



Innovative and Emerging Trends Advancing Training and Development

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Chief Administrative Officer

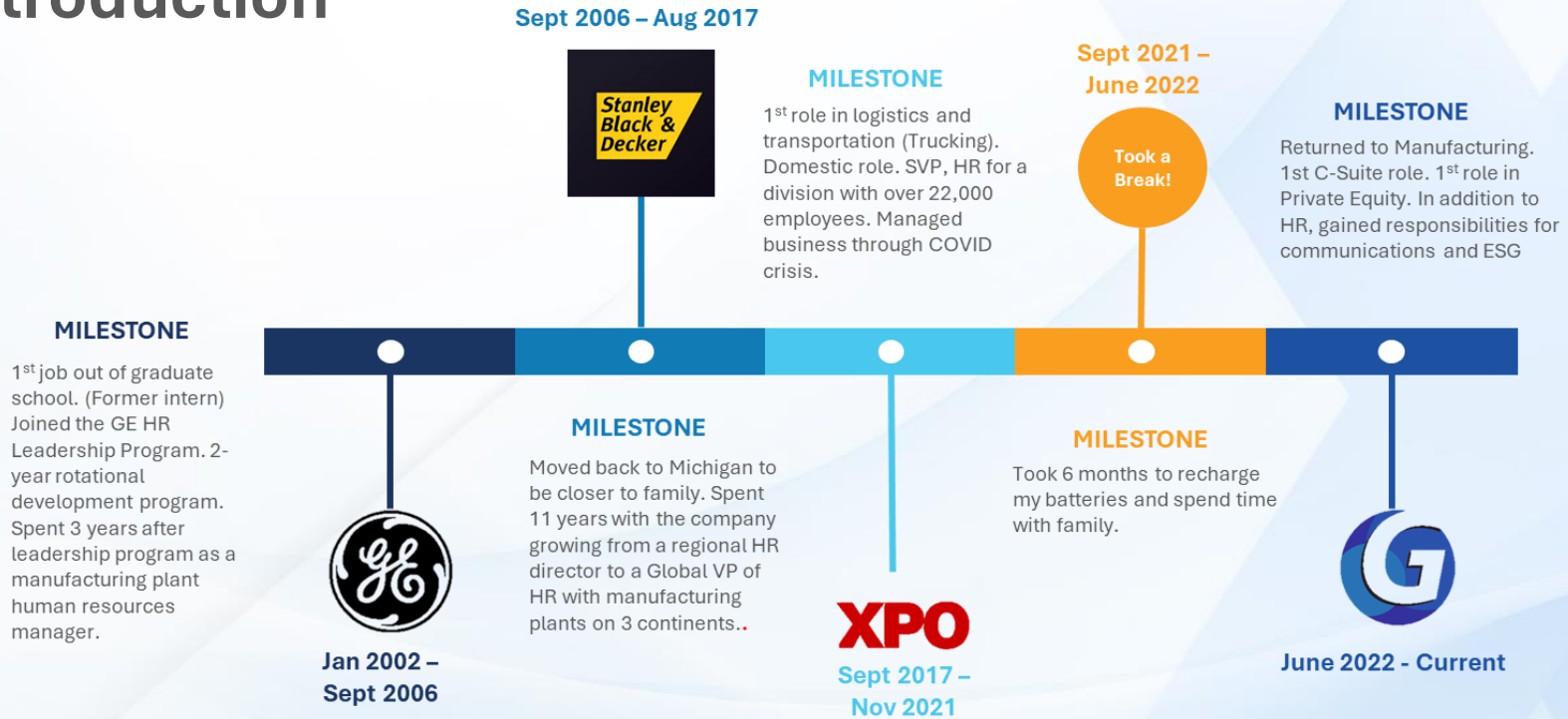


Introduction



- Grew up in Grand Ledge, MI
- Attended University of Michigan For undergrad
 - Graduated with an Organizational and Industrial Psychology Degree
- Attended Michigan State for graduate school
 - Masters Degree in Human Resources Labor and Industrial Relations
- Married with two teenage boys.

