

CALIFORNIA PRIVACY NOTICE FOR RETIREES, BENEFICIARIES, CONTINGENT WORKERS, AND FORMER EMPLOYEES

This California Privacy Notice (the “**Notice**”) explains how Ford Motor Company and its subsidiaries (“**Ford**,” “**our**,” “**we**,” or “**us**”) collect, use, and share the personal information of California residents who are retirees, beneficiaries, contractors or contingent workers, or former employees within the context of your interactions with us as a retiree, beneficiary, contractor or contingent worker, or former employee. It also explains your rights relating to Personal Information under the California Consumer Privacy Act, as amended (the “**CCPA**”). In this Notice, we use the word “**you**” or “**your**” to refer to anyone within the scope of this Notice. This Notice does not apply to current employees, who can find their notice on Life@Ford.

As used in this Notice, the term “**Personal Information**” means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with an individual or household. Personal Information does not include information that is publicly available, de-identified, or aggregated.

Unless otherwise noted, the information below that describes how and why we collect and use your Personal Information also describes how we have collected and used information in the preceding 12.

I. What Personal Information We Collect and Why We Collect It

We collect Personal Information about you as follows (whether we collect a specific category of information depends on the nature of your interaction with us):

Category of Personal Information	Purposes for Collection / Use / Disclosure
<p>Identifiers including real name, alias, postal address, unique personal identifier, online identifier, IP address, email address, account name, or other similar identifiers</p>	<ul style="list-style-type: none"> • To communicate with you • To assess your eligibility for employment • To onboard and enroll you as an employee • To manage job duties, evaluate performance, and operate our business • To provide compensation and benefits • To comply with applicable laws and regulations • To maintain the safety of operations and employees • To manage the security of our premises and systems
<p>Personal Information described in Cal. Civ. Code § 1798.80(e), including your name, signature, Social Security number, physical characteristics or description, address, telephone number, passport number, driver’s license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or other financial information, medical information, or health insurance information</p>	<ul style="list-style-type: none"> • To communicate with you • To assess your eligibility for employment • To onboard and enroll you as an employee • To manage job duties, evaluate performance, and operate our business • To provide compensation and benefits • To comply with applicable laws and regulations

	<ul style="list-style-type: none"> • To maintain the safety of operations and employees • To manage the security of our premises and systems
<p>Characteristics of protected classifications under California or federal law, including age and date of birth, marital status, race, ancestry, ethnic origin, sex, gender, sexual orientation, gender identity, religion or creed, military or veteran status, medical condition, disability</p>	<ul style="list-style-type: none"> • To comply with applicable laws and regulations • To support our recruitment and diversity, equity, and inclusion programs and initiatives • To maintain the safety of operations and employees
<p>Commercial information, including records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies</p> <p>If you also interact with Ford as a consumer, you can find Ford’s California Consumer Privacy Notice here.</p>	<ul style="list-style-type: none"> • To arrange business-related travel and manage travel and expense programs • To reimburse You for personal expenses paid (e.g., meals, mileage) for Ford business
<p>Internet or other electronic network activity information, including browsing history, search history, and information regarding your interactions with our websites, applications, or advertisements</p> <p>If you also interact with Ford’s consumer-facing websites, please see Ford’s California Consumer Privacy Notice here.</p>	<ul style="list-style-type: none"> • To communicate with you • To manage corporate information technology • To manage the security of our premises and systems
<p>Geolocation data, including access-control data based on employee badge swipes and location data inferred from your device IP address, including precise geolocation</p>	<ul style="list-style-type: none"> • To manage corporate information technology • To manage the security of our premises and systems
<p>Audio, electronic, visual, thermal, or similar sensory information, including closed-circuit images, photographs and video of you (for ID badges, marketing materials, etc.), and audio recordings as may relate to your job functions (for example if you answer phone calls on a recorded line)</p>	<ul style="list-style-type: none"> • To manage the security of our premises and systems • To manage job duties, evaluate performance, and operate our business
<p>Professional or employment-related information, including:</p> <p>Recruitment information (such as skills, qualifications, references, recommendations, languages spoken, and other information included in a resume, application form, or cover letter)</p> <p>Background information commonly used for onboarding and security screenings, including citizenship, immigration, visa status, and work authorization information; and criminal records information</p>	<ul style="list-style-type: none"> • To assess your eligibility for employment • To onboard and enroll you as an employee • To manage job duties, evaluate performance, and operate our business • To provide compensation and benefits • To comply with applicable laws and regulations • To manage the security of our premises and systems • To maintain the safety of operations and employees

