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Lenka
Brychtová

Editor-in-Chief

Dear colleagues,

I trust that you are still drawing energy from your holiday memories and are enjoying the last of the summer. Don't let the colder weather and shortening days get you down. Autumn has a lot of good things to offer. For inspiration, see pages 26 and 27, for our teaser on how to enjoy the gifts that nature offers during the autumn.

In our topics we have only taken a brief look back at the summer. No need to talk about the cucumber season. The holidays were packed with events either organized or supported by Foxconn. These include the biggest event of the year – FoxFestivals in Pardubice and Kutná Hora (p. 16 and 17), Pardubice Sports Park and a series of projects that took place thanks to funding provided by Foxconn to organizations and individuals as part of the X-DAY charity event (p. 8–10).

Finally, I have an invitation for anyone who has their head in the clouds. In the Travel section you can enjoy a gripping read by Miroslav Pospíšil and experience a close encounter with the Falcon Heavy rocket, including its launch into space.

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Foxconn and HPE have helped light up Kutná Hora square

The regions' biggest employers – Foxconn and its partner HPE – have donated a total of 450 000 CZK to support the Kutná Hora town hall project entitled Electrification of Palackého náměstí. The plan was to place six fully electrified posts in the center of town, to light up cultural events held on the main square. The total cost of the project was almost 2 million CZK. The installed switchboards, which have up to five 220 V sockets, will enable stands and the stage to safely connect to the electrical mains. The first event officially lit by these posts was the traditional St. Wenceslas Celebrations, where Foxconn representatives presented town officials with a symbolic check. Foxconn supports projects that improve the quality of life in the region. Recently it has helped to fund the reconstruction of the traffic park and online boards installed at the industrial school. ■

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

The total cost of the project was almost

2 million CZK

Regular IT system shutdown

This time IT services provided by Software Delivery and ICT will be completely unavailable to all Foxconn companies as follows:

🕒 **week 46 –**
from Sunday 17 November 8:00
to Monday 18 November 4:00

Enjoy your free Sunday! You know it – no production or computers will be running. ■

Text: **SWD Field Engineering team**

It's time for a change

From 1 September 2019 our plant in Pardubice will be managed and maintained by OKIN Facility, replacing Mark2 Corporation Czech (M2C) after ten years. OKIN Facility is a major provider of support services for manufacturing plants and administrative and commercial premises. It manages over 3,000 properties and more than 20 industrial sites. The firm provides services not only throughout the Czech Republic, but also in Slovakia, Poland, Ukraine, Bulgaria and Romania. It operates its own system enabling requirements to be easily entered and tracked, assessed and reported on. Its principal clients include Komerční banka, Linet, ABB, Hella, Albert, Česká zbrojovka, etc. The new supplier will be providing preventive maintenance of buildings and technical facilities for Foxconn Pardubice, as well as revisions, statutory inspections, an emergency service and winter maintenance. The OKIN management team will comprise Bohuslav Pokorný (Contract Manager) and Zdeněk Kamenický (Facility Specialist). ■

Text: **Pavel Bartizal, Facility Management**

SWD launches the new system Confluence

Software Delivery has launched the new system Confluence, the next in the product family from the Australian firm Atlassian. What is it for? Confluence is primarily for storing and managing all kinds of content and real-time teamwork. It will offer document versioning, templates, change history, expiration, approval workflow and much, much more. The product has successfully passed its pilot trial at SWD and will now be extended throughout Foxconn. It is currently being deployed in the first departments, with others soon to follow. Want to know the benefits and potential of the Confluence system? Contact Mirek Šimáček (msimacek@cz.foxconn.com). He'll be happy to present the system and provide more detailed training for the members of your team. ■

Text: **Martin Švestka and Mirek Šimáček, Software Delivery**

Funovation Week has returned to Foxconn and Jusda

The grand opening on 16 September 2019 launched another Foxconn Funovation week. Allan Keown encouraged participants in Pardubice, while Stephen McKenna did the same in Kutná Hora. All 71 participants then headed to several innovation and creativity sectors and started work 16 projects. Several activities were planned during the week to promote the link between FUN and INNOVATION. Attractions included giant darts and Kunětice ice cream, as well as an inspirational meeting with Tomáš Sedláček and a Brain and Breakfast. The winners were announced by a panel comprising representatives of the D, F and G divisions, Jusda and SWD on 23 September 2019 in Pardubice. Allan Keown, the panel chair and ambassador of the September Funovation Week announced the winners of 5 categories – Best Innovation, Biggest Benefit, Best Team, People's Choice and Special Category. And the names of the winners? See Foxportal for those. ■

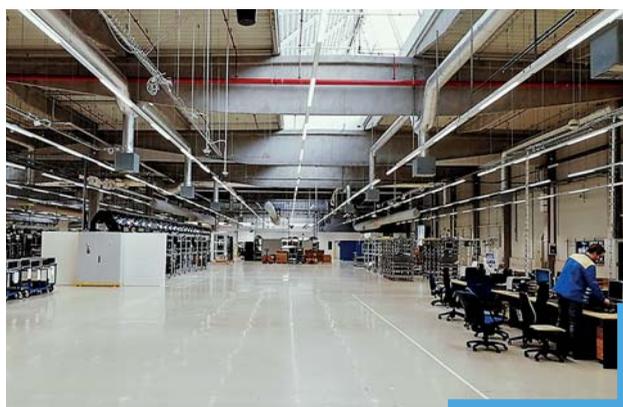
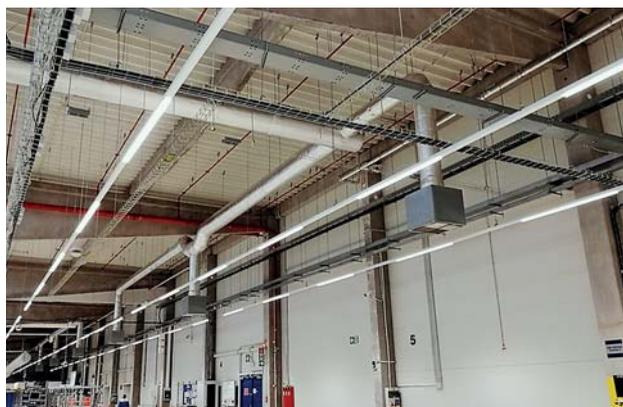
Text: **Veronika Ček, Software Delivery**

We've shone a light on... lights!

The final two stages of the lighting renovations took place in Kutná Hora hall S001 in August. All the bulbs were replaced with LED lights from Regiolux. Work started on replacing the lighting in 2017, when the first half of the lights were renovated. Since then we have seen that the LEDs are very reliable, with positive feedback from everyone working in the hall. As the estimated savings were generally positive, we have now completely replaced all the bulbs. Besides the new lights, sensors have also been fitted to detect daylight levels, as well as movement sensors. This enables us to better control light levels in the hall, thus saving a great deal of electricity. Consumption is logged in a central database. This data will later enable us to evaluate any further savings. This complete solution is connected to the SCADA Reliance Remote Control Center. ■

Text: **Michaela Šváblová, Outbound Logistics**

Source: **Václav Mikoláš, Project Manager**



The individual lighting circuits are controlled by a DALI bus (lighting communication protocol)

I help, because...

Everyone has their own life story, some happy, others sad. Whatever befalls us, it is always comforting when someone is able to help at a difficult time. And you do this – Foxconn employees. You are happy to help wherever it is needed. What volunteer activities do you do?

Lenka Dohnalová,
Program Account Manager



I am involved in the Medical and Hospice Service run by Pardubice Regional Charity. It provides support to families who want to care for their loved ones and be with them through to the end. The project has also helped me, so I later joined in with it. Although the services are partially paid for by health insurance, those funds are not enough and the charity is very grateful for donors. The project particularly supports the Advent wreaths for home hospice care benefit event. And I'm not alone, as other colleagues from the division have also joined in. Every year before Christmas the volunteers meet up and have a lot fun, as well as

making wreaths. It's a kind of little teambuilding session. The wreaths are then sold to the public and the money goes to support home hospices. Foxconn employees have had the chance to get involved a few times and buy a wreath in the canteen or at the Christmas do at Pardubice Chateau. That makes me very happy.

