



2024 New Hire Benefits Summary

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:



Health Care/Benefits: Options and Enrollment >



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*Note: This document is intended to be a general overview of Ford's benefit plans and policies; these plans and policies are subject to specific rules and limitations not described here. 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. Please direct questions as follows: **Pre-Hire Date** - Your Executive Recruiter or Onboarding Specialist, **Post-Hire Date** - National Employee Services Center at 1-800-248-4444.*



Health Care/Benefits: Options and Enrollment

The greatest wealth is health, as the saying goes, and Ford’s flexible benefits package gives you the options and choices you need to stay healthy and take care of your family.

Benefits and Enrollment eGuide

For an overview of each option available to you for the current plan year, read our [Benefits and Enrollment eGuide](#). The digital guide is available anywhere in the world from any device, and includes an overview video, tools and resources designed to help you navigate your benefits with confidence.

eGuide Topics	Medical, Dental & Vision	Domestic Partner/ LGBTQ+ Benefits	Mental Health & Well Being Benefits	Life and AD&D
	Disability	Prescription Drug Coverage	Health Savings & Flexible Spending Accounts	Voluntary Benefits
	Retirement	Vacation Purchase	Legal Plan	Shopping Programs





Retirement Savings

You can find more information on retirement savings plans in the [Benefits and Enrollment eGuide](#).

Savings and Stock Investment Plan (SSIP)

All salaried employees are eligible to participate in the Ford Motor Company Savings and Stock Investment Plan (SSIP), our 401(k) plan. The SSIP is the easiest and best way to build your retirement savings. 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!

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 offers a Company match of 90 cents per dollar on the first 5% you contribute, no matter which type of contributions you make.

Company Contributions to SSIP (also referred to as the Ford Retirement Plan “FRP” Contributions)

In addition to SSIP contributions and the Company match described above, most employees receive contributions from the Company into their SSIP account each pay period. The contribution rate is calculated according to the following schedule:

Age at Year-End	Contribution Rate
Under age 40	3.5%
Age 40 through 49	4.5%
Age 50 and over	5.5%

Both SSIP Company matching funds and Company contributions are vested when you reach three years of service.

Defined Contribution Supplemental Executive Retirement Plan (DC SERP)

LL1 – LL4 Employees

An unfunded, non-tax qualified defined contribution plan that provides benefits over and above Ford Retirement Plan (FRP) contributions for employees hired or rehired on or after January 1, 2004 (excluding retirees rehired as Supplemental Employees).

Additional Benefits and Services

Basic Life Insurance and Accidental Death & Dismemberment Insurance

LL1 – LL4 Employees

Company-paid basic life insurance coverage and accidental death and dismemberment coverage of 3 times base annual pay. Under IRS rules, Basic Life Insurance coverage in excess of \$50,000 is subject to imputed income to avoid the taxable amount.

Optional Life Insurance

LL1 – LL4 Employees

You can supplement your Company-paid basic life insurance with optional life insurance. You can elect up to an additional 8½ times base annual pay in optional life insurance. Proof of good health may be required.

Optional Dependent Life Insurance

GSR – LL1 Employees

You can elect up to \$200,000 for dependent life insurance-spouse/domestic partner coverage and \$40,000 for dependent life insurance-child coverage. Proof of good health may be required for dependent life-spouse/domestic partner coverage.

Optional Accidental Death & Dismemberment Insurance

GSR – LL1 Employees

You can supplement your Company-paid accidental death and dismemberment (AD&D) insurance with optional AD&D insurance. You can elect coverage for yourself, or yourself and family. Coverage cannot exceed 10 times base annual pay, or \$1,000,000, whichever is less.

Disability Benefits Plan

Ford provides valuable disability coverage to protect you and your family financially if you become ill or injured and cannot work for a period of time. Disability coverage will be effective the date of hire or rehire for Leadership Level employees.

Disability benefits provided include:

- Short-term benefits at 100% of pay – up to 14 weeks (70 workdays)
- Short-term benefits at 60% of pay – up to 12 weeks (60 workdays)
- Long-term benefits at 50% of pay – up to full Social Security retirement age

Salaried Tuition Assistance Program (STAP)

STAP is designed to assist you in obtaining educational degrees that further the interests of the Company and are consistent with your Individual Development Plan. The Company provides financial assistance of up to \$6,000 annually if you meet the guidelines/requirements of the program; the program also provides for additional funding to pay for the costs of MBA expenses that qualify under the MBA provisions of the program. Upon hire, review the detailed policy for more information before applying. This benefit is at your current management's discretion, based on organization, departmental and individual goals and performance.



The Ford logo, featuring the word "Ford" in its signature script font, is displayed in white on a dark blue background.



Student Loan Wellbeing Program

The Student Loan Wellbeing Program is an educational financial wellbeing platform designed to help you strategize and optimize your student loan debt. If you currently have student loan debt, the tools will assist in analyzing each individual specific student loan situation and can help you optimize your repayment plan. If you don't currently have student loan debt, the tools can be used to help plan for returning to school or saving for your child(ren)'s future education.

