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Lenka
Brychtová

Editor-in-Chief

Dear Colleagues,

Summer holidays are over... I believe that during the holidays you spent pleasant moments with your family, had a rest, gained energy during long sunny days, and in September you managed to send your children to schools and kindergartens. After the summer calming down, a new cycle of duties began for us. Do you also sometimes think that four hands and two heads would be useful for you? That you would need to be cloned or at least have a robot at hand to help you with all your tasks?

Probably we will have to wait a few more decades for such a robotic helper in our personal everyday life. But at our work... That's something totally different! In Foxconn production halls, you can meet robotic helpers on almost every corner. Are you wondering what kind of helpers they are and what they help us with every day? Then go to the Topic section, this time focused on automation and robotics.

Nevertheless, no machine can replace the purely human features - ingenuity, creativity, humour, dedication, or genuine emotions. That means everything we encounter in Foxconn on a daily basis in our teams. You can read about the manifestations of human creativity, ingenuity, will and help on other pages of our magazine. And as usual, we have prepared an overview of the most interesting news from our company. It is the people that make our company as it is.

I wish you to enjoy reading this issue!

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Foxconn gained in CZECH TOP 100



Foxconn is again in the top five most important companies in the Czech Republic! And its performance is even one place better compared to last year. Škoda Auto ranked 1st in the CZECH TOP 100 most important companies according to sales for 2019. It was followed on the podium by Energetický a průmyslový holding (Energy and Industrial Holding) and the CEZ Group. Foxconn came in the 5th place just behind Agrofert. As a result, we improved compared to 2018 and were able to trounce such companies as, for example, Unipetrol, Hyundai Motor Manufacturing Czech, Alpiq Energy SE, Moravia Steel, or Continental Barum. "Our repeated placement at the top of this ranking proves that our company has long retained a significant position among the best companies in the Czech Republic. Compared to last year, we have improved by one place, for which we would like to thank all Foxconn employees and, of course, to our customers," commented this award Jan Antonín, Financial Director of Foxconn. ■

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

Laptops that will still serve

The computer is a normal part of everyday life for all of us. Last year over 909 000 computers - either desktops or laptops were sold in the Czech Republic. Nowadays, it is difficult to exist without this invention of modern times. Foxconn therefore donated several tablets to the Seniors' Home in Pardubice in April, thus enabling its residents to meet their families online. Other recipients will now include non-profit organizations, various associations and educational institutions. Foxconn will distribute up to two hundred laptops among its partners in Kutná Hora in several stages. These will be mainly laptops of employees which are already unsatisfactory from the point of view of strict cyber security rules for the internal network. Such equipment should normally be scrapped, but Foxconn will give laptops a new life, send them to organizations and individuals who really need them! In addition, the EDUzměna project in Kutná Hora supported disadvantaged families without internet access by donating laptops during the coronavirus pandemic. ■

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

We cooperate with the Chamber of Commerce

Czech Chamber of Commerce (Chamber of Commerce) is the most important representative of the business sphere in our country. It has got more than 16,000 members, including



Chamber of Commerce President Vladimír Dlouhý and Stephen McKenna, CEO of Foxconn Technology.

our company. Foxconn has long been aware of its position - it is one of the most important employers in both regions in which it operates. And this status is a commitment - both inside the company and also externally. Foxconn is therefore not only a member of the Chamber of Commerce, but also its key partner. This Chamber's mission is to create opportunities for entrepreneurship, promote and support measures that contribute to the development of entrepreneurship, and thus to the overall economic stability in our country. On the occasion of the anniversary of Foxconn's establishment in the Czech Republic, a meeting of members of the District Chamber of Commerce in Kutná Hora took place where an interesting discussion evolved. Not only current topics were discussed but also support for local companies or entrepreneurs, support for technical education or employee development. ■

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

Regular IT system shutdown

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

🕒 **Week 46**
from Sunday 15. 11. 2020 – 8:00 a.m.
to Monday 16. 11. 2020 – 4:00 a.m.

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

Text: **SWD Field Engineering team**



Men versus machines

Robots have been here with us for almost 100 years. Respectively, it is rather the drama **R.U.R.** written by Karel Čapek which first enriched our vocabulary with this word and very soon it spread literally all over the world within its translations into 30 languages.

Today, robots are no longer just a dream of sci-fi writers but we meet them almost everywhere. Just look around Foxconn and you will definitely come across some artificial helper. And if not, our colleagues will introduce them to you on the following pages. Gradual

robotic automation is penetrating almost the entire production and cannot be stopped. But you don't have to be afraid! Robots don't want to take over the world and take your job - quite the opposite. They make it easier for you and control that everything is going as it

should and thus they free your hands for really important tasks.

However, production isn't the only place where you can meet robots. They have their place in pop culture and society as well... What are the most famous ones? ■

Robots in our society

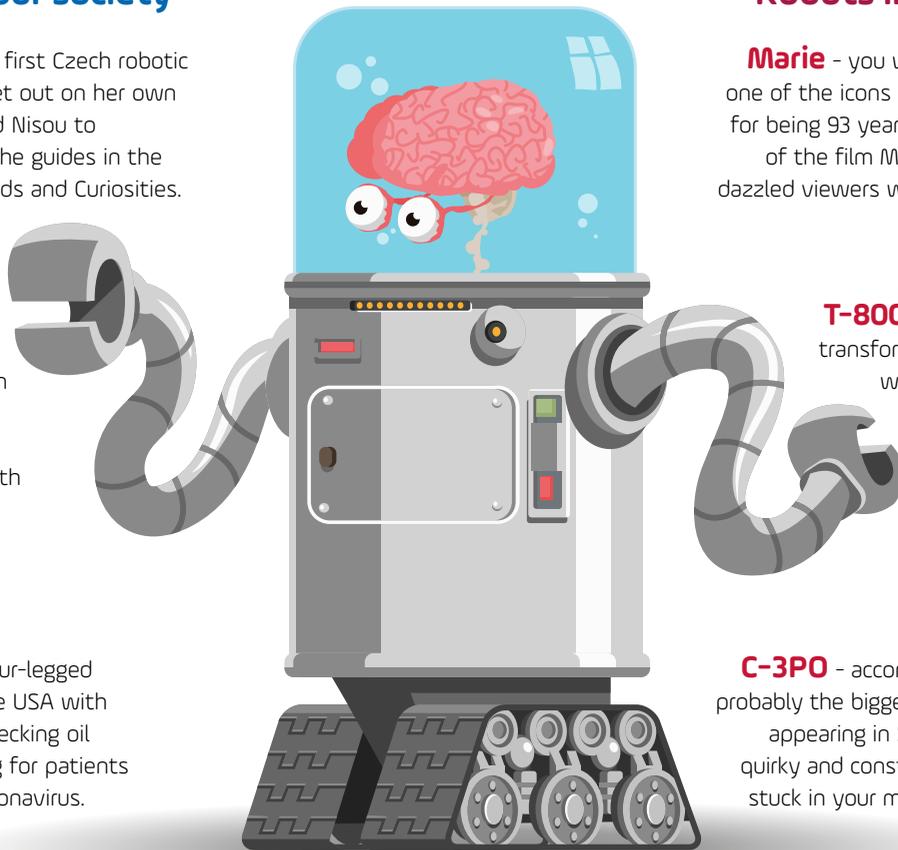
Matylda - the first Czech robotic hitchhiker who set out on her own from Jablonec nad Nisou to Pelhřimov. Now she guides in the Museum of Records and Curiosities.

Atlas

- the robotic athlete printed on a 3D printer has been amazing us since last year with his gymnastic performances.

Spot - these four-legged guards help in the USA with sheep grazing, checking oil facilities, or caring for patients infected with coronavirus.

Valkyrie - the almost 190 cm tall humanoid robot from NASA is set to become the first colonizer of Mars.



Robots in pop culture

Marie - you wouldn't have tipped one of the icons among femme fatales for being 93 years old. This is the age of the film *Metropolis* which once dazzled viewers with its timelessness.

T-800 - this ruthless killer transformed into a protector with the unmistakable face of Arnold Schwarzenegger regularly appears in films from the *Terminator* series.

C-3PO - according to some people probably the biggest cult of the robots appearing in *Star Wars*. Or has the quirky and constantly beeping R2-D2 stuck in your memory more as well?

Wall-E - probably the sweetest and kindest machine which children around the world have adored. Especially for his burning love for the robot Eve.

How autonomous robots help us

The mechanical division known as L5 was the first one established in Pardubice. Apple became its customer and its director Tim Cook even visited this site almost twenty years ago. He wanted to check the start of production of their novelty – the iMac which was produced on high-pressure presses. And the forms used were then and still are appreciated for their modern engineering approach.

But times are changing. Some technologies remain but they are constantly being supplemented by more modern, better managed, and much more complicated innovations. Therefore, for their operation we need real experts who fully understand them. “I was very lucky to be able to contribute to the modernization of our plant. I was there when we implemented various new technologies, learned how to use them, and integrated them into autonomous units. It was demanding and without the knowledge of my colleagues from the engineering, production and maintenance teams we would not have been able to manage it,” described Marián Stulák, Operations Manager of the L5 division.

How it all began

When the most common problems were identified five years ago, we found out that one of the biggest challenges would be the supply of appropriate material to produce technologies. How did we manage to solve the problem? Thanks to a large storage system from Remmert which made it possible to integrate the new technology into the storage equipment and connect several individual parts to an almost autonomous system. Now two lasers and one fully automatic device from Amada are connected to it. And in the future, it is planned to connect three more fully automatic devices to it.

