

# Cantu Benjamin

## Career File



**0** Direct Reports  
**10** Total Team

### Personal Information

**First Name** Cantu Benjamin  
**Title**

**Division** Bell Division

**Department** Quality

**Supervisor** Castro Edmundo

**Location** T.I.M. - Bell  
Helicopter plant  
(BHMBU-BC777)

**City, State, Country** MEX-Mexico

**Hire Date** 2009-09-21

**Years of Service (Not 6  
to be used for benefit  
calculations)**

**Years** 30

**Gender** Male

### Successors

| Name           | Readiness | Current Title      | # of other nominations |
|----------------|-----------|--------------------|------------------------|
| Janeth Mendias | 3-5 Years | FOD & Doc. Control |                        |
| Jessica Ugarte | 1-3 Years | M&P Eng.           |                        |

### Current Nominations

| Role | Readiness | Incumbent(s) | Last Modified |
|------|-----------|--------------|---------------|
|------|-----------|--------------|---------------|

### Textron Job History

| Start Date  | End Date    | Title              | Business Unit | City, State      | Country |
|-------------|-------------|--------------------|---------------|------------------|---------|
| 01 Jul 2011 |             | QMS Administrator  | TIM           | Chihuahua, Chih. | Mexico  |
| Quality     |             |                    |               |                  |         |
| 01 Jul 2010 | 01 Jun 2011 | QA Engineer        | TIM           | Chihuahua, Chih. | Mexico  |
|             |             | Quality            |               |                  |         |
| 21 Sep 2009 | 01 Jun 2011 | Quality Specialist | TIM           | Chihuahua, Chih. | Mexico  |
|             |             | Quality            |               |                  |         |

Early Textron Job History not Reflected in Textron Job History Above

| Start Date | End Date | Title | Business Unit | City, State | Country | Function |
|------------|----------|-------|---------------|-------------|---------|----------|
|------------|----------|-------|---------------|-------------|---------|----------|

Non - Textron Job History

| Start Date  | End Date    | Title                        | Company Name       | Type of Business | City, State | Country         | Function | Type of Role |
|-------------|-------------|------------------------------|--------------------|------------------|-------------|-----------------|----------|--------------|
| 01 Sep 2008 | 21 Sep 2009 | Quality Engineer & Metrology | Magnesium Aluminum | QA               | Automotriz  | Chihuahua, Chih | Mexico   | QA           |

Career Highlights

Example. This section provides the opportunity to share highlights of your career. While this is not intended to be a resume or Curriculum Vita (CV), you may enter specific accomplishments or experiences to illustrate the most important aspects of your career. The Date, Job Title and Company Name must match a record in either the Textron Job History or Non-Textron Job History sections above.

| Year | Job Title         | Company Name | Career Highlight  |
|------|-------------------|--------------|---|
| 2013 | QA Engineer       | TIM          | DGAC Production letter Approval   |
| 2012 | QA Engineer       | TIM          | Lead Auditor AS9100C  |
| 2011 | QA Engineer       | TIM          | AS9100 Certification Company  |
| 2010 | QA Engineer       | TIM          | DGAC Production Certificate Approval  |
| 2010 | QA Specialist     | TIM          | QMS Development and Implementation  |
| 2014 | Lead Auditor      | TIM          | Development of CAR sharepoint at TIM  |
| 2015 | QMS Administrator | TIM          | Management review improvement in order to align QMS with TIM overview and needs     |
| 2015 | QMS Administrator | TIM          | Training for 15 QC Inspectors in special processes (Hot bond, heat treat, hardness) |

International Experience

Example. Talent Management Summit (México, DF), Wealthness Coaching Summit (US), Stress Management (México), Human Resources Management, Coaching.

| Country | Type of Experince | Years of Experience | Company Name | Comments  |
|---------|-------------------|---------------------|--------------|---|
| Canada  | Training          | 0.2                 | Bell         | CAR 561 Regulatory training, Bell audits coaching, auditing ESD at Bell |

## Education History

Example. This section should reflect your formal education history such as high school, compulsory, or university degrees completed or currently pursuing. Do not record Textron University courses, or other certifications, licenses or certificates of completion in this section. Note: Select the first day of the month if you do not remember the actual Graduation Date (e.g. 05-01-1997).

| Degree | Major | Country | School | Location | Graduation Date |
|--------|-------|---------|--------|----------|-----------------|
|--------|-------|---------|--------|----------|-----------------|

### Comments

|             |                         |        |                                    |             |             |
|-------------|-------------------------|--------|------------------------------------|-------------|-------------|
| Engineering | Mechanical Engineer     | Mexico | Instituto Tecnologico de Chihuahua | Chihuahua   | 12 Dec 2008 |
| Master      | Business Administration | Mexico | Universidad Latinoamericana        | Mexico City | 29 Apr 2016 |

