



Retirement Plan Benefits

Ford-UAW Retirement Plan Summary Plan Description, November 2021

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About this Summary

This Summary Plan Description is meant to provide a brief overview of how the Ford-UAW Retirement Plan (Plan) works. The detailed provisions of the Plan, not this summary, govern the actual rights and benefits to which you may be entitled. If there is a conflict between this summary and the Plan document, the Plan document will control.

Retirement Plan Overview

The Ford-UAW Retirement Plan (Plan) provides you with monthly income during your retirement years.

The Plan pays monthly benefits as long as you have at least five years of credited service or Employee Retirement Income Security Act (ERISA) Service.

Active Employees

Here is a brief summary of how the Plan works:

- **Retirement Types:** There are four types of retirement under the Plan:
 - Normal Retirement
 - Regular Early Retirement
 - Special Early Retirement
 - Disability Retirement
- There are different eligibility requirements for each type of retirement.
- The Plan also includes provisions under which you may be paid a:
 - Temporary Benefit
 - Supplemental Allowance
- **Survivor Benefits:** In addition to benefits provided for your retirement years, benefits may be payable to your spouse if you die, as long as you have completed five years of Plan service or ERISA Service (10 years if you don't accrue service after 1988).
- **Deferred Vested Benefits:** If you leave the Company before you are eligible to retire and you have completed at least five years of Plan service or ERISA Service (10 years if you do not accrue service after 1988), you are eligible for Deferred Vested Benefits.

- **Applying for Benefits:** You must apply for benefits before any payments from the Plan can begin. To apply, you can contact the NESC at 1-800-248-4444 (TDD: 711) to obtain a Benefit Commencement Package 30 to 180 days before you want benefits to begin. All required forms must be completed and returned before payment will begin. If you need any information about the Plan, you can call the NESC or your Union Benefits Representative.
- **Receipt of Social Security Disability Award:** If you receive an Early Retirement Supplement and you become eligible for a Social Security Disability benefit or any other unreduced Social Security benefit, you must notify the Retirement Board of the award.

Retirees

Benefits are a valuable part of compensation earned while you or your spouse was a Ford employee represented by the UAW.

This document contains a description of the benefits available to eligible hourly UAW-represented retirees (and their eligible beneficiaries) of Ford Motor Company under the Collective Bargaining Agreement effective November 18, 2019. You can review a copy of the Collective Bargaining Agreement at your former work location.

Regardless of your type of retirement (Normal, Regular Early, Special Early, or Disability), your benefit is based on your credited service, Plan provisions in effect at the time of your retirement (or termination of employment if Deferred Vested) and any subsequent amendments applicable to you as a retiree.

The Plan provides:

- Life Income Benefit
- Temporary Benefit
- Supplemental Allowance

The Life Income Benefit is a “lifetime” benefit. If you met the requirements for this benefit, you will receive payments for as long as you live.

If you qualified for a Special Early or Disability Retirement, you may be receiving a Temporary Benefit. If you elected a Regular Early Retirement, you may be receiving a Supplemental Allowance.

The Temporary Benefit and Supplemental Allowance are intended to supplement your retirement income until the earlier of:

- Age 62 and one month*
- The date you become eligible for a Social Security Disability benefit or other Social Security benefit that is not reduced because of your age.

** Or until you are eligible for 80% of your full Social Security benefit if you were born between 1/1/1944 and 9/14/1949.*

If you have questions about your retirement benefits, write or call:

Ford-UAW Retirement Board of Administration

P.O. Box 6050
Dearborn, MI 48121
1-800-829-8833

It is important that you keep your current home address on file with the Retirement Board so you will receive your taxable income statement (Form 1099-R) and other important information about your retirement benefits. Payments and Plan information or announcements could be delayed if you move and do not provide your new address.

If your address does change, complete and submit the address change form included with your retirement check (or advise the Retirement Board).

You may also update your address online at **myfordbenefits.com** or by notifying the National Employee Services Center (NESC) at 1-800-248-4444 (TDD: 711).

Plan Participation

Eligibility — Active Employees

You are automatically a Plan participant if you are represented by the UAW under the Collective Bargaining Agreement that became effective November 18, 2019 and:

- Are an hourly Ford employee covered by the Ford-UAW Agreement hired or rehired before November 19, 2007, or
- Were hired or rehired on or after November 19, 2007, but before October 24, 2011 in a specific skilled job classification described in Appendix F of the Skilled Trades Book of the Collective Bargaining Agreement.

Your participation began on your hire date. The Company pays the full cost of Plan benefits.

You do not have any rights to receive Plan benefits until you are eligible to retire or you are entitled to receive Deferred Vested Benefits. Deferred means your benefits are payable at a later date — in this case, on or after age 55. Vested means you have earned a right to receive benefits from the Plan.

If you transferred from the ZF Batavia UAW Retirement Plan to the Ford-UAW Retirement Plan and begin your benefit after December 31, 2008, your service earned under the ZF Batavia UAW Retirement benefit is used to determine your eligibility and to calculate your monthly retirement benefit under this Plan. You will not be paid a benefit from the ZF Batavia UAW Retirement Plan.

Credited Service

Service credits are used to determine your eligibility and benefit amount. Once the hours for which you received pay in a calendar year are counted, you then are given a full or partial year of credited service under the Plan, based in the table shown below:

Hours in a Calendar Year	Credited Service Earned
1,615 or more	1.0 year
1,445 but less than 1,615	0.9 year
1,275 but less than 1,445	0.8 year
1,105 but less than 1,275	0.7 year
935 but less than 1,105	0.6 year
765 but less than 935	0.5 year
595 but less than 765	0.4 year
425 but less than 595	0.3 year
255 but less than 425	0.2 year
85 but less than 255	0.1 year
Less than 85	None

You earn credited service after March 1, 1950, based on hours for which you receive pay from the Company. An hour for which a premium is paid is counted as only one hour. If you have Company service for employment before March 1, 1950, and were actively employed after that date, you may receive credit for this prior service. If you are affected, the NESC can provide more information for you. For the period of your service before 1966, your credited service will not be less than your seniority as of December 31, 1965, excluding seniority for military service before Company employment.

You cannot accrue credited service after you have a break in seniority (as described in the *Break in Seniority* section), unless you later re-establish seniority.

You also earned credited service during layoff between January 1, 1951 and January 1, 1968, as well as layoff between January 1, 1974 and January 1, 1990, depending on your seniority on specific dates, if you apply for credited service before your retirement, as shown on the following table:

If you were absent because of layoff in the following calendar years	And you had at least five years seniority as of
1951-1955	11/19/1973
1956-1962	1/1/1971
1963-1967	10/1/1979
1974-1976	10/1/1993
1976-1979	10/1/2003
1979-1983	10/1/1984 or 10/1/1999
1984-1985	10/1/1996
1986-1989	10/1/2003

You can receive credit for 40 hours for each complete calendar week of layoff multiplied by the applicable percentage shown below:

Seniority on the Above Dates	Percent
20 years or more	100%
15 years but less than 20 years	75%
10 years but less than 15 years	50%
5 years but less than 10 years	25%

If you retire October 1, 2007, or later, your credited service for the period before January 1, 1996, will not be less than your seniority as of December 31, 1995.

Service Credits During Certain Periods When Not Receiving Company Pay

You can earn credited service during certain periods when you are not receiving pay from the Company if a break in seniority has not occurred, including:

- You can earn credited service for layoff or Company approved sick leave if:
 - You received pay for at least 170 hours during the year your absence occurred (for years after 1967), OR
 - You received pay for at least 170 hours during the year prior to when your absence occurred.
- Layoff or Company-approved sick leave in a second calendar year if your absence continues into a second year and you received pay for at least 170 hours during the year in which your absence began (for years after 1969):
 - You may receive credit for 40 hours of service per week up to a maximum of 1,530 hours during any single, continuous absence due to layoff or Company-approved sick leave
 - In addition, you may receive credit during your continuing absence due to layoff (but not Company-approved sick leave) beginning on or after March 1, 1982, up to a maximum of 1,700 hours if you:
 - Are at work on or after March 1, 1982
 - Have 10 or more years of seniority at the time of layoff and
 - Have received service credit of 1,530 hours due to your absence

- Approved Union, credit union or military leave
- Approved pregnancy sick leave between March 1, 1950, and January 1, 1968 (up to a maximum of 0.3 year of credited service during each period of absence), if you apply for it before your retirement
- Approved sick leave while receiving Workers' Compensation (if Workers' Compensation benefits are terminated because of a state law that automatically terminates benefits after a certain length of time, or because an employee reaches a maximum medical improvement level, credited service can continue as long as the compensable disability continues)
- Approved leave for up to eight years to occupy public office at the State or Federal level. Public offices include:
 - State: Governor, Lt. Governor, Attorney General, Auditor, Treasurer, Secretary of State or Legislator
 - Federal: President, Vice President or Member of Congress

Other Conditions When You May Receive Service Credits

Special credited service rules apply if you:

- Have prior service outside the Contract Unit
- Were employed by a foreign subsidiary of the Company
- Were employed on certain job classifications at a Company grey iron foundry
- Were employed in certain departments within the Coke Ovens Operations or Ingot Mold Foundry

If any of these conditions apply to you, you may contact the NESC for information on how your service is counted.

ERISA Service

You are eligible to be credited with ERISA Service when you have completed one year of service and are at least age 21 (age 25 before January 1985).

