

MILDEF CRETE

Corporate Newsletter



Introduction

**By Songfa Lee,
General Manager Special Assistant**

Another year has passed, and everyone is still feeling the joy of the Spring Festival. Here, I would like to wish all my colleagues a happy new year. Happy Chinese New Year to all.

From the past two years to the present, the epidemic of new coronary pneumonia has continued to change, which has greatly affected human life, coupled with the international political and economic situation caused by human beings. In addition to the small industry, all walks of life have been affected by negative factors, the performance has been greatly affected, and even companies have caused shutdowns. Even in industries that have not been shut down, the amount of raw materials is reduced or interrupted due to increased logistics and shipping costs or container congestion.

The company is in the computer industry and cannot help but feel this situation. The raw materials of upstream manufacturers have risen sharply, the delivery time has been extended,

and even the stock has been discontinued. Various factors have caused the company's costs to rise, and the pressure on shipments has greatly increased. Fortunately, with the efforts of supervisors and contractors at all levels, the production line can still run smoothly today. However, this situation is caused by the general environment. It is not a short-term emergency, and the company will still face this kind of pressure for a long time.

I hope that everyone will work together to continue to create a new situation for the company, so that this happy enterprise and all colleagues will have a better future.

Introduction

Working life under the COVID-19 epidemic Department of Design Quality Assurance (DQA)

Employee Activities

- **Supplier Lecture**
- **Healthy Workplace Certification**
- **The spread of COVID-19 in Taiwan and the company's countermeasures**
- **2021 Year-end Party**

Working life under the COVID-19 epidemic - shared by partners

MilDef Inc

"MilDef Inc exhibited at the US Army's Annual AUSA Meeting in October 2021. Despite the challenges



Left to right :
Steve Rooney, Tom O'Connor,
Travis Arnold, Tom Lewis

presented by Covid restrictions in 2021, MilDef Inc managed to technically insert our mobile products into six Programs of Record within the US DoD. MilDef Inc's participation in these programs is critical to the United State's defense, its international relationships and global stability. What we all do; product design, material procurement, production, quality inspection and shipping, matters to the soldiers that rely on the quality and performance of our MilDef systems."

MUS

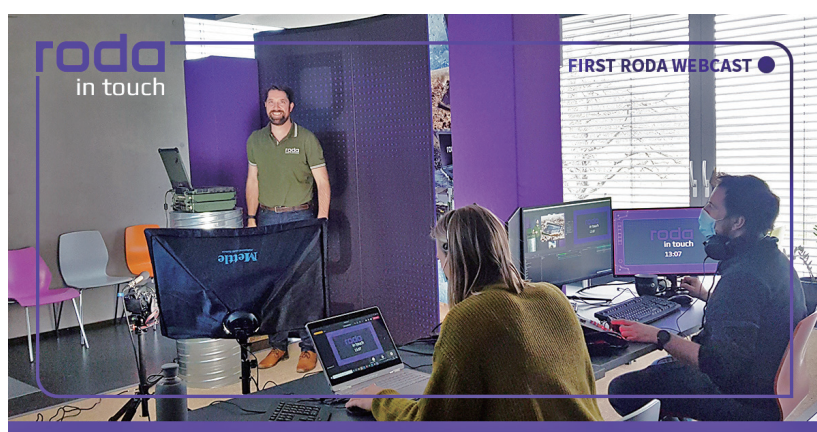
A few photos to share our working life under the COVID-19 epidemic.



MUS Online Christmas Party with Ugly Christmas Sweater



participation at running event



roda in touch webcast



Planting a flower meadow

Working life under the COVID-19 epidemic - shared by the domestic channel business department

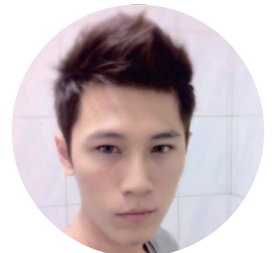
By Wang Lin Shizhe, Sales

Wearing a mask adds a distance between people. The number of customers in business districts and stores has decreased, and the process of interacting with customers in sales has also reduced trust and increased alienation due to masks. For retail outlets and industries that rely on salespeople, the impact of the COVID-19 epidemic has been huge. But I firmly believe that opportunities are for those who are ready! If customers do not come, we will go out and develop multi-channel operations: operating online auctions, actively developing company households and peripheral counterparts, contacting old customers, grasping every customer who comes to the store, and extending the two Three times the time to sit down and negotiate carefully with customers as friends to increase the transaction rate, as a result, the performance has increased compared to before the COVID-19 epidemic. Instead of blaming the epidemic for disrupting the situation, it is better to tell yourself that you may not be working hard enough, and that active response and unremitting efforts will definitely break through the predicament.



