ELECTRONICALLY Matthew S. Da Vega, State Bar No. 195443 FILED 1 Matthew H. Fisher, State Bar No. 229532 Superior Court of California, County of San Francisco DA VEGA FISHER MECHTENBERG LLP 2 232 East Anapamu Street 03/15/2024 Santa Barbara, CA 93101 3 **Clerk of the Court** BY: SANDRA SCHIRO Telephone: (408) 758-8974 **Deputy Clerk** 4 Facsimile: (877) 535-9358 5 Michael J. Jaurigue (SBN 208123) S. Sean Shahabi (SBN 204710) 6 JAURIGUE LAW GROUP 300 West Glenoaks Blvd., Suite 300 7 Glendale, California 91202 Telephone: (818) 630-7280 8 Facsimile: (888) 879-1697 Zareh A. Jaltorossian (SBN 205347) **KP LAW** 10 150 East Colorado Blvd., Suite 206 Pasadena, CA 91105 11 Tel: (626) 639-3525 Fax: (213) 986-3121 12 Attorneys for Plaintiffs and the Proposed Class 13 SUPERIOR COURT OF THE STATE OF CALIFORNIA 14 COUNTY OF SAN FRANCISCO 15 16 ERIC GRUBER; EVER GONZALEZ; and Case No. CGC 16-554784 17 JEREMY EARLS, individually and on behalf and all others similarly situated **CLASS ACTION** 18 Plaintiffs, **DECLARATION OF MATTHEW H.** 19 FISHER IN SUPPORT OF PLAINTIFFS' v. MOTION FOR FINAL APPROVAL OF 20 **CLASS SETTLEMENT and ATTORNEY** YELP, INC., and DOES 1-10, inclusive, **FEES and COSTS** 21 Defendants. 22 Date: April 10, 2024 Time: 9:30 AM 23 Dept.: 613 24 Action Filed: October 12, 2016 25 Assigned to the Hon. Andrew Y.S. Cheng 26

DECLARATION OF MATTHEW H. FISHER ISO MOTION FOR FINAL APPROVAL

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DECLARATION OF MATTHEW H. FISHER

- I, Matthew H. Fisher, declare as follows:
- 1. I am an attorney admitted to practice law in the State of California.
- 2. I am a named Partner at Da Vega Fisher Mechtenberg, LLP ("DFM LLP").
- 3. DFM LLP is counsel for Plaintiffs Eric Gruber, Jeremy Earls, Ever Gonzalez, and the certified class in this Lawsuit together with the co-counsel firms Jaurigue Law Group and KP Law (collectively "Class Counsel".)
- 4. I have been intimately involved in all aspects of this case. I make this declaration in support of Plaintiffs' Motion for Final Approval of Class Settlement and Attorney Fees and Costs.

I. <u>LEAD COUNSEL BACKGROUND</u>

- 5. DA VEGA | FISHER | MECHTENBERG LLP ("DFM LLP"): DFM LLP is a small plaintiff-side contingency fee based law firm representing individuals who could not otherwise afford legal counsel. Each case the firm takes, including this one, runs the risk of an uncertain outcome and possibility of little or no recovery for the client or the firm. Many cases the firm takes can require years of litigation and thousands of hours of attorney time and costs. To represent our clients in this case on a contingent fee basis, our firm had to forego compensable hourly work on other cases to devote the necessary time and resources to this case. In so doing, our firm gave up work that a firm receives more immediate payment for in exchange for risky contingent fee work in this case. This firm has previously invested in similar cases which resulted in little or no recovery due to various issues, including but not limited to bankruptcy, change in prevailing law, and/or lengthy appeals.
- 6. I am a graduate of the University of California, Berkeley (1998) and the USC Gould School of Law (2003), where I served on the Law Review Staff. I became a member of the State Bar of California in 2003. From 2003 to 2006, I worked in private practice for Pollak, Vida & Fisher in Los Angeles representing public entities and insurance companies in bad faith litigation. From 2006 to 2012, I worked as an associate in the nationally recognized law firm of Cappello & Noel LLP in

Santa Barbara, California representing plaintiffs in complex business litigation, civil rights, securities, and lender liability suits. In 2012, I started my own law firm, Da Vega Fisher Mechtenberg LLP ("DFM LLP"), originally with an office in the San Francisco Bay Area then later opening additional offices in Santa Barbara, Ventura, and the Sacramento area. I am one of the firm's two founding partners. I personally manage the firm's Folsom's office and travel back and forth between Sacramento and the firm's Mountain View office in the Bay Area. DFM LLP has always been a Plaintiff-side contingency based law firm representing clients predominantly in employment and personal injury matters in both individual and class actions. DFM LLP is experienced counsel in class action matters and has worked on significant cases such as Salvatierra v. Intuitive Surgical, Inc., Santa Clara County Superior Court, Case No. 2014-1-CV-272069 (2016) (\$4.6M gross settlement for class of 208 misclassified class member employees); Gibbins/Leal v. Hismeh Enterprises, Inc., Ventura County Superior Court, Case No. 56-2015-00468352 (2017) (\$1M gross settlement for class of 4000+ delivery driver members reimbursements); Sena v. Facebook, Inc., San Mateo County Superior Court, Case No. 16CIV00496 (2018) (\$4.25M gross settlement for class of 900+ class member employees for unpaid overtime wage); and Magpiong v. CareLinx, San Mateo County Superior Court, Case No. 21-CIV-03038 (2022) (\$1.8 M gross settlement for class of 2000+ class member employees for IC misclassification /unpaid overtime wage), to name but a few. I have also worked on several appellate matters over the course of my career such as Pitzen v. Superior Court (2004) 120 Cal. App. 4th 1374 (collateral estoppel effect is afforded to claims litigated and decided against a small claims plaintiff); and AREI II Cases (2013) 216 Cal.App.4th 1004 (construing scope of aiding and abetting liability under California's securities laws).

7. The background of my law partners Matthew S. Da Vega and Ted Mechtenbeg is further set forth in the Declarations of Matthew S. Da Vega and Ted Mechtenberg submitted concurrently with this Motion.

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II. CO-COUNSEL BACKGROUND

8. The background of appointed co-counsel Michael Jaurigue of JLG and Zareh Jaltorossian of KP Law is further set forth in the Declarations of Michael Jaurigue of JLG Law Group and Zareh Jaltorossian of KP Law and Dakessian Law Group, submitted concurrently with this Motion.

III. CLASS COUNSEL AWARD OF ATTORNEY FEES AND COSTS

- 9. **Common Fund Settlement:** In this matter Class Counsel negotiated a Class action settlement providing a common settlement fund with a payout of \$15,000,000 (Fifteen Million dollars). (Amended Settlement Agreement §III.A.15.). Class Counsel is seeking as a Fee Award of \$5,000,000 (Five Million) or one-third of this common settlement fund. (Amended Settlement Agreement §VIII.A)
- 10. **Attorney Fees of 33.33% Percent of Common Fund is Reasonable:** Class Counsel requests the Court grant its application for an award of attorneys' fees in the amount of \$5,000,000 (Five Million Dollars). This is equal to 1/3 of the Gross Settlement Amount of \$15,000,000 created on behalf of the Class. (Settlement Agreement §6.C.(3), § 11). The requested award is fair, reasonable, and well within the common range for attorney fees of 20% to 50% in a common fund settlement. The requested award also compares favorably to the overall lodestar incurred to date (see below). Therefore, DFM LLP respectfully requests approval of the agreed upon fee award.
- 11. **Contingency Fee Matter:** As this is a contingency matter, Class Counsel litigated this action without receiving any payment for their services or reimbursement of their costs incurred for the benefit of the Class. To represent the Class on a contingent fee basis, Class Counsel had to forego compensable hourly work or other contingency fee cases to devote the necessary time and resources to this contingent case. In so doing, Class Counsel gave up work that a firm receives more immediate payment for in exchange for risky class action contingency fee work which could have paid the Class and its Counsel nothing. A number of difficult issues, the adverse resolution of any one of which could have barred the successful prosecution of the action, were present here.

Attorneys' fees in this case were not only contingent but risky, with a very real chance that Class Counsel would receive nothing at all for their efforts, having devoted time and advancing costs. DFM LLP has previously invested in similar cases which resulted in little or no recovery due to various issues, including but not limited to bankruptcy, failed certification/decertification, other overlapping class cases, and/or lengthy appeals.

- California and in particular as it pertains to complex employer, wage and hour, and consumer class action litigation. On behalf of my firm, I and my partners have negotiated hundreds of contingency fee agreements with Plaintiffs, including both individual matters and as representatives in class action suits. Many of those agreements provide that counsel will receive between 33% to 40%+ of any recovery that is obtained, and, in addition that counsel be reimbursed for the costs they incurred out of the recovery amount. These are typical and standard percentages in employment-related contingency fee agreements throughout California. The Class Members in this complex consumer case would not be likely to obtain competent counsel in California, for any amount less than these standard fee percentages. Class Counsel has also advanced all costs in this matter and not been paid for any attorney's fees or costs to date.
- 13. Class Counsel's Hours and Hourly Rates: Over the course of seven and half years of litigation I will have worked on this matter for 1,769.3 hours at the time of this motion and my current billable rate as of 2024 is \$700/hr. for class action work (\$700/hr. x 1769.3 hours = \$1,238,510 in lodestar). Matthew S. Da Vega is an equity partner of the DFM LLP and worked 356.6 hours on this case and his billing rate is \$775/hr. for class action work (\$775/hr. x 356.6 hours = \$276,365 in lodestar). (See Declaration of Matthew S. Da Vega ISO of Motion). Ted D. Mechtenberg is an equity partner of the DFM LLP and worked 28.1 hours on this case and his billing rate is \$675/hr. for class action work (\$675/hr. x. 28.1 hours = \$18,968 in lodestar). (See Declaration of Ted D. Mechtenberg ISO of Motion). These rates are comparable to, but are less than, those of counsel with the same education and experience in the relevant legal communities in which

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I practice including the San Francisco Bay Area. Attached are various surveys of billing rates showing higher hourly rates than DFM LLP currently charges for attorneys with less experience. (See Exhibits 4, 5, and 6).

14. Class Counsel Lodestar Cross-Check: I have reviewed my firm's lodestar and that of Class Counsel in this matter and believe the charges are reasonable and were reasonably necessary to the conduct of the case. These rates are in line with the prevailing rates of attorneys in the California legal community for similar work. In this case, the reasonableness of the requested for \$5,000,000 in attorneys' fees is further supported by a cross-check using attorney's lodestar in this matter. During the over seven years of this litigation, Class Counsel has spent a significant amount of hours investigating, researching, and litigating this matter, including but not limited to the following: interviewing Plaintiffs and flushing out facts and issues; developing facts and investigating Defendant's data and call recording systems; investigating and discussing Defendant's corporate structure, employee chain of command, call recording policies and procedures, etc.; regularly meeting and/or communicating with our clients who are the Class Representatives; drafting pleadings (complaint, case management statements, mediation briefs, motions for class certification and Belaire Notice, discovery motions, oppositions to motions to exclude Plaintiffs' experts; oppositions to Motions for Summary Judgment, motions for preliminary and final approval of settlement); drafting appellate briefing (Appellant Opening/Reply Briefs; Oppositions to Petitions for Writ of Mandate and Answer to Petition for Review in the California Supreme Court); drafting and responding to informal and formal written discovery and subpoenas; reviewing information produced in formal and informal discovery (call recording data, audio recordings, call lists, email notifications, etc.); researching CIPA statutory and First Amendment issues relevant to one-way call recording; participating in Court-ordered hearings and conferences; taking and defending numerous depositions of parties and experts, attending multiple mediations; retention of a team of seven expert consultants and witnesses; discussion and development with expert witnesses of issues and models/services related to voice transcription technology, VOIP and cellular technology, and

electronic data systems; preparing and analyzing damage models; negotiating the terms of the Settlement; reviewing and making changes to Settlement Agreement; and coordinating and overseeing all the administration of the Settlement. The contemporaneous billing records evidence that the attorneys' lodestar is \$3,046,555 with additional fees still to be incurred for preparation and attending the final approval hearing, managing post approval settlement distribution with the claims administrator, responding to class member inquiries, and handling any potential appeal of the matter. As a result, the current lodestar amount understates the total attorneys' fees ultimately incurred in this action.

The requested fee award of \$5,000,0000 represents a 1.64 multiplier of the lodestar. Whereas "Multipliers of 1 to 4 are commonly found to be appropriate in complex class action cases."
Destefano v. Zynga, Inc., 2016 WL 537946, at *21 (N.D. Cal. Feb. 11, 2016) (quoting Hopkins v. Stryker Sales Corp., 2013 WL 496358, at *4 (N.D. Cal. Feb. 6, 2013)); see Vizcaino v. Microsoft Corp., 290 F.3d United States District Court Northern District 1043, 1051 n.6 (9th Cir. 2002)(citing survey finding most multipliers range from 1.0 to 4.0). As a result, this Court should have no trouble concluding that an award is supported by the lodestar cross-check is fair and reasonable and is justified under California law. "[T]he lodestar method better accounts for the amount of work done, while the percentage of the fund method more accurately reflects the results achieved." Rawlings v. Prudential-Bache Properties, Inc., 9 F.3d 513, 516 (6th Cir. 1993).

15. Distribution of Attorney Fee Award among Class Counsel: DFM has incurred roughly 50% of the attorney hours/lodestar in this case, with JLG and Zareh Jaltorossian (through his affiliated firms KP Law and Dakessian Law, Ltd.) incurring approximately 25% of the remaining hours lodestar each. However, this lodestar should be adjusted to reflect additional considerations not reflected in these hours. JLG provided significant marketing, staffing, and administration support services in connection with this case in addition to hourly attorney work. Mr. Jaltorossian provided extraordinary appellate work in this case which included reversing a summary judgment loss at the trial court level. He further obtained a published appellate court decision of first

impression holding that one-way recording a conversation without notice to the caller violates CIPA.

These achievements should be reflected in the lodestar award. Plaintiffs therefore request a distribution of fees as set forth below:

Firm Name	Attorney/Staff Name	Hours	Hourly Rate	Lodestar	Requested Fee
DAVEGA		110415	11000		
FISHER					
MECHTENBERG LLP	Matthew H. Fisher	1,769.3	\$700	\$1,238,510	
LLI	Matthew S. Da	1,709.3	\$700	\$1,236,310	
	Vega	356.6	\$775	\$276,365	
	Ted D.				
	Mechtenberg	28.1	\$675	\$18,968	
	Subtotal	2154		\$1,533,842.50	\$2,000,000
JAURIGUE LAW GROUP	Michael J. Jaurigue	411.2	\$950	\$390,640	
	David Zelenski	313.2	\$700	\$219,240	
	Barbara DuVan- Clarke	98.4	\$675	\$66,420	
	Sean Shahabi	79.9	\$900	\$71,910	
	Brendan Way	12.2	\$750	\$9,150	
	Abigail Zelenski	10.8	\$700	\$7,650	
	P.J. Van Ert	8.5	\$550	\$4,675	
	Hazel Blackman	8	\$450	\$3,600	
	Alex Spellman	.6	\$550	\$330	
	Alex Tieu	4.7	\$400	\$1,880	
	Darby Renk	5.5	\$125	\$687.50	
	Drew Aron	13.5	\$175	\$2,362.50	
	Herbert Ortiz	5.4	\$175	\$945	

1		Parker Swanson	22.5	\$175	\$3,937.50	
2		Subtotal	994.4		\$783,337.50	\$1,500,000
3						
4	KP LAW	Zareh Jaltorossian	715	\$750	\$ 536,250	\$1,000,000
5						
6						
7	DAKESSIAN		257.50			
8	LAW, LTD.	Zareh Jaltorossian	257.50	\$750	\$193,125.00	\$500,000
9	CD AND TOTAL					
10	GRAND TOTAL				\$3,046,555	\$5,000,000

Class Counsel Attorney Costs: The Settlement Agreement permits up to \$350,000 16. in reimbursement of costs. (Settlement Agreement § 6.C.(3), §11). However, Class Counsel's actual costs are \$274,195.19. Therefore, Class Counsel requests the Court award it \$274,195.19 in costs related to filing fees, service fees, court reporter/deposition fees, mediation fees, travel costs, and expert fees which could not have been recovered if this case had been lost. Class Counsel was required to advance all costs in this litigation. In this type of litigation where the corporate defendant and their attorneys are well funded, this can prove to be very expensive, risky, and therefore cost prohibitive to many attorneys. The financial burdens undertaken by Plaintiffs and Class Counsel in prosecuting this action on behalf of the Class were substantial. Plaintiffs undertook the risk of liability for Defendant's costs and even fees had this case not succeeded, as well as other potential negative financial ramifications from having come forward to sue Defendant on behalf of the Class. Accordingly, the contingent nature of the fee and the financial burdens on Class Counsel and Plaintiff also support the requested awards. The following list itemizes Class Counsel's costs and expenses:

DFM COSTS

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Filings/Service/Depos/Court Fees: 30,403.31 \$

\$ **Travel (Flights, Lodging, Rentals, Meal):** 18,222.36

1	Mediation Fees/Costs:	\$	12,900.00		
2	Experts Fees/Costs:	\$	59,262.89		
3	TOTAL	\$	120,788.56		
4					
5	JLG COSTS				
6	Filings/Service/Depos/Court Fees:	\$	15,618.04		
7	Travel (Flights, Lodging, Rentals, Meal):		11,861.98		
8	Marketing Fees/Costs:		43,886.23		
9	Mediation Fees/Costs:		4,300		
10	Experts Fees/Costs:	\$	41,603.93		
11	TOTAL		\$117,270.18		
12					
13	KP LAW/DAKESSIAN LAW COSTS				
14	Filings/Service/Depos/Court Fees:		6,429.87		
15	Travel (Flights, Lodging, Rentals, Meal):		3,556.25		
16	Mediation Fees/Costs:		6,979.20		
17	Experts Fees/Costs:		19,171.10		
18	TOTAL COSTS	\$	36,136.42		
19	17. Attached hereto as Exhibit 1 is a tr	rue and	correct copy of the Court's December 28,		
20	2023 Order Granting Motion for Preliminary Settl	lement 1	Approval ("Preliminary Approval Order").		
21	18. Attached hereto as Exhibit 2 is a true and correct copy of the Declaration of Jeanne				
22	2 Chernila (on behalf of Epiq Class Action & Claims Solutions, Inc. ["Epiq"]) with Respect to Notice				
23	and Settlement Administration ("Chernila Decl.").				
24	19. Attached hereto as Exhibit 3 is the true and correct copies of the Declarations of				
25	Class Representatives Eric Gruber, Jeremy Earls,	and Eve	er Gonzalez.		
26	20. Attached hereto as Exhibit 4 is a tr	rue and	correct copy of the NALFA 2020		
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DECLARATION OF MATTHEW H. FISHER ISO MOTION FOR FINAL APPROVAL

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Litigation Hourly Rate Range Growth (demonstrating that average rates for lawyers who have been practicing for 21-24 years [i.e. Plaintiff's counsel Matthew S. Da Vega] are between \$751-\$1000/hour and from 17-20 years [i.e. Plaintiff's counsel Matthew H. Fisher and Ted Mechtenberg] are between \$651-900/hour).

- 21. Attached hereto as **Exhibit 5** is a true and correct copy of the Laffey Matrix (demonstrating current average rates for lawyers practicing 20+ years at \$919/hour and those practicing 11-19 years at \$764/hour).
- 22. Attached hereto as **Exhibit 6** is a true and correct copy of National Law Journal Billing Survey 2017 (demonstrating the average partner rates at various California defense firms in 2017 were: Cooley LLP (\$1,100/hr.), Sheppard Mullin (\$760/hr.), Lobel Weiland Golden Friedman LLP (\$750/hr.), Winthrop Couchot Golubow Hollander, LLP (\$595/hr.), Morris, Polich & Purdy, LLP (\$575./hr.); Leslie Cohen Law PCS (\$575/hr.)(See 2017 National Law Journal Annual Survey on Billing Rates).
- 23. Based on my extensive experience in this type of litigation and thorough familiarity with the factual and legal issues in this case, I have reached the firm conclusion that the proposed Settlement is an excellent result for the Class and is in the Class Members' best interest.

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

Date: March 15, 2024

Matthew H. Fisher

EXHIBIT 1



DEC 28 2023

CLERK OF THE COURT

SUPERIOR COURT OF CALIFORNIA COUNTY OF SAN FRANCISCO

DEPARTMENT 613

ERIC GRUBER; EVER GONZALEZ; and JEREMY EARLS, individually and on behalf of all others similarly situated,

Plaintiffs,

v.

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YELP, INC.; DOES 1-10, inclusive,

Defendants.

Case No. CGC-16-554784

ORDER GRANTING MOTION FOR PRELIMINARY SETTLEMENT **APPROVAL**

Before the Court is Plaintiffs' motion for preliminary approval of a settlement of the California Invasion of Privacy Act claims asserted against Defendant in this litigation. The motion came on for hearing on December 21, 2023, at 10:00 a.m. in Department 613, the Honorable Andrew Y.S. Cheng presiding. Matthew Fisher (Da Vega Fisher Mechtenberg LLP) and Zareh Jaltorossian (KP Law) appeared in person and Michael Jaurigue (Jaurigue Law Group) appeared via CourtCall for Plaintiffs. Brian Sutherland (Complex Appellate Litigation Group LLP) and James Daire (Yelp, Inc.) appeared in person for Defendant. The matter was taken under submission upon the receipt of the parties' supplemental joint statement of December 27, 2023. The Court has thoroughly reviewed and considered the operative Amended Class Action Settlement and Release Agreement ("Amended Settlement" or

"Amended Agreement")¹ attached here as **Exhibit 3** together with the initial and supplemental briefing and evidence and the oral arguments of counsel. On that basis, the Court **GRANTS** the motion for preliminary approval, sets a final approval hearing for **April 10, 2024, at 9:30 a.m.**, and **ORDERS** as follows.