Independence and interdependence

Other autonomous robotic devices available at the L5 division are two bending centres. They make it possible to process parts in large and small



Bending centre



Integrated lasers

series completely without human intervention. That is why their correct programming has become the most complex and also the most precise task. Currently, approximately 2,000 different parts are produced in these autonomous centres which then go to the powder coating plant and to other production parts of our division. Only then they can reach the customer.

Precision and planning

All autonomous devices need an expert approach, perfect programming, and precision to 0.2 millimetres. Thus, our colleagues dedicated to this are highly qualified. And they want to learn new



Remmert storage system



Punching centre

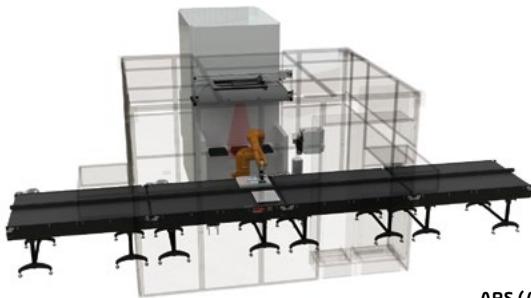
things which they can apply in practice. It simply would not be possible without them. However, we cannot forget the planning system from the company of SAP which controls the movement of all parts and semi-finished goods from one device to another one. Only thanks to these products can be created in the form and quantity that our customer has ordered from us.

Therefore, I would like to thank all our colleagues for their work and efforts. They help us acquire new customers and meet all their needs. ■

Text: Marián Stulák, Operations Manager

Automation in the hands of the AMS team

These days when customer requirements are constantly increasing, there is a need to innovate production processes so that we can respond flexibly. The need to automate production processes with great product variability was therefore one of the reasons why the AMS team was created.



AMS (Adaptable Manufacturing System)



ARS (Adaptable Reading System)



ALS (Adaptable Labeling System)

What is its mission?

To create adaptable and autonomous solutions based on machine vision, robotics, advanced control, and specialized software for optimizing storage and production processes. It focuses on processes that are repeated and thus the solution can be further replicated.

What is the team currently working on?

One solution is the **AMS (Adaptable Manufacturing System)** which combines a vertical storage system and a robotic cell. The system can use a camera system to determine the exact position of the material placed in the vertical warehouse and at the same time the product that passes through the robotic cell on the conveyor belt. The robotic arm then picks the components from the warehouse and installs them into the product.

The AMS eliminates unnecessary material handling and provides continuous monitoring of component movement. This solution ensures absolute control over the quality of the assembly process and high repeatability - all in real time.

The first AMS system was deployed at G Group where it is used to install memories in Cisco servers. The warehouse capacity allows you to store up to 5,000 memories and produce autonomously for up to 24 hours. But in the future the AMS system may also be used in the installation of processors, heat sinks, power supplies, and other components.

recipes with each other, which eliminates the need for repeated programming of individual solutions. The first ALS system will be deployed on the production line soon. After its testing, it will then be used on other production lines as well.

Advanced product identification

The control of the production process is currently carried out by manual scanning of individual components into the MES system. Tens of millions of scans are done every year with hand-held scanners. We have therefore developed a system that works similarly to a self-service cash register in a supermarket. All you have to do is attach the individual components to the scanned area where all the information will be automatically loaded into the MES system. **ARS (Adaptable Reading System)** can also handle simple component quality checks.

We believe that these developed solutions will help Foxconn improve processes and become a regular part of our production. ■

Text: Vladimír Goga, Automation Development Manager

The developed solutions will help Foxconn improve processes and become a regular part of our production.

Adaptable label applicator

To optimize the process of sticking labels, we have developed a solution that can handle the large variability in the size of cardboard boxes and stick different types of labels using a robotic arm. It is equipped with a camera that checks the print quality and the correct placement of the label. **ALS (Adaptable Labelling System)** systems can share

Innovation everywhere

At the end of last year we revealed to you what activities within robotics and automation the production part of D Group is engaged in. Following the significant innovation trend in Industry 4.0 this division is constantly trying to implement automated solutions wherever they could help.

Last year the first achievements in the production automation and in the replacement of strenuous or monotonous work with robotic solutions were the label applicator and the automatic pallet truck (AGV). Both robotic solutions that were put into operation in August 2019 meant the successful completion of more than year-long projects. In addition, it has become a proof of Foxconn's efforts and ability to innovate and use new technologies effectively.

Thus, it is not surprising that a lot has changed since the end of last year and several other projects have been launched. For example, this year one production division of D Group should



implement an automatic scanning of inserted components into the box of the finished product on the packaging line, which will enable their better and faster control. Automatic kitting of GML labels will be also used much more. By the end of 2020, the automatic sticking

of labels should be expanded by two more Label Applicators in Hall B. And finally, we expect the installation of automatic safety frames at the entrance to our production. ■

Text: Jiří Kondělka, Automation Program Manager

What the Optimus project brought

We faced a challenge - we had to bring change to Cisco production through technological innovation. And so the Optimus project was born which aimed at creating an environment for future automation by means of standardizing the so-called lean processes.



But first, the multifunctional team in charge of this task had to focus on analysing the product portfolio in terms of complexity, volumes, revenue, and the degree of transformation. What did the analysis reveal? Several activities preceding the product manufacturing itself which are completely without any

added value. This led the team to introduce a new method where the material is sorted by commodity, divided into hourly sections and this way delivered to the production line. At the same time, there was a transition from a cellular arrangement of work to a progressive method. The incoming material processing has been simplified thanks to automatic weighing and counting.

The SWD team also helped us with this by making changes to the SAP system. The user interface has been simplified, allowing operators to control all operations using RFID and ARS

technologies, which makes it easier for them to identify the right material. This has brought us almost 100% increase in productivity, reduction of WIP material, and another phase of automation. At the same time, we protect the environment because we use reusable plastic pallets and transport boxes in our production.

The installation of the assembly system took place in September. During the year, we also plan to introduce various automated solutions such as the Adaptable Labelling System, visual inspection, or box shaping and palletizing. ■

Text: Andrew Thompson Nimmo, Continuous Improvement Manager

The SDD team ensures automation in Kutná Hora

What is the key to success? A top team. That is why the SDD (System Design & Development) team has undergone organizational and personnel transformation. As a result, it will be able to better ensure four important areas of automation – system development and application architecture, robotic process automation (RPA), business intelligence (BI), and physical automation. The team is currently working on 16 projects and other 9 are in line.

Physical automation

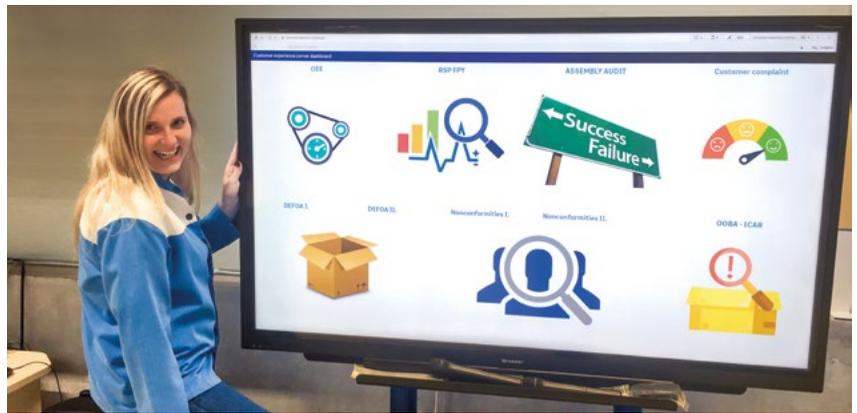
One of the most successful projects in the field of physical automation which the SDD department has completely designed, built, and programmed, is the stacker nicknamed LILU.

What is its job? It sorts units automatically according to the set engineering rules and transfers them into three transport carts. The first functional prototype is already part of the production line in the North Hall. The extension of LILU to other lines is planned by the end of this year.

The automation team also specializes in the projection of mechanical structures, design, and graphics. In addition to the LILU stacker, the finished projects also included trolleys in our production, 3D models for fixtures, 3D visualization of production processes, instructions, and various spaces, such as relaxation zones, meeting rooms, or receptions. The team also prepares graphics and videos for other departments across Foxconn.

Live data anytime and anywhere

Business Intelligence (BI) is constantly evolving and adapting at F Group. Over the last year, we managed to connect many customers to it, which allows them to work with current data from anywhere in the world. The project focused on optimizing the closing of orders is also worth mentioning. This new tool processes data from all available systems and provides the responsible departments with the



information they need to make decisions on production efficiency. The Control Tower Dashboard system is also currently being prepared which will provide an overview of key indicators showing the company's health.

Software robots

At the beginning of this year the RPA team was formed, and it is fully dedicated to the development of "robotic process automation" for F Group. In a relatively short time, with the help of individual departments, the team has already managed to design 25 robots that together automate more than 900 hours of repetitive work per month!

To fully reflect the dynamics of F Group, the team has developed its own RPA platform that meets GDPR and cyber security standards. However, their plans do not end there. Later this year the team wants to develop a web interface for robot administration and control and in the near future the development of a virtual assistant is planned as well.

System development

Another pillar of the SDD department is a team of System Engineers whose scope of work covers a wide portfolio of automation projects. Their goal is to develop complex algorithms for the LILU stacker, production line control systems, and the Mantis system. The intuitive interface is tailored to production processes and fully meets the requirements of a modern system which is positively received not only by Foxconn employees, but it is also used by our customers to their full satisfaction. ■

Text: **System Design & Development team**

RPA as the key to process optimization

We have already introduced Robotic Process Automation (abbreviated RPA) to you once. However, as it moves forward at an incredible pace, a lot has changed since then.

