

From: [Brian Stekloff](#)
To: [#Associates](#); [#Counsel](#)
Cc: [#Partners](#); [Matt Urban](#)
Subject: 2023 Bonus Announcement
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Dear all,

Thanks to each of you an extraordinary and unprecedented year. We know you have all worked incredibly hard this year on a series of high-stakes matters. We had five separate cases go to trial—the highest number in our history—and continue to grow a remarkable client and matter list, particularly for a firm our size. We are also incredibly proud of the significant pro bono matters that each of you has undertaken.

As you know, we have traditionally announced year-end bonuses that exceed those announced by other law firms. In light of the firm’s unique success this year, we are pleased to announce that we will be further increasing the amount of our bonuses to 175% of traditional “market” bonuses. Below is a chart of our 2023 bonuses by class for associates who spend the full year with the firm:

Class Year	Bonus (\$)
2023	26,250
2022	35,000
2021	52,500
2020	100,625
2019	131,250
2018	157,500
2017	183,750
2016+	201,250

For associates who joined in the second half of the year, the bonus amounts will be prorated based on time at the Firm.

Counsel bonuses will be announced separately.

Bonuses will be paid by December 15th.

Again, thank you for your hard work, excellence, and commitment to our clients.

Best, The Partners

Brian Stekloff | Founding Partner

WILKINSON STEKLOFF LLP

2001 M Street NW, 10th Flr, Washington, DC 20036

Direct: (202) 847-4030 | Fax: (202) 847-4005

bstekloff@wilkinsonstekloff.com

wilkinsonstekloff.com

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