

FORD MOTOR CO
Form 11-K
June 30, 2008

SECURITIES AND EXCHANGE COMMISSION

Washington, D. C. 20549

FORM 11-K

(Mark One)

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

For the fiscal year ended December 31, 2007

£ 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 TAX-EFFICIENT
SAVINGS PLAN FOR HOURLY 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, 2007 and December 31, 2006.

Statements of Changes in Net Assets Available for Benefits for the year ended December 31, 2007.

Schedule I – Schedule of Assets Held at End of Year as of December 31, 2007.

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, the Ford Motor Company Tax-Efficient Savings Plan for Hourly Employees Committee has duly caused this Annual Report to be signed on its behalf by the undersigned hereunto duly authorized.

FORD MOTOR COMPANY TAX-EFFICIENT
SAVINGS PLAN FOR HOURLY
EMPLOYEES

Date: June 27, 2008

By:/s/ Stephen V. O'Neill
Stephen V. O'Neill, Acting Chair
Ford Motor Company Tax-Efficient Savings Plan for
Hourly Employees Committee

EXHIBIT INDEX

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

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Ford Motor Company
Tax-Efficient Savings Plan for
Hourly Employees

Financial Report

December 31, 2007

Ford Motor Company
Tax-Efficient Savings Plan for Hourly Employees

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Report of Independent Registered Public Accounting Firm

To the Participants and Administrator
Ford Motor Company Tax-Efficient
Savings Plan for Hourly Employees

We have audited the accompanying statement of net assets available for benefits of the Ford Motor Company Tax-Efficient Savings Plan for Hourly Employees as of December 31, 2007 and 2006 and the related statement of changes in net assets available for benefits for the year ended December 31, 2007. 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. 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, 2007 and 2006 and the changes in net assets for the year ended December 31, 2007, 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, 2007 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 25, 2008

Ford Motor Company
 Tax-Efficient Savings Plan for Hourly Employees

Statement of Net Assets Available for Benefits

	December 31	
	2007	2006
Assets		
Participant-directed Investments:		
Investment in Ford Defined Contribution Plans Master Trust (Note 3)	\$ 3,505,037,422	\$ 3,775,576,491
Participant loans	175,629,288	222,179,784
Total Investments	3,680,666,710	3,997,756,275
Contributions receivable	-	3,309,640
Net Assets Reflecting All Investments at Fair Value	3,680,666,710	4,001,065,915
Adjustment from Fair Value to Contract Value for Fully Benefit-Responsive Investment Contracts	1,814,262	13,099,673
Net Assets Available for Benefits	\$ 3,682,480,972	\$ 4,014,165,588

See Notes to Financial Statements

Ford Motor Company
 Tax-Efficient Savings Plan for Hourly Employees

Statement of Changes in Net Assets Available for Benefits
 Year Ended December 31, 2007

Additions	
Employee contributions	\$ 188,973,761
Net investment gain from interest in Ford Defined Contribution Plans Master Trust (Note 3)	111,611,217
Interest on participant loans	12,313,702
Total additions	312,898,680
Deductions	
Withdrawal of participants' accounts	(644,219,634)
Administrative expenses	(363,662)
Total deductions	(644,583,296)
Net Decrease in Net Assets Available for Benefits	(331,684,616)
Net Assets Available for Benefits	
Beginning of year	4,014,165,588
End of year	\$ 3,682,480,972

See Notes to Financial Statements

Ford Motor Company
Tax-Efficient Savings Plan for Hourly Employees

Notes to Financial Statements
December 31, 2007 and 2006

Note 1 - Description of the Plan

The following description of the Ford Motor Company Tax-Efficient Savings Plan for Hourly 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 Tax-Efficient Savings Agreement and Plan in Volume III of the agreement between the UAW and the Ford Motor Company (the "Company") dated November 3, 2007. The Plan was established effective January 1, 1985.

Type and Purpose of the Plan - The Plan is a defined contribution plan established to encourage and facilitate systematic savings and investment by eligible hourly employees of 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 and Vesting - Hourly employees are eligible to participate in the Plan three months after their original date of hire. Certain other part-time and temporary employees may also be eligible to participate in the Plan. Participation in the Plan is voluntary. Employees are immediately 100 percent vested in their contributions to the Plan.

Contributions - Participants can contribute to the Plan on both a pre-tax and after-tax basis, subject to federal tax law limits. Participants may also elect to contribute all, or a portion of their distributions under the Company's Profit Sharing Plan to the Plan on a pre-tax basis. Pre-tax contributions are excluded from participant's federal and most state and local taxable income.

