



2025 Presence At Work Award Payout by Location

11/20/25



What is Presence At Work (PAW)?

- The **Presence At Work Award (PAW)** is based upon 3 separate components intended to **reward** and **encourage** employees to be **Present At Work**

Why is Presence At Work Important?

- **Presence At Work** is important because it is a Company **Key Performance Indicator (KPI)** which is measured by calculating a facility's **Unplanned Absenteeism Rate** (defined in the following slide)

What are the Three (3) Criteria for eligibility for the PAW Award?

1. **Individual Award - (\$1000)** - paid to eligible employees who have **accumulated a total of 1850 Compensated Hours** in the twelve months leading up to the PAW eligibility award date in October (**October 20th, 2025**)
 - Compensated Hours are defined as per **EXHIBIT F (Part B) of the Profit-Sharing Plan**:
 - Each layoff week counts as 40 hours credit towards an employee's 1850 compensated hours
 - Workers Compensation Hours are included as compensated hours
2. **Facility Award (\$500)** - paid to eligible employees at a facility that achieved a **15% Year over Year** reduction in **Unplanned Absenteeism**
3. **Facility Award (\$250)** - paid to eligible employees at a facility that achieved a **5% (or below) Unplanned Absenteeism** rate for the year

What is Unplanned Absenteeism?



Unplanned absenteeism is defined as unplanned hours not worked by employees, who would normally be expected to be at work.

- **Examples of Unplanned Absenteeism include:**

- FMLA
- Sickness and Accident Days
- PAA Days called in without 24 hours notice
- Days an Employee is Absent that count towards an Attendance Occurrence (M-8)

How is Unplanned Absenteeism Calculated?

Unplanned Absenteeism is made up of the **total unplanned absenteeism hours** divided by **actual hours worked + all absent hours** for the facility

- The annual unplanned rate is made up of all-associated hours at the facility for the year

Example of How Unplanned Absenteeism is Calculated?

$$\text{Unplanned Absenteeism (\%)} = \frac{\text{Total Unplanned Absenteeism Hours} * 100}{\text{Hours worked} + \text{Planned Abs. Hours} + \text{Unplanned Abs. Hours}}$$



What is Presence At Work (PAW)?

- The **Presence At Work Award (PAW)** is comprised of two individual metrics intended to **reward** and **encourage** SBU employees to be **Present At Work**.

What are the Two Criteria for eligibility for the PAW Award?

1. **Individual Award - (\$750)** - paid to eligible employees who have **accumulated a total of 1850 Compensated Hours** in the twelve months leading up to the PAW eligibility award date in October (**October 20th, 2025**)
 - Compensated Hours are defined as per **EXHIBIT F (Part B) of the Profit-Sharing Plan**:
 - Each layoff week counts as 40 hours credit towards an employee's 1850 compensated hours requirement
 - Workers Compensation Hours are included as compensated hours
2. **Zero Unexcused Absences (\$1,000)** - paid to all active employees at a facility that achieved **zero unexcused absences**



What are "Unexcused" absences?

Unexcused Absences are defined as follows - when employee is absent from work for an unapproved reason that is not otherwise covered by the Collective Bargaining Agreement (CBA)

- **Examples of Unexcused Absences include:**
 - Full day unpaid absences not covered under the CBA
 - eSTRS examples of unexcused time: OTHU, ILLU, ILFU, PERU, VACU
- **Examples of Excused Absences include:**
 - Eligible Vacation
 - FMLA
 - Paid Casual Absences
 - Leave for Good Cause (Jury Duty, Bereavement, Military, Paid Parental Leave, etc.)
 - UBUS
 - CBUS



Eligible Employees

- Employees on the active roll as of October 20, 2025
- Temporary Layoff employees as of October 20, 2025
- Temporarily separated employees whose separation date is on or after July 23, 2025
- Temporarily separated employees as of October 20, 2025 coded LOA/MIL(subject to the aggregate maximum payment period for any individual employee of forty-eight (48) months)
- Employees on Pre-Retirement Leave (Dept. 1482)

Ineligible Employees

- Full-time probationary employees (FWA 1) and SBU probationary employees hired on or after June 22, 2025
- Temporary employees (FWA Codes 2, 3, and Q)
- All other inactive and separated employees
- Any employee, who quits, is discharged on or prior to December 5, 2025, is not eligible

Payment



The Presence At Work Award payment will be made by separate payment on Friday, December 5, 2025, based upon the employee's current pay method.

