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FOXCONN



FoxFestival

Dostihové závodiště Pardubice
31/8/2019 ◦ 11.00–22.00

Horse race track Pardubice
31st August 2019 ◦ 11 a.m.–10 p.m.



Kutnohorská plovárna
7/9/2019 ◦ 11.00–23.00

Aquapark Kutná Hora
7th September 2019 ◦ 11 a.m.–11 p.m.



↓ Pardubice

MIRAI

EDDIE STOLOW
LIPO



Kutná Hora ↓

Pavel Callta

EDDIE STOLOW
LIPO · ŽÁDNEJ STRES

FoxFestival je zaměstnanecký den zakončený hudebním festivalem pro zaměstnance Foxconnu. Hudební festival bude otevřen také veřejnosti.

Těšit se můžete na bohatý program! Více informací naleznete na Foxportále nebo na našem Facebooku Foxconn Czech Republic.

Foxfestival is an employee day ending with the music festival for Foxconn employees. The music festival will also be open to the public. You can look forward to a rich program! For more information, go to Foxportal or our Facebook Foxconn Czech Republic.

FOXCONN



Lenka
Brychtová

Editor-in-Chief

Dear colleagues,

Our magazine is changing... And in every way! Not only does it now have a slightly smaller format, but what you are sure to notice immediately is that its graphic design has changed, too. This goes hand in hand with our new corporate identity, which is covered in the Topic of the current issue (pp. 6–8). Not only is the magazine airier, but its colour scheme is now better and information is presented in a more interesting way thanks to the new infographics.

However, we have done more than just a new “jacket”. In addition to the new graphics, we also present a change to the content. We will continue to keep you up to date with what is going on in the various parts of our company but will be giving more space to leisure topics which – we are sure – you and your families will appreciate.

And as the magazine is not just about you, but especially for you, during June we gave questionnaires out to our colleagues and received plenty of ideas for interesting articles that we will gradually be featuring.

I hope you like the new look of our magazine, and if you have ideas for improving it or suggestions for something you’d like to read about, drop us a line here at the editorial board.

Wishing you a beautiful summer and pleasant and relaxing holidays.

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Once again we have been declared Employer of the Year

For the fifth year in a row we have defended our first place in the competition Sodexo Employer of the Year in the Pardubice Region. In nationwide terms we achieved a wonderful 5th place in the category of companies with up to 5 000 employees. In the face of stiff competition Foxconn was assessed according to how it supports the education and development of its employees, what career growth opportunities it provides them with, how it copes with fluctuations and how it is



Martin Štokán, founder and director of the Work Experience Register, Lenka Brychtová, Foxconn PR and Communication, and Martina Machová, Sodexo HR Director

involved in social responsibility projects. This award reflects our company's commitment to investing in all these areas. Although this year we managed to hold out place as Employer of the Year for the Pardubice Region, we do not take this title for granted. Foxconn will therefore continue to invest in improving its corporate culture and work conditions, as well as in its employees. In the months to come we can look forward to a number of attractive events not only for employees, but also their families and the general public. However, our greatest reward will be if you take pride in the fact that you are part of this victory, as well as the projects that won it. After all, the Employer of the Year title is primarily about you and for you! ■

Text: **Lenka Brychtová, PR and Communication**

myFOX is silver

Internal communication relating to the myFOX project has won second prize in the Industry category in the Czech Public Relations Prize competition (this year known for the first time as the LEMUR Prize). We are very proud of this award, as it shows appreciation for everyone involved in the myFOX project and its communication support. This success is not only down to a number of colleagues from the PR and Communication and HRIS teams, but also those creative folks at the Kreatorium external agency. By joining forces we have succeeded in creating a sophisticated and visually appealing communication campaign that succeeded with the professional panel of judges in the face of stiff competition. The award was accepted on 4 June 2019 at a gala evening held at Prague's DOX+ Centre for Contemporary Art by Compliance and Relations Development director Jitka Kratochvilová and PR and Communication specialist Radmila Čukatová. "We are delighted that we have succeeded in presenting our people with a new way of sharing information in such a creative yet effective manner that it impressed the professional panel of judges. I would like to take this opportunity to thank everyone involved in preparing this project. I see this as a token of appreciation for the work of everyone who has devoted their time and effort to this project," commented Jitka Kratochvilová. The LEMUR Prize has been awarded every year since 2006 by the Association of Public Relations Agencies (APRA). ■

Text: **Radmila Čukatová, PR and Communication**



Tomáš Hečko, Radmila Čukatová, Jitka Kratochvilová and Rošťa Křivohlávek

Foxconn again ranked sixth amongst the CZECH TOP 100!

Our company has achieved another major success. Just like last year, Foxconn has again finished in an impressive sixth place in the CZECH TOP 100 rankings of the most important companies in the Czech Republic this year. In doing so, it held pride of place amongst players such as Škoda Auto, ČEZ, Unipetrol, Morava Steel, ČEPRO, Bosh Group ČR and many others. ■



Text: Lenka Brychtová, PR and Communication



Education and Development team with Tomáš Sedláček

Inspirational meeting with Tomáš Sedláček

The Education and Development team is constantly striving to come up with new and appealing ways of drawing on new findings. These include, for instance, inspirational discussions with well-known figures from various branches of industry. On Tuesday 21 May 2019 a meeting was held at Zámeček in Pardubice with the macroeconomist and one of the most influential thinkers on the planet, Tomáš Sedláček, who is a charismatic and inspirational figure with a broad knowledge base. He regularly writes interesting articles for Hospodářské noviny and is the author of the bestseller Economics of Good and Evil. Almost 100 Foxconn employees had the chance to spend 3 amazing hours in an unconventional interactive workshop. There really were countless topics for the participants to ponder, which offered plenty to talk about in the subsequent discussion. The meeting was then rounded off with a lively presentation with some interesting graphs, comparing worldwide data from a wide variety of areas. You can look forward to the next inspirational meeting very soon, not only in Pardubice, but also in Kutná Hora. Thank you for joining us and giving inspiration! ■

Text: Simona Novotná, HR, Education and Development team

Regular shutdown of IT systems

IT services provided by the Software Delivery and ICT departments to all Foxconn companies will be completely unavailable at the following times:

- 🕒 **Week 33 –**
from Sunday 18 August – 8.00 a.m.
to Monday 19 August – 4.00 a.m.
- 🕒 **Week 46 –**
from Sunday 17 November – 8.00 a.m.
to Monday 18 November – 4.00 a.m.

Enjoy your free Sunday... No production or computers will be running! ■

Text: SWD Field Engineering team

Trainees have tried out Development Centre

On Monday 29 April 2019 we held the Development Centre, which was also attended by our Trainees. What is it, exactly? The Development Centre is used anywhere in the company system where there is a need to evaluate employee quality as objectively as possible. This comprehensive overview enables us to reveal their strengths and weaknesses, thus determining what is needed for their further development. The Development Centre is very demanding in terms of time, energy and emotions, so participants stop stylizing themselves and show their true nature. After completing it everyone receives individual feedback, which may be used for further personal and professional development. One great piece of news is that our Trainees coped amazingly well with the Development Centre. Our Development Centre is organised by the Education and Development team, which you may contact at any time if you are interested. ■

Text: Darina Papakiriakosová, HR, Education and Development team

Foxconn has new clothes

You've only hardly looked around and you already know about a company or product. You haven't been in the store, haven't held the product in your hands or tried the service. You haven't done any internet searches and you already have an opinion, a feeling. A relationship has been established. That's the power of visual identity. What exactly does it involve? A set of rules defining which symbols, colours and shapes a company or brand presents to the outside world. Although texts address our sense of reason, colours and shapes directly influence our emotions.

The colours and shapes that a brand or company wears tells everyone exactly what to think. Red? Emotions and passion. Restlessness, yet also an appetite for food. So, it is no surprise that food brands or restaurant chains often use it. Yellow? Everyone can see that. A great choice if you want to attract attention. Blue? Reliability, rationality, quality. Green? That's an affinity with nature and health. White? Not only purity and innocence, but also luxury. Pink? The soothing colour of love. Purple? Success, wealth, but also subtlety. Black? Death, grief. And of course luxury, primarily aimed at men.