You earn a year of ERISA Service for all years you have worked at least 750 regular time hours for the Company except:

- Years of ERISA Service before age 18 (age 22 if you have no credited service under the Plan after December 31, 1984)
- Years of ERISA Service before January 1, 1971, unless you have at least three years of credited service under the Plan after December 31, 1970
- Years before January 1, 1976, that would be lost under the Plan's break in seniority rules in effect on December 31, 1975
- Years of ERISA Service before a one-year break in ERISA Service until you complete one year of service after the break; a one-year break in ERISA Service is a calendar year in which you do not complete 376 ERISA Hours of Service; an ERISA Hour of Service means each regular time hour for which you are paid for the performance of duties
- Years of ERISA Service before consecutive one-year breaks in ERISA Service that equal the greater of five or your aggregate years of ERISA Service before the break. (This provision applies to employees at work on or after January 1, 1985; before January 1, 1985, ERISA Service before a break that was equal to or greater than your ERISA Service was not counted.)

In determining whether you have an ERISA break, the following will be counted as ERISA Hours of Service even though you are away from work (on or after January 1, 1985) due to:

- Your pregnancy
- The birth of your child
- Placement of a child with you for adoption
- Caring for your child immediately following birth or placement
- Any reason that qualifies you for a leave under the Family and Medical Leave Act of 1993, for absences beginning on or after September 17, 1993

Up to 376 hours for such absences will be counted to prevent a break in ERISA Service in the year in which your absence begins. If you do not need any hours that year to reach 376, the hours will be credited to you the following year to prevent a break if your absence continues into that year.

Break in Seniority

If you terminate employment in a way that constitutes a break in seniority under the 2019 Collective Bargaining Agreement, you will stop accumulating service even though you might have been accruing it until then and your benefit rate will freeze.

If you have a break in seniority on or after March 1, 1950, and return to work for the Company and regain seniority, all the credited service you had earned before you left the Company will be restored.

If you had a break in seniority before March 1, 1950, the NESC can help you determine whether you may receive service credit for the period before your break.

You may not earn more than 1.0 year of credited service for any calendar year.

Determining Retirement Benefits

Your monthly Retirement benefit amount is based on the Benefit Class Code of your job classification, the type of retirement, your retirement date and your credited service.

Your Benefit Class Code is determined by the base hourly rate of the classification you have held for the longest period during the 24 months immediately before your last day worked.

There are four Benefit Class Codes. Each job classification is assigned a Benefit Class Code determined by the base hourly rate of the classification, as shown below.

If your job is covered under an incentive job classification, your incentive earnings are included in determining your Benefit Class Code.

Benefit Class Codes for Job Classifications as of 09/14/2020 with a Maximum Base Hourly Rate	
Benefit Class Code	Base Hourly Rate
A	\$30.765 or less
B	\$30.77 – \$31.08
C	\$31.085 – \$32.38
D	\$32.385 or more

Benefit Class Codes for Job Classifications as of 09/19/2022 with a Maximum Base Hourly Rate of:	
Benefit Class Code	Base Hourly Rate
A	\$31.69 or less
B	\$31.695 – \$32.01
C	\$32.015 – \$33.35
D	\$33.355 or more

Please refer to the CBA for Benefit Class Code tables in effect prior to 2020.

Your Benefit Class Code may change because of:

- A promotion
- A transfer
- An increase in the maximum base hourly rate of your job classification

The retirement benefit you receive is determined by the provisions of the Plan in effect when you retire or terminate employment. The amount of your benefit at retirement may change as a result of certain intervening events such as Plan amendments, redetermination at age 62 and one month or your subsequent eligibility for Social Security Disability benefits.

Life Income Benefits

Your Life Income Benefit is calculated as follows:

<p>Your Life Income Benefit rate</p> <p>multiplied by</p> <p>Your years of credited service</p>
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Your Life Income Benefit rate is a key factor in determining your retirement benefit amount from the Plan, regardless of the type of your retirement.

Once you have determined your Benefit Class Code and the date of your retirement, you can find your Life Income Benefit rate in the table below. The table shows the Life Income Benefit rate initially payable at retirement.

Life Income Benefit Rates Effective 10/1/2010 and After		
If Your Retirement Date Is 10/1/2010 or Later	And Your Benefit Class Code Is:	Your Life Income Benefit Rate Is:
	A	\$53.55
	B	\$53.80
	C	\$54.05
	D	\$54.30

<p>Please refer to the CBA for Life Income Benefit Rates in effect prior to 2010.</p>

Example: Life Income Benefit Calculation

Suppose you are retiring as of January 1, 2021, are age 65 and not married, with 30 years of credited service. Assume also that the base hourly rate of your job classification at this time is \$30.77 and that your Benefit Class Code is B.

You then must determine your Life Income Benefit rate. According to the table, your Life Income Benefit rate is \$53.80 as of January 1, 2021.

Your Life Income Benefit	
1/1/2021	\$53.80 x 30 years = \$1,614.00

Retirement Benefit Types

There are four types of retirement under the Plan generally applicable to employees who have not broken seniority: Normal Retirement, Regular Early Retirement, Special Early Retirement and Disability Retirement.

Here is a short summary of the eligibility requirements for each type of retirement. The following pages describe each type of retirement in more detail:

Retirement Benefit Type	Eligibility Requirements
Normal Retirement	<ul style="list-style-type: none"> • Age 65 or older with at least one year of credited service
Regular Early Retirement	<ul style="list-style-type: none"> • Age 55 but less than age 65 with at least 10 years credited service • Any age with at least 30 years credited service
Special Early Retirement	<ul style="list-style-type: none"> • Age 55 but less than age 65 with at least 10 years credited service and retire under mutually satisfactory conditions • Age 50 with at least 10 years credited service and laid off due to certain plant closings. (The date of the layoff and the plant closing both must occur after 10/1/1984.)
Disability Retirement	<ul style="list-style-type: none"> • Younger than age 65 • At least 10 years of credited service and • Totally and permanently disabled for at least five months

Generally, although you may otherwise be eligible to retire, your retirement will be deferred if you receive:

- A separation payment under the Voluntary Termination of Employment Program after the end of the allocation period
- A separation payment under the Supplemental Unemployment Benefit Plan

Please consult the specific Plans described in other sections of this handbook or the 2019 Collective Bargaining Agreement for the periods during which retirement must be deferred. If you are not eligible for retirement, you may be eligible for Deferred Vested Benefits. Deferred Vested Benefits are described later.

Normal Retirement

Eligibility

You are eligible for Normal Retirement at age 65 if you have seniority and at least one year of credited service.

Your Normal Retirement date will be the first day of the month after you reach age 65 and apply for retirement.

If you do not retire when you reach age 65, you may retire on the first day of any month thereafter by applying for Normal Retirement.

If you do not apply for Normal Retirement upon reaching age 65, you will be sent a notice advising that the Plan has suspended your Normal Retirement benefits as a result of your continued employment. This notice is a U.S. Department of Labor requirement under 29 Code of Federal Regulations Section 2530.203-3. You need not take action nor reply to this communication. Your benefits will continue to be administered under Plan terms as explained in this summary. If you reach age 72 in 2020 or later, you will have your distribution deferred until retirement.

Deferral of your age 72 distribution will result in an actuarial adjustment when your benefit is paid.

Benefit Amount

Your benefit at Normal Retirement may be made up of a Life Income Benefit.

Survivor benefits and the related payment methods are described in the *Survivor Benefits* section.

Your Life Income Benefit amount is determined using the formula shown in the *Life Income Benefits* section.

Example: Normal Retirement Benefit

Your monthly retirement benefit would be calculated as follows if:

- You are married and retire on April 1, 2021, at age 65 with 30 years of credited service
- Your Benefit Class Code is B and
- Your spouse is three years younger than you.

Benefit Type	At Retirement
Your Life Income Benefit ¹	\$1,533.30
Survivor Benefit ²	\$996.65

¹ $\$53.80$ (Life Income Benefit rate) \times 30 (years of credited service) \times 95% (Survivorship coverage adjustment). The benefit amount would be $\$1,614.00$ ($\$53.80 \times 30$) without the Survivorship coverage.

² Equals 65% of the Life Income Benefit amount after the Survivorship coverage adjustment.

If You Return to Work

If you return to work for the Company after you retire, you will continue to receive your Life Income Benefit. You will not, however, earn additional service credits during your reemployment.

Regular Early Retirement

If you meet the eligibility requirements, you can retire before age 65 and receive a Regular Early Retirement benefit under the Plan.

Eligibility

You are eligible for Regular Early Retirement if you:

- Retire between age 55 and 65 and have at least 10 years of credited service
- Retire at any age and have 30 or more years of credited service
- Have seniority when you first meet the age and service requirements

Benefit Amount

Your benefits at Regular Early Retirement may be made up of a Life Income Benefit and a Supplemental Allowance.

Survivorship coverage and related payment methods are described in the *Survivor Benefits* section.

A Life Income Benefit is determined using the formula shown in the *Life Income Benefits* section. If, however, you are younger than age 62 when you retire, your benefit will be reduced based on your age when your benefit begins.

Early Retirement Benefit Reduction			
Age When Benefit Begins	Percentage of Life Income Benefit Payable	Age When Benefit Begins	Percentage of Life Income Benefit Payable
62 or older	100.0%	51	41.5%
61	93.3%	50	38.3%
60	86.7%	49	35.4%
59	80.8%	48	32.8%
58	75.2%	47	30.4%
57	69.4%	46	28.2%
56	63.5%	45	26.1%
55	57.9%	44	24.3%
54	53.2%	43	22.6%
53	48.9%	42	21.0%
52	45.0%		

If you retire between the ages shown, the percentage of the Life Income Benefit payable will be prorated based on whole months.

To illustrate, if you are not married and are younger than age 62 when you retire, your Life Income Benefit is calculated as follows:

<p>Your Life Income Benefit rate</p> <p>multiplied by</p> <p>Years of credited service</p> <p>multiplied by</p> <p>The percentage of your Life Income Benefit payable</p>
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Restoring a Reduced Life Income Benefit

If you are not married and retire before age 62, your full Life Income Benefit will be payable beginning at age 62 and one month if at retirement:

- You have at least 30 years of credited service
- Your age and years of credited service added together total at least 85

Supplemental Allowance

You also may receive a Supplemental Allowance until age 62 and one month* if you apply for retirement benefits within five years of the last day you worked for the Company.

