

### **SIA Working to Help Supplier Increase Part Production**



As many of you are aware, we've recently experienced periods of production downtime as the result of a part shortage from a supplier. However, we are also currently taking extraordinary steps to resolve the situation and return our production schedules to normal.

A component supplier for the new Legacy and Outback models has been struggling to produce the quantity and quality needed from a new molding process. This has caused both A-Line and B-Line to run short shifts. Additionally, like many of our suppliers, the low unemployment rate has posed a challenge for the

vendor to hire and maintain adequate manpower for production and other related areas.

The urgency of this problem, especially as it coincides with the launch of the new Outback, has led SIA to take the significant measure of providing the supplier with onsite support from SIA personnel. A team of associates is helping manage production, maintain equipment and make parts.

Members of SIA's management group are also onsite, as part of the team, to provide direction on implementing best practices and process improvements for sustaining production going forward. Both SIA and Subaru Corp., our parent company in Japan, are committed to helping the company succeed. The supplier is grateful for all the support.

In a short period of time, the supplier has already begun experiencing improved production numbers—so we know our team is making a difference. I am confident in their capability to continue improving this difficult situation and wish them continued success.

On behalf of SIA's management, I would like to express thanks and appreciation to those associates who volunteered for this assignment—especially considering they will be away from their families and homes for a month. We are also certainly grateful to all our associates for patience and understanding as we work diligently to restore normal production.

#### **Associates May Use PTO** for Recent Downtime

Associates impacted during the recent unplanned production downtime may elect to use PTO to recover lost wages during that time period. Associates may draw from their PTO allotment in one of the following manners:

- Apply any unscheduled PTO.
- Cancel a single scheduled PTO.
- Cancel a single PTO day from a full scheduled week of PTO. Associates may select which day of the scheduled week to cancel. The remainder of the week must remain as scheduled PTO.

Contact your Group Leader regarding PTO elections.

### **Annual Golf Outing Raises** Nearly \$60,000 for United Way

SIA's annual golf outing to benefit United Way of Tippecanoe County was held at the Purdue Kampen course on Aug. 11 and raised nearly \$60,000.

Participants received a variety of items, including a polo shirt, hats, sleeves of golf balls, golf towels, divot tools, Koozies, a haircut coupon, breakfast and lunch, and snacks. This year's primary sponsor was Falcone Subaru.

Bill Runkle, John Farrelly, Andy Schumacher & Brandon Hoots

Keith Spalding, Dave Delk, Mike Williams & Will Green

Third Place

Doug Martin, Ron Weaver, Justin Blevens & Grant Krywolt



# Subaru CASA Cycling Challenge Raises More Than \$125,000

On Aug. 10-11, SIA hosted the Subaru CASA Cycling Challenge on the test track. This was the ninth year SIA has hosted the 24-hour event. A total of 332 riders raised more than \$125,000.

The event is the largest annual fundraiser for the CASAs for Kids Fund, which supports court-appointed volunteers and facilitates opportunities for abused or neglected children in Tippecanoe County.





# N-MaC SIA Interns Attend Manufacturing Seminar

As part of the Indiana Next Generation Manufacturing Competitiveness Center (IN-MaC) internship program, six interns from SIA attended a seminar at the Indiana Manufacturing Institute in mid-July.

Remus Vintila, Jeremiah Kemp, Bailey Cunningham, Anthony Aguilera, Spencer Craft and Carl Landskron joined 69 other interns from around Indiana to learn more about the manufacturing industry, including career opportunities. Landskron returned to the program for his second year as an alumni and shared information about the work he has done as part of his internships.

The IN-MaC Internship Program, developed by Purdue University, gives students the opportunity to develop real world skills that will be useful in the workforce upon graduation. As the need for workers in the manufacturing industry increases, the goal of this program is to connect students with employers early on to spark the interest in a specific field.

The 11-week summer internship program connects interns with manufacturing organizations around Indiana. The students can intern within an area of manufacturing in which they are interested, including engineering, computer graphics, human resources, logistics, marketing, supervision, maintenance and machining. Throughout the internship, students work with manufacturers to better understand the industry. At the seminar, students presented to their fellow interns on their experience at the manufacturer where they were placed.

