

2018 Objectives for HuaZhen Luo

Total Weight: 100.0%

(Min:1, Max:5)

Growth

Objective	Last Modified	Measure	Weight	Status	% Complete	Start Date	Due Date
Meet all revenue targets by achieving product availability and fill rate metrics	11/28/2018	1. Achieve financial targets and Operating expenses 2. To achieve 98.5% on CM on Time Delivery Performance and or meet / exceed all agreed metrics 3. Support and ensure success in corporate product wellness initiatives / programs	20.0%	On Track	95.0%	01/01/2018	12/31/2018
Employee Comments: 1. Achieve financial targets and Operating expenses -- Met. The 2018 expense budget is \$141,000 but 2018 YTD expense is \$106,743.21. The actual expense is less than budget. 2. To achieve 98.5% on CM on Time Delivery Performance and or meet / exceed all agreed metrics -- Met. 3. Support and ensure success in corporate product wellness initiatives / programs -- Successfully support multiple product wellness initiatives like Project Pul and project Bi Frost.							

Customer

Objective	Last Modified	Measure	Weight	Status	% Complete	Start Date	Due Date
Provide high quality products that customers view as standard of measurement in the industry	11/28/2018	1. Repair/Refurbishment – Singapore and China 2. Enhanced Manufacturing – SQT testing /additional testing	20.0%	On Track	60.0%	01/01/2018	12/31/2018
Employee Comments: 1. Repair/Refurbishment – Singapore and China -- Started WPPL SQT/Repair Station set up at Engineering Lab and target to build up the repair capability by 2019.							

2. Enhanced Manufacturing – SQT testing /additional testing -- Successfully set up SQT QA station at Flex and started SQT/Repair Station at WPPL Engineering Lab. Multiple evaluations were performed by using SQT QA station to achieve the project PUL successfully implementation. Improved the Alliance carryover First Pass Yield from initial low 70% (Starting yield for project PUL) to current high 90%.

Quality

Objective	Last Modified	Measure	Weight	Status	% Complete	Start Date	Due Date
Develop a robust customer complaint, response and investigation protocol Repair/Refurbishment		1. Maintain ISO Certification while maintaining zero major non conformances 2. Failure /Root cause analysis 3. TSP kept current and updated within reasonable time frame. 4. Plan 2018 periodic audits on line to make sure operators are not deviating from our ASP/ TSP. 5. Support database of testers, tooling and equipment. Conduct a risk assessment; identify what are the gaps and backup plans to meet production needs 6. Maintain a validation master list for the site 7. Internal					

– Singapore and China Enhanced Manufacturing – SQT testing /additional testing	11/29/2018	documentation on testers troubleshooting and knowledge transfer 8. Efficiency improvement / metrics: Improved / exceed FPY by 10% (Goal shared with Quality) 9. To understand and bench mark test equipment performance 10. Compute current testers' performance and set improvement targets by end of Q2 (FTN, BSM, Alliance & Detectors). 11. Ensure tester to tester variation is consistent among functional final testers with variation of no more than 5% among similar family of testers	30.0%	On Track	95.0%	01/01/2018	12/31/2018
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Employee Comments:

1. Maintain ISO Certification while maintaining zero major non conformances -- Met. Zero major non conformances were found during yearly ISO certification audit.
2. Failure /Root cause analysis -- Able to perform the Failure/Root cause analysis if there's a return or feedback from filed.
3. TSP kept current and updated within reasonable time frame. -- All TSP were reviewed and updated to current practice except 3x TSP were identified as OFI. The minor change of OFI TSP will be covered by the future revision.
4. Plan 2018 periodic audits on line to make sure operators are not deviating from our ASP/ TSP. -- Periodically audited CMs and no major deviating found. Electronic MI was implemented to make sure operators are performing the work based on the latest ASP/TSP.

5. Support database of testers, tooling and equipment. Conduct a risk assessment; identify what are the gaps and backup plans to meet production needs -- Standardized the Tester dashboard across all CMs and IT infrastructure list was created while Asset Manual was updated. A tester drawing library was created to support local tester maintenance. The testers were accessed based on its criticality and the spare parts will be building up based review result by tester health check project. Most of testers PC were backed up as per plan.
6. Maintain a validation master list for the site -- All the testers were validated when it's needed for all WPPL CMs.
7. Internal documentation on testers troubleshooting and knowledge transfer -- A tester library was created and tester related information/knowledge were shared/saved.
8. Efficiency improvement / metrics: Improved / exceed FPY by 10% (Goal shared with Quality) -- Overall FPY was improved, such as Alliance with new seal pack FPY was improved from low 70% to high 90%. It's exceed FPY by more than 10%.
9. To understand and bench mark test equipment performance -- Periodically review/monitor individual tester performance. Further study was carried out if there's a room for tester FPY improvement.
10. Compute current testers' performance and set improvement targets by end of Q2 (FTN, BSM, Alliance & Detectors). - Completed tester performance review and improvement plan was carried out. The FTN tester breakdown time was significantly reduced after half yearly seal replacement plan executed.
11. Ensure tester to tester variation is consistent among functional final testers with variation of no more than 5% among similar family of testers -- Individual testers performance was periodically reviewed/monitored. The necessary actions were taken to make sure the variation keep less than 5%.

Innovation

Objective	Last Modified	Measure	Weight	Status	% Complete	Start Date	Due Date
Execute business improvements that contribute to productivity and efficiency gains across the function	11/29/2018	1. Predictive maintenance	20.0%	On Track	90.0%	01/01/2018	12/31/2018
Employee Comments: 1. Predictive maintenance -- Improved PM was implemented at FTN, BSM and Alliance. The testers down time was significant reduced, especially FTN testers. The PM operator in CMs was trained on Improved PM and the PM activities were closely monitored if the testers is critical or it's frequently down after PM.							

People

Objective	Last Modified	Measure	Weight	Status	% Complete	Start Date	Due Date
Identify,							

motivate and retain key talent throughout the organization. Ensure key skill sets (technical and business) are contemporary. Support key succession planning activities

11/29/2018	1. Training as identified and needed, at least of 8 hours of training for all reporting staff development	10.0%	Completed	100.0%	01/01/2018	12/31/2018
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Employee Comments:

1. Training as identified and needed, at least of 8 hours of training for all reporting staff development -- Exceed 8 hours of training. Successfully completed SQT training and Alliance FSE training.