



DETROIT ASSEMBLY COMPLEX - MACK

NEIGHBORHOOD ADVISORY
COUNCIL UPDATE

December 7, 2020





CONSTRUCTION UPDATE

CONSTRUCTION UPDATE OVERVIEW

- Overall Site
- Body Shop
- General Assembly
- New Paint Shop
- New Vehicle Test Track
- Rail Yard Expansion
- Charlevoix Entrance
- DTE Expansion

CONSTRUCTION UPDATE

OVERALL SITE

95%
COMPLETE



December 2018

- 1,590 parking spaces
- 1,753,000 sq. ft. of manufacturing space
- Manufacturing in one building



November 2020

- 3,100 parking spaces
- 2,495,100 sq. ft. of manufacturing space
- Manufacturing in three buildings
- New and updated site entrance
- Upgrades to ancillary buildings

CONSTRUCTION UPDATE

BODY SHOP

100%
COMPLETE



- Building Size: 646,600 sq. ft.
- Facility used for welding the vehicle body together
- New Metrology Center
- New HR Hiring Center

CONSTRUCTION UPDATE

GENERAL ASSEMBLY

100%
COMPLETE



- Building Size: 1,053,000 sq. ft.
- Building used for the final assembly of all components within the vehicle
- New Vehicle Quality Lab
- New Vehicle Test Track
- New Roofing System

CONSTRUCTION UPDATE

NEW PAINT SHOP

94%
COMPLETE



- 795,500 sq. ft.
- World class environmental controls
- New state of the art air circulation for energy conservation
- LEED certification pending

CONSTRUCTION UPDATE

NEW TEST TRACK

100%
COMPLETE



- 95,000 sq. ft.
- Testing operations protected from weather
- Facility includes unique driving surface
- Improved vehicle safety and quality



