



SUBARU of INDIANA AUTOMOTIVE

update

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2019 Year in Review



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VP

Believe it or not, we are about to close the book on 2019. I find that time seems to pass more quickly the older I get – I recall when we were talking about the perceived threats to computers from Y2K and now twenty years have zipped by. Pundits and journalists customarily use this time of year to recap the past 12 months, and in some instances forecast the coming year. My crystal ball is foggy so I will use this space to highlight significant events at SIA in 2019.

The year started with Subaru of America coming off a record-breaking December, due in large part to sales of the Ascent. SIA's focus was firmly set on launch of the new Legacy/Outback models. We pulled ahead the conversion of approximately 120 CTI Associates to full-time status so that we could train all Associates well in advance of the launch to ensure the best quality possible.

The new Legacy and Outback then debuted to considerable fanfare. The Legacy was unveiled at the Chicago Auto Show on February 7, while the Outback hit the runway at the New York International Auto Show on April 17. Both models received positive reviews from the automotive press, with one commentator saying about the Outback - "So there you have it. America's most popular wagon is back with a familiar face, a better interior, nicer engine, and more refinement than ever." High praise indeed.

In the interim, SIA achieved several major milestones. At 10:51 p.m. on April 22, the 4 millionth Subaru vehicle (a 2019 Outback) built by SIA rolled off the assembly line. After summer shutdown we immediately moved into the GC7 launch. The official launch ceremony occurred on July 29, 2019. As SIA's Senior Vice President, Scott Brand, noted: "Thanks to the hard work and dedication of our Associates, we are launching the newest generation of these two iconic models with the highest quality our customers expect." Then, we hit another seven-digit success – SIA produced its 6 millionth vehicle (remember, we use to build Isuzu and Toyota vehicles, too) on September 16, just a week after celebrating 30 years of production.

Even with all the production activities, Associates found time to contribute to the community. The Subaru Color 5K raised over \$50,000 for Special Olympics (with an assist from Alan Garner of The Hangover a/k/a Ed Wulbrecht), the Subaru CASA Cycling Challenge generated more than \$125,000 to help neglected children in Tippecanoe County, the annual blood drives helped save lives all over Central Indiana, the Walk to End Alzheimer's netted over \$100,000, and the SIA Foundation donated hundreds of thousands of dollars to fund capital grants for charitable organizations all around the state. And, of course, SIA Associates went above and beyond in contributing \$786,873.49 to help SIA cap another stellar United Way campaign.

SIA also continued to recognize and reward Associates for their hard work and dedication. Throughout the year, we recognized Associates who reached personal and professional milestones with 25 and 30-year length of service anniversary celebrations. We had a record-breaking crowd at Associate Appreciation Day, with 9,200 Associates and family members enjoying the food and entertainment. And, we just concluded another festive Breakfast with Santa, the lynchpin of our holiday events, and paid out a record-tying Holiday Gift last week.

We also encountered significant challenges in 2019 and have a full plate in 2020, but that article can wait for another day. Today, we want to recognize our achievements and thank Associates for another banner year. I hope you all have a great holiday season.

New 2020 Form W-4 to Make Changes to Federal Tax Withholdings

The IRS recently released the final version of the 2020 Form W-4, Employee's Withholding Certificate. This form is used to notify payroll of how much money to withhold from paychecks for federal taxes.

The 2020 Form W-4 goes into effect on Jan. 1, 2020 and is very different from previous versions. This is due to the federal tax law changes that took place in 2018. The Internal Revenue Service (IRS) is not requiring all Associates to complete the revised form. However, certain Associates will be required to use the new form: those hired in 2020 and anyone who makes withholding changes during 2020.

The new 2020 Form W-4 will be available outside Associate Benefits and on mySIA beginning Jan. 1, 2020.

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.



Lt. Gov. Crouch Helps Celebrate Grand Opening of New Technical Training Center

Representatives from Subaru of Indiana Automotive (SIA), along with Lt. Gov. Suzanne Crouch and workforce development partners, celebrated the grand opening of the company's new Technical Training Center with a ribbon-cutting ceremony on Wednesday.

"This facility marks a big, exciting step in the evolution of how we will educate our workforce for lifelong careers in advanced manufacturing," said Scott Brand, senior vice president of administration and quality at SIA. "In fact, it will revolutionize the way we train our current and future production Associates."

The \$4.2 million, 20,000-square-foot facility on the company's campus is twice the size of the previous technical training center that was built more than 30 years ago and features:

- **A simulated factory floor** (7,000 square feet), including:
 - Training robots
 - Assembly line simulators
 - A car lift
 - A forklift
 - Hands-on working space for the Advanced Internship in Manufacturing (AIM) program
- **Nine classrooms**, some with laboratory-type layouts, for maintenance-related training, including electricity, hydraulics, machine set-up and pneumatics
- **Two work simulation rooms** for teaching the essentials of standardized work instructions, basic tool usage, and good ergonomic work practices
- **A larger computer lab** with 24 seats for instructor-led or self-paced e-learning

"Training has always been a cornerstone of our quality strategy," said Brand. "Whether it's primary job skills, enhancing effectiveness through refresher courses, or providing access to college-level courses and degrees, we're committed to helping our Associates grow."

