



SUPPLIER REQUIREMENTS MANUAL

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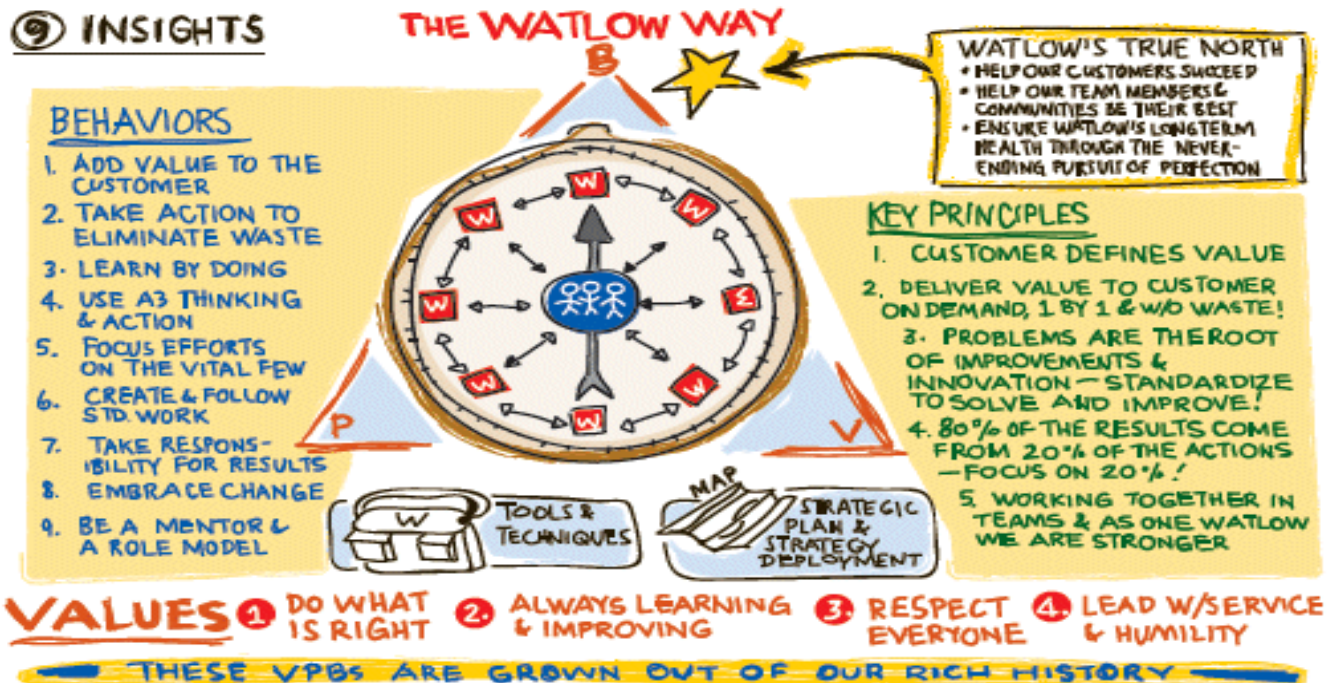
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2.0 Watlow's Quality Policy

Watlow defines quality as providing the Customer with the product or service that was contracted, in a manner that meets the Customer's needs, and in accordance with all applicable technical and legal standards.

The principles set out below comprise Watlow's quality policy:

- Watlow is committed to continuous improvement of quality in all of its operating units.
- Watlow works to achieve quality by:
 - Clearly defining corporate policies, work procedures, and objectives.
 - Regularly monitoring and evaluating quality.
 - Supporting a self-critical and reflective approach, welcoming and responding appropriately to feedback from others.
 - Recognizing the importance of feedback from customers.
 - Recognizing the importance of external reference points against which Watlow calibrates quality.
- Quality is monitored and evaluated through Watlow's quality management system.
- The quality management system operates independently of particular individuals. It is a stand-alone system that uses data to develop judgments that are unaffected by corporate policies and management actions.
- The policies, procedures, and processes that comprise Watlow's quality management system receive regular review and periodic audit to ensure their continual improvement and effectiveness.
- Responsibility for quality lies with management and with each individual, section, and department within the organization.
- Staff development in the concepts and practices of quality is necessary.
- All individuals and teams charged with responsibility within the quality management system are accountable to the Chief Operating Officer.
- The Vice President of Quality and Supply Chain has full authority and final responsibility for ensuring that all activities conform to the quality management system. Should any disagreement arise concerning a quality matter, the dispute shall be referred to the President of Watlow. The decision of the President shall be final and in concert with the requirements of the quality management system.



