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7 Attorneys for Plaintiff  
8 DAVID WEINER, individually, and on  
behalf of other members of the public  
9 similarly situated

10  
11 UNITED STATES DISTRICT COURT  
12 EASTERN DISTRICT OF CALIFORNIA

13 DAVID WEINER, individually, and on  
14 behalf of other members of the public  
similarly situated,

15 Plaintiff,

16 vs.

17 OCWEN FINANCIAL CORPORATION,  
a Florida corporation, and OCWEN  
18 LOAN SERVICING, LLC, a Delaware  
limited liability company,

19 Defendants.  
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Case Number: 2:14-cv-02597-DJC-DB  
**CLASS ACTION**

Judge: Hon. Daniel J. Calabretta

**DECLARATION OF ROLAND TELLIS IN  
SUPPORT OF (1) MOTION FOR FINAL  
APPROVAL OF CLASS ACTION  
SETTLEMENT, AND (2) MOTION FOR  
AWARD OF ATTORNEYS' FEES,  
LITIGATION COSTS, AND CLASS  
REPRESENTATIVE SERVICE AWARD**

Date: September 19, 2024

Time: 1:30 p.m.

Dept.: Courtroom 10

Action Filed: November 5, 2014

**DECLARATION OF ROLAND TELLIS**

I, Roland Tellis, declare as follows:

1. I am an attorney licensed to practice before this Court and all courts of the State of California. I am a Partner in the law firm of Baron & Budd, P.C. where I lead my Firm's Class Action Practice Group and co-manage the Firm's Los Angeles Office. Baron & Budd, P.C. was appointed Settlement Class Counsel in this matter (hereinafter "Class Counsel").

2. I have personal knowledge of the following facts, and if called as a witness, I could and would testify competently to them. I make this Declaration in support of (1) Plaintiff's Motion for Final Approval of Class Action Settlement, and (2) Plaintiff's Motion for Award of Attorneys' Fees, Litigation Costs, and Class Representative Service Award FED. R. CIV. P. 23(e), (h).

3. The purpose of this Declaration is to summarize: (1) the background and history of the Action, including the extensive discovery and motion practice conducted; (2) the vigorous arm's-length negotiations that resulted in the highly favorable class settlement; and (3) the value of the services performed by Plaintiff and Class Counsel throughout the Action.

**LITIGATION SUMMARY**

4. As described below, over the course of nearly ten years, Class Counsel invested substantial time and money in prosecuting this complex case and achieving an exceptional result.

5. In November of 2014, Plaintiff filed this class action on behalf of himself and hundreds of thousands of similarly situated borrowers, alleging Ocwen, then the nation's largest loan servicer, misled residential homeowners into believing they were simply *reimbursing* Ocwen for the amounts it paid to vendors for certain property valuations known as BPOs and Hybrid Valuations—when, in fact, such charges included hidden mark-ups. ECF No. 1. Thus, Plaintiff alleged the fees charged to—and in many

1 cases paid by—borrowers for the property valuations at issue were neither a fair market  
2 price, nor consistent with industry standards.

3 6. In addition, Plaintiff alleged that by way of a 2009 transaction, in which  
4 Ocwen’s in-house loan servicer, Ocwen Solutions, was spun off into a supposed third-  
5 party loan servicer named Altisource, Ocwen concealed from borrowers that their  
6 property valuation charges were secretly bundled with additional fees for unnecessary  
7 and undisclosed “reconciliations” of their property valuation, which were neither  
8 authorized by the Uniform Deed of Trust, nor offered by any other vendor, and only  
9 served to line the pockets of Ocwen’s executives who also owned shares in Altisource.

10 7. Plaintiff’s complaint alleged violations of: (1) California’s Unfair Competition  
11 Law, Cal. Bus. & Prof. Code §§ 17200–17210; (2) the Racketeer Influenced and Corrupt  
12 Organizations Act, 18 U.S.C. §§ 1962(c) and (d); and (3) the Rosenthal Fair Debt  
13 Collection Practices Act, Cal. Civ. Code §§ 1788–1788.33, and various state law claims.  
14 ECF No. 1.

15 8. Ocwen responded to Plaintiff’s Complaint with a motion to dismiss, which  
16 Plaintiff successfully opposed. See ECF No. 16 (July 29, 2015 Order denying motion to  
17 dismiss). Shortly thereafter, Ocwen filed a motion to stay the litigation pending the  
18 outcome of an appeal in another case in which Ocwen was a defendant, which Plaintiff  
19 also successfully opposed. See ECF No. 31 (March 11, 2016 Order denying motion to  
20 stay).

21 9. The parties then began in discovery process, which was highly contentious  
22 throughout the proceedings and involved extensive meet and confer efforts and motion  
23 practice. Indeed, Plaintiff moved aggressively to develop a factual and evidentiary record  
24 sufficient to certify the class, filing two motions to compel responses to his written  
25 discovery requests within approximately three months of discovery opening. See ECF  
26 Nos. 40, 43.

27 10. On September 7, 2016, while those motions were pending, Ocwen filed a  
28 motion pursuant to 28 U.S.C. § 1292(b) to certify for interlocutory review the question of

1 whether the Court's order denying Ocwen's motion to dismiss and the dismissal order in  
2 a separate case against Ocwen created an intra-circuit split of authority. ECF No. 48.

3 11. Plaintiff opposed that motion, ECF No. 52, and the Court denied it on June  
4 28, 2017. ECF No. 100. In the interim, the parties continued to litigate discovery disputes  
5 before the magistrate judge. See ECF Nos. 61, 65, 73.

6 12. Following an intense pre-certification discovery process, which included  
7 heavy motion practice before a Magistrate Judge, on January 30, 2017, Plaintiff moved  
8 to certify a nationwide class (and two sub-classes) of similarly situated borrowers  
9 pursuant to Rule 23(b)(3). Plaintiff's motion explained that common questions  
10 predominate because Plaintiff's claims are premised on classwide evidence of Ocwen's  
11 conduct. ECF No. 93 at 17. Plaintiff further explained that class members' damages  
12 could likewise be proven through classwide evidence, including expert testimony and  
13 Ocwen's own records and loan data. *Id.* at 18–19. Ocwen opposed certification, arguing  
14 that Plaintiff's classwide evidence was not sufficient to resolve which borrowers actually  
15 paid the unlawful fees. ECF No. 102 at 8.

16 13. On September 29, 2017, and "unpersuaded by Ocwen's claim that the  
17 facts here turn on borrower-specific factual circumstances" (ECF No. 102 at 8), this  
18 Court held that Plaintiff's classwide evidence, including his expert report, was "sufficient  
19 for purposes of class certification" under Rule 23(b)(3). *Id.* at 12. Accordingly, the Court  
20 certified the following classes:

21 **Nationwide Class:** All residents of the United States of America who have or had  
22 a loan serviced by Ocwen Financial Corporation or Ocwen Loan Servicing, LLC  
23 and who paid for one or more Broker Price Opinions or Hybrid Valuations charged  
24 by Ocwen Financial Corporation or Ocwen Loan Servicing, LLC through  
Altisource, from November 5, 2010 through the present.

25 **California Paid Sub-Class:** All residents of the State of California who have or  
26 had a loan serviced by Ocwen Financial Corporation or Ocwen Loan Servicing,  
27 LLC and who paid for one or more Broker Price Opinions or Hybrid Valuations  
28 charged by Ocwen Financial Corporation or Ocwen Loan Servicing, LLC through  
Altisource, from November 5, 2010 through the present.

1           **California Assessed Sub-Class:** All residents of the State of California who have  
2           or had a loan serviced by Ocwen Financial Corporation or Ocwen Loan Servicing,  
3           LLC and to whom charges for one or more Broker Price Opinions or Hybrid  
4           Valuations were assessed to their mortgage account by Ocwen Financial  
          Corporation or Ocwen Loan Servicing, LLC through Altisource, from November 5,  
          2010 through the present.

5           *Id.* at 13–14.

6           14.     On October 13, 2017, Ocwen sought permission to appeal the class  
7           certification ruling pursuant to Federal Rule 23(f). See ECF No. 200-1 at 10. Ocwen  
8           argued, *inter alia*, that the district court “failed to conduct the required Rule 23 analysis of  
9           whether the elements of each cause of action are appropriate for class-wide  
10          determination.” *Id.* The Ninth Circuit summarily denied the petition. *Id.*

11          15.     After the Court certified the class, Plaintiff continued to aggressively fight to  
12          obtain necessary discovery from Ocwen, filing additional motions to compel on January  
13          8, May 3, July 20, and August 17, 2018. See ECF Nos. 106, 130, 144, 146. Plaintiff also  
14          sought and obtained leave to disseminate class notice to the certified classes. ECF No.  
15          160.

16          16.     By June 2019, discovery had involved at least 14 fact depositions, 439  
17          written discovery requests propounded on Ocwen, 12 expert reports, and 11 expert  
18          depositions.

19          17.     On June 28, 2019, Ocwen moved for summary judgment, arguing that  
20          Plaintiff’s classwide evidence was insufficient as a matter of law to prove that each class  
21          member paid, or will pay, the valuation fees assessed on their loans. ECF No. 164.  
22          Plaintiff opposed that motion with the support of three expert witness reports. ECF No.  
23          175. Citing Plaintiff’s expert report, the Court rejected Ocwen’s argument that Plaintiff’s  
24          classwide evidence was insufficient as a matter of law to prove that each class member  
25          paid, or will pay, the valuation fees assessed on their loans. ECF No. 181 at 17–18  
26          (whether fees were paid “still presents a factual dispute.”).

27          18.     Approximately a month later, the parties filed a joint notice of trial readiness  
28          and began preparing in earnest for trial. ECF No. 183. However, on September 20,

1 2021, with a trial date of March 7, 2022, quickly approaching, Ocwen moved to decertify  
2 the class, arguing that that the Supreme Court’s decision in *TransUnion LLC v. Ramirez*,  
3 141 S. Ct. 2190, 210 L. Ed. 2d 568 (2021), issued three months earlier, mandated  
4 decertification. ECF No. 194. The Court agreed and decertified the class on August 3,  
5 2022. Although the Court acknowledged that Judge England previously found Rule 23’s  
6 predominance requirement satisfied (ECF No. 219 at 6–8, 10–11), the Court stated that  
7 “the crux of the inquiry in the instant matter is whether the Supreme Court’s decision in  
8 *TransUnion* changes Judge England’s finding of predominance.” *Id.* at 9. The Court  
9 concluded that it did. *Id.* at 9–12.

10 19. On August 17, 2022, Plaintiff filed a motion for reconsideration of the  
11 Court’s August 3, 2022, decertification order, arguing that the order was based on  
12 Ocwen’s erroneous interpretation of *TransUnion*. ECF No. 220. Plaintiff also filed a  
13 motion for permission to appeal decertification ruling to the Ninth Circuit Court of Appeals  
14 pursuant Rule 23(f). *See, e.g.*, ECF No. 226. On February 28, 2023, this Court agreed,  
15 granting Plaintiff’s motion, and vacating its earlier decertification order. ECF No. 227.

16 20. On May 18, 2023, this Court reset this case for trial on November 27, 2023.  
17 On October 11, 2023, days before the pretrial conference and while the parties were  
18 preparing for trial, they reached the Settlement that is now before the Court. ECF No.  
19 238.

20 21. As detailed above, my firm fought hard to protect the interests of  
21 Settlement Class Members. As the outcome reflects, we showed dedication to  
22 investigating, prosecuting, and resolving this action over the course of nearly ten years.

23 22. Additionally, during the pendency of this case, my firm served and  
24 responded to numerous discovery requests and engaged in numerous meet and confer  
25 conferences regarding discovery disputes; (2) obtained and reviewed over 1.5 million  
26 pages of documents; (3) pursued and obtained third-party discovery, including the  
27 production of over 5,000 pages of documents from third-party Altisource; (4) took and  
28

1 defended 27 depositions; (7) retained multiple experts to help prove Plaintiff's RICO  
2 enterprise and to analyze Ocwen's complex loan data and proffer a damage model.

3 **MEDIATION AND SETTLEMENT**

4 23. The Settlement here is the result of ten years of fact-finding, hard-fought  
5 litigation, and extensive settlement talks. In fact, the Settlement was achieved only after  
6 multiple mediation sessions, and even then, only after the class was certified, Ocwen's  
7 motion for summary judgment was denied, and the parties had nearly completed the pre-  
8 trial process and were preparing for trial.

9 24. The parties to this case spent considerable time and resources negotiating  
10 the terms of the Settlement. I was personally involved in all of the negotiations. On July  
11 24, 2018, pursuant to the Court's October 25, 2018, Order (ECF No. 148), the parties  
12 convened at JAMS Los Angeles, before the Honorable Dickran Tevrizian (Ret.). During  
13 the mediation, the parties engaged in good-faith discussions concerning all matters in  
14 dispute. Despite our best efforts, the parties were unable to reach a mutually agreeable  
15 resolution in this action. However, we remained amenable to further mediation.

16 25. Thus, on July 26, 2023, on the eve of trial, we engaged in further  
17 settlement negotiations with the assistance of Robert Fairbank, Esq., of Fairbank ADR.  
18 Thereafter, we commenced an extensive series of sophisticated remote telephonic  
19 settlement discussions and reached agreement on material terms for a settlement. We  
20 then spent the next several weeks drafting and finalizing the Settlement Agreement and  
21 related exhibits, including the comprehensive Class Notice program.

22 26. As discussed more fully in Plaintiff's Motion for Final Approval of Class  
23 Settlement filed concurrently with this declaration, Class Counsel achieved an  
24 outstanding result for the Settlement Class. Specifically, (1) Nationwide Settlement Class  
25 Members can seek reimbursement of \$60 for *each* BPO fee paid and \$70 for *each*  
26 Hybrid fee paid during the class period and (2) California Settlement Sub-Class  
27 Members who continue to have loans serviced by Ocwen can seek a reversal of \$60 of  
28 *each* unpaid BPO fee and \$70 for *each* unpaid Hybrid fee that was assessed by Ocwen

1 during the class period. Importantly, the average alleged mark-up of the BPO and Hybrid  
2 fees at issue in the case are \$56 and \$66 respectively, so class members are receiving a  
3 reimbursement amount which **exceeds** the average amount of the alleged fee mark-up.  
4 In total, the Settlement makes \$53,826,220 available to the 330,377 Settlement Class  
5 Members. See ECF No. 248 at 1.

6 27. Additionally, the Settlement requires Ocwen to change its business  
7 practices and modify its disclosures to borrowers to identify the “reconciliation” service  
8 included in the vendors’ BPO and Hybrid products. *Id.* at 1-2. Thus, going forward,  
9 borrowers will be fully apprised of the nature and scope of the BPO and Hybrid Valuation  
10 fees.

11 28. Further, the Settlement requires Ocwen to pay the fees and costs of the  
12 parties’ proposed Settlement Administrator to implement the notice program, administer  
13 the claims process, mail checks as necessary, and perform the other administrative  
14 tasks described in the Settlement Agreement.

15 29. Finally, the Settlement requires Ocwen to pay an award of reasonable  
16 attorneys’ fees and expenses, calculated on a lodestar basis, which will not impact the  
17 Settlement benefits to the Settlement Class Members.

18 30. I believe that Plaintiff obtained the maximum recovery he could have  
19 achieved in a Settlement of this matter. Based on my 28 years of complex litigation  
20 experience and my personal involvement in the prosecution of this case from start to  
21 finish, I believe the Settlement is not only fair, reasonable, adequate, but also is in the  
22 best interests of all Settlement Class Members in light of all known facts and  
23 circumstances, and the Court should therefore grant final approval of the Settlement.

24 **THE VALUE OF CLASS COUNSEL’S SERVICES**

25 31. My firm has extensive class action experience, and I have a long history of  
26 prosecuting high profile and complex litigation involving mortgage fraud and other  
27 complex consumer class action cases including the following:  
28



1           32. Appointed Co-Lead Counsel in *In Re Wells Fargo Collateral Protection*  
2 *Insurance Litigation*, C.D. Cal. Case No. 8-17-ml-02979-AG-KES, a nationwide class  
3 action case involving force-placed automobile collateral protection insurance. Achieved  
4 a \$423 million non-reversionary common fund settlement.

5           33. Co-Lead Counsel in *Waldrup v. Countrywide Financial Corp. et al*, C.D.  
6 Cal. Case No. 2:13-cv-08833-CAS-AGR, a nationwide RICO class action involving  
7 fraudulent residential appraisal fees. Certified a nationwide RICO claim and ultimately  
8 achieved a \$250 million non-reversionary common fund settlement.

9           34. Co-Lead Counsel in *Bias v. Wells Fargo et al*, N.D. Cal., Case No. 12-cv-  
10 00664-YGR – a nationwide RICO class action involving fraudulent BPO charges.  
11 Certified a nationwide RICO claim and, ultimately, achieved a \$50 million non-  
12 reversionary common fund settlement.

13           35. Appointed Chair of the Plaintiffs' Steering Committee in *In Re: TikTok In*  
14 *App Browser Privacy Litigation*, N.D. Ill. MDL 2948-A, a nationwide consumer class  
15 action involving data privacy protection.

16           36. Appointed Co-Lead Counsel in *In Re: ZF-TRW Airbag Control Units*  
17 *Products Liability Litigation*, C.D. Cal. Case No. 2:19-ml-02905-JAK-PLA, a multi-state  
18 class action involving millions of defective airbag control units. Achieved a \$73 million  
19 settlement against one of seven automakers.

20           37. Appointed to the Plaintiffs' Steering Committee in *In re: Volkswagen "Clean*  
21 *Diesel" Marketing, Sales Practices, and Products Liability Litigation*, a multi-state class  
22 action involving hundreds of thousands of vehicles equipped with "defeat devices"  
23 designed to evade emissions laws. Achieved a settlement worth more than \$14.5 billion.

24           38. Appointed to the Plaintiffs' Executive Committee in *In re: National*  
25 *Prescription Opiate Litigation*, a multi-state mass tort action filed by governmental  
26 entities against the manufacturers and distributors of opioids widely believed to be the  
27 largest MDL case in U.S. history. Achieved a \$26 billion settlement against three opioid  
28 distributors and an opioid manufacturer.

1           39. I have also been fortunate to receive accolades for my work on complex  
2 litigation cases, including class actions. In 2018, I was honored with the Los Angeles  
3 Daily Journal's 2018 "California Lawyer Attorneys of the Year" award for my role in the  
4 Volkswagen "Clean Diesel" MDL. I was elected to serve on the Board of Governors of  
5 the Association of Business Trial Lawyers and was appointed to serve as a Lawyer  
6 Representative to the Ninth Circuit Judicial Conference. I was the Chair of the United  
7 States District Court for the Central District of California's Attorney Settlement Officer  
8 Panel Committee and was appointed by the Chief Judge of the Central District of  
9 California to the Board of Trustees for the Central District's Attorney Admission Fund.  
10 Additionally, I serve on the Executive Committee of the Los Angeles County Bar  
11 Association.

12           40. My firm litigated this case on a contingent basis for nearly a decade,  
13 without any assurance of victory and with the singular focus of maximizing the recovery  
14 for Settlement Class Members. Our prosecution of this case was vigorously opposed by  
15 experienced and skilled attorneys representing Ocwen zealously throughout the  
16 litigation. Through perseverance against well-funded adversaries, we achieved an  
17 exceptional settlement for Settlement Class Members which provides for payments that  
18 exceed the amount of the markup at issue in the case and meaningful injunctive relief  
19 which ensures that the conduct at issue in this litigation will not recur.

20           41. My firm kept detailed records regarding the amount of time spent by  
21 attorneys and staff working on this matter and the lodestar calculation is based on my  
22 firm's current billing rates. The information was prepared from contemporaneous, daily  
23 time records regularly prepared and maintained by my firm in the ordinary course of  
24 business.

25           42. My firm's hourly rates in this matter are the same as the regular current  
26 rates charged for services in non-contingent matters and/or which have been used most  
27 recently in lodestar cross check analyses accepted by courts in other class litigation.  
28 Specifically, my firm's current hourly rates for the attorneys who worked on this matter

1 range from \$795 to \$1,200 for partners, \$600 to \$725 for associates, and \$250 per hour  
2 for paralegals.

3 43. I have general familiarity with the range of hourly rates typically charged by  
4 plaintiffs' class action firms in California and throughout the United States, both on a  
5 current basis and historically. Indeed, my firm's rates have been accepted by courts in  
6 other contingent complex litigation and class actions. Additionally, the 2023 Rate Report  
7 and the 2018 Peer Monitor Public Rates survey contain information on the hourly rates  
8 of attorneys in this Circuit.

9 44. The "Real Rate Report identifies attorney rates by location, experience,  
10 firm size, areas of expertise and industry, as well as specific practice areas, and is based  
11 on actual legal billing, matter information, and paid and processed invoices from more  
12 than eighty companies." *Rolex Watch USA Inc. v. Zeotec Diamonds Inc.*, No.  
13 CV021089PSGVBKX, 2021 WL 4786889, at \*3 (C.D. Cal. Aug. 24, 2021). The most  
14 recent Real Rate Report, based on data collected through Q2 of 2023 (i.e., not adjusted  
15 for the subsequent inflation in the last year), reflects hourly rates for litigation partners in  
16 Los Angeles of \$525 (for the first quartile) to \$1,159 (for the third quartile), with an  
17 average hourly rate of \$840. For Los Angeles litigation associates, hourly rates are  
18 \$431-\$880 per hour, with an average hourly rate of \$680. A copy of the 2023 Rate  
19 Report is attached as **Exhibit A** to this declaration.

20 45. The 2018 Peer Monitor Public Rates survey provides "access to accurate,  
21 court reported, hourly rate data" for specific geographic regions. Shows that Class  
22 Counsel's rates here are well within the range of hourly rates billed by other top-flight  
23 Los Angeles area law firms. For example, **six years ago**, 18 Los Angeles area attorneys  
24 were listed as billing from \$1,125 to \$1,475 per hour. A copy of the Peer Monitor Public  
25 Rates survey is attached as **Exhibit B** to this declaration.

26 46. In determining my firm's hourly rates from year to year, I consciously take  
27 market rates into account in order to align our rates with the market. In this regard, my  
28 firm's billing rates are consistent with those charged by similarly experienced counsel in

1 this Circuit and are commensurate with those prevailing in the market for such legal  
2 services furnished in complex class action litigation.

3 47. In addition to myself, the other partners who worked on this matter over the  
4 past decade were Dan Alberstone, David Fernandes, Peter Klausner, Chris Mansour,  
5 Mark Pifko, Adam Tamburelli, Michael von Klemperer, and Evan Zucker. And the  
6 associates who worked on this matter were Sterling Cluff, Arlene Elyasi, Jay Lichter,  
7 Jeffrey Lipinski, Jonas Mann, Isaac Miller, Brandi Moris, Kamon Naddaf, Pablo Orozco,  
8 Liz Shor, Elizabeth Smiley Amy Vuong, Darin Webb, and Kelley Wheeler.

9 48. Below is a summary of the tasks we performed in successfully prosecuting  
10 this case, demonstrating that the number of hours we expended on the case was  
11 reasonable:

- 12 a. Investigating the alleged conduct and interviewing potential Class  
13 Members;
- 14 b. Researching and drafting the complaint;
- 15 c. Preparing a case management schedule and discovery timetable;
- 16 d. Opposing Ocwen's motion to dismiss;
- 17 e. Opposing Ocwen's permission for an interlocutory appeal;
- 18 f. Moving to certify the class, supported by expert witnesses;
- 19 g. Opposing to Ocwen's Rule 23(f) petition to the Ninth Circuit;
- 20 h. Opposing Ocwen's motion for summary judgment with expert witnesses;
- 21 i. Opposing Ocwen's motion to decertify;
- 22 j. Moving to reconsider the decertification order;
- 23 k. Filing a Rule 23(f) petition in the Ninth Circuit challenging the decertification  
24 order;
- 25 l. Drafting and responding to extensive written discovery;
- 26 m. Meeting and conferring about discovery disputes;
- 27 n. Filing numerous briefs in connection with motions to compel;
- 28 o. Reviewing and analyzing discovery documents;

- 1 p. Preparing for and deposing Ocwen’s fact and expert witnesses;
- 2 q. Preparing Plaintiff for his deposition;
- 3 r. Defending Plaintiff’s deposition;
- 4 s. Working with retained experts and consultants, including obtaining expert
- 5 witness reports to be used in the litigation and preparing for and defending
- 6 their depositions;
- 7 t. Attending and participating in Court hearings on motions and status
- 8 conferences;
- 9 u. Drafting Plaintiff’s mediation brief and participating in two full day mediation
- 10 sessions;
- 11 v. Preparing for trial, including drafting deposition discovery designations, a
- 12 joint pretrial conference statement, a trial brief, a witness and exhibit list,
- 13 and motions in limine; and
- 14 w. Drafting the class action settlement agreement and related motion papers.

15 49. As of May 31, 2024, my firm spent 10,573.65 billable hours litigating this  
 16 case, yielding a total lodestar of \$7,915,313.25. The figure does not include any time we  
 17 will incur in the future seeking final approval of the settlement or ensuring the proper  
 18 administration of the Settlement, including responding to inquiries from Class Members,  
 19 interacting with the notice and claims administrator, and generally overseeing the  
 20 implementation of the Settlement. A summary of the hours worked and current lodestar,  
 21 sorted by task categories, is as follows:

<b>BARON &amp; BUDD TIME SUMMARY</b>		
<b>Work Description</b>	<b>Hours</b>	<b>Lodestar</b>
Case Investigation and Factual Research	137.30	\$118,419.50
Client and Class Member Communications	35.00	\$32,235.00
Pleadings, Briefs and Legal Research	2,913.40	\$2,468,496.75



Trial Preparation Costs	\$3,532.46
Postage	\$2,826.94
Copies	\$1,068.45
<b>TOTAL</b>	<b>\$953,106.45</b>

**THE REQUESTED SERVICE AWARD IS REASONABLE**

54. The Settlement provides that Class Counsel may apply for a service award of up to \$12,500 for Plaintiff David Weiner for his efforts and commitment in prosecuting this case on behalf of the Settlement Class. However, given that the Court expressed concerns about the proposed \$12,500 service award, Plaintiff seeks a modified incentive award of \$5,000.

55. Plaintiff earned this incentive payment through his efforts on behalf of the Settlement Class over almost ten years to right a perceived wrong, his willingness to take his case through trial, and his success in changing Ocwen's business practices, all for the benefit of hundreds of thousands of consumers. Plaintiff lent his name to the case so that he could help the hundreds of thousands of people who, like him, were adversely affected by Ocwen's alleged misconduct.

56. Indeed, Plaintiff spent a significant amount of time and effort assisting in the litigation, including: providing facts and documents necessary for the filing of a complaint; responding to written discovery, which required numerous hours working with Class Counsel reviewing and analyzing loan transactions; drafting written discovery responses, and gathering hundreds of pages of documents to support the responses; preparing for and sitting for an all-day deposition; evaluating the terms of the Settlement Agreement in conjunction with the interests of the Settlement Class Members; preparing for trial; and expressing his continued willingness to vigorously protect the Settlement Class until the Settlement is finally approved and its administration completed.

57. Plaintiff was not promised a service award, nor did he condition his representation on the expectation of a service award. Plaintiff has communicated that

1 he understands his duties as Settlement Class Representative, has agreed to consider  
2 the interests of Settlement Class Members, and has actively participated through  
3 discussions with Class Counsel in this litigation and will continue to do so. He has no  
4 interests that would be in conflict with the Settlement Class, and he will continue to  
5 vigorously protect class interests, as he has done throughout this litigation.

6 58. I estimate that over the course of ten years, Plaintiff's efforts took more  
7 than 100 hours of his time. In my opinion, and in light of the obligations undertaken by  
8 the Plaintiff on behalf of the Settlement Class, a service award of \$5,000 is very  
9 reasonable.

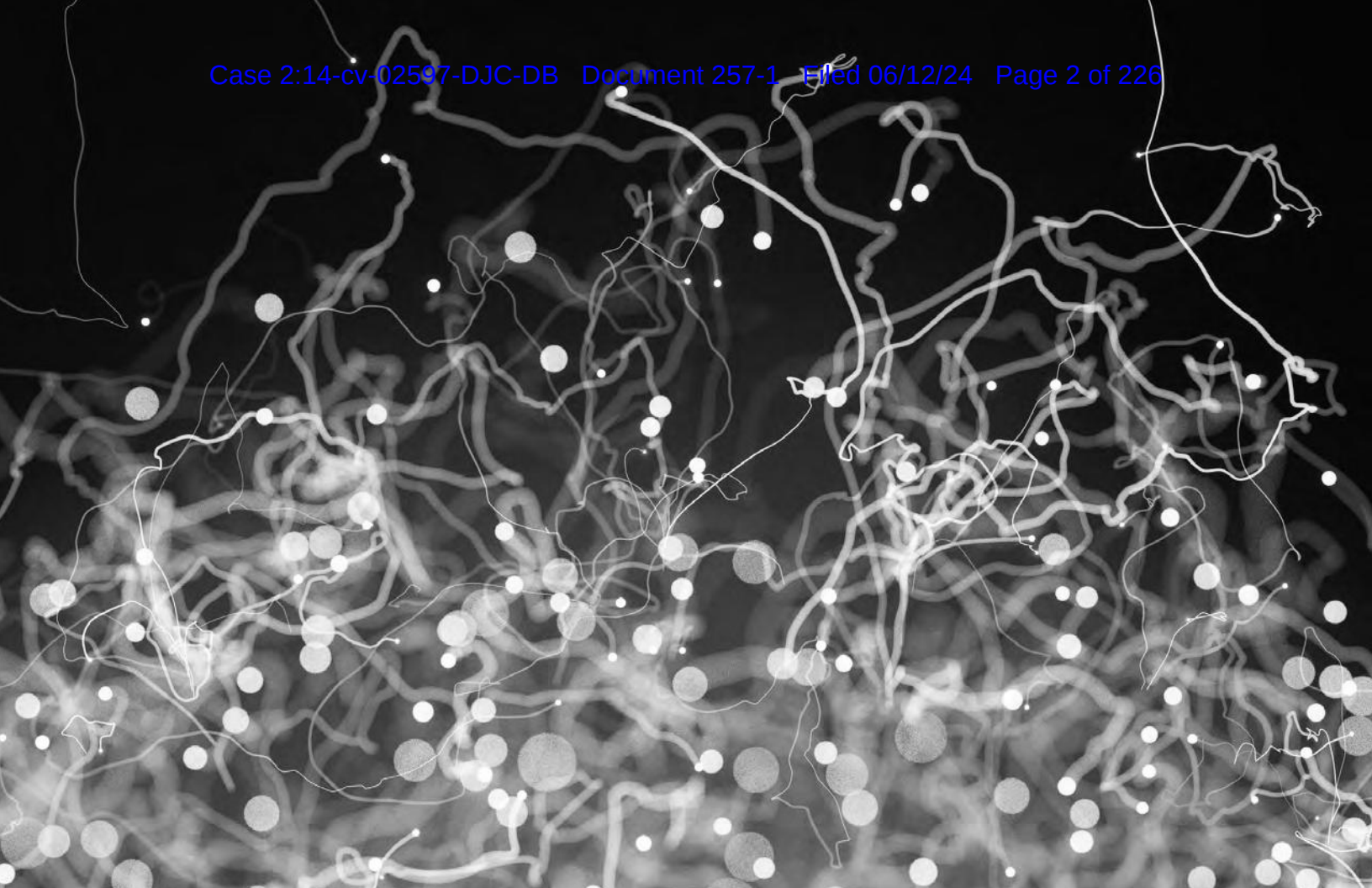
10 I declare under penalty of perjury under the laws of the State of California that the  
11 foregoing is true and correct. Executed this 12th day of June 2024 at Encino, California.

12  
13 /s/ Roland Tellis

14 Roland Tellis  
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# EXHIBIT A



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*ELM Solutions*

# 2023 Real Rate Report<sup>®</sup>

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



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Vice President, Segment Leader  
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Wolters Kluwer ELM Solutions

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## A Letter to Our Readers

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

Our Real Rate Report has been a relied upon data analytics resource to the legal industry since its inception in 2010 and continues to evolve, providing you with the most comprehensive rate benchmarking insights, trends, and practices. The Real Rate Report is powered by the Wolters Kluwer ELM Solutions LegalVIEW® data warehouse, which has grown to include \$160B+ in anonymized legal data.

The depth and granularity of the data within the Real Rate Report empowers users to benchmark and negotiate effectively and make well-informed investment and resourcing decisions for the organization.

As with previous Real Rate Reports, our data is sourced from corporations' and law firms' e-billing and time management solutions. We have included lawyer and paralegal rate data filtered by specific practice and sub-practice areas, metropolitan areas, and types of matters. This level of detail gives legal departments and law firms the precision they need to identify areas of opportunity. We strive to make the Real Rate Report a valuable and actionable reference tool for legal departments and law firms.

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

Sincerely,



**Barry Ader**

Vice President, Product Management and Marketing  
Wolters Kluwer ELM Solutions

# Report Use Considerations

## 2023 Real Rate Report

- Examines law firm rates over time
- Identifies rates by location, experience, firm size, areas of expertise, industry, and timekeeper role (i.e., partner, associate, and paralegal)
- Itemizes variables that drive rates up or down

All the analyses included in the report derive from the actual rates charged by law firm professionals as recorded on invoices submitted and approved for payment.

Examining real, approved rate information, along with the ranges of those rates and their changes over time, highlights the role these variables play in driving aggregate legal cost and income. The analyses can energize questions for both corporate clients and law firm principals.

Clients might ask whether they are paying the right amount for different types of legal services, while law firm principals might ask whether they are charging the right amount for legal services and whether to modify their pricing approach.

