

# **EXHIBIT 21**

## LSI Laffey Matrix Rates Compared to Real Rate Report Data

Timekeeper	Title	2018				2019				LSI Laffey Matrix Rate as % of Median	LSI Laffey Matrix Rate as % of Third Quartile	LSI Laffey Matrix Rate (June 2019 – May 2020)	RRR First Quartile	RRR Median Rate	RRR Third Quartile	LSI Laffey Matrix Rate as % of Median	LSI Laffey Matrix Rate as % of Third Quartile
		LSI Laffey Matrix Rate (June 2018 – May 2019)	RRR First Quartile	RRR Median Rate	RRR Third Quartile	LSI Laffey Matrix Rate as % of Median	LSI Laffey Matrix Rate as % of Third Quartile	LSI Laffey Matrix Rate (June 2019 – May 2020)	RRR First Quartile								
Baruch, Douglas W.	Partner	\$ 894	\$ 742	\$ 857	\$ 985	104%	91%	\$ 899	\$ 793	\$ 950	1,193	95%	75%				
Beary, Webster	Associate	\$ 658	\$ 431	\$ 574	\$ 685	115%	96%										
Gates, Shaun	Associate	\$ 455	\$ 431	\$ 574	\$ 685	79%	66%										
Gogadze, Helene	Associate	\$ 658	\$ 431	\$ 574	\$ 685	115%	96%										
Johnson, Sam	Associate	\$ 371	\$ 431	\$ 574	\$ 685	65%	54%	\$ 372	\$ 476	\$ 625	746		50%				
Kaplan, Kayla Stachniak	Associate	\$ 658	\$ 431	\$ 574	\$ 685	115%	96%	\$ 661	\$ 476	\$ 625	746	106%	89%				
Kiziltay Carter, Melis	Associate	\$ 455	\$ 431	\$ 574	\$ 685	79%	66%	\$ 661	\$ 476	\$ 625	746	106%	89%				
LoBue, Joseph J.	Partner	\$ 742	\$ 742	\$ 857	\$ 985	87%	75%										
LoPresti, Elizabeth	Associate	\$ 371	\$ 431	\$ 574	\$ 685	65%	54%	\$ 372	\$ 476	\$ 625	746	60%	50%				
Mendelson, Benjamin W.	Associate							\$ 372	\$ 476	\$ 625	746	60%	50%				
Raol, Neaha	Associate	\$ 658	\$ 431	\$ 574	\$ 685	115%	96%	\$ 661	\$ 476	\$ 625	746	106%	89%				
St. Romain, Kate	Associate	\$ 455	\$ 431	\$ 574	\$ 685	79%	66%	\$ 458	\$ 476	\$ 625	746	73%	61%				
Stuart, Brian C.	Associate	\$ 455	\$ 431	\$ 574	\$ 685	79%	66%	\$ 458	\$ 476	\$ 625	746	73%	61%				
Szlarb, Natalia	Associate	\$ 371	\$ 431	\$ 574	\$ 685	65%	54%	\$ 458	\$ 476	\$ 625	746	73%	61%				
Wollenberg, Jennifer	Partner	\$ 742	\$ 742	\$ 857	\$ 985	87%	75%	\$ 747	\$ 793	\$ 950	1,193	79%	63%				
Woods, Elizabeth	Associate	\$ 371	\$ 431	\$ 574	\$ 685	65%	54%										
Average difference						87%								83%			

Real Rate Report data based on Q3 2019 and Q3 2018 data for Washington-DC based partners and associates practicing commercial law at firms with more than 1,000 lawyers