

Frequently Asked Questions -2

2009 UAW-GM Special Attrition Program

These questions and answers related to the 2009 Hourly Special Attrition Program are based on the documents, policies and negotiated Agreements under which the benefits are provided. If there is any difference between the Plan texts and these answers, the Plan texts and negotiated Agreements always will govern.

The company reserves the right to end, suspend or amend plans by action of its Board of Directors or its delegate, subject to applicable collective bargaining obligations, if any. Amendments may also be made to comply with applicable statutes and regulations.

SAP Program Provisions

- Q1 Does the vehicle voucher cover sales tax and do you still get the employee discount?
A1 Yes, you are eligible for the employee discount. The dealer totals the sale, including sales tax, license and delivery; subtracts any employee discount and rebates; and then treats the \$25,000 voucher as cash to be applied to the balance.
- Q2 If you retire with 85 points, but only have 27 years of credited service, is your monthly retirement amount based on 27 years?
A2 Yes.
- Q3 I want to purchase a VOLT, but it will not be available within the 18 month period, are there any provisions to extend the 18 months?
A3 No.
- Q4 Does all of Delphi time count towards credited service, or is there a point where this time stops counting?
A4 All GM and Delphi credited service continues to be combined and used for eligibility to retire.
- Q5 If you have a contract with GMAC, for example, when you receive the cash payment will the GMAC liability be deducted in full or will it depend on the contract and/or whether the individual was in default or behind on payments?
A5 If payments for your GMAC loan were deducted from your paycheck, you will now receive a coupon book for making payments. However, if you are delinquent on your loan and a court order has been issued requiring GM to withhold payments for assignment to GMAC< your cash payment will be reduced per the court order.
- Q6 Can the vehicle voucher be used to purchase a Corvette?
A6 Yes.
- Q7 Can I purchase a Saab?
A7 Yes.
- Q8 What if GM sells Hummer? Can I still purchase a Hummer?
A8 We will not know the answer to this until a sale is completed.
- Q9 If Fidelity provides an employee inaccurate credited service information prior to the March 24th deadline, what is the remedy for an employee who retires but it subsequently determined that they were ineligible?
A9 The employee will be returned to work.

Q10 Will there be a fax process that employees or the benefit reps can use to send to Fidelity to expedite the retirement estimate process?

A10 Yes. The process was communicated to Plant UBR's on February 6, 2009.

Q11 Can I transfer my voucher to a charity and deduct the donations from my taxes?

A11 No. The vehicle voucher is only transferrable to an individual.

Q12 When can I expect to receive my first pension payment?

A12 The payment schedule below indicates if retirement paperwork is received at Fidelity "in good order" by the dates specified in the first column, then the pension check will be issued by the date in second column.

Forms Complete And in Good Order	First Check Date
2/25/09	4/1/09
3/4/09	4/2/09
3/11/09	4/3/09
3/18/09	4/9/09
3/25/09	4/17/09
4/8/09	5/2/09
4/15/09	5/8/09
4/22/09	5/15/09
4/29/09	6/2/09

Q13 If an employee purchases a vehicle with the voucher are they required to keep the vehicle for a defined period of time (i.e. 6 months)?

A13 If the employee uses an employee discount the employee discount rules apply – the vehicle must be retained for a period of 6 months or until the end of the model year whichever is longer. Corvettes must be retained for 2 years.

Q14 Can an employee add additional accessories at the dealership (running boards, DVD, wheels, Etc.) and the price be covered by the voucher provided the total cost is under \$25,000?

A14 Yes.

Q15 I don't have a computer or access to one. How do I get my voucher?

A15 Access to computer is available in a number of public places – libraries, coffee shops.

Q16 If an employee is currently suspended from Family First privileges can they still take advantage of the vehicle voucher?

A16 Yes. But they are not eligible for the Employee Discount Program.

Q17 Is the voucher subject to alimony/child support/other deductions or do those deductions only apply to the \$20,000 cash payment?

A17 They apply to the cash payment only.

- Q18 Will employees who retire be eligible for Social Security supplement until age 62? If so, is the Social Security supplement subject to alimony/child support, etc. deductions?
A18 Employees who retire prior to age 62 may be eligible for a supplement or temporary benefit under the Pension Plan. If the retired employee has a Qualified Domestic Relations Order (QDRO), a reduction from the supplement or temporary benefit may be required.
- Q19 Were Delphi's pensions seized by GM? If so, how does this impact former Delphi employees that now work at GM?
A19 No.
- Q20 If I've already got 30 years, but will be turning age 65 on September 7th and thereby reaching "normal retirement" age, can I wait until October 1 to retire or must I retire on April 1 as a voluntary retirement?
A20 No. You must retire on April 1, 2009 to get the vehicle voucher and cash payment incentives since waiting to October 1 does not provide a more favorable type of retirement.
- Q21 Can I invest the \$20,000 cash payment so as to defer paying taxes?
A21 You will be responsible for paying taxes. The balance can be invested.
- Q22 I was classified as a skilled tradesperson at my former plant. I accepted a Division 1 job when I transferred to Fort Wayne. If I were to accept the SAP what do I retire as?
A22 Your Benefit Class Code under the Pension Plan will be based on the job classification you held for the greatest number of calendar days during the 24 consecutive months immediately preceding your last day worked.
- Q23 When will employees be able to request their vehicle voucher?
A23 They can access GM Family First anytime after the effective date of their retirement or after 4/1/09 for a voluntary quit. The voucher is valid for 18 months from their retirement date or from 4/1/09 for a voluntary quit.
- Q24 Are employees who retired prior to April 1 eligible for the SAP?
A24 Employees who retired February 1, 2009 and those retiring March 1, 2009 are eligible for the 2009 Special Attrition Program as long as they did not retire under the provisions of another SAP. Those who retired February 1, 2009 will be sent the necessary SAP paperwork to be completed and returned.
- Q25 What if you don't use the vehicle voucher? Are you still taxed on the "income"?
A25 No.
- Q26 If you choose the retirement option, is it required to take the voucher and be taxed?
A26 If you do not request an Authorization Number through GM Family First, you will not receive the \$25,000 and therefore will not be taxed. You remain eligible for the \$20,000 cash payment minus taxes.