

February 14, 2020



Profit Sharing Pool

Fourth 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 (\$192,077,872.12). As a result, there was no profit sharing generated for the pool using the Basic Labor Agreement calculations.