By Wang Li Jieyu, Sales

In 2021, under the impact of the epidemic, Taiwan's consumption and living industries have undergone great changes. Many industries have become the hardest hit areas under the epidemic, but the crisis is a turning point. For our company, many Due to the factors of working from home and remote teaching for students at home, the company's performance has ushered in relative growth, but after all, we mainly focus on physical stores. Therefore, under the control of crowds, the number of customers in the store has also been affected, so the company also Comparing with the current e-commerce business model, employees are encouraged to sell on online platforms in multiple ways, and through profit sharing, employees can have more incentives. Therefore, in the second half of 2021, colleagues in the business department, on some online platforms such as Shopee , Ruten, Yahoo, all have a large share of platform growth, and also help the company to have sustainable growth in the case of a decrease in the number of visitors through physical channels. This year, the epidemic is expected to slow down in 2022, but because the current consumption patterns are also constant. Changes, so online and online marketing will also be the focus of this year, and the physical stores will use the opportunity of peer exit to open up new stores and increase the market share of on-site customer transactions. Through the two-way cooperation between physical stores and virtual channels, In order to achieve further growth.



By Zhang Zhewei, Top sales

With the outbreak of the epidemic in mid-May 2021: home office, remote video teaching at home, etc., while avoiding crowds, laptops have instantly changed from secondary necessities to major necessities! I have been engaged in the sales of notebook computers for 16 years. The notebook computer is the first product that comes to my mind among friends and relatives! Although the number of people has been greatly reduced, there are no restrictions on the Internet. Every day, the information of the communication software keeps coming in. On the contrary, the performance has grown significantly, which also gave me a profound experience. Who to buy is very important! Deeply cultivating each group of customer service, from customers to friends, and continuous referrals, can defeat any emergencies!



Department of Design Quality Assurance (DQA)

By Patricia Huang

DQA standing for design quality assurance literally means to ensure the design quality.

DQA Department (DQA) plays a vital role for two missions—quality guarantee of new and custom products as well as the review of a product regarding it is ready for mass production.

In the process of product development, DQA assists R&D in locating and duplicating the issues, and further analyzing, and they allow R&D to resolve relatively easier.

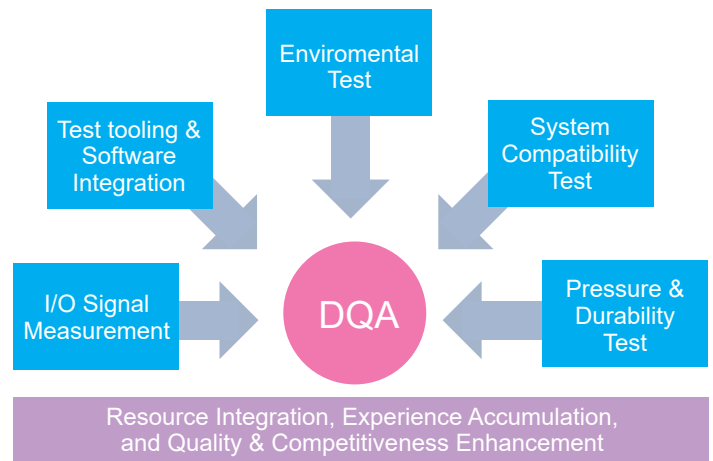


Figure 1: Structure of DQA Department

Custom projects are one of the most competitive segments for Crete. DQA utilizes module testing to conduct assessments on custom projects, and by establishing test procedures and testing, Crete ensures the consistency of quality for each and every customized design project (CDP).



Figure 2: Test Procedures of DQA for CDPs

DQA also proactively cooperates with both sales and department of quality assurance (QA), and constantly refines product quality and testing.



Figure 3: Communication & Procedure Refinement for DQA

As the saying puts it, “quality derives from design”. This shall be the most suitable interpretation for DQA, and with the establishment of the department of DQA, the product quality is expected to elevate.

Supplier Lecture

By Amanda Tsai



At the current time of the epidemic, the purchasing department's annual routine visit to suppliers has been completely interrupted. When the epidemic has been reduced to the second-level alert state, the supplier visit plan has been changed to invite suppliers to MilDef Crete for knowledge, academic and information communication in the industry. Lectures. In December 2021, an intensive arrangement will be held once a week for four consecutive weeks, with a total of four suppliers participating. Suppliers include: iron parts, CNC, SSD/DRAM, PCB. The biggest advantage of giving lectures in MilDef Crete is that interested colleagues from all departments can set aside 1 hour to study together at the designated meeting place, saving time and time, and the colleagues participating in the most extensive departments and the most personnel, reaching the highest benefit.



