

MEMORANDUM TO ASSOCIATES

In recognition of your dedication and exceptional work on behalf of the firm, we are pleased to announce base salary increases for associates, effective July 1, 2026. The updated schedule is set forth below.

The 2026/2025 increase will apply to current summer associates, effective the same date. Salary increases for special associates and counsel will be determined on an individual basis and communicated separately.

Class Year	Current Scale	Increase	New Scale
2026/2025	\$225,000	\$10,000	\$235,000
2024	\$235,000	\$10,000	\$245,000
2023	\$260,000	\$10,000	\$270,000
2022	\$310,000	\$10,000	\$320,000
2021	\$365,000	\$20,000	\$385,000
2020	\$390,000	\$20,000	\$410,000
2019	\$420,000	\$20,000	\$440,000
2018	\$435,000	\$20,000	\$455,000

We have been very busy across the entire firm over the first five months of the year and expect that the high levels of activity will continue for the remainder of the year. On behalf of the partnership, we sincerely thank you for your tireless efforts and commitment to providing excellent client service.

Scott A. Edelman

June 2, 2026