

# Live Foxconn

Issue 4 | December 2021



Martina  
Kracíková:  
**Yachting  
offers the best  
community**

**X-DAY 2021:  
We know the winners!  
Satisfaction survey  
over some time  
Everything you wanted  
to know about hardening**

**FOXCONN**



Lenka  
Brychtová

Editor-in-Chief

## Dear Colleagues,

The festive atmosphere of Advent and approaching the year end has the power to awaken the best in people. This period is associated with manifestations of togetherness and helping people in need. In our company of Foxconn we try to help all year round. Yet the autumn and winter seasons are in the spirit of helping the needy more than ever. So, it's no surprise that the main theme is dedicated to our charity event X-DAY when Foxconn again helped to fulfil the dreams and needs of a total of 20 winners. However, good deeds were also done by our employees who lent their hand and within the initiative of Foxconn Help Day they helped various non-profit organizations and hospitals throughout the year. Would you believe that 152 our colleagues have chosen this form of help?

You can also read about doing good and about interesting life destinies in our two interviews. I believe that you will find a lot of inspiration in them.

The end of the year leads us to think... About what we could improve in our lives and what we should focus on more. Probably each of us has made some "resolutions" at least once in our lives. No matter whether we were successful or not in our resolutions, let's try to approach them a little differently this time. We offer you a few tips to think about in the section Be in the Picture.

I wish you peaceful days and all the best for the New Year!

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## Generous Christmas

Also this year Foxconn has tuned in to the Christmas atmosphere including not only a decorated tree and carols but also Christmas gifts. As last year, a small surprise awaited all employees, which was also an expression of thanks for their great job and favour. The gift could be picked up at both sites in the first half of December.

As usual, employees were able to enjoy a free Christmas menu that was served in the company's canteen from 13 to 17 December. However, Foxconn did not give presents only to its employees. It also made children from the Pardubice Children's Home smile. The children wrote to Santa about the gifts they longed for. This is how already several times our Pardubice employees have become their Santa. Also this year our employees across all departments were able to team up and secure lots of gifts that will make children happy before Christmas Eve.



But Foxconn did not forget about the clients in the Home Barbora in Kutná

Hora either. Here, our colleagues from Kutná Hora bought gifts according to the seniors' wishes that will bring them the greatest possible joy and benefit in everyday life.

In both cases, the wish list was accessible to all employees, so anyone could sign up to ensure the gift. We believe that thanks to this deed the Foxconn staff arranged a nicer Christmas for the clients of both these institutions. ■

Text: **Pavlna Matějková, PR and Communication**

## Calendar of events in January and February 2022

<b>January</b>	<b>Three Kings' Collection</b>
<b>3 January</b>	From January 2022 every Monday you will be able to look forward to new stories of the series <b>#HellofromFoxconn</b> on our Instagram.
<b>14 January</b>	By this deadline, all ILs should create a plan for their <b>educational training and development activities</b> for 2022, so-called Vitr plans in the myFOX system. This will be followed by calibration of the created plans and their approval by the end of February 2022.
<b>20 January</b>	By this date you should send us <b>the answers to the competition question</b> from the current magazine issue and get attractive prizes worth a total of CZK 60,000!
<b>28 January</b>	<b>Personal Data Protection Day</b>
<b>31 January</b>	By this deadline it is the ideal time to set up <b>performance and development goals</b> for all IL employees for 2022 (within the PMGM process).
<b>February</b>	<b>Announcement of our all-year-round competition.</b> The winners of the final draw will receive 5 main prizes which are: Eljet electric scooter, HP Stream notebook, Samsung Galaxy Tab A tablet, Xiaomi Redmi Note 7 mobile phone, and Garmin watch.
<b>20 February (8.00) to 21 February (4.00)</b>	Regular IT systems shutdown - complete unavailability of IT services provided by the Software Delivery and ICT departments.



# Win prizes worth a total of 60,000 CZK with Live Foxconn



## Topic of the 4th round: Hello

The Czech word “ahoj” is an informal greeting used not only for welcoming but also for saying goodbye. And it is the most popular shout for paddlers. Unlike the word “nazdar”, which is purely Czech, there are two different versions about the origin of this greeting. So where in our language did “ahoj” most likely come from?

The first version of the origin of the word says that it is simply an abbreviation. The words Ad honorem Jesu (in Czech meaning: To the glory of Jesus!) were used by sailors proficient in Latin. And there was a simple reason for it. Life at sea was no idyll for softies! At any moment, pirates appeared on the horizon against whom the crews of the merchant ships usually had no chance. But it is said that once it happened that some boffin invented that the formula “Ad honorem Jesu” will certainly work best against pirates. And so the sailors began to shout “Ahoj!” at each other across the decks.

The second version is based on the English designation for the smaller cargo ship “a hoy”. The crews of these ships allegedly used a shout “A hoy!” when they saw a foreign vessel or at the

moment when the coast appeared on the horizon. After all, this is one of the reasons why this version of the origin is so popular with Czech linguists. It sounds much more likely. The word “ahoy” is always spelled in English with ypsilon at the end, while Jesus’ name never began in ypsilon in transcription. How and when did the greeting “ahoy” get to the Czech lands? It can be barely found out now. But we probably owe it to hikers, scouts, athletes, and especially paddlers. It was them who wanted to get at least a little closer to the distant sea in the inland country with this greeting.

The question of the 4<sup>th</sup> round of our all-year-round competition is also connected to the sea. When you “blow up” the fuses on a boat parked in a sea bay, you have no choice but to pull the anchor by hand before leaving. **Do you know what weight of the anchor you need to prepare for?**

We will help you again this time! Learn the answer from our colleague who loves yachting. Last year she tried the situation described above with her friends first-hand. ■

### How to compete

Write your answer in the form on the website [www.foxconn.cz/soutez-magazin](http://www.foxconn.cz/soutez-magazin) by **20 January 2022**.

From the correct answers received, we will draw three winners who will receive useful household items after the end of the 4<sup>th</sup> competition round. These competitors will also advance to the final round in which a draw for five main prizes will take place at the beginning of 2022. This is your last chance to enter the grand finals. Don’t miss it!

### Rules

Participation in this competition is free and voluntary. Only Foxconn employees can take part in the competition, they can participate only once in each round of the competition.

By submitting the competition response, you agree to the processing of personal data and undertake to abide by the competition rules. These rules and information on the personal data processing can be found at Foxportal: Departments / PR & Communication / Documents and templates to download and at our company web site [www.foxconn.cz/soutez-magazin](http://www.foxconn.cz/soutez-magazin).



# 5 benefits of volunteering

In today's hectic world it is sometimes difficult to find time for others. We even forget about our family members or friends at times. So how to look for moments for the others? The advice is simple: don't look for time, but find **SOMETHING** your heart will beat for. You will see that you will be able to find the time right away.

Moreover, volunteering and helping others has a positive effect on people. And the benefit is not just a good feeling. What five surprising benefits will our involvement in volunteering have on us?

## 2. Volunteering makes us happier

That's really the way it is! It has been proven that volunteering relieves stress, anxiety, and anger. Moreover, it's no secret that people are most pleased with experience. And if such an experience is the result of a good deed, its positive impact on our happiness is many times greater than, for example, when buying a new car.

## 3. Volunteering increases self-confidence

Involvement in helping people, animals, or communities can evoke unrepeatable feelings of success and pride in us. We have dedicated something of ourselves, of our time and of our hearts to the needy. As a result, we will feel better about ourselves, trust each other more, and make our future plans and goals more achievable.

## 4. Volunteering helps at work

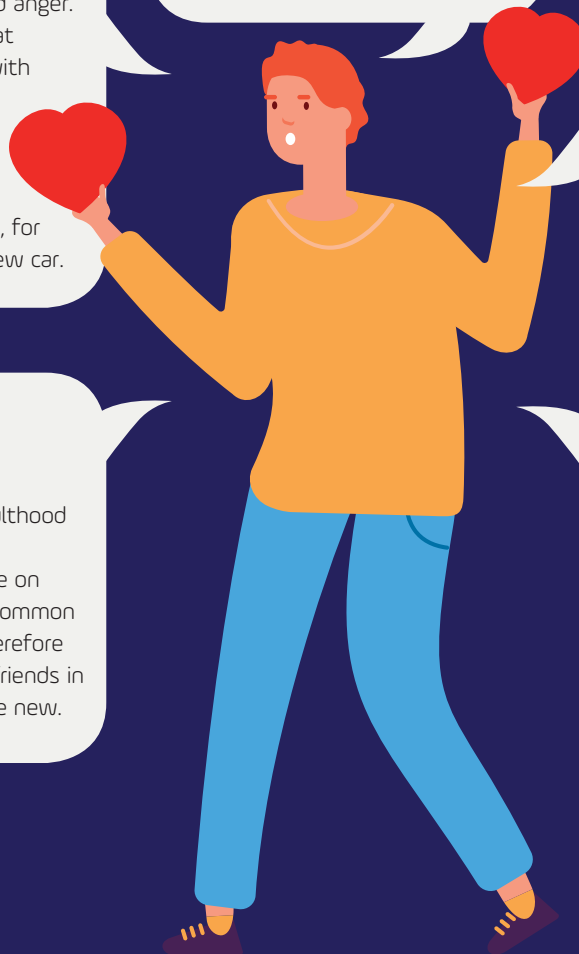
It is a great way how to acquire new skills and abilities or try a completely different job – no matter whether mental or physical. Organizing events, leading a team, solving unexpected problems, first aid... We can acquire all these skills during volunteer activities and use them in other areas of our lives.

## 1. Volunteering connects

One of the best ways how to make new friends in adulthood or to strengthen existing friendships is to spend time on a common activity with a common interest. Volunteering is therefore a great way to make new friends in a community where you are new.

## 5. Volunteering is fun

Being in the company of like-minded people at work that may not be entirely our own is often a lot of fun. We can escape from the worries of everyday life, relieve our heads, and tire our bodies. All problems then become smaller and more solvable. And jokes and laughter can get into a joint conversation much more easily.



# Our corporate volunteering is IN

Our corporate volunteering program offers all our employees the opportunity to use one day per year for charitable activities. The so-called Help Day can take place either as part of an event organized or promoted by us or on the basis of your own choice. Are you interested in the results that we have achieved in the first year of its existence?



## Events organized or promoted by us

We started the program with the **Three Kings' Collection** which took place in both our sites and online. Our employees donated to the Regional Charities in Pardubice and Kutná Hora the amount of CZK 18,749. After that Foxconn increased this amount so that each of the organizations received CZK 20,000. In April, we continued with a campaign focused on **strengthening our Foxconn family of blood donors** during which we managed to attract 44 colleagues, which is an excellent result. It clearly proves that many of you are ready to help save other people's lives, which we are really proud of. Thus, in cooperation with the Pardubice and Čáslav hospitals, almost 30 first-time donors from Foxconn gave blood in the end. Next events were aimed at **improving the environment and helping**

**abandoned children and animals.** At the end of May we visited the Fairytale Garden in Pardubice where we painted the fences and dwellings of the local inhabitants. At the end of June, two events took place in Kutná Hora - improving the surroundings of our plant in cooperation with the association Denemark and cleaning work in stables and paddocks for horses with a civic association Dítě a kůň. In the Veská Children's Centre our colleagues from the Pardubice site cleaned the campus, including mowing the grass, clearing the cellar, and painting the furniture. We were not idle in the third quarter either. In July four colleagues dedicated their free time to removing overgrown ivy from dog houses in the Pardubice City Shelter. In September we **helped organize the Open Day at the Kosatec Centre** which focuses on the handicapped. We also headed to

## We inspire others

We presented our new volunteering policy during the announcement of Sodexo Employer of the Region 2021 awards for Hradec Králové and Pardubice Regions. In cooperation with our PR and Communication department we also shared our new program and individual events on social networks in the form of various posts and videos. We are pleased that in several cases we have already inspired other employers to volunteer. Our cooperating NGOs have also confirmed this fact to us and they are really grateful for it.



