



News Release

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FOR IMMEDIATE RELEASE

**R.H. SHEPPARD KICKS OFF COMMUNITY INVOLVEMENT AND
CAPITAL IMPROVEMENT PROJECTS TO CELEBRATE
ONE-YEAR ANNIVERSARY OF ITS ALLIANCE WITH BENDIX**

*Organization Launches Corporate Volunteering and Sponsorship Opportunities;
also Invests in Long-Term Facility Improvements*

ELYRIA, Ohio – June 9, 2021 – What’s the best way to recognize a one-year anniversary? For R.H. Sheppard, based in Hanover, Pennsylvania, it’s all about giving back: Now that it’s been a year since the industry-leading manufacturer of steering systems for commercial vehicles in the North American market was acquired by Bendix Commercial Vehicle Systems LLC (Bendix), the company is recognizing the alliance with a series of community support activities and facility improvements.

In June 2020, R.H. Sheppard – one of Hanover’s largest employers, with more than 725 team members – was acquired by Bendix, the North American leader in the development and manufacture of active safety, air management, and braking system technologies for commercial vehicles. This year, on June 1, the company commemorated the anniversary by kicking off a series of giving, volunteering, and community engagement activities. Also during 2021, the company has invested significantly in facility updates and renovations designed to improve the work environment and foster increased safety, performance, and comfort.

“Now that it has been a full year since Bendix and R.H. Sheppard came together as one team, the time is right to showcase this teamwork and our continued commitment to the future,” said Carlos Hungria, Bendix chief operating officer. “And two of the best ways to do that are

R.H. SHEPPARD KICKS OFF COMMUNITY INVOLVEMENT AND CAPITAL IMPROVEMENT PROJECTS TO CELEBRATE ONE-YEAR ANNIVERSARY OF ITS ALLIANCE WITH BENDIX

June 9, 2021/Page 2

through reinvigorated community support efforts large and small, and by highlighting our significant facility investments enhancing the work environment for all Sheppard employees.”

A Reenergized Plan to Engage and Support the Community

Reinforcing its commitment as a model corporate citizen is perhaps the most visible sign of R.H. Sheppard’s one-year celebration and focus on the future. The company has done that this month, setting aside a significant budget for corporate grants and launching new sponsorship and volunteering opportunities for employees.

The first major corporate gift to come from the company’s newly launched community service program was a \$10,000 donation from R.H. Sheppard to the local charitable organization For the Love of a Veteran, Inc., just days after Memorial Day. The gift will be used to help fund a program for specialized treatments for veterans and active military members suffering from post-traumatic stress disorder.

Along with that, the company has launched a corporate giving program built on employee volunteerism and sponsorships. Under the program, employees can submit requests for Sheppard to sponsor a nonprofit organization or cause with which they or a family member are actively engaged. These grants of up to \$200 each can be used for a variety of purposes, such as fundraising for a youth academics club, Scouts, sports team, band, or arts program. The funds are nonspecific and can go to support a wide range of purposes, from general fundraising and advertising to operations.

Sheppard has also launched the Bendix Cares portal – already in place throughout the Bendix organization – to Sheppard employees, who can use the system to learn about and sign up for local volunteer opportunities, as well as to record volunteer hours for various projects or initiatives. Additionally, the company has extended its volunteering policy to allow for up to 16 hours per year per employee of paid time for corporate sponsored volunteering events. Employees who log at least eight hours of volunteering time per quarter are eligible to be entered into a raffle for quarterly prizes.

To kick-start the launch of the volunteer portal, Sheppard is hosting three corporate-sponsored volunteering activities in the coming months. June 2 began a week-long blanket-making event and activity in partnership with Fleece & Thank You, a charitable service organization based in Farmington Hills, Michigan. Employees at three Sheppard locations – Hanover; Wytheville, Virginia; and Rochester Hills, Michigan – will have the opportunity to make hand-tied fleece blankets for hospitalized children using supplies provided through Fleece & Thank You.

R.H. SHEPPARD KICKS OFF COMMUNITY INVOLVEMENT AND CAPITAL IMPROVEMENT PROJECTS TO CELEBRATE ONE-YEAR ANNIVERSARY OF ITS ALLIANCE WITH BENDIX

June 9, 2021/Page 3

Then, on June 18, Sheppard employees in Hanover will participate in a local park cleanup event in conjunction with Pick Up Pennsylvania 2021, a program of Keep Pennsylvania Beautiful. For the event, employee volunteers will clean up, beautify, and maintain the Baer Avenue playground in Hanover, located a short distance from the Sheppard facility.

Pick Up Pennsylvania is a community involvement initiative that includes cleanups, beautification, recycling, and litter prevention. Supplies such as trash bags, gloves, and safety vests are provided at no charge to registered participants.

A third corporate sponsorship event is set for July 10, when a team of Sheppard employees will participate in the Relay For Life of the Hanover Area event. The company is also serving as a Silver Level sponsor of the 24-hour relay supporting the American Cancer Society.