1. On January 18, 2023, the Court granted Plaintiffs' motion to certify the following class and subclass:

All individuals who, from October 12, 2015, to May 24, 2017 (the "Class Period"), while physically present in California and using a cellular device, participated in an outbound telephone conversation with a sales representative of YELP or its agent who one-way recorded the conversation without first informing the individual that the conversation was being recorded.

All individuals who, from October 12, 2015, to May 24, 2017 (the "Class Period"), while physically present in California and using a cellular device, participated/or the first time in an outbound telephone conversation with a sales representative of YELP or their agent who one-way recorded the conversation without first informing the individual that the conversation was being recorded.

Under the Amended Settlement Agreement, the "Class" and "Subclass" are identical to the classes as defined by the Court in its order granting class certification. (Amended Settlement Agreement § III.A.3.) The Court finds that the Class and Subclass should continue to be certified for settlement purposes consistent with Code of Civil Procedure section 382.

2. The Court finds sufficient evidence that the terms of the Amended Settlement Agreement fall within a range that could ultimately be given final approval by this Court as fair, reasonable, and adequate. In making this finding the Court has evaluated *inter alia*: the consideration to be provided by Defendant; both the monetary and non-monetary terms of the Amended Agreement; the delay, costs, and risks of further litigation; the history of discovery and litigation at the trial and appellate level in this proceeding that has allowed the parties to investigate, develop, and test their respective legal theories; and the non-collusive, arms-length negotiations through which the settlement was reached with the assistance of a mediator.

¹ Unless otherwise specified, defined terms in this order ("Preliminary Approval Order") have the same definition as the defined terms in the Amended Settlement Agreement.

- 3. The Court approves the long form and short form notices as revised and attached to the declaration of Matthew Fisher filed on December 15, 2023. These approved notices are also attached here as Exhibits 1–2. The Court finds that distribution of the approved notices in accordance with the plan set forth in the Amended Agreement (including through a settlement website) (a) constitutes the best notice practicable under the circumstances, (b) constitutes valid, due, and sufficient notice to all members of the Class (including the Subclass), and (c) complies fully with the requirements of California Code of Civil Procedure section 382, and California Rules of Court 3.766 and 3.769.
- 4. Consistent with the Court's previous certification order, the Court confirms the appointment of plaintiffs Eric Gruber, Jeremey Earls, and Ever Gonzalez as Class Representatives.
- 5. Matthew Fisher and Matthew Da Vega of Da Vega Fisher Mechtenberg LLP, Michael J. Jaurigue of Jaurigue Law Group, and Zareh A. Jaltorossian of KP Law are appointed as Class Counsel and shall represent the Class and Subclass in carrying out the terms of the Amended Settlement Agreement. Any Class Member may enter an appearance through his or her own counsel at such Class Member's own expense. Any Class Member who does not enter an appearance or appear on his or her own behalf will be represented by Class Counsel for settlement purposes only.
- 6. Epiq Class Action & Claims Solutions, Inc. is hereby appointed as the Settlement Administrator for this case. Epiq shall carry out all of the duties and responsibilities as set forth in the Amended Settlement Agreement and this order, including *inter alia* the provision of notice and the distribution of payments to Class Members.
 - a. Within twenty (20) calendar days of the Court's Preliminary Approval Order, the Parties will provide the class "phone number data" (Exhibit 10 to the Verkhovskaya Declaration in support of Plaintiffs' Motion for Class Certification) to the Settlement Administrator and direct the Settlement Administrator to use the phone number data to determine the names and physical addresses of Class Members.
 - b. Within forty-five (45) calendar days from receipt of the "phone number data", the Settlement Administrator shall mail the Postcard Class Notice to all Class Members via regular First-Class U.S. Mail in the manner specified under the Amended Settlement

Agreement. The Postcard Class Notice will contain links to the approved, revised Long Form Notice of Class Action Settlement, which will be available to Class Members via a Settlement Website. All counsel and the Settlement Administrator shall ensure the notices remain accurate (no typographical errors) and are populated with correct dates and response deadlines.

- 7. Response Deadline. Pursuant to the Amended Settlement Agreement, the Response Deadline shall be forty-five (45) calendar days from the initial mailing of the Class Notice for Class Members to submit any Request for Exclusion, written Objection, and/or Dispute to the Settlement Administrator. In the event of returned or non-deliverable notices, the Settlement Administrator will make reasonable efforts to locate Class Members and re-send the notices.
- 8. On April 10, 2024, at 9:30 a.m. in Department 613, this Court will hold a Final Approval Hearing to determine whether the Amended Agreement should be finally approved as fair, reasonable, and adequate, whether Class Counsels' application for fees and costs should be approved, and whether Plaintiffs' requests for service awards should be approved.
 - a. The motion for final approval and motion for attorney's fees, costs, and service awards—together with all supporting evidence—shall be filed no later than March 15, 2024, and promptly posted on the settlement website once accepted and stamped. An electronic courtesy copy of the proposed final approval order, order on fees, costs, and service awards, and judgment (in Word and PDF) shall be concurrently delivered to the Department 613 email inbox.
 - b. Any final briefing and evidence, such as any last responses to objections or the like, shall be filed with the Court no later than March 29, 2024.
 - c. The parties shall make reasonable efforts to notify the Court in advance and via email to department613complexlit@sftc.org of the intent of any Class Member to appear on his or her own, telephonically or in person, at the final approval hearing.
 - d. The Court reserves the right to adjourn or continue the date of the final approval hearing and all dates provided for in the Amended Agreement without further notice to the Class, and retains jurisdiction to consider further applications concerning the Settlement.

- 9. If the Agreement terminates and/or does not become final and binding, the following will occur: The Amended Settlement Agreement will become null and void. No party shall be deemed to have waived any claims, objections, rights or defenses, or legal arguments or positions. The Action will revert to its previous status in all respects as it existed immediately before the Parties executed the Memorandum of Understanding ("MOU") and Settlement Agreement. No term or draft of the MOU or the Amended Settlement Agreement, or any part of the Parties' settlement discussions, negotiations or documentation will have any effect or be admissible into evidence for any purpose in the Action or any other proceeding. This Order will be null and void and shall be vacated.
- 10. All discovery and pretrial proceedings and deadlines in the Action are stayed and suspended until further notice from the Court (including the time to bring the case to trial pursuant to Code of Civil Procedure § 583.330), except for such actions as are necessary to implement the Amended Agreement and this Preliminary Approval Order.

IT IS SO ORDERED.

Dated: December 28, 2023

ANDREW Y.S. CHENG Judge of the Superior Court

EXHIBIT 2

SUPERIOR COURT OF THE STATE OF CALIFORNIA

COUNTY OF SAN FRANCISCO DEPARTMENT 613

ERIC GRUBER; CHERYL SKIDMORE; EVER GONZALEZ; and JEREMY EARLS, individually and on behalf of all others similarly situated,

Plaintiffs,

v.

YELP, INC., and DOES 1-10, inclusive,

Defendants.

Case No.: CGC 16-554784

DECLARATION OF JEANNE M. CHERNILA REGARDING IMPLEMENTATION OF NOTICE AND SETTLEMENT ADMINISTRATION

Action Filed: October 12, 2016 Assigned for All Purposes to the Hon. Andrew Y.S. Cheng

<u>DECLARATION OF JEANNE M. CHERNILA REGARDING</u> <u>IMPLEMENTATION OF NOTICE AND SETTLEMENT ADMINISTRATION</u>

I, Jeanne M. Chernila, hereby declare and state as follows:

- 1. I am a Project Manager employed by Epiq Class Action & Claims Solutions, Inc. ("Epiq"). I have served as a Project Manager for Epiq since 2022 and prior to that I was an Associate Project Manager for another class action administrator for nine years. In both of these positions I have overseen the detailed administration of numerous class action programs during that time. The statements of fact in this declaration are based on my personal knowledge and information provided to me by my colleagues in the ordinary course of business, and if called on to do so, I could and would testify competently thereto.
- 2. Epiq was appointed to be the Settlement Administrator pursuant to the Court's Order Granting Motion for Preliminary Settlement Approval (the "Order") dated December 28, 2023, and in accordance with the Amended Class Action Settlement and Release Agreement dated December 15, 2023 (the "Agreement"). I submit this Declaration in order to advise the Parties and the Court regarding the implementation of the Court-approved Class Notice Program, and to

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¹ All capitalized terms not otherwise defined in this document shall have the same meanings ascribed to them in the Agreement.

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report on Epiq's handling to date of the Settlement administration, in accordance with the Order and the Agreement.

3. Epiq was established in 1968 as a client services and data processing company. Epiq has administered bankruptcies since 1985 and settlements since 1993. Epiq has routinely developed and executed notice programs and administrations in a wide variety of mass action contexts including settlements of consumer, antitrust, products liability, and labor and employment class actions, settlements of mass tort litigation, Securities and Exchange Commission enforcement actions, Federal Trade Commission disgorgement actions, insurance disputes, bankruptcies, and other major litigation. Epiq has administered more than 4,500 settlements, including some of the largest and most complex cases ever settled. Epiq's class action case administration services include administering notice requirements, designing direct-mail notices, implementing notice fulfillment services, coordinating with the United States Postal Service ("USPS"), developing and maintaining notice websites and dedicated telephone numbers with recorded information and/or live operators, processing exclusion requests, objections, claim forms and correspondence, maintaining class member databases, adjudicating claims, managing settlement funds, and calculating claim payments and distributions. As an experienced neutral third-party administrator working with settling parties, courts, and mass action participants, Epiq has handled hundreds of millions of notices, disseminated hundreds of millions of emails, handled millions of phone calls, processed tens of millions of claims, and distributed hundreds of billions in payments.

OVERVIEW OF ADMINISTRATION

- 4. Pursuant to the Agreement and Order Epiq was appointed to provide, and did provide, the following administrative services for the benefit of Settlement Class Members, as they are defined in the Agreement:
 - As appropriate, mail a Postcard Notice to Class Members;
 - Establish and maintain an official Settlement Website containing information about the Gruber, et al., v. Yelp, Inc., et al. Settlement;

- Establish and maintain an official toll-free number that Settlement Class Members may contact for additional information about the Settlement;
- Review and process Requests for Exclusion sent to or received by Epiq;
- Review and track objections sent to or received by Epiq;
- Review and track disputes sent to or received by Epiq;
- As appropriate, issue award payments to Settlement Class Members.

DATA TRANSFER

- 5. On December 29, 2023, Counsel for Defendant provided Epiq with one (1) electronic file containing potential Class Member records. The file contained 422,314 rows of data comprised of telephone numbers and count of calls received for potential Class Members ("Class Data"). On January 5, 2024, Counsel for Defendant provided Epiq with an additional electronic file containing 1,048,575 records to use in connection with the primary electronic file to identify contact information for Class Members. The supplemental electronic file contained names, business names, addresses, and telephone numbers. Epiq utilized the data contained in the supplemental electronic file as a comparison to identify names associated with the telephone numbers in the primary electronic file. Where Epiq could not identify specific individuals, having only business name association or no correlation to the supplemental data file, Epiq conducted business ownership searching through Transunion.
- 6. Epiq conducted reverse phone lookup searching for all telephone numbers in the primary data file. For telephone number searching that returned more than one individual association, the most recent owner or association was included in the Class Data.
- 7. Epiq could not identify specific individual associations for businesses for 7,943 records. Epiq was not able to provide notice to these records.
- 8. Epiq loaded the information provided by Counsel into a database created for the purpose of administration of the proposed Settlement. Epiq assigned unique identifiers to all the records it received in order to maintain the ability to track them throughout the Settlement

administration process. Epiq combined the data and removed exact duplicate records, which resulted in 414,371 of Class Member records (the "Class List").

9. 12,453 records in the Class List contained incomplete and invalid address information. While these records remain in the Class List, Epiq was unable to provide notice to these individuals.

DISSEMINATION OF THE INDIVIDUAL CLASS NOTICE BY POSTAL MAIL

- 10. Pursuant to Section IV of the Agreement and Section 6 of the Order, Epiq was responsible for sending the Postcard Notice to all potential Class Members via U.S. First Class Mail. Attached hereto as **Exhibit 1** is the Postcard Notice that Epiq disseminated by mail ("Notice").
- 11. Prior to mailing the Notice to the Class List, all mailing addresses were checked against the National Change of Address ("NCOA") database maintained by the United States Postal Service ("USPS").² In addition, the addresses were processed via the Coding Accuracy Support System ("CASS") to ensure the quality of the zip code, and verified through Delivery Point Validation ("DPV") to verify the accuracy of the addresses. To the extent that any Class Member had filed a USPS change of address request, and the address was certified and verified, the current address listed in the NCOA database was used in connection with the Notice mailing. This address updating process is standard for the industry and for the majority of promotional mailings that occur today. A total of 14,668 records in the Class List sent through the USPS NCOA, CASS, and DPV process were updated with new addresses.
- 12. Prior to commencing any mailings for this matter, Epiq established a dedicated post office box to mail notice from and to allow Class Members to contact the Settlement Administrator or submit documents by mail. Epiq has and will continue to maintain the P.O. Box throughout the administration process.

² The NCOA database contains records of all permanent change of address submissions received by the USPS for the last four years. The USPS makes this data available to mailing firms and lists submitted to it are automatically updated with any reported move based on a comparison with the person's name and last known address.

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- 13. On February 12, 2024, Epiq mailed 401,918 Notices via First Class USPS Mail to potential Class Members on the Class List with a valid mailing address. In addition, a Long Form Notice has been mailed via First Class U.S. Mail to all persons who submitted a request for one. As of March 1, 2024, 165 Long Form Notices have been mailed as a result of such requests.
- 14. The return address on the Notices is the post office box maintained by Epiq. As of March 13, 2024, 2,813 Notices have been returned by the USPS with forwarding information and promptly re-mailed to the forwarding address.
- 15. As of March 13, 2024, a total of 15,372 Notices have been returned to Epiq without forwarding address information. Address updating and re-mailing for undeliverable Notices is ongoing and will continue through March 28, 2024, as required.
- 16. As of March 14, 2024, Epiq has mailed Notice to 401,918 Class Members, with Notice to 15,978 unique Class Members currently known to be undeliverable, which is a 93.13% deliverable rate to the Class.

SETTLEMENT WEBSITE

- 17. Pursuant to Section IV of the Agreement and Section 6 of the Order, on February 12, 2024, Epiq launched a website, www.yelpcallsettlement.com, that potential Class Members could visit to obtain additional information about the proposed Settlement, as well as important documents, including the Long Form Notice, Postcard Notice, Settlement Agreement, Preliminary Approval Order, and any other relevant information that the parties agree to provide or that the Court may require ("Website"). The Website contains a summary of options available to Class Members, deadlines to act, and provides answers to frequently asked questions. References to the Website were prominently displayed in the Notice and Long Form Notice.
- 18. As of March 13, 2024, the Website has been visited by 2,576 unique visitors and 7,166 website pages have been viewed. Epiq has maintained and will continue to maintain and update the Website throughout the administration of the proposed Settlement.

TOLL-FREE INFORMATION LINE

- 19. On February 12, 2024, Epiq established and is maintaining a toll-free interactive Voice Response Unit ("VRU"), 1-888-505-5847, to provide information and accommodate inquiries from Class Members. Callers hear an introductory message and then are provided with scripted information about the Settlement in the form of recorded answers to frequently asked questions. Callers also have the options of requesting a Long Form Notice by mail. The toll-free number was included in the Notice sent to Class Members and the automated telephone system is available 24 hours per day, 7 days per week.
- 20. As of March 13, 2024, the toll-free number has received 848 calls representing 1,839 total minutes. Epiq has and will continue to maintain and update the VRU throughout the Settlement administration process.

EMAIL INBOX

21. Epiq established and maintains an email inbox, info@YelpCallSettlement.com for Class Members to submit requests for Notices, submit disputes, submit requests for exclusion, and ask questions regarding the Settlement. As of March 13, 2024, Epiq has received and responded to a total of forty-eight (48) incoming emails. Epiq will continue to maintain this inbox throughout the Settlement administration.

REQUESTS FOR EXCLUSION

22. Pursuant to Paragraph 7 of the Order, Class Members who wished to be excluded from the Settlement were required to submit a written Requests for Exclusion to Epiq postmarked or received on or before March 28, 2024. As of March 13, 2024, Epiq has received eleven (11) timely and potentially valid exclusion requests. A report listing the eleven (11) timely requests received to date is attached hereto as **Exhibit 2**.

OBJECTIONS RECEIVED

23. Pursuant to Paragraph 7 or the Order, Class Members who wished to object to the Settlement were required to submit written objections to the Clerk of the Court, Counsel for the Defendant, Class Counsel, and Epiq, such that they were postmarked and received on or before the objection deadline of March 28, 2024. As of March 13, 2024, Epiq is aware of or has received one (1) timely written objection to the Settlement. This one (1) objection is attached hereto as Exhibit 3.

CLASS MEMBER AWARDS

- 24. At least 401,918 Class Members are expected to participate in this settlement. Epiq anticipates the lowest Class Member award to be \$6.84, and the highest Class Member award to be \$617.72. This is based on the following formula:
 - a) \$15,000,000.00 Settlement Fund;
 - Less \$45,000.00 for Class Representative awards;
 - Less \$5,350,000.00 for Attorney Fees/Costs;
 - Less \$600,000.00 for administration costs;
 - Resulting in a Net Settlement Fund ("NSF") of \$9,005,000.00;
 - Total count of phone numbers is 422,314;
 - Base \$5.00 award per phone number total amount of \$2,111,570.00;
 - The Pro Rata available amount is then \$6,893,430.00;
 - The total number of phone calls for the Class Data is 3,731,739;
 - Resulting in an estimated average (mean) recovery per Class Member of \$22.40. <u>i)</u>
- 25. A supplemental declaration will be provided to the Court with exact Class Member counts and information after the March 28, 2024, deadline for opt out and objection submission.

ADMINISTRATION 26. Currently Epiq anticipates that fees and expenses for notice and settlement administration will not exceed \$600,000.00. I declare under penalty of perjury under the laws of the United States and the State of California that the foregoing is true and correct and that this declaration was executed on March 14, 2024, in Rio Nido, California Jeanne M. Chernila Jeanne M. Chernila Project Manager Epiq Class Action & Claims Solutions, Inc. ("Epiq")



Gruber v. Yelp Inc. Settlement Administrator P.O. Box 6425 Portland, OR 97228-6425

> Unique ID: UNIQUEID PIN: PIN

Court-Approved Legal Notice

If you are an individual who, from October 12, 2015, to May 24, 2017 (the "Class Period"), while physically present in California and using a cellular device, received a call and participated in a telephone conversation with a sales representative of Yelp Inc. who one-way recorded the conversation without first informing you that the conversation was being recorded, a class action settlement may affect your rights.



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NAME1 NAME2 ADDRESS1 ADDRESS2 ADDRESS3 ADDRESS3 ADDRESS5 CITY ST ZIP COUNTRY A Settlement has been reached in a class action lawsuit against Yelp Inc. ("Yelp"), alleging that it violated California's Invasion of Privacy Act ("CIPA"). The Superior Court of the State of California, San Francisco County has authorized this notice. The Court will hold a hearing to consider whether to approve the Settlement.

You are receiving this notice because our records indicate you may be a member of the Settlement Class and therefore entitled to payment from the Settlement. You are part of the Settlement Class if, while physically present in California and using a cellular device, you received a call and participated in a telephone conversation with a Yelp sales representative from October 12, 2015 to May 24, 2017 ("Class Period").

Your Estimated Settlement Payment is \$1,000.19 based on the estimated CALLCOUNT calls you received on a cellular device during the Class Period, as reflected in the parties' records.

The lawsuit alleges that Yelp violated CIPA by "one-way recording" conversations (meaning Yelp recorded its own employees' voices but not the recipients' voices during the conversations) during certain phone calls to individuals in California without notice to or consent from the call recipient. The Court has not decided in favor of either party. Yelp denies the allegations and denies that it engaged in any wrong-doing, but has agreed to the Settlement to avoid the uncertainties and expenses associated with continuing the case.

Under the Settlement, Yelp will create a \$15,000,000.00 Settlement Fund, which will be distributed in the following amounts: (1) \$9,005,000.00 for the Settlement Class; (2) settlement administration expenses of \$600,000; (3) \$45,000 to the Class Representatives for their work in creating the Settlement; (4) out-of-pocket litigation costs (expected to be no more than \$350,000) and (5) up to \$5,000,000.00 for attorneys' fees as awarded by the Court. From the portion of the Settlement Fund set aside for Class Awards ("Estimated Net Settlement Fund"), participating Class Members with valid mailing addresses will receive a minimum payment of \$5.00 (Five Dollars) plus a pro-rata share of the remaining Estimated Net Settlement Fund proportional to the number of calls that the Class Member received from Yelp on his or her cell phone during the Class Period.

If you want to be included in the Settlement and receive your Settlement Award, you do not need to do anything. You will give up your right to sue Yelp regarding the claims resolved by this Settlement. If you do not want to participate in this Settlement, you need to exclude yourself ("opt out"). If you exclude yourself, you will not get money from this Settlement, but you will keep your rights to sue on your own over the claims resolved by the Settlement. If you stay in the Settlement Class, you may object to any part of the Settlement by mailing a written objection to the Settlement Administrator. Your request to opt out or any objections must be submitted by March 28, 2024. Go to YelpCallSettlement.com for more information on the proposed Settlement, and how to opt out or object. You will need to use your Unique ID and PIN information provided on the front of this postcard.

This notice is only a summary. For more information on this Settlement, please visit YelpCallSettlement.com or call 1-888-505-5847.



