

# Live Foxconn

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Lenka  
Brychtová

Editor-in-Chief

## Dear Colleagues,

We are closing the year 2019 with this issue. I dare call it a year of changes and innovations that could be registered by colleagues in all corners of our company. Foxconn has put on a new corporate identity that is expanding more and more not only within our company, but also outside the premises of Foxconn. We have carried out the first ever employee satisfaction survey, which mapped the opinions of all our colleagues across positions and locations. And we can already see the first results. Our company has embarked on a large improvement of the working environment. We may mention as an example not only the successful transformation of the canteen in Pardubice, which will be followed by the reconstruction of catering areas in Kutná Hora, but also new relax zones or modernization of toilets. We are already certain that a number of innovations will follow next year as well. And let's not forget that it will be a year of three twenties because in 2020 Foxconn will celebrate 20 years of its existence in the Czech Republic!

I wish you every day of 2020 to be worth celebrating. And I also wish you good health, without which everything else loses importance. I hope you spend the end of this year according to your ideas in peace and quiet, in the company of your loved ones.

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## Trainee program 2019/2020 has started

Autumn is traditionally linked to launching next year of our Trainee program. How many Trainees could we welcome this year in Foxconn? The first joint meeting, which took place on 9 October 2019, 17 new colleagues selected for this position attended. In total, 14 men and 3 women are involved in the program and the piece of good news is that four of them are from Kutná Hora. This means that our program for graduates is successfully running across Foxconn cities. And this time it will be much more colourful than last years. What can participants expect? Personal development within soft skills, support of individual education thanks to annual license to the portal of Seduo.cz, meetings with inspirational personalities, teambuilding, excursions, visits to production and warehouses in Pardubice and Kutná Hora, meetings with our management, department workshops, competitions, gifts, and much more. We wish our Trainees to be successful in their professional beginnings and to have many great people around them. ■

Text: Hana Opočenská, Training and Development Team

## Regular IT system shutdown

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

🕒 **Week 6 –**  
**from Sunday 9 February 2020 8:00**  
**to Monday 10. February 2020 4:00**

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

Text: SWD Field Engineering Team

## Get inspired with us

The biggest trend in employee education and development is currently sharing internal know-how and gaining new knowledge through meetings with inspiring personalities. That is why in the spring we welcomed in Foxconn Pardubice YouTuber Karel "Kovy" Kovář and economist Tomáš Sedláček who later visited our colleagues in Kutná Hora as well. Friday Academy is an internal educational activity. Employees have the opportunity to gain inspiration, discuss and think about ideas. Therefore, a unique interview was held with our three Executive Directors in June and in October again with HR Director Michal Batelka. If you haven't had the opportunity to arrive, do not worry - we always try to stream online or record on the Intranet. In November we welcomed Daniel Franc from Google and a professional physiotherapist in Pardubice. And once a month on Thursday, we also invite you to have breakfast together during Brain and Breakfast. Do not miss these unique meetings and get inspired with us. ■

Text: Training and Development Team



## The old "electric heart" stopped beating

After 55 years, the high voltage substation in Foxconn Pardubice has been modernized. The inconspicuous building located in Polygon has a new and reliable "heart" for distributing electricity throughout the whole area. In September construction and electrical installation works started at the 6kV high-voltage substation in the P11 building. These included not only the complete dismantling of 30 existing distributors, but mainly the installation of 22 modern Siemens distributors with air-insulated switches. After more than half a century of continuous operation, the original oil switches were really at the end of their service life. Thanks to using modern digital protection, the management of electricity distribution was simplified. This solution will reduce future operating costs and increase the safety of high-voltage operation. Foxconn has invested 13.5 million CZK in this "new heart". ■

Text: Pavel Bartizal, Facility Management

A portrait of Pavel Kožený, a man with short brown hair and a beard, wearing a dark blue suit jacket over a light blue button-down shirt. He is standing in what appears to be a modern office or factory setting with blurred background elements. The image is framed in a circular shape.

# PR and Communication has got a new manager

**Pavel Kožený, who joined Foxconn as PR Manager this October, was born in Pardubice. He not only comes from this city, but he also graduated from the university here. He has devoted almost his entire career - more than 15 years - to PR (public relations), communication, and marketing for big companies with thousands of employees ranging from transport, healthcare, and retail to heavy industry.**

### Why did you choose Foxconn?

The opportunity came at the time when I was looking for another challenge. Moreover, I have been following Foxconn for some time. I have noticed its progress in PR and communication, which further increased my interest in offering my professional experience to such an important company. Not every company, especially a manufacturing company, is aware of the importance of professional communication. The employee market is now saturated, so the competitive advantage of the company can be its presentation outside and inside. However, close cooperation with HR and other departments is essential. Lower recruitment campaign costs, less turnover and higher employee satisfaction is the right mix and added value for properly targeted communication.

### Previously, you worked in Czech Railways or in the Pardubice Regional Hospital.

Is Foxconn different in something? It is still too early to make a big comparison, but some differences are obvious. In Foxconn, foreign colleagues create a significant part of employees. This is connected to a number of facts such as the multilingualism of internal communication materials and the consideration of shift operations in communication or organization. As everywhere, in Foxconn there are important relationships between people and teams that must be created or deepened.

### What do you like about our company PR?

I was very interested in the X-DAY competition, which financially supports interesting projects and helps various people, associations and communities. I was also interested in FoxFestivals and the high quality production of employee events in general. There are not many companies that would invest so heavily in their workers. It is also

worth highlighting communication on social networks that follows the established strategy for external online presentation. The magazine of Live Foxconn is another great product within the internal communication in terms of content and processing. I feel that the time has come to sign up for some corporate media competition. In this way we can compare our work with the best and get the opinion of the expert jury. I could name a lot more because I see a lot of work and personal enthusiasm of the whole team behind all these activities.

### Do you want to shift the perception of Foxconn in the Pardubice and Kutná Hora regions and the whole Czech Republic somehow?

The aim is to maintain harmonious relations with cities, regions, the media, organizations, and major institutions. We are aware that certain externalities may arise in the activities of our company, e.g. in education or health care, to which we should take a proactive approach and work together to solve them. Foxconn should be perceived as a good neighbour. An equally important goal is to make our company the first choice for anyone looking for a job opportunity. Foxconn belongs among significant employers and it is good to retain this position – not only by the number of employees, but mainly by the great work of all of us. I consider a satisfied employee to be a key pillar in spreading the company's reputation.

### What will your PR and Communication department do for this?

The first step is to set up goals that are measurable, achievable, relevant, and trackable over time. A simple example is the participation of employees and the public at FoxFestival, the impact of our communication on social networks, or even the number of readers of the magazine. We will achieve better results by improving the quality of content,

creative workmanship, promotion and production itself after defining key indicators for individual projects and the entire communication pillars. In 2020, we will prefer quality over quantity.

### Which communication pillars do you mean?

A five-member team is currently involved in activities in various areas. Lenka Brychtová is responsible for internal communication, whose main product is our Live Foxconn magazine. Martina Podzimeková oversees another pillar, which is represented by events for employees and the public. Radmila Čukatová deals with external communication focused on the public, institutions, and media. Lucie Frydrychová takes care of Foxportal and of special PR and communication projects – e.g. improving the working environment. And Jakub Skyva focuses on social responsibility and cooperation with schools. This year we have also ensured the first phase of the employee satisfaction survey – setting up the form of the survey and collecting the necessary data – and finally, we are also carrying out an extensive project of a new corporate identity.

### What is the PR team preparing for next year?

There are many challenges ahead of us in 2020. An important topic for communication will be the anniversary of Foxconn's 20 years in the Czech Republic and activities related to it. Employees and the public can look forward to a number of innovations in online communication and, in general, we would like to improve the quality of all our outputs. We have a lot of work to do, e.g. in our brand building and the new corporate identity implementation. I dare not disclose more so that we could surprise you with something during the year. ■

Text: Marek Hubač, COT media



# Satisfaction survey: What will be next?

At the end of the summer holidays, we introduced to all of you the ten most important findings arising from the employee satisfaction survey. Then workshops led by the IPSOS research agency took place in all divisions with the participation of Executive Directors and the top management. Managers were in detail acquainted with results for the given division and based on them determined the priority areas on which the company will focus.

Several topics have been defined across divisions that will have the greatest impact on the satisfaction of our employees. They can be summarized under four basic areas, each of which will be sponsored by a prominent Foxconn personality. Projects and corrective actions will thus cover our entire company. These areas are:

## 1. Improving the working environment

sponsored by Nicky Monaghan.

## 2. Wages

sponsored by Allan Keown.

## 3. Atmosphere in the company

sponsored by Stephen McKenna.

## 4. Career planning

sponsored by Michal Batelka. He will also supervise the implementation of corrective actions in other areas.

## 1. Improving the working environment

Nicky Monaghan took the area under his wing: "Personally, I will lead a working group focusing on initiatives to improve the general working environment. My goal

is to continuously renew and improve the quality of building equipment and to ensure that our employees feel comfortable at work. At the same time, I want to help create a culture in which everyone is interested in their surroundings, noticing and expressing themselves when something is wrong:"

What has already been done in this area?

