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Attorneys for Defendant Jack Poulson

SUPERIOR COURT OF THE STATE OF CALIFORNIA

COUNTY OF SAN FRANCISCO

MAURY BLACKMAN, an individual,

Plaintiff,

v.

SUBSTACK, INC., a Delaware Corporation; AMAZON WEB SERVICES, INC., a Delaware Corporation; JACK POULSON, an individual; TECH INQUIRY, INC., a Delaware corporation; DOES 1-25, inclusive,

Defendants.

Case No.: CGC-24-618681

DECLARATION OF DAVID GREENE IN SUPPORT OF MOTION FOR ATTORNEYS' FEES AND COSTS

DATE: July 29, 2025
TIME: 9:00 a.m.
DEPT: 301

Judge: **Hon. Christine Van Aken**

Action Filed: October 3, 2024

DECLARATION OF DAVID GREENE

I, DAVID GREENE, declare as follows:

1. I am an attorney licensed to practice in the State of California and a Senior Staff Attorney with Electronic Frontier Foundation (EFF), which is a nonprofit corporation established under the laws of California with its principal place of business in San Francisco. As part of its mission, EFF provides pro bono legal services in public interest litigation matters and recovers fees only if they are awarded by a court or are included in the settlement of a matter.

2. EFF is counsel to Defendant Jack Poulson in this matter. This declaration is submitted in support of Defendants' Motion for Attorneys' Fees pursuant to Code of Civil Procedure

§ 425.16(c). Except as otherwise indicated, I have personal knowledge of the facts stated here and, if called upon to do so, would testify competently to the facts stated herein.

3. I was the attorney who supervised all EFF attorneys who worked on this matter. My colleague Victoria Noble was chiefly responsible for drafting the opposition to the temporary restraining order, the special motion to strike and reply memorandum, conducting the bulk of the legal research, working with the client to develop the factual record, and preparing sealed versions of all pleadings. I oversaw, reviewed, and edited all pleadings, and conducted legal research as needed. I was also the chief author of the various motions to seal and responsible for reviewing co-counsels' drafting of the opposition to the motion to proceed as a Doe plaintiff. Ms. Noble assisted by reviewing and offering edits to those papers. For all tasks, we were both assisted by three other lawyers from EFF who performed additional legal research and a legal secretary. However, I have exercised billing judgment and excluded their fees from this motion.

4. To minimize duplication, we at all times coordinated with counsel for co-defendants. Counsel for Substack took the lead on this motion for attorneys' fees, and in preparing the opposition papers for Plaintiff's Doe motion. Counsel for Tech Inquiry took the lead on opposing Blackman's motion to seal. Each defendant, however, wrote their own opposition to Blackman's TRO motion. That motion required a response on such a tight timeline there was little opportunity for coordination. Each defendant was also wrote their own special motion to strike and reply. This was necessary because the arguments on the second part of the anti-SLAPP analysis were different for each defendant due to the distinct allegations against them. Poulson's arguments, for example, largely focused on his role as the publisher of the information about Blackman and his role as a journalist. The arguments of the other defendants, in contrast, largely focused on their role as intermediaries for Poulson's reporting.

I. Hours Worked

5. In cases where fees may be available, EFF's general practice is for attorneys to record their time contemporaneously, either offline or using the Toggl timekeeping app, which allows for both real-time, timer-based timekeeping and manual-entry timekeeping. Our monitoring of our usage of Toggl has assured us that the real-time function accurately records time.

6. I used the Toggl app to record my time. The strong majority of that time was recorded contemporaneously using the app's timer function. For a few entries, I recorded my start and stop times on paper and later entered the data into Toggl using the manual function. I am confident that the time records in Toggl accurately reflect the time for which fees are being sought here.

7. As she states in her declaration, Ms. Noble also used Toggl to enter her time and is confident that the records reflected in Toggl are accurate.

8. To determine the amount of fees to seek in this motion, I downloaded the time all EFF attorneys recorded on the matter from Toggl. I then reviewed each time entry to check for duplication, nonproductive tasks, and incomplete records. I exercised billing judgment to exclude such time entrees and also decided to only include in this fee motion the time spent by Ms. Noble and me, even though three other EFF attorneys spent some time researching legal issues for Poulson's anti-SLAPP motion. We are also not including secretarial time even though it was quite substantial in this matter.

9. Our time records for this matter are attached hereto as. As those records show, we are seeking an attorneys' fee award for 298 hours and 34 minutes of attorney time. This represents 278 hours and 13 minutes for the work on the special motion to strike, including the work on the motions to partially seal the memorandum of points and authorities in support of the special motion to strike, the reply, and the exhibits associated with each. Also included is 18 hours and 34 minutes for work opposing Blackman's motion for a temporary restraining order and 1 hour and 47 minutes for work opposing Blackman's motion to proceed pseudonymously, each of which was integral to the anti-SLAPP proceedings.

10. The attorney time breaks down as follows: I spent 79 hours and 19 minutes on the special motion to strike, reply and associated motions to seal; Ms. Noble spent 198 hours and 54 minutes hours. I spent 7 hours and 45 minutes on Poulson's opposition to the TRO; Ms. Noble spent 10 hours and 49 minutes. I spent 25 minutes on the Defendants' joint opposition to the Doe motion. Ms. Noble spent 1 hour and 22 minutes on the opposition and attending the hearing.

II. Fee Rates

11. The fee rates for EFF attorneys on this matter, as set forth in the retainer agreement with Mr. Poulson, are as follows: David Greene ($955 per hour); Victoria Noble ($350 per hour).

12. EFF fee rates reflect the prevailing hourly rates for attorneys of comparable education, expertise, and experience in the Bay Area. As the Civil Liberties Director at EFF, I am part of the management team that sets EFF fee rates and have first-hand knowledge of the process we use for doing so. EFF regularly reviews our fee rates to ensure that they reflect prevailing Bay Area rates. We do so by surveying both nonprofit legal services providers, such as the ACLU-Northern California, and local law firms of all sizes. We also review court dockets to find expert declarations that have been filed in support of fee motions and opinions granting fee awards that discuss the rates approved by the court. This information tends to reveal a range of fee rates, and we aim to set our rates to be in the 75th percentile of the rates charged. Using those methods, we did a major revision to our rate structure in 2016 because we found that our rates had fallen significantly below market rates. We did another revision in 2022, when the rates that apply to this matter were set, to keep our rates in line with the rates of the lawyers at the ACLU of Northern California, with whom we frequently collaborate. In between those dates, we checked fee awards and filed expert fee declarations to make sure that our rates were in line with prevailing fee rates. For example, before moving for attorneys' fees in 2020 in *Voss v. California Department of Corrections and Rehabilitation*, San Francisco Superior Court case no. CPF-20-517117, we consulted the Declaration of Richard Pearl, a well-known, Bay Area attorneys' fee expert, that had been filed in *Stiavetti v. Ahlin*, Alameda Superior Court case no. RG1577973 (attached hereto as Exhibit B). And in preparing a fee demand in 2018, we noted recent fee awards by local federal courts. See, e.g., *Huynh v. Santa Clara Housing Auth.*, 2017 WL 1050539, *6 (N.D. Cal. 2017) (approving $862 for a lawyer with 21 years of experience and $530 for a lawyer with six years of experience); *Acosta v. Frito-Lay, Inc.*, 2018 WL 2088278, *12 (N.D. Cal. 2018) (approving $730 for a lawyer with 21 years of experience and $410 for a lawyer with four years of experience).

13. As we have not updated our rate structure since 2022, I suspect that our rates now lag somewhat behind our target. Indeed, at all but the most experienced end of our scale, our rates now

lag behind the rates in the Fitzpatrick Matrix, the rates the Department of Justice applies to complex civil litigation in District of Columbia courts. See https://www.justice.gov/usao-dc/page/file/1504361/dl?inline. That scale is commonly found to not reflect the more costly attorney fee rates of the Bay Area, or private litigation more generally.

14. EFF's fee rates were approved of by courts in the following matters:

- *Electronic Frontier Foundation v. Superior Court*, San Bernardino Superior Court case no. CIVDS1930054 (April 27, 2021) (awarding fee rate of $450 for attorney with 11 years of experience);
- *Electronic Frontier Foundation v. Office of the Director of National Intelligence*, No. 07-05278 SI, 2008 U.S. Dist. LEXIS 44050 (N.D. Cal. June 4, 2008) (court found EFF's 2007 hourly rates to be reasonable)
- *Apple v. Does,* Santa Clara Superior Court case no. 1-04-CV-032178 (awarding fees in accordance with EFF's 2006 and 2007 rates)

15. EFF's fee rates were not contested in the following matters that were resolved by settlement:

- Voss et al. v. California Department of Corrections and Rehabilitation, San Francisco Superior Court Case number CPF-20-517117;
- *OPG v. Diebold*, 337 F. Supp. 2d 1195 (N.D. Cal. 2004) (2004 fee rates not contested in post-summary judgment settlement);
- *EFF v. Department of Justice*, U.S. District Court for the District of Northern California Case Number 16-cv-2041-HSG
- *EFF v. Department of Justice*, U.S. District Court for the District of Columbia Case Number 17-cv-1039-DLF
- *EFF v. Department of Justice*, U.S. District Court for the District of Northern California Case Number 17-cv-03263-VC
- *EFF v. Department of Commerce*, U.S. District Court for the District of Columbia Case Number 17-cv-2567-ABJ
- *EFF v. Office of Management and Budget*, U.S. District Court for the District of Columbia

Case Number 20-cv-2689-TJK

- *EFF v. Department of Homeland Security*, U.S. District Court of the District of Northern California, Case Number 19-cv-7431-JSC

III. My Qualifications

16. I have over 33 years of experience litigating First Amendment matters in state and federal courts. I am a 1991 graduate of Duke University School of Law and clerked for the Hon,. Allen T. Compton of the Alaska Supreme Court. I practiced civil litigation with Hancock, Rothert & Bunshoft from 1992 to 1997, litigating many First Amendment and other cases in both trial and appellate courts, including one trial in federal court and two in California state courts. From 1997 to 1999, I was the Program Director for the National Campaign for Freedom of Expression in Washington, D.C. Among my duties there was to assist in the preparation of amicus briefs in courts across the country in high profile First Amendment cases. From July 1999 through July 2011, I was Executive Director and Staff Counsel at First Amendment Project in Oakland, CA, a nonprofit organization that provided free legal services on public interest free speech and free press matters, During my tenure at FAP, I litigated numerous First Amendment cases including civil liberties actions, SLAPPs, public records, and court access. In 1993, I argued *DVD Copy Control Association v. Bunner* in the California Supreme Court. I also briefed and argued several other cases before the Ninth Circuit and California Courts of Appeal during my time at FAP, and co-wrote the highly influential brief on behalf of amicus curiae J.M. Coetzee et al. in *In re George T.*, 33 Cal. 4th 620 (2004). From July 2011 through July 2013, I was counsel with Bryan Cave LLP (and the predecessor firm, Holme, Roberts & Owen) in the San Francisco office, and continued to litigate First Amendment cases in state and federal courts. I joined EFF as a Senior Staff Attorney in 2013 and have practiced here since. Over the past 11-plus years, I have continued to litigate a wide range of civil liberties, First Amendment, and other cases in state and federal courts across the United States and have co-authored interventions in international courts. I have continued to argue cases in state and federal trial and appellate courts, including arguing successfully for the appellant in *Guerrero v. Hestrin*, 56 Cal. App. 5th 172 (2020). I have also filed numerous amicus curiae briefs in the United States Supreme Court and the federal Courts of Appeals, including being the lead

author of the briefs filed last term in the important internet free speech cases, *Moody v. Netchoice LLC*, 603 U.S. 707 (2024), and *Murthy v. Missouri*, 603 U.S. 43 (2024), and this term in *TikTok, Inc. v. Garland*, 604 US. ___, 145 S. Ct. 57 (2025).

17. I am a frequent commentator and public speaker on First Amendment, freedom of expression, and digital rights issues on television, radio, podcasts, online, in print, and at conferences and private meetings, in the United States and internationally, including twice testifying before European Parliament in Brussels. I have spoken as an expert at conferences in Great Britain, Belgium, Canada, Tunisia, France, Malta, South Africa, Colombia, Poland, Brazil, Senegal, the Czech Republic, the Netherlands, Costa Rica, and Taiwan. I have lectured frequently on these and other issues in universities across the U.S., as well as the United Kingdom and Japan.

18. I am currently an adjunct professor at University of San Francisco School of Law, where I have taught First Amendment Law since 2005. From 2002 through 2020, I was an instructor in the Journalism Department at San Francisco State University, where I taught News Media Law. I also taught as an adjunct professor at Golden Gate University. I have published numerous scholarly and lay articles on First Amendment issues, a selection of which appear on my curriculum vitae, which is attached as Exhibit C, and am a regular contributor to EFF's Deeplinks Blog.

19. I currently serve on several professional boards including the governing committee of the ABA's Communications Law Forum, and the steering committee of the Free Expression Network. And a very long time ago, I was a founding member of the Internet Free Expression Alliance.