Count: 11

Gruber v Yelp Inc. Case No. CGC-16-554784

Identifying Number	Last Name	First Name	Middle	State	Submission Date
410749	GLENNON	ROBERT		CA	2/16/2024
62721	PORTER	KRISTINA	M	CA	2/16/2024
370146	WILLIAMS	KEVIN		CA	2/16/2024
160793	HOLVERSTOTT	NAJEE	R	TX	2/17/2024
300003	ANDRINGA	THOMAS		CA	2/19/2024
397226	OBRION	THOMAS	M	CA	2/20/2024
271698	GEIGER	ETHEL	С	CA	2/21/2024
52635	MOGA	KYLE		ΑZ	2/22/2024
13469	ANDERSON	JULIE		CA	2/26/2024
35692	CALVERT	BRIANNA		VA	2/27/2024
382211	LIDGI	AVI		WA	3/14/2024

William C. Mott

Case: Eric Gruber et al. v. Yelp Inc., Case No. CGC-16-554784

RE: Settlement Amount

I would like to object to the settlement amount being considered for the members of the class action. Under the agreement I would receive \$21.56 for a total of 9 (nine) phone calls that violated the statute below.

California PenalCode Section 632.7 states:

"Every person who, without the consent of all parties to a communication, intercepts or receives and intentionally records, or assists in the interception or reception and intentional recordation of, a communication transmitted between two cellular radio telephones, a cellular radio telephone and a landline telephone, two cordless telephones, a cordless telephone and a landline telephone, or a cordless telephone and a cellular radio telephone, shall be punished by a fine not exceeding two thousand five hundred dollars (\$2,500), or by imprisonment in a county jail not exceeding one year, or in the state prison, or by both that fine and imprisonment..."

I feel the awarded amount to class members should be closer to the fine detailed in the statute of \$2500, per offense. I would therefore suggest a settlement of 9 (nine) times \$2500 = \$22,500, in my case. Furthermore, the parties that committed the offense could be sentenced to jail time of 1 year for each count, I think that should be worth something too.

William C. Mott

TO:

Gruber v. Yelp Inc. Settlement Administrator

P.O. Box 6425

Portland, OR 97228-6425



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GRUBER N YELP INC. SETTLE MENT ADMINISTRATOR P.O. BOX 6425 PORTLAND, OR 97228-6425

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EXHIBIT 3

1	Matthew S. Da Vega, State Bar No. 195443				
2	Matthew H. Fisher, State Bar No. 229532 DA VEGA FISHER MECHTENBERG LLP				
3	232 East Anapamu Street Santa Barbara, CA 93101				
4	Telephone: (408) 758-8974 Facsimile: (877) 535-9358				
5	Michael J. Jaurigue (SBN 208123)				
6	JAURIGUE LAW GROUP 300 West Glenoaks Blvd., Suite 300				
7	Glendale, California 91202 Telephone: (818) 630-7280				
8	Facsimile: (888) 879-1697				
9	Zareh A. Jaltorossian (SBN 205347) KP LAW				
10	150 East Colorado Blvd., Suite 206 Pasadena, CA 91105				
11	Tel: (626) 639-3525 Fax: (213) 986-312				
12	Attorneys for Plaintiffs Eric Gruber, Ever Gonzalez, Jeremy Earls and Certified Class				
13					
14	SUPERIOR COURT OF T	HE STATE OF CALIFORNIA			
15	COUNTY OF SAN FRANCISCO				
16					
17	ERIC GRUBER; EVER GONZALEZ; and JEREMY EARLS, individually and on behalf	Case No. CGC 16-554784			
18	and all others similarly situated,	<u>CLASS ACTION</u>			
19	Plaintiffs,				
20	V.	DECLARATION OF PLAINTIFF ERIC GRUBER IN SUPPORT OF MOTION FOR			
21	YELP, INC., and DOES 1-10, inclusive,	FINAL APPROVAL OF CLASS ACTION SETTLEMENT and ENHANCEMENT			
22	Defendants.	PAYMENT AND ENHANCEMENT			
23		Date: April 10, 2024			
24		Time: 9:30 a.m. Dept.: 613			
25		Action Filed: October 12, 2016			
26		Assigned to the Hon. Andrew Y.S. Cheng			
27					

DECLARATION OF ERIC GRUBER

2 | I, ERIC GRUBER, declare:

- 1. **I am a Named Class Representative**: I am one of the three named Plaintiffs and Class Representative in this case. As such, I have personal knowledge of, or am informed and believe, the following facts herein stated. If called as a witness. I could and would testify competently to the following:
- 2. **My Duties as the Class Representative:** This lawsuit is not an individual lawsuit. It is a certified CIPA class action. I understand that as one of the Class Representative in this matter I have an obligation to do my best to look out for the interests of other Class Members who I am represent as part of this proposed settlement. I understand that my obligations to the Class Members exist even after when the Class is certified as part of this proposed settlement. It is my understanding that, as one part of this duty to the Class, I cannot agree to a settlement to benefit myself to the exclusion of the rest of the Class Members. To that end I have never asked my attorneys (Da Vega Fisher Mechtenberg, LLP ["DFM LLP"]; Jaurigue Law Group, and KP Law) to settle this matter for my own benefit but have done my best to adequately and fairly represent all the Class Members. I have asked my attorneys to obtain the best settlement they could for everyone and I believe that they have attempted to do so.
- 3. I have been involved with this case since its beginning and I was the original and sole Class Representative for many years of this litigation. I first contacted my attorney and worked with them directly to gather information and evidence in support of the class action lawsuit. I have never asked to be relieved from my role as a Class Representative. I understand that it is my job to be "the stand-in" for other Class Members and must put their interest before my own in pursuing this lawsuit and proposed settlement. I accept these duties and responsibilities. I have had long discussions with my attorneys about the proposed Settlement both before, during, and after the successful mediation in this case. I understand the risk factors that were considered when evaluating the Settlement including the enormous effort, time, and costs to litigate such class action cases, the risk of losing the

case entirely and getting nothing, and the ability of Defendants to pay the settlement versus prolonged litigation.

- 4. Community of Interest (Typicality, Adequacy, and Lack of Conflicts): I was a potential customer and/or customer of Defendant Yelp and was subject to the same "one-way" recording calls practices as other Class Members. I am not aware of anything different about me that would raise unique defenses to my claims, as opposed to the claims of the Class Members. Rather, my claims are based upon the same law and facts that relate to the rest of the Class Members. I am not aware of any conflicts of interest I have with other Class Members included in this proposed Settlement. I do not have any financial relationship or family ties to my legal counsel or any officers of this Court other than occasionally accepting some small referrals from DFM LLP prior to the filing of this case, as previously disclosed to the Court. I am not involved with any litigation involving other Class Members. I have no other current business or legal arrangements or dealings with my legal counsel other than this lawsuit. I have never been promised money to serve as the proposed Class Representative. I have never been a Class Representative in another other class action lawsuit. I do not have any intention to take any action that would place me in a position that is hostile to other Class Members.
- 5. **My Service as Class Representative:** I have assumed some long-lasting risk in prosecuting this case. Because it is so easy to search for information online these days, I will face an increased risk to my business and livelihood because potential clients may discover information about this lawsuit online and have a negative reaction to learning that I sued Defendant. I have actively assisted my attorney in all the phases of this litigation to advance the interests of the Class to the best of my abilities. I have kept in constant contact with them throughout this process. My participation began with contacting my attorneys that I might have a case in that Defendants' policies and practices of recording conversations without provide notice or getting consent might be illegal. I also reviewed hundreds of pages of documents which I already had or were produced in this litigation by Defendants. I provided relevant documents to my counsel, and I explained those documents and related facts to my counsel to assist them in their review and filing of this case. I also

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discussed the responsibilities that I would have as a Class Representative with my attorney, including my responsibility to act on behalf of the interests of all proposed Class Members. I have devoted a substantial amount of my own time during this litigation to ensure a fair result for the Class Members. This involved being deposed, ongoing communications and participation with my counsel, reviewing documents, attending the 2 mediations, and numerous phone calls, meetings, and emails with my counsel over a period of over 7 years.

- 6. **Approval of Class Settlement:** At the second mediation the parties negotiated a Memorandum of Understanding (MOU) and then after the mediation, a couple of long-form settlement agreements until the final version was approved by the Court (an Amended Class Action Settlement and Release Agreement ["Settlement" or "Settlement Agreement"]. I have been informed of, reviewed, approved of the terms of, and executed the proposed Settlement, which is before the Court. After reviewing and discussing the terms of the proposed Settlement with my attorneys and considering the issues in the case and the value of the claims, I have concluded that the proposed Settlement obtained on behalf of the Class is fair, adequate, and reasonable to the Class members. In sum, I believe that I have diligently, adequately, and fairly represented the Class Members. I have not placed my own interests above those of any member of the Class but have always and will continue to keep the Class Members' best interests in this litigation until its conclusion. I have provided approximately 50 to 60+ hours of my time to date and during the course of this lawsuit to ensure a good outcome and Settlement for the best interest of the Class Members. I believe that I have fairly represented the absent Class members and herein request that the Court finally approve this Settlement.
- 7. **My Requested Enhancement Payment:** I request that the Court award me a reasonable Enhancement Payment to compensate me for the work performed in my role as Class Representative. I believe taking on the role and my service as a Class Representative had inherent risks which I took on behalf of others and has caused me a small, but not insignificant, disruption to my work and personal life. I was aware that being a Class Representative in a class action lawsuit could impact my business because I might be viewed differently for suing Defendant. I was also

aware that by filing the lawsuit, I might be responsible for some or all of Defendant's legal costs if 1 2 the case was not successfully litigated. As a Class Representative, I actively participated in the 3 litigation and have always maintained the best interests of the Class while performing my 4 representative duties. Therefore, based on the effort, risk, delay in payment, and time spent on the 5 matter I believe that the requested Enhancement Payment of \$20,000 (twenty thousand dollars) of the total of \$45,000 (forty-five thousand dollars) allocated to the 3 Class Representatives is fair, 6 7 reasonable and compensates me for such a positive result for so many people who would have 8 otherwise likely never received any compensation at all. 9 I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct. 10 11 3/14/2024 Eric Gruber **DATED:** By: Eric Gruber 12 Plaintiff / Proposed Class Representative 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27

DECLARATION OF PLAINTIFF ERIC GRUBER IN SUPPORT OF MOTION FOR FINAL APPROVAL OF CLASS SETTLEMENT

1	Matthew S. Da Vega, State Bar No. 195443	
2	Matthew H. Fisher, State Bar No. 229532 DA VEGA FISHER MECHTENBERG LLP	
	232 East Anapamu Street Santa Barbara, CA 93101	
3	Telephone: (408) 758-8974	
4	Facsimile: (877) 535-9358	
5	Michael J. Jaurigue (SBN 208123)	
6	JAURIGUE LAW GROUP 300 West Glenoaks Blvd., Suite 300	
7	Glendale, California 91202 Telephone: (818) 630-7280	
8	Facsimile: (888) 879-1697	
9	Zareh A. Jaltorossian (SBN 205347) KP LAW	
10	150 East Colorado Blvd., Suite 206 Pasadena, CA 91105	
11	Tel: (626) 639-3525	
	Fax: (213) 986-312	
12	Attorneys for Plaintiffs Eric Gruber, Ever Gonza Earls and Certified Class	llez, Jeremy
13		
14	SUPERIOR COURT OF T	HE STATE OF CALIFORNIA
15	COUNTY OF S	SAN FRANCISCO
16		
17	ERIC GRUBER; EVER GONZALEZ; and JEREMY EARLS, individually and on behalf	Case No. CGC 16-554784
18	and all others similarly situated,	CLASS ACTION
19	Plaintiffs,	,
20	v.	DECLARATION OF PLAINTIFF JEREMY
21	YELP, INC., and DOES 1-10, inclusive,	EARLS IN SUPPORT OF MOTION FOR FINAL APPROVAL OF CLASS ACTION
22		SETTLEMENT and ENHANCEMENT
23	Defendants.	PAYMENT
24		Date: April 10, 2024
25		Time: 9:30 a.m. Dept.: 613
		Action Filed: October 12, 2016
26		Assigned to the Hon. Andrew Y.S. Cheng
27		
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DECLARATION OF JEREMY EARLS

I, **JEREMY EARLS**, declare:

- 1. **I am a Named Class Representative**: I am one of the three named Plaintiffs and Class Representative in this case. As such, I have personal knowledge of, or am informed and believe, the following facts herein stated. If called as a witness. I could and would testify competently to the following:
- 2. **My Duties as the Class Representative:** This lawsuit is not an individual lawsuit. It is a certified CIPA class action. I understand that as one of the Class Representative in this matter I have an obligation to do my best to look out for the interests of other Class Members who I am represent as part of this proposed settlement. I understand that my obligations to the Class Members exist even after when the Class is certified as part of this proposed settlement. It is my understanding that, as one part of this duty to the Class, I cannot agree to a settlement to benefit myself to the exclusion of the rest of the Class Members. To that end I have never asked my attorneys (Da Vega Fisher Mechtenberg, LLP ["DFM LLP"]; Jaurigue Law Group, and KP Law) to settle this matter for my own benefit but have done my best to adequately and fairly represent all the Class Members. I have asked my attorneys to obtain the best settlement they could for everyone and I believe that they have attempted to do so.
- 3. I have been involved with this case since approximately May of 2022 and became a Class Representative a few months later. I first contacted my attorney and worked with them directly to gather information and evidence in support of the class action lawsuit. I have never asked to be relieved from my role as a Class Representative. I understand that it is my job to be "the stand-in" for other Class Members and must put their interest before my own in pursuing this lawsuit and proposed settlement. I accept these duties and responsibilities. I have had long discussions with my attorneys about the proposed Settlement both before, during, and after the successful mediation in this case. I understand the risk factors that were considered when evaluating the Settlement including the enormous effort, time, and costs to litigate such class action cases, the risk of losing the case

entirely and getting nothing, and the ability of Defendants to pay the settlement versus prolonged litigation.

- 4. Community of Interest (Typicality, Adequacy, and Lack of Conflicts): I was a potential customer and/or customer of Defendant Yelp and was subject to the same "one-way" recording calls practices as other Class Members. I am not aware of anything different about me that would raise unique defenses to my claims, as opposed to the claims of the Class Members. Rather, my claims are based upon the same law and facts that relate to the rest of the Class Members. I am not aware of any conflicts of interest I have with other Class Members included in this proposed Settlement. I do not have any persona or financial relationship or family ties to my legal counsel or any officers of this Court. I am not involved with any litigation involving other Class Members. I have no other current business or legal arrangements or dealings with my legal counsel other than this lawsuit. I have never been promised money to serve as the proposed Class Representative. I have never been a Class Representative in another other class action lawsuit. I do not have any intention to take any action that would place me in a position that is hostile to other Class Members.
- 5. **My Service as Class Representative:** I have assumed some long-lasting risk in prosecuting this case. Because it is so easy to search for information online these days, I will face an increased risk to my business and livelihood (a smog inspection station) because potential clients may discover information about this lawsuit online and have a negative reaction to learning that I sued Defendant. I have actively assisted my attorney in all the later phases of this litigation to advance the interests of the Class to the best of my abilities. I have kept in constant contact with them throughout this process. My participation began with contacting my attorneys that I might have a case in that Defendants' policies and practices of recording conversations without provide notice or getting consent might be illegal. I also reviewed hundreds of pages of documents which I already had or were produced in this litigation by Defendants. I provided relevant documents to my counsel, and I explained those documents and related facts to my counsel to assist them in their review and litigation of this case. I also discussed the responsibilities that I would have as a Class Representative with my attorney, including my responsibility to act on behalf of the interests of all

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proposed Class Members. I have devoted a substantial amount of my own time during this litigation to ensure a fair result for the Class Members. This involved being deposed, ongoing communications and participation with my counsel, reviewing documents, attending 1 mediation, and numerous phone calls, meetings, and emails with my counsel over a period of over 2 years.

- 6. **Approval of Class Settlement:** At the second mediation the parties negotiated a Memorandum of Understanding (MOU) and then after the mediation, a couple of long-form settlement agreements until the final version was approved by the Court (an Amended Class Action Settlement and Release Agreement ["Settlement" or "Settlement Agreement"]. I have been informed of, reviewed, approved of the terms of, and executed the proposed Settlement, which is before the Court. After reviewing and discussing the terms of the proposed Settlement with my attorneys and considering the issues in the case and the value of the claims, I have concluded that the proposed Settlement obtained on behalf of the Class is fair, adequate, and reasonable to the Class members. In sum, I believe that I have diligently, adequately, and fairly represented the Class Members. I have not placed my own interests above those of any member of the Class but have always and will continue to keep the Class Members' best interests in this litigation until its conclusion. I have provided approximately 30 to 40+ hours of my time to date and during the course of this lawsuit to ensure a good outcome and Settlement for the best interest of the Class Members. I believe that I have fairly represented the absent Class members and herein request that the Court finally approve this Settlement.
- 7. **My Requested Enhancement Payment:** I request that the Court award me a reasonable Enhancement Payment to compensate me for the work performed in my role as Class Representative. I believe taking on the role and my service as a Class Representative had inherent risks which I took on behalf of others and has caused me a small, but not insignificant, disruption to my work and personal life. I was aware that being a Class Representative in a class action lawsuit could impact my business because I might be viewed differently for suing the Defendant. I was also aware that by filing the lawsuit, I might be responsible for some or all of Defendant's legal costs if the case was not successfully litigated. As a Class Representative, I actively participated in the

1	litigation and have always maintained the best interests of the Class while performing my
2	representative duties. Therefore, based on the effort, risk, delay in payment, and time spent on the
3	matter I believe that the requested Enhancement Payment of \$12,500 (twelve thousand five
4	hundred dollars) of the total of \$45,000 (forty-five thousand dollars) allocated to the 3 Class
5	Representatives is fair, reasonable and compensates me for such a positive result for so many people
6	who would have otherwise likely never received any compensation at all.
7	I declare under penalty of perjury under the laws of the State of California that the foregoing
8	is true and correct.
9	DATED: By: By:
10	Jeremy Earls Plaintiff / Proposed Class Representative
11	Traintiff / Troposed Class Representative
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1	Matthew S. Da Vega, State Bar No. 195443	
2	Matthew H. Fisher, State Bar No. 229532 DA VEGA FISHER MECHTENBERG LLP	
3	232 East Anapamu Street Santa Barbara, CA 93101	
4	Telephone: (408) 758-8974 Facsimile: (877) 535-9358	
5	Michael J. Jaurigue (SBN 208123)	
6	JAURIGUE LAW GROUP 300 West Glenoaks Blvd., Suite 300	
7	Glendale, California 91202 Telephone: (818) 630-7280	
8	Facsimile: (888) 879-1697	
9	Zareh A. Jaltorossian (SBN 205347) KP LAW	
10	150 East Colorado Blvd., Suite 206 Pasadena, CA 91105	
11	Tel: (626) 639-3525 Fax: (213) 986-312	
12	Attorneys for Plaintiffs Eric Gruber, Ever Gonza	lez, Jeremy
13	Earls and Certified Class	
14	SUPERIOR COURT OF T	HE STATE OF CALIFORNIA
15	COUNTY OF S	SAN FRANCISCO
16		
17	ERIC GRUBER; EVER GONZALEZ; and JEREMY EARLS, individually and on behalf	Case No. CGC 16-554784
18	and all others similarly situated,	CLASS ACTION
19	Plaintiffs,	
20	V.	DECLARATION OF PLAINTIFF EVER GONZALEZ IN SUPPORT OF MOTION
21	YELP, INC., and DOES 1-10, inclusive,	FOR FINAL APPROVAL OF CLASS ACTION SETTLEMENT and
22	Defendants.	ENHANCEMENT PAYMENT
23		Date: April 10, 2024
24		Time: 9:30 a.m. Dept.: 613
25		Action Filed: October 12, 2016
26 27		Assigned to the Hon. Andrew Y.S. Cheng
20		

DECLARATION OF EVER GONZALEZ

I, EVER GONZALEZ, declare:

- 1. **I am a Named Class Representative**: I am one of the three named Plaintiffs and Class Representative in this case. As such, I have personal knowledge of, or am informed and believe, the following facts herein stated. If called as a witness. I could and would testify competently to the following:
- 2. **My Duties as the Class Representative:** This lawsuit is not an individual lawsuit. It is a certified CIPA class action. I understand that as one of the Class Representative in this matter I have an obligation to do my best to look out for the interests of other Class Members who I am represent as part of this proposed settlement. I understand that my obligations to the Class Members exist even after when the Class is certified as part of this proposed settlement. It is my understanding that, as one part of this duty to the Class, I cannot agree to a settlement to benefit myself to the exclusion of the rest of the Class Members. To that end I have never asked my attorneys (Da Vega Fisher Mechtenberg, LLP ["DFM LLP"]; Jaurigue Law Group, and KP Law) to settle this matter for my own benefit but have done my best to adequately and fairly represent all the Class Members. I have asked my attorneys to obtain the best settlement they could for everyone and I believe that they have attempted to do so.
- 3. I have been involved with this case since approximately May of 2022 and became a Class Representative a few months later. I first contacted my attorney and worked with them directly to gather information and evidence in support of the class action lawsuit. I have never asked to be relieved from my role as a Class Representative. I understand that it is my job to be "the stand-in" for other Class Members and must put their interest before my own in pursuing this lawsuit and proposed settlement. I accept these duties and responsibilities. I have had long discussions with my attorneys about the proposed Settlement both before, during, and after the successful mediation in this case. I understand the risk factors that were considered when evaluating the Settlement including the enormous effort, time, and costs to litigate such class action cases, the risk of losing the case

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entirely and getting nothing, and the ability of Defendants to pay the settlement versus prolonged litigation.