CONSTRUCTION UPDATE

RAIL YARD EXPANSION

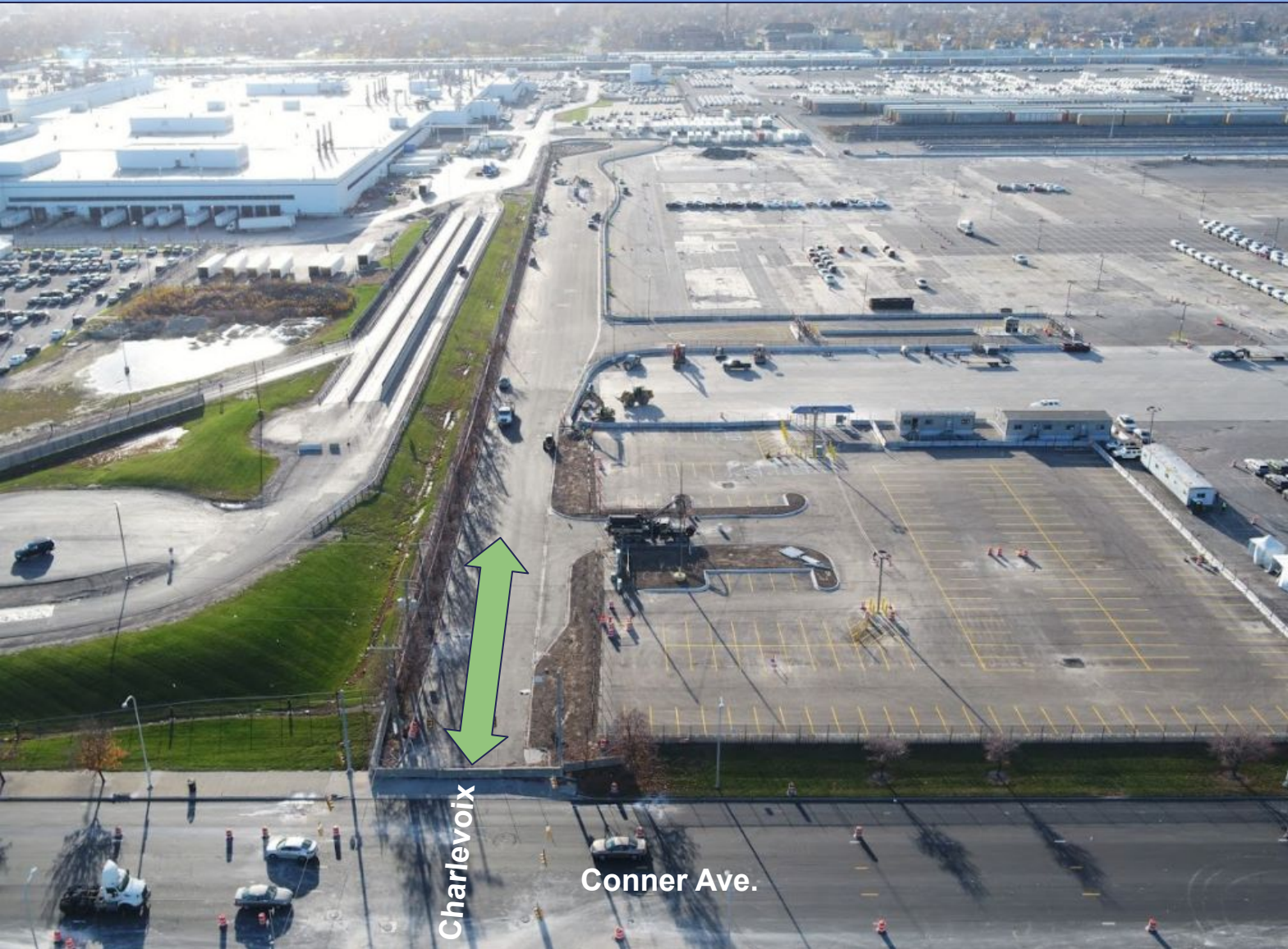
100%
COMPLETE



- Rail yard serves Detroit Assembly Complex Jefferson and Mack
- Addition of 4 new rail spurs
- Increased capacity by 47 rail cars

CONSTRUCTION UPDATE CHARLEVOIX ENTRANCE

99%
COMPLETE



- New entrance developed in response to community traffic study
- Purpose is to **divert truck traffic away from residential streets and onto Jefferson and Conner**
- Area used for parts deliveries and shipment of finished vehicles from Jefferson and Mack plants

CONSTRUCTION UPDATE

DTE EXPANSION

90%
COMPLETE



Update

- Site is paved and painted
- Lighting is being installed
- Beautification scheduled Spring 2021

Once Completed

- The property will be a finished vehicle parking lot and trailer loading area
- Site will be used as a Michigan and Ohio dealer distribution center



FCA COMMUNITY BENEFITS UPDATE



FCA COMMUNITY BENEFITS INVESTMENT SUMMARY

PROGRAMS	FCA COMMITMENT	FCA CONTRIBUTIONS TO DATE	STATUS
Workforce and Training <ul style="list-style-type: none">FCA will partner with Detroit at Work to support hiring related to recruiting, pre-screening and vetting related to production jobsFCA will provide work readiness trainingState incentives for DESC training program in Detroit	\$5.8M	\$5.8M	COMPLETED
Education <ul style="list-style-type: none">Manufacturing Career Academy at Southeastern High SchoolDPSCD facility investment for career and technical educationAdult and youth training programs in advanced manufacturingPartner with Wayne County Community College District to launch Automotive Manufacturing Program	\$4M	\$1.5M	ON TRACK
Home Repair Grants <ul style="list-style-type: none">\$15,000 non-cash grant to invest in and repair residents homes	\$1.8M	\$1.8M	COMPLETED
Neighborhood Improvement <ul style="list-style-type: none">Community directed projects	\$.8M	\$.4M	ON TRACK
Construction Mitigation <ul style="list-style-type: none">Stormwater, traffic, vegetative buffer, landscaping, trees, murals and community beautification	\$1.4M	\$1.4M	COMPLETED
Total	\$13.8M		



WORKFORCE & TRAINING

WORKFORCE AND TRAINING OVERVIEW

- Early Application Windows for Detroiters
- Interviewing Detroiters
- Salaried and Skilled Trades Jobs
- Returning Citizens

