

## Memo

**TO:** Associates  
**FROM:** Massumi + Consoli  
**DATE:** December 24, 2024  
**RE:** Year-End Discretionary Bonuses

As we approach the end of the year, M+C would like to thank you for your continued dedication to the Firm. We are very grateful for your contributions to establishing M+C as a market leader.

We are pleased to announce our associate year-end discretionary bonus scale, which is set forth below. Individual bonus amounts may be adjusted relative to the scale based on a number of factors, including billable hours, performance reviews and extraordinary contributions to the Firm. Individual bonus amounts will be communicated to associates directly and bonuses will be paid with the last payroll of this month.

Thank you again, and we wish you and your families a wonderful holiday season!

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<b>Associate Year-End Discretionary Bonus Scale</b>			
<b>Class Year</b>	<b>Year-end Bonus</b>	<b>Special Bonus</b>	<b>Total Bonus</b>
2024 <sup>^</sup>	\$2,500	\$1,500	\$4,000
2023	\$20,000	\$6,000	\$26,000
2022	\$30,000	\$10,000	\$40,000
2021	\$57,500	\$15,000	\$72,500
2020	\$75,000	\$20,000	\$95,000
2019	\$90,000	\$25,000	\$115,000
2018	\$105,000	\$25,000	\$130,000
2017	\$115,000	\$25,000	\$140,000
2016	\$115,000	\$25,000	\$140,000

<sup>^</sup> Reflects actual bonus amounts and are not subject to proration.