

Live Foxconn

Issue 1 | March 2021

Pavel Kožený

**My life and values
have been shaped
by sport**

**Corporate communication: Do we know what's going on?
Competition: Win with Live Foxconn
Become a true hero**

FOXCONN



Lenka
Brychtová

Editor-in-Chief

Dear colleagues,

with the New Year our magazine has undergone another change. News can be seen at the very first glance – the title page is completely different and other new features have been added inside. Our aim is to make our magazine really LIVE, with a diversity of content and visual appeal.

This time we've focused not only on graphical improvements, but particularly on changing the content. The magazine now has 4 extra pages, which enables us to present individual topics in a more attractive manner. We have made the sections clearer and each one now has its own symbol to help you find your way around. We have also changed the double-page feature in which our group directors present their message to you. In the Get to Know Us section in each issue you can look forward to reading about two teams that work in our company, while the Tastes of the World feature presents two non-traditional recipes from our colleagues from abroad. You're sure to enjoy the page devoted to the benefits that are available to you. And as we've all had much less chance to enjoy our leisure time during the last year or so, we have included a section called Have Fun. We're sure you'll find it an inspiration.

Do you enjoy competitions? Do you want to win some great prizes, not only in each issue, but also in the grand final at the beginning of next year? If so, enter our year-round competitions! It really does pay off to read our magazine. And we really do appreciate your support.

Wishing you a pleasant spring!

Obsah

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FOXCONN



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40,000 CZK for the Three Kings Charity Collection

“We three kings are coming to you...” Although this year due to the pandemic we didn’t hear the introduction to the famous carol from the mouths of the three kings, the traditional benefit charity fundraiser was still held. Foxconn and its employees again showed their support and generosity.

At the beginning of February the typical cash boxes for the Three Kings Charity Collection, organised by local charities in the regions, appeared in prominent places at the two plants in Kutná Hora and Pardubice. In just three weeks employees collected 14,566 CZK in the cash boxes in the canteens and reception areas, together with a further 4,183 CZK from the online collection. Foxconn then topped up this sum to a total of 40,000 CZK.

Thanks to all donors who donated money to a good cause and who contributed towards the meritorious activities of charities in both regions. The money raised will be used to support the development of centres or mobile services in at-risk families. We are delighted that even during these difficult times our company and its employees are helping those who really need it. ■

Text: **Radka Svobodová, Compliance Office,**
and **Jakub Skyva, PR and Communication**



Event calendar for April, May and June 2021

1 April	Launch of our company’s new educational campaign relating to April – the month of safety on our roads. You’re in for a surprise!
7 April	World Health Day – an information campaign focusing primarily on blood donation.
April	During April we present the new company website foxconn.cz , which will reflect the latest trends and will be optimized for various devices, including mobile telephones.
to end of April	Until the end of April, in front of the Foxconn plant in Kutná Hora, you can visit the travelling exhibition to mark the 25th anniversary of the entry of the royal town of Kutná Hora in the UNESCO World Cultural and Natural Heritage List.
April and May	“Give blood with us”, a campaign supporting blood donation, aimed at attracting new donors from our company’s employees.
3 May	Our new catering supplier Aramark will start work in our two plants in Pardubice and Kutná Hora.
31 May	By this date holiday plans will be finalised for 2021.
23 and 24 May	Regular shutdown of IT systems – IT services provided by the Software Delivery and ICT departments will be completely unavailable.
5 June	If the situation permits, the popular Children’s Super Day event will be held at Pardubice Racecourse. As is now a tradition, our company will be a partner for the event.
5 June	World Environment Day – an information campaign accompanied by voluntary assistance from our employees for Denemark, a civic association that cares for nature in the Kutná Hora region.



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



1st round topic: Time

Time is one of the most inflected variables of the modern day. Let's take a closer look at it...

It lurks on the alarm clock on the bedside table, on the wall clock at work. It looks down on us from the church tower. We are constantly reminded of it by our mobile, our computer and the watch on our wrist.

Did you know that people used to trade in time? Yes, human ingenuity and enterprise found business opportunities even in such a fleeting commodity as time. Even though it was just temporary business.

At the beginning of the 20th century people in London had 3 ways of setting the exact time. From the radio, from a paid telegraph service or from Ruth Belville. She used to travel to Greenwich every Monday to set her watch according to the clock

in the observatory and get confirmation that it really did show the exact time. She then went round visiting her subscribers to enable them to set their watches with the right time. It wasn't until the 1930s that time signals started to be transmitted in radio broadcasts. However, it took around 10 years before radio receivers became commonplace in households and time thus became public information.

Also linked with time is the question for the 1st round of our year-round competition: **Do you know the name of one of the oldest watches in the collection of Foxconn PR and Communication Manager Pavel Kožený, and the year it was made in?**

We'll give you a hint! Carefully read the main interview in Live Foxconn 1/2021 and the answer will be as close as the watch on your wrist. ■

How to compete?

Send in your answer by e-mail to redakce@cz.foxconn.com by **20 April 2021** and include the following details:

- put **"Competition 1/2021"** as the **subject** of your message,
- in the **body of the e-mail** give the answer you think is correct. Add your full name, employee ID number and contact details (telephone and e-mail), so we can contact you if you win.

Rules

We will draw three winners from those who send in correct answers, who will receive some useful household items after the end of the 1st round of the competition in April. The competitors will then go through to the final round, in which a draw will be held at the beginning of 2022 to win five main prizes. The number of rounds from the total of 4 that you enter during the whole year is how many times your name will appear in the draw in the grand final. Enter all the rounds and multiply your chance of winning!

Entry in the competition is free and voluntary. The competition is open only to Foxconn employees, who can only enter each round of the competition once. By sending in your competition answer you consent to allow us to process your personal data and undertake to comply with the competition rules. Those rules and information on the processing of personal data can be found on Foxportal: Department / PR and Communication / Documents and templates for download.



5 communication milestones

Language and communication are as important to human life as water and food. We communicate to pass on information, form relationships and together shape the world around us. It is as though anything not described in language never existed. And without communication the world would probably have never become what it is today.

What 5 means of communication have fundamentally influenced the direction mankind has taken? And how did they happen?



1st phone call

took place on **6 October 1876** and was between the American inventor Graham Bell and his colleague Thomas Watson. The sentence spoken by Bell into the microphone has gone down in history: "Mr Watson, come here, I want to see you!" The first Czech telephone call was made 5 years and one month later.

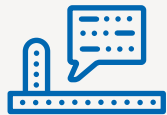


1st e-mail

was sent in the **autumn of 1971**. Not even the programmer Ray Tomlinson can remember the exact date, as at that time e-mail was just one of his many experiments. He therefore sent a meaningless jumble of characters. And nowadays e-mail is the most widely used internet service in the world.

1st telegram

was sent on **24 May 1844** by an experimental line from Washington to Baltimore, and contained the quotation "What hath God wrought?", taken from the Bible. The American inventor Samuel Morse thus literally started a communication revolution.



1st video call

took place on **30 June 1970** on the AT&T network between the mayor of Pittsburgh, Peter Flaherty, and the boss of Alcoa, John Harper. It was the first video call on a public network, after which this service was launched commercially, although its origins date back to the 1920s.



1st SMS

is thought to be the text wishing Merry Christmas, sent on **3 December 1992** by the mobile operator Vodafone. The message was sent from computer by the engineer Neil Papworth from the IT company Sema Group to the then technical director of Vodafone Richard Jarvis.





Corporate communication: Do we know what's going on?

Everyone communicates on a daily basis as part of their job. With colleagues, clients, and third parties. Communication is a natural part of our activities and we cannot live without it. Even the firm as a whole has to communicate. Especially a company as big as ours cannot get by without effective internal and external communication.

So, let's take a look at what corporate communication is for and how it helps.

Communication must be comprehensible

Corporate communication – particularly the communication that takes place within the

firm – is one of the most important factors in corporate life. The efficiency and productivity of the company as a whole greatly depend on it. Therefore, nowadays the requirements for comprehensive and swift communication are greater than ever before. Fragmented, incomprehensible and slow communication is

Text: Pavel Kožený, Lenka Brychtová, Lucie Frydrychová, Pavlína Matějková and Jakub Skyva, PR and Communication team

a frequent cause not only of misunderstanding, but also of reduced productivity or a lack of understanding between individual teams. Many companies are well aware that efficient growth, teamwork and employee motivation and involvement require an emphasis on functional internal communication.

Here at Foxconn we strive to pick out the most important points in the flood of information and present them according to the needs of the individual groups of employees in a precise and comprehensible manner, to ensure that such information is relevant for them. The form of the message and the choice of the most suitable communication channel by which we send out this information are then based on this. At Foxconn we have opted for a mix of communication channels, which enable us to reach out to all employees, not only those who have regular access to computers and e-mail, but also those who work in production.

Our communication channels

Given the structure of the company and the proportion of IL and DL employees (i.e. "office" employees and production staff), we tend to use more traditional communication channels that include printed media and online tools. What are they and how can they help you?

Foxportal

The internal portal is an indispensable part of any large company – so of course we have to have one, too. Foxportal presents news about what goes on in the company, as well as information about the firm's central departments, company benefits, corporate identity and employee events. The most frequently visited part of Foxportal is the menu section and the sections most often updated are News and Articles. While the News section contains the most important information about what goes on in the company, we use the



Follow us on social networks. Not only will you always be in the picture, but you also have the chance to win some great prizes or support our corporate culture and be part of one of the teams presented under the #GetToKnow-TheFoxconnFamily project.

Articles section for communication on lighter themes. Although we've had Foxportal for several years now, the version in the corporate design did not see the light of day until eighteen months ago. Therefore, we are constantly striving to improve it. Once again, this year you can look forward to new functionality to make it easier to work with the portal. One new feature is the RSS reader, enabling you to subscribe to news from Foxportal and receive emails notifying you of the latest news and articles published there.

