Honda's 20 Millionth U.S. Auto Production Milestone
Some thoughts on some current activities……..

The winter of 2014. Wow, this has been one perhaps we will long remember, and the record books will identify it for setting records for cold temperatures and snowfall. For me, what I will remember the most is the commitment of HTM associates to maintain our production schedule. Even on the coldest of days, associates arrived in force and ready to build our products to satisfy our customers. And for that, I say a big “thank you” to all HTM associates.

Dreams turn to reality. More than three years ago, 2 HTM associates (Joe Wauben, Operations Planning Dept. and Dave Schmitt, 4WD P/L for X-62) took the initiative to conduct a feasibility study for renewable energy (RE) application for HTM. In line with our company’s goal to reduce CO2, they studied RE applications including solar, bio-mass, geothermal and wind. Through the study, it was determined that this location (one of the highest elevation in Ohio) and the prevailing wind conditions would provide a viable source of electric generation for our facility. That was the first step. Next, over an approximately two year span, they coordinated business arrangements with Con Ed / RP Wind (turbine owner ) and Buckeye Power / Logan Co. Electric Co-op (HTM electric provider): commissioned environmental, wind noise and shadow flicker studies: met with neighbors and Washington Township officials: and confirmed installation plans and schedule. Finally, through their efforts and persistence, on December 28,2013 the turbines began operation and their dreams became reality.

We are very proud of this initiative and believe this to be the first automotive manufacturing facility to obtain a substantial amount of electricity from wind turbines located on its property.

Past president visit to HTM. On March 5th, Yuji Takahashi, previous president of HTM, visited to HTM. ( It has been approximately two years since Yuji left HTM for his current assignment as General Manager of Mss). Yuji had the opportunity to tour our facility and meet with several associates. His comments included notation of all the changes to our facility and he expressed his confidence (and expectation) in the HTM associates’ capabilities to become our leading transmission company.

Industry update, sales results through February 2014. The U.S. market continues to remain strong, at a 15.3 million average annual sales rate. American Honda sales results were -7% for the month and -4% year to date, as compared to February 2013. Best seller in top 10 is the Accord (no. 8). Inventory of Accord L4 (equipped with CVT) is at 99 days, Accord V6 (6AT) at 96 days and CRV (5AT) at 72 days (ideal level is between 45 ~60 days). The good news is, historically, Honda sales continue to increase through the Spring and Summer. Let’s be hopeful of this trend.

Best regards to all.
HAM / HNAS President and Chairman of HTM’s Board of Directors, Hide Iwata, made his farewell visit to HTM April 2nd. Mr. Iwata will return to Japan as Senior Managing Officer of Honda Motor Co., Ltd. and will retire late June 2014.

Mr. Iwata’s final comments to HTM:
• *I appreciate all of the great effort HTM associates made to achieve good production of the CVT Transmission.
• *I expect HTM to continue to play a great role in North America.

Mr. Iwata presented 2 Plant Awards to HTM: In recognition for excellence in Quality and Environmental improvements, HTM received two awards from Mr. Iwata in his final visit. These were 2 of only 7 awards issued to Honda plants in North America.
Honda Production Milestones in America

20 MILLION VEHICLES BUILT IN THE U.S.

Using domestic and globally sourced parts

3/20/2014

Honda

The Power of Dreams

94%

Of all Honda and Acura vehicles sold in the U.S. in 2013 were made in N.A.

Did you know?

Honda has been building cars in the U.S. for more than three decades

#1

More Accords were built in the U.S. in 2013 than any other car in America

Honda Currently Builds 11 Different Honda and Acura Models in the U.S.

- Honda Civic
- Honda Accord
- Honda Crosstour
- Honda CR-V
- Honda Pilot
- Honda Odyssey
- Honda Ridgeline
- Acura ILX
- Acura TL
- Acura RDX
- Acura MDX

Honda Auto Production in America

- 7 U.S. Manufacturing Facilities
- Ohio: 3
- Alabama: 2
- Indiana: 1
- Georgia: 1

18,300 Associates

Employment at these Plants

Fun Fact:

20 Million Vehicles Built in the U.S.

...that is enough vehicles to reach back and forth more than 20x’s between the Statue of Liberty and the Golden Gate Bridge !!!

20x’s

Honda of America Mfg., Inc.

Marysville Auto Plant

11.4 Million Vehicles

East Liberty Auto Plant

4.75 Million Vehicles

Anna Engine Plant

Engines

Honda Manufacturing of Indiana, LLC

Honda Manufacturing of Alabama, LLC

Honda Precision Parts of Georgia, LLC

Honda Transmission Manufacturing of America, Inc.

Number of vehicles reaching across U.S. based on average length of current U.S. built Honda and Acura vehicles.
Plant Shutdown (Weather or Emergency)

In the event severe weather or other conditions require the shutdown of plant operations, associates may obtain information by calling the HTM Plant Status line at (888) 237-3307.

See the Plant Shutdown (Plant Emergency) matrix on page 21 of the HTM Associate handbook.

HTM does not use the radio or news media to notify associates that the plant will be closed and you must contact the HTM Plant Status line for accurate information.
New M-case machining line installation is complete.

Chip Drag Conveyor is complete

ALMC M-case line installation is complete. The line will soon produce Mission Cases for the 2015 CRV. Line 1 TC Case line was modified to produce the TC Cases. Trial events have begun and will continue for the next couple of months. The Line 4 Case Washer is being manufactured and will be installed soon.
New 2500 Ton #3 Casting Machine installation is complete.

Deburring Automation Line is currently being installed.

High Pressure Die Cast 2500 ton casting machine #3 installation is now complete. It will allow additional capacity for CVT Mission Cases to support the 15 Model CRV. A new automated deburring line is partially installed and will be finished before July shutdown.
Assembly Line 4 is now completely installed and trial events have begun and will continue for the next couple of months. Line 4 will produce CVT transmissions for the 2015 CRV.
From July 23rd~Sept. 26th, 2013, HTM held our very first on-site Japanese Classes with 31 Associates completing the 10 week pilot program. As shown below, a wide variety of topics were covered, including background to the language as well Japanese culture. From this activity, a study is being done on how to have a more formal language program next year. Thanks to all who committed their time to make this a success - look forward to future classes!!

**Week 1:**
- Basic sounds
-Greetings

**Week 2:**
- Business card etiquette
- Simple words & phrases

**Week 3:**
- Numbers
- Sentence structure

**Week 4:**
- Action sentences
- Question & answer

**Week 5:**
- Counters
- Write introduction speech

**Week 6:**
- Telling time
- JPN business trip experiences

**Week 7:**
- Writing practice
- Living in JPN experiences

**Week 8:**
- Words & phrases for shopping & traveling
- US & JPN culture comparison

**Week 9:**
- Students practice introduction speeches
- Class survey & feedback

**Week 10:**
- Students give introduction speeches
- Completion - student recognition !!

[Regrettably, no picture was taken of Class 3]
The spline check process required repetitive wrist movement of a heavy tool (4 pounds). The tool itself consisted of an actual gear, which had sharp edges and short handle, causing an additional safety concern.

Estimated cost of project is $1,000 which included prototype #4 tool. With in-house resources, we were able to reduce project Cost to $480, with the first three prototypes made by associates. We were able to stay under cost estimate.

- The potential for low back problems is related to lifting of 5 gallon cleaner jugs for mission & torque converter washing machines.
- There are 4 affected associates & 1 affected contractor carrying 40 lb. jugs of cleaner 200 ft. from bulk cleaner tote to parts washing machines every day.

- Added water-powered, non-electric chemical injectors to incoming water piping to enable metered chemicals to be added to tanks at the same time as water is needed.
- Added 55 gallon drums on drum dollies that can easily be pushed to bulk cleaner tote for refilling.
The internationally recognized **Ergo Cup**® competition, sponsored by the Applied Ergonomics Center of North Carolina State University and presented by IIE, provides an exciting opportunity for companies to highlight their successful ergonomic solutions. Any organization that can demonstrate an effective ergonomics solution or education initiative within the last 24 months is eligible to compete. The general theme across all Ergo Cup categories is innovation.

What is the Ergo Cup®?
The goal of this competition is to recognize and encourage the development of innovative ergonomics, countermeasure activities, and ergonomic program improvement initiatives at HTM. All associates who can demonstrate an effective ergonomics countermeasure activity or ergonomics program improvement initiative implemented since March 2012, (and have not entered the same project in previous HTM Ergo Cup team selection activities) are eligible to compete in this year’s event.

There are 3 Ergo Cup Categories – **production team-driven workplace solutions**, **engineering-driven workplace solutions**, and **ergonomics program improvement initiative**. The general theme across all Ergo Cup categories is innovation. Innovation is defined as “a new device or process created by study and experimentation”. Consequently, we will not consider off-the-shelf improvements, even if they are great ergonomics countermeasures and generate an excellent return on investment.

* **Team-driven workplace solutions** – associates whose primary responsibilities involve production and/or maintenance conducted at least 75% of the problem-solving effort (problem identification, assessment of the issues, improvement definition, implementation and refinement). In-house safety/ergonomics or engineering staff members may have provided some technical support, but production and/or maintenance team members performed the bulk of the activities.

* **Engineering-driven workplace solutions** – in-house engineers and technical staff conducted at least 75% of the problem-solving effort (problem identification, assessment of the issues, improvement definition, implementation, and refinement.) While external consultants or vendors may have provided some technical support, in-house resources performed the bulk of the activities.

* **Ergonomics Program Improvement Initiative** - associates completed a planned process (i.e. a series of activities driven by learning objectives) that results in specific knowledge or skills related to ergonomics problem solving. The initiative should lead to activities that improve ergonomics in the workplace.
Honda Transmission Associates Reach 20 Year Milestone

In Adopt-A-Highway program

Sidney (Monday, March 17, 2014) – The Ohio Department of Transportation District 7 would like to recognize the Honda Transmission Associates for two decades of service with the Adopt-A-Highway program. The group picks up litter along a stretch of State Route 274 in Logan County.

The program is open to all Honda Transmission associates. The president of the company also participates when possible. Last year they even adjusted the time of one of their clean ups so their second shift associates could participate.

The company has also adopted sections of State Route 235 and State Route 708, as well as Washington Township Road 61 to ensure all roads surrounding Honda Transmission Manufacturing are cleaned. They also try to help the Logan County Solid Waste District with additional clean ups of county roads when possible. The group typically has seven to sixteen members participating in each clean up. It takes about two hours to clean both sides of SR 274. They conduct clean ups four times a year and usually collect about 23 bags of trash each time.

The group was originally signed up by Randy Fry after he noticed the need to clean up the highway. Fry lives on the stretch of road that the group cleans. Chairperson Lee Sanders, Ken Campbell, Julie Preston and Bob Dummiere are some of the associates who have been involved the longest.

After one Great American Clean Up, the group held a pizza party. Sanders says, “It was a cold, windy day and right at the end it started snowing. We were so happy it waited until the end, so we celebrated.”

ODOT, District 7 expresses its sincere gratitude and appreciation to the Honda Transmission Associates for their service and dedication. Our appreciation also goes to all of the Adopt-A-Highway volunteers who have maintained their adopted roadsides.

Groups interested in adopting a highway may find information about the program on District 7’s website, http://www.dot.state.oh.us/districts/D07/adoptahighway. Groups may also contact District 7’s Adopt-A-Highway Coordinator Joyce Wolfe at joyce.wolfe@dot.state.oh.us or by calling (937) 497-6801.
While they may look like your ordinary family, the Robinson’s story is anything but ordinary. Dustin and Keri Robinson have four children in their Mt. Victory household; two biological children and two older siblings to whom they have opened their home. Both sets of children have their own story. Lennon (5) and Lott (3) Robinson have Autism. Zach (16) and Faith (12) Jenkins come from a troubled home life. Together, they have combined to create one big family. Dustin is an employee of Honda Transmission, in Russells Point, while Keri is a stay-at-home Mom.

