

- 2 years or more advanced education degree or equivalent experience (preferred not required)
- Problem solving and deductive reasoning skills
- Experience with Six Sigma, Shainin, Red X and/or Fast X (preferred not required)
- Aptitude for mathematics and simple statistical principles

DESIRED SKILLS

- Participate in day to day operations of the Center of Analysis
- Part retrieval and movement (requires repeated lifting and walking)
- Daily, multiple part breakdown and disassembly of rejected manufacturing product
- Use of simple hand and/ or power tools
- Mechanical and/or electrical problem solving evaluation for root cause determination
- Use of gauging and/or measurement devices relative to product analysis and/ or Crisis problem solving & emergency response to plant Center of Analysis and/ or quality issues
- Hand written and/or computer documentation of analysis results
- Timely communication of analysis results
- Creation of computer e-room investigation records
- Statistical Process Control (SPC) charting and data entry for Center of Analysis tracking system
- Update plant department information boards and database
- Maintain and improve Center of Analysis quality control system

ANALYSIS TECHNICIAN JOB DESCRIPTION

The Center of Analysis is a designated area where First Time Quality rejects from the production floor and/or teardown areas are collected. The Center of Analysis technician logs these parts into a quality system database and then attempts to diagnose, utilizing problem solving techniques, the root cause of the issue. If successful they provide timely information to the production department and the quality department so appropriate actions can be applied.

CENTER OF ANALYSIS DESCRIPTION

MEMORANDUM OF UNDERSTANDING entered into this 25th day of January 2013 between Nexeer Automotive, hereinafter referred to as "Management" and Local 699 of the United Automobile, Aerospace, and Agricultural Implement Workers of America, hereinafter referred to as "the Union".

MEMORANDUM OF UNDERSTANDING CENTER OF ANALYSIS TECHNICIAN

- Candidate resume should include all education and/or job experience relevant to the Center of Analysis job description and desired skills list found above.
- Copies of Diploma, Degrees attained, or supporting documentation preferred with resume submission.
- Qualified candidates will be contacted for an interview.
- A Union Representative will be present, as an observer, in the room during the interview to insure the fairness of the process.
- Employees' seniority, attendance, and discipline history will be considered during the interview process.
- The selection process will mimic the team leader selection process as listed in the Local Agreement.

Employees who wish to be considered for the First Time Quality Analysis position may apply by filing an e3-application and providing a resume to the appropriate Quality Manager of the plant. Resumes and applicants will be accepted on a site wide basis for positions. Candidates applying must understand that there is a minimum two (2) year commitment to work in this position.

SELECTION CRITERIA

The Center of Analysis department will be established as 3-24-24 and will comprise a separate non-interchangeable seniority group, shift preference group, and equalization group. The classification of the job is COA1 which is considered A bucket.

CENTER OF ANALYSIS DEPARTMENT AND CLASSIFICATION

- Mechanically and/or electrically inclined
- Comfortable with hands on investigation and diagnostics
- Knowledge of engineering theory, principles of design and manufacturing processes (preferred not required)
- Understanding of Blue Prints & Geometric Dimensioning and Tolerance (GD&T) (preferred not required)
- Strong computer skills
- Experience with Excel, Minitab, PowerPoint, Access database, computer programming
- Good organization and documentation abilities
- Excellent communication skills and desire to work with people
- Ability to self direct and multi job task

Humana Resources
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12-3-15

UAW
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12-3-15

The parties recognize the desirability of maintaining the integrity of this agreement. Therefore, it is understood that no agreement, understanding or interpretation will be entered into which will supersede, conflict or modify any provisions of this Agreement. Deviations from the above provisions can be made by mutual agreement between the Shop Committee and the Site Manager of Industrial Relations.

INTEGRITY OF AGREEMENT

The two year commitment for this position will be overlooked if the employee is selected for a skilled trades apprenticeship or per diem position within Nexteer.

Employees selected will be required to satisfactorily complete and pass the training classes necessary for this position to include, but not limited to Six Sigma, Shainin, Red X and/or Fast X. Satisfactory passing will be judged by course instructor. If the employee selected for the position does not successfully complete and pass the training, the employee would be put in a 6 month probationary period and could be removed from the position.

Applicants selected post the interview process will be given a 6 month probationary period, from date of entry into the department. If, prior to 6 month probationary period, the applicant wishes to return to their respective job they will return to their original plant, department and classification in which the employee was working in immediately before entering the Center of Analysis position. If, prior to the 6 month probationary period, applicants are not able to attain proficiency, based on Management evaluation, they may be removed from the department. Employees removed, within the 6 month period, will return to their original plant, department and classification in which the employee was working in immediately before entering the Center of Analysis position.

REMOVAL CRITERIA

