32.8	\$36,080.00	\$29,356.00
					<b>275.2</b>	<b>\$302,720.00</b>	<b>\$246,304.00</b>
Pritzker Levine LLP	Pritzker, Elizabeth (Partner)	\$1,100.00	\$895.00	2 - Investigations and Factual Research	1	\$1,100.00	\$895.00
				3 - Case Management and Litigation Strategy	9.1	\$10,010.00	\$8,144.50
				6 - Pleadings, Briefs and Legal Research	7.8	\$8,580.00	\$6,981.00
					<b>17.9</b>	<b>\$19,690.00</b>	<b>\$16,020.50</b>
Pritzker Levine LLP	Whitney, Anne (Associate)	\$415.00	\$415.00	3 - Case Management and Litigation Strategy	9.4	\$3,901.00	\$3,901.00
				5 - Document Review	74.1	\$30,751.50	\$30,751.50
				6 - Pleadings, Briefs and Legal Research	5.4	\$2,241.00	\$2,241.00
					<b>88.9</b>	<b>\$36,893.50</b>	<b>\$36,893.50</b>
Robbins Geller Rudman and Dowd LLP	Alperstein, Jason (Partner)	\$840.00	\$840.00	3 - Case Management and Litigation Strategy	0.3	\$252.00	\$252.00
				4 - Discovery	2.8	\$2,352.00	\$2,352.00
				6 - Pleadings, Briefs and Legal Research	274.7	\$230,748.00	\$230,748.00
				7 - Court Appearances and Preparation	1	\$840.00	\$840.00
					<b>278.8</b>	<b>\$234,192.00</b>	<b>\$234,192.00</b>
Robbins Geller Rudman and Dowd LLP	Beall, Bradley (Associate)	\$515.00	\$515.00	6 - Pleadings, Briefs and Legal Research	527.2	\$271,508.00	\$271,508.00
					<b>527.2</b>	<b>\$271,508.00</b>	<b>\$271,508.00</b>
Robbins Geller Rudman and Dowd LLP	Brandon, Kelley (Paralegal)	\$325.00	\$275.00	2 - Investigations and Factual Research	11.5	\$3,737.50	\$3,162.50
					<b>11.5</b>	<b>\$3,737.50</b>	<b>\$3,162.50</b>
Robbins Geller Rudman and Dowd LLP	Brito, Nicole (Associate)	\$675.00	\$600.00	6 - Pleadings, Briefs and Legal Research	28.9	\$19,507.50	\$17,340.00
					<b>28.9</b>	<b>\$19,507.50</b>	<b>\$17,340.00</b>
Robbins Geller Rudman and Dowd LLP	Cohen, Alexander (Associate)	\$535.00	\$535.00	6 - Pleadings, Briefs and Legal Research	35.6	\$19,046.00	\$19,046.00
					<b>35.6</b>	<b>\$19,046.00</b>	<b>\$19,046.00</b>
Robbins Geller Rudman and Dowd LLP	Curtiss, Brooke (Staff Attorney/Contract)	\$440.00	\$415.00	3 - Case Management and Litigation Strategy	6.1	\$2,684.00	\$2,531.50
				6 - Pleadings, Briefs and Legal Research	1.1	\$484.00	\$456.50
					<b>7.2</b>	<b>\$3,168.00</b>	<b>\$2,988.00</b>
Robbins Geller Rudman and Dowd LLP	Davidson, Stuart (Partner)	\$1,030.00	\$895.00	6 - Pleadings, Briefs and Legal Research	0.2	\$206.00	\$179.00
					<b>0.2</b>	<b>\$206.00</b>	<b>\$179.00</b>
Robbins Geller Rudman and Dowd LLP	Davis, Alina (Associate)	\$675.00	\$600.00	3 - Case Management and Litigation Strategy	0.6	\$405.00	\$360.00

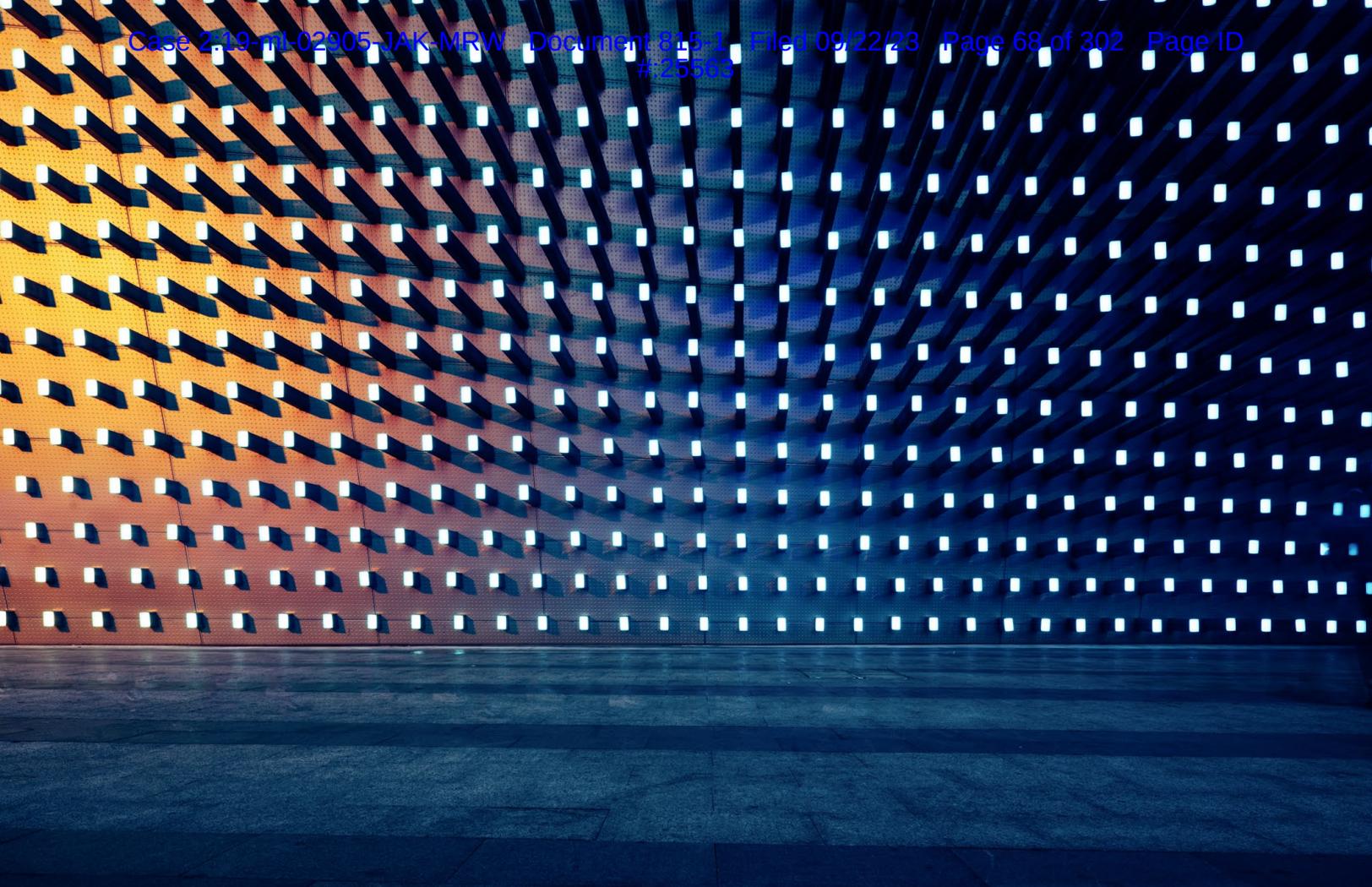
Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
					<b>0.6</b>	<b>\$405.00</b>	<b>\$360.00</b>
Robbins Geller Rudman and Dowd LLP	Dearman, Mark (Partner)	\$1,070.00	\$895.00	2 - Investigations and Factual Research	3.8	\$4,066.00	\$3,401.00
				3 - Case Management and Litigation Strategy	26.7	\$28,569.00	\$23,896.50
				4 - Discovery	6.5	\$6,955.00	\$5,817.50
				6 - Pleadings, Briefs and Legal Research	97.3	\$104,111.00	\$87,083.50
				7 - Court Appearances and Preparation	33.4	\$35,738.00	\$29,893.00
					<b>167.7</b>	<b>\$179,439.00</b>	<b>\$150,091.50</b>
Robbins Geller Rudman and Dowd LLP	Geller, Paul (Partner)	\$1,375.00	\$895.00	3 - Case Management and Litigation Strategy	3.5	\$4,812.50	\$3,132.50
				6 - Pleadings, Briefs and Legal Research	9.4	\$12,925.00	\$8,413.00
				7 - Court Appearances and Preparation	0.1	\$137.50	\$89.50
					<b>13</b>	<b>\$17,875.00</b>	<b>\$11,635.00</b>
Robbins Geller Rudman and Dowd LLP	Hanson, Katina (Paralegal)	\$395.00	\$275.00	3 - Case Management and Litigation Strategy	61.8	\$24,411.00	\$16,995.00
				6 - Pleadings, Briefs and Legal Research	74.4	\$29,388.00	\$20,460.00
				7 - Court Appearances and Preparation	3.8	\$1,501.00	\$1,045.00
					<b>140</b>	<b>\$55,300.00</b>	<b>\$38,500.00</b>
Robbins Geller Rudman and Dowd LLP	Jensen, Rachel (Partner)	\$960.00	\$895.00	3 - Case Management and Litigation Strategy	2	\$1,920.00	\$1,790.00
				4 - Discovery	4.1	\$3,936.00	\$3,669.50
				6 - Pleadings, Briefs and Legal Research	37.4	\$35,904.00	\$33,473.00
				7 - Court Appearances and Preparation	4.8	\$4,608.00	\$4,296.00
					<b>48.3</b>	<b>\$46,368.00</b>	<b>\$43,228.50</b>
Robbins Geller Rudman and Dowd LLP	Marenco, Ricardo (Associate)	\$540.00	\$540.00	2 - Investigations and Factual Research	5.3	\$2,862.00	\$2,862.00
				3 - Case Management and Litigation Strategy	27.9	\$15,066.00	\$15,066.00
				6 - Pleadings, Briefs and Legal Research	140.5	\$75,870.00	\$75,870.00
				7 - Court Appearances and Preparation	1	\$540.00	\$540.00
					<b>174.7</b>	<b>\$94,338.00</b>	<b>\$94,338.00</b>
Robbins Geller Rudman and Dowd LLP	Puerto, Patricia (Paralegal)	\$395.00	\$275.00	2 - Investigations and Factual Research	1.5	\$592.50	\$412.50
				3 - Case Management and Litigation Strategy	9.1	\$3,594.50	\$2,502.50
				6 - Pleadings, Briefs and Legal Research	7.5	\$2,962.50	\$2,062.50
					<b>18.1</b>	<b>\$7,149.50</b>	<b>\$4,977.50</b>
Robbins Geller Rudman and Dowd LLP	Sawyer, Maxwell (Associate)	\$475.00	\$475.00	3 - Case Management and Litigation Strategy	0.2	\$95.00	\$95.00
				4 - Discovery	4.8	\$2,280.00	\$2,280.00
				6 - Pleadings, Briefs and Legal Research	323.9	\$153,852.50	\$153,852.50
				7 - Court Appearances and Preparation	0.6	\$285.00	\$285.00
					<b>329.5</b>	<b>\$156,512.50</b>	<b>\$156,512.50</b>
Robbins Geller Rudman and Dowd LLP	Tack, Deborah (Paralegal)	\$395.00	\$275.00	3 - Case Management and Litigation Strategy	9.4	\$3,713.00	\$2,585.00
				6 - Pleadings, Briefs and Legal Research	7.7	\$3,041.50	\$2,117.50
					<b>17.1</b>	<b>\$6,754.50</b>	<b>\$4,702.50</b>
Robins Kaplan, LLP	Adler, Nicholas J. (Paralegal)	\$435.00	\$275.00	2 - Investigations and Factual Research	1.5	\$652.50	\$412.50
					<b>1.5</b>	<b>\$652.50</b>	<b>\$412.50</b>
Robins Kaplan, LLP	Hurt, J. Austin (Of Counsel)	\$745.00	\$745.00	2 - Investigations and Factual Research	48.4	\$36,058.00	\$36,058.00
				3 - Case Management and Litigation Strategy	223.5	\$166,507.50	\$166,507.50
				4 - Discovery	159.4	\$118,753.00	\$118,753.00

Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
				5 - Document Review	2	\$1,490.00	\$1,490.00
				6 - Pleadings, Briefs and Legal Research	581.6	\$433,292.00	\$433,292.00
				7 - Court Appearances and Preparation	4.9	\$3,650.50	\$3,650.50
					<b>1019.8</b>	<b>\$759,751.00</b>	<b>\$759,751.00</b>
Robins Kaplan, LLP	Hurt, J. Austin (Partner)	\$705.00	\$705.00	4 - Discovery	9.6	\$6,768.00	\$6,768.00
					<b>9.6</b>	<b>\$6,768.00</b>	<b>\$6,768.00</b>
Robins Kaplan, LLP	Kozen, Geoffrey H. (Associate)	\$990.00	\$600.00	6 - Pleadings, Briefs and Legal Research	171.2	\$169,488.00	\$102,720.00
					<b>171.2</b>	<b>\$169,488.00</b>	<b>\$102,720.00</b>
Robins Kaplan, LLP	Larson, Tamara L. (Staff Attorney/Contract)	\$365.00	\$365.00	5 - Document Review	0.1	\$36.50	\$36.50
					<b>0.1</b>	<b>\$36.50</b>	<b>\$36.50</b>
Robins Kaplan, LLP	Nadem, Kathleen M. (Staff Attorney/Contract)	\$255.00	\$255.00	2 - Investigations and Factual Research	3.6	\$918.00	\$918.00
					<b>3.6</b>	<b>\$918.00</b>	<b>\$918.00</b>
Robins Kaplan, LLP	Pacelli, Michael J. (Associate)	\$795.00	\$600.00	2 - Investigations and Factual Research	0.7	\$556.50	\$420.00
				3 - Case Management and Litigation Strategy	73.1	\$58,114.50	\$43,860.00
				4 - Discovery	106.3	\$84,508.50	\$63,780.00
				6 - Pleadings, Briefs and Legal Research	650.2	\$516,909.00	\$390,120.00
				7 - Court Appearances and Preparation	10	\$7,950.00	\$6,000.00
					<b>840.3</b>	<b>\$668,038.50</b>	<b>\$504,180.00</b>
Robins Kaplan, LLP	Potter, Ann M. (Paralegal)	\$410.00	\$275.00	2 - Investigations and Factual Research	30.5	\$12,505.00	\$8,387.50
				3 - Case Management and Litigation Strategy	13.4	\$5,494.00	\$3,685.00
				4 - Discovery	14.6	\$5,986.00	\$4,015.00
				6 - Pleadings, Briefs and Legal Research	20.6	\$8,446.00	\$5,665.00
					<b>79.1</b>	<b>\$32,431.00</b>	<b>\$21,752.50</b>
Robins Kaplan, LLP	Slaughter, Stacey P. (Partner)	\$895.00	\$895.00	3 - Case Management and Litigation Strategy	2.6	\$2,327.00	\$2,327.00
				4 - Discovery	0.1	\$89.50	\$89.50
					<b>2.7</b>	<b>\$2,416.50</b>	<b>\$2,416.50</b>
Robins Kaplan, LLP	Slaughter, Stacey P. (Partner)	\$1,095.00	\$895.00	2 - Investigations and Factual Research	5.6	\$6,132.00	\$5,012.00
				3 - Case Management and Litigation Strategy	97.9	\$107,200.50	\$87,620.50
				4 - Discovery	44.4	\$48,618.00	\$39,738.00
				5 - Document Review	1.6	\$1,752.00	\$1,432.00
				6 - Pleadings, Briefs and Legal Research	321	\$351,495.00	\$287,295.00
				7 - Court Appearances and Preparation	41.3	\$45,223.50	\$36,963.50
					<b>511.8</b>	<b>\$560,421.00</b>	<b>\$458,061.00</b>
Robins Kaplan, LLP	Sottorff, Felipe (Staff Attorney/Contract)	\$255.00	\$255.00	2 - Investigations and Factual Research	3	\$765.00	\$765.00
					<b>3</b>	<b>\$765.00</b>	<b>\$765.00</b>
Robins Kaplan, LLP	Zabel, Richard R. (Paralegal)	\$930.00	\$275.00	6 - Pleadings, Briefs and Legal Research	3.7	\$3,441.00	\$1,017.50
					<b>3.7</b>	<b>\$3,441.00</b>	<b>\$1,017.50</b>
Seeger Weiss LLP	Arteaga, Alexandra (Paralegal)	\$395.00	\$275.00	3 - Case Management and Litigation Strategy	3.6	\$1,422.00	\$990.00
					<b>3.6</b>	<b>\$1,422.00</b>	<b>\$990.00</b>
Seeger Weiss LLP	Ayers, Christopher (Partner)	\$1,075.00	\$895.00	3 - Case Management and Litigation Strategy	5.4	\$5,805.00	\$4,833.00
				4 - Discovery	8.5	\$9,137.50	\$7,607.50
					<b>13.9</b>	<b>\$14,942.50</b>	<b>\$12,440.50</b>

#25561

Firm	Timekeeper	Standard Hourly Rate	Adjusted Hourly Rate	Task Category	Total Hours Spent by Task	Standard Hourly Lodestar	Reduced Hourly Lodestar
Seeger Weiss LLP	Azarian, Nicole (Paralegal)	\$275.00	\$275.00	4 - Discovery	1	\$275.00	\$275.00
					<b>1</b>	<b>\$275.00</b>	<b>\$275.00</b>
Seeger Weiss LLP	Christopher A. Seeger (Partner)	\$985.00	\$895.00	3 - Case Management and Litigation Strategy	1.5	\$1,477.50	\$1,342.50
					<b>1.5</b>	<b>\$1,477.50</b>	<b>\$1,342.50</b>
Seeger Weiss LLP	Christopher Ayers (Partner)	\$1,075.00	\$895.00	2 - Investigations and Factual Research	3.8	\$4,085.00	\$3,401.00
				3 - Case Management and Litigation Strategy	24.1	\$25,907.50	\$21,569.50
				4 - Discovery	19.9	\$21,392.50	\$17,810.50
				6 - Pleadings, Briefs and Legal Research	26.3	\$28,272.50	\$23,538.50
				8 - Experts/Consultants	4	\$4,300.00	\$3,580.00
					<b>78.1</b>	<b>\$83,957.50</b>	<b>\$69,899.50</b>
Seeger Weiss LLP	Jennifer Scullion (Partner)	\$850.00	\$850.00	3 - Case Management and Litigation Strategy	0.5	\$425.00	\$425.00
					<b>0.5</b>	<b>\$425.00</b>	<b>\$425.00</b>
Seeger Weiss LLP	Leslie Kramer (Paralegal)	\$295.00	\$275.00	2 - Investigations and Factual Research	15.1	\$4,454.50	\$4,152.50
				3 - Case Management and Litigation Strategy	19.5	\$5,752.50	\$5,362.50
				4 - Discovery	19.3	\$5,693.50	\$5,307.50
				6 - Pleadings, Briefs and Legal Research	33.7	\$9,941.50	\$9,267.50
					<b>87.6</b>	<b>\$25,842.00</b>	<b>\$24,090.00</b>
Seeger Weiss LLP	Safdar, Humaira (Associate)	\$525.00	\$525.00	4 - Discovery	0.6	\$315.00	\$315.00
					<b>0.6</b>	<b>\$315.00</b>	<b>\$315.00</b>
Seeger Weiss LLP	Scullion, Jennifer (Partner)	\$850.00	\$850.00	3 - Case Management and Litigation Strategy	3.3	\$2,805.00	\$2,805.00
					<b>3.3</b>	<b>\$2,805.00</b>	<b>\$2,805.00</b>
Seeger Weiss LLP	Tawil, David (Associate)	\$675.00	\$600.00	4 - Discovery	10.8	\$7,290.00	\$6,480.00
					<b>10.8</b>	<b>\$7,290.00</b>	<b>\$6,480.00</b>
Seeger Weiss LLP	Tyjer, Sabrina (Paralegal)	\$395.00	\$275.00	4 - Discovery	4.5	\$1,777.50	\$1,237.50
					<b>4.5</b>	<b>\$1,777.50</b>	<b>\$1,237.50</b>
<b>GRAND TOTALS:</b>					<b>69602.5</b>	<b>\$43,214,303.00</b>	<b>\$38,644,811.50</b>

# EXHIBIT C



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*ELM Solutions*

# 2022 Real Rate Report<sup>®</sup>

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



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## A Letter to Our Readers

Welcome to the Wolters Kluwer ELM Solutions Real Rate Report®, the industry's leading data-driven benchmark report for lawyer rates.

Our Real Rate Report has been a relied upon data analytics resource to the legal industry since its inception in 2010 and continues to evolve. The Real Rate Report is powered by the Wolters Kluwer ELM Solutions LegalVIEW® data warehouse, which has grown to include \$155B+ in anonymized legal data.

Last year, we launched our LegalVIEW Insights report series, which presented the first-of-its-kind legal analysis of total outside spend, vendor counts, staffing ratios, and other matters. This year, LegalVIEW Insights has gone even deeper into these issues and, together with the Real Rate Report, is a great tool to benchmark performance and improve from there.

The legal services industry relies on internal analytics and the use of external data resources, such as the LegalVIEW data warehouse, to support legal management strategies. The depth and details of the data in the Real Rate Report enable you to better benchmark and make more informed investment and resourcing decisions for your organization.

As with past Real Rate Reports, all of the data analyzed are 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 to give legal departments and law firms greater ability to pinpoint areas of opportunity. We strive to make the Real Rate Report a valuable and actionable reference tool for legal departments and law firms.

As always, we welcome your comments and suggestions on what information would make this publication more valuable to you. We thank our data contributors for participating in this program. And we thank you for making Wolters Kluwer ELM Solutions your trusted partner for legal industry domain expertise, data, and analytics and look forward to continuing to provide market-leading, expert solutions that deliver the best business outcomes for collaboration among legal departments and law firms.

Sincerely,



**Barry Ader**

Vice President, Product Management and Marketing  
Wolters Kluwer ELM Solutions

# Report Use Considerations

## 2022 Real Rate Report

- 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 the report derive 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.

Clients 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.

### Some key factors<sup>1</sup> that drive rates<sup>2</sup>:

**Attorney location** - Lawyers in urban and major metropolitan areas tend to charge more when compared with lawyers in rural areas or small towns.

**Litigation complexity** - The cost of representation will be higher if the case is particularly complex or time-consuming; for example, if there are a large number of documents to review, many witnesses to depose, and numerous procedural steps, the case is likely to cost more (regardless of other factors like the lawyer's level of experience).

**Years of experience and reputation** - A more experienced, higher-profile lawyer is often going to charge more, but absorbing this higher cost at the outset may make more sense than hiring a less expensive lawyer who will likely take time and billable hours to come up to speed on unfamiliar legal and procedural issues.

**Overhead** - The costs associated with the firm's support network (paralegals, clerks, and assistants), document preparation, consultants, research, and other expenses.

**Firm size** - The rates can increase if the firm is large and has various timekeeper roles at the firm. For example, the cost to work with an associate or partner at a larger firm will be higher compared to a firm that has one to two associates and a paralegal.

<sup>1</sup> David Goguen, J.D., University of San Francisco School of Law (2020) Guide to Legal Services Billing Retrieved from: <https://www.lawyers.com/legal-info/research/guide-to-legal-services-billing-rates.html>

<sup>2</sup> Source: 2018 RRR. Factor order validated in multiple analyses since 2010

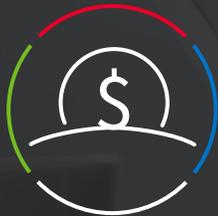
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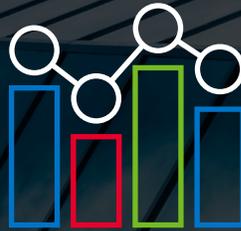
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# Section I: High-Level Data Cuts

All data and analysis based on  
data collected thru Q2 2022

## Section I: High-Level Data Cuts

## Partners, Associates, and Paralegals

By Role

### 2022 - Real Rates

### Trend Analysis - Mean

Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Partner</b>	10592	\$430	\$653	\$969	\$749	\$738	\$705
<b>Associate</b>	9930	\$329	\$485	\$703	\$546	\$541	\$503
<b>Paralegal</b>	4215	\$150	\$225	\$325	\$247	\$244	\$232

## Section I: High-Level Data Cuts

**Cities**  
By Matter Type

### 2022 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Albany NY	Non-Litigation	Partner	17	\$288	\$288	\$305	\$322	\$322	\$354
		Associate	15	\$234	\$240	\$243	\$237	\$235	\$233
Atlanta GA	Litigation	Partner	103	\$391	\$525	\$745	\$568	\$513	\$554
		Associate	116	\$262	\$345	\$486	\$382	\$349	\$361
	Non-Litigation	Partner	220	\$478	\$665	\$871	\$700	\$663	\$636
		Associate	201	\$370	\$450	\$618	\$504	\$468	\$443
Austin TX	Litigation	Partner	25	\$491	\$643	\$913	\$696	\$668	\$579
		Associate	21	\$318	\$463	\$659	\$497	\$492	\$481
	Non-Litigation	Partner	73	\$409	\$450	\$608	\$526	\$511	\$510
		Associate	50	\$319	\$401	\$625	\$450	\$373	\$390
Baltimore MD	Litigation	Partner	66	\$380	\$585	\$625	\$551	\$593	\$566
		Associate	76	\$285	\$400	\$482	\$414	\$442	\$426
	Non-Litigation	Partner	85	\$401	\$606	\$865	\$682	\$656	\$648
		Associate	80	\$335	\$482	\$649	\$512	\$507	\$484

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Birmingham AL</b>	Litigation	Partner	40	\$320	\$325	\$459	\$387	\$357	\$356
		Associate	40	\$275	\$300	\$311	\$292	\$284	\$301
	Non-Litigation	Partner	57	\$340	\$410	\$480	\$423	\$432	\$428
		Associate	48	\$258	\$295	\$339	\$302	\$304	\$300
<b>Boston MA</b>	Litigation	Partner	105	\$397	\$681	\$824	\$632	\$588	\$531
		Associate	88	\$315	\$432	\$608	\$475	\$450	\$411
	Non-Litigation	Partner	173	\$510	\$715	\$972	\$782	\$772	\$728
		Associate	186	\$395	\$520	\$690	\$563	\$555	\$515
<b>Bridgeport CT</b>	Litigation	Partner	14	\$478	\$563	\$605	\$535	\$502	\$462
	Non-Litigation	Partner	18	\$366	\$400	\$584	\$451	\$437	\$402
		Associate	12	\$200	\$265	\$295	\$281	\$235	\$242
<b>Buffalo NY</b>	Litigation	Partner	28	\$300	\$340	\$356	\$321	\$330	\$339
		Associate	17	\$225	\$245	\$265	\$240	\$238	\$246
	Non-Litigation	Partner	16	\$325	\$366	\$500	\$397	\$349	\$354

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Buffalo NY</b>	Non-Litigation	Associate	11	\$210	\$255	\$285	\$257	\$238	\$242
<b>Charleston WV</b>	Litigation	Partner	25	\$225	\$280	\$310	\$273	\$274	\$276
	Non-Litigation	Partner	12	\$281	\$325	\$358	\$336	\$345	\$376
<b>Charlotte NC</b>	Litigation	Partner	20	\$513	\$590	\$736	\$635	\$586	\$557
		Associate	21	\$325	\$350	\$382	\$369	\$356	\$370
	Non-Litigation	Partner	84	\$550	\$646	\$782	\$706	\$703	\$674
		Associate	85	\$320	\$391	\$526	\$450	\$465	\$412
<b>Chicago IL</b>	Litigation	Partner	266	\$487	\$755	\$975	\$771	\$742	\$694
		Associate	248	\$338	\$500	\$652	\$516	\$507	\$474
	Non-Litigation	Partner	561	\$632	\$890	\$1,200	\$920	\$912	\$871
		Associate	473	\$420	\$574	\$750	\$595	\$612	\$575
<b>Cincinnati OH</b>	Litigation	Partner	25	\$326	\$503	\$590	\$474	\$440	\$444
		Associate	41	\$259	\$310	\$357	\$312	\$290	\$278
	Non-Litigation	Partner	38	\$399	\$464	\$538	\$476	\$475	\$454

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Cincinnati OH</b>	Non-Litigation	Associate	41	\$270	\$305	\$342	\$307	\$301	\$275
		Partner	66	\$425	\$509	\$675	\$564	\$559	\$575
<b>Cleveland OH</b>	Litigation	Associate	58	\$257	\$284	\$350	\$323	\$318	\$310
		Partner	182	\$396	\$495	\$626	\$558	\$526	\$511
	Non-Litigation	Associate	145	\$250	\$295	\$393	\$333	\$325	\$300
		Partner	19	\$400	\$445	\$525	\$443	\$381	\$371
<b>Columbia SC</b>	Litigation	Partner	27	\$331	\$398	\$483	\$417	\$415	\$396
	Non-Litigation	Associate	18	\$232	\$271	\$324	\$281	\$265	\$257
<b>Columbus OH</b>	Litigation	Partner	13	\$405	\$550	\$590	\$532	\$524	\$511
		Associate	15	\$255	\$275	\$304	\$288	\$289	\$285
	Non-Litigation	Partner	37	\$392	\$441	\$573	\$477	\$458	\$469
		Associate	23	\$260	\$324	\$361	\$326	\$306	\$269
<b>Dallas TX</b>	Litigation	Partner	70	\$315	\$492	\$646	\$516	\$546	\$478
		Associate	60	\$199	\$340	\$587	\$422	\$440	\$416

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Dallas TX</b>	Non-Litigation	Partner	146	\$495	\$655	\$995	\$759	\$750	\$755
		Associate	143	\$345	\$548	\$729	\$553	\$529	\$531
<b>Dayton OH</b>	Non-Litigation	Partner	15	\$320	\$380	\$410	\$379	\$362	\$388
<b>Denver CO</b>	Litigation	Partner	32	\$414	\$495	\$644	\$553	\$512	\$451
		Associate	30	\$286	\$345	\$415	\$348	\$349	\$332
	Non-Litigation	Partner	125	\$450	\$525	\$626	\$559	\$541	\$516
		Associate	86	\$285	\$360	\$430	\$377	\$342	\$319
<b>Detroit MI</b>	Litigation	Partner	27	\$275	\$300	\$376	\$335	\$372	\$360
		Associate	19	\$215	\$255	\$358	\$281	\$274	\$292
	Non-Litigation	Partner	60	\$313	\$392	\$454	\$383	\$388	\$369
		Associate	32	\$230	\$253	\$280	\$256	\$269	\$248
<b>Greenville SC</b>	Non-Litigation	Partner	34	\$375	\$420	\$477	\$426	\$431	\$429
		Associate	14	\$255	\$285	\$318	\$294	\$303	\$308
<b>Hartford CT</b>	Litigation	Partner	24	\$330	\$501	\$591	\$491	\$420	\$425

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Hartford CT</b>	Litigation	Associate	13	\$293	\$320	\$369	\$327	\$294	\$307
		Partner	27	\$430	\$525	\$614	\$542	\$561	\$546
	Non-Litigation	Associate	22	\$265	\$300	\$340	\$310	\$304	\$295
<b>Honolulu HI</b>	Non-Litigation	Partner	19	\$275	\$300	\$353	\$325	\$350	\$320
		Associate	13	\$180	\$200	\$220	\$208	\$210	\$197
<b>Houston TX</b>	Litigation	Partner	60	\$409	\$668	\$880	\$678	\$653	\$618
		Associate	67	\$350	\$409	\$548	\$444	\$414	\$381
	Non-Litigation	Partner	108	\$470	\$831	\$1,127	\$845	\$793	\$796
		Associate	136	\$280	\$435	\$691	\$490	\$468	\$433
<b>Indianapolis IN</b>	Litigation	Partner	36	\$325	\$425	\$564	\$439	\$412	\$419
		Associate	23	\$218	\$268	\$342	\$292	\$261	\$264
	Non-Litigation	Partner	37	\$331	\$405	\$473	\$432	\$454	\$456
		Associate	21	\$260	\$274	\$320	\$300	\$285	\$274
<b>Jackson MS</b>	Litigation	Partner	66	\$296	\$319	\$375	\$339	\$376	\$368

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Jackson MS</b>	Litigation	Associate	56	\$55	\$225	\$250	\$178	\$203	\$175
		Partner	24	\$315	\$420	\$485	\$418	\$394	\$375
	Non-Litigation	Associate	25	\$55	\$126	\$255	\$155	\$125	\$259
<b>Kansas City MO</b>	Litigation	Partner	74	\$413	\$450	\$556	\$472	\$450	\$450
		Associate	50	\$252	\$329	\$385	\$319	\$316	\$305
	Non-Litigation	Partner	101	\$411	\$487	\$615	\$519	\$487	\$464
		Associate	73	\$250	\$320	\$385	\$322	\$312	\$285
<b>Las Vegas NV</b>	Non-Litigation	Partner	20	\$350	\$425	\$525	\$440	\$422	\$432
		Associate	11	\$238	\$267	\$368	\$301	\$297	\$282
<b>Little Rock AR</b>	Non-Litigation	Partner	11	\$215	\$215	\$308	\$264	\$256	\$298
<b>Los Angeles CA</b>	Litigation	Partner	322	\$516	\$725	\$1,045	\$799	\$739	\$702
		Associate	408	\$400	\$615	\$855	\$642	\$606	\$564
	Non-Litigation	Partner	521	\$596	\$868	\$1,201	\$903	\$902	\$858
		Associate	667	\$441	\$603	\$845	\$653	\$712	\$648

## Section I: High-Level Data Cuts

**Cities**  
By Matter Type

### 2022 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Louisville KY</b>	Litigation	Partner	15	\$235	\$335	\$360	\$331	\$332	\$331
		Associate	12	\$175	\$200	\$290	\$230	\$239	\$229
<b>Memphis TN</b>	Litigation	Partner	15	\$290	\$415	\$440	\$376	\$357	\$366
		Non-Litigation Partner	19	\$308	\$347	\$390	\$356	\$340	\$340
<b>Miami FL</b>	Litigation	Partner	99	\$275	\$450	\$623	\$464	\$489	\$449
		Associate	71	\$244	\$320	\$439	\$345	\$331	\$336
	Non-Litigation	Partner	134	\$450	\$575	\$779	\$608	\$577	\$564
		Associate	91	\$305	\$446	\$547	\$435	\$418	\$405
<b>Milwaukee WI</b>	Litigation	Partner	16	\$245	\$338	\$400	\$379	\$390	\$395
		Non-Litigation Partner	21	\$305	\$390	\$466	\$499	\$486	\$483
		Associate	18	\$260	\$290	\$352	\$309	\$314	\$312
<b>Minneapolis MN</b>	Litigation	Partner	66	\$388	\$626	\$702	\$584	\$529	\$472
		Associate	55	\$370	\$461	\$526	\$446	\$386	\$353
	Non-Litigation	Partner	119	\$491	\$627	\$763	\$626	\$600	\$578

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Minneapolis MN</b>	Non-Litigation	Associate	83	\$340	\$421	\$528	\$425	\$408	\$384
<b>Nashville TN</b>	Litigation	Partner	24	\$275	\$320	\$456	\$363	\$378	\$403
	Non-Litigation	Partner	78	\$412	\$484	\$576	\$505	\$481	\$470
		Associate	59	\$270	\$330	\$384	\$340	\$315	\$285
<b>New Orleans LA</b>	Litigation	Partner	47	\$290	\$332	\$412	\$343	\$330	\$340
		Associate	42	\$231	\$243	\$340	\$278	\$290	\$275
	Non-Litigation	Partner	32	\$295	\$347	\$405	\$419	\$380	\$391
		Associate	21	\$244	\$250	\$278	\$273	\$303	\$258
<b>New York NY</b>	Litigation	Partner	614	\$475	\$675	\$1,088	\$808	\$784	\$746
		Associate	631	\$323	\$460	\$729	\$545	\$527	\$509
	Non-Litigation	Partner	1,376	\$765	\$1,235	\$1,638	\$1,189	\$1,139	\$1,090
		Associate	1,809	\$550	\$776	\$1,050	\$796	\$766	\$716
<b>Oklahoma City OK</b>	Non-Litigation	Partner	14	\$235	\$338	\$393	\$337	\$319	\$311
<b>Omaha NE</b>	Litigation	Partner	12	\$293	\$339	\$353	\$329	\$338	\$341

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Omaha NE</b>	Non-Litigation	Partner	30	\$298	\$376	\$420	\$360	\$354	\$346
		Associate	11	\$200	\$215	\$306	\$250	\$242	\$238
<b>Orlando FL</b>	Litigation	Partner	32	\$410	\$474	\$501	\$467	\$477	\$446
		Associate	22	\$255	\$334	\$390	\$317	\$306	\$283
	Non-Litigation	Partner	35	\$399	\$425	\$475	\$441	\$477	\$460
		Associate	22	\$233	\$273	\$347	\$320	\$322	\$297
<b>Philadelphia PA</b>	Litigation	Partner	330	\$485	\$636	\$837	\$664	\$625	\$621
		Associate	330	\$365	\$430	\$530	\$447	\$414	\$392
	Non-Litigation	Partner	374	\$530	\$741	\$925	\$762	\$735	\$706
		Associate	322	\$375	\$446	\$540	\$482	\$441	\$423
<b>Phoenix AZ</b>	Litigation	Partner	36	\$300	\$450	\$585	\$457	\$465	\$420
		Associate	19	\$215	\$265	\$348	\$283	\$282	\$225
	Non-Litigation	Partner	74	\$353	\$425	\$539	\$470	\$423	\$391
		Associate	43	\$225	\$290	\$340	\$305	\$270	\$259

