

VIEWES & VISIONS

Bowles **Rice**

BOWLESRICE.COM

FALL/WINTER 2023





Douglas L. Baldwin
Hino Motors Manufacturing
USA, Inc.

Doug Baldwin is the Senior Vice President for the Hino final assembly plant in Mineral Wells, West Virginia. Baldwin is an accomplished executive with over 20 years of experience managing and leading teams in a variety of professional capacities for multinational companies within the automotive industry. He holds a bachelor's degree from Tri-State University and a master's degree from Duke University and is excited to be a part of the Hino West Virginia team. Baldwin's ongoing mission is to establish a legacy of strong manufacturing through teamwork, strong business systems, and a quality mindset.

Hino Trucks from Almost Heaven, West Virginia!

Every conventional medium- and heavy-duty Hino truck seen delivering products and services across the country since 2007 has been built at Hino Motors Manufacturing USA, Inc. (HMM) facilities in West Virginia. Operations began in the Ohio River Valley city of Williamstown and, due to increasing customer demand, transferred to a larger site in Mineral Wells in 2019. The Williamstown site continues to support the vehicle business with plans to extend manufacturing to both Wood County sites in the future.

HMM is a Toyota Group Company established in Hino, Japan. Hino's purpose is best expressed by our President and Chief Executive Officer, Satoshi Ogiso: "At Hino Motors, our corporate mission is "To make the world a better place to live by helping people and goods get where they need to go—safely, economically, and with environmental responsibility—while focusing on sustainable development." From this starting point, we have been bringing good value through our trucks and buses to customers and society since our establishment in 1942."

Along with our West Virginia facilities, HMM is comprised of three additional North America entities that include a corporate headquarters in Novi, Michigan, a Toyota products manufacturing site in Marion, Arkansas, and a Parts Distribution Center in Mira Loma, California. At Hino, we are proud of our



Corporate Mission, as stated by Ogiso-san above, and committed to our Core Principles:

- Integrity and Compliance
- Safety and Environmental Sustainability
- Quality and Professionalism
- Diversity and Inclusion

These core principles guide our daily activities and corporate mantra - "Safety First, Quality Always, Kaizen Forever." Hino West Virginia strives to demonstrate commitment through adherence to several international standards:

- ISO 14001 Environmental Management - (2012)
- IATF 16949 Quality Management - (Targeting 2024)
- ISO 45001 Health & Safety Management - (Targeting 2025)

"Through our strong team members, focus on quality, and corporate guidance, we look forward to continued growth and success in West Virginia..."



Hino's assembly plant in Mineral Wells, West Virginia.

Our proud Team Members also embody Hino's mission and core principles as seen in their dedication to safe behavior, building quality vehicles, and supporting the community. This dedication has led to several recent achievements shown below.

Recent Hino Community Service and Partnerships

- WVU Collaborative Learning
- Biodiversity Nature Trail for Community Environmental Education
- Earth Day Tree Planting (WV Forestry, WV DNR, and Boy Scouts)
- Environmental Engineering Capstone Projects (Marietta College)
- Manufacturing Innovative Challenge Contest (MOVTI and WVMA)
- Kid's College Welding/Robotics (WVU-Parkersburg)
- WVU Industrial Extension Smart Manufacturing Assessment



Recent Hino Achievements

- 10 WVU Adv. Mfg. Tech. Graduations (2021)
- Celebration for 15 Years in WV (2022)
- Supplier Kaizen Activity (2022)
- ISO 14001 Moss Wall (2023)
- Military Honors Wall (2023)
- 250,000 Safe Man Hours

Through our strong team members, focus on quality, and corporate guidance, we look forward to continued growth and success in West Virginia with good corporate citizenship throughout the Ohio River Valley. ▽