We present our new corporate identity

By mixing colours and shades and combining shapes we can create a powerful impression that defines our relationship to a particular brand from the first time we come across it. Emotions are a very powerful weapon and the first impression really is the most important. That is why companies care so much about their visual identity – i.e. the rules for colours and graphics

and how to use them. And as Foxconn also needs to present itself successfully, we have decided to put on a new “jacket”, one that follows the trends of 2019. “For a visual identity to work, it must meet several conditions,” says Jakub Kolmistr of the Kreatorium agency, which is signed under the new identity. “It must be unique. It must express what the company produces or supplies and also what it actually is. And it must be consistent, i.e. give the same impression wherever you see it. We have done everything in our power to meet the first two conditions. However, consistency, i.e. sticking to set rules wherever the company is presented to the public, will be the task of everyone in Foxconn who will work with our result.”

Rebirth of the logo

And so how did the new identity actually originate? The Kreatorium team faced an interesting challenge: how to make the most of the baby that Foxconn had previously used in its corporate identity. “When you're not too bound by an assignment, that can be an advantage. If you see it as an

opportunity, that is. Yet even though we have quite a lot of freedom, we didn't want to do away with everything that now visually defines Foxconn today. And then one day it came to us that the solution was right in front of us,” explains Kreatorium creative director Mikoláš Gal. “It's the Foxconn logo.” The graphics team first broke down our logo into the individual letters and then into individual simple shapes. In a process involving several steps the designers then created the graphical elements that the new identity works with and which are repeated everywhere. Then, it was simply a case of choosing the colours and laying them out in two palettes. This enabled the new identity to use two colour combinations around the original Foxconn blue. Besides other shades of blue, the first also contains a warmer red, while the second variant adds shades of grey to the blue. “The combination of two colours allows us to always choose whether the resulting impression will be more expressive, or, in contrast, decent and more restrained,” comments Mikoláš Gal about the result. The font was chosen just as carefully.



800 19
prace.fo
zamestna
Zámečku
zvednem

Je to jenom
na tobě!

Chceš tvrdnout za
monitorem počítače,
nebo je rovnou vyrábět?

Právě obsazujeme pozici
**Opravář/ka
elektroniky**

20 19 (ZDARMA)
foxconn.cz
nipce@foxconn.cz
27, 532 01 Pardubice
(e si tě na recepci)

Máš otázky, nebo tě zajímají jiné pozice?

Přijď za námi osobně na Náborovou
středu od 13:00 a získáš
veškeré informace!

FOXCONN

Chceš tvrdnout za
monitorem počítače,
nebo je rovnou vyrábět?



Právě obsazujeme
**Opravář/ka
elektroniky**

Besides the original Foxconn blue, the new identity enables us to also use other bluish shades derived from it. To brighten things up, a distinctive warmer red and a muted grey have been added to the colour palette.

“With an identity the typeface may also serve as the only memorable element of the brand, so we have taken a great deal of care to ensure that it is different,” explains the Kreatorium creative director. “To make sure that a typeface family that is sufficiently characteristic and instantly recognisable was chosen for Foxconn, we did not opt for a classic sans serif font that everyone uses today. Instead, we went for one that gives a friendly impression and is also suited to the technical field in which Foxconn operates.” Another advantage of the new company typography is that it supports all possible languages, including Mongolian. The new font will always be used in Foxconn printed materials at least for the headings, which will give those materials a characteristic look. The new font can also be combined with a suitably chosen standard font family.

In addition to the abstract shapes based on the current logo, the new graphics will also feature two elements that give everything a distinctive human dimension: photographs and pictograms. These three factors – the shapes based on the logo, the colour scheme and the photographs combined with pictograms,

coupled with the new font, all create a characteristic “mixture”, which will clearly and unmistakably differentiate Foxconn from other firms.

And everything was subordinate to the distinctiveness of the new identity. Nowadays there are plenty of graphic designs that, although attractive and clean-looking, are merely part of a design trend that almost everyone seems to follow these days. Foxconn’s new corporate identity avoids that. Although it is in line with current trends, it will stay modern long into the future. Perhaps even for the next decade. Foxconn now finally has a corporate that is contemporary, but is also its own, which does not mimic fashionable trends.

Success depends on you

The new corporate identity has now been approved and will start to be implemented in practice during the next few weeks. “Back in June it was in the public eye at our summer FoxFestival,” says Jitka Kratochvílová, director of the Compliance and Relations Development department. “And we will be continuing by implementing further steps. Our corporate stationery and

presentations should be the first to change. However, we would also like to focus on using our new identity in situations where, for instance, we need to choose colours for interior decorating work.”

The corporate identity comprises a set of rules that define not only how the company behaves towards the world around it and its customers or how its employees act towards one another and communicate, but also reflects how the company is managed, for example, what it appreciates and rewards. By taking this step Foxconn has joined the ranks of modern firms that also use their visual identity to emphasise what they are striving to achieve in relation to their employees – to make the firm as human as possible.

We hope that you like the new identity and that it will do a great deal to improve the perception of our company. However, the success of this will depend on every Foxconn employee who works with it. It will only serve its purpose properly if we use it consistently and according to the prescribed rules.

Text: **PR and Communication team and Tomáš Hečko, Kreatorium agency**

We have found a font that comes across as being friendly, but also gives the impression of technology. Another advantage of the font we have chosen is that it supports all possible languages, including Mongolian. The new font will always be used in Foxconn printed materials at least for the headings, which will give those materials a characteristic look.



The graphics team first broke down our logo into the individual letters and then into individual simple shapes.

In a process involving several steps the designers then created the graphical elements that the new identity works with and which are repeated

News from myFOX

Remuneration and eLearning – these are the topics we are currently focusing on in the project for the implementation of the new myFOX HR system. What does this mean? That by now all managers are starting to use the remuneration module.

And that's definitely not the only thing we're working on. The education module will soon be launched – specifically, the first part, which will enable you to use electronic courses. You are already familiar with the HR data management module and the recruitment module. In these too, in response to your feedback we are

striving to constantly prepare various improvements. To reduce the amount of paperwork, for example, we will be launching additional electronic approvals.

Although we have had to resolve a few technical matters, you will soon also be able to access myFOX, inFOX and other systems through the new

information kiosks. And in order to cut paper down to an absolute minimum, we are also finalising the biometric signature project, which HR staff will start to use for new recruits and will then be gradually expanded throughout the whole of Foxconn. ■

Text: Alena Doušová, project manager, and Pavel Halamiček, HR IS



All information about news, guides and space for your questions can be found at www.myfoxconn.cz.

Are you proud of Foxconn? We are!

The project for navigating to the plant and the visibility of the Foxconn brand in Pardubice is approaching the finish line. What have the PR and Communication team together with the Facility Management department managed to complete?

1. We have started to “break down” the defences and have been the first to wave Foxconn flags around.
2. We have placed a map of Polygon and Zámeček in a CLV (CityLight Vitrine) in 4 places.
3. The new signs in Pardubice are already helping drivers to find their way to the site.
4. Inscriptions are now painted on the gatehouses to facilitate orientation.
5. The buildings and warehouses on the campus now have brand new signage. ■

Text: Radmila Čukatová, PR and Communication



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FOXCONN

2,3 km

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Jan Bouma: I have been lucky to have great managers

Jan Bouma has begun his second decade working in the Kutná Hora plant and he has not lost his “infectious” enthusiasm for the work. With unfeigned optimism he even admits that he would like to stay in the company for another 10 years. He has plans and ideas for improving himself and Foxconn.

This year you'll have been with the firm for twelve years. How do you recall those early days?

I started at Foxconn on the very day that the plant in Kutná Hora opened and for safety reasons we all had to go around wearing helmets. Back then there wasn't even the "trident", as we call the stairs that lead up to reception. I remember them beginning to build the first lines and we ourselves moved some of the offices. Although one hall was complete by then, the other had just had the floor laid. So I really have been in Foxconn Kutná Hora since the very beginning and have gone through almost the whole plant.

In 2012 you set yourself another challenge...

At that time one large division had closed down, so I moved to a different hall and started again in a small workplace. We just had one little room, a few tables, six operators, and that was it. And when I left there, we had three rooms and there were 30 people working in the department. I still consider the first team I put together to be a great and hard-working group of people, and we still get together once a year outside of work.

What has most helped your professional growth?

My great advantage is that I have been lucky to have such great managers. I've always had superiors who, while strict, were also fair. They were able to keep work and friendship separate, so there was no problem to say what had to be said and then go for a beer. And as individual colleagues have moved higher up the hierarchy, they have taken skilled people with them. And I have often been lucky in that sense.

