

Rochester Hills

10-24-16



EAGLE OTTAWA
PREMIUM LEATHER

by  **LEAR**
CORPORATION

Eagle Ottawa Rochester Hills

Eagle Ottawa Rochester Hills Ltd
2930 Auburn Road
Rochester Hills, MI 48309 U.S.A.



RH Site: 10.75 acres
Facility: 141,000 sq. ft.

EORH Headcount
Plant: 113
Total Facility: 184

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10/24/2016





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EORH – People are the Difference

UPWARD MOBILITY

- In 2016, more than 20 people from the plant floor were moved upwards in to the organization.
- Equal opportunities were given to the employees to apply for jobs in other departments.
- Suitable candidates were selected and moved.

TRAINING AND DEVELOPMENT

- Development opportunities were increased and more than 200 employees were sent to training and workshops.
- EORH has partnered with MMTC for the following training and workshops.
- Six Sigma Green Belt, Lean Champion, 5S, Lean Manufacturing, Visual Factory, Leadership, PSR, Kaizen etc.,

HIRING (TEMP VS DIRECT)

- From 2014, the percentage of temps reduced from 85% to 25%.
- More than 40 people have been hired in the plant operations including Production, Quality, Samples, Engineering, Lab, Materials Depts. And Technical Teams.

COMMUNITY SERVICE

As Lear we are stronger then ever / reflected in the slides ahead.



Employee Engagement - Community Service



2014



Lighthouse Adopt-a Family-Program

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Employee Engagement - Community Service

Offering employees team building opportunities while positively representing Eagle Ottawa in the community.

- Flexibility
- Convenience
- Satisfaction
- Valuable Skills
- Community Awareness
- Healthy Lifestyle
- Options



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2016 Community Service



Team members perform a grounds clean up monthly during the summer months.



October Food Drive



Rochester Hills hosted Grow Detroit's Young Talent in July. Students learned about the company through a plant tour and employee held workshops that are experts in the their field.



Boots on The Ground

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2016 Community Service



Rochester Hills team participates monthly in packing lunches for children in the Rochester Area School district.



Class visit that included music, story time, craft and exercise/dance was held in March. In June, a book drive was held and all books new and used were donated to classrooms and children.



Employees donated both bottled water and cash to aid the City of Flint during their crisis.



Lear Corporation is a platinum sponsor for the Scare Away Hunger 5k.



