



Voice of **STANDARD**

2020

**50 YEARS
OF SERVICE:
DEBBIE JAMES**

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**100 YEARS OF
EXCELLENCE**

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**...WE TAKE CARE OF
OUR PEOPLE, WE
TAKE CARE OF OUR
CUSTOMERS, WE TAKE
CARE OF THE
DETAILS, AND WE DO
IT ALL WITH
UNWAVERING ETHICS.**



To the SMP Family:

2019 is now in the books, and what a year it was. We set records for both sales and profits. We completed two acquisitions. But most thrilling of all was celebrating our 100 years in business.

This celebration included 17 parties in seven countries on three continents over a nine month period. Each one was unique, and each one was very special. Some were small (Hong Kong with about 30 people), and some were large (Reynosa was a double header with nearly 2,000 total partygoers). Some were with original SMP locations like LIC and Edwardsville, and some were with acquired locations such as FGD, our Chinese joint venture that only joined the SMP family in 2017.

And while each party was different, the theme was the same. We are a family company, celebrating our people. We share values across the globe – we take care of our people, we take care of our customers, we take care of the details, and we do it all with unwavering ethics.

Now that the celebrations are behind us (I'm exhausted!), it's time to get back to work. We are in a tough business – we have demanding customers, fierce competition, and accelerating disruptive trends. But I left this celebration tour more confident than ever, because we have the best and most dedicated people in the industry, all energized to make it happen.

This is what got us here, and this is what will allow us to continue our run of success. So with that, I personally am excited about the next 100 years.

ERIC

DEBBIE JAMES - 50 YEARS OF DEDICATION

The average employment tenure for SMP is 14 years so, it is no surprise that loyalty is one of the pillars of success for SMP throughout the last 100 years. While many employees have distinguished themselves over the years, there is one employee who has dedicated virtually her entire professional career to SMP. We would like to take this opportunity to honor her as she celebrates her 50th anniversary in 2020.

At 19 years of age, Debbie James was working for the New York Telephone Company in the Bronx. When a labor dispute arose and the employees went on strike, Debbie, who at the time was in the midst of planning her wedding, decided that the uncertainty surrounding New York Telephone required her to make a job change that would provide greater stability. In June of 1970 she saw a "Help Wanted" ad for SMP in the local newspaper, applied for the position, and was offered a job processing customer orders in the Bronx shipping department.

After five years, Debbie was recommended by her manager to transfer to Corporate Headquarters in Long Island City. Management had taken notice of her strong interpersonal skills, her ability to form bonds with all levels of employees and treat people fairly and equally. Those skills were a perfect fit for the Human Resources Department (then called "Personnel"). She moved into this new role working for the Director of Labor Relations, Boris Jody, a legendary figure at SMP. Debbie spent her time working closely with the plant employees, handling responsibilities such as interviewing, hiring, attendance, and disciplinary

actions. The job was very demanding as she had to, among many other things, maintain the attendance and other employment records for all 2,000 employees. Remember, this was before the time of computers and those records were maintained manually, a daunting task. However, the one thing she loved most about the culture at SMP was that employees were always given the opportunity to grow within the company.

Human Resources has changed vastly over the last 25 years, and as aspects of Debbie's initial job became automated, she adapted and took on new roles. Managing HRIS, worker's compensation, office services, and of course organizing events like the 25 Year Dinner and the 100 Year Anniversary events are but some of her contributions to SMP.

Following Boris Jody, she worked for Sandy Kay where she learned a great deal about union negotiations and workplace safety. Today she works for Tom Tesoro where she plays an important role in people development among other things. One thing that is a constant throughout the years is the importance of being able to interact with employees. Debbie's strongest skill was, and still is, something that no amount of technology will ever replace, and that is her ability to cultivate trust and treat everyone with respect.

Being skilled at interacting with people has not only helped Debbie throughout her professional career. She is also an active member of her church and homeowner's association. She spends her free time serving the community and those who are less

fortunate through missionary work. When devastating earthquakes twice hit the country of Haiti, and when Hurricane Katrina devastated New Orleans, Debbie went with other members of her church to help rebuild, offer medical aid, dig wells, and provide clothes and food. We recently coined the phrase "SMP Cares" for our community outreach; Debbie is the personification of that SMP value.

Debbie James is retiring in 2020 after 50 years of dedicated service to the employees of SMP. At 19 years old, she never imagined this would be the place she would remain for her entire career. Over the years she realized that SMP offered stability and growth while providing balance to raise a family. That is something many of her friends did not have. The best thing she learned during her time at SMP was how to be a leader, a skill she employs in all aspects of her life. As she prepares for retirement, she looks forward to spending time with her family, especially her 4 grandchildren. She also intends to expand her time volunteering and teaching young missionaries the importance of acknowledging how fortunate we are, and that helping others is the best thing we can do in life.

Debbie, after 50 years with SMP, we want to wish you an absolutely wonderful retirement. You have touched so many people throughout the years with your friendly personality and quick wit. SMP will not be the same without you!

-Your SMP Family



I have the pleasure of working with Debbie in HR since 2001. When I first transferred into the department, She helped me in many ways and still is. She has a wealth of knowledge, history on all aspects in HR and that is irreplaceable. I know I will miss her kindness, professionalism and friendship.

All the best,
Sue Hong

Debbie- Working with you these past 13 years has been amazing. Thank you for being the rock of our department, wishing you all the best!

Yvonne Lunney

Debbie - Thank you for being an amazing role model, mentor, and manager and I wish you the best in retirement!

Kate van Voorst

Debbie -

Congratulations on your 50 years. You are truly one of a kind, a hero and mainstay in our company. I hope there will be many more!

Larry

Dear Deb-

Your mentoring & guidance has been invaluable. I am so grateful to have had the opportunity to be your colleague & learn alongside you. THANK U SO MUCH...best regards in your 2nd act!

Luv, Mike Stevens

Debbie is really the heart of Standard and the LIC Office. If I have ever needed a question answered she has the answers! She has helped me to learn more about my position here at SMP within the HR department and can truly relay on her as a team member whenever we need to get the job done! I will truly miss her. I am wishing her a happy retirement and all the best!

Jen Forlenza

Debbie,

For the short period of time I have worked with you, you have shown great work ethic and humility which has been noticed by everyone. I wish I was able to work with you some more to know your techniques and immitate your management style to sharpen my own. Continue being the great person you are and you will always be admired. It's unfortunate that I won't have the honor in seeing more of your work. However, I must not be selfish and I wish you well. Cheers, to an awesome retirement, in good health, strength and wealth!

Best of wishes,

Aldean Smith

Debbie -

Thanks for all you've done for SMP - you are truly the anchor of LIC and the company.

50 years is fantastic - congratulations on your next step!

ERIC

Debbie -

Working with you these past months have been a wonderful experience, however, way too short for me. I am really going to miss working with you every day and listening to your stories over the last 50 years here at SMP. Congratulations on your retirement!

Abby Taylor

Debbie,

The nearly fifteen years we have worked together is but a fraction of your time with Standard. However I can say without any hesitation that it has been both a pleasure and an honor to work with you. Thank you for these 15 years of friendship and thank you for all the great advice and counsel!!

- Tom Tesoro

SMP HONORED AT 2019 ALLIANCE WINTER MEETING



Standard Motor Products was presented with three awards at the 2019 Alliance Winter Meeting in Miami, Florida. We are proud to have received recognition for Outstanding Training Support, Outstanding Logistics Support, and Order Fill Performance. Congratulations to all SMP employees who have contributed to our success with this important customer.

-Submitted by Renee Leon





LARRY SILLS ON CAREER SUCCESS

-After Market News Article by Amy Antenora

One would expect Larry Sills, chairman of Standard Motor Products (SMP), or any chairman of any company that's been around 100 years to be all business. But in reality, Sills is seriously funny. He's also serious about what can make or break any successful business person, and it all comes down to a few simple rules.

Sills can stand up in front of a crowd and banter with the best of them, and he makes it look so easy and natural. However, it's natural to no one, Sills says.

"No one is a natural at it", Sills says humbly. "Maybe one out of 100. It's not as easy as it looks. Practice a lot. If you do it a lot, standing in front of 100 people is the same as standing in front of one person. It's not at the beginning. Some people are petrified and would rather jump out of an airplane. But if you do it enough times, it does become less frightening and more natural."

"This is very underutilized, unappreciated skill and I think most people don't seem to have it but I would urge it, and that is the ability to write clearly and to speak well in public", adds Sills, whose lifelong dream was to

be a journalist for the New York Times. "Those are two things that, to me, separate successful people from the rest."

This is what Sills tells me when I called him at SMP's New York City headquarters to ask him to share his best career advice with AMN readers. First on his list: Learn how to speak and write well, and practice makes perfect—great advice no matter what your industry or career path.

Second? Treat everyone like part of the family and be genuine about it.

"What advice would I give someone else?" Sills asks. "Best advice I would give someone is have your grandfather start a company. My father used to give talks and he'd say, 'I became president of Standard the old fashioned American way- by marrying the boss's daughter.'"

"I was lucky. Lucky to have a family business that got off to a great start and had a very good foundation—that was the luck part. But I'd say that the advice I would give someone, certainly in my position, is to treat everybody like family. We are a family

company although we are public. Try to treat everybody like family- and you can't fake it. It has to be natural and really from the heart. If you can do that, it's worth it and the results are wonderful. It doesn't mean you don't have high work standards, because you have to, and we do have them. But you put those two things together and it creates a nice environment."

Case in point, Sills said this personal motto he's used as his moral compass in guiding Standard Motor Products in its centennial has paid off. "We are celebrating 100 years and we've been having celebrations at all of our locations, which is a fair amount of locations, including in China, Poland and Mexico, around the country as well. It's been so gratifying. Everyone's invited, including retirees if they are nearby, and they always use the same expression when they come up and talk to me, 'you treated us like family,' they say. So, if I had to pick one slogan for somebody on top, that's the one I'd pick."



LIC VOLUNTEERS AT GANTRY STATE PARK

On October 23rd, we had 17 employees volunteer and make a great impact on the waterfront in LIC in partnership with Hunters Point Park Conservancy (HPPC). We were able to weed an entire section of the park and plant daffodil bulbs that we can go back and see in full bloom in the spring.

The waterfront park is beautiful, but like most NYC parks, it is underfunded and understaffed. Lending help in the parks is so essential to keeping the green spaces we have in NYC enjoyable. The HPPC President, Rob Basch, even stopped by our event to say thank you. He knew SMP and was familiar with our location and presence since he has lived in the neighborhood for over 25 years. He said we were the first corporation in Queens to volunteer at the park, as many corporate teams come over from Manhattan.

Many employees remarked that SMP-LIC has never done anything like this before and everyone seemed excited to make a difference while representing SMP in the neighborhood.

WE WOULD LIKE TO THANK SMP MANAGEMENT AND LEADERSHIP, ESPECIALLY JACK RAMSEY, TOM TESORO, AND ERIC SILLS FOR SEEING THE BENEFITS OF A PROGRAM LIKE THIS AND COORDINATING FOR AN EARLY RELEASE FOR THE EVENT.

Thank you to Rob Watson and Renée Leon for designing the SMP Cares logo and banner.

Support from all of you has been essential in the success of this program launch, and we are just getting started!

Pictured (L-R): Renée Leon, Andrea Strem, Juan Vasquez, Brandon Sin, Hilary Twomey, Alex Aller, Katerina Despotoulis, Wayne Parsons, Cecilio Fernandez, Victoria Buttress, Owen Kosmaczewski, Ivan Malakhov, Tanzim Chowdhury, Diana Kinkela, Lindsay Maurer, and Brian Reed. (Not pictured, but provided great moral support Khemraj Ramnauth!)

-Submitted by Lindsay Maurer

SMP[®] CARES SMP[®] CARES SMP[®] CARES

SCHOOL

SUPPLIES DRIVE



This past summer Forecast Trading Corporation participated in the Tools for Schools Supply Drive through the Broward Education Foundation.

THE PURPOSE WAS TO HELP ENSURE THAT EVERY CHILD HAD THE ESSENTIAL LEARNING TOOLS NEEDED TO SUCCEED IN SCHOOL.

