

Patrice Delpy

From: Bertrand Clou
Sent: Wednesday, April 19, 2023 11:17 AM
To: Aude Verges-Copin; Ghizlane Dligui; Jon Iriarte Martin; Maxime Lybliamay; Jonathan Matalon; Julien Bert Latrille; Marc Dos Santos; Valentin Selmi; Virginie Duchemann; Emile Marcos; Julien Clemens; Marion De Saint Victor; Patrice Delpy; Alvaro Jorge De Melo Junior; Damien Bruvier; Daniela Stepan; Julien Vial; Olivier Causse; Stephane Ramond; Vincent Torquet; Alexandre Apcher; Anissa Karray-Kbaier; Berengere Le Men; Franck Da Costa; Geraldine Saint Upery; Henrique Fernandes; Pascal Tournier; Remy Saphon; Serge Lavie
Subject: FW: Merit Team Members

Pour info – ci-dessous message de Carolina, suite à la relance de Cor à propos du merit pour la performance sur l'année 2022.

Bertrand

From: Cor Voorwinden <Cor.Voorwinden@onsemi.com>
Sent: Wednesday, April 19, 2023 9:25 AM
To: Bertrand Clou <Bertrand.Clou@onsemi.com>; Eric Aubry <Eric.Aubry@onsemi.com>
Cc: Herve Branquart <Herve.Branquart@onsemi.com>
Subject: FW: Merit Team Members

FYI, confirmation from Carolina you can share with the team.

Regards,

Cor

From: Carolina De Landsheer <Carolina.DeLandsheer@onsemi.com>
Sent: Tuesday, 18 April 2023 16:31
To: Kayla Snyder <Kayla.Snyder@onsemi.com>; Cor Voorwinden <Cor.Voorwinden@onsemi.com>
Cc: Christine Jacob <Christine.Jacob@onsemi.com>; Sophie Baquie <Sophie.Baquie@onsemi.com>
Subject: RE: Merit Team Members

Dear Cor

We confirmed during the regular CSE of March 27th that all processes related to goal setting, PA delivery and salary planning are suspended until we have finalized the procedure with the CSE.

Kind regards

Carolina

From: Kayla Snyder <Kayla.Snyder@onsemi.com>
Sent: Tuesday, April 18, 2023 3:07 PM
To: Cor Voorwinden <Cor.Voorwinden@onsemi.com>; Carolina De Landsheer <Carolina.DeLandsheer@onsemi.com>
Subject: Re: Merit Team Members

Carolina,

Can you please assist?

Kayla Snyder
HR Business Partner
onsemi

From: Cor Voorwinden <Cor.Voorwinden@onsemi.com>

Sent: Tuesday, April 18, 2023 3:21:47 AM

To: Kayla Snyder <Kayla.Snyder@onsemi.com>

Subject: Merit Team Members

Hi Kayla,

The PA delivery just opened and I see that the merit I have put in for my team members in Toulouse got overruled and set to 0 % for all, despite the fact the 2.88% budget was available and used. I will start doing my PA delivery this week, and as a resource manager I will have to be able to explain to my team members why this is a disappointing 0 %. I did not receive any communication on this and I don't like to make assumptions just based on some rumors I heard. Can you provide me some more background ?

Thanks in advance,

Cor