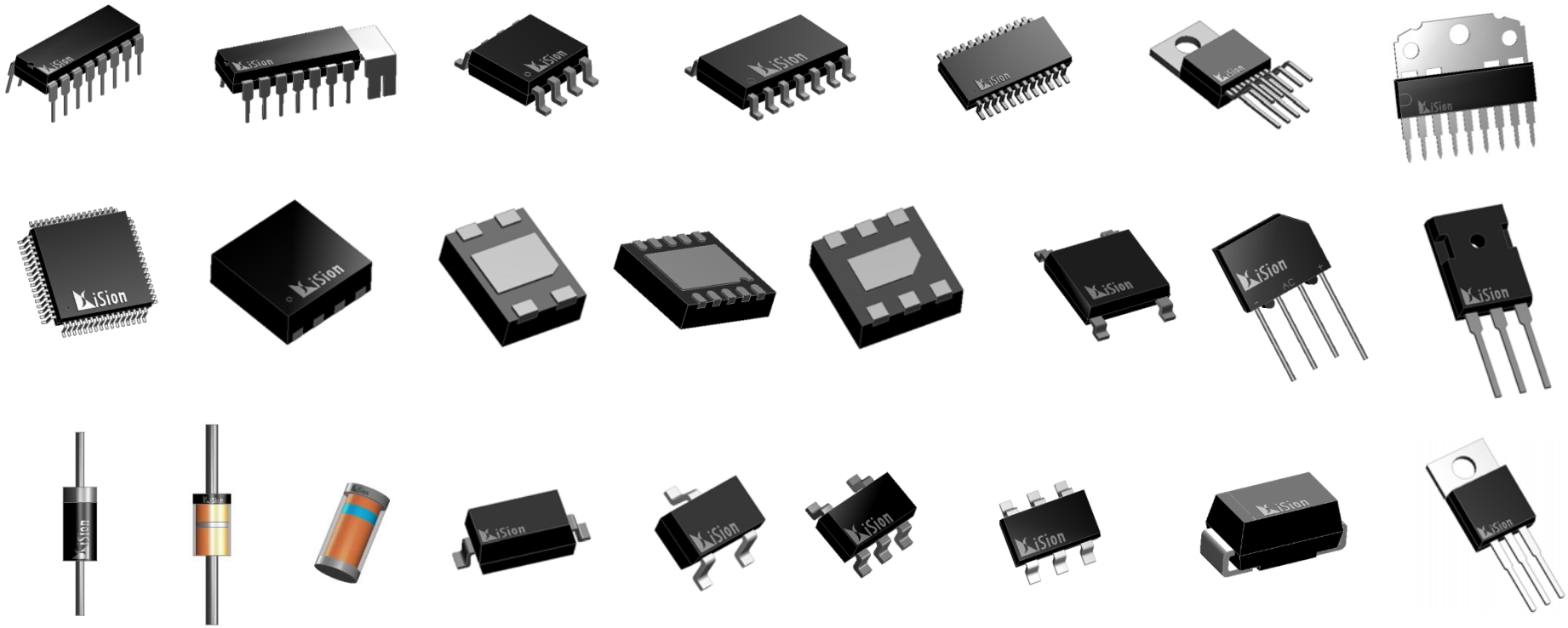
誠信 Integrity | 品質 Quality | 創新 Innovation | 效率 Efficiency

Li-sion's Excellence Management Quality Award



力神科技股份有限公司
LISION TECHNOLOGY INC.

Company Profile

Company Profile

- Li-sion Technology is located at Tao Yuan City, a city in the northern part of Taiwan. Its business activities includes designing, manufacturing, marketing, and testing for its various products ranging from diodes, transistors, MOSFET, protective devices, and analog ICs. Since its founding, Li-sion Technology has made great strides in business growth, serving its customers with excellent services, technology superiority and good business management philosophy to its customers. The company features in an expeditious and flexible business operation model.

Company Profile

- Over the years, Li-sion Technology has enjoyed a double-digit business growth, along with a handsome growth of profit margin, supplying its customers with competitive products both technology-wise and quality-wise. The company value each member of its employees. In addition to providing its employees with a comfortable work environment, the company also offers member of its workforce with various professional growth opportunities. In search of the ever-lasting growth of the company, Li-sion will continue to realize its maxim of customers first satisfying its customers with products of excellent quality and enthusiastic services.

Company Profile (cont'd)

- Through the overall effort of the company's workforce, Li-sion Technology has gained a fine reputation for its fine product quality and for rendering second-to-none services to its customers in terms of solving customers' technical and quality problems, which is the central theme of the company's operation philosophy.

Company Profile (cont'd)

- In addition, to maintain an ongoing spirit of innovation we are training hard on our staff, thereby increasing the output of the workforce and raising company's international competitiveness. Li-sion Technology will continue keeping its tradition of putting the quality of its products on the top of the agenda, serving our customers with integrity and supplying customers with products that meet highest quality standards as well as stipulations of the laws.

Company Policies

- Integrity: Follow the top guiding principles of integrity, mutual trust and maintaining a win-win attitude to the customers, their needs and satisfaction.
- Quality: Keep constant improvements on products' quality, establish quality check mechanisms, implement operating procedures and quality stipulations.
- Innovation: Emphasize innovation on alternate design of product, enhance the capability of the R&D team to offer customized services.
- Efficiency: Mindful of the overall efficiency of the entire team, providing timely solutions to the problems to serve the customers.

Company Mile-stone of Significant Events

Year	Significant Events
2001.07	Li-sion Technology Inc. founded
2002.03	Small signal devices mass production
2002.08	Mass production of transient voltage suppressors (TVS)
2003.09	Mass production of lead-free products
2004.05	Start manufacturing and marketing of Analog IC
2004.12	Setup of China sales office in Shanghai
2005.07	Obtained ISO 9001:2000 certification
2005.10	Mass production of TVS array

Company Mile-stone of Significant Events

2006.02	Mass production of CMOS LDO
2006.04	Mass production of digital transistor
2006.06	Audio power amplifier product mass production
2007.04	PFM step-up product
2007.07	Mass production of RESET IC
2007.09	Introduction of halogen-free parts to the market
2008.05	D class audio power amplifier product mass production
2008.06	MOSFET with ESD product mass production

Company Mile-stone of Significant Events

2009.02	LNB control IC build in voltage regulator mass production
2009.09	ISO 14001:2004 certification
2010.02	Li-sion won the best supplier award of 2010 by Simplo
2010.04	LISKY® (High Current Density Schottky) product mass production
2010.04	Li-sion won the best supplier award of 2010 by Accton
2010.05	Li-sion won the best import-export business of 2010 by TAITRA

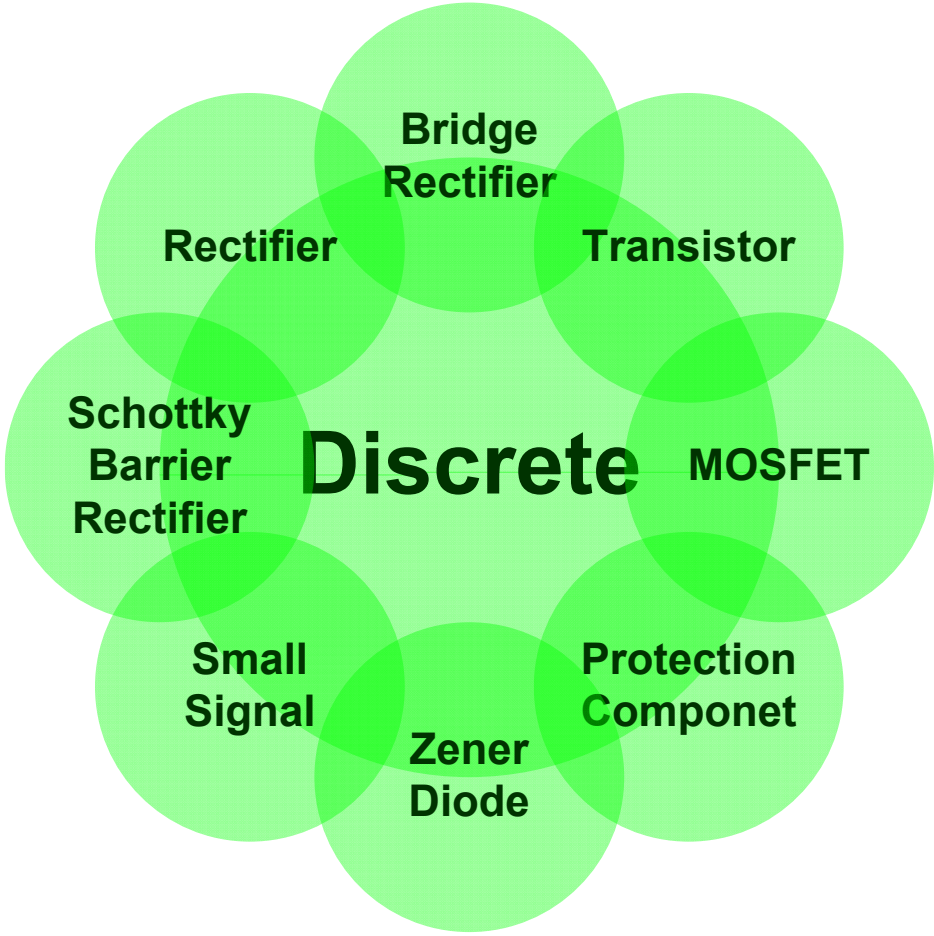
Company Mile-stone of Significant Events

2011.02	Li-sion won the best supplier award of 2011 by WNC
2011.04	Li-sion won the best supplier award of 2011 by Arcadyan
2011.05	Li-sion won the best import-export business of 2011 by TAITRA
2011.11	Obtained OHSAS 18001:2007 certification
2011.12	Obtained ISO 14001:2004 certification

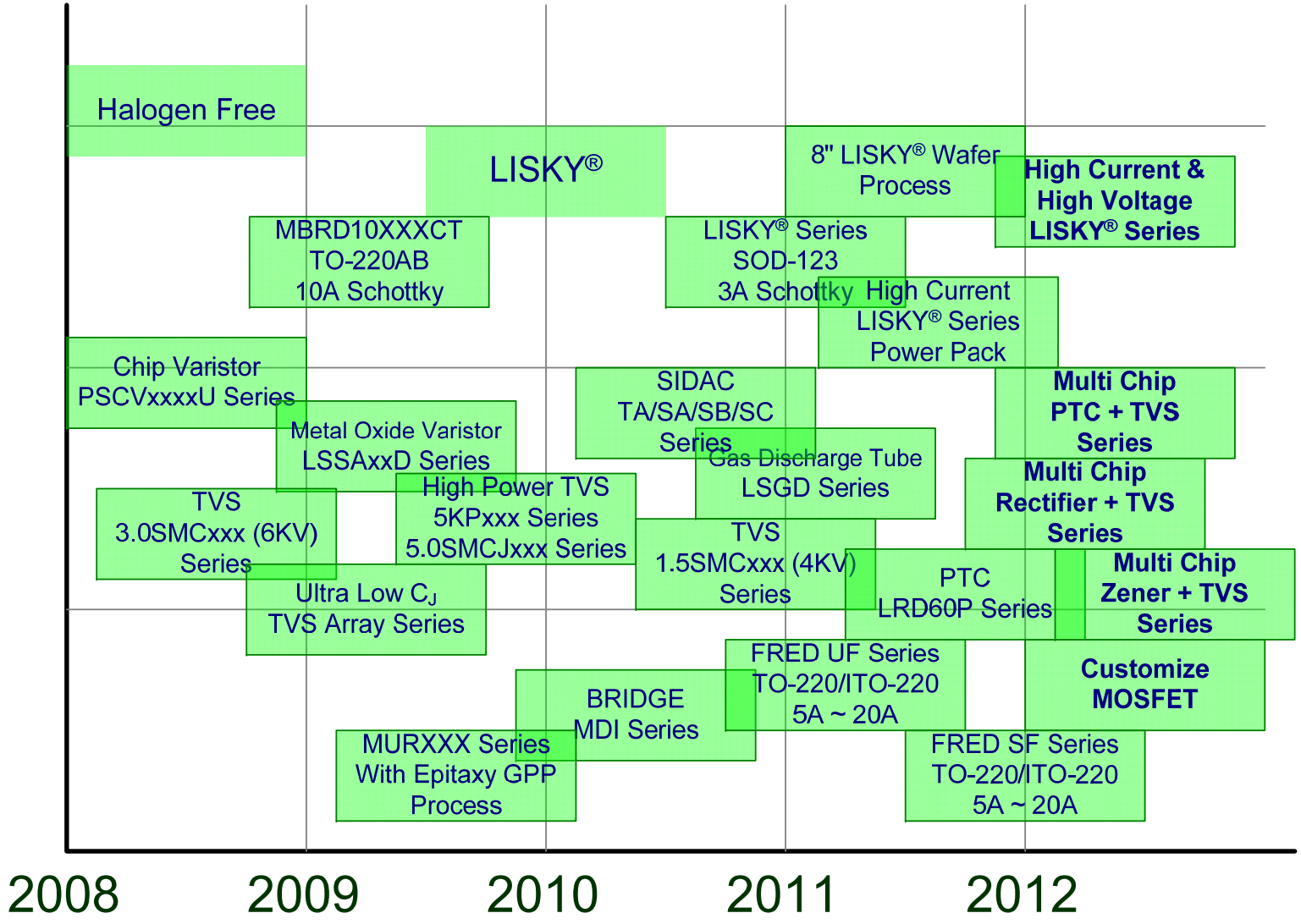
Company Mile-stone of Significant Events

2012.02	Obtained Golden Torch Award for Top Ten Enterprises of the year and Excellent Customers Satisfaction
2012.04	Obtained TS 16949:2009 certification
2012.05	Received LISTRONG trademark registration and patent right
2012.05	Received Ministry of Economic Affairs grant on Small Business Innovation Research (SBIR)
2012.09	Obtained Excellence Management Quality Award
2012.11	Golden Peak Award of Top Ten Enterprises

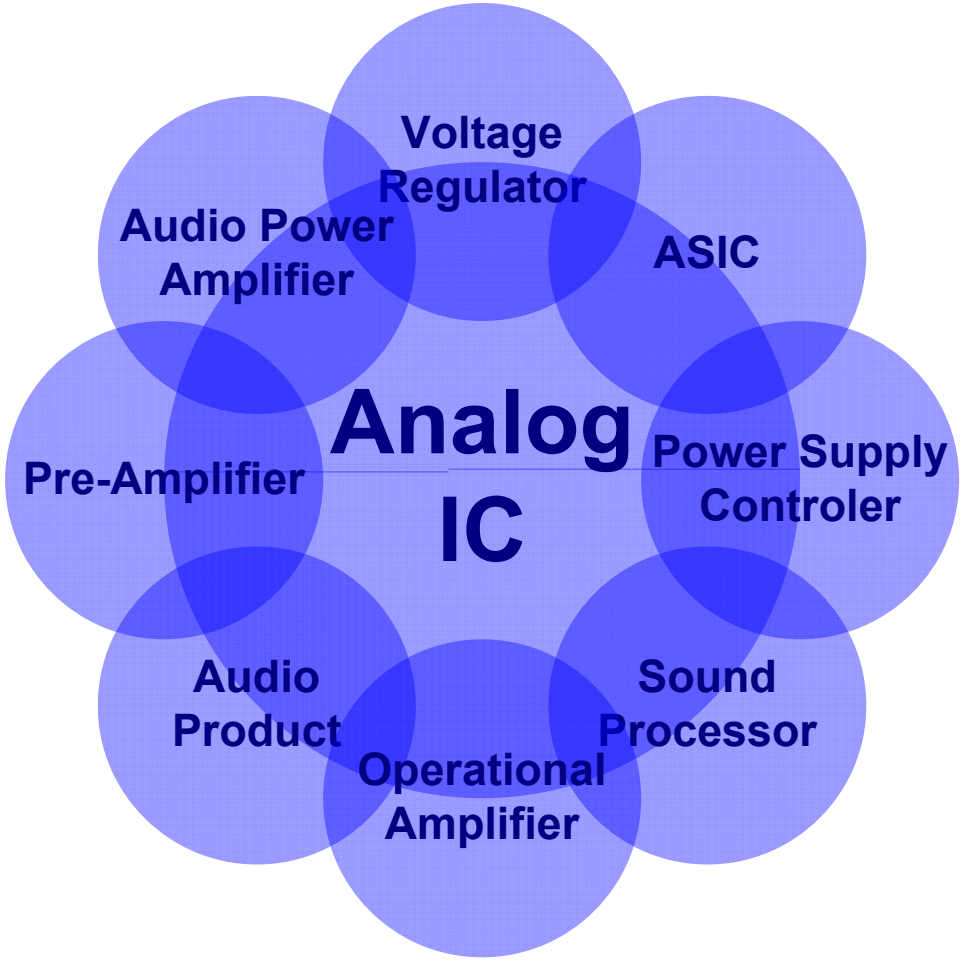
Discrete Product



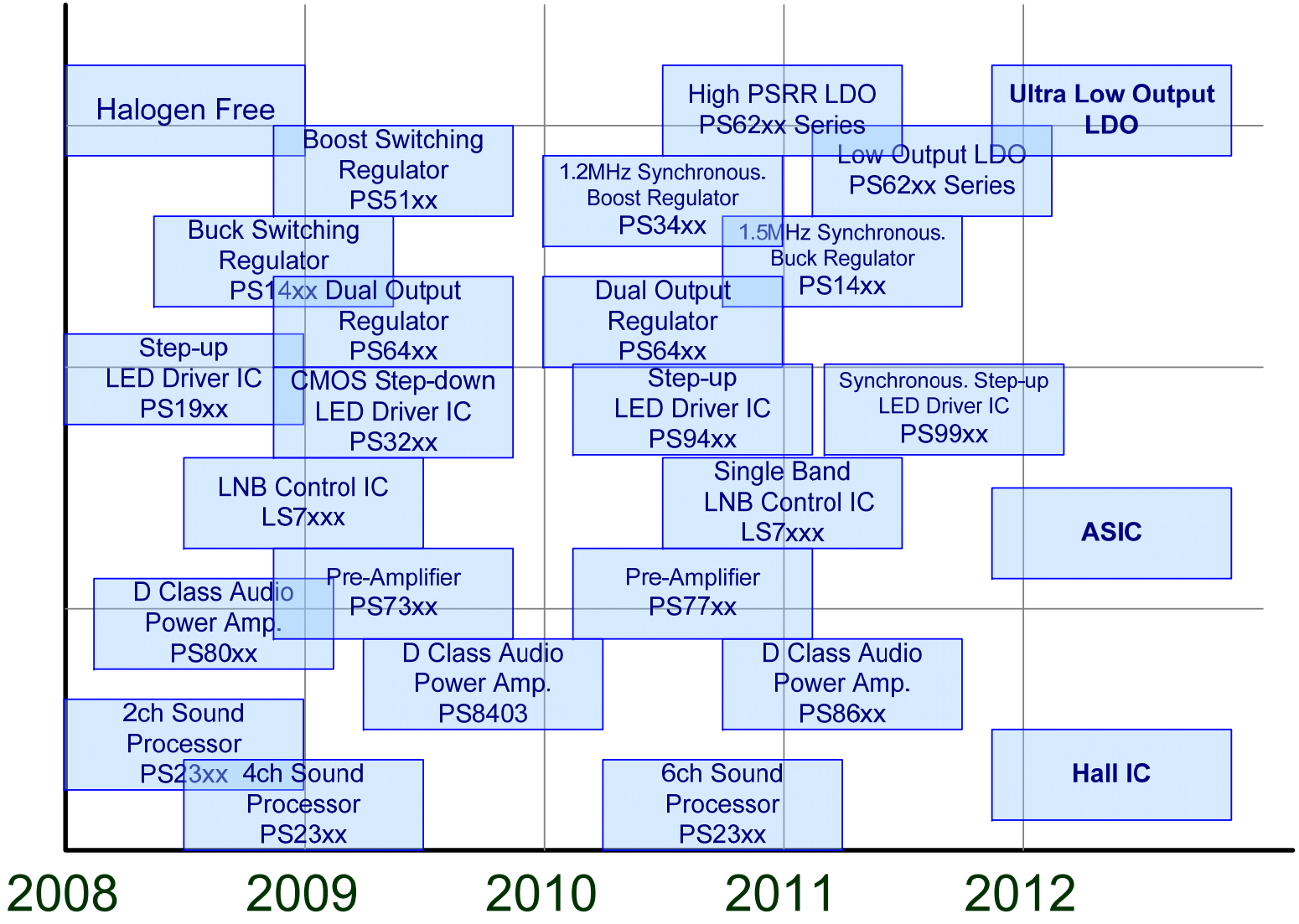
Discrete Product Roadmap



Analog IC Product



Analog IC Product Roadmap



Leadership

Leadership

- Striving to become a leading company in Taiwan electronic enterprises and a world-class business is the vision of Li-sion Technology. Maintaining a sustainable business operation, being conscious about employees' well-being, providing excellent services to customers, promoting prosperous society, having awareness of global ecology and maintaining a win-win attitude toward customer relationship are Li-sion's business missions. Over the past years of over a decade, Li-sion Technology, under the leadership of its chairman James Hong, who are guided by the four business maxims and buttressed by a strong sales/marketing group and a strong R&D team, has made a great stride in realizing the vision and reaching the goals of the company, maintains a 30% increase of the company's turnover rate, meanwhile enjoying a healthy growth of profit margin virtually every year ever since its founding.

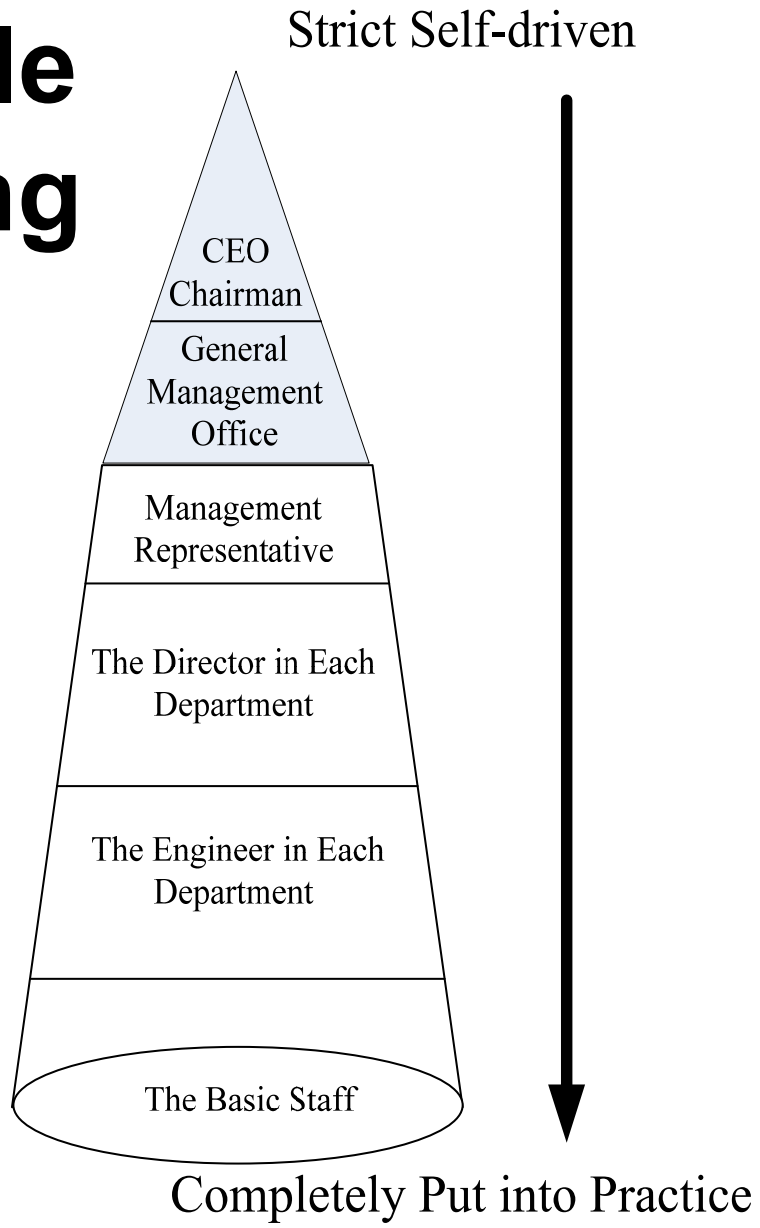
A Management Style Analogous to Spring Bamboo

Ranging from the company's internal management modes, to its external suppliers management systems and customer relationships management, the guiding principle for all these is based on the so called "Spring Bamboo" management philosophy. Vertically, starting from the chairman of the company, the CEO, and down to the department heads, they are expected to exercise strict self-management to serve as good examples to other staff members. Each department has its own core functions, structuring itself like a bamboo. Horizontally, mutual cooperation assistance is established between each department, in a way just like each bamboo shoot is strongly connected at the base part. This management style is extended top down to the bottom of the workforce.

A Management Style Analogous to Spring Bamboo (cont'd)

Since its founding, Li-sion Technology grew and expanded just like a spring bamboo shoot, demonstrating its vitality and tenacity. With its diversity of products, the company is operating as an IC "design house". While enjoying a close partnership as well as good cooperation with its upstream suppliers, strict quality requirements are imposed on the incoming materials/semi-finished parts supplied by the vendors. Striving to meet the needs of the customer, Li-son Technology is showing its great aspiration of establishing the prestige enjoyed by a world-class business.

A Management Style Analogous to Spring Bamboo



Six Visions

- Maintain an everlasting business
- Care about employee's wellbeing
- Provide excellent services to the customer
- Promote society prosperity
- Mindful of global ecology
- Establish win-win partnership with the customer as well the supplier.

Societal Responsibilities

- Manufacturing responsibilities
- Products marketing responsibilities
- Employee training responsibilities
- Environmental protection responsibilities
- Maintaining good labor-management relationship
- Providing equal employment opportunity
- Mindful of employee's industrial safeties and wellbeing
- Participates in community activities

Strategy and Innovation

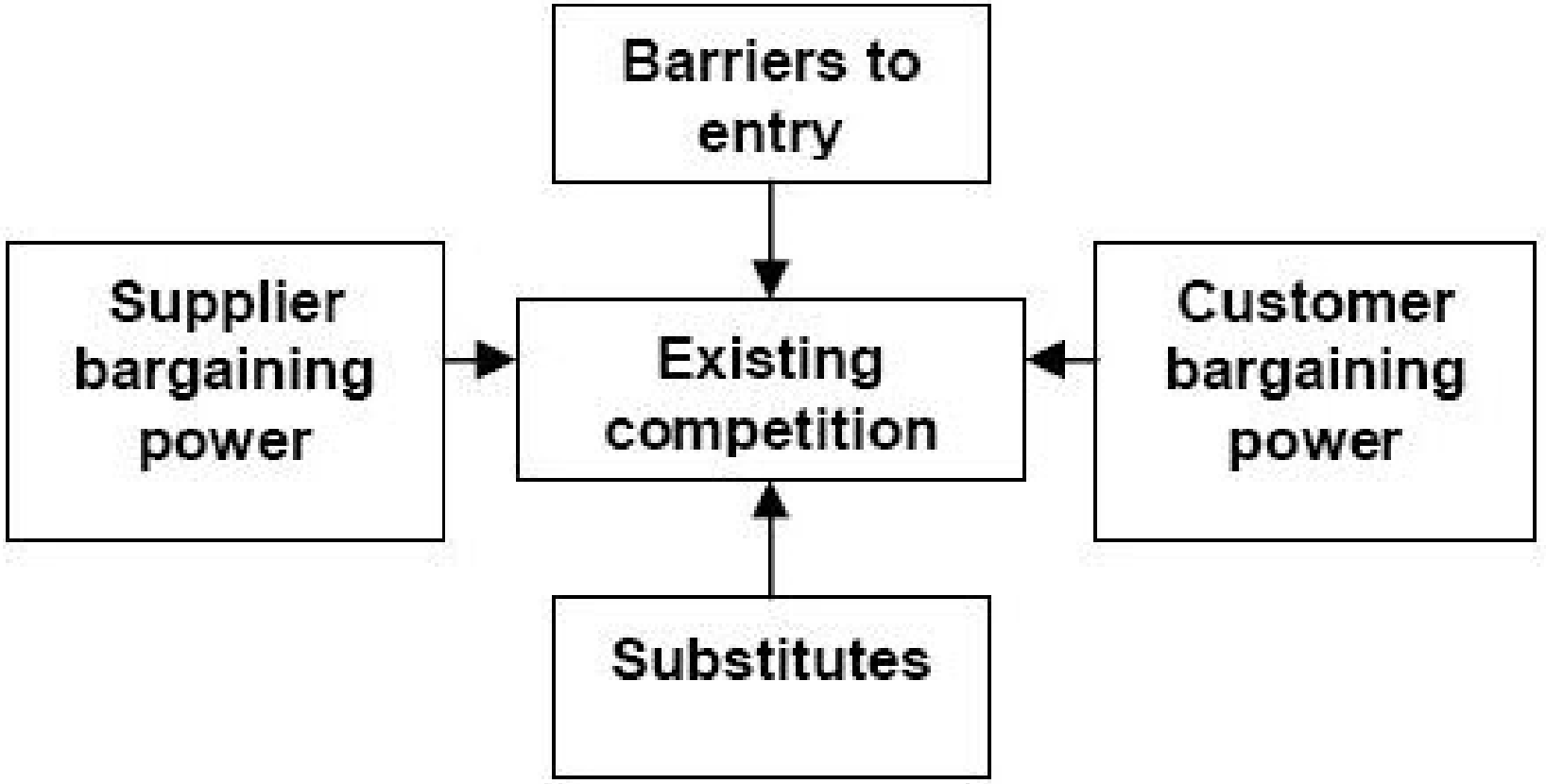
Goals Setting

- Guided by the business philosophy of the company, yearly business goals are planned to steer the operation of each department. The performance of each department is evaluated in terms of innovation, growth, profit margin and maintaining an everlasting business.

Goals Setting for 2012~2014

- Establishing complete product lines
- Purchasing own office buildings and factories .
- Integrating upstream businesses within the industry
- Heightening R&D activities of discrete MOSFET elements

Five Forces Analysis



Analysis of the Five Forces

- Establish the company's development strategy based on the SWOT analysis of the following five forces:

1. The bargaining power of the suppliers
2. The bargaining power of the purchasers
3. The threats posed by the new comers of the field
4. The threat posed by the alternative products
5. The threat posed by the competitors

SWOT Analysis

Strengths	Weakness
➢ Has established and successfully marketed its own branded products worldwide, and has gained recognition and acceptance by the world-class firms. ➢ Product lines are complete; Has capabilities of customizing its products to fully meet customers' needs; Capable of providing design-in services for the existing as well as the new products. ➢ In control of the critical processing technologies, and is successful of seeking research grants from the government, thereby maintaining R&D competitiveness.	➢ Confronted by price-cutting strategy proposed by the competitors and thus posing challenges in terms of product's quality and flexible product margin. ➢ Inadequate product visibility internationally and thus resulting in small market share globally.

SWOT Analysis

Opportunities	Threats
➢ Companies in Europe and the US are unable to compete with Taiwan companies due to their much higher production costs, leading to abandonment of own production operations in the western countries and seeking collaboration with companies outside the west. ➢ Li-sion demonstrates its competitiveness in terms of owning its product brand names (LISKY and LISTRONG both have their trade names registered.) , innovation, and R&D capabilities.	➢ Threats posed by the new comers, such as those come from domestic Taiwan and mainland China. ➢ Threats posed by the alternate products, such as those manufactured by the western countries, whose products would pose threats technology-wise and quality-wise.

Strategy for Winning

Strategy SO——Adopt the strategy of keeping strike while winning	**Strategy ST——Stay in the same old track**
➢ Keep marketing the established the brand-named product LISKY for different applications in different devices. Expand the market share domestically as well as abroad. ➢ Speed up the development and a full scale production of LISTRONG, which is being developed under the SBIR R&D grant funded by Ministry of Economic Affairs. LISTRONG is expected to become the “killer” product of Li-sion Technology in 2013.	➢ Keep on marketing the brand name products; capitalize on the company image of Li-sion’s niche in terms of R&D capabilities and providing all-around technical supports to the customers. ➢ Develop highly added value products and support in terms of product design, thereby increasing profit margin of the company.

Strategy for Winning

WO Strategy——Strategy of strategic alliance	WT Strategy
➢ Expand and integrate the upstream and downstream wafer producers, packaging and testing suppliers in order to meet the varying products' life time and customer needs. ➢ Participate in various trade fair. Attain R&D grants from the local government and establish the design center hereby raising innovation capabilities.	➢ Persuade the customers into introducing higher value added alternatives parts when developing newer generation devices. ➢ Develop high reliability equipment and testing instruments and introduce PAT testing mechanisms into the QA system, as well. Appreciably raise the quality of the parts supplied by the vendors, aiming to that of the international big players.

The Positioning of the Company

- Position itself as an IC design house, supplying all-around parts/devices and providing services to the customer, as well.
- Strive to become a world-class company and an internationally recognized business.
- Establish a distinctive operating mode that is different from those of retailers, distributors, agencies, and OEM.

Establishing Good Image of Own Brands

- Establish own brands to buttress the market share.
- Benchmark with internationally recognized brands, and supply high-end products of superior quality.
- Take the lead to innovate new products and establish a world-class business.
- Striving for name recognition in the industry, for Li-sion Technology, making it become the synonyms of discrete components and analog ICs.

Marketing Strategy

- Establish a complete lines of products, meeting the needs of various customers. Occupy the market share with high coverage of product range.
- Benchmark with internationally recognized companies, and differentiate itself with the second class local companies to avoid the competition by cost cutting.
- Raise profit margin through marketing high-end products, fine quality and all around services.
- Follow the market needs, aims at the products of high added value, high profit margin and high market share.
- Find out the target products for marketing through gathering market intelligence and conducting subsequent analyses.
- Synchronize product development effort with customers' new devices development stage of the customer, customizing and designing-in the parts at the same time.

Strategies for Products' R&D Efforts

- Provide the customer with a "Total Solution" service.
- Concentrate on "Design-in" the product and providing parts having an irreplaceable advantage. In addition, maintain a fine relationship of long-time collaboration with the customer.
- Timely introduce new products into the market in order to regulate the paces of growth phase and decline phase, which affects the profit margins associated with each phase.

Quality Assurance

- Establish management system of upstream product chain suppliers, thoroughly monitor the quality of semi-finished parts supplied by the vendors.
- Enforce complete quality check by the suppliers, which is followed by a second inspection after shipping in to Li-sion before delivering to the end-customer.
- Equip the company with new inspection instruments of high reliability in order to cut the out-sourcing cost incurred.
- Take proactive action to attain international certificates in product quality, environmental protection as well as occupation safety.
- Implement QA procedures, such as SPC and PAT for safeguarding quality of products.

Products' Post Sale Services

- Conduct regular customers satisfaction survey on the sold products.
- Take proactive and prompt actions for any customers' complaints.
- Keep close contact with the R&D and quality departments of the customers, maintaining the two-way information flows with the customer regarding quality issue.