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

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

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

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

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

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

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

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

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- ✔ Surveys past billing in review to evaluate historical patterns

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# Section I: High-Level Data Cuts

All data and analysis based on  
data collected thru Q2 2023

# Section I: High-Level Data Cuts

## Partner, Associate, and Paralegal By Role

### 2023 - Real Rates

### Trend Analysis - Mean

Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Partner</b>	9423	\$450	\$677	\$1,009	\$784	\$768	\$740
<b>Associate</b>	8422	\$335	\$504	\$735	\$570	\$561	\$543
<b>Paralegal</b>	3634	\$156	\$235	\$350	\$263	\$252	\$244

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

By Matter Type

**2023 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Albany NY</b>	Litigation	Partner	10	\$270	\$298	\$325	\$309	\$358	\$456
		Non-Litigation	Partner	15	\$288	\$288	\$305	\$299	\$330
			Associate	13	\$235	\$250	\$250	\$248	\$237
<b>Atlanta GA</b>	Litigation	Partner	101	\$440	\$540	\$840	\$644	\$601	\$513
			Associate	122	\$318	\$418	\$589	\$465	\$390
	Non-Litigation	Partner	186	\$477	\$675	\$933	\$720	\$722	\$666
			Associate	165	\$386	\$504	\$627	\$525	\$514
<b>Austin TX</b>	Litigation	Partner	23	\$428	\$565	\$862	\$620	\$699	\$668
			Associate	24	\$255	\$600	\$779	\$553	\$511
	Non-Litigation	Partner	58	\$406	\$450	\$623	\$536	\$524	\$511
			Associate	42	\$314	\$420	\$605	\$448	\$448
<b>Baltimore MD</b>	Litigation	Partner	68	\$339	\$537	\$643	\$534	\$573	\$593
			Associate	59	\$282	\$400	\$510	\$436	\$436
	Non-Litigation	Partner	70	\$475	\$621	\$950	\$707	\$684	\$656

# Section I: High-Level Data Cuts

## Cities

By Matter Type

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Baltimore MD	Non-Litigation	Associate	74	\$325	\$484	\$695	\$541	\$512	\$507
Birmingham AL	Litigation	Partner	29	\$380	\$470	\$540	\$466	\$390	\$357
		Associate	30	\$285	\$309	\$330	\$312	\$293	\$284
	Non-Litigation	Partner	35	\$340	\$462	\$527	\$455	\$422	\$432
		Associate	47	\$255	\$285	\$340	\$299	\$304	\$304
Boston MA	Litigation	Partner	83	\$361	\$668	\$879	\$655	\$663	\$590
		Associate	86	\$255	\$440	\$681	\$494	\$490	\$450
	Non-Litigation	Partner	159	\$525	\$725	\$979	\$789	\$815	\$776
		Associate	128	\$375	\$500	\$687	\$553	\$591	\$566
Bridgeport CT	Litigation	Partner	12	\$294	\$388	\$600	\$449	\$523	\$502
	Non-Litigation	Partner	15	\$344	\$400	\$531	\$443	\$451	\$437
		Associate	13	\$218	\$295	\$333	\$296	\$300	\$235
Buffalo NY	Litigation	Partner	26	\$238	\$360	\$369	\$324	\$331	\$330
	Non-Litigation	Partner	12	\$314	\$349	\$363	\$357	\$380	\$349

# Section I: High-Level Data Cuts

**Cities**  
By Matter Type

## 2023 - Real Rates for Associate and Partner

## Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Charleston WV	Litigation	Partner	21	\$268	\$300	\$325	\$296	\$306	\$279
		Associate	11	\$160	\$185	\$213	\$189	\$197	\$190
	Non-Litigation	Partner	16	\$258	\$325	\$350	\$341	\$331	\$345
Charlotte NC	Litigation	Partner	27	\$493	\$565	\$660	\$615	\$698	\$586
		Associate	18	\$340	\$360	\$416	\$389	\$390	\$356
	Non-Litigation	Partner	60	\$575	\$690	\$905	\$731	\$740	\$703
		Associate	62	\$318	\$391	\$555	\$466	\$472	\$466
Chicago IL	Litigation	Partner	214	\$520	\$785	\$1,082	\$829	\$794	\$742
		Associate	171	\$494	\$610	\$780	\$638	\$533	\$506
	Non-Litigation	Partner	501	\$646	\$925	\$1,260	\$963	\$928	\$912
		Associate	399	\$438	\$624	\$838	\$652	\$610	\$613
Cincinnati OH	Litigation	Partner	27	\$350	\$490	\$600	\$485	\$471	\$440
		Associate	33	\$259	\$295	\$380	\$316	\$314	\$290
	Non-Litigation	Partner	43	\$424	\$521	\$610	\$548	\$479	\$475

# Section I: High-Level Data Cuts

## Cities

By Matter Type

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Cincinnati OH	Non-Litigation	Associate	33	\$282	\$305	\$350	\$318	\$308	\$300
Cleveland OH	Litigation	Partner	66	\$415	\$541	\$705	\$596	\$561	\$559
		Associate	60	\$264	\$302	\$360	\$332	\$323	\$318
	Non-Litigation	Partner	141	\$423	\$530	\$658	\$578	\$560	\$525
		Associate	122	\$247	\$302	\$439	\$344	\$334	\$324
Columbia SC	Litigation	Partner	22	\$396	\$520	\$600	\$491	\$448	\$381
		Associate	14	\$304	\$335	\$388	\$336	\$332	\$284
	Non-Litigation	Partner	23	\$320	\$377	\$497	\$404	\$425	\$415
		Associate	19	\$238	\$250	\$350	\$288	\$276	\$265
Columbus OH	Litigation	Associate	13	\$258	\$285	\$390	\$317	\$297	\$289
	Non-Litigation	Partner	36	\$436	\$515	\$614	\$517	\$474	\$458
		Associate	17	\$329	\$361	\$442	\$375	\$326	\$306
Dallas TX	Litigation	Partner	54	\$425	\$689	\$859	\$695	\$537	\$549
	Associate	55	\$388	\$535	\$722	\$558	\$427	\$440	

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

By Matter Type

**2023 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Dallas TX</b>	Non-Litigation	Partner	107	\$510	\$731	\$1,039	\$808	\$755	\$763
		Associate	104	\$339	\$535	\$784	\$566	\$559	\$541
<b>Dayton OH</b>	Non-Litigation	Partner	11	\$328	\$373	\$418	\$395	\$379	\$362
<b>Denver CO</b>	Litigation	Partner	38	\$397	\$509	\$621	\$514	\$551	\$512
		Associate	30	\$325	\$375	\$433	\$377	\$355	\$349
	Non-Litigation	Partner	118	\$470	\$550	\$695	\$594	\$567	\$541
		Associate	91	\$321	\$380	\$464	\$403	\$377	\$342
<b>Detroit MI</b>	Litigation	Partner	28	\$281	\$325	\$423	\$354	\$346	\$372
		Associate	19	\$215	\$250	\$303	\$272	\$278	\$274
	Non-Litigation	Partner	40	\$267	\$377	\$463	\$373	\$381	\$388
		Associate	27	\$235	\$277	\$341	\$294	\$260	\$269
<b>Greenville SC</b>	Non-Litigation	Partner	26	\$380	\$435	\$495	\$439	\$431	\$431
<b>Hartford CT</b>	Litigation	Partner	30	\$407	\$500	\$620	\$533	\$490	\$420
		Associate	12	\$261	\$315	\$380	\$312	\$325	\$294

# Section I: High-Level Data Cuts

## Cities

By Matter Type

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Hartford CT	Non-Litigation	Partner	24	\$446	\$527	\$730	\$598	\$554	\$561
		Associate	11	\$250	\$268	\$340	\$307	\$310	\$304
Honolulu HI	Non-Litigation	Partner	11	\$275	\$285	\$295	\$284	\$325	\$350
Houston TX	Litigation	Partner	68	\$530	\$750	\$950	\$745	\$687	\$653
		Associate	44	\$413	\$485	\$641	\$514	\$449	\$414
	Non-Litigation	Partner	83	\$405	\$737	\$958	\$746	\$867	\$802
		Associate	91	\$250	\$488	\$797	\$531	\$492	\$477
Indianapolis IN	Litigation	Partner	31	\$295	\$428	\$652	\$466	\$446	\$420
		Associate	20	\$224	\$250	\$358	\$302	\$296	\$261
	Non-Litigation	Partner	37	\$331	\$403	\$482	\$414	\$442	\$454
		Associate	26	\$255	\$275	\$337	\$283	\$309	\$283
Jackson MS	Litigation	Partner	59	\$289	\$360	\$416	\$355	\$338	\$376
		Associate	48	\$55	\$240	\$268	\$185	\$172	\$203
	Non-Litigation	Partner	27	\$300	\$383	\$478	\$389	\$411	\$394



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

By Matter Type

**2023 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Jackson MS</b>	Non-Litigation	Associate	21	\$55	\$55	\$176	\$125	\$159	\$125
<b>Jacksonville FL</b>	Litigation	Partner	10	\$269	\$333	\$478	\$352	\$394	\$543
<b>Kansas City MO</b>	Litigation	Partner	59	\$415	\$466	\$596	\$511	\$473	\$450
		Associate	48	\$277	\$350	\$385	\$331	\$316	\$316
	Non-Litigation	Partner	103	\$428	\$522	\$625	\$530	\$526	\$487
		Associate	85	\$260	\$338	\$385	\$335	\$324	\$312
<b>Las Vegas NV</b>	Litigation	Partner	11	\$296	\$350	\$453	\$380	\$405	\$450
		Non-Litigation	Partner	16	\$420	\$502	\$601	\$502	\$450
		Associate	16	\$250	\$282	\$348	\$300	\$305	\$297
<b>Little Rock AR</b>	Non-Litigation	Partner	12	\$215	\$250	\$315	\$284	\$260	\$256
<b>Los Angeles CA</b>	Litigation	Partner	302	\$525	\$840	\$1,159	\$867	\$815	\$739
		Associate	353	\$431	\$680	\$880	\$674	\$650	\$606
	Non-Litigation	Partner	438	\$574	\$857	\$1,198	\$905	\$941	\$904
		Associate	492	\$452	\$635	\$840	\$660	\$697	\$715

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

By Matter Type

**2023 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Louisville KY</b>	Litigation	Partner	17	\$268	\$340	\$400	\$331	\$333	\$332
		Non-Litigation	Partner	12	\$250	\$415	\$433	\$358	\$382
<b>Memphis TN</b>	Litigation	Partner	12	\$250	\$415	\$433	\$358	\$382	\$357
		Non-Litigation	Partner	12	\$347	\$365	\$395	\$374	\$362
<b>Miami FL</b>	Litigation	Partner	88	\$279	\$520	\$655	\$498	\$465	\$488
		Associate	51	\$254	\$327	\$492	\$383	\$346	\$331
	Non-Litigation	Partner	121	\$450	\$602	\$885	\$652	\$617	\$577
		Associate	83	\$283	\$450	\$525	\$433	\$429	\$418
<b>Milwaukee WI</b>	Non-Litigation	Partner	27	\$345	\$425	\$575	\$513	\$495	\$486
		Associate	19	\$265	\$290	\$347	\$311	\$314	\$314
<b>Minneapolis MN</b>	Litigation	Partner	42	\$340	\$630	\$781	\$599	\$589	\$529
		Associate	50	\$306	\$393	\$558	\$427	\$446	\$392
	Non-Litigation	Partner	114	\$530	\$681	\$785	\$660	\$632	\$604
		Associate	89	\$310	\$425	\$530	\$432	\$427	\$408
<b>Nashville TN</b>	Litigation	Partner	21	\$294	\$320	\$525	\$384	\$363	\$378

# Section I: High-Level Data Cuts

## Cities

By Matter Type

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Nashville TN	Non-Litigation	Partner	66	\$450	\$523	\$635	\$544	\$514	\$481
		Associate	66	\$320	\$375	\$410	\$374	\$345	\$315
New Orleans LA	Litigation	Partner	55	\$290	\$336	\$380	\$353	\$342	\$330
		Associate	39	\$224	\$252	\$349	\$279	\$276	\$290
	Non-Litigation	Partner	34	\$320	\$385	\$540	\$479	\$441	\$380
		Associate	28	\$245	\$275	\$330	\$306	\$281	\$303
New York NY	Litigation	Partner	565	\$450	\$702	\$1,205	\$857	\$814	\$783
		Associate	611	\$335	\$555	\$783	\$595	\$546	\$525
	Non-Litigation	Partner	1,275	\$758	\$1,225	\$1,695	\$1,222	\$1,208	\$1,144
		Associate	1,513	\$560	\$790	\$1,070	\$821	\$810	\$769
Oklahoma City OK	Non-Litigation	Partner	12	\$275	\$380	\$390	\$347	\$340	\$319
Omaha NE	Litigation	Partner	10	\$274	\$315	\$350	\$326	\$329	\$338
		Non-Litigation	Partner	30	\$334	\$412	\$420	\$367	\$374
	Associate	18	\$196	\$213	\$255	\$235	\$237	\$242	

# Section I: High-Level Data Cuts

**Cities**  
By Matter Type

## 2023 - Real Rates for Associate and Partner

## Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Orlando FL	Litigation	Partner	24	\$413	\$480	\$585	\$507	\$473	\$477
		Associate	13	\$280	\$335	\$375	\$322	\$317	\$306
	Non-Litigation	Partner	29	\$418	\$473	\$596	\$512	\$469	\$484
		Associate	18	\$260	\$317	\$379	\$351	\$323	\$322
Philadelphia PA	Litigation	Partner	286	\$491	\$625	\$830	\$671	\$665	\$627
		Associate	274	\$335	\$430	\$532	\$443	\$441	\$414
	Non-Litigation	Partner	349	\$582	\$765	\$982	\$814	\$779	\$735
		Associate	258	\$410	\$485	\$592	\$540	\$491	\$441
Phoenix AZ	Litigation	Partner	25	\$325	\$450	\$600	\$465	\$471	\$465
		Associate	12	\$215	\$270	\$448	\$335	\$290	\$282
	Non-Litigation	Partner	61	\$330	\$400	\$504	\$445	\$472	\$423
		Associate	28	\$226	\$263	\$303	\$301	\$303	\$270
Pittsburgh PA	Litigation	Partner	62	\$370	\$525	\$704	\$550	\$602	\$565
		Associate	57	\$248	\$325	\$482	\$363	\$398	\$391

# Section I: High-Level Data Cuts

## Cities

By Matter Type

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021	
Pittsburgh PA	Non-Litigation	Partner	102	\$456	\$684	\$872	\$697	\$647	\$643	
		Associate	100	\$380	\$475	\$596	\$506	\$437	\$401	
Portland ME	Litigation	Partner	10	\$294	\$340	\$432	\$458	\$541	\$475	
		Non-Litigation	Partner	34	\$308	\$385	\$450	\$387	\$372	\$384
			Associate	20	\$180	\$244	\$272	\$238	\$214	\$248
Portland OR	Litigation	Partner	29	\$404	\$500	\$585	\$518	\$482	\$440	
		Associate	47	\$321	\$408	\$481	\$403	\$427	\$389	
	Non-Litigation	Partner	44	\$450	\$556	\$660	\$568	\$544	\$511	
		Associate	82	\$380	\$453	\$501	\$445	\$428	\$379	
Providence RI	Non-Litigation	Partner	10	\$283	\$525	\$676	\$486	\$453	\$449	
Raleigh NC	Litigation	Partner	12	\$275	\$380	\$502	\$379	\$392	\$427	
Richmond VA	Litigation	Partner	28	\$225	\$575	\$695	\$581	\$584	\$533	
		Associate	25	\$321	\$361	\$429	\$356	\$392	\$391	
	Non-Litigation	Partner	46	\$567	\$766	\$980	\$796	\$760	\$715	

# Section I: High-Level Data Cuts

## Cities

By Matter Type

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Richmond VA	Non-Litigation	Associate	41	\$382	\$539	\$689	\$557	\$505	\$474
		Partner	10	\$414	\$453	\$530	\$477	\$461	\$341
Sacramento CA	Non-Litigation	Partner	13	\$425	\$527	\$632	\$554	\$534	\$559
		Associate	11	\$286	\$353	\$425	\$355	\$341	\$321
Salt Lake City UT	Litigation	Partner	11	\$348	\$398	\$481	\$398	\$372	\$333
		Partner	43	\$338	\$376	\$471	\$413	\$390	\$363
		Associate	12	\$240	\$290	\$300	\$294	\$252	\$247
San Diego CA	Litigation	Partner	42	\$278	\$438	\$551	\$533	\$533	\$572
		Associate	28	\$170	\$240	\$302	\$298	\$271	\$258
	Non-Litigation	Partner	75	\$385	\$495	\$944	\$655	\$703	\$672
		Associate	54	\$226	\$336	\$420	\$359	\$375	\$378
San Francisco CA	Litigation	Partner	115	\$436	\$750	\$1,124	\$801	\$744	\$712
		Associate	76	\$341	\$450	\$718	\$537	\$523	\$517
	Non-Litigation	Partner	173	\$563	\$796	\$1,035	\$812	\$769	\$755

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

By Matter Type

**2023 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>San Francisco CA</b>	Non-Litigation	Associate	127	\$348	\$495	\$665	\$544	\$552	\$574
<b>San Jose CA</b>	Litigation	Partner	29	\$650	\$810	\$1,083	\$941	\$903	\$907
		Associate	18	\$527	\$600	\$775	\$622	\$625	\$593
	Non-Litigation	Partner	46	\$700	\$909	\$1,386	\$1,064	\$1,025	\$986
<b>Seattle WA</b>	Litigation	Partner	53	\$455	\$641	\$835	\$639	\$633	\$567
		Associate	49	\$405	\$511	\$530	\$475	\$442	\$453
	Non-Litigation	Partner	137	\$449	\$585	\$835	\$640	\$571	\$547
		Associate	81	\$359	\$446	\$607	\$486	\$421	\$401
<b>St. Louis MO</b>	Litigation	Partner	38	\$268	\$342	\$457	\$399	\$388	\$373
		Associate	12	\$198	\$200	\$250	\$221	\$228	\$237
	Non-Litigation	Partner	44	\$343	\$481	\$595	\$485	\$450	\$446
<b>Tampa FL</b>	Litigation	Partner	27	\$356	\$458	\$609	\$503	\$482	\$471
		Associate	12	\$292	\$300	\$325	\$314	\$316	\$302
	Non-Litigation	Partner	45	\$345	\$400	\$572	\$486	\$457	\$479

# Section I: High-Level Data Cuts

## Cities

By Matter Type

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Tampa FL	Non-Litigation	Associate	12	\$248	\$300	\$300	\$293	\$290	\$297
Trenton NJ	Non-Litigation	Partner	16	\$425	\$536	\$741	\$594	\$572	\$620
Washington DC	Litigation	Partner	462	\$772	\$950	\$1,106	\$956	\$918	\$897
		Associate	358	\$497	\$685	\$759	\$659	\$631	\$604
	Non-Litigation	Partner	906	\$676	\$915	\$1,160	\$952	\$916	\$879
		Associate	736	\$469	\$641	\$780	\$666	\$638	\$606



# Section I: High-Level Data Cuts

## Cities

By Years of Experience

### 2023 - Real Rates for Associate

### Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Atlanta GA</b>	Fewer Than 3 Years	22	\$333	\$421	\$561	\$440	\$374	\$385
	3 to Fewer Than 7 Years	29	\$340	\$440	\$530	\$457	\$415	\$353
	7 or More Years	52	\$400	\$440	\$596	\$511	\$452	\$450
<b>Austin TX</b>	7 or More Years	12	\$389	\$698	\$739	\$579	\$554	\$444
<b>Baltimore MD</b>	3 to Fewer Than 7 Years	17	\$320	\$520	\$692	\$547	\$510	\$446
	7 or More Years	26	\$325	\$575	\$742	\$580	\$511	\$483
<b>Birmingham AL</b>	3 to Fewer Than 7 Years	15	\$285	\$305	\$335	\$300	\$282	\$247
	7 or More Years	11	\$258	\$285	\$325	\$291	\$307	\$298
<b>Boston MA</b>	Fewer Than 3 Years	25	\$455	\$525	\$640	\$537	\$483	\$398
	3 to Fewer Than 7 Years	31	\$323	\$400	\$557	\$481	\$494	\$461
	7 or More Years	45	\$389	\$504	\$696	\$551	\$526	\$537
<b>Charlotte NC</b>	7 or More Years	19	\$391	\$420	\$657	\$540	\$511	\$460
<b>Chicago IL</b>	Fewer Than 3 Years	30	\$344	\$533	\$649	\$524	\$395	\$348
	3 to Fewer Than 7 Years	51	\$344	\$661	\$813	\$634	\$531	\$532

## Section I: High-Level Data Cuts

### Cities

By Years of Experience

#### 2023 - Real Rates for Associate

#### Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Chicago IL</b>	7 or More Years	71	\$422	\$608	\$833	\$655	\$617	\$586
<b>Cincinnati OH</b>	7 or More Years	10	\$304	\$345	\$444	\$355	\$333	\$317
<b>Cleveland OH</b>	Fewer Than 3 Years	16	\$250	\$302	\$318	\$296	\$241	\$258
	3 to Fewer Than 7 Years	42	\$265	\$335	\$458	\$367	\$345	\$335
	7 or More Years	40	\$269	\$296	\$395	\$343	\$342	\$330
<b>Dallas TX</b>	7 or More Years	23	\$330	\$454	\$772	\$574	\$519	\$522
<b>Denver CO</b>	3 to Fewer Than 7 Years	19	\$325	\$366	\$415	\$381	\$392	\$367
	7 or More Years	29	\$321	\$430	\$483	\$441	\$388	\$343
<b>Houston TX</b>	3 to Fewer Than 7 Years	11	\$411	\$555	\$811	\$567	\$530	\$476
<b>Indianapolis IN</b>	7 or More Years	10	\$276	\$350	\$358	\$319	\$330	\$266
<b>Kansas City MO</b>	3 to Fewer Than 7 Years	16	\$320	\$340	\$400	\$366	\$330	\$285
	7 or More Years	31	\$269	\$361	\$401	\$350	\$332	\$311
<b>Las Vegas NV</b>	7 or More Years	10	\$250	\$344	\$358	\$327	\$338	\$304
<b>Los Angeles CA</b>	Fewer Than 3 Years	55	\$440	\$570	\$670	\$549	\$512	\$515

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

By Years of Experience

**2023 - Real Rates for Associate****Trend Analysis - Mean**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Los Angeles CA</b>	3 to Fewer Than 7 Years	100	\$512	\$761	\$875	\$702	\$637	\$590
	7 or More Years	140	\$464	\$674	\$888	\$696	\$651	\$644
<b>Miami FL</b>	3 to Fewer Than 7 Years	19	\$340	\$520	\$555	\$467	\$394	\$355
<b>Minneapolis MN</b>	3 to Fewer Than 7 Years	31	\$340	\$442	\$536	\$453	\$414	\$352
	7 or More Years	23	\$379	\$480	\$601	\$482	\$474	\$434
<b>New Orleans LA</b>	7 or More Years	22	\$238	\$302	\$368	\$303	\$299	\$306
<b>New York NY</b>	Fewer Than 3 Years	153	\$475	\$690	\$790	\$654	\$608	\$634
	3 to Fewer Than 7 Years	252	\$416	\$740	\$1,050	\$766	\$720	\$662
	7 or More Years	336	\$458	\$730	\$1,035	\$771	\$770	\$729
<b>Philadelphia PA</b>	Fewer Than 3 Years	31	\$325	\$418	\$450	\$403	\$407	\$429
	3 to Fewer Than 7 Years	85	\$378	\$436	\$491	\$453	\$434	\$388
	7 or More Years	139	\$425	\$513	\$590	\$527	\$487	\$435
<b>Pittsburgh PA</b>	3 to Fewer Than 7 Years	23	\$216	\$285	\$428	\$344	\$363	\$354
	7 or More Years	34	\$351	\$468	\$620	\$509	\$457	\$408

## Section I: High-Level Data Cuts

### Cities

By Years of Experience

#### 2023 - Real Rates for Associate

#### Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Portland OR</b>	3 to Fewer Than 7 Years	34	\$358	\$410	\$448	\$402	\$389	\$335
	7 or More Years	54	\$384	\$476	\$519	\$462	\$462	\$402
<b>San Francisco CA</b>	Fewer Than 3 Years	21	\$432	\$474	\$527	\$488	\$478	\$381
	3 to Fewer Than 7 Years	30	\$360	\$500	\$789	\$571	\$503	\$471
	7 or More Years	43	\$404	\$517	\$733	\$589	\$553	\$557
<b>San Jose CA</b>	7 or More Years	17	\$500	\$600	\$1,006	\$787	\$686	\$653
<b>Seattle WA</b>	3 to Fewer Than 7 Years	14	\$335	\$365	\$432	\$391	\$349	\$329
<b>Washington DC</b>	Fewer Than 3 Years	60	\$432	\$497	\$680	\$556	\$524	\$460
	3 to Fewer Than 7 Years	172	\$476	\$617	\$775	\$650	\$573	\$519
	7 or More Years	153	\$524	\$699	\$885	\$748	\$720	\$668

## Section I: High-Level Data Cuts

### Cities

By Years of Experience

#### 2023 - Real Rates for Partner

#### Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2023	2022	2021
Albany NY	21 or More Years	12	\$282	\$305	\$325	\$313	\$356	\$376
	Fewer Than 21 Years	67	\$441	\$561	\$782	\$636	\$632	\$552
Atlanta GA	21 or More Years	102	\$468	\$684	\$983	\$716	\$695	\$629
	21 or More Years	34	\$450	\$498	\$813	\$618	\$609	\$555
Baltimore MD	Fewer Than 21 Years	26	\$348	\$516	\$777	\$591	\$591	\$545
	21 or More Years	57	\$527	\$627	\$705	\$649	\$651	\$668
Birmingham AL	Fewer Than 21 Years	19	\$381	\$400	\$480	\$416	\$364	\$362
	21 or More Years	27	\$378	\$515	\$575	\$492	\$461	\$447
Boston MA	Fewer Than 21 Years	54	\$450	\$676	\$1,041	\$750	\$716	\$703
	21 or More Years	115	\$482	\$733	\$925	\$758	\$764	\$726
Bridgeport CT	21 or More Years	16	\$371	\$400	\$631	\$470	\$492	\$487
Buffalo NY	Fewer Than 21 Years	18	\$328	\$360	\$366	\$336	\$330	\$325
	21 or More Years	12	\$265	\$300	\$388	\$340	\$352	\$351
Charleston WV	21 or More Years	23	\$281	\$310	\$341	\$321	\$303	\$302

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

By Years of Experience

**2023 - Real Rates for Partner****Trend Analysis - Mean**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Charlotte NC</b>	Fewer Than 21 Years	24	\$500	\$625	\$725	\$622	\$636	\$591
	21 or More Years	40	\$590	\$780	\$930	\$811	\$811	\$766
<b>Chicago IL</b>	Fewer Than 21 Years	127	\$554	\$839	\$1,145	\$873	\$817	\$788
	21 or More Years	280	\$639	\$844	\$1,228	\$925	\$897	\$872
<b>Cincinnati OH</b>	Fewer Than 21 Years	18	\$390	\$485	\$548	\$475	\$452	\$404
	21 or More Years	26	\$459	\$565	\$678	\$579	\$505	\$492
<b>Cleveland OH</b>	Fewer Than 21 Years	56	\$419	\$500	\$608	\$551	\$511	\$482
	21 or More Years	89	\$474	\$575	\$705	\$621	\$602	\$572
<b>Columbia SC</b>	21 or More Years	16	\$425	\$550	\$634	\$531	\$465	\$423
<b>Columbus OH</b>	21 or More Years	26	\$447	\$570	\$631	\$546	\$510	\$510
<b>Dallas TX</b>	Fewer Than 21 Years	46	\$439	\$685	\$855	\$681	\$580	\$535
<b>Denver CO</b>	Fewer Than 21 Years	46	\$435	\$513	\$559	\$521	\$496	\$474
	21 or More Years	72	\$470	\$615	\$722	\$625	\$611	\$584
<b>Detroit MI</b>	Fewer Than 21 Years	16	\$320	\$375	\$413	\$363	\$361	\$371

## Section I: High-Level Data Cuts

### Cities

By Years of Experience

#### 2023 - Real Rates for Partner

#### Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Detroit MI</b>	21 or More Years	35	\$294	\$371	\$443	\$364	\$371	\$391
<b>Greenville SC</b>	21 or More Years	13	\$415	\$448	\$521	\$462	\$464	\$462
<b>Hartford CT</b>	Fewer Than 21 Years	12	\$361	\$458	\$548	\$485	\$451	\$393
	21 or More Years	31	\$461	\$565	\$730	\$603	\$568	\$546
<b>Honolulu HI</b>	21 or More Years	11	\$278	\$295	\$330	\$318	\$333	\$375
<b>Houston TX</b>	Fewer Than 21 Years	40	\$525	\$753	\$935	\$757	\$770	\$707
<b>Indianapolis IN</b>	Fewer Than 21 Years	20	\$225	\$400	\$450	\$402	\$376	\$390
	21 or More Years	32	\$350	\$473	\$652	\$481	\$490	\$467
<b>Jackson MS</b>	Fewer Than 21 Years	10	\$300	\$320	\$392	\$326	\$331	\$348
	21 or More Years	28	\$255	\$385	\$450	\$376	\$402	\$397
<b>Kansas City MO</b>	Fewer Than 21 Years	40	\$390	\$472	\$534	\$473	\$472	\$403
	21 or More Years	66	\$485	\$595	\$710	\$593	\$544	\$493
<b>Las Vegas NV</b>	Fewer Than 21 Years	10	\$344	\$428	\$511	\$417	\$388	\$349
<b>Los Angeles CA</b>	Fewer Than 21 Years	154	\$548	\$747	\$1,102	\$831	\$823	\$790

## Section I: High-Level Data Cuts

### Cities

By Years of Experience

#### 2023 - Real Rates for Partner

#### Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2023	2022	2021
Los Angeles CA	21 or More Years	284	\$518	\$802	\$1,188	\$877	\$885	\$846
	Fewer Than 21 Years	10	\$295	\$352	\$360	\$336	\$332	\$307
Memphis TN	21 or More Years	12	\$395	\$415	\$433	\$391	\$400	\$380
	Fewer Than 21 Years	50	\$395	\$555	\$671	\$544	\$475	\$479
Miami FL	21 or More Years	80	\$413	\$625	\$789	\$616	\$593	\$581
	Fewer Than 21 Years	36	\$493	\$610	\$687	\$578	\$545	\$484
Minneapolis MN	21 or More Years	72	\$576	\$714	\$845	\$696	\$658	\$622
	Fewer Than 21 Years	17	\$381	\$509	\$615	\$502	\$449	\$400
Nashville TN	21 or More Years	42	\$454	\$484	\$559	\$515	\$504	\$488
	Fewer Than 21 Years	20	\$330	\$336	\$377	\$358	\$344	\$316
New Orleans LA	21 or More Years	40	\$320	\$370	\$500	\$449	\$422	\$366
	Fewer Than 21 Years	384	\$632	\$1,025	\$1,475	\$1,084	\$1,064	\$1,030
New York NY	21 or More Years	810	\$645	\$1,083	\$1,611	\$1,132	\$1,116	\$1,064
	Fewer Than 21 Years	12	\$250	\$380	\$385	\$337	\$332	\$328
Oklahoma City OK	21 or More Years							



## Section I: High-Level Data Cuts

### Cities

By Years of Experience

#### 2023 - Real Rates for Partner

#### Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Omaha NE</b>	21 or More Years	22	\$350	\$420	\$420	\$383	\$387	\$384
	Fewer Than 21 Years	11	\$393	\$415	\$474	\$445	\$435	\$503
<b>Orlando FL</b>	21 or More Years	21	\$428	\$475	\$535	\$476	\$443	\$454
	Fewer Than 21 Years	148	\$463	\$615	\$725	\$623	\$605	\$583
<b>Philadelphia PA</b>	21 or More Years	263	\$550	\$725	\$931	\$770	\$755	\$710
	Fewer Than 21 Years	22	\$330	\$400	\$472	\$414	\$433	\$370
<b>Phoenix AZ</b>	21 or More Years	38	\$364	\$475	\$615	\$497	\$499	\$481
	Fewer Than 21 Years	32	\$379	\$643	\$813	\$620	\$596	\$577
<b>Pittsburgh PA</b>	21 or More Years	67	\$435	\$593	\$786	\$641	\$611	\$605
	Fewer Than 21 Years	23	\$279	\$385	\$472	\$375	\$367	\$386
<b>Portland ME</b>	21 or More Years	22	\$403	\$535	\$636	\$538	\$513	\$471
	Fewer Than 21 Years	36	\$485	\$554	\$625	\$565	\$543	\$513
<b>Portland OR</b>	21 or More Years	20	\$610	\$800	\$915	\$788	\$705	\$655
	Fewer Than 21 Years	26	\$388	\$620	\$920	\$669	\$697	\$627
<b>Richmond VA</b>	21 or More Years	20	\$610	\$800	\$915	\$788	\$705	\$655
	Fewer Than 21 Years	26	\$388	\$620	\$920	\$669	\$697	\$627

## Section I: High-Level Data Cuts

### Cities

By Years of Experience

#### 2023 - Real Rates for Partner

#### Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2023	2022	2021
Sacramento CA	21 or More Years	11	\$456	\$524	\$632	\$562	\$563	\$508
	Fewer Than 21 Years	17	\$365	\$375	\$412	\$375	\$368	\$334
Salt Lake City UT	21 or More Years	22	\$353	\$475	\$533	\$473	\$425	\$392
	Fewer Than 21 Years	21	\$429	\$477	\$845	\$628	\$603	\$612
San Diego CA	Fewer Than 21 Years	69	\$588	\$798	\$1,067	\$830	\$754	\$706
	21 or More Years	114	\$580	\$889	\$1,059	\$854	\$803	\$772
San Francisco CA	Fewer Than 21 Years	17	\$736	\$987	\$1,504	\$1,068	\$1,025	\$934
	21 or More Years	43	\$688	\$846	\$1,315	\$1,037	\$997	\$991
San Jose CA	Fewer Than 21 Years	45	\$325	\$543	\$715	\$601	\$530	\$451
	21 or More Years	82	\$495	\$616	\$798	\$650	\$629	\$578
Seattle WA	Fewer Than 21 Years	22	\$350	\$436	\$498	\$435	\$415	\$424
	21 or More Years	46	\$324	\$460	\$583	\$466	\$450	\$434
St. Louis MO	Fewer Than 21 Years	21	\$315	\$348	\$595	\$439	\$428	\$394
	21 or More Years	29	\$350	\$540	\$590	\$519	\$485	\$508
Tampa FL	Fewer Than 21 Years	21	\$315	\$348	\$595	\$439	\$428	\$394
	21 or More Years	29	\$350	\$540	\$590	\$519	\$485	\$508

# Section I: High-Level Data Cuts

## Cities

By Years of Experience

### 2023 - Real Rates for Partner

### Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2023	2022	2021
Trenton NJ	21 or More Years	17	\$425	\$641	\$830	\$623	\$569	\$629
Washington DC	Fewer Than 21 Years	328	\$671	\$895	\$1,041	\$896	\$851	\$820
	21 or More Years	581	\$700	\$922	\$1,148	\$961	\$937	\$898

## Section I: High-Level Data Cuts

### Cities

By Matter Type

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Albany NY	Partner	18	\$273	\$288	\$305	\$302	\$336	\$353
	Associate	14	\$235	\$250	\$250	\$249	\$250	\$236
Atlanta GA	Partner	256	\$450	\$625	\$915	\$693	\$685	\$617
	Associate	272	\$350	\$446	\$618	\$499	\$468	\$426
Austin TX	Partner	75	\$413	\$472	\$700	\$560	\$572	\$548
	Associate	61	\$298	\$432	\$641	\$486	\$468	\$407
Baltimore MD	Partner	123	\$384	\$590	\$768	\$621	\$633	\$631
	Associate	117	\$311	\$423	\$641	\$496	\$475	\$476
Birmingham AL	Partner	60	\$375	\$465	\$530	\$461	\$406	\$396
	Associate	72	\$265	\$300	\$330	\$305	\$299	\$295
Boise City ID	Partner	10	\$270	\$304	\$337	\$329	\$310	\$322
Boston MA	Partner	220	\$475	\$698	\$912	\$743	\$759	\$716
	Associate	206	\$332	\$477	\$684	\$529	\$559	\$532
Bridgeport CT	Partner	24	\$294	\$400	\$581	\$445	\$486	\$479

## Section I: High-Level Data Cuts

### Cities

By Matter Type

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Buffalo NY	Partner	36	\$262	\$360	\$369	\$334	\$347	\$336
	Associate	18	\$226	\$279	\$290	\$260	\$245	\$238
Charleston SC	Partner	16	\$300	\$305	\$499	\$381	\$372	\$358
	Associate	13	\$225	\$240	\$250	\$250	\$234	\$245
Charleston WV	Partner	33	\$259	\$300	\$341	\$315	\$314	\$294
	Associate	14	\$145	\$185	\$206	\$186	\$197	\$186
Charlotte NC	Associate	78	\$325	\$386	\$455	\$448	\$455	\$437
Chicago IL	Partner	636	\$630	\$873	\$1,235	\$925	\$889	\$864
	Associate	522	\$455	\$618	\$828	\$647	\$584	\$584
Cincinnati OH	Partner	66	\$415	\$520	\$600	\$525	\$476	\$463
	Associate	62	\$270	\$304	\$372	\$317	\$311	\$295
Cleveland OH	Partner	179	\$417	\$536	\$684	\$583	\$560	\$535
	Associate	161	\$260	\$302	\$420	\$340	\$331	\$322
Columbia SC	Partner	39	\$320	\$452	\$550	\$444	\$434	\$401

# Section I: High-Level Data Cuts

## Cities

By Matter Type

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Columbia SC	Associate	30	\$250	\$308	\$375	\$308	\$303	\$273
Columbus OH	Partner	42	\$370	\$488	\$611	\$494	\$479	\$492
	Associate	28	\$260	\$347	\$411	\$347	\$313	\$297
Dallas TX	Partner	151	\$462	\$712	\$1,000	\$770	\$674	\$686
	Associate	148	\$340	\$535	\$756	\$564	\$517	\$505
Dayton OH	Partner	13	\$350	\$397	\$465	\$414	\$397	\$403
Denver CO	Partner	144	\$460	\$548	\$679	\$577	\$564	\$535
	Associate	115	\$324	\$377	\$450	\$397	\$372	\$344
Detroit MI	Partner	62	\$275	\$371	\$440	\$365	\$369	\$383
	Associate	44	\$215	\$265	\$328	\$285	\$267	\$271
Grand Rapids MI	Partner	11	\$325	\$375	\$455	\$378	\$375	\$418
Greenville SC	Partner	29	\$380	\$435	\$495	\$435	\$432	\$428
	Associate	10	\$286	\$316	\$369	\$326	\$314	\$314
Hartford CT	Partner	48	\$435	\$525	\$620	\$564	\$526	\$500

## Section I: High-Level Data Cuts

### Cities

By Matter Type

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Hartford CT</b>	Associate	21	\$250	\$305	\$340	\$310	\$316	\$300
<b>Honolulu HI</b>	Partner	15	\$270	\$288	\$307	\$306	\$324	\$354
<b>Houston TX</b>	Partner	137	\$446	\$750	\$952	\$746	\$801	\$742
	Associate	131	\$295	\$485	\$729	\$525	\$477	\$450
<b>Indianapolis IN</b>	Partner	67	\$323	\$405	\$528	\$441	\$444	\$437
	Associate	46	\$250	\$268	\$350	\$293	\$303	\$271
<b>Jackson MS</b>	Partner	79	\$300	\$363	\$422	\$364	\$359	\$382
	Associate	59	\$55	\$170	\$264	\$169	\$168	\$174
<b>Jacksonville FL</b>	Partner	18	\$295	\$325	\$470	\$357	\$374	\$492
<b>Kansas City MO</b>	Partner	148	\$426	\$499	\$619	\$523	\$505	\$472
	Associate	124	\$260	\$345	\$385	\$334	\$321	\$314
<b>Las Vegas NV</b>	Partner	23	\$338	\$453	\$536	\$449	\$433	\$435
	Associate	20	\$250	\$284	\$349	\$306	\$312	\$313
<b>Lexington KY</b>	Partner	11	\$295	\$319	\$391	\$347	\$335	\$338

## Section I: High-Level Data Cuts

### Cities

By Matter Type

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Little Rock AR	Partner	20	\$224	\$255	\$398	\$314	\$268	\$260
	Associate	17	\$150	\$180	\$210	\$189	\$173	\$171
Los Angeles CA	Partner	665	\$555	\$850	\$1,195	\$890	\$896	\$846
	Associate	795	\$450	\$645	\$869	\$666	\$680	\$679
Louisville KY	Partner	23	\$279	\$330	\$400	\$335	\$333	\$343
	Associate	13	\$211	\$253	\$275	\$258	\$237	\$232
Memphis TN	Partner	22	\$318	\$365	\$415	\$366	\$371	\$349
Miami FL	Partner	189	\$395	\$575	\$723	\$586	\$549	\$535
	Associate	127	\$275	\$405	\$521	\$414	\$391	\$380
Milwaukee WI	Associate	21	\$265	\$283	\$347	\$308	\$310	\$310
Minneapolis MN	Partner	151	\$494	\$662	\$795	\$643	\$617	\$578
	Associate	135	\$308	\$425	\$536	\$430	\$434	\$401
Nashville TN	Partner	84	\$396	\$504	\$600	\$512	\$487	\$462
	Associate	74	\$292	\$351	\$406	\$358	\$332	\$299