RPA is a tool allowing you to configure computer software - so-called robot. In digital systems it can replace humans in performing routine and repetitive processes. The so-called "RPA bots" can process a huge amount of information in a short time, thus giving human colleagues more space for activities that require creativity, decision-making, and judgment.

When selecting a candidate for automation, we come across inefficient process settings. It may then happen that during the analysis we find out that the process, which initially seemed optimal, needs to be improved. A technology called Process Mining can help us in this regard. It makes it

Process mining together with RPA and other tools form a set of techniques with an almost futuristic name - hyperautomation. Our RPA Community will dwell on this topic in the future.

possible to collect data on operations generated from information systems and graphically visualize them into user-friendly diagrams and graphs. This tool can also calculate the degree of

readiness for robotic automation. And we are currently getting acquainted with this tool.

RPA Community is a group of several teams across our company participating in the RPA process and it tries to simplify and make work more pleasant in the areas of human resources, logistics, finance, or production administration. RPA, for example, was behind the popular Blind Date project and it will soon help recruiters find new colleagues using the so-called "Virtual Headhunter". If you are interested in similar topics and want to join the community, contact the HR PM department. ■

Text: **Lenka Hloušková, Project Coordinator**

Kutná Hora uses Foxconn Free Wi-Fi

Local people as well as tourists can now surf at Foxconn Free Wi-Fi public hotspots in Kutná Hora. In cooperation with our company, they are installed throughout the town by the local organization called KHnet.info.

This organization launched one of the last hotspots in the newly reconstructed Park pod Vlašským dvorem. This place should become a destination for walks and garden festivities, and it was opened ceremoniously by town hall representatives in September. Earlier, hotspots were located, for example, at the main railway station, at the BIOS sports hall, at the swimming pool, or in the central square. Soon two more locations will be added - in the building of the town station and at the Church of St. Barbora.

According to the Internet provider, an average of about 1,000 devices a week sign up for public Foxconn Wi-Fi,



**1,000 devices
per week sign up
for Foxconn Wi-Fi.**

despite the expansion of more accessible mobile data. Foxconn Free Wi-Fi provides good quality and fast connection to everyone - 24 hours a day and without any limitations. ■

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

Petr Anton:

We had to create everything from scratch

Born in Pardubice he is one of the “Foxconn’s twenty-year old employees” – he has been with the Pardubice plant since its very beginnings in 2000. Thus he had the opportunity to see and experience how the company has transformed from an almost family branch into a large company of the world importance. And he himself experienced a similar transformation – from the General Director’s driver to the Security Manager of the entire Foxconn. How does Petr Anton remember his beginnings?

What does your current position involve?

As the Europe Security Manager I am currently in charge of the security and safety of Foxconn within Europe. Currently, this means not only plants in the Czech Republic but also warehouses in the Netherlands where our subsidiary operates. In the past, my competencies also included plants in Russia and Turkey. My main task was to devise the entire security and security system and implement it in all our plants where we have sites or warehouses. My team and I are behind all the rules that everyone must follow.

However, you started in a completely different position in the company...

Exactly. Coincidentally, I started at Foxconn 20 years ago as a driver, assistant and security guard for the General Director. But a year later a completely new Security department

was established in the Pardubice plant. Its establishment was initiated not only by Foxconn’s customers themselves, but also by the fact that components and various equipment began to be lost inconspicuously from the plant. Of course, it was necessary to deal with this situation. So, I was simply reassigned from my position to the Security department.

How did you perceive it then?

Everything you can see at Foxconn today in terms of security we had to come up with and build from scratch in the past, together with my colleagues. And then I saw it as a huge opportunity... I was young and single, so I had a relatively lots of time that I was willing to spend at work. It often happened that I was here 10 to 12 hours a day. And as it turns out today, it was necessary and many times in the future it has been proved as having been

worthwhile. We needed to come up with all the processes, rules, and procedures that ensured security. And we really had to set everything ourselves – no one could or was able to give us advice. Of course, we were partially helped by our customers at that time who provided us with methodological materials, but that was really just the basis. We used this basis and came up with everything else according to our needs and requirements so that it would work for us. Foxconn is different in this respect from many similar companies. Everything is changing very fast here and therefore we must also be able to adapt quickly.

So what is your main task?

We primarily focus on ensuring the so-called physical safety within our sites. This includes security, ensuring the security staff, camera security equipment, alarms, access rights, etc.



Petr Anton

Petr Anton, newly married since the middle of August, has lived in Pardubice all his life. However, he spends most of his free time with his two children in Pec pod Sněžkou where he has got his beloved cottage. "I like it there because I can have the best rest in the cottage. I enjoy the physical work around the house - it's the greatest relaxation. You do not have to think about anything, you can just clear your head - by nature, physical work and whatever comes to your mind." What does he like best about his cottage? "It is out of reach of people. There are only forests and meadows Wild animals walk a short distance from you. There is peace and quiet with a great view. I can see whole Pec pod Sněžkou from the cottage. It's so calming for me, so I often find myself just looking and clearing my head for an hour or two."

You could say that we are in charge of all the “unpopular” restrictions for our employees. We determine who and where you can transfer which components, where you can move and other rules. It may not seem that way, but the manner how we provide security and surveillance for Foxconn shouldn't be annoying to employees. We therefore strive to make sure that everything we do is as unrestricted as possible while maintaining maximum functionality.

How many people ensure this?

At the very beginning, we were only two here. Then our team grew into eight people. But gradually, as the company developed and changed, we have remained three in Pardubice and two in Kutná Hora to ensure safety. The security and safety principles have been implemented and now they work well. Of course, we must constantly adjust them in accordance with our customers' requirements and wishes or according to our current needs. In addition, we are in the age of automation and robotics, so computers already do for us what they can. So, there is not much physical work left anymore. But we still have to control everything and adapt to what our customers want. Moreover, now in the context of cybercrime cyber security ensured by our Cyber Security department has come to the fore. Paradoxically, this type of crime causes the biggest losses incurred by companies around the world today.

How far is Security department with automation?

When it comes to automation, again we come up with individual improvements within Foxconn ourselves. As a result, many activities have been simplified and accelerated for us. And that is exactly the direction we want to take. For example, we have recently introduced automatic detection frames so that security personnel no longer have to stand at the entrances to

production or storage areas. They are now in the Security Control Centre where they monitor the entrances and are able to communicate with employees remotely. Employees who move in the given areas are automatically scanned by a detection frame similar to the ones you may see at the airport. A security guard is only needed at the entrances if the automatic frame check does not work properly – then the guard has to find out where the problem is. After all,

Everything you can see in Foxconn today in terms of security we had to come up with and build from scratch in the past, together with my colleagues. And then I saw it as a huge opportunity... I was young and single, so I had a relatively lots of time that I was willing to spend at work.

detection frames are just machines that still need human supervision today. Robotic automation speed up and facilitate our work. At the same time, it brings Foxconn significant savings. One detection frame can replace up to two security guards. Automation is definitely a benefit for our company as the machine works with the YES-NO intentions. So it is impossible to bribe or persuade the machine. There is no “grey zone”. In addition, this eliminates fluctuations in the guard's performance, which can be caused by a bad mood or fatigue. Of course, I'm not saying that this used to happen, but the possibility was simply here and it could have been

potentially abused. This is not possible with the machine – it only works as set.

What attracted you to the security area?

My work is very dynamic. We always adapt our activities to what our customers want from us. So we can take part in a lot of different projects and we can come up with new ways how to do things ourselves. My job is not to sit at a desk all day completing spreadsheets. On the contrary – I do not sit in one place for a while, I invent something new all the time and I may even have the opportunity to travel. Thus, I'm definitely not bored at work and I really enjoy it. What's more, it is great to see every day that the way we have set up Foxconn security policy works and it works well. This is proved by our successfully completed internal and external audits which we can always go through without any problems, except for some small details.

Do you think that a person must have certain prerequisites to work in security?

The person should like it. Knowledge of the environment is also an advantage – either thanks to previous work with the police or the army. Because you work with the legislation. And when something happens, you definitely need to be proactive. As we are constantly thinking about how to improve security in Foxconn, we also need time flexibility and the desire to do the job. In the vast majority of cases, everything runs smoothly. Sometimes, however, there are more tense situations where you need to stay longer at work. Due to the number of our team members ensuring security, we are also constantly “on call.” The phone can ring at any time and we must be able to react flexibly – whether it is on a Sunday afternoon or in the middle of the night. And if you have to invest time in your work, you must have the desire to do it. You



must feel responsible for what you do. And that's not true just for our department. Elsewhere in Foxconn, you'll find enthusiastic people who are willing to sacrifice some of their private time for their work. It's definitely not just me.

What have you learnt thanks to your work?

Everything (he is laughing). Not a single day at work is the same. New customers and new requirements are constantly appearing, so we always have to come up with new procedures and applications of security rules. It means that you always learn something new. In this field, you cannot stop and rely on what you already know. You can rely on it, but you always have to move on.

Did you learn something at work for your personal life?

Perhaps the fact that I love rules which work well. When something is said, it

should be done. My children might say I'm stricter in this regard, but I don't think so. You can agree on everything with me. And I certainly have an ingrained responsibility in me.

You have been in Foxconn since its establishment – for 20 years. How do you think it has changed?

At the beginning, there were only about ten Czechs here. So it can be said that Foxconn used to be a family business to some extent. You used to meet everyone not only at work, but also outside of it. We used to go out and have fun together. But as the company began to grow, these close relationships could no longer be kept with everyone. Foxconn has changed – but I don't mean that in the negative sense. It grew up in a large manufacturing company where you have the opportunity to meet the closest colleagues. And you consider others as colleagues who you know or who you are in regular contact with.

Did you have any strong experience during that time?

You can experience a lot here. We are the ones who know everything first – no matter whether it is a joyful event or a problem. Then it is up to us how we start solving the situation within the crisis management. That is why, for example, in the beginnings of Foxconn, I experienced a fire during which my colleagues and I had to help directly and cover the production machines so that they would not be damaged. Nowadays, we experience more familiar situations which arise from our job descriptions – we prevent the loss of property and components. And in this respect, I have practically nothing to be surprised with. People used to say that what was not screwed on would be lost – usually this was not something expensive but some completely common equipment. Fortunately, this is no longer the case today. ■

Text: **Gaja Koláčková, COT media**

Satisfaction survey: Wages came next

Even the rising temperatures outside and the holiday mood did not stop us in our activities which aim to increase your satisfaction. We are constantly committed to all four pillars and the related obligations towards you. So what new did we manage to change?

What we want

- ▶ Bring you opportunities for growth (the area of Career Planning),
- ▶ Foster positive atmosphere in our company (the area of Atmosphere),
- ▶ Improve the conditions in which you work (the area of Working Conditions),
- ▶ Make sure you understand the wages you receive for your work and feel motivated by it (the area of Wages).

We understand your wages

In June and July we focused mainly on the last of the mentioned topics - wages. The standard annual wage review process provided us with an ideal opportunity to focus on this area. Although it happens every year, you may have noticed several changes this year if you were attentive. What influenced this annual wage review? An activity which we initiated at the end of last year and now it is beginning to show results. It was the revision of all DL positions that our colleagues work in.

What has changed?

We have colleagues who specialize in remuneration and benefits within our HR team. These colleagues had the opportunity to go through the whole Foxconn last year and, after about 3 years, review how the positions of our

employees have changed. They were able to discuss with leading employees whether the same prerequisites and specifics are needed for the job. This experience gave the HR team the opportunity to compare positions within Foxconn and confirm that the individual positions are the same in Kutná Hora and Pardubice, as well as across individual divisions.

After this comparison, we were sure that we were providing real and complete documents to an external agency that helps us with the grading process. We have been cooperating with this company for several years, thanks to which they know us well. At the same time, however, it remains an independent expert whose services are used by most large companies.

You understand your remuneration

At the end of the whole process, some positions and thus also the colleagues who hold them were assigned a higher grade. Because we want you to understand the remuneration you receive for your work, we had some personal meetings after the wages review as well. We wanted to give you the opportunity to ask what you are interested in and share more information.

However, we also thought of colleagues in IL positions. For these colleagues, together with their managers, we focused on aligning remuneration within individual teams and across our company so that the remuneration corresponded primarily to the employee's performance.

Now we can say with certainty and in accordance with our commitment that we provide our colleagues with remuneration that is comparable to similar positions in companies across the Czech Republic. We believe that you feel even more motivated thanks to it.

And that's not all about remuneration

Because we have always wanted you to understand our system, we are planning other activities for you by the end of this year. First and foremost, it will be the superiors' training who will then be able to better explain to you how your salary is created and what can affect it. We will gradually share this information to a greater extent across the company. This will allow you to better understand what you will find in your pay slip, or how it is with many other topics related to wages - such as paying overtime.

First anniversary...

It has been over a year since you gave us your feedback. And in November, it will also be a year since we shared the results of the satisfaction survey with you openly and without any embroidering during our joint meetings.

What have we done since then?

We have unified our vision of a production and logistics company and thus given a common direction to all our activities. We have improved production and non-production areas. We can mention our canteen where we can relax from work by playing table football or by connecting to Wi-Fi and our family. We have launched development programs for leading employees at all levels. We have also revised the grades of employees working in DL positions. And we have been involved in various activities and meetings that help us enjoy our work (e.g. a joint celebration of our work anniversaries).

What are we working on?

- ▶ We will offer an opportunity to try out work in production and warehousing for colleagues in IL positions who work primarily in the office.
- ▶ We will focus on improving the process of hiring and training employees.
- ▶ We will create even more opportunities for career growth.
- ▶ And we will deal with many other topics...

We would like to thank everyone who is part of the project teams! We really believe that we will soon have the opportunity to meet you in person and look at the individual activities together. ■

Text: **Pavλίna Šprachtová**, HR Business Partnering Lead

The Working Environment program continues

Foxconn is well aware that the work environment is an integral part of our professional lives. It plays a key role in our corporate culture and satisfaction. As part of strengthening the People pillar, we therefore continue the Working Environment program.

Working Environment Project Team members:



Andrea Škorpilová
Program Lead, D Group
(Foxconn EMS)



Anna Kravalová
Representative of D Group
(Foxconn EMS)



Jan Vobořil
Representative of G Group
(Foxconn CZ)



Jiří Řípa
Representative of F Group
(Foxconn Technology)



New relax zone in the North Hall in Kutná Hora

The main team, in cooperation with divisional teams and key departments, managed to complete another important milestone in the project successfully. These are completed standards approved by all Executive Directors. And where can you meet them? Especially during projects aimed at improving the working environment. It was also important to approve the first part of the implementation projects based on the areas rating and the satisfaction survey. Reconstruction works are currently continuing on the P1 and P2 buildings where you can look forward to a new production office, toilets, a relaxation

zone, and a car park in the Zámeček campus. In the North Hall in Kutná Hora a new area has been prepared within which a new relaxation zone, kitchen, meeting rooms, and offices are being created.

The Working Environment Project Team appreciates the current cooperation of all participating divisional teams and individuals from the production and supporting departments. Thank you! And if you want to participate in the implementation projects and improve the working environment, let us know. We are looking forward to you.

Text: **Working Environment Project Team**



Toilets in the P1 building after reconstruction

The canteen in Kutná Hora has been opened

Following the activities related to the improvement of the working environment Foxconn employees in Kutná Hora can enjoy a new canteen as well.



Grand opening of the canteen with the participation of the management of the Kutná Hora Municipality, suppliers and employees of our company

The furniture replacement took place in record time - during a single weekend. Since then, our employees have been using this renovated area to eat and relax. Although the entire reconstruction is dominated by new furniture, as part of the gradual modernization the lighting and IT networks have been replaced as well. The kitchen can utilize several smart combi ovens and multifunctional pans. Our employees are also able to connect to the Wi-Fi network and in order to increase their comfort one entrance from the North Hall has been added leading directly to the canteen area. We hope you like the new space so that you can use it for eating and relaxing for many years. ■

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

Reconstruction of the hot water pipeline

In our Pardubice site a complete reconstruction of the hot water pipeline, which had been in operation in the Polygon campus for twenty years, was carried out. The pipes are primarily used to provide heating in the production halls P2, P3, P4, and in the administrative building P2A.

In recent years we often had to deal with accidents on the hot water pipeline which appeared before the heating season during regular pressure tests of the pipeline. But the last accident occurred during the heating season and directly endangered the production of some of our divisions. Therefore, the decision to completely reconstruct the pipeline was made soon.

This project was launched at the beginning of June after ensuring the project documentation and selecting the best supplier of assembly and construction works. The task was clear - everything must be done by the end of August. And we succeeded. We also managed to detect and repair damaged

water pipes at the P3A building and reconstruct the pavement along this building. The total costs for this reconstruction reached CZK 11 million.

The replacement of the hot water pipeline not only contributed to the trouble-free supply of heat and hot water for our buildings in the coming decades, but it also helped to reduce

The total costs for the reconstruction reached

11 million CZK



heat consumption and thus reduce CO² generated during its production. ■

Text: **Pavel Bartizal, Facility Management**

Demolition at Zámeček

The Zámeček campus was busy with demolition and improvement of its appearance and functionality this summer.



The old boiler room at the entrance gatehouse GATE 4 was not serving its purpose for a long time. Wind damaged its roof and thus threatened the movement of people and traffic on the road in its vicinity. The building was demolished and the empty space was filled with meadow flowers or trees.



Two of the three "stables", i.e. the buildings Z12 and Z13, will give way to a new parking lot for employees inside the campus. Immediately after their demolition, work will begin on replacing the long-criticized unsuitable gravel parking lot at Zámeček - West and also the reconstruction of the transformer



station that was part of one of the buildings will take place. ■

Text: **Pavel Bartizal, Facility Management**

How to handle a crisis?

People have been always struggling with emergencies. In the past, mostly nature caused such events, so it was almost impossible to prevent them. Today the situation is different - almost daily we hear about catastrophes caused not only by nature, but also by some human error or intention. That is why Business Continuity Management must enter the game.

Crisis management is focused on elaborating documentation of readiness for solving crisis situations. In addition to emergency preparedness, crisis preparedness also includes fulfilling tasks within the protection of public order and security, eliminating the effects of economic risks, or resolving epidemics associated with threats to human health.

Crisis management then allows managers to deal with unforeseen situations. It is a set of know-how, procedures, and tools that have a preventive, decision-making, and technological function. It includes the preparation and provision of crisis or emergency plans. These relate primarily to the protection and preservation of life or health of the population, as well as the protection of the environment, spiritual values, and property.



