



News Release

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FOR IMMEDIATE RELEASE

**ON GRADUATION DAY AT BENDIX ACUÑA, EMPLOYEES PROUDLY
MARKED MILESTONES IN THEIR EDUCATIONAL JOURNEYS**

*Long-Running Education Program and Other Opportunities Support the
Personal and Professional Goals of Acuña Team Members*

AVON, Ohio – Nov. 20, 2023 – Happy faces told the story. Employees and their families came together for a joyous graduation ceremony in September at the Acuña, Mexico, manufacturing campus of Bendix Commercial Vehicle Systems LLC (Bendix). Newly graduating team members proudly accepted diplomas for completing the internal education program offered by Bendix Acuña. Twenty-six graduates represented the 18th consecutive graduating class of the program, which supports employees who previously did not have the opportunity to complete traditional schooling.

Since the program's launch in 2005, 387 employees have completed their primary, middle, or high school studies. In addition to the education program, Bendix Acuña team members benefit from multiple other opportunities to support their personal and professional goals, including university scholarships, English language instruction, and leadership training.

"We have long been committed to investing in our people," said Jacqueline Perez, Bendix managing director of operations in Mexico. "They are the heart of our company's future. We couldn't be prouder of our latest class of graduates and all who preceded them. These team members – who are diligent and dedicated in pursuit of their goals – embody our core values of knowledge and growth, which are integral to everything we do at Bendix Acuña. It's wonderful to come together with the graduates and their supportive families to celebrate their achievements."

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Bendix – the North American leader in the development and manufacture of active safety, air management, and braking system technologies for commercial vehicles – opened its original Acuña plant in May 1988. The campus now consists of three state-of-the-art facilities and a logistics center, employing more than 1,800 workers and encompassing 412,000 square feet. Construction is nearing completion on a fourth production facility, which will produce two emerging, next-generation technologies: Global Scalable Brake Control (GSBC) and Global Scalable Air Treatment (GSAT).

Courses of Study

Bendix's education program is part of a government effort focusing on people who didn't finish their studies in a traditional school. Employees seeking primary, middle, and high school diplomas take their educational journeys at their own pace, covering a specific amount of material on various subjects at each level. Bendix provides a teaching center in each of its three Acuña plants and pays teachers to provide academic advice and guidance. The company also covers the cost of the exams that students must take to graduate. These courses of study are open to employees after three months with the company who also meet attendance requirements.

While the program in its current form kicked off in 2005, Bendix began offering studies in 1995 with a different educational partner, making it 28 years and counting that the company has made learning opportunities available to its employees.

The effort doesn't stop at high school. At the undergraduate and master's levels, Bendix provides scholarships for employees who want to pursue business- and industry-related degrees.

"In the last 10 years, we have supported 561 employees with scholarship benefits," said Belem Fierro, HR manager at Bendix Acuña. "Team members who have graduated with a bachelor's degree total 134, and 14 employees have earned master's degrees. Promotion of university-level learning is another example of the culture of education that we are dedicated to nurturing."

Employees interested in English language instruction can apply for after-hours classes paid for by Bendix. Educators provide the classes at a local school. From 2013 to 2023, 374 team members have taken advantage of this opportunity.

Personal Stories

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“Working for Bendix has been very meaningful in my life,” said Juan Francisco Hernandez Beltran, a value stream leader at Bendix Acuña’s Plant 1. “First, it gave me the opportunity and the experience to acquire different positions, such as in supply chain and production. I also had the opportunity to study high school within the company’s program. Later, the company gave me a scholarship to study at a university, in which I achieved my career as industrial engineer. My career growth has been very significant for my family, which makes me very proud to be part of this great company that gave me educational support.”

Jair Reyes, an assembly trainer at Plant 1, said, “I’m very thankful to Bendix due to its support with my scholarship. This was a privilege that gave me the opportunity to get my bachelor’s degree and also to grow up professionally. This educational support gave me the skills and knowledge to acquire a better position at Bendix.”

“I came from the south of the country with dreams to get a better life opportunity,” said Ezequiel De Dios, an assembly trainer at Plant 2. “I started working at Bendix and I noticed that the company was supporting employees with scholarships, so I decided to request it. Those days were hard times since I was working and studying at the same time. But I was very happy because I got my bachelor’s degree, a better position at the company, and a better life thanks to the Bendix scholarship program.”

An engineering technician at Plant 1, Yesenia Alejo, said, “As a working woman and mother of two children, I was looking for personal and professional improvement for a better future for them. Thanks to the scholarship program offered by Bendix, I was able to achieve my goal of finishing my bachelor’s degree in manufacturing process engineering. With a professional career, my experience, and my knowledge, I was able to acquire a better job opportunity at Bendix, where I am applying my knowledge and everything I’ve learned.”

Career Development Opportunities

As with personal development, investing in the professional development of employees is a priority at Bendix Acuña. Production employees follow development plans – which include training and certification – to guide their career paths within the company.

Since 2019, the Bendix site has also operated a robust leadership development program aimed at supervisors and managers, as well as employees who are seen to have potential for those roles. The program, which includes training in soft skills, consists of two levels that take six months each to complete. Skills taught include teamwork, conflict management, recognition, communicating instructions to teams, and effective execution. To date, 213 employees have participated in the training, with 136 completing it.

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Annually, a training budget is allocated to meet business needs identified by managers. For example, specific training for engineers – such as in metrology and GD&T (geometric dimensioning and tolerancing) – is taking place to enable the operation of the new GSBC and GSAT plant, which will use highly automated manufacturing processes.

All employees undergo monthly safety training in topics including working at heights, electrical safety, ergonomics, chemical handling, and incident investigation. In addition, during the annual Quality Week, the workforce is educated on product safety and customer-specific requirements.

“Professional development works hand-in-hand with personal development among our team members at Bendix Acuña,” Fierro said. “The training they undergo helps make them all the more valuable as employees, teammates, and representatives of our operation here.”

Acuña is one of the fastest-growing Bendix manufacturing sites, and executives of Bendix’s parent company, Knorr-Bremse – the global market leader for braking systems and a leading supplier of other rail and commercial vehicle subsystems – consider it a model manufacturing facility. Knorr-Bremse honored the Acuña operation as its top-ranked plant worldwide in 2011. Bendix also maintains other operations in Mexico, including an Engineering Research and Development Center in Monterrey and an expansive Distribution Center in Mexico City.

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 4,400 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](https://www.bendix.com). Stay connected and informed through Bendix expert podcasts, blog posts, videos, and other resources at [knowledge-dock.com](https://www.knowledge-dock.com). Follow Bendix on X, formerly known as Twitter, at twitter.com/Bendix_CVS. Log on and learn from the Bendix experts at [brake-school.com](https://www.brake-school.com). And to learn more about career opportunities at Bendix, visit [bendix.com/careers](https://www.bendix.com/careers).

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