3.0 General Information

3.1 Purpose and Scope

The purpose of the Supplier Requirements Manual is to serve as the standard for defining the requirements Watlow has established for all organizations that provide goods and/or services to any Watlow facility, or on behalf of Watlow directly to our customers or other associates.

For the purposes of this document, these organizations that provide goods and/or services hereafter will be referred to as “supplier” or “suppliers”.

It is the responsibility of the supplier to understand and ensure compliance with this manual and any other requirements of each Watlow division/site that will be defined. Each of the Watlow divisions serve a variety of industries and business segments and as such, may have different and unique quality requirements specific to a market segment and actions will be driven by customer and/or market specific requirements. Such requirements specific to these entities will be defined in other applicable procurement documentation.

3.2 Exceptions

This document establishes the general expectations of Watlow’s suppliers and is intended to define those requirements that may or may not be covered by other procurement documentation, such as purchase order terms and conditions, design specification/drawing, or other specific contractual agreement with the supplier. As such, any exceptions or additions to this document must and will be defined by one of these documents.

The hierarchical priority that shall be applied to determine the applicable supplier requirements and exceptions of any supplied material or service that Watlow has defined shall be as follows:

- Supplier Requirements Manual (General requirements applicable to all suppliers)
 - Specific Contractual Agreements (Requirements of a specific supplier)
 - Design Specification/Drawing (Specific requirements of a certain part, material, or service)
 - Purchase Order (Additional current requirements and/or exceptions)

3.3 Watlow’s Responsibility

It is the responsibility of Watlow to maintain this document and ensure the latest approved revision is communicated and/or made readily available to all suppliers.

4.0 Supplier Conduct Requirements

4.1 General Conduct Requirements

Watlow’s supplier conduct requirements guide us in selecting business partners who adopt and follow workplace standards and business practices that are consistent with Watlow values. These conduct requirements are applicable to all Watlow suppliers, regardless of operating country, without exception.

- Supplier plants shall operate in full compliance with all applicable labor laws, minimum legal age laws, wage and over-time pay laws, and environmental laws of their respective countries where facilities and operations reside.
- Suppliers must comply with all OSHA (Occupational Safety and Health Administration) regulations or other similar regulations as required by the country the supplier’s facilities and operations reside
- Suppliers may not use any prison, indentured, or forced labor.
- Suppliers shall employ workers on the basis of their ability to perform the required work, regardless of race, color, gender, nationality, age, maternity, religious beliefs, or marital status.

- Watlow is participating in an initiative with our customers to eliminate conflict minerals from our supply chain. Watlow expects full support and compliance from our suppliers in the effort to identify and conflict minerals from product and material supplied to Watlow.
 - Conflict Minerals are minerals mined in conditions of armed conflict and human rights abuses, notably in the eastern provinces of the Democratic Republic of the Congo, by the Congolese National Army and various armed rebel groups, including the Democratic Forces for the Liberation of Rwanda. The profits from the sale of these minerals finance continued fighting in the Second Congo War, and control of lucrative mines becomes a focus of the fighting as well. The most commonly mined minerals are cassiterite, wolframite, coltan, and gold, which are extracted from the Eastern Congo, and passed through a variety of intermediaries before being purchased by multinational electronics companies.

4.2 Safety, Quality, Delivery, Cost (S-Q-D-C)

Watlow's approach to long term and everyday decisions emphasize that those decisions must take into account the ramifications and consequences these decisions might have on safety first, then on how it can impact quality, then its effect on delivery, and finally how cost may be impacted only after the other three items have been considered.

"S-Q-D-C" (Safety-Quality-Delivery-Cost) is an approach we strongly encourage our suppliers to also apply to their work with Watlow and all of their customers and suppliers.