Crisis plan

What is it about? Mainly about measures and procedures to help solve a particular crisis situation in the company. Crisis plans evaluate the effectiveness of the measures, define the basic parameters of the solution (i.e. what, who, when, how) and the key indicators of the crisis. The following questions must be answered when planning:

- ▶ What must happen so that an emergency occurs?
- ▶ Why can it occur?
- ▶ What does it mean when it occurs?
- ▶ What could happen next?

Therefore, a crisis team consisting of experts is absolutely necessary to manage the situation. The number of its members depends on the size of

the company. It is a tool of crisis management and its task is to solve crisis situations, evaluate crisis communication, manage the resumption of activities, create and update crisis plans, and provide training and education to employees.

Incident solution

Every division of Foxconn has its own crisis team. Each team undergoes crisis preparedness training every year. Possible shortcomings are revealed and the teams then try to solve them during this training. Looking into the Functional Recovery Plan can help them in this. This supplementary document describes the responses to various crisis situations and incidents, such as fires, blackouts, pandemics etc.

We are currently having first-hand experience with crisis management in connection with the coronavirus pandemic. The fact that we constantly focus on crisis management, exercises, and documentation has now fully paid off. All activities helped us a lot in the beginning and when setting up procedures and measures. That is why we will continue to do so and our crisis teams will continue to meet and deal with new situations.

We would like to thank to the coordinators, all members of our crisis teams and all others who help us. It wouldn't be possible without you! ■

Have fun, compete, get to know us!

Do you want to have everything first hand and in one place? Then start following our profile on Instagram. You will find the most current and interesting Foxconn events there.

During the coronavirus pandemic the online world has become even stronger than ever before. It is used by companies, schools, doctors, or even homes for the elderly to communicate with their fans on a daily basis. Because we also follow the latest trends and at the same time we want to provide you with information about what is happening in the company as soon as possible, we have launched a new company profile on the Instagram social network.

Why?

With its Instastories option, Instagram offers an instant opportunity to share current activities with your followers. However, these stories are only available for 24 hours! But you don't have to worry about missing



of the Facility Management, EHS (Environment, Health and Safety) and Security teams. And which team will be introduced to us next time? You can decide on that right now!

Instagram as an interaction with you

The Instagram social network is a unique tool for collecting feedback. Take advantage of it! Several times a month you can let us know what you think about our activities. And there is definitely space for your questions or inquiries.

Compete for prizes

Do you enjoy taking part in competitions for interesting and non-traditional prizes? Instagram is a platform that is ideal for this activity. We have already



something significant. We store the most important stories in so-called Highlights, thanks to which you can return to them at any time.

#Get to Know Foxconn Family

A new project was launched hand in hand with the establishment of Instagram, thanks to which we can get to know the work and daily activities of one of our teams every month. And its choice is only up to you! All you have to

do is participate in the voting in Instastory every first Tuesday of the month and choose the team with which you would like to spend one working day. On the first Thursday of the month we will introduce this team on our profile and take you to places you would probably never see under normal circumstances.

Opportunity to meet

So far, we have had the honour of getting to know the work and activities

had a competition for two gift baskets full of luxury food or a competition for two vouchers for the purchase of goods from Alza worth CZK 5,000 which took place within the Pardubice Sports Park. If you haven't taken part in any competition yet, do not despair! We are already preparing another one for you.

Follow us on Instagram and you will not miss anything! ■

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

Keeping up with the Divisions



I hope that thanks to the relaxation of the rules in the Czech Republic you were able to enjoy summer and spend some time with your family and friends. I also recognize that we remain in an uncertain period as the impacts of Covid-19 global pandemic continue to affect our personal and professional life. Thus, we have to adapt much more to the changing environment and new ways of working.

Throughout last six months, our priority has always been the welfare and health of our employees. The policies and procedures implemented in relation

to Covid-19 often go beyond the government standards as we always seek to ensure the safest and most reliable environment for work. As we approach autumn and winter season, we will remain vigilant to the risks that will not simply disappear. We will continue to invest in workplace environment and solutions with intention of making the companies of Foxconn Czech Group as safe as possible. I would like to take this opportunity to pay special thanks to our Facility Management, Security, Health and Safety, Compliance, and PR departments who work tirelessly in the background so that we can continue to work and execute our business.

During last three months, our results have been impacted by the economic slowdown and the reduction in demand for product categories manufactured in our personal computer division. Although we are disappointed with the sudden short-term changes in demand trend, these changes force us to make difficult decisions relating to costs. We know that all businesses go through upward and downward trends and we simply must react to these fluctuations if we want to be successful in the long term and grow again. As a company we remain committed to helping all those employees impacted by the current changes. We either try to find for them jobs inside the wider company or direct them to the appropriate resources for finding new work within the wider community. We hope very much to maintain positive relations with as many of those employees as possible in the hope that one day in the future we might work together again.

During the last period the Accessories division performed well and without major problems in the supply chain. Majority of supplier factories produce in regions with lower infection rates. In terms of Year over Year comparison we achieved monthly historical volume

record which was increased by 7%. This is mainly because EMEA economy reacts to the expansion of work from home which in turns drives higher demand via wider portfolio of products. Following a downturn in demand during the early part of Covid-19 pandemic, we are delighted to see our volumes, the scope of business activities, relationship, cooperation, and partnership in the Medical Device division continue to grow. August saw us deliver next generation products as well as new add on services which should grow through the period of

Q4/2020 and beyond. The Medical Device sector remains strategic for our company. Our target is to continue to deliver reliable products with high quality and excellent customer service to help our existing customers grow in the market. Thanks to this, we can also attract new customers, products, and services for the future.

At the end of 2020 we will be promoting our long-term strength, stability, and performance - both in the eyes of our existing customers and prospective ones. We aim at growing

the overall business even in a post-Covid-19 economy. I wish you all good health and I want to repeat my message. Let's not be complacent! Let's continue to take into account the risks associated with the second wave of the pandemic and take common responsibility for the health and well-being of others. #staysafe ■



Summer is now behind us and children have finally returned to school. Our lives will hopefully return to normal again. Due to the current situation, unfortunately there was a significant reduction in our company events this year. For example, FoxFestival had to be cancelled, which was disappointing after the success of last year's event. The Sports Park was one of the very few events that were carried out and Foxconn was again the main sponsor.

This event finished with a fun run which I was really happy to participate in.

The last six months have been unprecedented in so many ways. It is remarkable how quickly we have adapted to all the challenges. One of the biggest challenges was working from home. After some time of getting used to it, many employees have told us that they are happy to work from home and appreciate the increased flexibility which working from home can bring. Thanks to it, we were able to ensure the safety of all employees and reduce the possibilities of coronavirus transmission. However, working from home is not possible for many employees - I would therefore like to specifically thank to everyone who has been coming to Foxconn daily. We have been fortunate that our operations have been able to continue uninterrupted through the crisis. This was possible not only thanks to the implemented measures, but also thanks to the responsibility of employees in following the advice and processes we have put in place.

From a business perspective we are now beginning to see the impact of coronavirus on our customers' demand. At the start of the crisis we had a noticeable increase in demand for our products as companies invested to facilitate home office and enable an increase in capacity for video conferencing. However, there has been a decline in demand in the last two months. Although the decline varies across our different customers, it is in general a reduction of between 5-10% to the year end. On the other hand, we are seeing an increase in interest from our customer(s) in manufacturing more products in Europe. This can bring bigger flexibility and resilience to fluctuations.

Autumn and the winter months will be challenging, perhaps significantly more challenging than so far. We learned a lot in the last six months. We know that we can improve in many areas but we have worked really well together as a team. I would like to thank you all who help us achieve that. ■



Time is running fast and autumn is almost here. I hope that you enjoyed holiday and spent some time with your family and friends. Although I hoped

that I would not have to mention the coronavirus again, unfortunately it is still here with us affecting our everyday lives. It is therefore great that, thanks to the cooperation of all our employees, we have managed to keep each other safe and keep the business running well. I understand that it's far from ideal to wear a mask for the whole day but it is necessary. That is why we really appreciate your patience and support. Only if we follow these measures as one team, we will all be protected. Despite all the challenges, the business in Kutná Hora remains healthy. Our customers really appreciate our commitment and good performance as it definitely helps them a lot to navigate through tough market conditions. Moreover, we have just completed the RSP relocation from the Central Hall to the North Hall and the

new lines are up and running. I would like to thank all teams involved as it was a huge project with a lot of work behind.

More good news is that we continue to make some developments in our employees' experience improvement program. We have opened a new canteen for our employees providing a much nicer environment for spending our breaks. And a new break area has been opened in the North Hall as well. Now we are in the process of identifying the next projects and we will share some news soon. You really have something to look forward to! Thank you again for staying strong, sticking together and keeping each other safe. This is how we will get through the next few months successfully and come out even stronger at the end. ■

The SWD face-lift

The almost 20-year-old office has been renovated. Why? Because office space is one of the most important aspects of the work environment perception and it leads to employee satisfaction. We were aware of that, so we initiated the changes three years ago.



The current design was preceded by long planning. We considered whether we would stay at the existing location or use completely different spaces in the campus. At the same time we discussed all the proposals with our Executive Director Allan Keown. The decision to

stay in the current location finally resulted from the building strategy led by the FM department and due to savings.

The implementation itself then took place in stages, so we had the opportunity to gradually find out which

arrangement would suit us best. We were continuously adjusting it so that everyone was really satisfied with the final look. And that we succeeded is proved not only by our employees' satisfaction but also by the overall impression of the new office. We believe that the renovated space will be a benefit not only for the SWD department, but also for our partners and customers.

