

CLEARY GOTTlieb STEEN & HAMILTON LLP

November 21, 2024

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

As we approach the end of the year, we would like to take time to reflect on our many achievements across the Firm. Once again, you continue to deliver to Cleary's high standards in providing excellent service to our clients.

We are pleased to announce the following 2024 year-end and special bonuses. In addition, below are the 2025 salaries for associates on the U.S. salary scale:

<b>Class</b>	<b>2024 Year-End Bonus</b>	<b>2024 Special Bonus</b>	<b>Annual Salary Effective January 1, 2025</b>
2024/ILs	\$15,000 (prorated)	\$6,000 (prorated)	\$225,000
2023	\$20,000	\$6,000	\$235,000
2022	\$30,000	\$10,000	\$260,000
2021	\$57,500	\$15,000	\$310,000
2020	\$75,000	\$20,000	\$365,000
2019	\$90,000	\$25,000	\$390,000
2018	\$105,000	\$25,000	\$420,000
2017 and senior	\$115,000	\$25,000	\$435,000

The Firm will pay bonuses on December 20, 2024. Bonuses are not earned unless you are actively employed by the firm and in good standing on the day bonuses are paid. In accordance with our existing policies, the Firm will prorate bonuses for associates on reduced schedules, associates who were on unpaid leaves or fellowships for any part of the year, or who joined the Firm after January 1, 2024.

Salary increases will be effective starting January 1, 2025, which will reflect in the January 15, 2025 payroll. The amounts set forth above include the Firm's contribution to associates' TOPS accounts.

We appreciate your many contributions to Cleary and thank you for your hard work this year. Have a wonderful and healthy holiday season.

Kyle Harris  
Macey Levington  
Duane McLaughlin  
Benet O'Reilly

For the U.S. Talent and Associates Committees