WORKFORCE AND TRAINING APPLICATIONS & INTERVIEWS

FCA Prioritized Detroit Residents

- Two early application windows opened before general public with focus on:
 - Residents in Impacted Area
 - Returning Citizens
 - Veterans
- FCA conducted over 5,000 in-person interviews
- Successful candidates receive a conditional offer of employment



WORKFORCE AND TRAINING

SALARIED & SKILLED TRADES

FCA Comprehensive Recruitment Strategy for Detroiters

- Targeted marketing campaign
- Customized community recruiting events
 - Tents at Eastern Market, Detroit Lions tailgate, veterans outreach, faith-based organizations and partnerships with City of Detroit and Wayne County
- Established academic partnerships



WORKFORCE AND TRAINING

RETURNING CITIZENS

BAN-THE-BOX EMPLOYER

- A criminal record is not an automatic bar to employment
- **FCA does not ask applicants to disclose criminal histories** until after they have accepted a conditional offer of employment in order to **ensure candidates are given equal treatment** throughout the interview and selection process
- FCA takes several factors into consideration when making hiring decisions for returning citizens, such as the nature and date of the offense and the candidate's age at the time of the offense



EDUCATION

EDUCATION OVERVIEW

- Southeastern High School
- Wayne County Community College District

EDUCATION

SOUTHEASTERN HIGH SCHOOL

Manufacturing Career Academy - Launched Fall 2020



- FCA Partnership with City of Detroit and DPSCD
- Industry Certificate
- Career Pathways
- Adult Training Program



EDUCATION

SOUTHEASTERN HIGH SCHOOL

202 students enrolled in
Introduction to Advanced Manufacturing

39 students enrolled in
Information Technology Networking Infrastructure

- New laptops installed with curriculum software
- Installation of CNC machine, robotic arm and air compressor
- FCA manufacturing and engineering executives featured as guest speakers
- DESC and DPSCD to launch adult Career Technical Education in same classrooms (timing under review due to COVID)

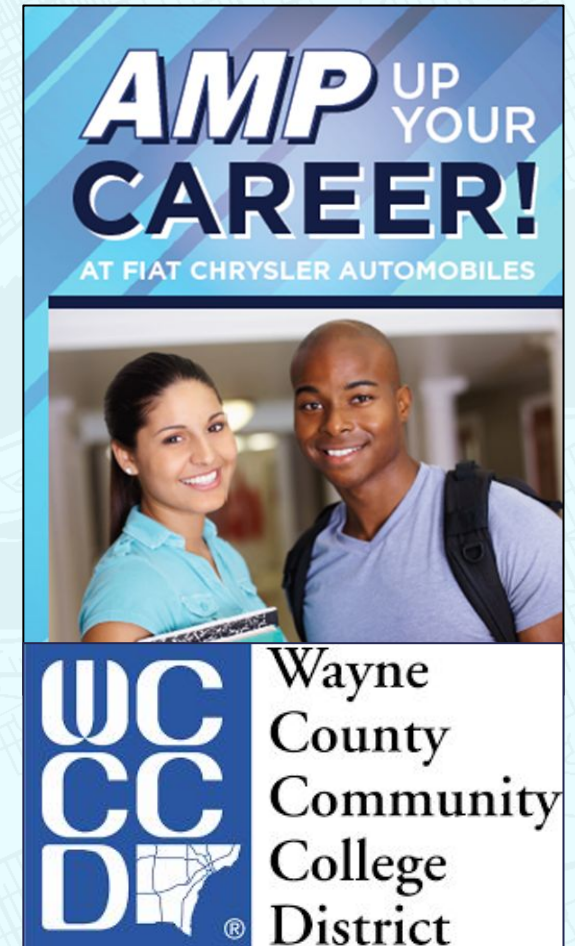


EDUCATION

WAYNE COUNTY COMMUNITY COLLEGE

Automotive Manufacturing Program

- FCA will establish a partnership with WCCCD to create an Automotive Manufacturing Program
 - Program delayed due to COVID as school is closed
 - Curriculum under development





