



update

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Opportunities Announced for Transfers, Pull-Downs and Conversions



Doug Meyer
VP

there's good news—we are now offering both!

There is no “one size fits all” workforce. The skills, goals, motivations and values of workers can vary from place to place. However, all workers seem to share at least one desire—the opportunity for movement and advancement.

SIA is no different. Most Associates consistently express interest to at least periodically change jobs, and 2nd shift Associates often covet a move to 1st shift. In fact, we generally receive at least one inquiry per week during the weekly President's Roundtable about when we are going to have pull-downs and transfers. Well,

SIA issued a Special Notice TIPS on Sept. 4 inviting Associates to apply for transfer and pull-down opportunities. Associates will have the chance to transfer to 1st shift preferred positions in IPC and obtain pull-downs in non-preferred areas on 1st and 3rd shifts. The general framework and eligibility criteria are explained in the TIPS and further articulated in SIA's Transfer Policy for Production Associates (30-07).

But wait, there's more! SIA is converting approximately 100 CTI Associates to full-time SIA Associates. The conversion class will occur on Saturday, Sept. 28. We are currently in the process of contacting potentially impacted CTI Associates to gather necessary information and determine eligibility. The new class will bring the total number of CTI conversions in calendar year 2019 to 320. We all recognize that this is a hard-earned achievement for CTI Associates, and they should be congratulated on their efforts. In the future, we want to implement a more reliable conversion schedule so CTI Associates can better predict when they will gain full-time Associate status.

We sometimes overlook that there are other internal career opportunities for Associates. SIA recently posted a variety of job openings, ranging from Paint Crib Attendant to Stamping Injection Operator. SIA also posted for multiple positions in the Team Leader Development Program, jobs that are open to SIA and CTI Associates.

While contemplating Associate movement within the plant we must always keep in mind the goal of maintaining a smooth and stable production process. We need to keep an appropriate balance of skill level and experience on both shifts, and in all areas, so that we can build the quality vehicles that our customers demand.

30-Year Associates Invited to Participate in Milestone Photo

This Friday (Sept. 20) at 2:30 p.m., the 160 associates who have achieved 30 years of service as of this month are invited to join SIA officers for a special photo opp in the area outside the main lobby.

In recognition of SIA's recent 30th anniversary for starting production (Sept. 11), along with production of SIA's 6 millionth overall vehicle (expected to occur on Monday of this week during second shift), a photo will be taken with both the 'Job 1' Legacy and the 'Job 6,000,000' vehicle.

In case of inclement weather, an alternate location will be announced.

Lincoln Financial Makes Website Changes

Lincoln Financial Group, which is SIA's vendor for both leave (STD/FMLA) and life insurance, recently rolled out security enhancements to My Lincoln Portal, including the debut of two-factor authentication.

Associates who have already established an online account will need to log-in before the end of October to update their login credentials. Those who do not make the update before Oct. 31 will have to re-register as a new user beginning Nov. 1.

Additionally, associates need to review or complete their electronic Life Insurance Beneficiary designation. This is the only way SIA is advised on how to allocate an associate's life insurance benefits.

To login, visit www.mylincolnportal.com. New users must enter the company code SUBARU. For questions, contact Lincoln Technical Support at 800-431-2958.



Record-Breaking Crowd Attended Associate Appreciation Day

A record-breaking crowd of 9,200 people attended this year's Associate Appreciation Day activities. The event is held annually to thank associates for their hard work and dedication, and provide their families with food and fun.

In addition to activities and rides, this year's event included music by Cook and Belle, and food catered by Nelson's. Senior Vice President Ed Wulbrecht announced the winners of 22 prizes, drawn by the officers, that included flat screen TVs, electronics, two \$500 gift cards and two \$1,500 gift cards. The event concluded with a fireworks display.

In support of Food Finders Food Bank, associates donated 9,397 pounds of non-perishable foods and contributions totaling \$2,462. This is nearly double what was given in 2018.

Due to the record crowd, lines for buses and activities were longer than in the past. Associate Services will be working on ways to reduce those going forward.

Pictures from Associate Appreciation Day can be found on mySIA. Anyone who would like to assist with the event in the future should contact Allie Louthen at ext. 6250.

