

Live Foxconn

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Lenka
Brychtová

Editor-in-Chief

Dear colleagues,

Although what goes on in the company is still affected by the coronavirus, we are happy to see how the country as a whole is returning to normal life. And with the necessary precautions we are also enjoying the gradual easing of certain rules in Foxconn. We are keeping our fingers crossed for this positive trend to continue, not only in the summer, but particularly in the autumn and winter.

2020 is the year that will always be associated with the coronavirus pandemic. However, it has a different, very positive significance for our company – we are commemorating the 20th anniversary of the establishment of Foxconn in the Czech Republic. So it is no coincidence that the topic of the current edition is devoted to this important milestone. The first employees joined Foxconn CZ in June, and so they have just celebrated their “twentieth”.

To mark this occasion we have prepared a number of interesting features for you – such as a timeline mapping Foxconn’s most important milestones in the Czech Republic as well as a survey with employees who have been with us from the very beginning. We also travel back in time together and take a look back at the year 2000. Can you remember what we were living for and what was going on back then? And definitely don’t miss our section Personality, in which you’ll find a unique “anniversary” interview. You can read about opinions of Young Way Liu, the successor of the company founder Terry Gou and global Foxconn’s current top man.

Happy reading!

And wishing Foxconn and its employees all the best for the coming years!

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Foxconn is not the only one celebrating

Cooperation between Kutná Hora Secondary Technical School and Foxconn is thriving. And as both institutions are celebrating major anniversaries this year, Foxconn is supporting the school with a financial donation. To mark the celebrations of the 150th anniversary of the establishment of the school our company is providing a donation to enable it to purchase teaching aids for the students, which will help to further improve their education. Moreover, as evidence of this mutual cooperation a model of a server will be displayed in the school from September. This will also be accompanied by a unique model of the Foxconn Kutná Hora plant, to which students will route power and place miniature street lighting lamps during lessons. "It's not easy to find willing organizations that want to work with schools, which is why I'm glad that in Foxconn we have found a true partner we can rely on," said school director Josef Treml. The institutions signed the first cooperation document in 2016 and have been in close contact since then. Foxconn provides pupils with the chance to gain professional work experience and, in return, they actively attend events such as X-Day, Open Days, and others. The school appreciates the material and financial support our company offers, from electrical components to technical equipment. One example of this is the company's support for the operation of the Ámos interactive educational panel. ■

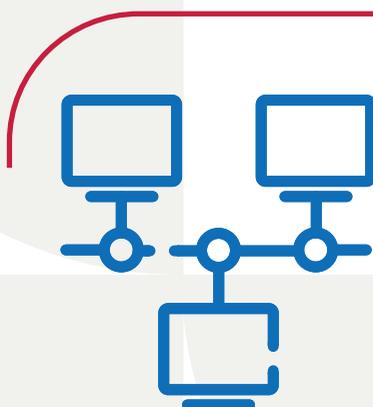
Text: Jakub Skyva, PR and Communication



Secondary technical school in Kutná Hora is celebrating 150 years since its establishment



Foxconn is donating a unique model of its Kutná Hora plant to the secondary technical school



Regular IT system shutdown

The IT services provided by the Software Delivery and ICT departments will be unavailable to all Foxconn companies on the following dates:

Week 33
from Sunday 16 August 2020 – 8:00 a.m.
to Monday 17 August 2020 – 4:00 a.m.

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

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

Text: SWD Field Engineering Team

Young Way Liu, Foxconn's number 1 man:

Your team spirit impresses me

During its existence in the Czech Republic, Foxconn has become a key European plant within the entire Foxconn group. It was also the very first foreign branch, that Young Way Liu visited after his appointment as Foxconn's global CEO. How does he perceive its transformation?

How do you see Foxconn Czech Republic's current position in the context of Foxconn's operations worldwide?

Over the past 20 years, Foxconn Czech Republic has become a key operational hub in Europe – and it is now one of the top five Foxconn performers globally. The commitment of our team here has resulted in us being consistent with our performance, achieving excellence by being ranked as the second biggest exporter of the region. The success of Foxconn Czech Republic is only made possible by the hardworking and dynamic team here, made up of the brightest talents found in Europe.

You are not just individuals who were hired for your position, but you were chosen for the potential that you have to bring the company to greater heights. To ensure this team continues to excel in their career, we are dedicated to your ongoing education.

There is a need to always provide you with tools to allow you to upskill and represent the leading edge of manufacturing and supply chain solutions. This includes the ongoing investment in new technologies such as hardware and software automation, business intelligence, analytics, and AI at our Pardubice and Kutna Hora sites. As we continue to scale greater heights, I am confident that each of us will contribute towards growing the success of Foxconn Czech Republic in the many years to come!

As the global CEO of Foxconn, how would you sum up its past year?

Taking up the position as the head of Foxconn has been the most unexpected and most challenging decision I have ever done in my life. On one hand, I knew that it was going to be an uphill challenge to pick up the baton from our founder Terry Gou, while also ensuring that the company stays true to its founding beliefs. On the flipside, it was

invigorating to be given this opportunity to chart the future growth of a global business. I am grateful for the chance to take on the role to lead the company into brighter future. To do this, I always remind myself to just do everything as best I can, regardless of what it is.

As we look into the future of the Foxconn Technology Group, from Foxconn 1.0 to 3.0, it is crucial for us to streamline the work in the hubs we have in over 20 countries around the world, to achieve a higher efficiency. Shifting from continuous optimization to transformation and reinvention, where we focus on future industries with core technology, an important element is to strengthen our internal communication. The success of our group lies in the contribution of everyone in the team. One of my main goals in my tenure is to ensure that we listen to the ideas and feedback from everyone of you.



I wanted to share a quote from a book “*Shoe Dog: A Memoir by the Creator of Nike*” written by Phil Knight. “Athletes get lucky, poets get lucky, businesses get lucky. Hard work is critical, a good team is essential, brains and determination are invaluable, but luck may decide the outcome.”



What was behind Foxconn's success in the Czech Republic?

I believe the success of Foxconn Czech Republic is driven by our customer-centric belief, strong global network and our pool of local talents in the team. We have a great ambition to be known as a company that is customer-centric. We stay true to our beliefs in providing a complete solution to create an all-rounded smart life for our customers. To achieve this, the teams work hard and do all that it takes to deliver on the results.

In particular, the Electronic Component Module Move and Service (eCMMS)

My biggest joy comes from seeing how each goal that we set, is achieved one by one, together as a team!

model developed by our founder, has proven to be very successful in developing and providing integrated services for our customers. Despite the rapid expansion of our business, we never fall short of providing only the best service and are committed to fulfilling customers' changing needs by adapting quickly. The second reason is

our strong global network, where our manufacturing and sales hubs are spread across the world to increase effectiveness and allows more space for flexibility. Regardless of the market we expand to, it is important that we respect the local culture in each market.

Localization is important to us, as we believe each region has its unique culture which is best handled by local talents and local teams, and this will remain the same in the future. We have also established long term relationships with local governments and communities to build a sustainable future together.

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customer experience, intelligent decision making, and operational efficiency. This phase will stress on the importance of using technology to improve effectiveness. This brings us to Foxconn 3.0, which has seen the group transformed from labor to technology, and at last knowledge-based business. In this phase, we will focus on three future industries of electric vehicle, digital health, and robotics, as well as three core technology of AI, semiconductor, and 5G.

I am pleased that we are now on the right track and have been making very impressive progress!

What brings you the most joy in life?

My biggest joy comes from seeing how each goal that we set, is achieved one by one, together as a team! The satisfaction from achieving goals and meeting expectations is my biggest motivation, especially when the team comes together and works as one. Everyone contributes and shares their ideas and watches their ideas come to fruition; that satisfaction and joy from teamwork is unbeatable. And I believe this is what will allow Foxconn to grow to even greater heights!

What's your life motto?

I wanted to share a quote from a book "Shoe Dog: A Memoir by the Creator of Nike" written by Phil Knight. "Athletes get lucky, poets get lucky, businesses get lucky. Hard work is critical, a good team is essential, brains and determination are invaluable, but luck may decide the outcome. Some people might not call it luck. They might call it Tao, or Logos, or Jñāna, or Dharma. Or spirit. Or God. Put it this way. The harder you work, the better your Tao." Focus on what you can control and the things you cannot control will sort themselves out. It is impossible for us to control everything in life, so it is

important to know what to focus on so that we can maximize our effort instead of stressing over what cannot be changed. Hence, we must always try to do our best in everything (what you can control) so that we can look back and say we have done our best with no regrets.

What would you like to say to Foxconn CZ and its employees in connection with its 20th anniversary?

Czech Republic is the first main foreign hub I have visited ever since I became the Chairman of the group. The working atmosphere and team spirit never fail to impress me each time I visit it! I know that recently our operation has been slightly impacted by the pandemic like all the companies around the world, but I am relieved when I saw the determination of our Czech colleagues in the fight against the pandemic. I am especially looking forward to visiting it again after the pandemic to say thank you to each and every one of you. I also wanted to highlight that you have always demonstrated great social responsibility, especially as we see many of you volunteer your time and effort to help out underserved families and hospital clinics, which is something that very much aligns with our values.

Lastly, I would like to say that regardless of the impact that the pandemic has brought to our lives, the health and safety of our employees remains the utmost priority for us. I hereby wish that all of you and your families continue to stay safe and healthy.

