

FURUKAWA AUTOMOTIVE SYSTEMS LIMA PHILIPPINES, INC.

NOTICE OF DECISION MEMO

	February 4, 2019
	TO: JANINE A. LEYMA
	FR: HUMAN RESOURCE & GENERAL AFFAIRS SECTION
	RE: DISCIPLINARY ACTION
•	This has reference to your alleged violation of the company rule.
	1. Section C No. 4 Failure to follow business standards, operation procedures, work instructions or work
	practices which may or may not result to damage of company property, on July 5, 2018 you allegedly failed
	to notice the defect which is wrong attachment of Kanban (wrong color) because you did not follow SOP
	checking of actual VS Kanban.
·	Based on the incident report we received and the investigation conducted, you have admitted the responsibility for
_	the offense mentioned above.
	Such should you again commit the same offense in the future, the next higher penalty shall be imposed to you.
	Despite the above penalty we urge you to be more cautious in performing your job responsibility and to avoid
	bespice the above pendies we dige you to be those educades in performing your job responsibility and to avoid
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	Your suspension will be on clorvary 14, 2010 For your strict compliance. Approved by: Val & Agno Masthing Tokuda His Department Manager President

MAWA AUTOMOTIVE SYSTEMS LIMA PHILS. INC.



INCIDENT REPORT FORM

1.	7-03435	Leyma, Janine	А.	Quality Co Initial	ontrol - Jul	y-5, 2018	July 25, 2018
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		- 17 18	Part 1: (1	o be filled in by the Imn	nediate Superior		
			· · · · · · · · · · · · · · · · · · ·	INCIDENT REPO			
				VIOLATION:		•	• .
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yo	u did not follow	SOP checking of	ictual VS kanban		wnich is wrong	attachment of Kanbar	(wrong color) because
In	view of the abov	ve niezeo evnizin i	a writing within 5	working days or until	Numunt 2 - 2040 s.		tion should be imposed
OII	i you for violati	ng company polic	y Section C No.	4 which state Failure	to follow busin	vny no disciplinary ac <u>1ess s</u> tandards, opera	tion snould be imposed ation procedures, work
- -ins	structions or wo	rk-practices which	·may·or·may·not·	result to damage of co	mpany.		,
Th	e allege offense	is punishable by s	suspension rangi	ng from one (1) to six	(6) working day	s for 2 nd offense.	
Ple	ease explain in	Writing within 5	Issued by:	Noted by	1-5-	Received by Employee:	Doto Passind
- -wa	rking—daysupo	n-receipt-of-this-	٠,٠٠٠		John H	neceived by Employee;	Date Received:
ha	ve waived your rig	io so, means you ght to be heard.	D. Linetoc) (9N	alendia	JOHNE & LEYMA	·
			Signature over Print	ed Name Signature ov	er Printed Name	Signature over Printed	Name 07-28-18
				To be filled-in by concer	ned employee)		
		EX	PLANATION			COUNTERN	//EASURE
		dui-notices the	teto-1 who	ong-attachment-of-	kanhan"		
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(ed with all of o	inct.	tor indicate in	the kanban
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C1	lbr Indicate	on the lu	peor rize with	iout noticing the	Mie		
-	VI (POPLA) CO	on the lu	anban.				
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·				Employee Signature:			
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Ехр	lanation received b	y;	, least	unt Caguitla	Date Receiv	/ed: 1.1	20 AC 83
ļ		<u></u>	Signature o	ver printed name	***		y 48,2018