Live Foxconn

The magazine you are holding is published 4 times a year and summarises the most interesting things that go on in our company. We also include entertainment and leisure-time topics, of course. And more! This year our magazine will be featuring year-round competitions to win some great prizes. This is also the second issue of our magazine to have a special microbial surface finish, which effectively destroys viruses and bacteria. So, there's no need to worry about sharing your copies with your colleagues. You can find the magazine in the stands in our buildings, but we also send it out in electronic form by e-mail and post it on Foxportal and our website. How do you like our magazine? Does it contain things of interest to you? Write to us at redakce@cz.foxconn.com with your opinions and perhaps recommendations for topics you'd like to read about.

Noticeboards

It might seem that noticeboards are a thing of the past. However, in companies with a large proportion of DL colleagues with limited access to online information, they're still an important means of communication. Therefore, we



also prepare important reports and news in the form of leaflets. Thank you to our managers and assistants from the individual teams for looking after the noticeboards in their areas and keeping them updated with the latest information.

Direct mail

Mass e-mails sent from the .info address are familiar to every employee with a company e-mail account. We use this address to inform you about everything noteworthy that you shouldn't miss out on. These are not just work-related matters, but also notifications of company events, competitions or benefits.

SMS

We started using SMS as they were fast and could reach out to a wide employee base when there was the need to keep them quickly updated about measures relating to the coronavirus pandemic. We send SMS to employees in seven languages, depending on their nationality. We use this communication channel with discretion, primarily just to inform our employees about the most important events.

Social networks

Besides the internal channels the PR and Communication team is also in

charge of social networks. Why are they one of the most popular channels of communication? Social networks enable mutual interaction. As our followers you have the chance to comment on what we post, share it or react to it.

Social networks are also not only for our employees, but also for the general public. By presenting the company on social networks we raise awareness of who we are and what we as a firm do for the surrounding region and for our employees. Besides this, each social network also has its own added value, which each of you can benefit from!

Facebook

Facebook is the social network Foxconn has been on the longest. In just a few years it has attracted almost 4,000 fans, who comment on or share our messages. If you follow us here, you'll definitely be one of the first to know about what Foxconn is doing for its employees or for individuals and organisations in the regions.

Instagram

We use our newest account to entertain fans with content on lighter themes. The account currently has more than 1,300 followers, who have the chance to enter competitions several times a year to win some interesting

prizes and also to be the first to obtain information about what is happening in the company. We also post presentations of our teams as part of the #GetToKnowTheFoxconnFamily project. All these presentations are via Instastories, although they disappear after 24 hours. We therefore save the best of them to selections, which can be found on our profile foxconn_czech, where you can return to them again at any time.

LinkedIn

You'll find us on LinkedIn under the name Foxconn Czech Republic. Our fan base of more than 6,000 followers is made up not only of our employees, but also colleagues from Foxconn plants all over the world. Thanks to collaboration with the Recruitment team this platform is also used to recruit new employees and to shape job vacancies.

YouTube

Naturally, Foxconn has to be on YouTube. As we shoot lots of interesting videos, we like to share them on this platform. This year we're planning to move the network and offer plenty of fascinating content that you won't want to miss.

Twitter

Our last social network is Twitter, which is used primarily to share news from the company with journalists.

Website

Our website is the place where we present the company's activities, important contacts and mandatory legal data. It is an indispensable information channel, one which needs to be developed further. This is one reason why this year we can look forward to the brand new company site foxconn.cz, which will reflect the latest trends and will be optimized for various devices, including mobile telephones.



Events

Corporate events are also a form of communication with our staff, their families and the general public. They help to shape the corporate culture and enable us to thank Foxconn employees for their work. Although they cannot be held at the moment, we're sure that we'll soon be meeting again at one of our traditional events. And what are they?

We regularly organise the popular FoxFestival, which offers our employees and their families a lavish programme packed with competitions, music and entertainment. We are also involved in events held at Pardubice Sports Park, which brings together local sports clubs and groups and where we always offer our employees something extra, besides just fun. We also think of the children, and so we're always part of the Children's Super Day events held in Pardubice.



The end of the year is usually packed with company events. We prepare a Mikuláš show and during December employees can enjoy a Christmas lunch free of charge and take home an original Christmas present. Other popular events include our company balls, and of course our charity activities. With our employees'

help we regularly provide presents for the children from Pardubice Children's Home or for senior citizens from the Barbora Kutná Hora Retirement Home. These major events are complemented throughout the year by smaller activities, including a drive-in cinema, International Women's Day, and more... ■

Building the good name of Foxconn

- ▶ **Good neighbour:** Through our deeds we are constantly proving that we are a socially responsible firm and a good neighbour to those around us. We help out where it is needed. We are a stable partner for the towns of Pardubice and Kutná Hora, local non-profit organisations and secondary schools in the regions in which we operate.
- ▶ **Support during the coronavirus pandemic:** Thanks to a timely decision and purchase, during the shortage of protective equipment in the health-care segment we were able to donate thousands of respirators to those who needed them the most. We also donated almost a hundred laptops to families who needed IT equipment for their children's online lessons. We provided senior citizens with tablets, to enable them to keep in touch with their loved ones while visits were banned. To increase protection of the most at-risk group of inhabitants we also purchased and installed thermal cameras by the entrance to the retirement home.
- ▶ **Educational campaign "Keep more than half a horse's distance":** The first and definitely not the last educational campaign to reflect current events, this made it onto the main television news.



- ▶ **Live Foxconn:** The magazine has taken huge steps forward during the last eighteen months or so as regards its content and graphics. Our efforts were also rewarded by being ranked the 8th best company magazine in the nationwide Zlatý středník competition.
- ▶ **Instagram:** Our activity on Instagram has paid off and during just one year we have managed to attract a whole thousand followers. This is certainly partly down to the popular #GetToKnowTheFoxconnFamily project, which keeps hundreds of our followers entertained. ■

How are we perceived by those around us?

This is the focus of our external communication, or presentation of the company to the outside world. The company's name and good reputation are one of the key factors that enable it to maintain its position in the eyes of its customers and also to attract new employees.



of this charity event. That is proof that during the three years of its existence the competition has established itself a strong place amongst the charity events held in the Pardubice and Kutná Hora regions. Since the competition was first launched Foxconn has distributed almost 2 million crowns as part of the project.

Cooperation with schools

Qualified employees are the key to success for any company – and so we also do a lot to support schools. We focus on technically oriented secondary schools, offering support, for example, in the form of assistance with



Building and maintaining the company's good reputation is a long process, but it can all be lost in an instant. This is why we have to pay close attention to the style in which we as a company, as well as each employee, present ourselves. Firms do this in a variety of ways. In our company we use presentations in the media, we participate in various competitions and rankings, such as Employer of the Region, Exporter of the Year and the Czech TOP 100, and support publicly significant events.

Activities for the local community

Foxconn is not only a major employer in its two home regions, but also a neighbour, which thinks of its surroundings. It is a partner for institutions, local communities, charities and individuals, and helps out where it is needed the most. Through our unique Foxconn X-DAY project we help to make dreams come true for those who really need it. A record 85 participants signed up for the last year

purchasing technical equipment for lessons, including digital noticeboards or tablets. We also support various specialised competitions organised by secondary schools in Pardubice and Kutná Hora. These include the Amavet science and technology festival in Pardubice, the robotics leisure-time groups and Researchers' Night at the University of Pardubice. ■



Corporate identity – how it has changed

The set of rules defining which symbols, colours and shapes a firm or a brand uses to present itself to the outside world – that's corporate identity. From the perspective of communication this is a fundamental and highly important discipline.



Nowadays no one should create materials without rules, without a concept or without consistency. The



ideal situation is that when someone sees some material (such as a poster or leaflet) without the company's logo,

they can recognise which company it belongs to. It is therefore essential that the company cares for its brand and identity, and keeps to the rules set by the company's design manual.

Where can it be seen?

We are coming across the implementation of our corporate identity in our company's premises more and more often. Employees and visitors can see it from when they first enter the reception area and elements of it can be found in printed and electronic materials. You and people outside Foxconn can see it in signatures in e-mails, in presentations, on headed paper and on billboards, inviting you to our events or recruitment days. Nevertheless, the implementation of a new identity is always a long and costly process, so we still have a lot more work to do in this area. ■

Questions you often have for the PR and Communication team

Why can't I make a poster or document template myself?

Because we believe in the saying: "A shoemaker should not judge beyond the shoe." Believe us, that you cannot know all the rules of our corporate identity. That's why we're here – to help you with graphic materials. Don't hesitate to contact us!

Why should I join Instagram, when I already have Facebook?

Each social network offers something different. While Facebook presents

the latest information about Foxconn's business, on Instagram you'll also find lots of competitions and inspiration. You can also find out more about the work done by the individual teams.

What events is the company preparing for us this year?

We'd like to organise all the traditional events, as well as some new ones. We're looking forward to FoxFestival, our balls, and lots more. Obviously, we'll be holding these once the situation allows us to.

Why do we have decals on company cars? We didn't use to.

This is one of many steps aimed at building the brand and raising awareness of Foxconn. Our new corporate identity is perfect for being presented on our cars.

I received an SMS at an inappropriate time. Is it necessary to send them?

We send out important information about Covid-19 to almost 5,000 mobile numbers. The entire process takes several hours and network throughput means that unfortunately some messages can be delivered later. ■

Pavel Kožený:

My life and values have been shaped by sport

A softball player and trainer in his free time, with extensive public relations experience and expertise, whom an opportunity brought to Foxconn in 2019. Find out what successes he has achieved with his team as PR and Communication Manager, how his work has changed during the last year, and what he has carried over from sport into his professional life in our interview with Pavel Kožený.

In 2019 you resolved that you want to improve the perception of Foxconn in the regions where it operates, as well as in the Czech Republic as a whole. Have you succeeded?

I'm convinced that our joint efforts have moved perception of our company in the right direction. We are fulfilling our goal of being a good neighbour for the people, institutions and firms in the regions where we have our production plants. Thanks to this our position has improved in the Pardubice and Kutná Hora regions and we have strengthened relations with local institutions and organisations. They, together with the general public, see Foxconn as a socially responsible company, which is moving forwards. All we had to do to achieve this was to open the door slightly and show ourselves to the world. Nowadays people talk about Foxconn more openly and the company presents itself in public much more and also better. That is obviously thanks to the work done by all of us – as this would never have been possible if we didn't have the support of the company management

and if our colleagues did not create topics that we can talk about.