Pictured is the certificate of appreciation we received from Broward Education Foundation's Back to School Supply Drive.

Thank you to all that participated and donated to help make a difference in a child's life! Your generosity is very much appreciated.

-Submitted by Lizette Martins





FLOOD DONATIONS TCD REYNOSA



TCD Reynosa employees donated their time and resources to those effected by floods throughout the year in Mexico.

-Submitted by Alejandra Ramon

FTC-DONATIONS FOR BAHAMAS

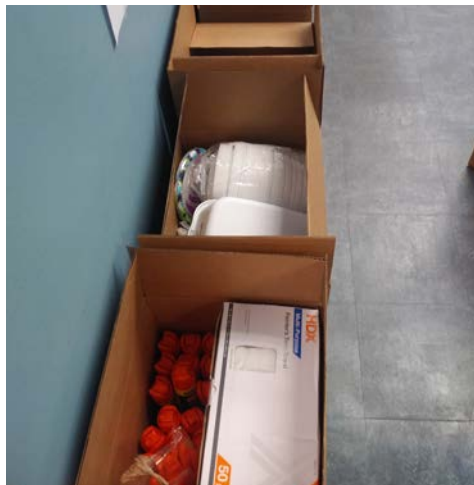


Forecast Trading Corporation in Fort Lauderdale collected supplies to send to the Bahamas after the devastation of Hurricane Dorian. Our collection ran from September 9th through the 20th.

The donated supplies included: food, medical/hygiene, baby items, cleaning supplies and mosquito repellent. Our friends at Southern Freight Lines were gracious enough to pick up our donations and ship them securely to the Bahamas.

Thank you to all that donated and to Southern Freight Lines for your help in getting our supplies to the Bahamas.

-Submitted by Lizette Martins



REYNOSA + FT. LIC + MISHAWA THEIR GIVING H

MISHAWAKA FOOD PANTRY COMMUNITY OUTREACH



In October 2019, Employees and their family members participated in sorting and organizing donated items for the Mishawaka Food Pantry. Thank you to all who participated!

Pictured from left to right include: Beth Carpenter, Trenton Bowering, Mannie Odhiambo, Alysa Bowering, Rhonda Yazel, Boni Njuguna, Abigail Carpenter, Angie Handlin, Dirk Handlin and Lawrence Carpenter

-Submitted by Beth Carpenter



LAUDERDALE KA SHOW HEART

The SMP Project Shoebox drive 2019 was a huge success! Employees raised \$1825 in donations which was matched by the company totaling \$3650 raised to support women who are homeless or at-risk of homelessness across NYC this holiday season.

Congrats to everyone who volunteered their time and money at LIC, this is something we all took part in and should be very proud of, these boxes were filled with amazing gifts that are going to make a lot of women very happy and feel special during the holidays and it is directly as a result of your donations, hard work, effort and time.

In 2016, we started this project with just four people running and we made 15 boxes, in 2017 we made 16 and now this year we have successfully made 65 boxes! We are overwhelmed with the response from both co-workers and management in supporting the Shoebox project this year and want to say a massive thank you.

-Submitted by Diana Kinkela and Hilary Twomey

LIC SHOEBOX PROJECT



\$3650 raised to support women who are homeless or at-risk of homelessness across NYC this holiday season.



LOVE INDEPENDENCE HOUSE PAINTING



SMP ALWAYS LENDING A HELPING HAND

SMP has done it again! The Activities Committee (AC) has donated time and effort to help another neighboring school. Josh Wargofcak, Manager of Packaging and Receiving worked with Principal Scruggs, from David A. Harrison Elementary on coordinating the event. Josh was responsible for finding out how many volunteers were needed, and choosing the best time to help the school without interfering with the needs of the distribution center operations. He also was in charge of finding out what tools and materials were needed.

The project entailed helping with landscaping the courtyard and the front of the school. SMP's AC sent six volunteers: Sheena Baines, Greg Tyree, Brett Brown, Jessica Barksdale, Jessie Pruitt and of course, Josh. The team met at the school with rakes, mulch, and plenty of excitement. They pulled weeds, laid down 54 bags of mulch, planted six new types of flowers, and displayed some of the students' artwork in the courtyard.

When Josh was asked to describe what this experience meant to him, he stated, "It was very satisfying to help in the local area, especially the school, as they are always seeking ways to improve." He also said that the students and teachers were very thankful for the hard work the volunteers put into making this happen. Can you believe although some of the volunteers had never used a rake or laid down mulch before, but they were still excited to lend a helping hand? We sure have some great people at SMP!

Josh showed the volunteers some of his tricks for planting flowers and helped them understand about water run offs. Everyone felt that this was a very rewarding project. The AC looks forward to participating in more events in the future. You can find a thank you message from the school on their Facebook page (David A. Harrison Elementary). Everyone from the AC would like to say "Thank you SMP" for allowing us to be a part in giving back!

A group of employees from SMP Independence volunteered to paint the house of a local elderly citizen as part of the city's LOVE Independence Day in April. SMP collaborated with the Community Mission for Improved Housing to complete this project. The mission of CMIH is to help repair the homes of the poor, elderly, and disabled and to build relationships among neighbors, while bringing hope and renewal to our community. CMIH found the house and furnished the paint, while SMP provided the equipment and labor.

SMP volunteers included Jackie Pittman, Laurie Rutland, Bobbi Mills, David Mills, George James, Becca Darby, William Darby, Eric Schlange, Abdullateef Shodunke, Chaundra Franklin, Scott Godinez, Danny Corn, Letitia Avery, Craig Schneidewind, Victor Harbers, and Roger Hammack. Plans are already in place to paint another house in 2020!

-Submitted by Katrina Bryant

-Submitted by Bobbi Mills



SMP INDEPENDENCE PROMOTES CANCER AWARENESS



SMP INDEPENDENCE HONORS OUR VETERANS

SMP Independence participated in the Independence Veteran's Day Parade on Saturday, November 9th. Pictured are 5 of our Veterans who were available to ride on the float and be recognized, as well as employee volunteers who accompanied the float and handed out beads, flags, and candy along the parade route.

We want to thank our veterans: Craig Bloom, Mike Byers, Chris Cassick, Ben Foraker, Jeff Grelle, Roger Hammack, Jim Hardy, Kenneth Henson, David Jenkins, Kevin Lumley, Don Moore, John Morrison, Tim O'Daniel, Chris Romine, Lynn Teats, John Tickle, Kenan Uhlinger, and Bill Wilson. A huge shout out to all other veterans as well! We appreciate you!

Pictured above are over 50 employees at Independence showing their Pink Pride on October 31st in support of those fighting breast cancer.

Another way we supported cancer awareness in 2019 was with our Chemo Care Bags donated to our local Cancer Center. New patients receive a care bag on their first day of chemotherapy treatment because nobody should have to go through chemo alone. The insulated lunch bags included such items such as a bottle of water, 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. We have received several thank you notes from patients, letting us know how much this meant to them. Pictured are a few of the completed bags before they were delivered to the Cancer Center.

-Submitted by Bobbi Mills

-Submitted by Bobbi Mills



STOP WORK CARD	
Reason(s) for the Stop work:	
<input type="checkbox"/>	OPPPS (Outside Procedures, Parameters, Process or situation)
<input type="checkbox"/>	Damaged or tainted materials
<input type="checkbox"/>	Improper use of equipment
<input type="checkbox"/>	Near miss incident
<input type="checkbox"/>	Any other unsafe act that might cause physical harm or property damage
<input type="checkbox"/>	Unanticipated problems/changes
<input type="checkbox"/>	New to task: Unsure how to perform task safely
<input type="checkbox"/>	Quality or EHS concern
Steps to resolve STOP WORK	
<input type="checkbox"/>	Identify unsafe condition, quality or environmental concern
<input type="checkbox"/>	Notify immediate supervisor or manager
<input type="checkbox"/>	Seek out knowledgeable resource
<input type="checkbox"/>	Investigate the condition and determine action plan
<input type="checkbox"/>	Determine interim corrective actions if conditions cannot be immediately corrected
<input type="checkbox"/>	Get current WJHA for the task and review
<input type="checkbox"/>	STAR (Stop, Think, Act and Review)



09FM09201 Rev. Lev.: Rel. 9/23/2019

STOP WORK ISSUANCE CARD	
Location:	Dept.:
Originator:	Date/Time:
Supervisor/Manager:	Date/Time:
Maintenance work order filled out?	YES NO
What work were you performing?	
What is the reason for the Stop Work?	
What was the corrective action?	
Additional comments	
Start up confirmation	
Plant Manager contacted? YES NO	Date/Time:
Start up approval: YES NO	Date/Time:
Additional comments on start up:	

09FM09201 Rev. Lev.: Rel. 9/23/2019



LEWISVILLE TEACHER'S PANTRY DONATION DRIVE

Lewisville employees participated in a donation drive for the local school district's Teachers Pantry. Employees donated a variety of school supplies to stock their pantry. Employees also contributed to a donation drive as a response to area schools and neighborhoods which were affected by the fall tornadoes in the Dallas Fort Worth (DFW) area. A total of \$1,974.20 was collected for the Salvation Army and Dallas Independent School District tornado relief fund.

-Submitted by Lisa McAlister

MISHAWAKA STOP WORK PROGRAM

SMP Mishawaka rolled out a Stop Work Program in July 2019. The Stop Work Program empowers the people on the floor to be able to make a call to stop work when a safety or quality issue presents a risk of injury, damage or poor quality. Stop Work takes precedent over all repairs and quality-related permanent fixes must be made before the Stop Work is released.

-Submitted by Beth Carpenter



ANGEL TREE GIFTS

Our final (and probably most rewarding) activity for the year was our Angel Tree project. In addition to donating to families who were in need of assistance over the holidays, we also bought and delivered gifts for local nursing home residents who had no family to brighten their spirits over the holidays.

We also donated items to Hannah's House, a crisis center in Independence, established to serve as a residential treatment center where women and men struggling with life controlling addictions are rehabilitated to live productive and fulfilling lives.

-Submitted by Bobbi Mills



2019 BACK TO SCHOOL SUPPLY DRIVE

Dear Mr. Figueroa,
On behalf of the faculty and students of South Elementary School, we would like to thank your company for the school supplies we are so appreciative of the wonderful donations and what our generosity has done for our South Stars! We are all grateful for your support. Mike Galt
School Counselor



In an effort to lend a hand in our local community, the SMP Virginia Activities Committee (AC) established the 2019 "Back to School Supply Drive." Cindi Neal corresponded with the principal of South Elementary School, Susan Braswell, and SMP was granted permission to donate supplies. With flyers made by Katina Lambert and school supply donation bins decorated and placed in the front entrance by the AC, SMP employees were able to help out the children, parents, and faculty of South Elementary. Throughout the month of August, SMP employees donated several boxes of much needed school supplies which were promptly delivered to the school by Greg Tyree and Robert Figueroa. Emails were received from Mrs. Erika Hahn, South Elementary School's counselor, recognizing and thanking SMP personnel for all their wonderful donations. Thank you to all who donated!

-Submitted by Alexis Miller



THE SPIRIT OF GIVING

During the fall months of 2019, Edwardsville was very busy trying to do our fair share for the local community. We accomplished this through a school supply drive in August, conducting a food drive during Thanksgiving and Christmas, and "adopting" two families for Christmas. We are proud to be able to play a part in the education of our youth and to help those in need who are traveling through troubled times. We donated the food to Vaughn Trent Community Service, which is an organization that

helps those in need in our area. Facility wide, we collected 1,193 non-perishable items between six teams with Team Matt (Thanksgiving) and Team Tim (Christmas) winning the friendly competition. As a way to thank our employees, the winners received a pizza party. The adopted families were very thankful for the kindness that SMP employees showed during the holiday season. SMP Edwardsville rose to the occasion once again. Thanks to all who participated and helped contribute positively to our community!

-Submitted by Marsha Kienzle



CANADA COMMUNITY INVOLVEMENT

The year 2019 was an exciting year for both Blue Streak and Unimotor. Together with our employees, we participated in numerous events throughout the year to help those in need. Through helping hands and helping hearts, we were able to make an impact within our community and show that we as a company are committed to making a difference.

