
M E M O R A N D U M

TO: LSK Associates

FROM: Jessie K. Liu
Justin V. Shur
Jonathan I. Kravis

Date: September 8, 2026

Re: Salary Update

We are writing to share some exciting news: effective immediately, Liu Shur Kravis LLP is adopting the Milbank associate salary scale.

<u>Class Year</u>	<u>Base Salary</u>
1st Year (Class of 2026)	\$235,000
2nd Year (Class of 2025)	\$245,000
3rd Year (Class of 2024)	\$270,000
4th Year (Class of 2023)	\$320,000
5th Year (Class of 2022)	\$385,000
6th Year (Class of 2021)	\$410,000
7th Year (Class of 2020)	\$440,000
8th Year+ (Class of 2019+)	\$455,000

We are thrilled to be making this move — and to be doing so from a position of strength. When we opened our doors in April 2026, we knew we were building something special, but even we have been amazed by what this team has accomplished in such a short time. In just a few months, we have assembled a full docket of complex, high-stakes matters spanning white-collar criminal defense, government and internal investigations, complex civil litigation, trials, and crisis management. We are appearing before virtually every major enforcement authority in the United States, litigating cases in D.C., New York, California, and elsewhere, and regularly serving as lead counsel alongside the most prominent firms in our space. And we're doing all this while building a new firm from the ground up with a collaborative, collegial, and (dare we say it) fun culture of which we can all be proud.

We want to take a moment to say something that we feel deeply: thank you. Each of you made the decision to leave established platforms at top firms and take a leap of faith on a start-up. That is a bold and courageous choice, and we do not take it for granted. You believed in this firm before it had a track record, and your talent, dedication, and hard work are a major reason we have one now. The trust you placed in us, and in each other, is the foundation of everything we are building.

We could not be more excited about the future of this firm, and we could not be more grateful to be building it with you.