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Performance Evaluation for 01-Jan-2003 to 31-Dec-2003

Board, Charles (Nokia ID 10035419)

Manager: Mabry, Danny

Last Modified: 08-Mar-2004

Performance Evaluation: Final - Status changed on 08-Mar-2004

Performance Observations (consider both WHAT was achieved and HOW it was achieved)

Examples where the employee exceeded the set objectives and/or acted as role model according to Nokia Values

Formal training for his employees.
 PDMS EPI Deployment
 Pichachu Developed & Deployed
 13 Successful phone ramps that were supported
 Remote Dongle Services Deployed
 FPS8 Prommer Admin utility developed and deployed
 DCT-4 Update Utility developed and deployed
 Web based Test Equipment Manager developed and deployed
 Critical Services (TPAdmin, DESKEY and AME TEST Web Site) moved from PC to Server.
 Added 12 FPS8C Gang Re-Flash Stations to Production, doubling their capacity.
 Modified (SW & HW) Re-Flash Area Stations to use USB ports to support Hollywood & Starship Re-Flash.
 Zebra printer replacement program completed to upgrade production Type Label capability from 300DPI to 600DPI.
 Partnered with San Diego R&D and developed a Gang Re-Flash solution for CDMA phones utilizing the FPS-8C.
 LOLC Line (w/Quattro) setup and debugged
 Dead Phone Recovery Utility developed (CDMA)
 MMC Copystations Ordered and deployed
 Rio and Haukka Yield Improvement project (Involved modifying existing PMJ Adapter design)

Examples where the employee met objectives and/or operated according to Nokia Values

Developed a balance scorecard and uses it to drive actions.
 Maintained 5S in his area.

Examples where the employee didn't succeed in meeting objectives and/or failed to operate according to Nokia Values

[2006 Performance Evaluation Criteria](#)

* Overall performance evaluation:

On target

Comments

Frazier, Michael's Comments:

M.F., 22-Jan-2004 : Charles has a good attitude about his job, he has been an asset to the AME department. He is driven to increase his knowledge in both the practical since as well as further education. Charles has recently completed his bachelor degree in the IT technology and holds multiple certifications. I think this is an outstanding accomplishment and should prove to be an enhancement to his job and Nokia as a whole.

My Comments:

Attachments

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Name

Reviewer