Pavel Šálek,
Order Management Supervisor



In recent years I have supported the 2P Foundation, and I like that it holds imaginative charity events and distributes its funds transparently. This year I and my colleagues formed a team to compete in the Perníková 24 extreme bike race. The proceeds

went to support handicapped sportspeople Marcelka and Adam. There was a great atmosphere and some unexpected times. The best racer did an incredible 681km in 24 hours! The tenacity of the handicapped members of the Košumberk Sanatorium Sports Group inspires me to live every day to the full. If I feel bad, I think of them. I then always realize the silly things a healthy person worries about instead of being happy with what they have. I am sure that this year's promotion and the six "FOXsportspeople" participating will raise awareness of the race. And I hope that next year at least 3 more teams will compete for Foxconn. We'll definitely be there.

Jakub Skyva,
PR and Communication Specialist



I devote my time to senior citizens at the Barbora House. I go there and spend my free afternoons with them, chatting. And when it's fine we go into the nearby park or into the winding streets in the town center. I'm now visiting one man from one of Kutná Hora's leading organist families. In fall we want to visit the Vila U Varhanáře near St. Barbara's Cathedral, where the organist Tuček used to play. I'm sure it will reawaken many memories for the man. I feel great respect for older people, and often learn new things from them. They're small things, but often you

see the world with completely different eyes. Although it's sometimes hard to find the time, it's worth it. an hour and a half for me, the experience of the week for them.

Klára Zahrádková,
RMA Coordinator



When I got a hairdresser voucher for Christmas, it took me a long time to work up the courage to make an appointment. I didn't know what to do with my hair. But my friend reminded me that there are endowment funds that take long hair. They use it to make wigs for people who have lost their own hair due to illness or chemotherapy. So, I decided to donate mine. I kept the hair after it was cut and gave it to a hairdresser who works with one such fund. It cost nothing – just hair, which will grow back. But for a little girl who won't have to be ashamed of going out in her wig, it can mean everything. And the fact that that warms my heart is just a bonus.

Václav Hanousek,
Production Planning Specialist

I also decided to donate my hair for cancer patients. And for very similar reasons. I'd wanted to have my long hair cut for some time, as I didn't like it. So why wait? Not only will I feel better, but I can also help.

Veronika Chek,
Business Relationship Manager



I'm a Christian, and this is also reflected in my lifestyle and volunteer work, which I have been doing for the Element Church for 15 years now. In that time I have alternated between various activities – including practical help, running programs and groups for youngsters, mums with children, holding groups for adults, translating and organizational work. My husband and I also donate money to various projects all over the world. These include digging wells in Africa, an orphanage in Kenya and teacher training and safe births in Cambodia. We also contributed to the operation of a little girl with eye cancer, and have helped in areas hit by natural disasters. Every year we hold a Flea Market, where we sell homemade jam, etc. The proceeds go to these projects. Element also holds the Global Leadership Summit management conference and FamilyFest, which is a series of talks about the family. As great marriages do not grow on trees. It also works with the Food Bank, which distributes foods to needy families. All these

activities remind me that my life has a greater reach and I can positively touch the lives of actual people.

Radka Svobodová,
Compliance Manager



I am delighted that our employees have decided to help teaching Czech to children of other nationalities and prepare and organize meaningful leisure activities for them. In response to our call 4 volunteers have signed up for Kutná Hora and other 4 for Pardubice. Some activities have already started in Kutná Hora in collaboration with the Center for the Support of Integration of Foreign Nationals (CPIC). We are still dealing with administrative matters in Pardubice, but during the fall we want to start working with children in the gingerbread town, too, through CPIC and the Pardubice MOST PRO counseling center for foreigners. In a few months we hopefully will be able to tell you about our feelings and experience from this new activity. ■

Prepared by: **Lenka Brychtová, PR and Communication**

X-DAY: Stories that capture the heart

In June the semifinal and final rounds of the X-DAY competition took place at the Dacicky House in Kutná Hora. This year the biggest charity event in the Pardubice and Kutná Hora regions supported a wide range of projects in various areas. Foxconn donated a total of 465 000 CZK amongst the 24 projects that went through to the final rounds. Here are details of at least some of them.

Text: Jakub Skyva, PR and Communication
Photo: Michal Král and winners' archive

Handicapped children can also enjoy an active day

**Day Services and Community Center,
Life without Barriers, 7 000 CZK**

This September the Day Services and Community Center opened for the first time in Kutná Hora. It offers handicapped children and their parents special therapy facilities, relaxation exercises and leisure activities. What will make the center different from the others? Especially its specialized equipment. "One of the first things we want to buy, with the assistance of Foxconn, is a BALANCE-Trainer dynamic verticalizer. This is a very effective modern therapy device that also offers static and dynamic stances for patients. When used regularly it can also activate residual muscle mass, even in a very limited movement range," says Petra Vaňková from Life without Barriers, adding: "Exercising on a dynamic verticalizer is also motivational and fun." The organization was set up in 2006 and in Kutná Hora is best known for its courses for handicapped children, for whom it prepares swimming races, sports camps, ski lessons, various trips, integrated camps and holiday stays every year. ■





We provide first aid and resuscitation

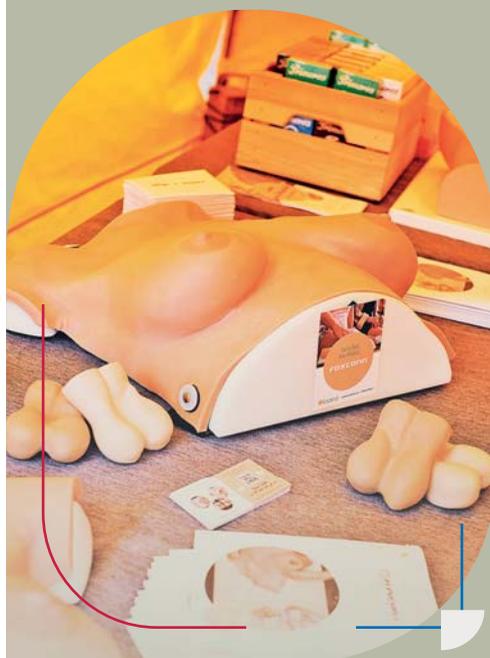
AED defibrillator, Křesetice firefighters, 40 000 CZK

The volunteer firefighters from Křesetice have so far been putting out fires, searching for people or responding to technical callouts. Thanks to Foxconn they can now extend their portfolio to include other activities, as they have a new defibrillator, making it easier to provide first aid and resuscitation. The AED defibrillator project was awarded 40 000 CZK in the X-DAY competition. The money was used to buy instruments, and also to train volunteer firefighters from the small village near Kutná Hora. "The defibrillator is ready to help in our vehicle. Since the holidays, our rescue center can now use it for callouts," enthused Marcel Zúber, one of the people behind the project. The device, which saves lives, enables the Křesetice firefighters to effectively resuscitate people until the medics arrive. Although it may seem there is no need to emphasize support for projects like these, there were a lot of projects competing at this year's X-DAY. Marcel Zúber couldn't be sure of the winner until the final announcement. "I really wanted our project to succeed and my colleague and I wanted to do the best we could for this. In the end we succeeded. It was a great day!" ■

Now is the time to think about your health

#prsakoule, Loono, 50 000 CZK

Don't underestimate prevention! It's the simplest and also the most important way of avoiding health problems. The volunteers and trainers working with Loono know this. And not just because they are young doctors and medical students. Every week they hold several training courses in schools, organizations, at festivals or in busy places in which they stress the importance of preventing cancer and cardiovascular diseases. Who is the #prsakoule campaign aimed at? Almost everyone. The trainers don't scare you with statistics, but demonstrate in a fun and interactive way how to look after yourself, your breasts, your testicles, brain and heart. And how to detect cancer early. Thanks to Foxconn Loono has purchased special aids and training models that explain the illness. You had the chance to learn more about Loono and its work at the FoxFestivals in Pardubice and Kutná Hora. ■



