

insights



HMMA News
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Team Member Honored for "Good Catch"



Team Member Mike Taylor, center, receives a certificate for his "Good Catch." Pictured from left to right are Richard Chai, Sr. Coordinator of Quality Control; John Kalson, Director of Production; Ashley Frye, Sr. Manager of General Assembly; Mike Taylor, Team Member, GA Chassis Two; H.I. Kim, V.P. Chief Operating Officer; and Chris Susock, Sr. Manager of Quality Control.

Team Member Mike Taylor, General Assembly, Chassis Two, was recently honored by HMMA management for finding and reporting a welding defect. Mike received a certificate and monetary reward for his accomplishment, which was considered a "Good Catch" by HMMA management. A "Good Catch" is defined as "preventing a defect to the customer, practicing continuous improvement, and understanding quality, productivity and safety." Congratulations, Mike, on your achievement.

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Hyundai Motor America Celebrates 20th Anniversary

Hyundai Motor Company, now the fourth largest import manufacturer in the U.S., celebrated twenty years of selling vehicles in the United States on February 17, 2006. Since its entry into the U.S. market in 1986, Hyundai Motor America has sold 4,327,150 vehicles (through January 2006) with a single-year record of 455,012 established last year, the fifth year in a row of record setting sales. Additionally, Hyundai has invested more than \$1.2 billion in research, design, engineering and manufacturing facilities throughout the U.S., and now features nine models spanning numerous segments.

"We are extremely proud of the progress Hyundai has made in the United States over the past twenty years," said Owen Koh, President and CEO of Hyundai Motor America. "Hyundai's full-cycle capability, from design to production in the U.S. is the direct result of twenty years of hard work and dedication to this marketplace."

BENEFITS UPDATES

New Process for Short Term Disability

Team Members who have worked at HMMA for 90 days or more and are absent from work for four or more consecutive days for medical leave may request Short Term Disability. Team Members may pick up Short Term Disability packets at the Medical Clinic, which is located on the first floor of the Administration Building.

Medical Leave Hotline

HMMA is pleased to announce a new hotline for Team Members to notify the Benefits Department that he/she will be absent for more than three (3) consecutive days. The number is (334) 387-8200. Please leave the following information:

- Team Member name
- Team Member number
- Date absence began
- Return telephone number
- Any details relevant to absence, (i.e. estimated length of absence)

401(k) Account Information

HMMA Team Members may access their 401(k) account 24 hours a day, seven days a week, through Fidelity NetBenefits by:

1. Going online at www.401k.com, or
2. Calling the Fidelity Retirement Benefits Line at 1-800-835-5098 to speak with a representative or using the automated voice response system.

Company Match Contributions

- Eligible one year from date of hire if worked 1,000 hours or more—first full pay period of the month following 1 year of hire date.
- HMMA will match up to 60% of the first 3% a Team Member contributes for the pay period.

Vesting Schedule:

- Less than 2 yrs of service – 0%
- 2 yrs of service – 20% vested
- 3 yrs of service – 40% vested
- 4 yrs of service – 60% vested
- 5 yrs of service – 80% vested
- 6 yrs of service – 100% vested

Example based on June 16, 2003 hire date: If the Team Member worked 1,000 hours of service in 2003, once they work 1,000 hours of service in 2004, he/she becomes 20% vested. When he/she works 1,000 hours in 2005, he/she becomes 40% vested.



HMMA Undergoes a BMS Gap Analysis Audit

By: Mark Stover



President Abn and COO Kim (foreground) and the HMMA Sr. Management Team meet with Brian Balzer (Lead auditor), Carmine Liuzzi and Andy Nichols of the Excel Partnership Audit Team (seated at table, left) for the Gap Analysis Audit Opening Meeting Monday, January 30, 2006.

One year ago, the HMMA Business Management System (BMS) Implementation Team kicked off its internal audit process to highlight any weaknesses in the HMMA BMS that may prohibit HMMA from being TS16949 certified. Last month, in order to test HMMA's internal audit system and assess its readiness for certification, HMMA invited Excel Partnership (experts in TS16949) to perform an in-depth, full plant process audit called a "Gap Analysis."

The key elements on which the auditors were focused were as follows:

- 1) **INTENT** – Does HMMA have defined processes, procedures and practices in place which conform to the TS16949 standard?
- 2) **IMPLEMENTATION** – Is BMS fully implemented and are we following it?
- 3) **EFFECTIVENESS** – Is our management system effective at achieving our goals and satisfying our customers?

What was learned from the Gap Analysis? Plenty! Although HMMA's internal audit team has done a fine job and highlighted many areas for improvement, there are still additional areas in BMS that need to be focused on and improved upon before the actual TS16949 certification audit. Plans for improvement in these areas will be highlighted in the weeks to come and each department will have to pull together to improve.

There were also areas where HMMA demonstrated specific strengths and should be proud. Plant Engineering, Emissions Lab, Final Inspection / IMIS and Training Department were noted by the Excel audit team to have effective systems in place.

As we move forward into 2006, the BMS Implementation team challenges each and every HMMA Team Member to strive to improve BMS and comply with the TS16949 standard. BMS Implementation Team will be there to guide and answer any questions and is confident that HMMA can achieve TS16949 Certification.

Conserve Energy; Conserve Cost

The Plant Engineering group is asking for Team Members' cooperation in conserving energy. Energy usage is a controllable cost. Energy is an expensive commodity, a cost of doing business, and a direct cost. It affects the bottom line of HMMA's budget.

