

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%	Behind	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 - Setup the process flow and SOP for GTS On-Site calibration for					

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;	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%	On Track	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 tester first pass yield while maintaining the quality of testing;	1. Improving of product test FPY - to meet or exceed Flex, Venture and CEI first pass yield targets for 2019					
	2. Support					

2. Work on the field complains and improve the product quality by working on failure analysis;	improvement done by review/analysis of field complaints; - to demonstrate objective evidence of improvement on test equipment to eliminate field complaints.	20.0%	On Track	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; 2. OESR tracking/update 3. Migration/Upgrade of PC and Servers in 2019	Complete review of calibration support strategy Ensure all OESR closed/resolved on time - OESR metric Q2 - Complete migration of all servers and enable remote monitoring (May 31st) Q4 - Develop plan for all PCs migration to windows 10 version for support	20.0%	Behind	0.0%	01/01/2019	12/31/2019
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%

Behind

0.0%

01/01/2019

12/31/2019

Employee Comments: