



DEFIANCE, OHIO




December 14, 2023

POWERNEWS

Defiance Mission Statement...

"ONE TEAM - INNOVATING THE FUTURE"

On this day in history (December 14)....

- 1793 1st state road authorized, Frankfort, Kentucky, to Cincinnati
- 1798 David Wilkinson of Rhode Island patents a nut & bolt machine
- 1819 Alabama admitted to Union as 22nd state
- 1836 The Toledo War unofficially ends, boundary dispute between Ohio state and territory of Michigan
- 1903 The Wright brothers attempt to fly the Wright Flyer for the first time at Kitty Hawk, North Carolina
- 1911 Norwegian Roald Amundsen's Antarctic expedition is the 1st to reach the South Pole
- 1914 US President Woodrow Wilson signs Harrison Narcotics Tax Act, to regulate and tax production, importation, and distribution of opiates and coca products
- 1916 America's first board certified doctors are named by the American Board of Ophthalmology following an examination at the University of Tennessee Medical School in Memphis, Tennessee
- 1934 1st streamlined steam locomotive introduced in Albany, NY
- 1941 1st NFL division playoff, Bears beat Packers 33-14
- 1946 General Assembly of United Nations votes to construct headquarters in New York City
- 1947 The National Association for Stock Car Auto Racing (NASCAR) is founded in Daytona Beach, Florida
- 1961 Jimmy Dean's "Big Bad John" is 1st country song to get a gold record
- 1967 DNA created in a test tube
- 1974 Disaster film "The Towering Inferno" is released, starring Steve McQueen and Paul Newman
- 1980 At 2 PM EST there is 10 minutes of silence in memory of John Lennon who was shot and killed on December 8, 1980 by Mark David Chapman
- 1984 Sportscaster Howard Cosell retires from Monday Night Football
- 1987 Chrysler pleads no contest to selling driven vehicles as new
- 2015 "Star Wars: The Force Awakens" directed by J.J. Abrams and starring Daisy Ridley, John Boyega and Harrison Ford has its world premiere at the TCL Chinese Theatre in Los Angeles

- 2016 Amazon announces its 1st delivery by drone 2 km from their warehouse in the UK
- 2016 Rock for the Rainforest benefit concert held at Carnegie Hall, NYC; performers include: Sting, Bruce Springsteen, James Taylor, Ronnie Spector, Idina Menzel, Darlene Love, and Jennifer Nettles
- 2019 Bel Air mansion featured in TV series "The Beverly Hillbillies" sells for \$150 million, becoming California's most expensive property
- 2020 Total solar eclipse visible across southern Chile and Argentina *By On This Day in History*

SAP (Special Attrition Program) Survey

As part of the 2023 National Negotiations, management and the UAW leadership agreed to conduct a survey in December to enable "Traditional" employees to express interest in participating in a Special Attrition Program (SAP). The SAP survey is intended to capture eligible employee's interest in the program and preferred timing.

This initial survey is not binding, but it will allow leadership to collect the employee's interest and preferred timing of separation. Expressing interest now does not guarantee participation. An official process communicated at a later date. Only eligible employee are able to express interest.

Union Benefit Representatives (UBR's), Group Leaders, Local HR and People Services have been granted access in workday to express interest on behalf of eligible employees.

The Survey will be available until 11:59pm January 8, 2024. Only interested employees need to complete the survey. Those that express interest can also modify their responses up until the survey close date, their latest submission will be considered.

IMPORTANT INFORMATION for Traditional Employees

As part of the 2023 National Negotiations, management and the UAW leadership agreed to conduct a survey in December of Traditional employees who may be interested in a Special Attrition Program (SAP).

The SAP survey is intended to capture eligible employee's interest in the program and is not binding. It will help us manage our business and ensure we have the right staffing in place to meet our customer needs.

For this survey, we are looking for those interested in the following timeframes:

- 1st half of 2024 (January - June)
- 2nd half of 2024 (July - December)
- 2025 (Time TBD) ▪ 2026 (Time TBD) ▪ 2027 (Time TBD)

Expressing interest now does not guarantee participation. An official process will be communicated at a later date.



SCAN THE QR CODE TO GET STARTED

(Via Workday)



NEED HELP?

- Your Union Benefit Representatives (UBR's) are available to help you access Workday and support expressing interest on your behalf.
- Your Group Leader and Local HR can also assist you in accessing Workday.

USING YOUR 2022 SHOE VOUCHER

If you want to use up last year's voucher money, your order must be placed with the Alex English or the cage by Noon on Thursday, December 15.

All information must be included on the order form, and all fields on the form must be filled out or shoes will not be ordered.

Must include GMIN

Must include name of Group Leader

Must include STYLE, SIZE, WIDTH, and PRICE

Must include AMOUNT of voucher money you have available

The Saf-Gard shoe truck will be here on December 21 and you will be able to use last year's voucher if you

Shoe Mobile Schedule

Safe-Gard

Thursday, December 21

6 a.m. - 10:30 a.m.

11:30 a.m. - 4 p.m.

Shoe Truck will be closed
for lunch for one hour.

SKILLED TRADES REFERRALS NEEDED

As production increases and General Motors changes the future of mobility, the need for skilled trades professionals is at an all-time high.

Scan this code to share with friends and family to refer them to our open roles!

