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Larry Ott

Cooper Standard Names Larry Ott To Post of HR VP

Cooper Standard Holdings Inc. has appointed Larry E. Ott to vice president, Human Resources, effective Aug. 12.

In his new role, Ott will serve as an officer of both Cooper Standard Holdings and its principal operating subsidiary, and will become a member of Cooper Standard's Global Leadership Team. He will report to Jeffrey Edwards, chairman and CEO, and will be based at the company's headquarters in Novi.

"Larry's extensive background in human resource strategy, talent management and global alignment," said Edwards, "are crucial skills as we gain momentum on executing the company's growth strategy."

Ott will be responsible for providing strategic direction and leadership for the Human Resource function and fostering the development of Human Resource capabilities across the global enterprise.

He will also lead all Human Resource practices and programs, including organization effectiveness, employee engagement, compensation and benefits, talent acquisition and development, succession management, labor and employee relations, and health, safety and environmental.

With more than 30 years of global Human Resource and Labor Relations experience, Ott most recently served as senior vice president, Human Resources for Meritor, Inc., in Troy, where he was responsible for the global human resources strategy for the firm's 9,000 employees.

He had also held a similar position at GMAC Financial Services, where he oversaw the Human Resources strategy, policies and programs for the auto finance, insurance and commercial finance business units of 13,500 employees. Earlier, he spent more than 20 years at GM in Human Resources, Employee and Labor Relations functions.

Ott earned a Bachelor of Science degree in business administration and English, with a minor in economics, from the University of Wisconsin in Stevens Point and a Master of Business Administration degree from the University of Michigan.

Taking Care of Employees is Business Smart at Ford

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challenging, said Tetreault, given the ratio of job applicants to open positions – nearly 30 to 1.

To narrow the field, Ford's Human Resources team determines which candidates are likely to be high performers based on a comprehensive test of skills, abilities and motivation.

"We look at what candidates can do as well as what they will do," said Tetreault. "Factors associated with motivation – work ethic, conscientiousness and teamwork – are just as important in an effective employee as skills and abilities such as reading, arithmetic, defect spotting and manual assembly."

After strategic hiring, training is crucial to ensure new hourly employees are prepared to work safe-

ly and efficiently. Base operators receive several weeks of training – a combination of classroom, simulated factory and hands-on factory work. Semiskilled operators receive up to six months of training, and skilled trades training has increased to more than six months, or up to nine months prior to a model launch.

"The training process – which provides workers with hands-on training in a real-world work environment – has been so successful that it is now considered a global standard and is being implemented in our plants worldwide," said Tetreault.

In 1999, Ford revamped its safety program to create global safety process standards. Employees must "stop, think and plan" before taking on any task – whether it's replacing a light bulb

or a production task on the assembly line, Tetreault said.

"By having our employees analyze the task before any work begins," he said, "we are able to better prevent safety incidents in our facilities. Overall injury rates have dropped to one-tenth of the levels of 1999, and our lost-time case rate is just a fraction of what it was in 2000."

To identify ergonomic issues early and reduce the risk of chronic repetitive motion injuries, Ford conducts virtual ergonomic assessments in its virtual factory.

Resolving issues before the production of physical parts plays a significant role in keeping employees safe in the workplace, Tetreault said.

"Since implementation of our virtual factory," he added, "the

number of ergonomic issues during physical builds has been greatly reduced. So far in 2013, our days away and restricted time rate has fallen to less than one-sixth of where it was in 2001, and we continue to make progress."

Ensuring employees' long-term health is the final step in maintaining a sustainable workforce. To improve the health care experience and outcome for hourly employees with the greatest need, Ford recently announced its Enhanced Care Program in conjunction with the UAW and UAW Trust.

This voluntary two-year pilot program uses a personalized care approach to help eligible participants manage chronic health care needs and prevent future problems when possible.

Jefferson North's 5 Millionth Jeep Rolls Off the Line

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But we were able to launch a new Grand Cherokee and begin the company's turnaround."

Chrysler persevered, Garberding said. And the workers at Jefferson North stepped up and helped make the launch of the new Grand Cherokee four years ago a success – a success that Chrysler has built on.

