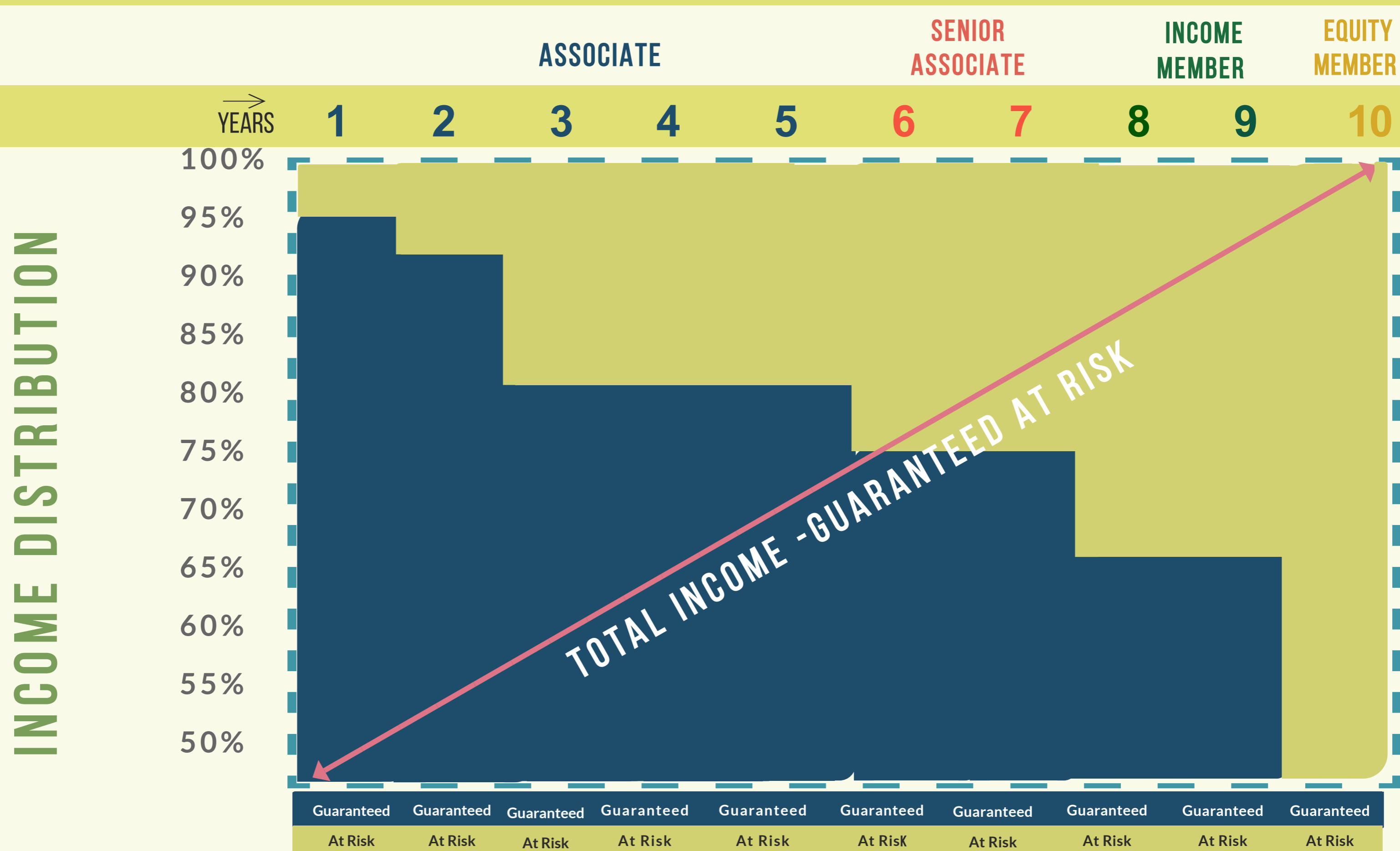


ATTORNEY COMPENSATION CONTRIBUTIONS AND TIMING

FROM ASSOCIATE TO EQUITY MEMBERSHIP (10 YEAR TRACK)

COMPENSATION CHARACTERISTICS



ECONOMIC CONTRIBUTIONS

KEY: ■ N/A ■ CONSISTENT ■ SOME EVIDENCE ■ OPTIONAL

	YEARS	ASSOCIATE					SENIOR ASSOCIATE		INCOME MEMBER		EQUITY MEMBER
		1	2	3	4	5	6	7	8	9	10
Production		CONSISTENT									
Realization		CONSISTENT									
Training/ Supervision							CONSISTENT				
Billing Management									CONSISTENT		
Origination									CONSISTENT		

SUBJECTIVE CONTRIBUTIONS

KEY: ■ N/A ■ CONSISTENT ■ SOME EVIDENCE ■ OPTIONAL

	YEARS	ASSOCIATE					SENIOR ASSOCIATE		INCOME MEMBER		EQUITY MEMBER
		1	2	3	4	5	6	7	8	9	10
Work Ethic		CONSISTENT									
Work Quality		CONSISTENT									
Bar, Professional & Civic		SOME EVIDENCE		CONSISTENT							
Publishing Content, Speaking		CONSISTENT									
External Teaching					OPTIONAL						
Business Contributions				SOME EVIDENCE			CONSISTENT				
Recruiting Contributions		SOME EVIDENCE		CONSISTENT							
Client Relations and Service		SOME EVIDENCE			CONSISTENT						
Pro Bono		OPTIONAL									