Saving energy can be accomplished in many ways, including the following:

- Turn off line and process lighting after production and during lunch.
- Turn off office lighting when you leave.
- Turn off lighting in areas not occupied, such as conference rooms and closets.
- Turn off computer monitors when you leave.
- Turn off non-essential production equipment after production and during lunch.
- Repair compressed air leaks.
- Keep building doors closed, including dock doors.
- Wear appropriate attire for environmental conditions.

The Plant Engineering group is requesting that you please report any energy savings observations to the Utility Team Members by calling (334) 296-5115.

Your cooperation is essential to HMMA's success. Thanks in advance for your cooperation.

TEAM MEMBER Q & A Vacation Scheduling

QUESTION: Why does HMMA require Team Members to schedule vacation so far in advance?

ANSWER: There are approximately 2,800 Team Members. Each Team Member is eligible for 10 vacation days. That equates to potentially 28,000 days that Team Members will not be at work. For this reason, if Team Members were to request vacation days on an as-needed basis, HMMA would potentially have to find hundreds of replacements per day on very short notice. There would be no way for HMMA to adequately find replacement Team Members, therefore as-needed requests for vacation would often be denied.

SAFETY MATTERS Shoe Requirements

Effective March 1, 2006, all Team Members will be expected to wear the correct footwear. Failure to follow this policy will be addressed using the Corrective Action section of your Team Member Handbook.

Production and Quality Team Members: Shoes with leather upper material are required. Any type of shoe with leather upper material (tennis shoe, boot, slip on, etc.) is acceptable. Shoes made of canvas, vinyl mesh or any other material—other than leather—on the top of the shoes are not allowed. Shoes with canvas and vinyl do not offer enough basic protection for a manufacturing environment.

Production Control and Maintenance Team Members: Steel-toed shoes are required.

Team Member Spotlight Curtis Hamm



General Assembly, Chassis One

Curtis Hamm has been an HMMA Team Member in General Assembly, Chassis One, since April 2005. As Curtis got to know his fellow Team Members on Chassis One, he learned he works alongside former carpenters, truck drivers and a merchant marine. Curtis is a former architectural draftsman. He is also published author. One of his articles was published in the October 2005 issue of *Reader's Digest*. In addition, he wrote a humor column in the *Millbrook News* in 2001.

Sonata's Add-ons Add up to Value

Larry Edsall / Special to The Detroit News

The automotive media has been saying very good things about the all-new 2006 Hyundai Sonata, and the automotive aftermarket also is catching on to a vehicle that offers a family-size package at a compact-car price.

Shawn Williams' Street Concepts of Huntington Beach, Calif., has been building show cars for corporate clients for nearly a decade. His clients include Oakley and ToyoTires, Mazda and Infiniti. Street Concepts won a Ford Design award in 2002 for the best Lincoln/Mercury customization at the Specialty Equipment Market Association Show. While sport compacts—small, zippy two-door sedans—have been the biggest canvas for aftermarket customization in recent years, Williams sees a shift to four-door sedans as young hot-rodders start their families. Not only are they more practical, he says, but they also



often bring lower insurance premiums. Williams built two Sonatas for the most recent SEMA Show—one under his company's banner, the other in behalf of Studie Motorsports, a South Korean aftermarket parts producer. Williams said the modifications he made to his car—excluding its custom paint—would cost around \$8,000, which still puts a

fully tricked-out Sonata in the \$31,000 category, even with modifications that include: Exterior: Body kit from EFAutoUSA.com, Wet Works rear wing, Fix Auto Collision taillight tinting. Interior: Infinity audio system with Kicker Products wiring, Kenwood head unit with iPod interface and VIVO headrest monitors, Katzkin suede and leather seats, Elegant Wood Design carbon fiber trim. Performance: Cat-back exhaust, Wilwood Big Brake kit, Eibach springs, 19-inch Axis Penta wheels and Toyo Proxes T1-R tires.

Charitable Contributions and Sponsorships

Many Team Members have inquired about HMMA's role in sponsoring charitable organizations. Information is available at www.hmmausa.com. Team Members are encouraged to visit the "Community Relations" area of HMMA's website to learn more.

Did you know?

There are **35 Hyundai Suppliers** within **17 Counties** in Alabama. That equates to a **\$571 million supplier investment** in Alabama. There are **77 total suppliers** across North America, creating 5,548 jobs.

Relay for Life

The American Cancer Society's 2006 Relay for Life will be May 5 and 6. If you are interested in participating, please contact Melanie L. McCormick, HMMA HR Benefits Specialist, at (334) 387-8115 or mmccormick@hmmausa.com. For more information about Relay for Life, go to www.cancer.org.



Sonata Receives High Marks

Dan Jedlicka, Chicago Sun-Times auto editor since 1968, recently gave the 2006 Sonata high marks. The bottom line, according to Jedlicka, who has reviewed about 3,500 cars and trucks for the Chicago Sun-Times, is "it's now a far more serious rival to top-selling midsize autos." He gave the 2006 Sonata 8 out of 10, noting the vehicle is "deftly redesigned for the American market, roomier and more powerful." Jedlicka's full review may be found at <http://autos.msn.com/research/vip/jedlicka.aspx?year=2006&make=Hyundai&model=Sonata>.

Supplier Spotlight HANIL E-HWA

Product: Door Trims, Seats, Head Linings and other Interior Car Parts
Location: Selma, AL
County: Dallas
Capital Investment: \$38 million
Jobs: 73
Facility: 180,000 square feet



**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.