



SUBARU of INDIANA AUTOMOTIVE

# update

Volume 31, Issue 46 | December 9, 2019

## A Message from North American Subaru Inc.



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For several years North American Subaru Inc. (NASI), based in Camden, New Jersey, has represented Subaru before federal and state regulatory agencies. This year marks a new milestone for NASI with the launch of NASI's Washington, D.C. office. The mission of the NASI-D.C. office is simple: educate and engage policymakers, including elected officials at all levels of government about the important work Subaru is doing in communities across the country.

Subaru has an amazing success story in the United States. The growth story at SIA is a perfect example of that success. Imagine how politicians react when told

SIA's production volume has more than tripled in the past 10 years, or that over a thousand new jobs have been added at SIA in just the last five years? Further, imagine the reaction when told the volume increases and new jobs are in the United States, specifically in Lafayette, Indiana? It's a story that bears repeating to lawmakers and regulators because many of these folks still think international automakers do little or no manufacturing in America.

This year was an especially significant time for the NASI Washington office to open. The auto industry is confronted with a host of challenges, particularly on trade. In May the U.S. Department of Commerce filed a report that concluded that the importation of automobiles and automotive parts was a threat to national security. To remedy the perceived threat, the Trump Administration considered new taxes on imported autos and parts. While decisions to impose these taxes are on hold, the threat continues to loom large for OEMs, suppliers, and retailers.

Fortunately, the Washington office has many tools in its toolbox to use to navigate the policy uncertainty in the nation's capital and in state capitols. The most effective tool we have is showcasing American jobs. In September NASI-D.C. hosted colleagues from SIA and Subaru of America (SOA) for a day on Capitol Hill where Subaru Associates met with lawmakers. Facilitating visits to SIA and other Subaru facilities in the United States for lawmakers, staff, and Administration officials also provides excellent opportunities to illustrate the economic impact Subaru has in communities across the country. Building relationships in Washington and back in the districts, is the key to ensuring Subaru has a strong voice in shaping policies affecting Subaru and the auto industry.

With the February Iowa caucuses not that many months away, 2020 presidential politics will soon begin in earnest. All the candidates have developed plans and strategies that could impact the U.S. auto industry. Beyond trade, issues related to vehicle electrification, safety, technology and the environment will be widely discussed on the campaign trail. There will be no shortage of issues and policies that impact automakers.

To this end, the NASI-D.C. office has an important role to play in influencing policies and yielding positive outcomes for Subaru. To help accomplish this goal we will continue to cultivate relationships in Congress, within the Administration and in state capitols on both the left and right of the political spectrum. Educating policymakers and advocating for policies that ensure a fair and open competitive market for Subaru is essential to NASI's work in D.C.

This year is just the beginning of what we can do together to ensure continued success for Subaru in the United States. I look forward to staying in touch and keeping you updated on the important work being done on behalf of Subaru in Washington, D.C. It will no doubt be a busy (and interesting) 2020.

## Matching Gift Forms Must be Received by Friday

SIA Associates who want to participate in the SIA Foundation's matching gift program for 2019 must have the entire form completed and submitted by Friday (Dec. 13). Part I must be completed by the Associate and Part II must be completed by the nonprofit.

All full-time, SIA Associates are eligible to participate in the program. (Gifts made by an Associate's other family members are not eligible for matching.) The minimum eligible gift is \$25. The maximum aggregate amount matched in one fiscal year (Jan. 1-Dec. 31) is \$100 per Associate.

To participate, Associates must complete Part I and forward the entire form, along with their contribution, to the beneficiary organization or institution. The nonprofit must then complete Part II and return the entire form by Friday (Dec. 13) with a letter stating the organization's income tax exemption under IRS Code Section 501(c).

Associates can find the Matching Gift form on mySIA. For questions, contact Sarah May at sarah.may@subaru-sia.com.

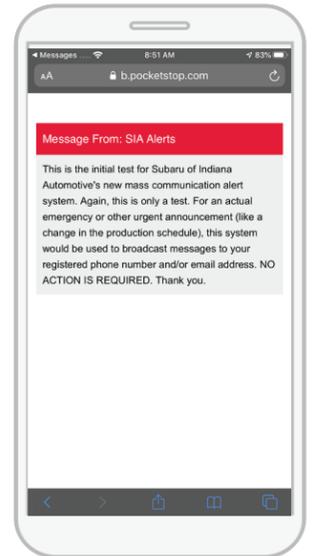
## SIA ALERTS

### Second Test Alert for New Messaging System to be Sent Sunday; Update Contact Information this Week

On Sunday at 1:30 p.m., SIA issued the first test alert for its new messaging system. The system is for notifying SIA, CTI and Morales Group Associates of production schedule changes and other urgent matters. Associates who didn't receive the test alert—or want to change the way they are notified—should update their contact information this week. A second test alert will be sent this Sunday (Dec. 15) at 1:30 p.m.