Immediate Goals for Product Development

- Main focuses are on LISKY、LISTRONG and Power-Lite.
- LDO voltage regulators: Retrofitted with enhanced heat dissipation capability. Newly developed packaging is adopted to meet the system demand of customers.
- Power Management IC：Adopt designs of single-phase and double-phase to allow customers to make choices for higher current or for multiple power sources, which are applicable in ASIC, DDR memory, communications system and computer power sources etc. .
- Step-down voltage converters for power management IC: Able to supply varying frequencies, currents and voltages ; Target the applications for mother board systems, portable devices, screens for LED, LCD and wireless network boards

Immediate Goals for Products R&D

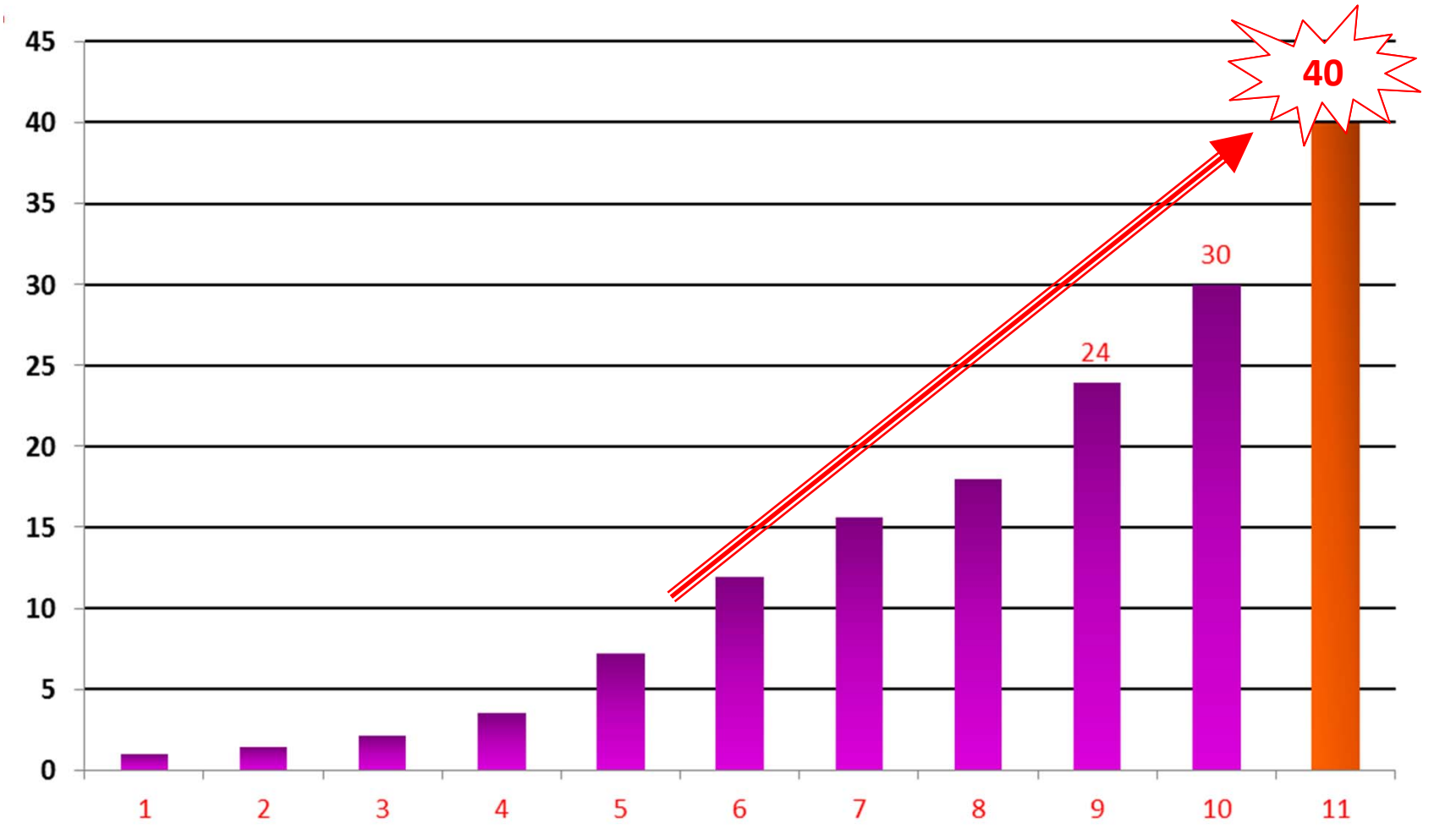
- Boost Power Management IC：Main applications targeted at portable products, screens for LED and LCD
- IC for controlling electric fans：To attain successful applications on power sources of PC and servers
- LED Panel power management IC：To attain successful marketing of the product
- Hall Sensor：To attain a successful application on notebook computers
- N type Medium-low voltage MOSFET: Continuously Improve process technology of N type high density MOSFET.

Immediate Goals for Product Development

- P type Medium-low voltage MOSFET.
- N type High voltage MOSFET (400V~900V LS series) with Gate/Source protection, which enhance ESD against capability.
- Medium-low voltage IGBT: Low drive voltage and high drive current with high ESD against capability, meet thin& light package requirement.

Performance of Innovative Strategy

Annual Revenue



力神科技股份有限公司
LISION TECHNOLOGY INC.

2011 Top 10 Customers

TOP10 Customers share 78% revenues

Customers Bases

Communications :

EDIMAX NETWORKING PEOPLE TOGETHER
訊舟

Accton Making Partnership Work
智邦

摩托羅拉

凱碩科技股份有限公司 CastleNet Technology Inc.

arcadyan
智易

Unihan
UNIHAN CORPORATION
和碩聯合

SERCOM
中磊

COMPAL
仁寶

LNB / STB :

WNC Wistron NeWeb Corp.
緯創/啟碁

Prime
百一

SKARDIN
致振

ZINWELL
兆赫

COSHIP 同洲

DIRECTV

ECHOSTAR

Unihan
UNIHAN CORPORATION

Computers & Peripherals :

三星

仁寶

新普

力碩

加百裕

瑞傳

順達

LCD Panel :

友達

環科

Power Supply :

DARFON

達方

FOXLINK

正崴

AcBel 康舒科技股份有限公司

sumida

銑寶

EATON

Powering Business Worldwide

美商伊頓

APD ASIAN POWER DEVICES INC.

亞源

WELL SHIN

維熹

PCM POWERCOM

Complete Power Solution™

科風

SIRTEC

協益

LED Lighting:

億光

東貝

一詮

晶亮

東林科技

中強電子

Automotive：

緯創/啟碁

比亞迪

埃泰克

昶懋國際

航欣工業

華碩/亞旭

Others：

APPLE

喬暘

聲寶

華晶

樂蘭

輝達

陞泰

Munich Exhibition in 2012

Munich Exhibition in 2012

Munich Exhibition in 2010

Shenzhen Hi-Tech Exhibition in 2009

Survey of Customers Satisfaction Conducted in 2011

Winning Excellent Supplier Awards

Excellent Supplier Awards Obtained

Obtained The Golden Torch Award for Ten Best Enterprises 2012, Awarded by Ministry of Economic Affairs


中華民國年度十大企業 金炬獎
當選證書

力神科技股份有限公司

參加第十屆
「二〇一二中華民國年度十大企業 金炬獎」
遴拔活動經評審委員會評定榮獲最高榮譽特頒此狀

HONOR AWARD OF GOLDEN TORCH AWARD SELECTION

This is to certify that

LISION TECHNOLOGY INC.

has participated the tenth term selection activities in 2012 of " THE 10TH GOLDEN TORCH AWARDS FOR THE TOP TEN ENTERPRISES OF THE YEAR " , and has been evaluated to obtain the greatest honor by evaluation association. Therefore, a

GOLDEN TORCH AWARD

is hereby issued to the bearer.

Sponsor by: Outstanding Enterprise Manager Association R.O.C.


中華民國年度十大企業 金炬獎
當選證書

力神科技股份有限公司
優良顧客滿意度

參加第十屆
「二〇一二中華民國年度十大企業 金炬獎」
遴拔活動經評審委員會評定榮獲最高榮譽特頒此狀

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LISION TECHNOLOGY INC.

has participated the tenth term selection activities in 2012 of " THE 10TH GOLDEN TORCH AWARDS FOR THE TOP TEN CUSTOMER SATISFACTION OF THE YEAR " , and has been evaluated to obtain the greatest honor by evaluation association. Therefore, a

GOLDEN TORCH AWARD

is hereby issued to the bearer.

Sponsor by: Outstanding Enterprise Manager Association R.O.C.

Excellent Quality Management Award

卓越經營品質獎證書

力神科技股份有限公司

推行全面品質管理－卓越經營模式，績效卓越，經鄭重評審，合於本學會頒發品質團體獎實施要點之各項規定，特頒給企業類卓越經營品質獎二星獎，以資鼓勵。

中華民國品質學會

中華民國一〇一年十一月十七日

〈101〉品會字品獎第001號

Excellence Management Quality Award

This is to certify that

Lision Technology Inc.

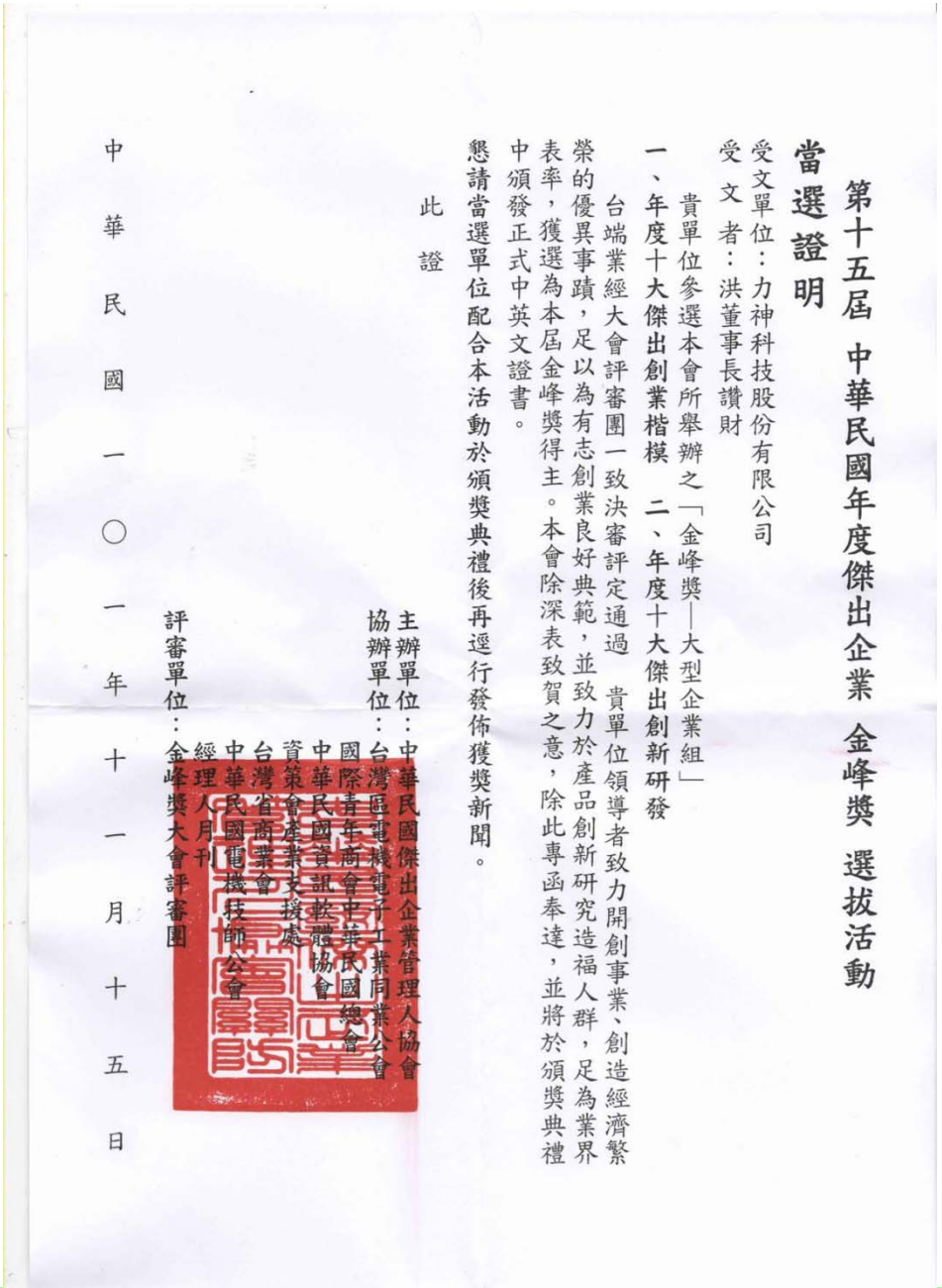
has developed and implemented Total Quality Management - Business Excellence Model with outstanding results, which have been evaluated carefully in conformity with all of the Implementation Regulations for the Graning of EMQA by the CSQ.

This Enterprise Award is hereby granted to
Lision Technology Inc.
in recognition for the efforts

Chinese Society for Quality

File No. (101) Quality Award CSQ 001 NOV. 17. 2012

Golden Peak Award of Top Ten Enterprises in 2012



第十五屆 中華民國年度傑出企業 金峰獎 選拔活動

當選證明

受文單位：力神科技股份有限公司

受 文 者：洪董事長讚財

貴單位參選本會所舉辦之「金峰獎—大型企業組」

一、年度十大傑出創業楷模 二、年度十大傑出創新研發

台端業經大會評審團一致決審評定通過 貴單位領導者致力開創事業、創造經濟繁榮的優異事蹟，足以為有志創業良好典範，並致力於產品創新研究造福人群，足為業界表率，獲選為本屆金峰獎得主。本會除深表致賀之意，除此專函奉達，並將於頒獎典禮中頒發正式中英文證書。

懇請當選單位配合本活動於頒獎典禮後再逕行發佈獲獎新聞。

此 證

主辦單位：中華民國傑出企業管理人協會

協辦單位：台灣區電機電子工業同業公會 國際青年商會中華民國總會 中華民國資訊軟體協會 資策會產業支援處 台灣省商業會 中華民國電機技師公會

評審單位：金峰獎大會評審團

中 華 民 國 一 〇 一 年 十 一 月 十 五 日

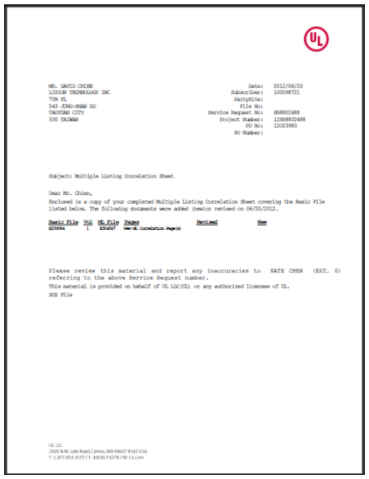
Li-Sion License

TS16949

ISO14001

ISO9001

OHSAS 18001



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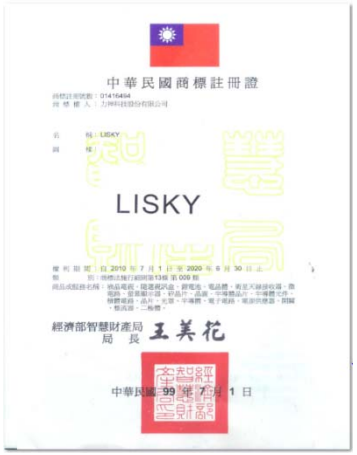


LISKY

LISTRONG

力神科技股份有限公司
LISION TECHNOLOGY INC.

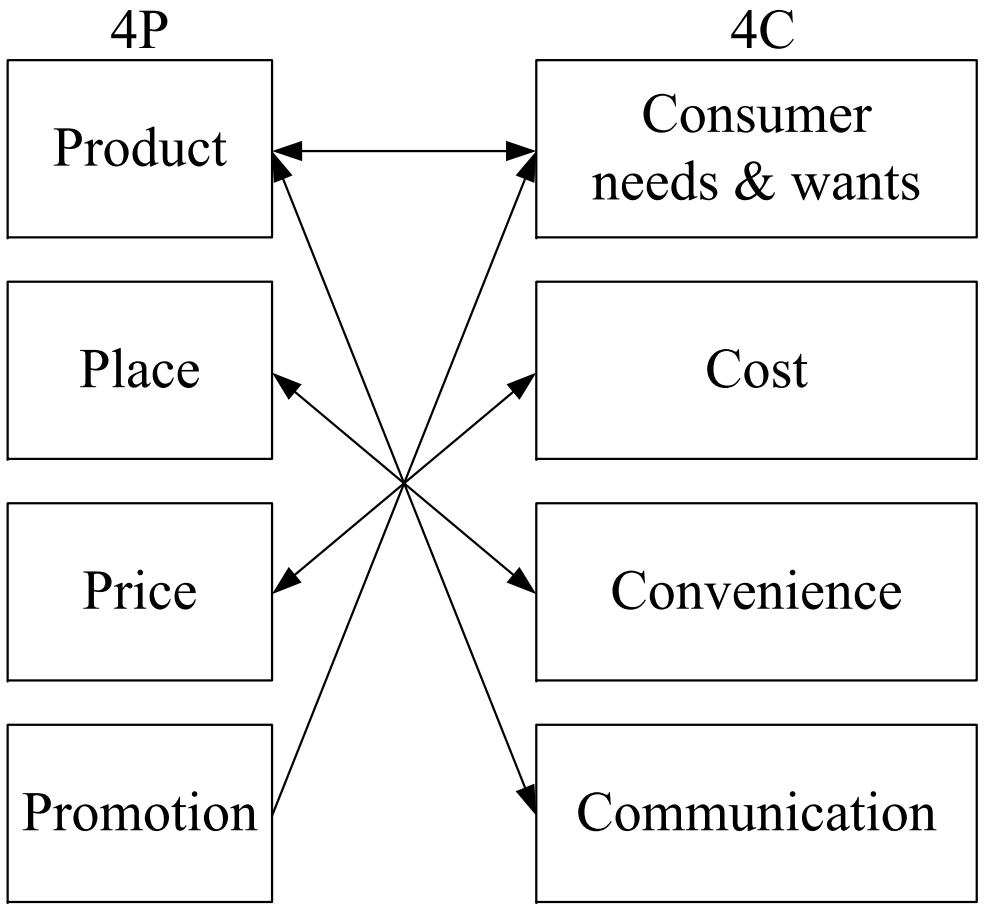
Customers and Marketing

Integration of Customer Information

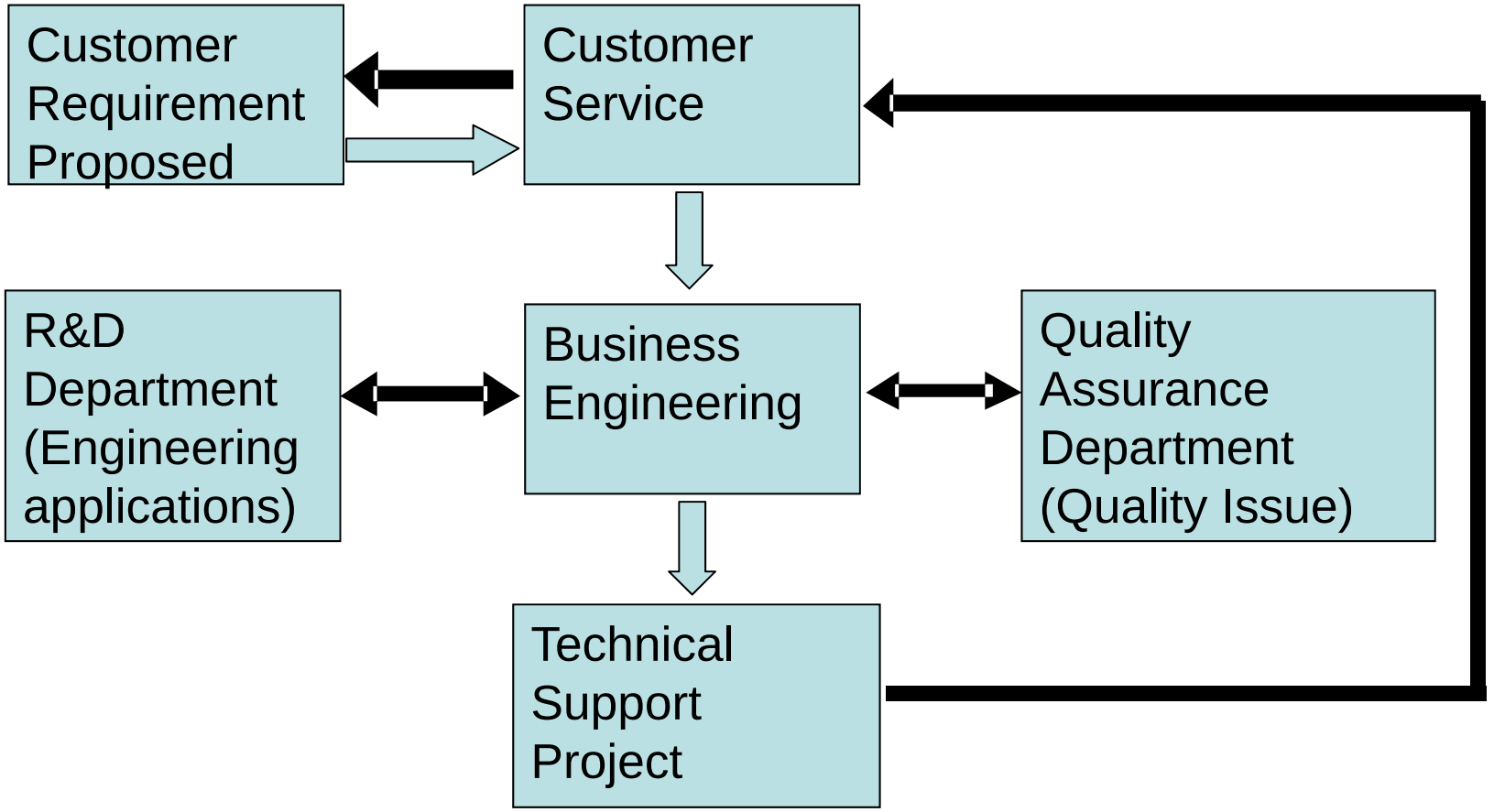
In order to integrate customer information, the following adjustments have been made recently relative to marketing, sales and customer services：

1. Make appropriate internal management systems connection in marketing, sales and customer services, thereby facilitating sharing of the information databank in terms of referencing and recording.
2. Establish a unified interface to integrate various kinds of customer information, enabling easy access and use made by the staff of the marketing, the sales and the customer services.
3. Enable the staff of the marketing, the sales and the customer services to make timely entry and updating the customer information following any related activities.

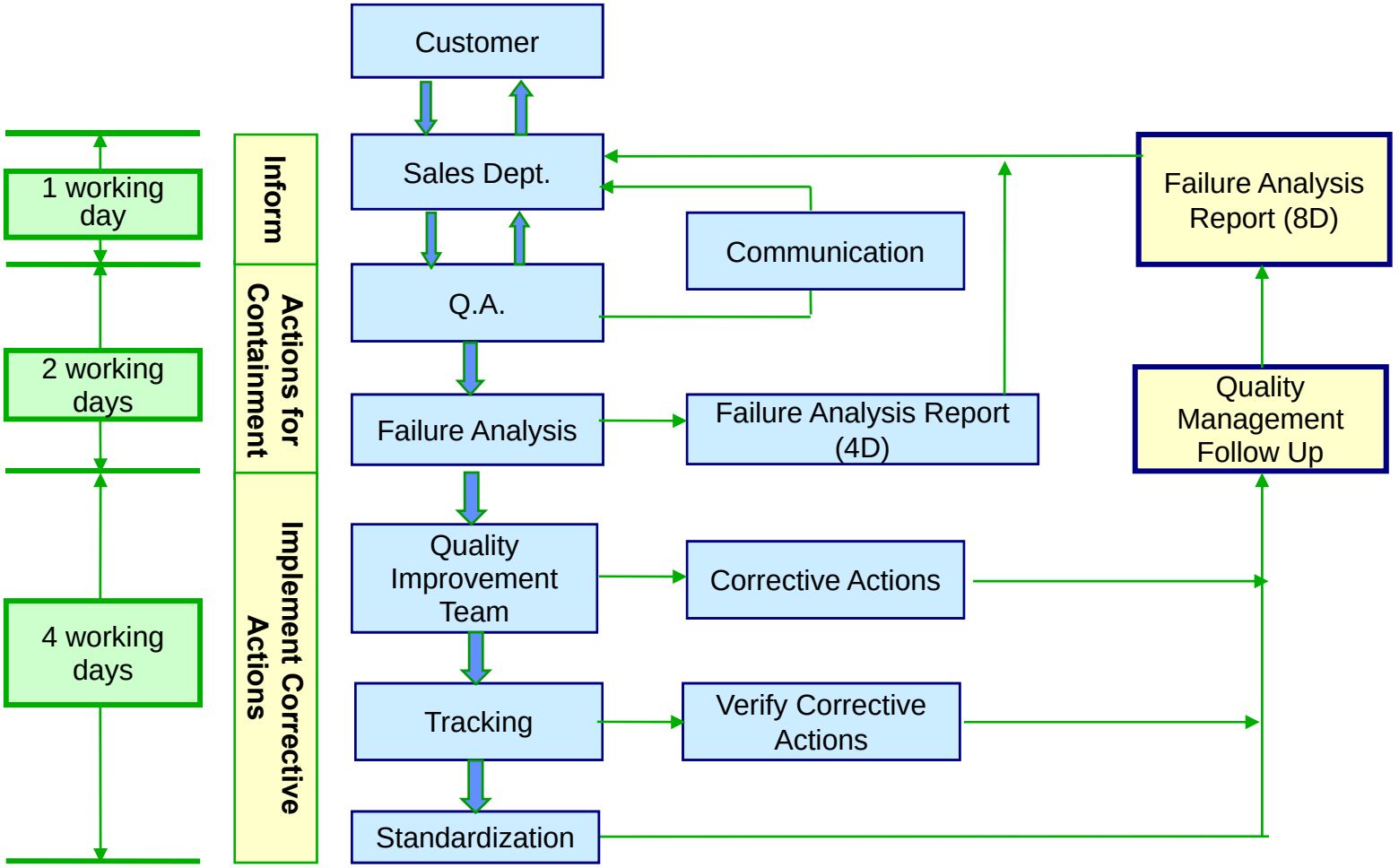
Integration of the 4P+4C Marketing Strategy



Flowchart of Customer Service Management



Customer Complaint Procedure



Survey for Customer Satisfaction

Areas of customer satisfaction survey:

Annual comprehensive customer survey covers the following areas: product quality, timely delivery, services provided, with which yearly planning of contents or goals of customer satisfaction are compared. The sales staff will conduct survey on the top ten most satisfied customers from first semi-annual survey conducted, and the customers are requested to respond. The recovery rate of the questionnaire should be above 80%. Or the 80/20 rule will be taken. For recovery rate less than 80% rate, telephone interview of the customers will be conducted by the sales staff. The interview conversation will be recorded. During the three-months before the survey, customers will be asked to complete the hard copy of the customer satisfaction questionnaire. During the specified three-month period, the active customer is asked to compete the customer satisfaction questionnaire and verbally reports their complaints, which will be used as basis for improving the customer services.

Performance on Customer Services and Marketing

Customer Services and Marketing

- Take the case of AUO for example, Li-sion's products were introduced into the company in 2009. To date, parts supplied by Li-sion Technology to AUO has covered many areas including TVS, BJT, MOS, LDO (Voltage Regulator IC).
- WNC and Prime used to get LNB IC from Zetex, who monopolized the supply of the part in the market. Since Li-sion Technology has successfully developed LS7005, a product of similar property, it replaced other competitors through cost superiority.

Accomplishment in Customer Satisfaction and Marketing

- In the IC industry, the supplier is required to report for any product defect rate over 50 ppm. Apple Computers even demands its vendors to file in failure analysis report for a defect rate as low as 1 ppm. Li-sion's customer SMP used to adopt a series of diodes produced by Rohm. Now, Li-sion has become SMP's principal supplier, demonstrating its superior quality and cost advantage.

Accomplishment in Customer Satisfaction and Marketing

Thing to be accomplished: Cost reduction

- Li-sion's part #: LBRS4200G

<Competitor's part #: MBRS4201T3G>

- LISION part #:STZ5.6NG (average delivery: 2~4 kk/month)<Competitor's part #: STZ5.6NG>

The unit price of this particular parts is too high. However, Li-sion beat its competitors cost-wise as well as quality-wise, in addition to offering a flexible price and still enjoying a healthy profit margin.

Management of Company Resources

Management of Finance, Technology and Intellectual Property

- The company's resources are allocated to the staff, depending on the actual needs of the individual staff member. Requests for allocating the resources can be requested pending approvals by the upper management. Utilization of resources to implement or to maintain QC procedure or to satisfy customers' requirements are justified. Allocation of resources are for the following purposes：

(1) Building up of tangible resources：e.g. improvement or procurement of production equipment or testing instruments.

(2) Building up of intangible resources：e.g. incentives for continuing innovation

(3) Needs for the organization including those for special projects

(4) Information services and transportation equipment

(5) Training cost for employees, including schooling for improving work related abilities

Resources of Equipment

The company has a complete set of testing equipment or instruments for examination and inspection of IC packaging and reliability assessment. Further equipment for evaluating product quality or the need for environmental protection are listed below, which will be procured in the near future：

Equipment	Acquisition Year	Remarks
X-Ray	2012/Q3	Done
XRF	2012/Q3	Outsourcing, Done
HTRB	2012/Q4	Done
HTIR	2013/Q4	
PCT	2013/Q4	
CFOL & IFOL	2013/Q3	
Constant Temp./Hum.	2014/Q2	
Thermal Shock	2015/Q3	
HAST	2015/Q4	

Technology and Intellectual Resources

Innovation at Li-sion Technology is greatly encouraged. The company also regularly participates in various domestic or international technology fairs sponsored by the ROC government or by the international technological association. Through participation in activities like this, R&D capabilities of the company can be boosted on the one hand. On the other hand, greater international recognition can be gained. In addition, Li-sion Technology is actively seeking R&D grants or subsidies from the ROC government.

Technology and Intellectual Resources

Furthermore, the company is striving to protect its Intellectual property rights in terms of patent filing and trade mark application. (LISKY and LISTRONG trade marks have been successfully registered.) Moreover, grant application of specific R&D Projects are being filed to Ministry of Economic Affairs. Incentives are awarded internally to the participating staff members.

Human Resources

A Three-stages Technique is employed for the management of human resources at Li-sion Technology. The Three-stage technique starts from a basic one-way management of human resource to a strategic management of human resource. During the first stage, i.e. the basic management, supervision of employee's daily activities is exercised to ensure the employability of the individual. The individual is deployed to different department based on his or her education and professional skills.

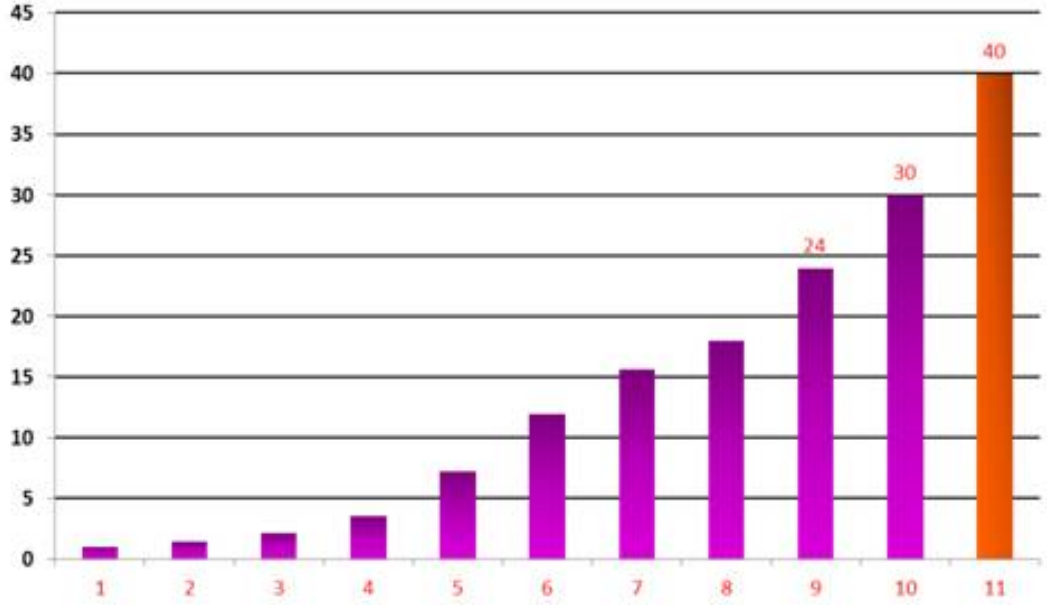
Human Resources

During this particular on-way management stage, the particular individual is not considered as a strategic resource of the manpower, although from the stand point of human resource, he or she is regarded as an asset of the company, that is to say the human resource is in a reverse thinking process. Recruiting is conducted in response to the needs of upper management and incorporate the strategic planning of the business. In light of realizing the company's strategic goals, reverse workforce training can be key to the competitiveness of the company.

The Performance of Resource Management

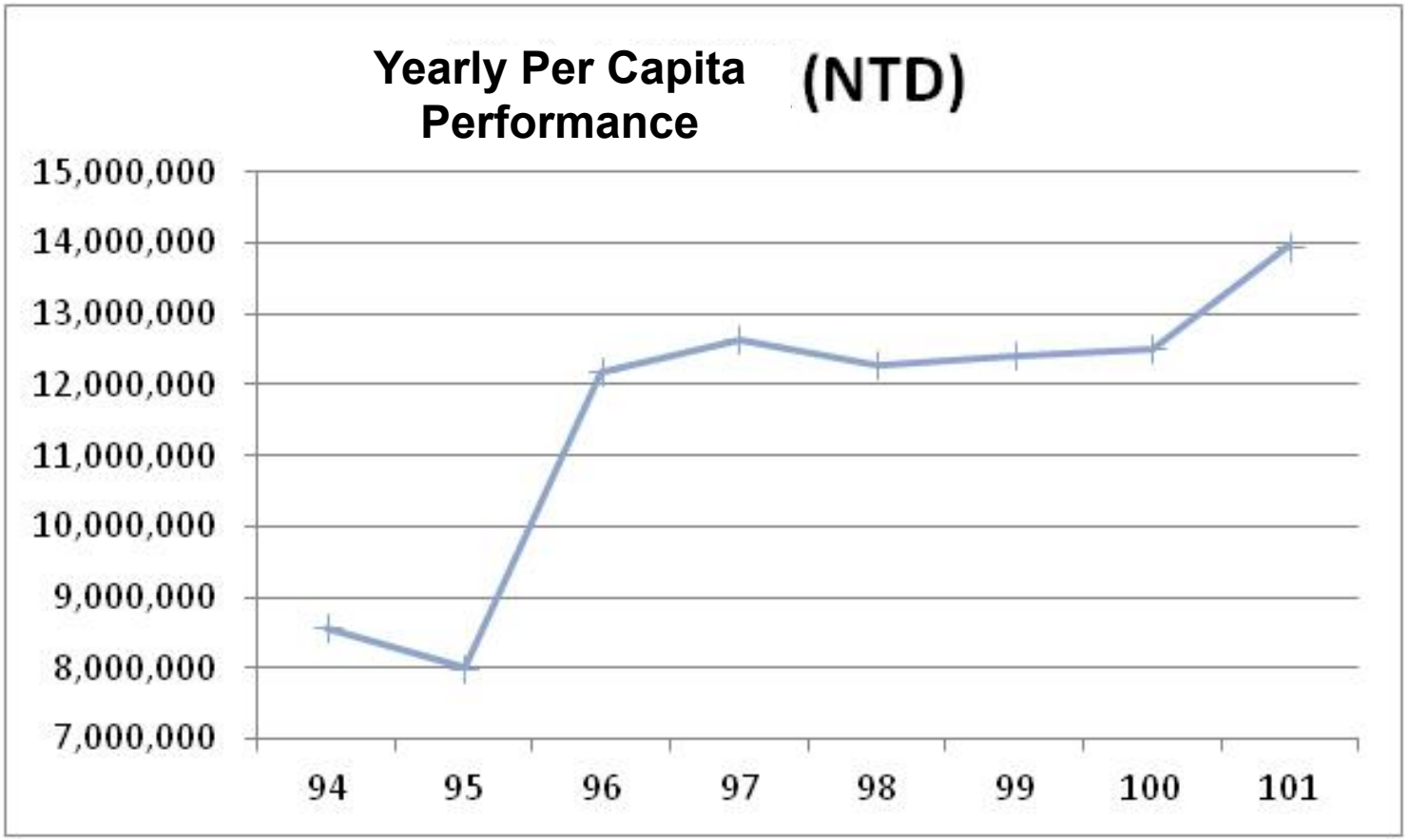
Finance

Starting from 2001, Li-sion Technology has been enjoying an annual growth of over 25% each year. Over 1 billion NTD of revenue is expected at the end of 2012. For a company of less than 100 employees, performance such as this can be ranked as the top in the business of the kind. The financial performance is illustrated as below.



