

ON Semiconductor

GOAL TEMPLATE

EMPLOYEE INFORMATION

Employee Name: DELPHY Patrice

Employee ID: 19653253

Job Title: Layout Engineer

Department: 7213

Manager: Alexandre apcher

Date: March 08 2010

Review Period: 2010 to 2011

INSTRUCTIONS

Goals should always be: S – Specific M – Measurable A – Achievable R – Realistic I – Time Bound

1. Goal/Objective. Briefly describe each goal/objective and when the goal/objective should be met or accomplished.
2. Measurement. How will the goal/objective be evaluated? (Use quantitative measures such as % or dollar increase in revenue or market share and/or use qualitative measures which are descriptive of criteria.)
3. 70% on Core performance goals, 30% on behavioral goals, 1 goal to be behavioral

1ST GOAL/OBJECTIVE

Description:

Analog Back end :

Robustness, friability, quality

should have handled floor planning, power distribution, high speed routing and handled all the process for a successful tape out.

Expertise in Custom Layout, Strong Layout Design Concepts

Experience in Layout Design tools such as Virtuoso, Virtuoso-XL, physical verification on blocks

identify and fix EM, IR, Noise and other backend electrical issues in the layout

Understanding of Analog Design

tech lead

Strong knowledge in process technology, fabrication techniques

should be able to adapt to new technologies/tools/flows pretty quickly

Expertise in SKILL Programming Language

Measurement:

Category: Core performance behavioral

2ND GOAL/OBJECTIVE

Description:

Develop skill toolbox, create subroutine to support digital flow

Measurement:

Category: Core performance behavioral

3RD GOAL/OBJECTIVE

Description:

Measurement:

Category: Core performance behavioral

4TH GOAL/OBJECTIVE

Description:

Measurement:

Category: Core performance behavioral