

Employee Introduction The Workhorse Way

Becoming an Important Player on a Winning Team



Understanding the

Electric Vehicle Game

Playing in the Big League

- 21st Century Technology
- Long-Term Opportunity
- Huge Market Potential

Highly Competitive!

Company Goal, Attitude and Commitment



Big League Winners!

- Underdogs Now
- Road Will Not Be Easy
- We Know What Must Be Done

We Can Do It !

Individual Employee Opportunity

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The Fruits of Victory

- Long-Term Job Stability
- Increasing Income
- Personal Lifestyle Goals
- Family Life Goals
- Optional Career Advancement

You Can Do It !

We are Playing a Team Sport!

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Like Basketball or Football, Not Golf

- Individual Skill Important...but
- Team Play MORE Important
- Positive Morale is a MUST





Addressing a Difficult National Reality, Swiftly!



Major Differences of Opinion: Personal or Political

Poison that Can Destroy Teamwork

We can't let it happen!

Speaking of Poison

(Common 20th Century Labor-Management Relationship)

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Management: We'll Pay as Little as Possible

Workforce: We'll Do as Little as Possible

Both: (Other side) You are jerks!

Result: Low Morale / Efficiency / Quality

Customers: No Thanks.

There Are Many Better Choices

And Plants Closed, Across the Country

The Thrill of Victory, Not the Agony of Defeat.

jescelejaleja

It is joy to spend a career playing on a winning team

Our job is to be sure our competitors know the agony of defeat.

The Four Ingredients of Team Success



- 1. A Group Commitment
- 2. Effective Performance by Individual Players
 - 3. Excellent Teamwork
 - 4. No Unforced Errors

Let's Decide to

Become Winners.

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It Will Take Time.

⁹ But a Championship Culture is Great

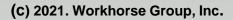
Attitude: We are Gonna Kick Their Butts!

The Impossible becomes the Expected

Why Not Strive to be Champions? We're Here Anyway.

An Effective Individual

Player on the Team





Knows the Fundaments of the Job or Learns Quickly

Ready to Play Physically

Consistent, Reliable

Positive Influence on Morale or Recovers Swiftly

A Key to Victory Excellent Teamwork

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Professional Interactions

Excellent Communication

In Sync with Success Requirements for other Parts of Team

Teach, Support, Encourage, Cover in Times of Need

Playing Defense: Avoid Finding a Way to Lose

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Unforced Errors: Quality Control

Unforced Errors: Individual Basics

Inefficiency: Pace / Absence / Wasted Time

Injury: Safety Rules / Carelessness

Poisoned Culture

Playing as a Team to Fight Poison

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Losers vs. Winners Teamwork / Attitude

Negativity, Griping, Blame-Game

Gossiping, Personal Feuds

Dangerous Behavior

Harassment, Discrimination, Abuse,

Safety Violations

Theft, Sabotage: Property / Goals / Reputations

Fight It – Report It – Don't Allow It

Playing to the Crowd

(Imagine that we are playing a spectator sport!)



Our Families

Ourselves

Our Community

OUR CUSTOMERS !!

We are ALL in Sales and Marketing!

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We Win (or Die) Based on Customers Who Buy and Rebuy

Every Part of the Customer Experience is Critical

Ideas, Improvements, Execution: Job ONE.

Looking to the Future: Career Advancement?

It is Okay to be a Steady Role Player.

Company Growth Will Require Some Who Step-Up

Both are "Part of the Solution."

Don't be Part of the Problem!



Preparing for Career Advancement



Excellent at the Current Job

Able to Do Other Jobs

Contributor of Ideas / Improvements

Positive Example: Morale / Work Ethic

Willing to Help Team Members

Warrior against Poison: Attitude, Danger

Expectations: Your Supervisor's Role

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Clearly Defined Daily Duties

Clear Communication of Policies/Rules

Willing to Listen to Your Ideas / Concerns

Regular Feedback about Your Performance.

Swift Feedback about Performance Problems.

Supportive of Your Future Career Goals



How to Provide Suggestions And Feedback

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Departmental Problems, Concerns, Ideas: Talk with Supervisor

Company Level: Suggestions, Feedback

Online : www.workhorse.com/XXXX

Anonymous Reporting, Major Concern Online : www.workhorse.com/YYYY