

VOICE OF STANDARD



2019

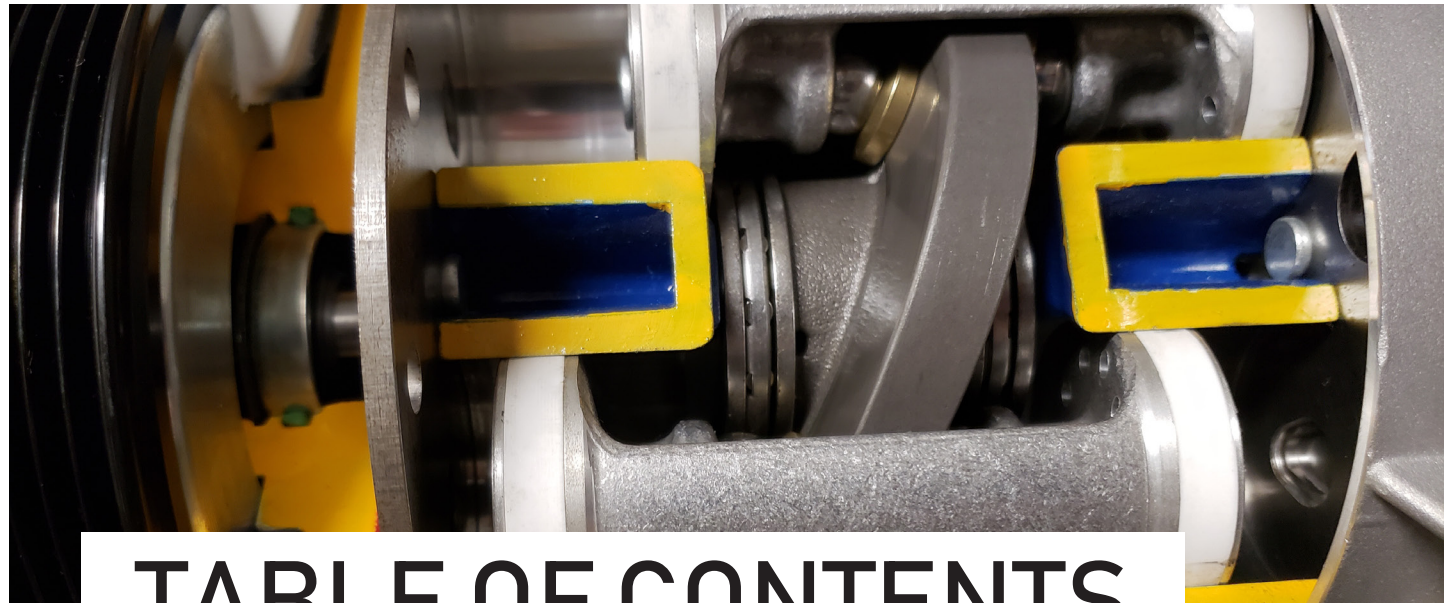


TABLE OF CONTENTS

6 SALE'S APPRENTICES: WHERE ARE THEY NOW?

13 INDEPENDENCE WINS AWARD OF EXCELLENCE

21 SMP WELLNESS: DRIVE YOUR HEALTH FORWARD

32 SMP LAUNCHES NEW WEBSITES

34 STANDARD YOUTUBE CHANNEL REACHES A MILESTONE



SMP CELEBRATES ITS 100TH YEAR IN BUSINESS

Our company has grown leaps and bounds from the one that Elias Fife and Ralph Van Allen founded in 1919. We now employ more than 5,000 people, generate over a billion dollars in net sales, operate more than 25 facilities around the world, and are the leading independent manufacturer and distributor of replacement parts in the automotive aftermarket.

The key to our success has been a set of core values that have remained consistent from day one: premium quality products and premium brands, a commitment to basic manufacturing, world-class training and marketing support, and a time-tested ability to adapt to the automotive technologies of the day.

We also owe our sustained success to the commitment of our talented employees around the world. To celebrate the milestone and give thanks to all of our employees, every SMP facility will be celebrating our Century of Excellence.

MARCH

25: HONG KONG
27: FOSHON, CHINA
29: TAICHUN CITY, TAIWAN

APRIL

12: LONG ISLAND CITY, NY

MAY

2-5: INT'L SALES MEETING
18: DISPUTANTA, VA
29: ST. THOMAS, ONTARIO
31: MISSISSAUGA, ONTARIO

JUNE

13: GREENVILLE, SC

JULY

13: MISHAWAKA, IN

SEPTEMBER

10: INDEPENDENCE, KS
12: EDWARDSVILLE, KS
19: REYNOSA, MEXICO

OCTOBER

12: BIALYSTOK, POLAND

NOVEMBER

15: LEWISVILLE, TX

DECEMBER

11: FT. LAUDERDALE, FL

A LETTER FROM THE CEO



To the SMP Family,

This year marks a tremendous milestone for our company – we are now 100 years old. Very few companies can or ever will be able to make that claim. It is truly an unbelievable accomplishment.

I think it is worthwhile consider what got us here, where we are today, and what we need to do to stay successful. In other words, a reflection on our past, our present, and our future.

The Past: In 1919 my great grandfather founded SMP with the same market strategy and operating philosophy that we maintain today. The market strategy – to target the North American aftermarket with a focus on the professional installer, providing premium parts and premium services. The operating philosophy – treat your employees like family, take great care of your customers, pay attention to the details, and approach everything with the highest principles and ethics.

The Present: The dedication to our founder’s approach has allowed us to excel in a competitive and difficult environment. This has been recognized in the marketplace – this year we were awarded Supplier of the Year by both O’Reilly Auto Parts and Advance Auto Parts. Last year AutoZone gave us the same top honors. We’ve run out of room for awards from all of the warehouse distributor customers. It is all of you who are responsible for these accolades, by executing your piece of the puzzle, your part of the value proposition.

The Future: We must never get complacent if we want our future to be as bright as our past. Our customers are demanding and our competition is fierce. We cannot take our foot off the gas. We also must pay close attention to how things are evolving, such as changing technologies like electric, connected, and autonomous vehicles, or changing marketplace behaviors such as ride sharing. But we have a 100 year track record of evolving with the market, so I am totally confident that we can continue to roll with the changes.

We have kicked off the anniversary celebrations already, with many more to come throughout the year at all of your facilities, and I look forward to raising a glass with all of you to toast our shared success.



BLUE STREAK IS BACK AND STRONGER THAN EVER

Submitted by: Chris Hannon



In November, we announced the launch of an updated, expanded Blue Streak® by Standard® program. Backed by a limited lifetime warranty, our Blue Streak® program now features 38 new heavier-duty, longer-lasting ignition coils that are designed and manufactured at our TS16949-certified facility in Bialystok, Poland.

With this launch, it’s safe to say Blue Streak is back and stronger than ever. The updated program demonstrates our commitment to supplying the Blue Streak® quality and durability that was introduced in 1934 and continues to resonate with today’s professional automotive technicians. As we celebrate our 100th anniversary, Blue Streak® will also be celebrating 85 years as the benchmark for premium quality automotive products.

Our new Blue Streak® ignition coils feature laser-etched logos, new graphic packaging, and an improved product design that results in superior performance. In addition to the new ignition coils, the Blue Streak® program features 108 legacy products such as contact point sets, ignition condensers, distributor caps, and rotors.

To learn more, visit StandardBlueStreak.com



SALE'S APPRENTICES: WHERE ARE THEY NOW?

THOMAS QUAIN

TERRITORY SALES MANAGER, TENNESSEE

I am originally from Grand Rapids, MI. I went to Northwood University where I graduated with a BBA in Automotive Aftermarket Management. I now work as a Territory Sales Manager for the O'Reilly Group out of Nashville. I participated in the apprentice program where I spent 2 months in Texas rotating between the 4Seasons plant in Lewisville and the Training Center in Irving, followed with a month of training at LIC. I think this was an invaluable experience to get to learn about the inner workings of corporate and how distribution works. I was able to spend just over a month working with Buck Jones before I filled his position as he prepared for retirement. I believe this was the best way to learn, by getting out and seeing how the job was done in the field. I would like to thank him for his knowledge about his customers and the territory and wish him the best during his retirement, it is well deserved! I am looking forward to growing with SMP and working with some amazing people.