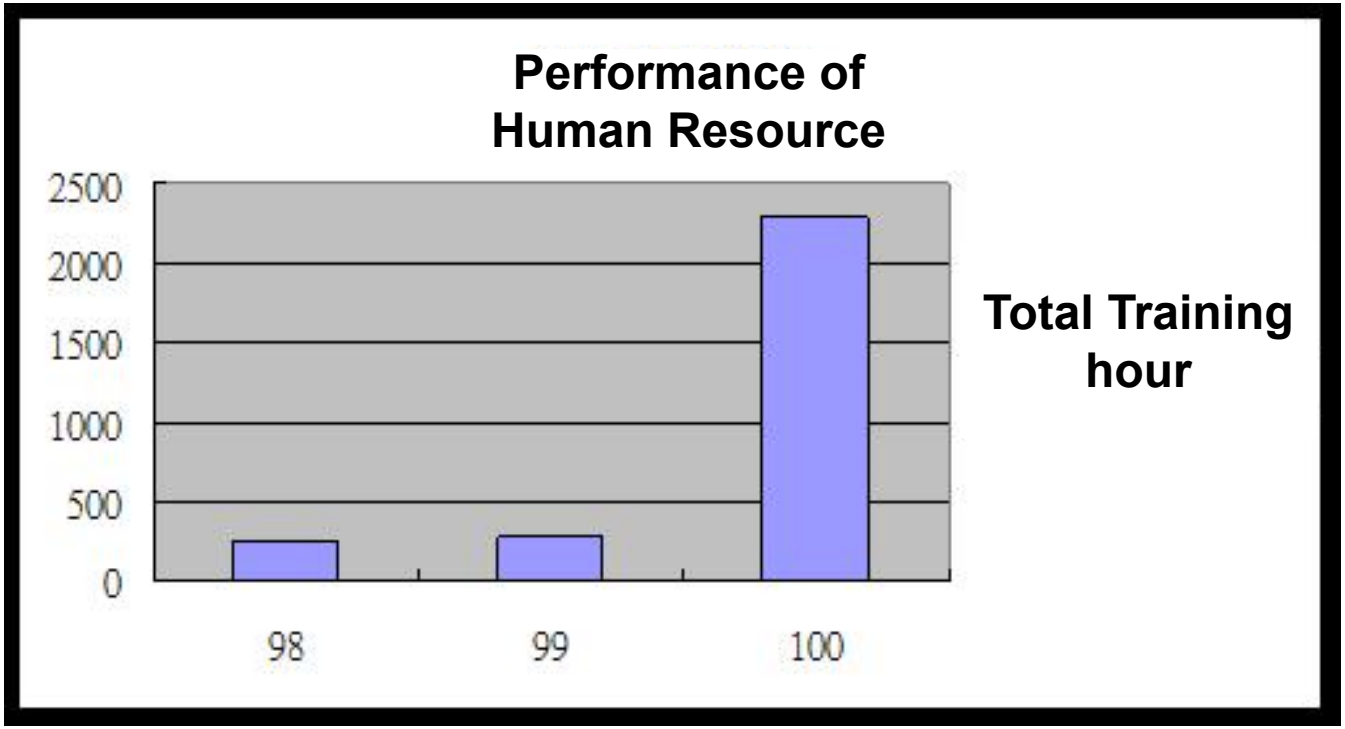
Unit: USD /Million

Yearly Per Capita Performance

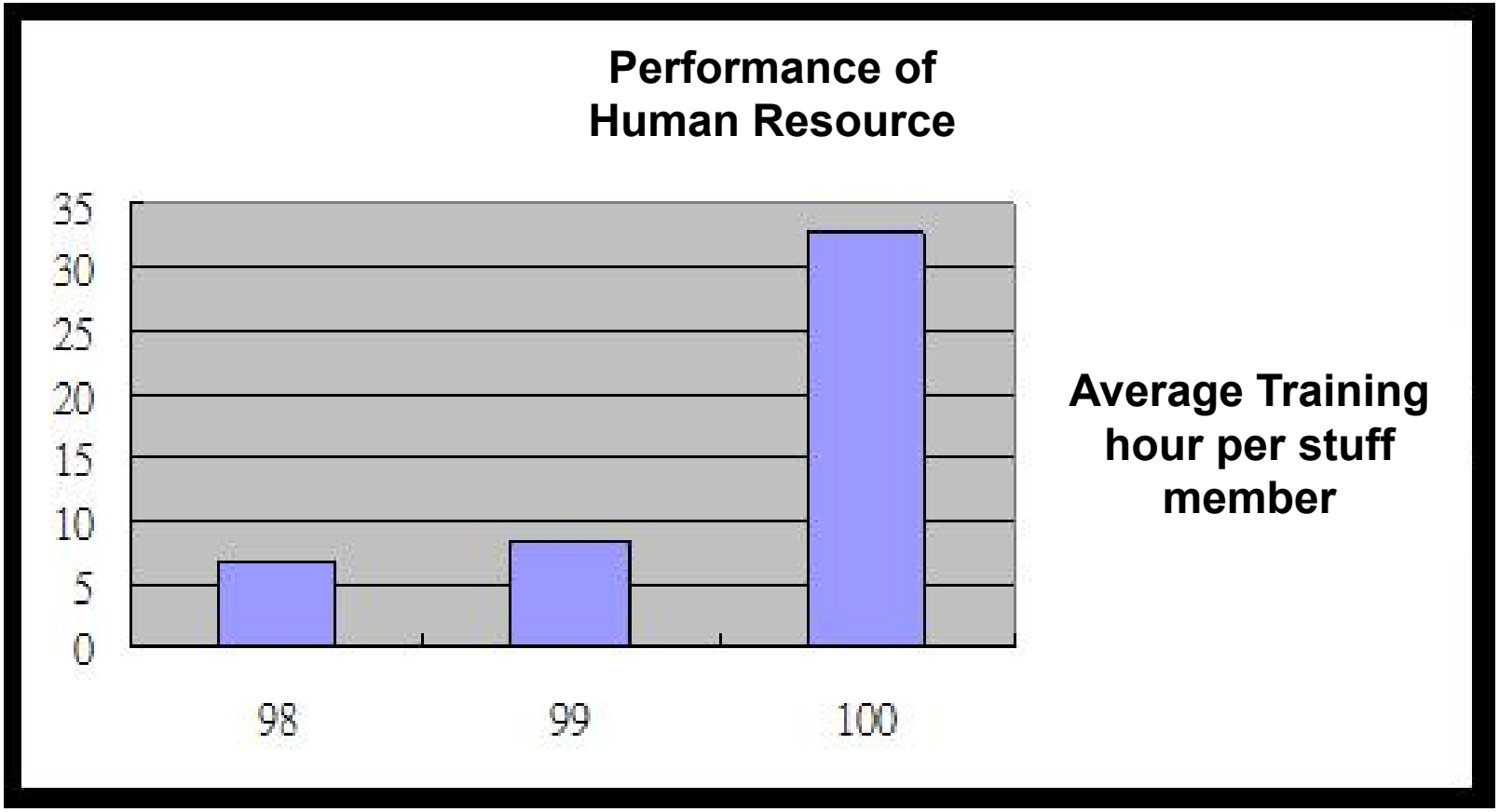


Performance of Human Resource

Li-sion Technology highly regards the training of the employee. The hours spent on employee training for the years 2009, 2010 and 2011 is reported in the chart below.



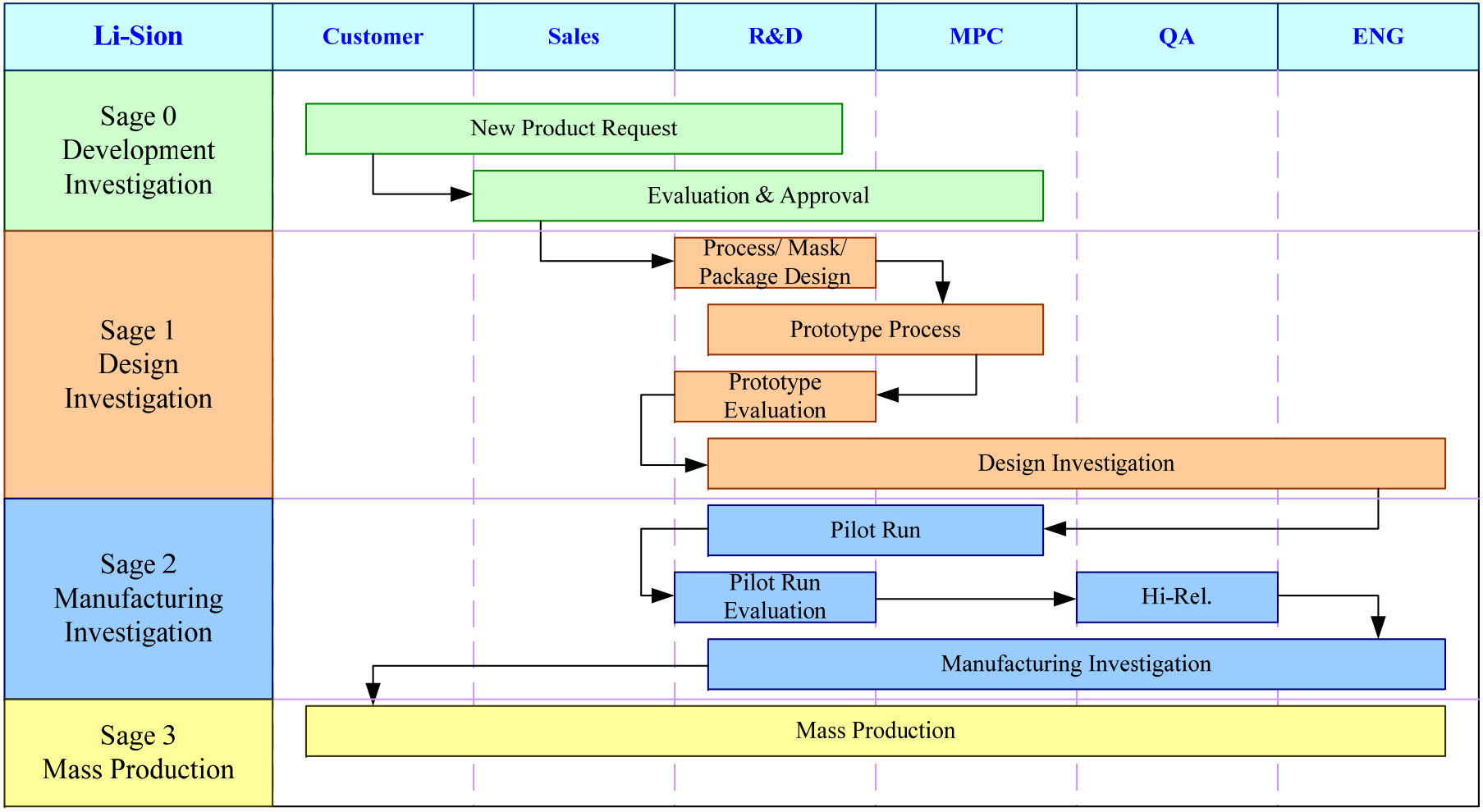
Performance of Human Resource



Procedure Management

Management of R&D Process

New Product Development Flow



Strategy for R&D

The R&D strategy of Li-sion Technology can be characterized as follows：

(1) Develop own product brands, based on the technical capabilities of the in-house team.

(2) Gain control of the product development trend in the market.

(3) Propose alternate products or their designs to the existing domestic customer base, trying to design-in and customize the targeted products thereby establishing the niche products that are irreplaceable. Duplicate the strategy and expand into a new related customer base.

(4) Set targets on the main product lines of newly developed devices. Accumulate product development capabilities and experience to surpass the existing suppliers of the big international players in the field.

Strategy for R&D

The main items of current product development scheme are:

(1) New design for product packaging: The product packaging is loosely associated with the structure of substrate, process method employed, selection of raw material, etc., wire bond packing, selection of packing material, packing type, assembly process flow design etc.

Strategy for R&D

(2) Design of product's electrical characteristics: Complying with product's electrical characteristics in the industry and customer needs, regardless whether it is a unique characteristics or a commonly used one. Manufacturing detail and procedures and acquisition of wafers will be laid out.

(3) Integrate package design: Providing customized total solution according to device function module, by means of optimum part replacement, simplify and combination to save the device space to reach minimization and cost reduction purpose.

Cases of Successful Product Development over the Years

➢ Schottky Barrier Diode

- Schottky Barrier Diode with LISKY® packaging structure: Li-sion LS34SG
- High power Schottky Diode with Power-Lite packaging: Li-sion LS1045-PL

➢ Protection Device

- Transient Voltage Suppressor: Li-sion 3.0SMCJ24A
- Varistor: Li-sion PSCV0402C050R4P7
- Gas Tube: Li-sion LSGD3216-200
- SIDAC: Li-sion LSP0640SB
- TVS Array: Li-sion L054BT26

Development Cases of New Products over years

➢ Transistor

- ESD Protective MOSFET: Li-sion 2N7002K
- Digital Transistor: Li-sion EMD9
- Customized MOSFET

➢ Analog IC

- Customized Regulator: Li-sion PS78M07-TB3F
- Customized RESET IC (Delay Time>350mS): Li-sion LS8809CG-2.7-T3L
- LNB Control IC: Li-sion LS700x Series

Performance of R&D Process Management

2012 NEW PRODUCT DEVELOPMENT

- High current and high voltage LISKY®
- Ultra-Low Output LDO
- Hall IC
- Customize MOSFET
- IGBT
- Application Specific Multi-chip Device

- Multi-Chip Device (TVS + Rectifier) for LNB
- Multi-Chip Device (TVS + PTC) for Power Application Field
- Multi-Chip Device (Zener + TVS) for Communication

2012 NEW PRODUCT DEVELOPMENT

➢Application Specific Integrated Circuit (ASIC)

- ASIC for NB

- ASIC for Communication

- ASIC for Power Application Field

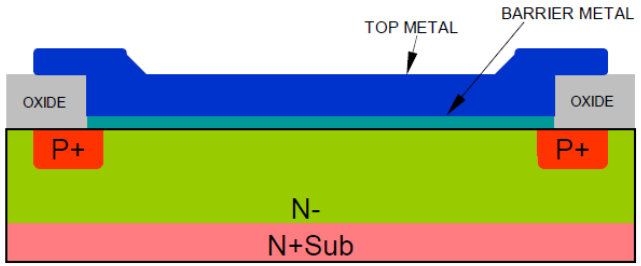
2012 NEW PRODUCT DEVELOPMENT

➢ High current and high voltage LISKY®

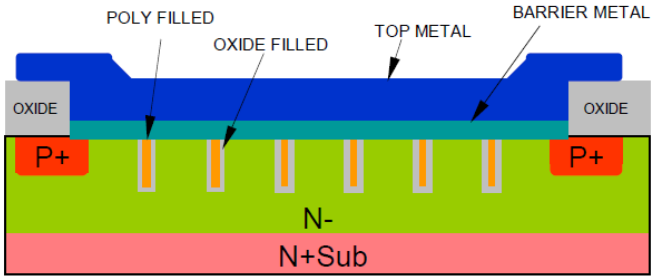
Li-sion's LISKY® with higher current density characteristics.

Lower forward voltage drop benefit.

10A~20A, 100V~200V LISKY® for power application.



Schottky with Planar Structure



LISKY® Structure

2012 NEW PRODUCT DEVELOPMENT

➢ **Ultra-Low Output LDO**

- Using P-MOS process for Ultra-low output LDO.
- 400mA V_{out} < 1V

➢ **Hall IC**

- CMOS High Sensitivity μPower Hall Switch

➢ **Customized MOSFET**

- LS10Nxx Series
- LS1820N Series
- LS3019N Series
- LS3407P Series
- LS5715N Series

➢ **IGBT**

- 25A / 1200V TO-3P IGBT

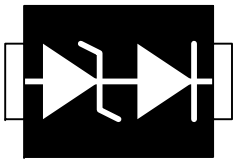
2012 NEW PRODUCT DEVELOPMENT

➢ **Application Specific Multi-chip Device**

- Multi-Chip Device (TVS + Rectifier) for Power Application Field

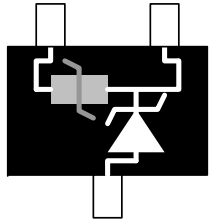
TVS: 200W / 200V

Fast Recovery Rectifier: 1A / 600V / 500nS



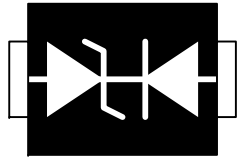
- Multi-Chip Device (TVS + PTC) for LNB

- **TVS: 400W / 5.6V**
- **PTC: 1.3A / 60V**



- Multi-Chip Device (Switching + TVS) for Communication

- **Switching: 100mA / 80V**
- **TVS: 500W @ 8/20uS / 3V**



Management of Suppliers Chain

Schemes for Managing the Suppliers

- Through its appropriate suppliers management procedures, a close cooperation relationship and feed-back scheme have been established between Li-sion Technology and its suppliers between, so that various quality standards stipulated in the purchasing agreements are ensured.
- The performance of the suppliers is evaluated quarterly and publicized to the suppliers.
- For those suppliers whose performances are evaluated below grade C, a review meeting is to be held in Li-sion premise. Their purchasing activities will be suspended temporarily. Improvement within a specified timeframe is demanded. Loss of qualified vendor status is possible for those who fail to improve. Depending on circumstance, short term guidance, technical assistance or training to improve quality will be provided the suppliers involved.

Performance on the Vendors' Supply Procedure Management

Performance on Suppliers Management

- Li-sion Technology abides by the stipulations of EU's ROHS and REACH. No prohibited substance will be used in any Li-sion Technology's products. Li-sion suppliers is demanded to abide by the stipulation likewise. Li-sion demands its suppliers to introduce halogen-free into their manufacturing processes. Generally speaking, halogen-free products are more costly than lead-free ones. Since Li-sion orders are huge; hence, the costs for the two manufacturing processes are comparable. For those supplier who fully corporate to comply with the demand actually resulted in lowering their manufacturing costs due to no switching back and forth between halogen and halogen-free processes.

Performance on Suppliers Management

- Presently, over 90% of Li-sion's suppliers adopts halogen-free process. A 60% of them comes from the requirement of the customers and the rest 30% does not belong to the customers' requirement. From the standpoint of promoting the halogen-free process, we would supply more pro-environmental protection products, and the rest 10% would be on low-end and larger size power supply products, which are expected to phase out from Li-sion product range in the near future.

Performance on Suppliers Management

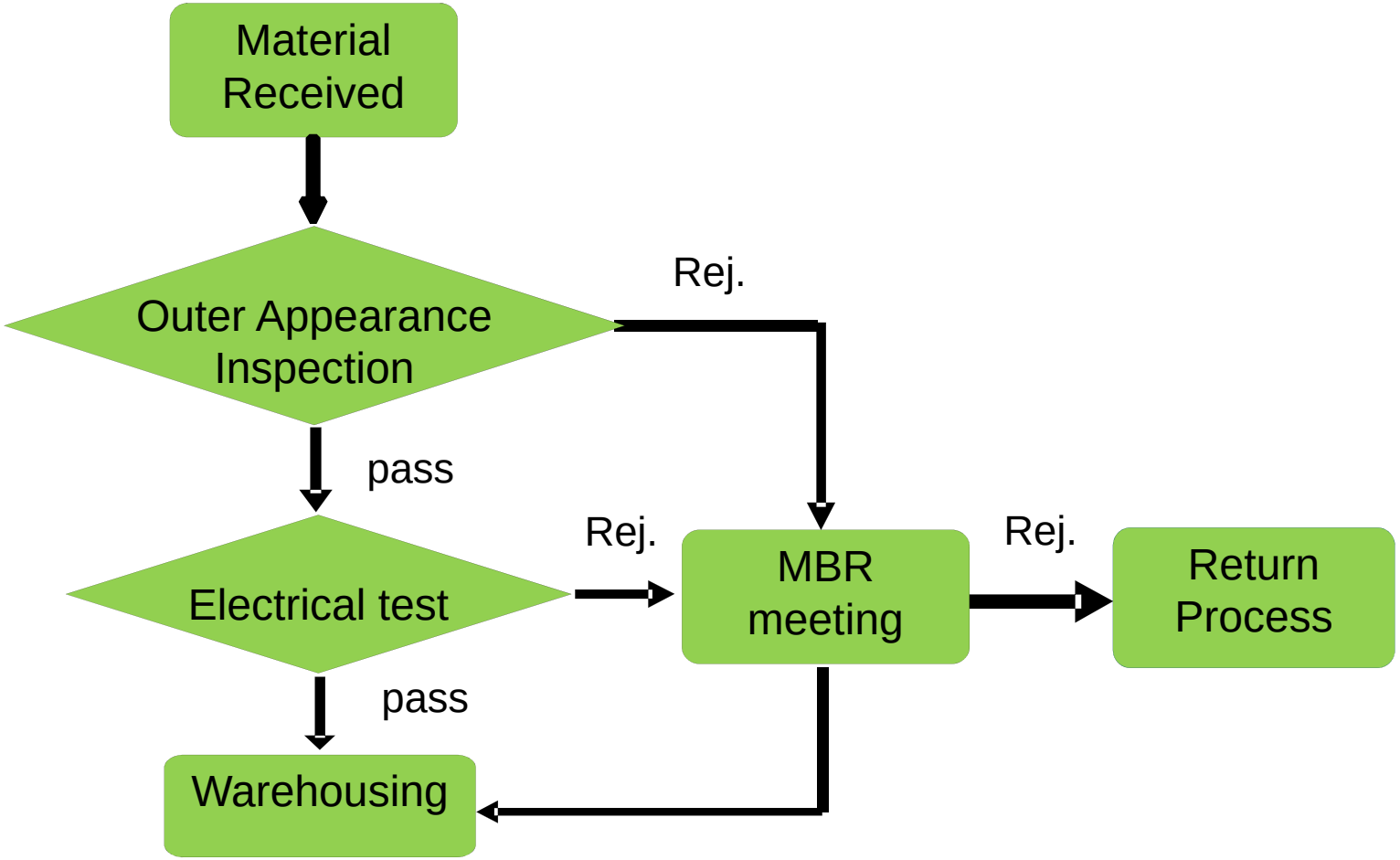
- The long-term suppliers of Li-sion Technology are provided with the HUB inventory management scheme by Li-sion as well as supplier manufacturing plans. In addition to being convenient in managing, the HUB inventory system can greatly lower the inventory cost, and hence increase its turn over rate.
- When the financial tsunami hit the world in 2007, the business in the industry slumped drastically. But nevertheless, Li-sion Technology, with its accurate market projection, managed to place orders to its cooperating suppliers thus keeping their production lines running till even now.

Performance on Suppliers Management

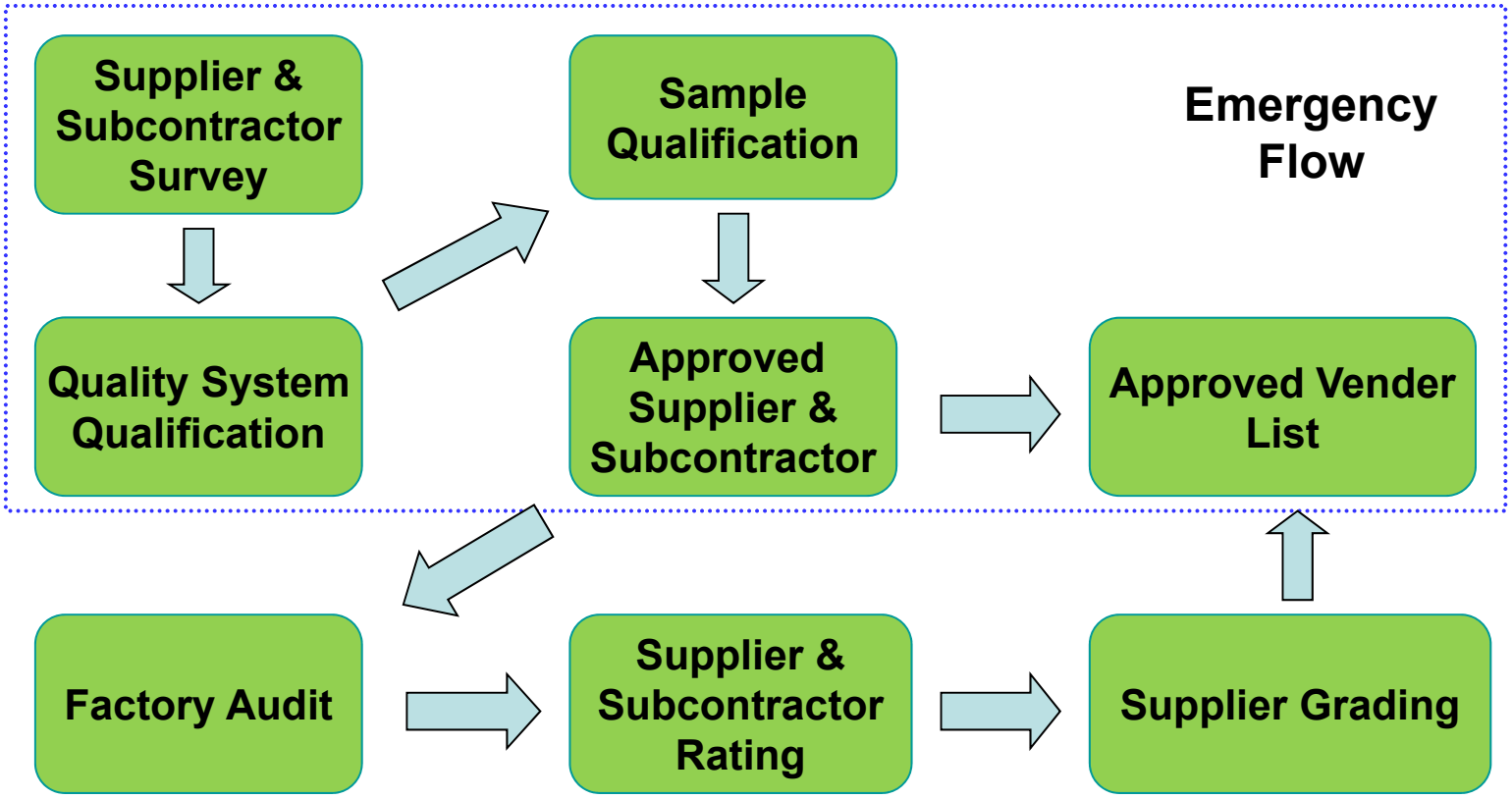
- With a pro-active attitude, Li-sion keep close contact with its long term cooperating suppliers, providing them with technical supports and training programs.
- Li-sion Technology work closely with suppliers during product development stage, treating them as partners.
- The suppliers performance evaluation in 2012 is presented as attached, with records of telephone calls and business contacts.
- Management of suppliers is oriented toward manufacturing standardized parts. Simplify the raw material and products for common uses in order to lower inventory costs and to raise the production efficiencies.

Performance of Quality Assurance Procedures

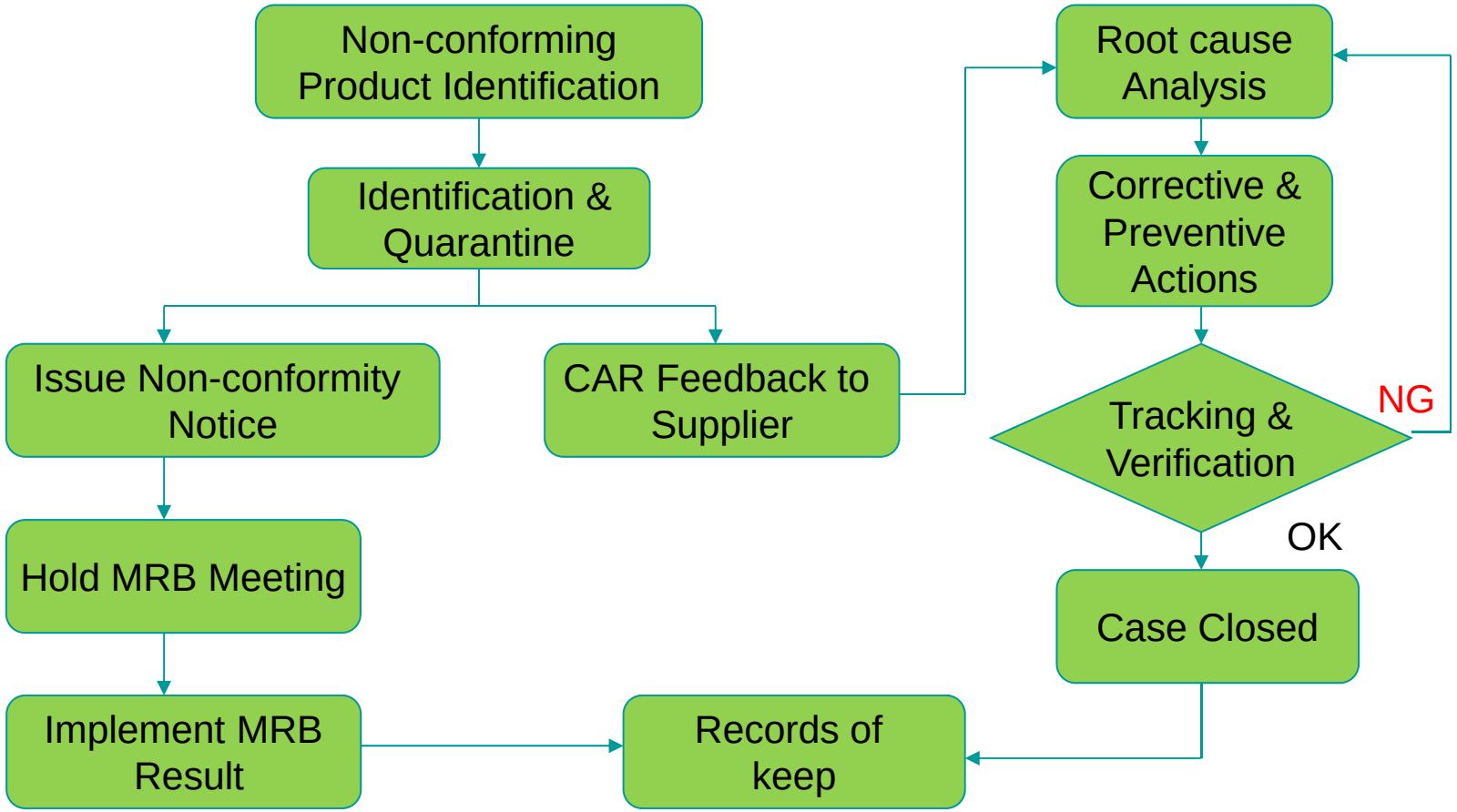
Process of Incoming Quality Control



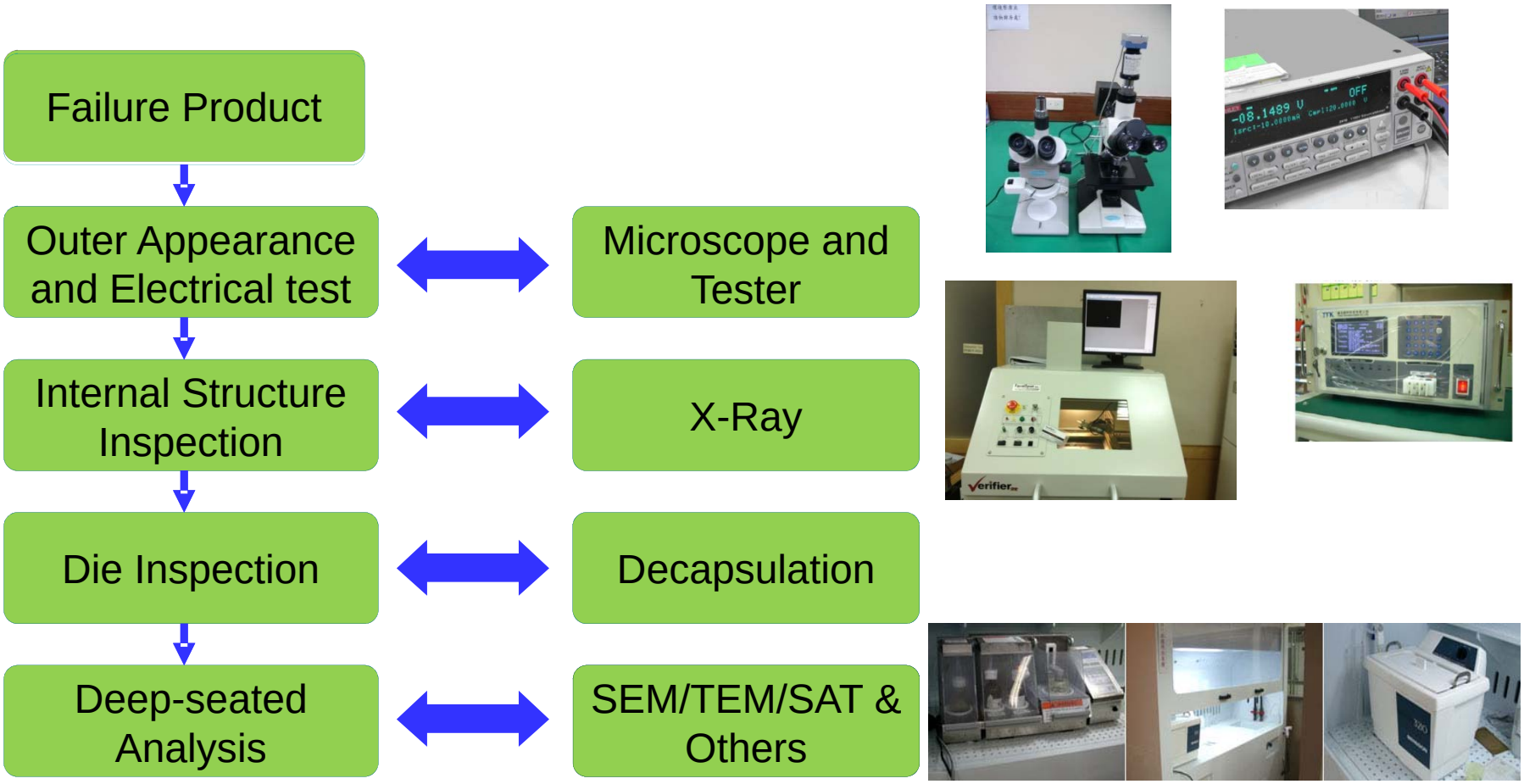
Process of Supplier and Outsourcer Management



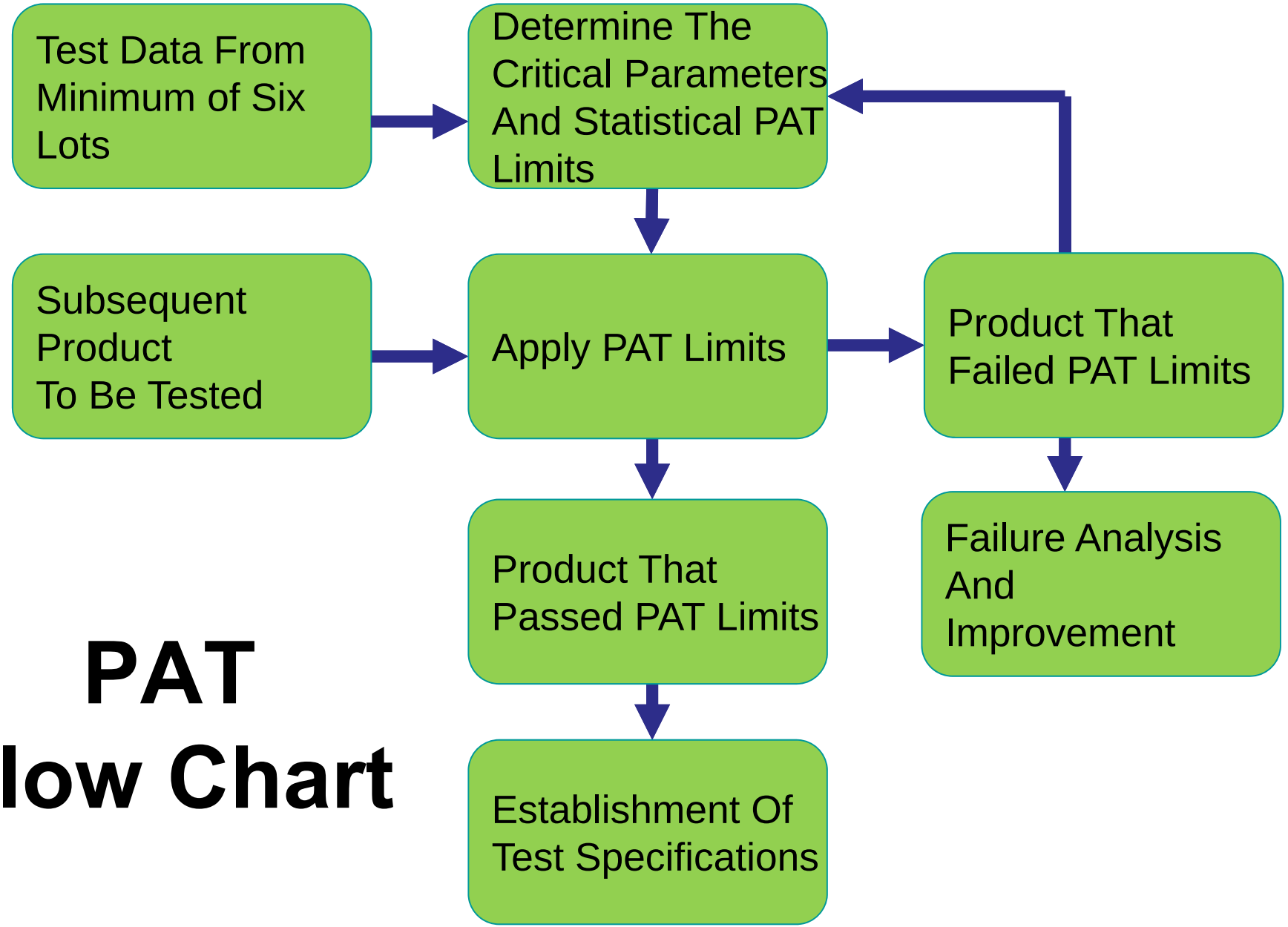
Process of Nonconforming Product Management



Process of Failure Analysis



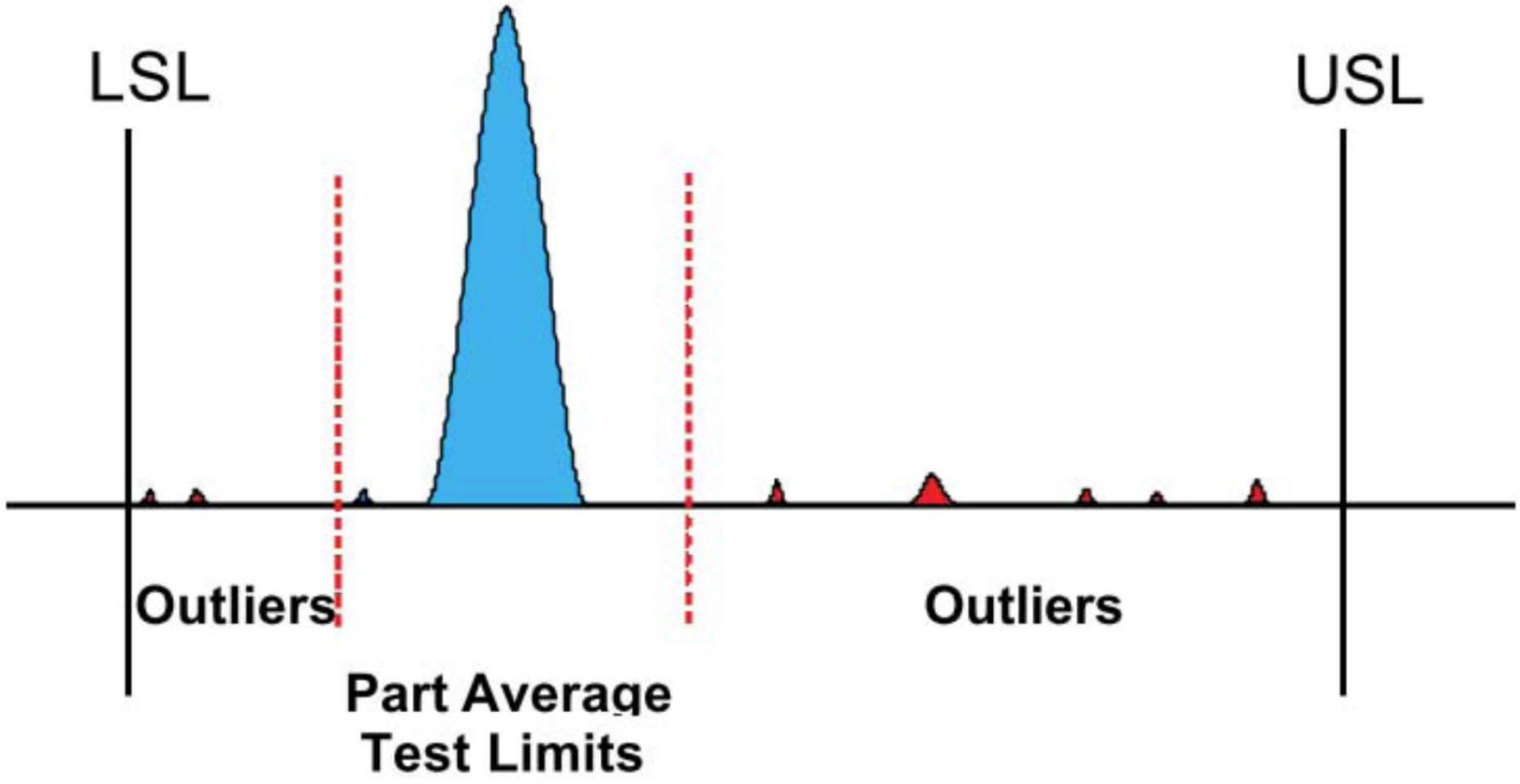
PAT Flow Chart



The PAT Q.C Scheme

➢ PAT (Part Average Testing) is one of the most important management tools employed at Li-sion Technology. In recent years, it has become an effective tool for quality control in semiconductor components manufacturing business. PAT utilizes a statistical quartiles combined with statistical concepts to establish upper and lower bounds for quality control.

