2022 Intern Benefits Summary

Welcome to Ford!

Congratulations and welcome to the Ford team! We are proud to offer a compensation and benefits package that will help you improve your health, build your wealth, and balance your life. You'll find information on:

Retirement Savings

Compensation and Incentive Compensation

Vehicle Plans

Ford's Work-Life and Global Diversity Initiatives

Commitment to Communicating to Employees

Retirement Savings

Savings and Stock Investment Plan (SSIP)

The SSIP is the easiest and best way to build your retirement savings. The SSIP is funded by your contributions, Company matching contributions and Company Ford Retirement Plan (FRP) contributions (if you are eligible). Earnings grow tax-free, and the power of compounding means your money grows even faster. You also make contributions through convenient, automatic payroll deductions, so there's nothing extra for you to do!

All salaried employees are eligible to participate in the Ford Motor Company Savings and Stock Investment Plan (SSIP), our 401(k) plan. You're automatically enrolled in the SSIP when hired (following a 45-day opt out period) at a 5% pre-tax contribution rate, which you can adjust at any time.

You can choose to contribute three ways: pre-tax, Roth and/or after-tax. Ford also offers a Company match of 90 cents per dollar on the first 5% of your own contributions, no matter which type of contributions you make.

Compensation

Compensation is an important part of the Company's relationship with its employees, which also includes challenging and rewarding work, growth and career development opportunities, and being part of a leading company with a diverse workforce and great products. Ford is a global company with a consistent compensation and benefits framework that is affordable to the business.

Base Salary

Base salary is twice-monthly pay that is determined on a competitive basis and adjusted according to performance, job scope and responsibility, and position-in-range. Base salary considers skills, experience and competitive market value.

Salary ranges represent what Ford pays for a job within a salary grade or leadership level based on external market data in comparison to similar positions from other leading companies in our compensation surveys. Employees generally enter a new salary grade or leadership level at a lower point in the range. This amount can vary based on the location, position, relevant skills and experience of the individual employee. As employees develop new competencies and demonstrate high performance, they will have the opportunity to increase their salary over time through pay increases, such as merits and promotions. For more information on the salary range in which this position falls please see the information below:

Salary Grade	Minimum (Monthly)	Maximum (Monthly)
Salary Grade 53	$3,000	$9,000

- **Compensation is based off degree, location, and level of education**

Paydays for GSR employees are the 15th and the last working day of the month. If a payday falls on a weekend or holiday, payday is on the last preceding scheduled workday.

Paychecks

Employees should allow at least 10 to 12 working days after hire/rehire to process pay for their first pay period. Employees are generally paid on a "current" basis.

Direct Deposit of Pay

All employees are encouraged to have their paychecks deposited directly into the financial institution of their choice by completing a Direct Deposit of Pay Request. This form should be completed in the Ford Onboarding Portal prior to start date.

Vehicle Plans

All Salaried Employees

New Vehicle Purchase Plans

- *A Plan* – This vehicle discount purchase program covers purchases and leases on most new Company vehicles. Employees are allowed a maximum of four A Plan discount purchases (or leases) per calendar year. Employees can use the discount for themselves or sponsor an eligible family member.
- *X Plan* – This vehicle discount purchase program is designed to introduce Company products to potential customers who are considering the purchase of competitive products. Ford employees can sponsor up to four X Plan purchases per calendar year.

Work-Life Initiative

Today more than ever, individuals are struggling to balance the increased complexities of personal and work life. As a result, Ford ensures that our programs, policies and employment practices recognize the diverse needs of all our employees, allowing them to contribute their maximum effort at work while at the same time fulfilling their personal and family responsibilities. Examples of formal work-life programs include:

- The **Total Health Program** is a voluntary and confidential service that provides short-term professional counseling and referral services to employees and dependent family members. This service is free of charge and is available 24 hours a day/7 days a week, 365 days a year. It is administered by Health Management Systems of America (HMSA).
- **Flex Time Policy** enables employees to determine start and quit times within reasonable limitations and with management's approval, while not impairing operational effectiveness.
- **Transitional Work Arrangement Program (TWA)** enables eligible, regular salaried employees to work a reduced schedule with pay and benefits reduced proportionately. With management approval, participation may be approved for the following reasons: personal/family, education/career development or community service.

Global Diversity Initiative

Ford has demonstrated a commitment to diversity and inclusion by endorsing and leveraging the power of our Employee Resource Groups, various organizations of employees who share a particular affinity or have similar life experiences. These groups have a desire to use those similarities to create cross-functional workplace connections, provide professional development and advance business imperatives. They hold educational and cultural events and collaborate to support many diversity-related efforts. Participation is open to all Ford employees. We are family. We celebrate differences. We all belong.

FAAN	Ford African-Ancestry Network
FAIA	Ford Asian Indian Association
FCA	Ford Chinese Association
FEDA	Ford Empowering Diverse Abilities
FHLN	Ford Hispanic Latino Network
FIN	Ford Interfaith Network
NextGen	Ford Next Generation Employees Network
Ford Pride	LGBT+ Employees
MENA	Middle East and North Africa Association
Women of Ford	Women of Ford
VET_NG	Veterans Network Group

Commitment to Communicating with Employees

Ford's communication efforts are based on the premise that employees should hear news about the Company from the Company first, not through rumors or outside media sources. Employees are provided with access to and knowledge of Company news and products in a timely and credible manner, with an emphasis on fostering two-way communication channels for employee engagement.

The main sources of mass communications between Ford and its employees and retirees are:

- **@FordOnline**, the Company's information and productivity site, and can be accessed inside and outside the firewall, as well as on smart phones via @Ford Mobile.
- @Ford magazine is regionally published in North America, Europe and Asia Pacific. In North America, the magazine is distributed to more than 200,000 active and retired Ford employees.

The policies, plans and programs described are not contracts and do not alter any at-will relationship the Company has with its employees. The Company may modify or terminate these policies, plans and programs at any time.
You can request a printed copy of any benefits Summary Plan Description or Summary of Material Modification, at no charge, by contacting the National Employee Services Center at 1-800-248-4444.