



"Where Ideas Become Real"

February 15, 2016

Senator Jimmy Higdon
702 Capitol Avenue
Annex Room 242
Frankfort, KY 40601

Via Email

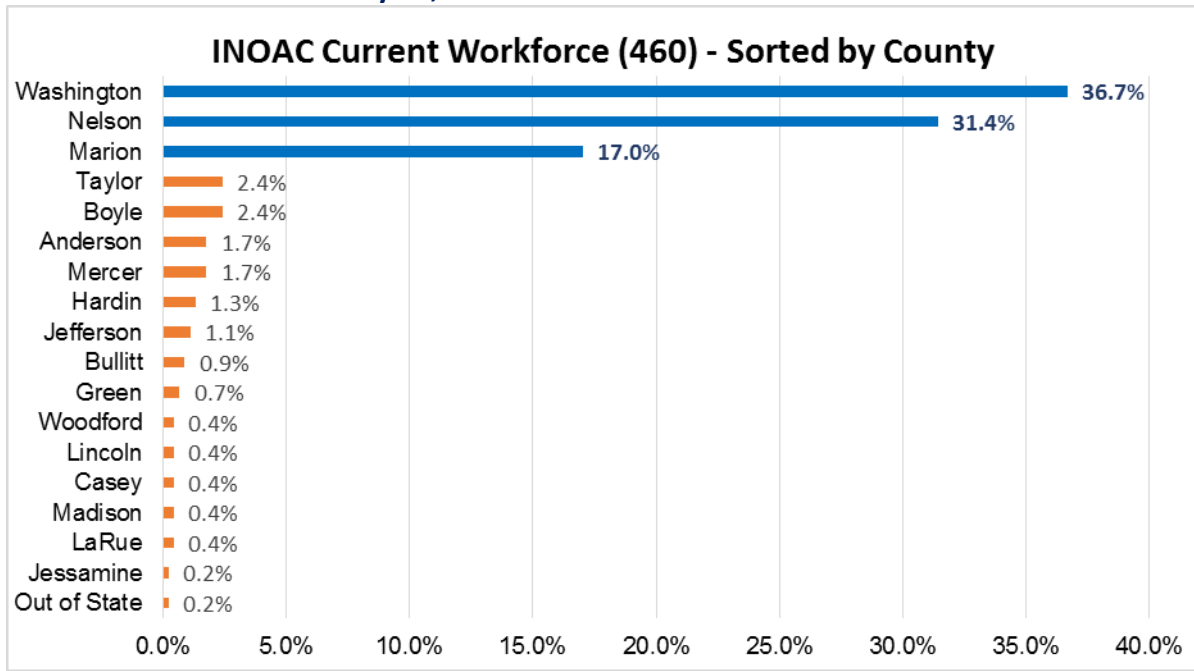
INOAC Supports the Kentucky Community & Technical College System (KCTCS)

Dear Senator Higdon –

Although it has been several years since my active days with the Old Kentucky Home Board of REALTORS®, I have always enjoyed your willingness to hear directly from constituents within your district on matters that impact our families, colleagues and neighbors.

On behalf of INOAC, I would like to share our unwavering support for KCTCS which has consistently proven to be collaborative, flexible and supporting of our effort to thrive and grow both in both Nelson and Washington counties where we currently employ nearly 500 permanent residents – not including temporary personnel.

