

# Work.



**SIA**<sup>®</sup>

SUBARU of INDIANA AUTOMOTIVE, INC.



**"Pleasure in the job puts  
perfection in the work."**

**- Aristotle**



**TOP  
OF THE  
CLASS**

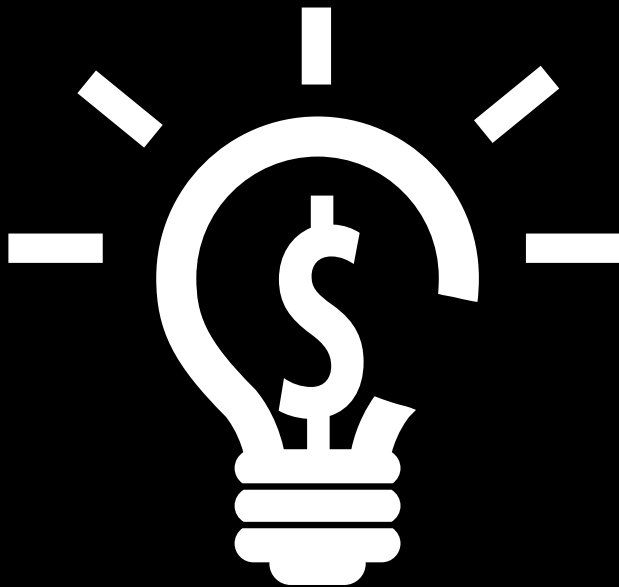


**96% of Subaru vehicles  
built in the last 12 years are  
still on the road today.**

We don't build safety and quality into every Subaru so we can win awards. But we appreciate the recognition nonetheless.

Since the first vehicle rolled off the production line in 1989, SIA has earned several awards and distinctions that reflect the hard work and dedication that our Associates put forth every day.





# PENNY FOR YOUR THOUGHTS



## Cash rewards for creative thinking.

"Kaizen", Japanese for "continuous improvement", is the philosophy that states there is always a better way. In order for a company to stay competitive, it must continually improve upon its current products and processes to lower costs, improve quality, eliminate environmental risks, increase safety, and reduce waste.

### CASH FOR KAIZENS

The Associates at SIA are encouraged to come up with new and innovative ideas, or kaizens. Some ideas are large and ground breaking while others are small and seemingly inconsequential. But when you add up all of the ideas, both big and small, the results are extraordinary!

Ideas like these are rewarded. At SIA, Associates earn cash for great ideas.





# your kind of **DREAM JOB**

"SIA offers countless opportunities for its Associates. It literally pays to suggest ideas. Also, SIA offers a great Educational Assistance/Continuing Education Program for all Associates. It's hard not to take advantage of all of the opportunities our company has to offer!"  
- **Evan Gibbs, In Process Control Associate**





**SHOW  
ME THE  
MONEY**

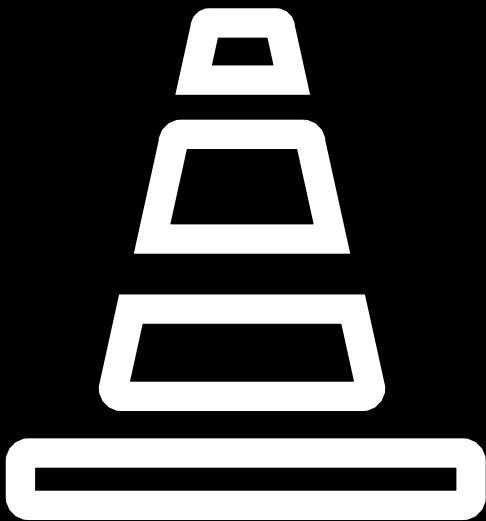
**\$ Highly competitive wages  
& bonuses**

 **Great discounts on Subaru  
vehicles.**

 **Excellent 401k &  
retirement benefits.**

Recruiting and retaining the highest caliber of Associates calls for a very competitive salary and benefits package.

We think our comprehensive offering of wages, benefits and bonuses are second to none, because we know our Associates are second to none.



**SAFETY  
CAN'T  
HURT**



**Safest auto assembly plant  
in the U.S.**



**IIHS top safety pick for all  
models.**

At SIA, safety isn't about statistics, it's about people.

SIA takes painstaking measures to ensure the health and safety of each and every Associate so they can focus on more important things...like making the best cars in the world.

Some may say we're even obsessed with safety...and our record shows it.

But even though SIA is an industry leader in workplace safety, its knowing that we are doing our best at keeping our Associates safe that matters the most.



"I believe a fair amount of the success we have at SIA can be attributed to the emphasis we put towards safety. A safe environment for Associates means a productive environment for SIA as a whole."  
- Cole Johnson, Body Maintenance Team Leader

your kind of  
**DREAM  
JOB**





# 日本 (JAPAN) OR BUST

## Opportunities for international travel.



At first glance, many people may not be aware of the variety of careers available at SIA. In addition to production and maintenance positions, accounting, engineering, human resources, safety, environmental, communications, and information systems are just a few examples of the many different career opportunities available at SIA.

Several of these positions require travel, either to neighboring suppliers or all the way around the world to Japan to work directly with SIA's parent company, Fuji Heavy Industries, Inc. (FHI).

An aerial night photograph of Tokyo, Japan, with Mount Fuji in the background. The city lights are visible, and the mountain is covered in snow. The sky is a mix of orange, yellow, and blue, suggesting a sunset or sunrise. The text "See the world." is overlaid on the left side of the image.