Blue Streak employees eagerly participated in National Denim Day and Wear Pink for the Cure to raise dollars for the CURE Foundation. The company matched the donation and a total of \$500.00 was donated to this worthy organization.

Throughout the year, Blue Streak employees creatively organized various events to raise funds for their charity of choice: Children's Wish Foundation. They successfully raised \$2,247.15.

Blue Streak also donated hats, scarves, gloves, mittens and socks to "Warm the Holidays" campaign. We gave these items to the fire stations who in turn distributed them to local charities as needed. The Special Olympics is an organization that Unimotor as a company has made two generous donations to in the year of 2019. A donation of \$300 for St. Thomas Sports Spectacular, and another \$400.00 for the NHL Alumni Tour, both of which go to the Special Olympics.

Employees at Unimotor enthusiastically participated in a Charity BBQ. The result of their generous donations went to the following local charities: Heart and Stroke \$424.25, Canadian Cancer Society \$459.00, Alzheimer's Society \$450.95 and Canadian Mental Health Association \$476.10.

As winter and the cold weather approached, Unimotor employees collected warm clothing and food, and made a monetary donation of \$85. We used the money to purchase gift cards for those on the streets to go into an establishment to have a hot drink, eat food and escape the cold for a bit. The whole hearted caring and giving from the employees allowed the donations to be distributed among three organizations which are, Inn Out of the Cold, Destination Church and Grace Café. Both our facilities in Canada – Blue Streak and Unimotor are looking forward to giving more in 2020 and making this a year to show that SMP Cares!

-Submitted by Wendy Hagelstein

MARCH OF DIMES

According to America's Charities Employee Research study, 71% of employees say it is imperative to work where culture is supportive of giving and volunteering. At Greenville operations, we strive to give back to our wonderful community in meaningful ways. We are all community heroes at this facility having raised over \$6,500 for March of Dimes in 2019. Coming up with these donations has been the most rewarding task. Many employees have contributed their skills, time, and expertise to each fundraiser, engaging in the SMP value to act as a positive influence in our community. These acts of charitable good empower each employee here at Greenville Operations to be their best in both volunteering, and in the work we do.



One of the ways we raised funds for the March of Dimes was by hosting a "Back to the 80's" dance/dress up competition, the theme was inspired by the March of Dimes 80th anniversary. A few employees dressed up as their favorite 80's musician and performed. Our very own "Doc" from Back to the Future (you may know him by day as HR Manager, Tom Ferguson) hosted the show. At the end of the show, the rest of the employees voted in dollars for their favorite competitor.

-Submitted by Carlene Vance



CANADA COMMUNITY INVOLVEMENT

Greenville County has experienced tremendous growth in the past two decades. With this growth comes a responsibility to the community that we live and work in. SMP Greenville Operations has partnered with United Way for the last 16 years to give back to our community by promoting their “Cycle of Success.” United Way provides those in need with programs that address life essentials, school readiness, high school graduation, and overall financial stability.

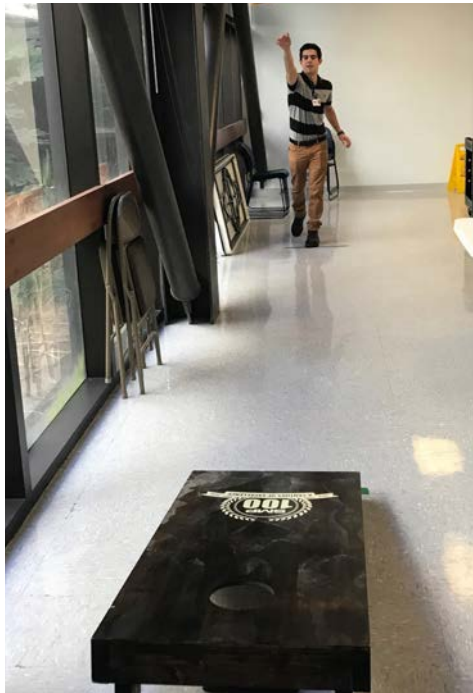
The United Way fundraiser is a month-long campaign that runs within the Greenville plant and extends into the community. The month of October 2019 consisted of awesome events such as the 2nd annual SMP Charity Car Show, 5th annual Golf Tournament, and a Corn Hole tournament, as well as numerous smaller events like our ever-popular Chili Cook-Off. While these events are incredibly fun and raise a large sum of money, an overwhelming majority of the funds raised came straight from employee gift pledges. Of the tremendous \$53,000 raised in 2019, over 80% comes from employees choosing to donate directly to the campaign by payroll deduction. Greenville Operations has consistently shown dedication to the local community not only through charitable events, but employees are also willing to put their hard earned money right back into the community through United Way’s programs.

SMP’s 5th annual Charity Golf Tournament was held at Woodfin Ridge Golf Club. Our outstanding team worked hard to secure sponsorships and donations from local businesses and other SMP partners.

Pictured (L-R): Justin Allen (Buyer), Akaash Patel (Engineer), Carlene Vance (HR), Jake Muyco (Buyer) and Korbin London (Supervisor) for their hard work.

Standard Motor Products was also part of the 2nd annual United Way / SMP Charity Car Show. This was another great success and the team consisting of Carlene Vance (HR), Lizette Delgado (Quality), Mike Herrick (Engineer Extraordinaire), Clay (Design Enigneer), and Korbin London (Supervisor) and other volunteers came together on a scorching day in October to serve some delicious barbecue and hand out awards. The categories for these awards were People’s Choice, Best Restoration, and Best Import. Employees and other car enthusiasts from the area brought out their best for the competition and enjoyed food, games, music, and door prizes, all in the name of giving back!

- Submitted by Carlene Vance



GREENVILLE CARES FOR NEW MOTHERS



In 2018, 3.79 million babies were born across the United States. Unfortunately, according to the Bureau of Labor Statistics, only 17% of all workers had access to paid parental leave. Luckily, here at SMP, 100% of employees have had access to paid parental leave since 2018! Just recently, SMP updated the 2020 policy to include a tremendous 16 weeks of paid maternity leave! In addition to the generous varieties of parental leave, SMP has also collaborated with Maven to provide round-the-clock support for new families with help on a multitude of topics.

We asked Ngozi Nwachukwu, a new mother and valuable employee, what it meant to be able to have access to the maternity leave offered here at SMP. Prior to her pregnancy, Ngozi had no idea that SMP offered such a benefit. She conveyed that once she looked into it, she easily received information and assistance from Greenville HR Administrator, Carlene Vance, on what steps she needed to take. Together they were able to fill out any information needed and even when a possible early delivery arose, we were able to work out a plan that helped Ngozi and her family. “I was so glad SMP offers this!” she said, after telling me she knew that not many companies have this benefit. Ngozi had planned for family from out of the country to help once she delivered and without the leave time, she would have had to worry about finding someone to watch her newborn before her family arrived. “It made a really big difference not having to worry about who was going to watch my new little one, she was so tiny!” she exclaimed happily.

Ngozi had one concern before returning to work, breastfeeding. Greenville HR reassured her that there was a private room just for her and invited her to view it before returning to work full time. Just last year the Greenville facility created a wellness room explicitly for new breastfeeding mothers returning to work, complete with a refrigerator, sink, comfy armchair and calming décor. Had there not been a welcoming and private room readily available at work, Ngozi said she would not have continued breastfeeding at all. In all, the new parental leave policies are exciting updates that have already made a wonderful difference in the life of one SMP employee.



-Submitted by Carlene Vance

MAVEN: SMP'S NEW PARTNER FOR A GUIDE TO PARENTHOOD



Expecting or just had a baby? Get 24/7 support from Maven!

At no cost, sign up for Maven for around-the-clock support through pregnancy, postpartum, adoption, surrogacy, new parenthood, and returning to work after leave—including breast milk shipping! Video chat or message with top-rated providers in over 20 specialties, join a supportive community, and read expert resources on every topic.

-Submitted by Aldean Smith

FIRST AID & CPR CERTIFICATION

HAVING EMPLOYEES ON SITE WHO ARE TRAINED FOR EMERGENCIES CAN HELP SAVE LIVES



Recently, SMP VA held training classes for First Aid & CPR Certification. There were two classes held; a 4 hour re-certification and an 8 hour new certification. Several people were re-certified, and seven new people became certified this year. Two trainers came in from the Red Cross to hold the classes.

One new thing that was taught this year was SAMPLE: Signs, Allergies, Medications, Pertinent medical history, Last food or drink, Events leading up to the incident. Chief Figueroa felt that this was a really great way to remember the important questions to ask to quickly identify the best course of action in an emergency situation. Also taught was CPR, how to properly dress wounds, and how to handle chemical burns.

Aubrey Sculthorpe was one of the new trainees this year. He felt it was extremely informative, encompassing much more than he'd anticipated. He said he didn't realize how much energy was needed to be exerted to perform CPR. He said his interest in learning about CPR and First Aid was two-fold. He wanted to be better prepared for emergency situations and to know what to do to help someone in need. He recalled an incident from a few years ago in which an employee had a seizure. He said he felt helpless at the time, just waiting for someone who was certified to arrive and help them. As a father to a 4 year old daughter, and a newborn son, he wanted to be better prepared to help them, should the need ever arise.

Having employees on site who are trained for emergencies can help save lives, and SMP is fortunate to have so many caring individuals who are willing to learn. I know I, for one, feel safer knowing that help is near, should an emergency situation come up. Thank you to all our volunteers!

-Submitted by Mark Hanlon

SMP INDEPENDENCE-2019 RED CROSS BLOOD DRIVES

WE COLLECTED A TOTAL OF 61 PINTS, WHICH EXCEEDED OUR GOAL SET BY THE RED CROSS.

Standard Motor Products of Independence believes in giving back to our community in ways that are meaningful and support the well-being of our fellow citizens. For many years now, we have hosted on-site, Red Cross blood donation drives several times a year, providing our employees with a convenient location to donate blood.

In 2019, three blood drives were held in January, May and October. We collected a total of 61 pints, which exceeded our goal set by the Red Cross. We also had several first time donors!

Our employees are appreciative of the fact that we allow them to donate while at work, and in turn, our community receives needed blood to support our friends, families and neighbors who may need it.

-Submitted Liz Pralle



CHRIS CLARK- ANNUAL PHYSICAL 2019 WELLNESS PROGRAM SUCCESS:

Over 77% of our employees completed the Wellness Program in 2019, to avoid the premium surcharge in 2020. This is a large improvement to the number of employees on our medical plans in 2018, when only 30% had received an annual physical. We hope to continue improving this success in 2020 with our new Wellness Program vendor, Virgin Pulse. As a reminder, for those enrolled in one of our non-union medical plans, you and your spouse must complete the program by October 15, 2020 to avoid a surcharge in 2021.

Chris Clark works at SMP Edwardsville as an Inventory Control Specialist. He will be with us for a year in May, 2020. Chris was made aware of our new wellness requirements and participated so that he would not see a surcharge in his premiums the next year. He went for his annual physical in September, 2019, assuming he was healthy. Because of the blood work required from the physical, Chris found out he was diabetic. He was put on insulin that he takes daily. When it comes to his meals, Chris controls his portions. Daily exercise is a key factor in controlling his diabetes. Chris states, "If SMP did not require the annual physicals through the wellness program, I would not have known I was diabetic. Even though we feel fine, sometimes we're not. Please don't ignore your annual physical." Chris, on behalf of everyone we want thank you for being brave and sharing your story with others. Well wishes for a healthier you!

-Submitted by Marsha Kienzle



BREAST CANCER AWARENESS TCD REYNOSA

Pictured are members of our TCD Reynosa plant on Breast Cancer Awareness Day!

-Submitted by Alejandra Ramon



HEALTH FAIR PICTURES

During open enrollment, all of the locations held their annual health fairs. Pictured are some employees talking to our vendor representatives from Anthem Health, Delta Dental, Fidelity, Liberty Mutual and more. These yearly fairs offer health screenings and other forms of medical and financial health insights to all employees!





