

To: All Associates

From: Rob Vartabedian, Marc Katz, Conrad Hester, Craig Haynes

Date: June 3, 2026

Re: Associate Base Compensation Increase – Milbank Match (Effective July 1, 2026)

All,

We are nearly halfway through 2026, and the Firm is off to another excellent start. VKHH is in the midst of a second quarter that will be the strongest in the Firm's history by a wide margin, from both a productivity and financial performance standpoint. As VKHH's growth continues, we are mindful that we have asked a lot of our associates to keep pace with our rapidly expanding roster of clients and matters.

Milbank recently announced an increase in base compensation for its associates. In recognition of your contributions and to ensure VKHH remains competitive in the market, the Partners are pleased to announce that VKHH will match the Milbank scale, effective July 1, 2026. The updated base compensation is as follows:

<u>Class Year</u>	<u>Current Scale</u>	<u>Increase</u>	<u>New Scale</u>
2025/2026	\$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

Our bonus scale and 1800-hour annual billable requirement to qualify for full bonuses, including any special bonuses, remain unchanged.

Thank you for all you do to make the Firm successful. We look forward to continuing this momentum in the second half of the year.



Rob Vartabedian



Marc Katz



Conrad Hester



Craig Haynes