



SUBARU of INDIANA AUTOMOTIVE,

update

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Urgent Quality Improvements Needed for GC7 Launch

In the Feb. 18 issue of the 'Update,' I discussed the paramount importance of improving quality before the July launch of the next generation Outback and Legacy (aka. GC7). This remains the primary focus and has recently taken on an even greater sense of urgency for two reasons.

First, we haven't made measurable improvement since Feb. 18. Many problems have been solved through good activity by Associates, but others have proven stubborn and difficult to fix. The second reason for greater urgency is that our parent company wants us to prove we are on track to make the quality goal and have given us an interim target to achieve by April 25.



Ed Wulbrecht SVP

This date is a key development milestone at which the Quality Division of Subaru Japan will decide if we are ready to start mass production trials in an event called PP (Pre-Production Pilot). Subaru Corp. would like to see SIA get halfway to the quality goal by that date and prove we are capable of reaching the pre-launch target in July. This will be a factor in determining if we can proceed with the launch.

As a result of this heightened urgency, SIA started an initiative called the Unified Quality Push. It is "Unified" because all sections of SIA need to be unified in their efforts to improve quality—there are no sections when it comes to quality. Success requires a team effort. In the center of the plant, there is a large wall chart to track our performance and record our improvement actions. I invite everyone to check it out and gain an understanding of what we are challenged to achieve. The quality data is plotted weekly because the expectation is to make some amount of improvement each week.

The following information summarizes where we need to be by April 25:

Plant Overall Direct Runner

| | Feb 18 | Mar 25 | Apr 25 |
|--------|------------|------------|------------|
| A-Line | 63% Actual | 63% Actual | 70% Target |
| B-Line | 74% Actual | 72% Actual | 75% Target |

I would like to reiterate my request from the Feb. 18 issue of the 'Update':

"To help with this urgent quality improvement, I am requesting associates support this objective any way they can but at least by the following:

1. Follow Standard Work and improve it as necessary
2. Raise Your Hand if you see something abnormal
3. Perform Careful Work to prevent IPD
4. Participate in Kaizen and Process Improvement

For those Associates in support and leadership roles, my request for you is to support Associates in the above four items, and urgently implement defect countermeasures."

Thanks for your continued support of this vital initiative.

Waived Shipping Explained for Unifirst

There has been some confusion regarding the waived shipping charge for Associates' first Unifirst order of the new fiscal year. While a shipping charge is shown during the checkout process, that amount will be charged to SIA. On the final page before submitting the order, you will see that the amount charged against your allotment only includes the cost of your merchandise and tax—not the shipping charge.

For questions or concerns, contact Ruthanne Viars at ruthanne.viars@subaru-sia.com or ext. 6277.

Check Out These Events on Saturday

Foot Pursuit 5K

Join the Lafayette Police Department on Saturday (April 13) for the Foot Pursuit 5K on the Rec Center grounds. Following the race, there will be an optional SWAT pull-up challenge for participants to demonstrate their strength. All proceeds benefit the Heartford House, a local nonprofit that serves children who have been victims of abuse through forensics interviews, victim advocacy and education.



Register at <http://footpursuit5k.itsyourrace.com>.

SIA Day at the Indiana State Museum

Show your SIA badge at the Indiana State Museum on Saturday (April 13) to receive free admission for your immediate family. In addition, you will receive a \$5 parking voucher for the museum's garage. This is a great way to enjoy one of the state's best museums with your family.

For an additional fee, families can catch a movie at the IMAX theater located inside the museum or have lunch at the Farmers Market Cafe. More information, including IMAX movie schedules and pricing, can be found at <https://www.indianamuseum.org>.



Spring Fleet Sale Coming Soon

Full-time Associates and retirees have an exclusive opportunity to purchase used fleet vehicles with the Spring Fleet Sale, April 22-May 5. Seventeen vehicles are available and are sold "as is" with varying warranties and mileage descriptions.

Associates can submit as many as five entries to purchase vehicles. For each vehicle, there will be a random drawing on May 6 and the selected Associates will have the opportunity to secure financing for the purchase.

