

insights



HMMA News
HYUNDAI MOTOR MANUFACTURING ALABAMA

October 21, 2005

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Congratulations, Team Members!
1,006 Sonatas on October 11, 2005!



HYUNDAI SONATA AND TUCSON ACHIEVE HIGHEST GOVERNMENT CRASH TEST RATING

Hyundai Motor America recently announced that the 2006 Hyundai Sonata and Tucson have received the U.S. National Highway Traffic Safety Administration's (NHTSA) top five-star crash test rating for front and side impacts. These results reflect Hyundai's commitment to lead in the standard application of the industry's most effective safety technologies.

"At Hyundai, our first priority is to ensure our customers can avoid an accident, which is why every Sonata and Tucson comes with a sophisticated Electronic Stability Control system," said Bob Cosmai, president and CEO of Hyundai Motor America. "These five-star NHTSA crash-test results demonstrate that when an accident is unavoidable, our Hyundai Sonata and Tucson deliver outstanding occupant protection."



DIVERSITY CORNER HMMA Observes Veterans Day

In observance of Veterans Day, members of the original Tuskegee Airmen and Korean War Veterans group will tour HMMA on November 3. Following the tour, they will share stories of bravery and devotion in the Sonata Auditorium. This will serve as the Diversity Action Team's first "Lunch & Learn." Team Members may obtain autographs, as well as have photos taken with the visitors.

On November 7, also in observance of Veterans Day, the Diversity Department will display the photos/names of Team Members who have a military background. A sign-up sheet will be placed in each department

to obtain names of those Team Members who would like to have their photo/name displayed. October 28 is the deadline to submit photos/names to the Diversity Department.

Veterans Day is November 11 and National Veterans Awareness Week is observed

November 6 - 12. Veterans Day is dedicated to world peace, to honor all veterans for their willingness to serve and for the sacrifices they made for the common good. On this day, veterans, their organizations and the entire country will observe the dedication and devotion of our veterans.

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HMMA's First Official Tour Team:

HMMA Protocol Specialist Tim Haseltine, front right, and Krista Hawkins (not pictured) are responsible for coordinating HMMA's public tours. Carolyn Kinney, front left, serves as HMMA's Visitor's Center Receptionist. Huntingdon College stu-

dents Sam Schjott, middle left, and Elizabeth McClain, middle right, and Alabama State University students Melissa Stallworth (back left), and Brian Collins (not pictured), will assist with the public tours.



HMMA Public Tours Begin

On Monday, October 17, HMMA will begin public tours.

Details:

Days of the Week: Monday, Wednesday and Friday

Times: 9:30 a.m., 12:30 p.m. and 2:00 p.m.

Amount of Visitors per Tour Allowed: 32 people (max) each tour

Ages: Third grade and up for school or group tours, First grade and up for families with children

Recommended time to allow on HMMA's campus:

1.5 hours from entry to exit

Cost: No charge

Equipment: Trams and headsets will be used

Reservations Required: Call Public Relations at 387-8019.

HMMA Benefits: Annual Open Enrollment Period

Once a year, all HMMA Team Members have the opportunity to make changes to their elected benefits or to enroll for additional coverage(s) during the annual open enrollment period. When Team Members begin working for HMMA, they have the opportunity to elect their benefit coverage. Once this election is made, health insurance cannot be changed throughout the year unless they have a "life changing event" (such as birth of a child, marriage, divorce, death).

During the month of November, HMMA's Benefits Department will conduct open enrollment and all Team Members will have the opportunity to change their Blue Cross and Blue Shield health insurance and/or optional life insurance. Benefits Department Team Members will be stationed at the following locations on the following days and times throughout November to enroll and answer Benefits questions for Team Members:

General Assembly building entrance

Tuesdays

5:45 a.m. – 7:45 a.m.

5:00 p.m. – 7:00 p.m.

Administration building, rear entrance
(between Medical & the Cafeteria)

Thursdays

5:45 a.m. – 7:45 a.m.

5:00 p.m. – 7:00 p.m.



Changes may include:

- Addition or deletion of dependent(s) to health insurance
- Change of health insurance from/to high option or basic option
- Elect more or less optional life insurance coverage
- Elect to enroll in or cancel health insurance or optional life insurance

Please contact Melanie McCormick (ext. 8115) or Karla Sterling (ext. 8199) if you have Benefits questions.

Team Member Grateful for HMMA's Support

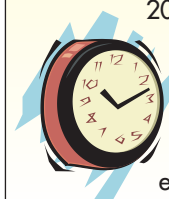
HMMA lost one of its valued Team Members, Richard E. Nesbitt, Jr., on April 9, 2005. He was an Engineering Specialist in the Emissions Lab. Richard's wife, Sandi Nesbitt, who is a Team Member at HMMA, her son, Zachary, and daughter, MacKenzie, would like to extend their appreciation for the food, prayers and flowers, in addition to the donations to the American Cancer Society during Richard's illness and passing.

"HMMA has provided our family with great support during this difficult time and healing process," Sandi said. "It is with great pride that I have been given the opportunity to continue my husband's name within HMMA. Our family looks forward to remaining in Alabama and to continuing to contribute to making HMMA the best automotive manufacturer ever."

Don't Forget!

Don't forget to set your clocks back one hour before you go to bed on Saturday, October 29, 2005. Daylight Savings

Time officially ends on Sunday, October 30, 2005 at 2 a.m. Enjoy your extra hour of rest.