## Modernized canteen and the biggest relax zone

New design, a representative meeting room, and plenty of space to relax! All this can be offered by the new canteen and also the largest relax zone in the Pardubice plant, which was opened officially on 11 November 2019 with the participation of the company management and 230 employees. The new canteen has 675 seats of various types now, so it can also be used for informal meetings. Our employees can relax in two relax zones or play table football. The old Helsinki meeting room was also given a new coat and a new name. From now on, its new name is SMILINK. Our corporate identity breathes from all over the space, thanks to which it has acquired a modern style. The company of Epixo was responsible for its realization under the leadership of its owner Jiří Moder. Our thanks belong also



Allan Keown during the grand opening of the new canteen in Pardubice



Jaromír Červinka and Stephen McKenna – presentation of the survey results in Kutná Hora



Modern relax and training zone at Hall B



Newly furnished office in Kutná Hora



G Group Thanksgiving is an opportunity to acknowledge and thank

to the entire Foxconn implementation team. Namely to Petra Kubičková, Lucie Frydrychová, Petr Baše, Čestmír Kulíšek, Michael Zajíc, and other colleagues who were involved. We hope you enjoy eating and relaxing in the new dining room!

### News at Hall B

Since September this year, the FoxMIE project has been focusing on improving the environment in D Group production areas, with a dedicated team consisting mainly of people from the production. The first phase of this project focused on building a relaxation and training zone in Hall B. It will be a space that can be divided by means of a movable wall into a part for having a rest and another training part. Opening is coming soon.

### Reconstruction of toilets

Exactly after 19 years Foxconn started to modernize the toilets in the P1 building in Pardubice. Wall tiles, floor tiling, doors, and connecting water and sewerage systems are being replaced.

Wiring, LED lighting, sensor washbasin taps, and self-flushing urinals will be added. New toilets will be faced with large format tiles in grey shades. The original soaps will be replaced by foam and napkin dispensers will be left next to the washbasins. On 21 October 2019 the company of Instal Hanousek started demolition work in Hall A where the toilets were in the worst condition. Because work is carried out without interrupting production, more toilets cannot be reconstructed at the same time. Recently, the reconstruction of toilets in Hall B has started, and it will be followed by the rest of toilets of the P1 building in 2020.

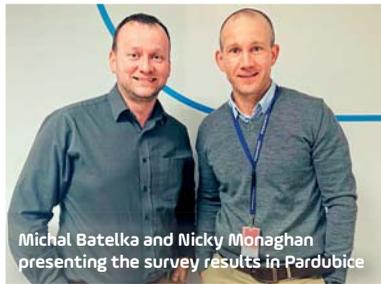
### Kutná Hora is not behind

Employees in Kutná Hora can also expect the reconstruction of the catering facilities. The concept will be similar to that one in Pardubice, and the implementation will start at the beginning of next year. After opening the outdoor relax zone in Kutná Hora, the reception was reconstructed as well,

where a modern meeting space was created, including an interactive screen with a map of our premises. At the same time, we managed to prepare a new office with 35 new seats that is intended mainly for colleagues from the Purchasing Department. Employees from Central Hall appreciated the new cooling units located above the production testing area for our customer Amazon Web Services which will help with better regulation of the space temperature. A new roofed and soundproof office has also been built to enable our employees to focus better on their daily work tasks.

## 2. Wages

This area is sponsored by Allan Keown: "The satisfaction survey helped us identify areas where employees call for improvement. We can work on the issues that our employees are worried about. Therefore, I am glad to oversee activities in the area of wages. I am looking forward to working with the team that will focus on this topic and



Michal Batelka and Nicky Monaghan presenting the survey results in Pardubice



Modernized canteen in Pardubice



Petra Kubičková, Nicky Monaghan, Allan Keown, and Lucie Frydrychová – grand opening of the new canteen



Reconstructed reception in Kutná Hora

target groups in order to identify the core issues in order to be able to resolve them.”

### 3. Atmosphere in the company

This area is sponsored by Stephen McKenna. “People often tell me that the atmosphere is the best thing they perceive in Foxconn. However, there are certainly areas where we can continue to improve. Our teams come spontaneously with many great examples of how to improve the atmosphere. For example, when organizing events where colleagues have the opportunity to get to know each other better or by means of “after lunch” meetings where people can discuss interesting topics. Recently HR team made some cakes for everybody who stopped in the canteen. And I personally have so called “coffee talks” every Wednesday - sitting with my colleagues over coffee. But we cannot deny that there are also things that can negatively affect the atmosphere. Therefore, I would like to invite everyone to try to solve such issues openly or to ask their manager or

HR Business Partner for help. They have already been able to help many times. I have one key message for you - each of us contributes to creating a great atmosphere in our company. It’s simple.... Smile, say hello also to people you don’t know personally, organise a small event or invite other teams for coffee. It is about small things! It is up to all of us to create a company that we like to work in. Have you got an idea or opinion? I’d love to hear it.”

How did our colleagues decide to improve the atmosphere further?

#### November full of thanksgiving

According to recent research „gratitude“ contributes to the fact that people are more at ease. This conclusion inspired our colleagues to create the “G Group Thanksgiving”. Its principle is simple. All employees in G Group were given the opportunity to thank their colleagues. It could be for being part of one team, for working together on a particular task, or for their help and support. When spreading thanks, we could not forget our colleagues who work in production,

in warehouses, and at other positions, because without them we would not be here. We thanked them with a little sweet present. Even though 10 days of thanksgiving have passed quickly, we still want to remember that gratitude can be shared every day! Therefore, you can also try to thank someone whose cooperation you value.

### 4. Career planning

Michal Batelka will take care of this area: “When I joined Foxconn, I was positively surprised by the number of internal transfers. I see career growth and enough opportunities as an important element in every company. However, there are a few questions to ask: Do I want to grow further? And what am I willing to do for it? The manager asks another question: How do I work with my people to allow them to grow? These are the areas we will focus on. Therefore, we have launched development programs for managers that help them to understand the possibilities of managing and developing their team. Some of them do not know how to lead such

discussions. However, the career growth is in the hands of every employee. Only they know what they want to do in a few years and what they enjoy. Then they can consult this with their manager or with colleagues from Recruitment or an HR Business Partner. We will also continue to support education, whether in the form of standard training, inspirational meetings, or Friday Academy. We will focus on making vacant positions more visible. And in MyFOX we are implementing a new evaluation system that will certainly support these discussions."

Let's introduce one of these activities...

### Leadership Academy

We have been implementing leadership programs across all divisions and levels of management. This year, for example, we launched the Senior Leadership Program for the top management of F and D Group and we are preparing it for G Group as well. The company of Extima conducts this training for us in order to increase efficiency, productivity, and quality of our managers. This training for managers lasting several months is focused on the development of key competencies - leadership, management and development of themselves, their subordinates and the

whole organization. It consists of a program oriented on hard skills, such as work with responsibility, strategic thinking, setting long-term goals, management systems, etc. And it is complemented by workshops or e-programs focused on soft-skills, such as self-management, communication, time management, meetings, stress management, personal and professional development, and more. We are also planning to launch internal Leadership Programs for managers at other managerial levels and supervisors. This training takes 6-18 months. In cooperation with another external supplier we will also launch a program for supervisors and group leaders in production and warehouses. All programs share the same goal of understanding the modern role of a manager and being aware of the basic principles of this work. Managers can select activities from the catalogue of Training and Development Department as well as tailor-made ones. They can also benefit from individual / group counselling, coaching, or inspirational meetings. ■

**Text:** Lenka Brychtová, Lucie Frydrychová, Petra Kubičková, Petr Baše, Čestmír Kulíšek, Jiří Knejfl, Petra Šebková, Andrea Škorpilová, Irena Votavová, Barbora Lukešová, Pavlína Šprachtová

### Presentation of the results

**In November, a series of employee satisfaction sessions were held across our company. It was a presentation of the**



**results for the given division and at the same time the presentation of already running or planned projects that follow the results of the survey. ■**

## MD-11 first time in Pardubice

Saturday 26 October 2019 was an extraordinary day for fans of aviation! McDonnell Douglas MD-11 landed in Pardubice for the first time. Why did a three-engine machine with a loading area of over 609 m<sup>3</sup> appear here? Our major customer CISCO was approaching the end of the first quarter of the work calendar. Thus Foxconn production had to run to the last minute. As a result, we have prepared 29 aircraft pallets full of



new products waiting to be shipped. In cooperation with the carrier Expeditors we ensured a charter flight from

Pardubice whose destination was Maastricht. While the transport of the pallets on the ground would take up to 16 hours, it took only 4 hours to fly including unloading and transporting them to the warehouse! Despite the slight delay of the plane on arrival we managed everything, and the customer was extremely satisfied with the results! ■

**Text:** Jiří Bečka, CNSBG Logistics Manager  
**Photo:** Radek Kolář, Inventory Supervisor



Mariana  
Mocanu:

## Just tough it out and endure

Despite being from Romania, she found her home in Kutná Hora. She met her husband here eight years ago and then everything went very spontaneously - a wedding, the birth of their daughter, and their own house in Sedlec. And these life events were intertwined by her work at Foxconn.

**You work as Compliance Specialist in Foxconn. What does it involve?**

I am an active person, so I like the fact that my work is really diverse, and I have to solve a lot of things all the time. I go to authorities, deal with the Foreign Police, I often travel between Kutná Hora and Pardubice. I take care of

employees of foreign nationalities for whom I ensure accommodation, visas, or employee cards. And I also prepare documents for recruitment procedures that Foxconn is doing under the Ukraine regime. Although I am in charge of various nationalities, I am mostly in touch with the Romanian community.

