



SUBARU of INDIANA AUTOMOTIVE,

update

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SIA Contributes 7% To Associate 401(K) Accounts

On April 5, SIA contributed an amount equal to 7% of base pay/salary to the retirement account of eligible Associates for plan year 2018. The 7% tied the highest percentage that SIA has ever contributed.

So, how much money is needed to retire? The answer generally depends on your retirement goals. If you want to travel the world or buy that condo near the ocean in Florida, you need to save more. If you just want to cover your expenses and have a little extra spending money, you may not need as much. The financial industry has several benchmarks to assist in determining your "number."

Most financial advisors suggest that your retirement income should be anywhere from 60 to 80% of your final pre-retirement salary using a combination of savings, investments, Social Security and other potential income sources. The internet contains a plethora of retirement savings calculators that allow you to plug in different assumptions based upon your unique situation to roughly calculate the needed amount. Vanguard has a handy tool on its website to help you determine how much you should save, and Fidelity offers a simple rule of thumb—save 10 times your annual income by age 67. In any event, you should be able to closely ballpark what you will need to save.

After crunching the numbers, you may be thinking to yourself that saving that much money sounds daunting. How do I get there? We again turn to the experts for advice. Many financial planners suggest that you save 10 to 15% of your annual income starting in your 20s. Some shoot a little higher, recommending the 50/30/20 rule—50% of your income to necessities, 30% toward discretionary items and 20% to retirement savings.

Fortunately, SIA's retirement and matching contributions, along with your own deposits, get you most, if not all, the way there. By example, let's say that you auto-enroll into the plan at a 6% contribution. SIA matches 50% of the first 6% that you save, then adds the 7% retirement contribution. Voila! You are already at a 16% savings rate (your 6% + 3% SIA matching + 7% SIA retirement contribution) and well on your way to a satisfying retirement.

Ultimately, the key to enjoying your golden years is to use SIA's generous pay and benefits to your advantage. Former SIA Associates can attest that the package works well. During 2016-2018, 180 Associates retired from SIA and another 38 have joined their ranks so far this year. You can do it. Of course, SIA's ability to maintain our outstanding compensation depends upon continued success. We must continue to build high quality vehicles that meet our customers' demands, and it is imperative that we have a successful GC7 launch.



Doug Meyer
VP

Spring Fleet Sale Returns

Featuring 17 vehicles, the SIA Spring Fleet Sale is returning April 22-May 5 to give full-time Associates and retirees an exclusive opportunity to purchase used fleet vehicles at incredible prices. The vehicles will be sold "as is." However, additional warranty options may be available through Bob Rohrman Subaru.

Associates can submit as many as five entries to purchase vehicles (limit one entry per vehicle.) For each vehicle, there will be a random drawing from those entries, and that Associate will be given the opportunity to secure financing for the purchase.

The cars will be available to test drive in the East Entrance parking lot for the duration of the sale and will not be allowed to leave SIA property. To test drive a vehicle, stop by the Associate Services section, located on the first floor in the Admin area, April 22-May 5 and speak with Scott Bailey. Additionally, test driving will be available on Saturday, May 4 from 10 a.m.-2 p.m.

This is a perfect opportunity for Associates to experience first-hand the true value of a Subaru at the best price available. For questions, contact Scott Bailey at scott.bailey@subaru-sia.com or ext. 6847.



Time is running out to use the Associate discount code for the Subaru Color 5K. Register by April 30 with code SIAEMP2019 for a reduced fee of \$30.

With registration, you receive an event drawstring bag with an event T-shirt and Fandana. Additionally, this year's event will feature an all-new 5K course, medals for fastest runner in each age group—and more color! Proceeds benefit Special Olympics Indiana, which enables kids and adults with special needs to compete in a variety of sports.

Subaru Color 5K Saturday, June 15

subarucolor5k.itsyourrace.com
Use discount code SIAEMP2019 to save \$5,
if you register by April 30



Subaru Hosts Students In Action Competition

SIA is a proud partner of Multiplying Good (formerly the Jefferson Awards Foundation), a national organization that promotes and celebrates civic service.



As a part of this program, 15 Tippecanoe County schools participated in Students in Action this year. This program teaches students how to organize volunteer and fundraising efforts that will affect change in their communities. On April 11, six of these schools presented their year's work in a competition in SIA's Training & Reception Center. Silver and gold banners were presented based on the students' impact, organization, the delivery of the presentation, the engagement of other students and community organizations, and how well they connected to the needs of the population. All the schools did a great job, but McCutcheon won with their program that supported multiple organizations, including YWCA's emergency shelter for women and the Big Brothers Big Sisters backpack program.

Subaru Serves Ceremony Honors Associate Volunteers

On April 15, SIA hosted its second annual Subaru Serves Outstanding Volunteer Award Ceremony. The awards are in conjunction with SIA's partnership with Multiplying Good, formerly the Jefferson Awards Foundation.



The Jefferson Awards for Public Service are national awards to recognize outstanding community service. Every winner received a Jefferson Award medallion, and the top award winner will participate in a national competition and ceremony in Washington, D.C. in June.