Let's build a more successful Foxconn Czech Republic together and cheers to the next 20 years! ■

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

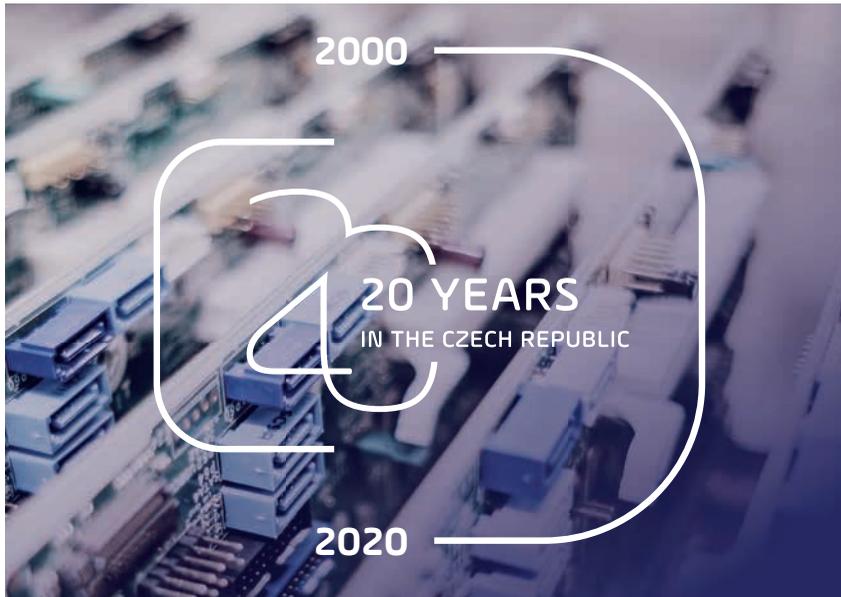
Do you plan to transform Foxconn in any way?

Ever since I started this role, I have set the goal to transform the group from Foxconn 1.0 to Foxconn 2.0, and then Foxconn 3.0. Foxconn 1.0 focuses on continuous optimization, which has four elements including governance structure, sharing system, margin maximization, and lean management. This phase will focus on streamlining operation between headquarters and subsidiaries to increase efficiency and encourage knowledge sharing.

Foxconn 2.0 shifts focus to digital transformation, where we focus on

Two decades in the Czech Republic

Pardubice and Kutná Hora. Two towns, three production divisions and a logistics center – that's Foxconn in the Czech Republic, whose origin dates back to 2000.



If we look back and compare Foxconn 20 years ago with how it is now, we can see incredible progress in all areas. The company has grown considerably, has some 5000 employees and produces

a wide range of cutting-edge products for big name global customers.

It has built itself a strong position in the region, and not just because it is one of

the most important employers in the Pardubice and Kutná Hora regions, but also thanks to the numerous activities through which it supports its two home regions. It provides its people with a stable background and certainty, as well as a range of benefits and interesting employee events.

Foxconn today is what it is thanks to all of us! And the issue you're holding wants to show you that. We have prepared a separate poster featuring a timeline presenting the most important milestones in its development. Do you remember them?

Let's commemorate and celebrate this major anniversary together. Such as with one of the twenty birthday cakes you can win in our competition. ■

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

With whom are we laughing

Foxconn is celebrating 20 years in the Czech Republic. This is a major milestone, one that deserves to be commemorated not only by our employees, but also by the public. For this we have launched the "For 20 years now" campaign, the main aim of which is to express a big "Thank you".

Thank you for what the Taiwanese company has learnt from the Czechs during that time and for what it owes to the Czech Republic. The campaign consists of a series of several simple visuals, which will accompany us throughout the year. Each series will reflect the given season and will present activities and customs typical for Czechs and the Czech Republic. The campaign elicits a sense of sympathy, a smile and a dose of

Each series will reflect the current season and will present activities and customs typical for Czechs and the Czech Republic.

nostalgia. Whoever we have a laugh with, sit around the fire or head off for a hike, they have to be a good friend or neighbor. And that is just what the Foxconn family is after 20 years of operating in the Czech Republic. You can find a small taster of the campaign on the back page of the magazine. What do you think to it? ■

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

Let's go back in time...

Remember how the world looked when Czech Foxconn came into it? Look back through those memories – to the magical year of 2000.

People and society

- ▶ The president of the Czech Republic is Václav Havel.
- ▶ The first permanent crew enters the International Space Station.
- ▶ Karel Gott, Lucie Bílá and Lucie win Český slavík awards.
- ▶ The institution of the regional authority was established.

Sport

- ▶ Czech hockey team wins the gold medal at the World Championship in St. Petersburg. At the European Championship our soccer players don't even move up from the group.
- ▶ The Czechoslovak athlete Emil Zátopek dies.
 - ▶ At the Olympic Games in Sydney Jan Železný wins at javelin final and a gold medal also goes to kayaker Štěpánka Hilgertová.

Lifestyle

- ▶ TV shows include Kolotoč, Riskuj, Kufr, O poklad Anežky České, DO-RE-MI and Pevnost Boyard.
- ▶ The first edition of the now legendary gaming series The Sims is launched, comprising a new genre – the life simulator.
- ▶ A liter of petrol cost an unprecedented 29 crowns. Half a liter of beer cost 18 crowns.
- ▶ The British charts were dominated by Baha Men with Who Let the Dogs Out.

World of computers

- ▶ Computers face the problem of Y2K. Systems that did not use four-digit numbers to write the year have difficulties. Simple repairs still destroy IT systems to this day.
- ▶ The I Love You virus affects millions of computers, completely wiping their data.
- ▶ A chip exceeding the magic speed of 1 GHz sees the light of day.

Technology

- ▶ CD sales reach a peak. This is aided by the popularity of Discmans, the successor to Walkmans.
- ▶ The famed Nokia 3310 is launched on the market, and almost everyone in Europe wants to own one.
- ▶ The commercial production of USB flash disks starts. They have a capacity of 8 MB – that's five times more than the diskettes used up to then.



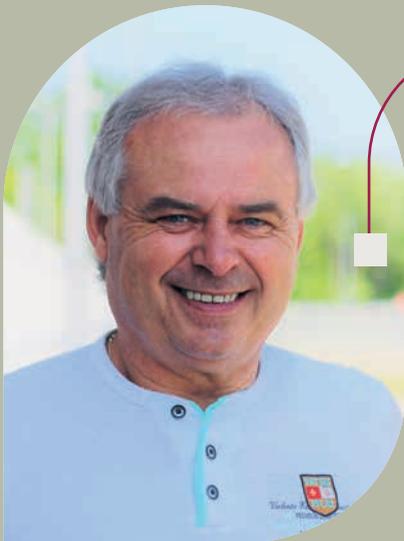
SURVEY:

Foxconn through the eyes of employees

Two decades is a long time in the life of a company. It is a time for learning, development, growth and change. Some are more visible, others unobtrusive, but all the more crucial for the running of the company as a whole. How is Foxconn's transformation during those twenty years seen by those who know it best, i.e. the employees who were with the company from the beginning?

Questions

- 1** In what areas has Foxconn changed the most in those twenty years?
- 2** What was the most powerful moment you have experienced in the firm?
- 3** Why did you decide to stay with Foxconn from the beginning until now?
- 4** What will Foxconn (and the world around it) look like in another 20 years?



Karel Hejduk

Driver

(HR team – GS department, F Group)

1 Foxconn has definitely come a long way in terms of interpersonal relationships. During the last few years I have seen some very positive changes in how managerial staff act towards their subordinates. I also see a great deal of progress in the products we

manufacture and the associated gradual efforts to robotize production. Transport infrastructure at the Foxconn site has also improved rapidly.

2 I have experienced many beautiful and obviously impressive moments in Foxconn during all those years. These include our cooperation with Chinese, Dutch and Scottish employees, which was just starting in the new firm twenty years ago. One unforgettable and very moving moment for me and my colleagues was when Terry Gou and Jim Chang arrived in

a private jet and were then escorted by police vehicles on their way from Pardubice airport to Foxconn.

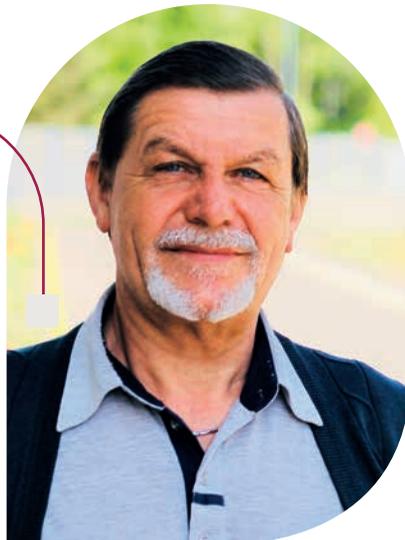
3 To put it simply, I love the diversity of my work and the chance to gradually get to know the Czech Republic and surrounding countries that I visit on my trips.

4 I'm not clairvoyant – so all I can do is wish Foxconn all the best for the next 20 years. And I hope that it will become a firm with a 40-year tradition on the global markets. ■

Jan Dobrkovský

Building Management Specialist

(Facility Management Team, D Group)



1 Foxconn has changed, not only in its production range, technical layout and equipment, but also in its people and their way of thinking. The company has built itself a good reputation here.

2 I've experienced a lot of them, but the most demanding was probably the replacement of 30 high-voltage 6 kV switches in the main E6 substation. That was biggest event in my career, as they had to be replaced while the plant was in full operation; we were unable to shut down the

power supplies to the individual buildings. We managed everything in the end, mostly thanks to the assistance of the substation operators Jaroslav Novák and Ladislav Hovorka, as well as the staff of the supplier firm. I think that the employees did not even know the switches had been replaced, but the job was absolutely crucial for the operation of Foxconn.

3 Although I'll be retiring soon, when I look back, I have to say that it was my job that always kept me motivated. My work on the Facility Management – Maintenance team is neither dull nor monotonous. Every day I've dealt with dozens of different situations, such as emergencies and repairs. I have performed regular statutory overhauls, trained new recruits, negotiated with suppliers, and so on. That's why I still enjoy this work after 36 years (I previously worked in the original Tesla company).

