

I would like to thank each of you for the agility and resilience that you continue to display as we face the post-pandemic world head-on. This unprecedented time continues to bring out the best at every level of our Baker Botts team.

As a result of your exemplary client service, we are pleased to announce that effective July 1, 2021, the Firm will be increasing the base salaries of our U.S. associates in good standing based on the scale below.

Deem Date	Salary
2021	\$202,500
2020	\$205,000
2019	\$215,000
2018	\$240,000
2017	\$275,000
2016	\$305,000
2015	\$330,000
2014	\$350,000
2013 and more senior	\$365,000

Summer associate salaries will also be increased to match the first-year salary, effective July 1, 2021. Salary increases for special counsel will be determined and communicated individually. Any revisions to the non-U.S. associate salary scale will be communicated separately.

On behalf of the Executive Committee and the partners, thank you for all of your efforts and hard work and for making Baker Botts a special law firm.