

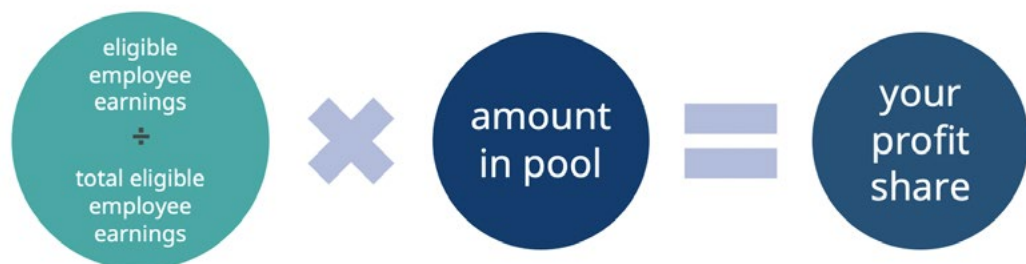
WestJet has an employee profit sharing plan where eligible employee can receive a bonus based on our pre-tax operating income. Profit sharing is based on WestJet's profit margin, paid out twice a year in May and November.

To be eligible, you must be an employee of WestJet during the period in which the profit was realized and must continue to be employed by WestJet on the date of profit share payment. Eligible Westjetters may be employed on a full-time/part-time/casual status. Individuals who work with WestJet as a contractor are not eligible for profit share.

How it's calculated

It's comprised of two components: calculation of the profit share pool to be distributed and calculation of each employee's portion of the pool.

- » May profit share payout is based on earnings from the previous year's Q4 and the current year's Q1 earnings. November profit share payout is based on the current years Q2 and Q3 earnings.
- » The profit share ranges from a minimum of 10 per cent to a maximum of 20 per cent of WestJet earnings before employee profit share, executive bonus and taxes. The amounts paid under the plan are subject to annual approval by the Board of Directors.
- » Example: if WestJet had a thirteen per cent profit margin on sales, the profit share pool would be thirteen per cent of earnings for distribution to eligible employees. The maximum the profit share pool would receive is twenty per cent of our pre-tax profit.



Definitions

Eligible employee earnings: All regular earnings, e.g., regular pay, statutory holiday pay, vacation pay, training allowances, retroactive salary adjustments, excluding overtime.

Total Eligible earnings: The sum of all employment earnings eligible for-profit share in the calculation period.

Amount in pool: Amount in profits (for the profit share period) x profit margin

Profit Share videos

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May 2007



Nov 2010



May 2012



Nov 2012



May 2013



Nov 2013



May 2014



Nov 2014