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Class Counsel

[Additional Counsel Listed on Signature Page]

UNITED STATES DISTRICT COURT

NORTHERN DISTRICT OF CALIFORNIA

OAKLAND DIVISION

MATTHEW EDWARDS, et al., individually and on behalf of all others similarly situated,

Plaintiffs,

v.

NATIONAL MILK PRODUCERS FEDERATION, aka COOPERATIVES WORKING TOGETHER; DAIRY FARMERS OF AMERICA, INC.; LAND O'LAKES, INC.; DAIRYLEA COOPERATIVE INC.; and AGRI-MARK, INC.,

Defendants.

Case No. 11-CV-04766-JSW

[consolidated with 11-CV-04791-JSW and 11-CV-05253-JSW]

CLASS ACTION

DECLARATION OF RICHARD M. PEARL IN SUPPORT OF PLAINTIFFS' MOTION FOR ATTORNEYS' FEES, COSTS, AND SERVICE AWARDS

Date: December 16, 2016
Time: 9:00 a.m.
Dept: Courtroom 5
Judge: Hon. Jeffrey S. White

I, Richard M. Pearl, hereby declare:

1. I am an attorney at law licensed and duly admitted to practice before all the courts of the State of California and before this court. If called as a witness I could and would competently testify to the following.

2. I am a member in good standing of the California State Bar. I am in private practice as the principal of my own law firm, the Law Offices of Richard M. Pearl, in Berkeley, California. I specialize in issues related to court-awarded attorneys' fees, including the representation of parties in fee litigation and appeals, serving as an expert witness, and serving as a mediator and arbitrator in disputes concerning attorneys' fees and related issues. In this case, I have been asked by the attorneys for the settlement class (Class Counsel) to render my opinion on the reasonableness of the hourly rates they are requesting in this matter and make this declaration in support of their fee request.

3. I am aware of the hourly rates being requested by Class Counsel in this case, their experience and qualifications, the nature of the work performed, and the results achieved. I have reviewed the biographies of Class Counsel and the settlement agreement, and I have communicated about the case with Class Counsel Elaine Byszewski. A summary of the requested hourly rates is attached hereto as **Exhibit A**.

4. In light of the my experience as an attorneys' fees specialist and the information about hourly rates I have gathered, some of which is summarized below (see ¶¶11-15), in my opinion the hourly rates requested by Class Counsel are all well within the range of reasonable hourly rates charged by attorneys of comparable experience, expertise, and reputation for litigation of comparable complexity.

Professional Background

5. Briefly summarized, my background is as follows: I am a 1969 graduate of Boalt Hall School of Law, University of California, Berkeley, California. I took the California Bar Examination in August 1969 and passed it in November of that year, but because I was working as an attorney in Atlanta, Georgia for the Legal Aid Society of Atlanta (LASA), I was not admitted to the California Bar until January 1970. I worked for LASA until summer of 1971, when I then went to work in California's Central Valley for California Rural Legal Assistance, Inc. (CRLA), a statewide legal services program. From 1977 to 1982, I was CRLA's Director of Litigation, supervising more than fifty attorneys. In

1982, I went into private practice, first in a small law firm, then as a sole practitioner. Martindale Hubbell rates my law firm "AV." I also have been selected as a Northern California "Super Lawyer" in Appellate Law for 2005, 2006, 2007, 2008, 2010, 2011, 2012, 2013, 2014, 2015, and 2016. A copy of my current Resume is attached hereto as **Exhibit B**. I also currently serve as Chair of the Board of the California Rural Legal Assistance Foundation.

6. Since 1982, my practice has been a general civil litigation and appellate practice, with an emphasis on cases and appeals involving court-awarded attorneys' fees. I also am the author of *California Attorney Fee Awards* (3d ed. Cal. CEB 2010) and its February 2011, 2012, 2013, 2014, 2015, and March 2016 Supplements, as well as all its previous editions and annual supplements. California appellate courts have cited this treatise on more than 35 occasions. *See, e.g., Graham v. DaimlerChrylser Corp.* (2004) 34 Cal.4th 553, 576, 584; *Lolley v. Campbell* (2002) 28 Cal.4th 367, 373; *Chacon v. Litke* (2010) 181 Cal.App.4th 1234, 1259; *Syers Properties III, Inc. v. Rankin* (2014) 226 Cal.App.4th 691, 698, 700. I also have lectured and written extensively on court-awarded attorneys' fees. I have been a member of the California State Bar's Attorneys' Fees Task Force and have testified before the State Bar Board of Governors and the California Legislature on attorneys' fee issues. In addition, I authored a federal manual on attorneys' fees entitled *Attorneys' Fees: A Legal Services Practice Manual*, published by the Legal Services Corporation. I also co-authored the chapter on "Attorney Fees" in Volume 2 of CEB's *Wrongful Employment Termination Practice*, 2d Ed. (1997).

7. More than 90% of my practice is devoted to issues involving court-awarded attorneys' fees. I have been counsel in over 190 attorneys' fee applications in state and federal courts, primarily representing other attorneys. I also have briefed and argued more than 45 appeals, at least 30 of which have involved attorneys' fees issues. I have successfully handled five cases in the California Supreme Court involving court-awarded attorneys' fees: (1) *Maria P. v. Riles* (1987) 43 Cal.3d 1281, a landmark early decision on the scope of California Code of Civil Procedure section 1021.5; (2) *Delaney v. Baker* (1999) 20 Cal.4th 23, which held that heightened remedies, including attorneys' fees, are available in suits against nursing homes under California's Elder Abuse Act; (3) *Ketchum v. Moses* (2001) 24 Cal.4th 1122, which held, *inter alia*, that contingent risk multipliers remain available under California attorney fee law, despite the United States Supreme Court's contrary ruling on federal law (note that in *Ketchum*, I was primary appellate counsel in the Court of Appeal and "second chair" in the Supreme

Court); (4) *Flannery v. Prentice* (2001) 26 Cal.4th 572, which held that in the absence of an agreement to the contrary, statutory attorneys' fees belong to the attorney whose services they are based upon; and (5) *Graham v. DaimlerChrysler Corp.* (2004) 34 Cal.4th 553, which held, *inter alia*, that the "catalyst" theory was still valid under California law despite federal Supreme Court authority to the contrary. I also represented and argued on behalf of *amicus curiae* in *Conservatorship of McQueen* (2014) 59 Cal.4th 602, and, along with Richard Rothschild, filed an *amicus curiae* brief in *Vasquez v. State of California* (2009) 45 Cal.4th 243. I also have handled numerous other appeals involving attorneys' fees, including: *Davis v. City & County of San Francisco* (9th Cir. 1992) 976 F.2d 1536; *Mangold v. CPUC* (9th Cir. 1995) 67 F.3d 1470; *Moore v. Bank of America* (9th Cir. 2007) 245 Fed.Appx. 613; *Velez v. Wynne* (9th Cir. 2007) 2007 U.S.App.LEXIS 2194; *Camacho v. Bridgeport Financial, Inc.* (9th Cir. 2008) 523 F.3d 973; *Center for Biological Diversity v. County of San Bernardino* (2010) 185 Cal.App.4th 866; and *Environmental Protection Information Center v. California Dept. of Forestry & Fire Protection et al*. (2010) 190 Cal.App.4th 217. For an expanded list of my representative decisions, *see* Exhibit A.

8. I also have been retained by various governmental entities, including the states of California and Vermont, to consult with them regarding their affirmative attorney fee claims.

9. I am frequently called upon to opine about the reasonableness of attorneys' rates and fees, and numerous federal and state courts have cited my testimony on that issue favorably. The reported cases referencing my testimony include the following California appellate courts: *Kerkeles v. City of San Jose* (2015) 243 Cal.App.4th 88; *Habitat and Watershed Caretakers v. City of Santa Cruz* (2015) 2015 Cal.App.Unpub. LEXIS 7156; *Laffitte v. Robert Half International Inc.* (2014) 231 Cal.App.4th 860 (vacated on grant of review); *In re Tobacco Cases I* (2013) 216 Cal.App.4th 570; *Heritage Pacific Financial LLC v. Monroy* (2013) 215 Cal.App.4th 972, 1009; *Children's Hospital & Medical Center v. Bonta* (2002) 97 Cal.App.4th 740*; Wilkinson v. South City Ford* (2010) 2010 Cal.App.Unpub. LEXIS 8680; *Church of Scientology v. Wollersheim* (1996) 42 Cal.App.4th 628 (anti-SLAPP case). My declaration also has been favorably referenced by the following federal courts: *Prison Legal News v. Schwarzenegger* (9th Cir. 2010) 608 F.3d 446, 455, in which the expert declaration referred to in that opinion is mine; *Antoninetti v. Chipotle Mexican Grill, Inc.* (9th Cir. 2012) Order filed Dec. 26, 2012; *State Compensation Insurance Fund v. Kahn*, Case No. SACV 12-01072-

CJC(JCGx), Order Granting in Part and Denying in Part the Zaks Defendants' Motion for Attorneys' Fees, filed July 6, 2016 (Dkt. No. 408); *Carnes v. Atria Senior Living*, Case No. 3-14-cv-02727-VC, Order Granting Motion for Attorneys' Fees, Costs, and Service Award, filed July 12, 2016 (Dkt. No. 115); *In re Cathode Ray Tube Antitrust Litigation,* (N.D. Cal. 2016) 2016 U.S.Dist.LEXIS 24951; *Gutierrez v. Wells Fargo Bank* (N.D. Cal. 2015) 2015 U.S.Dist.LEXIS 67298; *Walsh v. Kindred* (N.D. Cal. 2013) 2013 U.S.Dist.LEXIS 176319; *Holman et al v. Experian Information Solutions, Inc.* (N.D. Cal. 2014) 2014 U.S.Dist.LEXIS 173698, at *13; *In re TFT-LCD (Flat Panel) Antitrust Litigation* (N.D.Cal. 2013) No. M 07-1827 SI, MDL, No. 1827, Report and Recommendation of Special Master re Motions for Attorneys' Fees etc., filed Nov. 9, 2012, adopted in relevant part, 2013 U.S.Dist.LEXIS 49885; *Rosenfeld v. United States Dept. of Justice* (N.D. Cal. 2012) 904 F.Supp.2d 988; *Stonebrae v. Toll Bros.* (N.D. Cal. 2011) 2011 U.S.Dist.LEXIS 39832, at *9 (thorough discussion), *aff'd* (9th Cir. 2013) 2013 U.S.App.LEXIS 6369; *Hajro v. United States Citizenship & Immigration Service* (N.D.Cal 2012) 900 F.Supp.2d 1034, 1054; *Armstrong v. Brown* (N.D. Cal. 2011) 2011 U.S.Dist.LEXIS 87428; *Californians for Disability Rights, Inc. v. California Dept. of Transportation* (*N*.D. Cal. 2010) 2010 U.S.Dist.LEXIS 141030; *Prison Legal News v. Schwarzenegger* (N.D. Cal. 2008) 561 F.Supp.2d 1095 (an earlier motion); *Oberfelder v. City of Petaluma* (N.D. Cal. 2002) 2002 U.S.Dist.LEXIS 8635, *aff'd* (9th Cir. 2003) 2003 U.S.App.LEXIS 11371; *Bancroft v. Trizechahn Corp.*, C.D. Cal. No. CV 02-2373 SVW (FMOx), Order Granting Reasonable Attorneys' Fees etc., filed Aug. 14, 2006; *Willoughby v. DT Credit Corp.*, C.D. Cal. No. CV 05-05907 MMM (Cwx), Order Awarding Reasonable Attorneys' Fees After Remand, filed July 17, 2006; *A.D. v. California Highway Patrol* (N.D.Cal. 2009) 2009 U.S.Dist.LEXIS 110743, *rev'd on other grounds* (9th Cir. 2013) 712 F.3d 446, *reaffirmed and additional fees awarded on remand* at 2013 U.S.Dist.LEXIS 169275; *National Federation of the Blind v. Target Corp.* (N.D.Cal. 2009) 2009 U.S.Dist.LEXIS 67139. In addition, numerous trial courts have relied upon my testimony in unpublished fee orders.

10. Through my writing and practice, I have become knowledgeable about the non-contingent market rates charged by attorneys in California and elsewhere. I have obtained this knowledge in several ways: (1) by handling attorneys' fee litigation; (2) by preparing expert declarations in numerous cases; (3) by discussing fees with other attorneys; (4) by obtaining declarations regarding market rates in cases in which I represent attorneys seeking fees; and (5) by reviewing

attorneys' fee applications and awards in other cases, as well as surveys and articles on attorneys' fees in the legal newspapers and treatises.

Class Counsel's Hourly Rates Are Reasonable

11. Class Counsel are entitled to be compensated at their requested rates if those rates are "in line with" the rates charged by and judicially awarded reasonably comparable attorneys for reasonably similar work. *See Blum v. Stenson* (1984) 465 U.S. 886. As noted, I am aware of the hourly rates being requested by Class Counsel in this case and their experience and qualifications.

12. As shown by the information about hourly rates I have gathered, some of which is summarized below (*see* ¶¶13-16), in my opinion, the hourly rates requested by Class Counsel in this matter are well within the range of non-contingent market rates charged by attorneys of reasonably comparable experience, skill, and expertise for reasonably comparable services in the Bay Area. I base that opinion primarily on the following data:

Court Awards

13. The rates requested by Class Counsel are well within the range of hourly rates awarded in the Northern District of California:

2015

(1) *Carnes v. Atria Senior Living, Inc.*, N.D. Cal. No. 14-cv-02727-VC, Order Granting Motion for Attorneys' Fees, Costs, and Service Award, filed July 12, 2016 (Dkt. No. 115), a class action against a skilled nursing facility, in which the court found the following 2015 hourly rates reasonable:

Years of Experience	Rate
30-35	$750-775
23	700
18	575
13	550
12	650
7	550
6	450
5	350
4	450
2	265

(2) *O'Bannon v. National Collegiate Athletic Assn* (N.D. Cal. 2016) 2016 U.S. Dist. LEXIS 44131, filed March 30, 2016, a group antitrust action, in which the court found the following hourly rates reasonable[1]:

Years of Experience	Rate
45	$985
37	935-895
15	610-510
14	600
7	490
3	370
Paralegals	300-320
Law Clerks	325

(3) *Civil Rights Education and Enforcement Center v. Ashford Hospitality Trust, Inc.* , 2016 U.S.Dist.LEXIS 37256 (N.D. Cal. March 22, 2016), an action challenging defendants' hotels' failure to provide wheelchair accessible transportation, in which the Court found the following 2015 hourly rates reasonable:

Years of Experience	Rates
41	$900
24	750
10	550
8	500
5	430
Paralegal	250

(4) *Armstrong v. Brown*, N.D. Cal. No. 4:94-cv-02307-CW, Stipulated Order Confirming Undisputed Attorneys' Fees and Costs for the Fourth Quarter of 2015, filed February 2, 2016 (Dkt. No.

[1] The hourly rates are not mentioned in the cited order because they were conceded to be reasonable. *See* 2015 U.S.Dist. LEXIS 91514, at *14. Nonetheless, the district court was still required to independently determine that they were reasonable. *See, e.g., Civil Rights Education and Enforcement Center v. Ashford Hospitality Trust, Inc.* (N.D. Cal. March 22, 2016) 2016 U.S.Dist.LEXIS 37256, at *14.