ZACH MORGAN

TERRITORY SALES MANAGER, NEW HAMPSHIRE

I was in the second round of the apprentice program and it was one of the best experiences in my life. I graduated college from the University of Lynchburg in Virginia in January of 2018. A month prior I was offered the sales apprentice program which began on January 15 2018. I had a wonderful weekend vacation before entering the real world. The apprentice program was broken into 2 big parts with a few smaller activates mixed in between. The first part of the program was spent at living in NYC and working at the corporate office in Long Island City (LIC). At LIC I was able to work with each department for a week. I was able to get a behind the scenes look at how products are researched, developed and promoted.

The second part of the program was held in Lewisville Texas right outside of Dallas. This is our Temperature control division (Four Seasons). I was able to work with the different departments like in LIC. I also spent a lot of time in the warehouse helping pack and sort product. This gave me an appreciation of what it takes to get products on the shelf. It's a team effort.

I was also able to spend time working with our sales force by doing ride alongs and change overs. It was a chance to experience what my future would hold. As my time wrapped up I had a few interviews with the different sales teams and I was offered a position on the O'Reilly team located in New England. I officially began being a territory sales manager on August 1st. It has been as smooth transition. My team has been very helpful getting my onboard and answering any questions I have.

It has been a true blessing to work for SMP and I couldn't ask for anything more.



About a year and a half ago, we started the Sales Apprenticeship Program as a way to recruit talented candidates right out of college to join our sales team. The purpose of the program is to train recent graduates not only about job itself, but about the entire company that they will be representing. As the face of SMP, our sales team is the heart of our success as a company. The program includes a month at our corporate headquarters, a month at our Lewisville and Irving locations, all while spending time with the local sales teams and doing ride-a-longs to see the job in action. With the understanding of our different departments, along with the invaluable industry expertise shared by our sales teams, we have been able to create a thorough training process for the next generation of our sales team. As we prepare for another round of apprentices this May, we wanted to share the experiences of our former apprentices and where they are now!

KYLE RESCO

KEY ACCOUNT SALES MANAGER, SOUTH DAKOTA

After graduating from SMP's Apprentice Program over a year ago, I took our company's foundations to evolve my own knowledge and experience as a sales representative. The program has helped me determine how I can provide excellent service to my customers and effectively collaborate with my peers around the country. By believing in the apprentice program's mission, I was able to excel in my new position and be a valuable partner to all of my customers.

I'm currently based in Sioux Falls covering all of South Dakota, Iowa, Nebraska, and many parts of the bordering states. I can say without a doubt that my experience working with SMP has been top-notch from the very beginning. What I'm most impressed about is the mentor support and endless resources provided to me in the field. All of this is invaluable for me as I advance my career here. They have established a program to grow the future of the company, and I'm pleased to be a part of it.



STEVEN MCCROCKLIN

KEY ACCOUNT SALES MANAGER, MASSACHUSETTS

Before coming on board with Standard Motor Products, I had recently graduated from Indiana University-Purdue University of Indianapolis. During my time at IUPUI, I studied Management and worked in retail sales.

I loved the SMP Sales Apprenticeship Program! I worked alongside the professionals inside of the New York and Lewisville facilities, as well as several members of SMP's Salesforce. You receive an invaluable training experience which helped me strongly transition into a sales management position on SMP's retail channel. As a recent college graduate, the sales apprenticeship was an exciting opportunity and unique experience that only SMP offers. Traveling and spending time off in NYC & Lewisville were just a few of the many awesome perks to the program. Above all, the Sales Apprenticeship program helped jump start my exciting career in the Automotive Aftermarket.

I have since then relocated from the Midwest to Connecticut acquiring the Northeast sales territory on SMP's retail customer channel. My career is beginning to blossom as I continue to build relationships and connect with my customer base. I am looking forward to the road ahead as I advance each day with SMP.



SMP SHINES AT 2018 AAPEX SHOW



SMP TAKES OVER THE AAPEX LOBBY

Each year, SMP heads to Las Vegas for the annual Aftermarket Auto Parts Expo (AAPEX). This year, we're excited to report that SMP shined on the industry's brightest stage. Here are a few highlights from throughout the multi-day event:

At this year's AAPEX show, attendees were greeted with a 1,000-foot banner above the lobby of the convention center. The banner showcased our new Standard, Blue Streak, and Four Seasons branding for the tens of thousands of automotive professionals who attended the event.



SMP RECEIVES PRESTIGIOUS AWDA AWARD FOR TRAINING

During this year's AWDA Opening Session, SMP was presented with the Art Fisher Memorial Scholarship Award. The award is given to a company or individual in recognition of their leadership and commitment to education and training, either within their own organization or throughout the auto care industry. Congrats to our world-class training team for receiving this well-deserved award.

STANDARD WINS NEW PACKAGING SHOWCASE AWARD

On the second day of the show, SMP was presented with the New Packaging Showcase Award for Marketing for our Standard® brand. As a full-service supplier, we are committed to excellence across all departments, whether it's product, engineering, training, sales, or marketing.



SMP WELCOMES THE ALLIANCE JACKPOT

On the last day of this year's show, the Aftermarket Auto Parts Alliance held their Jackpot Convention. Thousands of Alliance technicians entered the convention center all wearing yellow-and-black Jackpot shirts. Overnight SMP reconfigured its booth to present the Alliance members with a series of informative product demonstrations.

Submitted by: Chris Hannon



TOMASZ LASZCZKOWSKI - PROCESS ENGINEER
JANUSZ DOBROŃSKI - QUALITY ENGINEER
AGATA BANCEREK - PROCESS ENGINEER
ŁUKASZ NIEZBECKI - LABORATORY ENGINEER
ŁUKASZ TYLENDĄ - IT
MARCIN JAMIOŁKOWSKI - PROCESS ENGINEER
MATEUSZ BUTKIEWICZ - PROCESS ENGINEER

Submitted by: Agata Bancerek

RUNMAGEDDON - SMP POLAND

Back in November employees at SMP Poland took part in the OCR (Obstacle Course Racing) competition called "RUNMAGEDDON." The competition was held in Siedlce with over 1000 competitors from all over Poland. On the first day of the event, Marcin Jamiołkowski, Mateusz Butkiewicz and Łukasz Tylanda competed in a 6 kilometer run called "REKRUT," which consists of about 30 obstacles.

Because of the success that the first team had during the "REKRUT" run, Agata Bancerek, Tomasz Laszczkowski, Janusz Dobroński and Łukasz Niezbecki were able to participate in the longer distance race the second day of the event aptly named "FINAL." The run was a brutal 12 kilometers with about 50 obstacles.

The first day was freezing cold but sunny, and the temperature on Sunday dropped even lower and brought the first snow of the year, so the race for all including the more experienced participants was quite a challenge. All participants of our Teams managed to finish the race, Marcin Jamiołkowski achieved brilliant result, scoring 7th place within REKRUT category. All scores can be seen in the chart provided. We would like to thank SMP for supporting our Team and the opportunity to represent in such a prestigious competition. We would also like to send thanks to all our SMP Fan Club who attended. We hope that for the next competition more of our SMP colleagues will join the Team!



Employees Making a Difference: Jeff Masterman

Submitted by: Ryan Kooiman

How cool would it be to have a job where the main goal is making a positive difference in the life of someone you've never met? In the training department, we get to live that out every day! We are grateful to work for a company that sees the benefits of training aftermarket technicians and have had great success as the industry's longest running training department. We have a great staff of trainers that go out every night, spread the message, and work with technicians face to face. However, for the past 25 years we've had one man behind the scenes leading the research, writing the classes, and formatting the presentations and workbooks. That man has been Jeff Masterman, Manager of Technician Training Development.



Jeff came to SMP 25 years ago from Mac Tools. He was a trainer at Mac, and prior to that he spent time as a technician, shop owner, and author. Jeff is humble and quick to acknowledge that he had no formal training on how to develop training material; his success can be credited to his "get it done" attitude and great sense of creativity. Through the years, Jeff has come up with many new learning methods and creative ideas that has kept the SMP Professional Training program at the forefront of the conversation whenever aftermarket automotive training is mentioned. Part of this may be due to the support of Jeff's wife, Amy, who is a teacher herself, and like Jeff, strives to continuously improve her craft, so much so that she recently completed her master's degree in education.