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Pittsburgh PA</b>	Litigation	Partner	57	\$425	\$614	\$767	\$599	\$565	\$539
		Associate	66	\$267	\$430	\$522	\$404	\$391	\$350
	Non-Litigation	Partner	128	\$445	\$603	\$808	\$627	\$646	\$582
		Associate	113	\$340	\$409	\$513	\$434	\$401	\$389
<b>Portland ME</b>	Non-Litigation	Partner	38	\$250	\$385	\$450	\$376	\$384	\$373
<b>Portland OR</b>	Litigation	Partner	36	\$348	\$476	\$585	\$481	\$440	\$417
		Associate	47	\$360	\$420	\$484	\$425	\$389	\$354
	Non-Litigation	Partner	46	\$432	\$502	\$668	\$540	\$511	\$481
		Associate	83	\$364	\$423	\$507	\$433	\$379	\$358
<b>Raleigh NC</b>	Non-Litigation	Partner	31	\$300	\$428	\$563	\$454	\$464	\$443
<b>Richmond VA</b>	Litigation	Partner	36	\$350	\$680	\$723	\$591	\$544	\$570
		Associate	31	\$323	\$425	\$450	\$397	\$391	\$359
	Non-Litigation	Partner	53	\$536	\$765	\$920	\$756	\$715	\$690
		Associate	54	\$425	\$489	\$625	\$515	\$474	\$453

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Rochester NY</b>	Non-Litigation	Partner	12	\$270	\$360	\$488	\$386	\$341	\$446
		Associate	13	\$220	\$310	\$375	\$314	\$278	\$287
<b>Sacramento CA</b>	Non-Litigation	Partner	11	\$381	\$437	\$682	\$534	\$559	\$516
<b>Salt Lake City UT</b>	Litigation	Partner	14	\$246	\$353	\$468	\$363	\$333	\$379
		Associate							
	Non-Litigation	Partner	42	\$297	\$371	\$447	\$391	\$363	\$353
		Associate	22	\$220	\$240	\$270	\$248	\$247	\$228
<b>San Diego CA</b>	Litigation	Associate	23	\$151	\$225	\$300	\$255	\$258	\$264
		Partner							
	Non-Litigation	Partner	89	\$332	\$540	\$1,066	\$699	\$667	\$649
		Associate	71	\$250	\$325	\$424	\$373	\$378	\$351
<b>San Francisco CA</b>	Litigation	Partner	143	\$423	\$675	\$995	\$742	\$711	\$691
		Associate	98	\$325	\$430	\$731	\$525	\$517	\$470
	Non-Litigation	Partner	221	\$475	\$750	\$950	\$758	\$746	\$741
		Associate	151	\$338	\$486	\$702	\$545	\$563	\$507
<b>San Jose CA</b>	Litigation	Partner	33	\$654	\$921	\$1,133	\$916	\$907	\$864

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>San Jose CA</b>	Litigation	Associate	22	\$461	\$580	\$745	\$608	\$593	\$498
		Partner	50	\$660	\$864	\$1,303	\$969	\$985	\$887
	Non-Litigation	Associate	46	\$380	\$460	\$775	\$616	\$639	\$567
<b>Seattle WA</b>	Litigation	Partner	76	\$497	\$655	\$760	\$635	\$567	\$510
		Associate	61	\$394	\$468	\$530	\$447	\$453	\$395
	Non-Litigation	Partner	148	\$410	\$526	\$760	\$571	\$547	\$547
		Associate	113	\$310	\$395	\$502	\$422	\$401	\$377
<b>St. Louis MO</b>	Litigation	Partner	46	\$260	\$350	\$435	\$376	\$373	\$388
		Associate	17	\$197	\$225	\$250	\$228	\$237	\$232
	Non-Litigation	Partner	57	\$352	\$419	\$540	\$451	\$446	\$473
<b>Tampa FL</b>	Litigation	Partner	31	\$369	\$508	\$595	\$490	\$467	\$452
		Associate	15	\$269	\$298	\$368	\$316	\$302	\$306
<b>Trenton NJ</b>	Non-Litigation	Partner	21	\$408	\$600	\$700	\$569	\$620	\$581
		Associate	12	\$480	\$495	\$500	\$448	\$376	\$387

## Section I: High-Level Data Cuts

### Cities

By Matter Type

#### 2022 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Washington DC</b>	Litigation	Partner	490	\$716	\$925	\$1,062	\$922	\$897	\$842
		Associate	428	\$504	\$670	\$707	\$631	\$604	\$558
	Non-Litigation	Partner	1,026	\$643	\$871	\$1,080	\$898	\$876	\$853
		Associate	882	\$459	\$612	\$736	\$631	\$603	\$570
<b>Wheeling WV</b>	Litigation	Partner	22	\$746	\$821	\$850	\$777	\$748	\$801

**Section I: High-Level Data Cuts****Cities**

By Years of Experience

**2022 - Real Rates for Associate****Trend Analysis - Mean**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Atlanta GA</b>	Fewer Than 3 Years	23	\$307	\$338	\$397	\$357	\$334	\$292
	3 to Fewer Than 7 Years	57	\$322	\$390	\$473	\$423	\$365	\$325
	7 or More Years	63	\$325	\$413	\$587	\$453	\$459	\$416
<b>Austin TX</b>	7 or More Years	11	\$339	\$570	\$692	\$524	\$446	\$429
<b>Baltimore MD</b>	Fewer Than 3 Years	15	\$349	\$400	\$475	\$417	\$395	\$341
	7 or More Years	35	\$290	\$394	\$656	\$471	\$471	\$474
<b>Birmingham AL</b>	7 or More Years	16	\$280	\$310	\$340	\$322	\$304	\$313
<b>Boston MA</b>	Fewer Than 3 Years	13	\$414	\$500	\$520	\$479	\$438	
	3 to Fewer Than 7 Years	42	\$350	\$430	\$565	\$474	\$475	\$456
	7 or More Years	51	\$363	\$450	\$630	\$511	\$524	\$497
<b>Charlotte NC</b>	Fewer Than 3 Years	12	\$293	\$295	\$335	\$344	\$368	\$315
	3 to Fewer Than 7 Years	16	\$337	\$360	\$406	\$381	\$363	\$343
	7 or More Years	21	\$365	\$405	\$570	\$500	\$480	\$432
<b>Chicago IL</b>	Fewer Than 3 Years	22	\$302	\$464	\$526	\$426	\$397	\$514

**Section I: High-Level Data Cuts****Cities**

By Years of Experience

**2022 - Real Rates for Associate****Trend Analysis - Mean**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Chicago IL</b>	3 to Fewer Than 7 Years	76	\$364	\$537	\$730	\$552	\$554	\$522
	7 or More Years	106	\$401	\$576	\$759	\$594	\$587	\$571
<b>Cleveland OH</b>	Fewer Than 3 Years	18	\$250	\$285	\$360	\$309	\$309	
	3 to Fewer Than 7 Years	47	\$260	\$295	\$415	\$336	\$331	\$282
	7 or More Years	48	\$264	\$295	\$375	\$350	\$333	\$326
<b>Dallas TX</b>	3 to Fewer Than 7 Years	23	\$335	\$395	\$615	\$506	\$499	\$546
	7 or More Years	31	\$320	\$436	\$647	\$517	\$520	\$514
<b>Denver CO</b>	3 to Fewer Than 7 Years	16	\$310	\$356	\$399	\$356	\$347	\$298
	7 or More Years	29	\$285	\$380	\$453	\$393	\$346	\$337
<b>Detroit MI</b>	7 or More Years	12	\$243	\$250	\$350	\$293	\$293	\$295
<b>Hartford CT</b>	7 or More Years	11	\$293	\$338	\$379	\$336	\$292	\$308
<b>Houston TX</b>	3 to Fewer Than 7 Years	20	\$420	\$517	\$580	\$497	\$497	\$494
	7 or More Years	27	\$316	\$419	\$615	\$488	\$521	\$471
<b>Indianapolis IN</b>	7 or More Years	11	\$260	\$288	\$350	\$300	\$267	\$259

**Section I: High-Level Data Cuts****Cities**

By Years of Experience

**2022 - Real Rates for Associate****Trend Analysis - Mean**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Kansas City MO</b>	3 to Fewer Than 7 Years	15	\$270	\$325	\$360	\$318	\$295	\$283
	7 or More Years	28	\$292	\$334	\$391	\$333	\$312	\$302
<b>Los Angeles CA</b>	Fewer Than 3 Years	63	\$429	\$595	\$654	\$556	\$524	\$488
	3 to Fewer Than 7 Years	144	\$486	\$688	\$838	\$662	\$626	\$530
	7 or More Years	171	\$351	\$550	\$840	\$600	\$634	\$586
<b>Miami FL</b>	3 to Fewer Than 7 Years	19	\$300	\$360	\$457	\$380	\$331	\$313
	7 or More Years	36	\$295	\$450	\$595	\$460	\$433	\$385
<b>Minneapolis MN</b>	Fewer Than 3 Years	11	\$374	\$405	\$446	\$408		\$230
	3 to Fewer Than 7 Years	27	\$340	\$451	\$510	\$421	\$358	\$356
	7 or More Years	27	\$423	\$468	\$585	\$478	\$438	\$392
<b>Nashville TN</b>	7 or More Years	12	\$219	\$245	\$345	\$282	\$266	\$262
<b>New Orleans LA</b>	3 to Fewer Than 7 Years	12	\$232	\$243	\$265	\$261	\$242	\$245
	7 or More Years	18	\$243	\$312	\$343	\$306	\$318	\$294
<b>New York NY</b>	Fewer Than 3 Years	142	\$443	\$622	\$775	\$629	\$600	\$652

**Section I: High-Level Data Cuts****Cities**

By Years of Experience

**2022 - Real Rates for Associate****Trend Analysis - Mean**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>New York NY</b>	3 to Fewer Than 7 Years	260	\$425	\$668	\$995	\$724	\$684	\$622
	7 or More Years	453	\$439	\$713	\$1,015	\$740	\$727	\$703
<b>Orlando FL</b>	7 or More Years	12	\$266	\$335	\$390	\$323	\$324	\$311
<b>Philadelphia PA</b>	Fewer Than 3 Years	42	\$350	\$420	\$429	\$396	\$401	\$375
	3 to Fewer Than 7 Years	114	\$366	\$438	\$500	\$442	\$400	\$373
	7 or More Years	152	\$390	\$509	\$565	\$491	\$437	\$430
<b>Phoenix AZ</b>	7 or More Years	13	\$227	\$265	\$396	\$317	\$278	\$246
<b>Pittsburgh PA</b>	Fewer Than 3 Years	12	\$323	\$420	\$475	\$400	\$379	
	3 to Fewer Than 7 Years	42	\$270	\$407	\$523	\$407	\$376	\$340
	7 or More Years	28	\$340	\$425	\$535	\$434	\$402	\$370
<b>Portland OR</b>	3 to Fewer Than 7 Years	42	\$348	\$390	\$428	\$390	\$340	\$303
	7 or More Years	52	\$420	\$490	\$537	\$473	\$408	\$395
<b>San Diego CA</b>	3 to Fewer Than 7 Years	17	\$268	\$325	\$380	\$347	\$398	\$347
	7 or More Years	27	\$311	\$380	\$421	\$431	\$465	\$389

## Section I: High-Level Data Cuts

### Cities

By Years of Experience

#### 2022 - Real Rates for Associate

#### Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>San Francisco CA</b>	Fewer Than 3 Years	18	\$486	\$510	\$597	\$537	\$455	\$497
	3 to Fewer Than 7 Years	33	\$334	\$509	\$702	\$546	\$528	\$465
	7 or More Years	59	\$328	\$465	\$717	\$545	\$536	\$504
<b>San Jose CA</b>	7 or More Years	14	\$406	\$497	\$605	\$596	\$706	\$630
<b>Seattle WA</b>	3 to Fewer Than 7 Years	31	\$290	\$321	\$339	\$329	\$304	\$285
	7 or More Years	41	\$348	\$429	\$473	\$427	\$400	\$377
<b>St. Louis MO</b>	7 or More Years	13	\$200	\$225	\$275	\$260	\$262	\$259
<b>Washington DC</b>	Fewer Than 3 Years	73	\$400	\$506	\$610	\$509	\$425	\$532
	3 to Fewer Than 7 Years	183	\$455	\$580	\$698	\$599	\$535	\$495
	7 or More Years	206	\$547	\$695	\$870	\$731	\$683	\$634

## Section I: High-Level Data Cuts

### Cities

By Years of Experience

#### 2022 - Real Rates for Partner

#### Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Albany NY</b>	21 or More Years	14	\$305	\$305	\$325	\$341	\$377	\$376
	Fewer Than 21 Years	83	\$440	\$579	\$780	\$616	\$558	\$565
<b>Atlanta GA</b>	21 or More Years	124	\$473	\$625	\$895	\$680	\$624	\$602
	Fewer Than 21 Years	22	\$423	\$495	\$772	\$620	\$585	\$543
<b>Austin TX</b>	21 or More Years	39	\$450	\$550	\$858	\$624	\$568	\$532
	Fewer Than 21 Years	31	\$373	\$509	\$762	\$583	\$547	\$531
<b>Baltimore MD</b>	21 or More Years	72	\$509	\$625	\$710	\$642	\$669	\$618
	Fewer Than 21 Years	36	\$310	\$353	\$409	\$362	\$364	\$359
<b>Birmingham AL</b>	21 or More Years	32	\$375	\$480	\$553	\$470	\$455	\$439
	Fewer Than 21 Years	74	\$475	\$650	\$868	\$686	\$708	\$644
<b>Boston MA</b>	21 or More Years	131	\$415	\$719	\$909	\$735	\$724	\$654
	Fewer Than 21 Years	19	\$375	\$537	\$600	\$499	\$487	\$441
<b>Bridgeport CT</b>	21 or More Years	15	\$319	\$340	\$380	\$358	\$352	\$356
<b>Buffalo NY</b>	Fewer Than 21 Years	20	\$329	\$343	\$352	\$331	\$326	\$333
	21 or More Years	15	\$319	\$340	\$380	\$358	\$352	\$356

## Section I: High-Level Data Cuts

### Cities

By Years of Experience

#### 2022 - Real Rates for Partner

#### Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Charleston WV</b>	21 or More Years	24	\$268	\$300	\$325	\$301	\$302	\$307
	Fewer Than 21 Years	43	\$507	\$596	\$679	\$626	\$596	\$553
<b>Charlotte NC</b>	21 or More Years	42	\$575	\$701	\$930	\$774	\$775	\$710
	Fewer Than 21 Years	183	\$532	\$768	\$1,057	\$812	\$783	\$772
<b>Chicago IL</b>	21 or More Years	335	\$575	\$810	\$1,168	\$889	\$879	\$850
	Fewer Than 21 Years	18	\$403	\$485	\$538	\$479	\$404	\$425
<b>Cincinnati OH</b>	21 or More Years	29	\$425	\$490	\$575	\$498	\$492	\$472
	Fewer Than 21 Years	68	\$393	\$435	\$550	\$501	\$478	\$460
<b>Cleveland OH</b>	21 or More Years	116	\$456	\$527	\$740	\$613	\$580	\$573
	21 or More Years	18	\$388	\$446	\$550	\$463	\$423	\$399
<b>Columbia SC</b>	21 or More Years	26	\$418	\$495	\$627	\$520	\$494	\$470
<b>Columbus OH</b>	21 or More Years	53	\$401	\$525	\$643	\$569	\$550	\$542
	Fewer Than 21 Years	72	\$525	\$683	\$993	\$757	\$830	\$769
<b>Dallas TX</b>	21 or More Years	47	\$426	\$490	\$543	\$499	\$494	\$460
	Fewer Than 21 Years							
<b>Denver CO</b>	Fewer Than 21 Years							

**Section I: High-Level Data Cuts****Cities**

By Years of Experience

**2022 - Real Rates for Partner****Trend Analysis - Mean**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Denver CO</b>	21 or More Years	75	\$452	\$582	\$700	\$607	\$583	\$541
	Fewer Than 21 Years	18	\$250	\$378	\$440	\$360	\$377	\$337
<b>Detroit MI</b>	21 or More Years	47	\$297	\$340	\$455	\$369	\$390	\$360
	Fewer Than 21 Years	11	\$358	\$375	\$385	\$373	\$354	\$378
<b>Greenville SC</b>	21 or More Years	18	\$389	\$441	\$531	\$458	\$462	\$452
	Fewer Than 21 Years	16	\$360	\$475	\$519	\$452	\$397	\$425
<b>Hartford CT</b>	21 or More Years	27	\$385	\$525	\$730	\$565	\$555	\$536
	21 or More Years	15	\$287	\$300	\$361	\$333	\$375	\$369
<b>Honolulu HI</b>	21 or More Years	51	\$475	\$715	\$915	\$745	\$691	\$734
	Fewer Than 21 Years	59	\$501	\$854	\$1,060	\$850	\$794	\$785
<b>Houston TX</b>	21 or More Years	22	\$270	\$405	\$450	\$384	\$383	\$399
	Fewer Than 21 Years	37	\$346	\$448	\$649	\$477	\$470	\$452
<b>Indianapolis IN</b>	21 or More Years	15	\$296	\$333	\$382	\$338	\$355	\$329
	Fewer Than 21 Years	22	\$295	\$360	\$485	\$401	\$399	\$370
<b>Jackson MS</b>	21 or More Years	22	\$295	\$360	\$485	\$401	\$399	\$370
	Fewer Than 21 Years	15	\$296	\$333	\$382	\$338	\$355	\$329

**Section I: High-Level Data Cuts****Cities**

By Years of Experience

**2022 - Real Rates for Partner****Trend Analysis - Mean**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Kansas City MO</b>	Fewer Than 21 Years	46	\$400	\$450	\$537	\$473	\$411	\$397
	21 or More Years	68	\$440	\$553	\$658	\$539	\$497	\$491
<b>Las Vegas NV</b>	Fewer Than 21 Years	12	\$284	\$381	\$495	\$389	\$349	\$343
	21 or More Years	13	\$350	\$425	\$515	\$468	\$456	\$472
<b>Los Angeles CA</b>	Fewer Than 21 Years	183	\$533	\$801	\$1,075	\$804	\$797	\$682
	21 or More Years	333	\$550	\$765	\$1,133	\$863	\$842	\$808
<b>Memphis TN</b>	Fewer Than 21 Years	14	\$288	\$331	\$380	\$345	\$317	\$328
	21 or More Years	15	\$355	\$415	\$425	\$394	\$382	\$375
<b>Miami FL</b>	Fewer Than 21 Years	57	\$370	\$450	\$598	\$490	\$498	\$443
	21 or More Years	104	\$388	\$581	\$749	\$584	\$580	\$536
<b>Milwaukee WI</b>	21 or More Years	16	\$302	\$454	\$613	\$589	\$515	\$530
<b>Minneapolis MN</b>	Fewer Than 21 Years	36	\$470	\$530	\$607	\$532	\$486	\$499
	21 or More Years	84	\$507	\$675	\$796	\$656	\$620	\$589
<b>Nashville TN</b>	Fewer Than 21 Years	28	\$375	\$405	\$535	\$449	\$405	\$397

## Section I: High-Level Data Cuts

### Cities

By Years of Experience

#### 2022 - Real Rates for Partner

#### Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
Nashville TN	21 or More Years	44	\$425	\$475	\$553	\$498	\$489	\$469
	Fewer Than 21 Years	22	\$313	\$329	\$347	\$341	\$322	\$346
New Orleans LA	21 or More Years	39	\$309	\$360	\$438	\$407	\$365	\$382
	Fewer Than 21 Years	420	\$641	\$1,021	\$1,460	\$1,058	\$1,028	\$979
New York NY	21 or More Years	919	\$637	\$1,070	\$1,560	\$1,091	\$1,060	\$995
	Fewer Than 21 Years	15	\$220	\$343	\$390	\$326	\$328	\$313
Oklahoma City OK	21 or More Years	12	\$255	\$273	\$345	\$293	\$295	\$307
	Fewer Than 21 Years	19	\$341	\$390	\$420	\$379	\$383	\$363
Omaha NE	21 or More Years	25	\$411	\$470	\$475	\$438	\$453	\$428
	Fewer Than 21 Years	15	\$396	\$404	\$453	\$432	\$502	\$450
Orlando FL	21 or More Years	25	\$411	\$470	\$475	\$438	\$453	\$428
	Fewer Than 21 Years	163	\$453	\$600	\$739	\$618	\$599	\$561
Philadelphia PA	21 or More Years	287	\$525	\$715	\$900	\$738	\$708	\$697
	Fewer Than 21 Years	22	\$302	\$426	\$467	\$412	\$381	\$378
Phoenix AZ	21 or More Years	60	\$375	\$468	\$584	\$499	\$481	\$425
	Fewer Than 21 Years	22	\$302	\$426	\$467	\$412	\$381	\$378

**Section I: High-Level Data Cuts****Cities**

By Years of Experience

**2022 - Real Rates for Partner****Trend Analysis - Mean**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Pittsburgh PA</b>	Fewer Than 21 Years	41	\$420	\$605	\$754	\$598	\$572	\$490
	21 or More Years	76	\$428	\$564	\$756	\$603	\$611	\$565
<b>Portland ME</b>	Fewer Than 21 Years	12	\$308	\$340	\$416	\$347	\$351	\$347
	21 or More Years	19	\$218	\$385	\$450	\$358	\$385	\$346
<b>Portland OR</b>	Fewer Than 21 Years	33	\$400	\$465	\$639	\$522	\$471	\$418
	21 or More Years	35	\$450	\$502	\$653	\$533	\$516	\$485
<b>Raleigh NC</b>	Fewer Than 21 Years	15	\$281	\$366	\$467	\$393	\$414	\$430
	21 or More Years	24	\$275	\$425	\$595	\$454	\$487	\$468
<b>Richmond VA</b>	Fewer Than 21 Years	25	\$585	\$723	\$775	\$682	\$652	\$626
	21 or More Years	30	\$425	\$680	\$976	\$713	\$629	\$625
<b>Salt Lake City UT</b>	Fewer Than 21 Years	19	\$293	\$368	\$430	\$364	\$334	\$349
	21 or More Years	24	\$314	\$425	\$515	\$424	\$392	\$375
<b>San Diego CA</b>	Fewer Than 21 Years	23	\$380	\$425	\$680	\$563	\$608	\$531
	21 or More Years	58	\$447	\$707	\$1,212	\$822	\$739	\$654

**Section I: High-Level Data Cuts****Cities**

By Years of Experience

**2022 - Real Rates for Partner****Trend Analysis - Mean**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>San Francisco CA</b>	Fewer Than 21 Years	89	\$481	\$750	\$987	\$768	\$715	\$692
	21 or More Years	149	\$523	\$755	\$994	\$784	\$768	\$764
<b>San Jose CA</b>	Fewer Than 21 Years	13	\$661	\$945	\$1,382	\$1,016	\$970	\$851
	21 or More Years	51	\$665	\$864	\$1,251	\$963	\$982	\$910
<b>Seattle WA</b>	Fewer Than 21 Years	63	\$400	\$500	\$668	\$542	\$476	\$448
	21 or More Years	81	\$495	\$600	\$760	\$625	\$575	\$564
<b>St. Louis MO</b>	Fewer Than 21 Years	30	\$363	\$402	\$461	\$416	\$431	\$427
	21 or More Years	55	\$300	\$429	\$544	\$441	\$431	\$455
<b>Tampa FL</b>	Fewer Than 21 Years	22	\$312	\$372	\$510	\$409	\$402	\$376
	21 or More Years	37	\$375	\$498	\$570	\$495	\$514	\$486
<b>Trenton NJ</b>	21 or More Years	15	\$419	\$553	\$700	\$573	\$642	\$617
<b>Washington DC</b>	Fewer Than 21 Years	364	\$650	\$856	\$980	\$850	\$818	\$780
	21 or More Years	673	\$675	\$890	\$1,096	\$920	\$899	\$870
<b>Wheeling WV</b>	Fewer Than 21 Years	12	\$737	\$762	\$774	\$723	\$720	\$528

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Albany NY</b>	Partner	19	\$288	\$305	\$325	\$325	\$353	\$359
	Associate	19	\$230	\$240	\$250	\$250	\$236	\$236
<b>Atlanta GA</b>	Partner	294	\$450	\$616	\$842	\$659	\$615	\$605
	Associate	297	\$325	\$414	\$579	\$459	\$426	\$404
<b>Austin TX</b>	Partner	90	\$420	\$495	\$709	\$572	\$548	\$527
	Associate	65	\$317	\$406	\$630	\$465	\$407	\$411
<b>Baltimore MD</b>	Partner	140	\$395	\$600	\$774	\$621	\$631	\$612
	Associate	140	\$303	\$412	\$582	\$462	\$476	\$451
<b>Baton Rouge LA</b>	Partner	13	\$295	\$335	\$436	\$372	\$365	\$367
<b>Birmingham AL</b>	Partner	87	\$325	\$393	\$480	\$405	\$396	\$389
	Associate	82	\$264	\$300	\$325	\$298	\$295	\$301
<b>Boise City ID</b>	Partner	13	\$242	\$295	\$311	\$310	\$319	\$295
<b>Boston MA</b>	Partner	257	\$450	\$695	\$903	\$725	\$713	\$663
	Associate	258	\$357	\$500	\$661	\$534	\$523	\$476

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Bridgeport CT</b>	Partner	29	\$375	\$515	\$589	\$491	\$479	\$432
	Associate	14	\$246	\$295	\$350	\$302	\$270	\$265
<b>Buffalo NY</b>	Partner	41	\$325	\$341	\$360	\$344	\$336	\$343
	Associate	27	\$211	\$250	\$265	\$245	\$238	\$246
<b>Burlington VT</b>	Partner	13	\$210	\$265	\$300	\$279	\$258	\$268
<b>Charleston SC</b>	Partner	13	\$283	\$300	\$442	\$352	\$358	\$340
<b>Charleston WV</b>	Partner	34	\$250	\$300	\$325	\$295	\$291	\$300
<b>Charlotte NC</b>	Partner	103	\$549	\$639	\$772	\$693	\$668	\$639
	Associate	105	\$320	\$365	\$472	\$432	\$435	\$403
<b>Chicago IL</b>	Partner	762	\$600	\$829	\$1,135	\$877	\$865	\$820
	Associate	664	\$400	\$540	\$722	\$568	\$584	\$546
<b>Cincinnati OH</b>	Partner	58	\$395	\$474	\$564	\$475	\$463	\$451
	Associate	72	\$260	\$305	\$350	\$309	\$296	\$276
<b>Cleveland OH</b>	Partner	212	\$397	\$500	\$638	\$559	\$536	\$531

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Cleveland OH</b>	Associate	184	\$255	\$295	\$380	\$330	\$322	\$303
<b>Columbia SC</b>	Partner	41	\$350	\$410	\$510	\$426	\$401	\$383
	Associate	32	\$250	\$315	\$345	\$305	\$273	\$256
<b>Columbus OH</b>	Partner	49	\$400	\$471	\$590	\$493	\$492	\$486
	Associate	33	\$255	\$290	\$350	\$310	\$297	\$276
<b>Dallas TX</b>	Partner	196	\$420	\$565	\$918	\$667	\$676	\$658
	Associate	186	\$303	\$493	\$690	\$512	\$497	\$494
<b>Dayton OH</b>	Partner	15	\$353	\$385	\$423	\$396	\$403	\$414
<b>Denver CO</b>	Partner	146	\$445	\$521	\$626	\$558	\$535	\$496
	Associate	112	\$285	\$356	\$425	\$370	\$344	\$324
<b>Detroit MI</b>	Partner	83	\$297	\$350	\$443	\$367	\$383	\$366
	Associate	49	\$215	\$253	\$301	\$266	\$271	\$266
<b>Greenville SC</b>	Partner	38	\$375	\$420	\$488	\$428	\$428	\$425
	Associate	19	\$265	\$295	\$346	\$311	\$314	\$312

## Section I: High-Level Data Cuts

**Cities**  
By Matter Type

### 2022 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Hartford CT</b>	Partner	47	\$356	\$506	\$599	\$518	\$500	\$497
	Associate	33	\$274	\$319	\$350	\$316	\$300	\$301
<b>Honolulu HI</b>	Partner	23	\$275	\$300	\$360	\$324	\$354	\$350
	Associate	15	\$189	\$200	\$206	\$205	\$205	\$198
<b>Houston TX</b>	Partner	153	\$440	\$750	\$1,025	\$783	\$736	\$732
	Associate	188	\$315	\$425	\$610	\$473	\$444	\$416
<b>Indianapolis IN</b>	Partner	71	\$328	\$421	\$523	\$436	\$433	\$436
	Associate	41	\$250	\$271	\$342	\$296	\$272	\$268
<b>Jackson MS</b>	Partner	83	\$300	\$323	\$404	\$358	\$382	\$370
	Associate	69	\$55	\$225	\$250	\$171	\$174	\$187
<b>Jacksonville FL</b>	Partner	22	\$280	\$300	\$483	\$372	\$456	\$387
<b>Kansas City MO</b>	Partner	159	\$411	\$470	\$575	\$499	\$472	\$457
	Associate	114	\$250	\$325	\$385	\$321	\$314	\$294
<b>Las Vegas NV</b>	Partner	31	\$300	\$406	\$511	\$425	\$435	\$426

## Section I: High-Level Data Cuts

**Cities**  
By Matter Type

### 2022 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Las Vegas NV	Associate	15	\$250	\$308	\$361	\$314	\$313	\$283
	Partner	16	\$215	\$250	\$311	\$271	\$260	\$287
Little Rock AR	Associate	17	\$150	\$150	\$185	\$173	\$171	\$188
	Partner	743	\$550	\$825	\$1,140	\$863	\$844	\$796
Los Angeles CA	Associate	1007	\$429	\$610	\$847	\$649	\$676	\$618
	Partner	22	\$265	\$325	\$360	\$326	\$343	\$339
Louisville KY	Associate	20	\$196	\$248	\$271	\$240	\$232	\$232
	Partner	11	\$378	\$425	\$535	\$447	\$426	\$437
Madison WI	Partner	30	\$290	\$359	\$425	\$365	\$349	\$354
Memphis TN	Partner	214	\$364	\$528	\$688	\$542	\$535	\$504
Miami FL	Associate	156	\$271	\$387	\$476	\$393	\$379	\$372
	Partner	36	\$290	\$375	\$464	\$448	\$449	\$448
Milwaukee WI	Associate	23	\$265	\$290	\$361	\$312	\$310	\$300
	Partner	168	\$454	\$626	\$728	\$611	\$576	\$543

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Minneapolis MN</b>	Associate	135	\$344	\$435	\$526	\$433	\$398	\$371
<b>Nashville TN</b>	Partner	101	\$380	\$470	\$558	\$478	\$462	\$454
	Associate	69	\$250	\$323	\$380	\$327	\$299	\$273
<b>New Haven CT</b>	Partner	11	\$308	\$438	\$533	\$431	\$428	\$449
<b>New Orleans LA</b>	Partner	75	\$295	\$334	\$412	\$373	\$351	\$362
	Associate	59	\$237	\$250	\$337	\$277	\$293	\$270
<b>New York NY</b>	Partner	1791	\$625	\$1,050	\$1,538	\$1,076	\$1,043	\$990
	Associate	2292	\$460	\$713	\$980	\$731	\$707	\$664
<b>Oklahoma City OK</b>	Partner	23	\$220	\$313	\$365	\$311	\$309	\$299
	Associate	12	\$200	\$219	\$268	\$242	\$208	\$208
<b>Omaha NE</b>	Partner	40	\$297	\$355	\$411	\$349	\$352	\$344
	Associate	13	\$192	\$215	\$270	\$240	\$237	\$233
<b>Orlando FL</b>	Partner	61	\$400	\$460	\$475	\$455	\$477	\$454
	Associate	44	\$249	\$293	\$390	\$318	\$312	\$290

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Philadelphia PA</b>	Partner	605	\$509	\$695	\$884	\$716	\$686	\$670
	Associate	583	\$369	\$433	\$530	\$465	\$429	\$409
<b>Phoenix AZ</b>	Partner	105	\$330	\$427	\$561	\$466	\$435	\$400
	Associate	60	\$225	\$280	\$342	\$299	\$273	\$249
<b>Pittsburgh PA</b>	Partner	167	\$435	\$605	\$804	\$619	\$623	\$567
	Associate	165	\$320	\$415	\$520	\$423	\$397	\$373
<b>Portland ME</b>	Partner	43	\$250	\$385	\$450	\$398	\$409	\$386
	Associate	22	\$180	\$200	\$250	\$219	\$252	\$244
<b>Portland OR</b>	Partner	73	\$400	\$498	\$640	\$517	\$489	\$457
	Associate	109	\$362	\$423	\$503	\$430	\$383	\$357
<b>Raleigh NC</b>	Partner	47	\$275	\$395	\$539	\$431	\$453	\$437
	Associate	24	\$213	\$275	\$303	\$272	\$329	\$342
<b>Richmond VA</b>	Partner	81	\$490	\$695	\$810	\$686	\$639	\$634
	Associate	78	\$355	\$450	\$557	\$474	\$447	\$420

## Section I: High-Level Data Cuts

**Cities**  
By Matter Type

### 2022 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Rochester NY	Partner	14	\$261	\$360	\$425	\$369	\$325	\$389
	Associate	18	\$221	\$278	\$365	\$298	\$267	\$274
Sacramento CA	Partner	17	\$375	\$430	\$659	\$503	\$478	\$436
	Associate	13	\$263	\$350	\$375	\$320	\$341	\$333
Salt Lake City UT	Partner	53	\$290	\$370	\$449	\$384	\$355	\$361
	Associate	24	\$220	\$240	\$270	\$252	\$244	\$227
San Antonio TX	Partner	12	\$406	\$440	\$450	\$436	\$499	\$422
San Diego CA	Partner	107	\$316	\$457	\$996	\$643	\$637	\$569
	Associate	90	\$225	\$300	\$380	\$340	\$342	\$306
San Francisco CA	Partner	320	\$440	\$718	\$979	\$751	\$732	\$721
	Associate	239	\$334	\$458	\$706	\$537	\$544	\$494
San Jose CA	Partner	72	\$658	\$878	\$1,209	\$949	\$956	\$880
	Associate	61	\$401	\$505	\$749	\$613	\$621	\$544
Seattle WA	Partner	194	\$443	\$548	\$760	\$592	\$554	\$535

## Section I: High-Level Data Cuts

**Cities**  
By Matter Type

### 2022 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Seattle WA</b>	Associate	158	\$322	\$405	\$530	\$431	\$422	\$384
<b>St. Louis MO</b>	Partner	92	\$337	\$396	\$485	\$421	\$419	\$440
	Associate	22	\$200	\$250	\$280	\$251	\$253	\$251
<b>Tallahassee FL</b>	Partner	11	\$345	\$515	\$678	\$531	\$486	\$487
<b>Tampa FL</b>	Partner	69	\$345	\$411	\$560	\$462	\$475	\$453
	Associate	27	\$250	\$290	\$325	\$302	\$304	\$298
<b>Trenton NJ</b>	Partner	28	\$412	\$543	\$685	\$555	\$599	\$572
	Associate	15	\$393	\$495	\$530	\$445	\$383	\$372
<b>Washington DC</b>	Partner	1316	\$665	\$888	\$1,080	\$905	\$881	\$850
	Associate	1177	\$469	\$630	\$730	\$631	\$604	\$566
<b>Wheeling WV</b>	Partner	37	\$771	\$837	\$917	\$835	\$770	\$778
	Associate	101	\$392	\$518	\$654	\$514	\$487	\$519

## Section I: High-Level Data Cuts

## Detailed Practice Area By Matter Type

### 2022 — Real Rates for Associate, Paralegal, Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020	
Bankruptcy and Collections	Litigation	Partner	231	\$325	\$425	\$604	\$495	\$489	\$468	
		Associate	156	\$255	\$310	\$395	\$352	\$366	\$362	
		Paralegal	105	\$160	\$200	\$255	\$212	\$196	\$198	
	Non-Litigation	Partner	223	\$340	\$410	\$548	\$484	\$525	\$567	
		Associate	122	\$254	\$345	\$420	\$374	\$448	\$457	
		Paralegal	99	\$140	\$194	\$235	\$200	\$195	\$216	
	Commercial	Litigation	Partner	845	\$450	\$649	\$949	\$740	\$686	\$657
			Associate	798	\$328	\$444	\$650	\$520	\$484	\$447
			Paralegal	387	\$186	\$265	\$345	\$274	\$259	\$251
Non-Litigation		Partner	508	\$513	\$690	\$973	\$776	\$780	\$786	
		Associate	349	\$353	\$464	\$629	\$534	\$550	\$555	
		Paralegal	110	\$200	\$272	\$356	\$284	\$274	\$282	
Corporate: Antitrust and Competition		Litigation	Partner	24	\$887	\$1,068	\$1,321	\$1,060	\$926	\$795

