

## Adjusted Laffey Matrix

Year		Adjustment Factor	Paralegal/ Law Clerk	Years Out of Law School				
				1-3	4-7	8-10	11-19	20+
6/1/13	5/31/14	1.0244	175	320	393	567	640	771
6/1/12	5/31/13	1.0258	170	312	383	554	625	753
6/1/11	5/31/12	1.0352	166	305	374	540	609	734
6/1/10	5/31/11	1.0337	160	294	361	522	588	709
6/1/09	5/31/10	1.0220	155	285	349	505	569	686
6/1/08	5/31/09	1.0399	152	279	342	494	557	671
6/1/07	5/31/08	1.0516	146	268	329	475	536	645
6/1/06	5/31/07	1.0256	139	255	313	451	509	614
6/1/05	5/31/06	1.0427	135	248	305	440	497	598
6/1/04	5/31/05	1.0455	130	238	292	422	476	574
6/1/03	5/31/04	1.0507	124	228	280	404	456	549
6/1/02	5/31/03	1.0727	118	217	266	384	434	522
6/1/01	5/31/02	1.0407	110	202	248	358	404	487
6/1/00	5/31/01	1.0529	106	194	238	344	388	468
6/1/99	5/31/00	1.0491	101	184	226	327	369	444
6/1/98	5/31/99	1.0439	96	176	216	312	352	424
6/1/97	5/31/98	1.0419	92	168	207	299	337	406
6/1/96	5/31/97	1.0396	88	162	198	287	323	389
6/1/95	5/31/96	1.0320	85	155	191	276	311	375
6/1/94	5/31/95	1.0237	82	151	185	267	301	363
6/1/93	5/31/94	1.0552	80	147	181	261	294	355
6/1/92	5/31/93	1.0511	76	139	171	247	279	336
6/1/91	5/30/92	1.0445	72	133	163	235	265	320
6/1/90	5/31/91	1.0794	69	127	156	225	254	306
6/1/89	5/31/90	1.0700	64	118	144	209	235	284
6/1/88	5/31/89		60	110	135	195	220	265