During his time at SMP, Jeff has seen the department progress from using transparencies and overhead projectors to the use of tablets wirelessly connecting to a projector. He's seen the technology on the vehicles change drastically, as well as the learning styles of our attendees. He's also seen the program grow from under 400 classes a year, to over 2,500 classes scheduled in 2019! Jeff has also been a driving force for our online training programs. Through it all, Jeff's never seen new technology as a hindrance, or growth as a hurdle, but rather embraced it and said, "Well boss, when do you think we need to get it done by?" then figured out how to successfully get the job done.

While our training program is about technology and auto parts, the foundation is the people. We are a relationship building entity of the business. Through Jeff's career at SMP, his work has affected, quite literally, millions of automotive technicians, and exponentially more of their customers. Additionally, as we talked around the table at the most recent Train-The-Trainer session, it was amazing to hear how many trainers give credit to Jeff for the reason why they work at SMP today, myself included! Jeff took the time to identify talented people in the profession, and recruited them to our department.

Jeff will be retiring in the summer of 2019. Our new Manager of Training Development, Robby Schrimsher started in January of this year, and has been working with Jeff for several months to make a smooth transition (Robby has already been a contributing author for several years now). After retirement, Jeff plans to continue to tear up the hills and windy roads of the Appalachian Mountain region on his BMW motorcycle. He and Amy also plan to travel throughout North America (much of it by motorcycle) and continue to spend time with their grandchildren. Of course, we can't let him go that easily! Jeff will still have some hand in helping us with the training program as a contract employee. Please join me in thanking Jeff for all he's done for automotive aftermarket technicians, motoring public, SMP, and the training department!

SMP Independence Selects 2018 Rock Solid Employee



We would like to congratulate Connie Stall, SMP Independence's winner of the annual "Rock Solid Employee" Award for 2018! Connie is a Material Handler with 42 years of service. She received a jacket and an engraved plaque in recognition of this honor. No stranger to the spotlight, Connie was also voted Employee of the Month in October 2017 and selected as our GEM Employee in January 2018 for "Going the Extra Mile". Pictured is Connie receiving the award from Plant Manager, Jackie Pittman. Thank you for being a Rock Solid Employee Connie!

SMP Independence Employees Reach Milestones in 2018

PICTURED ARE OUR 25 AND 45 YEAR HONOREES
Submitted by: Bobbi Mills



On September 20, a total of 56 employees were recognized for their years of service at a plant meeting in Independence, KS. The event was held during our annual Employee Appreciation Week, and employees were celebrated for reaching milestones of 5, 20, 25, 30, 35, 40, and 45 years of service. Thank you all for your dedication to SMP!

Listed below are those honored for 25+ years:

45 YEARS

Mike Lemon, Susan Transue, and Patti Dean

30 YEARS OF SERVICE

Wynona Blex, Ginny Davis, Becky Fox, Roger Hammack, Tammy Johnson, Dianna Lang, Justin McDiarmid, Georgetta Morris, Melissa Muller, Paula Reddy, Janine Ross, Judy Smith, and Regina Wilson

35 YEARS OF SERVICE

Carol Artherton, Kim Eaton, Tracy Etzold, Jim Hardy, Nancy Pollett, Darlene Shannon, Rich Taylor, and Lewis Tucker

40 YEARS OF SERVICE

Danny Corn, Sharon Corn, Ben Foraker, Mark Gilbert, Connie Lingenfelter, Wade McCallie, and Pam Pippin

25 YEARS

Shelly James, Donna Baxter, Karmin Thompson, Scott Godinez, Angela Heape, Sarah Jones, Vickie Kinnamon, and Brian Newton



In 2018 SMP Independence was recognized by the state of Kansas as one of Kansas' best companies. As part of Business Appreciation Month in Kansas, there is an annual Governor's Award of Excellence, which is the highest award given to a business by the state on an annual basis.

We are proud to announce that SMP and four other businesses in the state were recognized as finalists in this competition, and while SMP did not take home the top award, we were listed as one of the top 5 out of the 76 companies nominated. Qualifications for the award include: business expansion in Kansas, successful employee retention and recruitment practices, employee training/education programs, capital investment in Kansas, and support of local activities and programs.

The award was presented on June 5 by Governor Jeff Colyer during the Team Kansas Awards Banquet held at the DoubleTree Hotel in Lawrence, KS. The group in attendance from SMP Independence included Jackie Pittman, Plant Manager and several of her staff (pictured to the right).

We are proud to be recognized for our accomplishments, our commitment to excellence, and our sustained efforts to move forward. All of this is a result of the dedication and hard work of our employees!



SMP Independence Earns Governor's Award of Excellence

Submitted by: Bobbi Mills



Pictured (L-R): Bobbi Mills, Shawn Couch, Laurie Rutland, Jackie Pittman, Todd Taylor, George James, David Blex, and Haroon Abass

DID YOU EVER THINK?

Submitted by: Marsha Kienzle



Did you ever think that when you first stepped into your SMP facility to complete the employment application that you would spend a good portion of your life there? What about spending forty years of your life there? That's exactly what Ron Williams did at our Edwardsville facility. Ron was one of the first employees hired after the plant had opened back in 1978, and boy did we hit the jackpot. Ron has worn many hats throughout his career at SMP; he started out as our Production Control Manger, and from there moved on to Warehouse Supervisor, Pick & Pack Supervisor, Production Supervisor, Plant Superintendent, Distribution Developer, and Manager of Security and MRO. Wherever we placed Ron, he accepted the challenge and would excel in the role.

Naomi Ruff is another employee of ours who has moved up in the ranks and has made her contributions known throughout her career at SMP. Naomi started out as our Locator/Inventory Control Clerk back in 1990. Like Ron, she also wore many hats throughout her career at SMP. She was our Returns Developer and Inventory Control Developer before she became the manager of both the Inventory Control and Returns Departments, while also overseeing our Housekeeping Department. Besides the many "formal" hats Naomi wore, she was also a great cook and party organizer. Naomi hosted numerous luncheons, food challenges, and celebrations during her time at our facility. She contributed greatly to the morale in Edwardsville and could always be counted on to pull off any celebration we had.

Stan Penneman is another employee who was a key player in our success. Stan came to us from Federal Mogul where he began his career in 1981. He transferred to the Edwardsville facility from Dallas in 1999. His most recent position held was Manager of Business Development, but he has held other positions such as Manager of Wire & Cable Marketing and Manager of Sales & Marketing. Stan often traveled, which fit nicely with his geocaching hobby. Stan brought a wealth of knowledge with him and SMP benefited greatly. We were lucky to have him on our team.

Ron, Naomi and Stan have since retired in 2018. They've seen many challenges and many changes over the decades. Their contributions have been countless and for that, among other things, it's been a pleasure to have them as part of our Edwardsville team. Ron, Naomi and Stan, thanks so much for all your contributions and we wish you all the best in your retirement!

HOT AIR BALLOON RIDE

Submitted by: Kate van Voorst



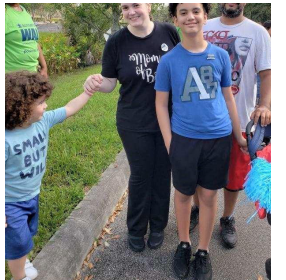
Diana Kinkela, Senior Demand Planning Analyst at our Long Island City location, was able to cross one big item off her bucket list in 2018. After many weeks of being postponed due to weather, she and her husband, Allan, finally got to experience a hot air balloon ride and were excited to share pictures of their adventure! They took off at dawn out of Middletown, NY, and watched the beautiful sunrise from 3,000 feet up in the air (which is TWICE the height of the Empire State Building)!

Congratulations on crossing this off your bucket list Diana, and thanks for sharing pictures!

AUTISM SPEAKS WALK

Submitted by: Lizette Martins

On September 29, 2018, Forecast Trading Corporation participated in the 2018 Autism Speaks Walk for Broward County. A total of \$1,707 was donated by generous employees to help local services further research and medical discovery through the mission of Autism Speaks. Our team of employees, family and friends enjoyed a three mile walk to support the cause at the BB&T Center in Sunrise, FL. Thanks to all that participated and donated to our fundraising efforts for the Autism Speaks Walk. Your generosity is greatly appreciated!