Another of your major tasks was to strengthen internal communication and implement the new corporate identity...

Sharing information with our employees plays an important role, which we achieved as a good PR team. We have increased the efficiency, speed and accuracy and quantity of our outputs. We have also started to communicate via SMS, an older yet still highly effective means of delivering information. This has enabled us to get important information across to employees who were perhaps not at work or on a shift at the time. This means there's nothing to surprise them when they arrive at work.

We've also come a long way in our implementation of the corporate identity. We have managed to create internal guidelines that we can rely on and that appoint the PR and Communication department as the administrator of the

company's corporate identity. This means that the teams that are focusing on modernising our plants as part of the process of improving the working environment take account of the corporate identity and coordinate all their activities with us. That's a step forwards that I'm really pleased about! I'm glad that our colleagues respect the rules for working with our corporate identity. And we've succeeded in plenty of things in this respect. Elements of our corporate identity can now be seen in the corridors, relaxation rooms, offices, production areas and also on the security frames. People also now come across the corporate identity as soon as they enter Foxconn, thanks to the reconstruction of the reception area in Pardubice building P1.

Last year was a difficult one in many respects owing to the coronavirus pandemic. What challenges did you face?

Our work changed as regards a shift in priorities and respecting safety measures. The situation really put us to the test as a team. The biggest



challenge was definitely getting important information across to all our employees in a timely and comprehensible manner. The number of languages we have to translate into is constantly increasing. We currently distribute all materials in 6 languages, which requires good cooperation in terms of translations and subsequent communication. We want everyone to get information that is as precise and easy to understand as possible.

Abiding by safety measures and keeping the company running were and still are our main priority. In this regard it was also necessary to come up with new forms of events for employees despite the restrictions, and we have succeeded in this. We see it as important to achieve a balance between work and leisure time. Employees want to have time to relax; we don't want to deny them that, and in fact want to offer them activities to enable them to do so. This means that communication cannot interfere and become a nuisance. However, staff must also be informed of whatever is needed for their work.

As Foxconn “ambassadors” you’ve also helped a great deal beyond the company’s walls. How, exactly?

We’re very active in terms of social responsibility and I’m glad that I have the support of top management. During the pandemic we helped out wherever we could. You might have read about these activities on the previous pages and in past issues of Live Foxconn. I’d therefore like to draw attention mainly to the activities of employees themselves. All around me I see an incredible desire to help. Employees assist in purchasing Christmas presents for children and senior citizens, their teams raise money for various organisations, they are involved in public fundraisers for regional charities in Kutná Hora and Pardubice... These are the moments

that show me that we’re doing the right thing. And we do it because we want to, not just because it’s expected of us as a large employer.

You also saw a great response to your witty educational campaign “Keep more than half a horse’s distance”, which even became a viral success. Did you expect that?

I was sure that the campaign would appeal to the public. That’s why we do what we do – we want Foxconn to be seen, and so we do as much as we can to ensure that. Despite the fact that this was a budget campaign, it attracted a huge amount of interest in the media and spread organically amongst the public on the social networks. I was happy about that, as to get onto the main news with a positive message is not something you achieve every day. Another thing that helped was that we deliberately didn’t mark the campaign with the Foxconn logo – we wanted to provoke the media slightly into seeking out the author, which they managed to do in just a single day. That showed that the world of journalists, spokespersons and communication managers is a small one – we’re a community, where we know each other well.

I assume that you’ll want to follow up on this success this year, too. What activities are you and your team planning?

Our external communication will continue by presenting the company as a good neighbour, a socially responsible form, a major employer for the Pardubice and Kutná Hora regions, and a leading exporter for the Czech Republic. Throughout the year we will also be in close contact with the successful finalists of the X-DAY competition and will be presenting detailed information about whose dreams we have helped to come true. And I can also promise that the people of Pardubice and Kutná Hora can soon

look forward to one of Foxconn’s biggest ever campaigns in the Czech Republic. And for that we’ll again be using one noticeable animal.

Virtually all your professional career has been associated with communication and public relations. Had you always wanted to work in this field?

The answer might surprise you, but no. I’m not the type of person who spent his youth working on school magazines or organising events. That’s why I’m happy to say that this branch found me and I grew into it. I discovered the courage to stand up in front of an audience and the resolve to improve my skills. I enjoy everything associated with communication – I like giving public presentations, becoming an executive organiser of events, a graphic designer or even production manager.

You’re also a great lover of softball. That’s not exactly a traditional sport in this country. How did you get into that?

That’s right, the countries where softball is most popular are Japan, Australia and America, yet I have devoted more than half of my life to it. As I had a general sports education and besides the main athletics disciplines we “had to” know how to play all games, I had the chance to get into softball back at elementary school in 1989. Thanks to that, this sport and others have shaped my life and values. It has given me a sense of purpose, taught me to lose and win, negotiate and communicate with various people, build community relations and the necessary alliances. And, over time, to be a leader, trainer and motivator. Nowadays I play, I train and I have my own club, with which I compete in the European league. That means we mostly play outside the Czech Republic, against professionals – such as US NATO troops, who spend most of



their free time training softball. This gives them an advantage over us, but we try to make up for that with tactics and team spirit.

As the trainer of the Czech softball team you took the Czech players through to 2nd place in Euro 2015. You must have been pleased with that.

Definitely! It was also my debut as head trainer. I knew that we have great players here in the Czech Republic. I was all the more pleased that from the position of outsider we brought back a medal from the European Championship with the national team after four years. This success was down to a truly exceptional team, which had a clear goal and unbelievable

inner strength, which the coach has to be able to awaken in the players.

How do you relax? Has it changed at all during the last year?

Relaxation and sleep are definitely needed, so I don't avoid them (laughs). In general I relax on trips with my family, by reading professional literature or doing manual work. On the other hand, I'm still a sportsman at heart, and so I've built a gym in the garage where I spend a lot of time, and that's also the place where I usually come up with my best work-related ideas. We also alternate between summer and winter sports. Not long ago, for instance, I went for a run uphill in the mountains and pulled the children up, so they could at least do a bit of skiing.

Tell us something about yourself that your colleagues don't know...

My more observant colleagues might have noticed that I sometimes wear a 60-year-old watch, for example. I admire our ancestors all those years ago for making Czechoslovakia one of the seven countries in the world able to make mechanical watches. I came upon this hobby somewhat by chance. I was there at the right time and in the right place and had the chance to see how mechanical watches these days. It's an incredible process, which impressed me so much that I now have several old models at home. And today, as we do this interview, I'm wearing a PRIM traktor from 1960. ■

Text: Gaja Kolářková, COT media

Foxconn X-DAY brings joy for the third time

Seven projects from the Kutná Hora region and eight projects from the Pardubice region shared a total of 415,000 CZK from the Foxconn X-DAY grant. This year's programme, whereby we support charity projects from both regions, was extended by several months due to the pandemic. The presentation of the projects that competed for this support had to be adapted to the situation, and this time was held without an audience, just before a panel of judges while abiding by strict hygiene rules.

This year's 3rd annual event was again a record-breaking one. It was entered by 85 applicants, which is 20 more than last year. Projects selected by a panel of judges made up of Foxconn employees then went through to the final.

Finalists from Kutná Hora

After the 10 finalists from the Kutná Hora region had presented their ideas, the panel in the local plant chose the

seven to whom awards would be presented. The highest sum of 70,000 CZK went to the Malín Voluntary Firefighter Unit to buy a new trailer, which will make the firefighting team better able to respond to call-outs. The firm also provided support worth 40,000 CZK to the Riding Stable and Family Farm in Brambory. Sums worth between 10,000 and 20,000 CZK were then shared amongst another

five projects from the fields of charity, sport, culture and social support.

Finalists from the Pardubice region

Ten finalists from the Pardubice region presented their projects to the panel of judges at the Foxconn plant in Pardubice. The highest sum of 50,000 CZK went to representatives of the KŘIŽOVATKA handicap centre, who

Total support amounting to 415,000 CZK went to:

Project	Applicant	Sum awarded in CZK
Trailer for Malín Voluntary Firefighter Unit	Milan Navrátil (Malín Voluntary Firefighter Unit)	70,000
I Want to Get There without Help	Petra Macháčková (KŘIŽOVATKA)	50,000
Hi-Tec Ambulance for Your Brain	Linda Trpišovská (CEDR Pardubice)	45,000
Family Farm Needs Facilities	Michaela Švábová (Brambory Riding Stable)	40,000
Audiometer for Hearing Tests	Romana Procházková (Tamtam Children's Hearing Centre)	30,000
Water Sports for Handicapped Children	Blanka Brandová (Early Care Centre)	25,000
PéDéZet Electric Scooters Will Be at the Client Immediately	Pardubice Mental Health Care	22,000
Town = Gallery 2021	Martin Starý (Town = Gallery 2021)	20,000
Kinder Cup	Václav Rejna (Kutná Hora Floorball Club)	20,000
New Chance for Abandoned and Abused Dogs	Irena Augulisová and Andrea Vágnerová (Heaven Ranch)	20,000
Sladké mámení v Kostce	Petra Hnatová (Journey through Life without Barriers)	20,000
Modernization	Radek Kršňák (Kutná Hora Fishermen's Association)	18,000
Rescue Marathon	Ivana Lišková (Czech Red Cross)	15,000
Fairy-tale Garden	Romana Vojířová (Šumák association)	10,000
Painting Courses for Senior Citizens	Tereza Vrátilová (Colours of Autumn foundation)	10,000

will use it to improve wheelchair access for the disabled in this centre.

A cheque worth 45,000 CZK will go to the CEDR organisation to support the project Hi-Tec Ambulance for Your Brain. The judges split the remaining sum amongst another six organisations from several areas.

