

Astemo Americas, Inc.

Purchasing Department

Astemo's Minority Development Program

Minority Business Enterprises (MBE's) are recognized and appreciated as highly capable and reliable sources of goods and services to Astemo. We realize the value and innovation that they can bring as members of our supply base. As we prepare ourselves to compete effectively in the new millennium, we will focus on tapping into the many talents offered by MBE's.

PLAN: Identify, develop, and grow Astemo's minority supply base

METHODS TO ACHIEVE PLAN:

Continue to participate in Minority Purchasing and Development Councils – use their services to find appropriately qualified MBE's through their databases, meetings, conferences, and trade fairs. Stay abreast of minority business publications to continually absorb what other corporations are doing for minority development. Thoroughly investigate all recommended MBE's for sourcing opportunities.

Establish a corporate culture in which purchasing personnel view MBE buying programs as an ingrained way of doing

business. GUIDELINES FOR MINORITY SUPPLIER

SELECTION:

Capability to manufacture parts
Technology to support manufacturing and design
High quality
Competitive cost

Astemo is eager to see our minority sourcing grow. We wish to create a climate at Astemo that supports the building and strengthening of new partnerships within the automotive community. It is by the above methods that we plan on reaching these objectives and help MBE's bring value to the overall supply chain.