

December 12, 2024

As 2024 comes to a close, we are thankful for the opportunity to recognize your accomplishments and contributions to the firm's success. We are extremely proud and thankful that our entire team embraced flexibility and initiative in taking on new matters and substantively engaging in many project transitions and new opportunities. These efforts clearly contributed to a successful 2024, but more importantly, many of our efforts this year will provide long-term opportunity in 2025 and beyond. To recognize our attorney team's accomplishments, we are pleased to announce our 2024 bonus scale:

<b>Class Year</b>	<b>1900 Hours Bonus</b>	<b>2000 Hours Bonus</b>	<b>2100 Hours Bonus</b>	<b>2200 Hours Bonus</b>	<b>Maximum Potential</b>
2017	\$ 115,000	\$ 130,000	\$ 150,000	\$ 165,000	\$ 330,000
2018	\$ 105,000	\$ 120,000	\$ 140,000	\$ 155,000	\$ 315,000
2019	\$ 90,000	\$ 105,000	\$ 125,000	\$ 140,000	\$ 250,000
2020	\$ 75,000	\$ 85,000	\$ 95,000	\$ 105,000	\$ 170,000
2021	\$ 58,000	\$ 68,000	\$ 78,000	\$ 88,000	\$ 145,000
2022	\$ 30,000	\$ 40,000	\$ 50,000	\$ 60,000	\$ 95,000
2023	\$ 20,000	\$ 25,000	\$ 35,000	\$ 40,000	\$ 68,000
2024	\$ 15,000	\$ 20,000	\$ 28,000	\$ 35,000	\$ 55,000

As most of you know, our bonuses include objective and subjective components. Attorneys who meet hourly billing thresholds of 1900, 2000, 2100, and/or 2200 will receive a bonus as reflected above. Senior attorneys not included on the scale will receive bonuses of 5% base salary for achieving 1900 billable hours or 10% for exceeding 2000 billable hours. We recognize that hourly billing alone does not adequately reward individual contributions to the firm's success. In addition to compensating for excellence, timeliness, and availability, we also recognize contributions to training, recruiting, innovation, cultivation of client relationships, and positive enhancements to our firm's work environment through merit bonuses. These merit bonuses are included in the "Maximum Potential" column in the bonus scale chart.

Together with hourly and merit bonuses, the firm will continue to fund our 401(k) and cash balance plan contributions up to regulatory and actuarial limits. We expect these contributions will be between 10% and 13% of your 2024 total compensation. Finally, separate from the bonus outlined above, we have created an additional bonus pool to be paid over the next four calendar quarters, with the first installment to be paid on March 31, 2025, for attorneys who are on our payroll at that time. We made the decision to pay an additional bonus throughout this coming year to recognize the amazing success we experienced in 2024 and the importance of your individual contribution to that success. Your individual year-end bonus letter will include your supplemental bonus amount. Thank you for a successful 2024. We truly value your contributions and are honored to have you as a part of our team.