4 That's a very difficult question. After all, the computers that were made here in 2000 can now only be seen in a technical museum. Technology is moving forwards very fast, and so it is very difficult to predict what Foxconn will be manufacturing in 20 years from now. But I hope it is a fruitful and interesting time for us all. ■



Iva Škaredová

DL Trainer

(Cisco production, G Group)

1 I see progress in technical development. New processes are being implemented in production and work is being simplified. It is also great that Foxconn is taking more and more of an interest in charity projects such as gifts for the youngsters from the

children's home, various fundraisers for animals or for aids for handicapped people. It also collaborates with schools and with the construction of the BeFit center and the reconstruction of the canteen it is striving to improve the working environment.

2 The most powerful moment has been recently, during the Coronavirus pandemic. People were working at a time when they feared for themselves and their loved ones, and managed to overcome all those different obstacles.

3 I'm staying with Foxconn because I enjoy the interesting work with people, which enables me to constantly learn new things. What is also important for me is the team I work with. I've met lots of excellent colleagues here, who over time have also become good friends.

4 The world is becoming ever more connected and technologies are developing at incredible speed. So, I hope that people and Foxconn will strive to take an environmentally-friendly and humane approach to the world, with their main motivation being something other than money. ■

Jiří Müller

Production Manager

(Amazon Web Service, F Group)

1 One major change I see is in the company's reputation and its approach to its employees. Although Foxconn became a major regional employer twenty years ago, its reputation was not so good. The public saw it as low-paid and dull conveyor belt production drudgery. I heard some unbelievable rumours circulating about the working conditions in the company. However, Foxconn has come a long way, especially during the last 3 years, and has become a company with an exemplary employee policy. The Kutná Hora enterprise is even attracting job applicants from local competitors. That would have been unimaginable ten years ago.



2 I can't remember one particular powerful moment. However, I can see progress in digitization and automation, improvements in production visualization, warehouse management and training, for example. I can also see changes in facilities and the working environment. We have worked our way up from the original school chairs and desks to modern,

well-equipped offices. Other examples certainly include the Relax zones, the Foxpark and the refurbished canteen.

3 In Foxconn I've been able to seek work on new and interesting projects every 5 or 6 years. These have always been new things, new challenges and new or old-new colleagues. The variety of the work and the people around it – that's what keeps me here.

4 How will Foxconn look in another twenty years? I imagine positive development, a greater portfolio of products and customers, as well as steps taken to implement Industry 4.0. I believe it will further improve its status as a stable, healthy and open company at the regional and nationwide level. A nice working environment and especially satisfied customers and employees. ■



Jaroslava Jelínková

Controller and operator

(HP Accessories, D Group)

1 When I joined Foxconn twenty years ago, it was just getting started in Pardubice. And it was far from easy – we employees and the company had to learn how to work together. However, thanks to this Foxconn started to listen to us more

and strives to take account of our comments and suggestions.

2 There have been a few powerful moments. As I work in Quality, during those years I've met lots of people who have come and gone here,

so I'm always delighted when some of them come back, and their happy that we are meeting up again.

3 Foxconn has brought stability and certainty into my life.

4 I think that robots will start to predominate in production. Even though people will continue to hold certain positions, the firm couldn't work without them. I also hope that Foxconn will continue to change for the better and the world as it is will remain at least the same. ■



Jitka Michková
Head of Production
 (Cisco production, G Group)

1 Things that have definitely changed in Foxconn are the dining culture and the relaxation zones for employees, as well as the range of employee benefits. However, I must admit that it's sometimes not easy to use or sign up for them due to lack of time.

2 There have been so many of those – perhaps the launch of the former LSS department (now FGSD). It was a pretty homely department at first, with just a few operators. Although it did grow bigger, it was again reduced in size. This gave me the chance to work on a variety of tasks, which was a challenge. I still see some of those operators today and enjoy chatting with them. Another moment was the start of the Amazon project, which brought me new work,

new people and new experience. I have worked with a large team and found the job fulfilling.

3 I have been lucky with my managers, who have given me plenty of space for self-fulfilment. I even worked with a manager at FGSD, who sensed that I didn't enjoy my work and needed a change. So, just at the right time I got a new project or task to enable me to recharge my batteries.

4 I'm not a visionary person, but when I look at the world of automation, I expect to see Foxconn going in that direction too. It will be great if the firm remains a solid employer in the region. And I'd be happy to see Foxconn talked about as a firm that treats its employees and job applicants decently. ■

Pavel Kaplan
EOLA Specialist
 (HP production, D Group)



1 In 2001 the firm started to build a new hall, in which I've worked since the very beginning and still do. And recently Foxconn has been investing in development and automation, which can only be a good thing.

2 The firm enabled me to take a business trip to the Longhua district in the Chinese city of Shenzhen, where I trained for the new HP project. I came back home from this trip after more than 2 months. I started in Foxconn as a production line operator,

but after returning from that trip I moved to the Production Quality Assurance (PQA) department at HP, where I still work. I am grateful to Foxconn for by extensive experience in computer hardware.

3 I joined Foxconn straight after school, so it was my first job. What I really appreciate here is the excellent team, whom you can always rely on. My colleagues from PQA are as helpful as possible.

4 I'd like to see Foxconn continue to develop in electrical engineering and gain lots of new projects. ■

Survey prepared by: **Lenka Brychtová,**
PR and Communication

Photo: **Vendula Brdičková and Jakub Skyva,**
PR and Communication



COMPETITION

A 20th birthday deserves 20 cakes! Celebrate together with us

Who doesn't like birthdays and birthday cakes? Enter our competition and you will have the chance to win one of these cakes and celebrate Foxconn's big anniversary together with your family or friends.

How to enter

1. Read through our magazine and get all the information you need.
2. Answer the competition questions and mark your answers.
3. Send an email with the following details to redakce@cz.foxconn.com by **15 July**:
 - a. as the **message subject** write "**Competition: 20 years of Foxconn**",
 - b. in the body of the email write the answers you think are correct, in the format: 1a, 2b, 3c, 4d, etc. Then add **your name, surname and contact details** (email and telephone) so that we can contact you if you win.

Rules

The competition is only open to employees of Foxconn.

We will draw **20 winners** from the answers we receive.

- ▶ The winners from Pardubice can look forward to a birthday cake from the Foxconn BeFit café.
- ▶ For a change, the winners from Kutná Hora can enjoy a cake from the acclaimed local confectioner's U Kamila.

The cakes can be collected up until the end of August after arranging a date in advance. We will be informing the winners of exactly how to receive their prize.

Questions

1) What date did the first employees of Foxconn CZ start work?

- a) 1 April 2000
- b) 1 May 2000
- c) 15 May 2000
- d) 1 June 2000

2) In which year was the New Hall (now building P1) opened in Pardubice?

- a) 2000
- b) 2001
- c) 2002
- d) 2003

3) What's the name of the biggest event that Foxconn holds in Kutná Hora and Pardubice as an Employee Day, followed by an evening concert for employees and the public?

- a) Foxconn Fest
- b) Foxconn Festival
- c) FoxFestival
- d) Foxconn Employee Day

4) When was the CNSBG division (now G group) set up?

- a) in 2001
- b) in 2002
- c) in 2003
- d) in 2004

5) Two years ago we held the 1st annual X-Day competition, through which Foxconn mediates financial support for charity projects and individuals in need. The competition is open to projects:

- a) from all over the Czech Republic
- b) from all over the world
- c) from Prague
- d) from the Pardubice and Kutná Hora regions

6) In which year was production launched in the new plant in Kutná Hora?

- a) 2008
- b) 2009
- c) 2010
- d) 2011

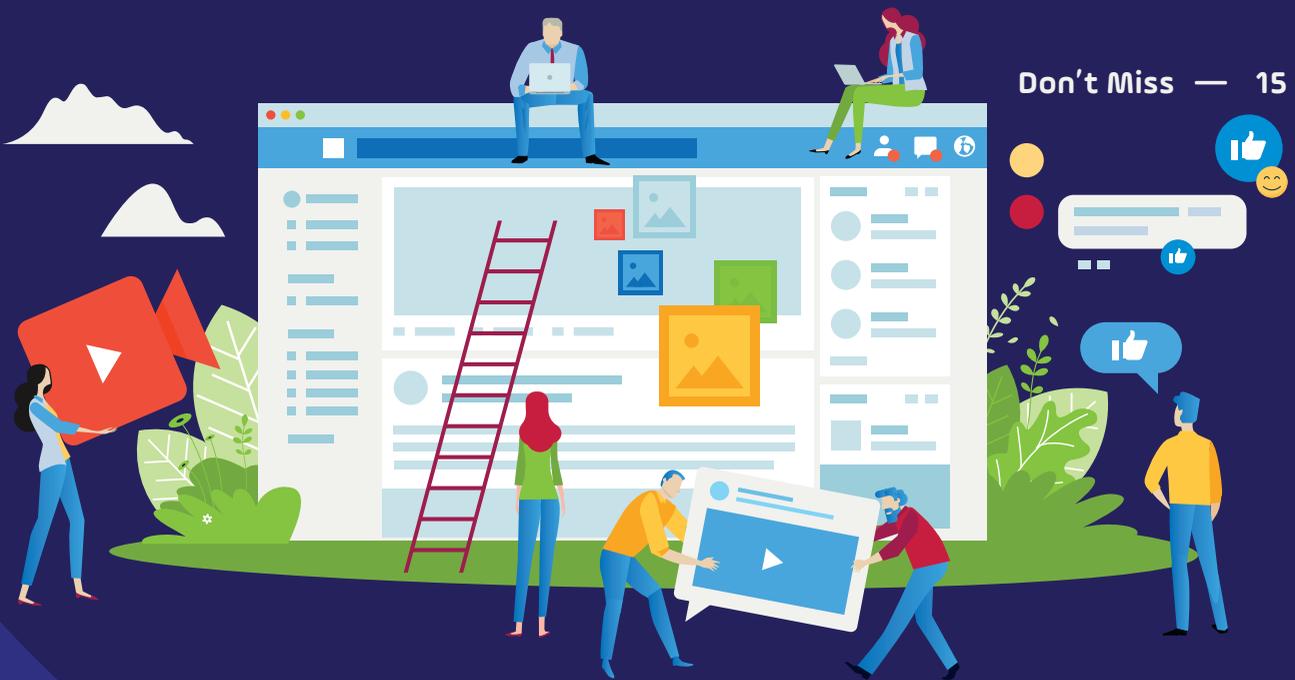
7) Does Foxconn's fleet of shared cars also include environmentally-friendly electric cars?

