

When Coverage Starts and Stops

Generally, the Employee Assistance Program becomes effective for you, your spouse, your same sex domestic partner, your eligible dependents and sponsored dependents on the dates indicated below, but no earlier than the date you become eligible for coverage, provided all eligibility requirements are met.

When Coverage Starts

- *New or Rehired Employee* - EAP referral services are available to you, your spouse or your eligible same sex domestic partner, and your eligible dependents and sponsored dependents on the first day in which you are hired or rehired. However, EAP services affecting existing covered benefits such as Health, Surgical, Medical, Dental, Vision and Hearing (HSMDVH) coverage start the first day of the month following the month in which you are actively at work after acquiring seven months of seniority. (If you are not actively at work on the date coverage would normally become effective, the effective date of HSMDVH coverage is deferred until the first day of the month following the month you return to active work.)
- *Reinstated Employee* - EAP services that impact existing HSMDVH coverages are effective the first day of the month following the month you return to work.
- *Returning from Military Service* - EAP services that impact existing HSMDVH coverages will start the first day you return to work or are placed on layoff.
- *Spouse* - Date of marriage.
- *Same Sex Domestic Partner* - Date affidavit is notarized provided the affidavit is received by Benefit Connect within 30 days of notary date, otherwise first of the month following receipt of the affidavit by Benefit Connect.
- *Natural Child (Newborn)* - Date of birth.
- *Legal Guardianship* - The date full guardianship becomes final in accordance with applicable laws.
- *Legal Adoption*
The date of adoption the child is placed in your home.
- *Stepchild* - The date the child becomes a resident of your household, but no earlier than the date of the marriage.
- *Principally Supported Child*
The first day of the month following receipt of all required documentation.
- *Permanently and Totally Disabled Child* - The date a physician certifies that permanent and total disability occurred provided such permanent and total disability occurred prior to the child's 25th birthday.
- *Sponsored Dependents* - EAP services that impact HSMDH coverages become effective the first day of the month following receipt of all required documentation.

When Coverage Stops

If you leave Chrysler, services provided by EAP will cease for you, your spouse, your eligible dependents and sponsored dependents. However, when it ends depends on the reason you leave.

- *If You Resign* - If you lose your corporate service because you resign from employment with the Chrysler, EAP services for you, your spouse, your same sex domestic partner, your eligible dependents and sponsored dependents provided by EAP will cease on your last day of work.
- *If You Are Discharged* - If you lose your seniority through discharge, absence from work without notifying the plant as required by the collective bargaining agreement, or fail to return to work when called, the EAP will cease at the end of the month in which the loss of seniority occurs. If you are seeking to have your seniority reinstated through the grievance procedure, EAP will cease at the end of the month following the month in which the loss of seniority occurs. EAP referral services will cease at the end of the day of your discharged date.
- *If You Take a Personal Leave of Absence* - If you are approved for a personal leave of absence, EAP referral services will cease the date your personal leave of absence begins. If, however, you are approved for a leave of absence because of a clinically anticipated disability (e.g., pregnancy or cancer) and you present medical certification from your personal physician of your total disability, satisfactory to the Plan Administrator, EAP services will be provided from the date of certification and continue for the duration of the leave or a period equal to your seniority, whichever is less.
- *If You Are Laid Off* - If your layoff is a qualifying layoff under a SUB Plan, EAP will be provided by the Corporation in accordance with the following table:

Years of Seniority on Date Layoff begins	Months EAP Services Are Continued
Less than 1	0
1 but less than 2	3
2 but less than 3	5
3 but less than 4	7
4 but less than 5	9
5 but less than 10	12
10 and over	24

- *If You Are On A Family Or Medical Leave Of Absence* - If you are on an approved family or medical leave of absence requested because of the (1) birth of a child, to care for such child, or because of a child's placement with you for adoption or foster care, or (2) because of a serious health condition or to care for a family member with a serious health condition, you will be provided the Employee Assistance Program for the duration of the leave, or up to a maximum of 12 weeks from the effective date of the approved leave of absence, whichever is less.

If You are On a Disability Leave of Absence - If you are totally disabled or temporarily separated as a "PQX Disability," EAP continues for the duration of the approved leave or a period equal to your seniority, whichever is less.