

International Union, UAW

Attention: Mrs. Cynthia Estrada

Dear Mrs. Estrada:

The Company recognizes the significant contributions its UAW-represented employees have made to the improvements in product quality in support of its manufacturing and logistics initiatives. To further encourage and reward such ongoing commitment to quality, the Company has agreed to establish a Quality Achievement Award.

The Quality Achievement Award will be comprised of two components:

- a. Location specific World Class Manufacturing (WCM) Quality and Customer Safety (QCS) Pillar Audit Score and,
- b. JD Power IQS (Initial Quality Survey)

a. A Quality Achievement Award payment, based upon the location's WCM QCS Pillar Audit Score, will be made to each eligible employee in accordance with the following table:

WCM QCS Pillar Audit Score	Quality Achievement Award Payment
3 - 5	\$1,000.00

The payment amount will be determined according to the location's most recent audit score thirty (30) days prior to the payment date.

The Company will finalize the Quality Achievement Award metric definitions for non-manufacturing locations within 90 days of the effective date of the Agreement. The Company will establish respective targets in advance of each plan year.

All targets will be reviewed with UAW leadership prior to their implementation.

b. For employees at locations that achieve the JD Power IQS ranking below, an additional upside payment will be applied to their Quality Achievement Award amount according to their most recent JD Power IQS thirty (30) days prior to payment date as illustrated below:

Upside Potential*	
<i>Assembly</i> JD Power IQS 1st Quartile	\$250
<i>Stamping and Power Train</i>	
JD Power IQS Company Avg 1st Quartile	\$250

*The Company will finalize the Quality Achievement Award upside potential metric definitions for non-manufacturing locations within 90 days of the effective date of the Agreement.

c. The Quality Achievement Award payable is calculated by adding the QCS Pillar Audit Score Payment and any Upside Potential Reward achieved.

The example below assumes a Maximum Quality Achievement Award amount of \$1250 :

QCS Pillar Audit Score	QCS Pillar Audit Score Payment		Upside Potential – JD Power 1st Quartile	Quality Achievement Award Amount Payable to Employee
3 - 5	\$1000	+	\$250	\$1250

d. Quality Achievement Award payments will be made to each eligible employee in accordance with the following table:

Eligibility Date	Eligibility Year	Payment Date
October 28, 2019	October 26, 2020 through October 25, 2020	December 11, 2020
October 25, 2021	October 26, 2020 through October 24, 2021	December 10, 2021
October 24, 2022	October 25, 2021 through October 23, 2022	December 9, 2022
August 14, 2023	October 24, 2022 through August 13, 2023	September 1, 2023

employees are defined as those whose status with the Company as of the eligibility date is one of the following:

- Active with seniority;
- On temporary layoff status;
- On Pre-Retirement Leave;
- On leave pursuant to Family Medical Leave Act;
- On vacation, receiving paid absence allowance, receiving bereavement pay, on jury duty;
- On an approved leave of absence which has not exceeded ninety (90) days as of the eligibility date

In addition, should the International Union, UAW-FCA Department raise any question regarding the eligibility of a specific employee, the Company agrees to meet on such cases to review the facts.

Very Truly Yours,
FCA US LLC
By: Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Cynthia Estrada

October 22, 2015

(255) Team Member / Team Leader Classification

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During these negotiations, the parties reaffirmed their commitment and understanding related to the importance of a flexible Team Based Organization supported by the consolidation of classifications to Team Member and Team Leader.