

2018 Objectives for HuaZhen Luo

Total Weight: 100.0%

(Min:1, Max:5)

Growth

Objective	Measure	Weight	Status	% Complete	Start Date	Due Date
Meet all revenue targets by achieving product availability and fill rate metrics	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%	Not Started	0.0%	01/01/2018	12/31/2018
Employee Comments:						

Customer

Objective	Measure	Weight	Status	% Complete	Start Date	Due Date
Provide high quality products that customers view as standard of measurement in the industry	1. Repair/Refurbishment – Singapore and China 2. Enhanced Manufacturing – SQT testing /additional testing	20.0%	Not Started	0.0%	01/01/2018	12/31/2018
Employee Comments:						

Quality

Objective	Measure	Weight	Status	% Complete	Start Date	Due Date
Develop a robust customer complaint, response and investigation protocol	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					

Repair/Refurbishment – Singapore and China Enhanced Manufacturing – SQT testing /additional testing	7. Internal 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%	Not Started	0.0%	01/01/2018	12/31/2018
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Employee Comments:

Innovation

Objective	Measure	Weight	Status	% Complete	Start Date	Due Date
Execute business improvements that contribute to productivity and efficiency gains across the function	1. Predictive maintenance	20.0%	Not Started	0.0%	01/01/2018	12/31/2018
Employee Comments:						

People

Objective	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	1. Training as identified and needed, at least of 8 hours of training for all reporting staff development	10.0%	Not Started	0.0%	01/01/2018	12/31/2018
Employee Comments:						