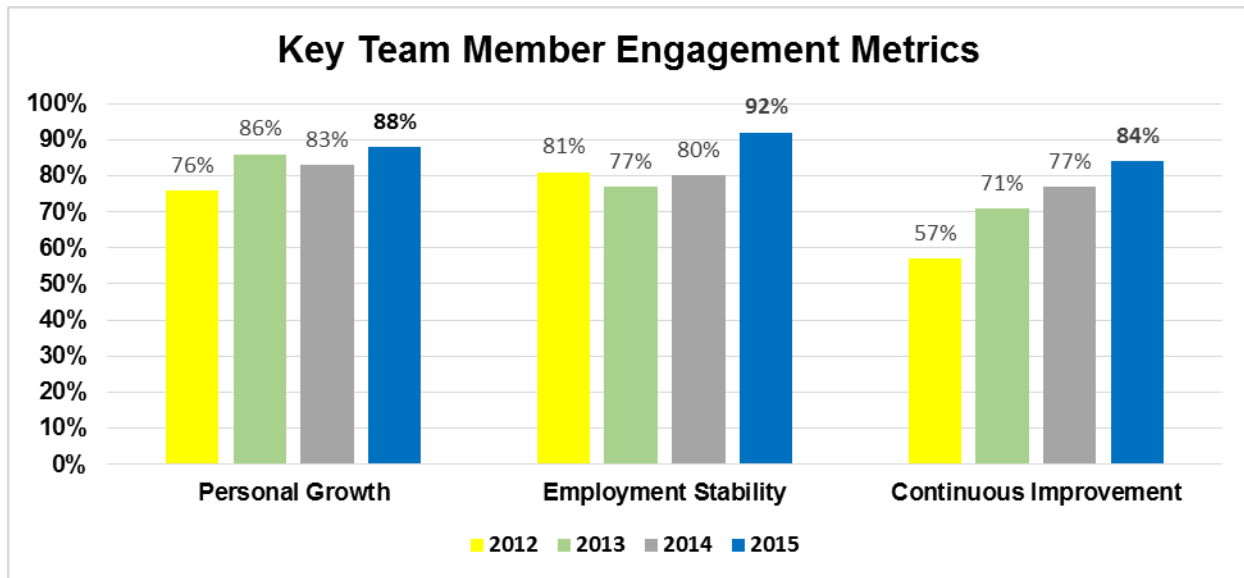
INOAC Workforce – February 15, 2016



History of the INOAC and KCTCS Partnership

Since joining INOAC in April 2011, I have had the distinct pleasure to work alongside KCTCS leaders from Springfield, Elizabethtown and Versailles as we have aligned educational programs with the ever-changing talent development dynamics that affect our business today. While we continue to leverage traditional mechanical, technical and other degreed programs – the team at KCTCS enthusiastically “jumped in and rolled up their sleeves” to support other business needs that we, as a private employer, could not otherwise handle.

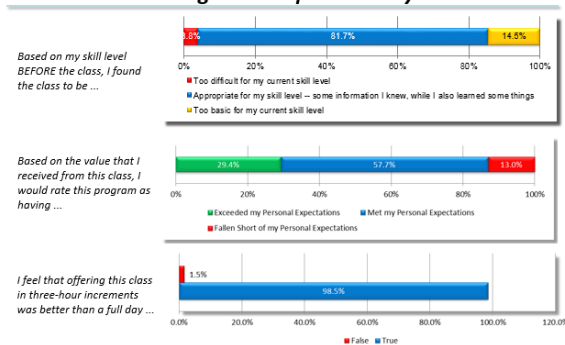
Through annual Team Member Engagement Surveys conducted each February since 2012, we have seen dramatic improvements in Personal Growth, Employment Stability and Continuous Improvement – three key drivers that we link directly to our training and talent development efforts.



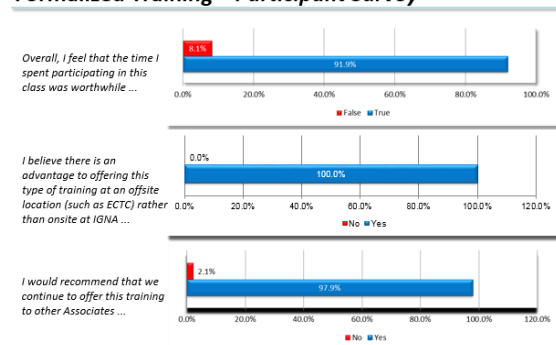
October 2012: Business Training Provided at the ECTC Springfield Campus

- Eight (8) specific training courses on software, communications and performance management
- 77 INOAC team members participated
- 1,413 training hours completed
- Feedback from our team members demonstrates the value of the KCTCS value proposition

Formalized Training – Participant Survey



Formalized Training – Participant Survey



January 2015: Introduction of KYFAME

INOAC was honored in January 2015 to join the statewide board of KY FAME ([link](#)), an impressive partnership lead by manufacturers and supported by education and economic development leaders to launch an innovative, apprentice-style education and training program throughout Kentucky.

Program participants attend classes two days per week at a local KCTCS campus and work an additional 24 hours per week for a sponsoring employer. Upon completion of the program, students receive an associate degree in Applied Sciences, and, with the practical skills gained during their paid work experience, most begin full-time employment with the sponsor. The Lincoln Trail Chapter which includes Marion, Nelson and Washington counties initially participated by utilizing the Elizabethtown campus and have expanded the program to use the Springfield campus beginning this summer.

October 2015: INOAC Launches People Upward Mobility Program (PUMP) in Springfield

To support continued growth across the automotive industry, we worked closely with KCTCS to develop an 18-month certificate program for specialty skilled roles within INOAC. At the current time, we have 25 students enrolled with an additional class scheduled to start in May 2016.

As a successful business owner, I am confident that you understand the challenge that we face in finding talent that is willing to make a long-term commitment to a Company. Frankly speaking, finding qualified individuals who are willing to accept challenging work in a drug-free environment is a significant challenge so we have taken it upon ourselves to “grow our own” with a goal to tackle both the recruiting and retention needs of a growing business.



Throughout the challenging budget discussions that lie ahead, I request your continued support of the **Kentucky Community & Technical College System** as it is vital to the growth of our business here.

Sincerely,

Kurt Krug
Vice President –
North American Human Resources, Communications & Governmental Affairs