- Safety: The supplier is expected to maintain the systems, processes, equipment, and programs necessary to provide their employees and visitors a safe environment to conduct their work and business.
- Quality: The supplier is expected to deliver defect free product/material/service that conforms to all requirements and specifications at all times.
- Delivery: The supplier is expected to provide defect free product/material/service on time, and as promised or agreed.
- Cost: The supplier is expected to provide product/material/service at the agreed upon price and maintain systems and continuous improvement programs that will help control operating and material costs that can have an effect on the costs of the product/material/service to their customers.

4.3 Right of Entry and Sub-Tier Right of Entry

The supplier shall include right-of-entry provisions. The provisions shall allow Watlow, Watlow customers, and/or regulatory agencies to examine various aspects of the supplier's quality/business system and processes through an evaluation/audit, or other means, in order to determine and verify quality system conformance, process conformance, quality of work, verification of records and material at a supplier's location, including the plant/site of the sub-tier, subcontractors of the supplier.

This expectation applies during all phases of the supplier-customer relationship as Watlow evaluates potential new suppliers, monitors supplier performance, verifies and validates corrective action implementation, and helps identify improvement opportunities with the supplier through process audits, training, and joint problem solving, corrective action work, etc., as necessary.

4.4 Entertainment, Gratuities and other Courtesies

Watlow's purpose is to compete in the marketplace on the basis of product, technology, quality, service, price, and similar competitive factors. Watlow does not seek to gain any improper advantage through the use of entertainment, gratuities, and other courtesies. Similarly, Watlow does not want the impartial judgment of its employees potentially compromised through the receipt of these gratuities or courtesies.

It is the policy of Watlow to exercise moderation in the use and acceptance of entertainment, gratuities, and other courtesies as long as they are lawful, infrequent, of modest value, and provided to establish goodwill and trust in the business relationship. It is expected that our suppliers help support this policy as they conduct business with Watlow and its employees.

4.5 Application to Subcontractors

The conduct requirements also apply to any sub-contractor(s) to the supplier, with the supplier maintaining full responsibility for compliance by any such sub-contractor(s). Watlow also reserves the right to qualify and approve subcontractors whose product is supplied or becomes a part of a product/material supplied to Watlow.

4.6 Conduct Violations

Non-compliance with the Watlow conduct requirements may result in actions ranging from a Supplier Corrective Action Request (defined later in this document) being issued to the supplier up to termination of the business relationship with the supplier and disqualification.

5.0 Becoming a Watlow Supplier - Supplier Assessment and Qualification

5.1 Supplier Selection

Watlow utilizes a documented process that guides those involved in selecting, evaluating, recommending, and approving a new supplier to conduct their work in a consistent manner in accordance to our quality system's requirements. No supplier should be added or approved as a supplier unless this process has been executed.

Any potential supplier seeking a business relationship with Watlow that is not already a supplier to Watlow, will be required to work directly with an appropriate Watlow resource, typically a supply chain representative (buyer, commodity manager) or engineering representative (project manager), which will initiate the selection and approval process, if justified, in order to gain approval for the addition of the potential supplier to the approved supplier list.

In accordance to the Watlow process, all potential new suppliers to Watlow will be requested to provide and participate in some or all of the following items as part of the supplier qualification process. This list is not all inclusive, as additional items depending on the material, service to be provided, and the anticipated level of supplier to Watlow the potential supplier would be assigned can factor into the data required to be collected, and type of evaluation required of the new supplier.

- Request for Information (RFI)
- Request for Quote (RFQ)
- Supplier Presentations
- Safety Compliance Evaluation
- Part Qualification, First Article Inspection/Approval, Specification Review
- Self Survey Assessment of Quality System
- Review and Critique of Supplier Performance Data (On time delivery, defect rate, etc.)
- Process Control Capability Evaluation
- Lean Manufacturing Assessment Evaluation
- On-Site Quality System Evaluation/Audit
- Technical Capability Review
- Financial Stability Review

The selection and qualification/approval process will typically include the development of a formal evaluation plan, some level of data collection (supplier surveys, on-site evaluations, audits, etc.), a formal report/recommendations, and approval or rejection of the supplier. Additional data and feedback may also be required from the supplier after the formal report/recommendations are submitted before a final decision on status can be made. Every effort will be made to share as much of the formal Watlow report with the supplier following the evaluation/audit activity, especially when the work involves an on-site evaluation/audit of the potential supplier.

