

MEMORANDUM

To: All Associates
From: Andrew K. Glenn
Date: December 5, 2022
Re: 2022 Year-End Bonuses

As we approach the end of the year, we would like to thank you for your outstanding work on behalf of our clients, and your many contributions to our growing firm. We are pleased to share details of this year's associate bonus schedule below. Associates are also eligible to receive a premium above these year-end bonus amounts based on their extraordinary dedication and/or performance.

Class Year	Year-End Bonus
2022	\$15,000 (pro-rated)
2021	\$20,000
2020	\$30,000
2019	\$57,500
2018	\$75,000
2017	\$90,000
2016	\$105,000
2015+	\$115,000

These year-end bonuses will be paid December 16, 2022 to all associates in good standing.

On behalf of the firm, thank you. Your continued efforts are essential to Glenn Agre's success.