The PAT Scheme



PAT Procedures

The modified PAT procedure is adopted to correct the control limits and monitor the quality of production so as to exclude the peripheral, abnormal components having high property variance. The steps to be performed are as follows:

- Step1: Test data collection

Raw data is generated and extracted from the production line about one or two batches for forming the normal distribution curves of the test items as the base lines.

PAT Procedures

- Step 2: Test parameters correction

According to the actual electrical values of the critical test items, the corrected specification is constructed to eliminate potential variability and promote the stability of parts.

- Step 3: Product inspection

500pcs of test data are reserved per batch in production lines so as to compare the test data with the base line, examining whether there is process variance existing in the corrected test specification.

PAT Procedures

➢ Step 4: Risk verification

50 ~ 125pcs shall be inspected at Li-sion's incoming quality control via in each batch of products. Double verification of this kind is made. The reserved samples can be used for failure analysis or for routine reliability test. This is a necessary step for verifying the risk involved.

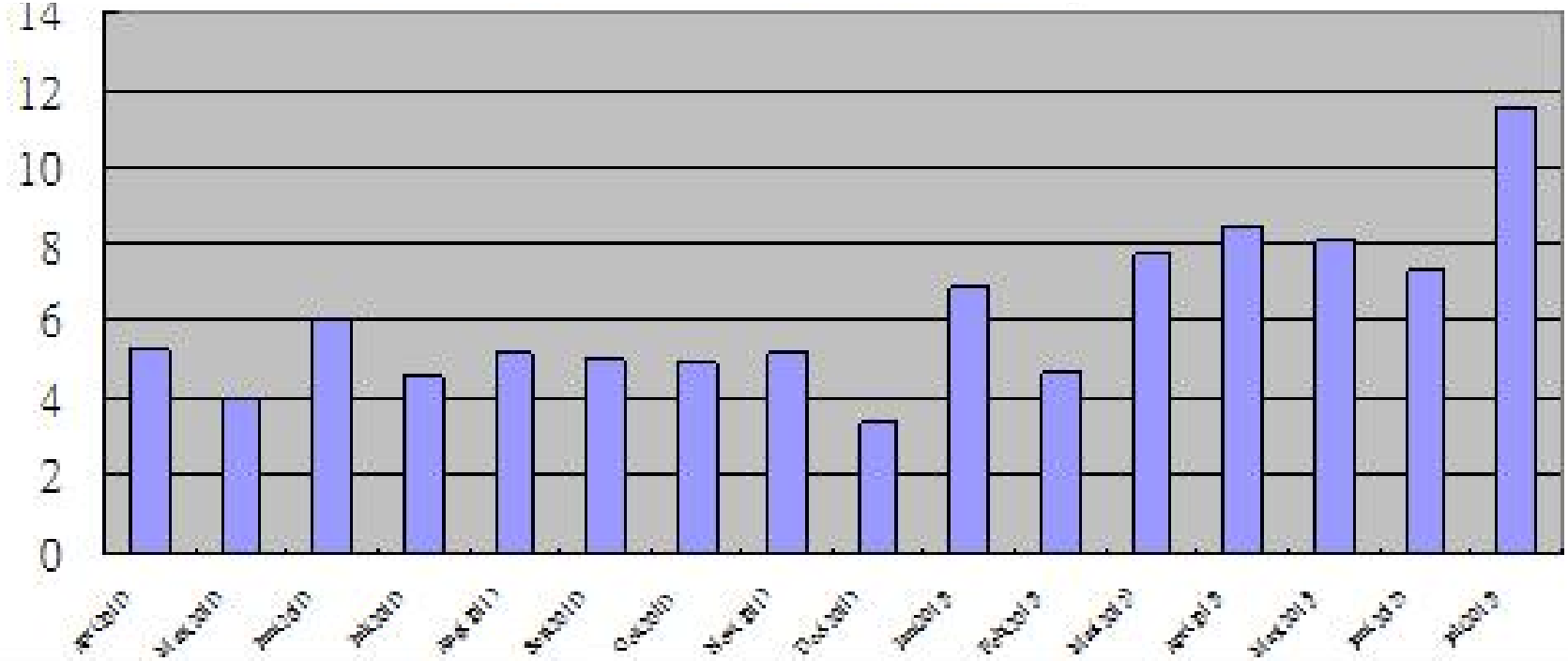
Performance of Quality Assurance Procedure Management

Performance of PAT

The following is the average customer complaint filed from July of 2012 for each million parts shipped. Since the introduction of PAT technique into Li-sion in Jan. 2002, it can be observed from the chart in Page.117 that starting form Feb. 2012 the shipment of parts kept increasing for each customer complaint filed on average. This means that the number of customer complaint kept decreasing, and the quality cost incurred kept decreasing as well. To demonstrate the success of the PAT technique introduced into a Li-sion's vendor, the chart shown in Page.118 clearly indicates that the number of customer complain has started decreasing starting April 2012 and dropped to zero in the timeframe of June and September in Page.119.

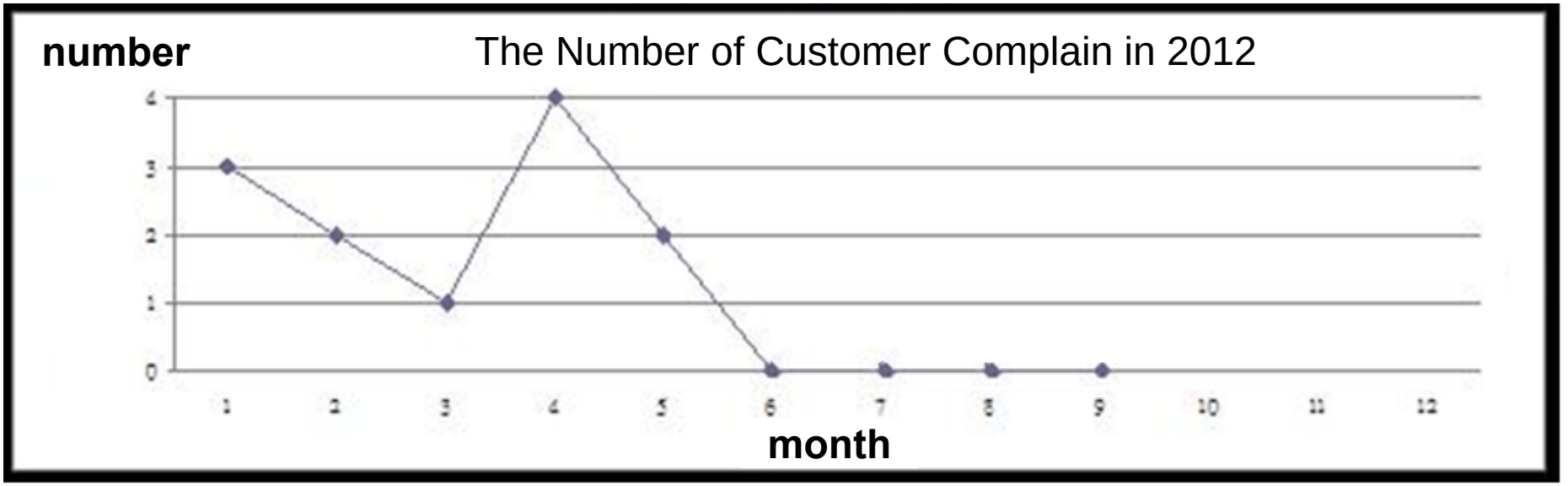
Performance of PAT

The Shipment of Parts for Each Customer Complaint Filed on Average (unit: million).



Performance of PAT

Performance of PAT



Management of Information and Knowledge

Management Information System

Management Information System (MIS) is a system that utilizes computers for managing routine operation procedures, decision making activities and individual knowledge activities.

MIS system should demonstrate its capabilities to assess the performance of the computerized operating procedures, to manage, control and measure the performance through computers. These techniques should be able to demonstrate the accomplishments of the planned actions.

Management Information System

The related departments will input the information related to manufacturing processes and keep the records of quality, which will be subsequently analyzed, categorized and transmitted. All these activities are meant to ensure product quality and its continuous improvement, as well.

Each department shall formulate its quality goals, assessment methods and performance evaluation charts. In addition, the corresponding evaluation indicators and the related implementation schemes shall be reviewed for periodic performance review.

Management Information System

Through the established information system, the following processes need to be reviewed annually:

(1) Human Resource process: the personnel department should evaluate methods in terms of quality goals to gather its performance for analysis.

(2) Processes related to customers: the sales department shall be evaluated in terms of quality goals and its performance. The performance information shall be gathered and be compared with the customer needs for statistical analysis (e.g. analysis of trend of monthly customer complaint).

Management Information System

(3)Procurement Procedure management: the performance of purchasing department shall be evaluated in terms of quality goals. The performance information shall be gathered for statistical analysis (e.g. trends analyses for incoming material that passes the inspection and nonconforming material that fail the inspection, suppliers' monthly performance evaluation in terms of supplying nonconforming material.)

(4) Product Inspection Procedures: the manufacturing department is evaluated in terms of meeting quality goals. Performance data is gathered and statistical analyses are conducted (e.g. ppm accomplished and analysis of nonconforming material).

Management Information System

(5) Packaging and Shipment Procedures: the procurement department shall evaluate its methods in terms of meeting quality goals, gather performance data for conducting statistical analysis.

(6) Procedures for product development: the design department shall evaluate its methods in terms of meeting its quality goals, gather performance data and compare them with customer needs and conduct statistical analyses (e.g. compliance of development time, result of reliability test, analysis of failure modes, meeting of customer needs, etc.).

Knowledge Management

Knowledge Management of Li-sion Technology has the following features:

(1) Through applying the knowledge and experience acquired to increase the R&D capabilities, the performance of product innovation and services, thereby raising the entire competitiveness of the company.

(2) Emphasize the internal flow of information within the company, thereby increasing the efficiency of team members of obtaining knowledge or information.

(3) Provide guidance of innovation and assistance the staff members to develop the core technical capability.

(4) Bring the skills and talents of the team members into full play.

(5) Establish the corporate culture and value system inductive to innovation.

Knowledge Management

In order to quickly realize the economic benefits and attainment of company's competitiveness, the following approaches are to be taken during establishment of knowledge management at Li-sion Technology:

(1) Develop the infrastructure including computer networks and information software, which and useful for knowledge management.

(2) Develop the knowledge bank having standard systems and flexile structure, suitable in size and fit for use. This suitable, practical knowledge bank will facilitate carrying out the various projects related to knowledge development within the organization.

Knowledge Management

(3) For efficient knowledge management, which differs from information management, specific objectives and definitions are required. A clear communication and consensus need to be established.

(4) For those who participate in and support activities, promoting knowledge management, effective incentives need to be established. Incentive mechanisms are necessary for people who willingly support the knowledge management scheme and participate in sharing the knowledge. Incentives should include material-related and spiritual-related. This is important especially with regard to intellectuals.

Knowledge Management

(5) Within the organization, there are plenty of channels that facilitate the flow of knowledge. During the flow, the value of knowledge can be increased.

(6) Public supports from the upper management should include those that are verbally, action-wise, and resource allocation. The upper management need not directly participate in the knowledge management; however, the support in terms of attitude and approval are necessary.

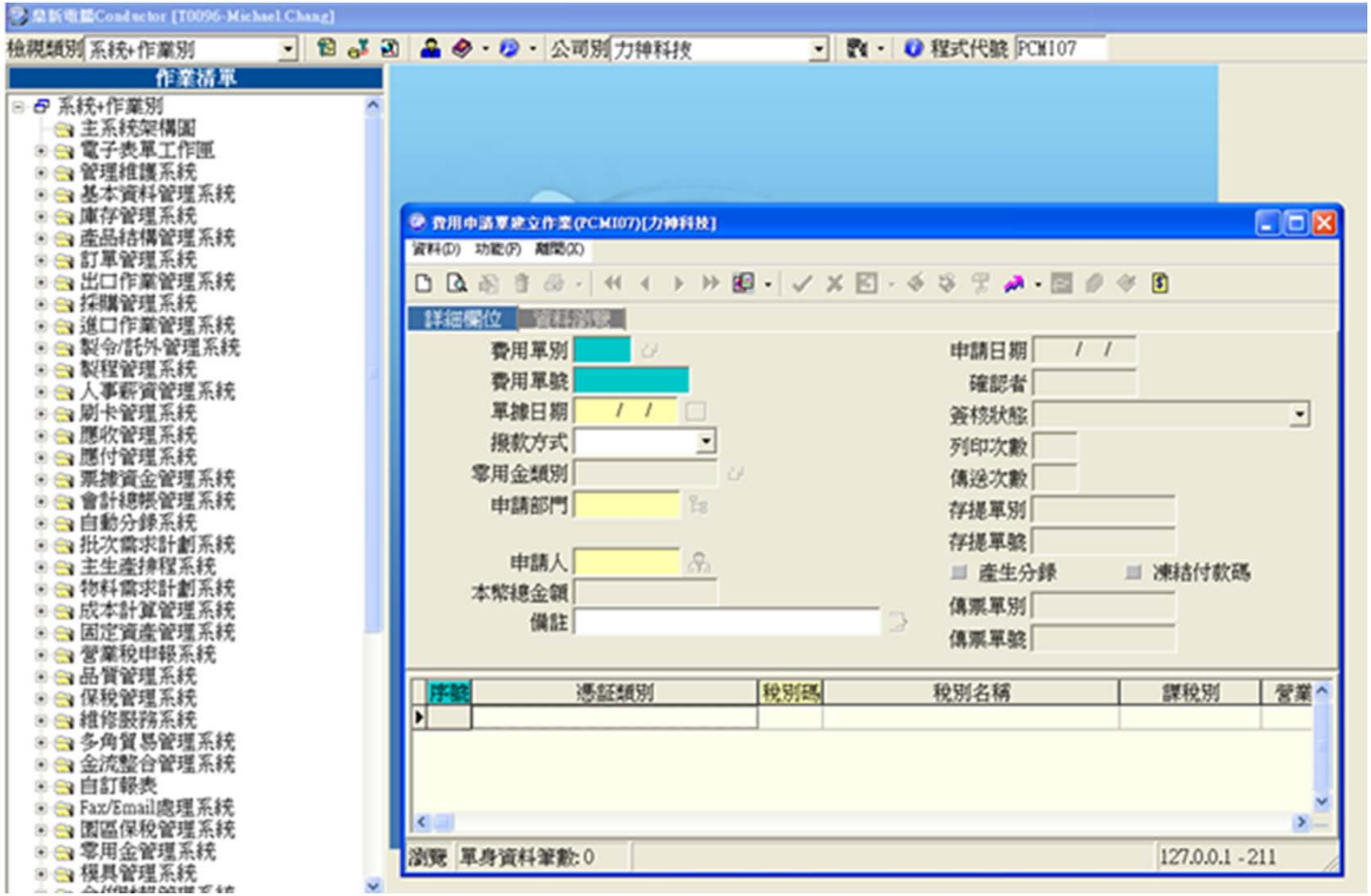
The Performance in Information and Knowledge Management

Information and Knowledge Management

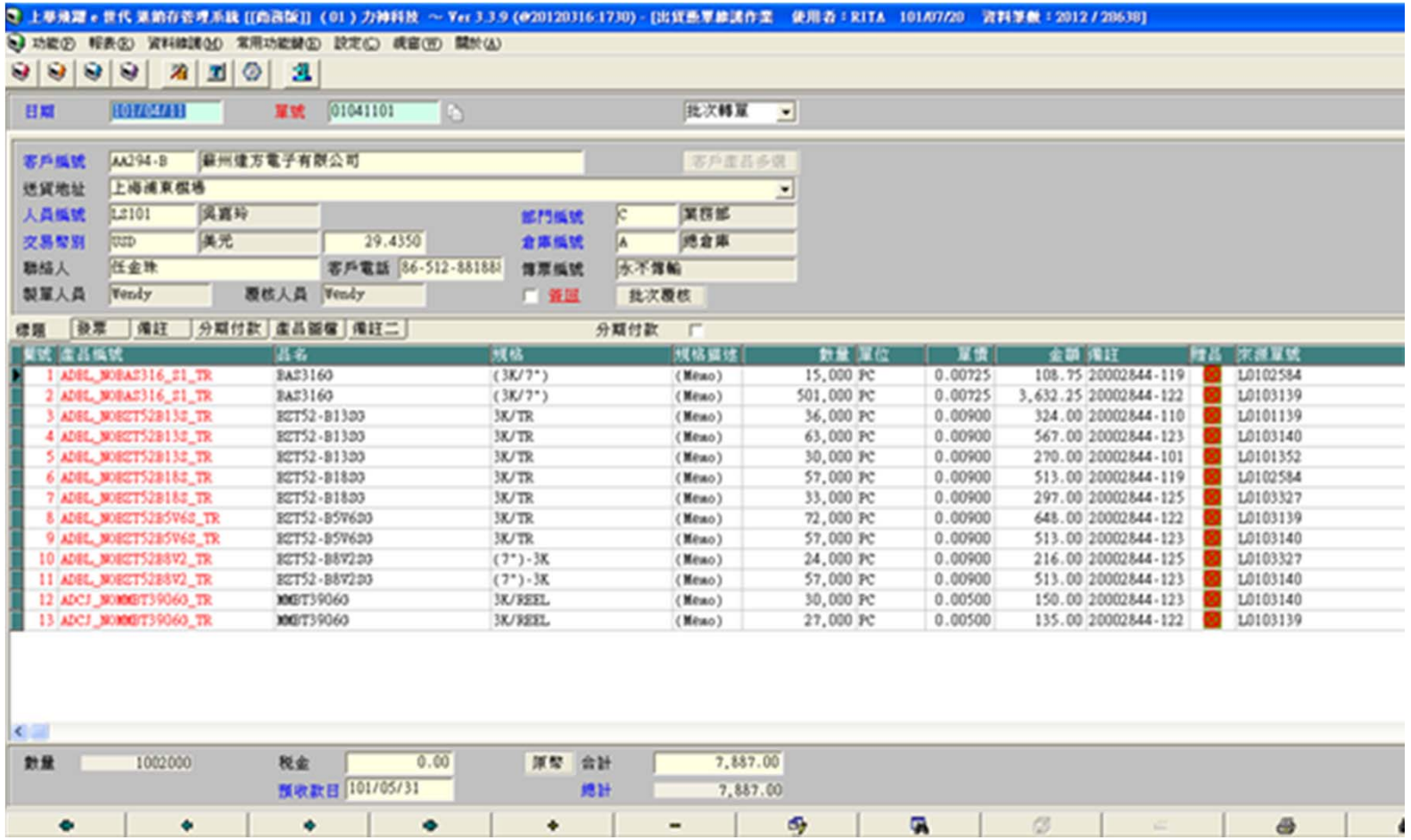
Information and Knowledge Management

Information and Knowledge Management

Information and Knowledge Management



Information and Knowledge Management



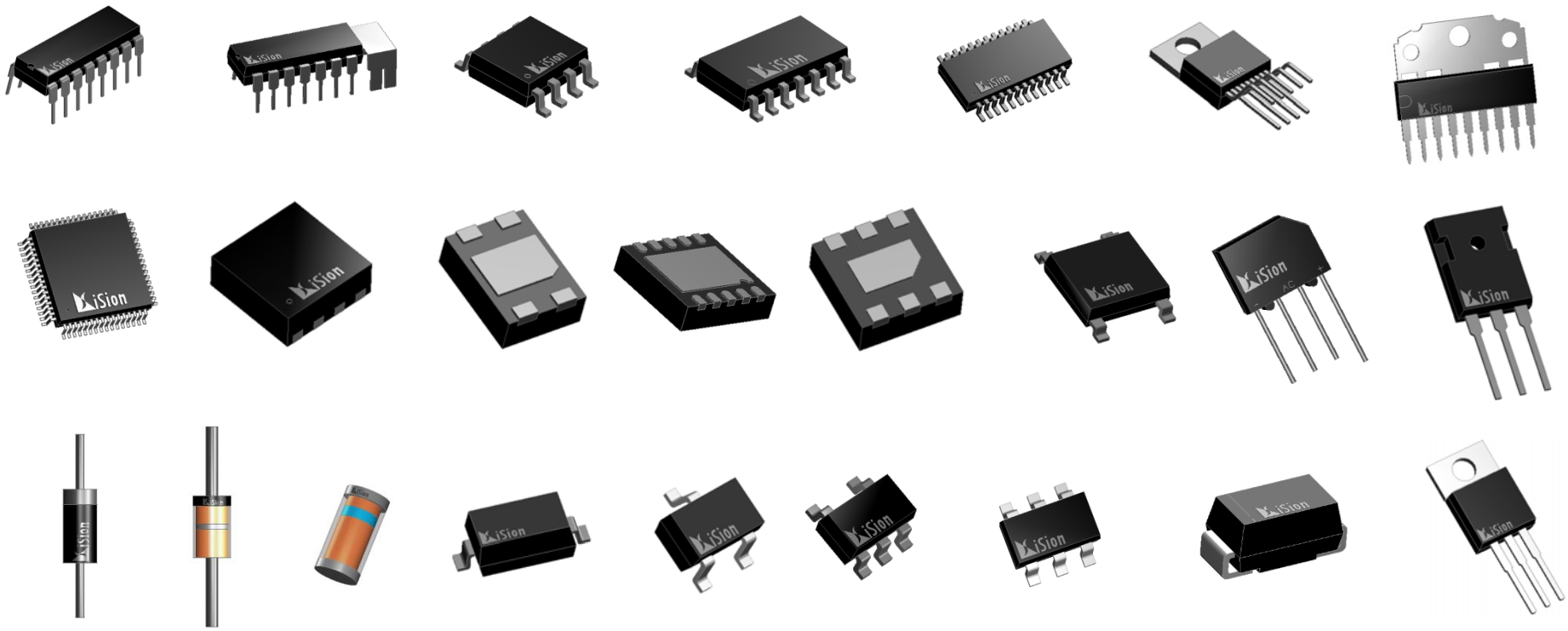
Concluding Remarks

➢ Over the past more than a decade, Li-sion Technology has gained wide recognition for its fine corporate image and its superior product quality. All these have been achieved through the outstanding leadership and creative managerial skills of its chairman, Mr. James Hung, CEO, Mr. Edy Hsiao and the concerted efforts of the entire workforce of the company.

Concluding Remarks

- In order to boost the notion of maintaining an everlasting business, the entire workforce had committed themselves to the winning of the Award for Outstanding Management, and we have done it. Li-sion would keep its fine inherited tradition, imposing self-evaluation of the goals for technology innovation, quality first, so as to raise the competitiveness of the country.

力神卓越經營品質獎



公司簡介

公司簡介

- 力神科技股份有限公司位於桃園市，主要產品為二極體、電晶體、金氧半場效電晶體、保護元件、及類比IC之設計開發、製造測試與銷售，自成立以來秉持著優越的技術、熱忱的服務、創新的研發實力與經營理念為客戶服務，採行高效率之經營模式，提供良好的產品競爭優勢，業績及獲利均呈倍數成長；我們重視每一位員工，除了融洽工作環境、亦提供專業學習空間，追求企業永續經營、穩健成長，徹底落實以客為尊的經營理念，各項產品均廣獲使用者好評。

公司簡介

- 在公司全體同仁努力下，公司形象暨產品品質獲得市場諸多肯定，建立良好口碑，為客戶具體解決各類產品技術與品質管控問題，提供完善的服務是我們設立的宗旨與經營理念。我們服務的理念，以提高全公司人員素質與產能、增加國際競爭力，並承續以往重品質，勤服務的精神、不斷創新，符合市場需求為目標。力神科技將本著誠信、品質、創新、效率的經營理念，竭誠為客戶服務，持續提供滿足客戶及適用法規要求的產品。

品質政策

誠信:秉持誠信原則、互信互利、符合顧客要求、提升顧客滿意度。

品質:提升產品品質、落實作業管制、建立品質控管機制、貫徹品質政策。

創新:創新產品設計、強化研發團隊、符合法規要求、提供客製化服務。

效率:注重整體效率、及時解決問題、持續方案改善、以顧客需求至上。

公司里程碑

年度	主要成就或大事
2001.07	力神科技成立
2002.03	小信號產品量產
2002.08	突波抑制器 (TVS) 量產
2003.09	無鉛產品全面導入
2004.05	Analog IC 量產
2004.12	中國營業處成立
2005.07	取得ISO 9001:2000 認證
2005.10	TVS array 量產

公司里程碑

2006.02	CMOS LDO 量產
2006.06	Audio power amplifier 量產
2007.04	PFM step-up 量產
2007.07	RESET IC 量產
2007.09	無鹵 (Halogen Free) 產品導入
2008.05	D class audio power amplifier 量產
2008.06	MOSFET with ESD 量產
2009.02	LNB control IC built in voltage regulator量產
2009.09	取得ISO 14001:2004 認證

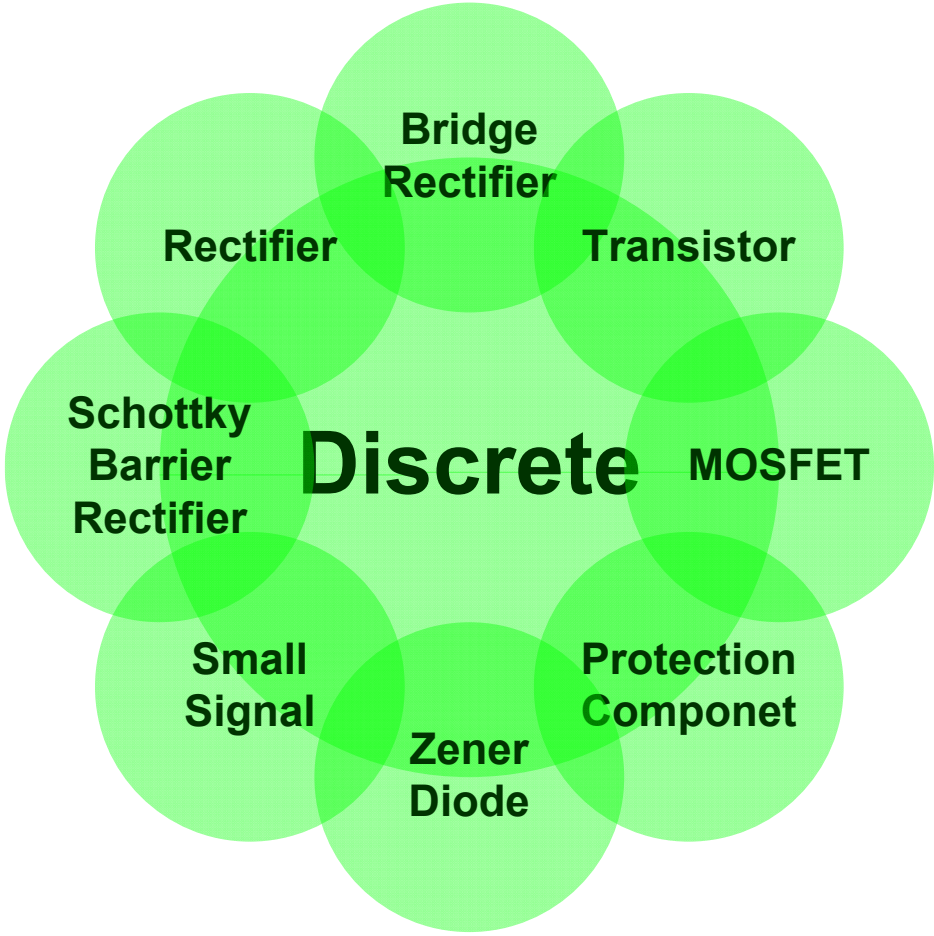
公司里程碑

2010.02	榮獲新普2010最佳供應商獎
2010.04	LISKY專利與商標申請通過 (High Current Density Schottky) 並正式量產
2010.04	榮獲智邦2010最佳供應商獎
2010.05	榮獲經濟部外貿協會2010進出口績優廠商表揚
2011.02	榮獲啟碁2011最佳供應商獎
2011.04	榮獲智易2011優秀供應商獎
2011.05	榮獲經濟部外貿協會2011進出口績優廠商表揚
2011.11	取得OHSAS 18001:2007 認證
2011.12	取得ISO 14001:2004 認證

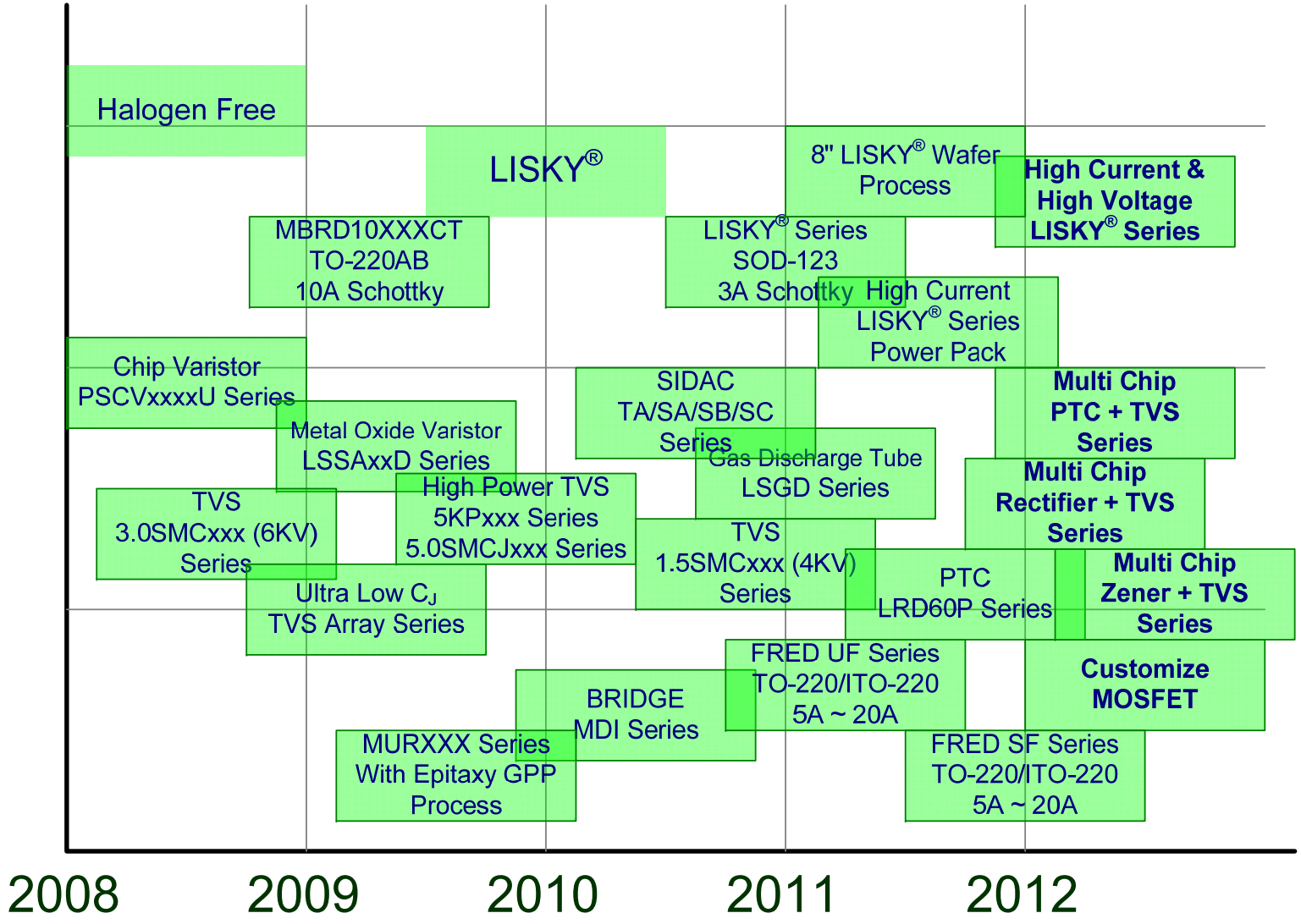
公司里程碑

2012.02	榮獲金炬獎”年度十大企業”與”優良顧客滿意度”獎項（已於九月七日完成授獎）
2012.04	取得TS 16949:2009 認證
2012.05	LISTRONG商標與專利核准通過
2012.05	通過經濟部科技研究發展專案-小型企業創新研發計畫(SBIR)
2012.09	已完成卓越經營品質獎評審(預計十月中發佈結果)
2012.11	榮獲經濟部2012年度金峰獎十大企業
2012.12	預計申請經濟部”鼓勵國內企業在台設立研發中心”計畫與科技研究發展計畫