Miskovice near Kutná Hora again to support the hippocentre Dítě a kůň for the second time by cleaning stables and paddocks for horses.

During September and October **three events took place in cooperation with the Pestré Polabí association** that aims to return and support biodiversity in the eastern Elbe landscape. We helped with raking and cleaning biomass in the vicinity of Pardubice and building fences in the forest near Chlumec. The last event with this association called Červeňák was also our largest event as it was attended by 22 volunteers, including a group of Mongolian colleagues.

We also used the pleasant October weather to help in the **Biopark Štít** with the care of local animals and to **beautify the garden of the Pardubice Regional Charity** to better serve its

employees and clients. In November we visited the HV Equiteam amateur sports team in Kutná Hora where we helped with cleaning and maintenance. We also supported the Food Collection in cooperation with the Regional Charity in Kutná Hora and together we managed to deliver food and drugstore goods worth over CZK 15,000. Subsequently, in Pardubice we collected goods in the value of CZK 41,000 for Dobrotety. At the same time, we produced Advent wreaths for Křižovatka Handicap Centre and for the Regional Charity Pardubice when you also had the opportunity to make Advent wreaths yourself or buy them in our Pardubice canteen.

### Year 2021 in numbers

For this year, we have set a goal to attract at least 50 employees to

participate in volunteering. As the list of done events shows, we soon exceeded this number together. And now we can confirm more than tripling our goal - in 2021 we had 152 participants in volunteer activities! Compared to the planned support of 11 events, we have already implemented 21.

The end of this year was traditionally devoted to the joint provision of Christmas gifts for children from the Pardubice Children's Home and for seniors from the Home Barbora Kutná Hora. In total, we have helped 14 non-profit organizations and two hospitals. Thank you very much for your engagement. These numbers clearly prove that we really enjoy helping others! ■

Text: Radka Svobodová, Compliance Office

Events planned for 2022	Place	Cooperating NGO	Month
Three Kings' Collection	Pardubice, Kutná Hora	Regional Charities Pardubice and Kutná Hora	January
Let's Clean the Czech Republic	Kutná Hora	Association Uklidíme Česko	March
Fairy-tale Garden	Pardubice	Šumák	April
Helping the hippocentre	Kutná Hora	Dítě a kůň	May
AbiFest	Pardubice	Kosátec Centre	May
Helping the Elbe landscape	Pardubice	Pestré Polabí	July
Playful Afternoon at Apolenka farm	Pardubice	KONEP	September
Helping the hippocentre	Kutná Hora	Dítě a kůň	September
Garden maintenance	Pardubice	Regional Charity Pardubice	October
Food Collection	Pardubice, Kutná Hora	Local organizers of Food Collection	November
Christmas gifts for kids	Pardubice	Pardubice Children's Home	December
Christmas gifts for seniors	Kutná Hora	Home Barbora Kutná Hora	December

# With Jiří Švihálek

## about his leg, blog, and X-DAY

On Friday, 26 July 2019 Jirka Švihálek with his wife set off on a motorcycle for a family celebration. His mum Líba Švihálková was working as a consultant of Foxconn Finance Department. But they did not arrive for the celebration. Near Chrudim a trailer of a passenger car came loose and swept them away together with two other cars. Jirka lost his leg and after the accident he started writing his story on the blog [pacholek.com](http://pacholek.com) for his loved ones. He writes with ease and a sense of humour. Maybe that is why his blog reached the general public and his book was published one year later.

**Your story resonated in Foxconn. At the beginning of 2020, we organized a charity collection within which our employees managed to raise CZK 200,000 for a bionic leg. How did you get accustomed to this tool?**

The leg, which I was able to get thanks to your kindness, undoubtedly makes my daily functioning easier. Of course, it can never replace a functioning human limb and it is always necessary to think about it. But it offers me really huge possibilities and there are many situations in which my leg helps me. Its biggest benefit is that it protects my other leg as much as possible not to be extremely overburdened and to last out until my retirement.

**Have you experienced any funny moments thanks to your bionic leg?**

What is funny for one person can make someone else feel sick. I can turn my foot 360°, for example. Even a few years of regular yoga and stretching will not allow you to do so. When I show it, most people are amused. Anyway, I would definitely rank among the really funny moments the immediate reactions of children and their parents' reactions. Logically, children ask straight away about everything unusual and they point to my leg, for example, and the parents

(often embarrassed) try to escape. There's nothing wrong with that question and if they look at my face, they can see that I am smiling.

**You love sports. How is it different with a bionic leg?**

I still cannot go running due to health complications and other necessary operations, but I still believe that it will be possible one day. Without any pain. Doing sports with a prosthesis is a completely different experience and I recommend it to everyone (he is laughing). Even the most boring sport

(such as football) becomes a challenge and it is great to figure out what is and what isn't possible or how to work with the leg so that it becomes possible.

**If we look back to the time just after your accident, what do you think was the most difficult for you then?**

Lack of information. Everything is completely new for a junior amputee and the right information can move such a person weeks ahead in rehabilitation and proper walking training. Some advice on financial help or possibilities from the insurance company can be useful as well. There is a lot of useful information and if you do not ask, you will not learn anything.

**What helped you to get through the most difficult moments? Was it perhaps writing your blog?**

First of all, it was my family and the goal I wanted to achieve – to be active even without my leg. Writing itself was a pastime and psychotherapy in one and the reactions from people and their support became a drug that entertained us and helped us endure those long days in hospitals. Moreover, writing is the closest form of speech to me as an introvert, so another way of communication was out of the question.







I follow the stories of others a lot more and often contribute straight away in addition to sharing them.

**Did you expect such success? I mean the expansion of the blog among the general public, which ultimately resulted in the publication of the book *The Diary of a Unicorn*?**

No, I didn't. To the present day, I don't really believe it and I even often stare open-mouthed on the plaque from *Magnesia Litera* for the blog of the year that I have on the wall. But the biggest reward for me are messages from people who were appealed by the book and it helped them overcome some of their own problems which suddenly seem more manageable compared to the loss of a leg. But I do not mean to disparage their problems. I deal with trifles too.

**Your blog and book can encourage other handicapped people to manage their situation better. So, I assume that reactions are mostly positive. Could you remember any bizarre reaction of your readers?**

Most of the amputees I have met after the accident are similar in nature and I think this is a necessary trait to handle something like this. I didn't really get many negative reactions, but there were a few. For example, that I have a transparent account. I should have been insured. We were insured but that will not pay you a leg for 1.8 million for six years. Other understandably negative reactions were to our divorce. People didn't understand it but they made their own

conclusions and it hurt quite often. Anyway, now we are both (me and Kačka) much further, we are friends and we love our new lives.

**You try to help others actively. What charitable projects are you involved in?**

I am no saint but I follow the stories around me a lot more now and often I contribute straight away in addition to sharing them. Sometimes financially, other times I put my book and merch up for auction. Also together with other members of the Ottobock team we throw ourselves into all the charity events organized by the organization *Cesta za snem* and we collect money needed mainly for handicapped children.

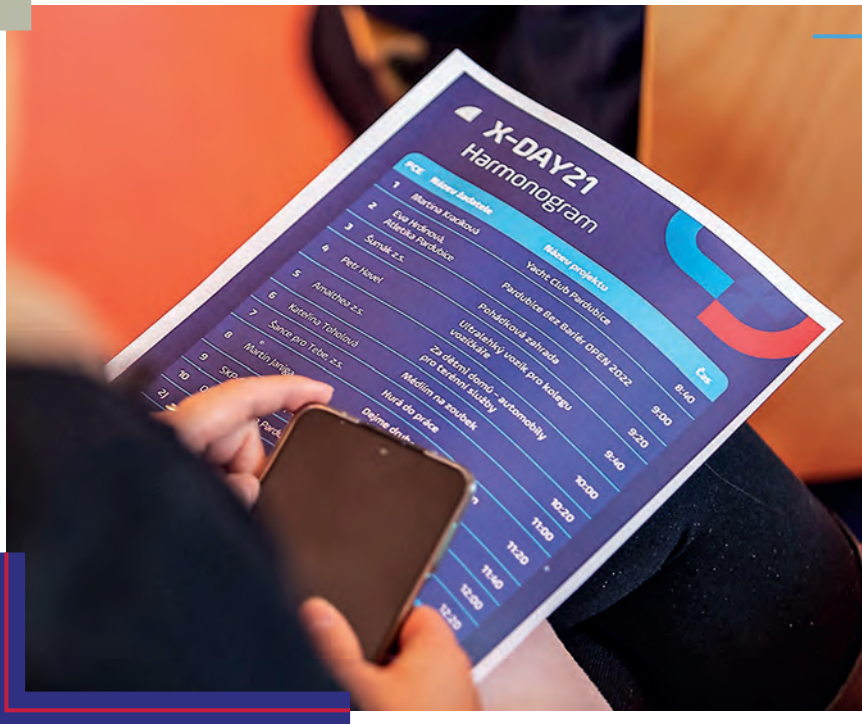
**On Saturday, 6 November, we met at the charity event of Foxconn X-DAY where you had a difficult role of an honorary jury. What impressions did you get from the competition and which of the stories impressed you most?**

Impressions from the competition were (and are) intensive and positive. Unfortunately, it was not possible to support all of them, or at least not in full as they needed, and I do believe they deserved it, so the choice and redistribution of the financial amount was a huge responsibility. Everything was for meritorious activities. But I was most struck by the request of Petr H. who wanted to raise money for an ultralight wheelchair for his colleague. Unfortunately we could not give him the full amount, but in addition to the check, he also received my promise to help with another crowdfunding campaign. The project of three students and their Aqua-reactor was completely different. I believe we will hear more about them when their project appears on a space station or during the colonization of Mars. I sat on the jury as a guest of honour and I really felt the honour all the time. ■

The interview was prepared by **Lenka Brychtová, PR and Communication**

# It is wonderful to live in a community that helps

A quiet room, listening jury and speakers trying to convince that their project deserves support. A moment of tension and finally the joy of everyone involved. That's how we can characterize this year's finals of X-DAY, which is a traditional event during which Foxconn distributes funds to support charitable projects.



As last year, due to the pandemic situation, the finals took place in an intimate environment and even twice. On Saturday, 6 November, we were giving money in Pardubice and a day later in Kutná Hora. Although the general public was missing, there was no shortage of tension and human emotions.

"I am happy!" declared Pavel Kožený, responsible for PR and Communication in Foxconn, after the end of the Pardubice finals. "Again, we were able to help projects that make sense to us." This feeling was preceded by the moments that filled the entire

Saturday morning in NATURA Park Pardubice. Eleven projects applied for the jury's favour here. Their representatives had a difficult task - to present in 8 minutes why their project deserves financial support. But that's not all. After the timekeeper relentlessly announced the end of the presentation, the participants were answering questions asked by the jurors. But if you imagine nagging questions, make no mistake. For example, Eva Hrdinová from Atletika Pardubice, who wants to organize a competition for disabled athletes called Pardubice Bez Bariér OPEN 2022, was asked by the jury

where else she had asked for support. The aim was to advise where else to obtain the necessary funding.

It was a nice and friendly conversation full of useful advice. Kateřina Němcová from the Amalthea association applying for a contribution to their obsolete vehicle fleet renewal learned that the municipalities in whose territory the association operates can also provide extraordinary help. And Kateřina Toholová, who wants to prepare media literacy lessons in schools, was advised to focus more on seniors who are more subject to disinformation.

## Knightly spirit of the contestants

The contestants showed that hearts of modern knights were beating in them. "It's wonderful to live in a community that helps," said Petr Havel in his emotional speech. He's been working for Foxconn and would like to buy an ultralight wheelchair for his handicapped colleague and friend. The effort to help others was common to all participating

departure from this world is taboo in our society. At times we forget how important it is for everyone to be able to prepare for this moment and spend it with the loved ones.