Healthy Workplace Certification

By Matt Ho

Foreword

Workers spend 1/3 of their time in the workplace every day. In order to establish a healthy lifestyle for the people and promote the physical and mental health of workers, since 1992, the National Health Administration has set up healthy workplace promotion centers in the North, Central and South districts to guide workplaces to promote smoking. Harm prevention work, and joined various workplace health promotion work in 1995. Since 1996, the national "Healthy Workplace Certification" has been obtained. The cumulative number of companies that have passed the certification of healthy workplaces has reached more than 24,000, and the selection of outstanding healthy workplaces has been carried out. and praise. Regarding the promotion of workplace health promotion, the World Health Organization (WHO) established the "Promotion Model for Comprehensive Workplace Health Promotion" in 2010, which emphasizes that it should cover "physical work environment", "psychosocial work environment", "personal health resources" and "corporate health promotion". The four dimensions of community engagement", and "corporate/organizational leadership commitment" and "employee participation" are the core values of the plan, and follow the steps of initiation, integration, needs assessment, prioritization, planning, execution, evaluation and improvement. The eight major steps continue to improve the process, and continue to cycle through the steps. my country's "Healthy Workplace Certification" refers to the revision of the self-management checklist based on the concept of this model, which is expected to assist the workplace to promote health promotion, provide individuals with comprehensive health resources, comprehensively evaluate and improve the physical and psycho-social work environment, and expand to employees' families and communities. At the level of corporate social participation, implement corporate social responsibility, work together to create a healthy workplace, and establish a healthy supportive working environment.

Implementation purpose

1. Encourage private enterprises to actively implement smoke-free workplaces, provide workplace employees with a healthy working environment, and assume due corporate social responsibilities.
2. To establish a healthy supportive environment and enhance the effectiveness of workplace health promotion through the power of workplace groups through the systematic implementation of self-management.
3. Establishing the concept of people across the country choosing a healthy working environment in order to improve their living standards.

The contents of the company's healthy workplace certification are as follows

1. An overview of the activities

An introduction to the overall practice of promoting occupational disease prevention and health promotion in the workplace.

1) Overall approach to health promotion

The company assists the workplace to carry out health inspection planning. In addition to the health inspection items arranged in accordance with the labor health protection rules, high-density lipoprotein (HDL) testing will be added for risk calculation, and a questionnaire survey on employees' living habits will be conducted to compare the test results with the questionnaire results. Using the Framingham Heart Study Prediction Score, the health

management system calculates the personal disease risk, the ratio of cardiovascular disease risk, and the risk ratio of the disease after removing the risk calculation factors such as smoking, Health check abnormal statistics and questionnaire analysis results, formulate workplace health promotion strategies, and provide risk calculation results to colleagues through the tobacco harm prevention website or in writing to improve risk awareness, and then implement health promotion plans for employees, including workplace tobacco harm prevention publicity Health promotion activities such as guidance, tobacco harm information provision, individual smoking cessation and counseling services, physical fitness testing, walking promotion, stress adjustment groups, weight loss workshops, health seminars on Western-style healthy eating principles, and the use of PDCA spirit to evaluate and implement Results and continuous improvement.

2) Promote occupational disease prevention practices

The construction company's labor health protection plan includes four major plans: human-induced hazards, overload, maternity protection, and workplace illegal abuse. Follow the plan to implement occupational disease prevention, and use the questionnaire in the plan to investigate the possibility of occupational diseases And make statistical evaluation and improve the workplace environment and employee health.

2. Execution method

1) Last year, the annual inspection health check was carried out by Yadong Hospital. All employees were asked to scan the QR code to fill in the occupational safety questionnaire before the health check, which was mainly used to prevent occupational disasters. The questionnaire contents included: skeletal muscle pain questionnaire, The personal mental strength scale and work load scale related to the load questionnaire are analyzed and evaluated by the workplace health care nurse, and the relevant personnel are interviewed to help prevent the occurrence of occupational disasters.

2) Organize workplace health lectures with the theme of metabolic syndrome and prevention of three highs, and jointly create a healthy workplace environment.

3) The company advocates the maternal health protection plan to provide a breastfeeding (collection) breastfeeding room, and provide a warm and relaxing breastfeeding space, so that breastfeeding employees can be happy mothers, and encourage and promote breastfeeding.

