



POWERNEWS

Defiance Mission Statement...

"ONE TEAM - INNOVATING THE FUTURE"

January 29, 2026

On this day in history (January 29) ...

1595 William Shakespeare's play "Romeo and Juliet" is thought to have been first performed; officially published early 1597

1845 American writer Edgar Allan Poe's poem "The Raven" is first published in The Evening Mirror newspaper (New York City)

1861 US state of Kansas admitted to the Union as the 34th state

1886 Karl Benz patents the "Benz Patent-Motorwagen" in Karlsruhe, Germany, the world's first automobile with an internal combustion engine

1892 The Coca-Cola Company is incorporated in Atlanta, Georgia

1896 American Emile Grubbe is the first doctor to use radiation treatment for breast cancer

1924 Ice cream cone rolling machine patented by Carl Taylor, Cleveland

1929 Seeing Eye Guide Dog organization forms in USA

1936 First players elected to the Baseball Hall of Fame: Ty Cobb, Babe Ruth, Honus Wagner, Christy Mathewson and Walter Johnson

1983 "Down Under" by Men At Work hits #1 on UK pop chart

1984 President Reagan formally announces he will seek a 2nd term

2018 Marvel film "Black Panther" directed by Ryan Coogler and starring Chadwick Boseman premieres in Los Angeles

2024 "Suits" was the most-streamed show in 2023 with 57.7 billion minutes, followed by "Bluey" then "NCIS" according to Nielsen

By On This Day in History

Meet Our New Employee!



Caleb Perry
Launch
Process Engineer



SOUPER BOWL
FEBRUARY 4, 2026

10-12PM 6-8PM (DAY 4) 1-3AM

\$10 Donation includes - Soup, chips, drink, and cookie!
All proceeds will be donated to local Veterans!

Please sign up to donate a soup to your shift!

THANK YOU VETERANS

professional manager's network

TEAM – We need YOUR help! Please email me back to let me know if you'd like to donate a crockpot of soup for the event for your shift, all proceeds will go to our local veterans.

TEAMS' FOLDERS FOR GROUP LEADERS

2025 Monthly Folders have been added to the Teams Files. You can submit Employee Recognition to these folders and the information will be added to the Plant TVs.



OPTICIAN HOURS

Monday 8:30 AM – 4:00 PM
Wednesday 6:30 AM – 4:00 PM
Lunch 11:30-12:30



Full Year 2025 business results: What you need to know

"I am incredibly proud of our global team for an exceptional 2025. Together, we grew the business and adapted to significant changes in tax and trade policy to deliver strong financial results. With our compelling vehicle portfolio, growth in technology-driven services, and our operating discipline, 2026 should be an even better year."

Mary Barra
Chair and CEO

EARNINGS

Top Wins

- The GM team delivered strong earnings and free cash flow, driven by our strong vehicle portfolio.
- Our China turnaround continues, with the business returning to profitability in 2025.
- We achieved our highest U.S. market share since 2015, and our 4th straight year of growth. Crucially, we delivered growth with low inventory, low incentives, and strong pricing.
- OnStar reached a record 12M global subscribers, more than twice as many as our closest OEM competitor. We also doubled Super Cruise subscribers to more than 620k.
- GM Envolv led the U.S. industry in sales to fleet & commercial customers for the 2nd straight year.

Top Challenges

- We expect North America to return to our historical 8-10% EBIT margins. Achieving this will require continuing product excellence, operating discipline, and software & services growth, while driving down warranty costs.
- In our EV business, continue to balance production with demand and reduce costs, while positioning ourselves for the future by developing LMR battery chemistry.
- Chinese OEMs are growing in key global markets such as South America.
- GMIO must focus on delivering consistent performance in 2026, and positioning the business for long-term growth by leveraging SGMW launches and building the Hyundai partnership in South America.