Unlike the previous system in which Associates had to select a single preferred way to be contacted (text message, email or recorded phone call), the new system will send SIA Alerts via all three—if Associates have the appropriate contact information on file. Here's how to update contact information:

- **SIA Associates** – Must update phone number(s) and email address in SuccessFactors. To do this, go to the mySIA homepage and in the 'Associate Self-Service' section on the left side of the screen, select 'Update personal information.'
  - **Email alerts will only be sent to the address listed as 'Personal.'** If you have an SIA email address and want alerts sent to that account, it must be listed as the Personal email.
  - If you have both a Personal and Business email account listed, the Primary designation (indicated with a yellow star) has no effect on the alerts.
- **CTI and Morales Group Associates** – Must contact their respective employer, CTI or Morales Group, to update phone number(s) and email.



Updates to contact information must be made before Sunday in order to be reflected in that day's test.

Another benefit of the new system is that all notifications received via text message will include the entire message. (For alerts received via text message, the link must be clicked to see the full message.) Associates will no longer need to call the Plant Status Line to get additional information.

Associates may want to add the following to their phone 'Contacts':

- SIA Plant Status Line 765-449-6333
- SIA Plant Status Alert 444-222

SIA Associates who need assistance logging into mySIA should contact the Help Desk at ext. 4357 or 765-449-6845. For questions related to the new messaging system, send email to sia.communications@subaru-sia.com.

## 'Breakfast With Santa' is this Saturday



Breakfast with Santa is this Saturday (Dec. 14) from 9 a.m. to 12 p.m. Packets can be picked up in the TeamWear Store during normal business hours. Attendees must have a wristband to receive breakfast, and children under 10-years old must have a gift token to receive the gift.

As a reminder, the event is also a food drive for Food Finders Food Bank. Please bring canned goods or non-perishable food items for admission. For every item or dollar donated, donors will be entered into a Visa gift card drawing.



## 'Holiday of Hope' Continues, North Parking Lot Pick Up is Dec. 16

Associates still have time to help make the holidays a bit brighter for area nonprofits by participating in the 'Holiday of Hope' campaign. To participate, stop by any garland decorated with tags displaying 'Holiday of Hope' wish list items and then do the following:

- Choose a tag
- Purchase the gift listed (new gifts only)
- Wrap it (only if requested on the tag)
- With the tag attached, bring the gift by its due date to either the admin office on the first floor or the Paint 2 office
  - For Associates who use the North Parking Lot, Associate Services be onsite to collect presents on Dec. 16.
  - Associates who purchase 25 pounds of dog food for shelter animals may drop off the donation under the Christmas tree in the lobby.

## Winter Blood Drive Scheduled for Dec. 19-20

Join fellow Associates to save lives by giving blood Dec. 19-20 in the Atrium. Representatives from the Blood Center of Indiana will be in Rooms 110 and 115.

- Dec. 19 — 9 a.m.-2 p.m.
- Dec. 20 — 6 a.m.-9 p.m.

## SIA Foundation Awards \$110,000 to Indiana Nonprofits

On Dec. 3, the SIA Foundation awarded the following 14 Indiana nonprofit organizations, from 12 counties, with capital grants totaling \$110,108.22:

**American Pianists Association** (Marion County) – \$5,501.78  
Video recording equipment and media archive storage

**Auburn Automotive Heritage** (DeKalb County) – \$3,794.00  
Audio-visual equipment

**Burnett Creek Elementary School** (Tippecanoe County) – \$2,476.40  
Calm Down Kits

**Child-Adult Resource Services** (Parke County) – \$10,449.00  
Kiln and pug mill

**Clinton Prairie School Corporation** (Clinton County) – \$14,894.83  
Variety of equipment, including computers, gaming equipment and related furniture

**Food Finders Food Bank** (Tippecanoe County) – \$4,520.00  
Manual pallet jacks

**Girls Inc. of Shelbyville / Shelby County** (Shelby County) – \$7,515.90  
STEM-related equipment, including modular robots and a STEM Maker Station Cart

**Hillsboro Volunteer Fire Department** (Fountain County) – \$10,356.55  
Variety of equipment, including multi-gas detector, thermal imaging cameras, trauma kits