**You have moved from an assembly specialist to a slightly different area...**

Last summer, while I was still on maternity leave, many people moved from the agency to our permanent staff and they were often Romanians. Even today I am actually not sure who remembered me at Foxconn, but one

day I was called if I could start translating presentations. At first, I had it as a part-time job because my daughter was small. I was doing everything that was needed and I learned so much. Then, when my daughter started going to kindergarten, I had time to get back to work. And in November I celebrated one year.

**You speak Czech very well. When did you start learning it?**

Only after coming to the Czech Republic. I didn't know a word before. I knew it was a difficult language that is very different from Romanian, but I wanted to know Czech. I did not want to ask somebody to interpret for me all the time. So I started to learn using the

Some of them complain about this but I think they have to understand that they cannot expect that someone will do everything for them all the time. Every start is difficult, but you just have to lean and endure. If I gave it up, I might never meet my husband, we wouldn't have our daughter...

**So do you feel at home in Kutná Hora?**

Now yes. At first, I missed my parents and sister very much, but now after nine years it is different. I have my own family here and I feel at home in the Czech Republic. I would not like to go back to Romania. But I still miss my family, so at least we often make phone calls and go to relatives in the summer on holiday. I come from Traian

**What are the typical Romanian Christmas dishes?**

Traditional pre-Christmas pig-slaughtering takes place in villages on 20th December, during which various delicacies of pork are prepared. They prepare sausages or meat in sarmale, which is my favourite food. We have it for Christmas every year. It is spiced minced meat with rice wrapped in cabbage or vine leaves. Cornmeal mush mămăligă or fried pork in pepper sauce called tochitură are typical as well. We also prepare salată boeuf, which is originally a French dish similar to potato salad and a jelly called piftie. And we bake a pie with nuts called cozonac or cakes.

**Does Christmas differ in anything else?**

In our country Moș Crăciun gives gifts and he is rather similar to Santa Claus. He has a red fur coat, a red cap, and a large white beard. He walks with a huge sack full of gifts that he gives out on the night of 24th - 25th December. And he rides a sleigh with jingle bells drawn by horses. We also celebrate Christmas one day later than the Czechs.

**Do you like to recall some habit?**

When on the New Year's Day, we wish other people all the best and children or sometimes even adults go carol-singing. They get nuts, cakes, or even some coins from families for singing carols. Then the Three Kings also walk around villages. Only more children come to houses - even four or five. Wherever there is an open door, they enter and sing carols, for which they also get some coins. I remember my carolling with friends and then comparing who got most money. And immediately we had to buy something. I hope this tradition will continue. Some habits have already disappeared, which is a pity. Because we always used to return home happy and satisfied. ■

Text: Gaja Koláčková, COT media

**Mariana Mocanu**

has been working for Foxconn since 2011. For two years she worked here as an assembly operator in production employed by an agency. But then she joined our permanent staff and she began to grow. First as a trainer and later as a product technician. Even during her maternity leave, when she devoted almost all of her time to her daughter, Anna Marie, she was drawn back to Foxconn. And now she has been helping all foreigners in the Kutná Hora site for more than one year. "I work in a team with great people who always support me. They appreciate that I speak Czech well and that I can get to know everything fast."

internet and books. And I always kept asking everyone around what was said or what it was called...

**Do you feel that the Romanians and Czechs differ in something?**

I have many friends among Romanians and Czechs and I do not think they are different in anything. You can find good and friendly or bad and unwilling people everywhere. It doesn't matter what nationalities they are. If we did not like it here, or if we felt being discriminated, we would not stay here.

village near Brăila which is 300 km from the Black Sea coast. Every year, when we go for visit, we have to stop there.

**Christmas will come soon, what do you think of first in connection with it?**

Probably a Christmas tree and presents under it. Or that the whole family is together. And food, of course. This is the only difference between the Czech Republic and Romania. I think our food is better. But I grew up on it, so it probably influences me a bit (she is laughing).

# Two novelties of D Group innovates

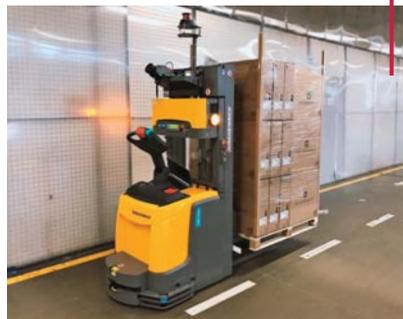
Robotics and automation activities are an important innovation trend of Industry 4.0. Therefore, the production part of D Group is not left aside in this respect and tries to implement automated solutions continuously wherever it seems to be advantageous.



When assessing the suitability of replacing monotonous and strenuous work with a robotic solution, several parameters are usually considered. From the total costs and implementation time, through the return on investment to the versatility of the solution which should be usable even when the produced products change. Thus in August two robotized devices were put into operation, which meant the successful completion of two separate and approximately one-year long projects.

## Help with sticking labels

The first device is a Label Applicator (LA), which is an automatic labelling station on the A4 packaging line for desktop computers. It has got a UR10 robotic arm with an end effector that is able to take labels from the label printer and stick them to precisely defined locations of the finished product shipping boxes. The LA also includes an automatic scale that ensures that the product label is affixed only to a box of the appropriate weight – thus with the right content. The difficulty of the assignment for the LA



construction consisted not only in the high variability of the input products, but also in the required productivity of 500 glued labels per hour. The robotic station is also integrated into the line in terms of data and it communicates in both directions with the production system of SFC eFox. It has been supplied by Foxconn 4Tech.

## Pallet handling

The second project was a pilot implementation of an AGV automatic pallet truck in the operation of exit docks on the hall P1. The Jungheinrich ERC 215a AGV truck has been chosen as the optimal solution. Its main advantage

is sufficient load capacity up to 700 kg, the ability to lift pallets to a higher height, and the possibility of manual guidance. When assessing the competitive bids, the winning contractor was selected not only based on the price-performance ratio, but also on our long-term good experience with the reliability and service provided. The delivered solution meets the required output for transporting 16 pallets per hour at a distance of 60 meters from the transfer point of production to the loading ramp area. According to the

**This August, two robotized devices were put into operation, which meant the successful completion of approximately one-year long projects.**

supplier, putting this type of AGV into operation in Foxconn in Pardubice is the first installation of this kind in the Czech Republic.

## The direction of further automation

Both successfully completed automation projects are a clear demonstration of our commitment and ability to innovate and use new technologies efficiently. At the same time, they provide us with valuable experience that we will use when implementing other solutions. ■

Text: Miroslav Pospíšil, Program Manager

# The first year of Compliance Office

**Just a year ago, our Compliance Office was born. And we have done a lot in that time. Are you wondering what the members of this young team have managed to help you with? If so, here are some numbers!**

We have conducted more than 600 interviews with our employees and our suppliers. We wanted to check their satisfaction, inform them about the possibility of using our services, and detect potential problems at the same time. In addition, we have received nearly 200 inquiries including complaints or grievances from Foxconn employees, our suppliers and their employees, and from the public or business partners. Most often they concerned interpersonal relationships and unprofessional behaviour, benefits, working conditions, functionality of our internal systems, or even labour-law matters. And how did we handle them? We have already managed to solve 97 percent of them.

An integral part of our work is also carrying out audits and we have conducted 16 audits so far. Three external (done by RBA – Responsible Business Alliance and our customers), three internal, and ten audits of our suppliers. We have identified nearly 500 findings that can help us to improve without waiting for any impulse from our employees, state authorities, or external auditors. Thus we prevent possible fines or dissatisfaction of our customers, we simply cover our backs to all of us.

We also updated two key internal documents – our Code of Ethics and Employment Guidelines. Now they meet

not only the requirements of Czech legislation, but also the RBA Code of Conduct, which are sometimes even stricter. Another important area is the protection of personal data, so called GDPR. We have prepared several training sessions for our employees so that everyone can get acquainted with the rules or significant changes in these areas. We organized Compliance Days in November where we had the opportunity to personally introduce some of these topics to our colleagues.

Have you got any question or inquiry? Then contact us at any time! ■

Text: **Radka Svobodová, Compliance Office**

# Where to look for talents? In schools!

**In the autumn Foxconn had the opportunity to help develop technical education in the regions of Pardubice and Kutná Hora. The projects of three different schools that were successful in the X-DAY competition received support totalling 65,000 CZK.**

In Pardubice, our funding goes to the Secondary School of Electrical Engineering, specifically to the project of Professor Matěj Chvojka: "I would like to improve the quality of my students and make a special repair system SMD and BGA thanks to the contribution of Foxconn. This purchase will increase students' motivation to learn at our school and prepare them better to start their journey to work." Thanks to the system, students will be able to learn various repairs and refurbishment of modern components.

Secondary school students to primary schools - this could be the name of the project proposed by DELTA Secondary School of Informatics and Economics. In this case, Foxconn supported



fifteen-hour circles of Micro:bit technology programming for pupils attending the second year of primary schools led by secondary school students.

Our partner school in Kutná Hora has not been forgotten either. The club of applied electronics students of the Secondary Technical School, under the leadership of Stanislav Moravec, is working on the development of an autonomous vehicle. No matter whether it is recognizing an object, travelling along an axis, or storing a car in a warehouse. "We want to support our students' further growth and open up opportunities for them to improve their programming and teamwork." ■

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

# It simply cannot be done by hand

To lift, stack, pull, or pick? Yes, these are all the steps necessary to ensure the smooth running of production and warehouses. Foxconn has also looked closely at the quality of the manipulation technology used.



**Foxconn  
was provided with  
67 machines**



**25**  
for D Group

**31**  
for F Group

**11**  
for G Group

We have embarked on a demanding data collection process that has resulted in a tender for suppliers: The task was to ensure the renewal of our fleet in all divisions of Foxconn. What machines were needed? Especially low-lift and forklift trucks, retractors, and man-ups.

