

## MEMORANDUM FOR ALL LAWYERS

### Year-End Bonuses & 2023 Base Salaries

November 29, 2022

We are pleased to announce that the year-end bonus amount and 2023 base salary for each associate class is as follows:

<b><u>Class</u></b>	<b><u>Year-End Bonus</u></b>	<b><u>2023 Base Salary</u></b>
<b>2022</b>	\$15,000 (pro-rated)	\$215,000
<b>2021</b>	\$20,000	\$225,000
<b>2020</b>	\$30,000	\$250,000
<b>2019</b>	\$57,500	\$295,000
<b>2018</b>	\$75,000	\$345,000
<b>2017</b>	\$90,000	\$370,000
<b>2016</b>	\$105,000	\$400,000

Bonuses and 2023 salaries for other counsel, attorneys and those working part-time will be determined on an individual basis. Foreign associate attorneys will receive the bonus corresponding to the calendar year with which they started.

Bonuses will be paid on Friday, December 16. Absent extraordinary circumstances (approved by both Managing Partners), an associate must still be at the Firm on December 16 to be eligible for the bonus. The Firm does not apply any billable hour or similar criteria in determining eligibility for associate bonuses. As always, while receipt of the bonus for each individual attorney is dependent on suitable performance at that attorney's experience level, virtually all our associates will receive the full bonus. Attorneys who were with the Firm for only part of the year will receive a pro-rated portion of the applicable class-level bonus.

The base salary is effective January 1, 2023 and will be reflected in paychecks commencing on January 20, 2023.

We would like to thank you for your tremendous work this year. It has been terrific to see everyone together again. We wish each of you and your families a safe and happy holiday season.

F. J. Saeed  
G. E. Zobitz  
K. A. DeMasi