Do you want to know more about this reconstruction? Then read the interview dedicated to the reconstruction of the SWD office which can be found at our Foxportal in the "Articles" section. ■

Text: Radek Cerman,
Software Development Manager

Relocation of the RSP production to the North Hall

On the first weekend of August, an action called “ball lightning” took place at the RSP division and it completed the long-term Touchdown project. Within four days the production in the Central Hall was terminated and the production in the North Hall was completely relocated and started.

The decision to merge the RSP division’s production in one hall was made last April. Under the leadership of Daniel Kužel from PMO, a long journey of preparation and planning began in which all division departments participated. First we started with the relocation of our rack production and the existing server product lines. This was followed by the installation of new lines and the construction of warehouses for their material supply. The production capacity for the assembly of HDDs and warehouses of expensive material has also been expanded. The packaging lines have been modified and modernised, all test slots have been reconstructed as well. And all this took place at full operation and with minimal impact on



production. “We have increased the capacity of the warehouse, which provides us more flexibility for the delivery of material to individual lines,” added Lukáš Hamsa (WH ENG Leader) to the project, under whose leadership the entire warehouse was created. At the same time we managed to develop and implement new system solutions (e.g.

SAP, SFC, Qlick) as well as LILU and MVS technologies that increase the capacity and quality of performed work. Our goal is to optimize everything within one hall and improve it together to be able to continue to meet our customer’s expectations. ■

Text: **Lukáš Roztočil, Logistics and Warehouse Manager**

News from the world of myFOX

Providing feedback on a course or on your colleague, electronic signing of documents, setting goals, electronic payslips, or logging into Cafeteria - you will find all these things and much more in myFOX!

Training module

Since July you can register for full-time courses with a lecturer directly in myFOX. The training module has been further expanded, thanks to which it brings you many other benefits - providing feedback after completing a course, the ability to request a new date or inclusion in the waiting list in case of full capacity and the subsequent automatic registration. After your registering the system sends you an invitation to your calendar and at the same time notifies you of everything important by e-mail. Instructions on how to work with the

module can be found in myFOX in the “Instructions” section.

PMGM – the final evaluation is approaching

October will be devoted to final evaluations. First, employees will evaluate themselves and then a personal meeting will take place during which the evaluation of the superior will be discussed and mutual feedback will be given. Not only performance and development goals will be discussed but also competencies reflecting long-term behaviour. The final meeting will be also an opportunity to set up goals

for next year. However, it will be possible to supplement them until June 2021. The third wave of training for leading employees will take place at the turn of September and October.

What are we working on?

Our HRIS team, in cooperation with HR teams, is currently working on the implementation of the Succession and Development module which will offer us searching talents, developing career plans for our employees, or ensuring readiness for a new position. ■

Text: **Pavčina Novotná, Markéta Vašínová and Hana Opočenská, HR team**

We enjoy helping others

Foxconn wants to help where needed. That is why we cooperate with KONEP (the Coalition of NGOs in Pardubice Region), which is an open association of non-profit organizations in the Pardubice Region. Together we help local non-profit organizations - not only in the form of financial or material support, but also through the volunteering of our employees.



This year, we financially supported the Most pro organization providing Czech language lessons for children of foreigners. Almost 70 of them have at least one parent in our Foxconn family. We helped KONEP with the promotion of volunteering activities and with the creation of their new website. Within the June Philanthropy Fair we supported financially the implementation of five projects presented by non-profit organizations Radost Pardubice, SKP-CENTRUM, Zeměkus, Early Care Centre in Pardubice and Blood Donors Club of the Pardubice Region.

Equipment for children

In addition, we donated 13 laptops discarded due to strict cybersecurity rules to five entities – Children’s Home Holice, Regional Charity Pardubice, Don Bosco Centre, Chance for You, and Most pro. These organizations help disadvantaged children and families and our donated equipment is a huge benefit to them.

At the same time we would like to thank all our colleagues who have

been volunteering and encourage those who are still thinking about it. We will be happy to help you with the selection and the organization for volunteering activities. KONEP provides all service and support for the performance of short-term and long-term volunteering activities in the Pardubice Region.

Why to get involved?

“I’m glad I could try something else. I have never taught Czech before. It was a novelty for me that enriched me,” said Lucie Frydrychová who was teaching Czech at the Centre for the Support of Foreigners’ Integration (CPIC). Radka Svobodová and her daughter have been teaching Czech in Most pro. “I am really happy to be able to help children integrate more quickly into the Czech society,” she mentioned. Eva Dorazilová and Iva Urbanová were helping the local branch of CPIC In Kutná Hora with free time activities as well. We would like to thank you all. ■

Text: **Radka Svobodová,**
Compliance Office

Important days in 2020

Did you know that you can find a number of days in the calendar that remind us of important social topics? They bring to our mind the values that need to be protected and emphasize their importance for our satisfied and happy life. What significant days from the point of view of social responsibility will be celebrated by the end of this year?

- 10th October** World Mental Health Day
- 14th October** World Standards Day
- 16th November** International Day of Tolerance
- 3rd December** International Day of People with Disabilities
- 5th December** International Day of Volunteers
- 9th December** International Day against Corruption
- 20th December** International Day of Human Solidarity

We don't forget about schools even during holidays

Foxconn is a strategic partner of selected secondary schools in the regions where it operates. Although the coronavirus pandemic did not allow students to return from distance learning by the end of the school year, the current prevailing calm atmosphere in schools enabled an earlier implementation of several projects.



The most significant support was the furnishing of two school canteens with tables and chairs for which we used the original furniture from our reconstructed Foxconn canteen in Kutná Hora. Fifty tables and two hundred chairs were transported to our partner school VOŠ, SPŠ a OA in Čáslav where they replaced more than 30 years old furniture. “We really appreciate the support that we receive from Foxconn. This company sets a good example and does not forget about the community,” said the school headmistress Věra Szabová. On the occasion of the new school year, she also took over a functional server and one hundred pieces of flash drives from Foxconn. “We will use them to support the technical education of our students,” she added.

Josef Tremel, the headmaster of the Technical Secondary School in Kutná

Hora, took over the fully equipped rack cabinet with servers and other materials. The rack is part of the school modern complex of workshops and laboratories and it will be fully available to students as part of their studies. “It helps us to implement modern technologies into technical education. We can show students real equipment and they will be able to try out specific processes that they will encounter only in real practice,” he added.

Foxconn cooperates with three partner schools in the region of Kutná Hora. They are complemented by two other secondary schools in the region of Pardubice and the Faculty of Electrical Engineering and Informatics of the local university. The University of Hradec Králové is also a partner institution for our company. ■

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

Cultural sanctuary with new equipment

Thanks to Foxconn, the House of Culture in Hlízov also received new equipment, chairs and tables. Already last year, the original tables from the reconstructed Pardubice canteen were transported there. In July, chairs from Kutná Hora joined them. “It would be really difficult to make the change without Foxconn and maybe we would do it only in a few years. Now we have

a beautiful hall with the capacity of more than 200 seats. Your employees will surely recognize the old and familiar tables and chairs. In the hall, we regularly organize balls, dance lessons for the general public, and other cultural events,” thanked the mayor of Hlízov, Antonín Škarka, for the gift. ■

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



Get to know me



Lucie Kratochvílová,
Assistant
at Foxconn since September 2017



Alarm – Every day I get up with a smile at 5:40 am. So I can enjoy my favourite breakfast, which is porridge with fruit, and then prepare my children for school and myself for work.



Responsibility – I record employees' attendance in the aFOX system. I consider it really important that they have it in order. And when they get paid, they should be happy and should not worry. When they have any problem, they can come to me because I always try to solve everything as best I can.



Impulse – I stick to the motto that you should really enjoy every day. That is why I like to laugh, I don't frown and enjoy positive moments - when someone is smiling at me,

when the sun is shining, when someone is praising me at work, or when I have great people around me. Life is more beautiful and happier then.



Challenge – The most demanding is always the turn of the month when attendance must be closed. Everything must be checked, finalised, and submitted to our HR department in time.



Pleasure – My two children Anička and Honzík – I consider them the greatest achievement in my life and I wish both of them are happy, healthy, and always love me.



Foxconn – A big company with a lot of work for people who want to do it. And also blue colour and the fountain.



Around the world – I love the Greek islands - sun, sand, azure sea, and amazing relaxed people who never rush anywhere. It's simply heaven on earth.



Vent – I like to paint pictures on stones which make other people happy. I also like to have a glass of good red wine with a good film and in good company.



Passion – I love flowers, taking photographs, my beautiful house with its garden, and my husband. ■

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



Alarm – When I have a lazier period, I don't get up until around seven. In the morning I start with Europe 2 which I listen to. Upon arrival, I drink green tea when reading e-mails.



Responsibility – You could say, I am such a jack-of-all-trades. I want everything that I am in charge of to

work well. My job is to process customer projects and reporting.



Impulse – My driving force is the feeling that I am useful. And when I can see satisfied colleagues who I helped to hire when working in HR department. It always warms f my heart. I have been doing sports all my life and I still have a desire to ►►

► improve. Although the goals are no longer so high.



Challenge – Solving situations in which I am not entirely sure. It is even bigger challenge when it's in English – then I am always more sweaty than when running to the top of Sněžka.



Pleasure – I am happy when I wake up in the morning and feel well. When I can see something nice, I meet a kind person, when I succeed at work or in sports - these little joys are important for a happy life.



Foxconn – It is my employer who gave me a chance without much experience. It has got my admiration for how many skilled people work around me.