20. My work has been recognized by *California Lawyer* magazine as a 2013 *California Lawyer* Attorney of the Year, and by the Society of Professional Journalists, Northern California as the recipient of its 2013 John Gothberg/Meritorious Service to SPJ Award and its 2007 James Madison Freedom of information Award for Legal Counsel. I was also awarded The Hon. Ira A. Brown Adjunct Faculty Award by USF Law School in 2012. In 2011, I received aa Certificate of Recognition from the California State Senate marking my 12 years of service to the First Amendment Project.

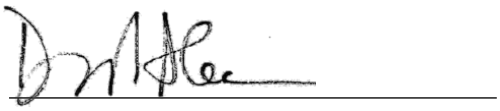
21. My hourly rate charged for this matter is $955. As set forth above, I believe this is low for a Bay Area attorney with over 33 years of experience, and with my level of expertise and international reputation. It is also consistent with my fee rates that were approved by courts more than 12 years ago. In 2012, my 2012 hourly rate of $550 and my 2009 rate of $500, were each approved by the court in *Rosenfeld v. Department of Justice*, 904 F., Supp. 2d 988, 1002-03, 1006 (N.D. Cal. 2012). In state courts, my 2009 rate of $500 per hour was approved by Judge Beth Labson Freeman in *Moreland LLC v. Old Republic Title Co.*, San Mateo Superior Court case no. Civ-487714, and was conceded to be reasonable by the State of California in *Whyte v. Department of Justice*, Kern Superior Court case no. S-1500-CV-244826 SPC. My 2008 rate of $475 per hour was found to be reasonable by Judge Yvette Palazuelos in *5th St. Loft LLC v. Jordan*, Los Angeles Superior Court case no. BC 392796. My 2005 rate of $375 per hour was found to be reasonable by Judge Manuel Real in *Marina Point Development Associates v. United States*, United States District Court for the Central District of California case no. EDCV041387RRZX and Judge Lisa Guy-Schall in *Gregory Canyon, Ltd. V. Pala Band of Mission Indians*, San Diego Superior Court case no. GIN029059.

IV. Fee Totals

22. As set forth in Exhibit A, the total fee award we are seeking in this matter is $157,425.75. This represents 211 hours and 5 minutes for Victoria Noble at $350 per hour ($73,879.17) and 87 hours and 29 minutes for me at $955 per hour ($83,546.58).

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

Executed this 23rd day of April, 2025 in San Francisco, California.



David Greene

EXHIBIT A

Blackman v. Substack, et al.
SF Superior Court CGC-24-618681

Date	Description - Anti-SLAPP motion and associated motion to seal	Time (hours:minutes)	Attorney	Hourly Rate	Total
11/04/2024	Research and outline anti-SLAPP motion	2:00	Victoria Noble	$ 350.00	$ 700.00
11/04/2024	legal research re antiSLAPP 'arising under'	6:14	David Greene	$ 955.00	$ 5,952.83
11/05/2024	corr w client re service and briefing schedule; legal research re anit-SLAPP procedures, corr w co-def counsel re schedule	3:38	David Greene	$ 955.00	$ 3,469.83
11/05/2024	Draft outline and coordinate research for argument section of brief ISO anti-SLAPP motion; legal research	2:26	Victoria Noble	$ 350.00	$ 851.67
11/06/2024	Analyze public interest element of anti-slapp standard; Revise outline of anti-SLAPP motion brief; draft brief; research for brief	7:10	Victoria Noble	$ 350.00	$ 2,508.33
11/07/2024	Legal research for anti-SLAPP brief	0:25	Victoria Noble	$ 350.00	$ 145.83
11/08/2024	Legal research for anti-SLAPP brief; Research and draft brief ISO anti-slapp motion	2:49	Victoria Noble	$ 350.00	$ 985.83
11/09/2024	Research and draft brief ISO anti-slapp moton	1:30	Victoria Noble	$ 350.00	$ 525.00
11/12/2024	Research and draft anti-slapp brief	1:59	Victoria Noble	$ 350.00	$ 694.17
11/13/2024	Draft anti-slapp brief; Draft and research brief iso anti-slapp motion; Develop strategy for anti-SLAPP motion	2:27	Victoria Noble	$ 350.00	$ 857.50
11/14/2024	Draft anti-slapp brief; Draft and research brief iso anti-slapp motion; Coordinate with co-defendants' counsel's on anti-slapp brief	3:54	Victoria Noble	$ 350.00	$ 1,365.00
11/15/2024	draft anti-SLAPP motion	3:14	David Greene	$ 955.00	$ 3,087.83
11/16/2024	Draft anti-slapp motion	3:23	Victoria Noble	$ 350.00	$ 1,184.17
11/17/2024	Draft anti-slapp brief	0:30	Victoria Noble	$ 350.00	$ 175.00
11/18/2024	draft anti-SLAPP motion	1:11	David Greene	$ 955.00	$ 1,130.08
11/18/2024	Draft anti-slapp brief; draft anti-slapp motion	2:01	Victoria Noble	$ 350.00	$ 705.83
11/19/2024	draft anti-SLAPP motion	2:12	David Greene	$ 955.00	$ 2,101.00
11/19/2024	Develop strategy for anti-SLAPP motion and coordinate work on brief	0:57	Victoria Noble	$ 350.00	$ 332.50
11/20/2024	draft anti-SLAPP motion	1:22	David Greene	$ 955.00	$ 1,305.17
11/20/2024	Draft anti-slapp motion	2:45	Victoria Noble	$ 350.00	$ 962.50
11/21/2024	Research and draft brief ISO anti-slapp motion; draft anti-slapp motion; Coordinate with co-counsel re strategy for anti-slapp motion	5:44	Victoria Noble	$ 350.00	$ 2,006.67
11/22/2024	Draft brief ISO anti-slapp motion	2:58	Victoria Noble	$ 350.00	$ 1,038.33
11/25/2024	draft anti-slapp motion and associated docs	5:16	David Greene	$ 955.00	$ 5,029.67
11/25/2024	Draft and revise Poulson declaration ISO anti-slapp motion	5:01	Victoria Noble	$ 350.00	$ 1,755.83
11/26/2024	draft anti-slapp motion and associated docs	6:16	David Greene	$ 955.00	$ 5,984.67
11/26/2024	Draft and revise brief iso anti-slapp motion and Poulson decl. iso same	2:33	Victoria Noble	$ 350.00	$ 892.50
11/27/2024	Draft and revise anti-slapp brief	2:48	Victoria Noble	$ 350.00	$ 980.00
12/02/2024	draft anti-slapp motion and associated docs	4:09	David Greene	$ 955.00	$ 3,963.25
12/02/2024	Research, draft and revise brief ISO ant-slapp motion	7:12	Victoria Noble	$ 350.00	$ 2,520.00
12/03/2024	draft anti-slapp motion and associated docs	4:15	David Greene	$ 955.00	$ 4,058.75
12/03/2024	Legal research and draft anti-slapp brief and motion; Draft Poulson declaration iso anti-slapp motion and select exhibits for same; Select exhibits for attorney declaration and outline attorney declaration	11:37	Victoria Noble	$ 350.00	$ 4,065.83
12/04/2024	draft anti-slapp motion and associated docs	3:45	David Greene	$ 955.00	$ 3,581.25
12/04/2024	Draft and revise brief ISO anti-slapp motion; draft and revise attorney declaration iso anti-slapp motion; review cite check of brief	10:42	Victoria Noble	$ 350.00	$ 3,745.00
12/05/2024	draft anti-slapp motion and associated docs; preparation of sealing motion and related materials including redacted versions of papers	7:43	David Greene	$ 955.00	$ 7,369.42
12/05/2024	Revise anti-slapp brief; redactions	3:45	Victoria Noble	$ 350.00	$ 1,312.50
12/06/2024	preparation of sealing motion and related materials including redacted versions of papers; draft antiSLAPP motion and associated docs	4:00	David Greene	$ 955.00	$ 3,820.00
12/06/2024	Review, redact, and finalize Poulson and Noble declarations and exhibits to declarations; Review motion to seal, notice of motion to seal, and MPA iso same	4:16	Victoria Noble	$ 350.00	$ 1,493.33
12/20/2024	legal research for and drafting of reply re motion to seal	0:30	David Greene	$ 955.00	$ 477.50
01/02/2025	Develop strategy for reply brief ISO anti-slapp motion	0:30	Victoria Noble	$ 350.00	$ 175.00
01/03/2025	legal research for reply iso anti-slapp motion	1:04	David Greene	$ 955.00	$ 1,018.67
01/03/2025	Review tentative ruling on motions to seal; research for reply brief ISO anti-slapp motion	0:45	Victoria Noble	$ 350.00	$ 262.50
01/06/2025	Hearing on motions to seal anti-SLAPP papers; Prepoare proposed order following tentative and hearing	0:39	David Greene	$ 955.00	$ 620.75
01/06/2025	Motion to seal hearing	0:12	Victoria Noble	$ 350.00	$ 70.00
01/13/2025	Research and draft anti-slapp brief	0:18	Victoria Noble	$ 350.00	$ 105.00
01/14/2025	meet and confer re sealed documents	0:12	David Greene	$ 955.00	$ 191.00
01/15/2025	Research and analyze plaintiff's briefs and declarations in opposition to defendants' motions; Analyze opp to Poulson's MTS and develop arguments for reply	2:47	Victoria Noble	$ 350.00	$ 974.17
01/16/2025	Read SLAPP oppo; legal research for and drafting of reply;	2:11	David Greene	$ 955.00	$ 2,085.08
01/16/2025	Outline reply brief; discuss strategy for same	1:18	Victoria Noble	$ 350.00	$ 455.00
01/17/2025	Research for use in rep[ly brief ISO anti-slapp motion	2:38	Victoria Noble	$ 350.00	$ 921.67
01/21/2025	Legal research for reply	1:59	David Greene	$ 955.00	$ 1,894.08
01/21/2025	Outline reply brief ISO anti-slapp motion; draft reply brief ISO anti-slapp motion	6:20	Victoria Noble	$ 350.00	$ 2,216.67
01/22/2025	Legal research for reply	0:59	David Greene	$ 955.00	$ 939.08
01/22/2025	draft reply brief ISO anti-slapp motion	6:07	Victoria Noble	$ 350.00	$ 2,140.83
01/23/2025	legal research for reply; drafting reply	7:00	David Greene	$ 955.00	$ 6,685.00
01/23/2025	draft reply brief ISO anti-slapp motion; Review declarations filed ISO or in Opp to anti-SLAPP motion	8:51	Victoria Noble	$ 350.00	$ 3,097.50
01/24/2025	legal research for reply; drafting reply	4:37	David Greene	$ 955.00	$ 4,408.92
01/24/2025	Research and draft reply brief ISO anti-slapp motion	11:51	Victoria Noble	$ 350.00	$ 4,147.50
01/25/2025	legal research for reply; drafting reply	2:12	David Greene	$ 955.00	$ 2,101.00
01/25/2025	Draft and revise reply brief and second Poulson decl ISO anti-SLAPP motion	8:14	Victoria Noble	$ 350.00	$ 2,881.67
01/26/2025	Draft and revise reply brief ISO anti-SLAPP	18:52	Victoria Noble	$ 350.00	$ 6,603.33
01/27/2025	legal research for reply; drafting reply	2:41	David Greene	$ 955.00	$ 2,562.58
01/27/2025	Revise 2d Poulson Decl.; Review draft brief for compliance with sealing order; draft and revise RJN ISO anti-SLAPP motion; Review and revise Noble declaration ISO anti-SLAPP motion	10:11	Victoria Noble	$ 350.00	$ 3,564.17
01/28/2025	Revise and finalize reply brief, Poulson Decl, Noble Decl, RJN and Exhibits ISO anti-SLAPP mot	6:47	Victoria Noble	$ 350.00	$ 2,374.17
01/29/2025	Prep for oral arg	3:44	Victoria Noble	$ 350.00	$ 1,306.67
01/30/2025	Prepare for oral argument ISO anti-SLAPP mot.	6:16	Victoria Noble	$ 350.00	$ 2,193.33
01/31/2025	prepare for slapp hearing	2:00	David Greene	$ 955.00	$ 1,910.00
01/31/2025	Prepare for oral argument ISO anti-SLAPP mot.	2:04	Victoria Noble	$ 350.00	$ 723.33
02/03/2025	Prepare for oral argument ISO anti-SLAPP mot. and review tentative order; Prepare for hearing on motion to seal	9:17	Victoria Noble	$ 350.00	$ 3,249.17
02/04/2025	Oral argument re anti-slapp motion	1:00	Victoria Noble	$ 350.00	$ 350.00
	TOTAL (David Greene)	**79:19**	**David Greene**	**$ 955.00**	**$ 75,747.42**
	TOTAL (Victoria Noble)	**198:54**	**Victoria Noble**	**$ 350.00**	**$ 69,615.00**
	TOTAL	**278:13**			**$ 145,362.42**