Lennon and Lott were diagnosed with Autism in 2012, but the signs were there earlier on. Both are considered non-verbal. The biggest change with Lennon was noticed after his 12 month vaccinations. For the first year and a half, he was developing normally, but that’s when things took a downward turn. He could say a few words, but after the first year and a half, he just regressed, quit talking, and wouldn’t play with you. Eye contact was non-existent. Lott’s case was a little more uncertain. Right around the time he was supposed to start talking, he wasn’t talking.

The challenges of Autism are life changing. Every parent faces the struggle of getting their children to eat. It is more difficult for Autistic children due to the texture issues associated with Autism. Children diagnosed with Autism struggle with perceived unwritten social rule and social cues that direct others through life’s daily tasks. Days can be filled with tantrums, frustrations, and meltdowns. Keri takes the children to a center in Wapakoneta three days a week for ABA (Applied Behavior Analysis) therapy, which has made a difference. There have been significant improvements.

Despite what may seem like a chaotic environment to the outside observer, the Robinson household feels quite normal to them. The boys having Autism has changed Dustin’s outlook on life. Nothing is taken for granted, and what may seem like the smallest developments for some parents can be a gigantic step for the Robinsons.

While having their eyes opened to the world of Autism, Dustin and Keri also were awakened to the plight of Zach and Faith. They were living in a home with no water, heat, or electricity. Dustin met Zach through his position as the Ridgemont Junior High basketball coach. About 2 weeks into practice, Zach asked Dustin if he could shower at their house. Zach went on to explain that they hadn’t had running water for 3 months. Another incident happened that led Dustin to believe that Zach and Faith had no food at home and at times, no supervision. Dustin then invited Faith to stay with his wife, Keri, while Zach was at practice. The Robinsons met Faith for the first time at Thanksgiving in 2012. From that point on, the two siblings started staying with the Robinson family. It was a huge relief that Zach didn’t haven’t to worry about the welfare of himself and his sister.

The Robinsons received temporary custody of the children through the Logan County Children’s Services and the court system. Coming from the lifestyle the two grew up in, the couple said that they are amazing kids. The two are also quite intelligent as both have been on the honor roll every time since joining the family.

The transition was easier for Zach and Faith, however, for Lennon and Lott it was a more difficult transition. The biggest step was for Lennon to let them into his world because it is so hard to get into his world. Now, he allows the two siblings in. Now, as one big family, Zach and Faith consider Lennon and Lott their brothers, and Dustin and Keri as their parents and the feeling is mutual.
Mike Fagan, Division Manager of the Company Services Division and a 2013 recipient of the John Geese Memorial Scholarship, was recently recognized at James A. Rhodes State College for academic excellence by being inducted into Alpha Beta Gamma and Phi Theta Kappa honor fraternities. Mike is pursuing a degree in Human Resource Management and will graduate from Rhodes State this September. He will then transfer to Franklin University to complete his Bachelor’s degree.

The purpose of Phi Theta Kappa is to recognize and encourage scholarship among two-year college students. To achieve this purpose, Phi Theta Kappa shall provide opportunity for the development of leadership and service, for an intellectual climate for exchange of ideas and ideals, for lively fellowship for scholars, and for stimulation of interest in continuing academic excellence.

Alpha Beta Gamma® is an International Business Honor Society established in 1970 to recognize and encourage scholarship among two-year college students in business curricula.
Do you or your spouse volunteer a minimum of 50 hours to an eligible 501(C) (3) organization?

HTM will give that non-profit organization a $200 check per 12 month period, on behalf of you and your spouse for volunteering!

What a way to support and help out your community.

“Dollars for Doers”

25 HTM Associates and their spouses participated in the HTM Hero Program in the 90Ki. Associates volunteered their time to a non profit organization supporting counties throughout Ohio.

ONE person can make a difference
ONE hour can change a lifetime
ONE act of kindness can impact a life forever
ONE community can touch the world

For questions, please contact Julie Preston at 63900
Happy Retirement!

Randy Sprouse
Hire Date: 10/4/1982
End Date: 3/1/2014

Steve Mortimer
Hire Date: 11/15/1982
End Date: 3/1/2014

Ted Webb
Hire Date: 1/3/1983
End Date: 4/1/2014

Bill Thompson
Hire Date: 2/14/1983
End Date: 3/1/2014

Mike Stevenson
Hire Date: 3/14/1983
End Date: 2/28/2014

Jeff Tevis
Hire Date: 5/23/1983
End Date: 2/28/2014

Congratulations!
Happy Retirement!