Effort brings results

"The third annual Foxconn X-DAY was just as exceptional as the whole of last year was," said Pavel Kožený, Foxconn



PR and Communication Manager in the Czech Republic, adding: "I am delighted that despite all the restrictions imposed by the current situation, there has again been a significant increase in the number of people signing up for this event. This shows that the efforts made to ensure that Foxconn is a good neighbour in the Pardubice and Kutná Hora regions have brought results. Congratulations to all the award winners and thank you for all you have done to make our regions a better place to live."

This year's X-DAY has come to an end. Congratulations to all the winners and we will be happy to see the progress with the projects implemented thanks to our support. And we're now looking forward to the next annual Foxconn X-Day 2021 charity competition! ■

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



Judges of Foxconn X-DAY 2020

Josef Viktora, mayor of Kutná Hora

Kateřina Daczičká, councillor of Kutná Hora and tax consultant

Veronika Lebedová, director of the Municipal Tyl Theatre in Kutná Hora

Pavel Šotola, councillor of the Pardubice Region

Jakub Rychtecký, deputy mayor of the town of Pardubice

Pavel Kožený, Foxconn PR and Communication Manager

New catering supplier

Foxconn is changing its catering supplier! From 3 May 2021 you can look forward to an entirely new culinary concept in our company canteens, to be provided by Aramark.

Why have we selected this supplier? Aramark works with fresh ingredients from Czech suppliers and offers a diversity of meals. Many of the firm's chefs regularly come top in international competitions and the Czech branch of Aramark employs the leading nutritionist Petr Havlíček and the renowned head chef Tomáš Konopka. He will be personally involved in setting up the specifics of cooking and other services for our company.



Aramark has been operating in the Czech Republic since 1992 and has worked its way up to hold a leading

position in the catering sphere. It has more than 100 establishments, 2,000

employees and cooks more than 80,000 meals every day. It provides its services to the Army of the Czech Republic as well as a number of prominent clients, including Škoda Auto and Toyota Motors Manufacturing.

And now Aramark is bringing its original catering concept to Foxconn! Looking forward to it? ■

Text: **Lukešová, Training and Development Manager**



The expansion of adaptable systems continues

The shortage of workers on the labour market puts pressure on the automation of production processes. However, this also has a number of benefits. We can leave monotonous and repetitive tasks to machines, meaning our employees are available for activities that make better use of their abilities.



It is difficult to automate production processes with high variability. That is why we are glad that we have succeeded in developing another solution that optimizes a process used in most of our production plants. The ALS (Adaptable Labeling System) is able to completely autonomously identify and weigh products, check package sizes, apply the requisite

labels to products and check that they have been placed correctly.

The system is designed to be able to work with a highly variable range of products and label types and can automatically adapt to the configuration

needs of the individual products. This eliminates the need to convert the machines and ensures smooth production even in the case of small production batches. As integration has been well planned we can deploy the solution to ensure that it provides the greatest possible added value. Thanks go to the teams of CI, Cisco ENG, SWD, ICT, the maintenance team and all other colleagues involved, without whom such complex and innovative projects could not be implemented.

This year we will continue to focus on expanding our solutions, which will help Foxconn to improve its production processes and will soon become a routine part of production. ■

Text: **Vladimír Goga, Automation Development Manager**

2020 and cyber security

Efforts to slow the spread of the Covid-19 virus have forced many employers to completely or partially switch to home office work. However, home office represents a major test as regards the security of company data, devices and networks. How was 2020 from a cyber-security perspective?

TOP 5 figures

1. Global expenditure on cyber security totalled 2.6 billion CZK – for the sake of comparison, the expenditure of the Czech state budget totalled 1.8 billion CZK.
2. 92 % of malware is spread via e-mail messages.
3. 37 % of phishing attacks use e-mail attachments with the extensions .doc and .xls.
4. 95 % of security incidents were caused by user error.
5. 88 % of companies have encountered a phishing attack.

TOP 5 events from Foxconn and around the world

1. The security organisation Europol carried out a final sweep on the EMOTET network, which spread Ryuk, QakBot and TrickBot malware via e-mail attachments. The network was behind the attacks on Czech hospitals and the mining company OKD – eliminating them is thus a great success.
2. 94 % of employees passed the test in a Foxconn CZ internal phishing campaign.
3. Multi-factor user authentication has been implemented using the Validation ID Protection software from Broadcom/Symantec. This has improved the security of the services Jira, Confluence and OWA.



If you experience any technical problems while working from home you can contact our **Helpdesk**. If you have encountered a dangerous e-mail communication or other security risks while working with company devices, contact the **Cyber Security** team.

management, we changed the system of access rights. Access rights to specific systems are now automatically removed from users after a certain amount of time, and have to be requested again.

Outlook for 2021

The second year of the global pandemic will again test the security of our internal network, the resilience of our systems and user vigilance in resisting continual phishing attacks, the frequency and sophistication of which is increasing every year. More than ever before the rule is that the most vulnerable part of any system is always the user. We therefore hope that we will all continue to manage to protect our data. ■

Text: Karel Plašil, Cyber Security Specialist



Satisfaction survey in 2021

Did you know that almost half of you would like to learn more about the company's strategy and long-term plans? Our CEOs are aware of this, and so shared this information with you at the beginning of the year. Thanks to this you found out how we did last year and what the outlook is for 2021. While on the subject, we should also mention the activities linked to the satisfaction survey. What are we planning this year?

The common link still comprises four areas:

- ▶ Career planning – offering you the potential to grow
- ▶ Atmosphere – supporting the atmosphere in the company
- ▶ Working conditions – improving the conditions in which you work
- ▶ Salary – making sure that you understand the remuneration you receive and that it makes you feel motivated.

As is usually the case, we test out a number of activities in various divisions. As they start to prove successful, during the year we will be extending three fundamental activities to other divisions. What activities are those?

Work flexibility

One aspect of work appreciated by 68 % of you is flexibility. Its potential increased even further last year due to the coronavirus pandemic – either through negative attendance, or home office. All these activities should mean that you're able to better manage the time you spend at work, and your work results will be the main factor. As we

want to continue supporting flexibility, in cooperation with Kutná Hora management we will be launching "desk sharing". The aim of this is to enable everyone to choose the desk that most suits them for their work. And this will give them the opportunity to get to know colleagues they wouldn't otherwise normally meet. This sharing scheme should also reduce the number of desks in the office, as some colleagues will be working from home. This scheme is still in the early days, but you can expect to hear more soon.

Get to know the heart of Foxconn

We want to be the best company in manufacturing and supply chain management. So, it is therefore crucial for every employee to know what products we manufacture and for which customers, as well as how things work in production and the warehouses. As some colleagues do not have the opportunity to get to know this "heart" of Foxconn, we want to make it possible for them. We want them to soak up the atmosphere and realise why it is that they do the job

they do. We have now started tours of production in F group but are planning to expand even further. And it definitely doesn't end there! Our aim is not just to provide a view of production, but also to experience it. You can find out more about our plans in a separate article on Foxportal.

Group leader development

We are also planning to develop our leaders to make them the best possible bosses. For now we will be launching this scheme just in G group. The first phase will involve short training courses, which will focus on the basic principles of communication with people. However, the sources will then be expanded to include comprehensive development, which our supervisors are currently undergoing.

A pretty busy start to the year, don't you think? And there's a lot more to come! ■

Text: **Pavčina Šprachová, HR BP Lead**



Průzkum spokojenosti
zaměstnanců

The Working Environment doesn't stop

What's new at the Pardubice and Kutná Hora plants thanks to our colleagues' tireless work on improving the working environment?

At the end of last year we introduced standards for the working environment. However, putting them into practice is a gradual process, one we're working hard to implement. The programme included the creation of "rating areas", which will help us to decide which premises to start modernising now and which ones to leave for later. We want to refurbish Foxconn's plants according to the standards and comprehensively as a whole. How is it currently looking with projects under way?

Reconstruction of the CISCO office

Aha, it'll be Fish & Chips today... Something you used to hear around lunchtime, when the shared air conditioning sucked in air from the canteen. This, coupled with the need to modernise the working environment, have motivated us to make a radical change. The CISCO office in Pardubice building P1 has been in operation for more than 15 years. It has undergone a number of changes, but it's now time to come up with something new. Work on the modernisation of the office started late due to the pandemic situation. However, it gave us space to implement the new standards and corporate identity. For instance, the office is counting on the pilot projects Conference box and Fly desk, which will provide uninterrupted privacy during video conferences and will make reserving work places in the Home Office 2.0. scheme more efficient.

Reconstruction of the L5 office

We opted for a more dramatic change in the case of the L5 office (G group). Instead of altering the existing premises we decided to build a new



Reconstruction of the L5 office

office. The undeniable advantage of this lay not only in the space itself and the considerable potential for adapting it, but also in making use of the acquired know-how. The winning variant offered a solution in the form of two separate rooms, which met the ICT requirement concerning server room security. The office is then made more pleasant by daylight, an airy design and

modern furniture. Work started in mid-2020, when the pandemic was well under way. Despite this, we managed to complete everything on time and hand the office over to employees at the end of the year.

Kutná Hora reception

The reception in Kutná Hora has undergone another beautification



Reconstruction of the CISCO office



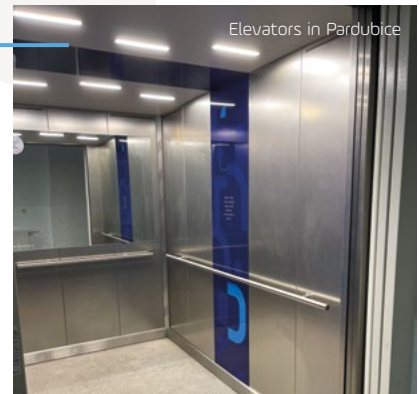
Kutná Hora reception



Digital centre



New corridor in production



Elevators in Pardubice



Design of Pardubice reception

treatment. It is now adorned with a large Foxconn sign, which hovers above the reception desk on its translucent background. The sign is complemented by eye-catching company graphics in the style of the corporate identity, in two variants! This means we can look forward to a dark design as well as a light version. Both can be alternated at any time, so the reception area will keep on looking good.