Not all competitors were fighting for their own projects. For instance, Martin Janiga confused the jury when he was speaking engagingly with his colleague about the critical situation of the

## Students or professors?

The final performance belonged to a special category, namely juniors. The project of Aqua-reactor was introduced by secondary school students Filip Dvořáček, Dominik Mareš, and Rudolf Samuel Mašek. The jurors and everyone present were amazed. Are there young boys standing in front of them or experienced academics and professors? The students described a plan for the



projects. E.g. the representatives of Yacht Club Pardubice emphasized in their presentation that this sport is very expensive but they do not want only the rich to be able to afford it. Zuzana Kolářová from SKP-Centrum, providing social and health services in Pardubice, would like to make information videos showing what to do in sudden difficult situations. The Regional Charity Pardubice representatives introduced a home hospice care project. During this performance the silence and listening of the audience even seemed to multiply. But that was also the goal. Marie Hubálková and Vojtěch Gottwald were speaking sensitively about how the

Pasíčka wildlife rescue station. But he didn't have answers to detailed questions. How is it possible? It turned out that neither Martin nor his colleague Andrea have been working at the station. But both of them are Foxconn employees and they would like to help the rescue station. And this is when the collegiality between the competitors became apparent. Romana Vojřířová, who applied for support for the Fairy-tale Garden for abandoned animals, joined the conversation. She willingly contributed with her expertise in animal husbandry and supported the rescue station project. Thus, there can be no question of rivalry.

energy use of bio-waste. They described the complex technological facility they plan to build. And apparently it will be unique in the world! They've been dreaming about this since primary school and they are really pursuing their dream. That's why they got the maximum possible support from Foxconn. And Pavel Kožený emphasized that this definitely was not the last

After all, other competitors heard similar words at the end of the event. So, everyone could leave the finals with a smile. ■

Text: Daniel Mrázek, COT media



# X-DAY 2021: Známe We know the winners!

We know the winners of the biggest charity event in the Pardubice and Kutná Hora regions where Foxconn is at home. Foxconn distributed the amount of CZK 460,000 among individuals, NGOs, interest groups, and students.

The two-round competition called Foxconn X-DAY took place for the fourth time. The finals were preceded by a monthly application call which resulted in more than sixty applicants. From the applications received the jury of employees selected 22 finalists. The last rounds of the competition took place during the first weekend of November: on 5th November in Natura Park in Pardubice and on 6th November in Dačického House in Kutná Hora. And with the new Junior category, we mobilized primary school pupils, as well as secondary and university students and

stimulated their creativity and interest in what's happening in their city.

## Jury of honour in Pardubice

- ▶ Michaela Matoušková, Deputy Governor of the Pardubice Region
- ▶ Jana Machová, Director of KONEP and Manager of the Philanthropy Fair
- ▶ Iva Bartošová, Head of the Social Affairs Department of the Pardubice Municipality
- ▶ Pavel Stara, Manager of the Sports Park Pardubice
- ▶ Pavel Kožený, Manager of PR and Communication in Foxconn

- ▶ Jiří Švihálek, a guest of honour, blogger

## Jury of honour in Kutná Hora

- ▶ Jiří Havránek, Member of the Parliament of the Czech Republic
- ▶ Josef Viktora, Mayor of Kutná Hora
- ▶ Kateřina Daczická, City Councilor of Kutná Hora
- ▶ Veronika Lebedová, Director of the Municipal Tyl Theatre in Kutná Hora
- ▶ Pavel Kožený, Manager of PR and Communication in Foxconn

What projects did the jury award in the finals?

## PARDUBICE

### Yachtclub Pardubice

**Applicant:** Martina Kraciková (a Foxconn employee)

**Amount received:** CZK 20,000

**Request:** Seč Dam is not only a place for recreation but also one of the important sports centres in the region. Cyclists, hikers, and yachtsmen all walk

around the dam or float on its surface. Thus, Yachtclub Pardubice will appreciate any contribution for young sportsmen's activities, minor repairs of boats or in the summer camp. And for buying cups and medals. As what kind of races would it be if no glittering medals on the winners' necks.



### To children's homes: cars for outreach services

**Applicant:** Amalthea z.s.

**Amount received:** CZK 35,000

**Request:** The Amalthea association helps parents or foster parents to bring up their children at home. For several years this association has been providing outreach service – i.e.

visits of a centre representative to foster parents or in families where there is a risk of taking their child away. But commuting to families is financially demanding. With our contribution we will help not only with the payment of one car, but also all 171 families and 313 children from the entire Pardubice Region.



### How to use media wisely

**Applicant:** Kateřina Toholová

**Amount received:** CZK 6,000

**Request:** With the advent of social networks, thousands of misinformation spread around the

world every day and it's often difficult to recognize it. Kateřina Toholová, an editor, wants to help with media literacy in Pardubice primary schools. And we would like to help her with it!

### Athletic meeting

**Applicant:** Pardubice Bez Bariér OPEN 2022, Eva Hrdinová

**Amount received:** CZK 26,000

**Request:** The club activities of the Athletics without Barriers association culminate every year with a major sports event for the handicapped

– Pardubice Bez Bariér OPEN.

Approximately 160 athletes from various countries are coming to Pardubice for this event that will take place for the eighth time in 2022. And Foxconn will be there – we will help with sports competitions in eight disciplines. Get ready for start!



### Development of Fairy-tale Garden activities

**Applicant:** Šumák z.s.

**Amount received:** CZK 15,000

**Request:** The Fairy-tale Garden is home to animals whose life stories were not easy. Dozens of abused and abandoned animals pass through its

gates every year. Although the garden is mainly maintained by volunteers, there are not enough funds there. In addition to our support, the Fairy-tale Garden is also helped by voluntary contributions in the form of the entrance fee. Accept our invitation and get to know its inhabitants.

### Let's give wild animals a second chance

**Applicants:** Martin Janiga, Andrea Vágnerová (Foxconn employees)

**Amount received:** CZK 6,000

**Request:** It's about survival - Andrea Vágnerová and Martin Janiga say about the project supporting the Pasíčka

Rescue Station in Bor u Skutče. Over 1,000 wildlife animals need help every year. Thanks to the station employees' care, cca 70% of the animals can be returned to their natural environment. We contributed here in order to be able to promote its activities.



### Support for home hospice care

**Applicant:** Regional Charity Pardubice

**Amount received:** CZK 50,000

**Request:** Hospice care is an important part of social services and it affects all of us. The Regional Charity Pardubice helps dying people and their families

by means of home hospice care. And this cannot be done without the professional care of a psychotherapist, a doctor, and a social worker, which, however, is not covered by insurance companies. Thus, every charity must actively look for money on its own and we will help with it.

### X-DAY JUNIOR: Aqua-reactor

**Applicant:** Filip Dvořáček

**Amount received:** CZK 30,000

**Request:** Two students from Secondary Grammar School Dašická and one student from SPŠCH in Pardubice came up with this unique Aqua-reactor project. It brings a technological

solution that combines several commonly known and used technologies into a new integrated system, in which they become much more efficient. The aim of the project is to solve our world's dependence on fossil resources and to contribute to carbon neutrality.





### Ultralight wheelchair for our colleague

**Applicant:** Petr Havel (a Foxconn employee)

**Amount received:** CZK 35,000

**Request:** Petr Havel came to ask for help for his colleague Honza who is on a wheelchair. A new ultralight wheelchair could help Honza for easier

daily handling. Thus, Jiří Švihálek, a member of the jury, wants to help gain additional funds too. He offered his experience with collecting money. We believe that Honza will have his new wheelchair soon by combining the contribution from Foxconn, the enthusiasm of Petr Havel, and the help from Jirka Švihálek.



### Promotional videos

**Applicant:** SKP-CENTRUM, o.p.s.

**Amount received:** CZK 7,000

**Request:** Videos move the modern world. That's why the representatives of SKP-CENTRE would like to bring their

work closer to others this way. The videos will be targeted at individuals and groups who are in an unfavourable life or social situation. Eight videos will outline the possibilities of solving difficult situations.

## KUTNÁ HORA

### Healthy exercise for children

**Applicant:** Pavel Novotný (a Foxconn employee)

**Amount received:** CZK 12,500

**Request:** Kaňka Kindergarten is the smallest class in the entire town. Pavel Novotný, as the father of one

of the children from this kindergarten, therefore came up with a project to renovate the playground. And although he didn't get money for buying a new element, we contributed to buy paints and varnishes for the restoration of the current equipment.



### Motorcycle construction 2in1

**Applicant:** Michal Cetkovský (a Foxconn employee)

**Amount received:** CZK 35,000

**Request:** X-DAY is not only about needs but also about dreams. That is why Michal Cetkovský introduced his hobby to the jury – two-wheeled

machines, specifically of Jawa brand. And Foxconn will help him make his dream come true. It will support the creation of a unique Jawa motorcycle according to Michal's design that will not only stand in the garage but it will also become a promotional creation for Kutná Hora and our company.

### Future to children, the children of the future

**Applicant:** Kindergarten Miskovice

**Amount received:** CZK 25,000

**Request:** In the kindergarten in Miskovice, teachers came with an innovative approach how to raise

children. Specially trained dogs come there accompanied by professional supervision. They also invented speech therapy lessons or intergenerational workshops for senior citizens. The head, Dana Lancová, received funds from us for all these activities.



### Digitization of the Olympia athletic stadium

**Applicant:** Tomáš Kaprálek

**Amount received:** CZK 30,000

**Request:** The athletic stadium Olympia in Kutná Hora belongs to

athletes from the local sports club. Its vice-president, Tomáš Kaprálek, signed up for X-DAY in order to ensure money to buy several tablets that can help all coaches and recorders of data and results at races or training camps.



### Positioning chair PREMIUM

**Applicants:** Jana Juklová and Jaroslava Škaldová from Barbora Home

**Amount received:** CZK 28,000

**Request:** Home Barbora is the largest social organization in the Kutná Hora region. A positioning chair Elysee will contribute to better client comfort

and become an important part of family visits. Thanks to its positionability and load capacity it can adapt to the specific needs of various clients.

### We are learning how to buy rolls

**Applicant:** Regional Charity Kutná Hora

**Amount received:** CZK 10,000

**Request:** This project aims to help children from the Středisko na Sioně who suffer from neurological

disorders. This makes it difficult for them to find their way in everyday life. But this may change soon thanks to a special stay of children, parents, and trained personnel. We will help by handing over a check to Tereza Šedivcová, a representative of this centre.



### For pleasant moments in the park U Tří pávů

**Applicant:** Hanka Bendová from Kutnohorská o. p. s.

**Amount received:** CZK 22,500

**Request:** We call it the green heart of the city – the park U Tří pávů is the dominant feature of Palackého

Square. A team of passionate people from the organization Kutnohorská takes care of its maintenance and cultural program. Our donation will go for renovating several game elements or buying a tent to improve conditions for cultural events there.

### Scout clubhouse heating

**Applicant:** Jan Vopěnka on behalf of Junák – český skaut

**Amount received:** CZK 32,000

**Request:** In Kutná Hora, several hundred children, youth, and adults go to the scout which works within two

clubs. In the club in Uhelná Street and at Žižkov. The one in Žižkov now hopes for buying a fireplace in the main room of the scout clubhouse.



### Crafts market on Palackého Square

**Applicants:** Zuzana, Anička, and Soňa Žáčková

**Amount received:** CZK 10,000

**Request:** Two daughters and their mother brought a new concept of

sales markets in the Kutná Hora centre, focusing on crafts and local food. The sales under their direction have had very good results, so they will add an accompanying cultural and music program to the market.

### Connik

**Applicant:** E-team of SPŠ Kutná Hora

**Amount received:** CZK 30,000

**Request:** The project of students of the Kutná Hora Industrial School is about a robot horse which aims to introduce the art of technical school students at primary schools in the

region and show them the basics of robotics and other automation. We are looking forward to their results.