Building a Culture of Wellness for Employees and Family Members

A program growing in popularity after its recent launch to Sheppard employees and family members is the dynamic Bendix Be Healthy program. In place across the U.S., Bendix Be Healthy is a wellness program to help employees and families live and perform at the top of their game at work, at home, and into retirement by encouraging participation in activities that promote healthy living and a healthy lifestyle.

With a complete menu of preventive care and physical activity programs, employees can achieve a significant discount on their annual medical insurance premiums for taking care of themselves and covered family members with activities such as getting an annual physical exam, completing annual biometric testing, making regular dental and vision checkups, and more. At the Hanover, Pa., headquarters, Sheppard also partners with its on-site health clinic, operated by UPMC, to support these programs through wellness education, health management of chronic conditions, and promoting routine screenings.

“We strive to do everything we can to make healthy choices easier and more convenient for our team members and our entire Sheppard family. The Bendix Be Healthy program is a value-packed and easy-to-participate-in part of our long-term wellness journey,” said Damarys Diaz, Sheppard senior HR business partner. “For us, it’s not only about enhancing the health of our workforce. It’s about encouraging us to be healthy people too. We look forward to expanding our wellness offerings in the future and are eager to continue encouraging positive change in our employees’ and family members’ lives.”

Investments in Comfort, Safety, and Efficiency

Capital improvement investments are another highlight of R.H. Sheppard’s one-year celebration. At the start of 2021, the company embarked on a full agenda of facility upgrades

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R.H. SHEPPARD KICKS OFF COMMUNITY INVOLVEMENT AND CAPITAL IMPROVEMENT PROJECTS TO CELEBRATE ONE-YEAR ANNIVERSARY OF ITS ALLIANCE WITH BENDIX

June 9, 2021/Page 4

and renovations at multiple locations. The upgrades and enhancements are all predicated on creating a better work environment, with enhanced workstation ergonomics for improved safety and productivity.

In addition to updates already completed, improvements taking place at Sheppard plants 1 and 5 in Hanover include a new break room for Plant 1 and better facilities for employees at both locations. The new break room will also feature an outdoor patio, open market area, and self-scan food and beverage machines. Ergonomic improvements in production areas to facilitate a safer and more comfortable work environment include additional lifting devices, material handling equipment, and ergo mats, as well as workspace redesigns to make them more ergonomically friendly.

Additional upgrades include new locker rooms, a newly updated and larger first aid area, freshly painted walls, and resurfaced flooring.

Sheppard has also implemented an early intervention program on the Hanover campus, designed to reduce and prevent injuries. The company hired an athletic trainer who can assist and proactively aid employees suffering from aches and pains, and who can also recommend possible workstation changes along with conservative treatments and remedies to help prevent a more serious injury.

In addition to these physical changes, the company has invested in leadership training for supervisors and managers to foster and encourage a culture where every employee contributes to continuous improvements in health and safety.

“This has been a very successful program,” said Maria Gutierrez, Bendix director of corporate responsibility and sustainability. “Since we’ve implemented early interventions, we’re seeing a significant decrease in injury rates from last year, and it’s because we’re proactively addressing the various discomforts that can arise from day to day.”

Together, R.H. Sheppard’s community support initiatives combined with its facility enhancements and operational changes are helping to demonstrate team members’ commitment and dedication on this special anniversary.

“From our first day together, we’ve been striving to make enhancements in our workforce programs and activities, in our community engagement, and across our operation,” Hungria said. “From being a responsible corporate citizen, to a safety-driven quality manufacturer with an excellent working environment for team members, it’s exciting to see how these efforts are helping everyone at R.H. Sheppard to build a strong vision and foundation for the future.”

R.H. SHEPPARD KICKS OFF COMMUNITY INVOLVEMENT AND CAPITAL IMPROVEMENT PROJECTS TO CELEBRATE ONE-YEAR ANNIVERSARY OF ITS ALLIANCE WITH BENDIX

June 9, 2021/Page 5

About Bendix Commercial Vehicle Systems LLC

Bendix Commercial Vehicle Systems, a member of Knorr-Bremse, develops and supplies leading-edge active safety technologies, energy management solutions, and air brake charging and control systems and components under the Bendix® brand name for medium- and heavy-duty trucks, tractors, trailers, buses, and other commercial vehicles throughout North America. An industry pioneer, employing more than 4,100 people, Bendix – and its wholly owned subsidiary, R.H. Sheppard Co., Inc. – is driven to deliver the best solutions for improved vehicle safety, performance, and overall operating cost. Contact us at 1-800-AIR-BRAKE (1-800-247-2725) or visit bendix.com. Stay connected and informed through Bendix expert podcasts, blog posts, videos, and other resources at knowledge-dock.com. Follow Bendix on Twitter at twitter.com/Bendix_CVS. Log on and learn from the Bendix experts at brake-school.com. And to learn more about career opportunities at Bendix, visit bendix.com/careers.

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