- 4. Community of Interest (Typicality, Adequacy, and Lack of Conflicts): I was a potential customer and/or customer of Defendant Yelp and was subject to the same "one-way" recording calls practices as other Class Members. I am not aware of anything different about me that would raise unique defenses to my claims, as opposed to the claims of the Class Members. Rather, my claims are based upon the same law and facts that relate to the rest of the Class Members. I am not aware of any conflicts of interest I have with other Class Members included in this proposed Settlement. I do not have any persona or financial relationship or family ties to my legal counsel or any officers of this Court. I am not involved with any litigation involving other Class Members. I have no other current business or legal arrangements or dealings with my legal counsel other than this lawsuit. I have never been promised money to serve as the proposed Class Representative. I have never been a Class Representative in another other class action lawsuit. I do not have any intention to take any action that would place me in a position that is hostile to other Class Members.
- 5. **My Service as Class Representative:** I have assumed some long-lasting risk in prosecuting this case. Because it is so easy to search for information online these days, I will face an increased risk to my business and livelihood (a smog inspection station) because potential clients may discover information about this lawsuit online and have a negative reaction to learning that I sued Defendant. I have actively assisted my attorney in all the later phases of this litigation to advance the interests of the Class to the best of my abilities. I have kept in constant contact with them throughout this process. My participation began with contacting my attorneys that I might have a case in that Defendants' policies and practices of recording conversations without provide notice or getting consent might be illegal. I also reviewed hundreds of pages of documents which I already had or were produced in this litigation by Defendants. I provided relevant documents to my counsel, and I explained those documents and related facts to my counsel to assist them in their review and litigation of this case. I also discussed the responsibilities that I would have as a Class Representative with my attorney, including my responsibility to act on behalf of the interests of all

proposed Class Members. I have devoted a substantial amount of my own time during this litigation to ensure a fair result for the Class Members. This involved being deposed, ongoing communications and participation with my counsel, reviewing documents, attending 1 mediation, and numerous phone calls, meetings, and emails with my counsel over a period of over 2 years.

- 6. **Approval of Class Settlement:** At the second mediation the parties negotiated a Memorandum of Understanding (MOU) and then after the mediation, a couple of long-form settlement agreements until the final version was approved by the Court (an Amended Class Action Settlement and Release Agreement ["Settlement" or "Settlement Agreement"]. I have been informed of, reviewed, approved of the terms of, and executed the proposed Settlement, which is before the Court. After reviewing and discussing the terms of the proposed Settlement with my attorneys and considering the issues in the case and the value of the claims, I have concluded that the proposed Settlement obtained on behalf of the Class is fair, adequate, and reasonable to the Class members. In sum, I believe that I have diligently, adequately, and fairly represented the Class Members. I have not placed my own interests above those of any member of the Class but have always and will continue to keep the Class Members' best interests in this litigation until its conclusion. I have provided approximately 30 to 40+ hours of my time to date and during the course of this lawsuit to ensure a good outcome and Settlement for the best interest of the Class Members. I believe that I have fairly represented the absent Class members and herein request that the Court finally approve this Settlement.
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1	litigation and have always maintained the best interests of the Class while performing my
2	representative duties. Therefore, based on the effort, risk, delay in payment, and time spent on the
3	matter I believe that the requested Enhancement Payment of \$12,500 (twelve thousand five
4	hundred dollars) of the total of \$45,000 (forty-five thousand dollars) allocated to the 3 Class
5	Representatives is fair, reasonable and compensates me for such a positive result for so many people
6	who would have otherwise likely never received any compensation at all.
7	I declare under penalty of perjury under the laws of the State of California that the foregoing
8	is true and correct.
9	DATED: By: By: By:
10	Ever Gonzalez Plaintiff / Proposed Class Representative
11	Traintiti / Troposed Class Representative
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EXHIBIT 4

Fee Dispute Hotline (312) 907-7275

News Blog

NALFA Releases 3 Models of Growth for Litigation Hourly Rates August 10, 2020 | Posted in : Fee Award, Fee Calculation Method, Fee Data / Fee Analytics, Fee Request, Hourly Rate Survey, Hourly Rates, Lodestar, NALFA News, Study / Report

NALFA conducts custom hourly rate surveys for law firms, corporate legal departments, and government agencies. Our hourly rate surveys provide our clients with the most current and accurate hourly rates within a given geography and practice area. Starting this year, 2020, NALFA is conducting hourly rate surveys in 5 key practice areas. These billing rate surveys show the current average hourly rate range for both plaintiffs' and defense counsel at partner and associate levels.

NALFA has released 3 different models of growth (linear, logarithmic, and logistic) for hourly rate ranges in litigation. These growth curves are based on the universally accepted principle that hourly rates increase with experience (i.e. partner rates are greater than associate rates). Linear growth is consistent straight-line growth. Generally, logarithmic growth rises sharply then levels off. Generally, logistic (S-shaped) growth starts slowly, rises sharply, then levels off. We did not use exponential (J-shaped) growth because an ever-increasing, very steep curve does not fit hourly rate billing economics.

"These growth models do not account for the factors that effect hourly rates such as geography, practice area, party to litigation, complexity of case, size of law firm, and economics that our surveys do," said Terry Jesse, Executive Director of NALFA. "Those variables were not a part of this purely mathematical exercise," Jesse emphasized.

From these growth curves, we learn 2 key concepts:

- 1. Logarithmic growth seems to represent the economics of hourly rates and the career span of litigators the best. Generally, the growth starts rapidly, then increases slower, then eventually levels off. Here, the highest rate of billing growth takes place in early-career.
- 2. Logistic growth is another model that has some appeal to the economics of hourly rates and

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the career span of litigators. Generally, the growth starts slowly, then increases rapidly, then eventually levels off. Here, the highest rate of billing growth takes place in mid-career.

NALFA's 2020	Litigation Hourl	y Rate Range Gr	owth Matrix
Litigation Experience	Linear Growth	Logistic Growth	
35+ Years	Over \$1,200	\$901-\$950	\$901-\$950
30-35 Years	\$1,101-\$1,200	\$901-\$950	\$851-\$900
25-29 Years	\$1,001-\$1,100	\$851-\$900	\$801-\$850
21-24 Years	\$901-\$1,000	\$801-\$850	\$751-\$800
17-20 Years	\$801-\$900	\$751-\$800	\$651-\$750
14-16 Years	\$701-\$800	\$701-\$750	\$551-\$650
11-13 Years	\$601-\$700	\$651-\$700	\$451-\$550
8-10 Years	\$501-\$600	\$601-\$650	\$351-\$450
6-7 Years	\$401-\$500	\$501-\$600	\$301-\$350
4-5 Years	\$301-\$400	\$401-\$500	\$251-\$300
2-3 Years	\$200-\$300	\$301-\$400	\$200-\$250
Less Than 2 Years	Less than \$200	\$200-\$300	Less than \$200

The parameters of these models include the number of years continuously practicing litigation (12 data points), plotted along the x axis and hourly rate ranges (20 data points) along the y axis. The litigation experience data sets range (less than 2 Years-35+ years) has a variance of 1 year to 5 years. The hourly rate ranges (less than \$200-over \$1,200) include a variance of \$50 and \$100.

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EXHIBIT 5

LAFFEY MATRIX

History

Case Law

See the Matrix

Contact us

Home

			Years Out	of Law Scho	ool *		
Year	Adjustmt Factor**	Paralegal/ Law Clerk	1-3	4-7	8-10	11-19	20 +
6/01/21- 5/31/22	1.006053	\$208	\$381	\$468	\$676	\$764	\$919
6/01/20- 5/31/21	1.015894	\$206	\$378	\$465	\$672	\$759	\$914
6/01/19- 5/31/20	1.0049	\$203	\$372	\$458	\$661	\$747	\$899
6/01/18- 5/31/19	1.0350	\$202	\$371	\$455	\$658	\$742	\$894
6/01/17- 5/31/18	1.0463	\$196	\$359	\$440	\$636	\$717	\$864
6/01/16- 5/31/17	1.0369	\$187	\$343	\$421	\$608	\$685	\$826
6/01/15- 5/31/16	1.0089	\$180	\$331	\$406	\$586	\$661	\$796
6/01/14- 5/31/15	1.0235	\$179	\$328	\$402	\$581	\$655	\$789
6/01/13- 5/31/14	1.0244	\$175	\$320	\$393	\$567	\$640	\$771
6/01/12- 5/31/13	1.0258	\$170	\$312	\$383	\$554	\$625	\$753
6/01/11- 5/31/12	1.0352	\$166	\$305	\$374	\$540	\$609	\$734
6/01/10- 5/31/11	1.0337	\$161	\$294	\$361	\$522	\$589	\$709
6/01/09- 5/31/10	1.0220	\$155	\$285	\$349	\$505	\$569	\$686
6/01/08- 5/31/09	1.0399	\$152	\$279	\$342	\$494	\$557	\$671
6/01/07-5/31/08	1.0516	\$146	\$268	\$329	\$475	\$536	\$645
6/01/06-5/31/07	1.0256	\$139	\$255	\$313	\$452	\$509	\$614
6/1/05-5/31/06	1.0427	\$136	\$249	\$305	\$441	\$497	\$598
6/1/04-5/31/05	1.0455	\$130	\$239	\$293	\$423	\$476	\$574
6/1/03-6/1/04	1.0507	\$124	\$228	\$280	\$405	\$456	\$549
6/1/02-5/31/03	1.0727	\$118	\$217	\$267	\$385	\$434	\$522
6/1/01-5/31/02	1.0407	\$110	\$203	\$249	\$359	\$404	\$487
6/1/00-5/31/01	1.0529	\$106	\$195	\$239	\$345	\$388	\$468
6/1/99-5/31/00	1.0491	\$101	\$185	\$227	\$328	\$369	\$444
6/1/98-5/31/99	1.0439	\$96	\$176	\$216	\$312	\$352	\$424
6/1/97-5/31/98	1.0419	\$92	\$169	\$207	\$299	\$337	\$406
6/1/96-5/31/97	1.0396	\$88	\$162	\$198	\$287	\$323	\$389
6/1/95-5/31/96	1.032	\$85	\$155	\$191	\$276	\$311	\$375
6/1/94-5/31/95	1.0237	\$82	\$151	\$185	\$267	\$301	\$363

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The methodology of calculation and benchmarking for this Updated Laffey Matrix has been approved in a number of cases. See, e.g., DL v. District of Columbia, 267 F.Supp.3d 55, 69 (D.D.C. 2017)

- * "Years Out of Law School" is calculated from June 1 of each year, when most law students graduate. "1-3" includes an attorney in his 1st, 2nd and 3rd years of practice, measured from date of graduation (June 1). "4-7" applies to attorneys in their 4th, 5th, 6th and 7th years of practice. An attorney who graduated in May 1996 would be in tier "1-3" from June 1, 1996 until May 31, 1999, would move into tier "4-7" on June 1, 1999, and tier "8-10" on June 1, 2003.
- ** The Adjustment Factor refers to the nation-wide Legal Services Component of the Consumer Price Index produced by the Bureau of Labor Statistics of the United States Department of Labor.

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EXHIBIT 6

ALM Intelligence

2017 NLJ Billing Report

Source: National Law Journal Category: National Law Journal

ALM Legal Intelligence collected 2017 hourly billing rates for partners, associates and of counsel from the published rates in the 20 largest federal bankruptcy jurisdictions. High, low and average attorney billing rates are reported for 948 firms, in 31 states and the U.S. Territory Puerto Rico.

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		Largest U.S. Office -		NLJ 500	Partner	Partner	Partner	Associate	Associate	Associate	Counsel		Counsel
Year	Firm Name	City	State	Rank	Billing Rate	Billing Rate	Billing Rate	Billing Rate	Billing Rate	Billing Rate	Billing Rate		Billing Rate
				2017	Low	High	Avg	Low	High	Avg	Low		Average
2017	A.O.E Law & Associates, Apc	Los Angeles	CA					\$300	\$350	\$350			
	Abarbanel Law Offices	Fort Lauderdale	FL							\$350*			
	Ackerman Fox	East Meadow	NY				\$425*	\$350	\$475	\$413			
	Acree Law Firm	Springfield	MO				\$275*			2050			<u> </u>
2017	Adam Law Group Adams, Morris & Sessing	Jacksonville Germantown	FL MD				\$350 \$365*			\$250			
2017	Adelman & Gettleman Ltd	Chicago	IL		\$395	\$525	\$465			\$325			
2017	Affinity Law Group	St. Louis	MO		φοσο	ΨΟΣΟ	Ψ+00	\$185	\$315	\$250			
2017	Agilis Legal, PC	Denver	CO				\$350*	7.00	70.0	\$295*			
2017	Akerman LLP	Miami	FL	76			\$350*			\$275*			
2017	Albert H.Barkey,Attorney at Law	New York	NY							\$360			
	Allan D. Newdelman	Phoenix	AZ					\$315	\$395	\$355			
	Allen Barnes & Jones PLC	Phoenix	AZ FL		\$345	\$595	\$510	\$275	\$295	\$285 \$400*			\$480
2017	Allen Turnage, P.A. Allen Vellone Wolf Helfrich & Factor P.C.	Tallahassee Denver	CO					\$215	\$450	\$323			
2017	Allied Legal Group Inc	Los Angeles	CA					Ψ213	Ψ-30	\$250*			
2017	Almeida & Davila PSC	San Juan	PR				\$200	\$175	\$200	\$188			
2017	Andersen Law Firm, Ltd.	Las Vegas	NV				, ====	, , , , ,	.===	\$285			
	Andrew M. Ellis Law	Phoenix	AZ							\$285*			
2017	Andrews Myers PC	Houston	TX								\$325	\$375	\$350
2017	Anthony O. Egbase & Associates Attorneys At Law	Los Angeles	CA							\$150*			ļ
	Antonik Law Offices	Mount Vernon	IL TV				\$275*			0475			
	Antonio Martinez Anyama Law Firm	McAllen Cerritos	TX CA				\$250 \$400	\$175	\$200	\$175 \$188			
	Arboleda Brechner	Phoenix	AZ				\$400*	\$175	\$200	\$100			
2017	Arlene Gordon-Oliver	White Plains	NY				ψ+00			\$485*			
2017	Armstrong Teasdale LLP	St. Louis	MO	181	\$370	\$660	\$590	\$225	\$285	\$250			
	Ast & Schmidt, P.C.	Morristown	NJ			,	,			\$395*			
	Atkinson Law Associates Ltd	Las Vegas	NV							\$520*			
2017	Attorney Justin Oliverio, LLC	Decatur	GA							\$275*			
2017	Attorney Robert H. Holber PC	Media	PA							\$250			
2017	Avanesian Law Firm	Glendale	CA					\$250	\$375	\$313			
	B. Weldon Ponder Jr. Babcoke Law Office	Austin Miller Beach	TX IN							\$350* \$350			
	Bach Law Offices	Northbrook	IL				\$425	\$300	\$425	\$300			
	Backenroth Frankel & Krinsky, LLP	New York	NY		\$505	\$550	\$528	\$485	\$550	\$505			
	Baker & Associates	Houston	TX		ţ	φσσσ	\$450	\$300	\$375	\$305	\$350	\$450	\$400
2017	Baker, Donelson, Bearman, Caldwell & Berkowitz, PC	Nashville	TN	55			\$405						
	Ballard Spahr LLP	Washington	DC	85	\$650	\$1,195	\$895	\$395	\$510	\$453			\$505
	Bankruptcy Law Center	San Diego	CA							\$425*			
	Barrick Switzer Long Balsley & Van Evera, LLP	Rockford	IL TV				0.405	\$225	\$275	\$250			
2017	Barron & Newburger, P.C. Barry Scott Miller, Esq	Austin Newark	TX NJ				\$495			\$495 \$250*			
	Bartolone Legal Group, PA	Orlando	FL							\$325*			
	Bass Berry & Sims	Nashville	TN	165			\$525*			\$425*			
	Bast Amron LLP	Miami	FL				\$525*			Ų.23			
2017	Baumeister Denz LLP	Buffalo	NY		\$275	\$300	\$288			\$175			
2017	Bayard, P.A.	Wilmington	DE		\$475	\$675	\$525	_		\$305	-	-	
2017	Beall and Burkhardt, APC	Santa Barbara	CA		\$400	\$475	\$438			\$300*			
	Beard & Savory, PLLC	Memphis	TN							\$275			
	Behar, Gutt & Glazer, P.A.	Fort Lauderdale	FL				\$400			\$335			
	Belden Blaine Raytis LLP Bell, Davis & Pitt, PA	Bakersfield	CA NC				\$330* \$300*						
	Bella Rose Skin Care PLLC	Winston-Salem Midland	MI				\$3UU^			\$125			
	Belvedere Legal, APC	San Mateo	CA				\$495*			\$395*			
	Benari & Nguyen LLP	Irvine	CA				\$350*			\$350*			
	Benjamin Brand, LLP	Chicago	IL				\$425	\$250	\$395	\$395			
2017	Bereliani Law Firm	Los Angeles	CA							\$300*			
	Berg Hill Greenleaf & Ruscitti, LLP	Denver	CO			•	\$400*				•		
	Berger Singerman	Miami	FL	496			\$695*						
	Berman DeLeve Kuchan and Chapman	Kansas City	MO		***		\$300	***	***	\$300			
2017	Bernstein-Burkley	Pittsburgh	PA		\$300	\$545	\$350	\$235	\$300	\$270			

