

Sharonville Transmission Plant

Ford Exceeds UAW Job Commitment with 14,000-Plus Jobs



Ford invested \$1.1 billion in 2011 to retool and expand KCAP for Transit production and to support surging customer demand for the F-150 paint shop.

Ford Motor Company already has fulfilled its commitment to the UAW to create 12,000 U.S. hourly jobs by 2015, with the announcement of 1,200 new jobs and a second shift at Kansas City Assembly Plant (KCAP), where the all-new Ford Transit is built.

"The job growth we have created in U.S. manufacturing is a testament to our strong partnership with the UAW, the union's competitiveness, and the growing demand for Ford's portfolio of cars, utilities and trucks," said Joe Hinrichs, Ford president, The Americas.

"Adding a second shift to KCAP adds more jobs to this community, and it also helps deliver more Transit vehicles to more customers throughout North America."

The 1,200 new jobs are in addition to the 2,800 jobs added at KCAP in 2012 and 2013 to support the 2015 Transit launch and increased production of Ford F-150.

Since the 2011 UAW-Ford contract negotiations, Ford has added jobs across its other U.S. manufacturing plants as well, for a total of 14,000 jobs. Facilities where Ford added jobs

- 3,600 at Louisville Assembly Plant
- 1,800 at Michigan Assembly Plant
- 1,700 at Flat Rock Assembly Plant
- 1,600 at Chicago Assembly Plant
- 600 at Kentucky Truck Plant
- 450 at Cleveland Engine Plant
- 240 at Van Dyke Transmission Plant
- 230 at Chicago Stamping Plant

"I am very pleased we are able to add 1,200 new jobs to KCAP, which will strengthen this community and continue our efforts to grow good-paying, middle-class manufacturing jobs," said Jimmy Settles, UAW vice president, National Ford Department. "This is possible because of the collective bargaining process and the partnership between UAW and Ford."

In addition to Transit, Kansas City Assembly Plant produces F-150 Regular Cab, SuperCab and SuperCrew pickups. The plant will employ more than 6,000 hourly workers by the end of 2014, on a two-shift pattern for Transit production and three-crew pattern for F-150.



U.S. Hourly Pulse Results



For the third year, U.S. Hourly employees had the opportunity to take part in the company's annual Pulse survey.

The Pulse survey is important because it helps the company learn about and understand issues and concerns that employees may have. It also acts as a

basis for developing initiatives to improve how employees achieve the One Ford plan by working together as a skilled and motivated team.

The Pulse gives employees the opportunity to voice their opinions about relationships, the work environment and other important topics such as Safety, Quality and Communications.

The survey consisted of 26 multiple-choice questions and was open from April 14 – May 23.

Plant and facility locations receiving feedback from at least five respondents received a report with the results for their respective location.

Overall the Employee Satisfaction Index (ESI) for total operations improved to almost 43 percent, up from 36 percent in 2012.

The ESI represents the results of eight questions within the survey and allows Ford to compare itself amongst other large corporations like Boeing, Best Buy, Johnson & Johnson and Microsoft. This survey allows us to look internally at manufacturing facilities around the globe.

(Continued from the reverse side)

U.S. Hourly Pulse Results

Over 18,000 employees took the survey and provided valuable feedback on areas of the business that are working well and areas of opportunity.

Overall, some of the most positive feedback related to cooperation amongst the teams, the importance of quality, and training. The greatest opportunities were identified in the area of recognition and focusing on problem resolution without blame.

For those who were able to take the survey, thank you. Your feedback is appreciated and provides a baseline for continuous improvement.

New! Paystub Online Enhancements

Accessing your paystubs online just got easier, thanks to revised procedures that took effect July 28, 2014.

Hourly employees can now take advantage of Paystub Online features from the convenience of their home without having to contact the Help Desk for a password reset. The new changes come as part of the 2011 contract negotiations.

"Paystub Online is a very helpful tool," said John Wright, manager, Arbitration and Wage Administration. "It is of course important for everyone to manage their unique password to Paystub Online in order to maintain the security of their information.

These recent enhancements will make it much easier for employees to manage their password."

The process is simple, and requires just a few steps. Visit www.at.ford.com to learn more.

A guide detailing these steps also is available at a plant Labor Relations office or kiosk. You also can find it under the "Pay" tab on HR Online.



Pedestrian Safety : Take No Shortcuts

The quickest way, is not always the safest way. We urge you to take a moment to review these important life-saving safety tips.

Who: Every employee who works and walks in our facilities

What: The importance of pedestrian safety

When: At all times, including coming to and leaving work

Where : All throughout the plant

Why: To help remind pedestrians to safely walk throughout our facilities

How do I Support Pedestrian Safety?

- Be sure to use the pedestrian walkways. The walkways are setup to offer the safest route of travel throughout the plant
- Obey all traffic control signs (stop signs)

RED ZONES

- Separate dangerous vehicle traffic from pedestrians.
- Are restricted to **authorized personnel only** because of the high hazards associated with the work within the zone.
- Are identified by floor markings of a solid **RED** line accompanied by a dashed **RED** line.

AUTHORIZED PERSONNEL

- Are those assigned to or required to enter **Red Zones** based on their work assignment and are aware of the hazards.
- Are required to wear high visibility vest.

Ford Gears Up to Celebrate Production of 5Millionth Ford F-Series Super Duty



Ford, America's truck leader, celebrates production of the 5millionth Ford F-Series Super Duty next month.

For 15 years, Ford F-Series Super Duty pickup trucks and chassis cabs – from F-250 to F-550 – have rolled off the assembly line at Kentucky

Truck Plant and into the hands of hardworking customers.

Ford F-Series Super Duty is the No. 1 heavy-duty pickup truck, with 44 percent market share over the past year, according to IHS Automotive Polk data, and the first choice of tradespeople in the hardest-working industries – from emergency vehicles to construction to mining.

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