A clear winner emerged from the tender for new handling equipment. It was the international company of Jungheinrich. Not only did it offer the best contract and service conditions and price, but it was able to supply both new machines and replace the

existing equipment with more modern pieces. During the data consolidation, process validation and consulting activities with Jungheinrich, the fleet was significantly optimized, which the supplier began replacing in the middle of 2019. Now all the technology is new. In total, Foxconn was provided with 67 machines - 25 for D Group, 31 for F Group, and 11 for G Group.

Technology for outdoor use is powered by gas, for indoor use it is powered by batteries. Majority of our company has already begun switching to the Li-Ion battery technology, which allows faster charging and therefore more efficient warehouse and production operations. In addition, the technology is almost maintenance-free, thus eliminating the risks of neglecting regular service. Another advantage is also a longer service life while maintaining the correct charging cycles.

And what makes the new technology easier in production? Almost all material handling on pallets or in separate boxes between warehouses and production within logistics processes. It accelerates the loading of finished goods and material directly into trucks or containers and loading them into the warehouse shelves significantly. Thanks to the consolidated tender, the new handling technology brings financial savings both in terms of rental and service rates and in terms of our fleet optimization. ■

Text: **Vladimír Sochor, Sourcing Supervisor**



# How to prevent data leaks

This technology can find its place in small companies or in large corporations that are aware of the price of their electronic data because their loss can have an impact on the company's reputation and customer confidence, as well as on financial stability. Such loss also multiplies the cost of incident resolution and steps to reduce its occurrence. Let's get familiarized with the abbreviation of DLP.

DLP or Data Leak Prevention offers proactive protection of electronic data not only against intentional theft attempts, but also against human errors that cause the vast majority of leaks of sensitive information.

## What is it about?

DLP is an abbreviation of two terms. One of them is Data Loss Prevention and the second one is Data Leak Prevention. Both include the same feature - the ability to protect a company from data leaks. How do they occur most often? In most cases, data are stolen or misused by the company's own employees who have absolutely legitimate access to them in their work. Research shows that three quarters of users take up to 10 documents on portable devices outside the company every week. Even companies that manage a "Need to Know" approach, and encrypt,

audit, and evaluate all user activity in the system, are exposed to this risk.

## USB is to blame for it

USB flash disks have become a threat due to their sufficient portability, write speed, ease of engagement, and full support in operating systems. Not only because of the transmission of viruses, but also for the ability to carry data out of the company conveniently. This threat can be eliminated effectively with DLP without limiting the users. The technology is capable to enable some USB drives and disable others or allow some only to read and many other conveniences.

Using DLP can also restrict access to hardware. It is possible to specify the allowable hardware solution, e.g. by type, a manufacturer, model, and the serial number. It is also possible to block an iPod, phone, and other mass transfer devices, recordable CDs, DVDs,

and floppy disks, Bluetooth and IrDA, various display devices, and more.

## Work with DLP

The DLP technology can work as a „secret agent“ deployed on end-user stations, i.e. on servers. It can check databases and file servers or network traffic. DLP helps block activities when a file is not sent or uploaded or monitor these activities. It also allows printing to be limited, so that the accounting department can print financial information files only on a specific printer. Any such action is also recorded with the specification by whom, when, from where, and where it was performed. You can monitor what specifically violated the rules (document or e-mail content, screen cut-out) for evidence. And the monitoring can be performed either in silence or with a warning to the user that the action has been recorded by the system. ■

Text: Karel Plašil, ICT

# We are not afraid to improve

In the week from 23 to 27 September, the Partner KAIZEN Workshop 2019 was organized in cooperation with our HPE customer in order to streamline our production processes. Under the leadership of an experienced LEAN coach and the local LEAN Department, 7 key projects were selected and implemented.



This year, our teams faced a big challenge - brand new faces were selected as project leaders. How did they perform? All leaders dealt with their projects proactively with enormous commitment and responsibility. That is why they also achieved great results. The individual teams worked on several interesting topics. One of them, for example, tried to speed up picking and dispatching orders

from the outbound (i.e. areas where they care about sending finished goods to the customer). Another team worked on the implementation of tools that can help improve the quality and the mechanism through which no defect can pass to the customer.

The best teams were announced. As always, the selection was difficult because everyone was trying to deliver

a functional solution. In the end, a new concept of work instructions that uses animation instead of text was selected as the best. Thanks to the implementation of this idea all operators will be able to work according to instructions, irrespective of their language skills.

Another team was awarded for the best use of LEAN tools thanks to using their perfect application uncovered and eliminated the so-called bottleneck, thus significantly reduced the time needed for processing orders.

Both winning teams received vouchers for dinner during which they could properly celebrate their achievements. ■

Text: **Pavel Horák, LEAN Specialist**

## A year full of records

**Pavel Paulus has been appointed the Director and Representative of GSSD for Europe (Foxconn European Services) - a division that has been providing service both internally for Foxconn and externally to other customers for two decades. How does he evaluate the past year?**

### **This year was crucial for GSSD. Why?**

It became a springboard. Thanks to several organizational changes, revisions of the business strategy and vision, as well as strengthening mutual relations locally but also on the global level, we noticed improvements not only in mutual communication and information sharing, but also within cooperation on new business opportunities.

### **How did you manage it?**

A positive local trend is to develop cooperation of Foxconn's internal divisions in Europe. In this respect, big thanks go to all Foxconn colleagues

who we work with on projects, as well as to Vice Presidents and Executive Directors of all three Foxconn divisions. Now we will do our best to further develop and strengthen our cooperation to our mutual satisfaction.

### **What is behind your success so far?**

Our great team that was the driving force I could rely on. And I mean all 400 employees, including colleagues from Manuvia and colleagues from central departments. We have achieved the desired results despite countless changes. In addition, in October 2019, CTP employees in the VAS division managed



to produce a record number of products in one month - 1,652,845 units. This is thanks to excellent teamwork, but also to the positive attitude of individuals. I greatly appreciate it and look forward to our common path in 2020! ■

Připravila: **Gaja Koláčková, COT media**



## How we evacuated ourselves

At the beginning of October, a training evacuation alarm took place in Hall P1 to test the reactions and behaviour of employees in the event of a fire. This exercise took place for the first time in the history of Foxconn in cooperation with the Fire Rescue Service of the Pardubice Region. During the training, not only was the fire simulated, but our employees could also see the process of rescuing a missing person who could not get out of the building due to smoke. And they had an opportunity to watch professional firefighters at work. This day full of action brought not only a lot of adrenaline, but also lessons on how to behave in an event of a fire. What more can we desire? Perhaps no fire in any Foxconn building ever. ■

Text: **EHS Team**



## Guidelines for waste sorting

Many of our employees are interested in waste sorting. What news has appeared in this area? We worked out a proposal for waste sorting in production, so the waste containers had to be re-labelled in order to know what belongs to them. This facilitated not only sorting but also subsequent recycling. In November, plastic waste containers were placed in outdoor relax zones and a pilot project focused on introducing special containers for sorting bio-waste in the Big Office, Small Office, and Cisco Office kitchens was realized. Furthermore, glass sorting was introduced at the Z1a building and the product packaging has also changed. As an example we can mention reusing the packaging foil in the Cisco division or the gradual replacement of polystyrene with pulp-based material. Do you want to know more? Then watch the next issue of our magazine. ■

Text: **Petra Šmerdová, EHS**



**TIP: You can put old or unused mobile phones in the box at the reception of Hall P1!**



## Green for everyone

Each of us probably feels better in the scented nature than in the built-up industrial zone without trees and greenery. That is why the initiative "Green for everyone" has been launched. Its aim is to be beneficial to the environment and beautify the entire Foxconn area. How? For example, by extensive planting of trees and replacement of lawns. This implementation has already begun. The revitalization of the grassy area has begun along the fence around the P1 building which should turn into a blooming flower bed full of decorative flowers in spring. About 50 hornbeams are planned to be planted this year in the Polygon complex that will eventually grow into a large hedge covering the P8 building. Next year, the recultivation of the area will continue by planting several linden trees or decorative sakuras and coniferous trees. We want to beautify the environment wherever possible. Trees in built-up areas not only have an aesthetic function, but also clean the air, reduce dustiness, help retain water in the soil, and are home to many organisms. That is why we welcome your initiative as well. Each division will be able to plant its own tree in the area. Of course, aftercare will be our concern, but all of us can take the first step towards improving the working environment. ■

Text: **Ondřej Slavík, FM**



# How did the first year of Foxconn Funnovation look like?

**In short, it was a year of growth. The original idea originated in early 2019 at Software Delivery department. At that time, only one single person prepared the Funovation event and it was mainly attended by Software Delivery employees. But even at that time it had a clear goal - to give time and space to innovations and new technologies and thus bring value to the business. And have a lot of fun during all this.**

Since Funovation is all about innovation and continuous improvement, a lot has changed since its first run. Both in its organization and in its concept itself. Funovation became Foxconn Funnovation in September this year (before Funovation Week 2) and employees of all divisions joined it including central departments and Jusda. The first Funovation had revealed that the best results were achieved by teams made up of people from different departments. Thus a diverse team of seven people has taken over the organization. The component of the „Fun“ - fun and educational activities - was no longer

directed only at Foxconn Funnovation participants, but it was open to the whole company. Thanks to this fact you could enjoy giant darts, ice cream, or a lecture by Tomáš Sedláček during Foxconn Funnovation Week in September. And what did the proposed projects bring? Mainly savings, process optimization, implementation of new technologies, and inventions of new hardware.