HOUSING & NEIGHBORHOOD IMPROVEMENTS



HOUSING & NEIGHBORHOOD IMPROVEMENTS OVERVIEW

- Home Repair Grants
- Impact Neighborhood Fund

HOUSING & NEIGHBORHOOD IMPROVEMENTS

HOME REPAIR PROGRAMS

FCA invested **\$1.8M** in a home repair Program administered by the City of Detroit's Housing and Revitalization Department



HOUSING & NEIGHBORHOOD IMPROVEMENTS

IMPACT NEIGHBORHOOD FUND



FCA will invest \$400,000 in 2020 (with another \$400,000 contribution in 2021) to support projects in Chandler Park, West End and Riverbend neighborhoods

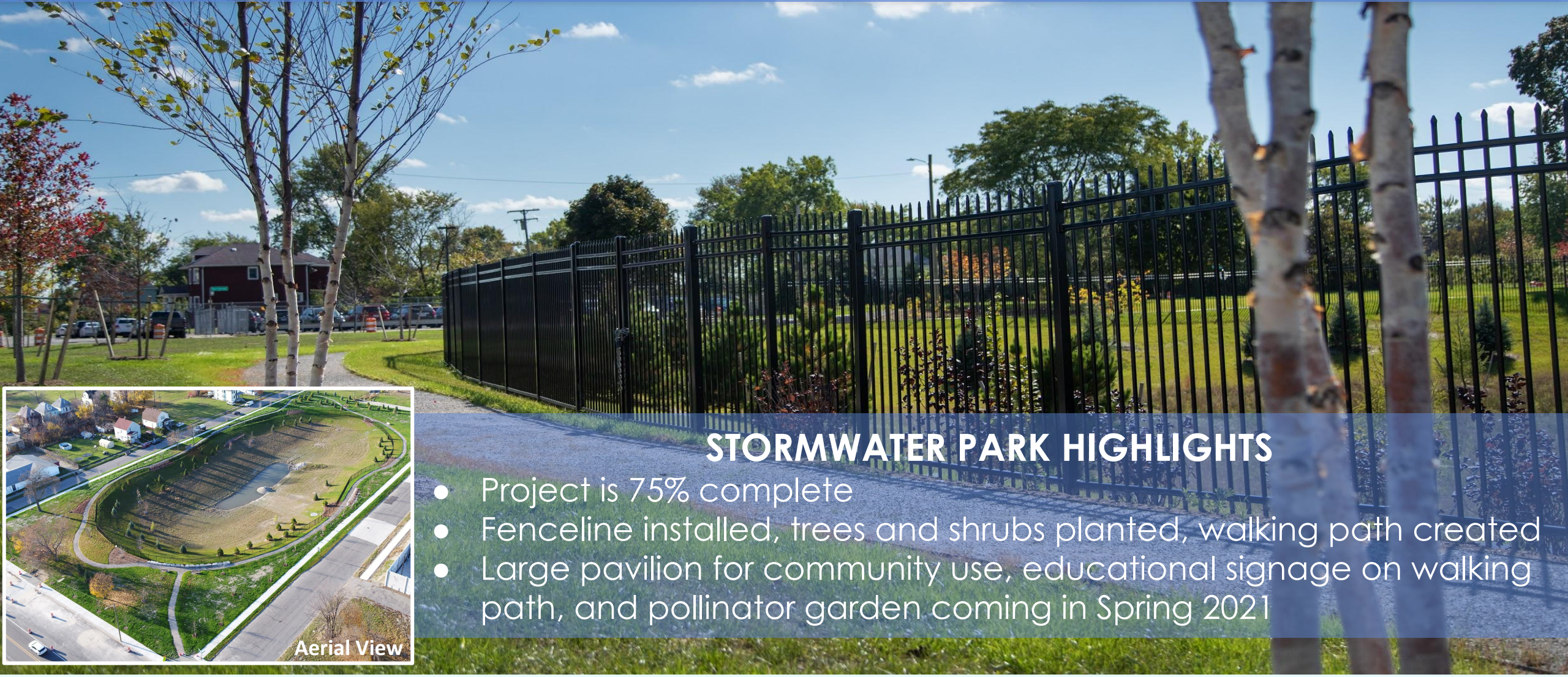


CONSTRUCTION MITIGATION

CONSTRUCTION MITIGATION OVERVIEW