- a) yes
- b) no

8) Foxconn has boasted an impressive title every year since 2015. What is it?

- a) Exporter
- b) Top-ten ranking in the CZECH TOP 100
- c) Pardubice region Employer of the Year

Text: Lenka Brychtová, PR and Communication



Security risks of social networks

Nowadays it's hard to imagine life without social networks. In just the last decade they have become an integral part of the lives of billions of people and a functional element in many services. However, besides the countless advantages they bring and how easy they make things, it is important to also bear in mind the security risks they entail. Do you know them?

What was initially an inconspicuous local social network, ten years ago Facebook saw a huge boom and became incredibly popular worldwide. The social networks that had previously been used mainly by IT enthusiasts in their work thus spread amongst normal Internet users. And they are now a crucial cornerstone of interpersonal communication. What risks are posed by social networks such as Facebook, Instagram and Twitter, as well as chat applications like WhatsApp, Snapchat, WeChat and QQ? And can they be avoided?

Identity theft

Some of you or people you know have already probably been a victim of the theft of your account and thus your Internet identity on social networks. And the scenario was mostly much the same... One day you attempted to log in to your social network account, but were surprised to receive a password error message. Then, when the password failed for the second or third time, all you could do was try to log in

by answering your security question or having a new password sent to your registration email.

If you were lucky, you eventually managed to log in after doing this. You then changed your login details, set multi-factor authentication and began rectifying any damage done by the perpetrator through your account – such as unwanted posts on your wall or in your friends' messages. However, a worse scenario might have occurred, when you also lost your access to your email account, especially if you use the same login details for both accounts. In such a case all you can do is watch with horror as the attacker changes your photos, adds mocking or offensive posts in your name, or even demands money from your friends. And there's nothing you can do. This kind of attacker is practically untraceable and repairing the damage done is a very complicated process. Your stolen photos, money or data are lost.

How to prevent it?

It is actually easy to prevent your data and accounts from being stolen. Simply follow these recommendations:

- 1 Regularly change your passwords and keep them complex. Ideally using a password manager, such as the free KeePass.
- 2 Use a different password for each account.
- 3 Use multi-factor authentication.
- 4 Do not publish sensitive photos and data on social networks. If your accounts are stolen, the attacker will have unlimited access to them.
- 5 Think carefully about what information you make available on social networks and to whom.

Further advice and information in Czech about safe use of the Internet and social networks can be found at the following links: www.jaknainterneta.cz, www.vimkamklikam.cz, www.internetembezpecne.cz. ■

Think of nature and the world around

On Friday 5 June we commemorated World Environment Day. It was first held in 1974, to draw attention to growing environmental problems, ranging from water pollution and global climate change to sustainable consumption and the illegal trade in animals.



We are environmentally friendly firm

We are protecting the Foxconn environment (figures for 2019)

We have saved
516 MWh
of electrical power

We have reduced our CO₂
emissions by 237 tons
per year

We have saved
12 700 m³
of water

Our waste recyclability
is now
97 %

We take a very active approach towards environmental protection here in Foxconn. We implement an Environmental Management System and are the proud holder of the ISO 14001:2015 certificate, within the framework of which we set a variety of targets every year. What are they?

Our successes

Last year we focused on waste recyclability, which we have improved to 97%. In this area we concentrated particularly on improving the sorting and visualisation of waste, reducing plastic

consumption and sorting bio-waste. Reducing electricity consumption was an integral part of our activities. Last year we managed to replace 21 outdoor air conditioning units for more modern and significantly more economical ones. In some workplaces in Kutná Hora and Pardubice we also installed LED lights, which have saved us a total of 516 MWh. Thanks to this Foxconn's carbon footprint has decreased by 237 tons a year!

We are saving water

As part of our efforts to reduce water consumption, last year we carried out

local repairs on the water pipelines in Pardubice. This not only prevent possible leaks, but we also saved a total of 12 700 m³ of drinking water in 2019.

And what about this year?

We have also set ourselves new environmental protection targets this year, too. We again want to save water and electricity, focus on recycling and reduce waste. We'll let you know more soon. ■

Text: **Petra Šmerdová, EHS**

Celebrating your work anniversary

Last year we started to celebrate your work anniversaries here in Foxconn. We want to show how much we appreciate you being with us, and also to reward you for your loyalty. Last year we gave out a total of 346 gifts to colleagues who had been with us for 5, 10 and 15 years. And this year?



We'll finally have people who have stayed true to our company for 20 whole years! And that's not all. Have a go at our little quiz, which reveals a lot.

1. How many gifts will we be handing out to colleagues in 2020?

- a. more than 700
- b. more than 600
- c. more than 500

2. What gender are most celebrants?

- a. women
- b. men

3. In which division do we have the most celebrants, with 20 years?

- a. F Group (CESBG)
- b. D Group
- c. G Group (CNSBG)

It is now time to say thank you to everyone who stays true to us!

4. What anniversary is celebrated by most of our colleagues?

- a. 10 years
- b. 5 years
- c. 15 years

Compared with last year the total number of people celebrating has increased. 708 of our colleagues will be celebrating their anniversary. Most of them, an incredible 277 colleagues, will be in Kutná Hora. Yet the other groups are not far behind. We have the most "20-yearers" in G Group – 26! In D Group we will be having a big 15-year anniversary with 41 colleagues.

To enable you to fully enjoy the celebrations, people will be able to get together in larger groups and perhaps even without a face mask; all this year's celebrations will be held in September and October. You can look forward to a great atmosphere, with all the celebrants receiving some goodies as a gift.

However, it's now time to say thank you to everyone who stays true to us! We appreciate your loyalty and we are looking forward to celebrating and spending more years together. ■

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

Keeping up with the Divisions



Without question, the last few months have been dominated by the impact of the Coronavirus on all of us and our families. We have faced a situation never before seen in most of our lifetimes, with a great deal of uncertainty and fear and many hard decisions to be made. As the Czech government starts to relax many of the measures that were implemented, this is a good time to reflect on how we have coped with the situation and also how we will manage in the weeks and months ahead.

Right from the beginning of the situation I said and believed that the best way to get through it was to be together, as one team. That means management, all employees, support staff and even the local community listening to each other, providing help and support, and looking out for each other. I have been so impressed and proud that we have managed to do exactly that, even beyond my expectations. The result is that we have met our number one objective of keeping our employees safe. At the

same time, we have kept our operations running and been able to ship products that in many cases have been essential to help the global fight against COVID-19. I can tell you that our customers are so impressed and thankful to all of you for that amazing effort.

The next period also comes with some uncertainty. As the general measures in society are relaxed there may a chance that we will see another rise in the number of cases, or we may face a second wave later in the year, as many experts are predicting. For that reason, we will keep many preventative measures running in our operations, and we will ensure that we will be ready to react very quickly in the event of a second wave of the virus at any point in the future.

As for the business itself, so far we have not seen any significant impact on our orders and we even have quite a big order backlog in some areas. As we go through the year it is difficult to say how this will develop, but the best way through is to continue to work hard and help our customers to be as successful as possible.

To finish, I would like to say a huge thank you to everyone for sticking together and helping each other through the last months. I was so impressed as I met many people from production, from the canteen, security, and cleaning staff, from the offices. I was impressed by peoples' attitudes, willingness to listen and help us with our measures, by the ideas and suggestions people have shared with me and the management team and the determination to work through this as one big team.

We will need to keep up this same approach in the months ahead but for now thanks so much once again, enjoy the late spring and summer with your families and stay safe. ■

The last quarter has been one of the most difficult in my time at Foxconn. The COVID-19 crisis has proven a huge challenge. As we complete 3 months managing this situation, I can say that I am very proud of how our teams have reacted to the crisis. I'd like to say a huge thank you to everyone who stepped up to the challenges in both keeping the factory safe and operational and keeping our supply chains running. Our disaster management teams did a wonderful job and I would like to say a special thank you to all of them.

The crisis has brought about many changes, not least with many people asked to work from home, which was a significant change to our working lives, myself included. I have to say it was not as easy as I thought it would be. Fortunately my kids are not at school yet so I can only imagine how difficult it is to try to teach the children while trying to work from home! My biggest challenge working from home was trying to keep my 4-year-old son from appearing on video conferences... and I admit I was not successful on many occasions.

Although the initial emergency measures are now being relaxed, this does not



Allan
Keown

Vice-president and Executive
Director of G Group

mean we are at the beginning of end of this crisis; I personally believe we are only at the end of the beginning of the crisis and in the coming months we all have a responsibility to follow the company procedures and keep everybody's safe. In G Group all three of our businesses have performed extremely well in the last few months. In Cisco business we installed two new production lines to cope with the transfer of additional volume from other Foxconn production sites and exceeded our production target by 41 % in the final week of our customer's quarter. We built orders for both the North American and Asian markets and flew 3 specially chartered aircraft to get

our products to our customers on time. Two flew from Pardubice to Maastricht and one from Prague to Houston, Texas.