Horses can boost confidence and bring order to life

Happy and Playful with Rozárka, Stáj Rozárka, 7 000 CZK

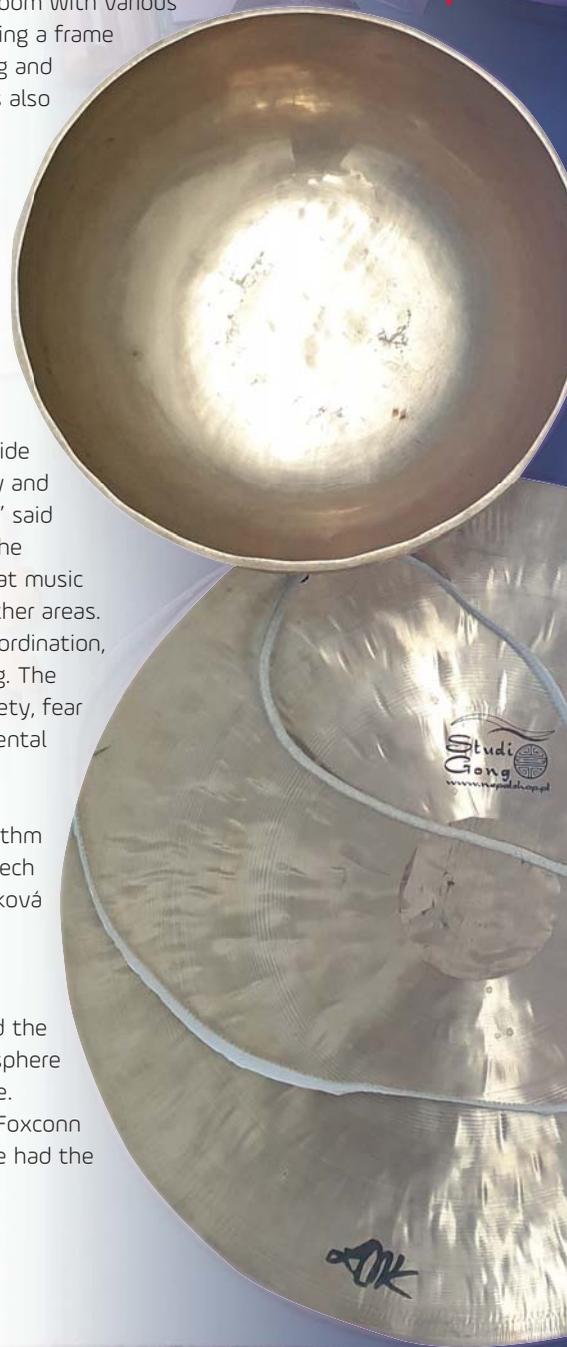


The most beautiful view of the world is from horseback, according to clients and instructors from Stáj Rozárka, a stable situated in the little village of Bykáň near Kutná Hora. It will receive a donation from Foxconn, to purchase riding equipment. The stable has been providing various hippotherapy services since 2006. What is the association's main aim? To integrate disabled people into normal life. "We offer therapy and activities using horses to break down barriers, boost confidence and bring order to one's life," explained Pavla Neumanová from Stáj Rozárka. The project to purchase the riding equipment will take place this autumn. ■

Music therapy comes in many forms

Music therapy room equipment, RIC Pardubice, 50 000 CZK

The new music therapy room will be open to clients in Pardubice from September. The service is provided by the staff of the Family Integration Centre (RIC). Foxconn has donated 50 000 crowns. The aim of the project was to kit out the music therapy room with various musical instruments, including a frame drum, standing bells, a gong and a rainstick. However, it was also necessary to purchase positioning aids and bean bags for the purposes of therapy. The room is equipped for passive and active therapy. "Music therapy comes in many forms, from systematic work to various sorts of creative impulses. It is a method that goes alongside ergotherapy, physiotherapy and other forms of art therapy," said Hana Janíková, director of the organization. She claims that music therapy can also benefit other areas. It improves motor skills, coordination, heart rhythm and breathing. The therapy helps to ease anxiety, fear and neuroses, promotes mental development and induces a feeling of happiness. Exercising the sense of rhythm also helps to eliminate speech defects. How did Hana Janíková feel when the competition was announced? "I can still remember those beautiful rooms, the lovely town and the positive and friendly atmosphere all day in the Dacický House. Thank you to everyone at Foxconn and the kind employees we had the honor to meet." ■



The time for changes is coming

Kutná Hora division CZ16, now referred to as RSP, has always used just Material Management (MM). To put this very simply, it means stocking material according to its type and designation. Due to all the upcoming changes – such as the size and complexity of individual orders, the increase in their volume and the number of materials – a change needed to be made. This is why Warehouse Management was developed and implemented.



What exactly is it?

Warehouse Management is an extension of the basic functionality of the MM warehouse in SAP. Its biggest benefit is that the warehouse is divided up into “addresses”. This makes stocking easier, and also seeking where material is located, which then also makes it simpler to issue. We have also decided to take a direct route, allowing material to be issued quickly using wireless terminals. This has several advantages, such as the continuous confirmation of issued material, logging all stocking and issue data into the system and saving on paper. Although we are still printing paper issue slips, a paper-free future is approaching. And also links to reports.

Discovering the system in practice

The development and gradual implementation of Warehouse Management was far from easy. We all literally learned the system “on the go”, but gained a lot of experience through our own mistakes, which we eventually learned from. We first activated Warehouse Management at Jusda in the rack order warehouse and then in the server warehouse in the north hall. Both were new warehouses at the RSP division, so implementation into binary logic was possible. In August the system was then deployed in the middle hall – which currently handles the biggest production volume. As the warehouse was not optimized for

the system, this implementation was by far the most difficult.

Launching it in all the warehouses was hard, and resulted in many problems and failed plans. However, thanks to everyone’s hard work we are managing to modify and improve the system and the entire process, so I believe that we will soon be able to meet all the expectations placed on us.

What awaits us

However, we still have a lot of work to do. And what are our latest challenges? Development in SAP, optimization of routes and distribution of material in the warehouse, changes to shelving and trolleys so that operators can work better and, finally, actual work with operators. By the end of the year we also plan to deploy Warehouse Management in the last RSP warehouse – Options. This will not be easy, but all these changes are preparing us to cope with the moves as part of the Touchdown project.

Finally, let me thank all my colleagues for their help, ideas, feedback and patience. Special thanks go to two people – Jiří Radoň, who programs and troubleshoots the system, and Lukáš Hamsa for defining all the settings and logic we want to implement. ■

Text: Lukáš Roztočil, Logistics and Warehouse Manager



HR director
Michal Batelka

Satisfaction survey,

or we care about Foxconn

In May an employee satisfaction survey was held in Foxconn, boasting a 68% questionnaire return rate. This is high, even compared to other manufacturing firms, so a big thanks to you – not only for your time, but also your honesty. As a follow up, in August we presented 10 fundamental findings from the survey. And since then we have been working on topics we want to focus on further. HR director Michal Batelka tells us how he rates the survey and what we can expect in the near future.

This was the first time such a large satisfaction survey has been conducted in our company. What is important about it?

In order to get consistent results, after good experience from Kutná Hora, we decided to conduct a single survey across the whole of Foxconn. Otherwise we receive information from employees through various channels and it is hard to know whether these are the opinions of the majority or just one person. How people are motivated and how they rate the working environment or conditions is important information for the employer. Only motivated employees help the company to grow.

There were a lot of findings. How can you tell which ones are crucial?

It's impossible to change everything at once. It is important to carefully choose what to focus on. The survey helped us enormously in setting these priorities. I like to say that it is not hard to organize a survey, but it is difficult and very important to know how to work

We want our employees' opinions to be reflected in the activities the firm carries out.

with the results. We want our employees' opinions to be reflected in the activities the firm carries out. So, I am very glad that the number of responses is above the nationwide average. This means that the firm cares about its employees and they want a say in its future.

What do you consider to be the most significant finding?