TOOLS FOR SCHOOL IN BROWARD COUNTY

This past summer Forecast Trading Corporation participated in the Tools for Schools Supply Drive for the public schools throughout Broward County. The purpose was to help guarantee that every child had the essential learning tools needed to succeed in school. Thank you to all who participated and donated to help make a difference in a child's life! Your generosity is very much appreciated.

Submitted by: Lizette Martins

TCD REYNOSA SERVICE AWARDS



20 YEARS



15 YEARS



10 YEARS



5 YEARS

TCD Reynosa organized an award ceremony to thank the workers that have been here for 5, 10, 15, 20 years. Congratulations and thank you for your commitment to SMP!



TCD REYNOSA
SCHOOL OF EDUCATION FOR ADULTS 2018

Congratulations to our employees for completing their certificates of studies!

REYNOSA UPDATES

TCD Reynosa Perfect Attendance 2018



EMD REYNOSA GRADUATES 2018

Completing a goal is something that fills you with great satisfaction, but completing a degree does so much more- it opens the doors to further your career. At SMP Reynosa, we encourage those who are interested in pursuing a degree and celebrate those who accomplish that dream. Our Controller at Mexico, Dolores Lopez, said these kind words about our graduates, "I do not hesitate to give some beautiful and wise words to our professionals. This is undoubtedly a great achievement for them, and may they continue to reap many successes."



CHRISTIAN HAYDEE
RODRÍGUEZ FLORES

"I have reached the end of this challenging journey. A journey full of lessons, efforts and sacrifices that have helped me to forge my character. I thank God for being the pillar of my life and guiding me on the right path, my parents for their infinite support and unconditional love, my teachers for their teachings and wise advice, and SMP for opening their doors and giving me the opportunity advance professionally. I am happy to have completed one of my goals, and I am awaiting new challenges to come my way!"



MARIANA AIDE
ALDANA GUTIÉRREZ

"It is a great accomplishment to achieve this goal that I proposed four and a half years ago; It has been a journey full of effort and sacrifice in which I met great people, learned many things, and grew as a person. I thank God for always guiding and blessing me, my parents for motivating me, for their support, teachings and unconditional love, and I thank my professors for their lessons. Thank you SMP for believing in me and giving me the opportunity to develop professionally; I am proud to share the happiness that graduation brings me."



MARTIN ALBERTO
SÁNCHEZ RAMOS

"Finishing my university studies was a goal and a dream that has brought me great satisfaction, I thank my parents for their unconditional Support, for always believing in me and providing me with everything I need to complete my studies. It is time to set new goals and bigger challenges with this opportunity that SMP has given me. I'm ready for whatever comes!"

SMP INDEPENDENCE HONORS OUR TROOPS & VETERANS



To show support and appreciation for their service, SMP Independence had t-shirts made for all of our veterans. Our facility's fundraising team, the "SMP Gives Back Committee," sold t-shirts to employees to raise money to assist with the local Veteran's Banner project. In addition to the t-shirts, we also entered a float in the Independence Veteran's Day Parade. Pictured are five of our Veterans (and a grandson) who rode on the float while employee volunteers walked beside the float handing out beads, flags, and candy along the parade route.

We want to thank all veterans for your service, in particular our SMP Independence veterans: Craig Bloom, Mike Byers, Chris Cassick, Nancy Crawford, Robert Crawford, Ben Foraker, Jeff Grelle, Roger Hammack, Jim Hardy, David Jenkins, Kevin Lumley, Greg Magnaye, Don Moore, John Morrison, Tim O'Daniel, Chris Romine, Lynn Teats, Kenan Uhlinger, and Bill Wilson.

INDEPENDENCE EMPLOYEES PROMOTE CANCER AWARENESS



Every April, the town of Independence celebrates a "Love Independence Day," where residents are encouraged to do random acts of kindness to show their love for their neighbors and the community. In addition to our annual fundraisers and donations to Relay for Life, one of our projects for Love Independence Day was to make Chemo Care Bags to donate to our local Cancer Center. For our donation, new patients received a care bag on their first day of chemotherapy treatment because nobody should have to go through chemo alone. The insulated lunch bags included items such as water bottles, chapstick, crackers, almonds, puzzle books, gum, lotion, and notes of encouragement. Employees could sponsor a bag in honor or in memory of a loved one. Pictured are our SMP employees delivering the bags to the Cancer Center. We have received several thank you notes from patients, letting us know how much this meant to them.

Later in 2018, we had a great turnout for our Pink Out Day in October. There were many shades of pink throughout the building, but the message was the same – we all support those fighting breast cancer.

Submitted by: Bobbi Mills



In January 2019, SMP employees donated snacks, toiletries, and magazines to send to a Kansas Army National Guard unit currently deployed in Kuwait. The Battalion, 2-137th Combined Arms (CAB), is the former unit of our Engineering Manager, Craig Bloom. A special thank you to all who donated so we can show our appreciation to our troops.

HELPING OTHERS IN NEED IN EDWARDSVILLE

Submitted by: Marsha Kienzle

You never have to look far to find someone who is in need of assistance. Donations and volunteers are always needed for a variety of causes in every community. In this case, one of the efforts we did last fall to help our community at SMP Edwardsville was conduct a school supplies drive. All of the needed school supplies were well received and we were happy to know that the children were able to have all the supplies needed to begin the school year. In addition to the supply drive, Edwardsville employees conducted two food drives this fall for local charitable organizations. Thank you to all of the Edwardsville employees who so graciously donated to these very worthy causes!



TCD REYNOSA DONATIONS 2018

Submitted by: Jessica Cortina



The generous employees of TCD Reynosa helped those in need by donating to various flood relief programs and by helping some of our own employees whose homes were damaged by the rain disasters in July. Thank you to all who donated!

TCD REYNOSA BREAST CANCER AWARENESS DAY



WINTER DONATION DRIVE IN LEWISVILLE

Lewisville's annual winter donation drive focused on the Senior Paws Program and Friends of the Family. These are local charities that help pets by promoting safety, healing and prevention of abuse. The drive raised \$2,764.64! We would like to thank everyone for pitching in.

Submitted by: Kim Stamper

Forecast Trading

Submitted by: Lizette Martins

On October 24, 2018, Forecast Trading in Fort Lauderdale, FL, hosted their annual Health Fair. Activities included cholesterol and glucose screening, blood pressure checks, flu vaccinations, nutrition awareness, body fat and body mass index measurements. We also had representatives on-site from Anthem, Fidelity, Liberty Mutual and IBM SE Credit Union to assist with financial health. Employees enjoyed the specialized attention and information received from the medical personnel and representatives. We had a great turnout, thank you to all that participated!



SMP Independence - Biggest Loser Challenge

Submitted by: Craig Schneidewind

At the beginning of each year at SMP Independence, the excitement is high as we start to encourage and promote wellness activities for the year.

Whether it's a water consumption challenge during the hot summer months or a long distance 1500 mile walk challenge during the fall, there's plenty of activity to go around! In the past we've even challenged our fellow employees to "Refer-A-Friend" to promote a more healthy and active lifestyle to those outside of SMP!

During the first quarter last year, we promoted a new weight loss challenge called "SMP's Biggest Loser" and it proved to be a great success! Comprised of 4 person teams, each team competes against one another for the largest team weight loss during a 10 week period. There was an initial weigh-in at the beginning, another weigh-in at the midway point, and then a final weigh-in at the end of the challenge. Each team member is encouraged to participate in an active lifestyle and encouraged to replace some unhealthy eating routines with more balanced and healthy diet choices. The team with the greatest weight loss percentage at the end of the challenge is the winner. Our 2018 Biggest Loser Winner was the team "Healthy Living" (Karen Morrison, John Morrison, Kevin Thorpe, and Rusty Whitson), having lost 111 pounds (10.63% of their starting weight)!

Participation was high in last year's challenge and this year we have an incredible 10 teams competing! One of the best parts of the challenge are the humorous team names our team members come up with. Some noteworthy names from last year were "Disappearing Divas", "Flab-U-Less" and "Slim Chance" and this year we have "Are You Gonna Eat That", "Gut Busters" and "HR Fluff & Gruff"! So it's sure to be another fun-filled and active challenge this year!