Did they inspire you in how to lead your subordinates?

Yes, I have taken and still take something different from each person. One manager was stricter, another had better communication and people management skills, while another thought things through more analytically and was great at processing data or compiling reports. Foxconn has a lot of employees, so not everyone gets the opportunity to move up the career ladder. And when a manager is not



Jan Bouma

He started at Foxconn in 2008 as a trainer/operator at the Innolux division. Four years later he moved to the quality department, where he worked his way up to become head RMA. In 2016 he then switched to the new Dell division and a year later settled into the position of senior warehouse manager, in which he handles staffing matters. He manages 6 shift leaders and another 250 or so employees. So how does he relax after a hard day at work? "I've always loved sport. If I fancy it and have the energy and the right mood, I play squash or go cycling. Cars are another great hobby of mine. I hope that one day I'll be able to get myself my own fully-fledged back-wheel drive."

interested in his or her colleagues and does not pass experience on to them, neither that manager nor their subordinates will develop.

What do you require of your colleagues?

Although it's not always easy, I try to constantly motivate people to be disciplined and follow the given work procedures. After all, if a visitor, management or an audit comes, I can't go running around to 150 people and go over what they have to do and how. For me it is therefore important to focus on these things beforehand and the other managers have been a great help in that. Foxconn is currently in a phase of further development,

changes and new staff recruitment and often it's difficult to find time to do all my work while keeping a proper eye on discipline.

Do you think there's anything you need to improve in yourself as manager?

My strength is that I have no problem communicating with people as a manager, listening to them and bringing matters to a successful conclusion together. However, I need some work on technical matters. I have to drag myself away from the telephone and laptop more often and go see the people downstairs. I want to watch their work and get a better idea of what the individual tasks

12 — Personality

involve. I need to get an insight into the systems and applications so that I can be a constructive opponent when I'm discussing various tasks with my colleagues. We are now working on that with my manager.

Can you imagine being in Foxconn for another 10 years?

Yes, definitely. I know you don't hear that so much these days, as people are hugely ambitious and if they're not in a managerial position within a year, they go elsewhere. I personally primarily need to constantly keep improving myself. And the company enables me to do that. I can improve my foreign language skills, for example, as they're not perfect. Foxconn is ideal for me and I think it will be for a long time to come. What's more, I work near to where I live. Before, I used to have to commute 80 kilometres a day – that's a waste of time and money.

Is there anything you would like to change at Foxconn?

The company is now changing quickly and has a lot of various new orders. Most of all, we need to bond and work on being a team. That might seem a little idealistic, but that's the way I feel. I myself try to contribute towards this every day. But it's not easy.

You recently organised one "bonding" event outside of work...

That's right. I was involved in the organisation of the bowling league, which was played over two months or so and ended in a grand final with a banquet. In the end around 120 people participated in the event, which we hadn't expected. So, I'm glad that my colleague Michaela Janglová helped me out with it. An event like that is too much for one person to organise alone. It's great that Miša signed up for it. And so I decided to introduce her here to our colleagues. ■



Michaela Janglová:

I'm a phlegmatic person, nothing upsets me

Miša has been working as production assistant in the Kutná Hora plant for almost a year now, but already feels pretty much at home in Foxconn. She's the right hand of the leaders of the centres she's responsible for and is able to sort almost anything out for another 285 employees, from checking attendance records, ordering office supplies or planning business trips.

What brought you to Foxconn?

I wanted to use my studies in practice and also try a new challenge. When I joined, I had very little idea what to expect from the position. Everything was basically new for me, as before I had worked as a waitress. However, I can now say that Foxconn was the right choice, as I find the work incredibly enjoyable.

In what, exactly?

Although it is mainly administrative work, every day is completely different. Also, I work with people, which I had always wanted to do, and I'm glad that has worked out for me. What's more, I have a really great team around me, which is a huge plus. I and my colleagues always manage to reach an

agreement, and once we've agreed, then that's that.

In spring you helped organise the bowling league. What motivated you to do that?

It was an opportunity to try something completely different and a good way of getting to know my colleagues in another light. If you're planning to organise the event next year, you can definitely count me in.

What do you like doing in your free time?

I enjoy spending my time with my boyfriend and family, or I read a lot. I also exercise regularly, which is really easy thanks to our benefits (laughs). However, I can also find the time to laze around. ■

Can you reliably tell if an e-mail is spam?

Can you imagine your day without e-mail? Many of us find it very difficult. Communication via electronic mail is now a normal part of our lives and our jobs. However, as the volume of e-mail grows, we are seeing more and more unsolicited messages (spam) flooding our inboxes. With many advertising e-mails it is easy to tell whether they are unsolicited. However, for others a number of filters must be used on e-mail servers.

Not sure how to recognise SPAM?

Do not worry – the answers to the following questions should help you identify it.

- 1** If you have received an unexpected e-mail from an unknown or nonsensical address, it is probably SPAM.
- 2** Is an e-mail written in an unknown language or full of grammatical or stylistic errors which are not usual for the sender?
- 3** Has the sender addressed you in the usual manner? If so, the e-mail is a normal one. With SPAM, however, your name will be missing from the e-mail, even though the sender is attempting to appear to know you.
- 4** Contact details should always be given at the end of the e-mail. If they are not there, or if they do not match the sender's address, it is again most likely to be SPAM.

5 If the e-mail specifies a web link, it should lead to a domain that our organisation actually uses. If it leads to what we call a phishing site, it is almost certainly a fraudulent website.

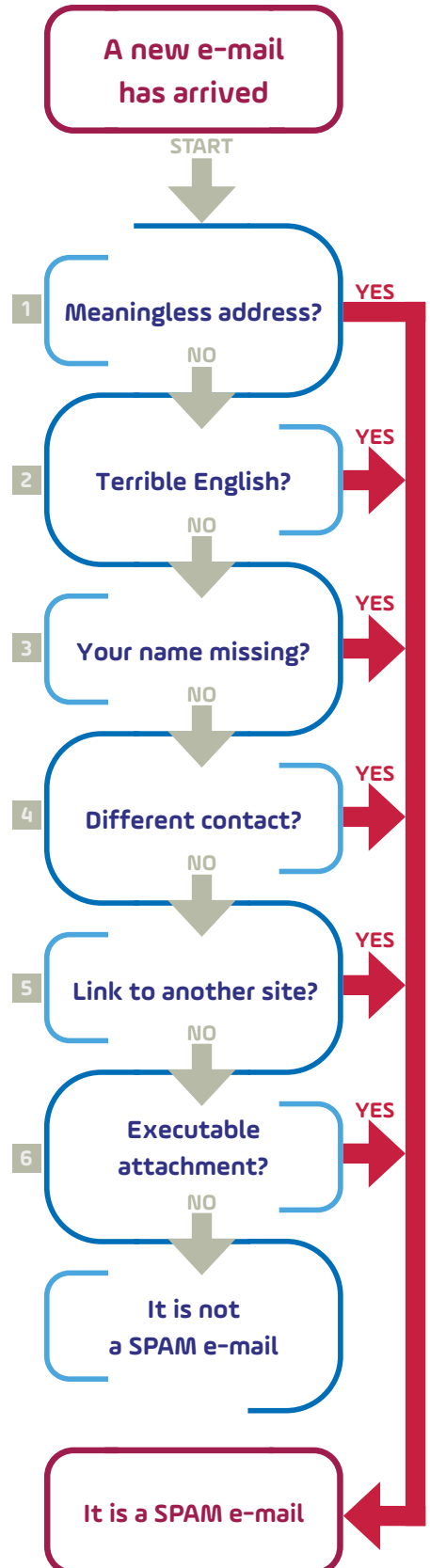
6 Also watch out for cases where an e-mail contains an executable attachment that you have not requested.

If you receive a suspicious e-mail, do not hesitate to contact our IT HelpDesk on 7700. And for more information visit our website: <https://ict.cz.foxconn.com/cybersecurity>

If you have answered NO to all the questions, it is not SPAM.

If, on the other hand, you have answered YES to the questions, it is almost certainly SPAM. ■

Text: Lukáš Samek, ICT



How we see ourselves

One important task of the Compliance Team is to ensure that as an employer Foxconn not only complies with the requirements of the Czech legislation and EU regulations, but also the RBA (Responsible Business Alliance) Code of Conduct. The RBA is the world's biggest coalition devoted to social responsibility. It brings together more than 140 leading companies operating primarily in the electronics industry, employing over 6 million people. It is their rights that the RBA protects.