For me, they are things related to my work. From the survey we have defined areas we want to focus on – employee development, feedback, improving the working environment, revising pay conditions, etc. There are more such areas, so we will have to focus on the most important ones. From experience I know that it's always better to

concentrate on fewer activates than try to resolve everything immediately. So in September workshops will be held with division managers, defining the areas that we need to focus on first. Solving these issues is a highly personal commitment for me and for senior management!

When will employees find out more about developments with the survey?

As we all know, the summer is holiday time and it is very hard to plan anything. That's why we started the workshops in September. In October it will be time for us to inform employees about the plans for activities we want to work on. Some of them are now being dealt with and others will follow soon. However, my aim is definitely to keep you regularly up to date about progress in connection with the results of the survey, including in our magazine. ■

Can you protect yourself against targeted phishing?

Do you know the difference between traditional phishing and spear phishing? And can you protect yourself somehow? We have a few tips for you, but the options are few.



Traditional phishing typically involves sending a huge amount of emails, with the attackers attempting to get bank account numbers or login details for various corporate systems. The email, which comes from someone you know, often contains a web link. The email also usually does not include an attachment and is full of unintentional errors.

The opposite is the case with spear phishing. The attackers send an email to a particular high-ranking person in the company. That email is not easily detected by antispam filters, as there are few copies and it does not show any of the typical signs of traditional phishing. The email does not contain a link, is usually written in perfect Czech and contains an attachment not detected by antivirus.

It's hard to protect yourself, but here are a few proven tips:

- 1** Limit your media footprint and public information (e.g. don't use company email for private purposes).
- 2** Be skeptical about abnormally urgent mails and always check them carefully first.
- 3** Don't trust an email if it contains a person's ID – this can easily be falsified.
- 4** Beware if there are a lot of grammatical and spelling errors.
- 5** If in doubt, don't click the embedded link and send the email for analysis.
- 6** Request confirmation for financial and legal changes by phone or any form other than email.

If someone asks you to change your payment terms, follow the applicable directive for master data administration, or contact the master data administrator (central FA). And be careful, it doesn't have to be about payments, but also login details and other sensitive data. ■

Text: Lukáš Samek, ICT

90 % of revealed attacks are on company employees!

Anna Paschoutová: I'm glad I have someone to rely on

Born in Trutnov in the Krkonoše foothills, what brought her to Pardubice was the dream of her own home with a garden, bustling with family life. Well, with three adolescent children, it will always be lively at home. Especially if you share a hobby, which is ice hockey. As Anna herself says, she lives for her family, faith and sport. And also a little volunteer work.

What brought you and your family to Pardubice?

We used to live in an apartment block and had always wanted our own home with a garden. But we couldn't find one around Trutnov. We used to visit Pardubice and we really like the town. We realized that we wouldn't mind finding a home here. We had to discuss it with the children, as we didn't want to take them away from their friends and the place they know. But they didn't mind, so we're here (smiles). We have been in Pardubice for just over a year and I must say we feel at home here. We were a little worried how it would work out, but my daughters are happy. And so are we, as we have jobs that we enjoy and have great people around us.

You have children from your first marriage. How did they get on with your boyfriend?

I say that my boyfriend came to the children like a blind man to a fiddle, but at home it works, which is great! And so, when I speak about my daughters, I say "our children".

Faith plays an important role in your life. Was this inspired by your family?

Yes, I was brought up to believe in God. My children and I are practicing Catholics and most of our friends are,

too. Although my boyfriend comes from an atheist family, I am lucky that he's very tolerant. It's true that I don't have many friends in Pardubice who are believers, but we keep in touch with our friends in Trutnov. Our girls are part of a group of Catholic girls, which is great.

You recently had your house sanctified. Why?

It was important to me and I had always longed for it. An unsanctified person might think that it is to eradicate evil spirits or something, but that is not the case at all. It means a close connection with God – you feel his presence much more strongly in a sanctified house. And I also feel more at ease. It is a wonderful experience and is nothing unusual. I saw it as something like a housewarming, and as well as the priest, I also invited my friends from Trutnov. I hadn't seen them for almost a year, so I wanted to experience it with them.

How does your faith help you?

It is an important part of our everyday life. I can't imagine life without God. Some of our friends don't understand why we moved to Pardubice, when our family and friends live in Trutnov. It was hard, but for me personally it was easier in that I could rely on God. As

everything would be new for us, with a new job, new school, new people – it was important for me to know that I'm not alone. If I start to feel homesick, I have someone to turn to. If I didn't know God, I'd never have the courage to take such a step into the unknown.

This brings us to another thing – helping others. What volunteer work do you do?

Around nine years ago I started to knit bandages for lepers. Even today there are still places where this disease is rife, and bandages are needed. And, I enjoy it. I would like people to know what it feels like to do something for a needy person who can give you nothing in return... My boyfriend and I also give blood. Although a lot of people do this, I felt that if giving being a donor doesn't limit me in any way, why not do it. We are also involved in events organized by the Pardubice parish. During the holidays we bought school supplies for disadvantaged children. And some time ago my family and I entered a charity football match, organized by local ice hockey matador Tomáš Rolinek. People could buy souvenirs from the Fan Shop, which is right up our street. All the proceeds from the Little Steps for Erička were used to provide therapy for a little girl who was born healthy, but was unfortunately paralyzed after a vaccination.



As I listen to you, it seems like you're a keen ice hockey fan...

I like to say that ice hockey is our second religion. We got into it by chance through my boyfriend, who had always supported Pardubice. On a trip one day he asked if we wanted to call in at the local winter stadium, where a match was being held. This was around eight years ago, when my girls were still small, so were not interested in ice hockey. I was a little worried that my daughters would bother him by constantly asking questions. But my boyfriend was delighted that the girls were so fascinated by hockey. And since then all the family has been fans. It only took one live match for us to get hooked. I'm really happy that the girls like hockey too. It means we spend a great deal of time together as a family, which I really enjoy. My family is the most important thing to me! ■

Anna Paschoutová

has spent most of her professional career in production plants. She joined Foxconn more than a year ago as production operator, and soon worked her way up to Group Leader. She is in charge of ensuring production runs smoothly in a hall with three lines, and also resolving and reporting any delays with daily plans. "Although my work is mentally very demanding, I enjoy it. Every day is a new challenge for me. Especially as I have the opportunity to move forwards. And also that I can ask people what they like or don't like, and can help them if I am able to."



The weather was good at the Pardubice FoxFestival and very hot in the sunshine. So, we're glad to see how many of you came to say goodbye to the holidays.



Pardubice

FoxFestival



There was a great atmosphere all day long and plenty of entertainment.



The children were visited by the Smurfs, while music was provided by Happy & Wild. We watched a performance by the Pardubice Karatekas and enjoyed the Zabil.cz exhibition.



Over 2 000 employees came with their families and around 1 000 members of the public.



The public raised 33 390 CZK for 19-month old Sofinka, who has spinal muscular atrophy. Our company topped that up to 50 000 CZK.

The FoxFestivals are over. How did they go?

Two days packed with attractions and competitions for children and adults. These were the biggest events of the year – the FoxFestivals. While Pardubice Employee Day was held for the first time on Saturday 31 August at the Racecourse, its Kutná Hora counterpart was held a week later at the local outdoor pool, for the sixth year running.

As this year's theme was "World Tour & Fest", through various activities and some unusual refreshments we explored the 16 countries around the world in which Foxconn operates. And on both days, which ended in concerts by Czech bands, the event was presented by the famous Czech actor Jaroslav Nosek, AKA Mira Nosek. But that's not all, our music festival was a benefit event, so we

were able to help two little girls who need it. Want to relive the FoxFestivals? Video and other photographs can be found on Foxportal.

Thank you for being there with us and we look forward to the next event! ■

Text: Martina Nepimachová, PR and Communication



Between the concerts we also enjoyed a barman show by Petr Hurta.



We enjoyed the concert by rapper Lipo, followed by Eddie Stoilow and a perfect performance by Mirai.