Digital Centre

The Digital Centre in F group in Kutná Hora is the new venue for regular meetings of production and support teams, which since the start of the new year have served to present the latest results. The aim of the project

was to create a pleasant environment with the vision of a digital factory, displaying data flow in real time. Until recently there was no place for larger groups of employees to meet in production. These impressive new premises have changed that. The Digital Centre is equipped with three large monitors, presentation boards, a podium and the necessary soundproofing to block noise from production. There are currently plans to extend the model to other halls.

New corridor in production

Walking down the corridor connecting the halls in the Pardubice P1 building you can go back in time and commemorate some of the important

milestones in our company. The corridor has been given a new look in the form of a timeline in our corporate identity.

Elevators in Pardubice

After the completion of the cargo elevator, the staff elevator in building Z1 has also been reconstructed. Both elevators in the building have therefore now been refurbished and treated with a special nanotechnology, which prevents the transmission of bacteria and viruses, including coronavirus. This means the elevators are now safe for everyone to use.

Pardubice reception

After the refurbishment of the toilets by the reception area in building P1 it is now time to modernise the reception as a whole. The layout will remain the same, but otherwise it will change beyond recognition. We can look forward to seeing the new reception area very soon. ■

Text: **Working Environment project team**

New car park at the Zámeček site

At the beginning of this year work began at the Zámeček site to construct a new car park for Foxconn employees' cars. It will have a total capacity of 162 parking spaces, including 2 spaces reserved for invalids.



The new car park will be equipped with infiltration blocks, which will effectively store and infiltrate rainwater. The

surface of the car park will be asphalt concrete with dividing islands made of interlocking paving together with

grassy areas. The car park will be lit with modern LEDs and monitored by a camera system. Cars will enter and exit via the GATE 4 gatehouse and there will be traffic signs directing them around the site. The building work will last for approximately three months and the completion of the car park for employees to use is planned for the second half of May 2021.

During the construction work we ask that you take special care in the vicinity of the building site – particularly on adjacent roads. In return, you can look forward to a new car park that lives up to the latest standards! ■

Text: Filip Holanec, FM Project Coordinator

Have you met our e-receptionist yet?

As the next step in the automation of our security department, after detector frames, we have now acquired the services of an automatic receptionist. You'll soon be able to meet it in the new reception in Pardubice building P1.

The innovative e-Reception will help us speed up reception services. This modern technology can handle everything from logging in visitors, advising them on where to go, contacting the person they want to visit and provide other services according to our specifications. Thanks to the connection with a user interface we now have a perfect overview of visitor records. How does it all work?

- If the visit has been approved, it will have been imported via the security department into the visitor module, in which case our e-receptionist knows about it.
- The visitor then receives an invitation by e-mail or SMS.

Our e-receptionist will look a little different – it will match our corporate identity



- Upon entering the building the visitor is served by the e-receptionist, which uses the "Arranged visit" option to scan the person's identity card and QR code directly from their telephone.
- The e-receptionist then guides the visitor through the registration process, after which the visitor is issued with a visitor's card and the person being visited is informed that he or she can collect the visitor from reception.

We hope that this step will make things more convenient for users and will improve reception services for our visitors and customers. ■

Text: Petr Anton, Europe Security Manager



Keeping up with the Foxconn Groups



Stephen McKenna

Vice-president and Executive Director
of F Group



Our reminder

I had really hoped that we wouldn't be still talking about Covid. Unfortunately that's not the case, so my message is the same. The number 1 concern for all of us is to do our best to keep each other safe. The rules we have had to put in place are sometimes inconvenient and uncomfortable, but they are very important. I really appreciate everyone's cooperation. All of our successes as a company are a result of the amazing team spirit we have with everyone sticking together and



Number of the quarter

We are proud to announce that we have successfully passed the external audit of our medical device business by BSI.

ISO 13485 is designed to be used by organisations involved in the design, production, installation and servicing of medical devices and related services. Safety and quality are crucial in the medical devices industry, and if we are to grow in this sector, it is important to certify our quality management system. Special thanks go to Jan Stríhávka (Quality Supervisor &

Lead Auditor) as well as to everyone who is contributing to and working with our quality management processes to ensure best practice in everything we do.



We hear you

In 2020, we have delivered significant changes in 4 specific areas aimed at improving employee satisfaction: Working Environment, Salary Competitiveness, Company Atmosphere & Career Planning. While we are proud of what we achieved so far, we know that this



Allan Keown

Vice-president and Executive Director
of G Group



Keeping up

During this year we expect to deliver a number of automation projects in our L10 businesses. Our aim is to focus on technologies that can be applied or easily adapted to various production lines and/or products. We have partnered with a company that specializes in using highdefinition cameras and AI technology to inspect the cosmetic quality of products. It will be deployed on the Cisco production lines before being rolled out to other areas. Other projects will include the ALS automated labelling

supporting each other. If we continue to do so I really feel that we will come out of this soon.



We hear you

We have been hearing a lot of feedback on changes that people would like to see in the canteen, I'm really happy that we will be introducing some very positive changes from April and I'm sure they are going to be very well received. The environment in the canteen improved a lot last year and now the new and improved range of meals should make our

lunchtime experience even better. I am personally looking forward to interesting 'non-meat' options and I'm pretty confident that there will be something delicious for everyone.



Keeping up

I want to meet you more. In 2019 I started to have weekly 'coffee talks' with small groups of people in my office. Usually we had 5 or 6 people in to have a chat to allow me to get to know people I may not usually meet. I learned a lot from them on what we could

do to improve our company. It was also very interesting to hear what people like to do outside work. Due to the Covid restrictions we have stopped doing the coffee talks, but I am planning to start again soon, even if we have to do them online via Zoom. If you are interested in joining, contact any HR business partner, or my assistant Veronika Procházková. ■

is an ongoing process and we still have much more to do in 2021 and beyond. Specifically in the CTP Park & LSC, where Foxconn employees are working off campus, we are working with the respective managers to plan a roadmap of initiatives aimed at improving the working environment in the long-term.



Our reminder

Our new Printer Division is currently under development in CQ1 & CQ2, 2021. We are excited to start a new chapter in our journey

and launch production of our new product portfolio for the leading brand in the sector. Success in this project will create long term stability for D group & the Pardubice campus. This is an opportunity for you, or your friends, to be involved in a start-up business with added benefit to learn new skills and grow your career in Foxconn. If you are interested, contact your supervisor, manager, or HR department to express your interest in a NEW future. ■



Nicky Monaghan

Vice-president and Executive Director of D Group

system and a data acquisition system, again using a camera technology and software to quickly read data into our systems.



We hear you

During our satisfaction survey you told us you would like to see our facilities improved. Considerable work has already been completed in upgrading the toilet facilities on our Pardubice campus and work on the reception area will be finishing soon. One main area you told us you want to see improved was air quality and air conditioning in our

offices, so we have replaced the old system with a new one during the reconstruction of the Cisco office. In addition to a new air-conditioning and ventilation system we will be adding new flooring and desks and will be incorporating our corporate identity into the office. This work will be completed in April.



Our reminder

The continuing Covid situation has brought many changes to our lives both at work and at home; in fact our home has become our

workplace for many of us. While we all hope the situation comes to an end soon, we would like to maintain some of the positives that home office has brought. We have therefore developed a new work from home policy. One opportunity work from home brings is to allow us to re-evaluate how we use our office space and how we can repurpose the space to better meet the need of our employees. Please give us your thoughts and ideas on this as it will help to create the best working environment possible. ■

EISOD X – greater functionality and a modern look

The EISOD system is primarily a tool for managing the management system in accordance with ISO standards. In addition to this, however, it also offers a series of independent modules, enabling us to efficiently manage and maintain company documentation, implement process management, measure performance and support quality processes throughout their life cycle. EISOD is also used for managing audits, the administration of measuring devices and equipment, training and much more.

From desktop to the web

The system software is supplied by Institut průmyslového managementu (IPM), which has more than 20 years' experience in the field and some 200 satisfied customers. Foxconn employees first started storing their documents in the EISOD system in 2006. At that time it was still a standard desktop application. In 2018, after 5 years of intensive cooperation with IPM, we launched the web interface in the form that users are familiar with today. This means that EISOD X is now accessible from your computer, tablet and mobile telephone.

The key module of the EISOD X system is the Document Management System, which is designed for the comprehensive administration and management of company documentation and the quality management system, in accordance with the requirements of the ISO standards. It is used to manage the creation, commenting and approval of documentation, as well as the system used to regularly revise and archive invalid documents.

The other modules offered by the EISOD X system are:

- ▶ ORYX QPM – process modeling and process measurement
- ▶ Management of audits, nonconformities, measures
- ▶ Administration of measuring devices and equipment
- ▶ HelpDesk



The new environment offers more functionality and options, as well as a more modern look and controls

- ▶ Product Data Management
- ▶ FMEA analyses
- ▶ Control Plans
- ▶ Data collection and assessment
- ▶ Claims management
- ▶ Project management

We test and implement

We have included EISOD as a potential successor to the QMS system modules. And at the end of 2020 we decided to implement the Audits module, which we launched at the beginning of 2021. We are currently in the testing phase, with which we are receiving invaluable help

from Jan Střihavka from the QA department of the HP division. I'd like to take this opportunity to thank him for the huge amount of support he has given us. The new environment will bring greater functionality and options, as well as a more modern look and controls.

As part of our strategy to streamline existing systems and make services cheaper we would like to use EISOD as a possible successor for other QMS modules, too. We are therefore involving all the divisions and key colleagues in constructive discussion, which will result in a solution that can be used by the greatest possible number of interested parties. We believe that the EISOD system is the most suitable candidate in terms of the sustainability of legislative requirements, its potential for custom development and its financial simplicity. ■

Text: **Tomáš Baiger**, SWD Software Development Engineer

DCN: A small division with a big heart

Although the biggest and oldest customers for production in Pardubice are HP and Cisco, one more manufacturing division has been working hard under G group for 12 years now. That's the Digital Center Network, or DCN.



