



Ford Announces Senior Leadership Team Changes

- John Fleming, executive vice president, Manufacturing and Labor Affairs, elects to retire after 48 years at Ford
- Bruce Hettle named group vice president, Manufacturing and Labor Affairs, succeeding Fleming
- Gary Johnson named vice president, North America Manufacturing, succeeding Hettle
- Raj Nair named executive vice president, Product Development and chief technical officer
- Joy Falotico named chief operating officer, Ford Motor Credit Company and elected a corporate officer

DEARBORN, Mich., Dec. 1, 2015 – Ford Motor Company today is announcing a series of changes in its senior leadership team as it continues to deliver the company's One Ford plan for profitable growth.

John Fleming, executive vice president, Manufacturing and Labor Affairs, has elected to retire

after more than 48 years at Ford. Throughout his career at Ford, Fleming, 64, has served in several leadership positions in the U.S. and Europe.

He most recently has led Ford's Manufacturing and Labor Affairs operations, responsible for overseeing the global operations of 66 assembly, stamping and powertrain plants as well as the UAW-Ford labor negotiations and contract ratification. Prior to being named to his current position in August 2010, he served dual roles as Chairman and CEO of Ford of Europe and executive vice president, Manufacturing and Labor Affairs.

"John's extensive global knowledge and strong leadership have played important roles in our European operations and product quality gains in our manufacturing throughout the world," said Mark Fields, Ford president and CEO. "During his career, John also was instrumental in leading our team and negotiating labor agreements with our union partners that have enabled us to deliver strong business results and innovative new products for our customers."

Succeeding Fleming will be Bruce Hettle, 54, who is named group vice president, Manufacturing and Labor Affairs. Hettle currently is vice president, North America Manufacturing, a position in which he has served since January 2014. In his new role, he will report to Mark Fields.

Succeeding Hettle is Gary Johnson, 51, who is named vice president, North America Manufacturing. He will report to Joe Hinrichs, executive vice president and president, The Americas. Previously, Johnson has been vice president, Asia Pacific Manufacturing since January 2010.

Product Development

Raj Nair, 50, is named executive vice president, Product Development and chief technical officer, effective Dec. 1. He will continue to report to Mark Fields. Nair has global responsibility for all aspects of the company's design, engineering, research and product development. Raj currently is group vice president, Product Development and chief technical officer, a position to which he was named in April 2012.

"Raj has done an outstanding job leading our team in delivering product excellence with passion," said Fields. "As we expand our global lineup even further, Raj's leadership will enable us to develop

innovative new products and technologies that deliver our core business while also focusing on emerging opportunities, including those in our Ford Smart Mobility plan.”

Ford Credit

Ford Motor Company and Ford Motor Credit Company also are announcing that Joy Falotico is named chief operating officer, Ford Motor Credit Company. She also has been elected a Ford Motor Company corporate officer. Currently, Falotico, 48, is executive vice president, Ford Credit Marketing, Sales, Americas and Strategic Planning. She has led marketing, sales and the Americas since 2013, with strategic planning responsibilities added in January.

All appointments are effective Jan. 1, 2016, unless otherwise noted.

- For biographical information and photos of John Fleming, click [here](#).
- For biographical information and photos of Bruce Hettle, click [here](#).
- For biographical information and photos of Gary Johnson, click [here](#).
- For biographical information and photos of Raj Nair, click [here](#).
- For biographical information and photos of Joy Falotico, click [here](#).

About Ford Motor Company

Ford Motor Company is a global company based in Dearborn, Michigan. The company designs, manufactures, markets and services a full line of Ford cars, trucks, SUVs, electrified vehicles and Lincoln luxury vehicles, provides financial services through Ford Motor Credit Company and is pursuing leadership positions in electrification, autonomous vehicles and mobility solutions. Ford employs approximately 203,000 people worldwide. For more information regarding Ford, its products and Ford Motor Credit Company, please visit www.corporate.ford.com.