



INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA – UAW

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January 17, 2012

To: UAW Local Union Presidents & Chairpersons

RE: Dependent Eligibility Amnesty and Verification

Greetings:

Chrysler Group, LLC is working with Benefit Express to assist in verifying dependents in all Chrysler health care benefit plans and programs. Early in January, all active members who cover dependents under plans received a letter at their address of record notifying them about the Dependent Eligibility Verification. The letter stated that:

- An amnesty period will be offered during the month of January so members can remove ineligible dependent(s) from coverage with no questions asked and no further action will be taken. Otherwise, members may be required to repay the total cost of healthcare claims or premiums paid for ineligible dependent(s).
- The dependent verification process will start February 5, 2012. A response to the verification request is required if documentation is not received, the dependent's health, dental and vision coverage will be cancelled. Additional information will be mailed to the member's address of record in early February.

For additional information on the process members can contact the Benefits Express Dependent Verification Center at 1-888-456-7800 or go online to "Your Benefits Resources" at <http://resources.hewitt.com/chrysler> or through the link on Dashboard Anywhere.

If you have any further questions, please contact LaChandra White, Benefit Coordinator at (313) 926-5491.

In solidarity,

A handwritten signature in black ink, appearing to read "General Holiefield", is written over the typed name.

General Holiefield
Vice President & Director
UAW Chrysler Department

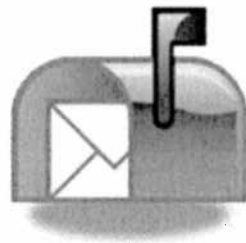
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ATTENTION CHRYSLER EMPLOYEES

Dependent Amnesty

January 5th - February 5th

CHECK YOUR MAIL!!!



WHAT?

Chrysler Group LLC, through Benefit Express, is conducting an audit to confirm that all dependents (spouse and child(ren)) enrolled in the Group Health Benefit Plans, satisfies the eligibility requirements of the Plan.

WHEN?

Information letters will be mailed to your home address in the coming days, so please watch for this important information.

AMNESTY!!!!

Remove any ineligible dependent(s) before February 5, 2012 and no questions will be asked and no further actions will be taken. Contact the Benefit Express Dependent Verification Center at 1-888-456-7800 or go online to Your Benefits Resources at <http://resources.hewitt.com/chrysler>.

Note: Documentation verifying all enrolled dependents will be required starting February 6th 2012. Further information will be sent to employees' homes in early February.

2012 All Medical Plans Dependent Amnesty and Verification Audit

Timeline	Target Date	Communication Notice	Audience	Channel	Comments
2011	6-Dec-11	UBR Conference Call	UBRs	Call	Provide UBRs timeline of the Amnesty and Verification audit
December	3-Jan-11	Notices saved to File Cabinet	UBRs	Electronic	Copy of Amnesty communication and FAQ saved into the UBR File Cabinet
2012	5-Jan-12	Amnesty Notice	Employees with Dependents	Mail	Notifies Employees with dependents on record of an amnesty period allowing them the opportunity to voluntarily drop their dependents with no questions asked
January	5-Jan-12	Amnesty awareness	Employees with Dependents	E-Mail	Notifies Employees with dependents on record of an amnesty opportunity and that they will receive mailing to their home
	6-Jan-12	Dashboard Reminder	Employees	Dashboard	Reminder about Amnesty posted on This Week On Dashboard and Benefits Tab
	16-Jan-12	Dashboard Reminder	Employees	Dashboard	Reminder about Amnesty posted on This Week On Dashboard and Benefits Tab
	30-Jan-12	Amnesty Reminder	Employees with Dependents	E-Mail	Email reminder about Amnesty opportunity, 1 week left
February	6-Feb-12	Verification Request Notice	Employees with Dependents	Mail	Lists the dependent(s) covered under each employee's policy and identifies the document(s) required to verify each dependent's eligibility based on the Plan the family is enrolled in;
	6-Feb-12	Verification Request Awareness	Employees with Dependents	E-Mail	Notifies Ees/Rets of the verification request and that they will receive mailing to their home
	6-Feb-12	Dashboard Reminder	Employees	Dashboard	Reminder about verification request, link to FAQ
March	5-Mar-12	Reminder Notice	Employees with unverified Dependents	Mail	Re-states the audit end date and ramifications for dependents not verified by the audit end
	5-Mar-12	Reminder E-Mail	Employees with unverified Dependents	E-Mail	Note to Employees with unverified dependents about verification request and that they will receive mailing to their home
	5-Mar-12	Dashboard Reminder	Employees	Dashboard	Reminder about Verification posted on This Week On Dashboard and Benefits Tab
April	6-Apr-12	Cancellation Notice	Employees with unverified Dependents	Mail	Summarizes the audit end date, ramifications for unverified dependents, and appeal period
May	4-May-12	Appeal End Date	Employees with unverified Dependents	Mail	Loss of coverage statement
Other AonHewitt Communications:					
Insufficient Documentation		Sent each time documents are received and deemed insufficient to verify 100% of the dependents subject to audit. The insufficient documentation notice will confirm the documents received and required information			
Confirmation Notice		Sent when 100% of an employee's dependents subject to audit are verified and/or removed from coverage			
COBRA Notice		Will only be sent for dependents who were eligible for coverage but lost eligibility within 60 days of their drop from coverage date (e.g. - due to divorce)			
Source					
		AonHewitt			
		Chrysler			