There are a couple of reasons why it is not so known. First of all, it is a fairly small division with just over 120 people. And second, you won't find it in the main building, but further away in building P4 on the east side of the Polygon campus.

What DCN is working on

Our activities are split between two customers. The older of these is Broadcom, producing Storage Area Network (SAN) control units and switches. The other customer is the Pure Storage, which makes flash storage for data centres. In recent years both of our customers have been gaining an ever larger share on the market, while our team consistently surpassed our customers' targets and expectations, leading to regular business award and growth. We are currently in the process of expanding production to the Z1 building, on the Zámeček side. The current coronavirus pandemic has led to an unexpected surge in demand for network products in parallel with restrictions on all resources. However, our team has taken up the challenge and



managed to break production volume records twice last year. Although we are not producing equipment as critical as medical supplies, we are still proud that our work helps keeping people connected and businesses and hospital running.

How have we managed it?

"The people in the divisions know and respect one another and do not compete amongst themselves. This helps with communication and maintaining a friendly atmosphere. The

people in the offices understand and support the workers on the lines and in the warehouse. In return, the employees working on the lines understand the problems faced by their colleagues in the offices. We are now



also working single shifts, which helps to maintain a balance between our work and personal lives," thinks Jana Bilanská, who was recently promoted to head of production.

A very similar view is held by Jakub Toman, who joined the team last September as part of the Trainee Programme. "Although I haven't been a member of DCN for very long, I can confirm that the atmosphere in the team is a very friendly one. I like being part of this small, yet rapidly growing production. I am sure that as a Qlik specialist I can help to improve processes and eliminate many repeating processes for my colleagues."

For my part, when I joined DCN a year ago, I didn't just join an operation, I joined a family, and that felt good! ■

Text: Jacques Maries, DCN Operations Manager



Teamwork is behind the success of any firm.

That's the only way that a company can work like a well-oiled machine.

PMO (Project management office)



History

The PMO originated in Kutná Hora in 2016. As the Business Development team it was made up of 2 people, whose priority was to seek out new business opportunities. The PMO team was then established in 2018, when Jaromír Červinka took over its management. There then followed new projects requiring changes to processes, the optimization of production and the implementation of the customer's needs, and the team began to grow.



Main task

The team focuses on project management, the aim of which is to put together a group of people who are able to meet their set objective. The team consists of programme and project managers and project coordinators, who are tasked with their own projects and also work together and share their experience, including between affiliated plants.



Greatest success

Last year we celebrated the conclusion of the Polaris programme, the main phase of the SERP programme and progress towards completion of the Touchdown project.



Motivation

Support from the management and the trust placed in the project teams are important. Although these are not the only things that yield results, they are the "battery charger".



Funniest shared moment

New members have brought new energy to the team, thanks to which we organised an online Christmas party with a witty programme packed with competitions.



Greatest challenge

All the changes associated with the pandemic, such as quarantine, restrictions and home office. However, we've managed to cope with all these and are coming out of this period as a strong and united team.

Team name:	PMO (Project management office)
Number of members:	9
Where is it based:	Foxconn Kutná Hora, Administrative building, 1st floor
Headed by:	Tomáš Neruda (since September 2019)
Longest-serving member:	Tomáš Neruda, at Foxconn since September 2001
Most recent member:	Michaela Bubníková, at Foxconn since February 2021



Tomáš Neruda



Michaela Bubníková



Daniel Kužel



Jiří Koblížek



Jiří Řípa



Kateřina Horáková



Volkan Ozkan



Tereza Vrátilová



Pavel Horák



And it's no different at Foxconn!

So, let's gradually introduce some of the teams that make up our Foxconn Family!

PR and Communication



History

PR was originally part of the HR team, and later the Compliance office. It became fully independent in 2019, resulting in the creation of the central PR and Communication team, which provides services to all the company's divisions. Owing to the nature of its work, it has representatives in Pardubice and in Kutná Hora.



Main task

The team handles the presentation of Foxconn as a company and makes sure that the right information gets to the right people. It creates and improves our company's communication channels. Through events for employees, their families and the general public it helps to preserve a balance between one's work and personal life. It maintains good relations with the public, the representatives of towns and regions and the media and strives to ensure that Foxconn is seen as a good neighbour and an open and transparent company.



Greatest success

We have been tested by the coronavirus period – that has brought us together, given our work a deeper dimension and made all the members of the team cogs in a perfectly running set of gears. We've had to show a great deal of flexibility, in order to be able to prepare and distribute information in the shortest possible time.

We've had to prove that we're a good partner and support for the other teams. And we've also been the helping hand of Foxconn, one might say, when we distributed medical supplies and face masks, sewn by our employees, as well as a lot of other support for those who need it.



Motivation

We are motivated by apparently unrealistic targets, the ability to implement our own ideas, and tasks that we have to fulfil in a very short space of time.



Funniest shared moment

Giving out the Christmas presents in the children's home. Pavel dressed up as the Foxconn robot, Lenka, Lucka and Pavlína as Christmas trees, and we headed off to Pardubice children's home, to hand out presents from employees to dozens of excited children. It was a very moving and emotional experience, but a lot of fun, too.



Greatest challenge

Our big project is the implementation of the corporate identity, which began in the middle of 2019 and still keeps us busy and entertained to this day. You can now see the new corporate identity almost everywhere you look and it has given our company a modern and easily recognisable face. ■



Pavel Kožený



Lenka Brychtová



Pavlína Matějková



Lucie Frydrychová



Jakub Skyva

Team name: PR and Communication

Number of team members: 5

Where is it based: Most of our colleagues are in the Small Office on the 1st floor of Pardubice building P1. Jakub Skyva works in the HR office in Kutná Hora.

Headed by: Pavel Kožený

Longest-serving member: Lenka Brychtová, at Foxconn since September 2018

Most recent member: Pavlína Matějková, at Foxconn since July 2020

Kutná Hora's anniversary commemorated

It is 25 years since the royal town of Kutná Hora was included in the UNESCO World Cultural and Natural Heritage List. To celebrate this major anniversary an exhibition was installed in front of the Foxconn plant in Kutná Hora with large panels showing unique photographs of the historical heart of the town just before it was listed.

The open-air exhibition is gradually moving through the town. Not long ago citizens and visitors were able to admire it in some well-known public spaces – by St Barbara's Cathedral on in front of the municipal theatre. The fact that the exhibition was displayed in front of Foxconn is proof of the good cooperation between the company and the town of Kutná Hora.

The historical heart of Kutná Hora was included on the UNESCO list in December 1995. During the following 15 years major reconstruction work was carried out on the buildings and spaces in the town centre, and the cathedral and other important heritage sites were repaired. The inclusion of the town as a UNESCO site is a huge honour for Kutná Hora. It represents a commitment to preserve this exceptional world heritage for future generations. ■

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



Helping to improve practical education

Foxconn has improved the facilities in one of the practical classrooms at the Secondary Technical School and Secondary Vocational College of Crafts in Kutná Hora. The donation cheque for 30,000 CZK to support education was used by the school management to purchase a multifunctional washing machine and dryer.



The purchase of this equipment will make work easier for the students in the hairstyling and cosmetic training salon, which is normally also open to the public. "So far, only the public part of the hairstyling salon has been upgraded. I am delighted that this donation from Foxconn has enabled us to obtain the equipment we need," said Josef Vavřinec, director of Kutná Hora College of Crafts.

Foxconn has been a partner for the crafts school for many years now. "This year too we were supposed to be a partner for the nationwide professional soldering competition, which the school successfully organises every year. However,

owing to the pandemic the competition could not be held this time. I am glad that the school has found a good use for this donation and has supported the further development of crafts," said Foxconn PR and Communication Manager Pavel Kožený, adding: "We are helping out in the region that is home to us. During the last year we have invested more than a million crowns' worth of funds or materials to support the development of education."

The school signed a memorandum of cooperation with the firm in 2016. Since then Foxconn has been an important partner for school and extracurricular competitions and other activities. ■

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

I recommend, you recommend, we recommend

In our new campaign you can again recommend an employee to us and earn yourself a great bonus! If your recommended candidate passes their interview, you get 500 CZK towards meals and will be entered into a competition in which you can win 5,000 CZK towards the cost of goods.

And that's not all! You get a 10,000 CZK bonus for each employee that joins at the end of his or her trial period. This means you could earn yourself up to 80,000 CZK a year! Help us reach out to your friends and acquaintances. Besides this bonus, you are also rewarded by a friendly team made up of people you know.

In 2020 your recommendations were the most effective source for the recruitment of new employees. A total

of 181 interviews were held from May to October as part of the campaign "Recommend a new employee – a month of free lunches". For each of these interviews we paid the person who made the recommendation 500 CZK to their ID card or in the form of electronic meal vouchers.

It's thanks to you that last year we found 401 new employees for Pardubice and Kutná Hora. We made agreements with almost half of the



candidates whose contacts you sent in. We're delighted that you are sharing information about our company with others and are recommending Foxconn as an employer. ■

Text: **Aneta Vondráčková, HR Recruitment**

Factory Tour in production (not only) for rookies

The main aim of the Factory Tour project in Kutná Hora is to help new colleagues adapt in the firm. The tour through production is something that every new employee should take after starting work proper. It provides them with an important insight into all the processes and gives them the chance to see the production environment at first hand.



