

**LONG-TERM SUPPLEMENTAL EMPLOYEES**

**November 3, 2007**

**Mr. Bob King  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214**

**Dear Mr. King:**

**Subject: Long-Term Supplemental Employees**

**During these negotiations the parties discussed the need for employees to be hired or rehired on a long-term supplemental basis (e.g., new product launch, attrition program transition or other similar supplemental manpower needs).**

**Long-Term Supplemental Employees shall be employed in accordance with the following:**

- A. Long-Term Supplemental employees are employees hired by the Company who normally shall work any five (5) days per week in addition to premium days, for a period not to exceed twelve (12) calendar months.**
- B. The Company shall review with the National Ford Department situations requiring Long-Term Supplemental employees.**
- C. Requests for Long-Term Supplemental employees shall be made in writing to the National Parties for mutual agreement.**
- D. Upon mutual agreement, the Company may hire or rehire Long-Term Supplemental employees for a period up to one (1) year. If a Supplemental employee works for a continuous period of more than one (1) year, they will gain seniority as an Entry Level employee.**
- E. Long-Term Supplemental employees shall accrue no credit towards acquiring seniority.**

**LONG-TERM SUPPLEMENTAL EMPLOYEES**

- F. Long-Term Supplemental employees will be considered for Entry Level job opportunities in a fair and equitable manner, giving due consideration to the length of employment with the Company.**
- G. The Company reaffirms that these Long-Term Supplemental employees are not to be employed to avoid hiring to fill permanent positions. The National Parties will continue to review the use of Long-Term Supplemental employees on an on-going basis; the UAW-National Ford Department may cancel the use of Long-Term Supplemental employees pending two weeks advanced written notice of termination to the Company.**
- H. Long-Term Supplemental employees shall be governed by the terms and conditions of Appendix K, Section II, with the exception of wages and benefits. Wages are determined in accordance with Appendix V, Memorandum of Understanding, UAW-Ford Entry Level Wage and Benefit Agreement, Article I, 4, (a), (b), & (c). Benefits are established as listed in Attachment A.**

Very truly yours,

**BILL DIRKSEN,  
Executive Director  
U.S. Labor Affairs**

**Concur: Bob King**

**LONG-TERM SUPPLEMENTAL EMPLOYEES**

**ATTACHMENT A**

**LONG-TERM SUPPLEMENTAL EMPLOYEES**

Long-Term Supplemental employees will be eligible for the following wages and benefits:

Wages are determined in accordance with Appendix V, Memorandum of Understanding, UAW-Ford Entry Level Wages and Benefit Agreement, Article I, 4, (a), (b), & (c).

Hospital-Surgical-Medical-Drug coverage as of the first day of the eighth month following date of hire and their enrollment is limited to the National Preferred Provider Organization (NPPO), modified to include the cost-sharing requirements shown in the table below:

<b>Annual Deductible</b>	
<b>In-Network</b>	
Single	\$300
Family	\$600
<b>Out-of-Network</b>	
Single	\$1,200
Family	\$2,100
<b>Co-Insurance</b>	
In-Network	10%
Out-of-Network	35%
<b>Out-of-Pocket Maximum</b>	
<b>In-Network</b>	
Single	\$1,000
Family	\$2,000
<b>Out-of-Network</b>	
Single	No Limit
Family	No Limit
<b>Prescription Drugs (Retail and Mail Order)</b>	
Generic	\$7.50/script
Brand	\$15.00/script
<b>Office Visit Co-Insurance</b>	100%

#### LONG-TERM SUPPLEMENTAL EMPLOYEES

Additionally, the maximum aggregate annual prescription drug benefits available for an individual employee and all eligible and enrolled dependent(s) will be \$1,000.

The opportunity for survivors to continue coverage, or for the subject employees to continue coverage post-employment or for periods not in active service will be limited to self-pay continuation that may be available under federal law.

Long-Term Supplemental employees will be eligible to participate in the Dependent Care Assistance Plan described in the Dependent Care Assistance Plan Letter of Understanding.

Long-Term Supplemental employees are eligible to participate in the Tax-Efficient Savings Plan for Hourly Employees (TESPHE); however, they are not eligible for the Company contribution of an amount equal to \$1.00 for every compensated hour into the TESPHE in lieu of Company contributions for health care coverage in retirement.

Long-Term Supplemental employees shall not accrue benefits under any Company-sponsored qualified defined benefit pension plan. In the event a Long-Term Supplemental employee becomes an Entry Level employee as defined in Appendix V, service earned from date of hire by such employee shall be recognized for:

Eligibility and vesting purposes under the Personal Retirement Plan (Appendix V, Attachment A, Section II A)

Eligibility for purposes of participation in Company-sponsored benefit plans.