Relocation Benefits

Ford offers a competitive relocation program to support your move when you relocate at the request of the Company. To be eligible for the relocation program, the distance over the shortest, most commonly traveled route from your old residence to your new principal work location must be at least 50 miles. Once you are authorized for services, you'll be connected with Ford's Relocation Management Company (RMC), which administers the relocation program and assists eligible employees through the relocation process. Please speak with the RMC prior to initiating any relocation activity, including contacting real estate brokers/agents, to maintain your eligibility for benefits.

Voluntary Benefits

You are eligible to participate in a comprehensive, money-saving benefits program specially designed to protect the financial security of you and your family. These optional benefits include legal assistance; accident and critical illness insurance; homeowners' and renters' insurance; pet insurance; a "discount marketplace" offering discounted travel, event and attraction tickets; and more.



Compensation and Incentive Compensation

Compensation is an important part of Ford's relationship with its employees. This relationship 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.

Base Salary

Base salary is 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 range for LL4: (Min.) \$165,360 – (Max.) \$310,440

Paychecks

Payday is the last working day of the month (one payday per month), except where required by state law. If payday falls on a weekend or holiday, payday is on the last preceding scheduled workday.

Employees should allow at least 10 to 12 working days after hire/rehire to process 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.

Pay for Performance

Pay for performance is fundamental to our compensation philosophy. We reward individuals for performance and contributions to business success. Our compensation and benefits package in total will be competitive with leading companies in each country. Our philosophy is supported with the following practices.

Employee Performance and Development

Ford's performance program provides for ongoing performance feedback that supports employee performance and development. The program includes:

- Periodic check-in conversations that establish performance objectives, promote personal wellbeing, and provide coaching for professional development.
- Recognition and reward for employee contributions to business outcomes.

Merit Program

Merit increases to base salary are based on your performance relative to your peers, position in salary range and the merit allocation (based on competitive salary analysis as well as the Company's ability to pay).

Annual Performance Bonus Plan All Ford Employees

You are eligible to participate in the Annual Performance Bonus plan, which is based on global Company metrics. Bonus target amounts are based on leadership level. The target is adjusted by both the business performance factor (BPF) and individual performance. Early in the performance year you are notified of your Bonus Target. In Q1 of the following year, the final BPF is communicated. Payment is typically made in March. Payments are pro-rated based on the number of months worked in the performance year.

Long-Term Incentive Program (Stock Awards) LL1 – LL5 Employees

The types of awards, as well as the award amounts, vary by Leadership Level and are determined by the Compensation, Talent and Culture Committee of the Board of Directors. The grants normally consist of time-based Restricted Stock Units (RSUs) and, additionally, for LL1-LL3 employees, Performance Stock Units (PSUs).



Vacation, Flexible Family Care, Volunteering and Holidays

Vacation Days

LL4 – LL2 Employees

- In the year of hire, employees may receive a pro-rated number of vacation days (up to 20) based on start date.
- Following the year of hire, employees earn 20 vacation days per year.
- After 20 years of service, employees earn 25 vacation days per year.

Flexible Family Care

Coverage begins the first day of the month after date of hire or rehire. Full-time employees are eligible for up to 10 paid annual Flexible Family Care days (80 hours) of absences. Flexible Family Care can be taken for the employee's own short-term illness of five or fewer consecutive workdays, to care for a qualifying family member, or for personal business.

Volunteering

Ford encourages salaried employees to serve their communities, by offering the opportunity to perform up to 16 hours per year of volunteer work while still receiving your normal base salary.

Holidays

The paid holiday schedule for U.S. salaried non-manufacturing plant employees includes three (3) floating* holidays per year. Floating holidays give you the flexibility to observe the personal, cultural, or religious days of your choice, without using vacation days. How you use the floating holidays is up to you. Listed below are the paid holidays that are observed at Ford:

New Year's Day	Labor Day
Martin Luther King, Jr. Day	Federal Election Day (in even years)
Good Friday*	Veterans Day
Day after Easter*	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Juneteenth*	Holiday period between Christmas and New Year's Day
Independence Day	

* If you do not work in a manufacturing plant and are not in a role closely aligned to manufacturing operations, you will be able to take these three (3) holidays as "floating holidays". NOTE: If your date of hire is between January 1 and June 30, you are eligible for three floating holidays in the year of hire. If your date of hire is July 1 or later, you are eligible for one floating holiday in the year of hire.

The Ford Credit holiday schedule differs slightly: Ford Credit employees have three floating holidays rather than company designated holidays between Christmas and New Years. Some Ford Credit employees in customer and dealer servicing organizations may be scheduled to work on floating and/or company designated holidays.



Family Building and Family-Friendly Programs

Family Building Benefits

You're eligible for up to \$40,000 combined lifetime maximum reimbursement for qualified adoption or surrogacy expenses (\$15,000 per child for adoption). If you and your spouse/domestic partner are enrolled in a Ford medical plan, you're also eligible for:

- **Fertility benefits**, including 3 "Smart Cycles" (bundled fertility treatment cycles), which can be used for a wide variety of treatments, such as IVF and IUI
- **Pre-embryo transfer services**, which can be used for surrogacy expenses outside the maximum surrogacy reimbursement amount
- **Patient care advocate services** to counsel, support and assist with family building processes

More information is available [here](#).