Introduction



Over 20 years of Human Resources Experience in Manufacturing and Logistics

Grede is leading the industry in smart manufacturing and IoT

Moving from the art of foundry to the science of metalcasting™



Grede Overview



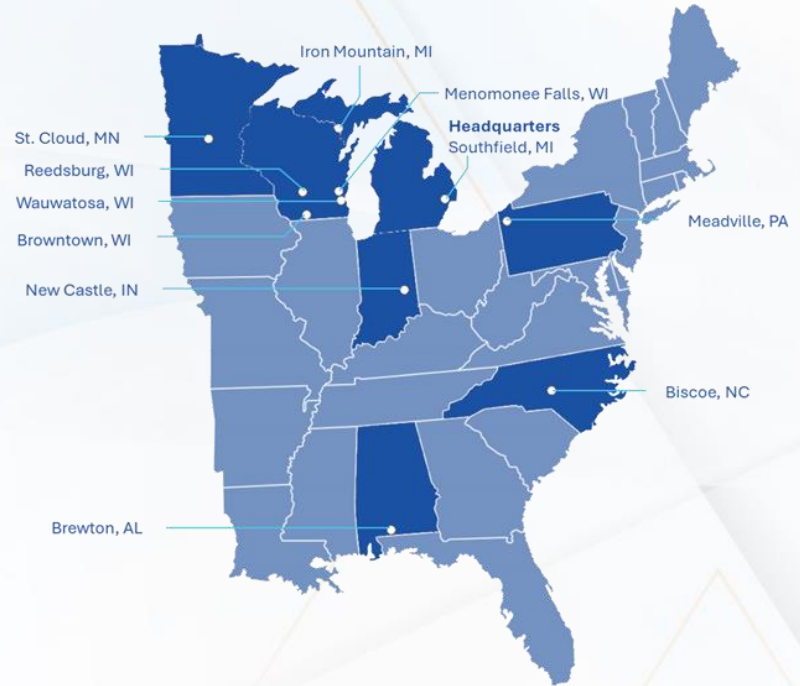
End User Markets



Blue-Chip Customers



Locations



Grede Strategic Framework



WHO ARE WE?

MISSION

Keep mission-critical people and goods moving with highly engineered, casted solutions, and exceed the expectations of those we serve.

VALUES

Integrity | Performance Excellence | Shareholder Value
Entrepreneurial Spirit | United Grede | Corporate Citizenship

WHERE ARE WE GOING?

VISION 2026

Engineer casted solutions through a global portfolio of assets and capabilities to keep people moving. Maintain a balanced market presence across light vehicle, commercial vehicle-on, commercial vehicle-off, and industrial.

HOW ARE WE GETTING THERE?

STRATEGIC IMPERATIVES

OPERATIONAL TRANSFORMATION

- Contemporize & Optimize
- Unify & Standardize Process
- Sustainability Stewardship

COMMERCIAL EXCELLENCE

- Customer Engagement Evolution
- Segment and Prioritize Customers
- Brand Reputation, Price-to-Market

STRENGTHEN PORTFOLIO

- Additional Sales Capabilities
- Balanced End-Market Exposure

SYSTEMS AND INNOVATION

- Technology & Process Advancements
- Light-Weighting Product Diversity
- EV Positioning and Collaboration

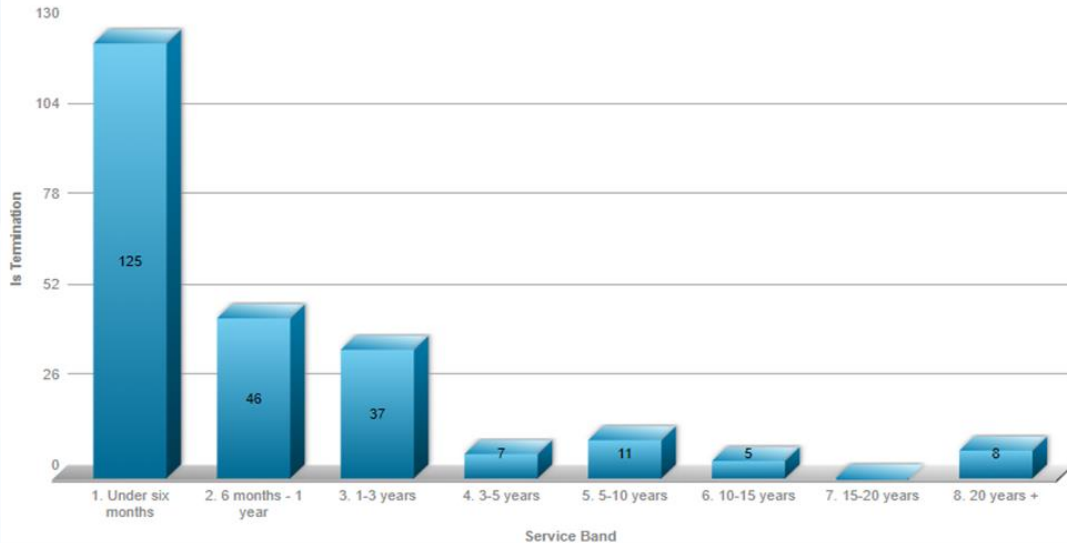
WORKFORCE DEVELOPMENT

- Contemporize Value Proposition
- Optimize Recruitment
- Retention and Development