## Section I: High-Level Data Cuts

### Detailed Practice Area By Matter Type

#### 2022 — Real Rates for Associate, Paralegal, Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Corporate: Antitrust and Competition</b>	Litigation	Paralegal	35	\$311	\$360	\$419	\$370	\$317	\$279
		Partner	43	\$888	\$1,208	\$1,444	\$1,182	\$1,082	\$1,050
		Associate	62	\$583	\$703	\$912	\$713	\$665	\$651
<b>Corporate: Governance</b>	Non-Litigation	Partner	144	\$858	\$1,062	\$1,462	\$1,128	\$1,075	\$1,066
		Associate	133	\$538	\$710	\$883	\$719	\$690	\$667
		Paralegal	40	\$277	\$325	\$375	\$310	\$307	\$281
<b>Corporate: Information and Technology</b>	Non-Litigation	Partner	31	\$551	\$755	\$965	\$818	\$768	\$771
		Associate	29	\$360	\$462	\$578	\$496	\$452	\$502
<b>Corporate: Mergers, Acquisitions and Divestitures</b>	Non-Litigation	Partner	364	\$651	\$923	\$1,379	\$1,029	\$931	\$948
		Associate	430	\$486	\$695	\$955	\$736	\$630	\$619
		Paralegal	118	\$302	\$390	\$468	\$379	\$331	\$303
<b>Corporate: Other</b>	Litigation	Partner	883	\$520	\$725	\$950	\$774	\$757	\$715
		Associate	743	\$375	\$520	\$687	\$540	\$517	\$487

## Section I: High-Level Data Cuts

### Detailed Practice Area By Matter Type

#### 2022 — Real Rates for Associate, Paralegal, Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Corporate: Other</b>	Litigation	Paralegal	324	\$190	\$265	\$336	\$261	\$263	\$241
		Partner	1,641	\$539	\$875	\$1,212	\$916	\$854	\$832
	Non-Litigation	Associate	1,450	\$430	\$622	\$800	\$649	\$612	\$585
		Paralegal	501	\$200	\$300	\$410	\$307	\$283	\$260
<b>Corporate: Partnerships and Joint Ventures</b>	Non-Litigation	Partner	68	\$986	\$1,424	\$1,740	\$1,277	\$1,207	\$1,175
		Associate	95	\$734	\$977	\$1,180	\$943	\$895	\$778
<b>Corporate: Regulatory and Compliance</b>	Litigation	Partner	233	\$650	\$835	\$1,017	\$869	\$860	\$814
		Associate	219	\$430	\$541	\$723	\$580	\$588	\$558
		Paralegal	88	\$214	\$275	\$353	\$292	\$281	\$270
	Non-Litigation	Partner	794	\$535	\$726	\$965	\$785	\$755	\$745
		Associate	696	\$400	\$533	\$695	\$567	\$534	\$518
		Paralegal	174	\$184	\$221	\$300	\$246	\$241	\$242
<b>Corporate: Tax</b>	Litigation	Paralegal	14	\$153	\$175	\$190	\$192	\$187	\$160

## Section I: High-Level Data Cuts

## Detailed Practice Area By Matter Type

### 2022 — Real Rates for Associate, Paralegal, Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Corporate: Tax</b>	Non-Litigation	Partner	266	\$641	\$905	\$1,165	\$943	\$939	\$914
		Associate	190	\$499	\$659	\$877	\$699	\$660	\$607
		Paralegal	44	\$210	\$277	\$362	\$292	\$302	\$310
<b>Corporate: Treasury</b>	Non-Litigation	Partner	35	\$800	\$935	\$1,019	\$968	\$900	\$997
		Associate	33	\$399	\$502	\$698	\$590	\$515	\$487
<b>Employment and Labor: ADA</b>	Litigation	Partner	11	\$446	\$502	\$634	\$532	\$513	\$486
		Associate	21	\$340	\$372	\$415	\$380	\$361	\$347
<b>Employment and Labor: Agreements</b>	Litigation	Partner	34	\$436	\$711	\$874	\$721	\$677	\$680
		Associate	18	\$347	\$475	\$654	\$507	\$497	\$530
	Non-Litigation	Associate	41	\$266	\$350	\$420	\$359	\$352	\$383
		Paralegal	15	\$158	\$180	\$186	\$179	\$192	\$186
<b>Employment and Labor: Compensation and Benefits</b>	Litigation	Partner	26	\$427	\$554	\$667	\$612	\$605	\$606
		Associate	15	\$292	\$385	\$547	\$453	\$427	\$422

## Section I: High-Level Data Cuts

### Detailed Practice Area By Matter Type

#### 2022 — Real Rates for Associate, Paralegal, Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020	
<b>Employment and Labor: Immigration</b>	Non-Litigation	Partner	50	\$496	\$617	\$748	\$638	\$601	\$582	
		Associate	45	\$315	\$455	\$567	\$462	\$401	\$382	
		Paralegal	25	\$153	\$200	\$218	\$183	\$179	\$197	
<b>Employment and Labor: Other</b>	Litigation	Partner	277	\$500	\$685	\$873	\$710	\$681	\$619	
		Associate	247	\$334	\$428	\$575	\$461	\$470	\$442	
		Paralegal	83	\$180	\$234	\$290	\$229	\$226	\$217	
	Non-Litigation	Partner	702	\$425	\$504	\$690	\$592	\$569	\$591	
		Associate	483	\$315	\$375	\$473	\$417	\$408	\$408	
		Paralegal	158	\$150	\$205	\$277	\$223	\$237	\$236	
	<b>Employment and Labor: Union Relations and Negotiations / NLRB</b>	Non-Litigation	Partner	111	\$470	\$525	\$653	\$591	\$593	\$550
			Associate	56	\$318	\$350	\$428	\$376	\$416	\$395
	<b>Employment and Labor: Wages, Tips and Overtime</b>	Litigation	Partner	44	\$440	\$490	\$668	\$551	\$514	\$505
Associate			39	\$310	\$363	\$485	\$413	\$383	\$348	

## Section I: High-Level Data Cuts

### Detailed Practice Area By Matter Type

#### 2022 — Real Rates for Associate, Paralegal, Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Employment and Labor: Wages, Tips and Overtime</b>	Litigation	Paralegal	14	\$144	\$193	\$300	\$222	\$197	\$174
	Non-Litigation	Associate	15	\$294	\$325	\$350	\$322	\$340	\$359
<b>Employment and Labor: Wrongful Termination</b>	Litigation	Partner	20	\$327	\$603	\$705	\$553	\$518	\$555
		Paralegal	11	\$120	\$150	\$240	\$183	\$216	\$191
	Non-Litigation	Associate	21	\$250	\$285	\$350	\$299	\$332	\$330
<b>Environmental</b>	Litigation	Partner	63	\$415	\$530	\$641	\$575	\$519	\$522
		Associate	56	\$340	\$400	\$558	\$473	\$381	\$372
		Paralegal	11	\$182	\$200	\$300	\$239	\$232	\$237
	Non-Litigation	Partner	88	\$450	\$532	\$751	\$657	\$627	\$588
		Associate	46	\$345	\$444	\$605	\$484	\$511	\$435
<b>Finance and Securities: Debt/Equity Offerings</b>	Non-Litigation	Partner	108	\$690	\$973	\$1,600	\$1,105	\$966	\$972
		Associate	92	\$442	\$689	\$1,140	\$754	\$614	\$590
		Paralegal	36	\$258	\$366	\$410	\$349	\$282	\$287

## Section I: High-Level Data Cuts

## Detailed Practice Area By Matter Type

### 2022 — Real Rates for Associate, Paralegal, Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Finance and Securities: Fiduciary Services</b>	Litigation	Associate	22	\$383	\$472	\$565	\$471	\$418	\$384
		Paralegal	14	\$197	\$246	\$295	\$247	\$234	\$207
	Non-Litigation	Partner	44	\$454	\$540	\$912	\$694	\$687	\$675
		Associate	21	\$290	\$350	\$390	\$394	\$410	\$391
<b>Finance and Securities: Investments and Other Financial Instruments</b>	Litigation	Partner	30	\$787	\$962	\$1,211	\$941	\$881	\$1,002
		Associate	35	\$541	\$640	\$769	\$678	\$559	\$568
		Paralegal	28	\$236	\$253	\$313	\$280	\$269	\$256
	Non-Litigation	Partner	688	\$737	\$1,020	\$1,354	\$1,060	\$1,091	\$1,001
		Associate	753	\$501	\$690	\$908	\$725	\$767	\$700
		Paralegal	224	\$218	\$292	\$388	\$309	\$325	\$285
<b>Finance and Securities: Loans and Financing</b>	Litigation	Partner	67	\$415	\$541	\$711	\$664	\$633	\$546
		Associate	71	\$265	\$315	\$479	\$411	\$402	\$367
		Paralegal	36	\$170	\$230	\$250	\$223	\$225	\$208

## Section I: High-Level Data Cuts

## Detailed Practice Area

By Matter Type

### 2022 — Real Rates for Associate, Paralegal, Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Finance and Securities: Loans and Financing</b>	Non-Litigation	Partner	1,006	\$575	\$866	\$1,327	\$961	\$959	\$896
		Associate	968	\$435	\$640	\$905	\$685	\$693	\$629
		Paralegal	424	\$207	\$295	\$399	\$304	\$316	\$292
<b>Finance and Securities: Other</b>	Non-Litigation	Partner	16	\$672	\$909	\$1,513	\$1,028	\$999	\$1,051
<b>Finance and Securities: SEC Filings and Financial Reporting</b>	Non-Litigation	Partner	65	\$761	\$1,183	\$1,691	\$1,175	\$1,200	\$1,048
		Associate	55	\$667	\$897	\$1,179	\$901	\$805	\$679
		Paralegal	21	\$360	\$475	\$475	\$427	\$380	\$333
<b>Finance and Securities: Securities and Banking Regulations</b>	Non-Litigation	Partner	41	\$850	\$1,229	\$1,425	\$1,124	\$1,009	\$1,036
		Associate	15	\$535	\$680	\$929	\$689	\$634	\$619
<b>General Liability: Asbestos/Mesothelioma</b>	Litigation	Partner	98	\$225	\$275	\$321	\$319	\$330	\$362
		Associate	60	\$195	\$250	\$275	\$253	\$253	\$256
		Paralegal	84	\$100	\$115	\$127	\$126	\$128	\$129
	Non-Litigation	Partner	37	\$260	\$325	\$385	\$441	\$397	\$338

## Section I: High-Level Data Cuts

## Detailed Practice Area

By Matter Type

### 2022 — Real Rates for Associate, Paralegal, Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>General Liability: Asbestos/Mesothelioma</b>	Non-Litigation	Paralegal	25	\$100	\$115	\$146	\$144	\$140	\$117
<b>General Liability: Auto and Transportation</b>	Litigation	Partner	21	\$165	\$315	\$375	\$305	\$234	\$262
		Paralegal	16	\$90	\$148	\$210	\$149	\$117	\$119
<b>General Liability: Consumer Related Claims</b>	Litigation	Partner	61	\$300	\$536	\$702	\$543	\$545	\$468
		Associate	41	\$323	\$392	\$455	\$402	\$424	\$360
		Paralegal	23	\$125	\$140	\$223	\$181	\$189	\$161
<b>General Liability: Crime, Dishonesty and Fraud</b>	Litigation	Partner	18	\$506	\$525	\$599	\$558	\$544	\$509
		Associate	11	\$379	\$463	\$575	\$468	\$424	\$355
		Paralegal	12	\$200	\$220	\$250	\$246	\$248	\$196
<b>General Liability: Other</b>	Litigation	Partner	122	\$275	\$691	\$950	\$687	\$676	\$606
<b>General Liability: Personal Injury/Wrongful Death</b>	Litigation	Partner	225	\$195	\$250	\$415	\$377	\$350	\$330
		Associate	161	\$173	\$200	\$275	\$273	\$276	\$246
		Paralegal	170	\$90	\$108	\$135	\$129	\$130	\$120

## Section I: High-Level Data Cuts

### Detailed Practice Area By Matter Type

#### 2022 — Real Rates for Associate, Paralegal, Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>General Liability: Premises</b>	Litigation	Partner	56	\$294	\$404	\$518	\$436	\$424	\$387
		Associate	44	\$233	\$270	\$325	\$299	\$283	\$278
		Paralegal	30	\$125	\$156	\$190	\$162	\$168	\$159
<b>General Liability: Product and Product Liability</b>	Litigation	Partner	246	\$315	\$400	\$580	\$457	\$481	\$463
		Associate	199	\$243	\$305	\$407	\$341	\$336	\$324
		Paralegal	198	\$125	\$135	\$196	\$167	\$169	\$163
<b>General Liability: Property Damage</b>	Litigation	Partner	50	\$371	\$468	\$600	\$496	\$493	\$475
		Associate	44	\$285	\$314	\$388	\$342	\$344	\$335
		Paralegal	15	\$128	\$160	\$193	\$174	\$180	\$193
<b>General Liability: Toxic Tort</b>	Litigation	Partner	25	\$285	\$332	\$553	\$502	\$420	\$439
		Associate	23	\$225	\$225	\$450	\$359	\$324	\$348
		Paralegal	16	\$100	\$108	\$158	\$152	\$162	\$179
<b>Government Relations</b>	Non-Litigation	Partner	53	\$760	\$891	\$1,088	\$951	\$773	\$818

## Section I: High-Level Data Cuts

## Detailed Practice Area By Matter Type

### 2022 — Real Rates for Associate, Paralegal, Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Government Relations</b>	Non-Litigation	Associate	68	\$491	\$646	\$755	\$601	\$530	\$579
<b>Insurance Defense: Asbestos/Mesothelioma</b>	Litigation	Partner	24	\$175	\$175	\$180	\$186	\$194	\$209
<b>Insurance Defense: Auto and Transportation</b>	Litigation	Partner	1,169	\$165	\$180	\$205	\$223	\$219	\$226
		Associate	889	\$145	\$162	\$180	\$165	\$164	\$158
		Paralegal	830	\$85	\$95	\$100	\$92	\$91	\$88
<b>Insurance Defense: Consumer Related Claims</b>	Litigation	Partner	53	\$177	\$225	\$350	\$312	\$312	\$397
<b>Insurance Defense: Insurer Work Comp</b>	Litigation	Partner	262	\$155	\$165	\$185	\$182	\$192	\$200
		Associate	204	\$145	\$154	\$160	\$154	\$153	\$154
		Paralegal	207	\$80	\$95	\$103	\$97	\$95	\$93
<b>Insurance Defense: Marine</b>	Litigation	Paralegal	11	\$73	\$75	\$100	\$88	\$83	\$90
<b>Insurance Defense: Other</b>	Litigation	Partner	1,696	\$175	\$198	\$245	\$241	\$243	\$230
		Associate	1,080	\$160	\$175	\$200	\$187	\$185	\$183
		Paralegal	891	\$90	\$95	\$105	\$100	\$97	\$96

## Section I: High-Level Data Cuts

## Detailed Practice Area By Matter Type

### 2022 — Real Rates for Associate, Paralegal, Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Insurance Defense: Personal Injury/Wrongful Death</b>	Litigation	Partner	198	\$160	\$180	\$200	\$191	\$186	\$189
		Associate	157	\$145	\$159	\$175	\$163	\$161	\$158
		Paralegal	97	\$80	\$85	\$90	\$84	\$82	\$82
<b>Insurance Defense: Pollution</b>	Litigation	Partner	120	\$190	\$220	\$250	\$255	\$242	\$233
		Associate	53	\$180	\$195	\$215	\$212	\$209	\$205
		Paralegal	45	\$90	\$95	\$100	\$104	\$98	\$103
<b>Insurance Defense: Premises</b>	Litigation	Partner	756	\$170	\$185	\$225	\$216	\$221	\$220
<b>Insurance Defense: Product and Product Liability</b>	Litigation	Partner	106	\$178	\$183	\$200	\$203	\$193	\$196
		Associate	71	\$155	\$170	\$185	\$189	\$172	\$172
		Paralegal	47	\$85	\$95	\$100	\$96	\$92	\$95
<b>Insurance Defense: Professional Liability</b>	Litigation	Partner	111	\$185	\$215	\$292	\$264	\$256	\$243
		Associate	55	\$173	\$190	\$293	\$223	\$226	\$205
		Paralegal	43	\$80	\$95	\$110	\$110	\$103	\$103

## Section I: High-Level Data Cuts

### Detailed Practice Area By Matter Type

#### 2022 — Real Rates for Associate, Paralegal, Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Insurance Defense: Property Damage</b>	Litigation	Partner	606	\$175	\$210	\$250	\$228	\$227	\$226
		Associate	495	\$160	\$182	\$220	\$194	\$189	\$184
		Paralegal	323	\$85	\$95	\$110	\$98	\$94	\$95
<b>Insurance Policies and Coverage: Policy Coverage Dispute</b>	Litigation	Partner	11	\$304	\$335	\$525	\$479	\$495	\$575
<b>Intellectual Property: Licensing</b>	Non-Litigation	Partner	23	\$893	\$1,026	\$1,272	\$1,083	\$1,111	\$990
<b>Intellectual Property: Other</b>	Non-Litigation	Partner	65	\$410	\$600	\$837	\$656	\$635	\$624
		Associate	41	\$365	\$425	\$600	\$480	\$429	\$397
		Paralegal	22	\$186	\$219	\$290	\$235	\$218	\$215
<b>Intellectual Property: Patents</b>	Litigation	Partner	258	\$631	\$875	\$1,049	\$865	\$801	\$771
		Associate	252	\$495	\$690	\$818	\$665	\$594	\$553
		Paralegal	147	\$245	\$305	\$350	\$304	\$277	\$265
	Non-Litigation	Partner	276	\$385	\$523	\$782	\$616	\$575	\$552
		Associate	295	\$271	\$379	\$614	\$459	\$422	\$404

## Section I: High-Level Data Cuts

### Detailed Practice Area By Matter Type

#### 2022 — Real Rates for Associate, Paralegal, Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Intellectual Property: Patents</b>	Non-Litigation	Paralegal	123	\$213	\$254	\$306	\$262	\$228	\$219
<b>Intellectual Property: Trademarks</b>	Litigation	Partner	19	\$612	\$763	\$965	\$782	\$673	\$610
		Associate	16	\$451	\$589	\$719	\$584	\$488	\$453
	Non-Litigation	Partner	115	\$450	\$573	\$725	\$608	\$620	\$629
		Associate	75	\$325	\$390	\$479	\$423	\$411	\$391
		Paralegal	75	\$210	\$238	\$321	\$258	\$254	\$241
	<b>Miscellaneous: Billing or Administrative Matter</b>	Non-Litigation	Partner	76	\$904	\$1,005	\$1,187	\$1,059	\$1,080
Associate			51	\$488	\$613	\$790	\$645	\$689	\$642
<b>Miscellaneous: General Advice &amp; Counsel</b>	Non-Litigation	Partner	91	\$718	\$955	\$1,236	\$984	\$972	\$933
		Associate	45	\$401	\$490	\$699	\$590	\$641	\$609
		Paralegal	17	\$285	\$375	\$450	\$362	\$321	\$361
<b>Real Estate: Construction/ Development</b>	Litigation	Partner	21	\$465	\$695	\$760	\$645	\$576	\$509
		Associate	13	\$338	\$360	\$520	\$410	\$357	\$308

## Section I: High-Level Data Cuts

## Detailed Practice Area

By Matter Type

### 2022 — Real Rates for Associate, Paralegal, Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Real Estate: Easement and Right of Way</b>	Non-Litigation	Partner	17	\$350	\$395	\$505	\$449	\$434	\$506
		Associate	20	\$240	\$403	\$565	\$430	\$428	\$389
<b>Real Estate: Land Use/Zoning/Restrictive Covenants</b>	Non-Litigation	Partner	48	\$476	\$565	\$740	\$629	\$628	\$591
		Associate	20	\$240	\$403	\$565	\$430	\$428	\$389
<b>Real Estate: Leasing</b>	Litigation	Partner	36	\$250	\$380	\$600	\$446	\$501	\$344
		Associate	30	\$260	\$383	\$525	\$391	\$390	\$249
		Paralegal	53	\$190	\$260	\$325	\$252	\$242	\$222
	Non-Litigation	Partner	106	\$395	\$536	\$726	\$574	\$555	\$537
		Associate	76	\$291	\$413	\$471	\$406	\$402	\$393
		Paralegal	42	\$168	\$215	\$254	\$217	\$218	\$200
<b>Real Estate: Other</b>	Litigation	Partner	109	\$440	\$550	\$730	\$614	\$653	\$531
		Associate	91	\$333	\$401	\$503	\$437	\$443	\$431
		Paralegal	53	\$190	\$260	\$325	\$252	\$242	\$222
	Non-Litigation	Partner	139	\$385	\$530	\$729	\$571	\$512	\$532
		Associate	92	\$295	\$385	\$509	\$417	\$370	\$374
		Paralegal	42	\$168	\$215	\$254	\$217	\$218	\$200

## Section I: High-Level Data Cuts

## Detailed Practice Area

By Matter Type

### 2022 — Real Rates for Associate, Paralegal, Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Real Estate: Property/Land Acquisition or Divestiture</b>	Non-Litigation	Partner	118	\$475	\$626	\$915	\$744	\$658	\$614
		Associate	87	\$379	\$520	\$608	\$557	\$514	\$420
		Paralegal	25	\$190	\$250	\$360	\$278	\$252	\$233
<b>Real Estate: Titles</b>	Litigation	Partner	223	\$295	\$325	\$400	\$354	\$344	\$328
		Associate	124	\$224	\$250	\$300	\$269	\$278	\$257
		Paralegal	446	\$105	\$135	\$165	\$150	\$144	\$142
	Non-Litigation	Partner	758	\$260	\$306	\$400	\$350	\$341	\$324
		Associate	584	\$215	\$250	\$300	\$289	\$281	\$261
		Paralegal	446	\$105	\$135	\$165	\$150	\$144	\$142
<b>Requests for Information: Subpoena</b>	Litigation	Partner	121	\$395	\$645	\$933	\$699	\$703	\$672
		Associate	92	\$310	\$549	\$691	\$536	\$502	\$454
		Paralegal	51	\$195	\$250	\$339	\$268	\$259	\$238

**Section I: High-Level Data Cuts****Firm Size**

By Matter Type

**2022 — Real Rates for Associate and Partner****Trend Analysis - Mean**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020	
<b>50 Lawyers or Fewer</b>	Litigation	Partner	664	\$265	\$345	\$450	\$388	\$376	\$356	
		Associate	459	\$195	\$250	\$325	\$275	\$283	\$256	
	Non-Litigation	Partner	952	\$295	\$399	\$525	\$424	\$420	\$405	
		Associate	628	\$219	\$265	\$336	\$285	\$276	\$287	
	<b>51-200 Lawyers</b>	Litigation	Partner	756	\$305	\$400	\$586	\$467	\$455	\$435
			Associate	476	\$225	\$281	\$385	\$323	\$313	\$293
Non-Litigation		Partner	1013	\$375	\$480	\$635	\$533	\$542	\$528	
		Associate	611	\$250	\$325	\$425	\$362	\$361	\$342	
<b>201-500 Lawyers</b>	Litigation	Partner	822	\$425	\$555	\$719	\$604	\$573	\$558	
		Associate	708	\$300	\$380	\$465	\$411	\$389	\$381	
	Non-Litigation	Partner	1428	\$422	\$567	\$785	\$644	\$633	\$616	
		Associate	1147	\$315	\$420	\$560	\$461	\$439	\$423	
<b>501-1,000 Lawyers</b>	Litigation	Partner	1012	\$605	\$760	\$995	\$846	\$810	\$765	
		Associate	1135	\$400	\$535	\$695	\$577	\$542	\$509	

## Section I: High-Level Data Cuts

### Firm Size By Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>501-1,000 Lawyers</b>	Non-Litigation	Partner	1973	\$625	\$890	\$1,275	\$977	\$943	\$912
		Associate	2243	\$450	\$627	\$845	\$669	\$660	\$612
<b>More Than 1,000 Lawyers</b>	Litigation	Partner	707	\$715	\$895	\$1,148	\$955	\$919	\$891
		Associate	838	\$450	\$570	\$760	\$621	\$600	\$572
	Non-Litigation	Partner	1741	\$841	\$1,065	\$1,360	\$1,113	\$1,073	\$1,025
		Associate	2027	\$505	\$685	\$918	\$730	\$722	\$676

# Section II: Industry Analysis

All data and analysis based on  
data collected thru Q2 2022

## Section II: Industry Analysis

**All**  
By Matter Type

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Industry	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Basic Materials and Utilities</b>	Litigation	Partner	323	\$283	\$395	\$590	\$454	\$445	\$439
		Associate	251	\$230	\$300	\$395	\$328	\$302	\$306
	Non-Litigation	Partner	399	\$472	\$658	\$1,089	\$848	\$816	\$753
		Associate	308	\$386	\$595	\$955	\$686	\$696	\$548
<b>Consumer Goods</b>	Litigation	Partner	226	\$305	\$366	\$510	\$466	\$453	\$439
		Associate	151	\$225	\$281	\$390	\$328	\$307	\$305
	Non-Litigation	Partner	316	\$460	\$617	\$814	\$652	\$629	\$616
		Associate	148	\$314	\$385	\$510	\$435	\$446	\$412
<b>Consumer Services</b>	Litigation	Partner	638	\$425	\$605	\$840	\$674	\$612	\$622
		Associate	636	\$335	\$440	\$599	\$506	\$454	\$435
	Non-Litigation	Partner	764	\$472	\$638	\$945	\$780	\$689	\$698
		Associate	757	\$388	\$530	\$734	\$608	\$514	\$495
<b>Financials Excluding Insurance</b>	Litigation	Partner	1,126	\$375	\$561	\$808	\$639	\$621	\$596
		Associate	982	\$272	\$389	\$569	\$442	\$439	\$414
	Non-Litigation	Partner	2,911	\$560	\$875	\$1,270	\$938	\$943	\$901
		Associate	2,764	\$419	\$610	\$875	\$666	\$677	\$638

## Section II: Industry Analysis

**All**  
By Matter Type

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Industry	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Health Care</b>	Litigation	Partner	657	\$425	\$680	\$925	\$685	\$713	\$670
		Associate	598	\$373	\$500	\$670	\$506	\$519	\$476
	Non-Litigation	Partner	424	\$471	\$610	\$950	\$694	\$762	\$751
		Associate	360	\$319	\$468	\$676	\$491	\$553	\$527
<b>Industrials</b>	Litigation	Partner	214	\$498	\$700	\$1,095	\$808	\$691	\$595
		Associate	156	\$429	\$540	\$742	\$588	\$495	\$418
	Non-Litigation	Partner	712	\$435	\$628	\$1,031	\$776	\$705	\$670
		Associate	627	\$367	\$494	\$752	\$567	\$517	\$473
<b>Insurance</b>	Litigation	Partner	353	\$300	\$390	\$605	\$533	\$522	\$463
		Associate	242	\$250	\$316	\$665	\$448	\$445	\$394
	Non-Litigation	Partner	1,069	\$290	\$380	\$654	\$536	\$522	\$545
		Associate	807	\$229	\$283	\$475	\$394	\$396	\$392
<b>Technology and Telecommunications</b>	Litigation	Partner	601	\$550	\$704	\$987	\$782	\$735	\$689
		Associate	640	\$361	\$489	\$710	\$544	\$504	\$467
	Non-Litigation	Partner	1,309	\$510	\$710	\$975	\$774	\$743	\$725
		Associate	1,255	\$350	\$495	\$698	\$540	\$510	\$511

## Section II: Industry Analysis

**All**  
By Role

### 2022 — Real Rates for Associate, Paralegal, Partner

### Trend Analysis - Mean

Industry	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Basic Materials and Utilities</b>	Partner	682	\$365	\$550	\$836	\$678	\$654	\$599
	Associate	540	\$280	\$400	\$680	\$528	\$510	\$415
	Paralegal	299	\$115	\$178	\$300	\$221	\$222	\$183
<b>Consumer Goods</b>	Partner	517	\$361	\$496	\$707	\$574	\$559	\$539
	Associate	286	\$255	\$350	\$450	\$382	\$380	\$363
	Paralegal	197	\$125	\$160	\$225	\$187	\$189	\$186
<b>Consumer Services</b>	Partner	1,291	\$450	\$624	\$880	\$733	\$654	\$663
	Associate	1,312	\$353	\$491	\$700	\$563	\$486	\$469
	Paralegal	478	\$187	\$270	\$350	\$279	\$251	\$242
<b>Financials Excluding Insurance</b>	Partner	3,804	\$491	\$760	\$1,140	\$848	\$855	\$816
	Associate	3,608	\$360	\$541	\$800	\$603	\$618	\$578
	Paralegal	1,488	\$184	\$250	\$349	\$265	\$267	\$253
<b>Health Care</b>	Partner	1,005	\$450	\$665	\$927	\$689	\$733	\$700
	Associate	910	\$340	\$489	\$670	\$500	\$534	\$496
	Paralegal	415	\$154	\$235	\$291	\$235	\$231	\$219
<b>Industrials</b>	Partner	834	\$445	\$650	\$1,051	\$783	\$701	\$646

## Section II: Industry Analysis

**All**  
By Role

### 2022 — Real Rates for Associate, Paralegal, Partner

### Trend Analysis - Mean

Industry	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Industrials</b>	Associate	724	\$375	\$500	\$748	\$571	\$511	\$455
	Paralegal	340	\$185	\$292	\$400	\$297	\$263	\$245
<b>Insurance</b>	Partner	5,555	\$175	\$210	\$275	\$289	\$288	\$291
	Associate	4,174	\$160	\$183	\$235	\$235	\$235	\$230
	Paralegal	3,144	\$90	\$95	\$111	\$111	\$112	\$111
<b>Technology and Telecommunications</b>	Partner	1,753	\$525	\$710	\$979	\$777	\$741	\$714
	Associate	1,781	\$350	\$495	\$700	\$541	\$508	\$497
	Paralegal	653	\$190	\$245	\$323	\$257	\$252	\$239

## Section II: Industry Analysis

## Basic Materials and Utilities By Practice Area and Matter Type

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Commercial</b>	Litigation	Partner	16	\$448	\$721	\$1,045	\$734	\$617	\$636
	Non-Litigation	Partner	49	\$582	\$663	\$875	\$758	\$647	\$647
<b>Corporate: Mergers, Acquisitions and Divestitures</b>	Non-Litigation	Partner	57	\$485	\$1,272	\$1,650	\$1,049	\$997	\$955
<b>Corporate: Regulatory and Compliance</b>	Non-Litigation	Partner	39	\$449	\$598	\$805	\$636	\$691	\$729
		Associate	20	\$354	\$445	\$598	\$500	\$440	\$501
<b>Corporate: Tax</b>	Non-Litigation	Partner	12	\$480	\$778	\$1,283	\$915	\$727	\$583
<b>Employment and Labor: Other</b>	Non-Litigation	Partner	46	\$414	\$450	\$504	\$466	\$475	\$476
		Associate	17	\$288	\$340	\$378	\$342	\$337	\$297
<b>Environmental</b>	Non-Litigation	Partner	49	\$428	\$531	\$779	\$610	\$572	\$561
		Associate	28	\$330	\$426	\$588	\$475	\$514	\$439

## Section II: Industry Analysis

### Consumer Goods

By Practice Area and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Commercial	Litigation	Partner	76	\$368	\$479	\$680	\$569	\$633	\$550
		Associate	51	\$365	\$395	\$469	\$416	\$467	\$401
	Non-Litigation	Partner	120	\$448	\$586	\$707	\$615	\$576	\$550
		Associate	65	\$330	\$370	\$485	\$404	\$402	\$393
Corporate: Regulatory and Compliance	Non-Litigation	Partner	30	\$791	\$901	\$1,000	\$888	\$831	\$825
Employment and Labor: Other	Non-Litigation	Partner	52	\$443	\$535	\$688	\$582	\$540	\$584
		Associate	18	\$310	\$368	\$380	\$373	\$385	\$365
Environmental	Litigation	Partner	13	\$350	\$437	\$675	\$676	\$391	\$370
Intellectual Property: Patents	Non-Litigation	Partner	11	\$458	\$500	\$609	\$520	\$617	\$526

## Section II: Industry Analysis

### Consumer Services

By Practice Area and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Bankruptcy and Collections</b>	Litigation	Partner	15	\$273	\$315	\$619	\$454	\$485	\$546
<b>Commercial</b>	Litigation	Partner	237	\$450	\$675	\$893	\$724	\$631	\$657
		Associate	227	\$356	\$445	\$610	\$529	\$447	\$425
	Non-Litigation	Partner	68	\$489	\$626	\$786	\$677	\$641	\$641
		Associate	52	\$353	\$442	\$595	\$493	\$428	\$453
<b>Corporate: Mergers, Acquisitions and Divestitures</b>	Non-Litigation	Partner	45	\$497	\$742	\$1,734	\$1,010	\$804	\$879
<b>Corporate: Other</b>	Non-Litigation	Partner	172	\$593	\$972	\$1,732	\$1,058	\$855	\$806
		Associate	139	\$577	\$734	\$1,178	\$818	\$602	\$543
<b>Corporate: Regulatory and Compliance</b>	Non-Litigation	Partner	217	\$481	\$583	\$788	\$670	\$655	\$659
		Associate	198	\$368	\$490	\$685	\$551	\$508	\$498
<b>Employment and Labor: Discrimination, Retaliation and Harassment / EEO</b>	Litigation	Partner	70	\$300	\$365	\$480	\$398	\$374	\$391
		Associate	56	\$296	\$341	\$423	\$355	\$328	\$301
<b>Employment and Labor: Other</b>	Litigation	Partner	73	\$395	\$540	\$672	\$546	\$494	\$482
		Associate	56	\$275	\$325	\$426	\$344	\$350	\$339
	Non-Litigation	Partner	47	\$450	\$490	\$588	\$543	\$520	\$529
		Associate	57	\$380	\$450	\$500	\$431	\$453	\$389
<b>Employment and Labor: Union Relations and Negotiations / NLRB</b>	Litigation	Partner	18	\$379	\$485	\$669	\$542	\$559	\$622

## Section II: Industry Analysis

### Consumer Services

By Practice Area and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Employment and Labor: Union Relations and Negotiations / NLRB</b>	Non-Litigation	Partner	23	\$550	\$653	\$886	\$750	\$673	\$542
	Litigation	Partner	25	\$450	\$485	\$529	\$487	\$430	\$431
		Associate	25	\$280	\$350	\$475	\$371	\$368	\$341
<b>Intellectual Property: Patents</b>	Non-Litigation	Partner	63	\$418	\$518	\$651	\$613	\$552	\$623
<b>Intellectual Property: Trademarks</b>	Non-Litigation	Partner	12	\$466	\$585	\$691	\$604	\$612	\$553
<b>Real Estate: Leasing</b>	Non-Litigation	Partner	26	\$395	\$453	\$600	\$528	\$491	\$502
		Associate	28	\$309	\$413	\$472	\$420	\$418	\$384
<b>Real Estate: Other</b>	Litigation	Partner	29	\$400	\$575	\$700	\$578	\$588	\$510
		Associate	22	\$291	\$338	\$371	\$354	\$374	\$382
	Non-Litigation	Partner	58	\$383	\$470	\$782	\$563	\$472	\$493
		Associate	53	\$290	\$375	\$500	\$383	\$340	\$337

## Section II: Industry Analysis

## Financials Excluding Insurance By Practice Area and Matter Type

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Bankruptcy and Collections</b>	Litigation	Partner	153	\$333	\$430	\$586	\$501	\$504	\$474
		Associate	104	\$270	\$322	\$410	\$366	\$386	\$377
	Non-Litigation	Partner	195	\$325	\$400	\$495	\$443	\$438	\$411
		Associate	101	\$248	\$333	\$393	\$340	\$329	\$312
<b>Commercial</b>	Litigation	Partner	267	\$426	\$585	\$862	\$707	\$630	\$589
		Associate	204	\$275	\$400	\$590	\$476	\$429	\$392
	Non-Litigation	Partner	145	\$620	\$905	\$1,264	\$963	\$1,004	\$1,023
		Associate	112	\$393	\$563	\$806	\$628	\$671	\$697
<b>Corporate: Corporate Development</b>	Non-Litigation	Partner	28	\$511	\$721	\$1,042	\$856	\$866	\$695
<b>Corporate: Governance</b>	Non-Litigation	Partner	23	\$724	\$1,000	\$1,560	\$1,042	\$1,031	\$1,014
		Associate	23	\$514	\$610	\$856	\$702	\$665	\$634
<b>Corporate: Mergers, Acquisitions and Divestitures</b>	Non-Litigation	Partner	27	\$773	\$975	\$1,155	\$962	\$1,100	\$1,129
		Associate	17	\$532	\$623	\$888	\$656	\$708	\$704
<b>Corporate: Other</b>	Litigation	Partner	237	\$395	\$577	\$849	\$690	\$678	\$644
		Associate	181	\$289	\$416	\$602	\$471	\$493	\$455
	Non-Litigation	Partner	463	\$651	\$1,095	\$1,449	\$1,076	\$978	\$940
		Associate	468	\$500	\$701	\$944	\$738	\$686	\$659
<b>Corporate: Regulatory and Compliance</b>	Litigation	Partner	85	\$610	\$778	\$1,010	\$854	\$851	\$835