Our DCN business saw all-time record revenues during April as we reacted to the significantly increase in customer demand. In LS we continued to make progress in taking on new customers and expanding the products we are building for existing customers. None of this could have been achieved without the amazing support of our DL colleagues, who worked flexibly and, in many cases, did a significant amount of overtime to help us exceed customers' expectations. I am truly appreciative of everybody's commitment.

Looking forward to the next few months, hopefully economies will recover quickly, and business will get back to a "new normal". We have not seen any significant reduction in our forecast in the next few months and have even added shifts on some businesses. Hopefully, this positive outlook will continue as we move into the second half of the year. ■



Nicky
Monaghan

Vice-president and Executive
Director of D Group

The last 3 months have not been easy for us. We have been in the middle of a worldwide challenge that has changed our lives beyond recognition. It is only right that I start by recognizing your commitment during this period, and by sending my heart-felt condolences to our colleagues, friends and family who may have lost loved ones as a result of the pandemic. I truly hope that as global citizens we are approaching the peak of virus infections, and that this tragic experience will bring nations, governments, companies and policy makers together to support one another with a common responsibility for the health and well-being of others.

The COVID-19 pandemic demonstrates again that our economic, health and social systems largely depend on global contributions and that without such cooperation and support from our employees, suppliers, customers and partners alike, we would find it very hard to fulfil our true potential. With this in mind, our number 1 priority remains the welfare of our employees. We remain vigilant to the risks and we continue to benchmark and apply all suitable health and safety measures with the intention of making the Foxconn Czech group of companies as safe as possible. During the last 3 months, our performance in the Personal Computing Business have

been limited due to a number of external factors. The most notable were the shortage of materials from suppliers, who were forced to react to the global pandemic, as well as delays in transportation and customs, driven by backlogs and lack of capacity.

The good news is that our order book remained strong and assuming that we are starting to see supply chain capacity return to normal, we should be in a strong position to close orders during May and June and help our customer to meet their customer expectations. It is not clear what the second half of the year will bring, but we are hopeful that by continuing to offer our existing customers the very best manufacturing and supply chain experience, we will be in the best position possible to reinvent our business model(s) and face the challenge of the post-COVID-19 economy together.

Accessories business performed well during the period, and the majority of supply was free of any interruption, as most supplier factories were in regions with lower infection rates. Although we had originally hoped for year-over-year growth, when all things are considered, we are acknowledging the success of accessories during this time and will be focusing on trying to attract new customer demand by increasing our portfolio.

We have noted several production records in the Medical Devices division, and we consider the outlook for 2020 to be very positive. In May, we managed to start providing services and in June, we started to supply customers with spare parts. We are delighted to see our volumes, scope of work, relationship, cooperation, and partnership with our customer grow

year over year. Our target remains to continue in that trend by successfully delivering excellent customer service and high quality, for existing as well as new services.

As we look to the future, we can see opportunities and risks. However we remain optimistic that we will continue to build on our success of the last 20 years in Pardubice, and strengthen our reputation in the EMEA region, demonstrating all of the benefits associated with Regional manufacturing in the post-COVID-19 environment.

In the meantime I wish you all good health and repeat that we must learn from and continue to respect the risks associated with COVID-19 and take common responsibility for the health and well-being of others. #staysafe ■

Audits and certificates are necessary

An ISO certificate is not just a piece of paper that hangs in reception. It is proof that we comply with the requirements stipulated by the quality standard. It enables us not only to keep our existing customers, but mainly to gain new ones. This is particularly evident when a certificate is about to expire, and the requirements to have it renewed begin to pile up on all sides.

However, it's not just the ISO that's important, but also other certificates related to a product or process. During the course of the year we undergo dozens of audits, one of the most demanding of which tends to be that focused on the Quality Management System for medical devices conducted by BSI. This applies to Inogen production and is far from easy, especially with regard to the requirements we have to comply with right down to the last detail. Otherwise we would run the risk of production being shut down or products being withdrawn from the market. Therefore, the preparations for this audit are carried out for pretty much the whole



of the year, as we work through several hundred notes and tasks. Moreover, this year's audit was special, as the auditor was unable to travel to our site due to the Coronavirus pandemic. We had to conduct the audit remotely via videoconferencing. During the two days of the audit we had to

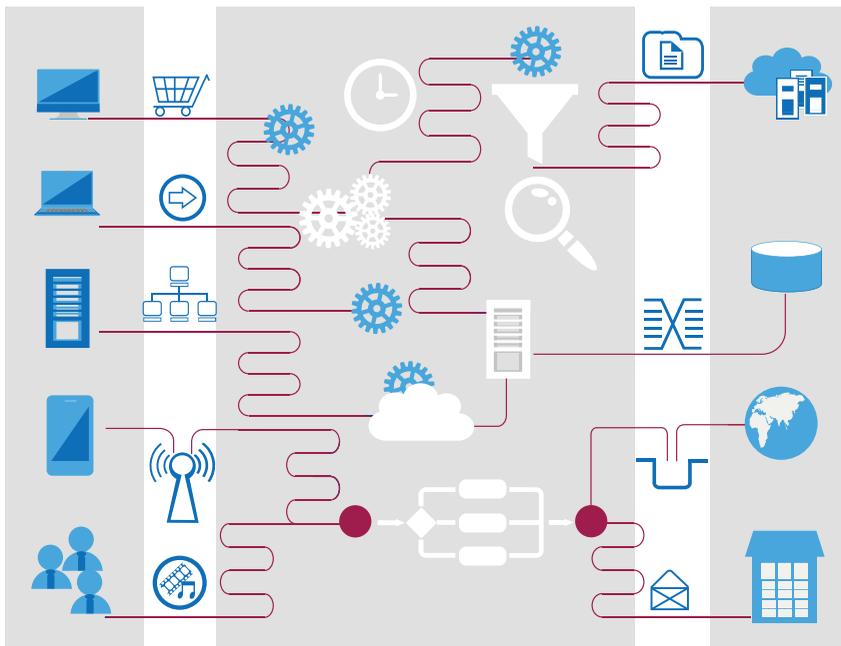
concentrate fully in order to respond exactly, present the correct evidence and not give the auditor any opportunity to find any deviation from the requirements of the standard. This is a test we have to pass.

Therefore, we are lucky that the auditor did not find any discrepancies, which is rare. However, this result reflects the efforts that went into preparing for the audit. Thank you to everyone who helps to build the quality management system by shaping these processes, changing them or "simply" following them. ■

Text: Filip Hanuš, Quality Manager

Build a modern city without planning? Bad idea!

Have you ever heard the collocation Enterprise Architecture? And do you know why it is so important for Foxconn? This a description of the organization and its key elements and the links between them. Let's explain that a little bit more clearly.



Imagine a small town in the 18th century, whose infrastructure consists of a road, canals and telegraph poles – nothing complicated. A hundred years have passed, the town has grown and its infrastructure looks completely different. We now have an electricity grid, a railway and telephone lines. Another hundred years have passed and we are in the middle of the 20th century. We now have water pipelines, a subway system and motorways. However, the town, now a city, continues to grow, as does the complexity of its entire infrastructure. Each change or new building must be carefully planned to avoid having to keep demolishing the new parts in a few years owing to poor decisions. This kind of planning is not possible without a technical map of the city,

containing all the key elements of the technical networks such as subway lines, water pipelines, the electricity grid, and so on.

A city inside plants

The situation is the same in every large enterprise. How will you implement a new system when you don't know what systems you already have? How do you make decisions on the optimization of the company if you don't have an overview of the processes and systems that you use? To answer all these questions you need to have a map of the current situation. That's why we at SWD have decided to implement and manage Enterprise Architecture that links our business processes with the software systems and infrastructure.

Implementation in Foxconn

How did we start? By selecting suitable tools and methodology to help us quickly start making the right decisions. This phase was completed in May. Therefore, we have now focused on all the systems used in Foxconn – this means not only those administered by the SWD department – and have tested how they communicate with one another. When we have gathered all the relevant information, the analysis phase will start. We will evaluate the current systems and test them to see whether they are well designed and whether we use multiple systems for a single purpose or functionality. The result of this analysis will be a plan of how to optimize the application portfolio.

Responsibility

The project will be headed by David Šára in the role of Enterprise Architect. He and his Architecture and Design Authority team will be responsible for ensuring that the company's systems and infrastructure will effectively support the business strategy and needs of Foxconn. This will ensure that everyone will use the most appropriate technologies and solutions.

This will be a tough task, filled with challenges. We already now of some one hundred systems that are used in Foxconn. However, we are sure we can do it.

If you have any ideas or questions, contact the Enterprise Architect by email at: dsara@cz.foxconn.com. ■

Text: David Šára, SWD

#Together we can do it

Foxconn manufactures products that help in the fight against COVID-19, and in many cases is the only supplier of these products in the world. We are proud that, thanks to the preventive measures we have adopted, we have managed to keep production running. Keeping employees healthy and safe is our main priority. We are also a good neighbor and are helping people on the front line and senior citizens in Pardubice and Kutná Hora.



We have helped doctors and medics, whom we have provided with 7 000 filtration class FFP2 respirators. They went to Pardubice Regional Hospital, Kutná Hora Hospital and the Medical Rescue Service of the Pardubice Region (Pardubice base).

We supported Kutná Hora hospital and the Medical Rescue Service of the Central Bohemian Region by purchasing 10 ozone generators worth 120 000 CZK. These devices are used to disinfect the environment and remove odors, viruses, fungi and germs.