There are two types of Supplemental Allowance payable under the Plan — the Early Retirement Supplement at 30 years of service (better known as “30-and-out”) and the interim supplement. Each supplement type has its own set of eligibility requirements in addition to the general requirements described.

In any case, if you retire and then are reemployed by the Company, your Supplemental Allowance stops during your reemployment.

Early Retirement Supplement at 30 Years Credited Service

If you have at least 30 years of credited service, you are eligible to receive an Early Retirement Supplement. Your Early Retirement Supplement is the amount that, when added to your Life Income Benefit (unreduced for survivorship) and Temporary Benefit (if applicable), will bring your total benefit payable under the Plan up to the amount listed in the table that follows.

If Your Retirement Date Is:	Your Total Monthly Benefit Payable Until Age 62 and One Month* Is:
10/1/2010 and after	\$3,170

Your Early Retirement Supplement begins when you retire and continues through the month following your 62nd birthday.*

Example: Regular Early Retirement Benefits with 30 or More Years Credited Service

Here is an example of how monthly Regular Early Retirement benefits payable before age 62 with 30 or more years of credited service would be determined based on the following:

- You retire at age 60 on April 1, 2021, with 30 years of credited service
- Your Benefit Class Code is B and
- Your spouse is three years younger than you.

**Or until you are eligible for 80% of your full Social Security retirement benefit if you were born between 1/1/1944 and 9/14/1949.*

	At Retirement	At Age 62 and One Month and Older
Life Income Benefit	\$1,318.64 ¹	\$1,533.30 ²
Early Retirement Supplement	\$1,770.66 ³	\$0.00
Your Total Benefit	\$3,089.30	\$1,533.30
Survivor Benefit	\$996.65 ⁴	\$996.65 ⁴

¹ \$53.80 (Life Income Benefit rate) x 30 (years of credited service) x 86.7% (early retirement factor) minus \$80.70 (\$53.80 x 30 x 5%) (Survivorship coverage amount adjustment based on the unreduced benefit that would be payable if then age 62). The benefit amount would be \$1,399.34 (\$53.80 x 30 x 86.7%) without the Survivorship coverage.

² \$53.80 (Life Income Benefit rate) x 30 (years of credited service) x 95% (Survivorship coverage adjustment). The benefit amount would be \$1,614.00 (\$53.80 x 30) without the Survivorship coverage.

³ \$3,170.00 (scheduled total benefit amount before age 62) minus \$1,399.34 (Life Income Benefit before Survivorship coverage adjustment) = \$1,770.66 Early Retirement Supplement.

⁴ Equals 65% of the Life Income Benefit amount after the Survivorship coverage adjustment that was or would have been payable at age 62 or death.

Important: If you are receiving the Early Retirement Supplement and you become eligible to receive a Social Security Disability benefit or any other unreduced Social Security benefit, you must contact the Retirement Board at 1-800-829-8833 and advise them of the award. The Social Security award reduces your Early Retirement Supplement by the Temporary Benefit amount that would have been payable to you if you had retired as a disability retiree under the Plan.

Interim Supplement

If you have less than 30 years of credited service, you are eligible to receive an interim supplement.

Your interim supplement amount is:

<p>Your years of credited service multiplied by Your interim supplement rate</p>
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Your interim supplement rate depends on your age when you retire:

Monthly Interim Supplement Rate	
If You Retire at Age	Effective 10/1/2010 and After
55	\$22.60
56	\$26.70
57	\$32.25
58	\$37.80
59	\$42.20
60-61	\$48.85

If you retire between the ages shown in the table, your interim supplement rate will be prorated based on whole months.

Your interim supplement begins at retirement and continues through the month following your 62nd birthday (or until you are eligible for 80% of your full Social Security retirement benefit if you were born between 1/1/1944 and 9/14/1949). If you become eligible to receive a Social Security Disability benefit or other Social Security benefit not reduced because of your age, you must notify the Retirement Board to stop the interim supplement.

Example: Regular Early Retirement with Under 30 Years Credited Service

Here is an example of how monthly Regular Early Retirement benefits payable before age 62 with less than 30 years of credited service would be calculated based on the following:

- You retire at age 60 on April 1, 2021, with 24 years of credited service
- Your Benefit Class Code is B and
- Your spouse is three years younger than you.

	At Retirement	At Age 62 and One Month and Older
Life Income Benefit	\$1,063.50 ¹	\$1,063.50 ¹
Interim Supplement	\$1,172.40 ²	\$0.00
Your Total Benefit	\$2,235.90	\$1,063.50
Survivor Benefit	\$691.27 ³	\$691.27 ³

¹ \$53.80 (Life Income Benefit rate) x 24 (years of credited service) x 86.7% (early retirement factor) x 95% (Survivorship coverage adjustment). The benefit amount would be \$1,119.47 (\$53.80 x 24 x 86.7%) without the Survivorship coverage.

² \$48.85 (interim supplement rate for retirement at age 60) x 24 (years of credited service).

³ Equals 65% of the Life Income Benefit amount after applying the early retirement factor and the Survivorship coverage adjustment.

It is important to remember that, even though you may become disabled after you have retired and received payments from the Plan, you cannot switch from Regular Early Retirement to Disability Retirement.

Discharged Employees

A discharged employee younger than age 62 at the time of discharge is not eligible to receive a Supplemental Allowance.

Maximum Monthly Benefit

If you retire before you reach age 62 and one month, your total monthly benefit (your Life Income Benefit and any Supplemental Allowance) may not exceed 80% of your monthly base earnings. If your total benefit otherwise would exceed the 80% ceiling, your Supplemental Allowance (but not your Life Income Benefit) will be reduced by an amount necessary to provide you with a total monthly benefit equal to 80% of your monthly base earnings.

Your monthly base earnings equal 173 $\frac{1}{3}$ times your highest straight-time hourly rate in effect for you during the 90 calendar days immediately preceding your last day worked, plus the cost-of-living allowance in effect on your last day worked.

If You Return to Work

If you return to work for the Company after you retire, you will continue to receive your Life Income Benefit. You will not, however, receive a Supplemental Allowance or earn additional service credits during your reemployment.

Special Early Retirement

Special Early Retirement benefits are paid if you retire under certain circumstances with 10 years of credited service.

Eligibility

You are eligible to receive Special Early Retirement benefits if you:

- Retire when you are between age 55 and 65 and have at least 10 years of credited service
- Retire under mutually satisfactory conditions
- Have seniority immediately before retirement
- Have been laid off due to a plant closing or discontinuance of operations

Beginning October 1, 1984, you also are eligible for Special Early Retirement if you:

- Retire when you are at least age 50 and have at least 10 years of credited service
- Have been laid off because of a plant closing and no other plants are in the same labor market as defined under preferential placement, or beginning October 1, 1987, as defined by the State Employment Security Commission in the State where the plant is located. (Under this provision, the date of the layoff and plant closing both must occur on or after October 1, 1984.)

Benefit Amount

Your benefits at Special Early Retirement may be made up of a Life Income Benefit, a Temporary Benefit and a Supplemental Allowance.

Survivorship coverage and related payment methods are described in the *Survivor Benefits* section.

Your Life Income Benefit is determined using the formula shown in the *Life Income Benefits* section. There is no reduction in benefits because of age.

Temporary Benefit

A Temporary Benefit also is payable at Special Early Retirement. This benefit begins when you retire and continues through the month following your 62nd birthday. However, if you become eligible to receive a Social Security Disability benefit or other Social Security benefit not reduced because of your age, you must notify the Retirement Board to stop the Temporary Benefit.

Your Temporary Benefit is based on the following formula:

<p>Your Temporary Benefit rate multiplied by Your years of credited service (up to 30 years)</p>

Your monthly Temporary Benefit rate is based on the date you retire, as shown below.

If Your Retirement Date Is:	Your Temporary Benefit Rate Is:	Your Maximum Monthly Temporary Benefit Is:
10/1/2010 and later	\$51.40	\$1,542.00

Supplemental Allowance

You also may receive an Early Retirement Supplement if you have at least 30 years of credited service and if your unreduced Life Income Benefit combined with your Temporary Benefit does not exceed the applicable 30-and-out benefit.

Maximum Monthly Benefit

If you retire before you reach age 62 and one month, your total monthly benefit (Life Income Benefit and any Temporary Benefit, whether or not payable, and Supplemental Allowance) may not exceed 80% of your monthly base earnings. If your total benefit otherwise would exceed this ceiling, only your Supplemental Allowance (but not your Life Income Benefit or your Temporary Benefit) will be reduced by an amount necessary to provide you with a total monthly benefit equal to the maximum percentage of your monthly base earnings as described above.

Your monthly base earnings equal $173\frac{1}{3}$ times your highest straight-time hourly rate in effect for you during the 90 calendar days immediately preceding your last day worked plus the cost-of-living allowance in effect on your last day worked.

Example: *Monthly Special Early Retirement Benefits Payable Before Age 62 with Less than 30 Years Credited Service*

Your monthly retirement benefit would be calculated as follows if:

- You retire at age 60 on April 1, 2021, with 25 years of credited service
- Your Benefit Class Code is B and
- Your spouse is three years younger than you.

	At Retirement	At Age 62 and One Month and Older
Life Income Benefit	\$1,277.75 ¹	\$1,277.75 ¹
Temporary Benefit	\$1,285.00 ²	\$0.00
Your Total Benefit	\$2,622.75	\$1,277.75
Survivor Benefit	\$830.54 ³	\$830.54 ³

¹ $\$53.80$ (Life Income Benefit rate) \times 25 (years of credited service) \times 95% (Survivorship coverage adjustment). The benefit amount would be $\$1,345.00$ ($\$53.80 \times 25$) without the Survivorship coverage.

