

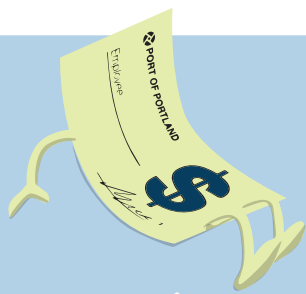
What's PORTshare?

PORTshare is an incentive plan designed to reward employees for their contributions toward meeting our financial and non-financial goals. The plan's goals are meant to be a stretch. When goals are achieved, employees receive a lump-sum payment based on their eligible annual earnings.



How much money would I get?

PORTshare awards vary by position level. At the award's target level, the payout range is 5.2-6.8% of your eligible earnings. In years when goals are exceeded significantly, the payout can be even higher.



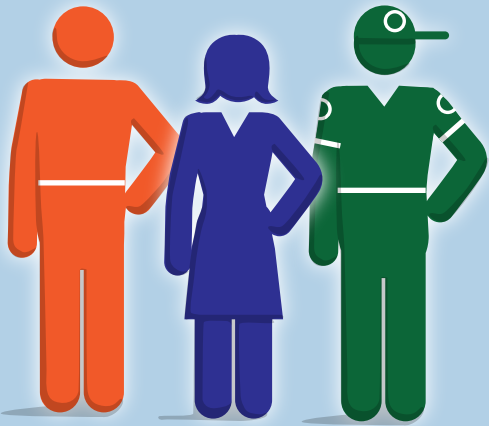
6.8%

5.2%



Who's eligible?

All administrative employees and marine security officers represented by ILWU are eligible to participate. Check with your manager or HR recruiter to find out if your position is eligible for PORTshare.

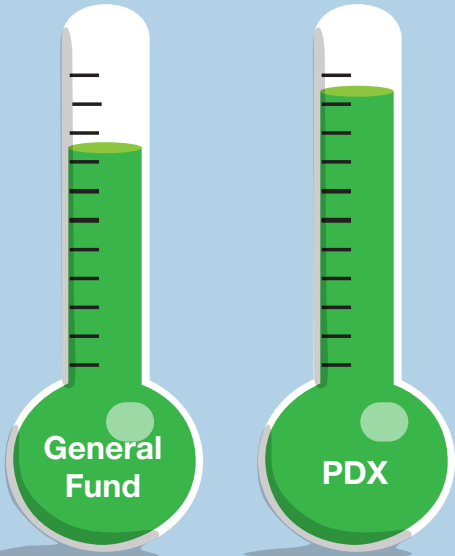


Administrative Marine Security

What are the goals we have to meet for a payout?

1 Financial

Revenue and expense improvement targets in our general and airport funds must meet or exceed certain levels.

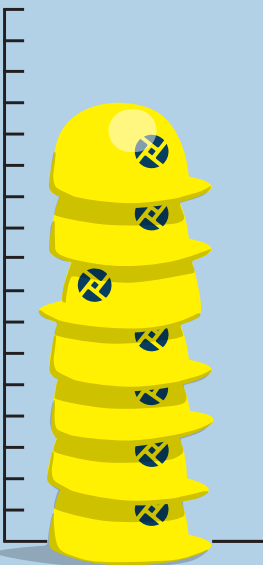


If the two financial goals above are met, an additional general fund operating revenue target can increase the payout.

2 Non-financial

If (and only if) financials goals are met, non-financial metrics that represent the things we value and work daily to improve may enhance the payout.

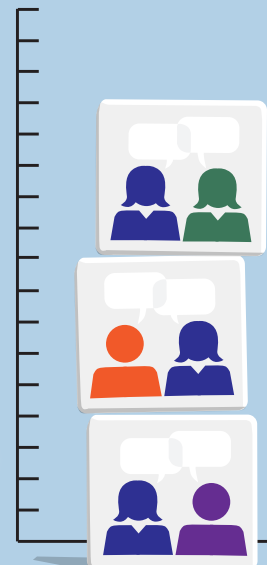
A Ensuring a safe working environment



B Improve our health and wellness

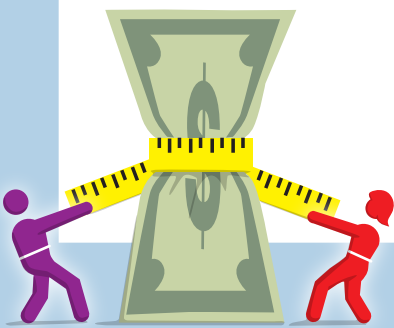


C Participate in at least 3 DEI enriching activities



This sounds great! What can I do to help?

Think of ways to spend money wisely



Contribute ideas and energy to increasing revenue opportunities



Be conscious of working safely and report hazards



Embrace the concepts of diversity, equity and inclusion



Keep yourself healthy



Want to know more about PORTshare?

If you're an employee, see the **Navigator site** or ask your HR recruiter for a copy of our plan document.