Can these teams beat last year's total loss of 489 lbs? Will they have the drive and determination to stick with their healthy and active lifestyles through the challenge? We think they can! So join us in wishing them encouragement and success in this year's "SMP's Biggest Loser Challenge"! Go teams!

2019 SMP WELLNESS: DRIVE YOUR HEALTH FORWARD

Submitted by: Jen Forlenza



Standard Motor Products cares about you and your well-being. We have partnered with SimplyWell, a wellness provider, to offer our employees a program to promote and support a healthy lifestyle. For 2019, we are requiring our employees enrolled in one of Standard Motor Products non-union medical plans to complete a Physician Results Form (Your Annual Physical) and completion of the Tobacco-Free Goal by October 15, 2019. You can download the form by logging on to connect.simplywell.com or the SimplyWell mobile app and follow the prompts on the homepage under 'Biometric Screening' to download the physician form. Bring your form with you when you visit your physician and have them complete and submit the physician results form on your behalf. To complete our Tobacco-Free Goal you will log on to connect.simplywell.com and attest to being tobacco-free through the Tobacco Affidavit, or, by completing the Tobacco Reasonable Alternative Content.

Again, you must complete your Physician Results Form and Tobacco-Free Goal by 10/15/2019 in order to avoid a 2020 premium increase!

HOW TO REGISTER

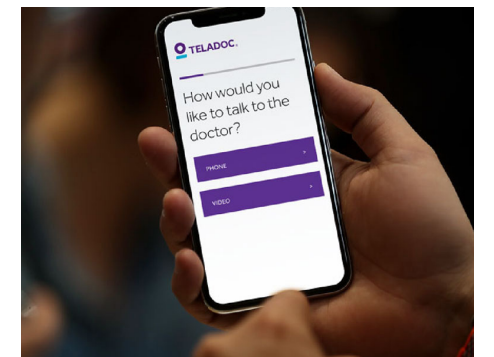
- + Visit connect.simplywell.com or the SimplyWell app
- + Select Register
- + Enter your last name and date of birth (mm/dd/yyyy)
- + Enter your identifier: DOB + Last 4 of SSN (Ex. mmddyyyy1234)
- + Then follow the prompts to complete registration

TELADOC

As of January 1, 2019, Teladoc visits are free for employees and spouses / dependents enrolled in the PPO Plan. Teladoc is a service that provides access to board-certified doctors by phone or video 24 hours a day 365 days a year. Their doctors can treat, diagnose, and prescribe medication. They treat non-emergency conditions and are always there to help whether you are at home, work, or traveling. Teladoc doctors commonly treat conditions such as the flu, bronchitis, stomach aches, and much more.

Make sure to register at teladoc.com, download the app, or call 1.800.835.2362.

(Unfortunately, in order to maintain a qualified High Deductible Health Plan as defined by IRS guidelines, Teladoc cannot be free for our employees enrolled in the HDHP. Those that are enrolled in the HDHP still have access to Teladoc, however, will be required to pay a \$45 consult fee).





EMD Reynosa - Health Fair 2018

Submitted by: Jose Romero

The 2018 Health Fair at EMD Reynosa began in the morning and had in attendance some of the best health clinics in the town under one tent. Employees and their families

were able to take advantage of everything the fair had to offer without facing any cost. With a large group of security personnel, the children attending the event had fun on the inflatable jumpers and slides, followed by a clown show by the name of "Costalito" that both children and their parents enjoyed. In another part of the tent, the IMSS (Mexican Institute of Social Security) raffled off prizes to employees. The tent was laid out with a variety of food for attendees to enjoy while waiting to meet with their specialists. Students from The Universidad Autónoma del Noreste showed us rhythmic tables where we can emphasize the care of our body through outdoor exercises, running. In addition, a nutritional advisor was there to give us the necessary information to maintain a healthy diet. This event was organized by the Department of Safety and Environment, Nursing and Human Resources. Our employees and their families had a great time and could address any doubt regarding their health with the specialists that could give them the required attention.



TCD Reynosa - Health Fair 2018

Submitted by: Jessica Cortina



TCD Reynosa organized an event for all employees to have the opportunity to have consultations with general health vendors during our annual health fair. There was also games for the children of our employees and prizes distributed. Thank you to all who participated!



On the November 9, SMP Virginia celebrated the sacrifices of the men and women who served our country and our fallen soldiers. We began the celebration with our very own James Parker, one of our Team Leaders in the Shipping Department, singing the National Anthem. James volunteered his time and talent without hesitation and did an incredible job (thank you!). We then viewed a heartwarming video from the Vice President of Distribution, Sheila Smith, which was followed by words of comfort and gratitude from our Director, Donnie Houchins.

Next was Robert Figueroa, Customer Service Manager, who engaged us with a biography about one of our fallen soldiers, Staff Sergeant Michael Moody, Jr., who is the nephew of our Carolyn Mattox. Carolyn is the Utility Person in our PTO Department and is also among our group of SMP Veterans. A table was set for Staff Sergeant Moody, Jr., and every item placed at the table had symbolic meaning. Robert spoke about the service and the acts of bravery that Staff Sergeant Michael Moody, Jr. displayed during his time of sacrificial service. As Robert continued reading the recognitions and accolades of Staff Sergeant Moody, Jr., which included a highway named after him and the Purple Heart among other prestigious awards, the room was filled with sniffles and tears. Robert and Donnie presented a bracelet to Carolyn as she emotionally displayed the love she has for her nephew. The bracelet was engraved with Staff Sergeant Moody's name and his service years. Staff Sergeant Moody gave the ultimate sacrifice for our country, his life. He may be a Fallen Hero, but his legacy will live on and never be forgotten.

The celebration ended with smiles, laughter, refreshments and group pictures. This SMP Veterans' Day celebration will be one to remember. Looking back, it seemed as though everyone shared the love and pain from a family of a fallen soldier. By celebrating Veterans' Day, we are reminded of the incredible sacrifices that people like Staff Sergeant Moody, Jr., have made for our freedom. We would like to extend our deepest gratitude and appreciation to our SMP veterans, Fallen Heroes and all Veterans of the United States of America. We Salute You!!!

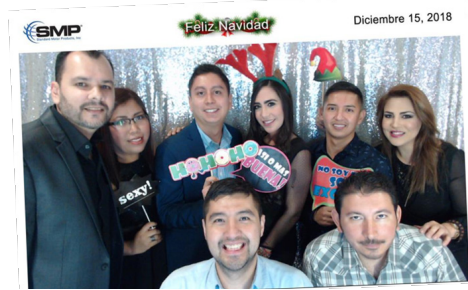
A special thank you to Carolyn Mattox and her family for allowing us to share Staff Sergeant Michael Moody, Jr., memories and everything provided to celebrate his life. In addition, thank you Robert Figueroa, for taking on such a project that we know is dear to your heart and linking everything together so well.

SMP Veterans/ Fallen Hero's Celebration

Submitted by: Katrina Bryant



TCD Reynosa Holiday Party 2018



TCD Reynosa Mother's Day and Father's Day



PICTURED (L-R): KIRK ROBERTSON, TERESA MILLS, CHUCK WATERS, ALICE SNEED, MARK AENGLISH, JIM PLUNKETT, RON MILLER, DAVID BEAYRD (NOT PICTURED, MARIA CARRENO)

25 YEAR DINNER - LEWISVILLE

Submitted by: Kim Stamper

LEWISVILLE HELD OUR 25 YEAR ANNIVERSARY DINNER FOR OUR 2017 AND 2018 INDUCTEES IN APRIL OF 2018. WE CELEBRATED THE INDUCTION OF 14 EMPLOYEES. THANK YOU ALL FOR YOUR CONTINUED COMMITMENT TO SMP!

LEWISVILLE HOLIDAY PARTY

Submitted by: Kim Stamper

Lewisville held our annual holiday party on December 13, 2018. The afternoon was celebrated with gratitude, food, games and prizes.



BEATING THE HEAT IN LEWISVILLE!



The summer can be brutal in Texas. How do we beat the heat? We brought in an ice cream truck to give a little relief to all employees. Special thanks to John Strem for always bringing new ideas and suggestions our way!

