



October 23, 2025

POWERNEWS

Defiance Mission Statement...

"ONE TEAM - INNOVATING THE FUTURE"

On this day in history (October 23)....

1731 Library of manuscript collector Robert Cotton is badly damaged in a fire in London, lost are one of only two surviving copies of King John's Magna Carta (1215) and Asser's biography of King Alfred

1812 Failed coup against French Emperor Napoleon Bonaparte

1814 One of the first modern plastic surgeries in the West is performed by Joseph Carpue on a soldier's nose in England using Indian techniques

1819 First ship sails through the Erie Canal from Rome, New York, to Utica, New York

1850 First US National Women's Rights convention opens in Brinley Hall, Worcester, Massachusetts

1867 72 Senators are summoned by Royal Proclamation to serve as the first members of the Canadian Senate.

1876 New Orleans Mint reopens as an assay office

1910 Blanche Scott becomes the first woman to fly at a public event in the US in Fort Wayne, Indiana

1915 An estimated 25,000 supporters in a women's suffrage march on New York's Fifth Ave, led by Anna Howard Shaw and Carrie Chapman Catt, founder of the League of Women Voters



25,000 women march in New York City demanding right to vote

1915 First national horseshoe throwing championship in Kellerton, Iowa

1921 Green Bay Packers play 1st APFA (forerunner to NFL) game; beat Minneapolis Marines, 7-6 at Hagemeister Park, Green Bay, WI

1923 A US patent (No. 1471465) is issued to American inventor Sebastian Hinton for a playground climbing structure popularly known as "monkey bars"

1933 John Dillinger and his gang rob Central National Bank, in Greencastle, Indiana. They take \$75,000.

1934 Jean Piccard and Jeanette Ridlon attain a record balloon height of 10.9 miles (17.5 km) over Lake Erie

1941 Walt Disney's animated film "Dumbo" released

1947 Husband and wife Carl Cori and Gerty Cori are the first spouses to be awarded joint Nobel Prizes in Physiology or Medicine for their discovery of the catalytic conversion of glycogen, alongside Bernardo Alberto Houssay

1954 Britain, France & US agree to end occupation of Germany

1956 First video recording on magnetic tape is televised coast-to-coast

1958 The Smurfs first appear in the story "Johan and Peewit" by Belgian cartoonist Peyo

1964 Time magazine uses the term "op art" for the first time to describe the optical illusions created by abstract art

1967 NJ Americans (later NY/NJ Nets) play 1st ABA game

1970 Gary Gabelich sets an auto speed record of 622.4 mph (1,001 km/h)

1972 Access credit cards introduced in Great Britain

1973 19-year-old American tennis star Chris Evert retains her WTA Tour Championship at Boca Raton, Florida; beats Nancy Richey Gunter 6-3, 6-3 in the final

1973 Richard Nixon agrees to turn over White House tape recordings to Judge John Sirica

1975 English rock star Elton John receives a star on the Hollywood Walk of Fame

1975 Nearly all women in Iceland (90%) stop work to protest the gender pay gap and the unequal distribution of unpaid labor, shutting down the country for a day

1977 Paleontologist Elso Barghoorn announces the discovery of a 3.4 billion-year-old single-celled fossil, one of the earliest life forms on Earth

1981 US national debt hits \$1 trillion

1989 Browns' Bernie Kosar sets club record with a 97-yard TD pass

1991 Clarence Thomas sworn in as US Supreme Court Justice

2000 "Monday Night Miracle", down 30-7 at the end of the third quarter, New York Jets pull together an improbable comeback with 4 touchdowns and a field goal in the fourth quarter, eventually defeating the Miami Dolphins 40-37 in overtime

2001 Apple releases the iPod

2015 Adele releases her single "Hello," becomes the first song with more than a million downloads in its first week

2018 Freddie Mercury bio film "Bohemian Rhapsody" directed by Bryan Singer, starring Rami Malek (Best Actor Academy Awards 2019) premieres in London

2018 The world's oldest intact shipwreck, an ancient Greek vessel 2,400 years old, is found by archaeologists at the bottom of the Black Sea

2018 World's longest sea-crossing bridge, the Hong Kong-Zhuhai-Macau Bridge at 55 km, is opened by Chinese President Xi Jinping

By On This Day in History



"I would like to sincerely thank the entire GM team for their dedication and hard work. Your unwavering focus on our customers and ability to navigate an evolving regulatory and policy environment has been truly outstanding."

