

T E S L A

American Footprint



Founded in 2003, Tesla is the first successful American automotive startup in more than 50 years. Tesla's mission is to accelerate the world's transition to sustainable energy with all-electric cars and clean energy products.

Tesla believes the faster the world stops relying on fossil fuels and moves towards a zero-emission future, the better.

With more than 60,000 employees worldwide, including more than 40,000 in the United States, Tesla has created unique compensation and benefits programs that are designed to attract, retain and develop a diverse group of talented individuals who share our mission.

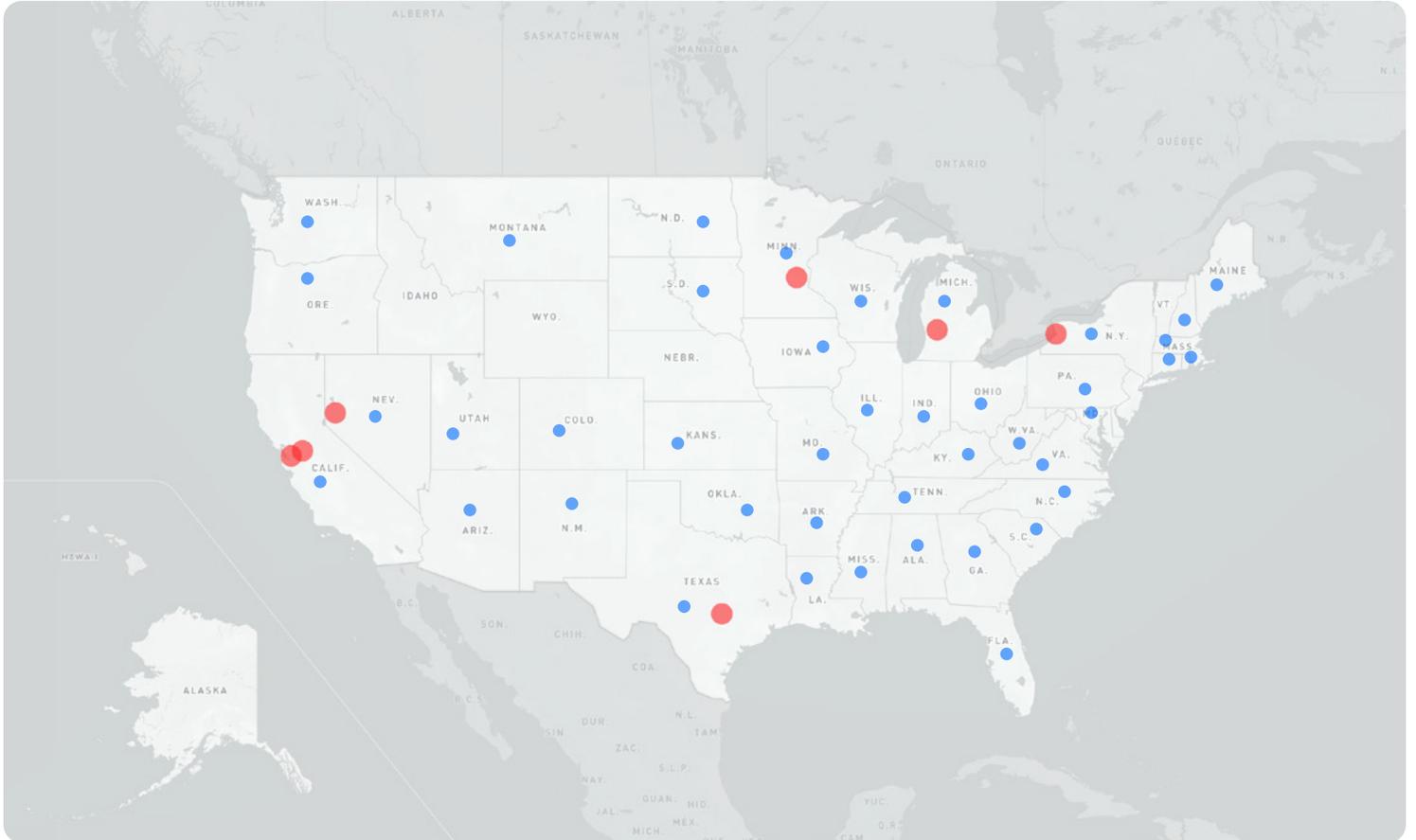
Tesla's presence has infused billions of dollars in economic activity and created thousands of direct and indirect jobs in states like California, Nevada and New York. In addition, Tesla's U.S. supply chain spans across more than 40 states, such as Alabama, Georgia, Ohio, Indiana, and Michigan, spurring economic progress in the communities in which we live and work.



