



WINDSOR TALKS

ONE TEAM. ONE PLAN. ONE GOAL. ONE FORD.



I am very proud to announce that Windsor Engine Plant and Annex have been awarded the 2009 President's Award for Quality by Ford Motor Company! This internal company award recognizes that Windsor Engine products have made the most improvement in 2009, in terms of quality when it comes to warranty metrics for the 5.4L and 6.8L engines we produce. The award also recognizes all of our employees, individuals and teams, for their commitment to building products with quality every day. For 2009, we achieved an amazing 50% year over year improvement in repairs/1000, a 50% year over year improvement in Things Gone Wrong (TGW) and a 20% improvement in cost per unit for repairs. We ranked first among all of North American powertrain plants. Thank you for your efforts and let's continue to drive improvements in quality.

The demand for the F-Series remains strong through the balance of this year and, in the first quarter of next year. We have seen a few downshifts added to the schedule as shortage in the supply base for F-Series components have forced the assembly plants to miss their weekly schedule. Except for these unplanned downshifts, our schedule through the balance of this year remains full. Losses at the truck assembly plants have been added back to the first quarter to ensure that the vehicle sales are not lost.

The 2009 Windsor-Essex County United Way Workplace Campaign has officially been kicked off! I want to thank all of you for your generous support and superior leadership in giving as CAW and Ford Motor Company employees, when it comes to the Windsor-Essex County United Way fund. It is these donations that go directly to helping close the gap for human service needs in the Windsor-Essex County community.

The economic climate over the last few years has forced many families and individuals to change their lifestyles and has caused an increase in demand for human services. At the same time, overall donations have declined, just when they are needed the most. Your United Way wants to ensure that your dollars are spent to impact the most critical needs and services of children, youth and people with disabilities, families and seniors in the Windsor-Essex County community. Ask one of our dedicated employee canvassers about how the United Way is changing to meet our community's critical needs. Thank you for your support of the United Way. *Best Regards, Alex Maciag, Site Operations Mgr.*

UNITED WAY CAMPAIGN

(November 2, 2009 - November 13, 2009)

Our 2010 United Way campaign is about to begin. We, at the Ford Windsor site, are painfully aware of the challenges facing our economy and the automotive industry. United Way Windsor/Essex has had to adapt and change and make very tough decisions, just as we have at Ford Motor Co.

In 2001, United Way raised over \$9 million dollars to help support agencies working for our communities. This year, United Way hopes to raise \$5 million. Due to budget restraints, United Way has had to change the way they do business. Further information on these changes will be discussed during your pledge session. If you are already donating to the United Way, thank you and please continue, if at all possible. If you are currently not donating to the United Way, please consider giving a small amount, in order to help those in need in our community.

Once again, we cannot change your donation in any way. If you wish to make changes to your pledge, you must come to the canvass room, fill out your card and sign it. **THANK YOU!**

**TOGETHER we DO make a difference and
TOGETHER we ARE changing lives!**

United Way Chairs and Co-Chairs-Windsor Site

Coyote Program Updates—EEP and Annex:

Tearout and Demolition Activities:

Tearout and demolition activities are complete for Coyote operations. Installation of a demarcation wall is in process, estimate completion is November 2009.

Crank Line Status:

Conversion of the line for production of Coyote Cranks is complete. Approximately 300 cranks have been finished to support PP build/Production trial run #2.

Engine Assembly—MVL:

MVL—TT (tooling trial) engine build is incomplete. Mis-builds for reversed cam cap installation were the build primary quality issue. Extraordinary interim corrective actions will include cam cap to tower marking and individual engine pictures to confirm build integrity. Long term corrective actions include part and station considerations to error proof. Fuel rails were changed on engines and in vehicles due to a supplier defect. PTR build and tearback activities continue this week. PP/PV engine builds are scheduled for next week. Approximately, 30 additional employees have arrived primarily for engine assembly positions.

Head Assembly:

Facility installation is complete. PP/PV assemblies are complete.

Piston and Rod Assembly:

Piston and Rod PP/PV build is in process with new long bolt rods for next week's MVL build.

Rod Machining—Annex:

"PP/PV" build/Production Trial Run #2 requirements are complete.

Head Machining—Annex:

Single pass conversion is complete. Capability is ongoing. "PP/PV" build requirements are complete.

On November 5, 2009, Essex Engine Plant will host Vice President North American Manufacturing, Jim Tetreault for an Executive Product Business Review. *Larry Stiers, EEP Launch Mgr.*

Environmental Message: "1 Year Anniversary"

This November marks WEP's one year anniversary of diverting all waste streams from landfill! We were successful in achieving this complex task. In early 2008, JWEC (Joint Workplace Environmental Committee) started to brainstorm ways to get WEP to **zero waste to landfill** by evaluating their current waste streams. From there, JWEC was able to reduce, eliminate and/or divert waste streams from landfill, by utilizing team members' individual experience and collective problem solving.