Subject to provisions of the Plan, participants may elect to roll over amounts from other qualifying plans or arrangements in accordance with the Internal Revenue Code of 1986, as amended (the "Code"). For the year ended December 31, 2007, transfers from other qualifying plans or arrangements amounted to approximately \$453,000, which are included in employee contributions in the statement of changes in net assets available for benefits.

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 made by the Company during the year ended December 31, 2007.

Ford Motor Company
Tax-Efficient Savings Plan for Hourly Employees

Notes to Financial Statements
December 31, 2007 and 2006

Note 1 - Description of the Plan (Continued)

Effective November 3, 2007, the company will contribute an amount equal to \$1.00 for every compensated hour to eligible employees hired or rehired on or after November 19, 2007. No new hourly employees were hired during the year ended December 31, 2007, therefore no new contributions were made under this agreement.

Participant Accounts - A participant's account balance is comprised of employee contributions and investment income earned from the individual investment options selected by the participant. 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.

Distributions - Plan 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.

Master Trust Investment Options and Participation - Participant 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).

Transfers 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 Loans - The Plan permits loans to participants from both their pre-tax and after-tax accounts. Monthly loan interest rates are based on the prime rate published in The Wall Street Journal on the last business day of the prior month.

A participant is eligible to take out one loan per calendar year and to have only four loans outstanding at any one time. Regular loans may be for a minimum of one year, but not exceeding five years. Home loans may be for a period of ten years. Loans that are considered to be in default by the Plan are reclassified as withdrawals.

Related-Party Transactions - Certain Master Trust investment options are mutual funds and other investment products managed by Fidelity Management and Research Company, which is a wholly owned subsidiary of FMR Corp.

Ford Motor Company
Tax-Efficient Savings Plan for Hourly Employees

Notes to Financial Statements
December 31, 2007 and 2006

Note 2 - Summary of Significant Accounting Policies

Fidelity Management Trust Company, also a wholly owned subsidiary of FMR Corp., is the trustee as defined by the Plan. Fidelity Investments Institutional Operations Company, Inc., also a wholly owned subsidiary of FMR Corp., is the third-party administrator for the Plan. Additionally, Barclays Global Investors and Comerica Bank 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 related-party transactions.

Basis of Accounting - The financial statements of the Plan are prepared under the accrual method of accounting.

Investments - The mutual funds are recorded at fair value based on the net asset value of the shares held. The investment in the Ford Stock Fund and the investments in all other funds, except the Interest Income Fund are valued on the basis of quoted year-end market prices. The Interest Income Fund, which invests in fully benefit-responsive and 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 fair value of these investment contracts is based on discounting related cash flows utilizing current yields of similar investments with comparable durations. The common and commingled institution 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. Participant loans are valued at cost, which approximates fair value.

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 average S&P and Moody's credit quality ratings for the underlying investments of the Interest Income Fund were the equivalent of AA-/Aa3 or higher during 2007.

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.

Ford Motor Company
Tax-Efficient Savings Plan for Hourly Employees

Notes to Financial Statements
December 31, 2007 and 2006

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, owned by the Master Trust, of high-quality, short to intermediate-term fixed income securities and money market account. The Master Trust purchases a wrap contract from 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 annually, and 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 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 and is usually adjusted annually, 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) 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; or (iv) the failure of the Master Trust to qualify for exemption from federal income taxes or any required exemption of prohibited transaction under ERISA. The plan administrator does not believe that the occurrence of any such event, which would limit the Master Trust's ability to transact at contract value with participants, is probable.

Ford Motor Company
Tax-Efficient Savings Plan for Hourly Employees

Notes to Financial Statements
December 31, 2007 and 2006

Note 2 - Summary of Significant Accounting Policies (Continued)

The synthetic investment contracts generally impose conditions on both the Master Trust and the issuer. If an event of default occurs and is not cured, the non-defaulting party may terminate the contract. The following may cause the Master Trust to be in default: a breach of a material obligation under the contract; a material misrepresentation; or a material amendment to the plan agreement. The issuer may be in default if it breaches a material obligation under the investment contract; makes a material misrepresentation; has a decline in its long term credit rating below a threshold set forth in the contract; is acquired or reorganized and the successor issuer does not satisfy the investment or credit guidelines applicable to issuers. If, in the event of default of an issuer, the Master Trust were unable to obtain a replacement investment contract, withdrawing plans may experience losses if the value of the Master Trust's assets no longer covered by the contract is below contract value. The Master Trust may seek to add additional issuers over time to diversify the Master Trust's exposure to such risk, but there is no assurance the Master Trust may be able to do so. The combination of the default of an issuer and an inability to obtain a replacement agreement could render the Master Trust unable to achieve its objective of maintaining a stable contract value. The terms of an investment contract generally provide for settlement of payments only upon termination of the contract or total liquidation of the covered investments. Generally, payments will be made pro-rata, based on the percentage of investments covered by each issuer. Contract termination occurs whenever the contract value or market value of the covered investments reaches zero or upon certain events of default.

