

MEMORANDUM FOR ALL LAWYERS

Year-End Bonuses

November 28, 2011

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

Class of 2010 -- \$7,500  
Class of 2009 -- \$10,000  
Class of 2008 -- \$15,000  
Class of 2007 -- \$20,000  
Class of 2006 -- \$25,000  
Class of 2005 -- \$30,000  
Class of 2004 -- \$37,500

Bonuses will be paid on Friday, December 9. Absent special circumstances (approved by the Managing Partners), an associate must still be at the Firm on December 9 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 of our associates will receive the full bonus. To be eligible for a bonus, an associate must have been employed at the Firm prior to September 1, 2011. Attorneys who are working part-time will receive a pro-rated portion of the applicable class-level bonus. Bonuses for senior attorneys, specialist attorneys, discovery specialist attorneys and foreign associate attorneys will be determined on an individual basis.

We very much appreciate your efforts during 2011 and wish you a happy holiday season and new year.

E. R. Chesler  
R. H. Baron  
C. A. Parker  
S. A. Barshay