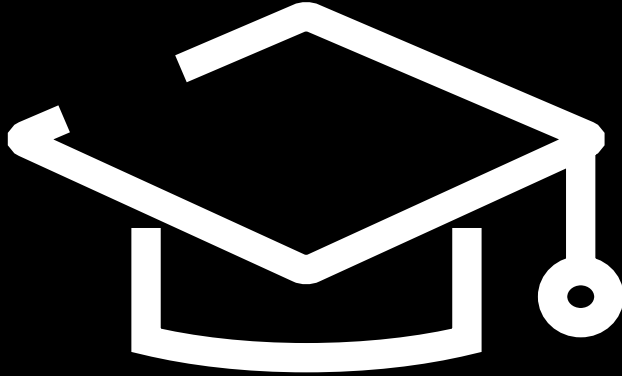
**See the world.**

Every SIA Associate has the opportunity to earn a trip to Japan. Each year, the SIA team with the winning Kaizen idea, earns the opportunity to travel to Japan to present their idea to peers and management at FHI.





Work.  
**BALANCE/CONV**  
Life.



# CAMPUS (REAL) LIFE



## On-site degrees for grownups.

### **PERSONAL & PROFESSIONAL GROWTH**

Learning doesn't have to stop when you enter the workforce. SIA offers Associates diverse educational opportunities to help elevate their minds and careers.

Professional workshops aimed at teaching new skills or refining existing skills can help Associates develop professionally.

Associates can earn a certificate, Associates, Bachelors or a Masters degree without having to leave work.

A branch of the Purdue University College of Technology is based at SIA's Training & Reception Center. The extension branch allows SIA Associates to earn their degree in a place and at a time that works around their own work schedule.

SIA also offers a tuition reimbursement program to help offset the costs associated with continuing education.



"You can't beat having a free place to workout,  
with professional trainers who care. I can do what  
I love doing, and then go to work."  
-George Castaneda, PaintShop Associate

your kind of  
**DREAM  
JOB**







## **CONVENIENT, EFFECTIVE & FUN**

The SIA Recreation Center offers a variety of amenities to help make working out convenient, effective and FUN!

**Our services and amenities include:**

- 10,000 Mile Walk/Run Program
- Cardio equipment & free weights
- Circuit / resistance training equipment
- Group exercise classes
- Gymnasium and outdoor facilities available for many sports
- Pavilion for gatherings
- Outdoor running trails
- Locker rooms, showers & sauna
- One-on-one training & nutritional coaching





# **WORKIN'** **ON YOUR** **FITNESS**



**Free fitness center & trainers.**



**Athletic fields & leagues.**



**Hiking trail & fishing pond.**

The SIA Recreation Center is conveniently located right on SIA's campus. Associates can take advantage of the team of professional trainers that work one-on-one or in group fitness classes to help Associate achieve their fitness goals.

- Piloxing
- Zumba
- Cycle Fit
- Yoga
- Dance Fit
- Power Fit
- Core & More

A monarch butterfly with orange and black wings is perched on a yellow flower with a dark brown center. The flower is part of a cluster of similar flowers on green stems. The background is a blurred field of yellow flowers and green foliage under a clear blue sky.

**Over 3.5 million square feet,  
zero-landfill.**

In 2004, Subaru of Indiana Automotive, Inc. became the first automotive assembly plant in the U.S. to be zero-landfill. SIA sends nothing from its manufacturing process to the landfill. In other words, the typical household puts more trash in the ground than SIA's entire manufacturing facility.



**MAKING  
THE WORLD  
BETTER**

## Strong community impact.

At SIA, we believe that by investing time and dollars in local non-profit organizations we can build stronger relationships with the communities where our Associates work and live. Because of this teamwork, we are helping to make a positive impact in our community, state and nation.

Our Associates are active members of society, generously volunteering their time and money to help countless schools, clubs and organizations throughout Indiana. The SIA Foundation supports their efforts by matching every dollar that each of our Associates donates to a non-profit organization (up to \$100 per Associate per year).



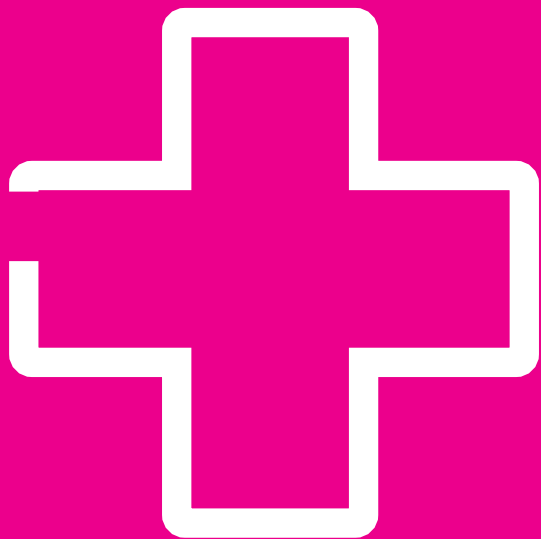


# Healthcare without the headache.

The SIA Health and Wellness Center is a voluntary, convenient resource that provides quality healthcare at no cost to eligible SIA Associates and their Dependents.







**THE  
DOCTOR  
IS IN**



**Free on-site healthcare  
center, and premium-free  
medical**



**Premium-free dental**




**Premium-free vision**



**Basic life insurance**



**Incentives for healthy  
choices**



**“Life is like riding a bicycle.  
To keep your balance, you  
must keep moving.”**

***- Albert Einstein***

# Life.



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