## Section I: High-Level Data Cuts

### Cities

By Matter Type

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
New Haven CT	Partner	11	\$315	\$448	\$500	\$423	\$431	\$428
	Associate	10	\$229	\$277	\$413	\$316	\$296	\$258
New Orleans LA	Partner	78	\$291	\$350	\$470	\$403	\$382	\$351
	Associate	64	\$225	\$260	\$335	\$290	\$278	\$294
New York NY	Partner	1661	\$631	\$1,070	\$1,580	\$1,114	\$1,098	\$1,048
	Associate	1974	\$475	\$725	\$1,000	\$754	\$745	\$709
Oklahoma City OK	Partner	20	\$250	\$325	\$381	\$324	\$316	\$309
Omaha NE	Partner	35	\$300	\$350	\$420	\$355	\$360	\$352
	Associate	22	\$200	\$213	\$235	\$231	\$232	\$237
Orlando FL	Partner	45	\$414	\$476	\$585	\$509	\$471	\$480
	Associate	29	\$260	\$330	\$375	\$336	\$319	\$312
Philadelphia PA	Partner	566	\$532	\$700	\$900	\$749	\$726	\$687
	Associate	495	\$376	\$460	\$565	\$490	\$466	\$429
Phoenix AZ	Partner	82	\$327	\$400	\$555	\$451	\$472	\$435

# Section I: High-Level Data Cuts

## Cities

By Matter Type

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Phoenix AZ	Associate	39	\$225	\$263	\$352	\$311	\$299	\$273
Pittsburgh PA	Partner	144	\$428	\$618	\$828	\$647	\$634	\$621
	Associate	143	\$325	\$431	\$564	\$455	\$423	\$397
Portland ME	Partner	41	\$296	\$385	\$450	\$401	\$397	\$409
	Associate	22	\$184	\$247	\$268	\$239	\$219	\$252
Portland OR	Partner	66	\$450	\$550	\$636	\$547	\$520	\$489
	Associate	105	\$344	\$438	\$490	\$431	\$428	\$383
Richmond VA	Partner	72	\$433	\$695	\$938	\$725	\$688	\$637
	Associate	63	\$350	\$450	\$606	\$486	\$464	\$447
Rochester NY	Partner	15	\$264	\$389	\$487	\$398	\$431	\$325
	Associate	11	\$225	\$228	\$247	\$266	\$309	\$267
Sacramento CA	Partner	17	\$425	\$509	\$621	\$527	\$503	\$478
	Associate	13	\$272	\$340	\$424	\$344	\$319	\$341
Salt Lake City UT	Partner	50	\$340	\$376	\$475	\$410	\$386	\$355

## Section I: High-Level Data Cuts

### Cities

By Matter Type

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Salt Lake City UT	Associate	17	\$222	\$277	\$300	\$279	\$255	\$244
San Diego CA	Partner	97	\$325	\$475	\$885	\$610	\$651	\$640
	Associate	75	\$224	\$285	\$410	\$336	\$345	\$342
San Francisco CA	Partner	261	\$500	\$783	\$1,045	\$808	\$760	\$738
	Associate	189	\$345	\$470	\$691	\$542	\$541	\$552
San Jose CA	Partner	67	\$684	\$861	\$1,301	\$1,020	\$977	\$957
Seattle WA	Partner	167	\$455	\$585	\$835	\$640	\$592	\$554
	Associate	119	\$367	\$457	\$573	\$482	\$429	\$422
St. Louis MO	Partner	73	\$315	\$436	\$546	\$447	\$425	\$419
	Associate	17	\$198	\$238	\$250	\$260	\$262	\$253
Syracuse NY	Partner	10	\$253	\$295	\$350	\$308	\$291	\$239
Tampa FL	Partner	61	\$345	\$442	\$595	\$493	\$465	\$475
	Associate	21	\$276	\$300	\$317	\$303	\$302	\$299
Trenton NJ	Partner	28	\$425	\$545	\$776	\$612	\$556	\$599

# Section I: High-Level Data Cuts

## Cities

By Matter Type

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Trenton NJ	Associate	15	\$345	\$476	\$530	\$427	\$452	\$383
Washington DC	Partner	1191	\$700	\$925	\$1,147	\$953	\$917	\$884
	Associate	1000	\$480	\$665	\$775	\$664	\$636	\$606
Worcester MA	Partner	11	\$384	\$388	\$400	\$399	\$405	\$449

## Section I: High-Level Data Cuts

## Detailed Practice Area By Matter Type

### 2023 - Real Rates for Associate, Paralegal, and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021	
<b>Bankruptcy and Collections</b>	Litigation	Partner	225	\$320	\$420	\$622	\$496	\$497	\$488	
		Associate	121	\$250	\$300	\$425	\$374	\$350	\$366	
		Paralegal	104	\$132	\$195	\$255	\$204	\$209	\$196	
	Non-Litigation	Partner	158	\$328	\$410	\$520	\$501	\$489	\$525	
		Associate	89	\$250	\$340	\$388	\$361	\$387	\$448	
		Paralegal	75	\$135	\$177	\$220	\$188	\$202	\$195	
	<b>Commercial</b>	Litigation	Partner	746	\$450	\$655	\$937	\$745	\$741	\$686
			Associate	666	\$340	\$450	\$689	\$536	\$522	\$484
			Paralegal	316	\$196	\$270	\$350	\$286	\$279	\$259
Non-Litigation		Partner	429	\$575	\$751	\$1,061	\$869	\$820	\$786	
		Associate	306	\$396	\$525	\$757	\$623	\$579	\$557	
		Paralegal	118	\$218	\$300	\$435	\$329	\$303	\$275	
<b>Corporate: Antitrust and Competition</b>		Litigation	Partner	23	\$941	\$1,067	\$1,161	\$1,068	\$1,060	\$926
			Associate	52	\$599	\$759	\$856	\$737	\$548	\$622

## Section I: High-Level Data Cuts

## Detailed Practice Area

By Matter Type

### 2023 - Real Rates for Associate, Paralegal, and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Corporate: Antitrust and Competition</b>	Litigation	Paralegal	24	\$365	\$427	\$499	\$429	\$371	\$317
		Partner	36	\$956	\$1,148	\$1,457	\$1,218	\$1,179	\$1,082
	Non-Litigation	Associate	42	\$589	\$766	\$930	\$764	\$727	\$665
		Paralegal	10	\$279	\$366	\$379	\$336	\$351	\$325
<b>Corporate: Corporate Development</b>	Non-Litigation	Partner	11	\$833	\$1,240	\$1,718	\$1,243	\$932	\$1,043
<b>Corporate: Governance</b>	Non-Litigation	Partner	126	\$973	\$1,272	\$1,559	\$1,246	\$1,143	\$1,075
		Associate	129	\$514	\$714	\$946	\$757	\$735	\$690
		Paralegal	45	\$281	\$350	\$395	\$330	\$316	\$307
<b>Corporate: Information and Technology</b>	Non-Litigation	Partner	18	\$564	\$711	\$960	\$793	\$818	\$768
		Associate	19	\$386	\$450	\$688	\$529	\$493	\$452
<b>Corporate: Mergers, Acquisitions and Divestitures</b>	Non-Litigation	Partner	284	\$744	\$980	\$1,475	\$1,098	\$1,021	\$933
		Associate	367	\$510	\$680	\$927	\$741	\$729	\$632
		Paralegal	104	\$262	\$379	\$495	\$364	\$375	\$331
<b>Corporate: Other</b>	Litigation	Partner	766	\$500	\$730	\$985	\$785	\$779	\$757

## Section I: High-Level Data Cuts

## Detailed Practice Area By Matter Type

### 2023 - Real Rates for Associate, Paralegal, and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Corporate: Other</b>	Litigation	Associate	611	\$381	\$530	\$717	\$557	\$547	\$516
		Paralegal	268	\$191	\$265	\$364	\$283	\$266	\$263
	Non-Litigation	Partner	1,316	\$550	\$875	\$1,245	\$943	\$919	\$854
		Associate	1,022	\$436	\$646	\$846	\$683	\$650	\$610
		Paralegal	421	\$200	\$315	\$435	\$321	\$306	\$282
	<b>Corporate: Partnerships and Joint Ventures</b>	Non-Litigation	Partner	86	\$906	\$1,193	\$1,786	\$1,284	\$1,271
Associate			89	\$734	\$990	\$1,213	\$986	\$940	\$895
Paralegal			51	\$307	\$425	\$499	\$392	\$389	\$373
<b>Corporate: Regulatory and Compliance</b>	Litigation	Partner	208	\$665	\$890	\$1,136	\$921	\$877	\$860
		Associate	184	\$468	\$595	\$771	\$630	\$587	\$588
		Paralegal	51	\$205	\$285	\$414	\$304	\$284	\$281
	Non-Litigation	Partner	728	\$571	\$777	\$1,044	\$841	\$804	\$757
		Associate	596	\$418	\$570	\$730	\$601	\$575	\$535
		Paralegal	143	\$189	\$232	\$345	\$270	\$257	\$242

## Section I: High-Level Data Cuts

## Detailed Practice Area By Matter Type

### 2023 - Real Rates for Associate, Paralegal, and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021	
<b>Corporate: Tax</b>	Litigation	Partner	20	\$425	\$555	\$719	\$602	\$567	\$651	
		Associate	183	\$437	\$642	\$899	\$699	\$708	\$661	
	Non-Litigation	Partner	241	\$690	\$970	\$1,265	\$1,018	\$973	\$939	
		Paralegal	47	\$233	\$288	\$374	\$311	\$295	\$301	
<b>Corporate: Treasury</b>	Non-Litigation	Partner	23	\$779	\$920	\$1,127	\$1,028	\$976	\$900	
<b>Employment and Labor: Agreements</b>	Litigation	Partner	26	\$650	\$763	\$996	\$800	\$729	\$677	
		Associate	15	\$503	\$805	\$863	\$696	\$529	\$497	
	Non-Litigation	Partner	43	\$390	\$495	\$720	\$651	\$602	\$640	
		Associate	50	\$245	\$360	\$529	\$393	\$366	\$352	
		Paralegal		13	\$165	\$190	\$225	\$186	\$189	\$192
<b>Employment and Labor: Compensation and Benefits</b>	Litigation	Partner	21	\$405	\$554	\$610	\$599	\$613	\$605	
	Non-Litigation	Partner	136	\$649	\$725	\$880	\$788	\$770	\$788	
		Associate	67	\$395	\$476	\$591	\$535	\$506	\$538	
		Paralegal	10	\$205	\$243	\$280	\$272	\$254	\$295	



## Section I: High-Level Data Cuts

## Detailed Practice Area

By Matter Type

### 2023 - Real Rates for Associate, Paralegal, and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Employment and Labor: Discrimination, Retaliation and Harassment / EEO</b>	Litigation	Partner	104	\$325	\$445	\$570	\$537	\$494	\$480
		Associate	99	\$315	\$370	\$450	\$399	\$371	\$368
		Paralegal	52	\$154	\$227	\$279	\$244	\$225	\$208
	Non-Litigation	Partner	90	\$398	\$480	\$575	\$497	\$501	\$501
		Associate	83	\$270	\$311	\$340	\$317	\$331	\$345
		Paralegal	38	\$156	\$195	\$218	\$191	\$207	\$210
<b>Employment and Labor: ERISA</b>	Litigation	Partner	11	\$395	\$530	\$808	\$592	\$580	\$537
		Non-Litigation	Partner	54	\$547	\$688	\$832	\$711	\$682
			Associate	22	\$347	\$423	\$531	\$465	\$436
<b>Employment and Labor: Immigration</b>	Non-Litigation	Partner	46	\$550	\$702	\$873	\$697	\$626	\$601
		Associate	33	\$388	\$464	\$591	\$492	\$462	\$398
		Paralegal	24	\$161	\$223	\$250	\$213	\$183	\$182
<b>Employment and Labor: OFCCP</b>	Non-Litigation	Partner	11	\$515	\$628	\$818	\$669	\$637	\$511
<b>Employment and Labor: Other</b>	Litigation	Partner	247	\$475	\$769	\$1,086	\$863	\$736	\$681

**Section I: High-Level Data Cuts****Detailed Practice Area**

By Matter Type

**2023 - Real Rates for Associate, Paralegal, and Partner****Trend Analysis - Mean**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Employment and Labor: Other</b>	Litigation	Associate	232	\$390	\$616	\$825	\$622	\$486	\$470
		Paralegal	79	\$200	\$238	\$305	\$268	\$239	\$226
	Non-Litigation	Partner	647	\$455	\$542	\$715	\$635	\$599	\$574
		Associate	413	\$325	\$400	\$510	\$460	\$431	\$414
		Paralegal	125	\$155	\$215	\$270	\$224	\$222	\$236
<b>Employment and Labor: Union Relations and Negotiations / NLRB</b>	Litigation	Partner	41	\$445	\$526	\$725	\$568	\$548	\$601
		Associate	22	\$323	\$350	\$434	\$368	\$371	\$436
		Paralegal	12	\$188	\$235	\$263	\$234	\$201	\$236
	Non-Litigation	Partner	65	\$475	\$588	\$725	\$632	\$585	\$593
		Associate	30	\$325	\$349	\$531	\$409	\$376	\$416
<b>Employment and Labor: Wages, Tips and Overtime</b>	Litigation	Partner	38	\$476	\$535	\$760	\$646	\$553	\$514
		Associate	27	\$311	\$405	\$493	\$454	\$417	\$383
		Paralegal	17	\$190	\$234	\$247	\$230	\$222	\$197
	Non-Litigation	Partner	17	\$475	\$527	\$655	\$552	\$575	\$617

## Section I: High-Level Data Cuts

## Detailed Practice Area By Matter Type

### 2023 - Real Rates for Associate, Paralegal, and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Employment and Labor: Wages, Tips and Overtime</b>	Non-Litigation	Associate	12	\$335	\$390	\$405	\$372	\$322	\$340
		Partner	23	\$472	\$495	\$750	\$657	\$547	\$518
<b>Employment and Labor: Wrongful Termination</b>	Litigation	Partner	20	\$388	\$454	\$532	\$478	\$483	\$525
		Associate	12	\$277	\$325	\$352	\$320	\$293	\$332
	Non-Litigation	Partner	60	\$455	\$583	\$655	\$665	\$572	\$519
		Associate	41	\$380	\$488	\$684	\$537	\$502	\$511
<b>Environmental</b>	Non-Litigation	Partner	85	\$750	\$1,039	\$1,580	\$1,116	\$1,083	\$966
		Associate	67	\$438	\$700	\$995	\$738	\$710	\$610
		Paralegal	14	\$285	\$343	\$468	\$364	\$343	\$282
<b>Finance and Securities: Debt/Equity Offerings</b>	Non-Litigation	Partner	49	\$455	\$640	\$1,185	\$882	\$730	\$687
		Associate	14	\$326	\$443	\$740	\$527	\$411	\$410
<b>Finance and Securities: Fiduciary Services</b>	Non-Litigation	Partner	31	\$896	\$1,029	\$1,367	\$1,090	\$964	\$881
		Associate	26	\$684	\$684	\$779	\$740	\$678	\$559
<b>Finance and Securities: Investments and Other Financial Instruments</b>	Litigation	Partner	31	\$896	\$1,029	\$1,367	\$1,090	\$964	\$881
		Associate	26	\$684	\$684	\$779	\$740	\$678	\$559

## Section I: High-Level Data Cuts

## Detailed Practice Area

By Matter Type

### 2023 - Real Rates for Associate, Paralegal, and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Finance and Securities: Investments and Other Financial Instruments</b>	Non-Litigation	Partner	551	\$740	\$982	\$1,300	\$1,065	\$1,118	\$1,102
		Paralegal	185	\$262	\$323	\$395	\$344	\$326	\$329
<b>Finance and Securities: Loans and Financing</b>	Litigation	Partner	33	\$490	\$586	\$945	\$751	\$697	\$633
		Associate	38	\$300	\$400	\$594	\$518	\$454	\$402
		Paralegal	18	\$210	\$223	\$250	\$237	\$225	\$225
	Non-Litigation	Partner	893	\$638	\$950	\$1,425	\$1,039	\$990	\$961
		Associate	857	\$475	\$695	\$965	\$734	\$701	\$694
		Paralegal	403	\$225	\$310	\$445	\$332	\$312	\$317
<b>Finance and Securities: Other</b>	Non-Litigation	Partner	27	\$897	\$1,400	\$1,636	\$1,269	\$1,029	\$999
<b>Finance and Securities: Routine Financial Transactions</b>	Non-Litigation	Partner	46	\$620	\$793	\$1,015	\$838	\$879	\$817
		Associate	22	\$303	\$370	\$514	\$427	\$496	\$508
<b>Finance and Securities: SEC Filings and Financial Reporting</b>	Non-Litigation	Partner	55	\$975	\$1,261	\$1,786	\$1,298	\$1,187	\$1,200
		Associate	43	\$792	\$1,080	\$1,213	\$990	\$916	\$811
		Paralegal	23	\$372	\$495	\$540	\$454	\$429	\$380

## Section I: High-Level Data Cuts

## Detailed Practice Area

By Matter Type

### 2023 - Real Rates for Associate, Paralegal, and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Finance and Securities: Securities and Banking Regulations</b>	Non-Litigation	Partner	30	\$666	\$975	\$1,455	\$1,085	\$1,135	\$1,007
		Associate	24	\$445	\$754	\$961	\$718	\$723	\$634
<b>General Liability: Asbestos/Mesothelioma</b>	Litigation	Partner	108	\$250	\$300	\$377	\$359	\$319	\$330
		Associate	73	\$185	\$250	\$280	\$262	\$252	\$253
		Paralegal	93	\$110	\$125	\$141	\$133	\$127	\$128
	Non-Litigation	Partner	33	\$241	\$285	\$385	\$467	\$462	\$397
<b>General Liability: Auto and Transportation</b>	Litigation	Partner	21	\$190	\$275	\$340	\$314	\$307	\$234
		Associate	12	\$174	\$213	\$293	\$235	\$211	\$196
		Paralegal	16	\$90	\$112	\$166	\$133	\$149	\$117
<b>General Liability: Consumer Related Claims</b>	Litigation	Partner	44	\$315	\$419	\$657	\$504	\$555	\$548
		Associate	30	\$281	\$339	\$470	\$405	\$406	\$424
		Paralegal	27	\$100	\$130	\$225	\$171	\$179	\$194
<b>General Liability: Other</b>	Litigation	Partner	112	\$218	\$658	\$995	\$638	\$689	\$676
		Associate	101	\$225	\$540	\$730	\$501	\$442	\$533

## Section I: High-Level Data Cuts

## Detailed Practice Area By Matter Type

### 2023 - Real Rates for Associate, Paralegal, and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>General Liability: Personal Injury/Wrongful Death</b>	Litigation	Partner	215	\$195	\$268	\$454	\$394	\$383	\$350
		Associate	155	\$185	\$200	\$328	\$282	\$266	\$276
		Paralegal	134	\$98	\$115	\$160	\$149	\$129	\$130
<b>General Liability: Premises</b>	Litigation	Partner	56	\$298	\$443	\$550	\$473	\$434	\$424
		Associate	55	\$253	\$325	\$433	\$362	\$295	\$283
		Paralegal	33	\$125	\$160	\$200	\$179	\$164	\$168
<b>General Liability: Product and Product Liability</b>	Litigation	Partner	212	\$325	\$425	\$595	\$476	\$457	\$481
		Associate	164	\$240	\$320	\$417	\$357	\$340	\$337
		Paralegal	147	\$125	\$150	\$225	\$177	\$168	\$169
<b>General Liability: Property Damage</b>	Litigation	Partner	52	\$340	\$470	\$619	\$487	\$504	\$493
		Associate	51	\$263	\$314	\$394	\$326	\$328	\$344
		Paralegal	23	\$125	\$165	\$175	\$165	\$174	\$180
<b>General Liability: Toxic Tort</b>	Litigation	Partner	23	\$338	\$378	\$510	\$516	\$503	\$420
		Associate	18	\$250	\$458	\$760	\$496	\$376	\$324

## Section I: High-Level Data Cuts

## Detailed Practice Area

By Matter Type

### 2023 - Real Rates for Associate, Paralegal, and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>General Liability: Toxic Tort</b>	Litigation	Paralegal	12	\$110	\$172	\$213	\$200	\$152	\$162
<b>Government Relations</b>	Non-Litigation	Partner	72	\$685	\$937	\$1,225	\$962	\$913	\$773
		Associate	61	\$570	\$710	\$882	\$723	\$592	\$530
		Paralegal	13	\$234	\$361	\$439	\$340	\$356	\$316
<b>Insurance Defense: Asbestos/Mesothelioma</b>	Litigation	Partner	27	\$175	\$175	\$182	\$186	\$188	\$194
		Paralegal	16	\$90	\$95	\$100	\$97	\$94	\$92
<b>Insurance Defense: Auto and Transportation</b>	Litigation	Partner	1,043	\$170	\$185	\$210	\$221	\$223	\$219
		Associate	745	\$150	\$165	\$180	\$167	\$165	\$164
		Paralegal	660	\$85	\$95	\$100	\$95	\$93	\$91
<b>Insurance Defense: Insurer Work Comp</b>	Litigation	Partner	197	\$155	\$165	\$187	\$184	\$182	\$192
		Associate	148	\$150	\$155	\$170	\$158	\$154	\$153
		Paralegal	159	\$85	\$95	\$105	\$99	\$96	\$95
<b>Insurance Defense: Marine</b>	Litigation	Partner	12	\$179	\$195	\$248	\$217	\$209	\$263
<b>Insurance Defense: Other</b>	Litigation	Partner	1,830	\$175	\$206	\$250	\$259	\$245	\$244

## Section I: High-Level Data Cuts

## Detailed Practice Area

By Matter Type

### 2023 - Real Rates for Associate, Paralegal, and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Insurance Defense: Other</b>	Litigation	Associate	1,213	\$160	\$175	\$210	\$191	\$187	\$186
		Paralegal	1,045	\$90	\$100	\$110	\$104	\$101	\$97
<b>Insurance Defense: Personal Injury/Wrongful Death</b>	Litigation	Partner	188	\$166	\$180	\$200	\$191	\$191	\$186
		Associate	148	\$147	\$160	\$175	\$162	\$164	\$161
		Paralegal	115	\$80	\$85	\$90	\$85	\$84	\$82
<b>Insurance Defense: Pollution</b>	Litigation	Partner	105	\$200	\$228	\$255	\$257	\$253	\$247
		Associate	39	\$175	\$195	\$255	\$228	\$217	\$208
		Paralegal	44	\$90	\$95	\$175	\$126	\$105	\$98
<b>Insurance Defense: Premises</b>	Litigation	Partner	607	\$175	\$195	\$225	\$211	\$222	\$221
<b>Insurance Defense: Product and Product Liability</b>	Litigation	Partner	92	\$180	\$187	\$200	\$209	\$204	\$193
		Associate	55	\$154	\$170	\$198	\$189	\$187	\$172
		Paralegal	44	\$85	\$95	\$100	\$101	\$98	\$92
<b>Insurance Defense: Professional Liability</b>	Litigation	Partner	81	\$185	\$225	\$411	\$288	\$266	\$257
		Paralegal	34	\$80	\$95	\$144	\$113	\$104	\$103



## Section I: High-Level Data Cuts

## Detailed Practice Area

By Matter Type

### 2023 - Real Rates for Associate, Paralegal, and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Insurance Defense: Property Damage</b>	Litigation	Partner	479	\$180	\$215	\$250	\$228	\$233	\$226
		Associate	367	\$165	\$185	\$220	\$197	\$193	\$188
		Paralegal	252	\$90	\$95	\$115	\$103	\$98	\$94
<b>Intellectual Property: Other</b>	Litigation	Partner	19	\$538	\$595	\$625	\$571	\$579	\$666
		Associate	45	\$344	\$432	\$608	\$496	\$495	\$429
	Non-Litigation	Partner	57	\$459	\$599	\$755	\$659	\$659	\$635
		Paralegal	23	\$225	\$236	\$287	\$258	\$237	\$218
<b>Intellectual Property: Patents</b>	Litigation	Partner	266	\$615	\$885	\$1,030	\$872	\$846	\$800
		Associate	228	\$465	\$625	\$799	\$645	\$661	\$594
		Paralegal	153	\$233	\$305	\$372	\$305	\$304	\$277
	Non-Litigation	Partner	244	\$395	\$588	\$854	\$646	\$617	\$575
		Associate	236	\$290	\$375	\$557	\$444	\$453	\$421
		Paralegal	106	\$209	\$256	\$314	\$256	\$262	\$228
<b>Intellectual Property: Trademarks</b>	Litigation	Partner	29	\$603	\$715	\$867	\$792	\$832	\$673

## Section I: High-Level Data Cuts

## Detailed Practice Area By Matter Type

### 2023 - Real Rates for Associate, Paralegal, and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Intellectual Property: Trademarks</b>	Litigation	Associate	21	\$425	\$446	\$649	\$546	\$567	\$488
		Paralegal	12	\$240	\$288	\$375	\$306	\$279	\$262
	Non-Litigation	Partner	95	\$507	\$610	\$722	\$644	\$608	\$620
		Associate	61	\$320	\$403	\$500	\$433	\$424	\$411
		Paralegal	63	\$220	\$260	\$317	\$280	\$257	\$254
<b>Miscellaneous: Billing or Administrative Matter</b>	Non-Litigation	Partner	79	\$949	\$1,070	\$1,207	\$1,105	\$1,114	\$1,106
		Associate	48	\$578	\$685	\$852	\$704	\$653	\$711
<b>Miscellaneous: General Advice &amp; Counsel</b>	Non-Litigation	Partner	81	\$695	\$915	\$1,190	\$988	\$971	\$970
		Paralegal	11	\$318	\$390	\$473	\$400	\$356	\$319
<b>Real Estate: Construction/Development</b>	Litigation	Partner	19	\$483	\$663	\$855	\$674	\$645	\$576
		Associate	11	\$358	\$489	\$593	\$478	\$410	\$357
<b>Real Estate: Easement and Right of Way</b>	Non-Litigation	Partner	14	\$352	\$433	\$480	\$461	\$449	\$434
<b>Real Estate: Land Use/Zoning/Restrictive Covenants</b>	Non-Litigation	Partner	40	\$491	\$596	\$784	\$648	\$643	\$628
		Associate	24	\$340	\$434	\$538	\$457	\$466	\$428

## Section I: High-Level Data Cuts

## Detailed Practice Area By Matter Type

### 2023 - Real Rates for Associate, Paralegal, and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Real Estate: Landlord/Tenant Issues</b>	Litigation	Partner	38	\$325	\$398	\$599	\$452	\$465	\$563
		Associate	36	\$283	\$315	\$395	\$341	\$339	\$410
		Paralegal	26	\$125	\$137	\$175	\$163	\$189	\$222
<b>Real Estate: Leasing</b>	Non-Litigation	Partner	85	\$415	\$530	\$680	\$568	\$578	\$555
		Associate	57	\$290	\$378	\$542	\$413	\$408	\$402
		Paralegal	21	\$130	\$195	\$215	\$194	\$190	\$209
<b>Real Estate: Other</b>	Litigation	Partner	78	\$425	\$551	\$760	\$607	\$613	\$653
		Associate	48	\$298	\$363	\$525	\$417	\$432	\$443
		Paralegal	31	\$190	\$222	\$301	\$249	\$252	\$242
	Non-Litigation	Partner	132	\$394	\$525	\$695	\$561	\$559	\$512
		Associate	87	\$291	\$345	\$425	\$389	\$411	\$370
		Paralegal	40	\$183	\$238	\$284	\$241	\$218	\$218
<b>Real Estate: Property/Land Acquisition or Divestiture</b>	Non-Litigation	Associate	60	\$338	\$483	\$577	\$525	\$550	\$514
<b>Real Estate: Titles</b>	Non-Litigation	Partner	694	\$265	\$320	\$400	\$366	\$352	\$341

## Section I: High-Level Data Cuts

### Detailed Practice Area By Matter Type

#### 2023 - Real Rates for Associate, Paralegal, and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Requests for Information: Subpoena	Litigation	Partner	97	\$510	\$720	\$1,084	\$832	\$704	\$701
		Associate	68	\$405	\$617	\$779	\$624	\$527	\$500
		Paralegal	36	\$154	\$228	\$351	\$258	\$270	\$258

## Section I: High-Level Data Cuts

### Firm Size By Matter Type

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021	
50 Lawyers or Fewer	Litigation	Partner	643	\$272	\$349	\$475	\$397	\$393	\$376	
		Associate	387	\$209	\$255	\$325	\$282	\$279	\$283	
	Non-Litigation	Partner	843	\$300	\$414	\$550	\$440	\$426	\$420	
		Associate	556	\$215	\$270	\$340	\$292	\$285	\$277	
	51-200 Lawyers	Litigation	Partner	709	\$310	\$420	\$585	\$470	\$472	\$454
			Associate	417	\$225	\$290	\$351	\$316	\$324	\$313
Non-Litigation		Partner	907	\$378	\$495	\$665	\$546	\$537	\$542	
		Associate	512	\$260	\$335	\$425	\$363	\$363	\$361	
201-500 Lawyers		Litigation	Partner	762	\$450	\$600	\$813	\$672	\$606	\$574
			Associate	656	\$302	\$416	\$629	\$476	\$406	\$389
	Non-Litigation	Partner	1258	\$450	\$621	\$825	\$700	\$656	\$633	
		Associate	1016	\$325	\$436	\$618	\$496	\$465	\$439	
	501-1,000 Lawyers	Litigation	Partner	854	\$625	\$827	\$1,070	\$887	\$852	\$809
			Associate	943	\$408	\$587	\$741	\$607	\$578	\$542

# Section I: High-Level Data Cuts

## Firm Size By Matter Type

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
501-1,000 Lawyers	Non-Litigation	Partner	1724	\$639	\$905	\$1,255	\$991	\$992	\$948
		Associate	1758	\$472	\$656	\$846	\$683	\$687	\$665
More Than 1,000 Lawyers	Litigation	Partner	634	\$765	\$942	\$1,255	\$1,029	\$965	\$919
		Associate	734	\$490	\$616	\$843	\$665	\$632	\$600
	Non-Litigation	Partner	1526	\$887	\$1,130	\$1,457	\$1,186	\$1,134	\$1,078
		Associate	1703	\$528	\$710	\$985	\$771	\$747	\$724

# Section II: Industry Analysis

All data and analysis based on  
data collected thru Q2 2023

## Section II: Industry Analysis

**All**

By Matter Type

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Industry	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Basic Materials and Utilities</b>	Litigation	Partner	314	\$305	\$421	\$600	\$485	\$454	\$445
		Associate	278	\$209	\$310	\$400	\$334	\$320	\$301
	Non-Litigation	Partner	393	\$502	\$709	\$1,240	\$923	\$846	\$816
		Associate	306	\$415	\$676	\$1,070	\$751	\$687	\$696
<b>Consumer Goods</b>	Litigation	Partner	199	\$325	\$395	\$550	\$495	\$476	\$452
		Associate	129	\$225	\$295	\$425	\$371	\$348	\$308
	Non-Litigation	Partner	309	\$458	\$602	\$785	\$661	\$658	\$627
		Associate	145	\$335	\$415	\$520	\$462	\$445	\$446
<b>Consumer Services</b>	Litigation	Partner	542	\$433	\$616	\$837	\$685	\$679	\$611
		Associate	480	\$335	\$476	\$662	\$530	\$510	\$452
	Non-Litigation	Partner	658	\$485	\$657	\$955	\$802	\$777	\$689
		Associate	581	\$371	\$501	\$734	\$593	\$599	\$512
<b>Financials Excluding Insurance</b>	Litigation	Partner	977	\$375	\$595	\$918	\$698	\$656	\$622
		Associate	858	\$280	\$430	\$685	\$515	\$460	\$439
	Non-Litigation	Partner	2,366	\$605	\$918	\$1,310	\$992	\$983	\$951
		Associate	2,064	\$425	\$635	\$895	\$687	\$700	\$683
<b>Health Care</b>	Litigation	Partner	571	\$430	\$715	\$962	\$712	\$685	\$713



## Section II: Industry Analysis

**All**

By Matter Type

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Industry	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Health Care	Litigation	Associate	474	\$406	\$527	\$695	\$532	\$505	\$519
		Partner	328	\$525	\$684	\$950	\$740	\$695	\$762
	Non-Litigation	Associate	295	\$340	\$523	\$695	\$530	\$488	\$553
Industrials	Litigation	Partner	245	\$473	\$765	\$1,172	\$859	\$816	\$692
		Associate	168	\$380	\$623	\$750	\$602	\$576	\$494
	Non-Litigation	Partner	688	\$441	\$661	\$1,042	\$800	\$761	\$706
		Associate	595	\$399	\$552	\$820	\$624	\$562	\$517
Insurance	Litigation	Partner	315	\$300	\$388	\$593	\$525	\$544	\$521
		Associate	205	\$250	\$325	\$676	\$462	\$454	\$445
	Non-Litigation	Partner	993	\$295	\$399	\$718	\$567	\$541	\$523
		Associate	737	\$240	\$280	\$475	\$397	\$398	\$397
Technology and Telecommunications	Litigation	Partner	577	\$550	\$702	\$995	\$799	\$779	\$734
		Associate	569	\$350	\$511	\$755	\$556	\$539	\$504
	Non-Litigation	Partner	1,175	\$527	\$752	\$1,027	\$821	\$782	\$743
		Associate	1,084	\$384	\$530	\$737	\$577	\$546	\$511

## Section II: Industry Analysis

**All**  
By Role

### 2023 - Real Rates for Associate, Paralegal, and Partner

### Trend Analysis - Mean

Industry	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Basic Materials and Utilities</b>	Partner	660	\$395	\$575	\$900	\$733	\$681	\$654
	Associate	559	\$285	\$414	\$734	\$553	\$519	\$509
	Paralegal	291	\$132	\$205	\$372	\$259	\$224	\$222
<b>Consumer Goods</b>	Partner	478	\$385	\$510	\$719	\$595	\$586	\$557
	Associate	263	\$275	\$360	\$498	\$419	\$399	\$380
	Paralegal	166	\$128	\$170	\$248	\$212	\$193	\$188
<b>Consumer Services</b>	Partner	1,085	\$467	\$640	\$878	\$750	\$732	\$653
	Associate	990	\$350	\$495	\$725	\$565	\$559	\$485
	Paralegal	401	\$185	\$264	\$370	\$283	\$279	\$250
<b>Financials Excluding Insurance</b>	Partner	3,167	\$504	\$825	\$1,225	\$903	\$892	\$862
	Associate	2,802	\$375	\$585	\$830	\$635	\$638	\$624
	Paralegal	1,252	\$186	\$263	\$379	\$285	\$275	\$269
<b>Health Care</b>	Partner	850	\$484	\$700	\$950	\$722	\$689	\$733
	Associate	739	\$376	\$525	\$695	\$532	\$498	\$534
	Paralegal	325	\$160	\$240	\$314	\$241	\$235	\$231
<b>Industrials</b>	Partner	816	\$445	\$688	\$1,065	\$815	\$772	\$702
	Associate	715	\$395	\$570	\$800	\$619	\$565	\$511

## Section II: Industry Analysis

**All**  
By Role

### 2023 - Real Rates for Associate, Paralegal, and Partner

### Trend Analysis - Mean

Industry	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Industrials</b>	Paralegal	364	\$195	\$276	\$435	\$311	\$295	\$263
<b>Insurance</b>	Partner	5,182	\$180	\$218	\$287	\$297	\$290	\$288
	Associate	3,750	\$162	\$185	\$240	\$239	\$233	\$235
	Paralegal	2,922	\$90	\$100	\$115	\$115	\$112	\$112
<b>Technology and Telecommunications</b>	Partner	1,617	\$537	\$740	\$1,015	\$814	\$781	\$741
	Associate	1,556	\$370	\$530	\$745	\$569	\$544	\$508
	Paralegal	557	\$200	\$255	\$345	\$273	\$258	\$252

## Section II: Industry Analysis

## Basic Materials and Utilities

By Practice Area and Matter Type

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Corporate: Regulatory and Compliance</b>	Non-Litigation	Partner	42	\$450	\$688	\$943	\$772	\$675	\$691
		Associate	23	\$383	\$438	\$749	\$572	\$523	\$440
<b>Employment and Labor: Discrimination, Retaliation and Harassment / EEO</b>	Litigation	Partner	12	\$319	\$445	\$476	\$422	\$420	\$432
<b>Employment and Labor: Other</b>	Non-Litigation	Partner	41	\$450	\$490	\$600	\$523	\$471	\$475
		Associate	20	\$305	\$343	\$383	\$339	\$342	\$337
<b>Environmental</b>	Non-Litigation	Partner	44	\$461	\$590	\$995	\$698	\$611	\$572
		Associate	34	\$398	\$510	\$695	\$564	\$505	\$514

## Section II: Industry Analysis

### Consumer Goods

By Practice Area and Matter Type

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Commercial	Litigation	Partner	61	\$361	\$508	\$678	\$586	\$568	\$623
		Associate	32	\$366	\$432	\$628	\$496	\$435	\$467
	Non-Litigation	Partner	102	\$455	\$643	\$781	\$667	\$623	\$576
Corporate: Regulatory and Compliance	Non-Litigation	Partner	32	\$729	\$937	\$1,181	\$939	\$897	\$831
		Associate	18	\$490	\$663	\$735	\$637	\$610	\$532
Employment and Labor: Other	Non-Litigation	Partner	67	\$449	\$545	\$640	\$577	\$573	\$540
		Associate	18	\$321	\$366	\$437	\$407	\$378	\$385
Environmental	Litigation	Partner	13	\$455	\$465	\$565	\$673	\$676	\$391
General Liability: Product and Product Liability	Litigation	Partner	66	\$295	\$330	\$395	\$353	\$338	\$316
Intellectual Property: Patents	Non-Litigation	Partner	11	\$400	\$500	\$678	\$539	\$505	\$597
Real Estate: Other	Non-Litigation	Partner	15	\$419	\$465	\$630	\$509	\$469	\$535