Every day we have helped to provide fluids and refreshments for the Medical Rescue Service of the Pardubice Region (Pardubice base) and the MRS of the Central Bohemian Region (Kutná Hora and Čáslav bases). Thanks to Foxconn these teams have enjoyed 1 600 snacks prepared for them by the BeFit café, for which this order was also very welcome in these difficult times.

We have provided medical material, which we delivered to the hospital in Kutná Hora in one of the company's vans. In total we transported around 18 500 FFP2 respirators, 115 000 face masks, 39 000 aids to protect eyes and hands, 900 protective suits, 90 liters of disinfectant and 5 800 quick tests.



We have helped senior citizens see their loved ones. We donated a generous 50 000 CZK to the people of Pardubice to buy tablets, which: "allow senior citizens to stay in touch with families and friends through video calls. After all, eye-to-eye contact is incredibly important for happiness and their state of mind," explained Pardubice deputy mayor Jakub Rychtecký.

We used our 3D printers in the Industrial Engineering department of the Pardubice plant to produce 70 protective face shields, which we donated to the pupils of the Studánka Elementary School, clients at the Tamtam Children's Hearing Center and deaf people through the Tichý svět organization. Did you know that it takes almost one day to put together a single shield?





Our employees got really stuck into sewing face masks for their colleagues and the general public. A total of 600 masks were then handed out in Kutná Hora, sewn for the town and the local community by Foxconn's Mongolian employees.

Employees of our Pardubice plant have been just as busy. Another 1 200 handmade face masks went to the town of Pardubice, which distributed them to health-care and social facilities in the region.



We also came up with a witty education campaign: "Keep a distance of more than half a horse", which was visible to the people of Pardubice on billboards, CityLight Vitrines and screens on public transport.

Employee safety is our priority. That's why everyone in production has received protective face masks and disinfectant dispensers have been installed in our plants. The toilets now have antibacterial soaps and are cleaned and disinfected more frequently.



The beginnings and ends of shifts have been changed so as to ensure that employees meet as little as possible in common areas.

Employees have their temperature measured as they enter the plant. In just one day in Pardubice and Kutná Hora heat-sensing cameras are used to carry out more than 10 000 automatic measurements and another 2 300 or so measurements are taken using contactless thermometers.

There has been a change to the system of issuing lunches, which were even provided free of charge during the crisis. The various groups of employees have been allocated time slots in which they can use the canteen for their lunch break. Hand disinfectant dispensers by the entrance to the canteen and chairs placed at a safe distance are now a matter of course.



In Pardubice we now operate special buses intended exclusively for Foxconn employees, which are free of charge.



Thanks to the timely implementation of preventive measures and the responsibility shown by each of you we have got through this crisis with no positive case of COVID-19 in our Foxconn plants in Pardubice and Kutná Hora. Thank you for your efforts during this difficult time! ■

Text: Pavel Kožený, PR and Communication Manager

Satisfaction survey

We're keeping things moving

The last three months have really not been easy and we can't say for certain that it's all behind us. However, thanks to everyone's efforts we have managed to get through this difficult period, and have even come out of it stronger than before. It might seem that the situation of the last few months has nothing to do with a satisfaction survey, but the opposite is true.

When other than in difficult times can be show what we're really capable of and what truly matters to us? And you matter and have always mattered to us! So, once again we want to tell you about how we are working to increase satisfaction and fulfil the related commitments. We are continuing to strive to:

- ▶ offer you the potential for further growth (Career Planning),
- ▶ support the atmosphere in the company (Atmosphere),
- ▶ improve the conditions in which you work (Working Conditions)
- ▶ make sure that you understand the remuneration you receive and feel motivated by it (Salary).

You're our number ones

When it all started our management had a clear commitment – the number one priority is the health of our employees. This saw the launch of several activities – from the acquisition of several thousand liters of disinfectant, the provision of sufficient numbers of face masks and the introduction of temperature measurements using thermal camera, through to the start or

extension of "safer" bus services. Some of these measures were inconvenient, others were very welcome – such as free lunches. After the end of the crisis, however, we can now say that all these precautions made sense and we succeeded in keeping all Foxconn employees safe. What can we learn from this for the future? It has clearly demonstrated the importance of communicating with one another. Therefore, we will now be meeting up much more often in production and we will regularly be keeping you up to date on news about what is going on in our company.

What other activities have we been focusing on in connection with the satisfaction survey?

How to grow your career

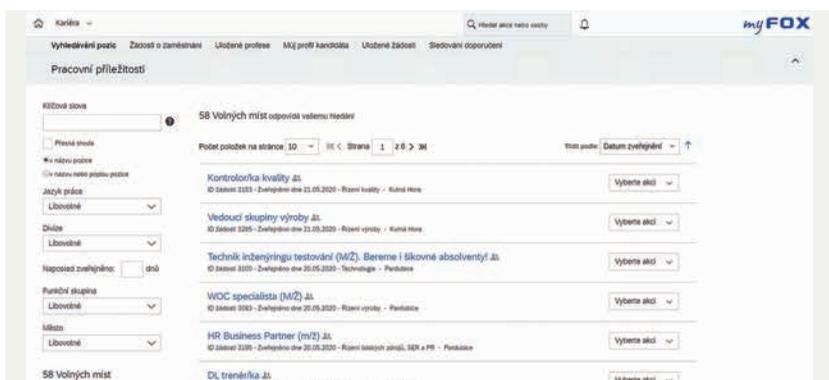
We are a big company with lot of potential for growth. The key question for us is therefore how we can support you in fulfilling this potential. The road towards a promotion or change of position starts with opportunity. So, we want to make it easier for you to find the positions you desire and in which

you can make use of your skills. We have therefore added more places where you can find current job vacancies. You can find out about them on the noticeboards in from the canteens in Pardubice and Kutná Hora, on the television screens in both plants, or can simply take a look at myFOX from the comfort of your home. In the Career section you'll currently find more than 50 vacancies in Kutná Hora and Pardubice! And, of course, you can also contact our clever recruitment staff.

If a particular position appeals to you, let your superior know. It is only fair that they should know that you're looking around for opportunities. Sooner or later they'll also have to look for someone to replace you. For this you can use the "Job Transfer Request" form, which you'll find on Foxportal. Then there's nothing to stop you from applying.

How does it work?

Before our colleagues from recruitment find out you're interested, visit myFOX to fill in several details about yourself. You'll then meet your potential new



superior and a recruitment officer in an interview about you, your experience, skills and motivation. And you'll also find out more information about your potential new workplace. If everything turns out well, you can transfer within two months. If you're unable to find the right position, don't despair. We are opening up new opportunities every day. And if you know of someone who's looking for work, let us know and receive a reward.

We are helping managers to be better

Did you know that surveys have shown that satisfaction or dissatisfaction with your manager is one of the three main reasons for quitting your job? Even though satisfaction with one's superiors has always been one of Foxconn's biggest successes, there are still areas that offer room for improvement. For instance, 50% of you would welcome more frequent feedback from your superior, while 57%

of you would appreciate it if your superior helped with personal development.

Supporting people in development is one of a manager's main tasks. "A good manager gets satisfaction from seeing the team succeed it its objectives and becoming autonomous. He is happy when he sees that his people are growing. He therefore concentrates on the development of the team and does not focus solely on tasks, deadlines and problems. He focuses on the people as such. He talks to them about their development, what they're good at and what they want to do, and also takes an interest in how they feel," explained HR Director Michal Batelka.

Leadership training

To enable your superiors to support you even more, our colleagues from the Training and Development department have prepared special "Leadership

programs" lasting several months. These programs, which combine theory with practice, will gradually be completed by everyone who manages people – i.e. from group leaders through to management. There are currently 58 managers involved in these programs and others are joining all the time. This development should help managers to improve communication in the team and outside it, with the provision of feedback, setting priorities and other key skills.

How does it work? "I have already set up development meetings with some people from my team, during which I am helping them to develop in areas that are important for their work and professional growth. I know that they appreciate the time I am devoting to them," explained PMO Manager Irena Augulisová, who herself participated in the program. ■

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

Working Environment program

Even when we're faced with the consequences of the Coronavirus pandemic, Foxconn is still aware of the importance of the working environment. The Working Environment program will therefore continue!

In addition to the main team that operates throughout the company, other independent teams have been set up in the individual divisions, which are tasked with mapping and evaluating the environment in Pardubice and Kutná Hora. The satisfaction survey and the aforementioned environment mapping the identified areas in which the working environment currently most needs to be improved. The main team submitted those areas to the individual executive directors, who will now decide on how the improvements to the environment will proceed.

Yet many projects are already being implemented now. Work is continuing in



Pardubice, for instance, on the construction of relaxation zones and the renovation of the toilets in building P1. Minor improvements will be made at the gatehouses and the lifts in building Z1A will be renovated. We are also implementing the LEGO project, which will improve the environment in

production in L5, while in Kutná Hora work is under way to improve the reception area and renovate the canteen.

And that's certainly not all. A number of other projects relating to the working environment are under way in Pardubice and in Kutná Hora. The Working Environment teams together with the divisional executive directors are continuing to work to improve the working environment and set out the company standards. On behalf of the project team, thank you to everyone for your cooperation. ■

Text: Andrea Škorpilová, head of Working Environment project

Old doesn't mean obsolete

There is a new main feature in the entrance hall of Kutná Hora Foxconn. The refurbishment of the reception area was finally completed in May, including the installation of the new reception desk. What happened to the original wooden one?

