

August 14, 2019



Profit Sharing Pool

Second Quarter 2019

The 9/1/18 USW agreement provides for a profit sharing pool of 7.5% of the company's profits, defined as Earnings Before Interest and Taxes (EBIT). The company reported an unaudited Adjusted EBIT of \$58,965,062.48. As a result, there was \$4,422,379.69 in profit sharing generated for the pool using the Basic Labor Agreement calculations. There were 6,152,035.93 eligible hours worked resulting in a profit sharing amount of \$0.719 per hour with a maximum of 48 eligible hours per week.