The tours will also be open to existing employees, who only know the production part of our factory from their computer screens. In the next phases the project team will focus on

actually getting colleagues involved in the production process. They'll have the chance to try out some of the essential activities that keep production up and running, such as

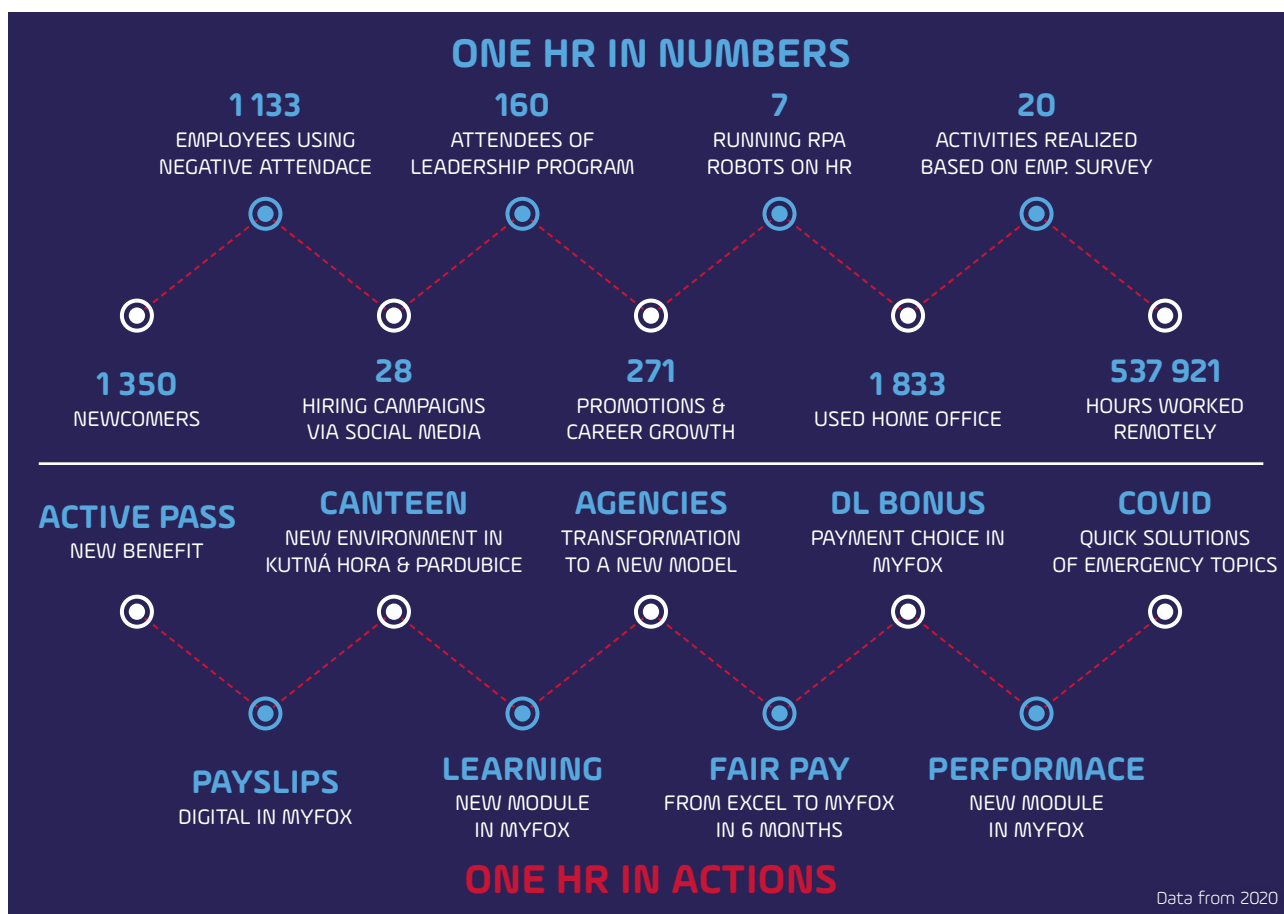
picking material or assembling servers. "I think that each of our employees should have at least a basic idea of what we produce in the company. I therefore wanted my entire team to take part in this course. I myself have completed the courses and I learned something new every time," said Jana Šárová, order management and planning manager about the Factory Tour.

Interested in the tour? So don't hesitate and sign up in the Education section in myFOX, where you'll also find the latest tour schedule. ■

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

What is “ONE HR” centred around?

The situation associated with the coronavirus pandemic has changed how we all work. However, even in this situation I am gratified to see how well we are coping with everything, despite all the obstacles. This is thanks to the compliance with company-wide measures, thoroughness and caution everyone has shown. We have a number of new activities awaiting us this year. Our priorities in 2021 will continue to be based on our corporate values – the development of technology, processes, the community and employees.



As far as technologies and processes are concerned we will be continuing to work on our key system, myFOX. We will focus on streamlining implemented functionality and are planning modifications that will simplify the system. We will also be preparing training, which will show you how to use the system and why. Education in this area is very important – this is the only way the system can help us in our work. As ONE HR we will be concentrating on optimizing processes

with the aim of reducing the amount of administration and making employees more independent. You'll soon have the option to sign documents in kiosks, for instance, and whenever it suits you. You'll then find the stored document in your myFOX profile. We will also be developing the robotization of administrative processes and reporting in Qlik.

As regards employee development, we will be concentrating on the key areas

of recruitment, maintenance and development. We will be continuing with our “Leadership Academy” managerial programmes, have launched new career webpages and are working on tasks arising from the satisfaction survey. We are focusing on changing the style of work that the last year brought and are also preparing training, which will help you during home office work and online meetings. ■

Text: Michal Batelka, HR Director

Your feedback is worth gold to us

Receiving feedback from employees is an integral part of improving our working conditions, environment, processes and relations. If this process works well, we are able to resolve any problems that might arise and also prove that we appreciate our employees and take an interest in their opinions or problems.

For these purposes it is ideal to have a good relationship between subordinates and superiors, who can be approached at any time about anything. However, this isn't always possible. Therefore, it is necessary to have other ways for submitting suggestions, queries or complaints, including anonymous ones. You can do this at Foxconn using Foxportal, the company website, the e-mail address podnet@foxconn.cz, the boxes for inquiries, or at meetings with employees. Another place you can contact is the trade union association or our Compliance Office, which uses

interviews and questionnaires to proactively monitor your satisfaction and identify any problems or room for improvement.

In 2020 we received 661 inquiries

And what are the results? In 2020 we received 661 inquiries, 45 % of which were questions, 43 % complaints, 10 % comments and 2 % praises, which we were very pleased with. Thanks to this we have made almost 40 changes that

have brought improvements – in the working environment, safety, communication or other processes. We are very glad that you have helped us in abiding by the pandemic-related measures, such as by notifying us of any missing disinfectants.

We are really grateful for your feedback. In order to show our appreciation, we are preparing a new competition that you can look forward to seeing in April. Keep an eye on our Foxportal where you'll find out more. ■

Text: **Radka Svobodová, Compliance Manager**

We have new career sites

One of the first channels through which job applicants first come across the company are the career sites. Although ours were only a couple of years old, they were no longer in line with the current trends or our corporate identity. We therefore set ourselves the task of changing the sites.

And we started by making it easier to sign up for a position, a process which now requires the candidate to enter only his or her basic details, i.e. first name, surname and telephone number. The next step was the appearance and content of the site. The career sites are full of photographs of you – our employees – as well as our premises. Thanks to Michal Cetkovský, these are now linked by various elements of the Foxconn corporate identity. Besides photographs and videos, job applicants visiting the site will also find the stories of our colleagues, information about our goals, visions and values, and much more. This means our career sites now provide an authentic view into Foxconn, allowing applicants to get to know us as an employer and see what things are like here, what they can expect to find and why people like working for us. ■

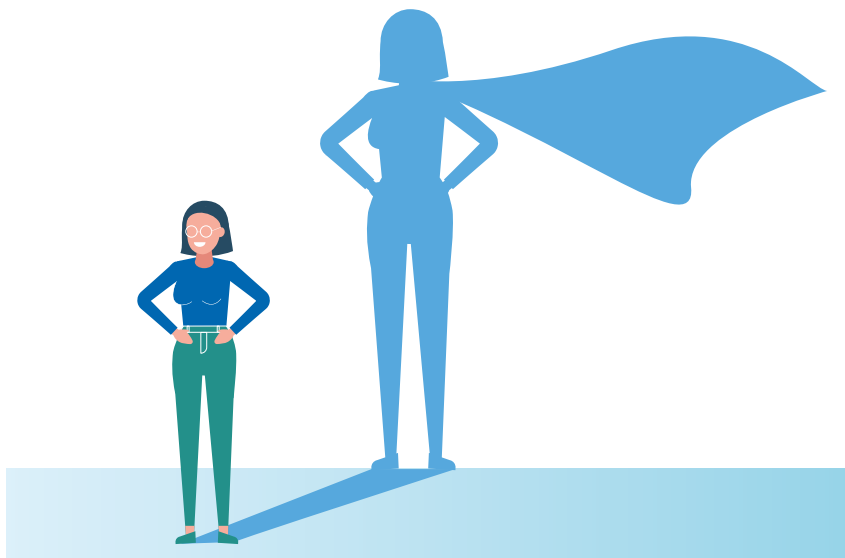
Text: **Markéta Nováková, HR Recruitment**





Become a true hero

In recent years we find them everywhere – on the movie screen, on the television, in books and for even longer in comic books. Superheroes that are constantly saving the world from evil and alien or human foes. However, (extra)ordinary heroes are also needed in normal life. And they don't really need to jump around over roofs or rescue cats from burning houses. How to become a true hero?



It's not as hard as it might seem. There's a hero sleeping inside each and every one of us... Really! Psychologists believe it, coaches believe it and many firefighters, police officers or doctors believe it, people who can be considered the day-to-day heroes of the real world. How to become one? You just need to believe that you really can become such a person. There's no need to save the whole planet; there's not a lot you need for the heart of a hero in the real world... Selflessness, decency and a little empathy.

Influence on others

It's not every day that you get the opportunity to save someone's life, but every day offers a number of opportunities to help someone out. What's more, every one of us influences how other people around us feel, and can affect that. How to do it? One way is by saying hello to colleagues. A kind and sincere greeting

can brighten up the day and lighten the gloom the other person might be feeling. Likewise, you could compliment someone around you every day – even a member of your family. Not only will you make the other person feel good and perhaps less “invisible”, but you will have the happy sense that you've done something useful. And the words “please” and “thank you” also go a long way. Being decent, polite and humble can be a lot more effective than giving orders. People won't be as annoyed at having to help you with something.