Construction & Expansion

- Undergoing Expansion / Construction



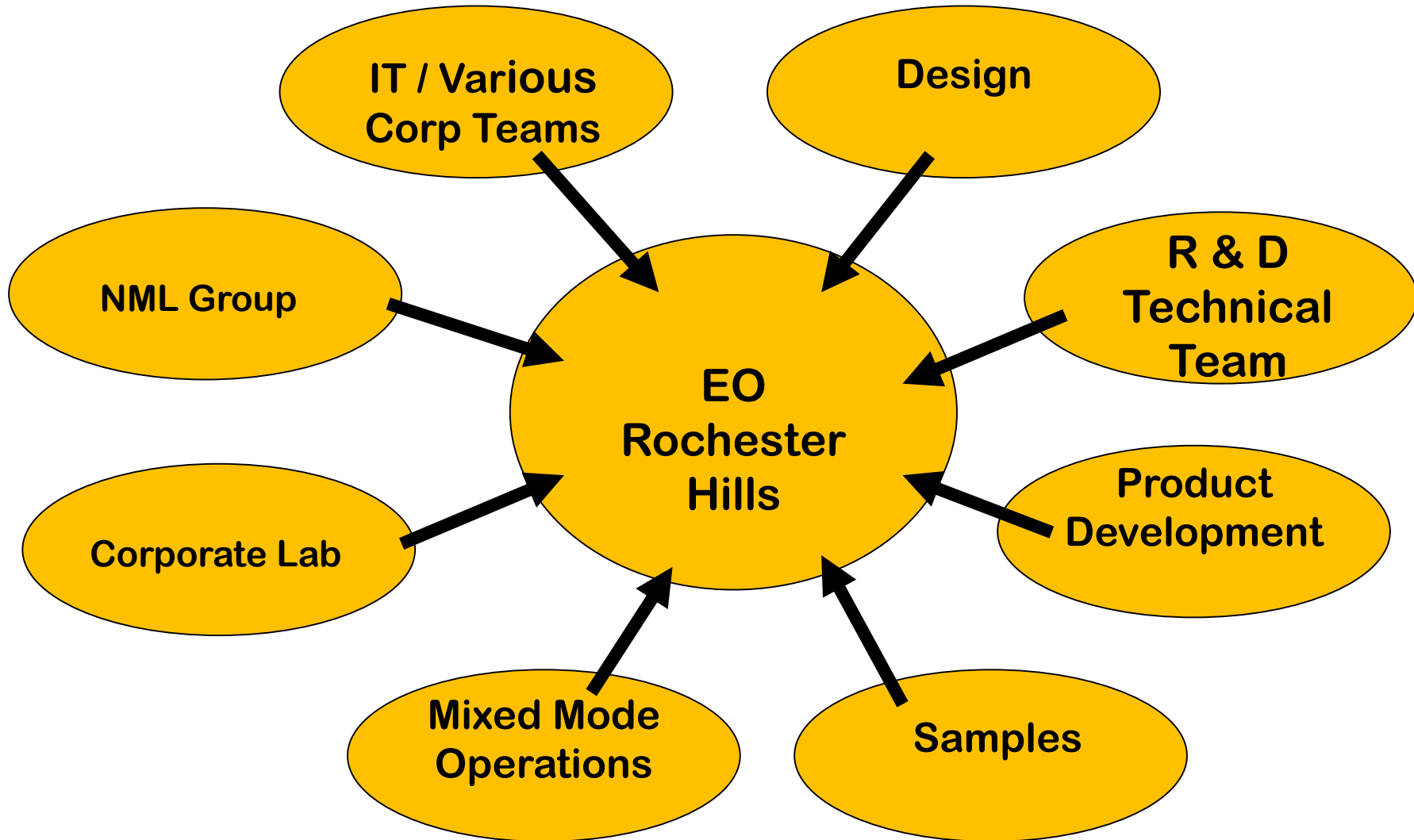
- Recent 16,500-square-foot expansion of the facility.
- The expansion includes workspace for 50 new employees, new prototyping and validation capabilities and new space to “co-create” with customers.