The RBA Code of Conduct focuses on five areas:

- ▶ labour-law (including, for example, free choice of employment, prohibition of child labour and discrimination, decent treatment and freedom of association);
- ▶ health and safety at work;
- ▶ protection of the environment;
- ▶ ethical behaviour and fair business (including, for example, the prohibition of corruption and undue benefits, fair competition, the protection of information, personal data and intellectual property, identity protection and the prohibition of retaliation in case of incentives from employees, etc.);
- ▶ a management system that ensures compliance with the

applicable legislation, the requirements of customers and the RBA, and also continuous improvement.

In order to enable us to reveal any discrepancies ourselves, at the end of last year the Compliance Team performed an internal audit in Kutná Hora and one in Pardubice at the end of January this year. Its aim was to check compliance not only with the legislation and RBA requirements, but also internal processes in practice. They included interviews with employees, whose answers are very valuable to us, as they help us to identify areas on which we need to focus. We spoke with 63 employees in Kutná Hora and 79 in Pardubice. These

colleagues were not afraid to speak openly with us and the interviews were generally very positive.

What have we found out?

Overall, almost 90 % of employees are satisfied in Foxconn, which is an excellent result. The reasons that people gave for their satisfaction included a stable employer, salaries paid out regularly and on time, a great team of colleagues, a good working environment, the potential for career growth and benefits. Employees' dissatisfaction was mostly due to unsuitable shifts and changes to shifts. We also identified groups of employees whose language barrier caused a number of problems. Many of the findings are related to organisational changes when several HR departments merged into one HR and the new Compliance Office was created. These changes have resulted in responsibilities being split between two teams and also the need to unify previously separate processes. The new myFOX system that is being implemented by HR helps us a lot in these efforts.

But that's not all...

But our work is far from over. We will be continuing with our interviews with employees and will be dealing with all the issues that arise on an ongoing basis. We are also auditing our suppliers and their employees to ensure that they are also treated well. This is because the satisfaction of our employees and those of our suppliers is of crucial importance to us. When dealing with any issues we guarantee discretion and protection of identity of anyone reporting problems, ensuring that there are no retaliatory measures taken by the employer.

Got a suggestion in mind? If so, don't hesitate to contact us, we're here for you. ■



Big thanks to all our colleagues who are working on rectifying these issues. So far we have managed to resolve 100 % of the findings from Kutná Hora and 61 % from Pardubice.

Text: Radka Svobodová, Compliance Team



Are you satisfied in Foxconn?

In May the first companywide satisfaction survey was carried out in Foxconn and JUSDA Europe. It involved more than two thirds of employees. Once again, thank you to everyone who participated in the survey. We really appreciate your open feedback.

The anonymous survey was conducted for Foxconn by the Ipsos agency, whose professionalism really must be praised. Thanks to its ability to adapt the survey to the specific needs of the company while actually collating the data, it was possible to quickly deal with and particularly resolve some often-unexpected situations.

The specifics of the survey in Foxconn

An employee survey in Foxconn and JUSDA is a highly unique project in many respects. Questionnaires are quite often handed out to labouring employees during full operation, but rarely on such a scale. "The survey was conducted amongst a total of 2 800 employees, approximately 1 000 of whom using an e-mail questionnaire and 1 800 using tablets. We loaned the company a total of 50 of these for one month," said Lenka Šilerová, EMR Director of the Ipsos agency.

"The survey was fairly specific in one respect, as Foxconn was also interested in the opinions of foreign staff in DL

positions, who often tend to be overlooked in similar surveys. For them, we need to prepare the questionnaire in a language that they understand," added Lenka Šilerová, summarising how Ipsos dealt with this problem: "In the end we prepared questionnaires in seven languages. Asking questions in Mongolian and Vietnamese, for example, was also new for us. After Czech, the most common language was Mongolian. The questionnaire in this language was completed by 512 employees."

Other steps

Employee surveys are an excellent form of feedback for the company management. They enable us not only to describe in detail what problems our employees experience or what they would like to change, but they also show what the company is good at or what it can rely on in employee recruitment and development. And it is this information that the results of the survey provide us with.

"The conclusions will be presented to management in July. A joint workshop will be held, focusing on defining further

steps and measures, which will be followed by other activities. Employees themselves will also be informed of the results of the survey," said Lenka Šilerová, and continued: "For Foxconn we will be preparing the overall results for all employees, as well as a detailed overview of the individual divisions and lower organisational units. This will enable specific measures to be prepared exactly where they are needed. We will only be providing summary results for groups of 5 or more employees; no one will see the results for small teams, or the individual answers."

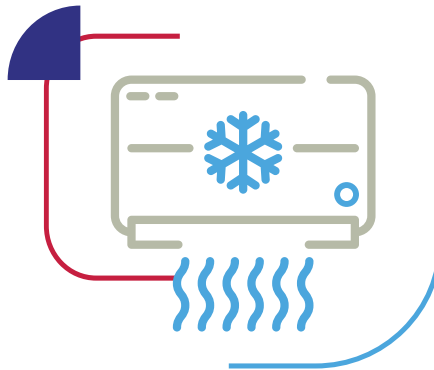
Such an extensive survey would not have been possible without good cooperation between the agency and the company. "On behalf of Ipsos we can say that cooperation was excellent. Everything was very well organised and went according to plan. That's also not usually the case," emphasised Lenka Šilerová. We can now look forward to the results of the survey and especially the steps leading to improvement. ■

Text: Lenka Brychtová, PR and Communication

We're ready for summer. And you?

The modernisation of the cooling system in Pardubice building P1, which started last year, continues this year with the next phase. We will be replacing the out-dated and malfunctioning ACSON outdoor cooling unit with a new DAIKIN VRV.

The pilot project last year was hall D, which saw the replacement of eight outdoor units and evaporators in two air conditioning systems with a cooling capacity of 350 kW. We will now be replacing twelve outdoor units and evaporators in three air-conditioning systems for halls A, B and C. In the next few years we will continue this modernisation process and will be replacing the remaining ACSON units with a total cooling capacity of more than 600 kW. The newly installed DAIKIN VRV (Variable Refrigerant Volume) system will help to reduce



New air conditioning –
 electricity saving almost **30%**,
 CO₂ emissions cut by up to **2 tons**

energy consumption by optimising year-round efficiency thanks to functional outdoor units and intelligent energy consumption control. Saving on electricity will thus be almost 30%. This means that this year these units could save us more than 15 MWh of electricity, which is a reduction in CO₂ emissions of as much as 2 tons! All the work is being carried out with the production divisions in full operation and thanks to their cooperation everything is going smoothly. ■

Text: Pavel Bartizal, Facility Management

We know all there is about sorting waste

Did you know that last year the companies in the Foxconn group in the Czech Republic generated a total of 11 879 tons of waste? That's a heck of a lot! Therefore, sorting waste is becoming ever more important. And we're really succeeding. Last year almost 98 % of our waste was sorted. This was mainly paper, plastics, wood, ferrous metals and mixed packaging.

As we produce such a considerable amount of waste, we are spending more and more time on measures to increase waste recyclability or cut the amount of waste produced. You're sure to have noticed the bin-free offices, for instance. Therefore, we are now focusing on the visualization of waste containers in offices as well as in production areas.

In April we launched a project entitled "Minimising Waste", which is aimed at three areas – recycling plastics, reducing

TIP: Do not hesitate to throw beverage cartons into a plastic container!

the use of single-use disposable plastics and cutting the amount of plastic packaging used in production. As part of this project we want to focus not only on visualization, but we will

also be preparing regular educational events and getting more and more employees involved.

One of the first events was Ecoday. This was held on 28 May 2019 in Kutná Hora and on 7 June 2019 in Pardubice in collaboration with EKO-KOM, and included training entitled "Everything you ever wanted to know about sorting and recycling", which was run by the experienced trainer and expert Pavel Urban. What was there to see? Practical examples of sorting and products made from recyclable materials. ■



11 879 t
 waste produced by Foxconn



98 %
 was sorted

Text: Petra Šmerdová, EHS, Ondřej Slavík, FMI Pardubice, Tereza Hoskovcová, EHS Kutná Hora

X-Day helping out for the second time

On Saturday 22 June 2019 at the Dacický House in Kutná Hora the five-member panel voted for the second time on the winners of the charity Foxconn X-Day. Through this event our company supports charity projects and needy individuals from both of the regions in which we operate. The highest sum went to Lukáš Hnát from the Kutná Hora region and the Žiješ srdcem programme from Pardubice for the prevention of cardiovascular diseases.