Date	Description - TRO	Time (hours)	Attorney	Hourly Rate	Total
11/12/2024	leal research for and darfting and esiting of opposition to TRO	6:15	David Greene	$ 955.00	$ 5,968.75
11/12/2024	Research for TRO response; Research, draft and revise TRO opp; prepare exhibits to Poulson decl. iso TRO opp., , Develop strategy for opp. to TRO	8:35	Victoria Noble	$ 350.00	$ 3,004.17
11/13/2024	final edits of TRo oppo; filing and service	1:30	David Greene	$ 955.00	$ 1,432.50
11/13/2024	Draft and revise brief in opposition to TRO; Prepare for Ex Parte TRO Hearing; Confer with counsel for co-defendants regarding TRO opposition; Ex Parte TRO Hearing	2:14	Victoria Noble	$ 350.00	$ 781.67
	TOTAL (David Greene)	**7:45**	**David Greene**	**$ 955.00**	**$ 7,401.25**
	TOTAL (Victoria Noble)	**10:49**	**Victoria Noble**	**$ 350.00**	**$ 3,785.83**
	TOTAL	**18:34**			**$ 11,187.08**

Date	Description - Doe Motion	Time (hours)	Attorney	Hourly Rate	Total
11/22/2024	review draft opp to Doe motion	0:25	David Greene	$ 955.00	$ 397.92
12/11/2024	Review tentative ruling on Doe motion; Review plaintiff's opp. to tentative ruling on Doe motion	0:45	Victoria Noble	$ 350.00	$ 262.50
12/12/2024	Doe motion hearing	0:37	Victoria Noble	$ 350.00	$ 215.83
	TOTAL (David Greene)	**0:25**	**David Greene**	**$ 955.00**	**$ 397.92**
	TOTAL (Victoria Noble)	**1:22**	**Victoria Noble**	**$ 350.00**	**$ 478.33**
	TOTAL	**1:47**			**$ 876.25**
	TOTAL (David Greene)	**87.29**	**David Greene**	**$ 955.00**	**83,546.58**
	TOTAL (Victoria Noble)	**211.05**	**Victoria Noble**	**$ 350.00**	**$ 73,879.17**
	TOTAL				**$ 157,425.75**

EXHIBIT B

Michael Temple Risher (SBN 191627)
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Kathleen Guneratne (SBN 250751)
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SUPERIOR COURT OF CALIFORNIA

COUNTY OF ALAMEDA

STEPHANIE STIAVETTI, *et al.*, Plaintiffs, v. PAMELA AHLIN, AS DIRECTOR OF THE CALIFORNIA DEPARTMENT OF STATE HOSPITALS, *et al.*, Defendants.	CASE NO.: RG15779731 ASSIGNED FOR ALL PURPOSES TO JUDGE WINIFRED SMITH DEPARTMENT 21 **DECLARATION OF RICHARD M. PEARL IN SUPPORT OF PLAINTIFFS' MOTION FOR ATTORNEY'S FEES** Hearing Date: March 13, 2019 Hearing Time: 10:00 a.m. Judge: Winifred Smith Department: 21 RES ID: R-1929086 Action Filed: July 29, 2015

I, Richard M. Pearl, hereby declare:

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

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

3. In this matter, I am familiar with the work of the litigators involved in this case. I also am aware of the hourly rates Plaintiffs' attorneys are requesting:

Name	**Graduation Year**	**Rate**
ACLU		
Michael Risher	1996	$755
Kathleen Guneratne	2004	$650
Peter Eliasberg	1994	$850
Micaela Davis	2009	$490
Katherine Lin	2014	$325
Linda Lye	1999	$725
Megan Sallomi	2014	$325

In light of my experience as an attorneys' fees specialist and the information about hourly rates I have gathered, some of which is summarized below (see ¶¶11-15), in my opinion the hourly

rates that Plaintiffs' counsel request are well within the range of non-contingent market rates charged by Bay Area law firms.[1]

Professional Background

4. Briefly summarized, my background is as follows: I am a 1969 graduate of Boalt Hall School of Law, University of California, Berkeley, California. I took the California Bar Examination in August 1969 and passed it in November of that year, but because I was working as an attorney in Atlanta, Georgia for the Legal Aid Society of Atlanta (LASA), I was not admitted to the California Bar until January 1970. I worked for LASA until summer of 1971, when I then went to work in California's Central Valley for California Rural Legal Assistance, Inc. (CRLA), a statewide legal services program. From 1977 to 1982, I was CRLA's Director of Litigation, supervising more than fifty attorneys. In 1982, I went into private practice, first in a small law firm, then as a sole practitioner. Martindale Hubbell rates my law firm "AV." I also have been selected as a Northern California "Super Lawyer" in Appellate Law for 2005, 2006, 2007, 2008, and annually from 2010 through 2019. A copy of my current Resume is attached hereto as **Exhibit A**. I also currently serve on the Board of the California Rural Legal Assistance Foundation.

5. Since 1982, my practice has been a general civil litigation and appellate practice, with an emphasis on cases and appeals involving court-awarded attorneys' fees. I also am the author of *California Attorney Fee Awards* (3d ed. Cal. CEB 2010) and its February 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, and March 2019 Supplements, as well as all its previous editions and annual supplements. California appellate courts have cited this treatise on more than 35 occasions. *See*, *e.g.*, *Graham v. DaimlerChrylser Corp.* (2004) 34 Cal.4th 553, 576, 584; *Lolley v. Campbell* (2002) 28 Cal.4th 367, 373; *Chacon v. Litke* (2010) 181 Cal.App.4th 1234, 1259; *Syers Properties III, Inc. v. Rankin* (2014) 226 Cal.App.4th 691, 698, 700. I also have lectured and written extensively on court-awarded attorneys' fees. I have been a member

[1] Mr. Eliasberg works out of the ACLU's Los Angeles office, where his 2019 rate is $850 per hour. In my opinion, however, that rate also is well within the range of hourly rates charged by comparably qualified Bay Area attorneys for comparable services.

of the California State Bar's Attorneys' Fees Task Force and have testified before the State Bar Board of Governors and the California Legislature on attorneys' fee issues. In addition, I authored a federal manual on attorneys' fees entitled *Attorneys' Fees: A Legal Services Practice Manual*, published by the Legal Services Corporation. I also co-authored the chapter on "Attorney Fees" in Volume 2 of CEB's *Wrongful Employment Termination Practice*, 2d Ed. (1997).

6. More than 90% of my practice is devoted to issues involving court-awarded attorneys' fees. I have been counsel in over 190 attorneys' fee applications in state and federal courts, primarily representing other attorneys. I also have briefed and argued more than 45 appeals, at least 30 of which have involved attorneys' fees issues. I have successfully handled five cases in the California Supreme Court involving court-awarded attorneys' fees: (1) *Maria P. v. Riles* (1987) 43 Cal.3d 1281, a landmark early decision on the scope of California Code of Civil Procedure section 1021.5; (2) *Delaney v. Baker* (1999) 20 Cal.4th 23, which held that heightened remedies, including attorneys' fees, are available in suits against nursing homes under California's Elder Abuse Act; (3) *Ketchum v. Moses* (2001) 24 Cal.4th 1122, which held, *inter alia*, that contingent risk multipliers remain available under California attorney fee law, despite the United States Supreme Court's contrary ruling on federal law (note that in *Ketchum*, I was primary appellate counsel in the Court of Appeal and "second chair" in the Supreme Court); (4) *Flannery v. Prentice* (2001) 26 Cal.4th 572, which held that in the absence of an agreement to the contrary, statutory attorneys' fees belong to the attorney whose services they are based upon; and (5) *Graham v. DaimlerChrysler Corp.* (2004) 34 Cal.4th 553, which held, *inter alia*, that the "catalyst" theory was still valid under California law despite federal Supreme Court authority to the contrary. I also represented and argued on behalf of *amicus curiae* in *Conservatorship of McQueen* (2014) 59 Cal.4th 602, and, along with Richard Rothschild, filed an *amicus curiae* brief in *Vasquez v. State of California* (2009) 45 Cal.4th 243. I also have handled numerous other appeals involving attorneys' fees, including: *Davis v. City & County of San Francisco* (9th Cir. 1992) 976 F.2d 1536; *Mangold v. CPUC* (9th Cir. 1995) 67 F.3d 1470;

Moore v. Bank of America (9th Cir. 2007) 245 Fed.Appx. 613; *Velez v. Wynne* (9th Cir. 2007) 2007 U.S.App.LEXIS 2194; *Camacho v. Bridgeport Financial, Inc.* (9th Cir. 2008) 523 F.3d 973; *Center for Biological Diversity v. County of San Bernardino* (2010) 185 Cal.App.4th 866; and *Environmental Protection Information Center v. California Dept. of Forestry & Fire Protection et al*. (2010) 190 Cal.App.4th 217. For an expanded list of my representative decisions, *see* Exhibit A.

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

8. I am frequently called upon to opine about the reasonableness of attorneys' rates and fees, and numerous federal and state courts have cited my testimony on that issue favorably. The reported cases referencing my testimony include the following California appellate courts: *Kerkeles v. City of San Jose* (2015) 243 Cal.App.4th 88; *Habitat and Watershed Caretakers v. City of Santa Cruz* (2015) 2015 Cal.App.Unpub. LEXIS 7156; *Laffitte v. Robert Half International Inc.* (2014) 231 Cal.App.4th 860 (vacated on grant of review); *In re Tobacco Cases I* (2013) 216 Cal.App.4th 570; *Heritage Pacific Financial LLC v. Monroy* (2013) 215 Cal.App.4th 972, 1009; *Children's Hospital & Medical Center v. Bonta* (2002) 97 Cal.App.4th 740*; Wilkinson v. South City Ford* (2010) 2010 Cal.App.Unpub. LEXIS 8680; *Church of Scientology v. Wollersheim* (1996) 42 Cal.App.4th 628 (anti-SLAPP case). My declaration also has been favorably referenced by the following federal courts: *Prison Legal News v. Schwarzenegger* (9th Cir. 2010) 608 F.3d 446, 455, in which the expert declaration referred to in that opinion is mine; *Antoninetti v. Chipotle Mexican Grill, Inc.* (9th Cir. 2012) Order filed Dec. 26, 2012; *Gutierrez v. Wells Fargo Bank* (N.D. Cal. 2015) 2015 U.S.Dist.LEXIS 67298; *Holman et al v. Experian Information Solutions, Inc.* (N.D. Cal. 2014) 2014 U.S.Dist.LEXIS 173698, at *13; *In re TFT-LCD (Flat Panel) Antitrust Litigation* (N.D.Cal. 2013) No. M 07-1827 SI, MDL, No. 1827, Report and Recommendation of Special Master re Motions for Attorneys' Fees etc., filed Nov. 9, 2012, adopted in relevant part, 2013 U.S.Dist.LEXIS 49885; *Rosenfeld v. United States Dept. of Justice* (N.D. Cal. 2012) 904 F.Supp.2d 988; *Stonebrae v.*

Toll Bros. (N.D. Cal. 2011) 2011 U.S.Dist.LEXIS 39832, at *9 (thorough discussion), *aff'd* (9th Cir. 2013) 2013 U.S.App.LEXIS 6369; *Hajro v. United States Citizenship & Immigration Service* (N.D.Cal 2012) 900 F.Supp.2d 1034, 1054; *Armstrong v. Brown* (N.D. Cal. 2011) 2011 U.S.Dist.LEXIS 87428; *Californians for Disability Rights, Inc. v. California Dept. of Transportation* (*N*.D. Cal. 2010) 2010 U.S.Dist.LEXIS 141030; *Prison Legal News v. Schwarzenegger* (N.D. Cal. 2008) 561 F.Supp.2d 1095 (an earlier motion); *Oberfelder v. City of Petaluma* (N.D. Cal. 2002) 2002 U.S.Dist.LEXIS 8635, *aff'd* (9th Cir. 2003) 2003 U.S.App.LEXIS 11371; *Bancroft v. Trizechahn Corp.,* C.D. Cal. No. CV 02-2373 SVW (FMOx), Order Granting Reasonable Attorneys' Fees etc., filed Aug. 14, 2006; *Willoughby v. DT Credit Corp.,* C.D. Cal. No. CV 05-05907 MMM (Cwx), Order Awarding Reasonable Attorneys' Fees After Remand, filed July 17, 2006; *A.D. v. California Highway Patrol* (N.D.Cal. 2009) 2009 U.S.Dist.LEXIS 110743, *rev'd on other grounds* (9th Cir. 2013) 712 F.3d 446, *reaffirmed and additional fees awarded on remand* at 2013 U.S.Dist.LEXIS 169275; *National Federation of the Blind v. Target Corp.* (N.D.Cal. 2009) 2009 U.S.Dist.LEXIS 67139. In addition, numerous trial courts have relied upon my testimony in unpublished fee orders.