Fortunately it didn't have to be thrown away, but has received a new lease of life. Since May it has been part of the professional hairstyling service training salon in the partner Secondary School and Secondary Vocational College of Crafts. "With the reception desk we are improving the look of the entrance corridor to the hairstyling training center. One part is to be placed in the hairstyling salon, while we will be putting the other part in the school foyer, where it will help improve security and check the movement of people in the building. Thank you, we are very grateful," added Karel Polívka, head of professional training. ■

Text: Jakub Skyva, PR and Communication



News from the myFOX

The HRIS team and the HR teams are still working to simplify and improve processes to make your day-to-day work easier, not only in myFOX, but in Foxconn as a whole.

Now, for example, we are working hard to implement the LMS training module, which will bring online and presence courses to myFOX. Functionality relating to training in the workplace will remain in inFOX. The training module will be available for full use at the end of June and beginning of July.

Guides and answers

To enable us to better assess the need for the further development of the system, since last October we have been holding regular meetings with colleagues from HR, with Business Partners or Ambassadors in Pardubice and Kutná Hora. Besides this, we've also updated the myfoxconn.cz website, where you can find information from the world of myFOX, an FAQ and some simple guides. For managers we've also added a new tab, "Guides for Managers", where they'll find, for instance, instructions on changes to working hours, advertising positions, and a new guide to the PMGM assessment and target-setting module. This module unifies the approach to the management, leadership and development of our IL employees and has been available since the beginning of this May.

What the PMGM module enables

The PMGM (or Performance Management and Goal Management) module motivates and unifies the approach to the management, leadership and development of our IL employees. What does this mean, specifically? Basically it involves the



continuous assessment and development of individuals and the team so as to fulfil the objectives of the individual departments and the company as a whole. Thanks to the training completed in the last few months, managerial employees are now able to properly create objectives that are adequately ambitious, motivational, clearly defined, comprehensible and transparent. They can also focus on longer-term development goals that support personal growth. All other IL employees can get to know how to use the module thanks to the e-learning course in the Training Module. How to log into the new module? The same way you log into your profile in myFOX – in the main menu via the sections Objectives, Performance Assessment, Continuous Assessment and Development. ■

Text: Pavlína Novotná, HRIS team, Markéta Vašínová and Josef Douda, Training and Development Team

What you'll find in the PMGM module

- ▶ Setting targets, continuous assessment of targets and regular communication between managers and their teams.
- ▶ Provision of feedback and the option to request feedback from colleagues from the company's various departments or from external co-workers.
- ▶ Planning development activities to improve performance and for personal growth.
- ▶ Continuous evaluation of successes achieved and the option to link them with a specific target.
- ▶ Mobile application fully supporting continuous performance assessment.
- ▶ Data constantly available to managers and IL employees from anywhere. All that is needed is an Internet connection.

Get to know me



Petr Pokorný,
HP Production Planning
Supervisor in D Group
 at Foxconn since January 2015



Alarm – Every day – unfortunately at the weekend too – I wake up without an alarm clock at 5:50 and have a shower. I can't start the day without that. After I arrive at work I check my emails and information from the afternoon and night shifts.



Responsibility – I'm in charge of the production planning team for our customer HP. We decide which orders will run on the production line to meet the customer's requirements and priorities and also to maintain optimal production.



Impulse – I get my daily boost from my morning shower and sport. And also when I succeed in coping with a bigger change – either at work or at home. There's one



Alarm – As my husband goes to work at six o'clock in the morning, I get up early with him. I live fairly close, so I often walk or cycle to work. It's a nice way to fully wake up. And by 6:30 I'm already sitting at the computer, where I have a cup of green tea and read my emails.



Responsibility – I'm the Business Intelligence administrator in Qlik

ahead of me now. It's a little stressful, but it's also a challenge to get everything right.



Challenge – Definitely the transfer to my current position. With no deeper knowledge of the production planning process I had to pick everything up very quickly and start to work with my team and the customer's teams in Prague and in France.



Pleasure – I've made myself happy just recently – I bought myself a new mountain bike, so I'm in the saddle almost every day now.



Foxconn – I like the friendly team and fairness. I've met a lot of people here, whom I also get together with outside work.



Around the world – I'd really like to travel around America. And one day I want to experience diving with a great white shark.



Vent – I do that best on the bike. I used to ride competitively. I put music in one ear and head off to discover some unfamiliar places nearby. I've also started reading books more recently.



Passion – I regularly treat myself to some modern electronics and also enjoy looking after my car. ■

Do you want to know how your colleagues live? What their desires, dreams and daily habits are? Get to know three interesting people you can meet in the corridors and production halls of Foxconn.

Sense, which is a reporting tool used to create analyses from various data sources. I deal with customer requirements throughout the divisions and develop applications with reports. Qlik offers an easy solution, such as for production planning or a detailed analysis for seeking the possible causes of problems.



Impulse – When I see the applications that I develop being

used by someone to acquire new information. My husband and I are also redoing our garden, which is now finally starting to look good. Everything is green and blooming.



Challenge – In order to be able to properly process a request for the development of an application, I have to understand the data and what the customer wants to see in the graphs. My toughest project was therefore the JIRA ticketing system for Qlik.



Pleasure – I'm happy that all my family has come through the current the situation safe and sound. And as we have disinfected, we leave it on the fence for others to use for free.



Barbora Chadimová,
Business Intelligence
Administrator in G Group
at Foxconn since August 2018

It's nice when someone then leaves us a thank you note.



Foxconn – The color blue and SWD.



Around the world – I love snorkelling. That's why my dream is to see the Great Coral Reef in Australia. And also visit the Great Wall of China. I've already been near it, in Hong Kong, but haven't yet been to see it.



Vent – I enjoy going for walks with my dog or cycling. My husband and I have also recently been watching travel programs on the TV and so have at least been doing some virtual travelling.



Passion – I have been diving since I was little and I love swimming. And now I've got really into gardening – I finally have the time for it. ■



Pavla Hráčková,
SAP Operator at RSCWH
in F Group
at Foxconn since 2005



Alarm – I usually get up at 5:30, to make breakfast and a snack for my son to take to school. I then walk to work – it's only 1,5 km, so it's a great stroll to get my body into gear. When I arrive I see what needs doing and plan what's ahead of us. I deal with any urgent

matters and then go for breakfast with my colleagues. It's then a normal working day.



Responsibility – I'm in charge of the DOTHILL (SEA-GATE) project, which involves the daily receipt and release of material to the customer. And also various other work associated with the warehouse and packing exports.



Impulse – My main driving force is my twelve-year-old son David. And we definitely have a great team at work. We often have a laugh and this makes the work less stressful.



Challenge – What's hard now is that shifts are split into morning and afternoon, as I have to help my son with a lot of homework since the schools have closed.



Pleasure – There's not a lot of it around at the moment. That's why I make the most of every happy moment. Recently these have all

been good times spent with friends and family.



Foxconn – A major production program with lots of people, whom it provides with work and security. I like it here. That's why I was very happy to return to Foxconn after a short break.



Around the world – If I could head off with a backpack tomorrow, I'd go to Scotland, Ireland and New Zealand. They've appealed to me since I was a child.



Vent – I love walking. It clears my head and does me good. I also spend time at my parents' place and in the countryside away from the town.



Passion – I love going to concerts with friends. I really miss them all now, so I'm looking forward to everything getting back to normal. ■

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

How good is your imagination?

Traveling changes a person. It is a chance to get away from the stress of work and get to know other places, their cultural heritage, customs and cuisine. A person comes back from their travels not only refreshed and full of energy, but also enriched with new experiences, memories and perhaps even a different view of the world.

Worried that you won't be able to travel very far on holiday this year? Don't despair. The Czech Republic also offers lots of beautiful places that are well worth a visit. And if you're missing remote and exotic destinations, there's a solution for you, too. It's called virtual reality.

You now see virtual reality almost everywhere you go. Such as on the social networks, where you can view 360° photographs and videos uploaded by your friends. Well, this also works the same for traveling. Nowadays there are countless applications that let you use affordable gadgets to visit places literally all over the world. All you need is your telephone, computer or tablet. How to go about it?

Virtual tours of the world

One of the basic forms of virtual traveling is the 3D animation of popular tourist destinations, which provide a 360° view of the scene. These enable you to walk through the gorgeous natural scenery of the Slovak Karst or the beautiful interiors of Lednice Chateau. You can also admire the splendour of the triumphal arches in Paris, Rome and Bucharest. Or head into the underground catacombs in Znojmo. The Internet is full of these virtual tours, and so most of them can be found

through a Google search. Either enter the relevant keywords or just switch straight to Street View, which is essentially a huge library of panoramic photographs, which lets you see almost the whole of the world from all different angles. And if art is more your thing, Google can help out here too, or its Arts & Culture site.

In the Czech Republic you can visit all the UNESCO sites, the interiors of the National Museum, the route of the Jizerská 50 or the Jara Cimrman Museum.

It presents a unique gallery with more than 78 million works of art from 650 partner institutions that have provided their works on display to be photographed. Each work is accompanied by photographs, videos and, in some parts, even audio guides. Drink in the charm of van Gogh's *Starry Night*, study every detail of Rembrandt's *The Night Watch*, or succumb to the beauty of Michelangelo's *Adam*. You've got all the time in the world for it.

Other options are available on the websites of a number of projects, such

as www.pamatky3d.cz, www.virtualtravel.cz and www.360travel.cz, which provide virtual tours not only of famous places and monuments in the Czech Republic, but also the beautiful sights in destinations abroad, such as Jamaica, Peru, New Zealand, Iceland, Croatia, Slovakia, Poland and many others. It's then very simple. You can view the place you have selected from all sides. Want to see the landscape bathed in the morning sunlight from the Ještěd transmitter? Or perhaps every detail of the lavishly decorated entrance to the Cathedral of St. Lawrence in Trogir? Virtual reality will let you see all this with your own eyes without setting foot outside your living room.