Total Company Results

	Q4 2025	Full Year 2025
EBIT-adjusted	\$2.8B	\$12.7B
EBIT-adjusted Margin	6.3%	6.9%
Adjusted Automotive Free Cash Flow	\$2.8B	\$10.6B
Adjusted Earnings Per Share	\$2.51	\$10.60

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



Tonya Huss Communication Coordinator tonya.huss@gm.com 419-784-7727
Kevin Nadrowski Communication Manager kevin.1.nadrowski@gm.com 313-498-5464



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
February 24 th	
	March 3rd
April 21st	April 16 th
	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 Alex English or Cameron Harris and take it to a Red Wing or Saf-Gard store
- 2) Order from the catalogs in the crib office
- 3) Contact Alex for any special needs.

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

DID YOU KNOW..

GM People Services Can Help You With...

Making Tax Withholding Changes

Fix Missing Holiday Pay or Vacation Time

Deciphering Paystub Codes or Wage Breakdowns

Assistance Navigating Workday

Providing Employment Verification Letters

Contact People Services

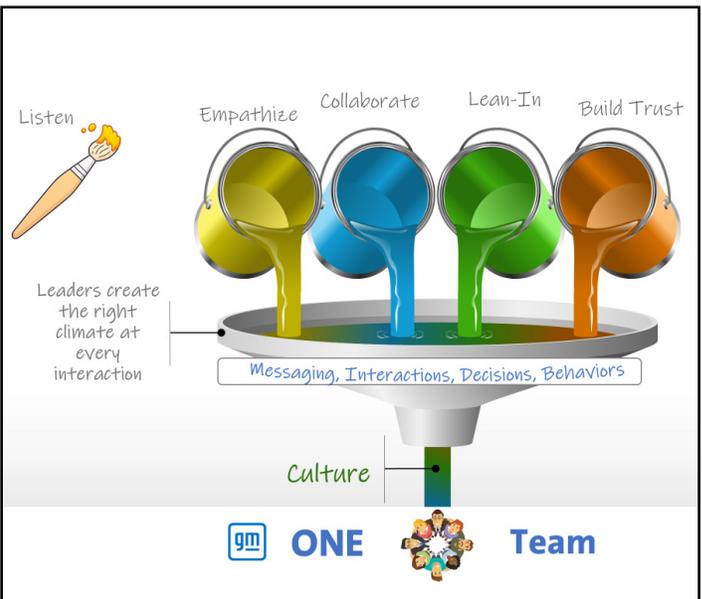


1.800.584.2000



gmnapeopleservices.us
@gm.com

Scan to Download Contact Card



ANS REGISTRATION

Sign up for GM's SECURE Notification System!

Signing up is easy!

- Navigate to **Socrates** > **Company** > **ANS** or access the **ANS Link** on HCC.
- GM's Automated Notification System (ANS) communicates urgent information about workplace safety situations and business interruptions, such as:

- **Shift Cancellations**
- **Building Closures**
- **Severe Weather Impacts**
- **Time-Sensitive Information**

Don't be left out. Sign up today!



SCAN ME

Msg and Data Rates
May Apply



Automated
Notification
System





Diapers & Wipes Collection Challenge



JOIN GMAAN & GM Women

Collecting unopened Diapers (any sizes) & Wipes: January 22nd - January 31st

Defiance Plant competing against four other GM Plants:

- Bedford
- Fort Wayne
- Kokomo
- Marion Stamping

Drop boxes will be located Plant 1 Main Aisleway and Plant 2 Gate

Defiance Plant will be donating to:

[Defiance CPC Women's Health Resource](#)

Thank you for helping with your donations!!!

Spirit Wear Fridays – January

Wear your favorite flannel



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)



Jan 2 Jan 9 Jan 16 Jan 23 Jan 30

DEFIANCE UNIFORM REP PHONE NUMBER

Chris Rigby
(419)-389-7409

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

LifeSteps QI GIVEAWAY

Win a LifeSteps Backpack & Beanie in Three Easy Steps



TWO winners will be announced on

MARCH 2ND 2026

Email at petronela.burr@gm.com or text at 419. 779.4195



Call Security Dispatch



7911 on a landline

OR

(419) 784-7400

via cell phone

This will ensure the quickest response time!