2576), a prisoners' rights class action, in which the court approved the following 2015 hourly rates for monitoring the injunction in that matter:

Years of Experience	Rate
Rosen, Bien, Galvan & Grunfeld:	
35	$840
31	710
18	690
—	590
9 (partner)	525
9 (associate)	490
8	480
7	470
6	440
Paralegals	220-290
Prison Law Office	
	845
	600
	480
	350
	290
	250

(5) *Alden v. Alden,* San Mateo County Superior Court NO. CIV 524269, Order Granting Petitioner Katherine Alden's Motion for Attorneys' Fees and Costs, filed November 23, 2015, a fee award for appellate work under California C.C.P. § 527.6(r), in which the court found the following 2015 hourly rates reasonable:

Years of Experience	Rate
(Falk)	$1,045
(Hausman)	1,035
41	990
(Asimow)	875
10	600
(Connolly)	500

(6) *In re High Tech Employment Antitrust Litigation* (N.D. Cal. 2015) 2015 U.S. Dist. LEXIS 118052, filed September 2, 2015, a class employment practices action, in which the court found the following 2015 hourly rates reasonable for Class Counsel (before applying a 2.2 multiplier):

Level	Rates
Partners	$490-975
Associates	310-800
Paralegals, law clerks, and litigation support staff	190-430

(7) *Wynn v. Chanos* (N.D. Cal. 2015) 2015 U.S .Dist. LEXIS 80062, filed June 19, 2015, an anti-SLAPP fee award, in which the court found the following hourly rates reasonable:

Years of Experience	2015/2014 Rates
40	$1085/1035
35	750
20	920/875
6	710/645
4	640/570

(8) *Gutierrez v. Wells Fargo Bank, N.A* (N.D. Cal. 2015) 2015 U.S. Dist. LEXIS 67298, filed May 21, 2015, a consumer class action, in which this court found the following hourly rates reasonable (plus a 5.5 multiplier):

Years of Bar Admission	Rate
1972	$975
1989	850
2001	625
2006	435
2009	435
3	370
Paralegals	300-320
Law Clerks	325

2014

(1) *Ammari v. Pacific Bell Directory*, Alameda Superior Court No. RG05198014, Order

Granting Plaintiff' Application for Attorney's Fees, Reimbursement of Costs, and Service Awards, filed January 5, 2015, a consumer class action, in which the court found the following hourly rates reasonable:

Years of Experience	Rate
49	$995
45	700
39	800
39	750
37	895
33	650
24	720
24	450
23	700
23	650
19	650
19	625
19	475
14	600 (as Partner) 475 (as Associate)
12	340
11	500
9	375
8	655
4	375

(2) *Banas v. Volcano Corp.* (N.D. Cal. 2014) 47 F.Supp.3d 957, a dispute over a merger agreement decided on summary judgment, in which the court found the following hourly rates reasonable:

Years of Experience (in 2014)	2012	2013	2014
31	$975	$1,035	$1,095
17	$670	$710	$770
9	$550	$645	$685
7	$500	$585	$685
6		$530	$620
3		$355	$445

Years of Experience (in 2014)	2012	2013	2014
E-Discovery Staff Attorney		$260	$325
Paralegal	$245	$260	$275
Paralegal			$295

(3) *Holman v. Experian Information Solutions, Inc.* (N.D. Cal. 2014) 2015 U.S.Dist.LEXIS 173698, a consumer class action, in which the court found the following hourly rates reasonable:

Years of Experience	Rate
45	$675
42	750
14	690
12	450
Paralegal	150

(4) *Dixon v. City of Oakland et al.* (N.D. Cal. 2014) 2014 U.S.Dist.LEXIS 69688, an individual law enforcement misconduct action, in which the court found the following hourly rates reasonable, plus a 1.10 lodestar multiplier for merits work:

Years of Experience	Rate
45	$750
23	725
19	695
5	400
3	350
2	325
Paralegal	200

(5) *IPVX Patent Holdings, Inc. v. Voxernet LLC*, N.D. Cal. No. 5:13-CV-01708-HRL, a patent infringement case, in which the court found the following hourly rates reasonable:

Years of Experience	Rate
2014	
45	$750
35	750
23	725
19	695
5	400
3	350
Paralegal	125

2013

18	$755
11	595
2	425
2012	
40	$865
17	755
10	595
1	375

(6) *Rose v. Bank of America Corp.*, N.D. Cal. No. 5:11-CV-02390-EJD; 5:12 CV-04009-EJD, Order Granting Motion for Final Approval of Settlement; Granting in Part and Denying in Part Motion for Attorney's Fees and Costs, filed August 29, 2014, a consumer class action involving the Bank's loan servicing calls, in which the court found the following hourly rates reasonable:

Partners: $775-350

Associates: $525-325

(7) *Cornell v. City & County of San Francisco*, San Francisco County Superior Court No. CGC-11-509240, Order Granting Motion for Reasonable Attorneys' Fees, Subject to Modifications, filed May 15, 2014, an individual police misconduct/employment action, in which the court found the following hourly rates reasonable, plus a 1.25 lodestar multiplier for merits work:

Years of Experience	Rate
45	$750
35	750
23	725
19	695
5	400
3	350
Paralegal	125

(8) *Ellis v. Costco Wholesale Corp.*, N.D. Cal. No. C04-3341 EMC, Order Granting Motion for Final Approval of Class Action Settlement, filed May 27, 2014, an employment class action, in which the court found the following hourly rates reasonable:

Years of Experience	Rate
38	$700
35	825
30	650-825
29	875
19	725
9	500

Years of Experience	Rate
8	460
7	425-575
6	435
3	315
Paralegals	155-295
Law Clerks	185-275

2013

(1) *In re Pacific Bell Late Fee Litigation,* Contra Costa County Superior Ct. No. MSC10-00840, Order Awarding Attorneys' Fees, Costs and Expenses and Authorizing Payment of Incentive Award to the Class Representative, filed October 18, 2013, a consumer class action, in which the court found the following hourly rates reasonable:

Years of Experience	Rate
17	$850
16	680
11 (partner)	680
36	675
32	675
28 (assoc.)	620
4	400
3	390
Paralegals and Litigation Support	160-180

(2) *Reuters America LLC v. The Regents of the Univ. of Calif.*, Alameda County Superior Court No. RG12-613664, Order Granting in Part Motion of Plaintiff for Attorneys' Fees filed May 2, 2013, reversed on the merits sub nom *Regents of U.C. v. Superior Court* (2014) 222 Cal.App.4th 383, a California Public Records Act action, in which the trial court found the following hourly rates reasonable, before applying a 1.3 lodestar multiplier:

Years of Experience	Rate
31	$785
27	600
6	400

Rate Information from Surveys

15. I also base my opinion on several credible surveys of legal rates, including the following:

- In December 2015, Thomson Reuters published its "Legal Billing Report," which surveys the rates approved for various law firms by the bankruptcy courts. (Under bankruptcy law, the rates sought must be the firm's ordinary commercial rates.) A true

and correct copy of an excerpt for the data listed for the California and West Regions is attached hereto as **Exhibit C**. It shows that Class Counsel's rates are well within the range of the rates awarded to other law firms.

- On January 5, 2015, the National Law Journal published an article about its most recent rate survey entitled "Billing Rates Rise, Discounts Abound." A true and correct copy of that article is attached hereto as **Exhibit D**. It contains the rates charged by numerous Bay Area law firms handling comparably complex litigation. Class Counsel' rates are well in line with those rates.
- On January 13, 2014, the National Law Journal published an article about its most recent rate survey. That article included a chart listing the billing rates of the 50 firms that charge the highest average hourly rates for partners. A true and correct copy of that article is attached hereto as **Exhibit E**. Of the 50 firms listed, several have offices in or practice in the San Francisco Bay Area. And, although the rates that Plaintiff's counsel are requesting here are far *lower* than many of the rates charged by the listed firms, the NLJ chart does show the *range* of rates charged for similar services, which is the applicable standard.
- The 2013 Real Rate Report Snapshot published by Ty Metrix/Legal Analytics summarizes the "real rates" for partners and associates in various cities. A copy of the relevant pages is attached hereto as **Exhibit F**. It shows that for the San Francisco area law firms surveyed (309 partners, 327 associates), the Third Quartile partner rate in 2012 was **$800** per hour and the Third Quartile Associate rate in 2012 was **$525** per hour. Moreover, since 2012, most firms have raised their rates by at least 5-10%.
- In an article entitled "On Sale: The $1,150-Per Hour Lawyer," written by Jennifer Smith and published in the Wall Street Journal on April 9, 2013, the author describes the rapidly growing number of lawyers billing at $1,150 or more revealed in public filings and major surveys. A true and correct copy of that article is attached hereto as **Exhibit G**. The article also notes that in the first quarter of 2013, the 50 top-grossing law firms billed their partners at an average rate between $879 and $882 per hour.

Rates Charged by Other Law Firms

16. Counsel's rates also are supported by the standard hourly non-contingent rates for comparable civil litigation stated in court filings, depositions, surveys, or other reliable sources by numerous California law firms or law firms with offices or practices in California. These rates include, in alphabetical order:

Altshuler Berzon LLP

2015 Rates:	Years of Experience/Level	Rate
	32	$895
	Junior Partners	825-630
	Associates	450-340
	Paralegals	250
2014 Rates:	Years of Experience	Rate
	38	$895
2012 Rates:	Years of Experience	Rate
	34	$850
	26	785
	21	750
	18	700
	14	625
	12	570
	11	550
	10	520
	6	410
	5	385
	4	335
	Law Clerks	250
	Paralegals	215
2011 Rates:	Years of Experience	Rate
	43	$825
	17	675
	12	575
	10	520
	Law Clerks	225
	Paralegals	215

Arnold Porter LLP

2015 Rates:	Years of Experience	Rate
	40	$1,085

	20	920
	6	710
	4	640
2014 Rates:	Years of Experience	Rate
	49	$995

Bingham McCutchen (now Morgan Lewis & Bockius)

2013 Rates:	Average Partner	$795
	Highest Partner	1,080
	Lowest Partner	220
	Average Associate	450
	Highest Associate	605
	Lowest Associate	185

2011 Rates:	Years of Experience	Rate
	30	$780

2010 Rates:	Years of Experience	Rate
	13	$655
	4	480
	2	400

Burson & Fisher

2013 Rates:	Years of Experience	Rate
	16	$680-850
	11	680
	4	400
	3	390
	2	375
	1	300
	Law Clerks	225
	Litigation Support Specialists	180

Cooley LLP

2012-2014 Rates:	Years of Experience	2012	2013	2014
	31	$975	$1,035	$1,095
	17	670	710	770
	9	550	645	685
	7	500	585	685
	6		530	620
	3		355	445
	Paralegal		260	325
	Paralegal	245	260	275

Cooper & Kirkham

2012 Rates:	Years of Experience	Rate

Cooley LLP

48	$950
37	825
11	600

Cotchett, Pitre & McCarthy, LLP

2014 Rates:	Years of Experience	Rate
	33	$775
	22	775
	15	500
	4	360
	Paralegals, case assistants, law clerks	225-250

Covington Burling

2015 Rates	Years of Experience	Rate
	30	$805
	2	410

2014 Rates	Years of Experience	Rate
	35	$825
	29	780
	15	695
	6	530
	3	425
	1	350

	Level	
	Average Partner	$780
	Highest Partner	890
	Lowest Partner	605
	Average Associate	415
	Highest Associate	565
	Lowest Associate	320

2013 Rates:	Years of Experience	Rate
	28	$750
	16	670
	14	670
	7	510
	5	490
	2	375
	Litigation Support	110-355

2012 Rates:	Years of Experience	Rate
	27	$730
	15	632-650
	13	650

Covington Burling

2011 Rates:	Years of Experience	Rate
	26	$710
	14	640
	12	600
	9	565
	7	550
	5	425
	3	390
	1	320
2010 Rates:	Years of Experience	Rate
	25	$710
	13	640
	11	575-600
	8	550-565
	6	525-550
	4	390-425
	2	350-390

Fenwick & West

2014 Rates	Years of Experience	Rate
	45	$750
	35	750
	23	725
	19	695
	5	400
	3	350
	Paralegal	125
2013 Rates	18	$755
	11	595
	2	425
2012 Rates	40	$865
	17	755
	10	595

Furth Firm LLP

2010 Rates:	Years of Experience	Rate
	51	$875
	39	750
	38	600
	33	775
	25	550
	23	650

Furth Firm LLP

21	625
19	610
18	600
17	585
16	570
15	560
14	550
13	525
12	515
11	510
10	505
9	500
7	460
4	435

2010 Rates:

Years of Experience	Rate
36	$800
31	750
20-21	600
15	575
10	475-500
8	425
4	325
2	275
1	250

Gibson Dunn & Crutcher LLP

2015 Rates:

Years of Experience	Rate
37	$1,125
23	955
3	575

2014 Rates:

Years of Experience	Rate
36	$1,080
22	910
9 (Of Counsel)	740
6	690
2	485

2013 Rates

Years of Experience	Rate
35	$1,040
5	625
Paralegal	345

Goldstein, Borgen, Dardarian & Ho

Goldstein, Borgen, Dardarian & Ho

2014 Rates:	Years of Experience	Rate
	33	$795
	27	750
	8	500
	4	395
	3	350
	1	300
	Law Clerks/Paralegals	160-250

2012 Rates:	Years of Experience	Rate
	Partners	
	42	$785
	36	750
	31	700
	18	650
	Associates	
	7	470
	6	445

2011 Rates:	Years of Experience	Rate
	Partners	
	41	$725
	35	725
	30	700
	24	650
	18	600
	17	600
	16	550

2010 Rates:	Years of Experience	Rate
	Partners	
	40	$700
	34	700
	29	675
	23	625
	17	575
	16	575
	Of Counsel	
	40	725
	Associates	
	15	$500
	11	440
	6	375
	5	365

Goldstein, Borgen, Dardarian & Ho

	4	355
	3	340
	2	325
	1	305
	Law Clerks	195
	Paralegals	150-225

Hausfeld LLP

2014 Rates:	Years of Experience	Rate
	45	$985
	37	935-895
	15	610-510
	14	600
	7	490
	3	370
	Paralegals	300-320
	Law Clerks	325

Irell & Manella

2013 Rates:	Average Partner	$890
	Highest Partner	975
	Lowest Partner	800
	Average Associate	535
	Highest Associate	750
	Lowest Associate	395

Jones Day

2013 Rates:	Average Partner	$745
	Highest Partner	975
	Lowest Partner	445
	Average Associate	435
	Highest Associate	775
	Lowest Associate	205

Keker & Van Nest, LLP

2010 Rates:	Years of Experience	Rate
	Partners	525-975
	Associates	340-500
	Paralegals/Support Staff	120-260

Kemnitzer, Barron & Krieg

2014 Rates:	Years of Experience	Rate
	38	$750
	32	750
	8	475

Kemnitzer, Barron & Krieg

	3	350
	Senior Paralegal	250

Kirkland & Ellis

2013 Rates:	Average Partner	$825
	Highest Partner	995
	Lowest Partner	590
	Average Associate	540
	Highest Associate	715
	Lowest Associate	235

Latham & Watkins

2013 Rates:	Average Partner	$990
	Highest Partner	1,100
	Lowest Partner	895
	Average Associate	605
	Highest Associate	725
	Lowest Associate	465

Lewis Feinberg Lee, Renaker & Jackson, P.C.

