To: Employees eligible for the Tax-Efficient Savings Plan for Hourly Employees (TESPHE)

Purpose of this Communication
To clarify your election options for the upcoming Ratification and Performance Bonuses in TESPHE.

What You Need to Know
The UAW negotiated bonuses for certain employees to be paid by Ford Motor Company as a result of the 2019 Collective Bargaining Agreement. The Ratification bonus is scheduled to be paid on November 29, 2019, if ratified. Certain employees are also eligible for a Year 1 Performance Bonus, which is scheduled to be paid on December 6, 2019, if ratified. Both bonuses will utilize your existing TESPHE bonus election on myfordbenefits.com. Be sure to update your bonus election by the deadlines below to direct how your bonuses will be paid. If you have no bonus election on record, they will be paid 100% in cash.

Updating Your Bonus Election
Visit myfordbenefits.com > Build Your Savings & Retirement → Savings Plan → Change Contributions → Bonus Election – TESPHE. Then, read and follow the instructions on the screen.

Alternatively, you can call the National Employee Services Center (NESC) and process your election via phone.

Bonus Election Payment Options
With your election, you can specify a portion of your bonus to be contributed to TESPHE, Ford Interest Advantage, or both. Be aware that any amounts contributed to TESPHE are subject to, and may be limited by, IRS contribution limits. This is especially true for large contributions.

What You Need to Do
For the Ratification Bonus, you must make or change your bonus election by 4 p.m. Eastern Time on Friday, November 15 for it to be processed in time for the payment.

For the Performance Bonus, you must make or change your bonus election by 4 p.m. Eastern Time on Friday, November 22 for it to be processed in time for the payment.

Note: If you want the same election to apply for both bonuses, you only need to make/change it by the first deadline.

If You Have Questions
- Visit myfordbenefits.com
- Call the NESC at 1-800-248-4444 Monday through Friday, 9 a.m. to 9 p.m. Eastern Time
- Contact your local Union Benefits Representative
Whenever you access myfordbenefits.com, the NESC interactive voice response system, or a Personal Benefits Representative to initiate a transaction, you are authorizing the Plan Administrator to execute each transaction as if you had given written, signed authorization to do so. While we attempt to make myfordbenefits.com an interactive voice response system available 24 hours a day, occasionally one or both may be unavailable or it may not be possible to execute transactions for other reasons. The Company and its agents will not be responsible for transactions that cannot be initiated or executed. For a more detailed explanation of Plan provisions and procedures, please refer to the Summary Plan Description (SPD). You can view or print a copy from myfordbenefits.com. You can also request a copy of an SPD by contacting the NESC.

Your employee benefits are governed by the terms of the applicable official plan document or policies and for the TESPHE-negotiated collective bargaining agreements, by which these benefits are provided. Summaries of your benefits are available; however, if a conflict arises between any summary and the official plan document and negotiated collective bargaining agreements, the official plan document always will govern. The Company may modify or terminate these policies, plans and programs at any time, subject to any negotiated collective bargaining agreements. Amendments also will be made to comply with applicable law. If changes are made, you will be notified. You can request a printed copy of any benefits, Summary Plan Description or Summary of Material Modification, at no charge, by contacting the NESC at 1-800-248-4444.

The Plans are intended to be participant-directed as described in Section 404(c) of ERISA, which means that fiduciaries of the Plans are ordinarily relieved of liability for any losses that are the direct and necessary result of investment instructions given by a participant or beneficiary.