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

Plaintiffs' Counsel's Hourly Rates Are Reasonable

10. Under California law, Plaintiffs' attorneys are entitled to be compensated at their requested rates if those rates are "within the range of reasonable rates charged by and judicially awarded comparable attorneys for comparable work." *Children's Hosp. & Med. Ctr. v. Bonta* (2002) 97 Cal.App.4th 740, 783 [*CHMC*]. As noted, I am aware of the hourly rates being

requested by Plaintiffs' attorneys in this case, their experience and qualifications, the nature of the services they provided, and the results achieved. In light of my experience as an attorneys' fees specialist and the information about hourly rates I have gathered, some of which is summarized below (see ¶¶11-15), in my opinion the hourly rates requested by Plaintiffs' counsel in this matter are well within the range of non-contingent market rates charged by Bay Area attorneys of reasonably comparable experience, skill, and expertise for reasonably comparable services. I base that opinion primarily on the following data:

11. The rates requested by Plaintiffs' counsel are well within the range of rates awarded in Bay Area courts for reasonably comparable services:

2019 Rates

- In *Bartoni et al v. American Medical Response West,* Alameda County Superior Court No. RG08-382130, Order Granting Plaintiffs' Motions on Final Approval Of Class Settlement filed July 12, 2019, a meal and rest break class action, this Court found the following hourly rates reasonable:

LAW FIRM	BAR ADMISSION DATE	RATE	BILLING YEAR (Last Year Working on Case)
Leonard Carder / Hinton Alfert Sumner & Kaufmann			
	1990	$860	
	1999	$710	
	2008	$445	6th year

			(2014)
	2013	$445	
	2001	$440	
Schneider Wallace Cottrell Konecky Wotkyns			
	1996	$835	
	2009	$525	
	2014	$450	
	1997	$675	15th year (partner) (2012)
	2004	$475	5th year (2009)
	2005	$450	4th year (2008)
	2006	$425	3rd year (2009)
	2007	$400	2nd year (2009)
	2003	$525	10th year (2013)
	2014	$350	1st year (2014)
Kralowec Law, P.C.			
	1992	$810	
	1986	$795	

	2008	$500	6th year (2014)
	2008	$525	7th year (2016)
Schubert Jonckheer & Kolbe LLP			
	1992	$600	18th year (2010)
	2001	$800	
Weinberg Roger & Rosenfeld			
	1988	$715	
	1991	$695	
	1993	$700	
	1998	$715	
	2007	$495	
	2012	$375	
	2014	$325	
	2015	$315	
	2015	$315	
	2015	$315	

- In *Shaw et al v. AMN Service, LLC et al,* N.D. Cal. No. 3:16-cv-02816 JCS, Order Granting Plaintiffs' Motion for Reasonable Attorneys' Fees and Costs, filed May 31, 2019 [Doc. 167], a wage and hour class action, based in part on my testimony the court found the following hourly rates reasonable, before applying a 2.4 lodestar multiplier:

BAR ADMISSION	RATE

DATE	
1996	$835
2009	$750
2014	$675
1996 (Florida)	$600
2016	$400
2017	$380

2018 Rates

- In *Department of Fair Employment and Housing v. Law School Admission Council, Inc.,*N.D. Cal. No. 12-cv-08130-JCS, filed Nov. 5, 2018, reported at 2018 WL 5791869, an action for civil contempt based on violation of a consent decree, the court, based in part on my testimony, found the following hourly rates reasonable:

Years of Experience:	Rates:
35	$850
5 and 6	$425
Law Clerk and 1st year	$290

- In *Kaku v. City of Santa Clara,* Santa Clara Superior Court No. 17CV319862, Fee Order filed January 22, 2019, reported at 2019 WL 331053 (Cal.Super. 2019), a voting rights action under the California Voting Rights Act, the court, based in part on my testimony, found the following 2018 hourly rates reasonable, before applying a 1.4 multiplier:

Firm	Graduation Year	2018 Rate
Goldstein, Borgen, Dardarian & Ho		
	1970	$875
	1994	$860
	2013	$450
	2015	$405

	2016	$375
Law Clerk	--	$295
Statistician & Senior Paralegal	--	$300
Paralegal	--	$250
Law Office of Robert Rubin		
	1978	$975
	2013	$615
Asian Law Alliance		
	1978	$550
	2009	$375

- In *Cornell v. City & County of San Francisco,* San Francisco Superior Court No. CGC-11-509240, Fee Order filed Oct. 9, 2018 (on remand from *Cornell v. City & County of San Francisco* (2017) 17 Cal.App.5th 766), an individual police misconduct/employment case, the trial court found the following 2018 hourly rates reasonable for appellate work, before applying a 1.25 multiplier:

Years of Experience:	Rates:
49	$827
27	$800
23	$800
9	$475
6	$425

2017 Rates

- In *In re Anthem, Inc. Data Breach Litig*., 2018 U.S.Dist.LEXIS140137, at *121 (N.D. Cal. Aug. 17, 2018), a class action settlement resulting from a data breach, the court, as part of its lodestar cross-check, found the following 2017 rates reasonable:

Firm	**Years of**	**2018 Rate**

	Experience	
Altshuler Berzon		
	23-25	$820-$860
	16-19	$690-770
	5-7	$405-460
Law Clerks	--	$285
Paralegals	--	$250
Gibbs Law Group		
	23-29	$740-805
	10-17	$575-685
	17 (Assoc.)	$395
	1-9	$275-$525
	5-6 (Contract Atty)	$350-$375
	Paralegals	$190-$220
Lieff Cabraser Heimann & Bernstein, LLP		
	11-16	$510-$675
	2-6	$370-$455
	0-13 (Contract Atty)	$415
	Paralegals	$360
Finkelstein Thompson LLP		
	24-48	$850
	17	$600
	20 (Of Counsel)	$850
	12 (Of Counsel)	$475
	4	$300

- In *Max Sound Corp. v. Google Inc*., 2017 U.S.Dist.LEXIS 168541 (N.D. Cal. Sept. 25, 2017), a patent action dismissed by the court on defendants' motion, the court found the following hourly rates reasonable:

California Bar Admission Date	Rates Over 2-year Period
1995	$905
2000	$650-950
2007	$504-608
2012	$336-575

- In *May v. San Mateo County*, N.D. Cal. No. 3:16-cv-00252-LB, Stipulation and Order re Settlement filed Nov. 10, 2017 [Doc. No. 218], an individual police misconduct action, the court found the following hourly rates reasonable:

Years of Experience	Rate
26	$775
22	$775
10	$475
5	$425
48	$825
Paralegal	$240

- In *In re National Collegiate Athletic Assn. Athletic Grant-In-Aid Antitrust Litigation*, 2017 U.S.Dist.LEXIS 201108 (N.D. Cal. Dec. 6, 2017), a class antitrust action, the court found the following hourly rates reasonable:

Level	Rate
Hagens Berman Sobol Shapiro LLP	
Senior Attorney	$950
Other Partners	$578-760
Associates	$295-630
Pearson, Simon & Warshaw LLP	
Senior Attorneys	$835-1,035
Other Partner	$715-870
Of Counsel	$450-900
Associates	$350-635
Staff & Law Clerks	$175-225
Pritzker Levine	
Partners	$695
Of Counsel and Associates	$495-625

- In *Ridgeway v. Wal-Mart Stores, Inc*., 269 F. Supp. 3d 975 (N.D. Cal. 2017), a wage and hour class action, the court issued a statutory fee award against Wal-Mart based on the following 2017 rates (plus a 2.0 multiplier), to partially offset a 25% common fund fee award payable by the class:

Years of Experience	Rate
46	$900
40	$890
38	$870
36	$850
34	$830
20	$730

Years of Experience	Rate
37 (senior assoc.)	$700
29 (senior assoc.)	$670
19 (senior assoc.)	$610
11	$500
7	$450-500
6	$425
3	$355
4	$330
1	$300
Senior Paralegal	$225
Paralegal	$195
Law Clerk	$225

- In *Nitsch v. Dreamworks Animation SKG, Inc.*, N.D. Cal. No. 5:14-cv-04062-LHK, Order Granting in Part and Denying in Part Motion for Attorney's Fees (Dkt. No. 402), an antitrust class action brought by former employees of the defendants, the court found the following hourly rates reasonable, before applying a 2.0 multiplier:

Years of Experience	Rate
44	$1,200
35	$950
28	$870
21	$735

- In *Huynh v. Hous. Auth. of Santa Clar*a, 2017 U.S.Dist.LEXIS 39138 (N.D. Cal.

2017), a tenant class action challenging the Housing Authority's policy regarding the accommodation of households with disabled family members, the court found the following hourly rates reasonable:

Graduation Year	Rate
Law Foundation of Silicon Valley:	
1990	$800
2001	$660
2004	$635
2007	$545
2008	$545
2010	$415
2014	$325
2015	$325
Fish & Richardson PC:	
1996	$862.07
2002	$700
2005	$676.75
2011	$530
2007	$475
2014	$362.54
2015	$329.09
2016	$330.11
Paralegals	$236-275

- *In Cotter et al. v. Lyft, Inc.*, N.D. Cal. No. 13-cv-04065- VC, Order Granting Final Approval of Settlement Agreement, filed March 16, 2017 (Dkt. No. 310), a class action against

Lyft alleging Lyft underpaid its drivers by classifying them as independent contractors, the court approved the percentage-based fee award requested by plaintiffs based on the following hourly rates, plus a 3.18 multiplier:

Class	Rate
1996	$800
2010	$500
2014	$325
Paralegal	$200

- In *Armstrong v. Brown*, N.D. Cal. No. 4:94-cv-02307-CW, Stipulated Order Confirming Undisputed Attorneys' Fees and Costs for the Third Quarter of 2017, filed December 19, 2017 (Dkt. No. 2708), a prisoners' rights class action, the court approved the following 2017 hourly rates for monitoring the injunction in that matter:

Years of Experience	Rate
37	$950
33	$825
20	$780
24 (Of Counsel)	$700
12 (Partner)	$650
9 (Associate)	$490
8	$480
7	$470
6	$440
Paralegals	$240-325

2016 Rates

- In *California Building Industry Association v. City of San Jose et al*., Santa Clara County Superior Court, No. 110CV167289, Order on Submitted Matter filed December 23, 2016, an action against the City of San Jose's affordable housing ordinance, the court awarded fees to the Intervenors and found the following 2016 hourly rates reasonable:

Year Admitted	Rate
1980	$810
1998	$710

- In *Animation Workers Antitrust Litigation*, N.D. Cal. No. 14-CV-4062 LHK, Order Granting Plaintiffs' Motion for Attorneys' Fees, Expenses, and Service Awards for Settlements with Sony Pictures Imageworks, Inc., Sony Pictures Animation Inc., and Blue Sky Studios Inc., filed November 11, 2016, reported at 2016 U.S.Dist.LEXIS 156720, a class action alleging defendants violated the antitrust laws by restricting their employees' ability to change employers, the court found the following 2016 hourly rates reasonable:

Years of Experience	Rate
44	$1,200
27	$ 845
22	$ 735
Paralegals	Up to $290

- In National *Federation of the Blind of California v. Uber Technologies, Inc.* , N.D. Cal. No. 14-cv-04086 NC, Order Granting Final Approval and Attorneys' Fees, filed December 6, 2016 (Dkt. No. 139), a class action against Uber alleging that it violated federal

antidiscrimination laws by allowing its drivers to refuse to accept service dogs, the court found the following 2016 hourly rates reasonable (before applying a 1.5 lodestar multiplier under California law):

Class	Rate
1980	$900
1985	$895
1997	$740
2005	$645
2010	$475
2011	$460
2014	$355
Paralegals	$275
Summer Associates	$275-280
2	$265

2015 Rates

- In *Guerrero v. California Department of Corrections and Rehabilitation*, 2016 U.S. Dist. LEXIS 78796 (N.D. Cal. 2016), affirmed in relevant part (9th Cir. 2017) 2017 U.S.App.LEXIS 12450, an individual Title VII action against two state agencies that established unlawful discrimination against a Latino job applicant, the court found the following 2015 hourly rates reasonable:

Years of Experience	Rate
47	$775
45	$754*
29	$753.50

18	$654.50
6	$358*
5	$325
Paralegals	$150

* (blended historical rate)

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

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

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

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

- In *Armstrong v. Brown*, N.D. Cal. No. 4:94-cv-02307-CW, Stipulated Order Confirming Undisputed Attorneys' Fees and Costs for the Fourth Quarter of 2015, filed February 2, 2016 (Dkt. No. 2576), a prisoners' rights class action, the court approved the following 2015 hourly rates for monitoring the injunction in that matter:

Years of Experience	Rate
35	$840
31	$710
18	$690
21 (Of Counsel)	$590
9 (Partner)	$525
9 (Associate)	$490
8	$480
7	$470
6	$440
Paralegals	$220-290

- In *Alden v. Alden*, San Mateo County Superior Court No. CIV 524269, Order

Granting Petitioner Katherine Alden's Motion for Attorneys' Fees and Costs, filed November 23, 2015, a fee award for appellate work under California C.C.P. § 527.6(r), the court found the following 2015 hourly rates paid by the client to be reasonable:

Years of Experience	Rate
49	$1,045
42	$1,035
41	$ 990
22	$ 875
10	$ 600
3	$ 500

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

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

- In *O'Bannon v. National Collegiate Athletic Assn.* (N.D. Cal. 2015) 2015 U.S. Dist. LEXIS 91514, filed July 13, 2015, a group antitrust action, the court found the following hourly rates reasonable:

Years of Experience	Rate
45	$985
37	$935-895

15	$610-510
14	$600
7	$490
3	$370
Paralegals	$300-320
Law Clerks	$325

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

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

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

Years of Bar Admission	Rate
1972	$975
1989	$850
2001	$625
2006	$435
2009	$435

	3	$370
	Paralegals	$300-320
	Law Clerks	$325

Rate Information from Surveys

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

- In December 2015, Thomson Reuters published its Legal Billing Report, Volume 17, Number 3. A true and correct copy of the pages of that report listing California and West Regions is attached hereto as **Exhibit B.** It shows that the rates claimed by Class Counsel' law firms here are well within the range of rates charged by other San Francisco Bay Area law firms for reasonably comparable work.
- On January 5, 2015, the National Law Journal published an article about its most recent rate survey entitled "Billing Rates Rise, Discounts Abound." A true and correct copy of that article is attached hereto as **Exhibit B**. It contains the rates charged by numerous Bay area law firms handling comparably complex litigation. Plaintiffs' attorneys' rates are well in line with those rates.