2012 Rates:	Years of Experience	Rate
	38	$825
	29	750
	24	725
	21	700
	8	450
	7	425
	3	375
	Senior Paralegals	250
	Law Clerks	225

Lieff Cabraser Heimann & Bernstein, LLP

2015 Rates:	Years of Bar Admission	Rate
	1972	$975
	1989	850
	2001	625
	2006	435
	2009	435
2014 Rates:	Years of Bar Admission	Rate
	1998	$825
	2001	600
	2006	435
	2009	415
	2013	325
	Paralegal/Clerk	305
2013 Rates:		
	1975	$925

Lieff Cabraser Heimann & Bernstein, LLP

	1998	800
	2001	525
	2003	490
	2006	415
	2009	395
	2013	320
	Paralegal/Clerk	285

Manatt, Phelps & Phillips

2013 Rates:	Average Partner	$740
	Highest Partner	795
	Lowest Partner	640
2010 Rates:	Partners	525-850
	Associates	200-525

McKenna Long & Aldridge LLP

2015 Rates:	Years of Experience	Rate
	31	$775
	10	650
		425
		420
	Senior Paralegal	350
	Paralegal	225
2014 Rates:	Years of Experience	Rate
	30	$775
	9	650
	5	420
	Litigation Support Mgr.	350
	Paralegals	225

Minami Tamaki LLP

2014 Rates:	Years of Experience	Rate
	38	$1,025
	22	815
	17	790
	38 (Of Counsel)	650
	7	620
	6	605
	5	595
	4	535
	2	430
	Paralegal	250
2013 Rates	Years of Experience	Rate
	37	$985
	29	780
	21	760

	37 (Of Counsel)	650
	5	570
	4	515
	Paralegal	240
2012 Rates:	Years of Experience	Rate
	36	$750
	15	525
	5	395
	Paralegals	175
	5	535
	5	535

Morrison Foerster LLP

2016 Rates	Bar Admission Date	Rate
	1975	$1,025
	1999	975
	1993	975
2013 Rates:	Years of Experience	Rate
	Average Partner	$865
	Highest Partner	1,195
	Lowest Partner	595
	Average Associate	525
	Highest Associate	725
	Lowest Associate	230
	Years of Experience	Rate
2011 Rates:		
	22	$775
	11	625
	10	620
	1	335
2009 Rates:	Years of Experience	Rate
	24	$750

O'Melveny & Myers

2016 Rates	Bar Admission Date	Rate
	1985	$1,175
	2004	895
	2005	780
	2007	775

O'Melveny & Myers

	2010	725
	2011	700
	2012	655
	2013	585
	2014	515
	2015	435

2013 Rates:	Years of Experience	Rate
	Average Partner	$715
	Highest Partner	950
	Lowest Partner	615

2012 Rates:	Years of Experience	Rate
	12	$695
	4	495

Orrick Herrington & Sutcliffe

2014 Rates:	Years of Experience	Rate
	Average Partner	$845
	Highest Partner	1,095
	Lowest Partner	715
	Average Associate	560
	Highest Associate	710
	Lowest Associate	375

Paul Hastings LLP

2016 Rates	Bar Admission Date	Rate
	1973	$1,175
	1997	895
	1990	750

2014 Rates:	Years of Experience	Rate
	Average Partner	$815
	Highest Partner	900
	Lowest Partner	750
	Average Associate	540
	Highest Associate	755
	Lowest Associate	350

Pillsbury Winthrop Shaw Pittman LLP

2013 Rates:	Years of Experience	Rate
	Average Partner	$865

Pillsbury Winthrop Shaw Pittman LLP

	Highest Partner	1,070
	Lowest Partner	615
	Average Associate	520
	Highest Associate	860
	Lowest Associate	375
2010 Rates:	Years of Experience	Rate
	Partners	
	30	$705-775
	Other Partners	595-965
	Associates	320-650
	Paralegals/Support Staff	85-380

Quinn Emanuel Urquhart & Sullivan

2013 Rates:	Average Partner	$915
	Highest Partner	1,075
	Lowest Partner	810
	Average Associate	410
	Highest Associate	675
	Lowest Associate	320

Reed Smith LLP

2014 Rates:	Years of Experience	Rate
	37	$830
	18	695
	15	585
	6	485
	5	435
2013 Rates:	Years of Experience	Rate
	Partner	
	36	$830
	30	805
	17	610-615
	14	570
	Associates	
	8	450-535
	6	495

Rosen, Bien, Galvan & Grunfeld LLP

2016 Rates	Class	Rate
	1962	$995
	1980	900
	1985	800
	1997	740
	2008	545
	2009	490
	Certified Law Student	275
	Paralegal	275

2015 Rates:	Years of Experience	Rate
	Partners	
	53	$930
	35	840
	33	775
	31	710
	18	690
	9	525
	Of Counsel	590-610
	Associates	
	9	490
	8	$480
	7	470
	6	440
	5	420
	4	400
	3	380
	Paralegals	250-295
	Litigation Support/Paralegal Clks	200-220
	Law Students	275
	Word Processing	85

2014 Rates	Years of Experience	Rate
	Partners	
	52	$900
	34	800
	30	675
	17	650
	Of Counsel	580
	Associates	350-550
	Paralegals	230-290
	Litig. Support/Paralegal Clks	180-215
	Law Students	260
	Word Processing	80

2013 Rates	Years of Experience	Rate
	Partners	
	51	$875
	33	780
	29	660
	16	630
	Of Counsel	
	30	580
	Associates	
	20	550
	10	480
	9	465
	8	445-450
	7	440

	6	435
	5	405
	4	375
	3	355
	Paralegals	220-280
	Litigation Support/ Paralegal clerk	170
	Law Clerk/Students	250
	Word Processing	80
2012 Rates:	Years of Experience	Rate
	Partners	
	50	$860
	32	760
	28	640
	15	610
	Of Counsel	
	29	570
	Associates	
	19	540
	10	470
	9	460
	7	400
	6	400
	5	380
	4	360
	3	340
	Paralegals	215-280
	Litigation Support/ Paralegal clerk	150
	Law Clerk/Students	240
	Word Processing	80
2011 Rates:	Years of Experience	Rate
	Partners	
	49	$840
	31	740
	27	625
	14	590
	Of Counsel	
	28	540
	Associates	
	18	525
	11	465
	10	450
	9	440
	8	420
	6	385
	5	365

	4	350
	3	325
	2	315
	Paralegals	205-275
	Litigation Support/ Paralegal clerk	140-220
	Law Clerk/Students	225
	Word Processing	75
2010 Rates:	Years of Experience	Rate
	Partners	
	48	$800
	30	700
	26	575
	13	560
	Of Counsel	
	27	520
	Associates	
	17	510
	13	490
	9	430
	8	415
	7	390
	5	360
	3	325
	1	285
	Paralegals	200-275
	Litigation Support/ Paralegal clerk	135-220
	Law Clerk/Students	190
	Word Processing	70

Schneider Wallace Cottrell Brayton Konecky LLP

2015 Rates:	Years of Experience	Rate
		$750
	Associates	350-700
	Law Clerks/Paralegals	135-300
2014 Rates:		
	Partners	
	13-22	$750
	Associates/Of Counsel	
	20	750
	37	700
	10-16	650
	0-3	135-475
	Paralegals/Law Clerks	135-300

Sheppard, Mullin, Richter & Hampton

Sheppard, Mullin, Richter & Hampton

2014 Rates:	Level	Rate
	Highest Partner	$875
	Lowest Partner	490
	Average Partner	685
	Highest Associate	535
	Lowest Associate	275
	Average Associate	415
2010 Rates:	Years of Experience	Rate
	Partners	$495-820
	Associates	270-620

Sidley Austin

2010 Rates:	Years of Experience	Rate
	Partners	
	33	$900
	Senior Partners	1,100
	Legal Assistants	120-280

Skadden, Arps, Slate, Meagher & Flom

2013 Rates:	Average Partner	$1,035
	Highest Partner	1,150
	Lowest Partner	845
	Average Associate	620
	Highest Associate	845
	Lowest Associate	340

Wilson Sonsini Goodrich & Rosati PC

2010 Rates:	Years of Experience	Rate
	28	$875
	Other Partners	650-975
	Associates	290-610
	Paralegals/Litigation Support	120-300

Zelle Hofmann Voelbel & Mason, LLP

2012 Rates:	Years of Experience	Rate
	Partners	Up to $950
	Associates	Up to $540
	Paralegals	Up to $290
	Law Clerks	Up to $250
2011 Rates:	Years of Experience	Rate
	Partners	
	38	$800
	26	685
	23	650
	22	640
	Associates	
	9	500

Zelle Hofmann Voelbel & Mason, LLP

4	435
3	415
2	405
1	395
Paralegals	210-290

17. The foregoing data shows that the rates charged by Class Counsel for their work in these proceedings are well within, and sometimes significantly below, the range of rates charged by comparably qualified attorneys for reasonably similar work.

18. In my experience, fee awards are almost always determined based on current rates, *i.e.*, the attorney's rate at the time a motion for fees is made, rather than the historical rate at the time the work was performed. This is a common and accepted practice to compensate attorneys for the delay in being paid. The hourly rates set forth above are those charged where full payment is expected promptly upon the rendition of the billing and without consideration of factors other than hours and rates. If any substantial part of the payment were to be deferred for any substantial period of time, for example, the fee arrangement would be adjusted accordingly to compensate the attorneys for those factors.

If called as a witness, I could and would competently testify from my personal knowledge to the facts stated herein.

I declare under penalty of perjury under the laws of the United States that the foregoing is true and correct. Executed this 11th day of October 2016, in Berkeley, California.

Richard M. Pearl

Exhibit A

LEAD COUNSEL HAGENS BERMAN SOBOL SHAPRIO			
NAME	**POSITION**	**RATE**	**YEARS**
Steve W. Berman	Partner	$950	35
Jeff D. Friedman	Partner	$735	21
Elaine T. Byszewski	Partner	$650	13
Craig R. Spiegel	Partner	$735	36
George W. Sampson	Partner	$605	30
Shana E. Scarlett	Partner	$605	14
Chris O'Hara	Partner	$605	28
Alex Y. Su	Associate	$425	2
Chris R. Pitoun	Associate	$425	3
Jennifer A. Conte	Paralegal	$265	13
Andy M. Katz	Paralegal	$265	4
Brian R. Miller	Paralegal	$265	19
Jeaneth S. Decena	Paralegal	$265	10
Carrie Flexer	Paralegal	$205	23
Dawn D. Cornelius	Paralegal	$205	23

CO-COUNSEL GUSTAFSON GLUEK			
NAME	**POSITION**	**RATE**	**YEARS**
Daniel E. Gustafson	Partner	$975	35
Jason S. Kilene	Partner	$800	22
Sara J. Payne	Associate	$450	8
Joseph C. Bourne	Associate	$435	7
Joshua J. Rissman	Associate	$425	6
Daniel J. Nordin	Associate	$400	5
Lucy G. Massopust	Associate	$375	4
Ellen M. Ahrens	Associate	$425	6
Diana Jakubauskiene	Paralegal	$200	12
Danette K. Mundahl	Paralegal	$150	8

CO-COUNSEL ADEMI & O'REILLY			
NAME	**POSITION**	**RATE**	**YEARS**
Shpetim Ademi	Partner	$650	20
Guri Ademi	Partner	$700	23
Robert K. O'Reilly	Partner	$650	20
David J. Syrios	Associate	$450	13
Corey M. Mather	Associate	$405	11
John D. Blythin	Associate	$450	13
Mark Eldridge	Associate	$350	2
Denise L. Morris	Associate	$350	2
Seit Alla	Paralegal	$200	7

CO-COUNSEL REINHARDT WENDORF & BLANCHFIELD			
NAME	**POSITION**	**RATE**	**YEARS**
Garrett Blanchfield	Partner	$695	26
Mark Reinhardt	Partner	$865	45
Brant Penney	Associate	$415	14
Roberta Yard	Associate	$415	14
Shirley Kosek	Paralegal	$235	20+

CO-COUNSEL BERK LAW			
NAME	**POSITION**	**RATE**	**YEARS**
Steven Berk	Partner	$650	24
Matthew Bonness	Associate	$450	10
Lauren Connell	Associate	$350	4

Exhibit B

RESUME OF RICHARD M. PEARL

RICHARD M. PEARL
LAW OFFICES OF RICHARD M. PEARL
1816 Fifth Street
Berkeley, CA 94710
(510) 649-0810
(510) 548-3143 (facsimile)
rpearl@interx.net (e-mail)

EDUCATION

University of California, Berkeley, B.A., Economics (June 1966)
Boalt Hall School of Law, Berkeley, J.D. (June 1969)

BAR MEMBERSHIP

Member, State Bar of California (admitted January 1970)
Member, State Bar of Georgia (admitted June 1970) (inactive)
Admitted to practice before all California State Courts; the United States Supreme Court; the United States Court of Appeals for the District of Columbia and Ninth Circuits; the United States District Courts for the Northern, Central, Eastern, and Southern Districts of California, for the District of Arizona, and for the Northern District of Georgia; and the Georgia Civil and Superior Courts and Court of Appeals.

EMPLOYMENT

LAW OFFICES OF RICHARD M. PEARL (April 1987 to Present): Civil litigation practice (AV rating), with emphasis on court-awarded attorney's fees, class actions, and appellate practice. Selected Northern California "Super Lawyer" in Appellate Law for 2005, 2006, 2007, 2008, 2010, 2011, 2012, 2013, and 2014.

QUALIFIED APPELLATE MEDIATOR, APPELLATE MEDIATION PROGRAM, Court of Appeal, First Appellate District (October 2000 to 2013) (program terminated).

ADJUNCT PROFESSOR, HASTINGS COLLEGE OF THE LAW (January 1988 to 2014): Taught *Public Interest Law Practice*, a 2-unit course that focused on the history, strategies, and issues involved in the practice of public interest law.

PEARL, McNEILL & GILLESPIE, Partner (May 1982 to March 1987): General civil litigation practice, as described above.

CALIFORNIA RURAL LEGAL ASSISTANCE, INC. (July 1971 to September 1983) (part-time May 1982 to September 1983):

Director of Litigation (July 1977 to July 1982)
Responsibilities: Oversaw and supervised litigation of more than 50 attorneys in CRLA's 15 field offices; administered and supervised staff of 4-6 Regional Counsel; promulgated litigation policies and procedures for program; participated in complex civil litigation.

Regional Counsel (July 1982 to September 1983 part-time)
Responsibilities: Served as co-counsel to CRLA field attorneys on complex projects; provided technical assistance and training to CRLA field offices; oversaw CRLA attorney's fee cases; served as counsel on major litigation.

Directing Attorney, Cooperative Legal Services Center (February 1974 to July 1977) (Staff Attorney February 1974 to October 1975)
Responsibilities: Served as co-counsel on major litigation with legal services attorneys in small legal services offices throughout California; supervised and administered staff of four senior legal services attorneys and support staff.

Directing Attorney, CRLA McFarland Office (July 1971 to February 1974) (Staff Attorney July 1971 to February 1972)
Responsibilities: Provided legal representation to low income persons and groups in Kern, King, and Tulare Counties; supervised all litigation and administered staff of ten.

HASTINGS COLLEGE OF THE LAW, Instructor, Legal Writing and Research Program (August 1974 to June 1978)
Responsibilities: Instructed 20 to 25 first year students in legal writing and research.

CALIFORNIA AGRICULTURAL LABOR RELATIONS BOARD, Staff Attorney, General Counsel's Office (November 1975 to January 1976, while on leave from CRLA)
Responsibilities: Prosecuted unfair labor practice charges before Administrative Law Judges and the A.L.R.B. and represented the A.L.R.B. in state court proceedings.

ATLANTA LEGAL AID SOCIETY, Staff Attorney (October 1969 to June 1971)
Responsibilities: Represented low-income persons and groups as part of 36-lawyer legal services program located in Atlanta, Georgia.