# Martina Kracíková: Yachting offers the best community

To support the education of young yachtsmen in the Pardubice region and to show that this sport is not only the prerogative of the rich. It was for this goal that Martina Kracíková together with her boyfriend Míra joined the charity competition X-DAY.

## How would you summarize your feelings from the finals of X-DAY?

I was damn nervous! Fortunately, we were the first ones to present, so I was glad that not so many people looked at me. There were only two or three teams that went after us. It helped me as I don't have much experience with presentations. Luckily, there were two of us. Then, when I started stammering a bit, my boyfriend took the floor and continued. He really enjoys speaking in front of people – this is his world. Thanks to that, he presented it perfectly. We are very happy that we succeeded and received financial support in full.

## What will you use it for?

We will use the raised money to purchase aids and equipment for children. Yachting is not a cheap activity. So, if we want to attract more children to it, we need to buy life jackets, ropes, sails, and other basic equipment that we can lend them. Thanks to this, almost everyone can try yachting and if they enjoy it, they can buy their own equipment later. It's clear to us that we can't ask parents to spend a lot of money and time when they don't even know if their children will enjoy it.

## Are you successful to attract new people interested in this sport?

For sure! At our club, we have families where they have been sailing for generations. Usually it is the case that one person comes to us, learns everything, becomes a member of our club, and gradually enrolls his wife or husband and children. We could say that we are all one big family. Yachting training takes place practically from snow to snow, but the club also organizes summer camps in the Seč complex and our members take care of the maintenance of this campus. Our "yachting" team and our members' children meet almost all the time. This year we also organized a suburban camp where I cooked for children.

## What meal was the most successful?

The children liked chicken pieces roasted on herbs and vegetable chips the most. They were coming and asking for more! Or small yeast buns with custard. Preparing about 37 portions of this meal in the middle of summer was a real challenge. We were also "boiled" out of it. It wasn't easy at all! (She is laughing) But the children really liked it. Sweet meals are always a success. Therefore, I would like to cook again in the camps and suburban camps next year. And in the future I would like to be more involved in another way because our camps are not only about yachting, but also about other activities.

## How does yachting help children? In addition to improving their physical condition...

What is great about our camps is that they help children "start talking." Thus, they become part of the collective much faster. I have got personal experience with this as my nieces went to this year's suburban camp and they were a little diffident at first. But during the second day they came to tell me that they had three new friends! Yachting also helps to strengthen team spirit in children. All activities on water and on land are aimed at children choosing their own team for team activities. Except the boats on the water and an introduction to yachting terminology, land activities are prepared on windless days, both a walk to Oheb and the dam in sunny weather, as well as activities such as drawing, monkey track, and more in case the weather is not very good.

## What made you choose yachting?

I started sailing about three years ago thanks to my boyfriend. Before, I didn't even know that we had a club in Pardubice. It was him who brought me to it and thanks to this I fell in love with yachting and the people around it.

## So far, however, you go in for yachting in a more passive way...

Yes, I have a little bit of respect for it. Sailing on water is not a problem for







## Martina Kraciková

has been working for Foxconn for more than 5 years. As a purchasing specialist, she is in charge of communication with suppliers and our Logistics department. She orders material for production and makes decisions when and how it will arrive – whether by plane, train, or ship. She monitors data and fills in various reports based on which the production is planned then. Martina is responsible for orders that she creates based on the forecast.

me. The point is that when you sail with a yacht at sea and a strong wind blows, the whole crew must be as coordinated as possible. Everyone must know what to do and must react immediately to the situation. It's true that when you go with an experienced crew, of course no one will leave you in the lurch, and when entering the ship, the initial training from more experienced crew members always takes place. But still... I am already able

to recognize some ropes and I know what to pull for the sails to retract or spread out, but to react when you only have a few seconds to decide – I have not learned this properly yet. I am still a beginner and I am learning.

### What do you enjoy most about yachting?

Personally, I definitely enjoy stretching and adjusting the sails. This means that there is an ideal wind for sailing. The entire crew will move to their positions at the ropes and we become a team immediately. We all look at each other, spread the sails and go! And we enjoy the wind in our hair. That's just amazing.

### So you go on a boat regularly?

Yes, we go to Croatia every autumn. We always plan the route and leave from a different marina – we always want to see something else. In 2020 we set out from Biograd in northern Dalmatia and this year we tried Sukošan near Zadar. Then we choose the routes in order to catch the best wind. Of course, this cannot be always fully planned – sometimes we have to use a motor drive. But yachting is about sailing! You could buy a motorboat right away and head to a pond (she is laughing). Sailing on sails is something else – you get a little closer to the way how people used to drive when there were no engines. In the past, sailors relied solely on wind, sails and their knowledge of navigation. Indeed, every inch of the sail setting was able to decide whether you move or stay put then.

### Have you had any hard moments at sea?

We were “lucky” to experience one this year. We had a ship that was not in the best condition – practically nothing worked on it. If we hadn't had a tablet and an application, we would have been absolutely without devices. We wouldn't have known what the wind speed was, where it was blowing from, what the depth of the bottom was

below us, or whether other systems were working properly, simply nothing. Moreover, we found out at one point that we had 20 centimetres of water below decks. And of course the pumps didn't work either. I was already imagining how we were going to the bottom, but fortunately ships usually have a hand pump. But the worst thing was that our engine kept shutting down and it is hard to drive into a marina when you can't control the yacht... But this is obviously not a common situation. We usually experience rather funny moments on the boat. Last year we came to a bay and thought we could freshen up in the water. The ship had an anchor length on the chain of 50 metres, so we slowly lowered it from the winch. Unfortunately, when lowering a few tens of metres, the anchor got stuck and did not go down or back up. And we also blew the fuses. So, we had no choice but to let three men do it manually and pull the anchor by hand. Well, they were pretty sweaty (she is laughing). Just to give you an idea, one metre of the anchor chain weighs about 2.5 kg and you must add an anchor that has other 25 kg.

### What do you like to do in your free time besides yachting?

Lately, I've fallen in love with crocheting cuddly toys and other things. During the coronavirus, when we all worked from home, I was looking for something to relieve the monotony of the day. It started with looking for a few simple instructions for Christmas presents and gradually it got under way. For example, I made a half-metre Minnie or a 85 centimetres tall pink panther but my friend and I also made a couple of animals for children as prizes for camp competitions. Apart from this, I also do ricochet, squash, badminton, but I also like to go on a water tour with my friends in summer or just for a trip, hike, etc. ■

Text: Gaja Koláčková, COT media

# Chip is a good servant

**Whether we like it or not, information technology affects virtually every industry and our lives as well. A smart phone in your pocket, a smart watch on your wrist, computers on your desks, these are all products and tools of the so-called Silicon Age in which we are currently living.**

Smart technologies move society forward, simplify our lives, and make our work more efficient. Chips also allow us to live in a future full of talking lockers, smart furniture, and self-driving vehicles - a future that our ancestors dreamed of only in their wild dreams or could be found in the fantastic paintings of visionary artists. However, this engine of progress is also its „Achilles' heel“. And we can watch right now what happens when this engine gets stuck. Automobile plants are shutting down production, shops lack game consoles, processors, and other computer components, and if they are stocked up, their price is several times higher than long-standing standards. So what happened?

## Where the chips disappeared

The worldwide shortage of chips began in 2020. Like most global crises, this crisis, which has now been two years old, was triggered by several minor local problems which, thanks to the so-called snowball effect, have gained

worldwide significance. All the root causes will be clearly identifiable only after many years, but at the moment the most serious of them are the following:

- 1) Pandemic of covid-19 - lockdowns, short-term and long-term labour shortage, production and transportation outages, and the resulting extreme price increase.
- 2) American-Chinese trade war - blocking Chinese component manufacturers and subsequent overloading American manufacturers.
- 3) Extreme drought in Taiwan - TSMC generates more than 50% of the world's silicon chip production there. During production, it consumes a big amount of water and the drought has therefore caused production restrictions and interruptions.
- 4) Fire in Renesas Electronics Corporation - this Japanese plant produces 30% of microcontrollers for the automotive industry. But the fire in March 2021 caused more than 100 days of production downtime.

## Future prospects

The directors of the largest technology companies estimate the full resumption of chip production and the recovery of the entire supply chain for the years 2023 and 2024. So we have a test ahead of us. Fortunately, we can constantly observe that humanity can face up to problems and that the great powers are all pulling together better than ever before in history. Sewing face masks in the spring of 2020, the possibility of home office, home teaching, compliance with pandemic rules, testing, vaccinations - these are all glimpses of hope and proof of the unity of our colleagues, families, friends, and fellow citizens that help us all overcome the pandemic crisis. We believe that the same togetherness and humanity will manifest itself in the coming time and that we will come out of these chaotic years stronger, more united, and strengthened by the ability of cooperation and empathy. Not only as Foxconn and its employees, but also as humans. ■

Text: Karel Plašil, Cyber Security

## Safety frames already in Zámeček area

**After our last big installation, when we started to use automatic safety frames in most of our external warehouses and in production in the Pardubice building P1, a new automatic frame has been installed at the building Z3 in the Zámeček area on the basis of the positive feedback.**

You can see it at the entrance to the production premises on the ground floor. Due to the size of the whole facility and the place where it is located, it was necessary to determine its dimensions carefully. We then consulted the entire project with colleagues from Facility Management and EHS in order to comply with all the rules associated with the operation and to maintain the functionality of the building itself. Of course, the final approval was also provided. Despite the initial delays caused by the lack of necessary components, we finally managed to



complete everything on time and hand over the machine itself for use. During the trial operation, all further requirements and modifications were successfully completed in the presence of a security guard. Now the automatic detection device works independently – i.e. without a security guard. The reward for us is the satisfaction of our customer and the fact that we have received other orders for the installation of automatic safety frames for other operations. ■

Text: Petr Anton, Europe Security Manager

## Instagram and new stories of #HellofromFoxconn

**Over the summer, you may have noticed a campaign in which we tried to introduce our social networks – Facebook, Instagram, and LinkedIn. On each of them you can find the latest news from our company. Following this campaign, we have prepared four instructional videos which could help you to use Instagram.**

Why did we focus on Instagram? Because it offers the possibility to share given moments with users directly at the moment when they are happening. That is why you can find out everything right away and without any delay. At the same time, on Instagram you can find various educational, motivational, and mindset posts in the form of photos and videos. On the profile of Foxconn Czech Republic you can watch team presentations within the project called #MeetFoxconnFamily as well as #HellofromFoxconn. Where can you find instructional videos? On Foxportal – in

the section of PR and Communication department or in the News section. You can also see them on the screens in the canteen.



Within the project #HellofromFoxconn we will introduce our employees not only as colleagues but mainly as talented individuals. We are currently in the process of shooting videos. You can look forward to the result in January 2022 when the presentation of individual episodes should start. For example, parrot breeding, cimbalon music, circus acrobatic dances, a singer from the Superstar competition, and much more will be shown. And you definitely do not want to miss it! And if you also have an interesting hobby, do not hesitate to get involved. Signing up at Foxportal and in front of the PR and Communication office is still open. ■

Text: Lucie Frydrychová,  
PR and Communication

# Looking for Foxconn Stars

Following the results of the employee satisfaction survey, we have prepared a new competition called **Foxconn Stars**. It was created in order to motivate and reward employees who put something extra into their work - they come up with ideas to improve processes and technologies and they are always there for you.

As part of the competition, we will therefore acknowledge and reward our employees who have helped us fulfil our company's vision with their valuable support in the four pillars of our vision. Therefore, let's recall them together.

## 24 winners

In four competition categories, three colleagues working in IL positions and three colleagues working in DL positions were selected for the finals from each of our group.

