



Ford Political Action Committee (PAC) Frequently Asked Questions

General PAC info

What is a Political Action Committee (PAC)?

A PAC enables employees or members of groups to pool their political contributions and support candidates who will help the organization achieve its legislative objectives. PAC contributions are generally more effective than those that could be made by any individual because the contributions are targeted and larger in amount than individual donations.

The Federal Election Campaign Act prohibits corporations and labor organizations from using their general treasury funds to make contributions or expenditures in connection with federal elections.

Ford Motor Company's PAC, the *Ford Motor Company Civic Action Fund*, was established in 1976. The Ford PAC is made up of voluntary contributions from eligible Ford employees. These contributions are pooled and distributed to candidates for federal, state and local offices and to a limited number of political committees. Ford Motor Company pays the administrative costs for the Ford PAC.

Who is eligible to contribute to Ford PAC?

Ford salaried employees who are U.S. citizens or have a green card, excluding employees with certain job classifications, salaried foremen and others who supervise hourly employees, or individuals who meet citizenship or permanent residency requirements AND hold vested Ford stock are eligible to contribute to the Ford PAC.

Only eligible Ford salaried employees can access the Ford PAC website.

Why should I be a Ford PAC member?

Government legislation and regulations affect all facets of our business. The company's well-being - and the well-being of our employees - is tied directly in many ways to government policies.

In today's regulated environment, producing great products is not enough for us to be successful in the long term. We also need to build relationships and shape policies that will define the future of our jobs and our industry. Contributing to the Ford PAC is critical to shaping the environment where we compete by engaging with policymakers willing to stand up for our priorities.

Joining the PAC

How do I join?

To join the PAC and become a PAC Partner visit <https://pac.ford.com>.

How much should I contribute?

The maximum amount you may contribute to the Ford PAC is \$5,000 per calendar year. Contributions are entirely voluntary. Following are guidelines:

Recommended Giving Levels	
	Monthly
LL1	\$416
LL2	\$210
LL3	\$ 75
LL4	\$ 50
LL5-GSR	\$ 30 Platinum Level
LL5-GSR	\$ 10 Classic Level

What is the Recommended Giving Level based on?

The maximum amount any employee can legally contribute to a company PAC is \$5,000 per year. Based on average practices in other companies and Ford's leadership level structure, a recommended giving level was defined that supports Ford's goal of a competitive PAC.

Are contributions to Ford PAC voluntary?

Contributions to the Ford PAC are wholly voluntary and you have the right to refuse to contribute without any form of reprisal. You are free to contribute more or less than the suggested giving level, and Ford will not favor or disadvantage anyone for either the amount of the contribution or the decision not to contribute.

Contributions to the Ford PAC are not tax deductible as charitable contributions for Federal or State income tax purposes. U.S. law requires that the names of anyone contributing more than \$200 per year to a PAC be reported to the Federal Election Commission.

I only want my money to go to a certain political party. Can I do that?

Yes, when you contribute you can pick which party you'd like to support.

Who should I contact if I have a specific question?

Any questions or comments regarding Ford PAC may be sent to ffordpac@ford.com, and a representative will contact you.

PAC Administration

How is the Ford PAC administered?

The Political Contributions Committee (PCC) is the governing body of the Ford PAC. Members of the PCC represent a range of skill teams within the company.

The PCC reviews recommendations primarily from Ford's Government Relations for contributions to candidates who are willing to work with Ford on policies that align with our business.

What are PAC funds used for?

Funds support the political campaigns of federal, state and local candidates who are willing to support our priorities.

Our PAC is the only way that Ford can pool financial contributions to support political candidates' election campaigns. The PAC cannot contribute more than \$5,000 for a primary election and \$5,000 for a general election to any individual candidate running for federal office, and rules vary at the state level.

Which candidates receive support from the Ford PAC?

Employee PAC contributions are disbursed to political candidates and committees at the federal, state and local level. The Ford PAC is nonpartisan and supports both Democrats and Republicans.

Support is provided to candidates and committees based on six key giving principles:

- ✓ Champions manufacturing, mobility and/or innovation policies of interest to Ford
- ✓ Represents Ford facilities or plant community states
- ✓ Participates on a key committee/s relevant to Ford and/or our business partners
- ✓ Serves in a leadership position or has potential as a future leader
- ✓ Maintains a track record of supporting Ford employees and/or operations
- ✓ Demonstrates public service consistent with building trust and acting with competence, integrity and serving others

With the Supreme Court's Citizen United ruling, I thought corporations could give to candidates directly. Why do employees have to use personal money?

The Supreme Court did not change any of the prohibitions on corporations giving directly to candidate campaigns. Candidate campaigns can only be funded through individual contributions, including those made to PACs. Although corporations are now allowed to engage in political advertising, Ford has a corporate policy (Policy Letter 13) against using corporate funds for political purposes.

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Last updated 2026