PUBLICATIONS

Pearl, *California Attorney Fee Awards, Third Edition* (Cal. Cont. Ed. Bar 2010) and February 2011, 2012, 2013, 2014, 2015, and 2016 Supplements

Pearl, *California Attorney Fee Awards, Second Edition* (Cal. Cont. Ed. Bar 1994), and 1995, 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, and 2008 Supplements

Graham v. DaimlerChrysler Corp. and *Tipton-Whittingham v. City of Los Angeles*, Civil Litigation Reporter (Cal. Cont. Ed. Bar Feb. 2005)

Current Issues in Attorneys' Fee Litigation, California Labor and Employment Law Quarterly (September 2002 and November 2002)

Flannery v. Prentice: Shifting Attitudes Toward Fee Agreements and Fee-Shifting Statutes, Civil Litigation Reporter (Cal. Cont. Ed. Bar Nov. 2001)

A Practical Introduction to Attorney's Fees, Environmental Law News (Summer 1995)

Wrongful Employment Termination Practice, Second Edition (Cal. Cont. Ed. Bar 1997) (co-authored chapter on "Attorney Fees")

California Attorney's Fees Award Practice (Cal. Cont. Ed. Bar 1982) (edited), and 1984 through 1993 Supplements

Program materials on attorney fees, prepared as panelist for CEB program on Attorneys' Fees: Practical and Ethical Considerations in Determining, Billing, and Collecting (October 1992)

Program materials on Attorney's Fees in Administrative Proceedings: California Continuing Education of the Bar, prepared as panelist for CEB program on Effective Representation Before California Administrative Agencies (October 1986)

Program materials on Attorney's Fees in Administrative Proceedings: California Continuing Education of the Bar, prepared as panelist for CEB program on Attorneys' Fees: Practical and Ethical Considerations (March 1984)

Settlors Beware/The Dangers of Negotiating Statutory Fee Cases (September 1985) Los Angeles Lawyer

Program Materials on Remedies Training (Class Actions), sponsored by Legal Services Section, California State Bar, San Francisco (May 1983)

Attorneys' Fees: A Legal Services Practice Manual (Legal Services Corporation 1981)

PUBLIC SERVICE

Member, Attorneys' Fee Task Force, California State Bar

Chairperson, Board of Directors, California Rural Legal Assistance Foundation

REPRESENTATIVE CASES

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(2011) 2011 Cal.App.Unpub.LEXIS 1180

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Campos v. E.D.D.
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Center for Biological Diversity v. County of San Bernardino
(2010) 185 Cal.App.4th 866

Committee to Defend Reproductive Rights v. A Free Pregnancy Center
(1991) 229 Cal.App.3d 633

David C. v. Leavitt
(D. Utah 1995) 900 F.Supp. 1547

Delaney v. Baker
(1999) 10 Cal.4th 23

Dixon v. City of Oakland
(2014) 2014 U.S.Dist.LEXIS 169688

Employment Development Dept. v. Superior Court (Boren)
(1981) 30 Cal.3d 256

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Environmental Protection Info. Ctr. v Department of Forestry & Fire Protection
(2010) 190 Cal.App.4th 217

Environmental Protection Information Center, Inc. v. Pacific Lumber Co.
(N.D. Cal. 2002) 229 F. Supp.2d 993, *aff'd* (9th Cir. 2004) 103 Fed. Appx. 627

Flannery v Prentice
(2001) 26 Cal. 4th 572

Graham v. DaimlerChrysler Corp.
(2004) 34 Cal. 4th 553

Horsford v. Board of Trustees of Univ. of Calif.
(2005) 132 Cal.App.4th 359

Ketchum v. Moses
(2001) 24 Cal.4th 1122

Kievlan v. Dahlberg Electronics
(1978) 78 Cal.App.3d 951, *cert. denied* (1979)
440 U.S. 951

Lealao v. Beneficial California, Inc.
(2000) 82 Cal.App.4th 19

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(1976) 56 Cal.App.3d 729

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(N.D. Cal. 1984) 580 F.Supp. 714,
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(9th Cir. 1995) 67 F.3d 1470

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(1987) 43 Cal.3d 1281

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aff'd (9th Cir. 1977) 573 F.2d 555

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(2014) 59 Cal.4th 602 (argued for *amici curiae*)

McSomebodies v. Burlingame Elementary School Dist.
(9th Cir. 1990) 897 F.2d 974

McSomebodies v. San Mateo City School Dist.
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Molina v. Lexmark International
(2013) 2013 Cal.App. Unpub. LEXIS 6684

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(9th Cir. 2007) 2007 U.S. App. LEXIS 19597

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(S.D. Cal. 2008) 2008 U.S. Dist. LEXIS 904

Mora v. Chem-Tronics, Inc.
(S.D. Cal. 1999) 1999 U.S. Dist. LEXIS 10752,
5 Wage & Hour Cas. 2d (BNA) 1122

Nadaf-Rahrov v. Nieman Marcus Group
(2014) 2014 Cal.App. Unpub. LEXIS 6975

Pena v. Superior Court of Kern County
(1975) 50 Cal.App.3d 694

Ponce v. Tulare County Housing Authority
(E.D. Cal 1975) 389 F.Supp. 635

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on remand (N.D. Cal. 1983) 575 F.Supp. 409,
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Vasquez v. State of California
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Velez v. Wynne
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REFERENCES

Furnished upon request.

July 2016

Exhibit C

LEGAL BILLING REPORT

Volume 17, Number 3
December 2015

THOMSON REUTERS

California Region

Firm: Snell & Wilmer

Firm Size: 419 Firm Rank: 104

Court Name: Arizona
Case Name: Xhibit Corp., et al.,
Case Number: 2:15-bk-00679-BKM

For fee applications
1/22/2015 through 9/11/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Eric S. Pezold	Partner	CA	2004	2004	$520	0.10	$52.00
					Total:	0.10	$52.00

Firm: Klee, Tuchin, Bogdanoff & Stern, LLP

Firm Size: 19 Firm Rank: 0

Court Name: California Central
Case Name: State Fish Co., Inc
Case Number: 2:15-bk-11084-SK

For fee applications
6/1/2015 through 9/30/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Kenneth Klee	Partner	CA	1974	1975	$1,300	0.20	$260.00
David Stern	Partner	CA	1975	1975	$1,080	189.50	$204,660.00
Michael Tuchin	Partner	CA	1990	1990	$1,080	137.10	$148,068.00
Maria Sountas Argiropoulos	Partner	CA	2006	2006	$675	25.20	$17,010.00
Colleen M. Keating	Counsel	CA	2008	2008	$650	111.20	$72,280.00
Jonathan M. Weiss	Associate	CA	2012	2012	$475	525.00	$249,375.00
Kathryn T. Zwicker	Associate	CA	1986	1986	$440	9.50	$4,180.00
Sasha M. Gurvitz	Associate	CA	2014	2014	$395	40.80	$16,116.00
					Total:	1038.50	$711,949.00

Firm: Bracewell & Giuliani LLP

Firm Size: 422 Firm Rank: 103

Court Name: Delaware
Case Name: Optim Energy, LLC, et al,
Case Number: 14-10262 (BLS)

For fee applications
2/12/2014 through 10/15/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Joe R. Hull	Partner	CA	1969	1969	$790	0.60	$474.00
					Total:	0.60	$474.00

Firm: Brown Rudnick LLP

Firm Size: 184 Firm Rank: 211

Court Name: Delaware
Case Name: Corinthian Colleges Inc.
Case Number: 15-10952 (KJC)

For fee applications
5/4/2015 through 9/21/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Ronald Rus	Partner	CA	1975	1975	$880	1.50	$1,320.00
Lauren E. Curry	Partner	CA	2010	2010	$730	78.90	$57,597.00
					Total:	80.40	$58,917.00

California Region

Firm Cooley LLP

Firm Size: 613 Firm Rank 63

Court Name Delaware
Case Name RS Legacy Corporation
Case Number 15-10197 (BLS)
For fee applications 6/1/2015 through 10/7/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Seth A. Rafkin	Partner	CA	1998	1998	$810	0.50	$405.00
Janet D. Gertz	Associate	CA	2004	2004	$755	14.60	$11,023.00
Shannon L. Sorrells	Associate	CA	2011	2011	$595	2.80	$1,666.00
					Total:	17.90	$13,094.00

Firm Gibson Dunn & Crutcher, LLP

Firm Size: 1039 Firm Rank 21

Court Name Delaware
Case Name ENERGY FUTURE HOLDINGS CORP
Case Number 14-10979 (CSS)
For fee applications 8/1/2015 through 8/31/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Matthew Bouslog	Associate	CA	2011	2011	$625	5.10	$3,187.50
					Total:	5.10	$3,187.50

Firm Kirkland & Ellis LLP

Firm Size: 1442 Firm Rank 13

Court Name Delaware
Case Name ENERGY FUTURE HOLDINGS CORP
Case Number 14-10979 (CSS)
For fee applications 8/1/2015 through 8/31/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Mike Beinus	Partner	CA	1999	1999	$1,220	3.10	$3,782.00
Mark E. McKane	Partner	CA	1997	1997	$1,025	198.50	$203,462.50
Christopher Keegan	Partner	CA	2002	2002	$855	75.50	$64,552.50
Michael Esser	Associate	CA	2009	2009	$825	213.40	$176,055.00
Alexander Davis	Associate	CA	2012	2012	$710	192.60	$136,746.00
Justin Sowa	Associate	CA	2013	2013	$710	199.70	$141,787.00
Austin Klar	Associate	CA	2013	2013	$635	35.00	$22,225.00
Sarah Stock	Associate	CA	2013	2013	$635	121.60	$77,216.00
Anna Terteryan	Associate	CA	2014	2014	$555	241.80	$134,199.00
James Barolo	Associate	CA	2014	2014	$555	108.60	$60,273.00
Kevin Chang	Associate	CA	2014	2014	$555	170.80	$94,794.00
					Total:	1560.60	$1,115,092.00

California Region

Firm: Klee, Tuchin, Bogdanoff & Stern, LLP
Firm Size: 19 Firm Rank: 0

Court Name: Delaware
Case Name: SEAL123, INC., et al.
Case Number: 15-10081 (CSS)

For fee applications
7/1/2015 through 11/30/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Lee Bogdanoff	Partner	CA	1985	1985	$1,080	7.30	$7,884.00
Michael Tuchin	Partner	CA	1990	1990	$1,080	37.10	$40,068.00
David Fidler	Partner	CA	1997	1998	$850	12.70	$10,795.00
Robert J. Pfister	Partner	CA	2001	2001	$795	0.20	$159.00
David M. Guess	Partner	CA	2005	2005	$695	67.30	$46,773.50
Maria Sountas Argiropoulos	Partner	CA	2006	2006	$675	1.70	$1,147.50
Justin D. Yi	Partner	CA	2009	2009	$625	0.80	$500.00
Jonathan M. Weiss	Associate	CA	2012	2012	$475	34.70	$16,482.50
Kathryn T. Zwicker	Associate	CA	1986	1986	$440	12.40	$5,456.00
					Total:	174.20	$129,265.50

Firm: Morrison & Foerster LLP
Firm Size: 1025 Firm Rank: 22

Court Name: Delaware
Case Name: ENERGY FUTURE HOLDINGS CORP
Case Number: 14-10979 (CSS)

For fee applications
8/1/2015 through 8/31/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Clara Lim	Associate	CA	2012	2012	$635	39.80	$25,273.00
Chika Arakawa	Associate	CA	2013	2013	$495	8.30	$4,108.50
					Total:	48.10	$29,381.50

California Region

Firm: Munger Tolles & Olson LLC

Firm Size: 181 Firm Rank: 216

Court Name: Delaware
Case Name: ENERGY FUTURE HOLDINGS CORP
Case Number: 14-10979 (CSS)

For fee applications: 8/1/2015 through 8/31/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
John W. Spiegel	Partner	CA	1977	1977	$1,065	36.30	$38,659.50
Thomas B. Walper	Partner	CA	1980	1980	$1,065	184.05	$196,013.25
Stephen D. Rose	Partner	CA	1991	1991	$960	29.20	$28,032.00
Todd J. Rosen	Partner	CA	1999	1999	$875	53.20	$46,550.00
Jay M. Fujitani	Partner	CA	1984	1984	$830	92.50	$76,775.00
Kevin S. Allred	Partner	CA	1986	1986	$830	94.50	$78,435.00
Seth Goldman	Partner	CA	2002	2002	$750	154.70	$116,025.00
Bradley R. Schneider	Of Counsel	CA	2004	2004	$680	115.10	$78,268.00
Emily A. Bussigel	Associate	CA	2010	2010	$635	184.80	$117,348.00
Sam Greenberg	Associate	CA	2010	2010	$615	61.70	$37,945.50
Alex D. Terepka	Associate	CA	2012	2012	$510	89.40	$45,594.00
Andrea M. Weintraub	Associate	CA	2013	2013	$510	68.30	$34,833.00
Sara N. Taylor	Associate	CA	2012	2012	$510	70.40	$35,904.00
Peter E. Boos	Associate	CA	2014	2014	$395	11.40	$4,503.00
					Total:	1245.55	$934,885.25

Firm: O'Melveny & Myers LLP

Firm Size: 1193 Firm Rank: 16

Court Name: Delaware
Case Name: Colt Holding Company
Case Number: 15-11296 (LSS)

For fee applications: 8/1/2015 through 9/30/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
John-Paul Motley	Partner	CA	1999	1999	$930	6.70	$6,231.00
Sarah Hoffner	Counsel	CA	2004	2004	$755	11.20	$8,456.00
Jeeho Lee	Counsel	CA	2007	2007	$745	5.00	$3,725.00
Joannah Caneda	Associate	CA	2015	2015	$460	4.90	$2,254.00
Christopher Martin	Associate	CA	2014	2014	$415	1.20	$498.00
Joseph Zujkowski	Counsel	CA	2008	2008	$390	183.60	$71,604.00
					Total:	212.60	$92,768.00

California Region

Firm: Pachulski Stang Ziehl Young Jones & Wei
Firm Size: 55 Firm Rank: 0
Court Name: Delaware
Case Name: DDMG Estate
Case Number: 12-12568(BLS)
For fee applications
8/1/2015 through 8/31/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Debra I. Grassgreen	Partner	CA	1991	1994	$925	1.30	$1,202.50
William Ramseyer	Of Counsel	CA	1980	1980	$650	1.10	$715.00
					Total:	2.40	$1,917.50

Firm: Pachulski Stang Ziehl Young Jones & Wei
Firm Size: 55 Firm Rank: 0
Court Name: Delaware
Case Name: ICL Holdings Company, INC
Case Number: 12-13319
For fee applications
6/1/2015 through 8/31/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
William L. Ramseyer	Of Counsel	CA	1980	1980	$650	7.60	$4,940.00
					Total:	7.60	$4,940.00

Firm: Pachulski Stang Ziehl Young Jones & Wei
Firm Size: 55 Firm Rank: 0
Court Name: Delaware
Case Name: NE OPCO Inc
Case Number: 1:13-BK-11483
For fee applications
8/1/2015 through 9/30/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Andrew W. Caine	Partner	CA	1983	1983	$925	0.20	$185.00
William L. Ramseyer	Of Counsel	CA	1980	1980	$650	1.30	$845.00
William Ramseyer	Of Counsel	CA	1980	1980	$650	2.10	$1,365.00
					Total:	3.60	$2,395.00

Firm: Pachulski Stang Ziehl Young Jones & Wei
Firm Size: 55 Firm Rank: 0
Court Name: Delaware
Case Name: SEAL123, INC., et al.
Case Number: 15-10081 (CSS)
For fee applications
7/1/2015 through 11/30/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Andrew W. Caine	Of Counsel	CA	1983	1983	$925	0.40	$370.00
Jeffrey Pomerantz	Partner	CA	1989	1989	$895	0.90	$805.50
Shirley S. Cho	Of Counsel	CA	1997	1997	$750	13.10	$9,825.00
					Total:	14.40	$11,000.50

California Region

Firm Pachulski Stang Ziehl Young Jones & Wei

Firm Size: 55 Firm Rank 0

Court Name Delaware
Case Name SS Body Armor I, INC
Case Number 10-11255-(PJW)

For fee applications
9/1/2014 through 9/30/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Alan J. Kornfeld	Partner	CA	1987	1987	$925	8.90	$8,232.50
Andrew Caine	Of Counsel	CA	1983	1983	$895	0.20	$179.00
David J. Barton	Partner	CA	1981	1981	$850	0.30	$255.00
David M. Bertenthal	Partner	CA	1989	1993	$850	10.00	$8,500.00
Maxim B. Litvak	Partner	CA	2001	2001	$775	1.70	$1,317.50
Joshua M. Fried	Partner	CA	2006	2006	$725	2.80	$2,030.00
Jonathan Kim	Of Counsel	CA	1995	1995	$665	0.80	$532.00
Elissa Wagner	Of Counsel	CA	2000	2001	$625	46.60	$29,125.00
William Ramseyer	Of Counsel	CA	1980	1980	$625	2.40	$1,500.00
					Total:	73.70	$51,671.00

Firm Paul Hastings LLP

Firm Size: 881 Firm Rank 30

Court Name Delaware
Case Name Molycorp, Inc
Case Number 15-11357 (CSS)

For fee applications
8/1/2015 through 9/30/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Leslie A. Plaskon	Partner	CA	1988	1988	$1,150	111.10	$127,765.00
Peter Burke	Partner	CA	1996	1996	$975	3.90	$3,802.50
Daniel C. Tola	Associate	CA	2013	2013	$550	20.50	$11,275.00
Kevin Kraft	Associate	CA	2014	2014	$495	4.80	$2,376.00
					Total:	140.30	$145,218.50

Firm Paul Hastings LLP

Firm Size: 881 Firm Rank 30

Court Name Delaware
Case Name SEAL123, INC., et al.
Case Number 15-10081 (CSS)

For fee applications
7/1/2015 through 11/30/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Nancy L. Abell	Partner	CA	1979	1979	$995	0.90	$895.50
Stephen D. Cooke	Partner	CA	1985	1985	$973	0.30	$292.13
					Total:	1.20	$1,187.63

California Region

Firm Quinn Emanuel Urquhart & Sullivan, LLP
Firm Size: 647 Firm Rank 58

Court Name Delaware
Case Name RS Legacy Corporation
Case Number 15-10197 (BLS)

For fee applications
6/1/2015 through 10/7/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Benjamin Finestone	Partner	CA	2004	2005	$840	11.20	$9,408.00
Katherine Scherling	Associate	CA	2008	2010	$735	211.50	$155,452.50
Randa Osman	Partner	CA	1990	1990	$695	47.20	$32,804.00
					Total:	269.90	$197,664.50

Firm Robins Kaplan LLP
Firm Size: 250 Firm Rank 0

Court Name Delaware
Case Name Corinthian Colleges Inc
Case Number 15-10952 (KJC)

For fee applications
5/4/2015 through 9/21/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Roman M. Silberfeld	Partner	CA	1995	1995	$810	5.70	$4,617.00
Howard Weg	Partner	CA	2014	2014	$795	60.30	$47,938.50
David B. Shemano	Partner	CA	2014	2014	$675	17.00	$11,475.00
Scott F. Gautier	Partner	CA	2014	2014	$675	452.00	$305,100.00
James P. Menton, Jr.	Partner	CA	2014	2014	$650	17.40	$11,310.00
Cynthia C. Hernandez	Associate	CA	2009	2009	$470	397.90	$187,013.00
Lorie A. Ball	Associate	CA	2014	2014	$450	568.10	$255,645.00
Amy Churan	Partner	CA	2001	2001	$420	18.10	$7,602.00
					Total:	1536.50	$830,700.50

Firm Torys LLP
Firm Size: 236 Firm Rank 0

Court Name Delaware
Case Name Nortel Networks Inc.
Case Number 09-10138

For fee applications
8/1/2015 through 8/31/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Sheila Block	Partner	CA	1974	1974	$1,090	9.10	$9,919.00
Adam Slavens	Associate	CA	2007	2007	$775	163.00	$126,325.00
					Total:	172.10	$136,244.00

California Region

Firm: Cooley LLP

Firm Size: 613 Firm Rank: 63

Court Name: Virginia Eastern

Case Name: Health Diagnostic Laboratory, Inc.