The selection of 24 winners was based

## Why we are looking for stars

With this competition, we give our employees the opportunity to highlight their colleagues and appreciate their activity and overall contribution to our company in one of the four pillars of the company's vision.

Therefore, ambassadors from all groups participated in the preparation of the competition. Many thanks to them - not only for helping us with the competition, but also for the mutual cooperation.

The project team was formed by:

- ▶ D Group: Irena Augulisová, Michal Čížmár, Tomáš Koch;
- ▶ G Group: Jana Bilanská, Ondřej Březina, Patrik Dvořičák;
- ▶ F Group: Tomáš Rochl, Václav Potůček;
- ▶ Central teams: Martina Rochlová (HR), Lucie Frydrychová (PR), Tomáš Březina (SWD), Jan Válka (SWD).

The ceremonial announcement of the winners took place on 16 and 17 December 2021 in the presence of the company's management. The winners were not known at the time of the magazine's closing, however, you can find out their names via other communication channels of our company.

We would like to thank our Executive Directors Nicky Monaghan, Stephen McKenna, and Allan Keown for supporting this competition. ■

Text: **Martina Rochlová**, HR Business Partner



The infographic is a dark blue vertical rectangle with four sections. Each section has an icon on the left and text on the right. The icons are: a lightbulb with a brain inside (Technology), two interlocking gears (Processes), two hands shaking (Citizenship), and two people silhouettes (People). The text in each section reads 'DEVELOP' in light blue and the category name in white.

- DEVELOP Technology
- DEVELOP Processes
- DEVELOP Citizenship
- DEVELOP People

You definitely know some colleague who does his/her utmost at work and is happy to provide you with advice and help. It is for such employees that the prestigious competition Foxconn Stars is intended. You were able to nominate one colleague from 22 November to 9 December 2021 to this competition and thus reward him or her for extraordinary performance or activity that (s)he performs beyond his/her duties.



on the number of votes received (or nominations received). The winners received a diploma and a symbolic award of Foxconn Stars. And all 24 winners also received a valuable prize in the form of a new phone iPhone 12.





# Satisfaction survey over some time

At the end of the year, the question of balancing and reflection arises. So let's recap the year 2021 and recall the activities we did in connection with the satisfaction survey. We believe that you will be amazed at what we have achieved and how we have moved forward.

We still consider four main areas:

- ▶ Career planning – to provide you with growth possibilities.
- ▶ Atmosphere – to support the atmosphere in the company.
- ▶ Working conditions – to improve the conditions that you work in.
- ▶ Wage evaluation – to make sure that you understand the reward which you receive and you feel motivated by it.

## Q1: Improving the work environment

In F Group in Kutná Hora a new Digital Centre was established and it serves for regular team meetings. A large levitating inscription with the name of our company above the Kutná Hora reception is also new. In the Pardubice building P1 the corridor into the production hall has received a new face-lift which is complemented by a timeline with important milestones. And the lift in the building Z1 was reconstructed as well.

## April: Hard skills training for leading employees

We have kicked off new courses for leading employees during which they will get acquainted with the rules and principles of remuneration, the basics of the labour law, recruitment, or the evaluation system.

## May: New supplier of catering

The company of Aramark offers a new catering concept for our employees in Pardubice and Kutná Hora.

## June: Fly desks project

In Kutná Hora our Engineering team has tested a pilot project of shared desks that employees can reserve for a selected period of time if they alternate their presence at the workplace with work from home.

## Q2: Improving the work environment

In the Pardubice building P1 a modern reception was open and the corridor to the Big Office has been adorned with corporate values, important milestones, and our products. We renovated the toilets, including one with wheelchair access. At LS the project called Lego was finished during which the production premises were reconstructed, including production technologies. Furthermore, the planned construction of a car park in the Zámeček area was completed. In Kutná Hora we managed to reconstruct the Outbound Logistics office including its kitchenette. The meeting room at AWS got a new face-lift and a new meeting room was created for our colleagues from Test Engineering which it is part of their laboratory.



### June and July: Wage evaluation

Wages were revised for both DL and IL employees. There was an increase in tariff classes (grades) by 1 grade for selected DL positions. For the first time we prepared the Total Reward Statement for IL employees including the overview of annual income, including financial and non-financial benefits.

### August: We understand shift planning and remuneration

We created an information leaflet for DL employees in production explaining the rules for shift planning, remuneration, and all the items of the payslip.

### September: Flexibility, new tools and training

We set up new rules for working from home for IL employees. We kicked off a new tool in myFOX for 360° feedback collection. For group leaders at G Group we launched a pilot program of special training and workshops, including individual interviews.

### Q3: Improving the work environment

The main corridor to production in the P4 building is dominated by large-format wallpapers with photographs of employees, including the management of the Brocade division. The kitchenette for employees at CTP in Drozdice has also undergone its reconstruction.

### October: My journey with Foxconn

We kicked off a campaign for colleagues in selected DL positions to support their career growth under the heading "My journey with Foxconn." At D Group we started training for DL colleagues focused on remuneration, explaining the pay slip, shift planning rules. And we innovated the induction training for newcomers, including the information handbook.

### October–November: Work anniversary celebration

Meetings with employees who during 2021 celebrated 5, 10, 15, and 20 years in our company took place in all groups.

### November: Factory Tour in Pardubice

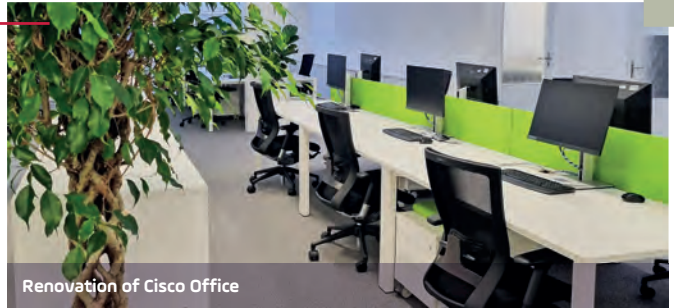
We had been inspired by our site in Kutná Hora and started production tours for IL employees at D Group and GSS. We were also thinking about the future concept of our employee satisfaction survey and were preparing a strategy for collecting feedback for 2022.

### Q4: In the name of reconstructions and new possibilities

Within the P2 building of the NWE division we began with the reconstruction of toilets. Cloakrooms and showers for employees will follow. The corridor to the Pardubice canteen underwent its renovation aligned with our corporate colours. The overall impression is underlined by new floor, touch panels, and special lighting that detects the movement of people. We didn't forget Cisco Office either as it also has been reconstructed completely. We also focused on the exterior of our buildings - the Z2 building was given a new facade. Important repairs and painting of the facade was done on the building P1 by the North entrance as well. A delivery box of Zásilkovna has been built near our Kutná Hora site which our employees can use to pick up and send consignments 24 hours a day, 7 days a week. Employees can now enter their requests for work environment modifications directly within the Jira Service Desks system. After the initiative is approved by their superiors, they go directly to the coordinator who is in charge of improving the working environment.



Facade restoration on Z2



Renovation of Cisco Office



Corridor to the canteen



Z-BOX

# Working Environment – What we are working on

It is said that „One hundred people, one hundred tastes!“ In a figurative sense, this means that we each have our own needs, different views and attitudes, and it is not easy to come to an agreement. But we all certainly agree that a pleasant working environment is important for our personal well-being and good work performance. After all, we spend a quarter of our lives at work.

Our colleagues who are involved in the Working Environment project are well aware of this and they are trying to improve the working environment throughout our company. They focus on the interiors and exteriors of our buildings or the surrounding areas. What have they been working on recently?

## Corridor to the canteen was given a face-lift

We set ourselves the goal to beautify the space in front of the Pardubice canteen and thus create an environment that is pleasant not only for all our employees, but also for our visitors. In the corridor, notice boards

were removed and they will be replaced by touch boards with internal leaflets and shift schedules at the beginning of next year. This digitization will save us paper and make our work easier, as leaflets will be able to be displayed remotely. The walls have been repaired, painted, and prepared for the installation of corporate wallpapers which contain not only information about the company and our teams, but also funny graphic design of topics related to food and work. At the same time, the lights were replaced and they newly illuminate the sides of the corridor and thus the designed graphics. This LED

lighting is controlled by the DALI system that works on the principle of detecting people. The same lighting will be used on the stairs to the HP production area. Last but not least, the PVC floor was completely changed.

## Reconstruction of Cisco Office

In January 2021, the reconstruction and modernization of the Cisco Office at the New Hall began. Although a partial change of work equipment had been carried out in recent years and a new relaxation zone had been created, the work environment still didn't meet all our expectations. There was a smell coming from the



canteen in the old office and some of the equipment was outdated. Thus, the aim of the renovation was to eliminate the last shortcomings so that our employees felt better and the place was favourable for them. During the reconstruction, we were allowed to use spare office space and use home office more. First of all, the rough work and the installation of the new air conditioning system were done. The office is now equipped with white furniture, green partitions, floral decorations, and other accessories. Our employees have already been using the space. They can also look forward to themed wallpapers, soundproofing elements, a cloakroom, or a call box.

### Restoration of the facade on the building Z2

The Z2 / Z2A building near the Pardubice Zámeček has acquired a new look. Have you noticed it? The facade has been repaired and it has got a new painting. The change will be most noticeable from Průmyslová Street as

this part of the building was still in its original condition. But this building is not the only one that has been renovated. Important repairs and painting of the facade also took place on the P1 building in the Pardubice plant where there are technical rooms and also in the Inbound ramp area.

### Zásilkovna is trendy!

In Kutná Hora the delivery point of Zásilkovna is already in full operation and it is ready for the onslaught of your pre-Christmas purchases. Z-BOX has got 6 columns, it is fully self-sufficient and ecological, and we have got the largest available size of the offered solution. Delivery and submission of consignments is carried out via a mobile application, including the payment of the delivery before the delivery of the consignment. The advantage of this box is the fast delivery of consignments without queues 7 days a week and 24 hours a day. In Kutná Hora you can find the delivery point in the parking lot at the

neighbouring plant of ČKD, cca 450 metres from Foxconn. Our colleagues from Pardubice will soon have the delivery point of Zásilkovna too, we are working on its realization.

### What new awaits us?

After a longer break, the project of BeBalanced - „For a better life in our company“ has been reopened under the Working Environment program. As the motto suggests, this is a project to improve our work environment at D Group. The project includes not only selected places from the Pardubice New Hall and its production and non-production parts, but also the buildings at LSC, Z1a, Z3, and Drozdice. The BeBalanced project will improve offices, build new relaxation zones, and much more. You can look forward to hear what will have been improved by the next issue of this magazine. ■

Text: **HRBP teams, Facility Management, PR and Communication**

## We planted trees in 2021 as well

**From 25 to 27 October 2021, after several delays, the long-planned planting of trees took place. Total of 9 sawtooth cherries, 8 hornbeams, and 3 fir trees found their new refuge in the Polygon area.**

We have decided to involve you - our employees - in this event. We wanted you to get a chance to plant „your own“ tree in the area and thus help to beautify our common work environment a bit. Already on the day of announcing this event, so many volunteers signed up that all twenty trees were booked within a few hours.