Mary Barra
Chair and CEO

EARNINGS

Top Wins

- Thanks to the collective efforts of our team, and our compelling vehicle portfolio, GM delivered strong earnings and free cash flow.
- GM continued to grow U.S. sales and market share in Q3 with record crossover sales and industry leadership in trucks.
- Our restructured GM China business was profitable once again in Q3.
- Software and services growth: So far this year, we've recognized nearly \$2B in revenue from OnStar, Super Cruise and other software services, and deferred revenue was up 14% from Q2 to almost \$5B.

Top Challenges

- A key priority is returning North America to our historical 8-10% EBIT margins.
- Warranty-related costs remain too high. We are taking a comprehensive approach to attack the root causes inside GM, at our suppliers, and at dealerships.
- Regulatory changes and the end of the federal EV tax credit will slow EV adoption, creating overcapacity. We're acting swiftly to reset capacity, including a \$1.6B special charge in Q3. We'll continue to review capacity going forward. We expect to reduce EV losses in 2026 and beyond, making us better positioned as demand stabilizes.
- Chinese OEMs are creating significant competitive pressure across international markets.

Total Company Results

	Q3 2025	Q3 2024
EBIT-adjusted	\$3.4B	\$4.4B
EBIT-adjusted Margin	6.9%	8.4%
Adjusted Automotive Free Cash Flow (AAFCF)	\$4.2B	\$5.8B
Adjusted Earnings Per Share (EPS)	\$2.80	\$2.96

Q3 business results: what you need to know
Find the full Socrates story here: <https://bit.ly/472OMUn>

*** ATTENTION ALL VETERANS ***

I am updating our Hourly and Salaried Veterans list. If you are actively serving or a Veteran, Please complete the form at the below.

Veterans' Name _____

Branch of Military _____

Service Years _____



This is for GM Defiance employees. You can complete the form and return it to the Suggestion Office in the Training Center or you may put it in one of the Suggestion boxes throughout the plant. You can also email the information to tonya.huss@gm.com
Deadline is October 31st.

FOOD TRUCKS NEXT WEEK... Wanna Make ér Loaded on (DAY 2) Tuesday, October 28 & Smother It Good Food on (DAY 4) Thursday, October 30
Hours for both days 12-2a, 10-1p and 5:30-8p



UAW Local 211 Women's Committee

Quarter AUCTION

PROCEEDS WILL BENEFIT AREA FOOD BANKS
 \$15 PRE-SALE/ \$20 AT THE DOOR
 ADMISSION WILL INCLUDE TACO/NACHO BAR, WATER AND ONE PADDLE
 ADDITIONAL PADDLES \$1.00 EACH

NOVEMBER 8, 2025

DOORS OPEN AT 5:00 P.M.
 AUCTION BEGINS AT 6:00 P.M.
 BYOB

RESERVE YOUR TICKETS BY CALLING THE HALL AT 419-784-5399
 OR SEE ANY WOMEN'S COMMITTEE MEMBER-Sherri Black, Joy Mahlman, Tina Cattell, Melissa Noriega, Sheri Baker

Come and win your Holiday Turkey or Ham
50/50 Raffles Baskets FUN!

P.E.R.T.

OCTOBER MEETING

SKILL CHECKS, AMBULANCE CHECKS

When:
 October 30th 2025

Where:
 Training Center Rooms 135

Time:
 3rd Shift 04:00 – 06:30
 1st Shift 12:00 – 14:30
 2nd Shift 15:00 – 17:30

Next Blood Drive is Oct. 28, 2025

Give Blood, Help Save Lives

We Need Volunteers!

