

Form 990

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

OMB No 1545-0047

2015

Open to Public Inspection

Department of the Treasury Internal Revenue Service

Do not enter social security numbers on this form as it may be made public.

Information about Form 990 and its instructions is at www.irs.gov/form990.

A For the 2015 calendar year, or tax year beginning OCT 1, 2015 and ending SEP 30, 2016

Form 990 header section containing B (Check if applicable), C (Name of organization: UAW CHRYSLER SKILL DEVELOPMENT & TRAINING PROGRAM), D (Employer identification number: 38-2691478), E (Telephone number: (586) 427-4001), F (Name and address of principal officer: GLENN SHAGENA & CINDY ESTRADA), G (Gross receipts \$: 30,662,795), H(a) (Is this a group return for subordinates?), H(b) (Are all subordinates included?), I (Tax-exempt status: 501(c)(3)), J (Website: UAW-CHRYSLER.COM), K (Form of organization: Corporation), L (Year of formation: 1986), M (State of legal domicile: MI)

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Part I Summary table with columns for Activities & Governance, Revenue, Expenses, and Net Assets or Fund Balances. Rows include mission statement, membership counts, revenue breakdown (Total revenue: 30,662,795), expense breakdown (Total expenses: 31,310,123), and net assets (Total assets: 33,978,540).

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Signature of officer: MICHAEL NOVAR, ASSISTANT TREASURER. Date: 8/10/18.

Preparer information: JEFFREY D. FRANK, DELOITTE TAX LLP, 111 MONUMENT CIRCLE, STE. 4200 INDIANAPOLIS, IN 46204-5108. Date: 08/08/18. PTIN: P00287234. Firm's EIN: 86-1065772. Phone no. (317) 464-8600.

May the IRS discuss this return with the preparer shown above? (see instructions) [X] Yes [] No

Handwritten notes: jv-418, 312

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Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>		X
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ?		X
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>	N/A	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>		X
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	X	
b Did the organization report an amount for investments - other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		X
c Did the organization report an amount for investments - program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>		X
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>		X
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i>		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X

Part IV Checklist of Required Schedules (continued)

	Yes	No
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
20b <i>If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?</i>		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	X	
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		X
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	X	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>		X
24b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
24c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
24d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>	N/A	
25b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>	N/A	
26 Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II</i>		X
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>		X
28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)		
28a A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		X
28b A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		X
28c An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>		X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>		X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>		X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?		X
35b <i>If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2</i>		
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	N/A	
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		X
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19?	X	

Note. All Form 990 filers are required to complete Schedule O

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable		
1b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?		X
b	If "Yes," has it filed a Form 990-T for this year? If "No," to line 3b, provide an explanation in Schedule O		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		X
b	If "Yes," enter the name of the foreign country <input type="text"/> See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c). N/A		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		
d	If "Yes," indicate the number of Forms 8282 filed during the year		
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		N/A
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		N/A
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year? N/A		
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the sponsoring organization make any taxable distributions under section 4966? N/A		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? N/A		
10	Section 501(c)(7) organizations. Enter		
a	Initiation fees and capital contributions included on Part VIII, line 12 N/A		
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		
11	Section 501(c)(12) organizations. Enter		
a	Gross income from members or shareholders N/A		
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)		
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year N/A		
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state? N/A		
	Note. See the instructions for additional information the organization must report on Schedule O		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans		
c	Enter the amount of reserves on hand		
14a	Did the organization receive any payments for indoor tanning services during the tax year?		X
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O		

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions

Check if Schedule O contains a response or note to any line in this Part VI

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year. If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.		
1b	Enter the number of voting members included in line 1a, above, who are independent		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, or trustees, or key employees to a management company or other person?		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? <small>SCH. O</small>		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets? <small>SEE SCHEDULE O</small>	X	
6	Did the organization have members or stockholders?		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	X	
7b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	X	
b	Each committee with authority to act on behalf of the governing body?		X
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	X	

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code)

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?		X
10b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	X	
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	X	
12b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
12c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done <small>SEE SCHEDULE O</small>		X
13	Did the organization have a written whistleblower policy?	X	
14	Did the organization have a written document retention and destruction policy?	X	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a	The organization's CEO, Executive Director, or top management official		X
b	Other officers or key employees of the organization		X
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)		
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		X
16b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed NONE
- 18 Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain in Schedule O)
- 19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year
- 20 State the name, address, and telephone number of the person who possesses the organization's books and records.
 ACCOUNTING DEPARTMENT - (586) 427-4001
 2500 E. NINE MILE ROAD, WARREN, MI 48091

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a	Federated campaigns	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f				
	g	Noncash contributions included in lines 1a-1f \$					
	h	Total. Add lines 1a-1f					
Program Service Revenue	2 a	FCA UAW CONTRACT	Business Code 611430	30,483,885.	30,483,885.		
	b						
	c						
	d						
	e						
	f	All other program service revenue					
	g	Total. Add lines 2a-2f		30,483,885.			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)					
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties					
	6 a	Gross rents	(i) Real	165,201.			
			(ii) Personal	0.			
				165,201.			
					165,201.	165,201.	
	7 a	Gross amount from sales of assets other than inventory	(i) Securities				
			(ii) Other				
	8 a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18	a				
			b	Less direct expenses			
			c	Net income or (loss) from fundraising events			
9 a	Gross income from gaming activities. See Part IV, line 19	a					
		b	Less direct expenses				
		c	Net income or (loss) from gaming activities				
10 a	Gross sales of inventory, less returns and allowances	a					
		b	Less cost of goods sold				
		c	Net income or (loss) from sales of inventory				
Miscellaneous Revenue			Business Code				
11 a	COORDINATED TRAVEL SERVICES K-1*	900099	13,127.	13,127.			
b	MISCELLANEOUS REVENUE	900099	582.	582.			
c							
d	All other revenue						
e	Total. Add lines 11a-11d		13,709.				
12	Total revenue. See instructions.		30,662,795.	30,662,795.	0.	0.	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A)

Check if Schedule O contains a response or note to any line in this Part IX

<i>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</i>	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	1,607,811.			
2 Grants and other assistance to domestic individuals See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees				
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	2,538,281.			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	215,613.			
9 Other employee benefits	876,892.			
10 Payroll taxes	219,648.			
11 Fees for services (non-employees)				
a Management				
b Legal	695,400.			
c Accounting	613,539.			
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch O.)	13,017,401.			
12 Advertising and promotion	307,881.			
13 Office expenses	806,353.			
14 Information technology	157,896.			
15 Royalties				
16 Occupancy	1,962,587.			
17 Travel	2,331,049.			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	56,193.			
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	982,952.			
23 Insurance	223,032.			
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a TRAINING EXPENSES	2,549,597.			
b TUITION ASST. PROGRAM	1,874,801.			
c BUSINESS ENTERTAINMENT	171,123.			
d LEGAL SETTLEMENT	50,004.			
e All other expenses	52,070.			
25 Total functional expenses. Add lines 1 through 24e	31,310,123.			
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				

Check here if following SOP 98-2 (ASC 958-720)

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part X

		(A) Beginning of year		(B) End of year	
Assets	1	Cash - non-interest-bearing	3,672,145.	1	5,460,594.
	2	Savings and temporary cash investments		2	
	3	Pledges and grants receivable, net		3	
	4	Accounts receivable, net	6,382,869.	4	9,572,337.
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L		5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instr) Complete Part II of Sch L		6	
	7	Notes and loans receivable, net		7	
	8	Inventories for sale or use		8	
	9	Prepaid expenses and deferred charges		9	
	10a	Land, buildings, and equipment cost or other basis. Complete Part VI of Schedule D	27,641,856.		
	10b	Less accumulated depreciation	8,696,247.		
			19,772,398.	10c	18,945,609.
	11	Investments - publicly traded securities		11	
	12	Investments - other securities. See Part IV, line 11		12	
	13	Investments - program-related. See Part IV, line 11		13	
	14	Intangible assets		14	
15	Other assets See Part IV, line 11		15		
16	Total assets. Add lines 1 through 15 (must equal line 34)	29,827,412.	16	33,978,540.	
Liabilities	17	Accounts payable and accrued expenses	9,264,574.	17	14,076,157.
	18	Grants payable		18	
	19	Deferred revenue		19	
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability Complete Part IV of Schedule D		21	
	22	Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L		22	
	23	Secured mortgages and notes payable to unrelated third parties		23	
	24	Unsecured notes and loans payable to unrelated third parties		24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24) Complete Part X of Schedule D	10,800.	25	10,800.
	26	Total liabilities. Add lines 17 through 25	9,275,374.	26	14,086,957.
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.				
	27	Unrestricted net assets		27	
	28	Temporarily restricted net assets		28	
	29	Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 30 through 34.				
	30	Capital stock or trust principal, or current funds	0.	30	0.
	31	Paid-in or capital surplus, or land, building, or equipment fund	0.	31	0.
	32	Retained earnings, endowment, accumulated income, or other funds	20,552,038.	32	19,891,583.
33	Total net assets or fund balances	20,552,038.	33	19,891,583.	
34	Total liabilities and net assets/fund balances	29,827,412.	34	33,978,540.	

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	30,662,795.
2	Total expenses (must equal Part IX, column (A), line 25)	2	31,310,123.
3	Revenue less expenses Subtract line 2 from line 1	3	-647,328.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	20,552,038.
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	-13,127.
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	19,891,583.

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

- 1 Accounting method used to prepare the Form 990 Cash Accrual Other _____
If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.
- 2a Were the organization's financial statements compiled or reviewed by an independent accountant?
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- b Were the organization's financial statements audited by an independent accountant?
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? SEE SCHEDULE O
If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O
- 3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?
- b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits

	Yes	No
2a		X
2b	X	
2c	X	
3a		X
3b		

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
▶ Attach to Form 990.

