

# Beyond Grand Rapids

## GMS Word Search - Competencies

**Definition** - A Competency is a measurable characteristic of a person that is related to their success at work. Competencies can be a behavior, a skill, attribute or attitude.

C	Y	B	H	N	T	R	U	L	L	I	K	S	C	S
I	O	N	H	J	L	I	P	E	S	A	W	T	Y	E
N	M	N	B	W	E	R	D	J	G	H	C	E	T	N
T	W	P	T	E	A	M	W	O	R	K	V	G	I	S
E	F	P	R	I	G	T	J	U	T	F	W	R	C	E
G	Y	H	J	O	N	B	T	V	D	W	S	A	D	O
R	T	Y	R	U	V	U	A	I	N	M	P	T	W	F
I	Q	S	A	F	Y	E	O	P	T	B	M	H	Q	U
T	R	U	S	T	I	J	M	U	W	U	V	C	T	R
Y	Q	V	J	K	U	P	L	E	S	R	D	T	N	G
E	T	U	B	I	R	T	T	A	N	J	N	E	R	E
W	S	T	H	J	G	M	E	P	H	T	Q	R	V	N
B	E	H	A	V	I	O	R	J	M	L	R	T	W	C
Y	C	O	M	P	E	T	E	N	C	I	E	S	R	Y
Q	W	D	L	E	A	D	E	R	S	H	I	P	N	L

### Word List

Teamwork	Behavior	Leadership	Stretch Targets
Continuous Improvement	Competencies	Sense of Urgency	Skill
Integrity	Attitude	Attribute	Trust

**Follow up Question** - How does your job support the plant's Mission Statement and Business Plan?

- Come to work; perform my job with Integrity and work safely to ensure the health and safety of myself and my team members
  - Follow Standardized Work
  - Work as a Team to find new ways to Continuously Improve
- Do it Right the First Time to Eliminate Waste



# AutoKnow



*General Motors Vision Statement:* GM's vision is to be the world leader in transportation products and related services. We will earn our customers' enthusiasm through continuous improvement driven by the integrity, teamwork and innovation of GM people.

## 2008 Charitable Giving Campaign -- We Need Your Support!

The 2008 Charitable Giving Campaign runs through September 30. This year, employees have a chance to contribute to several deserving organizations by participating in the campaign. Donations can be directed to a local United Way and/or its funded agencies, Mothers Against Drunk Driving (MADD), The Nature Conservancy or The Marrow Foundation.

The organizations that benefit from the campaign help the community in many important ways. Specifically, the United Way has set three goals for where the nation should be by 2018:

- Cut by half the number of young people who drop out of high school.
- Cut by half the number of working families that lack financial stability.
- Increase by one-third the percentage of healthy young people and adults.

Stress on the economy has caused some members of our



community to seek help from United Way for the first time. In fact, most of us probably know friends or family members who have sought help from a United Way agency. Times are tough and many families around the country are facing financial difficulties-- your contribution to the Charitable Giving Campaign is needed now

more than ever before.

In recent years, employee participation in the Charitable Giving Campaign has declined. GM and its employees were once top givers to United Way. In 2008, we hope to increase employee participation throughout the corporation.

You can enroll or change your current donation on mySocrates or call **Mike Vincent** at 3177/Nextel 287 or **Larry Melville** at 3112/Nextel 295.

## GM Car Fair This Week

The GM Car Fair takes place at the Grand Rapids Metal Plant from noon to 8:00 p.m. today through Thursday. Sitting in the 36th Street hourly parking lot will be virtually every 2009 Buick, Cadillac, Chevrolet, GMC, Hummer, Pontiac, and Saturn vehicle.

Also on display will be the GM Futurliner and the UAW-GM Center for Human Resource's "Buy American" display, which includes NASCAR driver Kevin Harvick's Chevy Monte Carlo and a virtual race track.

Please stop by and take a look at what's new on dealer lots. Just as importantly, please tell your friends and family about this great event that is open to the public.

## Change Made to Suggestions on Blank Reductions

We were informed on September 12 that the corporation is mandating that every stamping plant look at all blanks and reduce the size where possible. As a result, all blank reduction suggestions dated September 12, 2008, or later will be closed out as "prior management consideration" (or PMC). Any blank reduction suggestion dated September 12, 2008, or earlier will be processed as a valid suggestion.

Steel, in coil or blank form, is the single largest expense for the metal plants and thus this directive is consistent with the corporate effort to reduce cost and conserve cash.

We apologize for any confusion or turmoil this announcement may cause.

-- The Grand Rapids Joint Facility Team (Jim Store, Mike Fitzsimmons, Dan Kelting, Nick Kassanos, Larry Givens, Larry Melville, Jim Scrimger, Mike Vincent, Steve Andreen, Dan McLaren)

## Watt's That?

GM scores energy use in megawatts, but most folks have no idea what a megawatt is. They just know that if it is mega it must be big.

Do you get confused when you hear the different units that are used when we talk about energy? Some of them are Watts, kilowatts, and megawatts.

### The basic unit of electric power is the Watt

Notice that Watt is capitalized. Units that are named after a person are supposed to be capitalized. Watts are named after one of the Watts shown below.