Case Number: 15-32919-KRH

For fee applications: 6/7/2015 through 8/31/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Aarti G. Reddy	Associate	CA	2010	2010	$655	11.20	$7,336.00
Amanda B. Pacheco	Associate	CA	2013	2013	$470	3.30	$1,551.00
					Total:	14.50	$8,887.00

West Region

Firm Faegre Baker Daniels LLP
Firm Size: 750 Firm Rank 0

Court Name Colorado
Case Name ROBERT D. MORDINI, JR.,
Case Number 11-15491-ABC

For fee applications
9/1/2013 through 11/18/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Michael K. Bolton	Partner	CO	2001	2001	$540	0.50	$270.00
Brandan K. Oliver	Associate	CO	2010	2010	$295	3.50	$1,032.50
					Total:	4.00	$1,302.50

Firm Greenberg Traurig LLP
Firm Size: 1699 Firm Rank 9

Court Name Delaware
Case Name ATLS Acquisition LLC
Case Number 13-10262 (PJW)

For fee applications
8/1/2015 through 8/31/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Matthew L. Hinker	Associate	CO	2010	2010	$635	2.30	$1,460.50
					Total:	2.30	$1,460.50

Firm O'Melveny & Myers LLP
Firm Size: 1193 Firm Rank 16

Court Name Delaware
Case Name Colt Holding Company
Case Number 15-11296 (LSS)

For fee applications
8/1/2015 through 9/30/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Robert Blashek	Partner	CO	1977	1977	$1,075	1.50	$1,612.50
Peter Friedman	Partner	CO	1998	1998	$935	107.00	$100,045.00
					Total:	108.50	$101,657.50

Firm Jenner & Block LLP
Firm Size: 433 Firm Rank 98

Court Name Alabama Northern
Case Name Walter Energy Inc
Case Number 15-02741-TOM11

For fee applications
7/15/2015 through 10/31/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Jarrell A. Cook	Associate	WA	2014	2014	$460	10.00	$4,600.00
					Total:	10.00	$4,600.00

West Region

Firm Akin Gump Strauss Hauer & Feld LLP

Firm Size: 790 Firm Rank 40

Court Name Delaware
Case Name Quicksilver Resources Inc
Case Number 15-10585(LSS)

For fee applications
7/1/2015 through 10/31/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Matthew W. Kinskey	Associate	WA	2014	2014	$430	115.10	$49,493.00
					Total:	115.10	$49,493.00

Firm Bracewell & Giuliani LLP

Firm Size: 422 Firm Rank 103

Court Name Delaware
Case Name Optim Energy, LLC, et al,
Case Number 14-10262 (BLS)

For fee applications
2/12/2014 through 10/15/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Nancy Jo Nelson	Partner	WA	1984	1984	$975	28.60	$27,885.00
Jacqueline Java	Counsel	WA	2000	2000	$670	0.90	$603.00
Jacqueline Java	Counsel	WA	2000	2000	$650	54.50	$35,432.63
Sandra Snyder	Associate	WA	2006	2006	$529	106.80	$56,583.71
Sandra Snyder	Associate	WA	2006	2006	$520	2.30	$1,196.00
Blake Urban	Associate	WA	2009	2009	$481	5.10	$2,455.50
Serena Rwejuna	Associate	WA	2013	2013	$363	37.00	$13,449.87
					Total:	235.20	$137,605.71

Firm Foley & Lardner LLP

Firm Size: 874 Firm Rank 31

Court Name Delaware
Case Name Universal Cooperatives Inc
Case Number 14-11187 (MFW)

For fee applications
8/1/2015 through 8/31/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Jack G. Haake	Associate	WA	2011	2011	$315	12.40	$3,906.00
					Total:	12.40	$3,906.00

Firm Jones Day

Firm Size: 2407 Firm Rank 3

Court Name Delaware
Case Name Molycorp, Inc
Case Number 15-11357 (CSS)

For fee applications
8/1/2015 through 9/30/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Kent L. Killelea	Of Counsel	WA	1984	1984	$750	5.30	$3,975.00
					Total:	5.30	$3,975.00

California Region

Title	Professional	Firm	Graduated	Admitted	State	Rate	Hours	Total
Partner	Kenneth Klee	Klee, Tuchin, Bogdanoff & Stern, LLP	1975	1974	CA	$1,300	0.2	$260.00
Partner	Mike Beinus	Kirkland & Ellis LLP	1999	1999	CA	$1,220	3.1	$3,782.00
Partner	Leslie A. Plaskon	Paul Hastings LLP	1988	1988	CA	$1,150	111.1	$127,765.00
Partner	Sheila Block	Torys LLP	1974	1974	CA	$1,090	9.1	$9,919.00
Partner	David Stern	Klee, Tuchin, Bogdanoff & Stern, LLP	1975	1975	CA	$1,080	189.5	$204,660.00
Partner	Lee Bogdanoff	Klee, Tuchin, Bogdanoff & Stern, LLP	1985	1985	CA	$1,080	7.3	$7,884.00
Partner	Michael Tuchin	Klee, Tuchin, Bogdanoff & Stern, LLP	1990	1990	CA	$1,080	174.2	$188,136.00
Partner	John W. Spiegel	Munger Tolles & Olson LLC	1977	1977	CA	$1,065	36.3	$38,659.50
Partner	Thomas B. Walper	Munger Tolles & Olson LLC	1980	1980	CA	$1,065	184.05	$196,013.25
Partner	Mark E. McKane	Kirkland & Ellis LLP	1997	1997	CA	$1,025	198.5	$203,462.50
Partner	Nancy L. Abell	Paul Hastings LLP	1979	1979	CA	$995	0.9	$895.50
Partner	Peter Burke	Paul Hastings LLP	1996	1996	CA	$975	3.9	$3,802.50
Partner	Stephen D. Cocke	Paul Hastings LLP	1985	1985	CA	$973	0.3	$292.13
Partner	Stephen D. Rose	Munger Tolles & Olson LLC	1991	1991	CA	$960	29.2	$28,032.00
Partner	John-Paul Motley	O'Melveny & Myers LLP	1999	1999	CA	$930	6.7	$6,231.00
Partner	Alan J. Kornfeld	Pachulski Stang Ziehl Young Jones & Weintraub	1987	1987	CA	$925	8.9	$8,232.50
Of Counsel	Andrew W. Caine	Pachulski Stang Ziehl Young Jones & Weintraub	1983	1983	CA	$925	0.6	$555.00
Partner	Debra I. Grassgreen	Pachulski Stang Ziehl Young Jones & Weintraub	1994	1991	CA	$925	1.3	$1,202.50
Of Counsel	Andrew Caine	Pachulski Stang Ziehl Young Jones & Weintraub	1983	1983	CA	$895	0.2	$179.00
Partner	Jeffrey Pomerantz	Pachulski Stang Ziehl Young Jones & Weintraub	1989	1989	CA	$895	0.9	$805.50
Partner	Ronald Rus	Brown Rudnick LLP	1975	1975	CA	$880	1.5	$1,320.00
Partner	Todd J. Rosen	Munger Tolles & Olson LLC	1999	1999	CA	$875	53.2	$46,550.00
Partner	Christopher Keegan	Kirkland & Ellis LLP	2002	2002	CA	$855	75.5	$64,552.50
Partner	David Fidler	Klee, Tuchin, Bogdanoff & Stern, LLP	1998	1997	CA	$850	12.7	$10,795.00
Partner	David J. Barton	Pachulski Stang Ziehl Young Jones & Weintraub	1981	1981	CA	$850	0.3	$255.00
Partner	David M. Bertenthal	Pachulski Stang Ziehl Young Jones & Weintraub	1993	1989	CA	$850	10	$8,500.00
Partner	Benjamin Finestone	Quinn Emanuel Urquhart & Sullivan, LLP	2005	2004	CA	$840	11.2	$9,408.00
Partner	Jay M. Fujitani	Munger Tolles & Olson LLC	1984	1984	CA	$830	92.5	$76,775.00
Partner	Kevin S. Allred	Munger Tolles & Olson LLC	1986	1986	CA	$830	94.5	$78,435.00
Associate	Michael Esser	Kirkland & Ellis LLP	2009	2009	CA	$825	213.4	$176,055.00
Partner	Roman M. Silberfeld	Robins Kaplan LLP	1995	1995	CA	$810	5.7	$4,617.00
Partner	Seth A. Rafkin	Cooley LLP	1998	1998	CA	$810	0.5	$405.00
Partner	Howard Weg	Robins Kaplan LLP	2014	2014	CA	$795	60.3	$47,938.50
Partner	Robert J. Pfister	Klee, Tuchin, Bogdanoff & Stern, LLP	2001	2001	CA	$795	0.2	$159.00
Partner	Joe R. Hull	Bracewell & Giuliani LLP	1969	1969	CA	$790	0.6	$474.00
Associate	Adam Slavens	Torys LLP	2007	2007	CA	$775	163	$126,325.00
Partner	Maxim B. Litvak	Pachulski Stang Ziehl Young Jones & Weintraub	2001	2001	CA	$775	1.7	$1,317.50
Associate	Janet D. Gertz	Cooley LLP	2004	2004	CA	$755	14.6	$11,023.00
Counsel	Sarah Hoffner	O'Melveny & Myers LLP	2004	2004	CA	$755	11.2	$8,456.00
Partner	Seth Goldman	Munger Tolles & Olson LLC	2002	2002	CA	$750	154.7	$116,025.00
Of Counsel	Shirley S. Cho	Pachulski Stang Ziehl Young Jones & Weintraub	1997	1997	CA	$750	13.1	$9,825.00

California Region

Title	Professional	Firm	Graduated	Admitted	State	Rate	Hours	Total
Counsel	Jeeho Lee	O'Melveny & Myers LLP	2007	2007	CA	$745	5	$3,725.00
Associate	Katherine Scherling	Quinn Emanuel Urquhart & Sullivan, LLP	2010	2008	CA	$735	211.5	$155,452.50
Partner	Lauren E. Curry	Brown Rudnick LLP	2010	2010	CA	$730	78.9	$57,597.00
Partner	Joshua M. Fried	Pachulski Stang Ziehl Young Jones & Weintraub	2006	2006	CA	$725	2.8	$2,030.00
Associate	Alexander Davis	Kirkland & Ellis LLP	2012	2012	CA	$710	192.6	$136,746.00
Associate	Justin Sowa	Kirkland & Ellis LLP	2013	2013	CA	$710	199.7	$141,787.00
Partner	David M. Guess	Klee, Tuchin, Bogdanoff & Stern, LLP	2005	2005	CA	$695	67.3	$46,773.50
Partner	Randa Osman	Quinn Emanuel Urquhart & Sullivan, LLP	1990	1990	CA	$695	47.2	$32,804.00
Of Counsel	Bradley R. Schneider	Munger Tolles & Olson LLC	2004	2004	CA	$680	115.1	$78,268.00
Partner	David B. Shemano	Robins Kaplan LLP	2014	2014	CA	$675	17	$11,475.00
Partner	Maria Sountas Argiropoulos	Klee, Tuchin, Bogdanoff & Stern, LLP	2006	2006	CA	$675	26.9	$18,157.50
Partner	Scott F. Gautier	Robins Kaplan LLP	2014	2014	CA	$675	452	$305,100.00
Of Counsel	Jonathan Kim	Pachulski Stang Ziehl Young Jones & Weintraub	1995	1995	CA	$665	0.8	$532.00
Associate	Aarti G. Reddy	Cooley LLP	2010	2010	CA	$655	11.2	$7,336.00
Counsel	Colleen M. Kenting	Klee, Tuchin, Bogdanoff & Stern, LLP	2008	2008	CA	$650	111.2	$72,280.00
Partner	James P. Menton, Jr.	Robins Kaplan LLP	2014	2014	CA	$650	17.4	$11,310.00
Of Counsel	William L. Ramseyer	Pachulski Stang Ziehl Young Jones & Weintraub	1980	1980	CA	$650	8.9	$5,785.00
Of Counsel	William Ramseyer	Pachulski Stang Ziehl Young Jones & Weintraub	1980	1980	CA	$650	3.2	$2,080.00
Associate	Austin Klar	Kirkland & Ellis LLP	2013	2013	CA	$635	35	$22,225.00
Associate	Clara Lim	Morrison & Foerster LLP	2012	2012	CA	$635	39.8	$25,273.00
Associate	Emily A. Bussigel	Munger Tolles & Olson LLC	2010	2010	CA	$635	184.8	$117,348.00
Associate	Sarah Stock	Kirkland & Ellis LLP	2013	2013	CA	$635	121.6	$77,216.00
Of Counsel	Elissa Wagner	Pachulski Stang Ziehl Young Jones & Weintraub	2001	2000	CA	$625	46.6	$29,125.00
Partner	Justin D. Yi	Klee, Tuchin, Bogdanoff & Stern, LLP	2009	2009	CA	$625	0.8	$500.00
Associate	Matthew Bouslog	Gibson Dunn & Crutcher, LLP	2011	2011	CA	$625	5.1	$3,187.50
Of Counsel	William Ramseyer	Pachulski Stang Ziehl Young Jones & Weintraub	1980	1980	CA	$625	2.4	$1,500.00
Associate	Sam Greenberg	Munger Tolles & Olson LLC	2010	2010	CA	$615	61.7	$37,945.50
Associate	Shannon L. Sorrells	Cooley LLP	2011	2011	CA	$595	2.8	$1,666.00
Associate	Anna Terteryan	Kirkland & Ellis LLP	2014	2014	CA	$555	241.8	$134,199.00
Associate	James Barolo	Kirkland & Ellis LLP	2014	2014	CA	$555	108.6	$60,273.00
Associate	Kevin Chang	Kirkland & Ellis LLP	2014	2014	CA	$555	170.8	$94,794.00
Associate	Daniel C. Tola	Paul Hastings LLP	2013	2013	CA	$550	20.5	$11,275.00
Partner	Eric S. Pezold	Snell & Wilmer	2004	2004	CA	$520	0.1	$52.00
Associate	Alex D. Terepka	Munger Tolles & Olson LLC	2012	2012	CA	$510	89.4	$45,594.00
Associate	Andrea M. Weintraub	Munger Tolles & Olson LLC	2013	2013	CA	$510	68.3	$34,833.00
Associate	Sara N. Taylor	Munger Tolles & Olson LLC	2012	2012	CA	$510	70.4	$35,904.00
Associate	Chika Arakawa	Morrison & Foerster LLP	2013	2013	CA	$495	8.3	$4,108.50
Associate	Kevin Kraft	Paul Hastings LLP	2014	2014	CA	$495	4.8	$2,376.00
Associate	Jonathan M. Weiss	Klee, Tuchin, Bogdanoff & Stern, LLP	2012	2012	CA	$475	559.7	$265,857.50
Associate	Amanda B. Pacheco	Cooley LLP	2013	2013	CA	$470	3.3	$1,551.00
Associate	Cynthia C. Hernandez	Robins Kaplan LLP	2009	2009	CA	$470	397.9	$187,013.00