WHERE'S THE BEEF?

Submitted by: Marsha Kienzle



The acquisition of General Cable has presented many challenges for the Wire & Cable Division of Standard Motor Products. Employees have put in long hours as we've integrated the new business with ours. The dedication and hard work of each and every employee in Edwardsville allows us to once again rise above and go beyond expectations to pull off yet another challenge. This hard work and dedication was recognized during a steak dinner celebration held at the facility on September 4, 2018. Taking the time to recognize our accomplishments and giving praise to all was very much appreciated. We look forward to fully recognizing the potential that we saw from the very beginning with this acquisition. We also look forward to future challenges that will surely come our way. Until then, thanks again to everyone who has played, and continues to play, a part in the General Cable acquisition!

EDWARDSVILLE AND THE HOLIDAYS

We all know the hustle and bustle that the holiday season brings. There's never enough time to tackle all the tasks there seem to be, or enough time to spend with family and friends. Running around here and there, attending this function and that function; the pace is fast and the season is busy. We all should remember the reason for the season and to be thankful for our lives, our family and friends and all the little things that make our lives worth living. This past holiday season we hosted a few luncheons for Edwardsville employees, these luncheons gave us time to relax and share a meal with our co-workers. Good food and good company are just two of the things we're thankful for!



FORECAST HOLIDAY PARTY

Submitted by: Lizette Martins



Forecast Trading in Fort Lauderdale, FL, celebrated our annual Holiday Party on December 21st. Employees enjoyed a catered luncheon which included a spread of deli sandwiches, fruits and desserts! Employees enjoyed their lunch while participating in a raffle for gift cards and prizes. We also had the pleasure of recognizing the following employees for their years of service with Forecast: Daniel Slinkman (20), Jefferson Holmes (15), Jean Jadotte (10), Paula Sea (10), Frank Papisidero (5), Charlie Robinson (5), Michael Hoyt (5). We would like to thank all of our employees for all of their hard work and dedication in making 2018 another successful year!

9th Annual SMP-Independence BBQ Cook-Off

Submitted by: Bobbi Mills



On September 21, the 9th Annual BBQ Cook-off was held at SMP Independence. This year we had 18 employees participate as chefs in the contest, and the top 3 chefs were determined by a panel of prestigious judges (other fellow employees). For the first time ever, this year's champion was a second-generation winner. Joshua Dick was selected as the top chef, the same honor won by his father, Melvin Dick (now retired) in 2012. Congratulations to our winning chefs!

Pictured are the top 3 BBQ chefs for 2018. L-R: Jerald Rinck, Tool & Die – 3rd Place, John Eaton, Quality Engineer – 2nd Place, Joshua Dick, Quality Engineer – 1st Place



Pictured separately is our 2018 "Chef's Choice" winner (selected by fellow chefs), David Mills, Drafting

Last summer, 89 middle school age girls from southeast Kansas had a special opportunity to participate in a three-week STEM camp, which included a field trip to the Independence SMP facility to get an inside look at our manufacturing processes. SMP Engineers, Karen Morrison and Regina Ferguson, led the tours, which included up-close looks at the electronic and PCV manufacturing areas. They also showcased some of the new highly automated areas of the plants.

The camp was hosted by Independence Community College and Fab Lab ICC and funded by a grant from the Verizon Foundation as part of its Verizon Innovative Learning (VIL) initiative. The program is designed to introduce girls, especially those in rural parts of the country, to science, technology, engineering and math (STEM) skills. ICC was among only 16 community colleges across the country selected by Verizon to participate in the program.

Camp curriculum included design thinking and problem solving, 3D modeling and printing, virtual and augmented reality and 360 video, graphic design and vinyl cutting, and circuits and coding. Field trips and guest speakers were integrated into the camp experience, and the girls also designed and showcased their own innovative "problem-solving" projects to address a personal, local or global issue of interest to them, utilizing some of the technologies introduced at the camp.

The VIL initiative and grant award is a two-year program, and in addition to the summer camp, monthly Saturday morning workshops are being offered throughout the school year to keep participants engaged in STEM learning. A second summer camp is scheduled this year, to be followed by another round of monthly workshops throughout the 2019-2020 school year.

Girls STEM Program Visits SMP Independence



SMP Independence Scavenger Hunt Winners

Submitted by: Bobbi Mills

A new activity was added to our annual Employee Appreciation Week held in Independence the week of September 17. While most of the employees were enjoying BBQ on the final day of the week, nine teams consisting of three employees were busy scavenging the premises to take photos of items described with a set of clues they were given. It was a close competition, but claiming the title was team "The Team That Shall Not Be Named" and its members Matt Migchelbrink, Design Engineer, Sadi Padilla, Data Analyst, and Karen Morrison, Manufacturing Engineer. Congratulations to the winners!

Neewollah Float Takes Grand Prize

Submitted by: Bobbi Mills

It's a 3-peat, only better! In 2016 and 2017, our Neewollah* float won the Generalissimo's Trophy for being the best float conforming to the Neewollah theme. This year, the SMP Independence team won the Sweepstakes Trophy, which is awarded to the best overall float! The theme for the 2018 Neewollah festival was "The Diamond Jubilee," celebrating over 60 years of family fun. The musical held at the festival was The Addams Family, and featured our very own Daryl Hunter, PPM Operator in Caps & Rotors. Daryl played the character of Lucas Beineke, who is the boyfriend of Wednesday Addams. Once again, the design idea and much of the creation of our float was done by our inventive employee Danny Corn, with help from Shelly James and Kyla Shultz. The float featured a diamond, the Addams Family characters in front of a haunted house, and a flying Cousin Itt. The float was a huge hit to the thousands of parade watchers in attendance.

In addition to the winning float, some of our employees placed in other Neewollah activities: Mark Gilbert, Quality Technician, again took 1st Place in his age division for the 5K Run; Plant Manager, Jackie Pittman and her family won Best Decorated Booth at the Chili Cook-off, and Sydney Rinck, daughter of Tool & Die employee Jerald Rinck, was selected as Miss Beauty in the Queen Neelah pageant. Congratulations to all of the winners!

*For those of you unfamiliar with Neewollah (Halloween spelled backwards), the annual festival began in 1919 as a 1-day event centered on parades throughout the day and night on October 31 as a way to keep children safe during the holiday. The Great Depression and World War II interrupted the Neewollah celebration but in 1958 four businessmen revived and expanded on the Neewollah theme bringing it back as a 3-day celebration. It has now grown to a 10-day event and is the largest annual celebration in Kansas. Check it out at Neewollah.com. We'd love for you to join us some year!





World Cup 2018 - EMD Reynosa

Submitted by: Jose Romero

In July 2018, SMP invited all employees to watch the Mexico vs. Brazil match during the Russia 2018 World Cup at our facility in the production area, cafeteria and training room. Everyone wore Team Mexico shirts and between the noise of the noisemakers, our tricolor flag, and shouts of emotion, it was an exciting day for all as we watched our national team.

At halftime, the human resources team raffled off gifts including t-shirts, coolers, headphones, cups and caps. Although our team did not make it to the quarterfinals this time around, we will always believe that the Mexican National Team is one of the best!

Dia de las Madres & Dia del Padre - EMD Reynosa

Submitted by: Jose Romero

Mother's Day and Father's Day does not go unnoticed at our facility, we always make sure to celebrate all of the parents at SMP Reynosa on this special day.

For Mother's Day we prepared a special meal while comedian Lalo Cassanova entertained all employees at the event. The attendees could not stop laughing at the jokes and anecdotes of real life situations that we all have experienced.

For Fathers Day we also had a special meal with entertainment from the comedian "Lalocura Show." This comedian focused on the monologues of daily life as well, but also invited employees to participate in fun activities throughout the show. Roberto Cantú (Plant Manager) and Jose Luis Romero (Human Resources Manager) were in charge of welcoming this event, thanking everyone for their assistance and giving them an emotional message of what it means to be a father.

Thank you to all of the Mothers and Fathers at SMP Reynosa!



