

990

Return of Organization Exempt From Income Tax

OMB No 1545-0047

Form

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

2016

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 2016 calendar year, or tax year beginning OCT 1, 2016 and ending SEP 30, 2017

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. I Tax-exempt status: 501(c)(3) [X] 501(c)(5) [ ] 4947(a)(1) [ ] 527 [ ]. J Website: UAW-CHRYSLER.COM. K Form of organization: Corporation [X]. L Year of formation: 1986. M State of legal domicile: MI.

Part I Summary

1 Briefly describe the organization's mission or most significant activities: SEE SCHEDULE O. 2 Check this box [ ] if the organization discontinued its operations or disposed of more than 25% of its net assets. 3 Number of voting members of the governing body: 8. 4 Number of independent voting members of the governing body: 6. 5 Total number of individuals employed in calendar year 2016: 63. 6 Total number of volunteers: 0. 7a Total unrelated business revenue: 44,640. 7b Net unrelated business taxable income: 39,276.

Table with columns: Revenue, Expenses, Net Assets or Fund Balances. Rows 8-22. Revenue: 8 Contributions and grants: 0; 9 Program service revenue: 30,483,885; 10 Investment income: 0; 11 Other revenue: 178,910; 12 Total revenue: 30,662,795. Expenses: 13 Grants and similar amounts paid: 1,607,811; 14 Benefits paid: 0; 15 Salaries, other compensation: 3,850,434; 16a Professional fundraising fees: 0; 16b Total fundraising expenses: 0; 17 Other expenses: 25,851,878; 18 Total expenses: 31,310,123; 19 Revenue less expenses: -647,328. Net Assets: 20 Total assets: 33,978,540; 21 Total liabilities: 14,086,957; 22 Net assets or fund balances: 19,891,583.

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.

Sign Here: Signature of officer: MICHAEL NOVAK, ASSISTANT TREASURER. Date: 8/10/18. Preparer: Print/Type preparer's name: JEFFREY D. FRANK. Preparer's signature: Jeffrey D Frank. Date: 08/08/18. Check if self-employed: [ ]. PTIN: P00287234. Firm's name: DELOITTE TAX LLP. Firm's EIN: 86-1065772. Firm's address: 111 MONUMENT CIRCLE, STE. 4200 INDIANAPOLIS, IN 46204-5108. Phone no. (317) 464-8600.

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

ENVELOPE POSTMARK DATE AUG 10 2018

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**Part III Statement of Program Service Accomplishments**

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

**1** Briefly describe the organization's mission  
SEE SCHEDULE O.

**2** Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?

Yes  No

If "Yes," describe these new services on Schedule O.

**3** Did the organization cease conducting, or make significant changes in how it conducts, any program services?

Yes  No

If "Yes," describe these changes on Schedule O.

**4** Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

**4a** (Code \_\_\_\_\_) (Expenses \$ \_\_\_\_\_ including grants of \$ \_\_\_\_\_) (Revenue \$ \_\_\_\_\_)  
SEE SCHEDULE O.

**4b** (Code \_\_\_\_\_) (Expenses \$ \_\_\_\_\_ including grants of \$ \_\_\_\_\_) (Revenue \$ \_\_\_\_\_)  
SEE SCHEDULE O.

**4c** (Code \_\_\_\_\_) (Expenses \$ \_\_\_\_\_ including grants of \$ \_\_\_\_\_) (Revenue \$ \_\_\_\_\_)  
SEE SCHEDULE O.

**4d** Other program services (Describe in Schedule O)  
(Expenses \$ \_\_\_\_\_ including grants of \$ \_\_\_\_\_) (Revenue \$ \_\_\_\_\_)