## Section II: Industry Analysis

### Consumer Services

By Practice Area and Matter Type

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Commercial</b>	Litigation	Partner	217	\$495	\$684	\$845	\$724	\$719	\$631
		Associate	181	\$350	\$475	\$635	\$526	\$523	\$444
	Non-Litigation	Partner	60	\$575	\$697	\$885	\$764	\$683	\$641
		Associate	48	\$378	\$480	\$608	\$501	\$492	\$428
<b>Corporate: Other</b>	Non-Litigation	Partner	132	\$670	\$1,240	\$1,786	\$1,175	\$1,029	\$848
		Associate	116	\$544	\$794	\$1,213	\$824	\$784	\$590
<b>Corporate: Regulatory and Compliance</b>	Non-Litigation	Partner	190	\$489	\$593	\$761	\$667	\$668	\$655
		Associate	142	\$350	\$490	\$643	\$547	\$552	\$508
<b>Employment and Labor: Compensation and Benefits</b>	Non-Litigation	Partner	27	\$649	\$690	\$744	\$745	\$658	\$682
<b>Employment and Labor: Discrimination, Retaliation and Harassment / EEO</b>	Litigation	Partner	58	\$325	\$410	\$495	\$426	\$408	\$374
		Associate	50	\$295	\$330	\$430	\$351	\$356	\$328
<b>Employment and Labor: Other</b>	Litigation	Partner	33	\$325	\$350	\$616	\$484	\$570	\$494
		Associate	22	\$295	\$313	\$410	\$350	\$351	\$350
	Non-Litigation	Partner	50	\$450	\$478	\$590	\$550	\$539	\$520
		Associate	38	\$420	\$450	\$500	\$461	\$432	\$453
<b>Employment and Labor: Union Relations and Negotiations / NLRB</b>	Litigation	Partner	12	\$394	\$470	\$696	\$560	\$542	\$559
<b>Intellectual Property: Patents</b>	Non-Litigation	Partner	50	\$422	\$555	\$694	\$607	\$601	\$552
		Associate	63	\$225	\$350	\$469	\$381	\$384	\$347

## Section II: Industry Analysis

### Consumer Services

By Practice Area and Matter Type

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Intellectual Property: Trademarks</b>	Non-Litigation	Partner	11	\$448	\$580	\$698	\$575	\$610	\$612
<b>Real Estate: Leasing</b>	Non-Litigation	Partner	18	\$424	\$603	\$792	\$600	\$541	\$491
		Associate	18	\$376	\$493	\$575	\$472	\$425	\$418
<b>Real Estate: Other</b>	Non-Litigation	Partner	52	\$339	\$420	\$596	\$497	\$554	\$472
		Associate	41	\$275	\$299	\$412	\$353	\$379	\$340

## Section II: Industry Analysis

## Financials Excluding Insurance

By Practice Area and Matter Type

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021	
<b>Bankruptcy and Collections</b>	Litigation	Partner	142	\$320	\$440	\$610	\$507	\$502	\$502	
		Associate	79	\$260	\$300	\$423	\$384	\$364	\$386	
	Non-Litigation	Partner	140	\$313	\$395	\$478	\$438	\$441	\$438	
		Associate								
	<b>Commercial</b>	Litigation	Partner	229	\$410	\$599	\$888	\$707	\$717	\$634
			Associate	202	\$298	\$420	\$675	\$520	\$495	\$430
Non-Litigation		Partner	151	\$696	\$950	\$1,393	\$1,073	\$1,078	\$1,016	
		Associate	119	\$442	\$599	\$882	\$713	\$728	\$682	
<b>Corporate: Governance</b>		Non-Litigation	Partner	20	\$1,293	\$1,560	\$1,560	\$1,365	\$1,078	\$1,031
			Associate							
<b>Corporate: Other</b>	Litigation	Partner	218	\$388	\$565	\$917	\$703	\$689	\$678	
		Associate	137	\$280	\$395	\$594	\$465	\$477	\$493	
	Non-Litigation	Partner	249	\$565	\$1,050	\$1,473	\$1,067	\$1,095	\$979	
		Associate	195	\$470	\$775	\$1,050	\$783	\$747	\$686	
	<b>Corporate: Regulatory and Compliance</b>	Litigation	Partner	45	\$625	\$855	\$1,283	\$982	\$864	\$851
			Associate	37	\$430	\$517	\$724	\$585	\$573	\$568
Non-Litigation		Partner	93	\$955	\$1,248	\$1,560	\$1,311	\$1,215	\$1,077	
		Associate	62	\$591	\$727	\$941	\$826	\$779	\$721	
<b>Corporate: Tax</b>		Non-Litigation	Partner	67	\$905	\$1,120	\$1,621	\$1,246	\$1,154	\$1,111
			Associate	48	\$441	\$744	\$1,100	\$880	\$775	\$728



## Section II: Industry Analysis

## Financials Excluding Insurance

By Practice Area and Matter Type

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021	
<b>Corporate: Treasury</b>	Non-Litigation	Partner	18	\$866	\$970	\$1,148	\$1,083	\$970	\$887	
<b>Employment and Labor: Compensation and Benefits</b>	Non-Litigation	Partner	27	\$659	\$765	\$861	\$777	\$837	\$851	
<b>Employment and Labor: ERISA</b>	Non-Litigation	Partner	12	\$765	\$795	\$852	\$831	\$780	\$726	
<b>Employment and Labor: Other</b>	Litigation	Partner	141	\$785	\$984	\$1,295	\$1,110	\$891	\$855	
		Associate	160	\$558	\$685	\$880	\$716	\$566	\$562	
	Non-Litigation	Partner	175	\$400	\$604	\$905	\$761	\$686	\$648	
		Associate	94	\$325	\$480	\$758	\$579	\$547	\$488	
	<b>Finance and Securities: Debt/Equity Offerings</b>	Non-Litigation	Partner	53	\$646	\$920	\$1,085	\$932	\$925	\$903
			Associate	35	\$309	\$515	\$708	\$533	\$538	\$544
<b>Finance and Securities: Fiduciary Services</b>	Non-Litigation	Partner	49	\$455	\$640	\$1,185	\$882	\$730	\$687	
		Associate	14	\$326	\$443	\$740	\$527	\$411	\$410	
<b>Finance and Securities: Investments and Other Financial Instruments</b>	Litigation	Partner	31	\$896	\$1,029	\$1,367	\$1,090	\$964	\$881	
		Associate	26	\$684	\$684	\$779	\$740	\$678	\$559	
	Non-Litigation	Partner	551	\$740	\$982	\$1,300	\$1,065	\$1,118	\$1,102	
		Associate	511	\$480	\$655	\$855	\$688	\$779	\$773	
<b>Finance and Securities: Loans and Financing</b>	Litigation	Partner	33	\$490	\$586	\$945	\$751	\$697	\$633	
		Associate	38	\$300	\$400	\$594	\$518	\$454	\$402	

## Section II: Industry Analysis

### Financials Excluding Insurance

By Practice Area and Matter Type

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Finance and Securities: Loans and Financing</b>	Non-Litigation	Associate	810	\$460	\$690	\$958	\$725	\$695	\$681
<b>Finance and Securities: Securities and Banking Regulations</b>	Non-Litigation	Partner	30	\$666	\$975	\$1,455	\$1,085	\$1,135	\$1,007
		Associate	24	\$445	\$754	\$961	\$718	\$723	\$634
<b>Miscellaneous: General Advice &amp; Counsel</b>	Non-Litigation	Partner	40	\$844	\$920	\$1,076	\$921	\$869	\$841
		Associate	29	\$475	\$565	\$695	\$573	\$487	\$582
<b>Real Estate: Other</b>	Litigation	Partner	48	\$475	\$613	\$802	\$651	\$646	\$671
		Associate	28	\$344	\$424	\$549	\$459	\$458	\$440
	Non-Litigation	Partner	16	\$621	\$805	\$1,057	\$844	\$704	\$593
		Associate	14	\$403	\$585	\$697	\$575	\$594	\$488

## Section II: Industry Analysis

### Health Care

By Practice Area and Matter Type

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Corporate: Regulatory and Compliance	Litigation	Partner	65	\$700	\$900	\$995	\$853	\$808	\$807
		Associate	62	\$473	\$566	\$692	\$576	\$537	\$538
	Non-Litigation	Partner	70	\$524	\$710	\$958	\$711	\$655	\$613
		Associate	75	\$326	\$489	\$695	\$499	\$451	\$438

## Section II: Industry Analysis

## Industrials

By Practice Area and Matter Type

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Commercial	Litigation	Partner	17	\$445	\$592	\$1,041	\$810	\$836	\$718
		Associate	19	\$296	\$349	\$450	\$419	\$520	\$652
	Non-Litigation	Partner	23	\$575	\$729	\$1,000	\$753	\$844	\$679
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	110	\$897	\$1,184	\$1,695	\$1,234	\$1,190	\$1,050
		Associate	191	\$543	\$785	\$1,039	\$797	\$756	\$715
Corporate: Other	Litigation	Partner	118	\$651	\$919	\$1,243	\$940	\$907	\$847
		Associate	87	\$572	\$665	\$802	\$669	\$620	\$559
	Non-Litigation	Partner	322	\$443	\$690	\$1,077	\$825	\$774	\$744
		Associate	256	\$399	\$571	\$815	\$621	\$543	\$533
Corporate: Regulatory and Compliance	Non-Litigation	Partner	31	\$551	\$724	\$1,102	\$847	\$902	\$753
		Associate	27	\$593	\$710	\$903	\$717	\$682	\$548
Corporate: Tax	Non-Litigation	Partner	46	\$641	\$953	\$1,239	\$963	\$880	\$754
		Associate	35	\$344	\$493	\$638	\$521	\$556	\$498
Employment and Labor: Compensation and Benefits	Non-Litigation	Partner	27	\$560	\$701	\$875	\$750	\$749	\$786
		Associate	19	\$353	\$450	\$593	\$484	\$496	\$504
Employment and Labor: Other	Non-Litigation	Partner	86	\$380	\$491	\$659	\$540	\$531	\$554
		Associate	40	\$369	\$414	\$487	\$466	\$405	\$380
Intellectual Property: Patents	Non-Litigation	Partner	42	\$343	\$418	\$613	\$498	\$460	\$432

## Section II: Industry Analysis

### Industrials

By Practice Area and Matter Type

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Intellectual Property: Patents	Non-Litigation	Associate	17	\$150	\$262	\$306	\$249	\$226	\$275

## Section II: Industry Analysis

### Insurance

By Practice Area and Matter Type

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Corporate: Governance</b>	Non-Litigation	Partner	18	\$1,388	\$1,548	\$1,794	\$1,481	\$1,393	\$1,298
<b>Corporate: Other</b>	Non-Litigation	Partner	97	\$496	\$855	\$1,300	\$895	\$764	\$713
		Associate	44	\$421	\$640	\$798	\$663	\$592	\$521
<b>Corporate: Tax</b>	Non-Litigation	Partner	32	\$792	\$1,043	\$1,258	\$1,036	\$993	\$1,039
		Associate	17	\$334	\$585	\$747	\$577	\$622	\$738
<b>Employment and Labor: Other</b>	Non-Litigation	Partner	67	\$505	\$640	\$740	\$711	\$593	\$540
		Associate	46	\$330	\$423	\$615	\$510	\$445	\$424
<b>Government Relations</b>	Non-Litigation	Partner	16	\$781	\$940	\$1,099	\$903	\$943	\$843
<b>Insurance Defense: Asbestos/Mesothelioma</b>	Litigation	Partner	27	\$175	\$175	\$182	\$186	\$188	\$194
<b>Insurance Defense: Auto and Transportation</b>	Litigation	Partner	1,043	\$170	\$185	\$210	\$221	\$223	\$219
		Associate	745	\$150	\$165	\$180	\$167	\$165	\$164
<b>Insurance Defense: Insurer Work Comp</b>	Litigation	Partner	197	\$155	\$165	\$187	\$184	\$182	\$192
		Associate	148	\$150	\$155	\$170	\$158	\$154	\$153
<b>Insurance Defense: Marine</b>	Litigation	Partner	12	\$179	\$195	\$248	\$217	\$209	\$263
<b>Insurance Defense: Other</b>	Litigation	Partner	1,830	\$175	\$206	\$250	\$259	\$245	\$244
		Associate	1,213	\$160	\$175	\$210	\$191	\$187	\$186
<b>Insurance Defense: Personal Injury/Wrongful Death</b>	Litigation	Partner	188	\$166	\$180	\$200	\$191	\$191	\$187
		Associate	148	\$147	\$160	\$175	\$162	\$164	\$161

## Section II: Industry Analysis

### Insurance

By Practice Area and Matter Type

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Insurance Defense: Pollution	Litigation	Partner	105	\$200	\$228	\$255	\$257	\$253	\$247
		Associate	39	\$175	\$195	\$255	\$228	\$217	\$208
Insurance Defense: Premises	Litigation	Partner	607	\$175	\$195	\$225	\$211	\$222	\$221
Insurance Defense: Product and Product Liability	Litigation	Partner	92	\$180	\$187	\$200	\$209	\$204	\$193
		Associate	55	\$154	\$170	\$198	\$189	\$187	\$172
Insurance Defense: Professional Liability	Litigation	Partner	81	\$185	\$225	\$411	\$288	\$266	\$257
Insurance Defense: Property Damage	Litigation	Partner	479	\$180	\$215	\$250	\$228	\$233	\$226
		Associate	367	\$165	\$185	\$220	\$197	\$193	\$188

## Section II: Industry Analysis

## Technology and Telecommunications

By Practice Area and Matter Type

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Bankruptcy and Collections</b>	Litigation	Partner	11	\$603	\$645	\$708	\$645	\$570	\$578
<b>Commercial</b>	Litigation	Partner	106	\$586	\$931	\$1,230	\$939	\$898	\$845
		Associate	136	\$345	\$519	\$812	\$556	\$547	\$557
	Non-Litigation	Partner	29	\$400	\$549	\$795	\$613	\$658	\$666
		Associate	12	\$406	\$715	\$820	\$616	\$542	\$506
<b>Corporate: Antitrust and Competition</b>	Litigation	Partner	16	\$942	\$1,052	\$1,110	\$1,079	\$992	\$810
		Associate	27	\$567	\$763	\$841	\$697	\$446	\$493
	Non-Litigation	Partner	24	\$978	\$1,148	\$1,486	\$1,236	\$1,220	\$1,141
		Associate	36	\$589	\$789	\$930	\$774	\$748	\$694
<b>Corporate: Governance</b>	Non-Litigation	Partner	62	\$1,071	\$1,275	\$1,554	\$1,322	\$1,258	\$1,270
		Associate	79	\$639	\$755	\$979	\$780	\$803	\$781
<b>Corporate: Mergers, Acquisitions and Divestitures</b>	Non-Litigation	Partner	61	\$829	\$898	\$1,090	\$995	\$939	\$811
		Associate	99	\$475	\$625	\$775	\$605	\$611	\$498
<b>Corporate: Other</b>	Litigation	Partner	99	\$593	\$803	\$973	\$821	\$837	\$864
		Associate	103	\$402	\$530	\$726	\$541	\$552	\$514
	Non-Litigation	Partner	226	\$677	\$937	\$1,111	\$950	\$881	\$825
		Associate	175	\$475	\$630	\$755	\$624	\$585	\$565
<b>Corporate: Regulatory and Compliance</b>	Non-Litigation	Partner	223	\$633	\$830	\$996	\$828	\$778	\$726



## Section II: Industry Analysis

## Technology and Telecommunications

By Practice Area and Matter Type

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Corporate: Regulatory and Compliance</b>	Non-Litigation	Associate	181	\$444	\$541	\$711	\$573	\$520	\$489
<b>Corporate: Tax</b>	Non-Litigation	Partner	60	\$706	\$960	\$1,179	\$957	\$955	\$930
		Associate	67	\$533	\$720	\$926	\$739	\$752	\$613
<b>Employment and Labor: Agreements</b>	Litigation	Associate	10	\$689	\$824	\$897	\$795	\$629	\$500
	Non-Litigation	Partner	26	\$400	\$598	\$740	\$648	\$660	\$698
<b>Employment and Labor: Compensation and Benefits</b>	Non-Litigation	Partner	35	\$648	\$700	\$1,018	\$809	\$724	\$723
<b>Employment and Labor: Discrimination, Retaliation and Harassment / EEO</b>	Non-Litigation	Partner	24	\$479	\$551	\$655	\$580	\$562	\$541
<b>Employment and Labor: Other</b>	Litigation	Partner	16	\$494	\$555	\$755	\$645	\$700	\$530
		Non-Litigation	148	\$475	\$485	\$696	\$589	\$565	\$569
		Associate	122	\$325	\$385	\$445	\$395	\$377	\$371
<b>General Liability: Consumer Related Claims</b>	Litigation	Partner	27	\$335	\$536	\$681	\$541	\$639	\$618
		Associate	16	\$341	\$417	\$628	\$494	\$439	\$447
<b>Government Relations</b>	Non-Litigation	Partner	31	\$832	\$963	\$1,315	\$1,031	\$864	\$678
		Associate	40	\$655	\$735	\$846	\$731	\$528	\$510
<b>Intellectual Property: Other</b>	Litigation	Partner	13	\$540	\$607	\$625	\$587	\$573	\$552
<b>Intellectual Property: Patents</b>	Litigation	Partner	120	\$600	\$845	\$1,073	\$853	\$840	\$783
		Associate	93	\$405	\$535	\$770	\$599	\$649	\$607
	Non-Litigation	Partner	102	\$399	\$765	\$982	\$713	\$727	\$602

## Section II: Industry Analysis

### Technology and Telecommunications

By Practice Area and Matter Type

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Intellectual Property: Patents	Non-Litigation	Associate	117	\$321	\$408	\$699	\$516	\$544	\$477
		Partner	30	\$524	\$616	\$693	\$653	\$568	\$602
Intellectual Property: Trademarks	Non-Litigation	Associate	24	\$319	\$418	\$500	\$423	\$378	\$360

# Section III: Practice Area Analysis

All data and analysis based on  
data collected thru Q2 2023

## Section III: Practice Area Analysis

## Bankruptcy and Collections By City

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Chicago IL</b>	Partner	11	\$610	\$1,235	\$1,690	\$1,107	\$954	\$983
<b>Cleveland OH</b>	Partner	18	\$389	\$486	\$720	\$580	\$565	\$468
<b>Hartford CT</b>	Partner	15	\$400	\$458	\$511	\$448	\$440	\$470
<b>Kansas City MO</b>	Partner	11	\$450	\$491	\$638	\$535	\$529	\$501
<b>Los Angeles CA</b>	Partner	15	\$705	\$1,055	\$1,088	\$929	\$801	\$662
	Associate	10	\$375	\$545	\$955	\$644	\$564	\$376
<b>New York NY</b>	Partner	58	\$400	\$600	\$783	\$653	\$634	\$654
	Associate	33	\$300	\$351	\$550	\$425	\$379	\$433
<b>Philadelphia PA</b>	Partner	35	\$406	\$520	\$625	\$516	\$502	\$494
	Associate	23	\$295	\$350	\$420	\$368	\$370	\$340
<b>Pittsburgh PA</b>	Partner	11	\$370	\$410	\$450	\$404	\$409	\$444

## Section III: Practice Area Analysis

## Bankruptcy and Collections

By Matter Type and YOE

### 2023 - Real Rates for Partner

### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2023	2022	2021
Fewer Than 21 Years	Litigation	47	\$304	\$370	\$454	\$421	\$448	\$477
	Non-Litigation	50	\$349	\$405	\$556	\$519	\$465	\$523
21 or More Years	Litigation	111	\$325	\$425	\$635	\$507	\$512	\$495
	Non-Litigation	94	\$317	\$403	\$495	\$438	\$452	\$463

## Section III: Practice Area Analysis

### Bankruptcy and Collections

By Matter Type and YOE

#### 2023 - Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2023	2022	2021
3 to Fewer Than 7 Years	Litigation	17	\$260	\$285	\$383	\$397	\$384	\$318
	Non-Litigation	19	\$245	\$341	\$380	\$322	\$357	\$357
7 or More Years	Litigation	31	\$295	\$375	\$449	\$398	\$350	\$387

## Section III: Practice Area Analysis

## Bankruptcy and Collections

By Firm Size and Matter Type

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
50 Lawyers or Fewer	Litigation	Partner	71	\$275	\$330	\$390	\$357	\$365	\$363
		Associate	39	\$225	\$260	\$299	\$266	\$283	\$280
	Non-Litigation	Partner	38	\$274	\$302	\$344	\$312	\$299	\$301
51-200 Lawyers	Litigation	Partner	53	\$328	\$403	\$514	\$431	\$422	\$389
	Non-Litigation	Partner	25	\$328	\$460	\$495	\$424	\$402	\$404
201-500 Lawyers	Litigation	Partner	56	\$403	\$571	\$723	\$579	\$505	\$493
		Associate	33	\$300	\$400	\$500	\$407	\$358	\$341
	Non-Litigation	Partner	62	\$375	\$423	\$560	\$476	\$494	\$463
		Associate	21	\$282	\$332	\$371	\$333	\$342	\$344
501-1,000 Lawyers	Litigation	Partner	21	\$581	\$685	\$960	\$728	\$633	\$701
		Associate	14	\$300	\$400	\$578	\$461	\$375	\$505

**Section III: Practice Area Analysis****Commercial**

By City

**2023 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Atlanta GA</b>	Partner	30	\$516	\$620	\$831	\$685	\$712	\$699
	Associate	31	\$344	\$385	\$449	\$446	\$405	\$431
<b>Boston MA</b>	Partner	20	\$724	\$1,090	\$1,254	\$1,075	\$932	\$728
	Associate	17	\$458	\$782	\$930	\$754	\$734	\$615
<b>Chicago IL</b>	Partner	79	\$576	\$827	\$1,030	\$837	\$876	\$792
	Associate	73	\$361	\$545	\$776	\$578	\$549	\$554
<b>Cleveland OH</b>	Partner	35	\$414	\$519	\$660	\$556	\$534	\$518
	Associate	31	\$257	\$274	\$350	\$313	\$281	\$291
<b>Dallas TX</b>	Partner	12	\$648	\$768	\$941	\$823	\$731	\$781
	Associate	12	\$425	\$494	\$626	\$555	\$548	\$520
<b>Denver CO</b>	Partner	30	\$505	\$564	\$700	\$594	\$576	\$565
	Associate	25	\$325	\$395	\$450	\$389	\$394	\$368
<b>Houston TX</b>	Partner	14	\$518	\$700	\$825	\$655	\$644	\$672
<b>Kansas City MO</b>	Partner	27	\$450	\$529	\$595	\$538	\$486	\$467
	Associate	25	\$362	\$385	\$385	\$371	\$346	\$339



**Section II: Practice Area Analysis****Commercial**  
By City**2023 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Los Angeles CA</b>	Partner	71	\$596	\$800	\$1,156	\$885	\$901	\$840
	Associate	72	\$525	\$645	\$914	\$691	\$715	\$735
<b>Miami FL</b>	Partner	43	\$518	\$615	\$693	\$632	\$603	\$562
	Associate	24	\$400	\$450	\$545	\$479	\$432	\$390
<b>Minneapolis MN</b>	Partner	52	\$607	\$710	\$875	\$715	\$670	\$657
	Associate	50	\$369	\$458	\$576	\$481	\$466	\$459
<b>New York NY</b>	Partner	167	\$696	\$1,111	\$1,688	\$1,179	\$1,153	\$1,046
	Associate	179	\$521	\$803	\$1,086	\$812	\$752	\$617
<b>Philadelphia PA</b>	Partner	112	\$554	\$710	\$861	\$737	\$751	\$684
	Associate	88	\$383	\$450	\$594	\$499	\$476	\$446
<b>Pittsburgh PA</b>	Partner	22	\$414	\$759	\$1,010	\$762	\$652	\$635
	Associate	15	\$280	\$425	\$568	\$436	\$408	\$443
<b>Portland OR</b>	Partner	15	\$498	\$580	\$617	\$570	\$576	\$557
	Associate	28	\$395	\$458	\$505	\$452	\$448	\$406
<b>San Diego CA</b>	Partner	11	\$415	\$889	\$1,050	\$843	\$718	\$590

**Section II: Practice Area Analysis****Commercial**  
By City**2023 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>San Francisco CA</b>	Partner	21	\$535	\$736	\$1,003	\$797	\$735	\$696
	Associate	24	\$375	\$461	\$655	\$550	\$494	\$476
<b>Seattle WA</b>	Partner	23	\$394	\$654	\$732	\$654	\$610	\$531
	Associate	16	\$405	\$511	\$530	\$483	\$455	\$357
<b>St. Louis MO</b>	Partner	10	\$529	\$697	\$734	\$670	\$560	\$603
<b>Washington DC</b>	Partner	140	\$731	\$920	\$1,148	\$973	\$934	\$860
	Associate	106	\$488	\$639	\$831	\$672	\$627	\$590

## Section II: Practice Area Analysis

### Commercial

By Matter Type and YOE

#### 2023 - Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2023	2022	2021
Fewer Than 21 Years	Litigation	217	\$427	\$599	\$906	\$704	\$657	\$621
	Non-Litigation	103	\$530	\$695	\$954	\$786	\$749	\$676
21 or More Years	Litigation	357	\$488	\$675	\$905	\$747	\$782	\$721
	Non-Litigation	219	\$614	\$795	\$1,101	\$907	\$873	\$821

## Section II: Practice Area Analysis

### Commercial

By Matter Type and YOE

#### 2023 - Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Fewer Than 3 Years</b>	Litigation	75	\$292	\$356	\$637	\$460	\$411	\$463
	Non-Litigation							
<b>3 to Fewer Than 7 Years</b>	Litigation	143	\$348	\$449	\$719	\$545	\$491	\$406
	Non-Litigation	52	\$415	\$522	\$620	\$603	\$455	\$428
	Litigation	163	\$290	\$440	\$608	\$509	\$487	\$465
	Non-Litigation	59	\$412	\$515	\$721	\$633	\$595	\$555

**Section II: Practice Area Analysis****Commercial**

By Firm Size and Matter Type

**2023 - Real Rates for Associate and Partner****Trend Analysis - Mean**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021	
<b>50 Lawyers or Fewer</b>	Litigation	Partner	96	\$300	\$393	\$540	\$433	\$420	\$421	
		Associate	74	\$155	\$290	\$345	\$276	\$286	\$333	
	Non-Litigation	Partner	32	\$330	\$400	\$503	\$436	\$422	\$437	
		Associate	17	\$281	\$335	\$385	\$340	\$338	\$316	
	<b>51-200 Lawyers</b>	Litigation	Partner	141	\$350	\$481	\$628	\$524	\$536	\$492
			Associate	79	\$269	\$335	\$415	\$343	\$336	\$320
Non-Litigation		Partner	39	\$380	\$548	\$612	\$510	\$517	\$548	
		Associate	21	\$248	\$295	\$420	\$330	\$322	\$335	
<b>201-500 Lawyers</b>		Litigation	Partner	159	\$474	\$625	\$774	\$658	\$636	\$597
			Associate	137	\$311	\$404	\$468	\$419	\$416	\$405
	Non-Litigation	Partner	117	\$575	\$697	\$825	\$730	\$695	\$686	
		Associate	75	\$390	\$455	\$603	\$499	\$460	\$429	
	<b>501-1,000 Lawyers</b>	Litigation	Partner	198	\$634	\$813	\$1,076	\$911	\$894	\$816
			Associate	228	\$405	\$555	\$755	\$619	\$585	\$501
Non-Litigation		Partner	134	\$710	\$885	\$1,281	\$1,059	\$1,024	\$933	
		Associate	111	\$470	\$578	\$825	\$697	\$642	\$601	

## Section II: Practice Area Analysis

### Commercial

By Firm Size and Matter Type

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
More Than 1,000 Lawyers	Litigation	Partner	122	\$875	\$1,106	\$1,416	\$1,132	\$1,126	\$1,012
		Associate	137	\$601	\$803	\$950	\$774	\$751	\$679
	Non-Litigation	Partner	92	\$884	\$1,042	\$1,435	\$1,155	\$1,100	\$1,059
		Associate	78	\$521	\$795	\$1,120	\$814	\$779	\$772

## Section II: Practice Area Analysis

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

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Chicago IL	Partner	31	\$780	\$975	\$1,256	\$1,076	\$1,073	\$907
	Associate	21	\$574	\$716	\$833	\$740	\$704	\$570
Los Angeles CA	Partner	14	\$829	\$839	\$898	\$888	\$952	\$1,002
	Associate	30	\$503	\$642	\$659	\$637	\$617	\$627
New York NY	Partner	85	\$1,410	\$1,650	\$1,786	\$1,574	\$1,478	\$1,386
	Associate	144	\$734	\$925	\$1,146	\$928	\$906	\$836
Philadelphia PA	Partner	20	\$655	\$929	\$1,105	\$985	\$815	\$691
San Francisco CA	Partner	19	\$797	\$898	\$946	\$927	\$960	\$879
	Associate	10	\$444	\$503	\$553	\$510	\$521	\$450
Washington DC	Partner	39	\$909	\$1,075	\$1,430	\$1,143	\$1,034	\$961
	Associate	40	\$594	\$719	\$855	\$751	\$714	\$694

## Section II: Practice Area Analysis

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

### 2023 - Real Rates for Partner

### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Fewer Than 21 Years</b>	Non-Litigation	79	\$684	\$920	\$1,368	\$1,009	\$986	\$864
<b>21 or More Years</b>	Non-Litigation	117	\$730	\$961	\$1,410	\$1,052	\$995	\$939



## Section II: Practice Area Analysis

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

### 2023 - Real Rates for Associate

### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>3 to Fewer Than 7 Years</b>	Non-Litigation	60	\$460	\$543	\$904	\$689	\$668	\$527
<b>7 or More Years</b>	Non-Litigation	59	\$535	\$665	\$974	\$744	\$791	\$633

## Section II: Practice Area Analysis

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

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
51-200 Lawyers	Non-Litigation	Partner	20	\$344	\$435	\$561	\$484	\$586	\$561
		Associate	38	\$460	\$460	\$564	\$519	\$472	\$424
201-500 Lawyers	Non-Litigation	Partner	50	\$633	\$722	\$969	\$786	\$737	\$653
		Associate	38	\$460	\$460	\$564	\$519	\$472	\$424
501-1,000 Lawyers	Non-Litigation	Partner	59	\$820	\$1,092	\$1,682	\$1,213	\$1,139	\$1,024
		Associate	64	\$560	\$734	\$1,055	\$801	\$810	\$679
More Than 1,000 Lawyers	Non-Litigation	Partner	141	\$898	\$1,255	\$1,514	\$1,254	\$1,167	\$1,075
		Associate	247	\$547	\$733	\$940	\$781	\$745	\$704

## Section II: Practice Area Analysis

**Corporate: Other**  
By City

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Atlanta GA	Partner	64	\$465	\$727	\$995	\$740	\$740	\$740
	Associate	58	\$425	\$504	\$618	\$527	\$482	\$479
Austin TX	Partner	16	\$450	\$495	\$760	\$620	\$502	\$460
	Associate	13	\$350	\$635	\$698	\$555	\$478	\$391
Baltimore MD	Partner	22	\$418	\$645	\$851	\$648	\$606	\$664
	Associate	26	\$300	\$383	\$520	\$445	\$452	\$500
Birmingham AL	Associate	12	\$345	\$374	\$380	\$359	\$315	\$315
Boston MA	Partner	40	\$503	\$655	\$865	\$711	\$775	\$743
	Associate	20	\$425	\$450	\$662	\$559	\$520	\$491
Chicago IL	Partner	130	\$763	\$967	\$1,248	\$1,008	\$965	\$938
	Associate	118	\$544	\$650	\$790	\$688	\$619	\$564
Cleveland OH	Partner	33	\$525	\$625	\$740	\$645	\$618	\$607
	Associate	11	\$351	\$420	\$462	\$405	\$349	\$375
Dallas TX	Partner	24	\$623	\$818	\$1,039	\$843	\$793	\$666
	Associate	32	\$373	\$608	\$800	\$610	\$634	\$525

**Section II: Practice Area Analysis****Corporate: Other**  
By City**2023 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Denver CO</b>	Partner	12	\$475	\$530	\$614	\$551	\$602	\$634
<b>Hartford CT</b>	Partner	10	\$504	\$527	\$685	\$607	\$648	\$550
<b>Houston TX</b>	Partner	33	\$650	\$750	\$990	\$816	\$896	\$782
	Associate	24	\$453	\$623	\$751	\$634	\$596	\$580
<b>Indianapolis IN</b>	Partner	14	\$393	\$440	\$514	\$458	\$544	\$517
<b>Jackson MS</b>	Partner	19	\$375	\$400	\$455	\$418	\$456	\$419
	Associate	11	\$55	\$250	\$264	\$179	\$199	\$134
<b>Kansas City MO</b>	Partner	33	\$450	\$501	\$601	\$537	\$530	\$544
<b>Los Angeles CA</b>	Partner	155	\$649	\$944	\$1,240	\$965	\$914	\$890
	Associate	132	\$495	\$708	\$882	\$696	\$678	\$655
<b>Miami FL</b>	Partner	34	\$448	\$562	\$696	\$597	\$563	\$501
	Associate	15	\$295	\$405	\$521	\$420	\$357	\$429
<b>Minneapolis MN</b>	Partner	23	\$615	\$700	\$728	\$682	\$625	\$625
	Associate	16	\$360	\$418	\$486	\$431	\$415	\$468
<b>New Orleans LA</b>	Partner	22	\$355	\$380	\$479	\$409	\$382	\$376

## Section II: Practice Area Analysis

**Corporate: Other**  
By City

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>New Orleans LA</b>	Associate	10	\$278	\$325	\$356	\$316	\$269	\$299
<b>New York NY</b>	Partner	374	\$857	\$1,360	\$1,774	\$1,278	\$1,206	\$1,101
	Associate	410	\$618	\$814	\$1,125	\$842	\$804	\$743
<b>Orlando FL</b>	Partner	14	\$478	\$560	\$704	\$576	\$493	\$507
<b>Philadelphia PA</b>	Partner	133	\$626	\$796	\$985	\$840	\$805	\$775
	Associate	91	\$405	\$460	\$559	\$504	\$489	\$451
<b>Phoenix AZ</b>	Partner	17	\$328	\$353	\$508	\$435	\$557	\$471
	Associate	13	\$238	\$288	\$343	\$300	\$338	\$286
<b>Pittsburgh PA</b>	Partner	17	\$598	\$765	\$917	\$720	\$602	\$663
	Associate	18	\$393	\$475	\$663	\$544	\$455	\$412
<b>Portland OR</b>	Partner	16	\$448	\$542	\$585	\$548	\$508	\$542
	Associate	17	\$300	\$398	\$444	\$387	\$428	\$392
<b>San Diego CA</b>	Partner	32	\$385	\$483	\$533	\$567	\$685	\$684
	Associate	30	\$250	\$315	\$358	\$330	\$321	\$329
<b>San Francisco CA</b>	Partner	51	\$707	\$944	\$1,178	\$949	\$843	\$789

**Section II: Practice Area Analysis****Corporate: Other**  
By City**2023 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>San Francisco CA</b>	Associate	18	\$428	\$504	\$607	\$582	\$617	\$609
<b>San Jose CA</b>	Partner	16	\$747	\$1,013	\$1,185	\$1,003	\$956	\$968
<b>Seattle WA</b>	Partner	26	\$558	\$715	\$864	\$728	\$696	\$614
	Associate	25	\$451	\$530	\$600	\$551	\$478	\$475
<b>Tampa FL</b>	Partner	16	\$350	\$425	\$590	\$514	\$469	\$494
<b>Washington DC</b>	Partner	329	\$795	\$950	\$1,148	\$994	\$957	\$913
	Associate	284	\$525	\$695	\$740	\$677	\$667	\$642

## Section II: Practice Area Analysis

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

### 2023 - Real Rates for Partner

### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Fewer Than 21 Years</b>	Litigation	193	\$471	\$690	\$934	\$731	\$737	\$701
	Non-Litigation	312	\$525	\$781	\$1,123	\$872	\$833	\$786
<b>21 or More Years</b>	Litigation	370	\$534	\$780	\$995	\$828	\$821	\$800
	Non-Litigation	645	\$600	\$922	\$1,271	\$976	\$952	\$883

**Section II: Practice Area Analysis****Corporate: Other**  
By Matter Type and YOE**2023 - Real Rates for Associate****Trend Analysis - Mean**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Fewer Than 3 Years</b>	Litigation	22	\$390	\$455	\$700	\$537	\$506	\$470
	Non-Litigation	60	\$388	\$491	\$735	\$559	\$480	\$553
<b>3 to Fewer Than 7 Years</b>	Litigation	79	\$351	\$461	\$732	\$540	\$507	\$474
	Non-Litigation	122	\$410	\$575	\$966	\$692	\$585	\$542
<b>7 or More Years</b>	Litigation	118	\$368	\$520	\$686	\$541	\$540	\$512
	Non-Litigation	180	\$459	\$695	\$871	\$721	\$664	\$618