The Kutná Hora part of the project was entered by Lukáš Hnát with a request for 55 000 CZK, which he wants to use to get more involved in the life in his home village and to do more to help his parents and local people. Unfortunately, however, he suffers from cerebral palsy, which has confined him to a wheelchair. Helping to make his dream come true is an electric three-wheeler, which Lukáš will receive thanks to the grant.

In the Pardubice region a team of young doctors, medical faculty students and other enthusiasts, who have been working together under the name Loono (www.loono.cz) for some time now to help prevent malignant diseases, went away with 50 000 CZK. Support was provided for another of their projects, Žiješ srdcem, which this time is aimed at reducing the rate of heart disease.



Lukáš Hnát with the panel

In addition to these two winners, the sum of 50 000 CZK also went to the Pardubice Family Integration Centre and the Mustangs sledge hockey team. The panel also rewarded another eight projects with various sums of money.

Are you interested to know the final rankings and the sums awarded? If so, visit our Foxconn Czech Republic Facebook profile. ■

Text: Radmila Čukatová, PR and Communication

Porota X-DAY 2019

Josef Viktora,
Mayor of Kutná Hora

Miloš Adamů,
director of DDM Alfa Pardubice

Jana Machová,
KONEP registered association

Veronika Lebedová,
director of Municipal Tyl Theatre
in Kutná Hora

Jitka Kratochvilová, Foxconn director
of Compliance and Relations Development

67
registered projects

The final rounds
consisted of:

24
projects from the Pardubice
and Kutná Hora regions

465 000 CZK
paid out to the winners



Kutná Hora silver

The second annual X-Day was held as part of the traditional Royal Silvering of Kutná Hora, of which Foxconn was the main partner. This annual historical event is the symbolic launch of the tourist season in the town, which is listed as a UNESCO heritage site. The grand celebration regularly returns Kutná Hora to how it was at the beginning of the 15th century, when it was at the height of its prosperity. Have you experienced it?

Keeping up with the Divisions



Stephen
McKenna

Vice-president and Executive
Director of F Group

Since the last edition of the magazine there have been a couple of significant achievements relating to the business. The 'Polaris' project that I described before is now 90% complete with some key milestones achieved and we should complete 100% over the next 3 months. Just to remind everyone, this project is bringing more business to Foxconn and is a signal of customers' commitment to have us as a long-term partner.

Also, we are in the process of transferring some of the production lines from the Middle Hall to the North Hall. This will make it much easier, faster and more efficient to manage material flow and production in general. The new 'Caribbean break area' has been opened in production as a part of the Employee Experience Improvement (EEI) program. I was very pleasantly surprised by what the team had delivered and I have already enjoyed a couple of games of table football down there.

We have already completed the 'Fox Rally' meeting, where we take the opportunity to have the management team communicate some news directly to all employees. Also, it gives anyone the chance to ask any questions about the business or anything else

And if we look to the future, we will have the customer 'quarter end' month in July. These are typically the busiest months in the year and the customer will rely on us to perform very well to ensure that we help them to meet all their targets. We will also be continuing with the next phases of EEI with the new improved outside break area opened in June, and some nice improvements planned for the reception area. I am also really looking forward to reviewing the results from the employee satisfaction survey. This is very valuable information for the management team to understand how our employees feel, what they like about working in Foxconn and also where we can improve.

And, before I forget...In Kutná Hora the grand final of our X-Day competition has been held. Congratulations to all the winners!

Finally, I would like to thank everyone for all their hard work and effort over the last few months and hopefully we will have a nice summer so everyone can enjoy spending some time with family and friends. ■



Allan
Keown

Vice-president and Executive
Director of G Group

Every week I am more and more encouraged by the progress we are making throughout our central functions across Foxconn. I am delighted to see that we are finally making progress in improving the Pardubice campus, with planned improvements to our canteen and VIP

areas, painting the buildings and improvements in the company branding which will be rolled out in the coming months.

It's also been great to see the business process automation is being rolled out, which will replace the paperwork and forms currently used in administration. More and more functionality is being added to myFOX, which is greatly reducing paperwork and increasing our productivity! Our Compliance team hosted a very successful visit by the Mayor of Pardubice and his team, during which we discussed a number of areas where we can improve cooperation.

I am also very happy to report that in G Group we have seen increased demand

across all our existing customers and new customers alike, such as Vertiv and Ingersoll Rand operating in our mechanical division. Overall I feel very positive about the work we have done in the last few months.

As regards our future activities, in the summer months we should be welcoming another new customer to our mechanical division, and I sincerely hope we will begin to see the benefits of the Optimus project on our Cisco business – Optimus is a reengineering activity which is focused improving our existing logistics and manufacturing processes. And, finally, in summer I am looking forward to attending a number of company events and of course having a holiday! I will be going to Slovenia this year... ■

As per my last update in February, our division manufacturing personal computers had a very difficult start to the year, dealing with extraordinary low volumes and irregular working hours, with volatility in workable orders driven largely by the worldwide shortage of CPUs.

I am therefore happy to provide a quarterly update confirming that while we remain in recovery mode, we have seen a sizeable improvement in business volumes, with a constant influx of orders and better material coverage. Thanks to this, production has also been more stable since March.

With this in mind, I would like to take this opportunity to thank Foxconn EMS employees and our external suppliers/partners for your flexibility, hard work and commitment, which have helped deliver the following positive results for the period: record



Nicky
Monaghan

Vice-president and Executive
Director of D Group

high Workstation sales, record high monitor sales and record monthly accessory sales all in the month of March. Together with these new records, your contribution and performance in execution have helped to confirm our customer as a leading player in the Global Marketshare Report for traditional PC products for the period Q1 2019.

The feedback from our customer is that despite continued market challenges, products built in Foxconn Czech Republic continue to see healthy and stable mid-term demand. Our customer is well aware of the effort you have had to put in to implement these orders, and thanks you for your efforts.

So what else awaits us? Looking ahead to the second half of the year, we continue to work closely with customers and suppliers alike to improve the delivery of key components. Although we can expect some more volatility, we hope the situation will stabilize towards the fourth quarter. At the same time, we will be focusing our internal efforts on innovating and developing our corporate culture so as to keep ourselves lean, efficient and ready to capitalise on any new business opportunities that might arise not only in 2020, but also in the more distant future. ■

The ErgoPack 725E will make pallet strapping easier

In finished products dispatching we pack an average of 280 pallets a day. "I am therefore pleased that our work to strap those pallets will now be made easier by the semi-automatic ErgoPack 725E," says Michaela Šváblová. The machine is equipped not only with a longer chain, enabling even high pallets to be strapped, but also a spare battery to allow it to be used non-stop. The ErgoPack, which Foxconn purchased from its own funds, was manufactured in Germany according to a unique patent. ■

Text: Leoš Kavan, Systems Design & Development Engineering

ErgoPack 725E semi-automatic machine



Fox Rally was full of thanks and news

The latest Fox Rally was held on 3 and 4 June in Kutná Hora, during which the company management met up with employees and thanked them for their hard work.



manager Martin Fiala, and project manager Kateřina Hamplová. So what did employees find out? Things such as what's new in the business, how Foxconn is doing, what other events are being prepared for them, how many new employees they can expect to see and what else is awaiting them. Employees were also informed about completed projects and other plans as part of steps to improve the working environment. The interior relaxation room is now ready and work is currently under way on the outdoor rest area, which will be opened in July. There are also plans to modify the reception area, which will be completed in September this year. ■

Text: Lenka Miksová, PR and Communication

The rally was introduced by Foxconn Technology director Stephen McKenna, who, amongst other things, thanked employees for taking part in the satisfaction survey and promised them that work would be done on the areas that they considered problematic. The rest of the meeting was then taken over by HR director Michal Batelka, with presentations also given by operations director Jaromír Červinka, production and warehouse

Project Touchdown has been launched

The Touchdown project was officially launched at the beginning of May this year. What is its aim? To merge all HPE production lines from the central and northern halls under the RSP by the end of 2019. By merging CZ16 and RVC production we'd like to simplify production processes and increase customer satisfaction. In addition to this, the project also includes preparation of production lines for automation – e.g. using an automatic unit unloader/loader,

which should help our operators on the assembly and packing lines. As we still have a lot of work ahead of us, we'd like to ask you to be patient and understanding, if you are in any way restricted by the preparation of the new lines. ■

And don't worry, we'll be keeping you regularly updated on how the project goes.

