

2009 W2 STATEMENTS BACKGROUND INFORMATION

Employees should expect to receive their W2 Statements on or before January 31, 2010. All W2's for active employees were mailed to the employee's home address beginning January 19, 2010. Retirees should expect to receive their 1099R (pension earnings) on or before January 31, 2010. Reprint capabilities will be available on Dashboard Anywhere beginning February 5, 2010; see below for further information. NOTE: Retirees requesting W2 reprints should contact Benefit Express (888) 409-3300.

Reflected below and on the attached page is some key information that will prove useful in answering questions presented by employees.

W2 Statements by Corporation and SUB Fund:

A separate W2 Statement is issued for every corporation that an employee received earnings from in 2009. If an employee transferred between payrolls (e.g., biweekly to monthly, hourly to biweekly, etc.) within the same corporation, the employee should expect **one** W2 Statement from that corporation.

Sickness and Accident (S&A) Benefits paid by Sedgwick on Chrysler's behalf are included in the employees W2.

Supplemental Unemployment Benefits (SUB) or Income Protection Plan (IPP) payments paid to an employee are reflected on a **separate** W2 issued in the name of the trust fund.

Due to space limitations on the W2 Statements, individuals with additional states and/or locals may receive multiple W2 Statements.

- For Hourly Paid Employees: The initial W2 will contain the federal information as well as the first two instances of state and/or local information. Subsequent W2's will repeat the federal information and contain the additional state and/or local tax information.
- For BiWeekly and Monthly Paid Employees: (Band 92 and above, including executives) The initial W2 will contain the federal information as well as the first instance of state and/or local information. Subsequent W2's will NOT repeat the federal information and only contain the additional state and/or local tax information. On the bottom of the secondary forms, "Federal W2 data is on a separate W2" will be printed.

Please be aware of this in case an employee feels that they are missing information on their W2 Statements.

2009 Retirees:

Employees that retired during 2009 will receive a W2 and a 1099R. The W2 will reflect their payroll earnings. Pension payments are reported on their 1099R.

DUPLICATE W2 STATEMENTS FOR EMPLOYEES:

An employee can request a reprinted W2 through DashboardAnywhere or they can utilize the MyPay kiosks located at many of our plant facilities. **2009 W2 reprint capability will be available on DashboardAnywhere on or after FEBRUARY 5, 2010.**

- Employees can access DashboardAnywhere from either home or work via the intranet/internet by entering the following address: <https://dashboardanywhere.chrysler.com>
 - The W2 reprint option can be found under the Pay & Benefits Channel, My E-Pay section.
 - The plant MyPay Info kiosks can be utilized as well for reprint requests.
- For employees unable to access DashboardAnywhere or the MyPay Info kiosks, may contact the Payroll Call Center at (877) 827-7744 to request a reprint. The request will be processed and mailed to the employee's address of record.

Incorrect Addresses

If the employee's address is incorrect, it must be updated by the employee before a reprint can be requested. The employee should allow 2 business days for the update to take effect and then place a

return call to request the reprint. The Call Center will validate the address and if updated, will process the reprint request.

Active Employees: Logon to DashboardAnywhere, on the Home page in the upper left, click View/Edit My Full Profile. Employees can update their address and then follow the instructions above to request the reprint.

Inactive Employees (permanently separated): Contact Benefits Express at 1-888-456-7800.

Retirees: Contact Benefit Express at 1-888-409-3300

QUESTIONABLE OR CORRECTED W2 STATEMENTS:

If an employee reports that his/her W2 Statement is incorrect or has questions about the W2 Statement that cannot be reconciled at the plant, please complete the attached form entitled: W2 STATEMENT CORRECTION REQUEST FORM. **This form may either be faxed or emailed to Corporate Payroll Services (FAX: (866) 732-5316, email to chryslerpayrollservices@acsgs.com).** These requests will be researched and processed as soon as possible.

Please refer to the attachment entitled "2009 W2 Background Information" for explanations regarding the various boxes on the W2. Your continued cooperation in fielding some of the W2 questions is greatly appreciated.

