

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 2015 through 2023. The bonus amounts for 2023 are:

Class of 2023 - \$15,000
Class of 2022 - \$20,000
Class of 2021 - \$30,000
Class of 2020 - \$57,500
Class of 2019 - \$75,000
Class of 2018 - \$90,000
Class of 2017 - \$105,000
Class of 2016 - \$115,000
Class of 2015 - \$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 2023 start dates, part-time schedules and unpaid leaves of absence. Bonuses will be paid on or before December 31, 2023.

In addition, in recognition of your dedication and hard work, we are also pleased to announce new base salaries effective January 1, 2024:

Class of 2023 - \$225,000
Class of 2022 - \$235,000
Class of 2021 - \$260,000
Class of 2020 - \$305,000
Class of 2019 - \$355,000
Class of 2018 - \$380,000
Class of 2017 - \$410,000
Class of 2016 - \$425,000

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

We continue to be very busy across the Firm, and we expect that we will continue to see high levels of activity for the remainder of the year. 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

November 7, 2023