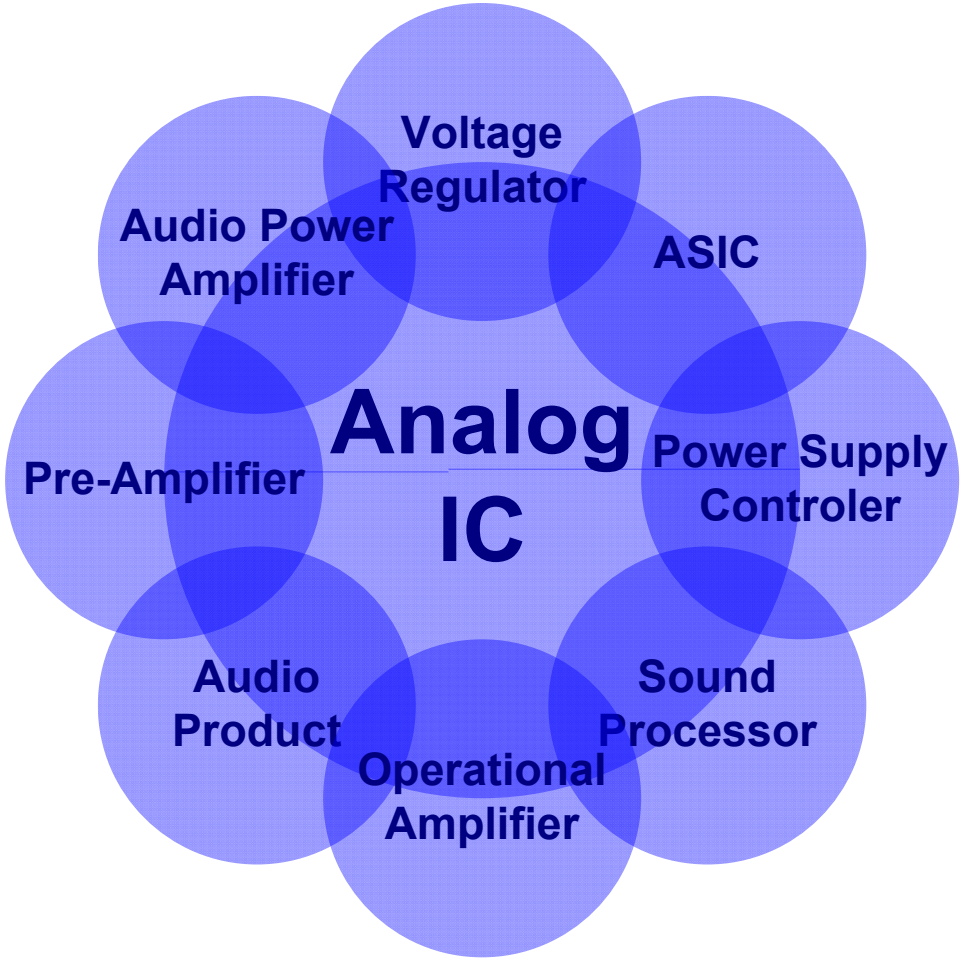
Discrete Product



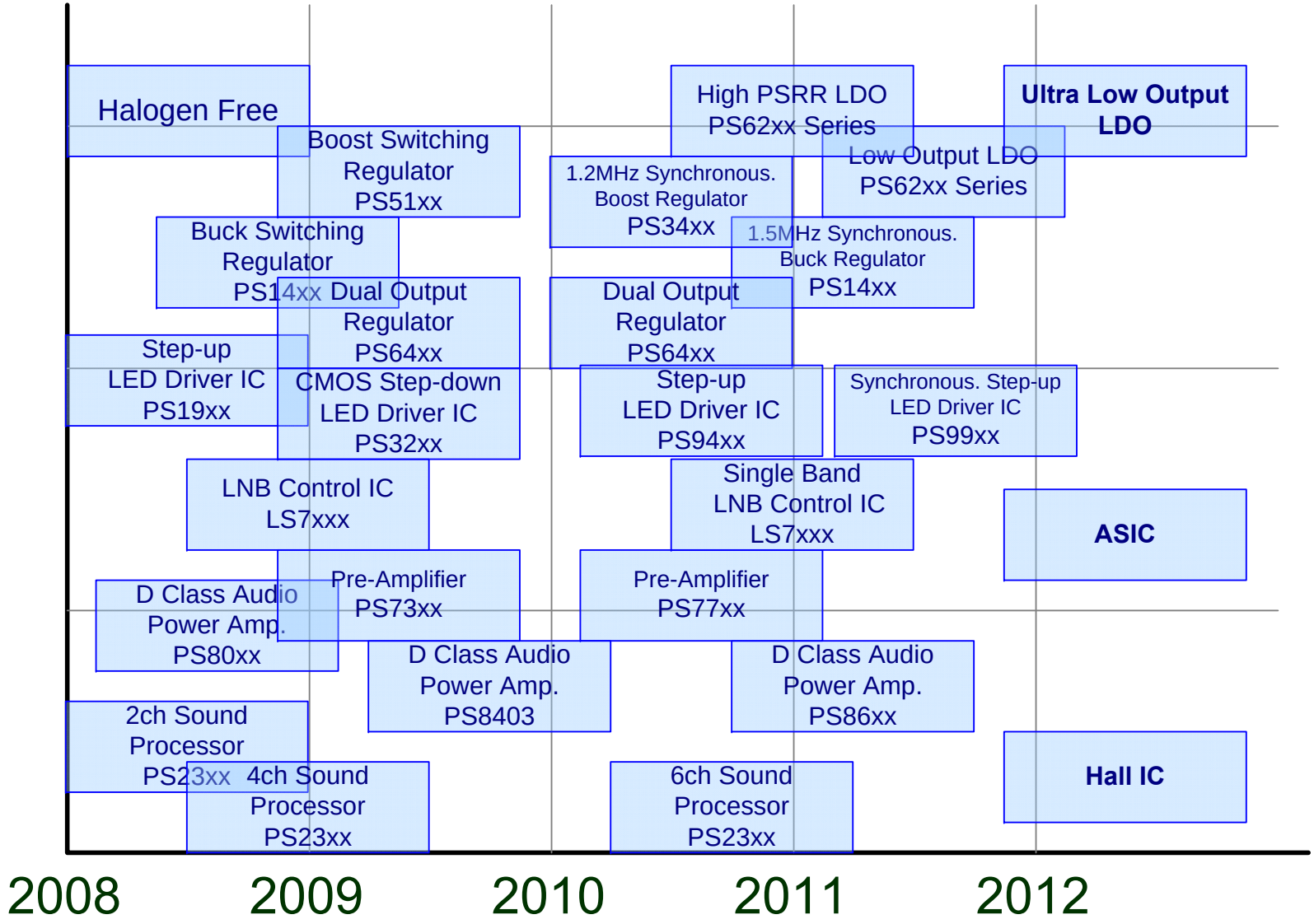
Discrete Product Roadmap



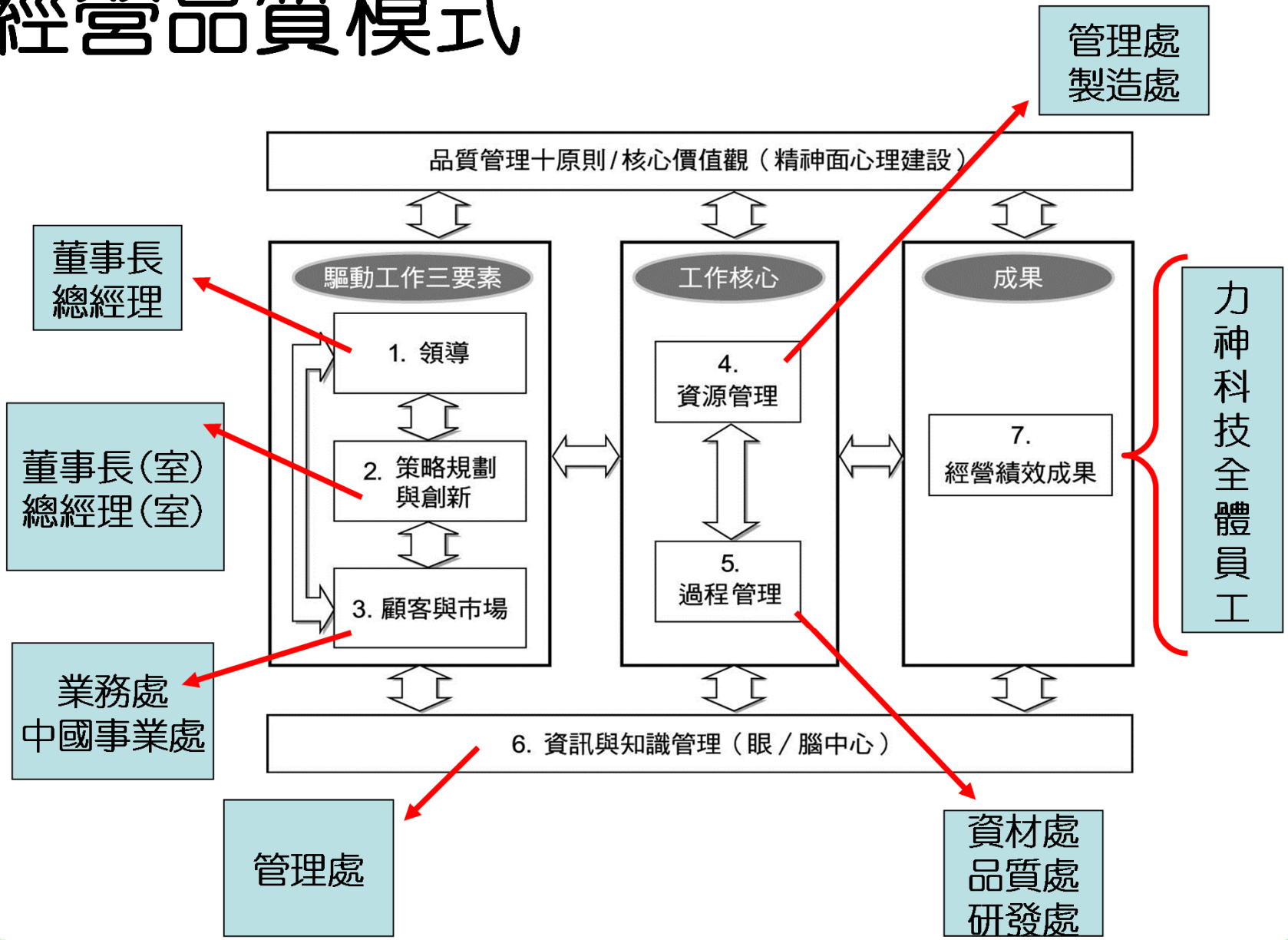
Analog IC Product



Analog IC Product Roadmap



經營品質模式


管理處
製造處
品質管理十原則/核心價值觀（精神面心理建設）
董事長
總經理
驅動工作三要素
工作核心
成果
1. 領導
4.
資源管理
7.
經營績效成果
力神科技全體員工
董事長(室)
總經理(室)
2. 策略規劃
與創新
3. 顧客與市場
5.
過程管理
業務處
中國事業處
6. 資訊與知識管理（眼／腦中心）
管理處
資材處
品質處
研發處

領導

領導

- 「成為台灣的企業標竿」及「成為世界級的領導者」是我們企業發展的目標。「永續經營」、「照顧員工」、「服務客戶」、「繁榮社會」、「地球環保」、「共創雙贏」是我們企業的願景。力神科技自成立十餘年以來，在董事長與總經理領導下，秉持「誠信」、「品質」、「創新」、「效率」的公司政策，致力於企業的發展願景與目標；以高效率的經營模式、卓越的市場分析、堅實的銷售能力、強大的研發工程團隊及優秀的後勤人員共同努力下，公司業績蒸蒸日上，每年營業額及獲利均有不小幅度的成長。

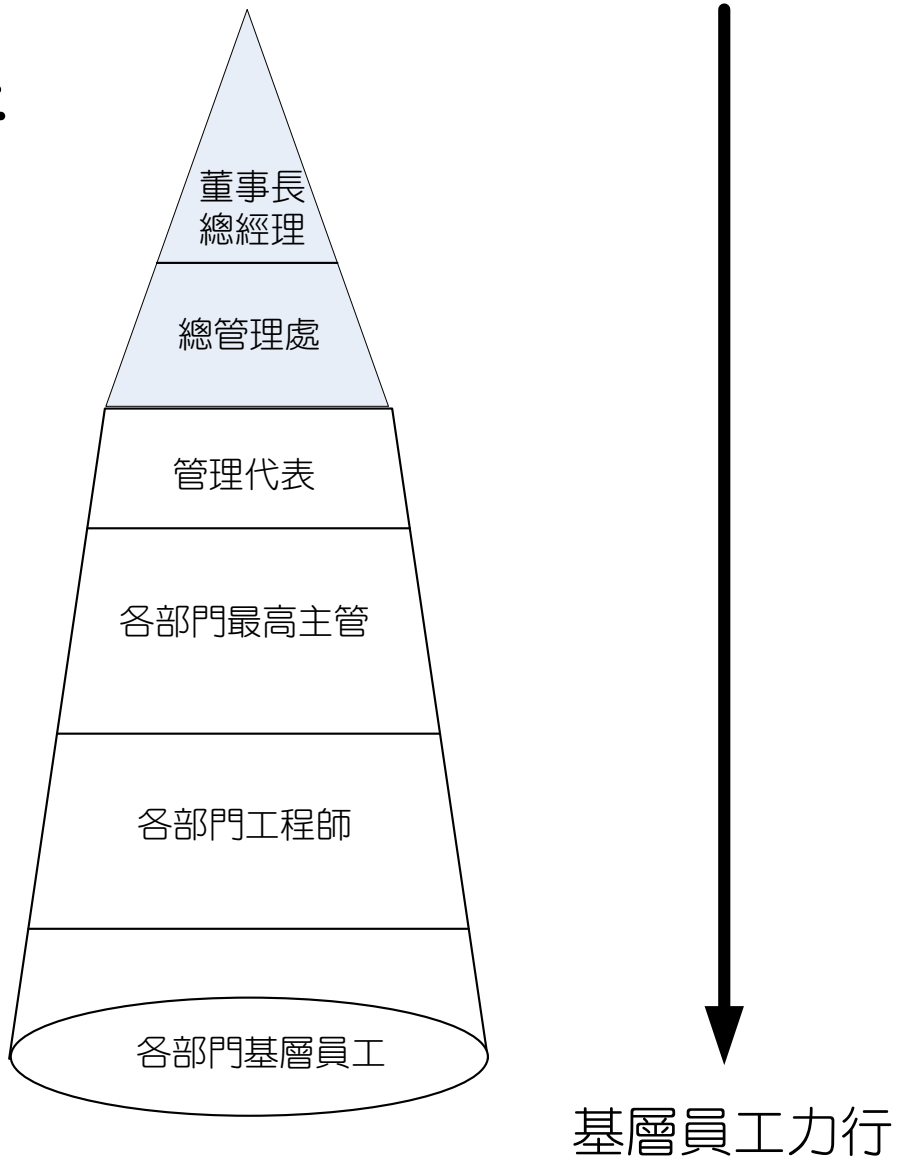
春筍式管理

從公司內部管理到外部的供應商管理與客戶關係管理一向秉持著”春筍式管理”文化，以公司內部而言由董事長、總經理、各部門主管自我嚴格要求、以身作則，各部門之間依核心以春筍剝殼般，展開互助合作，各部門主管將此觀念與風氣推行到部屬與基層員工，達到上行下效、環環相扣、風行草偃的效果。

春筍式管理

春筍長成竹子時其韌性，如同竹子般堅強旺盛生命力，及商品多樣性的展開與供應商之間的合作關係緊密，以”Design House”為經營型態的力神科技也以同樣嚴格的標準對於品質把關來要求合作的供應商，一方面滿足客戶的需求外，另一方面也與國際上一些同業大廠齊名，建立優良廠商的口碑與信譽。

春筍式管理



六大願景

- 永續經營
- 照顧員工
- 服務客戶
- 繁榮社會
- 地球環保
- 共創雙贏

社會責任

- 產品製造的責任
- 行銷活動上的責任
- 員工教育訓練的責任
- 環境保護的責任
- 維持良好的勞資關係
- 提供平等僱用的機會
- 員工安全與健康
- 社會公益活動

策略與創新

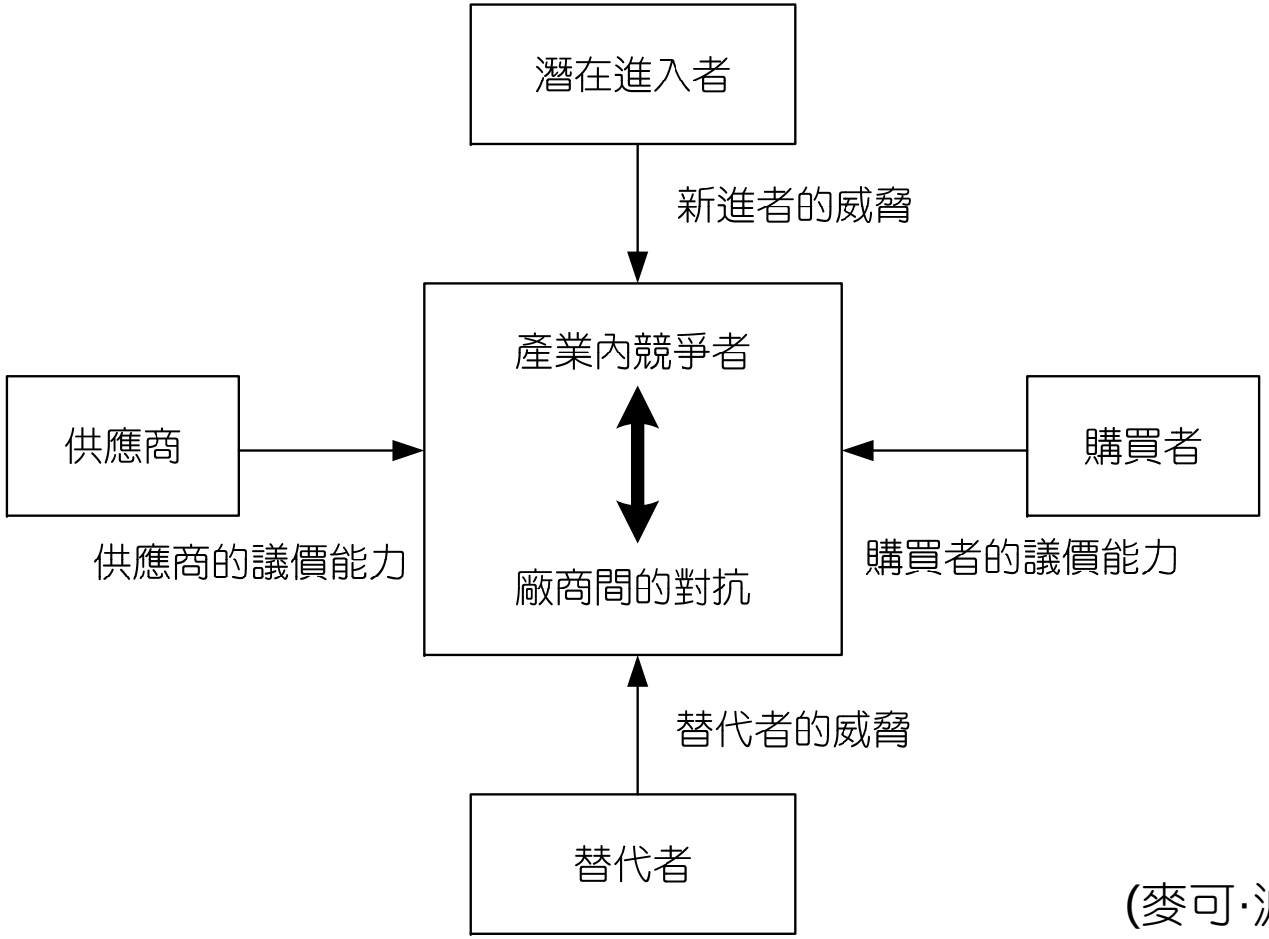
目標設定

依公司的經營理念，規劃本公司之營運方向，使各部門的運作方向正確，藉此評估全公司及各部門的經營績效，以追求創新、成長、獲利，永續經營的目標。

2012~2014年目標訂定

- 發展完整產品線
- 購置辦公大樓及未來擁有廠房的規劃
- 進行產業向上整合
- 提升分離式元件MOSFET之產品比例與研發

五力分析



(麥可·波特，1979)

五力分析

以下列五力的分析結果，作出SWOT分析供作策略展開的依據：

1. 供應商的議價能力
2. 購買者的議價能力
3. 新進入者的威脅
4. 替代品的威脅
5. 同業間的競爭力

SWOT 分析

Strengths (優勢)	Weakness (劣勢)
1. 本公司以自創品牌行銷台灣與海外地區，普遍獲得世界級大廠的認可與採用。 2. 產品線齊全、客製化的能力高，可充分滿足客戶需求，對於原有產品與新開發產品可做Design In 服務。 3. 掌握關鍵製程技術，且定期與政府單位申請專案補助計畫，提升研發能力的競爭優勢。	1. 面臨同業廠商的削價競爭，相對於公司對品質成本的投入，價格方面的壓力遇到較大的挑戰。 2. 品牌知名度在國際上能見度雖然高，但在全球半導體零件市場市佔率不高。
Opportunities (機會)	**Threats (威脅)**
1. 歐美國家之半導體大廠由於分離式元件的生產成本和技術已無法與力神科技競爭，漸漸放棄自行生產而轉向高階IC生產。 2. 力神科技在品牌、創意與研發方面具有競爭優勢，陸續自創LISKY與LISTRONG的專利商標。	1. 新進入者的威脅，對於台灣與中國大陸同業的廠商快速增加，面臨價格競爭上的挑戰。 2. 替代品的威脅，歐美一線大廠紛紛到中國大陸設廠，技術與品質將是競爭的重要因素。

企業策略

SO策略——乘勝追擊策略	**ST**策略——守株待兔策略
1. 已開發的LISKY產品，持續發展不同應用產業之系列產品，擴大國內外市場占有率。 2. 2012獲得經濟部SBIR計劃補助的LISTRONG產品，加快研發腳步期能即早打入市場，作為2013年主要推廣之殺手級產品。	1. 品牌行銷的策略將持續推廣，品牌背後象徵的研發、品質、服務將是我們拓展業務最大的利基。 2. 開發高附加價值新產品及服務客戶的技術設計支援，並提高新產品的設計及產品比重，以提高本公司的整體毛利率。
WO策略——策略聯盟策略	**WT**策略——破釜沉舟策略
1. 擴增並整合上下游專業晶圓廠、封測廠及協力廠，有效應變市場瞬息萬變的產品週期及客戶多樣性的產品需求。 2. 參加各個國家舉辦的招商計畫，陸續獲得當地政府的補助支持成立”Design Center”，提昇自身的研發創新能力。	1. 說服客戶在開發新版產品階段，導入新產品轉換為價值性較高的替代性產品。 2. 積極投入信賴性設備及檢驗儀器並導入PAT測試機制，除大幅提升供應商產品品質，並有能力進一步邁入國際大廠的品質水準。

公司定位

- 以設計公司定位，提供客戶全方位的產品與服務。
- 以世界大廠為標竿，成為國際級代表性的企業。
- 區隔一般零售商、通路商、代理商及代工廠的經營模式。

建立品牌形象

- 建立公司自有品牌，以自有品牌占有市場，區隔轉賣、貼牌的企業假象。
- 以國際級產品為標竿，提供高階、高品質水準的產品等級，區隔一般Local二線廠的產品定位(價廉、低品質)。
- 領先提供創新產品，建立世界級企業形象。
- 創造知名度，令人聽到分離式元件與類比IC就想到力神科技。

行銷策略

- 建立全系列的產品線，滿足不同客戶群對產品的需求，以高產品覆蓋率贏得競爭市場的佔有率。
- 以國際大廠為標竿，有效區隔Local二線廠，避免落入削價競爭的惡性循環市場。
- 以高品質產品與全方位服務的方式，賺取國際大廠與Local二線廠間的利潤差距。
- 以市場為導向，針對高單價、高利潤、大數量的產品做重點銷售。
- 蒐集市場資訊，以各類產品收集的資訊做了解比較，從中選擇重點產品行銷。
- 配合客戶新產品開發所需，重點於客製化及Design In銷售。

產品開發策略

- 以Total Solution的方式，提供客戶全方位的產品與服務。
- 著重Design In的產品開發與導入，具有不可替換的優勢，同時又可以與客戶保持良好的合作關係。
- 新產品的適時開發導入，具有調節成長期與衰退期間利潤的落差；以2008年金融海嘯為例，力神適時拓展高利潤之類比IC產品彌補分離式元件衰退的落差，因此並沒受到金融海嘯的影響，業績仍然持續成長。
- 新型式產品的開發，著眼於現有產品在功能性、穩定性、限制性的改良提升，提供客戶在新產品設計上的多樣選擇，具有市場供應的唯一性優勢。

品質控管

- 建立供應商管理，管制供應商品質。
- 所有完成之成品經供應商全面檢驗，再回溯力神科技做二次檢驗，確保品質再行出貨。
- 增購信賴性及檢測設備，減少外包的品質成本。
- 積極獲得國際品質、環保、職安衛體系認證，確保品質。
- 實施SPC，PAT(零件平均測試; Part Average Testing)等方式控管品質。

產品售後服務

- 定期安排客服詢問產品現狀。
- 積極解決客訴問題。
- 與客戶研發、品保單位密切聯繫，作技術及品質的雙向交流。
- 教育訓練及不良分析的服務支援。

產品發展方向

- LISKY、LISTRONG、Power-Lite產品研發與量產。
- LDO 穩壓器：無論可調式電壓或固定電壓產品，都加強了散熱效能，並不斷推陳出新,提供新的封裝，符合客戶系統需求。
- 電源管理 IC：採用單相位和雙相位的設計能讓客戶在面臨較大電流或多組電源使用上有不同選擇。適用於 ASIC、DDR記憶體、通訊系統及電腦電源等應用上。
- 降壓型電源管理IC：多樣化的頻率、電流及電壓。主要應用範圍為主機板系統、可攜式產品、LED、LCD 螢幕及無線網路卡。

產品發展方向

- 升壓型電源管理IC：主要應用範圍為可攜式產品、LED 及 LCD 螢幕。
- 風扇控制 IC：成功使用在電腦電源及伺服器上。
- 液晶面板電源管理 IC：成功開發讓客戶使用。
- Hall Sensor：產品應用在筆記型電腦上。
- 中低壓 N 型金氧半功率場效電晶體產品持續改善 N 型高密度元件之製程技術。

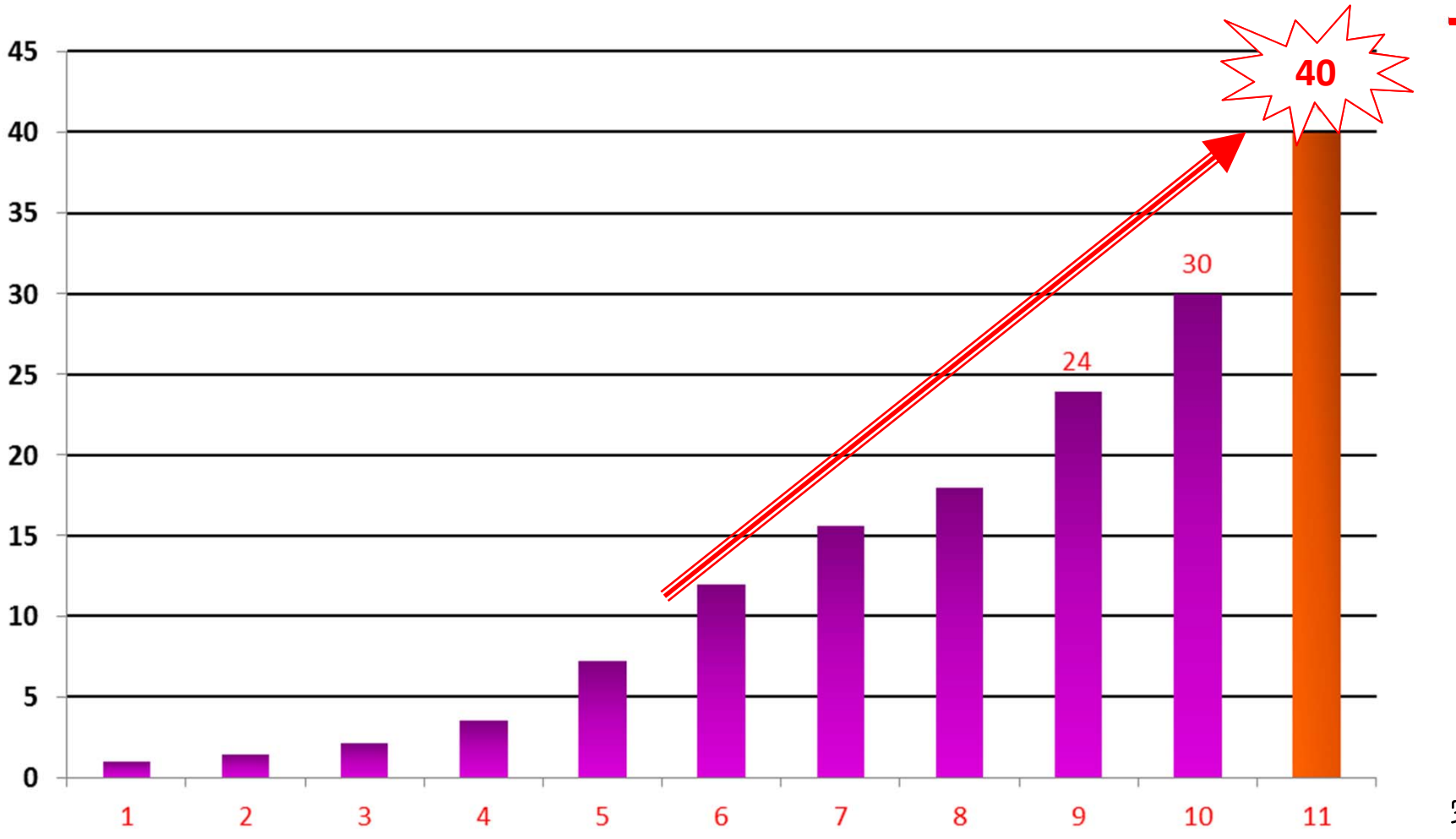
產品發展方向

- 中低壓P型金氧半功率場效電晶體產品。
- 高壓金氧半功率場效電晶體產品開發具閘、源極保護之高壓產品，更增強產品靜電防護能力之400V~900V LS系列之N型金氧半功率場效電晶體。
- 中低壓IGBT:低驅動電壓及高驅動電流能力並具有高靜電防護能力，且符合小型化及薄型化封裝需求之產品。

策略創新績效

Annual Revenue

Unit: USD /Million



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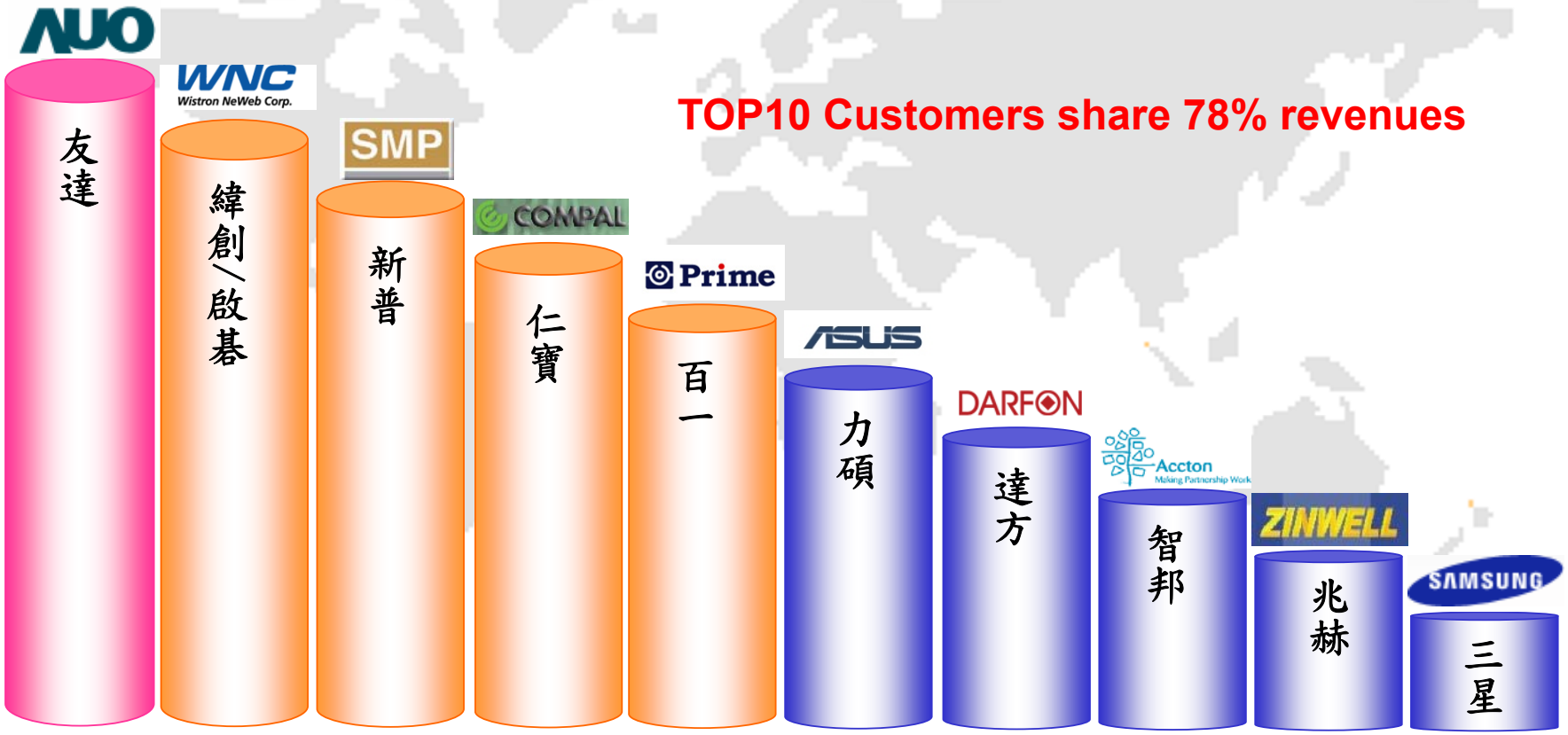
2011 Top 10 Customers



Customers Bases

Communications :

EDIMAX NETWORKING PEOPLE TOGETHER
訊舟

Accton Making Partnership Work
智邦

摩托羅拉

凱碩科技股份有限公司 CastleNet Technology Inc.

arcadyan
智易

Unihan UNIHAN CORPORATION
和碩聯合

SERCOM
中磊

COMPAL
仁寶

LNB / STB :

WNC Wistron NeWeb Corp.
緯創/啟碁

Prime
百一

SKARDIN
致振

ZINWELL
兆赫

COSHIP 同洲

DIRECTV

ECHOSTAR

Unihan UNIHAN CORPORATION

Computers & Peripherals :

三星

仁寶

新普

力碩

加百裕

瑞傳

順達

LCD Panel :

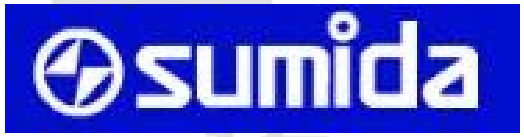
友達

環科

Power Supply :

達方

正崴



銑寶

美商伊頓

亞源

維熹

科風

協益

LED Lighting:

億光

東貝

一詮

晶亮

東林科技

中強電子

Automotive：

緯創/啟碁

比亞迪

埃泰克

昶懋國際

航欣工業

華碩/亞旭

Others：

APPLE

喬暘

聲寶

華晶

樂蘭

輝達

陞泰

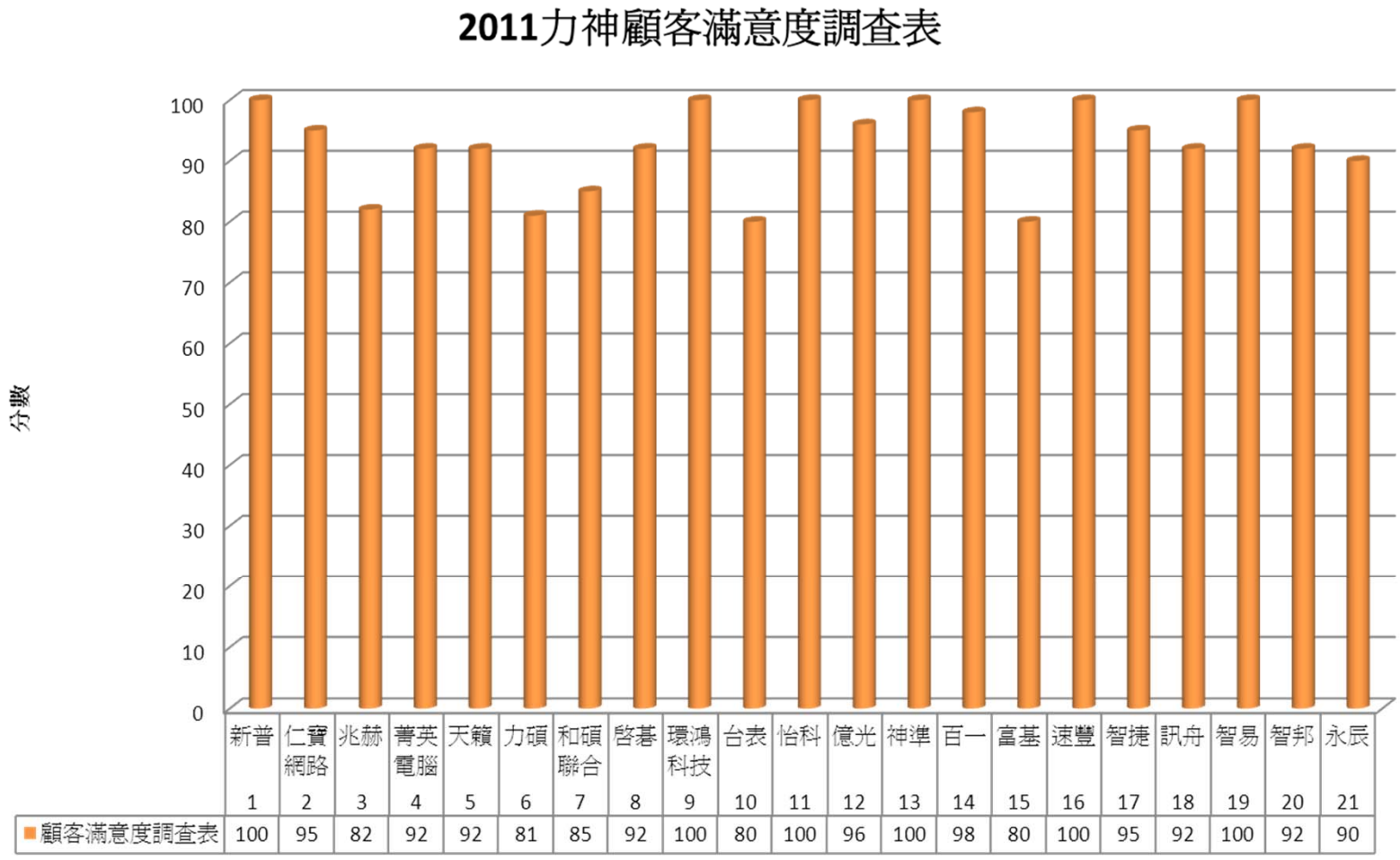
參展記錄-2012慕尼黑參展

參展記錄-2012慕尼黑參展

參展記錄-2010慕尼黑參展

參展記錄-2009深圳高交會

2011力神顧客滿意度調查表



	新普	仁寶網路	兆赫	菁英電腦	天籟	力碩	和碩聯合	啓碁	環鴻科技	台表	怡科	億光	神準	百一	富基	速豐	智捷	訊舟	智易	智邦	永辰
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
顧客滿意度調查表	100	95	82	92	92	81	85	92	100	80	100	96	100	98	80	100	95	92	100	92	90

最佳供應商獲獎記錄

榮獲啟碁2011卓越協力伙伴

榮獲智易2011優秀供應商獎

最佳供應商獲獎記錄

榮獲新普2010最佳供應商獎

榮獲智邦2010優秀供應商獎

榮獲經濟部2012年度十大企業金炬獎


中華民國年度十大企業 金炬獎
當選證書

力神科技股份有限公司

參加第十屆
「二〇一二中華民國年度十大企業 金炬獎」
遴拔活動經評審委員會評定榮獲最高榮譽特頒此狀

HONOR AWARD OF GOLDEN TORCH AWARD SELECTION

This is to certify that

LISION TECHNOLOGY INC.

has participated the tenth term selection activities in 2012 of " THE 10TH GOLDEN TORCH AWARDS FOR THE TOP TEN ENTERPRISES OF THE YEAR " , and has been evaluated to obtain the greatest honor by evaluation association. Therefore, a

GOLDEN TORCH AWARD

is hereby issued to the bearer.