**4e** Total program service expenses

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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 <b>Section 501(c)(3) organizations.</b> 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
<b>20a</b> Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H		X
<b>20b</b> If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
<b>21</b> 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? If "Yes," complete Schedule I, Parts I and II	X	
<b>22</b> 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? If "Yes," complete Schedule I, Parts I and III	X	
<b>23</b> 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? If "Yes," complete Schedule J	X	
<b>24a</b> 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? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a		X
<b>24b</b> Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
<b>24c</b> Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
<b>24d</b> Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
<b>25a</b> 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? If "Yes," complete Schedule L, Part I	N/A	
<b>25b</b> 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? If "Yes," complete Schedule L, Part I	N/A	
<b>26</b> 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? If "Yes," complete Schedule L, Part II		X
<b>27</b> 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? If "Yes," complete Schedule L, Part III		X
<b>28</b> 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)		
<b>28a</b> A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV		X
<b>28b</b> A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV		X
<b>28c</b> 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? If "Yes," complete Schedule L, Part IV		X
<b>29</b> Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M		X
<b>30</b> Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M		X
<b>31</b> Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I		X
<b>32</b> Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II		X
<b>33</b> Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I		X
<b>34</b> Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1		X
<b>35a</b> Did the organization have a controlled entity within the meaning of section 512(b)(13)?		X
<b>35b</b> 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		
<b>36</b> Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	N/A	
<b>37</b> 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? If "Yes," complete Schedule R, Part VI		X
<b>38</b> 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. <span style="float: right;">11</span>		
1b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable. <span style="float: right;">0</span>		
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. <span style="float: right;">63</span>		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? <b>Note.</b> 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	X	
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: _____ 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	<b>Organizations that may receive deductible contributions under section 170(c).</b> <span style="float: right;">N/A</span>		
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. <span style="float: right;">7d</span>		
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	<b>Sponsoring organizations maintaining donor advised funds.</b> Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year? <span style="float: right;">N/A</span>		
9	<b>Sponsoring organizations maintaining donor advised funds.</b>		
a	Did the sponsoring organization make any taxable distributions under section 4966? <span style="float: right;">N/A</span>		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? <span style="float: right;">N/A</span>		
10	<b>Section 501(c)(7) organizations.</b> Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12. <span style="float: right;">N/A</span>		
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities.		
11	<b>Section 501(c)(12) organizations.</b> Enter:		
a	Gross income from members or shareholders. <span style="float: right;">N/A</span>		
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)		
12a	<b>Section 4947(a)(1) non-exempt charitable trusts.</b> 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. <span style="float: right;">N/A</span>		
13	<b>Section 501(c)(29) qualified nonprofit health insurance issuers.</b>		
a	Is the organization licensed to issue qualified health plans in more than one state? <b>Note.</b> 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
<b>1a</b>	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.		
<b>1b</b>	Enter the number of voting members included in line 1a, above, who are independent		
<b>2</b>	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
<b>3</b>	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
<b>4</b>	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	X	
<b>5</b>	Did the organization become aware during the year of a significant diversion of the organization's assets?		X
<b>6</b>	Did the organization have members or stockholders?		X
<b>7a</b>	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	
<b>7b</b>	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		X
<b>8</b>	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
<b>8a</b>	a The governing body?	X	
<b>8b</b>	b Each committee with authority to act on behalf of the governing body?		X
<b>9</b>	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
<b>10a</b>	Did the organization have local chapters, branches, or affiliates?		X
<b>10b</b>	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?		
<b>11a</b>	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	X	
<b>11b</b>	Describe in Schedule O the process, if any, used by the organization to review this Form 990.		
<b>12a</b>	Did the organization have a written conflict of interest policy? If "No," go to line 13	X	
<b>12b</b>	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
<b>12c</b>	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done		X
<b>13</b>	Did the organization have a written whistleblower policy?	X	
<b>14</b>	Did the organization have a written document retention and destruction policy?	X	
<b>15</b>	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?		
<b>15a</b>	a The organization's CEO, Executive Director, or top management official		X
<b>15b</b>	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)		
<b>16a</b>	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
<b>16b</b>	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)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	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	28,346,949.	28,346,949.		
	b						
	c						
	d						
	e						
	f	All other program service revenue					
	g	Total. Add lines 2a-2f		28,346,949.			
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	161,477.			
		Less rental expenses	(ii) Personal	0.			
		Rental income or (loss)		161,477.			
		Net rental income or (loss)		161,477.	161,477.		
	7 a	Gross amount from sales of assets other than inventory	(i) Securities				
		Less cost or other basis and sales expenses	(ii) Other				
		Gain or (loss)					
		Net gain or (loss)					
	8 a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18	a				
		Less direct expenses	b				
		Net income or (loss) from fundraising events					
	9 a	Gross income from gaming activities See Part IV, line 19	a				
Less: direct expenses		b					
Net income or (loss) from gaming activities							
10 a	Gross sales of inventory, less returns and allowances	a					
	Less cost of goods sold	b					
	Net income or (loss) from sales of inventory						
Miscellaneous Revenue			Business Code				
11 a	THIRD PARTY TRAINING	900099	44,640.		44,640.		
b	MISCELLANEOUS REVENUE	900099	966.	966.			
c	COORDINATED TRAVEL SERVICES K-1*	900099	-39,143.	-39,143.			
d	All other revenue						
e	Total. Add lines 11a-11d		6,463.				
12	Total revenue. See instructions.		28,514,889.	28,470,249.	44,640.	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

