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Performance Evaluation for 01-Jan-2005 to 31-Dec-2005

Board, Charles (Nokia ID 10035419)

Manager: Mabry, Danny

Last Modified: 01-Mar-2006

Performance Evaluation: Final - Status changed on 01-Mar-2006

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

1. Charlie and his group are recognized company wide as having the highest technical competency in the ATZ. Charlie never fails to ensure that his team receives the training in test hardware/software, servers, databases, and security protocols necessary to quickly build and maintain the latest test platforms. In 2H 2005, ASO built Quattro-I lines without on-site support from any group.
2. Charlie does not simply ensure that test equipment is supported, and test plans and settings files are available, he continually challenges his team to develop software tools to Poke-a-Yoke processes (Pichachu), reduce changeover time (TpAdmin), convert obsolete inventory to sellable product (DCT-4 Update Utility), etc. All of these programs were improved or developed in 2005.

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

1. Charlie completes line installations on time to an agreed schedule. Test racks provided to Production are always prepared well: wires and cables are routed neatly, hardware is mounted professionally, and computers are cleaned and imaged. He vigilantly supplies fixture capacity per DSB (and keeps inventory levels current on ametest website), and ensures spare parts are available for all test systems.
2. Charlie provided all technical support for Games and MMC programming.

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

NA

[2006 Performance Evaluation Criteria](#)

* Overall performance evaluation:

On target

Comments

Nunez, Shannon's Comments:

S.N., 19-Jan-2006 : Charlie is a pleasure to work with. He is very knowledgeable and is extremely innovative in regards to coming up with test solutions to assist the factory. He is always open to suggestions and works well with his colleagues. Charlie also does an excellent job in developing his staff of engineers. A few additional thoughts:

1. Charlie is sometimes pessimistic in his outlook which is sometimes reflected in his team, but that has never prevented him from giving his utmost effort to achieve factory goals.
2. In the past many ASO test inventions have been held close to the vest, however, within the last year, Charlie and his team have come to realize that Nokia is best served by sharing their creations. During 2005, much of the DCT-4 Update Utility was incorporated into PDMS. During Q1 2006, the same can be said for the TpAdmin database. The TpAdmin tool was shared with Manaus in Q4; training of Manaus in the use of the PA Tool is scheduled for P1 2006.
3. Charlie also does a great job in keeping the engineering management team informed of test engineering issues and opportunities.

My Comments:

Attachments

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