California Region

Title	Professional	Firm	Graduated	Admitted	State	Rate	Hours	Total
Associate	Joannah Caneda	O'Melveny & Myers LLP	2015	2015	CA	$460	4.9	$2,254.00
Associate	Lorie A. Ball	Robins Kaplan LLP	2014	2014	CA	$450	568.1	$255,645.00
Associate	Kathryn T. Zwicker	Klee, Tuchin, Bogdanoff & Stern, LLP	1986	1986	CA	$440	21.9	$9,636.00
Partner	Amy Churan	Robins Kaplan LLP	2001	2001	CA	$420	18.1	$7,602.00
Associate	Christopher Martin	O'Melveny & Myers LLP	2014	2014	CA	$415	1.2	$498.00
Associate	Peter E. Boos	Munger Tolles & Olson LLC	2014	2014	CA	$395	11.4	$4,503.00
Associate	Sasha M. Gurvitz	Klee, Tuchin, Bogdanoff & Stern, LLP	2014	2014	CA	$395	40.8	$16,116.00
Counsel	Joseph Zujkowski	O'Melveny & Myers LLP	2008	2008	CA	$390	183.6	$71,604.00

West Region

Title	Professional	Firm	Graduated	Admitted	State	Rate	Hours	Total
Partner	Robert Blashek	O'Melveny & Myers LLP	1977	1977	CO	$1,075	1.5	$1,612.50
Partner	Peter Friedman	O'Melveny & Myers LLP	1998	1998	CO	$935	107	$100,045.00
Associate	Matthew L. Hinker	Greenberg Traurig LLP	2010	2010	CO	$635	2.3	$1,460.50
Partner	Michael K. Bolton	Faegre Baker Daniels LLP	2001	2001	CO	$540	0.5	$270.00
Associate	Brandan K. Oliver	Faegre Baker Daniels LLP	2010	2010	CO	$295	3.5	$1,032.50
Partner	Nancy Jo Nelson	Bracewell & Giuliani LLP	1984	1984	WA	$975	28.6	$27,885.00
Of Counsel	Kent L. Killelea	Jones Day	1984	1984	WA	$750	5.3	$3,975.00
Counsel	Jacqueline Java	Bracewell & Giuliani LLP	2000	2000	WA	$670	0.9	$603.00
Counsel	Jacqueline Java	Bracewell & Giuliani LLP	2000	2000	WA	$650	54.5	$35,432.63
Associate	Sandra Snyder	Bracewell & Giuliani LLP	2006	2006	WA	$529	106.8	$56,583.71
Associate	Sandra Snyder	Bracewell & Giuliani LLP	2006	2006	WA	$520	2.3	$1,196.00
Associate	Blake Urban	Bracewell & Giuliani LLP	2009	2009	WA	$481	5.1	$2,455.50
Associate	Jarrell A. Cook	Jenner & Block LLP	2014	2014	WA	$460	10	$4,600.00
Associate	Matthew W. Kinskey	Akin Gump Strauss Hauer & Feld LLP	2014	2014	WA	$430	115.1	$49,493.00
Associate	Serena Rwejuna	Bracewell & Giuliani LLP	2013	2013	WA	$363	37	$13,449.87
Associate	Jack G. Haake	Foley & Lardner LLP	2011	2011	WA	$315	12.4	$3,906.00

Exhibit D

Billing Rates Rise, Discounts Abound

A 10 percent increase is offset by price cuts.

Katelyn Polantz, The National Law Journal

January 5, 2015

The price of a billable hour has risen by more than 10 percent in four years, as large corporate law firms focused on their most expensive work and saved clients' money elsewhere.

"The question is: Is anybody paying that?" Maurice Watson, chairman at Husch Blackwell, said, looking back at hourly rates charged last year for lawyers. Husch's average rate for partners is about $449 per hour, the firm told The National Law Journal in response to our 2014 billing survey. But $407 is closer to what the firm collects for its work.

The former number represents the "rack rate," Watson said, while the lower price factors in discounts given to clients on the billable hour and in alternative billing arrangements.

Husch's fees are indicative of the pricier billable hour and complementary cost cuts that law firms find for clients. The Kansas City, Mo.-founded firm was among the firms that have reported their rates to The National Law Journal since 2010. Almost all of the highest- and lowest-charging partners among the firms increased rates since 2010.

Partners' hourly prices at the 40 firms that reported their numbers in 2014 now hover around $500 an hour on average. The highest-billing partner among the survey came from Kaye Scholer, with a $1,250 rate. The lowest-billing partner, from Frost Brown Todd, made $220, the firms told the NLJ.

See chart: Billing Rates at the Nation's Priciest Law Firms

The NLJ billing data also includes rates collected from public records — mostly bankruptcy filings — for 128 additional firms during the past three years.

Although the rates charged have gone up in recent years, the amounts that clients pay have not kept pace with inflation, legal industry leaders say.

"I think the story of billing rates is no longer as full or clear as it once was," Watson said.

Lawyers often give discounts on their stated rates, or firms arrange alternative fee plans with clients, including caps on fees, retainers or other flat rates for legal work. Still, firms lean on hourly pricing more than any other model. Generally, 15 percent to 20 percent of work comes from alternative fee structures, according to Steve Nelson of the McCormick Group Inc., a legal consulting firm in Northern Virginia.

Dinsmore & Shohl, a Cincinnati-based firm, has changed the way it sets rates instead of ditching the billable model.

"The billable hour is still very important. There's probably 100 reasons for that," firm chairman George Vincent said.

Dinsmore opened an office in Washington in 2011, so billing rates for lawyers in the nation's capital notched higher than at the rest of the firm. At the same time, associates faced a shift away from rates that rise in lockstep to individualized pricing, Vincent said. Dinsmore also has added nonpartner-track associates to cut some fees. The firm's lawyers charged between $590 and $175 in 2010, but they ranged between $850 and $160 in 2014.

The spread shows a rate expansion that mimics the decisions made by other firms — increases for top earners while squeezing value where they can.

Associates, on average, charged $306 an hour at 28 firms in the NLJ study in 2014, an increase of 12 percent from those firms' average rate four years previously. The most expensive associates' rates pushed up at about the same pace, while a number of firms increased their lowest-paid associates' rates by only $15 or less an hour.

The deleveraging of lawyers in the industry may account for this. Many clients now refuse to pay for legal work performed by first-year associates, Nelson said. Associates instead train during their first year, or work on pro bono or the equivalent of clerk and paralegal tasks. Outsourcing some work to cheaper consultants and firms plays into the pricing models more every year.

Many large firms are shedding lower-end practices, which fueled partners' lateral moves in 2014, Nelson added. Large firms now often mandate that partners meet or exceed certain rates. Some practices become priced out, so the lawyers move to less strict or lower-tiered firms to keep their clients. Practices that work on large corporate mergers or high-stakes litigation saw less lateral movement because of rate pressure. Gibson, Dunn & Crutcher, with an $1,800 hourly rate for Theodore Olson, an outlier, had the highest rate the NLJ could find in public records.

The billing rate story was different in bankruptcy matters. Those numbers showed that the practice area, which runs countercyclical to the U.S. economy, suffered as companies recovered from the economic recession. Partners and associates working with clients in bankruptcy often must report their hourly rates in court.

Those partners averaged $452 per hour in 2014, compared with an average rate of $480 in 2012. The NLJ found fewer partners mentioned in new bankruptcy filings in 2014 compared with the previous years. On average over three years, bankruptcy partners charged about $475 an hour, according to records from more than 2,300 firm shareholders.

In 2012, when rates were higher, elite New York firms told courts their partners earned $1,000 an hour or more on the work. This $1,000-an-hour club included three partners from Paul, Weiss, Rifkind, Wharton & Garrison and two partners from Weil, Gotshal & Manges.

It also included a team of nine Sullivan & Cromwell partners who charged $1,150 an hour each to represent Eastman Kodak Co. in its bankruptcy.

In 2014, the rates for bankruptcy work topped out at about $900 an hour, according to the data. Two partners from Pachulski Stang Ziehl & Jones, a Los Angeles corporate restructuring boutique, charged $875 and $895 each for their work on the bankruptcy of staffing company Ablest Inc.