The cars will be available for inspection in the East Entrance parking lot for the duration of the sale. Test drives, which must occur on SIA property, can be scheduled. New this year is a Saturday test drive opportunity on May 4. Associates can drive any of the available vehicles between 10 a.m.–2 p.m.

For questions or to schedule a test drive, contact Scott Bailey of Associate Services at scott.bailey@subaru-sia.com or ext. 6847.

Volunteer for Subaru Serves Day and Help NICHES Land Trust

On April 16, Subaru Serves, SIA's Associate Volunteer Program will volunteer with NICHES Land Trust at Peter's Mill Landing. There are two shifts to accommodate all Associates: 1-3 p.m. and 5-7 p.m. Associates will be cleaning outside areas, removing invasive species of plants, and grading the gravel parking lot.

Peter's Mill Landing is one of NICHES most popular properties as it acts as the unloading spot for paddlers. With over 5,000 visitors annually, this property needs cleaned on a weekly basis. Large groups, like what SIA can offer, allows for bigger projects to be taken care of.

If you are interested in coming out to lend a hand, email Sarah May at sarah.may@subaru-sia.com with your name, badge number, and which shift you would like to attend. If you are new to Subaru Serves, please also include your T-shirt size.



From Start to Finish: 5K Training Available

Now is the time to make your plans to train for the Subaru Color 5K. If you're not a runner currently, but are interested in trying it, if you're looking to change your current workout routine, or if you simply enjoy what group fitness has to offer you, this is the program for you.

Join the SIA Rec Center for an eight-week program leading up to the Subaru Color 5K on June 15. Whether you're a novice runner or a seasoned pro, this program is designed to help all skill levels.

Rec Center Fit Pros will start by discussing things like proper footwear, proper eating, and even proper sleeping techniques to help you fuel your body for the run. Then, enjoy running and cross training programs twice a week with fitness professionals who can help you with your technique along the way.

The 45-minute classes will start April 22 and be held on Mondays and Wednesdays at 3 p.m. and on Tuesdays and Thursdays at 5:30 pm. Each class is open to all Rec Center members and must have at least 10 participants. Sign up now at the Rec Center or by calling 449-6160.



Registration Open for Subaru Color 5K

Registration for the fifth annual Subaru Color 5K is now open at <https://subarucolor5k.itsyourrace.com>. The run/walk fundraiser will be on Saturday, June 15 and the goal is to raise \$50,000 for Special Olympics Indiana, which is celebrating its 50th anniversary in 2019.

Organized and hosted by SIA, participants are showered with colored powder, made of food-grade corn starch, at stations along two available routes. The event offers the choice between a 5K trail course and a one-mile asphalt course.

For competitive 5K runners, awards will be presented to the top overall male and female finisher, as well as the top male and female finisher in seven different age categories.

Individuals who register by May 31 are guaranteed to receive a T-shirt, Fandana and swag bag. Also, for Associates who register by April 30 and use the \$5 discount code SIAEMP2019, the cost is \$30 for adults and \$25 for children 10 and younger. On race day, the cost is \$40 for adults and \$35 for children.

In addition to registering, participants can use the website to recruit family and friends to join their team or make a contribution. Awards are given for the largest team and top individual fundraiser. Last year's event attracted over 550 participants and raised over \$45,000 for Special Olympics Indiana.

Since its inception, the Subaru Color 5K has enabled the SIA Foundation to provide Special Olympics Indiana with nearly \$130,000 in support of the organization's year-round training and competition in more than 20 sports for children and adults with intellectual disabilities.

Donate Items for Silent Auction

A silent auction of various SIA items and retired assets will be held April 22-26 in the atrium. Any working items that are no longer needed can be donated to the sale. Contact Lesley Denham at ext. 6262 for more information.

Competitors Announced for Spring TPM Success Story Competition

The elimination round for the Spring Kaizen Contest was held on April 2. Congratulations to Paint, IPC, and Trim for advancing to the next round.