- Stormwater Park
- Vegetative Buffer, Landscaping and Trees

CONSTRUCTION MITIGATION STORMWATER RUNOFF

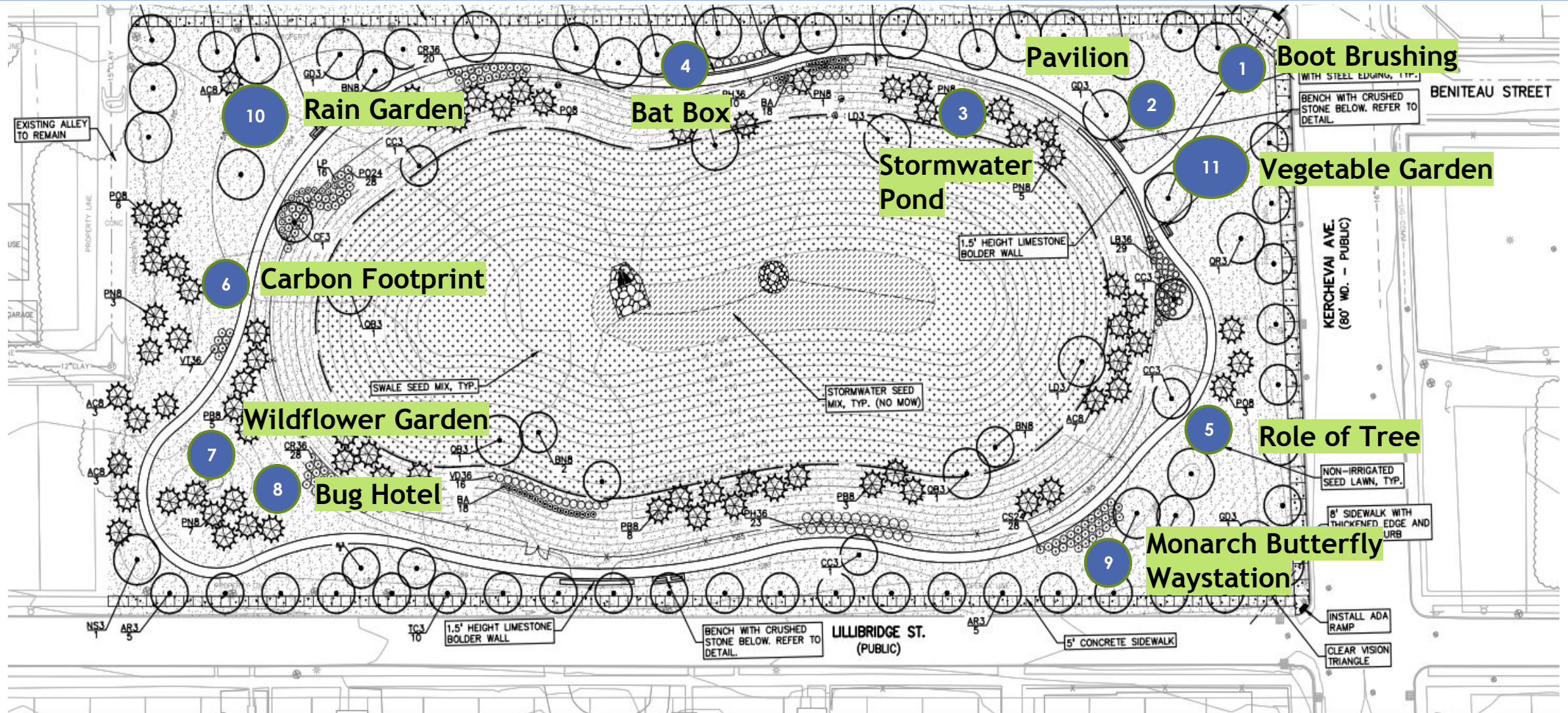


STORMWATER PARK HIGHLIGHTS

- Project is 75% complete
- Fenceline installed, trees and shrubs planted, walking path created
- Large pavilion for community use, educational signage on walking path, and pollinator garden coming in Spring 2021



CONSTRUCTION MITIGATION STORMWATER PARK



CONSTRUCTION MITIGATION VEGETATIVE BUFFER, LANDSCAPING AND TREES

Increasing the urban tree cover and enhancing green buffer, air filtration and stormwater management by planting **600 trees** on plant property.



