

ELIGIBILITY OF VEHICLE LEASE PROGRAM

Active Employees

All Professional-Administrative, Management and Executive employees and retirees Salary Band 89 and above (or equivalent) are eligible to lease two vehicles under the Vehicle Lease Program (for self and eligible family members).

Any changes to your employment status, i.e. disability, family leave, demotions, layoff, etc. that effects your Company Car eligibility lease payments must be reported in writing to Company Car Programs immediately.

Authorized Use/Usage

Participants are encouraged to promote Chrysler products by using them for demonstration rides and loaning them to prospective customers (Permittee) for a period not to exceed one week (7 days). It is the responsibility of the participant to confirm the permittee has a valid, unrestricted (related to driving incidents) driver's license.

Spouses/same sex domestic partners and dependent children of eligible employees are permitted to use vehicle(s) leased under the Vehicle Lease Program on a regular basis, providing the following criteria are met:

- Spouse/same sex domestic partner is a member of the Participant's household, or the child is a full time student living away at school
- The child is the Participant's or spouse's/same sex domestic partners child by birth, legal adoption, or legal guardianship
- The child is unmarried
- The child is claimed on the Participant's Federal Income Tax Return

"Regular" vehicle usage must be terminated by the end of the year of the dependents' 25th birthday.

Note: Only spouses/same sex domestic partners and dependant children are eligible drivers. Fiancé, girl/boy friends, parents, household employees, in-laws, etc. are not eligible drivers.

Any changes in the household that affects eligibility of spouses/same sex domestic partners and/or dependent children must be reported to Company Car Programs within 30 days of the change. (i.e. divorce, remarriage, receipt of drivers' license, graduate from college, etc...).

Authorized Use/Usage (Continued)

The Participant is required to mail or fax a “revised” Employee/Retiree Payroll Deduction Authorization/Lease Agreement Form to the address on the form to add information when adding a newly eligible driver (or when deleting information to remove a non-eligible driver (i.e. dependent over the age of 25 and/or an ex-spouse/same sex domestic partner).

In event of the death of a Participant, Retiree or Surviving Spouse, dependent participation terminates. For surviving spouse/same sex domestic partners eligibility, see “**Surviving Spouse Program**” section.

Newly eligible employees or employees activating an additional vehicle may choose only one of the following alternatives:

- Order a new vehicle under the terms of the Program and wait for delivery
- Accept a reassignment vehicle (if available) from the Lapeer Road Marshaling Center (Southeastern Michigan residents only).
 - Participants are required to keep the vehicle until Phase 2 of the following Model Year (M.Y.). (i.e. if you take delivery of a 2006 M.Y. vehicle you will be eligible to order during phase 2 of the 2007 Model Year ordering cycle.

Southeastern Michigan area includes the following counties; Genesee, Lapeer, Livingston, Oakland, Macomb and Washtenaw

Retiree Eligibility

A retired employee of Chrysler who meets each of the following criteria is eligible to lease two vehicles:

- He/she has retired under either a non-contributory pension plan or the Salaried Employees' Retirement Plan and is receiving benefits from either or both plans. NOTE: Those former employees eligible for or in receipt of only a deferred vested benefit are not eligible

Retired Participants are eligible to lease two vehicles.

Surviving Spouse Program

Under the Vehicle Lease Program, the term "Surviving Spouse" refers to the widow/widower or the same sex domestic partner of the Participant.

In the event of the death of the "Retired participant", the death should be reported to Benefits Express at (888) 409-3300.

A representative of Company Car Programs will contact the Retired employee's Surviving Spouse/Same Sex Domestic Partner in writing with the option to take title of a vehicle in their custody.

In the event of the death of a Participant who was actively employed, notification is not necessary. A representative of the group insurance department will contact the Surviving Spouse/Same Sex Domestic Partner.

In event of the death of the surviving spouse prior to the receipt of the title, the vehicle should be return to the Corporation.

Effective October 1, 1998, the Surviving Spouses/Same Sex Domestic Partner will be given the title of their choice of one of the lease or PE vehicle(s) in his/her custody at the time of the Participant's death. Continuing in the Executive Program is **NOT** an option. (this, offer is **not** extended to children of the employee, retiree or surviving spouse). Vehicles ordered, but not yet delivered to the Participant will be cancelled.

If a lease vehicle is declared a total loss resulting from an accident at the time of the Participant's death, permission will be given for a similar vehicle to be ordered and built. A comparable vehicle may be substituted if an identical vehicle is not available.

Surviving Spouse Program (Continued)

The cost to re-license, transfer title, insure and/or any applicable taxes in accepting the vehicle will become the responsibility of the Surviving Spouse/Same Sex Domestic Partner. A 1099 Form (Federal Tax form) will be issued by the Corporation the following January indicating the value of the vehicle chosen.

This value represents miscellaneous income to the Surviving Spouse/Same Sex Domestic Partner. Insurance coverage is terminated upon receipt of the vehicle title. Therefore, insurance coverage must be obtained by the Surviving Spouse as soon as the decision to accept title to a vehicle is made.

Eligibility remains grandfathered for the Surviving Spouse of an employee that passed away prior to October 1, 1998, who elected to continue in the Lease Vehicle Program. The Surviving Spouse is bound by the terms and conditions as set forth in this manual.

Loss of Program Eligibility

An individual who otherwise might qualify to participate in the Lease Program under the conditions described in the "Program Eligibility Section" may lose his/her eligibility for one or more of the following reasons:

- Failure to abide by the terms and conditions of the Program
- Failure to immediately report drug or alcohol related incident to Company Car Programs
- Failure to report a restricted or suspended license to Company Car Programs
- Failure to submit and/or participate in the vehicle evaluation reporting process
- Failure to provide the vehicle for Engineering testing upon request
- Failure to take delivery of an ordered vehicle
- Excessive vehicle damage claims and/or excessive accident history
- Failure to pay parking tickets
- Providing Lease vehicle(s) to ineligible person(s) such as fiancé, girl/boy friends, parents, household employees, in-laws, etc. for regular use
- Providing Lease vehicle(s) to any person without a valid unrestricted (related to driving incidents) driver's license
- Abuse or neglect of company-owned vehicles, including failure to perform required maintenance
- Driving while license is restricted or suspended (related to driving incidents)
- Refusal of Sobriety or Breathalyzer test
- Conviction under a criminal statute, code, ordinance or law
- Separation from the Corporation
- Ordering a vehicle against your second lease eligibility and terminating your first lease vehicle

Loss of Program Eligibility (Continued)

The Company Car Review Board, as commissioned by the Company Car Committee, has full authority to investigate cases of possible program violations or abuse and restrict or permanently revoke EL Program eligibility.