
Subject: U.S. Associate Bonuses and Salary Increases

From: The Management Committee <mcommittee@sidley.com>

Sent: Thursday, December 8, 2022 11:38 AM

To: US - Associates <USAssociates@sidley.com>

Subject: U.S. Associate Bonuses and Salary Increases

TO: All U.S. Associates

FROM: The Management Committee

RE: U.S. Associate Bonuses and Salary Increases

DATE: December 8, 2022

We and the rest of partnership are grateful for your dedication and performance, which have again enabled us to provide the firm's clients with the highest quality of professional service, and have contributed to the firm's continued success this year. We are pleased to again acknowledge your contributions with annual bonuses and salary increases.

As in prior years, we also recognize associates who have higher productivity and/or exceptional performances with additional bonuses that exceed the base bonus amounts, resulting in those associates receiving more than the base bonus for their class year, and in some instances significantly more.

Our 2022 base bonus amounts are as follows:

Class Year	2022 Year-end Base Bonus
2014+	\$115,000
2015	\$115,000
2016	\$105,000
2017	\$90,000
2018	\$75,000
2019	\$57,500
2020	\$30,000
2021	\$20,000

In addition, the contributions of associates with productivity lower than our base bonus target, but who are otherwise in good standing, may be recognized with partial bonuses.

Annual bonuses continue to be discretionary, and general eligibility criteria remain the same as in past years.

These year-end bonuses will be paid, as is our tradition, prior to December 31, 2022. In order to receive the bonus, associates must be in good standing and employed by the firm on the date of payment.

We also are pleased to announce our general associate salary scale for 2023.

Class Year	2023 Salary
2014	425,000
2015	415,000
2016	400,000
2017	370,000
2018	345,000
2019	295,000
2020	250,000
2021	225,000

Once again, we thank you for your contributions to making Sidley an extraordinary place to practice law. Best wishes for the holidays and for the New Year.

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