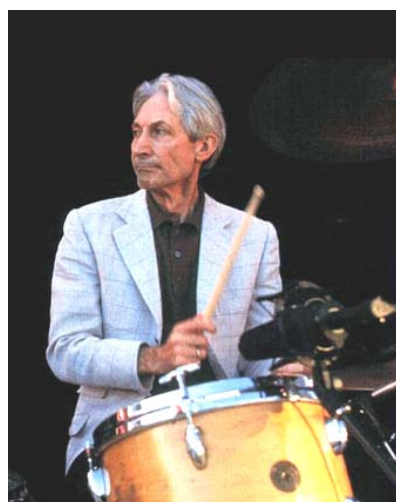
Using one Watt of power for one hour uses one Watt-hour of energy. Using one Watt of power for 1,000 hours uses one kilowatt-hour of energy.

### Your electric meter at home counts kilowatt-hours

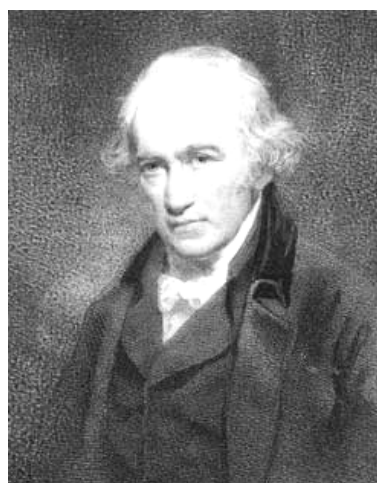
At home using 10 light bulbs (of the 100-Watt size) for an hour will add one kilowatt-hour on your electric bill. Kilowatt-hours are abbreviated kWh, using a capital W in honor of Mr. (or Ms?) Watt.

The energy usage term "Watt" is named after one of the people shown below? Who is it?

(answer is below)



A. Charlie Watts



B. James Watt



C. Naomi Watts

Answer:  
A. No, he's a long-time drummer with The Rolling Stones.  
B. Yes. He also made steam engines useful, starting the industrial revolution.  
C. No, but she's an actress who has been known to light up the big screen.

### A Million Watts equals a megawatt

One million Watt-hours equals a megawatt-hour and is abbreviated MWh. The big letter M stands for mega but is easier to remember it as million.

How much is that you ask? The energy used to keep the lights on here at the Grand Rapids Metal Plant for 25 minutes is about one MWh.

### GM scores energy productivity in megawatt-hours per vehicle.

On average, GM uses less than one and a half MWh of energy to make one car, SUV or pickup truck.

Here at the Grand Rapids Metal Plant, we score our energy productivity in megawatt-hours per ton of parts shipped. Currently our score is about 0.63 MWh per ton.

Making our score smaller will show GM that our energy efficiency is improving. Lower energy scores are good for our business and good for the environment.

## Around Grand Rapids

### GMIN Required on ID Badge Requests

Effective Wednesday, October 1, 2008, all U.S. GM hourly and salary employees and non-GM personnel will be required to provide their GMIN on the following forms:

- New ID Badge Access Request Forms
- Update ID Badge Access Request Forms
- Property Pass Forms

Please note: A Social Security Number (SSN) may still be required at ID Badging Centers until SSN remediation is complete.

Please ensure GMIN is provided on all ID badge access and property pass forms to avoid processing delays.

The General Motors Identification Number (GMIN) is a unique identification number (9 digits). GMIN is



important because it is the General Motors' global identity management strategic solution for unique identification.

It will be used as an identifier (like a name) in GM business processes. For more information, visit <http://gmin.gm.com>.

### Blood Drive Results

Thank you to everyone who participated in Grand Rapids Metal Plant's 127th blood drive held on September 10 and 11. During those two days, 114 employees signed in and attempted to give blood and 104 pints were actually drawn. We also had six first-time donors. The last time we had a blood drive that was this successful was in May of 2005!



Please know that each donated pint of blood can help three or four people. On behalf of the people who need blood in our community, thank you to everyone who took part in the drive.

### Service Awards

Congratulations to the following employees who have recently celebrated a milestone in their years of service to General Motors and this plant.

#### 30 Years of Credited Service:

- Jim TenEyck Finance
- Patrick Cunningham MH&S
- Ron Czarnecki MH&S
- Richard Wagstaff WEMR
- Simeon Maier, II Maintenance
- Carl Crump TDO
- Terence Arndt Metal Assembly
- Raymond Tarasiewicz Press Room

#### 25 Years of Credited Service:

- Gordon Bush, Jr. Maintenance
- Kevin Waller Maintenance
- Michael Cance TDO
- Keith Doornbos TDO
- Mike Fase TDO
- James Paas, Jr. Tech Support
- Stanley Pelak Tech Support

### Safety Corner

#### Know Safety, No Accidents

	2007	Through 9/16/08
First-aid Injuries	454	227
Recordable Injuries	65	29
Lost Work Days	6	2
Near Misses Reported	232	304

#### Near-miss Reporting

I need to ask everyone to stop and take a moment to understand the importance of detecting and reporting near-miss incidents. So far this month we have had only 12 near-miss incidents reported (to a January-August monthly average of 36)! I know we are better than this. There are several chances to see a near miss each time we're walking the plant floor. Remember, each near miss incident (where someone is not injured) creates the opportunity of reacting to it to avoid someone else from being injured in the future. Thank you.

--Nick Kassanos, assistant plant manager