

UAW Profit Sharing History

Plan Year*	Avg. BU** Payment	Percentage Factor
1986	\$500	Flat \$500
1987	\$500	Flat \$500
1988	\$720	2.30%
1989	\$0	0.00%
1990	\$0	0.00%
1991	\$0	0.00%
1992	\$429	1.10%
1993	\$4,300	10.50%
1994	\$8,000	17.90%
1995	\$3,200	7.00%
1996	\$7,900	17.30%
1997	\$4,600	10.20%
1998	\$7,400	14.90%
1999	\$8,100	15.90%
2000	\$375	0.70%
2001	\$0	0.00%
2002	\$460	0.80%
2003	\$0	0.00%
2004	\$1,500	2.50%
2005	\$650	1.10%
2006	\$0	0.00%
2007	\$0	0.00%
2008	\$0	0.00%
2009	\$0	0.00%
2010	\$0	0.00%
2011	\$1,500	
2012	\$2,250	
2013	\$2,500	
2014	\$2,750	
2015	\$4,000	
2016	\$5,000	
2017	\$5,500	
2018	\$6,000	
2019	\$7,280	
2020	\$8,010	
2021	\$14,670	
2022	\$14,760	
1986-2022 years	36	2009-2022 years
		12

Total Payments \$122,854 \$74,220

*Amounts for each plan year are paid in the first quarter of the following year.

**Payment amounts represent both hourly and salaried bargaining unit employees.

Notes:

- 1) In 1985 negotiations, Chrysler and the UAW agreed to \$500 payments for the 1986 and 1987 plan years and to negotiate a profit sharing agreement for the 1988 plan year.
- 2) In 2010, there was no profit sharing payment; however, Chrysler paid a \$750 discretionary bonus to its employees.
- 3) In 2011, Chrysler and the UAW agreed to pay profit sharing based on all North American profits, which was 85% of worldwide profits.
- 4) In 2015, FCA US and the UAW agreed to pay profit sharing based on the adjusted EBIT margin performance of the North American region reported in the FCA N.V. financial results and on individual compensated hours.
- 5) With the 2019 payment, the Company began reporting the eligible profit sharing amount employees could receive.

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