Training is important

Like many things in one's life, it takes training to become a hero. If we train the skill of heroism, we find it easier to cast off the apathy that can occasionally engulf us, particularly during this “weird time”. Have you ever found yourself at the scene of an accident or in the presence of colleague who suddenly felt ill? You see an elderly lady on the

crossing, holding her little grandson with one hand and a heavy bag in the other? Don't wait for someone else to help. You be the one to step out of the crowd and be the first to do something. Every act of heroism starts with the idea that I am the one who can do it, ME. You're the person who got out of bed in the morning and didn't put off your daily tasks and obligations. So, you should be the one who starts to act and help. It'll

Don't overdo it

Anyone can become a hero. Just make sure that with all your new-found enthusiasm and courage you don't take on too much. Keep in mind your abilities and potential. It doesn't necessarily pay off to get into something you're not able to cope with. Be aware of your limits – whether they be expertise, strength, experience or abilities. And leave certain acts of heroism to those with the appropriate training. Even a hero has to know when to ask for help.

be hard, no doubt about that! However, when you start training, it'll get easier. And when you do finally step out of that comfort zone of inactivity, you'll find it much easier to draw on the courage and determination to tackle other activities you don't like or are afraid of. Whether it's meeting new people or perhaps facing up to a new challenge at work. ■

Text: Gaja Koláčková, COT media

Company benefits

Benefits are an integral part of the remuneration system as a whole. Therefore, all this year we will be gradually keeping you informed about the most interesting benefits available to you as Foxconn employees. And we'll start by looking back at the new ones for 2021.



ActivePass from Sodexo

Although we are limited in how we can spend our free time at the moment, we are sure that in the future you'll welcome this new offer from Sodexo and will make the most of your leisure time. For now, let's talk about how it works. You'll be able to use the pre-paid ActivePass for a range of sports activities as well as for visits to exhibitions, museums, children's play areas, wellness centres, saunas or attractions such as adrenalin activities.

Main advantages of ActivePass:

- ▶ The employer will contribute 100 CZK to it every month. This makes the price of the employee card **350 CZK per month**. The price of the partner card is **690 CZK per month**.
- ▶ You can decide how long you want to use the benefit for. You can stop it at any time if necessary.
- ▶ You pay for it using your card or points from the Cafeteria.
- ▶ Entry to a particular establishment or sports facility can be booked in advance.
- ▶ All using the mobile application.



Xiaomi

Get a **15% discount on Xiaomi products**. Purchase them from any of the brand's 19 outlets after presenting your employee card or registering in the company e-shop.

Simply register at www.xiaomicesko.cz/vip-nov/ and order the goods you want. You can buy mobile telephones, smart watches, robotic vacuum cleaners and other accessories. And, if you order goods worth more than 500 CZK, you get transport free of charge!



New Cafeteria

We are currently preparing to reorganise the Cafeteria, to make it more user friendly. You can also expect a new look to our benefit system, in which all Sodexo products will be in one place.

We will be keeping you up to date about changes to the Cafeteria and other benefits on offer in future issues of Live Foxconn magazine.

More information can also be found on Foxportal in the Remuneration and Benefits section.

FOXCONN



How to start reading more and why

When did you last read a book or at least a lengthy article in the paper? Quite a long time ago, right? Most adults have other ways of spending their free time. That's a real pity though, as while one is reading the brain works differently, and more – it has to use fantasy and imagination, think through to the end and anticipate the unspoken... Yet can one start reading again as an adult?

Let's be honest, what put many of us off reading was school. It forced us mainly to read the "classics" – in other words, dull, long and difficult books, whose stories we could often watch on the TV. And for many people this aversion to reading carries through to adulthood. It's no wonder that rather than reading *The Grandmother*, many of us would rather watch the recent television series about Božena Němcová. That's such a pity! Why?

Between the lines

Reading enriches us an incredible amount. Besides unusual or even very

familiar stories, it offers a means of escape, relaxation, and a broad perspective. Reading stimulates the brain, reduces stress, enriches one's vocabulary, improves memory and the ability to concentrate and gives you new knowledge and skills. Everything you ever read goes into your head and you take something from each text, however small it might be. You might agree with an author's ideas, or you might hold the opposite opinion! What is important is that a book evokes some kind of reaction that forces you to think, develop those ideas and take something from them. This stimulates

the mind, which will pay off in the end. Relatively recent research, for instance, has shown that people who read regularly almost never suffer from Alzheimer's disease.

Where to start?

Basically, reading should be an indispensable part of everyone's life. But how to start reading? The first step is not to be afraid. Reading is a habit, to a certain extent. The more you do it, the easier and more natural it will be to return to it. Just set yourself a routine and follow a few rules to help you out.

1. Start slowly

Start off by choosing a short novel or popular educational book about a topic that interests you. It's important that you find reading enjoyable and that it's not just another task to tick off on your to-do list. Perhaps you're not entirely sure which genre to go for? Think about what films you most enjoy watching, and try to find similar stories.

2. Make reading a daily ritual

Try setting yourself the challenge of reading for at least five minutes a day this year. Everyone can set aside that amount of time every day. Even if it's before you go to sleep. Which is actually a great idea, by the way, as reading helps you fall asleep and sleep better. You can of course spend more time reading in a day, but at least 5 minutes every day is a great start.

3. Don't be afraid of a challenge

Have you started to enjoy reading and find it satisfying? If so, the time has come to get stuck into something more challenging. Such as the popular "52 books in 52 weeks", which more and more people all over the world have been trying in recent years. Or start on one of those thousand-page bricks by Stephen King.

4. Experiment

So you've found a genre or author that you enjoy? Great! You now know where to look for your next fix of letters. Yet don't forget to sometimes step outside your "comfort zone". Reading the same style all the time could soon lose its appeal. Perhaps a friend has told you about a book that sounds interesting but is not your usual cup of tea? Don't be afraid to experiment and give it a try. That's the only way to broaden your horizons! And who knows, the book might surprise you and become your favourite.


 **A book in hand since childhood**

Take some time reading a book to the little ones before they go to sleep. A number of studies have shown that children whose parents read to them at bedtime sleep better than those who are simply tucked in bed and wished goodnight. Time spent together with stories and reading aloud is valuable not only for strengthening bonds, but also for developing the imagination. Reading promotes the mental development of children, helps them to understand language and gives them freedom in expressing themselves. Children learn independent logical and critical thinking and entertaining stories instil in them the difference between good and evil. And, last but not least, reading is also fun, and helps children in acquiring skills that will serve them for the rest of their lives.

5. If you're not enjoying a book, leave it

Not all books are for everyone in the world. Perhaps you've gone for a topic that doesn't really appeal? Maybe the writing style doesn't suit you? Reading is becoming a source of worry for you. It doesn't matter; put the book down and open another. Not finishing a book doesn't mean you've lost. You might come back to it one day, you'll have greater experience and will find it much more of a pleasure.

6. The library is a great help

Books can be expensive to buy. Especially when you initially are not sure what type of book you might enjoy. However, there's another way to

go about it. Use your local library! Nowadays, even smaller libraries offer a fairly wide range of books and they're certainly not all ancient titles that no one wants. Also, many libraries now allow you to borrow e-books, which you can enjoy on a reader, tablet or your mobile. So, besides costing you next to nothing, you don't even have to go anywhere.

So now you just need to find a quiet place with good light, or check the battery on your reader, and you can get started. How many books will you read this year? ■

Text: Gaja Koláčková, COT media



Varenyky

This traditional Ukrainian dish is prepared from dough filled with meat, vegetables, wild mushrooms, fruit, cottage cheese, potatoes and berries. Varenyky can be cooked in a saucepan or steamed and every hostess has her own recipe. This offers plenty of opportunity for culinary imagination!

Ingredients

- ▶ 500 g potatoes
- ▶ 1 glass of water
- ▶ 2–3 cups of flour
- ▶ 1 onion
- ▶ 3 tablespoons of vegetable oil
- ▶ salt

Method

Put the peeled potatoes to boil in salted water, to be used as “mash” for the filling. Sieve flour into a bowl, pour the water over it and add salt. Knead



the mixture into dough, cover, and leave to stand.

Peel and chop the onion. Heat the vegetable oil in the pan, add the onion and fry until it's soft and translucent. Roll out the dough and cut into pieces of the same size, to form pancakes. Add the filling to the middle, fold over the edges and seal.

Put the varenyky into boiling salted water and boil for 10 minutes. As soon as they're done, transfer them to a plate, baste them with the fried onion and serve with sour cream. ■

Author: **Vladyslava Partola**,
EOLA operator at Foxconn EMS

Ostropel de pui

This Romanian stewed chicken is an amazingly tasty and authentic dish. It can be prepared with the minimum of effort in a very short time using relatively cheap ingredients. It is served with corn flour polenta, which is a thick mash, which in the past served as a substitute for bread.

Ingredients

- ▶ 1 chicken
- ▶ 3 onions
- ▶ 400 g peeled tomatoes in juice
- ▶ 5 garlic cloves
- ▶ 1 red pepper
- ▶ 1 teaspoon of dried thyme
- ▶ 4 tablespoons of oil
- ▶ 2 tablespoons of chopped parsley
- ▶ salt and pepper

Ingredients for polenta

- ▶ 1 l water
- ▶ 300 g corn flour
- ▶ 20 g butter
- ▶ 2 teaspoons of salt



Method

Cut the meat up into pieces, dry, and then fry in the pan in hot oil. When the meat is roasted, add the chopped onion, red pepper and tomatoes in their juice. Season with dried thyme.

Cover the mixture and simmer, until the meat is soft and the sauce thickens. Add salt, pepper, and finally crushed garlic and chopped parsley.

To prepare the polenta heat the water in the pan, and add salt and butter. When the mixture is boiling, add the corn flour while stirring constantly and make sure there are no clumps. Reduce the heat and cook until the mash is thick enough to stand a spoon up in. ■

Author: **Gheorghe Nueleanu**,
Product Support Technician

Sudoku

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