



September 1, 2017

Mr. Jimmy Settles
Vice President and Director
UAW-Ford Department
8000 East Jefferson Avenue
Detroit, MI 48214

Dear Mr. Settles:

Subject: Modification to the Administration of Appendix K, III (e) i, ii.

During 2015 negotiations and in accordance with Appendix K, III (e) i, ii, it was agreed that temporary employees would be considered for full-time In-Progression job openings in a 'fair and equitable' manner, giving due consideration to the length of employment with the Company (measured by the number of weeks worked). Specifically, the parties agreed the Company would consider temporary employees for full-time job opportunities, prior to hiring externally, in the following order: 1) temporary employees currently working and/or laid off from the requesting facility; and then, 2) temporary employees currently working and/or laid off within the same zone of the requesting facility, except when the requesting facility is within the Rouge Site.

After considerable discussion and analysis, the parties have mutually agreed to modify the process for administering the 'fair and equitable' manner of consideration as outlined in Appendix K. Specifically, and prior to hiring externally, equal consideration will be given to the eligible active and eligible inactive temporary employees within the same Preferential Placement Zone of the requesting facility as the eligible active and eligible inactive temporary employees from the requesting facility, with (highest weeks worked) as the determining factor. In the event of a tie in the number of "weeks worked", the Temporary employee's Ford Service Date followed by the last four digits of the employee's Social Security Number will serve as the tiebreaker in accordance with the Preferential Placement Hierarchy provisions of Appendix N.

Due to the potential high number of employees that may be offered In-Progression job openings with the same effective date, exit and effective date timing may be staggered to minimize adverse operational impact.

The national parties agreed this modification would become effective August 28, 2017. These above modifications are in accordance with the provisions of Appendix M, Section III (F). Upon mutual agreement, the parties may cancel this letter.

Very truly yours,

Stacey Allerton, Director,
US Labor Affairs

Concur: Jimmy Settles