Julie Cole, Brett Dixon, Corrina Keller, Scott Riggins and Jill Shambaugh each won the Outback Award, which included a \$1,000 grant for their nonprofit. John Hunter won the Legacy Award, which included a \$2,500 grant for Servants at Work, which builds ramps for people in need.

For more information about Subaru Serves, or how to get involved, contact Sarah May at sarah.may@subaru-sia.com or ext. 6895.

Subaru STARS Award Presented at Eco-Science Fair



On April 12, for the fourth consecutive year, SIA served as the title sponsor of the Eco-Science Fair at the Indiana State Museum.

More than 100 students across central Indiana brought sustainability-themed science projects to compete in the event. In addition to grade-level awards from the museum, representatives from SIA's environmental team judged and awarded one project with the Subaru STARS Award. The award includes a plaque and a \$3,000 grant from SIA for the student's school. This year's winner was Abigail Kemper of Fishers Junior High. Her project compared the maximum electricity generated between a stationary and a moving solar panel.

Recycling Day June 15 8:00 am - 12:00 pm SIA South Parking Lot

Accepted

- Electronics (computers, televisions, cell phones, microwaves)
- Caustics/Cleaning Agents
- Batteries
- Pharmaceuticals (no sharps)
- Paints and Solvents
- Automotive Waste (used motor oil, antifreeze)
- Pesticides
- Mercury-Containing Waste (thermometers, fluorescent lighting)
- Confidential Paper (for shredding)
- Aerosols
- Propane Cylinders

Not Accepted

- Dehumidifiers
- Air Conditioners
- Refrigerators
- Wood Console TVs
- Large Appliances
- Items Containing Refrigerants



First United Way Golf Committee Meeting

Interested in helping the United Way Golf Outing? Volunteers are needed to help plan and organize to make this golf outing a success once again. The first meeting is on April 23 at 3 p.m. in the cafeteria and will meet every two weeks. For more information, contact Allie Louthen at allie.louthen@subaru-sia.com or ext. 6250.

Discount Tickets Available for Lafayette Aviators

Don't miss the Lafayette Aviators during their final season at Loeb Stadium. You and your family can save \$2 per ticket on every home game at lafayettebaseball.com/promo/sia.

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.

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

Donate Items for Silent Auction

Don't miss out on the Silent Auction of "treasures" in the Atrium. From April 22-May 1, items will be available for auction, including electronics, décor, items from the Child Development Center, sporting equipment from the Rec Center and more! You just never know what you might find! All proceeds will benefit a local nonprofit.

Subaru Serves Volunteers Help NICHES Land Trust



On April 16, more than 20 volunteers participated in Subaru Serves Day at NICHES Land Trust. The team helped with a variety of tasks at Peter's Mill Landing and Clegg Gardens, including trash pickup, installing new wood beams around the trails, removing invasive species, and creating drainage to divert water off trails.

Staff members from NICHES were impressed with the amount of work that was accomplished, and noted that it would have normally taken them a week, if not longer, to get everything accomplished.

Thank you to all the volunteers who took time from their day to help. If you're interested in volunteering for the next Subaru Serves Day, contact Sarah May at sarah.may@subaru-sia.com or ext. 6895.

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.

Production		Actual 4/8/19- 4/14/19	Projected 4/15/19- 4/21/19	Sch. YTD 1/1/19- 3/31/19	YTD Total 1/1/19- 3/31/19	End of Month 3/1/19- 3/31/19
Legacy	767	699	11,048	11,095		
Outback	4,241	3,055	60,157	60,650		
Impreza	1,622	1,268	18,225	18,359		
Ascent	1,747	1,340	27,549	27,563		
Total	8,377	6,362	116,979	117,667		

EUREST WEEKLY MENU

monday	breakfast Pancakes \$1.99 FIT Z'atar Greek Bar \$4.99 market Lasagna \$5.99 grill Chicken Nugget Meal Deal \$3.99 soup Broccoli Cheese Soup	HEISEI
tuesday	breakfast Breakfast Tacos \$3.99 FIT Pineapple Mango Pork Chop \$4.29 market Just Burger Bar \$4.99 grill Grilled Chicken Parmesan Sandwich \$4.29 soup Loaded Baked Potato Soup	Monday: Curry & Rice Katsu Curry & Rice (pork cutlet on curry & rice)
wednesday	breakfast Cinnamon Rolls \$1.99 FIT Steak Fajita Salad \$6.99 market Turkey Manhattan \$5.99 grill Southwest Pork Torta \$4.59 soup House Made Chili	Tuesday: Ramen Karaage & Rice (fried chicken & rice)
thursday	breakfast Kickin' Chicken Breakfast Sandwich \$4.29 FIT Nice Thai \$7.99 market DIY Mexican Bar \$.40/oz grill Cajun Bacon Cheeseburger \$4.59 soup Beef Barley Soup	Wednesday: Gyu Don (sweet beef on a bed of rice) Karaage & Rice (fried chicken & rice)
friday	breakfast Breakfast Quesadilla \$3.99 FIT Baked Ziti \$3.99 market Salmon or Chicken Caesar Salad \$6.29 grill BBQ Brisket with Bacon \$4.99 soup Clam Chowder	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)