▶ Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2015

Open to Public Inspection

Name of the organization **UAW CHRYSLER SKILL DEVELOPMENT & TRAINING PROGRAM** Employer identification number **38-2691478**

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?		<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?		<input type="checkbox"/> Yes <input type="checkbox"/> No

Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

- Purpose(s) of conservation easements held by the organization (check all that apply)

<input type="checkbox"/> Preservation of land for public use (e.g., recreation or education)	<input type="checkbox"/> Preservation of a historically important land area
<input type="checkbox"/> Protection of natural habitat	<input type="checkbox"/> Preservation of a certified historic structure
<input type="checkbox"/> Preservation of open space	
- Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register	2d
- Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ _____
- Number of states where property subject to conservation easement is located ▶ _____
- Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? Yes No
- Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ _____
- Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$ _____
- Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? Yes No
- In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8

- If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items
- If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items

(i) Revenue included on Form 990, Part VIII, line 1	▶ \$ _____
(ii) Assets included in Form 990, Part X	▶ \$ _____
- If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items

a Revenue included on Form 990, Part VIII, line 1	▶ \$ _____
b Assets included in Form 990, Part X	▶ \$ _____

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)

- a Public exhibition
- b Scholarly research
- c Preservation for future generations
- d Loan or exchange programs
- e Other _____

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements. Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No

b If "Yes," explain the arrangement in Part XIII and complete the following table:

- c Beginning balance
- d Additions during the year
- e Distributions during the year
- f Ending balance

	Amount
1c	
1d	
1e	
1f	

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII

Part V Endowment Funds. Complete if the organization answered "Yes" on Form 990, Part IV, line 10

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as

- a Board designated or quasi-endowment _____ %
- b Permanent endowment _____ %
- c Temporarily restricted endowment _____ %

The percentages on lines 2a, 2b, and 2c should equal 100%

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by

- (i) unrelated organizations
- (ii) related organizations

	Yes	No
3a(i)		
3a(ii)		
3b		

b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?

4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		1,840,000.		1,840,000.
b Buildings		11,038,000.	6,270,848.	4,767,152.
c Leasehold improvements		14,036,862.	2,423,733.	11,613,129.
d Equipment		73,382.	1,666.	71,716.
e Other		653,612.		653,612.

Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10c) 18,945,609.

Part VII Investments - Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b See Form 990, Part X, line 12

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation. Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.)		

Part VIII Investments - Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c See Form 990, Part X, line 13

(a) Description of investment	(b) Book value	(c) Method of valuation. Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 13.)		

Part IX Other Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 15)	

Part X Other Liabilities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) SECURITY DEPOSITS - RENTALS	10,800.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 25)	10,800.

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740) Check here if the text of the footnote has been provided in Part XIII

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements		1	30,649,668.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12			
a	Net unrealized gains (losses) on investments	2a		
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII)	2d		
e	Add lines 2a through 2d		2e	0.
3	Subtract line 2e from line 1		3	30,649,668.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII)	4b	13,127.	
c	Add lines 4a and 4b		4c	13,127.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12)		5	30,662,795.

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements		1	31,310,123.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII)	2d		
e	Add lines 2a through 2d		2e	0.
3	Subtract line 2e from line 1		3	31,310,123.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII)	4b		
c	Add lines 4a and 4b		4c	0.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18)		5	31,310,123.

Part XIII Supplemental Information.

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, line 2, Part XI, lines 2d and 4b, and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

PART XI, LINE 4B - OTHER ADJUSTMENTS:

COORDINATED TRAVEL SERVICES, LLC K-1 13,127.

**SCHEDULE I
(Form 990)**

Department of the Treasury
Internal Revenue Service

**Grants and Other Assistance to Organizations,
Governments, and Individuals in the United States**
Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.
▶ Attach to Form 990.

OMB No 1545-0047

2015

Open to Public
Inspection

▶ Information about Schedule I (Form 990) and its instructions is at www.irs.gov/form990.

Employer identification number
38-2691478

Part I General Information on Grants and Assistance

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? Yes No

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
A. PHILLIP RANDOLPH INSTITUTE 815 16TH STREET N.W., 3RD FLOOR WASHINGTON, DC 20006	13-2548181	501(C)(4)	25,000.	0.			OPERATING SUPPORT
AMERICAN CIVIL LIBERTIES UNION 2966 WOODWARD AVENUE DETROIT, MI 48201	13-3871360	501(C)(4)	10,000.	0.			OPERATING SUPPORT
ALTERNATIVES FOR GIRLS 903 WEST GRAND BOULEVARD DETROIT, MI 48208	38-2766412	501(C)(3)	5,000.	0.			OPERATING SUPPORT
A. PHILLIP RANDOLPH INSTITUTE-MIDWEST REGION - 6805 OAK CREEK DRIVE - COLUMBUS, OH 43229	13-2548181	501(C)(4)	5,625.	0.			OPERATING SUPPORT
ARTHRITIS FOUNDATION, MICHIGAN CHAPTER - 1050 WILSHIRE DR., #302 - TROY, MI 48084	58-1341679	501(C)(3)	15,000.	0.			OPERATING SUPPORT
BONA VISTA P.O. BOX 2496, 1220 LAGUNA ST. KOKOMO, IN 46904	20-5339834	501(C)(3)	5,000.	0.			OPERATING SUPPORT

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table **42.**

3 Enter total number of other organizations listed in the line 1 table **8.**

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990. **Schedule I (Form 990) (2015)**

Schedule I (Form 990) Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BOYS AND GIRLS CLUB OF SE MICHIGAN 26777 HALSTED ROAD, SUITE 100 FARMINGTON HILLS, MI 48331	38-1387123	501(C)(3)	10,000.	0.			OPERATING SUPPORT
CONGRESSION BLACK CAUCUS FOUNDATION - 1720 MASSACHUSETTS AVE. N.W. - WASHINGTON, DC 20036	52-1160561	501(C)(3)	7,500.	0.			OPERATING SUPPORT
COALITION OF BLACK TRADE UNIONISTS P.O. BOX 66268 WASHINGTON, DC 20035	52-1128179	501(C)(5)	12,275.	0.			OPERATING SUPPORT
COMMUNITIES IN SCHOOLS OF MICHIGAN, INC. - 741 NORTH CEDAR STREET - LANSING, MI 48906	45-3736821	501(C)(3)	5,000.	0.			OPERATING SUPPORT
COMMUNITY CARING PROGRAM 40995 WEST ROSEWOOD DR. CLINTON TOWNSHIP, MI 48038	38-3225928	501(C)(3)	13,500.	0.			OPERATING SUPPORT
CONCO D'ORO FOUNDATION P.O. BOX 182528 SHELBY TOWNSHIP, MI 48318-2528	38-2494438	501(C)(4)	5,000.	0.			OPERATING SUPPORT
CYNTHIA ESTRADA FUND 200 WALKER STREET DETROIT, MI 48214	45-5117961	501(C)(3)	10,000.	0.			OPERATING SUPPORT
DETROIT ASSOCIATION OF BLACK ORGANIZATION - 12048 GRAND RIVER - DETROIT, MI 48204	38-2269016	501(C)(3)	5,000.	0.			OPERATING SUPPORT
DETROIT BOWL, LLC 200 BRUSH STREET DETROIT, MI 48226	46-5333069		100,000.	0.			OPERATING SUPPORT

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
DETROIT BRANCH - NAACP 8220 2ND AVENUE DETROIT, MI 48202	91-2082984	501(C)(3)	23,930.	0.			OPERATING SUPPORT
DETROIT VA MEDICAL CENTER 4646 JOHN R. ST. DETROIT, MI 48201	38-1358896	GOVERNMENT ENTIT	5,000.	0.			OPERATING SUPPORT
DIRECTOR'S CHARITABLE FUND P.O. BOX 421235 INDIANAPOLIS, IN 46242	35-2079689	501(C)(3)	5,000.	0.			OPERATING SUPPORT
DOWNTOWN OUTREACH MINISTRY 414 W. COURT ST. FLINT, MI 48503	38-2971961	501(C)(3)	5,000.	0.			OPERATING SUPPORT
EASTSIDE COMMUNITY NETWORK 4401 CONNER AVENUE DETROIT, MI 48215	38-2561225	501(C)(3)	650,500.	0.			OPERATING SUPPORT
ENNIS CENTER FOR CHILDREN 91 SOUTH TELEGRAPH ROAD PONTIAC, MI 48341	38-2222428	501(C)(3)	13,250.	0.			OPERATING SUPPORT
FOODBANK OF EASTERN MICHIGAN 2312 LAPEER ROAD FLINT, MI 48503	38-2379678	501(C)(3)	15,000.	106,030.	FMV	FOOD TRUCKS	OPERATING SUPPORT
G.I.V.E.S. 9650 S. TELEGRAPH TAYLOR, MI 48180	26-0176677	501(C)(3)	10,000.	0.			OPERATING SUPPORT
GROW DETROIT'S YOUNG TALENT - DETROIT EMPLOYMENT SOLUTIONS CORPORATION - 440 E. CONGRESS - DETROIT, MI 48226	38-3353746	501(C)(3)	17,000.	0.			OPERATING SUPPORT

Schedule I (Form 990) Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
IAPALA - ASIAN PACIFIC AMERICAN LABOR ALLIANCE - 815 16TH STREET N.W. - WASHINGTON, DC 20006	52-1777961	501(C)(3)	5,000.	0.			OPERATING SUPPORT
JUST FOUNDATION 18606 KOESTER RIVERVIEW, MI 48193	26-0184868	501(C)(3)	10,000.	0.			OPERATING SUPPORT
KOKOMO COMMUNITY DEVELOPMENT CORPORATION - P.O. BOX 387 - KOKOMO, IN 46903-0387	46-4036202	501(C)(3)	50,000.	0.			OPERATING SUPPORT
KOKOMO RESCUE MISSION 321 W. MULBERRY ST. KOKOMO, IN 46903	35-1104430	501(C)(3)	5,000.	0.			OPERATING SUPPORT
LABOR COUNCIL FOR LATIN AMERICAN ADVANCEMENT - 815 16TH STREET N.W. - WASHINGTON, DC 20006	52-1002207	501(C)(3)	50,000.	0.			OPERATING SUPPORT
MAKING OUR CHILDREN SMILE FOUNDATION - 8000 E. JEFFERSON AVENUE - DETROIT, MI 48214	47-1104056	501(C)(3)	50,000.	0.			OPERATING SUPPORT
MERCY EDUCATION PROJECT 1450 HOWARD STREET DETROIT, MI 48216	38-3209556	501(C)(3)	10,000.	0.			OPERATING SUPPORT
MICHIGAN LEAGUE FOR PUBLIC POLICY 1223 TURNER STREET, SUITE G1 LANSING, MI 48906	38-1360557	501(C)(3)	10,000.	0.			OPERATING SUPPORT
NATIONAL SAFETY COUNCIL P.O. BOX 558, 1121 SPRING LAKE DR. ITASCA, IL 60143	36-2167809	501(C)(3)	5,000.	0.			OPERATING SUPPORT

