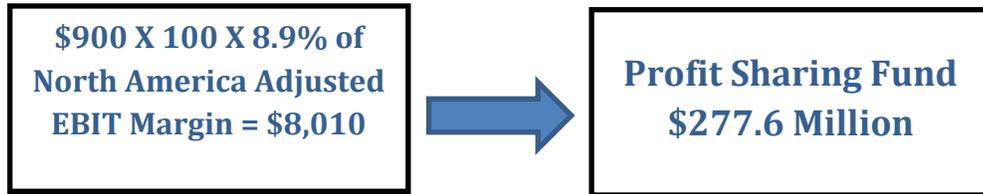


UAW / FCA Profit Sharing – 2020 Calculation (2021 Payout)

How the Profit-Sharing Plan Works:

STEP 1: Create “Profit Sharing Fund” using the \$900 / 1% Formula
(formula increased to \$900 / 1% per 2019 CBA -previously \$800)



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				
	<u>Compensated Hours</u>		<u>Profit Share Per Compensated Hour</u>	<u>PAYOUT</u>
Employee #1	3,500	X	\$3.96	= \$13,860
Employee #2	2,500	X	\$3.96	= \$9,900
Employee #3	2,080	X	\$3.96	= \$8,237
Employee #4	1,850	X	\$3.96	= \$7,326
Employee #5	1,500	X	\$3.96	= \$5,940
Employee #6	500	X	\$3.96	= \$1,980

Preliminary Results

Earnings Announcement Election Dates for the UAW Savings Plan (UAWSP)

Employees are *able to make a separate bonus election for this payment.*

Elections must be made by the dates below:

- Bi-weekly paid (SBU) – March 8 at 2PM
- Weekly paid (HBU) – March 9 at 2 PM

Employees can elect up to 100% of this bonus payment to pre-tax and/or Roth.
If no bonus election is made 0% will be withheld for this bonus payment.

Regular deferral rates continue for regular pay cycles.

Elections are made via Merrill www.benefits.ml.com or 1-800-483-SAVE.