

Entry Level or Lateral Attorneys

We are committed to recruiting, retaining, developing and promoting the best legal talent. Accordingly, the total compensation package—base salary, bonus and benefits—for all lawyers at the firm is highly competitive with that of other major law firms.

We have a highly competitive total compensation package for all associates, senior associates and counsel that recognizes and rewards an individual lawyer's skill level and the value of his or her overall contributions each year. Our performance-based model aligns well with our clients' focus on value delivered, rather than simply hours billed. Our overall objective in implementing a performance-based compensation model was to recognize and reward strong performance at all levels, and to recognize and reward lawyers for the qualities and contributions that both the firm and our clients value most.

Base Salary

We provide a market lockstep base salary for associates, senior associates and counsel. The current base salary scale is:

<u>Class</u>	<u>WH Base Salary Levels</u>
1st Year Associate (2023 and 2024)	\$225,000
2nd Year Associate (2022)	\$235,000
3rd Year Associate (2021)	\$260,000
4th Year Senior Associate (2020)	\$310,000
5th Year Senior Associate (2019)	\$365,000
6th Year Senior Associate (2018)	\$390,000
1st Year Counsel (2017)	\$420,000
2nd Year and Above Counsel (2016+)	\$435,000

Annual Performance Bonus

The annual performance bonus reflects our Career Advancement Program's focus on the individual lawyer and his or her development. The bonus program incorporates our philosophy of rewarding overall contributions, including significant contributions to the success of the firm. Annual performance bonuses are discretionary and are based on firm performance, quality of substantive work, quality of client service, efficiency, productivity, teamwork, collegiality and other "citizenship" factors. The design of the bonus system ensures that each year, those who are meeting expectations for quality of performance and productivity receive total compensation that is market competitive, and that those who are exceeding our expectations receive total compensation that is above market.

Benefits

We offer a highly competitive benefit package to our lawyers, including:

- health, dental, vision and life insurance;
- short- and long-term disability insurance;
- business travel insurance;
- critical illness, hospital indemnity and accidental insurance;
- paid parental and family leave;
- mobile phones, laptops and remote network access;
- reduced hours arrangements;
- a 401(k) plan and investment and retirement planning advice;
- four weeks of paid vacation annually, paid holidays and unlimited sick days;
- flexible spending and dependent care reimbursement accounts as well as health savings accounts (HSAs);
- transition stipend for incoming first-year lawyers;
- reimbursement for bar and CLE expenses; paid annual bar registrations for jurisdictions in which the firm has offices; paid bar association dues, and paid bar study leave;
- moving stipends;
- emergency child-care and in-home family care services;
- infant transition care;
- onsite lactation/wellness rooms and Milk Stork breast milk shipping program for nursing moms who travel;
- educational/college advising and counseling services;
- domestic partner benefits;
- onsite fitness centers and/or subsidized gym memberships (varies by office);
- onsite cafeterias (Boston, DC and New York);
- a well-being program including EAP counseling and referral services;

- pre-tax parking and commuter programs, as well as daily bicycle storage; and
- a 529 college savings plan.