² $\$51.40$ (Temporary Benefit rate) \times 25 (years of credited service). The Temporary Benefit is payable until you become eligible for a Social Security Disability benefit (or other Social Security benefit not reduced because of your age) or until one month after you reach age 62, whichever is earlier.

³ Equals 65% of the Life Income Benefit amount after the Survivorship coverage adjustment.

If You Return to Work

If you return to work for the Company after you retire, you will continue to receive your Life Income Benefit and a Temporary Benefit. You will not, however, receive a Supplemental Allowance or earn additional service credits during your reemployment.

Disability Retirement

A Disability Retirement is a benefit that you may be eligible for if you have 10 years of credited service and become totally and permanently disabled.

Eligibility

As an active employee, you are eligible to receive Disability Retirement benefits if you have seniority when you meet the following requirements:

- Are younger than age 65
- Have at least 10 years of credited service
- Have been totally and permanently disabled for at least five months

Under special circumstances, your surviving spouse may be eligible for the survivor's benefit if you have applied for Disability Retirement but do not live for the five months normally required for Disability Retirement. (See the *Survivor Benefits* section.)

If you retired from the Company on a Disability Retirement, benefits end when you no longer meet the requirements for total and permanent disability. At that time, you may retire on Normal, Regular Early, or Special Early Retirement, if you meet the eligibility requirements, or, if approved by the Retirement Board, you may return to work for the Company.

If you remain disabled until you reach age 65, your Life Income Benefit will continue and your retirement will be converted to a Normal Retirement.

If you become disabled after you retire, you do not qualify for Disability Retirement under the Plan.

Definition of Disability

You are considered totally and permanently disabled under the Plan if the Retirement Board determines that:

- You have an injury or disease that prevents you from engaging in any regular occupation or employment with the Company at the plant or plants where you have or had seniority
- You are not engaged in any regular occupation or employment for pay or profit excluding occupation or employment determined by the Retirement Board to be either for rehabilitation purposes or necessary for you to avoid a reduction or termination of Workers' Compensation benefits under the applicable state law
- Your disability is considered to be permanent and continuous for your lifetime

You will be required to have a medical exam to prove your initial disability. Other medical exams may be required from time to time to prove your continuing disability.

Incapacity resulting from service in the armed forces of any country is not covered by the Plan unless you accumulate at least five years of seniority after separation from military service and before incapacity occurs.

You will not receive a Disability Retirement benefit in any month you are receiving weekly Accident and Sickness benefits for the entire month under any plan to which the Company has contributed. If you are receiving Accident and Sickness benefits for part of the month, you will be paid a proportionate amount of your Disability Retirement benefit.

Benefit Amount

Your benefits at Disability Retirement may be made up of a Life Income Benefit, a Temporary Benefit and a Supplemental Allowance.

Survivorship coverage options and related payment methods are described in the *Survivor Benefits* section.

Your Life Income Benefit is determined using the formula shown in the *Life Income Benefits* section. There is no reduction in benefits because of age.

Temporary Benefit

A Temporary Benefit is payable at Disability Retirement only if you provide evidence that you have applied for Social Security Disability benefits and your application was denied.

This benefit begins when you retire and continues through the month following your 62nd birthday (or until you are eligible for 80% of your full Social Security retirement benefit if you were born between January 1, 1944, and September 14, 1949). If you become eligible to receive a Social Security Disability benefit or other Social Security benefit not reduced because of your age, your Temporary Benefit stops.

Your Temporary Benefit is based on this formula:

**Your Temporary Benefit rate
multiplied by
Your years of credited service
(up to 30 years)**

Your monthly Temporary Benefit rate is based on the date you retire, as shown in this table.

If Your Retirement Date Is:	Your Temporary Benefit Rate Is:	Your Maximum Monthly Temporary Benefit Is:
10/1/2010 and later	\$51.40	\$1,542.00

Supplemental Allowance

You also may receive an Early Retirement Supplement if you have at least 30 years of credited service and if your unreduced Life Income Benefit combined with your Temporary Benefit does not equal the applicable 30-and-out benefit. The Plan assumes you receive a Temporary Benefit even if no Temporary Benefit is payable because you are eligible for Social Security Disability benefits.

Supplemental Allowances and/or Temporary Benefits are benefits generally provided until you are eligible for Social Security benefits. You must notify the Retirement Board if you become eligible for a Social Security Disability benefit or other unreduced Social Security benefit after retirement.

IMPORTANT NOTICE

It is important that you notify the Retirement Board immediately if you are approved for Social Security Disability benefits.

Please be aware that receipt of a lump-sum retroactive Social Security Disability benefit may cause a significant overpayment of your retirement benefits under the Plan.

Any overpayment that is not repaid could severely affect future retirement benefit payments under the Plan until the overpayment is fully recovered.

Note: Any Supplemental Allowance or Temporary Benefit you receive after you become eligible for a Social Security Disability benefit or other Social Security benefit not reduced because of your age will be recovered from your future Life Income Benefit. If you notify the Retirement Board within 15 days after your receipt of a retroactive Social Security disability award, the overpayment amount of any Temporary Benefit or Supplement for the earlier period will be reduced by the attorney fees awarded by Social Security for a successful appeal not exceeding 25% of the award. However, you will need to pay the Plan within 30 days of written notice of the award of the net overpayment.

Maximum Monthly Benefit

If you retire before you reach age 62 and one month, your total monthly benefit (Life Income Benefit and any Temporary Benefit, whether or not payable, and Supplemental Allowance) may not exceed 80% of your monthly base earnings.

If your total benefit otherwise would exceed this ceiling, only your Supplemental Allowance (but not your Life Income Benefit or your Temporary Benefit) will be reduced by an amount necessary to provide you with a total monthly benefit equal to 80% of your monthly base earnings.

Your monthly base earnings equal 173 1/3 times your highest straight-time hourly rate in effect for you during the 90 calendar days immediately preceding your last day worked plus the cost-of-living allowance in effect on your last day worked.

Payment Continuation Length

Disability Retirement benefits end when you no longer meet the requirements for total and permanent disability or when you reach age 65, whichever is earlier. After age 65, you will receive Normal Retirement benefits. This will be done automatically. You will not be notified of this change.

Example: Disability Retirement Benefits Payable at or after Age 55 with Less than 30 Years Credited Service

Here is an example of how your monthly Disability Retirement benefit would be calculated based on the following:

- You retire at age 60 on April 1, 2021, with 25 years of credited service
- Your Benefit Class Code is B and
- Your spouse is three years younger than you.

	At Retirement	At Age 62 and One Month and Older
Life Income Benefit	\$1,277.75 ¹	\$1,277.75 ¹
Temporary Benefit	\$1,285.00 ²	\$0.00
Your Total Benefit	\$2,562.75	\$1,277.75
Survivor Benefit	\$830.54 ³	\$830.54 ³

¹ \$53.80 (Life Income Benefit rate) x 25 (years of credited service) x 95% (Survivorship coverage adjustment). The benefit amount would be \$1,345.00 (\$53.80 x 25) without the Survivorship coverage.

² \$51.40 (Temporary Benefit rate) x 25 (years of credited service). The Temporary Benefit is payable until you become eligible for a Social Security Disability benefit (or other Social Security benefit not reduced because of your age) or until one month after you reach age 62, whichever is earlier.

³ Equals 65% of the Life Income Benefit amount after the Survivorship coverage adjustment.

Example: Disability Retirement Benefits Payable Before Age 55 with Less than 30 Years Credited Service

Here is how your monthly Disability Retirement benefit would be calculated based on the following:

- You retired at age 50 on April 1, 2021, with 25 years of credited service
- Your Benefit Class Code is B, and
- Your spouse is the same age as you.

	At Retirement	At Age 55	At Age 62 and One Month and Older
Life Income Benefit	\$1,178.22 ¹	\$1,277.75 ²	\$1,277.75 ²
Temporary Benefit	\$1,285.00 ³	\$1,285.00 ³	\$0.00
Your Total Benefit	\$2,433.98	\$2,547.75	\$1,277.75
Survivor Benefit	\$589.11 ⁴	\$830.54 ⁵	\$830.54 ⁵

¹ \$53.80 (Life Income Benefit rate) x 25 (years of credited service) x 87.6% (Special Disability Survivorship coverage adjustment). The benefit amount would be \$1,345.00 (\$53.80 x 25) without the Special Disability Survivorship coverage.

² \$53.80 (Life Income Benefit rate) x 25 (years of credited service) x 95% (Survivorship coverage adjustment). The benefit amount would be \$1,345.00 (\$53.80 x 25) without the Survivorship coverage.

³ \$51.40 (Temporary Benefit rate) x 25 (years of credited service). The Temporary Benefit is payable until you become eligible for a Social Security Disability benefit (or other Social Security benefit not reduced because of your age) or until one month after you reach age 62, whichever is earlier.

⁴ Equals 50% of the Life Income Benefit amount after the Special Disability Survivorship coverage adjustment; payable to the surviving spouse after the retired employee would have reached age 55 (assuming the retiree died before reaching age 55).

⁵ Equals 65% of the Life Income Benefit amount after the Survivorship coverage adjustment.

If You Return to Work

The Ford-UAW Retirement Plan Board of Administration determines if a disability retiree may return to work for the Company. If your disability ends before age 65 and you are approved to return to work, your retirement benefit will stop. You will receive service credits earned both before and after your Disability Retirement, but not during the period of your retirement. Your Disability Benefit will also stop if you are found to be in gainful employment outside the Company.

Deferred Vested Benefit

If you leave the Company for reasons other than retirement, you may be eligible for a Deferred Vested Benefit.