The Watlow selection process is focused on finding strong partners, suppliers dedicated to superior performance, and those that desire a long term mutually beneficial relationship.

Once approved by one Watlow division/site, other divisions may chose to use a supplier without further qualification. However, this decision will ultimately rest with the Watlow division/site considering the supplier.

5.2 General Quality System Requirements

Unless otherwise specified, all suppliers to Watlow must be compliant and aligned to a quality system, such as ISO9001, ISO14001, AS9100, TS16949, etc., but do not necessarily need to be formally registered to these standards.

However, each Watlow division/site or Watlow supplier selection team reserves the right to require formal registration is in place to either approve, or utilize, an already approved supplier which was approved by another division/site.

The goal is for all suppliers to have fundamentally sound quality systems that provide for continuous improvement emphasizing defect prevention, waste reduction in the supply chain, and ensure that adequate processes, procedures, work instructions, and records are maintained for ALL fundamental aspects that are typically required to conduct business in a reliable and consistent manner.

Note that any change in approval/registration status of a third party quality system registration by an accredited registrar must be communicated to Watlow, preferably in writing. The notification should be sent to your primary Watlow quality or purchasing contact as soon as possible once the change in status is known.

5.3 TS16949 Requirements

There are certain situations where ISO registration/certification or better is required of our suppliers. The following outlines these expectations and how they will be communicated or made applicable.

- *All requirements identified in this document that relate to Watlow's TS16949 specific requirements are identified within this manual by italicized text.*
- *ISO9001 registration/certification or better (i.e. AS9100, TS16949) is required for contracted suppliers that are supplying product applicable to the TS16949 standard to Watlow. This requirement will be communicated by Watlow upon initiation of the new product offering and/or through specific verbiage on Watlow's Purchase Order, or Design Specification/Drawing documentation as appropriate.*
- *All purchased products or materials used in product shall conform to applicable regulatory requirements.*
- *It is required that all vendors maintain certification to the latest ISO9001 standard, with the goal of supplier conformity to the latest TS16949 standard.*

6.0 Information Applicable to an Approved Watlow Supplier

6.1 Supplier Classifications

Watlow will assign all approved suppliers to one of the following classifications and are primarily for internal Watlow use only.

- Level One: Generally the highest level of spend, typically the highest risk to Watlow's business, unique product, process, or service.
- Level Two: Generally a medium level of spend, medium risk, may provide a unique product, process, or service.
- Level Three: Generally the lowest level of spend, low risk, multiple sources usually available of the supplier's product, usually off the shelf components.
- Restricted: All suppliers not rated as one, two, and three and use of warrants formal deviation or equivalent to utilize on a periodic basis,
- Disqualified Suppliers: Disqualified, obsolete, or evaluated and not approved suppliers.

These classifications helps target Watlow's supplier quality and performance monitoring efforts, along with our supplier development actions. Typically, the supplier's classification has no bearing on the amount of business Watlow will engage in or entertain from a particular supplier. A supplier's classification and status is typically reviewed annually, or as business with that supplier may warrant. A supplier's actual classification may or may not be communicated to the supplier.

6.2 Long Term Agreement (LTA)

It is the intent of the Watlow sourcing organization to have an LTA with our most strategic suppliers. However, business needs may also warrant such agreements with other levels of suppliers. This type of agreement is supplemental to the requirements defined herein and shall serve as a document further defining the relationship and various agreements in quality, delivery, liability, pricing, etc., between the parties.

6.3 Supplied Material and Inspection of Material

Becoming an approved Watlow supplier does not guarantee that a supplier's part, product, material, or even service is approved or will ever be approved for use at Watlow.

Watlow divisions/sites each have specific part approval or part qualification processes that will vary in scope from site to site. These processes may require, but are not limited to first article inspections (FAI), Watlow validation testing, and formal approvals required from a cross-functional team involving engineering, manufacturing, purchasing, and quality. Once the actual part/product/material to be supplied is approved and the part number is added to the business system, only then can Watlow place formal orders for production use at Watlow. However, special orders for qualification testing, prototypes, and pre-production builds may occur before the part is formally qualified.

Furthermore, each Watlow division/sites may have their own procedures regarding incoming inspection requirements and requirements pertaining to dock to stock, or ship to stock status.