New Home for SMP Temp Control Division Tech Line

Submitted by: Ryan Kooiman



On January 2, 2019, the phones started ringing at a new location for the SMP Temp Control Tech Line. While this department originated in Lewisville over 20 years ago, approximately 10 years ago, it was outsourced to Infinite Packaging Group. Mid-year 2018, the decision was made to bring it back in-house and move it to the Corporate Training Center in Irving, Texas. Infinite has done great job with this tech line service for many years, but there were some advantages to bringing the service back inside; by housing this group internally, they have much better access to our catalogs, service information, training and more. This all leads to a more positive customer experience, and that is ultimately what we're looking for. Additionally, we have better access to the data they collect on the calls and we can use this for product and catalog improvements, as well as training ideas so we can reduce warranty costs.

Leo Salinas heads the team of experienced technicians that are answering as many as 800 calls a day in the summer months. Leo is a familiar voice to anyone that has called the tech-line in the past. Leo and his staff are all bi-lingual and trained to answer both cataloging and technical questions that are related to 4 Seasons, Hayden, and ACI products. Leo says "I'm proud to be back in the SMP family. I've enjoyed working with everyone over the years and am glad to have the new access to information so we can do an even better job at helping people solve their problems." Have a question for the Tech Line? Give the team a call at 866-502-0068!

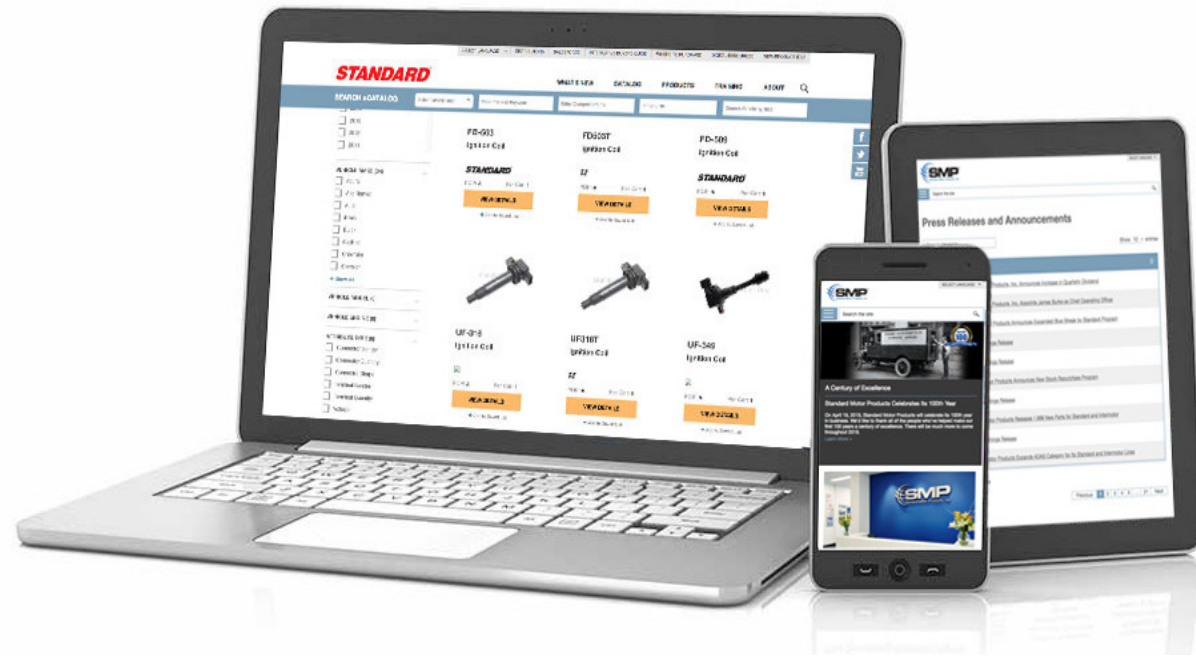
O'Reilly Box Project - Disputanta

Authored by: Alexis Miller

Reflecting on the year, there were a variety of accomplishments to be proud of within the walls of the Virginia SMP facility. One of the most notable projects was the O'Reilly Box Project. When O'Reilly wanted to transition from the BWD brand to the Standard brand, SMP was given a fairly monumental task. Beginning in May, teams were assembled for the undertaking known as the "Box Project," which consisted of a box volume of 4.5 million to a picklist of over 5,000 locations. Along with Randstad, our temporary services partner, hiring nearly 60 additional personnel, SMP employees from all over the warehouse pitched in and volunteered their time and effort. Volunteers came from all of the following departments: Shipping, Receiving, Packing, Printing, Returns, PTO, Inventory Control, Quality Assurance, Customer Service, Resale, and even Human Resources. Project supervision roles were filled by Jami Holschuh and Jason Glenn, while other leadership roles were filled by Barbara Jones and Tonya Gaddy on first shift, followed by Demond Jordan and Keshana Williams on second shift. A solid team effort in combining hard work and communication from both shifts led to the project being completed, not only on time and with the utmost quality, but also ahead the moved up delivery date. Thanks to all that helped and put in extra hours to make SMP proud! As always, we strive to go the extra mile in providing excellent customer service.

ROBUST
ECATALOG

DYNAMIC
HOMEPAGE



SMP LAUNCHES NEW CORPORATE, INVESTOR RELATIONS, AND STANDARD WEBSITES

We're excited to announce the launch of a new suite of websites. Kicking off our 100th year in business, the first phase includes a new SMP Corporate website, smcorp.com; an Investor Relations micro-site, ir.smcorp.com; and a completely new Standard® Brand website, standardbrand.com.

The revamped design features a dynamic homepage with a scrolling news filter and multi-tiered dropdown menu that gives users loads of information and content—all in one place.

SMP's new and improved brand website design includes a significantly more robust and integrated eCatalog experience. It's now easier than ever for automotive professionals to find the parts and information they need for sales and repairs. Additionally, the website's digital resources, technical training library and fully responsive design allows users to access the new sites and enhanced eCatalog across all devices.

As more automotive professionals rely on suppliers' websites to research parts and repair information, we're excited to introduce a new suite of websites that prioritizes content, information, and user experience across all devices.

SMP NAMED "2018 SUPPLIER OF THE YEAR" BY O'REILLY AUTO PARTS

Submitted by: Chris Hannon

We're proud to report that SMP was named '2018 Supplier of the Year' by O'Reilly Auto Parts.

SMP was presented with the prestigious award during the O'Reilly Leadership Conference in January. During the award presentation, Cory Blackburn, Vice President of Merchandise, O'Reilly Auto Parts, credited SMP's supply chain support for what he called "one of the largest changeovers in the history of the automotive aftermarket". In addition to the changeover, Mr. Blackburn attributed the award to SMP's great partnership in growing sales across multiple categories.

Earlier in the night, SMP was presented with the 'Technical and Training' Award. Reserved for suppliers who go above and beyond in training, SMP was recognized for its extensive training support throughout 2018, which included training seminars reaching thousands of technicians, store calls, professional technician calls, and participation in all five O'Reilly Expos.

We're honored to receive both of these prestigious awards from O'Reilly Auto Parts. As we look ahead to 2019, we're determined to build upon last year's success to continue to strengthen this great partnership.



STANDARD®

Since launching in 2010, our Standard® YouTube channel has tallied more than 13 million minutes of watch time, 7 million views, 20,000 shares, and significant year-over-year subscriber growth. In 2018 alone, the channel added nearly 5,000 subscribers—a 52% increase from the previous year. To understand the channel's success, it's helpful to understand Standard's solid foundation of professional automotive training.

Submitted by: Chris Hammon

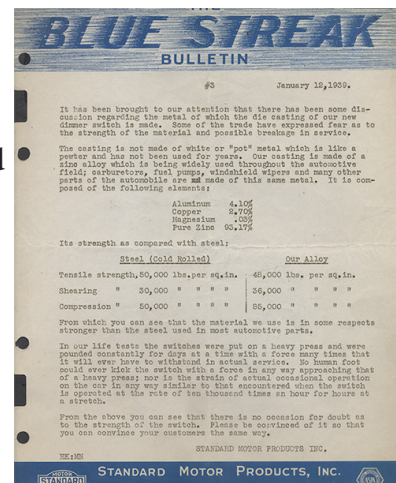
YouTube Channel Launches

With a rich training history and significant resources already in place, it was a no-brainer to launch the Standard YouTube Channel in the summer of 2010. Using the name 'Technician's Toolbox', Standard published its first videos for vehicle systems such as fuel injection and TPMS. The early videos employed a no-frills, information-packed aesthetic to appeal directly to professional technicians.

