

LAW OFFICE OF DUNCAN M. JAMES

Duncan M. James
Donald J. McMullen
K. J. Flavetta
Douglas L. Losak

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July 16, 2021

Matt Kendall
MENDOCINO COUNTY SHERIFF
951 Low Gap Road
Ukiah, CA 95482

Re: Selection of Law Office of Duncan M. James

Dear Sheriff Kendall:

Attached are resumes for myself (Attachment A), Donald McMullen (Attachment B) and Doug Losak (Attachment C), all of who would be actively involved in various aspects of your issues with the Mendocino County Board of Supervisors and County Executive Office.

I have reviewed the list of law firms provided to you by the County Counsel. There are no law firms in that list that meet the experience and qualifications of this law office. Without regard to our litigation experience which is detailed in the attached resume's, as a prosecutor for twelve (12) years (1967-1979), which included ten (10) years as the Mendocino County District Attorney, from 1967 through 1976 I performed all of the functions of Mendocino County Counsel as legal advisor to the Board of Supervisors, all elected and non-elected department heads and county commissions and all school and special services districts in Mendocino County. The County Counsel office was created while I was District Attorney in response to my requested that the Board of Supervisors split the civil function from my office and create the County Counsel's Office.

Douglas L. Losak, from my office, also has extensive civil government experience in the Mendocino County Counsel's Office from January, 2003 until October, 2015. None of the law firms included on that list can match that level of experience representing Mendocino County.

In addition, my office has extensive trial experience as evidenced by our resume's including my success in before the United States Supreme Court in a voter and states' rights case, in which I personally argued on behalf of the Mendocino County Clerk who I represented in my civil capacity as District Attorney. The case is entitled "Viola N. Richardson, as County Clerk, et. al. v. Abran Ramirez, et. al." (1974) 418 U.S. 24 [41 L.Ed.2d 551] 94 S.Ct. 2655. The United States Supreme Court reversed a unanimous decision of the California Supreme decision in Abran Ramirez v. Edmund G. Brown, Jr. (1973) 9 Cal.3d 199.

In reviewing the list of law firms you received from the County Counsel, the rates ranged from \$212 per hour for the Nevada County Counsel Office to \$640 per hour for Hawkins, Delefield Wood, LLP, whose main practice is as bond counsel. I would suspect the hourly rate from the Nevada County Counsel fails to consider the costs of staff, rent for space occupied based on fair market value of similar space in the community and overhead, which each of the

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law firms must take into consideration in setting their hourly rates. Therefore, my comments herein throw out the Nevada County Counsel Office rate \$221.74 per hour and the highest of Hawkins, Delafield & Wood, LLP at the rate of \$640 per hour.

I am the current sole owner of the Law Office of Duncan M. James (54 years practicing law in Mendocino County). Donald J. McMullen is Senior Counsel. In considering his hourly rate versus the law firms listed, he would be considered the equivalent of a "principal", "senior counsel", "partner" or other similar designation. Douglas L. Losak because of his extensive legal experience (27) years practicing law including approximately 12 years in the Mendocino County Counsel's office would be the equivalent of "Senior Counsel", "Associate" (Thomas Law Group). Both Donald and Doug are highly skilled attorneys with extensive trial experience.

In every category whether as Owner, Partner, Senior Associate, Associate or comparable titles, as set forth below, **my offices hour rate is lower** than attorneys listed in the document provided to you by County Counsel.

1. **DUNCAN M. JAMES**. After throwing out the high and low, and comparing the hourly rates for law firms on the list provided by the County Counsel to **my hourly rate of \$425.00 per hour as "owner", is the lowest** for any of the law firms included in the list when compared to other hourly rates for other attorneys whose title would imply they have an ownership having in the firm which employs them. The list includes hourly rates of: \$430 per hour for "principal" (Abbot & Kindermann, Inc); \$495 per hour for "partners" (Hanson Bridgett); and, \$450 per hour for "Senior Partner" (Van Dermeyden Makus). The rounded off to the lowest dollar average for those three (3) firms is \$458 per hour, which is \$28.00 higher than my rate.