		Largest U.S. Office -		NLJ 500	Partner	Partner	Partner	Associate	Associate	Associate	Counsel		Counsel
Year	Firm Name	City	State	Rank	Billing Rate	Billing Rate	Billing Rate	Billing Rate	Billing Rate	Billing Rate	Billing Rate		Billing Rate
				2017	Low	High	Avg	Low	High	Avg	Low		Average
2017	Bielli & Klauder, LLC	Wilmington	DE				\$325		İ	\$205*			\$325
	Bigas & Bigas	Ponce	PR							\$250*			
	BKN Murray LLP	St. Petersburg	FL							\$375*			
	Black Square Financial	Coral Springs	FL							\$500*			
	Blake D. Gunn	Mesa	AZ					\$175	\$300	\$238			
	Blanchard Law, PA Blank Rome LLP	Largo Philadelphia	FL PA	78	\$310	\$725	\$615	\$435	\$470	\$225 \$453			
	Bohnhoff & Mahoney	Lansing	MI	70	\$310	\$125	\$015	\$435	\$470	\$453 \$215*			
2017	Bond, Schoeneck & King, PLLC	Syracuse	NY	164	\$360	\$400	\$380			φ213			
2017	Bononi & Company, P.C.	Greensburg	PA		Ç	ψ.00	\$400*	\$185	\$280	\$195	\$635	\$650	\$643
	Bosley Till Neue & Talerico LLP	Newport Beach	CA				\$595*			,	\$350	\$595	\$395
	Boul & Associates, P.C.	Columbia	MO				\$250*			\$250*	-		
	Bracewell LLP	Houston	TX	114	\$1,000	\$1,100	\$1,050	\$550	\$755	\$653			
	Bradley Arant Boult Cummings LLP	Birmingham	AL	93			\$570*						
2017	Brian K. McMahon, P.A.	West Palm Beach	FL				\$400*						
2017	Broege, Neumann, Fischer & Shaver	Manasquan	NJ					\$275	\$590	\$500			
	Bronson Law Offices	Harrison	NY				#000±	\$275	\$400	\$375			
	Broussard Poche LLP Brown Rudnick LLP	Lafayette	LA MA	203	\$905	64.045	\$220* \$1.075			⊕ E4 F +			
2017	Brownstein Hyatt Farber Schreck, LLP	Boston Denver	CO	192	\$905	\$1,245	\$1,075 \$655*			\$515* \$330*			
2017	Bruce W. Radowitz, Esq. P.A.	Union	NJ	192			φυσσ			\$300*			
	Bruner Wright. P.A.	Tallahassee	FL					\$225	\$350	\$288			
	Brutzkus Gubner Rozansky Seror Weber LLP	Woodland Hills	CA		\$235	\$850	\$625	\$325	\$500	\$485	\$495	\$675	\$573
	Bryan Cave LLP	St. Louis	MO	37	\$594	\$660	\$627	\$369	\$625	\$487	7.00	70.0	70.0
2017	Bryan Diaz Law, APC	Ventura	CA			·				\$350*			
	Buddy Ford, P.A	Tampa	FL					\$300	\$375	\$338			
2017	Buechler & Garber LLC	Denver	CO				\$350						
	Bufete Negron García, C.S.P	Guaynabo	PR							\$150*			
	Burger Law Firm	Houston	TX				\$300*	\$350	\$440	\$395			
2017	Burke, Warren, MacKay & Serritella, P.C.	Chicago	IL				\$510*			\$325*			
2017	Bush Kornfeld LLP	Seattle Biloxi	WA MS					\$285	\$365	\$325 \$300*			
2017	Byrd & Wiser C Conde & Associates	San Juan	PR					\$175	\$275	\$300° \$200			
2017	Cairncross & Hempelmann	Seattle	WA					\$175	\$213	\$560*			
2017	Calaiaro Valencik	Pittsburgh	PA		\$300	\$375	\$350	\$250	\$350	\$250			
2017	Campbell and Coombs	Mesa	AZ		Ç	ψ0.0	\$500	\$200	ÇCCC	\$200			
2017	Canterbury Law Group	Scottsdale	AZ				,	\$150	\$400	\$275			
2017	Cardwell & Chang P.L.L.C	Houston	TX					\$250	\$400	\$400			
2017	Carkhuff & Radmin	North Plainfield	NJ				\$400						
2017	Carlos J Cuevas Esq	Yonkers	NY				\$450*			\$495*			
2017	Carman Law Firm	Prescott	AZ				\$250*						
2017	Carmody MacDonald PC	St. Louis	MO	450			\$350*	0005	0700	0.000			
2017	Carter Ledyard & Milburn LLP Catalyst Lifestyles Sport Resort, LLC	New York Indianapolis	NY IN	458			\$900*	\$285	\$700	\$493 \$350*			
	Catalyst Lifestyles Sport Resort, LLC CBG Law Group	Bellevue	WA				\$320*			გა ეს"			
2017	Center City Law Offices LLC	Philadelphia	PA				\$250*						
2017	CGA Law Firm	York	PA				\$345*	\$200	\$270	\$235			
2017	Chambliss, Bahner & Stophel, P.C.	Chattanooga	TN		\$245	\$385	\$290	\$150	\$350	\$298			
2017	Charles A Curpill, PSC Law Office	San Juan	PR			,		\$250	\$350	\$300			
2017	Charles M Wynn Law Offices PA	Marianna	FL					\$200	\$325	\$250			
2017	Charles R. Chesnutt	Dallas	TX					\$250	\$450	\$350			
2017	Chase Bylenga Hulst, PLLC	Grand Rapids	MI				\$350*	•		\$275*			
2017	ChildersLaw, LLC	Gainesville	FL					\$275	\$375	\$325			
2017	Christopher C. Gautschi Attorney At Law	Santa Barbara	CA							\$400*			
2017	Ciardi Ciardi & Astin	Philadelphia	PA	40			\$515*	\$300	\$350	\$350			
2017	Cleary Gottlieb Steen & Hamilton LLP	New York	NY	18				\$445	\$490	\$468 \$150*			
2017	Clinton A Block Attorney At Law Coats Rose	Kewanee Houston	TX	362	\$475	\$650	\$563			\$150 [^] \$325			
2017	Coars Rose Cohen & Krol	Chicago	IL.	302	\$475 \$505	\$515	\$503 \$510			\$350			
2017	Cohen, Baldinger & Greenfeld, LLC	Rockville	MD		ψ303	ΨΟΙΟ	Ψ510	\$295	\$450	\$425			
	Cohen Pollock Merlin & Small, P.C.	Atlanta	GA					\$305	\$385	\$345			
	Cole & Cole Law, P.A	Sarasota	FL					\$300	\$400	\$350			
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Year	Firm Name	Largest U.S. Office -	State	NLJ 500 Rank	Partner Billing Rate	Partner Billing Rate	Partner Billing Rate	Associate Billing Rate	Associate Billing Rate	Associate Billing Rate	Counsel Billing Rate		Counsel Billing Rate
I eai	i iiii Naine	City	State	2017	Low	High	Avg	Low	High	Avg	Low		Average
2017	Cole Schotz P.C.	Hackensack	NJ	330	\$495	\$915	\$658	\$280	\$445	\$305			
	Collins, Vella & Casello	Manasquan	NJ	000	Ψ100	φοιο	\$400*	ΨΣΟΟ	Ψ++ο	\$250*			
2017	Connolly, Rosania and Lofstedt	Louisville	CO				\$340*			\$375*	1		
2017	Consumer Action Law Group PC	Los Angeles	CA				\$425	\$225	\$425	\$325			
2017	Cooley LLP	Palo Alto	CA	39			\$1,100	\$595	\$835	\$735	\$850	\$1,065	\$998
2017	Coon & Cole, LLC	Towson	MD				\$350*						\$350*
2017	Cooper & Scully, P.C	Dallas	FL							\$435*			
2017	Cooper, Pautz, Weiermiller & Daubner, LLP	Horseheads	NY							\$250*			
2017	Copeland Law Firm, P.C.	Abingdon	VA							\$300			
2017	Corash & Hollender PC	Staten Island	NY				\$450*			\$425*			\$425*
2017	Cordova Ayuso Law Office LLC	San Juan	PR		2075	****	\$100			\$100			
2017	Corral Tran Singh, LLP	Houston	TX		\$275	\$325	\$300			0450+	-		
2017	Correa Business Consulting Group, Llc	San Juan	PR	70	ree0	£720	£710			\$150*			
2017	Cozen O'Connor Craig & Lofton, P.C.	Philadelphia Mamphia	PA TN	79	\$550	\$730	\$710 \$50*			\$405*			
2017	Craig & Loπon, P.C. Crain, Caton & James	Memphis Houston	TX				\$50° \$400*			\$325*			
2017	Crane Heyman Simon Welch & Clar	Chicago	11/		\$445	\$510	\$400 \$510			\$325*	+		\$400*
2017	Crowley, Liberatore, Ryan & Brogan, P.C.	Norfolk	VA		φ440	φ510	φ510			\$330*	-		φ+υυ
2017	Cunningham, Chernicoff & Warshawsky, P.C.	Harrisburg	PA				\$350			ΨΟΟΟ	-		
2017	Curtis Castillo PC	Dallas	TX				\$425*	\$195	\$225	\$210			
2017	Dallas W Jolley, Jr Attorney at Law	Tacoma	WA				\$325*	7.00	7	7-10	İ		
2017	Dana M. Douglas Attorney At Law	Granada Hills	CA				\$200*			\$200*			
	Daniel J. Rylander, P.C.	Tucson	AZ				•	\$200	\$300	\$250			
	Daniels & Taylor, PC	Lawrenceville	GA						•	\$300*			
2017	Dann & Merino, P.C.	East Rutherford	NJ							\$425*			
2017	Danoff & King, P.A	Towson	MD							\$350*			
2017	Danowitz & Associates, P.C.	Atlanta	GA					\$275	\$350	\$300			
2017	David C. Jones, Jr., P.C.	Fairfax	VA				\$350*						
	David Dunn Law Offices PC	Allentown	PA				\$300*						
2017	David E. Lynn, P.C.	Rockville	MD							\$425*			
2017	David E. Mullis, P.C.	Valdosta	GA							\$250*			
2017	David P. Lloyd, Ltd	LaGrange	IL				\$400*			\$400*			
2017	David R. Shook, Attorney at Law, PLLC	Clarkston	MI				\$350*						
	David R. Softness, PA	Miami	FL				\$550*						
	David Rosenthal Law Firm	Lafayette	IN				#000÷			\$300*	-		
2017	David Schroeder Law Offices, PC David T Cain Law Offices	Springfield	MO TX				\$300* \$300*						
2017	David W Steen, P.A.	San Antonio	FL				\$450*	\$300	\$450	\$300			
	Davis Miles McGuire Gardner	Tampa Tempe	AZ				\$380*	\$300	\$450	\$300 \$240*			
	Davis Miles McGdire Gardrier Davis Polk & Wardwell LLP	New York	NY	35			φυου			\$1025*	+		
2017	Davis, Ermis & Roberts, P.C	Arlington	TX	- 33						\$350*			
2017	Dean G. Sutton, Esq	Sparta	NJ							\$400*			
2017	Dean W. Greer, Attorney at Law	San Antonio	TX				\$300*			Ψ.00			
2017	Deborah Lawson, Attorney At Law, P.L.L.C.	Ventura	CA				*			\$35*			
	DeCaro & Howell PC	Upper Marlboro	MD				\$425*			\$380*		İ	
2017	Deiches & Ferschmann	Haddonfield	NJ							\$425*			
2017		White Plains	NY		\$410	\$620	\$515						\$375*
2017	DeMarco-Mitchell, PLLC	Plano	TX		\$285	\$350	\$350			\$125*			
2017	Dent Law Office, Ltd	Effingham	IL							\$300*			
2017	Dentons US LLP	Atlanta	GA		\$575	\$675	\$625			\$345*	ļ		
2017	Diamond McCarthy LLP	Houston	TX		\$420	\$750	\$585	\$320	\$340	\$330			
2017	Dibble & Miller	Rochester	NY							\$300*			
2017	Dilworth Paxson LLP	Philadelphia	PA	422	\$375	\$895	\$533	\$300	\$330	\$315			
2017	Dishbak Law Firm	Beverly Hills	CA		070	01.100	\$400*	****	2055	050-	0700	2005	A
	DLA Piper	New York	NY	2	\$725	\$1,120	\$985	\$265	\$850	\$595	\$720	\$805	\$775
	Donahoe & Young LLP	Santa Clarita	CA PA		\$375	\$500	\$438	\$60 \$285	\$500	\$300			
2017	Doran & Doran, P.C. Dorsey & Whitney LLP	Wilkes-Barre	MN	89	\$555	\$980	\$680	\$285 \$410	\$300 \$515	\$293 \$463	\$480	\$555	\$513
2017	Dougherty and Guenther	Minneapolis Salinas	CA	69	фэээ	φ 9 900	9000	\$410	\$315	\$463 \$395*	\$46U	фэээ	\$313
2017	Douglas Haun and Heidemann, P.C.	Springfield	MO							\$250*			
	Drake Law Firm PLC	Scottsdale	AZ				\$300*	\$125	\$300	\$213	+		
	Drescher & Associates	Baltimore	MD				ΨΟΟΟ	Ψ123	Ψ300	\$350*	+		
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		Largest U.S. Office -		NLJ 500	Partner	Partner	Partner	Associate	Associate	Associate	Counsel		Counsel
Year	Firm Name	City	State	Rank	Billing Rate	Billing Rate	Billing Rate	Billing Rate	Billing Rate	Billing Rate	Billing Rate		Billing Rate
		J,		2017	Low	High	Avg	Low	High	Avg	Low		Average
2017	Dsouza Law Group, P.A.	Plantation	FL							\$350*			
	Dunn Law, P.A	Miami	FL				\$325*			\$325*			
2017	Durand & Associates, P.C.	Lewisville	TX				\$300*			·			
2017	E. P. Bud Kirk, Attorney at Law	El Paso	TX							\$300*			
2017	E. Waters & Associates, P.C.	North Bergen	NJ				\$400*			\$300			
2017	Eason & Tambornini, A Law Corporation	Sacramento	CA				\$400*	\$250	\$400	\$250			
2017	Edmiston Cambron, PLLC	Knoxville	TN				\$250*			\$250			
2017	Elizabeth A Haas Esq PLLC	New City	NY				\$400*			\$400*			
2017	Elkington Shepherd LLP	Oakland	CA							\$400			
2017	Ellett Law Offices, P.C	Phoenix	AZ					\$275	\$525	\$405			
	EPTMS, INC	El Paso	TX							\$300*			
	Eric A. Liepins	Dallas	TX							\$275*			
2017	Eric Slocum Sparks PC	Tucson	AZ					\$275	\$375	\$325			
2017	Estabrook & Company	Baltimore	MD							\$125*			
2017	Estudio Legal 1611 Corp	San Juan	PR							\$225*			
2017	Eubanks Law Firm, PC	Seymour	TN					0.1	***	\$250*			1
2017	Fabian Law Office	San Juan	PR				#0F0+	\$190	\$375	\$305			1
2017	Fedoroff Firm, LLC	Howell	NJ CA		6005	#200	\$350* \$313	\$295	6050	\$300			-
2017	Financial Relief Law Center Finestone Hayes LLP	Irvine San Francisco	CA		\$325	\$300	\$313 \$435*	\$295 \$370	\$350 \$435	\$300 \$403			-
2017	Fisher and Associates	Houston	TX				\$435° \$395*	\$370 \$240	\$435 \$395	\$403 \$240			-
2017	Fisher Rushmer, PA	Orlando	FL					φ240	 \$395	⊅∠4 U			\$475*
	FisherBroyles, LLP	Atlanta	GA		\$350	\$375	\$350	\$350	\$375	\$363			\$475
2017	Flaster Greenberg	Cherry Hill	NJ		\$490	\$500	\$495	φ550	\$373	φ303			
2017	Foley & Lardner LLP	Milwaukee	WI	43	ψ+30	ψ300	\$795*						\$630*
2017	Forrester & Worth PLLC	Phoenix	AZ	40			\$450*			\$400*			ψ030
2017	Forshey & Prostok, LLP	Fort Worth	TX		\$425	\$575	\$575			\$400*			
2017	Foster Law Offices	Sayrem	PA		\$120	ψ0.0	\$0.0			\$250*			
2017	Foster Legal Services PLLC	Orland Park	IL							\$420*			
2017	Fox Rothschild LLP	Philadelphia	PA	49			\$725*	\$300	\$585	\$450			
2017	Francis E. Corbett, Attorney at Law	Pittsburgh	PA				,	,	• • • • • • • • • • • • • • • • • • • •	\$250*			
2017	Frank A. Principe	Tampa	FL							\$300*			
2017	Frank Lyon Law Offices	Austin	TX				\$395			\$305			
2017	Franklin Hayward LLP	Dallas	TX				\$400*						
2017	Fuentes Law Offices, LLC	San Juan	PR							\$250*			
2017	Fuqua & Associates, PC	Houston	TX					\$225	\$500	\$250			
2017	Gagnon Eisele and Rigby, PLLC	Winter Park	FL				\$350*						
2017	Gainey Law Offices	Pittsburgh	PA							\$250*			
2017	Gardere Wynne Sewell LLP	Dallas	TX	194	\$640	\$725	\$640	\$280	\$385	\$360			
2017	Gardner Law Offices, PLLC	Raleigh	NC							\$275*			
2017	Garman Turner Gordon LLP	Las Vegas	NV		\$395	\$775	\$435			\$385*			
2017	Garvey Cushner & Associates PLLC	White Plains	NY				\$500			\$350*			
2017	Garvey Tirelli & Cushner Ltd	White Plains	NY				\$500	***	20	\$350*			
2017	Gary W. Short	Pittsburgh	PA					\$300	\$350	\$325*			1
	Geiger Law LLC	Atlanta	GA							\$330* \$350*			1
2017	George M. Geeslin Gerald B. Stewart Attorney & Counselor at Law	Atlanta Jacksonville	GA FL							\$350* \$300*			1
2017	Gerald K. Smith and John C. Smith Law Offices	Tucson	AZ		\$250	\$600	\$350	\$350	\$250	\$300	\$300		-
2017	Gerdes Law Firm, L.L.C	Hammond	LA		φ250	φουυ	φ35U	φ350	φ 2 50	\$200*	φ300		
2017	Gibson, Dunn & Crutcher LLP	New York	NY	17	\$925	\$1,195	\$1,150	\$250	\$875	\$685			1
2017	Gillman & Gillman, LLC	Edison	NJ	1/	φ923	φ1,195	\$1,150 \$350*	φ250	φο/5	φυσο			1
2017	Giordano Halleran & Ciesla, P.C	Red Bank	NJ				\$425			\$250			
2017	Glankler Brown PLLC	Memphis	TN				\$400*			ΨΖΟΟ			
2017	Gleichenhaus Marchese & Weishaar PC	Buffalo	NY				ψ+υυ	\$250	\$350	\$325			
2017	Goe & Forsythe LLC	Irvine	CA		\$300	\$395	\$395	\$295	\$315	\$300			
	Goetz Fitzpatrick	New York	NY		+ + + + + + + + + + + + + + + + + + +	Ψ030	+ 230	\$550	\$580	\$565			
2017	Gold, Lange & Majoros PC	Southfield	MI		\$325	\$395	\$340	\$230	\$260	\$235			
2017	Goldberg Weprin Finkel Goldstein LLP	New York	NY		7.20	+130	\$550*	, _55	+ =00	\$550*			
2017	Goldman & Beslow, LLC	East Orange	NJ				\$400*			\$375*			
2017	Goldsmith & Guymon, P.C.	Las Vegas	NV				\$425*			\$425*			
	Goldstein and McClintock	Chicago	IL		\$435	\$525				\$285*			
	Goldstein Bershad & Fried PC	Southfield	MI							\$400			
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2007 Control naw Offices, APC Score CA Score		
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2017 Grant Pascellane No.		
2017 Grade PLC Farmington Hills M		
2077 Graterous Law Firm, PSC Capusa PR		
2017 Group Read & Rockson LP		
2007 Greenberg & Bass Encino CA \$460" \$350 \$400 \$400 \$400"		
2007 Greenbert Trauring LLP New York NY 8 \$605 \$1400 \$476 \$4475 \$4475 \$4277 \$7476 \$1400 \$1400 \$1500 \$1400 \$1500 \$1		\$57 \$49
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2017 Gordent April Cap LC Montclair NJ S250°	+	
2007 Gluerne Law, LLC Montelair N.I	+	
2007 Gudernan and Associates Royal Cale MI		-
2017 Harden A Stroeberg, PLLC San Antonio TX System Sy		
Parroll Associates Memphis IN		\$17
Harrell & Associates Memphis TN		
Parris Law Fractic LLC		
Parties Hartmann Law Firm PC Rossville GA		
Partman & Hartman Reno NV		
		
Paymes and Boone, LLP Dallas TX 82 \$500 \$960 \$675 \$288 \$660 \$472 \$2017 Hayawar, Parker, O'Leary & Pinsky Middletown NY NY NY NY NY NY NY N	+	
		
2017 Helid McLeod Law Office, PLLC San Antonio TX San	+	
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2017 Henry D Paloci III PA	+	-
2017 Henshaw Law Office San Jose CA \$350 \$400 \$375 \$375 \$3850 \$201 \$375 \$3853 \$3853 \$2017 Herten C. Broadfoot II, PC Murrieta CA \$250^{\circ} \$375 \$3853 \$3853 \$2017 Hertrap, Pacific Law Group, PC Murrieta CA \$250^{\circ} \$375 \$375 \$3853 \$2017 Herron, Dark & Streett St. Louis MO \$300^{\circ} \$3		
2017 Heritage Pacific Law Group, PC		
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2017 Helyboer Law PLC		
2017 Hirschler, Fleischer Richmond VA \$ \$250 \$325 \$288 \$200° \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$		
2017 Hodges, Doughty & Carson PLLC Knoxville TN \$250 \$325 \$288 \$200*		
2017 Hodgson Russ LLP Buffalo NY 206 \$360*		
2017 Hoffman & Saweris, P.C. Houston TX \$235 \$335 \$285		
2017 Hoffman, Larin and Agnetti	+	
2017 Holly E. Estes, Esq Reno NV	+	
2017 Homady & Corcoran, LLC Hollidaysburg PA	+ +	
2017 Homel Antonio Mercado Justiniano Mayagúez PR	1	
2017 Hook & Fatovich, LLC Wayne NJ \$350 \$250* 2017 Hoover Penrod PLC Harrisonburg VA \$3300* \$250* 2017 Hoover Slovacek LLP Houston TX \$475* \$320* \$300 2017 Horowitz Law Group, PLLC New York NY \$375* 2017 Hughes, Watters & Askanase Houston TX \$375* 2017 Hunter Parker LLC Las Vegas NV \$450* \$450* 2017 Hunter Naw Williams LLP Richmond VA 61 \$625 \$775 \$730 \$350 \$535 \$515 2017 Husch Blackwell LLP St. Louis MO 70 \$450* 2017 Miller LLP Indianapolis IN 152 \$477 \$698 \$554 \$324* 2017 Imblum Law Offices, PC Harrisburg PA \$295* 2017 J.M. Cook, P.A Raleigh NC \$300* \$460 \$300* 2017 Jackson Walker LLP Dallas TX 124 \$545 \$750 \$695 \$465 \$515 \$490 2017 Jake Blanchard Law, PA Largo FL \$250*		
2017 Hover Slovacek LLP		
2017 Horowitz Law Group, PLLC New York NY		
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2017 Jake Blanchard Law, PA Largo FL \$250*	+	
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2017 James F. Kahn, P.C. Phoenix AZ \$400 \$250	 	

