

Ratification Bonus True-Up¹

Step	Full Time	Part Time
Step 0	\$3,335	\$1,668
Step 1	\$3,335	\$1,668
Step 2	\$3,335	\$1,668
Step 3	\$3,335	\$1,668
Step 4	\$3,335	\$1,668
Step 5	\$3,335	\$1,668
Step 6	\$3,891	\$1,946
Step 7	\$3,891	\$1,946
Step 8	\$3,891	\$1,946
Step 9	\$3,891	\$1,946
Step 10	\$3,891	\$1,946
Step 11	\$4,836	\$2,418

(1) Applicable to current bargaining unit employees hired on or before 12/1/2014

ROIC True-Up And Advance Payment

- Equal to 2.5% of individual employee's prior-year (2015) earnings
- Is no longer subject to SWA meeting financial benchmarks
- All active IAM-represented SWA employees are eligible