



Re: Year-End Bonuses and 2024 Base Salaries
To: Boston, Chicago, Los Angeles, New York and Washington, DC Associates
From: Executive Committee
Date: November 29, 2023

Intraoffice Memo

We are pleased to announce our year-end bonuses and 2024 base salaries:

<u>Class</u>	<u>Year-End Bonus</u>	<u>2024 Base Salary</u>
2023	\$15,000 (pro-rated)	\$225,000
2022	\$20,000	\$235,000
2021	\$30,000	\$260,000
2020	\$57,500	\$310,000
2019	\$75,000	\$365,000
2018	\$90,000	\$390,000
2017	\$105,000	\$420,000
2016	\$115,000	\$435,000
2015	\$115,000	\$435,000

Bonuses will be paid on or about December 22, 2023, to associates employed and in good standing on that date who have met the Firm's traditional performance criteria for associates of their seniority. Year-end bonuses for associates beyond the class of 2015 will be determined on an individual basis. Associates on reduced schedules or approved leaves or who joined after January 1, 2023, will be eligible for pro-rated bonuses.

Base salary changes will be effective as of January 1, 2024.

Thank you for your continued efforts on behalf of the Firm's clients and for your commitment to our communities and each other through our DEI, Pro Bono and citizenship-based initiatives.

We wish you and your loved ones a very happy holiday season and a safe and healthy New Year.