

Associate Bonus Program

Dorsey's Associate Bonus Program incorporates two separate components in an effort to recognize a variety of contributions to the firm by our associates. Associates are eligible for consideration of bonuses under either or both components.

Productivity Component

The first component, based upon individual lawyer productivity, is designed to recognize associates who exceed their hours requirements. The hours counting toward the hours requirement include client billable hours, legal work for the firm, Minneapolis City Attorney time, and up to 50 pro bono hours. In addition, for associates whose hours exceed their requirement, additional pro bono time, up to 100 hours, will be counted in their total hours for determination of the productivity bonus.

All associates are eligible for consideration for a productivity bonus if they exceed the hours requirement for their office:

New York and Delaware	1,950 hours
All Other Offices	1,850 hours

Although there is no guaranteed "formula" for the productivity component, bonus percentages will generally fall within the following ranges:

Productivity Bonus Ranges	
Hours Beyond Requirement	Range of Bonus Award
1-100	5% - 8%
101-200	10% - 12%
201-300	14% - 16%
301 and greater	18% - 20%

Discretionary Bonus

The second component of the program is a discretionary bonus to recognize associates who have made exceptional contributions to the firm. The emphasis is on the quality and quantity of firm investment time, high quality legal work, firm citizenship, marketing activities, market conditions, and additional revenue generation resulting from business development successes, premium billing, or exceptional billable hours. Eligibility for this component is not tied to the hours requirements outlined above.

Discretionary Bonus Ranges	
Associates in years 1 and 2	Up to 5%
Associates in years 3 through 5	Up to 15%

Associates in years 6 and above	Up to 25%
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Bonuses are distributed in February of the following year to eligible associates employed by the firm at the time the bonuses are paid.