Sponsor by: Outstanding Enterprise Manager Association R.O.C.

十大企業金炬獎


中華民國年度十大企業 金炬獎
當選證書

力神科技股份有限公司
優良顧客滿意度

參加第十屆
「二〇一二中華民國年度十大企業 金炬獎」
遴拔活動經評審委員會評定榮獲最高榮譽特頒此狀

HONOR AWARD OF GOLDEN TORCH AWARD SELECTION

This is to certify that

LISION TECHNOLOGY INC.

has participated the tenth term selection activities in 2012 of " THE 10TH GOLDEN TORCH AWARDS FOR THE TOP TEN CUSTOMER SATISFACTION OF THE YEAR " , and has been evaluated to obtain the greatest honor by evaluation association. Therefore, a

GOLDEN TORCH AWARD

is hereby issued to the bearer.

Sponsor by: Outstanding Enterprise Manager Association R.O.C.

優良顧客滿意度獎

卓越經營品質獎

卓越經營品質獎證書

力神科技股份有限公司

推行全面品質管理－卓越經營模式，績效卓越，經鄭重評審，合於本學會頒發品質團體獎實施要點之各項規定，特頒給企業類卓越經營品質獎二星獎，以資鼓勵。

中華民國品質學會

中華民國一〇一年十一月十七日

（101）品會字品獎第001號

Excellence Management Quality Award

This is to certify that

Lision Technology Inc.

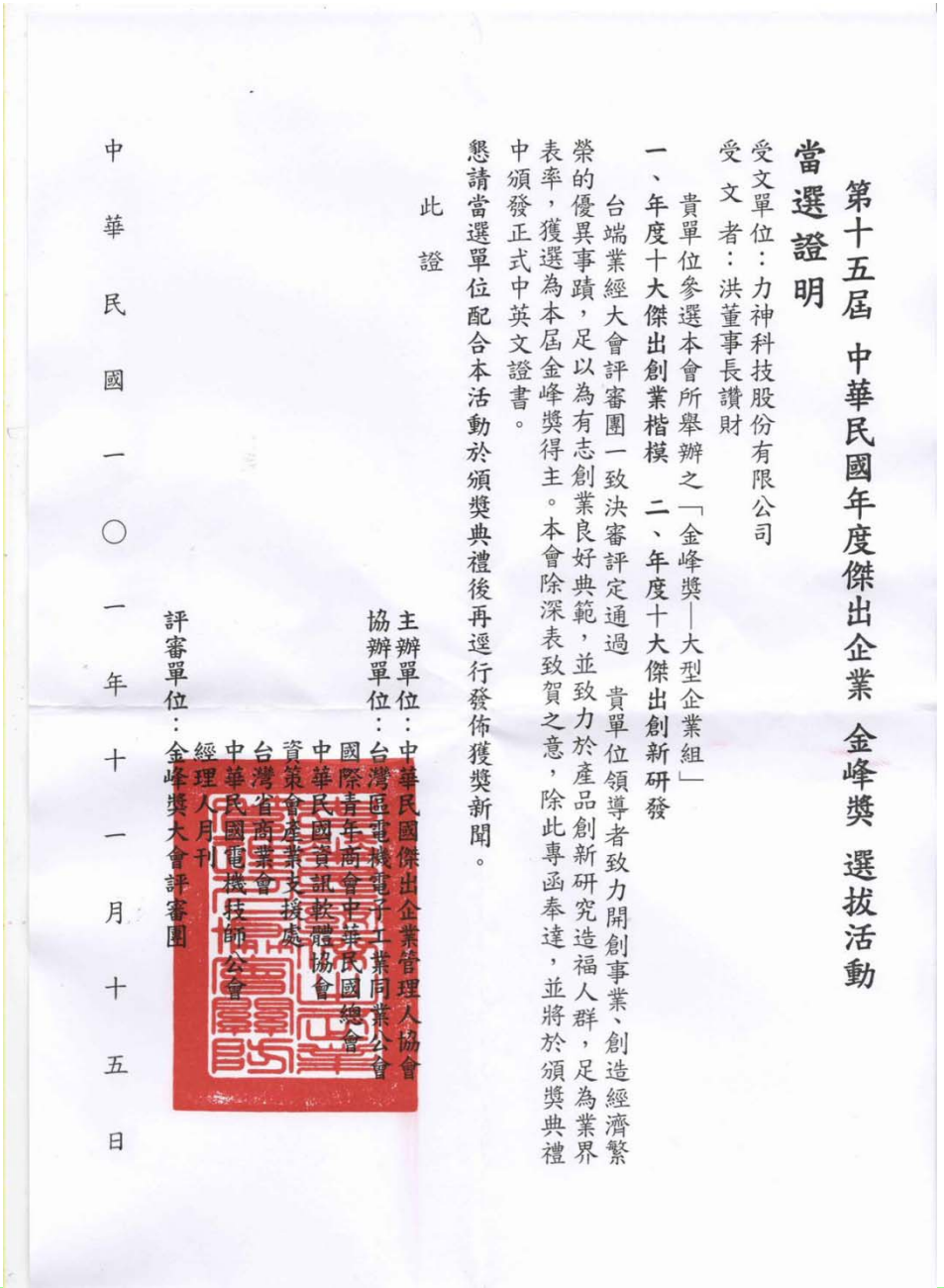
has developed and implemented Total Quality Management - Business Excellence Model with outstanding results, which have been evaluated carefully in conformity with all of the Implementation Regulations for the Graning of EMQA by the CSQ.

This Enterprise Award is hereby granted to
Lision Technology Inc.
in recognition for the efforts

Chinese Society for Quality

File No. (101) Quality Award CSQ 001 NOV. 17. 2012

榮獲經濟部2012年度十大企業金峰獎



第十五屆 中華民國年度傑出企業 金峰獎 選拔活動

當選證明

受文單位：力神科技股份有限公司

受 文 者：洪董事長讚財

貴單位參選本會所舉辦之「金峰獎—大型企業組」

一、年度十大傑出創業楷模 二、年度十大傑出創新研發

台端業經大會評審團一致決審評定通過 貴單位領導者致力開創事業、創造經濟繁榮的優異事蹟，足以為有志創業良好典範，並致力於產品創新研究造福人群，足為業界表率，獲選為本屆金峰獎得主。本會除深表致賀之意，除此專函奉達，並將於頒獎典禮中頒發正式中英文證書。

懇請當選單位配合本活動於頒獎典禮後再逕行發佈獲獎新聞。

此 證

主辦單位：中華民國傑出企業管理人協會

協辦單位：台灣區電機電子工業同業公會 國際青年商會中華民國總會 中華民國資訊軟體協會 資策會產業支援處 台灣省商業會 中華民國電機技師公會

評審單位：金峰獎大會評審團

經理人月刊

中 華 民 國 一 〇 一 年 十 一 月 十 五 日

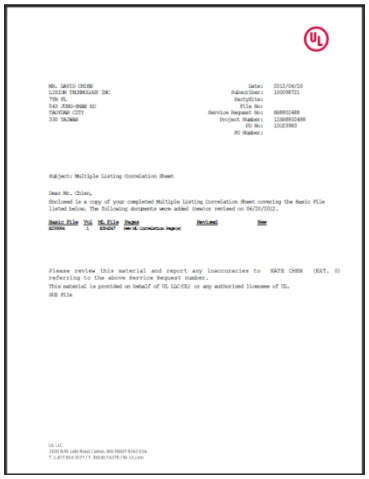
Li-Sion License

TS16949

ISO14001

ISO9001

OHSAS 18001



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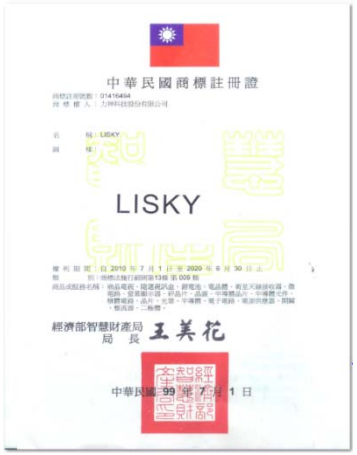


LISKY

LISTRONG

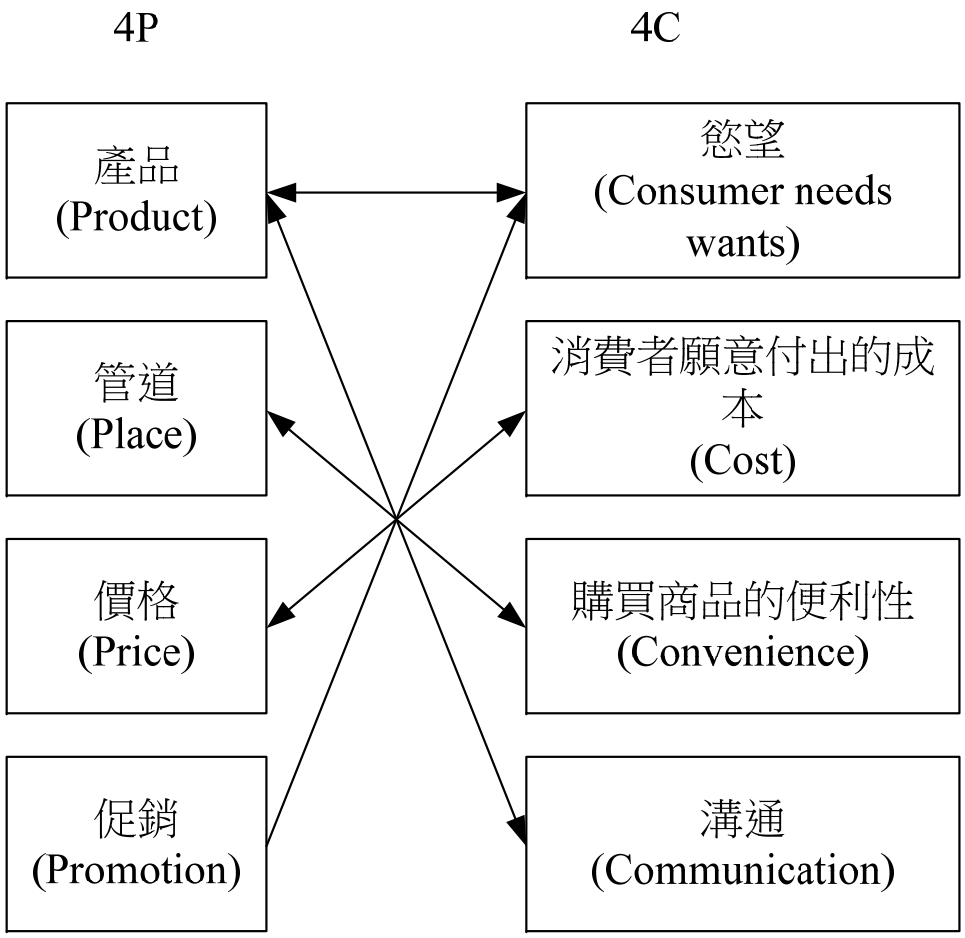
顧客與市場

顧客資訊的整合

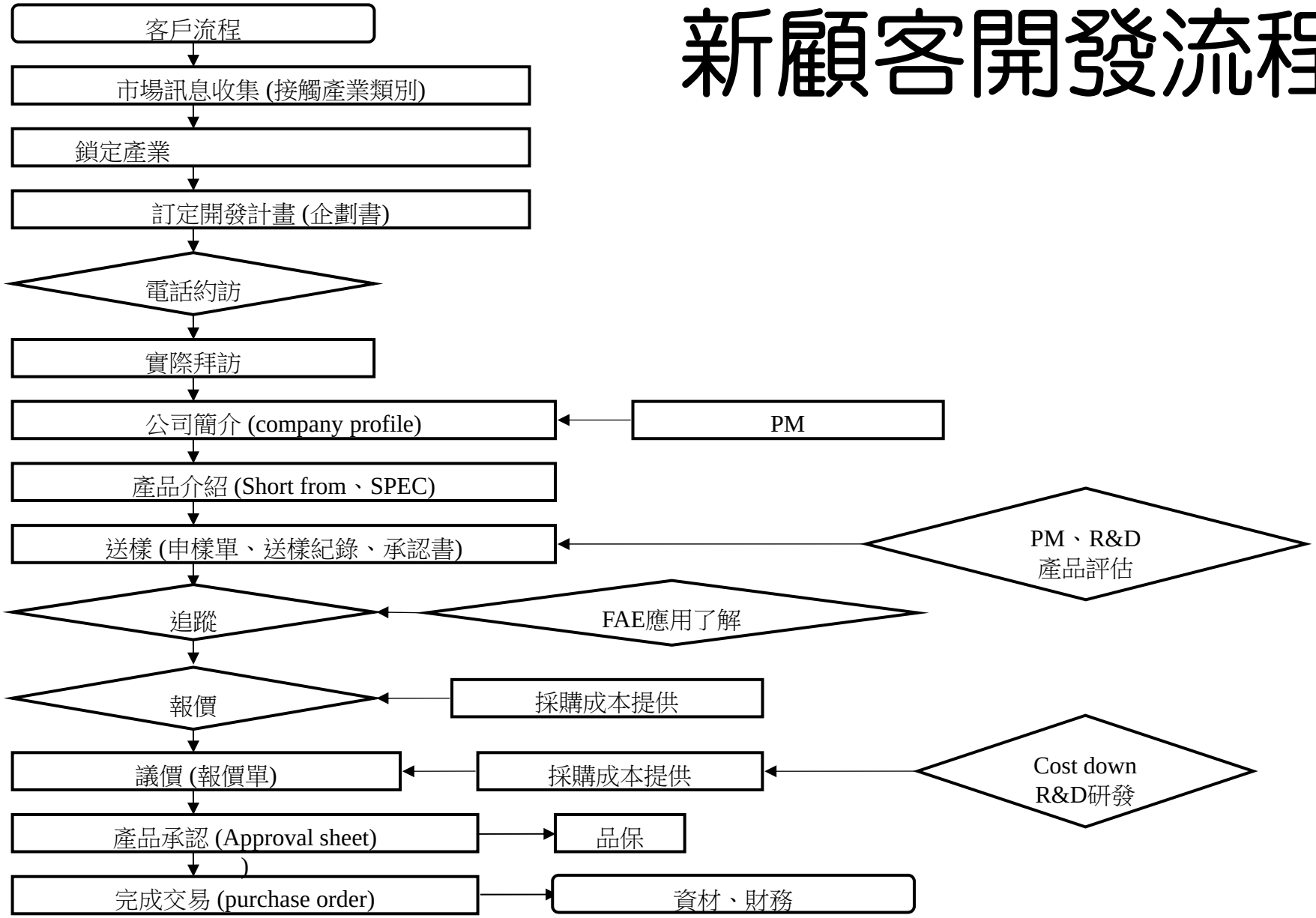
為了要達成顧客資訊的整合，在銷售、行銷、服務三大領域做了一些調整：

1. 將銷售、行銷、服務三大活動領域的流程予以適當的連結與互動，使其能共用相同的資料庫以便查詢與紀錄。
2. 建立統一的介面，將個別顧客的各種資訊整合在一起，以共同的介面，方便銷售、行銷、服務相關人員來存取與使用。
3. 使銷售、行銷、服務的人員將與顧客接觸互動的結果，隨時記錄與更新到共用顧客資料庫中，永遠保持最新的資料內容。也就是說，做到介面共通、顧客資料更新、資料庫共用，才能提供給顧客「便利、迅速、整合、透明、一致」的產品與服務，並能在與顧客接觸及互動的過程中，不斷累積顧客資訊，逐步加深對顧客的瞭解。

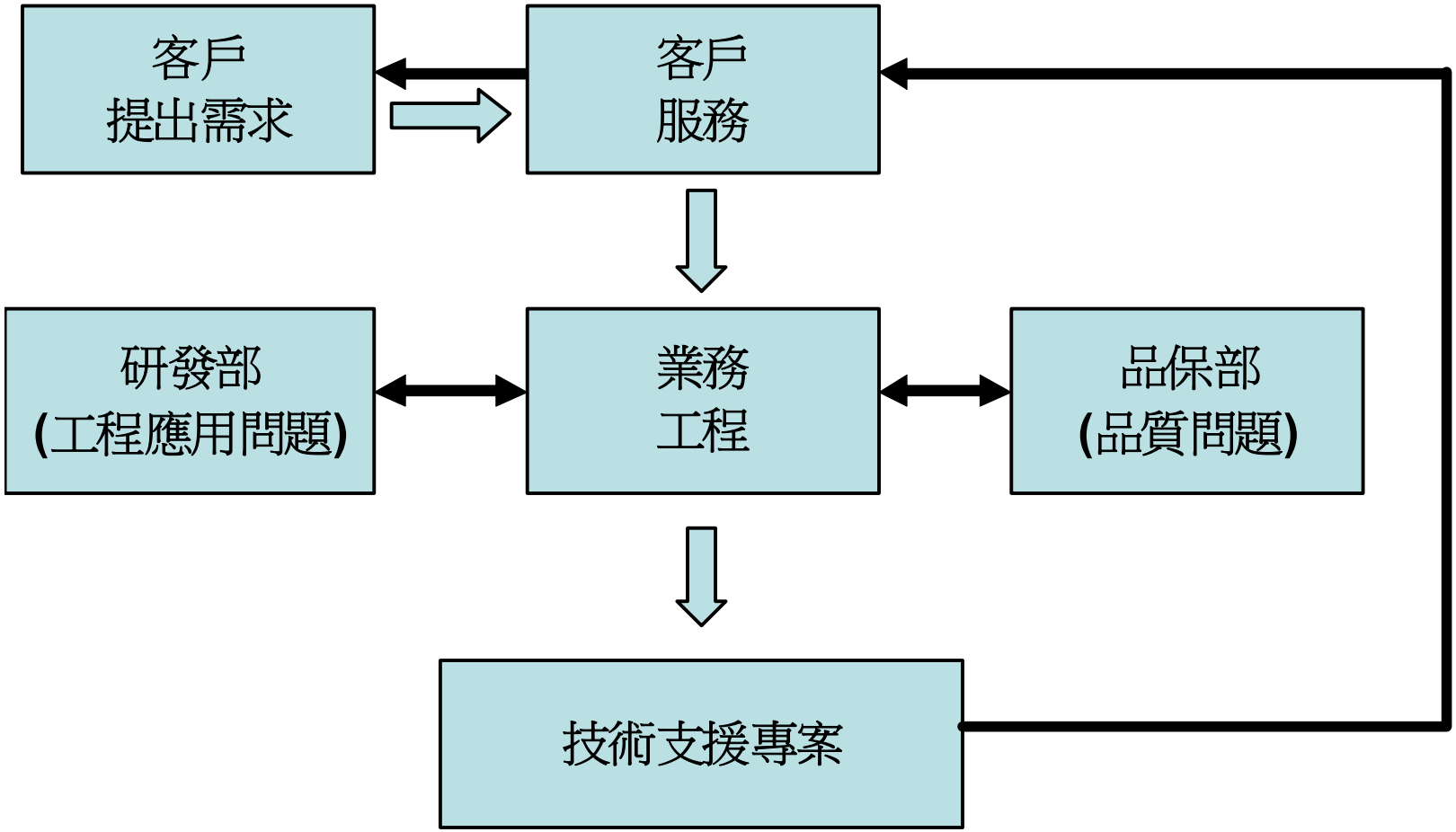
4P+4C整合行銷策略


4P
4C
產品
(Product)
管道
(Place)
價格
(Price)
促銷
(Promotion)
慾望
(Consumer needs
wants)
消費者願意付出的成
本
(Cost)
購買商品的便利性
(Convenience)
溝通
(Communication)

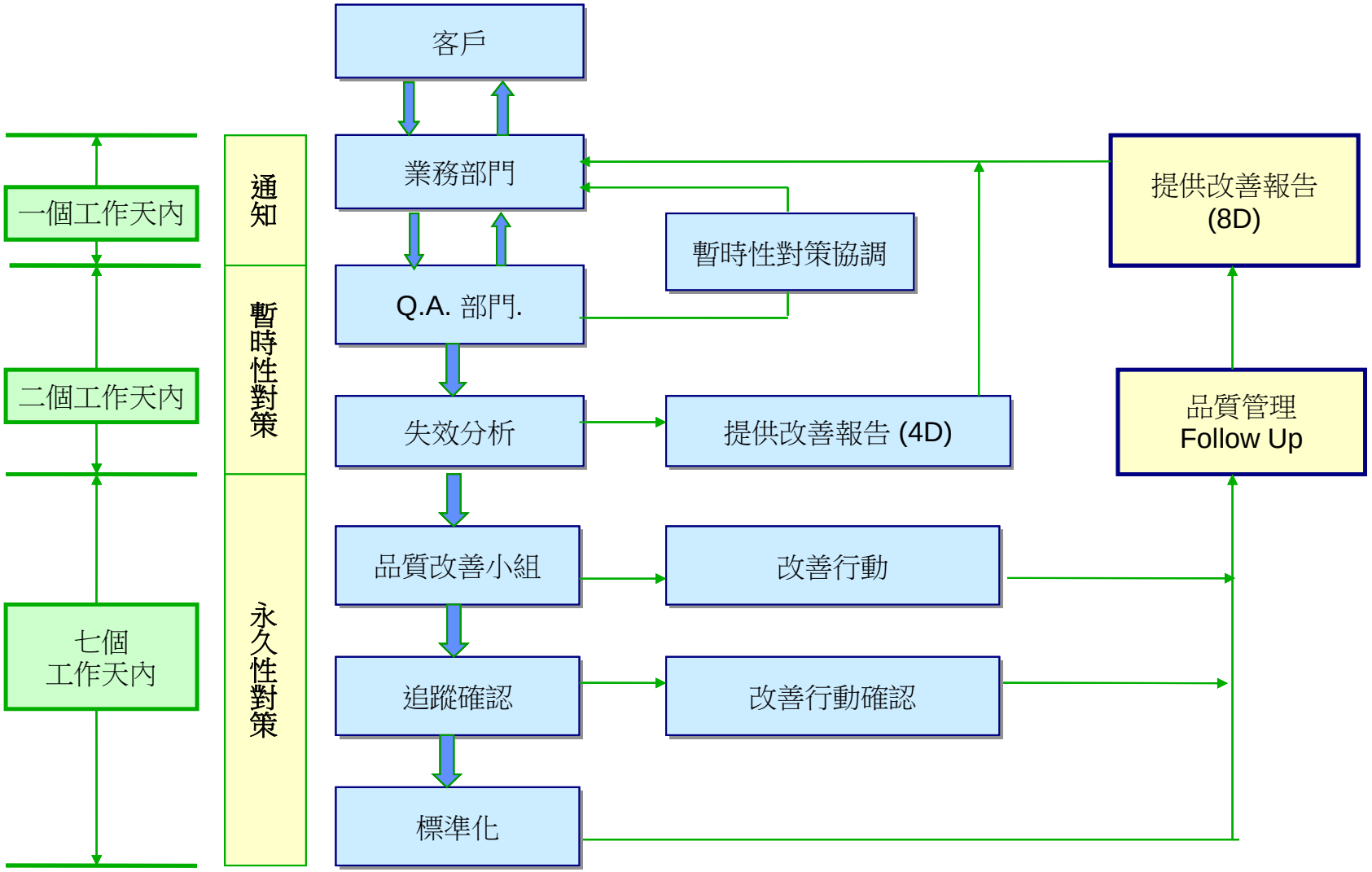
新顧客開發流程


客戶流程
市場訊息收集 (接觸產業類別)
鎖定產業
訂定開發計畫 (企劃書)
電話約訪
實際拜訪
公司簡介 (company profile)
PM
產品介紹 (Short from、SPEC)
送樣 (申樣單、送樣紀錄、承認書)
PM、R&D
產品評估
追蹤
FAE應用了解
報價
採購成本提供
議價 (報價單)
採購成本提供
Cost down
R&D研發
產品承認 (Approval sheet)
品保
完成交易 (purchase order)
資材、財務

顧客服務管理流程圖



顧客抱怨處理流程圖


客戶
業務部門
Q.A. 部門.
失效分析
品質改善小組
追蹤確認
標準化
暫時性對策協調
提供改善報告 (4D)
改善行動
改善行動確認
提供改善報告
(8D)
品質管理
Follow Up
一個工作天內
二個工作天內
七個
工作天內
通知
暫時性對策
永久性對策

顧客滿意度調查

客戶滿意度調查作業內容為：

每年至少對顧客進行一次全面性顧客滿意度調查，主要調查項目為品質、交期、服務等方面，並比較營運計畫有關”客戶滿意度規劃”的內容或年度目標。業務人員每年年初針對上年度交易額前十名顧客，以問卷方式進行滿意度調查，客戶務必主動要求回覆。顧客滿意度調查的回覆率應在80％以上；或採用80/20原則，若回覆率不足80％時，業務人員須對沒有回覆之顧客進行電話調查，做出實際的調查並且紀錄。指定調查期間前三個月內，有交易往來顧客的來訪，請顧客相關人員(填寫”客戶滿意度調查表”。若同一顧客有兩人以上接受調查，採平均數計算。平時業務人員在拜訪顧客時，亦可在“客戶聯繫報表”上填寫顧客口頭滿意及抱怨相關事項，作為改善之依據。

顧客與市場績效

顧客與市場行銷成果

- 針對客戶友達，2009年開始導入力神科技產品，至目前為止所提供的產品規格齊全(包含(二極體(TVS)、BJT、MOS、LDO(穩壓IC))。
- 針對客戶啟碁、百一，在LNB IC產品上過去皆使用美商Zetex的產品，此產品在市場上具有獨占性，自從力神科技開發同質性產品後(LS7005)以價格優勢，成功導入此項產品，進而取代其他競爭者。

顧客與市場行銷成果

- 在科技業界對於供應商生產的不良率要求以50ppm為門檻值，也就是超過50ppm必須回報分析，在50ppm以下則可接受，針對生產國際大廠APPLE產品供應商新普(NB鋰電池世界第一大)對於品質非常要求，就算不良率1ppm也會要求供應商提出報告與分析。客戶新普在一系列二極體產品中從過去採用日本廠商ROHM轉換成力神科技。展現出力神科技的品質超越國際大廠，同時在價格方面更具競爭力。

顧客與市場行銷成果

針對客戶: Cost reduction

- 力神料號: LBRS4200G

同業國外料號: MBRS4201T3G

- 力神料號:STZ5.6NG (平均每月數2~4kk)

同業國外料號:STZ5.6NG 此產品單價較高，力神科技不但在成本與品質方面具有優勢，價格上也比同業廠商較具彈性，同時也可維持利潤。

資源管理

財力、技術與智力資源管理

- 資源的提供依公司同仁可因實際需求，向單位主管或總經理申請所需的資源，以實施、維持和改進品質管理系統之各項過程及致力符合客戶要求，以提昇客戶滿意。資源的提供可為：

(1) 有形資源：例如生產設施與設備之改進或重新購置；

(2) 無形資源如激勵獎勵，以鼓勵創新的持續改進；

(3) 組織架構含專案與管理需求計畫；

(4) 電腦資訊管理與運輸設備；

(5) 員工訓練、教育與學習以增強能力。

設備資源

本公司除有完整測試封包及信賴性實驗設備外，針對未來更多的產品對品質及環保的要求，計畫添購可靠度設備與檢測儀器如下：

Equipment	Acquisition Year	Remarks
X-Ray	2012/Q3	Done
XRF	2012/Q3	Outsourcing, Done
HTRB	2012/Q4	Done
HTIR	2013/Q4	
PCT	2013/Q4	
CFOL & IFOL	2013/Q3	
Constant Temp./Hum.	2014/Q2	
Thermal Shock	2015/Q3	
HAST	2015/Q4	

技術與智力資源

力神科技鼓勵員工朝向創新研究法發展的方向前進，每年固定參加政府單位或國際上知名的科技展覽，一方面提升公司的創新研發能力，另一方面也帶領公司走上國際舞台，提高公司的知名度。另外，對於國家或政府的補助，力神科技也同樣積極的爭取，透過不同的管道來申請，近年來，不論在專利與商標權 (LISKY、LISTRONG專利) 的申請完成外，也陸續申請經濟部科技研究發展專案計畫與“鼓勵國內企業在台設立研發中心”計畫，公司對於參與的人員也給予獎勵與福利。

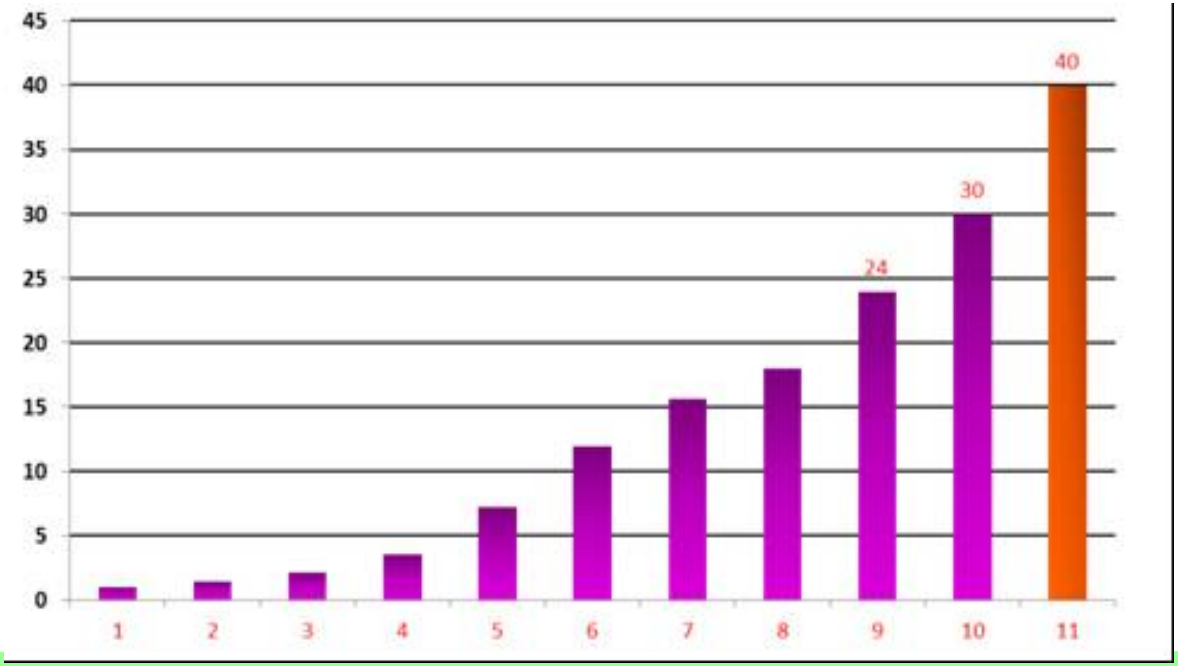
人力資源

力神科技對於人力資源管理方面，透過三階段的發展過程，從基本的人事管理經過單向的人力資源管理到策略性人力資源管理，在基本人事管理階段的主要工作是進行人事檔案的日常管理，確立員工在企業的存在價值，而根據其專業背景與學經歷做為人力的配置。在單向人力資源管理階段，企業雖然意識到人力是一種資源也是公司重要的資產，但還未進入戰略性資源。也就是人力資源部門處於一種逆向思維模式，根據上級的要求，進行人員招募及管理，並參與企業策略規劃的實施。在最高的策略人力資源管理階段，有鑑於企業策略目標的實現，以“高層領導”敏銳前瞻視野來迎合其快速應變大環境,人的能力和團隊合作精神，反向人力培育，是我司成為競爭力的關鍵。

資源管理績效

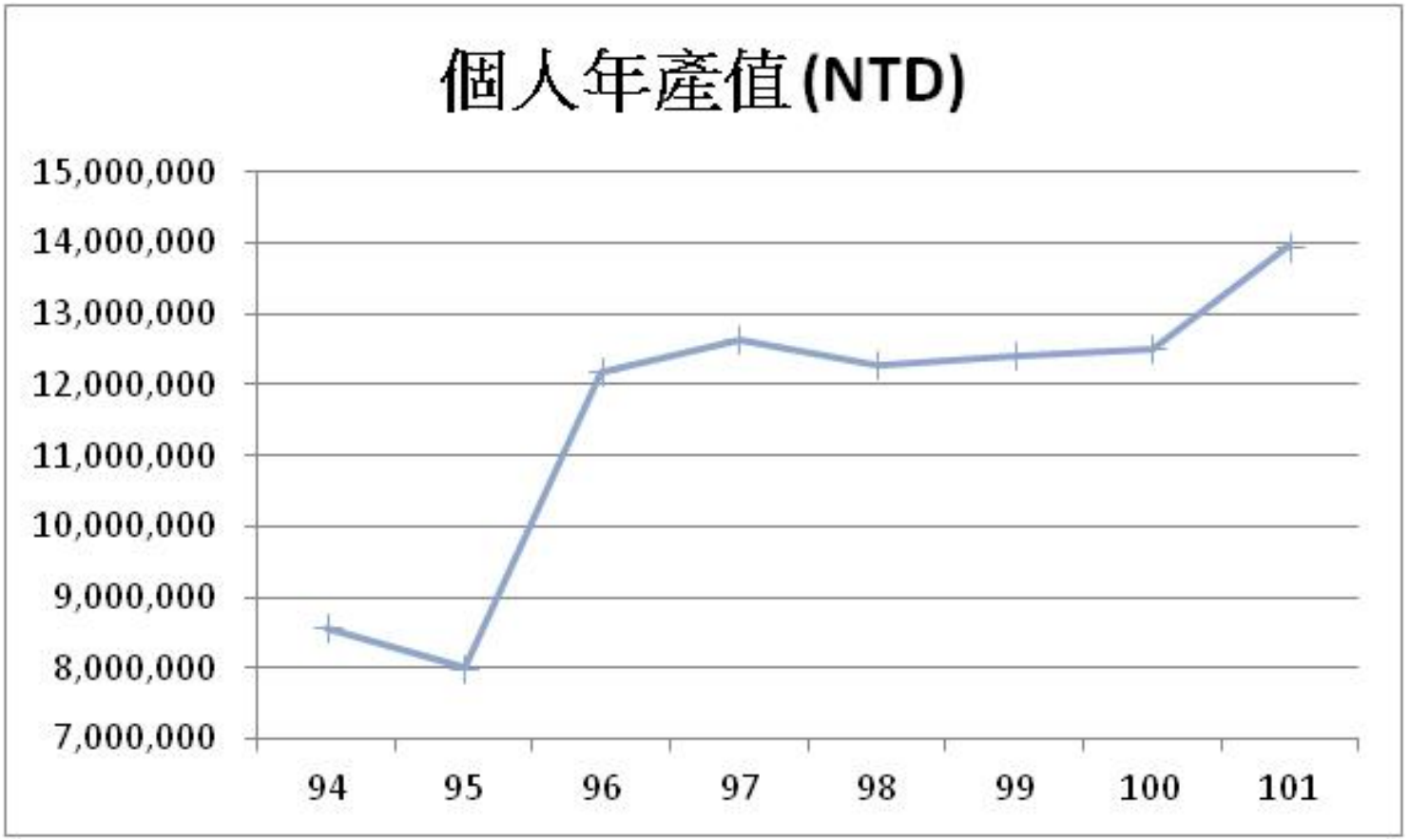
財務成果

力神科技從2001開始，平均每年以百分之25以上的成長率邁向2012年，預計在今年(2012年)營收將突破10億元，在員工人數不到100人的公司，有如此卓越的成績，堪稱在同業之間的表現名列前矛，以下為公司的營收表現。