## Section II: Industry Analysis

### Financials Excluding Insurance By Practice Area and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Corporate: Regulatory and Compliance</b>	Litigation	Associate	73	\$420	\$535	\$679	\$562	\$568	\$579
	Non-Litigation	Partner	89	\$927	\$1,130	\$1,424	\$1,176	\$1,075	\$1,119
		Associate	101	\$558	\$725	\$910	\$767	\$719	\$734
<b>Corporate: Tax</b>	Non-Litigation	Partner	66	\$766	\$1,061	\$1,423	\$1,112	\$1,124	\$1,106
		Associate	53	\$419	\$591	\$953	\$754	\$731	\$705
<b>Corporate: Treasury</b>	Non-Litigation	Partner	31	\$800	\$940	\$1,019	\$961	\$887	\$1,022
		Associate	23	\$380	\$450	\$648	\$544	\$460	\$443
<b>Employment and Labor: Compensation and Benefits</b>	Non-Litigation	Partner	59	\$673	\$765	\$904	\$836	\$851	\$705
		Associate	61	\$336	\$442	\$531	\$484	\$575	\$433
<b>Employment and Labor: Discrimination, Retaliation and Harassment / EEO</b>	Litigation	Partner	40	\$394	\$490	\$663	\$568	\$651	\$554
		Associate	23	\$295	\$323	\$380	\$389	\$504	\$360
<b>Employment and Labor: ERISA</b>	Non-Litigation	Partner	17	\$605	\$795	\$795	\$735	\$726	\$832
<b>Employment and Labor: Other</b>	Litigation	Partner	135	\$616	\$820	\$968	\$857	\$855	\$758
		Associate	126	\$382	\$530	\$625	\$527	\$562	\$517
	Non-Litigation	Partner	196	\$375	\$503	\$806	\$656	\$628	\$620
		Associate	112	\$295	\$379	\$600	\$498	\$466	\$439
	Litigation	Partner	12	\$540	\$624	\$684	\$606	\$492	\$779
<b>Finance and Securities: Debt/Equity Offerings</b>	Non-Litigation	Partner	60	\$646	\$781	\$1,030	\$876	\$904	\$903

## Section II: Industry Analysis

### Financials Excluding Insurance By Practice Area and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Finance and Securities: Debt/Equity Offerings</b>	Non-Litigation	Associate	41	\$381	\$457	\$582	\$513	\$547	\$551
<b>Finance and Securities: Fiduciary Services</b>	Litigation	Partner	35	\$508	\$604	\$776	\$644	\$694	\$667
		Associate	22	\$383	\$472	\$565	\$471	\$418	\$384
	Non-Litigation	Partner	44	\$454	\$540	\$912	\$694	\$687	\$675
		Associate	21	\$290	\$350	\$390	\$394	\$410	\$391
<b>Finance and Securities: Investments and Other Financial Instruments</b>	Litigation	Partner	30	\$787	\$962	\$1,211	\$941	\$881	\$1,002
		Associate	35	\$541	\$640	\$769	\$678	\$559	\$568
	Non-Litigation	Partner	688	\$737	\$1,020	\$1,354	\$1,060	\$1,091	\$1,001
		Associate	753	\$501	\$690	\$908	\$725	\$767	\$700
<b>Finance and Securities: Loans and Financing</b>	Litigation	Partner	67	\$415	\$541	\$711	\$664	\$633	\$546
		Associate	71	\$265	\$315	\$479	\$411	\$402	\$367
	Non-Litigation	Partner	973	\$564	\$855	\$1,319	\$950	\$942	\$891
		Associate	919	\$428	\$635	\$904	\$679	\$680	\$625
<b>Finance and Securities: Securities and Banking Regulations</b>	Non-Litigation	Partner	41	\$850	\$1,229	\$1,425	\$1,124	\$1,009	\$1,036
		Associate	15	\$535	\$680	\$929	\$689	\$634	\$619
<b>General Liability: Consumer Related Claims</b>	Litigation	Partner	11	\$393	\$662	\$753	\$616	\$634	\$532
<b>Miscellaneous: General Advice &amp; Counsel</b>	Non-Litigation	Partner	37	\$680	\$871	\$1,050	\$871	\$832	\$897
<b>Real Estate: Other</b>	Litigation	Partner	69	\$453	\$610	\$753	\$641	\$671	\$540

## Section II: Industry Analysis

### Financials Excluding Insurance By Practice Area and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Real Estate: Other	Litigation	Associate	65	\$350	\$435	\$525	\$465	\$440	\$436
		Non-Litigation Partner	23	\$540	\$765	\$870	\$740	\$593	\$733
	Associate	16	\$462	\$630	\$802	\$632	\$488	\$581	

## Section II: Industry Analysis

### Healthcare

By Practice Area and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Corporate: Regulatory and Compliance</b>	Litigation	Partner	42	\$631	\$844	\$924	\$807	\$807	\$778
	Non-Litigation	Partner	83	\$445	\$585	\$876	\$657	\$613	\$617
		Associate	66	\$316	\$383	\$670	\$454	\$438	\$413
<b>Employment and Labor: Discrimination, Retaliation and Harassment / EEO</b>	Litigation	Partner	11	\$391	\$628	\$711	\$570	\$575	\$552

## Section II: Industry Analysis

### Industrials

By Practice Area and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Commercial</b>	Litigation	Partner	16	\$471	\$545	\$1,441	\$837	\$718	\$720
		Associate	11	\$284	\$349	\$690	\$529	\$652	\$591
	Non-Litigation	Partner	36	\$565	\$878	\$1,062	\$860	\$679	\$646
		Associate	17	\$343	\$428	\$709	\$531	\$461	\$434
<b>Corporate: Mergers, Acquisitions and Divestitures</b>	Non-Litigation	Partner	107	\$758	\$1,115	\$1,650	\$1,190	\$1,050	\$926
		Associate	164	\$529	\$770	\$925	\$762	\$715	\$619
<b>Corporate: Other</b>	Litigation	Partner	106	\$586	\$891	\$1,120	\$883	\$846	\$739
		Associate	86	\$459	\$620	\$778	\$622	\$560	\$486
	Non-Litigation	Partner	348	\$436	\$656	\$1,073	\$781	\$743	\$752
		Associate	329	\$365	\$485	\$735	\$547	\$533	\$539
<b>Corporate: Regulatory and Compliance</b>	Non-Litigation	Partner	42	\$625	\$968	\$1,144	\$902	\$753	\$643
		Associate	30	\$512	\$635	\$816	\$660	\$548	\$486
<b>Corporate: Tax</b>	Non-Litigation	Partner	28	\$628	\$947	\$1,022	\$894	\$754	\$759
<b>Employment and Labor: Compensation and Benefits</b>	Non-Litigation	Partner	19	\$514	\$623	\$910	\$698	\$786	\$740
<b>Employment and Labor: Other</b>	Non-Litigation	Partner	96	\$418	\$484	\$612	\$544	\$554	\$564
		Associate	53	\$306	\$412	\$450	\$400	\$380	\$401
<b>Environmental</b>	Litigation	Partner	12	\$493	\$568	\$654	\$569	\$550	\$562

## Section II: Industry Analysis

### Industrials

By Practice Area and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Environmental</b>	Non-Litigation	Partner	21	\$495	\$685	\$1,150	\$861	\$756	\$634
<b>Intellectual Property: Other</b>	Non-Litigation	Partner	14	\$405	\$513	\$823	\$646	\$648	\$629
<b>Intellectual Property: Patents</b>	Non-Litigation	Partner	37	\$306	\$370	\$450	\$444	\$422	\$436
		Associate	23	\$175	\$239	\$265	\$226	\$275	\$287

## Section II: Industry Analysis

### Insurance

By Practice Area and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Corporate: Other</b>	Non-Litigation	Partner	141	\$400	\$685	\$940	\$755	\$707	\$743
		Associate	92	\$386	\$475	\$738	\$580	\$526	\$532
<b>Corporate: Tax</b>	Non-Litigation	Partner	40	\$791	\$960	\$1,155	\$995	\$1,039	\$1,022
<b>Employment and Labor: Other</b>	Non-Litigation	Partner	74	\$415	\$470	\$649	\$595	\$543	\$572
		Associate	40	\$303	\$364	\$500	\$451	\$424	\$390
<b>Insurance Defense: Asbestos/Mesothelioma</b>	Litigation	Partner	24	\$175	\$175	\$180	\$186	\$194	\$209
<b>Insurance Defense: Auto and Transportation</b>	Litigation	Partner	1,169	\$165	\$180	\$205	\$223	\$219	\$226
		Associate	889	\$145	\$162	\$180	\$165	\$164	\$158
<b>Insurance Defense: Consumer Related Claims</b>	Litigation	Partner	53	\$177	\$225	\$350	\$312	\$312	\$397
<b>Insurance Defense: Insurer Work Comp</b>	Litigation	Partner	262	\$155	\$165	\$185	\$182	\$192	\$200
		Associate	204	\$145	\$154	\$160	\$154	\$153	\$154
<b>Insurance Defense: Marine</b>	Litigation	Partner	34	\$164	\$200	\$245	\$207	\$263	\$231
<b>Insurance Defense: Other</b>	Litigation	Partner	1,696	\$175	\$198	\$245	\$241	\$243	\$230
		Associate	1,080	\$160	\$175	\$200	\$187	\$185	\$183
<b>Insurance Defense: Personal Injury/Wrongful Death</b>	Litigation	Partner	198	\$160	\$180	\$200	\$191	\$187	\$189
		Associate	156	\$145	\$159	\$175	\$163	\$161	\$158
<b>Insurance Defense: Pollution</b>	Litigation	Partner	120	\$190	\$220	\$250	\$255	\$242	\$233

## Section II: Industry Analysis

### Insurance

By Practice Area and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Insurance Defense: Pollution</b>	Litigation	Associate	53	\$180	\$195	\$215	\$212	\$209	\$205
		Partner	756	\$170	\$185	\$225	\$216	\$221	\$220
<b>Insurance Defense: Product and Product Liability</b>	Litigation	Partner	106	\$178	\$183	\$200	\$203	\$193	\$196
		Associate	71	\$155	\$170	\$185	\$189	\$172	\$172
<b>Insurance Defense: Professional Liability</b>	Litigation	Partner	111	\$185	\$215	\$292	\$264	\$256	\$243
		Associate	55	\$173	\$190	\$293	\$223	\$226	\$205
<b>Insurance Defense: Property Damage</b>	Litigation	Partner	606	\$175	\$210	\$250	\$228	\$227	\$226
		Associate	495	\$160	\$182	\$220	\$194	\$189	\$184

## Section II: Industry Analysis

## Technology and Telecommunications

By Practice Area and Matter Type

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Bankruptcy and Collections</b>	Litigation	Partner	14	\$520	\$570	\$628	\$567	\$578	\$493
<b>Commercial</b>	Litigation	Partner	100	\$606	\$871	\$1,084	\$894	\$845	\$776
		Associate	164	\$350	\$571	\$756	\$567	\$557	\$439
	Non-Litigation	Partner	50	\$400	\$613	\$881	\$649	\$666	\$633
		Associate	32	\$391	\$432	\$721	\$540	\$506	\$473
<b>Corporate: Antitrust and Competition</b>	Litigation	Partner	17	\$837	\$949	\$1,080	\$992	\$810	\$811
		Associate	49	\$55	\$496	\$655	\$454	\$493	\$672
	Non-Litigation	Partner	33	\$949	\$1,210	\$1,453	\$1,227	\$1,141	\$1,069
		Associate	51	\$590	\$720	\$912	\$732	\$694	\$659
<b>Corporate: Governance</b>	Non-Litigation	Partner	63	\$1,000	\$1,238	\$1,553	\$1,269	\$1,270	\$1,172
		Associate	59	\$695	\$780	\$949	\$807	\$781	\$707
<b>Corporate: Mergers, Acquisitions and Divestitures</b>	Non-Litigation	Partner	60	\$749	\$868	\$978	\$899	\$804	\$842
		Associate	76	\$486	\$486	\$668	\$587	\$492	\$559
<b>Corporate: Other</b>	Litigation	Partner	120	\$597	\$803	\$1,022	\$836	\$864	\$771
		Associate	93	\$401	\$488	\$683	\$550	\$514	\$480
	Non-Litigation	Partner	275	\$631	\$864	\$1,065	\$874	\$825	\$810
		Associate	205	\$450	\$578	\$710	\$583	\$565	\$545
<b>Corporate: Regulatory and Compliance</b>	Litigation	Partner	20	\$694	\$830	\$838	\$795	\$779	\$799

## Section II: Industry Analysis

## Technology and Telecommunications

By Practice Area and Matter Type

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Corporate: Regulatory and Compliance</b>	Litigation	Associate	22	\$392	\$481	\$510	\$469	\$458	\$509
	Non-Litigation	Partner	233	\$605	\$760	\$920	\$770	\$726	\$711
		Associate	210	\$396	\$510	\$612	\$519	\$488	\$479
<b>Corporate: Tax</b>	Non-Litigation	Partner	80	\$689	\$919	\$1,132	\$936	\$930	\$878
		Associate	75	\$553	\$732	\$934	\$738	\$613	\$611
<b>Employment and Labor: Agreements</b>	Litigation	Partner	12	\$751	\$843	\$1,171	\$895	\$848	\$827
	Non-Litigation	Partner	27	\$430	\$600	\$698	\$565	\$698	\$668
<b>Employment and Labor: Compensation and Benefits</b>	Non-Litigation	Partner	31	\$540	\$650	\$800	\$708	\$723	\$709
		Associate	11	\$383	\$622	\$745	\$569	\$459	\$452
<b>Employment and Labor: Discrimination, Retaliation and Harassment / EEO</b>	Litigation	Partner	19	\$423	\$532	\$655	\$537	\$559	\$553
		Associate	17	\$347	\$375	\$395	\$377	\$354	\$349
	Non-Litigation	Partner	44	\$475	\$525	\$658	\$566	\$541	\$547
<b>Employment and Labor: Other</b>	Litigation	Partner	25	\$612	\$690	\$810	\$700	\$530	\$570
		Associate	22	\$393	\$466	\$575	\$489	\$376	\$345
	Non-Litigation	Partner	152	\$470	\$475	\$678	\$553	\$569	\$617
Associate		130	\$325	\$340	\$401	\$366	\$371	\$412	
<b>General Liability: Consumer Related Claims</b>	Litigation	Associate	19	\$387	\$428	\$530	\$451	\$447	\$413
<b>Government Relations</b>	Non-Litigation	Partner	26	\$776	\$901	\$1,084	\$938	\$678	\$755

## Section II: Industry Analysis

## Technology and Telecommunications

By Practice Area and Matter Type

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Government Relations</b>	Non-Litigation	Associate	48	\$414	\$633	\$726	\$543	\$510	\$539
<b>Intellectual Property: Patents</b>	Litigation	Partner	111	\$606	\$832	\$1,077	\$849	\$783	\$755
		Associate	105	\$495	\$670	\$824	\$657	\$607	\$561
	Non-Litigation	Partner	106	\$418	\$755	\$994	\$726	\$602	\$538
		Associate	148	\$325	\$484	\$724	\$543	\$477	\$442
<b>Intellectual Property: Trademarks</b>	Litigation	Partner	11	\$721	\$942	\$1,054	\$870	\$746	\$618
	Non-Litigation	Partner	38	\$443	\$549	\$650	\$568	\$602	\$644
		Associate	39	\$303	\$360	\$410	\$368	\$360	\$366

# Section III: Practice Area Analysis

All data and analysis based on  
data collected thru Q2 2022

## Section III: Practice Area Analysis

## Bankruptcy and Collections By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Atlanta GA	Partner	11	\$525	\$603	\$650	\$607	\$557	\$523
	Associate	13	\$275	\$325	\$390	\$366	\$408	\$380
Baltimore MD	Partner	14	\$321	\$380	\$472	\$395	\$438	\$436
Chicago IL	Partner	16	\$525	\$748	\$1,256	\$893	\$983	\$1,059
	Associate	13	\$260	\$656	\$910	\$619	\$789	\$734
Dallas TX	Partner	13	\$381	\$525	\$666	\$539	\$502	\$635
Houston TX	Associate	16	\$375	\$384	\$473	\$427	\$436	\$425
Los Angeles CA	Associate	15	\$375	\$415	\$835	\$560	\$376	\$337
Miami FL	Partner	11	\$265	\$375	\$418	\$351	\$401	\$486
New York NY	Partner	60	\$400	\$604	\$815	\$638	\$654	\$638
	Associate	36	\$300	\$375	\$429	\$385	\$433	\$453
Philadelphia PA	Partner	46	\$400	\$495	\$619	\$497	\$494	\$481
	Associate	30	\$290	\$350	\$420	\$369	\$340	\$344
Pittsburgh PA	Partner	17	\$338	\$435	\$460	\$409	\$444	\$404
	Associate	13	\$248	\$341	\$354	\$333	\$361	\$307

## Section III: Practice Area Analysis

## Bankruptcy and Collections

By Matter Type and YOE

### 2022 — Real Rates for Partner

### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Fewer Than 21 Years</b>	Litigation	64	\$325	\$400	\$525	\$455	\$487	\$454
	Non-Litigation	76	\$350	\$402	\$496	\$440	\$514	\$538
<b>21 or More Years</b>	Litigation	108	\$325	\$445	\$600	\$505	\$493	\$488
	Non-Litigation	122	\$325	\$410	\$526	\$462	\$466	\$500

## Section III: Practice Area Analysis

### Bankruptcy and Collections By Matter Type and YOE

#### 2022 — Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
3 to Fewer Than 7 Years	Litigation	18	\$276	\$348	\$446	\$395	\$364	\$380
	Non-Litigation	35	\$289	\$345	\$400	\$349	\$346	\$306

## Section III: Practice Area Analysis

## Bankruptcy and Collections By Firm Size and Matter Type

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020	
<b>50 Lawyers or Fewer</b>	Litigation	Partner	59	\$275	\$325	\$390	\$360	\$363	\$333	
		Associate	44	\$225	\$267	\$332	\$284	\$280	\$258	
	Non-Litigation	Partner	49	\$270	\$295	\$325	\$301	\$301	\$366	
		Associate	25	\$225	\$244	\$258	\$251	\$230	\$241	
	<b>51-200 Lawyers</b>	Litigation	Partner	47	\$334	\$378	\$489	\$416	\$392	\$392
			Associate	24	\$230	\$280	\$320	\$296	\$259	\$248
Non-Litigation		Partner	30	\$345	\$400	\$476	\$406	\$404	\$399	
		Associate								
<b>201-500 Lawyers</b>		Litigation	Partner	61	\$398	\$468	\$604	\$502	\$493	\$464
			Associate	43	\$294	\$318	\$422	\$365	\$341	\$317
	Non-Litigation	Partner	85	\$385	\$452	\$580	\$493	\$464	\$442	
		Associate	44	\$281	\$350	\$393	\$341	\$343	\$306	
	<b>501-1,000 Lawyers</b>	Litigation	Partner	34	\$525	\$618	\$721	\$633	\$701	\$678
			Associate	24	\$313	\$375	\$471	\$385	\$505	\$513
Non-Litigation		Partner	20	\$506	\$617	\$685	\$613	\$638	\$701	
		Associate	15	\$352	\$383	\$446	\$412	\$485	\$480	
<b>More Than 1,000 Lawyers</b>		Litigation	Partner	13	\$546	\$1,045	\$1,249	\$932	\$711	\$775
			Associate	12	\$340	\$760	\$866	\$632	\$442	\$450

## Section III: Practice Area Analysis

### Bankruptcy and Collections By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
More Than 1,000 Lawyers	Non-Litigation	Partner	32	\$460	\$657	\$990	\$779	\$914	\$1,041

## Section III: Practice Area Analysis

### Commercial By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Atlanta GA	Partner	39	\$493	\$625	\$853	\$695	\$699	\$736
	Associate	39	\$310	\$342	\$440	\$407	\$431	\$406
Austin TX	Partner	14	\$378	\$450	\$495	\$514	\$534	\$510
Birmingham AL	Partner	16	\$385	\$427	\$461	\$416	\$419	\$397
	Associate	12	\$293	\$304	\$334	\$312	\$302	\$296
Boston MA	Partner	20	\$690	\$821	\$1,049	\$843	\$696	\$701
	Associate	24	\$479	\$638	\$865	\$680	\$588	\$509
Charlotte NC	Associate	18	\$325	\$344	\$416	\$404	\$466	\$422
Chicago IL	Partner	103	\$593	\$858	\$1,111	\$871	\$794	\$818
	Associate	93	\$325	\$515	\$694	\$541	\$555	\$575
Cleveland OH	Partner	40	\$397	\$480	\$565	\$534	\$518	\$571
	Associate	30	\$255	\$270	\$290	\$281	\$291	\$310
Dallas TX	Partner	22	\$547	\$665	\$1,023	\$734	\$781	\$742
	Associate	21	\$370	\$528	\$725	\$561	\$520	\$511
Denver CO	Partner	29	\$495	\$555	\$657	\$586	\$565	\$515

## Section III: Practice Area Analysis

### Commercial

By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Denver CO</b>	Associate	25	\$298	\$415	\$455	\$395	\$368	\$336
<b>Houston TX</b>	Partner	14	\$469	\$626	\$859	\$644	\$672	\$768
	Associate	13	\$360	\$509	\$590	\$498	\$467	\$502
<b>Indianapolis IN</b>	Partner	12	\$406	\$445	\$556	\$477	\$474	\$440
<b>Kansas City MO</b>	Partner	35	\$410	\$450	\$536	\$484	\$467	\$466
	Associate	25	\$315	\$374	\$387	\$345	\$339	\$329
<b>Los Angeles CA</b>	Partner	78	\$693	\$849	\$1,071	\$878	\$840	\$813
	Associate	111	\$464	\$686	\$876	\$688	\$722	\$674
<b>Miami FL</b>	Partner	52	\$485	\$601	\$688	\$610	\$562	\$504
	Associate	40	\$315	\$449	\$524	\$432	\$390	\$396
<b>Minneapolis MN</b>	Partner	53	\$576	\$655	\$800	\$673	\$657	\$576
	Associate	58	\$399	\$457	\$529	\$465	\$459	\$380
<b>New York NY</b>	Partner	174	\$628	\$1,128	\$1,499	\$1,108	\$1,040	\$1,033
	Associate	174	\$434	\$680	\$990	\$721	\$617	\$685
<b>Philadelphia PA</b>	Partner	116	\$543	\$728	\$903	\$755	\$677	\$652

## Section III: Practice Area Analysis

### Commercial By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Philadelphia PA</b>	Associate	106	\$384	\$430	\$538	\$482	\$446	\$420
<b>Pittsburgh PA</b>	Partner	18	\$481	\$661	\$763	\$657	\$635	\$543
	Associate	17	\$280	\$425	\$515	\$414	\$443	\$377
<b>Portland OR</b>	Partner	16	\$500	\$585	\$655	\$576	\$557	\$495
	Associate	31	\$400	\$435	\$501	\$448	\$406	\$370
<b>San Francisco CA</b>	Partner	43	\$420	\$675	\$1,015	\$735	\$696	\$738
	Associate	34	\$330	\$400	\$533	\$479	\$476	\$445
<b>Seattle WA</b>	Partner	30	\$490	\$556	\$713	\$611	\$531	\$476
	Associate	19	\$380	\$440	\$538	\$455	\$357	\$345
<b>St. Louis MO</b>	Partner	16	\$410	\$561	\$700	\$569	\$603	\$643
<b>Washington DC</b>	Partner	162	\$689	\$821	\$1,058	\$910	\$854	\$869
	Associate	104	\$456	\$584	\$739	\$622	\$589	\$555

## Section III: Practice Area Analysis

### Commercial

By Matter Type and YOE

#### 2022 — Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 21 Years	Litigation	253	\$405	\$589	\$863	\$670	\$633	\$597
	Non-Litigation	146	\$470	\$628	\$869	\$686	\$662	\$697
21 or More Years	Litigation	418	\$495	\$694	\$995	\$774	\$722	\$694
	Non-Litigation	256	\$572	\$740	\$1,031	\$832	\$825	\$834

## Section III: Practice Area Analysis

### Commercial

By Matter Type and YOE

#### 2022 — Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Fewer Than 3 Years</b>	Litigation	59	\$319	\$420	\$569	\$453	\$398	\$372
	Non-Litigation	23	\$321	\$368	\$401	\$412	\$361	\$428
<b>3 to Fewer Than 7 Years</b>	Litigation	161	\$300	\$418	\$596	\$491	\$441	\$394
	Non-Litigation	56	\$335	\$409	\$510	\$455	\$439	\$475
<b>7 or More Years</b>	Non-Litigation	78	\$382	\$501	\$605	\$554	\$561	\$572

## Section III: Practice Area Analysis

### Commercial

By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>50 Lawyers or Fewer</b>	Litigation	Partner	103	\$300	\$379	\$511	\$426	\$422	\$401
		Associate	83	\$225	\$275	\$328	\$296	\$334	\$261
	Non-Litigation	Partner	54	\$320	\$400	\$489	\$424	\$437	\$429
		Associate	25	\$292	\$335	\$363	\$338	\$316	\$312
<b>51-200 Lawyers</b>	Litigation	Partner	143	\$350	\$482	\$625	\$533	\$492	\$455
		Associate	89	\$265	\$328	\$396	\$335	\$321	\$288
	Non-Litigation	Partner	73	\$403	\$500	\$582	\$522	\$548	\$535
		Associate	34	\$268	\$321	\$358	\$326	\$335	\$359
<b>201-500 Lawyers</b>	Litigation	Partner	168	\$450	\$561	\$740	\$624	\$592	\$575
		Associate	153	\$330	\$400	\$450	\$411	\$403	\$386
	Non-Litigation	Partner	102	\$561	\$673	\$795	\$706	\$686	\$636
		Associate	82	\$367	\$434	\$530	\$462	\$429	\$436
<b>501-1,000 Lawyers</b>	Litigation	Partner	243	\$630	\$769	\$1,022	\$887	\$817	\$834
		Associate	282	\$392	\$500	\$712	\$576	\$501	\$489
	Non-Litigation	Partner	165	\$664	\$805	\$1,147	\$946	\$931	\$913
		Associate	130	\$397	\$533	\$686	\$589	\$600	\$581
<b>More Than 1,000 Lawyers</b>	Litigation	Partner	151	\$879	\$1,103	\$1,345	\$1,132	\$1,012	\$995

## Section III: Practice Area Analysis

### Commercial

By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
More Than 1,000 Lawyers	Litigation	Associate	173	\$591	\$740	\$945	\$752	\$679	\$646
	Non-Litigation	Partner	96	\$872	\$978	\$1,176	\$1,033	\$1,043	\$1,061
		Associate	71	\$520	\$675	\$875	\$717	\$756	\$714

## Section III: Practice Area Analysis

### Corporate: Mergers, Acquisitions, and Divestitures By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Chicago IL	Partner	30	\$782	\$985	\$1,251	\$1,056	\$907	\$915
	Associate	32	\$497	\$602	\$810	\$683	\$570	\$638
Los Angeles CA	Partner	18	\$813	\$869	\$1,043	\$981	\$1,002	\$943
	Associate	30	\$486	\$500	\$691	\$615	\$627	\$578
New York NY	Partner	98	\$1,368	\$1,650	\$1,739	\$1,531	\$1,385	\$1,259
	Associate	198	\$713	\$925	\$1,160	\$915	\$834	\$749
Philadelphia PA	Partner	28	\$598	\$673	\$1,004	\$820	\$691	\$754
	Associate	25	\$443	\$460	\$550	\$554	\$432	\$419
Pittsburgh PA	Partner	16	\$604	\$699	\$837	\$727	\$595	\$665
San Francisco CA	Partner	24	\$810	\$868	\$1,061	\$966	\$879	\$959
Washington DC	Partner	50	\$698	\$1,013	\$1,315	\$1,006	\$956	\$942
	Associate	39	\$607	\$739	\$830	\$722	\$686	\$578

## Section III: Practice Area Analysis

### Corporate: Mergers, Acquisitions, and Divestitures By Matter Type and YOE

#### 2022 — Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Fewer Than 21 Years</b>	Non-Litigation	88	\$649	\$868	\$1,368	\$982	\$845	\$869
<b>21 or More Years</b>	Non-Litigation	167	\$625	\$870	\$1,368	\$992	\$944	\$962

## Section III: Practice Area Analysis

### Corporate: Mergers, Acquisitions, and Divestitures By Matter Type and YOE

#### 2022 — Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 3 Years	Non-Litigation	27	\$460	\$486	\$702	\$602	\$519	\$450
3 to Fewer Than 7 Years	Non-Litigation	67	\$460	\$529	\$919	\$686	\$545	\$539
7 or More Years	Non-Litigation	82	\$620	\$734	\$979	\$798	\$641	\$655

## Section III: Practice Area Analysis

### Corporate: Mergers, Acquisitions, and Divestitures By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>51-200 Lawyers</b>	Non-Litigation	Partner	23	\$390	\$485	\$770	\$550	\$561	\$632
<b>201-500 Lawyers</b>	Non-Litigation	Partner	56	\$572	\$704	\$916	\$741	\$653	\$663
		Associate	41	\$443	\$460	\$510	\$476	\$424	\$396
<b>501-1,000 Lawyers</b>	Non-Litigation	Partner	111	\$700	\$1,216	\$1,650	\$1,149	\$1,021	\$1,061
		Associate	155	\$620	\$829	\$1,115	\$820	\$676	\$660
<b>More Than 1,000 Lawyers</b>	Non-Litigation	Partner	151	\$868	\$1,121	\$1,407	\$1,183	\$1,074	\$1,058
		Associate	217	\$536	\$698	\$925	\$749	\$702	\$699

## Section III: Practice Area Analysis

**Corporate: Other**  
By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Atlanta GA</b>	Partner	70	\$442	\$613	\$971	\$703	\$736	\$678
	Associate	60	\$385	\$450	\$588	\$479	\$481	\$470
<b>Austin TX</b>	Partner	17	\$387	\$450	\$538	\$502	\$460	\$482
<b>Baltimore MD</b>	Partner	19	\$426	\$614	\$767	\$606	\$664	\$672
	Associate	25	\$311	\$374	\$546	\$452	\$500	\$482
<b>Birmingham AL</b>	Partner	16	\$375	\$423	\$471	\$437	\$419	\$444
	Associate	15	\$294	\$303	\$341	\$314	\$315	\$334
<b>Boston MA</b>	Partner	47	\$513	\$735	\$903	\$733	\$743	\$672
	Associate	45	\$395	\$475	\$610	\$510	\$491	\$460
<b>Charlotte NC</b>	Partner	12	\$539	\$652	\$837	\$751	\$573	\$657
<b>Chicago IL</b>	Partner	192	\$740	\$918	\$1,199	\$962	\$938	\$880
	Associate	179	\$495	\$600	\$730	\$616	\$564	\$576
<b>Cleveland OH</b>	Partner	39	\$485	\$525	\$760	\$616	\$607	\$630
	Associate	17	\$287	\$313	\$399	\$332	\$375	\$342
<b>Dallas TX</b>	Partner	34	\$506	\$739	\$1,038	\$774	\$654	\$719

## Section III: Practice Area Analysis

**Corporate: Other**  
By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Dallas TX</b>	Associate	35	\$495	\$596	\$775	\$622	\$527	\$521
<b>Denver CO</b>	Partner	11	\$505	\$565	\$586	\$613	\$634	\$508
<b>Houston TX</b>	Partner	29	\$544	\$905	\$1,123	\$855	\$782	\$782
	Associate	34	\$445	\$595	\$706	\$592	\$580	\$512
<b>Indianapolis IN</b>	Partner	11	\$423	\$500	\$668	\$561	\$495	\$432
<b>Kansas City MO</b>	Partner	34	\$441	\$490	\$589	\$530	\$544	\$532
	Associate	16	\$337	\$384	\$426	\$378	\$367	\$314
<b>Los Angeles CA</b>	Partner	194	\$600	\$875	\$1,185	\$908	\$894	\$874
	Associate	188	\$484	\$645	\$840	\$665	\$655	\$639
<b>Miami FL</b>	Partner	31	\$475	\$525	\$646	\$574	\$501	\$579
	Associate	19	\$290	\$411	\$450	\$370	\$428	\$427
<b>Minneapolis MN</b>	Partner	26	\$510	\$624	\$714	\$619	\$625	\$590
	Associate	15	\$312	\$395	\$551	\$419	\$468	\$410
<b>Nashville TN</b>	Partner	12	\$431	\$498	\$601	\$521	\$496	\$407
<b>New Orleans LA</b>	Partner	20	\$337	\$368	\$428	\$382	\$376	\$374

## Section III: Practice Area Analysis

**Corporate: Other**  
By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
New York NY	Partner	485	\$793	\$1,326	\$1,665	\$1,219	\$1,103	\$1,079
	Associate	538	\$590	\$789	\$1,065	\$806	\$746	\$709
Orlando FL	Partner	22	\$415	\$474	\$544	\$484	\$507	\$481
	Associate	13	\$230	\$325	\$400	\$314	\$267	\$274
Philadelphia PA	Partner	145	\$625	\$818	\$958	\$800	\$774	\$763
	Associate	135	\$415	\$450	\$535	\$484	\$450	\$439
Phoenix AZ	Partner	24	\$330	\$510	\$688	\$557	\$471	\$413
	Associate	24	\$252	\$303	\$355	\$337	\$286	\$269
Pittsburgh PA	Partner	21	\$420	\$585	\$819	\$601	\$676	\$528
	Associate	18	\$286	\$415	\$580	\$441	\$412	\$381
Portland OR	Partner	13	\$465	\$495	\$528	\$508	\$542	\$624
	Associate	17	\$360	\$416	\$449	\$413	\$392	\$382
Raleigh NC	Partner	11	\$253	\$400	\$497	\$387	\$402	\$462
San Diego CA	Partner	37	\$375	\$467	\$1,161	\$673	\$684	\$605
	Associate	37	\$211	\$285	\$380	\$315	\$329	\$383

## Section III: Practice Area Analysis

**Corporate: Other**  
By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>San Francisco CA</b>	Partner	50	\$595	\$910	\$1,080	\$852	\$789	\$789
	Associate	28	\$338	\$620	\$778	\$623	\$609	\$549
<b>San Jose CA</b>	Partner	23	\$690	\$933	\$1,114	\$943	\$968	\$810
	Associate	15	\$469	\$590	\$746	\$615	\$626	\$598
<b>Seattle WA</b>	Partner	41	\$575	\$716	\$776	\$699	\$614	\$614
	Associate	33	\$395	\$472	\$535	\$478	\$475	\$417
<b>Tampa FL</b>	Partner	14	\$379	\$430	\$574	\$485	\$505	\$484
<b>Washington DC</b>	Partner	432	\$770	\$950	\$1,098	\$956	\$913	\$877
	Associate	395	\$550	\$670	\$705	\$665	\$642	\$585

## Section III: Practice Area Analysis

**Corporate: Other**  
By Matter Type and YOE

### 2022 — Real Rates for Partner

### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Fewer Than 21 Years</b>	Litigation	238	\$494	\$698	\$940	\$737	\$702	\$661
	Non-Litigation	418	\$473	\$777	\$1,100	\$837	\$790	\$757
<b>21 or More Years</b>	Litigation	425	\$545	\$756	\$995	\$814	\$805	\$746
	Non-Litigation	826	\$580	\$900	\$1,248	\$951	\$886	\$859

## Section III: Practice Area Analysis

**Corporate: Other**  
By Matter Type and YOE

### 2022 — Real Rates for Associate

### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Fewer Than 3 Years</b>	Litigation	31	\$344	\$440	\$593	\$463	\$418	\$358
	Non-Litigation	59	\$366	\$535	\$739	\$568	\$507	\$424
<b>3 to Fewer Than 7 Years</b>	Litigation	81	\$356	\$472	\$695	\$528	\$500	\$452
	Non-Litigation	177	\$378	\$498	\$718	\$582	\$541	\$511
<b>7 or More Years</b>	Litigation	146	\$385	\$525	\$656	\$534	\$511	\$493
	Non-Litigation	270	\$419	\$635	\$824	\$676	\$635	\$619

## Section III: Practice Area Analysis

**Corporate: Other**  
By Firm Size and Matter Type

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020	
<b>50 Lawyers or Fewer</b>	Litigation	Partner	97	\$350	\$450	\$575	\$461	\$458	\$440	
		Associate	50	\$216	\$299	\$354	\$301	\$283	\$323	
	Non-Litigation	Partner	155	\$333	\$426	\$534	\$446	\$430	\$426	
		Associate	91	\$221	\$290	\$369	\$307	\$279	\$313	
	<b>51-200 Lawyers</b>	Litigation	Partner	138	\$371	\$579	\$757	\$594	\$555	\$533
			Associate	84	\$280	\$377	\$451	\$395	\$383	\$378
Non-Litigation		Partner	141	\$399	\$495	\$700	\$561	\$604	\$594	
		Associate	84	\$275	\$350	\$485	\$391	\$415	\$389	
<b>201-500 Lawyers</b>		Litigation	Partner	182	\$516	\$675	\$951	\$731	\$664	\$662
			Associate	139	\$341	\$448	\$590	\$495	\$443	\$451
	Non-Litigation	Partner	341	\$482	\$625	\$890	\$696	\$655	\$663	
		Associate	267	\$385	\$460	\$631	\$506	\$476	\$447	
	<b>501-1,000 Lawyers</b>	Litigation	Partner	242	\$657	\$935	\$1,075	\$919	\$915	\$846
			Associate	254	\$459	\$648	\$695	\$615	\$609	\$551
Non-Litigation		Partner	439	\$760	\$997	\$1,423	\$1,100	\$1,005	\$959	
		Associate	462	\$557	\$695	\$855	\$726	\$670	\$619	
<b>More Than 1,000 Lawyers</b>		Litigation	Partner	197	\$711	\$880	\$1,154	\$955	\$944	\$870

