



For our members who may have retired in 2017, take note of the following information provided by Golden Eagles member Mark Sheprow regarding profit sharing payments. Mark has put this information together for the benefit of those of our members who may be affected and we thank him for his effort in this regard. Mark`s email address is [marksheprow@optonline.net](mailto:marksheprow@optonline.net) if you would like to contact him about this information.

Hello Dave,

17 Feb 2018

Here`s the two pay events I emailed you about. The message was sent out by ALPA LEC 5, EWR, and forwarded to me by a still-working friend. Item 3 wasn`t relative to us retirees. And I left Item 4 in there just for trivia interest.

1. The profit sharing payment applies to any pilot who got paid in 2017. I suppose that would also include some pilots who retired in late 2016 but didn't get their final paycheck until early 2017. I successfully used the Flying Together instructions to see my amount, although this morning I can't duplicate it. I don't know if a retired pilot can also defer part to his/her PRAP. My payout amount was correct. Profit sharing is NOT paid on some items, the largest being that you don't get profit sharing on the 2016 profit sharing paid to pilots in Feb 2017.
2. The holdback refers to the remaining 5% of the retro pay we received from signing the 2012 contract. The methodology to allocate individual retro pay was different for the L-CAL pilots and the L-UAL pilots. We were paid 95% in several checks soon after the signing, but 5% was held back pending resolution of a dispute.

I'd assume each of these pay items will generate a W-2 in 2019 to reflect getting this pay in 2018, but I don't know. And I'm assuming the pay will automatically deposit to where my pay used to be direct deposited, and on Feb 27<sup>th</sup> I expect to find out. Finally, as near as I can figure, the only outstanding pay item for retired CAL pilots yet to be resolved is the distribution of overpayments we made to the CAL LTD plan, and that payment is supposedly a long way off into the future.

Mark Sheprow

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Dave,

It was annoying me that I couldn't replicate confirming my expected 2017 Profit Sharing amount to be paid on Feb 27, 2018, so I went looking again. **For pilots to whom it applies, follow this path: Flying Together-Employee Services-Total Rewards-Compensation-Profit Sharing.**

That works.

Mark

**From:** Mark Sheprow [mailto:[marksheprow@optonline.net](mailto:marksheprow@optonline.net)]

**Sent:** Saturday, February 17, 2018 8:05 AM

**To:** Dave Newell (Executive VP)

**Subject:** FW: Update for Feb 5th 2018

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**From:** "UAL005-Fastread" <[UAL005-Fastread@alpa.org](mailto:UAL005-Fastread@alpa.org)>

**Date:** February 5, 2018 at 10:35:08 AM EST

**Subject:** Update for Feb 5th 2018

**Reply-To:** [amesnoreply@alpa.org](mailto:amesnoreply@alpa.org)

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ate for February 5th 2018

Council 5 Pilots,

Some Important Reminders and Information from the Council 5 Retirement and Insurance Committee:

### **Profit Sharing Payment**

Eligible pilots will receive a Profit Sharing payment on February 27, 2018 equal to 6.1214% of their eligible earnings. Eligible pilots include those who, in accordance with UA personnel policies and Profit Sharing Plan document, have completed one year of service as of December 31 of the award year. Eligible earnings should be equal to the year to date "Regular Earnings" plus the "Special Payment" shown on your final 2017 paycheck.

Profit Sharing payments are not eligible for company B/C Plan contributions.

Pilots will be able to view their individual Profit Sharing statements by going to Flying Together Employee Services >> My Info >> Continue to My Info and Manager's Toolbox >> Profit Sharing Statement.

Due to IRS regulations regarding special payments, including Profit Sharing, federal income tax withholding will be 25% for any Profit Sharing amount distributed to you in your paycheck.

**February 11 -- Deadline for pilots to defer a portion of their profit sharing to their PRAP (k) plan.** To make election: go to Flying Together >> Employee Services >> My Info >> Continue to My Info and Manager's Toolbox >> 401(k) Special Election.

The 401(k) election for Profit Sharing can only be made on Flying Together. Your normal Schwab 401(k) election procedure is not applicable to your Profit Sharing payment. Pilots can choose either a percentage or a flat dollar election.

If you elect to contribute 100% of your Profit Sharing payment to the 401(k), you will not see the Profit Sharing payment amount go into the PRAP. This is because amounts contributed to the PRAP or 401(k) elections, although not subject to Federal income tax, are subject to FICA tax. The company must hold back enough of the Profit Sharing payment to cover the FICA tax on the 401(k) contribution, and the amount held back to cover FICA withholding is itself subject to Federal, State, and local income taxes, so the withholding is increased to cover those taxes as well.

To learn more about the Profit Sharing payment, search "Profit Sharing" on Flying Together.

### **2012 Retro Pay 5% Holdback**

On February 27<sup>th</sup>, the company will pay the 5% of the holdback from the 2012 retro pay.

The link to check your amount is:

<http://alpa.org/UALVerification>

<http://alpa.org/CALVerification>

The amount listed under "**Remaining amount of tranche 1 (includes corrections and holdback)**" is the gross amount and subject to taxes.

## **PRAP Balances**

Ever wonder how your 401K is doing comparatively? Here is the average and median data as of the end of Q3 2017.

### Retirement & Insurance Committee

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Sincerely,

Tom, Mark, and Phil



**Dave Newell**  
Golden Eagles Email Liaison

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