A return to ancient times

You say you've never wanted to go back in time? If you're willing to buy or make a pair of VR glasses, virtual reality will let you take a look back into the past. This lets you admire the beauty of castles and chateaus during the height of their glory. This type of tour has been refined to perfection at Tratzberg chateau in Austria, which is situated near Innsbruck. After putting on your virtual glasses you'll find yourself in 1492. What do you see? The whole of the chateau is in flames! Columns of smoke rise around you and you literally sense fire everywhere. This unique



Cardboard glasses

Not sure if you'd use professional VR glasses at home? Make your own! It's not difficult – you can find a detailed guide in Google Cardboard, which will guide you through the whole process of making them and recommend where to get the necessary parts. What will you need apart from the template? A largish piece of cardboard, 2 lenses, 2 magnets, a rubber band, 4 Velcro fasteners and glue, or double-sided adhesive tape. Then you just need a bit of skill and there's nothing to stop you heading off on your virtual adventures.



virtual reality stimulates all your senses and simulates this horrific chapter in the chateau's history with all that goes with it. Is that idea too frightening for you? Don't worry. The virtual glasses will then take you through the entire 500-year history during which Tratzberg chateau became what it is today – a renaissance gem above the river Inn.

For those who can't

Everyone yearns to see the world. People like discovering various unknown corners – even if they're just in the next town. And from time to time there's no harm in revisiting the places where we grew up or that we have fond memories of. While most of us can physically visit these places with our family or friends, many people do not have this option, either due to a handicap or poor mobility in old age.

Therefore, in the last few months there have been a number of initiatives which try to bring the outdoor world and travel experiences to older people in retirement homes. "Thanks to virtual reality we can take our grandmothers and grandfathers in homes to far-flung places they could never otherwise visit. And treat them to some incredibly suggestive experiences that, according to recent scientific studies, can improve their cognitive abilities and even slow the onset of dementia," says Marek Háša, for example, author of the Kaleido project. He has launched crowdfunding campaigns to provide retirement homes with VR glasses and to create applications with trips not only around the Czech Republic, but also in the Netherlands, Austria, Great Britain and Slovakia.

It's not just about traveling

If virtual traveling appeals to you and you're willing to buy some special VR glasses to do it, you are opening the door to a wealth of unexpected possibilities in virtual reality. And traveling is just the very start. Google has created an application called Cardboard, which is essentially a library of all different types of virtual experiences. Just choose what you fancy! Want to become the hero in a horror story that won't let you fall asleep at night? Or what about soaring with the birds amidst the clouds? Or do you yearn to discover unexplored galaxies all throughout the universe? With virtual reality not only is this all possible, but it's actually surprisingly simple. ■



Summer with a touch of nostalgia

The holidays will be different this year. Whether you make them different yourselves or not – this is a great opportunity to remember how you spent the summer as a child. Or draw some inspiration from how your parents and grandparents spent it in the old times.

In the past there wasn't much opportunity to travel, so most of us spent the holidays here in the Czech Republic. At the cottage with our parents, at the outdoor pool or in the woods with friends, as well as at camps or at our grandparents' place. Whether you lived in a small village in the middle of nowhere or in the hustle and bustle of the big city, the holiday months always had something in common. They were time packed with

carefree fun with the minimum of rules and an incredible sense of freedom.

So, it's no wonder that almost all of us remember our childhood with a tear of nostalgia in our eye. Many of us spent it without all the modern technologies that it is so difficult to break away from today. They existed, no doubt about that. But few people wanted to sit at a computer during the holidays. So, this year try it too. The spring

months were full of restrictions and rules. Now, however, it is the opportunity to break free from all that and clear your head of all those worries and tasks – both at home and at work. But how to do it?

Camping in style

The hot summers of recent years have been perfect for trips into the shade of the woods and time spent by the water, so why not relive the romance

of camping and sleeping out in the countryside. Return to the analog past. There are lots of ways to camp nowadays, and some of them are pretty luxurious. Or perhaps you feel like a little retro with a touch of luxury?

Try the trend that caught on in the Czech Republic a few years ago. It's known as glamping, which is derived from the words glamorous and camping. It basically means combining luxury with camping and so is the ideal way to spend the summer for anyone who wants to get close to nature while still enjoying some luxury and all the mod cons they're used to. Forget those little tents or wooden chalets where you bang your head when you get out of bed. These camp site operators have let their imagination run wild, so nowadays you can stay in the treetops, on a houseboat in the middle of a pond, in apiaries and yurts, in a straw house or in medieval military tents. And what's more, all these offer every modern convenience, including power sockets, bathrooms with running water and big comfortable beds. You can have your flashlight, sleeping bag and mess tin at home. Or give them to the kids to take to camp.

Get lost in the corn

You've taken some time to relax from the little ones, who are going crazy with the other kids on a camp out in the countryside, and are thinking of what to do next. Test your sense of direction in a maze or labyrinth. There are lots of these all over the Czech Republic. You can find a large labyrinth of youngish conifers at the chateau in Nové Hrady or on the banks of the Tichá Orlice in Brandýs nad Orlicí. And there's a huge set of 12 different mazes and labyrinths in the park by Loučeň chateau. In many places mazes are also cut in corn fields during the summer, which generally cover around

one hectare. Each is unique, has its own route plan and contains educational trails with local history, nature and ecology attractions. You can find them near Kutná Hora and Pardubice, so you have an afternoon of fun literally just around the corner. Just make sure you don't get lost and that when you come out your group has the same number of people as when you started.

Tasty refreshments

A barbecue in the garden, a picnic in the town park or on the banks of a pond, an ice cream on the square. Summer is full not only of sunshine, but also fragrances and flavours. The trees and bushes are heavy with peaches, currants, raspberries and blueberries, as well as the first apples and pears. Whether you buy them from that nice fruit and veg stall on the corner or pick them in your own garden, you can make an incredible number of delicious goodies with them. With a bit of ice and water you can easily make yourself a tasty fruit drink, which you can liven up with a sprig of mint. Blueberries and strawberries are ideal ingredients in sourdough dumplings and you can make homemade ice cream from pretty much anything sweet. There's an art to it, but it's definitely worth the effort for that delicious taste.

Why is it such a challenge? When you freeze cream or fruit puree at home, coarse water crystals form on it, which grate on the tongue and have none of the flavor of the added fruit and other ingredients. To prevent this from happening, you need to keep stirring it until it freezes and sets. The more you stir it, the better your ice cream will be. However, the time and effort you put in really pay off. So what flavor will your summer be this year? ■

Text: Gaja Koláčková, COT media

Travel diary

How to make this summer an unforgettable one? Start writing a holiday diary, either on your own or with your children. In summer people tend to experience most



new things, and it's hard to remember them in all their diversity. So, get yourself an ordinary notebook or use a big calendar and every day write down the most interesting things you've experienced or seen. Add stamps from the castles and chateaus you visit, paste in train tickets, flowers, tickets to the summer cinema or postcards. Get your children to draw a picture of the places you visit. You might want to draw some inspiration from these memories sometime in the future. ■

It's in your hands

When something unforeseeable happens, it generally sends us off the rails. This is how we are by nature. A change can take us out of our comfort zone and thus cause stress. However, even a "crisis" can be coped with and something positive can be drawn from it. You just have to grasp the problem by the right end.

Coronavirus has affected each one of us. At one point we might have felt the anxiety, when events started to get out of control. Whatever situation arises in our lives, it is crucial to have at least some sort of control over what happens to us. Yet when things start to get tough, this might seem like a difficult task. Some of us get angry, feel hopeless, casting the blame on others... This only thickens that negative black cloud gathering over us. At times like these it is good to ask: do I want to be enveloped in clouds? Unlike the weather and other global factors, your personal inner self is in your hand. What to do when you get bogged down by stress or simply get angry at something? Learn to control what's going on and don't worry too much about the rest.

Find out what's happening

As soon as you start to feel uncomfortable, stop for a moment and realize what is actually happening. Around you and inside you. Try to sooth those turbulent emotions and think with a cool head, as they say. Rein in your imagination, to stop it flying off into catastrophic scenarios. You know the old saying: nothing is as hot as when it's boiling. Don't let clouds darken your mind. How much control can you have over the current situation? Is the problem coming from outside you? Think what good or necessary things you're able to do for yourself.

It starts in your head

There's almost always "something" that can be done, which is better than not doing anything at all. Even a small helping hand can

assist in achieving something big in the end. Remember that huge wave of solidarity when sewing and supplying all those face masks... Your own thoughts and attitude to situations in your life are in your hands. Looking at the world in a positive light is a great skill and often work for the whole of your life. And times of crisis often force us to improve our values. You do not have the power to change what has already happened, but you can start to respond to it positively. Important questions to bear in mind are these: where do I want to focus my ideas, my attention, my behaviour? And where not?

Did you know that...

Stress and the art of coping with it strengthens your mental well-being. So, take every crisis, conflict and minor quarrel as training in how to cope with difficult situations in the future. Be willing to experience stress. It will always be unpleasant (like getting back under a cold shower), but in reasonable doses increases your resistance to stress itself.

Let the sun shine

We all instinctively seek safety and a certain regularity. They give us peace of mind and comfort. Once again, it's very much down to us how we organize our environment so it is pleasant for us. Stress is a natural part of life, although the saying "everything in moderation" is particularly true here. Treat yourself to plenty of time to relax doing what you enjoy and what is compatible with a healthy lifestyle. Give yourself time to rest, get some exercise, spend time with friends. If you are unhappy about something, think what steps you can take to improve the situation. What about listening to your body more, communicating better with others or working on your bad habits? ■



Sudoku

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20 YEARS
IN THE CZECH REPUBLIC

2020

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