Individual groups of volunteers arrived at the point equipped with tools and good mood. But after the first kick into the ground, it was clear that it would not be that easy. The area, built mostly on a backfill, bent the spades as if they were made of mud. It was the turn of the pickaxes which checked the physical

condition of all participants (all honour therefore belongs to purely women's teams). Fortunately, despite these obstacles, we did not notice any injuries and the gardeners left with a good feeling of their well-done work. Now the Polygon area is richer in twenty ornamental trees. And we have no choice but to keep our fingers crossed

for them to grow and make us happy. We would like to thank all the participants. And we hope that next year, when we are planning a similar event at Zámeček, at least the same number of volunteers will be registered. ■

Text: **Ondřej Slavík, EHS**





# Keeping up with the Foxconn Groups



**Allan Keown**

Vice-president and Executive Director of G Group



## Keeping up

We have had a busy year end in G Group across all of our businesses. Despite the challenges connected with material shortage we expect to post record revenues in Broadcom, Pure Storage, and LS business for 2021. And we will go into 2022 with record demand and backlogs. In 2022 we will continue to face material shortages but we hope they will not be so significant. Looking back at this year, it has definitely been very challenging in our supply chain. But we have made considerable progress in our



## Keeping up

Year 2021 was a transition period for D Group, as we were adapting to changes in our customer requirements and re-configuring our factory to create new lines for the manufacture of new products. I am happy that we have successfully transformed our Manufacturing Hall A to a NEW and exciting area producing NEW printers. We will go to 2022 with the knowledge that the launch of this project was successful - we have achieved a wider product portfolio offering us more job security and more opportunities for career growth, as well as more balanced production throughput. Year 2022 will

undoubtedly bring new challenges but I am confident that with our energy and company culture we will continue to modernize and expand while taking advantage of product and process optimization, as well as simplification opportunities within new projects.



## Number of the Quarter

This Quarter Special Number is 3 because on 18 October 2021, Hon Hai Group debuted THREE self-developed electric vehicle models. Upholding the company vision "3+3 = Infinity" symbolizes the infinite possibilities created by the group's industrial advancement and



**Stephen McKenna**

Vice-president and Executive Director of F Group

## Dear Colleagues,

Let me take my regular post in our magazine differently than usual as it is my last one. Some of you may know that I have had to spend a lot of time in the UK recently due to personal circumstances. They have eventually made me come to a very hard decision to leave the Foxconn company and the Czech Republic at the end of January 2022. After 20 years of working in such a great company with an amazing

operations which is really pleasing.

### We listen to you

I truly understand that on occasions - specifically around quarter ends when we try to meet our revenue targets - we put significant demands on our production staff. I am always amazed at how our production teams can respond to these challenges. So, I would particularly like to thank the Cisco production teams who faced a really busy October as material was not delivered until a few days before the quarter end. Once again

this team responded by producing record output in the last 24 hours of the quarter. It was an amazing achievement and greatly appreciated by our customer. I know you had to work long shifts and gave up the bank holiday with your families. Thus, I am very grateful to everyone who helped us close the quarter end.



### Our reminder

Let's look back at the year 2021 which was definitely one of the most challenging I can remember. There are many people to thank.

Many people who have been working extremely hard to ensure we are kept safe and that our company can prosper. Many of us tried to make a difference and were helping our communities by volunteering. We survived and in many areas thrived due to the amazing teams we have got. To everyone who contributed to this success I would like to say THANK YOU. Enjoy the Christmas and New Year holidays with your families, friends, and the loved ones. Best wishes for 2022... And please stay safe and healthy. ■

technologies. In the next two years, Hon Hai plans to bring updates from its software and semiconductor businesses to allow the development of, highly efficient, and high performance electric vehicles. This is a major milestone for Global Foxconn Group, we congratulate our colleagues and we will seek to learn more from them on future developments as well as how we might support those developments in context of the European Supply Chain in the future.



### Our reminder

Covid infection rates have been

again hitting record levels. As a company committed to its employees, customers, and partners alike, we do everything we can to help slow the spread of infection and reduce the numbers of hospitalizations. I appeal to all employees to respect the rules that will slow the rate of growth. Our company has supported the campaign for higher rates of vaccination by adding a NEW reward of CZK 1,000 to every employee who has already been vaccinated or who completes vaccination in advance of 10 January 2022. Please see Foxportal and notice boards for more information. ■



**Nicky Monaghan**

Vice-president and Executive Director of D Group

group of people I will definitely be leaving with a heavy heart. On the other hand, I will keep a lot of brilliant memories and great friendships made. I am leaving knowing that the company continues to grow and evolve in a very positive way. The future in both Pardubice and Kutná Hora sites looks very bright with many exciting opportunities on the horizon. I believe that we will soon be able to introduce my successor to you.

This year has been difficult for all of us as we have had to face many challenges at work and beyond. We have made sacrifices to deal with these challenges. However, I am convinced that thanks to mutual support Foxconn will manage the coming year well and that things will get better. Thank you all, my dear colleagues and friends, for wonderful years together. You are an exceptional team! I wish you beautiful Christmas

holidays with your families, an optimistic start to the new year and, most importantly, good health! ■

# Funovation Week was really busy!

We would like to thank all our colleagues who submitted their project to this year Funovation Week and thus became part of a week full of innovation and fun. Our employees as well as students from Delta Secondary School of Informatics and Economics took part in this event with their projects.



## WINNING PROJECTS

### Projects registered by Foxconn employees

The prizes were distributed in 6 categories:

- ▶ The best benefit: Qlik Sense audit
- ▶ Innovation: 21st Century Database Monitoring
- ▶ Enthusiasm: SAP Automated Testing
- ▶ Fun: Bird Feeder
- ▶ Audience award: Orion into every pocket
- ▶ Organizing team award: Safety First

### Projects registered by DELTA secondary school students:

- 1st place: MHD Visualization
- 2nd place: ParduGO
- 3rd place: Serve.me

Lots of accompanying activities were prepared for all employees free of charge - from lectures and sports activities to relaxation. It all ended with the ceremonial announcement of the best projects that took place on 15 November. And in terms of ideas, this year was really interesting. The submitted projects focused e.g. on simplifying work with SAP or eFox systems, one project focused on more efficient use of Qlik sense platform resources, and another one aimed at making the work environment more pleasant for other colleagues. The projects of students helping improve their school and our city were also very interesting. The students' ideas focused on supporting renewable resources, visualizing public transport in Pardubice, and clearer assignment of tasks for classmates.

Our employees registered nineteen projects and DELTA school students added six more.



More information about the registered projects can be found at funovation. [cz.foxconn.com](http://cz.foxconn.com) – after clicking this year, select the Projects section. ■

Text: Tereza Bartošková, the organizing team



# Quality at a high level

The RSP team from our Kutná Hora site managed to achieve a very significant success.



Thanks to the exemplary way of working, this team recorded the historically smallest number of complaints in the third quarter of 2021. Not a single customer complaint was made in July.

For their extraordinary performance and efforts to increase the quality and

**Not a single customer complaint was made in July.**

satisfaction of our customers and also all end consumers, the colleagues not only received thanks from the company's management, but also an attention in the form of a festive menu in our canteen while listening live bands. ■

Text: Petr Ceral, Quality Manager

# New production information system

**Software Delivery and Engineering teams have launched a project to deliver to Foxconn a new and improved production information system. This is a unique opportunity for professionals to come up with the best possible system, that increases the efficiency and productivity of our production and engineering teams.**

Why do we need a new system when the current eFox system still works? Thanks to our eFox teams, the current system is flexible and customizable, and the standard functionality can be used across all divisions. So users can see a functioning system. But we know internally that everything is getting more complicated. With increasing complexity, the development time and

maintenance costs increase. Apart from the problems of the current system, we need to take advantage of new technologies such as automated and unit testing, real-time reporting, and new architectural styles. We therefore want a system that is easily configurable, is strategically developed through the MES community, and has a modern user interface.

Thanks to the great work of Václav Podzimek, Tomáš Batelka, Milan Valda, and Pavel Vyskočil we are looking forward to a new improved system. If you have any ideas or suggestions for the new system, forward them to any of these colleagues. ■

Text: Emmanuel Jeffrey, Software Delivery, and Stephen Murphy, Engineering and Quality

# Migration to SafeDX data centre successful

**The planned September migration of production servers to the virtual environment in the data centre of SafeDX in Prague owned by Foxconn was a success for Cisco business. The first migration of this scope within Foxconn covered manufacturing, development, and testing servers of EDI (B2B), eFox (SFC) systems, and AMS installations (ALS robot, DIMM insertion).**

This migration was inevitable. The main reasons for it were the growing demands on the safety and performance of our production environment. The project was mainly performed by the teams of SWD (EDI, DBA, SFC, and others), Cisco, ICT, SafeDX, and we also had to involve external partners DPDC, Woodler, AleFO etc.

The migration itself and the subsequent tests of the new environment took less than three days. However, the project lasted almost four months with the preparation of test scenarios before the migration itself and post-launch



monitoring. Therefore, our teams deserve a big thank you for the huge effort and commitment they put into the project. The whole project was challenging – not

only in the context of risks arising from the fixed migration date and untested procedures, but also in terms of technical complexity, upgrade of the DB environment by 4 generations, and the unavailability of a simple restore of the original version in case of a snag. Therefore, we are glad that everything turned out successfully and the project proved the possibilities of the environment and its readiness for the other production divisions that will follow in the coming months. ■

Text: **Nad'a Chuticová, SWD team, and Martin Janiga, Project Management team**

## A new SWD strategy is imminent

**Zig Ziglar said, „If you don't aim at anything, you always hit.“ There is an old saying that without a vision or strategy, people are confused.**

About five years ago, when I came to the Foxconn Software Delivery department, we came up with a strategy that has helped us improve the services offered to our customers. Although we have made a few mistakes in the past, our SWD team has achieved many significant improvements.

The main ones included improving the delivery of projects and services, improving cooperation with customers, increasing the share of projects that were delivered on time in scope and within the set budget. We have also modernized our processes and tools and we have got a highly proactive

and talented team. But most of all, we had a clear strategy that we have followed in recent years. Now it is the right time to move again and come up with a new strategy. After several months of consultations within SWD and our business partners, a new strategy is almost complete. Our partners have emphasized to us that they count on us as a strategic partner in providing cost-effective solutions. Our vision is to continue to be a world class software delivery organization. Our mission is to deliver software solutions that will give our customers a competitive advantage. Our new strategy will have the following main pillars:

- 1) Development of own functionality distinguishing our business and outsourcing of other standard functions;
- 2) Providing a framework for configuring and developing solutions to provide customers with greater autonomy;
- 3) Develop communities of users within the company that will allow us to learn from each other and reduce maintenance costs;
- 4) Building a talented and effective team;
- 5) Simplification in all areas.

Join us on our journey of providing excellent service to our customers through our new Software Delivery strategy. ■

Text: **Emmanuel Jeffrey, Software Delivery Director**

# An oxygen concentrator was given to seniors



Seniors from Pardubice and Holiche regions received a unique device – a portable oxygen concentrator. Vojtěch Gottwald, the fundraiser of the Regional Charity Pardubice, took over it from

a Foxconn company representative Vítěk Žďárský, the distributor's representative, and our client's representative. The oxygen concentrator produced by the Foxconn Pardubice site is the first similar

gift of this product for the non-profit sector in the regions where our company operates. "On behalf of me, our team, and Foxconn I am really glad that this good thing has been achieved.

And this is not the last time when a portable oxygen concentrator from our production will help the needy. In the following years, other gifts will follow," said Vít Žďárský, Production Manager of Medical Devices production. An oxygen concentrator is a mobile device used by people with lung disease requiring oxygen therapy. It's the most powerful product of this type on the market, it's compact, very light, and designed for all-day operation. ■

Text: **PR and Communication**

# Duhové křídlo was rewarding

**Thank you! Kind words that were heard several times during the awards ceremony of Duhové křídlo in Svitavy. The company of Foxconn financially supported this gala evening. It respects all the people in the Pardubice region who work voluntarily in social services or do other good deeds for their neighbours.**



„As a company, we value the social services sector and the work of non-profit organizations in this area. The

Duhové křídlo gala evening belonged to all the people who help and I am very glad that with our support such

significant thanks and recognition were given to the best ones," said Pavel Kožený, PR and Communication Manager of Foxconn.

Among the winners was, for example Petra Macháčková from the Pardubice Křižovatka Handicap centre or the representatives of the Regional Charity in Pardubice. The award of Pavel Šotola was received by a handicapped sportsman Jiří Suchánek, a successful table tennis player. At the age of 12, he suffered an injury to the cervical spine after a car accident, followed by paralysis of all four limbs. ■

Text: **PR and Communication**



Teamwork is behind the success of any firm. That's the only way that a company can work like a well-oiled machine.

