

December 15, 2015

TO: HSG Associates

FROM: Richard J. Holwell
Michael S. Shuster
Daniel P. Goldberg

CC: HSG Partners

RE: 2015 Bonuses

It is with great pleasure that the firm is announcing associate bonuses for 2015. We are well aware of all the hard work, dedication, and time each of you has contributed to the firm and its clients this past year. Your contributions have made HSG a very special place to practice law, and without them the firm would not have been able to achieve its many successes. We are pleased to announce that the firm's 2015 associate bonus scale will be as follows:

Class of 2007: \$100,000
Class of 2008: \$100,000
Class of 2009: \$90,000
Class of 2010: \$80,000
Class of 2011: \$65,000
Class of 2012: \$50,000
Class of 2013: \$25,000
Class of 2014: \$15,000

Associate bonuses will be paid on or before December 31. Bonus amounts for counsel and other attorneys will be determined on an individual basis and communicated separately.

On behalf of the entire partnership, we want to thank you all for everything you do. We look forward to all that lies ahead for our growing firm this year and for many more wonderful years to come.

Rick, Mike & Dan