Eligibility

You are eligible to receive a Deferred Vested Benefit if you have a break in seniority and you:

- Have at least five years of credited service under the Plan, five years of ERISA Service (described in another section) or 10 such years if you do not accrue service after 1988, and
- Are not eligible for any other retirement benefit under the Plan

Benefit Amount

Your Deferred Vested Benefit is calculated as follows:

The Life Income Benefit rate for a Deferred Vested Benefit based on the date of your break in seniority

Multiplied by

Years of credited service

Keep in mind that years of ERISA Service may be used to determine your eligibility for a benefit, but to determine your Life Income Benefit amount, years of credited service as defined by the Plan are used.

The Life Income Benefit rates for Deferred Vested Benefits are:

If the Date You Break Seniority Is:	And Your Benefit Class Code Is:	The Life Income Benefit Rate for Your Deferred Vested Benefit Is:
10/1/2010 or later	A	\$53.55
	B	\$53.80
	C	\$54.05
	D	\$54.30

A reduced benefit can begin as early as age 55 as long as you apply at least 180 days before you want payments to start.

Receiving Deferred Benefits Early

If you choose to begin payments before age 65, your Life Income Benefit will be reduced. The reduction amount depends on the years and months you receive payments before age 65 as shown in the table:

Age When Deferred Vested Benefit Begins:	Percentage of Life Income Benefit Payable:
64	93.3%
63	86.7%
62	80.0%
61	73.3%
60	66.7%
59	60.7%
58	55.4%
57	50.6%
56	46.4%
55	42.5%

If you retire between the exact ages shown in the table, the percentage of the Life Income Benefit payable will be prorated based on whole months.

If you had a break in seniority after June 1, 1955, but before October 1, 2010, your eligibility for Deferred Vested Benefits and the benefit amount will be based on the Plan provisions in effect at the time of your break.

ERISA Service

If you leave the Company before you have earned five years of credited service under the Plan (10 years of such service if you do not accrue service after 1988), you will be eligible to receive a Deferred Vested Benefit if you have five years of ERISA Service (10 years of service if you do not accrue service after 1988). Your benefit amount, however, will be based on your years of credited service under the Plan.

Survivor Benefits

If you are married for at least one year when you begin receiving Deferred Vested Benefits, the Plan automatically provides the Survivorship coverage.

You can reject the automatic Survivorship coverage and choose to have a monthly benefit during your lifetime with payments stopping at your death, or you may elect one of the optional forms of Survivorship coverage. Your spouse must agree to this decision, however, by giving written consent witnessed by a Plan representative or notary public.

A special Pre-retirement Survivorship coverage protects your spouse before you begin receiving Deferred Vested Benefits.

The Pre-retirement Survivorship coverage is in effect automatically for vested employees. If you left the Company and the Pre-retirement Survivorship coverage was in effect at the time you left, it continues in effect (regardless of age) until your Plan benefit begins.

If you are not legally married, the automatic Survivorship coverage does not apply to you, but you may elect one of the optional forms for someone other than a spouse.

Coverage Options

There are three automatic and two optional forms of Survivorship coverage under the Plan.

The Plan recognizes any legally married spouse for benefit purposes, regardless of the law of the State or foreign jurisdiction of residence.

If you are not legally married, Survivorship coverage does not apply to you. Otherwise, the Plan offers three automatic payment options — the Survivorship Coverage, the Special Disability Survivorship Coverage and the Pre-retirement Survivorship Coverage.

The Payment Option in Effect for You Is the:	If You Are Married for at Least One Year and Are:
Survivorship Coverage	<ul style="list-style-type: none"> • Receiving retirement benefits (including Deferred Vested Benefits) or eligible for Regular Early or Normal Retirement or between age 50 and age 55 and eligible for immediate Special Early Retirement • At least age 55 on Disability Retirement or have 30 or more years credited service at Disability Retirement
Special Disability Survivorship Coverage	<ul style="list-style-type: none"> • On Disability Retirement • Younger than age 55 and have less than 30 years credited service
Pre-retirement Survivorship Coverage	<ul style="list-style-type: none"> • An employee with five years credited service or ERISA Service (10 years of such service if you do not accrue service after 1988) • A former employee with five years credited service or ERISA Service (10 years of such service if you do not accrue service after 1988) • Not eligible for the Survivorship coverage or the Special Disability Survivorship coverage

If you are married and want your benefit paid for your lifetime only, you can reject the applicable option shown above. Your spouse must agree to this decision by giving written consent witnessed by a Plan representative or notary public.

Keep in mind that if you are married for less than one year at the time of your retirement, you will have no Survivorship coverage in effect until your first wedding anniversary.

At that time, you will be covered under the Survivorship coverage or the Special Disability Survivorship coverage, as appropriate, unless you and your spouse elect otherwise.

Notwithstanding the foregoing, if you die during the month the Survivorship coverage was to become effective, you will be deemed to have met the one year eligibility requirement and your surviving spouse will receive the Survivorship coverage elected.

Survivorship Coverage

With this coverage, you receive an income for life and your surviving spouse receives continuing income in the event of your death.

If you are otherwise eligible for Normal or Regular Early Retirement, your spouse will be eligible for this survivor benefit as though you retired on Regular Early or Normal Retirement at death. You must have been married to your spouse for one year at the time of your death.

Your spouse's benefit is based on your Life Income Benefit if you are at least age 62 at the time of your death. Otherwise, it is based on the Life Income Benefit that would have been payable to you at age 62 had you retired on Regular Early or Normal Retirement on the date of your death.

There is a reduction made in your Life Income Benefit paid during your lifetime to provide this survivor protection. If you and your spouse are within five years of each other's age, the reduction is 5%. This percentage reduction will vary by one-half percent for each year more than five that your spouse is younger or older than you.

To illustrate: If your spouse is three years younger than you, and you elect the Survivorship coverage, the percentage of your Life Income Benefit payable to you is 95% (the reduction to your benefit to provide this coverage is 5%).

If Your Spouse Is:	Percentage of Your Life Income Benefit Payable to You*:	Reduction to Your Life Income Benefit to Provide Survivorship Coverage:
15 years younger than you	90%	10%
14 years younger than you	90.5%	9.5%
13 years younger than you	91%	9%
12 years younger than you	91.5%	8.5%
11 years younger than you	92%	8%
10 years younger than you	92.5%	7.5%
9 years younger than you	93%	7%
8 years younger than you	93.5%	6.5%
7 years younger than you	94%	6%
6 years younger than you	94.5%	5.5%
The same age or up to 6 years younger or older than you	95%	5%
6 years older than you	95.5%	4.5%
7 years older than you	96%	4%
8 years older than you	96.5%	3.5%
9 years older than you	97%	3%
10 years older than you	97.5%	2.5%
11 years older than you	98%	2%
12 years older than you	98.5%	1.5%
13 years older than you	99%	1%
14 years older than you	99.5%	0.5%
15 or more years older than you	100%	0%

* The percentage payable may never exceed 100%.

These reductions in your benefit are effective on the latest of:

- Your retirement date
- The first day of the month following your first wedding anniversary, if married less than one year at retirement
- Your 55th birthday, if you are on Disability Retirement before age 55 with less than 30 years of credited service

After your death, 65% of your reduced Life Income Benefit will be paid each month to your spouse. This amount does not include any Temporary Benefit or Supplemental Allowance that was payable to you.

Special Disability Survivorship Coverage

With this coverage, you receive an income for life, and your surviving spouse receives an income in the event of your death, if married one year. This option remains in effect until you reach age 55. At that time, you may elect the automatic 65% Survivorship coverage or the Optional 75% Surviving Beneficiary Benefit, unless you and your spouse reject the coverage. The Retirement Board will notify you of applicable provisions shortly before your 55th birthday.

There is a reduction made in your Life Income Benefit to provide the Special Disability Survivorship coverage. The reduction is based on your age and your spouse's age, as shown for selected ages in the table below.

To illustrate: If you are age 40 and your spouse is age 35, and you elect the Special Disability Survivorship coverage, the percentage of your Life Income Benefit payable to you is 88.2%.

Percentage of Your Life Income Benefit Payable to You if the Special Disability Survivorship Coverage Is Elected:			
Your Age When Disability Benefits Begin	Your Spouse Is 5 Years Younger than You	Your Spouse Is the Same Age as You	Your Spouse Is 5 Years Older than You
50	86.8%	87.6%	88.6%
40	88.2%	89.0%	90.0%
30	91.9%	92.5%	93.3%

If you die while this option is in effect, and you have been married for one year, 50% of your reduced Life Income Benefit will be paid to your spouse for the rest of his or her lifetime. Payments will begin on the first of the month following the month you would have been age 55.

Remember, this option remains in effect only until you reach age 55. When you reach age 55, the reduction in your Life Income Benefit for the Special Disability Survivorship coverage will cease. At that time, if you are married, you will be covered by the Survivorship coverage, unless you and your spouse reject the coverage.

If your spouse dies or you are divorced before you reach age 55, the provisions regarding cancellation described earlier would apply.

Under the following circumstances, your surviving spouse will be eligible for the survivor's benefit of a disability retiree if you have applied for Disability Retirement but do

not live for the five months normally required for Disability Retirement.

- You must be on a medical leave of absence (except in the case of an occupational illness or injury) for at least one month and have applied for Disability Retirement. If an occupational illness or injury, or terminal illness results in death, then the one-month waiting period does not apply.
- Satisfactory medical evidence must be provided to support that your death was directly or indirectly the result of the medical condition that gave rise to the medical leave of absence (excluding death as a result of homicide, suicide or accidental death) or be the result of an occupational accident or injury.

If your spouse dies or you are divorced before you reach age 55, the provisions regarding cancellation described earlier would apply.

Pre-retirement Survivorship Coverage

If you should die as an employee or former employee and you are not eligible for Regular Early or Normal Retirement, the Pre-retirement Survivorship coverage may apply. This option is automatic for employees and becomes effective when you have five years of credited service or ERISA Service (10 years if you do not accrue service after 1988). If you leave the Company and were eligible for the option at the time you left, the Pre-retirement Survivorship coverage continues in effect until your retirement benefit begins.