# Finance Department



## History

Our team was established at the same time as the company's representation in the Czech Republic. Our first offices were in the Polygon area, in Kyjevská Street opposite the hospital and in the old building of Zámeček. A historic safe kept us company there and now it adorns our office. We moved to the building Z1A in 2001. First to the 1st floor but the view of Pardubice was denied to us for only one year. Subsequently, we moved together with our colleagues from Kyjevská Street to the current 7th floor. At that time, our company president – Jim Chang resided here as well.



## Main task

Providing perfect accounting, finance, tax, and insurance services to 28 companies operating in the Czech Republic and the EMEA region. Our work includes bookkeeping, issuing and billing invoices, managing asset management, processing financial statements and related reports (there were 8,162 in 2021!), preparing tax returns, audits, and last but not least, managing payments and securing financing needs. Our work is closely linked to the needs of individual productions and service teams. We always look for effective solutions within the framework of legal rules that reflect our customer's needs.



## Greatest success

In cooperation with the RPA department, we managed to set up a robot that

independently uploads invoices to AWS portal, which can save us 10 hours of work a month. We issue more than a million invoices a year and process almost 300,000 received invoices. Another success is the DigiDaně project allowing us to have all reports fully automated and digitized. Now we hand in 17 tax returns, 17 audit reports, and 6 summary reports a month.



## Motivation

When we are praised by a customer or partner. But we are also glad to be invited to the kitchenette for something good to eat when someone's birthday or name day is celebrated.



## Funniest shared moment

It once happened that a new employee filled in the T-Mobile account number instead of his bank account number. He just had an invoice from them in his wallet, so he got it wrong. The unfortunate man then had to wait until T-Mobile returned the payment to be able to send it to him again - this time to the correct account.



## Greatest challenge

Every year, the biggest challenge is to get up on 1 January in the morning for the statement of accounts. There are lots of options how to handle it. For example, not going to sleep at all. ■



Jan Antonín



Roman Bakhta



Anežka Hroníková



Radka Kružíková



Milena Vitáková



Jiří Žabka

**Number of members:** 18 employees in Pardubice and 4 in Kutná Hora, 6 people under an employment agreement

**Where it is based:** in Pardubice in Building P1 and in Kutná Hora in RVC Office

**Head:** Jan Antonín (in his position since 2004)

**Longest-serving member:** Jiří Žabka (in Foxconn since June 2000)

**Most recent member:** Roman Bakhta (in Foxconn since July 2021)





And it's no different at Foxconn! So, let's gradually introduce some of the teams that make up our Foxconn Family!

## Quality Engineering



### History

The global AWS customer quality department was created in 2018. The team initially had only three members but it gradually expanded. In the first half of 2021, we set ourselves the goal to standardize training for the whole Engineering office and WOC team, as well as to transfer the DCC process to our AWS department. That is why we expanded the team with a Training Specialist.



### Main task

The Quality Department ensures the maintenance of the long-term high standard in accordance with the customer's norms and requirements. Our department includes QE, SQE, PQC, RMA. The QE team focuses on direct communication and reporting, root cause analysis, and implements corrective actions. The SQE team is responsible for supplier quality. It checks and resolves discrepancies in the input material, communicates with suppliers, and engages in many other activities. The PQC team deals with audits, reporting, material disposal, preventive actions and passing feedback. The RMA team receives, analyses, tests, and further processes defective material.



### Greatest success

We have received only one customer complaint for the entire

year. This proves that our division works well and the departments and employees communicate and work closely together. We are also satisfied with the results of the customer audit during which we were praised and many of our standards were passed on as best practice at the global level. I am proud of my entire team, as all these results are proof of its excellent work.



### Motivation

A satisfied customer and the fact that the work of our „quality staff“ is visible and beneficial and it is not monotonous.



### Funniest shared moment

We were amused by the misunderstanding of our colleagues from Guadalajara who during a “Quality Improvement Call” with the customer presented the purchase of new brooms and cleaning shovels as a way how to improve customer satisfaction.



### Greatest challenge

We discovered a serious problem with hard disk overheating having a global impact on the customer. But our response, contacts to and cooperation helped us solve everything and the customer was happy. ■



Petr Verner



Petr Holík



Andrea Chlumská



Jan Kareš



Daniel Klinský



Jan Kočárník



Žaneta Rolencová



Jakub Svoboda



Aleš Vilím

<b>Number of members:</b>	28 (8 in the office and 20 in production)
<b>Where it is based:</b>	in the Middle Hall, next to the rest room Karibik
<b>Head:</b>	Petr Verner (in his position since May 2019)
<b>Longest-serving member:</b>	Petr Verner (in Foxconn since September 2010)
<b>Most recent member:</b>	Žaneta Rolencová (in Foxconn since October 2020)



## To theatres with an employee discount!

All fans of cultural experiences will certainly enjoy the benefit portfolio of theatres where we offer you a discount on selected performances. In addition, we acquired another partner last year – Divadlo na Fidlovačce. Let's take a closer look at the individual partners and discounts.

### East Bohemian Theatre Pardubice

The current list of discounted performances is published on our notice boards and also at Foxportal in the News section. You will receive an employee discount of up to 20% on selected performances.

#### How to apply the discount?

You will receive the discount when purchasing via [www.vcd.cz/program](http://www.vcd.cz/program):

1. Choose the performance and select the seat.
2. Then click on the „Choose a discount“ box in the cart.
3. In the „Enter voucher number“ field, enter the discount code valid for the given month (it's always given in the leaflet published on Foxportal and notice boards).

In case of any problems with the purchase of tickets, you can contact Jitka

Janebová by e-mail at [obchod@vcd.cz](mailto:obchod@vcd.cz) or by phone at 466 616 402.

### Klicpera's Theatre Hradec Králové

Klicpera's Theatre also joined the discount program and offers a 20% discount for selected performances to our employees. Their current offer is also published on notice boards and the intranet.

Reservations and purchases are possible at the advance booking office. You will then receive the tickets via e-mail or you can pick them up at the address Gočárova 479/2, Hradec Králové. When booking and buying discounted tickets, refer to the offer for FOXCONN and present your ID card.

You can use these contacts in case of any problems: e-mail [predprodej@klicperovodivadlo.cz](mailto:predprodej@klicperovodivadlo.cz) or phone 495 512 857.

### Na Fidlovačce Theatre Prague

Na Fidlovačce Theatre in Prague also offers a 20% discount to our employees.

#### How to apply the discount?

1. Choose the performance and the date.
2. Make an order by contacting Michaela Mlnářiková via e-mail [mlnarikova@fidlovaacka.cz](mailto:mlnarikova@fidlovaacka.cz) or by phone 773 831 706.
3. Register as an employee of our company and you will receive a 20% discount for each ticket.

The link to the program for the period of December – March and the theatre's ensemble is available at Foxportal in the Benefits section. ■

Text: Lenka Břeňová, Compensation and Benefits

# School represented by a new stand from Foxconn

**Good advertising sells. And this is not only true for companies and their products, but also for secondary schools or universities. So, we helped our partner school VOŠ, SPŠ a OA in Čáslav with it.**

We found experts in graphics and PR as well as the necessary funds for the production of a presentation stand for school fairs. The result could be seen by 9th grade students at fairs in Kutná Hora, Čáslav, Kolín, Havlíčkův Brod, or Nymburk. And the first feedback? People really like the new image of the school! Graphic artist Michal Cetkovský took part in creating the new logo and image of the school. He applied his

knowledge and his experience in this field within the project and he was assisted in his work by a working group composed of the school staff, Foxconn, and the advertising agency. The presentation stand was handed over symbolically at the beginning of the new school year. „The new image of the school was born, mainly thanks to experts from Foxconn. Thank you again for that and I really appreciate it,”

said Věra Szabová, Headmistress of VOŠ, SPŠ a OA in Čáslav. The presentation wall is three metres high, dominated by orange and blue colours which have been typical of the school for decades. The wall also has got a magnetic counter. Its big advantage is easy handling and also low weight. ■

Text: **Jakub Skyva**, PR and Communication

# New Induction Training

Foxconn Family 

**Our Training and Development department has prepared a new form of Induction Training for our new employees. It's clear that the first day in a new company is one of the most important and we want it to be as pleasant as possible for newcomers.**

The original Induction Training was full of presentations with internal, legal, and divisional requirements. Its goal was to give the employees as much information as possible in one day. But that was not very effective. Employees often didn't take much from so much information and were exhausted at the end of the day. Therefore, we have created a new concept of this training which is more modern, more effective, and more experiential.

We have made the presentations clearer and added videos containing, for example, a personal welcome by our Executive Directors. As part of automation, we have converted other ones to audio versions. We have also modified the schedule so that only the most important legal and internal information is heard on the first day.

They will learn the rest directly in their divisions. So that newcomers can easily find their way around, the training now includes a tour of our campus – a line tour. In addition, we have summarized all information and contacts, including QR codes, in the Handbook for New Employees.

We believe that newcomers will enjoy the first day at Foxconn and will look forward to the next ones.



**Educational, training, and Development (ViTR) activities take place externally, internally, and online. As part of the internal training, colleagues from different centres and also BUs are connected. They can establish new contacts, get to know each other better, share their experience and knowledge, and arrange follow-up activities that will support the business. ■**

Text: **Darina Papakiriakosová**,  
Training and Development team



# Food from different parts of the world – Foxconn Street Food Festival 2021

This year Foxconn has prepared for you a completely new concept of an employee event – Street Food Festival that took place on 21.–22. 9. in Pardubice and 29.–30. 9. in Kutná Hora.

Each employee was entitled to eight free food vouchers and two free drink vouchers. These vouchers could be used for refreshments at individual stalls which offered varied food from around the world. You could taste cuisine from Greece, the USA, Spain, Italy, Vietnam, Mexico, and more. The festival

was an opportunity to make your working day more pleasant and relax in the fresh air. The whole event was moderated by a moderator and DJ Lukáš Mercl, music was provided by KH Band and Swing Session. ■

Text: **Pavína Matějková, PR and Communication**



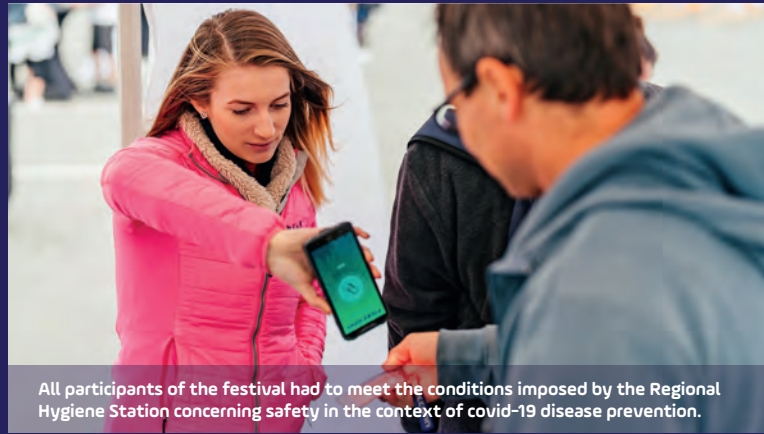
All stands were thematically tuned so that the visitor set out on a journey around the world.



Some vouchers were used during the break, after working hours, or as an alternative to lunch. Thanks to the musical accompaniment, visitors often returned repeatedly.



The event was accompanied by a pleasant musical accompaniment which helped with the friendly atmosphere of the festival.