UAW CHRYSLER SKILL DEVELOPMENT & TRAINING PROGRAM

38-2691478

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Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NAACP 4805 MT. HOPE DRIVE BALTIMORE, MD 21215	13-1084135	501(C)(3)	100,000.	0.			OPERATING SUPPORT
NORTH ROSEDALE PARK CIVIL ASSOCIATION - 18445 SCARSDALE STREET - DETROIT, MI 48223	38-0882424	501(C)(3)	5,000.	0.			OPERATING SUPPORT
NORTH WOODWARD COMMUNITY FOUNDATION (MITTENS FOR DETROIT) - 1120 E. LONG LAKE ROAD, SUITE 205 - TROY, MI 48085	38-3390605	501(C)(3)	10,000.	0.			OPERATING SUPPORT
OLD NEWSBOYS GOODFELLOWS FUND P.O. BOX 4444 DETROIT, MI 48244	38-6061491	501(C)(3)	5,000.	0.			OPERATING SUPPORT
OLD NEWSBOYS OF FLINT 6225 TAYLOR DRIVE FLINT, MI 48507	38-6020365	501(C)(3)	20,000.	0.			OPERATING SUPPORT
WALTER AND MAY REUTHER MEMORIAL FUND-FRICANO SCHOLARSHIP - 35 GEORGE KARL BLVD., SUITE 10D - WILLIAMSVILLE, NY 14221	23-7067164	501(C)(3)	5,000.	0.			OPERATING SUPPORT
ROBINSON GLOBAL SPORTS & ENTERTAINMENT GROUP, LLC - P.O. BOX 401211 - DETROIT, MI 48240			5,000.	0.			OPERATING SUPPORT
THE GREAT SHOKY MOUNTAINS 100-MILE RUN - WOUNDED WARRIOR PROJECT - 4899 BELFORT RD. SUITE 300 - JACKSONVILLE, FL 32256	20-2370934	501(C)(3)	10,000.	0.			OPERATING SUPPORT
THE MIDNIGHT GOLF PROGRAM P.O. BOX 31-830 DETROIT, MI 48231	38-3580432	501(C)(3)	20,000.	0.			OPERATING SUPPORT

Schedule I (Form 990)

Schedule I (Form 990) Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
THE WAYNE COUNTY SHERIFF YOUTH & SENIOR FUND - 4747 WOODWARD AVE. - DETROIT, MI 48226	38-2983116	501(C)(3)	7,000.	0.			OPERATING SUPPORT
THE WILLIAMS CHARITY FUND 14094 WINDING POND LANE BELLEVILLE, MI 48111	45-3131131	501(C)(3)	15,000.	0.			OPERATING SUPPORT
TRIUMPH CHURCH P.O. BOX 2280 DETROIT, MI 48202	38-3473095		5,032.	0.			OPERATING SUPPORT
YOUTH SERVICE BUREAU OF ILLINOIS VALLEY - 424 W. MADISON ST. - OTTAWA, IL 61350	38-2852862	501(C)(3)	5,000.	0.			OPERATING SUPPORT
VETERANS OF FOREIGN WARS NATIONAL HOME FOR CHILDREN - 3573 S. WAVERLY - EATON RAPIDS, MI 48827	38-1359597	501(C)(3)	10,000.	0.			OPERATING SUPPORT
UNCF 3031 WEST GRAND BLVD. DETROIT, MI 48202	13-1624241	501(C)(3)	5,000.	0.			OPERATING SUPPORT
UNION SPORTSMEN'S ALLIANCE 235 NOAH DRIVE, SUITE 200 FRANKLIN, TN 37064	27-2345009	501(C)(3)	17,000.	0.			OPERATING SUPPORT
WAYNE STATE UNIVERSITY 5700 CASS AVENUE DETROIT, MI 48202	38-6028429	501(C)(3)	10,000.	0.			OPERATING SUPPORT

Schedule I (Form 990) (2015)

Part III Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22. Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of non-cash assistance

Part IV Supplemental information. Provide the information required in Part I, line 2, Part III, column (b), and any other additional information.

PART I, LINE 2:

THE ORGANIZATION DID NOT MONITOR THE USE OF GRANTS. WITH THE EXCEPTION OF A

FEW GRANTS TO WHICH THE ORGANIZATION IS OBLIGATED BY CONTRACT, THE

ORGANIZATION SUSPENDED ALL GRANTS IN 2016 AND ON MARCH 24, 2017, THE BOARD

OF DIRECTORS OF THE ORGANIZATION ADOPTED A RESOLUTION SUSPENDING ALL

GRANTS.

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.

▶ Attach to Form 990.

▶ Information about Schedule J (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2015

Open to Public Inspection

Name of the organization UAW CHRYSLER SKILL DEVELOPMENT & TRAINING PROGRAM	Employer identification number 38-2691478
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Part I Questions Regarding Compensation

	Yes	No
1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. <input checked="" type="checkbox"/> First-class or charter travel <input checked="" type="checkbox"/> Travel for companions <input type="checkbox"/> Tax indemnification and gross-up payments <input type="checkbox"/> Discretionary spending account <input type="checkbox"/> Housing allowance or residence for personal use <input type="checkbox"/> Payments for business use of personal residence <input type="checkbox"/> Health or social club dues or initiation fees <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef)		
b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain		X
2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked in line 1a?		X
3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III. <input type="checkbox"/> Compensation committee <input type="checkbox"/> Independent compensation consultant <input type="checkbox"/> Form 990 of other organizations <input type="checkbox"/> Written employment contract <input type="checkbox"/> Compensation survey or study <input type="checkbox"/> Approval by the board or compensation committee		
4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization: a Receive a severance payment or change-of-control payment? b Participate in, or receive payment from, a supplemental nonqualified retirement plan? c Participate in, or receive payment from, an equity-based compensation arrangement? If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III		
4a		X
4b		X
4c		X
5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of: a The organization? b Any related organization? If "Yes" to line 5a or 5b, describe in Part III		
5a		
5b		
6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of: a The organization? b Any related organization? If "Yes" on line 6a or 6b, describe in Part III.		
6a		
6b		
7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described on lines 5 and 6? If "Yes," describe in Part III		
7		
8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III		
8		
9 If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?		
9		

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J (Form 990) 2015

Schedule J (Form 990) 2015

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

PART I, LINE 1A:

FIRST-CLASS TRAVEL & TRAVEL FOR COMPANIONS

THE ORGANIZATION PAID FIRST-CLASS TRAVEL FOR FIVE BOARD MEMBERS AND ONE OF THEIR COMPANIONS LISTED ON FORM 990, PART VII. THE COST OF FIRST-CLASS AIR FARE AND THE COST OF COMPANION TRAVEL WAS NOT TREATED AS TAXABLE INCOME TO THOSE INDIVIDUALS. THE COST OF COMPANION TRAVEL IS SHOWN AS OTHER COMPENSATION IN PART VII.

PART I, LINE 1B:

THE ORGANIZATION DID NOT HAVE A WRITTEN POLICY IN PLACE DURING THE TAX YEAR REGARDING PAYMENT OR REIMBURSEMENT OF THE EXPENSES IDENTIFIED ON SCHEDULE

J, PART I, LINE 1A. THE ORGANIZATION NOW HAS SUCH A POLICY.

FORM 990, PART VII, SECTION A, LINE 5 AND SCHEDULE J:

THE ORGANIZATION REIMBURSED THE UAW AND FCA FOR SALARIES OF CERTAIN

INDIVIDUALS INVOLVED IN ACTIVITIES RELEVANT TO THE ORGANIZATION. THESE

INDIVIDUALS RECEIVED BASE COMPENSATION FROM THE FOLLOWING ENTITIES:

UAW CHRYSLER SKILL DEVELOPMENT &
TRAINING PROGRAM

Schedule J (Form 990) 2015

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information

UAW - SHANE DAWES - \$67,346

UAW - MIGUEL FOSTER - \$122,440

UAW - VIRDELL KING - \$116,870

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2015

Open to Public
Inspection

Name of the organization	UAW CHRYSLER SKILL DEVELOPMENT & TRAINING PROGRAM	Employer identification number	38-2691478
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FORM 990, BOX F:

GLENN SHAGENA'S CURRENT TERM AS A CO-PRESIDENT BEGAN IN JUNE 2015 AND

CINDY ESTRADA'S TERM AS A CO-PRESIDENT BEGAN IN JUNE 2018.

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

THE UAW-CHRYSLER SKILL DEVELOPMENT AND TRAINING PROGRAM IS A JOINT
ACTIVITY OF THE UAW AND FCA ESTABLISHED THROUGH COLLECTIVE BARGAINING
TO PROVIDE EDUCATION, TRAINING, RE-TRAINING AND OTHER PROGRAMS TO
CREATE AND SUSTAIN A WORLD CLASS WORKFORCE THAT CAN EFFECTIVELY COMPETE
WITH GLOBAL MANUFACTURERS.

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

THE UAW-CHRYSLER SKILL DEVELOPMENT AND TRAINING PROGRAM IS A JOINT
ACTIVITY OF THE UAW AND FCA ESTABLISHED THROUGH COLLECTIVE BARGAINING
TO PROVIDE EDUCATION, TRAINING, RE-TRAINING AND OTHER PROGRAMS TO
CREATE AND SUSTAIN A WORLD CLASS WORKFORCE THAT CAN EFFECTIVELY COMPETE
WITH GLOBAL MANUFACTURERS.

