

# Memo

General Motors of Canada Company  
CAMI Assembly  
300 Ingersoll St., P.O. Box 1005  
Ingersoll, Ontario N5C 4A6

Subject:  
2021 Special Retirement Incentive Option

Date:  
February 2, 2021

To:  
GM CAMI Assembly Hourly Team Members

From:  
HR/LR

Department:  
All

Department:  
HR/LR

Effective Tuesday, February 2, 2021 applications for the 2021 Special Retirement Incentive Option will be made available in HR/LR. Retirement eligible team members who are interested in this option are required to pick up their application/information package in person (signature required) from the HR/LR Office.

**Applications must be received by the Company, in the HR/LR office, no later than 12:00 p.m. on Friday, February 26, 2021 to be considered.**

This 2021 Special Retirement Incentive Option is only available to eligible hourly team members and will be allocated as follows:

- Hourly production team members – 40 packages available
- Hourly skilled trades team members – 10 packages available

Each of the packages will be a one-time \$40,000.00 lump sum retirement incentive that will be paid out to successful applicants after their date of retirement.

In considering your options, you should take account of the following:

- This will be your only opportunity to apply for the Special Retirement Incentive Option in 2021.
- In the event the number of applicants exceed the number of available Special Retirement Incentive Option packages, plant seniority will be used to determine which applications/applicants will be approved for production team members and skilled trades seniority will be used for skilled trades applicants.
- **Team members who are approved for this Special Retirement Incentive Option will have their retirement date determined by the Company. All team members retiring via the Special Retirement Incentive Option must retire between March 1, 2021 and July 1, 2021.**

Applications may be withdrawn on or before Friday, February 26, 2021 at 12:00 pm. **All applications that have been submitted and not withdrawn by the team member prior to Friday, February 26, 2021 at 12:00 pm are irrevocable and subsequently the team member who has made application must retire/separate on the date specified by the Company.** If an application for the 2021 Special Retirement Incentive Option is not approved by the Company, the team member will be permitted to withdraw their application for retirement.