

FW: Q4 and 2022 Team Goals scoring

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Subject: Q4 and 2022 Team Goals scoring

Nous avons reçus les derniers chiffres financiers pour Q4 et donc nous avons le bilan sur l'année :

- Quelques mineurs changements par rapport aux prévisions entrées au début janvier : 7 points finalement gagnés sur l'objectif GM au lieu de 6.5 comme noté précédemment. Cela donne un total de points sur l'année de 85.75 points, si vous avez bien rempli par ailleurs vos objectifs de développement individuel (comptant pour 10 points).
- Merci à tous de faire ces changements et soumettre pour la revue par votre manager
- Pensez bien à clôturer chaque Goal : Status = completed.

Points	Milestone	1 2022		Q2 2022			Q3 2022			100%
		Points Earned	Key Contributors	100%	Points Earned	Key Stakeholders	100%	Points Earned	Key Stakeholders	
10	Achieve \$764M Revenue in 2022	2.5		\$198.2	2.5		\$205	2.5		\$240
20	Achieve 45.8% GM in 2022	5		44.7%	2		43.5%	0		43.7%
20	Achiever 28.6% OpInc in 2022	5		28.7%	5		29.5%	5		30.6%
10	NCV91621 B0 tape out (PMIC with value >\$10m per year) in 2022	2.5	Apps Team, E2E Team	A0 Bench Eval Report complete and published to JA W/W24	2.5	Apps, NPD, E2E, Test	Tested A0 silicon submitted for look ahead qualification start W/W37	2.5	NPD, Test, PE	B0-Tape-out W/W49 ATE report W/W50
5	L565 and Derivatives	1.25	Test, Apps, Design	L515 Feasibility By W/W21 L514 A1 Bench Validation Complete By W/W17	1.25	Design	L565-PA1 MC-L-release W/W30 PA1 2.0 TO W/W33	1.25	Test, Apps, Design	L514 Test-package Ready for Qual W/W49 L514 P2.0 TO W/W43
5	NCV92310 and Derivatives	1.25	Design, Test, Apps	NCV92320 Feasibility W/W21	1.25	Design Apps	NCV92310 B0 Validation Status Issue List / Valid Plan update W/W39	1.25	Design	NCV92310 B0 Bench Validation W/W45
20	New Products GrossMargin, IP Reuse & NPD Governance	5	Design	IP Reuse detailed view L515 & NCV92320 By W/W21 NCV91235 June B0 TO IPs alignment NCV92310 & NCV91621 By W/W19 Verification Plan Team Presentation By W/W24	5	Design	Dashboard Ready to Use By W/W30 Test book Methodology Update Ready for NPD By W/W30 Adopt new Design Rigor Methodology By W/W36	5	Design	ON65BCD Efficiency/device performance simulation By W/W52 Lessons learned Cu bonding / BOAC Qual By W/W52
10	Team Development & Impact (Training & Hiring)	2.5	Design	At least 1st new Hire in Year By W/W26 DQI NCV92310 By W/W26 Fusa 2.0 Training By W/W26	2.5	Design	2023 Interns 3 intern subjects By W/W36	2.5	Design	At least 2nd new Hire By W/W48 2023 Tech Forum ≥3 topics identified By W/W48
100	Total									

Cdt,
Bertrand

From: Geert Van Herzele <Geert.VanHerzele@onsemi.com>

Sent: Thursday, January 26, 2023 9:22 AM

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Subject: Q4 Goal Scoring

Hi,

See attached slides for actual Q4 Goal and yearly Goal scoring. You can update your Goal Plan with these actuals.

Note : The NCV91621 goal scoring as shown in these slides is only for high level management that could not redefine the NCV91621 goal half way the year. Those of you that had this goal were allowed to redefine this goal so that you don't lose these points. Nevertheless, it shows the importance to plan realistic and execute as planned.

Best regards,
Geert