Exhibit E

YEAR	FIRM NAME	LOCATION	# OF U.S. FTE ATTORNEYS	PARTNER BILLING RATE HIGH	PARTNER BILLING RATE LOW	PARTNER BILLING RATE AVG	ASSOCIATE BILLING RATE HIGH	ASSOCIATE BILLING RATE LOW	ASSOCIATE BILLING RATE AVG	COUNSEL AVG	COUNSEL LOW	COUNSEL HIGH	NLJ BILLING SOURCE	NOTES
2014	Adams and Reese	New Orleans, LA	318	$700.00	$305.00	$420.00	$315.00	$220.00	$270.00	$500.00	$425.00	$575.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Akerman	Miami, FL	523	$880.00	$360.00	$535.00	$465.00	$205.00	$305.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Akin Gump Strauss Hauer & Feld	Washington, DC	809	$1220.00	$615.00	$785.00	$660.00	$365.00	$525.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Allen Matkins Leck Gamble Mallory & Natsis	Los Angeles, CA	181	$680.00	$525.00	$615.00							National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Alston & Bird	Atlanta, GA	789	$875.00	$495.00	$675.00	$575.00	$280.00	$425.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Andrews Kurth	Houston, TX	337	$1090.00	$745.00	$890.00	$1090.00	$265.00	$670.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Archer & Greiner	Haddonfield, NJ	194	$460.00	$330.00	$400.00	$295.00	$200.00	$245.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Arent Fox	Washington, DC	330	$860.00	$500.00	$650.00	$595.00	$275.00	$395.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Arnall Golden Gregory	Atlanta, GA	140	$520.00	$430.00	$490.00							National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014	**Arnold & Porter**	Washington, DC	720	$950.00	$670.00	$815.00	$610.00	$345.00	$500.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Arnstein & Lehr**	Chicago, IL	144	$595.00	$350.00	$465.00	$350.00	$175.00	$250.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Baker & Hostetler**	Cleveland, OH	798	$670.00	$275.00	$449.00	$350.00	$210.00	$272.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Baker & McKenzie**	Chicago, IL	4087	$1130.00	$260.00	$755.00	$925.00	$100.00	$395.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Baker, Donelson, Bearman, Caldwell & Berkowitz**	Memphis, TN	588	$495.00	$340.00	$400.00	$465.00	$245.00	$295.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Ballard Spahr**	Philadelphia, PA	483	$650.00	$395.00	$475.00	$495.00	$235.00	$315.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Barnes & Thornburg**	Indianapolis, IN	522	$580.00	$330.00	$480.00	$370.00	$260.00	$320.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Benesch, Friedlander, Coplan & Aronoff**	Cleveland, OH	150	$635.00	$360.00	$455.00	$475.00	$155.00	$280.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Best Best & Krieger**	Riverside, CA	176	$555.00	$340.00	$455.00	$385.00	$235.00	$280.00	$439.83	$340.00	$595.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Bingham McCutchen**	Boston, MA	795	$1080.00	$220.00	$795.00	$605.00	$185.00	$450.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014	**Blank Rome**	Philadelphia, PA	447	$940.00	$445.00	$640.00	$565.00	$175.00	$350.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Bond, Schoeneck & King**	Syracuse, NY	198	$520.00	$240.00	$355.00	$310.00	$160.00	$225.00	$360.00	$275.00	$485.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Bowles Rice**	Charleston, WV	140	$285.00	$165.00	$230.00	$180.00	$115.00	$135.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Bracewell & Giuliani**	Houston, TX	441	$1125.00	$575.00	$760.00	$700.00	$275.00	$440.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Bradley Arant Boult Cummings**	Birmingham, AL	413	$605.00	$325.00	$430.00	$340.00	$200.00	$260.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Broad and Cassel**	Orlando, FL	150	$465.00	$295.00	$360.00							National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Brown Rudnick**	Boston, MA	187	$1045.00	$550.00	$856.00							National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Brownstein Hyatt Farber Schreck**	Denver, CO	214	$700.00	$310.00	$520.00	$345.00	$265.00	$305.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Bryan Cave**	St. Louis, MO	985	$900.00	$410.00	$620.00	$595.00	$220.00	$405.00	$635.00	$355.00	$865.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Buchalter Nemer**	Los Angeles, CA	139	$695.00	$475.00	$605.00	$375.00	$350.00	$365.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014	**Burr & Forman**	Birmingham, AL	261	$525.00	$300.00	$371.00	$275.00	$200.00	$241.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Butler Snow**	Ridgeland, MS	280	$335.00	$235.00	$302.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Cadwalader, Wickersham & Taft**	New York, NY	437	$1050.00	$800.00	$930.00	$750.00	$395.00	$605.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Carlton Fields**	Tampa, FL	272	$840.00	$455.00	$600.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Cole, Schotz, Meisel, Forman & Leonard**	Hackensack, NJ	118	$730.00	$590.00	$653.00	$340.00	$275.00	$302.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Connell Foley**	Roseland, NJ	129	$575.00	$275.00	$425.00	$325.00	$200.00	$265.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Cooley**	Palo Alto, CA	673	$990.00	$660.00	$820.00	$640.00	$335.00	$515.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Covington & Burling**	Washington, DC	760	$890.00	$605.00	$780.00	$565.00	$320.00	$415.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Cozen O'Connor**	Philadelphia, PA	495	$1135.00	$275.00	$570.00	$640.00	$180.00	$355.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Curtis, Mallet-Prevost, Colt & Mosle**	New York, NY	323	$860.00	$730.00	$800.00	$785.00	$345.00	$460.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014 **Davis Graham & Stubbs**	Denver, CO	145	$635.00	$315.00	$435.00	$350.00	$200.00	$255.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 **Davis Polk & Wardwell**	New York, NY	810	$985.00	$850.00	$975.00	$975.00	$130.00	$615.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 **Debevoise & Plimpton**	New York, NY	595	$1075.00	$955.00	$1055.00	$760.00	$120.00	$490.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 **Dechert**	New York, NY	845	$1095.00	$670.00	$900.00	$735.00	$395.00	$530.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 **Dentons**	New York NY	2503	$1050.00	$345.00	$700.00	$685.00	$210.00	$425.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 **Dickstein Shapiro**	Washington, DC	254	$1250.00	$590.00	$750.00	$585.00	$310.00	$475.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 **Dinsmore & Shohl**	Cincinnati, OH	415	$850.00	$250.00	$411.00	$365.00	$160.00	$238.00	$360.00	$150.00	$615.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 **DLA Piper**	New York, NY	3962	$1025.00	$450.00	$765.00	$750.00	$250.00	$510.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 **Dorsey & Whitney**	Minneapolis, MN	501	$585.00	$340.00	$435.00	$510.00	$215.00	$315.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 **Duane Morris**	Philadelphia, PA	613	$960.00	$415.00	$589.00	$585.00	$280.00	$373.00	$638.00	$460.00	$1015.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014	Edwards Wildman Palmer	Boston, MA	540	$765.00	$210.00	$535.00	$415.00	$245.00	$325.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Faegre Baker Daniels	Minneapolis, MN	673	$580.00	$355.00	$455.00	$315.00	$110.00	$260.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Foley & Lardner	Milwaukee, WI	844	$860.00	$405.00	$600.00	$470.00	$210.00	$335.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Foley Hoag	Boston, MA	221	$775.00	$590.00	$670.00	$385.00	$290.00	$325.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Fox Rothschild	Philadelphia, PA	531	$750.00	$335.00	$530.00	$500.00	$245.00	$310.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Fried, Frank, Harris, Shriver & Jacobson	New York, NY	450	$1100.00	$930.00	$1000.00	$760.00	$375.00	$595.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Frost Brown Todd	Cincinnati, OH	414	$600.00	$220.00	$387.00	$315.00	$150.00	$234.00	$417.00	$350.00	$540.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Gardere Wynne Sewell	Dallas, TX	216	$775.00	$430.00	$635.00	$330.00	$290.00	$303.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Gibbons	Newark, NJ	201	$865.00	$440.00	$560.00	$475.00	$295.00	$360.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Gibson, Dunn & Crutcher	New York, NY	1154	$1600.00	$765.00	$980.00	$930.00	$175.00	$590.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014	Gordon Rees Scully Mansukhani	San Diego, CA	478	$475.00	$375.00	$420.00	$325.00	$285.00	$300.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Greenberg Traurig	New York, NY	1690	$955.00	$535.00	$763.00	$570.00	$325.00	$470.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Harris Beach	Rochester, NY	195	$400.00	$298.00	$348.00	$285.00	$175.00	$230.00	$287.50	$175.00	$400.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Harter Secrest & Emery	Rochester, NY	132	$465.00	$300.00	$385.00	$290.00	$195.00	$250.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Haynes and Boone	Dallas, TX	483	$1020.00	$450.00	$670.00	$580.00	$310.00	$405.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Hogan Lovells	Washington, DC	2313	$1000.00	$705.00	$835.00							National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Holland & Hart	Denver, CO	423	$725.00	$305.00	$442.00	$425.00	$175.00	$277.00	$363.00	$225.00	$535.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Holland & Knight	Washington, DC	956	$1085.00	$355.00	$625.00	$595.00	$210.00	$340.00	$575.00	$420.00	$910.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Honigman Miller Schwartz and Cohn	Detroit, MI	231	$560.00	$290.00	$390.00	$225.00	$205.00	$220.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Hughes Hubbard & Reed	New York, NY	351	$995.00	$725.00	$890.00	$675.00	$365.00	$555.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014	Husch Blackwell	St Louis, MO	539	$785.00	$250.00	$449.00	$440.00	$190.00	$275.00	$418.00	$240.00	$625.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Ice Miller	Indianapolis, IN	291	$530.00	$335.00	$450.00	$305.00	$245.00	$270.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Irell & Manella	Los Angeles, CA	166	$975.00	$800.00	$890.00	$750.00	$395.00	$535.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Jackson Kelly	Charleston, WV	179	$535.00	$270.00	$345.00	$315.00	$200.00	$243.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Jackson Lewis	Los Angeles, CA	724	$440.00	$310.00	$380.00	$315.00	$275.00	$290.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Jackson Walker	Dallas, TX	333	$675.00	$575.00	$622.00	$385.00	$255.00	$335.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Jeffer, Mangels, Butler & Mitchell	Los Angeles, CA	125	$875.00	$560.00	$690.00							National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Jenner & Block	Chicago IL	434	$925.00	$565.00	$745.00	$550.00	$380.00	$465.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Jones Day	New York, NY	2464	$975.00	$445.00	$745.00	$775.00	$205.00	$435.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Jones Walker	New Orleans, LA	363	$425.00	$275.00	$385.00	$240.00	$200.00	$225.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014	Kasowitz, Benson, Torres & Friedman	New York, NY	372	$1195.00	$600.00	$835.00	$625.00	$200.00	$340.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Katten Muchin Rosenman	Chicago, IL	612	$745.00	$500.00	$615.00	$595.00	$340.00	$455.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Kaye Scholer	New York, NY	392	$1250.00	$725.00	$860.00	$795.00	$370.00	$597.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Kelley Drye & Warren	New York, NY	293	$815.00	$435.00	$640.00	$600.00	$305.00	$430.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Kilpatrick Townsend & Stockton	Atlanta, GA	561	$775.00	$400.00	$550.00	$475.00	$315.00	$385.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	King & Spalding	Atlanta, GA	874	$995.00	$545.00	$775.00	$735.00	$125.00	$460.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Kirkland & Ellis	Chicago, IL	1554	$995.00	$590.00	$825.00	$715.00	$235.00	$540.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Knobbe Martens Olson & Bear	Irvine, CA	260	$810.00	$450.00	$575.00	$455.00	$305.00	$360.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Kramer Levin Naftalis & Frankel	New York, NY	313	$1100.00	$745.00	$921.00	$815.00	$515.00	$675.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Lane Powell	Seattle, WA	170	$675.00	$375.00	$516.00	$425.00	$260.00	$331.00	$477.00	$300.00	$650.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014	**Latham & Watkins**	New York, NY	2060	$1110.00	$895.00	$990.00	$725.00	$465.00	$605.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Lathrop & Gage**	Kansas City, MO	283	$700.00	$285.00	$420.00	$375.00	$195.00	$250.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Lewis Roca Rothgerber**	Phoenix, AZ	228	$695.00	$380.00	$505.00	$525.00	$205.00	$400.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Lindquist & Vennum**	Minneapolis, MN	178	$600.00	$460.00	$520.00	$470.00	$275.00	$365.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Littler Mendelson**	San Francisco, CA	1002	$615.00	$395.00	$550.00	$420.00	$245.00	$290.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Lowenstein Sandler**	Roseland, NJ	261	$990.00	$600.00	$765.00	$650.00	$300.00	$450.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Manatt, Phelps & Phillips**	Los Angeles, CA	329	$795.00	$640.00	$740.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**McCarter & English**	Newark, NJ	371	$625.00	$450.00	$530.00	$370.00	$220.00	$300.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**McDermott Will & Emery**	Chicago, IL	1021	$835.00	$525.00	$710.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**McElroy, Deutsch, Mulvaney & Carpenter**	Morristown, NJ	274	$560.00	$325.00	$445.00	$335.00	$200.00	$295.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014	**McGuireWoods**	Richmond, VA	931	$725.00	$450.00	$595.00	$525.00	$285.00	$360.00				National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**McKenna Long & Aldridge**	Atlanta, GA	518	$650.00	$480.00	$530.00	$425.00	$375.00	$395.00				National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Michael, Best & Friedrich**	Milwaukee, WI	189	$650.00	$235.00	$445.00	$425.00	$200.00	$283.00				National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Miles & Stockbridge**	Baltimore, MD	226	$740.00	$340.00	$478.00	$425.00	$230.00	$290.00	$419.00	$225.00	$695.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Moore & Van Allen**	Charlotte, NC	274	$870.00	$315.00	$490.00	$430.00	$190.00	$280.00				National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Morgan, Lewis & Bockius**	Philadelphia, PA	1363	$765.00	$430.00	$620.00	$585.00	$270.00	$390.00				National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Morris, Manning & Martin**	Atlanta, GA	148	$575.00	$400.00	$480.00							National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Morrison & Foerster**	San Francisco, CA	1020	$1195.00	$595.00	$865.00	$725.00	$230.00	$525.00				National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Nelson Mullins**	Columbia, SC	466	$800.00	$250.00	$444.00	$395.00	$215.00	$271.00	$376.00	$195.00	$600.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Nixon Peabody**	Boston, MA	584	$850.00	$295.00	$520.00	$550.00	$180.00	$300.00				National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014	Norris McLaughlin & Marcus	Bridgewater, NJ	128	$505.00	$485.00	$495.00	$365.00	$185.00	$275.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Norton Rose Fulbright	Houston, TX	3537	$900.00	$525.00	$775.00	$515.00	$300.00	$400.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Nossaman	Los Angeles, CA	148	$800.00	$370.00	$579.00	$490.00	$255.00	$340.00	$495.00	$440.00	$550.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Nutter McClennen & Fish	Boston, MA	146	$715.00	$470.00	$575.00	$460.00	$295.00	$375.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Ogletree Deakins	Atlanta, GA	668	$650.00	$250.00	$360.00	$365.00	$200.00	$260.00	$315.00	$230.00	$555.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	O'Melveny & Myers	Los Angeles, CA	721	$950.00	$615.00	$715.00							National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Orrick Herrington & Sutcliffe	New York, NY	954	$1095.00	$715.00	$845.00	$375.00	$710.00	$560.00	$735.00	$685.00	$850.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Parker Poe Adams & Bernstein	Charlotte, NC	185	$500.00	$425.00	$450.00							National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Paul Hastings	New York, NY	889	$900.00	$750.00	$815.00	$755.00	$335.00	$540.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Paul, Weiss, Rifkind, Wharton & Garrison	New York, NY	854	$1120.00	$760.00	$1040.00	$735.00	$595.00	$678.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014	Pepper Hamilton	Philadelphia, PA	510	$950.00	$465.00	$645.00	$525.00	$280.00	$390.00				National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Perkins Coie	Seattle, WA	861	$1000.00	$330.00	$615.00	$610.00	$215.00	$425.00	$635.00	$280.00	$800.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Pillsbury Winthrop Shaw Pittman	Washington, DC	591	$1070.00	$515.00	$865.00	$860.00	$375.00	$520.00				National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Polsinelli	Kansas City, MO	616	$775.00	$325.00	$435.00	$350.00	$235.00	$279.00	$376.00	$300.00	$450.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Proskauer Rose	New York, NY	712	$950.00	$725.00	$880.00	$675.00	$295.00	$465.00				National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Quarles & Brady	Milwaukee, WI	422	$625.00	$425.00	$519.00	$600.00	$210.00	$335.00				National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Quinn Emanuel Urquhart & Sullivan	New York, NY	673	$1075.00	$810.00	$915.00	$675.00	$320.00	$410.00				National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Reed Smith	Pittsburgh, PA	1555	$890.00	$605.00	$737.00	$530.00	$295.00	$420.00				National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Richards, Layton & Finger	Wilmington, DE	124	$800.00	$600.00	$678.00	$465.00	$350.00	$414.00				National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Riker Danzig Scherer Hyland & Perretti	Morristown, NJ	146	$495.00	$430.00	$455.00	$295.00	$210.00	$250.00				National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

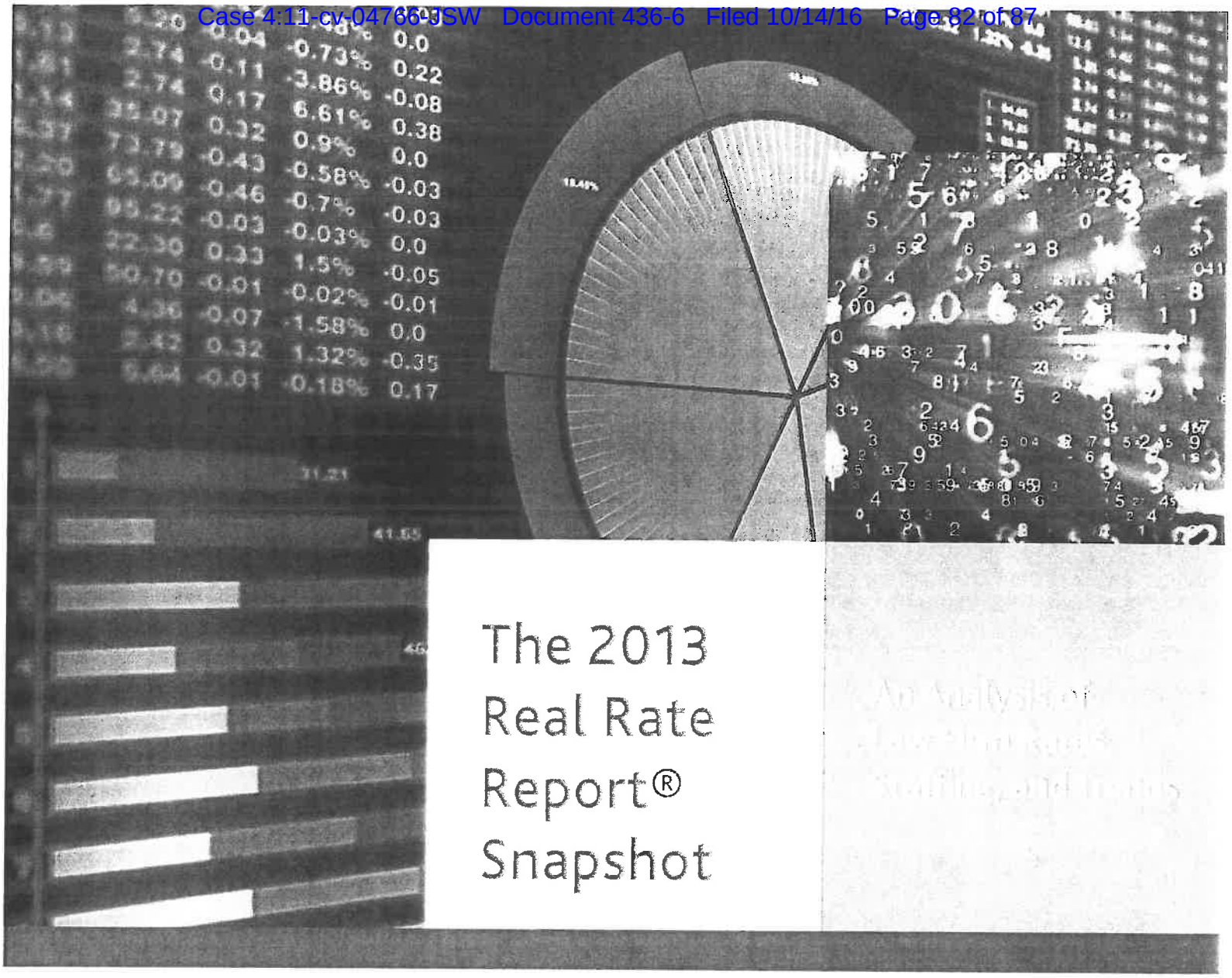
2014	Robinson & Cole	Hartford, CT	201	$700.00	$295.00	$500.00	$445.00	$215.00	$300.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Rutan & Tucker	Costa Mesa, CA	147	$675.00	$345.00	$490.00	$500.00	$230.00	$320.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Saul Ewing	Philadelphia, PA	240	$675.00	$375.00	$546.00	$590.00	$225.00	$344.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Schiff Hardin	Chicago, IL	317				$415.00	$250.00	$333.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Sedgwick	San Francisco, CA	342	$615.00	$305.00	$425.00	$475.00	$250.00	$325.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Seward & Kissel	New York, NY	143	$850.00	$625.00	$735.00	$600.00	$290.00	$400.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Seyfarth Shaw	Chicago, IL	779	$850.00	$375.00	$610.00	$505.00	$225.00	$365.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Sheppard Mullin Richter & Hampton	Los Angeles, CA	549	$875.00	$490.00	$685.00	$535.00	$275.00	$415.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Shumaker Loop & Kendrick	Toledo, OH	224	$595.00	$305.00	$413.00	$330.00	$160.00	$256.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Shutts & Bowen	Miami, FL	230	$660.00	$250.00	$430.00	$345.00	$195.00	$260.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014	**Skadden, Arps, Slate, Meagher & Flom**	New York, NY	1664	$1150.00	$845.00	$1035.00	$845.00	$340.00	$620.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Snell & Wilmer**	Phoenix, AZ	411	$845.00	$325.00	$525.00	$470.00	$180.00	$280.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Spilman Thomas & Battle**	Charleston, WV	131							$280.00	$215.00	$350.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Squire Patton Boggs**			$950.00	$350.00	$655.00	$530.00	$250.00	$355.00				National Law Journal, December 2014	Location data not available due to merger in 2014. Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Sterne, Kessler, Goldstein & Fox**	Washington, DC	122	$795.00	$450.00	$577.00	$470.00	$265.00	$346.00	$483.57	$450.00	$520.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Stevens & Lee**	Reading, PA	154	$800.00	$525.00	$625.00							National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Stoel Rives**	Portland, OR	365	$800.00	$300.00	$492.00	$465.00	$205.00	$287.00	$312.00	$280.00	$510.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Strasburger & Price**	Dallas, TX	217	$690.00	$290.00	$435.00	$365.00	$210.00	$270.00	$475.00	$300.00	$690.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Stroock & Stroock & Lavan**	New York, NY	285	$1125.00	$675.00	$960.00	$840.00	$350.00	$549.00	$979.00	$745.00	$1095.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014	Taft Stettinius & Hollister	Cincinnati, OH	357	$535.00	$285.00	$415.00	$475.00	$200.00	$285.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Thompson & Knight	Dallas, TX	290	$740.00	$425.00	$535.00	$610.00	$240.00	$370.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Thompson Coburn	St. Louis, MO	317	$510.00	$330.00	$440.00	$350.00	$220.00	$270.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Troutman Sanders	Atlanta, GA	567	$975.00	$400.00	$620.00	$570.00	$245.00	$340.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Ulmer & Berne	Cleveland, OH	178	$415.00	$315.00	$380.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Varnum	Grand Rapids, MI	133	$465.00	$290.00	$390.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Venable	Washington, DC	533	$1075.00	$470.00	$660.00	$575.00	$295.00	$430.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Vinson & Elkins	Houston, TX	650	$770.00	$475.00	$600.00	$565.00	$275.00	$390.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Waller Lansden Dortch & Davis	Nashville, TN	178	$600.00	$350.00	$460.00	$335.00	$190.00	$245.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Weil, Gotshal & Manges	New York, NY	1157	$1075.00	$625.00	$930.00	$790.00	$300.00	$600.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014	**White & Case**	New York, NY	1895	$1050.00	$700.00	$875.00	$1050.00	$220.00	$525.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Wiley Rein**	Washington, DC	277	$950.00	$550.00	$665.00	$535.00	$320.00	$445.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Williams Mullen**	Richmond, VA	233	$410.00	$360.00	$385.00	$350.00	$260.00	$295.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Willkie Farr & Gallagher**	New York, NY	526	$1090.00	$790.00	$950.00	$790.00	$350.00	$580.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Wilmer Cutler Pickering Hale and Dorr**	Washington, DC	988	$1250.00	$735.00	$905.00	$695.00	$75.00	$290.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Winston & Strawn**	Chicago, IL	822	$995.00	$650.00	$800.00	$590.00	$425.00	$520.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Wolff & Samson**	West Orange, NJ	125	$450.00	$325.00	$400.00	$450.00	$225.00	$340.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Womble Carlyle Sandridge & Rice**	Winston-Salem, NC	492	$640.00	$470.00	$554.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	**Wyatt Tarrant & Combs**	Louisville, KY	202	$500.00	$280.00	$418.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