● Our suppliers location

● Gigafactory and Tesla facilities location

Fremont Factory and Lathrop Facility
Gigafactory Nevada
Gigafactory New York
Gigafactory Texas
Brooklyn Park, Minnesota
Grand Rapids, Michigan



Fremont Factory and Lathrop Facility

Tesla's factory in Fremont, California is one of the world's most advanced automotive plants with 5.3 million square feet of manufacturing and office space on 370 acres of land. Tesla purchased the Fremont plant in 2010 and has invested more than \$3 billion over the last 10 years to modernize the site, creating a hub of advanced manufacturing in California.

The Fremont Factory manufactures Model S, Model X, Model 3 and Model Y from stamping individual car parts to paint to general assembly. Tesla employs more than 20,000 employees across the state.

Located 50 miles from our Fremont Factory, Tesla's Lathrop production facility is an important part of our California operations, with 400,000+ square feet of manufacturing space.

The Lathrop facility hosts computer numerical control (CNC) operations, machining and castings manufacturing, and is where we die cast and machine heavy-duty parts for Model S, Model X and Model Y. In addition, employees in Lathrop help prepare parts for service, working in our service parts distribution centers and hauling cars to various locations for delivery, including touchless delivery.



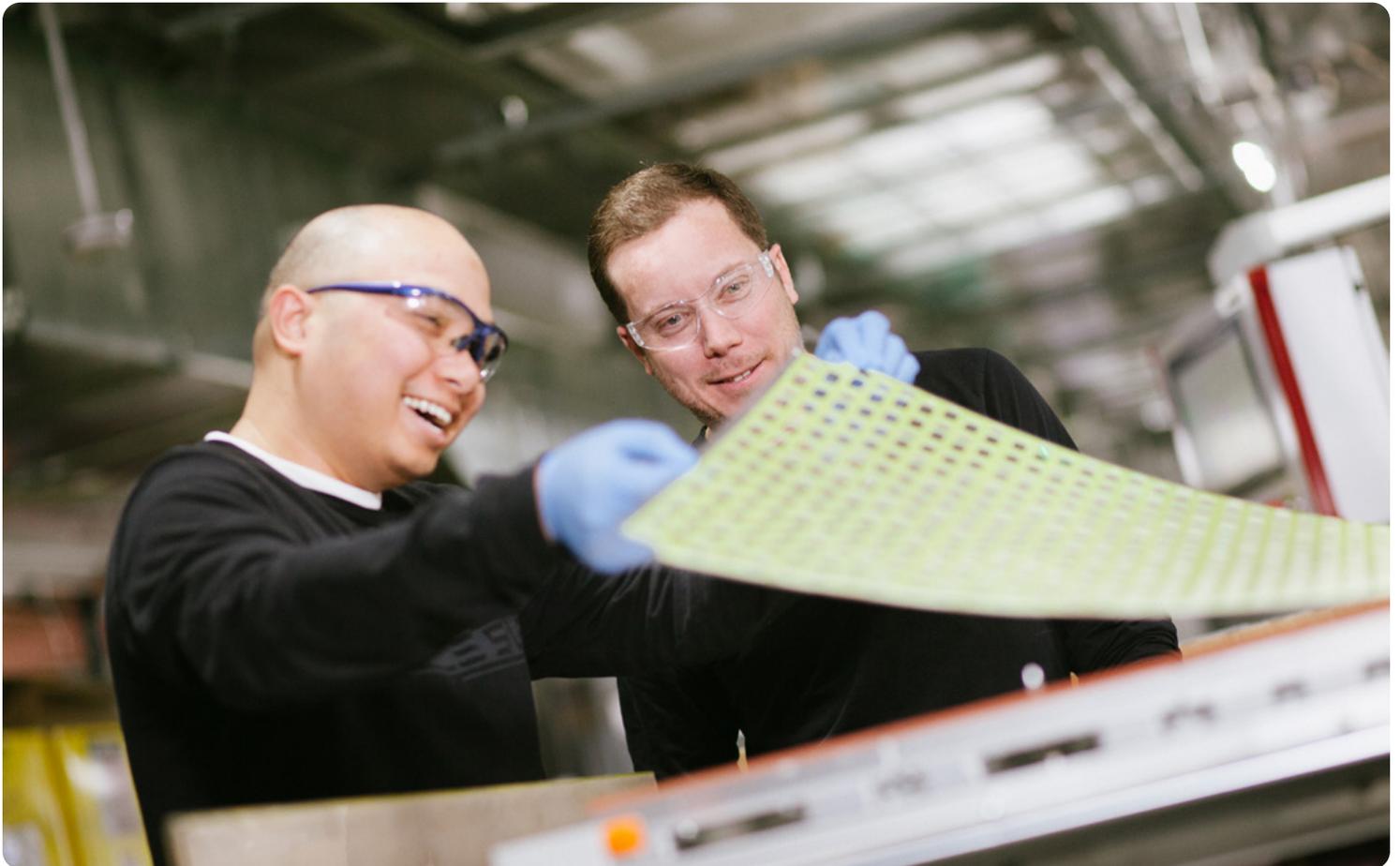
Gigafactory Nevada

Tesla broke ground on Gigafactory Nevada in June 2014 outside Sparks, Nevada. Gigafactory Nevada was born out of necessity to supply enough batteries to support Tesla's projected vehicle demand, and it is the largest battery factory in the world.

Today, Gigafactory Nevada also produces Model 3 and Model Y electric motors and battery packs, in addition to Powerwall and Powerpack energy storage products.