## Funovation Week No. 1

Thanks to the Funovation Week No. 1 projects, we were able to implement a pilot project for documentation in the

new Confluence system. We also documented a significant portion of the APS for CZ16 in it, developed configuration tools for the eFox 4 layout, deployed the SAP Fiori Front-end server, or worked on the preparation for Continuous Integration and the approval workflow within the new Orion platform. A part of our paper forms, including their approval, has been converted into electronic form in the JIRA system. We implemented improvements in QMS and aFox, and last but not least, we prepared a video for Qlick users, which will speed up training of new employees.

## Funovation Day

During this event we saved more than one million Czech crowns. This is mainly thanks to projects such as Digital Signature on POs, Automation of Invoice Settings for Payments, Digitization of aFox Overtime Sheets, Preparation of Reports for EHS in Qlick, or Change of Palletization depending on the change

of carrier. And this is just a short list, there were many more ideas.

### Foxconn Funovation Week No. 2

In September Funovation Week, the jury was impressed by two projects that were awarded in two categories. Which were they?

#### RS232 Device Simulator Project

It won the Best Innovation and the Special Jury Award. Kamil Houska from Software Delivery developed special hardware within this project. It can simulate other devices, such as scales, readers or Hi-Pot which communicate with the SFC (ShopFloor Control) system up to the RS232 busbar. As a result, the development team or testers do not have to borrow scales or other equipment from production because it can simulate them as part of the tests.

#### Bifröst Project

It won in the categories of the People's Choice and the Biggest Benefit. The following colleagues worked in the team: Aleš Tábořík, Petr Šindelář, Pavel Vyskočil, Tomáš Batelka from CESBG and Petr Svoboda, Lukáš Vokál, Václav Kopecký, Eduard Miartuš, Pavel Rejchrt, Jan Foltýn, Oldřich Čech, Jiří Syrový, Martin Rypl, Martin Baudys, Veronika Čížková, Karel Chaloupský from SWD.

The project resulted in optimizing testing and automating the communication between the SFC system and diagnostics. Now they exchange more information than before. In addition, it also helped visualize the test environment so that the tester can see at which point in the test scenario the unit is located. The SFC system also automatically creates a new customer generator of serial numbers. This change was

### Number of Foxconn Funovation events:

**3**

Funovation week No. 1

Funovation day

Foxconn Funovation week No. 2

### Total number of projects:

**48**

### Number of participants:

**183**

### Annual savings:

**2,190,924 CZK**



necessary due to the limited capacity of the numeric positions in the generator that was common to all suppliers. Now a standalone generator is available for all suppliers.

### We will continue next year

Foxconn Funovation will continue in 2020 as well. That is why you can already think about innovations and projects with which you would like to participate next year. For organizational ideas, please contact the organizational team by email: [FXFunovationOrg@emea.foxconn.com](mailto:FXFunovationOrg@emea.foxconn.com). More information about individual projects can be found at the Foxconn Funovation website at each event. ■

Text: Veronika Čech, Software Delivery

# Keeping up with the Divisions



Allan  
Keown

Vice-president and Executive  
Director of G Group

Since it is before the holidays, firstly I would like to wish you Merry Christmas and a Happy New Year. I hope you will enjoy your time off with your family, friends and the loved ones. At the same time, I would like to thank you all for your dedication, hard work, and loyalty to Foxconn. I know how time-consuming work for us can be. Therefore, I believe that each of you will enjoy the well-deserved rest.

In this period, we traditionally look back and evaluate what we have achieved together. And we look forward to what 2020 will bring us. If we focus on results, we need to mention significant progress in many areas of our business. Personally, I am very pleased with progress in the field of digitization. It has improved our productivity that needs to be constantly pushed forward. And we have also implemented platforms that will bring us further innovations in the future. These are mainly Jira, Confluence, UiPath, Qlick, and SuccessFactors. We will continue to develop functionalities of these systems in the future. And with the goal of accelerating our digitization, we will be deploying even more platforms.

I am also very pleased about how our new organizations are developing and the contributions they are all making to our success. Our PR, HR, and Compliance departments have developed significantly within last year and their activities, contribution, and expertise is really helping us build the Foxconn of the future. We have also made huge progress in Cybersecurity. Mainly thanks to deploying systems which help us secure our digital platforms from increasing threats. While we still have a long way to go, we must recognise how far we have come so far.

In G Group we are ending 2019 in a much stronger position than we were in last year. Our DCN business has successfully absorbed the global demand for SAN products to Pardubice. We have shipped revenue to 3 new customers in N.W.E., which has opened new industrial markets for us providing considerable opportunities for our future growth. We have made significant investments in process improvement at our Cisco division. What do we expect in the future? Certainly the growth of both mentioned divisions, as we will start delivering orders and interesting projects to all new customers.

In 2020 we will celebrate our 20th anniversary of operations in the Czech Republic. During that time we have earned a wonderful reputation with our customers. They have been loyal to us and they truly value the services we provide. Therefore, we can look into the New Year with optimism. Of course there is lots of work in front of us. But thanks to it we can create a better Foxconn and strengthen our position here for the next 20 years of success. ■



**Stephen  
McKenna**

Vice-president and Executive  
Director of F Group

Much has happened since the last issue of our magazine. Our customer

had the last month of their financial year in October. Thus it was very important that we shipped as many orders as possible. Despite many challenges, we managed to meet all our targets and the customer was very happy. I would like to thank all our teams who worked hard and 'went the extra mile' to support our customer. All three of our operations are performing well and we are confident that we will be able to grow further in 2020.

In addition, some of our teams also supported overseas sites in America and Mexico. In every case, we have received very positive feedback about the great attitude and also expertise of our people. It is a great credit to the Kutná Hora operation – we are

seen as experts who can help other global sites.

We have also completed meetings to inform about the results of our employee satisfaction survey in more details. I am happy that I was able to share some details of improvements we are planning in the next 6 months. I can mention the refurbishment of the canteen, new rest areas, and other. We will continue to invest in these projects to ensure a comfortable working environment for all.

Finally, I would like to take the opportunity to mention the December Ball of our company in Kutná Hora. I hope you enjoyed it and celebrated the very successful year 2019 with us. ■



**Nicky  
Monaghan**

Vice-president and Executive  
Director of D Group

The production volumes of all products that our division delivers to its customers – i.e. computers, accessories, monitors, or medical devices) continue to follow our previous estimates. However, it is important to mention that problems with the supply of processors has appeared again. That is why we are in constant communication

with our customer and the key vendor involved and we are trying to solve the situation in the best possible way. However, recent estimates say that shipments of processors will reach the normal situation in the first quarter of 2020 at the earliest. In order to continue to be successful in the market, we can expect that our customer will demand a high degree of flexibility in alternating periods of high and low production.

In recent months, we have achieved several significant milestones. We managed the second highest volume of Workstation computers and historically the highest volume of accessories delivered in one month. This is one of the reasons why HPI has given us the first place in their regular evaluation of all suppliers! This is a great result of the whole team. Our customer most appreciates our reliability and credibility, ability to respond to changes, investments in technology, and continuous improvement, such as the introduction of Business

Intelligence and the first automation projects. These and other key factors distinguish us from our competition. This is the path along which it makes sense to continue in order to ensure long-term stability and growth for our whole division.

In the area of the medical equipment production we hosted an important visit in September. The one-week workshop brought not only many ideas for improvement but also an agreement with the customer on additional services that we will provide. This success was achieved mainly thanks to the great daily work of our team. This also confirms our motto: "The best business strategy of all is a satisfied customer".

Finally, I would like to wish all our colleagues, their families, all friends, and business partners peaceful and Merry Christmas, good luck and health in the New Year. I look forward to our further cooperation in 2020! ■

# What is company culture?

**As we are approaching the end of the year, we have two tasks in front of us - assessing 2019 and thinking about our challenges for the next 12 months.**



Although we have set important operational and financial goals for 2020, we understand our results are significantly influenced by the company culture. That is, how we all work and pull together.

We have been discussing company culture in D Group for quite a long time. It is sometimes difficult to approach it. Do we know how it is defined or how we can measure it? What culture do we want to have and what can we do to

achieve certain change? To answer these and other questions, we conducted a research that we consulted with HR colleagues. Based on this, we have developed a comprehensive methodology of “best practices” and we are testing a project of changing company culture with a smaller group of managers.

We hope that in the course of this project we will not only design and shape our team’s culture, but also support the vision and its mission. We believe that if the pilot testing is successful, our knowledge and methodology will be passed to other people both within and outside the teams so that we all have a chance to influence the diversity of Foxconn culture.

Would you like to learn more about the methodology? Contact us, we will be happy to meet you. ■

Text: **Loïc Maillot, Business Administration Manager**

# Safety frames have been installed

**As you might have noticed, automatic safety frames have been installed to detect the presence of metals in most external warehouses in Pardubice and Kutná Hora, as well as in Pardubice production. It is a solution that we have in this form as the only company in the Czech Republic.**

It consists of a turnstile, a detection frame, and the necessary communication technology to share information between employees and the supervising security guard. How does such a check go? When leaving the production area or warehouse, employees must pass through the detection frame. If the system does not record anything, employees can leave the area through the turnstile after their card is marked. In case the frame indicates the presence of metal, the turnstile is blocked and the employee has to go back and remove the metal. Then the person can go through the passage again. Provided



that the applicable rules are adhered to, this measure significantly speeds up the inspection process, which has been done by a hand-held detector so far. As this system has proven to be very

functional, it can also be applied to the entrance to the guarded areas if necessary.