"Our next challenge is to have someone talk about the 10 millionth vehicle coming off the assembly line," Garberding said.

Jim Morrison, Chrysler director and head of Marketing – Jeep Brand, said he's driven 27 Jeep Grand Cherokees and it's the workers and their dedication who have been responsible for so much of the vehicle's success.

And the Grand Cherokee, Morrison added, has regained the title of the number-one-selling full-sized SUV in the country, "something that everyone at JNAP can take pride in."

The actual 5 millionth vehicle is a 2014 Jeep Grand Cherokee Overland in Billet Silver. It rolled off the JNAP assembly line on Tuesday, Aug. 13, at 2:30 a.m.

The Jeep brand will donate it to the USO, as part of a multi-faceted partnership that continues the Jeep brand's commitment to the military by providing support and aid to returning U.S. military heroes.

Earlier this year, Jeep brand officials announced that Jeep will donate more than \$1 million in vehicles and funding to the USO to be used in programs that directly support returning service members and their families.

Dodge Dart Earns Accolades From IIHS

The 2013 Dodge Dart adds to its list of awards with a Top Safety Pick+ from the Insurance Institute for Highway Safety (IIHS).

"We are very pleased that the Dart has earned a Top Safety Pick+ designation," said Tim Kuniskis, president and CEO Dodge Brand – Chrysler Group.

"In addition to its solid structure – the Dart's 68 percent high-strength-steel content ratio is one of the highest in the industry – the Dart boasts more than 60 safety and security features. They include 10 standard air bags, which is unsurpassed in the compact car segment."

The Dart previously earned Top Safety Pick status from the IIHS, recording the maximum possible rating in each of four crash tests used by the IIHS to evaluate occupant protection, the primary attribute of a Top Safety Pick, said Chrysler spokesman Eric Mayne.

The 2013 Dart achieved a score of "good" in tests that simulate rollover, rear, side and moderate-overlap frontal impacts. In addition, the Dodge Dart was awarded a 5-star overall rating for crash-worthiness from the National Highway Traffic Safety Administration.

"The Dodge Dart redefines performance with an agile, fun-to-drive experience, compliments of its Alfa Romeo roots. It's crafted with high-quality materials and loaded with state-of-the-art technology and class-leading safety features," Mayne said.

The new Dart GT model builds on that foundation and offers attributes compact car buyers appreciate such as a 2.4L engine with 184 horsepower, a sport-



The 2013 Dodge Dart earned a top safety rating from IIHS and NHTSA.

tuned suspension, available hyper black 18-inch wheels, along with class-exclusive features like an 8.4-inch Uconnect Touchscreen media center, Uconnect hands-free with Bluetooth and LED race-track taillamps.

The Dart provides drivers with the combination of power, efficiency, technology, style and safety and security, all for a starting U.S. Manufacturer's Suggested Retail Price (MSRP) "of just \$15,995," Mayne said.

The 2013 IIHS Top Safety Pick+ award is the Dodge Dart's latest accolade. Others include:

- Most Important New Cars for 2013 List – *Washington Post*;
- Top 10 New Cars for 2013 – *Total Car Score*;
- 10 Coolest Cars Under \$18,000 – *Consumer Guide Automotive*;
- 10 Coolest Cars Under \$18,000 – *Kbb.com*;
- Best Value – Texas Auto Writers Association;

- Best New Feature – Thin Film Transistor (TFT) Display – Texas Auto Writers Association;

- Compact Car of Texas 2012 – Texas Auto Writers Association;

- Ward's 10 Best Interiors for 2012 – *WardsAuto.com*;

- Most Significant Vehicle – Atlanta International Auto Show – Greater Atlanta Automotive Media Association;

- Eight Great American Cars to Spend a Tax Refund On – *AutoTrader.com*;

- The 25 Most Anticipated Cars of 2012 – *Complex Media*;

- Editors' Choice Award/Most Significant Vehicle at 2012 NAIAS (*AutoWeek*);

- Top 10 Cars of the 2012 North American International Auto Show – *Kelley Blue Book*;

- Seven Hottest New Cars at the 2012 NAIAS (*Vanity Fair Magazine*);

- 2012 IIHS Top Safety Pick.



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