

## MEMORANDUM FOR ALL LAWYERS

November 19, 2024

### Year-End Bonuses & 2025 Base Salaries

We are pleased to announce that the year-end and special bonus amounts for each associate class are as follows:

<b>Class</b>	<b>Year-End Bonus</b>	<b>Special Bonus</b>
<b>2024</b>	\$15,000 (prorated)	\$6,000 (prorated)
<b>2023</b>	\$20,000	\$6,000
<b>2022</b>	\$30,000	\$10,000
<b>2021</b>	\$57,500	\$15,000
<b>2020</b>	\$75,000	\$20,000
<b>2019</b>	\$90,000	\$25,000
<b>2018</b>	\$105,000	\$25,000
<b>2017</b>	\$115,000	\$25,000

In addition, the 2025 base salary for each associate class is as follows and will be effective January 1, 2025:

<b>Class</b>	<b>2025 Base Salary</b>
<b>2024</b>	\$225,000
<b>2023</b>	\$235,000
<b>2022</b>	\$260,000
<b>2021</b>	\$310,000
<b>2020</b>	\$365,000
<b>2019</b>	\$390,000
<b>2018</b>	\$420,000

New York and D.C. bonuses will be paid on Friday, December 13. London bonuses will be paid on Monday, December 16. Absent extraordinary circumstances (approved by both Managing Partners), an associate must still be at the Firm on their respective payment date to be eligible for the bonuses. The Firm does not apply any billable-hour or similar criteria in determining eligibility for associate bonuses. As always, while receipt of the bonuses for each individual lawyer is dependent on suitable performance at that lawyer's experience level, virtually all our associates will receive the full bonuses. Lawyers who were with the Firm for only part of the year will receive a prorated portion of the applicable class-level bonuses.

Bonuses and 2025 salaries for other lawyers and those working part-time will be determined on an individual basis. Foreign associate attorneys will receive the bonuses corresponding to the calendar year with which they started.

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