SIA has developed programs in conjunction with several workforce development partners, including Purdue Polytechnic Institute, Vincennes University and Ivy Tech Community College.

"Through collaborative efforts, we have made higher education a reality for many associates who would otherwise not have the opportunity," said Brand. "By improving the abilities of our Associates, they will be ready to assume the technical and leadership roles we have, both now and in the future."

Over the past 30 years, SIA has been the first U.S. auto plant to achieve a variety of environmentally-friendly milestones. In a first for the company, the Technical Training Center is also serving as a pilot project for solar energy. A rooftop solar array, featuring 364 solar panels, will provide more than half the power needed to operate the facility, while also helping cut its carbon emissions by 47%.

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.

By volunteering to donate blood, you can save 3 lives. During the Holiday season, there is a critical need for blood as there is always a shortage. Surgeries, accidents and leukemia patients still need blood and you can assist by rolling up your sleeve.

Never donated? Why not make this the year to become a blood donor, a lifesaver!

Japanese for Beginners Courses Offered in 2020

Purdue Polytechnic Lafayette will offer a four-day 'Japanese for Beginners' course on Mondays and Wednesdays from 5:30-6:45 p.m. at the Training and Reception Center. This course is open to all full-time SIA Associates. Enrollment at Purdue is not required.

This is just the first phase of the new language course offering. Additional courses and times will be offered in the future. If interested, contact Purdue Polytechnic with shift times.

To sign up, contact Jessica Hathaway at 765-496-7263 or techlafayette@purdue.edu. For questions, contact Brian Malachowski at brian.malachowski@subaru-sia.com or Nikki Sasahara at nsasahara@subaru-sia.com.

<p>Lesson 1 Introduce oneself, greetings, basic pronunciation, Katakana, numbers 1 to 10.</p>	<p>(Choose ONE group) Group 1: Jan. 13, 15, 22, 27. Group 2: Feb. 3, 5, 10, 12.</p>
<p>Lesson 2 Basic sentence structure, time, numbers 10+, more Katakana.</p>	<p>(Choose ONE group) Group 3: Feb. 17, 19, 24, 25. Group 4: Mar. 2, 4, 9, 11.</p>

Last Week for 'Holiday of Hope', 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 Shutdown & Holiday Hours

OPEN
December 23rd, 26th, 27th, 30th
7:00 am - 7:00 pm

CLOSED
December 21st, 22nd, 24th, 25th, 28th, 29th
&
December 31st - January 1st

The Rec Center will re-open with normal hours on Thursday, January 2, 2020 at 4:00 am.

There will NOT be group classes during Holiday Shutdown.

HUHOT
MONGOLIAN GRILL

BUY ONE GRILL MEAL

GET ONE FREE!
(*just show any proof of employment to your server)

Sizzling hot lunch in 30 minutes!

ALLIES of the WEEK
All SIA Employees
December 16th-December 29th, 2019

SIA ALERTS

Second Test of New Messaging System Completed

On Sunday at 1:30 p.m., SIA issued the second test alert for its new messaging system. As a result of feedback following the first test, a data syncing error that affected a number of Associates was identified and believed to be resolved. Any Associates who did not receive the alert on Sunday via the method(s) they've selected should send notification to sia.communications@subaru-sia.com.



The system is for notifying SIA, CTI and Morales Group Associates of production schedule changes and other urgent matters. 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. As a final reminder, 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.

As the fastest way to receive notification among the three available options, Associates are strongly encouraged to select text messaging as at least one of their methods to be notified. Additionally, Associates may want to add the following to their phone 'Contacts':

- SIA Plant Status Line 765-449-6333
- SIA Plant Status Alert 444-222 (yes, it's only 6 digits)

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.

Production	Actual	Projected	Sch. YTD	YTD Total	End of Month
	12/02/19-12/08/19	12/09/19-12/15/19	1/1/19-12/08/19	1/1/19-12/08/19	12/1/19-12/31/19
Legacy	874	737	31,707	31,479	
Outback	4,533	4,010	167,017	165,847	
Impreza	1,800	1,341	71,283	70,856	
Ascent	2,396	1,990	84,997	84,313	
Total	9,603	8,078	355,004	352,495	

EUREST WEEKLY MENU

JAPANESE RESTAURANT HEISEI

Day	Item	Price
monday	FIT Chicken Caesar Wrap	\$ 3.99
	market Beef Stroganoff	\$.40/oz
	grill Spicy Chicken & Rice Burrito	\$ 4.29
	soup Chef's Select	
tuesday	FIT Fajita Salad	\$ 6.99
	market DIY Noodle Bar	\$.40/oz
	grill Spicy Chicken Bacon Club	\$ 4.59
	soup Chef's Select	
wednesday	FIT Poke Bowl	\$ 6.99
	market Mac and Cheese Bar	\$.40/oz
	grill Pork Carnita Quesadilla	\$ 4.29
	soup Chef's Select	
thursday	FIT Beef and Broccoli	\$ 3.99
	market Taco Bar	\$.40/oz
	grill Cowboy Burger	\$ 4.59
	soup Chef's Select	
friday	FIT Chef's Choice	\$
	market Chef's Choice	\$
	grill Bone in wings	\$ 4.59
	soup Chef's Select	

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)