All Associates are invited to attend the Spring TPM Success Story Competition on May 14 at 2:30-4 p.m. at the Training and Reception Center. The competition will also feature a guest presentation from the second and third place contestants for the 2018 SBR competition. Every full-time Associate attending will have the opportunity to win the use of a Subaru for a month. For more information, contact Bob Burthay at ext. 6351.

Help Food Finders Stamp Out Hunger

Associates have an easy volunteer opportunity in the atrium on April 22-25 at 2:30-4:30 p.m. Spend 10 minutes, two hours or whatever fits your schedule to help Food Finders Food Bank.

Last year, Associates prepared over 2,500 grocery bags for the Stamp Out Hunger Food Drive. Those bags were delivered to homes across Tippecanoe County by the U.S. Postal Service, and residents used them to donate over 45,445 pounds of food.



Food Finders
Rescuing Food, Ending Hunger

We need your help to prepare even more bags this year!

Optician to be Onsite for Third-Shift Associates

An optician will be onsite June 6 at 6-8 a.m. in the cafeteria for third-shift Associates to order safety glasses. Associates must bring a current prescription, less than two years-old. If Associates are not able to see the optician at SIA, they may go to Neo Vision at 2200 Elmwood to order safety glasses. Going to Neo Vision requires the proper order form. See your AR rep for an authorization form and submit to the Medical Clinic. Once approved, the proper order form will be returned to the Associate through their AR rep. The optician will return Thursday, June 20 from 6-8 a.m. for third-shift pick up. The optician will continue to be onsite every Thursday at 2-5 p.m. For questions, call Linda in Medical at ext. 6082.



| Production | Actual | Projected | Sch. YTD | YTD Total | End of Month |
|--------------|-----------------|---------------|----------------|----------------|----------------|
| | 3/25/19-3/31/19 | 4/1/19-4/7/19 | 1/1/19-3/31/19 | 1/1/19-3/31/19 | 3/1/19-3/31/19 |
| Legacy | 641 | 781 | 9,483 | 9,600 | 2,618 |
| Outback | 4,016 | 4,461 | 51,302 | 52,057 | 17,698 |
| Impreza | 1,064 | 1,588 | 14,909 | 15,167 | 4,555 |
| Ascent | 2,078 | 1,792 | 23,977 | 24,139 | 8,317 |
| Total | 7,799 | 8,622 | 99,671 | 100,963 | 33,188 |

EUREST WEEKLY MENU

monday

breakfast Sausage Pancake Sandwich \$2.99
FIT Southwest Chicken Salad \$5.99
market Chicken and Noodles \$5.99
grill Bacon Mushroom Swiss Burger \$4.59
soup Broccoli Cheese Soup

tuesday

breakfast Kickin' Chicken Breakfast Sandwich \$4.29
FIT Beef and Broccoli \$4.59
market Circa 68 Breakfast Bar \$4.40/oz
grill Chicken Quesadilla \$4.29
soup Loaded Baked Potato Soup

wednesday

breakfast French Toast \$1.99
FIT BBQ Chicken Flatbread \$4.29
market Meatloaf \$5.99
grill All-American Sub \$4.59
soup House Made Chili

thursday

breakfast Loaded Breakfast Bagel \$4.29
FIT Noodle Revolution \$5.99
market DIY Mexican Bar \$4.40/oz
grill Chicken Cordon Bleu \$4.59
soup Beef Barley Soup

friday

breakfast Breakfast Pizza \$3.99
FIT Oven Roasted Turkey Breast \$3.99
market National Grilled Cheese Day \$4.99
grill Hand Battered Chicken Tenders \$4.59
soup Clam Chowder

JAPANESE RESTAURANT



Monday:
Curry & Rice
Katsu Curry & Rice
(pork cutlet on curry & rice)

Tuesday:
Ramen
Karaage & Rice
(fried chicken & rice)

Wednesday:
Gyu Don
(sweet beef on a bed of rice)
Karaage & Rice
(fried chicken & rice)

Thursday:
Katsu Don
(fried pork on a bed of rice)
Karaage & Rice
(fried chicken & rice)

Friday:
Gyu Don
(sweet beef on a bed of rice)
Noodle
(Japanese soba or udon)