**Section II: Practice Area Analysis****Corporate: Other**  
By Firm Size and Matter Type**2023 - Real Rates for Associate and Partner****Trend Analysis - Mean**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021	
<b>50 Lawyers or Fewer</b>	Litigation	Partner	94	\$356	\$455	\$600	\$493	\$484	\$458	
		Associate	53	\$250	\$300	\$375	\$342	\$328	\$283	
	Non-Litigation	Partner	135	\$350	\$450	\$578	\$474	\$454	\$431	
		Associate	77	\$225	\$300	\$350	\$318	\$311	\$280	
	<b>51-200 Lawyers</b>	Litigation	Partner	117	\$367	\$480	\$750	\$554	\$590	\$555
			Associate	59	\$280	\$332	\$450	\$388	\$394	\$383
Non-Litigation		Partner	125	\$395	\$495	\$665	\$554	\$564	\$604	
		Associate	37	\$286	\$340	\$405	\$360	\$382	\$415	
<b>201-500 Lawyers</b>		Litigation	Partner	163	\$501	\$685	\$990	\$747	\$705	\$663
			Associate	103	\$384	\$514	\$713	\$544	\$492	\$440
	Non-Litigation	Partner	282	\$525	\$655	\$962	\$754	\$709	\$655	
		Associate	202	\$390	\$475	\$682	\$542	\$508	\$473	
	<b>501-1,000 Lawyers</b>	Litigation	Partner	208	\$695	\$932	\$1,160	\$943	\$935	\$915
			Associate	214	\$437	\$623	\$730	\$604	\$621	\$609
Non-Litigation		Partner	363	\$728	\$1,023	\$1,515	\$1,136	\$1,095	\$1,005	
		Associate	354	\$589	\$730	\$940	\$775	\$730	\$669	
<b>More Than 1,000 Lawyers</b>		Litigation	Partner	152	\$785	\$915	\$1,318	\$1,026	\$963	\$944

## Section II: Practice Area Analysis

### Corporate: Other

By Firm Size and Matter Type

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
More Than 1,000 Lawyers	Litigation	Associate	165	\$495	\$603	\$802	\$652	\$628	\$595
	Non-Litigation	Partner	331	\$955	\$1,195	\$1,555	\$1,261	\$1,215	\$1,102
		Associate	304	\$569	\$769	\$1,050	\$823	\$793	\$730

## Section II: Practice Area Analysis

## Corporate: Regulatory and Compliance

By City

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Baltimore MD	Partner	17	\$621	\$653	\$852	\$715	\$754	\$680
	Associate	17	\$420	\$530	\$681	\$594	\$480	\$507
Boston MA	Partner	14	\$708	\$798	\$1,235	\$938	\$869	\$785
	Associate	17	\$500	\$572	\$780	\$598	\$619	\$471
Chicago IL	Partner	60	\$676	\$976	\$1,225	\$966	\$846	\$798
	Associate	37	\$497	\$601	\$773	\$616	\$605	\$592
Cleveland OH	Partner	11	\$595	\$875	\$1,041	\$792	\$778	\$828
Denver CO	Partner	14	\$413	\$524	\$672	\$537	\$561	\$534
Kansas City MO	Partner	13	\$440	\$506	\$585	\$533	\$540	\$500
	Associate	10	\$316	\$340	\$411	\$370	\$310	\$331
Los Angeles CA	Partner	46	\$765	\$898	\$1,123	\$914	\$958	\$875
	Associate	54	\$552	\$635	\$840	\$689	\$672	\$647
Miami FL	Partner	29	\$530	\$635	\$885	\$698	\$691	\$746
	Associate	14	\$400	\$450	\$508	\$474	\$473	\$512
Nashville TN	Partner	29	\$444	\$540	\$685	\$561	\$546	\$503

## Section II: Practice Area Analysis

## Corporate: Regulatory and Compliance

By City

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Nashville TN	Associate	31	\$287	\$346	\$433	\$377	\$366	\$334
	Partner	100	\$840	\$1,159	\$1,550	\$1,178	\$1,091	\$1,010
New York NY	Associate	111	\$500	\$746	\$904	\$771	\$725	\$684
	Partner	48	\$600	\$740	\$899	\$784	\$772	\$782
Philadelphia PA	Associate	36	\$390	\$472	\$565	\$475	\$499	\$474
	Partner	21	\$500	\$710	\$831	\$685	\$654	\$665
Pittsburgh PA	Associate	23	\$433	\$494	\$572	\$495	\$435	\$408
	Partner	23	\$656	\$765	\$941	\$772	\$770	\$705
San Francisco CA	Associate	17	\$444	\$570	\$733	\$585	\$544	\$549
	Partner	24	\$680	\$835	\$999	\$899	\$705	\$729
Seattle WA	Associate	21	\$414	\$530	\$530	\$538	\$483	\$433
	Partner	314	\$635	\$900	\$1,123	\$923	\$882	\$862
Washington DC	Associate	267	\$511	\$661	\$755	\$657	\$609	\$580

## Section II: Practice Area Analysis

### Corporate: Regulatory and Compliance

By Matter Type and YOE

#### 2023 - Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2023	2022	2021
Fewer Than 21 Years	Litigation	50	\$674	\$957	\$1,103	\$908	\$765	\$809
	Non-Litigation	219	\$544	\$782	\$1,053	\$822	\$765	\$705
21 or More Years	Litigation	95	\$664	\$883	\$1,119	\$921	\$902	\$853
	Non-Litigation	315	\$566	\$748	\$1,006	\$837	\$818	\$770

## Section II: Practice Area Analysis

### Corporate: Regulatory and Compliance

By Matter Type and YOE

#### 2023 - Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2023	2022	2021
Fewer Than 3 Years	Non-Litigation	56	\$420	\$502	\$605	\$525	\$507	\$534
	Litigation	31	\$457	\$580	\$877	\$667	\$567	\$567
3 to Fewer Than 7 Years	Non-Litigation	124	\$444	\$562	\$745	\$596	\$526	\$512
	Litigation	42	\$523	\$603	\$786	\$666	\$641	\$614
7 or More Years	Non-Litigation	120	\$417	\$593	\$864	\$664	\$637	\$562

## Section II: Practice Area Analysis

## Corporate: Regulatory and Compliance

By Firm Size and Matter Type

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
50 Lawyers or Fewer	Non-Litigation	Partner	106	\$450	\$556	\$616	\$534	\$528	\$545
		Associate	44	\$276	\$344	\$400	\$337	\$292	\$308
51-200 Lawyers	Non-Litigation	Partner	82	\$433	\$525	\$650	\$583	\$590	\$553
		Associate	59	\$306	\$360	\$455	\$428	\$472	\$409
201-500 Lawyers	Litigation	Partner	39	\$681	\$910	\$998	\$858	\$743	\$663
		Associate	31	\$391	\$625	\$779	\$590	\$529	\$458
	Non-Litigation	Partner	100	\$571	\$708	\$839	\$725	\$672	\$626
		Associate	74	\$399	\$524	\$591	\$533	\$504	\$439
501-1,000 Lawyers	Litigation	Partner	74	\$770	\$995	\$1,283	\$1,020	\$932	\$947
		Associate	80	\$549	\$698	\$882	\$719	\$623	\$623
	Non-Litigation	Partner	214	\$746	\$984	\$1,224	\$1,043	\$977	\$915
		Associate	224	\$501	\$630	\$749	\$651	\$627	\$593
More Than 1,000 Lawyers	Litigation	Partner	67	\$755	\$900	\$1,212	\$991	\$1,014	\$972
		Associate	64	\$460	\$546	\$655	\$578	\$600	\$613
	Non-Litigation	Partner	192	\$871	\$1,028	\$1,230	\$1,068	\$997	\$911
		Associate	176	\$555	\$675	\$899	\$718	\$669	\$631

## Section II: Practice Area Analysis

## Employment and Labor By City

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Atlanta GA	Partner	41	\$437	\$475	\$612	\$523	\$480	\$496
	Associate	28	\$323	\$372	\$436	\$372	\$351	\$328
Baltimore MD	Partner	18	\$475	\$621	\$1,026	\$718	\$711	\$623
	Associate	20	\$347	\$500	\$769	\$584	\$559	\$457
Boston MA	Partner	25	\$475	\$618	\$733	\$623	\$613	\$549
	Associate	20	\$329	\$400	\$497	\$458	\$466	\$474
Charlotte NC	Associate	13	\$312	\$326	\$405	\$354	\$371	\$339
Chicago IL	Partner	84	\$532	\$716	\$850	\$758	\$716	\$708
	Associate	58	\$278	\$405	\$571	\$492	\$451	\$452
Cincinnati OH	Partner	13	\$416	\$582	\$674	\$549	\$503	\$439
Cleveland OH	Partner	36	\$400	\$504	\$617	\$557	\$473	\$466
	Associate	25	\$295	\$303	\$360	\$340	\$330	\$312
Dallas TX	Partner	35	\$420	\$462	\$691	\$541	\$501	\$536
	Associate	22	\$305	\$340	\$362	\$332	\$352	\$401
Denver CO	Partner	25	\$475	\$556	\$660	\$573	\$580	\$538



## Section II: Practice Area Analysis

## Employment and Labor By City

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Denver CO	Associate	17	\$325	\$348	\$394	\$362	\$347	\$313
	Partner	16	\$386	\$448	\$506	\$454	\$439	\$431
Houston TX	Associate	14	\$466	\$565	\$708	\$609	\$585	\$568
	Partner	11	\$398	\$442	\$543	\$481	\$428	\$421
Kansas City MO	Associate	13	\$238	\$250	\$323	\$279	\$286	\$295
	Partner	102	\$535	\$675	\$981	\$769	\$754	\$710
Los Angeles CA	Associate	80	\$385	\$486	\$835	\$589	\$473	\$494
	Partner	20	\$498	\$615	\$704	\$602	\$574	\$562
Minneapolis MN	Associate	12	\$299	\$357	\$440	\$387	\$392	\$417
	Partner	21	\$401	\$477	\$512	\$460	\$452	\$429
Nashville TN	Associate	233	\$475	\$660	\$960	\$820	\$713	\$684
	Partner	202	\$351	\$530	\$735	\$599	\$506	\$495
New York NY	Associate	78	\$495	\$630	\$810	\$682	\$689	\$665
	Partner	89	\$400	\$486	\$540	\$491	\$447	\$428
Philadelphia PA	Associate	25	\$528	\$657	\$762	\$694	\$632	\$592
	Partner							

## Section II: Practice Area Analysis

## Employment and Labor By City

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Pittsburgh PA	Associate	19	\$350	\$380	\$512	\$473	\$385	\$389
	Partner	13	\$440	\$544	\$675	\$566	\$528	\$483
Portland OR	Associate	20	\$380	\$461	\$481	\$446	\$390	\$344
	Partner	16	\$450	\$471	\$491	\$525	\$529	\$564
Richmond VA	Associate	11	\$281	\$333	\$374	\$340	\$352	\$373
	Partner	36	\$384	\$604	\$797	\$662	\$611	\$565
San Diego CA	Associate	31	\$315	\$395	\$455	\$394	\$365	\$370
	Partner	13	\$701	\$835	\$1,054	\$996	\$807	\$704
San Francisco CA	Associate	14	\$324	\$402	\$447	\$414	\$418	\$427
	Partner	39	\$416	\$526	\$633	\$558	\$570	\$498
San Jose CA	Associate	90	\$440	\$563	\$685	\$564	\$537	\$503
	Partner	153	\$649	\$780	\$961	\$828	\$768	\$736
Seattle WA	Associate	14	\$324	\$402	\$447	\$414	\$418	\$427
	Partner	39	\$416	\$526	\$633	\$558	\$570	\$498
Washington DC	Associate	90	\$440	\$563	\$685	\$564	\$537	\$503
	Partner	153	\$649	\$780	\$961	\$828	\$768	\$736

## Section II: Practice Area Analysis

### Employment and Labor

By Matter Type and YOE

#### 2023 - Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2023	2022	2021
Fewer Than 21 Years	Litigation	116	\$380	\$476	\$731	\$582	\$533	\$496
	Non-Litigation	271	\$439	\$504	\$659	\$588	\$539	\$540
21 or More Years	Litigation	241	\$440	\$586	\$918	\$717	\$657	\$598
	Non-Litigation	508	\$475	\$616	\$755	\$667	\$638	\$620

## Section II: Practice Area Analysis

### Employment and Labor

By Matter Type and YOE

#### 2023 - Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2023	2022	2021
Fewer Than 3 Years	Litigation	24	\$325	\$350	\$430	\$401	\$415	\$300
	Non-Litigation	44	\$309	\$350	\$407	\$375	\$337	\$359
3 to Fewer Than 7 Years	Litigation	61	\$335	\$421	\$505	\$462	\$400	\$349
	Non-Litigation	94	\$304	\$338	\$451	\$400	\$372	\$363
7 or More Years	Litigation	99	\$325	\$426	\$530	\$455	\$431	\$403
	Non-Litigation	201	\$325	\$400	\$500	\$443	\$419	\$411

## Section II: Practice Area Analysis

## Employment and Labor By Firm Size and Matter Type

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
50 Lawyers or Fewer	Litigation	Partner	51	\$315	\$410	\$535	\$455	\$419	\$402
		Associate	23	\$309	\$325	\$374	\$349	\$302	\$311
	Non-Litigation	Partner	38	\$350	\$450	\$534	\$469	\$472	\$452
		Associate	26	\$73	\$275	\$320	\$234	\$297	\$254
51-200 Lawyers	Litigation	Associate	17	\$228	\$325	\$340	\$284	\$310	\$306
		Partner	125	\$408	\$553	\$711	\$595	\$579	\$573
	Non-Litigation	Associate	80	\$248	\$315	\$391	\$345	\$330	\$358
201-500 Lawyers	Litigation	Partner	132	\$400	\$495	\$725	\$690	\$531	\$505
		Associate	126	\$367	\$595	\$753	\$613	\$384	\$390
	Non-Litigation	Partner	185	\$400	\$468	\$592	\$521	\$491	\$485
		Associate	100	\$296	\$355	\$439	\$385	\$371	\$348
501-1,000 Lawyers	Litigation	Partner	135	\$467	\$699	\$994	\$758	\$692	\$645
		Associate	101	\$302	\$380	\$557	\$454	\$429	\$432
	Non-Litigation	Partner	406	\$475	\$568	\$701	\$635	\$610	\$581
		Associate	250	\$320	\$358	\$473	\$426	\$414	\$409
More Than 1,000 Lawyers	Litigation	Partner	112	\$680	\$889	\$1,120	\$918	\$828	\$793
		Associate	133	\$435	\$530	\$726	\$586	\$540	\$510

## Section II: Practice Area Analysis

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

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
More Than 1,000 Lawyers	Non-Litigation	Partner	167	\$676	\$823	\$1,050	\$896	\$817	\$796
		Associate	171	\$408	\$500	\$631	\$569	\$497	\$492

**Section II: Practice Area Analysis****Environmental**  
By City**2023 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>New York NY</b>	Partner	20	\$415	\$535	\$619	\$628	\$617	\$656
	Associate	36	\$200	\$291	\$402	\$323	\$382	\$502
<b>Philadelphia PA</b>	Partner	10	\$450	\$619	\$828	\$751	\$704	\$552
<b>Washington DC</b>	Partner	18	\$764	\$949	\$1,073	\$887	\$813	\$745
	Associate	15	\$488	\$670	\$737	\$655	\$604	\$543

## Section II: Practice Area Analysis

### Environmental

By Matter Type and YOE

#### 2023 - Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2023	2022	2021
21 or More Years	Litigation	32	\$450	\$604	\$752	\$699	\$643	\$556
	Non-Litigation	51	\$450	\$590	\$890	\$663	\$680	\$634



## Section II: Practice Area Analysis

### Environmental By Firm Size and Matter Type

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>50 Lawyers or Fewer</b>	Non-Litigation	Partner	13	\$425	\$450	\$455	\$440	\$413	\$408
<b>51-200 Lawyers</b>	Litigation	Partner	12	\$359	\$434	\$591	\$460	\$444	\$464
	Non-Litigation	Partner	35	\$413	\$476	\$590	\$509	\$489	\$506
<b>201-500 Lawyers</b>	Litigation	Partner	12	\$574	\$619	\$653	\$606	\$599	\$557
<b>501-1,000 Lawyers</b>	Litigation	Partner	13	\$604	\$649	\$725	\$663	\$580	\$593
	Non-Litigation	Partner	11	\$988	\$1,011	\$1,075	\$964	\$872	\$716
<b>More Than 1,000 Lawyers</b>	Non-Litigation	Associate	14	\$426	\$605	\$756	\$630	\$624	\$725

## Section II: Practice Area Analysis

## Finance and Securities

By City

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Atlanta GA	Partner	40	\$753	\$955	\$1,114	\$962	\$932	\$798
	Associate	56	\$530	\$615	\$743	\$645	\$629	\$538
Baltimore MD	Associate	11	\$457	\$610	\$707	\$612	\$529	\$453
Boston MA	Partner	49	\$776	\$963	\$1,270	\$1,038	\$1,087	\$1,075
	Associate	50	\$506	\$612	\$751	\$661	\$713	\$707
Charlotte NC	Partner	29	\$684	\$767	\$920	\$795	\$773	\$779
	Associate	29	\$384	\$419	\$763	\$555	\$546	\$529
Chicago IL	Partner	145	\$775	\$1,113	\$1,425	\$1,135	\$1,089	\$1,038
	Associate	156	\$531	\$695	\$995	\$731	\$704	\$678
Cincinnati OH	Partner	16	\$425	\$485	\$580	\$559	\$429	\$451
Cleveland OH	Partner	46	\$460	\$497	\$632	\$563	\$588	\$548
Dallas TX	Partner	37	\$842	\$1,045	\$1,375	\$1,061	\$899	\$961
	Associate	45	\$560	\$700	\$871	\$722	\$651	\$627
Denver CO	Partner	16	\$509	\$550	\$648	\$643	\$561	\$529
	Associate	19	\$363	\$375	\$476	\$445	\$351	\$336

## Section II: Practice Area Analysis

## Finance and Securities By City

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Houston TX	Partner	10	\$879	\$925	\$1,407	\$1,126	\$1,223	\$1,248
	Associate	19	\$630	\$800	\$895	\$766	\$668	\$683
Kansas City MO	Partner	24	\$507	\$595	\$688	\$599	\$595	\$520
	Associate	16	\$355	\$393	\$481	\$398	\$389	\$349
Los Angeles CA	Partner	130	\$893	\$1,170	\$1,413	\$1,168	\$1,153	\$1,098
	Associate	153	\$543	\$682	\$904	\$737	\$816	\$846
Miami FL	Partner	25	\$595	\$788	\$912	\$787	\$687	\$683
	Associate	20	\$330	\$412	\$549	\$462	\$511	\$428
Minneapolis MN	Partner	21	\$659	\$870	\$920	\$795	\$799	\$717
	Associate	17	\$385	\$530	\$680	\$527	\$577	\$502
New York NY	Partner	534	\$959	\$1,340	\$1,716	\$1,334	\$1,333	\$1,271
	Associate	633	\$671	\$838	\$1,089	\$865	\$849	\$813
Philadelphia PA	Partner	76	\$796	\$952	\$1,361	\$1,058	\$925	\$876
	Associate	48	\$409	\$495	\$641	\$549	\$545	\$476
Phoenix AZ	Partner	21	\$400	\$460	\$495	\$495	\$462	\$468

## Section II: Practice Area Analysis

## Finance and Securities

By City

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Pittsburgh PA	Partner	30	\$603	\$753	\$985	\$760	\$756	\$752
	Associate							
Richmond VA	Partner	22	\$910	\$1,010	\$1,244	\$1,056	\$925	\$800
	Associate							
Salt Lake City UT	Partner	10	\$365	\$385	\$458	\$430	\$427	\$416
	Associate							
San Diego CA	Partner	10	\$401	\$588	\$650	\$610	\$703	\$831
	Associate							
San Francisco CA	Partner	23	\$877	\$1,008	\$1,301	\$1,044	\$1,036	\$1,051
	Associate	18	\$642	\$736	\$913	\$781	\$733	\$722
San Jose CA	Partner							
	Associate	11	\$652	\$1,000	\$1,240	\$959	\$964	\$758
Seattle WA	Partner	23	\$495	\$613	\$850	\$684	\$573	\$591
	Associate							
Washington DC	Partner	163	\$827	\$1,073	\$1,379	\$1,132	\$1,089	\$1,048
	Associate	72	\$540	\$734	\$1,025	\$795	\$746	\$716

## Section II: Practice Area Analysis

### Finance and Securities

By Matter Type and YOE

#### 2023 - Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2023	2022	2021
Fewer Than 21 Years	Litigation	27	\$508	\$785	\$994	\$785	\$644	\$617
	Non-Litigation	411	\$604	\$863	\$1,271	\$956	\$925	\$928
21 or More Years	Litigation	58	\$615	\$938	\$1,333	\$1,018	\$869	\$783
	Non-Litigation	712	\$700	\$1,009	\$1,495	\$1,098	\$1,091	\$1,063

## Section II: Practice Area Analysis

### Finance and Securities

By Matter Type and YOE

#### 2023 - Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2023	2022	2021
Fewer Than 3 Years	Non-Litigation	131	\$370	\$571	\$698	\$563	\$526	\$576
3 to Fewer Than 7 Years	Non-Litigation	194	\$370	\$555	\$975	\$664	\$626	\$596
7 or More Years	Litigation	22	\$400	\$610	\$927	\$652	\$565	\$498
	Non-Litigation	236	\$475	\$711	\$1,043	\$760	\$778	\$749

## Section II: Practice Area Analysis

## Finance and Securities

By Firm Size and Matter Type

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
50 Lawyers or Fewer	Non-Litigation	Partner	94	\$378	\$515	\$650	\$557	\$538	\$524
		Associate	53	\$285	\$330	\$434	\$382	\$377	\$370
51-200 Lawyers	Litigation	Partner	11	\$401	\$509	\$761	\$578	\$534	\$510
	Non-Litigation	Partner	209	\$425	\$551	\$758	\$626	\$593	\$604
		Associate	128	\$289	\$383	\$486	\$419	\$417	\$404
201-500 Lawyers	Litigation	Associate	48	\$355	\$680	\$725	\$626	\$344	\$347
	Non-Litigation	Partner	287	\$591	\$785	\$1,220	\$922	\$853	\$844
		Associate	284	\$398	\$575	\$800	\$631	\$571	\$550
501-1,000 Lawyers	Litigation	Partner	33	\$750	\$1,019	\$1,274	\$1,053	\$947	\$907
		Associate	38	\$554	\$684	\$770	\$677	\$602	\$523
	Non-Litigation	Partner	438	\$896	\$1,103	\$1,425	\$1,188	\$1,226	\$1,189
		Associate	455	\$599	\$730	\$960	\$788	\$809	\$792
More Than 1,000 Lawyers	Litigation	Partner	41	\$785	\$1,056	\$1,473	\$1,123	\$1,002	\$859
		Associate	32	\$587	\$853	\$1,102	\$825	\$719	\$572
	Non-Litigation	Partner	515	\$1,016	\$1,313	\$1,607	\$1,313	\$1,262	\$1,205
		Associate	521	\$626	\$845	\$1,092	\$851	\$844	\$812

**Section II: Practice Area Analysis****General Liability -  
Litigation Only**  
By City**2023 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Atlanta GA</b>	Partner	14	\$298	\$335	\$722	\$512	\$429	\$407
	Associate	24	\$289	\$325	\$622	\$444	\$402	\$276
<b>Baltimore MD</b>	Partner	15	\$428	\$618	\$633	\$544	\$536	\$624
	Associate	18	\$403	\$409	\$486	\$452	\$445	\$484
<b>Birmingham AL</b>	Partner	14	\$400	\$491	\$566	\$491	\$456	\$360
<b>Boston MA</b>	Partner	11	\$193	\$200	\$325	\$288	\$345	\$381
	Associate	14	\$180	\$185	\$200	\$296	\$215	\$357
<b>Charleston WV</b>	Partner	15	\$213	\$280	\$318	\$275	\$273	\$265
<b>Chicago IL</b>	Partner	36	\$215	\$285	\$820	\$527	\$563	\$539
<b>Detroit MI</b>	Partner	10	\$210	\$243	\$354	\$286	\$290	\$302
<b>Indianapolis IN</b>	Partner	11	\$220	\$250	\$445	\$360	\$366	\$318
	Associate	11	\$200	\$260	\$368	\$299	\$282	\$244
<b>Jackson MS</b>	Partner	49	\$255	\$353	\$413	\$346	\$335	\$383
<b>Kansas City MO</b>	Partner	11	\$311	\$424	\$556	\$432	\$406	\$432
<b>Los Angeles CA</b>	Partner	28	\$450	\$738	\$1,105	\$765	\$745	\$604



## Section II: Practice Area Analysis

### General Liability - Litigation Only By City

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Los Angeles CA	Associate	34	\$475	\$684	\$823	\$649	\$534	\$514
	Partner	13	\$190	\$190	\$354	\$306	\$249	\$257
Minneapolis MN	Partner	11	\$321	\$340	\$340	\$396	\$477	\$371
	Associate	12	\$215	\$225	\$340	\$274	\$352	\$260
Nashville TN	Partner	12	\$275	\$300	\$475	\$368	\$308	\$330
	Associate	25	\$220	\$250	\$252	\$247	\$230	\$221
New Orleans LA	Partner	30	\$290	\$336	\$355	\$330	\$310	\$301
	Associate	85	\$200	\$293	\$416	\$330	\$313	\$384
New York NY	Partner	81	\$273	\$405	\$671	\$535	\$577	\$597
	Associate	40	\$265	\$595	\$725	\$557	\$605	\$533
Philadelphia PA	Partner	52	\$323	\$440	\$565	\$426	\$427	\$414
	Associate	11	\$258	\$288	\$418	\$324	\$341	\$353
Phoenix AZ	Partner	15	\$244	\$280	\$453	\$399	\$484	\$458
	Associate	15	\$197	\$300	\$368	\$295	\$318	\$360
San Francisco CA	Partner	44	\$894	\$976	\$1,013	\$1,001	\$953	\$870
	Associate							
St. Louis MO	Partner							
	Associate							
Washington DC	Partner							
	Associate							

## Section II: Practice Area Analysis

### General Liability - Litigation Only By City

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Washington DC	Associate	33	\$624	\$703	\$730	\$640	\$576	\$558

## Section II: Practice Area Analysis

### General Liability - Litigation Only

By Matter Type and YOE

#### 2023 - Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2023	2022	2021
Fewer Than 21 Years	Litigation	156	\$259	\$353	\$595	\$467	\$495	\$467
21 or More Years	Litigation	346	\$272	\$395	\$625	\$491	\$479	\$480

## Section II: Practice Area Analysis

### General Liability - Litigation Only

By Matter Type and YOE

#### 2023 - Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2023	2022	2021
Fewer Than 3 Years	Litigation	26	\$251	\$315	\$354	\$352	\$342	\$283
3 to Fewer Than 7 Years	Litigation	56	\$221	\$343	\$419	\$386	\$350	\$354
7 or More Years	Litigation	125	\$243	\$371	\$551	\$414	\$390	\$389

## Section II: Practice Area Analysis

### General Liability - Litigation Only

By Firm Size and Matter Type

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
50 Lawyers or Fewer	Litigation	Partner	190	\$210	\$275	\$340	\$297	\$295	\$274
		Associate	103	\$180	\$224	\$259	\$231	\$224	\$215
51-200 Lawyers	Litigation	Partner	208	\$220	\$325	\$425	\$350	\$333	\$322
		Associate	142	\$200	\$240	\$295	\$250	\$236	\$227
201-500 Lawyers	Litigation	Partner	108	\$357	\$500	\$650	\$540	\$523	\$524
		Associate	101	\$200	\$350	\$416	\$350	\$316	\$328
501-1,000 Lawyers	Litigation	Partner	78	\$578	\$708	\$972	\$769	\$754	\$710
		Associate	83	\$400	\$482	\$694	\$530	\$495	\$489
More Than 1,000 Lawyers	Litigation	Partner	65	\$748	\$927	\$1,077	\$942	\$917	\$890
		Associate	86	\$430	\$565	\$754	\$579	\$548	\$577

## Section II: Practice Area Analysis

### Insurance Defense - Litigation Only By City

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Albany NY	Partner	11	\$150	\$150	\$150	\$165	\$168	\$181
	Associate							
Albuquerque NM	Partner	18	\$170	\$178	\$185	\$185	\$179	\$180
Atlanta GA	Partner	101	\$190	\$210	\$235	\$267	\$242	\$229
	Associate	121	\$165	\$188	\$240	\$213	\$210	\$195
Baltimore MD	Partner	34	\$175	\$195	\$225	\$205	\$213	\$209
	Associate	44	\$150	\$170	\$185	\$189	\$188	\$187
Baton Rouge LA	Partner	10	\$170	\$174	\$215	\$188	\$187	\$182
Birmingham AL	Partner	37	\$175	\$193	\$195	\$224	\$351	\$297
	Associate	20	\$175	\$180	\$180	\$180	\$177	\$170
Boston MA	Partner	44	\$195	\$220	\$230	\$234	\$258	\$235
	Associate	31	\$140	\$175	\$195	\$190	\$222	\$264
Buffalo NY	Partner	68	\$163	\$175	\$206	\$191	\$181	\$176
	Associate	53	\$140	\$150	\$175	\$154	\$149	\$150
Charleston SC	Partner	11	\$170	\$175	\$180	\$183	\$190	\$199
	Associate	23	\$145	\$165	\$166	\$158	\$156	\$153

**Section II: Practice Area Analysis****Insurance Defense -  
Litigation Only**

By City

**2023 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Charleston WV</b>	Partner	38	\$175	\$175	\$185	\$192	\$197	\$195
<b>Charlotte NC</b>	Partner	14	\$160	\$180	\$193	\$186	\$199	\$218
	Associate	12	\$138	\$165	\$165	\$156	\$190	\$191
<b>Chicago IL</b>	Partner	202	\$191	\$226	\$285	\$266	\$259	\$270
	Associate	139	\$167	\$184	\$235	\$209	\$203	\$203
<b>Cincinnati OH</b>	Partner	15	\$165	\$175	\$190	\$196	\$184	\$181
	Associate	15	\$155	\$175	\$200	\$180	\$172	\$170
<b>Cleveland OH</b>	Partner	34	\$180	\$180	\$195	\$188	\$188	\$186
	Associate	33	\$165	\$170	\$170	\$168	\$161	\$165
<b>Columbia SC</b>	Partner	51	\$180	\$190	\$200	\$191	\$183	\$182
	Associate	41	\$165	\$165	\$175	\$171	\$163	\$163
<b>Columbus OH</b>	Partner	17	\$180	\$180	\$180	\$191	\$179	\$170
<b>Dallas TX</b>	Partner	58	\$195	\$225	\$279	\$278	\$257	\$246
	Associate	29	\$165	\$200	\$240	\$256	\$215	\$192
<b>Denver CO</b>	Partner	40	\$175	\$197	\$227	\$203	\$198	\$191

**Section II: Practice Area Analysis****Insurance Defense -  
Litigation Only**

By City

**2023 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Denver CO</b>	Associate	33	\$155	\$163	\$170	\$166	\$160	\$163
<b>Des Moines IA</b>	Partner	11	\$175	\$190	\$200	\$190	\$183	\$179
<b>Detroit MI</b>	Partner	121	\$160	\$175	\$175	\$183	\$181	\$194
	Associate	126	\$145	\$162	\$162	\$157	\$158	\$164
<b>Greenville SC</b>	Associate	11	\$134	\$165	\$169	\$179	\$166	\$160
<b>Harrisburg PA</b>	Partner	20	\$162	\$170	\$175	\$175	\$178	\$179
<b>Hartford CT</b>	Partner	20	\$171	\$210	\$419	\$308	\$321	\$334
	Associate	12	\$167	\$190	\$293	\$235	\$215	\$210
<b>Houston TX</b>	Partner	40	\$195	\$225	\$265	\$256	\$313	\$322
	Associate	27	\$176	\$190	\$215	\$210	\$243	\$232
<b>Indianapolis IN</b>	Partner	22	\$155	\$168	\$190	\$174	\$176	\$164
<b>Jackson MS</b>	Partner	13	\$155	\$158	\$231	\$197	\$177	\$194
<b>Jacksonville FL</b>	Partner	12	\$195	\$195	\$195	\$196	\$184	\$181
	Associate	10	\$180	\$180	\$180	\$183	\$171	\$166
<b>Kansas City MO</b>	Partner	52	\$185	\$235	\$292	\$240	\$244	\$238



**Section II: Practice Area Analysis****Insurance Defense -  
Litigation Only**

By City

**2023 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Kansas City MO</b>	Associate	44	\$170	\$185	\$244	\$202	\$187	\$179
<b>Las Vegas NV</b>	Partner	47	\$185	\$215	\$240	\$214	\$208	\$205
<b>Lexington KY</b>	Partner	13	\$175	\$175	\$175	\$169	\$164	\$164
	Associate	21	\$155	\$155	\$155	\$153	\$143	\$140
<b>Little Rock AR</b>	Partner	12	\$172	\$195	\$1,364	\$669	\$300	\$321
<b>Los Angeles CA</b>	Partner	258	\$225	\$250	\$296	\$330	\$304	\$306
	Associate	177	\$185	\$215	\$230	\$241	\$229	\$224
<b>Louisville KY</b>	Partner	11	\$145	\$160	\$160	\$155	\$174	\$162
<b>Miami FL</b>	Partner	99	\$193	\$195	\$225	\$244	\$238	\$239
	Associate	59	\$150	\$180	\$200	\$188	\$189	\$178
<b>Milwaukee WI</b>	Partner	25	\$185	\$185	\$195	\$196	\$190	\$192
<b>Minneapolis MN</b>	Partner	61	\$180	\$195	\$255	\$218	\$212	\$207
	Associate	40	\$160	\$173	\$217	\$184	\$173	\$175
<b>Morgantown WV</b>	Partner	12	\$175	\$175	\$185	\$176	\$172	\$168
<b>Nashville TN</b>	Partner	24	\$175	\$185	\$197	\$210	\$187	\$183

**Section II: Practice Area Analysis****Insurance Defense -  
Litigation Only**

By City

**2023 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Nashville TN</b>	Associate	12	\$160	\$165	\$165	\$159	\$162	\$144
<b>New Orleans LA</b>	Partner	39	\$170	\$190	\$225	\$197	\$248	\$197
	Associate	15	\$146	\$150	\$178	\$163	\$162	\$147
<b>New York NY</b>	Partner	296	\$178	\$200	\$230	\$247	\$266	\$262
	Associate	226	\$159	\$175	\$200	\$231	\$241	\$243
<b>Orlando FL</b>	Partner	32	\$180	\$180	\$195	\$186	\$187	\$178
	Associate	35	\$150	\$155	\$175	\$164	\$162	\$161
<b>Philadelphia PA</b>	Partner	186	\$180	\$195	\$216	\$214	\$210	\$224
	Associate	158	\$165	\$170	\$200	\$192	\$193	\$191
<b>Phoenix AZ</b>	Partner	70	\$185	\$190	\$234	\$222	\$214	\$236
	Associate	41	\$170	\$189	\$205	\$193	\$198	\$194
<b>Pittsburgh PA</b>	Partner	72	\$175	\$175	\$185	\$216	\$184	\$170
	Associate	50	\$155	\$160	\$171	\$163	\$161	\$158
<b>Providence RI</b>	Partner	10	\$175	\$185	\$225	\$229	\$206	\$196
<b>Raleigh NC</b>	Partner	16	\$189	\$193	\$196	\$222	\$196	\$200

**Section II: Practice Area Analysis****Insurance Defense -  
Litigation Only**

By City

**2023 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Raleigh NC</b>	Associate	19	\$142	\$165	\$170	\$197	\$175	\$191
<b>Richmond VA</b>	Partner	34	\$190	\$195	\$200	\$233	\$301	\$317
	Associate	24	\$155	\$175	\$200	\$177	\$180	\$181
<b>Roanoke VA</b>	Partner	10	\$164	\$175	\$187	\$187	\$176	\$168
<b>Salt Lake City UT</b>	Partner	21	\$195	\$205	\$246	\$220	\$266	\$205
<b>San Francisco CA</b>	Partner	152	\$220	\$255	\$280	\$317	\$298	\$316
	Associate	68	\$190	\$210	\$240	\$223	\$224	\$237
<b>Seattle WA</b>	Partner	52	\$213	\$259	\$375	\$326	\$333	\$337
	Associate	23	\$190	\$200	\$255	\$220	\$219	\$209
<b>St. Louis MO</b>	Partner	41	\$170	\$195	\$197	\$195	\$199	\$186
<b>Tampa FL</b>	Partner	44	\$195	\$215	\$245	\$250	\$204	\$199
	Associate	45	\$180	\$205	\$260	\$215	\$202	\$197
<b>Tulsa OK</b>	Partner	16	\$162	\$183	\$250	\$206	\$196	\$190
	Associate	13	\$220	\$250	\$250	\$231	\$228	\$218
<b>Washington DC</b>	Partner	54	\$250	\$524	\$859	\$599	\$625	\$598

## Section II: Practice Area Analysis

### Insurance Defense - Litigation Only By City

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Washington DC	Associate	38	\$396	\$602	\$892	\$640	\$582	\$528

## Section II: Practice Area Analysis

### Insurance Defense - Litigation Only

By Matter Type and YOE

#### 2023 - Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2023	2022	2021
Fewer Than 21 Years	Litigation	659	\$175	\$195	\$235	\$235	\$225	\$218
21 or More Years	Litigation	1,421	\$175	\$195	\$235	\$223	\$223	\$219

## Section II: Practice Area Analysis

### Insurance Defense - Litigation Only

By Matter Type and YOE

#### 2023 - Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2023	2022	2021
Fewer Than 3 Years	Litigation	94	\$162	\$185	\$210	\$198	\$187	\$170
3 to Fewer Than 7 Years	Litigation	238	\$162	\$185	\$225	\$257	\$224	\$213
7 or More Years	Litigation	373	\$160	\$180	\$206	\$216	\$210	\$207

