

insights



HMMA News
HYUNDAI MOTOR MANUFACTURING ALABAMA
January 20, 2006
©HMMA 2006



Dear HMMA Team,

2006 promises to be a grand and historic year for HMMA.

Last year our goals were to start up the plant and launch the new Sonata. We accomplished these goals and brought 91,300 new customers into the Hyundai family. This year, we must continue to make improvements in three key areas...safety, quality and communication.

- **SAFETY:** First of all, in the area of safety, let me express to each of you the importance of creating a safe and healthy workplace.

HMMA will not be successful if its Team Members are injured or unhealthy.

It is in all of our interests to practice safe work habits.

Follow the safety guidelines in your area and be aware of your surroundings at all times.

It is my goal that we have zero lost work days in 2006. We can do this if you make safety a priority.

- **QUALITY:** Second, we must all understand how important quality is to Hyundai. Quality is what will determine our future.

Hyundai's reputation in the market is built upon selling high quality products at affordable prices.

If we cannot provide quality, then Hyundai will lose customers. Everything depends on high quality.

The Sonata and Santa Fe will forever change the way people in the United States see our company...and you are making this happen.

From the beginning, HMMA's philosophy has been to hire only the best people and allow them to build high quality products.

I believe we have the right team, and definitely have the right products to beat the competition.

- **COMMUNICATION:** The final area we must improve in 2006 is communicating with each other. Communication between all of us—Team Leaders with Team Members and Korean to American—is vital to a strong and healthy company. If our team is strong, there is no end to the possibilities.

Winning is not guaranteed. We must all work together and act like one company. Only then will we be winners.

I have confidence in this team and believe we have the ability to compete with the very best automakers in the world.

Thank you,

President J.S. Ahn



President J.S. Ahn speaks to the Team Members at the 2006 kick off meeting.

INSIDE INSIGHTS

DEAR HMMA TEAM	1
ALL-NEW 2007 HYUNDAI SANTA FE DEBUTS AT NORTH AMERICAN INTERNATIONAL AUTO SHOW	2
TAP INTO YOUR FUTURE WITH HMMA'S TUITION ASSISTANCE PROGRAM (TAP)	2
DIVERSITY CORNER	
DIVERSITY APPRECIATION	3
TEAM MEMBERS RECEIVE DIVERSITY AWARDS	3
2006 HOLIDAY CALENDAR	3
BENEFITS: ENHANCED DENTAL BENEFITS	3
2005 CALENDAR YEAR PRODUCTION - HYUNDAI MOTOR MANUFACTURING ALABAMA	3
HYUNDAI DELIVERS FIRST TUCSON FUEL CELL VEHICLE TO AC TRANSIT TO INITIATE FLEET TESTING PROGRAM	4

ALL-NEW 2007 HYUNDAI SANTA FE DEBUTS AT NORTH AMERICAN INTERNATIONAL AUTO SHOW

Hyundai's Second-Generation Santa Fe Tackles Toyota RAV4 and Highlander

The all-new 2007 Hyundai Santa Fe made its North American debut at the 2006 North American International Auto Show (NAIAS) on January 8. With its segment-leading standard safety technologies, all-new unibody SUV platform, bold new styling, a choice of fuel-efficient V6 power-trains, and Hyundai's first SUV third-row seat, the Santa Fe becomes a "must-drive" for consumers shopping in the crossover segment.

As the first production vehicle designed at Hyundai's design center in Irvine, Calif., the Santa Fe is targeted to meet American consumers' demand for safety, style, sophistication and performance. Before designing it, however, Hyundai engineers benchmarked the world's leading unibody SUVs, including the Lexus RX, Acura MDX and Volvo XC90. The result is a more exciting and upscale Santa Fe that combines the best attributes of SUVs with the driving character of a mid-size sedan.

Hyundai packed the all-new Santa Fe with the industry's most effective safety technologies, including Electronic Stability Control (ESC), anti-whiplash active head restraints and six airbags including side air curtains, which help protect occupants in all three rows during side impacts. Santa Fe is expected to earn the National Highway Traffic Safety Administration's (NHTSA) top five-star crash test rating for front and side impacts. For more information, go to http://www.hmmausa.com/media_releases.cfm.