Gigafactory Nevada continues to be built in phases so that Tesla could begin manufacturing immediately inside the finished sections and continue to expand thereafter.

By reducing the cost of batteries, Tesla can make products available to more and more people, allowing us to make the biggest possible impact on transitioning the world to sustainable energy.



Gigafactory New York

Gigafactory New York in Buffalo is a 1.2 million square-foot state-of-the-art manufacturing facility, which Tesla utilizes through its acquisition of SolarCity in 2016.

At Gigafactory New York, Tesla manufactures Solar Roof, which is a complete roof that is beautiful, durable and brings renewable electricity production to any home. It was designed with the goal to create a roof that would make homes look beautiful while reducing the cost of electricity.

In 2019, Tesla expanded operations in Gigafactory New York by adding new Power Electronics production lines that support electrical components for Supercharger and energy storage products. This expansion supports the overall goal of creating clean energy jobs in Buffalo and driving additional development in the region.

Tesla's Gigafactory New York continues to expand, and prior to the State's declared COVID disaster emergency, the total headcount at the facility exceeded its annual hiring commitment of 1,460 jobs.



Gigafactory Texas

Earlier this year, Tesla announced the next phase in the expansion of our U.S. manufacturing efforts: Gigafactory Texas. Located at a 2,000+ acre site in Austin, Gigafactory Texas will serve as the production hub for Cybertruck and manufacture Model Y vehicles.

The initial phase of Gigafactory Texas will create more than 5,000 direct jobs, as well as support thousands of additional indirect jobs in the surrounding area – such as in construction, supply chain, logistics and service.