Grede New Hire Engagement & Turnover Challenge

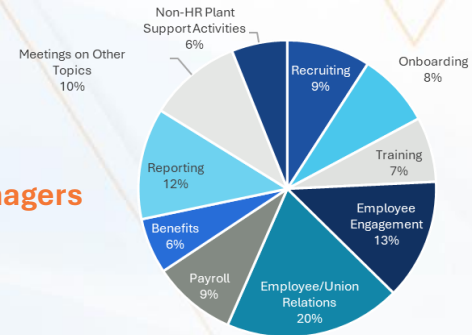


MOS - Hourly Terms by Length of Service (Top 10 - YTD)

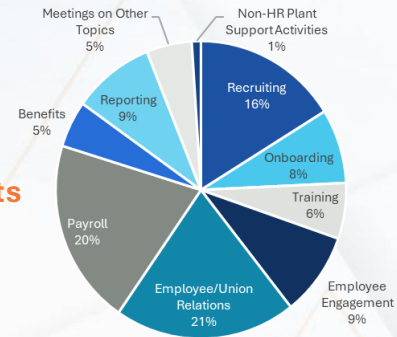


Significant Turnover in 1st year of employment

HR Managers



HR Generalists



HR is spending too much time on less value-added work

Improve retention and transform HR through technology!



How AI Solves HR Problems

THRIVE
HR CONSULTING

Talent Acquisition

- Screening candidates – AI-backed ATS
- Sourcing – efficient passive candidate outreach
- Predict future performance of candidates
- Digital Assistance in hiring & onboarding
- Predict hiring needs

Learning and Development

- Personalized learning
- AI chatbots
- Identify and recommend a training program – predictive rating
- Reskilling and cross-training

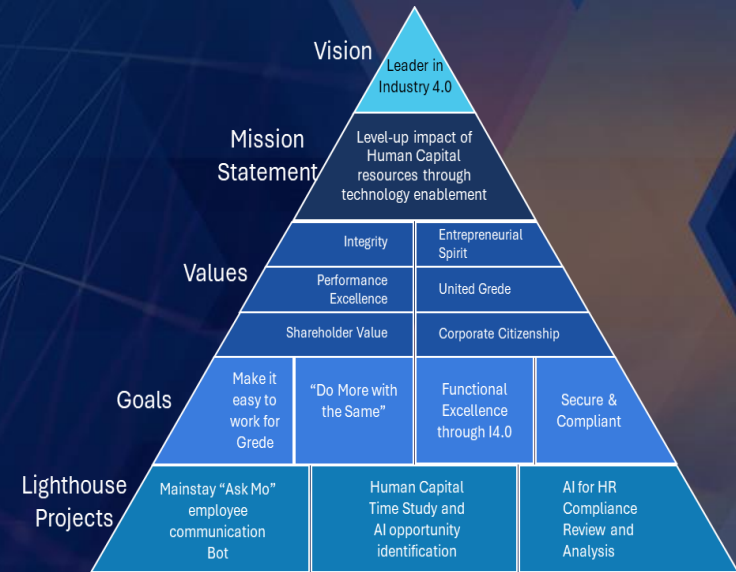
Employee Engagement

- Automated virtual assistance for employees' FAQs - AI chatbots
- Sentiment analysis - natural language processing
- Predict attrition
- Optimize teams, reduce burnout

Automation

- Streamline processes: Reduces time & cost
- Automation of manual, repetitive, administrative operational tasks
- Automated communication
- Enable HR teams to resolve challenges and focus on innovation and strategy

Grede's HR Tech Strategy

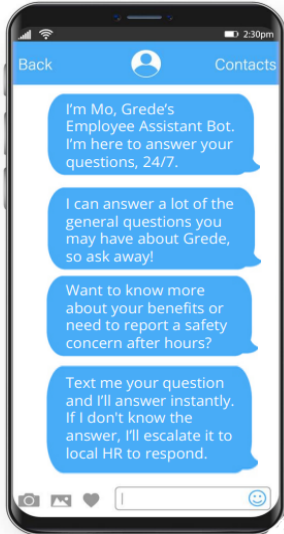


“Do More with the Same”

Mainstay Employee Engagement Chatbot



Meet Mo, Grede's Employee Assistant Bot



We've launched a new text messaging Employee Assistant Bot, Mo!

Mo's phone number is **(248) 609-6213**.

MSG + Data rates may apply.

You can text Stop to end messaging at any time.

Have questions? Contact local HR or ask Mo to learn more!

How would you rate your understanding of your role and job requirements?

