

MEMORANDUM TO ASSOCIATES

On behalf of the partners, I am pleased to announce that we will be paying year-end bonuses to associates in the classes of 2014 through 2022. The bonus amounts for 2022 are:

Class of 2022 - \$15,000
Class of 2021 - \$20,000
Class of 2020 - \$30,000
Class of 2019 - \$57,500
Class of 2018 - \$75,000
Class of 2017 - \$90,000
Class of 2016 - \$105,000
Class of 2015 - \$115,000
Class of 2014 - \$115,000

Bonuses will be paid to associates in good standing who are employed with us on the date the bonus is paid and will be subject to the usual prorations for 2022 start dates, part-time schedules and unpaid leaves of absence. Bonuses will be paid on or before December 31, 2022.

Bonus decisions for Special Associates will be determined on an individual basis and communicated separately.

On behalf of the Firm, I sincerely thank you for your commitment to excellent client service, diversity, mentoring, pro bono and recruiting. Thanks for all your hard work.

Scott A. Edelman

December 2, 2022