According to an independent analysis commissioned by Travis County, this project will bring substantial advantages to the Austin community and result in a net fiscal benefit to the county. This includes bringing more than \$1 billion in economic development over the next few years to an area of eastern Travis County that has historically been underserved.

Grand Rapids, Michigan

In addition to Michigan locations in Clarkston and Troy, Tesla also operates a tool and die facility with approximately 80 employees. Tesla also teams up with local community on a tool and die apprenticeship program, which blends academic learning with on-the-job training. As employees progress through the program, they receive wage progressions and graduate as certified tool and die makers.

Brooklyn Park, Minnesota

In Minnesota, we currently sell and service a suite of fully electric vehicles at two locations and provide local customers and those travelling through with charging options via 11 Supercharging locations with 82 connectors and 56 destination chargers with 168 connectors.

Tesla employs almost 200 Minnesotans, primarily located at Tesla Brooklyn Park, where engineers and machinists critical to Tesla's mission and success design and build the machines used in our manufacturing lines.

Economic Impact



California

Tesla purchased the Fremont Factory in 2010 and has invested more than \$3 billion to modernize the facility, creating a hub of advanced manufacturing in the region.

Between 2016-2018, Alameda County was second in the nation for counties with the largest increase in manufacturing employment.

According to a 2018 report by IHS Markit:

- In 2017, Tesla infused approximately \$4.1 billion into the California economy, including employee wages and equity and supplier payments.
- Tesla's operations supported over 51,000 jobs in California. Tesla directly employed 20,000 workers while another 30,000 were ultimately supported by Tesla's local supply chain purchases and its employees' consumer activity.



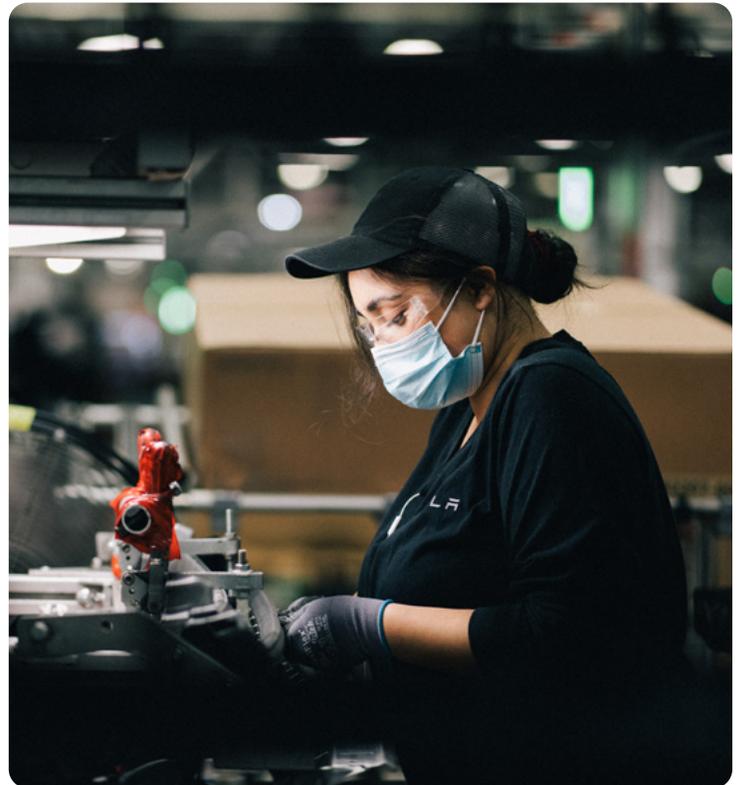
Nevada

Since breaking ground in 2014, Tesla has been grateful for the state's support in making the company's first Gigafactory a success. As of 2019, capital investment has totaled approximately \$5 billion since the start of Gigafactory Nevada and surpassed the state's agreement.

As the highest volume battery plant in the world, Gigafactory Nevada has exceeded expectations for hiring and created more than 13,000 full-time jobs onsite and over 15,000 direct construction jobs. Tesla has also committed to investing \$37.5 million dollars into Nevada's K-12 education system.