## Section II: Practice Area Analysis

### Insurance Defense - Litigation Only

By Firm Size and Matter Type

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
50 Lawyers or Fewer	Litigation	Partner	1,398	\$170	\$185	\$220	\$219	\$220	\$210
		Associate	949	\$150	\$165	\$190	\$174	\$172	\$170
51-200 Lawyers	Litigation	Partner	802	\$180	\$195	\$225	\$221	\$214	\$215
		Associate	594	\$160	\$170	\$190	\$180	\$177	\$181
201-500 Lawyers	Litigation	Partner	373	\$225	\$245	\$293	\$323	\$305	\$325
		Associate	227	\$190	\$220	\$240	\$242	\$235	\$231
501-1,000 Lawyers	Litigation	Partner	83	\$230	\$265	\$435	\$406	\$422	\$424
		Associate	81	\$200	\$225	\$585	\$402	\$390	\$340
More Than 1,000 Lawyers	Litigation	Partner	32	\$660	\$1,050	\$1,306	\$1,022	\$1,011	\$961
		Associate	53	\$495	\$725	\$965	\$717	\$650	\$611

## Section II: Practice Area Analysis

### Intellectual Property: Other By City

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
New York NY	Partner	11	\$595	\$750	\$915	\$813	\$735	\$729



## Section II: Practice Area Analysis

### Intellectual Property: Other

By Matter Type and YOE

#### 2023 - Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Fewer Than 21 Years</b>	Non-Litigation	10	\$325	\$473	\$612	\$534	\$548	\$589
<b>21 or More Years</b>	Non-Litigation	28	\$573	\$670	\$883	\$753	\$728	\$691

## Section II: Practice Area Analysis

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

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
50 Lawyers or Fewer	Non-Litigation	Partner	11	\$312	\$500	\$560	\$472	\$424	\$448
201-500 Lawyers	Non-Litigation	Partner	16	\$509	\$595	\$634	\$645	\$568	\$510
More Than 1,000 Lawyers	Non-Litigation	Partner	10	\$811	\$950	\$1,076	\$1,004	\$969	\$926
		Associate	15	\$480	\$600	\$682	\$577	\$583	\$562

## Section II: Practice Area Analysis

### Intellectual Property: Patents By City

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Atlanta GA	Partner	13	\$692	\$878	\$995	\$872	\$716	\$618
	Associate	15	\$470	\$575	\$639	\$561	\$522	\$494
Austin TX	Partner	17	\$469	\$723	\$838	\$637	\$681	\$660
	Associate	18	\$468	\$615	\$698	\$602	\$533	\$506
Boston MA	Partner	20	\$480	\$766	\$869	\$707	\$687	\$683
	Associate	18	\$363	\$461	\$703	\$538	\$533	\$480
Chicago IL	Partner	34	\$515	\$613	\$913	\$705	\$676	\$629
	Associate	17	\$376	\$449	\$673	\$506	\$491	\$499
Cleveland OH	Associate	18	\$150	\$200	\$211	\$227	\$239	\$240
Dallas TX	Partner	11	\$723	\$917	\$1,042	\$878	\$865	\$748
	Associate	11	\$535	\$745	\$797	\$661	\$645	\$568
Houston TX	Partner	25	\$350	\$531	\$955	\$654	\$619	\$564
	Associate	33	\$200	\$225	\$312	\$276	\$291	\$257
Los Angeles CA	Partner	27	\$633	\$954	\$1,169	\$921	\$925	\$863
	Associate	53	\$565	\$768	\$894	\$744	\$733	\$698

**Section II: Practice Area Analysis****Intellectual Property:  
Patents**  
By City**2023 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Minneapolis MN</b>	Associate	13	\$215	\$335	\$450	\$334	\$353	\$328
<b>New York NY</b>	Partner	44	\$600	\$850	\$1,024	\$857	\$853	\$817
	Associate	60	\$376	\$614	\$800	\$624	\$654	\$601
<b>Philadelphia PA</b>	Partner	24	\$585	\$690	\$865	\$726	\$735	\$670
	Associate	16	\$431	\$457	\$527	\$471	\$432	\$384
<b>Salt Lake City UT</b>	Partner	11	\$350	\$370	\$404	\$380	\$381	\$285
<b>San Francisco CA</b>	Partner	23	\$836	\$1,043	\$1,352	\$1,057	\$1,039	\$939
	Associate	18	\$341	\$528	\$933	\$647	\$684	\$637
<b>San Jose CA</b>	Partner	17	\$650	\$861	\$1,016	\$844	\$795	\$752
	Associate	11	\$651	\$785	\$869	\$846	\$705	\$610
<b>Washington DC</b>	Partner	109	\$649	\$950	\$1,068	\$886	\$846	\$807
	Associate	87	\$350	\$594	\$730	\$579	\$638	\$545

## Section II: Practice Area Analysis

### Intellectual Property: Patents

By Matter Type and YOE

#### 2023 - Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2023	2022	2021
Fewer Than 21 Years	Litigation	92	\$625	\$864	\$985	\$823	\$819	\$729
	Non-Litigation	64	\$450	\$568	\$780	\$624	\$606	\$524
21 or More Years	Litigation	109	\$650	\$937	\$1,215	\$933	\$880	\$851
	Non-Litigation	103	\$445	\$700	\$950	\$715	\$683	\$615

## Section II: Practice Area Analysis

### Intellectual Property: Patents

By Matter Type and YOY

#### 2023 - Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2023	2022	2021
Fewer Than 3 Years	Litigation	17	\$420	\$485	\$696	\$540	\$544	
	Non-Litigation	10	\$355	\$429	\$468	\$423	\$436	\$265
3 to Fewer Than 7 Years	Litigation	33	\$353	\$479	\$785	\$563	\$586	\$492
	Non-Litigation	24	\$396	\$457	\$619	\$522	\$579	\$458
7 or More Years	Litigation	43	\$595	\$716	\$857	\$700	\$728	\$633
	Non-Litigation	42	\$364	\$515	\$727	\$572	\$566	\$466

## Section II: Practice Area Analysis

### Intellectual Property: Patents

By Firm Size and Matter Type

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021	
<b>50 Lawyers or Fewer</b>	Litigation	Partner	28	\$500	\$625	\$800	\$657	\$583	\$551	
		Associate	14	\$328	\$413	\$573	\$451	\$471	\$410	
	Non-Litigation	Partner	32	\$290	\$336	\$404	\$357	\$370	\$391	
		Associate	49	\$202	\$295	\$325	\$299	\$285	\$301	
	<b>51-200 Lawyers</b>	Litigation	Partner	46	\$497	\$600	\$750	\$653	\$719	\$631
		Non-Litigation	Partner	49	\$461	\$559	\$630	\$572	\$550	\$520
Associate			23	\$345	\$393	\$418	\$383	\$378	\$335	
<b>201-500 Lawyers</b>	Litigation	Partner	45	\$700	\$876	\$1,030	\$855	\$812	\$766	
		Associate	39	\$429	\$485	\$698	\$568	\$557	\$475	
	Non-Litigation	Partner	45	\$505	\$621	\$751	\$630	\$596	\$609	
		Associate	30	\$369	\$386	\$470	\$426	\$407	\$415	
	<b>501-1,000 Lawyers</b>	Litigation	Partner	66	\$840	\$994	\$1,203	\$1,012	\$971	\$905
			Associate	78	\$599	\$707	\$858	\$714	\$703	\$648
Non-Litigation		Partner	40	\$761	\$939	\$1,101	\$933	\$943	\$870	
		Associate	57	\$436	\$594	\$705	\$588	\$592	\$563	
<b>More Than 1,000 Lawyers</b>	Litigation	Partner	74	\$895	\$983	\$1,189	\$1,024	\$978	\$973	

## Section II: Practice Area Analysis

### Intellectual Property: Patents

By Firm Size and Matter Type

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
More Than 1,000 Lawyers	Litigation	Associate	78	\$540	\$745	\$836	\$715	\$713	\$668
	Non-Litigation	Partner	38	\$845	\$950	\$1,151	\$947	\$987	\$875
		Associate	37	\$523	\$642	\$888	\$662	\$724	\$657



## Section II: Practice Area Analysis

### Intellectual Property: Trademarks

By City

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Chicago IL	Partner	18	\$571	\$763	\$811	\$689	\$643	\$609
Los Angeles CA	Partner	10	\$592	\$693	\$885	\$741	\$768	\$784
New York NY	Partner	15	\$484	\$595	\$934	\$736	\$774	\$659
	Associate	14	\$325	\$433	\$576	\$471	\$477	\$408
Washington DC	Partner	21	\$520	\$615	\$800	\$691	\$711	\$702

## Section II: Practice Area Analysis

### Intellectual Property: Trademarks

By Matter Type and YOE

#### 2023 - Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2023	2022	2021
21 or More Years	Litigation	15	\$666	\$761	\$1,051	\$867	\$871	\$708
	Non-Litigation	47	\$520	\$610	\$704	\$639	\$615	\$624

## Section II: Practice Area Analysis

### Intellectual Property: Trademarks

By Matter Type and YOE

#### 2023 - Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2023	2022	2021
7 or More Years	Non-Litigation	10	\$334	\$422	\$491	\$394	\$434	\$412

## Section II: Practice Area Analysis

### Intellectual Property: Trademarks

By Firm Size and Matter Type

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
50 Lawyers or Fewer	Non-Litigation	Partner	22	\$418	\$479	\$572	\$488	\$448	\$468
		Associate	19	\$260	\$317	\$333	\$305	\$292	\$294
201-500 Lawyers	Litigation	Partner	12	\$638	\$719	\$788	\$750	\$712	\$617
	Non-Litigation	Partner	22	\$556	\$625	\$688	\$614	\$581	\$606
		Associate	16	\$398	\$440	\$471	\$436	\$409	\$377
501-1,000 Lawyers	Non-Litigation	Partner	14	\$545	\$685	\$818	\$689	\$691	\$701
More Than 1,000 Lawyers	Non-Litigation	Partner	19	\$814	\$895	\$1,220	\$957	\$851	\$836
		Associate	11	\$504	\$678	\$759	\$670	\$546	\$529

## Section II: Practice Area Analysis

### Real Estate By City

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Atlanta GA	Partner	36	\$303	\$403	\$473	\$423	\$448	\$388
	Associate	25	\$205	\$255	\$333	\$285	\$326	\$317
Baltimore MD	Partner	23	\$303	\$350	\$398	\$398	\$389	\$331
	Associate	22	\$260	\$300	\$315	\$305	\$324	\$263
Birmingham AL	Partner	15	\$302	\$315	\$400	\$347	\$322	\$318
	Associate	27	\$250	\$258	\$285	\$266	\$259	\$255
Boston MA	Partner	28	\$246	\$445	\$784	\$522	\$447	\$449
	Associate	32	\$204	\$225	\$329	\$287	\$334	\$316
Chicago IL	Partner	53	\$302	\$405	\$763	\$545	\$516	\$543
	Associate	39	\$245	\$363	\$583	\$413	\$408	\$392
Cincinnati OH	Partner	16	\$379	\$485	\$606	\$497	\$493	\$445
	Associate	16	\$285	\$305	\$355	\$317	\$308	\$306
Cleveland OH	Partner	21	\$250	\$433	\$538	\$424	\$395	\$403
	Associate	20	\$210	\$284	\$325	\$282	\$250	\$241
Dallas TX	Partner	16	\$425	\$467	\$630	\$540	\$471	\$462

## Section II: Practice Area Analysis

### Real Estate By City

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Dallas TX	Associate	15	\$240	\$295	\$295	\$335	\$292	\$284
Denver CO	Partner	31	\$398	\$495	\$708	\$565	\$544	\$504
	Associate	20	\$250	\$294	\$415	\$333	\$343	\$289
Detroit MI	Associate	14	\$200	\$250	\$265	\$238	\$234	\$234
Houston TX	Associate	17	\$250	\$275	\$295	\$342	\$337	\$330
Indianapolis IN	Partner	13	\$246	\$325	\$405	\$364	\$376	\$379
	Associate	18	\$186	\$255	\$260	\$240	\$253	\$255
Kansas City MO	Partner	39	\$324	\$413	\$535	\$452	\$441	\$337
	Associate	40	\$260	\$265	\$338	\$295	\$289	\$239
Little Rock AR	Partner	10	\$215	\$215	\$250	\$234	\$225	\$227
	Associate	11	\$150	\$150	\$180	\$169	\$160	\$165
Los Angeles CA	Partner	94	\$348	\$400	\$600	\$521	\$515	\$509
	Associate	96	\$262	\$344	\$595	\$419	\$440	\$409
Miami FL	Partner	59	\$295	\$463	\$650	\$495	\$505	\$452
	Associate	49	\$243	\$313	\$500	\$375	\$344	\$331

## Section II: Practice Area Analysis

### Real Estate By City

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Minneapolis MN	Partner	15	\$243	\$260	\$630	\$436	\$357	\$326
	Associate	14	\$246	\$260	\$483	\$337	\$328	\$236
New York NY	Partner	134	\$325	\$475	\$691	\$546	\$587	\$559
	Associate	111	\$285	\$340	\$498	\$416	\$436	\$411
Omaha NE	Associate	10	\$202	\$218	\$244	\$220	\$208	\$208
Philadelphia PA	Partner	66	\$350	\$425	\$655	\$509	\$520	\$475
	Associate	52	\$325	\$365	\$492	\$415	\$430	\$370
Phoenix AZ	Partner	21	\$306	\$361	\$573	\$427	\$371	\$297
Pittsburgh PA	Partner	15	\$240	\$390	\$435	\$357	\$365	\$360
	Associate	12	\$190	\$190	\$225	\$220	\$260	\$214
Portland ME	Partner	11	\$304	\$385	\$420	\$357	\$337	\$381
San Diego CA	Partner	26	\$258	\$300	\$363	\$461	\$450	\$439
	Associate	15	\$215	\$225	\$240	\$272	\$260	\$266
San Francisco CA	Partner	37	\$325	\$395	\$725	\$547	\$533	\$496
Seattle WA	Partner	24	\$325	\$475	\$675	\$529	\$527	\$536

## Section II: Practice Area Analysis

### Real Estate By City

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>St. Louis MO</b>	Partner	24	\$324	\$337	\$540	\$414	\$385	\$366
<b>Tampa FL</b>	Partner	21	\$345	\$345	\$540	\$435	\$417	\$436
<b>Washington DC</b>	Partner	32	\$325	\$425	\$560	\$511	\$635	\$575
	Associate	14	\$248	\$260	\$366	\$440	\$416	\$452



## Section II: Practice Area Analysis

### Real Estate

By Matter Type and YOE

#### 2023 - Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2023	2022	2021
Fewer Than 21 Years	Litigation	86	\$275	\$388	\$500	\$418	\$428	\$435
	Non-Litigation	213	\$275	\$341	\$433	\$395	\$397	\$387
21 or More Years	Litigation	190	\$297	\$375	\$595	\$466	\$464	\$489
	Non-Litigation	499	\$295	\$400	\$595	\$486	\$486	\$447

## Section II: Practice Area Analysis

### Real Estate

By Matter Type and YOE

#### 2023 - Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2023	2022	2021
Fewer Than 3 Years	Non-Litigation	35	\$236	\$287	\$403	\$323	\$333	\$404
	Litigation	28	\$200	\$266	\$325	\$284	\$279	\$295
3 to Fewer Than 7 Years	Non-Litigation	92	\$245	\$296	\$477	\$352	\$341	\$286
	Litigation	36	\$226	\$283	\$340	\$308	\$347	\$317
7 or More Years	Non-Litigation	146	\$227	\$283	\$555	\$378	\$358	\$328
	Litigation							

**Section II: Practice Area Analysis****Real Estate**

By Firm Size and Matter Type

**2023 - Real Rates for Associate and Partner****Trend Analysis - Mean**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021	
<b>50 Lawyers or Fewer</b>	Litigation	Partner	142	\$252	\$300	\$399	\$345	\$347	\$312	
		Associate	90	\$214	\$250	\$300	\$260	\$263	\$245	
	Non-Litigation	Partner	324	\$250	\$300	\$396	\$328	\$329	\$315	
		Associate	226	\$200	\$225	\$271	\$240	\$239	\$229	
	<b>51-200 Lawyers</b>	Litigation	Partner	104	\$270	\$356	\$504	\$417	\$436	\$439
			Associate	64	\$190	\$250	\$335	\$279	\$319	\$298
Non-Litigation		Partner	216	\$295	\$375	\$525	\$425	\$397	\$405	
		Associate	126	\$225	\$265	\$350	\$300	\$284	\$269	
<b>201-500 Lawyers</b>	Litigation	Partner	75	\$350	\$430	\$680	\$543	\$492	\$466	
		Associate	58	\$288	\$327	\$426	\$370	\$338	\$331	
	Non-Litigation	Partner	193	\$341	\$403	\$525	\$467	\$463	\$436	
		Associate	189	\$260	\$283	\$330	\$319	\$324	\$308	
<b>501-1,000 Lawyers</b>	Litigation	Partner	23	\$445	\$738	\$884	\$674	\$683	\$798	

**Section II: Practice Area Analysis****Real Estate**

By Firm Size and Matter Type

**2023 - Real Rates for Associate and Partner****Trend Analysis - Mean**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>501-1,000 Lawyers</b>	Litigation	Associate	16	\$305	\$415	\$615	\$473	\$467	\$512
		Partner	106	\$508	\$584	\$800	\$664	\$685	\$635
	Non-Litigation	Associate	97	\$288	\$369	\$577	\$451	\$489	\$448
<b>More Than 1,000 Lawyers</b>	Litigation	Partner	14	\$725	\$764	\$858	\$886	\$822	\$899
		Associate	13	\$540	\$595	\$614	\$598	\$525	\$585
	Non-Litigation	Partner	45	\$725	\$803	\$1,029	\$919	\$990	\$877
		Associate	60	\$547	\$595	\$640	\$644	\$622	\$600

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

All data and analysis based on  
data collected thru Q2 2023

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

### Boston MA

By Practice Area and Firm Size

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Commercial</b>	More Than 1,000 Lawyers	Associate	11	\$788	\$899	\$960	\$903	\$885	\$826
<b>Corporate: Other</b>	51-200 Lawyers	Partner	13	\$624	\$730	\$775	\$717	\$745	\$740
<b>Employment and Labor: Other</b>	501-1,000 Lawyers	Partner	14	\$475	\$529	\$633	\$561	\$594	\$496
<b>Insurance Defense: Other</b>	50 Lawyers or Fewer	Partner	10	\$195	\$210	\$224	\$207	\$211	\$222

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

### Chicago IL By Practice Area and Firm Size

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Commercial	201-500 Lawyers	Partner	24	\$450	\$701	\$913	\$716	\$767	\$707
		Associate	10	\$294	\$525	\$608	\$499	\$485	\$472
	501-1,000 Lawyers	Partner	17	\$812	\$904	\$1,054	\$951	\$851	\$765
		Associate	29	\$367	\$530	\$743	\$571	\$505	\$457
	More Than 1,000 Lawyers	Partner	27	\$810	\$1,015	\$1,292	\$1,029	\$1,146	\$1,028
		Associate	25	\$503	\$706	\$950	\$717	\$740	\$689
Corporate: Mergers, Acquisitions and Divestitures	More Than 1,000 Lawyers	Partner	12	\$969	\$1,168	\$1,388	\$1,241	\$1,289	\$942
Corporate: Other	201-500 Lawyers	Partner	48	\$873	\$994	\$1,165	\$1,005	\$882	\$847
		Associate	62	\$556	\$652	\$792	\$680	\$594	\$545
	501-1,000 Lawyers	Partner	14	\$769	\$974	\$1,287	\$1,022	\$980	\$890
		Associate	13	\$504	\$623	\$772	\$646	\$613	\$525
	More Than 1,000 Lawyers	Partner	57	\$776	\$1,030	\$1,375	\$1,100	\$1,042	\$1,021
		Associate	43	\$524	\$655	\$799	\$715	\$651	\$591
Corporate: Regulatory and Compliance	201-500 Lawyers	Partner	15	\$805	\$961	\$1,229	\$964	\$831	\$747
	More Than 1,000 Lawyers	Partner	35	\$740	\$1,015	\$1,228	\$1,036	\$961	\$884
		Associate	21	\$497	\$628	\$790	\$651	\$627	\$648
Corporate: Tax	More Than 1,000 Lawyers	Partner	25	\$950	\$1,035	\$1,257	\$1,053	\$1,063	\$1,036
		Associate	14	\$503	\$652	\$879	\$646	\$660	\$716

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

### Chicago IL By Practice Area and Firm Size

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Employment and Labor: Other</b>	501-1,000 Lawyers	Partner	19	\$599	\$637	\$726	\$659	\$577	\$561
		Associate	10	\$337	\$415	\$435	\$394	\$414	\$372
	More Than 1,000 Lawyers	Partner	21	\$689	\$1,189	\$1,375	\$1,100	\$1,002	\$892
		Associate	17	\$565	\$791	\$1,035	\$774	\$629	\$594
<b>Finance and Securities: Investments and Other Financial Instruments</b>	501-1,000 Lawyers	Partner	17	\$914	\$1,130	\$1,206	\$1,083	\$934	\$813
		Associate	17	\$670	\$722	\$954	\$783	\$661	\$598
<b>Finance and Securities: Loans and Financing</b>	More Than 1,000 Lawyers	Partner	53	\$1,294	\$1,455	\$1,656	\$1,483	\$1,360	\$1,273
		Associate	65	\$735	\$922	\$1,155	\$912	\$850	\$820
<b>Finance and Securities: SEC Filings and Financial Reporting</b>	More Than 1,000 Lawyers	Partner	10	\$1,056	\$1,165	\$1,562	\$1,255	\$1,241	\$1,097
		Associate	11	\$550	\$857	\$1,073	\$768	\$726	\$673
<b>Insurance Defense: Other</b>	50 Lawyers or Fewer	Partner	58	\$260	\$290	\$335	\$295	\$286	\$282
		Associate	32	\$225	\$240	\$275	\$245	\$237	\$226
	51-200 Lawyers	Partner	16	\$200	\$225	\$253	\$228	\$212	\$229
		Associate	12	\$170	\$174	\$175	\$174	\$182	\$200
	201-500 Lawyers	Partner	14	\$250	\$275	\$294	\$426	\$423	\$374
		Associate							
<b>Insurance Defense: Property Damage</b>	50 Lawyers or Fewer	Partner	42	\$275	\$313	\$335	\$299	\$289	\$274
<b>Intellectual Property: Patents</b>	51-200 Lawyers	Partner	15	\$453	\$531	\$606	\$528	\$497	\$485



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

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

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Commercial</b>	50 Lawyers or Fewer	Partner	12	\$407	\$517	\$656	\$533	\$479	\$452
	201-500 Lawyers	Associate	11	\$422	\$472	\$544	\$481	\$493	\$449
	501-1,000 Lawyers	Partner	13	\$744	\$960	\$1,098	\$910	\$885	\$801
		Associate	19	\$656	\$772	\$817	\$755	\$695	\$648
	More Than 1,000 Lawyers	Partner	26	\$974	\$1,275	\$1,393	\$1,220	\$1,117	\$1,073
		Associate	31	\$641	\$830	\$1,050	\$831	\$866	\$811
<b>Corporate: Governance</b>	More Than 1,000 Lawyers	Partner	13	\$1,137	\$1,203	\$1,230	\$1,185	\$1,132	\$1,069
<b>Corporate: Mergers, Acquisitions and Divestitures</b>	More Than 1,000 Lawyers	Associate	29	\$503	\$642	\$643	\$634	\$596	\$588
<b>Corporate: Other</b>	50 Lawyers or Fewer	Partner	19	\$398	\$475	\$680	\$584	\$591	\$424
	201-500 Lawyers	Partner	26	\$651	\$872	\$972	\$807	\$746	\$731
		Associate	15	\$437	\$500	\$710	\$556	\$535	\$489
	501-1,000 Lawyers	Partner	27	\$840	\$978	\$1,202	\$1,047	\$932	\$870
		Associate	29	\$645	\$800	\$903	\$760	\$742	\$676
	More Than 1,000 Lawyers	Partner	56	\$1,095	\$1,304	\$1,500	\$1,287	\$1,201	\$1,120
		Associate	65	\$655	\$830	\$946	\$811	\$792	\$783
	<b>Corporate: Regulatory and Compliance</b>	501-1,000 Lawyers	Partner	13	\$765	\$985	\$1,123	\$937	\$967
Associate			14	\$585	\$703	\$818	\$716	\$595	\$608
More Than 1,000 Lawyers		Partner	19	\$898	\$1,071	\$1,175	\$1,063	\$1,058	\$993

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

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

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Corporate: Regulatory and Compliance</b>	More Than 1,000 Lawyers	Associate	28	\$570	\$749	\$900	\$752	\$760	\$719
<b>Corporate: Tax</b>	More Than 1,000 Lawyers	Associate	17	\$735	\$851	\$934	\$861	\$789	\$675
<b>Employment and Labor: Other</b>	501-1,000 Lawyers	Partner	21	\$476	\$630	\$784	\$759	\$748	\$777
		Associate	16	\$325	\$453	\$800	\$568	\$472	\$479
	More Than 1,000 Lawyers	Partner	23	\$783	\$1,080	\$1,203	\$999	\$972	\$838
		Associate	24	\$399	\$454	\$834	\$590	\$596	\$561
<b>Finance and Securities: Investments and Other Financial Instruments</b>	501-1,000 Lawyers	Associate	15	\$592	\$657	\$687	\$645	\$603	\$583
	More Than 1,000 Lawyers	Partner	33	\$1,160	\$1,265	\$1,413	\$1,303	\$1,328	\$1,277
<b>Finance and Securities: Loans and Financing</b>	201-500 Lawyers	Associate	14	\$481	\$556	\$624	\$576	\$547	\$417
	501-1,000 Lawyers	Partner	12	\$772	\$1,120	\$1,205	\$1,037	\$858	\$899
		Associate	13	\$570	\$655	\$740	\$709	\$775	\$683
<b>Insurance Defense: Other</b>	50 Lawyers or Fewer	Partner	54	\$233	\$265	\$280	\$323	\$292	\$317
		Associate	55	\$212	\$215	\$240	\$213	\$213	\$211
<b>Intellectual Property: Patents</b>	More Than 1,000 Lawyers	Partner	13	\$971	\$1,023	\$1,169	\$1,070	\$1,128	\$1,077
		Associate	25	\$603	\$792	\$888	\$790	\$771	\$722

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

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

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Bankruptcy and Collections</b>	50 Lawyers or Fewer	Partner	10	\$300	\$390	\$450	\$425	\$422	\$402
	201-500 Lawyers	Partner	19	\$400	\$713	\$855	\$694	\$597	\$555
		Associate	15	\$300	\$490	\$550	\$429	\$352	\$350
<b>Commercial</b>	50 Lawyers or Fewer	Partner	11	\$333	\$431	\$523	\$428	\$479	\$449
		Associate	11	\$317	\$324	\$369	\$365	\$393	\$408
	201-500 Lawyers	Partner	32	\$610	\$730	\$1,111	\$805	\$691	\$773
		Associate	24	\$421	\$506	\$646	\$511	\$452	\$494
	501-1,000 Lawyers	Partner	67	\$1,070	\$1,537	\$1,786	\$1,456	\$1,427	\$1,241
		Associate	84	\$619	\$932	\$1,176	\$919	\$864	\$613
	More Than 1,000 Lawyers	Partner	41	\$1,185	\$1,567	\$1,785	\$1,457	\$1,345	\$1,279
		Associate	54	\$800	\$940	\$1,146	\$934	\$797	\$799
	<b>Corporate: Governance</b>	501-1,000 Lawyers	Partner	37	\$1,526	\$1,560	\$1,868	\$1,657	\$1,560
Associate			61	\$522	\$885	\$1,043	\$832	\$843	\$749
<b>Corporate: Mergers, Acquisitions and Divestitures</b>	501-1,000 Lawyers	Partner	28	\$1,467	\$1,682	\$1,786	\$1,597	\$1,539	\$1,395
		Associate	40	\$734	\$928	\$1,213	\$921	\$915	\$802
	More Than 1,000 Lawyers	Partner	52	\$1,350	\$1,514	\$1,798	\$1,549	\$1,451	\$1,499
		Associate	101	\$759	\$925	\$1,130	\$925	\$897	\$926

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

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

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021	
Corporate: Other	50 Lawyers or Fewer	Partner	35	\$390	\$525	\$635	\$524	\$506	\$531	
		Associate	21	\$227	\$350	\$410	\$333	\$327	\$358	
	201-500 Lawyers	Partner	47	\$675	\$946	\$1,220	\$977	\$911	\$788	
		Associate	45	\$400	\$641	\$798	\$627	\$593	\$487	
	501-1,000 Lawyers	Partner	153	\$1,299	\$1,515	\$1,786	\$1,469	\$1,422	\$1,286	
		Associate	202	\$734	\$871	\$1,172	\$911	\$873	\$776	
	More Than 1,000 Lawyers	Partner	90	\$1,248	\$1,606	\$1,843	\$1,547	\$1,452	\$1,302	
		Associate	120	\$595	\$860	\$1,173	\$908	\$884	\$837	
	Corporate: Partnerships and Joint Ventures	501-1,000 Lawyers	Partner	32	\$1,323	\$1,554	\$1,786	\$1,535	\$1,517	\$1,267
			Associate	47	\$713	\$874	\$1,167	\$897	\$929	\$823
Corporate: Regulatory and Compliance	201-500 Lawyers	Partner	14	\$708	\$780	\$1,150	\$927	\$783	\$712	
		Associate	15	\$392	\$629	\$809	\$703	\$628	\$483	
	501-1,000 Lawyers	Partner	46	\$1,105	\$1,283	\$1,650	\$1,369	\$1,334	\$1,204	
		Associate	51	\$517	\$799	\$906	\$801	\$788	\$784	
	More Than 1,000 Lawyers	Partner	25	\$939	\$1,172	\$1,550	\$1,216	\$1,195	\$1,064	
		Associate	34	\$605	\$754	\$907	\$778	\$719	\$704	
	Corporate: Tax	501-1,000 Lawyers	Partner	23	\$956	\$1,073	\$1,786	\$1,273	\$1,174	\$1,090

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

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

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Corporate: Tax</b>	501-1,000 Lawyers	Associate	17	\$419	\$419	\$715	\$560	\$548	\$545
	More Than 1,000 Lawyers	Partner	29	\$1,084	\$1,275	\$1,736	\$1,378	\$1,285	\$1,195
		Associate	19	\$713	\$990	\$1,148	\$1,073	\$981	\$856
<b>Employment and Labor: Discrimination, Retaliation and Harassment / EEO</b>	501-1,000 Lawyers	Partner	13	\$504	\$606	\$660	\$687	\$644	\$568
<b>Employment and Labor: Other</b>	50 Lawyers or Fewer	Partner	11	\$521	\$675	\$750	\$632	\$662	\$581
	501-1,000 Lawyers	Partner	88	\$475	\$615	\$887	\$729	\$760	\$700
		Associate	48	\$325	\$412	\$650	\$544	\$586	\$584
	More Than 1,000 Lawyers	Partner	26	\$862	\$980	\$1,492	\$1,131	\$972	\$920
		Associate	21	\$450	\$495	\$734	\$626	\$625	\$531
<b>Environmental</b>	51-200 Lawyers	Partner	11	\$399	\$494	\$528	\$462	\$443	\$450
<b>Finance and Securities: Debt/Equity Offerings</b>	501-1,000 Lawyers	Partner	24	\$1,064	\$1,327	\$1,650	\$1,311	\$1,398	\$1,220
		Associate	17	\$658	\$745	\$968	\$793	\$871	\$685
	More Than 1,000 Lawyers	Partner	17	\$646	\$1,159	\$1,810	\$1,233	\$1,253	\$883
		Associate	20	\$513	\$870	\$1,191	\$842	\$742	\$597
<b>Finance and Securities: Investments and Other Financial Instruments</b>	51-200 Lawyers	Partner	13	\$588	\$730	\$856	\$772	\$803	\$844
		Associate	12	\$495	\$648	\$758	\$606	\$624	\$558
	201-500 Lawyers	Associate	27	\$591	\$680	\$940	\$768	\$562	\$565

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

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

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Finance and Securities: Investments and Other Financial Instruments</b>	501-1,000 Lawyers	Partner	87	\$1,070	\$1,194	\$1,766	\$1,387	\$1,479	\$1,405
		Associate	113	\$684	\$779	\$1,065	\$891	\$924	\$900
	More Than 1,000 Lawyers	Partner	61	\$950	\$1,365	\$1,663	\$1,337	\$1,316	\$1,277
		Associate	60	\$473	\$670	\$895	\$705	\$783	\$745
<b>Finance and Securities: Loans and Financing</b>	50 Lawyers or Fewer	Partner	15	\$608	\$717	\$900	\$795	\$784	\$686
		Associate							
	201-500 Lawyers	Partner	82	\$899	\$1,470	\$1,645	\$1,355	\$1,383	\$1,309
		Associate	113	\$686	\$815	\$1,039	\$829	\$771	\$745
	501-1,000 Lawyers	Partner	72	\$1,107	\$1,350	\$1,604	\$1,361	\$1,473	\$1,361
		Associate	58	\$728	\$948	\$1,090	\$921	\$927	\$864
	More Than 1,000 Lawyers	Partner	92	\$1,300	\$1,493	\$1,749	\$1,520	\$1,443	\$1,403
		Associate	117	\$811	\$1,052	\$1,275	\$1,035	\$947	\$918
<b>Finance and Securities: SEC Filings and Financial Reporting</b>	501-1,000 Lawyers	Partner	18	\$1,466	\$1,786	\$1,786	\$1,628	\$1,557	\$1,491
<b>Finance and Securities: Securities and Banking Regulations</b>	501-1,000 Lawyers	Associate	14	\$741	\$868	\$987	\$864	\$759	\$652
<b>Insurance Defense: Auto and Transportation</b>	50 Lawyers or Fewer	Partner	30	\$165	\$174	\$190	\$178	\$181	\$179
		Associate							
	51-200 Lawyers	Partner	15	\$180	\$190	\$225	\$201	\$194	\$187
		Associate	16	\$160	\$165	\$180	\$171	\$167	\$163
<b>Insurance Defense: Other</b>	50 Lawyers or Fewer	Partner	36	\$215	\$244	\$285	\$258	\$272	\$273

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

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

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Insurance Defense: Other</b>	50 Lawyers or Fewer	Associate	20	\$179	\$205	\$224	\$223	\$231	\$214
	51-200 Lawyers	Partner	47	\$205	\$225	\$313	\$263	\$261	\$244
		Associate	31	\$179	\$183	\$273	\$217	\$209	\$202
	201-500 Lawyers	Partner	21	\$210	\$237	\$240	\$286	\$328	\$268
		Associate	11	\$187	\$200	\$333	\$277	\$345	\$294
	<b>Insurance Defense: Property Damage</b>	50 Lawyers or Fewer	Partner	33	\$165	\$190	\$212	\$201	\$207
51-200 Lawyers		Partner	32	\$205	\$225	\$420	\$303	\$264	\$275
		Associate	30	\$171	\$180	\$223	\$203	\$203	\$199
<b>Intellectual Property: Patents</b>	501-1,000 Lawyers	Partner	11	\$779	\$985	\$1,008	\$954	\$988	\$930
		Associate	18	\$540	\$655	\$879	\$717	\$664	\$588
	More Than 1,000 Lawyers	Partner	17	\$876	\$1,109	\$1,243	\$1,034	\$1,010	\$1,066
		Associate	21	\$621	\$786	\$888	\$750	\$786	\$743

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

## Philadelphia PA By Practice Area and Firm Size

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Bankruptcy and Collections</b>	201-500 Lawyers	Partner	16	\$545	\$625	\$650	\$618	\$568	\$524
		Associate	11	\$300	\$401	\$500	\$404	\$393	\$311
<b>Commercial</b>	51-200 Lawyers	Partner	24	\$481	\$713	\$999	\$707	\$837	\$678
		Associate	15	\$334	\$431	\$485	\$416	\$446	\$383
	201-500 Lawyers	Partner	45	\$644	\$736	\$841	\$766	\$742	\$652
		Associate	42	\$408	\$450	\$549	\$472	\$447	\$366
	501-1,000 Lawyers	Partner	20	\$691	\$733	\$854	\$770	\$789	\$742
	More Than 1,000 Lawyers	Partner	12	\$675	\$864	\$1,455	\$1,032	\$1,083	\$919
<b>Corporate: Other</b>	51-200 Lawyers	Partner	24	\$449	\$638	\$878	\$681	\$729	\$779
		Associate	16	\$362	\$405	\$460	\$418	\$440	\$429
	201-500 Lawyers	Partner	30	\$600	\$655	\$731	\$685	\$707	\$642
		Associate	16	\$405	\$430	\$460	\$424	\$440	\$374
	501-1,000 Lawyers	Partner	22	\$686	\$700	\$775	\$788	\$797	\$796
		Associate	22	\$315	\$445	\$557	\$497	\$500	\$455
	More Than 1,000 Lawyers	Partner	47	\$858	\$982	\$1,173	\$1,091	\$969	\$925
	<b>Corporate: Regulatory and Compliance</b>	201-500 Lawyers	Partner	10	\$605	\$691	\$819	\$708	\$680
501-1,000 Lawyers		Associate	10	\$469	\$493	\$561	\$519	\$602	\$427
More Than 1,000 Lawyers		Partner	18	\$705	\$830	\$940	\$881	\$818	\$847



