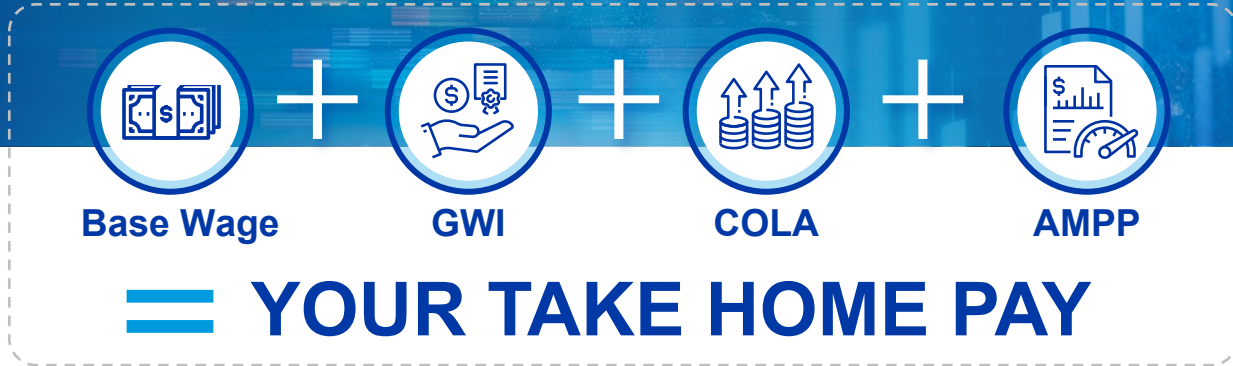
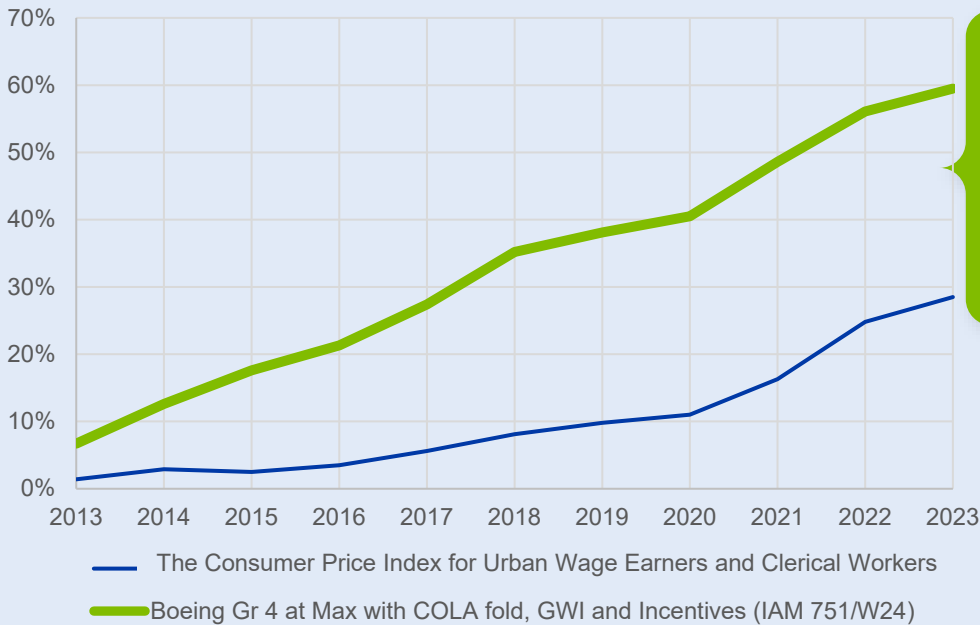


# Keeping your take home pay ahead of inflation



On average, a machinist's take home pay has grown **~60%** over the last decade thanks to GWI, COLA and incentive pay working together. **That's well above inflation.**

Inflation Compared to Boeing/IAM 751& W24 Wage Growth



**~60%** Increase in Your Take Home Pay  
 vs  
**28%** Inflation per Consumer Price Index

- **GWI** is a General Wage Increase or a guaranteed increase to your base wage.
- **COLA**, or a Cost of Living Adjustment, helps protect you from inflation. It is based on the Consumer Price Index and paid quarterly on top of your hourly base wage. Every September, the total COLA from the previous year is permanently rolled into your hourly base wage.
- **AMPP** is the performance incentive plan for IAM 751 & W24 machinists. It has a target payout of 3% of your eligible earnings, with a maximum payout of 6%. Any payout is based on safety, quality and productivity metrics.