We have also seen many small businesses in the region benefit from Gigafactory's presence. Rather than using corporate caterers, the Gigafactory Nevada Culinary Program incorporates dozens of different local food vendors across the facility.

For example, Rounds Bakery grew from 30 employees and on the verge of bankruptcy to over 80 employees. Today, they have a new warehouse in the Tahoe-Reno Industrial Center to support Tesla and additional businesses.



New York

Tesla's Gigafactory New York continues to expand. In March 2020, prior to the State's declared COVID disaster emergency, the total headcount at the facility exceeded its annual hiring commitment of 1,460 jobs and the cumulative investment and spend over in New York State was over \$635M both outpacing the project's targets.

Tesla also continues to be a leader in the expansion of investment in New York State electric vehicle charging infrastructure with 43 Supercharger locations (~\$16M) with 378 stalls; 1,350+ Level 2 chargers (~\$3.5M) deployed, and 12+ Supercharger sites (104 stalls) under advanced development for 2020 delivery.

Although constrained in New York State to only five retail stores, Tesla is by far the leader in helping the State march toward its electric vehicle deployment, clean energy, and climate goals with over 70% of all EV sales in New York being Tesla vehicles and over 19,000 solar and energy storage customers (represent 195MW of installed capacity).



Community Impact



Tesla has created workforce development programs and partnerships in the regions where we operate to ensure communities benefit from our presence. It's important that we continue to develop our own workforce while building talent pipelines and encouraging more people to explore a career in STEM and manufacturing.

Manufacturing Development Program

A two-year program where recent graduates from high schools surrounding our major manufacturing facilities in North America can start a career at Tesla as a Production Association while continuing their education in automation and robotics at a neighboring community college. To date, we've placed over 100 high school graduates into this program since launching the initiative in 2017 at Gigafactory Nevada.

Tesla's Tool & Die Apprenticeship

This initiative started at the Fremont Factory in 2017 arising from a need to produce local talent. The vehicle manufacturing industry faces a critical shortage of tool and die makers, with only 2% of the industry being under the age of 35. This 2-4 year program combines on-the-job training with relevant academic learning. To date, we have 15 team members in the apprenticeship with graduations expected in 2020, as well as expansion plans across multiple sites throughout the U.S.



Tesla START

Tesla START is a 12-week training program designed to provide students across North America with the skills necessary to work at a Tesla Service Center.

Tesla partners with some of the best college automotive programs to teach students about electric vehicles and train participants on Tesla's unique approach to service. Students are given the skills to succeed in the growing electric vehicle industry and hit the ground running on Day 1 of their new job at Tesla.

During the program, students develop technical expertise and earn certifications through a blended approach of in-class theory, hands-on labs and self-paced learning. Students learn skills that are unique to electric vehicles, rather than general automotive skills including learning about battery architecture, charging technology, and Tesla-specific repair procedures.

Tesla collaborates with successful graduates for job placement as a Tesla Service Technician at Service Centers across North America.

Since its inception in 2017, Tesla has invested more than \$6 million towards START, which has grown to eight programs offered across the country (including in California, Florida, Nevada, New York, North Carolina, Ohio, Texas and Washington) and graduated 401 technicians who have been placed at 119 Tesla service locations nationwide.

In addition, START offers an 18-24 month technician apprenticeship program. The work-based apprenticeship is designed for students who want a career as an automotive tech to be able to go to school and work in our high-tech service centers.

This allows students to get theory basis learning in the classroom while getting hands on experience and mentorship at a local Tesla service center. At completion, students are expected to be well-rounded technicians that are ready for entry into the START Program.



Partner Schools

Rio Hondo College
Los Angeles, California

Evergreen Valley College
San Jose, California

Central Piedmont Community College
Charlotte, North Carolina

Miami Dade College
Miami, Florida

Shoreline Community College
Seattle, Washington

Texas State Technical College
Waco, Texas

Suffolk County Community College
Selden, New York

Sinclair Community College
Dayton, Ohio

Tesla START California

There's an incredible shortage in tool and die talent in the US. In the Bay Area, Tesla launched a state and federally approved tool and die apprenticeship program, starting with Laney College in Oakland and now Chabot College in Hayward.

