



February 15, 2022

Profit Sharing Pool

Fourth Quarter 2021

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 \$553,667,701.73. As a result, there was \$41,525,077.63 in profit sharing generated for the pool using the Basic Labor Agreement calculations.

PEP payments since 9/1/12 are \$32,450,000. This is in excess of the \$26,500,000 pre-existing pool which was funded by the 2012 Basic Labor Agreement by \$5,950,000. \$4,430,000 was deducted from the profit sharing generated in Q1 2021, \$620,000 was deducted from the profit sharing generated in Q2 2021, \$720,000 was deducted from the profit sharing generated in Q3 2021, and the balance of \$180,000 will be deducted from the profit sharing generated in Q4 2021. As a result, the Q4 2021 profit sharing pool after the PEP deduction is \$41,345,077.63.

There were 5,952,516.73 eligible hours worked resulting in a profit sharing amount of \$6.946 per hour with a maximum of 48 eligible hours per week.