



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

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October 28, 2011

Attention Members:

After continued discussions with the company regarding the accelerated payment of partial profit sharing payments, in accordance with the recently ratified collective bargaining agreement, distribution of those payments will occur on Thursday, December 15, 2011.

We recognize that this date is later than the November date as listed in the contract summary booklets which were distributed prior to ratification voting. However, in order to best accommodate the requests for alternative distribution methods, it required additional time to ensure that those alternate methods were properly established.

We are pleased to inform you that there are three payment options in which you may elect to receive your accelerated partial profit sharing payment – cash (paid by check or direct deposit); contribution to your personal TESPHE accounts; or you may direct your funds into a Ford Interest Advantage (FIA) account.

All elections must be made in whole percentages, not a fixed dollar amount, and must equal 100% (example: 50% Cash; 50% TESPHE = 100%).

Your election period will run from Monday, November 14 until Tuesday, November 22, 2011.

Further details regarding tax obligations and any other deductions will be forthcoming.

We appreciate your patience and hope that you will find the payment options, or any combination thereof, acceptable.

Should you have any further questions, please contact your Local Benefits Representative.

In Solidarity,

A handwritten signature in black ink that reads "Jimmy Settles". The signature is written in a cursive, flowing style.

Jimmy Settles
Vice President and Director
UAW National Ford Department

JS/bw
opeiu494
cc: Ford Staff
Officers
Regional Directors