This 4-year apprenticeship blends academic learning and lab work with on-the-job training, plus a guaranteed wage progression over four years and a journeyman certification.

Tesla START is currently offered at several colleges across the US, including Evergreen Valley College in San Jose and Rio Hondo College near Los Angeles.

Tesla has expanded its Manufacturing Development Program to Fremont, in order to attract and train high school graduates. They receive full-time production roles, while earning 20 credits in automation and robotics from a nearby community college. Beginning in Spring 2021, the program will expand to Diablo Valley College and Chabot College.



Tesla START Nevada

In Nevada, we've created programs to address the demand for STEM jobs in the state:

Retraining

We partnered with the Governor's Office of Economic Development to create the Gigafactory Training Gateway as part of their Workforce Innovations for a New Nevada fund, which had over 200 Tesla employees taking classes in automation and robotics while working full-time. Created in 2017, this 15-credit scholarship opportunity provides employees an opportunity to level up their skillsets in advanced manufacturing.

Building a new pipeline

Tesla's Manufacturing Development Program attracts and trains high school graduates, who get full-time production roles at Gigafactory Nevada while earning 20 credits in automation and robotics from a nearby community college. We piloted this program with 13 students and now hire 50-60 students each year.

Thinking about the longer term

Tesla has also committed to contributing \$37.5 million over five years to K-12 education in the state. The first investment was announced in July 2018 to benefit FIRST Nevada, Envirolution, JAG Nevada, Sierra Nevada Journeys and more. The investments are directed at initiatives that support the acceleration of robotics, STEAM and sustainability programming within Nevada's education system.



Tesla START New York

Among the locations that Tesla START is offered across the country include Suffolk County Community College, which graduated its first cohort in August 2019.

Tesla continues its partnership with Buffalo Public Schools BE SOLAR Program career and technical education program at South Park H.S. students. Supported through a “Pathways in Technology” (P-TECH) grant from New York State, students enrolled in the program begin taking college-level courses during high school and, at no cost, start earning credits towards their Associates of Arts (AAS) in Computer & Electronics Technology at SUNY Erie.

In Buffalo, Tesla is also partnering with the Northland Workforce Training Center to provide job opportunities and pathways to employment and career advancement.



Compensation



Tesla offers wages and benefits that meet or exceed those of other comparable manufacturing jobs in the regions where we have a presence, and we recently increased our base pay even further. In addition, unlike other manufacturers, every employee has the opportunity to receive Tesla shares each year based on their performance, which results in significantly more compensation beyond our already high wages.

As an example of the significant value of these shares, a Tesla production employee who joined the company four years ago would have seen the value of their new hire equity grant grow nearly 10 times. Employees are also eligible to buy additional stock at a discount through the Employee Stock Purchase Program.



Salary

Tesla provides a highly competitive wage, which meets or exceeds that of comparable manufacturing roles, even before equity and benefits are factored in.

Tesla's average national wage is \$21.15/hour plus benefits and equity.

According to the Bureau of Labor Statistics the mean hourly wage for Production Associates / Assemblers is \$16.73 and a median (50% percentile) of \$15.55.

Tesla recently increased base pay by more than 10% in the last 12 months across the board.

Tesla reviews salary and wages against benchmarks every six months and adjusts to ensure wages are competitive.

Tesla's compensation offerings are reflective of the local labor market, and the company targets above the median when establishing base pay and equity practices. Tesla looks at multiple data sources to ensure wages are competitive.

Career Advancement

We consider employees for promotion at the set rate 2x's a year.

Tesla makes an effort to promote from within and a weekly email is sent to all employees listing available job openings with instructions on how to apply. Candidate are interviewed and selected based upon their skills and how they line up with the vacancy.

