



MEMORANDUM

December 7, 2022

TO: All New York Associates
FROM: Matt Ingber
RE: 2022 Annual Performance Bonus Program

Mayer Brown has a world-class group of associates who make extraordinary contributions to the Firm and our clients, as well as in support of our pro bono and diversity efforts and other Firm initiatives. One of the ways we recognize outstanding performance is through annual bonuses. It is therefore my pleasure to announce the 2022 performance bonus program, as set out in the table below.

Class Year	Bonus Amount
Class of 2022	\$15,000 (prorated)
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 and more senior	\$115,000

Consistent with our approach in recent years, bonus eligibility will be based on Client Equivalent hours, which include: Client Chargeable hours; Mayer Brown Legal hours; and Pro Bono and Thought Leadership (including work on Project Equity initiatives) hours up to the policy caps. For full-time associates who worked a full year in 2022, we will set the bonus eligibility requirement at 1900 Client Equivalent hours. Bonuses will be prorated for a partial year of employment, part-time status, leave of absence or bar exam time.

Bonuses will be paid to associates who are in good standing, have not given notice of departure and are actively employed on the bonus payment date. As in previous years, compliance with the Firm's timekeeping policies will be reviewed and, where applicable, adjustments to bonuses will

be applied. Associates receive monthly late timekeeping reports to track the progress of their time entry.

We will pay performance bonuses on February 17, 2023.

If you have any questions, please reach out to the relevant practice leader(s), Robin Hirsch (our local HR Manager) or me.

Thanks to all of you for your continued dedication and hard work in 2022.

Matt