The Santa Fe debuted at the Detroit Auto Show on January 8.

TAP into your future with HMMA's Tuition Assistance Program (TAP)

HMMA is proud to announce its new Tuition Assistance Program (TAP), a voluntary education benefit program available to eligible HMMA Team Members. Team Members meeting eligibility requirements may apply for up to \$5,250 per calendar year for pre-approved tuition reimbursement assistance for job-related accredited Undergraduate or Graduate Degree programs. See TAP program highlights below:

2006 Program Highlights	Undergraduate Degree Reimbursement Option Limited \$5,250 per calendar year	Graduate Degree Reimbursement Option Limited \$5,250 per calendar year
Approved Course Types	Initial 2-4 year job-related Associate's or Bachelor's Degree*	Initial for job-related Graduate degree*
Institutional Eligibility	Degree granting accredited (as listed by the Council for Higher Education CHEA).	Degree granting accredited (as listed by the Council for Higher Education CHEA).
Education Planning	Required prior to beginning TAP pre-approval process. Schedule meeting with Performance Management (PM) Specialist with an official Degree Plan.	Required prior to beginning TAP pre-approval process. Schedule meeting with Performance Management (PM) Specialist with an official Degree Plan.
Prepaid Tuition	Not Available	Not Available
Team Member Eligibility*	• Regular, Full-Time with 1 year of continuous service* • Must have pre-application educational planning session* • Meet In-state residency requirements* • Must meet minimum grade requirements* • Must meet eligibility requirements each school term/semester*	
Not Eligible	Continuing education, credit or non-credit courses, certificate and license programs, technical training, vocational courses, etc.	
Tax Responsibility	Tax exempt up to \$5,250 paid in a calendar year. Expenditures are reported to Payroll after the reimbursement payment is processed. If taxes are applicable, they are withheld from a participant's paycheck and are identified on paycheck.	
Service Payback	24 months service payback required upon degree completion. Company reimbursement required for voluntary separation (prorated if degree not completed at time of separation).	

*See TAP Policy/Procedures for complete program details including eligibility, reimbursement requirements, required forms, etc.

Want to learn more? If you have questions about HMMA's TAP Program, contact Nikki Butler, HMMA's Performance Management Specialist at (334) 387-8238 for more information.

DIVERSITY CORNER



Diversity Appreciation

On December 15, 2005, members of the Diversity Action Team (DAT) attended Diversity Training and an Appreciation Luncheon. Milton Creagh, president of Creagh and Associates, was the guest presenter for the event. Creagh conducts workshops that specialize in the areas of diversity, team building, substance abuse prevention, work/family balance, leadership dynamics and personal potential development. He has conducted workshops in 49 states, Central America, South America, the Caribbean, Africa and Canada. He has also presented at four NFL Super Bowls and three NCAA Men's Final Fours.

Members of HMMA Executive Management and the Diversity Executive Committee joined DAT members for the lunch. During lunch, awards were presented to members of management and the DAT members. Diversity Training resumed after lunch and continued into the afternoon. After a day of learning, fun and lunch the workshop concluded with various door prizes.

The Diversity Action Team gathered at the HMMA Training Center for Diversity Training and an Appreciation Luncheon, where Team Members were recognized for their commitment to the Diversity Action Team.

Team Members Receive Diversity Awards

- **Leadership Award: J. S. Ahn, President & CEO**
For Outstanding Vision, Diversity, Dedication & Commitment to Excellence
- **Diversity Advocate of the Year: B. K. Kim, Sr. Director**
For Generous Commitment of Time, Support & Inspiration to Diversity endeavors
- **Team Member Diversity Advocate of the Year: Hollie Selfridge**
In Recognition Of Valued Participation
- **Team Member Diversity Advocate of the Year: Donna Barnhart**
In Recognition Of Valued Participation
- **Team Member Diversity Advocate of the Year: LaShanda Griffin**
In Recognition Of Valued Participation
- **Diversity Action Team Member of the Year: Darrell Holcombe and Donna Barhart**
In Recognition of Exceptional Leadership and Devoted Service
- **Milton Creagh, Trainer, Diversity Action Team**
Your Involvement Helped Us Attain Greater Results
- **The "ROCK": John Kalson**
In recognition of support of Diversity Initiatives and Efforts
Rock is an acronym for Responsive, Optimistic, Committed, Knowledgeable