Fall Kaizen Contest is Monday

Plan to attend the Fall Kaizen Contest on Thursday, Sept. 26 at 2:45 p.m. in the Training & Reception Center auditorium. The winner of this contest will go to Japan in November to the SBR annual company-wide kaizen competition. For more information, contact Bob Burthay at ext. 6351.

Canteen Announces Additional Promotion for September

Canteen has added a second promotional drawing this month and will give away five sets of four tickets to Exploration Acres. The deadline to enter is Oct. 7, to provide families time to plan their visit. This promotion will be in addition to the Lowe's gift card drawing announced last week. Everyone who enters will be entered for both drawings.

To enter (one entry per associate, please), submit a ballot in the box located at Canteen Avenue C in the main cafeteria or in Paint Shop. Ballots should include full name, work area, phone number and email address. Alternatively, the drawing can be entered by mailing the same information to:

Canteen
4632 Dale Drive
Lafayette, IN 47905

Feast of the Hunters' Moon Tickets on Sale in TeamWear Store

Tickets for Feast of the Hunters' Moon, Oct. 5-6, are available for purchase from the TeamWear Store during regular business hours. Tickets are \$10 for adults and \$5 for children 5 and older. Children 4 and under are free. SIA is the proud sponsor of the Voyager Stage at this year's event.

Register Now for Next Session of Ready, Set, Retire

Registration for the next session of Ready, Set, Retire is now open on mySIA. This session will be on Oct. 15 from 2:45-4 p.m. in Room 115 at the main building (next to the atrium.) This session will include Maria Pearson, from Henriott Group Inc., who is an expert on Medicare and supplemental health plans for individuals who are retired and age 65 or older. The session will end with Janet Winters from Social Security Administration who will talk about Social Security benefits and how to maximize your benefit.



Due to limited seating, this session will be limited to those Associates who are at or nearing age 65 and close to retirement. Spouses will not be allowed to attend due to limited space.

Registration ends Oct. 8.

Dear Subaru,

I'm not exactly sure where to begin this story, nor how to express our sincerest gratitude to Subaru of America for saving our lives, but I will do my best. Pictured below is myself standing next to the center of which my universe revolves around, my beautiful bride-to-be. This photo was taken on April 15, 2019, the day that we purchased her dream car from the phenomenal staff at Montgomery Subaru located in Montgomery, AL.

On August 7th, 2019, just under two months away from our wedding date of October 5th, we were driving to get some dinner and spend time together before I left for my bachelor trip the following day. Having only traveled a few miles from our house, we were hit head-on by a full size pickup truck that had merged into our lane. With both vehicles traveling around 50-55 mph, we were stopped instantly and our car was totaled.



All of our Outback's airbags deployed and without a doubt saved our lives. We both sustained injuries, just as anyone would in a collision of this caliber, but they were far less than they could have been had we been in any other vehicle. The superior safety features and designs that were integrated into our Outback are the reasons that life continues for my fiancée and I. Subaru has given us the opportunity to experience more of the endless joys of this world that were almost stripped away from us in an instant. I will be forever indebted to your engineers, your manufacturing team, and your overall brand for the promise and commitment of unequivocal safety and security that you all stand by. In return, I promise that you will always have a loyal customer in us and we will be replacing our Outback with another one the first chance we are able to do so.



Thank you from the bottom of our hearts. Because of you, Subaru of America, we lived and our adventure continues.

With love,

Cody P.

Vehicle Rebates Increase During September

For associates who have been waiting for the right time to purchase a Subaru vehicle, September is Tent Sale Month and the time to do it. Whether considering the SIA-built Legacy, Outback, Impreza or Ascent, or the SBR-built Forester, Crosstrek or WRX—rebates are higher this month. The offer is valid at any Subaru dealership nationwide.

The standard rebate on the Legacy, Outback, Impreza and Ascent increases from \$2,250 to \$3,250 (less tax). The standard rebate on the Crosstrek, BRZ, WRX and Forester increases from \$1,500 to \$2,250 (less tax). The Subaru Special Lease program does not change during Tent Sale Month.

Immediate family members also qualify for the increased rebate in the month of September. This includes parents, children, siblings and in-laws of SIA associates. To qualify, vehicles must be purchased or ordered during September.

