

# THE PRODUCT EVALUATION PROGRAM

## Purpose

The Product Evaluation (PE) Program was established to ensure that the Corporation evaluates enough vehicles for the early detection and correction of problems. These vehicles are furnished for purposes of testing and the evaluation of quality, performance, appearance, and for business use as pool vehicles.

## Terms and Conditions

The terms and conditions of the Product Evaluation Program are set forth in this "Terms, Conditions, & Instructions Manual". By participating in this program, the Product Evaluation Participant expressly consents to the Program's terms and conditions as set forth herein and/or as amended from time to time.

The Company Car Committee has sole discretionary authority to interpret these terms and conditions, except to the extent that such authority is delegated to the Company Car Review Board. The Company Car Committee has the sole right to terminate, suspend, or amend this Program at any time. Participants in the Program are required to provide a driver's history upon request or authorize Chrysler to obtain a driver's history on a periodic basis.

Any driver of a company-owned vehicle is required to have a valid, unrestricted (related to driving history) driver's license. Before you can obtain a vehicle (either by placing an order or acquiring a Reassignment/Interim from the Lapeer Road Marshaling Center), an up-to-date driver's history record is required. The driver history must be submitted within 30 days from the date on the history. The record must be requested from the department of motor vehicles in your state and **may take up to six weeks** for processing. We do **NOT** accept third party driver histories (on-line service, insurance companies; etc...). For your convenience, a form may be downloaded for the State of Michigan from the company car website. To expedite the driver's history call (517) 322-1624. Please note that no exceptions will be made. This requirement pertains to participants who are **new** (newly eligible), **returning to** the program after a suspension, termination, etc. or activating an additional vehicle.

## **Term of PE Vehicle**

Product Evaluation vehicles are to remain in service for a period not to exceed one model year, unless use is terminated sooner as described in this manual. At our discretion, Chrysler may request or require that the Participant replace the Product Evaluation vehicle more frequently than once per model year.

The participant may be required to provide vehicle(s) for engineering testing if requested. A substitute vehicle will be provided if this occurs.

## **Eligibility**

Executive roll employees, Salary Grade Band 95 and above, are eligible for one Product Evaluation Program vehicle.

## **Authorized Use/Usage**

Product Evaluation (PE) Participants are encouraged to promote Chrysler products by using them for demonstration rides and loaning them to prospective customers (permittees) for a period not to exceed (7 days) one week. PE Participants are encouraged to maintain a personal record of such usage to help reduce corporate liability.

The PE Participant is expected to provide his/her Product Evaluation Program vehicle for business use as a pool vehicle for employees whenever possible.

Use of PE Program vehicles by the Participant's spouse/same sex domestic partner, dependent children or any other person is prohibited under program rules and tax laws governing this Program.

## **Newly PE Eligible Promoted Employee**

A newly promoted or eligible employee who has in their possession a Company Car Lease vehicle must contact the Product Evaluation coordinator to have it converted to a Product Evaluation vehicle effective the date of the promotion.

If the newly eligible or promoted employee does not have a Company Car Lease Vehicle in their possession, they may choose one of the following alternatives:

- Order a new vehicle
- Accept a pre-built new or used vehicle (if available) from the Lapeer Road Marshaling Center inventory if participant is a resident of Southeastern Michigan (counties of Genesee, Lapeer, Livingston, Oakland, Macomb and Washtenaw)

## Loss of Program Eligibility

An individual who otherwise might qualify to participate in the PE 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 PE vehicle to ineligible person(s) such as spouse, children girl/boy friends, parents, household employees, in-laws, etc.
- Providing PE vehicle 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 (related to driving incidents) or suspended
- Refusal of Sobriety or Breathalyzer test
- Conviction under a criminal statute, code, ordinance or law
- Retirement and/or separation from the Corporation
- Ordering a vehicle against your second lease eligibility, then terminating your first lease vehicle

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 PE Program eligibility.

## Expenses

PE Participants must submit all expenses associated with the maintenance and operation of the PE vehicle (e.g. fuel, car washes, maintenance, repairs, etc.) on a **business expense report** (excluding body repairs).

Body damage to the vehicle must be filed through the Corporate Claims Center at (800) 557-6440 (See the Accident and Vehicle Damage Reporting section of the manual).