X

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(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	102,500.			
2 Grants and other assistance to domestic individuals. See Part IV, line 22	38,250.			
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	2,302,116.			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	190,263.			
9 Other employee benefits	939,900.			
10 Payroll taxes	204,530.			
11 Fees for services (non-employees).				
a Management				
b Legal	1,129,939.			
c Accounting	337,185.			
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.)	12,366,521.			
12 Advertising and promotion	46,420.			
13 Office expenses	492,366.			
14 Information technology	92,700.			
15 Royalties				
16 Occupancy	1,995,905.			
17 Travel	1,777,401.			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	12,848.			
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	1,078,169.			
23 Insurance	194,792.			
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 EXPENSE	2,694,752.			
b TUITION ASSIST. PROGRAM	2,175,880.			
c				
d				
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	28,172,437.			
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	5,460,594.	1	1,795,326.
	2	Savings and temporary cash investments		2	
	3	Pledges and grants receivable, net		3	
	4	Accounts receivable, net	9,572,337.	4	8,413,055.
	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	28,894,537.		
	10b	Less accumulated depreciation	9,774,415.	10c	19,120,122.
	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	<b>Total assets.</b> Add lines 1 through 15 (must equal line 34)	33,978,540.	16	29,328,503.	
Liabilities	17	Accounts payable and accrued expenses	14,076,157.	17	9,038,693.
	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	16,632.
	26	<b>Total liabilities.</b> Add lines 17 through 25	14,086,957.	26	9,055,325.
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	19,891,583.	32	20,273,178.
33	<b>Total net assets or fund balances</b>	19,891,583.	33	20,273,178.	
34	<b>Total liabilities and net assets/fund balances</b>	33,978,540.	34	29,328,503.	

**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	28,514,889.
2	Total expenses (must equal Part IX, column (A), line 25)	2	28,172,437.
3	Revenue less expenses. Subtract line 2 from line 1	3	342,452.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	19,891,583.
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	39,143.
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	20,273,178.

**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?  
 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](http://www.irs.gov/form990).

OMB No 1545-0047

**2016**  
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

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

Preservation of land for public use (e.g., recreation or education)  Preservation of a historically important land area

Protection of natural habitat  Preservation of a certified historic structure

Preservation of open space

2 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

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ \_\_\_\_\_

4 Number of states where property subject to conservation easement is located ▶ \_\_\_\_\_

5 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

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \_\_\_\_\_

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$ \_\_\_\_\_

8 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

9 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.

1a 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.

b 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 ▶ \$ \_\_\_\_\_

2 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 ▶ \$ \_\_\_\_\_

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

Schedule D (Form 990) 2016

**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.

	Amount
1c	
1d	
1e	
1f	

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

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.	6,550,291.	4,487,709.
c Leasehold improvements		14,214,430.	3,130,337.	11,084,093.
d Equipment		484,094.	58,449.	425,645.
e Other		1,318,013.	35,338.	1,282,675.
<b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c)				19,120,122.

**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	16,632.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25) ▶	

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	28,680,594.
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	126,563.	
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII)	2d		
e	Add lines 2a through 2d	2e	126,563.	
3	Subtract line 2e from line 1	3	28,554,031.	
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	-39,142.	
c	Add lines 4a and 4b	4c	-39,142.	
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12)	5	28,514,889.	

**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	28,299,000.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a	126,563.	
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII)	2d		
e	Add lines 2a through 2d	2e	126,563.	
3	Subtract line 2e from line 1	3	28,172,437.	
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	28,172,437.	

**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 -39,143.

ROUNDING 1.

TOTAL TO SCHEDULE D, PART XI, LINE 4B -39,142.



Schedule I (Form 990) (2016)

**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 noncash assistance
EDUCATIONAL	15	38,250.	0.		

**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)**

**Compensation Information**

OMB No 1545-0047

**2016**

Open to Public Inspection

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](http://www.irs.gov/form990).