2006 HMMA Holiday Calendar

- **April 14:** Good Friday
- **May 29:** Memorial Day
- **July 4:** Independence Day
- **July 3, 5, 6, 7:** Shutdown (Vacation Required)
- **September 4:** Labor Day
- **November 23, 24:** Thanksgiving
- **December 22-29:** Christmas Holidays

Benefits: ENHANCED DENTAL BENEFITS

The HMMA Benefits Department is pleased to announce that, effective January 1, 2006, our group dental benefits have been enhanced!

Coverage for prosthetic services, periodontal services and orthodontic services will increase from 50 percent of the allowance to 80 percent of the allowance, subject to the dental calendar year deductible. An updated benefit booklet with detailed services covered under each of these dental categories will be mailed to Team Members in the next few weeks.

Blue Cross and Blue Shield of Alabama is proud to serve the Team Members of Hyundai. For questions regarding these benefit enhancements, please contact Customer Service at 1-800-292-8868 or the Benefits Department at (334) 387-8199 or 8115.

2005 Calendar Year Production - Hyundai Motor Manufacturing Alabama

	January	February	March	April	May	June	July	August	September	October	November	December	Cumulative Total
US	0	0	20	743	2281	6292	5984	10855	13753	15539	17786	14189	
Canada	0	0	0	2	298	590	595	1191	277	502	258	63	
Total	0	0	20	745	2579	6882	6579	12046	14030	16041	18044	14252	91, 218

HYUNDAI DELIVERS FIRST TUCSON FUEL CELL VEHICLE TO AC TRANSIT TO INITIATE FLEET TESTING PROGRAM

Hyundai Motor Company delivered the first of 10 Hyundai and Kia Fuel Cell Electric Vehicles (FCEV) on December 14. A ceremony took place at AC Transit's Emeryville Bus Division, marking the beginning of a five-year demonstration and validation project designed to evaluate fuel cell vehicles and hydrogen infrastructure technologies.

"Hyundai's partnership with AC Transit represents the first time that a third-party has been involved in our fuel cell vehicle research, and it marks another milestone in our effort to bring this technology to commercialization," said Dr. Won Suk Cho, president, Hyundai America Technical Center, Inc., which is responsible for alternative fuel research in the United States. "Our vehicles will be operating in real-world working environments everyday proving the viability of this technology."

Hyundai, Chevron Corporation and UTC Power were awarded in April 2004 a U.S. Department of Energy grant to support research into hydrogen-powered fuel cell technology for automotive applications. The team officially began testing in February 2005 when Chevron opened its first-ever hydrogen energy station at the Hyundai America Technical Center (HATCI) in Chino, Calif. In addition to HATCI and AC Transit, fleets will also be placed at Southern California Edison (an energy utility company) and the U.S. Army facilities in Detroit to develop and implement a practical, business-based hydrogen energy infrastructure and associated technologies



Dr. Won Suk Cho, president of Hyundai America Technical Center, Inc. delivers the Hyundai Tucson Fuel Cell Electric Vehicle (FCEV) to AC Transit Board Member

as a part of the five-year program.

Hyundai plans to place two additional Tucson FCEV with AC Transit in early 2006, and will round out the fleet with six Kia Sportage FCEV models in late 2006 and 2007. In addition, HATCI engineers will support and monitor the AC Transit fleet vehicles for the duration of the program.

Additional information about AC Transit's environmental programs is available at www.actransit.org/environment.



**Hyundai Motor
Manufacturing Alabama, LLC**
700 Hyundai Boulevard
Montgomery, Alabama 36105

Prsrt Std
U.S. Postage
PAID
Permit No. 456
Montgomery, AL

HMMA Vision and Mission Statements

Vision Statement:

Our team provides value for your future.

Mission Statement:

To create exceptional automotive value for our customers by harmoniously blending safety, quality and efficiency. With our diverse team, we will provide responsible stewardship to our community and environment while achieving stability and security now and for future generations.