

EXHIBIT 4

Exhibit 4

Bloom, et al. v. ACT, Inc.
Case No. 2:18-cv-06749-GW-KS

Panish, Shea & Boyle, LLP

**LODESTAR REPORT
 FROM INCEPTION THROUGH MARCH 18, 2021**

ATTORNEYS	ROLE	HOURS	HOURLY RATE	LODESTAR
Rahul Ravipudi	Partner	195.3	\$950 ¹	\$185,535
Jesse Creed	Attorney (Associate)	1405.2	\$700 ²	\$983,640
Whitney Smith	Attorney (Associate)	21	\$400 ³	\$8,400
TOTAL		1621.50		\$1,177,575.00

¹ The Laffey rate for Mr. Ravipudi, who is 21 years out of law school, is \$914. The Laffey matrix reflects market rates for attorneys in Washington D.C. See <http://laffeymatrix.com>; *Baker v. D.C. Pub. Schs.*, 815 F. Supp. 2d 102, 113 (D.D.C. 2011). To find market rates for attorneys in other jurisdictions, courts often adjust the figures in the matrix by the federal locality pay differential. See, e.g., *Brinker v. Normandin's*, No. 14CV03007EJDHRL, 2017 WL 713554, at *2 (N.D. Cal. Feb. 23, 2017); *Theme Promotions, Inc. v. News Am. Mktg. FSI, Inc.*, 731 F. Supp. 2d 937, 948 (N.D. Cal. 2010). When adjusted by a federal locality pay differential of 6.3% (as federal pay for Los Angeles federal employees is 6.3% higher than federal pay for Washington D.C. federal employees), Mr. Ravipudi's locality-adjusted Laffey rate is \$972. Federal locality pay differentials are available at <https://www.uscourts.gov/careers/compensation/court-personnel-system-pay-rates-non-law-enforcement-officer>.

² Mr. Creed, who was 10 years out of law school for the majority of this lawsuit, has a locality-adjusted Laffey hourly rate equal to \$714.

³ Ms. Smith, who was 2 years out of law school for the majority of this lawsuit, has a locality-adjusted Laffey hourly rate equal to \$400.68.