

MEMORANDUM

To: All Associates
 From: Andrew K. Glenn
 Date: December 5, 2024
 Re: 2024 Year-End Bonuses and 2025 Base Salaries

Our firm has had another great year. We could not have achieved this success without your hard work, dedication to delivering excellent service and outstanding results, and contributions to the culture of the firm.

In recognition of your contributions, we are pleased to share this year’s bonus schedule for associates in good standing and the 2025 base salaries below. In addition, associates are eligible to receive a premium above these year-end bonus amounts based on extraordinary dedication and/or performance.

Class	Year-End Bonus	Special Bonus	2025 Base Salary
2024	\$15,000 (pro-rated)	\$6,000 (pro-rated)	\$225,000
2023	\$20,000	\$6,000	\$235,000
2022	\$30,000	\$10,000	\$260,000
2021	\$57,500	\$15,000	\$310,000
2020	\$75,000	\$20,000	\$365,000
2019	\$90,000	\$25,000	\$390,000
2018	\$105,000	\$25,000	\$420,000
2017	\$115,000	\$25,000	\$435,000

Bonuses and 2025 salaries for other counsel, attorneys, and those working part-time will be determined on an individual basis.

The year-end bonuses will be paid December 20, 2024. The base salary is effective January 1, 2025.

On behalf of the firm, thank you. Your continued efforts are essential to Glenn Agre’s success.