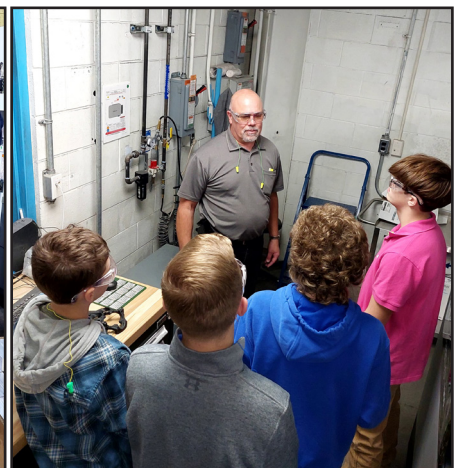


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Defiance Middle School Students Visit the Plant

On Thursday December 7th the plant hosted a Job Shadowing Day for a group of Defiance Middle School students interested in Engineering. The students were able to shadow several engineering disciplines, see the metallurgical lab in action, observe the pattern shop operations, watch the 3D printer in operation and get a tour of our manufacturing areas. We've been able to host these students for several years now in the May and December timeframe. The students and their teachers have been very complimentary of the Defiance Plant's willingness to show them the technological jobs available right here in their backyard. I would like to thank the following folks for helping make this day a success; Rachel Peters, Carl Schroeder, Spencer Gall, Brad Daman, Phil Schroeder, Hoski Lee, Matt Vennekotter, Alan Hilvers, Dave Scheppler, Brad Stark, Alex English Jeremiah Fleischman, and Alisha Dunn.





Brother Tacos, LLC
Authentic Mexican Catering

1 TACO	\$4
2 TACOS	\$7
3 TACOS	\$10

YOUR CHOICE OF:
Meat: ground beef, chicken
Toppings: onion, cheese, cilantro, salsa

RICE \$2.50
BEANS \$2.50

December 19th
3rd shift:
12a.m.-2a.m.
1st shift:
10a.m.-1p.m.
2nd shift:
5:30p.m.-8p.m.

Spirit Wear Fridays – December
Holiday Wear

December 1	December 8	December 15	December 22
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Snap a selfie with just you ,or with your friends, wearing your hap – hap happiest holiday wear and send it to Jeremiah Fleischman. 419-769-1859

SUGGESTION REMINDERS

- 1) Suggestions can be submitted online or paper suggestions are also accepted.
- 2) Paper forms are available near the suggestion boxes.
- 3) There are 6 suggestion boxes located throughout the plant.

Plant 1:

- * In the training center by Suggestion Office
- * In the door slot of the old Suggestion Office
- * By the breakroom door across from the cage

Maintenance Building:

- * In the maintenance break room

Plant 2:

- * On outside of the west wall of the lab across from the cafe in the enclosed area
- * On the outside of the north wall of the old bead room by the door

- 4) If you need assistance submitting an electronic suggestion or you need a paper form, contact Tonya Huss at: tonya.huss@gm.com *IT IS THE RESPONSIBILITY OF THE SUGGESTER TO TURN IN HIS/HER SUGGESTION.

Quality Star Meetings

- ★ Wednesday, December 20 ★
Plant 2 Conference Room A
Meeting times are 4:30am, 1:00pm and 4:00pm

OPTICIAN HOURS

- Monday**
8:30 AM – 4:00 PM
- Wednesday**
6:30 AM – 4:00 PM

DEFIANCE UNIFORM REP PHONE NUMBER

Rich Becker
(419)-469-4439

*Text or Call Rich directly with any issues.

FREE SHIPPING DAY

December 14, 2023



WHAT IS FREE SHIPPING DAY?

What's not to love about Free Shipping Day held this year on December 14? You can shop 'til you drop by getting everything online; plus, there are no sky-high shipping rates. Pay only for what you actually buy, let someone else handle the extra costs. The date of the holiday changes each year so be on the lookout in mid-December.

FREE SHIPPING DAY HISTORY

Free Shipping Day is a national shopping holiday as well as a year-round coupon website. The holiday started in 2008, while the coupon portion of the site was launched in 2017 as a resource for online savings, providing shoppers with coupons and free shipping codes from top retail partners and niche e-retailers.

National Free Shipping Day was conceived by internet entrepreneur Luke Knowles. While running his own free shipping-focused website, he noticed an interesting trend among users: online shopping seemed to drop around December 10. Though many retailers were capable of shipping orders on time for the holidays, shoppers were worried about receiving their packages on time and the crazy holiday shipping fees that would accompany them. It struck him that an event promoting free shipping and guaranteed on-time delivery was exactly what the holiday season was missing.

The first event was put together in two weeks by Luke and his one employee. It featured 250 participating merchants, including Target, JCPenney, and Pottery Barn. After a busy and sleepless night on December 17, 2008, Knowles kicked off the first ever Free Shipping Day the following morning. The event earned \$764 million in online sales and became one of the top 10 highest-earning days in e-commerce during the holiday season that year!

National Free Shipping Day is now a permanent entry in the holiday shopping lexicon. More and more retailers partner with Free Shipping Day to capture sales from shoppers eager to finish their holiday lists in mid to late December.

WHY WE LOVE FREE SHIPPING DAY

A chance to use your coupons

Many retailers will be promoting additional savings with

FREE SHIPPING DAY TIMELINE



coupons. Unlike in the past, coupon clipping is now just a click away. At the checkout stand, simply add in the promo code and take advantage of superior savings.

ONLINE SHOPPING IS CONVENIENT

National Free Shipping Day features over 1,000 big-name and niche online retailers to choose from. You can sit in the comfort of your home or office and get everything you need for family and friends. Since the retailers have waived their shipping fees, all you pay for is the merchandise. Prepare for the thanks you'll get when everybody receives their gifts on time!

IT'S A WINNING IDEA

National Free Shipping Day is the brainchild of Colorado entrepreneur Luke Knowles — who noticed that online shopping slowed to a crawl just before the middle of December. He discovered that shoppers were afraid orders wouldn't arrive in time for Christmas and there would be astronomical shipping fees as well. Knowles solved the problem by creating National Free Shipping Day, a one-day online event that consistently blows out Black Friday sales — meaning a win for both merchants and consumers.

By National Today

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