6.4 Change Control and Communication

Watlow recognizes that a continuous improvement philosophy encourages product changes, sourcing and sub-contractor changes, and process and manufacturing improvements. However, to ensure against any unforeseen impact to Watlow or its customers, all such changes must be submitted in writing to your primary Watlow quality or purchasing contact.

Please note that some changes may require formal approval by Watlow prior to product delivery. The changes that typically require such approval are those that impact form, fit, function, the equipment used to manufacture the part or material, manufacturing tooling, measuring and test equipment and process method, part number changes, material changes, sub-tier supplier changes, test procedures, and location of manufacturing site of the product supplied to Watlow. Note: This is not intended to be an all-inclusive list. Every effort needs to be made by the supplier to notify Watlow of such changes 180 days in advance, or as soon as possible, to allow for re-qualification of the part or material by Watlow and our customers. If there is a question on what changes require communications, please discuss this with your Watlow quality or purchasing contact.

Furthermore, it is expected that the supplier have a formal change control system/process that governs all applicable design and manufacturing process changes requested, issued, and implemented within their facilities and requested by their customers.

6.5 Copy Exact

In addition to the change control and communication requirements, select Watlow products and sourced material may need to conform to the requirements of Copy Exact. The following defines how Watlow applies Copy Exact and the expectations of Watlow's suppliers that will help Watlow meet our customer's change control requirements:

Definition of Copy Exact: Documentation of the supplier's manufacturing sequence of events, process controls, product monitoring and test processes used in producing a critical part. Once approved, any changes require written approval by Watlow.

- When Watlow requires a fixed process, Copy Exact, it will be noted on the governing material print or specification for the material to be supplied.
- The material supplied will be produced to the same design as specified by Watlow and supplier documentation.
- Material will be produced from the same material as defined by the applicable material specification. After material has been supplied to Watlow, the supplier may not alternate materials without prior written approval.

- Material will be produced by the same manufacturing process as defined in the design specifications. A change to the sequence of process, manufacturing location and extensive production discontinuities will require written approval by Watlow.
- Material will be produced using material, products, special processes (metal finishing, heat treatments, etc.) from the same suppliers. A change in supplier must be approved by Watlow, in writing.
- Traceability of material must be documented and maintained throughout the production process as agreed upon with Watlow. Items found to contain a critical defect must be traceable to the raw material, time and place produced.

6.6 Purchase Order (PO) Acknowledgements, Advance Ship Notices (Expedites), and Order Status

The supplier shall provide a fax, e-mail, or other electronic purchase order acknowledgement to the Watlow Buyer listed on the Watlow purchase order as soon as possible after receiving the PO, and always within one business day. The PO acknowledgement must contain the unit or piece price, including surcharges along with the planned delivery date.

In addition, purchase orders that Watlow has requested be expedited or delivered on an earlier receipt date than is noted on an outstanding purchase order should also be acknowledged as soon as the supplier can commit to a new date. If the expedited request can be fulfilled earlier than the original PO due date, the supplier must notify, or re-acknowledge with the Watlow Buyer the new expected receipt date. Failure to communicate this information may result in an "early" receipt that will affect the supplier's on time delivery performance and may also result in material being rejected and returned to the supplier in some cases.

Excess transportation charges are the supplier's responsibility when supplier delivery to agreed to delivery date is past due.

Over shipments are **not** acceptable unless previously agreed to in writing. Suppliers are responsible for any return freight carrier charges, and/or plant costs as a result of an over shipment.

Capacity problems and any other extenuating circumstances requiring extended downtime that will prohibit the supplier to ship to schedule shall be immediately communicated to the supplier designated Watlow contact.

6.7 Material Identification / Inventory Control

The supplier is expected to have adequate systems in place for material identification and expected to supply material using a "FIFO" (First-In-First-Out) system from their inventories. Material found by Watlow incoming inspection and receiving to not be properly identified and/or found to be of a lot/date code that is older than previously received material from that supplier may be subject to rejection and return to the supplier.

Where applicable, the supplier shall also establish a lot traceability system that can provide Watlow with an objective evidence trail of material used to produce products for delivery to Watlow.