Department of the Treasury  
Internal Revenue Service

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

**Part I Questions Regarding Compensation**

	Yes	No
<p><b>1a</b> 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.</p> <p><input checked="" type="checkbox"/> First-class or charter travel      <input type="checkbox"/> Housing allowance or residence for personal use</p> <p><input type="checkbox"/> Travel for companions      <input type="checkbox"/> Payments for business use of personal residence</p> <p><input type="checkbox"/> Tax indemnification and gross-up payments      <input type="checkbox"/> Health or social club dues or initiation fees</p> <p><input type="checkbox"/> Discretionary spending account      <input type="checkbox"/> Personal services (such as, maid, chauffeur, chef)</p>		
<p><b>b</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.</p>	X	
<p><b>2</b> 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 on line 1a?</p>	X	
<p><b>3</b> 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.</p> <p><input type="checkbox"/> Compensation committee      <input type="checkbox"/> Written employment contract</p> <p><input type="checkbox"/> Independent compensation consultant      <input type="checkbox"/> Compensation survey or study</p> <p><input type="checkbox"/> Form 990 of other organizations      <input type="checkbox"/> Approval by the board or compensation committee</p>		
<p><b>4</b> 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:</p> <p><b>a</b> Receive a severance payment or change-of-control payment?</p>		X
<p><b>b</b> Participate in, or receive payment from, a supplemental nonqualified retirement plan?</p>		X
<p><b>c</b> Participate in, or receive payment from, an equity-based compensation arrangement?</p> <p>If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.</p>		X
<p><b>Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.</b></p>		
<p><b>5</b> 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:</p> <p><b>a</b> The organization?</p>		
<p><b>b</b> Any related organization?</p> <p>If "Yes" on line 5a or 5b, describe in Part III.</p>		
<p><b>6</b> 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:</p> <p><b>a</b> The organization?</p>		
<p><b>b</b> Any related organization?</p> <p>If "Yes" on line 6a or 6b, describe in Part III.</p>		
<p><b>7</b> For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III.</p>		
<p><b>8</b> 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.</p>		
<p><b>9</b> If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?</p>		

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

Schedule J (Form 990) 2016

**Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.** Use duplicate copies if additional space is needed

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii) Do not list any individuals that aren't listed on Form 990, Part VII

Note: The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title	(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
MIGUEL FOSTER	(i) 133,564.	(ii) 0.	(iii) 0.	0.	0.	133,564.	0.
TREASURER	(ii) 0.			0.	0.	0.	0.
SHANE DAWES	(i) 127,850.	(ii) 0.	(iii) 0.	0.	0.	127,850.	0.
BOARD MEMBER	(ii) 0.			0.	0.	0.	0.
LAMAR HARRIS	(i) 125,289.	(ii) 0.	(iii) 0.	0.	0.	125,289.	0.
SECRETARY	(ii) 0.			0.	0.	0.	0.
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						

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

THE ORGANIZATION PAID FIRST-CLASS TRAVEL FOR TWO BOARD MEMBERS LISTED ON

FORM 990, PART VII. THE COST OF FIRST-CLASS AIR FARE WAS NOT TREATED AS

TAXABLE INCOME TO THOSE INDIVIDUALS.

PART I, LINE 1B:

ON MARCH 24, 2017, EFFECTIVE FEBRUARY 1, 2017 THE ORGANIZATION ADOPTED AN

EMPLOYEE, DIRECTOR, AND OFFICER REIMBURSEMENT PLAN REGARDING PAYMENT OR

REIMBURSEMENT OF THE EXPENSES IDENTIFIED ON SCHEDULE J, PART I, LINE 1A.

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 - SHANE DAWES - \$127,850

UAW - MIGUEL FOSTER - \$133,564

**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

FCA - LAMAR HARRIS - \$125,289

**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](http://www.irs.gov/form990).

OMB No 1545-0047

**2016**

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, LINE 2, NEW PROGRAM SERVICES:

WORLD CLASS MANUFACTURING (WCM) PLANT ACADEMY - IN 2016 A NEW APPROACH

TO TRAINING IN THE PLANTS WAS DEVELOPED AND SUPPORTED BY THE WCMA WITH

STANDARD WCM MODULES, A TRAIN-THE-TRAINER WORKSHOP AND ON-GOING

COACHING TO SPREAD BASIC WCM CONCEPTS. EACH PLANT CASCADES KNOWLEDGE

FROM THEIR SPECIALISTS TO THE SHOP FLOOR. TRAINING INVOLVES SHORT

MODULES FOLLOWED BY APPLICATION OF THE BASIC TOOLS DIRECTLY TO THEIR

WORK AREA.