Text: Michaela Šváblová, Outbound Logistics, and Daniel Kužel, New Business Development

Foxconn and Cisco commemorate 15 years of cooperation

In honour of excellent long-standing relations Foxconn CZ Vice-President and Chief Executive Officer Allan Keown and Cisco Senior Vice-President for global production Jeff Gallinat got together and planted a young sakura. The “Tree of Cooperation” will grow near the entrance to building P1 in Pardubice.



Jeff Gallinat

The idea of planting the tree came from Lenka Dohnalová, who had been involved in cooperation with Cisco for years: “The idea is not to celebrate this 15-year cooperation just with a big party, to which we invited all our employees and customers last year, but to have something longer-lasting to commemorate this event.”

“Thanks to the facilities we have in Pardubice and Kutná Hora, we can work for the biggest and leading IT and telecommunications firms,” commented Allan Keown, adding: “The fact that we have long been able to



Lenka Dohnalová

supply top-quality services is something that benefits our employees as well as the communities around both our production plants. I would like to take this opportunity to thank not only our esteemed partner for its trust in us, linked by this truly long-standing and successful cooperation, but also our employees, without whom we could never have achieved such success.” ■

Text: Radmila Čukatová, PR and Communication

A cleaner Foxconn and its surroundings

Let’s Clean up the World, Let’s Clean up the Czech Republic is a voluntary event taking place throughout the whole of the Czech Republic. The aim is to remove illegally dumped trash and litter. So, we here at Foxconn have decided to lend a hand and clean up around the company. As there were seven of us in all, we opted to clean up Nemošická stráž and the surrounding area and on 5th April we headed out into the countryside. We were astonished at home much rubbish we found. Most of it was not actually in Nemošická stráž, but more around the bus stop, the Secondary Medical School and the local industrial zone. We filled a total of 20 sacks, and the result of all our hard work was clearly evident. ■

Text: Dita Erbenová, Cisco division, Supply Chain Management department



Can it be done without paper? BAPO shows it can!

All companies in the world have one thing in common – paper. Despite all the gadgets of the 21st century, paper is still an essential part of any organisation. Foxconn uses paper on a daily basis. However, we've decided that it's time for a change!

This is not about replacing traditional paper with recycled paper, but more a combination of strategies and technologies in those processes where paper consumption can be reduced or eliminated completely. I'd therefore like to present our internal Business Administration Process Optimization project (BAPO). The name, which says it all, as intended, is to optimise processes and digitise paper forms. We have chosen 21 of them for the first phase in the first half of 2019. Therefore, at present, the pilot project includes SWD, ICT, HR, Finance, Facility and also Security, where in the coming months we will be gradually changing our established procedures. And we will then be keeping you updated about all the improvements, changes and news via Foxportal. Back at the end of April you might have noticed a change at the ICT and SWD departments, for instance, which now have most of their forms in electronic format in the JIRA system.

What is the benefit of BAPO?

Not only will it save on costs and make our work more efficient, it will also do away with an enormous amount of useless thinks. It will be easier on your head, which will not be muddled by confusion and chaos; you'll have a cleaner desk, so you'll find the documents you need quicker and will also be protecting the environment. And that's got to be worth it, right? If you want to get involved in these changes, write to us. Your opinion is important to us. ■

Text: Romana Dočkalová, Software Delivery

Better software thanks to user communities

One of Software Delivery's objectives is to stop being an organisation controlled by requirements and become a strategic partner to the divisions by providing software and services that boost productivity and efficiency. However, this cannot be achieved without interaction with the user community.

The user community is an innovative model in which the users of a certain product from various Foxconn divisions become a source of innovation and share ideas, best practices and challenges. The result of discussion amongst the community is transformed into reliable services and software that add value and cut costs.

Why do we create them?

There are several reasons why relations break down between the people and departments of large organisations. Divisions might not always understand development, while solution designers fight for users, without understanding the needs of the individual divisions, etc. And it's difficult to change those internal relationships. However, if a community's users share information about ongoing projects or functionalities they have developed or are developing, everyone can benefit from that. Foxconn's divisions are essentially

the same, although they use different processes. It is therefore absolutely crucial that they get involved. After all, the divisions know about problems, are familiar with their customs and software solutions and can focus better on what does not work.

What do we want to achieve?

Software Delivery is now unable to meet the needs of all users. However, getting them involved in collecting requirements enables us to provide scalable products and functionality, which are not only useful, but are also friendlier to users across the divisions. The communities we have proposed will help to develop services and systems to suit the needs of the majority and to ensure the success of the divisions.

A list of communities is given below. For more information contact the given manager. ■

Text: Essowe Gabin Abalo, Software Delivery

Community	Managers
Purchasing (SCM)	Miroslav Šimáček
Production planning	Radek Cerman
Storage	Douglas Zhande and Ján Valentiny
Finance	Jiří Janoušek and Ján Valentiny
Production	Ján Válka and Lukáš Kozempel
Order Management	Ján Válka



Veronika Čížková: I need a good cup of coffee to work

Although she wanted to be a vet when she was little and a few years later dreamed of a career as a graphic artist, Veronika Čížková eventually carved out her career in IT. As she comes from Pardubice, the link with Foxconn, where she has worked since the beginning of this year, was almost destiny.

What gave you the idea of becoming a programmer?

I think that IT is not so different from graphics. I've always enjoyed making websites and it's only a short step from there to programming. Creating new things just by using the correct commands is something I find really interesting. So it didn't take me long to decide to take up the chance to work as a programmer and devote myself to it fully.

What do you like most about your work for Foxconn?

Definitely the relaxing atmosphere. I've never found that any of the managers were unpleasant or behaved arrogantly. That's definitely a major plus

And is there anything you don't like?

The coffee machine! It makes really small coffees. As a coffee maniac I need a really good cup.

In my spare time I read books from various genres, from fantasy through to historical novels.

Is there something that has surprised you in your work at Foxconn?

Before joining the firm I taught myself a lot of things. That helped me out a lot at the beginning, at least to find my way around what was going on in the code.

However, I was definitely shocked by the huge number of tables that are used, as well as how they are interlinked.

Has your work helped you to perfect any skills?

I've definitely improved in writing SQL queries. However, what is still a big challenge for me is gaining a deeper understanding of ShopFloor and various processes used in production. I'd also like to learn to think like a programmer and come up with ideas that would make my work easier.

You're part of the SFC Scrum team, where you're the only woman. How have your colleagues accepted you as part of the team?

I knew from the start that I'd be the only female on the team and was quite worried about it... But in the end it worked out better than I expected – my colleagues are really nice. The first two weeks they tried to be real gentlemen, but then they got tired of that and treat me like all the rest.

What do you like doing in your free time?

I enjoy taking photos, especially of my animals. I have one pair of parrots and a rabbit, which are the central motifs in most of my shots. In my spare time I read books from various genres, from fantasy through to historical novels. However, I also have some hobbies that are not especially typical for a woman, such as playing on the PlayStation or watching movies based on comic books.

So you're sure to have a favourite comic-book hero, right?

That's a bit more complicated. It depends a lot on the particular comic-book universe. But I guess it would have to be the mutant Rogue from X-Men, as she's able to take powers from other heroes. I like how she can try out everyone else's powers. ■

Text: Veronika Chek, Software Delivery

Month of Health has helped others

Giving your body what it deserves and the needy what they lack. This was the aim of Month of Health, a competition which is slowly becoming a tradition for us. While last year we promoted a healthy lifestyle by coming to work by bike, this year the options were far more varied.

This competition, which was held from 8 April to 8 May 2019, saw 165 employees competing in 33 teams. The main task was to collect points for cycling, walking, running, in-line skating, swimming or sports sessions at BeFit. Each group had its own

motivation – if successful they would be financially supporting a charity project or individuals from the Pardubice or Kutná Hora regions. The winners raised the sum of 30 000 CZK, the silver team 20 000 CZK and the bronze 10 000 CZK.