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

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

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Employment and Labor: Other</b>	501-1,000 Lawyers	Partner	19	\$479	\$601	\$730	\$655	\$644	\$598
<b>Insurance Defense: Auto and Transportation</b>	50 Lawyers or Fewer	Partner	32	\$180	\$185	\$200	\$191	\$186	\$181
		Associate	37	\$170	\$170	\$200	\$179	\$178	\$169
<b>Insurance Defense: Other</b>	50 Lawyers or Fewer	Partner	49	\$185	\$200	\$215	\$214	\$203	\$196
		Associate	54	\$170	\$175	\$200	\$180	\$180	\$169
	51-200 Lawyers	Partner	14	\$175	\$195	\$208	\$199	\$196	\$200
	201-500 Lawyers	Partner	41	\$205	\$227	\$240	\$232	\$226	\$223
<b>Insurance Defense: Premises</b>	50 Lawyers or Fewer	Partner	13	\$185	\$185	\$185	\$197	\$192	\$181
<b>Insurance Defense: Property Damage</b>	50 Lawyers or Fewer	Partner	29	\$180	\$200	\$208	\$196	\$194	\$191
		Associate	24	\$165	\$175	\$200	\$178	\$178	\$172

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

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

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Commercial</b>	501-1,000 Lawyers	Partner	11	\$575	\$736	\$998	\$809	\$938	\$873
		Associate	17	\$360	\$432	\$674	\$547	\$586	\$518
<b>Corporate: Other</b>	501-1,000 Lawyers	Partner	24	\$770	\$995	\$1,232	\$1,059	\$990	\$894
	More Than 1,000 Lawyers	Partner	13	\$931	\$1,080	\$1,305	\$1,147	\$1,102	\$1,039
<b>Corporate: Regulatory and Compliance</b>	More Than 1,000 Lawyers	Partner	11	\$746	\$829	\$941	\$847	\$781	\$813
		Associate	11	\$456	\$503	\$683	\$560	\$519	\$545
<b>Insurance Defense: Other</b>	201-500 Lawyers	Partner	38	\$255	\$280	\$285	\$370	\$318	\$356

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

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

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Commercial	201-500 Lawyers	Partner	35	\$753	\$791	\$1,001	\$880	\$871	\$778
		Associate	30	\$479	\$599	\$678	\$600	\$575	\$521
	501-1,000 Lawyers	Partner	45	\$712	\$929	\$1,161	\$985	\$1,024	\$878
		Associate	30	\$488	\$649	\$770	\$656	\$605	\$657
	More Than 1,000 Lawyers	Partner	36	\$981	\$1,074	\$1,369	\$1,183	\$1,159	\$1,029
		Associate	32	\$645	\$865	\$935	\$819	\$814	\$698
Corporate: Mergers, Acquisitions and Divestitures	More Than 1,000 Lawyers	Partner	26	\$945	\$1,305	\$1,488	\$1,240	\$1,235	\$1,147
		Associate	31	\$614	\$723	\$845	\$754	\$759	\$769
Corporate: Other	50 Lawyers or Fewer	Partner	22	\$474	\$600	\$796	\$622	\$614	\$585
		Associate	19	\$403	\$489	\$725	\$559	\$481	\$461
	51-200 Lawyers	Partner	25	\$790	\$852	\$921	\$836	\$818	\$839
	201-500 Lawyers	Partner	48	\$776	\$985	\$1,124	\$961	\$889	\$806
		Associate	41	\$476	\$644	\$777	\$635	\$576	\$550
	501-1,000 Lawyers	Partner	115	\$935	\$963	\$1,187	\$1,026	\$977	\$941
		Associate	116	\$651	\$695	\$730	\$670	\$672	\$650
	More Than 1,000 Lawyers	Partner	104	\$880	\$1,065	\$1,350	\$1,134	\$1,104	\$1,024
		Associate	96	\$523	\$700	\$911	\$753	\$756	\$701

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

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

## 2023 - Real Rates for Associate and Partner

## Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021	
<b>Corporate: Regulatory and Compliance</b>	50 Lawyers or Fewer	Partner	50	\$516	\$583	\$635	\$583	\$562	\$601	
		Associate	15	\$296	\$344	\$386	\$357	\$323	\$346	
	51-200 Lawyers	Partner	21	\$597	\$875	\$922	\$813	\$827	\$808	
		Associate	23	\$435	\$455	\$590	\$494	\$485	\$501	
	201-500 Lawyers	Partner	38	\$801	\$875	\$989	\$886	\$823	\$752	
		Associate	27	\$505	\$572	\$648	\$593	\$570	\$541	
	501-1,000 Lawyers	Partner	120	\$937	\$995	\$1,194	\$1,057	\$989	\$975	
		Associate	128	\$607	\$701	\$766	\$717	\$661	\$623	
	More Than 1,000 Lawyers	Partner	81	\$930	\$1,170	\$1,310	\$1,172	\$1,100	\$1,014	
		Associate	70	\$586	\$724	\$911	\$739	\$668	\$651	
	<b>Corporate: Tax</b>	More Than 1,000 Lawyers	Partner	29	\$1,133	\$1,264	\$1,603	\$1,308	\$1,280	\$1,198
			Associate	41	\$533	\$694	\$1,041	\$785	\$845	\$735
<b>Employment and Labor: Other</b>	201-500 Lawyers	Partner	12	\$657	\$763	\$845	\$722	\$670	\$712	
		Associate	20	\$465	\$668	\$754	\$612	\$552	\$464	
	501-1,000 Lawyers	Partner	37	\$621	\$1,018	\$1,275	\$972	\$872	\$800	
		Associate	20	\$465	\$668	\$754	\$612	\$552	\$464	
	More Than 1,000 Lawyers	Partner	24	\$715	\$890	\$1,165	\$927	\$828	\$715	
		Associate	19	\$443	\$628	\$880	\$646	\$647	\$467	

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

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

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Finance and Securities: Investments and Other Financial Instruments</b>	501-1,000 Lawyers	Partner	20	\$948	\$1,020	\$1,273	\$1,145	\$1,166	\$1,061
	More Than 1,000 Lawyers	Partner	35	\$904	\$1,221	\$1,518	\$1,215	\$1,232	\$1,209
		Associate	13	\$675	\$746	\$880	\$797	\$834	\$765
<b>Finance and Securities: Loans and Financing</b>	201-500 Lawyers	Partner	17	\$800	\$1,125	\$1,360	\$1,064	\$1,031	\$854
	More Than 1,000 Lawyers	Partner	22	\$1,338	\$1,458	\$1,694	\$1,491	\$1,407	\$1,305
		Associate	19	\$1,014	\$1,086	\$1,279	\$1,145	\$984	\$912
<b>Government Relations</b>	501-1,000 Lawyers	Partner	18	\$895	\$950	\$1,153	\$995	\$954	\$756
		Associate	20	\$591	\$697	\$781	\$695	\$637	\$553
	More Than 1,000 Lawyers	Partner	10	\$1,017	\$1,167	\$1,495	\$1,243	\$1,124	\$955
<b>Intellectual Property: Patents</b>	201-500 Lawyers	Partner	26	\$772	\$977	\$1,039	\$928	\$941	\$904
	501-1,000 Lawyers	Partner	34	\$939	\$995	\$1,106	\$1,028	\$993	\$986
		Associate	36	\$676	\$713	\$765	\$708	\$773	\$690
	More Than 1,000 Lawyers	Partner	18	\$961	\$1,134	\$1,220	\$1,122	\$1,081	\$1,006

# Section V: International Analysis

All data and analysis based on  
data collected thru Q2 2023

## Section V: International Analysis

**Australia**  
By Role

### 2023 - Real Rates for Partner, Associate, and Paralegal

### Trend Analysis - Mean

Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
<b>Partner</b>	94	\$484	\$543	\$614	\$551	\$570	\$550
<b>Associate</b>	144	\$266	\$315	\$408	\$343	\$350	\$348
<b>Paralegal</b>	16	\$134	\$151	\$218	\$181	\$206	\$192

# Section V: International Analysis

## Australia

By Practice Area and Matter Type

### 2023 - Real Rates for Partner, Associate, and Paralegal

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Corporate: Other	Litigation	Associate	11	\$254	\$284	\$312	\$287	\$376	\$349
Corporate: Regulatory and Compliance	Non-Litigation	Partner	17	\$519	\$539	\$614	\$570	\$532	\$546
		Associate	21	\$254	\$328	\$405	\$338	\$306	\$331



## Section V: International Analysis

### Australia

By Industry Group and Matter Type

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Industry	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Financials Excluding Insurance	Non-Litigation	Partner	19	\$553	\$628	\$735	\$672	\$633	\$631
		Associate	32	\$319	\$369	\$500	\$428	\$383	\$369
Technology and Telecommunications	Non-Litigation	Partner	32	\$426	\$523	\$584	\$500	\$488	\$458
		Associate	27	\$268	\$328	\$361	\$322	\$303	\$304

**Section V: International Analysis****Australia**  
By Firm Size**2023 - Real Rates for Associate and Partner****Trend Analysis - Mean**

<b>Firm Size</b>	<b>Role</b>	<b>n</b>	<b>First Quartile</b>	<b>Median</b>	<b>Third Quartile</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>51-200 Lawyers</b>	Partner	11	\$523	\$550	\$596	\$579	\$530	\$471
	Associate	14	\$198	\$286	\$344	\$296	\$308	\$256
<b>201-500 Lawyers</b>	Associate	17	\$296	\$356	\$410	\$352	\$352	\$330
<b>More Than 1,000 Lawyers</b>	Partner	19	\$549	\$629	\$717	\$669	\$674	\$683
	Associate	41	\$295	\$369	\$482	\$407	\$411	\$430

## Section V: International Analysis

**Canada**  
By Role

### 2023 - Real Rates for Partner, Associate, and Paralegal

### Trend Analysis - Mean

Role	n	First Quantile	Median	Third Quantile	2023	2022	2021
<b>Partner</b>	430	\$452	\$630	\$836	\$656	\$631	\$604
<b>Associate</b>	163	\$350	\$490	\$685	\$529	\$494	\$461
<b>Paralegal</b>	215	\$154	\$237	\$300	\$239	\$235	\$222

## Section V: International Analysis

### Canada

By Practice Area and Matter Type

#### 2023 - Real Rates for Partner, Associate, and Paralegal

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quantile	Median	Third Quantile	2023	2022	2021
<b>Commercial</b>	Litigation	Partner	91	\$383	\$549	\$729	\$556	\$527	\$542
		Non-Litigation	58	\$636	\$830	\$943	\$784	\$754	\$715
		Paralegal	21	\$248	\$290	\$314	\$289	\$305	\$281
<b>Corporate: Other</b>	Litigation	Partner	15	\$633	\$740	\$791	\$710	\$624	\$594
		Non-Litigation	120	\$598	\$803	\$940	\$773	\$743	\$692
		Associate	43	\$534	\$695	\$888	\$704	\$606	\$529
		Paralegal	53	\$220	\$285	\$330	\$274	\$264	\$240
<b>Corporate: Regulatory and Compliance</b>	Non-Litigation	Partner	25	\$700	\$805	\$950	\$805	\$737	\$674
<b>Employment and Labor: Other</b>	Non-Litigation	Partner	14	\$453	\$500	\$634	\$582	\$515	\$536
<b>Finance and Securities: Investments and Other Financial Instruments</b>	Non-Litigation	Partner	45	\$669	\$856	\$995	\$841	\$773	\$784
		Paralegal	24	\$315	\$365	\$425	\$370	\$318	\$300

## Section V: International Analysis

### Canada

By Industry Group and Matter Type

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Industry	Matter Type	Role	n	First Quantile	Median	Third Quantile	2023	2022	2021
<b>Financials Excluding Insurance</b>	Non-Litigation	Partner	185	\$657	\$850	\$968	\$811	\$767	\$733
		Associate	66	\$523	\$668	\$868	\$692	\$631	\$579
<b>Technology and Telecommunications</b>	Litigation	Partner	10	\$587	\$700	\$826	\$734	\$764	\$646
	Non-Litigation	Partner	23	\$459	\$562	\$702	\$586	\$540	\$553

**Section V: International Analysis****Canada**  
By Firm Size**2023 - Real Rates for Associate and Partner****Trend Analysis - Mean**

<b>Firm Size</b>	<b>Role</b>	<b>n</b>	<b>First Quantile</b>	<b>Median</b>	<b>Third Quantile</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>50 Lawyers or Fewer</b>	Partner	37	\$360	\$400	\$491	\$462	\$433	\$458
	Associate	30	\$275	\$348	\$475	\$379	\$343	\$336
<b>51-200 Lawyers</b>	Partner	80	\$440	\$550	\$692	\$562	\$576	\$557
<b>201-500 Lawyers</b>	Partner	141	\$550	\$744	\$923	\$746	\$714	\$661
	Associate	38	\$466	\$541	\$773	\$607	\$524	\$489
<b>501-1,000 Lawyers</b>	Partner	136	\$564	\$704	\$887	\$721	\$661	\$625
	Associate	53	\$487	\$650	\$801	\$655	\$602	\$563

## Section V: International Analysis

### France

By Role

#### 2023 - Real Rates for Partner, Associate, and Paralegal

#### Trend Analysis - Mean

Role	n	First Quantile	Median	Third Quantile	2023	2022	2021
<b>Partner</b>	101	\$482	\$558	\$705	\$591	\$611	\$609
<b>Associate</b>	200	\$300	\$368	\$474	\$401	\$425	\$422
<b>Paralegal</b>	33	\$187	\$233	\$294	\$236	\$224	\$225

## Section V: International Analysis

### France

By Practice Area and Matter Type

#### 2023 - Real Rates for Partner, Associate, and Paralegal

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quantile	Median	Third Quantile	2023	2022	2021
<b>Corporate: Other</b>	Litigation	Associate	10	\$310	\$367	\$385	\$358	\$453	\$443
		Partner	14	\$303	\$434	\$558	\$488	\$519	\$533
	Non-Litigation	Associate	13	\$310	\$310	\$538	\$434	\$432	\$443
<b>Corporate: Regulatory and Compliance</b>	Non-Litigation	Partner	11	\$558	\$558	\$919	\$702	\$807	\$605
		Associate	17	\$310	\$369	\$455	\$422	\$444	\$402
<b>Employment and Labor: Other</b>	Non-Litigation	Partner	11	\$477	\$518	\$554	\$513	\$574	\$653
<b>Finance and Securities: Investments and Other Financial Instruments</b>	Non-Litigation	Associate	19	\$307	\$350	\$418	\$407	\$419	\$412



# Section V: International Analysis

## France

By Industry Group and Matter Type

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Industry	Matter Type	Role	n	First Quantile	Median	Third Quantile	2023	2022	2021
<b>Financials Excluding Insurance</b>	Non-Litigation	Partner	42	\$510	\$604	\$674	\$575	\$581	\$590
		Associate	93	\$298	\$385	\$486	\$410	\$413	\$415
<b>Technology and Telecommunications</b>	Non-Litigation	Partner	15	\$482	\$558	\$558	\$540	\$553	\$546
		Associate	31	\$310	\$316	\$397	\$360	\$376	\$385

**Section V: International Analysis****France**  
By Firm Size**2023 - Real Rates for Associate and Partner****Trend Analysis - Mean**

<b>Firm Size</b>	<b>Role</b>	<b>n</b>	<b>First Quantile</b>	<b>Median</b>	<b>Third Quantile</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>50 Lawyers or Fewer</b>	Associate	10	\$245	\$261	\$292	\$259	\$292	\$297
	Partner	10	\$520	\$550	\$630	\$568	\$568	\$608
<b>501-1,000 Lawyers</b>	Associate	25	\$280	\$350	\$388	\$367	\$364	\$372
	Partner	49	\$613	\$724	\$800	\$743	\$695	\$706
<b>More Than 1,000 Lawyers</b>	Associate	123	\$328	\$415	\$530	\$449	\$463	\$478

## Section V: International Analysis

### Germany

By Role

#### 2023 - Real Rates for Partner, Associate, and Paralegal

#### Trend Analysis - Mean

Role	n	First Quantile	Median	Third Quantile	2023	2022	2021
<b>Partner</b>	177	\$367	\$482	\$691	\$557	\$570	\$549
<b>Associate</b>	236	\$299	\$365	\$445	\$400	\$410	\$409
<b>Paralegal</b>	48	\$183	\$215	\$280	\$229	\$244	\$215

## Section V: International Analysis

### Germany

By Practice Area and Matter Type

#### 2023 - Real Rates for Partner, Associate, and Paralegal

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quantile	Median	Third Quantile	2023	2022	2021
<b>Corporate: Other</b>	Litigation	Partner	15	\$387	\$571	\$728	\$590	\$617	\$614
<b>Corporate: Regulatory and Compliance</b>	Non-Litigation	Partner	39	\$390	\$483	\$637	\$578	\$567	\$479
		Associate	64	\$325	\$387	\$410	\$387	\$387	\$398
<b>Intellectual Property: Other</b>	Non-Litigation	Partner	12	\$313	\$321	\$410	\$391	\$349	\$310
<b>Intellectual Property: Patents</b>	Litigation	Partner	25	\$390	\$667	\$707	\$576	\$608	\$571
		Associate	19	\$292	\$349	\$391	\$363	\$427	\$401
	Non-Litigation	Partner	26	\$315	\$321	\$350	\$345	\$404	\$409
		Associate	11	\$314	\$345	\$352	\$331	\$387	\$354
<b>Intellectual Property: Trademarks</b>	Non-Litigation	Associate	11	\$370	\$406	\$557	\$436	\$475	\$409

## Section V: International Analysis

### Germany

By Industry Group and Matter Type

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Industry	Matter Type	Role	n	First Quantile	Median	Third Quantile	2023	2022	2021
Financials Excluding Insurance	Non-Litigation	Associate	27	\$342	\$456	\$630	\$497	\$460	\$475
Industrials	Non-Litigation	Partner	21	\$314	\$319	\$323	\$372	\$440	\$470
Technology and Telecommunications	Litigation	Partner	18	\$428	\$707	\$722	\$630	\$643	\$511
		Associate	13	\$352	\$451	\$464	\$423	\$406	\$337
	Non-Litigation	Partner	58	\$386	\$513	\$715	\$621	\$583	\$537
		Associate	80	\$342	\$385	\$421	\$395	\$400	\$380

## Section V: International Analysis

**Germany**  
By Firm Size

### 2023 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Firm Size	Role	n	First Quantile	Median	Third Quantile	2023	2022	2021
<b>201-500 Lawyers</b>	Partner	32	\$326	\$387	\$450	\$398	\$414	\$416
	Associate	39	\$313	\$343	\$388	\$352	\$365	\$351
<b>501-1,000 Lawyers</b>	Associate	11	\$320	\$341	\$373	\$346	\$382	\$304
<b>More Than 1,000 Lawyers</b>	Partner	86	\$520	\$665	\$777	\$662	\$669	\$654
	Associate	145	\$311	\$388	\$496	\$430	\$427	\$434

## Section V: International Analysis

**United Kingdom**  
By Role

### 2023 - Real Rates for Partner, Associate, and Paralegal

### Trend Analysis - Mean

Role	n	First Quantile	Median	Third Quantile	2023	2022	2021
<b>Partner</b>	455	\$575	\$777	\$964	\$818	\$868	\$849
<b>Associate</b>	800	\$383	\$504	\$681	\$553	\$567	\$551
<b>Paralegal</b>	272	\$170	\$222	\$281	\$240	\$241	\$230

## Section V: International Analysis

### United Kingdom

By Practice Area and Matter Type

#### 2023 - Real Rates for Partner, Associate, and Paralegal

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quantile	Median	Third Quantile	2023	2022	2021
<b>Commercial</b>	Litigation	Partner	13	\$673	\$921	\$1,028	\$853	\$745	\$688
		Associate	20	\$314	\$405	\$532	\$401	\$409	\$382
		Paralegal	15	\$52	\$55	\$151	\$103	\$139	\$179
	Non-Litigation	Associate	34	\$349	\$451	\$793	\$587	\$447	\$456
		Paralegal	11	\$156	\$157	\$180	\$172	\$186	\$203
<b>Corporate: Mergers, Acquisitions and Divestitures</b>	Non-Litigation	Partner	28	\$598	\$939	\$1,214	\$1,039	\$1,416	\$1,438
<b>Corporate: Other</b>	Litigation	Partner	32	\$612	\$795	\$1,008	\$825	\$760	\$734
		Associate	38	\$340	\$485	\$565	\$489	\$478	\$479
		Paralegal	16	\$182	\$187	\$266	\$230	\$258	\$198
	Non-Litigation	Partner	38	\$756	\$855	\$1,082	\$925	\$913	\$938
		Associate	66	\$481	\$594	\$819	\$667	\$635	\$606
		Paralegal	18	\$245	\$271	\$406	\$325	\$296	\$258
<b>Corporate: Regulatory and Compliance</b>	Non-Litigation	Associate	57	\$393	\$539	\$709	\$563	\$539	\$447
<b>Corporate: Tax</b>	Non-Litigation	Partner	18	\$593	\$870	\$1,014	\$840	\$855	\$837
		Associate	20	\$315	\$445	\$776	\$530	\$492	\$561
<b>Employment and Labor: Immigration</b>	Non-Litigation	Associate	11	\$359	\$385	\$541	\$446	\$498	\$525
<b>Employment and Labor: Other</b>	Non-Litigation	Partner	46	\$498	\$602	\$778	\$649	\$697	\$593



**Section V: International Analysis****United Kingdom**

By Practice Area and Matter Type

**2023 - Real Rates for Partner, Associate, and Paralegal****Trend Analysis - Mean**

Practice Area	Matter Type	Role	n	First Quantile	Median	Third Quantile	2023	2022	2021
<b>Employment and Labor: Other</b>	Non-Litigation	Associate	41	\$390	\$471	\$604	\$497	\$540	\$462
<b>Finance and Securities: Investments and Other Financial Instruments</b>	Non-Litigation	Partner	60	\$573	\$714	\$886	\$776	\$816	\$875
		Associate	90	\$364	\$516	\$646	\$546	\$539	\$558
<b>Finance and Securities: Loans and Financing</b>	Non-Litigation	Associate	104	\$463	\$707	\$1,015	\$716	\$729	\$709
<b>Intellectual Property: Patents</b>	Litigation	Partner	22	\$572	\$761	\$897	\$750	\$783	\$804
		Associate	26	\$436	\$521	\$628	\$527	\$571	\$562
		Paralegal	14	\$190	\$250	\$250	\$232	\$225	\$221
	Non-Litigation	Partner	18	\$376	\$408	\$469	\$466	\$483	\$479
		Associate	10	\$303	\$335	\$373	\$333	\$450	\$382
		Paralegal	19	\$210	\$249	\$301	\$260	\$239	\$229
<b>Intellectual Property: Trademarks</b>	Non-Litigation	Associate	23	\$405	\$439	\$514	\$442	\$415	\$395
		Paralegal	19	\$210	\$249	\$301	\$260	\$239	\$229
<b>Miscellaneous: General Advice &amp; Counsel</b>	Non-Litigation	Partner	13	\$573	\$573	\$638	\$696	\$697	\$722
		Associate	19	\$472	\$507	\$563	\$535	\$541	\$498

**Section V: International Analysis****United Kingdom**

By Firm Size

**2023 - Real Rates for Associate and Partner****Trend Analysis - Mean**

<b>Firm Size</b>	<b>Role</b>	<b>n</b>	<b>First Quantile</b>	<b>Median</b>	<b>Third Quantile</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>50 Lawyers or Fewer</b>	Associate	19	\$399	\$427	\$466	\$428	\$438	\$396
<b>51-200 Lawyers</b>	Partner	21	\$569	\$673	\$837	\$705	\$682	\$604
<b>201-500 Lawyers</b>	Partner	35	\$714	\$805	\$932	\$793	\$786	\$837
	Associate	48	\$414	\$570	\$696	\$577	\$533	\$543
<b>501-1,000 Lawyers</b>	Associate	22	\$311	\$469	\$750	\$509	\$516	\$652
<b>More Than 1,000 Lawyers</b>	Partner	267	\$631	\$843	\$1,065	\$882	\$902	\$872
	Associate	551	\$399	\$533	\$703	\$578	\$580	\$565

## Section V: International Analysis

### United Kingdom

By Industry Group and Matter Type

#### 2023 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Industry	Matter Type	Role	n	First Quantile	Median	Third Quantile	2023	2022	2021
<b>Financials Excluding Insurance</b>	Litigation	Partner	20	\$801	\$864	\$1,056	\$903	\$958	\$875
		Associate	39	\$360	\$499	\$643	\$522	\$519	\$507
	Non-Litigation	Partner	194	\$606	\$824	\$1,065	\$872	\$900	\$913
		Associate	395	\$375	\$515	\$708	\$567	\$576	\$589
<b>Industrials</b>	Non-Litigation	Partner	34	\$378	\$780	\$1,214	\$902	\$1,266	\$1,238
		Associate	46	\$451	\$594	\$863	\$651	\$798	\$713
<b>Technology and Telecommunications</b>	Litigation	Partner	20	\$761	\$903	\$993	\$841	\$742	\$698
		Associate	29	\$332	\$466	\$602	\$453	\$431	\$403
	Non-Litigation	Partner	64	\$488	\$758	\$941	\$722	\$732	\$669
		Associate	97	\$366	\$493	\$688	\$527	\$495	\$415

**Section V: International Analysis****Countries**

By Role

**2023 - Real Rates for Partner, Associate, and Paralegal****Trend Analysis - Mean**

Country	Role	n	First Quantile	Median	Third Quantile	2023	2022	2021
<b>Argentina</b>	Partner	14	\$48	\$57	\$197	\$128	\$138	\$122
	Associate	24	\$60	\$250	\$280	\$222	\$218	\$151
<b>Australia</b>	Partner	94	\$484	\$543	\$614	\$551	\$570	\$550
	Associate	144	\$266	\$315	\$408	\$343	\$350	\$348
	Paralegal	16	\$134	\$151	\$218	\$181	\$206	\$192
<b>Austria</b>	Partner	12	\$369	\$483	\$938	\$660	\$714	\$612
<b>Belgium</b>	Partner	32	\$491	\$689	\$903	\$741	\$658	\$688
	Associate	83	\$296	\$418	\$622	\$498	\$446	\$392
	Paralegal	14	\$205	\$286	\$446	\$311	\$296	\$312
<b>Brazil</b>	Partner	41	\$311	\$410	\$505	\$441	\$398	\$417
	Associate	66	\$152	\$240	\$349	\$257	\$230	\$236
	Paralegal	22	\$50	\$75	\$75	\$102	\$81	\$99

**Section V: International Analysis****Countries**

By Role

**2023 - Real Rates for Partner, Associate, and Paralegal****Trend Analysis - Mean**

Country	Role	n	First Quantile	Median	Third Quantile	2023	2022	2021
<b>Canada</b>	Partner	430	\$452	\$630	\$836	\$656	\$631	\$604
	Associate	163	\$350	\$490	\$685	\$529	\$494	\$461
	Paralegal	215	\$154	\$237	\$300	\$239	\$235	\$222
<b>Cayman Islands</b>	Partner	18	\$1,239	\$1,285	\$1,368	\$1,280	\$1,186	\$1,039
<b>China</b>	Partner	83	\$500	\$607	\$850	\$665	\$722	\$698
	Associate	163	\$260	\$398	\$514	\$428	\$438	\$408
	Paralegal	30	\$257	\$284	\$348	\$295	\$283	\$267
<b>Czech Republic</b>	Associate	20	\$160	\$270	\$372	\$277	\$296	\$253
<b>Denmark</b>	Associate	11	\$316	\$358	\$401	\$350	\$268	\$292
<b>Finland</b>	Partner	16	\$391	\$524	\$636	\$522	\$506	\$521
	Associate	22	\$251	\$309	\$440	\$337	\$318	\$322
<b>France</b>	Partner	101	\$482	\$558	\$705	\$591	\$611	\$609

**Section V: International Analysis****Countries**  
By Role**2023 - Real Rates for Partner, Associate, and Paralegal****Trend Analysis - Mean**

Country	Role	n	First Quantile	Median	Third Quantile	2023	2022	2021
France	Associate	200	\$300	\$368	\$474	\$401	\$425	\$422
	Paralegal	33	\$187	\$233	\$294	\$236	\$224	\$225
Germany	Partner	177	\$367	\$482	\$691	\$557	\$570	\$549
	Associate	236	\$299	\$365	\$445	\$400	\$410	\$409
	Paralegal	48	\$183	\$215	\$280	\$229	\$244	\$215
Hong Kong	Partner	37	\$754	\$949	\$1,072	\$952	\$882	\$857
	Associate	68	\$333	\$460	\$630	\$500	\$462	\$539
	Paralegal	27	\$276	\$332	\$404	\$344	\$337	\$317
Hungary	Associate	13	\$173	\$191	\$213	\$204	\$227	\$233
India	Partner	12	\$329	\$371	\$400	\$394	\$384	\$367
	Associate	21	\$175	\$200	\$263	\$206	\$213	\$197
Indonesia	Associate	22	\$115	\$227	\$286	\$208	\$230	\$262

**Section V: International Analysis****Countries**

By Role

**2023 - Real Rates for Partner, Associate, and Paralegal****Trend Analysis - Mean**

Country	Role	n	First Quantile	Median	Third Quantile	2023	2022	2021
<b>Ireland</b>	Partner	49	\$506	\$557	\$622	\$556	\$598	\$576
	Associate	65	\$296	\$372	\$449	\$373	\$377	\$397
	Paralegal	31	\$174	\$191	\$228	\$201	\$209	\$224
<b>Israel</b>	Partner	20	\$269	\$415	\$544	\$415	\$455	\$403
	Associate	21	\$204	\$265	\$350	\$271	\$268	\$249
<b>Italy</b>	Partner	34	\$504	\$548	\$685	\$639	\$552	\$577
	Associate	84	\$232	\$311	\$419	\$361	\$346	\$366
	Paralegal	14	\$112	\$140	\$182	\$155	\$176	\$161
<b>Japan</b>	Partner	48	\$299	\$377	\$531	\$470	\$506	\$511
	Associate	57	\$212	\$315	\$448	\$361	\$380	\$390
	Paralegal	33	\$99	\$140	\$183	\$169	\$153	\$159
<b>Korea, Republic of</b>	Partner	75	\$580	\$640	\$820	\$679	\$628	\$593

**Section V: International Analysis****Countries**

By Role

**2023 - Real Rates for Partner, Associate, and Paralegal****Trend Analysis - Mean**

Country	Role	n	First Quantile	Median	Third Quantile	2023	2022	2021
<b>Korea, Republic of</b>	Associate	70	\$279	\$330	\$392	\$341	\$340	\$305
	Paralegal	21	\$183	\$250	\$297	\$228	\$215	\$213
<b>Luxembourg</b>	Partner	24	\$586	\$699	\$742	\$663	\$651	\$650
	Associate	37	\$321	\$413	\$496	\$418	\$402	\$411
<b>Mexico</b>	Partner	20	\$383	\$478	\$594	\$493	\$471	\$419
	Associate	28	\$225	\$340	\$389	\$332	\$311	\$328
	Paralegal	10	\$91	\$120	\$178	\$138	\$127	\$145
<b>Netherlands</b>	Partner	75	\$400	\$491	\$665	\$549	\$551	\$597
	Associate	151	\$265	\$344	\$457	\$372	\$377	\$397
<b>New Zealand</b>	Partner	12	\$383	\$473	\$488	\$434	\$526	\$500
	Associate	16	\$297	\$378	\$420	\$383	\$363	\$308
<b>Norway</b>	Partner	11	\$637	\$670	\$883	\$705	\$510	\$527



**Section V: International Analysis****Countries**

By Role

**2023 - Real Rates for Partner, Associate, and Paralegal****Trend Analysis - Mean**

Country	Role	n	First Quantile	Median	Third Quantile	2023	2022	2021
<b>Poland</b>	Partner	20	\$168	\$190	\$282	\$281	\$285	\$297
	Associate	46	\$157	\$182	\$200	\$187	\$196	\$196
<b>Russian Federation</b>	Partner	13	\$352	\$571	\$797	\$703	\$656	\$681
	Associate	14	\$300	\$423	\$535	\$486	\$432	\$366
<b>Singapore</b>	Partner	33	\$421	\$672	\$905	\$716	\$740	\$633
	Associate	46	\$360	\$540	\$650	\$534	\$512	\$472
<b>South Africa</b>	Partner	14	\$190	\$216	\$466	\$402	\$361	\$307
	Associate	12	\$97	\$163	\$194	\$164	\$196	\$192
<b>Spain</b>	Partner	44	\$456	\$548	\$718	\$572	\$575	\$605
	Associate	113	\$222	\$344	\$503	\$370	\$395	\$409
	Paralegal	17	\$154	\$210	\$210	\$205	\$176	\$192
<b>Sweden</b>	Associate	16	\$278	\$400	\$416	\$351	\$321	\$349

**Section V: International Analysis****Countries**  
By Role**2023 - Real Rates for Partner, Associate, and Paralegal****Trend Analysis - Mean**

Country	Role	n	First Quantile	Median	Third Quantile	2023	2022	2021
<b>Switzerland</b>	Partner	20	\$418	\$534	\$683	\$554	\$559	\$545
	Associate	34	\$330	\$428	\$458	\$413	\$410	\$386
<b>Taiwan</b>	Partner	14	\$238	\$389	\$437	\$368	\$365	\$437
	Associate	37	\$153	\$228	\$260	\$237	\$245	\$231
	Paralegal	12	\$49	\$190	\$204	\$156	\$120	\$127
<b>Turkey</b>	Associate	24	\$196	\$204	\$280	\$263	\$255	\$251
<b>United Arab Emirates</b>	Partner	13	\$550	\$694	\$771	\$726	\$720	\$702
	Associate	31	\$400	\$559	\$675	\$579	\$495	\$457
	Paralegal	15	\$240	\$257	\$315	\$285	\$293	\$274
<b>United Kingdom</b>	Partner	455	\$575	\$777	\$964	\$818	\$868	\$849
	Associate	800	\$383	\$504	\$681	\$553	\$567	\$551
	Paralegal	272	\$170	\$222	\$281	\$240	\$241	\$230

## Section V: International Analysis

### Countries By Role

#### 2023 - Real Rates for Partner, Associate, and Paralegal

#### Trend Analysis - Mean

Country	Role	n	First Quantile	Median	Third Quantile	2023	2022	2021
United States	Partner	9,423	\$450	\$677	\$1,009	\$784	\$768	\$740
	Associate	8,422	\$335	\$504	\$735	\$570	\$561	\$543
	Paralegal	3,634	\$156	\$235	\$350	\$263	\$252	\$244