POLAND COMPETITIVE RUNNING TEAM

- RECRUIT (6 KILOMETERS + 30 OBSTACLES)**
- CLASSIC (12 KILOMETERS + 50 OBSTACLES)**
- HARDCORE (21 KILOMETERS + 70 OBSTACLES)**

The idea to create a company running team was born last year and we have already closed the second season, in which together we overcame many kilometers and obstacles.

During this time we took part in four team competitions, each team finished successfully with satisfying results while learning team cooperation. Together we struggled with routes in various parts of Poland, at varying distances seen to the right.

In total, ten employees of SMP Poland took part in all races.

Permanent members of the Team are: Agata Rybińska (Process Engineer), Tomasz Laszczkowski (Process Engineer), Marcin Jamiolkowski (Process Engineer), Janusz Dobroski (Quality Engineer), and Łukasz Niezbecki (Laboratory Engineer).

Some of Team Members in the 2019 season (thanks to persistence) managed to reach the title of Runmageddon VETERAN. They were honored with the trophy seen in the picture.

Next season, we intend to continue our joint struggle and take on new routes as a team representing SMP Poland. Thank you for the financial support!

-Submitted by Agata Rybińska



CONGRATULATIONS TO THE KANSAS CITY CHIEFS, SUPER BOWL XIV CHAMPIONS!

And check out our Chiefs Kingdom! We had Spirit Day on 1/30/20 to get everyone fired up for the Super Bowl and show our support for the Chiefs. Obviously it worked!

Note to self: Work on our Tomahawk Chop before next season.

-Submitted by Bobbi Mills





SMP FOOTBALL - POLAND

The SMP Poland Football Season, as in previous years, was very popular among employees in 2019. Weekly practices took place in preparation for games. In the summer, the exercises were held on an artificial turf field, called an "eagle," while in the winter the training continued indoors at the local sports hall.

Last year the SMP Football team appeared in 3 tournaments:

- a) **V Rotary Charity Football Tournament**
- b) **V Rosti Football Olympiad V**
- c) **Rotary Football Charity VI**

All of the income from each tournament was donated to a noble cause. Both trainings and tournaments brought the SMP team a lot of joy. In two tournaments, SMP teams finished at the podium, taking 1st place, and 3rd place! Competition and good fun helped us all work together to win, we look forward to continuing this activity!

-Submitted by Marcin Jamiolkowski



NOBLE PACKAGING

Before the holidays, employees of SMP Poland took part in the creation of the Noble Package. "Szlachetna Paczka," is a nationwide social project where the main goal is to provide material and mental help for families and people who are in a difficult life situation. The family we supported was the family of Michał, a single father with three sons to care for.

During the week, we were able to collect funds for the needs of the family such as clothing, footwear, furniture, cleaning products, school materials and food. On December 6th we gave gifts to the family. We are happy that we could help and we are motivated to help again next year. We know that as SMP Poland Co-Workers, we are stronger together! Thank you for your generosity!

-Submitted by Arleta Tesarek



PODZIĘKOWANIE ZA UDZIAŁ W XIV EDYCJI SZLACHETNEJ PACZKI

PRACOWNIKÓW SMP POLAND



A CORNHOLE TOURNAMENT POEM

*"It was so nice to see so many employees sign up for this event!"
Said Josh Wargofcak, his face lit up with excitement.*

*Twenty one teams decided to play,
but day by day, some faded away.*

*Each team came out to win,
but only one would stand at the end.*

*All of the teams gathered around,
who is the best here on the SMP grounds?*

*They played with passion, style and grace.
Even though some lost, they did so with a smile on their face.*

*As the teams narrowed down to only two
"Don't Rory Be Happy" and "Dads of Jacobs" -- which one would pull through?*

*As they faced each other there was no surprise,
as "Don't Rory Be Happy" took it home right before their eyes.*

-Authored by Pat Thomas




LEWISVILLE CORNHOLE TOSS & ENGAGEMENT ACTIVITIES

Lewisville enjoyed a lot of activities during the last half of the year! Ice cream trucks, raffles for Texas Rangers and Dallas Cowboy tickets, "Lunch with the Veeps," Team Spirit Day, Corn Hole Tournaments, Fall Festival, Halloween candy, recognition of our Veterans along with our 100 year party and Christmas luncheon! The Corn Hole Tournaments have been very popular and has led into league play with practice sessions and competitions during lunch hours.

-Submitted by Lisa McAlister





FIELD DAY



In June, two different groups of the Activities Committee went to WA Walton Elementary School, to assist in field day. The members of the committee facilitated activities such as: bingo, computer time and board games. The children were excited even after the outside events had to be cancelled due to rain. Thank you to everyone who participated!

-Submitted by Jessica Barksdale



HOLIDAY DINNER AND UGLY CHRISTMAS SWEATER DAY

To thank our employees for all of their hard work in 2019 and wish them a happy holiday season, the Independence facility hosted a catered dinner on December 17th. The management team served fried chicken, roast beef, and all the trimmings, as well as dessert.

During the day, we also had our Ugly Sweater day, which is always a lot of fun. It was a very festive day and a much deserved change of pace!

-Submitted by Bobbi Mills

TRAINING PROGRAMS AT EDW

With the influx of new employees over the past few years due to our General Cable acquisition and the move of ACI from Lewisville to Edwardsville, we needed to come up with a solid onboarding/ training program in our distribution area. We identified these initiatives in our engagement process as room for improvement. We conducted several meetings with new and veteran employees, to identify an improved training program. Through these collaborative efforts, we now have training manuals for our Order Filler and Material Support positions. These manuals consist of day-to-day, weekly and monthly activities. At three and six weeks, we developed a mini quiz to ensure proper understanding of the basics of each job. An individualized checklist was given to every trainer to insure consistent training among all employees. Consistent and similar training reduces room for error and insures our customers are getting their product in a timely and efficient manner. Good job to all participants!

-Submitted by Marsha Kienzle



CARING TREE PROGRAM

Thank you
for helping our
"South Stars to Shine!"

Dear Standard Motor Staff,
On behalf of the students and staff of South Elementary, I would like to thank you for the very generous donations for our "Caring Tree" program. We are so fortunate to have people that care about our students and making sure they have a wonderful Christmas. Sincerely, Zrika Oshun

In a partnership with South Elementary School in Prince George County over the last 25 years, SMP Virginia employees have had the privilege to donate Christmas gifts to families in need, as identified by the school. With Cindi Neal as the SMP point of contact, the facility's Activities Committee passed out Christmas stars to interested SMP personnel, who then fulfilled the wishes of the children that may have otherwise received nothing for Christmas. There were fewer stars this year compared to the normal year, with only 4 families being in need. However, the children and the parents of those families, as well as the staff at South Elementary School were no less grateful. SMP employees stepped up as always with their caring hearts, thank you to all who helped those in need!

-Submitted by Alexis Miller

FORECAST HALLOWEEN COSTUME CONTEST



Forecast Trading in Fort Lauderdale, participated in its first ever Halloween Costume Contest. Votes were counted and the winner of our first Halloween Costume Contest was Carmen Guido. Congratulations Carmen and thank you to all contestants that participated. You all looked great!

-Submitted by Lizette Martins



CHILI COOK-OFF

As the winter weather is starting to arrive, we all are trying to find ways to stay warm. What better way to warm yourself up than with a nice bowl of chili? This year, the Activities Committee (AC) came up with the idea to have a chili cook-off where employees were asked to participate in. On Nov. 22nd, SMP VA officially hosted it's first annual chili cook-off where eight contestants joined for the event. The contestants were Mike Cargill, Seth Myrick, Will Smith, Tammy Barnes, Latikka West, Amanda Sanford, Tyler Munden, and Ashley Campo. Each contestant brought their "A-Game" and competitive nature, but unfortunately there could only be one winner. Mike Cargill was SMP's chili cook-off champion and now holds bragging rights until next year. I have to say that all the contestants were winners for their participation; and the joyful spirits and camaraderie from everyone was priceless!

-Submitted by Michael Brooks





2019 was one of the most joyous years in our history, as we hosted 100 year celebrations in every one of our locations. Seventeen parties in all, and they were all terrific, each unique in it's own way. Dancing dragons in Foshan, mariachi bands in Reynosa, vodka toasting in Bialystok, late night poker games and re-telling old stories (not always so truthful) with the sales folks in Florida, classical elegance in New York, a minor league baseball stadium in Greenville, an indoor sports arena in Virginia, an armory in Indiana - and, best of all, great reunions everywhere.

Each of the parties had its own unique personality, but they all had one thing in common- everyone was tremendously proud of SMP's 100 years of history.

It was a year we will never forget.

Larry Sills



CELEBRATING ONE HUNDRED YEARS



SMP'S 100TH ANNIVERSARY INTERNATIONAL SALES MEETING









MISHAWAKA IMPROVES SILICONE COMPOUND ROOM SAFETY

Prior production in the silicone compound room required two operators to manually remove 300 lbs. of compound from the mill, place it on a table and stretch the compound halfway across the table to slice into sections. They would use linoleum cutting knives to manually cut the compound which can create safety hazards such as body fatigue, back injury and a stabbing hazard.



A device has now been fabricated to allow one operator to cut silicone off the mill without the use of a knife which helps eliminate potential safety issues and at the same time, increase production.



Submitted by Beth Carpenter

THE NEW SMP® PARTS APP

Our award-winning SMP® Parts App is being revamped and updated with the tools our customers have been asking for. As of January, the app is being beta tested and the final version is scheduled to be released in Q1 2020.

The updated version adds a number of requested features including our NEW KEYWORD SEARCH which makes it even easier to find SMP® parts and categories plus our NEW HISTORY function that provides quick access to frequently searched-for items.

Add these amazing new features to our CROSS REFERENCE SEARCH, LICENSE PLATE LOOKUP, COMPETITOR UPC SCAN, VIN SCAN, and MORE... it's no wonder the SMP® Parts App is an award-winning customer favorite. Try it for yourself!

To learn more, visit smpcorp.com/PartsApp

-Submitted by Renee Leon



Demand direct access to and control of your car's data.

YourCarYourData.org

YOUR CAR.
YOUR DATA.

YOUR CHOICE.

Your Car. Your Data. Your Choice.

What does your car know about you and who is it telling? The battle over ownership of your vehicle data is heating up. SMP agrees wholeheartedly with The Independent Auto Care Industry's position on vehicle data – vehicle owners should own and control their car's data. The industry believes that drivers should demand transparency regarding the data collected from their vehicles and that drivers unknowingly generate new revenue streams for vehicle manufacturers every time they get behind the wheel.

So, what's this OE data access problem?

Direct access to vehicle data is under threat by vehicle manufacturers as today's vehicles generate real-time data through various sensors, telematics connections and even roadside infrastructure. Currently, your vehicle data is sent directly to vehicle manufacturers which allows them to become the data gatekeepers with full control over who has access, how the data is accessed, and how much access costs. This data includes diagnostics, repair and maintenance information, driver behavior data, and GPS location.

87% of new vehicles in the U.S.

will be equipped with wireless technology that collects and reports data by 2022.

But only vehicle manufacturers

have direct access to the data, including driving behavior, GPS location and maintenance and repair information.

Without direct access and control,

car owners may have:

- less choice in who services their vehicles
- greater inconvenience
- greater cost

Demand direct access to vehicle data.

Visit YourCarYourData.org.

YOUR CAR. YOUR DATA.
YOUR CHOICE. 

The data access industry answer:

Secure Vehicle Interface (SVI). SVI is a globally recognized design framework for Intelligent Transportation Systems whereby motorists directly access their vehicle data & direct it to the service provider of their choice.

What's SMP Doing?

We're working with industry associations to level the data playing field by participating in the Legislative Summit. We've created employee video communication including a call to action. And we're supporting the industry effort in all SMP training classes. And we even have a "Your Car, Your Data" promotion that will be kicking off in August 2020.

What can you do?

Visit yourcaryourdata.org to learn more and sign the petition.

Scan the QR code on your mobile device to sign the petition!