In addition to SIA, participating manufacturers included Advent Precision, Arconic, C&T Engineering, Caterpillar, Conexus Indiana, Cook BioTech, Farbest Foods, Fiat Chrysler Automobiles, GE Aviation, Kirby Risk Corp., Niagara Bottling, and Schoot Gemtron.

# **Pick-Up Tickets for** Associate Appreciation Day

Ticket pick-up opportunities for Associate Appreciation Day have been scheduled at the following entrances:

Tuesday, Aug. 27 Main Entrance/Security Hallway 5:30 - 8:45 a.m. & 2:30 - 5 p.m.

Wednesday, Aug. 28 5:30 - 7:00 a.m. & 2:30 - 5 p.m.

Thursday, Aug. 29 Engine 5:30 - 7:00 a.m. & 2:30 - 5 p.m.

Friday, Aug. 30 Stamping 5:30 - 7:00 a.m. & 2:30 - 5 p.m. Paint 2 Entrance 2:30 - 5 p.m.



All guest tickets must be paid for with cash or check at the time of pick up. Associates unable to pick up tickets at the scheduled times can get them in the TeamWear Store during normal store hours, Sept. 2-6. For questions, contact Allie Louthen at ext. 6250 or allie.louthen@subaru-sia.com.



### **Support Charity Events at SIA**

Walk to End Alzheimer's Sunday, Sept. 29 Register for Team SIA at alz.org/walk

Hope on the Move (formerly Making Strides Against Breast Cancer)

Register at main.acsevents.org/hopeonthemovein

For more information, contact Sarah May at ext. 6895 or sarah.may@subaru-sia.com.

## **Hearing Testing is Coming**

Hearing conservation involves most of the production areas at SIA. The Hearing Conservation Program is designed to prevent occupational hearing loss as well as protect hearing through education, hearing testing, noise monitoring, hearing protection devices, and follow up as needed. If you are uncertain if your area is involved in hearing conservation, please check with your supervisor.

SIA currently has a noise reduction rating, or NRR, in the range of 25-33 decibels. The NRR describes the average sound level reduction provided by a hearing protection device in a laboratory test. For each Associate's safety, there are many styles of hearing protection devices offered at SIA.

Hearing protection devices are available from your crib. Employers are required to monitor noise levels and provide annual testing to those who are exposed to noise levels at or above 85 decibels averaged over eight working

















Chef Ito's Omakase Course \$70+tax / person  $\sim$ \$59.5 ~ Aperitif, Amuse, Appetizer, Sashimi , Main Dish, Seasonal Sushi and Dessert



He started as an apprentice at the Verbie Hotel in Fukushima. At this awardwinning, high-end Auberge-style hotel, he specialized in Japanese and French Later, his skills and talent provided him an opportunity to work as the head chef

prepared and cooked for high-profile dignitaries. In 2002, Chef Ito moved to the United States to work at the Consulate of Japan. He worked as the head chef in Atlanta, New Orleans and Chicago. During this

for the Ambassador of Japan in Germany. At the Embassy of Japan in Berlin, he

In 2011, Chef Ito was recognized with commendations by Japan's Ministry of Foreign Affairs.

time, he prepared meals for both dignitaries and celebrities

HEISEI JAPANESE RESTAURANT

907 Sagamore Parkway West Lafayette IN 47906 TEL: 765-463-1682 heiseijapanese@gmail.com

Monday - Friday 11:30 AM - 1:30 PM / 5:00 PM - 9:00 PM Saturday 5:00 PM - 9:30 PM (Closed on Sunday)

HEISEI JAPANESE RESTAURANT **SIA SPECIAL COUPON** 

#### **COMING SOON**

#### 2019 Fall Kaizen Competition **Theme: Quality**

Sept. 26 at 2:45 - 4:15 p.m.

Format
SIA Manufacturing Way = TPM Methods (Continuous Improvement, Kaizen Mindset, PDCA)

- Presentation will consist of a Quality Improvement Kaizen
- Presentation Time: 12 minutes
- Presenters: Two presenters and an optional PowerPoint assist person

#### Elimination Rounds: Aug. 20 in the TPM Office

Elimination Rounds will include: Stamping, Body, Paint, Trim, Engine, Materials, IPC, SQA, and any Administration Areas

#### Main Event on Sept. 26 in the Training Center Auditorium

- Top Five Kaizen winners from the elimination rounds will present.
- 1st, 2nd and 3rd Place Ribbons will be awarded at the end of the competition, and the winning team will get to compete in the annual SBR Company Wide Competition on
- There will be a drawing for a Subaru vehicle for a month for three SIA Associates that are present.





