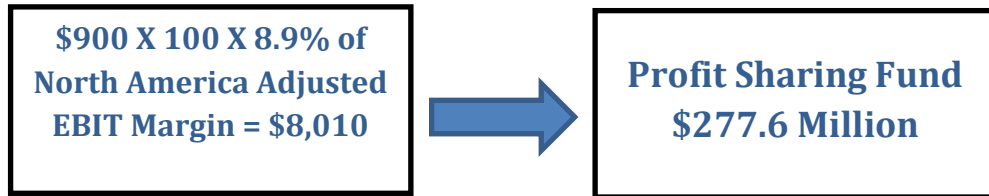


# UAW / FCA Profit Sharing – 2020 Calculation (2021 Payout)

## 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:

<b>Individual Payout Calculation</b>				
	<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**