## Textron Leadership Development

| Course Name | Institution Name | Status | Date Completed |
|-------------|------------------|--------|----------------|
|-------------|------------------|--------|----------------|

|  |      |        |             |
|--|------|--------|-------------|
| Leadership Essentials: Building Your Influence as a Leader | TEDS | Passed | 02 Dec 2013 |
|--|------|--------|-------------|

|   |      |        |             |
|---|------|--------|-------------|
| Leadership Essentials: Motivating Employees | TEDS | Passed | 11 Nov 2013 |
|---|------|--------|-------------|

|  |      |        |             |
|--|------|--------|-------------|
| Les Essentiels du Leadership : Diriger par l'intelligence émotionnelle | TEDS | Passed | 09 Nov 2013 |
|--|------|--------|-------------|

|  |      |        |             |
|--|------|--------|-------------|
| The Voice of Leadership: Effective Leadership Communication Strategies | TEDS | Passed | 10 Nov 2013 |
|--|------|--------|-------------|

|                                       |      |        |             |
|---------------------------------------|------|--------|-------------|
| Value Stream Mapping in Lean Business | TEDS | Passed | 25 Nov 2013 |
|---------------------------------------|------|--------|-------------|

|   |                  |           |             |
|---|------------------|-----------|-------------|
| CERTIFICATION* - NDT EDDY CURRENT LEVEL I LIMITED | Textron Bell TIM | Completed | 26 Jan 2015 |
|---|------------------|-----------|-------------|

|                     |      |        |             |
|---------------------|------|--------|-------------|
| Decisions and Risks | TEDS | Passed | 23 Apr 2014 |
|---------------------|------|--------|-------------|

|                                |      |        |             |
|--------------------------------|------|--------|-------------|
| Emotional Intelligence at Work | TEDS | Passed | 12 May 2016 |
|--------------------------------|------|--------|-------------|

|   |     |           |             |
|---|-----|-----------|-------------|
| Autorotate and Live! Helicopter Webinar | FAA | Completed | 22 Sep 2015 |
|---|-----|-----------|-------------|

|                                  |     |           |             |
|----------------------------------|-----|-----------|-------------|
| ONLINE WEBINAR- 'Hey...My Engine | FAA | Completed | 15 Dec 2015 |
|----------------------------------|-----|-----------|-------------|

Just Quit!\'

### Language Capability

Example. English 800 points TOEIC tool

| Language | Speaking Proficiency | Reading Proficiency | Writing Proficiency | Comments |
|----------|----------------------|---------------------|---------------------|----------|
| Spansh   | Native               |                     |                     |          |
| English  | 90%                  | 90%                 | 90%                 |          |
| French   | 85%                  | 85%                 | 85%                 |          |

### Performance History

| Start Date  | End Date    | Rating |
|-------------|-------------|--------|
| 01/Jan/2012 | 31/Dec/2012 | 4      |
| 01/Jan/2013 | 31/Dec/2013 | 3      |
| 01/Jan/2014 | 31/Dec/2014 | 3      |

### Talent Assessment \*\*Manager View Only

Data in this section is displayed on the Succession Org Chart.

Strategic Fit Green  
Probability of Loss Low  
Impact of Loss High  
Potential Not Promotable  
Date Entered 2016-05-17

### Career Potential \*\*Manager View Only

This section is to reflect the highest level you believe this employee is able to achieve. If you choose to add a record in this section, the red star indicates that it is a required field.

| Level                                | Function    | Business Unit    | Timeframe | Date Entered |
|--------------------------------------|-------------|------------------|-----------|--------------|
| Superintendent or General Supervisor | Engineering | Bell; Industrial | 3-5 Years | 17 May 2016  |

### Career Aspirations

| Level   | Function                                 | Business Unit | Comments                                     | Date Entered |
|---------|--|---------------|--|--------------|
| Auditor | Aircraft Maintenance Organization Audits | TIM           | Be able to perform AMO audits as MIR and F/W | 20 Dec 2015  |
| QMS     | Leadership                               | TIM           | Leadership for QMS                           | 19 Feb 2016  |

## Geographic Mobility

Example. Yes.

Willing to Relocate yes  
Comments as company needs  
Date Entered 2016-05-17

## Strengths

Example. Use this section to document the employee's strengths.

| Competency                  | Comments               | Date Entered |
|-----------------------------|------------------------|--------------|
| Self Development            | 360° Evaluation        | 01 Dec 2014  |
| Personal Learning           | 360° Evaluation        | 15 Dec 2014  |
| Customer Satisfaction Focus | 360° Evaluation (2015) | 17 May 2016  |
| Talent Development          | 360° Evaluation (2015) | 17 May 2016  |
| Influence without limits    | 360° Evaluation (2015) | 17 May 2016  |

## Development Needs

Example. Use this section to document the employee's development needs.

| Competency                    | Comments               | Date Entered |
|-------------------------------|------------------------|--------------|
| Report (Informing)            | 360° Evaluation        | 15 Dec 2014  |
| Results                       | 360° Evaluation        | 15 Dec 2014  |
| Business Strategy & Knowledge | 360° Evaluation (2015) | 17 May 2016  |

## Development Plan

Example. Use this section to document the employee's development plan. List at least 2 action items. Avoid limiting development actions to classroom training only.

| Focus                                    | Description  | Date Entered |
|--|--|--------------|
| Task Oriented - Responsibilities defined | Results are required to be oriented with PMP objectives instead other responsibilities taken not acc | 24 Mar 2015  |
| Report                                   | Notify changes affecting other department in order to notify. Measure Job performance and take prope | 24 Mar 2015  |
| Business Strategy & Knowledge            | Development of FODA / Risk Management oriented to Business Strategy and Knowledge.                   | 17 May 2016  |

**General Summary \*\*Manager View Only**

| <b>Comment</b> | <b>Date Entered</b> |
|----------------|---------------------|
|----------------|---------------------|

|  |             |
|--|-------------|
| Benjamin has a strong knowledge of the company and processes, needs to find the way to maximize his contributions with all that knowledge. | 17 May 2016 |
|--|-------------|