## Section III: Practice Area Analysis

**Corporate: Other**  
By Firm Size and Matter Type

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
More Than 1,000 Lawyers	Litigation	Associate	198	\$467	\$565	\$710	\$615	\$594	\$527
	Non-Litigation	Partner	461	\$950	\$1,170	\$1,450	\$1,212	\$1,102	\$1,055
		Associate	471	\$590	\$738	\$985	\$792	\$730	\$706

## Section III: Practice Area Analysis

## Corporate: Regulatory and Compliance

By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Atlanta GA	Partner	20	\$731	\$797	\$884	\$820	\$774	\$590
	Associate	13	\$531	\$592	\$805	\$653	\$608	\$451
Baltimore MD	Partner	14	\$625	\$773	\$842	\$738	\$680	\$666
	Associate	16	\$332	\$460	\$644	\$472	\$507	\$427
Birmingham AL	Associate	12	\$273	\$292	\$332	\$304	\$295	\$317
Boston MA	Partner	16	\$717	\$796	\$920	\$870	\$785	\$728
	Associate	11	\$445	\$625	\$714	\$612	\$471	\$446
Chicago IL	Partner	60	\$564	\$879	\$1,062	\$837	\$788	\$818
	Associate	46	\$404	\$582	\$745	\$590	\$589	\$595
Denver CO	Partner	15	\$419	\$538	\$622	\$561	\$534	\$552
Kansas City MO	Partner	18	\$442	\$501	\$605	\$539	\$500	\$503
	Associate	11	\$280	\$320	\$329	\$310	\$331	\$294
Los Angeles CA	Partner	55	\$801	\$938	\$1,140	\$968	\$875	\$884
	Associate	72	\$495	\$666	\$855	\$675	\$647	\$675
Miami FL	Partner	30	\$492	\$600	\$833	\$680	\$746	\$717

## Section III: Practice Area Analysis

## Corporate: Regulatory and Compliance

By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Miami FL	Associate	16	\$360	\$450	\$571	\$473	\$518	\$542
Nashville TN	Partner	33	\$450	\$558	\$635	\$539	\$503	\$485
	Associate	21	\$248	\$375	\$473	\$367	\$334	\$280
New York NY	Partner	121	\$697	\$980	\$1,381	\$1,066	\$1,010	\$1,003
	Associate	137	\$490	\$682	\$835	\$710	\$684	\$648
Philadelphia PA	Partner	50	\$598	\$800	\$898	\$764	\$775	\$709
	Associate	35	\$325	\$430	\$519	\$497	\$474	\$406
Pittsburgh PA	Partner	12	\$444	\$737	\$827	\$659	\$665	\$664
	Associate	24	\$359	\$465	\$503	\$435	\$408	\$423
Portland OR	Associate	36	\$429	\$474	\$527	\$476	\$435	\$373
Richmond VA	Partner	11	\$397	\$595	\$690	\$544	\$523	\$452
San Francisco CA	Partner	32	\$556	\$740	\$830	\$772	\$703	\$749
	Associate	16	\$440	\$551	\$763	\$571	\$549	\$516
Seattle WA	Partner	27	\$555	\$760	\$806	\$705	\$729	\$673
	Associate	22	\$395	\$505	\$572	\$482	\$433	\$390

## Section III: Practice Area Analysis

### Corporate: Regulatory and Compliance

By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Washington DC	Partner	333	\$625	\$859	\$1,052	\$863	\$862	\$841
	Associate	315	\$464	\$582	\$715	\$606	\$579	\$564

## Section III: Practice Area Analysis

### Corporate: Regulatory and Compliance

By Matter Type and YOY

#### 2022 — Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 21 Years	Litigation	59	\$551	\$705	\$903	\$755	\$804	\$760
	Non-Litigation	217	\$495	\$725	\$935	\$747	\$700	\$679
21 or More Years	Litigation	118	\$678	\$852	\$1,103	\$906	\$856	\$818
	Non-Litigation	383	\$563	\$725	\$1,000	\$804	\$773	\$764

## Section III: Practice Area Analysis

### Corporate: Regulatory and Compliance

By Matter Type and YOY

#### 2022 — Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Fewer Than 3 Years</b>	Litigation	15	\$370	\$450	\$589	\$475	\$499	
	Non-Litigation	64	\$395	\$482	\$588	\$492	\$513	\$501
<b>3 to Fewer Than 7 Years</b>	Litigation	33	\$460	\$639	\$739	\$614	\$587	\$536
	Non-Litigation	136	\$390	\$519	\$670	\$548	\$507	\$482
<b>7 or More Years</b>	Litigation	53	\$488	\$581	\$798	\$631	\$615	\$580
	Non-Litigation	156	\$416	\$575	\$800	\$625	\$573	\$566

## Section III: Practice Area Analysis

## Corporate: Regulatory and Compliance

By Firm Size and Matter Type

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>50 Lawyers or Fewer</b>	Litigation	Partner	14	\$463	\$629	\$1,085	\$751	\$707	\$557
		Non-Litigation	Partner	115	\$450	\$544	\$617	\$526	\$544
			Associate	61	\$250	\$306	\$364	\$290	\$305
<b>51-200 Lawyers</b>	Litigation	Partner	17	\$600	\$700	\$798	\$734	\$685	\$609
		Non-Litigation	Partner	98	\$407	\$492	\$642	\$568	\$553
			Associate	63	\$325	\$404	\$586	\$469	\$409
<b>201-500 Lawyers</b>	Litigation	Partner	59	\$528	\$675	\$899	\$706	\$663	\$672
			Associate	43	\$381	\$554	\$673	\$517	\$458
	Non-Litigation	Partner	111	\$533	\$649	\$777	\$664	\$623	\$616
			Associate	91	\$387	\$474	\$565	\$502	\$439
<b>501-1,000 Lawyers</b>	Litigation	Partner	74	\$720	\$884	\$1,108	\$940	\$947	\$935
			Associate	84	\$474	\$609	\$807	\$624	\$623
	Non-Litigation	Partner	247	\$713	\$910	\$1,085	\$948	\$914	\$871
			Associate	269	\$485	\$578	\$695	\$618	\$592
<b>More Than 1,000 Lawyers</b>	Litigation	Partner	65	\$830	\$895	\$1,246	\$1,010	\$972	\$939
			Associate	76	\$460	\$535	\$745	\$583	\$613
	Non-Litigation	Partner	190	\$830	\$1,008	\$1,175	\$1,001	\$911	\$918

## Section III: Practice Area Analysis

### Corporate: Regulatory and Compliance

By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
More Than 1,000 Lawyers	Non-Litigation	Associate	192	\$500	\$661	\$809	\$671	\$631	\$604

## Section III: Practice Area Analysis

## Employment and Labor By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Atlanta GA	Partner	52	\$390	\$466	\$566	\$476	\$498	\$489
	Associate	42	\$297	\$348	\$390	\$342	\$328	\$317
Baltimore MD	Partner	24	\$597	\$627	\$813	\$697	\$623	\$592
	Associate	19	\$412	\$500	\$581	\$541	\$457	\$436
Boston MA	Partner	27	\$450	\$578	\$707	\$587	\$549	\$569
	Associate	23	\$367	\$421	\$496	\$430	\$474	\$489
Chicago IL	Partner	108	\$490	\$655	\$768	\$685	\$713	\$652
	Associate	86	\$310	\$395	\$501	\$426	\$452	\$427
Cincinnati OH	Partner	11	\$419	\$488	\$590	\$502	\$439	\$420
Cleveland OH	Partner	36	\$375	\$424	\$510	\$471	\$466	\$467
	Associate	34	\$266	\$295	\$342	\$326	\$312	\$307
Dallas TX	Partner	41	\$379	\$449	\$583	\$496	\$536	\$515
	Associate	20	\$312	\$342	\$383	\$360	\$401	\$358
Denver CO	Partner	28	\$455	\$528	\$664	\$574	\$538	\$530
	Associate	18	\$296	\$329	\$351	\$349	\$313	\$316

## Section III: Practice Area Analysis

## Employment and Labor By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Houston TX	Partner	21	\$456	\$540	\$667	\$562	\$568	\$591
	Associate	14	\$250	\$270	\$321	\$284	\$295	\$294
Kansas City MO	Partner	19	\$383	\$410	\$434	\$417	\$421	\$407
	Associate	14	\$250	\$270	\$321	\$284	\$295	\$294
Los Angeles CA	Partner	115	\$525	\$666	\$935	\$743	\$694	\$640
	Associate	98	\$325	\$390	\$495	\$446	\$494	\$467
Memphis TN	Partner	12	\$350	\$415	\$468	\$406	\$378	\$381
Miami FL	Partner	14	\$438	\$486	\$673	\$592	\$615	\$553
	Associate	14	\$278	\$415	\$652	\$476	\$424	\$386
Minneapolis MN	Partner	30	\$454	\$600	\$686	\$572	\$562	\$550
	Associate	19	\$342	\$410	\$475	\$395	\$417	\$428
Nashville TN	Partner	26	\$392	\$458	\$488	\$448	\$429	\$434
	Associate	16	\$251	\$270	\$321	\$279	\$282	\$278
New York NY	Partner	222	\$470	\$605	\$850	\$701	\$680	\$674
	Associate	182	\$325	\$413	\$553	\$488	\$485	\$455
Orlando FL	Partner	11	\$470	\$475	\$475	\$485	\$462	\$466

## Section III: Practice Area Analysis

## Employment and Labor By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Philadelphia PA	Partner	99	\$525	\$659	\$810	\$678	\$665	\$655
	Associate	104	\$375	\$442	\$500	\$448	\$428	\$405
Phoenix AZ	Partner	14	\$437	\$536	\$563	\$506	\$514	\$454
Pittsburgh PA	Partner	26	\$519	\$630	\$756	\$644	\$592	\$576
	Associate	26	\$318	\$350	\$392	\$388	\$389	\$367
Portland OR	Associate	26	\$320	\$376	\$428	\$390	\$344	\$344
San Diego CA	Partner	18	\$407	\$456	\$553	\$528	\$564	\$491
	Associate	25	\$300	\$325	\$380	\$351	\$373	\$361
San Francisco CA	Partner	54	\$404	\$576	\$728	\$597	\$566	\$549
	Associate	40	\$303	\$336	\$422	\$368	\$370	\$368
San Jose CA	Partner	15	\$632	\$730	\$856	\$779	\$704	\$722
Seattle WA	Partner	39	\$421	\$500	\$650	\$549	\$498	\$541
	Associate	33	\$307	\$354	\$466	\$411	\$427	\$377
St. Louis MO	Partner	12	\$396	\$435	\$548	\$495	\$485	\$519
Tampa FL	Partner	16	\$370	\$375	\$483	\$440	\$445	\$492

## Section III: Practice Area Analysis

### Employment and Labor By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Washington DC	Partner	147	\$619	\$730	\$860	\$759	\$736	\$740
	Associate	90	\$420	\$510	\$625	\$521	\$503	\$499

## Section III: Practice Area Analysis

### Employment and Labor By Matter Type and YOE

#### 2022 — Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Fewer Than 21 Years</b>	Litigation	148	\$372	\$475	\$666	\$535	\$513	\$484
	Non-Litigation	303	\$395	\$476	\$634	\$541	\$538	\$522
<b>21 or More Years</b>	Litigation	298	\$443	\$585	\$801	\$648	\$595	\$592
	Non-Litigation	591	\$470	\$580	\$743	\$634	\$620	\$612

## Section III: Practice Area Analysis

### Employment and Labor By Matter Type and YOE

#### 2022 — Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 3 Years	Litigation	37	\$329	\$350	\$420	\$391	\$362	\$316
	Non-Litigation	43	\$298	\$325	\$369	\$343	\$322	\$445
3 to Fewer Than 7 Years	Litigation	89	\$290	\$355	\$455	\$384	\$346	\$331
7 or More Years	Litigation	166	\$322	\$396	\$517	\$435	\$408	\$396
	Non-Litigation	242	\$315	\$380	\$495	\$418	\$416	\$406

## Section III: Practice Area Analysis

## Employment and Labor By Firm Size and Matter Type

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>50 Lawyers or Fewer</b>	Litigation	Partner	58	\$313	\$398	\$496	\$421	\$402	\$411
		Associate	37	\$250	\$280	\$342	\$297	\$311	\$295
	Non-Litigation	Partner	47	\$375	\$450	\$550	\$471	\$452	\$435
		Associate	19	\$265	\$285	\$350	\$297	\$254	\$300
<b>51-200 Lawyers</b>	Litigation	Partner	48	\$300	\$370	\$485	\$405	\$429	\$431
		Associate	24	\$250	\$290	\$345	\$310	\$306	\$318
	Non-Litigation	Partner	126	\$406	\$525	\$723	\$581	\$574	\$550
		Associate	80	\$244	\$289	\$365	\$328	\$358	\$351
<b>201-500 Lawyers</b>	Litigation	Partner	132	\$404	\$476	\$595	\$532	\$505	\$517
		Associate	117	\$304	\$350	\$411	\$385	\$390	\$378
	Non-Litigation	Partner	238	\$375	\$445	\$545	\$491	\$485	\$494
		Associate	135	\$295	\$340	\$413	\$362	\$348	\$351
<b>501-1,000 Lawyers</b>	Litigation	Partner	167	\$475	\$634	\$765	\$682	\$645	\$589
		Associate	140	\$310	\$387	\$475	\$425	\$432	\$392
	Non-Litigation	Partner	403	\$470	\$528	\$665	\$601	\$575	\$574
		Associate	293	\$306	\$335	\$425	\$394	\$400	\$384
<b>More Than 1,000 Lawyers</b>	Litigation	Partner	126	\$628	\$795	\$918	\$791	\$793	\$789

## Section III: Practice Area Analysis

### Employment and Labor By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
More Than 1,000 Lawyers	Litigation	Associate	146	\$415	\$495	\$575	\$509	\$510	\$502
	Non-Litigation	Partner	202	\$655	\$750	\$876	\$808	\$796	\$780
		Associate	211	\$380	\$450	\$546	\$494	\$492	\$471

## Section III: Practice Area Analysis

### Environmental By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Los Angeles CA</b>	Partner	11	\$515	\$550	\$663	\$753	\$568	\$557
<b>New York NY</b>	Partner	27	\$414	\$525	\$616	\$616	\$656	\$590
	Associate	26	\$298	\$340	\$400	\$382	\$502	\$432
<b>Washington DC</b>	Partner	14	\$660	\$803	\$957	\$812	\$745	\$744
	Associate	18	\$400	\$565	\$695	\$567	\$543	\$475

## Section III: Practice Area Analysis

**Environmental**  
By Matter Type and YOE

### 2022 — Real Rates for Partner

### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Fewer Than 21 Years</b>	Litigation	12	\$348	\$404	\$446	\$428	\$466	\$455
	Non-Litigation	12	\$456	\$515	\$644	\$586	\$475	\$427
<b>21 or More Years</b>	Litigation	33	\$483	\$590	\$662	\$650	\$560	\$548
	Non-Litigation	57	\$448	\$542	\$840	\$681	\$644	\$614

## Section III: Practice Area Analysis

**Environmental**  
By Matter Type and YOE

### 2022 — Real Rates for Associate

### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
7 or More Years	Litigation	13	\$370	\$425	\$500	\$441	\$368	\$377

## Section III: Practice Area Analysis

### Environmental

By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>51-200 Lawyers</b>	Litigation	Partner	16	\$350	\$415	\$535	\$444	\$464	\$456
	Non-Litigation	Partner	38	\$401	\$474	\$552	\$487	\$506	\$490
		Associate	14	\$294	\$325	\$383	\$361	\$360	\$304
<b>201-500 Lawyers</b>	Litigation	Partner	15	\$550	\$617	\$654	\$598	\$557	\$528
	Non-Litigation	Partner	13	\$530	\$701	\$743	\$695	\$645	\$614
<b>501-1,000 Lawyers</b>	Litigation	Partner	14	\$517	\$583	\$625	\$594	\$593	\$608
		Associate	22	\$400	\$530	\$670	\$525	\$394	\$406
	Non-Litigation	Partner	11	\$809	\$938	\$972	\$871	\$716	\$715
		Associate	12	\$426	\$575	\$642	\$546	\$481	\$473
<b>More Than 1,000 Lawyers</b>	Non-Litigation	Partner	14	\$678	\$948	\$1,440	\$1,085	\$1,002	\$944

## Section III: Practice Area Analysis

## Finance and Securities By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Atlanta GA	Partner	50	\$751	\$871	\$1,045	\$897	\$789	\$839
	Associate	55	\$448	\$599	\$743	\$619	\$539	\$548
Baltimore MD	Partner	34	\$566	\$650	\$1,108	\$806	\$649	\$631
	Associate	13	\$360	\$482	\$680	\$526	\$453	\$492
Boston MA	Partner	59	\$735	\$1,016	\$1,340	\$1,062	\$1,076	\$964
	Associate	84	\$518	\$678	\$874	\$701	\$703	\$629
Charlotte NC	Partner	45	\$580	\$692	\$798	\$743	\$779	\$696
	Associate	40	\$355	\$440	\$640	\$529	\$532	\$465
Chicago IL	Partner	172	\$751	\$1,000	\$1,324	\$1,066	\$1,034	\$1,001
	Associate	152	\$523	\$630	\$851	\$682	\$677	\$598
Cincinnati OH	Associate	14	\$250	\$278	\$317	\$278	\$266	\$254
Cleveland OH	Partner	54	\$450	\$495	\$627	\$578	\$552	\$568
Dallas TX	Partner	46	\$572	\$925	\$1,072	\$897	\$925	\$847
	Associate	52	\$484	\$625	\$751	\$628	\$606	\$597
Denver CO	Partner	20	\$473	\$510	\$584	\$549	\$529	\$513

## Section III: Practice Area Analysis

## Finance and Securities

By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Denver CO</b>	Associate	21	\$303	\$335	\$379	\$353	\$336	\$315
<b>Houston TX</b>	Partner	32	\$855	\$1,345	\$1,526	\$1,212	\$1,229	\$1,075
	Associate	40	\$530	\$691	\$836	\$669	\$663	\$614
<b>Kansas City MO</b>	Partner	28	\$500	\$570	\$665	\$589	\$520	\$469
	Associate	14	\$356	\$395	\$436	\$388	\$349	\$322
<b>Los Angeles CA</b>	Partner	148	\$795	\$1,166	\$1,372	\$1,109	\$1,096	\$1,072
	Associate	217	\$517	\$759	\$993	\$760	\$844	\$756
<b>Miami FL</b>	Partner	23	\$492	\$591	\$779	\$661	\$683	\$687
	Associate	16	\$385	\$467	\$604	\$524	\$428	\$457
<b>Minneapolis MN</b>	Partner	20	\$626	\$841	\$876	\$782	\$717	\$693
<b>New York NY</b>	Partner	629	\$973	\$1,330	\$1,650	\$1,302	\$1,264	\$1,182
	Associate	829	\$587	\$813	\$1,067	\$827	\$809	\$750
<b>Philadelphia PA</b>	Partner	75	\$700	\$875	\$989	\$891	\$876	\$823
	Associate	69	\$410	\$459	\$575	\$525	\$476	\$476
<b>Phoenix AZ</b>	Partner	26	\$384	\$425	\$480	\$459	\$468	\$472

## Section III: Practice Area Analysis

## Finance and Securities

By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Phoenix AZ	Associate	12	\$184	\$215	\$271	\$250	\$254	\$239
Pittsburgh PA	Partner	48	\$491	\$668	\$872	\$695	\$757	\$657
	Associate	35	\$425	\$503	\$559	\$508	\$466	\$396
Portland OR	Associate	15	\$369	\$409	\$515	\$425	\$394	\$350
Richmond VA	Partner	28	\$766	\$878	\$1,029	\$907	\$797	\$780
San Diego CA	Partner	16	\$355	\$565	\$783	\$680	\$831	\$819
San Francisco CA	Partner	31	\$798	\$969	\$1,054	\$954	\$1,051	\$1,052
	Associate	29	\$580	\$702	\$890	\$723	\$722	\$697
San Jose CA	Partner	11	\$1,120	\$1,473	\$1,669	\$1,359	\$1,343	\$1,197
Seattle WA	Partner	32	\$480	\$518	\$668	\$580	\$591	\$561
	Associate	24	\$299	\$355	\$522	\$404	\$472	\$472
Washington DC	Partner	162	\$795	\$1,000	\$1,330	\$1,064	\$1,038	\$971
	Associate	86	\$510	\$670	\$905	\$715	\$703	\$646

## Section III: Practice Area Analysis

## Finance and Securities

By Matter Type and YOE

### 2022 — Real Rates for Partner

### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Fewer Than 21 Years</b>	Litigation	52	\$471	\$574	\$780	\$672	\$626	\$564
	Non-Litigation	510	\$550	\$792	\$1,230	\$901	\$931	\$864
<b>21 or More Years</b>	Litigation	83	\$542	\$683	\$1,005	\$801	\$788	\$809
	Non-Litigation	851	\$675	\$995	\$1,450	\$1,057	\$1,058	\$987

## Section III: Practice Area Analysis

### Finance and Securities

By Matter Type and YOE

#### 2022 — Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Fewer Than 3 Years</b>	Non-Litigation	124	\$343	\$485	\$675	\$520	\$571	\$578
	Litigation	19	\$288	\$360	\$456	\$375	\$340	\$376
<b>3 to Fewer Than 7 Years</b>	Non-Litigation	232	\$361	\$526	\$800	\$601	\$608	\$518
	Litigation	28	\$304	\$515	\$730	\$548	\$511	\$491
<b>7 or More Years</b>	Non-Litigation	312	\$445	\$663	\$1,000	\$743	\$749	\$717

## Section III: Practice Area Analysis

## Finance and Securities By Firm Size and Matter Type

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>50 Lawyers or Fewer</b>	Non-Litigation	Partner	117	\$381	\$487	\$624	\$535	\$524	\$493
		Associate	68	\$275	\$340	\$432	\$378	\$370	\$339
<b>51-200 Lawyers</b>	Litigation	Partner	24	\$358	\$460	\$690	\$533	\$510	\$560
		Associate	12	\$257	\$363	\$577	\$412	\$407	\$391
	Non-Litigation	Partner	229	\$416	\$500	\$716	\$584	\$604	\$577
		Associate	146	\$271	\$380	\$479	\$412	\$404	\$377
<b>201-500 Lawyers</b>	Litigation	Partner	32	\$447	\$540	\$631	\$573	\$608	\$595
		Associate	50	\$276	\$302	\$392	\$348	\$347	\$361
	Non-Litigation	Partner	325	\$545	\$740	\$1,111	\$840	\$848	\$797
		Associate	290	\$369	\$535	\$721	\$569	\$551	\$540
<b>501-1,000 Lawyers</b>	Litigation	Partner	47	\$676	\$886	\$1,090	\$933	\$907	\$903
		Associate	50	\$485	\$547	\$636	\$590	\$523	\$495
	Non-Litigation	Partner	564	\$871	\$1,100	\$1,565	\$1,198	\$1,182	\$1,092
		Associate	662	\$565	\$733	\$965	\$783	\$787	\$712
<b>More Than 1,000 Lawyers</b>	Litigation	Partner	54	\$645	\$838	\$1,113	\$905	\$859	\$917
		Associate	41	\$438	\$577	\$828	\$655	\$572	\$556
	Non-Litigation	Partner	566	\$950	\$1,250	\$1,525	\$1,243	\$1,197	\$1,127

## Section III: Practice Area Analysis

### Finance and Securities By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
More Than 1,000 Lawyers	Non-Litigation	Associate	633	\$595	\$820	\$1,053	\$827	\$812	\$746

## Section III: Practice Area Analysis

## General Liability - Litigation only

By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Atlanta GA	Partner	16	\$238	\$300	\$550	\$427	\$407	\$426
	Associate	13	\$210	\$270	\$598	\$386	\$276	\$269
Baltimore MD	Partner	16	\$488	\$600	\$625	\$536	\$624	\$619
	Associate	24	\$400	\$448	\$513	\$445	\$484	\$445
Birmingham AL	Partner	12	\$400	\$480	\$564	\$457	\$360	\$345
Boston MA	Partner	14	\$185	\$225	\$331	\$345	\$381	\$374
	Associate	11	\$170	\$180	\$275	\$220	\$357	\$290
Charleston WV	Partner	11	\$200	\$268	\$310	\$261	\$265	\$268
Chicago IL	Partner	41	\$215	\$320	\$895	\$538	\$539	\$497
	Associate	31	\$225	\$235	\$353	\$373	\$409	\$296
Dallas TX	Partner	11	\$190	\$250	\$434	\$316	\$335	\$295
Indianapolis IN	Partner	14	\$220	\$250	\$472	\$365	\$318	\$348
Jackson MS	Partner	54	\$283	\$319	\$375	\$337	\$383	\$373
	Associate	34	\$225	\$240	\$251	\$240	\$245	\$250
Kansas City MO	Partner	14	\$304	\$398	\$549	\$406	\$432	\$478

## Section III: Practice Area Analysis

## General Liability - Litigation only

By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Kansas City MO	Associate	14	\$250	\$325	\$368	\$297	\$305	\$315
	Partner	40	\$410	\$835	\$995	\$744	\$604	\$515
Los Angeles CA	Associate	38	\$361	\$475	\$735	\$533	\$514	\$390
	Partner	15	\$162	\$165	\$278	\$249	\$257	\$267
Minneapolis MN	Partner	14	\$339	\$340	\$675	\$449	\$371	\$355
Nashville TN	Partner	13	\$275	\$295	\$300	\$308	\$330	\$333
New Orleans LA	Partner	31	\$285	\$315	\$335	\$311	\$301	\$308
	Associate	27	\$212	\$238	\$242	\$230	\$221	\$225
New York NY	Partner	81	\$295	\$530	\$662	\$572	\$597	\$518
	Associate	80	\$175	\$300	\$400	\$332	\$384	\$367
Philadelphia PA	Partner	41	\$475	\$625	\$715	\$604	\$530	\$484
	Associate	53	\$412	\$430	\$565	\$444	\$414	\$381
Phoenix AZ	Partner	12	\$236	\$275	\$401	\$315	\$353	\$281
	Associate	11	\$183	\$215	\$247	\$240	\$210	\$179
Pittsburgh PA	Associate	11	\$245	\$334	\$435	\$356	\$319	\$334

## Section III: Practice Area Analysis

## General Liability - Litigation only

By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Portland OR</b>	Partner	11	\$288	\$305	\$333	\$318	\$291	\$276
<b>San Francisco CA</b>	Partner	14	\$284	\$430	\$525	\$484	\$458	\$400
	Associate	13	\$288	\$430	\$430	\$375	\$404	\$346
<b>St. Louis MO</b>	Partner	17	\$200	\$300	\$357	\$303	\$360	\$353
<b>Washington DC</b>	Partner	49	\$895	\$950	\$950	\$953	\$870	\$817
	Associate	37	\$486	\$670	\$695	\$575	\$558	\$559

## Section III: Practice Area Analysis

### General Liability - Litigation only

By Matter Type and YOE

#### 2022 — Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Fewer Than 21 Years</b>	Litigation	185	\$250	\$370	\$675	\$496	\$465	\$415
<b>21 or More Years</b>	Litigation	388	\$270	\$387	\$614	\$472	\$481	\$455

## Section III: Practice Area Analysis

### General Liability - Litigation only

By Matter Type and YOE

#### 2022 — Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 3 Years	Litigation	12	\$195	\$228	\$276	\$236	\$275	
3 to Fewer Than 7 Years	Litigation	74	\$240	\$333	\$435	\$374	\$359	\$320
7 or More Years	Litigation	133	\$250	\$375	\$470	\$393	\$394	\$350

## Section III: Practice Area Analysis

### General Liability - Litigation only

By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>50 Lawyers or Fewer</b>	Litigation	Partner	206	\$210	\$275	\$340	\$293	\$273	\$257
		Associate	131	\$165	\$210	\$250	\$223	\$213	\$201
<b>51-200 Lawyers</b>	Litigation	Partner	207	\$225	\$319	\$384	\$330	\$322	\$314
		Associate	156	\$200	\$225	\$263	\$236	\$227	\$222
<b>201-500 Lawyers</b>	Litigation	Associate	93	\$280	\$330	\$400	\$344	\$328	\$312
<b>501-1,000 Lawyers</b>	Litigation	Partner	107	\$575	\$700	\$950	\$752	\$710	\$651
		Associate	99	\$392	\$464	\$599	\$492	\$489	\$432
<b>More Than 1,000 Lawyers</b>	Litigation	Partner	85	\$715	\$895	\$1,060	\$912	\$890	\$834
		Associate	97	\$430	\$525	\$616	\$547	\$577	\$577

## Section III: Practice Area Analysis

### Insurance Defense - Litigation only

By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Albany NY	Partner	13	\$150	\$150	\$195	\$168	\$181	\$182
	Associate	127	\$165	\$187	\$240	\$208	\$195	\$202
Atlanta GA	Partner	112	\$180	\$190	\$235	\$244	\$227	\$256
	Associate	127	\$165	\$187	\$240	\$208	\$195	\$202
Baltimore MD	Partner	40	\$175	\$184	\$195	\$213	\$210	\$262
	Associate	49	\$150	\$160	\$180	\$180	\$180	\$183
Baton Rouge LA	Partner	13	\$170	\$171	\$243	\$192	\$182	\$174
Birmingham AL	Partner	38	\$154	\$180	\$194	\$328	\$297	\$222
	Associate	26	\$155	\$155	\$190	\$177	\$170	\$168
Boston MA	Partner	48	\$180	\$213	\$220	\$262	\$235	\$235
	Associate	34	\$155	\$175	\$185	\$234	\$264	\$230
Buffalo NY	Partner	71	\$160	\$175	\$200	\$181	\$177	\$182
	Associate	62	\$140	\$147	\$160	\$150	\$151	\$148
Charleston SC	Partner	15	\$170	\$175	\$200	\$191	\$199	\$197
	Associate	16	\$145	\$165	\$165	\$156	\$153	\$148
Charleston WV	Partner	53	\$169	\$175	\$191	\$196	\$195	\$194

## Section III: Practice Area Analysis

### Insurance Defense - Litigation only

By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Charleston WV	Associate	17	\$150	\$160	\$165	\$164	\$182	\$190
	Partner	22	\$180	\$185	\$195	\$202	\$218	\$187
Charlotte NC	Associate	13	\$158	\$168	\$205	\$199	\$191	\$162
	Partner	191	\$180	\$215	\$276	\$262	\$270	\$265
Chicago IL	Associate	159	\$159	\$178	\$220	\$202	\$203	\$224
	Partner	20	\$155	\$165	\$180	\$182	\$181	\$180
Cincinnati OH	Associate	15	\$140	\$155	\$205	\$170	\$170	\$160
	Partner	40	\$174	\$180	\$184	\$186	\$186	\$182
Cleveland OH	Associate	34	\$160	\$160	\$160	\$161	\$165	\$159
	Partner	46	\$180	\$180	\$190	\$183	\$182	\$172
Columbia SC	Associate	41	\$160	\$165	\$170	\$163	\$163	\$156
	Partner	19	\$170	\$173	\$177	\$178	\$170	\$175
Columbus OH	Associate	11	\$146	\$155	\$162	\$166	\$151	\$150
	Partner	60	\$182	\$225	\$275	\$265	\$246	\$242
Dallas TX	Associate	44	\$165	\$193	\$220	\$216	\$192	\$189

## Section III: Practice Area Analysis

### Insurance Defense - Litigation only

By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Denver CO	Partner	42	\$161	\$180	\$226	\$198	\$190	\$185
	Associate	46	\$140	\$150	\$170	\$160	\$163	\$162
Des Moines IA	Partner	13	\$169	\$190	\$200	\$183	\$179	\$176
Detroit MI	Partner	123	\$160	\$173	\$175	\$182	\$194	\$175
	Associate	116	\$153	\$162	\$162	\$159	\$164	\$154
Greenville SC	Associate	15	\$140	\$165	\$165	\$167	\$160	\$160
Harrisburg PA	Partner	21	\$162	\$167	\$200	\$178	\$179	\$176
Hartford CT	Partner	19	\$190	\$223	\$460	\$331	\$326	\$272
	Associate	14	\$174	\$181	\$211	\$214	\$210	\$211
Honolulu HI	Partner	11	\$152	\$195	\$219	\$186	\$190	\$180
Houston TX	Partner	52	\$193	\$225	\$270	\$307	\$323	\$298
	Associate	38	\$180	\$200	\$225	\$232	\$232	\$238
Indianapolis IN	Partner	27	\$155	\$176	\$185	\$175	\$164	\$176
Jackson MS	Partner	19	\$135	\$155	\$200	\$178	\$194	\$194
Jacksonville FL	Partner	17	\$180	\$180	\$183	\$181	\$181	\$178

## Section III: Practice Area Analysis

### Insurance Defense - Litigation only

By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Kansas City MO</b>	Partner	49	\$185	\$232	\$278	\$249	\$238	\$198
	Associate	44	\$170	\$185	\$204	\$190	\$179	\$184
<b>Las Vegas NV</b>	Partner	33	\$185	\$215	\$230	\$209	\$204	\$206
<b>Lexington KY</b>	Partner	14	\$160	\$161	\$164	\$162	\$164	\$165
	Associate	27	\$140	\$140	\$143	\$142	\$140	\$138
<b>Little Rock AR</b>	Partner	14	\$165	\$190	\$205	\$316	\$321	\$230
<b>Los Angeles CA</b>	Partner	306	\$225	\$240	\$266	\$291	\$306	\$332
	Associate	225	\$185	\$200	\$225	\$227	\$224	\$219
<b>Louisville KY</b>	Partner	15	\$133	\$154	\$167	\$176	\$162	\$153
<b>Miami FL</b>	Partner	98	\$180	\$185	\$220	\$228	\$239	\$232
	Associate	69	\$168	\$174	\$199	\$196	\$178	\$165
<b>Milwaukee WI</b>	Partner	27	\$175	\$185	\$185	\$191	\$192	\$192
<b>Minneapolis MN</b>	Partner	70	\$175	\$180	\$224	\$208	\$205	\$211
	Associate	40	\$160	\$165	\$185	\$171	\$175	\$183
<b>Morgantown WV</b>	Partner	12	\$160	\$169	\$181	\$171	\$168	\$167

## Section III: Practice Area Analysis

### Insurance Defense - Litigation only

By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Nashville TN	Partner	22	\$165	\$175	\$185	\$188	\$183	\$170
	Associate	15	\$146	\$150	\$169	\$165	\$144	\$132
New Orleans LA	Partner	45	\$175	\$195	\$225	\$256	\$197	\$242
	Associate	18	\$149	\$171	\$177	\$169	\$147	\$157
New York NY	Partner	299	\$175	\$200	\$230	\$265	\$261	\$259
	Associate	256	\$159	\$175	\$200	\$244	\$242	\$210
Oklahoma City OK	Partner	14	\$150	\$155	\$225	\$196	\$275	\$210
Orlando FL	Partner	33	\$166	\$180	\$180	\$186	\$178	\$168
	Associate	25	\$150	\$155	\$170	\$159	\$161	\$152
Philadelphia PA	Partner	219	\$175	\$185	\$215	\$207	\$225	\$230
	Associate	201	\$160	\$170	\$196	\$192	\$191	\$189
Phoenix AZ	Partner	74	\$175	\$190	\$220	\$215	\$237	\$211
	Associate	54	\$175	\$191	\$210	\$198	\$194	\$188
Pittsburgh PA	Partner	60	\$170	\$175	\$175	\$176	\$170	\$172
	Associate	53	\$155	\$160	\$160	\$160	\$158	\$158

## Section III: Practice Area Analysis

### Insurance Defense - Litigation only

By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Portland OR	Partner	28	\$190	\$230	\$255	\$245	\$243	\$238
	Associate	25	\$171	\$187	\$200	\$196	\$198	\$191
Providence RI	Partner	15	\$174	\$175	\$223	\$203	\$196	\$193
Raleigh NC	Partner	15	\$183	\$190	\$195	\$196	\$200	\$226
	Associate	14	\$140	\$158	\$165	\$176	\$191	\$179
Richmond VA	Partner	34	\$178	\$195	\$200	\$330	\$317	\$311
	Associate	20	\$166	\$175	\$200	\$180	\$181	\$178
Salt Lake City UT	Partner	27	\$171	\$199	\$249	\$223	\$205	\$214
San Diego CA	Partner	52	\$215	\$253	\$346	\$438	\$454	\$449
San Francisco CA	Partner	165	\$217	\$250	\$280	\$305	\$314	\$344
	Associate	65	\$180	\$195	\$240	\$226	\$237	\$210
Seattle WA	Partner	55	\$197	\$250	\$375	\$344	\$339	\$306
	Associate	28	\$177	\$190	\$240	\$213	\$208	\$208
Springfield IL	Partner	12	\$165	\$166	\$166	\$165	\$165	\$171
St. Louis MO	Partner	39	\$166	\$180	\$210	\$202	\$186	\$196