Benefit Amount

If you die while the Pre-retirement Survivorship coverage is in effect, your surviving spouse will receive a monthly benefit for life.

The amount paid to your surviving spouse will be 50% of your Life Income Benefit. Your Life Income Benefit is based on the rate in effect at the time of your death. If you have a break in seniority before your death, the Life Income Benefit will be paid at the rate in effect at the time of the break in seniority.

Other Forms of Survivorship

For retirements on or after January 1, 2004, you can elect someone other than a spouse for a survivor's benefit. If you are married, your spouse must consent to this election in writing and have their consent witnessed by a notary. You can also elect your spouse for one of these optional survivorship coverages, but generally the automatic options provide more value for you and your spouse over your lifetimes.

The Optional 50% or 100% Surviving Beneficiary Benefit (effective January 1, 2004) and Optional 75% Surviving Beneficiary Benefit (effective January 1, 2008):

- Provide you a reduced monthly benefit for life and the elected percentage of your benefit to a beneficiary of choice upon your death.
- Reduce your benefit based on your age and your beneficiary's age. The reduction factors are greater than those used in the Automatic Survivorship Coverage Options described earlier.
- Are available to participants who applied for Normal, Regular Early, Special Early or a Deferred Vested retirement.
- Cannot be elected after retirement benefits begin.
- Cannot be cancelled due to death of the beneficiary.
- Cannot be cancelled due to divorce
- Do not go into effect if the participant dies before the Benefit Commencement Date. The election is automatically cancelled.*

**Effective November 23, 2015, if you elected the Optional 100% Surviving Beneficiary Benefit option for benefits commencing on or after December 1, 2015, and were to pass away prior to your Benefit Commencement Date, your election would have continued to apply to your benefit as long as your retirement application was signed and complete prior to your death.*

Note: If you elected either the Optional 100% or 75% Surviving Beneficiary Benefit option, and the beneficiary you elected was not your spouse and is 11 or more years younger than you, the percentage your beneficiary will receive is regulated by Treasury Regulation Section 1.401(a)(9)-6T, A-2(c)(2).

An example of the percentage payable to a beneficiary under this survivorship option is illustrated below.

Non-Spouse 100% Contingent Annuitant Percentage for Beneficiary More Than 10 Years Younger			
Beneficiary Years Younger Than Participant	Permitted Percentage for Beneficiary	Beneficiary Years Younger Than Participant	Permitted Percentage for Beneficiary
10 or less	100%	28	62%
11	96%	29	61%
12	93%	30	60%
13	90%	31	59%
14	87%	32	59%
15	84%	33	58%
16	82%	34	57%
17	79%	35	56%
18	77%	36	56%
19	75%	37	55%
20	73%	38	55%
21	72%	39	54%
22	70%	40	54%
23	68%	41	53%
24	67%	42	53%
25	66%	43	53%
26	64%	44 and greater	52%
27	63%		

Divorce After Retirement or Death of Your Spouse

If you and your spouse divorce after you retire, or your spouse dies before you, and you have the automatic Survivorship coverage in effect, your Life Income Benefit generally will be increased to the amount payable without the automatic Survivorship coverage if:

- You are divorced and the divorce decree specifically provides for the cancellation of the Survivorship coverage, or you obtain notarized written consent from your former spouse on a Company-approved waiver form for the cancellation of survivorship, or you obtain a Qualified Domestic Relations Order (QDRO) that specifically cancels the option. The increase will be effective as of the first day of the month following receipt of documentation that is approved by the Plan Administrator.
- Your spouse dies before you die and you submit a certified copy of your spouse's death certificate to the Retirement Board. The applicable increase will be effective as of the first day of the month following the date of your spouse's death, provided that proper notice and proof of death is submitted within six months. If proper notice and proof of death is provided more than six months after your spouse's death, the increase will be effective six months

The increase is based on the type of Survivorship coverage in effect and the date you elected the coverage.

If you are covered by the Special Disability Survivorship coverage, and your spouse dies before you die, or you become divorced, the provisions regarding cancellation described above would apply.

Marriage or Remarriage After Retirement

You may elect a Survivorship coverage if you marry or remarry after commencing retirement and you:

- Are receiving retirement benefits, other than Deferred Vested Benefits
- Have not previously rejected Survivorship coverage
- Do not have any Survivorship coverage in effect
- Apply before you have been married 18 months*

**If you have a Qualified Domestic Relations Order (QDRO) that designates your former spouse as sole beneficiary of your pension benefits, and your former spouse dies, you have 18 months after the date of your former spouse's death to elect Survivorship coverage for a current spouse.*

If you elect Survivorship coverage after commencing retirement, your benefit amount will be reduced. The amount of your benefit reduction and the percentage that will be payable to your spouse will be determined in accordance with applicable Plan provisions in effect at the time of your retirement.

Contact the Retirement Board if you need information or have any questions about the benefit amount or your eligibility for Survivorship coverage.

Benefit Payments

When Payments Begin

Whether you are an employee or former employee, if you die before age 55, benefits begin on the first day of the month following application by your surviving spouse, but in no event before the month following the day you would have reached age 55.

If you broke seniority before age 55 but die after age 55, benefits start on the first day of the month following your death and receipt of an application from your surviving spouse.

Your spouse will not receive a benefit in any month he or she is receiving a Transition or Bridge Survivor Income Benefit under the Life and Disability Insurance Plan. For more information on Transition or Bridge Survivor Income Benefits, see the *Life Insurance Benefits* section.

Survivor Benefits begin on the first day of the month following receipt of an application for benefits from your surviving spouse or beneficiary after your death. A copy of your death certificate (and marriage certificate for surviving spouse benefits) will be required at the time of your surviving spouse's or beneficiary's application. However, if you are between age 50 and age 55 when eligible for immediate Special Early Retirement, but die before you retire or before benefit payments begin, your spouse will be eligible for a Survivor Benefit beginning when you would have reached age 55 as though you retired on Regular Early Retirement.

If you are a disability retiree with less than 30 years of credited service, you have not reached age 55 when you die and you have a Special Disability Survivorship coverage in effect, payments to your spouse will begin on the first day of the month following the month you would have reached age 55.

If you are a disability retiree with less than 30 years of credited service, you have not reached age 55 when you die and you have a Special Disability Survivorship coverage in effect, payments to your spouse will begin on the first day of the month following the month you would have reached age 55.

Your surviving spouse or beneficiary will not be eligible to receive payments from the Plan in the event of your death if:

- No Survivorship coverage options were available to you at retirement
- You elected the automatic Survivorship coverage and cancelled it due to your spouse's death or divorce
- You elected to waive the automatic Survivorship coverage at benefit commencement, with spousal consent
- You did not elect the Optional Surviving Beneficiary Benefit (for retirements on or after January 1, 2004) at the time of your retirement.

Payment of Small Amounts

If the present cash value of the retirement benefit for any individual — who is not in pay immediately prior to the benefit commencement date — is \$5,000 or less, such individual will receive the benefit in a single lump sum.

If the lump sum payment is less than \$200, the benefit will be distributed directly to such individual. If the lump sum payment is at least \$200, such individual may elect to have any portion of the distribution received as either a direct rollover to an Individual Retirement Account (IRA) or eligible tax-qualified plan, or paid as a cash distribution. Effective January 1, 2008, if the lump sum payment is greater than \$1,000 and such individual does not make a distribution election; the benefit will be rolled over to an individual retirement plan designated by the Board of Administration. If a direct rollover is not elected, the taxable portion of the distribution will be subject to mandatory 20% Federal income tax withholding.

For retirement benefits with a commencement date on or after January 1, 2016, the present cash value is converted to a single lump sum by applying the applicable mortality table, as defined at that time under Section 417(e)(3)(B) of the Internal Revenue Code, and the annual rate of interest as defined under Section 417(e)(3)(C), determined for the month of August in the year immediately prior to the benefit's commencement date.

Applying for Benefits

You should apply for retirement benefits before your retirement date. You may run benefit estimates through **myfordbenefits.com** website or by contacting the National Employee Services Center (NESC) at 1-800-248-4444 (TDD: 711).

When you are ready to retire, the NESC or your Union Benefits Representative (UBR) can help you file an application. You must apply for benefits before any payments from the Plan can begin. Approximately 30 to 180 days before you want your benefits to begin, you should contact the NESC at 1-800-248-4444 or visit **myfordbenefits.com** to request an application package. All required forms must be completed and returned to the NESC before payment will begin.

Taxes on Retirement Benefits

Your retirement benefits are taxed as you receive them.

When you receive benefits from the Plan, those benefits are taxed as ordinary income.

Federal tax law requires the Company to withhold income taxes from your benefits unless you request no withholding. Whether or not you want tax withheld, or if you want to change your current withholding, you should complete Form W-4P and submit it to the Retirement Board. Form W-4P is available from the NESC, the Retirement Board or a local office of the Internal Revenue Service (IRS).

If you do not submit any Form W-4P, the Company automatically will withhold taxes from your benefits and will assume you are married and claim three withholding allowances at the Federally mandated rate.

If no taxes are withheld from your benefit, or if the amount withheld is not enough to cover the actual taxes due, you may be required to make estimated tax payments.

State tax withholding will apply in those states that require withholding. As with Federal withholding, the Company will withhold State income tax unless you tell the Company not to withhold State income tax. You may elect voluntary State tax withholding in those states that permit voluntary withholding.

Circumstances Affecting Your Retirement Benefits

The Plan is designed to provide you with a continuing source of income when you retire. However, some situations could affect Plan benefits. Those situations are summarized here.

If you leave the Company permanently for any reason before age 65 and you have less than five years of credited service or ERISA service (10 years of such service if you do not accrue service after 1988), no benefits are payable to you or your surviving spouse.

