

# **SHARE PLAN**

## **“PLANT WIDE BONUS”**

The Union City Goodyear Share Plan kickoff meeting was Tuesday September 28, 2010. The bonus will be based on 4 different parts. Conversion Cost, Waste, Quality, and Absolute Stock Attainment. Bonus will be a 10% maximum with quarterly payouts. Each part of the system is independent of the other. The system is scheduled to go online January 1, 2011.

**MIKE McKENZIE**  
**SHARE PLAN COORDINATOR**