2. **DONALD J. McMULLEN**. When comparing **Donald J. McMullen's hourly rate of \$375.00 per hour is the lowest** for any of the law firms included in the list when compared to hourly rates for other attorneys of similar stature in their law firms. The list includes hourly rates of: \$390 per hour for "senior counsel" (Abbot & Kindermann, Inc); \$390 per hour for "senior counsel" (Kronick, Mokovitz, Tiedemann & Girard; presuming Morin Jacobs is the equivalent of "senior counsel", \$370 per hour (Liebert, Cassidy, Whitmore); \$385 per hour for "of counsel" (Van Dermeyden Makus). Rounded off to the lowest dollar average for those four (4) firms is \$383 per hour, which is \$8.00 higher than Donald J. McMullen's hourly rate.

3. **DOUGLAS L. LOSAK**. When comparing **Douglas L. Losak hourly rate of \$325.00 per hour is the lowest** for any of the law firms included in the list when compared to hourly rates for other attorneys of similar stature in their law firms. The list includes hourly rates of: \$390 per hour for "senior counsel" (Abbot & Kindermann, Inc); \$300 per hour for "senior associates" (Kronick, Mokovitz, Tiedemann & Girard); \$365 per hour for "Associates" (Hanson Briddgett); \$350 per hour for Megan Somogyi who is the only one listed for the firm without designation of title or ownership interest (Goodin, MacBride, Squeri & Day LLP); Morin Jacobs is a managing partner, which is not specified on the list, \$370 per hour (Liebert, Cassidy, Whitmore); \$450 per hour for "Associates" (Thomas Law Group); \$310 per hour for "senior

assocoate" (Van Dermiden Makus). Rounded off to the lowest dollar average for those seven (7) firms is \$362 per hour, which is \$37.00 higher than Douglas L. Losak 's hourly rate.

In response to your questions regarding several issues mentioned to you by the County Counsel regarding two cases my office has handled, it appears that the County Counsel has taken an adversarial position to your office based on your request to hire independent counsel of your own choosing where the County Counsel has admitted he has a conflict of interest.

1. UKIAH VALLEY SANITATION DISTRICT V. CITY OF UKIAH. You indicated that in a recent conversation the County Counsel had spoken negatively about my office's representation of the Ukiah Valley Sanitation District ("DISTRICT"), a case that lasted six (6) years from September, 2012 to October, 2018, and still has one unresolved issue that was excluded from the settlement agreement. It clearly shows his lack of knowledge regarding the lawsuit; that six (6) different laws firms were representing the DISTRICT in different aspects of the dispute with the CITY and other legal issues related to the litigation during that time period; that fees paid to experts and consultants were substantial; and, the exceptionally large recovery of damages by my office for the DISTRICT.

His reference to the Mendocino Grand Jury report and disparaging remarks about the DISTRICT paying the Law Office of Duncan M. James \$7,000,000 in attorney fees is grossly inaccurate and demonstrates the County Counsel's biased approach and his total lack of knowledge about the case and its settlement in an effort to control the outcome of who the Sheriff selects as counsel. That is not his job. If he has a conflict of interest, he should not be part of the selection process, disparaging my law firm or taking any position, either publicly or privately, on the Sheriff's selection of independent legal counsel. He cannot pick and choose what parts of the conflict he will honor and the parts he will ignore.

Just to set the record straight, the attorney fees earned by and paid to the Law Office of Duncan M. James was not \$7,000,000. I have no idea where he got that figure other than from gossip or ill-informed persons. The total amount paid out to the six (6) different law firms totaled \$5,567,478.86, and included items in addition to attorney fees. The five (5) other law firms that were included in that total are as follows:

- (1) A law firm handling Local Agency Formation Commission matters for the DISTRICT;
- (2) A second law firm that was handling appeal issues for the DISTRICT;
- (3) A third law firm that was bond counsel who was actively involved on behalf of the DISTRICT with the successful renegotiation of the CITY/DISTRICT bonded indebtedness, resulting in substantial annual savings to the DISTRICT because of a lower interest rate;
- (4) Two other law firms that had specialties that were relevant to the litigation against the CITY.

