

Eligibility:

The general rules for eligibility for the 2022 Profit Sharing Payment are set forth below:

1. Seniority Employees who were on the active roll as of December 31, 2022
2. Temporary or Indefinite Layoff hourly and salaried employees as of December 31, 2022: (codes LOF/INW, LOF/IPX, LOF/TVR, LOF/TMC, LOF/TNV, LOF/PLT, LOF/TMP, LOF/HOM, LOF/TIS, LOF/IVR, LOF/INV)
3. Death or Retirement (codes TER/DEA, RET/REG, RET/PTD, TER/PTD)
4. Leave of Absence hourly and salaried employees as of December 31, 2022: (codes SUS/DIS, SUS/TDY, SUS/UAP, LOA/UNI, LOA/UNL, DIN/EDB, DIN/ILL, DIN/NPY, DIN/PEN, DIS/ILL, DIS/INJ, DWC/COD, LOA/MIL, LOA/OTH, LOA/FMI, LOA/FMF, LOA/MDE, LOA/FMM)
5. Represented employees who transferred to a non-bargaining unit position during the 2022 Plan Year will be paid on the prorated basis noted below for compensated hours accumulated as a represented employee

Ineligible Employees:

The following hourly and salaried employees **are not** eligible:

1. Full-time probationary employees (FWA 1) and SBU probationary employees hired on/after September 3, 2022 as of December 31, 2022
2. Hourly temporary employees (FWA 2 and 3) as of December 31, 2022
3. Salary temporary employees (FWA Q) as of December 31, 2022
4. All other inactive and separated employees as of December 31, 2022
5. Any Hourly or Salaried Represented Employee who quits or is discharged on or prior to March 10, 2023 is not eligible to receive a Profit Sharing payment. The Profit Sharing payment will be made only to an Employee.

Eligible Compensated Hours:

Compensated Hours means all hours, for which an employee who is eligible to receive a payment for a Plan Year received pay from the Company with respect to hourly-rate or salary-rate employment as an Employee during the Plan Year on or after an Employee's date of enrollment. The term shall include hours for which an Employee who is eligible to receive a payment for a Plan Year receives Compensated Hours as listed below:

Straight-Time Hourly Base Wages
 Straight-Time Salary Base Wages
 Overtime*
 Related Training – Temporary Layoff Payments
 Pay
 Vacation and Paid Absence Allowance
 Workers Compensation Pay**

Holiday Pay
 Bereavement Pay
 Jury Duty Pay
 Short-Term Military Duty

 Call-In Pay
 Grievance Awards

*Each hour paid at premium rates to be counted as one hour.

**Provided the employee worked 40 or more hours during at least one single calendar week during Plan Year 2022.

Profit Share Per Compensated Hour

Individual profit sharing payments will vary (e.g. the greater the employee’s total compensated hours, the higher the profit sharing payment).

Compensated Hours		Profit Share Factor Per Compensated Hour*	=	Profit Sharing Amount Payable To Employee
2,250	X	\$2.12	=	\$4,770
1,850	X	\$2.12	=	\$3,922
1,000	X	\$2.12	=	\$2,120
500	X	\$2.12	=	\$1,060

Example Profit Share Calculation

* The \$2.12 is used as an example in this table. The 2022 Plan Year Profit Share per Compensated Hour is being finalized. Employees compensated hours and profit share factor will be available on their ePay statement.

Payment:

The Profit Sharing payment is scheduled to be made by separate payment on March 10, 2023.

Employees on Layoff

- Michigan, Illinois, Indiana, and Ohio – Do not report the Profit Sharing payment as earnings.

For all other States, please refer to your State for reporting requirements