SAMPLE PARTNERS' BENEFITS

| 1. | Each partner shall receive | weeks leave per year, | which may | be taken in | n maximums |
|----|----------------------------|-----------------------|-----------|-------------|------------|
| | of weeks at a time. | | | | |

- 2. Payment of CLE courses or seminars and all related expenses shall be made by the firm. Payment for CLE above the minimum required by the Bar's MCLE or CLE requirements of another organization to which the Partner belongs may be made by the firm subject to prior approval by the Managing Partner.
- 3. Payment of memberships and costs of memberships in service clubs, golf or recreational clubs or other organizations which may result in public relation advantages for the firm shall be paid by the firm, subject to prior approval by the Managing Partner.
- 4. Mileage shall be paid for use of private vehicles on firm business at 0.30 per mile.
- 5. The firm shall pay each Partner's State Bar Association annual dues. Dues for local or specialty Bar associations may be paid by the firm subject to the constraints enumerated in #3 above.
- 6. The firm shall pay each Partner's Professional Liability Insurance premiums and any deductible portion of an insurance claim against a Partner but shall not pay claims against a Partner that is not covered by Professional Liability Insurance.