If the County Counsel had asked, we could have provided him with the documents that showed him that the CITY paid the DISTRICT \$16,416,296.49 in actual damages for their misbehavior that began in 1955 and is actually still continuing because of issues reserved from the settlement agreement. The remaining damage issue relates to monthly sewer fees paid by one customer in the amount of approximately \$132,000 per annum. When calculated from the date of the settlement agreement to the present day, that amount has grown to approximately \$374,000.00.

In addition, as part of the settlement, the CITY/DISTRICT entered into a new Operating Agreement, which gave the DISTRICT the right to be independent of the CITY for the first time since the beginning in 1955 on all financial matters, operations and maintenance, with a projected annual savings for DISTRICT ratepayers for:

(1) Administration and capital expenditures	- an additional \$ 817,168.00 per annum
(2) Billings and collections	- an additional \$ 146,274.00 per annum
(3) Operations and maintenance	- an additional \$ 598,140.00 per annum
(4) Bonds savings prior to refinancing	- an additional \$ 39,772.00 per annum
PROJECTED <u>ANNUAL SAVINGS</u>	
	\$1,601,354.00 per annum

Finally, it was discovered during case preparation that the CITY had been erroneously miscalculating the number of equivalent sewer service units ("ESSU") since about 1958, which directly impacted the amount connection fees chargeable to new customers and monthly serviced fees. In settlement it was agreed that there were an additional 621.51 ESSU's available to the DISTRICT. At the rate of \$12,240 per ESSU, that means an additional future income to the DISTRICT of \$7,607,282.40. All of the information provided herein is a matter of public record.

Without regard to the "projected annuals" savings brought about by the new operating agreement, the total recovery by the DISTRICT was:

ACTUAL DAMAGES PAID BY CITY TO DISTRICT	\$16,416,296.49
621.51 ADDITIONAL ESSU'S	<u>\$ 7,607,282.40</u>
TOTAL	\$24,023,578.89

Looks like an outstanding return on the investment (attorney fees, costs and expenses arising from the litigation) even if you limit it to the amount of actual damages paid by the CITY to the DISTRICT in the amount of \$16,416,296.49.

2. HARINDER GREWAL VS. THE COUNTY OF MENDOCINO. It's my understanding that the County Counsel also made a negative comment to you regarding Harinder Grewal vs. the County of Mendocino, Mendocino County Superior Court case number SCUk CVPO 20-73798, a case presently pending against the Mendocino County, in which we represent the plaintiff, as a basis for our not being

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able to represent the Sheriff's office. He was formerly the County Agricultural Commissioner and brought the lawsuit based upon: termination; discrimination – national origin; discrimination – religion; hostile work environment; failure to provide a work environment free from harassment. From what we can determine from COUNTY resolutions, the Board of Supervisors has authorized more than \$200,000 in attorney fees to defend itself against that action.

3. Finally, in the interest of complete transparency, probably about 15 to 20 years ago I sued the Mendocino County Sheriff's Office because a Correctional Officer in charge of the female trustees on the road crew was abusing the road crew and forcing them to commit lewd sex acts. The current Sheriff was actually one of the investigating offices when the facts were brought to the attention to the than Sheriff. Because of information that I provided to the Sheriff, the Correctional Officer was arrested, convicted and sent to state prison. If my memory serves me right, the settlement paid by the County to the victims of the sexual abuse was in excess of a million dollars.

Very truly yours,

DUNCAN M. JAMES

DMJ/sjt
Encl.

ATTACHMENT A

Resume - Duncan M. James

Education:

- Pacific University, Bachelor of Arts degree, 1961
- Willamette University, Doctor of Jurisprudence, 1965

Court Memberships:

- All courts of the State of California (California State Bar # 40505)
- United States District Court for Northern California
- United States Court of Appeals, Ninth Circuit
- United States Supreme Court, admitted in 1973

Employment:

- Owner of the Law Office of Duncan M. James, 1979 to the present
- District Attorney – Public Administrator, Mendocino County, 1969 through 1978
- County Counsel, Mendocino County, 1969 to 1976 – served in dual capacity as District Attorney and County Counsel from 1969 through 1976 and as such was the legal advisor to the Mendocino County Board of Supervisors; all county departments, agencies and commissions; and all school and special services districts in Mendocino County
- Deputy District Attorney – Public Administrator, Mendocino County, August 1967 through 1968
- United States Treasury Department, 1965 through July 1967