## Section III: Practice Area Analysis

### Insurance Defense - Litigation only By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Tampa FL	Partner	36	\$176	\$184	\$220	\$202	\$201	\$202
	Associate	38	\$180	\$205	\$235	\$205	\$198	\$181
Tulsa OK	Partner	15	\$150	\$150	\$225	\$195	\$190	\$193
	Associate	19	\$225	\$235	\$242	\$229	\$218	\$212
Washington DC	Partner	62	\$250	\$510	\$883	\$633	\$598	\$599
	Associate	36	\$351	\$565	\$832	\$573	\$528	\$511

## Section III: Practice Area Analysis

### Insurance Defense - Litigation only

By Matter Type and YOE

#### 2022 — Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Fewer Than 21 Years</b>	Litigation	773	\$175	\$187	\$225	\$221	\$217	\$219
<b>21 or More Years</b>	Litigation	1,599	\$170	\$190	\$230	\$224	\$219	\$217

## Section III: Practice Area Analysis

### Insurance Defense - Litigation only

By Matter Type and YOE

#### 2022 — Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 3 Years	Litigation	124	\$160	\$175	\$200	\$192	\$179	\$194
3 to Fewer Than 7 Years	Litigation	330	\$160	\$180	\$215	\$226	\$216	\$207
7 or More Years	Litigation	503	\$155	\$175	\$200	\$208	\$207	\$203

## Section III: Practice Area Analysis

### Insurance Defense - Litigation only

By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>50 Lawyers or Fewer</b>	Litigation	Partner	1,480	\$165	\$180	\$215	\$217	\$210	\$209
		Associate	1,072	\$145	\$161	\$185	\$172	\$170	\$165
<b>51-200 Lawyers</b>	Litigation	Partner	870	\$175	\$190	\$224	\$213	\$216	\$207
		Associate	668	\$160	\$170	\$188	\$178	\$181	\$175
<b>201-500 Lawyers</b>	Litigation	Partner	435	\$225	\$245	\$280	\$310	\$325	\$308
		Associate	274	\$185	\$200	\$240	\$240	\$231	\$224
<b>501-1,000 Lawyers</b>	Litigation	Partner	106	\$230	\$275	\$475	\$410	\$423	\$476
		Associate	100	\$200	\$270	\$514	\$376	\$340	\$357
<b>More Than 1,000 Lawyers</b>	Litigation	Partner	36	\$800	\$1,038	\$1,233	\$1,012	\$967	\$903
		Associate	62	\$489	\$624	\$863	\$654	\$615	\$607

## Section III: Practice Area Analysis

### Intellectual Property: Other By City

#### 2022 — Real Rates for Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
New York NY	Partner	13	\$575	\$700	\$875	\$734	\$729	\$885

## Section III: Practice Area Analysis

### Intellectual Property: Other By Matter Type and YOE

#### 2022 — Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 21 Years	Non-Litigation	12	\$300	\$559	\$724	\$600	\$583	\$571
	Litigation	11	\$587	\$625	\$702	\$672	\$751	\$774
21 or More Years	Non-Litigation	29	\$510	\$700	\$875	\$711	\$699	\$713

## Section III: Practice Area Analysis

### Intellectual Property: Other By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
50 Lawyers or Fewer	Non-Litigation	Partner	12	\$299	\$368	\$507	\$420	\$448	\$499
201-500 Lawyers	Non-Litigation	Partner	16	\$416	\$524	\$587	\$538	\$510	\$501
More Than 1,000 Lawyers	Non-Litigation	Partner	15	\$824	\$965	\$1,105	\$968	\$926	\$967
		Associate	14	\$453	\$595	\$650	\$585	\$562	\$497

## Section III: Practice Area Analysis

## Intellectual Property: Patents By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Atlanta GA	Partner	15	\$621	\$692	\$782	\$699	\$618	\$587
	Associate	16	\$451	\$502	\$608	\$520	\$494	\$457
Austin TX	Partner	21	\$535	\$743	\$858	\$680	\$660	\$598
	Associate	24	\$401	\$569	\$683	\$530	\$506	\$516
Boston MA	Partner	31	\$550	\$693	\$836	\$675	\$682	\$654
	Associate	14	\$351	\$483	\$747	\$527	\$480	\$487
Chicago IL	Partner	30	\$447	\$573	\$849	\$693	\$629	\$644
	Associate	22	\$395	\$495	\$595	\$504	\$499	\$474
Cleveland OH	Associate	22	\$150	\$200	\$211	\$239	\$240	\$264
Dallas TX	Partner	11	\$728	\$924	\$995	\$886	\$748	\$685
	Associate	13	\$608	\$690	\$758	\$667	\$568	\$574
Houston TX	Partner	23	\$325	\$492	\$876	\$632	\$564	\$566
	Associate	45	\$200	\$245	\$335	\$297	\$257	\$237
Los Angeles CA	Partner	28	\$708	\$950	\$1,100	\$943	\$873	\$852
	Associate	83	\$575	\$765	\$890	\$736	\$698	\$660

## Section III: Practice Area Analysis

## Intellectual Property: Patents By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>New York NY</b>	Partner	45	\$618	\$895	\$1,089	\$866	\$817	\$772
	Associate	57	\$519	\$625	\$859	\$662	\$601	\$561
<b>Philadelphia PA</b>	Partner	31	\$603	\$746	\$840	\$758	\$670	\$686
	Associate	26	\$391	\$423	\$475	\$432	\$384	\$392
<b>Salt Lake City UT</b>	Partner	12	\$350	\$371	\$413	\$381	\$285	\$334
<b>San Francisco CA</b>	Partner	28	\$767	\$1,085	\$1,307	\$1,038	\$939	\$904
	Associate	27	\$464	\$690	\$897	\$684	\$637	\$634
<b>San Jose CA</b>	Partner	14	\$527	\$784	\$1,079	\$791	\$752	\$748
	Associate	14	\$451	\$632	\$832	\$704	\$610	\$418
<b>Washington DC</b>	Partner	103	\$589	\$900	\$1,035	\$853	\$806	\$738
	Associate	91	\$386	\$695	\$823	\$648	\$545	\$528

## Section III: Practice Area Analysis

### Intellectual Property: Patents By Matter Type and YOE

#### 2022 — Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 21 Years	Litigation	91	\$694	\$893	\$996	\$856	\$746	\$710
	Non-Litigation	91	\$408	\$525	\$755	\$603	\$526	\$521
21 or More Years	Litigation	109	\$623	\$895	\$1,105	\$878	\$847	\$817
	Non-Litigation	111	\$422	\$623	\$871	\$692	\$619	\$582

## Section III: Practice Area Analysis

### Intellectual Property: Patents By Matter Type and YOE

#### 2022 — Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 3 Years	Non-Litigation	18	\$326	\$403	\$512	\$427	\$341	
	Litigation	51	\$485	\$670	\$852	\$652	\$545	\$503
3 to Fewer Than 7 Years	Non-Litigation	27	\$386	\$690	\$874	\$651	\$490	\$388
	Litigation	56	\$555	\$695	\$886	\$706	\$628	\$575
7 or More Years	Litigation							

## Section III: Practice Area Analysis

### Intellectual Property: Patents By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>50 Lawyers or Fewer</b>	Litigation	Partner	34	\$409	\$539	\$629	\$562	\$551	\$556
		Associate	14	\$311	\$499	\$625	\$488	\$410	\$390
	Non-Litigation	Partner	40	\$295	\$335	\$395	\$365	\$391	\$384
		Associate	56	\$202	\$248	\$312	\$282	\$301	\$305
<b>51-200 Lawyers</b>	Litigation	Partner	28	\$612	\$745	\$838	\$766	\$629	\$596
		Associate	18	\$298	\$453	\$730	\$511	\$426	\$394
	Non-Litigation	Partner	65	\$434	\$520	\$620	\$549	\$520	\$523
		Associate	26	\$312	\$367	\$445	\$387	\$335	\$336
<b>201-500 Lawyers</b>	Litigation	Partner	39	\$608	\$764	\$989	\$802	\$766	\$705
		Associate	29	\$425	\$505	\$664	\$561	\$475	\$436
	Non-Litigation	Partner	50	\$427	\$542	\$723	\$588	\$603	\$588
		Associate	35	\$331	\$391	\$465	\$410	\$415	\$398
<b>501-1,000 Lawyers</b>	Litigation	Partner	88	\$760	\$950	\$1,155	\$988	\$905	\$884
		Associate	108	\$532	\$695	\$886	\$708	\$648	\$644
	Non-Litigation	Partner	48	\$763	\$862	\$1,057	\$937	\$870	\$807
		Associate	80	\$420	\$581	\$698	\$592	\$563	\$546

## Section III: Practice Area Analysis

### Intellectual Property: Patents By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
More Than 1,000 Lawyers	Litigation	Partner	63	\$873	\$946	\$1,073	\$985	\$973	\$922
		Associate	83	\$555	\$742	\$796	\$707	\$668	\$612
	Non-Litigation	Partner	28	\$772	\$1,095	\$1,197	\$982	\$875	\$884
		Associate	48	\$589	\$803	\$899	\$723	\$657	\$613

## Section III: Practice Area Analysis

### Intellectual Property: Trademarks

By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Chicago IL</b>	Partner	22	\$420	\$723	\$808	\$638	\$609	\$653
<b>New York NY</b>	Partner	15	\$458	\$593	\$941	\$678	\$659	\$637
	Associate	13	\$300	\$395	\$635	\$458	\$408	\$401
<b>Washington DC</b>	Partner	22	\$520	\$660	\$936	\$711	\$702	\$715
	Associate	17	\$390	\$542	\$695	\$532	\$542	\$475

## Section III: Practice Area Analysis

### Intellectual Property: Trademarks

By Matter Type and YOE

#### 2022 — Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 21 Years	Non-Litigation	21	\$454	\$489	\$734	\$598	\$595	\$586
	Litigation	12	\$693	\$886	\$1,035	\$848	\$708	\$639
21 or More Years	Non-Litigation	54	\$500	\$589	\$699	\$614	\$627	\$643

## Section III: Practice Area Analysis

### Intellectual Property: Trademarks

By Matter Type and YOE

#### 2022 — Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
3 to Fewer Than 7 Years	Non-Litigation	13	\$357	\$383	\$410	\$402	\$353	\$360

## Section III: Practice Area Analysis

### Intellectual Property: Trademarks

By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>50 Lawyers or Fewer</b>	Non-Litigation	Partner	25	\$383	\$420	\$495	\$448	\$468	\$511
		Associate	17	\$260	\$300	\$319	\$293	\$294	\$312
<b>201-500 Lawyers</b>	Non-Litigation	Partner	24	\$500	\$589	\$660	\$582	\$606	\$585
		Associate	22	\$346	\$400	\$435	\$395	\$377	\$374
<b>501-1,000 Lawyers</b>	Non-Litigation	Partner	22	\$523	\$702	\$928	\$692	\$701	\$693
		Associate	12	\$394	\$574	\$670	\$536	\$505	\$485
<b>More Than 1,000 Lawyers</b>	Non-Litigation	Partner	23	\$698	\$820	\$1,014	\$850	\$836	\$818
		Associate	17	\$410	\$492	\$700	\$546	\$529	\$480

## Section III: Practice Area Analysis

### Real Estate

By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Atlanta GA</b>	Partner	41	\$301	\$408	\$545	\$452	\$388	\$379
	Associate	38	\$250	\$300	\$413	\$329	\$317	\$290
<b>Baltimore MD</b>	Partner	24	\$300	\$315	\$395	\$338	\$331	\$382
	Associate	20	\$275	\$285	\$300	\$282	\$263	\$340
<b>Birmingham AL</b>	Partner	18	\$293	\$301	\$335	\$321	\$318	\$319
	Associate	14	\$220	\$250	\$285	\$254	\$255	\$268
<b>Boston MA</b>	Partner	36	\$250	\$396	\$529	\$453	\$449	\$366
	Associate	41	\$225	\$260	\$435	\$342	\$316	\$269
<b>Bridgeport CT</b>	Partner	15	\$265	\$400	\$600	\$433	\$427	\$401
<b>Charlotte NC</b>	Associate	12	\$225	\$238	\$260	\$252	\$246	\$258
<b>Chicago IL</b>	Partner	58	\$272	\$384	\$716	\$518	\$548	\$456
	Associate	52	\$249	\$396	\$557	\$410	\$392	\$341
<b>Cincinnati OH</b>	Partner	12	\$429	\$467	\$575	\$493	\$445	\$416
	Associate	22	\$286	\$307	\$339	\$308	\$306	\$277
<b>Cleveland OH</b>	Partner	32	\$250	\$403	\$500	\$391	\$403	\$386

## Section III: Practice Area Analysis

### Real Estate

By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Cleveland OH</b>	Associate	23	\$180	\$250	\$299	\$255	\$241	\$237
<b>Dallas TX</b>	Partner	32	\$373	\$488	\$525	\$471	\$462	\$371
	Associate	30	\$210	\$295	\$300	\$292	\$284	\$285
<b>Denver CO</b>	Partner	31	\$360	\$498	\$644	\$519	\$504	\$453
	Associate	24	\$270	\$275	\$398	\$342	\$289	\$271
<b>Hartford CT</b>	Partner	12	\$273	\$365	\$730	\$503	\$436	\$381
<b>Honolulu HI</b>	Partner	13	\$245	\$276	\$300	\$280	\$305	\$276
<b>Houston TX</b>	Associate	22	\$269	\$324	\$350	\$311	\$330	\$329
<b>Indianapolis IN</b>	Partner	17	\$253	\$400	\$405	\$373	\$379	\$375
	Associate	16	\$237	\$260	\$260	\$258	\$257	\$238
<b>Jacksonville FL</b>	Partner	11	\$299	\$313	\$348	\$390	\$443	\$379
<b>Kansas City MO</b>	Partner	23	\$344	\$385	\$483	\$439	\$337	\$327
	Associate	24	\$240	\$250	\$315	\$281	\$239	\$232
<b>Los Angeles CA</b>	Partner	106	\$342	\$400	\$722	\$510	\$510	\$487
	Associate	112	\$298	\$395	\$592	\$438	\$409	\$358

## Section III: Practice Area Analysis

### Real Estate By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Miami FL	Partner	69	\$300	\$488	\$695	\$505	\$453	\$396
	Associate	59	\$221	\$290	\$461	\$344	\$331	\$286
Minneapolis MN	Partner	14	\$250	\$260	\$400	\$364	\$326	\$257
New York NY	Partner	155	\$350	\$480	\$714	\$586	\$559	\$545
	Associate	134	\$290	\$325	\$548	\$445	\$413	\$363
Orlando FL	Partner	12	\$313	\$400	\$400	\$403	\$396	\$394
	Associate	13	\$220	\$248	\$260	\$258	\$280	\$255
Philadelphia PA	Partner	70	\$347	\$447	\$712	\$522	\$475	\$450
	Associate	58	\$325	\$435	\$550	\$425	\$370	\$328
Phoenix AZ	Partner	24	\$300	\$330	\$375	\$364	\$297	\$306
Pittsburgh PA	Partner	16	\$295	\$380	\$425	\$361	\$360	\$294
	Associate	11	\$175	\$186	\$320	\$256	\$214	\$212
Portland ME	Partner	15	\$250	\$385	\$410	\$337	\$381	\$253
San Diego CA	Partner	30	\$250	\$306	\$489	\$457	\$439	\$400
	Associate	16	\$225	\$225	\$255	\$260	\$266	\$255

## Section III: Practice Area Analysis

### Real Estate By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>San Francisco CA</b>	Partner	42	\$338	\$390	\$675	\$524	\$496	\$486
	Associate	21	\$265	\$586	\$948	\$613	\$534	\$435
<b>Seattle WA</b>	Partner	26	\$331	\$472	\$695	\$535	\$536	\$489
	Associate	14	\$270	\$319	\$530	\$387	\$361	\$368
<b>St. Louis MO</b>	Partner	24	\$350	\$353	\$399	\$390	\$366	\$375
<b>Tampa FL</b>	Partner	25	\$310	\$345	\$540	\$417	\$436	\$367
	Associate	11	\$280	\$288	\$297	\$287	\$277	\$278
<b>Washington DC</b>	Partner	41	\$391	\$540	\$795	\$625	\$575	\$460
	Associate	17	\$233	\$275	\$488	\$387	\$452	\$385

## Section III: Practice Area Analysis

### Real Estate

By Matter Type and YOE

#### 2022 — Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 21 Years	Litigation	102	\$307	\$400	\$525	\$429	\$423	\$387
	Non-Litigation	246	\$275	\$330	\$430	\$393	\$385	\$384
21 or More Years	Litigation	218	\$295	\$375	\$601	\$461	\$496	\$381
	Non-Litigation	578	\$295	\$388	\$578	\$484	\$450	\$429

## Section III: Practice Area Analysis

### Real Estate

By Matter Type and YOE

#### 2022 — Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 3 Years	Litigation	11	\$255	\$293	\$330	\$295	\$280	
	Non-Litigation	44	\$245	\$325	\$467	\$361	\$301	\$430
3 to Fewer Than 7 Years	Litigation	28	\$202	\$273	\$348	\$299	\$315	\$250
7 or More Years	Litigation	51	\$249	\$295	\$427	\$336	\$314	\$283
	Non-Litigation	193	\$227	\$285	\$468	\$354	\$327	\$305

## Section III: Practice Area Analysis

### Real Estate

By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020	
<b>50 Lawyers or Fewer</b>	Litigation	Partner	137	\$252	\$310	\$400	\$347	\$312	\$302	
		Associate	95	\$206	\$250	\$315	\$262	\$246	\$228	
	Non-Litigation	Partner	376	\$250	\$300	\$386	\$328	\$315	\$312	
		Associate	260	\$200	\$225	\$275	\$240	\$229	\$235	
	<b>51-200 Lawyers</b>	Litigation	Partner	113	\$295	\$400	\$545	\$431	\$439	\$344
			Associate	66	\$196	\$315	\$425	\$324	\$298	\$238
Non-Litigation		Partner	231	\$295	\$353	\$480	\$397	\$405	\$377	
		Associate	140	\$225	\$260	\$321	\$285	\$269	\$265	
<b>201-500 Lawyers</b>		Litigation	Partner	83	\$341	\$430	\$601	\$493	\$467	\$441
			Associate	66	\$280	\$299	\$350	\$337	\$331	\$311
	Non-Litigation	Partner	208	\$325	\$400	\$505	\$458	\$436	\$434	
		Associate	193	\$253	\$288	\$326	\$321	\$308	\$305	
	<b>501-1,000 Lawyers</b>	Non-Litigation	Partner	99	\$525	\$648	\$785	\$681	\$635	\$640

## Section III: Practice Area Analysis

### Real Estate

By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>501-1,000 Lawyers</b>	Non-Litigation	Associate	108	\$340	\$475	\$585	\$497	\$448	\$421
<b>More Than 1,000 Lawyers</b>	Non-Litigation	Partner	66	\$726	\$875	\$1,108	\$986	\$877	\$837
		Associate	83	\$470	\$595	\$641	\$623	\$600	\$541

# Section IV: In-Depth Analysis for Select US Cities

All data and analysis based on  
data collected thru Q2 2022

## Section IV: In-Depth Analysis for Select US Cities

### Boston MA

By Practice Area and Firm Size

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Commercial</b>	More Than 1,000 Lawyers	Associate	14	\$695	\$818	\$977	\$831	\$787	\$767
<b>Corporate: Other</b>	51-200 Lawyers	Associate	16	\$301	\$450	\$586	\$447	\$455	\$455
	More Than 1,000 Lawyers	Partner	15	\$818	\$902	\$1,033	\$961	\$1,035	\$831
<b>Finance and Securities: Investments and Other Financial Instruments</b>	501-1,000 Lawyers	Partner	15	\$1,016	\$1,230	\$1,506	\$1,226	\$1,134	\$998
		Associate	13	\$526	\$645	\$698	\$680	\$654	\$635
	More Than 1,000 Lawyers	Partner	13	\$1,118	\$1,300	\$1,498	\$1,313	\$1,189	\$1,085
		Associate	32	\$650	\$775	\$1,000	\$817	\$799	\$725
<b>Insurance Defense: Other</b>	51-200 Lawyers	Partner	14	\$220	\$278	\$400	\$470	\$484	\$521
<b>Insurance Defense: Property Damage</b>	51-200 Lawyers	Partner	12	\$219	\$220	\$325	\$266	\$270	\$251
<b>Intellectual Property: Patents</b>	201-500 Lawyers	Partner	13	\$550	\$737	\$861	\$709	\$725	\$687

## Section IV: In-Depth Analysis for Select US Cities

### Chicago IL

By Practice Area and Firm Size

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Commercial</b>	201-500 Lawyers	Partner	20	\$453	\$706	\$1,025	\$766	\$707	\$692
		Associate	30	\$330	\$462	\$578	\$497	\$458	\$470
	501-1,000 Lawyers	Partner	24	\$703	\$772	\$978	\$839	\$771	\$736
		Associate	36	\$585	\$705	\$871	\$721	\$689	\$698
		Partner	42	\$904	\$1,096	\$1,390	\$1,141	\$1,028	\$1,082
		Associate	36	\$585	\$705	\$871	\$721	\$689	\$698
<b>Corporate: Mergers, Acquisitions and Divestitures</b>	More Than 1,000 Lawyers	Partner	12	\$1,157	\$1,306	\$1,522	\$1,307	\$942	\$1,032
		Associate	18	\$601	\$782	\$955	\$790	\$553	\$748
<b>Corporate: Other</b>	201-500 Lawyers	Partner	54	\$712	\$902	\$1,023	\$884	\$847	\$833
		Associate	77	\$487	\$573	\$732	\$592	\$545	\$567
	501-1,000 Lawyers	Partner	22	\$765	\$970	\$1,135	\$979	\$890	\$785
		Associate	13	\$503	\$535	\$669	\$606	\$525	\$525
	More Than 1,000 Lawyers	Partner	103	\$760	\$925	\$1,280	\$1,035	\$1,021	\$983
		Associate	87	\$520	\$648	\$728	\$648	\$589	\$602
<b>Corporate: Regulatory and Compliance</b>	201-500 Lawyers	Partner	15	\$584	\$835	\$953	\$792	\$747	\$771
	More Than 1,000 Lawyers	Partner	30	\$823	\$1,027	\$1,124	\$999	\$884	\$898
		Associate	26	\$404	\$651	\$758	\$616	\$648	\$657
<b>Corporate: Tax</b>	More Than 1,000 Lawyers	Partner	30	\$920	\$1,030	\$1,225	\$1,050	\$1,036	\$1,021

## Section IV: In-Depth Analysis for Select US Cities

### Chicago IL By Practice Area and Firm Size

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Corporate: Tax</b>	More Than 1,000 Lawyers	Associate	13	\$601	\$692	\$856	\$708	\$716	\$644
<b>Employment and Labor: Compensation and Benefits</b>	More Than 1,000 Lawyers	Partner	11	\$733	\$870	\$1,213	\$988	\$1,012	\$813
<b>Employment and Labor: Discrimination, Retaliation and Harassment / EEO</b>	501-1,000 Lawyers	Associate	12	\$310	\$333	\$384	\$344	\$379	\$338
<b>Employment and Labor: Other</b>	201-500 Lawyers	Partner	12	\$376	\$520	\$971	\$662	\$596	\$665
	501-1,000 Lawyers	Partner	29	\$475	\$561	\$725	\$596	\$555	\$553
		Associate	24	\$339	\$387	\$465	\$422	\$372	\$391
	More Than 1,000 Lawyers	Partner	20	\$627	\$720	\$953	\$866	\$892	\$808
		Associate	20	\$413	\$530	\$617	\$552	\$594	\$555
<b>Finance and Securities: Investments and Other Financial Instruments</b>	501-1,000 Lawyers	Associate	16	\$548	\$592	\$740	\$636	\$598	\$548
<b>Finance and Securities: Loans and Financing</b>	201-500 Lawyers	Associate	11	\$512	\$560	\$627	\$574	\$553	\$459
	501-1,000 Lawyers	Partner	14	\$825	\$945	\$1,079	\$977	\$963	\$916
		Associate	11	\$552	\$600	\$762	\$666	\$678	\$599
	More Than 1,000 Lawyers	Partner	73	\$1,173	\$1,295	\$1,544	\$1,348	\$1,273	\$1,220
		Associate	69	\$715	\$851	\$995	\$854	\$819	\$730
<b>Insurance Defense: Other</b>	50 Lawyers or Fewer	Partner	42	\$245	\$300	\$335	\$291	\$282	\$268
	51-200 Lawyers	Partner	14	\$193	\$195	\$228	\$209	\$229	\$231
<b>Insurance Defense: Property Damage</b>	50 Lawyers or Fewer	Partner	38	\$265	\$290	\$327	\$284	\$274	\$269

## Section IV: In-Depth Analysis for Select US Cities

### Chicago IL

By Practice Area and Firm Size

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Insurance Defense: Property Damage</b>	50 Lawyers or Fewer	Associate	32	\$215	\$248	\$268	\$229	\$205	\$215
<b>Intellectual Property: Patents</b>	51-200 Lawyers	Partner	14	\$428	\$493	\$548	\$480	\$485	\$473

## Section IV: In-Depth Analysis for Select US Cities

**Los Angeles CA**  
By Practice Area and Firm Size

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020	
<b>Commercial</b>	501-1,000 Lawyers	Partner	22	\$729	\$866	\$992	\$889	\$801	\$777	
		Associate	34	\$619	\$740	\$842	\$727	\$648	\$568	
	More Than 1,000 Lawyers	Partner	32	\$881	\$1,058	\$1,199	\$1,054	\$1,073	\$1,110	
		Associate	49	\$611	\$845	\$1,030	\$828	\$796	\$787	
<b>Corporate: Mergers, Acquisitions and Divestitures</b>	More Than 1,000 Lawyers	Associate	22	\$486	\$486	\$643	\$587	\$588	\$540	
<b>Corporate: Other</b>	50 Lawyers or Fewer	Partner	13	\$396	\$428	\$574	\$478	\$424	\$442	
	51-200 Lawyers	Partner	25	\$525	\$645	\$743	\$676	\$711	\$728	
	201-500 Lawyers	Partner	29	\$582	\$747	\$912	\$757	\$731	\$715	
		Associate	24	\$412	\$500	\$660	\$538	\$489	\$474	
	501-1,000 Lawyers	Partner	35	\$659	\$830	\$1,139	\$929	\$870	\$870	
		Associate	35	\$550	\$743	\$856	\$729	\$676	\$652	
	More Than 1,000 Lawyers	Partner	74	\$965	\$1,220	\$1,370	\$1,183	\$1,120	\$1,051	
		Associate	91	\$615	\$745	\$944	\$781	\$783	\$745	
	<b>Corporate: Regulatory and Compliance</b>	501-1,000 Lawyers	Partner	13	\$795	\$910	\$1,103	\$965	\$881	\$875
			Associate	15	\$468	\$550	\$715	\$600	\$608	\$634
More Than 1,000 Lawyers		Partner	28	\$877	\$1,080	\$1,224	\$1,083	\$993	\$1,003	
		Associate	41	\$610	\$775	\$945	\$763	\$719	\$732	

## Section IV: In-Depth Analysis for Select US Cities

**Los Angeles CA**  
By Practice Area and Firm Size

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Employment and Labor: Other</b>	501-1,000 Lawyers	Partner	33	\$567	\$677	\$870	\$748	\$653	\$612
		Associate	32	\$325	\$380	\$525	\$459	\$479	\$471
	More Than 1,000 Lawyers	Partner	25	\$705	\$935	\$1,068	\$928	\$838	\$827
		Associate	12	\$398	\$426	\$537	\$501	\$561	\$608
<b>Finance and Securities: Investments and Other Financial Instruments</b>	501-1,000 Lawyers	Partner	13	\$676	\$950	\$1,037	\$999	\$842	\$798
	More Than 1,000 Lawyers	Partner	40	\$1,210	\$1,309	\$1,434	\$1,332	\$1,283	\$1,236
		Associate	76	\$845	\$1,017	\$1,135	\$992	\$958	\$882
<b>Finance and Securities: Loans and Financing</b>	50 Lawyers or Fewer	Associate	15	\$265	\$285	\$434	\$344	\$394	\$367
	201-500 Lawyers	Associate	11	\$500	\$540	\$638	\$563	\$417	\$344
	501-1,000 Lawyers	Associate	13	\$550	\$645	\$930	\$689	\$683	\$614
<b>Insurance Defense: Auto and Transportation</b>	50 Lawyers or Fewer	Partner	22	\$250	\$250	\$265	\$280	\$238	\$239
<b>Insurance Defense: Other</b>	50 Lawyers or Fewer	Partner	30	\$249	\$252	\$265	\$274	\$317	\$431
		Associate	46	\$215	\$225	\$235	\$220	\$211	\$204
	51-200 Lawyers	Partner	17	\$230	\$250	\$265	\$283	\$247	\$266
		Associate	20	\$170	\$170	\$200	\$190	\$195	\$196
<b>Intellectual Property: Patents</b>	More Than 1,000 Lawyers	Partner	11	\$982	\$1,046	\$1,209	\$1,128	\$1,077	\$1,025
		Associate	38	\$670	\$765	\$891	\$771	\$722	\$638

## Section IV: In-Depth Analysis for Select US Cities

**New York NY**  
By Practice Area and Firm Size

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Bankruptcy and Collections</b>	50 Lawyers or Fewer	Partner	11	\$333	\$390	\$450	\$411	\$402	\$394
	201-500 Lawyers	Partner	15	\$414	\$604	\$668	\$589	\$555	\$519
		Associate	15	\$300	\$334	\$412	\$365	\$350	\$338
<b>Commercial</b>	50 Lawyers or Fewer	Partner	17	\$330	\$458	\$535	\$486	\$449	\$515
	201-500 Lawyers	Partner	28	\$525	\$609	\$790	\$680	\$773	\$764
		Associate	21	\$378	\$428	\$486	\$438	\$494	\$522
	501-1,000 Lawyers	Partner	72	\$993	\$1,414	\$1,725	\$1,347	\$1,240	\$1,320
		Associate	96	\$565	\$870	\$1,086	\$819	\$613	\$760
	More Than 1,000 Lawyers	Partner	45	\$1,149	\$1,331	\$1,558	\$1,346	\$1,266	\$1,209
Associate		39	\$646	\$826	\$1,023	\$827	\$799	\$777	
<b>Corporate: Antitrust and Competition</b>	501-1,000 Lawyers	Associate	37	\$597	\$721	\$968	\$783	\$791	\$727
<b>Corporate: Governance</b>	501-1,000 Lawyers	Partner	37	\$1,457	\$1,560	\$1,731	\$1,560	\$1,482	\$1,380
		Associate	53	\$623	\$868	\$1,046	\$840	\$749	\$725
	More Than 1,000 Lawyers	Associate	12	\$564	\$640	\$787	\$686	\$650	\$654
<b>Corporate: Mergers, Acquisitions and Divestitures</b>	501-1,000 Lawyers	Partner	52	\$1,410	\$1,650	\$1,698	\$1,556	\$1,393	\$1,309
		Associate	116	\$723	\$955	\$1,160	\$929	\$799	\$736
	More Than 1,000 Lawyers	Partner	43	\$1,350	\$1,650	\$1,757	\$1,521	\$1,499	\$1,290

## Section IV: In-Depth Analysis for Select US Cities

**New York NY**  
By Practice Area and Firm Size

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020	
<b>Corporate: Mergers, Acquisitions and Divestitures</b>	More Than 1,000 Lawyers	Associate	80	\$649	\$917	\$1,130	\$899	\$926	\$834	
		Partner	40	\$368	\$515	\$611	\$490	\$528	\$499	
<b>Corporate: Other</b>	50 Lawyers or Fewer	Associate	29	\$235	\$350	\$375	\$317	\$360	\$344	
		Partner	36	\$450	\$583	\$705	\$617	\$642	\$597	
	51-200 Lawyers	Partner	64	\$560	\$894	\$1,147	\$919	\$795	\$853	
		Associate	52	\$355	\$522	\$694	\$574	\$498	\$517	
	201-500 Lawyers	Partner	183	\$1,271	\$1,515	\$1,744	\$1,436	\$1,286	\$1,230	
		Associate	226	\$701	\$855	\$1,100	\$875	\$776	\$727	
	501-1,000 Lawyers	Partner	140	\$1,210	\$1,550	\$1,720	\$1,454	\$1,302	\$1,252	
		Associate	198	\$667	\$875	\$1,105	\$882	\$837	\$808	
	<b>Corporate: Partnerships and Joint Ventures</b>	501-1,000 Lawyers	Partner	41	\$1,341	\$1,564	\$1,760	\$1,516	\$1,267	\$1,300
			Associate	71	\$713	\$970	\$1,182	\$927	\$821	\$788
<b>Corporate: Regulatory and Compliance</b>	51-200 Lawyers	Partner	11	\$474	\$604	\$720	\$593	\$558	\$660	
		Associate	15	\$454	\$640	\$684	\$678	\$443	\$464	
	201-500 Lawyers	Partner	19	\$638	\$694	\$880	\$777	\$712	\$812	
		Associate	15	\$396	\$513	\$638	\$616	\$483	\$426	
	501-1,000 Lawyers	Partner	48	\$928	\$1,335	\$1,560	\$1,294	\$1,204	\$1,185	

## Section IV: In-Depth Analysis for Select US Cities

**New York NY**  
By Practice Area and Firm Size

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Corporate: Regulatory and Compliance</b>	501-1,000 Lawyers	Associate	59	\$500	\$747	\$926	\$768	\$784	\$721
	More Than 1,000 Lawyers	Partner	28	\$884	\$1,170	\$1,386	\$1,165	\$1,064	\$1,034
		Associate	36	\$570	\$725	\$760	\$701	\$704	\$681
<b>Corporate: Tax</b>	501-1,000 Lawyers	Partner	16	\$927	\$1,225	\$1,568	\$1,235	\$1,106	\$1,146
	More Than 1,000 Lawyers	Partner	30	\$1,000	\$1,210	\$1,553	\$1,243	\$1,220	\$1,179
		Associate	28	\$690	\$879	\$1,003	\$945	\$857	\$797
<b>Employment and Labor: Discrimination, Retaliation and Harassment / EEO</b>	More Than 1,000 Lawyers	Associate	11	\$385	\$390	\$487	\$430	\$444	\$416
<b>Employment and Labor: Other</b>	201-500 Lawyers	Partner	33	\$450	\$493	\$689	\$621	\$585	\$651
	501-1,000 Lawyers	Partner	81	\$472	\$573	\$891	\$751	\$688	\$663
		Associate	54	\$325	\$440	\$635	\$538	\$542	\$469
	More Than 1,000 Lawyers	Partner	23	\$700	\$918	\$1,090	\$975	\$920	\$951
		Associate	28	\$450	\$498	\$685	\$629	\$531	\$634
<b>Environmental</b>	51-200 Lawyers	Partner	12	\$348	\$455	\$519	\$443	\$450	\$444
<b>Finance and Securities: Debt/Equity Offerings</b>	501-1,000 Lawyers	Partner	31	\$1,269	\$1,650	\$1,734	\$1,448	\$1,220	\$1,159
		Associate	30	\$713	\$955	\$1,178	\$927	\$685	\$674
	More Than 1,000 Lawyers	Partner	15	\$1,067	\$1,332	\$1,810	\$1,368	\$883	\$1,072
		Associate	29	\$438	\$621	\$1,108	\$754	\$597	\$662

## Section IV: In-Depth Analysis for Select US Cities

**New York NY**  
By Practice Area and Firm Size

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Finance and Securities: Investments and Other Financial Instruments</b>	51-200 Lawyers	Partner	13	\$650	\$749	\$894	\$799	\$844	\$848
		Associate	20	\$500	\$614	\$736	\$620	\$558	\$582
	201-500 Lawyers	Partner	36	\$1,109	\$1,111	\$1,111	\$1,090	\$1,034	\$963
		Associate	127	\$1,070	\$1,405	\$1,766	\$1,413	\$1,396	\$1,282
	501-1,000 Lawyers	Partner	127	\$1,070	\$1,405	\$1,766	\$1,413	\$1,396	\$1,282
		Associate	227	\$685	\$835	\$1,095	\$881	\$894	\$793
More Than 1,000 Lawyers	Partner	73	\$950	\$1,229	\$1,605	\$1,269	\$1,266	\$1,155	
	Associate	68	\$531	\$782	\$972	\$769	\$748	\$679	
<b>Finance and Securities: Loans and Financing</b>	50 Lawyers or Fewer	Partner	14	\$627	\$806	\$890	\$798	\$686	\$592
		Associate	58	\$1,200	\$1,475	\$1,620	\$1,342	\$1,309	\$1,222
	201-500 Lawyers	Partner	58	\$1,200	\$1,475	\$1,620	\$1,342	\$1,309	\$1,222
		Associate	90	\$633	\$760	\$950	\$748	\$745	\$750
	501-1,000 Lawyers	Partner	83	\$1,170	\$1,520	\$1,759	\$1,462	\$1,362	\$1,277
		Associate	104	\$735	\$955	\$1,119	\$917	\$864	\$776
More Than 1,000 Lawyers	Partner	100	\$1,268	\$1,479	\$1,675	\$1,441	\$1,398	\$1,352	
	Associate	129	\$750	\$940	\$1,108	\$934	\$922	\$873	
<b>Finance and Securities: SEC Filings and Financial Reporting</b>	501-1,000 Lawyers	Partner	15	\$1,692	\$1,737	\$1,786	\$1,648	\$1,491	\$1,378
<b>Finance and Securities: Securities and Banking Regulations</b>	201-500 Lawyers	Partner	15	\$1,078	\$1,365	\$1,505	\$1,245	\$999	\$1,184
		Associate	17	\$323	\$531	\$650	\$556	\$492	\$626

