

CLEARY GOTTLIB STEEN & HAMILTON LLP

November 29, 2023

MEMORANDUM FOR ASSOCIATES ON THE U.S. BONUS AND SALARY SCALE

As we approach the end of the year, it's important that we reflect on our achievements across the firm. Once again, you have continuously delivered excellent service to our clients.

We are pleased to announce the following 2023 year-end bonuses and 2024 salaries for associates on the U.S. salary scale.

Class	2023 Year-End Bonus	Annual Salary effective January 1, 2024
2023/ILs	\$15,000 (prorated)	\$225,000
2022	\$20,000	\$235,000
2021	\$30,000	\$260,000
2020	\$57,500	\$310,000
2019	\$75,000	\$365,000
2018	\$90,000	\$390,000
2017	\$105,000	\$420,000
2016 and senior	\$115,000	\$435,000

Bonuses will be paid on December 22, 2023. Bonuses are not earned unless you are actively employed by the firm and in good standing on the day bonuses are paid. Bonuses will be prorated for associates on reduced schedules, associates who were on unpaid leaves or fellowships for any part of the year, for associates who joined the firm after January 1, 2023 and in accordance with our existing policies.

These salaries are effective January 1, 2024, and will be reflected in the January 12, 2024 payroll. The amounts set forth above include the Firm's contribution to associates' TOPS accounts.

Thank you for all your hard work this year. Have a wonderful and healthy holiday season.

Abena Mainoo
Dan Reynolds
Benet O'Reilly
Mitch Dupler

For the U.S. Talent and Associates Committees