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MEMORANDUM

To: All CZFM Associates and Counsel

From: CZFM Executive Committee

Cc: CZFM Partners
Audrey Wilson
Richard Werle

Date: June 17, 2021

Re: Salary Increase

All,

Although our doors have been open for less than six months, as you are all no doubt aware, we have had the good fortune to be exceptionally busy and your respective hard work and dedication has not gone unnoticed. We have already achieved some fantastic results for our clients, and we truly believe that this is only the beginning. In recognition of your hard work, and to make certain we are able to continue to provide the highest level of legal services to our clients, we are pleased to announce that we are revising our associate salary scale, effective July 1, 2021, as follows:

Class of 2021	\$202,500
Class of 2020	\$205,000
Class of 2019	\$215,000
Class of 2018	\$240,000
Class of 2017	\$275,000
Class of 2016	\$305,000
Class of 2015	\$330,000
Class of 2014	\$350,000
Class of 2013 and senior	\$365,000