Marcel Dobrev,
Project Coordinator
at CNSBG Pure Storage,
G Group
at Foxconn since January 2017



Around the world – My dream is to see live the NBA finals with LeBron James and the grand slam finals



with Novak Djokovic. They are icons and it would be great to experience the atmosphere.



Vent – My best relaxation is a mountain run. I will never forget how empty my mind was when I ran to the top of Sněžka for the first time. In general, I get energized by training when I go over the edge and the only idea is to watch my own breath.



Passion – I love trips to the mountains - to observe the peace and the sinister atmosphere of the peaks, beautiful nature, animals grazing in green grass, gurgling streams, wild waterfalls... This is the best. But I also consider them as a preparation for my favourite sports - tennis and floorball. ■



Filip Holanec,
FM Project Coordinator
at Foxconn since March 2015



Responsibility – Within Facility Management I am in charge of various investment projects, construction maintenance of real estate, roads, reinforced areas, and traffic signs. I also negotiate with authorities and other institutions.



Impulse – At work I am always very happy when we manage to finish a significant investment project successfully (e.g. BeFit Foxconn Fitness, JUSDA or SWD offices, Brand visibility and navigation through Foxconn...). And also when our activities please other people.



Challenge – With a bit of exaggeration, wearing a mask during all working hours is now the most difficult thing for me. Last year it was the realization of 2D / 3D light Foxconn signs when we wanted to "light up" the production hall P1 symbolically as a Christmas tree.



Pleasure – My greatest joy is my almost two-year-old daughter Nelinka who surprises me and my wife daily with her progress.



Foxconn – I consider it as the world leader in the production of electronics and the provision of complete IT solutions.



Around the world – I really like mountains and climbing. That is why I am most attracted to Nepal and the Himalayas.



Vent – I like to relax on the ice during hockey - it is an excellent way for a healthy "discharge" of energy.



Passion – My family, travelling, gastronomy, and active sports - whether hockey, mountain biking, climbing, or skiing and cross-country skiing. ■



Alarm – I try to get up at 5:15 am every working day. But I don't always succeed. I start my working day with drinking coffee and dealing with important e-mails.

Text: **Vojtěch Babka, Project Coordinator,**
Lenka Brychtová and Jakub Skyva,
PR and Communication

Heroes among you

Jana Mokošínová and Jaroslav Melichar from our site in Kutná Hora became heroes. During one of evening shifts, they gave first aid to their colleague and saved his life.



It was Friday night and there was a regular work shift in production which began with a traditional meeting between the leading employee and the subordinates. Plans were discussed, the current situation was assessed, and people were drifting away to their workplaces. But a few minutes later one colleague unexpectedly fell to the ground. When his colleague Jana Mokošínová saw it, she did not hesitate and immediately started to act. "There was nothing to wait for because he lost consciousness and did not breathe," she described. Jana called the security guard Jaroslav Melichar and asked him for help. Jaroslav began resuscitation immediately which lasted three long minutes. Fortunately, the colleague started breathing again! Upon arrival of the rescue ambulance he was taken over by rescuers.

Teamwork

"I realized that I work for a team of great people. At that moment everyone became united. Some colleagues ran for water and wet handkerchiefs, other people navigated the rescuers. And

Jaroslav knew what to do right away," described the strong moments Jana who works for Foxconn as Warehouse Group Leader. According to Jaroslav, this readiness has proved good training of all security staff. "Several times a year we have safety and first aid training. We know how to behave thanks to that. But everyone would definitely help in such a situation," he added. The biggest reward for Jaroslav was meeting the rescued man. "He thanked me personally, which pleased me. It's such a reward for all the work we do."

An example for everyone

Jana's bravery has been also appreciated by the Operations and Warehouse Manager Václav Potůček: "There is no doubt she saved her colleague's life together with the other people who helped the rescue. You are a good example to all of us!" The Industry Division Director of M2C considers Jaroslav's case in the same way: "I am very pleased to have such a brave employee in our team who, thanks to his prompt and professional actions, has helped save a human life." ■

Providing first aid

The first principle is to get an overview of the situation and keep calm. Just stop, look around and think about the next steps. Understand WHAT, HOW, WHY, and WHERE happened and don't forget to call for help right away - not only by calling 155 or 112, but also by getting help from the surrounding. Then, as instructed by the operators, provide first aid appropriate to the type of injury (bleeding, unconsciousness, fracture). It is also advisable to have the Rescue application installed, which can send GPS coordinates to the dispatcher and contains interactive first aid instructions. And most importantly - do not be afraid to call and provide first aid! You can save a human life.

Where to call

- 150** Fire Brigade
- 155** Emergency Medical Service
- 158** Police of the Czech Republic
- 112** Integrated European Emergency number
- 1210** Mountain Service of the Czech Republic



Do you want a new car?

In that case, we have great news for you. As part of the benefit program for our employees we have received a discount for you.

At an authorized car dealer of Autocentrum BARTH in Pardubice, you can buy a Škoda car for a discounted price by up to 17%. And you get a 10% discount on used vehicles and services for motorists at the Arval Club that is offered by the Arval leasing company.

Do you want to know more? Detailed information is available at Foxportal and also on the notice boards in both sites. If you want to get advice on using this benefit, contact the GS department in Pardubice. ■

New and used Škoda cars at a discount!



Note: The discount is intended for employees of Foxconn Group companies.

Text: **Markéta Kolenová, GS Specialist**

Increase flexibility and performance

You have probably heard the term “home office” before. At the same time, you certainly haven’t missed the term “negative attendance”. Both of these terms have been with us for a long time and remain important. What are they about?

In both cases, these are tools that help our employees to be more flexible in their choice of working hours. But beware! This is not an opportunity to “fritter your time away”. We have confirmed with our colleagues and their superiors that when everything is set up in a healthy manner, it is a way to achieve even better performance!

You could have read information about negative attendance in our Live Foxconn magazine at the beginning of this year. But what about the home office? Work from home came to the fore mainly in connection with reducing the risks of COVID-19 virus infection. Until then, this phenomenon was

rather exceptional in Foxconn. But due to the positive experience with its operation, we are currently working on setting rules also for standard situations.

In order to find out more, we have sent you a questionnaire

In order to find out more, we have sent you a questionnaire. What did we learn from it? For example the fact that our colleagues consider the most suitable option to work from home only occasionally. They still want to stay in

touch with their colleagues. It was also confirmed that with the mode set in this way, the positive effect on our colleagues’ performance is the most visible. Thanks to their comments, we also know that it would help if you could see information about whether someone works at home or in the office and whether you can go to meet the colleague personally.

We are currently working on these and other tasks. All these activities are connected with the survey of satisfaction and building an atmosphere of trust in our company. ■

Text: **Pavčina Šprachtová, HR Business Partnering Lead**

World beauty in the Czech Republic

Travel the world – the dream of many of us. The good news may be that you don't even need 80 days to do so... All you need is an extended weekend and some small change in your pocket. Don't you believe? Then take a careful look around the Czech Republic! You have probably heard of the America and Mexico quarries. But did you know that in our diverse homeland you can experience almost the real Tuscany, Switzerland, the Amazon, or even the Adriatic?

The Czech Republic is said to be world-class. And this term is not used by accident. If you go through the map or, for example, the Kudy z nudy portal, you will find that many places in the Czech Republic are more or less reminiscent of distant exotic corners of our entire planet. That is why our ancestors gave them names that refer to their similarity. The island of Taiwan is located on the Lipno Dam, Argentina is near České Budějovice, Bethlehem is hidden in Kamenice nad Lipou, and Texas can be found near Chlum near Třeboň. However, most of these places do not offer much exoticism – their name is probably the most interesting thing you will find out about them. Therefore, look for nicknames instead.

Italy in the middle of Siberia

Much more interesting experiences await you, for example, in the picturesque area around the town of Sedlec-Prčice which, thanks to its landscape reminiscent of Italy, is called Český Merán (Czech Merano). The beautiful wide basin by the upper course of the Sedlecký Brook offers a large number of hiking trails leading through woods, draws, or rugged terrain.

So, put on your hiking boots or other hard-wearing shoes, pack a snack and a drink in your backpack, and you can climb one of the local peaks. The highest one is Javorová skála lying at a height of 723 m. Slightly lower are the peaks of Vápenka, Větrov, or Čertovo břemeno with rock blocks. And you can also come across magical menhirs here. In addition, the area is part of another interesting area called Bohemian Siberia. This area on the border of Central and Southern Bohemia got its name due to the harsh climatic conditions – the winter is longer and much tougher than elsewhere. At the same time, Czech Siberia is full of forests, ponds and meadows, so it is real heaven not only for mushroom pickers and fishermen, but also for skiers in winter.

And when we are mentioning southern Bohemia, on the border with the south of Moravia you will find an area full of forests, water areas and a slightly drier climate, thanks to which it has earned the name Czech Canada. Traditional tourists, cyclists, fishermen, and families with children will enjoy it here. The local landscape is directly predestined for nature walks, **picking wild berries**, or

sightseeing, such as the extensive ruins of Landštejn Castle or the historic centre of Slavonice. And all afternoon children can explore boulders, rocks, or ruins that hide many secrets. Just get ready for the children's giggles when you lead them to a strange stone formation with its distinctive name of Devil's Ass.