If the contract terminates due to issuer default (other than a default occurring because of a decline in its rating), the issuer will generally be required to pay to the Master Trust the excess, if any, of contract value over market value on the date of termination. If a synthetic GIC terminates due to a decline in the ratings of the issuer, the issuer may be required to pay to the Master Trust the cost of acquiring a replacement contract (i.e. replacement cost) within the meaning of the contract. If the contract terminates when the market value equals zero, the issuer will pay the excess of contract value over market value to the Master Trust to the extent necessary for the Master Trust to satisfy outstanding contract value withdrawal requests. Contract termination also may occur by either party upon election and notice.

Since synthetic GICs are fully benefit-responsive, contract value is the relevant measurement attribute for that portion of the net assets available for benefits attributable to the synthetic GICs. Contract value represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

Ford Motor Company
Tax-Efficient Savings Plan for Hourly Employees

Notes to Financial Statements
December 31, 2007 and 2006

Note 2 - Summary of Significant Accounting Policies (Continued)

	2007	2006
Average yield for synthetic GICs:		
Based on actual earnings	4.93%	5.15%
Based on interest rate credited to participants	4.22%	3.73%

Contributions - Contributions to the Plan from participants are recorded in the period that payroll deductions are made from Plan participants.

Payment of Benefits - Benefits are recorded when paid.

Use of Estimates - The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires plan management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of additions and deductions during the reporting period. Actual results could differ from those estimates.

Risks and Uncertainties - The Master Trust's invested assets consist of company stock, equity and fixed income mutual funds, equity and fixed income commingled institutional pools, and synthetic GIC investments. Investment securities are exposed to various risks, such as interest rate, market, and credit.

Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the value of investment securities, it is at least reasonably possible that changes in risks in the near term would materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits and the statement of changes in net assets available for benefits.

Basis of Accounting - The Financial Accounting Standards Board Staff Position AAG INV-1 and SOP 94-4-1, Reporting of Fully Benefit-Responsive Investment Contracts Held by Certain Investment Companies Subject to the AICPA Investment Company Guide and Defined-Contribution Health and Welfare and Pension Plans, requires the Statement of Net Assets Available for Benefits to present the fair value of the investment contracts as well as the adjustment of the fully benefit-responsive investment contracts from fair value to contract value. The related activity is presented at contract value in the Statement of Changes in Net Assets Available for Benefits.

Ford Motor Company
Tax-Efficient Savings Plan for Hourly Employees

Notes to Financial Statements
December 31, 2007 and 2006

Note 2 - Summary of Significant Accounting Policies (Continued)

New Accounting Pronouncement - In September 2006, the Financial Accounting Standards Board (FASB) issued Statement of Financial Accounting Standards No. 157, Fair Value Measurements ("SFAS 157"). SFAS 157 defines fair value, establishes a framework for measuring fair value in accordance with generally accepted accounting principles, and expands disclosures about fair value measurements. The provisions of SFAS 157 are effective for the fiscal year beginning after November 15, 2007. The Company is currently evaluating the impact, if any, of the provisions of SFAS 157 on the Plan's financial statements.

Note 3 - The Master Trust

The Company established the Master Trust pursuant to a trust agreement between the Company and Fidelity Management Trust Company, as trustee of the funds, in order to permit the commingling of trust assets of several employee benefit plans for investment and administrative purposes. The assets of the Master Trust are held by Fidelity Management Trust Company.

Employee benefit plans participating in the Master Trust as of December 31, 2007 and 2006 include the following defined contribution plans:

- Ford Motor Company Savings and Stock Investment Plan for Salaried Employees
- Ford Motor Company Tax-Efficient Savings Plan for Hourly Employees
 - Ford Retirement Plan

All transfers to, withdrawals from, or other transactions regarding the Master Trust shall be conducted in such a way that the proportionate interest in the Master Trust of each plan and the fair market value of that interest may be determined at any time.

The interest of each such plan shall be debited or credited (as the case may be) (i) for the entire amount of every contribution received on behalf of such plan (including participant contributions), every distribution, or other expense attributable solely to such plan and every other transaction relating only to such plan; and (ii) for its proportionate share of every item of collected or accrued income, gain or loss, and general expense and of any other transactions attributable to the Master Trust or that investment option as a whole.