Rates Charged by Other Law Firms

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

Altshuler Berzon LLP

2018 Rates	Graduation Year	Rate
	1968-1983	$940
	1985	920

	1989	900
	1991	885
	1992	875
	1994	835
	1998	795
	2000	740
	2001	725
	2008	540
	2009	515
	2010	485
	2012	435
	2013	415
	2014	390
	2015	365
	Law Clerks	285
	Paralegals	250
2017 Rates:	Years of Experience/Level	Rate
	Senior Partners	$930
	Junior Partners (1991-2001)	875-690
	Associates (2008-2013)	510-365
2015 Rates:	Years of Experience/Level	Rate
	32	$895
	Junior Partners	825-630
	Associates	450-340
	Paralegals	250

Arnold Porter LLP

Arnold Porter LLP

2015 Rates:	Years of Experience	Rate
	40	$1,085
	20	920
	6	710
	4	640
2014 Rates:	Years of Experience	Rate
	49	$ 995
	45	720
	39	655

The Arns Law Firm LLP

2014 Rates:	Years of Experience	Rate
	37	$950
	Law Clerks	165

Bingham McCutchen

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

Boies Schiller & Flexner LLP

2017 Rates:	Bar Admittance or Law School Graduation	Rate:

Boies Schiller & Flexner LLP

	1986	$1,049
	2006	$ 972
	1999-2002	$ 830
	2004	$ 760
	2006	$ 680
	2007	$ 714
	2009	$ 800
2016 Rates:	Bar Admittance	Rate
	1988	$ 960
	2000	830
	2001	880

Bramson, Plutzik, Mahler & Birkhauser, LLP

2015 Rates:	Years of Experience	Rate
	38	$745
	34	745
	27	745
	30 (Associate)	675
	Paralegal	160

Chavez & Gertler

2019 Rates	Years of Experience	Rate
	36	$875
2014 Rates	Years of Experience	Rate

Chavez & Gertler

35	$775
31	750
33	695
12	575
5	395
Legal Assistant	225

Cooley LLP

2017 Rates:	Years of Exp.	Rate:
	22	$ 905

2012-2014 Rates:	Years of Experience	2012	2013	2014
	31	$975	$1,035	$1,095
	17	670	710	770
	9	550	645	685
	7	500	585	685
	6		530	620
	3		355	445
	Paralegal		260	325
	Paralegal	245	260	275
				290

Cotchett, Pitre & McCarthy, LLP

Cotchett, Pitre & McCarthy, LLP

2014 Rates:	Years of Experience	Rate
	49	$900
	33	775
	22	775
	15	500
	Senior Associates	415
	4	360
	Paralegals, case assistants, law clerks	225-250

Covington Burling

2015 Rates:	Years of Experience	Rate
	30	$805
	2	410
2014 Rates:	Level	Rate
	Average Partner	$780
	Highest Partner	890
	Lowest Partner	605
	Average Associate	415
	Highest Associate	565
	Lowest Associate	320

Duane Morris LLP

2018 Rates:	Law School Grad Yr.	Rate
	1973	$1,005
	2008	605

Duane Morris LLP

	2011	450
	2017	355
	Senior Paralegal	395
2016 Rates:	Years of Experience	Rate
	43	$ 880
	41	880
	26	720
	25	695

Feinberg, Jackson, Worthman & Wasow LLP

2016 Rates:	Years of Experience	Rate
	28	$800

Fenwick & West

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

Gibson Dunn & Crutcher LLP

2017 Rates (*rate	Bar Admittance or Law	Rates
increased in	School Graduation	

September 2017)		
	1987	*$852/$956
	1987	$944
	1997	$960
	2006	$736
	2008	*$592/$696
	2013	*$404/$600
	2015	$520
	2016	$472
Non-Attorney		$216-$335
2016 Rates:	Bar Admittance	Rate
	1987	$852
	2010	540
	2013	404
2015 Rates:	Years of Experience	Rate
	37	$1,125
	23	955
	3	575
2014 Rates:	Years of Experience	Rate
	36	$1,080
	22	910
	9 (Of Counsel)	740
	6	690
	2	485

Haddad & Sherwin

2018 Rates:	Years of Experience:	Rates:
	27	$800
	23	$800
	9	$475
	6	$425
2017 Rates:	Years of Experience:	Rates:
	26	$775
	22	$775
	10	$475
	5	$425
	Paralegals	$240

Hagens Berman Sobol Shapiro LLP

	Levels:	Rates:
2017 Rates:	Senior Attorney	$950
	Other Partners	$578-760
	Associates	$295-630

Hausfeld LLP

2014 Rates:	Years of Experience	Rate
	45	$985
	37	935-895
	15	610-510
	14	600
	7	490
	3	370

Hausfeld LLP

	Paralegals	300-320
	Law Clerks	325

Jones Day

2016 Rates:	Bar Admission Year	Rate
	2001	$900
	2014	450
2015 Rates:	Bar Admission Year	Rate
	2001	$875
	2014	400

Keker & Van Nest, LLP

2017 Rates:	Years of Experience	Rate
	9	$650
	5	525
	Other Partners	525-975
	Associates	340-500
	Paralegals/Support Staff	120-260

Kirkland & Ellis

2017 Rates	Years of Experience	Rate
	20	$1,165
	9	$ 995
	8	$ 965
	5	$ 845

Kirkland & Ellis

4	$ 845
3	$ 810
2	$ 555

Krawolec LLC

2018 Rates	Bar Admission Date:	Rates:
	1992	$810
	1986	$795
	2008	$500-525

Latham & Watkins

2016 Rates:	Level	Rate
	Average Partner	$1,185.83
	Highest Partner	1,595
	Lowest Partner	915
	Average Associate	754.62
	Highest Associate	1,205
	Lowest Associate	395
2013 Rates:	Average Partner	$ 990
	Highest Partner	1,100
	Lowest Partner	895
	Average Associate	605
	Highest Associate	725
	Lowest Associate	465

Leonard Carder / Hinton Alfert Sumner & Kaufmann

2018 Rates:	Bar Admission Date	Rate

Leonard Carder / Hinton Alfert Sumner & Kaufmann

1990	$860
1999	$710
2008	$445
2013	$445
2001	$440

Lieff Cabraser Heimann & Bernstein, LLP

2015 Rates: Years of Bar Admission	Rate
1972	$975
1989	850
2001	625
2006	435
2009	435

2014 Rates: Years of Bar Admission	Rate
1998	$825
2001	600
2006	435
2009	415
2013	325
Paralegal/Clerk	305

2013 Rates:

1975	$925
1998	800
2001	525
2003	490

Lieff Cabraser Heimann & Bernstein, LLP

2006	415
2009	395
2013	320
Paralegal/Clerk	285

Minami Tamaki LLP

2015 Rates:	Years of Experience	Rate
	39	$ 795
2014 Rates:	Years of Experience	Rate
	38	$1,025
	22	815
	17	790
	38 (Of Counsel)	650
	7	620
	6	605
	5	595
	4	535
	2	430
	Paralegal	250

Morrison Foerster LLP

2018 Rates	Years of Practice	Rate
	40	$1,050
	22	950
	11	875
	3	550
	Paralegal	325

Minami Tamaki LLP

2017 Rates:	Bar Admission Date	Rate
	2007	$ 608
	2012	575

2016 Rates:	Bar Admission Date	Rate
	1975	$1,025
	1999	975
	1993	975

2013 Rates:	Level	Rate
	Average Partner	$ 865
	Highest Partner	1,195
	Lowest Partner	595
	Average Associate	525
	Highest Associate	725
	Lowest Associate	230

O'Melveny & Myers

2019 Rates:	Level	Rate
	Senior Partner	$1,250
	Partner (1998 Bar Admittee)	1,050
	3rd Year Associate	640
	2nd Year Associate	565

2016 Rates:	Bar Admission Date	Rate
	1985	$1,175
	2004	895

O'Melveny & Myers

	2005	780
	2007	775
	2010	725
	2011	700
	2012	655
	2013	585
	2014	515
	2015	435

2013 Rates:	Level	Rate
	Average Partner	$ 715
	Highest Partner	950
	Lowest Partner	615

Orrick Herrington & Sutcliffe

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

Paul Hastings LLP

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

Paul Hastings LLP

	1990	750
2014 Rates:	Level	Rate
	Average Partner	$ 815
	Highest Partner	900
	Lowest Partner	750
	Average Associate	540
	Highest Associate	755
	Lowest Associate	595

Pearson, Simon & Warshaw LLP

2017 Rates:	Level:	Rates:
	Senior Attorneys	$835-1,035
	Other Partner	$715-870
	Of Counsel	$450-900
	Associates	$350-635
	Staff & Law Clerks	$175-225

Pillsbury Winthrop Shaw Pittman LLP

2013 Rates:	Years of Experience	Rate
	Average Partner	$ 865
	Highest Partner	1,070
	Lowest Partner	615
	Average Associate	520
	Highest Associate	860
	Lowest Associate	375

Pritzker Levine

2017 Rates:	Years of Experience	Rate
	Partners	$695
	Of Counsel and Associates	$495-625

Quinn Emanuel Urquhart & Sullivan

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

Reed Smith LLP

2014 Rates:	Years of Experience	Rate
	37	$830
	18	695
	15	585
	6	485
	5	435

Rosen, Bien, Galvan & Grunfeld LLP

2019 Rates:	Class	Rates
	Partners:	
	1962	$1,050

Rosen, Bien, Galvan & Grunfeld LLP			
		1980	$1,000
		1981	$ 940
		1984	$ 860
		1997	$ 800
		2005	$ 700
		2008	$ 640
		Of Counsel:	
		1993	$ 725
		2003	$ 700
		Senior Counsel:	
		2008	$ 610
		2009	$ 585
		Associates:	
		2010	$ 540
		2011	$ 525
		2013	$ 460
		2015	$ 440
		2016	$ 400
		2017	$ 350
		Senior Paralegals:	$ 350
		Litigation	$ 225
		Support/Paralegal Clerks:	
		Law Students:	$ 275
		Word Processing:	$ 85
Associates:		2009	$ 535
		2010	$ 525

Rosen, Bien, Galvan & Grunfeld LLP

	2011	$ 500
	2013	$ 440
	2015	$ 410
	2016	$ 375
Paralegals:		$340-240
Litigation Support/Paralegal		$ 225
Clerks:		
Law Students:		$ 275
Word Processing:		$ 85
2017 Rates:	Class/Level	Rate
	Partners	
	1962	$1,000
	1980	950
	1981	900
	1984	825
	1997	780
	2005	650
	Of Counsel	
	1983	800
	1993	700
	2003	675
	Associates	
	2008	575
	2009	515
	2010	500

Rosen, Bien, Galvan & Grunfeld LLP

	2011	490
	2013	425
	2015	400
	2016	375
	Paralegals	325-240
	Litigation Support/Paralegal Clerks	225
	Law Students	275
	Word Processing	85
2016 Rates:	Class/Level	Rate
	1962	$995
	1980	900
	1985	800
	1997	740
	2008	545
	2009	490
	Certified Law Student	275
	Paralegal	275
2015 Rates:	Years of Experience/Level	Rate
	Partners	
	53	$930
	35	840
	33	775
	31	710
	18	690
	9	525

Rosen, Bien, Galvan & Grunfeld LLP

	Of Counsel	590-610
	Associates	
	9	490
	8	480
	7	470
	6	440
	5	420
	4	400
	3	380
	Paralegals	250-295
	Litigation Support/Paralegal Clks	200-220
	Law Students	275
	Word Processing	85
2014 Rates:	Years of Experience/Level	Rate
	Partners	
	52	$900
	34	800
	30	675
	17	650
	Of Counsel	580
	Associates	
	8	470
	8	460
	7	450
	6	440

Rosen, Bien, Galvan & Grunfeld LLP

	5	410
	4	390
	2	350
	Paralegals	230-290
	Litig. Support/Paralegal	180-215
	Clks	
	Law Students	260
	Word Processing	80

Schneider Wallace Cottrell Brayton Konecky LLP

2018 Rates:	Bar Date:	Rate:
Partners:	1992-2000	$835
	1992	$775
Of Counsel/Assocs		
	1977-1994	$825
	1998-1990	$775
	2008-2009	$675-$750
	2013-2013	$625-675
	2017-2018	$600

2017 Rates:	Law School Grad. Year	Rate
	1993	$835
	1997	750
	2009	650

Schneider Wallace Cottrell Brayton Konecky LLP

	Paralegals and Legal Assistants	300
	Associates	350-700
	Law Clerks/Paralegals	135-300
2015 Rates:	Years of Experience/Level	Rate
	Partners – 14-23	$750
	Associates	350-700
	Law Clerks/Paralegals	135-300
2014 Rates:	Years of Experience	Rate
	Partners	
	13-22	$750
	Associates/Of Counsel	575
	20	535-345
	37	295
	10-13	650
	0-3	350-475
	Paralegals/Law Clerks	135-300

Sheppard, Mullin, Richter & Hampton

2014 Rates:	Level	Rate
	Highest Partner	$875
	Lowest Partner	490
	Average Partner	685
	Highest Associate	535
	Lowest Associate	275
	Average Associate	415

Skadden, Arps, Slate, Meagher & Flom

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

Stebner and Associates

2015 Rates:	Years of Experience	Rate
	28	$750
	Associates	350-375
	Of Counsel	575
	Law Clerks	175
	Legal Assistants	150
2014 Rates:		
	27	$695
	22	630

Law Offices of James Sturdevant

2019 Rates:	Years of Experience	Rate
	46	$975

Villegas/Carrera LLP

2019 Rates:	Years of Experience	Rate
	26	$894

	23	826
	3	350

Wilson Sonsini Goodrich & Rosati PC

2017 Rates:	Bar Admission Date	Rate
	2000	$950

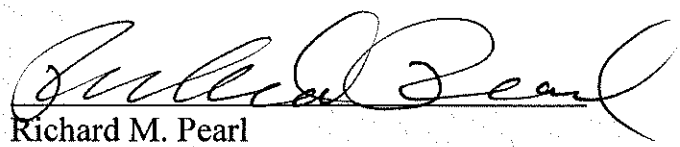
14. The foregoing data shows that the rates charged by Plaintiffs' attorneys for their work in these proceedings are well within, and sometimes significantly below, the range of rates charged by comparably qualified attorneys for reasonably similar work.