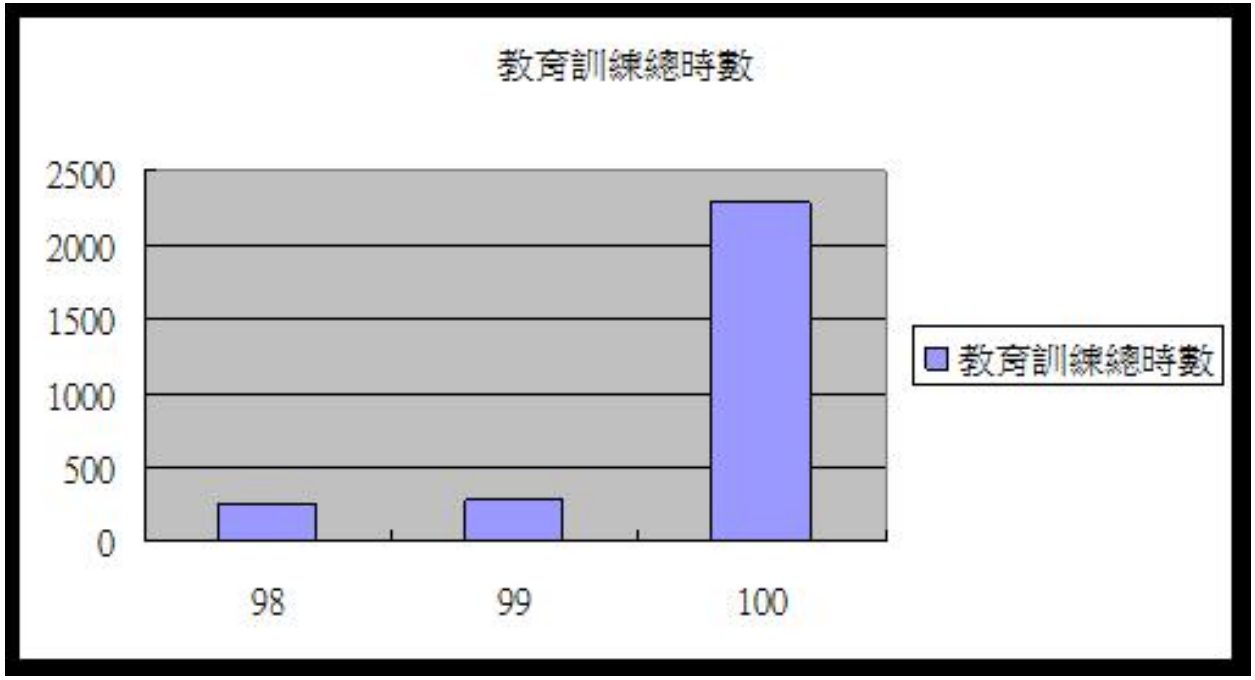
Unit: USD /Million

財務成果

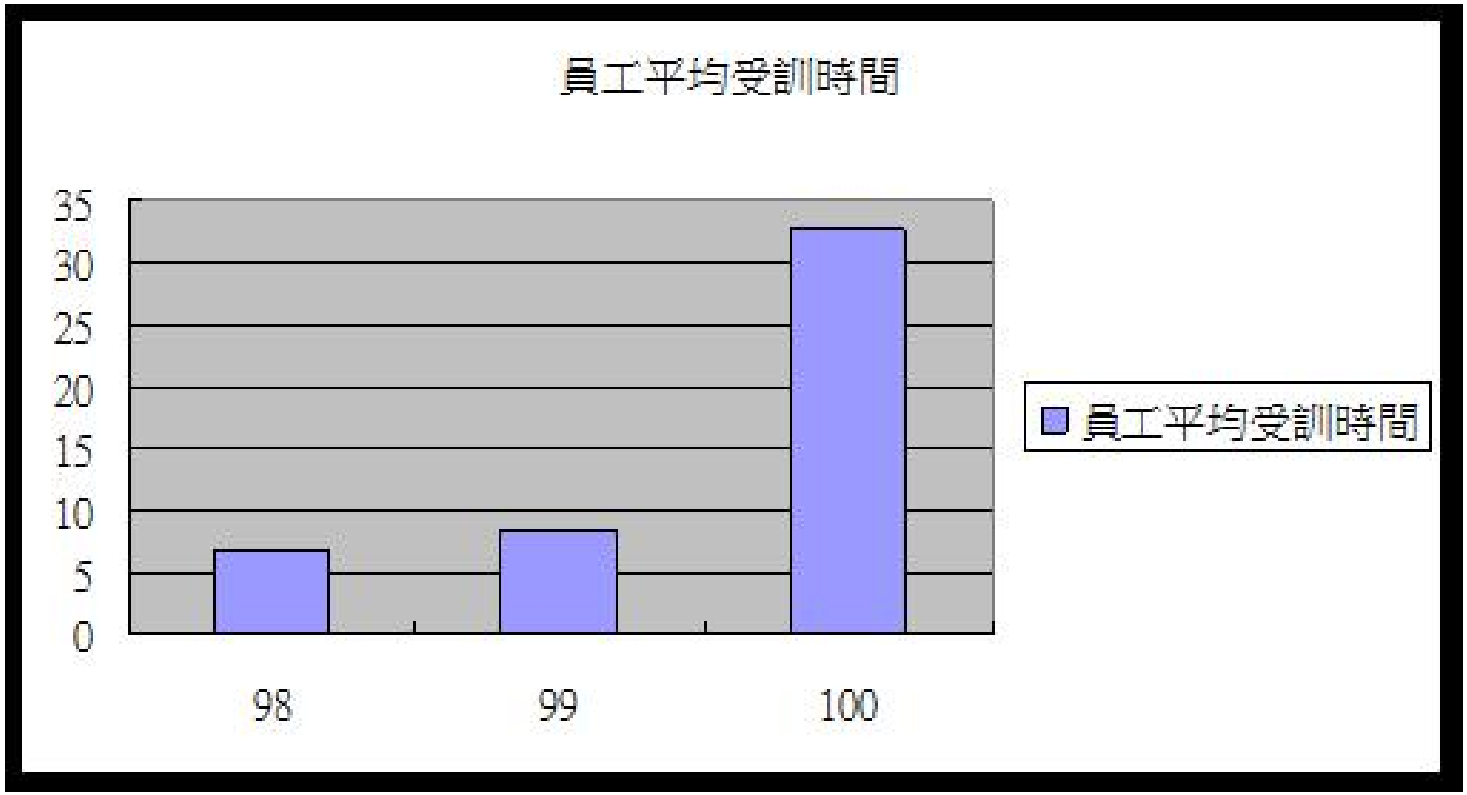

個人年產值(NTD)
15,000,000
14,000,000
13,000,000
12,000,000
11,000,000
10,000,000
9,000,000
8,000,000
7,000,000
94
95
96
97
98
99
100
101

人力資源成果

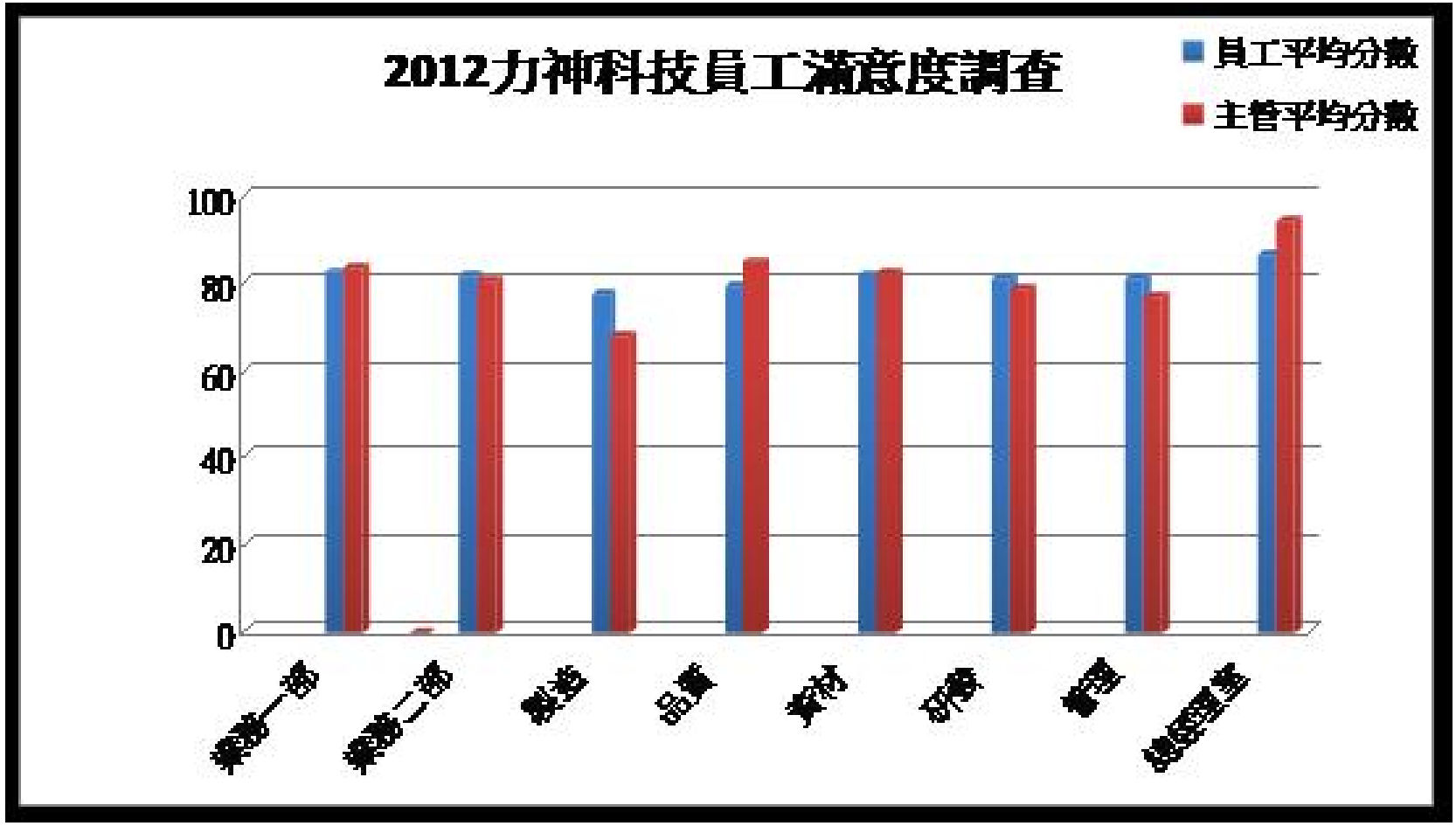
力神科技一向重視人員教育訓練，2009~2012統計時數表、2011教育訓練總時數、員工平均受訓時間及員工滿意度調查如下：



人力資源成果



人力資源成果



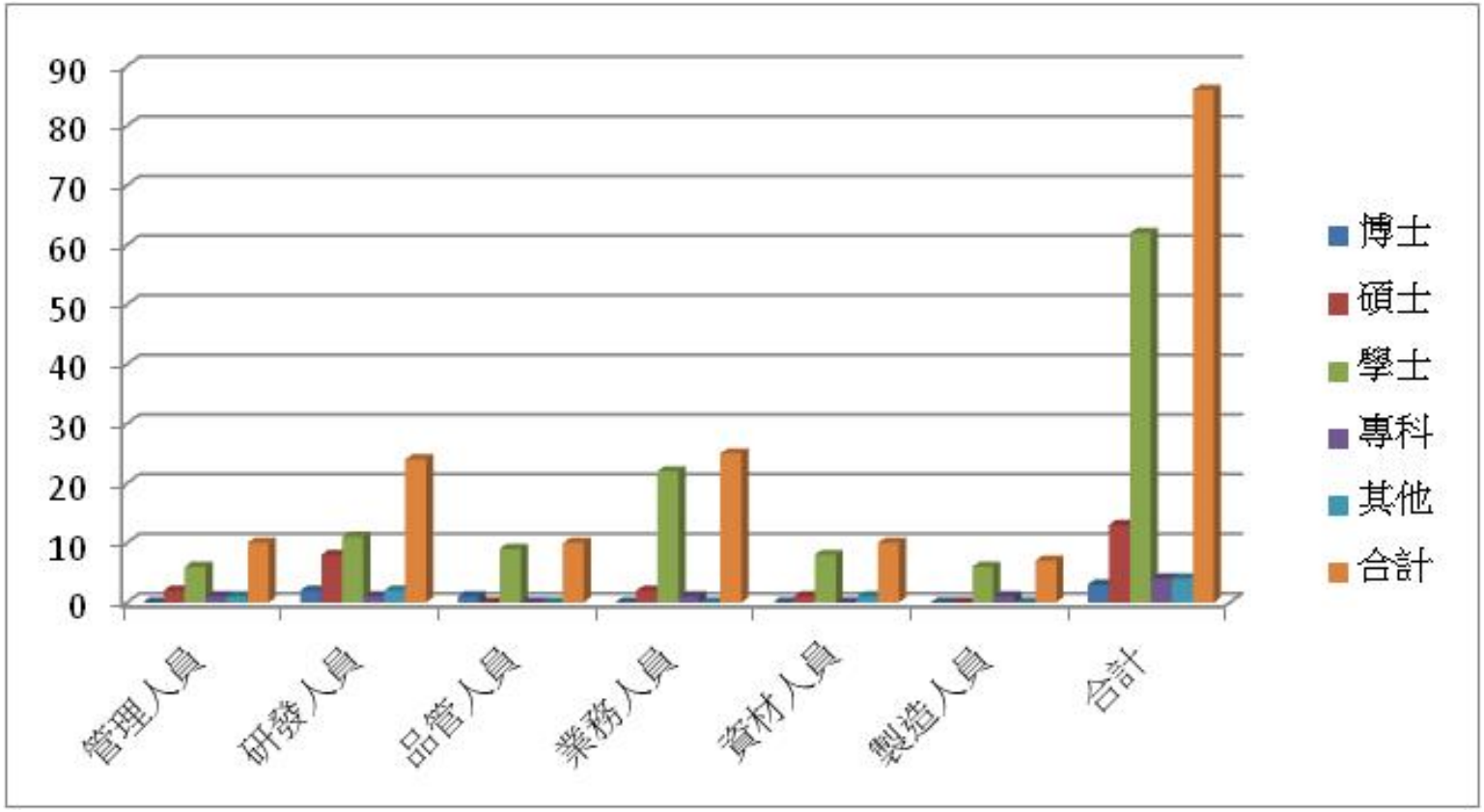
人力資源成果

2012人力資源分析

職別	博士	碩士	學士	專科	其他	合計
管理人員	0	2	6	1	1	10
研發人員	2	8	11	1	2	24
品管人員	1	0	9	0	0	10
業務人員	0	2	22	1	0	25
資材人員	0	1	8	0	1	10
製造人員	0	0	6	1	0	7
合計	3	13	62	4	4	86

人力資源成果

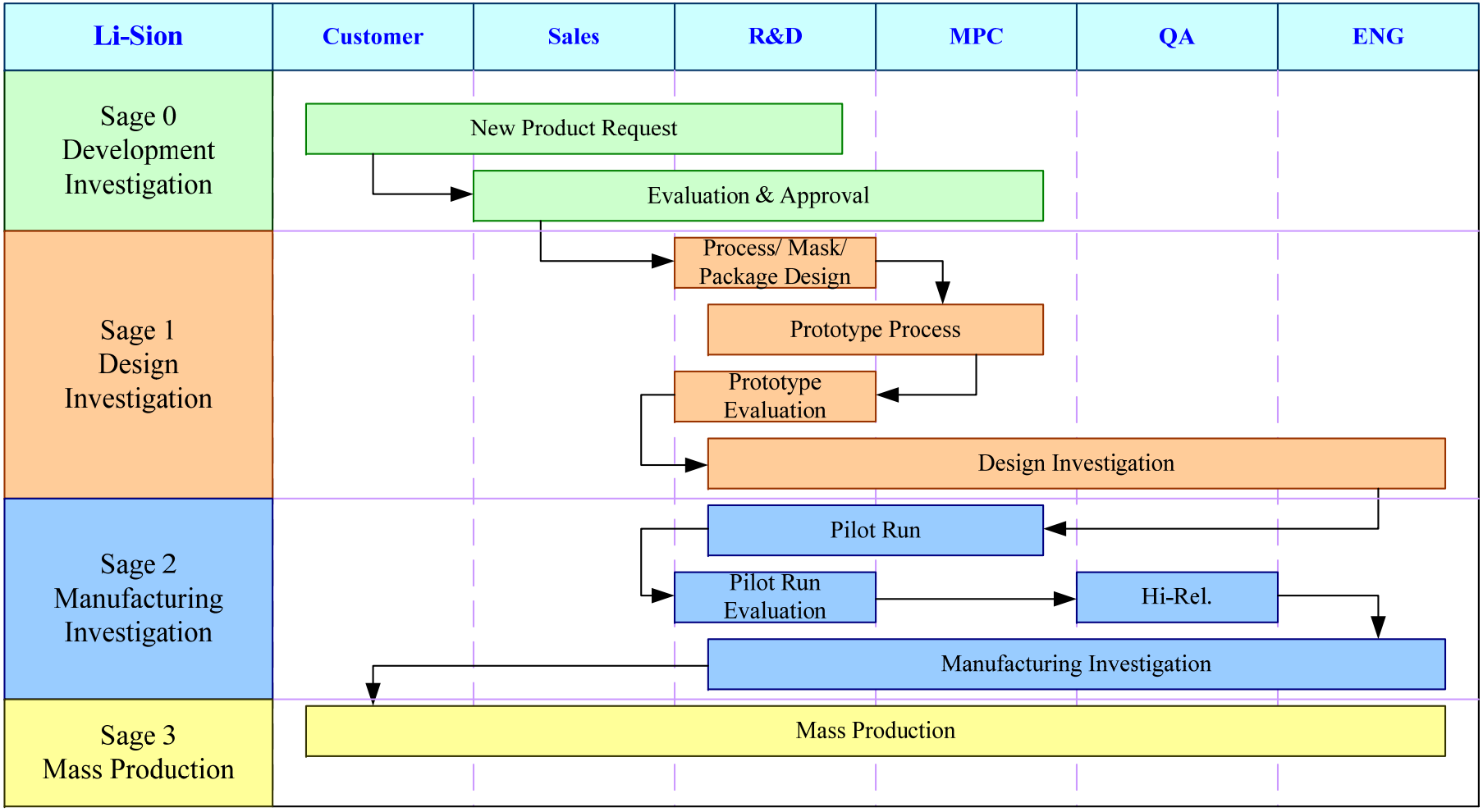
2012人力資源分析



過程管理

研發過程管理

New Product Development Flow



研發策略

在研發策略方面，有以下幾點特色：

(1) 以自有技術團隊為基礎，發展自有品牌產品。

(2) 掌握產品市場發展趨勢，搜尋開發主流商品。

(3) 以國內既有不同電子產業之主流客戶為基礎，提供新機種之設計解決方案，以Design In的方式開發客製化產品，奠定不易替換之利基，進而推展擴充至相關客戶。

(4) 以國際大廠最新主流產品為研發目標，在累積相當開發能力後，進而超越其技術水準成為業界領先供應商。

研發策略

其研發重點項目為：

(1) 產品構裝設計：產品構裝設計泛指包含自元件底材的結構、製程方式、原物料選用...等，植晶作業的構裝方式，封裝材選用及封裝型式，後段製程的工程流程設計等。

(2) 產品電氣特性設計：依照業界產品電氣特性、客戶需求之特殊規格電氣特性或現有常用電子線路常用元件之電氣特性...等需求，進行產品內含晶圓需求規劃及取得等作業。

(3) 總成構裝設計：裝置功能區塊以較佳化之零件替代、簡化、合併等方式提供客製化總解決方案，以節省裝置空間達成小型化與降低成本。

歷年新產品開發案例

➢ Schottky Barrier Diode

- LISKY®架構之Schottky Barrier Diode: Li-sion LS34SG
- Power-Lite 封裝之大功率貼片Schottky Diode: Li-sion LS1045-PL

➢ Protection Device

- TVS 突波抑制器: Li-sion 3.0SMCJ24A
- Varistor: Li-sion PSCV0402C050R4P7
- Gas Tube: Li-sion LSGD3216-200
- SIDAC: Li-sion LSP0640SB
- TVS Array: Li-sion L054BT26

歷年新產品開發案例

➢ Transistor

- ESD防護MOSFET: Li-sion 2N7002K
- Digital Transistor: Li-sion EMD9
- Customized MOSFET

➢ Analog IC

- Customized Regulator: Li-sion PS78M07-TB3F
- Customized RESET IC (Delay Time>350mS): Li-sion LS8809CG-2.7-T3L
- LNB Control IC: Li-sion LS700x Series

研發過程管理
績效

2012 NEW PRODUCT DEVELOPMENT

- High current and high voltage LISKY®
- Ultra-Low Output LDO
- Hall IC
- Customize MOSFET
- IGBT
- Application Specific Multi-chip Device

- Multi-Chip Device (TVS + Rectifier) for LNB
- Multi-Chip Device (TVS + PTC) for Power Application Field
- Multi-Chip Device (Zener + TVS) for Communication

2012 NEW PRODUCT DEVELOPMENT

➢Application Specific Integrated Circuit (ASIC)

- ASIC for NB

- ASIC for Communication

- ASIC for Power Application Field

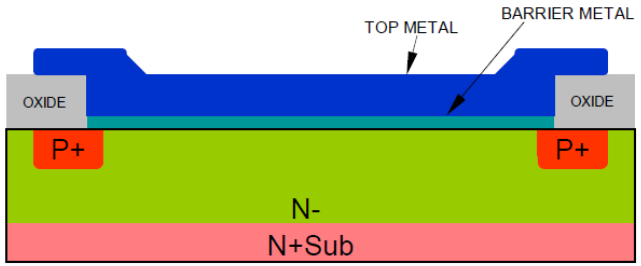
2012 NEW PRODUCT DEVELOPMENT

➢ High current and high voltage LISKY®

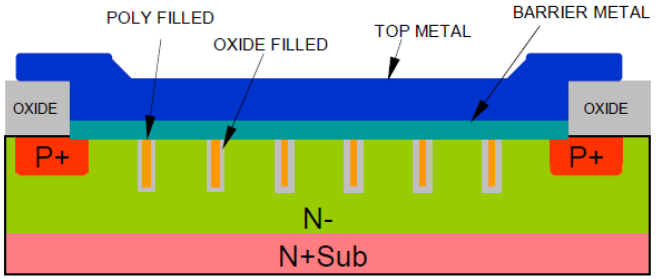
Li-sion's LISKY® with higher current density characteristics.

Lower forward voltage drop benefit.

10A~20A, 100V~200V LISKY® for power application.



Schottky with Planar Structure



LISKY® Structure

2012 NEW PRODUCT DEVELOPMENT

➢ **Ultra-Low Output LDO**

- Using P-MOS process for Ultra-low output LDO.
- 400mA V_{out} < 1V

➢ **Hall IC**

- CMOS High Sensitivity μPower Hall Switch

➢ **Customized MOSFET**

- LS10Nxx Series
- LS1820N Series
- LS3019N Series
- LS3407P Series
- LS5715N Series

➢ **IGBT**

- 25A / 1200V TO-3P IGBT

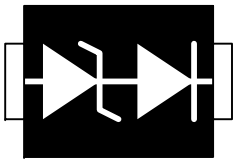
2012 NEW PRODUCT DEVELOPMENT

➢ **Application Specific Multi-chip Device**

- Multi-Chip Device (TVS + Rectifier) for Power Application Field

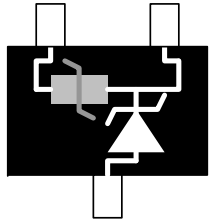
TVS: 200W / 200V

Fast Recovery Rectifier: 1A / 600V / 500nS



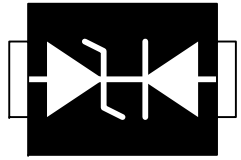
- Multi-Chip Device (TVS + PTC) for LNB

- **TVS: 400W / 5.6V**
- **PTC: 1.3A / 60V**



- Multi-Chip Device (Switching + TVS) for Communication

- **Switching: 100mA / 80V**
- **TVS: 500W @ 8/20uS / 3V**



供應鏈過程管理

供應商管理辦法

- 力神科技藉由適切的供應商管理作業，建立與供應商密切之工作關係與回饋制度，以確保所採購之產品符合訂購或合約品質保證之要求。
- 每季對供應商做考核評定等級，公佈給供應商知悉。

  考核等級丙等（含）以下者，採購需邀廠商到廠開會檢討，並限期改善，必要時暫停對其進行採購，如未改善者，得取消其認可資格，經其確實改善後，始得始恢復採購。

  經考核等級為丙級者，品保及採購單位應對其加強輔導。

  實施方式視迫切性有駐廠輔導，專人短期輔導，技術支援，教育訓練等措施。

供應鏈過程管理績效

供應商管理成果

- 遵守歐盟ROHS, REACH法規要求，不使用禁用物質，同時亦要求供應商確實遵循。力神科技要求供應商導入生產製造無鹵產品，一般而言，無鹵的產品(也符合無鉛)比無鉛的產品成本來得高，由於力神科技對供應商下單的數量達到一定的規模，以量制價使得兩種產品的單價差異不大，並且針對幾家全力配合無鹵產品的供應商，因為全面導入無鹵產品的優點為可減少生產線變換的問題造成時間浪費，反而提升產能。

供應商管理成果

- 目前力神科技90%以上為無鹵產品，其中60%是來自於客戶的要求，其他30%客戶無要求，站在輔導與推廣的角度，我們予以更具環保的產品，對於剩下10%的部份則為一些較低階或大尺寸的功率產品，計劃未來此比例將會降低。

供應商管理成果

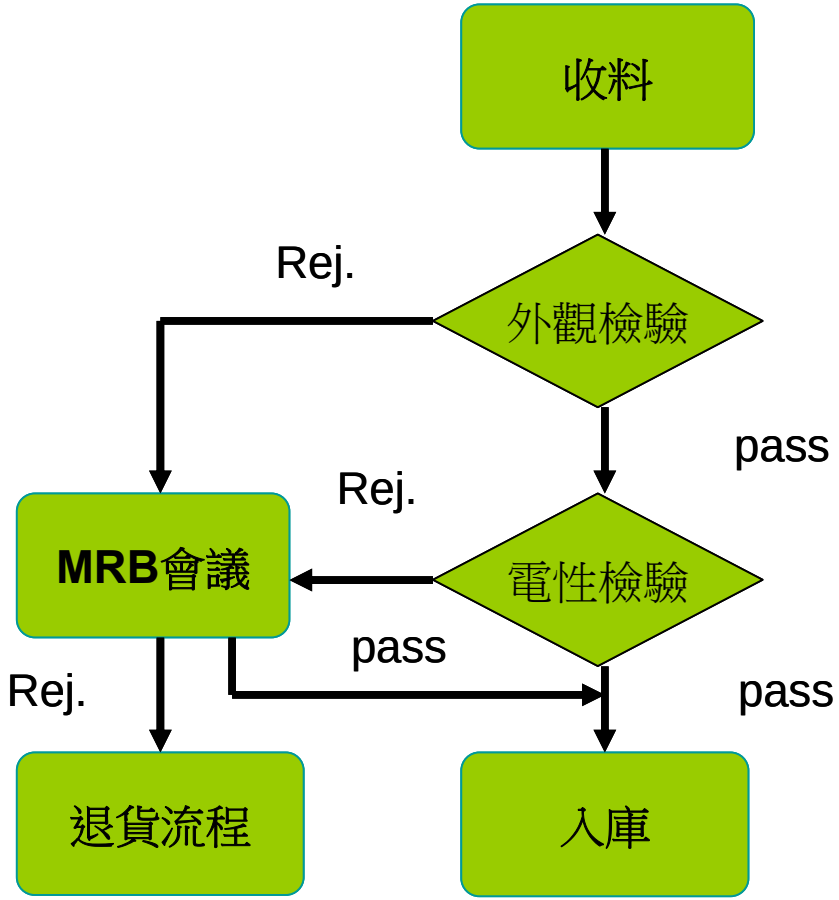
- 與力神科技長期配合的供應商，除了本身訂定庫存管理計劃，也給予供應商生產計劃表，運用HUB倉管理系統，除了方便管理之外，大大降低倉庫存貨成本、提高存貨週轉率。
- 金融海嘯期間，科技業普遍業績下滑、景氣蕭條，力神科技對於長期配合供應商的照顧不遺餘力，對於市場的訊息精準掌控，以需求較大的產品為優先考量，進而下訂單給供應商以提升其產能與生產效率，使得供應商度過不景氣的寒冬而持續經營至今。

供應商管理成果

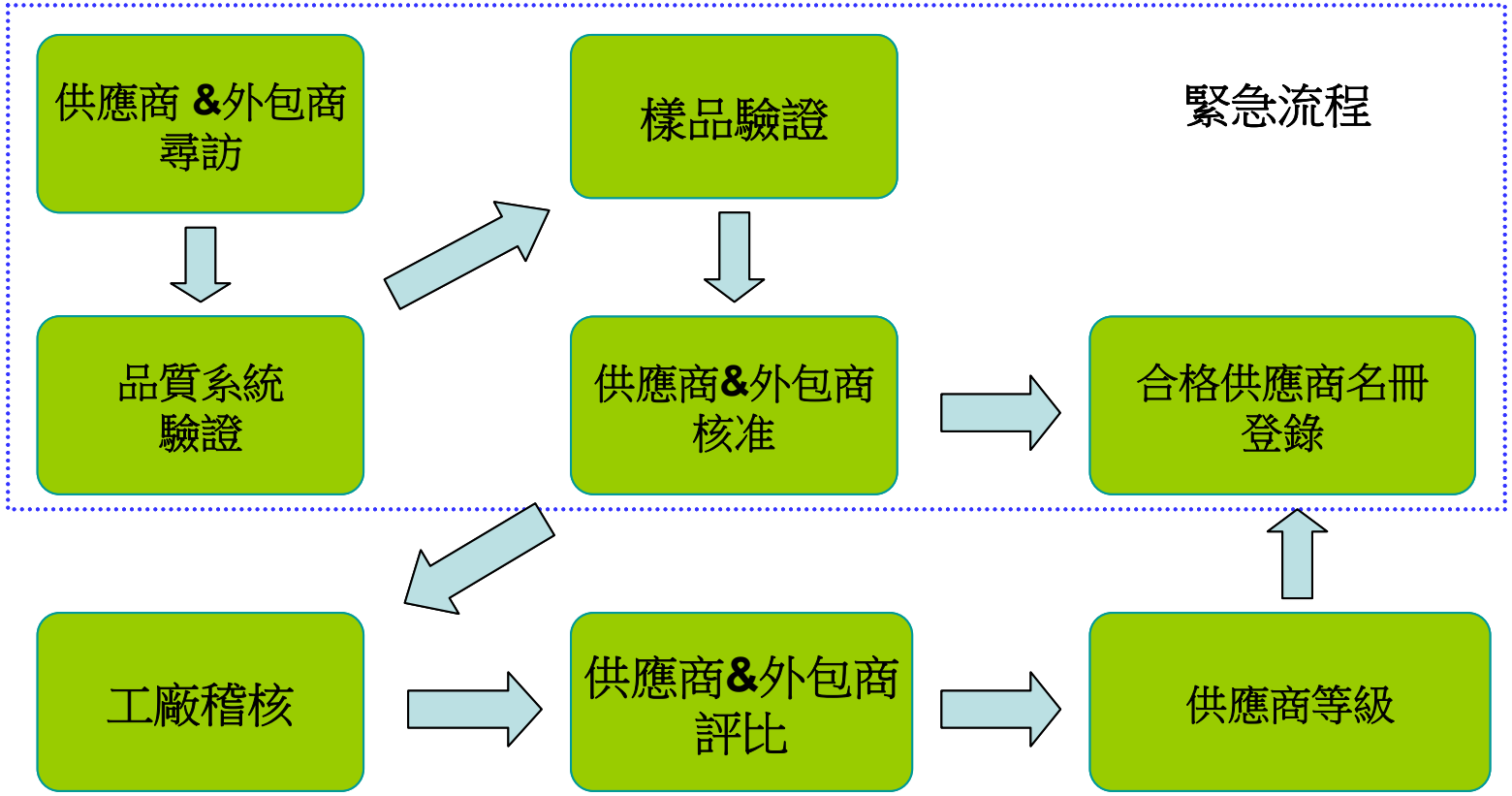
- 針對長期配合之主供應商，保持密切聯繫，並主動予以輔導、教育訓練、及技術支援。
- 產品初期設計規劃即與供應商密切配合共同開發視同夥伴。
- 2012供應商評比資料如附檔。
- 供應商電話會議及聯繫狀況參考附檔。
- 供應商管理目標正朝零組件標準化，使原物料及產品簡化與共用，可降低庫存成本與提高生產效率。