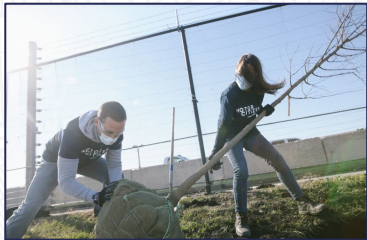
MINIMIZING OUR ENVIRONMENTAL IMPACT

We have a great responsibility - and plan - to minimize the environmental impact on the community for this and future generations

NOT PART OF CBA

Reviving the Tree Canopy

Partnering with Greening of Detroit to **plant 500 trees** throughout the neighborhood to maximize results



Constructing Education Plaza

Supporting the Chandler Park Conservancy to launch construction of **Detroit's first environmental education plaza**



Monitoring the Air Quality

Installed **state-of-the-art, ambient air quality monitoring station** to monitor and report nearby particulate matter and nitrogen oxides



Beautifying Stormwater Park

Constructing **neighborhood pavillion and educational stops** at existing stormwater park along Beniteau Street and Kercheval Avenue



Lighting the Bus Stops

Installing **solar-powered bus stop shelters** together with the Detroit Department of Transportation



Restoring Blighted, Vacant Lots

Transforming **300 vacant lots into green spaces** where blighted homes once stood



These projects are part of the Mack Permit to Install (No. 14-19) "Additional Projects Plan" approved by the State of Michigan.



OTHER CBA PROJECTS



OTHER CBA PROJECTS OVERVIEW

- Traffic Calming and Community Feedback
- Now Hiring Truck Drivers
- Small Business Support
- Continuing Community Engagement

OTHER CBA PROJECTS

TRAFFIC CALMING & COMMUNITY FEEDBACK

- **FCA Launched 1-800-REPORT-9 (737-6789)** in August 2019 and is currently live and accepting calls 24 hours a day
 - FCA Logistics team directs truck traffic to use Conner and Jefferson and **avoid residential streets**
- **Reduce our carbon footprint:** FCA partners with **SmartWay®**, to help the industry **reduce the carbon footprint** of our transport fleet as well as our suppliers' trucks.
 - FCA vehicle transport carrier is in top category for low CO2 emissions performance (Grams per Ton-Mile)
 - FCA truck fleet is in the 2nd best category for Nitrogen and Particulate Matter emissions performance (Grams per Ton-Mile)



WORKFORCE AND TRAINING NOW HIRING TRUCK DRIVERS

FCA TRANSPORT

- FCA is hiring **91 Truck Drivers through March of 2021** in Detroit, Toledo and Windsor, Ontario
- FCA Transport utilizes top of the line equipment
- FCA Transport – Detroit Terminal truck drivers are needed to:
 - Drive dedicated routes in Michigan, Ohio, Indiana and Ontario, Canada
 - Provide transfer and switching services between a dock and trailer holding
 - Most loads are “drop and hook” and “no touch freight”
 - All routes require a Class A CDL license and ability to obtain a Free and Secure Trade (FAST) endorsement

Job posting and qualifications on FCA Careers

<https://careers.fcagroup.com/job/11459933/truck-driver-detroit-mi>



OTHER CBA PROJECTS

SMALL BUSINESS SUPPORT



Rowe Trucking from
2019 Matchmaker



9 Distinguished Speakers

700+ Attendees

160 Supplier Exhibiting

Invited Detroit-based suppliers to exhibit 2019 and 2020 MatchMaker networking events

