

2019 PAYOUT PERCENTAGE FOR FLIGHT ATTENDANTS

6.9311%

HOW WE GOT THERE

\$4,598*
MILLION
2019 Adjusted
pre-tax profit

Adjusted pre-tax
profit up to and
including 2018

Adjusted pre-tax profit
in excess of 2018

\$3,585

MILLION
Adjusted pre-tax profit



10%

Profit sharing
percentage



\$8,095

MILLION
Total company-wide
employee eligible
earnings



4.4284%

PAYOUT PERCENTAGE



\$1,013

MILLION
Adjusted pre-tax profit



20%

Profit sharing
percentage



\$8,095

MILLION
Total company-wide
employee eligible
earnings



2.5027%

PAYOUT PERCENTAGE



PAYOUT PERCENTAGE

6.9311%

* ADJUSTED PRE-TAX PROFIT BREAKDOWN

\$3,914

MILLION
Reported pre-tax
profit including
special items

+

\$684

MILLION
Profit sharing
and other
adjustments

=

\$4,598

MILLION
Adjusted
pre-tax profit

The adjusted pre-tax profit for 2019 is \$4,598 million, which is \$1,013 million greater than 2018's adjusted pre-tax profit of \$3,585. As a result, the higher tier profit percentage (20%) is applicable in 2019, pursuant to the Flight Attendant Joint Collection Bargaining Agreement (JCBA).

Big pay earnings include, for example, base pay, overtime and holiday pay, and exclude profit sharing, accrued vacation and other types of pay as defined under the UCA Profit Sharing Plan.

Percentages are subject to approval by the Compensation Committee of the Board of Directors. Participating employees will be able to access their individual statements through Flying Together starting January 22, 2020.