Professional achievements:

- Personally, successfully argued before the United States Supreme Court on behalf of the Mendocino County Clerk in *Viola N. Richardson, as County Clerk, et. al. v. Abran Ramirez, et. al.* (1974) 418 U.S. 24 [41 L.Ed.2d 551] 94 S.Ct. 2655, thereby reversing a unanimous decision of the California Supreme decision in *Abran Ramirez v. Edmund G. Brown, Jr.* (1973) 9 Cal.3d 199
- *Ukiah Valley Sanitation District v. City of Ukiah* – lead counsel. Represented Ukiah Valley Sanitation District for breach of contract and fiduciary duty, rescission and restitution which began in 1955, involved man hundreds of thousand pages of documents and continued up to the date of final settlement. The settlement left open one issue that is on hold in an effort to amicably resolved the matter which amounts to approximately \$132,000.00 in lost annual revenue to the District. The main portion case lasted six (6) years from September, 2012 to October, 2018. During the course of the litigation the City of Ukiah made multiple payments for actual damages which totaled the sum of \$16,416.296.49, in addition to agreeing to a new operating agreement which allows the District to become independent of the City with a projected annual savings to the District ratepayers of \$1,601,354.00. The City also admitted to erroneously calculating equivalent sewer service sewer unit fees for 621.51 units which will general additional income of \$7,607,282.40 for the District. Without regard to future annual savings, the gross dollar value of the settlement to the District ratepayers is \$25,624,932.89.
- *North County Engineering v. State Farm Insurance* – lead counsel representing North County Engineering in an insurance breach of contract and bad faith litigation (Sonoma County) – settled on February 13, 2015. Total recovery: \$8,55 million.

- North County Engineering v. State Farm Insurance (2014) 224 Cal.App.4th 902 – successfully appealed and reversed a trial court decision dismissing the case. The Court of Appeal held in part: products completed operations (PCO) coverage gave rise to duty to defend against claims of breach of contract and negligence in construction of dam; claims of breach of contract and negligence in construction of dam were not within exclusion for “professional services or treatments; testimony of liability insurers’ claims personnel admitting that there was a “potential for coverage” under the policy was relevant to establish that insurer owed a duty to defend, where the testifying employees were not “lower echelon,” and they were the employees charged with the decision; and, liability policy’s “professional services” exclusion from coverage is analyzed narrowly against the insurer
- Dion J. and Donald L. v. Roman Catholic Archbishop of San Francisco, et al (Marin County, California) – on December 12, 2012, settled childhood sexual abuse case arising out of acts committed by an employee in the late 1980’s and early 1990’s for the total sum of \$1,800,000.
- Personal injury case (Mendocino County) arising out of dead-on collision south bound on the Burke Hill grade on Highway 101 settled for \$3,800,000.
- Insurance bad faith case (Riverside County) brought by policy holder against his insurance broker and two insurance companies. One insurance company settled for \$150,000 and the other went to trial resulting in a judgment in the amount of \$921,355.21, for a total of \$1,071,355.21
- Insurance bad faith case (Humboldt County) brought by policy holder against her insurance company which went to trial in and resulted in a judgment of \$970,000
- Successfully represented clients in civil trials relating to all areas of my practice, including but not limited to real estate, business, real estate, construction, personal injury, insurance bad faith, criminal law, probate, and family law
- Successfully prosecuted and defended numerous criminal cases including: murder; rape; robbery; child abuse, structural and wild land arson fires; marijuana; drug offenses, property and theft crimes, in addition to almost every other type of felony and misdemeanor criminal activity.

Other:

- California District Attorneys Association: President, 1977-1978; officer and member of the Board of Directors, 1969-1978
- Joint Legislative Committee – California District Attorneys Association, Sheriff’s Association, Chiefs of Police and Peace Officers Association, 1969-1978
- Mendocino County Bar Association, President, 1977-1978
- Candidate for Attorney General of the State of California, Republican Primary, 1986
- Mendocino Municipal Court, judge pro tem
- Mendocino County Superior Court, Settlement Conference Official

Professional and Community Awards:

