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**INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA - UAW**

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BOB KING, *PRESIDENT*

DENNIS D. WILLIAMS, *SECRETARY-TREASURER*

VICE-PRESIDENTS: JOE ASHTON • CINDY ESTRADA • GENERAL HOLIEFIELD • JIMMY SETTLES

March 2, 2011

TO: Presidents and Building Chairpersons of All Local Unions under the Jurisdiction  
of the UAW National Ford Department

RE: 2010 Profit Sharing

Greetings:

Profit sharing payments for the 2010 plan year will be on March 9, 2011. The average profit sharing payment will be \$5,000.00 for eligible employees. For example, if your eligible pay is \$50,000, the company will multiply \$50,000 by 7.88702 percent. Therefore, in this example, your gross profit share before taxes will be \$3,943.51.

The amounts are based on the percentage factor of 7.88702 percent applied to each employee's eligible pay as follows:

Formula Based Factor	4.67904 percent
Discretionary Adjustment	3.20798 percent
Total Profit Sharing Factor	7.88702 percent

If you have any questions, please contact your UAW National Ford Department Benefits Representative at (313) 392-7000.

In Solidarity,

A handwritten signature in black ink that reads "Jimmy Settles". The signature is written in a cursive, somewhat stylized script.

Jimmy Settles  
Vice President and Director  
UAW National Ford Department

JS/db/OPEIU494AFLCIO

cc: Frank DiGiorgio  
Jeff Dokho  
Frank Keatts  
Darryl Nolen  
Bob Rebecca  
Servicing Representatives