		Largest U.S. Office -		NLJ 500	Partner	Partner	Partner	Associate	Associate	Associate	Counsel		Counsel
Year	Firm Name	City	State	Rank	Billing Rate	Billing Rate	Billing Rate	Billing Rate	Billing Rate	Billing Rate	Billing Rate		Billing Rate
		Oit.y		2017	Low	High	Avg	Low	High	Avg	Low		Average
2017	James H. Henderson, P.C.	Charlotte	NC							\$450*		l l	
2017	James L. Drake, Jr. P.C.	Savannah	GA					\$285	\$300	\$293			+
2017	Janvier Law Firm, PLLC	Raleigh	NC					\$200	\$450	\$300			
2017	Jay Lauer, Attorney at Law	South Bend	IN						,	\$200*			
2017	Jay S. Kalish & Associates, P.C	Farmington	MI				\$225*						
2017	Jeffrey A. Cogan, Esq., Ltd	Las Vegas	NV							\$400*			
2017	Jeffrey C. Alandt	Traverse City	MI							\$240*			
2017	Jeffrey M Pitchford, CPA	Denver	CO							\$350*			
2017	Jeffrey Strange & Associates	Wilmette	IL				\$450*			\$395*			
2017	Jesse Blanco and Associates	San Antonio	TX							\$450*			
2017	Jimenez Vazquez & Associates, PSC	San Juan	PR							\$145*			
2017	Joel D. Russman, Attorney at Law	Denver	CO							\$395*			
2017	John A. Vos	San Rafael	CA							\$495*			
2017	John E. Dunlap, Attorney at law	Memphis	TN							\$200*			
2017	John M. Brunson, Attorney at Law	St. Petersburg	FL							\$200*			
2017	John M. Mcauliffe & Associates, P.C.	Newton	MA				\$350*	\$150	\$300	\$300			\$300
2017	Johnny W. Thomas, Attorney at Law	San Antonio	TX							\$310*			
2017	Johnson & Gubler, P.C	Las Vegas	NV							\$245			
2017	Johnson Pope Bokor Ruppel & Burns, LLP	Tampa	FL		\$325	\$395	\$373						
2017	Johnston & Street	Franklin	TN				-			\$300*			
2017	Jones Day	Washington	DC	5	\$700	\$1,050	\$950	\$300	\$800	\$525			\$850*
2017	Jones Walker LLP	New Orleans	LA	117	\$285	\$475	\$388			\$235*			
2017	Jordan Price Wall Gray Jones & Carlton, PLLC	Raleigh	NC							\$250*			
2017	Joseph V. Meyers, Esq	Hackensack	NJ							\$350*			
2017	Joyce W. Lindauer Attorney, PLLC	Dallas	TX				\$350*	\$185	\$395	\$195			
2017	Juan C Bigas Law Office	Ponce	PR							\$250*			
2017	Justiniano's Law Office	Mayaguez	PR					\$125	\$250	\$188			
2017	Kahn & Ahart Plic	Phoenix	AZ				\$425*	\$300	\$425	\$300			
2017	Kane Russell Coleman Logan PC	Dallas	TX	423	\$375	\$575	\$475			\$260*			
2017	Kasen & Kasen	Cherry Hill	PA		\$350	\$500	\$425			\$350*			
2017	Kasey C. Nye, Lawyer, PLLC	Tucson	AZ					\$200	\$275	\$238			
2017	Kasuri & Levy, LLC	Edison	NJ							\$425*			
2017	Kasuri Byck, LLC.	Edison	NJ							\$450*			
	Katz, Flatau, Popson and Boyer, LLP	Macon	GA							\$325*			
	Kell C. Mercer, PC	Austin	TX				\$400*						
2017	Keller & Almassian PLC	Grand Rapids	MI				\$350*			\$295*			
2017	Kelley & Clements LLP	Gainesville	GA				\$400*						ļ
2017	Kelley and Fulton P.L.	West Palm Beach	TX				\$425*			\$425			
	Kelly / Warner, PLLC	Scottsdale	AZ				\$325*			****			<u> </u>
	Kelly G. Black, PLC	Mesa	AZ	050	6.405	0.105	6.150	0005	0000	\$300*			
2017	Kelly Hart Hallman	Fort Worth	TX	252	\$405	\$495	\$450	\$235	\$320	\$265			
2017	Kenneth H.J. Henjum, Law Offices	Ventura	CA				\$350* \$450*			\$195*			
2017	Kera & Graubard	Flushing Gallatin	NY TN				\$450*			\$350*			
	Kerney Law Office Khang & Khang LLP		CA				\$350*			\$35U^			<u> </u>
2017	Knang & Knang LLP Kilmer Crosby & Walker PLLC	Irvine Houston	TX		\$325	\$425	\$350° \$375						+
2017	King & Spalding LLP	Atlanta	GA	23	\$325 \$775	\$425 \$1,435	\$375 \$1,000	\$525	\$790	\$525			
2017	King & Spalding LLP King Law Offices, P.C	Dublin	TX	23	φ//5	پ ۱,435 نام	φ1,000	φ323	φ/90	φ325			\$300*
2017	Kinkead Law Offices	Amarillo	TX							\$350*			φουυ
2017	Kirkland & Ellis LLP	Chicago	1/	12	\$235	\$1,410	\$1,115	\$210	\$955	\$735			+
2017	Kirkiand & Eilis LLP Klein & Associates, LLC	Annapolis	MD	12	ֆ∠პ5	\$1,410	\$1,115 \$275*	φ∠10	фяоб	\$735 \$325*			+
2017	Klein, Denatale, Goldner, Cooper, Rosenlieb & Kimball	Bakersfield	CA				\$275 \$315*			φ323			+
2017	Klestadt Winters Jureller Southard & Stevens, LLP	New York	NY		\$575	\$675	\$625						
2017	Klug Law Firm	Okemos	MI		φυ/ 5	φυ/5	\$300*	\$185	\$225	\$205			+
2017	King Law Firm Kogan Law Firm APC	Los Angeles	CA				φουυ	φ100	φ225	\$300*			+
	Koh Law Firm, LLC	Bethesda	MD							\$300*			+
2017	Kornfield, Nyberg, Bendes, Kuhner & Little P.C	Oakland	CA				\$385*	\$375	\$425	\$390			+
2017	Kudman Trachten Aloe LLP	New York	NY				\$550*	φ3/3	φ420	φ390			+
2017	Kung & Associates	Las Vegas	NV				\$450						+
2017	Kurt Stephen, PLLC	McAllen	TX				φ+30			\$375*			+
	Kurtzman Matera, PC	Spring Valley	NY							\$525*			+
	Kurtzman Steady LLC	Philadelphia	PA				\$480*			\$325*			+
2017	National Stoday LLO	i ililaacipilla	1.7				Ψ+00			ΨυΖυ		l	<u> </u>

		Largest U.S. Office -		NLJ 500	Partner	Partner	Partner	Associate	Associate	Associate	Counsel		Counsel
Year F	Firm Name	City	State	Rank 2017	Billing Rate Low	Billing Rate High	Billing Rate Avg	Billing Rate Low	Billing Rate High	Billing Rate Avg	Billing Rate Low		Billing Rate Average
				2017	Low	111911	719	Low	111911		LOW		Average
	KutnerBrinen, PC	Denver	CO		\$400	\$500	\$465	\$260	\$340	\$300			
	ake & Cobb PLC	Tempe	AZ					\$200	\$300	\$238			
	amberth, Cifelli, Ellis & Nason, P.A	Atlanta	GA		\$360	\$495	\$450	\$250	\$360	\$350			<u> </u>
	.aMonica Herbst & Maniscalco, LLP	Wantagh	NY				\$595			\$415			<u> </u>
	.andrau Rivera & Assoc .ane & Wilkinson, LLC	San Juan Chattanooga	PR TN				\$200*			\$175* \$250*			
	angley & Banack, Inc	San Antonio	TX		\$350	\$495	\$350	\$275	\$375	\$325			
	arry Vick, Attorney at Law	Houston	TX		\$330	ψ 4 95	φυυυ	φ213	ψ3/3	\$375*			
	atham, Shuker, Barker, Eden & Beaudine LLP	Orlando	FL							\$550*			+
	aw at Tyson Law Firm, P.C	Greenwood	IN							\$130*			1
	aw firm of Berger Singerman LLP	Miami	FL				\$625			7.00			
	aw Firm of Brian W. Hofmeister, LLC	Trenton	NJ				•			\$425			1
2017 L	aw Firm of Dean W Greer	San Antonio	TX				\$300*						
2017 L	.aw Firm Of Homel Mercado Justiniano	Mayaguez	PR							\$125*			
	.aw Firm of Joel M. Aresty, Esq	Tierra Verde	FL							\$400*			
	aw Firm of Jose R Cintron	San Juan	PR							\$150*			<u> </u>
	aw Office Emily D Davila Rivera	San Juan	PR							\$200*			
	.aw Office of Alan C Stein PC	Woodbury	NY				\$400*						
	.aw Office of Albert G. Reese, Jr	Pittsburgh	PA							\$225*			<u> </u>
	aw Office of Allon P. Turnege	Overland Park	KS							\$250*			
	.aw Office of Allen P. Turnage .aw Office of Antonio I Hernandez Santiago	Tallahassee	FL PR							\$300* \$250*			
	aw Office of Bethany A. Ralph	San Juan Amenia	NY				\$300*			\$250*			
	aw Office of Carl M. Barto	Laredo	ITX				φ300			\$350			
	aw Office of Craig D. Robins	Melville	NY					\$275	\$385	\$330			+
	aw Office of Craig K. Welch	Petaluma	CA					\$275	\$420	\$348			
	aw Office of Daren M Schlecter	Los Angeles	CA					,		\$350*			\$275*
2017 L	aw Office Of David A. Scholl	Newtown Square	PA							\$300*			
	aw Office of David Cahn, LLC	Silver Spring	MD							\$300*			
	aw Office of David M. Serafin	Denver	CO							\$325*			
	aw Office of David W. Cohen	Baltimore	MD							\$275*			
	aw Office of Dick Harris, PC	Abilene	TX							\$290*			
	.aw Office of Dino S. Mantzas	Marlton	NJ							\$300*			<u> </u>
	aw Office of Edward Gonzalez, P.C.	Washington	DC				\$450*	\$350	\$410	\$380			ļ
	aw Office of Ehsanul Habib	Forest Hills	NY MD							\$275 \$400*			
	.aw Office of Erik G. Soderberg .aw Office of Gary W. Cruickshank	Rockville Boston	MA							\$400° \$400			
	.aw Office Of Gina M. Corena, Esq	Las Vegas	NV				\$400*			\$400*			
	aw Office of Gregory Messer PLLC	Brooklyn	NY				Ψ400	\$350	\$575	\$463			
	aw Office of H. Anthony Hervol	San Antonio	TX				\$285*	φοσσ	φοιο	\$285*			
	aw Office of Harvey I. Marcus	Saddle Brook	NJ				7			\$350*			1
	aw Office Of Jackie R. Geller	San Diego	CA							\$325*			1
	aw Office of Jacqueline E. Hernandez Santiago, Esq	San Juan	PR							\$250*			
	aw Office of Jeffrey L. Smoot	Seattle	WA				\$300*						
	aw Office of Jeffrey L. Zimring	Albany	NY							\$275*			
	aw Office of Jerome M. Douglas, LLC	Hawthorne	NJ				\$425	\$350	\$425	\$400			<u> </u>
	aw Office of Jonathan A. Backman	Bloomington	IL							\$325*			
	.aw Office of Jonathan H. Stanwood, LLC	Philadelphia	PA							\$325*			
	.aw Office Of Jonathan J. Sobel	Philadelphia	PA				0.400+			\$250*			
	.aw Office of Judith A. Descalso	Escondido Laurel	CA MD				\$400*			\$300* \$205*			
	.aw Office of Kim Y. Johnson .aw Office of Lee M. Perlman	Cherry Hill	NJ		-		\$350*	\$250	\$350	\$205* \$275			
	.aw Office of Lee M. Perman .aw Office of Lewis R. Landau	Calabasas	CA				φ350	φ250	φ35U	\$495*			
	.aw Office of Margaret Maxwell McClure	Houston	TX				\$400*			\$490*			
	aw Office of Mark B. French	Bedford	TX				Ψ-100	\$50	\$350	\$112			1
	aw Office Of Mark J. Giunta	Phoenix	AZ				\$425*	\$175	\$225	\$200			1
	aw Office of Mark S. Roher, P.A.	Fort Lauderdale	FL				Ţ U	7	Ţ_ 	\$300*			1
	.aw Office Of Marvin Levy	Studio City	CA			İ				\$250*			1
2017 L	aw Office of Michael A King	Brooklyn	NY							\$250*			
	aw Office of Michael J. Harker	Las Vegas	NV					\$275	\$325	\$325			
	aw Office Of Michael J. O'Connor	San Antonio	TX				\$300*						
	aw Office of Michael Y Lo	Alhambra	CA				\$475*	\$375	\$475	\$425	·	1	

		Largest U.S. Office -		NLJ 500	Partner	Partner	Partner	Associate	Associate	Associate	Counsel	Counsel
Year	Firm Name	City	State	Rank 2017	Billing Rate Low	Billing Rate High	Billing Rate Avg	Billing Rate Low	Billing Rate High	Billing Rate Avg	Billing Rate Low	Billing Rate Average
				2017	LOW	nigri	Avg	LOW	nign	Avg	LOW	Average
2017	Law Office of Nelson M. Jones III	Houston	TX					\$250	\$375	\$312		
	Law Office of O. Allan Fridman	Northbrook	IL				\$425*			\$425*		
2017	Law Office of Olga Zlotnik, PLLC	Scottsdale	AZ				\$220*					
2017	Law Office of Rachel S. Blumenfeld	Brooklyn	NY							\$450		\$400*
2017	Law Office of Raquel S. White, LLC Law Office Of Robert M Aronson	Largo	MD CA							\$295* \$400		
2017	Law Office of Robert M Afonson Law Office of Rowena N. Nelson, LLC	Los Angeles Largo	MD							\$325*		-
2017	Law Office of Scott B. Riddle, LLC	Atlanta	GA				\$350*			\$350*		
2017	Law Office of Scott M. Hare	Pittsburgh	PA				\$400*			\$200*		
2017	Law Office of Sheila Durant	Baltimore	MD				\$100			\$375*		
2017	Law Office of Stan L Riskin P A	Aventura	FL							\$375*		
2017	Law Office of Steven M. Olson	Santa Rosa	CA					\$275	\$475	\$375		
2017	Law Office Of Thomas B. Gorrill	San Diego	CA							\$400*		
2017	Law Office of Thomas W. Lynch	Hickory Hills	IL							\$275*		
2017	Law Office of Timothy G. Niarhos	Nashville	TN					\$250	\$350	\$250		
2017	Law Office Of Timothy M. Mauser	Danvers	MA				\$420*					
2017	Law Office of Toni Campbell Parker	Memphis	TN							\$300*		
2017	Law Office of W. Derek May	Upland	CA							\$250*		
2017	Law Office of W. Thomas Bible, Jr. Law Office of Warren J. Fields	Chattanooga Katy	TX							\$250 \$325*		
2017	Law Office of Warren J. Fields Law Office of Will B. Geer, LLC	Atlanta	GA							\$325* \$325*		
2017	Law Office of William F. Kunofsky	Dallas	TX							\$350*		
	Law Office of William P. Fennell, APLC	San Diego	CA							\$375*		
2017	Law Office Of Yasha Rahimzadeh	Sacramento	CA							\$250*		
2017	Law Offices Lefkovitz & Lefkovitz	Nashville	TN					\$325	\$485	\$405		
2017	Law Offices of Adam Farber, P.A.	West Palm Beach	FL							\$300*		
2017	Law Offices of Alan M Lurya	Irvine	CA							\$375*		
2017	Law Offices of Alla Kachan P.C.	Brooklyn	NY							\$300*		
2017	Law Offices of Allen A. Kolber, Esq	Suffern	NY							\$450*		
2017	Law Offices of Andrew A. Moher	San Diego	CA							\$350*		
2017	Law Offices Of Andrew H. Griffin, III	El Cajon	CA					\$250	\$350	\$300		
2017	Law Offices of Anthony O Egbase & Associates	Los Angeles	CA		2005	0505	\$450*	\$150	\$350	\$325		
2017	Law Offices of Binder and Malter Law Offices of Brooks, Frank & De La Guardia	Santa Clara	CA FL		\$395	\$525	\$475	\$225	\$475	\$400		
2017	Law Offices of Brooks, Frank & De La Guardia Law Offices of Buddy D. Ford, PA	Miami Tampa	FL				\$475* \$425	\$300	\$425	\$375		-
2017	Law Offices Of C. Conde & Assoc.	San Juan	PR				\$300*	\$300	\$423	\$250*		
2017	Law Offices Of C. Conde & Assoc.	Tucson	AZ				ψ300	\$250	\$295	\$272		
2017	Law Offices of Charles B. Greene	San Jose	CA					ΨΣΟΟ	Ψ200	\$495*		
2017	Law Offices of Christopher S. Moffitt	Alexandria	VA				\$450*			7.00		
2017	Law Offices of Craig A. Diehl	Camp Hill	PA				\$250*			\$150*		
2017	Law Offices of Craig M. Geno, PLLC	Ridgeland	MS				\$375*			\$225*		
2017	Law Offices of Craig V. Winslow	San Mateo	CA			<u> </u>	\$350*				· · · · · · · · · · · · · · · · · · ·	
2017	Law Offices of David A Tilem	Glendale	CA				\$600*	\$400	\$500	\$450		
2017	Law Offices of David A. Arietta	Walnut Creek	CA							\$350*		
2017	Law Offices of David Carlebach, Esq	New York	NY				\$450*			****		\$485*
2017	Law Offices of David H. Lang	Media	PA					6400	6 E00	\$300* \$470		
2017	Law Offices Of David N. Chandler Law Offices of David W. Meadows	Santa Rosa	CA CA					\$420	\$520	\$470 \$550*		
2017	Law Offices of David W. Meadows Law Offices of Dimitri L. Karapelou, LLC	Los Angeles Philadelphia	PA					\$225	\$350	\$550° \$287		
2017	Law Offices of Dimitri L. Karapelou, LLC Law Offices of Douglas Jacobson, LLC	Cumming	GA				\$300*	φ∠∠Ο	φ33U	φ207		
2017	Law Offices of Douglas T Tabachnik, PC	Freehold	NJ				\$500*			\$500*		
2017	Law Offices of Drew Henwood	San Jose	CA				ΨΟΟΟ			\$250*		
2017	Law Offices Of Eric J. Gravel	San Francisco	CA							\$350*		
2017	Law Offices Of Francisco Javier Aldana Law Firm, LLP	San Diego	CA							\$450*		
2017	Law Offices of Gabriel Del Virginia	New York	NY				\$650*			\$350*		
2017	Law Offices of Gabriel Liberman, APC	Sacramento	CA				\$250*					
2017	Law Offices of George J. Paukert	Palm Desert	CA				\$200*					
2017	Law Offices Of Gold & Gold	Hatboro	PA							\$150*		
2017	Law Offices of Henry F. Sewell, Jr	Atlanta	GA				\$350*					
2017	Law Offices of Ira Benjamin Katz, A Professional Corpor	Los Angeles	CA				\$595*			0.400+		
	Law Offices of James E Hurley Jr Law Offices of James J. Joyce PLLC	New York	NY							\$400* \$250*		
2017	Law Offices of James J. Joyce PLLG	Lancaster	NY							φ∠50″		