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

Schedule O (Form 990 or 990-EZ) (2016)

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WCM ACADEMY - KOKOMO CENTER - WITH A SIMILAR APPROACH TO THE WCMA IN  
WARREN, THE KOKOMO CENTER WAS CREATED IN 2016 AND IS RESPONSIBLE FOR  
THE DELIVERY OF KNOW-HOW OF THE WCM METHODOLOGY AND CHANGE MANAGEMENT  
SYSTEM, OFFERING COURSES WITH A FOCUS ON POWERTRAIN-SPECIFIC CONCEPTS  
AND EXAMPLES. WORKSHOPS, WCM COURSES AND TECHNICAL TRAINING ARE  
CONDUCTED FROM TWO LOCATIONS IN INDIANA.

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 2016, NTC SPONSORED TRAINING FOR 2,142  
NEW HIRES, REPRESENTING ALL NEWLY-HIRED FCA EMPLOYEES REPRESENTED BY  
THE UAW DURING THE YEAR. OVER THE FOUR-YEAR PERIOD FROM 2011 THROUGH  
2016, THE NTC TRAINED OVER 24,725 NEW FCA EMPLOYEES REPRESENTED BY UAW  
HIRED IN ALL U.S. LABOR MARKETS. THE TRAINING PROGRAM CONSISTS OF  
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

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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 1,039 PARTICIPANTS

THROUGH THE SKILLED TRADES PROGRAM IN CALENDAR YEAR 2016. 17,330

PARTICIPANTS COMPLETED SKILLED TRADES TRAINING DURING THE PERIOD 2011

THROUGH 2016. 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.

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 METHODOLOGY TO PROVIDE NEW

APPRENTICES WITH BASIC KNOWLEDGE OF THEIR INDIVIDUAL TRADE, TOOL

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

APPRENTICES MEET WITH REPRESENTATIVES FROM THEIR RESPECTIVE COMMUNITY

COLLEGES TO DISCUSS COURSE REGISTRATION AND CLASS SCHEDULING PRIOR TO

ATTENDING THEIR RELATED TRAINING CLASSES. IN 2016, 141 EMPLOYEES

PARTICIPATED IN THE SKILLED ENHANCEMENT PROGRAM. BETWEEN 2011 AND 2016,

175 EMPLOYEES WERE TRAINED. APPLICABLE TRAINING RECORDS ARE MAINTAINED

BY NTC STAFF.

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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 FCA'S POLICY  
3-6 (DISCRIMINATION AND HARASSMENT PREVENTION) AND RELATED CONTRACTUAL  
PROVISIONS. IN 2016, 4,710 EMPLOYEES PARTICIPATED IN DIVERSITY  
TRAINING. DURING THE 2011-2016 TIME PERIOD, 32,301 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  
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 2016, 4,627 EMPLOYEES PARTICIPATED IN SEXUAL  
HARASSMENT PREVENTION TRAINING. DURING THE 2011-2016 TIME PERIOD,  
29,007 PARTICIPANTS WERE TRAINED IN THIS PROGRAM. IT IS THE  
RESPONSIBILITY OF EACH RESPECTIVE PLANT LOCATION TO MAINTAIN TRAINING

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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 EMPLOYEE ON THE FCA'S POLICY 3-6  
(DISCRIMINATION AND HARASSMENT PREVENTION) AND RELATED CONTRACTUAL  
PROVISIONS. IN 2016, 4,710 EMPLOYEES PARTICIPATED IN DISCRIMINATION  
PREVENTION TRAINING. DURING THE 2011-2016 TIME PERIOD, 29,090  
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.