-Submitted By Renee Leon



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STENB2020-C

2020



TPMS Illustrated Parts Guide



In 2017, SMP announced the launch of our new Interactive Buyers Guide, a powerful tool to help customers search for our parts and replace our printed illustrated buyers guides. In the past year alone, our Interactive Buyers Guides had 50,000 users, 70,000 sessions and 3 million page views. We're excited to announce that the Standard® and BWD® bookshelves have been fully updated, each with a collection of 7 new interactive parts guides.

With one click, customers can search across the entire brand bookshelf to find every instance of a search term, or search an individual guide to locate a specific part, it's hot linked to our award-winning eCatalog, and the program is downloadable so it can be used even if an internet connection is unavailable. And because the interface is fully responsive, customers can use it on their desktop, tablet, or smart phone.

Take a look at our updated Interactive Buyers Guides by visiting: SMPBuyersGuide.com/Standard or SMPBuyersGuide.com/BWD

-Submitted by Renee Leon

INTERACTIVE BUYERS GUIDES – THE POWERFULLY EASY WAY TO FIND PARTS

Red magnifying glasses indicate interactive hot links to our eCatalog

Search results highlighted in green for easy identification



you to print, share, and/or download a PDF of an entire catalog or a specific page

Download the entire interactive program and run it from your desktop without internet connection*

And much more!



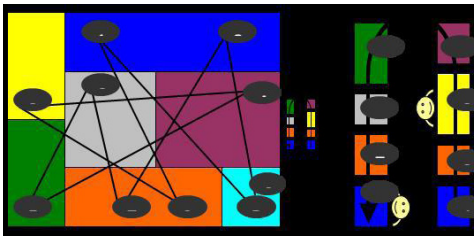
More than 70,000 users

MORE THAN 3 Million PAGE VIEWS

MISHAWAKA 5S BLITZ - SILICONE COMPOUND ROOM

In December 2019, SMP Mishawaka hosted a 5S blitz in our silicone compounding room. The goal was to remove clutter, get materials setup at point of use and streamline the operator by removing unnecessary steps in the mixing and straining operations. The Blitz and (VSM) Value Stream Mapping was completed over 4 days and has netted a 10 percent increase in productivity.

Submitted by Beth Carpenter



THE BLITZ AND (VSM) VALUE STREAM MAPPING WAS COMPLETED OVER 4 DAYS AND HAS NETTED A 10 PERCENT INCREASE IN PRODUCTIVITY.

ACI MOVES TO EDWARDSVILLE

THE END RESULT OF THE SPACE THAT BECAME AVAILABLE WAS 43,000 SQ. FT. TO ACCOMMODATE THE ACI PRODUCT LINE IN THE CENTER OF THE FACILITY.



The ACI line of product that includes washer pumps, window lifts and motors will soon be coming to Edwardsville. The team in Edwardsville has been working with the Lewisville team since June to prepare the facility for the anticipated move of ACI here to be distributed. The first phase was to find a home within the facility to hold almost 3,000 pallets of merchandise. To do this the team found new ways to store current merchandise to better utilize the space in the DC. Old shelving was removed and replaced with new pallet racking, and sprinkler system upgrades, and lighting upgrades were part of the process. The end result of the space that became available was 43,000 sq. ft. to accommodate the ACI product line in the center of the facility. Employees are excited for the opportunity that this brings to Edwardsville and have worked weekends and longer hours in preparation for the move. Product from Lewisville is expected to arrive early first quarter of 2020 with the goal to begin shipping early March.

The project is currently in the testing phase here in EDW and the Lewisville staff has started preparing to pull the merchandise from the shelves in their DC. This has been a joint effort from both facilities that has gone very well and in the future the Edwardsville team will continue to work with the staff in Lewisville as only the distribution part of the line is moving. Many challenges are still to come but everyone has shown tremendous support.

-Submitted by Marsha Kienzle

MORE THAN JUST A “PART” IN THE BOX

In line with our core values here at SMP, we continue to search for new ways to add value to our products, differentiate ourselves from our competition, and also assist the end user of our products. One recent example of this is in our diesel fuel related components, specifically pumps and injectors. These are products that are difficult to install and/or require precision in order to do the job properly. In many instances, these components are part of a system, and that entire system may require attention in order to do the job

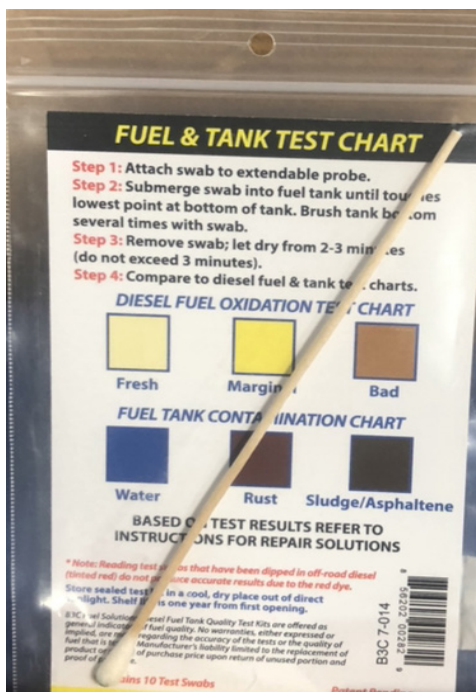
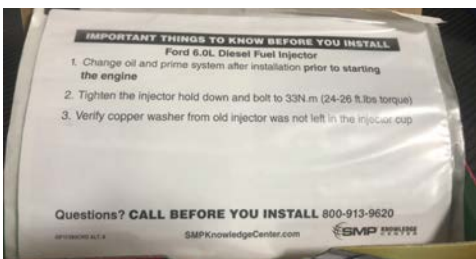
properly.

Some recent enhancements we've made to this product category is a “Call Before You Install” hotline. When the technician opens up our package, they will be greeted with an opportunity to call one of our tech line specialists, who will assist them in the installation process and give them any tips or torque specs that may be required to do the job properly.

Inside the box, they will immediately be met with another message that is “Important Things To Know Before You Install”. (Insert Important Things photo) This sheet has multiple essential tips required to do the job properly. Understanding that many technicians rarely take the time

Since contamination of any sort is a huge killer of diesel fuel related components, we've now made it easier for technicians to test for contamination. We've included a fuel test swab in the packaging and instruct them to test the fuel prior to installing our components. By following the simple instructions and simply dipping the swab in the fuel and watching to see if the color on the swab changes, they can determine the contamination of the system. If there is contamination of any sort, we instruct them to completely flush the system prior to installing any new components.

A key element of this has been the creation of the SMP Knowledge Center. This can be found at



DIESEL DIESEL WARRANTY IDENTIFICATION



to read instruction sheets (myself included!), this is an opportunity to grab their attention and remind them of the essentials.

If they open up the envelope, they will find our new, enhanced instruction sheet. This step by step guide is illustrated and put together by ASE Master technicians from our training department. (Insert photo of instruction sheets). There is also a QR code on this sheet that will take the technician to a video in our library that walks them through the installation process.

SMPKnowledgeCenter.com. This is a host for the videos and installation sheets. Currently diesel is the only category offered on this site, but the plans are to expand it to various other areas of our product offerings. This whole project has been a joint effort between marketing services, product management, manufacturing, distribution, and training all working together to produce more than just a “part in the box.”

-Submitted by Ryan Kooiman



GDI DEVELOPMENT IN GREENVILLE, SC

A top, long-term priority for the SMP Greenville team has been to develop GDI injectors for the aftermarket. GDI is short for Gasoline Direct Injection and is a relatively modern addition to gasoline combustion engines to reduce emissions and improve performance. The sheer complexity of the project has stretched it out from an initial approval in April of 2016 to a planned launch date of May 2021. It has required entirely new lab equipment, high precision gauging for the Quality Lab, and will include an extensive addition to manufacturing area. The GDI product team started small, consisting of one of our youngest development engineers, Lee Case, for the design portion, and our most experienced fuel injection applications engineer, Ed Heatherington. SMP could not have a better pair of technical minds for the GDI project. Between them is a combined experience of 50 years in automotive fuel systems.

Lee came to SMP straight out of finishing his degree at UNC Charlotte in Mechanical Engineering with a Motorsports Concentration. He spent his college years working with the SAE Engine Turbo Project and continues to maintain an active interest in all things forced induction. Like many in the automotive field, Lee tends to accumulate vehicles and keeps two categories of cars: those he has turbo-charged and those he plans to add a turbo to at some later date. Lee

started at SMP working with G series fuel injectors and has been working full time on GDI development for the last two years. In his role as principle design engineer he has immersed himself fully into the details of injector design. He has fabricated early one-off prototypes at home in his personal time, puts in extra hours at work, and covers every detail to ensure SMP will have a versatile design that meets the jack-of-all-trades requirements of the aftermarket.

Ed has an accumulation of experience that is extremely rare. He came to SMP by way of an acquisition. His career at the Greenville SC location began with Lucas Industries in 1979 working with diesel fuel systems and later transitioned to gasoline fuel injection as Lucas' market focus changed. Lucas was purchased by Sagem in 1996, which continued to supply the OE automotive market before withdrawing from US manufacturing. The building and equipment was then purchased by SMP in 2002 and continued to produce fuel injectors but shifted to supply the aftermarket. Ed has been a virtual technical library of gasoline fuel injector information due to his experience launching the Lucas D series injectors, Sagem F series injectors, the acquisition of Dana pintle injectors, the successful SFG natural gas injectors, and SMP G series injectors. Ed is a mission critical

mentor for our new fuel injection engineers and has an almost limitless reserve of patience for sharing his vast reserves of technical information.

Unique to our GDI program is the GDI SAE committee involvement from both Ed and Lee. They jointly participated, contributed and collaborated with OE injector manufacturers to publish SAE J2713, the general GDI injector specification. Lee began the project as a contributing member with Ed participating in an advisory capacity. After a short period, the committee recognized Ed's expertise and requested that he join and become a full contributing member. Over the course of two years, there were monthly web meetings and annual conferences to consolidate and standardize how to characterize and validate injectors for GDI applications. The knowledge Lee and Ed gained from their work was invaluable as they were in direct meetings and collaboration with engineers who worked with the OE designs.

The end result of Lee and Ed's efforts is still in development and we plan to see its completion in 2021. Between them, SMP will have in its catalog arsenal a highly technical, quality product with fractional micron tolerances that will meet customer needs and demands for years to come.

-Submitted by Carlene Vance

SMP – INDEPENDENCE SELECTS 2019 ROCK SOLID EMPLOYEE

“THANK YOU DAN”

Pictured with SMP Independence Plant Manager, Jackie Pittman, is Dan Radcliff, our ROCK SOLID EMPLOYEE for 2019! Dan is an Engineering Technician and was nominated and selected by his fellow employees because he is always there to help. Throughout his 39 years with SMP, Dan has gained a lot of valuable experience working with our equipment, and he's willing to share that knowledge. Dan works well with his peers, as well as all levels of employees. He received a jacket and an engraved plaque in recognition of this honor. Thank you Dan for being such a great part of SMP!

Submitted by Bobbi Mills



SMP- INDEPENDENCE 2019 BBQ COOK-OFF

Lucky Friday, September 13th was the date for SMP Independence's 10th annual BBQ Cook-off. Lucky because the overnight rain was tolerable and it cleared off by morning. We had 15 chefs in the contest, 7 of whom have taken home the top prize in past years (but to date, NONE have won the title twice). This year's champion was our Quality Manager, Don Couch. No stranger to the podium, Don was also our 3rd place chef in 2017. Pictured are the top 3 BBQ chefs for 2019. L-R: Don Couch, Quality Manager – 1st Place, Kent Wible, Network Administrator – 2nd Place, and Mark Dill, Controls Engineer – 3rd Place.

Pictured separately is our 2019 "Chef's Choice" winner (selected by fellow chefs), John Eaton, Quality Engineer.

Congratulations to our winning chefs!

Also pictured is our "Assembly Line" of chefs seasoning the 24 pork butts that were cooked on a commercial-sized smoker and served to all employees for lunch the day of the cook-off. We want to thank Mark Payne for assisting with the preparation of the meat. Maybe next year Mark's schedule will allow him to be in the competition!

