



January 28, 2015

IMPORTANT INFORMATION REGARDING EMPLOYEE PROFIT SHARING CONTRIBUTIONS TO THE PSP

TIME SENSITIVE: ELECTION WINDOW IS FROM JANUARY 29, 2015 - FEBRUARY 12, 2015

Dear Employee:

Although the 2014 year-end financial results are not yet final, in the event that there is a payout under the Profit Sharing Plan for Hourly-Rate Employees in the United States (Profit Sharing Plan), you will have the opportunity to contribute all or a portion of that payout on a pre-tax basis to your Personal Savings Plan (PSP) account, subject to tax law limitations. You may elect to contribute your Profit Sharing payout in 1% increments, up to 100%, to your PSP account. As a result of 2011 UAW-GM Negotiations, each year, all prior Profit Sharing contribution elections are re-set to zero. Therefore, **if you do not take any action, no contribution to the PSP will be made on your behalf**, and your entire Profit Sharing payout will be included with your regular wages. If you wish to make a contribution of all or a portion of your Profit Sharing Plan payout to the PSP, **you must affirmatively make such election between January 29, 2015 and 4 p.m. EST on February 12, 2015.**

How to Make Your Contribution Election and Eligibility

You can make a Profit Sharing contribution election online at gmbenefits.com, or by calling the GM Benefits & Services Center. Note only active hourly employees who are not on a leave of absence or on a PSP hardship suspension at the time the payout is made may make such an election.

Instructions to make a change to your Profit Sharing contribution percentage election online are as follows:

- Go to gmbenefits.com
- Click "Active Hourly"
- Click "Savings Plans"
- Click the link under PSP Offerings
- Log In using your username and password
- Click "General Motors PSP"
- Click "Contribution Amount" on the left side of the screen
- Click "Contribution Amount" in the middle of the screen
- Scroll down and look for the Profit Sharing election
- Input the desired percent of your Profit Sharing payout (must be in 1% increments)
- Click the "Change Contribution Amount" button at the bottom of the page
- Click the "Submit" button at the bottom of the page after you have reviewed your requested changes
- Please note that when you click "Submit" a printable confirmation page will be displayed

To make the election over the phone with a Customer Service Representative, call the GM Benefits & Services Center at 1-800-489-4646. Representatives are available business days from 8:30 a.m. to Midnight Eastern Standard Time (EST). If you are calling from outside the U.S. or Canada, call 1-877-833-9900 to reach the GM Benefits & Services Center. To dial this number, you must first dial the appropriate AT&T Direct Access code which you can obtain by visiting www.att.com/traveler or by calling AT&T at 1-800-331-1140.

2015 Tax Considerations

There are a few things to consider when making your decision. All contributions, including Profit Sharing contributions, to the PSP on a pre-tax or Roth basis, are subject to tax law limitations. The limit on the total of such contributions in 2015 is \$18,000. If your Profit Sharing contribution causes you to exceed the \$18,000 limit, the remainder of the Profit Sharing payout will be included in your regular wages.

Required Deductions

All Profit Sharing payouts are subject to FICA taxes and Union dues. If you elect to contribute your Profit Sharing payout to the PSP and you will also be receiving wages for that pay period, your Profit Sharing contribution will be the percentage

you elected provided your other wages are enough to satisfy the FICA and Union dues obligations. If you are an active employee and elect to contribute your Profit Sharing payout and will not be receiving wages for that pay period, your Profit Sharing contribution will be after FICA taxes and Union dues are deducted. The two examples below illustrate these situations. Any outstanding payroll or benefit overpayments, special court orders for child support arrearages, tax levies or similar obligations will have these obligations paid before any contributions are made to the PSP.

Example #1				Example #2			
Employee with 100% Deferral and active earnings				Employee with 100% Deferral and no active earnings			
Earnings	Hours	Rate	Amount	Earnings	Hours	Rate	Amount
Straight time	40	\$32.00	\$1,280.00	Straight time	0	\$32.00	\$0.00
Profit Sharing			\$5,000.00	Profit Sharing			\$5,000.00
Profit Sharing Deferral	100%		\$5,000.00				
Gross Pay			\$1,280.00				
Federal Taxes			\$320.00	Federal Taxes			\$0.00
FICA SS Taxes			\$389.36	FICA SS Taxes			\$310.00
FICA HI Taxes			\$91.06	FICA HI Taxes			\$72.50
Union Dues			\$72.00	Union Dues			\$72.00
				Profit Sharing Deferral 91%			\$4,545.50
Net Pay			\$407.58	Net Pay			\$0.00

How your Profit Sharing Contribution will be Invested

The amount of your Profit Sharing payout contributed to your PSP account will be invested in the same investment options that you have selected for your current contributions. If you have no investment option election in effect, your contributions to the PSP will be invested in the Pyramis Active Lifecycle Commingled Pool with a target retirement date (as specified in the Pool's name) closest to the year that you will attain the age of 65. To view or change your current investment elections, log on to gmbenefits.com or contact the GM Benefits & Services Center at 1-800-489-4646.

YOUR PROFIT SHARING CONTRIBUTION MUST BE RECEIVED BY 4:00 P.M. EST ON FEBRUARY 12, 2015. ELECTIONS MADE AFTER THIS TIME WILL NOT TAKE EFFECT. IF YOU DO NOT MAKE A TIMELY ELECTION DURING THIS PERIOD, YOU WILL RECEIVE YOUR ENTIRE PROFIT SHARING PAYOUT IN A TAXABLE CASH PAYMENT.

Please be Aware of the Following

1. Your election to contribute all or a portion of your 2014 Profit Sharing payout may have an impact on your 2015 income taxes. Subject to tax law limitations, your Profit Sharing contribution to the PSP will be on a pre-tax basis, meaning that you will not pay federal income tax on this amount until it is withdrawn or distributed from the Plan. You may wish to consult with a tax advisor before making any decisions.
2. If you have any questions relative to your Profit Sharing payout or the tax implications of your Profit Sharing payout, please contact the GM Payroll at 866-245-5957.
3. Your 2014 Profit Sharing contribution to your PSP account will be subject to applicable FICA taxes and Union dues.
4. As a result of 2011 UAW-GM Negotiations, your contribution election for the 2014 Profit Sharing payment will automatically be reset to zero following the contribution. Note this applies only to the Profit Sharing contribution election, not any contribution election for your weekly eligible earnings.
5. According to Plan provisions you must be eligible to accumulate savings in the PSP for your contribution election to be effective.
6. Any Profit Sharing payout that is not contributed to the PSP will be included in your regular paycheck, will be taxable to you in 2015, and will be subject to regular employment tax withholding.
7. An HR Bulletin will be published once the 2014 financial results are final, a payment date is set, and the amount, if any has been determined.

General Motors LLC