FORM 990, PART III, LINES 4A - 4C, PROGRAM SERVICE ACCOMPLISHMENTS:

NEW HIRE ORIENTATION - A TWO-DAY TRAINING PROGRAM DELIVERED BY THE NTC
TO ALL NEWLY-HIRED FCA EMPLOYEES REPRESENTED BY THE UAW IN ALL U.S.
LABOR MARKETS. IN CALENDAR YEAR 2015, NTC SPONSORED TRAINING FOR 3,457
NEW HIRES, REPRESENTING ALL NEWLY-HIRED FCA EMPLOYEES REPRESENTED BY
THE UAW DURING THE YEAR. OVER THE FOUR-YEAR PERIOD FROM 2011 THROUGH
2015, THE NTC TRAINED OVER 22,583 NEW FCA EMPLOYEES REPRESENTED BY UAW
HIRED IN ALL U.S. LABOR MARKETS. THE TRAINING PROGRAM CONSISTS OF

Name of the organization UAW CHRYSLER SKILL DEVELOPMENT &
TRAINING PROGRAM

Employer identification number
38-2691478

INFORMATION PRESENTED IN ACCORDANCE WITH GUIDELINES ESTABLISHED BY FCA

AND THE UAW, INCLUDING FCA BENEFITS, STANDARDS OF CONDUCT/INTEGRITY

CODE AND A NUMBER OF PROGRAMS LISTED BELOW. APPLICABLE NEW HIRE

ORIENTATION TRAINING RECORDS ARE MAINTAINED AND ENTERED INTO THE FCA

LEARNING CENTER SYSTEM BY THE ORGANIZATION'S STAFF AND FCA PLANT STAFF

SUPPORTING BELVIDERE, KOKOMO AND OUT-OF-STATE MOPAR FACILITIES.

("EMPLOYEE" MEANS A FCA EMPLOYEE REPRESENTED BY UAW.)

SKILLED TRADES PROGRAM - TRAINING PROGRAMS IN TRADES SUCH AS SHEET

METAL, WELDING, ELECTRICAL, ETC., VARY IN LENGTH AND ARE DESIGNED TO

UPGRADE THE CORE SKILLS OF ALL FCA JOURNEY PERSONS REPRESENTED BY UAW

TO INCLUDE NEW PROCESS TRAINING ON STATE-OF-THE-ART TECHNOLOGIES WITH

THE GOAL OF DEVELOPING AND SUSTAINING A WORLD-CLASS TECHNICALLY SKILLED

WORKFORCE. THE NTC PROVIDES FOR CORE SKILLED TRADES AND TECHNICAL

CLASSES FOR FCA MANUFACTURING EMPLOYEES. CONTRACTUAL COMMITMENTS FROM

THE 2009 BANKRUPTCY PROCEEDINGS MANDATED THAT THE SKILLED TRADES

WORKFORCE BE CONSOLIDATED INTO THREE WORK GROUPS - ELECTRICAL,

MECHANICAL, AND TOOL & DIE. CLASSES WERE IDENTIFIED AND DEVELOPED AT

THE NTC TO FACILITATE THIS PROCESS. NTC TRAINED 1,292 PARTICIPANTS

THROUGH THE SKILLED TRADES PROGRAM IN CALENDAR YEAR 2015. 16,291

PARTICIPANTS COMPLETED SKILLED TRADES TRAINING DURING THE PERIOD 2011

THROUGH 2015. THE TRAINING CURRICULA ENABLES FCA TO COMPETE IN THE

GLOBAL AUTOMOTIVE MARKET WHILE HELPING TO SECURE JOBS FOR FCA EMPLOYEES

REPRESENTED BY UAW, MAKING THE SKILLED TRADES PROGRAM AN IMPORTANT

COMPONENT OF FCA/UAW JOINT ACTIVITY. PARTICIPANTS REGISTER FOR CLASSES

THROUGH THE FCA LEARNING CENTER SYSTEM AND THE ORGANIZATION'S STAFF

ENTERS THE COURSE COMPLETION INFORMATION INTO THE FCA LEARNING CENTER

SYSTEM.

Name of the organization UAW CHRYSLER SKILL DEVELOPMENT &
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SKILLED ENHANCEMENT PROGRAM - A SIX-WEEK TRAINING PROGRAM CONSISTING OF

80 HOURS OF HEALTH & SAFETY, 80 HOURS OF TRADE SPECIFIC, 40 HOURS OF

GENERIC CORE SKILLS AND 32 HOURS OF WCM METHODOLOGIES TO PROVIDE NEW

APPRENTICES WITH BASIC KNOWLEDGE OF THEIR INDIVIDUAL TRADE, TOOL

RECOGNITION, HEALTH & SAFETY AND WCM FUNDAMENTALS. IN ADDITION,

APPRENTICES MEET WITH THE REPRESENTATIVES FROM THEIR RESPECTIVE

COMMUNITY COLLEGES TO DISCUSS COURSE REGISTRATION AND CLASS SCHEDULING

PRIOR TO ATTENDING THEIR RELATED TRAINING CLASSES. IN 2015, 9 EMPLOYEES

PARTICIPATED IN THE SKILLED ENHANCEMENT PROGRAM. BETWEEN 2011 AND 2015,

34 EMPLOYEES WERE TRAINED. APPLICABLE TRAINING RECORDS ARE MAINTAINED

BY NTC STAFF.

DIVERSITY - A ONE-HOUR TRAINING PROGRAM PROVIDED THROUGHOUT U.S. PLANTS

& PARTS DISTRIBUTION CENTERS. THE PURPOSE IS TO EDUCATE EMPLOYEES ON

THE IMPORTANCE OF VALUING EMPLOYEE DIFFERENCES AND PROVIDE AN

UNDERSTANDING ON THE BENEFITS OF MUTUAL RESPECT, INCLUDING

COMPREHENSIVE INFORMATION ON A DIVERSE CULTURE. PARTICIPANTS WILL GAIN

INSIGHT ABOUT WORKPLACE INTERACTIONS AND STEPS TO PROMOTE A RESPECTFUL

WORKPLACE. THE TRAINING PROGRAM ALSO EDUCATES EMPLOYEES ON PCA'S POLICY

3-6 (DISCRIMINATION AND HARASSMENT PREVENTION) AND RELATED CONTRACTUAL

PROVISIONS. IN 2015, 4,410 EMPLOYEES PARTICIPATED IN DIVERSITY

TRAINING. DURING THE 2011-2015 TIME PERIOD, 27,591 PARTICIPANTS WERE

TRAINED IN THIS PROGRAM. IT IS THE RESPONSIBILITY OF EACH RESPECTIVE

PLANT LOCATION TO MAINTAIN TRAINING RECORDS AND ENTER COURSE COMPLETION

INTO THE CORPORATE LEARNING CENTER SYSTEM.

SEXUAL HARASSMENT PREVENTION - A ONE-HOUR TRAINING PROGRAM PROVIDED

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TRAINING PROGRAM

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THROUGHOUT U.S. PLANTS & PARTS DISTRIBUTION CENTERS. THE PURPOSE IS TO

EDUCATE EMPLOYEES ON THE IMPORTANCE OF PROMOTING A SAFE WORKING

ENVIRONMENT TO WORK TOWARDS PREVENTING SEXUAL HARASSMENT IN THE

WORKPLACE AND PROVIDES COMPREHENSIVE INFORMATION ON SEXUAL HARASSMENT

PREVENTION. PARTICIPANTS WILL GAIN INSIGHT ABOUT WHAT CONSTITUTES SEXUAL

HARASSMENT AND STEPS TO PROMOTE A WORKPLACE FREE OF SEXUAL HARASSMENT.

THE TRAINING PROGRAM ALSO EDUCATES EMPLOYEES ON FCA'S POLICY 3-6

(DISCRIMINATION AND HARASSMENT PREVENTION) AND RELATED CONTRACTUAL

PROVISIONS. IN 2015, 4,410 EMPLOYEES PARTICIPATED IN SEXUAL HARASSMENT

PREVENTION TRAINING. DURING THE 2011-2015 TIME PERIOD, 24,380

PARTICIPANTS WERE TRAINED IN THIS PROGRAM. IT IS THE RESPONSIBILITY OF

EACH RESPECTIVE PLANT LOCATION TO MAINTAIN TRAINING RECORDS AND ENTER

COURSE COMPLETION INTO THE CORPORATE LEARNING CENTER SYSTEM.

DISCRIMINATION PREVENTION - A ONE-HOUR TRAINING PROGRAM PROVIDED

THROUGH U.S. PLANTS & PARTS DISTRIBUTION CENTERS. THE PURPOSE IS TO

EDUCATE EMPLOYEES ON THE IMPORTANCE OF PROMOTING A SAFE WORKING

ENVIRONMENT TO WORK TOWARDS PREVENTING DISCRIMINATION IN THE WORKPLACE

AND PROVIDE COMPREHENSIVE INFORMATION ON DISCRIMINATION PREVENTION.

PARTICIPANTS WILL GAIN INSIGHT ABOUT THE MEET ON COMMON GROUND

PRINCIPLES AND STEPS TO PROMOTE A WORKPLACE FREE OF DISCRIMINATION. THE

TRAINING PROGRAM ALSO EDUCATES EMPLOYEES ON FCA'S POLICY 3-6

(DISCRIMINATION AND HARASSMENT PREVENTION) AND RELATED CONTRACTUAL

PROVISIONS. IN 2015, 4,410 EMPLOYEES PARTICIPATED IN DISCRIMINATION

PREVENTION TRAINING. DURING THE 2011-2015 TIME PERIOD, 24,380

PARTICIPANTS WERE TRAINED IN THIS PROGRAM. IT IS THE RESPONSIBILITY OF

EACH RESPECTIVE PLANT LOCATION TO MAINTAIN TRAINING RECORDS AND ENTER

COURSE COMPLETION INTO THE CORPORATE LEARNING CENTER SYSTEM.

