



MISSION | VISION

We will deliver current results and invest for the future by continually determining the needs/wants of our target markets and delivering satisfaction more quickly and efficiently than our competition. Flexibility and agility will define our movements as we work to constantly align, execute and renew ourselves ahead of the global markets in which we compete with our constant attention on our people and process.

Our environment will be one that focuses on continuous improvement and empowerment of each associate to own his/her work and make appropriate decisions to enhance customer delight while keeping the needs of all stakeholders in mind. Our associates, current and future, will be those high achieving individuals who have enormous energy and passion; have the ability to execute and energize; are process and customer focused; and can deliver bottom line results in a positive, respectful and high integrity manner.

OEM SBU Goals

- Achieve Revenue (\$40.9 million – 6.5% growth) and contribution margin (CM) goals
- Ten day max lead-times
- Finished Goods inventory turns between 9 and 11*
- 10% or greater improvement in scrap and loss in process (LIP)
- 0 PPM as reported by our customers
- No lost-time accidents
- Achieve 99.5% BellHawk & Cycle-count accuracy

* Includes consignment, which turns more slowly than internal inventory

OEM

STRATEGIC BUSINESS UNIT PLAN

The OEM Strategic Business Unit (SBU) is a high volume, low mix focused-factory that serves automotive Tiers that supply OEMs on a global basis. We will **grow our SBU by at least the level of global automotive build schedules + 10%** at acceptable contribution margin and dollars per mold hour rates by delivering zero-defect products within ten days of receipt of order at a globally competitive price to exacting standards. We realize that ever increasing standards are a way of life and will work to be ahead of the curve by creating and nurturing a continuous improvement culture that is in-line with today's customer needs while anticipating the next market expectations.

To reach our growth, cost and quality goals we will leverage technology and employ lean principles while staying true to the needs and principles outlined in TS16949 and ISO14001.