Sheila “Yvonne” Vermilye
Hire Date: 7/18/1983
End Date: 2/7/2014

Paul Kleinfelter
Hire Date: 12/12/1983
End Date: 1/6/2014

Bruce LeVally
Hire Date: 2/16/1984
End Date: 3/1/2014

Gary Smith
Hire Date: 3/5/1984
End Date: 3/1/2014

Charlie Dalrymple
Hire Date: 9/6/1984
End Date: 3/1/2014

Larry Webb Sr.
Hire Date: 3/18/1985
End Date: 2/28/2014

Congratulations!
Happy Retirement!

Teresa Voss  
Hire Date: 6/23/1986  
End Date: 2/28/2014

John Staley  
Hire Date: 1/26/1987  
End Date: 2/1/2014

Hebert Wright  
Hire Date: 1/6/1992  
End Date: 2/17/2014

Gregg Horn  
Hire Date: 11/7/1996  
End Date: 2/16/2014

Fred Brackney  
Hire Date: 11/18/1999  
End Date: 3/1/2014

Congratulations!

Enjoy!
We have completed the 12 Week long weight loss challenge, here are the results:

Winner: Gregory Potteiger (-35lbs)

Individuals entered: 79

Total Weight: 16990 pounds

Weight Lost: 773 pounds

Percentage lost: 4.50%

Leaders Board % Lost
1. 15.1
2. 14.2
3. 13.6
4. 12.2
5. 12.3
6. 10.9
7. 10.0
8. 9.5
9. 8.4
10. 8.2

Winners:
Fat Boys (Matt Gross/Chuck Downing)
-93lbs/17.5%

Teams entered: 44

Total Weight: 19891 pounds

Weight Lost: 1408 pounds

Percent lost: 7.10%

Leaders Board % Lost
1. Fat Boys 17.5
2. Thick & Thin 14.0
3. Not Going to Happen 13.0
4. Chubs 10.9
4. 4WD Fat Boys 10.9

Workout Card Drawing
Winners:
Heather Holland (6 Week)
Greg Horne (12 Week)
New Additions to the Family

Zane Levi Kandel
Born: 5/8/13
Weight: 8lb 10 oz
Son of Ben Kandel
Ben works in Prod. Control

Parker James Evans
Born: 8/13/13
Weight: 5 lb 12 oz / 20.5" Long
Son of John Evans - RSG and Jill Watercutter - AP Line 2

Leighton Marie Miller
Born: 8/30/13
Weight: 8 lb 4 oz / 19" Long
Granddaughter of Lanee & Becky Moon
Lance works in AP #1

Jack Randall Miller
Born: 10/17/13
Weight: 8 lb 11 oz / 21 1/2" Long
Grandson of Lisa Miller.
Lisa works in M.I.S.

Hayden C. Baxley
Born: 7/5/13
Weight: 7 lb 8 oz / 21.5 " Long
Son of Whitley Baxley
Whitley works in AP, CVT

Kaylee Nicole Hurley
Born: 11/15/13
Weight: 5 lb 4 oz / 17 1/2" Long
Daughter of Joe & Nikki Hurley
Nikki works in Proc. Receiving NM
New Additions to the Family

Remi LaRue Kovatch
Born: 5/2/13
Weight: 7 lb 5 oz / 21” Long
Granddaughter of Cathy Brown
Cathy works in AP Line 1

Preston Samuel Burchett
Born: 4/24/13
Weight: 5 lb / 17.5” Long
Daughter of Travis & Kristin Burchett
Travis works in AP Projects

Cambria Paige Decker
Born: 7/15/13
Weight: 7 lb 14 oz / 19 ½” Long
Granddaughter of Koji (Nishi) Nishizuka
Koji works in the ATM Division

Courter David Schwieterman
Born: 2/10/14
Weight: 9 lb 1 oz / 21.5” Long
Grandson of Lew & Jenny Warbington
Jenny works in Administration

Cooper Shipley
Born: 7/5/13
Weight: 6 lb 7 oz / 20” Long
Grandson of Tabitha & Matthew Klingler
Tabitha works in Prod. Control

Myles Pugh
Born: 12/12/13
Weight: 7 lb 5 oz / 21” Long
Grandson of Joe & Robin Tominello
Joe works in HPDC
Benjamin Gordon Reed  
Born: 9/5/13  
Weight: 6 lb 1 oz / 18" Long  
Grandson of Jim & Heather Reed  
Jim works in Procurement/Mass Prod.