3. Effectiveness evaluation

1) The number of employees participating in the annual health check is 152. Before the health check, employees fill out the four major plans for preventing occupational disasters stipulated by the Occupational Safety and Health Administration, and the occupational health care nurse will conduct health check analysis and evaluation. For BMI > 27 % of staff make appointments for meetings and give healthy exercise and diet improvement programs. This year, the company held a fat-reducing activity to make employees healthier and more energetic.



Implementation of annual health check and related health questionnaire

2) Employees write a questionnaire on the four major plans for preventing occupational disasters stipulated by the OSH, and the occupational health care nurse will do a health examination analysis and evaluation. The questionnaire results are overloaded and the result is high risk. It is recommended to talk to employees: 3 people, from the Department of Occupational Medicine Physicians assist in tracking and caring guidance and give health-related advice, and employees can accept and feel the attentive care of the business owner.

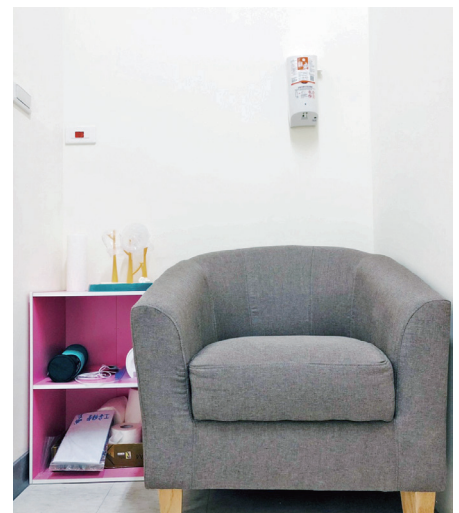


Arrange doctors and vocational nurses for health consultation in a timely manner

3) Workplace Health Lecture: Understanding Metabolic Syndrome. The number of participants in the course was 33. The course mainly let colleagues know what Metabolic Syndrome is, who is Metabolic Syndrome, and how to prevent Metabolic Syndrome. Colleagues actively asked questions after class.



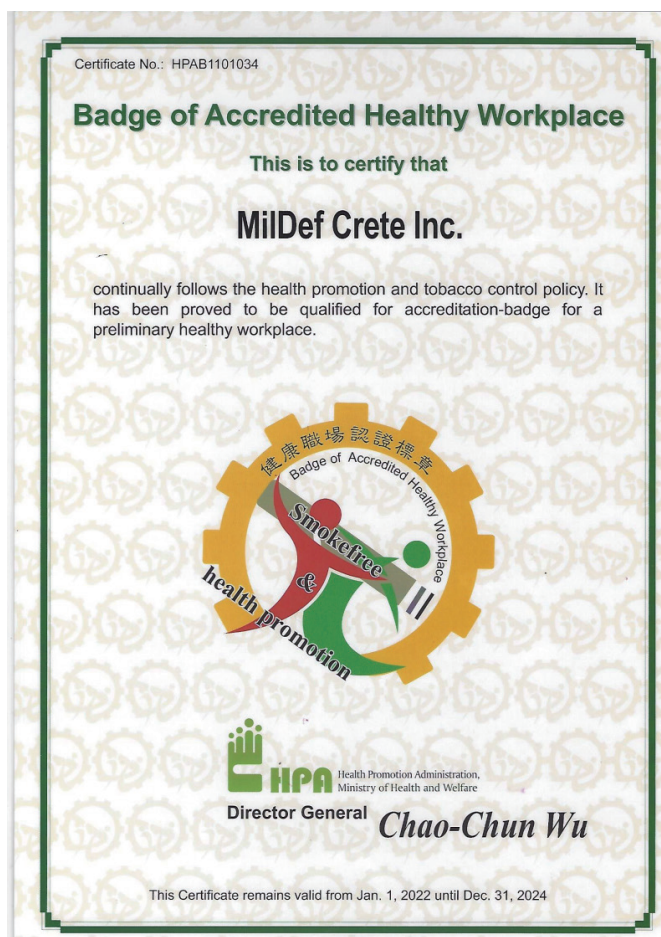
4) The company advocates maternal health to protect a friendly environment, encourages employees to breastfeed and operate the nursing room with heart, and workplace health care nurses visit pregnant employees and nursing mothers to help solve various problems.



Provide a complete breastfeeding room and related publicity

Conclusion

1. The pain part of the lecture on musculoskeletal health care was very painful to many colleagues; after the class, many colleagues actively consulted the symptoms and improvement methods, which means that this lecture is of obvious benefit to colleagues.
2. To avoid soreness, you can start from sitting and standing on weekdays, a balanced diet with less oil, less salt and less sugar, moderate stretching exercises, and regular health checks and management.
3. For computer factory work, the rate of soreness is extremely high, as high as 63%. Therefore, special attention is paid to the requirements of the seat. The doctor recommends the use of hydraulic or pneumatic seats that are easy to adjust the height. The company has already started to improve the planning.
4. The satisfaction after this class is very high, and many feedback have been received; colleagues suggested that other people want to take the course, and they have also responded and arranged to the vocational doctor.