-Submitted by Bobbi Mills



MISHAWAKA 2019 HOURLY PERFECT ATTENDANCE

Congratulations to our awesome employees who had PERFECT attendance in 2019!

Pictured (L-R): Rhonda Yazel (19 consecutive years of service!), Kathy King (8 yrs), Deb Smith (14 yrs) and Cathy Bowers (1 yr)

Submitted by Beth Carpenter

WELCOME, NEW U.S. CITIZENS



D.S. KWON, ENGINEERING MANAGER

Congratulations go out to D.S. Kwon on achieving his U.S. citizenship on December 16! D.S. is our Engineering Manager in Lewisville, Texas, and has been a valued employee at SMP for 14 years!

Congratulations!

-Submitted by Lisa McAlister

SUNG HAN- U.S. CITIZENSHIP

Congrats!

Standard Motor Products would like to welcome Sung Han to the SMP team.

Sung started his employment in September of 2018. He works within Inventory Control as an Inventory Cost Analyst. He enjoys working with his manager, Mickey Fried, and the entire Inventory Control team. Something Sung really enjoys doing in his time outside of work is martial arts, so you don't want to mess with him!

Sung recently received his U.S. citizenship, although he has been in the states since 2000. Congratulations to Sung for his diligence in pursuing and becoming an American citizen!

-Submitted by Corey Spratley





NEEWOLLAH FLOAT TAKES GRAND PRIZE!

In 1919 the first Neewollah celebration (Halloween spelled backwards) was held in Independence, KS. 100 years later, just like SMP, Neewollah is still going strong. For those who don't know, Neewollah is the largest festival in Kansas that the town of Independence hosts annually.

SMP-Independence won the best overall float - Sweepstakes Trophy, for our entry in the Grand Parade on Saturday, October 26th. We had 2 connected floats, SMP's 100 year anniversary and the Neewollah Festival theme, which was "I'm A Believer", based on this year's musical Shrek. Our float designer was Danny Corn, who has worked in our Maintenance Department for 41 years. Shelly James, 26 year employee, designed Shrek t-shirts (SMP - Believers for 100 Years) worn by our parade chaperones and many other employees who attended the parade.

Leading the way was our 100-year float, featuring the 10 decade banners provided for our celebration, along with a giant tiered cake. The box displaying the banners contained balloons that were released during the parade. The float riders, children and grandchildren of our employees, sang Happy Birthday and let off confetti cannons in celebration.

Connected to the 100 year float was our Shrek float which featured a life-size Shrek, Fiona, a revolving Donkey and Lord Farquaad, and a moving dragon head protruding from a castle guarded by a knight. Music accompanied the float, including of course, Shrek's "I'm a Believer". Not only was our dual-float a hit with the judges, it received many comments and "likes" by the thousands of parade-watchers. Employees distributed candy and beads to the crowd as we celebrated 100 years of believing in SMP.

-Submitted by Bobbi Mills





PARTS WAREHOUSE, INC. – 100 YEAR ANNIVERSARY

Parts Warehouse Inc., an Alliance member in Little Rock, AR, held their 100 Year Anniversary Celebration “Show of the Decades” Business Conference at the Marriot State House Convention Center on April 11 - 13. Crow Burlingame (Parts Warehouse, Inc.) was founded on April 19, 1919, the same date and year that

Standard Motor Products was founded. The event includes Bumper to Bumper Store Managers and Salespeople along with PWI Management and Vendors. The show consisted of a Vendor Booth Show on Friday evening along with Training and Management, breakout sessions on Thursday afternoon and Friday morning, and Vendor Training Sessions on Saturday. This event is held every three years with the last event held in 2016. Key Note Speaker was Larry Sills, Chairman of the Board for Standard Motor Products. Cotter Collins, RSM for Standard Motor Products was honored as the Vendor Rep of the Year.

Pictured L-R: Brian Dean - VP Purchasing, Cotter Collins - KSAM-SMP, Kenny Payne - VP Marketing and Fletcher Lord III – CEO.

-Submitted by Renee Leon

TRULY A TOP PERFORMER



Virginia Distribution Center would like to recognize one of our SMP employees, Veronda Ward, as a “Top Performer.” Veronda has worked for SMP for over 22 years and currently works as an Order Filler in our Shipping Department. For the last five years, she has been recognized as one of our Productions Top Performers. The program was established at the beginning of 2015 as a way to formally recognize those employees that consistently perform at a high level each and every week within our labor management measurement system. Since 2015, there have been a total of 14 winners with only 3 other repeat winners besides Veronda (21 total recognitions).

It is very difficult to meet the criteria each and every week of the year. In order to qualify, the person must exceed the high performance goals for productivity and quality. Therefore, for a person to meet the tough criteria for each week for 5 consecutive years or 260 weeks is truly amazing. Each year, all the winners are recognized at the first business meeting update of the following year. They get their names engraved on a plaque and receive a valuable prize from the company’s gift shop. Over the years, Veronda has won a winter parka, a spring windbreaker, and travel luggage – all of which have been engraved with the SMP logo and her name, as well as several other “SMP items” and restaurant gift cards. The management team is running out of options for prizes, for the 5-time top performer!

CONGRATULATIONS VERONDA ON A TASK WELL DONE AND MANY THANKS FOR ALL YOUR EFFORTS!

-Authored By Lee Anderson



THE 30 YEAR ANNIVERSARY LUNCHEON

SMP really knows how to throw a party. I mean, just look at the photos from the 100 year anniversary!

In addition to the 100th anniversary, we threw a 30 year anniversary luncheon for our Disputanta facility. We went all out, providing employees with burgers, hot dogs and cupcakes.

Unfortunately only one picture was taken, but if you were there that day, you won't forget the image in your mind of the smiles, and laughter and unity of each and every person sitting in the breakroom together enjoying their luncheon.

It really makes you feel good to know that we can come together for more than just work. We can come together in fun, food, and laughter as one big SMP family.

-Submitted by Dinnetta Feeney



Accredited Training Provider

SMP'S TRAINING DEPARTMENT RECEIVES ACCREDITATION

While we are recognized by many customers each year for our training department, there is always room for improvement. One way to ensure that we continue to improve and offer "World Class Training" is to undergo the accreditation process offered by the ASE Training Managers Council. We began this huge task in 2018, and I'm proud to announce that we were officially recognized as an accredited training provider on December 23, 2019! This has been a long process, but it is one that has certainly improved our department and has set us up for continued success well into the future.

The process began with an intense self-evaluation process, in which we had to evaluate many of our current practices and procedures. During this evaluation we discovered many holes in our process, and as a result, made the necessary changes. Some examples of improvements were: assembling a formal advisory committee that meets two times a year, creating a mission statement, and creating post-training assessments. The original application that we submitted was several hundred pages long. Fortunately, Donald Harrison, Training Group Manager, has been through ISO certification processes in the past and was comfortable filling this application out.

Once the initial application was approved, ATMC sent two individuals to the corporate training center in Irving, TX, in mid-December for an on-site evaluation. During this part of the evaluation, they wanted to observe our facility, observe our practices, and ask us any questions that resulted from the initial application. This process was completed in under three

hours, as opposed to the eight hours that it typically takes! Larry Yeager, ATMC team leader, said, "You have an excellent program and is as well-thought-out and organized as any that I have observed, including OE programs. Your advisory committee is by far the most impressive one I have seen anywhere. Keep up the great work!"

The final step in the process, was a committee review of our application and the recommendations from the visiting team. This was approved within a week, and we received the congratulatory letter on December 27th. In 2020, we will receive a plaque, banners, and additional gear related to our new accreditation process. Moving forward we need to continue to improve on our existing processes, document our activities, and prepare for our review in 5 years.

I am proud of this achievement and want to specifically recognize Robby Schrimsher, Training Development Manager, and Donald Harrison, Training Group Manager, for the extra effort they put into making this happen. Additionally, thank you and congratulations to everyone in the training department. Thank you to everyone in the organization for your lasting support. We are proud to represent you all to the technician audience each evening.

Our mission statement: To educate aftermarket automotive technicians on established and emerging technologies via instructor led and online training programs that enable them to perform accurate, efficient diagnosis and proper vehicle repair.

-Submitted by Ryan Kooiman



SMP SIGNING DAY

SMP had a “Signing Day”? Yes you heard right! In 2018, Standard Motor Products partnered with the Community College Workforce Alliance (CCWA), the Crater Workforce Development Board, the Virginia Department of Labor and Industry and the Prince George County Schools on a task force to develop a brand new pilot Workforce Development program in warehousing and distribution. The intent of the program was to increase awareness, interest and knowledge of career opportunities available within the field of Logistics – especially right here in Prince George County! SMP representatives Sheila Smith and Mark Hanlon, led the way in this community outreach to the younger generation. They worked with the CCWA (Wes Smith and Dana Newcomer) and Prince George County Schools (Peter Fisher and Barbara Davenport), to provide a Certified Logistics Associate (CLA) credentialing program in warehousing and distribution logistics during the 2018-2019 academic school year. This program was designed to be a BETA test of the task force’s vision and was offered on Thursday evenings to Prince George Royals who were interested.

“The CLA provides candidates with a broader understanding of a

significant portion of our business, as well as the world economy,” said Mark Hanlon, SMP Human Resource Manager. “More importantly, we utilize the CLA training as a development tool for our Team Leaders – the first level of leadership within our facility. Candidates with the certification will have a ‘leg up’ if they are looking for long-term career opportunities with us.”

As our relationship has grown, our desire to make an impact on the local community grew and the work with the CCWA has been an integral part of our outreach efforts.

Hanlon added, “Our partnership with CCWA began as a method of providing internal training. As our relationship has grown, our desire to make an impact on the local community grew and the work with the CCWA has been an integral part of our outreach efforts.” The program provided students with a workplace readiness skills certification, an awareness of modern distribution practices through the CLA course, the CLA credential and potential full-time employment with SMP.

“On Tuesday, June 11th, at the Hopewell/Prince George Chamber of Commerce, three 2019 Prince George graduates (Michael Evan Monger, Nathan Jeremy Beiro and Jamal Jerome Berry, II) were honored for completing the Prince George County Schools CLA program and earning the Workplace Readiness Certification and the CLA Credential. Two of these students signed their “letter of intent” to become entry-level order fillers on second shift at Standard Motor Products. The ceremony was symbolically true to a “Signing Day”, as it was performed with the students sitting at the table in front of the Prince George County Schools’ insignia, along with Sheila and Mark presenting various SMP logo gifts including SMP hats to be adorned after signing their letters of acceptance of full-time employment. Evan Monger will be joining the team in late August and Nathan Beiro will be joining in the fall after he turns 18. Jamal Berry was unable to attend the ceremony, and is still weighing his options, including starting college in the fall.

Let’s all be sure to be on the look-out for Evan & Nathan (and perhaps Jamal) and welcome them to SMP team!

-Submitted by Lee Anderson



2019 SAFETY DINNER: LET’S WATCH OUT FOR ONE ANOTHER

The Edwardsville facility achieved an accident free year in early September 2019. This achievement took a great deal of effort from everyone in the facility. “Safety is everyone’s responsibility, every day, everywhere. The employees in our facility have done a great job, and continue to do so.” – Brian Robison, Safety Supervisor.

Reporting all safety concerns, incidents, and ideas to improve safety goes a long way to accomplish our safety goals. In celebration of reaching an accident free year, the Edwardsville facility received a steak (or chicken) dinner. Everyone was very thankful for the reward! Here’s to another year accident free!