Overtime Recalculation Adjustment Payment

The Presence At Work Award payment is subject to an Overtime Recalculation payment. Employees who receive a PAW payment and had time and one-half pay during the eligibility period, will also receive an overtime recalculation payment with their regular payment on Friday, December 19, 2025.

Overtime Recalculation Example

Presence At Work Award Payment	\$1000
Total hours worked during eligibility period	2,301
Recalculation premium rate	$\$1000 / 2,301 = \$.43$
Premium hours worked at time and one half during qualifying year	373
Overtime recalculation amount to be paid	$(\$.43 \times 373) \times 0.5 = \160.39



UAW Savings Plan (UAWSP)

- Employees who want to defer need to make a separate election using bonus/award election button in their Merrill account
 - Elections are made via Merrill at www.benefits.ml.com or 1-800-483-SAVE.
- Election can be made any time during year, and it remains in effect for all current and **future** award payments unless employee changes it
- Bonus/award elections made last year which have not been changed, will remain in place for this payment
- Regular deferral rates continue for regular pay cycles.

Deductions

- UAW Union Dues deduction is 1.44% of the total payment
- Presence At Work Award payments are subject to flat 22% federal income tax, normal state and local taxes, FICA, Deferred Pay Plan contributions, child support arrearages and other legally required deductions.



Employees on Layoff

Employees on layoff who receive a Presence At Work Award must report these earnings to their State Unemployment Agencies as follows:

- Michigan, Illinois, Indiana, and Ohio – Do not report Presence At Work Award payment as earnings
- For all other States, please refer to your State for reporting requirements
- FLSA Overtime Recalculation Payment must be reported as earnings for Benefit Week Ending December 20, 2025.

Eligibility Inquiries

Please utilize the Bonus Review Form link for eligibility inquiries - [Bonus Review Form](#)

Deduction Inquiries

Contact fcapayrollservices@hrs-it.com

Facility Award Eligibility & Payouts - Manufacturing

- Facility Award (\$500) - 15% Year over Year reduction
- Facility Award (\$250) - 5% or below

Division	Locn	Locn Name	2024	2025 (YTD)	% Change	15% Reduction	5% or Below
Assembly	2452	WARREN TRUCK ASSEMBLY PLANT	8.80%	6.93%	21.2%	Y	N
Assembly	2459	TOLEDO ASSEMBLY COMPLEX	8.66%	7.43%	14.2%	N	N
Assembly	2470	DETROIT ASSEMBLY COMPLEX MACK	8.88%	8.56%	3.5%	N	N
Assembly	4012	DETROIT ASSEMBLY COMPLEX JEFFERSON	8.81%	8.95%	-1.6%	N	N
Assembly	4015	BELVIDERE ASSEMBLY PLANT				N*	Y
Assembly	4025	STERLING HEIGHTS ASSEMBLY PLANT	6.37%	6.36%	0.2%	N	N
Powertrain	5111	KOKOMO CASTING PLANT	3.46%	3.68%	-6.3%	N*	Y
Powertrain	5210	TRENTON SOUTH ENGINE PLANT	6.24%	6.60%	-5.8%	N	N
Powertrain	5215	KOKOMO ENGINE PLANT	4.76%	4.86%	-2.1%	N*	Y
Powertrain	5221	DUNDEE ENGINE PLANT	1.17%	1.54%	-31.9%	N*	Y
Powertrain	5305	KOKOMO TRANSMISSION PLANT	4.04%	3.52%	12.8%	N*	Y
Powertrain	5308	INDIANA TRANSMISSION PLANT	4.08%	5.82%	-42.8%	N	N
Powertrain	5317	TIPTON TRANS	1.26%	1.16%	7.8%	N*	Y
Powertrain	5406	TOLEDO MACHINING PLANT	4.35%	3.79%	12.9%	N*	Y
Stamping	6203	WARREN STAMPING PLANT	5.98%	5.31%	11.1%	N	N
Stamping	6215	STERLING STAMPING PLANT	5.67%	5.10%	9.9%	N	N

Facility Award Eligibility & Payouts – MOPAR

- Facility Award (\$500) - 15% Year over Year reduction
- Facility Award (\$250) - 5% or below

