

UAW-FCA 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			
	1986-2020	34	2009-2020	10
	years		years	
Total Payments	\$93,424		\$44,790	

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

**Average 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.

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