**Hope Southern Indiana** (Floyd County) – \$9,500.00  
Variety of equipment, including shelving and paint

**Huntington County Health Department** (Huntington County) – \$8,680.56  
LeadCare II blood analyzers

**Tree Lafayette** (Tippecanoe County) – \$2,752.00  
Tools and safety equipment

**St. Vincent de Paul Catholic Church / Men's Warming Center** (Lawrence County) – \$6,717.20  
Bunk beds and mattresses

**Second Harvest Food Bank of East Central Indiana** (Delaware County) – \$13,000.00  
Electric pallet jack, pallet wrapper and pallet racks

**Vermillion County Soil and Water Conservation District** (Vermillion County) – \$9,950.00  
Augmented reality sandbox

The SIA Foundation was established in October 1997 with a \$1 million gift from SIA. Since then, the Foundation has given away over \$2 million in capital grant funding to support the efforts of nearly 300 Indiana non-profit organizations.

The SIA Foundation has two grant cycles each year, one in the spring and one in the fall. Nonprofits must apply for capital funding to purchase equipment or renovate space. Grant dollars must assist with health and welfare, arts and culture, or education programs. The grant process was extremely competitive this cycle with 131 applications received from 47 counties. The next SIA Foundation grant cycle opens Jan. 1.

## Purchase 'Disney On Ice' Tickets in Teamwear Store

Visit the TeamWear Store to purchase tickets for Disney on Ice presents World of Enchantment at Bankers Life Fieldhouse, Jan. 24-26. Prices range from \$26.20 to \$31.70, depending on performance date and time.

For complete details, see the TeamWear Store page on mySIA. For questions, contact Ruthanne Viars at ruthanne.viars@subaru-sia.com or ext. 6277.



JOIN **EMILY**  
GROUP ROOM | SIA REC CENTER  
765-449-6160

**6 PM**  
1 HR  
SESSION

Premise Health

Production	Actual	Projected	Sch. YTD	YTD Total	End of Month
	11/25/19-12/01/19	12/02/19-12/08/19	1/1/19-12/1/19	1/1/19-12/1/19	11/1/19-11/30/19
Legacy	457	868	30,839	30,605	3,484
Outback	2,088	4,584	162,433	161,314	15,507
Impreza	848	1,664	69,619	69,056	6,556
Ascent	1,392	2,379	82,618	81,917	8,600
<b>Total</b>	<b>4,785</b>	<b>9,495</b>	<b>345,509</b>	<b>342,892</b>	<b>34,147</b>

EUREST WEEKLY MENU		JAPANESE RESTAURANT
<p><b>monday</b></p> <p>FIT Curry Chicken \$ 3.99 market Lasagna \$ 5.99 grill Corn Dogs \$ 2.99 soup Chef's Select</p> <p><b>tuesday</b></p> <p>FIT Salmon with Pear Sauce \$ 4.59 market DIY Philly Bar \$ .44/oz grill Pulled Pork BBQ \$ 3.99 soup Chef's Select</p> <p><b>wednesday</b></p> <p>FIT London Broil \$ 4.99 market Tater Tot/Wedge Bar \$ .40/oz grill Sloppy Joe \$ 3.99 soup Chef's Select</p> <p><b>thursday</b></p> <p>FIT Corned Beef &amp; Cabbage \$ 3.99 market DIY Taco Bar \$ .40/oz grill Crispy Chicken with Bacon \$ 4.59 soup Chef's Select</p> <p><b>friday</b></p> <p>FIT Jamaican Jerk Pork Chop \$ 3.99 market Boneless Wing Bar \$ .44/oz grill Gyro \$ 4.59 soup Chef's Select</p>		<p><b>HEISEI</b></p> <p><b>Monday:</b> Curry &amp; Rice Katsu Curry &amp; Rice <i>(pork cutlet on curry &amp; rice)</i></p> <p><b>Tuesday:</b> Ramen Karaage &amp; Rice <i>(fried chicken &amp; rice)</i></p> <p><b>Wednesday:</b> Gyu Don <i>(sweet beef on a bed of rice)</i> Karaage &amp; Rice <i>(fried chicken &amp; rice)</i></p> <p><b>Thursday:</b> Katsu Don <i>(fried pork on a bed of rice)</i> Karaage &amp; Rice <i>(fried chicken &amp; rice)</i></p> <p><b>Friday:</b> Gyu Don <i>(sweet beef on a bed of rice)</i> Noodle <i>(Japanese soba or udon)</i></p>