		Largest U.S. Office -		NLJ 500	Partner	Partner	Partner	Associate	Associate	Associate	Counsel		Counsel
Year	Firm Name	City	State	Rank	Billing Rate	Billing Rate	Billing Rate	Billing Rate	Billing Rate	Billing Rate	Billing Rate		Billing Rate
				2017	Low	High	Avg	Low	High	Avg	Low		Average
2017	Law Offices Of James Yan	Pasadena	CA					İ		\$350*			
2017	Law Offices Of Janet A. Lawson	Ventura	CA							\$350*			
2017	Law Offices of Jeffrey M Sherman	Arlington	MD							\$500*			
2017	Law Offices of Joann M. Hennessey, PL	Miami	FL							\$350*			
2017	Law Offices Of Joel Schechter	Chicago	IL				\$450*						
2017	Law Offices of John C. Hanrahan, LLC	Frederick	MD				\$300*			\$300*			
2017	Law Offices of John D. Moore, P.A.	Ridgeland	MS					\$375	\$425	\$400			<u> </u>
2017	Law Offices of Kevin Michael Madden PLLC	Houston	TX							\$275* \$250*			
2017	Law Offices of Konstantine Sparagis, P.C Law Offices of L. William Porter III	Chicago Orlando	IL FL				\$400*			\$250* \$400*		-	
2017	Law Offices of Lawrence G. Papale	Dillsburg	PA				\$ 4 00			\$300*			
2017	Law Offices of Lawrence G. Fapale	Oakland	CA							\$450*			
2017	Law Offices of Lewis Phon	Antioch	CA				\$300*			ψ 4 50			
2017	Law Offices of Lionel E Giron	Ontario	CA				\$350*			\$350*			
2017	Law Offices of Louis J. Esbin	Stevenson Ranch	CA				φοσσ	\$250	\$550	\$375			
2017	Law Offices of Love & Dillenbeck, PLLC	Rural Hall	NC				\$300*	Ψ 2 50	\$550	ΨΟΙΟ		1	1
2017	Law Offices of Marc A. Duxbury	Carlsbad	CA				\$550			\$350*		1	1
2017	Law Offices of Marc R. Kivitz	Baltimore	MD							\$400			1
2017	Law Offices of Marc Voisenat	Alameda	CA							\$400*			
2017	Law Offices of Marilyn D. Garner	Arlington	TX					\$375	\$400	\$388			
2017	Law Offices of Mark E Goodfriend	Encino	CA							\$350*			
2017	Law Offices of Mark S Martinez	Fountain Valley	CA				\$350*			\$200			
2017	Law Offices of Martha J. Simon	San Francisco	CA					\$350	\$450	\$400			
2017	Law Offices Of Marvin H. Gold	Hatboro	PA					\$250	\$500	\$400			
2017	Law Offices of Michael G. Spector	Santa Ana	CA							\$410*			\$380*
2017	Law Offices of Michael J. Henny	Pittsburgh	PA				\$300*						
2017	Law Offices of Michael Jay Berger	Beverly Hills	CA		\$495	\$525	\$510	\$265	\$495	\$373			
2017	Law Offices of Michael K. Mehr	Santa Cruz	CA							\$400*			
2017	Law Offices of Moses S. Bardavid	Encino	CA					\$275	\$350	\$313			
2017	Law Offices of Nicholas Gebelt	Whittier	CA							\$350*			<u> </u>
2017	Law Offices of Norman and Bullington, P.A.	Tampa	FL				\$300*						
2017	Law Offices of Oxana Kozlov	Sunnyvale	CA CA				\$350* \$400*						
2017	Law Offices of Paul R. Torre Law Offices of Perez & Bonomo, LLC	Encino	NJ				\$400° \$475*						
2017	Law Offices of Perry Ian Tischler	Hackensack Bayside	NY				\$475			\$300*			
2017	Law Offices of Ray Battaglia, PLLC	San Antonio	TX							\$450*			
2017	Law Offices of Raymond B. Rounds	East Orange	NJ							\$150*			
2017	Law Offices of Raymond C Stilwell	Amherst	NY							\$250*			
2017	Law Offices of Raymond H Aver APC	Los Angeles	CA				\$525*			\$375*			
2017	Law Offices of Richard D. Gaines Esq.	Newton	NJ				\$350*			,			
2017	Law Offices of Richard F. Fellrath	Troy	MI				\$200*						
2017	Law Offices of Robert M. Yaspan	Woodland Hills	CA				•	\$300	\$550	\$435			
2017	Law Offices of Robert N. Bassel	Clinton	MI							\$300*			
2017	Law Offices of Robert O Lampl	Pittsburgh	PA							\$275*	· · · · · · · · · · · · · · · · · · ·		
	Law Offices of Russell King, PC	Dublin	TX							\$350*			
2017	Law Offices Of Ruth Elin Auerbach	San Francisco	CA							\$350*			
2017	Law Offices of Scott J. Sagaria	San Jose	CA				\$500*			\$450*			
2017	Law Offices Of Selwyn D. Whitehead	Oakland	CA				\$400*					ļ	<u> </u>
2017	Law Offices of Sheila Esmaili, Esq	Los Angeles	CA							\$300*			
2017	Law Offices of Stephen J. Kleeman	Towson	MD				***			\$350*			
2017	Law offices of Steven T Stanton	Maryville	IL OO				\$225*			***		1	+
2017	Law Offices of Susan J. Cofano	Montrose	CO							\$250		 	
2017	Law Offices of Timothy P. Thomas, Llc Law Offices of Todd B Becker	Las Vegas	NV CA				\$400*			\$350* \$400*		-	
2017	Law Offices of W. Steven Shumway	Long Beach	CA				\$400^	-		\$400^ \$300*		 	
2017	Law Offices of W. Steven Snumway Law Offices of William F. McLaughlin	Roseville Oakland	CA				\$350*			გა 00"		-	
2017	Law Offices of William S. Katchen, LLC	Florham Park	NJ				φ 3 50			\$850*		 	
2017	Law Offices of Yvette V. Dudley, P.C	Springfield Gardens	NY							\$300*		 	+
2017	LawCare Ltd	Greensburg	PA					\$275	\$325	\$300		 	
2017	Ledford, Wu & Borges, LLC	Chicago	IL.		\$350	\$400	\$400	Ψ213	ΨΟΖΟ	\$250*		+	+
2017	Leech Tishman Fuscaldo & Lampl, Inc	Los Angeles	CA		\$290	\$595	\$428	\$200	\$215	\$208		-	\$215*
	Leiderman Shelomith, P.A	Fort Lauderdale	FL		\$325	\$425	\$375		\$2.10	\$250		1	+
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		Largest U.S. Office -		NLJ 500	Partner	Partner	Partner	Associate	Associate	Associate	Counsel		Counsel
Year	Firm Name	City	State	Rank 2017	Billing Rate Low	Billing Rate High	Billing Rate Avg	Billing Rate Low	Billing Rate High	Billing Rate	Billing Rate Low		Billing Rate Average
				2017	LOW	nigri	Avg	LOW	nign	Avg	LOW		Average
2017	Leonard, Key & Key PLLC	Wichita Falls	TX							\$300*			
	Leslie Cohen Law PC	Santa Monica	CA				\$575	\$297	\$390	\$350			\$390*
2017	Lesnick Prince & Pappas LLP	Los Angeles	CA		\$395	\$495	\$495			\$275*			
2017	Lester & Associates, P.C. Levene Neale Bender Yoo & Brill LLP	Garden City Los Angeles	NY CA		\$515	\$595	\$375* \$575	\$335	\$555	\$425	\$515	\$595	\$575
2017	Levitt & Slafkes, P.C.	Maplewood	NJ		\$515	\$393	\$400*	φοσο	\$555	\$425	\$515	\$393	\$373
2017	Liskow & Lewis	New Orleans	LA	324			ψ-100			\$200*			
2017	Litt Law Group LLC	Rockville Centre	NY							,			\$525*
2017	Little & Milligan, PLLC	Knoxville	TN							\$300			
2017	Lobel Weiland Golden Friedman LLP	Costa Mesa	CA		\$550	\$850	\$750						\$650*
2017	Lohr & Associates, Ltd	West Chester	PA				\$300*						\$250*
2017	Lube & Soto Law Offices PSC	San Juan	PR PR				\$250	\$175	6200	# 220			
2017	Lugo Mender Group, LLC Lusky and Associates	Guaynabo Dallas	TX					\$175	\$300	\$238 \$350*			
2017	Lyssete Morales Law Office	Mayaquez	PR					\$125	\$275	\$225			
	M Jones & Assoicates, PC	Santa Ana	CA		\$300	\$400	\$350	\$300	\$400	\$350			
	M. Denise Dotson, LLC	Atlanta	GA		7.30	Ţ.50	7.500	7.500	Ţ. 5 0	\$250*			
	Macdonald Fernandez LLP	San Francisco	CA				\$450			\$350*			
2017	Macey, Wilensky & Hennings, LLC	Atlanta	GA		\$350	\$450	\$425	\$195	\$450	\$398	•		
2017	Maciag Law, LLC	Princeton	NJ					\$465	\$475	\$470			
2017	Magee Goldstein Lasky & Sayers, P.C.	Roanoke	VA				\$375*	\$200	\$275	\$238			
	Mahady & Mahady Malaise Law Firm	Greensburg San Antonio	PA TX				\$275*			\$275* \$275			
	Malone Akerly Martin PLLC	Dallas	TX				\$275 \$350*			\$2/5			
	Mansfield Law Corporation	Oxnard	CA				φ330			\$360*			
2017	Marc A. Duxbury	Murrieta	CA							\$350*			
2017	Marc A. Zaid Esq., P.C	Woodbury	PA							\$300*			
2017	Marcos D. Oliva, PC	McAllen	TX				\$250*			\$250*			
	Mark E. Cohen Bankruptcy Law Firm	Forest Hills	NY				\$400*						
2017	Mark M. Jones & Associates, P.C.	Santa Ana	CA					\$300	\$425	\$350			
2017	Markus Williams, Young & Zimmermann LLC	Denver	CO				\$445*			\$315*			
2017	Marshall Socarras Grant, P.L. Martin Keith Thomas, Attorney at Law	Boca Raton Dallas	FL TX							\$275* \$400*			
2017	Maxwell Dunn, PLC	Southfield	MI		\$300	\$350	\$325			\$400 \$200*			
	Mayerson & Hartheimer PLLC	New York	NY		ψ300	ψοσο	\$600			\$350*			
	Mazur & Brooks, A P.L.C.	Las Vegas	NV				ψσσσ			\$350*			
	McAllister Garfield, P.C.	Denver	CO		\$415	\$435	\$425	\$200	\$250	\$225	\$175	\$375	\$275
2017	McAuliffe Law Firm	Melville	NY				\$350*						
	McBreen & Kopko	Jericho	NY				\$400*						
	McBryan, LLC	Atlanta	GA					#000	6000	\$400*			
2017	McCallar Law Firm McCann Garland Ridall & Burke	Savannah Pittsburgh	GA PA					\$290	\$390	\$300 \$350*			
2017	McCrystal Law Office	Emmaus	PA				\$275*			φ350			
	McCullough Eisenberg, LLC	Warminster	PA				Ψ213			\$350			
	McDonald Hopkins	Cleveland	ОН	292	\$415	\$72	\$720	\$568		\$130			
2017	McDonald, Sutton & Duval, PLC	Richmond	VA					\$225	\$395	\$310			
2017	McDowell Posternock Apell & Detrick, PC	Maple Shade	NJ				\$400	\$250	\$300	\$275			
2017	McElwee Firm, PLLC	North Wilkesboro	NC							\$250*			
2017	McGuire, Craddock & Strother	Dallas	TX				\$450*			#0F0±			0050+
2017	McKinley Onua & Associates PLLC McKool Smith PC	Brooklyn Dallas	NY TX	230	\$620	\$1,200	\$800	\$325	\$345	\$250* \$335			\$350* \$545*
2017	McMillan Law Group	San Diego	CA	230	φ020	φ1,200	φουυ	φ323	φ345	\$375*			φυ45
2017	McNally & Busche, L.L.C.	Newton	NJ							\$350*			
2017		Greenbelt	MD		\$375	\$500	\$438	\$325	\$350	\$338			
2017	McQueen & Ashman LLP	Irvine	CA		\$390	\$450	\$410			,	\$350	\$365	\$358
	McWhorter, Cobb & Johnson, LLP	Lubbock	TX		_		_	_	_	\$300	-	_	
	Medina Law Firm LLC	New York	NY					\$385	\$425	\$405			\$425
2017	Mellinger, Sanders & Kartzman, LLC	Morris Plains	NJ					\$335	\$395	\$365			
2017	Meridian Law	San Jose	CA MD		\$300	6005	\$313			\$250* \$250*			
2017	Meridian Law, LLC Merrill & Stone, LLC	Baltimore Swainsboro	GA		\$300	\$325	\$313			\$250^ \$285			
	Merrill PA	West Palm Beach	FL							\$450			
2017			1							ψ-100			

V	Elma Nama	Largest U.S. Office -	04-4-	NLJ 500	Partner	Partner	Partner	Associate	Associate	Associate	Counsel		Counsel
Year	Firm Name	City	State	Rank 2017	Billing Rate Low	Billing Rate High	Billing Rate Avg	Billing Rate Low	Billing Rate High	Billing Rate Avg	Billing Rate Low		Billing Rate Average
				2017	LOW	111911	Avg	Low	ing.		Low		Average
	Mesch Clark & Rothschild	Tucson	AZ		\$400	\$575	\$450	\$275	\$395	\$335			
	Messana PA	Fort Lauderdale	FL							\$350*			
	Mestone & Associates LLC	North Andover	MA		\$350	\$400	\$400			\$275*			
2017	Meyer, Suozzi, English & Klein, PC Michael A King, Attorney at Law	Garden City New York	NY NY				\$550*			\$250*			
	Michael J. Davis	Denver	CO				\$350*			\$250			
	Michael J. Goldstein & Associates	San Francisco	CA				ψ330	\$425	\$550	\$488			
2017	Michael W. Carmel, Ltd.	Phoenix	AZ					Ψ120	φοσο	\$600*			
2017	Micheal J. Brock, Llc	Las Vegas	NV				\$250*			\$180*			
2017	Middlebrooks Shapiro, P.C.	Springfield	NJ		\$350	\$400	\$375	\$250	\$350	\$300			
2017	Millan Law Offices	San Juan	PR							\$200*			
	Miller & Martin PLLC	Chattanooga	TN	353			\$295						
	Miller and Miller, LLP	Westminster	MD							\$225*			
	Miller, Johnson, Snell & Cummiskey, P.L.C	Grand Rapids	MI		\$370	\$460	\$420						\$300*
2017	Mincin Law, PLLC	Las Vegas	NV		****	2100	\$350*	0.150	2005	\$360*			
2017	Minden Lawyers, LLC Minion & Sherman	Minden West Caldwell	NV NJ		\$325	\$400	\$363 \$325*	\$150	\$225	\$200			
	Mitchell A. Sommers ESQ, P.C.	West Caldwell Ephrata	NJ PA				\$ 3∠5^			\$225*			
2017	Moher Law Group	San Francisco	CA							\$350*			
2017	Montez & Williams PC	Waco	TX					\$225	\$350	\$288			
2017	Moon Wright & Houston, PLLC	Charlotte	NC					\$240	\$350	\$350			
	Moretsky Law Firm	Huntingdon Valley	PA				\$220*		,,,,,	\$125*			
	Morgan & Bley, Ltd	Chicago	IL				\$450*			\$265*			
2017	Morris, Nichols, Arsht & Tunnell LLP	Wilmington	DE	421	\$650	\$1,050	\$775	\$395	\$625	\$415			\$595*
	Morris, Polich & Purdy, LLP	Los Angeles	CA	472			\$575*			\$575*			
2017	Moses & Singer	New York	NY	413			\$895*						
2017	Morrison-Tenenbaum PLLC	New York	NY				\$495*			\$350			
2017	Motschenbacher & Blattner LLP	Portland	OR				\$375*	\$315	\$375	\$345			
	MRO Attorneys at Law, LLC	San Juan	PR		6450	#000	6475			\$250*			
	Ms Lozada Law Office	San Juan	PR TX		\$150 \$275	\$200	\$175 \$348			\$150*			
2017	Mullin Hoard & Brown, LLP Munsch Hardt Kopf & Harr PC	Lubbock Dallas	TX	360	\$275 \$480	\$420 \$650	\$565			\$300*			
2017	Murphy Mahon Keffler & Farrier, L.L.P	Fort Worth	TX	300	φ 4 00	φυσυ	\$450*			\$400*			
	Nathan Sommers Jacobs PC	Houston	TX				\$550*			\$330*			
	Neeleman Law Group	Everett	WA				ÇCCC	\$275	\$360	\$318			
2017	Neeley Law Firm Plc	Chandler	AZ					7	7,7,7	\$300*			
2017	Neff & Boyer, P.C.	Tucson	AZ					\$200	\$350	\$275			
2017	Nelson Mullins Riley & Scarborough LLP	Atlanta	GA	86	\$410	\$570	\$450	\$300	\$390	\$335			
	Newman & Newman, PC	Ridgeland	MS							\$300*			
	Niarhos & Waldron, PLC	Nashville	TN		\$250	\$350	\$300			\$250*			
2017	Nicolas A. Wong Law Offices	San Juan	PR				2000+	\$200	\$225	\$213			ļ
2017	Noble Law Firm, P.A	Boca Raton	FL				\$300* \$150*						
2017	Noonan & Lieberman Ltd Norgaard O'Boyle, Attorneys At Law	Chicago Englewood	IL NJ		\$400	\$525	\$150* \$463	\$300	\$350	\$325			
	Nuti Hart LLP	Oakland	CA		φ400	φ325	\$575	φ300	φ350	\$575*			
	Nutovic & Associates	New York	NY				\$560*			ΨΟΙΟ			
2017	Oaktree Law	Cerritos	CA				+ 500	\$250	\$400	\$400			
2017	Obermayer Rebmann Maxwell & Hippel LLP	Philadelphia	PA	367						\$350*			
2017	Odin, Feldman & Pittleman	Reston	VA				\$485*						
2017	Offit Kurman, PA	Bethesda	MD	308			\$440*						
2017	Okin & Adams, LLP	Houston	TX				\$425*	•	· · · · ·		\$295	\$345	\$320
2017	Olshan Frome Wolosky LLP	New York	NY	431			\$730*			\$360*			
2017	Olson Nicoud & Gueck, LLP	Dallas	TX				\$400			\$400*			
2017	Onukwugha & Associates, LLC	Baltimore	MD				0500			\$375*			ļ
2017	Orantes Law Firm PC	Los Angeles	CA				\$500*			\$500			0050+
	Orenstein Law Group	Dallas	TX NY		\$400	6450	\$425*	#20F	#0F0	\$225*			\$350* \$355*
2017	Ortiz & Ortiz LLP Pachulski, Stang, Ziehl, and Jones LLP	Astoria Wilmington	DE		\$400 \$850	\$450 \$1,095	\$425 \$1.050	\$325 \$240	\$350 \$1,195	\$325 \$438			\$325*
	Palm Harbor Law Group	Palm Harbor	FL		Ф 030	क् । ,ए छ उ	φ1,030	φ240	φ1,195	\$200*			
2017	Pamela G. Magee, Attorney at Law	Baton Rouge	LA							\$325*			
	Pamela Jan Zylstra, A Professional Corporation	Irvine	CA							\$425*			
	Parker & DuFresne, P.A	Jacksonville	FL							\$300			
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		Largest U.S. Office -		NLJ 500	Partner	Partner	Partner	Associate	Associate	Associate	Counsel		Counsel
Year	Firm Name	City	State	Rank	Billing Rate	Billing Rate	Billing Rate	Billing Rate	Billing Rate	Billing Rate	Billing Rate		Billing Rate
				2017	Low	High	Avg	Low	High	Avg	Low		Average
2017	Parker Poe Adams & Bernstein LLP	Charlotte	NC	219	\$380	\$475	\$428			\$575*			
	Parry Tyndall White	Chapel Hill	NC		,	•	\$325*			\$200*			
2017	Pasquale Menna, Esq	Red Bank	NJ							\$250*			
2017	Paul D. Bradford, PLLC	Cary	NC							\$350*			
2017	Paul Reece Marr, P.C.	Atlanta	GA							\$325			
2017	Paul Weiss Rifkind Wharton Garrison LLP	New York	NY	28	\$1,220	\$1,395	\$1,320	\$820	\$1,040	\$995			
	Penachio Malara LLP	White Plains	NY		\$325	\$450	\$388	\$325	\$400	\$363			
2017	Pendergraft & Simon LLP	Houston	TX	00	\$555	# 025	\$450*	\$200 \$330	\$250	\$225			
2017	Pepper Hamilton LLP Perkins Coie LLP	Philadelphia Seattle	PA WA	92 31		\$835	\$765 \$695*	\$330	\$485	\$475			
	Phil Rhodes Law Corporation	Fair Oaks	CA	31			\$350*	\$300	\$350	\$325			
	Phillabaum Ledlin Matthews Sheldon PLLC	Spokane	WA				ψυυ	ψ٥٥٥	ψ330	\$300*			
	Phillip K. Wallace, PLC	Mandeville	LA							\$250*			
	Pick & Zabicki LLP	New York	NY		\$325	\$425	\$375			\$250*			
2017	Pillar+Aught	Harrisburg	PA		7.00	7	7-1-			\$395*			
2017	Pillsbury Winthrop Shaw Pittman LLP	Washington	DC	73	\$790	\$1,235	\$830			\$680*			
2017	Pletz and Reed, P.C.	Jefferson City	MO					\$150	\$200	\$175			
	Pollan Legal	Jacksonville	FL							\$200	·		
2017	Polsinelli PC	Kansas City	MO	51	\$400	\$625	\$513	\$260	\$360	\$310	·		
2017	Porter Hedges LLP	Houston	TX	383			\$485*			\$320*			
2017	Porter Law Network	Chicago	IL		\$400	\$450	\$425						
	Procopio, Cory, Hargreaves & Savitch LLP	San Diego	CA	255			\$525*	\$350	\$525	\$438			
	Pronske Goolsby & Kathman, P.C.	Dallas	TX				\$600*	\$195	\$225	\$210			
2017	Proskauer Rose LLP	New York	NY	57	2050	0.405	\$1200*			2000+			
2017	Pulman, Cappuccio, Pullen, Benson & Jones LLP	San Antonio	TX		\$350	\$425	\$350			\$200* \$250*			
2017	Purcell Krug and Haller Rafool Bourne & Shelby	Harrisburg Peoria	PA				\$300* \$250*			\$250			
2017	Randal R Leonard Law Firm	Las Vegas	NV				\$200			\$350*			
	Randall S D Jacobs PLLC	New York	NY					\$300	\$600	\$450			
2017	Rattet PLLC	White Plains	NY					\$400	\$650	\$525			
2017	Rayman & Knight	Kalamazoo	MI		\$250	\$325	\$293	φτου	φοσο	ψοΣο			
2017	Redman Ludwig PC	Indianapolis	IN		\$200	4020	\$250*						
2017	Reed Smith, LLP	New York	NY	15	\$820	\$902	\$880	\$425	\$675	\$528			
	Reganyan Law Firm	Glendale	CA			,				\$300*			
2017	Renan Buendia Hinojosa	Annandale	VA							\$400*			
2017	Reynolds Law Corporation	Davis	CA				\$350*						
2017	Richard L Hirsh, P.C.	Lisle	IL					\$75	\$400	\$238			
2017	Richard S. Feinsilver, Esq.	Carle Place	NY				\$350*						
2017	Richard W. Martinez, APLC	New Orleans	LA				\$350*						
	Richards, Layton & Finger, P.A	Wilmington	DE	256	\$250	\$850	\$738	\$295	\$465	\$360			
2017	Rick L. Sponaugle CPA LLC	Denver	CO				C400+	£405	6400	\$125*			
2017	Riggi Law Firm	Las Vegas Lynnfield	NV MA				\$400*	\$195 \$50	\$400 \$350	\$298 \$200			
	Riley & Dever, P.C. Ritter Spencer PLLC	Addison	TX					φου	გა 50	\$200 \$350*		-	
	Rivera-Velez & Santiago LLC	San Juan	PR					\$75	\$200	\$150			
2017	Roach, Leite & Manyin, LLC	Philadelphia	PA				\$250*	Ψ13	Ψ200	Ψ130			
2017	Robert A Angueira, PA	Miami	FL				+ 200	\$260	\$450	\$355			
2017	Robert Altman, PA	Palatka	FL					+=50	Ţ.50	\$400*			
2017	Robert C. Bruner, Attorney at Law	Tallahassee	FL							\$350			
2017	Robert O Lampl Law Office	Pittsburgh	PA					\$350	\$450	\$388			
2017	Robinson, Bradshaw & Hinson, P.A.	Charlotte	NC	320	\$330	\$565	\$425	\$175	\$565	\$310			
2017	Robl Law Group LLC	Tucker	GA				\$350*	\$250	\$350	\$300	\$250	\$300	\$275
2017	Rodriguez & Asociados	Vega Baja	PR					\$175	\$250	\$213			
2017	Rogers Law Offices	Atlanta	GA				\$350*			\$295*			
	Ronald D. Weiss, PC	Melville	NY							\$350*			
	Rosen, Kantrow & Dillon, PLLC	Huntington	NY				000			\$425*			
	Rosenberg Musso & Weiner LLP	Brooklyn	NY				\$625*			\$575*			
2017	Rosenstein & Associates Rosenthal, Levy, Simon & Ryles	Temecula West Polm Booch	CA				\$375*						\$400*
2017	Rounds & Sutter, LLP	West Palm Beach Ventura	FL CA				\$350			\$275*			\$400^
	Roussos, Lassiter, Glanzer & Barnhart	Norfolk	VA		\$325	\$390	\$350 \$358			φ213			
	Ruben Gonzalez	Bayamon	PR		ΨΟΖΟ	Ψυθυ	ψυυσ			\$250*			
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		Largest U.S. Office -		NLJ 500	Partner	Partner	Partner	Associate	Associate	Associate	Counsel		Counsel
Year	Firm Name	City	State	Rank 2017	Billing Rate Low	Billing Rate High	Billing Rate Avg	Billing Rate Low	Billing Rate High	Billing Rate	Billing Rate Low		Billing Rate
				2017	LOW	nigri	Avg	LOW	пign	Avg	LOW		Average
2017	Rubin and Rubin, P.A.	Jacksonville	FL				\$575						
2017	Ruddy, King & Petersen Law Group, LLC	Aurora	IL		\$270	\$280	\$275						
2017	Rudov & Stein P.C.	Pittsburgh	PA				\$400*			\$185*			\$280*
2017	Ruff and Cohen	Gainesville	FL				C110+			\$300*			
2017	Ruta Soulios Stratis LLP Sabaratnam and Associates	New York Oakland	NY CA				\$440* \$280*			\$360*			
2017	Sandground, West, Silek & Raminpour, PLC	Vienna	VA				\$350*			\$300			
2017	Santiago & Gonzalez Law	Yauco	PR				\$200*			\$125*			
2017	Santos Berrios Law Offices LLC	Humacao	PR				Ψ200	\$150	\$200	\$175			
2017	Sasser Law Firm	Cary	NC				\$300*	ψ.00	\$200	\$290*			
2017	Saul Ewing LLP	Philadelphia	PA	171	\$695	\$780	\$710			\$395*			
2017	Scarborough & Fulton	Chattanooga	TN							\$375*			
2017	Scaringi & Scaringi, PC	Harrisburg	PA				\$275			\$175*			
2017	Schachter Harris LLP	Dallas	TX					\$160	\$300	\$210			
2017	Schafer and Weiner, PLLC	Bloomfield Hills	MI		\$310	\$465	\$373	\$245	\$295	\$275			
2017	Scheef & Stone, LLP	Frisco	TX		\$400	\$450	\$400			\$300*			
2017	Schian Walker, P.L.C	Phoenix	AZ				\$560*			\$220*			
2017	Schneider & Onofry, P.C.	Phoenix	AZ				\$385*			#250±			
2017	Schneider & Stone Schneider Miller, P.C	Skokie Detroit	IL MI					\$175	\$390	\$350* \$270			
2017	Schwartz & Shaw LLC	Bethlehem	PA		-			\$1/5	გ ა90	\$270 \$300*		-	
2017	Scott E. Kaplan, LLC	Allentown	NJ					\$250	\$300	\$275			
	Scura, Wigfield, Heyer, Stevens & Cammarota, LLP	Wayne	NJ				\$425	\$350	\$425	\$375			
2017	Seabrook Law Offices	San Jose	CA				\$300*	φσσσ	Ų.20	ψο. σ			
2017	Serratelli, Schiffman, & Brown P.C	Harrisburg	PA				\$300*			\$250*			
2017	Severaid & Glahn, Pc	Sacramento	CA				\$375*						
2017	Sferrazza & Keenan PLLC	Melville	NY				\$300*						
2017	SFS Law Group	Charlotte	NC				\$400*						
2017	Shafferman & Feldman, LLP	New York	NY					\$325	\$360	\$343			
2017	Shapiro, Croland, Reiser, Apfel & Di Iorio, LLP	North Haledon	NJ							\$375			
2017	ShapiroSchwartz LLP	Houston	TX							\$375*			
2017	Sheehan Law Firm, PLLC	Ocean Springs	MS				\$300*	****	2050	****			
2017	Sheils Winnubst PC Sheppard, Mullin, Richter & Hampton LLP	Richardson	TX CA	64			\$760*	\$225	\$350	\$288 \$608			
2017	Sherman Silverstein Kohl Rose & Podolsky	Los Angeles Moorestown	NJ	64	\$415	\$650	\$760° \$533	\$585	\$630	\$608			
2017	Shevitz Law Firm	Los Angeles	CA		\$415	\$000	φυου			\$350*			
2017	Shipkevich PLLC	New York	NY				\$500*			\$350*			\$500*
2017	Shraiberg, Landau & Page, P.A.	Boca Raton	FL		\$375	\$500	\$438			\$325*			φοσο
2017	Shulman Hodges & Bastian LLP	Irvine	CA		\$395	\$575	\$550	\$275	\$425	\$350	\$425	\$650	\$513
2017	Sichenzia Ross Friedman Ference LLP	New York	NY				\$575*				·	·	
2017	Sidley Austin LLP	Chicago	IL	10	\$965	\$1,180	\$1,135						
2017	Siegel & Siegel, P.C.	New York	NY				\$400*				· · · · · · · · · · · · · · · · · · ·		
2017	Sills Cummis & Gross P.C.	Newark	NJ	311	\$695	\$775	\$735			\$495*			\$525*
2017	Simbro & Stanley, PLC	Scottsdale	AZ			2				\$500*			
2017	Simon Resnik Hayes LLP	Sherman Oaks	CA	07	\$385	\$425	\$405	A= : -	*1000	\$350	A 11:-	A. 1	\$485
2017	Simpson Thacher & Bartlett LLP	New York Atlanta	NY GA	27	\$1,340	\$1,360	\$1,350	\$740	\$1,080	\$900 \$300*	\$1,115	\$1,170	\$1,143
2017	Slipakoff & Slomka, PC Smaha Law Group, APC	Atlanta San Diego	CA				\$425*			\$300^ \$285			
2017	Smith Conerly LLP	Carrollton	GA				\$425 \$325*			\$205 \$270*			
2017	Snow Spence Green LLP	Houston	TX				ψυ∠υ	\$500	\$650	\$575			
2017	Southwell & O'Rourke P.S.	Spokane	WA					\$300	\$400	\$350			
2017	Speckman & Associates	San Diego	CA				\$250*	+000	Ç-100	\$300			
2017	Spector and Johnson	Dallas	TX		\$325	\$350	\$338						
2017	Spence Custer Saylor Wolfe & Rose, LLC	Johnstown	PA				\$250*			\$250			
2017	Spence Law Office, P.C.	Jericho	NY				\$450*						
2017	Spigner & Associates, PC	Plano	TX				\$450*			\$200*			
2017	Springer Brown, LLC	Wheaton	IL				\$405*	\$315	\$375	\$350			
2017	St. James Law, P.C.	San Francisco	CA				\$595*						
2017	Stan L. Riskin, P.A.	Plantation	FL							\$375*			
2017	Stanley A Kirshenbaum, Attorney at Law	Pittsburgh	PA				\$400*	\$90	\$380	\$250* \$235			
2017	Starr & Starr, PLLC Steidl & Steinberg	New York Pittsburgh	NY PA				\$400 [*] \$300*	\$90	\$380	\$∠35			
2017	oleiui a oleinberg	Fillabulgii	ILW.				φ300					l	