Ford Motor Company
Tax-Efficient Savings Plan for Hourly Employees

Notes to Financial Statements
December 31, 2007 and 2006

Note 3 - The Master Trust (Continued)

A summary of the net assets of the Master Trust as of December 31, 2007 and 2006 is as follows:

	2007	2006
Investments - fair value:		
Ford Stock Fund	\$ 1,854,290,127	\$ 2,313,226,756
Mutual funds	4,734,768,356	5,284,358,257
Common and commingled institutional pools	1,506,984,056	1,521,490,902
Interest Income Fund, at contract value	2,573,968,656	2,754,509,710
Payables and unsettled trades	1,847,043	(1,199,765)
Total master trust net assets	\$ 10,671,858,238	\$ 11,872,385,860

During the year ended December 31, 2007, the Master Trust investment gain was comprised of the following:

Net appreciation (depreciation):	
Mutual funds	\$ 3,437,691
Common and commingled institutional pools	159,644,219
Ford Stock Fund	(178,910,641)
Total net depreciation	(15,828,731)
Interest and dividend income	506,235,715
Total master trust investment gain	\$ 490,406,984

The Ford Stock Fund is a unitized account that is comprised exclusively of Ford Motor Company common stock, except a small portion of the fund that is invested in cash or a cash equivalent or other short-term investments to provide liquidity for daily activity.

The Ford Stock Fund consists of assets from the following sources: employee contributions (including rollovers), employee loan repayments, exchanges into the fund from other investment options, Company matching contributions (vested and unvested), earnings and dividends. All participant assets are self-directed.

Ford Motor Company
Tax-Efficient Savings Plan for Hourly Employees

Notes to Financial Statements
December 31, 2007 and 2006

Note 3 - The Master Trust (Continued)

The Plan's interest in the Master Trust represented approximately 33 percent and 32 percent of the total assets in the Master Trust at December 31, 2007 and 2006, respectively.

A summary of net assets of the Plan as of December 31, 2007 and 2006 is as follows:

	2007	2006
Investments - fair value:		
Ford Stock Fund	\$ 757,581,630	\$ 891,710,373
Mutual funds	1,270,831,077	1,405,450,294
Common and commingled institutional pools	411,208,093	414,156,003
Interest Income Fund, at contract value	1,066,622,121	1,077,743,419
Payables and unsettled trades	608,763	(383,925)
Total plan net assets	\$ 3,506,851,684	\$ 3,788,676,164

During the year ended December 31, 2007, the plan investment gain was comprised of the following:

Net appreciation (depreciation):	
Mutual funds	\$ (3,582,739)
Common and commingled institutional pools	43,880,333
Ford Stock Fund	(77,417,827)
Total net depreciation	(37,120,233)
Interest and dividend income	148,731,450
Total plan investment gain	\$ 111,611,217

Ford Motor Company
Tax-Efficient Savings Plan for Hourly Employees

Notes to Financial Statements
December 31, 2007 and 2006

Note 4 - Tax Status

The Internal Revenue Service (IRS) has determined and informed the Company by letter dated July 8, 2003, that the Plan is designed in accordance with applicable sections of the Code. The Plan has since been amended and restated through February 22, 2008. The Company believes that the Plan is currently designed and being operated in compliance with the Code. Therefore, no provision for income taxes has been included in the Plan's financial statements.

Note 5 - Administration of Plan Assets

The Master Trust assets are held by the trustee of the Plan, Fidelity Management Trust Company.

Certain administrative functions are performed by officers or employees of the Company or its subsidiaries. No such officer or employee receives compensation from the Plan, nor does the Company allocate any costs to the Plan.

Note 6 - Plan Termination

The Company, by action of the Board of Directors, may terminate the Plan at any time. Termination of the Plan would not affect the rights of a participant as to the continuance of investment, distribution or withdrawal of the securities, cash and cash value of the Ford Stock Fund units in the account of the participant as of the effective date of such termination. In the event of termination, all loans would become due immediately upon such termination. There are currently no plans to terminate the Plan.

Note 7 - Reconciliation to Form 5500

The net assets on the financial statements differ from the net assets on the Form 5500 due to a synthetic GIC held in the Master Trust being recorded at contract value on the financial statements and at fair value on Form 5500. The net assets on the financial statements were higher than those on Form 5500 at December 31, 2007 and 2006 by \$1,814,262 and \$13,099,673, respectively. Additionally, the investment income on the Form 5500 for the year ended December 31, 2007 is higher than the financial statements by \$11,285,411 and lower by \$13,099,673 for the year ended December 31, 2006.

Ford Motor Company
 Tax-Efficient Savings Plan for Hourly Employees

Schedule of Assets Held at End of Year
 Form 5500, Schedule H, Item 4i
 EIN 38-0549190, Plan 025
 December 31, 2007

(a)(b) Identity of Issuer, Lessor, Borrower, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
* Participants	Participant loans bearing interest at rates ranging from 4.0 percent to 11.0 percent	-	\$ 175,629,288

* Denotes party in interest