



**Ford Motor Company of Canada, Limited**  
**Ford du Canada Limitée**

The Canadian Road  
P.O. Box 2000  
Oakville, Ontario  
L6J 5E4

February 14, 2024

Dear Fayzulloh Ergashev,

This letter is to confirm your assignment with Ford of Canada commencing May 6, 2024 and ending no later than August 23, 2024. You are to be employed by the Company as a temporary employee and your salary will be the equivalent of \$28.37 per hour. Holiday pay and vacation pay will be provided in accordance with the Employment Standards Act of Ontario.

Your assignment will be within the Product Development Department of Ford of Canada as a Firmware Development Intern. Your role will be based out of the Ottawa office and you will be reporting to Arul Perumal (aperuma5@ford.com).

Please connect with your supervisor (indicated above) in advance of your start date to confirm any on-site location requirements for the term, as well as your equipment pick-up and first day instructions for May 6, 2024.

Our offer is conditional on the acceptability of any references we obtain and background checks conducted, your acceptance of our standard Conditions of Employment for Temporary Employees, and that you are legally entitled to work in Canada. Please ensure that you read carefully the attached Conditions of Employment for Temporary Employees. We draw your attention to the ability of the Company to terminate your employment at any time for any reason by giving you the minimum amount of notice of termination and/or payment in lieu of notice and any applicable severance pay required by the Ontario Employment Standards Act, 2000 or regulations thereto as amended, replaced or superseded or the successor statute, if any (Employment Standards Legislation) in effect at the time of termination. For greater certainty, this represents your maximum entitlement upon termination and includes all payments to which you may be entitled, statutory, at common law or otherwise, except where you have entitlements specifically required under Employment Standards Legislation.

Upon acceptance, please send the requested documents to me by February 21, 2024 at focinter@ford.com. Your information is used for payroll purposes. We will assign to you a Global Personal Identifier (GPID) which will uniquely identify you and distinguish you from other individuals within Ford in a globally consistent manner. This GPID is used openly to identify individuals at Ford and to help control access to Ford systems, facilities and services. To generate a GPID, we will require you to provide your day, month, and day of the week of birth. Your name and partial birthdate information will be retained in the GPID system which is located in the United States. Attached please find the Global Personal Identifier Data Collection and Use Statement for your review. Your signature and return of this letter and provision to us of the information required to generate a GPID is your consent to this GPID Statement.



Our policies for accommodating employees with disabilities include: We are Committed to the Goal of Equal Opportunity, We are Committed to Protecting Human Rights and the Environment, We are Committed to a Workplace Free from Harassment, Ontario Accessibility Directive A-1 CAN: Ontario Statement of Commitment, Accessibility Policy and Accessibility Plan and Ontario Accessibility Standards for Customer Service, and Processes for Accessibility for Employees with Disabilities, including Documented Individual Accommodation Plans and Return to Work Processes, Diversity and Inclusion Policy/Guidelines, Employment Equity, Directive B-110 Anti-Harassment, Policy and Procedure Pertaining to Harassment and Discrimination Internal Complaint Resolution Process, Directive B-111 Workplace Violence and Harassment. In the event you need any additional information, including with respect to our policies for accommodating employees with disabilities, please feel free to contact me.

Enclosed are a Company employment application form, conditions of employment, emergency contact, excess hours agreement and standard of corporate conduct to be filled out. Upon your offer acceptance, please have these forms along with copies of your government photo identification, social insurance card and the original signed offer letter sent back via a password protected encrypted email (7zip is a good choice of encryption tool). Please send the password in a separate email. You will be submitting your banking information and tax forms during your first day through our internal payroll system.

We look forward to our association and hope you find your assignment with the Company both challenging and enjoyable.

Thank you,  
Ford Motor Company of Canada, Limited

Madeline Turgeon  
Human Resources Business Operations

Accept:   
Fayzullo Ergashev

Date: Feb 16, 2024