6.8 Outgoing Product Quality

It is expected that the supplier's quality system contain sufficient controls to ensure that the products shipped to Watlow conform to all physical, dimensional, and visual requirements defined for the product or material provided. When defined as a requirement, each shipment should also include a Certificate of Compliance (C of C), Material Test Report (MTR), Outgoing Inspection Report, or other objective evidence of compliance as specified by the purchase order, specification/drawing/print, or other contractual agreements.

6.9 Packaging Requirements

The supplier shall comply with all recommended and accepted industry practices regarding shipping containers, product protection, etc., along with any specific Watlow packaging and labeling requirements when defined by the purchase order, specification/drawing/print, or other contractual agreements. When packaging criteria is not defined by Watlow, the supplier shall ensure material is appropriately packaged to prevent damage or deterioration from handling and other damage that is common of various shipping companies and carriers while product or material is in transit to Watlow by conforming to the recommended and accepted industry guidelines for shipping.

6.10 Packing Slips

Packing slips shall accompany every shipment and shall be attached to the shipment such that they are readily identifiable, easy to access (ie...top of pallet of multiple containers), and arrive intact.

6.11 Nonconforming Material

Nonconforming material found by Watlow at incoming/receiving, in stock, or anytime during our manufacturing and shipping processes, or found as a result of a customer return that has been deemed by Watlow analysis as a supplier caused issue, may be returned to the supplier for credit and corrective action at the supplier's expense.

Watlow will request and notify the supplier of a nonconforming material issue as soon as possible and will initiate the disposition process of suspect material at Watlow, typically through a request to the supplier for a Return Material Authorization (RMA). Watlow expects that the supplier will make every effort possible to replace, rework, or sort material in order to maintain continuity of supply in order to avoid production line-down situations.

Watlow will make every effort to notify the supplier as soon as nonconforming material is found and allow the supplier collaborate in any initial disposition decisions of material at Watlow. However, Watlow reserves the right to expedite sorting, inspection, rework, or repair of supplier nonconforming material without prior authorization from the supplier to meet Watlow's immediate production needs.

The costs incurred by Watlow to conduct any inspection, sorting, or rework will be negotiated with the supplier in regards to appropriate compensation for the efforts, as will any additional Watlow involvement in any subsequent sorting and rework operations with the supplier.

Containment: When the supplier is notified of the issue from Watlow, it is expected that the supplier conduct whatever operations are necessary to contain further suspect material from being shipped to Watlow. Furthermore, Watlow expects that the supplier notify Watlow of any material in transit that may be affected and also advise on disposition of material already at Watlow that is suspect.

6.12 Supplier Corrective Action Request (SCAR)

When supplier caused nonconforming material is found, Watlow may issue a Supplier Corrective Action Request (SCAR) to the supplier.

The SCAR will request specific action from the supplier that ranges from only a notification or awareness that Watlow found a minor issue, requiring no formal response from the supplier, to requesting full credit and corrective action of the supplier, which will require the supplier to provide a formal written corrective action response.

Formal SCAR responses from a supplier must always identify the containment action, root cause of the issue, and planned corrective action, both short and long term/permanent action, along with implementation/effective dates. The supplier is encouraged to utilize their own corrective action response report forms when possible in order to help expedite the response and provide appropriate levels of detail.

Responses to SCAR's are expected to be provided by the due date noted in the SCAR. If an action cannot be completed within the timeframe noted in the SCAR, a formal corrective action plan should be identified within 72 hours of receiving the SCAR. If no plan is submitted before that time, Watlow will assume all actions regarding the SCAR will be completed by the due date noted on the SCAR, which is typically 10 working days from the notification of an issue to the supplier.

6.13 Cost of Poor Quality

All costs incurred by Watlow that are associated with the failure of the supplier to meet Watlow quality or delivery requirements may be charged back to the responsible supplier. These will typically be requested in conjunction with a formal SCAR request, but may also be requested by other means.

Labor charges may vary depending on the skill level of the personnel required, but typically will be \$50/hour for production level labor and \$100/hour for technical/engineering level resources. Watlow will make every effort to

estimate the approximate charges expected as soon as possible upon discovery of the issue to allow for alternative options to be considered.

7.0 Supplier Performance and Development

7.1 Supplier Performance Expectations

Supplier performance is an important and integral part of the Watlow supplier quality and development and supply chain management system. Objective data on supplier quality, delivery, and timely response to formal requests is obtained from the Watlow business system and used to develop key performance metrics for all of our suppliers.