Working with MMSDC to mentor and grow Detroit based minority-owned business

Only automaker to invest in Plug and Play Detroit, a technology incubator growing minority-owned business

Awarded back-to-back 'Corporation of the Year' honors from the National Minority Supplier Development Council

OTHER CBA PROJECTS

CONTINUING COMMUNITY ENGAGEMENT

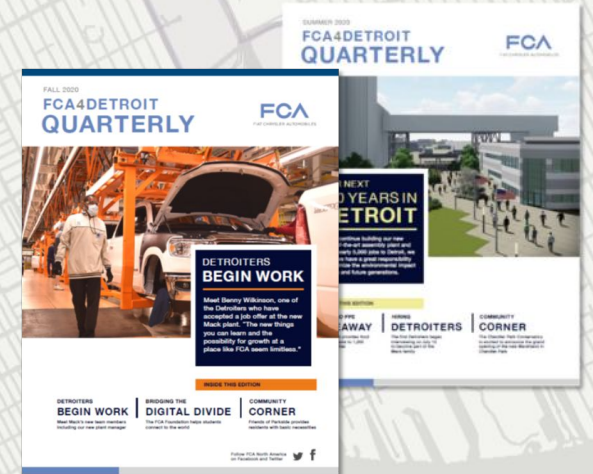


FCA4DETROIT.COM



FCA4DETROIT@FCAGROUP.COM

#FCA4DETROIT



FCA4DETROIT
QUARTERLY



JOB OFFERS TO DETROITERS

WORKFORCE AND TRAINING JOB OFFERS TO DETROITERS

FCA has offered over 4,100 jobs to Detroiters

Detroiters eager to begin jobs at new FCA plant

Fiat Chrysler has extended 2.3K work offers for east side site

BY BREANA NOBLE
The Detroit News

Detroit — Benny Wilkinson had been out of a job since March when he received an email in August that Fiat Chrysler Automobiles had hired him to work at its new plant on the city's east side.

"I told people I felt like I had just been drafted to the NBA," the

36-year-old Detroit resident, who lives a 10-minute walk from the plant, told The Detroit News. "It's going down. It's finally hitting, y'all. Everybody was all happy and proud."

Fiat Chrysler in February 2019 said it would invest \$1.6 billion to expand its former Mack Avenue Engine Complex to produce a new three-row, full-size Jeep SUV as well as the next-generation Jeep Grand Cherokee. Production will begin next quarter, and the automaker forged an agreement with the city and residents

in surrounding neighborhoods to make the 4,950 new positions at the new plant and the adjacent updated Jefferson North Assembly Plant available to Detroiters first.

More than 16,000 Detroiters have submitted their applications with the help of the city and Detroit at Work. Hundreds of job readiness events in the fall and spring helped prepare residents to apply. Fiat Chrysler has conducted 4,139 interviews and ex-

Please see Detroiters, Page 2A



Fiat Chrysler Automobiles NV

"It wouldn't have mattered where" the FCA jobs was, said Benny Wilkinson of Detroit. "If it had been Ohio, I would've been there."



The Detroit News

ward Callaway, 32, of Detroit shows his FCA and UAW jacket. Callaway is one of the beneficiaries of FCA's agreement to make jobs at the automaker's new plant on the city's east side available to Detroiters first.

school. He's driven forklifts, worked on the production line at Super Foods LLC, and was a line leader at auto supplier Global Automotive. His most recent layoff from Fitzgerald Finishing LLC because of the coronavirus pandemic after one-and-a-half years there left him barely able to cover the bills, Wilkinson said. Having taken some carpentry classes in the past, he was picking up some odd jobs in addition to unemployment benefits.

Wilkinson, who has a 16-year-old daughter, is eager for the stability. "With being able to be a part of the union, you know that there is somebody fighting for you. It's not, 'How am I going to feed my child and all these

things?'" He actively had been searching and applying for jobs with Fiat Chrysler for two years, but never heard a response. His daughter's mother and several friends work for the automaker. Some have retired from FCA or worked there for decades. "It wouldn't have mattered where" the FCA jobs was, Wilkinson said. "If it had been Ohio, I would've been there."