-Submitted by Marsha Kienzle

SPS/LEAN EVENTS- CONTINUOUS IMPROVEMENT



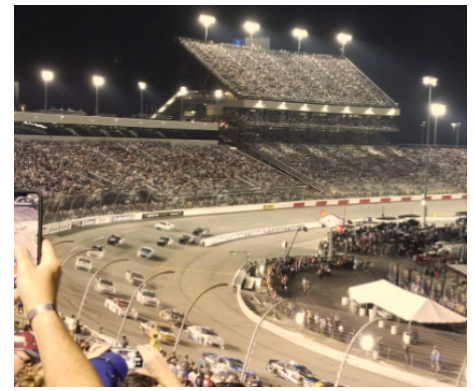
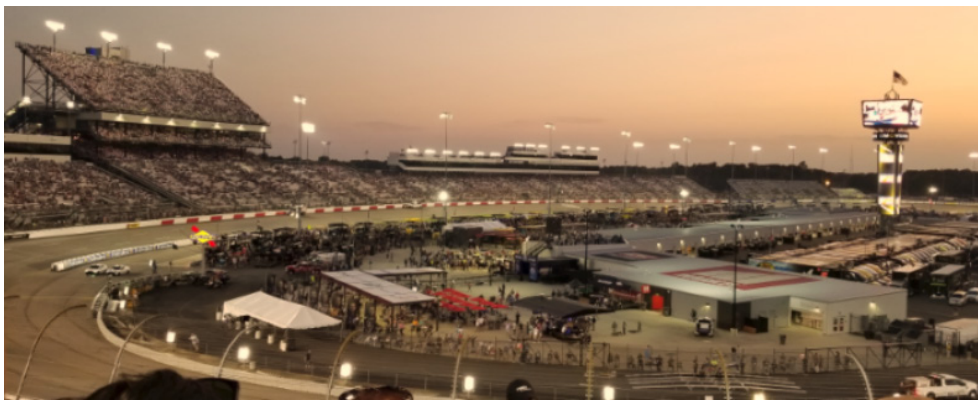
Edwardsville has held several SPS/Lean events this past year, headed by Brad Wetzel, SPS Coordinator. We have held Lean training classes that have included our hourly, Engineering and Sales & Marketing staff members. Each class allows the employees to get firsthand experience in SPS and Lean activities. Everyone involved learns several different techniques, ideas and schools of thought on process improvement. They are all allowed to develop and implement their own plans. After the implementation of his or her ideas, we held follow-up session(s) for everyone involved, to

continue to improve their new idea. This training allows the involved employees the opportunity to work independently or in groups on SPS projects in the future. Some of the projects to date have been workstation standardization, resets in our Carquest, BWD and Federal areas, and improvement in our south product staging area. Thanks to all who have played a part in our past SPS projects and those in the future who continue to identify and improve our processes.

-Submitted by Marsha Kienzle



FEDERATED SALES VISIT & FEDERATED 400 NASCAR RACE



ERIK SAID HIS FAVORITE PART OF THE BOOTH WAS THE INTERACTION WITH THE CUSTOMERS OUTSIDE THE DAILY NORM.

In the third week of September, the Federated National Group Sales Director visited the Greenville and Disputanta facilities with several new hires. They toured the facilities and had their sales meeting on site in Virginia. The new trainees enjoyed touring the facilities and seeing how the product is manufactured and how the orders are processed.

After the sales visit, the team went to RIR to set up a booth at the Federated 400 race. Erik Minter is the local Key Account Sales Manager and Lead Rep for the Federated group. The booth was in the Hospitality House prior to the race. He said he felt the booth was extremely successful, drawing in over 1,000 people. The main purpose of the

booth was to get the SMP brand out there, highlight current promotions and do some product demonstrations. They showed customers how to use the TPMS tools, and displayed some new diesel products and canister purge valves. Erik said they did a coin toss this year to draw people in.

Erik said his favorite part of the booth was the interaction with the customers outside the daily norm. He said it gives them the opportunity to foster relationships, and quoted 'People buy from people.' Having the face to face experience with the customers outside work parameters enables them to build that trust to keep them coming back for more.

After the booth, anyone who wanted

to attend the race could. Several people took advantage of the opportunity to see the race first hand, and cheer on their favorite driver on. The pre-race events were exciting, including flyovers from the F-15 E-Strike Eagles, NASCAR photo ops, old-time vehicles, and meet and greets with vendors.

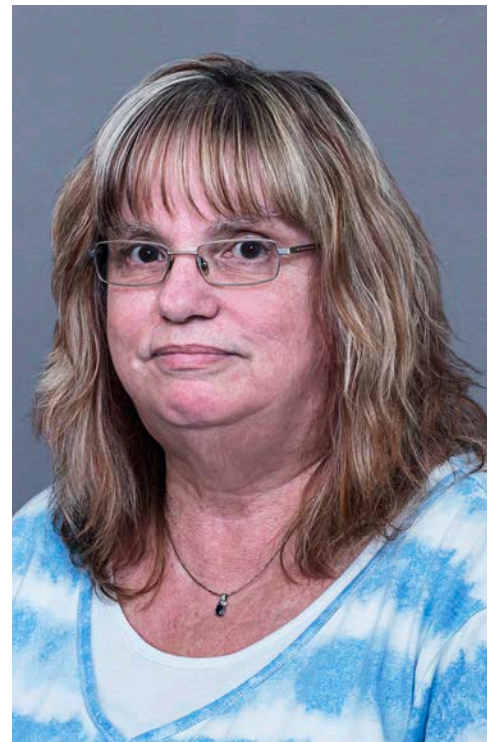
Christy Vaughan attended the race on the 21st and said the it was exciting, as predicted, and loud cheers erupted as Martin Truex Jr. won the race. Kyle Busch came in a close second. Even though the Vaughans' driver didn't win, they enjoyed the experience and shared several great photos of the event.

-Submitted by Amanda Stanford

MARIE BEACH- PREPARING FOR RETIREMENT

Aaaaahhhhh, no more clocks. No more driving through traffic or bad weather. Late breakfasts and coffee at home. Doing whatever you want, whenever you want. Who doesn't want to sign up for that? We've had many long-term employees retire throughout the last few of years; Hyun No, Debbie Owens, Stan Penneman, Naomi Ruff, Ron Williams, Tim Plank and now Marie Beach is next in line. Marie has been with us since April of 1986. She has held many positions during her tenure at Edwardsville SMP. Marie said, "I knew I had a good thing and I didn't want to let go". She notes that Standard has provided many classes for her to improve her people skills not only at work but also in her everyday life. She will carry that with her during her retirement. Marie plans to retire after the first quarter of 2020 and says she will miss everyone at Standard, all of whom she has enjoyed working with over the years. SMP has benefited much from those who have spent many of their working years here. We thank all of them for their contributions and wish nothing but health and happiness during their retirement. Congratulations Marie and have fun!

-Submitted by Marsha Kienzle



WENDY AND COURTNEY - BALANCING LIFE & EDUCATION



Once you get your education, they can never take it away. Your education is yours for life. You can take it with you wherever you go. That is exactly what Wendy Burke and Courtney Henderson are currently doing. Both women work a full time job, are raising a family and participating in other life activities, and they still find the time to improve themselves through their education! Pictured is the duo at graduation for their Associate's Degree. Now, Wendy is working on a BA in Leadership and Management and Courtney is working on her BA in Business Management. Wendy states, "I am thankful that SMP offers tuition reimbursement. Going back to school would not be an option for me without this benefit". Courtney states, "Though it can be difficult juggling working two jobs, family life and school, I wouldn't trade the opportunity I have been given for anything". Both women hope to graduate mid-year 2021. Kudos to Wendy and Courtney and we hope you both continue to enjoy your educational journeys.

-Submitted by Marsha Kienzle

RYAN KOOIMAN RECOGNIZED BY NORTHWOOD UNIVERSITY

We're proud to announce that our very own Ryan Kooiman, Director of Training, received Northwood University's Automotive Aftermarket Management Education Award. This prestigious award is reserved for industry leaders throughout the country who have made noteworthy contributions while demonstrating a substantial commitment to education within, and outside of the industry. Ryan was one of eight industry leaders to receive the award at the 2019 AAMEA Luncheon during this year's AAPEX show.

-Submitted by Renee Leon



EDW 25 YEAR CLUB



NEW INDUCTEE PICTURES

Pictured are Wendy Burke, Steve Turner, Slava Nikolic, Richard Mallon, Phat Truong, Lucinda Hontz, Laura Martin, Dana Couch, Charles Antill, Pete Cerros and Peggy Lindsey.

All were inducted into the 25 year club this year. Congratulations and thank you for your many years of hard work!

-Submitted by Marsha Kienzle

20TH ANNIVERSARY FOR REYNOSA EMPLOYEES (EMD)



DIA DE LAS MADRE - EMD REYNOSA



SMP Reynosa had a celebration for all of the mothers that work at Standard Motor Products, to recognize their hard work and great talent. The mothers were allowed to bring their children and the celebration had various activities and games for the mothers to participate in. The participants were chosen randomly and during the game, each participant had a chance to answer a question and the participant with the most correct answer won.

As the day went on, participants in the different activities were having so much fun competing against one another that it created some intense competition. The final game determined which team would be the ultimate winners. The moms were divided into two teams and chose a captain who was in charge of inflating the balloons. The rest of the team filled the participants suit and the team with the most balloons won.

The day was filled with laughter, singing and everyone had a great time.

-Submitted by Jose Romero

PERLA ACOSTA - EMD REYNOSA

Perla Acosta has been with SMP Renosa for 20 years. She is strong and widely committed to her work, which has allowed her to reach the position she currently holds, Leader of Auditors and Head of the Quality Department.

On May 17, 1999, Perla started with Standard Motor Products of Mexico as a general operator. After a year of employment, she became a line leader and then hired a few months later as the quality auditor where she worked for many years.

Officially, Perla received a promotion last year. Aside from her own responsibilities, she was responsible for the auditors by making decisions for the department and informing the engineers. Perla's dedication to her work and self has inspired her to go back to school.

"For economic and personal reasons, I quit my studies, however, I always had in mind to go back and finish what I started. SMP awarded me a scholarship to finish my studies, first with high school and then I achieved my degree in industrial engineering. I am proud of this accomplishment."

However, her goals have not ended there. Now that she has a professional degree, she seeks to develop as an Engineer and learn every day at SMP

"I visualize myself working many more years at SMP, I like my work and I feel comfortable with what I do, I feel I am able to continue to learn and obtain a higher position."

Perla's family has been a basic pillar in her development, both personal and professional throughout her life, they have always provided all the support she needed, as well as motivating her every day to get ahead.

Undoubtedly, Perla Acosta is an example that perseverance and keeping your mind set on fixed objectives are the key to developing yourself and that there are no limits to what you set out to do. People like her, exalt and fill the entire SMP family with pride.

-Submitted by Jose Romero



DIA DEL PADRE- EMD REYNOSA

During the month of June, SMP Reynosa celebrated the our SMP Fathers. They participated in various activities during their lunch, which helped them to ease their work stress and have fun with their colleagues.

The Polo Reyna Show was in charge of entertaining the event, by giving a few words of thanks to all the fathers for the effort they make every day at home and at work.

Some of the activities that the they participated in was "Guess the Movie" and the rope pass game. Those participated in the game "Guess the Movie" had to act out signs/movements for their team to guess the movie. The person could not talk while acting out the movie title. The rope game was more successful because each participant in the team had to untie the rope and then pass it to the next team member.

Everyone enjoyed their afternoon and received a gift bag and a card thanking them for their loyalty and commitment to SMP.

-Submitted by Jose Romero

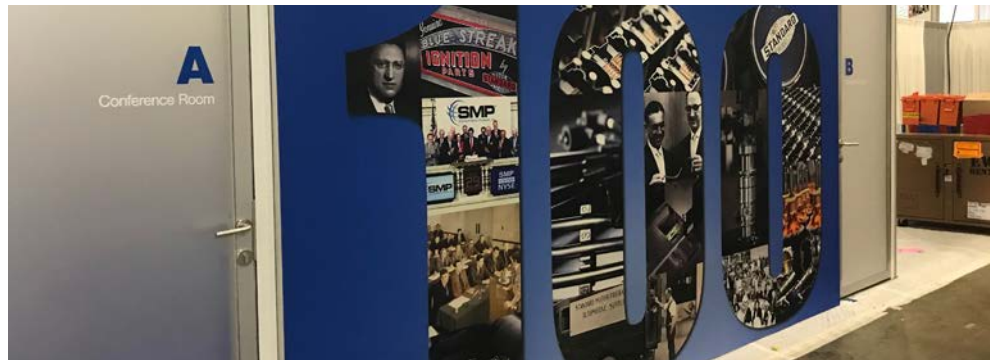




AAPEX 2019

In November, SMP continued our celebration of “100 Years of Excellence” at the 2019 AWDA meetings and the annual Aftermarket Auto Parts Expo (AAPEX) show in Las Vegas. It was an exciting week, meeting with SMP customers, prospects, technicians and service dealers. Thank you to all who participated!

