

Crain's Detroit Business names Brose North America winner of Crain's Excellence in HR 2020 Award

Brose North America recognized in the Finding & Growing Talent category. Brose's commitment to recruiting, retaining and growing talent within the organization is ingrained in the fabric of its culture.

Auburn Hills, Mich. (15. June 2020) Brose North America today is named one of Crain's Detroit Business's Excellence in Human Resources 2020 award winners in the Finding and Growing Talent category. This award celebrates transformative, local human resources leaders and organizations, specifically teams who have taken ownership of a talent problem and developed solutions to meet the organization's talent needs. Brose North America was hand-picked by a panel of experienced HR professional judges in recognition of Brose's commitment to recruiting, retaining and growing talent.

"Especially during a global time of uncertainty, Brose's people exude a continuous-improvement mindset and a sense of community. From the top down, Brose's leadership is committed to lead through transparency to maintain or build trust, in order to preserve our employee-centric culture," said Lisa Basila, Vice President Human Resources Brose North America. "I am consistently impressed by Brose North America's diverse and capable home-grown workforce, and the individuals that are always innovating products and processes to lead our organization to business success."

Brose North America has implemented a number of programs to reflect the broader business goals of career development and talent retention. Brose recently introduced Brose Skills Matrix, a new online training system that identifies skills gaps on a regional level. With this technology, Brose's leaders strategize trainings with real-time reports in order to target immediate needs, automate manual HR processes and in-turn work to close the manufacturing skills gap that the industry continues to face head-on. Annually, Brose hosts over 300 training courses, assists 80 internal trainers and has created 15 development programs to strengthen and retain the organization's existing talent pool.

"Brose deeply values a strong focus on people development through its award-winning apprenticeship program, along with inclusive regional and local talent programs targeted to all levels of the organization," said Tanya Misaljevski, Training and Development HR Lead, Brose North America. "Several of our Brose co-op students decided to stay after graduation and now contribute their skills in various roles from design engineers to customer team directors. With an 85% promotion rate historically upon completion, some of our brightest co-op graduates turn into some of Brose's most valuable young, rising stars at an entry level."

Brose's most valuable asset is its people. The development of effective and inclusive employee programs in the present is a necessity for the company's future, the future of the

manufacturing industry and the future of the communities in which Brose operates within. Brose continues to reassess and reimplement practices to drive forward the workforce of tomorrow.