Chrysler Group LLC Dependent Verification FAQ

1. Why is my Chrysler provided health care plan conducting a dependent audit?

Chrysler has authorized Benefit Express to conduct audits of all Chrysler sponsored health plans and programs to make sure that only people who are eligible for coverage under the particular plan or program are receiving coverage. Allowing people to participate in the plans and programs who are not eligible increases the health care costs for all eligible employees and the company.

2. Who must complete and return the documentation required?

All employees and retirees who have enrolled someone under a Chrysler sponsored health plan or program as a "dependent."

3. What documents do I need to prove eligibility? Where do I obtain these documents?

You will need a legal document that shows your relationship to the person you have enrolled in the plan or program. This could include a marriage certificate, birth certificate, and adoption certificate or legal adoption placement document. Benefit Express can provide telephone numbers to state, county, and consulate offices to assist you in obtaining documents.

4. If one of my dependents is determined to be ineligible, where can I go to acquire medical coverage for them?

An individual who is not otherwise eligible for coverage under any of the Chrysler sponsored health plans or programs may be able to purchase an individual policy of insurance or, in some instances, gain coverage under a government program. The policies are offered by individual carriers and are not offered by Chrysler, any of the Chrysler sponsored health plans or programs, or Benefit Express.

5. What will happen if I drop an ineligible dependent that I was covering in error?

Prior to beginning these audits, from January 5, 2012 through February 5, 2012, you have a one-time opportunity to remove any ineligible dependents from coverage under your Chrysler sponsored health plan or program. You will not be required to repay the plan or program for benefit payments for dependents removed during this amnesty period. However, if, during the course of these audits, it is determined that you have ineligible dependents on your contract and you have not removed those dependents from coverage during the amnesty period, you will be liable for all health care claims as well as premium costs associated with those ineligible dependents.

6. How can I remove ineligible dependents through the amnesty?

You should log on to the Your Benefits Resources website at resources.hewitt.com/Chrysler or click on the Benefit Express link on Dashboard Anywhere or call Benefit Express at 1-888-456-7800. The amnesty runs from January 5, 2012 through February 5, 2012.

7. What will happen if I do not return the required documentation?

All of your unverified dependents will be dropped from coverage at the close of the verification period.

8. If I drop dependents, will they be eligible for continuation of coverage through COBRA?

Only dependents that lost their eligibility for coverage under the plan or program within the last 60 days due to a COBRA qualifying event will have COBRA rights. You will need to provide documentation of

the date of loss of eligibility. Dropping coverage for someone who was never eligible for coverage under the plan or program is not a COBRA qualifying event.

9. I missed the deadline to submit my documentation. What do I do now?

Second rounds of reminder letters will be sent to employees and retirees who did not respond to the first mailing. The requirements of the audit provide that you must respond to that mailing by the defined deadline. If you do not respond to either of the mailings, your dependents will lose coverage under your group health plan or program. Moreover, you will be liable for all health care claims as well as premium costs associated with ineligible dependents

10. Why isn't my joint tax return sufficient to prove my legal spouse? Why is a government-issued marriage certificate required?

Verification for a legal spouse is two-fold. The marriage certificate verifies that the relationship initially existed and the tax return is proof that it currently exists.

11. Why is the short form birth certificate not accepted when verifying my dependent?

The birth certificate is used to establish the parent/child relationship. The long form birth certificate is required because it actually provides not only the name and the birth date of the dependent; it also provides the parents names, which verifies they are the biological parents.

12. What is the deadline to respond to the verification?

The deadline to submit documentation is April 5, 2012.

13. Who can I contact for more information?

If you have any questions, you may contact us by calling toll-free **1-888-456-7800**.