

February 14, 2019



Profit Sharing Pool

Fourth Quarter 2018

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 \$51,719,270.83. As a result, there was \$3,878,945.31 in profit sharing generated for the pool using the Basic Labor Agreement calculations. There were 6,322,049.67 eligible hours worked resulting in a profit sharing amount of \$0.614 per hour with a maximum of 48 eligible hours per week.