



US Recruiting
555 Republic Dr.
Allen Park, MI 48101

September 27, 2021

Daiyaan Ijaz
860 E Walton Blvd
Pontiac, Michigan 48340

Daiyaan Ijaz,

Congratulations, it is with great pleasure we offer you the position of 2022 Information Technology Ford College Graduate- Former Interns ONLY, within Information Technology (IT). Your offer details are as follows:

Base monthly salary of: \$6,542.00
Position Level: General Salary Roll 5
Response Deadline: **Monday, October 11th, 2021**
(Actual salary may vary slightly due to rounding)

We are excited to have you join our great team, where you will find yourself among skilled and motivated individuals who create innovative and inspired products that contribute to a better world.

Benefits

The attached benefit summary contains information about Ford Motor Company's benefits. In addition to the traditional benefits of health care, disability coverage, life insurance, and retirement plan, we are also offering the following benefit programs: Annual Incentive Compensation Plan (AICP), A-Plan Vehicle Purchase Program and generous vacation and paid holidays.

Annual Incentive Compensation Plan (Bonus Award)

The Annual Incentive Compensation Plan (AICP) is designed to reward employees for Company and individual performance-to-objective. If your Leadership Level or Salary Grade changes during the performance year, your bonus award will be pro-rated based upon the number of months worked at each salary level. Assuming the Company makes a bonus payment to employees for the calendar year 2021, the awards will be paid in March 2022.

Your AICP target for your Salary Grade/Leadership Level is: \$4,000

Employee Development

At Ford Motor Company, employee development is an investment in our future as well as yours. Employees and managers participate in regular discussions around career development, objective setting and performance. Every skill team has personnel development processes that ensure individual team and organizational development. We believe high value life-long learning to be critical to our success and your fulfillment as a Ford Motor Company employee.

Accepting Offer of Employment

This offer of at-will employment is subject to the following conditions:

- Successfully completing a drug screen.
- Completion and review of a Health History Form.
- Producing valid proof of identification and acceptable evidence that you are authorized to work in the United States. Your ability to continue employment is based upon your ability to maintain valid U.S. work authorization.
- Completion and consideration of information gathered in a background investigation and verification of the information provided by you, including that provided in your job application or resume.
- Signing the documents we require all employees to execute before they start work.
- Successful completion of your relevant Bachelors degree prior to beginning work with Ford (as applicable). This includes meeting any minimum GPA requirements at graduation.
- Submission of an official college transcript, applicable to candidates who receive the relevant degree less than one year prior to their start date.

If any of the above conditions are not completed to our satisfaction, we reserve the right to rescind this offer or otherwise end any employment relationship with you.

Offer Response Due Date

This offer of employment remains in effect until **Monday, October 11th, 2021**. If a response is not received by this date, the offer will expire and be considered null and void. Nothing in this offer of employment is intended to be interpreted as an expressed or implied contract of employment. Even if this offer is accepted, we reserve the right to rescind this offer for any reason prior to your start date, including, but not limited to, your failure to satisfactorily meet any of the conditions listed above. If you commence employment with Ford Motor Company, you will be an employee at will, and as such, you will have the right to leave the company, and the company will have the right to terminate your employment and compensation, with or without notice or cause, at any time.

If you have questions regarding the skill team, your position and job responsibilities, please contact Todd Blackburn, e-mail: tblackb3@ford.com.

If you would like to discuss your offer and benefits details, please contact Adam Farley at AFARLE14@ford.com.

We hope this outline has assisted in your decision making process. Join the Ford team and discover the benefits, rewards and development opportunities you would expect from a diverse global leader!

Sincerely,

Adam Farley
Ford Recruiting Team
FORD | Go Further
AFARLE14@ford.com

The distance between you and an amazing career has never been shorter!

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www.facebook.com/FordMotorCompanyCareers