Our customers place increasing emphasis on in-house security. They verify this not only through audits, but also through increasingly stricter requirements. While our goal is to comply with them as much as possible, we strive to apply the requirements in a way that is in compliance with the legislation and is the least annoying for employees. ■

Text: **Petr Anton, Security Manager**

# Blind Date or Get to Know Your Colleague

**It all started by accident when I accidentally sent a lunch invitation with a new colleague to another email address. And I realized my mistake only when I received her thanks for the invitation asking if I was wrong because we had never met before.**



I thought it didn't matter and I confirmed the lunch meeting. I added a note that it was an informal event that the colleague may or may not use. And the idea was born. Not only did we meet, but we also had a great time together. That just confirmed to me that there are many interesting people around us that we have no opportunity to meet. That is why I presented my idea to others when the new Innovation Centre was opened officially. And so the Blind Date or Get to Know Your Colleague was born.

But we had a lot of work to do - preparing texts and translations, setting up the process in accordance with GDPR, creating a macro for random draw of pairs, developing a „robot“ for automatic e-mailing, designing a logo, ensuring the budget and vouchers for winners, and telling about the Blind Date to everybody who was willing to listen. I would like to thank to the implementation team formed by Žaneta Stará, Kateřina Krpatová, Lucie Frydrychová, Mirek

Pospišil, Ondřej Maxa, Lenka Hloušková, and many others.

Now the test operation is in progress. If desired, a Blind Date can be a regular event. Having lunch with a colleague will surely be worth it whenever it is a meeting of people who want to get to know each other and have a chat.

## Participate as well

Do you want to get to know your colleagues and win at the same time? Sign up for a draw that will pick a random partner for you with whom you will agree on a lunch together. This event is intended for anyone who is interested and willing to meet colleagues whom he or she might not otherwise meet. Just take the first step and enjoy lunch together with someone who did the same.

## How does it work?

At the end of each month, the login phase starts. If you have the company e-mail address, you can sign up through the latest Foxportal news.

If you do not have it, you can apply at PR and Communication department. On the first day of the month, you receive an e-mail telling you who has been chosen for you and how to contact this person. Then it is up to you when you can have lunch together in the company canteen. Mainly have it by the end of the month. Then you will be able to complete a questionnaire and evaluate your meeting.

You can also win as part of the program. Each time you log in, you will automatically enter a prize draw for a coffee or ice-cream voucher from the company canteen. Every month the robot selects 40 winners from Pardubice and 40 from Kutná Hora. If you participated in the program in all three pilot months - October, November, December - you will automatically enter the prize draw for a voucher to a restaurant worth 1,000 CZK. ■

Text: Irena Augulisová, PMO Manager

# Get to know me



**Lucie Zichová,**  
**Buyer for Equipment and Services, F Group**  
 at Foxconn since January 2006



**Alarm** – I come to work at six am. I switch on my laptop, have a coffee, and read what needs to be done and what to focus on.



**Responsibility** – I am a buyer of non-manufacturing equipment and services for Foxconn Technology. I work with the program of Mantis where other departments put their requirements. I am also in charge of a project focused on handling technology.



**Impulse** – I want to see the result behind me. I see a target and try to reach it.



**Challenge** – I like to push the boundaries of my comfort zone, so



I participated in the Miss Plump Curves contest. In such cases you lay your neck on the block, so I'm pleased to have become Miss Sympathy. It brought great people into my life and broadened my horizons.



**Pleasure** – I love fishing! At least twice a month, we go with my husband on the Elbe for the whole weekend where we camp and go fishing.



**Foxconn** – I think that if you want to do something, you have good chances to find employment in Foxconn. Although I have been here for fourteen years, I also have various temporary jobs. So I have checked out other environments and I value my work in Foxconn.



**Around the world** – Since my childhood I have been fascinated by Thailand's culture. You can sleep on the beach, take one shirt and shorts, and you do not need anything else.



**Vent** – Except fishing I love walking with my dog Maxík. And I relax while swimming.



**Passion** – Although it is sometimes a nice „Italy“ with him, my husband is my passion (laugh). ■

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** – I get up at four in the morning in order to get to work by three buses. And the first thing I always do is saying hello to everyone.



**Responsibility** – I am a quality trainer. I am responsible for the proper training of people who are in charge of controlling. I ensure that they meet the high requirements of our customers.



Due to frequent changes and new tests this is not an easy job.

**Impulse** – I like challenges and new projects where I can participate in compiling new procedures. I enjoy talking to people and helping them at work. That is why I feel good when thanks to our inspection there are not so many customer's complaints.



**Challenge** – I always try to acquaint my colleagues with the content of their work so that they enjoy it. Then they have no need to look for jobs elsewhere.



**Pleasure** – I am really pleased when I go home from work and I don't miss my bus. But I also enjoy weekends when I don't have to get up in the morning. So I can spend my evening with my friends.



**Foxconn** – It is a respectable employer, and it's not just that I get paid for my work. But it is true that we must work on planning shifts and retaining our employees.



**Marcela Votroubková,**  
**DL Trainer at Quality Department, D Group**  
at Foxconn since April 2008



**Around the world** – Because of my bad spatial orientation, I am



frightened by great distances. But it does not matter because there are many beautiful places in the Czech Republic. And where would I go when the whole world „comes“ to me.



**Vent** – The best way to clean my head is a walk in the woods or a good movie in the warmth of my home. I also enjoy working with young people, especially with young firefighters.



**Passion** – I can never resist hazelnut chocolate. I eat it anytime, anywhere and in any quantity. But my family has another big piece of my heart. ■



**Libor Němeček,**  
**Painter, G Group**  
at Foxconn since August 2003



operator. Then I got trained to become a painter. Meanwhile, a lot has changed - the old painting shop finished and the new one has been started. Now I oversee the painting box, and when necessary, I also paint more complex products by hand.

**Impulse** – I have always enjoyed going to work. I don't like changes, so when I'm happy somewhere, I don't need to try anything else. The most important thing for me is that all work is done well.



**Challenge** – Training new colleagues. They are mostly young people after school or only with a short practice, so I try to train them so that everything works as it should.



**Pleasure** – I am pleased with my children. My son works with me in Foxconn and my daughter is in high school. I am genuinely happy about them because they are not slacking. Hopefully I can say that my wife and I have brought them up well.



**Foxconn** – The first word on my mind is stability. Whatever the crisis, we have always been paid. I have never seen such confidence anywhere else. I appreciate my work and I know that money does not fall from heaven.



**Around the world** – We used to travel around the world with our children but today I prefer to go to our cottage.



**Vent** – We live in a block of flats, so the best relax for me is at our cottage. I always have a lot of work to do there, but at the same time I am incredibly relaxed. When I go to the garden, I'm happy.



**Passion** – I couldn't live without my wife who cares for our family with incredible zeal. And I thank her for it. Without her I would have lived as a castaway. ■



**Alarm** – I come to work before six a.m. and I have to have coffee right away! I couldn't work without it. Then I change to work clothes and go to production. I must always inspect the machine to see if it is in order.



**Responsibility** – I started in Foxconn as a painting shop

Text: Lenka Brychtová, PR and Communication, and Vojtěch Babka, HR Project Coordinator

# Foxconn is open to job seekers

As you surely know, recruitment afternoons are held every Wednesday in Pardubice and Kutná Hora. Jobseekers could stop by and talk to our recruiters about vacancies or just about what is happening in our company. And then there are special recruitment days during which we give our attention to job seekers from dawn to dusk. While in Kutná Hora this event has been running for a longer time, it started in Pardubice this June. And we want to continue organizing it - at least once a quarter. Pardubice recruitment days take place in the pleasant environment of our BeFit Café where applicants get refreshments from us. They can come



at any time of the day and as a reward they get not only a small present, but maybe a new job as well. The second special recruitment day in Pardubice took place on 9th October when 33 job applicants came to talk with us. Its



Kutná Hora model which took place on 18th September attracted 28 people. And we can't wait to meet other people. ■

Text: **Jitka Chudobová, Recruitment Team**

# Development of myFOX portal

Less than two years ago, the transformation of HR and the subsequent launch of the myFOX system started. In addition to uniting the department into one team and simplifying many processes, everything is also much more transparent. All our employees have access to their personal data and can work with them. They no longer have to go to the HR department with all the changes, saving time not only for

themselves but also for us. And leading employees finally have all the information about their team in one place and can do a lot of things in the system online. HR teams have already implemented four new parts into myFOX. Whether it is the Personal Data Management module or the Recruitment module that helps us find new employees. The Remuneration module has also been used for wage increases and e-learning is done in the

Training module. There is really a lot that has already been brought to life. And we are working on further expansion intensively. For example, there is a plan for presence training or a module for performance evaluation and goal setting. Of course, it is impossible to forget about further improvements of myFOX which should be complete in operation next year. ■

Text: **Pavína Novotná, HRIS Team**

## End of paper pay slips!

No more papers that you can lose easily. Now you can find the pay slips in the documents / pay slips section of your profile in myFOX where they are stored in PDF format. You don't need any password to



open it, just log into your account. You can check the pay slips at any time, both on your computer and via your mobile phone or kiosk. And you can also print them on any kiosk or computer if needed. Further information can be found at [www.myfoxconn.cz](http://www.myfoxconn.cz). ■

Text: **Martin Fritz, HR Administration and Payroll Department**

## Do you want to know production? Try to work a shift!

**Our HR department is constantly striving to better understand the complexity of manufacturing in all divisions of Foxconn. The team of HR Business Partners therefore offered several extra hands in the summer to help G Group. And that's always useful at the end of the quarter.**

The result was eight voluntarily worked shifts in Brocade warehouses under the leadership of Jiří Bečka during which both HR and SWD colleagues got an idea of the hard work in warehouses. This short experience resulted in a few suggestions to improve working conditions in warehouses. And some of them have already been implemented.