The company received a letter from the New Taipei City Government Health Bureau on February 14, 2011, and has passed the certification; obtained the "Healthy Workplace Certification Health Startup Mark"

The spread of COVID-19 in Taiwan and the company's countermeasures

By Vincent Jian

May 15, 2021. When the epidemic broke out, the Central Epidemic Command Center and the government announced that the COVID-19 epidemic prevention has entered the three-level alert. On May 31st, the management office and the R&D office will immediately implement the rotation measures to enter the home office. Implementation personnel take turns to work, remote desktop connections, and remote video conferences to reduce clustering and infection rates. Until July 27, the country was lowered to the second and alert level, and then the company resumed its normal work mechanism. Fortunately, there were no confirmed cases or listed incidents among the company's personnel.

On January 2, 2022, a large-scale infection broke out again in Taoyuan. From the original communicator: Case 17230 infected with the Omicron variant virus strain, the province has accumulated to the deadline, with a total of 244 cases nationwide. At the time of the Spring Festival, although the Central Epidemic Command Center and the Executive Yuan have clearly stated that the alert level has not yet been raised to Level 3. The Vice President of the Management Office instructed that the Ministry of Industry and Safety and the Information Department must make active judgments and prepare for support at any time with the changes in the epidemic situation!

Information Department: Check the company's software and hardware equipment from time to time to cooperate with the government's launch of the three-level alert release. When the general manager issues instructions, it can operate normally when the home office rotation and remote conference mechanisms are activated. The Ministry of Industry and Safety also keeps an eye on the development of the epidemic situation at home and abroad at any time, and publicly transmits real-time information on the epidemic situation and vaccines to colleagues in the company, and cooperates with government measures to do a good job in epidemic prevention. At the same time, colleagues are encouraged to vaccinate as soon as possible.

We hope that at this time when Omicron is raging, we can help colleagues to use the correct attitude to make judgments on the epidemic situation, correct hygiene knowledge, inform colleagues to avoid unsafe places, and prevent colleagues from being harmed by COVID-19, so that all colleagues can survive this epidemic safely. grim time.

The Ministry of Information and the Ministry of Industry and Safety, I wish all my colleagues peace and happiness.



2021 Year-end Party

By Welfare Committee

The epidemic in Taiwan has reached its peak since May 2021, and the tense atmosphere in Taiwan is self-evident. This is also a challenge for the welfare committee, which is responsible for planning the company's annual plan. The employee travel originally scheduled for the fall will be suspended without any conditions; the planning of the tail-tooth event scheduled for January 2022 will start in October 2021. During this period, there are still many uncertainties in the general environment, which really increases the difficulty of planning. . The problem of getting rid of the COVID-19 epidemic that all mankind is most concerned about, Omicron's high infection rate and low fatality rate, to observe the British model: after tending to general immunity, COVID-19 is regarded as influenza. The time is slowly approaching, and the domestic epidemic is gradually under control. Since the micro-unblocking, everyone has begun to believe that the year-end party "can be done."





On the day of the tail-tooth event, it is forbidden for everyone to get up and toast table by table. In addition, the Welfare Committee has prepared a lot of wonderful activities and delicious food. The host has a sweet smile, a generous and decent response to advance and retreat, and the on-site response ability is very good. , with a bit of madness, but so relaxing. The whole tail-tooth event came to a successful conclusion after the lottery draw. I would like to thank all the employees and suppliers for their hard work over the past year. In the coming year, please continue to work hard!





COMPANY INTRODUCTION

MilDef Crete was founded at 1990, we fulfill ISO 9001 and ISO14001. MilDef Crete focus on rugged computer market. We have complete product line including rugged laptop, tablet, mobile device and these products could be use in fields including military, public safety, public utility, on-site service, petroleum and natural gas, telecommunications, transportation, manufacturing, mobile commerce, etc.

MilDef Crete's products sold to the whole world by the brand MilDef. We have transnational team and several sites at Euro, North America and China. We provide our customer quicker and better service by co-work with our distributors and dealers. We keep focus on innovation and product development to provide best products for professional usage. We also have best R&D team for any customized demand. Our products pass various standards including MIL-STD-810 and International Protection Marking (IP54, IP65, IP67) and could fulfill special request such like MIL-STD-461, ANSI or ATEX directive.

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