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

16. The expense and risk of public interest litigation has not diminished over the years; to the contrary, these cases are in many ways more difficult than ever. As a result, fewer and fewer attorneys and firms are willing to take on such litigation, and the few who are willing to do so can only continue if their fee awards reflect true market value.

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

I declare under penalty of perjury that the foregoing is true and correct. Executed this 15th day of October 2019, in Berkeley, California.



Richard M. Pearl

EXHIBIT A

RESUME OF RICHARD M. PEARL

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

EDUCATION

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

BAR MEMBERSHIP

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

EMPLOYMENT

LAW OFFICES OF RICHARD M. PEARL (April 1987 to Present): Civil litigation practice (AV rating), with emphasis on court-awarded attorney's fees, class actions, and appellate practice. Selected Northern California "Super Lawyer" in Appellate Law for 2005, 2006, 2007, 2008, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, and 2019.

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

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

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

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

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

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

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

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

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

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

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

PUBLICATIONS

Pearl, *California Attorney Fee Awards, Third Edition* (Cal. Cont. Ed. Bar 2010) and February 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, and March 2019 Supplements

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

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

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

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

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

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

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

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

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

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

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

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

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

PUBLIC SERVICE

Member, Attorneys' Fee Task Force, California State Bar

Member, Board of Directors, California Rural Legal Assistance Foundation

REPRESENTATIVE CASES

Alcoser v. Thomas
(2011) 2011 Cal.App.Unpub.LEXIS 1180

Arias v. Raimondo
(2018) 2018 U.S.App.LEXIS 7484

Boren v. California Department of Employment
(1976) 59 Cal.App.3d 250

Cabrera v. Martin
(9th Cir. 1992) 973 F.2d 735

Camacho v. Bridgeport Financial, Inc.
(9th Cir. 2008) 523 F.3d 973

Campos v. E.D.D.
(1982) 132 Cal.App.3d 961

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

Children & Families Commission of Fresno v. Brown
(2014) 228 Cal.App.4th 45

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

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

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

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

REPRESENTATIVE CASES (cont.)

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

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

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

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

Guerrero v. Cal. Dept. of Corrections etc.
(2016) 2016 U.S.Dist.LEXIS 78796, *aff'd in relevant part,* (9th Cir. 2017) 701 Fed.Appx. 613

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

Heron Bay Home Owners Assn. v. City of San Leandro
(2018) 19 Cal.App.5th 376

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

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

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

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

Lewis v. California Unemployment Insurance Appeals Board
(1976) 56 Cal.App.3d 729

Local 3-98 etc. v. Donovan
(N.D. Cal. 1984) 580 F.Supp. 714,
Aff'd (9th Cir. 1986) 792 F.2d 762

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Mangold v. California Public Utilities Commission
(9th Cir. 1995) 67 F.3d 1470

Maria P. v. Riles
(1987) 43 Cal.3d 1281

Martinez v. Dunlop
(N.D. Cal. 1976) 411 F.Supp. 5,
aff'd (9th Cir. 1977) 573 F.2d 555

McQueen, Conservatorship of
(2014) 59 Cal.4th 602 (argued for *amici curiae*)

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

McSomebodies v. San Mateo City School Dist.
(9th Cir. 1990) 897 F.2d 975

Molina v. Lexmark International
(2013) 2013 Cal.App. Unpub. LEXIS 6684

Moore v. Bank of America
(9th Cir. 2007) 2007 U.S. App. LEXIS 19597

Moore v. Bank of America
(S.D. Cal. 2008) 2008 U.S. Dist. LEXIS 904

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

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

Orr v. Brame
(9th Cir. 2018) 2018 U.S.App.LEXIS 6094

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

REPRESENTATIVE CASES (cont.)

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

Ramirez v. Runyon
(N.D. Cal. 1999) 1999 U.S. Dist. LEXIS 20544

Robles v. Employment Dev. Dept.
(2019) __Cal.App.5th __, 2019 Cal.App.LEXIS 704

Rubio v. Superior Court
(1979) 24 Cal.3d 93 (amicus)

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(2015) 2015 Cal.App. Unpub.LEXIS 7922

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(1989) 213 Cal. App. 3d. 231

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(1976) 17 Cal.3d 719 (amicus)

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(2015) 2015 Cal.App. Unpub. LEXIS 3891

Tongol v. Usery
(9th Cir. 1979) 601 F.2d 1091,
on remand (N.D. Cal. 1983) 575 F.Supp. 409,
revs'd (9th Cir. 1985) 762 F.2d 727

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(1976) 17 Cal.3d 671 (amicus)

United States (Davis) v. City and County of San Francisco
(N.D. Cal. 1990) 748 F.Supp. 1416, *aff'd in part and revs'd in part sub nom Davis v. City and County of San Francisco* (9th Cir. 1992) 976 F.2d 1536, *modified on rehearing* (9th Cir. 1993) 984 F.2d 345

United States v. City of San Diego
(S.D.Cal. 1998) 18 F.Supp.2d 1090

Vasquez v. State of California

(2008) 45 Cal.4th 243 (*amicus*)

REPRESENTATIVE CASES (cont.)

Velez v. Wynne
(9th Cir. 2007) 2007 U.S. App. LEXIS 2194

EXHIBIT B

LEGAL BUILDING REPORT

Volume 17, Number 3
December 2015

THOMSON REUTERS

California Region

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

California Region

Title	Professional	Firm	Graduated	Admitted	State	Rate	Hours	Total
Counsel	Jeeho Lee	O'Melveny & Myers LLP	2007	2007	CA	$745	5	$3,725.00
Associate	Katherine Scherling	Quinn Emanuel Urquhart & Sullivan, LLP	2010	2008	CA	$735	211.5	$155,452.50
Partner	Lauren E. Curry	Brown Rudnick LLP	2010	2010	CA	$730	78.9	$57,597.00
Partner	Joshua M. Fried	Pachulski Stang Ziehl Young Jones & Weintraub	2006	2006	CA	$725	2.8	$2,030.00
Associate	Alexander Davis	Kirkland & Ellis LLP	2012	2012	CA	$710	192.6	$136,746.00
Associate	Justin Sowa	Kirkland & Ellis LLP	2013	2013	CA	$710	199.7	$141,787.00
Partner	David M. Guess	Klee, Tuchin, Bogdanoff & Stern, LLP	2005	2005	CA	$695	67.3	$46,773.50
Partner	Randa Osman	Quinn Emanuel Urquhart & Sullivan, LLP	1990	1990	CA	$695	47.2	$32,804.00
Of Counsel	Bradley R. Schneider	Munger Tolles & Olson LLC	2004	2004	CA	$680	115.1	$78,268.00
Partner	David B. Shemano	Robins Kaplan LLP	2014	2014	CA	$675	17	$11,475.00
Partner	Maria Sountas Argiropoulos	Klee, Tuchin, Bogdanoff & Stern, LLP	2006	2006	CA	$675	26.9	$18,157.50
Partner	Scott F. Gautier	Robins Kaplan LLP	2014	2014	CA	$675	452	$305,100.00
Of Counsel	Jonathan Kim	Pachulski Stang Ziehl Young Jones & Weintraub	1995	1995	CA	$665	0.8	$532.00
Associate	Aarti G. Reddy	Cooley LLP	2010	2010	CA	$655	11.2	$7,336.00
Counsel	Colleen M. Kenting	Klee, Tuchin, Bogdanoff & Stern, LLP	2008	2008	CA	$650	111.2	$72,280.00
Partner	James P. Menton, Jr.	Robins Kaplan LLP	2014	2014	CA	$650	17.4	$11,310.00
Of Counsel	William L. Ramseyer	Pachulski Stang Ziehl Young Jones & Weintraub	1980	1980	CA	$650	8.9	$5,785.00
Of Counsel	William Ramseyer	Pachulski Stang Ziehl Young Jones & Weintraub	1980	1980	CA	$650	3.2	$2,080.00
Associate	Austin Kier	Kirkland & Ellis LLP	2013	2013	CA	$635	35	$22,225.00
Associate	Clara Lim	Morrison & Foerster LLP	2012	2012	CA	$635	39.8	$25,273.00
Associate	Emily A. Bussigel	Munger Tolles & Olson LLC	2010	2010	CA	$635	184.8	$117,348.00
Associate	Sarah Stock	Kirkland & Ellis LLP	2013	2013	CA	$635	121.6	$77,216.00
Of Counsel	Elissa Wagner	Pachulski Stang Ziehl Young Jones & Weintraub	2001	2000	CA	$625	46.6	$29,125.00
Partner	Justin D. Yi	Klee, Tuchin, Bogdanoff & Stern, LLP	2009	2009	CA	$625	0.8	$500.00
Associate	Matthew Bousley	Gibson Dunn & Crutcher, LLP	2011	2011	CA	$625	5.1	$3,187.50
Of Counsel	William Ramseyer	Pachulski Stang Ziehl Young Jones & Weintraub	1980	1980	CA	$625	2.4	$1,500.00
Associate	Sam Greenberg	Munger Tolles & Olson LLC	2010	2010	CA	$605	61.7	$37,345.50
Associate	Shannon L. Sorrells	Cooley LLP	2011	2011	CA	$595	2.8	$1,666.00
Associate	Anna Terteryan	Kirkland & Ellis LLP	2014	2014	CA	$555	241.8	$134,199.00
Associate	James Berclo	Kirkland & Ellis LLP	2014	2014	CA	$555	108.6	$60,273.00
Associate	Kevin Chang	Kirkland & Ellis LLP	2014	2014	CA	$555	170.8	$94,794.00
Associate	Daniel C. Tola	Paul Hastings LLP	2013	2013	CA	$550	20.5	$11,275.00
Partner	Eric S. Pezold	Snell & Wilmer	2004	2004	CA	$520	0.1	$52.00
Associate	Alex D. Terepka	Munger Tolles & Olson LLC	2012	2012	CA	$510	89.4	$45,594.00
Associate	Andrea M. Weintraub	Munger Tolles & Olson LLC	2013	2013	CA	$510	68.3	$34,833.00
Associate	Sara N. Taylor	Munger Tolles & Olson LLC	2012	2012	CA	$510	70.4	$35,904.00
Associate	Chika Arakawa	Morrison & Foerster LLP	2013	2013	CA	$495	8.3	$4,108.50
Associate	Kevin Kraft	Paul Hastings LLP	2014	2014	CA	$495	4.8	$2,376.00
Associate	Jonathan M. Weiss	Klee, Tuchin, Bogdanoff & Stern, LLP	2012	2012	CA	$475	559.7	$265,857.50
Associate	Amanda B. Pedroso	Cooley LLP	2013	2013	CA	$470	3.3	$1,551.00
Associate	Cynthia C. Hernandez	Robins Kaplan LLP	2009	2009	CA	$470	397.9	$187,013.00

California Region

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

EXHIBIT C

Billing Rates Rise, Discounts Abound

A 10 percent increase is offset by price cuts.