Since the colleagues' feedback was positive, we agreed to try one or two shifts with other production departments as well. These included Product Quality Audit and HP Accessories Kitting in D Group or RSP Options and Kitting in F

Group which were also attended by colleagues from other teams. Personal experience is beyond price. Thus we want to continue developing this project and inform you about it. This will enable us to continue to improve and work as one team.

And what about you? Do you want to experience production on your own? If so, tell your superior to contact your HR Business Partner. You too can make work of your colleagues in production easier and more efficient. Or at least understand them better. ■

**Text: Ondřej Houška, Manager for HR Business Partnering**



### Exercise alone and together

Have you ever heard of Endomondo? It is an application that allows you to record your sports activities and it works similarly to social networks. You create a profile and whether you do sports regularly or not, you can record and measure your activities there.

Endomondo offers dozens of sports to choose from. You can track a variety of parameters, such as time spent on sports, calories burned, or the route you take. This application was created in Denmark in 2007 and it has more than 20 million users worldwide. In addition to the ability to record sports performance, Endomondo also offers a specific functionality that allows all registered members to create and participate in sports competitions. It is also used by well-known sports brands. They announce competitions in which, for example, participants must run as many kilometres as possible. And those who meet the challenge will also receive a prize.

We used this original functionality during the summer holidays in Foxconn and organized a competition for HR colleagues. As the initiative generated a very positive feedback, we created another one in mid-September. This time, however, we did not compete against each other, but joined forces against our Software Delivery Team.

Do you want to know more about competitions with Endomondo? Or do you want to join? Then write an e-mail to [ohouska@cz.foxconn.com](mailto:ohouska@cz.foxconn.com). ■

**Text: Ondřej Houška, Manager for HR Business Partnering**

# Thailand – the land of smiles

**I do not like winter. I am more pleased by the warm sun and the sea. Therefore, when the Indian summer flips over in the autumn and the days shorten inexorably, the desire for warmth and relaxation in the shade of palm trees begins to creep into my mind. But where to enjoy this in the months when most of us work in the regime – in the dark to work, in the dark from work?**

As we have been taught since childhood, when we have winter, they have summer in Australia. The very ideal! But when looking into the travel agency offer, you realize that trips to the other side of the globe cost several monthly salaries. What to do then? Coincidence helped me. I got recommendations and lots of great tips from a friend who has been touring Southeast Asia for 15 years. And everything was clear. I searched for a bargain ticket, wrapped my T-shirts and swimsuits, and went to Prague's Václav Havel Airport with a clear destination – Thailand. What to expect from it?

## **Cultural shock? Rather the temperature one!**

After two six-hour flights, with a transfer in Dubai, Bangkok spreads out in front of you. And the first visit can cause you a shock. The arrivals hall is still interchangeable with those we know from Europe but as soon as you go out with a backpack on your back, another world will breathe on you. Literally. A combination of temperatures in excess of thirty, 90 percent humidity, and a specific

fragrance will instantly engrave in your memory.

But I was prepared for a subtropical Asian adventure. It is really true that you do not need anything more than flip flops, shorts, and a T-shirt to get to know Thailand! Thanks to this you can also save on fees for suitcases. Anything you might be missing you can buy on the spot and at incomparably lower prices. But enough thinking, up into the whirl of the big city. After avoiding the chaser for a guaranteed cheap taxi, I headed to the centre where I jumped into a tuktuk – a traditional and popular transport vehicle for tourists. You must not miss a tuktuk ride when visiting Bangkok. To lose the chance to talk with other tourists in the cart while driving and enjoy the hot air? Never!

## **Taste real Asia**

You also should not miss out freshly prepared dishes that are served in renowned stalls, kiosks, or buffets. Where to find the greatest gastronomic experience? Maybe in a popular stall near the famous Khaosan Road. The friendly staff serves all kinds of noodles,

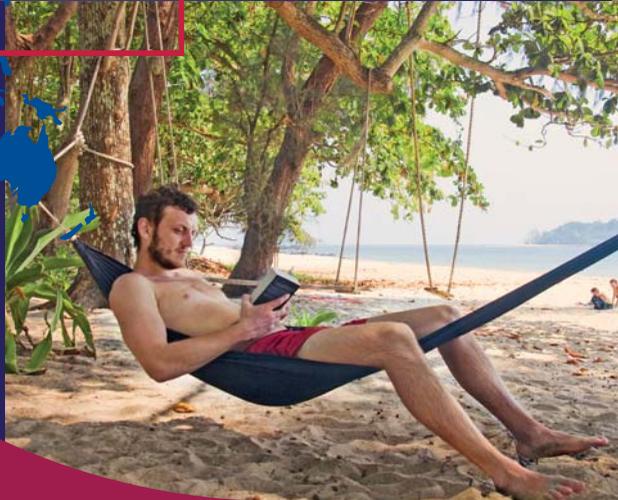
rice, and meat. For about 30 crowns you will gain an incredible experience that you will not taste elsewhere. Are you surprised by the low price? You will get used to it quickly. Practically everything is much cheaper in Thailand than you would expect, whether these are hotels, food, transport, or beer. Although it is rather relative with beer. For a bottled beer you give more than for an average lunch. This is due to the fact that the pint of strong beer gives at least two regular lagers.

But no one comes here for a beer experience. Why do tourists head to the capital? Bangkok is full of cultural monuments that are mostly associated with Buddhism – whether it is the Royal Palace or the Wat Pho and Wat Arun temples. They all represent an





Thailand with its area of 513,120 square kilometers and 68 million inhabitants is the 50th largest and 21st most populous country in the world.



unprecedented spectacle. But two days to get to know warm Bangkok is enough and so it is time to go further south - closer to the desired beaches.

### The crossroads of dreams

Krabi – a small town in the south of Thailand is reachable by plane, boat, and road. Thus its location actually urges you to visit this place. But if you are more attracted to luxury resorts and worldly pleasures, head to Phuket. If you're passionate about dancing and parties, take a one-hour cruise to Phi Phi Island with the idyllic Maya Bay beach celebrated by Leonardo DiCaprio in the film aptly named Beach.

### Where now?

Rent a scooter or a car and head west to Khao Lak. If you long for undisturbed

rest on peaceful beaches, I have a personal tip for you. Go to one of the smaller islands. Although you need to arrange individual transport and accommodation is rather modest, the locals are hospitable and beaches almost empty. Truly! Even in high season, which peaks between January and February, you must look around to see more tourists. So sit down with your favourite book in a deck chair and soak up the desired heat while sipping milk from a freshly opened coconut.

In addition, ten minutes' walk from the nearest fishing village, you can rent a cabin surrounded by a palm grove for about 400 Czech crowns per day. When you are not hiding in the shade of trees, you can stroll along

the beach or just choose from one of the many hammocks to watch the sea.

### Paradise on Earth

We all have different ideas about the ideal holiday. For me, they materialize here - on a forgotten island in the Andaman Sea. You just need a little courage, a little more planning, and a lot of determination. A dream holiday in an exotic country does not have to cost much more than a stay in Greece. Therefore, when my cousin mentioned recently that she and her husband wanted to go to Thailand in the winter, but would need a guide, with joy in my eyes I can say: "I know about one." ■

Text and photo: Jiří Koblížek, Program Manager



# Christmas differently

**Do you know where Ded Moroz and Snow White give gifts to children? Or in what country does Zolgolt say hello to the New Year's sunrise? Have you ever heard of Chibuku? Discover how your colleagues celebrate Christmas and New Year...**

## Zimbabwe

### Emmanuel Jefrey

Have you ever heard of Chibuku? It is a traditional Zimbabwe beer made from maize flour that is drunk for Christmas. Yes, in Zimbabwe, to my daughter's astonishment, we also celebrate Christmas. Although not typically snow-covered as in Europe, it is one of the country's most celebrated holidays. Christmas Day usually begins with a mass visit, after which everyone enjoys time with family and friends. Since music and dance are an integral part of Zimbabwean culture, they cannot be missed at Christmas. But do not expect Christmas carols, local and popular pop music usually sounds from homes. Carols are sung on Christmas Eve at Mass. People dress in their best dresses and look forward to this unique

time of the year when they receive a few new pieces in their wardrobes as a gift. Some children believe Santa Claus brings gifts. Rich families also have a Christmas tree but this is not very common. Christmas Day is celebrated on 25 December when the whole family meets for lunch. We cook rice and chicken meat which used to be very expensive. Today, the so-called



Boerewors is also popular, i.e. grilled beef or pork and sausages. For me, Christmas was always special because I could visit my grandparents and our remote family in the village. We usually met around 50 people! We celebrated, grilled, played various games, and drank Chibuku. Even as children, we always found a way to taste some beer.