But it's a bonus he soon will be able to walk to work if he would like. He traded spaghetti dinners for a steak meal to celebrate. He also likes that Fiat Chrysler often promotes from within.

Eager to get his foot on the ladder, Wilkinson began ahead of his

November start date at the plant on the site of the former Mack Avenue Engine Complex. He will work full-time, but in September, he began as a supplemental employee at Sterling Heights Assembly, filling in where needed, installing headlights and taillights, attaching sensors on mirrors and installing air vents on the Ram 1500 pickups.

"The sooner I can get in with Chrysler, the sooner I can start learning," Wilkinson said on volunteering to start in Sterling Heights. "I've enjoyed getting to meet and mingle with different people and work with all the new equipment."

He adds he feels valued, with managers checking in every so-



The Detroit News

"I told people I felt like I had just been drafted to the NBA," said Benny Wilkinson, hired as a production operator at FCA's new plant.



Fiat Chrysler

Callaway helps assemble a Ram 1500 pickup at FCA's Sterling Heights Assembly plant. He will move to its new plant when it's completed.

ten or shifting roles when his arms weren't long enough to reach a certain part on the vehicle. He's not so tired where he feels he cannot be present with friends and family. "It's somewhere you want to work because they appreciate you being there when you work."

Likewise, Callaway, the other

448 offers to Impact Area residents

- nearly 80% of residents interviewed

son, a resident of the East Warren neighborhood for 26 years, hopes his new role with FCA is building a foundation for a career.

"I don't like having to put on my resume another layoff, whether it was a layoff from downsizing, or I had to quit or the pandemic," Wilkinson said. "I don't want to keep putting gaps in my resume. I would like to make the job I have be the end of my resume unless I become an entrepreneur."

The Detroit native mostly has worked in plants since graduating from Southeastern High

school. He's driven forklifts, worked on the production line at Super Foods LLC, and was a line leader at auto supplier Global Automotive. His most recent layoff from Fitzgerald Finishing LLC because of the coronavirus pandemic after one-and-a-half years there left him barely able to cover the bills, Wilkinson said. Having taken some carpentry classes in the past, he was picking up some odd jobs in addition to unemployment benefits.

Wilkinson, who has a 16-year-old daughter, is eager for the stability. "With being able to be a part of the union, you know that there is somebody fighting for you. It's not, 'How am I going to feed my child and all these

things?'" He actively had been searching and applying for jobs with Fiat Chrysler for two years, but never heard a response. His daughter's mother and several friends work for the automaker. Some have retired from FCA or worked there for decades. "It wouldn't have mattered where" the FCA jobs was, Wilkinson said. "If it had been Ohio, I would've been there."

But it's a bonus he soon will be able to walk to work if he would like. He traded spaghetti dinners for a steak meal to celebrate. He also likes that Fiat Chrysler often promotes from within.

Eager to get his foot on the ladder, Wilkinson began ahead of his

November start date at the plant on the site of the former Mack Avenue Engine Complex. He will work full-time, but in September, he began as a supplemental employee at Sterling Heights Assembly, filling in where needed, installing headlights and taillights, attaching sensors on mirrors and installing air vents on the Ram 1500 pickups.

"The sooner I can get in with Chrysler, the sooner I can start learning," Wilkinson said on volunteering to start in Sterling Heights. "I've enjoyed getting to meet and mingle with different people and work with all the new equipment."

He adds he feels valued, with managers checking in every so-

ten or shifting roles when his arms weren't long enough to reach a certain part on the vehicle. He's not so tired where he feels he cannot be present with friends and family. "It's somewhere you want to work because they appreciate you being there when you work."

Likewise, Callaway, the other

Callaway helps assemble a Ram 1500 pickup at FCA's Sterling Heights Assembly plant. He will move to its new plant when it's completed.

Callaway helps assemble a Ram 1500 pickup at FCA's Sterling Heights Assembly plant. He will move to its new plant when it's completed.

Callaway helps assemble a Ram 1500 pickup at FCA's Sterling Heights Assembly plant. He will move to its new plant when it's completed.

THANK YOU