<p>Employee profile information (employee status, organization information, performance and talent information, employment background, functional experience, leadership experience, honors or awards, education, training, professional certifications, evaluations, developmental planning, career interests and development information, and other talent management and team-based assessments)</p> <p>Compensation, payroll, and benefits information, including details on emergency contacts, dependents, and beneficiaries; and withholdings and tax-related information</p> <p>Medical, parental, family, vacation, and other leave and associated records, including details of the types of and reasons for leave being taken, duration of leave, and leave-related correspondence</p> <p>Credentials associated with your Ford accounts and other networks resources</p> <p>Information about health, sicknesses, and absences (including information regarding your physical and/or mental health, any participation in health and wellness programs, drug and alcohol screening information, medical provider information—for example, if you apply for workers' compensation—and information about any conditions that may require accommodations within the workplace)</p> <p>Any termination of employment documentation, including resignation letters, dismissal letters, minutes of meetings, settlement agreements and related correspondence</p> <p>Vehicle information (e.g., year, make, model, color, and license plate)</p>	
<p>Non-Public education information, including school(s) attended, grades, transcripts, records of attendance, disciplinary records, and other information relating to your secondary and post-secondary education</p>	<ul style="list-style-type: none"> • To assess your eligibility for employment • To onboard and enroll you as an employee
<p>Inferences used to create a profile reflecting your preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes</p>	<ul style="list-style-type: none"> • To manage job duties, evaluate performance, and operate our business • To manage corporate information technology • To manage the security of our premises and systems

We may also collect, use, or disclose all categories of Personal Information described above for other purposes authorized by applicable laws, including:

- to help prevent the loss of life or serious injury or to protect the personal safety of you or others;

- to detect, investigate, prevent, or otherwise address fraud or other security and integrity issues;
- as part of a corporate transaction or proceeding such as a merger, financing, acquisition, bankruptcy, dissolution, or at transfer, divestiture, or sale of all or a portion of our business or assets;
- to operate and maintain the security and integrity of our business; and
- to protect the rights or property of ourselves, our affiliates, or others, including by enforcing our agreements, terms, and policies.

Sensitive Personal Information

We do not use or disclose Sensitive Personal Information for purposes to which the right to limit use and disclosure applies under the CCPA.

II. Sources of Personal Information

We collect the Personal Information identified above from the following **sources** (whether we collect information from a specific source depends on the nature of your interaction with us):

- **Directly from you.** We collect information from you during the onboarding process and throughout your interactions with us as an Employee or other worker, including through our information technology systems, company forms and processes where Employees submit information to us (e.g., expense reimbursement), and surveys.
- **From a person you are related to.** We collect information about beneficiaries from individuals related to the beneficiaries. For example, we may collect information about an employee's partner, spouse, children, or other individuals as part of the onboarding process so we can provide health, insurance, and other benefits to those beneficiaries.
- **Automatically when using our digital services or visiting our premises.** We collect information about you when you used our information technology services and when you accessed our facilities (e.g., video surveillance information).
- **Created by us.** We collect information about you that we created, such as credentials for access to our information technology systems or inferences generated from other information we collect.
- **Service Providers.** We collect information about you from certain service providers that provide information to help us run our business.
- **External customer contacts.** We collect information about you based on your interactions with customers or other contacts with whom you communicated by email or other systems.
- **Affiliates.** We share Personal Information, as permitted, among the companies within the Ford Motor Company family of companies and affiliates. We share information within this "family," as permitted, to enable us to manage our business and workforce.

- **Law enforcement agencies, courts, regulatory agencies, and other government agencies.** We receive information from government agencies to comply with the law, to protect your personal safety or the safety of others, to protect our or others' rights, or to investigate fraud.
- **Third parties.** We receive information from other third parties when necessary to manage or operate our business or to provide benefits to you. For example, in litigation settlements we may collect information about you from third parties related to our tax reporting obligations.
- **Parties to corporate transactions.** As permitted by law, we may receive Personal Information as part of a corporate transaction or proceeding such as a merger, financing, acquisition, bankruptcy, dissolution, or at transfer, divestiture, or sale of all or a portion of a business or assets.