## Ukraine

### Olha Marková

The New Year has always been an important holiday in our country. Our ancestors first celebrated it in the spring and later the celebration shifted to the autumn period. Ukraine is an Orthodox country that has taken over the Julian calendar and since that time the New Year's Day has been celebrated on the first day of January. People meet and



exchange gifts during this day. However, children who dress in fairy-tale costumes most look forward to the New Year. Ded Moroz and his granddaughter Snow White come to them and give presents to everyone. The decorated Christmas tree is also a symbol of New Year's holidays. Christmas is one of the greatest Christian feasts and the whole Orthodox nation starts celebrating it on

7 January. One day earlier, the Holy Evening is celebrated. It begins after the first star is raised by prayer and candle lighting. The whole family then meets for a generous but fasting dinner. The traditional dish is kutya, which is cooked wheat mixed with raisins, honey, poppy seeds, and nuts. The traditional decoration is the diduch, a decoration made of cereal stems from the first harvest. And of course, carols are a constant tradition.

## Mongolia

### Myanganbayar Bazarjav

As Mongolia is a Buddhist country, of course we do not have Christmas. But we celebrate the New Year twice. In addition to New Year's Eve – a world celebration of the New Year, we also commemorate the Cagán sar (white

moon) holiday. This is the Mongolian New Year, which is determined by the lunar calendar, so its date is movable. It is usually in February but sometimes at the end of January. And people prepare for it for weeks... They get a new deel, traditional Mongolian clothing, clean up, cook thousands of meat dumplings called búz, prepare gifts, and even change money for new banknotes. On



the first day of the Lunar New Year they get up early in the morning - women brew tea and men go out to perform their sacred ceremonies and sacrifices. At sunrise, they greet themselves with a New Year's greeting Zolgolt and visit each other for several days, hosting and exchanging presents. The biggest attention is given mainly to the oldest who are respected and from whom we gain wisdom and experience.

## Vietnam

### Thao Ly Tran

Christmas was not celebrated in Vietnam for a long time. It was believed to be a Christian holiday that is alien to other believers. However, this has changed over time and now Christmas, which we call Giáng Sinh, has become a spectacular and commercial celebration. There are



big decorations everywhere, department stores show snowy landscapes full of snowmen and sledges... And all this in combination with a temperature attacking 30 degrees, blooming trees, and the ubiquitous national symbol - the lotus flower. On the streets Santa Clauses sing and taxis pass by from which you can hear carols in Vietnamese. Christmas, which we celebrate on 25 December, is a national holiday nowadays. Although the Vietnamese do not consider it as important as their own cultural traditions, families use it as an opportunity to meet together with prayer and good food. There is no traditional Christmas Eve meal in Vietnam. Therefore, we usually eat goodies that are somehow important to

the family. Vietnam used to be part of the French Empire for long time, thus there are Catholic churches with cribs and figures of almost life size throughout the country. Christmas is not only about gifts but also about peaceful holidays when people have the opportunity to give their loved ones time spent together.

## Romania

### Mariana Mocanu

The whole December is full of celebrations. And we start straight away with one of the most important holidays because we celebrate the Romanian National Day on 1 December. Five days later, it is followed by St. Nicholas Day who gives children fruits and candies in the stockings. But as Christmas approaches, more and more activities are associated with its preparation. Gifts are bought, garlands are decorated, and much more.

Regularly on 20 December, especially in villages, traditional pig-slaughtering is done during which the ingredients for Christmas meals are prepared. These include sarmale cu mămăligă, tochtură, piftie, or homemade brawn called tobă, and sausages. We bake a sweet pie cozonac or cakes. Some families decorate the Christmas tree the day before Christmas, i.e. on the Czech



Christmas Eve. But others cannot wait and so they do it much sooner. Christmas Eve - we just call it Christmas - is celebrated on 25 December when the family meets and exchanges gifts. And on the New Year's Day there is

a custom for children to go carolling and wishing all the best together with adults.

## Egypt

### Ahmed Elhalag

Different religions are mixed on the Sinai Peninsula. Also all branches of Christianity for which Christmas is one of the most important holidays of the year. That is why it's celebrated twice. Either on 25 December or on 7 January, depending on whether people profess



Catholic, Protestant, or Orthodox traditions. The celebrations thus include fasting and various Christian rituals. Indeed, our country boasts the largest cathedral in the Middle East and more than 25 million Christians. Therefore churches are full of believers in the first week of January. But the festive atmosphere is ubiquitous throughout December. Shops are full of people buying food and clothes. On Christmas Eve, people end their fasting and embark on a rich dinner consisting of lamb and beef, rice and bread. As a dessert the Egyptians eat special ancient cookies called kahk. They are full of nuts and date paste. During Christmas, people don't forget about the less fortunate ones and contribute to charity. Children receive gifts and small money from their parents. Streets, resorts, and shopping centres are decorated with Christmas trees and Santa Claus figures. And camels and horses wear all sorts of red ornaments. ■

# Events full of joy, gifts, and the Queen

The Christmas season is the most beautiful time of the year. It is full of joy, food, and time spent with loved ones. That is why Foxconn also thinks of its dearest - you and your families. Nor does it forget the less fortunate ones. Where did we make other people happy and have fun together before Christmas?

## St. Nicholas Show

### Kutná Hora

- ▶ 30. 11. 2019 in the House of Culture Lorec Kutná Hora
- ▶ About 350 children of all ages attended.
- ▶ Program consisted of Clown Ferda performance, Youtuber House with autographing, parkour show, creative workshop, disco, and distribution of Christmas gifts.

### Pardubice

- ▶ 8. 12. 2019 in the Congress Hall of Atrium Palace Pardubice
- ▶ More than 1,500 children enjoyed the fun, from the smallest to the almost adult.
- ▶ Even here we did not miss Clown Ferda and Youtuber House with autographing, parkour show, creative workshop, disco, and distribution of Christmas gifts. In addition, the children experienced Yo Yo show and Be Flat show.

## Santa's Gifts...

### For children from Children's Home Pardubice

- ▶ 18. 12. 2019 in BeFit Café
- ▶ Foxconn employees have fulfilled the wishes that children from home wrote about. Gifts were handed over at BeFit Café where children enjoyed a variety of attractions, good food and drinks.
- ▶ In total, wishes from 40 children were fulfilled. They longed mainly for toys, clothes, or equipment to use when they leave the children's home.

### For seniors from Kutná Hora

- ▶ 19. 12. 2019 in Barbora Home
- ▶ In total, 82 clients of Barbora Home were given a gift.
- ▶ Foxconn representatives made seniors happy in the most beautiful time of the year with practical gifts, gift packs with cosmetics or various delicacies. And also the personal wishes of all the best.

## Representative Ball in Kutná Hora

- ▶ 14. 12. 2019 in the House of Culture Lorec
- ▶ The theme was Bohemian Rhapsody, inspired by the same-named film about the legendary Queen band.
- ▶ The evening was accompanied by B-Dance Band which was enriched by a concert of Princess Queen Revival.
- ▶ All this was livened up by Bohemian Rhapsody Dance show and Queen Electric Boogie, Freddie's alcohol lab, photo studio, cartoonist, and of course the raffle.■

Prepared by: **Martina Nepimachová,**  
PR and Communication



# Let time work for you

**Time. A relative term to which our complaints and excuses are directed. How can we break free from the loop of unsuccessfulness that often entangles us? Learn to give things time and space so that this quantity works for your benefit.**



## Think about it

If you feel you are struggling with a lack of time or poor planning, start with the first step. Stop still and compare the possibilities of your time. Determine what part of your life is about responsibilities and whether you want to improve their organization. Step Two: Decide how you want to spend your leisure time, which is in your hands.

## A plan is needed

Ask yourself - can you adjust certain responsibilities, but also things you enjoy, to make you happier? A calendar or diary can help you, either in classic paper or electronic format. A good tool is the so-called „to-do list“ with a clear division of activities and tasks. You can have it in a daily, weekly, or monthly variant depending on how detailed you need to be with your plan. An advantage is also that you do not have to keep in your head what is

ahead of you and you can focus better on the present.

## Procrastination is when...

... you postpone your obligations for later repeatedly. But be careful! Do not confuse it with laziness. In fact, typical procrastinators devote their time with an incredible verve to a completely different activity than the duty they should do. It is actually a kind of escape. Does it remind you of someone? The solution is, first of all, the realization that your tasks will catch you up - often by the effect of a rolling snowball. Don't let it overwhelm you. Work on consistency, get rid of distractors as social networks, and don't forget to reward yourself for success!

## Perceive what you prosecute and how

Turn to the past day or week and do a recap. How did you perform at

work? Discover the reasons why you were more productive or why you failed. Find out where you waste the most time (even out of work) and try to improve it. What about the rest, you have enough of it? If you need more, either organize your work better or cut the space to relax from your free time. This time is crucial for your life.

## Priorities first...

In your leisure time give priority to activities that you enjoy, fill you with pleasure, or get you closer to fulfil your dreams. Decide what they are and what is important to you. Even here a „to-do list“ may be practical. Try to get rid of things that are really irrelevant to you and take away your time and energy. We recommend handling more complicated matters first and taking breaks for rest. ■

Text: Renata Kučerová, COT media

## Time management for everybody

**Time flies and handling it is the basis of our success. Knowing your own personality features and naming your strengths and weaknesses can improve things. For example your habits and your work and private „time model“ for better performance and life satisfaction. ■**

2001



2002



2003



2004



2005



2006



2007



2008



2009



2010



2011



2012



2013



2014



2015



2016



2017



2018



2019



20

# PF 2020

For the twentieth year in a row,  
we are sending you wishes of joy,  
outstanding ideas, great health and  
a very Happy New Year.

Foxconn Czech Republic

**FOXCONN**