



SELF-JUSTIFICATION

ONE PARTNER'S RHYMING CLAIM
TO A BIGGER SLICE OF THE PIE

Arthur E. Pape

IN EARLY 1991, I WAS A PARTNER in Katten Muchin and Zavis (now Katten Muchin Rosenman, LLP). At that time the firm required a memorandum from each partner setting forth why the partner deserved a humongous portion of the firm's profits. In going through some old stuff this morning, my wife found a copy of the memorandum that I wrote to the firm in January 1991 to justify my existence.

I do not know what effect, if any, this memorandum had on my compensation, but I was told that it won the contest for best self-justification memo. Incidentally, I am now a sole practitioner and have never been happier.



Art Pape's shingle hangs in Wheaton, Illinois. See www.papelaw.com.

Arthur E. Pape

KATTEN MUCHIN & ZAVIS

M E M O R A N D U M

TO: Compensation Committee
FROM: Arthur E. Pape
DATE: January 15, 1991

'90 was not a banner year.
Climate of pervasive fear,
And real estate recession here.
Still billed a mil to clients dear.*

Not indicted, not disbarred,
Not sent about with feathers tarred,
So reputation was unmarred.
Worked hard enough but not too hard.

Tried to help out where I could,
Contribute to the common good,
And keep my mouth shut when I should
Make a better spot where last I stood.

Wrote and spoke to make my wits much keener.
Turned down chances for pastures greener
Worked to soften any demeanor
Even tried to keep my office cleaner.**

Now its time to cut the pie,
And for our slices we must vie.
Even were there no good reason why,
I'd like bigger piece for I.

* Actually, it was more than \$1,000,000
but am limited by iambic boundaries.

** Statement is a gross exaggeration - but
true poets are not limited by boundaries
of truth.

rea024/p/f/km/iota