Kutná Hora was initially rainy, but the weather improved after lunch. We're delighted by how many of you came to see us.



In Kutná Hora around 1 900 employees came with their families, as well as some 600 members of the public.



And of course we also competed in Kutná Hora!

We also contributed towards a good cause in Kutná Hora. The public raised 29 190 CZK for Terezka, who has a serious genetic disease. Foxconn then made this up to 50 000 CZK.



Eddie Stoilow



FoxFestival

Kutná Hora

Don't Miss — 17



There were Smurfs, as well as karatekas from the Pardubice Lions Club. The Zabil.cz exhibition was a major attraction.



The day ended with a show by rapper Lipo, followed by Žádnej stres, the Czech singer Pavel Callta and Eddie Stoilow.



Pavel Callta

Keeping up with the Divisions



Allan
Keown

Vice-president and Executive
Director of G Group

I hope everyone had a great summer holiday and had a chance to relax and enjoy time with family and friends. I was lucky enough to have one week's holiday in Slovenia and also a week in Scotland.

The summer months are generally a busy time for G division. The end of July is the end of Cisco's financial year, which always brings many challenges. This year was no different and we met all expectations. In our Data Centre Networks (DCN) business both Broadcom and Pure Storage had a strong end to the quarter. Our N.W.E business continues to focus on developing new customers and we have also shipped our first products to Corvus which is a Canadian/Norwegian company focused on hybrid power for the marine industry. For Ingersoll Rand we have started manufacturing parts for bus air-conditioning systems. These new contracts will bring significant growth to our mechanical operations in the coming months.

On the Pardubice site we continue to look to find ways to improve the working environment. In the coming months we are planning to upgrade our canteen facilities as well as adding new signage to the site. Again I would like to thank everyone who participated in the satisfaction survey. We are listening to your feedback and working very hard to reprioritize activities to focus on the issues you highlighted and care about most.

During the autumn we will be focusing on enhancing our cybersecurity and deploying a number of new technologies which will improve the security of our information and systems. Cybersecurity is an area of our business that will continue to be a focus for investment.

Finally, I would like to thank our PR and Communication department for organising the FoxFestivals in both Kutná Hora and Pardubice and our sponsorship of the Sports Park in Pardubice. I myself ran in the Colour run. It was a great day and I hope we can continue to play a significant part in the success of this event in the future. ■



**Nicky
Monaghan**

Vice-president and Executive
Director of D Group

Our Personal Computing Business is now performing stably after a difficult start to the year. Although volumes remain slightly lower than last year, they are in line with market projections. Looking forward, it is projected that worldwide availability of CPUs should resolve itself during September/October and this gives us some confidence that we will finish the year successfully allowing us to maximise our volumes accordingly.

During the last 3-month period we successfully delivered the 88th Million personal computing system since Y2001. Record high monitor volumes for the period (YoY growth +5 %), record high accessory volumes for the period (YoY growth +3 %).

Looking at the global market, after two consecutive quarters of year-over-year decline EMEA has seen growth in the traditional PC market in 2Q19. This was primarily driven by the strong demand for PC refresh ahead of Windows 7 EOS early next year, but also the fulfilment of order backlogs caused by the Intel CPU shortage from earlier this year. For the period Calendar Q2, IDC credited HPI with a 23.7% market share, which is up by 0.5% from CQ1, 2019.

In July 2019, we hosted our customer for the Periodic Business Review, and the message is clear. Foxconn Czech remains number 1 from the regional factories in the customer supply chain – our customer recognises your efforts and looks forward to working with us in the next period. We continue to work closely with customers and suppliers alike to improve the delivery of key components, and we expect orders to grow by 10-15% with seasonal demand during September and October.

In November 2019 our Medical Device division will celebrate the two-year anniversary since the launch of production of medical devices at the

all orders arrived at the customer's door on the third day after they were ordered.

In the summer months when our employees are taking their holidays, we successfully piloted a temporary concept for workers applying for shifts via a mobile application. This model is further demonstration of our innovative approach in a difficult labour market and it has attracted the attention of other divisions across Foxconn group. Special thanks to our managers, supervisors and trainers who were able to integrate these temporary workers into production and reach the performance and quality levels needed within two weeks.



Pardubice plant. In that period, we made incredible progress. For the second quarter of this year, we achieved YoY growth for the period of +15%. In June we shipped the highest monthly volume since the beginning of the project. And in August we celebrated the 60 000th medical device shipped from Foxconn CZ.

Thanks to our flexible production system, we shipped almost half of all orders the very next day and 25% of

Finally, I would again like to highlight the Innovations that enable us to keep ourselves lean, efficient and ready to capitalise on new business opportunities as they may arise in the future. At Foxconn D Group, however, we must continue to work towards the digital transformation, which should help us not only to improve efficiency, quality & speed for our customers, but also to drive improvements in our work environment & culture. ■



Stephen
McKenna

Vice-president and Executive
Director of F Group

Hi everyone. I hope you all had a great summer holiday and enjoyed some time off to rest and relax. Despite the holiday period there were a lot of things completed in the last 3 months. Let's look back at some of them.

After a lot of hard work, we finally have the first 3 of our automation

solutions online for final testing. We have 3 "Autonomous Guided Vehicles" to take completed units to the outbound area, we have visual inspections to help to improve quality, and we also have the automated "smart loader" to lift the heavy servers from the line onto test racks. The truth is that we still have a lot of work to do to fine tune these solutions but so far, all the teams have done great work to make this progress.

Also, after many updates, we are almost at the end with the major projects Polaris and Single ERP. One final push should see them completed and it will be time to celebrate with the teams who have worked intensively for the last 18 months. And in between all of that we had a visit from our customer, during which HPE top management were very happy with our progress. We also have a successful result from an important

audit in RSC, we have completed the refurbishment of the reception area, have enjoyed the FoxFestival, and Kaizen weeks and Funovation week were held in September.

In October we have the end of our customer's financial year. The good news is that in all 3 of our businesses in Kutná Hora, our customers are happy with our performance and the business outlook looks positive.

We are also planning to hold several workshops with the management teams to agree on some actions resulting from the feedback in the employee satisfaction surveys. You'll hear more about this soon.

Thanks again to everyone for your contribution over the last period, which has enabled us to achieve some truly great results. ■

Priceless experience

It started quite unobtrusively - one discussion about the current situation on the labor market, the quarter end for our customer Pure Storage, and about how to cover the need for increased capacities. However, the usual discussion triggered an avalanche of enthusiasm, mostly with one idea. How? However it is, we're #foxconnfamily and can help each other!

At HR and Software Delivery we often deal with questions about your work, as well as the software designed to make that work easier. There are various solutions, but the principle is the same: we want to ensure that we are a reliable and capable partner for our customers. For that, however, we need to know the environment in which that question is resolved. And so a group of three colleagues from Software Delivery and two representatives from HR met up in the warehouse on the afternoon shift on 31 July.

We are glad that our involvement in the quarter end had a positive impact



not only for all 38 shipped orders, but also on other things... The first was the purchase of a larger monitor to make it easier to scan items. Software Delivery again sought a way of transferring pick sheets into the system electronically. We here at HR also learned one valuable thing - we appreciate the work of our colleagues all the more! As we were able to help and gained valuable experience, we started to hear from other colleagues who wanted to use us. So, count on seeing us in your workplace one day! ■

Text: Pavlína Šprachtová, HR BP

Come, learn, play and innovate!

In mid-July D division presented the new innovation center, which replaced the LongHua meeting room at the Big Office. Why was this so important? It was time to show that our motto “Educate to Innovate” is more than just writing on the wall, but is something that the Foxconn management truly believes in and wants to invest in.



Colleagues, who helped create the new innovation center

Educate yourself to innovate

The keys to the development of a company are not just innovations, but especially the employees themselves. Our new motto therefore expresses one of Foxconn’s main commitments, i.e. the development and education of employees, who will be able to innovate and help our company to remain successful. The Foxconn management has always prioritized investment in employee development and the new motto strengthens and builds on this idea. The way that we learn and develop our skills has changed. Although books are

still a great tool, digital content like videos, blogs and online tutorials becoming more and more popular. And this was why the new innovation center was set up. It is a place where you can relax from work, watch videos, browse digital content or hook up and exchange ideas with your colleagues.