For instance, the composition of the connecting rod bushing contained 10% lead but in July 2008, WEP switched to a new metal composition that contained 3% bismuth and no lead; thus eliminating hazardous lead waste. Also, WEP incorporated a waste to energy facility, Greater Detroit Resource Recovery Authority (GDRRA), to turn general trash (that cannot be recycled) into energy that the public can use. The switch to a waste to energy facility enables 10 metric tons of waste to create 5,200 kwh, which would provide 158 homes with electricity for a day. JWEC still meets monthly and finds creative ways to reduce/recycle waste streams. Reducing and recycling is always the preferred method of waste management.

And remember, you can help WEP's main goal of eliminating general trash by properly separating recycled items, e.g., glass, plastics and paper coffee cups!

If you have any questions or concerns regarding Environmental Management at Windsor Engine/3V/Annex plants, please contact Carmela Franco (ext. 2198) or Chris Vilag (ext.4130). *Karen Leblanc, WEP Plant Engineering Team Manager*

Read All About It! - Link to Ford Monthly Magazine for North America
<http://www.at.ford.com/news/Publications/Pages/FordNorthAmerica.aspx>

Cost: Windsor Engine spends approximately \$500,000 every month on coolant, lube oil, biocides and filter media—one of our biggest overhead costs. The management of our coolant systems is critical to our budget performance, as well as our delivery, quality and environmental goals. Given its importance, cross-functional teams meet each week to review coolant system performance and identify probable leaks. Each department has made strides in identifying and fixing leaks-saving the plant money.

Additionally, there are many "hidden costs" or waste that can be attributed to poorly functioning coolant systems and leaking equipment. Examples are 1) Sporadic system dumps that cost approximately \$25k in fluid costs 2) Increased filter paper usage 3) Higher oily waste treatment costs 4) Increased tool breakage 5) Quality containment effort and 6) Lost production.

As mentioned above, the plant is working to reduce costs related to coolant systems and fluids. We need to continue identifying and fixing leaks, documenting all added fluids and looking for decreased usage of filter paper. *Rich Rothmann, Windsor Site Controller*

Safety: "Take 3 Steps to Fight the Flu"

(From the Centers for Disease Control and Prevention)

1. **Vaccinate.** Take the time to get a flu vaccine, which protects against the three main flu strains.
2. **Stop Germs.** Cover your nose and mouth with a tissue when you cough/sneeze or cough/sneeze into your upper sleeve, not your hands. Throw used tissues in the trash immediately after use and wash your hands often, for at least 20 seconds with soap and water. Alcohol based hand cleaners are also effective. Try to avoid close contact with sick people. Avoid touching your eyes, nose or mouth. Germs can spread this way.
3. **Antiviral Drugs.** These drugs fight against the flu by keeping flu viruses from reproducing in your body. They can make your illness milder and make you feel better faster.

For specific information about H1N1 flu and for dates and locations of flu clinics, please visit the following link for the Windsor-Essex County Health Unit:

<http://www.wechealthunit.org>

Roger Denboer, Safety Dept.

@FordOnline is here! *Your Source for Ford and Industry News*

The Employee Network has now migrated to the @Ford Online employee web site. This site is accessible not only from your home computer, but from anywhere with Internet access as well! Just log on to www.at.ford.com. This site is updated daily and features the latest Ford Motor Company news, videos, photo galleries, product information and other items of importance to you!

Delivery: Our customer demand remains at 2,160 engines per day. There continues to be minimal or no downtime for the remainder of the year. October has been a better month for all of the departments. As of October 26, 2009, we are +571 for the month and -2,484 for the year, to our required build schedule. The Engine Line and the majority of the machining departments are well short of their committed JPH. I have included the departments required JPH versus their YTD actual.

<u>Department</u>	<u>Required JPH</u>	<u>Actual JPH</u>	<u>(+/-) JPH</u>	<u>YTD Trend</u>
Engine Assembly	149	144.1	- 4.9	Improving
Cylinder Block	78	76.1	- 1.9	Improving
V8 Crankshaft	82	73.6	- 8.4	Improving
3 Valve Machining	60	55.0	- 5.0	Improving
Conn Rod	112	112.6	+ 0.6	Improving
Camshaft	123	125.3	+ 2.3	Improving
2V Cylinder Head	42	46.0	+ 4.0	Improving

Congratulations! All departments have shown an improving trend since August. Congratulations to the Rod, Cam and 2 Valve Departments for achieving their YTD targets through October! Please continue working together on improving our JPH performance.

Tony Savoni, Machining/Assembly Area Manager, WEP