

# Profit Sharing

$$\begin{array}{r}
 \$4,219 \\
 \text{MILLION} \\
 \text{Reported} \\
 \text{pre-tax profit} \\
 \text{excluding special items}
 \end{array}
 +
 \begin{array}{r}
 \$1,035 \\
 \text{MILLION} \\
 \text{Profit sharing and} \\
 \text{other adjustments}
 \end{array}
 =$$

**\$5,254**  
MILLION

Adjusted pre-tax profit

**13.9%**  
MARGIN



If the company's pre-tax profit margin exceeds 6.9% for the year, then some workgroups will share in a higher percentage for that portion of profits above the 6.9% margin. We calculate the percentage for each portion of profits and add them together.

**15%**

**15%**

Profit sharing percentage



**\$6,061**  
MILLION

**\$6,061**  
MILLION

Total company wide employee considered earnings



PAYOUT PERCENTAGE

$$6.4658\% + 6.5370\% = 13.0029\%$$

For: Flight Attendants  
Simulator Technicians  
Technicians