Prefer a camera or a computer?

The innovation center was designed by the BeBalance team with an emphasis on flexibility. The room is light, colorful and designed differently to the other offices. All the furniture can be moved around as needed. The center is also

equipped with the latest tech, including two powerful computers with pre-installed software, which will teach you the basics of animation, film editing, project management or 3D printing. There are also videos on a wide range of topics, from robotic process automation through personal development to general education. However, you can also get hands-on with a powerful digital camera with 4K resolution. Or borrow an Arduino kit, which will let you build your own robot.

It’s all happening here!

The room is reserved for personal use for several hours a day. This means anyone can use it to study, do experiments or discuss things with others. However, the innovation center comes alive with group activities organized by various Foxconn departments. These are mainly events aimed at stimulating curiosity and giving people the change to exchange know-how under the guidance of an expert or moderator.

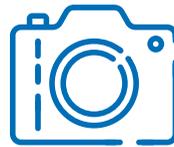
The innovation center is here for you. You can use it how you want to. Just come, learn, discover, join in with the others, play, and especially... innovate! ■

Text: Jacques Maries, Program Manager

In our innovation center you can find:



2 super-powerful computers



4K camera



Arduino kit for building your own robot

Get to know me



Michal Radoň,
D division quality supervisor
 at Foxconn since August 2000

Want to know how your colleagues live? Their desires, hopes or day-to-day habits? Read about three interesting people you can meet in the corridors or production halls of Foxconn.



Alarm – I usually arrive at the office at eight in the morning and deal with any urgent emails first. Assuming there are no production problems. Otherwise everything else has to wait and my team and I go off to find out the cause. There is then usually a series of meetings and tours of production, after which I assign tasks and go for a well-deserved lunch.



Responsibility – As my job involves checking products, the hardest thing is to find a compromise between quality and quantity. The good thing is that every day brings something new. That's one of the things I like about my job.



Impulse – I am most motivated by the satisfaction that comes from a job well done, and of course the money that goes with it.



Challenge – I hope that Foxconn will continue in the automation process. This will eliminate routine operations where errors often occur.



Pleasure – Hmm, lunch? No, for me the best part of the day is later afternoon as evening approaches, when I can focus on my work with no interruptions.



Foxconn – As I've been with the company right from the start, I remember when Foxconn did not have such a good reputation. Now, however, I enjoy the stability of my job; it is interesting and has good benefits.



Around the world – I'm ready to go anywhere. The destination isn't important. I think that there is something interesting to see in every country.



Vent – I like running or swimming. And sometimes during the day I clear my head with a visit to BeFit. I also like the sports events held by Foxconn.



Passion – I can't get by in life without family, friends and sweet things. ■

 **Alarm** – I go to work at 6 a.m., as I work 12-hour shifts. I greet my colleagues and read my emails before it's time for breakfast.

 **Responsibility** – I am in charge of receiving packing material and ordering anything needed in production. It initially took me a while to get the hang of all the processes, but as I like learning new things, I picked it up quickly.

 **Impulse** – The most important for me is a good team and friendly colleagues. The importance of communication should not be underestimated. We don't have a problem with that, luckily.

 **Around the world** – I'm fascinated by places such as Cuba or Ibiza... If I could, I'd go there immediately.



Veronika Francová,
Warehouse SAP operator
for HP servers at division F
at Foxconn since April 2018

I'm also interested in history. History was the subject I enjoyed most at school. My exercise book was even displayed as the most beautiful.

 **Challenge** – I think that cooperation between Foxconn's departments could improve, especially in production.

 **Pleasure** – I like it when everything is in order and works as it should.

 **Foxconn** – I love participating in events organized by my colleagues. I have played in the Bowling League or cross-team events, such as the visit to Český Krumlov and rafting.

 **Vent** – I usually spend the weekend working in the garden or mushrooming.

 **Passion** – I put my family first. But I cannot do without good friends and a decent cup of coffee. ■



Jiří Chudoba,
repair technician at
division G
at Foxconn since August 2016

important that I plan the order of these repairs to keep production running as smooth as possible.

 **Responsibility** – A few times a month my job includes a little detective work. To identify the cause of an error, I need not only all my experience and logic, but also my other colleagues.

 **Impulse** – I'm a perfectionist as far as electronics goes – I like doing things properly. And what I like most is when a repaired unit goes through production and quality control to the customer. It's a great feeling when it gets marked PASS at the end of the process.

 **Pleasure** – I can't live without math. I've always enjoyed numbers. We only have ten digits, but they can work wonders.

 **Challenge** – Sometimes we have "older" units where more things are changed. It is then very hard to put it all back together again. I never look forward to that.

 **Foxconn** – We should all communicate and work together better, and above all, overall awareness should be improved.

 **Around the world** – My dream – I hope it will come true one day – is to visit Australia.

 **Vent** – When something goes wrong, I ride my bike or go hiking in the High Tatras.

 **Passion** – I could not get by without people and relationships in general. Although I sometimes like to escape to the mountains, good relations are important. ■

 **Alarm** – I deal with problem units that have failed tests and have them repaired. So, first thing in the morning I go through a list of components that need repairing and plan my day accordingly. It's

Presenting the After Lunch project

In February 2018 the SCM Sourcing team launched an interesting project to promote natural expression and outlook in the field of work inspiration and self-development. Do you follow lunch with coffee, and a chat to other people? That's how the After Lunch project works, giving this time added value.

The After Lunch project was the result of fundamental discussion about the need to change thinking in the team and about a new concept for team culture. We found that inspiration and energy need to be imparted regularly, by the best in the field. How to achieve this? We chose the online world of videos, which cost nothing. Information is provided in short but lively talks by prominent people. These are 30-minute meetings, where the first 3 minutes explain how the topic relates to our work. This is followed by a 20-minute informative video, while the rest of the time is devoted to wide-ranging and open discussion. The topics vary – from communication trends to artificial intelligence. Some are very relevant to Foxconn, others less so, but they are always inspiring.

The fact that the 70th episode was screened in September shows how successful this project has been. Also, it



Sourcing team – project creators

has never been officially promoted and has become popular with employees naturally. It is now attended by around 20–25 people, which is the maximum as regards time and capacity. However, the creators have a new vision, which could cater to many times more people and could also result in new forms of

inspirational projects. August brought the first “copy” of After Lunch, and it is now one of the regular activities offered by the new innovation center in building P1 in Pardubice. ■

Text: **David Matějů, Sourcing team**

Who recommended a new employee to us and won?

One of the primary factors affecting how we enjoy our work is the people around us. And what could be better than working with your friends and acquaintances. This is another reason why we have long supported employee recommendations with a financial reward.

In the first half of this year we launched another means of promoting this program in the form of a competition, which a great many of you entered. We offered a reward not only for a friend joining the company, but now also for having an interview. Every two months we then drew the names of those who

recommended friends, with the winners receiving shopping vouchers worth 5 000 CZK. How did it go? During the competition we paid out more than 230 bonuses for interviews, and added more than 40 000 CZK to the Cafeteria. Three lucky winners in Pardubice and another

three in Kutná Hora were presented with their shopping voucher. We appreciate every recommendation, and so we are now preparing another event for this program, which you can look forward to this fall. ■

Text: **Markéta Nováková, recruitment team**

There's always something happening with myFOX

Last year monsters started to help us inform you about the new myFOX HR system. And this year they are helping to innovate the www.myfoxconn.cz website to enable it to be browsed using a mobile. How else have they helped?

Earlier in the year we presented our new career pages. Then they urged everyone to be online with the mobile application and helped highlight our new information kiosks and remuneration module. Our monsters are enjoying themselves, so we want to keep you up to date on their lives. Starting with some big news.

