

REGISTRER FORM OF PROMOTION PROJECT

Name: Pham Ngoc Hai Long	Nominated Position: Assistance Manager	Section/Group: Production	Theme: Optimization & Automation for Profitable Factory
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I. CURRENT ISSUES:

Yearly salary up 7%

Year	Salary
2016	148
2017	157
2018	168
2019	180
2020	190
2021	203

Cost increase - Minus profit

FY	Material	Labor	Expense	Other	Profit
FY2019	195.4	24.3	12.3	2.5	6.5
FY2020	195.4	24.9	12.3	2.5	4.8
FY2021	195.4	26.7	12.3	2.5	3.0
FY2022	195.4	28.6	12.3	2.5	1.2
FY2023	195.4	30.6	12.3	2.5	-1.2

MUST REDUCE FACTORY LABOR COST FOR PROFITABLE FACTORY

ACTION-PLAN

ITEMS	Oct-21	Nov-21	Dec-21	Jan-21	Feb-21	Mar-21	Apr-21
Device Next-Cell to reduce SMT manpower	Study & kick off		Warehouse	CM	In-line		
Review & combine indirect job (eliminate double & redundant). Apply process automation to improve performance.	Review		Study kaizen		Process automation		
FCT automation using robot	Study concept & budget		Supplier select		Start preparation		

II. PLAN & TARGET FOR FY2021

(DESCRIBE PROCEDURES FOR IMPLEMENTATION OF ACTION PLAN)

CURRENT STATUS

	Problem	Activities	Target
SMT	+ Automation process but still many manpower : total 387	+ Apply Device-Nextcell to reduce SMT manpower (In-line, warehouse, CM)	Reduce 43 pax (11% reduce) Line Eff: up 10%
DIP/ FCT	+ Many manual job --> Loss time Total manpower: 206 pax	+ FCT robot automation & combine to FA line	Reduce 20 pax (10% reduce)
FA	+ High indirect ratio : 21 % (123 pax) --> manual, double, redundant job	+ Review & combine job Sub/line leader & QC staff + Process automation using barcode (VBA, C# ...)	Indirect job reduce 24 pax (20% indirect)

AFTER IMPROVEMENT: Secure 3% profit

FY	Material	Labor	Expense	Other	Profit
FY2019	195.4	24.3	12.3	2.5	2.8%
FY2020	195.4	24.0	12.3	2.5	2.9%
FY2021	195.4	23.6	12.3	2.5	3.1%
FY2022	195.4	23.3	12.3	2.5	3.2%
FY2023	195.4	23.0	12.3	2.5	3.3%

III. CONFIRMATION BY SUPERIOR

Applicant	Checked MGR/A.GM	Approved by GM
Date:	Date:	Date: