

FORD MOTOR CO
Form 11-K
June 27, 2011

SECURITIES AND EXCHANGE COMMISSION

Washington, D. C. 20549

FORM 11-K

(Mark One)

- ANNUAL REPORT PURSUANT TO SECTION 15(d) OF THE
SECURITIES EXCHANGE ACT OF 1934

For the fiscal year ended December 31, 2010

- TRANSITION REPORT PURSUANT TO SECTION 15(d) OF THE
SECURITIES EXCHANGE ACT OF 1934

For the transition period from _____ to _____

Commission File Number: 1-3950

FORD MOTOR COMPANY SAVINGS AND STOCK
INVESTMENT PLAN FOR SALARIED EMPLOYEES
(Full title of the plan)

FORD MOTOR COMPANY
One American Road
Dearborn, Michigan 48126

(Name of the issuer of the securities held
pursuant to the plan and the address of
its principal executive office)

Required Information

Financial Statements and Schedules

Statements of Net Assets Available for Benefits, as of December 31, 2010 and December 31, 2009.

Statement of Changes in Net Assets Available for Benefits for the year ended December 31, 2010.

Schedule I – Schedule of Assets Held at End of Year as of December 31, 2010.

EXHIBITS

Designation	Description	Method of Filing
Exhibit 23	Consent of Plante & Moran, PLLC	Filed with this Report

Signature

Pursuant to the requirements of the Securities Exchange Act of 1934, as Amended, the Ford Motor Company Savings and Stock Investment Plan for Salaried Employees Committee has duly caused this Annual Report to be signed on its behalf by the undersigned hereunto duly authorized.

FORD MOTOR COMPANY SAVINGS AND STOCK
INVESTMENT PLAN FOR SALARIED
EMPLOYEES

Date: June 27, 2011

By: /s/ Pamela deVeer
Pamela deVeer, Member
Ford Motor Company Savings and Stock Investment
Plan for Salaried Employees Committee

EXHIBIT INDEX

Designation	Description
<u>Exhibit 23</u>	Consent of Plante & Moran, PLLC

Ford Motor Company
Savings and Stock Investment Plan
for Salaried Employees

Financial Report

December 31, 2010

Ford Motor Company Savings and Stock Investment Plan for Salaried Employees

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Report of Independent Registered Public Accounting Firm

To the Participants and Administrator
Ford Motor Company Savings and Stock
Investment Plan for Salaried Employees

We have audited the accompanying statement of net assets available for benefits of the Ford Motor Company Savings and Stock Investment Plan for Salaried Employees as of December 31, 2010 and 2009 and the related statement of changes in net assets available for benefits for the year ended December 31, 2010. These financial statements are the responsibility of the Plan's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with the standards of the Public Company Accounting Oversight Board (United States). Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free of material misstatement. The Plan is not required to have, nor were we engaged to perform, an audit of its internal control over financial reporting. Our audits included consideration of internal control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control over financial reporting. Accordingly, we express no such opinion. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets of the Plan as of December 31, 2010 and 2009 and the changes in net assets for the year ended December 31, 2010, in conformity with accounting principles generally accepted in the United States of America.

Our audits were performed for the purpose of forming an opinion on the basic financial statements taken as a whole. The supplemental schedule of assets held at end of year as of December 31, 2010 is presented for the purpose of additional analysis and is not a required part of the basic financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. The supplemental schedule is the responsibility of the Plan's management. This supplemental schedule has been subjected to the auditing procedures applied in the audits of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

/s/ Plante & Moran, PLLC
Southfield, Michigan
June 27, 2011

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Ford Motor Company Savings and Stock Investment Plan for Salaried Employees

Statement of Net Assets Available for Benefits

	December 31	
	2010	2009
Assets		
Participant-directed Investments:		
Investment in Ford Defined Contribution Plans Master Trust (Note 3)	\$7,679,008,080	\$6,232,896,995
Participant notes receivable	86,884,511	71,706,520
Contributions receivable:		
Employee	11,052,087	-
Employer	3,265,058	-
Total contributions receivable	14,317,145	-
Net Assets Reflecting All Investments at Fair Value	7,780,209,736	6,304,603,515
Adjustment from Fair Value to Contract Value for Fully Benefit-Responsive Investment Contracts	(40,969,425)	(8,727,860)
Net Assets Available for Benefits	\$7,739,240,311	\$6,295,875,655

See Notes to Financial Statements.

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Ford Motor Company Savings and Stock Investment Plan for Salaried Employees

Statement of Changes in Net Assets Available for Benefits

Year Ended December 31, 2010

Additions

Employee contributions	\$214,625,230
Employer contributions	56,236,121

Total contributions	270,861,351
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Net investment gain from interest in Ford Defined Contribution Plans Master Trust (Note 3)	1,615,539,989
Interest on participant notes receivable	3,471,501

Total additions	1,889,872,841
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Deductions

Withdrawal of participants' accounts	(444,866,432)
Administrative expenses	(1,641,753)

Total deductions	(446,508,185)
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Net Increase in Net Assets Available for Benefits	1,443,364,656
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Net Assets Available for Benefits

Beginning of year	6,295,875,655
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End of year	\$7,739,240,311
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See Notes to Financial Statements.

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Ford Motor Company Savings and Stock Investment Plan for Salaried Employees

Notes to Financial Statements

December 31, 2010 and 2009

Note 1 - Description of the Plan

The following description of the Ford Motor Company Savings and Stock Investment Plan for Salaried Employees (the "Plan") provides only general information. Participants should refer to the provisions of the Plan, which are governed in all respects by the detailed terms and conditions contained in the plan document. The Plan was established effective February 1, 1956.

Type and Purpose of the Plan - The Plan is a defined contribution plan established to encourage and facilitate systematic savings and investment by eligible salaried employees of Ford Motor Company (the "Company") and to provide them with an opportunity to become stockholders of the Company. The Plan includes provisions for voting shares of Company stock. It is subject to certain provisions of the Employee Retirement Income Security Act of 1974, as amended ("ERISA"), applicable to defined contribution pension plans.

Eligibility - With certain exceptions, regular full-time salaried employees are eligible to participate in the Plan immediately following their date of hire. Participants are eligible for any applicable company matching contributions twelve months following their original date of hire. Certain other part-time and temporary employees also may be eligible to participate in the Plan. Participation in the Plan is voluntary.

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Ford Motor Company Savings and Stock Investment Plan for Salaried Employees

Notes to Financial Statements

December 31, 2010 and 2009

Note 1 - Description of the Plan (continued)

Contributions - Participants can contribute to the Plan on both a pre-tax and after-tax basis, subject to federal tax law and plan limits. Participants may also elect to contribute all, or a portion, of their distributions under the Company's Annual Incentive Compensation Plan and the Ford Motor Credit Company Variable Incentive Plan. A contribution in an amount corresponding to each election is made by the Company to the Plan on the participant's behalf. Subject to limits under the Internal Revenue Code of 1986, as amended (the "Code"), pre-tax contributions are excluded from the participant's federal and most state and local taxable income. Effective January 1, 2009, the Company suspended matching contributions. Effective January 1, 2010, the Company reinstated matching contributions at a rate of \$0.60 for each dollar contributed up to 5 percent of participants' base salary deferred.

Subject to provisions of the Plan, participants may elect to roll over amounts from other qualifying plans or arrangements in accordance with the Code. For the year ended December 31, 2010, transfers from other qualifying plans or arrangements totaled approximately \$2,702,000, which are included in employee contributions in the statement of changes in net assets available for benefits.

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Ford Motor Company Savings and Stock Investment Plan for Salaried Employees

Notes to Financial Statements

December 31, 2010 and 2009

Note 1 - Description of the Plan (Continued)

Activity for participants in the Ford Stock Fund who have elected to receive dividends paid in the form of cash instead of purchasing additional shares is reported in the statement of changes in net assets available for benefits. No dividends were declared or paid by the Company during the plan year ended December 31, 2010.

Participant Accounts - A participant's account balance is comprised of employee contributions, Company matching contributions, if any, and investment income earned from the individual investment options selected by the participant. In the absence of participant investment directions, contributions are invested in a target date retirement fund, a qualified default investment alternative (QDIA) prescribed by final regulations issued by the Department of Labor. Certain investment options will charge a fee on short-term transfers, which is paid from the participant's account. The benefit to which a participant is entitled is determined from the participant's vested account balance.

Vesting and Distribution - Participants are fully vested in account balances related to their pre-tax and after-tax contributions and earnings thereon. Pre-tax assets, after-tax assets, and assets resulting from Company matching contributions are accounted for separately.

Company matching contributions vest three years after the original date of hire. At that time, all assets attributable to Company matching contributions held in participants' accounts become vested, and all future contributions vest when they are made. In-service withdrawals of vested Company matching contributions are permissible for participants who are at least 59-1/2 years of age. Withdrawal of such contributions for participants less than 59-1/2 years of age is limited to those contributions that have been in the Plan for two years following the end of the year in which the contributions were made.

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Ford Motor Company Savings and Stock Investment Plan for Salaried Employees

Notes to Financial Statements

December 31, 2010 and 2009

Note 1 - Description of the Plan (Continued)

Pre-tax assets may not be withdrawn by participants until the termination of their employment or until they reach 59-1/2 years of age, except in the case of personal financial hardship.

After-tax assets can be withdrawn at any time without restriction.

Distribution options include lump-sum, partial or installment payments. Eligible rollover distributions can be rolled over to an IRA or another employer's eligible plan.

Master Trust Investment Options and Participation - Participant contributions and Company matching contributions are invested in accordance with the participant's election in one or more investments, which are held in the Ford Defined Contribution Plans Master Trust (the "Master Trust") (see Note 3).

Transfer of Assets - The Plan permits the transfer of assets among investment options held by the Master Trust, subject to certain trading restrictions imposed on some of the investment options.

Participant Notes Receivable - The Plan permits participants to borrow from both their pre-tax and after-tax accounts. Monthly notes receivable interest rates related to these borrowings are based on the prime rate published in The Wall Street Journal on the last business day of the prior month. Participant notes receivable are collateralized by the participant's account balance.

A participant is eligible to take out one note receivable per calendar year and to have only four notes receivable outstanding at any one time. Regular notes receivable may be for a minimum of one year, but not exceeding five years. Notes receivable related to the purchase of a home may be for a maximum of ten years.

Forfeitures and Plan Administration Expenses - The Plan permits the Company to use assets forfeited by participants to pay plan administrative expenses and, to the extent not used to pay such expenses, to reduce the Company's future contributions to the Plan. To the extent that forfeited assets are not available to pay certain administrative expenses, the Company pays such expenses directly.

Party-in-Interest Transactions - Certain Master Trust investment options are investment products managed by State Street Global Advisors ("SSgA"), which is the investment management division of State Street Bank and Trust Company, a wholly owned subsidiary of State Street Corporation. State Street Bank and Trust Company is the trustee, as defined by the Plan, and the disbursement agent. Additionally, BlackRock Institutional Trust Company, N.A., Evercore Trust Company, N.A. and SSgA are paid investment management fees by the Company on behalf of the Plan. Fees paid to these entities for trustee, administrative, and other fees qualify as party-in-interest transactions.

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Ford Motor Company Savings and Stock Investment Plan for Salaried Employees

Notes to Financial Statements

December 31, 2010 and 2009

Note 2 - Summary of Significant Accounting Policies

Investments - The investments in the Ford Stock Fund, mutual funds and money market funds are valued on the basis of quoted year-end market prices. The Interest Income Fund, which invests in fully-benefit responsive synthetic investment contracts, is stated at contract value. Contract value represents investments at cost, plus accrued interest income, less amounts withdrawn to pay benefits. The common and commingled institutional pool investments are stated at the aggregate market value of the individual collective pools included in each respective fund, based on the fair value of the underlying assets. The fair value of the Interest Income fund is based on the fair value of the underlying assets. The investments held by the Interest Income Fund include government securities, corporate bonds, asset-backed securities, and mortgage-backed securities and are valued using quoted market prices and/or other market data for the same or comparable instruments and transactions in establishing the prices, discounted cash flow models and other pricing models. These models are primarily industry-standard models that consider various assumptions, including time value and yield curve as well as other relevant economic measures. The fair value of wrapper contracts provided by a security-backed contract issuer is the present value of the difference between the current wrapper fee and the contracted wrapper fee.

The fair value of the Plan's interest in the Master Trust is based on the beginning of the year value of the Plan's interest in the trust, plus actual contributions and allocated investment income, less actual distributions and allocated administrative expense (see Note 3).

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

Purchases and sales of investments by the Master Trust are reflected on a trade-date basis. Dividend income is recorded on the ex-dividend date. Income from other investments of the Master Trust is recorded as earned on an accrual basis.

Participant Notes Receivable – Participant notes receivable are recorded at their unpaid principal balances plus any accrued interest. Participant notes receivable are written off when deemed uncollectible.

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Ford Motor Company Savings and Stock Investment Plan for Salaried Employees

Notes to Financial Statements

December 31, 2010 and 2009

Note 2 - Summary of Significant Accounting Policies (Continued)

Investment Contracts - The Master Trust, through its investment in the Interest Income Fund, invests in synthetic investment contracts (synthetic GICs). A synthetic GIC is a wrap contract paired with an underlying investment or investments, usually a portfolio of high-quality, short to intermediate-term fixed income securities and money market accounts. The Master Trust purchases a wrap contract from insurance companies and financial services institutions.

A synthetic GIC contract credits a stated interest rate for a specified period of time. Investment gains and losses are amortized over the expected duration through the calculation of the interest rate applicable to the Master Trust on a prospective basis. Synthetic GICs provide for a variable crediting rate, which resets on some periodic basis. The crediting rate set by the wrap contracts resets quarterly. The quarterly crediting rate set by the wrap contracts does not include the short-term investments (e.g. money market account) used for benefit responsive events. While the issuer of the wrap contract provides assurance that future adjustments to the crediting rate cannot result in a crediting rate less than zero, the actual quarterly interest rate credited to the Master Trust is impacted by the current yield of the short-term investments used for benefit responsive events. The crediting rate is primarily based on the current yield-to-maturity of the covered investments, plus or minus amortization of the difference between the market value and contract value of the covered investments over the duration of the covered investments at the time of computation.

The crediting rate is most impacted by the change in the annual effective yield to maturity of the underlying securities, but is also affected by the differential between the contract value and the market value of the covered investments. This difference is amortized over the duration of the covered investments. Depending on the change in duration from reset period to reset period, the magnitude of the impact to the crediting rate of the contract to market difference is heightened or lessened. The crediting rate can be adjusted periodically, but in no event is the crediting rate less than 0 percent.

Certain events limit the ability of the Master Trust to transact at contract value with the insurance company and the financial institution issuer. Such events include the following: (i) material amendments to the plan documents (including complete or partial plan termination or merger with another plan); (ii) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions; (iii) bankruptcy of the plan sponsor or other plan sponsor events (e.g. divestitures or spin-offs of a subsidiary) which cause a significant withdrawal from the Plan; (iv) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA; (v) any change in law, regulation, ruling, administrati