		Largest U.S. Office -		NLJ 500	Partner	Partner	Partner	Associate	Associate	Associate	Counsel		Counsel
Year	Firm Name	City	State	Rank	Billing Rate	Billing Rate	Billing Rate	Billing Rate	Billing Rate	Billing Rate	Billing Rate		Billing Rate
				2017	Low	High	Avg	Low	High	Avg	Low		Average
2017	Steinberg & Associates Esgs	Kew Gardens	NY				\$450*						
2017	Steinberg Nutter & Brent	Calabasas	CA				\$450*			\$250*			
2017	Stephen C. Hinze. Counselor At Law	Vista	CA				\$275*						
2017	Steven L. Yarmy, Esq.	Las Vegas	NV							\$450*			
2017	Steven M. Fishman P.A.	Clearwater	FL							\$300*			
2017	Steven R Fox Law Offices	Encino	CA				\$450*						
2017	Steven T. Mulligan	Denver	CO MI		607 5	¢ 275	#20E	\$236 \$275	\$325	\$293			
2017	Stevenson & Bullock, P.L.C Stewart McArdle & Sorice, LLC	Southfield Greensburg	PA		\$275	\$375	\$325 \$225*	\$275	\$300	\$300			
2017	Stewart Robbins & Brown, LLC	Baton Rouge	LA		\$285	\$370	\$360						
2017	Stichter, Riedel, Blain & Postler, P.A.	Tampa	FL		Ψ203	ψ370	\$350*			\$225*			
2017	Stillman & Associates, P.C.	Miami Beach	FL				φοσο			\$500*			
2017	Stone and Baxter, LLP	Macon	GA							\$135*			
2017	Strawn & Edwards, PLLC	Dyersburg	TN							\$285*			
2017	SulmeyerKupetz	Los Angeles	CA		\$550	\$800	\$595	\$175	\$550	\$475	\$525	\$560	\$525
2017	Suzy Tate, P.A.	Tampa	FL		\$300	\$325	\$313			\$260*			
2017	Tang & Associates, P.C.	Los Angeles	CA				\$325*	\$250	\$400	\$325			
2017	Tarbox Law, P.C.	Lubbock	TX					***	***	\$300*			
2017	Tarpy, Cox, Fleishman & Leveille, PLLC	Knoxville	TN				#F00+	\$200	\$300	\$275			
2017	Tarter Krinsky & Drogin	New York	NY		£40E	¢44E	\$590*			\$235*			
2017	Tavenner & Beran, PLC Thaler Law Firm PLLC	Richmond Westbury	VA NY		\$405	\$415	\$410 \$500*			\$ 2 35^			
2017	The Ballstaedt Law Firm	Las Vegas	NV				\$300			\$300			
2017	The Bankruptcy Group, P.C	Roseville	CA					\$200	\$400	\$200			
2017	The Batista Law Group, PSC	San Juan	PR					\$75	\$225	\$150			
2017	The Burns Law Firm, LLC	Greenbelt	MD				\$495*			\$355*			
2017	The Callins Law Firm, LLC	Atlanta	GA				\$215*						
2017	The Cowart Law Firm, PC	Madison	GA				\$250*						
2017	The Coyle Law Group LLC	Columbia	MD				\$400*						
2017	The De Leo Law Firm, LLC	Mandeville	LA							\$300*			
2017	The DeLorenzo Law Firm	Schenectady	NY										\$350*
2017	The Derbes Law Firm, L.L.C.	Metairie	LA		\$300	\$375	\$350	\$160	\$200	\$180			\$275*
2017	The Dorf Law Firm LLP The Dragich Law Firm PLLC	Mamaroneck	NY MI				\$495* \$375*			\$375* \$250*			\$850*
2017	The Drigich Law Firm PLLC The Dribusch Law Firm	Grosse Pointe Woods East Greenbush	NY				\$3/5			\$250 \$300*			
2017	The Feldman Law Group	San Diego	CA							\$300 \$375*			
2017	The Fuller Law Firm, PC	San Jose	CA		\$395	\$505	\$475			φονο			
2017	The Furnier Muzzo Group, Llc	Las Vegas	NV		ψοσο	Ψοσο	\$110			\$300*			
2017	The Guard Law Group, PLLC	Lakeland	FL							\$300*			
2017	The Harvey Law Firm	Dallas	TX				\$400*						
2017	The Kelly Firm, PC	Spring Lake	NJ				\$400			\$275			
2017	The Law Firm Of Ann Shaw, P.A.	Salisbury	MD							\$345*			
2017	The Law Firm of Florida Bankruptcy Advisors, P.L.	Fort Lauderdale	FL				\$300*						
2017	The Law Office of Barry S. Miller The Law Office Of Carey B. Book B.C.	Newark	NJ							\$350*			
2017	The Law Office Of Corey B. Beck, P.C. The Law Office of David F. Mills	Las Vegas Smithfield	NV NC					\$150	\$250	\$375* \$200			
2017	The Law Office of David F. Mills The Law Office of Jay Meyers	Staten Island	NY					\$100	\$∠50	\$200 \$450*			
2017	The Law Office of Jay Meyers The Law Office of Robert Eckard and Associates, PA	Palm Harbor	FL							\$250*			
2017	The Law Office of William J. Factor, Ltd	Northbrook	IL		\$275	\$375	\$325			Ψ200			
2017	The Law Offices of Eric N. McKay	Jacksonville Beach	FL		ţ2.0	Ţ0,0	\$350*			1			
2017	The Law Offices Of Hector Eduardo Pedrosa Luna	San Juan	PR				70			\$175*			
2017	The Law Offices of Jason A. Burgess, LLC	Atlantic Beach	FL		\$295	\$300	\$295	\$195	\$300	\$248			
2017	The Law Offices of Jeffrey L. Weinstein	New York	NY							\$500*			
2017	The Law Offices of Oliver & Cheek, PLLC	New Bern	NC				\$175*						
2017	The Law Offices of Richard B. Rosenblatt	Rockville	MD					\$295	\$300	\$350			
2017	The Law Offices of Robert M. Fox, Esq.	New York	NY					\$275	\$375	\$325			
2017	The Law Offices of Robert S. Lewis P.C	Nyack	NY			A	***			\$400*			
2017	The Law Offices of Stephen R Wade	Claremont	CA		\$125	\$415	\$270			\$250*			
2017	The Law Office of Tuella O. Sykes The Lewis Law Group, P.C.	Seattle	WA VA							\$310* \$350*			
2017	The Lewis Law Group, P.C. The Milledge Law Firm, PLLC	Arlington Houston	TX							\$350* \$350*			
	The Mitchell Law Firm, L.P	Dallas	TX		\$325	\$375	\$325			\$225			
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		Largest U.S. Office -		NLJ 500	Partner	Partner	Partner	Associate	Associate	Associate	Counsel		Counsel
Year	Firm Name	City	State	Rank	Billing Rate	Billing Rate	Billing Rate	Billing Rate	Billing Rate	Billing Rate	Billing Rate		Billing Rate
				2017	Low	High	Avg	Low	High	Avg	Low		Average
2017	The Perez Law Firm	Corpus Christi	TX				\$250*			\$150*			
2017	The Phillips Law Offices, LLC	Saugus	MA				\$300*			*****			
2017	The Pope Firm	Johnson City	TN							\$250*			
2017	The Pope Law Firm	Houston	TX				\$300*			\$300*			
2017	The Schofield Law Firm, P.C.	Brunswick	GA							\$225*			
2017	The Shinbrot Firm	Beverly Hills	CA					\$465	\$525	\$495			
2017	The Spears & Robl Law Firm, LLC	Decatur	GA				\$350*			\$350*			
2017	The Tracy Firm, Ltd	Chicago	IL OA					\$275	6500	\$350*			\$350*
2017	The Turoci Firm The Vida Law Firm, PLLC	Riverside Bedford	CA TX					\$275	\$500	\$400 \$350*			-
2017	The Wiley Law Group, PLLC	Dallas	TX							\$375*			
2017	The Wright Law Office, PC	Decatur	GA							\$285*			
2017	Thomas B. Woodward, Attorney at Law	Tallahassee	FL				\$400*			ΨΣΟΟ			
2017	Thomas E. Crowe, Professional Law Corporation	Las Vegas	NV				\$425*						
2017	Thomas F. Quinn, PC	Denver	CO				\$250*						
2017	Thomas J. Dwyer & Associates, LLC	New York	NY				\$350*				·		
2017	Thompson & Knight LLP	Dallas	TX	162			\$695*						
2017	Thompson Burton PLLC	Franklin	TN				\$395	\$225	\$395	\$310			
2017	Thompson Law Group, P.C.	Pittsburgh	PA							\$250*			ļ
2017	Timothy W Gensmer, PA	Sarasota	FL		£07E	* 0000	ro22			\$300*			
2017	Togut, Segal & Segal Totaro & Shanahan	New York Pacific Palisades	NY CA		\$875	\$990	\$933	\$500	\$550	\$525			
2017	Trenk, DiPasquale, Della Fera & Sodono, P.C.	West Orange	NJ		\$245	\$580	\$563	\$240	\$615	\$275			
2017	Trodella & Lapping LLP	San Francisco	CA		Ψ2-10	φοσσ	\$500*	Ψ2-10	φοιο	ΨΣίο			
2017	Tsao-Wu and Yee, LLP	San Jose	CA				Ç			\$300*			
2017	Tucker Hester Baker & Krebs, LLC	Indianapolis	IN				\$350*			\$350*			
2017	Tully Rinckey PLLC	Albany	NY				\$350*			\$180*			
2017	Tyler S. Van Voorhees Law, LLC	Clermont	FL							\$250*			
2017	Underwood, Perkins and Ralston	Dallas	TX					\$225	\$450	\$338			
2017	Van Dam Law LLP	Newton	MA							\$350*			
2017	Van Horn Law Group, PA	Fort Lauderdale	FL				\$400*	\$350	\$400	\$350			
2017	Villeda Law Group	McAllen	TX					\$250	\$375	\$313			
2017	Vincent D. Commisa, Esq. Vogel Bach & Horn, P.C.	Warren	NJ NY				\$225*			\$350*			
2017	Vokshori Law Group	New York Los Angeles	CA				\$225			\$300*			
2017	Vorndran Shilliday PC	Denver	CO							\$300*			
2017	Vortman & Feinstein	Seattle	WA				\$425*			\$310*			
2017	Wadsworth Warner Conrardy, P.C.	Denver	CO		\$285	\$400	\$300			\$200*			
2017	Walsh, Becker, Wood & Rice	Bowie	MD			·	\$300*						
2017	Warner Norcross & Judd LLP	Grand Rapids	MI	182	\$410	\$555	\$518	\$285	\$345	\$315			\$550*
2017	Warshaw Burstein, LLP	New York	NY		\$175	\$375	\$275			\$275*			
2017	Wasserman, Jurista & Stolz, P.C.	Basking Ridge	NJ		\$375	\$675	\$450				\$500	\$550	\$525
2017	Wauson Probus	Sugar Land	TX				\$450*	\$250	\$450	\$400			ļ
2017	Wayne Greenwald, P.C. Weinberg Zareh & Geyerhahn, LLP	New York	NY NY				\$600* \$575			\$550* \$325*			
2017	Weinman & Associates. PC	New York Denver	CO				\$575 \$475*			\$325" \$475*			
2017	Weintraub & Selth APC	Los Angeles	CA		\$495	\$550	\$523	\$395	\$550	\$430			\$435*
2017	Weiss & Spees, LLP	Los Angeles	CA		\$350	\$500 \$500	\$500	φυθυ	ψυυυ	Ψ-30			Ψ+00
2017	Weissberg & Associates, Ltd	Chicago	IL		Ţ000	+5000	\$450*						
2017	Wells And Jarvis, P.S	Seattle	WA				Ţ 0			\$360*			
2017	Weycer, Kaplan, Pulaski & Zuber, P.C.	Arlington	TX				\$385*			\$195*			
2017	White & Wolnerman, PLLC	New York	NY					\$250	\$400	\$400			
2017	Whiteford, Taylor & Preston	Baltimore	MD	265	\$530	\$570	\$550			\$340*			
2017	Whitelaw & Fangio	Syracuse	NY				\$225*						
2017	Wilcox Law Firm	Ponte Vedra Beach	FL				\$325*			00-00			
2017	William E. Jamison Jr., Attorney at Law	Chicago	IL							\$350*			
2017	William E. Maddox Jr., L.L.C. William F. Davis & Associates, PC	Knoxville	TN NM				¢175*	\$225	\$250	\$200* \$238			
2017	William H. Davis & Associates, PC William H. Brownstein & Associates, Professional Corpo	Albuquerque	CA				\$475* \$525*	\$2 2 5	\$ 2 50	\$238			
2017	Willis & Wilkins, LLP	San Antonio	TX				\$375*						
	Willkie Farr & Gallagher LLP	New York	NY	74	\$1,150	\$1,425	\$1,350	\$625	\$965	\$800			
	Wilson, Harrell, Farrington	Pensacola	FL		ψ1,100	ψ1,π20	ψ1,000	ψ0 2 5	φυσσ	\$150*			
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Year	Firm Name	Largest U.S. Office - City	State	NLJ 500 Rank 2017	Partner Billing Rate Low	Partner Billing Rate High	Partner Billing Rate Avg	Associate Billing Rate Low	Associate Billing Rate High	Associate Billing Rate Avg	Counsel Billing Rate Low	Counsel Billing Rate Average
2017	Winegarden Haley Lindholm & Robertson PLC	Grand Blanc	MI				\$225*					
2017	Winstead PC	Dallas	TX	130	\$550	\$625	\$588	\$335	\$450	\$375		
2017	Winston & Cashatt, Lawyers	Spokane	WA							\$280*		
2017	Winston & Strawn LLP	Chicago	IL	46			\$930*	\$560	\$750	\$655		
2017	Winthrop Couchot Golubow Hollander, LLP	Newport Beach	CA		\$595	\$750	\$595			\$425*		\$750
	Wiss & Freemyer, LLP	Dallas	TX							\$375*		
2017	Wollmuth Maher & Deutsch LLP	New York	NY		\$695	\$795	\$695			\$595*		
2017	Womac Law	Houston	TX							\$225*		
2017	Womble Carlyle Sandridge & Rice, LLP	Winston-Salem	NC	97			\$525*	\$350	\$400	\$375		\$450
2017	Woods Rogers PLC	Roanoke	VA				\$355*	\$185	\$200	\$193		
2017	Wright Law Offices	Phoenix	AZ							\$300*		
2017	Wyatt & Mirabella PC	The Woodlands	TX				\$600*			\$600*		
2017	Young Conaway Stargatt & Taylor, LLP	Wilmington	DE	408	\$520	\$890	\$805	\$285	\$540	\$430		
2017	Yumkas, Vidmar, Sweeney & Mulrenin, LLC	Columbia	MD		\$295	\$420	\$358					
2017	Zack A. Clement PLLC	Houston	TX							\$600*		
2017	Zalkin Revell, PLLC	Santa Rosa Beach	FL				\$300*	\$265	\$300	\$300	•	
2017	Zolkin Talerico LLP	Los Angeles	CA				\$495*					
2017	Zousmer Law Group PLC	Bloomfield Hills	MI				\$395					

^{*} Not an average - represents one rate/one positon.

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Chris J. Pulido

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PROOF OF SERVICE

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I am employed in the County of Los Angeles; I am over the age of eighteen years and am not a party to the within action; and my business address is 300 West Glenoaks Boulevard, Suite 300, Glendale, California 91202.

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On March 15, 2024, I served the document(s) described as

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DECLARATION OF MATTHEW FISHER ISO MOTION FOR FINAL APPROVAL

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on the party (or parties) in this action by delivering a true copy (or copies) addressed as follows:

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Inc.

Matthew S. Da Vega Matthew H. Fisher DA VEGA FISHER MECHTENBERG LLP

232 East Anapamu Street Santa Barbara, CA 93101 mfisher@mdmflaw.com mdavega@mdmflaw.com

Attorney(s) For Plaintiff Eric Gruber Zareh A. Jaltorossian **KP LAW**

KP LAW 150 East Colorado Blvd.

Suite 206

Pasadena, CA 91105 zjaltorossian@kplitigators.com

Attorney For Plaintiff Eric Gruber

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XXX BY ELECTRONIC MAIL: I caused to be served by electronic transmission (e-mail) to the parties and/or their attorney(s) of record stated above. The document(s) was/were transmitted by electronic transmission. The transmission was reported as complete and without error.

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I declare under penalty of perjury under the laws of the State of California and the United States that the foregoing is true and correct. Executed on **March 15, 2024** at Glendale, California.

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Parker Swanson