

December 9, 2025

MEMORANDUM

TO: All Associates

FROM: Management Committee

RE: 2025 Annual Year-End Bonus

This has been an exceptionally busy and exciting year for the Firm as we represent our clients in a range of challenging and high-stakes trials, arbitrations, and appeals around the country. Your hard work, skill, collegiality, and commitment to excellence have been integral to our success.

To demonstrate the sincere appreciation of each of our partners, we are pleased to announce our base year-end bonuses will track prevailing N.Y. levels, as follows:

Class Year	2025 Year-End Bonus
2025	\$21,000 (prorated)
2024	\$26,000
2023	\$40,000
2022	\$72,500
2021	\$95,000
2020	\$115,000
2019	\$130,000
2018+	\$140,000

As always, however, the Firm strives to reward our team members for outstanding performance. In light of the Firm's extraordinary year, this means that our actual 2025 bonuses will be significantly higher than N.Y. market levels for almost all of our associates. The bonuses will be paid on December 11, 2025.

Thank you for what you do each day to deliver the highest level of service to our clients and for your support and contributions that make Yetter Coleman such a special firm and place to practice. We wish you a joyous and peaceful holiday season.

cc: All Partners