

## **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.**

2/17/2026