Katelyn Polantz, The National Law Journal

January 5, 2015

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

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

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

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

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

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

The NLJ billing data also includes rates collected from public records — mostly bankruptcy filings — for 126 additional firms during the past three years.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

2014	Adams and Reese	New Orleans, LA	318	$700.00	$305.00	$420.00	$315.00	$220.00	$270.00	$500.00	$425.00	$575.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Akerman	Miami, FL	523	$880.00	$380.00	$535.00	$465.00	$205.00	$305.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Akin Gump Strauss Hauer & Feld	Washington, DC	809	$1220.00	$615.00	$785.00	$960.00	$385.00	$525.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Allen Matkins Leck Gamble Mallory & Natsis	Los Angeles, CA	181	$880.00	$525.00	$615.00							National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Alston & Bird	Atlanta, GA	789	$875.00	$495.00	$575.00	$375.00	$280.00	$425.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Andrews Kurth	Houston, TX	337	$1090.00	$745.00	$891.00	$1090.00	$285.00	$670.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Archer & Greiner	Haddonfield, NJ	194	$460.00	$330.00	$400.00	$295.00	$200.00	$245.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Arent Fox	Washington, DC	330	$860.00	$500.00	$650.00	$595.00	$275.00	$395.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Arnall Golden Gregory	Atlanta, GA	140	$520.00	$430.00	$490.00							National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014 Arnold & Porter	Washington, DC	720	$930.00	$570.00	$815.00	$610.00	$345.00	$500.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Arnstein & Lehr	Chicago, IL	144	$585.00	$350.00	$465.00	$350.00	$175.00	$250.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Baker & Hostetler	Cleveland, OH	786	$870.00	$275.00	$449.00	$350.00	$210.00	$272.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Baker & McKenzie	Chicago, IL	4087	$1130.00	$260.00	$755.00	$925.00	$100.00	$395.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Baker, Donelson, Bearman, Caldwell & Berkowitz	Memphis, TN	588	$495.00	$340.00	$400.00	$455.00	$245.00	$295.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Ballard Spahr	Philadelphia, PA	483	$590.00	$395.00	$475.00	$495.00	$235.00	$315.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Barnes & Thornburg	Indianapolis, IN	522	$550.00	$330.00	$480.00	$370.00	$280.00	$320.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Benesch, Friedlander, Coplan & Aronoff	Cleveland, OH	150	$635.00	$290.00	$455.00	$475.00	$155.00	$280.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Best Best & Krieger	Riverside, CA	175	$655.00	$340.00	$455.00	$385.00	$235.00	$280.00	$439.83	$340.00	$395.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Bingham McCutchen	Boston, MA	795	$1000.00	$220.00	$795.00	$605.00	$185.00	$450.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014 Blank Rome	Philadelphia, PA	447	$940.00	$445.00	$640.00	$585.00	$175.00	$350.00				National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Bond, Schoeneck & King	Syracuse, NY	198	$520.00	$240.00	$355.00	$310.00	$160.00	$225.00	$380.00	$275.00	$485.00	National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Bowles Rice	Charleston, WV	140	$285.00	$165.00	$230.00	$180.00	$115.00	$136.00				National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Bracewell & Giuliani	Houston, TX	441	$1125.00	$575.00	$760.00	$700.00	$275.00	$440.00				National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Bradley Arant Boult Cummings	Birmingham, AL	413	$605.00	$325.00	$430.00	$340.00	$200.00	$260.00				National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Broad and Cassel	Orlando, FL	150	$485.00	$295.00	$380.00							National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Brown Rudnick	Boston, MA	187	$1045.00	$650.00	$855.00							National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Brownstein Hyatt Farber Schreck	Denver, CO	214	$700.00	$310.00	$520.00	$345.00	$265.00	$305.00				National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Bryan Cave	St. Louis, MO	985	$900.00	$410.00	$620.00	$595.00	$220.00	$405.00	$535.00	$355.00	$865.00	National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Buchalter Nemer	Los Angeles, CA	138	$805.00	$475.00	$605.00	$370.00	$350.00	$365.00				National Law Journal December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014 Burr & Forman	Birmingham, AL	281	$525.00	$300.00	$371.00	$275.00	$200.00	$241.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Butler Snow	Ridgeland, MS	280	$335.00	$235.00	$302.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Cadwalader, Wickersham & Taft	New York, NY	437	$1050.00	$800.00	$930.00	$750.00	$395.00	$605.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Carlton Fields	Tampa, FL	372	$840.00	$455.00	$600.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Cole, Schotz, Meisel, Forman & Leonard	Hackensack, NJ	118	$730.00	$590.00	$655.00	$340.00	$275.00	$302.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Connell Foley	Roseland, NJ	125	$575.00	$275.00	$475.00	$325.00	$200.00	$265.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Cooley	Palo Alto, CA	573	$990.00	$950.00	$820.00	$540.00	$335.00	$515.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Covington & Burling	Washington, DC	760	$880.00	$605.00	$780.00	$585.00	$320.00	$415.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Cozen O'Connor	Philadelphia, PA	495	$1135.00	$275.00	$570.00	$840.00	$180.00	$353.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Curtis, Mallet-Prevost, Colt & Mosle	New York, NY	323	$880.00	$730.00	$800.00	$785.00	$345.00	$400.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014	Davis Graham & Stubbs	Denver, CO	145	$535.00	$315.00	$435.00	$350.00	$200.00	$255.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Davis Polk & Wardwell	New York, NY	810	$985.00	$850.00	$975.00	$975.00	$130.00	$615.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Debevoise & Plimpton	New York, NY	595	$1075.00	$865.00	$1055.00	$750.00	$120.00	$490.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Dechert	New York, NY	845	$1095.00	$670.00	$900.00	$735.00	$395.00	$530.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Dentons	New York, NY	2503	$1050.00	$345.00	$700.00	$605.00	$210.00	$425.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Dickstein Shapiro	Washington, DC	264	$1250.00	$590.00	$750.00	$585.00	$310.00	$475.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Dinsmore & Shohl	Cincinnati, OH	413	$850.00	$250.00	$411.00	$365.00	$160.00	$238.00	$360.00	$150.00	$618.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	DLA Piper	New York, NY	3962	$1075.00	$450.00	$765.00	$750.00	$250.00	$510.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Dorsey & Whitney	Minneapolis, MN	501	$585.00	$340.00	$435.00	$510.00	$215.00	$315.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Duane Morris	Philadelphia, PA	613	$950.00	$415.00	$599.00	$585.00	$280.00	$373.00	$536.00	$460.00	$1015.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014 Edwards Wildman Palmer	Boston, MA	540	$785.00	$210.00	$535.00	$415.00	$245.00	$325.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Faegre Baker Daniels	Minneapolis, MN	672	$580.00	$355.00	$455.00	$315.00	$110.00	$260.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Foley & Lardner	Milwaukee, WI	844	$860.00	$405.00	$800.00	$470.00	$210.00	$335.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Foley Hoag	Boston, MA	221	$775.00	$590.00	$670.00	$385.00	$290.00	$325.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Fox Rothschild	Philadelphia, PA	531	$790.00	$335.00	$530.00	$500.00	$245.00	$310.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Fried, Frank, Harris, Shriver & Jacobson	New York, NY	450	$1100.00	$930.00	$1000.00	$760.00	$375.00	$595.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Frost Brown Todd	Cincinnati, OH	414	$500.00	$220.00	$387.00	$315.00	$150.00	$234.00	$417.00	$350.00	$540.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Gardere Wynne Sewell	Dallas, TX	216	$775.00	$430.00	$635.00	$330.00	$290.00	$303.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Gibbons	Newark, NJ	201	$595.00	$440.00	$360.00	$475.00	$295.00	$360.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Gibson, Dunn & Crutcher	New York, NY	1154	$1800.00	$765.00	$980.00	$930.00	$175.00	$690.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014	Gordon Rees Scully Mansukhani	San Diego, CA	478	$475.00	$375.00	$420.00	$325.00	$265.00	$300.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Greenberg Traurig	New York, NY	1690	$935.00	$385.00	$703.00	$570.00	$325.00	$470.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Harris Beach	Rochester, NY	199	$400.00	$290.00	$348.00	$285.00	$175.00	$230.00	$297.50	$175.00	$400.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Harter Secrest & Emery	Rochester, NY	132	$465.00	$300.00	$365.00	$290.00	$195.00	$250.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Haynes and Boone	Dallas, TX	493	$1020.00	$450.00	$670.00	$580.00	$310.00	$405.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Hogan Lovells	Washington, DC	2313	$1000.00	$705.00	$835.00							National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Holland & Hart	Denver, CO	423	$725.00	$305.00	$442.00	$425.00	$175.00	$277.00	$363.00	$225.00	$535.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Holland & Knight	Washington, DC	956	$1085.00	$355.00	$625.00	$595.00	$210.00	$348.00	$575.00	$420.00	$910.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Honigman Miller Schwartz and Cohn	Detroit, MI	281	$500.00	$290.00	$390.00	$225.00	$205.00	$220.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Hughes Hubbard & Reed	New York, NY	351	$995.00	$725.00	$880.00	$675.00	$385.00	$555.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014 Husch Blackwell	St. Louis, MO	539	$785.00	$250.00	$449.00	$440.00	$190.00	$275.00	$418.00	$240.00	$825.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Ice Miller	Indianapolis, IN	291	$530.00	$335.00	$450.00	$305.00	$245.00	$270.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Irell & Manella	Los Angeles, CA	165	$975.00	$800.00	$880.00	$750.00	$395.00	$535.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Jackson Kelly	Charleston, WV	170	$535.00	$270.00	$349.00	$315.00	$200.00	$243.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Jackson Lewis	Los Angeles, CA	724	$440.00	$310.00	$380.00	$315.00	$275.00	$290.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Jackson Walker	Dallas, TX	333	$675.00	$575.00	$622.00	$325.00	$255.00	$335.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Jeffer, Mangels, Butler & Mitchell	Los Angeles, CA	125	$875.00	$560.00	$690.00							National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Jenner & Block	Chicago, IL	434	$925.00	$565.00	$745.00	$650.00	$380.00	$465.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Jones Day	New York, NY	2464	$975.00	$445.00	$745.00	$775.00	$205.00	$435.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Jones Walker	New Orleans, LA	363	$425.00	$275.00	$365.00	$240.00	$200.00	$225.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

