

SUPPLEMENTAL INFORMATION SHEET

2009 TARGETED SPECIAL PROGRAMS / SPECIAL INCENTIVE UAW-REPRESENTED HOURLY EMPLOYEES

The following information is a supplement to the information you received regarding the Special Programs and Special Incentive available to UAW-represented Ford Motor Company hourly employees at your work location.

SPECIAL NOTE: Employees in the Electrician and Stationary Steam Engineer classifications are not eligible to participate in these Targeted Special Programs / Special Incentive offerings.

KEY DATES / ACTIONS

EMPLOYEE ELIGIBILITY PERIOD: May 31, 2009 through February 28, 2010

OPEN WINDOW PERIOD: April 1, 2009 through May 22, 2009

During this period, Requests for Consideration will be accepted at your location's Labor Relations Office during the hours of am to pm, Monday through Friday.

SELECTION PERIOD:

Immediately following the close of the Open Window Period, the Local Job Security, Operational Effectiveness, and Sourcing Committee (LJSOESC) will verify employees' eligibility for their requested Special Program or Incentive. When this verification is completed, lists of employees to receive their elected Special Program or Incentive offering will be posted in the location's Labor Relations Office, the in-plant Union Office, as well as the normal posting sites.

APPLICATION PERIODS:

• SPECIAL RETIREMENT INCENTIVE (SRI)

- Requests for Consideration will be accepted at the Labor Relations Office during the Open Window Period.
- If you attain eligibility for the SRI by April 30, 2009, your retirement date may be either June 1, 2009 or July 1, 2009. Note that if you are eligible and wish to retire on June 1, 2009, you must submit your Request for Consideration by April 30, 2009.
- If you attain eligibility for the SRI between May 1, 2009 and June 30, 2009 inclusive, your retirement date will be July 1, 2009.
- If you will be "growing into" eligibility for the SRI between July 1, 2009 and February 28, 2010, your retirement date will be the first day of the month following the month in which you first attain program eligibility, but not later than March 1, 2010.

• SPECIAL TERMINATION OF EMPLOYMENT PROGRAM (STEP)

- Applications will be accepted at the Labor Relations Office during the Open Window Period.
- After approval, your Last Day Worked will be no later than June 30, 2009.
- Your Termination Date will be the date following the Last Day Worked.

• FOCUSED EDUCATIONAL OPPORTUNITY PROGRAM (FEDOPP)

- Applications will be accepted at the Labor Relations Office during the Open Window Period.
- After approval, your Last Day Worked will be no later than June 30, 2009.
- Your Termination Date will be the date following the Last Day Worked.

EFFECTIVE DATES:

Effective dates for authorized applicants begin as soon as practicable after April 1, 2009 and continue through March 1, 2010, based on program eligibility and operational considerations, subject to mutual agreement by the Company and the UAW. Effective dates prior to June 1, 2009 are contingent on the mutual agreement of the employee and the Company. For employees who attain program eligibility by June 30, 2009, their program effective date will be no later than July 1, 2009. For employees "growing into" program eligibility between July 1, 2009 and February 28, 2010, their program effective date will be the first day of the month following the month in which they first attain program eligibility.

Questions may be directed to any member of Hourly Personnel / Labor Relations or to a UAW Representative.