Thank you to everyone who competed – we think you're amazing! The high point of the event, with the announcement of the winners and the presentation of the gift cheques were the Health Days, which took place on 14 May in Pardubice and 15 May in Kutná Hora. However, those who participated got a lot more out of it. They had the chance to try Ketodiet products, Fine Gusto dried meat, legume crackers, dried sprouted seeds and fruit drinks from Ovocňák. Anyone interested could have their weight or body fat measured or find out their BMI index. And basketball fans had the chance to meet players from BK JIP Pardubice. Anyone who came along certainly didn't regret it. So, we are already looking forward to seeing what Month of Health will bring next year. ■

Who ended up on the podium?

Pardubice winners

#	Team	Points	Supported projects and individuals
1	Když nemůžeš, tak přidej víc	32 009	Pardubice Children's Home
2	Fast Horses	29 606	Family Integration Centre
3	Neporazitelní	29 541	David Pištor, who is confined to a wheelchair following a road accident.

Kutná Hora winners

#	Team	Points	Supported projects
1	Team 0	35 012	Sluníčko Club – Association of Parents and Friends of Disabled Children in the CR
2	We Are JUSDA	23 900	Kutná Hora Regional Charity
3	KaZuFiMaRa	23 097	Animal Protection League

What I like most about basketball is its versatility

Health Day also featured basketball players from BK JIP Pardubice, who enthusiastically answered a great many diverse questions from participants. What did point guard Lukáš Brožek have to say about himself?

How has the team been doing?

The season has come to an end, not too successfully for us. In the play-off we were knocked out in the first round and this is a definite setback for the team. Our squad is strong enough for us to take one of the medal-winning positions. So, by next season we have to do our best to achieve a better result.

What do you like about basketball?

Definitely its versatility. There are so many aspects to it that you can excel at and dazzle the spectators. And so this is what I devote almost all of my free time to. I've had to set a lot of things aside – such as time spent with friends – but in the end I'm doing something that I've always wanted to do, so I can't complain.

What are your favourite sports?

Apart from basketball, it's probably volleyball. My dad is a former professional volleyball player, so I have a very close affinity to it. However, at school I loved all the sports, as long as we were playing something and didn't have to sit at our desks. ■

Text: **Martina Nepimachová** and **Lucie Frydrychová**, PR and Communication



We are baking for you! Your HR

Anyone who went for lunch on 29 May 2019 in Kutná Hora and Pardubice had to notice that we and our colleagues from HR had baked 100% homemade desserts for you. You had the chance to try goodies such as raspberry cheesecake from Terka, fruit cupcakes from Markéta and healthy carrot muffins filled with jam and poppy seeds from Adéla. By doing so we hoped not only to brighten up your day, but also to support abandoned dogs from the shelters in Kutná Hora and Chrudim. Thank you to everyone who tried our delicacies and contributed towards a good cause, enabling us to raise more than 16 000 CZK. We will soon be passing the proceeds on to the shelters and we hope that it will make the dogs happy. ■

Text: **Pavína Šprachtová, HR BP**

Recommend a new employee and win!

Recommend someone you know and get something more. So far, as part of this competition more than 150 interviews have been held at both sites (Pardubice and Kutná Hora), which we will be rewarding every month with 200 points to the Cafeteria. And that's definitely not all! At the beginning of April we also held the first round of our draw to win a gift voucher worth 5 000 CZK. The first winners were Batzorigt Ankhbayar (Pardubice) and Karolína Havlíčková (Kutná Hora). The next draw took place on 3 June and vouchers were won by Mahmood Rasool (Pardubice) and Anežka Štípková (Kutná Hora). The competition will continue until 2 August 2019. ■

Text: **Markéta Nováková, HR, recruitment team**

We know the winners of the 2019 Bowling League

The Kutná Hora Bowling League, which took place from 19 March to 16 April 2019, is already a local legend. And so there are always plenty of people wanting to sign up. And this year's league was no different. The final tournament was held on 28 April 2019, with 16 out of the 22 teams competing. Although each of them did a great job and played to the best of their ability, there could only be one winner. So how did the final tournament end up? In third place was Vokurky, with Tomáš Horáček, Tomáš Kalina, Martin Valtr, Iveta Tvrđíková and David Havrda. Second place was taken by Strike Hunters, consisting of Martin Outrata, Jakub Zahradníček, Petr Gollner, Tereza Hoskovcová and Jiří Obršlík. And the champions of the 2019 Bowling League were Dopijem a půjdeme, a team made up of: Michael Zahrádka, Petr Guljajev, Kateřina Hofmanová, Andrej Daniš and Filip Polák. We should mention that the bonus prize for the highest score went to Roman Najbrt for the men and Kateřina Hofmanová for the ladies. We thank everyone who competed in this year's Bowling League and congratulate the winners! ■

Text: **Michaela Janglová, Foxconn Technology Kutná Hora**

FOXCONN ON FACEBOOK, LINKEDIN A TWITTER

- ✓ From now on you won't miss out on anything – join Foxconn on the social networks.
- ✓ Everything in one place and clearly organised.
- ✓ That's Foxconn Czech Republic on Facebook, LinkedIn and Twitter.





FOXCONN

Travelling around Chile



Péťa and Adam Kubíček have a lot in common. Not only do they share the same employer, marriage, a small apartment and an old Fabia, they also share one major passion – travelling. Adam works in PMO (Project Management Office) and Péťa heads GS (General Services, HR department) and they head off on most of their adventures as a two-man team.

What does travelling mean to you? And why should people do it?

Petra: I would never have believed that I had such a travel bug inside me. It bit me when I met Adam. I'm only slightly exaggerating when I said that it was him who got me hooked, so I need my regular fix of travelling. Although some trips are very hard for me as a city girl, I know I am pushing my boundaries. And I can use that experience in my personal and private life. Most of all, you learn a lot and don't get stressed over little things. And that's what life's about, after all... It should be lived and not just survived.

Adam: Travel and bring your children up to do the same. Getting to know the world broadens your horizons and is character-building. And for those who are single, it's a great opportunity to test out your life partner.

If you like travelling so much, where have you two been together?

Our shared passion has taken us to many places. We have now visited, for example South Africa, the Philippines,

Costa Rica, Malaysia and the Hawaiian Islands. In each of these places we've been able to enjoy a truly incredible number of amazing experiences.

What made you decided to visit Chile this time?

The criterion for our last trip was simple. We wanted to see a continent that hadn't visited before. That was South America. And why Chile? Because we were told by three different couples that also enjoy travelling the world that Chile was one of the best they had ever seen. Not only is it a beautiful country full of diverse nature and scenery, it is also safe. And, to be honest, we were no longer in the mood for mosquitos and tropical diseases.

What impressions did you get from the country? And is there anything that surprised you about the place?

After landing in Chile we were immediately enchanted by the atmosphere of another world. South America is characterised by a certain degree of well-being and relaxation. We

were also impressed by the number of national parks, whose untouched nature the Chileans do everything they can to protect. It was also great that the local people were very friendly, as their help in finding our way around was truly priceless for us in such a big country. However, there was one big catch to this. In Chile people only speak Spanish! And so you can well imagine what a challenge it initially was for us to arrange anything. However, we soon found that being able to greet people, count up to ten and order a beer will eventually get you through any country.

What places in Chile impressed you the most?

The most beautiful place was definitely Patagonia, which is in the far south of the country. While we were there, we visited the Torres del Paine national park, which was declared a UNESCO



Chile is the presidential republic, it has about 17 million inhabitants, and is one of the most advanced states of the South American continent. The currency is Chilean Peso and the official language is Spanish.

Biosphere Reserve in 1978. It is literally the place where the end of the world starts. We also visited the driest desert in the world, the Atacama, in the north of the country, the majestic South American Andes and the lake district in central Chile with its volcanoes. Although Chile has an average width of around 150 kilometres, it is more than 4 300 kilometres long. To give an idea, this distance is further than from Lisbon to Moscow. Just try to imagine the diversity of nature that exists in such an enormous area.

Did anything funny happen to you on your travels, or even anything unpleasant?