A pregnancy test proved positive and no one knows whose it is. Soon came the shocking revelation that Mrs. Fialová was pregnant. And you had the chance to vote on who the father was, as we were unable to find out. So who is it? Find out

soon. And now you can vote on the sex of the baby monster. And why are we doing all this? We wanted our monsters to grow and, using normal life situations, keep you posted about the launch of new modules.

And with the new e-learning module Mrs. Fialová realized she also wanted something new in her life... Interested in who the father is and how Mrs. Fialová will cope with the birth? Follow the life of the monsters at www.myfoxconn.cz. ■

Text: Martina Nepimachová, PR and Communication



Follow the life of the monsters at myfoxconn.cz

E-learning sees the light of day

In early August we launched our Education module, devoted to e-learning courses. This replaced the previous iTutor platform, which was not very user-friendly. What changes will the switch to the new module bring?

You no longer have to send a request to HR to take an e-learning course. You sign up for courses yourself, or they are assigned by your superior. You can now take them from anywhere and at any time – no need to connect to the intranet – as you can take the courses using a mobile application from home or even while waiting for a bus. Also, you don't need any other login data, and can access the Education module via the homepage in myFOX. Your profile shows the full history of courses you have completed, and the certificates. If stuck, there are also simple guides on the homepage. And if a mandatory course certificate is about to expire, you don't need to worry about forgetting, as myFOX will send you an email to warn you ahead of time. Don't have email? It doesn't matter; the system will automatically send it to your superior. But the e-learning module is just the beginning! This year we will be implementing other modules, such as for presence courses (courses with a trainer) and Performance Management. Want to know how it works with inFOX and the Training Registration module? Functional production training will remain in inFOX. The procedure is still the same for education and development activities with a trainer or held as presence courses. You can still sign up as part of Training Registration. ■

Text: Václav Dostál, HRIS, and Hana Opočenská, Training and Development team



Mushrooming and kite flying in the fall

Has the fall sunshine tickled your nose? Perhaps it was reminding you that this is the time to enjoy everything nature offers in the last few months of the year. If you haven't been mushrooming yet this autumn, this is the best time.

Mushrooming fun

They're growing! Although it might not seem like it, this is a good year for mushrooms and the woods are full of them. It's just that you might find other wild fungi to those you are used to at this time. It was a dry summer and so the season is delayed by a week or so. In other years you might have found honey fungus in September, but this year you'll have to wait till it gets

colder. Yet it's still true that the best time for mushrooms is in the morning, when their caps shine with the morning dew and so are easier to find. It is good to remember the rules of the wise mushroomer, such as that they are best carried in a good old wicker basket, and that you should only pick the species that you are sure are safe. Really, unless you're a walking atlas of Czech mycology, make sure to properly check

what you find. There's no need to test the popular Czech proverb that all fungi are edible, even if just once. It is definitely worth finding some tasty recipes for your wild mushrooms. Anyone who loves cooking and fungi can treat themselves to baked parasol mushrooms or pickled caps. And while cooking you can also entertain the children, such as guessing where all the sayings about mushrooms came from.

Creative workshops

You can also use a mushrooming trip to prepare for the colder weather. Let the children collect colorful leaves, pinecones, acorns, chestnuts and pieces of pine bark in a separate basket. At home, clean everything well and place in a cardboard box. When it rains, you have a treasure to discover. The internet offers lots of tips on how to use these finds to make lovely pictures or even decorate your living room. You just need a bit of glue, a sketchbook and wooden skewers to turn leaves into a picture of a hedgehog or fox's head. Use sprays to colour the cones; you can get silver and green sprays, which look the best. Making animals from chestnuts and acorns is always popular – it never goes out of fashion, as nature's gifts are the best building blocks. Believe it or not, you can even find a guide to making a chestnut hippo, as well as a miniature chestnut helicopter.

Let there be pumpkins

The scariest day of the year is at the door. Open it up and welcome in Halloween! Originally an Anglo-Saxon festival, it has now become popular here, if only partially. We buy pumpkins, decorate gingerbread with scary motifs, dig out the witch's costume and the broomstick. The true Halloween show also has trick or treat, when the children go from house to house asking for sweets. If they don't receive any, they play a trick on the homeowners. But you don't have to worry about that here.

Black and orange are essential for Halloween, and of course pumpkins. They are the only way to make a proper "jack-o'-lantern", i.e. a hollowed pumpkin with a candle inside. There are several stores about why we light up pumpkin lanterns around 31 October. In the 18th century American immigrants put them in their doors and windows, to welcome their ancestors in their



Making animals and objects out of chestnuts is evergreen. It never goes out of fashion, as nature's gifts are the best building blocks. The internet even has a guide for making a chestnut helicopter.

new home across the water. They carved turnips, potatoes and beetroots and placed hot coals or candles inside them. Another legend is about a cruel freak called "Stingy Jack".

Fire and wind

Do you like fall in Josef Lada's pictures? A camp fire, baked potatoes, kite flying... these are great tips for autumn. Many places, including city parks, have safe fireplaces, which will help you to lay and light a fire and follow the rules. These places often have sports facilities and fun for the whole family. Just take some charcoal with you, some food, a few odds and ends and you're ready to go. You can then roast a sausage or apple or bake a potato in the ashes, it's up to you. How else to spend time by a campfire?

If the weather is right, take a paper kite with you. You can buy some amazing ones on almost any corner. However, the best ones are those you design and make yourself. Try to break one of the Czech records – a paper kite has been flown to a height of 883 meters. Another way of spending time outdoors is something like tightrope walking. All you need is a special flexible rope, which is fastened between two points (e.g. large trees). Then just stand on the rope and start practicing your basic balancing skills.

From dawn to dusk

Fall is the time for watching fish hauled from Czech ponds. You must get up early though, as they start netting the fish at around seven in the morning. Some of the are then sold, and stalls around the pond prepare various fish specialties, offering wine and "federweisser" and an accompanying program to delight children and adults alike.

However, fun in fall does not end at dusk, whether you're by the water or in the woods. A short night walk with a pocket star atlas will literally broaden your horizons. And who knows – the stars might even give you inspiration for your fall plans. ■

Text: Hana Čermáková, COT media

Close encounters with Falcon Heavy

Every space-fan must have wondered what it would be like to see the launch of a space rocket. But how to do it, when these launches are often delayed? A true space-flight tourist won't be put off, so I said it has to work out once! My friends and I had planned to visit the Baikonur Cosmodrome in Kazakhstan, but it didn't happen, so this summer I decided to head in the opposite direction – to Florida...

On the road

It's 19th June, my family and I are dozing in economy class on a Jumbo Jet 12 km above the Atlantic and one thing is clear. During our 10-day stay in Florida none of the planned launches will take place. But we would be able to see something far more spectacular, the launch of Falcon Heavy – the most powerful booster rocket from SpaceX, founded by visionary and entrepreneur Elon Musk. The launch of Falcon Heavy would be the rocket's first flight at night. Its task would be to carry 24 satellites into 3 different orbits during a single flight! A very challenging mission, the hardest so far. Obviously this would be a unique experience.