To take advantage of this offer, go to mySIA and complete the VIP Referral form before visiting a dealership. Following the finalized sale, the purchase agreement must be provided to Scott Bailey in Associate Services to initiate the rebate process. For questions, contact Scott at scott.bailey@subaru-sia.com or ext. 6847.

Join SIA to Help End Alzheimer's



Did you know that every 65 seconds someone in the U.S. develops Alzheimer's disease? More than 5.7 million Americans are living with it, and there is no cure.

September is World Alzheimer's Month. A great way to help join the fight and raise awareness is by participating in the Walk to End Alzheimer's. Join Team SIA on Sept. 29 at the Rec

Center grounds. Registration will begin at 9 a.m. and the opening ceremony will start at 10 a.m.

Registration is free and a T-shirt will be provided to anyone who raises more than \$100. For more information, visit alz.org/walk or contact Sarah May at sarah.may@subaru-sia.com. As a reminder, the SIA Foundation will match nonprofit donations made by associates (up to \$100 per associate per year). The matching gift form can be found on mySIA.

Hearing Tests Continue This Week

Hearing tests will continue at SIA through Sept. 27. Details of the schedule will be communicated via email to all group leaders and managers involved in the Hearing Conservation Program.

SmartBen Unveils New Website

SmartBen has a new website at https://subarusia.smartben.net. However, the prior web address will still redirect to the new site. Additionally, associate login information has not changed.

Username: sia12345(sia + badge number)
Password: Sia01011990 (Sia + your numeric date of birth)

SmartBen
Be Smart

Production		Actual	Projected	Sch. YTD	YTD Total	End of Month
		9/2/19-9/8/19	9/9/19-9/15/19	1/1/19-9/8/19	1/1/19-9/8/19	9/1/19-9/30/19
	Legacy	428	707	20,905	20,879	1,345
	Outback	1,620	2,872	120,089	119,438	5,914
	Impreza	855	1,155	51,950	52,187	7,340
	Ascent	1,339	1,738	58,556	58,606	6,243
	Total	4,242	6,472	251,500	251,110	20,842

EUREST WEEKLY MENU	monday		JAPANESE RESTAURANT 平成 HEISEI
	breakfast	Pancakes	\$ 1.99
	FIT	Teriyaki Chicken	\$ 3.99
	market	Salmon or Chicken Caesar Salad	\$ 6.29
	grill	Value Corn Dogs	\$ 2.49
	soup	Chef's Select	
	tuesday		
	breakfast	Sausage and Egg Croissant	\$ 3.99
	FIT	Southwest Chicken Salad	\$ 5.99
	market	Meatloaf	\$ 5.99
	grill	Value Buffalo Chicken	\$ 2.49
	soup	Chef's Select	
	wednesday		
	breakfast	Cinnamon Rolls	\$ 1.99
	FIT	Poke Bowl	\$ 5.99
	market	Boneless Wings	\$ 5.99
	grill	Ham & Cheese Croissant	\$ 2.49
	soup	Chef's Select	
	thursday		
	breakfast	Philly Egg & Cheese Burrito	\$ 1.99
	FIT	Chicken & Roasted Vegetable Kabobs	\$ 6.99
	market	Taco Bar with Chicken Tinga	\$.40/oz
	grill	Spicy Chicken Bacon Ranch	\$ 4.59
	soup	Chef's Select	
	friday		
	breakfast	Breakfast Casserole	\$ 3.99
	FIT	BBQ Chicken Quesadilla	\$ 4.29
	market	Pasta Bar	\$.40/oz
	grill	Bacon, Egg & Cheddar Burger	\$ 4.99
	soup	Chef's Select	
			Monday: Curry & Rice Katsu Curry & Rice <i>(pork cutlet on curry & rice)</i>
			Tuesday: Ramen Karaage & Rice <i>(fried chicken & rice)</i>
			Wednesday: Gyu Don <i>(sweet beef on a bed of rice)</i> Karaage & Rice <i>(fried chicken & rice)</i>
			Thursday: Katsu Don <i>(fried pork on a bed of rice)</i> Karaage & Rice <i>(fried chicken & rice)</i>
			Friday: Gyu Don <i>(sweet beef on a bed of rice)</i> Noodle <i>(Japanese soba or udon)</i>