

MEMORANDUM FOR ALL LAWYERS

November 28, 2023

Year-End Bonuses & 2024 Base Salaries

We are pleased to announce that the year-end bonus amount and 2024 base salary for each associate class is as follows:

Class	Year-End Bonus	2024 Base Salary
2023	\$15,000 (pro-rated)	\$225,000
2022	\$20,000	\$235,000
2021	\$30,000	\$260,000
2020	\$57,500	\$310,000
2019	\$75,000	\$365,000
2018	\$90,000	\$390,000
2017	\$105,000	\$420,000

Bonuses and 2024 salaries for other counsel, attorneys and those working part-time will be determined on an individual basis. Foreign associate attorneys will receive the bonus corresponding to the calendar year with which they started.

Bonuses will be paid on Friday, December 15. Absent extraordinary circumstances (approved by both Managing Partners), an associate must still be at the Firm on December 15 to be eligible for the bonus. The Firm does not apply any billable hour or similar criteria in determining eligibility for associate bonuses. As always, while receipt of the bonus for each individual attorney is dependent on suitable performance at that attorney's experience level, virtually all our associates will receive the full bonus. Attorneys who were with the Firm for only part of the year will receive a pro-rated portion of the applicable class-level bonus.

The base salary is effective January 1, 2024 and will be reflected in paychecks commencing on January 19, 2024.

We thank you for your hard work and dedication to the Firm this year. We wish each of you and your families a safe and happy holiday season.

F. J. Saeed
K. A. DeMasi
G. E. Zobitz