品保過程管理

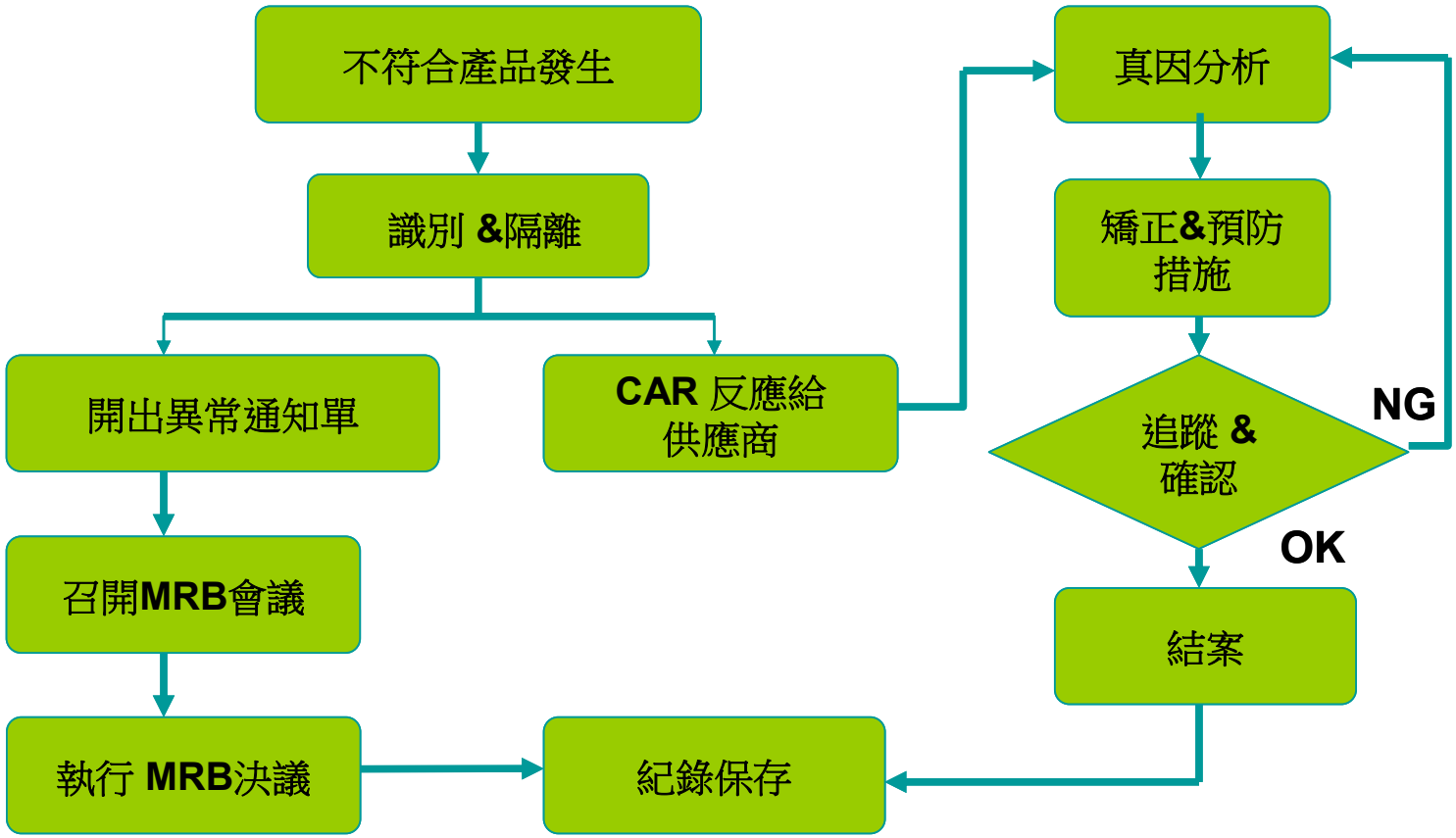
進料檢驗流程



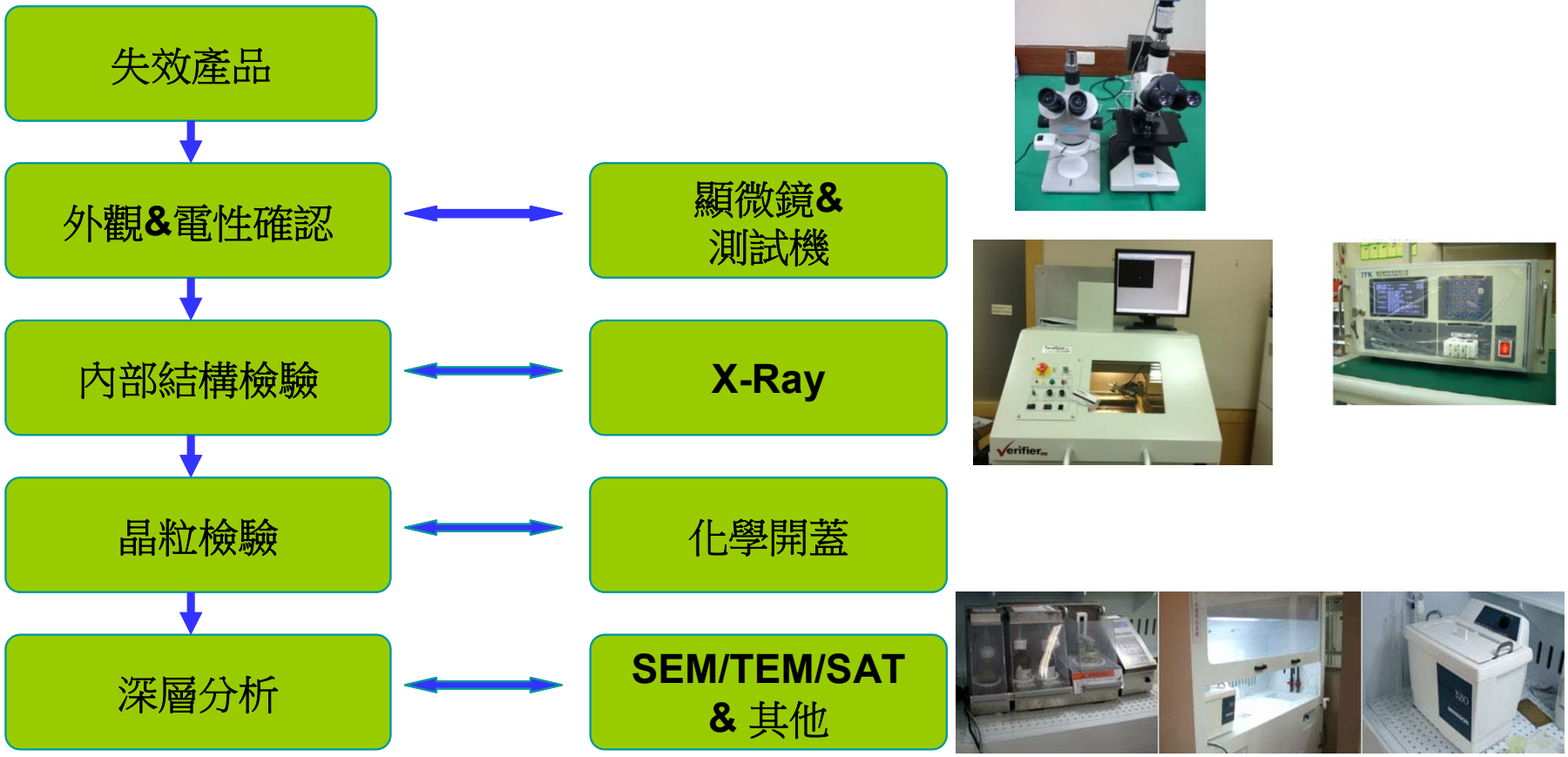
供應商 / 外包商管理程序


供應商 &外包商
尋訪
樣品驗證
緊急流程
品質系統
驗證
供應商&外包商
核准
合格供應商名冊
登錄
工廠稽核
供應商&外包商
評比
供應商等級

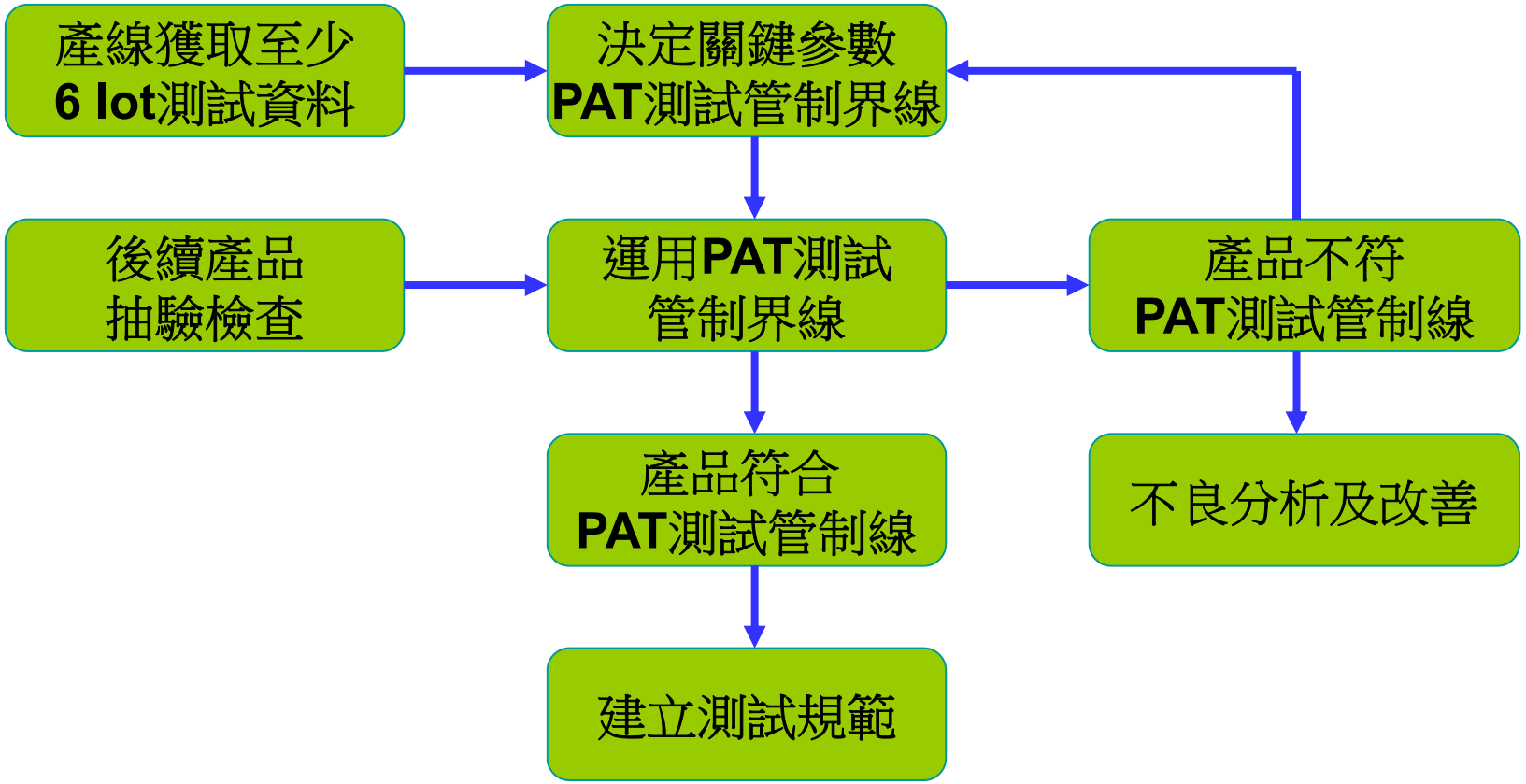
不符合產品管理流程


不符合產品發生
識別 &隔離
開出異常通知單
CAR 反應給
供應商
召開MRB會議
執行 MRB決議
紀錄保存
真因分析
矯正&預防
措施
追蹤 &
確認
NG
OK
結案

失效分析流程



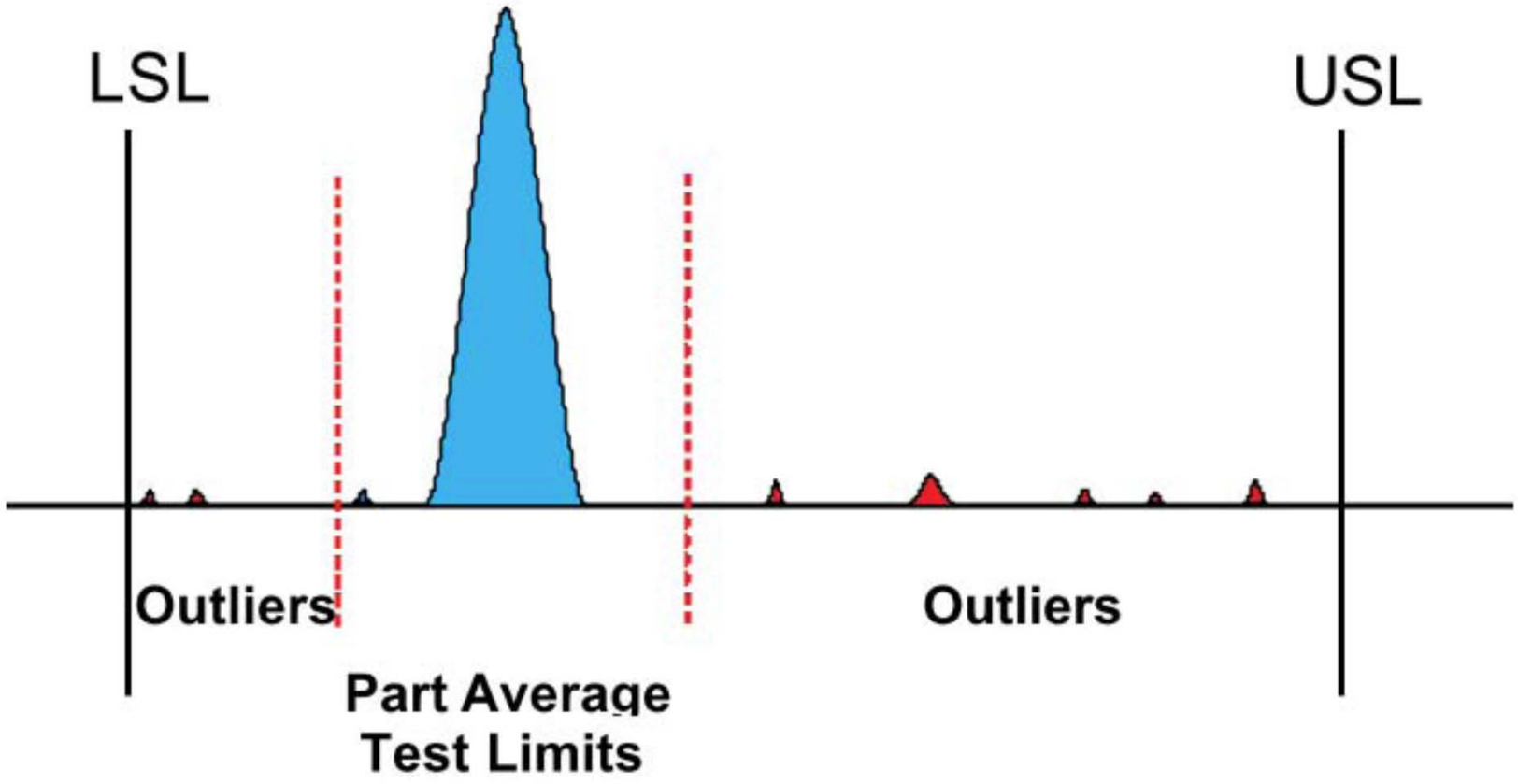
PAT 流程


產線獲取至少
6 lot測試資料
決定關鍵參數
PAT測試管制界線
後續產品
抽驗檢查
運用PAT測試
管制界線
產品不符
PAT測試管制線
產品符合
PAT測試管制線
不良分析及改善
建立測試規範

PAT 流程

- PAT為力神科技重要之管理工具之一，同時也是近年來在半導體元件品質控管上具有優勢的手法，PAT (Part Average Testing; 平均零件測試)是利用統計學四分位結合品質管制概念建立上下界限，作為品質控管的策略性工具。

PAT 流程



PAT 流程

- 在供應商生產產品的品質控管採PAT方式修正產品生產管制規格，藉以排除具變異性邊緣材料，步驟方式如下：

測試數據蒐集：

- 抽取產線測試Raw data一至二個批次，做出關鍵測項之常態分布曲線，作為Base line。

PAT 流程

測試參數修正：

- 根據關鍵測項之實際電性數值，修正測試規格，將潛在變異排除，增加零件穩定性。

產品檢驗：

- 產線每批保留500pcs之檢驗數據，據以比對base line，檢驗是否符合修正後之測試規格及是否存有製程上之變異。

風險驗證：

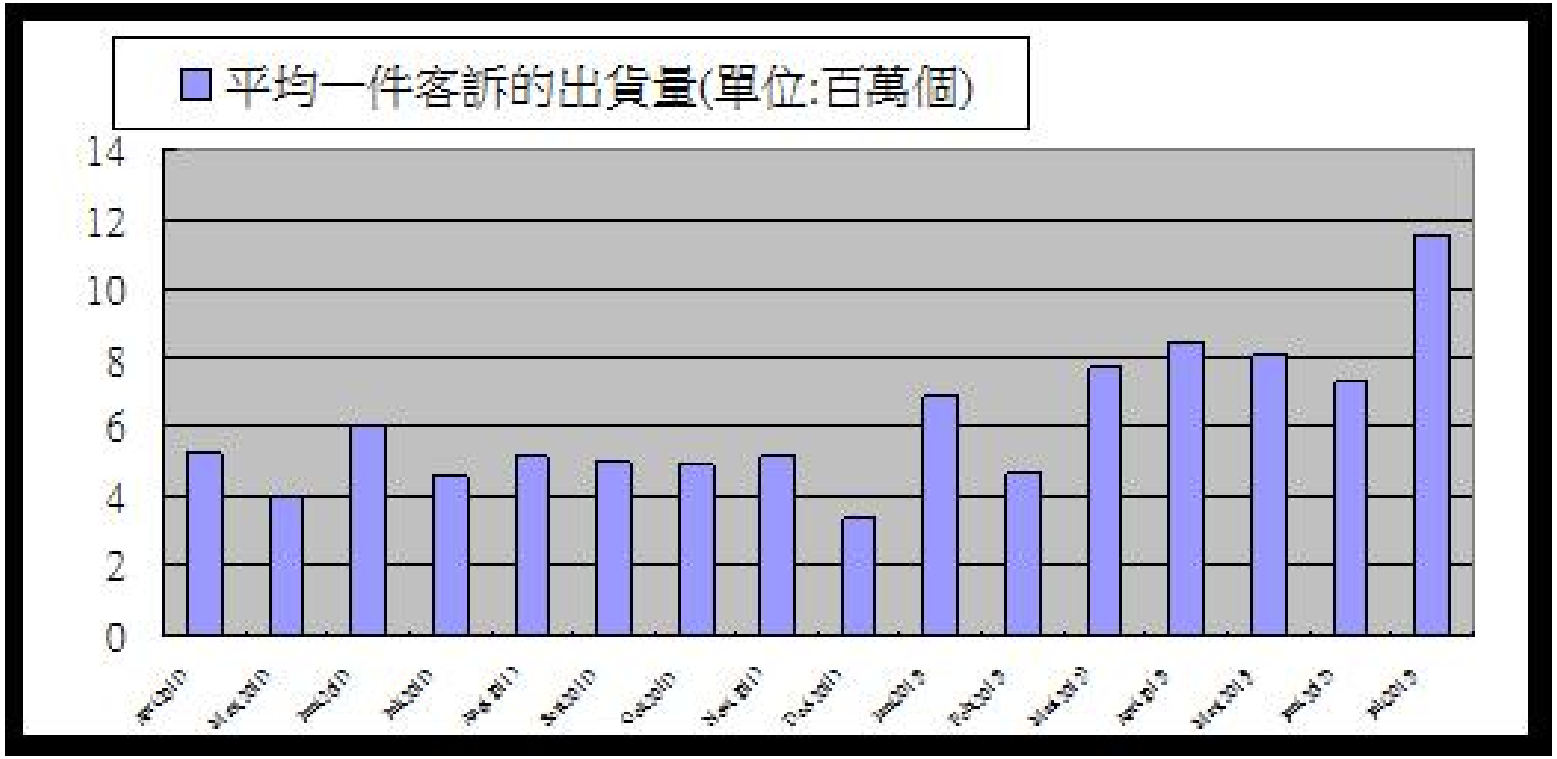
- 每批產品於力神IQC抽驗50~125pcs，雙重驗證是否符合規格，保留之樣品可做不良時之分析或例行性信賴性實驗，以為風險驗證之需要。

品保過程管理績效

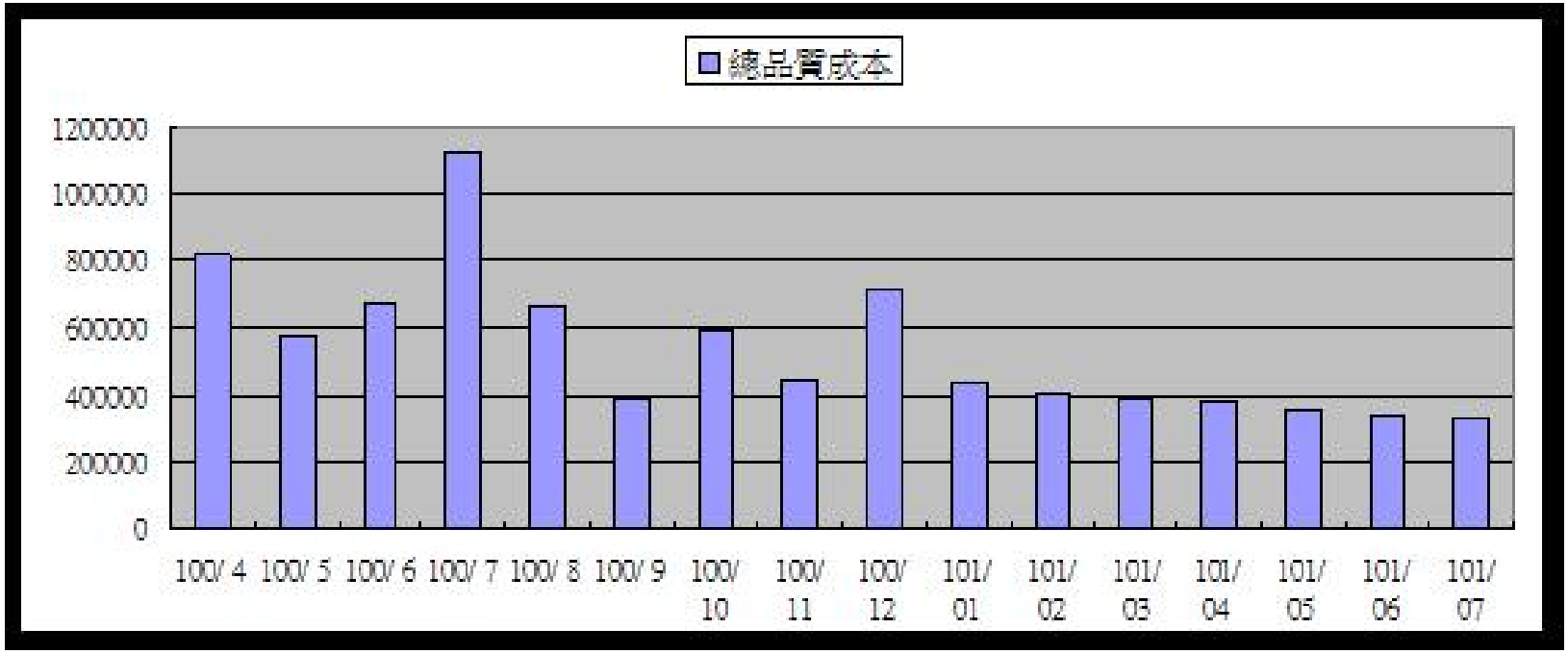
PAT 成果

以下為去年四月到今年七月平均發生每一客訴的出貨量(單位:百萬個)，PAT手法在今年一月份導入，從p.250可看出今年二月開始平均發生一件客訴的出貨量逐漸增加，也就是說發生客訴的案件逐漸在減少之中。如p.251，相對而言品質成本也逐月遞減少之中， p.252為力神科技在推廣PAT手法方面蠻成功的合作供應商之一，從今年四月起客訴案件逐漸下降，到了六月到九月之客訴案件為零。

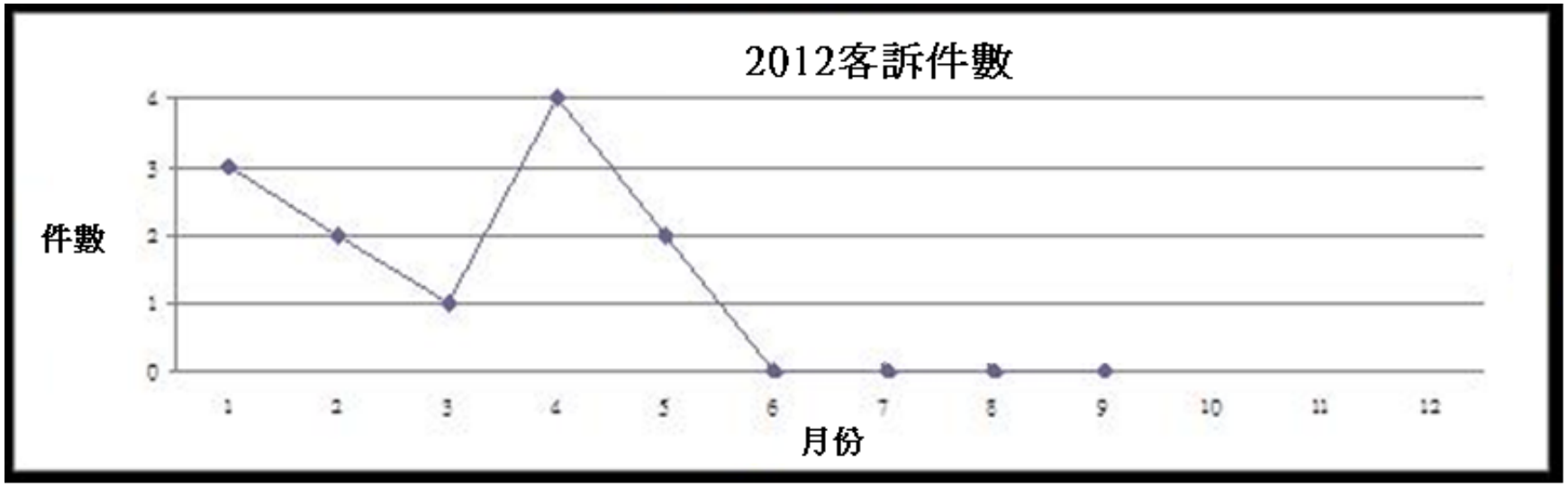
PAT 成果



PAT 成果


總品質成本
1200000
1000000
800000
600000
400000
200000
0
100/ 4
100/ 5
100/ 6
100/ 7
100/ 8
100/ 9
100/ 10
100/ 11
100/ 12
101/ 01
101/ 02
101/ 03
101/ 04
101/ 05
101/ 06
101/ 07

PAT 成果



資訊與知識管理

資訊管理

管理資訊系統 (management information system，MIS)

以電腦為基礎，能支援組織的例行作業、決策活動與個人知識活動的系統。

資訊化過程的績效衡量與管理透過流程的量測和監督，各組織部門應使用適當的方法對品質管理系統流程加以監督，及在可行時加以量測，這些方法應展現流程達成規劃結果的能力。

相關單位蒐集利用過程暨產品的量測與監督所產出之相關品質紀錄，作資料的分析、分類與傳遞，以確保品質管理系統透過有用訊息的投入，達成持續改進的目的。

各部門於營運計畫中制定部門品質目標、衡量方法與管制實績表，應依過程類別訂定相對應的衡量指標基準及相關的實施方案並定期作績效評估之檢討。

資訊管理

透過資訊系統的開發，以下為每年必要檢討過程：

(1) 人力資源過程：人事管理部門應依品質目標衡量方法，蒐集執行實績作統計分析。

(2) 顧客相關過程：業務部門應依品質目標衡量方法執行實績，蒐集執行實績比較顧客需求作統計分析(如客訴(每月)趨勢圖、準時交貨趨勢圖等)。

(3) 採購管理過程：採購部門應依品質目標衡量方法，收集執行實績並統計分析(如進料檢驗(每月)良率推移圖、供應商產品不良狀況(每月)及評分等)。

資訊管理

(4) 產品測試過程：製造部門應依品質目標衡量方法，收集執行實績並統計分析(如測試後PPM達成、不良品分析等)。

(5) 包裝出貨過程：資材部門需依品質目標衡量方法，收集執行實績並統計分析。

(6) 設計開發過程：研發部門應依品質目標衡量方法，收集執行實績，比較顧客需求，並統計分析(如開發週期時間嚴守、可靠度試驗結果與失效模式分析、顧客需求的達成等)。

知識管理

力神科技在知識管理方面的運作有以下幾項特色:

(1) 應用知識經驗以提昇研發技術、產品、與服務創新的績效以及組織整體對外的競爭力。

(2) 重視公司組織內部的知識流通，提昇成員獲取知識的效率。

(3) 指導組織知識創新的方向並協助組織發展核心技術能力。

(4) 有效發揮組織內個體成員的知識能力與開發潛能。

(5) 建立有利於知識創新的企業文化與價值觀。

知識管理

力神科技在推動知識管理的過程，為了使組織知識呈現明顯的經濟效益產出或與企業利益與競爭優勢，將來所採取有效的手法為:

(1) 發展有益於知識管理之良好的科技與組織基礎建設，包括有益知識流通的電腦網路與資訊軟體，能推動知識管理的部門或組織制度。

(2) 發展適中適用，兼具標準系統與彈性結構的組織知識庫。一個適當、具有可行性的組織知識結構，將有助於組織內各項與知識發展有關專案的推行。

知識管理

(3) 對於組織之知識管理，給予明確的目的、明確的定義、與明確的用詞。知識管理不同於資訊管理，必須對於所要推的專案目的、知識的定義，要能夠在組織內進行明確的溝通與建立成員共識

(4) 組織對於成員參與支持知識管理有關的活動，應建立有效的激勵機制。如何讓大家願意支持知識管理、參與分享知識，激勵機制將是有必要的。激勵的方式包括物質與精神，但都必須要直接有效，尤其是針對所謂的知識份子。

知識管理

(5) 組織內擁有許多有助於知識流通的管道，在知識流動過程中也能帶來知識增值的效果。

(6) 高層主管的支持，包括在口頭、行動、與資源上的公開支持。高層主管不盡然需要對知識管理活動有直接的參與，但在態度上的支持與認同將是必要的。

資訊與知識管理績效

資訊與知識管理


系統登入
語言別
中文(繁體)
帳號
密碼
公司
力神科技
Workflow ERP GP
鼎新流程導向企業資源規劃系統
確定
取消

資訊與知識管理


檢視類別 系統+作業別
公司別 力神科技
程式代號
系統+作業別
主系統架構圖
電子表單工作匣
管理維護系統
基本資料管理系統
庫存管理系統
產品結構管理系統
訂單管理系統
出口作業管理系統
採購管理系統
進口作業管理系統
製令/託外管理系統
應收管理系統
應付管理系統
基本資料管理
日常異動處理
異動單據憑證
清單與明細表
報表列印
批次作業
費用申請管理
自動分錄管理
員工姓名建立作業
單據性質設定作業
費用申請單建立作業
費用申請單憑證
費用申請單明細表
提款單產生作業
應付憑單傾狀資訊查詢
票據資金管理系統
會計總帳管理系統
自動分錄系統
批次需求計劃系統
主生產排程系統
物料需求計劃系統
成本計算管理系統
Workflow ERP GP
鼎新流程導向企業資源規劃系統
(Workflow ERP GP)
BSC/KPI 關鍵指標管理
CRM 客戶關係管理
BI 商用智慧
Portal 企業資訊入口網站

資訊與知識管理


Conductor [T0132-Luca.Chen]
檢視類別 系統+作業別
公司別 力神科技
程式代號
系統+作業別
主系統架構圖
電子表單工作區
管理維護系統
基本資料管理系統
庫存管理系統
產品結構管理系統
訂單管理系統
出口作業管理系統
採購管理系統
進口作業管理系統
製令/託外管理系統
應收管理系統
應付管理系統
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異動單據憑證
清單與明細表
報表列印
批次作業
費用申請管理
自動分錄管理
員工姓名建立作業
單據性質設定作業
費用申請單建立作業
費用申請單憑證
費用申請單明細表
提款單產生作業
應付憑單樹狀資訊查詢
票據資金管理系統
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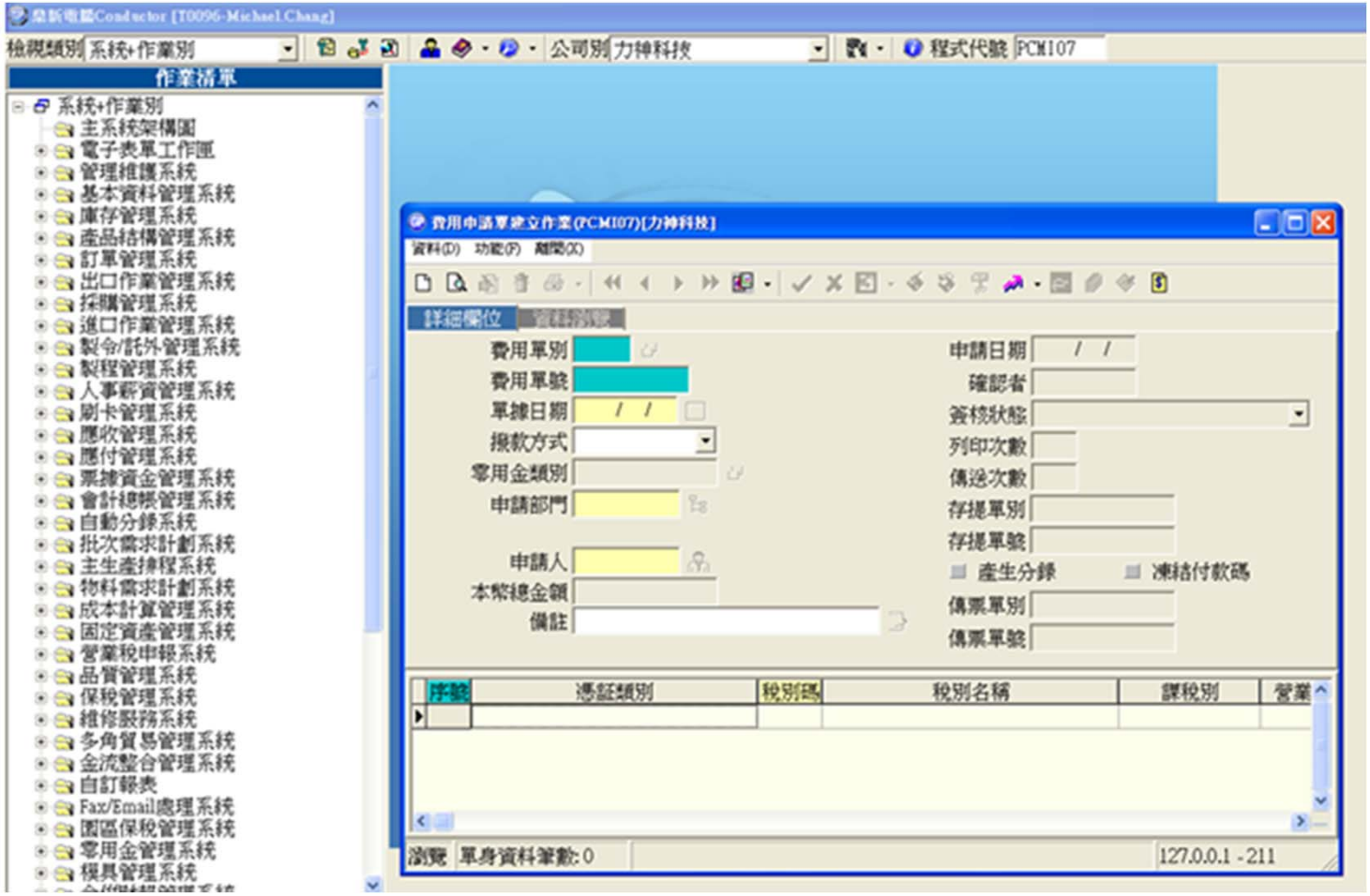
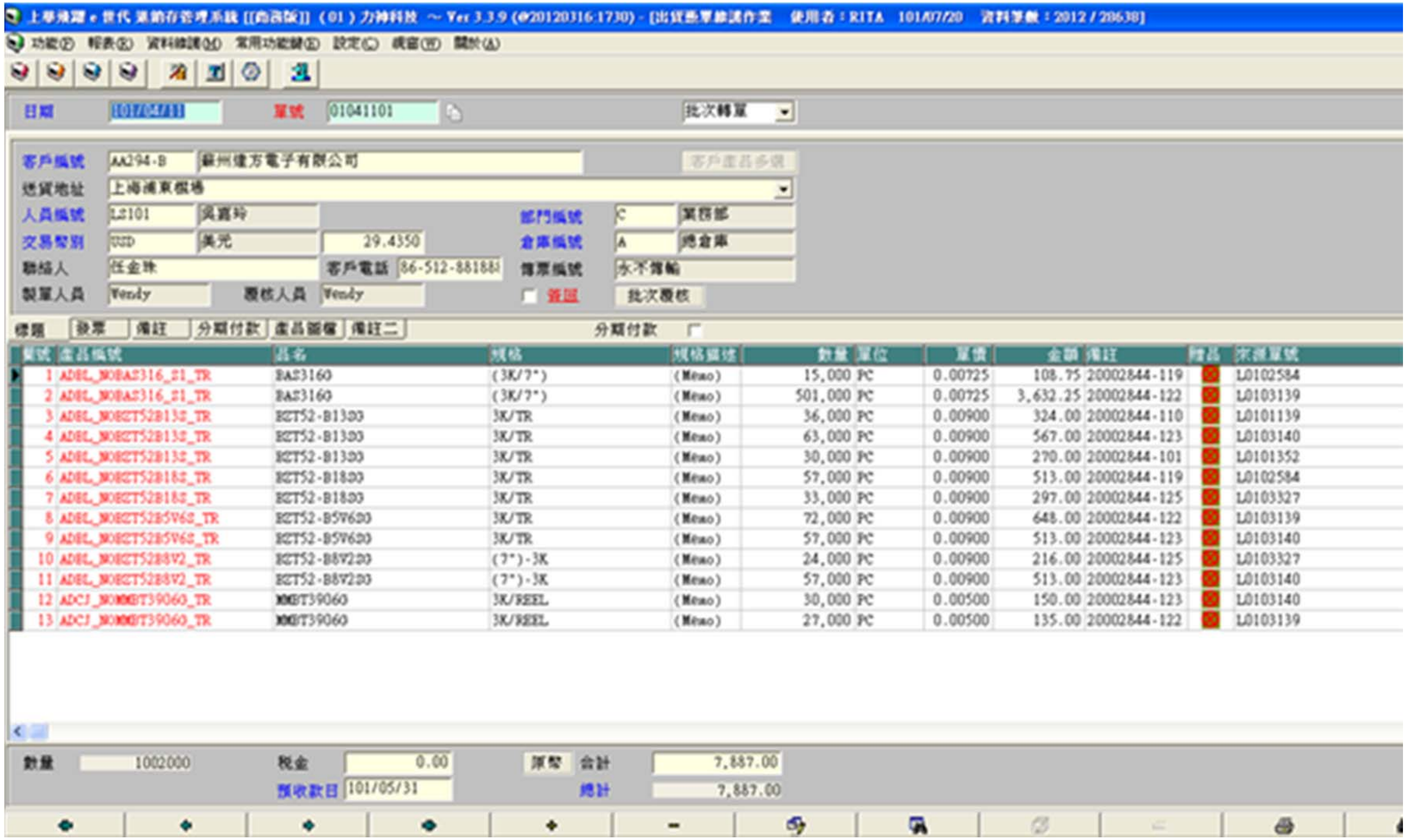
物料需求計劃系統
成本計算管理系統
Workflow ERP GP
應付管理系統
會計科目設定作業
單據性質設定作業
採購管理系統
進貨單/退貨單
應付憑單建立作業
應付憑單自動結帳作業
自動付款作業
付款單建立作業
製令管理系統
託外進/退貨單
應付憑單明細表
付款單明細表
應付帳款明細表
廠商帳齡分析表
應付帳款分戶帳
應付帳款月底餘評價表
未結案應付明細表

資訊與知識管理


Conductor [T0096-Michael.Chang]
檢視類別 系統+作業別
公司別 力神科技
程式代號 PCM107
作業清單
系統+作業別
主系統架構圖
電子表單工作區
管理維護系統
基本資料管理系統
庫存管理系統
產品結構管理系統
訂單管理系統
出口作業管理系統
採購管理系統
進口作業管理系統
製令/託外管理系統
製程管理系統
人事薪資管理系統
刷卡管理系統
應收管理系統
應付管理系統
票據資金管理系統
會計總帳管理系統
自動分錄系統
批次需求計劃系統
主生產排程系統
物料需求計劃系統
成本計算管理系統
固定資產管理系統
營業稅申報系統
品質管理系統
保稅管理系統
維修服務系統
多角貿易管理系統
金流整合管理系統
自訂報表
Fax/Email處理系統
園區保稅管理系統
零用金管理系統
模具管理系統
費用申請單建立作業(PCM107)[力神科技]
資料(D) 功能(F) 離開(X)
詳細欄位
費用單別
費用單號
單據日期
撥款方式
零用金類別
申請部門
申請人
本幣總金額
備註
申請日期
確認者
簽核狀態
列印次數
傳送次數
存提單別
存提單號
產生分錄
凍結付款碼
傳票單別
傳票單號
序號
憑証類別
稅別碼
稅別名稱
課稅別
營業
瀏覽
單身資料筆數:0
127.0.0.1 -211

資訊與知識管理



力神科技股份有限公司
LISION TECHNOLOGY INC.

結語

- 10餘年來在董事長及總經理卓越的創意經營理念與多角化的經營策略以及在公司全體同仁共同努力之下，公司形象暨產品品質獲得國內外市場諸多肯定，建立良好口碑。為了提升力神科技永續經營的理念，公司全體同仁自我期許齊心努力參與卓越經營品質獎。

結語

- 此次我們獲得卓越經營品質獎的殊榮，首先要感謝各位評審委員與社會先進予以指導、鼓勵與支持。今後仍將延續長久以來的優良文化傳統，以創新的研發設計、最高品質原則、品牌行銷策略的理念，來提昇力神科技成為全球化經營的”Creative Design House”，同時為提升國家產業競爭力提供更卓越之貢獻。

力神科技將於
2013年進駐全球
企業總部

Thanks for your attention !