Contact Heather Troyer to donate or to volunteer to work the blood drive.
 419-770-9951

Spirit Wear Fridays – October

Wear the color **PINK**

Breast Cancer Awareness Month

pink OUT

October 3

October 10

October 17

October 24

October 31

Send your Spirit Friday Pics to justin.1.zimmerman@gm.com 330-553-0478 or brandy.thompson@gm.com 419-769-2175 (Plant 2 ops area Friday's 8:15am for pic)

GET WISE FUNDRAISER

BOWLING GREEN STATE UNIVERSITY BASKETBALL

Win 4 General Admission tickets to the home game of your choice during the 2025-26 season

MONDAY	3-Nov	TEXAS STATE	7:00 PM
THURSDAY	6-Nov	BETHANY COLLEGE	7:00 PM
SUNDAY	9-Nov	Le MOYNE	2:00 PM
WEDNESDAY	19-Nov	WILLIAM & MARY	7:00 PM
SATURDAY	6-Dec	UTAH VALLEY	1:00 PM
SUNDAY	7-Dec	AQUINAS COLLEGE	4:00 PM
TUESDAY	16-Dec	CHICAGO STATE	7:00 PM
MONDAY	22-Dec	SIENNA HEIGHTS	2:00 PM
TUESDAY	30-Dec	MIAMI (OH)	7:00 PM
SATURDAY	10-Jan	AKRON	2:00 PM
SATURDAY	17-Jan	EASTERN MICHIGAN	1:00 PM
TUESDAY	27-Jan	BUFFALO	7:00 PM
TUESDAY	3-Feb	BALL STATE	7:00 PM
TUESDAY	17-Feb	KENT STATE	7:00 PM
TUESDAY	24-Feb	WESTERN MICHIGAN	7:00 PM
SATURDAY	28-Feb	UMASS	2:00 PM

Would you like to win four (4) basketball tickets to a BGSU home game of your choice? Tickets are \$1 each or 6/\$5 Please see Mary Boyd, Tonya Huss, Rachel Peters or Sue Scott to purchase raffle tickets

ALL PROCEEDS GO TO THE 2026 GET WISE EVENT

IVR Call-in hotline now also available in Spanish

La línea directa de llamadas (IVR) ahora también disponible en español.

ATTENTION EMPLOYEES:

Starting October 16, 2025, a Spanish language option will be available for employees using IVR Call-in.

How to use:

1. Dial the IVR call-in hotline.
2. Follow the prompts.
3. Select your preferred language (English or Spanish).
4. Complete your call-in as directed.

ATENCIÓN EMPLEADOS:

A partir del 16 de octubre de 2025, estará disponible una opción en español para los empleados que utilicen la línea de llamada IVR.

Instrucciones:

1. Marca la línea directa de llamadas IVR.
2. Sigue las indicaciones.
3. Selecciona el idioma de tu preferencia (inglés o español).
4. Escucha las instrucciones para completar tu llamada.

Veteran of the Month Parking

Honoring Our Heroes

- **Beginning in November**, we are proud to announce the addition of Veteran of the Month Parking Spaces in both Plant 1 and Plant 2.
- These designated spots are a small way to show our appreciation for the brave men and women who have served our country.
- Each month, a veteran will be recognized and honored with a reserved parking space.
- Who Is Eligible?
 - Any employee who is a U.S. military veteran. Please confirm your eligibility with Mary Boyd, Joy Vogelsong or Crystle Hagler
- Selection Process:
 - A **random** drawing will be held each month to select the Veteran of the Month from the pool of eligible employees.

Let's celebrate our veterans and their dedication—
both to our country and our workplace.

 **Look for Veteran of the Month signs in Plant 1 and Plant 2 adjacent to 10-min parking**



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