## Section IV: In-Depth Analysis for Select US Cities

**New York NY**  
By Practice Area and Firm Size

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Finance and Securities: Securities and Banking Regulations</b>	501-1,000 Lawyers	Partner	14	\$1,125	\$1,330	\$1,397	\$1,270	\$1,286	\$1,201
<b>Insurance Defense: Auto and Transportation</b>	51-200 Lawyers	Partner	15	\$178	\$185	\$220	\$195	\$187	\$176
		Associate	11	\$160	\$165	\$180	\$169	\$163	\$154
<b>Insurance Defense: Other</b>	50 Lawyers or Fewer	Partner	30	\$217	\$250	\$285	\$277	\$273	\$262
		Associate	22	\$185	\$195	\$230	\$235	\$214	\$183
	51-200 Lawyers	Partner	38	\$198	\$225	\$281	\$249	\$244	\$247
		Associate	25	\$175	\$180	\$209	\$197	\$202	\$182
	201-500 Lawyers	Partner	22	\$208	\$240	\$356	\$330	\$268	\$295
		Associate	13	\$195	\$270	\$526	\$370	\$294	\$299
<b>Insurance Defense: Personal Injury/Wrongful Death</b>	50 Lawyers or Fewer	Associate	36	\$157	\$160	\$169	\$160	\$160	\$152
<b>Insurance Defense: Property Damage</b>	50 Lawyers or Fewer	Partner	30	\$175	\$195	\$213	\$206	\$203	\$180
		Associate	21	\$150	\$160	\$165	\$168	\$163	\$149
	51-200 Lawyers	Partner	34	\$190	\$210	\$315	\$252	\$270	\$255
<b>Intellectual Property: Patents</b>	501-1,000 Lawyers	Partner	16	\$912	\$952	\$1,165	\$988	\$930	\$962
		Associate	22	\$523	\$599	\$877	\$661	\$588	\$601
	More Than 1,000 Lawyers	Partner	15	\$895	\$1,046	\$1,210	\$1,045	\$1,066	\$997
		Associate	20	\$739	\$820	\$915	\$801	\$743	\$686

## Section IV: In-Depth Analysis for Select US Cities

**New York NY**  
By Practice Area and Firm Size

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Miscellaneous: General Advice &amp; Counsel</b>	More Than 1,000 Lawyers	Partner	11	\$1,550	\$1,695	\$1,875	\$1,684	\$1,585	\$1,427
<b>Real Estate: Other</b>	501-1,000 Lawyers	Associate	14	\$503	\$614	\$713	\$643	\$623	\$655

## Section IV: In-Depth Analysis for Select US Cities

**Philadelphia PA**  
By Practice Area and Firm Size

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Bankruptcy and Collections	201-500 Lawyers	Partner	18	\$495	\$564	\$650	\$568	\$524	\$541
		Associate	17	\$300	\$375	\$485	\$393	\$311	\$304
Commercial	51-200 Lawyers	Partner	22	\$675	\$960	\$1,096	\$867	\$678	\$628
		Associate	16	\$373	\$425	\$486	\$446	\$390	\$347
	201-500 Lawyers	Partner	39	\$625	\$732	\$826	\$740	\$627	\$619
		Associate	48	\$407	\$437	\$503	\$447	\$357	\$348
	501-1,000 Lawyers	Partner	24	\$564	\$728	\$891	\$789	\$742	\$752
	More Than 1,000 Lawyers	Partner	13	\$864	\$945	\$1,285	\$1,049	\$919	\$921
		Associate	19	\$485	\$624	\$829	\$683	\$638	\$586
	Corporate: Other	51-200 Lawyers	Partner	31	\$588	\$732	\$918	\$736	\$779
Associate			31	\$389	\$425	\$500	\$439	\$429	\$410
201-500 Lawyers		Partner	27	\$560	\$650	\$860	\$710	\$642	\$669
		Associate	30	\$396	\$428	\$455	\$431	\$374	\$342
501-1,000 Lawyers		Partner	26	\$652	\$719	\$935	\$777	\$794	\$803
		Associate	19	\$409	\$488	\$535	\$466	\$433	\$476
More Than 1,000 Lawyers		Partner	50	\$818	\$895	\$1,033	\$962	\$925	\$908
		Associate	49	\$444	\$530	\$568	\$553	\$530	\$523

## Section IV: In-Depth Analysis for Select US Cities

**Philadelphia PA**  
By Practice Area and Firm Size

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Corporate: Regulatory and Compliance</b>	501-1,000 Lawyers	Associate	11	\$325	\$468	\$781	\$605	\$427	\$452
	More Than 1,000 Lawyers	Partner	19	\$688	\$830	\$891	\$804	\$847	\$783
<b>Employment and Labor: Other</b>	501-1,000 Lawyers	Partner	19	\$525	\$585	\$640	\$594	\$598	\$603
<b>Insurance Defense: Auto and Transportation</b>	50 Lawyers or Fewer	Partner	39	\$178	\$185	\$200	\$186	\$181	\$182
		Associate	40	\$170	\$170	\$200	\$178	\$169	\$158
<b>Insurance Defense: Other</b>	50 Lawyers or Fewer	Partner	52	\$185	\$200	\$224	\$204	\$196	\$182
		Associate	50	\$170	\$175	\$200	\$180	\$169	\$162
	51-200 Lawyers	Partner	21	\$175	\$180	\$200	\$192	\$200	\$233
		Associate	15	\$160	\$163	\$186	\$170	\$161	\$166
	201-500 Lawyers	Partner	33	\$185	\$210	\$240	\$219	\$223	\$224
		Associate	16	\$183	\$195	\$200	\$191	\$187	\$197
<b>Insurance Defense: Property Damage</b>	50 Lawyers or Fewer	Partner	33	\$180	\$194	\$200	\$194	\$191	\$191
		Associate	34	\$171	\$180	\$187	\$178	\$172	\$174
	51-200 Lawyers	Partner	11	\$180	\$199	\$210	\$210	\$222	\$231
		Associate	11	\$173	\$180	\$220	\$198	\$199	\$181
<b>Intellectual Property: Patents</b>	201-500 Lawyers	Associate	13	\$365	\$420	\$450	\$423	\$352	\$322
	501-1,000 Lawyers	Partner	12	\$660	\$760	\$825	\$785	\$660	\$730

## Section IV: In-Depth Analysis for Select US Cities

**San Francisco CA**  
By Practice Area and Firm Size

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Commercial</b>	51-200 Lawyers	Partner	11	\$420	\$500	\$720	\$602	\$562	\$633
	501-1,000 Lawyers	Partner	18	\$694	\$945	\$1,050	\$936	\$873	\$922
		Associate	14	\$356	\$480	\$738	\$561	\$518	\$403
<b>Corporate: Mergers, Acquisitions and Divestitures</b>	More Than 1,000 Lawyers	Partner	14	\$868	\$868	\$1,007	\$931	\$933	\$955
<b>Corporate: Other</b>	501-1,000 Lawyers	Partner	21	\$795	\$961	\$1,125	\$994	\$894	\$871
		Associate	12	\$662	\$829	\$1,014	\$808	\$716	\$592
	More Than 1,000 Lawyers	Partner	12	\$958	\$1,080	\$1,194	\$1,102	\$1,039	\$926
<b>Corporate: Regulatory and Compliance</b>	501-1,000 Lawyers	Partner	16	\$693	\$760	\$974	\$849	\$783	\$863
<b>Employment and Labor: Other</b>	501-1,000 Lawyers	Partner	18	\$486	\$585	\$636	\$594	\$608	\$560
	More Than 1,000 Lawyers	Partner	11	\$790	\$833	\$914	\$847	\$809	\$890
<b>Finance and Securities: Investments and Other Financial Instruments</b>	501-1,000 Lawyers	Associate	13	\$620	\$780	\$890	\$755	\$745	\$753
<b>Insurance Defense: Other</b>	50 Lawyers or Fewer	Partner	26	\$205	\$250	\$265	\$245	\$236	\$248
	201-500 Lawyers	Partner	41	\$255	\$280	\$285	\$331	\$356	\$397
<b>Intellectual Property: Patents</b>	501-1,000 Lawyers	Partner	11	\$978	\$1,266	\$1,383	\$1,177	\$1,040	\$1,075

## Section IV: In-Depth Analysis for Select US Cities

**Washington DC**  
By Practice Area and Firm Size

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Commercial</b>	201-500 Lawyers	Partner	39	\$749	\$820	\$1,026	\$882	\$778	\$717
		Associate	39	\$463	\$545	\$693	\$576	\$521	\$476
	501-1,000 Lawyers	Partner	50	\$712	\$850	\$1,150	\$972	\$873	\$911
	More Than 1,000 Lawyers	Partner	39	\$955	\$1,065	\$1,375	\$1,156	\$1,016	\$997
		Associate	27	\$634	\$837	\$1,046	\$842	\$698	\$643
	<b>Corporate: Mergers, Acquisitions and Divestitures</b>	201-500 Lawyers	Partner	11	\$611	\$751	\$988	\$803	\$780
More Than 1,000 Lawyers		Partner	22	\$1,061	\$1,286	\$1,369	\$1,224	\$1,142	\$1,010
		Associate	27	\$655	\$785	\$835	\$776	\$756	\$632
<b>Corporate: Other</b>	50 Lawyers or Fewer	Partner	25	\$495	\$618	\$761	\$606	\$585	\$583
		Associate	16	\$350	\$417	\$697	\$497	\$461	\$537
	51-200 Lawyers	Partner	29	\$752	\$826	\$884	\$821	\$839	\$798
	201-500 Lawyers	Partner	78	\$740	\$868	\$1,008	\$888	\$806	\$751
		Associate	64	\$453	\$562	\$680	\$577	\$550	\$478
	501-1,000 Lawyers	Partner	136	\$925	\$950	\$999	\$975	\$941	\$910
		Associate	182	\$670	\$695	\$695	\$668	\$650	\$581
	More Than 1,000 Lawyers	Partner	142	\$885	\$1,082	\$1,274	\$1,101	\$1,024	\$976
		Associate	117	\$536	\$703	\$915	\$751	\$702	\$641

## Section IV: In-Depth Analysis for Select US Cities

**Washington DC**  
By Practice Area and Firm Size

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020	
<b>Corporate: Regulatory and Compliance</b>	51-200 Lawyers	Partner	30	\$589	\$835	\$931	\$780	\$808	\$831	
		Associate	30	\$395	\$455	\$590	\$489	\$501	\$505	
	201-500 Lawyers	Partner	44	\$706	\$797	\$907	\$812	\$752	\$714	
		Associate	41	\$476	\$553	\$672	\$573	\$541	\$498	
	501-1,000 Lawyers	Partner	128	\$856	\$950	\$1,112	\$979	\$975	\$933	
		Associate	143	\$561	\$646	\$717	\$659	\$621	\$595	
	More Than 1,000 Lawyers	Partner	76	\$935	\$1,108	\$1,274	\$1,101	\$1,014	\$991	
		Associate	79	\$503	\$647	\$824	\$669	\$651	\$615	
	<b>Corporate: Tax</b>	More Than 1,000 Lawyers	Partner	32	\$1,040	\$1,187	\$1,437	\$1,221	\$1,198	\$1,069
			Associate	38	\$529	\$780	\$1,036	\$825	\$739	\$715
<b>Employment and Labor: Other</b>	201-500 Lawyers	Partner	14	\$544	\$735	\$763	\$693	\$712	\$639	
	501-1,000 Lawyers	Partner	24	\$498	\$662	\$1,065	\$814	\$800	\$739	
		Associate	13	\$414	\$435	\$629	\$500	\$464	\$463	
	More Than 1,000 Lawyers	Partner	29	\$616	\$783	\$845	\$796	\$715	\$811	
		Associate	13	\$480	\$538	\$615	\$583	\$467	\$536	
	<b>Finance and Securities: Investments and Other Financial Instruments</b>	501-1,000 Lawyers	Partner	28	\$986	\$1,148	\$1,371	\$1,187	\$1,051	\$1,054
More Than 1,000 Lawyers		Partner	23	\$982	\$1,178	\$1,375	\$1,184	\$1,200	\$1,036	

## Section IV: In-Depth Analysis for Select US Cities

**Washington DC**  
By Practice Area and Firm Size

### 2022 — Real Rates for Associate and Partner

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Finance and Securities: Loans and Financing</b>	201-500 Lawyers	Partner	12	\$726	\$1,125	\$1,295	\$1,013	\$854	\$854
		Associate	14	\$400	\$512	\$650	\$582	\$528	\$498
<b>Intellectual Property: Patents</b>	201-500 Lawyers	Partner	18	\$904	\$989	\$1,032	\$931	\$901	\$730
		Associate							
	501-1,000 Lawyers	Partner	36	\$872	\$950	\$1,121	\$1,002	\$986	\$917
		Associate	37	\$689	\$740	\$1,003	\$776	\$690	\$649
More Than 1,000 Lawyers	Partner	14	\$898	\$988	\$1,279	\$1,081	\$1,006	\$890	
	Associate	20	\$697	\$775	\$841	\$757	\$658	\$614	
<b>Miscellaneous: General Advice &amp; Counsel</b>	More Than 1,000 Lawyers	Partner	12	\$1,321	\$1,400	\$1,496	\$1,394	\$1,260	\$1,162

# Section V: International Analysis

All data and analysis based on  
data collected thru Q2 2022

**Section IV: International Analysis****Countries****2022 — Real Rates for Partners, Associates, and Paralegals**

Country	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Argentina</b>	Partner	22	\$52	\$58	\$240	\$135	\$122	\$160
	Associate	28	\$50	\$222	\$280	\$213	\$151	\$155
<b>Australia</b>	Partner	133	\$491	\$561	\$649	\$570	\$550	\$495
	Associate	192	\$261	\$322	\$423	\$347	\$348	\$319
	Paralegal	42	\$176	\$204	\$260	\$220	\$196	\$215
<b>Austria</b>	Partner	11	\$420	\$499	\$994	\$684	\$612	\$508
	Associate	19	\$425	\$444	\$834	\$598	\$555	\$517
<b>Belgium</b>	Partner	44	\$389	\$560	\$848	\$635	\$688	\$605
	Associate	78	\$231	\$339	\$582	\$446	\$393	\$391
	Paralegal	15	\$185	\$265	\$419	\$297	\$312	\$276
<b>Bermuda</b>	Partner	22	\$740	\$843	\$905	\$823	\$816	\$797
<b>Brazil</b>	Partner	70	\$295	\$350	\$500	\$396	\$419	\$429
	Associate	109	\$121	\$200	\$330	\$225	\$237	\$243

**Section IV: International Analysis****Countries****2022 — Real Rates for Partners, Associates, and Paralegals**

Country	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Brazil</b>	Paralegal	36	\$49	\$75	\$75	\$81	\$99	\$107
<b>Canada</b>	Partner	501	\$450	\$593	\$800	\$629	\$603	\$594
	Associate	222	\$325	\$465	\$595	\$483	\$458	\$417
	Paralegal	241	\$145	\$230	\$300	\$232	\$222	\$215
<b>Cayman Islands</b>	Partner	20	\$1,100	\$1,240	\$1,297	\$1,184	\$1,039	\$990
<b>China</b>	Partner	111	\$523	\$658	\$857	\$703	\$697	\$699
	Associate	219	\$260	\$380	\$525	\$417	\$406	\$416
	Paralegal	63	\$240	\$265	\$353	\$282	\$271	\$294
<b>Czech Republic</b>	Partner	12	\$252	\$368	\$456	\$371	\$329	\$344
	Associate	24	\$253	\$268	\$352	\$300	\$253	\$245
<b>Denmark</b>	Associate	21	\$186	\$270	\$344	\$268	\$292	\$322
<b>Finland</b>	Partner	17	\$426	\$507	\$553	\$509	\$521	\$478
	Associate	19	\$249	\$269	\$395	\$324	\$322	\$321

**Section IV: International Analysis****Countries****2022 — Real Rates for Partners, Associates, and Paralegals**

<b>Country</b>	<b>Role</b>	<b>n</b>	<b>First Quartile</b>	<b>Median</b>	<b>Third Quartile</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>Finland</b>	Paralegal	12	\$165	\$172	\$186	\$170	\$161	\$124
<b>France</b>	Partner	126	\$473	\$574	\$719	\$604	\$609	\$567
	Associate	217	\$313	\$379	\$520	\$427	\$422	\$377
	Paralegal	36	\$159	\$220	\$305	\$220	\$225	\$214
<b>Germany</b>	Partner	248	\$365	\$517	\$712	\$569	\$549	\$522
	Associate	310	\$323	\$376	\$444	\$416	\$409	\$411
	Paralegal	60	\$201	\$225	\$261	\$241	\$215	\$210
<b>Greece</b>	Associate	13	\$122	\$159	\$220	\$169	\$176	\$204
<b>Hong Kong</b>	Partner	62	\$670	\$853	\$961	\$835	\$859	\$873
	Associate	88	\$260	\$377	\$587	\$420	\$537	\$409
	Paralegal	43	\$229	\$302	\$382	\$325	\$316	\$306
<b>Hungary</b>	Associate	11	\$172	\$175	\$185	\$220	\$233	\$165
<b>India</b>	Partner	12	\$300	\$395	\$471	\$385	\$367	\$359

**Section IV: International Analysis****Countries****2022 — Real Rates for Partners, Associates, and Paralegals**

Country	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>India</b>	Associate	21	\$176	\$200	\$249	\$213	\$197	\$202
<b>Indonesia</b>	Associate	15	\$125	\$210	\$293	\$217	\$262	\$262
<b>Ireland</b>	Partner	45	\$490	\$590	\$669	\$608	\$576	\$534
	Associate	71	\$311	\$393	\$431	\$385	\$397	\$365
	Paralegal	24	\$161	\$197	\$240	\$210	\$225	\$206
<b>Israel</b>	Partner	28	\$385	\$500	\$534	\$448	\$403	\$372
	Associate	30	\$228	\$275	\$300	\$266	\$249	\$262
<b>Italy</b>	Partner	36	\$383	\$531	\$598	\$555	\$577	\$515
	Associate	115	\$228	\$290	\$413	\$343	\$366	\$320
	Paralegal	17	\$122	\$159	\$222	\$179	\$161	\$143
<b>Japan</b>	Partner	59	\$318	\$440	\$561	\$483	\$511	\$538
	Associate	55	\$244	\$289	\$440	\$349	\$389	\$392
	Paralegal	35	\$88	\$131	\$177	\$147	\$159	\$160

**Section IV: International Analysis****Countries****2022 — Real Rates for Partners, Associates, and Paralegals**

Country	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Korea, Republic of</b>	Partner	106	\$513	\$605	\$678	\$613	\$592	\$617
	Associate	98	\$270	\$324	\$400	\$335	\$308	\$298
	Paralegal	19	\$163	\$182	\$236	\$200	\$219	\$203
<b>Luxembourg</b>	Partner	27	\$630	\$662	\$735	\$671	\$641	\$685
	Associate	56	\$302	\$394	\$456	\$392	\$411	\$436
<b>Mexico</b>	Partner	26	\$356	\$446	\$514	\$469	\$417	\$448
	Associate	30	\$262	\$329	\$389	\$335	\$327	\$307
	Paralegal	13	\$102	\$120	\$139	\$123	\$145	\$132
<b>Netherlands</b>	Partner	81	\$400	\$489	\$669	\$545	\$597	\$537
	Associate	185	\$270	\$349	\$442	\$370	\$397	\$357
<b>New Zealand</b>	Partner	19	\$475	\$514	\$558	\$510	\$500	\$462
	Associate	22	\$237	\$331	\$433	\$364	\$308	\$327
<b>Norway</b>	Partner	20	\$370	\$411	\$551	\$500	\$527	\$487

**Section IV: International Analysis****Countries****2022 — Real Rates for Partners, Associates, and Paralegals**

Country	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Norway</b>	Associate	18	\$201	\$248	\$299	\$265	\$244	\$263
<b>Philippines</b>	Associate	13	\$194	\$241	\$307	\$229	\$181	\$209
<b>Poland</b>	Partner	22	\$185	\$265	\$354	\$291	\$297	\$239
	Associate	68	\$147	\$182	\$209	\$193	\$196	\$191
<b>Portugal</b>	Associate	18	\$136	\$143	\$172	\$166	\$200	\$205
<b>Russian Federation</b>	Partner	28	\$401	\$675	\$783	\$639	\$670	\$656
	Associate	53	\$296	\$350	\$503	\$425	\$358	\$365
	Paralegal	25	\$150	\$150	\$230	\$202	\$174	\$176
<b>Singapore</b>	Partner	46	\$506	\$665	\$899	\$722	\$630	\$704
	Associate	86	\$358	\$465	\$669	\$500	\$470	\$481
	Paralegal	16	\$252	\$286	\$376	\$305	\$298	\$276
<b>South Africa</b>	Partner	33	\$247	\$350	\$422	\$387	\$307	\$299
	Associate	29	\$122	\$180	\$216	\$194	\$192	\$160

**Section IV: International Analysis****Countries****2022 — Real Rates for Partners, Associates, and Paralegals**

Country	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Spain</b>	Partner	32	\$480	\$657	\$714	\$592	\$607	\$561
	Associate	96	\$285	\$402	\$523	\$423	\$413	\$397
<b>Sweden</b>	Associate	17	\$297	\$365	\$399	\$345	\$349	\$335
<b>Switzerland</b>	Partner	31	\$426	\$490	\$591	\$547	\$545	\$522
	Associate	37	\$318	\$363	\$455	\$404	\$386	\$362
<b>Taiwan</b>	Partner	18	\$269	\$354	\$413	\$357	\$437	\$408
	Associate	38	\$180	\$230	\$265	\$247	\$231	\$222
<b>Thailand</b>	Partner	19	\$456	\$677	\$771	\$614	\$602	\$599
	Associate	11	\$219	\$325	\$440	\$334	\$317	\$365
	Paralegal	17	\$220	\$265	\$303	\$276	\$240	\$248
<b>Turkey</b>	Partner	14	\$207	\$221	\$433	\$340	\$469	\$406
	Associate	46	\$196	\$205	\$313	\$259	\$251	\$224
<b>United Arab Emirates</b>	Partner	24	\$550	\$684	\$758	\$668	\$695	\$720

## Section IV: International Analysis

## Countries

### 2022 — Real Rates for Partners, Associates, and Paralegals

Country	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
United Arab Emirates	Associate	31	\$387	\$504	\$634	\$494	\$451	\$467
	Paralegal	14	\$220	\$289	\$361	\$292	\$274	\$272
United Kingdom	Partner	535	\$629	\$802	\$1,027	\$877	\$850	\$787
	Associate	902	\$400	\$523	\$705	\$573	\$551	\$514
	Paralegal	290	\$170	\$220	\$280	\$238	\$231	\$195
United States	Partner	10,592	\$430	\$653	\$969	\$749	\$738	\$705
	Associate	9,930	\$329	\$485	\$703	\$546	\$541	\$503
	Paralegal	4,215	\$150	\$225	\$325	\$247	\$244	\$232

## Section IV: International Analysis

### Australia By Role

#### 2022 — Real Rates for Partners, Associates, and Paralegals

Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Partner</b>	133	\$491	\$561	\$649	\$570	\$550	\$495
<b>Associate</b>	192	\$261	\$322	\$423	\$347	\$348	\$319
<b>Paralegal</b>	42	\$176	\$204	\$260	\$220	\$196	\$215

**Section IV: International Analysis****Australia**

By Practice Area and Matter Type

**2022 — Real Rates for Partners, Associates, and Paralegals**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Corporate: Other</b>	Litigation	Partner	15	\$619	\$662	\$665	\$672	\$605	\$543
		Associate	16	\$285	\$375	\$440	\$379	\$349	\$292
<b>Corporate: Regulatory and Compliance</b>	Non-Litigation	Partner	17	\$479	\$545	\$582	\$549	\$546	\$489
		Associate	28	\$267	\$272	\$335	\$308	\$331	\$305
<b>Employment and Labor: Other</b>	Non-Litigation	Associate	13	\$225	\$269	\$304	\$275	\$276	\$293
<b>Intellectual Property: Trademarks</b>	Non-Litigation	Associate	15	\$280	\$323	\$425	\$359	\$311	\$286

**Section IV: International Analysis****Australia**

By Industry Group and Matter Type

**2022 — Real Rates for Partners and Associates**

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Financials Excluding Insurance</b>	Non-Litigation	Partner	40	\$551	\$610	\$664	\$628	\$633	\$608
		Associate	56	\$276	\$370	\$480	\$381	\$369	\$341
<b>Technology and Telecommunications</b>	Non-Litigation	Partner	38	\$377	\$535	\$573	\$487	\$458	\$451
		Associate	47	\$232	\$270	\$333	\$297	\$304	\$291

**Section IV: International Analysis****Australia**

By Firm Size

**2022 — Real Rates for Partners and Associates**

<b>Firm Size</b>	<b>Role</b>	<b>n</b>	<b>First Quartile</b>	<b>Median</b>	<b>Third Quartile</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>50 Lawyers or Fewer</b>	Associate	11	\$265	\$333	\$398	\$330	\$262	\$285
	Partner	18	\$457	\$542	\$583	\$545	\$471	\$371
<b>51-200 Lawyers</b>	Associate	22	\$256	\$288	\$325	\$308	\$256	\$267
	Partner	20	\$559	\$613	\$652	\$615	\$607	\$572
<b>201-500 Lawyers</b>	Associate	30	\$276	\$334	\$445	\$356	\$330	\$336
	Partner	40	\$560	\$643	\$756	\$670	\$683	\$611
<b>More Than 1,000 Lawyers</b>	Associate	63	\$294	\$400	\$514	\$408	\$430	\$391

## Section IV: International Analysis

**Canada**  
By Role

### 2022 — Real Rates for Partners, Associates, and Paralegals

Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Partner</b>	501	\$450	\$593	\$800	\$629	\$603	\$594
<b>Associate</b>	222	\$325	\$465	\$595	\$483	\$458	\$417
<b>Paralegal</b>	241	\$145	\$230	\$300	\$232	\$222	\$215

**Section IV: International Analysis****Canada**

By Practice Area and Matter Type

**2022 — Real Rates for Partners, Associates, and Paralegals**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Commercial</b>	Litigation	Partner	116	\$399	\$521	\$635	\$529	\$542	\$533
	Non-Litigation	Partner	104	\$582	\$761	\$900	\$752	\$715	\$675
		Associate	42	\$476	\$545	\$744	\$606	\$556	\$504
		Paralegal	41	\$251	\$300	\$353	\$307	\$281	\$267
<b>Corporate: Other</b>	Litigation	Partner	24	\$533	\$646	\$775	\$634	\$594	\$589
	Non-Litigation	Partner	108	\$599	\$793	\$902	\$761	\$692	\$680
		Associate	37	\$441	\$540	\$717	\$594	\$524	\$476
		Paralegal	36	\$170	\$263	\$323	\$256	\$241	\$238
<b>Corporate: Regulatory and Compliance</b>	Non-Litigation	Partner	25	\$617	\$716	\$821	\$735	\$682	\$632
		Associate	12	\$537	\$567	\$601	\$579	\$566	\$433
<b>Employment and Labor: Other</b>	Litigation	Partner	12	\$415	\$526	\$552	\$507	\$591	\$568
	Non-Litigation	Partner	16	\$411	\$450	\$531	\$482	\$535	\$582
<b>Finance and Securities: Investments and Other Financial Instruments</b>	Non-Litigation	Partner	57	\$620	\$785	\$885	\$770	\$782	\$757
		Paralegal	24	\$250	\$330	\$365	\$318	\$299	\$294
<b>Finance and Securities: Loans and Financing</b>	Non-Litigation	Partner	14	\$646	\$815	\$986	\$836	\$638	\$644
<b>Intellectual Property: Patents</b>	Non-Litigation	Partner	11	\$335	\$560	\$614	\$526	\$501	\$445

**Section IV: International Analysis****Canada**

By Industry Group and Matter Type

**2022 — Real Rates for Partners and Associates**

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Financials Excluding Insurance</b>	Litigation	Partner	212	\$375	\$495	\$593	\$508	\$516	\$508
	Non-Litigation	Partner	217	\$605	\$785	\$901	\$769	\$732	\$712
		Associate	73	\$475	\$590	\$747	\$621	\$576	\$532
<b>Industrials</b>	Non-Litigation	Partner	16	\$461	\$549	\$788	\$670	\$674	\$605
<b>Technology and Telecommunications</b>	Litigation	Partner	12	\$627	\$746	\$896	\$762	\$646	\$581
	Non-Litigation	Partner	31	\$426	\$534	\$635	\$541	\$554	\$552
		Associate	14	\$348	\$411	\$480	\$406	\$403	\$352

**Section IV: International Analysis****Canada**  
By Firm Size**2022 — Real Rates for Partners and Associates**

<b>Firm Size</b>	<b>Role</b>	<b>n</b>	<b>First Quartile</b>	<b>Median</b>	<b>Third Quartile</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>50 Lawyers or Fewer</b>	Partner	39	\$350	\$375	\$525	\$432	\$458	\$431
	Associate	29	\$268	\$329	\$450	\$344	\$336	\$315
<b>51-200 Lawyers</b>	Partner	77	\$474	\$550	\$720	\$576	\$557	\$537
<b>201-500 Lawyers</b>	Partner	174	\$547	\$735	\$885	\$711	\$661	\$651
	Associate	77	\$425	\$505	\$600	\$519	\$483	\$456
<b>501-1,000 Lawyers</b>	Partner	158	\$496	\$630	\$818	\$660	\$623	\$618
	Associate	69	\$404	\$563	\$721	\$589	\$563	\$472
<b>More Than 1,000 Lawyers</b>	Partner	11	\$678	\$735	\$1,582	\$1,025	\$907	\$871

## Section IV: International Analysis

**France**  
By Role

### 2022 — Real Rates for Partners, Associates, and Paralegals

Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Partner</b>	126	\$473	\$574	\$719	\$604	\$609	\$567
<b>Associate</b>	217	\$313	\$379	\$520	\$427	\$422	\$377
<b>Paralegal</b>	36	\$159	\$220	\$305	\$220	\$225	\$214

**Section IV: International Analysis****France**

By Role

**2022 — Real Rates for Partners, Associates, and Paralegals**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Corporate: Other</b>	Non-Litigation	Partner	14	\$285	\$370	\$574	\$520	\$533	\$508
		Associate	17	\$255	\$390	\$538	\$441	\$443	\$310
<b>Corporate: Regulatory and Compliance</b>	Non-Litigation	Partner	11	\$702	\$843	\$925	\$796	\$605	\$521
		Associate	12	\$336	\$389	\$573	\$448	\$402	\$302
<b>Finance and Securities: Investments and Other Financial Instruments</b>	Non-Litigation	Partner	15	\$515	\$544	\$701	\$607	\$641	\$612
		Associate	37	\$331	\$364	\$520	\$418	\$412	\$447

**Section IV: International Analysis****France**

By Industry Group and Matter Type

**2022 — Real Rates for Partners and Associates**

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Financials Excluding Insurance</b>	Non-Litigation	Partner	60	\$476	\$540	\$646	\$569	\$590	\$568
		Associate	130	\$304	\$370	\$494	\$410	\$415	\$393
<b>Technology and Telecommunications</b>	Non-Litigation	Partner	25	\$468	\$574	\$574	\$549	\$546	\$513
		Associate	33	\$318	\$320	\$433	\$378	\$385	\$312

**Section IV: International Analysis****France**

By Firm Size

**2022 — Real Rates for Partners and Associates**

<b>Firm Size</b>	<b>Role</b>	<b>n</b>	<b>First Quartile</b>	<b>Median</b>	<b>Third Quartile</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>501-1,000 Lawyers</b>	Partner	17	\$520	\$540	\$613	\$566	\$608	\$524
	Associate	38	\$290	\$350	\$410	\$367	\$372	\$382
<b>More Than 1,000 Lawyers</b>	Partner	63	\$535	\$677	\$841	\$699	\$706	\$658
	Associate	127	\$338	\$435	\$551	\$468	\$478	\$419

## Section IV: International Analysis

**Germany**  
By Role

### 2022 — Real Rates for Partners, Associates, and Paralegals

Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Partner</b>	248	\$365	\$517	\$712	\$569	\$549	\$522
<b>Associate</b>	310	\$323	\$376	\$444	\$416	\$409	\$411
<b>Paralegal</b>	60	\$201	\$225	\$261	\$241	\$215	\$210

**Section IV: International Analysis****Germany**

By Practice Area and Matter Type

**2022 — Real Rates for Partners, Associates, and Paralegals**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Commercial</b>	Non-Litigation	Partner	19	\$347	\$362	\$409	\$381	\$396	\$404
<b>Corporate: Mergers, Acquisitions and Divestitures</b>	Non-Litigation	Associate	14	\$374	\$647	\$852	\$668	\$465	\$528
<b>Corporate: Other</b>	Litigation	Associate	21	\$375	\$405	\$440	\$427	\$380	\$316
	Non-Litigation	Partner	11	\$401	\$477	\$736	\$607	\$599	\$563
		Associate	19	\$320	\$395	\$523	\$488	\$467	\$462
<b>Corporate: Regulatory and Compliance</b>	Non-Litigation	Partner	54	\$381	\$469	\$634	\$568	\$479	\$449
		Associate	74	\$325	\$353	\$411	\$384	\$398	\$398
<b>Employment and Labor: Other</b>	Non-Litigation	Associate	15	\$292	\$306	\$322	\$306	\$277	\$293
<b>Intellectual Property: Other</b>	Non-Litigation	Partner	11	\$340	\$341	\$343	\$346	\$310	\$283
<b>Intellectual Property: Patents</b>	Litigation	Partner	31	\$423	\$587	\$806	\$610	\$571	\$531
	Non-Litigation	Partner	33	\$318	\$345	\$508	\$407	\$409	\$397
		Associate	22	\$343	\$380	\$393	\$388	\$354	\$320
<b>Intellectual Property: Trademarks</b>	Non-Litigation	Partner	12	\$470	\$715	\$725	\$647	\$539	\$443
		Associate	20	\$370	\$447	\$570	\$475	\$409	\$380

**Section IV: International Analysis****Germany**

By Industry Group and Matter Type

**2022 — Real Rates for Partners and Associates**

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Financials Excluding Insurance</b>	Non-Litigation	Partner	36	\$674	\$708	\$774	\$717	\$738	\$715
		Associate	68	\$357	\$444	\$564	\$474	\$475	\$495
<b>Health Care</b>	Non-Litigation	Partner	23	\$393	\$415	\$489	\$476	\$475	\$452
		Associate	19	\$295	\$329	\$413	\$354	\$360	\$366
<b>Industrials</b>	Non-Litigation	Partner	19	\$327	\$339	\$343	\$413	\$470	\$420
<b>Technology and Telecommunications</b>	Litigation	Partner	23	\$451	\$637	\$806	\$625	\$511	\$507
		Associate	17	\$321	\$399	\$405	\$392	\$337	\$352
	Non-Litigation	Partner	97	\$353	\$494	\$710	\$583	\$537	\$479
		Associate	116	\$340	\$369	\$407	\$399	\$380	\$348

**Section IV: International Analysis****Germany**  
By Firm Size**2022 — Real Rates for Partners, Associates, and Paralegals**

<b>Firm Size</b>	<b>Role</b>	<b>n</b>	<b>First Quartile</b>	<b>Median</b>	<b>Third Quartile</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>50 Lawyers or Fewer</b>	Partner	13	\$321	\$423	\$445	\$374	\$372	\$329
<b>201-500 Lawyers</b>	Partner	42	\$353	\$409	\$477	\$414	\$416	\$408
	Associate	41	\$353	\$353	\$385	\$364	\$351	\$339
<b>More Than 1,000 Lawyers</b>	Partner	124	\$540	\$688	\$771	\$669	\$652	\$642
	Associate	202	\$324	\$389	\$513	\$433	\$434	\$437

## Section IV: International Analysis

**United Kingdom**  
By Role

### 2022 — Real Rates for Partners, Associates, and Paralegals

Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Partner</b>	535	\$629	\$802	\$1,027	\$877	\$850	\$787
<b>Associate</b>	902	\$400	\$523	\$705	\$573	\$551	\$514
<b>Paralegal</b>	290	\$170	\$220	\$280	\$238	\$231	\$195