Name of the organization UAW CHRYSLER SKILL DEVELOPMENT &
TRAINING PROGRAM

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38-2691478

EMPLOYEE ASSISTANCE PROGRAM (EAP) - A SIX-HOUR TRAINING PROGRAM

PROVIDED TO NEWLY APPOINTED EAP REPRESENTATIVES SERVING EMPLOYEES. THE

PURPOSE OF THE TRAINING IS TO INFORM AND EDUCATE NEWLY APPOINTED UAW

EAP REPRESENTATIVES OF THE RESPONSIBILITIES AND DUTIES OF THEIR

POSITION. AS A PART OF THE TRAINING, AN EAP REFERENCE MANUAL IS

PROVIDED. THIS MANUAL CONTAINS PERTINENT POLICIES AND PROCEDURES

RELATED TO THE ORGANIZATION'S EAP PROGRAM, ALONG WITH TRAINING ON THE

OPERATION OF THE EAP DATABASE. IN 2015, 98 EAP REPRESENTATIVES

PARTICIPATED IN EAP SPECIALIST TRAINING. IN ADDITION, 3,457 NEW HIRES

WERE TRAINED ON THE EAP PROGRAM AND APPLICABLE SERVICES AVAILABLE TO

THEM DURING NEW HIRE ORIENTATION SESSIONS. THIS TRAINING IS

APPROXIMATELY 40 MINUTES. DURING THE 2011-2015 TIME PERIOD, 395 EAP

REPRESENTATIVES PARTICIPATED IN SPECIALIST TRAINING. ADDITIONALLY,

22,583 NEW HIRES WERE TRAINED IN EAP PROGRAMS. EAP TRAINING RECORDS ARE

ENTERED INTO THE FCA LEARNING CENTER SYSTEM BY THE ORGANIZATION'S STAFF

AND FCA PLANT STAFF SUPPORTING BELVIDERE, KOKOMO AND OUT-OF-STATE MOPAR

FACILITIES. NTC MAINTAINS THE TRAINING RECORDS FOR EAP SPECIALIST

CERTIFICATION TRAINING.

WORKPLACE VIOLENCE PREVENTION (WPVP) - A ONE-HOUR TRAINING PROGRAM

PROVIDED FOR FCA EMPLOYEES REPRESENTED BY UAW IN ALL U.S. LABOR MARKETS

THAT INCLUDES AWARENESS, METHODS AND TECHNIQUES TO PREVENT WORKPLACE

VIOLENCE. DURING 2015, 1,138 EMPLOYEES FROM DUNDEE ENGINE AND JEFFERSON

NORTH ASSEMBLY PLANTS PARTICIPATED IN ONE-HOUR ONSITE TRAINING IN

WORKPLACE VIOLENCE PREVENTION. IN ADDITION, 3,457 EMPLOYEES WERE

TRAINED ON WORKPLACE VIOLENCE PREVENTION DURING NEW HIRE ORIENTATION

SESSIONS. THE PURPOSE OF THIS TRAINING IS TO EDUCATE EMPLOYEES ON THE

Name-of the organization UAW CHRYSLER SKILL DEVELOPMENT &
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IMPORTANCE OF RESPECT, RESPECTING OTHERS, VALUING EMPLOYEE DIFFERENCES,

AND TO PROMOTE A SAFE WORKING ENVIRONMENT. THE TRAINING PROGRAM ALSO

EDUCATES EMPLOYEES ON FCA'S POLICY 3-7 (WORKPLACE VIOLENCE PREVENTION).

A TOTAL OF 23,956 EMPLOYEES WERE TRAINED DURING THE 2011-2015 TIME

PERIOD. THE ORGANIZATION'S STAFF AND FCA PLANT STAFF SUPPORTING

BELVIDERE, KOKOMO AND OUT-OF-STATE MOPAR FACILITIES MAINTAINS TRAINING

RECORDS AND ENTERS COURSE COMPLETION INTO THE FCA LEARNING CENTER

SYSTEM.

HEALTH, SAFETY AND ERGONOMICS TRAINING - TRAINING INCLUDES AN OVERVIEW

AND UPDATES TO OSHA HEALTH AND SAFETY ('H&S') REQUIREMENTS, NEW OR

PROPOSED CHANGES TO FCA H&S POLICIES/PROCEDURES, WORLD CLASS

MANUFACTURING SAFETY PILLAR TOPICS, BEST PRACTICE SHARING, ERGONOMICS,

INJURY REDUCTION, UAW-CHRYSLER FERRIS STATE UNIVERSITY H&S

CERTIFICATION, AS WELL AS TRENDS IN H&S. THE TRAINING IS PROVIDED TO

ALL PLANT UAW H&S REPRESENTATIVES, UAW SKILLED TRADES TRAINERS, UAW

ERGONOMIC ANALYSTS, FCA H&S MANAGEMENT PROFESSIONALS, MEDICAL STAFF AND

SELECT ENGINEERING STAFF. H&S IS A CENTRAL COMPONENT OF THE

ORGANIZATION'S COMMITMENT TO PROVIDE A SAFE WORK ENVIRONMENT. THE

ORGANIZATION TRAINED 450 EMPLOYEES IN CALENDAR YEAR 2015. CUMULATIVE

TRAINING FOR HEALTH & SAFETY PROFESSIONALS DURING THE 2011 THROUGH 2015

TIME PERIOD TOTALED 1,739. ALL TRAINING RECORDS ARE MAINTAINED THROUGH

THE FCA CORPORATE LEARNING CENTER SYSTEM.

PAID EDUCATION LEAVE (PEL) - DEVELOPED IN 2015, THIS FOUR-DAY TRAINING

PROGRAM IS OFFERED THROUGHOUT FCA US LOCATIONS. THE PEL TRAINING

PROGRAM UTILIZES INDUSTRY EXPERTS AND UNIVERSITY ANALYSTS TO EXAMINE

AND DISCUSS THE ECONOMIC, TECHNOLOGICAL AND POLITICAL FORCES

Name of the organization UAW CHRYSLER SKILL DEVELOPMENT &
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INFLUENCING THE FUTURE OF THE WORLDWIDE AUTOMOBILE INDUSTRY, ALONG WITH

A REVIEW OF FCA'S CURRENT BUSINESS. IN CALENDAR YEAR 2015, 135

EMPLOYEES PARTICIPATED IN THIS PROGRAM. NTC MAINTAINS THE TRAINING

RECORDS, AND COURSE COMPLETION IS ENTERED INTO THE CORPORATE LEARNING

CENTER SYSTEM.

WORLD CLASS MANUFACTURING (WCM) LAB - THE WCM CENTRAL TEAM IS

RESPONSIBLE FOR THE DEVELOPMENT OF KNOW-HOW TO RUN THE BUSINESS USING

THE 10 TECHNICAL PILLARS AND 10 MANAGERIAL PILLARS OF THE WORLD CLASS

MANUFACTURING SYSTEM. THE WCM OFFERS OVER 70 DIFFERENT COURSES, LAB

SIMULATIONS AND IN-PLANT WORKSHOPS THAT ARE STRUCTURED TO PROVIDE

PARTICIPANTS WITH A HANDS-ON APPROACH TO LEARNING, USING PIONEERING

MANUFACTURING PROCESSES AND EDUCATION. THE WCM TEAM TRAINED 4,329 FCA

EMPLOYEES IN WORLD CLASS MANUFACTURING METHODS IN CALENDAR YEAR 2015.

THE WCM TEAM TRAINED 16,748 EMPLOYEES DURING THE 2011-2015 TIME PERIOD.

PRIOR TO ATTENDING TRAINING THE PARTICIPANTS ARE ASKED TO UTILIZE THE

ONLINE WCM OFFERINGS IN ORDER TO PROVIDE PARTICIPANTS WITH AN OVERVIEW

AND TO BECOME FAMILIAR WITH WORLD CLASS MANUFACTURING TERMINOLOGY.

AFTER THE TRAINING, THE PARTICIPANTS COMPLETE PROJECTS TO ATTACK WASTE

AND LOSS IN THEIR PLANT, USING THE WORLD CLASS MANUFACTURING METHODS,

TOOLS AND APPLICATIONS. ALL TRAINING RECORDS ARE MAINTAINED THROUGH THE

FCA CORPORATE LEARNING CENTER SYSTEM.

WCM MOBILE UNIT - THE WCM MOBILE UNIT WAS DEVELOPED IN 2013 THROUGH THE

NECESSITY OF QUICKLY SPREADING THE BASIC KNOWLEDGE OF WCM

MANUFACTURING SYSTEMS TO OPERATORS AND MAINTENANCE PERSONNEL IN THE

PLANTS. DURING THE 2013 THROUGH 2015 TIME PERIOD, 8,637 EMPLOYEES

PARTICIPATED IN TRAINING. TRAINING WAS PROVIDED IN CALENDAR YEAR 2015

Name of the organization UAW CHRYSLER SKILL DEVELOPMENT &
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FOR A TOTAL OF 2,082 EMPLOYEES. THE MOBILE UNIT TRAVELS FROM THE
NTC/WCMA TO EACH PLANT, OFFERING AN OPPORTUNITY FOR TEAM MEMBERS TO
LEAVE THE SHOP FLOOR AND ENTER A WORLD OF LEARNING WITHIN A
STATE-OF-THE-ART CLASSROOM TRAILER. ALL TRAINING RECORDS ARE MAINTAINED
THROUGH THE FCA CORPORATE LEARNING CENTER SYSTEM.

WCM TECHNICAL MOBILE UNIT - IN 2015, THE TECHNICAL MOBILE UNIT WAS
ADDED TO FOCUS ON IMPROVING OUR MANUFACTURING FACILITIES MAINTENANCE
KNOWLEDGE BY APPLYING WCM METHODS ALONG SIDE OF FLOOR TECHNOLOGIES.
TRAINING WAS PROVIDED IN CALENDAR YEAR 2015 FOR A TOTAL OF 98
EMPLOYEES. THIS MOBILE UNIT ALSO TRAVELS FROM THE NTC/WCMA TO EACH
PLANT, OFFERING AN OPPORTUNITY FOR TEAM MEMBERS TO LEAVE THE SHOP FLOOR
AND ENTER A WORLD OF LEARNING WITHIN A STATE-OF-THE-ART CLASSROOM
TRAILER. ALL TRAINING RECORDS ARE MAINTAINED THROUGH THE FCA CORPORATE
LEARNING CENTER SYSTEM.