- Note: Employees need to be advised that when they change their address it does **NOT** automatically change their tax withholding. It is necessary to submit new tax forms and cancel existing tax withholdings.

CORPORATE PAYROLL SERVICES

NOTE: THIS INFORMATION CAN BE PROVIDED TO EMPLOYEES TO ASSIST IN THE RECONCILIATION OF THEIR W2.

2009 W2 BACKGROUND INFORMATION

Wages and Other Compensation, Box 1 on the W2 Includes:

- Wages / Bonuses
- Sickness & Accident (ESIS)
- Group Insurance (Coverage in excess of \$50,000) **A letter regarding domestic partner information was sent out by Hewitt.**
- Net Flex (if cash received before spending account deductions)
- Field Car
- Short Work Week Benefits
- Relocation (Taxable and Non-Taxable)
- Non-Cash Awards (Value of prizes added to YTD – primarily Sales & Mktg. Employees)
- Group Legal Services (Imputed Income - \$81.31 UAW B.U. employees only)
- Car Vouchers
- Tuition Assistance Plan (both BU and NBU employees)
- Work Family Distributions

Retiree Information Reflected on the W2, Box 1:

(This information was input to the W2 system from the pension files)

- Supplemental Retirement Plan
- Lump Sum Payments
- Group Insurance (Coverage in excess of \$50,000)
- Group Legal Services (Imputed Income - \$81.31 UAW B.U. Retirees only)
- Tuition Assistance Plan (UAW B.U. Retirees only)

Social Security and Medicare Tax Withheld and Wages – Boxes 3, 4, 5, and 6 of W2:

Social Security taxes withheld and social security taxable amounts must be reported separately between the social security portion and the Medicare portion. For Hourly paid employees: throughout the year, these amounts were NOT segregated on the employee's check stub. As a result, boxes 4 & 6 of the W2 must be added together to equal the amount of tax shown on the employee's check stub.

Social Security or Medicare Taxable Amounts may be different than gross due to:

- Deferred Savings (401K is social security taxable not federal/state/local taxable)
- Short Work Week (in some instances, may not be subject to social security tax)
- Sick Pay (disabilities that extend beyond six months are NOT social security taxable)
- Differential Pay for Military Pay

2009 Social Security Maximum = \$106,800.00

2009 401K maximum (under age 50) = \$16,500.00

2009 401K Maximum (50 and over) including catch-up contributions = \$22,000.00

Box 12 – Uncollected Social Security Tax and Medicare Tax:

If there is an amount in this box, the code (letter) means:

M = Uncollected social security tax on cost of group term life insurance coverage over \$50,000 (retirees only). Retirees are instructed to review 1040 instructions for how to pay this tax.

N = Same as above except it is Medicare tax on cost of group term life insurance.

Box 12 – Health Savings Account (HSA) Contributions

If there is an amount in this box and the code (letter) is W, this amount represents the combined employer and employee contributions made to an employee's health savings account.

Box 16 and/or 18 – Differences between Wages, Tips, Other Compensation (Box 1) and State/Local Taxable Amounts (Boxes 16 and/or 18) may be due to:

- Employee moved (changing residence) during 2009
- Employee changing work locations during 2009
- State/Local laws concerning the taxability of 401K, Flex benefits, group insurance

W2 STATEMENT CORRECTION REQUEST FORM

Hourly_____ Bi-Weekly/Monthly/Executive_____ Grade_____

C-ID#: _____

SS #: _____ NAME: _____

LOCATION NUMBER (S) _____
(Please list all locations where the employee worked during 2009)

CORRECTED W2 REQUESTED:

_____ This employee's W2 does not appear to be correct. Please review to determine if a corrected W2 is required.

DESCRIPTION OF PROBLEM: **(Required)** _____

PLEASE ATTACH ANY DOCUMENTATION TO SUPPORT THIS REQUEST (e.g., check stub, etc).

REQUESTED BY: _____ Title: _____

Phone # _____ CIMS # _____ Date: _____

FAX:
(866) 732-5316

EMAIL:
chryslerpayrollservices@acsgs.com