



SUBARU of INDIANA AUTOMOTIVE

update

Volume 31, Issue 41 | October 28, 2019

SIA Thrives On Community Pride and Service



Doug Meyer
VP

SIA and its Associates have always had a remarkable appreciation for our organization and community. Even during challenging times, we take great pride in how we treat each other and give back to the communities in which we live. We do this individually, and collectively as a company. Principle 1 of SIA's Ten Principles sums it up well: SIA is Made Up of its People – We Are the Corporation. As we approach the holiday season (time is flying by!), I think it is

important that we remain mindful of these core values.

We are currently in the stretch run of our yearly United Way fundraising campaign. Thanks primarily to the generosity of SIA and CTI Associates, SIA is typically the top fundraiser in the Lafayette area. In fact, SIA raised a record \$795,000 for last year's campaign. We set the bar high but must continue to exceed expectations. By supporting United Way, we are helping our friends and neighbors meet basic needs such as food and housing, things that many of us take for granted. Please continue your tremendous support this year.

We will also be launching our annual Holiday of Hope soon. During this time, SIA Associates donate food, clothing and toys to less fortunate families so they can enjoy a happy and healthy holiday season. We also use the opportunity to provide essentials for animals suffering in shelters and in need of good homes.

While Associate generosity shines brightly during the United Way campaign and the holidays, SIA is proud to support many other causes throughout the year. We provide financial support to an array of organizations with programs that benefit the environment, youth, disadvantaged groups, and pets. But it's not just about donating money. Through Subaru Serves, Associates have donated time this year to help with projects for Food Finders Food Bank, NICHES Land Trust, Imagination Station, and LTHC Homeless Services.

Multiplying Good, previously called the Jefferson Awards, has quickly become a vital component of SIA's efforts to mobilize the community. Multiplying Good believes that individuals are transformed through service to others. Through our participation, SIA has a unique opportunity to recognize Associates and community members who do great, often unsung, deeds for those in need. We also get to work with young people through the Students in Action program and watch them develop and unleash their power to make a difference in the world.

In the coming weeks, you will see more information about SIA's annual volunteer awards. If you or a fellow Associate is making a difference in the community, please let us know through a nomination. Our goal is to honor the Power of Service to others and motivate more people to volunteer.

In closing, we must also remember to be generous and courteous to each other. Please extend a helping hand and encourage your fellow SIA and CTI Associates as we work hard to satisfy customer demand. We need to foster a workplace where we serve each other. After all, our people are our greatest asset and ultimately determine our success.

Benefits Spotlight: Flexible Spending Accounts

Open enrollment begins at 7 a.m. on Nov. 1 and will be available through 11:45 p.m. on Nov. 15. It's an important time to make sure you are getting the most out of your health insurance plan.

This year, benefits enrollment is passive, except for enrollment in Flexible Spending Accounts (FSAs). This means if there have been no changes to your family, or if you don't want to make changes to any of your benefit selections, you don't need to do anything. However, FSA enrollment does NOT roll over and must be actively selected every year!

An FSA takes pre-tax dollars from your pay and puts them in an account for certain types of expenses. SIA offers Associates two types of FSAs: Health Care and Dependent Care. The Health Care FSA covers medical, dental, vision, and prescription costs for the enrollee and his or her family. The Dependent Care FSA covers child and elder care costs incurred by the family. Funds cannot cross over from one account to the other, so make sure you plan accordingly.

Nominate A Deserving Volunteer Starting Friday

SIA's Champion Volunteer Awards program is an Associate recognition based exclusively on volunteer community service.



In conjunction with SIA's partnership with Multiplying Good (formerly the Jefferson Awards Foundation), this program honors Associates for outstanding service to others at the local and national level. The top award winner will participate in Multiplying Good's National Ceremony in Washington, D.C. on June 18, 2020.

The Jefferson Awards for Public Service are national awards given for outstanding community service throughout the country. Created by Jackie Kennedy Onassis, Sen. Robert Taft and Sam Beard, these awards are seen as a Nobel Prize for public service. To be eligible, the nominated Associates must:

- Be a full-time Associate of SIA
- Donate 50+ hours of volunteer service to one or more Indiana non-profit organizations within the calendar year.
- Previous award winners are ineligible for 1 year.
- Submit Part One of the volunteer application between Nov. 1 and Dec. 10.
- Have a nonprofit organization submit Part Two of the volunteer application on your behalf by Dec 31. (We'll send Part Two directly to the contact provided.)
- Agree to attend Multiplying Good's National Ceremonies in Washington, D.C. June 17-19, 2020 if you are selected to represent SIA.

To be an eligible nonprofit, the organization must:

- Be located in Indiana (though it can be a national organization, communication with and grants to the organization must occur through a local chapter office).
- Hold valid 501(c)3 status.
- Submit Part Two of the volunteer application no later than December 31.
- Not be a nonprofit organization with a primary mission to promote religious or political beliefs or candidates.

Outback Award recipients receive a Certificate of Recognition and Jefferson Award medallion. In addition, SIA will award the eligible nonprofit organization a \$1,000 grant.

The **Legacy Award** recipient will receive a Certificate of Recognition and Jefferson Award medallion. In addition, SIA will award the eligible nonprofit organization a \$2,500 grant. This recipient will also travel to Washington, D.C. to participate in Multiplying Good's National Ceremony.

SIA's Legacy Award recipient will compete nationally with other workplace champion winners in Washington, D.C. for additional national awards. Past winners include Ed and Dian Davis for their work with Carroll County Lifeline and John Hunter for his work with SAW's.

For more information on this volunteer recognition program, Multiplying Good, or to get involved, contact Sarah May at x6895 or sarah.may@subaru-sia.com.

To nominate a deserving volunteer, head to mySIA click on the "Nominate a Champion Volunteer," or go to the Subaru Serves section of mySIA.

Don't leave free money on the table. SIA will contribute up to \$600 to your Health Care FSA. If you do not actively enroll in the Health Care FSA during the Open Enrollment period, you will not be given the SIA contribution.

To enroll in your benefits, you will need to log in to SmartBen at <https://subarusia.smartben.net>. To log on to SmartBen, the username is "sia" plus your badge number. The password will be "Sia" plus your eight-digit birthdate. For example, a badge number of 123456 and birthdate of Jan. 1, 1970 would have a login ID of sia123456 and a password of Sia01011970. Remember that SmartBen can be accessed at home as well as on SIA computers.

There are several ways to get your benefit questions answered so you can make the best choices for your family. An Open Enrollment Lab is available for Associates who need assistance completing the enrollment from 2 – 4:30 p.m. every day of Open Enrollment in the IS computer room off the atrium. You may also contact a member of the benefits staff from 8:30 a.m. – 5 p.m. Monday through Thursday and from 6:30 a.m. – 5 p.m. on Fridays at ext. 62 765.449.6235 or 6296.

If you plan on retiring in 2020, a retiree benefits overview seminar will take place on Dec. 3 from 2:45-4 p.m. in the Training and Reception Center. Spouses are welcome.