Sophia Rayleen  
Born: 9/4/13  
Weight: 8 lb / 20" Long  
Granddaughter of Debi Wallace  
Debi works in AP

Sophia Madeline Thompson  
Born: 8/23/13  
Granddaughter of Gloria Hilterbrand  
Gloria works in the Quality Dept.

Tucker Lowell Tapman  
Born: 2/16/14  
Weight: 8 lb / 11 oz 21" Long  
Grandson of Becky & Ed McGowen  
Becky works in Purchasing

Maddison Joann Clary  
Born: 7/2/13  
Weight: 4 lb 10 oz / 17" Long  
Granddaughter of Kim Lennon  
Kim works in Administration
New Additions to the Family

Gavin Christopher Purcell
Born: 2/11/14
Weight: 7 lb 15 oz / 20.9” Long
Grandson of John Purcell,
John works in Procurement MP

Everly Blythe Jenkins
Born: 3/28/13
Weight: 8 lb 14 oz. / 20” Long
Granddaughter of John Purcell,
John works in Procurement MP

Joel Burnside
Born: 2/13/14
Weight: 5 lb 5 oz. / 18” Long
Grandson of Marlee Parker,
Marlee works in Procurement MP

Emma Marie Kuhn
Born: 3/1/14
Weight: 6 lb 13 oz. / 21.5” Long
Daughter of Jason & Megan Kuhn
Jason works in New Model Center

Meadow Mae Predmore
Born: 12/15/13
Weight: 3 lb 10.5 oz. / 16.5” Long
Granddaughter of Greta Backus
Greta works in Market Quality

William Ryan Johnson
Born: 3/30/13
Grandson of Sam Johnson
Sam works in ATG/Heat Treat
New Additions to the Family

Cameron David Stachler
Born: 12/3/13
Weight: 5 lb. 8 oz. / 18” Long
Son of Grant Stachler
Grant works in QSG

Brenna Alison Monroe
Born: 7/9/13
Weight: 7 lb. 8 oz. / 20” Long
Daughter of Kristen Hefner,
Kristen works in Production Control

Whitley Ann Smith
Born: 3/14/14
Weight: 7 lb. 7 oz. / 19” Long
Granddaughter of Don & Deb Reed
Don works in AP Line 1

Tristan Scott Allender
Born: 9/20/13
Weight: 8 lb. 6 oz. / 20 1/4” Long
Grandson of Mark & Rena Allender,
Mark works in ATG S Rank Gear

Neil Kaufman
Born: 9/5/13
Weight: 8 lb / 6 oz. / 21.5” Long
Son of Craig & Maria Kaufman
Craig works in AP MVB/Shaft line

Ariana Brielle Hughes
Born: 3/19/14
Weight: 7 lb. / 18” Long
Granddaughter of Robyn Ruble,
Robyn works in Production Control
Welcome to Honda Transmission
New Hires

February 2014
2/24/14  Ben VanVoorhis - AP
2/24/14  James (Andy) Cook - 4WD
2/24/14  David Turner - AP

March 2014
3/31/14  Chris Guffey - HPDC

Congratulations!

Upcoming Events

April 13, 2014 - Children's Easter Party
April 20, 2014 - Easter Sunday
April 24 & May 29 - Blood draws
May 22, 2014 - NH Circle Main Event
May 26, 2014 - Memorial Day
June 4 ~ 11 - HTM Fleet Sale

August 15 - All HTM associates need to complete their Wellness Points by this date.
( * Remember, associates get 15 pts for blood draws and 10 pts for completing the Simple Steps Health Assessment)