Division	Locn	Locn Name	2024	2025 (YTD)	% Change	15% Reduction	5% or Below
Mopar	3101	PARTS SUPPLY OFFICE	2.72%	2.15%	21.2%	Y	Y
Mopar	3110	CENTER LINE NATIONAL PARTS DEPOT (MICH)	5.85%	5.02%	14.3%	N	N
Mopar	3111	WARREN PARTS DEPOT	7.81%	7.57%	3.0%	N	N
Mopar	3115	MARYSVILLE NATIONAL PARTS DEPOT (MICH)	7.83%	7.05%	10.0%	N	N
Mopar	3116	MARYSVILLE E COATING	2.78%	4.50%	-61.9%	N*	Y
Mopar	3117	SHERWOOD NATIONAL PDC	8.75%	8.59%	1.9%	N	N
Mopar	3118	CENTER LINE PACKAGING	7.31%	7.71%	-5.4%	N	N
Mopar	3125	ROMULUS PARTS DISTRIBUTION CENTER	9.85%	8.74%	11.3%	N	N
Mopar	3129	MILWAUKEE NATIONAL PARTS DIST CENTER	6.74%	5.62%	16.5%	Y	N
Mopar	3133	BOSTON PARTS DIST CENTER				N*	Y
Mopar	3135	WINCHESTER PARTS DISTRIBUTION CENTER	5.37%	6.15%	-14.4%	N	N
Mopar	3148	CLEVELAND PARTS DISTRIBUTION CENTER	4.77%	3.29%	31.0%	Y	Y
Mopar	3152	DENVER PARTS DEPOT	7.69%	4.33%	43.8%	Y	Y
Mopar	3159	ORLANDO PARTS DEPOT	9.67%	9.42%	2.6%	N	N
Mopar	3163	ATLANTA PARTS DEPOT-CITIZENS PARKWAY	7.16%	2.65%	63.0%	Y	Y
Mopar	3171	PORTLAND PARTS DEPOT (OREGON)	4.92%	2.65%	46.0%	Y	Y
Mopar	3176	LOS ANGELES PARTS DEPOT	8.60%	9.78%	-13.8%	N	N
Mopar	3181	DALLAS PARTS DEPOT	5.05%	5.61%	-11.2%	N	N
Mopar	3191	MINNEAPOLIS PARTS DEPOT	3.29%	4.16%	-26.5%	N*	Y
Mopar	3195	CHICAGO PARTS DEPOT-NAPERVILLE,ILLINOIS	2.47%	2.93%	-18.8%	N*	Y

Facility Award Eligibility & Payouts – Central Office & Engineering

- Facility Award (\$500) - 15% Year over Year reduction
- Facility Award (\$250) - 5% or below

Division	Locn	Locn Name	2024	2025 (YTD)	% Change	15% Reduction	5% or Below
Central Office	3211	FCAT - LYNCH ROAD TERMINAL	3.45%	2.85%	17.6%	Y	Y
Central Office	4001	MANUFACTURING - PLATFORM STAFFS	21.08%	14.26%	32.3%	Y	N
Central Office	4104	FACILITIES	5.21%	2.56%	101.6%	Y	Y
Central Office	4104	FACILITIES	5.21%	2.56%	101.6%	Y	Y
Central Office	4199	PILOT OPERATIONS	3.13%	3.46%	-10.6%	N*	Y
Engineering	1100	CHRYSLER GROUP LLC	3.09%	4.07%	-31.5%	N*	Y
Engineering	1250	ENGINEERING OFFICE	3.51%	4.04%	-15.2%	N*	Y
Engineering	1252	CHELSEA PROVING GROUNDS	3.68%	2.01%	45.4%	Y	Y
Engineering	1257	ARIZONA PROVING GROUNDS - YUCCA, AZ	1.79%	1.00%	44.5%	Y	Y