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The Big Picture

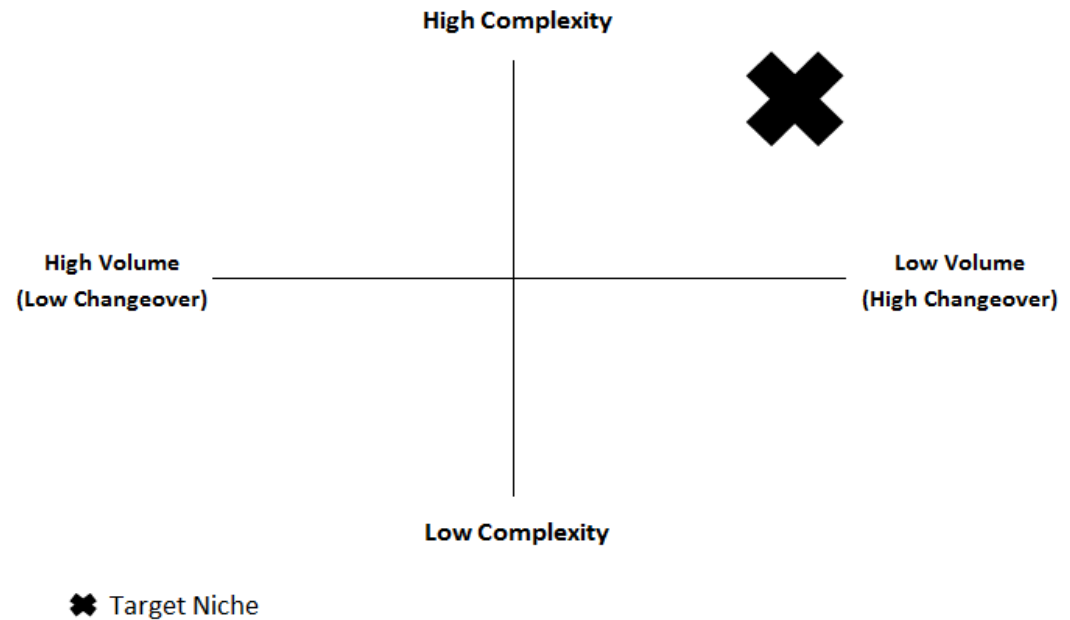


EORH - NICHE

Order Complexity

Complexity	Process	
	Construction	# of Days to Complete
Less	GM SST-NU	6
	NS Sojourner	6
	TY Opus	6
	Merc. LG	6
More	CH Nappa	7
	TY PV1	7
	NS Nappa Roll Blend	7
	Merc. LG Roll Blend	7
	FD Opus Spray Blend	7
	GM Kiesel Roll Blend	7
	FD IP	8
	TY PV1.5	8
	NS Camino Roll Blend	9
	End Emboss	9
	TY PV2.5-646 Tipped	10

Product Mix

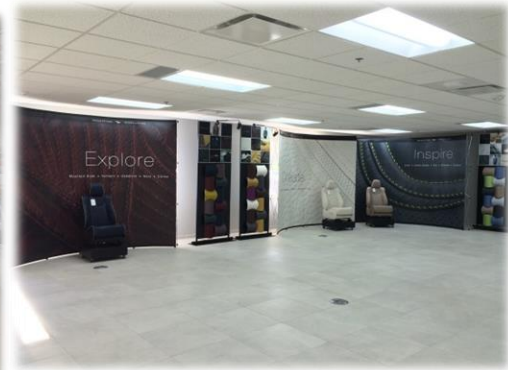


The products being transferred, and launched in Rochester Hills are primarily products that fall under a highly complex, low volume product mix.



EORH - NICHE

**CUSTOMER – CENTRIC &
CUSTOMER – FOCUSED
DESIGN TEAM**



**IN – HOUSE
RESEARCH & DEVELOPMENT**

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EORH - NICHE

**LOW VOLUME – HIGH CHANGEOVER
PRODUCT MIX (FLEXIBLE MFG.)**



**CUSTOMER – DRIVEN
PRODUCT DEVELOPMENT**

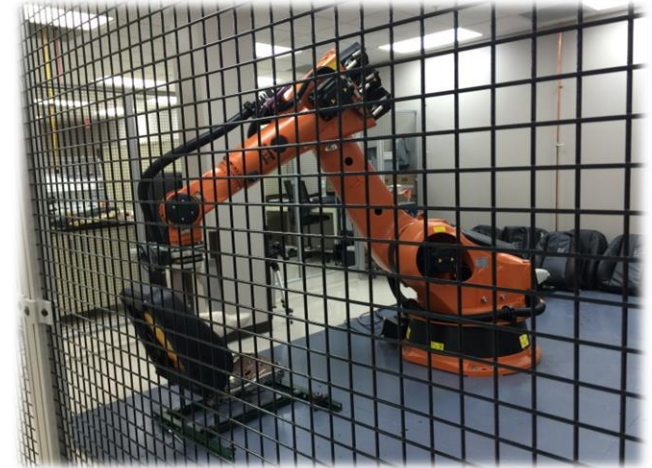
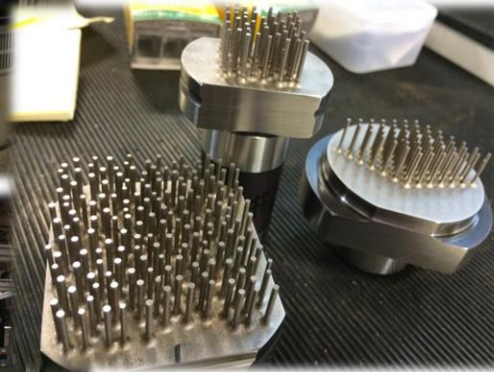
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EORH - NICHE

WORLD CLASS LAB FOR TESTING & MEASUREMENTS



VALUE ADDED SERVICES

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