III. Disclosures of Personal Information

We do not sell, or share for cross-context behavioral advertising, the Personal Information of personnel in the context of your work with us. If you also interact with us as a consumer, please review our [California Consumer Privacy Notice](#) for more information about our practices in that context.

We disclose the Personal Information described in this Notice to Service Providers and benefits providers that help us run our business, manage and administer benefits, and manage our human resources activities. We may also disclose the Personal Information described in this Notice in other circumstances when required to or permitted by law, such as:

- disclosures among the companies within the Ford Motor Company family of companies and affiliates, when permitted by law, to manage employee relationships, benefits, pay and compensation, and other human resources services across the Ford Motor Company family of companies and affiliates;
- disclosures to provide products or services requested by you;
- disclosures required or permitted by law to investigate, prepare for, or defend against legal claims;
- to law enforcement agencies, courts, regulatory agencies and others when the disclosure is required or permitted by law, including to comply with valid legal process; and
- to parties in a corporate transaction or proceeding such as a merger, financing, acquisition, bankruptcy, dissolution, or a transfer, divestiture, or sale of all or a portion of our business or assets.

IV. How Long We Keep Your Personal Information

We keep the categories of Personal Information described above for as long as is necessary for the purposes described in this Notice or otherwise authorized by law.

This generally means holding each category of information for as long as one of these criteria apply:

- your Personal Information is reasonably necessary to manage our operations, to manage your relationship with us, or to satisfy another purpose for which we collected the information;
- your Personal Information is reasonably necessary to carry out a disclosed purpose that is reasonably compatible with the context in which the Personal Information was collected;
- the Personal Information is reasonably required to protect or defend our rights or property (which will generally relate to applicable laws that limit actions in a particular case); or
- we are otherwise required or permitted to keep your Personal Information by applicable laws or regulations.

Where Personal Information is used for more than one purpose, we may retain it until the purpose with the latest period expires. For more information about our retention policies, please contact us using the contact details below.

V. California Privacy Rights and How to Submit a Request

If you are a retiree with access to Ford's retiree portal, you may access, delete, or correct certain Personal Information by logging into that portal.

If you are a beneficiary, you can ask the person who has the primary relationship with us for details about the beneficiary information we have about you. That person may also be able to submit a request to delete or correct information through our HR portal or their benefits provider.

If you are a resident of California, you also have the right to submit certain requests relating to your Personal Information as described below. To exercise any of these rights, please submit a request through our [webform](#) or by calling us at 1-888-459-1291. If you have an active account with Ford (such as an account on the retiree portal), you will be required to authenticate with that account. For others, we may ask you to provide 2-3 pieces of Personal Information that we will match against our records to verify your identity. You may designate an authorized agent to make a request on your behalf; however, you will still need to verify your identity directly with us before your request can be processed. An authorized agent may submit a request on your behalf using the webform or toll-free number listed above.

Right to Know. You have the right to know what Personal Information we have collected about you, which includes:

- (1) The categories of Personal Information we have collected about you, including
 - a. The categories of sources from which the Personal Information was collected
 - b. Our business or commercial purposes for collecting Personal Information
 - c. The categories of third parties to which we disclose Personal Information
 - d. The categories of Personal Information that we disclosed for a business purpose, and for each category identified, the categories of third parties to which we disclosed that particular category of Personal Information
- (2) The specific pieces of Personal Information we have collected about you

Right to Delete Your Personal Information. You have the right to request that we delete Personal Information we collected from you, subject to certain exceptions.

Right to Correct Inaccurate Information. If you believe that Personal Information we maintain about you is inaccurate, you have the right to request that we correct that information.

Right to Non-Discrimination for the Exercise of Your Privacy Rights. If you choose to exercise any of your privacy rights under the CCPA, you also have the right not to receive discriminatory treatment by us, including retaliation against you.

VI. How to Contact Us

If you have additional questions, please contact us 1-888-459-1291.

Region/Country: USA/CA

Last Updated: January 1, 2023