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2014	Kasowitz, Benson, Torres & Friedman	New York, NY	372	$1195.00	$600.00	$835.00	$825.00	$200.00	$340.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Kaffen Muchin Rosenman	Chicago, IL	612	$748.00	$500.00	$615.00	$595.00	$340.00	$495.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Kaye Scholer	New York, NY	392	$1250.00	$725.00	$860.00	$795.00	$370.00	$597.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Kelley Drye & Warren	New York, NY	293	$815.00	$435.00	$540.00	$500.00	$305.00	$430.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Kilpatrick Townsend & Stockton	Atlanta, GA	561	$775.00	$400.00	$550.00	$475.00	$315.00	$385.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	King & Spalding	Atlanta, GA	874	$895.00	$545.00	$775.00	$735.00	$125.00	$450.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Kirkland & Ellis	Chicago, IL	1554	$995.00	$590.00	$825.00	$715.00	$235.00	$540.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Knobbe Martens Olson & Bear	Irvine, CA	290	$810.00	$450.00	$575.00	$485.00	$305.00	$380.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Kramer Levin Naftalis & Frankel	New York, NY	313	$1100.00	$745.00	$921.00	$815.00	$515.00	$678.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Lane Powell	Seattle, WA	170	$675.00	$375.00	$516.00	$425.00	$260.00	$331.00	$477.00	$300.00	$850.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014 Latham & Watkins	New York, NY	2060	$1110.00	$695.00	$990.00	$725.00	$465.00	$605.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Lathrop & Gage	Kansas City, MO	283	$700.00	$285.00	$420.00	$375.00	$195.00	$250.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Lewis Roca Rothgerber	Phoenix, AZ	228	$695.00	$350.00	$505.00	$525.00	$205.00	$400.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Lindquist & Vennum	Minneapolis, MN	178	$600.00	$460.00	$520.00	$470.00	$275.00	$355.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Littler Mendelson	San Francisco, CA	1002	$615.00	$395.00	$550.00	$420.00	$245.00	$290.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Lowenstein Sandler	Roseland, NJ	261	$990.00	$600.00	$785.00	$580.00	$300.00	$450.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Manatt, Phelps & Phillips	Los Angeles, CA	325	$795.00	$540.00	$740.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 McCarter & English	Newark, NJ	371	$925.00	$450.00	$550.00	$370.00	$220.00	$300.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 McDermott Will & Emery	Chicago, IL	1021	$835.00	$525.00	$710.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 McElroy, Deutsch, Mulvaney & Carpenter	Morristown, NJ	274	$500.00	$325.00	$445.00	$335.00	$200.00	$295.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014 McGuireWoods	Richmond, VA	931	$725.00	$450.00	$595.00	$525.00	$285.00	$380.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 McKenna Long & Aldridge	Atlanta, GA	518	$850.00	$480.00	$530.00	$425.00	$375.00	$395.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Michael, Best & Friedrich	Milwaukee, WI	189	$650.00	$235.00	$445.00	$425.00	$200.00	$283.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Miles & Stockbridge	Baltimore, MD	226	$740.00	$340.00	$478.00	$425.00	$230.00	$290.00	$419.00	$225.00	$695.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Moore & Van Allen	Charlotte, NC	274	$670.00	$315.00	$490.00	$430.00	$190.00	$280.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Morgan, Lewis & Bockius	Philadelphia, PA	1363	$785.00	$430.00	$620.00	$595.00	$270.00	$380.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Morris, Manning & Martin	Atlanta, GA	149	$575.00	$400.00	$460.00							National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Morrison & Foerster	San Francisco, CA	1020	$1195.00	$595.00	$895.00	$725.00	$230.00	$525.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Nelson Mullins	Columbia, SC	466	$800.00	$250.00	$444.00	$395.00	$215.00	$271.00	$370.00	$195.00	$600.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Nixon Peabody	Boston, MA	584	$850.00	$295.00	$520.00	$580.00	$180.00	$300.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014 Norris McLaughlin & Marcus	Bridgewater, NJ	128	$505.00	$485.00	$495.00	$385.00	$165.00	$275.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Norton Rose Fulbright	Houston, TX	3537	$900.00	$525.00	$775.00	$515.00	$300.00	$400.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Nossaman	Los Angeles, CA	148	$800.00	$370.00	$578.00	$490.00	$250.00	$340.00	$485.00	$440.00	$550.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Nutter McClennen & Fish	Boston, MA	148	$715.00	$470.00	$575.00	$400.00	$285.00	$375.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Ogletree Deakins	Atlanta, GA	656	$650.00	$250.00	$360.00	$365.00	$200.00	$280.00	$315.00	$230.00	$555.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 O'Melveny & Myers	Los Angeles, CA	721	$950.00	$615.00	$715.00							National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Orrick Herrington & Sutcliffe	New York, NY	954	$1095.00	$715.00	$845.00	$375.00	$710.00	$530.00	$735.00	$665.00	$650.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Parker Poe Adams & Bernstein	Charlotte, NC	185	$500.00	$425.00	$450.00							National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Paul Hastings	New York, NY	899	$900.00	$750.00	$815.00	$755.00	$335.00	$540.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Paul, Weiss, Rifkind, Wharton & Garrison	New York, NY	854	$1120.00	$760.00	$1040.00	$735.00	$595.00	$578.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014	Pepper Hamilton	Philadelphia, PA	510	$950.00	$495.00	$645.00	$526.00	$280.00	$390.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 250 report
2014	Perkins Coie	Seattle, WA	891	$1000.00	$330.00	$615.00	$510.00	$215.00	$425.00	$535.00	$280.00	$600.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Pillsbury Winthrop Shaw Pittman	Washington, DC	591	$1070.00	$615.00	$865.00	$680.00	$375.00	$520.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Polsinelli	Kansas City, MO	616	$775.00	$325.00	$435.00	$350.00	$235.00	$279.00	$375.00	$300.00	$460.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Proskauer Rose	New York, NY	712	$950.00	$725.00	$880.00	$675.00	$295.00	$465.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Quarles & Brady	Milwaukee, WI	422	$925.00	$425.00	$515.00	$600.00	$210.00	$335.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Quinn Emanuel Urquhart & Sullivan	New York, NY	673	$1075.00	$810.00	$915.00	$675.00	$320.00	$410.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Reed Smith	Pittsburgh, PA	1553	$890.00	$605.00	$737.00	$530.00	$295.00	$420.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Richards, Layton & Finger	Wilmington, DE	124	$800.00	$600.00	$678.00	$465.00	$350.00	$414.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Riker Danzig Scherer Hyland & Perretti	Morristown, NJ	140	$495.00	$430.00	$458.00	$295.00	$210.00	$250.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014 Robinson & Cole	Hartford, CT	201	$700.00	$295.00	$500.00	$445.00	$215.00	$300.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Rutan & Tucker	Costa Mesa, CA	147	$675.00	$345.00	$490.00	$500.00	$230.00	$320.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Saul Ewing	Philadelphia, PA	240	$675.00	$375.00	$546.00	$590.00	$225.00	$344.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Schiff Hardin	Chicago, IL	317				$415.00	$250.00	$333.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Sedgwick	San Francisco, CA	342	$615.00	$305.00	$425.00	$475.00	$280.00	$325.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Seward & Kissel	New York, NY	143	$850.00	$625.00	$735.00	$600.00	$290.00	$400.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Seyfarth Shaw	Chicago, IL	779	$850.00	$375.00	$610.00	$505.00	$225.00	$365.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Sheppard Mullin Richter & Hampton	Los Angeles, CA	549	$875.00	$490.00	$595.00	$535.00	$275.00	$415.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Shumaker Loop & Kendrick	Toledo, OH	224	$595.00	$305.00	$413.00	$330.00	$160.00	$256.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Shutts & Bowen	Miami, FL	230	$560.00	$250.00	$430.00	$345.00	$195.00	$280.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014	Skadden, Arps, Slate, Meagher & Flom	New York, NY	1664	$1150.00	$845.00	$1035.00	$845.00	$340.00	$620.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Snell & Wilmer	Phoenix, AZ	411	$845.00	$325.00	$525.00	$470.00	$180.00	$280.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Spilman Thomas & Battle	Charleston, WV	131							$200.00	$215.00	$350.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Squire Patton Boggs			$850.00	$350.00	$655.00	$530.00	$250.00	$355.00				National Law Journal, December 2014	Location data not available due to merger in 2014. Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Sterne, Kessler, Goldstein & Fox	Washington, DC	122	$795.00	$450.00	$577.00	$470.00	$265.00	$340.00	$483.57	$450.00	$520.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Stevens & Lee	Reading, PA	154	$600.00	$525.00	$625.00							National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Stoel Rives	Portland, OR	365	$600.00	$300.00	$492.00	$465.00	$205.00	$267.00	$312.00	$280.00	$510.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Strasburger & Price	Dallas, TX	217	$590.00	$290.00	$435.00	$365.00	$210.00	$270.00	$476.00	$300.00	$640.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014	Stroock & Stroock & Lavan	New York, NY	285	$1125.00	$975.00	$950.00	$840.00	$350.00	$549.00	$979.00	$745.00	$1095.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014 Taft Stettinius & Hollister	Cincinnati, OH	357	$535.00	$205.00	$415.00	$475.00	$200.00	$285.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Thompson & Knight	Dallas, TX	290	$740.00	$425.00	$535.00	$510.00	$240.00	$370.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Thompson Coburn	St. Louis, MO	317	$510.00	$330.00	$440.00	$350.00	$220.00	$270.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Troutman Sanders	Atlanta, GA	567	$875.00	$400.00	$620.00	$570.00	$245.00	$340.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Ulmer & Berne	Cleveland, OH	178	$415.00	$315.00	$380.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Varnum	Grand Rapids, MI	133	$485.00	$250.00	$390.00				National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Venable	Washington, DC	533	$1075.00	$470.00	$660.00	$575.00	$295.00	$430.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Vinson & Elkins	Houston, TX	650	$770.00	$475.00	$600.00	$555.00	$275.00	$390.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Waller Lansden Dortch & Davis	Nashville, TN	178	$600.00	$350.00	$460.00	$335.00	$190.00	$245.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Weil, Gotshal & Manges	New York, NY	1157	$1075.00	$625.00	$930.00	$790.00	$300.00	$600.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

EXHIBIT C

DAVID A. GREENE

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EMPLOYMENT

ELECTRONIC FRONTIER FOUNDATION, San Francisco, CA (July 2013 to present)
Civil Liberties Director (January 2015 to present). Direct operations of 12-lawyer Civil Liberties Team including management of litigation. **Senior Staff Attorney** (July 2013 to present). Litigate public interest freedom of speech, privacy and other cases implicating civil liberties in the digital world; represent organization through public speaking; advise other components of EFF on legal matters.

BRYAN CAVE LLP, San Francisco, CA (August 2011 to July 2013)
Counsel. Represent and counsel clients on First Amendment, copyright, trademark, advertising, freedom of information, free press, and anti-SLAPP matters, including appellate and trial court advocacy.

FIRST AMENDMENT PROJECT, Oakland, CA (July 1999 to July 2011)
Executive Director/Lead Staff Counsel. Provided direct legal representation to clients including trial and appellate litigation, including first chair bench trial experience in state and federal courts, extensive motion practice, and appellate advocacy before California Supreme Court and Courts of Appeal, and Ninth Circuit; managed staff attorneys, interns and volunteer attorneys; directed all functions of nonprofit organization promoting rights of free speech, free press and free petition for core constituency of activists, journalists and artists including development, program planning and administration, and organizational and financial management; planned and administered legal, educational and advocacy programs; managed relations with Board of Directors; oversaw compliance with legal requirements for nonprofit organizations; coordinated participation in national and local coalitions of civil liberties organizations; oversaw advice hotline; write scholarly and opinion pieces on freedom of expression issues; represented organization to print and broadcast media; managed office and staff.

UNIVERSITY OF SAN FRANCISCO SCHOOL OF LAW, San Francisco, CA (June 2005 to present)
Adjunct Professor. Teach "First Amendment Law" and "Law of Mass Communication and the Press"
Visiting Professor, East China University of Politics and Law (May 2011)

SAN FRANCISCO STATE UNIVERSITY, San Francisco, CA (August 2002 to January 2021)
Instructor. Teach "Mass Communications Law" to undergraduate journalism students.

GOLDEN GATE UNIVERSITY, (San Francisco, CA) (April to August 2000)
Adjunct Professor. Developed curriculum and syllabus for and taught "Persuasion, Negotiation and Mediation."

NATIONAL CAMPAIGN FOR FREEDOM OF EXPRESSION, Washington, DC (May 1997 to Jan. 1999)
Program Director. Provided grass roots and media advocacy support to artists and arts organizations facing challenges to freedom of artistic expression; planned and administered educational programs; coordinated coalition building on national and local levels; served as primary author and general editor of *NCFE Quarterly* and *NCFE Handbook;* provided resources and expertise to attorneys litigating free speech cases; represented organization at conferences and panel discussions, and to print and broadcast media; oversaw organizational participation in national coalitions; managed office and staff; assisted executive director with organizational management, planning, and development.

HANCOCK, ROTHERT & BUNSHOFT, San Francisco, CA (Nov. 1992 to Apr. 1997)
Attorney. Practiced appellate and trial litigation in state and federal courts including First Amendment and civil rights, employment discrimination, general and products liability, maritime and environmental coverage law.

ALASKA SUPREME COURT, Anchorage, AK (Sept. 1991 to Sept. 1992)
Law Clerk to Justice Allen T. Compton.

LEADERSHIP POSITIONS IN PROFESSIONAL AND VOLUNTEER ORGANIZATIONS

ABA FORUM ON COMMUNICATIONS LAW, Governing Committee; founding Chair, Public Interest Committee; former chair Teach Media Law Committee***;***
FREE EXPRESSION NETWORK, Steering Committee; ***FREE EXPRESSION POLICY PROJECT***, Advisory Board;
SOCIETY OF PROFESSIONAL JOURNALISTS, NOR. CAL. CHAPTER, Freedom of Information Committee (1999-2015)
NOACRI (NORTHWESTERN OPEN ACCESS TO CRIMINAL RECORDS INITIATIVE**,** Advisory Board (2020-present)

PROFESSIONAL HONORS

California Lawyer **Attorney of the Year (CLAY Award) for Constitutional Law (2013)**
Certificate of Recognition, California State Senate (2011)
James Madison Freedom of Information Award, Legal Counsel (2007)

EDUCATION

DUKE UNIVERSITY SCHOOL OF LAW, Durham, North Carolina
J.D. with high honors, Order of the Coif (1991)
Notes Editor, *Alaska Law Review*

LEHIGH UNIVERSITY, Bethlehem, Pennsylvania
B.S. Environmental Science & Resource Management, with high honors, Phi Beta Kappa (1987)

PUBLICATIONS

Legal

"The Need for Expert Testimony to Prove Lack of Serious Artistic Value in Obscenity Cases," 10 *NEXUS: A Journal of Opinion* (2005)

"Why Protect Political Art as 'Political Speech'?" 27:2 *Hastings Communications and Entertainment Law Journal* (Winter 2005)

"Trade Secrets, The First Amendment and the Challenges of the Internet Age," 23:3 *Hastings Communications and Entertainment Law Journal* (Spring 2001)

Book Review: "Not in Front of the Children: 'Indecency,' Censorship and the Innocence of Youth," 10 *Boston University Public Interest Law Journal* 360 (Spring 2001)

"Investigative Stops in Alaska: Can *Coleman* Survive a Multifactored Balance?" 7 *Alaska Law Review* 381 (December 1990)

Books and Collections

Essay, "Free Speech in a Digital Era," *Activating Democracy: The "I Wish to Say" Project*, (Chicago: University of Chicago Press (2016))

"Piss Christ," *Censorship: A World Encyclopedia* (London: Fitzroy Dearborn (2002))

"National Campaign for Freedom of Expression," *Censorship: A World Encyclopedia* (London: Fitzroy Dearborn (2002))

NCFE Handbook to Understanding, Preparing for, and Responding to Challenges to Your Freedom of Artistic Expression (Washington, DC: 1998) [principal author]

Foreword, *Banned Books: Literature Suppressed on Sexual Grounds* (New York: Facts on File, Inc. 1998)

Periodicals

"How to Put COVID-19 Content Moderation Into Context," *Brookings TechStream*, May 21, 2020 https://www.brookings.edu/techstream/how-to-put-covid-19-content-moderation-into-context/

"Attacks on Freedom of the Press," *Daily Journal*, May 31, 2019

"Alex Jones is far from the only the only person tech companies are censoring," *Washington Post*, August 12, 2018 https://www.washingtonpost.com/opinions/beware-the-digital-censor/2018/08/12/997e28ea-9cd0-11e8-843b-36e177f3081c_story.html

"Court Finds Facebook 'Likes' To Be Speech," *Daily Journal* October 2013

Book Review: "First Amendment Institutions," by Paul Horwitz, *CaliforniaLawyer.com* September 2013

"Artistic Expression: Freedom of Expression," *Vision Magazine* May 2005

National Campaign for Freedom of Expression Quarterly Summer 1997 through Winter 1998 [principal writer and general editor]