**Section IV: International Analysis****United Kingdom**

By Practice Area and Matter Type

**2022 — Real Rates for Partners, Associates, and Paralegals**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Commercial</b>	Litigation	Associate	18	\$365	\$411	\$594	\$429	\$382	\$446
		Paralegal	16	\$63	\$167	\$230	\$158	\$179	\$186
	Non-Litigation	Partner	15	\$501	\$532	\$640	\$645	\$681	\$663
		Associate	20	\$282	\$413	\$497	\$431	\$456	\$440
		Paralegal	12	\$129	\$195	\$202	\$186	\$203	\$184
	<b>Corporate: Mergers, Acquisitions and Divestitures</b>	Non-Litigation	Partner	37	\$1,225	\$1,410	\$2,350	\$1,615	\$1,438
Associate			57	\$620	\$856	\$1,063	\$881	\$813	\$557
<b>Corporate: Other</b>	Litigation	Partner	37	\$604	\$665	\$805	\$744	\$734	\$803
		Associate	55	\$348	\$465	\$552	\$473	\$479	\$472
		Paralegal	19	\$198	\$265	\$293	\$259	\$198	\$192
	Non-Litigation	Partner	52	\$737	\$883	\$1,111	\$939	\$938	\$814
		Associate	87	\$452	\$613	\$850	\$660	\$606	\$569
		Paralegal	33	\$245	\$280	\$347	\$306	\$258	\$129
<b>Corporate: Regulatory and Compliance</b>	Non-Litigation	Partner	45	\$605	\$778	\$977	\$820	\$717	\$707
		Associate	71	\$401	\$497	\$633	\$543	\$447	\$454
		Paralegal	16	\$240	\$277	\$281	\$265	\$217	\$183
<b>Corporate: Tax</b>	Non-Litigation	Partner	20	\$608	\$809	\$1,046	\$848	\$837	\$846

**Section IV: International Analysis****United Kingdom**

By Practice Area and Matter Type

**2022 — Real Rates for Partners, Associates, and Paralegals**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Corporate: Tax</b>	Non-Litigation	Associate	36	\$346	\$471	\$608	\$490	\$569	\$509
<b>Employment and Labor: Agreements</b>	Non-Litigation	Associate	26	\$325	\$452	\$546	\$423	\$359	\$403
<b>Employment and Labor: Other</b>	Litigation	Partner	15	\$854	\$971	\$1,119	\$963	\$1,030	\$842
	Non-Litigation	Partner	46	\$561	\$716	\$811	\$702	\$593	\$631
		Associate	46	\$383	\$558	\$667	\$550	\$462	\$446
<b>Finance and Securities: Investments and Other Financial Instruments</b>	Non-Litigation	Partner	80	\$644	\$797	\$969	\$819	\$879	\$802
		Associate	129	\$391	\$512	\$641	\$539	\$557	\$532
<b>Finance and Securities: Loans and Financing</b>	Non-Litigation	Partner	60	\$864	\$1,290	\$1,466	\$1,152	\$1,078	\$1,095
		Associate	115	\$614	\$785	\$980	\$762	\$713	\$663
<b>Intellectual Property: Patents</b>	Litigation	Partner	22	\$655	\$778	\$982	\$802	\$804	\$754
		Paralegal	14	\$196	\$233	\$272	\$230	\$221	\$161
	Non-Litigation	Partner	13	\$363	\$428	\$487	\$431	\$481	\$450
<b>Intellectual Property: Trademarks</b>	Non-Litigation	Partner	12	\$595	\$679	\$901	\$702	\$667	\$692
		Associate	25	\$320	\$424	\$450	\$406	\$395	\$381
		Paralegal	21	\$205	\$220	\$248	\$239	\$229	\$201
<b>Miscellaneous: General Advice &amp; Counsel</b>	Non-Litigation	Partner	13	\$590	\$657	\$800	\$740	\$722	\$669
		Associate	28	\$420	\$506	\$599	\$529	\$498	\$480

**Section IV: International Analysis****United Kingdom**

By Industry Group and Matter Type

**2022 — Real Rates for Partners and Associates**

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Financials Excluding Insurance</b>	Litigation	Partner	21	\$795	\$878	\$1,157	\$962	\$875	\$794
		Associate	44	\$348	\$493	\$634	\$509	\$507	\$496
	Non-Litigation	Partner	246	\$718	\$870	\$1,100	\$914	\$916	\$888
		Associate	469	\$413	\$540	\$741	\$585	\$590	\$558
<b>Industrials</b>	Non-Litigation	Partner	51	\$590	\$1,284	\$2,229	\$1,286	\$1,238	\$706
		Associate	73	\$510	\$852	\$1,048	\$805	\$713	\$596
<b>Technology and Telecommunications</b>	Litigation	Partner	20	\$674	\$751	\$852	\$751	\$698	\$707
		Associate	29	\$364	\$475	\$551	\$451	\$403	\$389
	Non-Litigation	Partner	74	\$527	\$707	\$869	\$704	\$670	\$644
		Associate	129	\$353	\$471	\$571	\$474	\$416	\$429

**Section IV: International Analysis****United Kingdom**

By Firm Size

**2022 — Real Rates for Partners and Associates**

<b>Firm Size</b>	<b>Role</b>	<b>n</b>	<b>First Quartile</b>	<b>Median</b>	<b>Third Quartile</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>50 Lawyers or Fewer</b>	Partner	13	\$619	\$657	\$727	\$643	\$615	\$589
	Associate	17	\$410	\$420	\$476	\$441	\$396	\$374
<b>51-200 Lawyers</b>	Partner	15	\$488	\$646	\$822	\$689	\$604	\$491
	Associate	11	\$362	\$485	\$597	\$541	\$410	\$352
<b>201-500 Lawyers</b>	Partner	34	\$668	\$794	\$866	\$781	\$837	\$699
	Associate	65	\$418	\$512	\$628	\$535	\$543	\$463
<b>501-1,000 Lawyers</b>	Partner	15	\$617	\$943	\$1,199	\$952	\$1,098	\$1,172
	Associate	33	\$276	\$481	\$660	\$494	\$636	\$655
<b>More Than 1,000 Lawyers</b>	Partner	339	\$689	\$870	\$1,101	\$905	\$874	\$838
	Associate	609	\$420	\$546	\$723	\$585	\$565	\$530

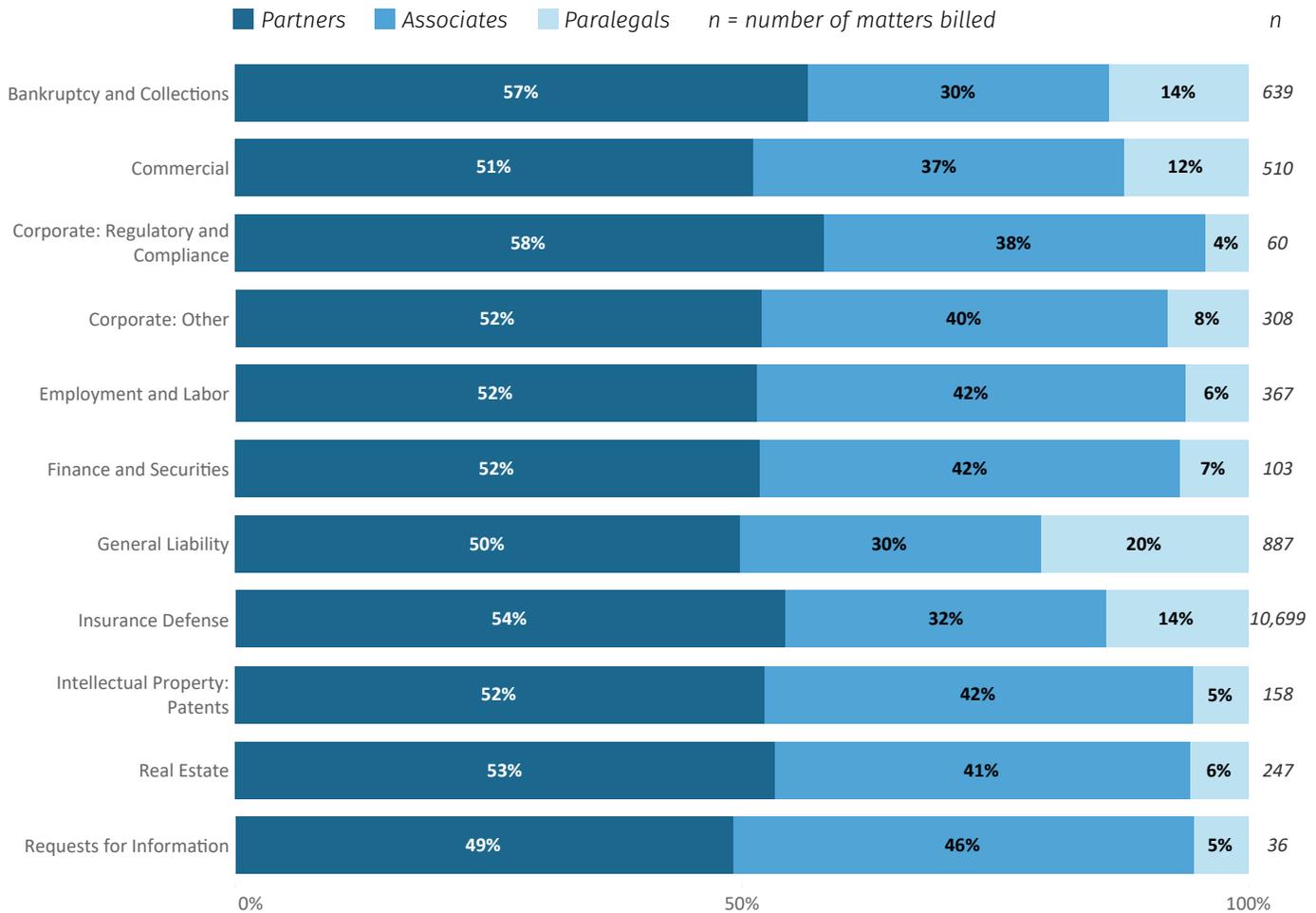
# Section VI: Matter Staffing Analysis

All data and analysis based on  
data collected thru Q2 2022

## Section VI: Matter Staffing Analysis

### Short Litigation Matters, 40 to 100 Total Hours Billed

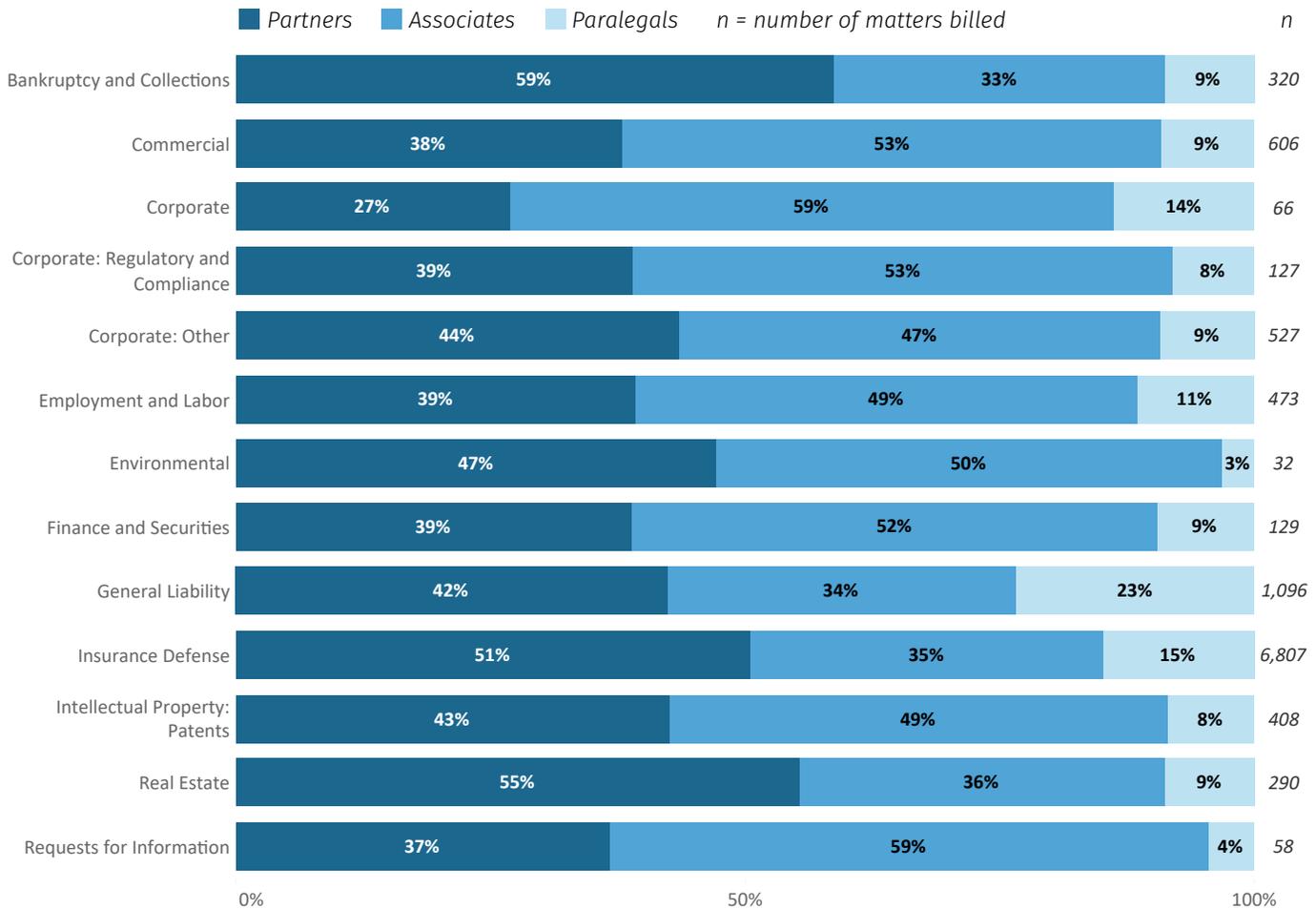
2019 to 2022 -- Percentage of Hours Billed per Matter



## Section VI: Matter Staffing Analysis

### Long Litigation Matters, More Than 100 Total Hours Billed

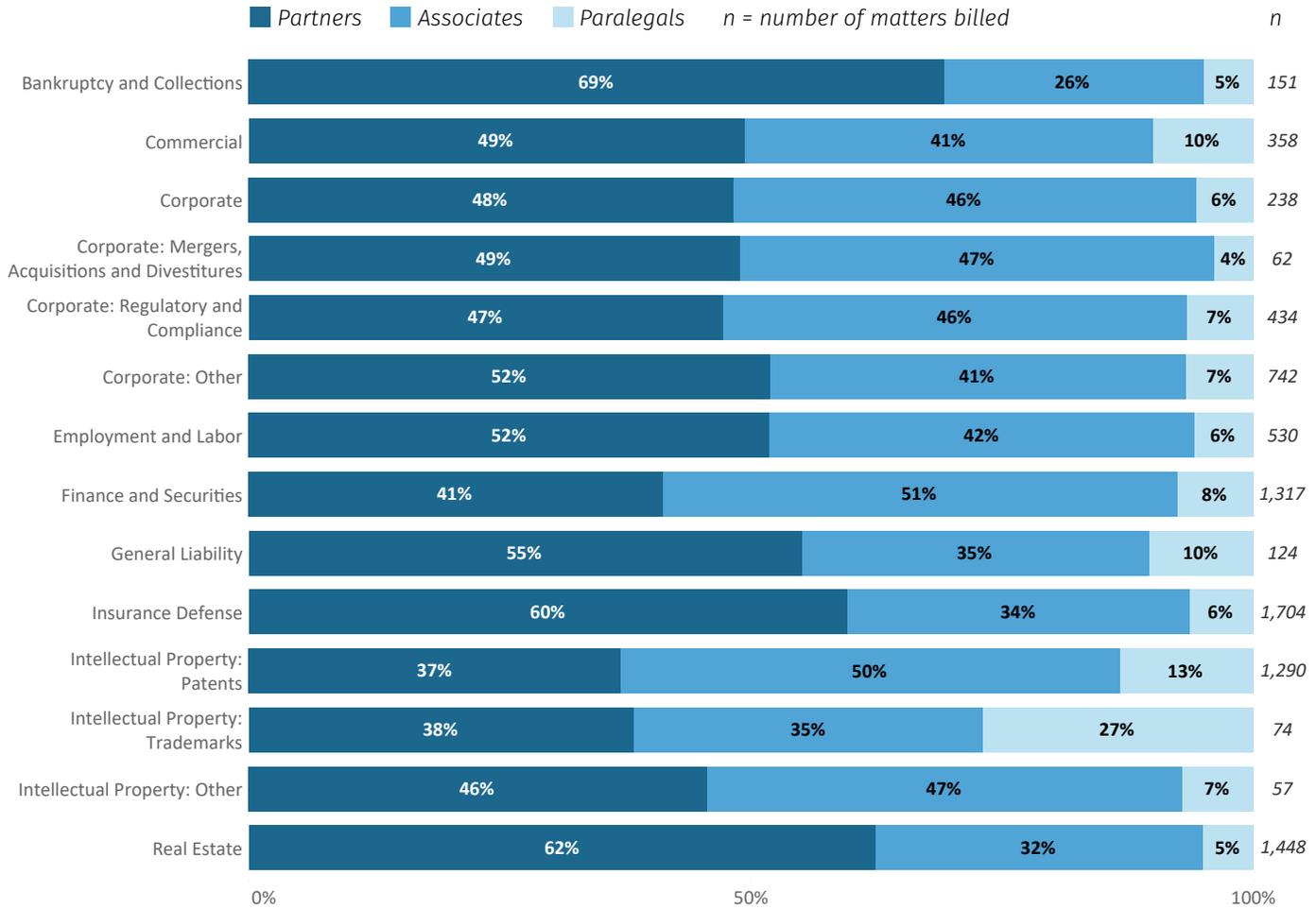
2019 to 2022 -- Percentage of Hours Billed per Matter



## Section VI: Matter Staffing Analysis

### Short Non-Litigation Matters, 40 to 100 Total Hours Billed

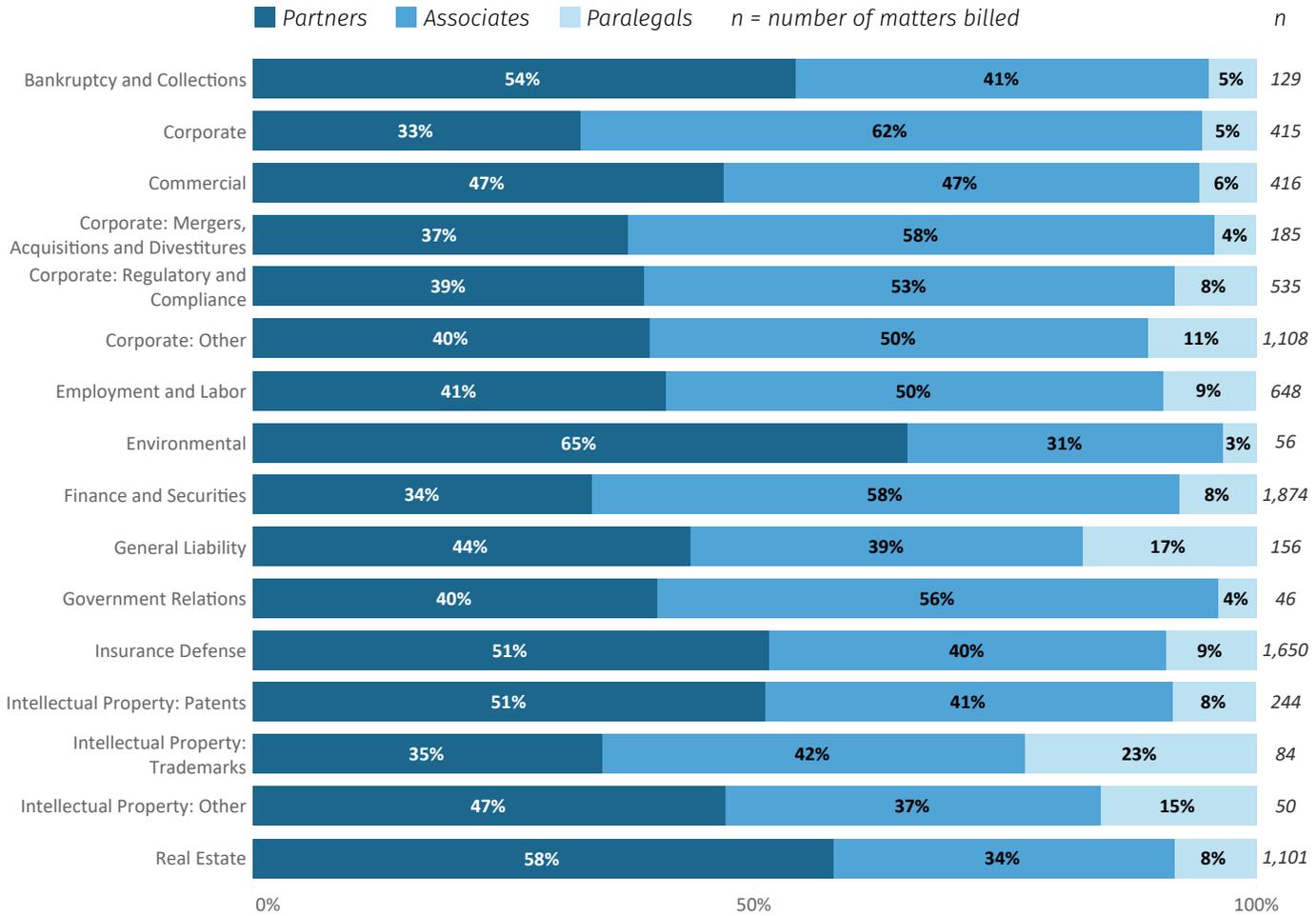
2019 to 2022 -- Percentage of Hours Billed per Matter



## Section VI: Matter Staffing Analysis

### Long Non-Litigation Matters, More Than 100 Total Hours Billed

2019 to 2022 -- Percentage of Hours Billed per Matter



# Section VII: Data Methodology

All data and analysis based on  
data collected thru Q2 2022

## Appendix: Data Methodology

### Invoice Information

Data in Wolters Kluwer ELM Solutions' reference database and the 2022 Real Rate Report were taken from invoice line-item entries contained in invoices received and approved by participating companies.

Invoice data were received in the Legal Electronic Data Exchange Standard (LEDES) format (LEDES.org). The following information was extracted from those invoices and their line items:

- Law firm (which exists as a random number in the ELM Solutions reference database)
- Timekeeper ID (which exists as a random number in the ELM Solutions reference database)
- Matter ID (which exists as a random number in the ELM Solutions reference database)
- Timekeeper's position (role) within the law firm (partner, associate, paralegal, etc.)
- Uniform Task-Based Management System Code Set, Task Codes, and Activity Codes (UTBMS.com)
- Date of service
- Hours billed
- Hourly rate billed
- Fees billed

### Non-Invoice Information

To capture practice area details, the matter ID within each invoice was associated with matter profiles containing areas of work in the systems of each company. The areas of work were then systematically categorized into legal practice areas. Normalization of practice areas was done based on company mappings to system-level practice areas available in the ELM Solutions system and by naming convention.

The majority of analyses included in this report have been mapped to one of 11 practice areas, further divided into sub-areas and litigation/non-litigation (for more information on practice areas and sub-areas, please refer to pages 232-234).

To capture location and jurisdiction details, law firms and timekeepers were systematically mapped to the existing profiles within ELM Solutions systems, as well as with publicly available data sources for further validation and normalization. Where city location information is provided, it includes any address within that city's defined Core-Based Statistical Area (CBSA) as defined by the Office of Management and Budget (OMB). The CBSAs are urban centers with populations of 10,000 or more and include all adjacent counties that are economically integrated with that urban center.

Where the analyses focus on partners, associates, and paralegals, the underlying data occasionally included some sub-roles, such as "senior partner" or "junior associate." In such instances, those timekeeper sub-roles were placed within the broader partner, associate, and paralegal segments.

Demographics regarding law firm size, location, and lawyer years of experience were augmented by incorporating publicly available information.

# Appendix: Data Methodology

## A Note on US Cities

Throughout the report, we have used city names to refer to CBSA and consistently used the principal city in the CBSA to refer to the entire area. The following are the shorthand city names used in this report and the corresponding CBSA designations, as defined by the OMB.

Principal City	CBSA Name
Akron, OH	Akron, OH
Albany, NY	Albany-Schenectady-Troy, NY
Albuquerque, NM	Albuquerque, NM
Atlanta, GA	Atlanta-Sandy Springs-Alpharetta, GA
Austin, TX	Austin-Round Rock-Georgetown, TX
Baltimore, MD	Baltimore-Columbia-Towson, MD
Baton Rouge, LA	Baton Rouge, LA
Birmingham, AL	Birmingham-Hoover, AL
Boise City, ID	Boise City, ID
Boston, MA	Boston-Cambridge-Newton, MA-NH
Bridgeport, CT	Bridgeport-Stamford-Norwalk, CT
Buffalo, NY	Buffalo-Cheektowaga, NY
Burlington, VT	Burlington-South Burlington, VT
Charleston, SC	Charleston-North Charleston, SC
Charleston, WV	Charleston, WV
Charlotte, NC	Charlotte-Concord-Gastonia, NC-SC
Chicago, IL	Chicago-Naperville-Elgin, IL-IN-WI
Cincinnati, OH	Cincinnati, OH-KY-IN
Cleveland, OH	Cleveland-Elyria, OH
Columbia, SC	Columbia, SC
Columbus, OH	Columbus, OH
Dallas, TX	Dallas-Fort Worth-Arlington, TX
Dayton, OH	Dayton-Kettering, OH
Denver, CO	Denver-Aurora-Lakewood, CO
Detroit, MI	Detroit-Warren-Dearborn, MI
Fresno, CA	Fresno, CA
Grand Rapids, MI	Grand Rapids-Kentwood, MI
Greenville, SC	Greenville-Anderson, SC
Harrisburg, PA	Harrisburg-Carlisle, PA

# Appendix: Data Methodology

## A Note on US Cities

Principal City	CBSA Name
Hartford, CT	Hartford-East Hartford-Middletown, CT
Honolulu, HI	Urban Honolulu HI
Houston, TX	Houston-The Woodlands-Sugar Land, TX
Indianapolis, IN	Indianapolis-Carmel-Anderson, IN
Jackson, MS	Jackson, MS
Jacksonville, FL	Jacksonville, FL
Kansas City, MO	Kansas City, MO-KS
Lafayette, LA	Lafayette, LA
Las Vegas, NV	Las Vegas-Henderson-Paradise, NV
Lexington, KY	Lexington-Fayette, KY
Little Rock, AR	Little Rock-North Little Rock-Conway, AR
Los Angeles, CA	Los Angeles-Long Beach-Anaheim, CA
Louisville, KY	Louisville/Jefferson County, KY-IN
Madison, WI	Madison, WI
Memphis, TN	Memphis-Forrest City, TN-MS-AR
Miami, FL	Miami-Fort Lauderdale-Pompano Beach, FL
Milwaukee, WI	Milwaukee-Waukesha, WI
Minneapolis, MN	Minneapolis-St. Paul-Bloomington, MN-WI
Nashville, TN	Nashville-Davidson-Murfreesboro-Franklin, TN
New Haven, CT	New Haven-Milford, CT
New Orleans, LA	New Orleans-Metairie, LA
New York, NY	New York-Newark-Jersey City, NY-NJ-PA
Oklahoma City, OK	Oklahoma City, OK
Omaha, NE	Omaha-Council Bluffs, NE-IA
Orlando, FL	Orlando-Kissimmee-Sanford, FL
Philadelphia, PA	Philadelphia-Camden-Wilmington, PA-NJ-DE-MD
Phoenix, AZ	Phoenix-Mesa-Chandler, AZ
Pittsburgh, PA	Pittsburgh, PA
Portland, ME	Portland-South Portland, ME
Portland, OR	Portland-Vancouver-Hillsboro, OR-WA
Providence, RI	Providence-Warwick, RI-MA
Raleigh, NC	Raleigh-Cary, NC
Reno, NV	Reno-Carson City-Fernley, NV

## Appendix: Data Methodology

### A Note on US Cities

Principal City	CBSA Name
Richmond, VA	Richmond, VA
Rochester, NY	Rochester, NY
Sacramento, CA	Sacramento-Roseville-Folsom, CA
Salt Lake City, UT	Salt Lake City, UT
San Diego, CA	San Diego-Chula Vista-Carlsbad, CA
San Francisco, CA	San Francisco-Oakland-Berkeley, CA
San Jose, CA	San Jose-Sunnyvale-Santa Clara, CA
San Juan, PR	San Juan-Bayamon-Caguas, PR
Savannah, GA	Savannah, GA
Seattle, WA	Seattle-Tacoma-Bellevue, WA
St. Louis, MO	St. Louis, MO-IL
Syracuse, NY	Syracuse, NY
Tallahassee, FL	Tallahassee, FL
Tampa, FL	Tampa-St. Petersburg-Clearwater, FL
Toledo, OH	Toledo, OH
Trenton, NJ	Trenton-Princeton, NJ
Tulsa, OK	Tulsa, OK
Washington, DC	Washington-Arlington-Alexandria, DC-VA-MD-WV
Wheeling, WV	Wheeling, WV-OH

## Appendix: Data Methodology

### Anonymization of the Dataset

Prior to inclusion in the ELM Solutions reference database, we systematically scrubbed the data of any information that would identify a particular matter, company, law firm, invoice, or timekeeper (individual). To ensure relationships necessary for analysis, those variables were assigned randomly generated numbers. To maintain data integrity and allow for proper analysis, these numbers are linked across data tables to enforce their associations.

To further ensure anonymity and confidentiality:

- The information is published in such a manner as to make it reasonably impervious to reverse analysis should some attempt be made to determine what data might pertain to any company, law firm, timekeeper, invoice, or matter.
- The 2022 Real Rate Report will not reveal which ELM Solutions client or clients are included or excluded in its analyses.
- Clients are not and will not be informed as to whether their data are included within a particular facet of analysis.
- No textual description of any legal work performed by any individual exists in the ELM Solutions reference database.

### A Note on Insurance Litigation

We aim to provide a point of comparison for companies purchasing law firm services. To improve comparability, we removed data related to insurance company defense litigation for all analyses unless noted otherwise. Insurance litigation tends to be less expensive than other types of litigation, as it is typically more repetitive and less complex.

### “Real Rate” Definition

The information in this report consists of data taken from client invoices submitted by law firms for work performed from 2018 through 2022. All invoices were submitted through the ELM Solutions billing systems.

The analyses contained in this report are derived from aggregating hours, fees, and rates submitted as line items on those invoices. For a line item to qualify for inclusion in this report, it had to undergo multiple and rigorous testing processes to ensure its validity.

For example, for a rate to be loaded to the ELM Solutions reference database and used in this report, it must have been part of an invoice line entry in which all of the following items were included:

- Name of the biller
- Role of the biller
- Date of activity
- Hourly rate charged
- Time charged
- UTBMS code associated with the time charged
- Total amount charged for the activity

In addition, each line item’s hourly rate was validated against its “real rate” (calculated by dividing the total amount charged for the activity by the time charged). Any line items with an hourly rate that did not align closely with the real rate were not loaded to the reference database.

Real Rate = Line-Item Total/Line-Item Hours (Units)  
Example: \$4,000/10 Hours = Real Rate of \$400

Adjustments the client made to line-item amounts after submission are not factored into the dataset. These types of adjustments may impact the effective rate paid by the client to the law firm but do not reflect the real rate billed.

## Appendix: Data Methodology

In short, the real rate is the rate appearing on an approved invoice at the invoice line-item level.

Aggregations of data taken from millions of these line-item-level invoice entries are the core of the information analyzed.

### A Note on Negotiated Rates and Billing

Practices law firms can generally follow vary for submitting “negotiated” rates on invoices. Firms may submit the negotiated rate as the hourly rate identified on the invoice line item, insert a vendor line-item adjustment to ensure compliance, or provide a vendor invoice level adjustment to bring the total amount of the fees into compliance with agreed-on discounts. Although the former two are considered part of the real rate calculation, the latter can be problematic. It is not directly linked to a line item, and therefore, to determine the rate, it should not be assumed that the adjustment is related to a specific line item. Invoice-level adjustments may represent a credit or some other type of adjustment placed on the invoice. To ensure these types of adjustments would not adversely impact the analysis contained within the 2022 Real Rate Report, the team reviewed the population of invoices and line items to determine what the deviation of the real rate might be based on inclusion or exclusion. The analysis demonstrated that the variance was not significant (less than 1%).

As such, we decided not to include the vendor-level adjustments in the report.

### Types of Matters Included in the Analysis

Matters within the ELM Solutions system are associated with areas of work described and defined by ELM Solutions clients. Those areas of work were analyzed and systematically categorized into legal practice areas. Normalization of practice areas was supported by mappings to system-level practice areas available in the ELM Solutions system and by naming convention.

All data included within this report have been mapped to a corresponding practice area. The majority of our analyses focus on the following 12 practice areas:

- Bankruptcy and Collections
- Commercial
- Corporate
- Employment and Labor
- Environmental
- Finance and Securities
- General Liability
- Government Relations
- Insurance Defense
- Intellectual Property
- Marketing and Advertising
- Real Estate

Within each client’s areas of work, sub-areas are often identified. The lists that follow identify client areas of work and, within those areas, the sub-areas underneath each practice area. Often, the same sub-area appears within different practice areas. For example, the sub-area “General/Other” when listed under “Commercial and Contracts” refers to general work provided regarding commercial and contracts matters. When listed under the “Employment and Labor” practice area, the same sub-area refers to work provided on employment and labor. Where applicable and practicable, each area and sub-area has been further subdivided into litigation and non-litigation work for granular analysis.

## Appendix: Data Methodology

### Bankruptcy and Collections

Chapter 11	General/Other
Collections	Workouts and Restructuring

### Commercial (Commercial Transactions and Agreements)

Contract Breach or Dispute
General, Drafting, and Review
General/Other

### Corporate<sup>1</sup>

Antitrust and Competition	Partnerships and Joint Ventures
Corporate Development	Regulatory and Compliance
General/Other	Tax
Governance	Treasury
Information and Technology	White Collar/Fraud/Abuse
Mergers, Acquisitions, and Divestitures	

### Employment and Labor

ADA	General/Other
Agreements	Immigration
Compensation and Benefits	Union Relations and Negotiations/NLRB
Discrimination, Retaliation, and Harassment/EEO	Wages, Tips, and Overtime
Employee Dishonesty/Misconduct	Wrongful Termination
ERISA	

### Environmental

General/Other	Superfund
Health and Safety	Waste/Remediation

### Finance and Securities

Commercial Loans and Financing	Investments and Other Financial Instruments
Debt/Equity Offerings	Loans and Financing
Fiduciary Services	SEC Filings and Financial Reporting
General/Other	Securities and Banking Regulations

### General Liability

Asbestos/Mesothelioma	Personal Injury/Wrongful Death
Auto and Transportation	Premises
Consumer Related Claims	Product and Product Liability
Crime, Dishonesty and Fraud	Property Damage
General/Other	Toxic Tort

<sup>1</sup> All references to “Corporate: General/Other” in the Real Rate Report are the aggregation of all Corporate sub-areas excluding the Mergers, Acquisitions, and Divestitures sub-area and the Regulatory and Compliance sub-area.

## Appendix: Data Methodology

### Government Relations

General/Other  
Lobbying and Relations

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### Insurance Defense

Auto and Transportation  
General/Other  
Personal Injury/Wrongful Death  
Product and Product Liability  
Professional Liability  
Property Damage  
Toxic Tort

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### Intellectual Property<sup>2</sup>

General/Other  
Licensing  
Patents  
Trademarks

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### Marketing and Advertising

General/Other

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### Real Estate

Construction/Development  
Easement and Right of Way  
General/Other  
Land Use/Zoning/Restrictive Covenants  
Landlord/Tenant Issues  
Leasing  
Property/Land Acquisition or Disposition  
Titles

<sup>2</sup> All references to "Intellectual Property: General/Other" in the Real Rate Report are the aggregation of all Intellectual Property sub-areas excluding the Patents and Trademarks sub-areas.



ELM Solutions

## About Wolters Kluwer ELM Solutions

Wolters Kluwer ELM Solutions is the market-leading global provider of enterprise legal spend and matter management, contract lifecycle management, and legal analytics solutions. We provide a comprehensive suite of tools that address the growing needs of corporate legal operations departments to increase operational efficiency and reduce costs. Corporate legal and insurance claims departments trust our innovative technology and end-to-end customer experience to drive world-class business outcomes. Wolters Kluwer ELM Solutions was named a leader in both the IDC MarketScape: Worldwide Enterprise Legal Spend Management 2020 Vendor Assessment and IDC MarketScape: Worldwide Enterprise Matter Management 2020 Vendor Assessment. The award-winning products include Passport®, one of the highest rated ELM solutions in the latest Hyperion MarketView™ Legal Market Intelligence Report; TyMetrix® 360°, the industry's leading SaaS-based e-billing and matter management solution; CLM Matrix, named a "strong performer" in the 2019 Q1 CLM Forrester Wave report; and the LegalVIEW® portfolio of legal analytics solutions based upon the industry's largest and most comprehensive legal spend database, with more than \$155 billion in invoices.