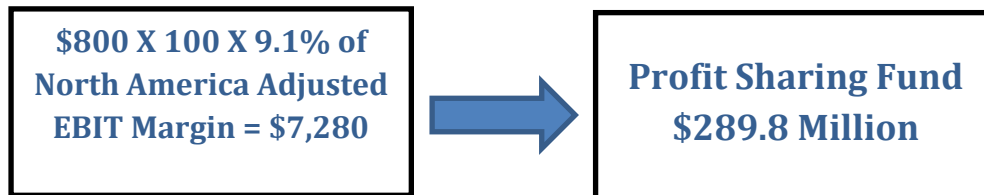


UAW / FCA Profit-Sharing – 2019 Calculation (2020 Payout)

How the Profit-Sharing Plan Works:

STEP 1: Create “Profit-Sharing Fund” using the \$800 / 1% Formula
(next year, the formula will increase to \$900 / 1%)



STEP 2: Create the “Profit Share Per Compensated Hour” by dividing the Profit-Sharing Fund by the total compensated hours of all Members:



STEP3: Calculate payouts by multiplying each Member’s un-capped compensated hours by the Profit Share Per Compensated Hour:

Individual Payout Calculation				
	Compensated Hours		Profit Share Per Compensated Hour	PAYOUT
Employee #1	3,500	X	\$3.29	= \$11,515
Employee #2	2,500	X	\$3.29	= \$8,225
Employee #3	2,080	X	\$3.29	= \$6,843
Employee #4	1,850	X	\$3.29	= \$6,087
Employee #5	1,500	X	\$3.29	= \$4,935
Employee #6	500	X	\$3.29	= \$1,645