



March 12, 2021

Profit Sharing Pool

Fourth Quarter 2020

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 (\$245,034,761.37). As a result, there was no profit sharing generated for the pool using the Basic Labor Agreement calculations.

PEP payments since 9/1/12 are \$29,360,000. This is in excess of the \$26,500,000 pre-existing pool which was funded by the 2012 Basic Labor Agreement by \$2,860,000 of which \$0 is being deducted for Q4 2020. The excess of \$2,860,000 will roll forward and may accumulate as future deductions from any existing profit sharing pool.