Team Members Attend Nationwide Golf Tournament for FREE

H MMA Team Members will be granted free access to the 2005 Nationwide Tour Championship, which will be played on the Robert Trent Jones Golf Trail at Capitol Hill Monday, October 24, through Saturday, October 30. Team Members must have their badge to enter.

A limited number of additional free tickets are still available for Team Members who wish to bring friends and family. Children, 15 and under, get in free. Please contact the Team Representative in your area or Public Relations, located on the first floor of the Administration Building, to obtain additional tickets. For more information, go to www.nationwidechampionship.com.



Nationwide Golf SCHEDULE OF EVENTS

Monday, October 24, 2005

Practice Rounds
Junior Clinic at 11 a.m.

Tuesday, October 25, 2005

Pro-Am Day/ First Flight

Wednesday, October 26, 2005

Pro-Am Day/ Second Flight
Drive to a Billion Ceremony

Thursday, October 27, 2005

First Tournament Round
Golf Channel coverage (1:30-4 p.m.)

Friday, October 28, 2005

Second Tournament Round
Golf Channel coverage (1:30-4 p.m.)
(Volunteer Party 6-9pm at Millbrook Civic Center)

Saturday, October 29, 2005

Third Tournament Round
Military Appreciation Day-
Show your military ID
& get in free to the Tournament
Golf Channel coverage (1:30-4 p.m.)

Sunday, October 30, 2005

18th Skybox Sunday Morning
Worship Service
(30 minutes before 1st tee time)
Championship Round
Trophy Presentation
PGA TOUR Cards Presentation
Golf Channel coverage (1-3:30 p.m.)



Hyundai Motor America's Michelle Cervantez is Recognized Among 100 Leading Women in the North American Auto Industry

Michelle Cervantez, Vice President of Marketing, Hyundai Motor America, has been named among the 100 Leading Women in the North American Auto Industry by Automotive News. Cervantez and her co-honorees were featured in a special Sept. 26 issue of the publication and honored at a gala dinner in Detroit, sponsored by Automotive News. Cervantez was also named to the 100 Leading Women list in 2000.

100 Leading Women in the North American Auto Industry recognizes women who are leaders in the automotive field – those who make major decisions and have significant influence at their companies. Automotive News published its first listing of the industry's top female executives in September 2000.

Cervantez, who reports directly to Bob Cosmai, Hyundai's president and CEO, is responsible for all Hyundai marketing and advertising in the United States. She previously held a similar post with Mercedes-Benz USA, and prior to that served as vice president of marketing for Jaguar Cars North America.

NEW CARRIER FOR LIFE BENEFITS PROGRAMS AND LONG TERM DISABILITY

H MMA's Benefits Department is pleased to make two announcements about changes in our carriers for Benefits.

MetLife

Effective November 1, 2005, MetLife will be the new insurance carrier for our Life Benefits Programs (Basic Life, Accidental Death & Dismemberment and Optional Life Insurance). Costs for Optional Life have been reduced.

MetLife has a long history of providing outstanding customer service. We look forward to working with MetLife to continue to offer our Team Members a quality Life Benefits Program.

If a Team Member currently has optional life insurance with our current carrier, Jefferson Pilot, the amounts will stay the same, they will just be under MetLife. They are grandfathering in all of our current elections.



During the month of November, all Team Members will have the opportunity to elect Optional Life for themselves and/or spouse and/or dependent child and receive the guaranteed issued amounts without going through extensive medical questions and tests. A Team Member can receive up to five times their base annual salary or no more than \$200,000 without undergoing medical questions. Also, a Team Member can elect spouse optional life without extensive medical questions for up to \$50,000. Dependent life remains at \$10,000.

The Standard Insurance

Effective November 1, 2005, The Standard Insurance will be the new carrier for our Long Term Disability. This is a company paid benefit. We currently have our Short Term Disability with The Standard Insurance and have been very impressed with their customer service. We look forward to working with them with both Disability benefits.

Summer Shutdown Announcement

HMMA has decided to schedule a Summer Shutdown in connection with the Fourth of July holiday. Tuesday, July 4, 2006, will be observed as an HMMA paid holiday. July 3, 5, 6 and 7, 2006, will be considered a four-day shutdown period and all Team Members will be required to use four vacation days to cover the time during that period. If a Team Member works during the shutdown, he/she may reschedule the applicable, unused vacation days.

Vacation Scheduling Periods

- In accordance with HMMA policy and in order to allow planning for proper coverage of Team Member vacations, the scheduling period for 2006 vacations will be scheduled during November and December 2005.
- Full week and single days of vacation for January and/or February must be scheduled between November 1 and November 30, 2005.
- Full weeks and single days of vacation for the remainder of the year, March through December, must be scheduled between December 1 and December 22, 2005.
- Full weeks take precedence over single-day vacation requests.
- Single days take precedence over half-day vacation requests.
- When two or more Team Members with the same length of service request the same dates for time off, the first letter of the Team Members' last names will be used to determine who has first preference.
- Team Members that do not request vacation during the scheduling period will receive a payout for his/her vacation days.



Where Does HMMA Get Parts For Vehicles?

While more than 75 HMMA suppliers are located in North America, and Korea, HMMA also has suppliers in many other places all over the world. The HMMA Parts Quality Department deals with suppliers in Germany, Honduras, Japan, Korea and Spain.



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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.