HBU Individual Award Eligibility (1850 Hours) by Location

- Individual Award (\$1,000) by Location

Location	Location Name	Eligible Employees
2452	WARREN TRUCK ASSEMBLY PLANT I	1,626
2459	TOLEDO SUPPLIER PARK	3,697
2470	DETROIT ASSEMBLY COMPLEX MACK	2,558
4012	DETROIT ASSEMBLY COMPLEX JEFFERSON	3,056
4015	BELVIDERE ASSEMBLY PLANT	616
4025	STERLING HEIGHTS ASSEMBLY PLANT	5,130
5111	KOKOMO CASTING PLANT	770
5210	TRENTON SOUTH ENGINE PLANT	498
5215	KOKOMO ENGINE PLANT	644
5221	DUNDEE ENGINE PLANT	740
5305	KOKOMO TRANSMISSION PLANT	1,724
5308	INDIANA TRANSMISSION PLANT	1,145
5406	TOLEDO MACHINING PLANT	267
6203	WARREN STAMPING PLANT	843
6215	STERLING STAMPING PLANT	1,279
Grand Total		24,593

Total Eligible = 27,144

Location	Location Name	Eligible Employees
1100	CHRYSLER GROUP LLC	36
1250	ENGINEERING OFFICE	23
1252	CHELSEA PROVING GROUNDS	83
3101	PARTS SUPPLY OFFICE	20
3110	CENTER LINE NATIONAL PARTS DEPOT (MICH)	219
3111	WARREN PARTS DEPOT	83
3115	MARYSVILLE NATIONAL PARTS DEPOT (MICH)	100
3116	MARYSVILLE "E" COATING	121
3117	SHERWOOD NATIONAL PDC	102
3118	CENTER LINE PACKAGING	144
3125	ROMULUS PARTS DISTRIBUTION CENTER	97
3129	MILWAUKEE NATIONAL PARTS DIST CENTER	72
3131	NEW YORK PARTS DEPOT	51
3133	BOSTON PARTS DIST CENTER	2
3135	WINCHESTER PARTS DISTRIBUTION CENTER	51
3148	CLEVELAND PARTS DISTRIBUTION CENTER	87
3152	DENVER PARTS DEPOT	32
3159	ORLANDO PARTS DEPOT	49
3163	ATLANTA PARTS DEPOT-CITIZENS PARKWAY	90
3171	PORTLAND PARTS DEPOT (OREGON)	41
3176	LOS ANGELES PARTS DEPOT	101
3181	DALLAS PARTS DISTRIBUTION CENTER	98
3191	MINNEAPOLIS PARTS DISTRIBUTION CENTER	46
3195	CHICAGO PARTS DEPOT-NAPERVILLE, ILLINOIS	226
3211	LYNCH ROAD TERMINAL	352
4001	MANUFACTURING - (PLATFORM STAFFS-G & A)	27
4104	FACILITIES	147
4199	PILOT PROCESS VERIFICATION CENTER	51
Grand Total		2,551

SBU Individual Award (Zero Unexcused Absences) by Location

- Zero Unexcused Absence Award (\$1,000)

Location	Location Name	Eligible Employees
2452	WARREN TRUCK ASSEMBLY PLANT I	32
2470	DETROIT ASSEMBLY COMPLEX MACK	45
4012	DETROIT ASSEMBLY COMPLEX JEFFERSON	28
4015	BELVIDERE ASSEMBLY PLANT	5
4025	STERLING HEIGHTS ASSEMBLY PLANT	54
5111	KOKOMO CASTING PLANT	31
5210	TRENTON SOUTH ENGINE PLANT	24
5215	KOKOMO ENGINE PLANT	21
5221	DUNDEE ENGINE PLANT	16
5305	KOKOMO TRANSMISSION PLANT	76
5308	INDIANA TRANSMISSION PLANT	53
5406	TOLEDO MACHINING PLANT	21
6203	WARREN STAMPING PLANT	25
6215	STERLING STAMPING PLANT	25
Grand Total		456

