



# POWERNEWS

Defiance Mission Statement...

**"ONE TEAM - INNOVATING THE FUTURE"**

December 18, 2025

## On this day in history (December 18, 2025)....

1777 1st US national Thanksgiving Day, commemorating British General Burgoyne's surrender

1787 New Jersey becomes the third state to ratify the US constitution

1796 1st US newspaper to appear on Sunday (Baltimore Monitor)

1799 George Washington's body interred at Mount Vernon

1839 John William Draper takes 1st portrait photograph of a female face made in US

1849 William Bond obtains 1st photograph of Moon through a telescope

1865 1st US cattle importation law passed

1892 Pyotr Ilyich Tchaikovsky's ballet "The Nutcracker" premieres in Saint Petersburg, Russia, now the world's most performed ballet; his final opera "Isolanta" also premieres

1898 First automobile speed record set of 63 kph (39 mph) by French Count Gaston de Chasseloup-Laubat of Paris

1917 The 18th Amendment to the US Constitution, authorizing prohibition of alcohol, is approved by the US congress and sent to the states for ratification [1]

1920 1st US postage stamps printed without the words United States or US

1957 World's first full scale nuclear power plant, for peacetime use only, begins to generate electricity at the Shippingport Atomic Power Station in Pennsylvania

1963 "The Pink Panther" film premieres, directed by Blake Edwards, and starring Peter Sellers and David Niven, with theme music composed by Henry Mancini

1964 "The Pink Panther" cartoon series premieres (Pink Phink)

1964 Filming is completed for "Star Trek" pilot "The Cage"; cast includes Jeffrey Hunter, Susan Oliver, Leonard Nimoy, and Majel Barret; although it never airs, some footage re-used in "Menagerie" episode of th1966 Dr. Seuss's "How the Grinch Stole Christmas!" airs for the first time on CBS; the animated special is directed by Chuck Jones and features the voices of Boris Karloff, June Foray, and Thurl Ravenscroft, with songs by Albert Hague

1968 Musical-fantasy film "Chitty Chitty Bang Bang", co-written by Roald Dahl and director Ken Hughes,

starring Dick Van Dyke and Sally Ann Howes, with songs by Sherman and Sherman, premieres in NYC

1972 US launches Operation Linebacker II, its heaviest bombing of North Vietnam, as negotiations to end the Vietnam War collapse

1976 "Wonder Woman" debuts on ABC

1979 Stuntman Stanley Barrett unofficially breaks the land speed record and the sound barrier in his three-wheeled vehicle the Budweiser Rocket (739.666 mph or Mach 1.01). The speed was never officially recorded and the attempt remains controversial.

1988 Seattle Seahawks win their 1st ever division title with 9-7 record

1989 "I Love Lucy" Christmas episode, shown for 1st time in over 30 years

1996 US TV industry execs agree to adopt a ratings system

1997 HTML 4.0 is published by the World Wide Web Consortium

2002 Fashion designer Calvin Klein announces he is selling his company to shirt-maker Phillips-Van Heusen for \$430 million *By On This Day in History*

Team –

I am pleased to announce that GM Defiance has been awarded the General Motors Global Manufacturing Operational Excellence (OpEx) Award for the second consecutive year. This accomplishment is particularly notable, given the plant's competition with manufacturing sites worldwide. The award highlights our achievements in quality, throughput, and cost savings, and I extend my congratulations to the entire Defiance team for this outstanding performance.

Operational Excellence represents an ongoing cultural shift within GM, empowering employees to continuously seek improvements. Through collaboration across all levels and departments, our team identifies opportunities to enhance processes, aiming to increase customer satisfaction while optimizing both time and cost efficiencies.

Thank you for your dedication and contributions to our collective success.

Congratulations once again on this remarkable achievement!

Derrick Parson



# 7 TIPS TO MANAGE STRESS & MENTAL HEALTH DURING THE HOLIDAYS



## PLAN AHEAD

Have a plan in place for all your holiday tasks and activities.



## BE REALISTIC

Don't stress yourself out by trying to create the perfect holiday.



## STAY ACTIVE

Exercise is a great way to deal with holiday stress, and anxiety.



## DON'T WORRY

Don't feel obligated to complete every small thing on your list.



## JUST SAY NO

If you have too much on your plate, let your friends and family know.



## SET ASIDE DIFFERENCES

Enjoy other's company and talk about topics that bring happiness.



## ACKNOWLEDGE YOUR FEELINGS

Have a plan in place for all your holiday tasks and activities.

Socrates has a new name: Welcome to GM ONE

We're excited to announce the new name for Socrates, our employee digital hub for all things GM.

Introducing GM ONE.

What's happening: You'll see the full launch of the new GM ONE homepage in January. The new site will feature a cleaner, more intuitive experience, streamlined navigation, and easier access to the tools and news you rely on every day.

GM ONE directly reflects themes of unity and aligns with our behaviors. It's simple, memorable, and modern.

How we got here: Back in September, we asked you to help us find a new name for our intranet – and we heard you loud and clear. After receiving nearly 3,000 name submissions, we did further testing on the top recommendations. At the end, a name stood out above the rest: GM ONE.

Why it matters: Employees are at the heart of GM – from designing and engineering our products, to testing new technologies, to building our world-class vehicles. And its employees who use our intranet every day – so it was important that we had your input.

What's Next: Stay tuned for more information as we approach the official launch

## 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.

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

# Message To Defiance Team From Derrick Parson

Congratulations on achieving a 100% Green scorecard for November—an exceptional accomplishment! This milestone reflects your relentless focus, discipline, and commitment to excellence. The results speak volumes about the strength of this team and the pride you take in delivering world-class performance.

Thank you for your hard work and dedication. Let’s keep building on this momentum and continue setting the standard for success!