WCMA INNOVATION WORKSHOP & EVENTS - THE WCMA OFFERS WORKSHOPS AND
EVENTS TO INTERNAL GROUPS AS WELL AS SELECT EXTERNAL ORGANIZATIONS
(INCLUDING OTHER OEM'S FROM ALL OVER THE WORLD) TO GIVE THEM AN
UNDERSTANDING OF HOW THE WCMA APPROACHES TRAINING IN A FUN AND HANDS-ON
WAY. INNOVATION EVENTS AND WORKSHOPS ARE A WAY FOR ANY TEAM TO COME IN
WITH A COMMON PROBLEM AND OPEN THEIR MINDS TO NEW IDEAS, USING IDEATION
TOOLS THAT ENABLE PARTICIPANTS TO DEVELOP IMPROVEMENT PLANS. IN 2015,
1,258 PARTICIPANTS ATTENDED THESE WORKSHOPS & EVENTS AND A TOTAL OF
8,355 PARTICIPATING DURING THE 2011-2015 TIMEFRAME. ALL TRAINING
RECORDS ARE MAINTAINED THROUGH THE FCA CORPORATE LEARNING CENTER SYSTEM
FOR INTERNAL ORGANIZATIONS.

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NTC H&S WEB-BASED AND HANDS ON INSTRUCTOR LED TRAINING - A LARGE PORTION OF HEALTH, SAFETY AND ERGONOMICS TRAINING IS OFFERED BY THE ORGANIZATION THROUGH A WEB-BASED MODULAR PLATFORM. THE H&S TRAINING MODULES COVER A WIDE RANGE OF TOPICS SPECIFIC TO THE AUTO INDUSTRY AND PLANT OPERATIONS. EACH TRAINING MODULE IS DELIVERED WITH THE INTENT TO PROVIDE THE EMPLOYEE WITH THE KNOWLEDGE, SKILLSET AND TOOLS NEEDED TO WORK SAFELY, WHILE CONFORMING WITH FCA POLICY AND REGULATORY REQUIREMENTS. A PLANT SPECIFIC SAFETY TRAINING NEEDS ASSESSMENT AND TRAINING MATRIX IS USED TO DETERMINE WHAT H&S TRAINING MODULES ARE PROVIDED TO EACH EMPLOYEE BASED ON HIS/HER SPECIFIC JOB ASSIGNMENT. THE TRAINING, WHILE WEB-BASED, IS INSTRUCTOR LED. THE MODULAR TRAINING OFTEN REQUIRES HANDS ON INSTRUCTION. THE MORE CRITICAL TRAINING PROGRAMS ALSO REQUIRE IN-PLANT GUIDANCE TO ENSURE EMPLOYEE PROFICIENCY, SUCH AS POWERED INDUSTRIAL VEHICLE TRAINING, LOCKOUT ENERGY CONTROL AND CONFINED SPACE TRAINING. (THERE ARE OVER 85 TOPICS OFFERED. THE SAFETY TRAINING MODULES ARE BASED ON PLANT LOCATION AND SPECIFIC WORK ASSIGNMENT.) IN CALENDAR YEAR 2015, EMPLOYEES COMPLETED 42,851 DIFFERENT MODULES CONTAINED IN THE ONLINE HEALTH & SAFETY KIOSK SAFETY MODULES. DIFFERENT SUBJECTS CONTAINED IN THE VARIOUS HEALTH & SAFETY MODULES MUST BE COMPLETED IN ORDER TO COMPLETE AND PASS ONE MODULE. DURING THE TIME PERIOD 2011 THROUGH 2015, 260,108 MODULES WERE COMPLETED BY EMPLOYEES IN CONNECTION WITH ONGOING EFFORTS TO PROMOTE HEALTH AND SAFETY IN FCA PLANTS. ALL TRAINING RECORDS ARE MAINTAINED THROUGH THE FCA CORPORATE LEARNING CENTER SYSTEM.

WORLD CLASS MANUFACTURING ONLINE OFFERINGS - IN 2013 THE WCM CENTRAL TEAM DEVELOPED ONLINE COURSES TO HELP EMPLOYEES LEARN WCM

PILLAR-SPECIFIC CONCEPTS AND TOOLS AT THEIR OWN PACE. SHORT MODULES AND

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VIDEOS PROVIDE A STANDARDIZED KNOWLEDGE SET FOR WCM TOOLS AND ACRONYMS.

THESE OFFERINGS WERE UTILIZED ON 8,003 OCCASIONS BY WCM PARTICIPANTS

DURING THE 2015 CALENDAR YEAR. DURING THE 2013-2015 TIME PERIOD, 19,579

ONLINE COURSES WERE COMPLETED. ALL ONLINE ACTIVITIES ARE CONDUCTED

THROUGH THE FCA CORPORATE LEARNING CENTER SYSTEM AND WCMA E-LEARNING

WEBSITE.

FORM 990, PART IV, LINE 27:

NORWOOD JEWELL, A CO-PRESIDENT AND DIRECTOR OF THE ORGANIZATION FROM

JULY 2014 TO DECEMBER 2017 IS THE PRESIDENT AND A DIRECTOR OF MAKING

OUR CHILDREN SMILE. NANCY ADAMS-JOHNSON, A DIRECTOR OF THE ORGANIZATION

FROM JULY 2014 TO JUNE 2016, WAS THE VICE-PRESIDENT AND A DIRECTOR OF

MAKING OUR CHILDREN SMILE AND THE SECRETARY/TREASURER AND A DIRECTOR OF

COMMUNITY CARING PROGRAM. SHANE DAWES, A DIRECTOR OF THE ORGANIZATION

FROM NOVEMBER 2015 TO JUNE 2018 WAS A DIRECTOR OF MAKING OUR CHILDREN

SMILE. MIGUEL FOSTER, THE TREASURER AND A DIRECTOR OF THE ORGANIZATION

FROM JULY 2014 TO MARCH 2018 WAS A DIRECTOR OF COMMUNITIES IN SCHOOLS

IN MICHIGAN AND A DIRECTOR FOR LABOR COUNCIL FOR LATIN AMERICAN

ADVANCEMENT. MIGUEL FOSTER AND NORWOOD JEWELL WERE BOTH DIRECTORS OF

A. PHILLIP RANDOLPH INSTITUTE. AMY LOASCHING, A DIRECTOR OF THE

ORGANIZATION FROM JANUARY 2015 TO JUNE 2016 WAS AN OFFICER AND A

DIRECTOR OF WILLIAMS CHARITY FUND. DURING THIS TIME THE ORGANIZATION

MADE CHARITABLE DONATIONS TO MAKING OUR CHILDREN SMILE, COMMUNITY

CARING PROGRAM, COMMUNITIES IN SCHOOLS IN MICHIGAN, LABOR COUNCIL FOR

LATIN AMERICAN ADVANCEMENT, A. PHILLIP RANDOLPH INSTITUTE AND THE

WILLIAMS CHARITY FUND.

FORM 990, PART VI, SECTION A, LINE 4:

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THE ORGANIZATION RESTATED ITS ARTICLES OF INCORPORATION ON DECEMBER 13, 2016. THE RESTATED ARTICLES WERE FILED WITH THE MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS ON JANUARY 4, 2017.

THE ORGANIZATION ADOPTED RESTATED BYLAWS ON DECEMBER 13, 2016.

FORM 990, PART VI, SECTION A, LINE 5:

THE ORGANIZATION DISCOVERED POSSIBLE DIVERSIONS THAT OCCURRED DURING THE FISCAL YEAR ENDED SEPTEMBER 30, 2016 AND PRIOR YEARS. THE DIVERSIONS FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2016 RELATE TO UNSUBSTANTIATED CHARGES ON THE ORGANIZATION'S CREDIT CARDS (I.E. CHARGES FOR WHICH THERE IS NOT ADEQUATE DOCUMENTATION).

SINCE THE DIVERSIONS WERE DISCOVERED, THE ORGANIZATION HAS TAKEN THE FOLLOWING CORRECTIVE ACTIONS TO ENSURE NO DIVERSIONS WILL REOCCUR IN THE FUTURE:

1. REDUCED THE NUMBER OF CORPORATE CREDIT CARDS ISSUED AND ADOPTED A NEW WRITTEN CREDIT CARD POLICY AND CARDHOLDER AGREEMENT:

A. NTC ISSUES CREDIT CARDS BY BANKER'S BANK VISA AT THE DISCRETION OF THE BOARD OF DIRECTORS TO CURRENT EMPLOYEES WHO HAVE BEEN DETERMINED TO INCUR LEGITIMATE BUSINESS EXPENSES.

B. NTC CURRENTLY HAS ISSUED 3 CREDIT CARDS.

C. ALL EMPLOYEES WHO ARE ISSUED CREDIT CARDS ARE REQUIRED TO REVIEW AND SIGN THE NTC CARDHOLDER AGREEMENT. SIGNED CARDHOLDER AGREEMENTS ARE KEPT IN A BINDER IN THE ACCOUNTING DEPARTMENT.

D. USE OF CREDIT CARDS IS STRICTLY LIMITED TO ACTUAL AND NECESSARY BUSINESS

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EXPENSES.

E. CREDIT CARD STATEMENTS ARE RECEIVED BY THE NTC ACCOUNTING DEPARTMENT VIA

USPS MAIL. THE NTC ACCOUNTING PROGRAM SUPPORT OPENS ALL CREDIT CARD

STATEMENTS AND STAMPS TO INDICATE DATE RECEIVED.

F. CREDIT CARD STATEMENTS ARE SCANNED AND EMAILED FROM THE NTC ACCOUNTING

DEPARTMENT TO ALL CARDHOLDERS EVERY MONTH AFTER THE CLOSING DATE FOR THE

SPECIFIC PERIOD.

