

2019 Objectives for HuaZhen Luo

Total Weight: 100.0%

(Min:1, Max:5)

Growth

Objective	Measure	Weight	Status	% Complete	Start Date	Due Date
1. Achieve financial targets and Operating expenses 2. Exceed AOP by 5% 3. Complete 2 productivity improvement projects	1. Operation Expenses should keep within the budget; 2. Demonstrate tester downtime improvement by 15% through proactive maintenance on Sample Managers, Pumps, Detectors and Alliance sub assemblies by Q4 2019 3. Improve PM and troubleshooting through development of tester cookbook. 4.No. of project completed.	20.0%	Not Started	0.0%	01/01/2019	12/31/2019
Employee Comments:						

Customer

Objective	Measure	Weight	Status	% Complete	Start Date	Due Date
	1. GTS on site calibration project					

1. Plan and implement GTS On-Site calibration; Reduce calibration downtime and enhance the quality of calibration service;
 2. GTS self test sequence
 3. Support SQT/SIT project;

- Setup the process flow and SOP for GTS On-Site calibration for Venture and Flex Senai, it's a bonus if able to implement the same practice on CEI Batam systems;
 Timeline
 - Q1 2019 to complete (Singapore - Venture)
 - Q2 2019 to complete (Singapore - CEI)
 - Q4 2019 to complete (Singapore - Flex Senai)

20.0% Not Started 0.0% 01/01/2019 12/31/2019

2. Setup the calibration procedure and process flow for self calibration GTS systems

3. Support I Class BioAccord SIT stacking by Q3.
 - support delivery of 19 units of plumb, stack I Class systems.

Employee Comments:

Quality

Objective	Measure	Weight	Status	% Complete	Start Date	Due Date
1. Improve the	1. Improving of					

tester first pass yield while maintaining the quality of testing;	product test FPY - to meet or exceed Flex, Venture and CEI first pass yield targets for 2019					
2. Work on the field complains and improve the product quality by working on failure analysis;	2. Support improvement done by review/analysis of field complaints; - to demonstrate objective evidence of improvement on test equipment to eliminate field complaints.	20.0%	Not Started	0.0%	01/01/2019	12/31/2019
Employee Comments:						

Innovation

Objective	Measure	Weight	Status	% Complete	Start Date	Due Date
1. Review the calibration support strategy and seeking for improvement;	Complete review of calibration support strategy					
2. OESR tracking/update	Ensure all OESR closed/resolved on time - OESR metric					
3. Migration/Upgrade of PC and Servers in 2019	Q2 - Complete migration of all servers and enable remote monitoring (May 31st)	20.0%	Not Started	0.0%	01/01/2019	12/31/2019
	Q4 - Develop plan for all PCs migration to windows 10					

Employee Comments:

People

Objective	Measure	Weight	Status	% Complete	Start Date	Due Date
1. Strategic workforce planning - Identify, motivate and retain key talent throughout the organization. Ensure key skill sets (technical and business) are contemporary. 2. Improve in key competencies outline in IDP/2018 Review	1. Review of Huazhen's skillset to ensure skillsets is still relevant to meet current organizational needs. 2. Improve in key competencies outline in IDP/2018 Review - Accountability - Leadership - Collaboration	20.0%	Not Started	0.0%	01/01/2019	12/31/2019
Employee Comments:						