Benefits



Benefits

Healthcare costs continue to rise in the U.S. each year. In benchmarking across multiple industries, Tesla's health plans continue to be above other automakers' and Fortune 500 companies.

Tesla makes a large investment in healthcare benefits to support the health and well-being of Tesla employees and their families by paying up to 93% of employees' medical plan costs. Tesla also has three medical plans with no paycheck contributions for employees and dependents.

Free Commuter Shuttles with WiFi
Onsite & Community Events

Onsite Health Center

Employee Lease & Reservation Program

Back-up Child Care

Discounts on Child Care, Tickets,
Products, Services & Tesla Gear

Tobacco Cessation Programs

Weight Loss Programs

Employee Assistance Program & Work-Life
Balance Resources

Behavioral Health Counseling

Employee Stock Purchase Plan (ESPP)
Purchase stock at a 15% discount

401k Retirement Plan

Student Loan Refinancing

Five Medical/Rx plan options including 3 plan options that
have no payroll deduction

Dental and Vision plans (one dental plan and one vision
plan with no payroll deduction)

Employer Paid Life Insurance & Accidental Death &
Dismemberment

Employer Contribution to eligible Health Savings Account
(HSA)

Employer Paid Short & Long-Term Disability Insurance

Health Care & Dependent Care Flexible Savings Accounts

Paid Time Off for Planned and Unplanned Time Away

Paid Maternity and Paternity Leave

\$130 Monthly Commuter Allowance

Health Advocacy for health plan questions

Voluntary Benefits including Optional Life Insurance,
Accident Insurance, Critical Illness, Hospital Indemnity,
Identity Theft Monitoring and Legal Services

Diverse & Inclusive Workplace





Diversity and inclusion is a key part of who we are at Tesla, and Tesla’s recruiting team aims to recruit from underrepresented and economically diverse communities.

This involves significant community outreach to local businesses, places of worship, and other community centers to make sure that our team is providing employment opportunities and education to as diverse of a group as possible.

Our workforce is tremendously diverse—in California, for example, almost 60% identify themselves as non-white.

Our recruiting team attends multiple events each year to recruit diverse candidates, and we require a diverse candidate interview panel. For example, Tesla has participated at Lesbians Who Tech + Allies, Watermark and HBCUxSXSW. Our recruiting team receives unconscious bias training to uncover and mitigate their biases, and every employee, without exclusion, is required to go through anti-discrimination and anti-harassment training.

Another way Tesla amplifies diversity and inclusion is through employee resource groups led by fellow employees to encourage peers to share ideas, build relationships and take advantage of mentorship opportunities. These groups include Black at Tesla, Latinos at Tesla, LGBTQ at Tesla, Intersectionality at Tesla, Women in Tesla and Veterans at Tesla.



Tesla is also a top employer of military veterans with active programs hiring from each branch, such as the California National Guard’s Work for Warriors. For the fourth year in a row, Tesla was recognized as a Military Friendly employer. With thousands of veteran employees across the country, Tesla is one of the largest veteran employers.

Health & Safety



Health & Safety

Our goal is to eliminate life-altering injuries and fatality events, and to have the safest factories in the industry. We create a culture of safety throughout the workplace by focusing on our three strategic pillars: Do the Basics Right; Reach our Stakeholders; and Reduce Risk.

Tesla employs the latest automation safety and ergonomic design standards when building its factories, and we equip our employees with all the tools, protective gear and training they need to safely sustain high production rates.

Tesla employees learn on day one that they can speak up if they see any safety issues or concerns, and Tesla will address quickly and effectively.

All new manufacturing employees participate in a standardized training program, where they learn the essentials of production, safety, ergonomics, lean manufacturing and Tesla teamwork.

Each site and department have dedicated safety and health professionals who work hand in hand with employees and management to proactively manage risks and prevent injury. Additionally, production employees are empowered and encouraged to participate in safety continuous improvement activities within their departments and safety committees.