A Legacy of Training

As we enter our 100th year in business, we have repeatedly demonstrated a commitment to providing world-class automotive training. As early as 1939, our company was producing Blue Streak Bulletins to help professional technicians with the repairs of the day.

Since then, our training footprint has only expanded. Today, at our 14,000-square-foot Training Center in Irving, TX, our team of ASE-certified technicians develops our award-winning training curriculum. These same training experts also produce the videos for Standard's YouTube channel.



'Installation Spotlight' Takes Off

Starting in 2013, the channel began an impressive stretch of growth that continues to this day. Under the name 'Installation Spotlight', we ramped up production to publish hundreds of new videos every year—including videos in Spanish and French. Over time, our Standard® YouTube channel has become an invaluable resource for any professional technician seeking real-world training to stay on top of the latest automotive technologies.

Looking Ahead

With the addition of our 10,000th subscriber in late 2018, we are more committed than ever to continuing our rich training legacy across all channels, including YouTube. As mobile viewing increases, we are continually researching methods to make sure our subscribers are receiving the best content across every device. Recently, we have complemented our 'Installation Spotlight' series with an array of product, engineering, and marketing videos, including 'Closer Look' videos that showcase differentiation from the competition and promotional videos that notify subscribers of upcoming opportunities to win exciting prizes.

SMP Unveils New Branding for Standard, Blue Streak, and T-Series

Submitted by: Chris Hannon

In late 2018, our Standard, Blue Streak, and T-Series brands received a refresh. Drawing from our rich history and developed in tandem with our agency, TFI Envision, we modernized the trilingual packaging with new logos, graphics, and taglines.

Our new Standard box features ‘Professional Quality Automotive Parts’ and the tagline “Quality Designed, Quality Built.”, and our new Blue Streak box features “Superior Quality Automotive Parts” and the new tagline “Made to Stand the Test of Time”.

To commemorate our 100th year in business, we’ve also produced special edition Standard and Blue Streak boxes that feature our 100-year anniversary logo.



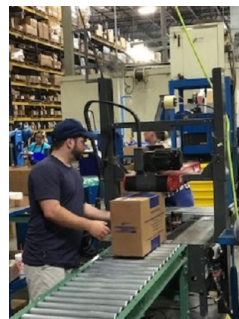
A Letter of Appreciation - Lewisville 2018

Submitted by: Kim Stamper

A Note From Mike Carney, VP of TCD:

2018 was a very challenging year for Lewisville. Employees from LIC, Edwardsville, Independence, Disputanta, and Reynosa all took valuable time away from their operations to assist us here in Texas. The volunteers also included a large contingent from the SMP Sales Team. The volunteers were made up of all levels within SMP, including many Vice Presidents, through employees with less than one year of seniority. The sacrifices of the Lewisville team, and the showering of support throughout SMP to help people most of you had never met speaks volumes. These combined efforts helped us beyond what words can possibly describe and for this we want to thank you all.

We appreciate each and every one of you!



SMP & Universal Technical Institute

Submitted by: Ryan Kooiman

If you’ve sat in on any of our recent annual kickoff meetings with customers, you’re familiar with Jay Eckstein’s (Director of Marketing Services) message about the power of a brand. That being said, Standard is one of the most recognizable and valuable brand names in the automotive aftermarket due to our rich history. In an effort to maintain that recognition for years to come, SMP recently entered a partnership with Universal Technical Institute to ensure that our brand is in front of the next generation of automotive technicians.

We supply each of their 13 campuses with an assortment of parts that they use in their labs and classrooms. In exchange for these parts, they allow us to decorate an engine performance classroom at each campus. In addition to students becoming familiarized with our logos and parts, the UTI instructors utilize the SMP Pro Training On-Demand material in their classrooms. Our sales force does regular presentations for the students and staff several times a year, and SMP has access to the campuses for various events.

This program is the result of a relationship that Matt Robinson, SMP Key Account Sales Director had with some of the staff members at UTI. After a visit to the Mooreville campus by Robinson, Ken Wendling, VP of Warehouse Distribution, and Ryan Kooiman, Director of Training, the opportunity was recognized and the arrangements were made. Our talented Marketing Services staff designed the artwork, and the SMP Corporate Training Center handles the distribution of parts and training material to the campuses each year. This group effort will ensure that the Standard brand is recognized as a leader for generations to come.



State of the Company with Larry Sills - Disputanta

Submitted by: Alexis Miller

“Great! Great! Great!”

During this year’s address by our Executive Chairman of the Board, Mr. Larry Sills, no word was used more than “great.” Given his 51 years of service, Larry took great joy in giving recognition to this year’s multiple service pin recipients. Though sales and profits were down for the first half of the year, this was merely viewed as being due to short term events. As a whole, Larry said, “SMP is doing very well, and having our “never satisfied” outlook only leads us to strive to do it well and do it right.” These strides can be seen through our company’s numerous Vendor of the Year awards. Our customers know there are two main things they can count on from SMP, on-time delivery and no mistakes. While we were averaging at the time only 91% on-time delivery, Larry urged us to rebound to our normal over 95% delivery within two days. With our location averaging at about one percent error rate, we were well on our way to perfection. Through his admitted eavesdropping, Larry went on to recognize our Customer Service Department for all their efforts and gave his appreciation for the manner in which they handle our customer issues. At nearly an 80% contribution from our the Virginia facility alone, we are looking towards to a bright future. As a company, we cannot wait to celebrate our 100th anniversary in 2019 with a big party. With great appreciation and regards, Larry commends our many efforts, but urges us to “keep striving and to enjoy each and every day.”



The Latest on Voice: PTO-PPS

Submitted by: Brandi Boyd

The Pack to Order (PTO) area was already utilizing Voice technology, but they recently received an upgrade. Welcome to the Pick, Pack, Sort (PPS) process!

In the original PTO process, an Order Filler would use Voice to pick the bulk parts and graphic boxes into tote compartments. Parts were picked by Wave (a collection of multiple orders). Once all parts, including any additional ancillary parts were picked, the tote would be placed on a conveyor line to wait for the next available packer to verify, gather any missing ancillary, and then pack up the part. All parts for a Wave were then sent to the PTO's pod area to wait for the next available sorter to separate the orders into shipping cartons. These were then packed up by order and sent to the Spur.

The whole idea behind the new process was to remove some of the wait time by consolidating all three processes into one. In PPS, the Order Filler now picks by order. The current PPS carts are set up to handle seven orders at a time. The Order Filler loads up a cart in advance with the shipping cartons predetermined by Voice. Next, graphic labels print in the picking sequence for each part number on each order the Order Filler is processing. The Order Filler picks through all the seven orders in pick sequence by location. They are not only picking the bulk part, but the ancillary if needed as well, and then verifying it against the imaging system on their tablet. Voice tells the Order Filler the specific white box the part requires, and they affix the corresponding graphic label to it. They pack the part and any needed ancillary or instruction sheet into the white box, and then Voice prompts them to place (or sort) it into the proper shipping carton of the appropriate order. Once all parts are picked, all shipping cartons are packed up and sent to the Spur.

At this time, almost all PTO orders, including emergency orders are running through the new PPS system. Orders are being completed more efficiently and operators are very happy with the new process, so I would say it is a job well done.



PICK --> PACK --> SORT

Virginia Economic Development Partnership/International Trade

Submitted by: Jackie Vindell



Standard Motor Products was awarded \$10,000 by the Virginia Economic Development Partnership (VEDP) for its participation at the AAPEX show.

In order to qualify for this award, it was required that the trade show demonstrated an international component.

Since SMP met the required international guidelines, an application was sent in to participate in the VEDP's Trade Show Program and it was successfully approved.

The mission of the Virginia Economic Development Partnership is to increase the number of Virginia companies selling overseas and their volume of international business. The VEDP assists new and experienced exporters in entering international markets.

One of the main incentives from the VEDP is the Trade Show Program, which will reimburse up to \$10,000 to corporations that are eligible.



Pictured: Darwin Hughs filming his employee testimonial video in Lewisville, TX!