Total Eligible = 1,870

Location	Location Name	Eligible Employees
1100	CHRYSLER GROUP LLC	4
1210	PURCHASING AND SUPPLIER QUALITY	11
1224	SUPPLY CHAIN MANAGEMENT	13
1240	PRODUCT DESIGN OFFICE	59
1250	ENGINEERING OFFICE	826
1252	CHELSEA PROVING GROUNDS	151
1257	ARIZONA PROVING GROUNDS - YUCCA, AZ	1
2700	DCC GLOBAL SALES AND MARKETING	10
3050	DCC CORPORATE QUALITY	4
3101	PARTS SUPPLY OFFICE	5
3110	CENTER LINE NATIONAL PARTS DEPOT (MICH)	3
3111	WARREN PARTS DEPOT	2
3115	MARYSVILLE NATIONAL PARTS DEPOT (MICH)	4
3118	CENTER LINE PACKAGING	3
3125	ROMULUS PARTS DISTRIBUTION CENTER	2
3129	MILWAUKEE NATIONAL PARTS DIST CENTER	1
3131	NEW YORK PARTS DEPOT	1
3135	WINCHESTER PARTS DISTRIBUTION CENTER	1
3148	CLEVELAND PARTS DISTRIBUTION CENTER	1
3152	DENVER PARTS DEPOT	1
3159	ORLANDO PARTS DEPOT	1
3163	ATLANTA PARTS DEPOT-CITIZENS PARKWAY	1
3172	GLOBAL SERVICE	29
3176	LOS ANGELES PARTS DEPOT	1
3181	DALLAS PARTS DISTRIBUTION CENTER	1
3191	MINNEAPOLIS PARTS DISTRIBUTION CENTER	1
3211	LYNCH ROAD TERMINAL	11
4001	MANUFACTURING - (PLATFORM STAFFS-G & A)	119
4005	MANUFACTURING (PLTFRM OPS-CO WRK ORD PE)	140
4104	FACILITIES	5
4199	PILOT PROCESS VERIFICATION CENTER	2
Grand Total		1414

SBU Individual Award Eligibility (1850 Hours) by Location

- Individual Award (\$750)

Location	Location Name	Eligible Employees
2452	WARREN TRUCK ASSEMBLY PLANT I	32
2470	DETROIT ASSEMBLY COMPLEX MACK	47
4012	DETROIT ASSEMBLY COMPLEX JEFFERSON	32
4015	BELVIDERE ASSEMBLY PLANT	5
4025	STERLING HEIGHTS ASSEMBLY PLANT	54
5111	KOKOMO CASTING PLANT	32
5210	TRENTON SOUTH ENGINE PLANT	25
5215	KOKOMO ENGINE PLANT	17
5221	DUNDEE ENGINE PLANT	11
5305	KOKOMO TRANSMISSION PLANT	75
5308	INDIANA TRANSMISSION PLANT	52
5406	TOLEDO MACHINING PLANT	21
6203	WARREN STAMPING PLANT	25
6215	STERLING STAMPING PLANT	25
Grand Total		453

Total Eligible = 1,825

Location	Location Name	Eligible Employees
1100	CHRYSLER GROUP LLC	4
1210	PURCHASING AND SUPPLIER QUALITY	11
1224	SUPPLY CHAIN MANAGEMENT	13
1240	PRODUCT DESIGN OFFICE	54
1250	ENGINEERING OFFICE	800
1252	CHELSEA PROVING GROUNDS	149
1257	ARIZONA PROVING GROUNDS - YUCCA, AZ	1
2700	DCC GLOBAL SALES AND MARKETING	10
3050	DCC CORPORATE QUALITY	3
3101	PARTS SUPPLY OFFICE	4
3110	CENTER LINE NATIONAL PARTS DEPOT (MICH)	2
3111	WARREN PARTS DEPOT	1
3115	MARYSVILLE NATIONAL PARTS DEPOT (MICH)	4
3118	CENTER LINE PACKAGING	3
3125	ROMULUS PARTS DISTRIBUTION CENTER	2
3129	MILWAUKEE NATIONAL PARTS DIST CENTER	1
3131	NEW YORK PARTS DEPOT	1
3135	WINCHESTER PARTS DISTRIBUTION CENTER	1
3148	CLEVELAND PARTS DISTRIBUTION CENTER	1
3152	DENVER PARTS DEPOT	1
3159	ORLANDO PARTS DEPOT	1
3163	ATLANTA PARTS DEPOT-CITIZENS PARKWAY	1
3172	GLOBAL SERVICE	29
3176	LOS ANGELES PARTS DEPOT	1
3181	DALLAS PARTS DISTRIBUTION CENTER	1
3191	MINNEAPOLIS PARTS DISTRIBUTION CENTER	1
3211	LYNCH ROAD TERMINAL	11
4001	MANUFACTURING - (PLATFORM STAFFS-G & A)	116
4005	MANUFACTURING (PLTFRM OPS-CO WRK ORD PE)	138
4104	FACILITIES	5
4199	PILOT PROCESS VERIFICATION CENTER	2
Grand Total		1,372