



SUBARU of INDIANA AUTOMOTIVE, INC.

update

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GET TO KNOW YOUR EXECUTIVE OFFICERS



Scott Brand
SVP



Ed Wulbrecht
SVP



Doug Meyer
VP

Tell us a bit about yourself.

I have been an Associate at SIA since April 1989. I have worked in Materials Management, Trim and Final, Production Control, Manufacturing, and Quality Control

I have been married to Jessica for over 20 years and have three children: two girls, ages 19 and 17; and a son, age 13. With both of my daughters involved in music and dance programs in school, we have enjoyed supporting them and their respective programs. We also enjoy boating and spending time at our family farm.

What excites you most about SIA's future?

SIA is made up of incredibly talented people that work hard to make excellent quality. We have been through a number of challenges in the past several years, but each of these challenges has made us a more effective company. We have desirable products and an excellent reputation to build upon. As more people get to know Subaru and appreciate our cars, we will enjoy continued success for our Associates and the company.

What are your strengths?

I like to think that I am a good listener and organizer of activities. With all of the varied activities going on in the plant, it takes focus and prioritizing to make sure we are allocating our resources toward the right things. I enjoy helping the departments and sections set those priorities and get the resources they need. I also really enjoy talking with the Associates and understanding their success and challenges. We have plenty to be proud of here, but we also have many things we can improve on, so hearing the voice of the Associate is very important.

What are your priorities?

I think the primary objective for all Associates is to come to work every day and stay injury free. We have established a great safety system here at SIA, but it takes everyone's participation to keep what we have and continue to build upon it. Once we are confident everyone is safe, we need to keep quality at the top of our list. Good product quality is crucial to our future. We build incredibly safe automobiles that continue to receive recognition as some of the safest in the world. We will continue to ask every Associate at SIA to protect that reputation by following the rules and raising their hand if they see something wrong. If we can satisfy our customers and make them happy with their Subaru purchase, they will be our best sales people.

Tell us a bit about yourself.

I have three children: two boys and a girl. I earned a degree in mechanical engineering from Kettering University in Michigan (previously known as General Motors Institute) and started my career at the Ford Mustang plant.

I've been with SIA for 23 years, having joined in September 1995. I began as Paint Section Manager, and progressed to Trim Manager; Senior Manager Manufacturing; Senior Manager of Quality; Vice President of Quality; Vice President of Manufacturing; and Senior Vice President of Manufacturing. My current title is Senior Vice President of Manufacturing and Manufacturing Engineering.

I enjoy reading biographies of historical figures, especially Theodore Roosevelt and Abraham Lincoln. My latest read was 'Grant,' a bio of Ulysses S. Grant, by Ron Chernow. I also love Broadway shows and New York.

What excites you most about SIA's future?

Nothing excites me more than seeing a good counter measure solve a problem. It never gets old!

What are your strengths?

More than anything, I strongly believe in the power of continuous improvement—that any individual can improve their self, and any process can be improved.

What are your priorities?

My priority at SIA is growing and developing skill in all associates, for this is critical for the quality level demanded in today's automotive market. Our future depends on our ability to build quality in station, and implement kaizen continuously and effectively. I am very proud of our associates for having the best in the industry safety record.

Tell us a bit about yourself.

I was born in South Bend. I graduated from Indiana University in 1984 with a bachelor's in political science, and received my JD from the Mauer School of Law in 1987.

I have been married to my wife, Sally, for nearly 10 years. I have two kids, Lauren and Mitchell; two stepchildren, Dominic and Mia; and two grandchildren, Zachary and Zoey.

I have been at SIA for nearly 23 years. I joined the Legal Department in 1996 as Manager. I received several promotions after that, most recently to Vice President and General Counsel for Legal, HR and CSR on April 1.

What excites you most about SIA's future?

I am excited about the many opportunities for all Associates as SIA continues to grow and the Subaru brand gains market share. We are also at a pivotal time when many longer tenured Associates are retiring and a new generation of Associates is poised to become future leaders at SIA.