10 November	Complete Nar				
ID Number: 17-03435	Leyma, Jan		Group: Quality Control	Dale of Incident: July 5, 2018	Da July 2
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		1 art 5. (10 De ///	led-in Immediate Supen	ior)	
Evaluation of Expla	nation:	Superior's Remark: (if applicable	ALUATION		
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Frequency of incid	iont.	RECON	MENDATION		
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de la		And the state of t	TIVE ACTION	I Jo Onorga	[] 4th-Offense
[] Written Warning	g	S. M.	TIVE ACTION		
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[V] Suspension:	1	Working days /Pen	alty code:)	Ploggs ref - 1	Penalty Codes;
Date Fron	n: Čt	ERMUKA 147.3601A EFB	RUARY HI DOIG	penalty Codes	Company Handbook for
Date Retu	m to work:	gud 01,2018 To: Git	and whomes		
2010 I (C)(I)	III (O WOFK;	Angust a 25	FEGRUARY 15, 2019	1	
Dismissal:	Effective:	· · · · · · · · · · · · · · · · · · ·			
Offense against:			 .		
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immediate Super	guno	A Luby who	1/1/10/08-14	ļ	
(Signature over Printed Na	eine)	Group! Department Manager (Signature over Printed Name)	Personnel & GA	Manager	Consessed
e: Jaly 28	3.20/g Date	e: -7-28-19	(Signature over Printer	d Name)	Concerned Employee (Signature over Printed Name)
			Pate:	Date:	Fat _k
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FURUKAWA AUTOMOTIVE SYSTEMS LIMA PHILIPPINES, INC.	Cox Cox
INVESTIGATION REPORT	Note by: Reviewed by: Prepared By:
QA-QC Initial Investigation Report	Date Prepared: 07-05-19
GA Detected	
Process Detection; Selte	7.00
Defect Name: Work of Line In	***************************************
Defect Name: Wrong attachment of karban Wman Defect Quantity: 1 kanban / 10 gcs.	
Date/Time Encountered: 07-05-18 /	
	ASZF114 ASZF114 ASZF114 Biggin Big
Carmodel/Shift: Suzula / Shift - B Occurrence Process: Anto Chaping	- 120 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8
DatelCycle: 07-04-14	C S S S S S S S S S S S S S S S S S S S
Details of Defect:	36620-53R90(4)-1-P 36620-53R90(4)-1-P 36620-53R90(4)-1-P 535
Machine No.: 76191	SANDA 100 100 100 100 100 100 100 100 100 10
Product No.: 36420-13K40 (1)-1	- 53R90(4)
Lot No.: Ld NA41	
Initial Sample of Operator: Good	
Quality Check Lot:Good	GOOD
Shikakari Details:	Result of Sorting:
Terminal Name:	Affected Quantity: \\kanban \/ 10 gui
Wire type & Size: Cww 10.35	Good: D Na good: 10 pec.
Applicator No.: F1-17300 / F1-200 1	_
Responsible Persons:	1
Production:	Production initial: JA QA-QC Initial: NA
Operator Name: "Governo Atvane Cir-Staff	After QA Inspect 1 Passer: NA Secodary Process: NA Wire Completion: Picking:
Longth In the Process; 1 1 1 2 8 months	Result of Sorting/Checking at Final Assembly Process
No. of occurrence Made by the operator;	Line Affected:
QA-QC Initial	Sub-Assy: Dimension:
Inspector Name: Janiae Leyna	Lay-out: QA-apperance:
Length in the Process: 3 c months	Total Defect at Final Assembly: Good: NG:
Summary of Investigation:	P 8
ROOTGAUSE	LEAKCAUSE:
	The did not passed the nine ador because the was measuring the nine diameter since it was
Double print of komban.	the last color of gray i because the was inspectly
	all sets of gray.
Ratin Talas(found	3 Not following 50P Checking of Aethol vs karter
Action Taken/Countermeasure: ROOTCAUSE:	•
	LEAKCAUSE: 7 Girt & why malysis
(retract associat is enconstred	7 Manuel newly
double grint of kanban, check first ausnal	There papel nill monitor her for one month
is lambar confut before patting or attacking	1 deliate and consists (noticinal to c 1)
Wis kambar confut before possing or attaching banbar on the chilestoon.	signing as beside wise color for verification.
Implementation Date: 07-06-18 Person In-Charge: Skannik Malabanes.	Implementation Date: 07-0 to 12 Person In-Charge: And In-

INVESTIGATION RESUL	Т
Problem:	
Wrong Color of whee due to worning attachment of kamban.	
State here the result of process investigation based on the identified problem	
۵/4.	
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This portion is for QA-QC Outflow	
□NOT ACCEPTED State Winy?	
DACCEPTED Printe is no good. Alway.	s produced doubte
	alia ali sua anti sa
For Outflow of QA-QC Inspector (5 why)	
I dedn't holice the defect "unong attachment of kanban"	Action Taken by Inspector
	I will eigh beside who who
D. does the	<u>. </u>
Because the afrested kanlan was mired wall or other whiteskari w/	Indicate, in the kanban for
gray wire.	Indicate, in the kanban for
Becourse the afrected kanling was noted of all of other whitelears w/ Bec. I only measure the diameter since it was the last set on my ten both honger.	<u>. </u>
Bec. I only measure the diameter whose It was the last set on my for left hanger. Because I thought it was already appeal because I was the last set on my	Indicate, in the kan ban for one month, as werification, that I properly check wire color.
Bec. I only measure the diameter since it was the last set on my for bot hanger.	Indicate, in the kan ban for one month, as werification, that I properly check wire color.
Bec. I only measure the diameter since it was the last set on my ten be hanger. Becourse I thought it was already and because the course of the last set on my	indicate, in the kanban for one month, as werification, that I projectly check wire color.
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