

CHRYSLER (FCA) SALARIED PENSION PLANS

TAX QUALIFIED PLANS

BENEFITS- may be received from one or more of the following plans:

CHRYSLER PENSION PLAN(CPP)

Basic Benefit-Rate times years of service

Early Retirement Supplement

CHRYSLER SALARIED EMPLOYEES' RETIREMENT PLANS (SERP or ESERP) *

Contributory Benefit

Final Average Salary Benefit

Certain Benefits transferred from SRP prior to its termination

*** The SERPs were merged into the CPP as of 12/31/2014**

NOTE: THE BENEFITS OF SOME REIIREES UNDER THE ABOVE PENSION PLANS HAVE BEEN ANNUITIZED WITH ATHENS OR PRUDENTIAL WHO ASSUME THE RESPONSIBILITY FOR SUCH BENEFITS.

FUNDING (See Status Below)

Funded in a tax qualified trust managed by independent advisors

Assets are exclusively for plan participants

Assets not available to Chrysler or, in event of Chrysler bankruptcy, to Chrysler's creditors

Benefits are guaranteed by the Pension Benefit Guaranty Corporation (PBGC), an agency of the U.S. Government, up to a maximum amount based on age

NON-TAX QUALIFIED PLAN-SRP

Benefits included: (1)Incentive Compensation Retirement Benefits, and (2) Benefits under ESERP which exceeded IRS/ERISA limits.

SRP was terminated in the Chrysler bankruptcy and all post age 62 benefits which had not been annuitized with Hartford (now Talcott) Insurance Company or transferred to ESERP were terminated.

PBGC GUARANTY

Applicable only to tax qualified defined benefit pension plans such as the Chrysler Pension plan and Chrysler SERPs. It is not applicable to non-tax qualified defined benefit pension plans such

as the Chrysler SRP or to defined contribution plans such as the Chrysler Salaried Employees' Savings Plan. Annuitized benefits are not guaranteed by the PBGC.

See Pension Benefit Security Below.

4/30/2020