Receiving Retirement Benefits After Termination or Death

Payment of your retirement benefits is made by State Street Bank (the trustee is Northern Trust Company). All retirement payments are dated the first day of the month and represent payment in advance for that month. Your pension check will be mailed to your home unless you elect to have payment electronically transferred to a bank or other financial institution of your choice. You may change these arrangements by advising the Retirement Board of the change.

Checks are mailed to your home or electronically transferred to the financial institution you have designated on the last business day of the prior month. If the last calendar day of the month falls on Saturday, Sunday, or a holiday, checks will be mailed and wire transfers done on the work day immediately before the weekend or holiday.

Divorce or Legal Separation

Benefits under qualified retirement plans generally may not be assigned or alienated, except according to a judgment, decree or Domestic Relations Order (DRO) issued under a state domestic relations law relating to child support, alimony or marital property rights of your spouse, former spouse, child or other dependent. The order must meet the requirements of a Qualified Domestic Relations Order (QDRO), as defined in Section 206(d) of the Employee Retirement Income Security Act of 1974, as amended (ERISA), as determined by the Company.

You can get a copy of the Company's QDRO procedures and model language on qocenter.com or by calling the NESC at 1-800-248-4444 and requesting that a copy be mailed to you.

If you would like to submit your DRO for review, send it to:

Ford National Employee Services Center
Attn: Qualified Order Center
P.O. Box 1590
Lincolnshire, IL 60069-1590
Fax: 1-847-883-9313 (draft orders only)

If the DRO is acceptable, you will be notified and the QDRO will be implemented according to its terms. Other forms of marital dissolution documents may be acceptable as QDROs if they comply with the legal requirements set forth in ERISA Section 206(d) as determined by the Plan Administrator.

Send any of the following documents to the above address:

- DROs (original, true or court certified copies of original Orders filed in a court of competent jurisdiction)
- Proposed orders/draft orders or
- Decrees of divorce, judgments and/or property settlement agreements.

Failure to Provide Information

If you do not make proper application for benefits, provide the necessary information or provide the Company with your current address, your benefits may be delayed or temporarily suspended. Payments may be resumed once the necessary information is provided.

Incapacitation

If the Plan Administrator or Retirement Board finds that any person to whom a benefit is payable is unable to handle his or her affairs, payments may be made to a duly appointed representative, as determined by the Plan Administrator or Retirement Board.

Guardianship

If you are physically or mentally unable to handle your affairs, or if your beneficiary is a minor, payments may be made to a legal guardian or representative on your behalf or on behalf of your beneficiary.

Durable Power of Attorney

In limited circumstances, the Plan will recognize a Durable Power of Attorney (DPOA) to conduct certain transactions on your behalf if you are incapacitated or otherwise unable to handle your personal affairs. For example, a DPOA can direct the monthly retirement check to a new address or affect a direct deposit transfer to your financial institution.

A DPOA is also authorized to assist you with the retirement application process. For example, if your spouse holds DPOA, he or she may sign your retirement application.

A general power of attorney will not be accepted for any transaction.

Federal Garnishment

A Federal Writ of Garnishment against your pension benefit may be obtained by the U.S. Government following procedures authorized by the Federal Debt Collection Procedures Act of 1990 (FDCPA), 28 U.S.C. §3001-3308, and the Mandatory Victims Restitution Act, 18 U.S.C. §3614 (c). The Federal garnishment will attach a lien to your pension benefit. Recovery of the Federal garnishment will begin once you begin receiving your pension benefit.

Assignment of Benefits

Generally, your retirement benefits cannot be assigned, transferred, pledged, sold or attached. However, certain court orders could require that part of your benefit be paid to someone else, such as your spouse, former spouse, child or other dependents. You will be notified if the Plan receives any such order.

Deductions

The Trustee may be authorized by the Ford-UAW Retirement Plan Board of Administration, or approved by you, to make deductions from your retirement benefits. These deductions may include the following:

- V-CAP (UAW Voluntary Community Action Program) contributions
- Optional Life Insurance premiums
- Union dues
- UAW Retiree Medical Benefits Trust premiums
- Repayments
- Benefit plan overpayments
- Taxes as required by law or
- Certain Workers' Compensation payments (if the claim is filed later than two years after retiring or after breaking seniority).

Claims and Appeals

A claim for benefits is a request for a Plan benefit or benefits that you (or your authorized representative) make in accordance with reasonable Plan procedures for filing benefit claims. A claim for benefits does not include casual inquiries about benefits or the circumstances under which benefits might be paid.

As an active employee, if you have a claim for benefits under the Plan, you may contact the NESC. The NESC will attempt to resolve your concerns informally. Otherwise, submit your claim in writing for review with Claims and Appeals Management (CAM) to:

Claims and Appeals Management (CAM)
Ford Motor Company
P.O. Box 1407
Lincolnshire, IL 60069-1407
Fax: 1-847-554-5104

As a retiree, if you have a claim for benefits under the Plan, you may contact the Retirement Board at 1-800-829-8833. The Retirement Board will attempt to resolve your concerns informally. Otherwise, submit your claim in writing to Claim and Appeals Management at the above address.

If a claim for benefits or participation is denied, in whole or in part, you will receive written notification within 90 days (or 45 days for a disability pension claim) from the date the claim for benefits or participation is received. The notice is considered given upon mailing, full postage prepaid in the United States mail, or on the date sent if provided electronically.

The decision will be in writing and it will include:

- The specific reason(s) for the denial
- Reference to the specific Plan provision(s) on which the denial is based, along with a copy of the Plan provision(s) or a statement that one will be provided to you at no charge upon your request

- A description of any additional material or information necessary for you to perfect your claim and an explanation of why such material or information is necessary
- A description of the Plan's review procedures and the time limits applicable to such procedures, along with a statement of your right to bring a civil action under Section 502(a) of the Employee Retirement Income Security Act of 1974, as amended (ERISA), following a denial for benefits on review

If the denial is because of a disability claim, the denial of claim will also include:

- If an internal rule, guideline, protocol or other similar criterion was relied upon in making the claim denial, either the specific rule, guideline, protocol or other similar criterion; or a statement that such rule, guideline, protocol or other similar criterion that was relied upon in making the claim denial will be provided free of charge to you at your request, and
- If the claim denial is based on a medical necessity or experimental treatment or similar exclusion or limit, either an explanation of the scientific or clinical judgment for the determination, applying the terms of the Plan to your medical circumstances, or a statement that the explanation will be provided free of charge upon your request.

If the Plan Administrator or employee of the Board of Administration determines that an extension of time for processing is required, written notice of the extension will be provided to you before the termination of the initial 90-day period (or 45-day period for disability pension claims). In no event will the extension exceed a period of 90 days (30 days for disability pension claims) from the end of the initial period.

If the Plan Administrator or employee of the Board of Administration determines that an extension of time for processing is required, written notice of the extension will be provided to you before the termination of the initial 90-day period (or 45-day period for disability pension claims). In no event will the extension exceed a period of 90 days (30 days for disability pension claims) from the end of the initial period.

For a disability pension claim, if before the end of the first 30-day period, the Plan Administrator or employee of the Board of Administration determines that, due to matters beyond the Plan's control, a decision cannot be made within the extension period, the period for making the determination may be extended for up to an additional 30 days.

The extension notice will indicate the special circumstances requiring an extension of time and the date by which the Plan Administrator or employee of the Board of Administration expects to make the determination.

If an extension is required because the information in the disability claim is incomplete, the extension notice will specifically explain:

- The standards on which entitlement is based
- The unresolved issues that prevent a decision
- The additional information required for a decision, and
- That you have at least 45 days to provide the information requested.

If additional information is required, the period between the date of the request and the date of your response is not included when calculating the decision deadline.

Claims and Appeals Timelines and COVID-19

During the COVID-19 Outbreak Period (as defined by Federal law and regulations), the deadlines for you to file claims, appeals and external review requests with the Plan have been modified. You will have until the earlier of (i) one year from the date you were eligible for the COVID relief or (ii) the time period from March 1, 2020 until 60 days after the end of the National Emergency. Neither period will be counted in determining whether the date for individuals to notify the Plan of a determination of disability is timely.

For example, if you receive a claim denial letter dated July 10, 2020, and wish to appeal the denial, you will have until January 6, 2021 (180 days from the date of the claim denial), or the date that is 60 days following the end of the COVID-19 Outbreak Period, whichever is later, to submit your appeal.

Review of Denied Claim

If the Plan Administrator or employee of the Board of Administration denies a claim, you may:

- Request a review upon appeal by written application to the Board of Administration within 60 days (or 180 days for a disability pension claim) after the date of the written notification you received advising you that your claim has been denied
- Review pertinent documents
- Submit any issues, comments, documents, records or other information relating to your claim in writing
- Request, free of charge, reasonable access to, and copies of, all documents, records and other information relevant to your claim

The Board of Administration will take into account all comments, documents, records and other information submitted by you relating to the claim, without regard to whether the information was submitted or considered in the initial benefit determination.

For a disability pension claim, the Board of Administration:

- Will not give deference to the earlier decision
- Will provide for review by a named fiduciary who did not make the initial decision and who is not a subordinate of the initial decision maker
- Will, if the decision involves a medical judgment, provide that named fiduciary must consult with a health care professional who is independent of any health care professional involved in the initial denial, and

- Provide for identification of all medical or other experts consulted who have appropriate training and experience in the field of medicine involved in the medical judgment.

A decision will be made within 60 days (45 days for a disability pension claim) of the receipt of your request for review, unless special circumstances require an extension for processing. One 60-day extension (45-day extension for a disability pension claim) will be available to the Board of Administration if necessary with written notice to you. The extension notice will specify the circumstances requiring the extension and the expected date of the determination.