We have so many experiences. Thanks to our own stupidity the notorious Patagonian wind broke our camera. We also managed to get our credit card blocked and scraped the car while

reversing, when our landlady was directing us with the words: "Sí, Sí, Vamos". So, some difficult ascents up mountains, with us sometimes close to tears, don't bother us too much anymore. Everything can be dealt with and overcome, as long as you stay healthy. And you're bound to smile when you have to choose food from a menu where you don't understand a word, apart from "tomato".

If you had to give travellers some tips, what would they be?

First of all you have to have the courage and determination to travel, wherever you go. The start of a journey is almost always accompanied by minor complications. It always takes a while before everything goes according to plan. No one has ever done everything right at the first attempt and we're no exception. Also, in our opinion there's no

need to spend a fortune with a travel agency. You can sort out pretty much everything from the comfort of your own home. It just takes a bit of time. Nowadays it's no problem to find out everything you need beforehand on the internet. Or Pěta and I can give you some advice. We'd recommend inexperienced travellers to visit a country where they can speak the language, so they can deal with any problems that might arise. And once they've tried that, they can head off to some more remote and exotic destinations. There are so many beautiful places to see in the world. And no material things can match experiences like those. No one can ever take them away from you and they will stay with you for the rest of your life. ■

Text: **Petra a Adam Kubiček**
Foto: **Kubiček archive**



How not only to survive a holiday with children, but even to enjoy it

The holiday season is in full swing. Are you one of those lucky ones with your summer fun just around the corner? Then don't miss the following insightful hints and tips on how to physically and mentally survive this time (spent with your loved ones). But most of all, how to really make the most of it.

Perhaps you originally wanted to head off on a romantic holiday for two, but couldn't find anyone to mind the kids? Did your break for two suddenly become a group thing? So don't despair, take it as a challenge – after all, you can always spend quality time with children. And, if you prepare properly, you're sure to enjoy a fun-packed holiday. Perhaps your child is still too little for travelling? Nonsense. Even the smallest children intensively

perceive the world around them. Those stimuli and experience shape them in a positive way, and after all, that's what every parent wants for their child.

Highways and byways...

"Muuuuuum, are we there yet?" That's the most popular question from young travellers, which tends to be followed by "And where are we goooooing?" As our modern age is perfect for family

holidays, you certainly won't have any problem finding a nice baby- or kids-friendly hotel (try looking for accommodation with this by its name). Generally, for children under two years of age you don't pay for accommodation or meals, and the staff will usually prepare you a cot and nappy-changing mat on request. Your children are sure not to turn their noses up at having a bit of space to themselves in their own cot. However,

bear in mind that any child will be far better off by the water or in the countryside than in a sweltering big city. They need space to run around. And you'll also be better off.

If you decide to travel by train, bus or plane, count on the fact that you'll be somewhat dependent on the customs and capacity of the carrier you choose. Most of them, however, are equipped for passengers travelling with children, with entertainment in the form of an onboard magazine for children or colouring books, the option to watch children's films or even a special children's menu.

Obviously, it's always good to have your own supplies with you, but you should definitely not be afraid to ask the staff if there's something you need. After all, they're there for you. It's also a good idea to have some spare children's clothing if your little one pours his drink all over himself or feels sick as you go round a bend or hit turbulence. This will avoid any funny looks from other passengers.

Don't forget to plan everything

Travelling in your own car is another chapter entirely. Although there's nothing and no one to tie you down on your travels and you're free to do exactly what you like, the same doesn't go for your kids. If you don't want to hear squabbling or crying from the back seat, take a break every two or three hours and most of all make things fun for you all. How? Mostly nerves of steel, updated sat nav, food and drink that won't go off and children's games. It doesn't matter whether you play I Spy, tell jokes, fill in colouring books or opt to turn on the tablet. The main thing is not to lose your cool behind the wheel, as you wouldn't get far that way. All these supplies will come in useful not only on long journeys, but also during shorter

drives, waiting in traffic jams, or if the weather suddenly takes a turn for the worse at your destination.

Once you've got the transport and accommodation sorted out, it's time to think about your itinerary. It's pretty likely that it will change on the fly, depending on the situation and the abilities and mood of your child, but it's always better to have a number of different activities planned than to underestimate your preparations. Look for tips in guidebooks as well as on the internet and also take a look at the official website of the destination you are heading off to. What's more, if you have a restless and inquisitive child at home, get them involved in the planning. Let your children lend a hand. Just give them the choice of two options. At least then you won't be looking at a little bored face all holiday.

How many socks do we need?

Your D-Day is slowly but surely approaching, so you need to get everything packed for the journey. It's quite a paradox that you'll need almost the same for a few days as you would for a two-week holiday. The basics will always be the same, after all, just take a few more socks. Besides clothing and personal items, don't forget safety. Make sure to check whether you have all the necessary vaccinations and visas and that your passport and travel insurance are valid. Losing your luggage is a problem, but not as bad as losing your children. So, make them a cord to wear around their neck or wrist with a tag containing your contact details. You can be sure that anyone who finds them will be glad to give you a call. And now all that remains to say is bon voyage! ■

Text: Lucie Kalousová, COT media editorial board

Is your home secure?

A holiday is not just about the fun of planning, but also entails plenty of worries about how to keep your household safe and secure. Not only from the natural elements, but especially from the criminal ones. One way of keeping an eye on your home is to turn it into a smart household, so you can easily control everything using your mobile, even if you're on the other side of the world.



You can then use your phone to open the curtains and close them again at night; set when the lights go on or off; turn down the heating and switch on the alarm if you have forgotten to do it, and so on. You can now even buy feeders for your fish or four-legged friends, which dish out food automatically. It's a pity no one has yet come up with a device to walk or pet your dog. Therefore, the best advice is to grit your teeth and ask your mother-in-law to stop by from time to time, water the plants, look after the animals and generally check everything. You can be sure that no burglars would dare to break into your house. ■



What did this year's Multicultural Week bring?

The 10th annual Multicultural Week was held from 10 to 15 May 2019 in Pardubice. This event, which Foxconn supported financially and in other ways, offered a lavish cultural, social and sporting programme. There was fun for the whole family, for instance, at the fair on Pernštýnské náměstí, which also included a performance by the Mongolian acrobat Suerte Ogi Otgonbayar, dancer Sara Saranjargal and the children of our company's Mongolian employees. They all performed the traditional national dance together. Visitors to the fair also had the chance to sample various delicacies and famed specialties of Mongolian cuisine. And on the sports day the sportier types competed in a volleyball tournament, with several teams made up of Foxconn employees from Mongolia. ■

Text: **Myanganbayar Bazarjav, Compliance Team**



Where you can meet us

As you're sure to know, every year Foxconn becomes the partner for a number of events. These are open not only to employees, but also the general public. Are you interested in where you can find the company? And if you still don't know that to do with those free days during the holidays, we have one invitation for you.



For the people of Kutná Hora

In Kutná Hora Foxconn was the partner for the Royal Silvering festival, which was held at the end of June. This annual historical festival launches the tourist season and offers a truly spectacular programme of events, always culminating in a recreation of the arrival of King Wenceslas IV with his court. The Royal Silvering also included the 2nd annual X-Day charity competition, which you can find out more about on page 17.

For the people of Pardubice

As has now become a tradition, this year Foxconn was the partner of Children's SUPER Day, which was visited by over six and a half thousand people. Everyone enjoyed

the programme, which also featured YouTubers, so popular these days. For the third year now Foxconn was also the general partner of Pardubice Sports Park. Event, which gets the whole city up and moving for nine days, will be held from 10 to 18 August at Park na Špici. And it has a clear message – sport can be for the whole family. For employees who attend there will again be playing cards and a limited number of tickets to the Gladiator Race and Get Rainbowed Run. What's more, if you get to the park on Saturday 17 August, not only you, but up to five members of your family will get a free ice cream. Simply present your employee ID card. And that's well worth it! ■

Text: **Martina Nepimachová, PR and Communication**

Employee events 2019



Pardubice

Sport park Pardubice

10.–18. 8. 2019

- General partnership: playing cards
- 10. 8. Gladiator Race, 30 free tickets
- 17. 8. Get Rainbowed Run, 100 free tickets

FoxFestival

31. 8. 2019

St. Nicholas show

8. 12. 2019

Christmas presents
from Christ Child
for children from
Children's homes

December



Kutná Hora

FoxFestival

7. 9. 2019

St. Nicholas show

30. 11. 2019

1st representative ball

14. 12. 2019

Christmas presents
from Christ Child
for seniors from
Barbora house

December