Support for New Parents

- **New Parent Days:** Eight weeks paid time off if your child joins your family via birth or adoption after your new hire start date (two weeks paid time off for new foster parents). All must be taken within 12 months of the birth, adoption or placement.
- **New Parent Ramp-Up:** Under this program, you can return to work following maternity/parental leave (or New Parent Days) part-time for four weeks, at full-time pay.
- **Storage/Shipment of Milk for Nursing Mothers:** If you are required to travel on Company business, you can store/ship expressed milk home to your infant at Company expense.

Support for All Parents

- **Dependent Care Flexible Spending Account (FSA):** Contribute tax-free dollars to a Dependent Care FSA that you can use to reimburse yourself for dependent daycare expenses, for your eligible dependent children under age 13 and/or your eligible dependent relative of any age who is physically or mentally incapable of self-care
- **Child care referrals and consultation:** Offered through Lyra
- **Emergency child care (SE Michigan only):** 80-120 hours per year (depending on the number of children), of subsidized emergency child care

How Different Types of Paid Time Off Work Together for New Parents

When you combine parental benefits with other paid time off benefits like Vacation, Disability, and Flexible Family Care, you may be eligible for up to:

- 19-21 weeks of fully paid time off following the birth or adoption of a child
- 27-29 weeks unpaid parental leave
- 4 weeks of partial work at full pay

When paid leave options have been exhausted, new parents may take the balance of one year as unpaid leave. If you're expecting a child but are not the birth parent, or you're not yet eligible for benefits under the salaried disability plan, you can still bond with your new arrival using a combination of paid Vacation (exact amount depends on multiple factors), two weeks of paid Flexible Family Care, eight weeks of paid New Parent Days, and four weeks of New Parent Ramp-Up, and you may take unpaid leave for the balance of one year.

Vehicle Plans

The best thing about building great products is driving them! The second-best thing: sharing your discount with family and friends so they can drive them, too.

New Vehicle Purchase Plans All Salaried Employees

- **A Plan** – This vehicle discount purchase program covers purchases and leases on most new Company vehicles. You can sponsor four A Plan discount purchases (or leases) per calendar year for yourself or 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. You can sponsor up to four X Plan purchases per calendar year.

Vehicle Plans – Management Lease Vehicle Program All Leadership Level Employees

LL5 and above employees are eligible for two vehicles. Occasionally, eligible employees will be offered an additional, or “incremental,” lease vehicle. The incremental lease program is not a core component of the Management Lease Program. It is designed specifically to assist with unusual business circumstances. When deciding to participate in this program, the lessee must understand that future programs are not promised or guaranteed. Employees and eligible family members (spouse, domestic-spouse that has completed the verification process or children under the age of 26 as defined as eligible for healthcare) are eligible to drive the vehicles. The monthly lease fees include maintenance, repairs and insurance.





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:

- **Mental health benefits.** Ford has established a partnership with **Lyra**, to provide short-term professional coaching, counseling and referral services. These services are voluntary, confidential and personalized to you. You and your eligible dependents receive up to a total of 10 coaching or counseling sessions per year at no cost. In addition, Lyra also provides Work-Life services such as legal, financial, childcare, eldercare and pet care referrals. More information is available [here](#).
- **Flexible Work Patterns.** Most salaried employees have a “hybrid” work pattern. In the hybrid work pattern, you will split your time between working at an on-site location and working remotely. Certain roles are place-dependent, meaning you are required to report to your assigned work location every day. A small number are fully remote, meaning you work from an off-site location (generally your home) all, or nearly all, of the time. Your hiring manager will specify the work pattern applicable to the position.
- **Alternative Work Schedule (AWS).** With an AWS, you may arrange to work fewer, longer days so that you can have regularly scheduled time off during the week.
- **Alternative Starting Time.** You can determine start and quit times within reasonable limitations and with your People Leader’s approval, while not impairing operational effectiveness.
- **Reduced Work Schedule (formerly known as Transitional Work Arrangement Program).** You can work a reduced schedule (16-36 hours per week) 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 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.

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



Commitment to Communicating with Our Team

Ford's communication efforts are based on the premise that employees should hear news about the company from the company first. Team members 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 engagement.

The main sources of mass communications between Ford and its employees and retirees include the following:

- **@FordOnline**, the company's online portal, a one-stop shop featuring company news and links to resources making it easy to access helpful resources. @FordOnline can be accessed inside and outside the firewall.
- **@BlueOvalNow**, your mobile app for Ford and industry news at your fingertips. Why you'll love **@BlueOvalNow**: easy access to Ford and industry news; turn on push notifications for vehicle reveals, breaking news and more; share news with your friends and family through your social media apps, text and email. Text Ford to 45411 to download.
- **Global Town Hall**, live monthly virtual gatherings that are a must-see for employees where the company's key objectives, mission critical topics and spotlight moments are highlighted with the global team.

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