G. IT IS THE CARDHOLDER'S RESPONSIBILITY TO REVIEW STATEMENTS FOR ACCURACY

AND VALIDITY OF PURCHASES AND TO RECONCILE ALL TRANSACTIONS TO THE CREDIT

CARD STATEMENT. AFTER REVIEW AND RECONCILIATION OF THE CREDIT CARD

STATEMENT, THE CARDHOLDER WILL COMPLETE THE STATEMENT OF CREDIT CARD

EXPENSES FORM FOR ALL TRANSACTIONS ON THE CREDIT CARD AND ATTACH ALL

ORIGINAL RECEIPTS AND SUPPORTING DOCUMENTS.

H. ONCE THE STATEMENT HAS BEEN REVIEWED AND DEEMED ACCURATE BY THE NTC

CONTROLLER, IT WILL BE ENTERED IN THE ACCOUNTING SYSTEM AND SUBMITTED FOR

PAYMENT DIRECTLY TO THE CREDIT CARD COMPANY BASED ON THE DUE DATE SPECIFIED

ON THE STATEMENT TO ENSURE THAT NO LATE FEES AND INTEREST CHARGES WILL BE

INCURRED BY THE ORGANIZATION.

I. CREDIT CARD STATEMENTS ARE REVIEWED BY THE NTC AUDIT COMMITTEE PRIOR TO

EACH NTC BOARD OF DIRECTORS MEETING.

J. ANY TRANSACTION ON THE CREDIT CARD STATEMENT IN THE AMOUNT OF \$1,000.00

OR GREATER WILL BE PRESENTED TO THE BOARD OF DIRECTORS AT THE NEXT MEETING

BY THE NTC CONTROLLER.

2. IMPLEMENTED AN ACCOUNTABLE PLAN (THE "EMPLOYEE, DIRECTOR AND OFFICER

EXPENSE REIMBURSEMENT PLAN"). THE PLAN COVERS EMPLOYEES, DIRECTORS AND

OFFICERS; REQUIRES EXPENSES TO HAVE A BUSINESS CONNECTION; REQUIRES

SUBSTANTIATION OF BUSINESS EXPENSES; REQUIRES A RECEIPT FOR ANY EXPENSE OF

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\$10 OR GREATER; PROVIDES FOR RECOVERY OF EXPENSES WHICH ARE NOT PROPERLY

SUBSTANTIATED; PROHIBITS: LAVISH EXPENSES, EXPENSES FOR SPOUSES AND OTHER

TYPES OF EXPENSES AND REQUIRES PRE-APPROVAL OF CERTAIN EXPENSES.

3. HIRED A NEW NTC EMPLOYED CONTROLLER.

4. HIRED A NEW SENIOR ACCOUNTING SUPERVISOR.

5. TERMINATED PREVIOUS LEGAL COUNSEL AND ENGAGED NEW LEGAL COUNSEL.

6. UPDATED AND COMMUNICATED EMPLOYEE HANDBOOK.

7. IMPLEMENTED A RECORD RETENTION AND DESTRUCTION POLICY.

8. IMPLEMENTED AN INTERESTED PERSONS' QUESTIONNAIRE AND A CONFLICT OF

INTEREST POLICY.

9. IMPLEMENTED A WHISTLE BLOWER POLICY WITH A HOTLINE TO ENCOURAGE

EMPLOYEES TO REPORT A PROBLEM, IMPROPER CONDUCT, AND/OR UNLAWFUL ACTIVITY

WITHOUT FEAR OF ANY REPERCUSSIONS.

10. ENGAGED A PUBLIC ACCOUNTING FIRM TO: (A) PREPARE FORM 990 (THE PRIOR

FORMS 990 WERE PREPARED IN-HOUSE. THE PREPARER IS NO LONGER WITH THE

ORGANIZATION.); (B) PROVIDE GUIDANCE REGARDING INTERNAL CONTROLS AND OTHER

ACCOUNTING PROCEDURES; (C) REVIEW PROCEDURES AND INTERNAL CONTROLS TO

PREVENT FUTURE DIVERSIONS AS WELL AS RECOMMEND ACCOUNTING POLICIES FOR

PURCHASING, DISBURSEMENTS, AND CREDIT CARD EXPENSES.

11. EXPANDED SCOPE OF CONTROLS TO INCLUDE HIRING AN ACCOUNTING FIRM TO

CONDUCT ANNUAL INDEPENDENT FINANCIAL AUDITS. NTC HAS COMPLETED A BALANCE

SHEET ONLY AUDIT FOR FY 9/30/15 AND A FULL BALANCE SHEET AND FINANCIAL

STATEMENT AUDIT FOR FY 9/30/16.

12. SUBMITTED AN INSURANCE CLAIM FOR DEFALCATIONS.

13. SUSPENDED ALL CHARITABLE CONTRIBUTIONS.

14. IN ADDITION TO THE OTHER ITEMS IDENTIFIED IN THIS NOTE, THE

ORGANIZATION IMPLEMENTED NEW OR MODIFIED POLICIES, PROCEDURES, AND INTERNAL

CONTROLS, WHICH INCLUDE, AMONG OTHERS, THE FOLLOWING:

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A. REQUIRING ANNUAL BUDGETS FOR EACH PROGRAM/DEPARTMENT AND IMPLEMENTING A

BUDGET REVIEW PROCESS. THE BUDGETS ARE THEN PRESENTED TO THE BOARD OF

DIRECTORS OF THE ORGANIZATION FOR REVIEW AND APPROVAL.

B. UPDATING ACCOUNTING SOFTWARE SECURITY TO LIMIT ACCESS TO ACCOUNTING

PERSONNEL AND TO ALLOW FOR PROPER SEGREGATION OF DUTIES WITHIN THE

ACCOUNTING DEPARTMENT. THE NTC CONTROLLER REVIEWS ACCESS REPORTS MONTHLY.

C. PERFORMING TRIAL BALANCE RECONCILIATION QUARTERLY OR AS NEEDED BY THE

NTC CONTROLLER.

D. RECONCILING ALL BANK ACCOUNTS MONTHLY.

E. PERFORMING ANNUAL REVIEW OF PEOPLE WHO HAVE SIGNATURE AUTHORITY ON THE

BANK ACCOUNTS. (CURRENTLY ONLY THE NTC CO-PRESIDENTS ARE THE CO-SIGNERS ON

THE ACCOUNT, AND THE CONTROLLER HAS ACCESS FOR CERTAIN ITEMS SUCH AS STOP

PAYMENTS OR ADDRESS CHANGES, BUT THE CONTROLLER CANNOT WITHDRAW MONEY OR

ISSUE CASHIER'S CHECKS).

F. SUSPENDED ALL OUTGOING ACH, EFTS OR OUT-GOING WIRE TRANSFERS.

G. RETAINING COPIES OF ALL CHECK DEPOSITS.

H. RECORDING ALL CASH DEPOSITS WITHIN ONE BUSINESS DAY OF THE DEPOSIT.

I. DEPOSITS ARE REVIEWED MONTHLY BY THE CONTROLLER WHO ALSO MAINTAINS A

SCHEDULE OF DEPOSITS.

J. ELIMINATED PETTY CASH.

K. IMPLEMENTED A PROCESS PURSUANT TO WHICH THE CONTROLLER WILL REVIEW

PAYROLL, WHICH IS PREPARED BY HUMAN RESOURCES PRIOR TO SUBMISSION FOR

PAYMENT. ITEMS REVIEWED INCLUDE PAY RATE VERIFICATION, HOURS WORKED AS

COMPARED TO THE TIME CLOCK SYSTEM REPORT, DEDUCTIONS AND PAYROLL CHANGE

REPORT.

L. REQUIRING ALL NEW VENDORS TO BE APPROVED BY BOTH THE UAW CO-DIRECTOR AND

THE FCA CO-DIRECTOR AS WELL AS THE NTC CONTROLLER. A NEW VENDOR FORM MUST

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BE COMPLETED FOR EACH NEW VENDOR AND A W-9 FORM FROM THE VENDOR IS ALSO

REQUIRED PRIOR TO THE VENDOR BEING ENTERED INTO THE ACCOUNTING SOFTWARE.

ALL VENDORS ARE REQUIRED TO PROVIDE A BUSINESS PHONE NUMBER AND PHYSICAL

ADDRESS.

M. COLLECTED W-9S FOR EACH ACTIVE VENDOR ALREADY IN THE SYSTEM.

N. THE ORGANIZATION'S ACCOUNTING DEPARTMENT NOW PERFORMS MAINTENANCE TWICE

PER YEAR SO THAT ONLY VENDORS WITH ACTIVITY DURING THE PRIOR 18 MONTHS

REMAIN ACTIVE. A CURRENT LIST OF ACTIVE VENDORS IS PROVIDED TO BOTH THE UAW

CO-DIRECTOR AND FCA CO-DIRECTOR FOR REVIEW AFTER EACH MAINTENANCE CYCLE.

O. LIMITED ACCESS IN THE ACCOUNTING SOFTWARE SO ONLY THE ACCOUNTING

CLERK/ADMIN CAN ENTER NEW VENDORS INTO THE SYSTEM UPON RECEIPT OF THE

APPROVED NEW VENDOR FORM TO ALLOW FOR PROPER SEGREGATION OF DUTIES.

P. REQUIRES VENDORS TO SUBMIT A QUOTE FOR PURCHASES OVER \$500 PRIOR TO A

PURCHASE ORDER BEING ISSUED. DEPARTMENTS MUST OBTAIN QUOTES FROM THREE

VENDORS WHEN APPLICABLE. THE CO-DIRECTORS AND CONTROLLER REVIEW/APPROVE

PURCHASE ORDER REQUESTS OVER \$500.

Q. NO PAYMENTS ARE ISSUED WITHOUT PRIOR APPROVAL PER THE SIGNATURE

AUTHORIZATION GUIDELINES. NTC UPDATES THE SIGNATURE AUTHORITY AND OBTAINS

APPROVAL FROM THE BOARD OF DIRECTORS ANNUALLY OR AS NEEDED.