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 2016, 6 EAP REPRESENTATIVES  
PARTICIPATED IN EAP SPECIALIST TRAINING. IN ADDITION, 2,142 NEW HIRES  
WERE TRAINED ON THE EAP PROGRAM AND APPLICABLE SERVICES AVAILABLE TO

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THEM DURING NEW HIRE ORIENTATION SESSIONS. THIS TRAINING IS

APPROXIMATELY 40 MINUTES. DURING THE 2011-2016 TIME PERIOD, 401 EAP

REPRESENTATIVES PARTICIPATED IN SPECIALIST TRAINING. ADDITIONALLY,

24,725 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 2016, 1,468 EMPLOYEES FROM TRENTON ENGINE PLANT AND

WINCHESTER PDC PARTICIPATED IN ONE-HOUR ONSITE TRAINING IN WORKPLACE

VIOLENCE PREVENTION. IN ADDITION, 2,142 EMPLOYEES WERE TRAINED ON

WORKPLACE VIOLENCE PREVENTION DURING NEW HIRE ORIENTATION SESSIONS. THE

PURPOSE OF THIS TRAINING IS TO EDUCATE EMPLOYEES ON THE 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 27,566 EMPLOYEES WERE TRAINED DURING THE 2011-2016 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.

WPVP LOCAL RESPONSE TEAM (LRT)- A 2.5 DAY TRAINING PROGRAM PROVIDED TO

ALL LRT MEMBERS FROM ALL FCA U.S. LOCATIONS. IT PROVIDES AN OVERVIEW OF

THE WORKPLACE VIOLENCE PREVENTION PROGRAM STRUCTURE AND PROCESS THAT

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ENABLES MEMBERS TO CONDUCT ASSESSMENT AND INTERVENTION STRATEGIES

NECESSARY TO PREVENT AN ACT OR ESCALATION OF VIOLENCE IN THE WORKPLACE.

IN 2016, 260 LRT MEMBERS WERE TRAINED. DURING THE TIME PERIOD

2011-2016, 661 EMPLOYEES WERE TRAINED AS LRT MEMBERS. NTC MAINTAINS THE

TRAINING RECORDS AND COURSE COMPLETION IS ENTERED INTO THE CORPORATE

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 558 EMPLOYEES

IN CALENDAR YEAR 2016. CUMULATIVE TRAINING FOR HEALTH & SAFETY

PROFESSIONALS DURING THE 2011 THROUGH 2016 TIME PERIOD TOTALED 2,297.

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

INFLUENCING THE FUTURE OF THE WORLDWIDE AUTOMOBILE INDUSTRY, ALONG WITH

A REVIEW OF FCA'S CURRENT BUSINESS. IN CALENDAR YEAR 2016, 216

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EMPLOYEES PARTICIPATED IN THIS PROGRAM. A TOTAL OF 351 EMPLOYEES WERE  
TRAINED DURING THE 2015-2016 TIME PERIOD. 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 4,816 FCA  
EMPLOYEES IN WORLD CLASS MANUFACTURING METHODS IN CALENDAR YEAR 2016.  
THE WCM TEAM TRAINED 21,564 EMPLOYEES DURING THE 2011-2016 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 2016 TIME PERIOD, 8,637 EMPLOYEES  
PARTICIPATED IN TRAINING. TRAINING WAS PROVIDED IN CALENDAR YEAR 2016  
FOR A TOTAL OF 2,082 EMPLOYEES. THE MOBILE UNIT TRAVELS FROM THE

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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 ALONGSIDE OF FLOOR TECHNOLOGIES.

TRAINING WAS PROVIDED IN CALENDAR YEAR 2016 FOR A TOTAL OF 189

EMPLOYEES. DURING THE 2015 THROUGH 2016 TIME PERIOD, 287 EMPLOYEES

PARTICIPATED IN TRAINING. 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.

WCM PLANT ACADEMY - IN 2016 A NEW APPROACH TO TRAINING IN THE PLANTS

WAS DEVELOPED AND SUPPORTED BY THE WCMA WITH STANDARD WCM MODULES, A

TRAIN-THE-TRAINER WORKSHOP AND ON-GOING COACHING TO SPREAD BASIC WCM

CONCEPTS. EACH PLANT CASCADES KNOWLEDGE FROM THEIR SPECIALISTS TO THE

SHOP FLOOR. TRAINING INVOLVES SHORT MODULES FOLLOWED BY APPLICATION OF

THE BASIC TOOLS DIRECTLY TO THEIR WORK AREA. IN 2016, 265 EMPLOYEES

WERE TRAINED THROUGH THE WCMA PLANT ACADEMY. ALL TRAINING RECORDS ARE

MAINTAINED THROUGH THE FCA CORPORATE LEARNING CENTER SYSTEM.