- California District Attorneys Association – Distinguished Service Award, 1978
- Mendocino County Peace Officers Association – Outstanding Service Award
- City of Ukiah, Cultural Arts Commission Award for the Historical Preservation of the Lamb’s Inn – 1980
- Greater Ukiah Chamber of Commerce – Outstanding Achievement Award – 1980

- Business and Professional Women of Ukiah – Boss of the Year – 1981

Community Organizations:

- Ukiah Education Foundation, founding member of the Board of Directors, 1992 to the present
- Ukiah Host Lions Club, President, 1987. Member 1969 to the present
- Benevolent and Protective Order of Elks, Lecturing Knight, 1988. Member 1982 to the present
- South Ukiah Little League – President, 1973; manager, 1971 – 1981
- NorCal Fed Youth Football League, Redwood Empire League – President, 1972 to 1974; legal counsel and member of the Board of Directors, 1971 – 1976
- Ukiah Men's Golf Club – President, 1987 to 1989; member of the Board of Directors 1985 to 1990
- Ukiah High Golf Classic – co-founded and operated with wife from 1986 through 1995

ATTACHMENT B

Donald J. McMullen

445 N. State Street, Ukiah CA 95482 · 707 468-9271
Lawoffice@duncanjames.com

LEGAL EXPERIENCE (California State Bar No. 220840 – admitted November 26, 2002)

Professional Employment:

- Lawyer, Law Office of Duncan M. James, Ukiah, CA, 2002 to present
- Practice involves representing clients in wide variety of civil matters, litigation and otherwise, including real property, business, insurance, and governmental actions

Court Memberships:

- All courts of the State of California
- United States District Court for the Northern District of California

Select Professional Achievements:

- *North County Engineering v. State Farm* – represented North County Engineering in an insurance breach of contract and bad faith litigation (Sonoma County) both at trial and on appeal, which resulted in a published opinion: *North County Engineering v. State Farm Insurance* (2014) 224 Cal.App.4th 902. Six-plus week jury trial, successfully appealed and reversed a trial court decision dismissing the case. Total recovery: \$8.55 million.
- *Dion J. and Donald L. v. Roman Catholic Archbishop of San Francisco, et al* (Marin County, California) – represented victims of childhood sexual abuse arising out of acts committed by an employee of the defendants in the late 80's and early 90's - total recovery: \$1.8 million.
- *Moore v. Irish Beach Water District* – represented property owner in action involving sundry claims, including inverse condemnation, trespass, breach of contract, and Proposition 218 charges. Highly complex, three-phase, trial involving water rights and multiple novel legal issues – total judgment: approximately \$3 million
- *Connolly v. Trabue et al.* – represented plaintiff and cross/defendant in damages and easement litigation (Humboldt County) both at trial and on appeal, which resulted in a published opinion: *Connolly v. Trabue* (2012) 204 Cal.App.4th 1154. Successfully secured easement, recovered damages, and obtained complete defense judgment.
- *Rock v. Rollinghills et al.* – represented approximately 30 property owners both within and outside a subdivision, including the owner's property association, at trial against efforts by neighboring parcel owner to force an easement over the clients' lands. Result: complete judgment in clients' favor.

EDUCATION

- Juris Doctor (JD): University of the Pacific, McGeorge School of Law, graduated with distinction (honors), 2002.
- Master of Business Administration (MBA): California State University, Sacramento, 1999
- Bachelor of Science – Business (BS): California State University at Chico, graduated cum laude, 1998

Professional and Legal Honors:

- Law Review co-editor, McGeorge School of Law, Articles and Symposium, 2001-2002
- Law Review member, McGeorge School of Law, 2000-2001
- Graduate, University of Salzburg (Austria), International Legal Studies, Fundamental Rights in Europe and the United States, taught by United States Supreme Court Justice Anthony Kennedy (ret.)
- Judicial intern, Third District Court of Appeals, Sacramento (Justice George Nicholson (ret.)), 2001-2002

COMMUNITY INVOLVEMENT

- Asst. Treasurer, Sun House Guild, Board of Trustees
- Prior board member, Mendocino College Foundation
- Prior board member, Ukiah Valley Cultural and Recreational Center (Alex Rorabaugh Center)
- Prior member, Mendocino County Search and Rescue Team (dive team)

ATTACHMENT C

Resume – Douglas L. Losak

California State Bar No. 220443.
Washington State Bar No. 24106.

