

Review Achievement of Board, Charles for 01-Jul-2007 to 31-Dec-2007

Manager:	Mabry, Danny	Business Group:	Customer and Market Operations
Last Modified:	12-Jun-2008	Business Team:	Nokia Funding Factor
Objectives:	Accepted by you 21-Aug-2007 Approved by Mabry, Danny 22-Aug-2007 Approved by Simms Jr, Richard 02-Feb-2008	Business Team Multiplier:	1.44
Review:	Approved by Mabry, Danny 02-Feb-2008 Approved by Simms Jr, Richard 05-Feb-2008	Annual Target Incentive %:	15.50
		Annualized Adjusted %:	19.99
		Payable %:	10.08

Short Term Incentive Plan (STIP) Objectives

Objective Description	Weight	On/Off	Min	Target	Max	Result	Score	Incentive%
FRU scorecard	30		300	700	1,000	480	45.55	2.12

Measurement

Minimum:

Target:

Maximum:

What has been achieved (outcomes, quality, deadlines)

Objective Description	Weight	On/Off	Min	Target	Max	Result	Score	Incentive%
DCT4 and BB5 Security Service Deployment	20		50	100	150	99	98.02	3.04

Measurement

Minimum: The Product Services area of ATLE requires the capabilities of the security servers located at the Dallas Data Center. These services are currently blocked due to security concerns. The Product Security group is currently working with a 3PL group (Elcoteq) in Hungry to develop safeguards for offering these service outside a Nokia owned environment. Working in concert with the Product Security group the solution that is developed should be adopted at the ATCLE Fort Worth facility. The targets for the deployment of the Product Security team's solution are as follows.

Minimum = Partial deployment of solution with some capability either with BB5 or DCT-4 products.

Target: The Product Services area of ATLE requires the capabilities of the security servers located at the Dallas Data Center. These services are currently blocked due to security concerns. The Product Security group is currently working with a 3PL group (Elcoteq) in Hungry to develop safeguards for offering these service outside a Nokia owned environment. Working in concert with the Product Security group the solution that is developed should be adopted at the ATCLE Fort Worth facility. The targets for the deployment of the Product Security team's solution are as follows.

On Target = Full capability demonstrated with ability to perform various "labeling" operations on DCT-4 and BB5 product families.

Maximum: The Product Services area of ATLE requires the capabilities of the security servers located at the Dallas Data Center. These services are currently blocked due to security concerns. The Product Security group is currently working with a 3PL group (Elcoteq) in Hungry to develop safeguards for offering these service outside a Nokia owned environment. Working in concert with the Product Security group the solution that is developed should be adopted at the ATCLE Fort Worth facility. The targets for the deployment of the Product Security team's solution are as follows.

Maximum = Full capability demonstrated with ability to perform various "labeling" operations on DCT-4 and BB5 product families by 1st November '07.

What has been achieved (outcomes, quality, deadlines)

During the past five months a concerted effort has been made to remove the Global BI groups objections to opening the ports on the firewall to the BB5 and DCT Security Servers. I have engaged people at the regional (Arsenault Joseph (Nokia-BI/Dallas), Suriadinata Sany (Nokia-BI/Dallas), Eagle Jeff (Nokia-BI/Dallas)) and global level (Puolitaival Mika (Nokia-BI/Salo), Kiiskinen Mika (Nokia-CMO/Oulu), Wiren Olli (Nokia-BI/Turku)) to define the

security solutions that are required to have access to the needed services. In an effort to move forward past the stalled project in Elcoteq I assembled a proposal that outlined various safeguards that were already in place at ATCLE as well as defined for them additional measures to safeguard the endpoints of the service. Unfortunately the main decision makers in this issue in Finland are unwilling to provide any guidelines forward after the cancellation of the project in Hungary. An appeal is currently pending through Mike Coleman's management chain concerning whether the proposal put forth some months ago is acceptable, if so we can move forward with implementation in 1Q08.

Charlie has done all that he physically could do to develop the capability here at ATCLE. We are now simply waiting approval to implement. Due to Charlie's efforts we will be able to react quickly once given approval.

Objective Description	Weight	On/Off	Min	Target	Max	Result	Score	Incentive%
EXW OTD (1st confirm)	20		90	95	98	92.8	56.44	1.75

Measurement

Minimum:

Target:

Maximum:

What has been achieved (outcomes, quality, deadlines)

Objective Description	Weight	On/Off	Min	Target	Max	Result	Score	Incentive%
Logistics Claims NA	20		0.24	0.2	0.18	0.04	150	4.65

Measurement

Minimum:

Target:

Maximum:

What has been achieved (outcomes, quality, deadlines)

Objective Description	Weight	On/Off	Min	Target	Max	Result	Score	Incentive%
Net Sales NA	10		-20	0	10	41	150	2.33

Measurement

Minimum: STP-20%

Target: STP

Maximum: STP+10%

What has been achieved (outcomes, quality, deadlines)

Total	100						13.88%	
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Other Objectives

Overview of Last Period

How the objectives has been achieved? (teamwork, Nokia Values, etc.)

During the past six months there have been several key projects within Product Services in which I have been involved.

- 1.) Worked closely with BI team to setup and configure servers and workstations used in the ATCLE work area. Currently have responsibilities as the Systems Administrator to administer user group accounts and update virus definition library as needed.
- 2.) Re-Flash and Mech. Screening of the T-Mobile 5300 product – Ordered re-flash adapters, configured testers, helped in troubleshooting Phoenix problems (Multi-Flash), created inspection documents, test procedures and worked as part of a team comprised of T-Mobile representatives and CARE personnel. Assisted in data collection of defective units and the proper disposition of units.
- 3.) Re-Flashed 5700 phones – created test procedures and inspection documents.

- 4.) Repaired Laser Marking sSystem – saved Nokia \$750.00 service call by ordering parts from a third party provider and installing the part and reconfiguring the controller firmware.
- 5.) MMC Programming Station Upgrade – Researched how to upgrade the current system to increase capacity and efficiency while avoiding buying more systems. MMC Copystation is currently under going the upgrade to cut programming time by 50%.
- 6.) CK-15W Firmware upgrade – Worked with the Nokia Automotive Group to obtain the necessary re-flash equipment to apply new firmware to the display and control modules. Re-flashed a couple of key orders as well as the balance of inventory held in ME. Setup re-flash station and created work instructions and audit criteria.
7. Test station system review – recommended component upgrades to keep the systems viable until they can be replaced toward the end of 2008.

Employee / Manager feedback (communication, co-operation, expectations, etc.)

Mabry, Danny's Comments

D.M., 26-Jan-2008: Charlie has done an outstanding and has shown initiative and a team spirit in many ways:

- fighting through the numerous roadblocks to implementing BB5 capability. Due to his efforts we are poised to implement when given approval.
- upgrading our MMC flash capacity. Basically doubling our efficiency
- He has also been willing to get involved in other pieces of our business. For example, he is learning the TRAPLA process and will help facilitate new ME product launches.
- He is now providing backup support as a Quality Manager.
- He is also now assisting in facilitating the disposition of RMA'ed materials that are on hold and creating excess DOS

Attachments

No Attachments

Readers

Name

Roberts, Carrie (HR Reader)
Roberts, Carrie

Reviewer

No