As we've increased production, our injury rates continue to trend down, all while having 0 fatal injuries:

Fremont Factory

Our Total Recordable Injury Rate (TRIR) for 2019 of 5.98 is 5% better than Bureau of Labor Statistics industry average for auto manufacturers with >1000 employees.

Prior to Tesla taking over, the NUMMI Fremont factory had one of the worst safety records amongst auto manufacturing facilities.

For instance, in 2009, the NUMMI factory had an incident rate (TRIR) of 9.09, and in 2008 it was 10.84 - well above the industry average.

Last year Tesla's TRIR at the same factory was 51% better than the same factory from 2003-2009. And we are extremely confident in the quality of our injury records thanks to our OSHA-trained incident recordkeeping staff, who meticulously tracks and audits every injury record element for every case.

Gigafactory Nevada

Tesla's injury rate is below the national average for injuries, including lost workdays, and have also had 0 fatal injuries. Our first Gigafactory received ISO 14001 and 45001 certifications for its world class environment, health and safety management system.

Additionally, Tesla's injury severity rate is nearly 20% better than the industry average, and it continues to trend down during ongoing construction and significant upgrades.

Employees working in similar industries are 20% more likely to suffer an injury that prevents them from returning to their workstation or job the next day.

Tesla works closely with Nevada OSHA, where we have an inspection to citation ratio 10x better than industry average (0.14 in 2019 compared to 1.4-1.8 nationally). Tesla has applied for OSHA's Voluntary Protection Program (VPP) and expects to complete the certification process in 2021.

Gigafactory New York

We achieved ISO 14001 and 45001 certifications in 2019, and we're proud to have had zero life altering injuries or fatalities at the site—despite the use of highly hazardous chemicals in solar cell and panel manufacturing. Our injury rate is comparable to similar electronics manufacturing industries, and we plan to apply for OSHA VPP in 2021.

We have grown our Industrial Athlete ergonomic injury prevention coaching program to reach Fremont, Reno and Buffalo factories—our athletic trainers provide lineside coaching to production personnel, helping them to use strong movements and avoid injury.

When injuries do occur, we have in-house occupational clinics at Fremont and Gigafactory Nevada sites, providing early intervention injury care, as well as ongoing medical surveillance as needed. We also have a Return to Work program that helps injured employees come back to work in less demanding roles so they can heal while receiving the same pay.

If Tesla is unable to accommodate an injured employee within the less demanding role in the company, we can temporarily place them with non-profits and local organizations like YMCA, libraries or food pantries where they can help the community and receive their regular compensation.

COVID-19

As Tesla faced the COVID-19 pandemic, we strategically restricted global travel first. Soon after, we began screening employees daily for COVID-19 symptoms, reconfiguring our workplaces to meet social distancing standards, ramping up sanitizing activities across every shared space in our factories.

We created a professional contact tracing staff in March for our factories and have since expanded it to all North American locations. All Tesla employees are mandated to wear face coverings—either their own or those provided by Tesla onsite—and Tesla provides additional specialized PPE like face shields as needed.

We have a generous 2 weeks of paid leave for employees who are ill with COVID-19 or are required to quarantine due to possible COVID-19 symptoms or exposure to a positive case person. We train all employees on the importance of early symptom identification, exposure prevention and sanitation methods.

Thanks to our thorough and relentless efforts, we have intervened early countless times to prevent the spread of COVID-19 in our workplaces. Furthermore, our employees exhibit a lower prevalence rate of COVID-19 than the surrounding communities within which they work, which we attribute to the training, resources, and exposure prevention support Tesla provides.

Recognitions



LinkedIn Top Companies 2019:
Where the US wants to work now.



Hired 2019 Top Employer Brands.



Forbes 2019 Best Employers for Diversity.



Tesla was rated 100% for being a “Best Place to Work for LGBTQ Equality,” according to the Corporate Equality Index compiled by the Human Rights Campaign Foundation.



Tesla was recognized as a Military Friendly Employer for the fourth year in a row.



Ranked as the #1 U.S. company that engineering students would like to work.

T E S L A