United States Marine Corps 1978-1985;

- Selected for appointment to Staff Sergeant. Honorably Discharged March 31985.
- All Marine Wrestler – 1981. Member of All Marine Wrestling Team 1981-1984

Education:

- California State University, Humboldt. BA, Political Science. 1990
- Gonzaga School of Law, Spokane, WA, Juris Doctorate Degree, May 1994. American Jurisprudence Award for Legal Writing & Research – First year. Graduated Cum Laude.
- National District Attorneys Association, National Advocacy Center – Trial Advocacy – July 2001

Court Membership:

- All Courts of the State of California and State of Washington
- United States District Court, Northern District of California
- United States District Court, Eastern and Western Districts of Washington
- United States Court of Appeals, Ninth Circuit

Reported Decision:

Anderson v. Warner (9th Cir. 2006) 451 F.3d 1063

Mr. Anderson alleged the Jail Commander for Mendocino County Sheriff's Office assaulted him while acting under color of state law when Mr. Warner was off duty and not in uniform. Mr. Anderson filed a federal civil rights lawsuit alleging Mendocino County violated his civil rights by negligently hiring and supervising Mr. Warner, and conducting an inadequate investigation into the assault by him.

In order to hold the County liable for a violation of a his Civil Rights, a Plaintiff must show “(1) that he possessed a constitutional right of which he was deprived; (2) that the County had a policy; (3) that the policy ‘amounts to deliberate indifference’ to Mr. Anderson’s constitutional right; and (4) that the policy is the ‘moving force behind the constitutional violation.’” Mr. Anderson was not able to show that the County’s asserted deficiencies in hiring, training and supervision, if any, amounted to a policy reflecting “deliberate indifference to the rights of persons with whom the police come into contact.” Therefore, the Ninth Circuit upheld the District Court’s decision dismissing the lawsuit as to the County.

Professional Experience:

- Associate Attorney, Law Office of Duncan M. James, October 2015 to the present.
- Mendocino County Counsel's Office: January 2003 – October 2015.
- Deputy County Counsel, 2003 to 2009
- Chief Deputy County Counsel, 2009 to February 2014
- Acting/Interim County Counsel, February 2014 to October 2015.

Primary focus was tort litigation, government and employment law. Legal adviser to the Mendocino County Board of Supervisors and other county agencies and commissions. Successfully represented the County in dozens of cases in both State and Federal Court, including wrongful death, violation of federal civil rights, excessive force lawsuits, wrongful discharge and discrimination, and other employment and labor related issues. Also represented the County in cases involving the danger condition of public property and personal injury; and, before various administrative agencies, including the California Public Employment Relations Board, the State Personnel Board and the County's Civil Service Commission. Resigned as Acting/Interim County Counsel to seek new challenges in the legal profession and entered into private practice where I am currently employed.

- Deputy County Prosecutor, Island County Prosecutors Office: – June 2000- December 2002. Prosecuted misdemeanor drunk driving and domestic violence cases, trying more than 20 cases to a jury.
- Assistant City Attorney, City of Oak Harbor: May 1998 – June 2000. Prosecuted misdemeanors and represented the City in civil litigation and advised the City Council and Department Heads on legal issues
- Associate Attorney, Tario & Associates: February 1995 – May 1998. Private practice of law representing clients in criminal, dissolution and Bankruptcy cases as well as other matters.

Community Involvement:

- Member of Toastmasters International 2000-2002
- Member of Charter Counsel – River Oak Charter School 2011-2014 – President 2013.
- Member of Governing Board – Secretary for the Yokayo Pool & Racquet Club

Practice Areas:

- Litigation
- Employment Law
- Government Law
- Business Law
- Bankruptcy
- Real Estate
- Personal Injury

