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## **Honor, Protect and Serve: FCA US Celebrates Veterans Day, Continues Support for Employees Serving in the Guard and Reserve**

- FCA US renews pledge to Employer Support of the Guard and Reserve during Company Veterans Day ceremony
- Pledge promises to provide exceptional support for employees enlisted in the National Guard or Reserve
- Company supports 16 employees on active military leave, 375 employees are active or inactive guard and reservists

November 9, 2016, Auburn Hills, Mich. - FCA US celebrated its veteran employees today during a ceremony at its Auburn Hills, Mich., headquarters to commemorate the men and women of the U.S. Armed Forces and to recommit its support of enlisted employees engaged in the defense of the nation.

As part of its Veterans Day ceremony, the Company, a past recipient of the Employer Support of the Guard and Reserve (ESGR's) prestigious Freedom award, signed the ESGR pledge to continue to provide exceptional support for FCA employees enlisted in national defense through human resource policies and management tools that enable employees to actively participate in the National Guard and Reserve. The Company first signed the pledge in 2008.

Employer Support of the Guard and Reserve is a U.S. Department of Defense agency that develops and promotes the efforts of all American employers that support the military service of their currently enlisted and veteran employees.

By signing, FCA US has joined other employers in pledging:

- To fully recognize, honor and comply with the Uniformed Services Employment and Re-Employment Rights Act
- That managers and supervisors will have the tools they need to manage those employees who serve in the Guard and Reserve
- To appreciate the values, leadership and unique skills service members bring to the workforce and encourage opportunities to hire guardsmen, reservists and veterans
- To recognize and support our country's service members and their families in peace, in crises and in war

FCA US currently has 16 employees on active military leave, with 375 currently serving as active or inactive reservists and guardsmen and 5,172 employees are military veterans.

"FCA US is honored to have such a dedicated group of people within our corporate family," said Glenn Shagena, Head of Employee Relations and lead for the Veterans Employee Resource Group, FCA US LLC. "Our company is proud of what these employees do for our country and we understand how important it is to maintain continuity in their lives by providing benefits for our enlisted employees and their families when they are engaged in active duty."

"The intent of the ESGR Statement of Support is to increase employer support by encouraging employers to act as advocates for employee participation in the military," said Tom Bullock, Chief, Employer Engagement, Employer Support of the Guard and Reserve. "FCA US is setting a high standard for all Michigan employers and especially manufacturing companies to follow by providing above and beyond support to veterans, those whom are currently serving in the National Guard and Reserve."

The Company has several programs in place to support veterans.

In 2011, the Company joined forces with supplier Prestige Group, based in Clinton Township, Mich., to offer a life-changing program for returning veterans, who earn engineering internship positions at FCA US while they finish their undergraduate degrees. To date, more than 100 veterans have taken advantage of this program, with eight having completed their degrees.

In addition, since 2015, the FCA US [Belvidere Assembly Plant](#) (Ill.), with assistance from PepsiCo Recycling, participates in a program that collects recyclables throughout the plant to help support the Entrepreneurship Bootcamp for Veterans with Disabilities. The program provides training in entrepreneurship and small business management to post-9/11 veterans with disabilities. PepsiCo has donated \$1.5 million to the program since 2010.

#### **About the FCA US Veterans Group/UAW Local 412**

The FCA US Veterans Group/UAW Local 412 is comprised of skilled trade, hourly, salaried and management employees from FCA US. For more than 30 years, the group has worked together to help men and women who have served, and continue to serve, in all branches of service to our country through networking, philanthropic giving of their time and talents, and monetary donations.

#### **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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