

EXHIBIT 1

Reetz v. Lowe's Companies, Inc., et al.
Court File No: 5:18-cv-00075-KDB-DCK

Lodestar by Nichols Kaster, PLLP Time Keeper:

Partners/Of Counsel:

Name	Years of Experience	Billing Rate Per Hour	Hours	Charges
Paul Lukas	30	\$900	1087.5	\$978,750.00
Kai Richter	22	\$800	1178	\$942,400.00
Brock Specht	14	\$650	502.5	\$326,625.00
Carl Engstrom ¹	7	\$575	37.6	\$21,620.00

Associate Attorneys:

Name	Years of Experience	Billing Rate Per Hour	Hours	Charges
Jennifer Lee	10	\$600	73.5	\$44,100.00
Brandon McDonough	9	\$575	953.05	\$548,003.75
Jacob Schutz	8	\$550	166.1	\$91,355.00
Chloe Raimey	5	\$475	90.2	\$42,845.00
Mark Thomson	5	\$475	2372	\$1,126,700.00
Ben Bauer	4	\$450	13.7	\$6,165.00
Patricia Dana	2	\$425	499.2	\$212,160.00

Law Clerks/Paralegals/Support Staff:

Name		Billing Rate Per Hour	Hours	Charges
Karla Pathmann		\$250	39.1	\$9,775.00
Anna Schwingler		\$250	96.9	\$24,225.00
Angela Kittelson		\$250	47.9	\$11,975.00
Cameron Pylka		\$250	42.7	\$10,675.00
Elizabeth Luebesmier		\$250	636.9	\$159,225.00
Caitlin Thompson		\$250	11.5	\$2,875.00
Steve Eiden		\$250	118.7	\$29,675.00
Sean Kelly		\$250	128.5	\$32,125.00
Jennifer Schiefert		\$250	59.7	\$14,925.00
Haashir Lakhani		\$250	48.2	\$12,050.00

¹ Mr. Engstrom's billing rate for ERISA cases reflects his experience as a Certified Financial Planner before attending law school.

Nichols Kaster, PLLP Total Hours (Attorneys and Support Staff)	8,203.45
Tharrington Smith, LLP Total Hours (Attorneys and Support Staff)	259.95
GRAND TOTAL HOURS (ALL COUNSEL)	8,463.4
Nichols Kaster, PLLP Lodestar Total (Attorneys and Support Staff)	\$4,648,248.75
Tharrington Smith, LLP Lodestar Total (Attorneys and Support Staff)	\$115,702.50
GRAND TOTAL LODESTAR (ALL COUNSEL)	\$4,763,951.25