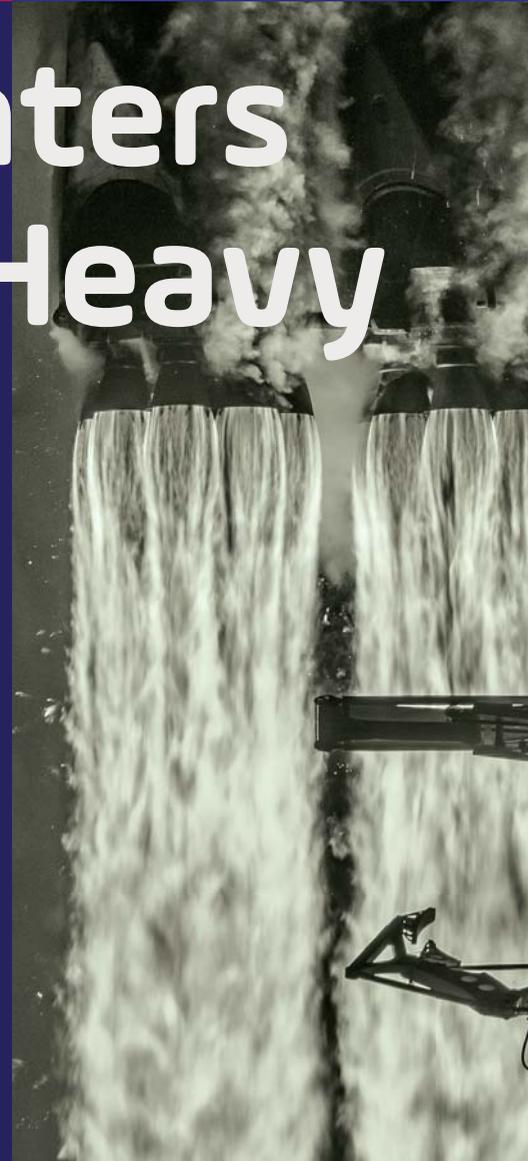
The landing drives these thoughts from my head. After hours in the plane it was time to move on to our temporary refuge. We would be staying at Cape Canaveral, not far from the iconic LC-39A launch pad at NASA Kennedy Space Center. This had seen the launch of the space shuttles and the Apollo missions to the Moon, including the most famous – Apollo 11. And now

Falcon Heavy stands upright on it. We went to Playalinda beach, from where we would see "our" rocket for the first time. Although it looked near on the map, we actually had to drive 60 km. I forgot to mention that everything in the USA is further away than we're used to in Europe. But we can't get right up to the ramp. We can go along the beach as far as the fence, where there's a guard house with cameras and warning signs. But we can see Falcon Heavy! I stand on the edge of a sand dune, it's incredibly hot and humid, but the sight sends shivers down my spine. Our first "close encounter" with this majestic rocket. And another is to come in a few days...

Launch day

The launch of the STP-2 mission was planned for 11.30 p.m. on 24 June. Before this Falcon Heavy was stored in the assembly hall to shelter it from the weather. That morning, however, it was brought out onto the pad, where its 27 engines waited to light up the Florida night sky. But in the afternoon we heard that the planned launch was

to be delayed by 3 hours to 2:30 a.m. No worries, we can do it! We stand on the port jetty with hundreds of other enthusiasts. It's dark all around, with just small harbor lights in the distance and the mobiles of the people sitting nearby. On one side we head a couple raving about other rocket launches they have seen, while on the other someone is watching the SpaceX live feed, and we can hear the commentator's voice. The rocket and its payload are fine, the weather is good and the countdown to the launch continues. The electrifying



The 27 engines of Merlin-1D



atmosphere is enhanced by the crowd, which counts down the last ten seconds together.

...3, 2, 1 and lift off!

An orange glow starts to spread over the dark horizon. It gets brighter and slowly changes to yellow. Suddenly a fireball rises from the horizon and slowly climbs into the dark sky. The crowd watches, almost in a trance, just a few people clap and whistle. Others slowly join in. Perhaps because it's still quiet – like watching a beautiful color but silent film. The rumble of the engines reaches several tens of seconds later, when the rocket is already quite high.

With the naked eye we can see that the side boosters have been jettisoned and are slowly returning to the coast. With

the receding rocket they form three small stars moving high in the night sky. Suddenly it's pitch black again. But we all know what is to come. We stay where we are and gaze hypnotically at the dark sky. We wait... The engines of the falling boosters come to life, ready for the reentry burn. A flash of light rips the dark, followed by another. They seem to be quite low, but this is just an optical illusion. The ignitions actually fired at around 30 km up.

It's dark again for a while. Now we're just awaiting the grand finale – the landing burn topped by both 40-meter side boosters coming down onto the concrete landing pad. We join in the enthusiastic applause and cheers of the crowd. It worked!

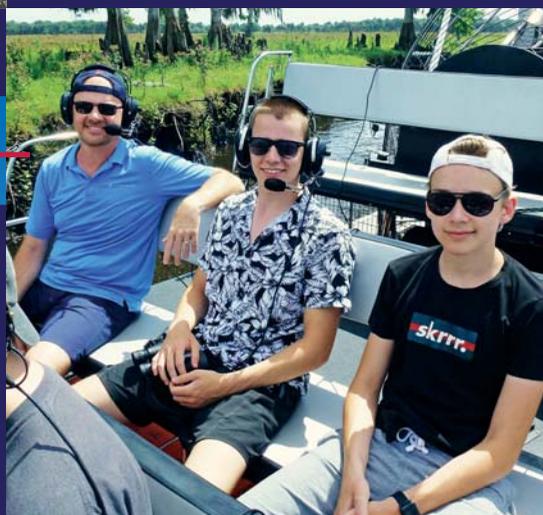
The two sonic booms as the blocks return faster than the speed of sound is the icing on the cake of the whole spectacle.

And there it is!

Beautiful, an amazing experience, well worth it! Everyone is probably thinking the same thing. And also whether we might have enjoyed the launch more from another observation point. So we'll try from somewhere else next time, perhaps...

I'd really recommend a trip to see a rocket launch to anyone, not just to spaceflight fans. It's an experience unlike any other. It's definitely worth all the planning and the cost. With a bit of luck you'll enjoy it so much that you won't regret it. ■

Miroslav Pospíšil and his sons on a trip to see the alligators in the swamps of Florida



Text: Miroslav Pospíšil, Program Manager
Photo: author's archive and NASASpaceflight.com

How to be better (and happier!)

Being happy, satisfied or at least balanced... That's what it's all about. Recently there has been a lot of talk about working on oneself and the desire to find meaning in life. Find out whether you have what it takes for personal growth.

Change is in your head

Just the fact that this page has caught your eye and the topic appeals, is a good side. Move towards positive change, your thinking is growth oriented. Subconsciously our behavior is influenced by our upbringing, environment, authorities... They may help or hinder us, but the great news is that you can change your life. At any time. As soon as you accept this and overcome the cliché of "I'll never be different", you've taken the first step to a happier life. It is important to sense inside that you are feeling or doing better. Even at the cost of changing an ingrained idea of yourself. Careful! You'll learn a lot about yourself by doing this. Ready? Let's go.

Get to know yourself

Think who influences you and how. Dig deep into your childhood memories. What is the basis of your experience of life, situations and people? Watch yourself. Notice the link between various moments or recurring situations. You don't need to assess things too much. Make a note of them and try to put them into context. A bad habit has arisen in our firm: blaming others. The quicker you accept that you can't change others, the better it is for you. So start with yourself. Listen to your inner self

Getting to know yourself can help take you further.

through questions, ideas and (don't worry) answers. Give yourself time to put your thoughts in order.

Lightness in life

You probably know this... The past and the future do not exist, they're just in our heads. Notice the here and now. Living for the present, casting off the bonds of the past and letting the future take its course seems like a great idea. But how? "Don't push it", as the saying goes, and use the skills you already have. One of these is knowledge of yourself. If you know who you are (or who you'd like to be) and actively work on this, you will move forwards. The sign of success is being able to feel happiness and fulfillment, or to learn from your own bad experience.

Take responsibility

A treasure waiting to be taken is the responsibility for your decisions and life in society. Do you respect yourself and long to develop your good sides? Excellent. When you know what you want, you can pursue it. However, it would be folly to think of it as a strategic plan with a clear start and end. Everything takes time and everyone goes at their own pace. For some people personal growth is a lifelong process. One useful piece of advice to end with: be nice to yourself and perceptive. Sometimes you just need to stop for a while and enjoy those day-to-day pleasures. ■

Text: Renata Kučerová, COT media



Zaměstnanecké akce Employee events

2019



Kutná Hora

Mikulášská show
St. Nicholas show

30. 11. 2019 | 30th November 2019

1. reprezentační ples
1st representative ball

14. 12. 2019 | 14th December 2019

Ježíškova nadílka
pro seniory z Domu
Barbora

Christmas presents
from Christ Child for
seniors from Barbora
house

prosinec | December



Pardubice

Mikulášská show
St. Nicholas show

8. 12. 2019 | 8th December 2019

Ježíškova nadílka
pro děti z Dětského
domova

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

prosinec | December