Review Decisions

The decision of the Board of Administration will be in writing and if adverse, it will include:

- The specific reason(s) for the denial
- Specific reference to pertinent Plan provision(s) (including any applicable policy) on which the denial is based, along with a copy of such Plan provision(s) or a statement that one will be provided at no charge upon your request
- A statement that you are entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records and other information relevant to your claim for benefits
- A statement of your right to bring suit against the Plan under ERISA Section 502(a)

In addition, if the appeal is on a disability pension claim, the notice will include:

- If an internal rule, guideline, protocol or other similar criterion was relied on in making the determination, either the specific rule, guideline, protocol or other similar criterion, or a statement that the rule, guideline, protocol or other similar criterion that will be provided free of charge upon request. If the determination is based on a medical necessity or experimental treatment or similar exclusion or limit, either an explanation of the scientific or clinical judgment, applying the terms of the Plan to your medical circumstances, or a statement that the explanation will be provided free of charge upon request, and
- A statement that you and the Plan may have other voluntary alternative dispute resolution options, such as mediation.

All notices are considered given upon mailing, full postage prepaid in the United States mail or on the date sent if provided electronically.

Limitations Period

No legal action for Plan benefits may be brought against the Plan until after the claims and appeal procedures have been exhausted. Unless the Employee Retirement Income Security Act of 1974, as amended (ERISA), specifically provides a different limitations period, legal actions under the Plan for benefits must be brought no later than two years after the date of the denial of your appeal. Any other legal action must be brought against the Plan no later than six months after the date of the last event that gave rise to your claim.

A participant or beneficiary must bring an action in connection with the Plan in a United States District Court having jurisdiction over the claim.

Board of Administration Decisions

Decisions of the Board of Administration are final and conclusive, binding on all participants and beneficiaries and are only subject to the arbitrary and capricious standard of judicial review.

General Information

Plan Name and Number

Ford Motor Company — UAW Retirement Plan, 001

Plan Administrator and Plan Sponsor

Ford Motor Company

1 American Road
Dearborn, MI 48126
1-800-248-4444

The Plan is administered by Ford Motor Company with administrative services provided by Ford Motor Company and Alight Solutions LLC, a third-party administrator under contract.

Retirement Board of Administration

Ford Motor Company

P.O. Box 6050
Dearborn, MI 48121
1-800-829-8833

Employer Identification Number (EIN)

The Federal government has assigned Ford Motor Company an employer identification number for tax purposes. It is EIN 38-0549190.

Plan Year

The Plan Year is the same as the calendar year, from January 1 through December 31.

Agent for Legal Process

The agent for service of legal process is the Secretary, Ford Motor Company. The Secretary may be contacted at the Company's main address:

Secretary
Ford Motor Company World Headquarters
1 American Road
Dearborn, MI 48126
1-313-322-3000

Alternatively, legal process may be served on the Plan Trustee.

Plan Type and Funding

This Plan is a defined benefit pension plan providing retirement benefits.

The Plan is Company funded, and Company contributions are determined by an independent actuary according to the funding policy adopted by the Company. Plan assets are held in a trust. The money in the trust is used only to pay benefits and administrative costs of the Plan.

Plan Trustee

The Plan Trustee is:

The Northern Trust Company

50 S. LaSalle Street
Chicago, IL 60675
1-312-630-6000 or 1-800-248-4444

The Plan Trustee makes all payments for the Plan. Trust investments are made by investment managers appointed under the Company's Master Trust Fund. These investment managers are banks, trust companies and investment advisors. If you would like a list of investment managers, contact an NESC representative.

The Plan has claimed an exclusion from the definition of the term "commodity pool operator" pursuant to the Commodity Exchange Act, and therefore is not subject to registration or regulation as a pool operator.

Mergers, Consolidations or Transfers

If the Plan is merged or consolidated with another plan, or Plan assets transferred to another plan, your benefit is protected. The law requires that your benefit immediately after any merger, consolidation or transfer cannot be lower than the benefit accrued just before the merger, consolidation or transfer. Upon sale of any of the Company's businesses, the Company retains the sole discretion to determine how benefits accrued under the Plan will be handled in the sale.

Plan Amendment or Termination

Your benefits are governed by the terms of the applicable official Plan document and Collective Bargaining Agreement. The Company intends to continue the Plan indefinitely; however, the Company reserves the right to end, suspend or amend the Plan, subject to the applicable Collective Bargaining Agreement.

Amendments also will be made to comply with applicable statutes and regulations. If changes are made, you will be notified.

Neither the Company nor the UAW may amend or terminate the Plan while the 2019 Collective Bargaining Agreement is in effect without the consent of the other party. The Agreement expires on September 14, 2023. At that time, the Plan may be renewed automatically for successive one-year periods, unless Ford or the UAW gives written notice at least 60 days before the applicable expiration date. When notice is given, the Agreement and Plan may be modified, amended or terminated.

Until a change is officially announced, no Plan fiduciary or any other Company representative is authorized to disclose any information about a change. You should rely on officially announced information and Plan materials.

If there is any difference between the official Plan document, negotiated Agreement and this SPD, the official Plan document and negotiated Agreement always will govern.

The Trust Fund is for the use of Plan participants and their beneficiaries, and the payment of Plan expenses. If the Plan is fully or partially terminated, benefits earned up to the date of Plan termination would be non-forfeitable to the extent they are funded. Assets in the fund would be used to pay plan benefits to the extent they are sufficient.

Pension Benefit Guaranty Corporation (PBGC)

Pension benefits under this Plan are insured by the Pension Benefit Guaranty Corporation (PBGC), a Federal insurance agency. If the Plan terminates (ends) without enough money to pay all benefits, the PBGC will step in to pay benefits. Most participants will receive all of the pension benefits they would have received under the Plan, but some people may lose certain benefits.

The PBGC guarantee generally covers:

- Normal and early retirement benefits
- Disability benefits if you become disabled before the Plan terminates and
- Certain survivor benefits

The PBGC guarantee generally does not cover:

- Benefits greater than the maximum guaranteed amount set by law for the Plan Year in which the Plan terminates
- Some or all of the benefit increases and new benefits based on Plan provisions that have been in place for fewer than five years at the time the Plan terminates
- Benefits that are not vested because you have not worked long enough for the Company
- Benefits for which you have not met all of the requirements at the time the Plan terminates
- Certain early retirement payments (such as supplemental benefits that stop when you become eligible for Social Security) that result in an early retirement monthly benefit greater than your monthly benefit at the Plan's Normal Retirement age, and
- Non-pension benefits, such as health insurance, life insurance, certain death benefits, vacation pay and severance pay.

Even if some of your benefits are not guaranteed, you still may receive some of those benefits from the PBGC depending on how much money the Plan has and on how much the PBGC collects from employers.

For more information about the PBGC and the benefits it guarantees, contact:

PBGC's Technical Assistance Division

1200 K Street N.W., Suite 930

Washington, D.C. 20005-4026

1-202-326-4000 (not a toll-free number)

TTY/TDD users may call the Federal relay service toll-free at 1-800-877-8339 and ask to be connected to 1-202-326-4000.

Additional information about the PBGC's pension insurance program is available through the PBGC's website at **pbgc.gov**.

No Guarantee of Employment

Nothing in this document is meant as a contract of employment between you and Ford Motor Company or as a right to continued employment with the Company.

ERISA Rights

As a Plan participant, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974, as amended (ERISA). ERISA provides that you are entitled to the rights described in this section.

Receive Information About Your Plan and Benefits

You have the right to:

- Examine, without charge, at the Plan Administrator's office or other specified locations, such as worksites and union halls, all documents governing the Plan. These include insurance contracts and copies of the latest annual report (Form 5500 series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration (EBSA).
- Request copies of documents governing the operation of the Plan. These include copies of the latest annual report (Form 5500 series) and current Summary Plan Description. A reasonable charge may be required for the copies.
- Receive a summary of the Plan's latest annual funding notice, which is required by law to be provided to each participant.
- Request a statement explaining your vested rights and if you have a right to receive a benefit at your Normal Retirement age, as defined by the Plan. If you do not have vested rights, the statement will tell you how many more years you have to work to acquire vested rights. This statement, which is available at no cost, must be requested in writing and is not required to be given more than once a year.

Prudent Actions by Plan Fiduciaries

In addition to creating rights for Plan participants, ERISA imposes duties on the people who are responsible for the operation of the Plan. The people who operate the Plan, called fiduciaries, have a duty to do so prudently and in the interest of you and other Plan participants and beneficiaries. No one, including your employer or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a retirement benefit or exercising your rights under ERISA.

Enforce Your Rights

If your claim for a benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision (without charge) and to appeal any denial, all within certain times. However, you may not begin any legal action, including proceedings before administrative agencies, until you have followed and exhausted the Plan's claim and appeal procedures.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of a Plan document or the latest annual funding notice from the Plan and do not receive it within 30 days, you may file suit in a Federal court. In this case, the court may require the Plan Administrator to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the Plan Administrator's control.

If you have a claim for benefits that is denied or ignored, in whole or in part, you may file suit in a state or Federal court. In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in Federal court. If the Plan fiduciaries misuse the Plan's money or if you believe that you have been discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor or you may file suit in a Federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

Assistance with Questions

If you have any questions about the Plan, you should contact the National Employee Services Center (NESC) at 1-800-248-4444. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in getting documents from the Plan Administrator, you should contact the nearest office of the Employee Benefits Security Administration (EBSA), U.S. Department of Labor, listed in your telephone directory or:

Division of Technical Assistance and Inquiries

Employee Benefits Security Administration (EBSA)

U.S. Department of Labor

200 Constitution Avenue N.W.

Washington, D.C. 20210

1-866-4-USA-DOL (1-866-487-2365),

TTY: 1-877-889-5627

For certain publications about your rights and responsibilities under ERISA, call the publications hotline of the EBSA.

Contacts for Additional Help

To assist with any questions you may have about this Plan, you may:

- Visit **myfordbenefits.com**
- Contact the NESC at 1-800-248-4444 to speak with a retirement representative
- Contact your Union Benefits Representative