All suppliers' performance is reviewed once a month through data analysis conducted typically by each site's supplier quality engineering function. Driven by this data, and as a result of the priorities the data defines, appropriate action will be initiated with the supplier if an improvement in performance is required.

The following defines the primary metrics that are monitored in regard to a supplier's performance to Watlow:

Quality/Defect Rate: Watlow utilizes a parts per million (PPM) calculation to define the quality/defect rate for suppliers. The defect rate goal is always ZERO PPM.

The calculation used is: $PPM = (\text{Quantity Rejected} / \text{Quantity Received}) * 1,000,000$

On Time Delivery (OTD): Watlow applies the date the supplier has "promised" that Watlow will have the parts or material on their dock as noted by the most recent PO acknowledgement as the due date or dock date. The calculation of on time delivery is the percentage of on time receipts (receipts that are on the Watlow dock no earlier than three days before the expected due date and no later than the due date...3 days early/0 days late) to total receipts for the month. The OTD expectation is always 100% OTD.

The calculation used is: $OTD\% = (\text{Quantity of On Time Receipts} / \text{Total Quantity of Receipts}) * 100$

On Time/ Past Due Responses: Watlow monitors a supplier's responsiveness to requests generated from our corrective action system by evaluating if a supplier has responded appropriately to the formal request by the due date noted in the request. If the supplier does not provide an appropriate response by the due date, or justify a new due date be established, the response is considered late. The goal is always 100% on time responses and the quantity of past due responses will be tracked.

7.2 Supplier Scorecards

The Watlow supplier's performance will be formally communicated to select suppliers once per month, typically within the first week following the close of the Watlow fiscal month (4-4-5 calendar). Supplier scorecards are generated and distributed monthly to all Watlow Level One and Level Two suppliers. Other levels of suppliers will receive scorecard feedback when performance issues are detected through the monthly data analysis, or if a scorecard is requested by a supplier. Requests for scorecards by suppliers that are not on the monthly distribution plan should be discussed with the appropriate Watlow purchasing or quality contact.

7.3 Supplier Development/Improvement

Supplier performance and other variables of the supplier-customer relationship are taken into consideration and applied to making decisions on which suppliers Watlow would like to invest resources in our quest to help select suppliers improve, and improve ourselves.

Development work with suppliers may be the result of audit findings, corrective action activity, supplier performance, identified opportunities to improve the business and interaction, cost initiatives, lean manufacturing initiatives, etc. It is Watlow's desire to form working relationships with our suppliers, with a common goal of continuous improvement being the main objective. Watlow desires suppliers that are also willing to take similar action or to assist Watlow in our improvement/development efforts, partnering with Watlow resources to achieve the common goal.

Watlow's suppliers are expected to always be working towards achieving zero defects and 100% on time delivery. Watlow will work with suppliers directly to establish improvement goals and targets as needed and assist those suppliers in achieving those goals whenever possible. Watlow expects our supplier's full cooperation when such opportunities arise. Every situation is different, and Watlow and the supplier will determine the appropriate course of action needed in order to always be improving.

Supplier development is not only about quality and delivery performance, but can also include aligning systems and processes to eliminate wastes, entertaining value added services offered, and utilizing a supplier's expertise to help Watlow improve.

8.0 Revision and Approval

Revision Date	Section	Description	Originated By
May 19, 2008	Purpose and Scope	Added specifics for TS16949 supply chain requirements	Erik Fadlovich
	Quality System	Added specifics for TS16949 supply chain requirements	
	Added Revision and Approval Record	Added Revision and Approval Record	
	Cover Page	Removed word "Corporate" from cover page	
June 13, 2008	Added Sub-Tier Supplier Right of Entry	Sub-Tier Supplier Right of Entry requirement	Erik Fadlovich
October 9, 2009	All	Overall content redesign and reformat	Marty Gappa
January 11, 2011	All	Update past due SCAR expectations, supplier development detail, and clarify grammatical usage in multiple sections	Marty Gappa
June 23, 2011	5.3 and 4.1	5.3 Modified TS16949 heading to remove 2002 reference and added reference to Conflict Minerals in Section 4.1	Marty Gappa

Approvals

Title
VP of Quality and Supply Chain
Supplier Quality and Development Manager