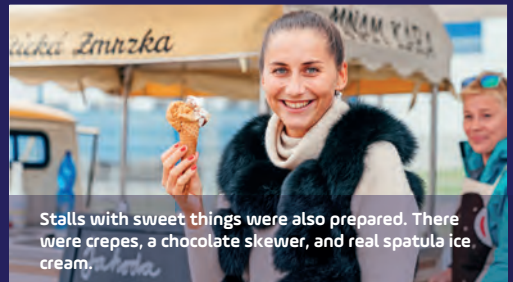
All participants of the festival had to meet the conditions imposed by the Regional Hygiene Station concerning safety in the context of covid-19 disease prevention.



Our colleagues could enjoy dishes from around the world – for example, very popular shredded pork in a bun with cracklings, baked tortilla with beef salsa, chicken teriyaki, pumpkin risotto with sun-dried tomatoes, which was especially appreciated by vegetarians, chicken souvlaki with homemade tzatziki and pita bread, tapas, Vietnamese real beef broth Pho Bo, American hot dog, and more.



The vouchers could be used repeatedly at individual stands.



Stalls with sweet things were also prepared. There were crepes, a chocolate skewer, and real spatula ice cream.



There was also a bar with drinks. In cold weather, visitors could warm up with tea or enjoy a coffee or other soft drink after a good meal.



Foxconn Street Food Festival was a unique and new concept that made the working day more pleasant for our employees. At the same time, they could spend time with their colleagues and enjoy delicious food together.





# We celebrated our employees' working anniversary

September, October, and November were devoted to anniversary celebrations of our employees. A total of 58 employees have been working for Foxconn for 20 years. Therefore, we organized a gala lunch for them, which was also attended by our top management.



D Group working anniversary - 20 years



G Group working anniversary - 20 years

In 2021 we acknowledged 705 employees, which is an incredible number.



D Group working anniversary - 20 years



D Group working anniversary - 15 years

We are honoured to acknowledge our employees who have been working for the company for 20 years. However, they are not the only colleagues who are celebrating a significant work anniversary - 108 employees have been with our company for 15 years and 163 colleagues have reached the first „decade“. It was our pleasure to arrange meetings across teams during which they could meet, have fun, and share a variety of interesting experiences. The company's management representatives gave the employees

gifts and thanked them for their great cooperation. And we didn't miss the 376 employees who celebrated their 5th anniversary. In 2021 we acknowledged 705 employees, which is an incredible number. We believe that we will be

able to continue this trend in the coming years and that the number of employees who are members of our Foxconn family will further grow. ■

Text: Martina Rochlová, HR Business Partner



## Máros Bejgli

This Hungarian equivalent of a strudel with poppy seeds is prepared in families especially during the Christmas period. It doesn't have to be made only with poppy seeds but you can also prepare the filling with cottage cheese, raisins, or walnuts.

### Dough ingredients

900 g flour  
40 g yeast  
150 g sugar  
150 g margarine  
200 g sour cream  
3 dcl milk  
pinch of salt

### Ingredients for filling

9 dcl milk  
600 g sugar  
3 bags of ground poppy seeds  
3 bags of vanilla sugar



150 g semolina  
1 lemon

### Method

Prepare flour, sugar, yeast, margarine, cream, and milk in a bowl and add a pinch of salt. By mixing, we prepare the dough from the mixture, cover it and let it rise in for 40 minutes. In the meantime, we will prepare the poppy seed filling. We prepare all the necessary ingredients in a pot and cook a thick porridge. If it is not

thick enough, add a little more semolina. The mixture must be really thick. Then let it cool down, grate the lemon peel and add a little lemon juice. Divide the dough into 3 parts and roll each into a square 1cm high. Spread the filling evenly on it and roll it. Spread the prepared rolls with yolk and bake in an oven preheated to 150 degrees for about 60 minutes. ■

Text: Tatyána Kiják, Multifunctional Operator, G Group

## Sadza with steamed fish

Sadza is in the Shona language a term for a thick porridge of corn flour. It is a traditional meal in Zimbabwe which almost every household prepares regularly for lunch or dinner.

### Ingredients for sadza

7 spoons of corn flour (+ extra for thickening)  
1 cup of cold water  
750 ml boiling water

### Ingredients for fish

1kg bream or tilapia  
1 smaller onion  
3 medium - sized crushed tomatoes  
2 finely chopped garlic cloves  
3 spoons of oil  
2 spoons of tomato puree  
60 ml water  
Salt, pepper, curry spice, a little of spring onions, garlic



### Method

Put the corn flour into the pot, add cold water and mix it. Then place the pot on the cooker and add boiling water, stir it constantly, until the contents of the pot start to boil. Cover it with a lid and let it bubble for 15 minutes. Then start adding the rest of the corn flour slowly. Once the mixture thickens, cover it and let it bubble for other 5 minutes. Turn off the cooker and prepare the fish. Cut it into pieces and salt it. Heat 2 spoons of oil in a pan and fry the fish in a medium flame. Then put it to

a plate, drizzle with lemon and cover. Add a spoon of oil, onion, garlic, and curry to the same pan. Mix everything and make foam. Add tomatoes, a little salt, and tomato puree. Stir the mixture and cook it for 2 minutes. Add water and return the fish to the pan. Cover it with a lid and let everything cook slowly on a low flame for 3 to 5 minutes. Before serving, sprinkle the fish with freshly ground pepper. ■

Text: Ruvimbo Jeffrey, Business Development Analyst, D Group



# Everything you wanted to know about hardening

**Hardening has become a popular trend in recent years. And this year it is literally experiencing its moment of glory. Although it doesn't seem like it, cold water and coldness are our best friends. Why should we incorporate hardening into our lives and how can we harden safely?**

Did you know that Czechs are considered a nation of hardy fellows? Showering in cold water and swimming in partially frozen ponds or rivers has been peculiar to us since the time of our grandparents. But now hardening is experiencing a real boom. What contributes to this? In addition to the growing emphasis on a healthy lifestyle and calming the mind, the film of Bohdan Sláma called *Bába z ledu* also helped. Who doesn't have a photo of a frozen pond on social networks, as if they didn't even live. When something becomes a trend, we all often want to join and throw ourselves into the challenge without the

necessary information and preparation. But this can have several negative consequences. In a better case, we will not enjoy it and the activity will not bring us the desired positives, while in the worst case, we are actually in danger. So how to handle it?

## **To harden or not?**

Cold has got an incredibly positive effect on our body and mind. Staying in the cold is one of the most effective forms of building immunity and resistance to physical and mental discomfort. In addition, practically anyone can do it - from small children to seniors. But these two groups

should start with caution. In what areas can hardening help?

## **Immunity**

Regular exposure of the body to lower temperatures helps increase immunity, which will improve your resistance to seasonal flu and colds. The body will also be able to adapt better to different temperatures and changing seasons or temperature fluctuations will not be a problem for it.

## **Relief and energy**

Cooling the body forces your heart to supply blood to all organs faster and more intensively, which helps



regenerate muscles and joints. Cold also increases the flexibility of blood vessels, which helps reduce high blood pressure. People who harden regularly feel significant acceleration of metabolism and relief from chronic pain or seasonal allergies.

### Washing away stress and worries

For many people, hardening is a form of meditation. The moment you dive into cold water, you are unable to think of anything but the ubiquitous cold. But when you accept it and focus on proper breathing, your head clears perfectly and endorphins begin to flow through your body. Over time, you will be able to better manage stress and you will be more mentally resilient and persistent. And not only in sports, but also in many other areas of life.

### It will not work without regularity

It's easy to start hardening. You just have to overcome the initial reluctance and realize that hardening is virtually any exposure of the body to the cold. However, it is extremely important to start gradually and do it regularly. Definitely do not try to jump into the icy river straight away and without preparation. The only thing you would achieve is a shock and an unpleasant experience that you will not want to repeat. And you may even catch an unpleasant cold.

### How to start hardening

Therefore, start by putting off your clothes first. Put away one layer, go out into nature on colder days, and let the body gradually get used to it. And if you are not a natural type, start by adjusting the temperature in your home - reduce the heating by a few degrees and if it is not -20 C, you can try to sleep with a half-open window in the bedroom.

As the second step of hardening, go to the sauna. It's a great „bridge“



**In general, it is ideal to harden when you are naturally warmed up but not overheated. Thus, it's not advisable to head to the cold immediately after sports or vice versa when you feel that you are cold. And never start with it if you are ill or feel poorly. Really anyone can harden but only a person with a healthy heart, kidneys, and blood pressure can apply the highest level, which is a long stay in icy water.**

among hardening milestones. It is also a pleasant relaxation that you can easily become fond of. After 10-15 minutes in the sauna, cool in a tub of water and stay in it for a few minutes. If you don't want to go to the sauna, it's time for a morning cold shower. It

will be uncomfortable at first and stepping into the shower will require a dose of persuasion. But it will be worthwhile! In the beginning, even 10 seconds under cold water will suffice. You can gradually extend this interval and if you shower in ice water daily, you soon won't mind a few minutes.

Only when you go through the previous steps, the time has come for the so-called sports hardening - i.e. swimming in a cold river, swimming pool, dam, or visiting a freezing polarium where the temperature reaches up to -120°C. And remember that the body is much more beneficial for more frequent and short hardening than a long and even one-time stay in cold water. Ideally, therefore, do sports hardening at least 3 times a week. And in this case, remember that heat escapes the most via head from the body. So, take a bobble hat on your head and move so that the body does not cool down more than it is healthy.

Then all you have to do is endure and after three weeks, start enjoying most of the benefits that hardening brings! ■

Text: Gaja Koláčková, COT media



# Don't make resolutions

The end of the old year and the beginning of the new one is not only associated with firecrackers or kisses, but also with one big nightmare of the coming days. Have you been thinking what your resolutions for 2022 will be? Quit smoking, start moving, eat better, sleep more... These are probably the most common ones. But what happened to them after a few days? Therefore, try it differently this year.



Resolutions don't work! They do not motivate or help. However, failure to do so has a profound effect on our joy, conscience, and self-confidence. After all, resolutions are not usually guided by what we would like and need, but rather by thoughts about what we should do. It's the beginning of the year, so we have to become a new and better person. And here lies the stumbling block – our resolutions do not come from us and our inner desire for change but they are motivated by negative emotions or pressure from others: „Everyone does it that way, so I also have to.“ But with this decision we get into unnecessary stress which we all certainly had enough of in the pre-Christmas rush.

## What can we do?

Try to write down your plans and dreams in 2022 instead of resolutions!

## Forget about bans

Only those changes and goals that are pleasant to us are sustainable in the long run. Any prohibitions and orders make all our plans a „necessary evil.“ It is therefore always better to choose methods that do not go against the grain with you. Ideally, those that are pleasant or bring us something in the short term. You don't have to start going to the gym 5 times a week just because it's in now. For example, try signing up for Latin American dance classes with your dear half. In addition to exercise, you will enjoy a lot of fun. Or at least a little of that partner sparkle.

Aren't our desires actually desires for change? Therefore, take a diary and plan according to your time possibilities to fulfil them. You don't have to fit them all to 1st January - you have other 364 days to do it! Would you like to go for a massage to relax your stiff back? Is it time to finally bake your own bread? Do you want to learn how to provide first aid? Get booked, enrol in courses, find a recipe. Simply take the fulfilment of your desires step by step. It will be easier for you to monitor and fulfil them. And if you manage to meet them, you can come up with more and more... In addition, according to experts, success breeds success. The more plans and dreams you fulfil, the more likely you can succeed with other ones.

## It requires balance

You need to feel successful to find the motivation for change. Thus, forget about the megalomaniacal goals this year and start with small and relatively easy ones to achieve. And plan things that will make you happy or changes that you look forward to. You will see that small successes will gradually become the best motivation for you to continue. On the other hand, don't set up goals that only require a minimum of effort. In such a case, achieving them will not bring you any satisfaction. And the feeling of joy of success will be gone within 5 minutes and the motivation, as with the resolutions, will start to fade. ■

# Sudoku

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PF 2022

Merry Christmas  
and a peaceful

New Year to all  
our good neighbours



FOXCONN