



2025 New Hire Benefits Summary

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Welcome to Ford!

As a Ford intern or co-op, you're eligible for benefits and programs that will help you jump-start your retirement savings, take care of your physical and mental health, purchase a new vehicle at a discount, and connect with our employee resource groups.

[Retirement Savings](#)

You are eligible to participate in Ford's 401(k) plan, the Ford Motor Company Savings and Stock Investment Plan (SSIP), as of your first day of employment. Ford offers matching contributions as well as additional company contributions to the SSIP through the Ford Retirement Plan. Click on the header link for more information.

Compensation

Below is the general range for a position in this salary grade or leadership level:

Salary Grade	Minimum (Monthly)	Maximum (Monthly)
Salary Grade 53	\$3,500	\$7,700

General Salary Roll employees are paid on the 15th and the last working day of each month.

Allow at least 10 to 12 working days after hire/rehire to receive your first paycheck. Direct deposit is available.

Flexible Family Care

Flexible Family Care is paid time off to manage your own short-term illness, to care for a loved one, or for personal business. Co-op students are eligible for 5 days (40 hours) of Flexible Family Care each year, while interns are eligible for 2 days (16 hours).

[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.

[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.

- **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.

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.

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

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, is 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**, is a mobile app that provides easy access to Ford and industry news. You can turn on push notifications for vehicle reveals, breaking news and more, and share news with your friends and family through your social media apps, text or email. Text Ford to 45411 to download.
- **Global Town Halls** are live monthly virtual gatherings. Global Town Halls are a must-see for employees where the company's key objectives, mission critical topics and spotlight moments are highlighted with the global team.

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. Employees 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.