Defiance - Nov 2025

Plant Scorecard

	Metric Name	PY Actual	YTD Actual	YTD Target	CY Target	Jan 2025	Feb 2025	Mar 2025	Apr 2025	May 2025	Jun 2025	Jul 2025	Aug 2025	Sep 2025	Oct 2025	Nov 2025	Dec 2025	Monthly Target
S	Global Call To Action		---	100	100	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00		100
S	Hierarchy of Control of SIF Events		80.0	60.0	60.0				66.7	66.7	66.7	75.0	75.0	75.0	80.0	80.0		60.00
S	Lost Work Day Case Rate	0.89	0.52	0.88	0.88	0.00	0.73	0.49	0.72	0.58	0.48	0.41	0.36	0.32	0.57	0.52		0.88
S	Recordable Incident Rate	5.36	3.27	5.24	5.23	0.00	1.47	3.45	3.26	2.88	2.42	2.26	2.70	2.39	2.99	3.27		5.24
Q	Mfg Resp Field Actions 3MMA	0.00	0.00	0.25	0.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		0.25
Q	PPM Assembly	11,763	6,294	11,166	11,112	11,938	10,471	10,135	10,273	9,774	8,562	8,306	8,038	8,139	7,134	6,294		11,166
R	Build To Plan	94.3	99.3	100.0	100.0	97.3	102.1	100.3	97.6	91.1	95.5	98.6	100.9	100.3	100.1	108.6		100.0
R	Ship To Plan	98.6	97.6	100.0	100.0	100.8	100.7	100.0	93.0	91.1	91.1	94.9	97.3	100.9	99.2	105.4		100.0
C	Cost Performance to Budget \$m		1.888	0	0	0.227	-0.129	-0.278	-1.200	-1.220	-0.317	-0.077	2.834	1.133	0.719	0.195		0
C	Operational Mfg. Cost per Unit - GPS and Casti..	71	72	70	71	68	68	68	76	78	76	74	71	66	67	79		81
C	SUPP Cost Performance to Budget		1.975	0	0	0.074	0.114	0.219	0.025	0.057	0.101	-0.043	0.374	0.293	0.381	0.381		0
C	Total Mfg. Cost per Unit - GPS and Casting	75	74	73	74	70	69	69	78	80	83	77	73	67	68	79		84
C	Actual Hours per Unit Powertrain	0.67	0.65	0.64	0.63	0.67	0.61	0.64	0.67	0.68	0.72	0.68	0.61	0.65	0.63	0.64		0.65
C	Non Scheduled Overtime Casting	1.6	3.2	3.0	3.0	3.9	3.4	4.3	2.6	3.2	4.4	3.1	3.6	3.3	0.6	2.9		3.0
E	MWh per Unit	143.420	131.652	140.8..	146.1..	212.341	175.745	149.092	127.837	113.498	116.598	115.144	107.156	96.505	97.199	137.807		195.823
E	M3/Unit	61.485	58.413	59.778	58.684	25.809	20.979	28.377	38.170	46.888	121.917	132.038	96.547	65.731	42.237	30.557		45.502

## The Five Leadership Levers



- ➡ 1. **LISTEN:** Listen with intention to learn and understand safety issues and concerns.
- ➡ 2. **EMPATHIZE:** Build empathy for individual experience and needs surrounding safety improvement.
- ➡ 3. **COLLABORATE:** Effective collaboration improves decisions when solving safety issues and concerns.
- ➡ 4. **LEAN IN:** Lean in with thoughtful support for safety improvement.
- ➡ 5. **BUILD TRUST:** Build Trust that holds us together.



# Blood Drive January 27



## WHY DONATE BLOOD?

Every two seconds, someone in the United States needs blood, which means more than 38,000 blood donations are needed per day.



**BLOOD TRANSFUSION IS NEEDED FOR**



women with complications of pregnancy



people with severe trauma



complex medical procedures and cancer patients



Each unit of donated whole blood can help save up to three lives.



Blood donation is an opportunity to contribute to someone else's good health.

The plant's next blood drive will be on Tuesday, January 27, 2026. If interested in donating, please contact your group leader or Heather Troyer to schedule an appointment.



## Shoe Mobile Schedule

2026

*Reminder:  
The Shoe Truck will  
be closed for lunch from  
10:30 - 11:30 a.m.*

### Red Wing

6 a.m.-10:30 a.m.,  
11:30-4 p.m.

### Saf-Gard

6 a.m.-10:30 a.m.,  
11:30-4 p.m.

January 20th	January 22nd
	March 3rd
April 21st	April 6th
	May 21st
	July 2nd
July 21st	August 18th
October 20th	October 29th
	December 10th

A limited number of boots are available in the GSC office in the crib for emergencies.

In addition, employees may:

- 1) Obtain a shoe authorization form from me or Cameron Harris and take it to a Red Wing or Saf-Gard store,
- 2) Order from the catalogs in the crib office, the online website or 3) Contact me for any special needs.

**Alexandria English**  
419-784-7271  
419-770-9446

## DEFIANCE UNIFORM REP PHONE NUMBER

 **Chris Rigby**  
**(419)-389-7409**

*\*Text or Call Rich directly  
with any issues. Texting is best.*

## Recognize a Team Member

Would you like to recognize a team member? You can send a photo and details to [tonya.huss@gm.com](mailto:tonya.huss@gm.com). It will be shared in a future PowerNews issue. The employees permission is required to share their story and photo.



## OPTICIAN HOURS

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



**Tonya Huss** Communication Coordinator [tonya.huss@gm.com](mailto:tonya.huss@gm.com) 419-784-7727  
**Kevin Nadrowski** Communication Manager [kevin.1.nadrowski@gm.com](mailto:kevin.1.nadrowski@gm.com) 313-498-5464