TPM Contact: Bob Burthay ext. 6351

Subaru of Indiana Automotive Lafayette, IN USA

|          |         |                    |                     |                    | YTD                | End of             |
|----------|---------|--------------------|---------------------|--------------------|--------------------|--------------------|
|          |         | Actual             | Projected           | Sch. YTD           | Total              | Month              |
| oduction |         | 8/5/19-<br>8/11/19 | 8/12/19-<br>8/18/19 | 1/1/19-<br>8/11/19 | 1/1/19-<br>8/11/19 | 8/1/19-<br>8/31/19 |
|          | Legacy  | 168                | 347                 | 19,224             | 19,247             |                    |
|          | Outback | 844                | 2,050               | 112,218            | 112,493            |                    |
|          | Impreza | 2,219              | 1,800               | 44,679             | 45,478             |                    |
| <u>a</u> | Ascent  | 690                | 1,688               | 51,578             | 51,355             |                    |
|          | Total   | 3,921              | 5,885               | 227,699            | 228,573            |                    |

| mo            | nday  |                                 | JAPANESE RESTAURANT   |  |  |  |
|---------------|---|---------------------------------|---|--|--|--|
|               | Sausage & Egg Biscuit Chicken Curry   | \$ 2.99<br>\$ 3.99              | 1. +  |  |  |  |
|               | Hot Dog Bar *Value Chicken Nuggets*   | \$ .40/oz<br>\$ 2.49            | 万人  |  |  |  |
| soup          | Chef's Select   |                                 | HEISEI  |  |  |  |
| tue           |   |                                 |   |  |  |  |
| FIT market    | Breakfast Quesadilla<br>Revolution Noodle<br>Circa 68 Breakfast Bar                       | \$ 2.99<br>\$ 6.99<br>\$ .44/oz | Monday:<br>Curry & Rice   |  |  |  |
|               | *Value Ham and Cheese*<br>Chef's Select   | \$ 2.49                         | Katsu Curry & Rice<br>(pork cutlet on curry & rice)                   |  |  |  |
| we            | dnesday   | Tuesday:<br>Ramen               |   |  |  |  |
| FIT           | Cinnamon Rolls<br>Peach Pork Loin<br>Boneless Wing bar                                    | \$ 1.99<br>\$ 3.99<br>\$ 5.99   | Karaage & Rice<br>(fried chicken & rice)                              |  |  |  |
| ■■ grill      | *Value Corn Dogs* Chef's Select   | \$ 2.49                         | <b>Wednesday:</b><br>Gyu Don  |  |  |  |
|               |   |                                 | (sweet beef on a bed of rice)  Karaage & Rice  (fried chicken & rice) |  |  |  |
|               | rsday   | 4000                            | (Inea criickeri a rice)   |  |  |  |
| FIT           | Roasted Pork and Egg White Croissant<br>Beef and Broccoli<br>Taco Bar with Puerco Adovado | \$ 3.99<br>\$ 4.59<br>\$ .40/oz | <b>Thursday:</b><br>Katsu Don   |  |  |  |
| grill<br>soup | *Value Buffalo Chicken*<br>Chef's Select  | \$ 2.49                         | (fried pork on a bed of rice) Karaage & Rice (fried chicken & rice)   |  |  |  |
| frid          | friday  |                                 |   |  |  |  |
| FIT           | Kickin Chicken Sandwich<br>Sushi Rolls With Tempura Vegetables<br>Pasta Bar               | \$ 4.29<br>\$ 7.99<br>\$ .40/oz | Gyu Don<br>(sweet beef on a bed of rice)<br>Noodle                    |  |  |  |
| grill         | Taco Quesadilla<br>Chef's Select  | \$ 3.99                         | (Japanese soba or udon)   |  |  |  |
|               |   |                                 |   |  |  |  |