What are your strengths?

First and foremost, I am a good listener. I also like to surround myself with talented people and let them do their job.

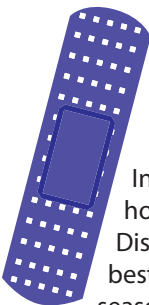
What are your priorities?

Safety! Then, in no particular order, I want to make sure we continue to effectively communicate with all Associates; maintain a competitive compensation and benefits package; attract and develop talented Associates; and make SIA a premier employer in Indiana.

FINAL WEEK TO UPDATE YOUR ADDRESS

Is the address on your SIA pay statement correct? Now is the time to double check! If the address is wrong, you need to complete the change of address form found on mySIA or outside the Benefits office and have it submitted to the Benefits office by Oct. 12. This will ensure the 2019 Benefit Guide is mailed to your current address.

Open enrollment will begin Nov. 1 and all Associates will be required to make their benefits selections online. The upcoming open enrollment will not be passive as it has been the past few years. Associates **must complete open enrollment activities to continue receiving medical, dental, vision, prescription drug and FSA benefits in 2019.**



GET A FREE FLU SHOT

Influenza is a serious disease that can lead to hospitalization or even death. The Center for Disease Control (CDC) says the flu vaccine is the best way to reduce the chance that you will get the seasonal flu. That's why SIA is offering several free vaccination events this fall.

ASSOCIATE
RECOGNIZED
WITH SUBARU
SERVES
AWARD

Gayla LeMaire once said
“volunteers are paid in six
figures...S-M-I-L-E-S.”

IS Associate John Hunter would agree! For the last 11 years, John has worked hard at SIA making sure materials and information are in place for the smooth production of vehicles. During that same time, John has had a hidden skill: building ramps to help individuals gain their independence.

John volunteers for SAWs, or Servants at Work, Inc., a nonprofit sponsored by his church to build wheelchair ramps for low income people with disabilities. What started as a trip to Mississippi after Hurricane Katrina to help rebuild homes grew to helping his church around Indianapolis. However, working in Lafayette, he saw that the same need he was helping to solve in Indianapolis was needed here as well. John then expanded SAW’s reach to include Lafayette and surrounding communities, becoming the regional manager.

In 2017, John was recognized with a Subaru Serves Outstanding Volunteer Award (SSOVA). This means his impact grew just a bit more as SAWs received a \$1,000 grant from SIA, allowing John to build four of the 17 ramps this year and he also received the nationally-prestigious Jefferson Award for Public Service.

John isn’t alone. SIA gives out six of these awards, with grants to the nonprofits served, every year. Are you an after-hours superhero? Now is your chance to super-charge your volunteer work with a grant of up to \$2,500 for your favorite Indiana nonprofit and a Jefferson Award medallion. The top winner also gets a paid trip to Washington, D.C. for the Jefferson Awards National Ceremony.

If you’re interested in learning more about Subaru Serves, volunteer opportunities in the community, or the Subaru Serves Outstanding Volunteer Award, visit the Subaru Serves portion of mySIA under Resources or contact Sarah May at sarah.may@subaru-sia.com.



MEET THE UNITED WAY TEAM

Every year, SIA participates in the United Way campaign. The success of this campaign is a testament to the hard work of the United Way volunteers! These Associates met last week for the first time and quickly got to work, learning more about United Way agencies, including serving during Subaru Serves Day at Wabash Center, touring the new YMCA and Northend Community Center, as well as visiting Food Finders and Lyn Treece Boys and Girls Club.

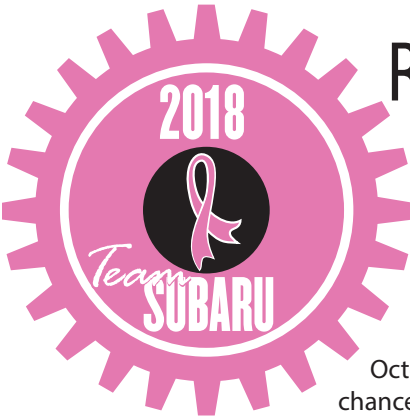
SUBARU SERVES WABASH CENTER



On Oct. 2, nearly 40 Associates volunteered their time to Wabash Center. Tasks included everything from ripping up carpet to power washing tables, and even poking rivets right along next to Wabash Center clients.

