

BULLETIN

02.12.2026

OVERTIME PREMIUM STATEMENTS

Overtime Premium Statements for the 2025 tax year will be available in HCM by close of business on Monday, February 16, 2026.

How to access and download:

- Log into Life@Ford.
- Navigate to HCM.
- Select **Document Records**.
- Select the document titled “**2026 OT Premium Statement**.”
- Click on the **eyeglass icon** *next to the information icon* to see more details.
- Click on the **PDF attachment** to preview the file.
- Select the **Download** option.

IMPORTANT REMINDERS

These statements are for informational purposes only, based on payroll records using a reasonable calculation method.

Statements reflect overtime premium amounts paid during the applicable tax years and may include overtime paid pursuant to federal and state law as well as overtime paid exclusively pursuant to contract or company policy.

Statements do not determine whether any amount is deductible for federal income tax purposes. Eligibility for and calculation of any federal tax deduction for overtime compensation depends on the individual circumstances and applicable law.

The company cannot provide tax advice and employees are encouraged to consult a qualified tax advisor or review IRS guidance regarding their specific situation.