WCM ACADEMY - KOKOMO CENTER - WITH A SIMILAR APPROACH TO THE WCMA IN

WARREN, THE KOKOMO CENTER WAS CREATED IN 2016 AND IS RESPONSIBLE FOR

THE DELIVERY OF KNOW-HOW OF THE WCM METHODOLOGY AND CHANGE MANAGEMENT

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SYSTEM, OFFERING COURSES WITH A FOCUS ON POWERTRAIN-SPECIFIC CONCEPTS

AND EXAMPLES. WORKSHOPS, WCM COURSES AND TECHNICAL TRAINING ARE

CONDUCTED FROM TWO LOCATIONS IN INDIANA. IN 2016, 190 EMPLOYEES

PARTICIPATED IN THESE SESSIONS. 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 2016,

6,058 PARTICIPANTS ATTENDED THESE WORKSHOPS & EVENTS AND A TOTAL OF

14,413 PARTICIPATING DURING THE 2011-2016 TIMEFRAME. ALL TRAINING

RECORDS ARE MAINTAINED THROUGH THE FCA CORPORATE LEARNING CENTER SYSTEM

FOR INTERNAL ORGANIZATIONS.

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 TO 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

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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 2016, EMPLOYEES COMPLETED 51,788  
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 2016, 311,896 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  
VIDEOS PROVIDE A STANDARDIZED KNOWLEDGE SET FOR WCM TOOLS AND ACRONYMS.  
THESE OFFERINGS WERE UTILIZED ON 18,294 OCCASIONS BY WCM PARTICIPANTS  
DURING THE 2016 CALENDAR YEAR. DURING THE 2013-2016 TIME PERIOD 37,873,  
ONLINE COURSES WERE COMPLETED. ALL ONLINE ACTIVITIES ARE CONDUCTED  
THROUGH THE FCA CORPORATE LEARNING CENTER SYSTEM AND WCM E-LEARNING  
WEBSITE.

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

THE ORGANIZATION RESTATED ITS ARTICLES OF INCORPORATION ON DECEMBER 13,  
2016. THE RESTATED ARTICLES WERE FILED WITH THE MICHIGAN DEPARTMENT OF

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LICENSING AND REGULATORY AFFAIRS ON JANUARY 4, 2017. NO SIGNIFICANT CHANGES

WERE MADE IN THE RESTATED ARTICLES OF INCORPORATION.

THE ORGANIZATION ADOPTED RESTATED BYLAWS ON DECEMBER 13, 2016. THE RESTATED

BYLAWS INCREASED THE NUMBER OF DIRECTORS FROM 6 TO 8. BEFORE THE

RESTATEMENT THE FCA VICE PRESIDENT AND THE UAW VICE PRESIDENT EACH WERE

DIRECTORS AND EACH APPOINTED TWO DIRECTORS. AFTER THE RESTATEMENT THE

PRESIDENT OF THE UAW HAS THE POWER TO DESIGNATE ONE OF THE FOUR UAW

DIRECTORS. BEFORE THE RESTATEMENT THE MANNER OF AUDITING THE BOOKS AND

RECORDS WAS DETERMINED BY THE BOARD. AFTER THE RESTATEMENT THE BOARD IS

DIRECTED TO RETAIN AN ACCOUNTING FIRM TO AUDIT THE FINANCIAL STATEMENTS OF

THE ORGANIZATION. IF A DIRECTOR HAS A CONFLICT HE MUST INFORM THE CHAIRMAN

OF THE MEETING OF SUCH CONFLICT AND MUST ABSTAIN FROM VOTING ON ANY MATTER

BROUGHT BEFORE THE BOARD WITH RESPECT TO WHICH HE HAS A CONFLICT. CONFLICT

WAS NOT ADDRESSED IN THE ORIGINAL BYLAWS.

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, 2017.

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

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

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

Name of the organization UAW CHRYSLER SKILL DEVELOPMENT & TRAINING PROGRAM	Employer identification number 38-2691478
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DOCUMENTS SUBJECT TO PUBLIC INSPECTION ARE MADE AVAILABLE UPON REQUEST.

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

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

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

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

LAMAR HARRIS - 1000 CHRYSLER DRIVE, AUBURN HILLS, MI 48326

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 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

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

UAW INTERNATIONAL PROGRAM SUPPORT	6,287,153.
FCA MANAGEMENT PROGRAM SUPPORT	974,366.
FCA TRAINERS	4,386,992.
OTHER	718,010.
TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A	12,366,521.

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.

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

BOOK/TAX DIFFERENCE FROM COORDINATED TRAVEL SERVICES, LLC	39,143.
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