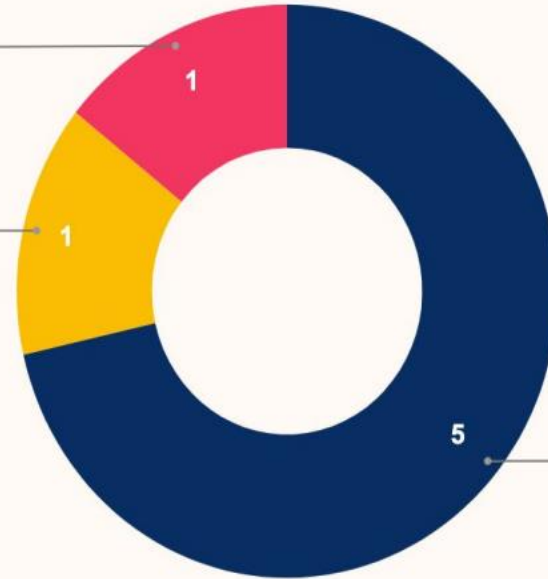
Data includes all responses from Biscoe, Brewton and St. Cloud new hires as of April 17, 2024.

Not Good

14.3%

Okay

14.3%



Great

71.4%

Mainstay Progress

Overall Bot Metrics: Sept 1, 2023 – April 17, 2024



Total Employees Contacted # of unique employees, including both new hires and current employees, reached by MO during current reporting period.	1,022	# of Questions Asked by Employees These are incoming messages outside of campaigns sent to MO. Includes questions and # commands.	433
Engagement Rate Total % of employees who messaged MO at least 1x, either within a campaign or by sending a general message or question outside of a scheduled campaign.	48%	% of Messages Automatically Answered via Bot AI Total number and percentage. This number will steadily increase over time as MO learns additional variations of existing questions, and the MO's Knowledge Base (KB) is expanded.	267 (62%)
# of Opt Outs If an employee opts out, our texting provider will blacklist the number of the recipient and prevent the Bot from communicating further with them.	33 (3%)	Total Recruiter + HR Time Saved (Minutes) Based on average 5 minutes per question.	2,005 minutes
Invalid Phone Numbers This includes numbers no longer in service and landlines.	49 (5%)	Total # of Bot Knowledge Base (KB) Understandings These are predefined answers Mo can provide to questions asked by employees.	62

Proprietary and confidential

Mainstay Next Steps

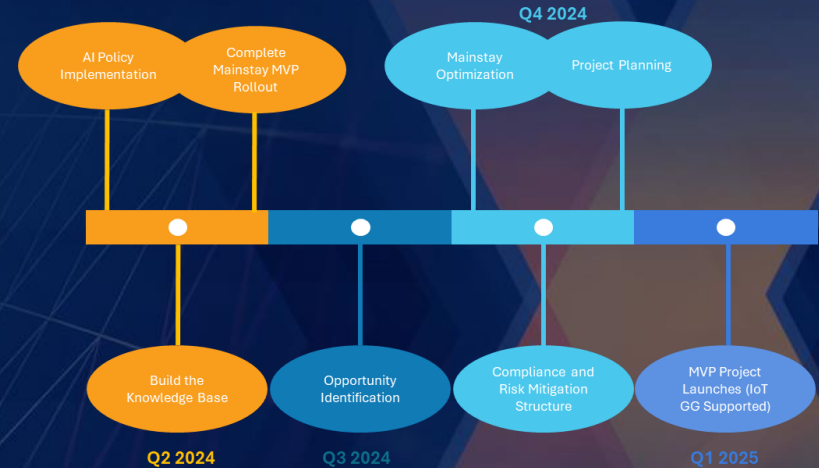


Observation	Key Activities	Status	What's Next?
Additional Grede plant locations are being added to the bot over time.	Browntown and Iron Mountain were added to the bot on April 18, 2024	In Progress	The bot will be rolled out to additional plants in the upcoming quarter.
The bot automatically answered 62% of incoming messages from employees (+12% increase since December 2023). This will continue to improve as we expand the Bot's Knowledge Base (KB) with new questions/answers.	We launched the Bot with 46 KB understandings. Since the Bot launched, we've added 16 new understandings to the KB base on questions submitted by employees.	In Progress	<p>We will continue adding new questions and answers to the Bot's KB as new questions are submitted by employees.</p> <p>We can also use our AI Scraping tool to improve content from your Employee Handbook and/or website and automatically build questions/answers in the Bot's KB.</p>
Pay/Benefits and Company Culture were identified as "most important" topics by employees at St. Cloud, Biscoe and Brewton.	Asked all Current Grede employees which topics matter most.	Proposed	We can send more proactive campaigns around benefits enrolment requirements, FAQs and benefit plan features to ensure employees are aware of existing benefit options and upcoming enrolment deadlines.

Moving from the Art of the Foundry to the Science of Metalcasting™



Build the Knowledge Base



Continue the Journey

Thank You!