<u>LAW FIRM</u>	<u>RATE</u>
<u>ABBOTT & KINDERMANN, INC.</u>	
PRINCIPAL	\$430.00
OF COUNSEL	\$430.00
SENIOR COUNSEL	\$390.00
SENIOR ASSOCIATE	\$365.00
ASSOCIATE IV	\$330.00
ASSOCIATE III	\$275.00
ASSOCIATE II	\$225.00
ASSOCIATE I	\$200.00
PLANNER II	\$150.00
PLANNER I	\$110.00
PARALEGAL II	\$150.00
PARALEGAL I	\$100.00
LAW CLERK II	\$110.00
LAW CLERK I	\$60.00
STAFF RESEARCHER	\$65.00
<u>COLANTUONO, HIGHSMITH & WHATLEY, PC</u>	
ATTORNEYS	\$220-\$325
PARALEGALS/STAFF ASSISTANTS	\$125-\$170
<u>HANSON BRIDGETT</u>	
PARTNERS	\$495.00
ASSOCIATES	\$365.00
PARALEGALS/CASE CLERKS	\$215.00
<u>HAWKINS, DELAFIELD & WOOD, LLP</u>	
ARTO BECKER	\$640.00
<u>GOODIN, MACBRIDE, SQUERI & DAY, LLP</u>	
MEGAN SOMOGYI	\$350.00
<u>KRONICK, MOSKOVITZ, TIEDEMANN & GIRARD</u>	
SHAREHOLDERS/OF COUNSEL/SENIOR COUNSEL	\$350.00
SENIOR ASSOCIATES	\$300.00
ASSOCIATE ATTORNEYS	\$250.00
PARALEGALS	\$150.00
LAW CLERK/DOCUMENT CLERK	\$150.00
<u>LIEBERT, CASSIDY, WHITMORE</u>	
MORIN JACOB	\$370.00
ASSOCIATES	\$230.00
PARALEGALS	\$130.00
<u>NEVADA COUNTY COUNSEL</u>	\$221.74

THOMAS LAW GROUP

ASSOCIATE	\$450.00
LEGAL ASSISTANT	\$100.00

VAN DERMYDEN MAKUS

SENIOR PARTNER	\$460.00
PARTNER/OF COUNSEL	\$385.00
SENIOR ASSOCIATE	\$310.00
ASSOCIATE	\$275.00
LAW CLERK	\$185.00
PARALEGAL	\$140.00

<u>LAW FIRM</u>	<u>RATE</u>
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PRINCIPAL	\$430.00
OF COUNSEL	\$430.00
SENIOR COUNSEL	\$390.00
SENIOR ASSOCIATE	\$365.00
ASSOCIATE IV	\$330.00
ASSOCIATE III	\$275.00
ASSOCIATE II	\$225.00
ASSOCIATE I	\$200.00
PLANNER II	\$150.00
PLANNER I	\$110.00
PARALEGAL II	\$150.00
PARALEGAL I	\$100.00
LAW CLERK II	\$110.00
LAW CLERK I	\$60.00
STAFF RESEARCHER	\$65.00
<u>COLANTUONO, HIGHSMITH & WHATLEY, PC</u>	
ATTORNEYS	\$220-\$325
PARALEGALS/STAFF ASSISTANTS	\$125-\$170
<u>HANSON BRIDGETT</u>	
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<u>HAWKINS, DELAFIELD & WOOD, LLP</u>	
ARTO BECKER	\$640.00
<u>GOODIN, MACBRIDE, SQUERI & DAY, LLP</u>	
MEGAN SOMOGYI	\$350.00
<u>KRONICK, MOSKOVITZ, TIEDEMANN & GIRARD</u>	
SHAREHOLDERS/OF COUNSEL/SENIOR COUNSEL	\$350.00
SENIOR ASSOCIATES	\$300.00
ASSOCIATE ATTORNEYS	\$250.00
PARALEGALS	\$150.00
LAW CLERK/DOCUMENT CLERK	\$150.00
<u>LIEBERT, CASSIDY, WHITMORE</u>	
MORIN JACOB	\$370.00
ASSOCIATES	\$230.00
PARALEGALS	\$130.00
<u>NEVADA COUNTY COUNSEL</u>	\$221.74

THOMAS LAW GROUP

ASSOCIATE	\$450.00
LEGAL ASSISTANT	\$100.00

VAN DERMYDEN MAKUS

SENIOR PARTNER	\$460.00
PARTNER/OF COUNSEL	\$385.00
SENIOR ASSOCIATE	\$310.00
ASSOCIATE	\$275.00
LAW CLERK	\$185.00
PARALEGAL	\$140.00