

### December 2025 Lump Sum Payment

**2023 Pension Agreement between FCA US LLC and the UAW**

**\$500 Lump Sum payment for eligible retired individuals and surviving spouses to be paid in December 2023 - 2027**

**December 2025 Lump Sum Payment Date: December 5, 2025\***

**Gross Payment \$500 less applicable taxes = Final Net Payment**

***Payment Example Only***

\$500.00	Gross Payment
(\$50.00)	Federal Tax @ 10%**
<u>(\$ 0.00)</u>	State Tax***
\$450.00	Final Net Payment

\*Direct Deposit: If your payment method is direct deposit, you should receive your payment via direct deposit on or before December 8, 2025.

\*Paper Check: Please allow 2 weeks (until December 19, 2025) for delivery if your payment method is paper check. Payment reissue requests will be honored after December 19, 2025. Note: Contact Benefit Connect if you do not receive your check.

\*\*Federal Tax @ 10% is applicable to ALL (unless Non-Resident Alien).

\*\*\*State Taxes will be 0% unless it is mandated by the state, in these instances the State tax will be based upon the state tax elections on file.