Exhibit F



The 2013 Real Rate Report® Snapshot

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Section I: High-Level Data Cuts (Continued)

2013 Real Rates for Partners and Associates by City (Continued) | Trend Analysis

City	Role	n	First Quartile	Median	Third Quartile	2012 Mean	2011 Mean	2010 Mean
Lexington, KY	Partner	29	$275.00	$300.00	$370.50	$321.30	$328.05	$328.58
	Associate	18	$180.00	$210.00	$240.00	$207.41	$207.58	$204.30
Little Rock, AR	Partner	28	$225.00	$250.00	$305.00	$265.23	$251.73	$242.89
	Associate	15	$125.00	$165.00	$200.00	$168.83	$164.36	$182.16
Los Angeles, CA	Partner	972	$425.00	$606.50	$816.89	$620.34	$617.16	$594.43
	Associate	1,239	$281.59	$395.00	$531.63	$412.53	$407.13	$389.47
Louisville, KY	Partner	55	$290.00	$345.00	$385.85	$338.66	$322.96	$319.83
	Associate	31	$185.00	$200.00	$220.00	$206.35	$202.53	$185.08
Madison, WI	Partner	15	$390.00	$410.00	$490.00	$441.82	$382.87	$393.77
	Associate	11	$235.00	$244.00	$314.02	$272.33	$233.45	$221.25
Manchester, NH	Partner	15	$225.00	$321.67	$370.00	$321.20	$314.26	$311.79
	Associate	11	$147.47	$160.00	$240.00	$178.86	$220.59	$247.01
Memphis, TN	Partner	41	$250.00	$302.07	$350.00	$298.18	$296.06	$296.62
	Associate	30	$177.59	$205.91	$240.00	$203.52	$197.63	$198.44
Miami, FL	Partner	296	$264.66	$381.82	$500.00	$385.20	$389.78	$390.14
	Associate	238	$150.00	$230.00	$295.00	$239.20	$240.79	$244.25
Milwaukee, WI	Partner	125	$295.00	$370.00	$475.00	$388.74	$393.48	$405.15
	Associate	80	$210.42	$244.83	$284.87	$252.54	$245.54	$232.80
Minneapolis, MN	Partner	260	$300.00	$390.00	$490.92	$401.01	$404.33	$371.13
	Associate	236	$215.00	$250.00	$285.00	$257.25	$252.14	$236.59
Montgomery, AL	Partner	12	$245.00	$265.00	$315.00	$276.67	$270.00	$254.00
	Associate	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Montréal, QC	Partner	107	$352.56	$431.18	$549.21	$459.57	$424.98	$402.24
	Associate	136	$205.85	$264.00	$312.29	$263.80	$246.61	$238.22
Nashville, TN	Partner	109	$305.00	$350.00	$414.00	$356.03	$332.87	$338.18
	Associate	89	$194.80	$216.16	$240.00	$218.54	$202.00	$201.78
New Haven, CT	Partner	19	$275.00	$340.30	$390.00	$335.91	$364.79	$348.02
	Associate	12	$250.74	$273.55	$380.00	$302.97	$285.75	$266.86
New Orleans, LA	Partner	116	$225.91	$285.67	$340.63	$281.62	$275.45	$275.24
	Associate	76	$160.00	$209.55	$225.75	$211.86	$194.17	$185.80
New York, NY	Partner	2,709	$556.88	$795.00	$965.63	$755.68	$737.17	$715.08
	Associate	4,045	$369.95	$496.00	$616.61	$491.92	$465.85	$445.19
Oklahoma City, OK	Partner	29	$235.00	$275.00	$310.00	$282.49	$272.80	$251.22
	Associate	23	$150.00	$180.41	$200.00	$182.79	$183.45	$174.92
Omaha, NE	Partner	43	$264.78	$320.00	$339.99	$301.48	$277.54	$272.03
	Associate	28	$177.50	$188.21	$225.00	$192.75	$186.67	$167.83
Orlando, FL	Partner	78	$261.21	$386.10	$465.00	$371.86	$387.08	$375.25
	Associate	68	$165.00	$225.00	$252.85	$216.91	$226.33	$227.04

Section I: High-Level Data Cuts (Continued)

2012 Real Rate Report for Partners and Associates by City (Continued)

City	Role	n	First Quartile	Median	Third Quartile	2012 Mean	2011 Mean	2010 Mean
Ottawa, ON	Partner	84	$389.58	$478.69	$586.53	$482.57	$484.10	$463.23
	Associate	126	$198.00	$252.84	$325.77	$264.79	$252.87	$221.74
Peoria, IL	Partner	9	$218.16	$250.00	$250.00	$234.51	$231.50	$226.36
	Associate	7	$140.49	$152.21	$158.09	$151.19	$173.32	N/A
Philadelphia, PA	Partner	620	$400.00	$519.81	$637.50	$516.56	$507.47	$479.72
	Associate	647	$250.00	$300.00	$379.65	$317.89	$306.31	$294.15
Phoenix, AZ	Partner	110	$295.00	$355.73	$416.07	$356.24	$355.46	$333.23
	Associate	115	$200.00	$230.00	$270.00	$244.29	$231.57	$234.73
Pittsburgh, PA	Partner	145	$329.36	$475.00	$532.65	$450.85	$427.03	$429.49
	Associate	137	$220.00	$275.00	$320.00	$287.88	$291.02	$270.66
Portland, ME	Partner	23	$180.00	$190.00	$300.00	$237.98	$239.27	$245.81
	Associate	9	$150.00	$150.00	$170.00	$170.56	$159.15	$177.22
Portland, OR	Partner	134	$320.00	$364.06	$415.08	$366.49	$353.65	$339.51
	Associate	110	$200.00	$244.47	$278.10	$245.06	$233.24	$230.57
Poughkeepsie, NY	Partner	7	$200.00	$225.00	$250.00	$229.29	$234.29	$253.16
	Associate	7	$165.00	$170.00	$190.00	$176.43	$178.13	N/A
Providence, RI	Partner	23	$184.39	$303.01	$463.50	$335.50	$370.53	$334.51
	Associate	15	$165.00	$235.00	$260.00	$222.84	$226.68	$215.04
Raleigh, NC	Partner	76	$299.51	$330.00	$408.91	$372.98	$324.49	$318.51
	Associate	57	$195.00	$230.00	$280.78	$243.96	$237.03	$222.74
Reno, NV	Partner	26	$232.51	$360.00	$420.00	$350.98	$349.26	$327.22
	Associate	12	$184.98	$213.00	$262.01	$214.25	$208.16	$206.28
Richmond, VA	Partner	119	$350.00	$472.50	$585.00	$472.34	$459.87	$423.81
	Associate	114	$210.00	$303.93	$369.87	$305.77	$291.15	$282.64
Rochester, NY	Partner	32	$259.92	$287.50	$370.00	$317.79	$322.18	$327.42
	Associate	33	$185.00	$215.00	$250.00	$212.28	$221.54	$209.35
Sacramento, CA	Partner	35	$285.00	$375.00	$485.00	$413.34	$416.19	$354.77
	Associate	43	$230.00	$275.00	$350.00	$300.14	$307.89	$257.36
Salt Lake City, UT	Partner	88	$270.00	$316.92	$375.00	$319.65	$326.54	$330.82
	Associate	65	$175.00	$222.00	$285.00	$286.38	$246.24	$235.02
San Antonio, TX	Partner	13	$250.00	$300.00	$382.50	$347.48	$333.28	$293.09
	Associate	14	$210.00	$230.00	$265.00	$243.17	$265.16	$230.62
San Diego, CA	Partner	91	$300.00	$425.00	$600.00	$443.69	$434.89	$423.78
	Associate	123	$175.00	$240.00	$330.00	$278.30	$262.08	$290.28
San Francisco, CA	Partner	735	$500.00	$668.56	$800.00	$651.33	$630.65	$600.43
	Associate	723	$319.50	$418.69	$525.00	$424.55	$400.93	$388.96
San Jose, CA	Partner	156	$453.00	$655.45	$805.49	$634.98	$631.36	$650.61
	Associate	210	$328.67	$415.00	$523.07	$429.04	$410.33	$393.36
San Juan, PR	Partner	67	$180.14	$225.00	$275.00	$226.85	$233.69	$234.11
	Associate	44	$134.98	$142.02	$164.84	$149.84	$146.87	$139.06

EXHIBIT G

On Sale: The $1,150-Per-Hour Lawyer

By

wsj.com

Top partners at leading U.S. law firms are charging more than ever before, yet those hourly rates aren't all they appear to be.

Having blown past the once-shocking price tag of $1,000 an hour, some sought-after deal, tax and trial lawyers are commanding hourly fees of $1,150 or more, according to an analysis of billing rates compiled from public filings.

But, as law firms boost their standard rates, many are softening the blow with widespread discounts and write-offs, meaning fewer clients are paying full freight. As a result, law firms on average are actually collecting fewer cents on the dollar, compared with their standard, or "rack," rates, than they have in years.

Think of hourly fees "as the equivalent of a sticker on the car at a dealership," said legal consultant Ward Bower, a principal at Altman Weil Inc. "It's the beginning of a negotiation....Law firms think they are setting the rates, but clients are the ones determining what they're going to pay."

Star lawyers still can fetch a premium, and some of them won't budge on price. The number of partners billing $1,150-plus an hour has more than doubled since this time last year, according to Valeo Partners, a consulting firm that maintains a database of legal rates pulled from court filings and other publicly disclosed information. More than 320 lawyers in the firm's database billed at that level in the first quarter of 2013, up from 158 a year earlier.

That gilded circle includes tax experts such as Christopher Roman of King & Spalding LLP and Todd Maynes of Kirkland & Ellis LLP, intellectual-property partner Nader A. Mousavi of Sullivan & Cromwell LLP, and deal lawyers such as Kenneth M. Schneider of Paul, Weiss, Rifkind, Wharton & Garrison LLP.

Those lawyers and their firms either declined to comment or didn't reply to requests for comment.

When corporate legal departments need a trusted hand to fend off a hostile takeover or win a critical court battle, few general counsels will nitpick over whether a key lawyer is charging $900 an hour or $1,150 an hour. But for legal matters where their future isn't on the line, companies are pushing for—and winning—significant price breaks.

"We almost always negotiate rates down from the rack rates," said Randal S. Milch, general counsel for phone giant Verizon Communications Inc. The result, he said, is a "not-insignificant discount."

For the bread-and-butter work that many big law firms rely on, haggling has become the norm. Many clients grew accustomed to pushing back on price during the recession and continue to demand discounts.

Some companies insist on budgets for their legal work. If a firm billing by the hour exceeds a set cap, lawyers may have to write off some of that time.

Other clients refuse to work with firms who don't discount, lopping anywhere from 10% to 30% off their standard rates. Some may grant rate increases to individual partners or associates they deem worthy. Another tactic: locking in prices with tailored multiyear agreements with formulas governing whether clients grant or refuse a requested rate increase.

In practical terms, that means the gap between law firms' sticker prices and the amount of money they

actually bill and collect from their clients is wider than it has been in years.

According to data collected by Thomson Reuters Peer Monitor, big law firms raised their average standard rate by about 9.3% over the past three years. But they weren't able to keep up on the collection side, where the increase over the same period was just 6%. Firms that used to collect on average about 92 cents for every dollar of standard time their lawyers worked in 2007, before the economic downturn, now are getting less than 85 cents. "That's a historic low," said James Jones, a senior fellow at the Center for the Study of the Legal Profession at Georgetown Law.

To be sure, things have certainly picked up some since the recession, when some clients flat-out refused to pay rate increases.

In the first quarter of 2013, the 50 top-grossing U.S. law firms boosted their partner rates by as much as 5.7%, billing on average between $879 and $882 an hour, according to Valeo Partners. Rates for junior lawyers, whose labors have long been a profit engine for major law firms, jumped even more.

While some clients resisted using associate lawyers during the downturn, refusing to pay hundreds of dollars an hour for inexperienced first- or second-year attorneys, the largest U.S. law firms have managed to send the needle back up again. This year, for the first time, the average rate for associates with one to four years of experience rose to $500 an hour, according to Valeo.

The increases continue the upward trend of 2012, when legal fees in general rose 4.8% and associate billing rates rose by 7.4%, according to a coming report by TyMetrix Legal Analytics, a unit of Wolters Kluwer, and CEB, a research and advisory-services company. Those numbers are based on legal-spending data from more than 17,000 law firms.

More than a dozen leaders at major law firms declined to discuss rate increases on the record, though some said privately that the increase in associate rates could be caused in part by step increases as junior lawyers gain in seniority.

Joe Sims, an antitrust partner at Jones Day and former member of the firm's partnership committee, said clients don't mind paying for associates, as long as they feel they are getting their money's worth.

Sophisticated clients, he said, tend to focus on the overall price tag for legal work, not on individual rates. "They are more concerned about how many people are working on the project and the total cost of the project," Mr. Sims said. "Clients want value no matter who is on the job."

While a handful of elite lawyers have successfully staked out the high end—the deal teams at Wachtell, Lipton, Rosen & Katz, for example—legal experts say that client pressure to control legal spending means most law firms must be considerably more flexible on price.

"There will always be some 'bet the company' problem where a client will not quibble about rates," said Mr. Jones, the Georgetown fellow. "Unfortunately, from the law firms' standpoint, that represents a small percentage of the work."

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