-Submitted by Renee Leon



SMP WINS ‘BEST CATALOG FOR IMPORT’ BY AUTO CARE ASSOCIATION



SMP was presented with the Best Product Line Electronic Catalog Award for Import Product and Marketing for its Intermotor® brand at the 2019 AAPEX Show.

-Submitted by Renee Leon



REVISTA AUTOMOTIVE- NOSTA SMP

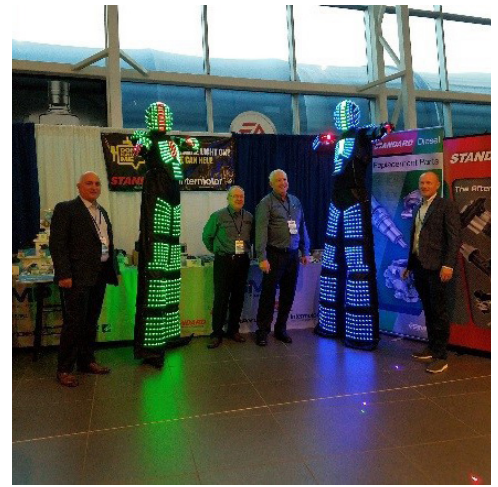


Our facilities in Reynosa, Mexico were awarded in 2019 by Revista Automotive, in recognition of SMP's 100th anniversary. At this recognition ceremony the history and trajectory of the company were presented by Humberto Hoyuela Lopez, Commercial Director of SMP Mexico and by Juan Carlos Zagal Reyes, Sales and Product Manager. The two spoke to the members of the National Association of Representatives, Importers and Distributors of Spare Parts and Accessories for Automobiles, and ARIDRA, at their monthly meeting, chaired by Alejandro Javier Calderon Bello.

Humberto and Juan also described the new SMP Mobile APP 2.0, which expands the availability and technical advice to suppliers and installers of the range of products offered by SMP in the national market.

Thank you Humberto and Juan!

Pictured: Alejandro Javier Calderon Bello, president of the National Association of Representatives, Importers and Distributors of Spare Parts and Accessories for Automobiles, ARIDRA, awards recognition to Standard Motor Products, SMP for the commemoration of its first centenary of operations, as well as for the exposure made to the members of the organization. The recognition was received, on behalf of the company, by Humberto Hoyuela Lopez, commercial director of SMP Mexico and Juan Carlos Zagal Reyes, sales and product manager.



SALES REPRESENTATIVE AWARDS

Parts Authority, a Pronto member, and our largest traditional customer held their 2019 Technician Expo, “Empowering You” on Wednesday, October 16th in Landover, MD at FedEx Field, which is home to the Washington Redskins. This was their inaugural trade show event for their customers in the Washington, DC market. It was extremely successful, drawing more than 3000 attendees.

Prior to the show several employee and vendor awards were presented. We’re pleased to announce that the ‘2019 Outstanding Sales Representative’ award was presented to both Mark Clark and Matt Real, two of our Territory Sales Managers who call on Parts Authority locations in the Maryland and Washington, DC markets. We are proud of their outstanding accomplishment.



-Submitted by Renee Leon

UNI-SELECT WINS GOLDEN ALLY SALES TOOLS

This is the 6th edition of Uni-Select’s Canadian Awards also recognized the superior performance, service and support of the winners in the following categories: Golden Ally – Sales tools for independent jobbers and installers: Blue Streak Hygrade Motor Products Ltd.

Pictured L-R: Pascal Leduc, Director – Procurement, Uni-Select; Jack Ramsey; Miguel Angers, Vice-President Merchandising, Uni-Select; Eric Sills; Brent Windom – President and COO, Uni-Select; Dale Burks; Dave Desmarais



-Submitted by Renee Leon



SMP RECEIVES ACPN CONTENT EXCELLENCE AWARD

Standard Motor Products received the Automotive Content Professionals Network (ACPN) Receiver’s Choice Award. The award was presented by WHI Solutions to SMP recognizing our excellence in product content.

-Submitted by Renee Leon

THE GROUP VENDOR OF THE YEAR

The Automotive Parts Services Group (The Group) recognized supplier partners with special awards during its annual combined member meeting held March 12-15 at the Disney Coronado Springs Resort in Lake Buena Vista, Florida.

The Group presented awards for exceptional support in key categories important to its membership as well as the Outstanding Vendor of the Year. Members of Federated Auto Parts and National Pronto Association cast votes for the top supplier in each category, and the results were as follows:

Outstanding Vendor of the Year – Standard Motor Products (SMP)

Excellence in Education & Training Vendor of the Year – SMP



Thanks to everyone at SMP that work hard every day so SMP can be recognized as the best in the industry.

Pictured L-R: Rusty Bishop, CEO, Federated Auto Parts; Paul Farwick, SMP; Bill Collins, SMP; and Bill Maggs, president and CEO, National Pronto Association

-Submitted by Renee Leon

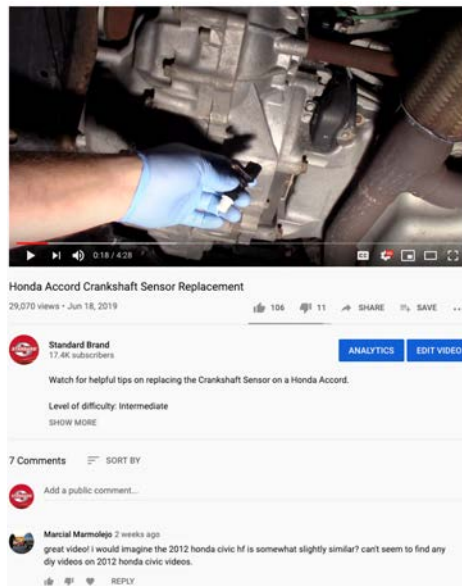
RIKKI FOLEY

Congratulations to Rikki Foley for receiving the South Eastern TSM of the year award!

On January 7, 2020 at Zone 03's kick off meeting at SMP Greenville, SC facility, Matt Robinson awarded Rikki Foley with the TSM Award. Rikki's finished 2019 with the largest territory sales growth in the zone. Her dedication and hard work to SMP and her customers were some of the reasons she received this award. Thank you Rikki and everyone in the zone. Looking forward to an even better 2020.

-Submitted by Renee Leon

SOCIAL MEDIA UPDATE – YOUTUBE CHANNELS



In August 2010 we uploaded our very first video to YouTube. Today, SMP's YouTube channels reach tens of thousands of people. To date, we've tallied 18.5 million video views with more than 29,000 subscribers. And what's most exciting, is that our viewership and subscribers grow at a rate of 50% annually! We're grateful for our award-winning training team and our in-house professional video team who continue to produce powerful content for Do-it-Yourselfers and Professional Technicians every day.

-Submitted by Renee Leon



ANNUAL PERFECT ATTENDANCE 2019 (TCD)

Congratulations to all who achieved perfect attendance in 2019!

-Submitted by Alejandra Ramon



OUTSTANDING TRAINING SUPPORT



DONATIONS AND RECOGNITION “CLUB ROTARIO OF REYNOSA MEXICO”



DAIMLER CERTIFICATION



On November 20 & 21, we hosted customer representatives from DAIMLER.

During the two-day visit, we presented the production process of switches and sensors, as well as, other processes accompanying production. The Daimler visitors were introduced with each area of activity, assessing the possibilities of further cooperation.

We have been awarded the highest rating on a three-point scale:

Category 1 - ability to cooperate with DAIMLER

We are grateful for all involvement of our employees in the preparations for the visit, openness and active participation in meetings with the client. This award means a lot to us!

-Submitted by Stefan Czarnecki

Congratulations to our sales team in St. Cloud, MN, for receiving the 2019 Outstanding Training Support from Automotive Parts Headquarters!

The award was received at their Winter Sales Conference in February.

Pictured is our Regional Sales Manager, Richard Haver, and two Northwood University graduates, now SMP Territory Sales Managers, Christopher Berry and Tyler McCartney!

-Submitted by Kate van Voorst

Q&A

WHAT WAS YOUR MOTIVATION TO COMPLETE AN ENGINEERING PHD?

Completing my PhD was a result of my interest in the motor industry. In 2005 I completed my secondary education at a technical secondary school of mechanical engineering, majoring in the repair and operation of motor vehicles. To develop my knowledge of mechanical engineering, I started my master's degree at the Faculty of Mechanical Engineering at Białystok University of Technology, to complete the course Mechanical Engineering. I majored in Mechanical Engineering and Applied Computer Science. My class was devoted to research methods in mechanical engineering and I became particularly interested in infrared thermography, which became the subject of my master's thesis. The topic was so interesting for me that I decided to continue my research as part of a PhD program, which I started in October 2010. At the same time, I started my job at Standard Motor Products, Poland. Both my work at SMP and in my PhD program turned out to be very interesting, therefore I decided to do both. The main motivation to complete my PhD program and defend my doctoral dissertation was to prove my thesis. On the other hand, when I start something in my life, I have to finish it. I started working on my doctoral dissertation, so I had to finish it regardless of all circumstances.

WHY DID YOU CHOOSE THIS SUBJECT OF YOUR PHD THESIS?

The subject stems from my classes devoted to research methods in mechanics, where we conducted experiments with an infrared camera. Consequently, I became interested in this method. I was one of the best students in the group, therefore, the tutor suggested that I should write my master's thesis under her supervision, and then become a PhD student to examine materials by means of infrared thermography.

DESPITE YOUR ACADEMIC WORK, YOU DECIDED TO TIE YOUR PROFESSIONAL CAREER WITH SMP POLAND, WHY?

I learned mechanics for 10 years at a technical high school and then at a University (Master's degree program). Eventually I wanted to use my knowledge in practice. As SMP's profile appeared ideal for me, I decided to apply for a job. Luckily, I succeeded and started enjoying my job. Working in a mechanical industry entails not only theory, but also mainly practice and a fast pace environment. When I design something, it is very quickly launched into production, which allows me to see the effects of my job. It is what I always wanted to do.

HOW DID YOU ORGANIZE YOUR WORK SYSTEM TO RECONCILE WRITING A PHD WITH A FULL-TIME JOB?

It was quite difficult and required a lot of time. I had classes three times a week, needed time to conduct my own research and to take part in conferences. It consumed plenty of time, but when I was starting it, I did not have my own family, so I had time both for my job and PhD.

WHAT CHARACTER TRAITS DID YOU DEVELOP OVER THIS TIME?

For sure I developed my patience because I knew from the beginning that a PhD would take a lot of time, and it wasn't something easy.

WHAT WAS THE MOST DIFFICULT PART?

The most difficult part of doing my PhD was public speaking during conferences, at least in the beginning. I was really afraid of public speaking – unnecessarily as it turned out. I was always able to answer all questions from the audience.



WHAT WAS THE GREATEST MOTIVATION FOR YOU IN DIFFICULT MOMENTS?

I did not have to motivate myself. When I had a problem, I just took a break to rest. Then I continued searching for a solution. I always pursued my goal and knew that once my work was started, it must be completed.

WHAT ARE YOU MOST PROUD OF REGARDING YOUR PHD THESIS?

The thing I am most proud of is that my doctorate is not a theoretical dissertation that can only be shelved. A half of my thesis is practical, i.e. the solution proposed in the thesis can be applied in the industry.

CAN YOUR DOCTORAL THESIS HELP YOU IN YOUR PROFESSIONAL WORK? HOW?

The method of measuring thermal diffusivity which I invented, unfortunately, cannot be applied in my every day work. I have already used my knowledge in the scope of infrared thermography to monitor temperature distribution in injection moulds used in the production department of our company.

Krzysztof- Thank you for all that you do for SMP, and congratulations on such a high achievement!



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