Small large Versailles

When most people say "Czech Versailles", they immediately think of the beautiful and well-kept gardens in the immediate vicinity of Lednice Castle. One of the largest parks in Europe is heaven on earth for lovers of diverse flora. On the area of almost 200 hectares, in addition to colourful flowers of all kinds and tall hedges, you can also admire a palm greenhouse, a Venetian fountain, a Roman aqueduct, a Chinese pavilion, a Moorish minaret, and an artificial ruin known as John's Castle. That is why the entire Lednice-Valtice area is one of the





Up into the skies

Did you know that you can conquer the most famous “eight-thousander” without leaving the borders of the Czech Republic? Just join the Šumava Everest project. When you climb eight Šumava peaks during your vacation (or even within a few years), you will have a total altitude at your feet corresponding to the highest mountain in the world - 8,848 metres. Will you try it?

most visited sights in our country. However, if you long for Versailles, but the crowds of tourists do not completely attract you, you are lucky. You can find the French jewel in the Czech version somewhere else. Silesian Versailles used to be the nickname of the four-winged and one-storey Baroque chateau of Slezské Rudoltice which lies in the beautiful area of the Jeseníky Mountains - in the Osoblažský Promontory. The chateau and its park with a pond even used to be considered the seventh wonder of the world.

Are the Jeseníky Mountains a bit far away for you? Then you will discover one of the few Rococo monuments in the Czech lands only “a stone’s throw away”, which is the Nové Hrady chateau near Litomyšl. Thanks to its look referring to traditional French summer residences, it has earned the nickname of the Czech Versailles or Little

Schönbrunn. In the park there is a pond with a pergola, a rosarium, an Italian, white, Zwinger, or even a vegetable garden, and a green theatre. In addition, the chateau complex is set in a beautiful landscape relatively little affected by civilization where you can walk from morning to evening. And maybe you will come across a natural formation of Touloucovy maštale made of sandstones of incredibly bizarre shapes.

Moravian Tuscany

Many of you have certainly seen it, but hardly anybody would look for it in our country - this is Moravian Tuscany. Picturesque rolling landscape which is complemented here and there by a solitary tree, a ridge, or a white chapel. Long strips of brown or green fields near Kyjov are among the 50 most beautiful places in the world and at the same time they are the most photographed

landscape in the Czech Republic. During a warmer autumn day, ride your bike in nature and get your own picture as a souvenir. South Moravia is definitely not just a region of wine. In the southern tip of the region at the confluence of the rivers Dyje and Morava, you will find wetlands called Moravian Amazon due to their beautiful nature without the intervention of civilization. Many rare animals live there. Look around whether you can see a black stork, bee-eater, or beaver. And ride your bike with your family to enjoy the almost real Adriatic to the 30-kilometre-distant Vranov Dam.

Almost everything can be found in the Czech Republic - from the Sahara through the Grand Canyon, Niagara Falls, or Siberia, up to Yellowstone or Pompeii. Which place attracts you most? ■

Text: Gaja Koláčková, COT media



When the loved ones are missing

People by nature want to be with their beloved ones. No matter whether they are their partners, family, friends, or even colleagues. We spend all our time with all these people, which is good. Various surveys show that loneliness has a negative effect on the quality of human life. Especially the loneliness which we feel while being surrounded by the closest ones.

Loneliness does not depend on how big your family is or how many friends you have. The feeling of loneliness depends much more on the quality of your relationships with other people and your willingness to take an active part in them. Even before the outbreak of the coronavirus pandemic, loneliness was therefore identified as one of the biggest problems of today, which has an adverse effect on human health. Feelings of loneliness can have the same fatal consequences for the human body as, for example, smoking or an extremely unhealthy lifestyle.

Everyone needs to belong somewhere or to someone and wants to be important to someone. We also want to support other people and at the same time to feel someone's support, trust, and love. Fortunately, modern technologies have shown us that partnerships, family or work relationships can now be strengthened and developed even at a distance. Just be proactive and build them. How?

Parents are indispensable

You may not even realize it but you actually experience long-distance

relationships every day. Sooner or later, there was a moment in our lives when we had to leave the safety of our parents' care and start living independently. But let's not forget about our parents and grandparents, relationships with the closest to you are indispensable. Frequent communication - no matter how short - shows them how much you care about them. For some parents, the independence of their children is a big shock - they may feel socially isolated and lonely. Therefore, do not blame them when they call you too often and because of trifles.

If their interest has got no limits, just set an order to your shared moments together. Schedule regular or video calls to talk about the most common things. Ask them about their daily joys and sorrows. Tell them about your day. It is therefore not good to have long time delays between these “common” moments. Experiences accumulate so much that they merge and you may “have nothing to say”. And so the time between calls will be constantly lengthened and you may find yourself in a vicious circle of silence, breaking relationships and feelings of reluctance to get more involved.

However, a more cautious approach is needed for young children. They often cannot understand that the person on the screen is not in the room with them and cannot be touched. They may even be confused and frightened when the video call ends or the picture suddenly fails. Try to avoid disappointment – do not try to turn the smallest ones’ attention to the screen. For children from the age of three you should prefer short phone calls. A voice without an image cannot give the impression that grandfather and grandmother are here and often brings much more joy and understanding.

Love shared online

Probably the most difficult long-distance relationship you can go through in your life is the partnership. Meeting the loved person only once every few weeks or months can be really demanding. No matter whether one of the couple goes abroad for a longer period of time, lives permanently in another country, or has had to spend some time away from the outside world for other reasons. How to deal with this situation? Experts and people who have experienced such a relationship have agreed on one thing – it will not be easy. Communication together with trust are the pillars of all partnerships. And when the distance influences them, it is doubly true. Not



Loneliness does not mean being alone, loneliness does not mean not having friends. Loneliness is defined as subjective distress. It is a discrepancy between what relationships we want and what relationships we have.

only a big dose of mutual tolerance is needed, but also gumption.

Modern technologies offer many ways of being in touch with the loved ones. Therefore, use them as much as possible and do not rely only on video calls. For the sake of variety you can use voice messages, videos, photos, and even an unexpected phone call. And an old-fashioned letter can also make the person very happy. Also, remember that talking about seemingly mundane or irrelevant things has exactly the same weight as communicating with each other about essential things. At the

same time, be aware that it’s too much of a good thing. Give your partner time for herself/himself and rather create a daily ritual. Then you will enjoy much more time together online and live.

Merry experiences

No matter how hard we try to focus on the tasks ahead of us at work, it is simply impossible not to focus on the development of interpersonal relationships at the workplace. Most people work in a team where the best situation is when they pull all together. And having someone to talk to at lunch or during break is also not to be sneezed! But how do you maintain relationships with colleagues when you have to temporarily switch to work from home? Apparently never in history have so many people worked from home as they do today. Many companies have begun experimenting with ways to keep people in close contact.

For example, some teams or even entire companies have begun organizing online breaks or “kitchen meetings” several times a week when colleagues could drink coffee or tea together, listen to the latest radio hits, and share the funniest experiences of the past days. In other companies the teams formed chat groups to talk to each other about families, pets, and what’s new. Through them, they also shared funny videos, photographs, or comic situations from their household under siege of all its members. Many employees thus had the opportunity to meet colleagues with whom they may not have had the opportunity to meet during the usual day. And as it turns out, spending time together online has paid off. These newly acquired handcuffs transferred when returning to the common areas of the workplace. Therefore, do not try to avoid these activities. Although you may not notice their positives right away, they have their sense and value. ■

Text: Gaja Koláčková, COT media

How to cope with changes

It is said that change is life. When you turn this statement around, you realize that life is actually a constant change. How to deal with the discomfort that sometimes accompanies new situations?



The diversion from our old rut gets us out of the comfort zone, which may not be pleasant. Sometimes change can be seen as an exciting challenge, other times it can be a source of anxiety. You may know from personal experience that you are nervous even when you experience a positive or longed-for thing. Harmonize your life by better management of fluctuations and larger turbulences during unexpected moments.

Tip No. 1: Focus on what you can influence

If this is an involuntary change, do your best to understand the situation and find out what you can influence yourself. Communicate, ask questions, express your point of view. This will reduce false ideas or the feeling that you haven't had a chance to intervene. When you change something on your

own initiative, there are sometimes voices of doubt, contemplation of risks, tendency to stay "in our old rut". In that case, consider the pros and cons, gather strength for action, and most importantly: rely on your intuition.

Tip No. 2: Switch to a positive frequency

Yes, it is not a snap. Take the time to recover and calm your mind. If you cannot influence the change, allow yourself to vent your natural emotions: a sense of injustice, sadness, anger... Then get things straight - do you want to worry or not? Due to the negative effect of stress on human health, we recommend the second option. It involves resisting self-pity and gradually replacing bad moods with positive thoughts, which can be, for example: what is happening has got some reason, it will help me to move further,

I will be stronger and enriched by the new experience. Remember - you are the controller of your thoughts.

Tip č. 3: Use the change to your advantage

Failure in something that meant a lot to you, moving, incompatibility in cohabitation ... Similar situations can bother you. During such moments, our life-formed and fixed thought patterns emerge which can evaluate change as a crisis state. Fear comes to the fore, which is completely normal - it ensures our survival, among other things. And now think honestly: is this about survival? Is something going on that you cannot influence in the future? When you decide that, despite the changes, you want to be satisfied, you will manage to gain something good from the originally difficult period. Maybe you will find out what you (don't) like, what you (don't) need, or what is and is not important to you. ■

Even changes change

When change is not pleasant, take ill fortune at least as a lesson. Maybe next time you will be able to notice signs of change, you will be better prepared for it, or you will be able to ward it off. In any case, life goes on. Even change will sooner or later change and develop - and often in a better direction than you have ever thought before.

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