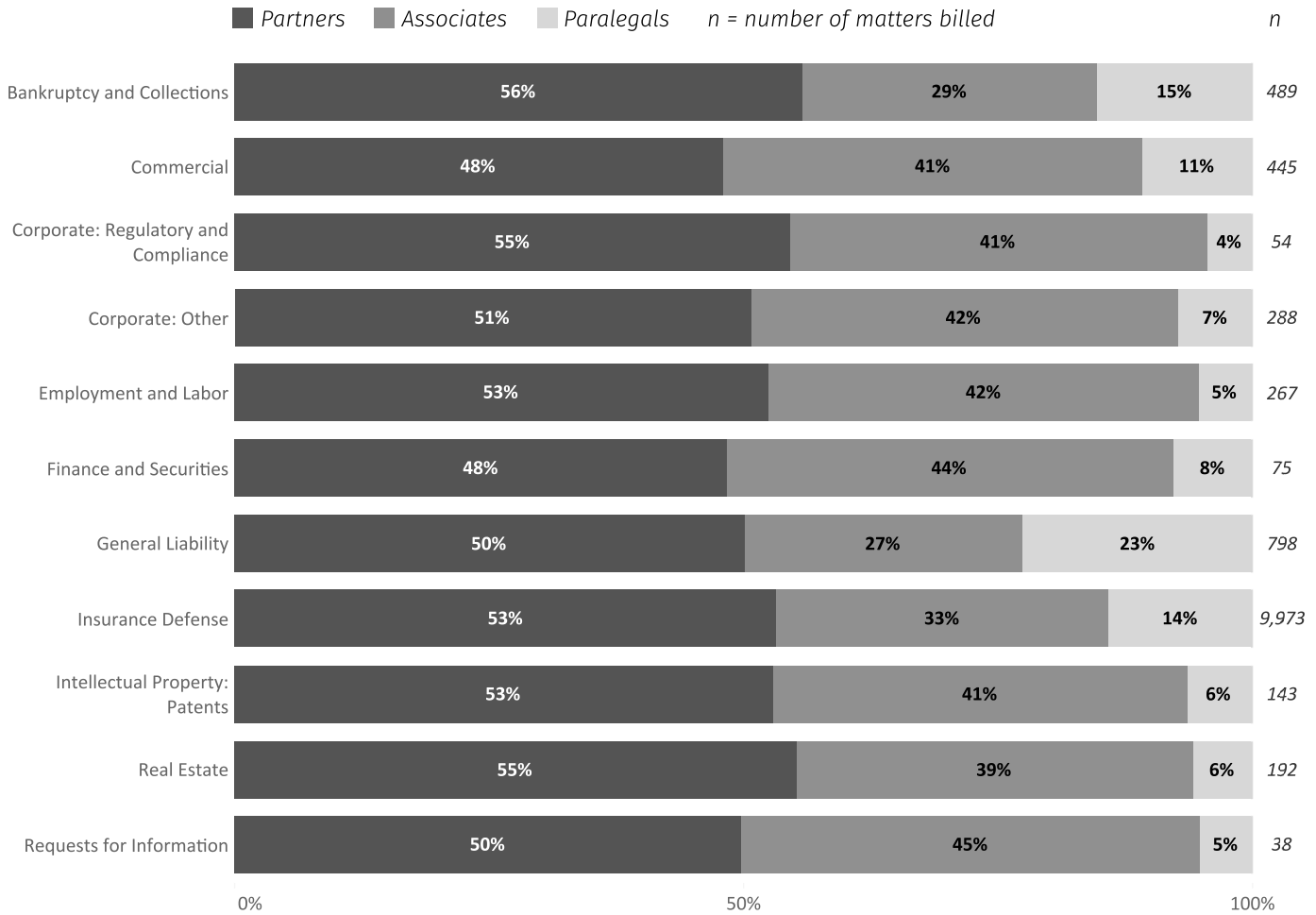
# Section VI: Matter Staffing Analysis

All data and analysis based on  
data collected thru Q2 2023

## Section VI: Matter Staffing Analysis

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

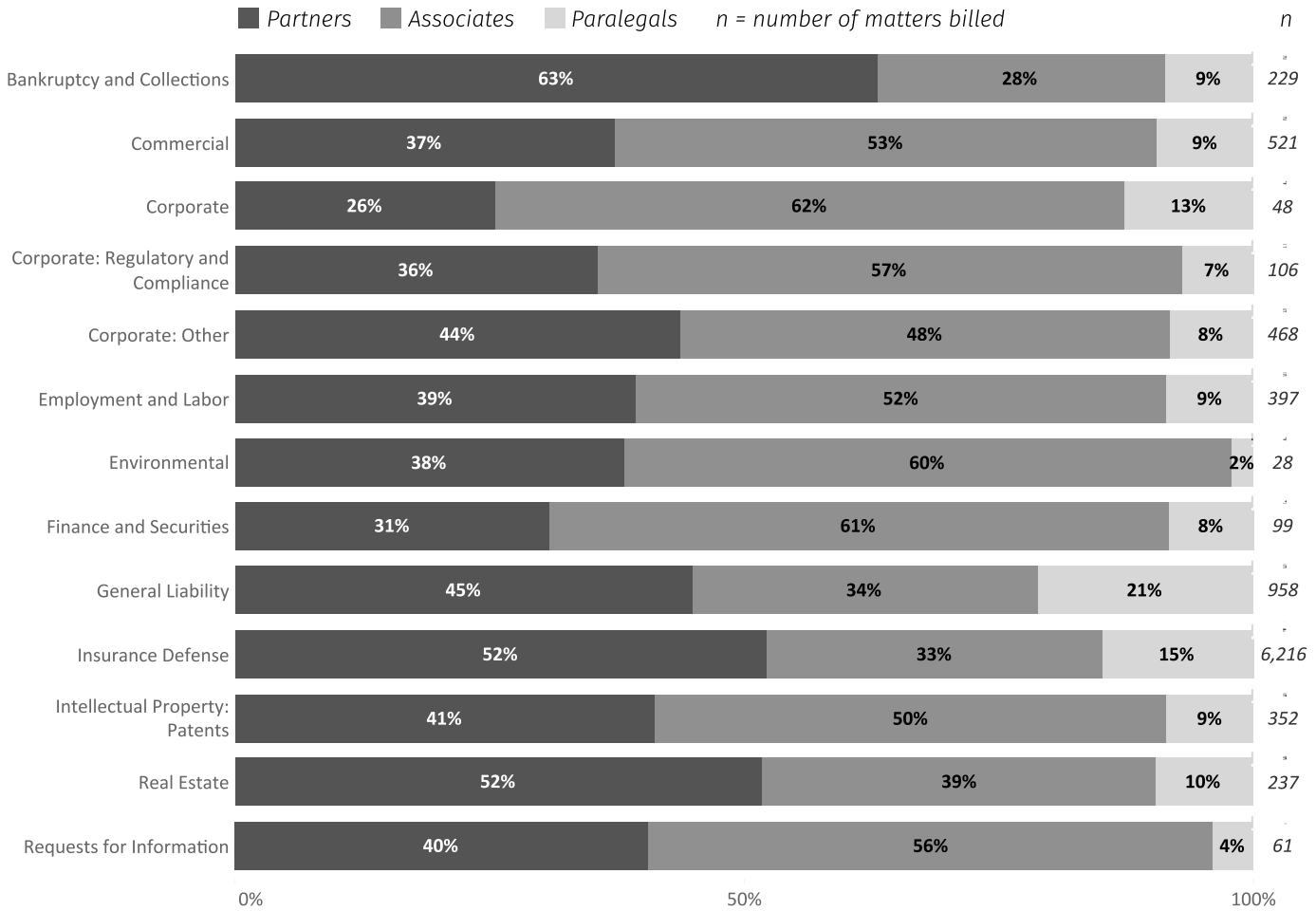
2020 to 2023 -- Percentage of Hours Billed per Matter



## Section VI: Matter Staffing Analysis

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

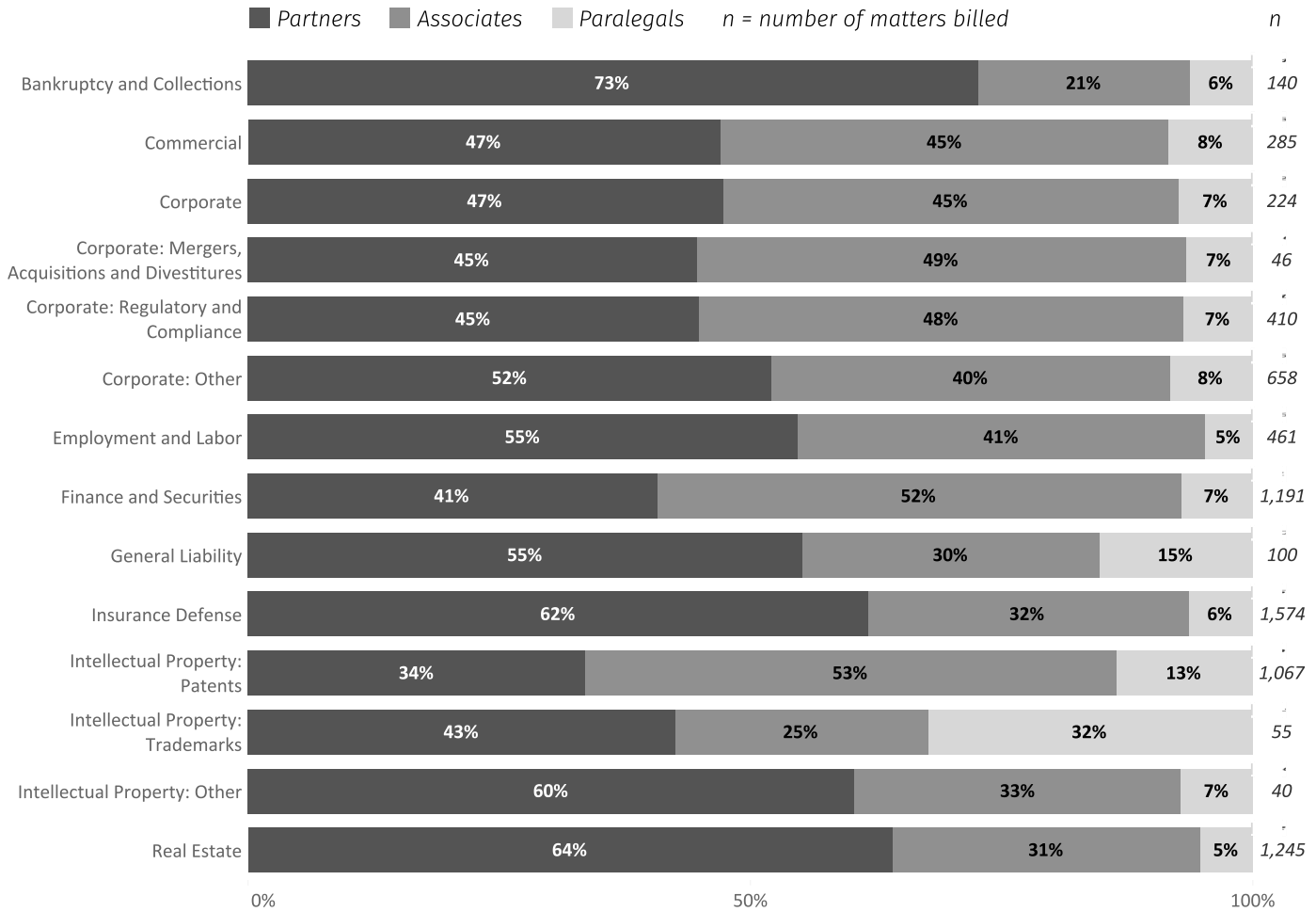
2020 to 2023 -- Percentage of Hours Billed per Matter



## Section VI: Matter Staffing Analysis

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

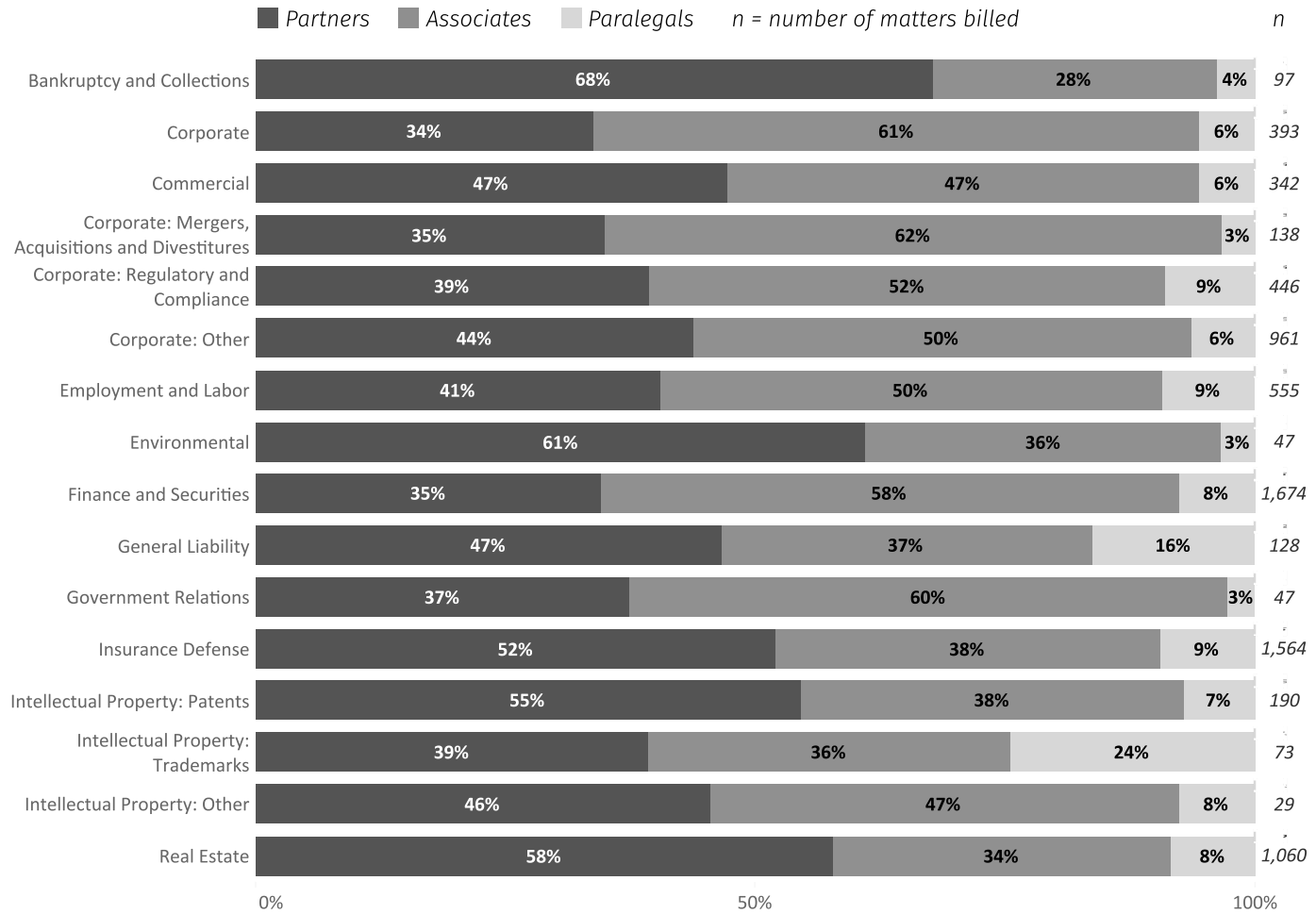
2020 to 2023 -- Percentage of Hours Billed per Matter



## Section VI: Matter Staffing Analysis

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

2020 to 2023 -- Percentage of Hours Billed per Matter





# Section VII: Data Methodology

All data and analysis based on  
data collected thru Q2 2023

## Appendix: Data Methodology

### Invoice Information

Data in Wolters Kluwer ELM Solutions' reference database and in the 2023 Real Rate Report were taken from invoice line-item entries contained in invoices received and approved by participating companies.

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

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

### Non-Invoice Information

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

The majority of analyses included in this report have been mapped to one of 12 practice areas, further divided into sub-areas and litigation/non-litigation.

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

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

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

## Appendix: Data Methodology

### A Note on US Cities

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

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

## Appendix: Data Methodology

### A Note on US Cities

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

## Appendix: Data Methodology

### A Note on US Cities

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

## Appendix: Data Methodology

### Anonymization of the Dataset

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

To further ensure anonymity and confidentiality:

- The information is published in such a manner as to make it reasonably impervious to reverse analysis should some attempt be made to determine what data might pertain to any company, law firm, timekeeper, invoice, or matter.
- The 2023 Real Rate Report will not reveal which ELM Solutions client or clients are included or excluded in its analyses.
- Clients are not and will not be informed as to whether their data are included within a particular facet of analysis.
- No textual description of any legal work performed by any individual exists in the ELM Solutions reference database.

### A Note on Insurance Litigation

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

### “Real Rate” Definition

The information in this report consists of data taken from client invoices submitted by law firms for work performed from 7/1/2020 through 6/30/2023. All Invoices were submitted through the ELM billing systems.

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

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

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

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

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

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

## Appendix: Data Methodology

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

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

### A Note on Negotiated Rates and Billing

Practices law firms can generally follow vary for submitting “negotiated” rates on invoices. Firms may submit the negotiated rate as the hourly rate identified on the invoice line item, insert a vendor line item adjustment to ensure compliance, or provide a vendor invoice level adjustment to bring the total amount of the fees into compliance with agreed-on discounts. Although the former two are considered part of the real rate calculation, the latter can be problematic. It is not directly linked to a line item, and therefore, for the purposes of determining the rate, it should not be assumed that the adjustment is related to a specific line item. Invoice-level adjustments may represent a credit or some other type of adjustment placed on the invoice. To ensure these types of adjustments would not adversely impact the analysis contained within the 2023 Real Rate Report, the team reviewed the population of invoices and line items to determine what the deviation of the real rate might be based on inclusion or exclusion. The analysis demonstrated that the variance was not significant (less than 1%).

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

### Types of Matters Included in the Analysis

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

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

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

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

## Appendix: Data Methodology

### Bankruptcy and Collections

Chapter 11  
 Collections  
 General/Other  
 Workouts and Restructuring

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### Commercial (Commercial Transactions and Agreements)

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

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

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

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### Employment and Labor

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

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### Environmental

General/Other  
 Health and Safety  
 Superfund  
 Waste/Remediation

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### Finance and Securities

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

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<sup>1</sup> All references to “Corporate: General/Other” in the 2023 Real Rate Report are the aggregation of all Corporate subareas excluding the Mergers, Acquisitions, and Divestitures sub-area and the Regulatory and Compliance sub-area.



## Appendix: Data Methodology

### General Liability

Asbestos/Mesothelioma  
Auto and Transportation  
Consumer Related Claims  
Crime, Dishonesty and Fraud  
General/Other

Personal Injury/Wrongful Death  
Premises  
Product and Product Liability  
Property Damage  
Toxic Tort

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### Government Relations

General/Other  
Lobbying and Relations

---

### Insurance Defense

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

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

General/Other  
Licensing  
Patents  
Trademarks

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### Marketing and Advertising

General/Other

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### Real Estate

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

<sup>2</sup> All references to "Intellectual Property: General/Other" in the 2023 Real Rate Report are the aggregation of all Intellectual Property sub-areas excluding the Patents and Trademarks sub-areas.



## **About Wolters Kluwer ELM Solutions**

ELM Solutions is the market-leading global provider of enterprise legal spend and matter management and legal analytics solutions. It provides a comprehensive suite of tools that address the growing needs of corporate legal operations departments to increase operational efficiency and reduce costs, including a legal spend database featuring more than \$160 billion in invoices. Corporate legal and insurance claims departments trust its innovative technology and end-to-end customer experience to drive world-class business outcomes. In 2023, Wolters Kluwer ELM Solutions was named a Leader in the IDC MarketScape: Worldwide Enterprise Legal Management Software 2023 Vendor Assessment report.

# EXHIBIT B

# PEER MONITOR

INSIGHT. ADVANTAGE. COMPETITIVE INTELLIGENCE.

## PUBLIC RATES

In a time when the legal market continues to face fluctuating demand and challenges containing expenses, it's critical that your firm stays on top of the latest billing trends and maintains fair, competitive rates while maximizing revenue.

### Take Action to Inform Your Firm

**Public Rates** is a dynamic, web-based billing rate service that gives you anytime access to accurate, court reported, hourly rate data, with details drilling down to the named timekeeper.

It empowers you to quickly and easily slice and analyze rates across user-selected combinations of various attributes, sort targeted record results, view quartile and median rates for searched data, and more.

### Then Take Your Rate Analysis One Step Further

As efficient as it is intuitive, **Public Rates** offers deeper billing evaluation with query comparison that allows for firm-to-firm, case-to-case, or even person-to-person rate examination.

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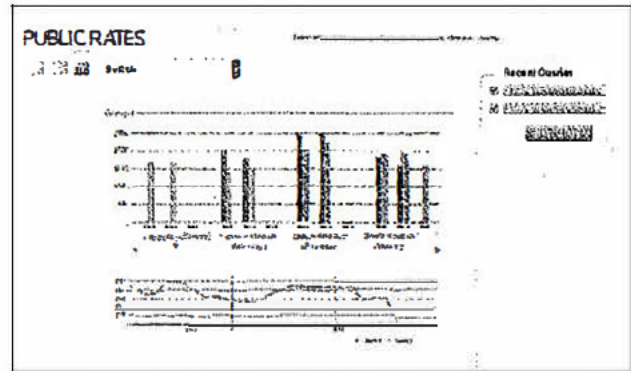
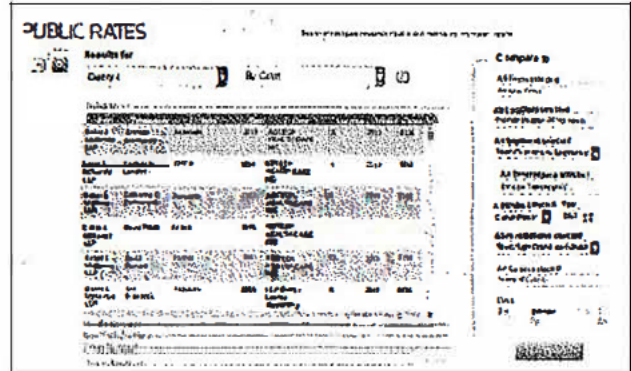
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<b>California Rates (January–May 2018)</b>
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Title	Professional	Firm	Graduated	Admitted	State	Rate	Hours	Total
Partner	David M. Nemecek	Kirkland & Ellis LLP	2003	2003	CA	\$1,395	2.4	\$3,348.00
Partner	Leslie A. Plaskon	Paul Hastings LLP	1988	1988	CA	\$1,275	260	\$331,500.00
Partner	Thomas B. Walper	Munger Tolles & Olson LLC	1980	1980	CA	\$1,225	166.7	\$204,207.50
Partner	Jeffrey B Greenberg	Latham & Watkins LLP	1996	1996	CA	\$1,175	3.3	\$3,877.50
Partner	Mark E. McKane	Kirkland & Ellis LLP	1997	1997	CA	\$1,175	79.1	\$92,942.50
Partner	Paul D Tanaka	Kirkland & Ellis LLP	2003	2003	CA	\$1,145	1.1	\$1,259.50
Partner	Annie Kim	Proskauer Rose LLP	2004	2004	CA	\$1,125	22.1	\$24,862.50
Partner	Jonathan Benloulou	Proskauer Rose LLP	2006	2006	CA	\$1,125	2.9	\$3,262.50
Partner	Robert J Frances	Latham & Watkins LLP	2001	2001	CA	\$1,125	1.7	\$1,912.50
Partner	Dean A. Ziehl	Pachulski Stang Ziehl Young Jones &	1978	1978	CA	\$1,050	73.3	\$76,965.00
Partner	James I. Stang	Pachulski Stang Ziehl Young Jones &	1980	1980	CA	\$1,050	111.4	\$116,970.00
Partner	Alan J. Kornfeld	Pachulski Stang Ziehl Young Jones &	1987	1987	CA	\$1,025	78.9	\$80,872.50
Partner	Stephen D. Rose	Munger Tolles & Olson LLC	1991	1991	CA	\$1,025	63.9	\$65,497.50
Partner	Unger Sean	Paul Hastings LLP	2004	2004	CA	\$1,025	103.2	\$105,780.00
Partner	Stefanie I Gitler	Kirkland & Ellis LLP	2009	2009	CA	\$995	225.1	\$223,974.50
Partner	Tate Eric A.	Morrison & Foerster LLP	1995	1995	CA	\$990	0.3	\$297.00
Partner	Michael Esser	Kirkland & Ellis LLP	2009	2009	CA	\$965	542.6	\$523,609.00
Associate	Campbell Gavin	Kirkland & Ellis LLP	2012	2012	CA	\$950	227.7	\$216,315.00
Partner	David M. Bertenthal	Pachulski Stang Ziehl Young Jones &	1993	1989	CA	\$950	107.7	\$102,315.00
Associate	Olsen Katrina	Kirkland & Ellis LLP	2014	2014	CA	\$950	4.6	\$4,370.00
Partner	Janie F. Schulman	Morrison & Foerster LLP	1987	1987	CA	\$925	0.2	\$185.00
Associate	Jacob Johnston	Kirkland & Ellis LLP	2013	2013	CA	\$905	5	\$4,525.00
Partner	Kenneth H. Brown	Pachulski Stang Ziehl Young Jones &	1981	1977	CA	\$895	5.9	\$5,280.50
Partner	Kevin S. Allred	Munger Tolles & Olson LLC	1986	1986	CA	\$875	209.7	\$183,487.50
Partner	Knudsen Erik G.	Morrison & Foerster LLP	2007	2007	CA	\$875	269.4	\$235,725.00
Counsel	Adam Lin	Orrick, Herrington & Sutcliffe LLP	2004	2004	CA	\$850	3	\$2,550.00
Associate	Austin Klar	Kirkland & Ellis LLP	2013	2013	CA	\$845	173	\$146,185.00
Associate	Michael Saretsky	Kirkland & Ellis LLP	2015	2015	CA	\$835	237.2	\$198,062.00
Of Counsel	Harry D. Hochman	Pachulski Stang Ziehl Young Jones &	1987	1987	CA	\$825	69.1	\$57,007.50
Of Counsel	Lloyd W. Aubry	Morrison & Foerster LLP	1975	1975	CA	\$825	1.6	\$1,320.00
Partner	Seth Goldman	Munger Tolles & Olson LLC	2002	2002	CA	\$825	260.5	\$214,912.50
Of Counsel	Victoria A. Newmark	Pachulski Stang Ziehl Young Jones &	1996	1996	CA	\$825	1.6	\$1,320.00
Of Counsel	Yana S. Johnson	Morrison & Foerster LLP	1999	1999	CA	\$825	3.2	\$2,640.00
Associate	Austin Klar	Kirkland & Ellis LLP	2013	2013	CA	\$810	23.3	\$18,873.00
Associate	Cynthia Castillo	Kirkland & Ellis LLP	2015	2015	CA	\$810	178.8	\$144,828.00
Associate	Kevin Chang	Kirkland & Ellis LLP	2014	2014	CA	\$810	8.4	\$6,804.00
Of Counsel	Nardall Ali U.	Morrison & Foerster LLP	2008	2008	CA	\$795	4.4	\$3,498.00
Associate	Ramin Montazeri	Latham & Watkins LLP	2016	2016	CA	\$795	10.9	\$8,665.50
Associate	Lee Muhyung	Proskauer Rose LLP	2015	2015	CA	\$780	37.5	\$29,250.00
Of Counsel	Jeffrey L. Kandel	Pachulski Stang Ziehl Young Jones &	1984	1984	CA	\$750	10.7	\$8,025.00
Of Counsel	Bradley R. Schneider	Munger Tolles & Olson LLC	2004	2004	CA	\$735	88.9	\$65,341.50
Associate	Curtis Kelly M	Proskauer Rose LLP	2016	2016	CA	\$730	39.6	\$28,908.00
Associate	Cynthia Castillo	Kirkland & Ellis LLP	2015	2015	CA	\$725	30.3	\$21,967.50
Associate	Joanna A Gorska	Latham & Watkins LLP	2014	2014	CA	\$725	2.4	\$1,740.00
Counsel	Elissa A. Wagner	Pachulski Stang Ziehl Young Jones &	2001	2001	CA	\$695	5	\$3,475.00
Associate	Benjamin Butterfield	Morrison & Foerster LLP	2014	2014	CA	\$660	883.2	\$582,912.00
Partner	David M. Eaton	Kilpatrick Townsend & Stockton LLP	1996	1996	CA	\$660	5.3	\$3,498.00
Associate	Ankur Sharma	Kirkland & Ellis LLP	2016	2016	CA	\$645	16.4	\$10,578.00
Associate	Maxwell Coll	Kirkland & Ellis LLP	2016	2016	CA	\$630	15	\$9,450.00
Associate	Brashears Travis C	Proskauer Rose LLP	2016	2016	CA	\$595	8.3	\$4,938.50
Associate	Sadeghi Sam	Paul Hastings LLP	2016	2016	CA	\$585	22.9	\$13,396.50
Associate	Jenny Pierce	Kirkland & Ellis LLP	2016	2016	CA	\$555	1.2	\$666.00
Associate	Meg A Webb	Kirkland & Ellis LLP	2017	2017	CA	\$555	1.4	\$777.00

Associate	Peter E. Boos	Munger Tolles & Olson LLC	2014	2014	CA	\$550	88.05	\$48,427.50
Associate	Floyd Amani Solange	Morrison & Foerster LLP	2014	2014	CA	\$540	3.9	\$2,106.00
Associate	Glock Jana	Morrison & Foerster LLP	2015	2015	CA	\$540	22.2	\$11,988.00
Associate	Kerry C. Jones	Morrison & Foerster LLP	2014	2014	CA	\$540	11.5	\$6,210.00
Associate	Roumiantseva Dina	Morrison & Foerster LLP	2014	2014	CA	\$540	5	\$2,700.00
Associate	Scheinok Brittany	Morrison & Foerster LLP	2015	2015	CA	\$485	27.2	\$13,192.00
Associate	Coleman Matthew	Ropes & Gray LLP	2014	2014	CA	\$450	2.5	\$1,125.00
Associate	Tobyn Yael Aaron	Morrison & Foerster LLP	2016	2016	CA	\$435	26.4	\$11,484.00

<b>California Rates (June–December 2018)</b>
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Title	Professional	Firm	Graduated	Admitted	State	Rate	Hours	Total
Partner	Kenneth Klee	Klee, Tuchin, Bogdanoff & Stern, LLP	1975	1974	CA	\$1,475	46.4	\$68,440.00
Partner	Eric Reimer	Milbank Tweed Hadley & McCloy LLP	1987	1987	CA	\$1,465	7.9	\$11,573.50
Partner	Gregory A. Bray	Milbank Tweed Hadley & McCloy LLP	1984	1984	CA	\$1,465	234.1	\$342,956.50
Partner	Madden P.C. RickC	Kirkland & Ellis LLP	1995	1995	CA	\$1,445	31.2	\$45,084.00
Partner	David M. Nemecek	Kirkland & Ellis LLP	2003	2003	CA	\$1,395	2.4	\$3,348.00
Partner	Browning P.C. Marc D	Kirkland & Ellis LLP	1998	1998	CA	\$1,375	4.2	\$5,775.00
Partner	Isaac M Pachulski	Pachulski Stang Ziehl Young Jones &	2014	2014	CA	\$1,295	0.7	\$906.50
Partner	Walker Elizabeth W	Sidley Austin LLP	1984	1984	CA	\$1,250	3.7	\$4,625.00
Partner	David Stern	Klee, Tuchin, Bogdanoff & Stern, LLP	1975	1975	CA	\$1,245	67.4	\$83,913.00
Partner	Michael Tuchin	Klee, Tuchin, Bogdanoff & Stern, LLP	1990	1990	CA	\$1,245	191.1	\$237,919.50
Partner	Richard M. Pachulski	Pachulski Stang Ziehl Young Jones &	1979	1979	CA	\$1,245	274.7	\$342,001.50
Partner	Dennis Arnold	Gibson Dunn & Crutcher, LLP	1976	1975	CA	\$1,210	65.2	\$78,892.00
Partner	Cromwell Montgomery	Gibson Dunn & Crutcher, LLP	1997	1997	CA	\$1,205	0.9	\$1,084.50
Partner	Oscar Garza	Gibson Dunn & Crutcher, LLP	1990	1990	CA	\$1,205	116.1	\$139,900.50
Partner	Austin V Schwing	Gibson Dunn & Crutcher, LLP	2000	2000	CA	\$1,155	0.7	\$808.50
Partner	Douglas Michael Fuchs	Gibson Dunn & Crutcher, LLP	2007	2007	CA	\$1,155	53.5	\$61,792.50
Partner	Annie Kim	Proskauer Rose LLP	2004	2004	CA	\$1,125	11.6	\$13,050.00
Partner	Jonathan Benloulou	Proskauer Rose LLP	2006	2006	CA	\$1,125	2.9	\$3,262.50
Partner	James I. Stang	Pachulski Stang Ziehl Young Jones &	1980	1980	CA	\$1,095	63.4	\$69,423.00
Partner	Farshad E. More	Gibson Dunn & Crutcher, LLP	2003	2003	CA	\$1,080	0.8	\$864.00
Partner	Jesse I. Shapiro	Gibson Dunn & Crutcher, LLP	2000	2000	CA	\$1,080	10.9	\$11,772.00
Partner	David Fidler	Klee, Tuchin, Bogdanoff & Stern, LLP	1998	1997	CA	\$1,075	237.9	\$255,742.50
Special	Brian Stern	Milbank Tweed Hadley & McCloy LLP	2003	2003	CA	\$1,065	7.5	\$7,987.50
Special	Haig Maghakian	Milbank Tweed Hadley & McCloy LLP	2002	2002	CA	\$1,065	264.8	\$282,012.00
Partner	Jesse A. Cripps Jr.	Gibson Dunn & Crutcher, LLP	2011	2011	CA	\$1,045	16.2	\$16,929.00
Partner	Mehta Anjna	Kirkland & Ellis LLP	2000	2000	CA	\$1,045	10.9	\$11,390.50
Of Counsel	Richard J. Gruber	Pachulski Stang Ziehl Young Jones &	1982	1982	CA	\$1,025	9.1	\$9,327.50
Partner	Samuel Newman	Gibson Dunn & Crutcher, LLP	2001	2001	CA	\$1,010	326.5	\$329,765.00
Partner	Debra I. Grassgreen	Pachulski Stang Ziehl Young Jones &	1992	1992	CA	\$995	15.7	\$15,621.50
Associate	Jessica Dombroff	Milbank Tweed Hadley & McCloy LLP	2009	2009	CA	\$995	13.3	\$13,233.50
Partner	Katherine V.A Smith	Gibson Dunn & Crutcher, LLP	2015	2015	CA	\$995	0.6	\$597.00
Partner	Matthew B Dubeck	Gibson Dunn & Crutcher, LLP	2017	2017	CA	\$995	44.1	\$43,879.50
Partner	Robert J. Pfister	Klee, Tuchin, Bogdanoff & Stern, LLP	2001	2001	CA	\$995	123.3	\$122,683.50
Partner	David M. Bertenthal	Pachulski Stang Ziehl Young Jones &	1993	1989	CA	\$975	6.5	\$6,337.50
Partner	Jeffrey N. Pomerantz	Pachulski Stang Ziehl Young Jones &	1989	1989	CA	\$975	66.5	\$64,837.50
Associate	Campbell Gavin	Kirkland & Ellis LLP	2012	2012	CA	\$950	336.5	\$319,675.00
Partner	Henry C. Kevane	Pachulski Stang Ziehl Young Jones &	1986	1986	CA	\$950	4.8	\$4,560.00
Associate	Olsen Katrina	Kirkland & Ellis LLP	2014	2014	CA	\$950	4.6	\$4,370.00
Partner	Stanley E. Goldich	Pachulski Stang Ziehl Young Jones &	1980	1980	CA	\$925	7	\$6,475.00
Associate	Najeh Baharun	Milbank Tweed Hadley & McCloy LLP	2013	2013	CA	\$910	28.3	\$25,753.00
Partner	David M. Guess	Klee, Tuchin, Bogdanoff & Stern, LLP	2005	2005	CA	\$895	84.5	\$75,627.50
Partner	Marla Sountas	Klee, Tuchin, Bogdanoff & Stern, LLP	2006	2006	CA	\$895	23.2	\$20,764.00
Partner	Whitman L. Holt	Klee, Tuchin, Bogdanoff & Stern, LLP	2005	2005	CA	\$895	54.7	\$48,956.50
Associate	Allison Balick	Gibson Dunn & Crutcher, LLP	2009	2009	CA	\$875	5.4	\$4,725.00
Associate	Caldon Brendan W	Kirkland & Ellis LLP	2007	2007	CA	\$875	1.5	\$1,312.50
Associate	Daniel B. Denny	Gibson Dunn & Crutcher, LLP	2005	2005	CA	\$875	436.1	\$381,587.50
Associate	Douglas G. Levin	Gibson Dunn & Crutcher, LLP	2009	2009	CA	\$875	205.2	\$179,550.00
Associate	Genevieve G. Welner	Gibson Dunn & Crutcher, LLP	2007	2007	CA	\$875	93.7	\$81,987.50
Partner	Maxim B. Litvak	Pachulski Stang Ziehl Young Jones &	1997	1997	CA	\$875	89.6	\$78,400.00
Associate	Melissa Leigh Barshop	Gibson Dunn & Crutcher, LLP	2006	2006	CA	\$875	5	\$4,375.00
Associate	Jonathan Schaeffer	Gibson Dunn & Crutcher, LLP	2016	2016	CA	\$860	1.9	\$1,634.00
Partner	Joshua M. Fried	Pachulski Stang Ziehl Young Jones &	1995	1995	CA	\$850	74.1	\$62,985.00
Of Counsel	Gurule Julian I	Klee, Tuchin, Bogdanoff & Stern, LLP	2007	2007	CA	\$825	39.3	\$32,422.50

Associate	Ian T. Long	Gibson Dunn & Crutcher, LLP	2015	2015 CA	\$820	140	\$114,800.00
Associate	Goldberg Zachary	Milbank Tweed Hadley & McCloy LLP	2016	2016 CA	\$790	162.4	\$128,296.00
Associate	Lee Muhyung	Proskauer Rose LLP	2015	2015 CA	\$780	28.2	\$21,996.00
Partner	Jamie L. Edmonson	Venable LLP	1996	1996 CA	\$765	180.3	\$137,929.50
Associate	Tiffany X. Phan	Gibson Dunn & Crutcher, LLP	2013	2013 CA	\$760	8.7	\$6,612.00
Of Counsel	Erin Gray	Pachulski Stang Ziehl Young Jones &	1992	1991 CA	\$750	9.9	\$7,425.00
Partner	Justin D. Yi	Klee, Tuchin, Bogdanoff & Stern, LLP	2009	2009 CA	\$750	3.9	\$2,925.00
Associate	Chapple Catherine L.	Morrison & Foerster LLP	2012	2012 CA	\$725	4	\$2,900.00
Associate	Jonathan M. Weiss	Klee, Tuchin, Bogdanoff & Stern, LLP	2012	2012 CA	\$725	195.4	\$141,665.00
Of Counsel	William Ramseyer	Pachulski Stang Ziehl Young Jones &	1980	1980 CA	\$725	18.8	\$13,630.00
Associate	Sarah A. Cames	Cooley LLP	2014	2014 CA	\$710	146.1	\$103,731.00
Associate	Latta R T	Jones Day	2011	2011 CA	\$700	194.5	\$136,150.00
Associate	Samuel M. Kidder	Klee, Tuchin, Bogdanoff & Stern, LLP	2012	2012 CA	\$675	88.6	\$59,805.00
Associate	Thomas H Alexander	Gibson Dunn & Crutcher, LLP	2015	2015 CA	\$660	23.7	\$15,642.00
Associate	Sasha M. Gurvitz	Klee, Tuchin, Bogdanoff & Stern, LLP	2014	2014 CA	\$625	114.9	\$71,812.50
Associate	Robert J. Smith	Klee, Tuchin, Bogdanoff & Stern, LLP	2016	2016 CA	\$600	35.8	\$21,480.00
Associate	Brashears Travis C	Proskauer Rose LLP	2016	2016 CA	\$595	8.3	\$4,938.50
Associate	Matthew S Coe-Odess	Gibson Dunn & Crutcher, LLP	2016	2016 CA	\$595	16.9	\$10,055.50
Associate	Katherine A Lau	Gibson Dunn & Crutcher, LLP	2017	2017 CA	\$525	97.7	\$51,292.50
Associate	Tran J L	Jones Day	2015	2015 CA	\$525	60.2	\$31,605.00
Associate	Nicholas A. Koffroth	Venable LLP	2012	2012 CA	\$515	94.9	\$48,873.50
Associate	Liu R Q	Jones Day	2015	2015 CA	\$475	34.2	\$16,245.00
Associate	Stuart B W	Jones Day	2013	2013 CA	\$475	208.6	\$99,085.00
Associate	Doyle A M	Jones Day	2017	2017 CA	\$450	6.5	\$2,925.00
Associate	Udenka Honieh	Brown Rudnick LLP	2017	2017 CA	\$375	1	\$375.00