

FCA US Achieves Top Score for LGBTQ Workplace Policies and Benefits

- FCA US in select group of leading employers achieving a 100 percent rating in the 2018 Human Rights Campaign Foundation's Annual Corporate Equality Index
- Index rates major employers based on lesbian, gay, bisexual, transgender and queer (LGBTQ) workplace policies and benefits, defining best-in-class practices for LGBTQ workplace inclusion
- Company has achieved a 100 percent rating 11 times since the index was established in 2002

November 9, 2017, Auburn Hills, Mich. - According to a report released by the Human Rights Campaign (HRC), FCA US LLC was one of a select group of leading employers to achieve a 100 percent rating on HRC's 2018 Corporate Equality Index (CEI).

The annual CEI report rates employers on their LGBTQ workplace policies and benefits. A 100 percent rating indicates a company provides full parity for domestic partner benefits, not only in basic medical coverage, but in dependent care, retirement and other benefits that affect the financial and medical well-being of families. A 100 percent rating also signifies coverage for transgender individuals for medically necessary care — a community the HRC notes has historically been overlooked.

The HRC, the largest civil rights organization in the U.S., rated nearly 1,000 employers for the 2018 report, including the entire Fortune 500. The top-rated businesses span nearly every industry and major geography of the U.S.

"FCA US is proud of our longstanding support of our LGBTQ employees, customers and communities," said Kelly Tolbert, Head of Diversity, FCA US LLC. "Our consistent record of providing an inclusive work culture and benefit parity for our LGBTQ employees represents our core belief in the talents and potential of our people."

The Company was the first automaker to offer domestic partner benefits to employees in 2000 and has attained a 100 percent CEI rating 11 times since the benchmark was established in 2002.

"Solid performance by FCA US on the Corporate Equality Index demonstrates the Company's commitment to creating and sustaining a supportive and inclusive work culture," said Kelly Hanlon, Chair of GALA, the Gay and Lesbian Alliance at FCA US. "Scoring a 100 percent on the CEI has been a source of pride for the Company, especially its LGBTQ employee community."

GALA is one of seven business resource groups at FCA US. These employee-directed groups pursue initiatives that celebrate multicultural differences and bring value to the larger community through volunteer, charitable, career-building and strategic activities. GALA's objectives include promoting a positive awareness of LGBTQ people and issues within FCA US and to ensure that the Company's products and services are tailored to diverse customers.

According to the 2018 report, "since the CEI's inception in 2002, America's largest employers, including so many with a global footprint, have embraced LGBTQ inclusion as a best business practice. Protections for employees on the basis of sexual orientation and gender identity are now non-negotiable components of business operations."

The 2018 Corporate Equality Index report is available at www.hrc.org/cei.

About the Human Rights Campaign Foundation

The Human Rights Campaign Foundation is the educational arm of America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual transgender and queer people. HRC envisions a world where LGBTQ people are embraced as full members of society at home, at work and in every community.

About FCA US LLC

FCA US LLC is a North American automaker based in Auburn Hills, Michigan. It designs, manufactures, and sells or distributes vehicles under the Chrysler, Dodge, Jeep®, Ram, FIAT and Alfa Romeo brands, as well as the SRT performance designation. The Company also distributes Mopar and Alfa Romeo parts and accessories. FCA US is building upon the historic foundations of Chrysler Corp., established in 1925 by industry visionary Walter P. Chrysler and Fabbrica Italiana Automobili Torino (F.I.A.T.), founded in Italy in 1899 by pioneering entrepreneurs, including Giovanni Agnelli. FCA US is a member of the Fiat Chrysler Automobiles N.V. (FCA) family of companies. (NYSE: FCAU/ MTA: FCA).

FCA is an international automotive group listed on the New York Stock Exchange under the symbol “FCAU” and on the Mercato Telematico Azionario under the symbol “FCA.”

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