

## **SPEAKER BIOGRAPHY**



**Thomas E. Shoupe**  
**President**  
**Honda Manufacturing of Alabama**

Tom Shoupe is president of Honda Manufacturing of Alabama, LLC. As president, he is responsible for all HMA operations.

Located in Lincoln, Alabama, Honda's \$1.4 billion vehicle and engine operation in Alabama employs 4,000 associates. The company produces the Odyssey minivan, Pilot sport utility vehicle, Ridgeline pickup truck and the V-6 engines that power them.

Mr. Shoupe previously served as senior vice president of Honda of America Mfg. (HAM) and was a member of the Honda of America Operations Committee (HOC). This committee serves as the senior management team with responsibility for planning and establishing business strategies as well as supporting each plant and the president of Honda of America Mfg. in the total management and operation of the company.

Mr. Shoupe was appointed to the HOC and promoted to senior vice president in 2006. In his positions at HAM, he provided specific guidance to the Administration, Company Services, Accounting and Finance, Information Services and Compliance and Ethics divisions of the company.

Mr. Shoupe joined Honda in 1988 in Corporate Planning. In 1990, he was named manager of two departments: Government and Community Relations; and Foreign Trade Zone and Customs (Production Control). He was named senior manager of Honda of America's North American Task Group in 1993 and served a two-year assignment in Japan with a concentration in New Model Development.

Mr. Shoupe returned to Ohio in 1995 and was named senior manager of the Company Services Group. In December 1995, he was named senior manager of the Manufacturing Planning Group at Honda of America's East Liberty Auto Plant. He was named plant manager of East Liberty in 1998.

In 2000, Mr. Shoupe was promoted to vice president and plant manager of Honda of America's Marysville Auto Plant. During his tenure at the Marysville Auto Plant, he oversaw the plant's "Innovation Project," which replaced major weld systems and reorganized the assembly line to increase production flexibility, efficiency and quality.

Before joining Honda, Mr. Shoupe served as a legislative assistant to U.S. Representatives Thomas N. Kindness and Michael G. Oxley.

Mr. Shoupe earned a bachelor of arts degree in political science at Miami University in Oxford, Ohio.