



Schaeffler Americas

Employer Concerns Associated with an Aging Workforce

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Boston

Agenda

- 1 Schaeffler Overview**
- 2 Challenges & Opportunities**

Company Facts & Figures

2018 Facts

Sales Sales in EUR	~ 16 Billion USD
Footprint	170 locations 50 countries
Employees Globally	~ 90,500
Employees USA	~ 5,900

Automotive OEM Americas

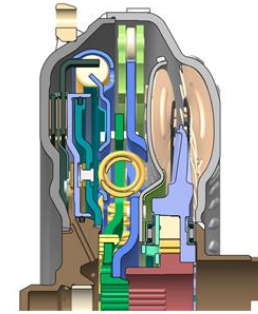
Current Programs



- ▶ **GM** – 10R80 OWC business extension
- ▶ SOP: Extension starts Q1 2023



- ▶ Prod. Location: Wooster, OH



- ▶ **Honda** – 6FDA 10AT transmission
- ▶ SOP: Q2 2021



- ▶ Prod. Location: Puebla, Mexico

Industrial OEM Sales

Off-Road



- ▶ **CAT** - F-809910.05.RTR1-CAT & F-584118.03-RTR1-CAT TRB cones with Triondur C® rollers for Large Mining Trucks
- ▶ Enhanced product for improved lifetime and reduced scoring on roller end faces.
- ▶ SOP: Q4 2018



Off-Road



John Deere – Des Moines, IA

- ▶ F9 New Tractor Program
- ▶ Planetary Pin with X-life quality, F-636681 (BZ35x70)
- ▶ New Electric Infinitely Variable Transmission
- ▶ SOP: Q4 2020

Two-Wheelers



Harley Davidson – Milwaukee, WI







- ▶ Livewire
- ▶ Transmission, Steering & Chassis Bearings
- ▶ First Ground up Development for Schaeffler Group in E-bike Market
- ▶ SOP: Q2-2019

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Current Conditions and Issues for Senior Employees

Challenges & Opportunities

-  Schaeffler hires very skilled employees and pays on average \$29 to \$32 per hour.
-  Hiring times have increased 200 to 300% for qualified employees.
-  Discontinued Defined Benefit Pension 15 years ago only Defined Contribution and Profit Sharing remain.
-  Have implemented ergonomic devices that assist with lifting of materials and heavy production parts.
-  Current workforce over 65 equals 2% of active employee population below national average of 19.6%.
-  Have long tenure employees who have 50 or more years of service and one recent retiree who was 84 years old.