R. REVIEWING ALL INVOICES FOR COMPLETENESS AND REQUIRING ADDITIONAL

INFORMATION FROM VENDORS PRIOR TO PAYMENT WHEN INVOICES DO NOT CONTAIN

ADEQUATE DETAIL.

S. REQUIRING A SIGNED SHIPPER BE SUBMITTED WITH EACH INVOICE FOR PAYMENT

WHEN AVAILABLE.

T. INVOICES ARE NOT ENTERED INTO ACCOUNTING SOFTWARE WITHOUT

PROGRAM/DEPARTMENTAL APPROVAL.

U. INVOICES ARE APPROVED AND SIGNED MANUALLY BY BOTH CO-DIRECTORS AND THE

CONTROLLER.

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V. INVOICES OVER \$250,000 REQUIRE APPROVAL BY THE ORGANIZATION'S

CO-PRESIDENTS.

W. PRIOR TO ISSUING A CHECK, ACCOUNTS PAYABLE RUNS A PLANNED PAYMENT REPORT

THAT IS APPROVED BY THE CONTROLLER.

X. PRIOR TO MAILING A CHECK, THE CHECK REGISTER IS REVIEWED BY THE

CONTROLLER; THE CONTROLLER CHECKS TO MAKE SURE THE CHECK NUMBERS ARE IN

SEQUENCE AND THAT NO CHECKS HAVE BEEN SKIPPED; THE CONTROLLER ALSO VERIFIES

THE CHECK REGISTER TO THE PLANNED PAYMENT REPORT.

Y. A POSITIVE PAY REPORT IS PREPARED BY ACCOUNTS PAYABLE AND SENT TO THE

BANK; THE CONTROLLER VERIFIES THAT THE POSITIVE PAY REPORT MATCHES CHECK

REGISTER.

Z. HIRED AN INDEPENDENT COMPANY TO CONDUCT A PHYSICAL INVENTORY AUDIT OF

ALL ASSETS.

AA. IMPLEMENTED POLICY REGARDING THE USE OF FLEET VEHICLES INCLUDING A

DETAILED USAGE LOG FOR EACH VEHICLE.

BB. INSTITUTED ADDITIONAL DOCUMENTATION/PROCEDURES FOR MONTHLY FUND

REQUESTS TO FCA.

FORM 990, PART VI, SECTION A, LINE 5 (CONT'D):

THE INVESTIGATION INTO THE DIVERSION OF THE FUNDS IS ONGOING. HOWEVER, IN

ADDITION TO THE ACTIONS SET FORTH ABOVE IN THIS SCHEDULE O, THE

ORGANIZATION HAS TAKEN THE FOLLOWING ACTIONS WITH RESPECT TO THE

INVESTIGATION:

- RETAINED A PUBLIC ACCOUNTING FIRM TO PERFORM A FORENSIC ANALYSIS OF

VARIOUS CORPORATE CREDIT CARD CHARGES, INCLUDING, BUT NOT LIMITED TO,

INVESTIGATION OF THE ORGANIZATION'S CREDIT CARDS FOR A FIVE-YEAR PERIOD,

IDENTIFY TRANSACTIONS OF INTEREST AND COLLECT AVAILABLE DATA, AND ANALYZE

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BANK STATEMENT DISBURSEMENTS WITH RELATED SUPPORTING DOCUMENTATION.

- CONTINUE EFFORTS TO IMPROVE THE INTERNAL CONTROL ENVIRONMENT IN ORDER TO

AVOID REOCCURRENCE OF SIMILAR DIVERSIONS IN THE FUTURE, INCLUDING

IMPLEMENTING RECOMMENDATIONS MADE BY AN INTERNAL CONTROL REVIEW TEAM.

- PROVIDED LEGAL GUIDANCE TO THE GOVERNING BOARD REGARDING THEIR DUTIES AND

RESPONSIBILITIES.

- CONDUCTED INTERVIEWS OF EMPLOYEES TO UNDERSTAND SCOPE OF, AND CORRECT

POTENTIAL LOOPHOLES/PROBLEMS.

- HELD REGULAR MEETINGS OF THE BOARD OF DIRECTORS AND ENGAGED THE BOARD IN

THE ACTION TAKEN TO PREVENT DIVERSIONS AND MAINTAIN A PROPER ACCOUNTING

SYSTEM AND INTERNAL CONTROLS.

FORM 990, PART VI, SECTION A, LINE 7A:

THE UAW AND FCA EACH APPOINT THE SAME NUMBER OF INDIVIDUALS TO THE BOARD OF

THE ORGANIZATION.

FORM 990, PART VI, SECTION A, LINE 8B:

THE ORGANIZATION DID NOT HAVE ANY COMMITTEES DURING THE YEAR ENDED

SEPTEMBER 30, 2016.

FORM 990, PART VI, SECTION B, LINE 11:

EACH NTC BOARD MEMBER RECEIVED A DRAFT OF THE FORM 990 PRIOR TO FILING.

FORM 990, PART VI, SECTION C, LINE 19:

DOCUMENTS SUBJECT TO PUBLIC INSPECTION ARE MADE AVAILABLE UPON WRITTEN

REQUEST.

FORM 990, PART VI, SECTION A, LINE 9:

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AMY LOASCHING - 1804 WOODRUFF BLVD., JANESVILLE, WI 53548

NANCY ADAMS-JOHNSON - 46771 HIGH MEADOWS CT., MACOMB, MI 48044

VIRDELL KING - 15469 ASHTON, DETROIT, MI 48226

MICHAEL STONE - 8000 E. JEFFERSON AVENUE, DETROIT, MI 48214

MIGUEL FOSTER - 8000 E. JEFFERSON AVENUE, DETROIT, MI 48214

NORWOOD JEWELL - 2296 MACSCOTT CT., SWARTZ CREEK, MI 48423

FORM 990, PART VI, SECTION B, LINE 12C:

THE CONFLICT OF INTEREST POLICY COVERS DIRECTORS, OFFICERS OR OTHER PERSONS WITH POWERS DELEGATED TO THEM BY THE ORGANIZATION'S BOARD OF DIRECTORS (THE "BOARD") WHO HAVE A DIRECT OR INDIRECT FINANCIAL INTEREST ("INTERESTED PERSONS"). "FINANCIAL INTEREST" IS DEFINED IN THE POLICY. AN INTERESTED PERSON MUST DISCLOSE THE EXISTENCE OF A FINANCIAL INTEREST AND ALL MATERIAL FACTS TO THE BOARD. IF THE BOARD DETERMINES A CONFLICT OF INTEREST EXISTS THE BOARD SHALL NOT ENTER INTO THE PROPOSED TRANSACTION.

FORM 990, PART VII, SECTION A, LINE 1A:

WHERE 0.00 IS LISTED THE HOURS PER WEEK OF THE INDIVIDUAL VARIED THROUGHOUT THE YEAR.

FORM 990, PART VII, SECTION A, LINE 1A, COLUMN (D):

COMPENSATION IS FOR CALENDAR YEAR 2015.

FORM 990, PART VII, SECTION A, LINE 1A, COLUMN (F):

IN AUGUST OF 2015, MR. JEWELL RECEIVED A SHOTGUN AS A BIRTHDAY PRESENT.

MR. JEWELL LATER DISCOVERED THE SHOTGUN HAD BEEN PURCHASED BY A

DIRECTOR OF THE ORGANIZATION USING THE ORGANIZATION'S CREDIT CARD. ON

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MAY 2, 2016, MR. JEWELL REIMBURSED THE ORGANIZATION FOR THE FULL AMOUNT

THAT HAD BEEN CHARGED TO THE ORGANIZATION'S CREDIT CARD (\$2,180.31) FOR

THE PURCHASE OF THE SHOTGUN. THE DIRECTOR WHO CHARGED THE SHOTGUN TO

THE ORGANIZATION WAS A UAW EMPLOYEE. HER EMPLOYMENT WITH THE UAW AND

HER ROLE WITH THE ORGANIZATION CEASED IN 2016.

FORM 990, PART VII, SECTION B, LINE 1:

AMOUNTS PAID BY THE ORGANIZATION TO THE UAW AND FCA ARE FOR THE

SERVICES OF UAW AND FCA EMPLOYEES PERFORMED TO ADVANCE THE MISSION OF

THE ORGANIZATION.

FORM 990, PART VIII, LINE 11A:

THE ORGANIZATION HAS A 25% OWNERSHIP INTEREST IN COORDINATED TRAVEL

SERVICES, LLC.

FORM 990, PART IX, LINE 11G, OTHER FEES:

FCA MANAGEMENT PROGRAM SUPPORT	1,262,184.
UAW INTERNATIONAL PROGRAM SUPPORT	7,169,081.
FCA TRAINERS	3,857,445.
OTHER	728,691.
TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A	13,017,401.

THE ORGANIZATION BELIEVES THAT A PORTION OF THE AMOUNT IT PAID TO THE UAW

FOR PROGRAM SUPPORT EXCEEDS THE AMOUNT WHICH SHOULD HAVE BEEN PAID. THE

ORGANIZATION IS REVIEWING THE AMOUNT PAID IN PREPARATION FOR

DISCUSSIONS WITH THE UAW REGARDING ANY OVERPAYMENT.

THE ORGANIZATION BELIEVES THAT CERTAIN AMOUNTS PAID BY THE ORGANIZATION

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SHOULD HAVE BEEN PAID BY EITHER THE UAW OR FCA. THE ORGANIZATION IS REVIEWING SUCH PAYMENTS IN ADVANCE OF DISCUSSIONS REGARDING REIMBURSEMENT FROM THE UAW AND FCA.

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:

BOOK/TAX DIFFERENCE FROM COORDINATED TRAVEL SERVICES, LLC -13,127.

FORM 990, PART XII, LINE 2C:

THE BOARD AS A WHOLE ASSUMES RESPONSIBILITY FOR OVERSIGHT OF THE AUDIT AND SELECTION OF AN INDEPENDENT ACCOUNTANT.