Staff members at the Wabash Center were shocked at how quickly and efficiently SIA Associates work and the

tasks they were hoping would be finished were done in no time. Thank you to everyone who took the time to help a great organization in our community.



REGISTER NOW FOR
MAKING STRIDES
AGAINST BREAST
CANCER

October is Breast Cancer Awareness month, and chances are good that you or someone you know has been touched by the disease. One in eight women will be diagnosed with breast cancer in their lifetime. Join the fight against breast cancer by walking with fellow Associates in Making Strides Against Breast Cancer on Saturday, Oct. 20. The walk starts at 9 a.m. at the Rec Center.

All Team SIA participants will receive a free T-shirt. To register, visit makingstrides.acsevents.org and join Team SIA. For more information, contact Peggy Allen at peggy.allen@subaru-sia.com or ext. 6796.

SIA JOINED THE
FIGHT AGAINST
ALZHEIMER’S



On Sept. 29, over 1,000 people including Associates from SIA, joined the Walk to End Alzheimer’s. This annual event is the Alzheimer’s Association’s largest, nationwide fundraiser to help support disease research. This year, the Lafayette Walk raised over \$120,000, making it the most successful walk the organization has had in Lafayette.

Each participant received a flower to symbolize the reason they were there. Orange to show support, yellow for a loved one living with the disease, purple for a loved one who has passed and blue to show you have Alzheimer’s. These flowers were used as part of the opening ceremony to bring home the purpose of the Walk.

PRODUCTION		Actual 9/24/18- 9/30/18	Projected 10/1/18- 10/7/18	Sch. YTD 1/1/18- 9/30/18	YTD Total 1/1/18- 9/30/18
	LEGACY	939	1,096	29,318	28,508
	OUTBACK	3,867	4,608	148,249	146,042
	IMPREZA	1,173	1,630	59,216	58,821
	ASCENT	1,384	2,172	28,913	27,407
	TOTAL	7,363	9,506	265,696	260,778

EUREST WEEKLY MENU

monday | october 8

breakfast: cinnamon apple pancake - \$1.99
fit: home style beef stew - \$4.29
market: beef enchilada - \$5.99
grill: value monday - crispy chicken sandwich, fries
and 20 oz bottled soda! - \$5.29
soup: broccoli cheese soup

tuesday | october 9

breakfast: french toast - \$2.99
fit: teriyaki chicken - \$4.29
market: diy pasta bar - \$.38/oz
grill: bbq pork sandwich - \$4.29
soup: loaded baked potato soup

wednesday | october 10

breakfast: gyro breakfast pita - \$3.99
fit: waldorf chicken salad - \$5.99
market: boneless wings bar - \$5.99
grill: turkey, ham & bacon grilled cheese - \$4.59
soup: house made chili

thursday | october 11

breakfast: chorizo, egg & cheese quesadilla - \$2.99
fit: revolution noodle bowl - \$6.99
market: diy mexican bar - \$.38/oz
grill: spicy chicken bacon club - \$4.59
soup: beef barley soup

friday | october 12

breakfast: ham, egg and cheese croissant - \$2.99
fit: roasted turkey breast - \$3.99
market: south of the border rice bowl - \$6.99
grill: double up bacon cheeseburger - \$4.99
soup: clam chowder

HEISEI
MENU

MON:

Curry Rice & Katsu
Yasai Itame
(Stir fry vegetables)

TUE:

Ramen Noodles
Gyudon
(Sweet Beef)

WED:

Karaage Chicken
Katsudon
(Pork Egg)

THU:

Buta don (Pork)

FRI:

Udon & Soba Noodles,
Karaage Chicken